



# Other Annexes

## Annexes Chapter 4 Corporate Governance, Setting an Example

### (205-2) Communication and training on anti-corruption policies and procedures.

Business partners who have been informed about the Organization's anti-corruption policies and procedures

#### Grupo Energía Bogotá

Partner type	Total	Partners informed		Partners trained	
		No.	%	No.	%
Suppliers	238	238	100%	238	100%
Contractors (security personnel) - <i>in-house</i>	9	9	100%	9	100%
<b>Total</b>	<b>247</b>	<b>247</b>	<b>100%</b>	<b>247</b>	<b>100%</b>

#### Cálidda

Partner type	Total	Partners informed		Partners trained	
		No.	%	No.	%
Suppliers	1,196	1,196	100%	110	9%
<b>Total</b>	<b>1,196</b>	<b>1,196</b>	<b>100%</b>	<b>110</b>	<b>9%</b>

## Annexes Chapter 5 Sustainability is in our DNA

### (Own) Strategic risks

#### Strategic risks

#	Strategic risk	Brief description	Mitigation actions	Potential impacts
1	Regulatory changes unfavorable to the Company's interests	Changes in current regulations (laws, decrees, resolutions, circular letters, rulings, doctrine) with a negative impact on the interests of Grupo Energía Bogotá	<ul style="list-style-type: none"> <li>• Design and implementation of a procedure for regulatory compliance</li> <li>• Monitor laws, regulations, doctrine and jurisprudence</li> <li>• Group management of high government in each country</li> <li>• Participation in industry associations (Presidency of Andesco, Naturgas, Acolgen, ANDI, SER).</li> </ul>	<ul style="list-style-type: none"> <li>• Reduction in revenues/ slow growth</li> <li>• Additional taxes/lower profits</li> <li>• Downgrading of credit rating</li> </ul>

Strategic risks

#	Strategic risk	Brief description	Mitigation actions	Potential impacts
2	Work accidents during project development, operation and maintenance activities	Work accidents during transmission project development, operation and maintenance activities affecting direct employees or third parties, involving serious injuries or deaths	<ul style="list-style-type: none"> <li>• Implement the Industrial Safety Cultural Transformation Program</li> <li>• Inspect and verify compliance with occupational safety and health (OSH) procedures for high-risk jobs and affiliations to the social security system</li> <li>• Periodic verification of competencies and training of Company and contractor employees</li> <li>• Orientation and periodic awareness-raising on the risks and hazards employees and contractors are exposed to</li> <li>• Establish indicators to measure OSH competencies and performance at all organizational and contractor levels</li> <li>• Require personal accident insurance policies for high-risk field tasks from contractors and sub-contractors</li> </ul>	<ul style="list-style-type: none"> <li>• Serious or fatal injuries</li> <li>• Economic losses</li> <li>• Fines, penalties or lawsuits; shut-down of work sites or of the Company</li> <li>• Effects on image and reputation</li> <li>• Affect project timetables and compliance (delays)</li> </ul>
3	Lack of continuity in the strategy or failure to implement the corporate governance practices	Continuous changes in management and instability in the strategic guidelines, leading to lack of continuity in the implementation of the strategy and in corporate governance	<ul style="list-style-type: none"> <li>• Low ratings by credit rating agencies</li> <li>• Drop in share prices</li> <li>• Failure to achieve corporate sustainability or profitable growth</li> <li>• Changes in policies and guidelines, re-processing, inadequate execution of the budget and PAC.</li> </ul>	<ul style="list-style-type: none"> <li>• Implementation of good corporate governance practices aligned with OECD guidelines</li> <li>• Update and monitor the long-term Corporate Strategic Plan (CSP)</li> <li>• Re-institutionalization of Corporate Governance, phases 1, 2 and 3</li> </ul>
4	Inadequate management of the corporate strategy at affiliates	Failure by Grupo Energía Bogotá to adequately monitor the strategy and corporate governance practices at the affiliates	<ul style="list-style-type: none"> <li>• Implementation and ongoing monitoring of the Corporate Governance Model and communications with affiliates (strengthen boards of directors, committees, bylaws and reporting lines)</li> <li>• Definition of procedures and guidelines for monitoring affiliates.</li> <li>• Implementation of key processes (to leverage the growth strategy: sourcing, communications, new businesses, human resource management, cost control, among others)</li> <li>• Adoption of the Intervention Model</li> <li>• Fulfillment of the Business Group Agreement</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of business/Loss of value</li> <li>• Loss of operating efficiency and resources</li> <li>• Unfavorable impact on reputation</li> </ul>
5	Not exercising an appropriate role as shareholder in the decisions adopted at companies in which Grupo Energía Bogotá has non-controlling interests	Not intervening in an appropriate and timely manner to influence the decisions made by companies in which Grupo Energía Bogotá has non-controlling interests, in favor of the interests of Grupo Energía Bogotá	<ul style="list-style-type: none"> <li>• Define a clear agenda for companies in which Grupo Energía Bogotá has non-controlling interests</li> <li>• Implementation of an orderly plan with other shareholders, with a defined purpose and aligned with the strategy</li> <li>• Define procedures and guidelines to manage companies in which Grupo Energía Bogotá has non-controlling interests</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of business/Loss of value</li> <li>• Loss of operating efficiency and resources</li> <li>• Impact on image; reputation</li> <li>• Litigation</li> <li>• Impact on company operations</li> </ul>

Strategic risks

#	Strategic risk	Brief description	Mitigation actions	Potential impacts
6	Not having the appropriate and motivated human capital to develop the strategy	Absence of a Human Resource Management Model that addresses the needs of the business and contributes to retaining and developing the best talent	<ul style="list-style-type: none"> <li>• Design and implementation of the Human Resource Management Model framework</li> <li>• Document and communicate human resource management procedures</li> <li>• Design and implement the Leadership Model</li> <li>• Implement the Performance Management Model</li> <li>• Implement the work environment and organizational culture strategy</li> <li>• Implement the compensation model</li> <li>• Implement the Knowledge Management Model (orientation, education and training)</li> </ul>	<ul style="list-style-type: none"> <li>• Inadequate personnel selection</li> <li>• High turnover and inadequate performance</li> <li>• Low motivation and unfocused strategy</li> <li>• Not having high-performance teams with adequate recognition models</li> <li>• Failure to preserve knowledge; lack of continuity in the strategy</li> <li>• Low personnel productivity and motivation</li> <li>• Lawsuits or penalties by the Labor Ministry</li> </ul>
7	Inadequate debt management	Higher costs or difficulties in renewing current credit lines or obtaining new loans for Grupo Energía Bogotá	<ul style="list-style-type: none"> <li>• Formulation of mechanisms for early refinancing at longer terms and more favorable market conditions</li> <li>• Cash management to gradually pay down debt</li> <li>• Time optimization mechanisms</li> <li>• Medium-term debt programs</li> <li>• Negotiation of less restrictive contractual clauses, guarantees or parent company/affiliate support</li> <li>• Formulation and implementation of a financial risk hedging strategy for debt and investments of Grupo Energía Bogotá</li> <li>• Assessment and implementation of actions aimed at restructuring debt concentration by term or currency.</li> </ul>	<p>Default event</p> <p>Drop in share prices</p> <p>Lower cash flow</p> <p>Additional financial costs</p> <p>Difficulties in placement/commercialization of papers</p> <p>Non-viability of future businesses</p>
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	<ul style="list-style-type: none"> <li>• Development of a pipeline of new opportunities in different business areas</li> <li>• Definition of mid-term goals and periodic monitoring of fulfillment</li> <li>• Active management control over revenues</li> <li>• Monitoring of the business financial plan</li> <li>• Implementation of a debt restructuring strategy in conditions that are consistent with revenue generation.</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of growth/ Drop in share prices</li> <li>• Lower dividends for shareholders</li> <li>• Difficulties in obtaining new funding</li> <li>• Default event</li> <li>• Low liquidity or insolvency event at any Grupo Energía Bogotá company, consequently affecting the parent company</li> <li>• Loss of investment grade credit rating</li> </ul>

## Strategic risks

#	Strategic risk	Brief description	Mitigation actions	Potential impacts
9	Fraud and Corruption	Any dishonest act or intentional 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	<ul style="list-style-type: none"> <li>• Training to strengthen ethics, transparency and compliance</li> <li>• Define authority levels in procedures and policies, matrix of segregation of functions in SAP, system access controls</li> <li>• Declarations of conflict of interest; review and management of reported cases</li> <li>• Include evidence of results from queries in restrictive lists in order to sign or amend any type of contract</li> <li>• Plural number of participants in contracting processes, technically and legally supported preliminary studies, cross-checks, signing of confidentiality agreements, checking on restrictive lists</li> <li>• Establishment of administrative penalties for failure to comply with the <i>SIPLA Manual</i> by employees</li> </ul>	<ul style="list-style-type: none"> <li>• Economic losses</li> <li>• Impact on reputation</li> <li>• Loss of stakeholder trust</li> <li>• Drop in share prices</li> </ul>
10	Non-continuity of the business	Inadequate preparation to recover and restore critical business activities in a risk event that threatens business continuity	<ul style="list-style-type: none"> <li>• Implementation of a Business Continuity Plan</li> <li>• Take out transfer risks/insurance policies</li> <li>• Back-up data center for SAP services Office 365 (e-mail).</li> <li>• Adequate selection of alternate Board members at affiliates in order to ensure ongoing support</li> </ul>	<ul style="list-style-type: none"> <li>• Economic losses, lower revenue</li> <li>• Non-availability of physical facilities</li> <li>• Non-participation in strategic decisions of affiliates and associates</li> </ul>
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	<ul style="list-style-type: none"> <li>• Training, education and awareness-raising on information and systems security</li> <li>• Policy, procedures and tools to inventory, assess, classify and treat information</li> <li>• Apply segregation of functions in information systems (SAP) and active security (ongoing monitoring of user roles and profiles)</li> <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> </ul>	<ul style="list-style-type: none"> <li>• Industrial espionage and loss of competitiveness</li> <li>• Loss of businesses</li> <li>• Leaking or loss of key information</li> <li>• Impact on image, penalties and fines by control bodies</li> </ul>

## (Own) Emerging risks

### Emerging risks

Global or industry trends	Emerging risks	Correlation with strategic risks	Possible impacts	Mitigation actions
Change of government and of the country's financial situation	Changes in tax and financing laws	Regulatory changes unfavorable to the Company's interests	Effects on revenues and EBITDA, loss of value of shares	<ul style="list-style-type: none"> <li>Monitor laws, regulations, doctrine and jurisprudence</li> <li>Group management 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>Leaking 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</li> <li>Business Continuity Plan</li> <li>Institutional Emergency Response Plan (PIRE, for the original in Spanish)</li> </ul>

## (102-43) (102-44) Stakeholders

Stakeholders	Communications channel	Frequency of relations	Topics of interest
<b>Shareholders and investors</b>	Sustainability report, corporate governance report, quarterly results of GEB, TGI and Cálidda, Conference on Results of GEB, TGI and Cálidda	Annual and quarterly	<ul style="list-style-type: none"> <li>Stock performance information with shareholders and investors, graphs on stock performance, financial achievements and challenges for the upcoming year</li> <li>Progress on implementation of <i>Código País</i> and Circular Letter 028/2015 and challenges for the upcoming year</li> <li>Financial, commercial and operating matters</li> </ul>
<b>Customers</b>	Only TGI, Calidda and Contugas have customers / satisfaction surveys, performance indicators, talks, workshops and activations	Annual	<ul style="list-style-type: none"> <li>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</li> </ul>

Stakeholders	Communications channel	Frequency of relations	Topics of interest
<b>Employees</b>	Internal Blog <i>Entérate</i> (Find out), Noti entérate TV (TVs in offices), digital platforms, leadership programs, training and development plan, Ethical Channel, Coexistence Committee, strategic meetings, sustainability report	Weekly, quarterly, annual or as required. Some channels offer permanent communications	<ul style="list-style-type: none"> <li>• Corporate Governance</li> <li>• Audit and internal control</li> <li>• Human Talent Management</li> <li>• Well-being</li> <li>• Organizational changes</li> <li>• Benefits and compensation</li> <li>• extra-salary and extra-contractual</li> <li>• Work environment</li> <li>• Organizational culture</li> <li>• Strategic planning</li> <li>• Change management</li> </ul>
<b>Authorities</b>	Environmental compliance reports, reports on lifting of bans, concentration of environmental offsetting, field verification visits, newsletters, inquiry response line, website, e-mail, work meetings, telephone, sustainability report, inter-institutional agreements	Monthly, annual or as required. Some of these channels remain open on an ongoing basis	<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>
<b>Communities</b>	Face-to-face meetings, regional offices, participative workshops, communications department, sustainability department, field visits, information meetings and events, newsletters, inquiry response line, website, telephone, e-mail, sustainability report, press releases, mass media and Ethical Channel	Annual Some channels are used as required or are permanently available.	<ul style="list-style-type: none"> <li>• Shared Value</li> <li>• 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 protection</li> <li>• Construction process and gas installation</li> </ul>
<b>Opinion Formers</b>	Events, conferences, mass media, press releases and conferences, visits and tours of operating sites	Ongoing	<ul style="list-style-type: none"> <li>• Financial information, stock information, relevant events on the Company and its operations</li> </ul>
<b>Suppliers</b>	Website, surveys, supplier meeting, e-mail, on-site inspections and audits, Ethical Channel, telephone and work meetings	As required	<ul style="list-style-type: none"> <li>• Strategic partnerships, renewable energy projects in the common good</li> </ul>

## Annexes Chapter 6 We Create Shared Value - Economic Dimension

### We Create Value for our Shareholders

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

Direct economic value generated and distributed (Colombian pesos)	2017	2018
<b>Revenue</b>	3,322,420	4,001,754
<b>Financial revenue</b> (may include: interests, dividends, others)	204,011	105,267
<b>Income from equity method</b>	1,029,542	1,055,060
<b>Other non-operating revenues</b> (may include: royalties, sales of PP&E)	69,924	296,115
<b>Direct economic value generated</b>	<b>4,625,897</b>	<b>5,458,196</b>
<b>Operating costs</b> (may include: property leases, license fees, royalties, contractor payments, among others)	1,477,267	1,986,686
<b>Salaries and employee benefits</b> (salaries, pension contributions, insurance, indemnities, payroll taxes, among others)	215,571	252,332
<b>Dividends to shareholders</b> (profit distribution proposal)	908,936	1,193,553
<b>Interest payments</b>	597,670	539,057
<b>Payments to governments, by country</b> (taxes, fines, penalties, permits)	427,572	86,294
Colombia	338,454	(16,988)
Peru	84,989	77,891
Guatemala	4,082	25,391
Brazil	47	-
<b>Investments in communities</b>	9,246	6,283
Colombia	7,213	4,377
Peru	1,103	1,362
Guatemala	930	544
<b>Economic value distributed</b>	<b>3,636,262</b>	<b>4,057,921</b>
<b>Economic value retained</b>	<b>989,635</b>	<b>1,400,275</b>

## We strengthen our customer relations

#### (Own) Customer satisfaction

Customer satisfaction (%)	TGI					Cálidda					Contugas				
	2015	2016	2017	2018	2018 Target	2015	2016	2017	2018	2018 Target	2015	2016	2017	2018	2018 Target
Customer satisfaction level	91%	82%	91%	84%	Not available	84%	82%	83%	81%	85%	82.8%	85.9%	84.9%	85.6%	84.9%



#### (418-1) Substantiated complaints concerning breaches of customer privacy and losses of customer data

General information	Grupo Energía Bogotá	TGI	Cálidda	Contugas	TRECSA
Total substantiated complaints concerning breaches of customer privacy	0	0	0	0	0
Complaints received from third parties and verified by the Organization	0	0	0	0	0
Complaints from regulatory authorities	0	0	0	0	0
Identified cases of leaks, theft or loss of customer data	0	0	0	0	0

#### We deliver reliable services

##### (EU4) Length of energy and gas transmission and distribution lines

Energy infrastructure indicators	2017			2018		
	Grupo Energía Bogotá	TRECSA	Total	Grupo Energía Bogotá	TRECSA	Total
Number of electricity transmission substations	22	16	38	25	16	41
Total length of the electricity transmission network (km)	1,501	457	1,958	1,523	526	2,049

In Brazil, the infrastructure includes 14 substations and 1,094 km of electricity transmission networks, in which Gebbras holds a 51% equity interest.

Gas infrastructure indicators	2017				2018			Total
	TGI	Cálidda	Contugas	Total	TGI	Cálidda	Contugas	
Total length of gas transportation and distribution pipelines (km)	3,957	8,330	1,590	13,877	3,994	9,691	1,360	15,045
Number of gas distribution substations	N/A	46	10	56	N/A	53	10	63

##### (Own) Availability of gas transportation and distribution pipelines and compressor stations

Gas availability indicators	2017			2018		
	TGI	Cálidda	Contugas	TGI	Cálidda	Contugas
Availability of gas transportation and distribution assets (%)	99.880%	100%	100%	99.250%	100%	100%
Availability of compressor stations for gas transportation (%)	97.400%	N/A	N/A	95.800%	N/A	N/A

**(Own) Availability of electric energy distribution assets**

Electric energy availability indicators	2017		2018	
	Grupo Energía Bogotá	TRECSA	Grupo Energía Bogotá	TRECSA
Availability of electricity transmission assets (%)	99.891%	99.993%	99.951%	99.989%

**(Own) Service reliability and performance of the Maintenance Plan**

Reliability indicators	2017					2018				
	Grupo Energía Bogotá	TGI	Cálidda	Contu-gas	TRECSA	Grupo Energía Bogotá	TGI	Cálidda	Contu-gas	TRECSA
Service reliability (%)	N/A See note	99.84%	N/A	100.00%	NA	N/A See note	NA	N/A	100.00%	NA
Maintenance plan performance (%)	94.00%	99.20%	99.22%	100.00%	96.00%	99.00%	99.60%	97.94%	100.00%	100%

**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 transmitters (NT) and the system operator (XM) have the duty of identifying projects aimed at improving the reliability of the National Transmission System (NTS), 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.

**(Own) Percentage of losses during gas transportation and distribution (%)**

Gas losses or leaks	2017			2018		
	TGI	Cálidda	Contugas	TGI	Cálidda	Contugas
Percentage of losses during gas transportation and distribution (%)	0.000%	0.002927%	0.000056%	0.000%	0.001554%	0.890000%

## We optimize resources

### (201-1) (Own) Proportion of spending on local suppliers and proportion of local suppliers

Spending by type of supplier	Grupo Energía Bogotá		TGI		Cálidda		Contugas		TRECESA		Total	
	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018
Total number of suppliers	435	597	318	414	87	600	69	517	189	165	1,098	1,890
National suppliers	365	488	263	331	62	575	44	478	108	156	842	1,604
International suppliers	70	109	55	83	25	1,175	25	39	81	9	256	286
Total payment to suppliers USD	USD 63,400,000	USD 157,943,014	USD 137,400,000	USD 75,994,598	USD 144,000,000	USD 119,859,250	USD 71,000,000	USD 75,389,757	USD 4,800,000	USD 4,824,840	USD 276,800,000	USD 434,011,460
Payments to national suppliers USD	NA	USD 101,589,589	NA	USD 58,464,468	USD 142,560,000	USD 103,549,915	USD 1,408,955	USD 3,422,150	NA	USD 4,352,844	NA	USD 271,378,967
Percentage of national suppliers	83.91%	81.74%	82.70%	80.00%	71.26%	95.83%	63.77%	92.46%	57.14%	94.55%	76.68%	84.88%
Percentage of payments to national suppliers	NA	64.32%	NA	76.90%	99.00%	86.39%	1.98%	4.54%	NA	90.22%	NA	62.53%

#### Notes:

- › At Contugas, total national suppliers includes local suppliers.
- › The figure for total supplier payments reported by Cálidda in 2017 was corrected in this report.

### (308-1) (414-1) New suppliers that have assessed based on environmental and social criteria

2017

Supplier evaluations	Unit	Grupo Energía Bogotá	Cálidda	Contugas
Total number of new suppliers	Number	278	166	179
Total number of new suppliers that were assessed and selected using environmental criteria	Number	48	84	179
Percentage of new suppliers that were assessed and selected using environmental criteria	Percentage	17%	51%	100%
Total number of new suppliers that were assessed and selected using social criteria	Number	278	84	179
Percentage of new suppliers that were assessed and selected using social criteria	Percentage	100%	51%	100%

2018				
SUPPLIER ASSESSMENTS	Unit	Grupo Energía Bogotá	Cálida	Contugas
Total number of new suppliers	Number	184	176	171
Total number of new suppliers that were assessed and selected using environmental criteria	Number	62	84	171
Percentage of new suppliers that were assessed and selected using environmental criteria	Percentage	34%	48%	100%
Total number of new suppliers that were assessed and selected using social criteria	Number	184	84	171
Percentage of new suppliers that were assessed and selected using social criteria	Percentage	100%	48%	100%

## We innovate for transformation

### (Own) Number of innovative ideas

Number of innovative ideas	Contugas	
	2017	2018
Received ideas	75	46
Approved ideas	12	9
Validated ideas	4	3
Implemented ideas (consolidated)	0	0

## Annexes Chapter 6 We Create Shared Value- Social Dimension

### We are Working Hand-in-Hand with the Communities

#### (203-2) Significant indirect economic impacts

Company	2018 Impact description	Type of impact	Where it occurred
<b>Grupo Energía Bogotá</b>	Boost to the local economy (supply and demand of goods and services) and temporary creation of formal jobs	Positive	* Cartagena, Cartagena municipalities, Santa Rosa de Lima and Turbaco (a total of nine communities). * Municipality of El Paso, township of La Loma de Calenturas (one community).
<b>TGI</b>	Reduction in property valuation	Negative	* Cartagena, approximately 57 properties. * Río Córdoba, three properties
	Contribute the resources to strengthen the sheep and goat agricultural and industrial line through entrepreneurship and production chains with a technical semi-stabling system in the township of La Palma, Municipality of San Alberto, Cesar	Positive	Township of La Palma in the municipality of San Alberto, Cesar
	Contribute the resources to reactivate the artistic-musical process of the Musical Training School for children, youth and adults by developing 12 artistic-musical workshops as a strategy for cultural strengthening in the townships of La Llana and La Palma, and their district areas (municipality of San Alberto, department of Cesar)	Positive	Townships of La Llana and La Palma in the municipality of San Alberto, Cesar
	Economic impact from the use of the region's products and services due to the development of the Cusiana Stage IV Project	Positive	Puerto Boyacá (Boyacá)
	Impact on the employment of the communities as a result of the increase in the gas transportation capacity due to the Cusiana Stage IV Project	Positive	Puerto Boyacá (Boyacá)
	Annual activities with the different stakeholders that generate relations of trust and support, which results in operational activities without social problems, such as walkouts, rallies or the impossibility to execute works, thus affecting the corporate reputation or causing economic damage due to the halting of work or maintenance	Positive	87 districts and neighborhoods, 10 municipalities and 2 departments
	The dynamic of recruiting local and regional labor, as well as goods and services, in relation to the operation and maintenance work of the gas pipeline system	Positive	Municipalities of La Dorada, Guaduas, Honda, Mariquita, Fresno, Armero Guayabal, Lérída, Líbano, Venadillo, Ambalema, Alvarado, Piedras and Ibagué, and 70 districts in the gas pipeline's areas of direct influence.
	Mitigation of the risks related to the overlapping with other hydrocarbon projects and joint actions with mayors' offices, operating entities of the CMGRD, which have prevented conflicts, emergencies and events that could cause negative effects	Positive	Municipalities of La Dorada, Guaduas, Honda, Mariquita, Fresno, Armero Guayabal, Lérída, Líbano, Venadillo, Ambalema, Alvarado, Piedras and Ibagué, and 70 districts in the gas pipeline's areas of direct influence. Municipalities of La Belleza, Saboyá, Briceño, Florián, Chiquinquirá
	The dynamic of recruiting local and regional labor, as well as goods and services, in relation to the operation and maintenance work of the gas pipeline system	Positive	Municipalities of La Belleza and Saboyá: 50 districts in the areas of direct influence of the gas pipeline

Company	2018 Impact description	Type of impact	Where it occurred
TGI	Contribute resources to strengthen, encourage and promote reading based on an environmental approach for the community of the district of Palomas Mararabe of the municipality of Paratebueno, Cundinamarca, with cultural and social spaces through the <i>Listos a Leer</i> (Ready to Read) workshop	Positive	District of Palomas Mararabe, municipality of Paratebueno
	The economy of the sector where the operation takes place has a major positive impact on the community: it helps improve the quality of life of its inhabitants	Positive	The region of Lengupa (municipalities of Páez, Miraflores, Zetaquirá)
	Economic impact from the use of the region's products and services due to the development of the Cusiana Stage III and IV projects	Positive	Puente Nacional, Santander
	Impact on the employment of the communities as a result of the increase in the gas transportation capacity due to the Cusiana Stage III and IV projects	Positive	Puente Nacional, Santander
	A positive impact is generated on the communities of the area of direct influence of the gas compressor stations and the gas pipeline due to the employment of unskilled labor.	Positive	Jagua del Pilar, Hatonuevo
	Regional Recruitment Program-Positive Impact. The Company complies with this program to provide job opportunities in general services, security and driving. Contractors select from the gas pipeline's area of direct influence	Positive	Communities of the area of direct influence, operating center, GCS, Casacará, Curumani
	Dynamism of the local economy through the purchase of inputs (snacks) required in the execution of corporate activities from suppliers from the region	Positive	Manizales
	Dynamism of the local economy through the purchase of inputs (snacks) required in the execution of corporate activities (environmental studies and design) from suppliers from the region	Positive	Infraestructura de Regasificación del Pacífico Project's area of influence
Cálida	More services for the household segment as a result of the greater number of connections and the delivery of 31,486 gas appliances during the period (3.1 times the 2017 total)	Positive	More services for the household segment as a result of the greater number of connections and the delivery of 31,486 gas appliances during the period (3.1 times the 2017 total)
Contugas	As part of the Nutricontugas program, two soup kitchens are starting to sell their products at fairs (meals, sweets). One of them has acquired an oven to begin making bread and selling it	Positive	Pisco and Ica
	Labor generation (contractors)	Positive	Ica region
	Strengthening of sports academies (we provide input for the schools' continuity)	Positive	Vista Alegre, Nasca
	Recruitment of local suppliers	Positive	Nasca.
TRECESA	Recruitment of local labor	Positive	Sites for tower construction and laying of transmission lines; construction of infrastructure projects
	Recruitment of food and accommodation services	Positive	Sites for tower construction and laying of transmission lines; construction of infrastructure projects; community meetings
	Investment in community infrastructure projects	Positive	Communities of direct influence

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

Company	Operation center	Impact description
<b>Grupo Energía Bogotá</b>	UPME NTS 06-2014. Río Córdoba UPME RTS 07-2014. Río Córdoba UPME NTS 05-2012. Cartagena UPME NTS 01-2014. Loma 500	Alteration of the visual quality of the landscape due to the inclusion of foreign elements that will remain over time (substations, towers and transmission lines).
		Temporary alteration of the social dynamic (presence of strangers, use of roads and access to social services)
		Use of natural resources
		Reduction in property valuation
<b>TGI</b>	COGB-DI	The development of the operation has not caused negative impacts on the communities in the areas of direct influence of the territory
	COGB-Otanche (district of San José de Nazaret)	Impact on the local infrastructure
	COGB-Otanche (district of Curubita). COGB-Puerto Boyacá (district of La Fiebre).	Impact on property
	DIV	Social liabilities on the part of certain contractors preventing the execution of works and posing a risk to the safety of people and the infrastructure
	Miraflores Compressor Station	Temporary relocation of families due to the construction of the Miraflores Gas Compressor Station (ECGM, for the Spanish original) and the noise of the operation
	Puente Nacional	Impact on the road infrastructure
<b>Cálidda</b>	Lima and Callao	Impact on free movement due to road closing (we provided door-to-door information with a flyer before the beginning of the project, pursuant to the <i>Community Relations Guide</i> )
		Presence of strangers in the area (we provided door-to-door information through the “ <i>No se deje sorprender</i> ” (Don't be caught off guard) flyer to report the presence of people unrelated to the work)
<b>TRECSA</b>	Communities with transmission lines and SE under construction	Due to the construction work of the transmission lines, the vehicular inflow has increased
		People foreign to the community have to move through or stay overnight at the construction sites, which can cause disturbances in some communities

## Community management goals by region in Colombia

<b>Short-term goals (0 to 2 years)</b>	<b>Medium-term goals (3 to 5 years)</b>	<b>Long-term goals (more than 5 years)</b>
<p><b>Central region</b></p> <ul style="list-style-type: none"> <li>• Obtain environmental licenses for the three projects in the region</li> <li>• Structure and implement the shared value projects in the area of direct influence</li> <li>• Make the project socially viable in the municipalities that are against it</li> <li>• Build bonds of trust with stakeholders</li> <li>• Reduce the number of petitions, complaints and claims due to disagreement with the project</li> <li>• Build a portfolio of partners who will help leverage the shared value projects in the territories</li> </ul>	<p><b>Central region</b></p> <ul style="list-style-type: none"> <li>• Have sustainable projects in our regions that will contribute to community development</li> <li>• Reduce the number of petitions, complaints and claims due to disagreement with the project</li> </ul>	<p><b>Central region</b></p> <ul style="list-style-type: none"> <li>• Maintain the lines in operation with no social contingencies</li> </ul>
<p><b>Northern region</b></p> <ul style="list-style-type: none"> <li>• Reach agreements and implement the SVP in the different projects</li> <li>• Carry out the prior consultation processes as required in the Colectora and Loma 110 projects up to the formalization stage</li> </ul>	<p><b>Northern region</b></p> <ul style="list-style-type: none"> <li>• Comply with 100% of the agreements reached with ethnic and non-ethnic communities</li> <li>• Continue to position the Grupo Energía Bogotá as a benchmark in relations</li> </ul>	<p><b>Northern region</b></p> <ul style="list-style-type: none"> <li>• Consolidate scenarios for coexistence and respect for differences in the territories</li> </ul>
<p><b>Southern region</b></p> <ul style="list-style-type: none"> <li>• Complete the 66 social projects agreed to with the communities in the areas of direct influence in the south region</li> </ul>	<p><b>Southern region</b></p> <ul style="list-style-type: none"> <li>• Formalize the shared value projects in the regions where we operate</li> </ul>	<p><b>Western Region</b></p> <ul style="list-style-type: none"> <li>• Position Grupo Energía Bogotá in the area of influence of the transmission projects in the departments of Antioquia, Caldas, Quindío, Risaralda and Valle del Cauca</li> <li>• The social management of Grupo Energía Bogotá is recognized positively by stakeholders</li> <li>• Communities and authorities in the area of influence of the transmission projects recognize Grupo Energía Bogotá as a partner in the territory, along with its contribution to the improvement in the quality of life of the communities</li> </ul>
<p><b>Western Region</b></p> <ul style="list-style-type: none"> <li>• Perform the actions required by the environmental authority for the environmental licensing of the La Virginia-Alfárez and Alfárez-San Marcos environmental projects</li> <li>• Prioritize and structure shared value projects that will benefit the communities in the area of direct influence</li> <li>• Carry out prior consultation processes in the 500 kV Refuerzo Suroccidental Project</li> </ul>	<p><b>Western Region</b></p> <ul style="list-style-type: none"> <li>• Maintain the decent treatment and relations of trust with stakeholders</li> <li>• Implement shared value projects for the benefit of communities in the area of influence of the transmission projects</li> <li>• Implement agreements in the framework of the prior consultation processes in the 500 kV Refuerzo Suroccidental Project</li> </ul>	



## Employees, our best talent

### (102-7) (102-8) (102-41) (401-1) (401-3) (405-1) Overall labor indicators

The following data do not include trainees or apprentices of the companies

2017

Indicators	Unit	Grupo Energía Bogotá	TGI	Cálidda	Contugas	TRECSA	Business Group
Women	Number	222	97	105	50	27	501
Men		328	326	286	130	90	1,160
<b>Total employees</b>		<b>550</b>	<b>423</b>	<b>391</b>	<b>180</b>	<b>117</b>	<b>1,661</b>
<b>Labor category</b>							
Senior Management (women)	Number	7	4	3	2	-	16
Senior Management (men)		10	3	7	4	1	25
Middle Management (women)		12	8	12	2	-	34
Middle Management (men)		32	33	16	12	3	96
Advisory (women)		98	1	19	8	4	130
Advisory (men)		162	6	37	25	14	244
Professional (women)		75	63	36	29	4	207
Professional (men)		86	128	118	43	18	393
Support/assistants (women)		30	21	35	9	19	114
Support/assistants (men)		38	156	108	46	54	402
<b>Age</b>							
Less than 30 years old	Number	70	26	45	74	15	230
Between 30 and 40 years old		288	162	199	84	54	787
Between 40 and 50 years old		118	166	112	39	38	473
Between 50 and 60 years old		63	60	31	8	7	169
Over 60 years old		11	9	4	-	3	27
<b>Type of contract</b>							
Fixed-term	Number	276	-	29	52	1	358
Permanent		274	423	362	128	116	1,303
Covered by collective bargaining agreements	Number	156	355	23	Without collective bargaining agreements 39%		534
Covered by collective bargaining agreements	%	28%	84%	6%			

## 2017

Indicators	Unit	Grupo Energía Bogotá	TGI	Cálidda	Contugas	TRECSA	Business Group
<b>Turnover</b>							
Employee turnover rate	%	19%	5%	4%	25%	15%	
Voluntary employee turnover rate		8%	4%	7%	25%	73%	
<b>Terminations</b>							
Mutual agreement	Number	0	0	4	7	2	13
Retirement or contract expiration		36	1	4	15	0	56
Voluntary resignation		46	15	13	14	7	95
Layoffs		20	7	5	1	6	39
Total number of terminations		102	23	26	37	15	203
<b>Turnover by age group</b>							
Less than 30 years old	%	18%	0%	1%	54%	1%	
Between 30 and 40 years old		45%	43%	3%	70%	1%	
Between 40 and 50 years old		27%	26%	2%	24%	1%	
Between 50 and 60 years old		10%	30%	0%	0%	0%	
Over 60 years old		0%	0%	0%	0%	0%	
<b>Turnover by gender</b>							
Female	%	45%	35%	3%	36%	1%	
Male		55%	65%	4%	64%	2%	
<b>Maternity or paternity</b>							
Employees entitled to maternity or paternity leave	Number	20	9	29	7	7	
Employees who took maternity or paternity leave		20	9	29	7	7	
Employees who returned to work after taking their maternity or paternity leave		20	9	29	7	6	
Employees who remain at the Company 12 months after having taken their maternity or paternity leaves		19	9	29	7	6	
Return-to-work rate	%	100%	100%	100%	100%	86%	

2018							
Indicators	Unit	Grupo Energía Bogotá	TGI	Cálidda	Contugas	TRECSA	Business Group
Women	Number	220	96	109	50	33	509
Men		311	328	298	128	111	1,177
<b>Total employees</b>		<b>531</b>	<b>424</b>	<b>407</b>	<b>178</b>	<b>144</b>	<b>1,686</b>
<b>Labor category</b>							
Senior Management (women)	Number	4	5	2	2	0	14
Senior Management (men)		12	10	7	3	7	38
Middle Management (women)		15	7	11	2	4	37
Middle Management (men)		29	16	18	11	17	89
Advisory (women)		99	1	17	11	0	130
Advisory (men)		161	6	44	27	0	242
Professional (women)		75	61	37	28	5	204
Professional (men)		73	133	121	45	31	403
Support/assistants (women)		27	22	42	7	24	124
Support/assistants (men)		36	163	108	42	56	405
<b>Age</b>							
Less than 30 years old	Number	74	31	60	48	34	241
Between 31 and 40 years old		277	170	202	89	62	800
Between 41 and 50 years old		112	149	114	33	39	452
Between 51 and 60 years old		59	67	27	8	8	172
Over 61 years old		9	7	4	0	1	21
<b>Type of contract</b>							
Fixed-term	Number	250	1	50	41	16	360
Permanent		281	421	357	137	127	1,323
Other types of contract		0	0	0	0	1	1
Covered by collective bargaining agreements	Number	152	317	20	Without collective bargaining agreements 29%		489
Covered by collective bargaining agreements	%	29%	75%	5%			
<b>Turnover</b>							
Employee turnover rate	%	28%	4%	10%	16%	18%	15%
Voluntary employee turnover rate		8%	3%	4%	3%	5%	5%

2018

Indicators	Unit	Grupo Energía Bogotá	TGI	Cálidda	Contugas	TRECSA	Business Group
<b>Terminations</b>							
Mutual agreement	Number	0	0	17	10	3	30
Retirement or contract expiration		73	1	5	12	0	91
Voluntary resignation		47	11	15	6	7	86
Layoffs		27	6	2	1	6	42
Total number of terminations		147	18	39	29	26	259
<b>Turnover by age group and gender</b>							
Less than 30 years old	Number	32	0	10	11	2	55
Between 30 and 40 years old		64	5	13	11	11	104
Between 40 and 50 years old		35	7	10	6	9	67
Between 50 and 60 years old		13	5	6	1	3	28
Over 60 years old		3	1	0	0	1	5
Female		61	6	19	8	11	105
Male		86	12	20	21	15	154
Less than 30 years old		%	22%	0%	26%	38%	8%
Between 30 and 40 years old	44%		28%	33%	38%	42%	40%
Between 40 and 50 years old	24%		39%	26%	21%	35%	26%
Between 50 and 60 years old	9%		28%	15%	3%	12%	11%
Over 60 years old	2%		6%	0%	0%	4%	2%
Female	41%		33%	49%	28%	42%	41%
Male	59%		67%	51%	72%	58%	59%
<b>Maternity or paternity</b>							
Employees entitled to maternity or paternity leave	Number	24	5	15	11	7	62
Employees who took maternity or paternity leave		24	5	15	11	7	62
Employees who returned to work after taking their maternity or paternity leave		24	5	15	11	7	62
Employees who remain at the Company 12 months after having taken their maternity or paternity leaves		19	5	14	11	6	55

2018							
Indicators	Unit	Grupo Energía Bogotá	TGI	Cálidda	Contugas	TRECSA	Business Group
Return-to-work rate	%	100	100	100	100	100	100
<b>Recruitment by age and gender</b>							
Total people recruited	Number	100	19	51	27	53	250
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
Less than 30 years old	%	22%	21%	49%	33%	38%	32%
Between 31 and 40 years old		47%	42%	29%	63%	38%	43%
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%

#### (202-1) Ratio of internal minimum wage to local legal minimum wage

Ratio of internal minimum wage to local legal minimum wage	Grupo Energía Bogotá		TGI		Cálidda		Contugas		TRECSA	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
	2017 minimum wage ratio	1.77	2.10	1.25	1.25	2.82	2.82	2.08	2.52	1.87
2018 minimum wage ratio	2.29	2.29	1.25	1.25	1.72	1.72	1.96	2.37	1.91	1.58

**(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				
	Grupo Energía Bogotá	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%

Managers from the local community in places where significant operations are carried out	2018				
	Grupo Energía Bogotá	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%
Indicate what the Organization considers to be "local" (department, country, region, etc.)	Grupo Energía Bogotá, Cálidda, Contugas and TRECSA: local means country. TGI: local means region.				

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

Employee benefits for full-time employees (non-mandatory benefits)	2018				
	Grupo Energía Bogotá	TGI	Cálidda	Contugas	TRECSA
Life insurance	X	X	X	X	X
Health insurance	X	X	X	X	
Accident insurance	X		X	X	X
Health subsidies	X		X		
Marriage subsidy		X			
Meal subsidy	X	X	X		
Vacation bonus		X			
Flexible schedules	X	X	X		
Result-based bonus	X	X	X	X	X

## (Own) Diversity indicators

Diversity indicators	Grupo Energía Bogotá	
	2017	2018
Number of women in management positions (Senior Management + Middle Management)	19	18
Percentage of women in management positions (Senior Management + Middle Management)	31%	32%
Number of women in <i>junior management positions</i> (Middle Management)	12	13
Percentage of women in <i>junior management positions</i> (Middle Management)	27%	33%
Number of women in Senior Management positions (Senior Management)	7	5
Percentage of women in Senior Management positions (Senior Management)	41%	31%
Number of women in positions with revenue-generating duties	19	22
Percentage of women in positions with revenue-generating duties	31%	33%
Number of foreign employees at the Company working at the registered office or branches located in the country	3	3

## (Own) Use of benefits

Use of benefits	2017					
	Grupo Energía Bogotá	TGI	Cálida	Contugas	TRECSA	Business Group
<b>Total employees</b>	<b>550</b>	<b>423</b>	<b>391</b>	<b>180</b>	<b>117</b>	<b>1,661</b>
Number of employees who use the benefits	550	311	391	180	117	1,549
Percentage of use of benefits	100%	74%	100%	100%	100%	93%

Use of benefits	2018					
	Grupo Energía Bogotá	TGI	Cálida	Contugas	TRECSA	Business Group
<b>Total employees</b>	<b>533</b>	<b>424</b>	<b>407</b>	<b>178</b>	<b>144</b>	<b>1,686</b>
Number of employees who use the benefits	531	311	407	178	144	1,571
Percentage of use of benefits	100%	73%	100%	100%	100%	93%

## (Own) Employees trained

Employees trained	Unit	2018					
		Grupo Energía Bogotá	TGI	Cálida	Contugas	TRECSA	Business Group
Number of employees trained	Number	437	344	407	184*	115	1,487
Total number of hours dedicated to training	Hours	9,706	15,967	16,317	9,178	3,492	54,660
Percentage of employees that received training	Percentage	82%	81%	100%	100%	80%	88%

This number of people is greater than the number of staff (employees) because those who retired were subjected to training during their employment.

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

<b>Grupo Energía Bogotá</b>	<b>2017</b>	<b>2018</b>
Total training hours per year for female employees	4,565.50	<b>3,845.00</b>
Total training hours per year for male employees	7,044.50	<b>5,861.00</b>
Average training hours per year for female employees	20.60	<b>17.40</b>
Average training hours per year for male employees	21.20	<b>18.79</b>
Average training hours per year for employees	21.60	<b>18.21</b>
Average training hours per year for Senior Management		<b>33.13</b>
Average training hours per year for Middle Management		<b>32.85</b>
Average training hours per year for advisers	NA	<b>21.32</b>
Average training hours per year for professionals		<b>11.70</b>
Average training hours per year for support/assistants		<b>7.45</b>

<b>TGI</b>	<b>2017</b>	<b>2018</b>
Total training hours per year for female employees	2,859.00	<b>5,530.50</b>
Total training hours per year for male employees	7,586.00	<b>10,436.50</b>
Average training hours per year for female employees	35.70	<b>57.60</b>
Average training hours per year for male employees	30.80	<b>40.60</b>
Average training hours per year for employees	33.30	<b>38.00</b>
Average training hours per year for Senior Management		<b>41.00</b>
Average training hours per year for Middle Management		<b>66.50</b>
Average coordination training hours per year (advisers)	NA	<b>59.50</b>
Average implementation training hours per year (professionals)		<b>41.50</b>
Average training hours per year for support/assistants		<b>53.00</b>

<b>Cálidda</b>	<b>2017</b>	<b>2018</b>
Total training hours per year for female employees	4,507.00	<b>3,470.50</b>
Total training hours per year for male employees	11,591.00	<b>12,256.30</b>
Average training hours per year for female employees	5.46	<b>2.75</b>
Average training hours per year for male employees	6.17	<b>3.25</b>
Average training hours per year for employees	6.15	<b>3.00</b>
Average training hours per year for directors		<b>1.74</b>
Average training hours per year for assistant managers		<b>3.27</b>
Average training hours per year for supervisors		<b>3.58</b>
Average training hours per year for coordinators	NA	<b>3.08</b>
Average training hours per year staff		<b>3.91</b>
Average training hours per year for trainees		<b>2.44</b>



<b>Contugas</b>	<b>2017</b>	<b>2018</b>
Total training hours per year for female employees	955	<b>9,178.00</b>
Total training hours per year for male employees	2,469	
Average training hours per year for female employees	19	<b>42.90</b>
Average training hours per year for male employees	19	<b>52.49</b>
Average training hours per year for employees	19	<b>51.56</b>
Average training hours per year for managers		<b>84.00</b>
Average training hours per year for assistant managers		<b>48.00</b>
Average training hours per year for supervisors and coordinators		<b>40.43</b>
Average training hours per year for senior analyst		<b>30.43</b>
Average training hours per year for analyst	NA	<b>48.64</b>
Average training hours per year for assistant		<b>32.75</b>
Average training hours per year for aide		<b>0</b>
Average training hours per year for technician		<b>4.50</b>
Average training hours per year for trainees		<b>7.04</b>

<b>TRECSA</b>	<b>2017</b>	<b>2018</b>
Total training hours per year for female employees	368	<b>542</b>
Total training hours per year for male employees	1,230	<b>2,950</b>
Average training hours per year for female employees	13.60	<b>16.42</b>
Average training hours per year for male employees	13.70	<b>26.58</b>
Average training hours per year for employees	13.70	<b>24.25</b>
Average training hours per year for Senior Management		<b>53.00</b>
Average training hours per year for Middle Management		<b>43.00</b>
Average training hours per year for advisers	NA	<b>-</b>
Average training hours per year for professionals		<b>20.36</b>
Average training hours per year for support/assistants		<b>18.56</b>

#### **(404-2) Programs for upgrading employee skills and transition assistance programs**

##### **Grupo Energía Bogotá**

- › Education and training programs on indicator creation topics
- › Alignment of objectives with the strategy
- › Upgrading conferences on legal matters
- › SAP system management
- › Ethics and conflicts of interest
- › Certifications for management of change leaders

The education and training program is for upgrading and is implemented on a yearly basis. A total of 467 employees benefited from training programs in 2018.

##### **TGI**

- › 2018 Annual Training Plan
- › VCO and VPO Plan for Closing Gaps (superintendents and secretaries)

- › The Annual Training Plan is designed for 100% of the Company
- › The Plan for Closing Gaps covered 37 people

### Cálidda

In 2018, we provided more than 14,000 hours of training in soft skills and 5,400 hours in technical courses

### Contugas

We prepared the Training Plan based on the needs of each Department, validated by General Management and aimed at meeting the regulatory requirements and Company objectives, and is provided for purposes of recognition. The Training Plan benefited 184 employees

### TRECSA

At present, we are formalizing the performance review, which is an important input for carrying out a formal program to improve employee skills.

#### (404-3) Percentage of employees receiving regular performance and career development assessments

Grupo Energía Bogotá	TGI		Cálidda		Contugas		TRECSA	
	Men	Women	Men	Women	Men	Women	Men	Women
2018								
Senior Management	91%	100%	100%		100%	100%		100%
Middle Management	85%	77%		79%	100%			
Advisors	90%	91%		92%	NA			
Professionals	90%	84%		97%	97%			
Support/assistants	83%	90%		95%	95%			
<b>Total by gender</b>	<b>89%</b>	<b>88%</b>		<b>NA</b>		<b>NA</b>		<b>NA</b>
<b>Total company</b>	<b>88%</b>			<b>89%</b>		<b>NA</b>		<b>NA</b>

#### (405-1) - Diversity of governance bodies

Governance body employees	Grupo Energía Bogotá 2018					
	Men	Women	Less than 30 years old	Between 30 and 40 years old	Between 40 and 50 years old	Over 50 years old
Number of people on the Board of Directors	6	3	-	-	-	9
<b>Percentage on the Board of Directors</b>	<b>67%</b>	<b>33%</b>	<b>0</b>	<b>0.00%</b>	<b>0.00%</b>	<b>100.00%</b>

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

Ratio of men's and women's salary distributed by job level	Grupo Energía Bogotá		TGI		Cálidda		Contugas		TRECSA	
	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018
Senior Management	0.99	<b>0.95</b>	1.05	<b>1.13</b>	1.20	<b>1.23</b>	1.33	<b>1.15</b>	N/A There are no women in this category.	<b>N/A There are no women in this category.</b>
Middle Management	1.05	<b>0.94</b>	0.43	<b>0.72</b>	1.05	<b>1.09</b>	7.95	<b>1.13</b>	1.48	<b>1.04</b>
Advisors	1.03	<b>1.05</b>	1.00	<b>1.00</b>	1.01	<b>0.99</b>	1.30	<b>1.17</b>	0.04	<b>N/A There are no employees in this category.</b>
Professionals	0.93	<b>0.92</b>	0.85	<b>0.86</b>	0.99	<b>1.42</b>	1.32	<b>1.05</b>	0.06	<b>0.77</b>
Support/assistants	1.41	<b>0.95</b>	0.81	<b>0.82</b>	0.94	<b>0.44</b>	1.08	<b>1.05</b>	0.10	<b>0.54</b>

**(EU15) Percentage of employees eligible for retirement within the next 5 and 10 years by employment status and region**

Professional category	Grupo Energía Bogotá			TGI			Cálidda			Contugas			TRECSA			Business Group		
	In 5 years	In 10 years	Total	In 5 years	In 10 years	Total	In 5 years	In 10 years	Total	In 5 years	In 10 years	Total	In 5 years	In 10 years	Total	In 5 years	In 10 years	Total
Senior Management	2	2	4	2	0	2	0	0	0	0	0	0	0	0	0	4	2	6
Middle Management	5	5	10	1	2	3	0	0	0	0	0	0	0	0	0	6	7	13
Advisors	16	21	37	3	0	3	0	0	0	1	0	1	0	0	0	20	21	41
Professionals	2	7	9	20	8	28	0	1	1	0	0	0	0	0	0	22	16	38
Support/assistants	6	8	14	29	3	32	2	2	4	0	2	2	0	0	0	37	15	52

## (Own) Employee commitment

Measurement of employee commitment	Grupo Energía Bogotá	TGI	Cálidda	Contugas	TRECSA
Employee commitment	87%	77.1%	87%	84%	80%
Methodology	It is measured through work environment surveys administered internally three times per year. The surveys address the dimension of pride, which takes into account motivation, image and pride itself	This is the result of the "Great Place to Work" assessment	This is the result of the "Great Place to Work" assessment	As for the competence assessment, teamwork competence measures the level of employee commitment to achieve the Company objectives. This is a 180° assessment in which employees are evaluated by their superiors and subordinates	Through the organizational climate survey, the supplier provides an additional parameter that measures employee commitment, which consists of a choice of questions related to commitment. A Likert scale is used and it is based on a simple arithmetic average, according to the grade scale provided by the respondent

## Leaders in caring for life

**(403-2) (EU17) (Own) Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities and days worked by contractors and sub-contractors involved in construction, operation and maintenance activities and indicators on frequency and severity for employees and contractors**

Indicator	Employees	
	2017	2018
Hours worked	1,485,887	1,114,990
Days worked	189,030	139,374
Days of absence due to work accidents	10	21
Total work accidents	7	1
Work accident frequency rate	1	0.18
Number of sick leave cases due to common illness	429	303
Work accident frequency rate	1.1	0.22

**Employees****Grupo Energía Bogotá**

Indicator	2017	2018
		Employees
Work accident severity rate	2.3	5
Deaths	0	0
Absenteeism (%)	0.8	0.9

**Contractors****Grupo Energía Bogotá**

Indicator	2017	2018
		Employees
Hours worked	3,048,347	3,022,966
Days worked	381,043	377,870.75
Days of absence due to work accidents	24,432.00	6,687
Total work accidents	75	74
Work accident frequency rate	5	5.86
Number of sick leave cases	NA	NA
Days lost due to common occupational illness	NA	NA
Work accident frequency rate	6	6.98
Work accident severity rate	1,923	639.42
Deaths	4	1
Absenteeism (%)	NA	NA

## Annexes Chapter 6 We Create Shared Value - Environmental Dimension

### We protect the environment

#### (302-1) Energy consumption within the Organization

Energy consumption within the Organization (Gj)	2017					Total	2018					Total
	Grupo Energía Bogotá	TGI	Cálidda	Contugas	TRECSA		Grupo Energía Bogotá	TGI	Cálidda	Contugas	TRECSA	
<b>Consumption of energy from non-renewable sources</b>	350.0	997,237.2	34,352.0	15,180.2	-	1,047,119.4	36.5	1,587,595.2	25,934.0	22,895.1	-	1,636,460.8
Diesel fuel consumption	350.0		-	10,924.9		11,274.9	36.5		-	16,456.5		16,493
Gasoline consumption			24,679.0	3,506.8		28,185.8			21,381.0	5,610.8		26,991.8
LPG consumption			-			-			4,553.0			4,553.0
Natural gas consumption		997,237.2	9,673.0	748.5		1,007,658.8		1,587,595	-	827.9		1,588,423.0
<b>Purchased energy</b>	750,379.3	13,371.8	1,552,596.0	927,807.0	-	3,244,154.1	2565.4	10,082	1,410,707.0	927,773.0	5,099.4	2,356,226.8
Purchased energy consumption	750,379.3	13,371.8	1,552,596.0	927,807.0		3,244,154.1	2565.4	10,082	1,410,707.0	927,773.0	5,099.4	2,356,226.8
<b>Cooling consumption</b>	-	-	391,704.0	-	-	391,704.0	-	0	316,262.0	-	-	316,262.0
Cooling consumption			391,704.0			391,704.0			316,262.0			316,262.0
<b>Power generation for own consumption</b>	19,888.8	-	-	-	-	19,888.8	-	0	-	-	-	-
Generation of solar energy (kWh)	19,888.8		-			19,888.8			-			-
<b>Total internal energy consumption</b>	770,618.1	1,010,609.0	1,978,652.0	942,987.2	-	4,702,866.3	2,601.9	1,597,677.1	1,752,903.0	950,668.1	5,099.4	4,308,986.02

### (303-1) Water extraction by source

Water consumption (m³)	2017					2018				
	Grupo Energía Bogotá	TGI	Cálidda	Contugas	Total	Grupo Energía Bogotá	TGI	Cálidda	Contugas	Total
Groundwater					-		2,077			2,077.0
Municipal water supplies or other public or private water services	6,482.4		4,544.5	2,912.0	13,938.9	6,309.0	3,079	5,071.5	660,580.1	675,039.6
<b>Total catchment (m³)</b>	<b>6,482.4</b>	<b>-</b>	<b>4,544.5</b>	<b>2,912.0</b>	<b>13,938.9</b>	<b>6,309.0</b>	<b>5,156.0</b>	<b>5,071.5</b>	<b>660,580.1</b>	<b>677,116.6</b>

### (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

#### Grupo Energía Bogotá in 2018

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 the extensive biodiversity and its high level of conservation, animal and plant indicators in the area are high. Currently in the area there are vulnerable and threatened species such as the poison frog <i>Epidobates ingeri</i> , and plant species such as ( <i>Cedrelinga catenaeformis</i> ) and cumín ( <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

Grupo Energía Bogotá in 2018

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	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 La 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 the presence of <i>espeletia</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>	La Cocha Lagoon-Patascoy Hilltop Protective Forest Reserve
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 patrimonial wealth of the Nasa community of southern Tolima, by protecting the lagoon complexes within the <i>Páramo del Meridiano We'pe Wala</i> Regional Nature Park. The water resources from the upper Hereje River basin and its main tributaries (El Triunfo and Los Chorros streams), as goods and 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 del Meridiano We'pe Wala</i> Regional Nature Park



Grupo Energía Bogotá in 2018

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)
UPME-07-2014 Project. Expansion of the Río Córdoba 1,100 kV Substation and installation of two 220/110 kV 100 MVA power transformers	Township of Cordoba, population center, municipality of Ciénaga, department of Magdalena	N/A	Immersed	Energy transmission	This is a protected area, known as an area of restoration for preservation (ARP, for the Spanish original). It is part of the Córdoba River basin and is mainly used for the purpose of restoration for preservation, with the aim of restocking plant and animal species, backed by scientific research. This is an example of regional conservation	Restoration for preservation, based on the zoning suggested by the Plan for Land Use and Management of the Hydrographic Basin (POMCA, for the Spanish original) of the Córdoba River.
UPME-07-2014 Project. Expansion of the Río Córdoba 1,100 kV Substation and installation of two 220/110 kV 100 MVA power transformers	Township of Cordoba, population center, municipality of Ciénaga, department of Magdalena	N/A	Adjacent	Energy transmission	Protective land according to the Ciénaga (Magdalena) Land Use Plan (POT, for the Spanish original), corresponding to the area for tourist, fishing and agricultural activity of Ciénaga Grande de Sevillano, protection area of the banks of rivers, streams and water bodies corresponding to the buffer zone of the Córdoba River, which is 30 m long on both sides, and a landscape and environmental protection area on the eastern and northern sides of the project. This is an example of local-municipal conservation	Protective land areas. Ciénaga, Magdalena POT
UPME-06-2014 220 kV Río Córdoba Project and transmission lines	Township of Cordoba, population center, municipality of Ciénaga, department of Magdalena	N/A	Immersed	Energy transmission	This is a protected area, known as an area of restoration for preservation (ARP, for the Spanish original). It is part of the Córdoba River basin and is mainly used for the purpose of restoration for preservation, with the aim of restocking plant and animal species, backed by scientific research. This is an example of regional conservation	Restoration for preservation, based on the zoning suggested by the Plan for Land Use and Management of the Hydrographic Basin (POMCA) of the Córdoba River

Grupo Energía Bogotá in 2018

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)
UPME-06-2014 220 kV Río Córdoba Project and transmission lines	Township of Cordoba, population center, municipality of Ciénaga, department of Magdalena	N/A	Adjacent	Energy transmission	This is an example of local-municipal conservation. Protective land according to the Ciénaga (Magdalena) Land Use Plan, corresponding to the area for tourist, fishing and agricultural activity of Ciénaga Grande de Sevillano, protection area of the banks of rivers, streams and water bodies corresponding to the buffer zone of the Córdoba River, which is 30 m long on both sides, and a landscape and environmental protection area on the eastern and northern sides of the project. This is an example of local-municipal conservation	Protective land areas. Ciénaga, Magdalena POT
UPME-05-2012 Project. Second circuit Cartagena-Bolívar and associated 220 kV transmission lines	Department of Bolívar, occupies urban areas of the municipality of Cartagena and its rural areas, as well as those of Turbaco and Santa Rosa de Lima	N/A	Immersed	Energy transmission	This is an example of regional conservation Strict conservation, environmental restoration, ornamental planting, technified captivity, stabled aquaculture, public use, planned and controlled mining	Area for production and recovery for preservation, POMCA of Ciénaga de la Virgen (adopted by Resolution 0768/ September 20, 2005)
UPME-05-2012 Project. Second circuit Cartagena-Bolívar and associated 220 kV transmission lines	Department of Bolívar, occupies urban areas of the municipality of Cartagena and its rural areas, as well as those of Turbaco and Santa Rosa de Lima	N/A	Immersed	Energy transmission	This is an example of regional conservation It is regulated only for the use of temporary agricultural practices or flooding with clean technology, urban development with environmental criteria, stabled, technified or intensive cattle-raising, suburban and recreational housing, irrigation (endogenous, exogenous and multiple), clean mariculture and protected natural areas	Area for production and recovery of the lower basin, POMCA of Ciénaga de la Virgen (adopted by Resolution 0768/ September 20, 2005)

Grupo Energía Bogotá in 2018

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)
Guavio-Circo 230 kV energy transmission line (currently operating)	N/A	N/A	Adjacent	Transmission.	UICN protection category: VI protective forest reserve value for biodiversity, even though it preserves its landscape value and important biodiversity; represented in its units of moorland and submoorland cover, it is also evident that there are alterations in its cold rain forests due to the productive activities present, including potato farming and dairy cattle breeding. Well-preserved vegetation, connected to the Chingaza National Nature Park to the south, can be found in areas of rugged relief with difficult access, as well as along the banks of the water courses	Páramo Grande Protective Forest Reserve
Bogotá system and southern corridor 230 kV energy transmission line	N/A	N/A	Adjacent	Transmission.	UICN protection category: IV protective forest reserve; this is a strategic area for the city of Bogotá and its surroundings due to the environmental services that it provides, including aquifer recharge and regulation, soil protection, scenic value, oxygen contribution, climate regulation and water supply for different communities. Nearly 64% of the area with forest cover is in well-preserved condition and contains important ecological values with high levels of both plant and animal biodiversity	Bosque Oriental de Bogotá Protective Forest Reserve

These are eleven adjacent operations of the transmission business in Colombia, which are immersed or adjacent in areas with high biodiversity value and occupy a total of 738.9 ha.

Contugas in 2018

Owned, leased or managed operation centers located in or alongside protected areas, or areas of substantial value for biodiversity 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)
<b>Location 1. Pisco Operating Center</b>	Located in the department of Ica, province of Pisco, district of Paracas	Pisco Operating Center (pk 36 + 400 of the Humay-Pisco branch) Right of way of the Human-Pisco branch.	Pisco Operating Center and right of way of the Human-Pisco branch, located in the buffer zone of the Paracas National Reserve	Natural gas distribution	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 essential for storing 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 Paracas National Reserve is included on the list of wetlands of global importance (RAMSAR sites).  In 2003, the International Maritime Organization (IMO) declared the Paracas National Reserve a highly sensitive maritime zone.  The list of vulnerable species in this protected natural area includes the Peruvian diving petrel, the fur seal, the otter, the leatherback turtle, the green turtle, the parrot beak turtle and the hawksbill turtle
<b>Location 2. City gate Marcona PK 194.</b>	Located in the department of Ica, province of Nasca, district of Marcona	<i>City gate</i> Marcona PK 194. Right of way of the Human-Marcona branch Right of way of the Nasca branch.	<i>City gate</i> Marcona, located in the buffer zone of the San Fernando National Reserve. Right of way of the Human-Marcona branch, located in the San Fernando National Reserve. Right of way of the Nasca branch, in the San Fernando National Reserve, and buffer zone of the San Fernando National Reserve	Natural gas distribution	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 <i>Tillandsial</i> , short-stem cacti and guanacos	According to the red list and categorization of legally protected threatened wildlife species (approved by Supreme Decree 004-2014-MINAGRI), the guanaco or <i>Lama guanicoe cacsilensis</i> , is critically endangered.

### (304-3) Habitats protected or restored

#### Grupo Energía Bogotá in 2018

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
UPME-07-2014 Project. Expansion of the 1,100 kV Río Córdoba Substation and installation of two 220/110 kV 100 MVA power transformers	We decided to establish 157 seedlings on La Mano de Dios property owned by Hermes Beltrán, in the district of Cordobita of the township of Cordobita, on a total of 0.12 ha, thus complying with Resolution 1051/April 29, 2016 for forestry use	N/A	N/A	<p>The area established for planting was based on the method for planting individual specimens for an area where the 157 seedlings could be planted.</p> <p>General clearing was carried out, consisting of the elimination of weeds and shrubs that would prevent the main crop from growing, that is to say, reforestation.</p> <p>Outlined on three square meters.</p> <p>Diameter of one meter.</p> <p>Hole dug to 0.3 m deep with a diameter of 0.3 m</p>
UPME-06-2014 220 kV Río Córdoba Project and transmission lines	Planting of 156 individual specimens of the species <i>Cecropia peltata</i> L., <i>Enterolobium cyclocarpum</i> , <i>Guazuma ulmifolia</i> , <i>Pachira quinata</i> and <i>Tabebuia rosea</i> on a total of 0.18 ha, thus complying with Resolution 2289/ November 3, 2015, after which the ban was partially lifted	N/A	N/A	<p>The area established for planting was based on the method for planting individual specimens for an area where the 157 seedlings could be planted.</p> <p>General clearing was carried out, consisting of the elimination of weeds and shrubs that would prevent the main crop from growing, that is to say, reforestation.</p> <p>Outlined on three square meters.</p> <p>Diameter of one meter.</p> <p>Hole dug to 0.3 m deep</p>
UPME-05-2012 Project. Second circuit Cartagena-Bolívar and associated 220 kV transmission lines	In 2018, we did not take any action regarding the protected or restored areas. Offsetting efforts will begin soon	N/A	N/A	N/A

### Grupo Energía Bogotá in 2018

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
Cundinamarca, Guatavita and Sesquilé; Guavio, Guasca	12	N/A	There are 12 ha with restoration strategies on properties of the Tominé reservoir. During the first year after planting, we carried out maintenance every three months, in addition to monitoring implementation at time zero	The restoration process had an impact on 12 ha directly through the planting of 400 individual species per hectare in core and connector strategies
Risaralda, Pereira, Barbas-Bremen Land Conservation District	10.8	Offsetting required by environmental license resolution of the Santa Cruz de Barbas community	Planting and enrichment of native forest species and bamboo, and five maintenance services	The number was based on the requirement of the ANLA through Resolution 0582/ June 5, 2014
Quindío, Pereira, Barbas-Bremen Land Conservation District	45	Voluntary agreement signed with the regional autonomous authorities of Quindío (CRQ, for the Spanish original)	Planting and enrichment of native forest species and bamboos, the fifth maintenance service is being scheduled	Methodology proposed by the CRQ through a resolution
Quindío, Pereira, Barbas-Bremen Land Conservation District	8.8	Offsetting required by the environmental license resolution	The planting and enrichment of native forest species and bamboo will begin in 2019	The number was based on the requirement of the ANLA through Resolution 0582/ June 5, 2014

Contugas in 2018

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
<p>The San Fernando National Reserve is located in the district of Marcona, province of Nasca, region of Ica, categorized as a protected natural area</p>	<p>218.21 ha of the protected area have been restored by transplanting <i>Tillandsia</i></p>	<p>Yes, there is currently a specific inter-institutional agreement between the National Service of Natural Areas Protected by the Peruvian State (Sernanp, for the Spanish original) and Contugas by means of which we manage and implement various activities for the conservation of biodiversity in the area. Thus, we are complying with the biannual biological monitoring through <i>Bioconsulting S. A. C.</i> Also, the Nasca Town Hall is cooperating in the various activities carried out as part of the protection of the San Fernando National Reserve.</p>	<p>In 2016, we transplanted the species <i>Tillandsia spp.</i>, for which we have been assessing the survival and development of the <i>Tillandsia</i> in the receiving or replacement area (Nasca branch) in the San Fernando National Reserve. Currently, at the operating stage, we have an inter-institutional cooperation agreement and its addendum, signed between the National Service of Natural Areas Protected by the Peruvian State (Sernanp) and Contugas, in which the Company has committed to contributing to the conservation of the biodiversity in the San Fernando National Reserve through the activities of monitoring the species <i>Tillandsia</i>, raising environmental awareness and signposting the roads in the reserve.</p>	<p>To assess the survival and development of the <i>Tillandsia</i>, we have developed a monitoring program that also includes plants and animals in the <i>Tillandsia</i> ecosystem.</p> <p><b>Methodology for monitoring vegetation</b>  <b>Quadrant method.</b> 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 we have developed statistical tables. 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.</p> <p><b>Methodology for monitoring animals</b>  <b>Arthropofauna.</b> We collected terrestrial arthropods using standard methodologies (Hill, 1999; Escobar <i>et al.</i>, 2005; Larsen &amp; Forsyth, 2005): <i>yellow-traps</i> and manual or direct collection with the help of entomological networks and suction devices.  <b>Birds.</b> To create the complete bird inventory, we took into account the species observed during the censuses and otherwise, in addition to those determined by indirect evidence that support their presence at the location. To do so, we performed captures with mist nets, censuses using the transect method, intensive searches at each sampling site, 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; we also interviewed the park rangers of the ANP.  <b>Herpetofauna. Fixed-strip transects.</b> We applied transects measuring 200 m long by 10 m wide, 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, we used the visual encounter survey (VES) method for our searches.  <b>Visual encounter survey.</b> 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.  <b>Mastofauna. Method for large mammals.</b> We established sampling units in accordance with the size of the area, which consisted of 1.5 km transects with a variable width; the distance of separation between each transect was at least 1 km.</p>

### (305-1) (305-2) (305-3) Direct and indirect GHG emissions

Direct and indirect emissions (tons of CO <sub>2</sub> eq)	2017					2018				
	Grupo Energía Bogotá	TGI	Cálidda	Contugas	Total	Grupo Energía Bogotá	TGI	Cálidda	Contugas	Total
Scope 1 emissions	1,482.7	96,157.1	14,022.3	25,456.6	137,118.7	1,521.17	108,820.9		1,733.1	249,300.2
Scope 2 emissions	61.7	739.2	288.3	201.3	1,290.4	78.55	239.0		162.9	1,752.6
Scope 3 emissions	449.4	N/A	36.7	144.6	630.7	N/A	359.4		202.1	1,753.6
<b>Scopes 1, 2 and 3 emissions</b>	<b>1,993.8*</b>	<b>96,896.3</b>	<b>14,347.3</b>	<b>25,802.5</b>	<b>139,039.8</b>	<b>1,599.72</b>	<b>109,419.3</b>	<b>-</b>	<b>2,098.0</b>	<b>252,806.3</b>

\*These emissions were offset in 2018 through certified carbon credits in forest plantations, established in the department of Meta in Colombia.

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

#### Cálidda in 2018

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)	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)	Scopes in which there were reductions (scopes 1, 2 and 3)	Explain the standards or methodologies used for the calculation
Change in fuel used in vehicles (use of natural gas)	We changed the type of fuel on which some of the cars/trucks of the Company's fleet run; the change consisted of converting the vehicles to the dual-fuel system: gasoline/natural gas. We encouraged the consumption of natural gas and gasoline as a backup	CO <sub>2</sub>	To date, there is no traceability regarding the measurement of the reduction of CO <sub>2</sub> eq	To date, there is no traceability regarding the measurement of the reduction of CO <sub>2</sub> eq
Implementation of a chiller that runs on natural gas	We acquired and activated a chiller that runs on natural gas, in an attempt to reduce the consumption of electricity.	CO <sub>2</sub>	To date, there is no traceability regarding the measurement of the reduction of CO <sub>2</sub> eq	To date, there is no traceability regarding the measurement of the reduction of CO <sub>2</sub> eq
Motion sensors for turning off lights	We activated a system for the remote turning on/off of lights in the administrative building of Cálidda (San Borja) in avoid keeping the lights on in spaces where they are not required	CO <sub>2</sub>	To date, there is no traceability regarding the measurement of the reduction of CO <sub>2</sub> eq	To date, there is no traceability regarding the measurement of the reduction of CO <sub>2</sub> eq



Contugas in 2018

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	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)	Scopes in which there were reductions (scope 1, 2 and 3)	Explain the standards or methods used for the calculation
Project 1. Detailed Work Plan	All the preventive and predictive maintenance activities are scheduled to ensure the reliability of the distribution system; one of the objectives is to prevent and control potential environmental impacts due to the effect of the operation of the natural gas distribution system	The gas included is methane	There were reductions in scopes 1 and 2	These values are in the form "greenhouse gas inventory of Grupo Energía Bogotá": [1] IPCC 2007. Guidelines of the IPCC/2006 for national greenhouse gas inventories. Chapter 3. Mobile combustion. Table 3.2.2. Default emission factors of N <sub>2</sub> O and CH <sub>4</sub> of ground transportation and uncertainty ranges. [2] FECOC. "Emission factors for Colombian fuels". Mining and Energy Planning Unit (UPME, for the Spanish original). Ministry of Mines and Energy. Colombia
Project 2. Damage Prevention Plan	Disseminate the culture of prevention in excavation activities near the gas network in order to prevent/ decrease impacts (ruptures) of the natural gas distribution network through guidelines among our stakeholders, which allow the reduction of gas emissions and potential air pollution	The gas included is methane	There were reductions in scopes 1 and 2	These values are in the form "greenhouse gas inventory of Grupo Energía Bogotá": [1] IPCC 2007. Guidelines of the IPCC/2006 for national greenhouse gas inventories. Chapter 3. Mobile combustion. Table 3.2.2. Default emission factors of N <sub>2</sub> O and CH <sub>4</sub> of ground transportation and uncertainty ranges. [2] FECOC. "Emission factors for Colombian fuels". Mining and Energy Planning Unit (UPME, for the Spanish original). Ministry of Mines and Energy. Colombia

**(306-2) Waste by type and disposal method**

Waste management (tons)	2017					2018				
	Grupo Energía Bogotá	TGI	Cálidda	Contugas	Total	Grupo Energía Bogotá	TGI	Cálidda	Contugas	Total
<b>Total hazardous waste by disposal method</b>	<b>0</b>	<b>467.03</b>	<b>24.41</b>	<b>8.64</b>	<b>500.08</b>	<b>0</b>	<b>12,153.6</b>	<b>22.188</b>	<b>1.61</b>	<b>12,177.398</b>
Internal or external reuse		2.3	0		2.3					0
Recycling		0.57	0		0.57					0
Composting			0		0					0
Incineration			0		0					0
Hazardous waste landfill		8.96	24.41	8.64	42.01		11,577.6	22.188	1.61	11,601.398
Unclassified		455.2	0		455.2		576			576
<b>Total non-hazardous waste by disposal method</b>	<b>15.419</b>	<b>13.83</b>	<b>5.421</b>	<b>15.774</b>	<b>50.444</b>	<b>11.475</b>	<b>43</b>	<b>12.064</b>	<b>16.02834</b>	<b>82.56734</b>
Internal or external reuse			0		0			1.353		1.353
Recycling	15.419	4.7	1.5	0.114	21.733	11.475	30.4	2.398	0.88834	45.16134
Composting			0		0			0		0
Sanitary landfill	N/A	9.13	3.921	15.66	28.711	N/A	12.6	8.313	15.14	36.053
<b>Total waste disposed (tons)</b>	<b>N/A</b>	<b>18.09</b>	<b>28.331</b>	<b>24.3</b>	<b>70.721</b>	<b>N/A</b>	<b>11,590.2</b>	<b>30.501</b>	<b>16.75</b>	<b>11,637.451</b>
<b>Total waste generated by the Organization</b>	<b>15.419</b>	<b>480.86</b>	<b>29.831</b>	<b>24.414</b>	<b>550.524</b>	<b>11.475</b>	<b>12,196.6</b>	<b>34.252</b>	<b>17.63834</b>	<b>12,259.96534</b>

## Informe del Auditor Independiente de aseguramiento limitado para Grupo Energía Bogotá S.A. ESP.

Hemos sido contratados por la Dirección de **Grupo Energía Bogotá S.A. ESP.**, en adelante **GEB**, para proporcionar aseguramiento limitado con relación a los parámetros e indicadores de sostenibilidad incluidos en el Informe de Gestión Sostenible de **GEB**, (en adelante “el Informe”) para el año terminado el 31 de diciembre de 2018, recibido el 5 de abril de 2019.

Los parámetros e indicadores de sostenibilidad cubiertos por este encargo de aseguramiento limitado son:

Parámetros de sostenibilidad asegurados	Alcance de la verificación	Estándar asegurado
Valor económico generado y distribuido	Sucursal de transmisión en Colombia y corporativo	201-1
Comunicaciones y capacitaciones sobre políticas y procedimientos anticorrupción	Sucursal de transmisión en Colombia y corporativo	205-2
Casos confirmados de corrupción y medidas adoptadas	GEB	205-3
Consumo energético dentro de la organización	Sucursal de transmisión en Colombia y corporativo	302-1
Instalaciones operativas y áreas protegidas y áreas no protegidas de gran valor para biodiversidad	Sucursal de transmisión en Colombia y corporativo	304-1
Emisiones directas de GEI alcance 1	Sucursal de transmisión en Colombia y corporativo	305-1
Emisiones directas de GEI alcance 2	Sucursal de transmisión en Colombia y corporativo	305-2
Residuos por tipo y método de eliminación	Sucursal de transmisión en Colombia y corporativo	306-2
Tipos y tasas de lesiones, enfermedades ocupacionales, días perdidos, ausentismo y fatalidades	Sucursal de transmisión en Colombia y corporativo	403-2
Lost-Time Injury Frequency Rate (LTIFR) – Colaboradores directos	Sucursal de transmisión en Colombia y corporativo	403-2
Lost-Time Injury Frequency Rate (LTIFR) – Contratistas	Sucursal de transmisión en Colombia y corporativo	403-2
Media de horas de formación al año por empleado	Sucursal de transmisión en Colombia y corporativo	404-1
Ahorros en el proceso de contratación 2018	Trecca, Contugas, sucursal de transmisión en Colombia y corporativo	Propio
Mediciones de satisfacción de clientes	Cálidda, TGI, Contugas	Propio

## Responsabilidad de la Dirección

La Dirección es responsable por la preparación y presentación de los parámetros e indicadores de sostenibilidad incluidos arriba en el aseguramiento limitado, de acuerdo con el estándar GRI para la elaboración de Reportes de Sostenibilidad de Global Reporting Initiative y los indicadores propios de la compañía según lo descrito en el subcapítulo “Sobre este Informe”. En dicho subcapítulo se detalla la opción de conformidad autodeclarada.

Esta responsabilidad incluye: Diseñar, implementar y mantener el control interno necesario para permitir la preparación de los parámetros e indicadores de sostenibilidad asegurados libres de errores materiales debido a fraude o error.

La Dirección también es responsable de prevenir y detectar el fraude, y de identificar y asegurar que la Compañía cumpla con las leyes y regulaciones aplicables a sus actividades.

La Dirección también es responsable de asegurar que las personas involucradas en la preparación y presentación del reporte están apropiadamente entrenadas y los sistemas de información están actualizados.

## Responsabilidad de KPMG

Nuestra responsabilidad es expresar una conclusión de aseguramiento limitado sobre la preparación y presentación de los parámetros de sostenibilidad descritos anteriormente e incluidos en el Informe anual de **GEB**.

Nuestro trabajo ha sido realizado de acuerdo con la norma internacional para trabajos de aseguramiento ISAE 3000 e ISAE 3410, Assurance Engagements other than Audits or Reviews of Historical Financial Information, emitida por el International Auditing and Assurance Standard Board.

La firma aplica el estándar internacional de control de calidad y en este sentido mantiene un sistema integral de control de calidad, incluyendo políticas y procedimientos documentados relacionados con el cumplimiento de requerimientos éticos, estándares profesionales y requerimientos legales y regulatorios aplicables.

Hemos cumplido con los requerimientos de independencia y otros incluidos en el Código Ético de la Federation of Accountants emitido por el Internal Ethics Standards Board for Accountants que establece principios fundamentales en torno a la integridad, objetividad, confidencialidad, conductas y competencias profesionales. Con base en lo anterior, confirmamos que hemos ejecutado este encargo para **GEB**, de manera independiente y libre de conflictos de interés.

ISAE 3000 requiere que planifiquemos y realicemos nuestro trabajo de forma que obtengamos una seguridad limitada sobre si los parámetros e indicadores de sostenibilidad están exentos de errores materiales.

## Aseguramiento Limitado de los Parámetros e Indicadores de Sostenibilidad

Nuestro trabajo de aseguramiento limitado sobre los parámetros e indicadores de sostenibilidad consistió en la formulación de preguntas, principalmente a las personas responsables de la preparación de los parámetros e indicadores de sostenibilidad, y en aplicar procedimientos analíticos y otros según sea apropiado. Estos procedimientos incluyeron:

- Entrevistas con la Dirección y personal relevante a nivel corporativo en relación con la estrategia de sostenibilidad y las políticas para los asuntos materiales, así como la implementación de las mismas en la compañía.
- Indagación con la administración para obtener un entendimiento del proceso llevado a cabo por **GEB**, para determinar los asuntos materiales, así como la participación de los grupos de interés en este proceso.
- Entrevistas con el personal pertinente de **GEB**, a nivel corporativo, responsable de la preparación de los parámetros e indicadores objeto de aseguramiento limitado.
- Indagaciones sobre el diseño e implementación de los sistemas y métodos usados para recolectar y reportar los parámetros e indicadores objeto de verificación limitada, incluyendo la agregación de la información reportada.
- Comparación de los parámetros de sostenibilidad objeto de Aseguramiento Limitado con las fuentes subyacentes relevantes con una base de muestra, para determinar si la misma ha sido incluida adecuadamente en el Informe.
- Visita a las instalaciones de la sede principal ubicada en Bogotá D.C. seleccionada con base en un análisis de riesgos incluyendo criterios cualitativos.
- Lectura de los Parámetros e indicadores de Sostenibilidad de Aseguramiento Limitado presentados en el Informe para determinar si están en línea con nuestro conocimiento general y experiencia en relación con el desempeño de sostenibilidad de **GEB**.

Los procedimientos realizados en un trabajo de aseguramiento limitado varían en naturaleza y tiempo y son menores en alcance que un trabajo de aseguramiento razonable, y por lo tanto el nivel de aseguramiento obtenido es sustancialmente menor que el que se hubiera obtenido en un trabajo de aseguramiento razonable. En

consecuencia, no expresamos una conclusión de aseguramiento razonable sobre los parámetros e indicadores de sostenibilidad objeto de aseguramiento limitado.

### Propósito de Nuestro Reporte

De acuerdo con los términos de nuestro trabajo, este informe de aseguramiento ha sido preparado para GEB, con el propósito de asistir a la Dirección en determinar si los parámetros e indicadores de sostenibilidad objeto de aseguramiento limitado están preparados y presentados de acuerdo con los estándares GRI para la elaboración de Reportes de Sostenibilidad de Global Reporting Initiative y los cálculos de indicadores propios de la compañía.

### Restricciones de uso del reporte

Este informe no debe considerarse apropiado para ser usado o basarse en él, por cualquier tercero que quiera adquirir derechos contra KPMG diferente a GEB para ningún propósito o en cualquier otro contexto. Cualquier tercero diferente a GEB que obtenga acceso a nuestro informe o una copia del mismo y determine basarse en él, o en cualquier parte del mismo lo hará bajo su propio riesgo. En la mayor medida de lo posible, según lo permitido por ley, no aceptamos ni asumimos responsabilidad ante terceros diferentes a GEB, por nuestro trabajo, por este informe de aseguramiento limitado, o por las conclusiones a las que hemos llegado.

Nuestro informe se entrega a GEB sobre la base de que no debe ser copiado, referido o divulgado, en su totalidad (salvo por los fines internos propios de GEB) o en parte, sin nuestro consentimiento previo escrito.

### Nuestras conclusiones

Nuestra conclusión ha sido establecida, basada en y sujeta a los asuntos descritos en este reporte.

Consideramos que la evidencia que hemos obtenido es suficiente y apropiada para fundamentar la conclusión que expresamos a continuación.

Con base en la ejecución de los procedimientos descritos anteriormente y en la evidencia obtenida, con excepción de los datos asociados a los contenidos 205-2, 403-2 y 404-1, nada ha llamado nuestra atención que nos indique que los parámetros e indicadores de sostenibilidad mencionados en la tabla anterior, para el año terminado el 31 de diciembre de 2018 de GEB, no están preparados y presentados de manera adecuada, en todos sus aspectos significativos, de acuerdo con el estándar GRI para la elaboración de Reportes de Sostenibilidad de Global Reporting Initiative y los cálculos de indicadores propios de la compañía para el reporte.

Para los contenidos 205-2: Comunicaciones y capacitaciones sobre políticas y procedimientos anticorrupción; 403-2: Tipos y tasas de lesiones, enfermedades ocupacionales, días perdidos, ausentismo y fatalidades, Lost-Time Injury Frequency Rate (LTIFR) – Colaboradores directos y Lost-Time Injury Frequency Rate (LTIFR) – Contratistas; y 404-1: Promedio horas de entrenamiento por empleado al año, no se contó con la información suficiente para asegurar los contenidos presentados en el informe. Como resultado, no podemos llegar a la conclusión de que estos estándares están preparados y presentados conforme a los requerimientos de los estándares GRI para la elaboración de Reportes de Sostenibilidad del Global Reporting Initiative.

En otro documento, proporcionaremos a la Administración de GEB un informe interno que contiene nuestros hallazgos y áreas de mejora.

KPMG Advisory, Tax & Legal S.A.S.



Fabián Echeverría Junco  
TP 62943 – T  
Socio  
8 de abril de 2019