

Other Annexes

GEB 2019 Annexes

Ethics, Compliance and Conduct

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

| Members of the highest governance body informed and trained in anti-corruption | 2019 | |
|---|------|------|
| | No. | % |
| Total Board and Committee members | 9 | |
| Number and percentage of Board and Committee members who have been informed of the organization's anti-corruption policies and procedures | 9 | 100% |
| Number and percentage of Board and Committee members who have received training on the fight against corruption | 4 | 44% |

GEB and Transmission Branch employees informed and trained by region in Colombia

| Employees | Number informed | Percentage informed | Number trained | Percentage trained |
|------------------------------|-----------------|---------------------|----------------|--------------------|
| Colombia | 595 | 100% | 522 | 88% |
| Region is defined as country | | | | |

GEB and Transmission Branch employees informed and trained by job category in Colombia

| Employees | Number informed | Percentage informed | Number trained | Percentage trained |
|--------------------|-----------------|---------------------|----------------|--------------------|
| Senior Management | 16 | 100% | 8 | 50% |
| Middle Management | 91 | 100% | 76 | 84% |
| Advisors | 259 | 100% | 242 | 93% |
| Professionals | 161 | 100% | 142 | 88% |
| Support/assistants | 68 | 100% | 54 | 79% |
| Total | 595 | 100% | 522 | 88% |

Sustainable Strategy

(102-11) (102-15) (Own) Strategic and emerging risks

| # | Strategic risk | Brief description | STRATEGIC RISKS | |
|---|--|---|--|--|
| | | | Mitigation actions | Potential impacts |
| 1 | Regulatory changes unfavorable to the Company's interests. | Changes in current regulations (laws, decrees, resolutions, regulations, rulings, doctrine) with a negative impact on the interests of GEB. | Promote that by 2021 the government entities that issue for the most relevant regulations for GEB (MME and CREG) have adopted the practices recommended by OECD related to the analysis of impact of regulations. Define and implement a strategic regulatory agenda: Monitor changes in legislation and regulations. Actively participate in industry associations (Andesco, Naturgas, Acolgen, Andi, La Sociedad, among others). Institutional mapping. Group lobbying of high government in Colombia and Peru. | Lower revenues/Limitations to growth of GEB, its affiliates and investees. |

| STRATEGIC RISKS | | | | |
|-----------------|---|--|---|---|
| # | Strategic risk | Brief description | Mitigation actions | Potential impacts |
| 2 | Work accidents during project development, operation and maintenance activities. | Work accidents during project development, operation and maintenance activities of transmission projects affecting direct employees or third parties, involving serious injuries or deaths. | Implement the Industrial Safety Cultural Transformation Program. Inspect and verify compliance with occupational safety and health (OSH) procedures for high risk jobs and affiliations to the social security system. Periodic verification of competencies and training of Company and contractor employees. Orientation and periodic awareness-raising on the risks and hazards employees and contractors are exposed to. Establish indicators to measure OSH competencies and performance at all levels of the organizations and with contractors. Periodic review and/or update operating procedures for high risk activities. Require personal accident insurance policies for high risk field tasks from contractors and sub-contractors. | Serious or fatal injuries. Economic losses. Fines, penalties or lawsuits; shut-down of work sites or of the Company. Effects on image and reputation. Effects on project time-tables and compliance (delays). |
| 3 | Lack of continuity in the strategy or failure to implement the corporate governance practices. | Periodic changes in the Administration of the city of Bogotá and instability in the strategic guidelines, leading to lack of continuity in the implementation of the strategy and in corporate governance. | Monitor compliance with and continuity of good corporate governance practices aligned with OECD guidelines. Ongoing promotion of the importance of strong, clear and effective corporate governance mechanisms, and quantify the negative effects of non-compliance Assimilation, consolidation and communications of Phase 4 of the corporate governance re-institutionalization process. Update and monitor the long-term strategic plan (CSP). Monthly monitoring to ensure alignment with the CSP at GEB and its affiliates (strategic overview to detect early warning signs on achievement of the MEGA goal). Fulfillment of the commitments derived from the shareholder agreement signed with the Majority Shareholder as part of the Democratization process (Matrix of Compliance with Corporate Governance Rules). Strengthening of the Intervention Model. Monitor and control the Compensation Model. CSP communications plan, internal and external communications. | Changes in policies and guidelines, re-processing, inadequate execution of the budget and PAC. Effect on ratings awarded by credit rating agencies. Negative perception of investors on the commitment and stability of GEB's management. Breach of the shareholder agreement derived from the Democratization process. Effects on GEB's credibility among stakeholders regarding shareholder and management commitment to corporate governance. Difficulties in negotiating topics of interest with third parties (credit, new businesses, partners). |
| 4 | Inadequate management of the corporate strategy at affiliates. | Failure by GEB to adequately monitor the strategy and good corporate governance practices at the affiliates. | Implementation and ongoing monitoring of the Corporate Governance Model and communications with affiliates (strengthen boards of directors, committees, bylaws and reporting lines). Definition of procedures and guidelines for managing assets. Implementation of key processes (to leverage the growth strategy: sourcing, communications, new businesses, human resources management, cost control, among others). Adoption of the Intervention Model. Follow-up on SBG VPs and Affiliates (quarterly reports submitted to the BoD by the SBGs). Definition of leader profiles, competencies and development plans. Evaluation, coaching and monitoring during the performance objectives definition and structuring stage. Implementation and application of the compensation model and its alignment across Group companies. Identification of critical roles vs. development plans (for succession). | Loss of business/Loss of value. Loss of operating efficiency and resources. Unfavorable impact on reputation. Failure to fulfill the budget. Failure to implement the strategy. High contingencies or subsidizing inefficiencies in new investments. |
| 5 | Not exercising an appropriate role as shareholder in the decisions adopted at companies in which GEB has non-controlling interests. | Not intervening in an appropriate and timely manner to influence the decisions made by companies in which GEB has non-controlling interests, in favor of the interests of GEB. | Definition of a clear agenda in companies where GEB holds non-controlling interests. Define each asset's role within GEB's investment portfolio. Implementation of an orderly plan with other shareholders, with a defined purpose and aligned with the strategy. Management plan and competencies to participate in boards of directors (and their reorganization by appointing SBG VPs to the BoDs). Define procedures and guidelines to manage companies in which GEB has non-controlling interests. | Loss of business/Loss of value. Loss of operating efficiency and resources. Effects to image; reputation. Litigation. Effects on company operations. |

| STRATEGIC RISKS | | | | |
|-----------------|---|--|---|---|
| # | Strategic risk | Brief description | Mitigation actions | Potential impacts |
| 6 | Not having the appropriate and motivated human capital to develop the strategy. | Not having the appropriate and motivated human capital to develop the strategy. | Design and implementation of the Human Resource Management Model framework. Update, document, communicate and fulfill human resource management policies and procedures. Definition of leader profiles, competencies and development plans. Evaluation, coaching and monitoring during the performance objectives definition and structuring stage. Definition of responsibilities and structure to design and implement knowledge management at the company. Identification of critical roles vs. development plans (for succession). Implement the workplace environment and organizational culture strategy. Implementation and application of the compensation model and its alignment across Group companies. Align the GEB Academy to the cross-cutting needs identified at GEB and its companies. | Inadequate selection of personnel and effects to the management life cycle. High turnover and inadequate performance. Low motivation and unfocused strategy. Not having high-performance teams with adequate recognition models. Inadequate resource investment and flight of knowledge, reprocessing, and failure to preserve knowledge. Misaligned implementation of the human resources management model. Low personnel productivity and motivation. |
| 7 | Inadequate debt management. | Higher costs or difficulties in renewing current credit lines or obtaining new loans for GEB. | Formulation of mechanisms for early refinancing at longer terms and more favorable market conditions. Cash management to gradually pay down debt. Time optimization mechanisms - Medium-term debt programs. Negotiation of less restrictive contractual clauses, guarantees or parent company/affiliate support. Formulation and implementation of a financial risk hedging strategy for debt and investments of GEB. Search for debt arrangements that do not require ratings. Evaluate and implement actions aimed at restructuring debt concentration by term or currency. | Default event. Drop in share prices. Lower cash flow. Additional financial costs. Difficulties in placement/commercialization of papers. Non-viability of future businesses. |
| 8 | Failure to fulfill the Business Plan. | Carry out the Business Plan with variables that are not aligned with the Group's economic and operational situation. Failure to monitor the Business Plan's financial plan in a timely manner. | Development of a pipeline of new opportunities in different business areas. Definition of mid-term goals and periodic monitoring of fulfillment. Active management control over revenues. Structure and monitor the business financial plan. Implement a debt restructuring strategy in conditions that are consistent with income generation. Monitor CSP indicators. Definition of procedures and guidelines for monitoring affiliates - Financial Committees. | Lack of growth/ Drop in share prices. Lower dividends for shareholders. Difficulties in obtaining new funding. Default event. Low liquidity or insolvency event at any GEB company, consequently affecting the parent company. Loss of investment grade credit rating. |
| 9 | Fraud and Corruption. | Any dishonest act or 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. | Training to strengthen ethics, transparency and compliance. Ethical Channel. Define authority levels in procedures and policies, matrix of segregation of functions in SAP, system access controls. Fulfill with no exceptions the personnel selection process. Declarations of conflict of interest; review and management of reported cases. Plural number of participants in contracting processes, technically and legally supported preliminary studies, cross-checks, signing of confidentiality agreements, checking on restrictive lists. Include evidence of results from queries in restrictive lists in order to sign or amend any type of contract. Supplier workshop, supplier assessment and implementation of supplier registry. Establishment of administrative penalties for employee failure to comply with the SIPLA Manual. | Economic losses. Impact on reputation. Loss of stakeholder trust. Low employee morale. Drop in share prices. |

| STRATEGIC RISKS | | | | |
|-----------------|--|---|---|--|
| # | Strategic risk | Brief description | Mitigation actions | Potential impacts |
| 10 | Non-continuity of the business. | Inadequate preparation to recover and restore critical business activities in case of a risk event that threatens business continuity. | Implementation of a Business Continuity Plan. Take out insurance policies/transfer risks. Back-up data center for SAP services. Office 365 (e-mail). Adequate selection of alternate board members at affiliates in order to ensure ongoing support. | Economic losses, lower income. Non-availability of physical facilities. Non-participation in strategic decisions of affiliates and associates. |
| 11 | Loss of the confidentiality, integrity or availability of information. | Failure to maintain the confidentiality, integrity and availability of information assets, which may affect operations, competitiveness, profitability and corporate image. | Training, education and awareness-raising on information and systems security. Policy, procedures and tools to inventory, assess, classify and treat information. Apply segregation of functions in information systems (SAP) and active security (ongoing monitoring of user roles and profiles). Automated control of accounts to access information systems and role profiling. Segmented and separate networks for access by guests both for cable and wireless networks. Internal audits both of the Information Security Model and the information systems. Ethical hacking and social engineering tests. Anti-spam and anti-phishing tools. Automatic information backups. | Industrial espionage and loss of competitiveness. Loss of businesses. Leaks or loss of key information. Impact on image, penalties and fines by control bodies. Lower productivity or non-continuing businesses. |

| EMERGING RISKS | | | | |
|---|------------------------------------|--|---|---|
| Global or industry trends | Risk Emerging | Correlation with strategic risks | Possible impacts | Mitigation actions |
| Changes of government and of the economic situation of the country. | Changes in tax and financing laws. | Unfavorable changes in regulations for the company's interests. | Effects on revenues and EBIT-DA, drop in stock prices | <ul style="list-style-type: none"> Monitor laws, regulations, doctrine and jurisprudence. Group lobbying of high government in each country. Legal stability agreements. |
| Cyber-security. | Cyber-attacks. | Loss of the confidentiality, integrity or availability of information. | <ul style="list-style-type: none"> Industrial espionage and loss of competitiveness. Loss of businesses. Leaks or loss of key information. | <ul style="list-style-type: none"> Automated control of accounts to access information systems and role profiling. Segmented and separate networks for access by guests both for cable and wireless networks. Internal audits both of the Information Security Model and the information systems. Anti-spam and anti-phishing tools. Ethical hacking and social engineering tests. |
| 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"> Take out insurance policies/transfer risks. Continuously survey the insurance market for new and better coverage, to reduce the financial impact of a loss event if a risk materializes. Business Continuity Plan. Institutional Emergency Response Plan (PIRE, for the original in Spanish). |

Genuine relations

(102-43)(102-44) Stakeholders

| Stakeholders | Mechanisms for relations | Frequency of relations | Relevant topics | Where can I find 2019 results? |
|----------------------------|---|------------------------|---|---|
| Shareholders and investors | Sustainability Report | Annual | Stock performance information with shareholders and investors, graphs on stock performance, financial achievements and challenges for the upcoming year. | Superior Performance and Profitability chapter. Annexes |
| | Corporate governance report | Annual | Progress on implementation of <i>Código País</i> and Circular Letter 028/2015 and challenges for the upcoming year. | |
| | Quarterly performance reports of GEB, TGI and Cálidda | Quarterly | Financial, commercial and operating | |
| | Conference on performance of GEB, TGI and Cálidda | Quarterly | Financial, commercial and operating | |
| Customers | Only Cálidda and Contugas have customers/satisfaction surveys, performance indicators, talks, workshops and activations | Annual | Mechanisms are in place for petitions, claims and complaints, citizen participation, education plans, information for neighbors and feedback that enable managing impacts, promote the safe use of natural gas and prevent damages. | Genuine relations chapter. |
| Employees | Blog | Weekly | <ul style="list-style-type: none"> Corporate governance. Audit and control. Talent management. Well-being. Organizational changes. Benefits and non-salary and extra-contractual remuneration. Work environment. Organizational culture. Strategic planning. | Corporate Governance, Ethics and Transparency chapter. |
| | Digital platforms | Ongoing | | Talent Management chapter. |
| | E-mail | Ongoing | | |
| | Ethical Channel | As required | | Vision Zero – Life Comes First chapter. |
| | Work coexistence committee | Quarterly | | |
| | TVs in offices | Weekly | | |
| | Strategy meetings | Annual | | Annexes |
| Authorities | Environmental compliance reports | Biannual | <ul style="list-style-type: none"> Offsetting for loss of biodiversity. Change in soil use. Rehabilitation of habitats for non-vascular epiphytes. Social investment projects Strategic partnerships. Creation of jobs and opportunities. Environmental management plans. | Corporate Governance, Ethics and Transparency chapter. |
| | Biannual report on lifting of bans | Biannual | | Genuine relations chapter. |
| | Negotiations on environmental offsetting | Monthly | | Shared value chapter. |
| | Visits | As required | | Biodiversity Management chapter. |
| | Meetings, briefings | As required | | |
| | Newsletters | As required | | Climate Strategy chapter. |
| | Response to complaints, petitions and claims | As required | | |
| | Website | Ongoing | | Annexes |
| | E-mail | Ongoing | | |
| | Work meetings | As required | | |
| | Telephone line | Ongoing | | |
| | Sustainability Report | Annual | | |
| Communities | Invitations to meetings | Ongoing | <ul style="list-style-type: none"> Shared Value Projects. Forestry offsetting to be performed in the area of indirect influence. Price negotiation and offsetting of effects. Negotiation of rights of way (land). Negotiation of environmental matters. Environmental Impact Assessment results. Ethics and transparency. Biodiversity and water management. Construction process and gas installation. | Corporate Governance, Ethics and Transparency chapter. |
| | Citizen and/or community participation workshops | Ongoing | | Genuine relations chapter. |
| | Communications office and social management area | As required | | Shared value chapter. |
| | Relationship-building meetings | As required | | Biodiversity Management chapter. |
| | Meetings, briefings | As required | | |
| | Newsletters | As required | | Climate Strategy chapter. |
| | Response to complaints, petitions and claims | Ongoing | | |
| | Website | Ongoing | | Superior Performance and Profitability chapter. |
| | Telephone line | Ongoing | | |
| | E-mail | Ongoing | | |
| | Sustainability Report | Annual | | |
| | Ethical Channel | Ongoing | | Annexes |
| | Broadcast pieces | As required | | |
| | | | | |

| Stakeholders | Mechanisms for relations | Frequency of relations | Relevant topics | Where can I find 2019 results? |
|-----------------|---|------------------------|---|--|
| Opinion formers | Events, talks, press conferences and press releases | Monthly | Financial information, stock information, relevant events | Superior Performance and Profitability chapter. |
| Suppliers | Website | Ongoing | <ul style="list-style-type: none">Contracting process.Bidding processes.Social management.Ethics and transparency.Policies.Manuals and procedures.Sourcing model.Cooperation strategic partnerships. | Corporate Governance, Ethics and Transparency chapter. |
| | Surveys | As required | | |
| | E-mail | Ongoing | | Genuine relations chapter. |
| | On-site inspections | Unannounced | | |
| | Ethical Channel | Ongoing | | Shared value chapter. |
| | Telephone line | Ongoing | | |
| | Sustainability Report | Annual | | Superior Performance and Profitability chapter. |
| | Work meetings | As required | | Annexes |

(Own) Customer satisfaction

| Customer satisfaction (%) | TGI | | | | | | Cálidda | | | | | | Contugas | | | | | |
|-----------------------------|------|------|------|------|------|---------------|---------|------|------|------|------|-------------|----------|-------|-------|-------|------|-------------|
| | 2015 | 2016 | 2017 | 2018 | 2019 | 2019 Target | 2015 | 2016 | 2017 | 2018 | 2019 | 2019 Target | 2015 | 2016 | 2017 | 2018 | 2019 | 2019 Target |
| Customer satisfaction level | 91% | 82% | 91% | 86% | 85% | Not available | 84% | 83% | 83% | 81% | 73% | 84% | 82.8% | 85.9% | 84.9% | 85.6% | 80% | 80% |

Shared Value

(203-2) Significant indirect economic impacts

| GEB 2019 | |
|---|---|
| Impact description | Where it occurred |
| Shared value project aimed at strengthening tourism activities in the municipalities of the Coffee growing region by designing tourism routes and providing training for associated businesses. | Western Region: Armenia project. Department of Risaralda. Municipalities: Pereira, Dosquebradas and Santa Rosa de Cabal. |
| Hiring of skilled workers in the area through the sustainability operator. Job creation through works contractors, which have hired unskilled labor in the area of influence of the projects. | Western Region: RSO, Armenia and Tesalia- Alférez projects. Departments: Antioquia, Quindío, Risaralda, Caldas and Valle del Cauca. |
| Through the “Skills for Peace” component of the “Energy for Peace” program, 27 agents of change were graduated, all with initiatives that were prioritized with active community participation, performed jointly by GEB and the Association of Women Entrepreneurs of Herrera Tolima (ASOMEHT, for the Spanish original), including young local leaders, teachers and school administrators from the Technical Agricultural School of San Rafael, High School Campus and San José Primary School Campus in Herrera. The following were the initiatives: “Women Embroidering for Peace and Non-Violence”, “I Participate to Lead: Children and Youth Sports School for Leadership”, “Education Initiatives: Learning and Playing: “I Recreate: A Space for Learning, Color and Games”. | Southern region: Tesalia-Alférez Project. Department of Tolima. Municipalities: Rioblanco, Herrera township. |
| Strengthening of the ancestral knowledge of the Paez Las Mercedes reservation and building of the indigenous maloca that benefited the 65 families living in this reservation. | Southern region: Tesalia-Alférez Project. Department of Tolima. Municipalities: Rioblanco. Herrera township, district of Las Mercedes. |
| Improvement in the life quality of over 690 families through performance and delivery of 20 investment projects, 50 projects in progress that will benefit over 1,200 families in the rural areas of influence of the Tesalia-Alférez project. | Southern region: Tesalia-Alférez Project. Departments of Tolima and Huila. |

| GEB 2019 | |
|--|--|
| Impact description | Where it occurred |
| The life quality of the Yonda family improved considerably following their resettlement because their house was located on the rights of way area. They were consensually resettled to the town center of the township of Herrera, where the children will no longer have to take 2-hour walks to go to school, since now they live across the street from the school. The mother can now make use of her seamstress skills, and they additionally established a business at their home, where they sell groceries, sweets and stationery, taking advantage of the excellent location of their new house. Their income improved noticeably and the father can still work on the crops at the farm. As an added value, the project’s management contributed some household appliances and furniture, beds in particular, because at their old home they lived in precarious conditions. | Southern region: Tesalia-Alférez Project. Department of Tolima. Municipalities: Rioblanco. Township: Herrera. |
| The life quality of three families who lived on the JAMONDINO line improved thanks to their resettlement in the San Antonio district of the Municipality of Mocoa, which was seriously affected by the mudslide that occurred in March 2017. Conditions for the three families improved significantly in terms of quality of housing, access to basic social services such as health, education and public utilities such as electricity, water and sewage. Support was also provided for the reestablishment of crops to generate income for their livelihoods. | Southern region: Renacer-Mocoa Project. Department of Putumayo. Municipality: Mocoa. District: San Antonio. |
| Improvement of the social infrastructure to benefit over 400 people from the surrounding rural areas, who now have a suitable and pleasant area to hold community meetings and events to strengthen the social fabric. | Southern region: Renacer-Mocoa Project. Department of Putumayo. Municipality: Mocoa. District: San Antonio and Guaduales. |
| Creation of 37 unskilled and 4 skilled jobs in the social, environmental and technical areas in the Municipality of Mocoa, department of Putumayo, helping improve the difficult employment conditions in the region. | Southern region: Renacer-Mocoa Project. Department of Putumayo. Municipality: Mocoa. District: San Antonio and Guaduales. |
| Acquisition of goods and services in the region such as food, lodging, civil works materials, supplies, equipment, solid and dangerous waste collection services, supply of wood, protection equipment, stationery, leases, transportation, services such as dump trucks, heavy machinery and personnel transportation vehicles, which have helped drive the economy of the Municipality of Mocoa, which was serious affected by the mudslide that occurred in March 2017, causing numerous deaths and seriously affecting social and community infrastructure, and which led to a slump in the local economy. | Southern region: Renacer-Mocoa Project. Department of Putumayo. Municipality: Mocoa. District: San Antonio and Guaduales. |
| The Colectora Project sought to contribute to the transformation of the local economy by involving the “Association of Wiwa Women Artisans from Tezhumke” in the “Macro Round for Reconciliation”, an event intended to mobilize and manage resources through business partners to support projects promoted by organizations, leaders or foundations. Thanks to their participation in this event, the association managed to contact handicraft suppliers and to close business offers and increase their income. 19 women are members of the association. | Northern region: Colectora Project. Department of Cesar. Municipality: Valledupar. Township: Patillal. |
| The Colectora Project sought to contribute to the transformation of the local economy by involving the “Multi-activity Cooperative of Pottery Workers from Valledupar (COOMULAVAL, for the Spanish original)” in the “Macro Round for Reconciliation”, an event intended to mobilize and manage resources through business partners to support projects promoted by organizations, leaders or foundations. Thanks to their participation in this event, the association managed to contact construction companies from Valledupar and to close business offers and increase their income. This helped improve the life quality of the 70 families that benefit from the cooperative. | Northern region. Department: Valledupar. District: Las Casitas (Valencia de Jesús Township). |
| The Colectora Project sought to contribute to the transformation of the local economy by involving la “Curaril Wayuu community” of the Municipality of Maicao (La Guajira) in the “Macro Round for Reconciliation”, an event intended to mobilize and manage resources through business partners to support projects promoted by organizations, leaders or foundations. Thanks to their participation in this event, the community met new suppliers. | Northern region. Department: La Guajira. Municipality: Maicao. |

| GEB 2019 | |
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| Impact description | Where it occurred |
| The Loma 110 project sought to contribute to the transformation of the local economy by involving the association “ <i>Las Peralejas Sabores Playoneros</i> ” in the “Macro Round for Reconciliation”, an event intended to mobilize and manage resources through business partners to support projects promoted by organizations, leaders or foundations. Thanks to their participation in this event, the association was able to contact businesses in the gastronomy industry and to arrange potential sales. 60 women are members of the association. | Northern region: Loma 110 Project. Department: Cesar. Municipality of El Paso. Township: Potrerillo. |
| The Loma 110 project sought to contribute to the transformation of the local economy by involving the community council “COACNEJA” of La Jagua de Ibirico (Cesar) in the “Macro Round for Reconciliation,” an event intended to mobilize and raise resources through business partners to support projects promoted by organizations, leaders or foundations. Thanks to their participation in this event, the council was able to contact companies in the pig industry and make business deals. | Northern region: Loma 110 Project. Department: Cesar. Municipality: La Jagua de Ibirico. |

| TGI 2019 |
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| Impact description |
| <p>Significant indirect positive economic impacts:</p> <p>1. Infrastructure for competitiveness: During 2019, TGI carried out projects focusing on healthy lifestyles and the well-being of community members, as a strategy to promote social cohesion and equality in the territories, in articulation with the objective of providing universal access to safe, accessible and inclusive green areas and public spaces. The development of public spaces is essential for creating cheerful and inclusive cities and/or towns.</p> <p>2. Sustainable energy: It is a development premise that TGI shares and promotes in the most vulnerable neighboring rural communities. The social gaps and the weakened culture of the Wayuu indigenous communities in northern La Guajira have led the company to decidedly bring solar panels for electricity to improve productivity and preserve the traditions and hopes of these families.</p> <p>3. Access to water, basic sanitation and sewage: In line with this challenge and for the sake of equity, TGI contributes to improving and facilitating access to water for rural communities in its areas of interest.</p> <p>4. Local entrepreneurship: In line with its focus on projects aimed at increasing the communities' productivity and competitiveness, TGI promotes entrepreneurship and the growth of traditional raising of minor livestock species in the communities, to create income opportunities and consolidate the traditions and the natural vocation of rural communities.</p> <p>5. Ethnic and rural female entrepreneurship: Promoting the participation of women in benefiting from entrepreneurship opportunities that will spiritually and economically dignify them is a moral and social responsibility that TGI champions and promotes.</p> <p>6. Innovation - access to biogas: Ensuring universal access to affordable, reliable and modern energy services is a global challenge that TGI has incorporated in its development initiatives, in view of the gap in access to basic services in rural Colombia and in many neighboring areas of the company.</p> <p>7. Education: Improving the quality and relevance of education is one of the objectives of the social investment made by TGI. In this line, the company has supported "construction, upgrading and equipping school facilities to offer safe, adequate, non-violent, inclusive and effective learning environments for all."</p> <p>8. Support for micro and small enterprises: TGI joins the global spirit of generating a culture of entrepreneurship and job creation as a means to drive productivity and innovation in the territories, and thereby foster their sustainable economic growth. The Province of Vélez, an example to be replicated.</p> <p>9. Social leadership: In the case of the social leadership program carried out at 9 municipalities in TGI's direct areas of influence, transparent communications with all stakeholders is essential. These exchanges promote continuous improvement and strengthen the company's role in the community's engagement and development.</p> <p>10. Strengthening of job skills: The diversification of employment is a pressing need to enable the economic growth of people and regions. To this end, TGI promotes the development of profitable and sustainable business units through technical training processes to enhance their productivity and competitiveness.</p> <p>11. Corporate volunteer work: The employees join as volunteers who freely and selflessly offer their time, work and talent in favor of the common good of stakeholder groups within the territories of the company's AID.</p> <p>12. Risk Management: The methodology adopted for the education and training program is based on the methodology of Awareness and Preparedness for Emergencies at the Local Level (APELL). It is primarily a means to contribute to increasing the awareness of local communities and to promote the culture of prevention, as well as the development of training programs aimed at all stakeholders.</p> |

| CÁLIDDA 2019 | |
|--|-------------------|
| Impact description | Where it occurred |
| Natural gas provides families and industries in Lima and Callao savings in energy costs of 60%, generating progress and bringing life quality. | Lima and Callao. |

| CONTUGAS 2019 | |
|---|---|
| Impact description | Where it occurred |
| Implementation of a socio-environmental entrepreneurship venture led by members of a popular soup kitchen. The entrepreneurial venture is called RECICLA + and will generate additional income for its members. All the above is in the framework of the Entrepreneurial Women program. | Province of Pisco, Department of Ica. |
| A NutriContugas program implemented at the popular soup kitchens provides savings when cooking meals. | Provinces of Nasca, Pisco, Chincha and Ica, in the Department of Ica. |
| Performance of the 2 nd Sustainability Fair, to benefit local start-ups. | Department of Ica. |
| Contracting of local suppliers and labor. | Department of Ica. |
| Change in the energy mix, promotion of the national policy of massification of natural gas, to the benefit of industrial and business customers. | Department of Ica. |

| TRECSA 2019 | |
|---|---------------------|
| Impact description | Where it occurred |
| Contracting of local labor. | Construction sites. |
| Opportunity to sell goods and services. | Construction sites. |
| Presence of people from outside the community that may interfere in the community's dynamics. | Construction sites. |

(412-1) Operations that have been subject to human rights reviews or impact assessments

| GEB | |
|---|---|
| Operations that have been subject to human rights reviews or impact assessments | <p>Western region- Certified ethnic communities. At Reinforcement section 1 we have 3 non-certified communities, with whom in any case we have the obligation of engaging in differentiated relations according to the license. In Q2 4 certified communities and in Tesalia (Pradera) we have 1 non-certified ethnic community. Regarding resettlement, we have 2 cases in progress: 1 in progress in Marsella for the reinforcement project and in the completed project in Tesalia. It should be noted that none of the above cases has been subject to human rights risk assessments.</p> <p>Southern Region- In the Tesalia-Alfárez project (Sections I, IIA and IIB) a resettlement process is in progress with one family, an indigenous reservation (Las Mercedes) and an indigenous community (not certified by the Ministry), the Pijao El Vergel (<i>Cabildo</i>) Indigenous Council.</p> <p>Southern Region- At the Renacer-Mocoa project there are three resettlement processes, and two of the families are part of the population displaced by the Colombian armed conflict. There are no indigenous communities present in the Mocoa project.</p> <p>Northern region- Due diligence was performed on the prior consultations processes by means of a contract with the consulting firm Zabala Innovation Consulting for the Colectora Project (Colectora-Cuestecitas section), with a total of 208 communities monitored.</p> |

(412-3) Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening

| Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening | 2019 | | |
|---|--|---|---|
| | GEB | TGI | CÁLIDDA |
| Definition of "significant investment agreements": | Contracts that enable performance of the sustainability and shared value projects proposed by the Group. | Contracts the enable the company's sustainability and shared value plans. | Customer connection contracts, network construction, enabling, maintenance, supervision and oversight. They represent 85% of the amounts contracted by Cálidda. |
| Total number of significant investment agreements and contracts. | A contract with the consulting firm Zabala Innovation Consulting for the Colectora Project (Colectora- Cuestecitas section) to ensure due diligence regarding human rights in prior consultation processes, with a total of 208 communities monitored. | 47 | 13 |
| Total number of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening. | 1 | All contracts are associated with the Code of Ethics, which establishes respect for human rights. | 13 |
| Percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening. | 100% | 100% | 100% |

(413-1) Operations with local community engagement, impact assessments, and development programs

| Operation centers where socio-environmental programs have been implemented | 2019 | | | |
|--|---------------------------------------|------|---------|----------|
| | GEB - Transmission Branch in Colombia | TGI | CÁLIDDA | CONTUGAS |
| Percentage (%) of operation centers with socio-environmental programs | 95.65% | 100% | 43.75% | 100% |

GEB - Transmission Branch in Colombia
The calculated amount takes into consideration operations with community participation in: i) social impact assessments (does not include gender impact assessments in the participative processes);
ii) environmental impact assessments and monitoring in progress;
iii) publication of the results of the environmental and social impact assessments, and
iv) committees and consultation processes with local communities that include vulnerable groups.

TGI
The calculated amount takes into consideration operations with community participation in: i) environmental impact assessments and monitoring in progress, and ii) local community development programs based on local community needs.

CÁLIDDA
The calculated amount takes into consideration operations with community participation in: i) local community development programs based on local community needs.

CONTUGAS
The calculated amount takes into consideration operations with community participation in: i) environmental impact assessments and monitoring in progress, ii) stakeholder engagement plans based on stakeholder mapping,
iii) local community development programs based on local community needs. iv) labor councils, occupational safety and health committees and other worker representation bodies to address impacts, and v) formal complaint and/or claim processes at the local communities.

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

| Operation center | Type of actual or potential impact | GEB 2019 |
|--|--|---|
| | | Impact description |
| Western Region | Change in landscape quality | It refers to effects on the landscape environment, in terms of visual incidence, and the effects of human activities on the landscape, mainly due to changes in the terrain and vegetation cover. These changes affect observers' perceptions of the landscape, thereby changing its functionality. |
| | Involuntary resettlement of the population | Performance of projects, works of activities require specific areas to locate the infrastructure involved in such projects, and such areas may sometimes coincide with houses or economic infrastructure on which families depend. In other words, it may give rise to the "loss of housing and assets as a result of the acquisition of lands related to a project, which requires resettling the affected person or persons to a different location," or "the loss of flows of income or means for livelihoods as a result of the acquisition of lands or the obstruction of access to resources (land, water or forest) due to the construction or operation of a project or its associated facilities." |
| | Created expectations | Development of positive or negative beliefs among residents or communities in connection with the dynamics of the territories that arise due to the presence of events that are considered drivers. In general, the arrival of a project to a region generates curiosity, interest, fear or rejection among residents in the area of influence, mainly in connection with acquiring rights of way, hiring local labor, negative impacts, fulfillment or non-fulfillment of agreements, or possible benefits to be received. |
| | Effects to community and private infrastructure | They are temporary or final restrictions to private and/or community infrastructure due to performance of infrastructure projects, works or industrial and agricultural activities, etc., that produce limitations to the operation or establishment of new private or community infrastructure. Such limitations have repercussions on the social and economic dynamics of families and communities, due to the temporary or permanent loss of the services they provide. |
| | Changes to the current conditions of roads and entrances to properties | The use of country and private roads for transportation and vehicle traffic contribute to the temporary or permanent impairment of roads, producing changes to their structure, and consequently changing the use and connectivity of the territorial units that use them. Changes to the current conditions of roads and entrances to properties not only affects the pedestrian and vehicle traffic of neighboring communities, but also their social and economic dynamics. |
| | Changes in the economic use of land | Changes in the economic use of land refer to changing the potential economic activity performed on the intervened property or land. They are caused by human, economic, cultural or natural activities carried out in the area of influence, which in turn creates the probability of producing changes in production and trade procedures. |
| | Generation of annoyance - Generation and/or worsening of conflicts | Annoyance is produced by a situation of discomfort for the residents of a territory. Such situation may arise during project construction and operation of projects, works or activities associated with the economic dynamics of the territory (hydrocarbons exploration and transportation, operation of transmission lines, or mining, cattle ranching, agro-industry, construction and use of roads, among others) whose effects may interfere in the everyday lives of the communities. |
| | Alterations to the nation's historical or archaeological heritage | It refers to partial and/or total alteration of archaeological or historical sites that shed light on the various activities carried out by ancient civilizations, and the cultural materials contained by such sites (pottery, stonework, metals, bones, macro-remains, and structures, among others). |
| Southern Region – Tesalia-Alfárez project | Impact on landscape | The impact on the landscape is primarily in the area of the Páramo del Meridiano Park, where special measures had to be taken jointly with the communities, and in particular with our partners and park guardians, the reservation of Las Mercedes and the Environmental Agency of Tolima (Cortolima), to mitigate any impact produced by the project, because the area was declared a regional natural park after the environmental license had been issued by ANLA. |
| Southern Region- La Loma 500 kV sub-station Río Córdoba Substation Cartagena- Bolívar transmission line Termocandelaria infrastructure in operation | Impact on landscape Birds collide against the guard wires and electricity lines. Cultural effects on the peoples of Sierra Nevada Santa Marta. | Change in the visual quality of the landscape. Birds collide against the guard wires and electricity lines. Diagnosis of cultural and spiritual effects to the Tayrona Indigenous Confederation (CIT, for the Spanish original). |

(EU22) People physically or economically displaced and who received compensation by project type

| GEB Projects - Transmission Branch in Colombia |
|---|
| Western Region: Tesalia-Alfárez Project. 1 family with 3 members was resettled. |
| Southern region: Tesalia- Alfárez project: 1 family with 5 members was resettled. |
| Southern region: Mocoa Project: 3 families with a total of 11 members were resettled. |

(Own) Complaints related to impacts of contractor behavior on the communities

| Complaints related to impacts of contractor behavior on the communities | 2019 | | | | |
|---|---|-----|---------|----------|--------|
| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA |
| Indicate the total number of complaints related to impacts of contractor behavior on the communities. | 6 claims/complaints at the Tesalia-Alfárez project in the Southern region. 3 claims/complaints at the Renacer Mocoa project in the Southern region. 1 claim/complaint at the Renacer Mocoa project at the Loma 500 substation in the Southern region. | 16 | 0 | 7 | 3 |
| Indicate how many complaints were resolved. | 6 claims/complaints at the Tesalia-Alfárez project in the Southern region. 3 claims/complaints at the Renacer Mocoa project in the Southern region. 1 claim/complaint at the Renacer Mocoa project at the Loma 500 substation in the Southern region. | 16 | 0 | 7 | 3 |

(Own) Engagement events between the community and the organization

| Engagement events between the community and GEB | 2019 | | | | |
|---|---|---------------|---------|----------|---------------|
| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA |
| Indicate the total number of engagement events between the community and the organization | <p>Western Region: UPME 05-2009 Tesalia Alfárez 230 kV: 200 dialogue events. UPME 04 2014 RSO Section I: 1024 dialogue events. UPME 04 2014 RSO Section II: 360 dialogue events. UPME 04 2014 RSO Section III: 56 dialogue events. UPME 02 2009 Armenia: 354 dialogue events. S/E Alfárez: 38 dialogue events. Total: 2,032.</p> <p>Southern region: 287 community engagement and relations events at the Renacer Mocoa project. 2,018 Community engagement meetings. Total: 2,305.</p> <p>Northern region: Project UPME 06-2017 Colectora: 3,293. Project UPME RTS 13-2015 La Loma 110: 348. La Loma 500 kV Substation: 150. § Río Córdoba Substation: 5. Cartagena- Bolívar transmission line: 7. Total: 3,803.</p> <p>Central region: Sogamoso Project: 5 information meetings and 3 public hearings were held. San Fernando project: 17 engagement events. Total: 25.</p> | Not available | 315 | 184 | Not available |

| Engagement events between the community and GEB | GEB | 2019 | | | |
|--|--|--|---|---|---|
| | | TGI | CÁLIDDA | CONTUGAS | TRECSA |
| Indicate the main topics addressed during the engagement events between the community and the organization | <p>Western Region: UPME 05-2009 Tesalia Alfárez 230 kV: Awareness-raising workshop on safe coexistence with the infrastructure, SVP, Restart of works, participation in CMDR of the Municipality of Pradera, Itinerant Assistance Points, Delivery of communications pieces on PAC, satisfaction surveys.</p> <p>UPME 04 2014 RSO Section I: Invitations and meetings on works commencement, submission of license request to municipal and environmental authorities, delivery and dissemination of newsletters No. 6 and No. 7, information visits on project progress, prospective archeology, volunteer work, workshop on safe coexistence with the infrastructure and SVP.</p> <p>UPME 04 2014 RSO Section II: Visits to inform on the project's status, workshops on safe coexistence with the infrastructure.</p> <p>UPME 04 2014 RSO Section III: Visits to inform on the project's status, workshops on safe coexistence with the infrastructure, visits to inform on the final license for the project.</p> <p>UPME 02 2009 Armenia: Bimonthly meetings, workshops on safe coexistence with the infrastructure, workshops on the energy cycle, follow-up on agreement 101270, delivery and communication on the rights of way kits, handbook for municipal authorities with guidelines on Barbas Bremen, satisfaction surveys, SVP, meeting on lifting of suspension of activities, invitations to and delivery of course on comprehensive management systems by EAFIT with municipal authorities, invitations and meetings on closing of the construction stage and beginning of the operations stage, delivery and communication of information newsletters No. 4 and No. 5.</p> <p>S/E Alfárez: Information visits on Resolution 2202/2018 amending the license, invitation to and performance of meetings on commencement of the works including minor changes and amended license, events to receive resúmenes.</p> <p>Southern region: Meetings to communicate initiation or closing of the energy infrastructure project, as well as for each shared value or social investment project. Meetings to clarify community concerns on various issues, such as hiring local labor, contracting goods and services, training on environmental matters, on coexistence with the infrastructure, the importance of electricity, community agreements, meetings to communicate and deliver results of the EIA, meetings with municipal and community authorities, direct relations with stakeholders, ethnic groups, owners and citizens, among others.</p> | <ul style="list-style-type: none">• Presentations on initiation, progress and closing of operating activities.• Local hiring.• Prioritization and definition of social investment initiatives. | <ol style="list-style-type: none">1. Request to expand networks.2. Coordination to begin construction.3. Safety of the distribution system. | <p>The following are the main topics addressed:</p> <ul style="list-style-type: none">- Company presentation.- Main activities in our direct area of influence.- Citizen participation in the socio-environmental commitments.- Joint care for the natural gas pipelines.- Presentation on our contractors and their activities.- Uses and benefits of natural gas- How to identify and what to do in the event of a natural gas leak.- Emergency number of Contugas.- Contugas contingency plans.- Damage prevention plan.- Typical ditches of natural gas pipelines and minimum distances according to regulations.- Coordination before and during the works and in the event of damages to the distribution network.- Survey on expectations for the effects of materiality in Sustainable Management Report.- How to identify and what to do in the event of a natural gas leak.- Contugas contingency plans.- Damage Prevention Plan.- Typical ditches of natural gas pipelines and minimum distances according to regulations.- Coordination before and during the works and in the event of damages to the distribution network. | <p>Information on the project, conflict resolution, prioritization of social investment projects, environmental issues.</p> |

| Engagement events between the community and GEB | 2019 | | | | |
|---|---|-----|---------|----------|--------|
| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA |
| | <p>Northern region: Engagement in local workforce hiring. Establishment of rights of way. Contracting of goods and services. Social investment programs. Environmental offsetting. Electromagnetic fields.</p> <p>Central region: At the Sogamoso Project, 5 information meetings and 3 public hearings were held. These events addressed topics such as environmental impacts, comprehensive property management and payment of rights of way, socioeconomic impacts, impacts on health, substations location, social investment benefits for the territories.</p> <p>In the case of the San Fernando Project, the 17 engagement events on the environmental license were performed in compliance with the Environmental Management Plan, the “Community Information and Engagement” program, with the objective of providing timely information to the communities in the direct area of influence, as well as municipal authorities, on the various project stages, in order to report on the technical characteristics, activities, impacts and measures set forth in the Environmental Management Plan. However, the form specifies the objectives of other planned measures, such as responding to claims/complaints filed by communities in the direct area of influence, information on contracting requirements and measures to strengthen municipal authority management.</p> | | | | |

(Own) Social Investment

| 2019 | GEB | TGI | Cálidda | Contugas | Trecsa | CORPORATE GROUP TOTAL |
|--|---------------|--------------|------------|--------------|------------|-----------------------|
| Social investment (millions of COP) | COP 10,716.00 | COP 5,264.82 | COP 253.22 | COP 1,268.71 | COP 583.10 | COP 18,085.85 |
| *The policies of GEB and its companies do not take into consideration grant-type contributions. * Does not include information on Electro Dunas | | | | | | |

Talent Management

- (102-7) Scale of the organization
- (102-8) Information about employees and other workers
- (102-48) Information on TGI employees in 2017 and 2018 was restated due to errors in data consolidation in previous reports.
- Note:**
- In 2017, 2018 and 2019, all reported employees with work contracts are full-time workers.
 - No significant activities of the organization are carried out by workers who are not employees.
 - The detailed information in the annexes on human resources is taken from the company’s payroll databases.

| Overall labor indicators | Unit | 2017 | | | | | |
|---------------------------|------------|-------|-------|---------|----------|--------|-----------------|
| | | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | CORPORATE GROUP |
| Women | Number | 222 | 96 | 105 | 50 | 27 | 501 |
| Men | | 328 | 327 | 286 | 130 | 90 | 1,163 |
| Total number of employees | | 550 | 423 | 391 | 180 | 117 | 1,664 |
| Percentage of women | Percentage | 40.4% | 22.7% | 26.9% | 27.8% | 23.1% | 30.1% |
| Percentage of men | | 59.6% | 77.3% | 73.1% | 72.2% | 76.9% | 69.9% |

| Employees by type of work contract | Unit | 2017 | | | | | |
|------------------------------------|--------|------|-----|---------|----------|--------|-----------------|
| | | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | CORPORATE GROUP |
| Number of permanent employees | Number | 274 | 423 | 362 | 128 | 116 | 1,303 |
| Number of fixed-term employees | | 276 | 1 | 29 | 52 | 1 | 358 |

| Employees by job category | Unit | 2017 | | | | | |
|---------------------------------------|------------|------------|------------|------------|------------|------------|-----------------|
| | | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | CORPORATE GROUP |
| Senior Management (Women) | Number | 7 | 3 | 3 | 2 | 0 | 15 |
| Senior Management (Men) | | 10 | 10 | 7 | 4 | 1 | 32 |
| Senior Management (Total) | | 17 | 13 | 10 | 6 | 1 | 47 |
| Middle Management (Women) | | 12 | 6 | 12 | 2 | 0 | 32 |
| Middle Management (Men) | | 32 | 20 | 16 | 12 | 3 | 83 |
| Middle Management (Total) | | 44 | 26 | 28 | 14 | 3 | 115 |
| Advisors (Women) | | 98 | 1 | 19 | 8 | 4 | 130 |
| Advisors (Men) | | 162 | 8 | 37 | 25 | 14 | 246 |
| Advisors (Total) | | 260 | 9 | 56 | 33 | 18 | 376 |
| Professionals (Women) | | 75 | 66 | 36 | 29 | 4 | 210 |
| Professionals (Men) | | 86 | 129 | 118 | 43 | 18 | 394 |
| Professionals (Total) | | 161 | 195 | 154 | 72 | 22 | 604 |
| Support/assistants (Women) | | 30 | 20 | 35 | 9 | 19 | 113 |
| Support/assistants (Men) | | 38 | 160 | 108 | 46 | 54 | 406 |
| Support/assistants (Total) | | 68 | 180 | 143 | 55 | 73 | 519 |
| TOTAL | | 550 | 423 | 391 | 180 | 117 | 1,661 |
| Percentage Senior Management (Women) | Percentage | 1.3% | 0.7% | 0.8% | 1.1% | 0.0% | 0.9% |
| Percentage Senior Management (Men) | | 1.8% | 2.4% | 1.8% | 2.2% | 0.9% | 1.9% |
| Percentage Senior Management (Total) | | 3.1% | 3.1% | 2.6% | 3.3% | 0.9% | 2.8% |
| Percentage Middle Management (Women) | | 2.2% | 1.4% | 3.1% | 1.1% | 0.0% | 1.9% |
| Percentage Middle Management (Men) | | 5.8% | 4.7% | 4.1% | 6.7% | 2.6% | 5.0% |
| Percentage Middle Management (Total) | | 8.0% | 6.1% | 7.2% | 7.8% | 2.6% | 6.9% |
| Percentage Advisors (Women) | | 17.8% | 0.2% | 4.9% | 4.4% | 3.4% | 7.8% |
| Percentage Advisors (Men) | | 29.5% | 1.9% | 9.5% | 13.9% | 12.0% | 14.8% |
| Percentage Advisors (Total) | | 47.3% | 2.1% | 14.3% | 18.3% | 15.4% | 22.6% |
| Percentage Professionals (Women) | | 13.6% | 15.6% | 9.2% | 16.1% | 3.4% | 12.6% |
| Percentage Professionals (Men) | | 15.6% | 30.5% | 30.2% | 23.9% | 15.4% | 23.7% |
| Percentage Professionals (Total) | | 29.3% | 46.1% | 39.4% | 40.0% | 18.8% | 36.4% |
| Percentage Support/assistants (Women) | | 5.5% | 4.7% | 9.0% | 5.0% | 16.2% | 6.8% |
| Percentage Support/assistants (Men) | | 6.9% | 37.8% | 27.6% | 25.6% | 46.2% | 24.4% |
| Percentage Support/assistants (Total) | | 12.4% | 42.6% | 36.6% | 30.6% | 62.4% | 31.2% |

| Employees by age | Unit | 2017 | | | | | |
|--|------------|-------|-----|---------|----------|--------|-----------------|
| | | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | CORPORATE GROUP |
| Less than 30 years old (Total) | Number | 70 | 29 | 45 | 50 | 15 | 209 |
| Between 31 and 40 years old (Total) | | 288 | 172 | 199 | 83 | 54 | 796 |
| Between 41 and 50 years old (Total) | | 118 | 147 | 112 | 39 | 38 | 454 |
| Between 51 and 60 years old (Total) | | 63 | 67 | 31 | 8 | 7 | 176 |
| Over 61 years old (Total) | | 11 | 8 | 4 | 0 | 3 | 26 |
| Percentage less than 30 years old (Total) | Percentage | 12.7% | 7% | 11.5% | 27.8% | 12.8% | 12.6% |
| Percentage between 31 and 40 years old (Total) | | 52.4% | 41% | 50.9% | 46.1% | 46.2% | 47.9% |
| Percentage between 41 and 50 years old (Total) | | 21.5% | 35% | 28.6% | 21.7% | 32.5% | 27.3% |
| Percentage between 51 and 60 years old (Total) | | 11.5% | 16% | 7.9% | 4.4% | 6% | 10.6% |
| Percentage over 61 years old (Total) | | 2% | 2% | 1% | 0% | 2.6% | 1.6% |

| Diversity | Unit | 2017 | | | | | |
|---|------------|-------|-------|---------|----------|--------|-----------------|
| | | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | CORPORATE GROUP |
| Number of women in management positions | Number | 19 | 9 | 15 | 4 | 0 | 47 |
| Percentage of women in management positions | Percentage | 31.1% | 23.1% | 39.5% | 20% | 0% | 29% |
| Number of women in junior management positions (lowest management level) | Number | 12 | 6 | 12 | 2 | 0 | 32 |
| Percentage of women in junior management positions (lowest management level) | Percentage | 27.3% | 23.1% | 42.9% | 14.3% | 0% | 27.8% |
| Number of women in senior management positions (maximum 2 levels below the President) | Number | 7 | 3 | 3 | 2 | 0 | 15 |
| Percentage of women in senior management positions (maximum 2 levels below the President) | Percentage | 41.2% | 23.1% | 30.0% | 33.3% | 0% | 31.9% |

| Overall labor indicators | Unit | 2018 | | | | | |
|---------------------------|------------|-------|-------|---------|----------|--------|-----------------|
| | | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | CORPORATE GROUP |
| Women | Number | 220 | 96 | 109 | 50 | 33 | 508 |
| Men | | 311 | 328 | 298 | 128 | 111 | 1176 |
| Total number of employees | | 531 | 424 | 407 | 178 | 144 | 1684 |
| Percentage of women | Percentage | 58.6% | 77.4% | 73.2% | 71.9% | 77.1% | 69.8% |
| Percentage of men | | 41.4% | 22.6% | 26.8% | 28.1% | 22.9% | 30.2% |

| Employees by type of work contract | Unit | 2018 | | | | | |
|------------------------------------|--------|------|-----|---------|----------|--------|-----------------|
| | | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | CORPORATE GROUP |
| Number of permanent employees | Number | 281 | 424 | 357 | 137 | 127 | 1045 |
| Number of fixed-term employees | | 250 | 0 | 50 | 41 | 16 | 107 |

| Employees by job category | Unit | 2018 | | | | | |
|---------------------------------------|------------|------------|------------|------------|------------|------------|-----------------|
| | | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | CORPORATE GROUP |
| Senior Management (Women) | Number | 4 | 5 | 2 | 2 | 0 | 13 |
| Senior Management (Men) | | 12 | 10 | 7 | 3 | 7 | 39 |
| Senior Management (Total) | | 16 | 15 | 9 | 5 | 7 | 52 |
| Middle Management (Women) | | 15 | 7 | 11 | 2 | 4 | 39 |
| Middle Management (Men) | | 29 | 16 | 18 | 11 | 17 | 91 |
| Middle Management (Total) | | 44 | 23 | 29 | 13 | 21 | 130 |
| Advisors (Women) | | 99 | 1 | 17 | 11 | 0 | 128 |
| Advisors (Men) | | 161 | 6 | 44 | 27 | 0 | 238 |
| Advisors (Total) | | 260 | 7 | 61 | 38 | 0 | 366 |
| Professionals (Women) | | 75 | 61 | 37 | 28 | 5 | 206 |
| Professionals (Men) | | 73 | 133 | 121 | 45 | 31 | 403 |
| Professionals (Total) | | 148 | 194 | 158 | 73 | 36 | 609 |
| Support/assistants (Women) | | 27 | 22 | 42 | 7 | 24 | 122 |
| Support/assistants (Men) | | 36 | 163 | 108 | 42 | 56 | 405 |
| Support/assistants (Total) | | 63 | 185 | 150 | 49 | 80 | 527 |
| TOTAL | | 531 | 424 | 407 | 178 | 144 | 1684 |
| Percentage Senior Management (Women) | Percentage | 0.8% | 1.2% | 0.5% | 1.1% | 0.0% | 0.8% |
| Percentage Senior Management (Men) | | 2.3% | 2.4% | 1.7% | 1.7% | 4.9% | 2.3% |
| Percentage Senior Management (Total) | | 3.0% | 3.5% | 2.2% | 2.8% | 4.9% | 3.1% |
| Percentage Middle Management (Women) | | 2.8% | 1.7% | 2.7% | 1.1% | 2.8% | 2.3% |
| Percentage Middle Management (Men) | | 5.5% | 3.8% | 4.4% | 6.2% | 11.8% | 5.4% |
| Percentage Middle Management (Total) | | 8.3% | 5.4% | 7.1% | 7.3% | 14.6% | 7.7% |
| Percentage Advisors (Women) | | 18.6% | 0.2% | 4.2% | 6.2% | 0.0% | 7.6% |
| Percentage Advisors (Men) | | 30.3% | 1.4% | 10.8% | 15.2% | 0.0% | 14.1% |
| Percentage Advisors (Total) | | 49.0% | 1.7% | 15.0% | 21.3% | 0.0% | 21.7% |
| Percentage Professionals (Women) | | 14.1% | 14.4% | 9.1% | 15.7% | 3.5% | 12.2% |
| Percentage Professionals (Men) | | 13.7% | 31.4% | 29.7% | 25.3% | 21.5% | 23.9% |
| Percentage Professionals (Total) | | 27.9% | 45.8% | 38.8% | 41.0% | 25.0% | 36.2% |
| Percentage Support/assistants (Women) | | 5.1% | 5.2% | 10.3% | 3.9% | 16.7% | 7.2% |
| Percentage Support/assistants (Men) | | 6.8% | 38.4% | 26.5% | 23.6% | 38.9% | 24.0% |
| Percentage Support/assistants (Total) | | 11.9% | 43.6% | 36.9% | 27.5% | 55.6% | 31.3% |

| Employees by age | Unit | 2018 | | | | | |
|--|------------|------|-----|---------|----------|--------|-----------------|
| | | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | CORPORATE GROUP |
| Less than 30 years old (Total) | Number | 74 | 31 | 60 | 48 | 34 | 247 |
| Between 31 and 40 years old (Total) | | 277 | 170 | 202 | 89 | 62 | 800 |
| Between 41 and 50 years old (Total) | | 112 | 149 | 114 | 33 | 39 | 447 |
| Between 51 and 60 years old (Total) | | 59 | 67 | 27 | 8 | 8 | 169 |
| Over 61 years old (Total) | | 9 | 7 | 4 | 0 | 1 | 21 |
| Percentage less than 30 years old (Total) | Percentage | 14% | 7% | 14.7% | 27% | 23.6% | 14.7% |
| Percentage between 31 and 40 years old (Total) | | 52% | 40% | 59.6% | 50% | 43.1% | 47.5% |
| Percentage between 41 and 50 years old (Total) | | 21% | 35% | 28% | 19% | 27.1% | 26.5% |
| Percentage between 51 and 60 years old (Total) | | 11% | 16% | 6.6% | 4% | 5.6% | 10% |
| Percentage over 61 years old (Total) | | 2% | 2% | 1% | 0% | 0.7% | 1.2% |

| Diversity | Unit | 2018 | | | | | |
|---|------------|-------|-------|---------|----------|--------|-----------------|
| | | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | CORPORATE GROUP |
| Number of women in management positions | Number | 19 | 12 | 13 | 4 | 4 | 52 |
| Percentage of women in management positions | Percentage | 31.7% | 31.6% | 34.2% | 22.2% | 14.3% | 28.6% |
| Number of women in junior management positions (lowest management level) | Number | 15 | 7 | 11 | 2 | 4 | 39 |
| Percentage of women in junior management positions (lowest management level) | Percentage | 34.1% | 30.4% | 37.9% | 15.4% | 19.0% | 30% |
| Number of women in senior management positions (maximum 2 levels below the President) | Number | 4 | 4 | 2 | 2 | 0 | 12 |
| Percentage of women in senior management positions (maximum 2 levels below the President) | Percentage | 25.0% | 22.2% | 22.2% | 40.0% | 0.0% | 23.1% |

| Overall labor indicators | Unit | 2019 | | | | | | |
|--|------------|-------|-------|---------|----------|--------|---------------|-----------------|
| | | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | ELECTRO DUNAS | CORPORATE GROUP |
| Women | Number | 256 | 112 | 98 | 47 | 39 | 46 | 597 |
| Men | | 339 | 335 | 279 | 99 | 108 | 182 | 1,342 |
| Total number of employees | | 595 | 447 | 377 | 146 | 147 | 228 | 1,940 |
| Percentage of women | Percentage | 43.0% | 25.1% | 26.0% | 32.2% | 26.5% | 20.2% | 30.8% |
| Percentage of men | | 57.0% | 74.9% | 74.0% | 67.8% | 73.5% | 79.8% | 69.2% |
| Notes | | | | | | | | |
| The data presented for 2019 for Electro Dunas only includes employees for Electro Dunas S.A.A. It does not include data for Perú Power Company S.R.L. (377 employees), nor Catalloc S.R.L. | | | | | | | | |
| • The total number of the Corporate Group's employees includes the companies acquired by GEB S.A. ESP in August 2019, as follows: | | | | | | | | |
| • 100% of the stock of DUNAS ENERGÍA SOCIEDAD ANÓNIMA ABIERTA (DESAA), which in turn holds 99.96% of the shares of ELECTRO DUNAS S.A.A.; | | | | | | | | |
| • 100% of the shares of PPC PERÚ HOLDINGS SOCIEDAD COMERCIAL DE RESPONSABILIDAD LIMITADA, which in turn holds 99.99% of the shares of PERÚ POWER COMPANY S.R.L. | | | | | | | | |
| • 100% of the shares of CANTALOC PERÚ HOLDINGS SOCIEDAD COMERCIAL DE RESPONSABILIDAD LIMITADA, which in turn holds 99.99% of the shares of CANTALOC S.R.L. | | | | | | | | |

| Employees by type of work contract | Unit | 2019 | | | | |
|--|--------|------|-----|---------|----------|--------|
| | | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA |
| Number of men with permanent employment contracts | Number | 187 | 333 | 238 | 81 | 95 |
| Number of women with permanent employment contracts | Number | 147 | 106 | 75 | 35 | 32 |
| Number of permanent employees | Number | 334 | 439 | 313 | 116 | 127 |
| Number of men with fixed-term employment contracts | Number | 152 | 2 | 41 | 18 | 12 |
| Number of women with fixed-term employment contracts | Number | 109 | 6 | 23 | 12 | 7 |
| Number of fixed-term employees | Number | 261 | 8 | 64 | 30 | 19 |
| Note: There is no information available broken down by type of work contract for Electro Dunas | | | | | | |

| 2019 | | | | | | | | |
|---------------------------------------|------------|-------|-------|---------|----------|--------|---------------|-----------------|
| Employees by job category | Unit | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | ELECTRO DUNAS | CORPORATE GROUP |
| Senior Management (Women) | Number | 5 | 7 | 3 | 1 | 1 | Not available | 17 |
| Senior Management (Men) | | 12 | 9 | 5 | 0 | 7 | | 33 |
| Senior Management (Total) | | 17 | 16 | 8 | 1 | 8 | 9 | 59 |
| Middle Management (Women) | | 39 | 13 | 10 | 3 | 8 | Not available | 73 |
| Middle Management (Men) | | 52 | 27 | 20 | 8 | 15 | | 122 |
| Middle Management (Total) | | 91 | 40 | 30 | 11 | 23 | 28 | 223 |
| Advisors (Women) | | 94 | 1 | 16 | 8 | 0 | Not available | 119 |
| Advisors (Men) | | 164 | 7 | 40 | 19 | 0 | | 230 |
| Advisors (Total) | | 258 | 8 | 56 | 27 | 0 | 28 | 377 |
| Professionals (Women) | | 88 | 68 | 53 | 27 | 10 | Not available | 246 |
| Professionals (Men) | | 74 | 126 | 192 | 38 | 34 | | 464 |
| Professionals (Total) | | 162 | 194 | 245 | 65 | 44 | 55 | 765 |
| Support/assistants (Women) | | 30 | 23 | 16 | 8 | 22 | Not available | 99 |
| Support/assistants (Men) | | 37 | 166 | 22 | 34 | 51 | | 310 |
| Support/assistants (Total) | | 67 | 189 | 38 | 42 | 72 | 108 | 516 |
| TOTAL | | 595 | 447 | 377 | 146 | 148 | 228 | 1,940 |
| Percentage Senior Management (Women) | Percentage | 0.8% | 1.6% | 0.8% | 0.7% | 0.7% | Not available | |
| Percentage Senior Management (Men) | | 2.0% | 2.0% | 1.3% | 0.0% | 4.8% | | |
| Percentage Senior Management (Total) | | 2.9% | 3.6% | 2.1% | 0.7% | 5.4% | 3.9% | 3% |
| Percentage Middle Management (Women) | | 6.6% | 2.9% | 2.7% | 2.1% | 5.4% | Not available | |
| Percentage Middle Management (Men) | | 8.7% | 6.0% | 5.3% | 5.5% | 10.2% | | |
| Percentage Middle Management (Total) | | 15.3% | 8.9% | 8.0% | 7.5% | 15.6% | 12.3% | 11.5% |
| Percentage Advisors (Women) | | 15.8% | 0.2% | 4.2% | 5.5% | 0.0% | Not available | |
| Percentage Advisors (Men) | | 27.6% | 1.6% | 10.6% | 13.0% | 0.0% | | |
| Percentage Advisors (Total) | | 43.4% | 1.8% | 14.9% | 18.5% | 0.0% | 12.3% | 19.4% |
| Percentage Professionals (Women) | | 14.8% | 15.2% | 14.1% | 18.5% | 6.8% | Not available | |
| Percentage Professionals (Men) | | 12.4% | 28.2% | 50.9% | 26.0% | 23.1% | | |
| Percentage Professionals (Total) | | 27.2% | 43.4% | 65.0% | 44.5% | 29.9% | 24.1% | 39.4% |
| Percentage Support/assistants (Women) | | 5.0% | 5.1% | 4.2% | 5.5% | 15.0% | Not available | |
| Percentage Support/assistants (Men) | | 6.2% | 37.1% | 5.8% | 23.3% | 34.7% | | |
| Percentage Support/assistants (Total) | | 11.3% | 42.3% | 10.1% | 28.8% | 49.7% | 47.4% | 26.6% |

| Employees by age | Unit | 2019 | | | | | ELECTRO DUNAS | CORPORATE GROUP |
|--|------------|-------|-------|---------|----------|--------|------------------|--------------------|
| | | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | | |
| Less than 30 years old (Women) | Number | 38 | 12 | 25 | 14 | 16 | Not available | |
| Less than 30 years old (Men) | | 33 | 13 | 45 | 25 | 16 | | |
| Less than 30 years old (Total) | | 71 | 25 | 70 | 39 | 32 | 34 | 271 |
| Between 31 and 40 years old (Women) | | 144 | 42 | 42 | 28 | 20 | Not available | |
| Between 31 and 40 years old (Men) | | 169 | 114 | 140 | 46 | 50 | | |
| Between 31 and 40 years old (Total) | | 313 | 156 | 182 | 74 | 70 | 56 | 851 |
| Between 41 and 50 years old (Women) | | 48 | 43 | 26 | 5 | 3 | Not available | |
| Between 41 and 50 years old (Men) | | 86 | 128 | 77 | 19 | 32 | | |
| Between 41 and 50 years old (Total) | | 134 | 171 | 103 | 24 | 35 | 46 | 513 |
| Between 51 and 60 years old (Women) | | 23 | 12 | 4 | 0 | 0 | Not available | |
| Between 51 and 60 years old (Men) | | 41 | 70 | 14 | 8 | 7 | | |
| Between 51 and 60 years old (Total) | | 64 | 82 | 18 | 8 | 7 | 56 | 235 |
| Over 61 years old (Women) | | 3 | 3 | 1 | 0 | 0 | Not available | |
| Over 61 years old (Men) | | 10 | 10 | 3 | 1 | 3 | | |
| Over 61 years old (Total) | | 13 | 13 | 4 | 1 | 3 | 36 | 70 |
| Percentage less than 30 years old (Women) | Percentage | 6.4% | 2.7% | 6.6% | 9.6% | 10.9% | Not available | |
| Percentage less than 30 years old (Men) | | 5.5% | 2.9% | 11.9% | 17.1% | 10.9% | | |
| Percentage less than 30 years old (Total) | | 11.9% | 5.6% | 18.6% | 26.7% | 21.8% | 14.9% | 14% |
| Percentage between 31 and 40 years old (Women) | | 24.2% | 9.4% | 11.1% | 19.2% | 13.6% | Not available | |
| Percentage between 31 and 40 years old (Men) | | 28.4% | 25.2% | 37.1% | 31.5% | 34.0% | | |
| Percentage between 31 and 40 years old (Total) | | 52.6% | 34.9% | 48.3% | 50.7% | 47.6% | 24.6% | 43.9% |
| Percentage between 41 and 50 years old (Women) | | 8.1% | 9.6% | 6.9% | 3.4% | 2.0% | Not available | |
| Percentage between 41 and 50 years old (Men) | | 14.5% | 28.6% | 20.4% | 13.0% | 21.8% | | |
| Percentage between 41 and 50 years old (Total) | | 22.5% | 38.3% | 27.3% | 16.4% | 23.8% | 20.2% | 26.5% |
| Percentage between 51 and 60 years old (Women) | | 3.9% | 2.7% | 1.1% | 0.0% | 0.0% | Not available | |
| Percentage between 51 and 60 years old (Men) | | 6.9% | 15.7% | 3.7% | 5.5% | 4.8% | | |
| Percentage between 51 and 60 years old (Total) | | 10.8% | 18.3% | 4.8% | 5.5% | 4.8% | 24.6% | 12.1% |
| Percentage over 61 years old (Women) | | 0.5% | 0.7% | 0.3% | 0.0% | 0.0% | Not available | |
| Percentage over 61 years old (Men) | | 1.7% | 2.2% | 0.8% | 0.7% | 2.0% | | |
| Percentage over 61 years old (Total) | | 2.2% | 2.9% | 1.1% | 0.7% | 2.0% | 15.8% | 3.6% |

(102-41) Collective bargaining agreements

| Employees covered by collective bargaining agreements | 2017 | | | | |
|---|-------|-------|---------|-------------------------------------|--------|
| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA |
| Total employees covered by collective bargaining agreements | 156 | 355 | 23 | No collective bargaining agreements | |
| Percentage of employees covered by collective bargaining agreements | 28.4% | 83.9% | 5.9% | | |

| Employees covered by collective bargaining agreements | 2018 | | | | |
|---|-------|-------|---------|-------------------------------------|--------|
| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA |
| Total employees covered by collective bargaining agreements | 152 | 317 | 20 | No collective bargaining agreements | |
| Percentage of employees covered by collective bargaining agreements | 28.6% | 74.8% | 4.9% | | |

| Employees covered by collective bargaining agreements | 2019 | | | | | |
|---|------|-----|---------|-------------------------------------|--------|---------------|
| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | ELECTRO DUNAS |
| Total employees covered by collective bargaining agreements | 153 | 317 | 17 | No collective bargaining agreements | | 69 |
| Percentage of employees covered by collective bargaining agreements | 26% | 71% | 5% | | | 30% |

(202-2) Proportion of senior management hired from the local community

| Managers from the local community in places where significant operations are carried out | 2017 | | | | |
|--|--|-----|---------|----------|--------|
| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA |
| Total number of senior managers | 17 | 31 | 10 | 6 | 1 |
| Indicate the number of managers from the local community | 16 | 16 | 8 | 2 | 0 |
| Proportion of senior management hired from the local community | 94% | 52% | 80% | 33% | 0% |
| Define what the organization means by "local" (e.g., Department, country, region, etc.) | For Grupo de Energía, Cálidda, Contugas and Trecca, local means country. For TGI, local means a region within Colombia | | | | |

| Managers from the local community in places where significant operations are carried out | 2018 | | | | |
|--|--|-----|---------|----------|--------|
| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA |
| Total number of senior managers | 16 | 40 | 9 | 5 | 7 |
| Indicate the number of managers from the local community | 15 | 14 | 9 | 2 | 3 |
| Proportion of senior management hired from the local community | 94% | 35% | 100% | 40% | 43% |
| Define what the organization means by "local" (e.g., Department, country, region, etc.) | For Grupo de Energía, Cálidda, Contugas and Trecca, local means country. For TGI, local means a region within Colombia | | | | |

| Managers from the local community in places where significant operations are carried out | 2019 | | | | |
|--|--|-----|---------|----------|--------|
| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA |
| Total number of senior managers | 17 | 56 | 8 | 1 | 7 |
| Indicate the number of managers from the local community | 16 | 49 | 6 | 0 | 4 |
| Proportion of senior management hired from the local community | 94% | 88% | 75% | 0% | 57% |
| Define what the organization means by "local" (e.g., Department, country, region, etc.) | For Grupo de Energía, Cálidda, Contugas and Trecca, local means country. For TGI, local means a region within Colombia | | | | |

(401-1) New employee hires and employee turnover
(102-48) Employee turnover at TGI for 2017 and 2018 was restated due to adjustments in data consolidation

| 2017 | | | | | | |
|---|-----|-----|---------|----------|--------|-----------------|
| Employee turnover | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | CORPORATE GROUP |
| Employees who left the company | 102 | 23 | 26 | 38 | 15 | 203 |
| Employee turnover rate | 19% | 5% | 7% | 21% | 13% | 12% |
| Employee turnover rate due to voluntary resignation | 8% | 3% | 3% | 8% | 6% | 6% |
| Number of employees who left the company by mutual agreement | 0 | 0 | 10 | 7 | 2 | 19 |
| Number of employees who left the company due to retirement pension or contract expiration | 36 | 1 | 2 | 15 | 0 | 54 |
| Number of employees who left the company by voluntary resignation | 46 | 14 | 13 | 14 | 7 | 94 |
| Number of employees fired | 20 | 8 | 1 | 1 | 6 | 36 |
| Percentage of employees who left the company by mutual agreement | 0% | 0% | 38% | 18% | 13% | 9% |
| Percentage of voluntary resignations | 45% | 61% | 50% | 37% | 47% | 46% |

| 2017 | | | | |
|-------------------------------------|-----|-----|---------|----------|
| Employee turnover by age and gender | GEB | TGI | CÁLIDDA | CONTUGAS |
| Less than 30 years old | 18 | 0 | 3 | 13 |
| Between 31 and 40 years old | 46 | 6 | 13 | 20 |
| Between 41 and 50 years old | 28 | 9 | 9 | 5 |
| Between 51 and 60 years old | 10 | 7 | 1 | 0 |
| Over 61 years old | 0 | 1 | 0 | 0 |
| Female | 46 | 8 | 10 | 14 |
| Male | 56 | 15 | 16 | 24 |

| 2017 | | | | |
|--|-----|-------|---------|----------|
| Employee turnover rate by age and gender | GEB | TGI | CÁLIDDA | CONTUGAS |
| Less than 30 years old | 18% | 0% | 12% | 34% |
| Between 31 and 40 years old | 45% | 26.1% | 50% | 53% |
| Between 41 and 50 years old | 27% | 39.1% | 35% | 13% |
| Between 51 and 60 years old | 10% | 30.4% | 4% | 0% |
| Over 61 years old | 0% | 4.3% | 0% | 0% |
| Female | 45% | 35% | 38% | 37% |
| Male | 55% | 65% | 62% | 63% |

| 2018 | | | | | | |
|---|-----|-----|---------|----------|--------|-----------------|
| Employee turnover | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | CORPORATE GROUP |
| Employees who left the company | 147 | 18 | 39 | 29 | 26 | 259 |
| Employee turnover rate | 28% | 4% | 10% | 16% | 18% | 15% |
| Employee turnover rate due to voluntary resignation | 9% | 2% | 4% | 3% | 5% | 5% |
| Number of employees who left the company by mutual agreement | 0 | 0 | 17 | 10 | 3 | 30 |
| Number of employees who left the company due to retirement pension or contract expiration | 73 | 1 | 5 | 12 | 0 | 91 |
| Number of employees who left the company by voluntary resignation | 47 | 11 | 15 | 6 | 7 | 86 |
| Number of employees fired | 27 | 6 | 2 | 1 | 16 | 52 |
| Percentage of employees who left the company by mutual agreement | 0% | 0% | 44% | 34% | 12% | 12% |
| Percentage of voluntary resignations | 32% | 61% | 38% | 21% | 27% | 33% |

| 2018 | | | | | | |
|-------------------------------------|-----|-----|---------|----------|--------|-----------------|
| Employee turnover by age and gender | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | CORPORATE GROUP |
| Less than 30 years old | 32 | 2 | 10 | 11 | 2 | 57 |
| Between 31 and 40 years old | 64 | 10 | 13 | 11 | 11 | 109 |
| Between 41 and 50 years old | 35 | 3 | 10 | 6 | 9 | 63 |
| Between 51 and 60 years old | 13 | 2 | 6 | 1 | 3 | 25 |
| Over 61 years old | 3 | 1 | 0 | 0 | 1 | 5 |
| Female | 61 | 6 | 19 | 8 | 11 | 105 |
| Male | 86 | 12 | 20 | 21 | 15 | 154 |

| 2018 | | | | | | |
|--|-----|-------|---------|----------|--------|-----------------|
| Employee turnover rate by age and gender | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | CORPORATE GROUP |
| Less than 30 years old | 22% | 11.1% | 26% | 38% | 8% | 22% |
| Between 31 and 40 years old | 44% | 55.6% | 33% | 38% | 42% | 42% |
| Between 41 and 50 years old | 24% | 16.7% | 26% | 21% | 35% | 24% |
| Between 51 and 60 years old | 9% | 11.1% | 15% | 3% | 12% | 10% |
| Over 61 years old | 2% | 5.6% | 0% | 0% | 4% | 2% |
| Female | 41% | 33% | 49% | 28% | 42% | 41% |
| Male | 59% | 67% | 51% | 72% | 58% | 59% |

| 2018 | | | | | | |
|---------------------------------------|-----|-----|---------|----------|--------|-----------------|
| Number of new hires by age and gender | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | CORPORATE GROUP |
| TOTAL | 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 |

| 2018 | | | | | | |
|--|-----|-----|---------|----------|--------|-----------------|
| Employee hiring rate by age and gender | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | CORPORATE GROUP |
| Less than 30 years old | 22% | 21% | 49% | 33% | 38% | 32% |
| Between 31 and 40 years old | 47% | 42% | 29% | 63% | 38% | 42% |
| Between 41 and 50 years old | 25% | 26% | 18% | 0% | 19% | 20% |
| Between 51 and 60 years old | 5% | 11% | 4% | 4% | 4% | 5% |
| Over 61 years old | 1% | 0% | 0% | 0% | 2% | 1% |
| Female | 45% | 26% | 45% | 30% | 32% | 39% |
| Male | 55% | 74% | 55% | 70% | 68% | 61% |

| Employee turnover | 2019 | | | | | | CORPORATE GROUP |
|---|------|-----|---------|----------|--------|---------------|-----------------|
| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | ELECTRO DUNAS | |
| Employees who left the company | 86 | 33 | 89 | 52 | 25 | 17 | 302 |
| Employee turnover rate | 14% | 7% | 24% | 36% | 17% | 7% | 16% |
| Employee turnover rate due to voluntary resignation | 0% | 3% | 5% | 10% | 5% | Not available | Not available |
| Number of employees who left the company by mutual agreement | 8 | 0 | 58 | 8 | 4 | | 78 |
| Number of employees deceased | 0 | 1 | 0 | 0 | 0 | | 1 |
| Number of employees who left the company due to retirement pension or contract expiration | 25 | 1 | 1 | 10 | 3 | | 40 |
| Number of employees transferred between companies | 1 | 0 | 0 | 0 | 0 | | 1 |
| Number of employees who left the company by voluntary resignation | 43 | 15 | 18 | 15 | 8 | | 99 |
| Number of employees fired | 9 | 16 | 8 | 19 | 10 | | 62 |
| Percentage of employees who left the company by mutual agreement | 9% | 0% | 65% | 15% | 16% | | Not available |
| Percentage of voluntary resignations | 50% | 39% | 20% | 29% | 32% | | Not available |

| Employee turnover by age and gender | 2019 | | | | | | CORPORATE GROUP |
|-------------------------------------|------|-----|---------|----------|--------|---------------|-----------------|
| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | ELECTRO DUNAS | |
| Less than 30 years old | 12 | 1 | 25 | 10 | 5 | 7 | 60 |
| Between 31 and 40 years old | 41 | 12 | 42 | 27 | 8 | 6 | 136 |
| Between 41 and 50 years old | 24 | 14 | 15 | 13 | 12 | | 78 |
| Between 51 and 60 years old | 7 | 5 | 7 | 2 | 0 | 4 | 25 |
| Over 61 years old | 2 | 1 | 0 | 0 | 0 | | 3 |
| Female | 41 | 12 | 38 | 13 | 9 | 5 | 118 |
| Male | 45 | 21 | 51 | 39 | 16 | 12 | 184 |

| Employee turnover rate by age and gender | 2019 | | | | | | CORPORATE GROUP |
|--|------|-------|---------|----------|--------|---------------|-----------------|
| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | ELECTRO DUNAS | |
| Less than 30 years old | 14% | 3% | 28% | 19% | 20% | 41% | 20% |
| Between 31 and 40 years old | 48% | 36.4% | 47% | 52% | 32% | 35% | 45% |
| Between 41 and 50 years old | 28% | 42.4% | 17% | 25% | 48% | 0% | 26% |
| Between 51 and 60 years old | 8% | 15.2% | 8% | 4% | 0% | 24% | 8% |
| Over 61 years old | 2% | 3% | 0% | 0% | 0% | 0% | 1% |
| Female | 48% | 36% | 43% | 25% | 36% | 29% | 39% |
| Male | 52% | 64% | 57% | 75% | 64% | 71% | 61% |

| Number of new hires by age and gender | 2019 | | | | | | CORPORATE GROUP |
|---------------------------------------|------------|-----------|-----------|-----------|-----------|---------------|-----------------|
| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | ELECTRO DUNAS | |
| TOTAL | 136 | 56 | 48 | 18 | 25 | 8 | 291 |
| Less than 30 years old | 27 | 12 | 30 | 8 | 6 | 3 | 86 |
| Between 31 and 40 years old | 67 | 16 | 13 | 6 | 15 | 4 | 121 |
| Between 41 and 50 years old | 31 | 22 | 5 | 3 | 4 | | 65 |
| Between 51 and 60 years old | 9 | 6 | 0 | 1 | 0 | 1 | 17 |
| Over 61 years old | 2 | 0 | 0 | 0 | 0 | | 2 |
| Female | 71 | 28 | 20 | 10 | 12 | 3 | 144 |
| Male | 61 | 28 | 28 | 8 | 13 | 5 | 143 |

| Employee hiring rate by age and gender | 2019 | | | | | | CORPORATE GROUP |
|--|------|-----|---------|----------|--------|---------------|-----------------|
| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | ELECTRO DUNAS | |
| Less than 30 years old | 20% | 21% | 63% | 44% | 24% | 38% | 30% |
| Between 31 and 40 years old | 49% | 29% | 27% | 33% | 60% | 50% | 42% |
| Between 41 and 50 years old | 23% | 39% | 10% | 17% | 16% | 0% | 22% |
| Between 51 and 60 years old | 7% | 11% | 0% | 6% | 0% | 13% | 6% |
| Over 61 years old | 1% | 0% | 0% | 0% | 0% | 0% | 1% |
| Female | 52% | 50% | 42% | 56% | 48% | 38% | 49.48% |
| Male | 45% | 50% | 58% | 44% | 52% | 63% | 49.14% |

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

| Mandatory employee benefits for full-time employees | 2019 | | | | | |
|---|------|--|----------------|----------|--------|---------------|
| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | ELECTRO DUNAS |
| Social security | X | X | X | X | X | X |
| Pension fund | X | X | X | X | X | X |
| Other (Severance Fund Service Bonuses) | X | Severance fund, service bonus, vacations | Life insurance | | | |

| Non-mandatory benefits for full-time employees | 2019 | | | | | |
|--|---------------------|---------------------|---|-------------------|---------------------|---------------|
| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | ELECTRO DUNAS |
| Life insurance | X | X | X | X | X | X |
| Health insurance | X | X | X | X | | X |
| Accident insurance | X | | X | X | X | X |
| Health subsidies | X | | X | | | |
| Marriage subsidy | | X | | | | |
| Meal subsidy | X | X | X | | | |
| Vacation bonus | | X | | | | |
| Flexible schedules | X | X | X | | | |
| Education subsidies | X | | | | | |
| Other | Results-based bonus | Results-based bonus | Bonuses in July and December, Christmas basket in December, Quinquennial bonus, profit performance bonus, 4 days off. | Performance bonus | Results-based bonus | |

| Employee hiring rate by age and gender | 2019 | | | | | | |
|--|------|-----|---------|----------|--------|---------------|-----------------|
| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | ELECTRO DUNAS | CORPORATE GROUP |
| Less than 30 years old | 20% | 21% | 63% | 44% | 24% | 38% | 30% |
| Between 31 and 40 years old | 49% | 29% | 27% | 33% | 60% | 50% | 42% |
| Between 41 and 50 years old | 23% | 39% | 10% | 17% | 16% | 0% | 22% |
| Between 51 and 60 years old | 7% | 11% | 0% | 6% | 0% | 13% | 6% |
| Over 61 years old | 1% | 0% | 0% | 0% | 0% | 0% | 1% |
| Female | 52% | 50% | 42% | 56% | 48% | 38% | 49.48% |
| Male | 45% | 50% | 58% | 44% | 52% | 63% | 49.14% |

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

| Mandatory employee benefits for full-time employees | 2019 | | | | | |
|---|------|--|----------------|----------|--------|---------------|
| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | ELECTRO DUNAS |
| Social security | X | X | X | X | X | X |
| Pension fund | X | X | X | X | X | X |
| Other (Severance Fund Service Bonuses) | X | Severance fund, service bonus, vacations | Life insurance | | | |

| Non-mandatory benefits for full-time employees | 2019 | | | | | |
|--|---------------------|---------------------|---|-------------------|---------------------|---------------|
| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | ELECTRO DUNAS |
| Life insurance | X | X | X | X | X | X |
| Health insurance | X | X | X | X | | X |
| Accident insurance | X | | X | X | X | X |
| Health subsidies | X | | X | | | |
| Marriage subsidy | | X | | | | |
| Meal subsidy | X | X | X | | | |
| Vacation bonus | | X | | | | |
| Flexible schedules | X | X | X | | | |
| Education subsidies | X | | | | | |
| Other | Results-based bonus | Results-based bonus | Bonuses in July and December, Christmas basket in December, Quinquennial bonus, profit performance bonus, 4 days off. | Performance bonus | Results-based bonus | |

(401-3) Parental leave

| Return to worker after maternity or paternity leave, by gender | 2019 | | | | | | | | | | | | | |
|--|------|------|------|------|---------|------|----------|------|----------------|-----|---------------|----------------|-----------------|-----|
| | GEB | | TGI | | CÁLIDDA | | CONTUGAS | | TRECSA | | ELECTRO DUNAS | | CORPORATE GROUP | |
| | M | W | M | W | M | W | M | W | M | W | M | W | M | W |
| Employees entitled to maternity or paternity leave | 6 | 15 | 12 | 5 | 11 | 5 | 11 | 4 | 0 | 2 | 8 | 0 | 48 | 31 |
| Employees who took maternity or paternity leave | 6 | 15 | 12 | 5 | 11 | 5 | 11 | 4 | 0 | 2 | 8 | 0 | 48 | 31 |
| Employees who returned to work upon finalization of their maternity or paternity leave | 6 | 15 | 12 | 5 | 11 | 5 | 11 | 4 | 0 | 1 | 8 | 0 | 48 | 30 |
| Employees who remain at the company 12 months after having taken their maternity or paternity leaves | 6 | 15 | 12 | 5 | 11 | 5 | 8 | 3 | 0 | 0 | Not available | Not available | 37 | 28 |
| Return-to-work rate | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | Not applicable | 50% | 100% | Not applicable | 100% | 97% |
| Retention rate | 100% | 100% | 100% | 100% | 100% | 100% | 73% | 75% | | 0% | Not available | | 77% | 90% |

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

(102-48) Employee training information at TGI for 2017 and 2018 was restated due to adjustments in data consolidation

| Employees trained | 2017 | | | | |
|--|---------|-------|---------|----------|--------|
| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA |
| Number of training hours by gender (females) | 4,565.5 | 2,859 | 4,507 | 955 | 368 |
| Number of training hours by gender (males) | 7,044.5 | 7,586 | 11,591 | 2,469 | 1,230 |
| Average training hours by gender (females) | 20.6 | 29.5 | 5.5 | 19 | 13.6 |
| Average training hours by gender (males) | 21.2 | 23.1 | 6.2 | 19 | 13.7 |
| Average hours of training by employee | 21.6 | 24.5 | 6.2 | 19 | 13.7 |

| Employees trained | 2018 | | | | |
|--|-------|---------|----------|----------|--------|
| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA |
| Number of training hours by gender (females) | 3,845 | 5,630.5 | 3,470.5 | 2,145 | 542 |
| Number of training hours by gender (males) | 5,861 | 9,668.5 | 12,256.3 | 7,033 | 2,950 |
| Average training hours by gender (females) | 17.4 | 58.7 | 31.3 | 42.9 | 16.4 |
| Average training hours by gender (males) | 18.8 | 29.7 | 41.1 | 54.9 | 26.6 |
| Average hours of training by employee | 18.2 | 34.1 | 38.5 | 51.6 | 24.3 |
| Average training hours per year for Senior Management | 33.1 | 25.1 | 1.7 | 153.6 | 53 |
| Average training hours per year for Middle Management | 32.9 | 149.3 | 3.3 | 90.2 | 43 |
| Average training hours per year for advisers | 21.3 | 694.1 | 3.6 | 35 | - |
| Average training hours per year for professionals | 11.7 | 23.4 | 3.1 | 53.8 | 20.4 |
| Average training hours per year for support/assistants | 7.5 | 17.5 | 3.2 | 40.4 | 18.6 |

| Average hours of training by employee, broken down by gender and job category | 2019 | | | | |
|---|---------|--------|----------|----------|--------|
| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA |
| Senior Management (Women) | 270 | 387 | 162 | - | 16 |
| Senior Management (Men) | 437 | 676 | 222 | 16 | 112 |
| Senior Management (Total) | 707 | 1,063 | 384 | 16 | 128 |
| Middle Management (Women) | 3,555 | 617 | 335 | - | 49 |
| Middle Management (Men) | 4,017 | 693 | 825 | 66 | 38 |
| Middle Management (Total) | 7,572 | 1,310 | 1,160 | 66 | 86.75 |
| Advisers (Women) | 7,443 | 694 | 339 | 416 | - |
| Advisers (Men) | 11,170 | 2,422 | 1,481 | 970 | - |
| Advisers (Total) | 18,613 | 3,116 | 1,819.7 | 1,386 | 0 |
| Professionals (Women) | 3,008 | 3,788 | 1,004 | 662 | 134 |
| Professionals (Men) | 2,320 | 3,386 | 5,286 | 1,232 | 190 |
| Professionals (Total) | 5,328 | 7,174 | 6,289.8 | 1,894 | 323.77 |
| Support/assistants (Women) | 766 | 94 | 334 | 134 | 25 |
| Support/assistants (Men) | 1,106 | 4,653 | 430 | 528 | 36 |
| Support/assistants (Total) | 1,872 | 4,747 | 763.5 | 662 | 60.89 |
| Total hours of training in the latest year | 34,092 | 17,410 | 10,416.5 | 4,024 | 599.41 |
| Average training hours for senior management (women) | 54 | 55.3 | 54 | - | 16 |
| Average training hours for senior management (men) | 40 | 75.1 | 44.3 | - | 16 |
| Average training hours for middle management (women) | 91 | 47.5 | 33.5 | - | 6.1 |
| Average training hours for middle management (men) | 77 | 25.7 | 41.3 | 8.3 | 2.5 |
| Average training hours for advisers (women) | 79 | 694 | 21.2 | 52 | - |
| Average training hours for advisers (men) | 68 | 346 | 37 | 51.1 | - |
| Average training hours for professionals (women) | 35 | 55.7 | 18.9 | 24.5 | 13.4 |
| Average training hours for professionals (men) | 31 | 26.9 | 27.5 | 32.4 | 5.6 |
| Average training hours for support/assistants (women) | 25 | 4.1 | 20.9 | 16.8 | 1.1 |
| Average training hours for support/assistants (men) | 30 | 28 | 19.5 | 15.5 | 0.7 |
| Number of training hours by gender (females) | 15,042 | 5,580 | 2,173.7 | 1,212 | 223.4 |
| Number of training hours by gender (males) | 19,050 | 11,830 | 8,242.8 | 2,812 | 376 |
| Average training hours by gender (females) | 59 | 49.8 | 22.18 | 25.79 | 5.7 |
| Average training hours by gender (males) | 56 | 35.3 | 29.54 | 28.40 | 3.5 |
| Average training hours | 6,818.4 | 3,482 | 2,083.3 | 804.8 | 119.9 |
| Average hours of training by employee | 57.3 | 38.9 | 27.6 | 27.6 | 4.1 |

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

| Percentage of employees receiving regular performance and career development reviews | GEB | | 2018 TGI | | CÁLIDDA | | CONTUGAS | | TRECSA | |
|--|-------|------|-------------|-----|---------|-----|----------|-----|----------------|-----|
| | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men |
| Senior Management | 91% | 100% | 100% | | 100% | | 100% | | 100% | |
| Middle Management | 85% | 77% | | | 79% | | | | 100% | |
| Advisors | 90% | 91% | | | 92% | | | | Not applicable | |
| Professionals | 90% | 84% | | | 97% | | | | 97% | |
| Support/assistants | 83% | 90% | | | 95% | | | | 95% | |

| Percentage of employees receiving regular performance and career development reviews | GEB | | TGI | | CÁLIDDA | | CONTUGAS | | TRECSA | |
|--|-------|------|-------|------|---------|------|---------------|----------------|----------------|----------------|
| | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men |
| Senior Management | 100% | 100% | 86% | 89% | 67% | 100% | Not available | Not applicable | Not available | 100% |
| Middle Management | 95% | 100% | 100% | 100% | 100% | 85% | 67% | 88% | 100% | 93% |
| Advisors | 100% | 100% | 100% | 100% | 94% | 95% | 100% | 89% | Not applicable | Not applicable |
| Professionals | 100% | 100% | 87% | 99% | 77% | 91% | 81% | 97% | 90% | 94% |
| Support/assistants | 100% | 100% | 100% | 99% | 88% | 91% | 100% | 100% | 91% | 98% |

(405-1) Diversity of governance bodies and employees
(Own) Diversity

| Governance body members | GEB | | TGI | | CÁLIDDA | | CONTUGAS | | TRECSA | | ELECTRO DUNAS | |
|---|---------------|------------|---------------|------------|---------------|------------|---------------|------------|---------------|------------|---------------|------------|
| | Board members | Percentage | Board members | Percentage | Board members | Percentage | Board members | Percentage | Board members | Percentage | Board members | Percentage |
| Men | 6 | 66.7% | 6 | 85.7% | 5 | 71.4% | 6 | 85.7% | 4 | 80% | 4 | 80% |
| Women | 3 | 33.3% | 1 | 14.3% | 2 | 28.6% | 1 | 14.3% | 1 | 20% | 1 | 20% |
| Less than 30 years old | 0 | 0% | 0 | 0.0% | 0 | 0.0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Between 30 and 40 years old | 0 | 0% | 1 | 14.3% | 0 | 0.0% | 1 | 14.3% | 1 | 20% | 0 | 0% |
| Between 40 and 50 years old | 1 | 11.1% | 3 | 42.9% | 1 | 14.3% | 2 | 28.6% | 1 | 20% | 2 | 40% |
| Over 50 years old | 8 | 88.9% | 3 | 42.9% | 5 | 71.4% | 4 | 57.1% | 3 | 60% | 3 | 60% |
| People who belong to minorities or vulnerable groups in governance bodies | 6 | 66.7% | 4 | 57.1% | 2 | 28.6% | 2 | 28.6% | 2 | 40% | 1 | 20% |
| Nationalities | 1 | 11.1% | 3 | 50% | 2 | 28.6% | 2 | 28.6% | 2 | 40% | 2 | 40% |

(405-2) Ratio of basic salary and remuneration of women to men
(102-48) The ratio of basic salary of women to men at TGI for 2017 and 2018 was restated due to adjustments in data consolidation

| Ratio of men's and women's salary distributed by job level | GEB | | | TGI | | | CÁLIDDA | | | CONTUGAS | | |
|--|------|------|------|------|------|------|---------|------|------|----------|------|------|
| | 2017 | 2018 | 2019 | 2017 | 2018 | 2019 | 2017 | 2018 | 2019 | 2017 | 2018 | 2019 |
| Senior Management | 0.99 | 0.95 | 0.92 | 1.17 | 1.13 | 0.97 | 1.20 | 1.23 | 0.74 | 1.33 | 1.15 | 0.00 |
| Middle Management | 1.05 | 0.94 | 0.95 | 1.05 | 0.72 | 1.12 | 1.05 | 1.09 | 0.91 | 7.95 | 6.22 | 0.96 |
| Advisors | 1.03 | 1.05 | 1.01 | 1.33 | 1.00 | 1.00 | 1.01 | 0.99 | 0.99 | 1.30 | 1.17 | 0.86 |
| Professionals | 0.93 | 0.92 | 0.89 | 0.77 | 0.86 | 0.93 | 0.99 | 1.42 | 0.91 | 1.32 | 1.08 | 0.93 |
| Support/assistants | 1.41 | 0.95 | 0.93 | 0.86 | 0.82 | 0.84 | 0.94 | 0.44 | 1.24 | 1.08 | 1.02 | 0.89 |

(EU15) People nearing retirement age

| Professional category | GEB | | TGI | | CÁLIDDA | | CONTUGAS | |
|-----------------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|
| | In 5 years | In 10 years | In 5 years | In 10 years | In 5 years | In 10 years | In 5 years | In 10 years |
| Senior Management | 3 | 3 | 0 | 2 | 0 | 0 | 0 | 0 |
| Middle Management | 8 | 11 | 8 | 15 | 0 | 0 | 0 | 0 |
| Advisors | 10 | 12 | 3 | 4 | 0 | 0 | 1 | 0 |
| Professionals | 3 | 7 | 12 | 22 | 0 | 0 | 0 | 0 |
| Support/assistants | 7 | 5 | 17 | 43 | 1 | 3 | 0 | 2 |

(Own) Percentage of management positions held by women

| Diversity | 2019 | | | | | |
|---|------------|-------|-------|---------|----------|--------|
| | Unit | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA |
| Number of women in management positions | Number | 44 | 20 | 13 | 4 | 9 |
| Percentage of women in management positions | Percentage | 40.7% | 35.7% | 34.2% | 33.3% | 29% |
| Number of women in <i>junior management positions</i> (lowest management level) | Number | 39 | 13 | 10 | 3 | 8 |
| Percentage of women in <i>junior management positions</i> (lowest management level) | Percentage | 42.9% | 40% | 33.3% | 27.3% | 34.8% |
| Number of women in senior management positions (maximum 2 levels below the President) | Number | 5 | 7 | 3 | 1 | 1 |
| Percentage of women in senior management positions (maximum 2 levels below the President) | Percentage | 29.4% | 43.8% | 37.5% | 100% | 12.5% |

Occupational safety and health

- (403-1) Occupational safety and health management system
- (403-9) Work-related injuries
- (403-10) Work-related ill health

| Implementation of the occupational safety and health management system | GEB |
|---|---|
| Which legal requirements are fulfilled through implementation of the occupational safety and health management system? | Law 1562/2012. Decree 1072/2015. Resolution 0312/2019 Resolution 5018/2019 Among other regulatory requirements. |
| Which guidelines or standards were taken into consideration to implement the Occupational Safety and Health Management System? | OHSAS 18001 Version 2007 Safe work standards for: 1. Work at heights 2. Load lifting 3. Road safety 4. Electrical risk Epidemiological surveillance programs: 1. Bio-mechanical 2. Psycho-social Classification of work-related accidents in accordance with the OHSAS 300 standards of the US Department of Labor VISION ZERO model (International Social Security Association). |
| Describe the scope of coverage of workers, activities and workplaces by the occupational safety and health management system, and explain if any workers, activities or workplaces are not covered by said system, and the reasons why. | Scope of coverage of workers: 1. Compliance with the standards, rules and instructions of the Occupational Safety and Health Management System. 2. Provide clear, truthful and full information on health conditions. 3. Report to OSH in a timely manner any hazards and latent risks at the workplace. 4. Participate in the occupational safety and health training activities defined in the training plan. 5. Participate in and contribute to the fulfillment of the objectives of the Occupational Safety and Health Management System (OSH-MS). 6. Take care of your overall health. Workplaces covered by the OSH-MS 1. All administrative offices nationwide. 2. Assets in operation. 3. Transmission line and other construction projects. OSH-MS Activities 1. Orientation and retraining to explain the risks associated with the work activities, both for administrative and field workers. 2. Celebration of the World Day for Safety and Health at Work. 3. Self-care Week. 4. Communications on safe work standards. 5. Preventive ergonomic inspection of workstations. 6. Training for performance of high-risk tasks. 7. Individual interventions for employees with high or very high stress levels. 8. Assistance in readapting to work for employees returning from maternity leaves. 9. Training for Occupational Safety and Health committees on performance of their duties. 10. Investigation of work accidents and high-potential incidents. 11. Monitor contractors. |

| Implementation of the occupational safety and health management system | TGI |
|---|--|
| Which legal requirements are fulfilled through implementation of the occupational safety and health management system? | As a member country of the Andean Community of Nations (CAN, for the Spanish original), Colombia adopted Decision 584/2004, and Resolution 957/2005, which establish guidelines and policies for the implementation of Occupational Safety and Health Management Systems. In 2019, by means of Resolution 0312, an amendment was made to the Minimum Standards of the Occupational Safety and Health Management System for employers and contracting parties that had been previously defined in Resolution 1111/2017, which established the Minimum Standards in the framework of the Mandatory System to Assure the Quality of the Occupational Risk System for employers and contracting parties. TGI SA ESP has adopted such standards through the continuous improvement process of its system, while continuing to abide by the Single Regulatory Decree of the Labor Sector, Decree 1072/2015, issued by the Labor Ministry. |
| Which guidelines or standards were taken into consideration to implement the Occupational Safety and Health Management System? | <p>Presidential Guideline No. 013 regulated the Policy on Occupational Safety and Health and the Environment, with 10 commitments aimed at the goal of zero accidents, no injuries to people and no damages to assets or the environment.</p> <p>Based on the 2019 Corporate Strategic Plan (CSP), the OSH-MS is managed through Process P3: Consolidate a Sustainable Development strategy and strengthen Corporate Governance.</p> <p>This also involves the Sustainable Development and Safety Committees, which address legal criteria, provide management support and monitor OSH matters.</p> <p>The legal matrix, a document that compiles legal requirements that apply to the company based on the activities involved in its line of business, enables addressing the regulatory and technical guidelines for development of the OSH-MS, which is updated whenever new applicable provisions are issued.</p> <p>The HSEQ and Social Manual for Contractors, M-ASI-002, is a contractual document that establishes the requirements contractors and subcontractors of TGI SA ESP must fulfill regarding Occupational Safety and Health, Social, Environmental, Energy and Quality management, during performance of contractual activities.</p> <p>International standards such as ISO, OSHA 18001.</p> |
| Describe the scope of coverage of workers, activities and workplaces by the occupational safety and health management system, and explain if any workers, activities or workplaces are not covered by said system, and the reasons why. | <p>The Occupational Safety and Health Management System (OSH-MS) is led by senior management and is implemented with the participation of employees and stakeholders of TGI SA ESP, which provides it the strength, flexibility and adequate bases for the development of a culture of sustainability and safety and health.</p> <p>The scope of implementation of the OSH-MS includes the design, construction, operation and maintenance of the transportation infrastructure, aimed at ensuring its safe operation free from risks to Health, Safety and the Environment, which implies that all direct and indirect workers, contractors and stakeholders are involved in management and performance of the OSH-MS.</p> |

| Implementation of the occupational safety and health management system | CÁLIDDA |
|--|---|
| Which legal requirements are fulfilled through implementation of the occupational safety and health management system? | <ul style="list-style-type: none">• Ensure that all levels of the organization know and accept their responsibilities regarding occupational safety and health.• Define and communicate to all workers the department or area responsible for the identification, assessment or control of the hazards and risks related to occupational safety and health.• Implement effective supervision, as required, to assure the protection of the safety and health of workers.• Promote cooperation and communication among personnel, including workers, their representatives and trade unions, in order to efficiently apply the elements of the Occupational Safety and Health Management System at the organization.• Comply with the principles for Occupational Safety and Health Management Systems set out in Article18 of Law 29783 and in the voluntary occupational safety and health programs adopted by the employer. |

| Implementation of the occupational safety and health management system | CÁLIDDA |
|---|--|
| Which guidelines or standards were taken into consideration to implement the Occupational Safety and Health Management System? | <p>National Regulation on Buildings, Construction Safety Regulations, G-50.</p> <p>Basic Standards on Safety and Health in Construction Works approved by means of Supreme Resolution 021-83-TR.</p> <p>Safety Regulations for Hydrocarbons Activities, approved by means of Supreme Decree No. 043-2007-EM.</p> <p>Emergency and occupational disease statistics and reporting procedure for the activities of the hydrocarbons sub-sector, issued by means of Resolution OSINERGMIN No. 172-2009-OS/CD.</p> <p>Law on Occupational Safety and Health, approved by means of Law 29783.</p> <p>Occupational Safety and Health Regulation of Law 29783, approved by means of Supreme Decree 005-2012-TR.</p> <p>Law 30220 amending Law 29783 Law on Occupational Safety and Health.</p> <p>Regulation on Occupational Safety and Health Committees, approved by means of Directorate Resolution 1472-72-IC-DGI.</p> <p>List of occupational diseases established by means of Technical Health Standard NTS 068-MINSA/DGSP V.1.</p> <p>Law establishing the obligation of preparing and submitting emergency plans, Law 28851.</p> <p>Supreme Decree 023-2018-EM, which amends the Environmental Protection Regulation for Hydrocarbons Activities.</p> <p>Safety Regulation on Storage of Hydrocarbons, issued by means of Supreme Decree 052-93-EM.</p> <p>Safety Regulation on Transportation of Hydrocarbons, issued by means of Supreme Decree 026-94-EM.</p> <p>Regulation on the Commercialization of Liquid Fuels, issued by means of Supreme Decree 030-98-EM.</p> <p>National Law on Land Transportation of Hazardous Goods and Wastes, issued by means of Law 28256.</p> <p>National Regulation on Land Transportation of Hazardous Goods and Wastes, issued by means of Supreme Decree 021-2008-MTC.</p> <p>Form for the Summary Safety Sheet for Land Transportation of Hazardous Goods and Wastes, D.S. 2613-2013-MTC/15.</p> <p>National Regulation on Vehicles, issued by means of Supreme Decree 058-2003-MTC.</p> <p>National Traffic Regulation, issued by means of Supreme Decree 016-2009-MTC.</p> <p>NTP 399.010-1. Safety Signs.</p> <p>NTP 350.043-1. Portable Fire Extinguishers.</p> <p>Technical Documents, Occupational Medical Exams and Diagnostic Guidelines for mandatory medical exams by activity RM No. 312-2011/MINSA.</p> <p>Basic Ergonomics Standard RM-375-2008 TR.</p> <p>Ministerial Resolution No. 050-2013-TR, which "Approves the forms of reference on minimum information for mandatory records of the Occupational Safety and Health Management System".</p> <p>Law 30102, which establishes preventive measures against the harmful effects on health from prolonged exposure to solar radiation.</p> <p>Ministerial Resolution - amending the protocols of EMO 571-2014 MINSA (Art. 6.7.2 "on the permanence of the Occupational Health Physician".</p> <p>DS- 006 - 2014 TR amending regulation DS 005 2012 TR (Art. 27, 28 and 101).</p> <p>DS -012 - 2014 TR amending regulation DS 005 2012 TR (Art. 110 amending forms 01 and 02).</p> <p>Ministerial Resolution RM 087 2015 PCM on performance of drills.</p> <p>Law 28048, "Law on the protection of pregnant women who perform tasks that put at risk their own health or the normal development of the embryo and fetus", dated 08-07-2003.</p> <p>Supreme Decree 009-2004-TR, "Regulation of the Law on the Protection of Pregnant Women", dated 20-07-2004.</p> <p>Construction manual prepared by SUNAFIL.</p> <p>OSHAS 29 CFR 1926 standard.</p> <p>Supreme Decree 011-2019-TR, "Regulation on Occupational Safety and Health for the Construction Sector".</p> <p>OHSAS 18001 standard.</p> <p>OSHA Standards.</p> |
| Describe the scope of coverage of workers, activities and workplaces by the occupational safety and health management system, and explain if any workers, activities or workplaces are not covered by said system, and the reasons why. | <p>The scope of the Occupational Safety and Health Management System covers all Cálidda processes carried out at the administrative offices (San Borja headquarters and customer service centers), operations centers of the Natural Gas Distribution System (valve rooms, City Gates and stations), new projects and services performed by contractors and suppliers such as the construction of networks, maintenance, general services, etc.</p> |

| Implementation of the occupational safety and health management system | CONTUGAS |
|--|---|
| Which legal requirements are fulfilled through im-plementation of the occupational safety and health management system? | <p>Law 29783 Occupational Safety and Health.</p> <p>Supreme Decree 005-2012-TR Regulation of the Law.</p> <p>Supreme Decree 006-2014-TR amending the regulation of the Law.</p> <p>Supreme Decree 012-2014-TR Single record of information on accidents.</p> <p>Ministerial Resolution 050-2013-TR Mandatory records.</p> <p>Supreme Decree 014-2013-TR Regulation of the registry of auditors.</p> <p>Supreme Decree 003-98-SA.</p> <p>Ministerial Resolution 021-2016-MINSA.</p> <p>Supreme Decree 003-98-SA SCTR Standards.</p> <p>Supreme Decree 016-2009-MTC National Traffic Regulation.</p> <p>Law 26842, General Health Law.</p> <p>Ministerial Resolution 510-2005/MINSA approving the occupational health manual.</p> <p>Directorate Resolution 312-2011-MINSA EMO Protocol.</p> <p>Ministerial Resolution 375-2008-TR Ergonomics.</p> <p>Ministerial Resolution 480-2008/MINSA Technical standards on occupational diseases.</p> <p>Law 29973 PCD General Law.</p> |
| Which guidelines or standards were taken into consider-ation to implement the Occupational Safety and Health Management System? | <p>Among others mapped out in the legal OSH matrix.</p> |
| Describe the scope of coverage of workers, activities and workplaces by the occupational safety and health man-agement system, and explain if any workers, activities or workplaces are not covered by said system, and the reasons why. | <p>The main commitment of the IMS policy of Contugas:</p> <ul style="list-style-type: none">- To provide safe and healthy environments for the prevention of work-related injuries and diseases by eliminating hazards and reducing occupational risks, promoting a culture of selfcare and prevention.- Compliance with applicable legal regulations and other voluntary commit-ments taken on by the company.- Participation by workers or their representatives and by stakeholders. |
| Describe the scope of coverage of workers, activities and workplaces by the occupational safety and health man-agement system, and explain if any workers, activities or workplaces are not covered by said system, and the reasons why. | <p>CTG's Occupational Safety and Health Management System covers all CTG workers and contractors, and covers all locations where work activities are performed, including: SDGN facilities, work fronts on public roads and private premises.</p> |
| Implementation of the occupational safety and health management system | TRECSA |
| Which legal requirements are fulfilled through im-plementation of the occupational safety and health management system? | <p>Government Resolution 229-2014.</p> <p>Reform 33-2016.</p> <p>Ministerial Resolution 23-2017.</p> <p>NRD2.</p> |
| Which guidelines or standards were taken into consider-ation to implement the Occupational Safety and Health Management System? | <p>OSHA, OHSAS 18001, NFPA.</p> |
| Describe the scope of coverage of workers, activities and workplaces by the occupational safety and health man-agement system, and explain if any workers, activities or workplaces are not covered by said system, and the reasons why. | <p>The scope covers all Trecca employees and contractors, in all activities per-formed at projects in progress or operations and maintenance activities.</p> |

(403-2) Hazard identification, risk assessment, and incident investigation

(403-9) Work-related injuries

(403-10) Work-related ill health

| Hazard identification, risk assessment, and incident investigation | GEB |
|--|--|
| Describe the procedures used to identify work-related hazards and to assess risks, periodically or from time to time, as well as application of the control hierarchy aimed at eliminating hazards and minimizing risks. | <p>As a tool to map out and summarize hazards and assess risks, a matrix of identification of occupational safety and health hazards and evaluation and assessment of risks is used, in order to determine the preventive and corrective actions required to improve work conditions, based on the methodology of the Colombian Technical Guidelines 045 Version 2012.</p> |

| Hazard identification, risk assessment, and incident investigation | GEB |
|--|---|
| Describe the procedure followed by workers who wish to report hazards or situations of work-related hazards, and explain how workers are protected against possible reprisals. | <p>All employees, contractors and subcontractors have access to the Form "Report on unsafe acts or conditions and self-reporting of health conditions" to report any adverse safety and health conditions at the workplace, in order to fulfill their responsibilities under the Occupational Safety and Health Management System. The form specifies the report to the generated, as follows:</p> <ol style="list-style-type: none">1. Report on unsafe acts: Identification of hazardous situations related to the person.2. Report on unsafe conditions: Identification of hazardous situations at the workplace.3. Self-report on health conditions: Formally report to the company any symptoms. <p>The reports should be delivered to the respective occupational safety and health area, which is responsible for following up on the action plans in each case.</p> |
| Describe the policies and procedures to be followed workers who wish to leave the workplace due to situations they believe may cause injuries, poor health or illnesses, and explain how such workers are protected against possible reprisals. | <p>In the framework of our superior attribute: Life Comes First! In our sustainability policy, senior management's first commitment is to protect the health and safety of All employees. Employees can also report through the work coexistence committee, or through the ethical channels, any possible reprisals that may have been taken due to having refused to work in unsafe conditions.</p> |
| Describe the procedures used to investigate work accidents, including the process used to identify the hazards and assess the risks associated with the incidents in order to establish corrective actions through the hierarchy of control and to determine the improvements that must be made to the occupational safety and health management system. | <p>A procedure is in place for the investigation of work accidents and incidents, which enables the participation of the worker who suffered the accident in the investigation committee, along with a member of Employer-employee Joint Committee on Safety and Health at Work (COPASST, for the Spanish original), the area supervisor and a representative of the OSH area, in compliance with applicable regulations, during which the immediate and root causes are established, and control measures are taken in accordance with the control hierarchy.</p> |

| Hazard identification, risk assessment, and incident investigation | TGI |
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| Describe the procedures used to identify work-related hazards and to assess risks, periodically or from time to time, as well as application of the control hierarchy aimed at eliminating hazards and minimizing risks. | <p>Within the company, risk analysis is focused on the well-being of workers and their work conditions, with the objective of minimizing risks in performing their activities, for both administrative and core business tasks, to achieve the result of zero work-related accidents or deaths. Towards the outside of the company, risk analysis focuses on performance and adopting good industry practices, regarding the environment, work with communities and asset integrity, aimed at implementing controls for safe design and infrastructure, avoiding damages in the processes.</p> <p>OHS risk analysis has two focuses: on people and on processes, to assure their reliability and to work under safe conditions.</p> <p>TGI SA ESP has a procedure in place to identify hazards, assess risks and establish controls, P-ASI-013, which is easily available to all employees through the ISOLUCION tool, and which is communicated or discussed at least once a year, through training or retraining. The output of this procedure is the matrix of risks and hazards of each work center (district, compression station, administrative offices), providing a full view of the risks and controls at each work center. The matrix is updated based on the risks, assessments, accidents that take place and new controls defined by the company. The HS professionals at each work center are responsible for updating the matrix and communicating it to other employees.</p> <p>Based on current OHS legislation, in 2019 TGI SA ESP changed its risk assessment methodology based on GTC 45 as the new methodology, and also made all adjustments required for its implementation.</p> |
| Describe the procedure followed by workers who wish to report hazards or situations of work-related hazards, and explain how workers are protected against possible reprisals. | <p>Company and contractor employees and workers have mechanisms to report unsafe acts and conditions called the Observation and Assurance Card (TOA, for the original in Spanish), which is a tool to observe, report and record unsafe behaviors and conditions and to make suggestions to improve the work centers (districts, gas compression stations and administrative facilities), with the purpose of preventing accidents.</p> <p>During 2019, this tool was used to consolidate information for minimizing risks at the work centers. The challenge for 2020 is to implement the Cultural Transformation Program (Vision Zero - Life Comes First) under corporate guidelines; to provide Proactive Performance Indicators for decision-making.</p> |

| Hazard identification, risk assessment, and incident investigation | TGI |
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| Describe the policies and procedures to be followed by workers who wish to leave the workplace due to situations they believe may cause injuries, poor health or illnesses, and explain how such workers are protected against possible reprisals. | <p>Implementation of the OSH-MS is mandatory according to current regulations; additionally, TGI SA ESP is committed to the formulation of measurable objectives, performance assessments, execution of continuous improvement plans in occupational safety and health, as well as to defining and auditing processes, managing risks and implementing best industry practices, and to documenting, analyzing, investigating and communicating any accidents.</p> <p>During the personnel selection and hiring process, new employees are also informed of their duties and risks, and are provided the <i>Competencies Manual</i>, which describes their roles and the risks associated to their respective duties.</p> <p>Due to the above, at TGI SA ESP no cases have been reported of employees leaving the workplace due to risk exposure.</p> |
| Describe the procedures used to investigate work-related incidents, including the process used to identify the hazards and assess the risks associated with the incidents in order to establish corrective actions through the hierarchy of control and to determine the improvements that must be made to the occupational safety and health management system. | <p>TGI SA ESP has an Incident Management procedure in place, P-ASI-017, which is easily available to all employees through the ISOLUCION tool; its purpose is to establish guidelines for reporting, investigating and analyzing incidents that may arise at the workplaces (districts, compression stations, administrative offices). Its scope covers all workers and contractors at TGI SA ESP facilities.</p> <p>Each work-related incident is evaluated using the risks and hazards matrix of TGI SA ESP, taking into consideration the consequences and probability of the incident that took place. Incidents rated as high and extreme require involvement by the company's central level. Incidents rated as medium or low are managed locally (immediate supervisor, HSE Professional and a member of COPASST in the area), and are reported to headquarters by forwarding a copy of the investigation within 10 calendar days from the event.</p> <p>Note 1: When a work-related incident is rated as serious or causes death, an in-house or contracted licensed Occupational Health professional must participate.</p> <p>The following methodology is used to assess the causes that led to the accident: Accidents of Extreme, High and Medium potential are analyzed using the "Fishbone Diagram" method, while incidents rated as Low are analyzed using the "5 Whys" method, with the objective of determining the root cause of a defect or problem.</p> <p>TGI SA SP formulates the corrective and/or preventive actions aimed at eliminating the causes that gave rise to the incident and prevent its re-occurrence. Such actions must be adequate, convenient and effective for the company in terms of the resources available to carry them out and their impact on worker safety and health. Monthly verification and follow-up is performed on the necessary intervention measures on the reported events, during the COPASST meetings, and ultimately changes may be made to the hazards and risks matrix of the work center where the incident took place, as well as revisions to the risk assessment of the activity that was performed, in terms of probability and consequences, and the proposed actions proposed by the investigation are included in the hazards and risk matrix in terms of the operating controls to be implemented.</p> |

| Hazard identification, risk assessment, and incident investigation | CÁLIDDA |
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| Describe the procedures used to identify work-related hazards and to assess risks, periodically or from time to time, as well as application of the control hierarchy aimed at eliminating hazards and minimizing risks. | <ul style="list-style-type: none">· A procedure is in place for the identification of hazards and risks (IPER), which specifies the methodology for preparing the hazards and risks identification matrix (IPER matrix); the matrix is reviewed at least once each year or whenever changes are made to the facilities, equipment, work procedures, regulations and other factors.· Whenever a change is made to the IPER matrix, a meeting is held with the person responsible for the process and the Occupational Safety and Health (OSH) area. The associated hazards and risks are reviewed and the criticality of the risk is assessed, based on which the required operating controls are established through the control hierarchy (eliminate, substitute, engineering and management and personal protection equipment). If the risk level is not acceptable, residual risk controls are included. |

| Hazard identification, risk assessment, and incident investigation | CÁLIDDA |
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| Describe the procedure followed by workers who wish to report hazards or situations of work-related hazards, and explain how workers are protected against possible reprisals. | <ul style="list-style-type: none">Any worker can report work-related hazards or risks to the immediate supervisor, in coordination with the OSH area and members of the OSH Committee. The associated risks are reviewed, and the matrix is updated, if necessary. The above is specified in Art. 10 of the Internal OSH Rules (RISST, for the original in Spanish).Art. 9 of the RISST states that employees have the right to not be subject to hostile acts or other coercive measures by the company arising as a result of their duties in connection with OSH.Art. 10 of the RISST specifies that employees must report to their immediate supervisor any event that endangers or may endanger their safety or health or the physical facilities, and whenever possible, appropriate corrective measures must be immediately implemented, and this shall not give rise to any type of penalty. |
| Describe the policies and procedures to be followed by workers who wish to leave the workplace due to situations they believe may cause injuries, poor health or illnesses, and explain how such workers are protected against possible reprisals. | All workers have the right to halt an activity and if necessary leave the workplace in the event of imminent danger, according to Article 9 of the RISST. The Company's employees have the following rights in connection with occupational safety and health, among others: b) To be informed, consulted and to participate in training on prevention, to halt any activities in the event of serious or imminent risk. |
| Describe the procedures used to investigate work-related incidents, including the process used to identify the hazards and assess the risks associated with the incidents in order to establish corrective actions through the hierarchy of control and to determine the improvements that must be made to the occupational safety and health management system. | A procedure is in place for Recording, Investigating and Analyzing Incidents, according to which all workers report work-related incidents to their immediate supervisor and the OSH area. A meeting is called with all those involved (OSH Engineer, the person involved in the accident, a member of the OSH Committee) to review the causes using the loss-control methodology, which are recorded in the form, along with an action plan assigning specific responsibilities and deadlines for performance. Based on the review, the decision is made on whether or not the IPER matrix should be amended, and if so the update is made. |

| Hazard identification, risk assessment, and incident investigation | CONTUGAS |
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| Describe the procedures used to identify work-related hazards and to assess risks, periodically or from time to time, as well as application of the control hierarchy aimed at eliminating hazards and minimizing risks. | A hazard identification, risk assessment and control matrix (IPERC, for the original in Spanish) is developed, associated with each profile's duties and activities. Each work activity is subject to an assessment to determine the need to issue a work permit and/or safe work assessment, in order to identify hazards and risks and establish control measures before starting to work. |
| Describe the procedure followed by workers who wish to report hazards or situations of work-related hazards, and explain how workers are protected against possible reprisals. | Internal communications channels are available to report substandard acts and conditions, such as the corporate WhatsApp, cell phone, OSH voice mail, corporate email. Any worker who witnesses a hazard or dangerous situation that may affect his or her own integrity, or that of co-workers or any other person, can report it through the internal communication channels. The identity of the witness remains confidential (if required) and an assessment is made of the root cause of the deviation in behavior or condition that gave rise to the substandard act or condition. It is stated that the purpose is to find the root cause of the deviation, and not to assign blame or to find who is "guilty". The main objective is to minimize the probability of re-occurrence of the deviation that could produce an undesirable event. |
| Describe the policies and procedures to be followed by workers who wish to leave the workplace due to situations they believe may cause injuries, poor health or illnesses, and explain how such workers are protected against possible reprisals. | Contugas is committed to providing safe and healthy work environments. All CTG workers have the power to halt an activity if they believe the integrity of the worker, a co-worker or any other person is at risk. Workers communicate the deviation and they are provided support directly by OSH to assess the risk and take immediate corrective action to minimize the risk level. The analysis is participative and may involve the worker who observed the condition, the worker who was observed, the user area and the OSH area. |
| Describe the procedures used to investigate work-related incidents, including the process used to identify the hazards and assess the risks associated with the incidents in order to establish corrective actions through the hierarchy of control and to determine the improvements that must be made to the occupational safety and health management system. | A procedure is in place for reporting and investigating work-related incidents and accidents, with participation by the areas involved and the OSH Committee. The event investigations determine the types of controls to be applied in order to prevent re-occurrence. Specific responsibilities and deadlines are assigned for implementation of such controls, the continuous monitoring is performed on implementation and on closing the corrective measures. |

| Hazard identification, risk assessment, and incident investigation | TRECSA |
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| Describe the procedures used to identify work-related hazards and to assess risks, periodically or from time to time, as well as application of the control hierarchy aimed at eliminating hazards and minimizing risks. | Matrix for risk identification and assessment and determination of controls. Work permits and safe work analysis. Safety meetings before starting to work. Reports on unsafe conditions, acts and incidents (report CI, AI, I for the originals in Spanish). Daily reports. Consolidation of findings. |
| Describe the procedure followed by workers who wish to report hazards or situations of work-related hazards, and explain how workers are protected against possible reprisals. | Any employee who detects an unsafe condition or observes and unsafe act reports it to the OSH professional using the form "SST-F-ST-916 CI, AI, I Report", which can be delivered physically or, when outside Trecca premises, by sending a photo or scanned copy by email to saludysegurida-ocupacional@trecca.com.gt. The OSH technician performs safety inspections to detect unsafe acts or conditions or to make safety observations at any Trecca facility, which are recorded in the form "SST-F-ST-916 CI, AI, I Report" and entered as electronic records in "SST-F-ST-917 Consolidated Safety" and "SST-F-ST-004" daily OSH activities report. The OSH Professional ensures that the "SST-F-ST-916 CI, AI, I Reports" generated by employees or the OSH Technician are recorded in "SST-F-ST-917 Consolidated Safety" and follows up on proposed improvement actions or proposals with the areas involved to mitigate risks and eliminate unsafe conditions. The reports may be made anonymously to protect the identity of the person who made the report. |
| Describe the policies and procedures to be followed by workers who wish to leave the workplace due to situations they believe may cause injuries, poor health or illnesses, and explain how such workers are protected against possible reprisals. | They are performed in accordance with Government Resolution 229-2014 and its amendments, Article 303. Third Level of Assistance a) to arrange the worker's transfer depending on his or her capabilities (medical assessment following an accident or a diagnosed disease). |
| Describe the procedures used to investigate work-related incidents, including the process used to identify the hazards and assess the risks associated with the incidents in order to establish corrective actions through the hierarchy of control and to determine the improvements that must be made to the occupational safety and health management system. | 3.1 OPENING OF THE INCIDENT INVESTIGATION: The department responsible for the project assigns an investigation team including an expert in the methodology, depending on the type of accident, the place of the event and its particularities, so as to ensure that the team includes technical experts with capacity to propose and assess hypotheses and the root causes of the accident. The leader of the area is responsible for signing off and approving the report. 3.2 GATHERING OF INFORMATION FOR THE INVESTIGATION The investigation team gathers the information for the investigation on the incident or accident, recording it in the corresponding box of the form "SST-F-ST-602 Accident Investigation Report". The investigation team takes into consideration the following when gathering information for the incident or accident investigation: Accept only proven, specific and objective facts, avoiding subjective interpretations, assumptions or value judgments. Investigate and review any existing records of safety inspections or any other documentation related to the process or activity where the incident or activity took place. Take photographs and videos to support the evidence, particularly on the conditions of the site after the incident took place. Carry out the investigation as soon as possible after the event to ensure that the information gathered reflects the conditions at the time of the incident or accident. Compile the lessons learned from the incident. "SST-I-ST-001 Instruction the Investigations of Incidents/Accidents." "SST-F-ST-002 Matrix for Risk Identification and Assessment and to Determine Controls." "SST-F-ST-006-Annual OSH Work Plan." "SST-F-ST-917 Consolidated on Safety" |

| Hazard identification, risk assessment, and incident investigation | ELECTRO DUNAS |
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| Describe the procedures used to identify work-related hazards and to assess risks, periodically or from time to time, as well as application of the control hierarchy aimed at eliminating hazards and minimizing risks. | At ELECTRO DUNAS (ELD), the Occupational Safety and Health Committee and Management approve the Annual Occupational Safety and Health Program (PASST, for the original in Spanish), which establishes the planned educational activities, training for specific tasks, procedure reviews, inspections and observations. Controls are applied in compliance with the Standards and Procedures established by Regulatory Entities. |
| Describe the procedure followed by workers who wish to report hazards or situations of work-related hazards, and explain how workers are protected against possible reprisals. | Workers have the duty of previously verifying the conditions of the area where they will perform activities involving risks; if they observe any substandard conditions they report them using the form "Suspension of the Activity Due to Unsafe Conditions". At ELD, the Internal Work Rules and the Code of Ethics protect actions of this type. |

| Hazard identification, risk assessment, and incident investigation | ELECTRO DUNAS |
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| Describe the policies and procedures to be followed by workers who wish to leave the workplace due to situations they believe may cause injuries, poor health or illnesses, and explain how such workers are protected against possible reprisals. | The workers fill out the form "Suspension of the Activity Due to Unsafe Conditions". Management then instructs to verify the information, and if confirmed, corrective actions are undertaken and advisory is sought, as specified in our Internal Work Rules. The Ethics Line - Ethics Committee can be used to maintain confidentiality and prevent possible reprisals. |
| Describe the procedures used to investigate work-related incidents, including the process used to identify the hazards and assess the risks associated with the incidents in order to establish corrective actions through the hierarchy of control and to determine the improvements that must be made to the occupational safety and health management system. | The Occupational Safety and Health Committee and the OHS area are summoned to perform the inquiries related to the event, and a detailed report is prepared including technical recommendations and corrective actions. Following a Management review, the measures to be applied to mitigate and/or eliminate risks are determined. Incidents are also reported to the Company's Management Committee by means of weekly OHS presentations, and control measures are established to strengthen the preventive actions. |

(403-4) Worker participation, consultation, and communication on occupational safety and health

| Worker participation, consultation and communication on Occupational Safety and Health | 2019 | | | | | |
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| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | ELECTRO DUNAS |
| Percentage of workers represented in occupational safety and health committees | 100% | | | | | Not available |
| Describe the process for worker participation and consultation for the development, application and assessment of the occupational safety and health management system, as well as the procedures to communicate relevant information on occupational safety and health. | COPASST Work coexistence committee Emergency brigade | 1. Joint Employer-employee Committee on Safety and Health at Work (COPASST, for the Spanish original) committee, with 4 employer representatives and 4 worker representatives, and one OSH "Watchman" at each operations work center (a total of 23 Watchmen and 8 members of the main COPASST) . COPASST email: comite.paritario@tgi.com.co. Through the COPASST, the employees at the work centers (districts, stations and administrative offices) monitor fulfillment of legal requirements, the progress made in implementation of action plans or efforts made to prevent accidents or mitigate risks at the work centers. 2. Coexistence Committee, with 4 employer and 4 worker representatives (a total of 8 members). Chairperson email: catalina.madrid@tgi.com.co. Employees can file labor harassment complaints or make suggestions using form F-GTH-017. | 1. Substandard acts and conditions are reported by email at: comitesst@calidda.com.pe. 2. Committee members participate in all incident and accident investigations at the company. 3. They interact and participate in monthly scheduled inspections. | The OSH Committee participates in the approval of the occupational safety and health annual plan. An OSH voice mail, is available to receive reports on substandard acts and conditions and for worker inquiries regarding OSH. Communications are made through internal channels such as <i>Conectados</i> , <i>Blog</i> , as well as through the OSH voice mail. | Different processes provide support to manage and assess the Occupational Safety and Health Management System. It was approved by the ISO Committee. The system has been informed to all employees through internal channels, as well as the internal communications program "Trecca Avanza". | Joint Committee |

| Worker participation, consultation and communication on Occupational Safety and Health | 2019 | | | | | |
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| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | ELECTRO DUNAS |
| Describe the responsibilities of the formal employer-employee occupational safety and health committee | See Presidential resolution 017/2018, available on file | 1. The COPASST Committee has the following duties: INVESTIGATE it assists in analyzing the causes of work-related accidents and illnesses, proposing corrective measures to prevent their re-occurrence; INSPECT facilities, equipment, machines, tools, emergency equipment, brigades, industrial processes and operations; OVERSEE compliance by the employer and workers of legal regulations and the Occupational Safety and Health Management System; and PROMOTE, propose and participate in training activities on occupational safety and health. 2. Coexistence Committee: it seeks to prevent worker harassment and to protect employees against psycho-social risks that affect health at the workplace. The purpose of the committee is to improve coexistence among all employees. | a. Review documentation and reports regarding work conditions required to fulfill their tasks, as well as those produced by the occupational safety and health area. b. Approve the employer's Internal Rules on Safety and Health. c. Approve the Occupational Safety and Health Annual Program. d. Review and approve the Annual Occupational Safety and Health Service Program. e. Participate in drafting, implementing and reviewing the policies, plans and programs to promote occupational safety and health and the prevention of work-related accidents and illnesses. f. Approve the annual training plan for workers on occupational safety and health. g. Promote that all new workers receive adequate orientation, training and instructions on risk prevention. h. Oversee compliance with legislation, internal rules and technical specifications related to occupational safety and health, as well as the Internal Rules on Occupational Safety and Health. i. Ensure that workers are aware of the rules, instructions, technical specifications, warning signs and other written or graphic materials related to risk prevention at the workplace. | Review documentation and reports regarding work conditions required to fulfill their tasks, as well as those produced by the occupational safety and health area. Approve the employer's Internal Rules on Safety and Health. Approve the Occupational Safety and Health Annual Program. Review and approve the Annual Occupational Safety and Health Service program. Participate in drafting, implementing and reviewing the policies, plans and programs to promote occupational safety and health and the prevention of work-related accidents and illnesses. Approve the annual training plan for workers on occupational safety and health. Promote that all new workers receive adequate orientation, training and instructions on risk prevention. Oversee compliance with legislation, internal rules and technical specifications related to occupational safety and health, as well as the Internal Rules on Occupational Safety and Health. Ensure that workers are aware of the rules, instructions and specifications | Responsibilities: Participate in accident investigations to determine the true root causes that produced them. Promote the continuous improvement of OSH process. Perform OSH training. Make recommendations on safety and health and follow up on them. Ensure the use of appropriate personal protection equipment. Carry records on the accidents that have taken place. Monitor the effectiveness of the safety and health process. Assist in developing safety and health rules. Assist in developing safe work procedures. Cooperate in Complying with Local Legal Resolutions 229/2014, 33/2016, NRD2, etc. | Not available |

| Worker participation, consultation and communication on Occupational Safety and Health | 2019 | | | | | |
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| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | ELECTRO DUNAS |
| | | | <p>j. Promote the commitment, cooperation and active participation of all employees in preventing occupational risks through effective communications, the participation of workers in solving safety problems, orientation, training, contests and drills, among others.</p> <p>k. Perform periodic inspections of administrative and operations areas, facilities, machinery and equipment aimed at reinforcing prevention management.</p> <p>l. Consider the circumstances and investigate the causes of all work-related incidents, accidents and illnesses that occur at the workplace, issuing appropriate recommendations to prevent their re-occurrence.</p> <p>m. Verify fulfillment and the effectiveness of their recommendations to prevent the re-occurrence of work-related accidents and illnesses.</p> <p>n. Make appropriate recommendations to improve the work environment, follow up on implementation of the agreed measures and review their effectiveness.</p> <p>o. Analyze and issue reports on statistics of work-related incidents, accidents and illnesses at the workplace; the records and assessments must be continuously updated for each of the employer's occupational safety and health organizational units.</p> <p>p. Cooperate with the medical and first aid services.</p> | <p>work techniques, signs and other written or graphic materials related to risk prevention at the workplace. Promote the commitment, cooperation and active participation of all employees in preventing occupational risks through effective communications, the participation of workers in solving safety problems, orientation, training, contests and drills, among others.</p> <p>Perform periodic inspections of administrative and operations areas, facilities, machinery and equipment aimed at reinforcing prevention management. Consider the circumstances and investigate the causes of all work-related incidents, accidents and illnesses that occur at the workplace, issuing appropriate recommendations to prevent their re-occurrence. Verify fulfillment and the effectiveness of their recommendations to prevent the re-occurrence of work-related accidents and illnesses. Make appropriate recommendations to improve the work environment, follow up on implementation of the agreed measures and review their effectiveness. Analyze and issue reports on the</p> | | |

| Worker participation, consultation and communication on Occupational Safety and Health | 2019 | | | | | |
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| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | ELECTRO DUNAS |
| | | | <p>q. Supervise the occupational safety and health service and the assistance and advisory to the employer and workers.</p> <p>r. Report the following information to the employer's highest governance body:</p> <p>r.1) Death-producing or dangerous incidents, immediately.</p> <p>r.2) The investigation on each death-producing accident and the corrective measures adopted within ten (10) days from its occurrence.</p> <p>r.3) Quarterly statistics on work-related accidents, incidents and illnesses.</p> <p>r.4) The quarterly activities of the Occupational Safety and Health Committee.</p> <p>s. Document in the Book of Minutes the verifications performed on fulfillment of agreements.</p> <p>t. Hold ordinary monthly meetings to review the progress made in achieving the objectives established in the annual program, and hold extraordinary meetings to review serious accidents or as required by the circumstances.</p> | <p>statistics of work-related incidents, accidents and illnesses at the workplace; the records and assessments must be continuously updated for each of the employer's occupational safety and health organizational units. Cooperate with the medical and first aid services. Supervise the occupational safety and health service and the assistance and advisory to the employer and workers. Report the following information to the employer's highest governance body:</p> <p>r.1) Death-producing or dangerous incidents, immediately.</p> <p>r.2) The investigation on each death-producing accident and the corrective measures adopted within ten (10) days from its occurrence.</p> <p>r.3) Quarterly statistics on work-related accidents, incidents and illnesses.</p> <p>r.4) The quarterly activities of the Occupational Safety and Health Committee.</p> <p>s) Document in the Book of Minutes verifications performed on fulfillment of agreements.</p> <p>t) Hold ordinary monthly meetings to review the progress made in achieving the objectives established in the annual program, and hold extraordinary meetings to review serious accidents or as required by the circumstances.</p> | | |

| Worker participation, consultation and communication on Occupational Safety and Health | 2019 | | | | | |
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| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | ELECTRO DUNAS |
| Indicate the frequency of meetings of the formal joint employer-employee committee on occupational safety and health | Monthly | 1. COPASST Committee: It holds monthly meetings, which are documented in minutes. 2. Coexistence Committee: it holds quarterly meetings, which are documented in minutes. | Monthly | Monthly | It is mandatory for the Occupational Safety and Health Committee to meet at least once per month. At the first Committee meeting minutes on its constitution are drafted, indicating the date of the upcoming ordinary meeting. | Monthly |
| Indicate the decision-making authority of the formal joint employer-employee committee on occupational safety and health | COPASST Chairperson | 1. COPASST Committee: decisions are made by all members of COPASST, which has no highest decision-making authority. They jointly decide by vote. 2. Coexistence Committee: | 1. Chairperson: Ricardo Jaramillo 2. Secretary: Cristina Collantes Decisions are made by consensus of the meeting. | Chairperson of the OSH Committee | The Committee's decisions should be by consensus. When a consensus is not possible, as long as the matter does not involve conditions that put the workers' life and health at risk, the decision shall be approved by the majority of members present at the meeting. If no consensus is reached, the decision is made by vote, and in the event of a tie, the coordinator shall have two votes to determine the most suitable decision. Article 17 of Ministerial Resolution 23-2017. | Not available |

(403-7) Prevention and mitigation of occupational health and safety impacts on workers directly linked by business relationships

(403-9) Work-related injuries (items C and D, measures taken to eliminate workplace hazards that pose the risk of work-related injuries with major consequences or other hazards)

(403-10) Work-related ill health (item C, workplace hazards that pose the risk of work-related illnesses)

At Grupo de Energía de Bogotá we understand that impacts on the health and safety of workers directly linked by business relationships are no different from those defined in the risk and impact matrices for in-house employees, whenever direct business-related contacts take place, given that such matrices cover the physical spaces of the operations of GEB Colombia and the Transmission Branch. Additionally, the type of service and product sold by the company only involves transportation of intangibles to distributors or industries that require gas or electric energy.

| GEB 2019 | | |
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| Impacts on the health and safety of workers directly linked by business relationships | | |
| Impact description | Preventive measures | Mitigation measures |
| Work-related accidents with injuries Work-related ill health | Review of OSH plans before initiating a contract. | Not applicable |
| | Use of checklists for critical tasks; participation in Daily Safety Talks; observation of behavior; ensure pre-operational inspection of equipment; participation in maintenance planning and scheduling of SE and LT; direct supervision of field activities through own staff or contract supervisors. | Not applicable |
| | Share lessons learned from work-related accidents and security alerts of high-potential incidents. Carry out meetings for the prevention of work-related accidents with contractors (REMPAC), to monitor and control the results of contractor indicators. | Monitor closing of action plans derived from investigations of work-related accidents and high-potential incidents. |

| TGI 2019 | |
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| Impacts on the health and safety of workers directly linked by business relationships | |
| Impact description | Preventive measures |
| The risks faced by persons or areas involved in such business relations are no different from those to which the employees who work in TGI's administrative areas in Bogotá are exposed to. The risks and hazards matrix of the administrative area covers all administrative employees, including risks of travel by land and air, and walking, which are OSH risks that may be faced by commercial area workers during negotiations. | Training for contractors, communication of the company's Occupational Safety and Health plans, visitor registration, among others. |

| CÁLIDDA 2019 | | |
|---|---|---|
| Impacts on the health and safety of workers directly linked by business relationships | | |
| Impact description | Preventive measures | Mitigation measures |
| Partial or irreversible damage to the physical integrity of employees. | OSH accreditation in order to supply goods or services (fulfillment of OSH requirements). Application of penalties due to non-fulfillment of OSH requirements (contractual provisions). | Field inspections to detect standard acts and conditions. |

| TRECSA 2019 | | |
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| Impacts on the health and safety of workers directly linked by business relationships | | |
| Impact description | Preventive measures | Mitigation measures |
| Stress, mental and physical fatigue, tiredness, headaches. Worker fatigue syndrome. | Training: Work stress management. Assertive and effective communications. Teamwork, relational intelligence. | Active breaks program. Comply with the established work schedule. Occupational health programs. Good eating habits. |
| Injuries of different severity level: Contusions, wounds, slips, falls, scrapes, sprains, fractures, minor lacerations. | Emergency prevention, assistance and response plan. Training: Self-care when walking through office areas and prevention of same-level falls. <i>Pasos seguros</i> (Safe Steps campaign) (Not to use the cell phone while walking). | Elimination of risk conditions, signs on ramps, stairs, installation of handrails. |
| Visual fatigue, headaches. | Occupational medicine exams. | Active breaks program. Recommendation of using glasses with anti-UV and anti-reflective coating. Control natural sunlight access. |

(403-9) Work-related injuries
(403-10) Work-related ill health
(EU17) Days worked by contractors and sub-contractors involved in construction, operation and maintenance activities
(Own) LTIFR of employees and contractors. Indicators on frequency and severity of incidents leading to lost time by employees and contractors
(Own) Deaths
(102-48) Restatement of information. Data is presented on death rates, injury rates and occupational illness rates based on 1,000,000 worked hours for employees and contractors.

| GEB Colombia and Transmission Branch | | | | |
|---|---|---------------|---------------|-----------|
| Work-related injuries, ill health, days lost, absenteeism and number of deaths | | 2017 | 2018 | 2019 |
| DIRECT EMPLOYEES | Unit | Total | Total | Total |
| Total number of employees | Number | 595 | 531 | 595 |
| Hours worked | Hours | 1,485,887 | 1,114,990 | 1,192,671 |
| Days worked | Days | 189,033 | 139,374.0 | 149,083.9 |
| Work-related deaths | Number | 0 | 0 | 0 |
| Rate of deaths produced by work-related injuries | Index | 0 | 0 | 0 |
| Work-related accidents with major consequences (excluding deaths) | Number | Not available | | 0 |
| Rate of work-related injuries with major consequences (excluding deaths) | Index | Not available | | 0 |
| Absence due to work accident | Days | 10 | 21 | 0 |
| Severity index | Index | 6.7 | 18.8 | 0 |
| Total reportable work-related accidents | Number | Not available | Not available | 0 |
| Rate of reportable work-related injuries | Index | Not available | Not available | 0 |
| Deaths due to occupational illnesses | Number | 0 | 0 | 0 |
| Occupational illness | Number | 0 | 0 | 0 |
| Days of absence due to occupational illnesses | Days | 0 | 0 | 0 |
| Occupational illness frequency rate | Index | 0 | 0 | 0 |
| Sick leave due to common illness | Number | 429 | 301 | 346 |
| Absenteeism due to common illness | Days | Not available | Not available | 1,675 |
| Rate of worker absenteeism due to common illness | Rate % | 288.7 | 270.0 | 290.1 |
| Main types of injuries produced by work-related accidents | The most common injuries produced by work-related accidents were blows or contusions on upper limbs, sprains or twists of ankles or knees and cut wounds. | | | |
| Workplace hazards that pose the risk of work-related injuries due to accidents or illnesses with major consequences for employees. | The workplace hazards that pose the risk of work-related injuries due to accidents with major consequences have been included in the risks and hazards matrix covering all administrative employees, including the risk of travel by land or air or walking. They are also identified as described in indicator 403-2 (see annexes). Some hazards include falling, slipping, tripping and injuries. | | | |
| Measures taken or planned to eliminate other workplace hazards and minimize risks through the control hierarchy. | The measures taken or planned to eliminate other workplace hazards and minimize risks through the control hierarchy are included under indicator (403-1) on the Management System. Additionally, through all the health preventive and promotion programs (403-6), the health services, such as the preventive and occupational medicine program (403-2) and employee participation bodies such as the COPASST Committee and the Coexistence Committee. | | | |
| The information included in this table is calculated in accordance with international standards such as OSHAS 300 and 18001. Additionally, GEB Colombia and the Transmission Branch monitor their performance through the Lost Time Injury Frequency Rate (IFI AT, for the Spanish original) for employees and contractors. | | | | |
| At GEB Colombia and the Transmission Branch, accidents with major consequences are classified based on DAFW (days away from work), which began to be measured in 2019 in accordance with the guidelines of OSHAS 300. | | | | |

| GEB Colombia and Transmission Branch | | | | |
|---|--|---------------|-------------|---------------|
| Work-related injuries, ill health, days lost, absenteeism and number of deaths | | 2017 | 2018 | 2019 |
| CONTRACTORS | Unit | Total | Total | Total |
| Total number of contractors | Number | Not available | 9 | 2,455 |
| Hours worked | Hours | 3,048,347 | 3,022,966.0 | 3,908,321.0 |
| Days worked | Days | 381,043 | 377,870.0 | 162,846.7 |
| Work-related deaths | Number | 4 | 1 | 0 |
| Rate of deaths produced by work-related injuries | Index | 1 | 0 | 0 |
| Work-related accidents with major consequences (excluding deaths) | Number | Not available | | 17 |
| Rate of work-related injuries with major consequences (excluding deaths) | Index | Not available | | 4.35 |
| Absence due to work accident | Days | 24,432 | 6,687 | Not available |
| Severity index | Index | 8,014.8 | 2,212.1 | Not available |
| Total reportable work-related accidents | Number | Not available | | 39 |
| Rate of reportable work-related injuries | Index | Not available | | 9.98 |
| Deaths due to occupational illnesses | Number | Not available | | |
| Occupational illness | Number | | | |
| Days of absence due to occupational illnesses | Days | | | |
| Occupational illness frequency rate | Index | | | |
| Sick leave due to common illness | Number | | | |
| Absenteeism due to common illness | Days | | | |
| Rate of worker absenteeism due to common illness | Rate % | | | |
| Main types of injuries produced by work-related accidents | The most common injuries produced by work-related accidents were blows or contusions on upper limbs, sprains or twists of ankles or knees and cut wounds. | | | |
| Workplace hazards that pose the risk of work-related injuries due to accidents or illnesses with major consequences for employees. | Workplace hazards that pose the risk of work-related injuries due to accidents or illnesses with major consequences for contractors are considered to be the same as for any GEB employee if they are within any of the facilities of GEB and its affiliates. | | | |
| Measures taken or planned to eliminate other workplace hazards and minimize risks through the control hierarchy. | The measures taken or planned to eliminate other workplace hazards and minimize risks through the control hierarchy are included under indicator (403-1) on the Management System. Additionally, training is provided to contractors to inform them of the OHS management system and to promote best practices. At present, the company has no special measures for contractors. | | | |
| The information included in this table is calculated in accordance with international standards such as OSHAS 300 and 18001. Additionally, GEB Colombia and the Transmission Branch monitor their performance through the Lost Time Injury Frequency Rate (IFI AT, for the Spanish original) for employees and contractors. | | | | |
| At GEB Colombia and the Transmission Branch, accidents with major consequences are classified based on DAFW (days away from work), which began to be measured in 2019 in accordance with the guidelines of OSHAS 300. | | | | |

| Work-related injuries, ill health, days lost, absenteeism and number of deaths | TGI | | | | | | | | | |
|--|---|---------------|----------|---------|-----------|-----------|---------|-----------|----------|---------|
| | Unit | 2017 | | | 2018 | | | 2019 | | |
| | | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| EMPLOYEES | Unit | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Total number of employees | Number | 328 | 96 | 424 | 328 | 96 | 424 | 335 | 112 | 447 |
| Hours worked | Hours | 597,861.4 | 181,537 | 779,398 | 683,671.1 | 192,917.5 | 876,589 | 703,748.3 | 196,475 | 900,223 |
| Days worked | Days | 70,210.6 | 21,298.2 | 91,509 | 80,431.9 | 22,696.2 | 103,128 | 82,793.9 | 23,114.6 | 105,909 |
| Work-related deaths | Number | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rate of deaths produced by work-related injuries | Index | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Work-related accidents with major consequences (excluding deaths) | Number | Not available | | | | | | 0 | 0 | 0 |
| Rate of work-related injuries with major consequences (excluding deaths) | Index | Not available | | | | | | 0 | 0 | 0 |
| Absence due to work accident | Days | 12 | 2 | 14 | 24 | 0 | 24 | 6 | 6 | 12 |
| Severity index | Index | 20.1 | 11.0 | 18.0 | 35.1 | 0 | 27.4 | 8.5 | 30.5 | 13.3 |
| Total work-related accidents | Number | 7 | | | 13 | | | 10 | | |
| Total reportable work-related accidents | Number | Not available | | | | | | 0 | 0 | 0 |
| Rate of reportable work-related injuries | Index | Not available | | | | | | 0 | 0 | 0 |
| Deaths due to occupational illnesses | Number | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Occupational illness | Number | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Days of absence due to occupational illnesses | Days | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Occupational illness frequency rate | Index | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sick leave due to common illness | Number | 65 | 29 | 94 | 44 | 26 | 70 | 45 | 36 | 81 |
| Absenteeism due to common illness | Days | 270 | 65 | 335 | 187 | 87 | 274 | 767 | 722 | 1,489 |
| Rate of absenteeism due to common illness | Rate % | 108.7 | 159.7 | 120.6 | 64.4 | 134.8 | 79.9 | 63.9 | 183.2 | 90.0 |
| Main types of injuries produced by work-related accidents | The most common injuries produced by work-related accidents were blows or contusions on upper limbs, sprains or twists of ankles or knees and cut wounds. | | | | | | | | | |
| The workplace hazards that pose the risk of work-related injuries due to accidents with major consequences. | The workplace hazards that pose the risk of work-related injuries due to accidents with major consequences have been included in the risks and hazards matrix covering all administrative employees, including the risk of travel by land or air or walking. They are also identified as described in indicator 403-2 (see annexes). Some hazards include falling, slipping, tripping and injuries. | | | | | | | | | |
| Measures taken or planned to eliminate other workplace hazards and minimize risks through the control hierarchy. | The measures taken or planned to eliminate other workplace hazards and minimize risks through the control hierarchy are included under indicator (403-1) on the Management System. Additionally, through all the health preventive and promotion programs (403-6), the health services, such as the preventive and occupational medicine program (403-2) and employee participation bodies such as the COPASST Committee and the Coexistence Committee. | | | | | | | | | |
| Starting in 2019, the information included in this table is calculated in accordance with international standards such as OSHAS 300, where non-reportable incidents are defined as DAFW (days away from work), deaths, medical treatment cases (MTC) and restricted work cases (RWC). Additionally, TGI SA ESP monitors its objectives through the Lost Time Injury Frequency Rate (IFI AT, for the Spanish original) for employees and contractors. | | | | | | | | | | |
| For the effects of interpretation of this information, accidents with major consequences are based on days of absence due to medical leave. | | | | | | | | | | |
| These figures cover all TGI employees without exception. | | | | | | | | | | |

| Work-related injuries, ill health, days lost, absenteeism and number of deaths | Unit | TGI | | | | | | | | |
|---|--|---------------|---------|--------------|-------------|-----------|-----------|-------------|-----------|-----------|
| | | 2017 | | | 2018 | | | 2019 | | |
| | | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| CONTRACTORS | Unit | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Total number of contractors | Number | 987 | 177 | 1,164 | 811 | 313 | 1,124 | 1,889 | 388 | 2,277 |
| Hours worked | Hours | 1,930,790 | 328,900 | 2,259,689.44 | 2,587,123.7 | 694,908.7 | 3,282,032 | 3,915,109.7 | 886,504.9 | 4,801,614 |
| Work-related deaths | Number | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rate of deaths produced by work-related injuries | Index | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Work-related accidents with major consequences (excluding deaths) | Number | Not available | | | | | | 0 | 0 | 0 |
| Rate of work-related injuries with major consequences (excluding deaths) | Index | Not available | | | | | | 0 | 0 | 0 |
| Absence due to work-related accidents | Days | 207 | 17 | 224 | 159 | 0- | 159 | 81 | 3 | 84 |
| Severity index | Index | 911.3 | 439.3 | 97.8 | 61.5 | -0 | 48.4 | 20.7 | 3.4 | 17.5 |
| Total work-related accidents | Number | 32 | | | 27 | | | 45 | | |
| Total reportable work-related accidents | Number | Not available | | | | | | 6 | 0 | 6 |
| Rate of reportable work-related injuries | Index | Not available | | | | | | 1.2 | | |
| Deaths due to occupational illnesses | Number | Not available | | | | | | | | |
| Occupational illness | Number | Not available | | | | | | | | |
| Days of absence due to occupational illnesses | Days | Not available | | | | | | | | |
| Occupational illness frequency rate | Index | Not available | | | | | | | | |
| Sick leave due to common illness | Number | 207.00 | 17.00 | 224 | 328.00 | 159.00 | 487 | 294.00 | 224.00 | 518 |
| Absenteeism due to common illness | Days | 853.00 | 49.00 | 902 | 2,211.0 | 739.0 | 2,950 | 1,125.0 | 565.0 | 1,690 |
| Rate of absenteeism due to common illness | Rate % | 911.3 | 439.3 | 97.8 | 126.8 | 228.8 | 148.4 | 75.1 | 252.7 | 107.9 |
| Main types of injuries produced by work-related accidents | The most common injuries produced by work-related accidents were blows or contusions on upper limbs, sprains or twists of ankles or knees and cut wounds. | | | | | | | | | |
| Workplace hazards that pose the risk of work-related injuries due to accidents or illnesses with major consequences for employees. | The workplace hazards that pose the risk of work-related injuries due to accidents with major consequences or work-related ill health for contractors are considered to be the same as for any TGI employee if they are within any of the facilities of GEB and its affiliates. | | | | | | | | | |
| Measures taken or planned to eliminate other workplace hazards and minimize risks through the control hierarchy. | The measures taken or planned to eliminate other workplace hazards and minimize risks through the control hierarchy are included under indicator (403-1) on the Management System. Additionally, training is provided to contractors to inform them of the OHS management system and to promote best practices. At present, the company has no special measures for contractors. | | | | | | | | | |
| Starting in 2019, the information included in this table is calculated in accordance with international standards such as OSHAS 300, where non-reportable incidents are defined as DAFW (days away from work), deaths, medical treatment cases (MTC) and restricted work cases (RWC). Additionally, TGI SA ESP monitors its objectives through the Lost Time Injury Frequency Rate (IFI AT, for the Spanish original) for employees and contractors. Additionally, TGI SA ESP monitors its objectives through the Lost Time Injury Frequency Rate (IFI AT, for the Spanish original) for employees and contractors. | | | | | | | | | | |
| For the effects of interpretation of this information, accidents with major consequences are based on days of absence due to medical leave. | | | | | | | | | | |

| 2017 EMPLOYEES OTHER AFFILIATES | | | | | |
|--|--------|---------------|----------|-----------|---------------|
| Work-related injuries, ill health, days lost, absenteeism and number of deaths | | CÁLIDDA | CONTUGAS | TRECSA | ELECTRO DUNAS |
| 2017 | Unit | Total | Total | Total | Total |
| Hours worked | Hours | 775,310.24 | 412,341 | 1,485,887 | 632,244 |
| Days worked | Days | 32,304.59 | 260 | 189,030 | 0 |
| Work-related deaths | Number | 0 | 0 | 0 | 0 |
| Rate of deaths produced by work-related injuries | Rate % | 0 | 0 | 0 | 0 |
| Absence due to work accident | Days | 8 | 126 | 10 | 0 |
| Severity index | Rate % | 10.3 | 305.6 | 6.7 | 0 |
| Total reportable work-related accidents | Number | 1 | 1 | 7 | 0 |
| Rate of reportable work-related injuries | Rate % | 1.3 | 2.43 | 4.71 | 0 |
| Sick leave due to common illness | Number | Not available | 70 | 429 | 0 |
| Absenteeism due to common illness | Days | | 338 | 1,197 | 959 |
| Rate of absenteeism due to common illness | Rate % | | 819.71 | 805.58 | 1,516.82 |

| 2017 SUPPLIERS OTHER AFFILIATES | | | | | |
|--|--------|---------------|---------------|--------------|---------------|
| Work-related injuries, ill health, days lost, absenteeism and number of deaths | | CÁLIDDA | CONTUGAS | TRECSA | ELECTRO DUNAS |
| 2017 | Unit | Total | Total | Total | Total |
| Hours worked | Hours | 7,793,993.00 | 850,001.00 | 3,048,347.00 | |
| Days worked | Days | 324,750.00 | 260.00 | 381,043.00 | |
| Work-related deaths | Number | 0.00 | Not available | | |
| Rate of deaths produced by work-related injuries | Rate % | 0 | | | |
| Absence due to work accident | Days | 861 | 16 | 24,432.00 | |
| Severity index | Rate % | 111 | 19 | 8,015 | |
| Total reportable work-related accidents | Number | 33 | 1 | 75 | |
| Rate of reportable work-related injuries | Rate % | 4 | 1 | 25 | |
| Sick leave due to common illness | Number | Not available | 17 | 0 | |
| Absenteeism due to common illness | Days | | 126 | 0 | |
| Rate of absenteeism due to common illness | Rate % | | 148 | 0 | |

| 2018 EMPLOYEES OTHER AFFILIATES | | | | | |
|--|--------|--------------|----------|---------|---------------|
| Work-related injuries, ill health, days lost, absenteeism and number of deaths | | CÁLIDDA | CONTUGAS | TRECSA | ELECTRO DUNAS |
| 2018 | Unit | Total | Total | Total | Total |
| Hours worked | Hours | 1,081,162.00 | 457,411 | 606,002 | |
| Days worked | Days | 45,048.00 | 252 | 68,864 | |
| Work-related deaths | Number | 0 | 0 | | |
| Rate of deaths produced by work-related injuries | Rate % | 0 | | | |
| Absence due to work accident | Days | 21 | | | |
| Severity index | Rate % | 19.4 | | | |
| Total reportable work-related accidents | Number | 0 | | | |
| Rate of reportable work-related injuries | Rate % | 0 | | | |
| Sick leave due to common illness | Number | 161 | 21 | 3 | |
| Absenteeism due to common illness | Days | 1,548 | 171 | 105 | |
| Rate of absenteeism due to common illness | Rate % | 1,431.8 | 373.84 | 173.27 | |

| 2018 SUPPLIERS OTHER AFFILIATES | | | | | |
|--|--------|---------------|---------------|---------------|---------------|
| Work-related injuries, ill health, days lost, absenteeism and number of deaths | | CÁLIDDA | CONTUGAS | TRECSA | ELECTRO DUNAS |
| 2018 | Unit | Total | Total | Total | Total |
| Hours worked | Hours | 12,343,845.00 | 1,064,288.00 | 141,587.00 | |
| Days worked | Days | 514,327.00 | 252.00 | 16,089.00 | |
| Work-related deaths | Number | 0.00 | Not available | | |
| Rate of deaths produced by work-related injuries | Rate % | 0 | | | |
| Absence due to work accident | Days | 2,166.00 | | | |
| Severity index | Rate % | 176 | 2 | | |
| Total reportable work-related accidents | Number | Not available | | Not available | |
| Rate of reportable work-related injuries | Rate % | 0 | 0 | | |
| Sick leave due to common illness | Number | Not available | 14 | | |
| Absenteeism due to common illness | Days | | 6 | | |
| Rate of absenteeism due to common illness | Rate % | | 6 | | |

| 2019 EMPLOYEES OTHER AFFILIATES | | | | | |
|--|--------|-----------|----------|---------|---------------|
| Work-related injuries, ill health, days lost, absenteeism and number of deaths | | CÁLIDDA | CONTUGAS | TRECSA | ELECTRO DUNAS |
| 2019 | Unit | Total | Total | Total | Total |
| Hours worked | Hours | 1,118,606 | 481,544 | 405,124 | 632,244 |
| Days worked | Days | 46,609 | 251 | 46,036 | |
| Work-related deaths | Number | 0 | 0 | 0 | |
| Rate of deaths produced by work-related injuries | Rate % | 0 | 0 | 0 | |
| Absence due to work accident | Days | 7 | 0 | 0 | |
| Severity index | Rate % | 6.3 | 0 | 0 | |
| Total reportable work-related accidents | Number | 1 | 0 | 0 | |
| Rate of reportable work-related injuries | Rate % | 0.9 | 0 | 0 | |
| Sick leave due to common illness | Number | 151 | 63 | 17 | |
| Absenteeism due to common illness | Days | 1,622 | 581 | 202 | 959 |
| Rate of absenteeism due to common illness | Rate % | 1,450.00 | 1,206.54 | 498.61 | 1,516.82 |

| 2019 SUPPLIERS OTHER AFFILIATES | | | | | |
|--|--------|---------------|---------------|---------|---------------|
| Work-related injuries, ill health, days lost, absenteeism and number of deaths | | CÁLIDDA | CONTUGAS | TRECSA | ELECTRO DUNAS |
| 2019 | Unit | Total | Total | Total | Total |
| Hours worked | Hours | 14,682,554 | 782,981 | 730,445 | 1,053,170 |
| Days worked | Days | 611,773 | 251 | 83,005 | - |
| Work-related deaths | Number | 0 | Not available | | |
| Rate of deaths produced by work-related injuries | Rate % | 0 | | | |
| Absence due to work accident | Days | 728 | Not available | 70 | 37 |
| Severity index | Rate % | 49.6 | | 95.8 | 35.1 |
| Total reportable work-related accidents | Number | Not available | | 2 | |
| Rate of reportable work-related injuries | Rate % | 2.04 | Not available | 2.74 | |
| Sick leave due to common illness | Number | Not available | 16 | 21 | |
| Absenteeism due to common illness | Days | | 89 | 52 | |
| Rate of absenteeism due to common illness | Rate % | | 113.67 | 71.19 | |

Climate Strategy

- (305-1) Direct GHG emissions (Scope 1)
- (305-2) Indirect GHG emissions from generating energy (Scope 2)
- (305-3) Other indirect GHG emissions (Scope 3)

| Direct and indirect emissions (Ton CO ₂ e) | 2017 | | | | | | 2018 | | | | | | 2019 | | | | | |
|---|----------|---------------|-----------|-----------|---------------|-----------|---------|------------|---------------|----------|---------------|------------|----------|------------|-----------|----------|---------------|---------------|
| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | TOTAL | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | TOTAL | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | ELECTRO DUNAS |
| Scope 1 emissions | 1,482.69 | Not available | 14,022.30 | 25,456.58 | Not available | 40,961.57 | 1,573.6 | 139,925.38 | Not available | 1,733.1 | Not available | 143,232.08 | 3,599 | 157,440 | 17,983 | 2,244 | 5.66 | Not available |
| Scope 2 emissions | 61.68 | Not available | 288.29 | 201.29 | Not available | 551.26 | 78.5 | 317.07 | Not available | 162.9 | Not available | 558.47 | 89.79 | 512.30 | 536.57 | 142.50 | 98.85 | Not available |
| Scope 3 emissions | 449.39 | Not available | 36.65 | 144.61 | Not available | 630.65 | 615.2 | 210.43 | Not available | 202.1 | Not available | 1,027.73 | 513.38 | 226 | 1,293 | 22.04 | Not available | Not available |
| Scopes 1, 2 and 3 emissions | 1,993.76 | Not available | 14,347.24 | 25,802.48 | Not available | 42,143.48 | 2,267.0 | 140,452.88 | Not available | 2,098.1 | Not available | 144,818.28 | 4,202.17 | 158,178.30 | 19,812.57 | 2,408.54 | 104.51 | Not available |

Description of the methodology used to calculate the 2019 carbon footprint

| Description | 2019 Footprint | | | | | | | | | | | | | | | | | | | | |
|--|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------|--------|----|-----|-----------------|--------|----|-----|-------------|--------|---|-----|--------|-------|------|------|
| Gases included in the calculation | CO ₂ , CH ₄ , N ₂ O, SF ₆ , HFC | | | | | | | | | | | | | | | | | | | | |
| Baseline year for calculations | 2018 | | | | | | | | | | | | | | | | | | | | |
| Source of emission factors | Fuels: FECOC | | | | | | | | | | | | | | | | | | | | |
| | Electric energy: UPME-XM 2019 | | | | | | | | | | | | | | | | | | | | |
| | Refrigerant gases: IPCC-AR5 guidelines | | | | | | | | | | | | | | | | | | | | |
| | R410a: http://www.linde-gas.com/en/products_and_supply/refrigerants/hfc_refrigerants/r410a/index.html | | | | | | | | | | | | | | | | | | | | |
| Emission factors used | Emission factors | | | | | | | | | | | | | | | | | | | | |
| | <table><tr><td>Indicator</td><td>kgCO₂/TJ</td><td>kgCH₄/TJ</td><td>kgN₂O/TJ</td></tr><tr><td>Diesel B2</td><td>74,193</td><td>10</td><td>0.6</td></tr><tr><td>Engine gasoline</td><td>69,324</td><td>10</td><td>0.6</td></tr><tr><td>Natural Gas</td><td>55,539</td><td>3</td><td>0.1</td></tr><tr><td>Source</td><td>FECOC</td><td>IPCC</td><td>IPCC</td></tr></table> | Indicator | kgCO ₂ /TJ | kgCH ₄ /TJ | kgN ₂ O/TJ | Diesel B2 | 74,193 | 10 | 0.6 | Engine gasoline | 69,324 | 10 | 0.6 | Natural Gas | 55,539 | 3 | 0.1 | Source | FECOC | IPCC | IPCC |
| | Indicator | kgCO ₂ /TJ | kgCH ₄ /TJ | kgN ₂ O/TJ | | | | | | | | | | | | | | | | | |
| | Diesel B2 | 74,193 | 10 | 0.6 | | | | | | | | | | | | | | | | | |
| | Engine gasoline | 69,324 | 10 | 0.6 | | | | | | | | | | | | | | | | | |
| | Natural Gas | 55,539 | 3 | 0.1 | | | | | | | | | | | | | | | | | |
| | Source | FECOC | IPCC | IPCC | | | | | | | | | | | | | | | | | |
| | Conversion factors: the same factors reported under indicator 302-1 were used | | | | | | | | | | | | | | | | | | | | |
| | Colombia: 164.38 g CO ₂ /kW h Source: XM | | | | | | | | | | | | | | | | | | | | |
| | Peru: 170.2 g CO ₂ /kW h Source: http://www.coes.org.pe/Portal/Publicaciones/Estadísticas/ | | | | | | | | | | | | | | | | | | | | |
| Guatemala: 0.367 t CO ₂ e/ MW h Source: National Electric Energy Commission | | | | | | | | | | | | | | | | | | | | | |
| GWP: | | | | | | | | | | | | | | | | | | | | | |
| CO ₂ : 1 | | | | | | | | | | | | | | | | | | | | | |
| CH ₄ : 28 | | | | | | | | | | | | | | | | | | | | | |
| N ₂ O: 265 | | | | | | | | | | | | | | | | | | | | | |
| HCFC 123: 79 | | | | | | | | | | | | | | | | | | | | | |
| SF ₆ : 23,500 | | | | | | | | | | | | | | | | | | | | | |
| R410a: 2,088 | | | | | | | | | | | | | | | | | | | | | |
| Defined limit (operational or financial) | Operational | | | | | | | | | | | | | | | | | | | | |
| Standards or methodologies used | GHG Protocol | | | | | | | | | | | | | | | | | | | | |
| Calculation Tools | CO2CERO calculation tool (Excel and on-line tool) | | | | | | | | | | | | | | | | | | | | |
| Omissions | GEB: Electric energy generation plants Contugas: Electric energy generation plants Trecsa: fixed sources TGI: Fire extinguishers | | | | | | | | | | | | | | | | | | | | |

Conversion factors used (Source: FECOC UPME)

| | Density (kg/l) | LHV (MJ/kg) |
|--|----------------|-------------|
| Diesel | 0.852 | 42.419 |
| Gasoline | 0.741 | 45.330 |
| VNG | | 35.65 |
| (102-48) Starting in 2019, at the TGI affiliate gas consumption is broken down by natural gas and vehicle natural gas. In 2017 and 2018 both items were included under a single total. | | |

(305-5) Reduction of GHG emissions

| Indicate the projects carried out to reduce or prevent emissions and indicate the tons of CO ₂ reduced by implementing the project | Description of the initiative, not to exceed 300 characters | CONTUGAS 2019 | | | |
|---|--|---|---|---|--|
| | | Gases included in the calculation (CO ₂ , CH ₄ , N ₂ O, HFC, PFC, SF ₆ , NF ₃ or all) | Scopes in which there were reductions (scopes 1, 2 and 3) | Explain the standards or methodologies used for the calculation | Baseline year for reduction calculations |
| Project 1: <i>Reciclatón</i> 2019 . | In June 2019, the “Second <i>Reciclatón</i> ” was held at all company facilities, gathering a total of 570,175 kg of recycled material, which was delivered to the program for separating wastes at the source of the municipal district of San Borja - Lima, municipality of Pischo, provincial municipality of Chincha E IKREO. | GEB is currently calculating the carbon footprint of all its affiliates; once the calculations are performed, they will be compared against the carbon footprint calculated internally by Contugas. | GEB is currently calculating the carbon footprint of all its affiliates; once the calculations are performed, they will be compared against the carbon footprint calculated internally by Contugas. | An Excel worksheet called “Greenhouse Gas Inventory” is used to calculate tons of CO ₂ equivalent. | 2018 |
| Project 2: Campaign “Yo dejo mi huella, y ¿tú?” (I leave my footprint, don't you?) | In August 2019, a climate change awareness-raising campaign was held for employees consisting of training, awareness-raising flyers through corporate email, and an internal contest on good practices for reducing the company's Carbon Footprint by reducing energy consumption, paper consumption and others. | GEB is currently calculating the carbon footprint of all its affiliates; once the calculations are performed, they will be compared against the carbon footprint calculated internally by Contugas. | GEB is currently calculating the carbon footprint of all its affiliates; once the calculations are performed, they will be compared against the carbon footprint calculated internally by Contugas. | An Excel worksheet called “Greenhouse Gas Inventory” is used to calculate tons of CO ₂ equivalent. | 2018 |
| Project 3: 2 nd Sustainable Fair of the Ica Region. | The 2 nd Sustainable Fair of the Ica Region was held with over 200 participants. | GEB is currently calculating the carbon footprint of all its affiliates; once the calculations are performed, they will be compared against the carbon footprint calculated internally by Contugas. | GEB is currently calculating the carbon footprint of all its affiliates; once the calculations are performed, they will be compared against the carbon footprint calculated internally by Contugas. | An Excel worksheet called “Greenhouse Gas Inventory” is used to calculate tons of CO ₂ equivalent. | 2018 |
| Project 4: Inter-institutional Agreements with the Municipal District of Parcona and the Municipal District of Vista de Alegre. | Additionally, native plants from the Ica region were given to the Municipal District of Vista Alegre in Nasca province and the Municipal District of Parcona in Ica province to reforest areas to the benefit of the communities, as well as to promote citizen awareness on climate change and the need to promote green areas in the city. | GEB is currently calculating the carbon footprint of all its affiliates; once the calculations are performed, they will be compared against the carbon footprint calculated internally by Contugas. | GEB is currently calculating the carbon footprint of all its affiliates; once the calculations are performed, they will be compared against the carbon footprint calculated internally by Contugas. | An Excel worksheet called “Greenhouse Gas Inventory” is used to calculate tons of CO ₂ equivalent. | 2018 |

Biodiversity

(304-1) Significant impacts of activities, products, and services on biodiversity

| GEB 2019 | | | | | | |
|---|----------------------------------|---|--|--|---|--|
| Owned, leased or managed operation centers located in or alongside protected areas, or areas of substantial value for biodiversity located outside of protected areas | Geographic location | Land and underground areas that may be owned, leased or managed by the Organization | Location with respect to the protected area (in, next to or partly inside the protected area) or area of great value for biodiversity outside the protected area | Type of operation (office, manufacturing, production or extraction) | Value of biodiversity in terms of the characteristics of the protected area or area of great value for biodiversity outside the protected area (land, marine or fresh water ecosystems) | Value of biodiversity, characterized for being included on the protected list (one of the categories for protected area management of UICN, the Ramsar Convention and domestic laws) |
| La Calera, Cundinamarca. | | Property owned by CAR. | Property located inside the Protective Productive Forest Reserve of the Upper Bogotá River Basin. | Offsetting for use of forest by the Central Corridor asset in operation. | A variety of ecosystems are present in the Productive Forest Reserve of the Upper Bogotá River Basin, including: Bushes of the High Andes Orobiome, bushes of the Middle Andes Orobiome, dense forests of the High Andes Orobiome, fragmented forest of the High Andes Orobiome, mosaic of grasses with natural areas of the High Andes Orobiome, trees surrounded by grasses of the High Andes Orobiome, trees surrounded by grasses of the Middle Andes Orobiome, secondary or transitional vegetation of the High Andes Orobiome and secondary or transitional vegetation of the Middle Andes Orobiome. | Protective Productive Forest Reserve of the Upper Bogotá River Basin. |
| Tesalia-Alfárez 230 kV line. | Rioblanco, department of Tolima. | N.A. | Adjacent | Construction for energy transmission | The natural cover of the protected area includes very humid low mountain rainforest, mountain rainforest and sub-Andean <i>Páramo</i> rainforest in the Regional Nature Park (PNR, for the Spanish original), which contribute to the ecological integrity and connectivity between the various ecosystems. The historical, cultural and heritage wealth of the Nasa community of southern Tolima, by protecting the lagoon complexes within the <i>Páramo</i> del Meridiano We'pe Wala Regional Nature Park. The water resources from the upper Hereje River basin and its main tributaries (El Triunfo and Los Chorros streams), as goods or services provided by nature to the Department of Tolima. The animal and plant species that are endemic or to some degree threatened with extinction. | Páramo del Meridiano We'pe Wala Regional Natural Park. |
| 230 kV transmission line; interconnection with Ecuador. | Pasto, Department of Nariño. | N.A. | Adjacent | Energy transmission | It is a protected reserve; La Cocha is located inside this reserve, and it is one of the most extensive and well conserved lagoons of the northern Andes, and is considered the largest fresh water reserve in the Department of Nariño. Several rivers and streams, originating in the Guamués River, which is an affluent of the Putumayo River of the Amazon basin, flow into La Cocha Lagoon. The lake's Corota Island is a wildlife sanctuary, an Andean <i>orobiome</i> forest with predominant species such as <i>encenillos</i> , Colombian pines, <i>siete cueros</i> , wax palm and the ecosystems of the Andean highlands (<i>páramo</i>) with presence of <i>frailejon</i> species such as <i>Espeletia hartwegiana</i> , <i>Blechno loxensis</i> , <i>Calamagrostis spp.</i> , <i>Hypericum spp.</i> and <i>Festuca spp.</i> | Protective Forest Reserve of La Cocha Lagoon-Patascocoy Hilltop |

| GEB 2019 | | | | | | |
|---|--|---|--|--|--|--|
| Owned, leased or managed operation centers located in or alongside protected areas, or areas of substantial value for biodiversity located outside of protected areas | Geographic location | Land and underground areas that may be owned, leased or managed by the Organization | Location with respect to the protected area (in, next to or partly inside the protected area) or area of great value for biodiversity outside the protected area | Type of operation (office, manufacturing, production or extraction) | Value of biodiversity in terms of the characteristics of the protected area or area of great value for biodiversity outside the protected area (land, marine or fresh water ecosystems) | Value of biodiversity, characterized for being included on the protected list (one of the categories for protected area management of UICN, the Ramsar Convention and domestic laws) |
| 230 kV transmission line; interconnection with Ecuador. | San Francisco and Mocoa, Department of Putumayo. | N.A. | Adjacent | Energy transmission | Thanks to its size and the high level of conservation of its biodiversity, animal and plant indicators in the area are high. Currently in the area there are vulnerable and endangered species such as the poison frog <i>Epidobates ingeri</i> , and plant species such as (<i>Cedrelinga catenaeformis</i>) and cumint (Aniba sp.), which increases the strategic value of the reserve; nonetheless, within the reserve there are human settlements that put pressure on these resources. This is an example of regional conservation. | Protective Forest Reserve of the Upper Mocoa River Basin. |
| These are potential areas, and consequently no implementation mechanism has been defined to date. | Villavicencio, Meta. | La Esmeralda property Villa Paula property | Even though the project's area of influence does not include protected areas, it does include the riverbed on the Guayuriba River and its associated forest vegetation, as well as two other important bodies of water of great value for biodiversity due to their habitats and niches. | Offsetting for lifting the national ban during the construction stage of the San Fernando project. | At the La Esmeralda property there is secondary vegetation cover in the process of recovery and gallery forests associated with bodies of water that form part of the basin that supplies the water system of Las Mercedes district. The Villa Paula property includes tall open forest cover. | N.A. |

| Owned, leased or managed operation centers located in or alongside protected areas, or areas of substantial value for biodiversity located outside of protected areas | Geographic location | TGI 2019 | |
|---|------------------------------------|--|--|
| | | Value of biodiversity in terms of the characteristics of the protected area or area of great value for biodiversity outside the protected area (land, marine or fresh water ecosystems) | Value of biodiversity, characterized for being included on the protected list (one of the categories for protected area management of UICN, the Ramsar Convention and domestic laws) |
| LAM 2501 | SOUTHERN BOLIVAR | Dry tropical forest with different types of vegetation cover, such as grass with trees, open forest, grasslands and surface bodies of water called " <i>jagüeyes</i> ". | Integrated Regional Management Districts in Santander of the San Silvestre wetlands. |
| LAM 2501 | SOUTHERN BOLIVAR | Dry tropical forest with different types of vegetation cover, such as grass with trees, open forest, grasslands and surface bodies of water called " <i>jagüeyes</i> ". | Integrated Regional Management Districts in Santander of Serrania de los Yariquies. |
| LAM 0069 | EAST CENTRAL | Low Mountain Rainforest and Low Mountain Dry Forest. Most of the native forest has been transformed and the area is predominantly covered by grasses and small dispersed areas of stubble and bushes on the grasslands. | Regional Integrated Management Districts in Boyacá - Fúquene, Cucunubá and Palacio Lake Complex. |
| LAM 0069 | EAST CENTRAL | Low Mountain Rainforest and Low Mountain Dry Forest. Most of the native forest has been transformed and the area is predominantly covered by grasses and small dispersed areas of stubble and bushes on the grasslands. | Regional Integrated Management Districts in Boyacá -Paramo de Guargua and Laguna Verde. |
| LAM 0034 | BALLENA - BARRAN-CABERMEJA | Dry tropical forest with various types of vegetation cover including grass with trees, open forest, pastures and natural bodies of water such as the wetlands complex of the mid-Magdalena valley. | National Protected Forest Reserves -Upper Caño Alonso Basin. |
| LAM 0299 | MARIQUITA - CALI | Forms part of the major Biome: Orobioime of the Tropical Humid Zonobiome, which includes Andean rainforest ecosystems, fragmented forest with secondary vegetation, paramo, forestry agro-ecosystem, cattle ranching agro-ecosystem, mosaic of crops, grasses and natural areas. | Regional Integrated Management Districts in Quindio - Of the Upper Basin of Rio Quindio de Salento |
| LAM 0069 | EAST CENTRAL | Low Mountain Rainforest and Low Mountain Dry Forest. Most of the native forest has been transformed and the area is predominantly covered by grasses and small dispersed areas of stubble and bushes on the grasslands. | Regional Natural Parks in Santander - Serrania de las Quinchas. |
| LAV 0003-12 | LA SABANA | Forms part of the major Biome: Azonal Orobioime of the Tropical Humid Zonobiome, includes ecosystems of permanent crops agro-ecosystems, agro-ecosystem of mosaic of crops and grasses, Andean wetlands. | Regional Integrated Management Districts - Wetlands of Guali Tres Esquinas and Lagunas del Funzhe. |
| LAM 0054 | BOYACÁ - SANTANDER | Low Mountain Rainforest and Low Mountain Dry Forest. Most of the native forest has been transformed and the area is predominantly covered by grasses and small dispersed areas of stubble and bushes on the grasslands. | Regional Integrated Management Districts in Boyacá -Lago de Sochagota. |
| LAM 0069 | EAST CENTRAL | Low Mountain Rainforest and Low Mountain Dry Forest. Most of the native forest has been transformed and the area is predominantly covered by grasses and small dispersed areas of stubble and bushes on the grasslands. | Regional Integrated Management Districts - Cuchilla de San Antonio. |
| LAM 0278 | CUSIANA - EL PORVENIR - LA BELLEZA | Low Mountain Rainforest and Low Mountain Dry Forest. Most of the native forest has been transformed and the area is predominantly covered by grasses and small dispersed areas of stubble and bushes on the grasslands. | Regional Integrated Management Districts in Boyacá - Paramo Mamapacha and Bijagual. |
| LAM 0034 | BALLENA - BARRAN-CABERMEJA | Dry tropical forest with different types of vegetation cover, such as grass with trees, open forest, grasslands and surface bodies of water called " <i>jagüeyes</i> ". | Regional Integrated Management Districts in La Guajira - Lower basin of Rancheria River. |
| LAM 0951 | CUSIANA - APIAY - USME | Forms part of the major Biome: Orobioime of the Tropical Humid Zonobiome, includes ecosystems of the agro-ecosystem of mosaic of crops, grasses and natural areas, sub-Andean rainforest. It also includes the major Biode of the Tropical Humid Zonobiome, with the following ecosystems: Agro-ecosystem of mosaic of crops, grasses and natural areas, basal rainforest, fragmented forest with grasses and crops. | National Protected Forest Reserves -Quebrada Honda and Caños Parrado y Buque. |
| LAM 0299 | MARIQUITA - CALI | Forms part of the major Biome: Fragmented forest with grasses and crops, including agro-ecosystems of mosaic of grasses and natural areas, Andean rainforest, paramo and secondary vegetation. | National Protected Forest Reserves - Rio Blanco and Quebrada Olivares. |

| Owned, leased or managed operation centers located in or alongside protected areas, or areas of substantial value for biodiversity located outside of protected areas | Geographic location | TGI 2019 | |
|---|---------------------|---|--|
| | | Value of biodiversity in terms of the characteristics of the protected area or area of great value for biodiversity outside the protected area (land, marine or fresh water ecosystems) | Value of biodiversity, characterized for being included on the protected list (one of the categories for protected area management of UICN, the Ramsar Convention and domestic laws) |
| LAM 0299 | MARIQUITA - CALI | Forms part of the major Biome: Orobioime of the Tropical Humid Zonobiome, which includes Andean rainforest and paramo ecosystem and cattle ranching agro-ecosystem. | Regional Protected Forest Reserves - Torre Cuatro. |

Note: All reported operation centers have rights of way contracts near protected areas and have gas pipeline transportation operations. Of the 15 reported centers, 14 are located in the buffer area of the protected areas, and only LAM 0069 in the East Central area is within a protected area.

| CONTUGAS 2019 | | | | | | |
|---|---|---|--|---|--|--|
| Owned, leased or managed operation centers located in or alongside protected areas, or areas of substantial value for biodiversity located outside of protected areas | Geographic location | Land and underground areas that may be owned, leased or managed by the Organization | Location with respect to the protected area (in, next to or partly inside the protected area) or area of great value for biodiversity outside the protected area | Type of operation (office, manufacturing, production or extraction) | Value of biodiversity in terms of the characteristics of the protected area or area of great value for biodiversity outside the protected area (land, marine or fresh water ecosystems) | Value of biodiversity, characterized for being included on the protected list (one of the categories for protected area management of UICN, the Ramsar Convention and domestic laws) |
| Location 1 Sections and Branches. | The layout of the Ica regional gas pipeline passes through protected areas that belong to the Buffer Zone of the National Reserve of Paracas (ZARNP, for the Spanish original) and the National Reserve of San Fernando (RNSF, for the Spanish original). | Humay - Pisco gas pipeline. Humay - Marcona gas pipeline. Nasca gas pipeline section. | | Natural gas distribution pipeline. | <p>The Paracas National Reserve (RNP, for the Spanish original) is one of the two designated Protected Natural Areas (ANP, for the Spanish original) in the Ica region that protects representative samples of marine and coastal ecosystems. Its importance lies in that it protects large biological diversity that is indispensable for maintaining different biological cycles that guarantee the preservation of the species; it also generates economic income for thousands of inhabitants. It also protects various archaeological remains of the Paracas culture that settled in many areas of this reserve.</p> <p>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 Tillandsial, short-stem cacti, as well as Guanacos.</p> | Peruvian Guanaco: According to the red list for the classification and categorization of legally protected endangered wildlife species, approved by Supreme Decree 004-2014-MINAGRI, the guanaco (Lama guanicoe) is critically endangered. |

| CONTUGAS 2019 | | | | | | |
|---|---|---|--|---|--|---|
| Owned, leased or managed operation centers located in or alongside protected areas, or areas of substantial value for biodiversity located outside of protected areas | Geographic location | Land and underground areas that may be owned, leased or managed by the Organization | Location with respect to the protected area (in, next to or partly inside the protected area) or area of great value for biodiversity outside the protected area | Type of operation (office, manufacturing, production or extraction) | Value of biodiversity in terms of the characteristics of the protected area or area of great value for biodiversity outside the protected area (land, marine or fresh water ecosystems) | Value of biodiversity, characterized for being included on the protected list (one of the categories for protected area management of UICN, the Ramsar Convention and domestic laws) |
| Location 2: B. Pisco Operating Center. | Located in the Department of Ica, province of Pisco, district of Paracas. | Pisco Operating Center (pk 36 + 400 of the Humay-Pisco branch). | Located in the buffer zone of the Paracas National Reserve. | Operations Center for natural gas distribution. | <p>The Paracas National Reserve (RNP, for the Spanish original) is one of the two designated Protected Natural Areas (ANP, for the Spanish original) in the Ica region that protects representative samples of marine and coastal ecosystems. Its importance lies in that it protects large biological diversity that is indispensable for maintaining different biological cycles that guarantee the preservation of the species; it also generates economic income for thousands of inhabitants. It also protects various archaeological remains of the Paracas culture that settled in many areas of this reserve.</p> | <p>The Paracas National Reserve (RNP, for the Spanish original) is one of the two designated Protected Natural Areas (ANP, for the Spanish original) in the Ica region that protects representative samples of marine and coastal ecosystems. Its importance lies in that it protects large biological diversity that is indispensable for maintaining different biological cycles that guarantee the preservation of the species; it also generates economic income for thousands of inhabitants. It also protects various archaeological remains of the Paracas culture that settled in many areas of this reserve.</p> |
| Location 3: C. Marcona City Gate. | Located in the Department of Ica, province of Nasca, district of Marcona. | Marcona City Gate located at PK 194 of the Humay - Marcona branch. | Located in the buffer zone of the San Fernando National Reserve. | City Gate for the distribution of natural gas | <p>The San Fernando National Reserve preserves marine and coastal ecosystems of great value such as benthic species and marine and coastal wildlife (area of influence of the project components).</p> <p>The San Fernando National Reserve is the only coastal-marine area that features 9 different ecosystems, as well as 3 biological corridors used by different species: The first is the air biological corridor used by condors to fly between the mountains and the coast; the second is the Andean coastal land corridor used by the Peruvian Guanaco, the Andean Fox and Deer, and the last one is the Coastal Corridor used by sea lions, penguins, whales, dolphins, etc.</p> | <p>Peruvian Guanaco: According to the red list for the classification and categorization of legally protected endangered wildlife species, approved by Supreme Decree 004-2014-MINAGRI, the guanaco (<i>Lama guanicoe</i>) is critically endangered.</p> |

| TRECSA 2019 | | | | | |
|---|---|--|---|--|--|
| Owned, leased or managed operation centers located in or alongside protected areas, or areas of substantial value for biodiversity located outside of protected areas | Geographic location | Location with respect to the protected area (in, next to or partly inside the protected area) or area of great value for biodiversity outside the protected area | Type of operation (office, manufacturing, production or extraction) | Value of biodiversity in terms of the characteristics of the protected area or area of great value for biodiversity outside the protected area (land, marine or fresh water ecosystems) | Value of biodiversity, characterized for being included on the protected list (one of the categories for protected area management of UICN, the Ramsar Convention and domestic laws) |
| Sololá substation. | Municipality of Sololá. | Within the protected area. | Electric energy switching and transformer station. | It is part of the Eastern Guatemala Volcanic Chain, considered a top priority area for the conservation of biodiversity. (Source: Protected Area Master Plan). | Multiple Use Reserve. |
| Las Cruces-Sololá line. | Municipalities of Sololá, Concepción and Panajachel. | Partially within the protected area. | Electric energy transportation. | It is part of the Eastern Guatemala Volcanic Chain, considered a top priority area for the conservation of biodiversity. (Source: Protected Area Master Plan). | Multiple Use Reserve. |
| Sololá Brilantes line. | Sololá, San José Chacayá, Santa Lucía Utatlán, Santa Clara La Laguna, Santa María Visitación. | Partially within the protected area. | | It is part of the Eastern Guatemala Volcanic Chain, considered a top priority area for the conservation of biodiversity. (Source: Protected Area Master Plan). | Multiple Use Reserve. |
| Izabal-Morales line. | Municipality of Livingston. | Partially within the protected area. | Electric energy transportation. | It is one of the most important areas of the country in terms of wildlife. A total of 44 species of amphibians have been reported, of which 14 are restricted or endemic. Also, 7 of the 87 species of reptiles, and 45 of the 202 species of birds are considered restricted or endemic. There are 128 mammal species in the park, including 39 species of bats (Protected Area Master Plan). | National Park. |
| Chiantla-Covadonga line. | Municipality of Chiantla. | Partially within the protected area. | Electric energy transportation. | Included in the Cuchumatanes IBA (Important Bird Area), which is the habitat for 3 bird species whose distribution is restricted to the highlands of Central America and which are globally endangered. The pink-headed warbler (<i>Ergaticus versicolor</i>), the horned guan (<i>Oreophasis derbianus</i>) and the highland guan (<i>Penelopina nigra</i>). | Special Protection Area. |

(304-3) Habitats protected or restored

| GEB 2019 | | | | |
|---|--|---|--|---|
| Location (department/municipality) of the habitat protected or restored | Size of the area protected or restored by direct actions of the company (hectares) | Is there collaboration with a third party to protect or restore this area? Who? | Describe the current condition of the area and indicate the main advances | Explain the standards or methodologies used for the calculation |
| La Calera, Cundinamarca. | Planting of 1,790 specified native species trees (1.2 ha) | Offsetting required for use of forest. | Property owned by the regional environmental agency (CAR, for the Spanish original). | Offsetting required by the regional environmental agency (CAR). Offsetting ratio per specimen of 1:5. |
| Altamira-Huila. | 3 ha | Mayor's office of Altamira-Huila. | The property El Pomal is managed with the Mayor's office of Altamira, as an offsetting measure for use of 30 specimens of forest species. The regional environmental agency (CAM, for the Spanish original) determined that the holder must plant and maintain 500 specimens of native forest species from the area. | Fulfillment of CAM requirement for use of forest. |

| GEB 2019 | | | | |
|--|--|---|--|---|
| Location (department/ municipality) of the habitat protected or restored | Size of the area protected or restored by direct actions of the company (hectares) | Is there collaboration with a third party to protect or restore this area? Who? | Describe the current condition of the area and indicate the main advances | Explain the standards or methodologies used for the calculation |
| Villavicencio, Meta. | 10.5 ha | Aquabiósfera. | La Esmeralda property: the area of interest lies to the west of the Aguas Claras stream, covered with tall secondary vegetation. The area has not been intervened and is in the process of recovery, featuring large trees. Presence of vascular epiphytes such as bromelias and quiches, and non-vascular epiphytes (lichens, moss); as well as individuals of fern of the Cyathea genus, which is subject to a ban. The undergrowth is dense, fully covered, which ensures the natural regeneration of the forest. Mammals and their tracks were found. The property has bodies of water that form part of the basin that supplies water to the Las Mercedes district. Villa Paula property: covered by tall open forest, and neighboring areas feature secondary vegetation in recovery, in optimal conditions for an ecological rehabilitation process. | For construction of the San Fernando project, the Ministry of the Environment and Sustainable Development, by means of Resolution 2016/2018, requires the project to define potential areas for ecological rehabilitation, to rescue, relocate and reposition specimens subject to national bans. |
| Risaralda/ Pereira, Barbas-Bremen Land Conservation District. | 10.8 ha | Offsetting required by environmental license resolution Santa Cruz de Barbas community. | Planting and enrichment of native forest species and bamboo, and five maintenance services. | Planting and enrichment of native forest species and bamboo, the fifth maintenance service is being scheduled. |
| Quindío/Pereira, Barbas-Bremen Land Conservation District. | 45 ha | Voluntary agreement signed with the CRQ. | Planting and enrichment of native forest species and bamboo, the fifth maintenance service is being scheduled. | Methodology proposed by the regional environmental agency (CRQ) through a resolution. |
| Quindío/Pereira, Barbas-Bremen Land Conservation District. | 5 ha | Offsetting required by the environmental license resolution. | Native forest species and bamboo were planted in November 2019. | The number was based ANLA requirements specified in Resolution 0582 dated June 5, 2014. |
| Quindío/Pereira, Barbas-Bremen Land Conservation District. | 2 ha | Offsetting required by resolution for use of the central forest reserve of Law 2/1959. | Purchase of property and its rehabilitation. | Based on Resolution 557/2013. |

| CONTUGAS 2019 | | | | |
|---|--|---|---|--|
| Location (department/ municipality) of the habitat protected or restored | Size of the area protected or restored by direct actions of the company (hectares) | Is there collaboration with a third party to protect or restore this area? Who? | Describe the current condition of the area and indicate the main advances | Explain the standards or methodologies used for the calculation |
| Location 1: The San Fernando National Reserve is located in the district of Marcona, province of Nasca, region of Ica, categorized as a protected natural area. | 218.21 Hectares (performed in 2014). Currently, biological monitoring is performed to verify the restored area. | Yes, there is currently a specific inter-institutional agreement between the National Service of Natural Areas Protected by the Peruvian State (SERNANP, for the original in Spanish) and Contugas by means of which we manage and implement various activities for the conservation of biodiversity in the area. The following are the commitments taken on by Contugas for protection of biodiversity at the San Fernando National Reserve for the 2018-2019 period, which have been fulfilled: - Perform semi-annual monitoring of the Tillandsia species in the San Fernando National Reserve. - Place signs along the rights of way of the Contugas Nasca Section in the area that crosses the San Fernando National Reserve. - Contugas will finance a volunteer program for 2 years, covering food, equipment and insurance expenses for the volunteers of this program. - Provide SERNANP adequate facilities (control and surveillance shed) for monitoring activities at the San Fernando National Reserve. - Contugas will facilitate SERNANP use of a drone to monitor activities at the San Fernando National Reserve. - Contugas will facilitate SERNANP use of 2 off-road four-wheel vehicles to monitor activities at the San Fernando National Reserve. - Provide materials to publicize the biological diversity of the San Fernando National Reserve (Brochures, Banner, photographs, etc.). | In 2016, specimens of the tillandsia species were transplanted, and their survival and development is being monitored in the receiving or offsetting area (Nasca section), inside the San Fernando National Reserve. Monitoring performed in 2019 indicates a slight increase in the area's vegetation cover, as well as a historical trend of direct relationship between average height (growth) and increase in vegetation cover, which has been increasing over time, but is still too small to be visibly noticeable. It should be noted that growth of these species is limited because they are herbs that often depend on the nursing effect of the specimens with each other. | Quadrant method It consists of delimiting a square, which in this case would be 10 m x 10 m. Samples are taken at random and all the species found within the square are counted, for which statistical tables have been developed. In these quadrants, we will take inventory of the existing plants, find the diversity indicators and monitor the vegetation cover. We will also make a curve of the number of species by quadrants. Methodology for monitoring animals Arthropofauna We collected terrestrial arthropods using standard methodologies (Hill, 1999; Escobar et al., 2005; Larsen & Forsyth, 2005): yellow-tray traps and manual or direct collection with the help of entomological nets and suction devices. Birds To take a full bird inventory, we took into account the species observed during the censuses, as well as those determined through indirect evidence that indicates their presence at the location. To this effect, mist nets were used for capturing, censuses were taken using the transect method, intensive searches at each sampling site were performed, as well as direct observation with binoculars (10 x 50), visual and auditory searches for the detection of birds, identification by prints, feathers, nests, underground galleries, feces and regurgitation; and we interviewed ANP park rangers. Herpetofauna Fixed-strip transects: Transects measuring 200 m long by 10 m wide were laid out, taking into account the type of vegetation, the area of the zone and the geography of the area of study. Within these delimited sampling units, the visual encounter survey (VES) method was used for the searches. Visual encounter survey: This method consists of the intensive search for reptiles in a specific area, on the substrate amid the vegetation, reviewing potential places of shelter for the reptiles, such as rocks, stones and vegetation. Mastofauna Method for large mammals: Sampling units were established in accordance with the size of the area, which consisted of 1.5 km transects of variable widths; the distance of separation between each transect was at least 1 km. |

| TRECSA 2019 | | | | |
|---|--|---|---|---|
| Location (department/municipality) of the habitat protected or restored | Size of the area protected or restored by direct actions of the company (hectares) | Is there collaboration with a third party to protect or restore this area? Who? | Describe the current condition of the area and indicate the main advances | Explain the standards or methodologies used for the calculation |
| Chiantla, Huehuetenango | 10 ha (11,111 trees) | National Council of Protected Areas (CONAP, for the original in Spanish). | Reforestation maintenance. | Areas assigned to this effect by the respective municipalities. |
| Sololá, Sololá | 2 ha (2,222 trees) | National Forest Institute (INAB, for the original in Spanish). | Reforestation. | Areas assigned to this effect by the respective municipalities. |
| Livingston, Izabal | 5 ha (25,000 propagules) | National Council of Protected Areas (CONAP) and National Forest Institute (INAB). | Reforestation. | Areas assigned to this effect by the respective municipalities. |
| San José Churirín, Suchitepequez | 1 ha (5,000 propagules) | National Forest Institute (INAB, for the original in Spanish). | Reforestation. | Areas assigned to this effect by the respective municipalities. |
| Chimaltenango, Chimaltenango | 3 ha (3333 trees) | National Forest Institute (INAB) and the Army of Guatemala. | Reforestation. | Areas assigned to this effect by the respective municipalities. |

Superior Performance and Profitability

(201-1) Economic value generated and distributed

| Economic value generated and distributed by GEB | Millions of COP Direct economic value generated and distributed |
|---|--|
| Operating revenues | COP 4,887,194 |
| Financial revenue (may include: interests, dividends, others) | COP 135,694 |
| Income from equity method | COP 1,462,079 |
| Other non-operating revenues (may include: royalties, sales of PP&E) | COP 103,192 |
| DIRECT ECONOMIC VALUE GENERATED | COP 6,588,159 |
| Operating costs (may include: property leases, license fees, royalties, contractor payments, among others) | COP 2,075,283 |
| Salaries and employee benefits (salaries, pension contributions, insurance, indemnities, payroll taxes, among others) | COP 300,928 |
| Dividends to shareholders (profit distribution proposal) | COP 1,271,237 |
| Interest payments | COP 599,491 |
| Payments to governments (taxes, fines, penalties, permits) | COP 407,332 |
| Investments in communities | COP 17,502 |
| DIRECT ECONOMIC VALUE DISTRIBUTED | COP 4,671,773 |
| ECONOMIC VALUE RETAINED | COP 1,916,386 |

*At the upcoming General Meeting of Shareholders to be held on March 30, 2020, a dividend distribution proposal will be voted on in the amount of COP 1,285,365 million, distributing the profits earned in 2019.
 * The community investment amount does not include information from Trecsa nor Electro Dunas.

(Own) Availability
 (Own) Service reliability (%)
 (Own) Maintenance plan performance (%)

| INDICATOR | 2017 | | | | 2018 | | | | 2019 | | | |
|---|----------|--------|-----------|--------|----------|--------|-----------|--------|----------|--------|-----------|---------|
| | GEB | TGI | CONTU-GAS | TRECSA | GEB | TGI | CONTU-GAS | TRECSA | GEB | TGI | CONTU-GAS | TRECSA |
| Availability of gas transportation assets | N.A. | 99.88% | N.A. | N.A. | N.A. | 99.31% | N.A. | N.A. | N.A. | 99.91% | N.A. | N.A. |
| Availability of electric energy transmission assets | 100% | N.A. | N.A. | 99.99% | 100% | N.A. | N.A. | 99.99% | 99.96% | N.A. | N.A. | 99.98% |
| Availability of gas distribution assets | N.A. | N.A. | 100% | N.A. | N.A. | N.A. | 100% | N.A. | N.A. | N.A. | 100% | N.A. |
| Availability of compression stations for gas transportation | N.A. | 97.40% | N.A. | N.A. | N.A. | 98.00% | N.A. | N.A. | N.A. | 98.10% | N.A. | N.A. |
| Service reliability | See note | 99.84% | 100% | N.A. | See note | N.A. | 100% | N.A. | See note | N.A. | 100% | N.A. |
| Maintenance plan performance (%) | 94.00% | 99.20% | 100% | 100% | 99.00% | 99.60% | 100% | 100% | 100% | 98.90% | 100% | 100.00% |

Note from Grupo Energía Bogotá. Service reliability (%) Transmission regulations do not establish a measurable mechanism that would enable auditing reliability; the closest indicator is infrastructure reliability. The concept of reliability is associated with the risk of not covering demand due to contingencies or instability; however, article 23, paragraph n) of Law 143/1994 establishes that one of the general responsibilities of the Energy and Gas Regulatory Commission (CREG, for the original in Spanish) is to define and implement technical criteria on quality, reliability and safety for energy services. In this regard, UPME (CAPT), national energy transmission companies (TN) and the system operator (XM) have the duty of identifying projects aimed at improving the reliability of the national transmission system (Sistema de Transmisión Nacional - STN), which are to be reviewed, and if a consensus exists on their benefit, they will be included in the Expansion Plan and will apply to the expansion procedures of UPME.

EU4 Length of transmission and distribution lines

| INDICATOR | 2017 | | 2018 | | 2019 | |
|---|-------|--------|-------|--------|-------|--------|
| | GEB | TRECSA | GEB | TRECSA | GEB | TRECSA |
| Number of electricity transmission substations | 22 | 16 | 24 | 16 | 27 | 16 |
| Total length of the electricity transmission network (km) | 1,550 | 457 | 1,550 | 457 | 1,654 | 457 |

| INDICATOR | 2019 ELECTRO DUNAS |
|---|-----------------------|
| Total length of the electricity distribution network (km) | 459.49 |

| INDICATOR | TGI | | |
|---|---------|---------|-------|
| | 2017 | 2018 | 2019 |
| Total length of the gas transportation network (km) | 3,957.3 | 3,993.8 | 4,017 |

| INDICATOR | 2017 | | | 2018 | | | 2019 | | |
|---|----------------|---------|----------|----------------|---------|----------|----------------|---------|----------|
| | TGI | CÁLIDDA | CONTUGAS | TGI | CÁLIDDA | CONTUGAS | TGI | CÁLIDDA | CONTUGAS |
| Number of gas distribution substations | 317 | 46 | 10 | 345 | 53 | 10 | Not applicable | 56 | 12 |
| Total length of the gas distribution network (km) | Not applicable | 8,347 | 1,468 | Not applicable | 9,691 | 1,709 | Not applicable | 11,166 | 1,750 |

(Own) Leaks in gas and electricity transportation, distribution and storage

| INDICATOR | TGI | | |
|----------------|------|------|--------|
| | 2017 | 2018 | 2019 |
| Loss index (%) | 0% | 0% | 0.454% |

| INDICATOR | CÁLIDDA | | | CONTUGAS | | |
|-------------------------------------|---------|---------|--------|-----------|-------|------|
| | 2017 | 2018 | 2019 | 2017 | 2018 | 2019 |
| Natural gas distribution losses (%) | 0.0029% | 0.0015% | 25.00% | 0.000056% | 0.89% | 0% |

Non-material topics

Eco-efficiency

(302-1) Energy consumption within the organization

| Energy consumption within the organization | 2017 | | | | | |
|--|-----------|--------------|-----------|----------------|---------------|--------------|
| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | TOTAL |
| Consumption of energy from non-renewable sources | 350 | 997,237.22 | 34,352 | 15,180.18 | Not available | 1,047,119.40 |
| Diesel fuel consumption | 350 | 0 | 0 | 10,924.88 | Not available | 11,274.88 |
| Gasoline consumption | 0 | 0 | 24,679 | 3,506.77 | Not available | 28,185.77 |
| Natural gas consumption | 0 | 997,237.22 | 9,673 | 748.53 | Not available | 1,007,658.75 |
| Coal consumption | 0 | 0 | 0 | Not applicable | Not available | - |
| Purchased energy | 750,379.3 | 13,371.00 | 1,552,596 | 927,806.98 | Not available | 3,244,153.28 |
| Purchased energy consumption | 750,379.3 | 13,371.00 | 1,552,596 | 927,806.98 | Not available | 3,244,153.28 |
| Refrigeration consumption | 0 | 0 | 391,704 | 0 | Not available | 391,704.0 |
| Refrigeration consumption | 0 | 0 | 391,704 | 0 | Not available | 391,704.0 |
| Power generation for own consumption | 19,888.8 | 0 | 0 | 0 | Not available | 19,888.8 |
| Generation of solar energy | 19,888.8 | 0 | 0 | N.A. | Not available | 19,888.8 |
| Total internal energy consumption | 770,618.1 | 1,010,608.22 | 1,978,652 | 942,987.16 | Not available | 4,702,865.48 |

| Energy consumption within the organization | 2018 | | | | | |
|--|---------|--------------|--------------|------------|---------------|--------------|
| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | TOTAL |
| Consumption of energy from non-renewable sources | 36.5 | 1,587,595.16 | 31,173 | 0 | Not available | 1,618,804.66 |
| Diesel fuel consumption | 36.5 | 0 | 5,239 | 16,456.5 | Not available | 5,275.5 |
| Gasoline consumption | 0 | 0 | 21,381 | 5,610.8 | Not available | 21,381 |
| Natural gas consumption | 0 | 1,587,595.16 | 4,553 | 827.9 | Not available | 1,592,148.16 |
| Coal consumption | 0 | 0 | 0 | N.A. | Not available | - |
| Purchased energy | 2,565.4 | 10,081.92 | 1,445,393.99 | 927,773.00 | 5,099.40 | 2,390,913.71 |
| Purchased energy consumption | 2,565.4 | 10,081.92 | 1,445,393.99 | 927,773.00 | 5,099.40 | 2,390,913.71 |
| Refrigeration consumption | 0 | 0 | 0 | 0 | 0 | 0 |
| Refrigeration consumption | 0 | 0 | 0 | N.A. | Not available | 0 |
| Power generation for own consumption | 0 | 0 | 0 | 0 | 0 | 0 |
| Generation of solar energy | 0 | 0 | 0 | N.A. | Not available | 0 |
| Total internal energy consumption | 2,601.9 | 1,597,677.08 | 1,476,566.99 | 927,773 | 5,099.40 | 4,009,718.37 |

| Energy consumption within the organization (GJ) | 2019 | | | | | | |
|--|-----------|--------------|------------|-----------|----------|---------------|--------------|
| | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | ELECTRO DUNAS | TOTAL |
| Consumption of energy from non-renewable sources | 235.93 | 2,284,557.00 | 260,616.31 | 42,024.92 | 82.64 | 0 | 2,587,516.79 |
| Diesel fuel consumption | 0 | 8,420.00 | 1,325.39 | 2,354.30 | 0 | 0 | 12,099.69 |
| Gasoline consumption | 235.93 | 2,052.00 | 2,293.77 | 453.63 | 82.64 | 0 | 5,117.96 |
| VNG consumption | 0 | 3,102.00 | 0 | 0 | 0 | 0 | 3,102.00 |
| Natural gas consumption | 0 | 2,270,983.00 | 256,997.15 | 39,216.99 | 0 | 0 | 2,567,197.14 |
| Coal consumption | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Purchased energy | 2,165.90 | 11,349.64 | 11,350.00 | 3,014.11 | 969.40 | 799,006.00 | 827,855.04 |
| Purchased energy consumption | 2,165.90 | 11,349.64 | 11,350.00 | 3014.11 | 969.40 | 799,006.00 | 827,855.04 |
| Power generation for own consumption | 68,295.89 | 0 | 0 | 0 | 0 | 0 | 68,295.89 |
| Generation of solar energy | 68,295.89 | 0 | 0 | 0 | 0 | 0 | 68,295.89 |
| Total internal energy consumption | 70,697.71 | 2,295,906.64 | 271,966.31 | 45,039.02 | 1,052.04 | 799,006.00 | 3,483,667.72 |

Conversion factors used

| | | | | |
|------------|-----------------|-------|-------------------|-------|
| Diesel | Density (kg/l): | 0.85 | LHV: MJ/kg | 42.42 |
| Gasoline | Density (kg/l): | 0.74 | LHV: MJ/kg | 45.33 |
| GNV | MJ/m³ | 42.73 | Gallons to liters | 0.26 |
| GJ to kW h | 277.77 | | | |

Source: GHG Protocol 2017. Emission Factors from Cross-Sector Tools. <http://ghgprotocol.org/calculation-tools>. Guidelines of the IPCC/2006 for national greenhouse gas inventories.

(303-3) Water withdrawal

| Water withdrawal by source (ml) | 2017 | | 2018 | | 2019 | | | |
|---|------------------|------------------|------------------|------------------|------------------|---------------------------|------------------|---------------------------|
| | GEB All areas | TGI All areas | GEB All areas | TGI All areas | GEB All areas | Areas under hydric stress | TGI All areas | Areas under hydric stress |
| Total water withdrawal | 6.48 | 4.01 | 6.31 | 5.156 | 6.75 | 0 | 4.913 | 0.31 |
| Surface water | - | - | - | - | 0.03 | 0 | - | - |
| Fresh surface water | 0 | 0 | 0 | 0 | 0.03 | 0 | 0 | 0 |
| Groundwater | | 2.49 | | 2.08 | 0 | 0 | 0.1338 | 0.31 |
| Fresh groundwater | 0 | 2.49 | 0 | 2.08 | 0 | 0 | 0.1338 | 0.31 |
| Water from third parties | 6.48 | 1.525 | 6.31 | 3.079 | 6.72 | 0 | 3.775 | 0 |
| Fresh water from third parties | 6.48 | 1.525 | 6.31 | 3.079 | 6.72 | 0 | 3.775 | 0 |
| Notes: • The area under hydric stress is the Hatonuevo GCS • The All Areas column includes areas under hydric stress | | | | | | | | |

(303-5) Water consumption

| Water consumption (ml) | 2017 | 2018 | 2019 |
|------------------------|----------------|----------------|-------|
| GEB | 6.48 | 6.31 | 6.75 |
| TGI | 4.01 | 5.16 | 4.91 |
| CÁLIDDA | 4.54 | 6.88 | 6.85 |
| CONTUGAS | 2.91 | 660.58 | 7.74 |
| TRECSA | Not available | Not available | 1.19 |
| ELECTRO DUNAS | Not applicable | Not applicable | 7.20 |
| TOTAL | 17.95 | 678.93 | 34.64 |

(306-2) Waste by type and disposal method

| Waste management (tons) | 2017 | | | | | 2018 | | | | | 2019 | | | | | |
|--|---------------|--------|---------|---------------|--------|---------------|--------|---------|---------------|--------|--------|--------|---------|---------------|--------|---------------|
| | GEB | TGI | CÁLIDDA | CONTUGAS | TOTAL | GEB | TGI | CÁLIDDA | CONTUGAS | TOTAL | GEB | TGI | CÁLIDDA | CONTUGAS | TRECSA | ELECTRO DUNAS |
| Total hazardous waste by disposal method | Not available | 467.59 | 24.41 | 8.64 | 500.64 | Not available | 590.57 | 22.19 | 1.61 | 614.37 | 13.64 | 290.04 | 48.05 | 1.09 | 0 | 7.22 |
| Bioremediation | Not available | 0 | 0 | N.A. | 0 | Not available | 0 | 0 | N.A. | 0 | 0 | 139.4 | 0 | N.A. | 0 | 0 |
| Internal or external reuse | Not available | 0 | 0 | N.A. | 0 | Not available | 0 | 0 | N.A. | 0 | 0 | 26.03 | 0 | N.A. | 0 | 0 |
| Recycling | Not available | 0.57 | 0 | 0 | 0 | Not available | 0 | 0 | 0 | 0 | 0 | 13.21 | 0 | 0 | 0 | 0 |
| Physicochemical treatment | Not available | 0 | 0 | 0 | 0.57 | Not available | 0 | 0 | 0 | 0 | 0 | 52.80 | 0 | N.A. | 0 | 0 |
| Incineration | Not available | 0 | 0 | 0 | 0 | Not available | 0 | 0 | 0 | 0 | 8.67 | 0.07 | 0 | N.A. | 0 | 0 |
| Hazardous waste landfill | Not available | 8.96 | 24.41 | 8.64 | 42.01 | Not available | 11.57 | 22.19 | 1.61 | 35.37 | 2.67 | 11.43 | 48.05 | 1.09 | 0 | 7.22 |
| Other | Not available | 0 | 0 | Not available | 0 | Not available | 0 | 0 | Not available | 0 | 0 | 47.10 | 0 | Not available | 0 | 0 |
| Unclassified | Not available | 458.06 | 0 | Not available | 458.06 | Not available | 579 | 0 | Not available | 579 | 2.3 | 0 | 0 | Not available | 0 | 0 |
| Total non-hazardous waste by disposal method | 15.42 | 17.43 | 5.42 | 15.77 | 54.04 | 11.48 | 43.13 | 12.06 | 16.03 | 82.7 | 204.75 | 10.83 | 20.26 | 9.87 | 1.72 | 0.16 |
| Internal or external reuse | Not available | 0 | 0 | 0 | 0 | Not available | 0 | 1.35 | 0 | 1.35 | 0.79 | 0 | 0 | 0 | 0 | 0 |
| Recycling | 15.42 | 4.76 | 1.5 | 0.11 | 21.79 | 11.48 | 30.46 | 2.4 | 0.89 | 45.22 | 25 | 0 | 8.84 | 0.57 | 0 | 0.08 |
| Sanitary landfill | Not available | 12.67 | 3.92 | 15.66 | 32.25 | Not available | 12.67 | 8.31 | 15.14 | 36.12 | 178.96 | 10.83 | 11.42 | 9.30 | 1.72 | 0.08 |
| Total waste disposal (tons) | Not available | 21.63 | 28.33 | 24.3 | 74.26 | Not available | 24.24 | 30.5 | 16.75 | 71.49 | 190.3 | 22.33 | 59.47 | 10.39 | 1.72 | 7.29 |
| Total waste generated by the organization | 15.42 | 485.02 | 29.83 | 24.41 | 554.68 | 11.48 | 633.7 | 34.25 | 17.64 | 697.07 | 218.39 | 300.87 | 68.3 | 10.96 | 1.72 | 7.37 |
| Note: The disposal method is defined based on the type of waste, applicable regulations and availability of service providers in the operations area. | | | | | | | | | | | | | | | | |

Evolution of GEB's Integrated Management System

Grupo Energía Bogotá (GEB) obtained certification for the Quality Management System in accordance with the international standard ISO 9001 for the Electric Energy Transmission Business in 2003 and for its Shareholdings Portfolio in 2004.

As part of its commitment to the continuous improvement of its processes, GEB integrated into its Quality Management System the implementation of its Environmental Management and Occupational Safety and Health (OSH) Management systems, which were certified in 2008 in accordance with the international standards ISO 14001 and OHSAS 18001, respectively.

In 2011, GEB consolidated the integration of its management systems, including Quality under the ISO 9001:2008 standard, Environmental under the ISO 14001:2004 standard, and Occupational Safety and Health (OSH) under the OHSAS 18001:2007 standard.

In 2016, with the objective of consolidating its position as a leading group in the region's energy chain, and one of the few that combines electricity and natural gas in a coordinated manner, we redefined our focus, as approved by the Board of Directors on September 26, 2016, in order to address the key challenges faced by GEB in maintaining the path of profitable growth, actively intervening in its companies and further consolidating its successful public-private governance model, which is a benchmark for the region.

The adoption of this new strategy, in combination with the analyses carried out in 2016 and 2017, demonstrated the need for the parent company to focus on the role of strategic connector, while at the same time separating and adding thrust to the Transmission business, which at the time was immersed in GEB's operations. In order to achieve this, organizational restructuring was required in terms of processes, organizational structure and change management, which in October 2017 led to the initiation of a project to restructure GEB, which was completed in December 2018, with the following objectives fulfilled:

- **Separate** the Transmission business from the parent company in order to strengthen its role as strategic connector and clear the way for growth and positioning of the business.
- **Implement** the process-based model at the Group and the Transmission Branch, to support the Group's efforts in the framework of best industry practices.
- **Implement** an organizational structure at the Group and the Transmission Branch in line with the new process-based model.

As part of this restructuring process, the Integrated Management System (IMS) was refocused to fulfill the objective of leveraging the Group's new strategy. In 2018, the transition was performed to the standards NTC ISO 9001:2015 and NTC ISO 14001:2015, and work continued on OHSAS 18001:2007. Currently, the IMS is part of the second line of defense of the Control Architecture Model established at GEB, to verify that processes are carried out in compliance with the corporate guidelines and regulatory requirements, and to promote among employees a culture of quality in rendering services, personal self-care and the protection of the environment.

Continuing with the purpose of providing better services every day and honoring the cultural attribute of Superior Performance, on February 11, 2019, GEB signed a memorandum of understanding with the Labor Ministry, indicating the willingness of the parties to implement the Equipares Gender Equality Management System (GEMS). Achievements:

- Establishment of the Diversity and Inclusion Committee to coordinate the activities required to implement the Equipares GEMS.
- Performance of a diagnosis of the organization with assistance from the United Nations Development Program (UNDP) to identify gender gaps at GEB. The diagnosis consisted in the analysis and triangulation of the information gathered in the self-diagnosis of processes and procedures, leader perception tests, survey of the entire organization, development of the occupational and salary segregation index, in-depth interviews with process leaders and focus groups at the parent company's offices, the Branch and the regions.
- Design of an action plan based on the results of the organizational diagnosis, with actions aimed at closing the identified gaps. The action plan was developed with the leaders of each of the eight dimensions of Equipares, and was approved by the Diversity and Inclusion Committee in November 2019.
- Design and publication of the Group's Diversity and Inclusion Policy.
- Implementation of the action plan began in November 2019, and progress will be audited in April and May 2020, aimed at obtaining the Equipares Silver Seal.

Limited assurance independent report



Limited Assurance Independent Report on the 2019 Sustainability Report of Grupo Energía Bogotá S.A. E.S.P. for the year ended on December 31, 2019

To the General Meeting of Shareholders, Board of Directors and Management of Grupo Energía Bogotá S.A. E.S.P.

March 30, 2020

We have carried out a limited assurance engagement on the sustainability information (hereinafter, the identified sustainability information) listed below included in the 2019 Sustainability Report (hereinafter, SR19), for the year ended on December 31, 2019 (hereinafter, the reviewed year). This assurance engagement was carried out by an inter-disciplinary team that included auditors and sustainability experts.

Identified sustainability information

- a. The identified sustainability information of the performance indicators included in the SR19 of Grupo Energía Bogotá S.A. E.S.P. (hereinafter, the Company), issued by Management, both in its print and PDF 1 versions is listed below:
 - i. GRI Indicator 201-1: Direct economic value generated and distributed.
 - ii. GRI Indicator 205-2: Communication and training on anti-corruption policies and procedures.
 - iii. GRI Indicator 205-3: Confirmed incidents of corruption and actions taken.
 - iv. GRI Indicator 302-1: Energy consumption within the organization.¹
 - v. GRI Indicator 303-3: Water extraction (v.2018).
 - vi. GRI Indicator 304-1: Owned, leased or managed operations centers located in or alongside protected areas, or areas of substantial value for biodiversity located outside of protected areas.
 - vii. GRI Indicator 305-1: Direct GHG emissions (Scope 1).
 - viii. GRI Indicator 305-2: Indirect GHG emissions from generating energy (Scope 2).
 - ix. GRI Indicator 306-2: Waste by type and disposal method.
 - x. GRI Indicator 403-9: Work-related injuries (v.2018).
 - xi. GRI Indicator 403-10: Work-related ill health (v.2018).
 - xii. GRI Indicator 404-1: Average hours of training per year per employee.

¹ The Company's Management is responsible for the maintenance and integrity of the website of Grupo Energía Bogotá (<https://www.grupoenergibogota.com/>), which the repository of the PDF version of the 2019 Sustainability Report of Grupo Energía Bogotá S.A. E.S.P. The work carried out by PwC does not include consideration of such activities, and consequently PwC shall not be held liable in any way for any difference between the information published on said website and the identified sustainability information in the Report issued by the Company's Management, on which such assurance was performed and on which the conclusion was issued.

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**To the General Meeting of Shareholders, Board of
Directors and Management of Grupo Energía Bogotá
S.A. E.S.P.**
Limited Assurance Independent Report

March 30, 2020

- xiii. GRI Indicator 413-1: Operations with local community engagement, impact assessments, and development programs.
 - xiv. Own Indicator Savings in contracting processes
- b. The Company's claim included in the SR19 regarding its presentation in accordance with the "Core" option of the Global Reporting Initiative (GRI) Standards, 2016.

Our limited assurance was performed only in connection with the identified sustainability information that fulfills the criteria described in Annex I, for the year ended on December 31, 2019; and we have not performed any procedures regarding prior periods or any other elements included in the SR19, and consequently we issue no conclusion in such regard.

Criteria

The criteria used by the Company to prepare the identified sustainability information that was subject to limited assurance were established in accordance with the terms and conditions set forth in the Global Reporting Initiative (GRI) standards (2016), and with the formal procedures associated with such indicators that were defined by Management to complement those described by GRI, which are described in detail in Annex I.

Management's responsibility for the identified sustainability information

The Company's Management is responsible for the preparation and presentation of the identified sustainability information, according to the criteria set forth in the attached Annex I. Such responsibility includes the design, implementation and maintenance of relevant internal controls for the preparation and presentation of the identified sustainability information to ensure that it is free from material misstatements due to fraud or error.

Our independence and quality control

We have fulfilled the ethical and independence criteria of the Code of Ethics for Professional Accountants issued by the International Ethics Standard Board for Accountants, which is based on criteria of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our Firm applies the International Standard on Quality Control 1, and consequently maintains a comprehensive quality control system that includes documented policies and procedures related to fulfillment of ethical requirements, professional standards and applicable legal and regulatory requirements.



**To the General Meeting of Shareholders, Board of
Directors and Management of Grupo Energía Bogotá
S.A. E.S.P.**
Limited Assurance Independent Report

March 30, 2020

Responsibility of PwC

Our responsibility is to issue a limited assurance conclusion on the identified sustainability information based on the procedures we have carried out and the evidence we have obtained. Our limited assurance engagement was carried out in accordance with the "International Standard for Assurance Engagements other than Audits or Reviews of Historical Financial Information" (ISAE 3000 - Revised) issued by the International Auditing and Assurance Standards Board. Said standard requires us to plan and perform our work in order to obtain limited assurance as to whether the identified sustainability information is free from material misstatements.

A limited assurance engagement involves assessing the appropriateness, under the circumstances, of the criteria used by the Company as basis for the preparation of the identified sustainability information; assessing the risk of material misstatements in the identified sustainability information due to fraud or error; addressing the assessed risks to the extent required under the circumstances, and assessing the overall presentation of the identified sustainability information. The scope of a limited assurance engagement is substantially narrower than that of a reasonable assurance engagement, both in terms of the risk assessment procedures, including an understanding of internal controls, and of the procedures carried out to address the assessed risk.

The procedures we carried out were based on our professional judgment and included inquiries, observations of the processes carried out, the inspection of documents, and reconciliation of the respective supporting documents. Given the circumstances of the engagement, we carried out the following procedures, among others:

- a. Understanding of the tools used to generate, aggregate and report the identified sustainability information through inquiries with those responsible for the associated processes during visits to the Company's corporate headquarters in Bogotá
- b. Substantive testing on details based on selection criteria determined in accordance with assurance standards, on the information taken to determine the indicators covered by the limited assurance, by means of:
 - i. Inspection of the policies and procedures established by the Company.
 - ii. Inspection of supporting documents generated both internally and externally.
 - iii. Arithmetic calculations in accordance with predefined formulas specified in the reporting criteria presented in Annex I, attached hereto.
 - iv. Comparison of the contents presented by Management in the SR19 against what is defined in this regard in the "Core" option of the Global Reporting Initiative (GRI) standards (2016).



**To the General Meeting of Shareholders, Board of
Directors and Management of Grupo Energía Bogotá
S.A. E.S.P.**
Limited Assurance Independent Report

March 30, 2020

The nature of the evidence collection procedures for a limited assurance engagement is less extensive than for a reasonable assurance engagement, and consequently the assurance level obtained from a limited assurance engagement is substantially less than that obtained from a reasonable assurance engagement. Consequently, we do not issue a reasonable assurance conclusion on whether the Company's identified sustainability information has been prepared, for all material effects, in accordance with the criteria set forth in Annex I.

We believe the evidence we have obtained provides sufficient and appropriate grounds to issue our limited assurance conclusion.

Limited assurance conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has caught our attention that would lead us to believe that:

1. The performance indicators included in SR19, in terms of the information that fulfills the assurance criteria described in the attached Annex I, have not been prepared, for all material affects, in accordance with such criteria.
2. The Company's claim included in the SR19 regarding its presentation in accordance with the "Core" option of the Global Reporting Initiative (GRI) standards, 2016, in terms of the information that fulfills the assurance criteria described in attached Annex I, has not been prepared, for all material effects, in accordance with such criteria.

Inherent Limitations

Without qualifying our opinion, we bring to your attention the fact that:

- i. Non-financial information is subject to greater inherent limitations than financial information, due to both the nature and the methods used to determine, calculate, take samples or estimate such information. Qualitative interpretations on the relevance, materiality and accuracy of the information are subject to individual assumptions and judgments.



**To the General Meeting of Shareholders, Board of
Directors and Management of Grupo Energía Bogotá
S.A. E.S.P.**
Limited Assurance Independent Report

March 30, 2020

- ii. Our assurance is performed on the identified sustainability information for the reviewed year, and consequently it does not cover information from prior years included in the SR19, or related to forecasts or future targets, or financial information of the Company for the reviewed year, except when otherwise specified in Annex I, attached hereto. We have not carried out any work beyond the agreed scope, and consequently our conclusion is restricted to the identified sustainability information that fulfills the assurance criteria described in Annex I.

Given the absence of a significant body of established criteria for the assessment of non-financial information, different, but acceptable, methods and measurements are allowed, which may affect comparability with other entities. Additionally, the measurement of Greenhouse Gases (GHG) involves inherent uncertainty due to the absence of full scientific knowledge for determining the emission factors and the assessment methods for combining emissions of the different gases.

Restricted use and distribution

This report, including the conclusion, has been prepared solely for the Company's Management for the effects of presentation to the Board of Directors and the General Meeting of Shareholders of Grupo Energía Bogotá S.A. E.S.P. as part of its SR19 performance and activities report. We authorize publication of this report within the 2019 Sustainability Report. To the extent allowed by law, we will not accept any responsibility and will not be held liable for our work or for this report by any third parties other than the Company's Management, the Board of Directors and the General Meeting of Shareholders of Grupo Energía Bogotá S.A. E.S.P., except pursuant to terms that have been expressly agreed to, with our previous knowledge, in writing.

Diego Henao
Partner
PricewaterhouseCoopers AG Ltda.