

Climate & Engagement Survey 2024



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con energía
sostenible y
competitiva*

2024 Work Climate and Engagement Survey

At GEB we conduct a work climate and engagement survey every two years. In 2024, we conducted the survey with Mercer, in GEB and all its subsidiaries.

Methodology - scale

Response category and favorability

 **Escala de calificación con 5 categorías de respuesta**
Preguntas del cuestionario



Genera el índice principal de resultados

Survey Features

| Survey dates: June 11 to 28, 2024 | | |
|---|---|---|
|  | Participation (% of employees invited who responded the survey) | 97% (+1pp vs. 2022) |
|  | Survey | <ul style="list-style-type: none"> • 77 closed questions • 1 question on work values • 3 open questions |
|  | Confidentiality | <ul style="list-style-type: none"> • minimum 5 respondents per microclimate • minimum 10 comments on open questions |
|  | Benchmarks | <ul style="list-style-type: none"> • Latam P75 • Energy • Historical tren 2022 |
|  | Modality | 100% Online |

88% total participation
(% of total no. employees as of Dic 31, 2024)

Survey results 2024



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Results by dimension

Business Group

2435 Total respondents (97% turnout)

| Number of Respondents | Response Rate (%) | Commitment (% Fav) |
|-----------------------|-------------------|--------------------|
| 2435 | 97 | 92 |

Results by dimension

| | | | |
|--------------------------------|-----|-------|----|
| Satisfaction | 91% | 7 | 91 |
| Commitment | 92% | 6 | 92 |
| Organizational Climate | 88% | 8 4 | 88 |
| Performance Activation | 86% | 10% 5 | 86 |
| Agility and Innovation | 87% | 9 4 | 87 |
| Confidence | 91% | 6 | 91 |
| Culture | 92% | 6 | 92 |
| Diversity & Inclusion | 90% | 6 4 | 90 |
| Top Management Effectiveness | 86% | 10% 5 | 86 |
| Immediate Leader Effectiveness | 84% | 11% 6 | 84 |
| Strategic Approach | 91% | 7 | 91 |
| Ethics and Compliance | 91% | 5 4 | 91 |
| Employee Experience | 87% | 9 5 | 87 |
| Work Mode | 90% | 7 | 90 |
| Equitable Rewards | 84% | 11% 6 | 84 |

Specific results

Business Group

Stress

| N | | 2435 |
|-----|--|------|
| 63. | I feel calm and relaxed at work most of the time | 76 |

Happiness

| N | | 2435 |
|-----|---------------------------------------|------|
| 54. | I feel happy at work most of the time | 92 |

Purpose

| N | | 2435 |
|-----|--|------|
| 49. | My job feels meaningful to me | 92 |
| 11. | My job makes me feel fulfilled and challenged and contributes to achieving my professional and personal goals. | 91 |

Job satisfaction

| N | | 2435 |
|---------------------|--|-----------|
| Satisfacción | | 91 |
| 51. | How would you rate your overall level of satisfaction with the company at this time? | 91 |

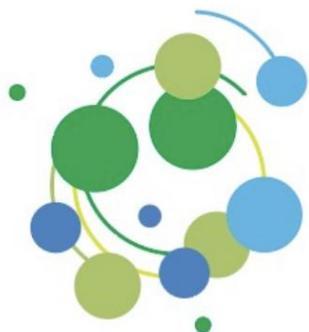
Survey trends (2021-2024)

| Year | 2021 | 2022 | 2023 | 2024 |
|--|-------------|-------------|-------------|-------------|
| % of employees who reported the highest level of committment, satisfaction, or well-being. | 76% | 90% | 90% | 92% |
| Percentage target of employees who reported the highest level of commitment, satisfaction, or well-being. | NA | 87,5% | 87,5% | 90% |
| % of total number employees who responded the survey | 98% | 96% | 96% | 88% |

GEB Work Environment Plan

The opportunities for improvement that are identified through the climate and commitment surveys are incorporated into the work environment plan.

| Prioritized dimension | Aspects to maintain | Action plan |
|---|--|--|
|  Employee experience | <ul style="list-style-type: none">The commissioning and selection process is transparent and objective. | <ul style="list-style-type: none">Strengthen the job portal's communication on GEB's website where the objective of the selection process is reported, for greater transparency. |
|  Leadership | <ul style="list-style-type: none">Leaders encourage open communication and trust among team members.Leaders keep their promises and lead with integrity and consistency.Leader carry out special recognition acts for team members who have achieved merits. | <ul style="list-style-type: none">Adoption of Leader DNALeadership schoolAdoption of the recognition ritual through the Success Factors platform ("GEB Badges")Employee recognition event |



Grupo Energía Bogotá



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