

Climate & Engagement Survey 2024



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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



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



Grupo
Energía
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Results by dimension

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

Business Group

2435 Total respondents (97% turnout)

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
 <p>Employee experience</p>	<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.
 <p>Leadership</p>	<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 DNA Leadership school Adoption of the recognition ritual through the Success Factors platform ("GEB Badges") Employee recognition event



Grupo Energía Bogotá



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