

GEB Employee Well-being Program

2023



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Bogotá

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Employee Well-being Strategy 2023

Priorities

Target audience

Milestones

Work Environment

- ✓ Work-life balance
- ✓ Collaborative work
- ✓ Pride

Employees

- Work-Life balance - birthday
- Team building activities
- Pride: Plant-athlon
- End-of-year employee recognition event

Mental and physical health

- ✓ Prevention and care
- ✓ Mental health ("Vivamente!")
- ✓ Physical health (Vitality!)
- ✓ Financial well-being

Employees

- Psychosocial risk survey and workshops
- Psychological first aid
- Sport Olympics
- Bicycle rides

Extended family

- ✓ Special dates
- ✓ Employee environment


Extended family

- Recreational vacations
- Take Your Pet to Work day
- Special dates

Survey measurement mechanism for internal work environment every 2 years

At GEB, we have a Comprehensive Well-being Strategy

The physical health of employees is a priority to GEB and a part of our employee well-being strategy, through the **"VITALITY"** program:



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Vitality

Physical well-being

- Physical conditioning
- Workshops on Healthy eating habits and disease prevention
- Bicycle rides
- Ecological hikes
- Athletic contests
- Well One holistic health app



Kite festival



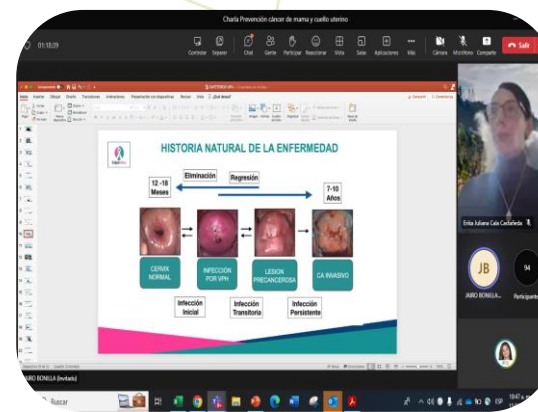
Bicycle rides



Hiking and planting trees



Bowling tournament



Prevention workshops

At GEB, we have a Comprehensive Well-being Strategy

The “**VIVAMENTE**” program focuses on employee’s mental health and is a fundamental part of GEB's Well-being strategy.



Vivamente
Mental well-being

- Physical, Social and Emotional Well-Being Workshops
- Feng Shui, Plants at home, Design your home office, Design a space for your pets, and Home organization workshops
- Mindfulness
- Time Management Workshop
- Personal and Family Balance Workshop
- Sleep habits

Hábitos de Vida y Trabajo Saludable



Relajación:

✓ El estrés se define como cualquier amenaza que nuestro cuerpo percibe, ya sea físico (dolor, enfermedad, hambre) o psicológico (depresión, ansiedad). Un estado constante de estrés ocasiona que perdamos masa muscular y acumulemos grasa, en un mayor riesgo de padecer enfermedades crónicas no transmisibles.



Healthy life and work habits



Mental first aid workshops



Employee recognition award



Stress management workshops



"The Power of Gratitude" workshop

At GEB, We care about our employees' families



Recreational vacations



Take your Pet to Work day



Coaching sessions for teenagers



Entrepreneurship fairs



Family Day

We celebrate special dates



Mother's Day



Father's Day



Love and friendship



Halloween

At GEB, We do activities to create a positive work environment and company culture



Psychosocial Risk Survey

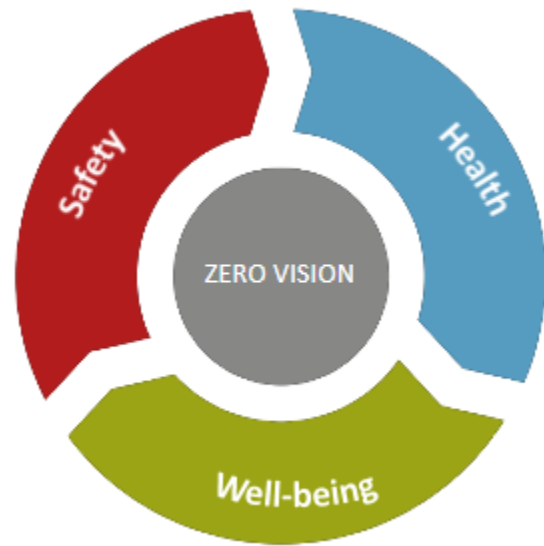
2023



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Emotional Well-being and Stress Management

...In the framework of the **ZERO Vision** strategy



ZERO VISION

Zero Damage – Healthy Work

A transformation-based approach to prevention that integrates the three dimensions **safety, health and well-being**, on which the concept of **emotional well-being** is based.

The emotional well-being of our employees is the cornerstone of our corporate values “Life First” and “Empathy.”

Grupo Energía Bogotá measures and manages the **psychosocial risk and stress levels of its employees** through different mechanisms, amongst others by conducting a **psychosocial risk survey and training leaders and employees in identifying stress symptoms**. We have designed and implemented a collaborative health and well-being action plan for a comprehensive intervention as per the needs of our employees and their families.

GEB's Strategic Comprehensive Well-being Route

Quality of Life
of Employees and their
Families

Work Environment



**Work-
life
Balance**

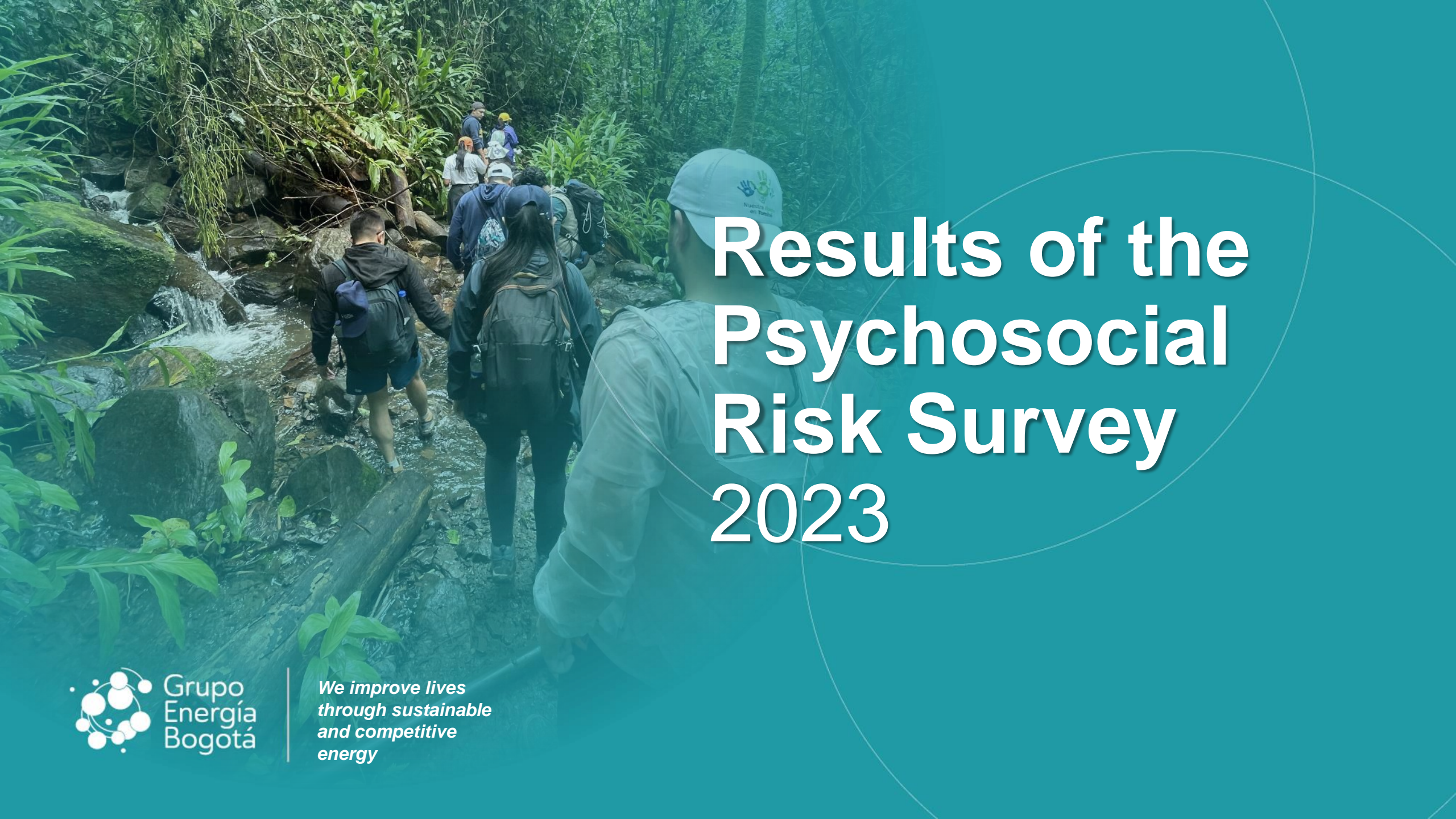


**Physical and
Emotional Well-
being**



Indicators

Together we improve lives!

A group of people, including a man in the foreground wearing a light blue cap and a woman with a large backpack, are hiking through a dense, green forest. A stream with a small waterfall flows through the scene. The background shows more hikers and lush vegetation.

Results of the Psychosocial Risk Survey 2023



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General Results of the Psychosocial Risk Survey

Emotional Well-being (Program: Vivamente)



Coverage

74%

GEB and Enlaza employees who responded the survey

Total 576 employees as of August 2023



79% **Low Level**

Risk Level

Consolidated Psychosocial

Survey Dimensions

Intra-occupational dimension



78%

Low risk

22% Expresses difficulties related to control over work

32% Expresses difficulties related to workload

Extra-occupational dimension



83%

Medium risk

25% Expresses difficulties related to mentally disconnect from work outside office hours

20% Expresses difficulties related to personal life

Stress Conditions



14%

Low risk

5% Of employees at high risk

The main symptoms were neck and back pain.

The categorization of risk will be updated by applying the new psychosocial risk battery in the last quarter of 2025 (Newsletter 064 of 2020 of the Ministry of Labor).

General Results of the Psychosocial Risk Survey

Physical Health and Habits (Program: Vitality)

Employees with Cardiovascular Risk



35.5% overweight
10% obese



3.8%
Hypertensive



33% dyslipidemia
(elevated cholesterol and triglycerides)

Habits of Employees



2.47%
Smokers



14.45%
Occasional alcohol
consumption



61.6% sedentary
*less than 30 minutes a day of regular exercise,
less than 3 days a week

Frequent Diagnoses in Employees



68.6%
refractive disorders



11.5%
Musculoskeletal
symptoms

3.61%
Varicosities



Intervention plan 2023



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Types of interventions established in the work plan:

Primary health prevention: measures aimed at preventing the onset of a disease or health disorder by controlling the causal agents and risk factors (WHO, 1998).

Secondary health prevention: aimed at health monitoring and intervention with respect to the development of adverse effects.

Tertiary health prevention: aims at reducing the prevalence of chronic disabilities and reducing the functional limitations caused by diseases. Therefore, it includes actions for rehabilitation and reintegration into work and society.

Source: Occupational risk prevention fund - Promoting, preventing and intervening in psychosocial factors and their effects on the working population. General Technical Guide.



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Primary Intervention in Stress Management



5 workshops

- Diverse mentoring
- Stress management
- Psychological first aid
- emotional self-regulation
- Technostress and disconnection workshops

Psychosocial risk survey

August 2023

576 Employees responded (74% coverage)



8 leaders

Disclosing results - Survey

From October 2023 to March 2024



2023 Prevention and Promotion Activities

- Disease and sickness prevention workshops
- Prevention of consuming psychoactive substances
- Sports olympics
- Health Week

Secondary Intervention in Stress Management



40 employees

High and very high risk level

Due to stressful conditions

89% Coverage

Interventions and/or recommendations:

38 employees

were provided support and recommended to request an appointment for psychology or psychiatry

1 employee

High risk

17 employees

Moderate risk

12 employees

Low risk

These processes had the support of psychology professionals from ARL Colmena.

Tertiary Intervention



4 employees
with diagnoses from their health care provider associated with mental and/or behavioral disorder pathologies.

Diagnoses:

- 2** People with depression, feeling of sadness and hopelessness
- 2** People with anxiety, anguish and emotional crises

*These employees are part of GEB's epidemiological monitoring system and are monitored on a quarterly basis.



2023 Prevention and Promotion Activities

- Promoting educational, sports, recreational and cultural activities
- Promoting healthy lifestyles
- Systematic desensitization techniques for situations of anxiety
- Effective time management
- Preventing psychoactive substance use
- Launch of the Well One app to promote healthy habits

Hybrid work modalities



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The Challenges of Hybrid Work

Burn Out

Work stress, increased anxiety and depression. WHO Data:

- Depression and anxiety cost the economy USD 1 trillion every year in lost productivity
- 49% of remote workers report problems related to their well-being
- 24% of companies found their employees to have very high stress levels

Work Hours

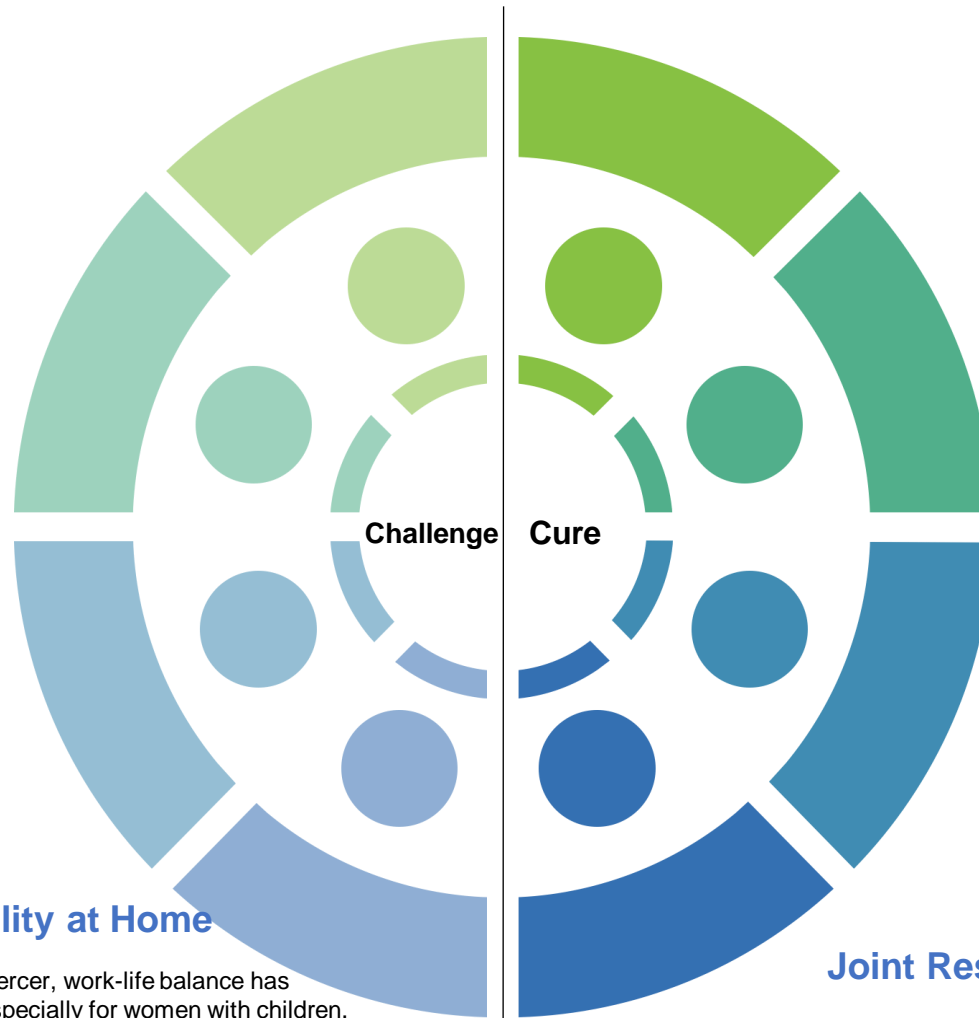
According to the results of Mercer's April 2022 survey, **GEB employees perceive that work hours are not respected in remote work.**

A Sense of Belonging

- Virtuality makes it difficult to create bonds and relationships between employees from different areas.
- Feeling you are not treated equally (some workers will have offices for on-site work, while others will not)

Joint Responsibility at Home

According to Mercer, work-life balance has deteriorated, especially for women with children.



Burn Out

- **Comprehensive well-being plan (mental and physical health)**
- **Conscious meetings** (no more than 60 minutes, only calling those who need to be called, sending the presentation before the meeting, promoting calendar organization to block out personal and individual work spaces).

Work Hours

- **Disconnection Agreements**
- **Mediation with the leader** to define the work schedule according to the employee's particular needs, such as schedules for picking up children, lunch schedules, medical appointments, etc.

A Sense of Belonging

- Comprehensive well-being plan (on-site integration activities)
- Purposeful on-site group meetings at least once a month
- Promoting extra-occupational communities managed by employees themselves such as: Soccer teams, cooking groups, pets, etc.
- Implementing alternative work spaces for territories in which there are no physical headquarters (We Work, cafes, etc.).

Joint Responsibility at Home

GEB's offices located on 73rrd street (Calle 73) have open doors for employees to be able to work from there whenever they need to.

GEB's Value Offer

for employees

Develop

- Training Leaders
- Career Plans
- Performance Evaluation
- Recognition



Develop



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LIVES



Work Flexibility



Quality of Life

Work Flexibility

- **You decide:** You decide where and when to work (work flexibility)
- **Mediation:** Agree upon a work schedule with your supervisor according to your needs.
- **Disconnection Agreements**
- **Physical Presence with a Purpose**

Quality of Life with Sustainability

- **Comprehensive Well-being Plan**
- **Sustainable on-site activities** (hikes, plant-athon)
- **Leave Extensions**
- **Mental health:** Vivamente
- **Physical health:** Vitality
- **Sustainable Mobility**

Thank You!



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