



PRESIDENTIAL DECISION

No. 24

Sustainability Policy



Grupo Energía Bogotá



SCOPE OF THE DECISION

Update of the Sustainability Policy of Grupo Energía Bogotá (GEB).

BACKGROUND

Steering Committee No. 40, held on December 9, 2024, recommended updating the Sustainability Policy of Grupo Energía Bogotá and its controlled entities.

PURPOSE

To establish the institutional framework that ensures the sustainability of GEB's projects, investments, and operations, fostering actions that contribute to the creation of well-being and prosperity in the regions where it operates. This is achieved through the protection of ecosystems and natural resources, transparent and fair engagement with stakeholders, respect for human rights, the development of high-impact social and environmental investments, and an effective contribution to the transition toward low-carbon economies.

SCOPE

This policy applies to Grupo Energía Bogotá S.A. ESP and its controlled entities, in compliance with the applicable regulations in each jurisdiction where they operate.

The Sustainability Policy is implemented across all GEB entities through the Human Rights Policy, the Environmental Policy, and the Climate Change Policy.

STATEMENT OF COMMITMENTS

In alignment with its higher purpose and corporate values, GEB commits to the following:

1. Promoting the principles and performance criteria established in the Sustainability Strategy.
2. Ensuring that high social, environmental, and governance performance generates value for GEB and its shareholders while fostering social well-being in the regions and countries where GEB and its subsidiaries operate.
3. Complying with applicable legislation, agreements, voluntary standards, and commitments related to environmental, social, human rights, and governance matters.
4. Guaranteeing high performance in the management of social, human rights, and environmental aspects throughout all phases of GEB's projects and operations.
5. Preventing, mitigating, controlling, and compensating for environmental, social, and human rights impacts associated with its activities and operations. Identifying and assessing potential impacts in acquisitions and new business ventures.

6. Implementing nature-based solutions, conservation efforts, and ecosystem restoration initiatives, ensuring active stakeholder engagement and promoting the well-being of local communities.
7. Contribute to climate change mitigation, improve energy resource efficiency, and enhance air quality.
8. Develop strategies to adapt projects and operational infrastructure to extreme weather events.
9. Contribute to fostering social prosperity and economic development in the regions where GEB and its subsidiaries operate by promoting the participation of local labor and suppliers in supply chains and through high-impact social and environmental investments.
10. Ensure that environmental projects generate direct social benefits and that social projects contribute to improving the surrounding environment.
11. Maintain a genuine, transparent, timely, and continuous relationship with stakeholders in all actions carried out by employees and contractors.
12. Ensure the promotion and respect of human rights and address any impact that may arise.
13. Encourage dialogue and social participation within a framework of respect for the cultural and ethnic diversity of the areas where GEB operates.
14. Promote a diversity, equity, and inclusion approach in all interactions with internal and external stakeholders.
15. Identify local stakeholders, their expectations, needs, risks, and opportunities, as well as potential impacts on communities and vulnerable populations, and establish prevention and engagement strategies along with mechanisms for timely response.
16. Value diversity, recognize merit, and foster the creation of professional development opportunities for all employees.
17. Engage in the design and monitoring of government policies and strategies relevant to environmental, social, and governance management.
18. Implement sustainable financing strategies that capitalize on strong environmental, social, and governance performance.
19. Promote sustainable procurement practices and integrate environmental, social, and governance criteria into the supply chain.
20. Provide transparent, timely, and reliable information to stakeholders regarding the Group's sustainability performance.

Sustainability Policy

RESPONSIBILITIES

The President of GEB is responsible for allocating the financial resources and human capital necessary for compliance.

The Management / President of the controlled entities is responsible for ensuring the availability of financial resources and human capital required for compliance.

The Sustainability and Communications Department of GEB is responsible for leading and coordinating the management of the implementation, monitoring, oversight, control, and continuous improvement of this policy.

The Sustainability departments of the controlled entities are responsible for adapting and adopting this policy in accordance with the local context and leading its implementation, monitoring, oversight, control, and reporting.

The Communications departments of GEB and its controlled entities are responsible for communicating and disseminating this policy and related compliance actions to stakeholders.

The Talent Management Department of GEB and its equivalent departments in controlled entities are responsible for ensuring the inclusion of diverse individuals in the workforce and for developing the necessary training, awareness, and evaluation processes to promote diversity, inclusion, employee well-being, and high performance.

GEB's Sourcing Management and equivalent departments in controlled entities are responsible for ensuring the application and enforcement of this policy among suppliers and contractors.

The operations, maintenance, and sustainability departments of GEB and its controlled entities are responsible for ensuring high environmental and social performance in projects and operations, as well as compliance with relevant policies.

Employees of GEB and its controlled entities are responsible for implementing this policy, adhering to binding agreements with third parties related to the stated commitments, and reporting any potential risks, impacts, or deviations.

Partners, contractors, and suppliers of GEB and its controlled entities are responsible for honoring the commitments outlined in this policy.

DOCUMENT CONTROL

	Name	Position	Department
Prepared by:	Eduardo Uribe Botero	Director of Sustainability and Communications	Sustainability and Communications Department
Reviewed by:	Néstor Fagua Guauque	Legal Vice President	Legal Vice President's Office
Approved by:	Juan Ricardo Ortega	President	President's Office

EFFECTIVENESS

Decision No. Previous Version	Date of Version	Type of Action	Reason for Update and Description of the Latest Version
006	09/25/2019		The Sustainability Policy has been updated in alignment with the Sustainability Strategy guidelines. It now incorporates commitments based on best practices and sustainability standards, along with considerations of diversity and the specific context of each subsidiary. This decision repeals Presidential Decision No. 006 of 2019.