

GEB 2020 Annexes

Progress and shared value

Relations

(Own) Institutional strengthening/Productivity in the countryside

	Type of meeting/ Objective	Number of meetings held	Local authority officials involved	Main results
GEB	Information and relations Communication Response to claims/ complaints/requests Citizen participation Prior consultation Meetings for resettlement, shared value and right of way issues.	24,135	Meetings with authorities from different municipalities in the departments: Risaralda Valle del Cauca Quindío Cundinamarca Santander Boyacá Meta Putumayo.	It was designed and is being monitored internally by the Sustainability Department. Its purpose is for the Sustainability Department of the Transmission Branch to validate the social management in the field, through the control of information and relation activities, communication, response to claims/complaints/requests, citizen participation, prior consultation, shared value and socialization of right-of-way processes.

Productivity in the countryside Indicator

Component	Western Region	Southern Region	Northern Region	Central Region
Information and relations	3,932	4,041	5,811	3,513
Communication	427	62	223	2,329
Response to claims/ complaints/requests	458	11	326	0
Citizen participation	37	1	1	249
Prior consultation	6	0	236	0
Meetings for resettlement	45	55	5	143
Shared value	711	445	4	559
Right of way	68	223	214	0
Total	5,684	4,838	6,820	6,793

	Type of meeting/ Objective	Number of meetings held	Local authority officials involved	Main results
TGI	Socialization of the Protocols for the Reactivation of Construction, Operation and Maintenance Projects and the administrative processes for the COVID-19 contingency with the departmental authorities of the ADI.	11	Governors' offices of the following departments of the ADI: Boyacá, Caldas, Cesar, Cundinamarca, Huila, La Guajira, Meta, Risaralda, Tolima, Santander and Tolima.	<ol style="list-style-type: none"> 1. Presentation of biosafety protocols 2. Recognition of departmental controls to respond to the COVID-19 pandemic 3. Obtaining permits for the continuity of activities 4. Institutional coordination and updating of directories 5. Strengthening of relations with authorities
	Socialization of the Protocols for the Reactivation of Construction, Operation and Maintenance Projects and the administrative processes for the COVID-19 contingency with the departmental authorities of the ADI.	5	Exercises were carried out in the following municipalities: Jesús María, Florián, Puerto Boyacá, Miraflores, La Victoria.	<ol style="list-style-type: none"> 1. Presentation of biosafety protocols 2. Recognition of municipal controls to respond to the COVID-19 pandemic 3. Obtaining permits for the continuity of activities 4. Institutional coordination and updating of directories 5. Strengthening of relations with authorities
	Disclosure of operation and maintenance activities with municipal authorities of the ADI	10	Activities were carried out with the following municipalities: Barrancas, Urumita, Maicao, Fonseca, Hatonuevo, Distracción, Manaure, Villanueva, Jagua del Pilar, Riohacha.	<ol style="list-style-type: none"> 1. Corporate presentation 2. Strengthening inter-institutional relationships and partnerships 3. Updating of the directory of local authorities 4. Compliance with social obligations - National Environmental License Authority (ANLA, for the Spanish original)
	Join efforts, coordinate and guide the institution's technical, administrative and financial activities, within the framework of collaboration, solidarity and concurrence, in order to prevent, contain, address and mitigate the effects of the health emergency and public calamity caused by the COVID-19 coronavirus.	41	<p>Municipalities of: Miraflores, Páez, Barranca de Upía, Guayabetal, Santa Sofía, Puente Nacional, Jesús María, Florián, Sabanalarga, Cogua, Briceño, Saboyá, Albania, La Belleza, Barbosa, Cumaral, Paratebueno and Tauramena.</p> <p>San Pablo, Otanche, Agustín Codazzi, Curumaní, Hatonuevo, Manaure, Puerto Boyacá, Puerto Wilches, Cantagallo, San Vicente de Chucurí and La Esperanza.</p> <p>Mariquita, Venadillo, Coyaima, Dosquebradas, Coello, Honda, Armero Guayabal and Fresno.</p>	<ol style="list-style-type: none"> 1. Creation of inter-institutional partnerships 2. Contribution to communities in the ADI affected by the COVID-19 pandemic 3. Strengthening of relations with authorities and communities of the ADI
	Strengthen a genuine relations strategy and evaluate the performance of operational and maintenance activities.	24	Municipalities of: San Luis, Saldaña, Piedras, Natagaima, Guamo, Coyaima, Coello and Alvarado.	<ol style="list-style-type: none"> 1. Corporate presentation 2. Strengthening inter-institutional relationships and partnerships 3. Updating of the directory of local authorities 4. Compliance with social obligations
	Coordination and follow-up of social investment initiatives	39	Municipalities of: Honda, Miraflores, Páez, Manaure, Puente Nacional, Sabanalarga, Mariquita, Albania, Jesús María, Florián, Paratebueno, Barranca de Upía, Yopal, Tauramena, Monterrey, Carutal and Tunungua.	<ol style="list-style-type: none"> 1. Creation of inter-institutional partnerships 2. Leveraging territorial development initiatives 3. Strengthening stakeholder relations

	Type of meeting/ Objective	Number of meetings held	Local authority officials involved	Main results
Cáldida	Proactive meetings with different stakeholders in order to build a genuine relationship and raise awareness of the benefits of natural gas.	90	Mayors, former ministers, current ministers, municipal managers, private sector, different public sector entities, guilds.	1. Compliance with the Annual Investment Plan 2. Contribution to publicize the Company to different stakeholders and divulge the benefits of NG
Contugas	Face-to-face meetings: Report on the work and culture of natural gas	3	56	We managed to strengthen a genuine relationship with the main authorities of the Ica region, in addition to promoting the culture of natural gas.
	Virtual meetings: Follow-up calls, news mapping, response to information requests through the use of digital and remote tools.	49	196	We managed to strengthen a genuine relationship with the main authorities of the Ica region, in addition to promoting the culture of natural gas.
Trecca	Relations and viability of territories through consensual agreements reached through dialog.	155	Civil servants Community leaders Municipal authorities	NA

(102-43) Approach to stakeholder engagement

(102-44) Key topics and concerns addressed

Stakeholders (SH)	Media (relation channels)	Frequency of relations	Topics of interest (issues and concerns addressed with the SHs)
Shareholders and investors	Sustainability Report	Annual	Information on management performance, financial achievements and challenges for the following year.
	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 and presentations - GEB, TGI and Cáldida	Quarterly	Financial, commercial, operational, and social, environmental and governance management achievements
	Conference on quarterly performance - GEB, TGI and Cáldida	Quarterly	Financial, commercial, operational, and social, environmental and governance management achievements
	Timely addressing of queries and requirements regarding the GEB and subsidiaries, through e-mails, calls and meetings.	Ongoing	Financial, commercial, operational, strategic, regulatory, social, environmental and governance management; investor services (income certificates, shareholder status, withholding tax refunds, dividends, among others).
	Events organized by Investor Relations Management, conferences, roadshows, webinars and group calls	On demand	Financial, commercial, operational, strategic, regulatory, social, environmental and governance management of GEB and subsidiaries
	Disclosure and updating of corporate information on the website, in accordance with the disclosure and investor relations standards of IR Recognition of the Colombian Securities Exchange.	Ongoing	Financial, commercial, operational, strategic, regulatory, social, environmental and governance management of GEB and subsidiaries

Stakeholders (SH)	Media (relation channels)	Frequency of relations	Topics of interest (issues and concerns addressed with the SHs)
Customers	Satisfaction surveys, follow-up of indicators, e-mail, written communications, customer service lines, virtual and self-service channels, WhatsApp, commercial visits, corporate events and sustainability report - TGI, Cálidda, Contugas and Electro Dunas.	Ongoing	Mechanisms for dealing with requests, complaints and claims, citizen participation, provision of reliable and quality services, plans for preventive education and safe use of services, and a competitive portfolio of services and products. Information on continuity of service in the context of the COVID-19 pandemic.
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
	Digital platforms	Ongoing	
	E-mail	Ongoing	
	Work coexistence committee	Quarterly	
	TVs in offices	Weekly	
	Strategy meetings	Annual	
	Primary committees (Líder@net Agenda)	Weekly	
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
	Biannual report on lifting of bans	Biannual	
	Negotiations on environmental offsetting	Monthly	
	Visits	As required	
	Meetings, briefings	As required	
	Newsletters	As required	
	Response to complaints, petitions and claims	As required	
	Website	Ongoing	
	E-mail	Ongoing	
	Work meetings	As required	
	Telephone line	Ongoing	
	Sustainability Report	Annual	
Communities	Call to meetings (virtual and/or face-to-face)	Ongoing	<ul style="list-style-type: none"> • Social investment and 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 • Resettlement • Inter-cultural relations process • Prior consultations process • Socialization with communities on environmental licenses, project construction stages and operating assets
	Citizen and/or community participation workshops	Ongoing	
	Communications office and social management area	As required	
	Relationship-building meetings	As required	
	Meetings, briefings	As required	
	Newsletters	As required	
	Response to complaints, petitions and claims	Ongoing	
	Website	Ongoing	
	Telephone line	Ongoing	
	E-mail	Ongoing	
	WhatsApp	Ongoing	
	Sustainability Report	Annual	
	Ethical Channel	Ongoing	
Broadcast pieces	As required		

Stakeholders (SH)	Media (relation channels)	Frequency of relations	Topics of interest (issues and concerns addressed with the SHs)
Opinion formers	Events, talks, press conferences and press releases	Monthly	Financial information, stock information, relevant events
Suppliers	Website	Ongoing	<ul style="list-style-type: none"> · Contracting process · Bidding processes · Social management · Ethics and transparency · Policies · Manuals and procedures · Supplier registration · Sourcing model · Strategic partnerships for cooperation
	Surveys	As required	
	E-mail	Ongoing	
	On-site inspections	Unannounced	
	Ethical Channel	Ongoing	
	Telephone line	Ongoing	
	Sustainability Report	Annual	
	Business and commercial meetings	As required	
	SAP Ariba (Colombia) and MiProveedor.com portal (Peru and Guatemala)	Ongoing	

(Own) Social dynamics and environment

Indicator data	Results 2020	Additional information
General indicator: Improve the dynamics of the social environment - Transmission	97% compliance with regard to the target during 2020. ANNUAL TARGET (100%): 80% compliance.	<p>Specific objective: Measure the effectiveness of the implementation of policies, guidelines and tools for social management in aspects that account for the social viability of the projects (applied by GEB).</p> <p>Indicator description: The purpose of the measurement is to ensure that the social management guidelines defined by GEB are implemented in a timely and effective manner in each of GEB's expansion projects - social component.</p> <p>Description of indicator variables: Pa: Number of days of stoppages defined as public demonstrations of protest against the company in the vicinity of its area of influence, which give rise to the total or partial suspension of activities due to causes and direct effects on the operation's schedule and budget, as a result of:</p> <ul style="list-style-type: none"> - Social management commitments acquired through the environmental license (EMP social management specifications) of the projects - Commitments acquired with the communities through formal verifiable acts (minutes, contracts, agreements, covenants, public announcements, etc.) - Commitments acquired in prior consultation processes with ethnic communities - Commitments or agreements made by the company with local authorities - Commitments acquired by the company with environmental authorities when applying for environmental permits <p><i>PQRSRAT (social):</i> Number of communications other than rights of petition referring to requests, complaints, claims and suggestions addressed within the time frame established by law.</p> <p><i>PQRSRFT(social):</i> Number of communications other than rights of petition referring to requests, complaints, claims and suggestions not addressed or addressed outside the time frame established by law.</p> <p><i>DPRAT:</i> Number of rights of petition addressed within the term established by law.</p> <p><i>DPRFT:</i> Number of rights of petition not addressed or addressed outside the time frame established by law.</p> <p><i>OYM:</i> Operation and Maintenance Projects (40%).</p> <p><i>Projects:</i> GEB transmission projects (60%).</p> <p>Note:</p> <ul style="list-style-type: none"> - Stoppages for reasons unrelated to the project are excluded. - This includes stoppages due to opposition to the project. - This includes stoppages due to non-compliance with commitments by areas other than Shared Value and Social Management of the Transmission Branch.

Indicator data	Results 2020	Additional information
Stoppages	5 days	<p>Southern Region - Tesalia-Alfárez Project Rural district: Bolo Blanco in the municipality of Pradera (Valle del Cauca). Start date and end date: February 29 Cause: They were requesting road improvement, environmental compensation and the prompt execution of a shared value project. Management: Meetings with leaders, Office of the Ombudsman and the Government Secretariat.</p> <p>Southern Region - Tesalia-Alfárez Project Reservation: Las Mercedes. Start date and end date: June 16 Cause: They were requesting road improvement and a response to EMP commitments. Management: Negotiation process with the community.</p> <p>Southern Region - Tesalia-Alfárez Project Township: Bolo Blanco in the municipality of Pradera, Valle del Cauca. Start date and end date: July 18 and 20 Cause: They were requesting the prompt performance of shared value projects. (SVP) Management: Support from the Pradera mayor's office and commitment with the community to execute the SVPs before the end of October 2020.</p> <p>Southern Region - Tesalia-Alfárez Project Township: Bolo Blanco in the municipality of Pradera, Valle del Cauca. Start date and end date: October 5. Cause: they were requesting greater social investment and improvement of dirt roads. Management: Negotiation process with the community.</p>
PQRSAT	123 were addressed within the time frames established by law.	<p>Main issues of the complaints/claims received: Request for humanitarian aid due to COVID-19. Request for support with Christmas gifts for the children of the communities. Request for information on the execution of shared value projects.</p>
PQRSFT	101 outside the time frame.	
DPAT (Rights of petition)	117 were addressed within the time frames established by law.	<p>Main issues of the rights of way received: Request for humanitarian aid due to COVID-19. Request for information on the execution of shared value projects. Request for information on rights-of-way processes. Request for the definition of time frames established for the execution of EMP activities.</p>
DPFT (Rights of petition)	76 outside the time frame.	

(Own) Engagement events between the community and the organization

2020						
Engagement events between the community and GEB	GEB	TGI	Cálidda	Contugas	Trecca	Electro Duna
Total number of engagement events between the community and the organization	2,044	558	248	17	N/A	N/A
Main topics addressed during the engagement events between the community and the organization	<ol style="list-style-type: none"> Presentation of projects and start of works Socialization of shared value projects Local recruitment status Prior consultations Information events in compliance with the EMP 	<ol style="list-style-type: none"> Presentation and follow-up of operation, maintenance and project activities Prioritization and follow-up of social investment initiatives Addressing requests, complaints, claims Addressing social incidents 	<ol style="list-style-type: none"> Requests to expand networks Coordination prior to the start of construction Safety of the distribution system 	<ol style="list-style-type: none"> Promote citizen participation in the socio-environmental commitments. Disseminate and strengthen the preventive culture of natural gas. Promote the empowerment of women, contribute to reducing the digital divide among schoolchildren, and strengthen employees' social awareness. 	<p>As part of the social relations process, periodic meetings are held with the communities directly influenced by the project to socialize the project, prioritize shared value projects, and follow up on the environmental actions derived from construction and/or operation and maintenance progress.</p>	N/A

Communities' progress and shared value

(Own) Social investment

Company	Value in COP
Contugas	COP 11,731,011
Trecca	COP 1,505,972,637
Cálidda	COP 1,122,284,646
Electro Dunas	COP 264,001,220
TGI	COP 4,175,123,220
GEB	COP 16,615,461,776
Total	COP 23,694,574,510

(Own) Type of social contribution

Type of social contribution	Total
Strategic social investment	COP 827,527,087
Activities related to prior consultations	COP 4,749,790,874
Implementation of EMP - Social component	COP 247,680,183
Shared value creation projects	COP 1,927,083,802
Humanitarian aid	COP 8,863,379,830
GEB's total social investment	COP 16,615,461,776

Note: Strategic social investment includes school kits, volunteering and communications strategies.

The social component of the EMP includes socialization and information meetings and the education and training program. The humanitarian aid was used to purchase food baskets, computers and medical material and equipment to address the impacts of the COVID-19 pandemic and to support the disaster situation in San Andrés, Providencia and Santa Catalina.

Type of contribution	2020	
	GEB	
	COP	Percentage
Total charitable donations	\$ 8,863,379,830	53.34%
Total investment in the community	\$ 7,609,367,575	45.80%
Total commercial initiatives	\$ 142,714,371	0.86%
Total social investment	\$ 16,615,461,776	100%

Contribution percentages by category	2020						
	GEB	TGI	Cálidda	Contugas	Trecca	Electro Dunas	Business Group
Contribution in cash	0.17%	44%	47.4%	41.7%	18.6%	100%	14.05%
Contribution in kind	79.59%	30%	48.3%	56.0%	81.4%	0%	80.02%
Contribution in employee volunteering hours paid	0.14%	0%	1.8%	2.4%	0%	0%	0.07%
Contribution in administrative expenses in social investment by contribution in kind	20.09%	26%	2.4%	0%	0%	0%	5.86%
TOTAL	100%	100%	100%	100%	100%	0%	100%

Notes:

- At GEB, Contribution in cash totaled COP 35,700,000 and correspond to humanitarian aid to support the disaster situation in San Andrés, Providencia and Santa Catalina.
- At GEB, contributions related to volunteering were calculated based on 13 volunteer activities involving 123 people and an average hourly value of COP 30,559.72 for an estimated total of COP 30,110,128. In 2020, the total number of hours dedicated to volunteering was 984.
- At GEB, contribution in kind totaled COP 16,579,761,776.

(Own) Social Return on Investment (SROI)

2020						
SROI	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	ELECTRO DUNAS
Total population benefited	79,134	28,313	40,885	75	17,425	829
Total investment in USD	1,753,312	1,114,555	6,882,501	3,064	329,937	66,286
Net benefit in USD	6,186,365	1,155,177	6,635,652	847	456,930	30,526
SROI	4.41	1.96	1.96	1.28	14.63	1.46

Notes: The SROI (Social Return on Investment) is a measure that allows the economic valuation of the impact of social investment or shared value projects on society. A benefit-cost ratio (BCR) or SROI of 2 means that for every US dollar invested in social projects, a social value of 2 US dollars is generated. The Net benefit is the economic net present value of the benefits and costs of the projects developed.

The investment included in the SROI is that executed by the social management areas of GEB and subsidiaries.

-GEB: includes shared value projects, humanitarian aid and school kits implemented by the Social Management of the Transmission Branch.

- TGI: includes social investment projects and humanitarian aid.

- Cálidda: includes social investment projects and the Non-Bank Financing program.

-Trecsa: includes road and community infrastructure, education, and water and sanitation projects.

-The Contugas SROI corresponds to the Vermicomposting project and the Electro Dunas SROI to *Escuelas Afectivas* (Affective Schools).

(203-1) Infrastructure investments and services supported

Note: The figures covered correspond to the companies GEB and TGI. The data of the remaining subsidiaries are not within the scope of the assurance performed by PricewaterhouseCoopers Asesores Gerenciales S.A.S.

Program	Project status	Resources invested		Current or expected impacts on local communities and economies	People impacted	Mandatory or voluntary investment
		COP	USD			
<i>Energía para el Bienestar</i> (Energy for Well-Being) (shared value creation projects)	Projects in progress and executed.	337,952,546	91,502.74	Improvement of community infrastructure, as well as the improvement of housing and recreational and sports facilities.	5,933	Although it is not mandatory in terms of legal compensation, it is not voluntary in the sense that there is a social commitment on the part of the company.
<i>Energía para la Competitividad</i> (Energy for Competitiveness) (shared value creation projects)	Projects in progress and executed.	438,356,242	118,687.66	Improvement of road infrastructure, mostly tertiary roads, as well as support for productive projects.	6,829	
<i>Energía para Aprender</i> (Energy for Learning) (shared value creation projects)	Projects in progress and executed.	938,829,659	254,193.92	Improvement and strengthening of educational infrastructure.	4,698	

GEB 2020

Program	Project status	Resources invested		Current or expected impacts on local communities and economies	People impacted	Mandatory or voluntary investment
		COP	USD			
<i>Energía para la Paz</i> (Energy for Peace) (shared value creation projects)	In progress.	166,247,570	45,012.55	<i>Habilidades para la Paz</i> (Skills for Peace): Provision of services with administrative freedom and autonomy to develop the training and technical assistance process of the Skills for Peace component for teachers, school staff and social leaders of the municipalities in the area of influence of the Tesalia-Alfárez Project.	330	Although it is not mandatory in terms of legal compensation, it is not voluntary in the sense that there is a social commitment on the part of the company.
<i>Energía para la Transformación</i> (Energy for Transformation) (shared value creation projects)	Projects in progress and executed.	15,731,505	4,259.40	Lamps - Solar lighting system at the sports facility: Strengthening of participatory and recreational processes in the township. Boost for the local economy by increasing the number of visitors to this sports venue. Promotion of sustainable alternative energy sources. Strengthening of participatory processes and community self-management capabilities. Biodigesters: Reduction in forest use for cooking processes. Strengthening of sustainability practices in the daily activities of local farmers. Improvement of sanitary conditions in the beneficiaries' homes.	2,320	
<i>Conexiones Ancestrales</i> (Ancestral Connections) (shared value creation projects)	In progress	29,966,280	8,113.56	<i>Tejedoras de Sueños</i> (Dream Weavers) Project - join efforts to develop and implement shared value creation activities as part of the company's Ancestral Connections program with the communities in the areas of influence of GEB's projects, as defined in the Scope of this agreement.	30	

These investments and services were provided in kind.

TGI 2020

Program	Project status	Resources invested		Current or expected impacts on local communities and economies	People impacted	Mandatory or voluntary investment
		COP	USD			
<i>Redes Ancestrales</i> (Ancestral Networks)	Five projects are being carried out: a) Design and preparation of recipe-calendars and the development of an event for launching the cultural recipe book as part of the anticipated social relations strategy for the Pacific Regasification Project carried out in Buenaventura (Valle del Cauca), which began in 2019 and ended in October 2020; b) Agreement with the municipal mayor's office of Manaure (La Guajira), to jointly carry out social projects that benefit the communities in the area of influence of the operation and maintenance of TGI's Ballena-Barrancabermeja gas pipeline. The project began in December 2020 and is currently in progress; c) Maintenance of windmills; d) Construction of a water well in the community of Guamachito, in the municipality of Hatonuevo, La Guajira.	410,187,586	111,060.82	The projects are positive for the communities since they strengthen their cultural identity (Buenaventura) and provide inputs for the development of productive activities in accordance with territorial uses and traditions.	4,236	a) Voluntary b) Mandatory

TGI 2020						
Program	Project status	Resources invested		Current or expected impacts on local communities and economies	People impacted	Mandatory or voluntary investment
		COP	USD			
Competitiveness Networks	Support was provided for 15 individual productive projects, of which 1 corresponds to OPEX and 14 to CapEx. All projects were executed.	478,360,816	129,519.14	The impact is positive to the extent that they allow people who are part of the area of influence to carry out productive projects to strengthen their income generation and maintain a positive relationship with TGI.	60	Mandatory
Progress Networks	Three projects were carried out, one of which was executed in 2014, but was not billed until 2020 (strip road in the village of Otro Mundo, municipality of Florián, Santander), two began execution in 2019 and were completed in 2020 (improvement of the water network in the town of La Sierra, municipality of Lérida, Tolima; and improvement of the sports field in the district of Purnio, municipality of La Dorada, Caldas).	178,857,495	48,426.77	The impacts have been positive, since they have addressed the needs expressed by the communities in TGI's area of influence and strengthen the relationship with the communities, as well as with the municipal administrations.	1,650	Mandatory Project in the municipality of La Dorada: Voluntary
Networks for Learning	Three projects are included, of which one began execution in 2018 and ended in 2020 (agreement with Corporación Maloka) and two began in 2019 and ended in 2020 (agreement with the Ministry of Education and GEB for the construction and provision of interactive classrooms and agreement with Universidad Antonio Nariño for the development of a biogestor and photoreactor prototype for the production of biogas in rural communities).	784,543,503	212,419.99	The strengthening of knowledge, competencies and the delivery of inputs to the school population reinforced relations with the academic communities.	2,323	Voluntary
Empowering networks	In 2020, the Fortalecimiento de Líderes Comunes (Community Leaders Development) Program (virtual) began, which has trained 132 community leaders and during the first semester of 2021, it will complete the cycle for the remaining 72 participants.	195,622,846	52,966.09	The Community Leaders Development Program allows the dignitaries of Community Action Boards to generate new skills, in order to optimize their role as resource managers and coordinators through the institutional offer. The added value is the appropriation of ICTs by participants, since the program is virtual.	204	Voluntary

TGI 2020

Program	Project status	Resources invested		Current or expected impacts on local communities and economies	People impacted	Mandatory or voluntary investment
		COP	USD			
Secure networks	In 2019, an agreement was signed for the provision of equipment and tools for the rescue teams of the municipality of Natagaima, Tolima, which ended in 2020. In 2020, a contract was signed for the supply of electrical and portable pumping equipment to strengthen the response capacity of the rescue bodies (firefighters and civil defense) of 83 prioritized municipalities in the area of direct influence of the Eastern Central and South Western Zones of TGI S.A. E.S.P.	436,300,600	118,131.08	The impact is significant, since the response capacity of the rescue teams in TGI's area of influence has substantially improved.	840	Voluntary

These investments and services are commercial arrangements

Cálidda in 2020

Program	Resources invested		Current or expected impacts on local communities and economies	People impacted
	PEN	USD		
Cálidda Soup Kitchens	31,046.16	8,870.33	It contributes to better nutrition for the population, strengthens the infrastructure of the soup kitchens and increases savings.	1430
<i>Energía solidaria</i> (Supportive Energy) (TECHO improvement of visual encounter survey (VES) soup kitchen, Enabled Villa Panamericana, Installation of NG to Fire Department, La Casa de Todos de la Beneficencia de Lima, Archeology).	341,552.79	97,586.51	Reliable and safe power supply for the fire department and generation of savings.	130 adults five fire departments: 674 firefighters.
Implementation of improvements to four soup kitchens under the Cálidda volunteer program	4,000	1,142.86	It contributes to better nutrition for the population, strengthens the infrastructure of the soup kitchens and increases savings.	398

Trecsa 2020

Program	Project status	Resources invested		Current or expected impacts on local communities and economies	People impacted	Mandatory or voluntary investment
		GTQ	USD			
Water and sanitation	In progress	158,283.10	20,609.78	Access to drinking water in the community; they used to have to walk long distances and this was often carried out by women and children; improved hygiene conditions in the homes and in the quality of life in general.	885	Voluntary
Education	Completed	235,757.46	30,697.59	The community now has its own school and the children do not have to travel to schools in other villages.	500	Voluntary
Construction of public spaces (community infrastructure)	Completed	269,832.51	35,134.44	Community coexistence has improved, as they have safe and decent spaces for meetings.	4,300	Voluntary
Road infrastructure	In progress	1,870,044.03	243,495.32	Safety and comfort in the transport of people and crops.	4,700	Voluntary

Electro Dunas 2020

Program	Project status	Resources invested		Current or expected impacts on local communities and economies	People impacted	Mandatory or voluntary investment
		PEN	USD			
<i>Escuelas Afectivas</i> (Affective Schools) Project, Agreement with Entrepreneurs for Education 2019-2023	Second year completed - 2020.	232,000.00	66,285.71	Strengthen the emotional competencies of the educational community in four districts in our province of Ica.	829 students, 35 teachers, 602 families.	Voluntary, commitment to education.

(203-2) Significant indirect economic impacts

GEB 2020

Impact description	Where it occurred
Humanitarian aid for health emergency and public calamity caused by the Coronavirus - COVID-19.	Department of La Guajira, Cesar, Magdalena, Boyacá, Cundinamarca, Santander, Meta, Huila, Tolima, Valle del Cauca, Putumayo, Antioquia, Risaralda and Caldas.
Creation of direct and indirect jobs.	
Strengthening and increasing economic activities related to the value chain (hotels, service stations, restaurants, photocopy services, leasing, etc.).	
Strengthening the chain of employability of the services associated with the construction of the energy towers and development of the power transmission project.	
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.	
Purchase of 1,900 trees and agricultural inputs with local suppliers to support the nursery of the municipality of La Calera and thus, join the program currently being developed by the municipality, <i>Amigos de los Árboles</i> (Friends of the Trees). Supporting local commerce with the objective of delivering these items to the community and recovering the environment.	This Central region activity, for infrastructure in operation and maintenance of the central corridor, was carried out in November in the municipality of La Calera in the department of Cundinamarca.

TGI 2020

Impact description	Where it occurred
1. Secure networks: In 2020, TGI carried out the development of projects focused on managing and mitigating potential risks associated with the operation of the gas pipeline to strengthen the response capacity of the neighboring communities of the TGI S.A. E.S.P. infrastructure, in case of an eventual emergency, in order to prevent and mitigate the harmful effects and/or impacts on the lives, assets and the natural gas pipeline system.	TGI areas of influence
2. Networks for Learning: This year, TGI has continued its determined contribution to develop strategies for awareness, participatory action, quality improvement and educational relevance in educational institutions and communities in the TGI areas of influence.	
3. Empowering networks: The best way to transform the territories is to promote the strengthening of community participation and management practices, technical and productive capacities and leadership skills with the territories' different strategic stakeholders and community leaders, who contribute as agents of change in the collective transformation of their territories.	
4. Networks for Competitiveness: In 2020, TGI continued with the strategy of boosting territorial development through initiatives and projects with a competitive approach for the strengthening and leveraging of micro, small and medium rural enterprises in the area of influence, by developing capacities for the creation and consolidation of actions that promote sustainable local economic and business fabric, specifically among families in the process of resettlement.	
5. Progress Networks: The intervention of the rural economic infrastructure is essential, since it has an impact on the well-being and quality of life of the communities in the area of influence, through initiatives and projects that strengthen the road, community, recreational and public utilities infrastructure in order to bring progress and improve the housing and healthy living conditions of the territories.	
6. Ancestral Networks: In order to ensure a genuine, permanent and transparent relationship with the ethnic groups located in the areas of influence, and due diligence in the identification of actual or potential adverse impacts and their management measures, it is necessary to further identify and characterize the stakeholders in the territory.	
7. Corporate volunteering: Employees are involved as volunteers who freely and selflessly offer their time, work and talent for the common good, individually or collectively, to the members of stakeholder groups in the territories of the company's ADI.	

Cálidda in 2020

Impact description	Where it occurred
Work with soup kitchens, facilitating their access to the benefits of natural gas, has had a positive impact on the nutrition of the vulnerable population and improved infrastructure through savings. The Cálidda soup kitchens have benefited more than 72,000 people in 2020. No negative indirect impacts have been reported.	23 districts
Through Non-Bank Financing, the holder of the Natural Gas connection can access a loan to improve the conditions of their home, through the purchase of gas appliances, electrical appliances or construction materials that result in a positive impact for the population. To date, 8,740 families have accessed Non-Bank Financing. No negative indirect impacts have been reported.	23 districts

Contugas 2020

Impact description
Digital Volunteering Program aimed at training high school students and teachers in technological tools with a view to starting or strengthening a social media venture. This is an indirect economic impact, with the following results: <ul style="list-style-type: none"> - Six training sessions on: High-impact presentations; creating, storing and sharing files; Google forms; high-impact entrepreneurship; generating revenue through social media and digital identity. - 36 enrolled: students and teachers of 4th and 5th grade of high school. - Eight employees participating as digital volunteers. - Presentation of 15 social and environmental digital entrepreneurship projects.
Another direct impact was the recruitment of local labor through an external network installation contractor: 16 people were recruited. No further recruitments were made due to the pandemic.
A third impact was the implementation of the Vermicomposting project in the community of Bernales, Chinchá. The objective is the valuation of organic waste for the benefit of the environment and generating savings for the community, as they will have their own compost and will not have to buy it. Result: <ul style="list-style-type: none"> -Implementation of 10 vermicomposters. -Training for 10 members of the community.
The direct negative impacts on the community include: <ul style="list-style-type: none"> - Reduction of social initiatives because of the reduction of company revenues due to the pandemic, as well as the reduction of local recruitment processes.

Trecca 2020

Impact description	Where it occurred
Recruitment of local skilled and unskilled labor.	LT Chiantla-Covadonga
Purchase of construction materials and supplies from local companies.	LT Chiantla-Covadonga, LT Sololá-Brillantes, LT Guate Sur-Las Cruces, LT Izabal-Morales, LT Las Cruces-Guate Oeste, LT Las Cruces-Sololá.
Recruitment of small local companies as contractors.	LT Chiantla-Covadonga, LT Guate Sur-Las Cruces.

Electro Dunas 2020

Impact description	Where it occurred
Procurement from local suppliers which allows economic development in the concession area for USD 55,361,000.	Ica, Pisco, Nasca, Chinchá and Palpa.

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

Grupo Energía Bogotá

Operations in Colombia	<p>Operations with ethnic communities.</p> <p>Western region</p> <ul style="list-style-type: none"> – In section 1 of the RSO Project, there are 3 non-certified communities, with whom in any case we have the obligation of engaging in differentiated relations according to the license. – In section 2 of the RSO Project, there are four communities certified by the Ministry of Internal Affairs. – There are three current cases of resettlement. <p>Southern region</p> <ul style="list-style-type: none"> – At the Tesalia-Alfárez project, there are two non-certified ethnic communities, with which the GEB has carried out actions by sustaining a continuous dialog and a genuine and transparent relationship. <p>Northern region</p> <ul style="list-style-type: none"> – The UPME STR 13-2015 Project, La Loma (110 kV) and associated transmission lines, have the certified presence of two community councils. Within the framework of the due diligence of the citizen participation guidelines, there are 7 Community Action Boards of the smaller territorial units, with which the 3 moments of community participation were held within the framework of the EIA for a total of 21 participation spaces. Also 15 spaces with local and regional authorities. – The La Loma - La Mina Project (110 kV), has the certified presence of one community council. Within the framework of the due diligence of the citizen participation guidelines; with the presence of one Community Action Board of the smaller territorial units; the first moment of community participation was held with local authorities; 3 meetings were held with local and regional authorities. – The UPME 06-2017 Project, Colectora has 209 Wayuu indigenous reservation, 3 Yukpas indigenous reservations, 4 indigenous peoples of the Sierra Nevada of Santa Marta and 4 community councils. Within the framework of the due diligence of the citizen participation guidelines, there are 53 Community Action Boards of the smaller territorial units; moments 1 and 2 of community participation were held, with local and regional authorities; 33 meeting spaces were developed. – The Membrillal Project (110 kV), within the framework of the due diligence of the citizen participation guidelines, has the presence of three Community Action Boards of the smaller territorial units. With which three meetings of the first moment of participation and three of relationship and disclosure of the service channels have been implemented. Likewise, seven meeting spaces were held with local and regional authorities.
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Note: Since 2019, the GEB has worked with the consulting firm Zabala Innovation Consulting to carry out a due diligence process for the Colectora Project in the northern region of Colombia. The result of this consultancy will serve as a guide for other projects to be developed in the country.

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

2020

Operation centers where socio-environmental programs have been implemented	GEB	TGI	Cálidda	Contugas	Trecsa	Electro Dunas	Business Group
Total number of operation centers	20	24	47	3	6	24	124
Number of operation centers with socio-environmental programs	20	24	23	3	6	1	77
Percentage (%) of operation centers with socio-environmental programs	100%	100%	49%	100%	100%	4%	62%

Note: For GEB, the operation centers located in the regions where the Transmission Branch carries out projects are considered.

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

Operation centers with significant, real or potential, negative impacts on the local communities	Type of impact	Impact description
Regions West-South-North-Central departments: La Guajira, Cesar, Magdalena, Boyacá, Cundinamarca, Santander, Meta, Huila, Tolima, Valle del Cauca, Putumayo, Antioquia, Risaralda and Caldas.	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' perception of the landscape, thereby changing its functionality, which translates into changes in lines of sight, colors, textures and, in itself, its visual quality, which may establish or generate new dynamics or relationship of the observers with the environment.
	Involuntary resettlement of the population.	Natural phenomena and anthropic interventions on nucleated or scattered settlements lead to consequences, on a family or organized community, such as a population resettlement. The need to move, when involuntary, has an increasing impact on the living conditions of people, their families and, in general, on the economic, social and environmental development of the territories.
	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 on 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.
	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).
	Created expectations.	The territorial units that are part of the areas of influence of the northern regional projects generally have populations that are subject to the protection of rights because they are ethnic minorities. In addition, there are populations with a high degree of vulnerability and unsatisfied basic needs. These situations that have been aggravated over the years by the lack of institutional capacity to address their conditions, as well as the lack of protection of their rights and the regional and local authorities' poor responsiveness.

Note: The following actions are considered to mitigate negative impacts:

- Information, participation and awareness of the community surrounding the project
- Training and awareness-raising for personnel linked to the project
- Population resettlement
- Compensation for damages or affectations
- Community assistance
- Preventive archeology
- Social investment projects and creation of shared value

Relationship and communication actions include work meetings, workshops, exchange of experiences, media, holding events, among others.

Within the framework of the Sustainable Development Process and the risk matrix of the Colombian Transmission Branch, the following risks have been identified with possible impacts on local communities and stakeholders:

Risks	Mitigation actions
Risk of non-compliance in the execution of environmental management plans	Carry out prior consultations with communities within the framework of due diligence and respect for human rights, maintain dialogs with stakeholders (environmental and social) and public hearings with communities in the project's area of influence.
Risk of invasions of the easement strip of transmission assets	Establish an adequate management with the communities and local authorities with which socialization is carried out, establish agreements with the communities and support the local authorities to comply with the regulations.
Risk of being affected by socio-environmental conflict	Implement the policy of shared value projects and generate rapprochement with the community through shared value projects, establish a genuine relationship, and keep the community included and make them participate in communications and decisions about the development of infrastructure projects.

Nota: The risk and impact identification processes of GEB projects have as a starting point the analysis of the stakeholder matrix, which allows establishing a social risk map with the possible impacts for each actor.

In addition to this, in 2020, the GEB developed a vulnerability matrix for resettlement processes that allows identifying where potential human rights problems could occur in operations. The matrix considers identified risks of third parties such as contractors and operators and aspects of social risk affecting families or communities. The matrix analyzes deficiencies or vulnerability of human rights in aspects such as: malnutrition, displacement, refugee population, poverty, among others.

TGI 2020

Operation centers with significant, real or potential, negative impacts on the local communities	Type of impact	Impact description
Hatonuevo Gas Compression Station	Actual impact	<p>On April 28, 2017, Ruling T272/17 was handed down by the Constitutional Court regarding the petition for the protection of constitutional rights filed by Mr. José Agustín Pushaina, in his capacity as the traditional authority of the Guamachito community, against the Ministry of Internal Affairs and others.</p> <p>The ruling states that: "The National Environmental License Authority, the Ministry of Internal Affairs and Empresa Transportadora de Gas Internacional S.A. E.S.P. (TGI) violated, through their actions and omissions regarding the licensing, construction, expansion and operation of the Hatonuevo gas compressor station, the rights of the Guamachito community of the Wayú Lomamoto indigenous reservation. To this effect, this Court will begin by analyzing the reproaches pointed out in the petition regarding the notion of environmental control. Then, it will examine the questions regarding the concept of environmental justice, and finally it will indicate the orders that may be pertinent in view of the results of the study of the particularities of the case".</p> <p>The ruling states that the court "found evidence of inadequate environmental control of the Hatonuevo Gas Compression Station and a lack of knowledge of the dimensions of environmental justice that resulted in the violation of the fundamental rights of the plaintiff community".</p> <p>With regard to the foregoing, the Court particularly ordered Empresa Transportadora de Gas Internacional S.A. E.S.P. (TGI) to: a) fulfill the obligations established in the environmental license that allowed it to build, expand and, at present, operate the Hatonuevo Gas Compression Station; b) meet the requirements of the environmental authority in a timely manner; and c) facilitate and attend the events for participation that are established to ensure the environmental justice of said project in relation to the Guamachito community of the Wayú Lomamoto indigenous reservation.</p> <p>In this sense, the issues referenced in the ruling are being addressed: flare, noise and discharges. However, in addition to the issues of the ruling, it mentions the community's problems with water shortages, which from that moment on became a critical issue between the community and the company.</p> <p>In 2020, the actions taken by the company to reduce the impacts generated in the Hatonuevo GCS were highlighted, and following a visit by the National Environmental License Authority, the reduction of these impacts could be demonstrated.</p>

Trecsa 2020

Operation centers with significant, real or potential, negative impacts on the local communities	Type of impact	Impact description
Lots A, B and F	Presence of people from outside the communities.	Since they are the priority construction fronts for 2020, there is a dynamic that involves people who are not from the community staying there overnight for the duration of the works, which is not always welcomed by the communities.
Lots A, B and F	Deterioration of roads.	Due to the passage of heavy machinery to move the equipment necessary for the construction of the LTs.

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

2020

Number of families physically or economically displaced and who received compensation by project type	2020	
	TGI	Trecca
Project type	Expansion of the Cusiana Phase IV infrastructure project*. Infrastructure replacement at the Ramales** Project.	Construction of LTs.
Number of families resettled	8* and 2**	2
Description of compensation	Minimum Dwelling Unit Factor, UMV Relocation Factor, TDO Relocation Factor, TDOA Disability Vulnerability Factor, VPPD.	Purchase of household that meets and significantly improves the social and economic conditions of families; securing the economic income of families.
Value of compensation	COP 416,861,016	GTQ 1,650,000

In 2020, there were no displacements due to the operations of GEB, Cálidda, Contugas and Electro Dunas.

(411-1) Cases of violations of indigenous peoples' rights

Status of cases and actions taken	GEB
Cases reviewed by the organization	Ruling of Lawsuit 76001310500920200005001 C.C. Mulaló In the Refuerzo Suroccidental (RSO) Project in the municipality of Yumbo, department of Valle del Cauca, the presence of the community council of Mulaló, an Afro-descendant ethnic community, was identified. The Ministry of Internal Affairs certified through the Prior Consultations Office that there are no ethnic communities in the area of influence of the RSO Section III - Alférez, San Marcos project. In accordance with this certification from the portfolio responsible for Prior Consultation, GEB continued relations with the community under the Intercultural Relations Manual. The community did not agree since they were not consulted, and therefore filed petition for the protection of constitutional rights 76001310500920200005001, in which they demand the right to be consulted. According to the foregoing, the community's request is focused on their recognition by the Ministry of Internal Affairs, but not relations management by GEB.

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

2020

Complaints related to impacts of contractor behavior on the communities	2020						
	GEB	TGI	Cálidda	Contugas	Trecca	Electro Dunas	Business Group
Total number of complaints related to impacts of contractor behavior on the communities.	77	20	0	5	N/A	0	102
Complaints resolved	61	20	0	5	N/A	0	86

(Own) Interactive Solar Education of the Energy for Learning program.

Results 2020	Description
<p>The average compliance result at 2020 is 95%, with regard to the target. Target: 100%.</p>	<p>Objective:</p> <p>Design and implement phases 1 and 2 of the Interactive Solar Education Project of the Energy for Learning program of the shared value creation portfolio.</p> <p>Activities:</p> <p>Follow-up and monitoring - pilot phase, projects: Colectora, Loma 110, RSO, TGI-Ballena. Structuring - Phase 1, projects: RSO, Tesalia-Alfárez and Tominé. Structuring, continuation of agreement - Phase 1: MEN - TGI - GEB. Structuring - Phase 2: Tesalia- Alfárez, Sogamoso, Norte, Colectora and San Fernando. Identification of partners (public, private or international cooperation) - New agreement: Phase 1 and Phase 2. Definition of contribution management mechanism, new agreement - Phase 1 and Phase 2. Execution - Phase 1. Execution - Phase 2.</p> <p>Description of results:</p> <p>Phase 1:</p> <p>Working groups were held with the partners to structure, review and approve the amendment of the agreement with greater contributions from the Ministry of Education (MEN). This amendment was made in September 2020. Financing and working groups were managed and scopes were defined as part of the partnership with GEB, TGI and MEN. GEB, TGI and MEN structured, reviewed and legally approved the structuring of the partnership for the definition of the mechanism corresponding to the Phase 1 classrooms. The need was structured and the model and operating system of the mechanism was defined. Amendment of the trust agreement. The recruitment process for the requirement was carried out in accordance with the operating manual. The transfer was made to the financial mechanism. Technical approval and feasibility studies were carried out for five educational centers. The structuring, review and recruitment process for the five centers was carried out. Execution and follow-up of the setup of the five classrooms, pending completion of one educational center (Pradera, Valle del Cauca). Closing and transfer to the beneficiary population.</p> <p>Phase 2:</p> <p>The 100% of the information was collected from the educational institutions for the Sogamoso, Tesalia-Alfárez, Norte, Colectora and San Fernando projects. The educational institutions of the same projects were identified and prioritized, and the scope, budget and technical specifications were defined in order to start the development of the project at thirteen centers in accordance with the amendment of the agreement (amended in September). Funding sources for project implementation were identified. Phase 2 of the project was approved by the MEN Committee, subject to modification, according to the identification of the longer times due to COVID-19 and since children were not attending face-to-face classes. Amendment of the MEN agreement to include the new scope and budget. Technical visit to verify actual project scope, location and georeferencing. Meetings with the departments of education. Approval of Phase 2 by the MEN Technical Operating Committee and the trust fund committee. Approval of the recruitment strategy and development of the terms of reference. Evaluation and selection of the firm. Execution and follow up of the setup and execution of the project. Closing and transfer to the beneficiary population.</p>

Governance and transparency

Corporate Governance

(405-1) Diversity of governance bodies and employees

Composition of the Board of Directors	GEB		TGI		Cálidda		Contugas		Trecsa		Electro Dunas	
	Board members	Percentage on the Board of Directors	Board members	Percentage on the Board of Directors	Board members	Percentage on the Board of Directors	Board members	Percentage on the Board of Directors	Board members	Percentage on the Board of Directors	Board members	Percentage on the Board of Directors
Men	6	66.7%	7	100%	7	70%	9	64.3%	2	0.67%	7	70%
Women	3	33.3%	0	0%	3	30%	5	35.7%	1	0.33%	3	30%
Less than 30 years old	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0%	0	0.0%
Between 30 and 40 years old	0	0.0%	1	14.3%	3	30%	1	7.1%	2	0.67%	1	10%
Between 40 and 50 years old	0	0.0%	3	42.9%	5	50%	6	42.9%	1	0.33%	4	40%
Over 50 years old	9	100%	3	42.9%	2	20%	7	50%	0	0%	5	50%
People who belong to minorities or vulnerable groups on governance bodies	0	0.0%	0	0.0%	3	30%	0	0.0%	2	0.67%	0	0.0%

Ethics and transparency

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

Members of the highest governance body informed and trained in anti-corruption

	GEB	
	No.	%
Number of members of the highest governance body who have been informed of the organization's anti-corruption policies and procedures.	9	100%
Number of members of the highest governance body that have been trained on anti-corruption.	9	100%

Employees informed and trained	GEB				
	Total employees	Employees informed		Employees trained	
		No.	%	No.	%
Senior Management	20	20	100%	18	90%
Middle Management	93	93	100%	88	95%
Advisor/staff	263	263	100%	258	98%
Professionals	180	180	100%	174	97%
Support/assistants	65	65	100%	60	92%
Total	621	621	100%	598	96%

Note: Excluding apprentices and SENA trainees

*For the purposes of the figures reported as trained employees, the employees who completed the five modules of the Ethics and Compliance e-learning Program, according to the report issued by Talent Management, were taken into account.

*To obtain the total number of employees, we took into account the information provided by payroll according to the report issued by Talent Management.

For GEB Corporate and the Transmission Branch, the region of operation is Colombia, so the members of the BoD informed and trained on the Code of Ethics and anti-corruption policies are located in this region.

The anti-corruption policies and procedures are published at:

- <https://www.grupoenergiabogota.com/informacion-corporativa/gobierno-corporativo/transparencia> - <https://www.grupoenergiabogota.com/informacion-corporativa/gobierno-corporativo/politicas-corporativas>

The figures covered correspond to GEB. The data of the subsidiaries are not within the scope of the assurance performed by PricewaterhouseCoopers Asesores Gerenciales S.A.S.

Business partners informed on anti-corruption policies and procedures	Partner type	Total	Partners informed	
			No.	%
	Suppliers	1,047	1,047	100%
	Total	1,047	1,047	100%

Note: In the last 4 years, we had no confirmed cases of corruption by employees or suppliers, and no lawsuits or public proceedings related to corruption, fraud, money laundering or terrorist financing. Also, no violations were reported to the Code of Ethics or unfair competition or restrictive practices.

Safety, well-being and inclusion

Health and safety

(403-1) Occupational Safety and Health Management System

Implementation of the Occupational Safety and Health Management System	GEB
Legal requirements fulfilled through implementation of the Occupational Safety and Health Management System	The OSH regulatory framework in Colombia is very broad. However, Decree 1072 / 2015 whereby the Regulatory Decree of the Labor Sector was issued, largely reflects the legal requirements on this matter in the country. Other legal requirements: Resolution 0312/2019 Resolution 5018/2019 Among other regulatory requirements.
Guidelines or standards were taken into consideration to implement the Occupational Safety and Health Management System.	In the first instance, the provisions of Decree 1072 / 2015. In turn, our OSHMS is structured based on the framework of international standard ISO 45001:2018, in which we are certified. Additionally, the OSH Management Model is complemented with international reference practices such as VISION ZERO of the International Social Security Association.
Activities and workplaces covered by the Occupational Safety and Health Management System	The Occupational Safety and Health Management System covers direct employees and the employees of contractors in all work centers of Grupo Energía Bogotá. All workers are included in the scope of the OSHMS. 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 OSHMS 1. All administrative offices nationwide. 2. Assets in operation. 3. Transmission line and other construction projects. GEB has appointed a person responsible for the OSHMS, who is directly employed by the company and has an Occupational Safety and Health team with direct staff, which includes engineers specialized in OSH, with a valid license to provide services in OSH, OSH medical specialists, professionals, technologists and licensed OSH technicians.

Implementation of the Occupational Safety and Health Management System

TGI

<p>Legal requirements fulfilled through implementation of the Occupational Safety and Health Management System</p>	<p>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 2020, 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 S.A. E.S.P. 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 Ministry of Labor.</p> <p>Decree 1295 / 1994</p> <p>Law 1562 / 2012</p> <p>Decree 1072 / 2015</p> <p>Resolution 0312 / 2019</p>
<p>Guidelines or standards were taken into consideration to implement the Occupational Safety and Health Management System</p>	<p>Corporate Sustainability Policy.</p> <p>PR-ASI-007 Occupational Safety and Health Management System - OSHMS.</p> <p>P-ASI-013 Hazard Identification, Risk Assessment and Determination of Controls.</p> <p>R-ASI-001 Industrial Hygiene and Safety Regulation.</p> <p>PR-ASI-009 Epidemiological Surveillance System for the Prevention of Musculoskeletal Disorders.</p> <p>PR-ASI-008 Epidemiological Surveillance System for the Prevention of Psychosocial Risk.</p> <p>PR-ASI-017 Epidemiological Surveillance System for the Prevention of Noise-Induced Sensorineural Hearing Loss at Work.</p> <p>PR-ASI-022 Public Health Prevention Program.</p> <p>PR-ASI-010 Prevention of Healthy Habits and Lifestyles.</p> <p>COVID-19 protocol booklet.</p> <p>DC-ASI-001 Protocols for the Reactivation of Construction, Operation and Maintenance Projects and the administrative processes for the COVID-19 contingency.</p> <p>P-ASI-033 Procedure for the safe handling of chemicals.</p> <p>PR-ASI-016 Behavior-based Safety Program.</p> <p>PL-ASI-010 Strategic Road Safety Plan.</p> <p>PR-ASI-019 Fall Prevention and Protection Program.</p> <p>PR-ASI-020 Safe Work in Confined Spaces.</p> <p>P-ASI-026 Load Lifting Procedure.</p> <p>P-ASI-023 Procedure for the application of safe isolation (lockout/tagout) in districts.</p> <p>P-ASI-027 Procedure for the application of safe isolation (lockout/tagout) ECG.</p> <p>I-ASI-041 Instructions for electrical risk control.</p> <p>F-ASI-080 PPE and FPS matrix.</p> <p>I-ASI-002 Safe Work Analysis SWA.</p> <p>P-ASI-014 Safety inspections.</p> <p>P-ASI-021 Work permit.</p> <p>OSHMS indicators.</p> <p>Joint Committee on Occupational Safety and Health for the 2020-2022 period.</p> <p>Employee Relations Committee for the 2019-2021 period.</p> <p>Emergency prevention, preparedness and response plan (PPPRAE, for the Spanish original).</p> <p>P-AJU-007 Identification, access and compliance with OSH legal requirements</p> <p>M-ASI-002 <i>HSEQ and social manual</i> for contractors.</p>

Implementation of the Occupational Safety and Health Management System

TGI

<p>Activities and workplaces covered by the Occupational Safety and Health Management System</p>	<p>The Occupational Safety and Health Management System (OSHMS) is led by Senior Management and is implemented with the participation of all employees and stakeholders of TGI S.A. E.S.P, 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 OSHMS 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 OSHMS.</p>
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Implementation of the occupational safety and health management system

Cálidda

<p>Legal requirements fulfilled through implementation of the Occupational Safety and Health Management System</p>	<p>Comply with the principles for Occupational Safety and Health Management Systems set out in Article 18 of Law 29783 and in the voluntary occupational safety and health programs adopted by the employer.</p> <p>Construction manual prepared by SUNAFIL.</p> <p>OSHAS 29 CFR 1926 standard.</p> <p>OSHAS 18001 / ISO 45001 standards.</p> <p>OSHA Standards.</p> <p>Basic Ergonomics Standard RM-375-2008 TR.</p>
<p>Guidelines or standards were taken into consideration to implement the Occupational Safety and Health Management System</p>	<p>National Regulation on Vehicles, approved by means of Supreme Decree 058-2003-MTC.</p> <p>National Traffic Regulation approved 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 -312-2011/MINSA.</p> <p>Ministerial Resolution 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 20015 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 07.08.2003.</p> <p>Supreme Decree 009-2004-TR, "Regulation of the Law on the Protection of Pregnant Women", dated 07.20.2004.</p> <p>Supreme Decree 011-2019-TR, "Regulation on Occupational Safety and Health for the Construction Sector".</p> <p>Compliance with the legal and regulatory framework for SARS-CoV-2 (COVID-19).</p>
<p>Activities and workplaces covered by the Occupational Safety and Health Management System</p>	<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

<p>Legal requirements fulfilled through implementation of the Occupational Safety and Health Management System</p>	<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 <i>Occupational Health Manual</i>.</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 illnesses.</p> <p>Law 29973 PCD General Law.</p> <p>Among others mapped out in the legal OSH matrix.</p>
<p>Guidelines or standards were taken into consideration to implement the Occupational Safety and Health Management System</p>	<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 illnesses by eliminating hazards and reducing occupational risks, promoting a culture of self-care and prevention. - Compliance with applicable legal regulations and other voluntary commitments taken on by the company. - Participation by workers or their representatives and by stakeholders.
<p>Activities and workplaces covered by the Occupational Safety and Health Management System</p>	<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:</p> <p>SDGN facilities, work fronts on public roads and private premises.</p>

Implementation of the Occupational Safety and Health Management System

Trecca

<p>Legal requirements fulfilled through implementation of the Occupational Safety and Health Management System</p>	<p>Government Resolution 229-2014.</p> <p>Reform 33-2016.</p> <p>Ministerial Resolution 23-2017.</p> <p>NRD2.</p> <p>Government Resolution 79-2020.</p>
<p>Guidelines or standards were taken into consideration to implement the Occupational Safety and Health Management System</p>	<p>OSHA, ISO 45001, NFPA.</p>
<p>Activities and workplaces covered by the Occupational Safety and Health Management System</p>	<p>The scope covers all Trecca employees and contractors, in all activities performed at projects in progress or operations and maintenance activities.</p>

Implementation of the Occupational Safety and Health Management System

Electro

Legal requirements fulfilled through implementation of the Occupational Safety and Health Management System	Occupational Safety and Health Law 29783, as amended, and its Regulation, Safety and Health Regulation for Working with Electricity (RESASATE, for the Spanish original). M.R. 111-2013-MEM/DM.
Guidelines or standards were taken into consideration to implement the Occupational Safety and Health Management System	Occupational Health and Safety Policy - Sustainability, Internal Occupational Health and Safety Regulations, risk study, Annual Occupational Safety and Health Plan, safe work procedures.
Activities and workplaces covered by the Occupational Safety and Health Management System	Electro Dunas develops all its projects and activities in its concession area, which covers the entire department of Ica (Pisco, Palpa, Chincha, Ica and Nasca) and some provinces of the departments of Huancavelica and Ayacucho.

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

Hazard identification, risk assessment, and incident investigation

GEB

Processes used to identify occupational hazards and assess risks periodically or from time to time.	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. The logical process starts with the identification of all hazards present in each of the processes/work centers. Subsequently, a risk assessment is performed for each of the identified hazards, controls are established for each of the risks and for non-tolerable risks, additional control measures are established based on the hierarchy of controls: elimination, substitution, engineering controls, administrative controls and PPEs. Management programs are established for critical risks (work at heights, load lifting, electrical, road safety, excavations and hazardous energy).
Processes followed by workers to report occupational hazards or hazardous work situations	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 be generated, as follows: 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-reporting of health conditions: Formally report to the company any symptoms. 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.
Policies and processes to be followed by workers who wish to withdraw from work situations that they believe may lead to injury, illness or disease	In the framework of our cultural attribute: Life Comes First! In our Sustainability Policy, Senior Management's first commitment is to protect the health and safety of All employees. In the event of a Serious and Imminent Risk, any employee is entitled to exercise the right to refuse to do the job under such conditions. The OSH area must immediately assess the conditions and establish additional controls with the process owner to make it feasible to perform the work safely. Employees can also report through the Employee Relations Committee, or through the Ethics Channel, any retaliatory actions taken as a result of refusing to work under conditions of serious and imminent risk.
Processes used to investigate work-related incidents, including incident-related hazard identification and risk assessment processes.	There is a procedure in place for investigating occupational incidents and accidents, in which the Investigation Committee involves the injured worker, a member of the COPASST, the area supervisor and a representative of the OSH area, in compliance with current legislation, where the immediate and root causes are established, along with control measures in accordance with the control hierarchy.

Hazard identification, risk assessment, and incident investigation

TGI

<p>Processes used to identify occupational hazards and assess risks periodically or from time to time.</p>	<p>Within the company, risk analysis is focused on the well-being of workers and their work conditions, aimed at minimizing risks in performing their activities, for both administrative and business tasks, to achieve the result of zero work-related accidents and deaths. Outside the company, risk analysis is focused on performance with good industry practices: environmental, work with communities, integrity of our assets, aiming to implement controls for safe design and infrastructure, thus avoiding damages in the processes.</p> <p>OSH risk analysis has two focuses: on people and on processes, to ensure their reliability and to work under safe conditions.</p> <p>TGI S.A. E.S.P. 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 ISOLUCIÓN 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 stations, administrative offices), providing a full view of the risks and operating controls at each work center. The matrix is updated according to 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>Considering the current legislation on OSH, TGI S.A. E.S.P. made a change in the risk assessment methodology taking the Methodology of the Colombian Technical Standard GTC 045 version 2012 as the new methodology, and, in turn, took all the steps for its implementation, thus covering the company's work centers, execution of field work and infrastructure expansion projects.</p>
<p>Processes followed by workers to report occupational hazards or hazardous work situations</p>	<p>The mechanisms followed by workers to report hazards or work situations are as follows:</p> <ul style="list-style-type: none"> *R-ASI-001 Industrial Hygiene and Safety Regulation. *Joint Committee on Occupational Safety and Health - COPASST. *Employee Relations Committee. *R-GTH-004 Employee Relations Regulations. *PR-ASI-016 Behavior-based Safety Program. *F-ASI-155 Behavior and Conditions Observation and Assurance (TOA, for the Spanish original) card. *I-ASI-047 Instructions for completing the observation and assurance of behaviors and conditions (TOA) card. *E-mails *Field HSE professional. <p>There were no sanctions or unsafe conditions reported by workers, since these reports allow the company to take preventive measures in order to avoid the occurrence of occupational accidents, considering the corporate attribute Life Comes First.</p>
<p>Policies and processes to be followed by workers who wish to withdraw from work situations that they believe may lead to injury, illness or disease</p>	<p>The implementation of the OSHMS is mandatory according to current regulations. In addition, TGI S.A. E.S.P. is committed to the formulation of measurable objectives, performance assessment, and the execution of continuous improvement plans in Occupational Safety and Health.</p> <p>During the staff selection and hiring process, new employees are also informed of their duties and risks, and are provided with the Competencies Manual, which describes the roles and the risks associated with their respective duties. Therefore, at TGI S.A. E.S.P., there have been no situations in which employees have withdrawn from their work due to exposed risks. The company performs the risk analysis in accordance with Technical Guide GTC 45 and it is updated every time an accident occurs or a risk is identified.</p> <p>In situations in which the employee identifies occupational hazards, risks, injuries or possible illnesses, a risk and hazard analysis is carried out before, during and after any activity, in order to implement preventive control measures to eliminate or minimize those that may be generated while performing the work at the company. In none of these cases has any retaliation occurred, since the company's corporate attribute is Life Comes First.</p> <p>There were no sanctions or unsafe conditions reported by workers, since these reports allow the company to take preventive measures in order to avoid the occurrence of occupational accidents.</p>

Hazard identification, risk assessment, and incident investigation

TGI

Processes used to investigate occupational incidents, including incident-related hazard identification and risk assessment processes.]

TGI S.A. E.S.P. has an occupational incident, accident and illness management procedure (P-ASI-017), which is available and easily accessible for consultation by all employees in the ISOLUCIÓN tool, which applies to all occupational incidents, accidents and illnesses that occur due to or in connection with the work of the company's own staff, contractors and visitors who are at the workplaces. Therefore, all contractors and subcontractors are required to report to TGI S.A. E.S.P. and investigate all occupational incidents, accidents and illnesses that occur during work, according to the company's procedure.

Each occupational incident, accident and illness is evaluated using the risks and hazards matrix of TGI S.A. E.S.P., taking into consideration the consequences and probability of the incident that took place. Incidents rated as high and extreme will involve the company's middle management, and their causality is analyzed using the Tap Root methodology. Incidents rated as medium or low will have a local process (immediate supervisor, HSE professional and a member of the COPASST in the area), and their causality will be analyzed using the fishbone diagram methodology.

TGI S.A. E.S.P. 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. The verification and follow-up of the necessary intervention measures of the reported events will be carried out on a monthly basis in the COPASST meetings, and ultimately changes will be made to the hazards and risks matrix of the work center where the incident occurred, along with revisions to the risk assessment of the activity in terms of probability and consequences, in addition to including in the hazards and risks matrix the actions proposed in the investigation corresponding to the operational controls to be implemented.

The following documents are part of the procedure: P-ASI-017 management of occupational incidents, accidents and illnesses, related to this procedure for its applicability:

- F-ASI-058 Occupational incident, accident or illness report form.
- F-ASI- 125 Witness version form.
- I-ASI-062 Instructions for using the fishbone diagram methodology.
- F-ASI-174 Medium and low risk investigation form.
- I-ASI-061 Instructions for using the Tap Root methodology.
- F-ASI-057 Extreme and high risk investigation form.
- F-ASI-127 Lesson learned form.

Hazard identification, risk assessment, and incident investigation

Cálidda

Processes used to identify occupational hazards and assess risks periodically or from time to time.

• 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

Processes followed by workers to report occupational hazards or hazardous work situations	<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.
Policies and processes to be followed by workers who wish to withdraw from work situations that they believe may lead to injury, illness or disease	<p>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, Company's employees have the following rights in connection with occupational safety and health, among others:</p> <p>To be informed, consulted and to participate in training on prevention, to halt any activities in the event of serious or imminent risk.</p>
Processes used to investigate work-related incidents, including incident-related hazard identification and risk assessment processes.	<p>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.</p> <p>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.</p>

Hazard identification, risk assessment, and incident investigation

Contugas

Processes used to identify occupational hazards and assess risks periodically or from time to time.	<p>A hazard identification, risk assessment and control matrix (IPERC, for the original in Spanish) is developed, associated with each profile's duties and activities.</p> <p>Each work activity is subject to an assessment to determine the need to issue a work permit and/or safe work analysis, in order to identify hazards and risks and establish control measures before starting the activities (elimination, substitution, engineering control, administrative control and PPE).</p>
Processes followed by workers to report occupational hazards or hazardous work situations	<p>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 hazardous 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 important to mention that the purpose is to find the root cause of the deviation, rather than to assign blame. The main objective is to minimize the probability of re-occurrence of the deviation that could produce an undesirable event.</p>
Policies and processes to be followed by workers who wish to withdraw from work situations that they believe may lead to injury, illness or disease	<p>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.</p>
Processes used to investigate work-related incidents, including incident-related hazard identification and risk assessment processes.	<p>We have a procedure 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.</p>

Hazard identification, risk assessment, and incident investigation

Trecsa

<p>Processes used to identify occupational hazards and assess risks periodically or from time to time.</p>	<p>Matrix for risk identification and assessment and determination of controls.</p> <p>Work permits and safe work analysis.</p> <p>Safety meetings before starting to work.</p> <p>Reports on unsafe conditions, acts and incidents (report unsafe conditions, acts and incidents).</p> <p>Daily reports.</p> <p>Consolidation of findings.</p> <p>Proactive behavioral observation practices (ODC, for the Spanish original), minimum operational risk criticality (MORC) rules that save lives.</p>
<p>Processes followed by workers to report occupational hazards or hazardous work situations</p>	<p>Employees who identify an unsafe condition, safety observation or unsafe act report it to the OSH Professional using "SST-F-ST-916 CI, AI, I Report".</p> <p>The OSH technician performs safety inspections to detect unsafe acts or conditions or to make safety observations at any Trecsa 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.</p> <p>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.</p>
<p>Policies and processes to be followed by workers who wish to withdraw from work situations that they believe may lead to injury, illness or disease</p>	<p>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).</p>

Hazard identification, risk assessment, and incident investigation

Trecsa

Processes used to investigate work-related incidents, including incident-related hazard identification and risk assessment processes.

3.1 OPENING OF THE INCIDENT INVESTIGATION:

The Bipartite Committee contacts the investigating team to clarify the facts, analyze the causes of the incident.

The investigating team may be composed of:

- Bipartite Committee members appointed according to their expertise.
- Management at the different levels involved in the incident.
- HSE technician.
- OSH professional.

When required by the investigating team, it may include:

- Immediate supervisor of the employee who suffered the incident.
- Employee who suffered the event (when possible).
- Others, external experts or contractor staff.

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 Instructions for the investigations of incidents/accidents.

SST-F-ST-002 Matrix for risk identification and assessment and determination of controls.

SST-F-ST-006-Annual OSH Work Plan.

SST-F-ST-917 Consolidated Safety.

Hazard identification, risk assessment, and incident investigation

Electro Dunas

Processes used to identify occupational hazards and assess risks periodically or from time to time.	Identification of hazards and assessment of risks (IPER, for the original in Spanish), risk study, training and education are used.
Processes followed by workers to report occupational hazards or hazardous work situations	Employees can report any situation that does not comply with Electro Dunas safety standards to their immediate supervisor and also to the OSHS area through the Report Substandard Acts and Conditions procedure. There is also a procedure with a confidential phone line and e-mail address for reporting non-compliance or similar situations.
Policies and processes to be followed by workers who wish to withdraw from work situations that they believe may lead to injury, illness or disease	Employees have the right not to carry out any activity where the conditions are not adequate to perform a job safely, the worker detects this condition and reports it to the immediate supervisor and according to our procedures and RISST, the activity is stopped until the conditions are adequate, otherwise the job exposing the employee is not performed.
Processes used to investigate work-related incidents, including incident-related hazard identification and risk assessment processes.	Electro Dunas applies the loss causality model for the investigation of occupational incidents and accidents, which is part of our incident and accident investigation procedure implemented by ELD and its contractors, to determine the causes of the adverse events and the control or improvement measures to avoid the recurrence of any other event.

(403-3) Occupational health services

Functions of the occupational health services that help identify and eliminate hazards and minimize risks.

GEB	Occupational risk management starts with the identification of hazards associated with each process/work center, risk assessment and definition of controls (following the hierarchy of controls). In addition, for all operational work, a safe work analysis (SWA) is performed beforehand, which is prepared by the team that will perform the task and where the hazards associated with the specific job, as well as the mitigation and control measures, are discussed by the entire team. For high-risk tasks, a Work Permit is also completed prior to the execution of these tasks. Additionally, our company provides economic benefits to provide employees access to additional health care plans. Specifically, GEB employees covered by the Collective Bargaining Agreement receive the benefit of 100% prepaid medicine, which provides access to a Comprehensive Health Care Plan for their family group.
TGI	Hiring exams - Preventive Medicine - Epidemiological Surveillance Systems (SVE, for the Spanish original) - COVID - Hygiene TGI has a preventive and occupational medicine program, activities aimed at promoting and controlling employees' health to ensure optimal conditions of physical, mental and social well-being, protecting them from occupational risk factors, placing them in a job according to their psychophysical conditions and keeping them fit for work production. To this end, it has a contractor that provides medical examinations, vaccinations, reinstatement or post-disability examinations, special assessments, and consulting services, as well as several health professionals from the occupational risk insurer (ARL, for the Spanish original) and complementary medicine to follow up on the cases. Therefore, employees undergo hiring, periodic and exit exams, considering their profile and the company's professional profiles. Based on the results and their fitness certificates (where recommendations or temporary restrictions are indicated), employees are referred to the different Epidemiological Surveillance Systems (EVS) for the comprehensive control of risk factors at the source, environment and in the worker, through monitoring and assessments of outsourced professional experts (nutritionist, psychologist, physical therapist, speech therapist from the ARL; and medical assessments by the health care provider and prepaid medicine), in order to achieve good health conditions at work. The programs of TGI's preventive and occupational medicine are as follows: *PR-ASI-009 Epidemiological Surveillance System for the Prevention of Musculoskeletal Disorders. *PR-ASI-008 Epidemiological Surveillance System for the Prevention of Psychosocial Risk. *PR-ASI-017 Epidemiological Surveillance System for the Prevention of Noise-Induced Sensorineural Hearing Loss at Work. *PR-ASI-022 Public Health Prevention Program. *PR-ASI-010 Prevention of Healthy Habits and Lifestyles. *COVID-19 protocol booklet. *DC-ASI-001 Protocols for the Reactivation of Construction, Operation and Maintenance Projects and the administrative processes for the COVID-19 contingency.

Functions of the occupational health services that help identify and eliminate hazards and minimize risks.

Cálidda	<p>The OSH assistant manager has outsourced the occupational health service, which has the following structure:</p> <ul style="list-style-type: none"> • Physician specialized in occupational medicine • Supervising physician responsible for the account • Operating physician at Cálidda <p>The main functions of this service are:</p> <ul style="list-style-type: none"> • Carry out the Occupational Health Baseline. • Prepare the Annual Occupational Health Plan and the Workers' Health Surveillance Program. • Implement or maintain Cálidda's medical file (medical records sorted by years and by patient codes), as well as confidentiality. • Review results of medical examinations and validate fitness considering the hazards and risks of the job and the efficiency required by the company. • Coordinate medical revaluations of suspected cases occupational illnesses. <p>Implement or keep the Medical Examination Procedure up to date.</p> <ul style="list-style-type: none"> • Evaluate ergonomic and psychosocial risks. • Provide medical care in case of emergencies to own and contractor staff. • Creating and keeping records up to date. <p>Service quality is ensured through audits and compliance with the Occupational Health program. The outsourced clinic is registered and authorized by the General Health Directorate (DIGESA, for the Spanish original) (competent regulatory agency).</p>
Contugas	<p>The functions of the occupational health service are focused on the early identification of pre-existing risk factors that a person may have and not be aware of. Therefore, employees undergo occupational medical examinations at hiring, periodic and on exit, taking care not to expose them to conditions that could affect health. Follow-up is carried out on an ongoing basis through medical follow-up, inspections, occupational monitoring.</p> <p>This service is provided by health professionals accredited to do so, along with the certification of validation of companies providing medical services through accredited entities. These services are available to all employees.</p>
Trecca	<p>One of the functions of occupational health services is to establish and maintain a safe and healthy work environment for the worker and the employer, which benefits the relationship with the job and its adaptation to the workers' capabilities.</p> <p>The following procedures, forms and committees are in place for implementation:</p> <ul style="list-style-type: none"> Occupational health and safety manual. Bipartite OSH Committee. Matrix for risk identification and assessment and determination of controls. Workers' health surveillance system. Instructions for epidemiological surveillance of occupational accidents and illnesses. Occupational health and hygiene procedure. <p>The information is available on the ISOLUCIÓN platform, with access for all Trecca employees.</p> <p>Service quality is ensured through the Bipartite OSH Committee and internal audits of the Integrated Management System.</p>
Electro Dunas	<p>Preparation of the Annual Occupational Health Plan with activities of compliance with related legal requirements, surveillance of health hazards and implementation of preventive programs. The quality of services is ensured by requiring the probity of occupational physicians and health professionals (registered nurses) and the permanent control of their activities. Workers have the exclusive line of communication with the corresponding confidentiality, according to Peruvian law.</p>

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

Worker participation, consultation, and communication on occupational safety and health	2020					
	GEB	TGI	Cálidda	Contugas	Trecca	Electro Dunas
Percentage of workers represented in occupational safety and health committees			100%			

Worker participation, consultation, and communication on occupational safety and health

2020

	GEB	TGI	Cáldida	Contugas	Trecca	Electro Dunas
Processes of worker participation and consultation for the development, implementation and assessment of the Occupational Safety and Health Management System.	At GEB, we understand consultation as the actions we take with our employees to find out their opinions before making a decision on OSH-related issues. In addition, we understand participation as the actions we take to involve our employees in the decision making process on OSH-related issues. Employee consultation and participation actions are carried out through the Joint Committee on Occupational Safety and Health (COPASST, for the Spanish original), the President's Committee and specific groups of employees for particular issues, under the guidelines of the Talent Management and Relations and Communications processes. Participation in OSH hazard identification and risk assessment is carried out through the Integrated Risk Management process. Participation mechanisms include: 1. COPASST Committee 2. Employee Relations Committee	1. COPASST Committee. 2. Employee Relations Committee. 3. E-mail: TGI S.A. E.S.P.'s employees can participate and send queries regarding the OSHMS by e-mail. 4. OSHMS training and retraining: In the HSE training and retraining carried out annually, there is a space in the assessment to participate in the OSHMS consultation process.	1. Substandard acts and conditions are reported by email at: comitesst@calidda.com.pe. 2. Committee members participate in the company's incident and accident investigations. 3. They interact and participate in monthly scheduled inspections. 4. Monthly OSH performance meetings.	The OSH Committee participates in the approval of the Annual Occupational Safety and Health 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 Conectados, Blog , as well as through the OSH voice mail.	The system has been disseminated through internal communication, OSH Newsletter and through the ISOLUCIÓN platform to all employees.	ELD has an Occupational Safety and Health Committee, which is made up of a workers' representative, and the company constantly disseminates indicators and other information on the Occupational Safety and Health Management System to all employees.

Worker participation, consultation, and communication on occupational safety and health

2020

	GEB	TGI	Cáldida	Contugas	Trecca	Electro Dunas
Responsibilities of the formal bipartite occupational safety and health committee	<p>COPASST FUNCTIONS:</p> <p>1- Receive from Senior Management the communication of the Occupational Safety and Health Policy.</p> <p>2- Receive information from GEB on the development of all stages of the Occupational Safety and Health Management System (OHSMS).</p> <p>3- Be internally accountable for its OSH performance.</p> <p>4- Give recommendations for the improvement of the OSHMS.</p> <p>5- Participate in the training provided by the occupational risk administrator.</p> <p>6- Review of the training program in Occupational Safety and Health.</p> <p>7- Receive the results of the workplace environment assessments and issue recommendations.</p> <p>8- Support the adoption of prevention and control measures derived from the change management.</p> <p>9- Participate in audit planning.</p> <p>10- Be aware of the results of the Senior Management review.</p> <p>11- Be part of the team investigating occupational incidents, accidents and illnesses.</p> <p>FUNCTIONS OF THE LABOR COEXISTENCE COMMITTEE</p> <p>It aims to prevent workplace harassment by helping to protect employees against psychosocial risks affecting their health in the workplace. The purpose of the committee is to improve coexistence among all employees.</p>	<p>1. The COPASST Committee has the following duties: A) INVESTIGATE: it assists in analyzing the causes of occupational accidents and illnesses, proposing corrective measures to prevent their re-occurrence; B) INSPECT: Facilities, equipment, machines, tools, emergency equipment, brigades, industrial processes and operations. C) OVERSEE: Compliance by the employer and workers of legal regulations and the Occupational Safety and Health Management System; D) PROMOTE: Propose and participate in the Occupational Safety and Health Training activities.</p> <p>2. Employee Relations Committee: it aims to prevent workplace harassment by helping to protect employees against psychosocial risks affecting their health in the workplace. The purpose of the committee is to improve coexistence among all employees. It generates collective awareness actions to strengthen a work environment of camaraderie, respect, well-being and balance.</p>	<p>a. Review the documentation and reports regarding work conditions required to fulfill their tasks, as well as those produced by the Occupational Safety and Health service.</p> <p>b. Approve the employer's Internal Rules on Safety and Health.</p> <p>c. Approve the Annual Occupational Safety and Health Program.</p> <p>d. Review and approve the Annual Programming of the Occupational Safety and Health Service.</p> <p>e. Participate in the drafting, approval, implementation and assessment of policies, plans and programs for the promotion of Occupational Safety and Health, prevention of occupational accidents and illnesses.</p> <p>f. Approve the Annual Training Plan for workers on Occupational Safety and Health.</p> <p>g. Promote that all new workers receive adequate training, instruction and orientation on risk prevention.</p> <p>h. Oversee compliance with legislation, internal standards and technical specifications related to occupational safety and health; also, the Internal Regulations for Occupational Safety and Health.</p> <p>i. Ensure that workers are aware of the regulations, instructions, technical specifications, notices and other written or graphic materials related to the prevention of occupational risks. 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. Perform periodic inspections of administrative and operations areas, facilities, machinery and equipment aimed at reinforcing prevention management.</p>	<p>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, technical specifications, warning 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>Responsibilities: Participate in accident investigations to determine their true root causes.</p> <p>Promote the continuous improvement of OSH process.</p> <p>Perform OSH training.</p> <p>Make recommendations on safety and health and follow up on them.</p> <p>Ensure the use of appropriate personal protection equipment.</p> <p>Carry records on the accidents that have taken place.</p> <p>Monitor the effectiveness of the safety and health process.</p> <p>Assist in developing safety and health rules.</p> <p>Assist in developing safe work procedures.</p> <p>Cooperate in Complying with Local Legal Resolutions 229/2014, 33/2016, NRD2, etc.</p>	<p>One of the main functions of the OSHC is to ensure the correct functioning of the Occupational Health and Safety Management System applied at Electro Dunas.</p>

Worker participation, consultation, and communication on occupational safety and health	2020					
	GEB	TGI	Cáldida	Contugas	Trecsa	Electro Dunas
Frequency of meetings of the formal joint bipartite committee on occupational safety and health	1. The COPASST meets monthly. 2. The Employee Relations Committee meets every three months and extraordinarily when there is a request or report of possible harassment in the workplace.	1. The COPASST Committee holds monthly meetings, which are documented in minutes. 2. The Employee Relations Committee holds quarterly meetings, which are documented in minutes.	Monthly	Monthly	Meetings of the Occupational Safety and Health Committee must be held at least once a month. Extraordinary meetings shall be held whenever deemed necessary by the committee.	The OSHC meets monthly and extraordinary meetings are held if required.
Decision-making authority of the Formal Joint Bipartite Committee on Occupational Safety and Health	1. COPASST Committee: decisions are made by consensus of COPASST members by voting. 2. Employee Relations Committee: decisions are made by consensus of committee members.	1. COPASST Committee: decisions are made by all COPASST members; there is no highest decision-making authority. They jointly decide by voting. 2. Employee Relations Committee: decisions are made by all members of the Employee Relations Committee; there is no highest decision making authority.	1. Chairman: Ricardo Jaramillo 2. Secretary: Cristina Collantes Decisions are made by consensus in the meeting.	Chairman of the OSH Committee.	The Committee's decisions must 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.	The OSHC makes decisions in a democratic manner, i.e. each decision is made by a majority vote of its members.

(403-5) Worker training on occupational safety and health

Worker training on occupational safety and health	GEB		TGI			Cáldida			Contugas			Trecsa	Electro Dunas	Agreement			
	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2020	2018	2019	2020	
Number of employees	531	595	652	424	447	457	407	392	408	225	210	155	147	252	1,587	1,791	2,061
Number of employees trained in occupational safety and health	531	595	574	307	430	430	407	392	408	225	210	155	147	216	1,513	1,179	1,930
Percentage of employees trained in occupational safety and health	100%	100%	88%	72%	96%	94%	100%	100%	100%	100%	100%	100%	100%	86%	95%	66%	94%

Contractor training in occupational safety and health

	GEB			TGI			Cáldida	Contugas			Trecsa		Electro Dunas	Business Group		
	2018	2019	2020	2018	2019	2020	2020	2018	2019	2020	2019	2020	2020	2018	2019	2020
Number of contractors	1,173	2,455	3,096	1,124	2,277	2,037	408	225	384	209	21	12	302	8,189	11,689	11,336
Number of contractors trained in occupational safety and health	N/A	N/A	2,566	1,050	2,277	2,037	408	225	384	209	18	12	129	1,740	2,679	10,633
Percentage of contractors trained in occupational safety and health	N/A	N/A	83%	93%	100%	100%	100%	100%	100%	100%	86%	100%	43%	N/A	N/A	94%

Note: At GEB, the number of contractors refers to the number of employees of contractors.

GEB
Worker training on occupational safety and health

Training courses for workers on occupational safety and health	<ol style="list-style-type: none"> 1. Specific OSH training 2. E-learning OSH hazards and risks 3. Visible OSH leadership 4. Emergency brigade training 5. Socialization of biosafety protocols 6. Behavioral observations 7. Process safety (introduction) 8. Tap Root accident investigation 9. Nebosh Process Safety Management 10. Nebosh HSE Management Safety 11. Critical Risk Management Programs: Load lifting, work at heights, electrical, road safety 12. Training for safe work at heights 13. Training in defensive driving
Training courses for contractors on occupational safety and health	<ol style="list-style-type: none"> 1. Specific OSH training 2. OSH hazards and risks 3. Socialization of biosafety protocols 4. Critical Risk Management Programs: Load lifting, work at heights, electrical, road safety

Worker training on occupational safety and health

<p>Training courses for workers on occupational safety and health</p>	<p>50-hour OSHMS course: To provide information on the concepts required for the implementation of the Occupational Safety and Health Management System, in compliance with current regulations.</p> <p>COVID-19, calm and prepared: educate the entire population on coronavirus prevention.</p> <p>Coping with and fear of COVID-19 infection: Educate the entire population in the measures to be taken in the event of COVID-19 infection.</p> <p>Work at home and isolation: Facilitate the change and adaptation to work at home</p> <p>Internal auditor in the Occupational Health and Safety Management System: Recognize the elements that make up the internal audit in the OSHMS defined in Decree 1072 / 2015 and Resolution 0312 / 2019.</p> <p>Incident Command System (ICS): Help develop the skills necessary to establish the Incident Command System as first responders.</p> <p>ISO 45001 Lead Auditor Course: Understand and interpret the conditions and requirements established for the effective implementation of an Occupational Safety and Health Management System (OSHMS) in any type of organization.</p> <p>Electrical risk: Identify what electrical risk is, understand the control measures (engineering, documentary and human control) for electrical risk, understand the safety standards for electrical risk and socialize the criteria for the control of electrical risk.</p> <p>Confined spaces: To provide information on the main characteristics of working in confined spaces, identify the common and specific risks that arise when working in confined spaces and guide good practices through tools for taking preventive measures to work safely in confined spaces.</p> <p>Defensive driving: Apply the recommendations and guidelines to drive a vehicle safely, understand the basic formula for preventing accidents when driving a vehicle.</p> <p>Good practices for drivers and road safety regulations: It is the duty of operations to implement good practices in road safety, which are part of road safety elements, by establishing specific actions in the transportation processes associated with TGI's operations, and which are aimed, in turn, at reducing road incidents. Promote good practices in road safety among TGI's stakeholders and drivers.</p> <p>COPASST functions in times of COVID-19: This course shares the functions and responsibilities assumed by the Joint Committee and/or the Occupational Safety and Health Oversight Committee in terms of activities for the promotion, dissemination and information on preventive measures such as monitoring compliance with control measures to prevent the spread of COVID-19 in companies.</p> <p>Tap Root accident investigation methodology: Develop the skills of HSE professionals in finding the cause of occupational accidents and incidents through the Tap Root methodology.</p> <p>Internal Auditor of three IMS standards - ISO 45001, ISO 90001, ISO 14001: Recognize the elements that make up the internal audit in IMS defined ISO 45001, ISO 90001 and ISO 14001.</p> <p>Risk of snake bites: Training on topics related to lyophilized polyvalent antivenom and anticoral serum, accidents with snakes and other animals.</p> <p>Chemical risk: Basic course on the safe handling of chemicals with emphasis on the Globally Harmonized System.</p> <p>Emergency brigades - COVID-19: Preparation of emergency brigade members to attend and provide first aid with COVID-19 safety measures.</p> <p>Fire control brigades: Theoretical and practical training for the emergency brigades of TGI S.A. E.S.P. work centers, based on the provisions of Resolutions 0256 / 2014 and 0312 / 2019, or those that amend, add to or replace them.</p> <p>Safe work at heights: Coordinator for safe work at heights.</p>
<p>Training courses for contractors on occupational safety and health</p>	<p>The topics to be covered in this HSEQ training are as follows:</p> <p>Company policies (sustainability, OSH, environmental, road, tobacco, psychoactive substances and weapons, social).</p> <p>Hazard identification and risk assessment of TGI and its work centers.</p> <p>Risk analysis and work permits.</p> <p>Socialization of the HSEQ and Social Manual for contractors.</p> <p>Company procedures.</p> <p>Management of occupational incidents, accidents and illnesses.</p> <p>Reporting unsafe acts and conditions.</p>

Worker training on occupational safety and health

<p>Training courses for workers on occupational safety and health</p>	<ul style="list-style-type: none"> •What you should know about the COVID-19 coronavirus: Provide information on COVID-19 and preventive and collective measures. • Strategic Behavioral Observers: Raise awareness of the need to identify and observe desired behaviors in our safety culture to strengthen visible leadership. • Observers of OSH behavior: Raise awareness of the need to identify and observe desired behaviors in our safety culture to strengthen visible leadership. •Strategic Rules that Save Lives: Provide guidelines to offer a simple, easy to use tool with a language understandable at all levels (proactive practice), that quickly helps workers on the work fronts to take the necessary considerations and actions, before starting a job, in order to have an environment free of unmanaged risks. •Emotional Well-being: Provide practical techniques to adequately manage stress and anxiety and promote self-care. •Ergonomics at Work: Provide recommendations to optimize interaction between the worker, machine and work environment in order to adapt them to the workers' capabilities and limitations. •First Aid: Provide information on the immediate, appropriate and interim care provided to injured or ill persons before they are cared for by professional medical resuscitators. •Talk on Occupational Health and Safety Training: Worker training on general OSH topics such as policy, standards, practices, concepts, COVID-19 context. •Accident Investigation: Reinforce the minimum requirements for the investigation of occupational incidents and accidents to identify the causes, events and situations that have generated them, and implement corrective measures aimed at eliminating or minimizing risk conditions and avoiding their recurrence. •Critical Risk Assurance (MORC, for the Spanish original): Early detection of precursors (high-risk situations where safety controls are absent, ineffective or not implemented) to avoid serious and fatal injuries.
<p>Training courses for contractors on Occupational Safety and Health</p>	<p>Contractors comply with the requirements of Cálidda's OSH Manual for contractors, which requires all personnel to have basic and specific courses for the activity they are going to carry out, such as:</p> <ul style="list-style-type: none"> • Leadership and Supervision in Occupational Safety and Health • Use of power tools • Hot and cold work - Gas measurement • Work at heights - 1.8 meters • In-ditch control measures • Manual excavation safety • Mechanical excavation safety • Work in confined spaces • Load lifting • Lockout and tagout (LOTO) • First aid and fire fighting • MATPEL (Basic) <p>In turn, the Cálidda's OSH area trained the line of command of main contractor companies in Rules that Save Lives and Accident Investigation.</p>

Contugas

Worker training on occupational safety and health

Training courses for workers on Occupational Safety and Health	<ul style="list-style-type: none">Use and care of PPEIncident / accident reporting and investigationFire fightingHIRA (hazard identification and risk assessment) matrixFirst aidMental health: Work-related stressCOVID-19 prevention measures in the workplaceErgonomics in remote workCOVID-19 Surveillance and Control PlanHealthy nutrition and cardiovascular risk preventionUV protectionWP confined spaces - MSAUrban defensive drivingWP hot and cold workSWA (safe work analysis)Multigas detection equipment
Training courses for contractors on Occupational Safety and Health	<ul style="list-style-type: none">Use and care of PPEIncident / accident reporting and investigationFire fightingHIRA (hazard identification and risk assessment) matrixFirst aidCOVID-19 prevention measures in the workplace.SWA (safe work analysis)

Trecsa

Worker Occupational Safety and Health training

<p>Training courses for workers on Occupational Safety and Health</p>	<p>Trecsa's Integrated Management System Policy</p> <p>Induction of new staff</p> <p>1. SARO-General information on operational risk</p> <p>2 SARO-Operational risk management risk map</p> <p>How to Act in Case of Emergency Certificate</p> <p>Risk Assurance</p> <p>Proactive partner management</p> <p>Effective investigation</p> <p>Visible managerial leadership</p> <p>Occupational Safety and Health Standard.</p> <p>Rules that Save Lives</p> <p>Work at heights</p> <p>First aid in the workplace</p> <p>Biosafety protocols Agreement 79-2020</p>
<p>Training courses for contractors on Occupational Safety and Health</p>	<p>Trecsa's Integrated Management System Policy</p> <p>Standardization of criteria for:</p> <p>Work at heights</p> <p>Personal protective equipment</p> <p>Work permits and safe work analysis.</p> <p>Confined spaces</p> <p>Accident reporting and investigation</p> <p>Unsafe acts and conditions</p> <p>Cargo management</p> <p>Electrical risk</p> <p>Excavations</p> <p>Rules that Save Lives</p> <p>Biosafety protocols Agreement 79-2020</p>

Worker training on occupational safety and health

<p>Training courses for workers on Occupational Safety and Health</p>	<p>Training on Law 29783, regulations and amendments</p> <p>Training on skin care and UV protection</p> <p>Road safety education - use of PPE</p> <p>COVID-19 challenges and opportunities</p> <p>Work at heights (climbing on structures)</p> <p>Correct handling and completing of the affidavit</p> <p>Training on the characteristics and use of infrared thermometers</p> <p>Use and care of masks</p> <p>Training on electrical risk, recommendations for the correct choice and maintenance of personal protective equipment and IEC standards for compliance with the five golden rules</p> <p>Office ergonomics and remote work</p> <p>First aid and CPR</p> <p>The immune system and coronavirus, scientific advances and challenges</p> <p>Preventive measures against COVID-19 in the workplace</p> <p>Matrix protocol for action against the new COVID-19 coronavirus</p> <p>Fire prevention and control (use and handling of fire extinguishers)</p> <p>Sexual harassment training</p> <p>COVID-19 action plans</p>
<p>Training courses for contractors on Occupational Safety and Health</p>	<p>Road safety education - use of PPE</p> <p>Skin care and UV protection</p> <p>GEB Sustainability Policy</p> <p>Mounting to temporary grounding</p> <p>Work at heights (climbing on structures)</p> <p>COVID-19 action plans</p> <p>Office ergonomics and remote work</p> <p>Preventive measures against COVID-19 in the workplace</p>

(403-6) Promotion of worker health

Non-work-related medical and health care services provided by the organization

GEB	<p>GEB offers all employees who are covered by the collective bargaining agreement signed after the first year of service with the company a prepaid medicine policy that allows employees to access the services included in the contract signed with MEDPLUS.</p> <p>The organization provides employees who are not covered by the collective bargaining agreement with the option of an extra-legal benefit so that they can acquire prepaid or complementary medical services of their choice, which allows them to include their families in the coverage. Additionally, the company also has an occupational physician, who is available to employees for guidance on health issues of any kind and follows up with employees in case of COVID-19 or when they require medical orientation for any pathology. The organization also has a medical consultant, who provides information on the current situation of COVID-19 to employees in different scenarios allowing them to be better informed.</p> <p>Likewise, the organization provides executive medical check-ups through its ARL and the insurance company to its employees at managerial levels, who undergo different exams and specialized medical assessments that cover pathologies that go beyond occupational risks.</p>
TGI	<p>All TGI S.A. E.S.P. employees are enrolled in the General Social Security System in Health (SGSSS, for the Spanish original), in compliance with Law 100 / 1993, i.e., they have health care (EPS), pension fund (AFP) and occupational risk (ARL) coverage.</p> <p>Therefore, employees who report or present health issues that are NOT work-related are covered by the EPS (common illnesses).</p> <p>Likewise, most employees have a health policy that serves as complementary medical coverage; the company provides this benefit to TGI S.A. E.S.P. employees.</p>
Cáldida	<p>Cáldida assumes 100% of the family health insurance premium. The company has private family medical and oncology insurance.</p> <p>The scope of both includes employees and their legal dependents.</p> <p>In addition, it has 100% premium coverage for children over the age of 18 up to the age of 28.</p>
Contugas	<p>The entire staff have active EsSalud insurance (Social Security in Health). They also have the option of EPS insurance at the same time as EsSalud.</p>
Trecca	<p>Social Security (Guatemala's Social Security Institute, IGSS for the Spanish original).</p> <p>All Trecca staff are enrolled in this system.</p> <p>Life insurance and medical expenses.</p>
Electro Dunas	<p>This is done through communications, training and support by professionals from the Talent Management area.</p>

Voluntary health promotion services and programs offered by the organization to workers to address significant non-work related health risks.

GEB	<p>Orientation program for nursing mothers: this is a program in which, with the advice of the ARL, mothers who return to work after maternity leave are provided with support and psychological counseling for the transition to new changes, and fathers returning from paternity leave are included.</p> <p>COVID-19 Epidemiological Surveillance System: this is a surveillance system for the risk of COVID-19 as an emerging pandemic disease that can have a common or occupational impact. Daily, through the reports of the workers in the VidaRep app, those who are symptomatic are identified and the company physician contacts them and verifies their health situation, as well as that of their family group, provides guidance for access to the health care system and follows up on the evolution of the disease.</p>
TGI	<p>The company's Welfare, Climate and Culture Department leads the medical and fitness center service through the company BODYTECH, which offers activities, schedules and rates accessible to workers to promote healthy habits.</p> <p>Seguros Bolivar policy (complementary medicine) This policy covers all non-occupational risks to which workers are exposed. It provides support and preventive services and is easily accessible and voluntary.</p> <p>Compensation fund It offers several courses or activities for the family, both face-to-face and virtual, in order to prevent non-occupational risks. In 2020, three virtual prevention workshops were carried out:</p> <ul style="list-style-type: none"> - Workshop on Breast and Cervical Cancer Prevention - Workshop on Prostate, Skin, Stomach and Colon Cancer Prevention - Workshop on STD and HIV Prevention

Voluntary health promotion services and programs offered by the organization to workers to address significant non-work related health risks.

Cálidda	<p>Yo Vivo Saludable Program</p> <p>The <i>Yo Vivo Saludable</i> (I live a healthy life) program promotes healthy habits and prevents diseases. The following activities focused on health care awareness are carried out:</p> <ul style="list-style-type: none"> * Virtual nutrition service (virtual due to the current situation) * Medical campaigns (January to March) * Dance and yoga lessons (January to March) * Virtual training * Rental of soccer fields to promote sports and physical activity (January-March) * Healthy Living Tips by internal communication
	<p>Emotional Wellness Program</p> <p>Establish guidelines for the care and self-care of the emotional wellness of Cálidda's employees.</p>
Contugas	Oncology insurance
	Nutrition program
Trecsa	Program of occupational medical exams for all staff.
	Life insurance and medical expenses.
Electro Dunas	Healthy lifestyle: eating healthy to prevent overweight and related diseases
	Musculoskeletal protection
	Protection for pregnant workers
	Protection from sun exposure
	Response to probable emergencies

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

GEB 2020

Impact description	Preventive measures	Mitigation measures
Occupational accidents resulting in injuries of varying severity, classified according to OSHA 300 standard: Fatal events, DAFW (days absent from work), RWC (restricted work cases), MTC (medical treatment cases), FAC (first aid cases), Near Miss.	Occupational risk management through hazard identification, risk assessment and establishment of controls based on the hierarchy of controls. Management programs for high-risk tasks with controls for people, infrastructure and the management system. Application of checklists for critical tasks, participation in the Daily Safety Dialog, behavioral observations. 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. Education and training related to hazards and risks inherent to the processes.	Four lines of work were established among the priority risk mitigation measures: 1. Strengthen visible OSH leadership. 2. Strengthen the technical competence of the OSH team. 3. Strengthen the management of contractors in OSH. 4. Learn from undesired events.
Work-related illness	Implementation of Epidemiological Surveillance Systems for the illnesses/disorders with the greatest impact: ESS for musculoskeletal disorders, ESS for psychosocial risk, ESS for COVID-19 We also carry out health promotion and prevention programs: healthy lifestyles, prevention of alcoholism, smoking and drug addiction, cardiovascular risk prevention, and visual and hearing conservation.	Case definition and identification Inclusion in the corresponding ESS Follow-up of medical recommendations Periodic medical check-ups

TGI 2020

Impact description

TGI S.A. E.S.P. is a company that transports gas, but does not commercialize it. TGI generates commercial relationships with other industries (thermal, cement, agricultural) to sell them gas transport services, so that we can transport more gas and expand our infrastructure to serve these customers (industries).

However, the risks of the people or the commercial areas that generate these commercial relationships are no different from those to which the employees of TGI's administrative area (Bogotá) are exposed.

The risks and hazards matrix of the administrative area covers all administrative employees, including risks of road, land, pedestrian or air travel, as well as risks associated COVID-19 and working from home, which are OSH risks that may be faced by commercial area employees during negotiations. Prevention measures against **SARS-CoV-2** infection were documented in the COVID protocol and implemented and monitored by the COVID Directorate.

However, the industries (which are TGI S.A. E.S.P. customers) could invite Commercial Department employees to access the operational part of these industries to determine the need in depth along with its respective process. There, TGI employees would be assuming new OSH risks.

The impacts would be as follows:

1. Falls, slips, trips, injuries (occupational accidents),

Cálidda 2020

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 substandard acts and conditions
SARS-CoV-2 infection	Elaboration, implementation, training and dissemination of the COVID-19 Surveillance, Prevention and Control Plan in the Workplace Validation of COVID-19 surveillance, prevention and control plans for contractors and suppliers	Supervision and inspection of compliance with COVID-19 surveillance, prevention and control plans in the workplace.

Contugas 2020

Impact description	Preventive measures	Mitigation measures
Mental and physical stress, fatigue, tiredness, headaches	Training: work stress management Assertive and effective communications Teamwork	Active breaks program Comply with the established work schedule Occupational health programs Good eating habits
Injuries of different severity level: Contusions, wounds, slips, falls, sprains, fractures, minor lacerations.	Emergency prevention, assistance and response plan Training: Self-care when walking through office areas and prevention of same-level falls Safe Steps campaign (Not to use the cell phone while walking) 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)	Elimination of hazardous conditions, signposting of areas, inspection of transit and access areas Field inspections to detect substandard acts and conditions
Visual fatigue, headaches	Occupational medicine exams Monitoring of occupational agents	Active breaks program Recommendation of using glasses with anti-UV and anti-reflective coating Control natural sunlight access

Trecca 2020

Impact description	Preventive measures	Mitigation measures
COVID-19 infection	Teleworking Virtual meetings	In the event that they must attend a strictly necessary face-to-face meeting, they should reduce exposure time, practice social distancing, disinfection or hand washing, and use specific PPE such as face masks. Vehicle disinfection Daily reporting of symptoms
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 Safe Steps campaign (Not to use the cell phone while walking)	Elimination of risk conditions, signs on ramps, stairs, installation of handrails
Mental and physical stress, 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

Electro Dunas 2020

Impact description	Preventive measures	Mitigation measures
Partial or irreversible damage to the physical integrity of employees	OSH training, OSH inspections, compliance with OSH requirements and application of sanctions for non-compliance with OSH procedures and standards.	Field inspections to detect substandard acts and conditions, including identification and enforcement of control measures.

(403-9) Work-related injuries.**(403-10) Occupational diseases and illnesses.**

The figures covered for indicators (403-9) and (403-10) correspond to the companies GEB and TGI. The data of the remaining subsidiaries are not within the scope of the assurance performed by PricewaterhouseCoopers Asesores Gerenciales S.A.S.

(EU17) Days worked by contractors and sub-contractors involved in construction, operation and maintenance activities.**(Own) Severity index for employees and contractors.****(102-48) Information on the absenteeism frequency rate due to common illness in 2017, 2018 and 2019 for Cálidda, Contugas and Trecca is restated.**

Information on the number and rate of accidents with major consequences for GEB and TGI in employees and contractors corresponding to the years 2017 to 2019 is restated. We took the information, as requested in the GRI Standard, considering that the accidents with major consequences are those listed below: Deaths, other injuries due to occupational accidents from which the worker cannot recover (e.g., amputation of a limb) or after which the worker does not fully recover their pre-accident state of health, or is not expected to fully recover their pre-accident state of health within six months (e.g., fracture with complications). The definition of "injury from occupational accidents with major consequences" uses "recovery time" and not "lost work time" as a criterion for determining the severity of the injury.

Information regarding the number and rate of recordable occupational accidents (with lost time) in GEB employees and contractors corresponding to the years 2017 to 2019 is restated. The rate of recordable occupational accidents is calculated based on the LTIFR (lost time incident frequency rate). First aid, medical treatment and restricted treatment accidents are not included, based on the recommendations of international experts such as Dupont Sustainable Solutions and following the international comparison standard indicator and event classification guide established in the U.S. Department of Labor's OSHA 300. This is the main indicator of Occupational Health and Safety management at GEB. Rates are calculated per 1,000,000 hours worked.

Information is restated with regard to Contugas days worked from 2017 to 2020.

GEB

Work-related injuries, ill health, days lost, absenteeism and number of deaths		2017	2018	2019	2020		
EMPLOYEES	Unit	Total	Total	Total	Men	Women	Total
Total number of employees	Number	595	531	595	360	292	652
Hours worked	Hours	1,485,887	1,114,990	1,192,671	972,422	788,742	1,761,164
Days worked	Days	189,033	139,374	149,083.9	121,552.75	98,592.75	220,145.5
Work-related deaths	Number	0	0	0	0	0	0
Rate of deaths produced by work-related injuries	Index	0	0	0	0	0	0
Work-related accidents with major consequences (excluding deaths)	Number	N/A		0	0	0	0
Rate of work-related injuries with major consequences (excluding deaths)	Index	N/A		0	0	0	0
Absence due to work accident	Days	10	21	0	4	11	15
Severity index	Index	6.7	18.8	0	4.11	13.95	8.52
Total recordable occupational accidents (LTIFR, days away from work)	Number	7	1	0	0	0	0
Rate of injuries due to recordable occupational accidents (LTIFR, days away from work)	Index	4.711	0.897	0	0	0	0
Deaths due to occupational illnesses	Number	0	0	0	0	0	0
Occupational illness	Number	0	0	0	0	0	0
Days of absence due to occupational illnesses	Days	0	0	0	0	0	0

GEB

Work-related injuries, ill health, days lost, absenteeism and number of deaths		2017	2018	2019	2020		
EMPLOYEES	Unit	Total	Total	Total	Men	Women	Total
Occupational illness frequency rate	Index	0	0	0	0	0	0
Sick leave due to common illness	Number	429	301	346	52	76	128
Absenteeism due to common illness	Days	N/A	N/A	1,675	354	280	634
Rate of absenteeism due to common illness	Rate %	288.7	270	290.1	53.47	96.36	72.68
Main types of injuries caused by occupational accidents	The most frequent reasons for occupational accidents involving direct employees were blows or contusions and sprains or strains.						
Workplace hazards that pose the risk of injuries due to occupational accidents or illnesses with major consequences for employees.	The occupational hazards that present a risk of injury due to occupational accidents with major consequences have been included in the risk and hazard matrix that involves all employees and includes high-risk tasks: work at heights, excavations, electrical, road safety, hazardous energy and confined spaces. They are also identified as described in indicator 403-2.						
Measures taken or designed to eliminate other workplace hazards and minimize risks through the control hierarchy.	The measures taken to eliminate other workplace hazards and minimize risks through the control hierarchy are included under indicator (403-1) of the Management System. Additionally, occupational risk management is carried out through hazard identification, risk assessment and establishment of controls based on the hierarchy of controls. Management programs for high-risk tasks with controls for people, infrastructure and the management system. Application of checklists for critical tasks, participation in the Daily Safety Dialog, behavioral observations. 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. Education and training related to hazards and risks inherent to the processes.						

GEB Colombia and Transmission

Work-related injuries, ill health, days lost, absenteeism and number of deaths		2017	2018	2019	2020
Contractors	Unit	Total	Total	Total	Total
Total number of contractors	Number	2,346	1,173	2,455	3,121
Hours worked	Hours	3,048,347	3,022,966	3,908,321	5,989,983
Days worked	Days	381,043	377,871	488,540	748,748
Work-related deaths	Number	4	1	0	0
Rate of deaths produced by work-related injuries	Index	1.31	0.33	0	0
Occupational accidents with major consequences (excluding deaths)	Number	N/A	0	0	0
Rate of occupational accidents with major consequences (excluding deaths)	Index	N/A	0	0	0
Absence due to work accident	Days	24,432	6,687	800	1,415
Severity index	Index	8,014.8	2,212.1	204.69	236.23
Total recordable occupational accidents (LTIFR, days away from work)	Number	6	18	17	21
Rate of injuries due to recordable occupational accidents (LTIFR, days away from work)	Index	1.97	5.95	4.35	3.51
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 absenteeism due to common illness	Rate %				

GEB Colombia and Transmission

Work-related injuries, ill health, days lost, absenteeism and number of deaths		2017	2018	2019	2020
Contractors	Unit	Total	Total	Total	Total
Main types of injuries caused by occupational accidents	<p>The characterization of the accident rate has the following Pareto analysis in terms of injuries derived from the OA for contractor personnel:</p> <ol style="list-style-type: none"> 1. Blow, contusion or crushing (52%). 2. Sprains or strains (18%). 3. Wounds (12%). 4. Fractures (4%). 5. Superficial trauma (4%). 6. Lower back pain (1%). 				
Workplace hazards that pose the risk of injuries due to occupational accidents or illnesses with major consequences for employees.	<p>The occupational hazards that present a risk of injury due to occupational accidents with major consequences have been included in the risk and hazard matrix that involves all employees and includes high-risk tasks: work at heights, excavations, electrical, road safety, hazardous energy and confined spaces.</p> <p>They are also identified as described in indicator 403-2.</p>				
Measures taken or designed to eliminate other workplace hazards and minimize risks through the control hierarchy.	<p>The measures taken to eliminate other workplace hazards and minimize risks through the control hierarchy are included under indicator (403-1) of the Management System. Additionally, occupational risk management is carried out through hazard identification, risk assessment and establishment of controls based on the hierarchy of controls. Management programs for high-risk tasks with controls for people, infrastructure and the management system.</p> <p>Application of checklists for critical tasks, participation in the Daily Safety Dialog, behavioral observations.</p> <p>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.</p> <p>Education and training related to hazards and risks inherent to the processes.</p>				

**Work-related injuries,
ill health, days lost,
absenteeism and
number of deaths**

Employees	Unit	2017			2018			2019			2020		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total number of employees	Number	328	96	424	328	96	424	335	112	447	341	117	458
Hours worked	Hours	597,861.4	181,537	779,398	683,671.1	192,917.5	876,589	703,758.3	196,475	900,223	715,617.5	234,791.5	950,409
Days worked	Days	70,210.6	21,298.2	91,509	80,431.9	22,696.2	103,128	83,411.9	23,635.6	107,047	84,190.3	27,622.5	111,812.8
Work-related deaths	Number	0	0	0	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	0	0	0
Work-related accidents with major consequences (excluding deaths)	Number	Not available						0	0	0	0	0	0
Rate of work-related injuries with major consequences (excluding deaths)	Index	Not available						0	0	0	0	0	0
Absence due to work accident	Days	12	2	14	24	0	24	6	6	12	21	0	21
Severity index	Index	20.1	11.0	18.0	35.1	0	27.4	8.53	30.54	13.33	29.35	0	22.10

TGI

**Work-related injuries,
ill health, days lost,
absenteeism and
number of deaths**

Employees	Unit	2017			2018			2019			2020		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total recordable occupational accidents (LTIFR, days away from work)	Number	Not available						0	0	0	0	0	0
Rate of injuries due to recordable occupational accidents (LTIFR, days away from work)	Index	Not available						0	0	0	0	0	0
Deaths due to occupational illnesses	Number	0	0	0	0	0	0	0	0	0	0	0	
Occupational illness	Number	0	0	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	0	0	
Occupational illness frequency rate	Index	0	0	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	36	25	61
Absenteeism due to common illness	Days	270	65	335	187	87	274	149	121	270	109	128	237
Rate of absenteeism due to common illness	Rate %	108.7	159.7	120.6	64.4	134.8	79.9	63.47	179.19	89.02	50.31	106.48	64.18
Main types of injuries produced by work-related accidents	Road: Microsleep issues that cause crashes; blows and falls at the same level resulting in injuries of the lower limbs and head.												
Workplace hazards that pose the risk of injuries due to occupational accidents with major consequences	Work at heights (falls), confined spaces (asphyxia and explosive atmospheres), road work (commutes on national highways, narrow roads in municipalities or rural districts); electrical risk, lifting loads.												

**Work-related injuries,
ill health, days lost,
absenteeism and
number of deaths**

2017

2018

2019

2020

Employees	Unit	2017			2018			2019			2020		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Measures taken or designed to eliminate other workplace hazards and minimize risks through the control hierarchy.	Safe Infrastructure Project, which aims to reduce the exposure to risk of working in confined spaces and at heights, resulting in a reduction of accidents.												
	Culture Transformation Project, three priority risk diagnoses, process safety and OSH culture; OSH team and strategic team training.												
	Design and implementation of biosafety protocols (COVID-19); Follow-up of the operation of the Tactical Committee for Occupational Safety and Health.												
	Assertively communicate the procedures, policies, standards and legal-regulatory requirements to employees for their respective application.												
	Follow-up, implementation and closure of preventive, corrective and improvement actions resulting from accidents, pre-operational inspections and audits, among other verification mechanisms.												

**Work-related injuries,
ill health, days lost,
absenteeism and
number of deaths**

2017

2018

2019

2020

Contractors	Unit	2017			2018			2019			2020		
		Men	Women	Total	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	1,647	390	2,037.25
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	3,603,158.5	794,882.1	4,398,040.64
Days worked	Days	227,151.7	38,694.1	265,845.81	304,672.7	79,014.6	383,687.28	460,601.1	104,294.7	564,895.83	423,901	93,515.5	517,416.55
Work-related deaths	Number	0	0	0	0	0	0	0	0	0	0	0	0
Rate of deaths resulting from an injury due to an occupational accident	Index	0	0	0	0	0	0	0	0	0	0	0	0
Work-related accidents with major consequences (excluding deaths)	Number	Not available						0	0	0	0	0	5
Rate of work-related injuries with major consequences (excluding deaths)	Index	Not available						0	0	0	0	0	0
Absence due to work accident	Days	304	7	311	159	0	159	81	3	84	142	12	154
Severity index	Index	157.45	21.3	137.63	61.5	0	48.4	20.7	3.4	17.5	39.41	15.10	35.02

**Work-related injuries,
ill health, days lost,
absenteeism and
number of deaths**

Contractors	Unit	2017			2018			2019			2020		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total recordable occupational accidents (LTIFR, days away from work)	Number	Not available						6	0	6	3	0	3
Rate of injuries due to recordable occupational accidents (LTIFR, days away from work)	Index	Not available						1.53	0	1.25	12.77	6.29	11.60
Deaths due to occupational illnesses	Number	0	0	0	0	0	0	N/A	N/A	N/A	0	0	0
Occupational illness	Number	0	0	0	0	0	0	N/A	N/A	N/A	0	0	0
Days of absence due to occupational illnesses	Days	0	0	0	0	0	0	0	0	0	0	0	0
Occupational illness frequency rate	Index	0	0	0	0	0	0	0	0	0	0	0	0
Sick leave due to common illness	Number	207	17	224	328	159	487	294	224	518	400	135	535
Absenteeism due to common illness	Days	853	49	902	2,211	739	2,950	1,125	565	1,690	2,365	413	2,778
Rate of absenteeism due to common illness	Rate %	107.2	51.7	99.1	126.8	228.8	148.4	75.1	252.7	107.9	111	169.8	121.6
Main types of injuries caused by occupational accidents	Road accidents due to narrow roads, vehicle rollover; motorcycle, collision causing hand fracture; blows and falls at the same level resulting in injuries of the lower limbs and hip, dislocations and fractures.												
Workplace hazards that pose the risk of injuries due to occupational accidents or illnesses with major consequences for employees.	Natural hazards (risks of irregular and unstable terrain, exposure to the elements, found in open fields) Inadequate posture, physical capabilities Work at heights falls greater than 1.5, or falls at the same level Road (commutes on national highways, narrow roads in municipalities or rural districts) Biohazard scorpion stings, bee stings Exposure to environmental elements: rain, sun, lightning, flooding												

Measures taken or planned to eliminate other workplace hazards and minimize risks through the control hierarchy.	The contractor must adopt TGI's procedures: High-risk work such as heights, confined areas, electrical risk, load lifting. It must also adopt procedures for recording behavioral observations (culture transformation project), procedures for reporting and investigating occupational accidents and illnesses.
	Follow-up and compliance with legal requirements through the OSH compliance list in compliance with Resolution 0312 / 2019.
	Update of the HSEQ and Social Manual for contractors: Establish the requirements to be met by contractors and subcontractors of Transportadora de Gas Internacional S.A. E.S.P, regarding Occupational Safety and Health, social, environmental, energy and quality management, during the performance of the activities under the contract, in accordance with the Colombian legislation in force.
	Managerial visits or interventions by project supervisors or leaders, when an occupational accident occurs.

Work-related injuries, ill health, days lost, absenteeism and number of deaths	Unit	Employees				Contractors			
		2017	2018	2019	2020	2017	2018	2019	2020
		Total	Total	Total	Total	Total	Total	Total	Total
Total number of employees	Number	391	407	392	408	3,571	5,202	6,552	5,680
Hours worked	Hours	775,310	1,081,162	1,118,606	1,059,939	7,793,993	12,343,845	14,682,554	8,724,422
Days worked	Days	32,305	45,048	46,609	44,164	324,750	514,327	611,773	363,518
Work-related deaths	Number	0	0	0	0	0	0	0	0
Rate of deaths resulting from an injury due to an occupational accident.	Index	0	0	0	0	0	0	0	0
Occupational accidents with major consequences (excluding deaths)	Number	0	0	0	0	9	4	4	0
Rate of work-related injuries with major consequences (excluding deaths)	Index	0	0	0	0	1.15	0.32	0.27	0
Absence due to work accident	Days	8	21	7	0	862	2166	728	132
Severity index	Index	10.32	19.42	6.26	0	110.6	175.47	49.58	15.13
Total recordable occupational accidents (LTIFR, days away from work)	Number	2	2	3	0	48	147	141	51
Rate of injuries due to recordable occupational accidents (LTIFR, days away from work)	Index	2.58	1.85	2.68	0	6.16	11.91	9.6	5.85
Deaths due to occupational illnesses	Number	0	0	0	0	0	0	0	0
Occupational illness	Number	0	1	0	0	Not available		0	0
Days of absence due to occupational illnesses	Days	0	N/A	0	0			0	0
Occupational illness frequency rate	Index	0	0.92	0	0			0	0
Sick leave due to common illness	Number	Not available	161	151	Not available	Not available		698	
Absenteeism due to common illness	Days		1,548	1,622				4263	
Rate of absenteeism due to common illness	Rate %		148.91	134.99				80	
Main types of injuries caused by occupational accidents	N/A						Overexertion or false moves Hit by a moving object Fall from a higher level		

Occupational illness frequency rate	Index	0	0	0	0	0	0	0	0
Sick leave due to common illness	Number	70	21	63	60	17	4	16	10
Absenteeism due to common illness	Days	338	171	581	629	126	6	89	57
Rate of absenteeism due to common illness	Rate %	169.76	45.9	130.83	162.22	20	3.76	20.41	69.53
Main types of injuries caused by occupational accidents	No injuries due to occupational accidents were recorded.								
Workplace hazards that pose the risk of injuries due to occupational accidents or illnesses with major consequences for employees.	Occupational hazards that pose a risk of injury due to occupational accidents with major consequences have been addressed in the HIRA (identification of hazards and risk assessment) matrix developed with each contractor. Some of the possible hazards are Handling hazardous energies / Handling hazardous materials / Improper loading of equipment and/or materials / Entry into confined spaces / Working at heights / Operating yellow line equipment / Handling power tools / Hot work / Deep excavation / Lifting loads.								
Measures taken or planned to eliminate other workplace hazards and minimize risks through the control hierarchy.	The measures taken to eliminate other workplace hazards and minimize risks through the control hierarchy are included under indicator (403-1) of the OSH Management System. Additionally, through all the health preventive and promotion programs (403-6), health services, such as the preventive and occupational medicine program (403-2) and employee participation bodies such as the monthly OSH Committee. The contractor applies the guidelines standardized by Contugas according to the OSH Management System.								

Work-related injuries, ill health, days lost, absenteeism and number of deaths	Unit	Employees				Contractors			
		2017	2018	2019	2020	2017	2018	2019	2020
		Total	Total	Total	Total	Total	Total	Total	Total
Total number of employees	Number	117	144	147	148	N/A	63	335	423
Hours worked	Hours	1,485,887	606,002	405,124	401,444	3,048,347	141,587	730,445	770,294
Days worked	Days	189,030	68,864	46,036	45,618	381,043	16,089	83,005	87,532
Work-related deaths	Number	0	0	0	0	0	0	0	0
Rate of deaths resulting from an injury due to an occupational accident	Index	0	0	0	0	0	0	0	0
Occupational accidents with major consequences (excluding deaths)	Number	0	0	0	0	0	0	2	1
Rate of work-related injuries with major consequences (excluding deaths)	Index	0	0	0	0	0	0	2.74	1.30
Absence due to work accident	Days	10	0	0	0	24,432	0	70	39
Severity index	Index	6.73	0	0	0	8,014.8	0	95.83	50.63
Total recordable occupational accidents (LTIFR, days away from work)	Number	7	0	0	0	75	0	2	1
Rate of injuries due to recordable occupational accidents (LTIFR, days away from work)	Index	4.71	0	0	0	24.6	0	2.74	1.30
Deaths due to occupational illnesses	Number	0	0	0	0	0	0	0	0
Occupational illness	Number	N/A	0	0	0	N/A	0	0	0
Days of absence due to occupational illnesses	Days		0	0	0		0	0	0
Occupational illness frequency rate	Index		0	0	0		0	0	0
Sick leave due to common illness	Number	429	3	17	13		0	21	6
Absenteeism due to common illness	Days	1,197	105	202	162		0	52	44
Rate of absenteeism due to common illness	Rate %	288.72	4.95	41.96	32.38	0	28.75	7.79	
Main types of injuries caused by occupational accidents	N/A					Fractures			

Work-related injuries, ill health, days lost, absenteeism and number of deaths	Unit	Employees				Contractors			
		2017	2018	2019	2020	2017	2018	2019	2020
		Total	Total	Total	Total	Total	Total	Total	Total
Workplace hazards that pose the risk of injuries due to occupational accidents or illnesses with major consequences for employees.	N/A					Work at heights, load lifting			
Measures taken or designed to eliminate other workplace hazards and minimize risks through the control hierarchy.	N/A					Updating of safe work procedures for tower assembly activities, socialization of procedures with the staff involved and inspection of elements for work at heights.			

Well-being

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

Percentage of employees receiving regular performance and career development reviews	2018									
	GEB		TGI		Cálidda		Contugas		Trecsa	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Senior Management	91%	100%			100%				100%	
Middle Management	85%	77%			79%				100%	
Advisors	90%	91%	100%		92%		100%		0%	
Professionals	90%	84%			97%				97%	
Support/assistants	83%	90%			95%				95%	

Percentage of employees receiving regular performance and career development reviews	2019									
	GEB		TGI		Cálidda		Contugas		Trecsa	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Senior Management	100%	100%	86%	89%	67%	100%	-	-	-	100%
Middle Management	95%	100%	100%	100%	100%	85%	67%	88%	100%	93%
Advisors	100%	100%	100%	100%	94%	95%	100%	89%	-	-
Professionals	100%	100%	87%	99%	77%	91%	81%	97%	90%	94%
Support/assistants	100%	100%	100%	99%	88%	91%	100%	100%	91%	98%

Percentage of employees receiving regular performance and career development reviews	2020											
	GEB		TGI		Cálidda		Contugas		Trecsa		Electro Dunas	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Senior Management	100%	92%	67%	100%	100%	71%	100%	100%	100%	100%	N/A	N/A
Middle Management	95%	98%	94%	100%	91%	95%	100%	100%	100%	92%	50%	100%
Advisors	98%	99%	100%	100%	86%	95%	100%	100%	N/A	N/A	0%	37%
Professionals	100%	98%	94%	96%	87%	94%	96%	100%	100%	97%	28%	11%
Support/assistants	100%	87%	100%	100%	92%	100%	100%	86%	100%	94%	8%	1%

Note: With cut-off date as at December 31 2020, the coverage of the individual performance appraisals at GEB was 98%, taking into account that those who were assessed were the employees who entered from January to October 31, thus achieving satisfactory compliance within that population. The remaining percentage corresponds to those who entered after October 31, 2020, and who at the time of admission were subject to the probationary period.

(Own) Employee engagement

Measurement of employee engagement	2020					
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	ELECTRO DUNAS
Employee engagement (measured as a percentage of engaged employees or measured by a quantitative methodology other than percentage)	Corporate 83.4 Branch 87.7	TGI currently measures the engagement index using the Great Place to Work methodology. For 2020, the indicator was 85.5 which places it in the Very Outstanding range, with a very high rating and a Very Favorable trend.	87.7 (Outstanding)	78.2 Very satisfactory	77.4	We do not have a method for measuring engagement.
Comments: Please indicate the methodology used and the formula for calculating employee engagement.	<p>The methodology used is the Great Place to Work (GPTW) work environment measurement model.</p> <p>The Engagement Index is an indicator of the strength of the emotional bond shown by employees. This is determined on the basis of the employee's opinion of the value of their work, participation and the team of which they are members as well as their desire to stay and their sense of pride in the organization.</p>	<p>Great Place to Work Institute methodology It considers the engagement indicator to be: "The emotional bond that arises between the employee and the organization as positive feelings arise towards it. This index speaks of retention capacity beyond transactional aspects, and it is the average of the ratings of each item that makes up this index".</p> <p>The engagement indicator takes the following items as a reference (derived from the work environment measurement), which are the aspects of engagement: My work has special meaning.</p> <p>My participation here is important. I am part of a group that goes the "extra mile". I want to work here for a long time. I am proud to work here.</p>	<p>Cálidda uses the GPTW methodology to measure the Employee Engagement Index, as well as the Work Environment Index.</p> <p>The index calculation formula is managed by GPTW. What we can say is that it is based on the response to six survey items:</p> <p>My work has special meaning to me.</p> <p>My participation here is important.</p> <p>I am part of a group that goes the "extra mile".</p> <p>I want to work here for a long time.</p> <p>I am proud to work here.</p>	Index provided by 2020 GPTW assessment	Through the work environment survey conducted with Great Place to Work, obtaining a rating of "Very Satisfactory"; it considers aspects associated with different forms of engagement, such as: affective, regulatory and continuity (the value of their work, of their participation and of the team of which they are members, as well as their desire to stay and their feeling of pride toward the organization). Average of the ratings of each item that makes up the index.	Through the work environment survey conducted with Great Place to Work, obtaining a rating of "Very Satisfactory"; it considers aspects associated with different forms of engagement, such as: affective, regulatory and continuity (the value of their work, of their participation and of the team of which they are members, as well as their desire to stay and their feeling of pride toward the organization). Average of the ratings of each item that makes up the index.

(Own) Engagement index

Company	Female Index	Female rating	Male Index	Male rating
GEB Transmission	89.9	Very outstanding	91.5	Very outstanding
GEB Corporate	84.7	Very outstanding	87.1	Very outstanding

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

Employees trained	2017				
	GEB	TGI	Cálidda	Contugas	Trecca
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	29.8	5.5	19	13.6
Average training hours by gender (males)	21.2	23.2	6.2	19	13.7
Average hours of training by employee	21.6	24.7	6.2	19	13.7

Employees trained	2018				
	GEB	TGI	Cálidda	Contugas	Trecca
Number of training hours by gender (females)	3,845	5,530.5	3,470.5	2,145	542
Number of training hours by gender (males)	5,861	10,436.5	12,256.3	7,033	2,950
Average training hours by gender (females)	17.4	57.6	2.8	42.9	16.4
Average training hours by gender (males)	18.8	31.8	3.3	54.9	26.6
Average hours of training by employee	18.2	37.7	3	51.6	24.3
Average training hours per year for Senior Management	33.1	75	1.7	153.6	53
Average training hours per year for Middle Management	32.9	104	3.3	90.2	43
Average training hours per year for advisers	21.3	694	3.6	35	-
Average training hours per year for professionals	11.7	23	3.1	53.8	20.4
Average training hours per year for support/assistants	7.5	17	3.2	40.4	18.6

Average hours of training by employee, broken down by gender and job category	2019				
	GEB	TGI	Cálidda	Contugas	Trecca
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
Advisory (women)	7,443	694	339	416	-
Advisory (men)	11,170	2,422	1,481	970	-
Advisors (total)	18,613	3,116	1,820	1,386	0
Professional (women)	3,008	3,788	1,004	662	134
Professional (men)	2,320	3,386	5,286	1,232	190

Average hours of training by employee, broken down by gender and job category

2019

	GEB	TGI	Cálidda	Contugas	Trecsa
Professionals (total)	5,328	7,174	6,290	1,894	324
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	764	662	61
Total hours of training in the latest year	34,092	17,410	10,418	4,024	600
Average training hours for Senior Management (women)	54	55.3	54	-	16
Average training hours for Senior Management (men)	36.4	75.1	44.3	-	16
Average training hours for Senior Management (total)	41.6	66.4	47.9	16.0	16
Average training hours for Middle Management (women)	91.2	47.5	33.5	-	6.1
Average training hours for Middle Management (men)	77.3	25.7	41.3	8.3	2.5
Average training hours for Middle Management (total)	83.2	32.8	38.7	6	3.8
Average training hours for advisors (women)	79.2	694	21.2	52	-
Average training hours for advisors (men)	68.1	346	37	51.1	-
Average training hours for advisors (total)	72.1	389.5	32.5	51.3	-
Average training hours for professionals (women)	34.2	55.7	18.9	24.5	13.4
Average training hours for professionals (men)	31.4	26.9	27.5	32.4	5.6
Average training hours for professionals (total)	32.9	37	25.7	29.1	7.4
Average training hours for support/assistants (women)	25.5	4.1	20.9	16.8	1.1
Average training hours for support/assistants (men)	29.9	28	19.5	15.5	0.7
Average training hours for support/assistants (total)	27.9	25.1	20.1	15.8	0.8
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)	58.8	49.8	22.18	25.79	5.7
Average training hours by gender (males)	56.2	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

Average hours of training by employee, broken down by gender and job category

2020

	Unit	2020						
		GEB	TGI	Cáldida	Contugas	Trecsa	Electro Dunas	
Senior Management (women)	Hours	116.4	413	56.5	17	28	N/A	
Senior Management (men)		258.9	469	128.5	29	587	21	
Senior Management (total)		402.3	882	185	46	615	21	
Middle Management (women)		1,034.5	3,435	237.5	53	1,747	72	
Middle Management (men)		1,379.9	6,809	780.5	119.5	1,150	176	
Middle Management (total)		2414.4	10,244	1018	172.5	2,897	248	
Advisory (women)		2,080.7	168	235.5	114	-	134	
Advisory (men)		3,663.9	956	1944.25	262	-	990	
Advisors (total)		5,744.5	1,124	2,179.75	375	-	1,124	
Professional (women)		1,799.8	10,653	1,353.4	369	457	338	
Professional (men)		1,490.6	21,979	6,919.35	473	3,547	902	
Professionals (total)		3,290.4	32,632	8,272.75	841	4,004	1,240	
Support/assistants (women)		493.7	2,658	180	91.5	1,953	279	
Support/assistants (men)		816.5	20,555	169.5	590.3	3,373	1,281	
Support/assistants (total)		1,310.1	23,213	349.5	681.8	5,326	1,560	
Total hours of training in the latest year			13,161.7	68,096	12,005	2,116.3	12,842	4,172
Average training hours for Senior Management (women)		Average	16.6	137.7	18.83	17.0	28	N/A
Average training hours for Senior Management (men)			22.0	156.3	18.36	29.0	84	-
Average training hours for Senior Management (total)			20.1	147.0	18.5	23.0	77	-
Average training hours for Middle Management (women)	25.2		190.9	21.59	13.3	194	36.0	
Average training hours for Middle Management (men)	26.5		206.3	37.17	19.9	88	22.0	
Average training hours for Middle Management (total)	26		200.9	31.81	17.3	132	24.8	
Average training hours for advisors (women)	20		168.3	16.82	16.2	N/A	26.8	
Average training hours for advisors (men)	23		136.6	45.22	12.5	N/A	36.7	
Average training hours for advisors (total)	21.8		140.5	38.24	13.4	N/A	35.1	
Average training hours for professionals (women)	18.9		148.0	20.2	15.4	57	18.8	
Average training hours for professionals (men)	17.5		166.5	33.59	15.8	101	12.5	
Average training hours for professionals (total)	18.3		160.0	30.30	15.6	93	13.8	
Average training hours for support/assistants (women)	11		115.6	15	15.3	89	11.6	
Average training hours for support/assistants (men)	16		124.6	14.3	20.4	70	13.2	
Average training hours for support/assistants (total)	13.6		123.5	14.56	19.5	76	12.9	
Number of training hours by gender (females)	Hours		5,525.1	17,328.2	2,062.9	643.5	4,185	823.0
Number of training hours by gender (males)			7,636.8	50,767.9	9,942.1	1,472.8	8,657	3,349.0

Average hours of training by employee, broken down by gender and job category

	Unit	2020					
		GEB	TGI	Cálidda	Contugas	Trecca	Electro Dunas
Average training hours by gender (females)	Average	18.9	148.1	19.28	15.32	104.62	16.8
Average training hours by gender (males)		21.2	149.3	34.4	17.93	84.05	16.5
Average training hours		2,632.4	13,619.2	2401	423.26	2,568.4	834.4
Average hours of training per employee	Average	20.2	149.0	30.30	16.41	89.8	16.6

Employees trained	Unit	2020					
		GEB	TGI	Cálidda	Contugas	Trecca	Electro Dunas
Number of employees trained	Number	614	457	395	129	143	271
Total number of hours dedicated to training	Hours	13,162	68,096	12,005	2,116	12,841	4,172
Percentage of employees that received training	Percentage	94%	100%	100%	100%	100%	100%

Notes:

- Contugas and Electro Dunas consider all employees in 2020 including those terminated.
- The average value invested per employee in training and development issues was COP 1,021,000 in 2020.

(404-2) Programs for upgrading employee skills and transition assistance programs

Skills management and lifelong learning programs that promote the employability of workers and help them manage the end of their careers	2020			
	GEB	TGI	Cálidda	Trecsa
Programs that have been carried out to improve employee capabilities	<p>Employees have defined individual development plans, with follow-up and action plans aimed at their development within the company.</p> <p>A total of 74 managers participated in an executive leadership program that strengthened key competencies for their individual and professional development.</p> <p>A technological platform such as SAP Success Factors was made available for employees to record the Individual Performance Plan, Development Plan, Virtual Training Plan with cross-disciplinary knowledge courses in the business, as well as a partnership with UBITS, a training offer tailored to employees' needs to strengthen their development. The GEB Academy, as the Group's training model, went virtual with its options for training, generating discussions, webinars, electives and courses open to its employees in order to contribute to the development of skills in digital and remote work environments.</p>	<p>Leadership Plan (execution of the skills program at all company levels).</p>	<p>In 2020, more than 12,000 hours of training were implemented, of which more than 10,000 hours of training focused on the development of technical and regulatory skills, and more than 1,000 hours on leadership and management skills. Given the pandemic, we faced the challenge of digitizing all training activities, and through virtuality and the use of digital tools, we supported the adoption of the important changes brought about by the pandemic, such as the adoption of new biosanitary protocols and remote work. We also promoted free webinars for our employees from prestigious educational institutions in the country on relevant topics of competence development and related to the pandemic, and in a partnership with Senati, we promoted 19 courses on technical and soft skills (e.g., effective communication, customer service, basic mechanics and, maintenance management, among others) in which we had a coverage of 52 employees.</p>	<p>Performance: All employees.</p> <p>Leadership: Managers, supervisors, leaders, coordinators.</p> <p>Leadership Strengthening Program for Senior and Middle Management.</p> <p>Skills strengthening as part of the Annual Training Plan.</p>
Assistance programs aimed at promoting the employability of workers and managing the end of their careers, whether due to retirement or termination of employment.	<p>With the talent management teams of subsidiaries, we identified relevant aspects to assess the potential and development of human talent, in order to consolidate a succession and career process within the companies. The identification of critical and key positions is available as an input for the generation of actions that enable personal and professional mobility and growth.</p>	<p>There is no information available regarding transition assistance programs provided to facilitate continued employability and the management of career endings due to retirement or dismissal.</p>	<p>In 2020, we have not granted any such additional benefits to those terminated.</p>	<p>Severance pay according to the time spent with the company.</p> <p>Outplacement support.</p>

(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	GEB	TGI	Cálidda	Contugas	Trecsa	Electro Dunas
Social security	X	X	X	X	X	X
Pension fund	X	X	X	X	X	X
Other	X	Severance fund, service bonus, vacation	Life insurance	Performance bonus Excellence Award, school subsidy, compensation for length of service	Vacation, IRTRA	

Voluntary employee benefits for full-time employees	2020					
	GEB	TGI	Cáldida	Contugas	Trecsa	Electro Dunas
Life insurance	X	X	X	X	X	X
Health insurance	X	X	X	X	X	X
Accident insurance	X		X	X		X
Health subsidies	X		X			
Marriage subsidy		X	X			
Meal subsidy	X	X	X			
Vacation bonus		X				
Flexible schedules	X	X	X			
Education subsidies	X					
Other	Result-based bonus	Result-based bonus	Bonuses in July and December, Christmas basket in December, five-year bonus, profit sharing, performance bonus, four days off.	Performance bonus	Result-based bonus	Voluntary performance-based benefits.

Use of benefits	2020						
	GEB	TGI	Cáldida	Contugas	Trecsa	Electro Dunas	Business Group
Total employees	652	457	396	129	143	252	2,029
Number of employees who use the benefits	621	457	396	129	143	252	1,998
Percentage of use of benefits	95%	100%	100%	100%	100%	100%	98%

Note: GEB currently has 31 SENA apprentices. This group of individuals does not have voluntary benefits, but rather those stipulated by the apprenticeship contract.

(401-3) Parental leave

Return to worker after maternity or paternity leave, by gender	2020													
	GEB		TGI		Cáldida		Contugas		Trecsa		Electro Dunas		Business Group	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Employees entitled to maternity or paternity leave	15	15	10	3	14	2	5	3	3	1	6	2	53	26
Employees who took maternity or paternity leave	15	15	10	3	14	2	5	3	3	1	6	2	53	26
Employees who returned to work upon finalization of their maternity or paternity leave	15	15	10	3	14	2	5	3	3	1	6	2	53	26
Employees who remain at the company 12 months after having taken their maternity or paternity leaves	13	15	10	3	14	2	5	2	3	0	6	1	51	23
Return-to-work rate	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Retention rate	87%	100%	100%	100%	100%	100%	100%	67%	100%	0%	100%	50%	96%	87%

Note: At GEB, the two retirements of staff were due to voluntary retirements and not to paternity leave.

(EU15) People nearing retirement age

Professional category	GEB		TGI		Cálidda		Contugas		Trecsa		Electro Dunas	
	In 5 years	In 10 years	In 5 years	In 10 years	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	5	5	1	3	0	1	0	0	0	0	1	0
Middle Management	10	12	12	9	0	1	0	1	1	0	0	0
Advisors	13	13	3	1	0	2	1	2	0	0	2	4
Professionals	6	9	11	24	0	5	0	0	0	3	0	0
Support/assistants	10	5	21	28	1	0	0	2	4	2	18	22

(102-41) Collective bargaining agreements

Employees covered by collective bargaining agreements	2020						
	GEB	TGI	Cálidda	Contugas	Trecsa	Electro dunas	Grupo Empresarial
Total number of employees in the organization	621	457	396	129	143	252	2029
Total number of employees in the organization	153	328	17	0	0	163	661
Percentage of employees covered by collective bargaining agreements	24.64%	72%	4%	0%	0%	65%	33%

Note: GEB does not include SENA apprentices due to their apprenticeship contract with the company.

Diversity

(102-7) Scale of the organization

(102-8) Information about employees and other workers

(405-1) Diversity of governance bodies and employees

2018

Overall labor indicators	Unit	GEB	TGI	Cálidda	Contugas	Trecsa	Business 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%

2018							
Employees by type of contract	Unit	GEB	TGI	Cáldda	Contugas	Trecca	Business Group
Number of permanent employees	Number	281	424	357	137	127	1326
Number of fixed-term employees		250	0	50	41	17	358

2018								
Employees in the organization by job category	Unit	GEB	TGI	Cáldda	Contugas	Trecca	Business 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	
Advisory (women)		99	1	17	11	0	128	
Advisory (men)		161	6	44	27	0	238	
Advisors (total)		260	7	61	38	0	366	
Professional (women)		75	61	37	28	5	206	
Professional (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	1,684
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%	

2018

Employees in the organization by age	Unit	GEB	TGI	Cáldida	Contugas	Trecsa	Business 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%

2018

Diversity	Unit	GEB	TGI	Cáldida	Contugas	Trecsa	Business 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 <i>junior management positions</i> (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%

2019

Overall labor indicators	Unit	GEB	TGI	Cáldida	Contugas	Trecsa	Electro Dunas	Business Group
Women	Number	256	112	98	47	39	46	598
Men		339	335	279	99	108	182	1342
Total number of employees		595	447	377	146	147	228	1940
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%

2019

Employees by type of contract	Unit	GEB	TGI	Cáldida	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

2019

Employees in the organization by job category	Unit	GEB	TGI	Cálidda	Contugas	Trecsa	Electro Dunas	Business 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
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
Advisory (women)		94	1	16	8	0	Not available	119
Advisory (men)		164	7	40	19	0		230
Advisors (total)		258	8	56	27	0		28
Professional (women)		88	68	53	27	9	Not available	246
Professional (men)		74	126	192	38	34		464
Professionals (total)		162	194	245	65	43		55
Support/assistants (women)		30	23	16	8	21	Not available	99
Support/assistants (men)		37	166	22	34	52		309
Support/assistants (total)		67	189	38	42	73		108
Total			595	447	377	146	147	228

2019

Employees in the organization by job category	Unit	GEB	TGI	Cálidda	Contugas	Trecsa	Electro Dunas	Business Group
Percentage Senior Management (women)	Percentage	0.8%	1.6%	0.8%	0.7%	0.7%	N/A	
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%	N/A	
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%	N/A	
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%	N/A	
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%	N/A	
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%		

* The specific information on women and men by position for the Business Group does not include the information of Electro Dunas.

Employees in the organization by age		Unit	GEB	TGI	Cáldda	Contugas	Trecca	Electro Dunas	Business Group
Less than 30 years old (women)	Number	38	12	25	14	16	N/A		
Less than 30 years old (men)		33	13	45	25	16	N/A		
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	N/A		
Between 31 and 40 years old (men)		169	114	140	46	50	N/A		
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	N/A		
Between 41 and 50 years old (men)		86	128	77	19	32	N/A		
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	N/A		
Between 51 and 60 years old (men)		41	70	14	8	7	N/A		
Between 51 and 60 years old (total)		64	82	18	8	7	56	235	
Over 61 years old (women)		3	3	1	0	0	N/A		
Over 61 years old (men)		10	10	3	1	3	N/A		
Over 61 years old (total)		13	13	4	1	3	36	70	

Employees in the organization by age	Unit	GEB	TGI	Cálidda	Contugas	Trecsa	Electro Dunas	Business Group
Percentage less than 30 years old (women)	Percentage	6.4%	2.7%	6.6%	9.6%	10.9%	N/A	
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%	N/A	
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%	N/A	
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%	26.4%
Percentage between 51 and 60 years old (women)		3.9%	2.7%	1.1%	0.0%	0.0%	N/A	
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%	N/A	
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%

2019

Diversity	Unit	GEB	TGI	Cálidda	Contugas	Trecca	Business Group
Number of women in management positions	Number	44	20	13	4	9	90
Percentage of women in management positions	Percentage	40.7%	35.7%	34.2%	33.3%	29.0%	31.9%
Number of women in <i>junior management positions</i> (lowest management level)	Number	39	13	10	3	8	73
Percentage of women in junior management positions (lowest management level)	Percentage	42.9%	40.0%	33.3%	27.3%	34.8%	32.7%
Number of women in Senior Management positions (maximum 2 levels below the President)	Number	5	7	3	1	1	17
Percentage of women in Senior Management positions (maximum 2 levels below the President)	Percentage	29.4%	43.8%	37.5%	100.0%	100.0%	28.8%

2020

Overall labor indicators	Unit	GEB	TGI	Cálidda	Contugas	Trecca	Electro Dunas	Business Group
Women	Number	292	117	107	42	40	49	647
Men		360	340	289	87	103	203	1382
Total number of employees		652	457	396	129	143	252	2,029
Percentage of women	Percentage	44.8%	25.6%	27.0%	32.6%	28%	19.4%	31.9%
Percentage of men		55.2%	74.4%	73.0%	67.4%	72%	80.6%	68.1%

2020

Employees by type of contract	Unit	GEB	TGI	Cálidda	Contugas	Trecca	Electro Dunas	Business Group
Number of men with permanent employment contracts	Number	187	337	277	78	94	203	1176
Number of women with permanent employment contracts	Number	155	113	99	34	31	49	481
Number of permanent employees	Number	342	450	376	112	125	252	1657
Number of men with fixed-term employment contracts	Number	160	3	12	9	9	0	193
Number of women with fixed-term employment contracts	Number	119	4	8	8	9	0	148
Number of fixed-term employees	Number	279	7	20	17	18	0	341
Number of men with another type of contract	Number	13	0	0	0	0	0	13
Number of women with another type of contract	Number	18	0	0	0	0	0	18
Number of employees with another type of contract	Number	31	0	0	0	0	0	31

100% of employees have full-time contracts.
 There were no significant variations in the total number of employees.
 Employee information is recorded in the SAP system.

2020

Employees in the organization by job category	Unit	GEB	TGI	Cálidda	Contugas	Trecsa	Electro Dunas	Business Group
Senior Management (women)	Number	7	3	3	1	1	0	15
Senior Management (men)		13	3	7	1	7	1	32
Senior Management (total)		20	6	10	2	8	1	47
Middle Management (women)		41	18	11	4	9	2	85
Middle Management (men)		52	33	21	6	13	6	131
Middle Management (total)		93	51	32	10	22	8	216
Advisory (women)		104	1	14	7	0	5	131
Advisory (men)		159	7	43	21	0	27	257
Advisors (total)		263	8	57	28	0	32	388
Professional (women)		95	72	67	24	8	18	284
Professional (men)		85	132	206	30	35	72	560
Professionals (total)		180	204	273	54	43	90	844
Support/assistants (women)		45	23	12	6	22	24	132
Support/assistants (men)		51	165	12	29	48	97	402
Support/assistants (total)		96	188	24	35	70	121	534
Total			652	457	396	129	143	252
Percentage Senior Management (women)	Percentage	1.1%	0.7%	0.8%	0.8%	0.7%	0.0%	0.7%
Percentage Senior Management (men)		2.0%	0.7%	1.8%	0.8%	4.9%	0.4%	1.6%
Percentage Senior Management (total)		3.1%	1.3%	2.5%	1.6%	5.6%	0.4%	2.3%
Percentage Middle Management (women)		6.3%	3.9%	2.8%	3.1%	6.3%	0.8%	4.2%
Percentage Middle Management (men)		8.0%	7.2%	5.3%	4.7%	9.1%	2.4%	6.5%
Percentage Middle Management (total)		14.3%	11.2%	8.1%	7.8%	15.4%	3.2%	10.6%
Percentage Advisors (women)		16.0%	0.2%	3.5%	5.4%	0.0%	2.0%	6.5%
Percentage Advisors (men)		24.4%	1.5%	10.9%	16.3%	0.0%	10.7%	12.7%
Percentage Advisors (total)		40.3%	1.8%	14.4%	21.7%	0.0%	12.7%	19.1%
Percentage Professionals (women)		14.6%	15.8%	16.9%	18.6%	5.6%	7.1%	14%
Percentage Professionals (men)		13.0%	28.9%	52.0%	23.3%	24.5%	28.6%	27.6%
Percentage professionals (total)		27.6%	44.6%	68.9%	41.9%	30.1%	35.7%	41.6%
Percentage Support/assistants (women)		6.9%	5.0%	3.0%	4.7%	15.4%	9.5%	6.5%
Percentage Support/assistants (men)		7.8%	36.1%	3.0%	22.5%	33.6%	38.5%	19.8%
Percentage Support/assistants (total)		14.7%	41.1%	6.1%	27.1%	49%	48.0%	26.3%

2020

Employees in the organization by age	Unit	GEB	TGI	Cáldida	Contugas	Trecsa	Electro Dunas	Business Group	
Less than 30 years old (women)	Number	46	10	28	7	17	13	121	
Less than 30 years old (men)		32	16	42	14	16	43	163	
Less than 30 years old (total)		78	26	70	21	33	56	284	
Between 31 and 40 years old (women)		158	47	48	30	19	6	308	
Between 31 and 40 years old (men)		179	101	144	41	47	51	563	
Between 31 and 40 years old (total)		337	148	192	71	66	57	871	
Between 41 and 50 years old (women)		62	40	27	5	4	11	149	
Between 41 and 50 years old (men)		98	133	84	21	32	36	404	
Between 41 and 50 years old (total)		160	173	111	26	36	47	553	
Between 51 and 60 years old (women)		24	17	4	0	0	12	57	
Between 51 and 60 years old (men)		43	78	17	10	6	41	195	
Between 51 and 60 years old (total)		67	95	21	10	6	53	252	
Over 61 years old (women)		2	3	0	0	0	7	12	
Over 61 years old (men)		8	12	2	1	3	32	58	
Over 61 years old (total)		10	15	2	1	3	39	70	
Percentage less than 30 years old (women)		Percentage	7%	2%	7%	5%	12%	5%	6%
Percentage less than 30 years old (men)			5%	4%	11%	11%	11%	17%	8%
Percentage less than 30 years old (total)	12%		6%	18%	16%	23%	22%	14%	
Percentage between 31 and 40 years old (women)	24%		10%	12%	23%	13%	2%	15%	
Percentage between 31 and 40 years old (men)	27%		22%	36%	32%	33%	20%	28%	
Percentage between 31 and 40 years old (Total)	52%		32%	48%	55%	46%	23%	43%	
Percentage between 41 and 50 years old (women)	10%		9%	7%	4%	3%	4%	7%	
Percentage between 41 and 50 years old (men)	15%		29%	21%	16%	22%	14%	20%	
Percentage between 41 and 50 years old (total)	25%		38%	28%	20%	25%	19%	27%	
Percentage between 51 and 60 years old (women)	4%		4%	1%	0%	0%	5%	3%	
Percentage between 51 and 60 years old (men)	7%		17%	4%	8%	4%	16%	10%	
Percentage between 51 and 60 years old (Total)	10%		21%	5%	8%	4%	21%	12%	
Percentage over 61 years old (women)	0%		1%	0%	0%	0%	3%	1%	
Percentage over 61 years old (men)	1%		3%	1%	1%	2%	13%	3%	
Percentage over 61 years old (total)	2%		3%	1%	1%	2%	15%	3%	

GEB employees by age groups

	Number	Percentage
Less than 30 years old	78	12.0%
Between 30 and 50 years old	497	76.2%
Over 50 years old	77	11.8%

2020

Diversity	Unit	GEB	TGI	Cáirda	Contugas	Trecca	Electro Dumas	Business Group
Number of women in management positions	Number	48	21	14	5	10	2	100
Percentage of women in management positions	Percentage	42.5%	36.8%	33.3%	41.7%	33.3%	22.2%	38%
Number of women in junior management positions (lowest management level)	Number	41	13	11	4	9	2	80
Percentage of women in junior management positions (lowest management level)	Percentage	44.1%	25.5%	34.4%	40.0%	40.9%	25.0%	37%
Number of women in Senior Management positions (maximum 2 levels below the President)	Number	7	6	3	1	1	0	18
Percentage of women in Senior Management positions (maximum 2 levels below the President)	Percentage	35.0%	10.5%	30.0%	50.0%	12.5%	0.0%	38.3%
Number of employees with disabilities in the workforce	Number	0	0	1	0	0	1	2
Percentage of employees with disabilities in the workforce	Percentage	0.00%	0.00%	0.25%	0.00%	0.00%	0.40%	0.8%
Number of foreign employees at the company working at the registered office or branches located in the country	Number	4	1	6	9	7	4	31
Percentage of foreign employees at the Company working at the registered office or branches located in the country	Percentage	0.61%	0.22%	1.52%	6.98%	4.90%	1.59%	1.5%
Number of employees belonging to ethnic minorities working at the registered office or branches located in the country	Number	1	18	0	0	0	0	19
Percentage of employees belonging to ethnic minorities working at the registered office or branches located in the country	Percentage	0.15%	3.94%	0%	0%	0%	0%	0.94%

Notes:

- At GEB, the following are the nationalities of our foreign employees: Norway, Spain, Venezuela and Ecuador.
- In 2020, no discrimination cases were reported. Six reports were filed related to alleged harassment before the company's Coexistence Committee.

Diversity – Grupo Energía Bogotá**Value**

Number of women in positions that generate income	50
Percentage of women in positions that generate income	24%
Number of women in management positions that generate income	7
Percentage of women in management positions that generate income	23%
Percentage of women in positions related to STEM (science, technology, engineering and mathematics)	28.44%
Percentage of GEB employees who identify as LGBTQ+	2.4%

Notes: the figures presented correspond to Grupo Energía Bogotá.

- To calculate the number of women in positions with income-generating functions, roles related to the areas of operation and maintenance, technical, finance and investor relations, planning, and business management are taken into account.
- The percentage of women in positions that generate income is calculated on the total of positions that generate income in GEB.
- The percentage of women in management positions that generate income is calculated on the total management positions that generate income in GEB.

(405-2) Ratio of basic salary and remuneration of women compared to men.

(102-48) Restatement of basic salary ratio information for women versus men employed by Cálidda and Contugas compared to 2018.

(Own) Workforce by company and area

Company	Area	Men	Women	Total overall
Corporate	Group General Audit	2	4	6
	Sourcing and Services Department	28	25	53
	Talent Management Department	8	22	30
	Strategic Planning Department	3	8	11
	Regulation Department	2	2	4
	Communications and Relations Department	5	11	16
	Mobility between GEB companies	3	1	4
	Chairman	1	3	4
	Generation VP	6		6
	Transport and Distribution VP	4	2	6
	Financial VP	39	41	80
	Legal and Compliance VP	8	15	23
Total Corporate		109	134	243
Branch	Operation and Maintenance Department	60	10	70
	Planning and Business Control Department	13	4	17
	Sustainability Department	72	72	144
	Technical Department	66	26	92
	Occupational Safety and Health Management	15	5	20
	General Management of Transmission Branch	1	8	9
	Legal Department of Transmission Branch	11	15	26
Total Branch		238	140	378
Total overall		347	274	621

Note: Apprentices not included.

Ratio of men and women salary distributed by job level	GEB			TGI			Cálidda			Contugas			Trecsa			Electro Dunas
	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2020
Senior Management	0.95	0.92	0.73	1.13	0.97	1.40	0.81	0.74	0.76	0.87	N/A	0.54	N/A	0.00	0.99	N/A
Middle Management	0.94	0.95	0.97	0.72	1.12	1.04	0.92	0.91	0.90	0.88	0.96	0.95	0.87	0.65	0.87	N/A
Advisors	1.05	1.01	1.00	1	1	1	1.01	0.99	1.09	0.85	0.86	0.85	N/A	N/A	N/A	0.60
Professionals	0.92	0.89	0.88	0.86	0.93	0.91	0.71	0.91	0.89	0.93	0.93	0.92	0.77	1.23	1.18	1.05
Support/assistants	0.95	0.93	0.94	0.82	0.84	0.85	2.26	1.24	1.25	0.98	0.89	0.92	0.74	0.77	0.69	0.97

Note: the difference in the ratios is because at the time of the measurement some company positions were not held by women, but only by men. The above is taking into consideration that there are several positions under each category both at the executive and management levels. At GEB, the salary for each position is established independently of whether it is held by a man or a woman.

Employee level

Ratio of men's and women's salary distributed by job level

Executive level (base salary only)	0.73
Executive level (base salary + other cash incentives)	0.71
Management level (base salary only)	0.97
Executive level (base salary + other cash incentives)	0.97
Non-management level	0.91

Note: data covered correspond to GEB (Corporate and Transmission Branch). The difference in the ratios is because at the time of the measurement some company positions were not held by women, but only by men. The above is taking into consideration that there are several positions under each category both at the executive and management levels. At GEB, the salary for each position is established independently of whether it is held by a man or a woman.

(Own) gender wage gap index

Grupo Energía Bogotá

Value

Gender wage gap index	0.45%
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Note: In GEB, the Mean gender pay gap is measure through the gender wage gap index, which compares the difference between the average wage of men to that of women who occupy the same position. In 2020, the gender wage gap index was 0.45%. This shows a close to non-existent difference in salary. The few differences that may arise are transparent and based on pre-established factors such as the complexity and/or responsibility of each particular position.

(401-1) New employee hires and employee turnover.

(102-48) The number of new hires and turnover of Electro Dunas staff is restated for 2019, as well as the total figures for the Business Group.

2018

Employee turnover	GEB	TGI	Cálidda	Contugas	Trecca	Business 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

Number of new hires by age and gender	GEB	TGI	Cálidda	Contugas	Trecca	Business 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

2020

Employee turnover by age and gender	GEB	TGI	Cálidda	Contugas	Trecsa	Electro Dunas	Business Group
Less than 30 years old	24	1	6	15	2	6	54
Between 31 and 40 years old	32	1	10	8	9	6	66
Between 41 and 50 years old	18	7	6	5	6	1	43
Between 51 and 60 years old	12	1	2	0	1	2	18
Over 61 years old	5	0	2	0	0	5	12
Female	43	2	9	10	2	8	74
Male	48	8	17	18	16	12	119

2018

Employee turnover by age and gender	GEB	TGI	Cálidda	Contugas	Trecsa	Business 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	Business 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

Employee hiring rate by age and gender	GEB	TGI	Cálidda	Contugas	Trecsa	Business 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%

2019

Employee turnover	GEB	TGI	Cálidda	Contugas	Trecca	Electro Dunas	Business Group
Employees who left the company	86	33	89	52	25	12	297
Employee turnover rate	14%	7%	24%	36%	17%	5%	15%
Employee turnover rate due to voluntary resignation	0%	3%	5%	10%	5%	1%	5%
Number of employees who left the company by mutual agreement	8	0	58	8	4	3	81
Number of employees deceased	0	1	0	0	0	0	1
Number of employees who left the company due to retirement pension or contract expiration	25	1	1	10	3	6	46
Number of employees transferred between companies	1	0	0	0	0	0	1
Number of employees who left the company by voluntary resignation	43	15	18	15	8	3	102

2019

Employee turnover	GEB	TGI	Cálidda	Contugas	Trecca	Electro Dunas	Business Group
Number of employees fired	9	16	8	19	10	0	62
Percentage of employees who left the company by mutual agreement	9%	0%	65%	15%	16%	25%	27%
Percentage of voluntary resignations	50%	39%	20%	29%	32%	25%	35%

2019

Employee turnover	GEB	TGI	Cálidda	Contugas	Trecca	Electro Dunas	Business Group
Number of employees fired	9	16	8	19	10	0	62
Percentage of employees who left the company by mutual agreement	9%	0%	65%	15%	16%	25%	27%
Percentage of voluntary resignations	50%	39%	20%	29%	32%	25%	35%

2019

Employee turnover by age and gender	GEB	TGI	Cálidda	Contugas	Trecca	Electro Dunas	Business Group
Less than 30 years old	12	1	25	10	5	6	59
Between 31 and 40 years old	41	12	42	27	8	4	134
Between 41 and 50 years old	24	14	15	13	12	0	78
Between 51 and 60 years old	7	5	7	2	0	2	23
Over 61 years old	2	1	0	0	0	0	3
Female	41	12	38	13	9	5	118
Male	45	21	51	39	16	7	179

2019

Employee turnover rate by age and gender	GEB	TGI	Cálidda	Contugas	Trecca	Electro Dunas	Business Group
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%

2019

Number of new hires by age	GEB	TGI	Cálidda	Contugas	Trecsa	Electro Dunas	Business Group
TOTAL	136	56	48	18	25	8	291
Less than 30 years old	27	12	30	8	6	4	87
Between 31 and 40 years old	67	16	13	6	15	3	120
Between 41 and 50 years old	31	22	5	3	4	0	65
Between 51 and 60 years old	9	6	0	1	0	0	16
Over 61 years old	2	0	0	0	0	1	3
Female	71	28	20	10	12	3	144
Male	65	28	28	8	13	5	147

2019

Employee hiring rate by age and gender	GEB	TGI	Cálidda	Contugas	Trecsa	Electro Dunas	Business Group
Less than 30 years old	20%	21%	63%	44%	24%	50%	30%
Between 31 and 40 years old	49%	29%	27%	33%	60%	37.5%	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%	0%	6%
Over 61 years old	1%	0%	0%	0%	0%	12.5%	1%
Female	52%	50%	42%	56%	48%	37.5%	49.5%
Male	48%	50%	58%	44%	52%	62.5%	50.5%

2020

Employee turnover	GEB	TGI	Cálidda	Contugas	Trecsa	Electro Dunas	Business Group
Employees who left the company	91	10	26	28	18	20	165
Employee turnover rate	14%	2%	7%	22%	13%	8%	8%
Employee turnover rate due to voluntary resignation	5%	1%	5%	12%	4%	3%	3%
Number of employees who left the company by mutual agreement	0	0	12	2	3	3	20
Number of employees deceased	0	0	0	0	0	1	1
Number of employees who left the company due to retirement pension or contract expiration	46	1	6	9	0	9	71
Number of employees transferred between companies	0	0	N/A	0	0	0	0
Number of employees who left the company by voluntary resignation	31	6	8	15	6	7	73
Number of employees fired	14	3	0	2	9	0	28
Percentage of employees who left the company by mutual agreement	0%	0%	46.2%	7.1%	16.7%	15%	12.1%
Percentage of voluntary resignations	34.1%	60%	76.9%	53.6%	33.3%	35%	42.4%

Note: The turnover rate for direct employees with permanent and temporary contracts was 10%. This rate does not include SENA apprentices who have an apprenticeship contract with the company.

2020

Employee turnover rate by age and gender	GEB	TGI	Cálidda	Contugas	Trecca	Electro Dunas	Business Group
Less than 30 years old	26%	10%	23%	54%	11%	30%	33%
Between 31 and 40 years old	35%	10%	38%	29%	50%	30%	40%
Between 41 and 50 years old	20%	70%	23%	18%	33%	5%	26%
Between 51 and 60 years old	13%	10%	8%	0%	6%	10%	11%
Over 61 years old	5%	0%	8%	0%	0%	25%	7%
Female	47%	20%	35%	36%	11%	40%	45%
Male	53%	80%	65%	64%	89%	60%	72%

2020

Number of new hires by age	GEB	TGI	Cálidda	Contugas	Trecca	Electro Dunas	Business Group
Total	123	11	44	11	17	44	250
Less than 30 years old	40	8	23	4	6	29	110
Between 31 and 40 years old	50	2	15	3	9	12	91
Between 41 and 50 years old	24	1	5	4	2	2	38
Between 51 and 60 years old	9	0	1	0	0	1	11
Over 61 years old	0	0	0	0	0	0	0
Female	59	4	17	5	6	8	99
Male	64	7	27	6	11	36	151

2020

Employee turnover by age and gender	GEB	TGI	Cálidda	Contugas	Trecca	Electro Dunas	Business Group
Less than 30 years old	24	1	6	15	2	6	54
Between 31 and 40 years old	32	1	10	8	9	6	66
Between 41 and 50 years old	18	7	6	5	6	1	43
Between 51 and 60 years old	12	1	2	0	1	2	18
Over 61 years old	5	0	2	0	0	5	12
Female	43	2	9	10	2	8	74
Male	48	8	17	18	16	12	119

2020

Employee hiring rate by age and gender	GEB	TGI	Cálidda	Contugas	Trecca	Electro Dunas	Business Group
Less than 30 years old	33%	73%	52%	36%	35%	66%	44%
Between 31 and 40 years old	41%	18%	34%	27%	53%	27%	36%
Between 41 and 50 years old	20%	9%	11%	36%	12%	5%	15%
Between 51 and 60 years old	7%	0%	2%	0%	0%	2%	4%
Over 61 years old	0%	0%	0%	0%	0%	0%	0%
Female	48%	36%	39%	45%	35%	18%	40%
Male	52%	64%	61%	55%	65%	82%	60%

Hiring and cost of recruitment at GEB	2017	2018	2019	2020
Total number of new recruitments	90	100	136	123
Vacancies filled by internal candidates	16	9	26	30
Percentage of vacant positions filled by internal candidates (internal recruitments)	15%	8%	16%	20%
Average cost of recruitment	\$ 1,859,362	\$ 1,907,375	\$ 1,519,364	\$ 4,612,849

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

Managers from the local community in places where significant operations are carried out

2018

	GEB	TGI	Cálidda	Contugas	Trecca
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%
Meaning of "local" to the organization	For Grupo de Energía, Cálidda, Contugas and Trecca, "local" means country. At TGI, "local" means region.				

Managers from the local community in places where significant operations are carried out

2019

	GEB	TGI	Cálidda	Contugas	Trecca
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%
Meaning of "local" to the organization	For Grupo de Energía, Cálidda, Contugas and Trecca, "local" means country. At TGI, "local" means region.				

Managers from the local community in places where significant operations are carried out

2020

	GEB	TGI	Cálidda	Contugas	Trecca
Total number of senior managers	20	56	10	2	8
Indicate the number of managers from the local community	19	42	6	0	4
Proportion of Senior Management hired from the local community	95%	75%	60%	0%	50%
Meaning of "local" to the organization	For Grupo de Energía, Cálidda, Contugas and Trecca, "local" means country. At TGI, "local" means region.				

Regulatory management and institutional relations

(Own) Association contributions and affiliations

Contributions to Trade Associations – GEB (Amounts in COP)

	2017	2018	2019	2020
ANDESCO	\$ 34,978,000	\$ 38,092,000	\$ 41,520,000	\$ 144,312,000
ANDI	\$ -	\$ 198,275,000	\$ 221,557,754	\$ 255,267,100
ACOLGEN	\$ 26,102,252	\$ 32,770,503	\$ 635,444,975	\$ 575,814,162
Total	\$61,080,252	\$269,137,503	\$ 898,522,729	\$975,393,262

Contributions in Colombia (Amounts in COP)

Tema	2017	2018	2019	2020
Lobbying, interest representation or similar				
Local, regional or national political campaigns / organizations / candidates				
Trade associations or tax-exempt groups	\$247,560,252	\$475,137,736	\$1,361,522,729	\$1,460,596,830
Other (e.g. spending related to ballot measures or referendums)				
Total contributions and other spending	\$247,560,252	\$475,137,736	\$1,361,522,729	\$1,460,596,830

Note: The figures correspond to the companies GEB and TGI.

Major contributions

Major contributions in Colombia (Amounts in COP)

	2020
ANDESCO (National Association of Public Utility and Communications Companies)	\$233,894,000
ANDI (National Business Association of Colombia)	\$466,711,900
NATURGAS (Colombian Natural Gas Association in Colombia).	\$ 176,733,000
ACOLGEN (Colombian Association of Electric Power Generators)	\$ 575,814,162

Note: The figures correspond to the companies GEB and TGI.

Environmental Commitment

Biodiversity

(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.

GEB

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	Position in relation to the protected area or area of high biodiversity value outside the protected area	Type of operation	Value of biodiversity in terms of the characteristics of the protected area or area of great value for biodiversity outside the protected area	Biodiversity value, characterized by appearing in protected status listings
La Calera, Cundinamarca.		Property owned by CAR.	Property located within the Productive Protective Forest Reserve of the Upper Bogotá River Basin	Offsetting for use of forest by the central corridor asset in operation.	In the Productive Protective Forest Reserve of the Upper Bogotá River Basin, there is a variety of ecosystems such as the Bushes of the High Andes Orobiome, Bushes of the Middle Andes Orobiome, Dense Forest of the High Andes Orobiome, Fragmented Forest of the High Andes Orobiome, Grassland Mosaic with natural spaces of the High Andes Orobiome, Wooded Grassland of the High Andes Orobiome, Wooded Grassland of the Middle Andes Orobiome, Secondary or Transitional Vegetation of the High Andes Orobiome and Secondary or Transitional Vegetation of the Middle Andes Orobiome.	Productive Protective Forest Reserve of the Upper Bogotá River Basin.
Villavicencio, Meta.	Villavicencio, Meta.	La Esmeralda property.	Although 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.	On 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.	N/A
Villavicencio, Acacías and Castilla la Nueva, Meta.	Villavicencio, Acacías and Castilla la Nueva, Meta.	Ingeniería y Medio Ambiente S.A.S.	Although there are no protected areas in the project's area of influence, the analysis will be conducted to define areas and properties for offsetting.	Compensating for loss of biodiversity	Potential properties will be analyzed to compensate for biodiversity loss, providing ecosystem equivalence based on the cover actually affected by the project's forest use activities.	N/A
UPME 02-2009_ construction and operation of the Armenia Substation (230 kV) and associated transmission lines	Quindío: Circasia and Filandia. Risaralda: Pereira, Dosquebradas and Santa Rosa.	Quindío: Circasia and Filandia.	Quindío: Circasia and Filandia.	Quindío: Circasia and Filandia.	Quindío: Circasia and Filandia.	Quindío: Circasia and Filandia.

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	Position in relation to the protected area or area of high biodiversity value outside the protected area	Type of operation	Value of biodiversity in terms of the characteristics of the protected area or area of great value for biodiversity outside the protected area	Biodiversity value, characterized by appearing in protected status listings
UPME-04-2014_ Refuerzo Sur Occidental _Medellín - La Virginia.	<p>Antioquia: Heliconia, Armenia, Angelópolis, Amagá, Caldas, Fredonia, Santa Bárbara, Abejorral.</p> <p>Caldas: Aguadas, Pácora, La Merced, Filadelfia, Neira, Manizales, Palestina.</p> <p>Risaralda: Belalcázar, Risaralda, Marsella, Pereira.</p>	<p>The Regional Integrated Management District of the Valle de Aburrá - Cauca River Divide.</p> <p>La Gloria Civil Society Nature Reserve.</p>	<p>Properties located within the Regional Integrated Management Districts of Valle de Aburrá - Cauca River Divide and La Gloria Civil Society Nature Reserve.</p>	Energy transmission	N/A	<p>The Integrated Natural Resources Management District (DMI, for the Spanish original) is an area of the biosphere that, due to environmental or socioeconomic factors, is delimited so that, as part of the criteria of sustainable development, the use and management of renewable natural resources and the economic activities that take place there can be organized, planned and regulated.</p> <p>Civil Society Nature Reserves are the private conservation category of the National System of Protected Areas (SINAP).</p> <p>The Regional Integrated Management District of the Valle de Aburrá - Cauca River Divide and La Gloria Civil Society Nature Reserve are located in two biomes: the Middle Andes Orobiome and the Lower Andes Orobiome, respectively.</p> <p>The following vegetation covers are associated with these biomes: Gallery and/or riparian forest, permanent tree crops, permanent shrub crops, wooded grassland and clean pastures.</p>

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	Position in relation to the protected area or area of high biodiversity value outside the protected area	Type of operation	Value of biodiversity in terms of the characteristics of the protected area or area of great value for biodiversity outside the protected area	Biodiversity value, characterized by appearing in protected status listings
<p>Tesalia-Alferez 230-kV Transmission Line and its connection modules.</p>	<p>Tolima: Tesalia, Iquira, Teruel, Palermo, Santa María, in the department of Huila, Planadas and Rioblanco.</p> <p>Valle del Cauca: Pradera, Florida, Candelaria and Santiago de Cali.</p>	<p>The area of Law 2 has 1,492,086 hectares, of which the project's area of direct influence occupies 117.64 hectares, equivalent to 0.0078% of the central forest reserve.</p> <p>The Páramo del Meridiano We'pe Wala has 2,847 hectares, of which the project's area of direct influence occupies 0.68 hectares, equivalent to 0.024% of the páramo (Andean moorland).</p> <p>The area of influence related to conservation zones totals 118.33 ha.</p>	<p>Properties located within the Regional Integrated Management Districts of Valle de Aburrá - Cauca River Divide and La Gloria Civil Society Nature Reserve.</p>	<p>Energy transmission</p>	<p>N/A</p>	<p>Article 1 of Law 02 / 1959 decreed: "For the development of the forestry economy and protection of soils, water and wildlife", to establish "Protective Forest Zones" and "General Interest Forests" according to the classification established in Legislative Decree 2278 / 1953.</p> <p>The protected areas are located in two biomes, the High Andes Orbiome and the Middle Andes Orbiome.</p> <p>The following vegetation covers are associated with these biomes: Shrubland, gallery and/or riparian forest, dense forest, fragmented forest, wooded pasture, grassland with weeds, clean pastures, páramo and sub-páramo vegetation and secondary or transitional vegetation.</p>

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	Position in relation to the protected area or area of high biodiversity value outside the protected area	Type of operation	Value of biodiversity in terms of the characteristics of the protected area or area of great value for biodiversity outside the protected area	Biodiversity value, characterized by appearing in protected status listings
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 páramo 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 Páramo 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 Nature Park.
Tesalia-Alfárez 230-kV line.	Rioblanco, department of Tolima.	N/A	Adjacent	Construction for energy transmission	N/A	N/A

GEB

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	Position in relation to the protected area or area of high biodiversity value outside the protected area	Type of operation	Value of biodiversity in terms of the characteristics of the protected area or area of great value for biodiversity outside the protected area	Biodiversity value, characterized by appearing in protected status listings
Tesalia-Altamira 230-kV line.	Agrado, Altamira, Tarqui and Pital Huila.	N/A	Thirty-nine towers in operation, Altamira Substation in operation.	Project in operation for power transmission.	<p>Ecological restoration for the Damasco property located in the rural district of El Carmelo in the municipality of Pital, department of Huila as a compensation measure for the definitive and temporary use of an area of the Amazon Forest Reserve stipulated in Resolution 1062 / 2013, Resolution 1141 of May 12, 2015, and Resolution 092 of March 14, 2016, as follows:</p> <ul style="list-style-type: none"> - Implement the strategy for the establishment and isolation of the cover on 2.7 hectares of the property as a compensation measure for the definitive and temporary use of an area of the Amazon Forest Reserve for the implementation of the project "Tesalia 230-kV substation and Tesalia- Altamira 230-kV transmission line, reconfiguration of the 230-kV Betania- Jamondino line, expansion of the Altamira 230-kV substation". - Implement artificial perches for birds and flying mammals on 2.6 hectares of the property. This strategy is a voluntary compensation received by the company. - Perform maintenance, follow-up and monitoring of the actions implemented on the property for a five-year period. 	Area of the Amazon Forest Reserve.

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	Position in relation to the protected area or area of high biodiversity value outside the protected area	Type of operation	Value of biodiversity in terms of the characteristics of the protected area or area of great value for biodiversity outside the protected area	Biodiversity value, characterized by appearing in protected status listings
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 freshwater 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 La Corota Island is a wildlife sanctuary, an Andean orobiome forest with predominant species such as <i>encenillos</i> (<i>Weinmannia tomentosa</i>), Colombian pines, alstonville (<i>Tibouchina lepidota</i>), wax palm and the ecosystems of the Andean moorland (<i>páramo</i>) with the presence of espeletia 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-Patascoy Hilltop
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 the poison frog (<i>Epidobates ingeri</i>), and plant species such as (<i>Cedrelinga catenaeformis</i>) and cumin (<i>Aniba sp.</i>), 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.

Note: In 2020, GEB and TGI complied with all forest regulations and/or mandatory standards.

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	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 freshwater 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 Bolívar	Dry tropical forest with different types of vegetation cover, such as grass with trees, open forest, grasslands and surface bodies of water called "jagüeyes".	Integrated Regional Management Districts in Santander of the San Silvestre wetlands.
LAM 2501	Southern Bolívar	Dry tropical forest with different types of vegetation cover, such as grass with trees, open forest, grasslands and surface bodies of water called "jagüeyes".	Integrated Regional Management Districts in Santander - Serranía de los Yariques.
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 - <i>Páramo de Guargua</i> and Laguna Verde.
LAM 0034	Ballena - Barrancabermeja	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 Middle Magdalena region.	National Protected Forest Reserves - Upper Caño Alonso Basin.
LAM 0299	Mariquita - Cali	Forms part of the major Biome: Orobiome 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 Quindío - Of the Upper Basin of Rio Quindío 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 - Serranía de Las Quinchas
LAV 0003-12	La Sabana	Forms part of the major biome: Azonal orobiome 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 Gualí 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.

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	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 freshwater ecosystems)	Value of biodiversity, characterized for being included on the protected list (one of the categories for protected area management of IUCN, the Ramsar Convention and domestic laws)
LAM 0034	Ballena - Barrancabermeja	Dry tropical forest with different types of vegetation cover, such as grass with trees, open forest, grasslands and surface bodies of water called "jagüeyes".	Regional Integrated Management Districts in La Guajira - Lower basin of Rancheria River.
LAM 0951	Cusiana - Apiay - Usme	Forms part of the major biome: Orobiome of the tropical humid zonobiome, including 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 - Rioblanco and Quebrada Olivares.
LAM 0299	Mariquita - Cali	Forms part of the major biome: orobiome of the tropical humid zonobiome, including the Andean rainforest, paramo ecosystem and cattle ranching agro-ecosystem.	Regional Protected Forest Reserves - Torre Cuatro.

Note: The baseline for this indicator could not be updated in 2020 from the 2019 baseline due to the pandemic. In 2021, we will begin the contract for the establishment of umbrella species on which we will focus our field work to measure biodiversity exposure.

Contugas

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	Position in relation to the protected area or area of high biodiversity value outside the protected area	Type of operation	Value of biodiversity in terms of the characteristics of the protected area or area of great value for biodiversity outside the protected area	Biodiversity value, characterized by protected status listings
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 tillandsia, short-stem cacti, as well as <i>guanacos</i>.</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 <i>guanaco</i> (<i>Lama guanicoe</i>) is critically endangered.

Contugas

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	Position in relation to the protected area or area of high biodiversity value outside the protected area	Type of operation	Value of biodiversity in terms of the characteristics of the protected area or area of great value for biodiversity outside the protected area	Biodiversity value, characterized by protected status listings
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.	The Paracas National Reserve (RNP) is one of the two designated Protected Natural Areas (ANP) 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.	The Paracas National Reserve (RNP) is one of the two designated Protected Natural Areas (ANP) 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.

Contugas

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	Position in relation to the protected area or area of high biodiversity value outside the protected area	Type of operation	Value of biodiversity in terms of the characteristics of the protected area or area of great value for biodiversity outside the protected area	Biodiversity value, characterized by protected status listings
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 aerial 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 and dolphins, etc.</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.

Trecsa

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	Position in relation to the protected area or area of high biodiversity value outside the protected area	Type of operation	Value of biodiversity in terms of the characteristics of the protected area or area of great value for biodiversity outside the protected area	Biodiversity value, characterized by protected status listings
Sololá substation.	Municipality of Sololá.	3.13 ha	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.	136.44 ha	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 Brillantes line.	Sololá, San José Chacayá, Santa Lucía Utatlán, Santa Clara La Laguna, Santa María Visitación.	167.25 ha	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.
Izabal-Morales line.	Municipality of Livingston.	184.83 ha	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.	141.62 ha	Partially within the protected area.	Electric energy transportation.	Included in the Cuchumatanes IBA (Important Bird Area), which is the A for three 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.

Electro Dunas

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	Position in relation to the protected area or area of high biodiversity value outside the protected area	Type of operation	Value of biodiversity in terms of the characteristics of the characted area or area of great value for biodiversity outside the protected area	Biodiversity value, characterized by protected status listings
60-kV power transmission line, 6630-02 (Nasca-Puquio).	It crosses the Pampa Galeras Barbara D'Achille National Reserve, located parallel to the Transoceanic highway, Nasca-Puquio sector, province of Lucanas, department of Ayacucho.	Within the protected area.	Electric energy transmission	The Pampa Galeras - Bárbara d'Achille National Reserve is a Peruvian protected area located in the high Andean zone of Lucanas, department of Ayacucho, Peru. The main area is dedicated to the recovery and conservation of the vicuña (South American camelid).	Fauna (vicuña, Andean fox, viscacha, partridge and wood pigeon). Flora: cactus, broomsedge, ichu and forage plants.
10-kV power distribution line, Paracas 111, Pisco electrical system.	Near the area of influence (buffer zone) of the Paracas National Reserve, province of Pisco, department of Ica, Peru.	Proximity - surrounding the protected area.	Electric energy transmission.	The Paracas National Reserve (RNP) is a designated Protected Natural Area (ANP) 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 (pre-Inca) culture that settled in many areas of this reserve.	Flora and fauna.

Note: At Cálidda, our operations in Cálidda do not have significant impacts on biodiversity. However, the expansion of the natural gas network through a protected area located in Lima (*Pantanos de Villa* Wildlife Refuge) has been rescheduled for 2021. We have developed all required controls in the approved environmental management instrument to mitigate impacts in this area of high biodiversity.

(304-2) Significant impacts of activities, products, and services on biodiversity

GEB 2020

Significant impacts on biodiversity	Nature of the impact	Species affected	Extent of areas impacted (ha)	Duration of impacts	Reversibility or irreversibility of impacts
Change in the floristic composition and structure of natural forest cover	Species reduction, habitat transformation	<i>Guzmania sp</i> <i>Guzmania squarrosa</i> (Mez & Sodiro) L.B.Sm. & Pittendr <i>Racinaea sp</i> <i>Tillandsia clavigera</i> Mez <i>Tillandsia juncea</i> (Ruiz & Pav.) Poir <i>Epidendrum sp</i> <i>Pleurothallis racemosa</i> (Barb. rodr.) Cogn <i>Pleurothallis sp</i>	34.52 ha	Specific / During the construction stage of the projects.	Reversible.
Alteration of habitat and populations of vascular and non-vascular epiphytes.	Species reduction, habitat transformation	Species reported in Resolution 2016 / 2018, including species of the <i>Cyathea</i> genus. <i>Guarea</i> , <i>Vismia</i> , <i>Miconia</i> , <i>Maprounea</i> , <i>Inga</i> .	N/A	Specific / During the construction stage of the projects.	Reversible.
Alteration of natural habitats.	Habitat transformation.	N/A	0.27 ha	Specific / During the construction stage of the projects.	Reversible.
Changes to the vegetation cover.	Species reduction.	Oak, laurel, <i>candelo</i> (<i>Hieronyma macrocarpa</i>), guaba (<i>Inga edulis</i>), capulin (<i>Trema micrantha</i>), <i>guacharaco</i> (<i>Cupania americana</i>), trumpet tree (<i>Cecropia peltata</i>), golden trumpet (<i>Allamanda cathartica</i>), tropical milkweed (<i>Asclepias curassavica</i>), <i>amarillo</i> , <i>arenillo</i> (<i>Dendrobangia boliviana</i> Rusby), <i>tuno blanca</i> , black myrtle (<i>Myrcianthes rhopaloides</i>), <i>cabuyo</i> (<i>Furcraea andina</i>), <i>garrapato</i> (<i>Crusea diversifolia</i>), tree fern, mountain coffee tree (<i>Psychotria boqueronensis</i>), <i>cedrillo</i> (<i>Tapirira guianensis</i>), <i>encenillo</i> (<i>Weinmannia tomentosa</i>), apple tree (<i>Malus domestica</i>), <i>espadero</i> (<i>Myrsine coriácea</i>), mountain avocado, <i>cafesillo</i> (<i>Senna occidentalis</i>), <i>coyo</i> (<i>Persea schiedeana</i>), <i>cucharo</i> (<i>Myrsine guianensis</i>), <i>alstonville</i> (<i>Tibouchina lepidota</i>), <i>tamu</i> (<i>Luma apiculata</i>), <i>moquiño</i> (<i>Saurauia prainiana</i>), <i>Madonna lily</i> (<i>Lilium candidum</i>), <i>gavilán</i> (<i>Pentaclethra macroloba</i>), <i>rapabarbo</i> (<i>Chrysochlamys colombiana</i>) and squash (<i>Cucurbita pepo</i>)	0.004	Ongoing	The impacts are irreversible considering that many species are tall and can interfere with the operation of the infrastructure. Smaller species are located in tower sites where there is a change in land use. However, the company is taking actions to compensate for the loss of cover and species that are related to the project's environmental compensations.

Change in soil use.	Habitat transformation.	Oak, laurel, candelo (<i>Hieronyma macrocarpa</i>), guaba (<i>Inga edulis</i>), capulin (<i>Trema micrantha</i>), guacharaco (<i>Cupania americana</i>), trumpet tree (<i>Cecropia peltata</i>), golden trumpet (<i>Allamanda cathartica</i>), tropical milkweed (<i>Asclepias curassavica</i>), amarillo , arenillo (<i>Dendrobangia boliviana Rusby</i>), tuno blanca , black myrtle (<i>Myrcianthes rhopaloides</i>), cabuyo (<i>Furcraea andina</i>), garrapato (<i>Crusea diversifolia</i>), tree fern, mountain coffee tree (<i>Psychotria boqueronensis</i>), cedrillo (<i>Tapirira guianensis</i>), encenillo (<i>Weinmannia tomentosa</i>), apple tree (<i>Malus domestica</i>), espadero (<i>Myrsine coriácea</i>), mountain avocado, cafesillo (<i>Senna occidentalis</i>), coyo (<i>Persea schiedeana</i>), cucharo (<i>Myrsine guianensis</i>), alstonville (<i>Tibouchina lepidota</i>), tamu (<i>Luma apiculata</i>), moquiño (<i>Saurauia prainiana</i>), Madonna lily (<i>Lilium candidum</i>), gavilán (<i>Pentaclethra macroloba</i>), rapabarbo (<i>Chrysochlamys colombiana</i>) and squash (<i>Cucurbita pepo</i>)	3	Ongoing	The impacts are irreversible considering that many species are tall and can interfere with the operation of the infrastructure. Smaller species are located in tower sites where there is a change in land use. However, the company is taking actions to compensate for the loss of cover and species that are related to the project's environmental compensations.
Changes to the vegetation cover.	Species reduction.	Cucharo (<i>Myrsine guianensis</i>), amarillo , nacedero (<i>Trichanthera gigantea</i>), guaba (<i>Inga edulis</i>), prickly ash (<i>Zanthoxylum rhoifolium</i>), balsa tree (<i>Ochroma pyramidale</i>), trumpet tree (<i>Cecropia peltata</i>), chingalé (<i>Jacaranda copaia</i>), copperwood (<i>Bursera simaruba</i>), palonegro (<i>Leptocarpha rivularis</i>), strangler fig (<i>Ficus aurea</i>), coyo (<i>Persea schiedeana</i>).	4.34	Temporary.	Since forest use was carried out for the purpose of installing a temporary variant, the long-term impact and natural regeneration processes will be reduced. In addition, the company will compensate for the loss of biodiversity due to the extraction of species.

TGI 2020

Significant impacts on biodiversity	Nature of the impact	Species affected	Extent of areas impacted (ha)	Duration of impacts	Reversibility or irreversibility of impacts
Centro Oriente gas pipeline - Serrania Las Quinchas Natural Park.	Maintenance of the gas pipeline rights of way that impacts habitat transformation.	N/A	3 ha	During the useful life of the project.	Reversible impact due to specific, low intensity extension, specific impact coverage.

Trecsa 2020

Significant impacts on biodiversity	Nature of the impact	Species affected	Extent of areas impacted (ha)	Duration of impacts	Reversibility or irreversibility of impacts
The PET-01-2009 project generates habitat loss due to forest cover clearing and habitat alteration due to the presence of workers.	Habitat transformation and changes in ecological processes.	Mainly <i>Setophaga chrysoparia</i> , <i>Alouatta pigra</i> , <i>Leptonycteris yerbabuena</i> , <i>Bolitoglossa cuchumatana</i> , <i>Bolitoglossa raqchiquelorum</i> , <i>Ctenosaura palearis</i> , <i>Plectrohyla hartwegi</i> <i>Plectrohyla quecchi</i> , <i>Blepharidium guatemalense</i> , <i>Guaicum sanctum</i> . See list of endangered species	1864.49 hectares (area of direct influence of the project until 2020).	Temporary	Reversible.

Note: At Cálidda, Contugas and Electro Dunas, we did not generate impacts on biodiversity in 2020.

(304-3) Habitats protected or restored

GEB 2020

Location	Size of the area protected or restored by direct actions of the company (hectares)	Collaboration with a third party to protect or restore this area	Current status of the area and main advances	Standards or methodologies used for the calculation
La Calera, Cundinamarca.	Planting of 1,790 trees of specified native species (1.2 ha).	Compensation required for forest use GRU.	Property owned by the regional environmental agency (CAR, for the Spanish original). In 2020, the area was maintained through planting, fertilization, replanting and replacement of individuals, and verification of the condition of the seedlings. The lot has all the required trees.	Offsetting required by the regional environmental agency (CAR). Offsetting ratio per specimen of 1:5.

GEB 2020

Location	Size of the area protected or restored by direct actions of the company (hectares)	Collaboration with a third party to protect or restore this area	Current status of the area and main advances	Standards or methodologies used for the calculation
Villavicencio, Meta.	10.5 ha	Aquabiosphere.	<p>La Esmeralda property: 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 <i>Cyathea</i> genus, which is subject to a ban.</p> <p>In 2020, the rescue and transfer of epiphytes to the area within the La Esmeralda property, defined for rehabilitation actions, began. New species of vascular epiphytes were identified in the construction process, including species such as silverleaf nightshade (<i>Solanum elaeagnifolium</i>), lacre (<i>Solanum elaeagnifolium</i>), black myrtle (<i>Myrcianthes rhopaloides</i>), Tuno negro (<i>Miconia ligustrina</i>) and guaba (<i>Inga edulis</i>).</p>	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.
Villavicencio, Acacías and Castilla la Nueva, Meta.	122.23 ha	Ingeniería y Medio Ambiente S.A.S.	Definition of areas and strategies to compensate for biodiversity loss of the San Fernando Project.	Compensation for biodiversity loss in accordance with the provisions of Resolution 0859 / 2019.

GEB 2020

Location	Size of the area protected or restored by direct actions of the company (hectares)	Collaboration with a third party to protect or restore this area	Current status of the area and main advances	Standards or methodologies used for the calculation
UPME 02-2009_ construction and operation of the Armenia Substation (230 kV) and associated transmission lines	10.8 ha	Compensation required by ANLA Resolution 0582 / 2014 (Environmental License) executed on the Sinai property in the Yarumal district of the municipality of Pereira in the department of Risaralda.	Silvicultural maintenance activities were completed in November 2019.	Methodology established by the regional environmental agency (CARDER) through a resolution.
	45 ha	Voluntary agreement signed with the CRQ executed in the municipality of Filandia in the department of Quindío.	Silvicultural maintenance activities were completed in the year 2019.	Methodology proposed by the regional environmental agency (CRQ) through a resolution.
	5 ha	Compensation required by ANLA Resolution 0582 / 2014 (Environmental License) executed on the Libertades 1 and 5 property in the Membrillar rural district of the municipality of Circasia in the department of Quindío.	Three (3) activities for silvicultural maintenance of native forest species and bamboo were carried out in 2020.	The number was established as per ANLA requirements indicated in Resolution 0582 of June 5, 2014.
	2 ha	Offsetting required by resolution for use of the central forest reserve of Law 2 / 1959.	In 2020, the company took steps to purchase 2 hectares of the El Morrito property, but these steps did not come to fruition because the owner changed her mind regarding the agreed price, which made it necessary to look for a new property. By the end of 2020, the new site had not yet been identified.	Based on Resolution 557 / 2013.
Altamira-Huila	3 ha	Altamira-Huila mayor's office.	AF was requested from CAM. CT 489 of August 27, 2018 responds to and authorizes the AF of 30 individuals, with a volume equivalent to 15.66 m ³ , located on the Corinto property, where the Altamira 115-kV substation is located in Altamira (Huila). Technical concept 079 of March 05, 2020 issued by the CAM declares 100% compliance with the compensatory measure. Through filing number 20203300050481 dated March 18, 2020, CAM issued an official statement of compliance.	Compensation completed for compliance with the CAM requirement for forest use.

GEB 2020

Location	Size of the area protected or restored by direct actions of the company (hectares)	Collaboration with a third party to protect or restore this area	Current status of the area and main advances	Standards or methodologies used for the calculation
Pital-Huila	2.7 ha	GEB	In the process of acquiring and legalizing the property where the compensation will be carried out.	<ul style="list-style-type: none"> - Implement the strategy for the establishment and isolation of the cover on 2.7 hectares of the property as a compensation measure for the definitive and temporary use of an area of the Amazon Forest Reserve for the implementation of the project "Tesalia 230-kV substation and Tesalia- Altamira 230-kV transmission line, reconfiguration of the 230-kV Betania- Jamondino line, expansion of the Altamira 230-kV substation". - Implement artificial perches for birds and flying mammals on 2.6 hectares of the property. This strategy is a voluntary compensation received by the company.
Chaparral-Tolima	1.5 ha	GEB	Implemented - in follow-up and monitoring	The activities performed to carry out the construction of the Tuluni 230-kV substation and its associated transmission lines required the execution of forest use works, an activity whose approval depended on the authorization to move and relocate epiphyte species, for which reason an ecological rehabilitation of 1.5 hectares was carried out as compensation for the use.
Chaparral-Tolima	38.78 ha	GEB	In the process of acquiring and legalizing the properties where the compensation will be carried out and in the process of approval by ANLA.	<p>The Biodiversity Loss Compensation Plan was formulated as a compensation measure for the affected area.</p> <p>Conservation:</p> <ol style="list-style-type: none"> 1. Creation of a private protected area on the entire property (Civil Society Nature Reserve). <p>Restoration:</p> <ol style="list-style-type: none"> 1. Enrichment of remaining natural ecosystems (expansion of forest relics). 2. Establishment of restoration centers (biological connectivity). 3. Artificial perches for birds and bats (passive assisted restoration).

GEB 2020

Location	Size of the area protected or restored by direct actions of the company (hectares)	Collaboration with a third party to protect or restore this area	Current status of the area and main advances	Standards or methodologies used for the calculation
Altamira-Huila	19.35 ha	GEB	Approval by ANLA.	Based on primary information, determine the effective area affected by the construction activities of the transmission line and its equivalence in area to be compensated according to the guidelines established in the Manual for Assignment of Compensation for Biodiversity Loss . Identify the ecosystems equivalent to those affected by the construction activities of the project to be compensated on the selected property in accordance with the guidelines of the Manual for Assignment of Compensation for Biodiversity Loss . iii. Structure the selected biodiversity loss compensation measure, complying with the guidelines of the Manual for Assignment of Compensation for Biodiversity Loss and Resolution 0942 of September 17, 2014.
Mocoa - Putumayo	2.5 ha	Corporación para el Desarrollo Sostenible del Sur de la Amazonia (Corpoamazonia).	The area is currently authorized by the Regional Environmental Authority Corpoamazonia, in compliance with Article 8 of Resolution 925 / 2018, which states that the areas selected for the rehabilitation process must have the support and approval of the Environmental Authority. Therefore, the area selected was the Amazon Experimental Center (CEA, for the Spanish original).	Rehabilitation of at least 2.5 hectares, in accordance with the floristic enrichment program as a measure to compensate for the loss of biodiversity of non-vascular epiphyte species. In the framework of ban-lifting Resolution No. 925 / 2018.
Mocoa - Putumayo	1 ha	Corporación para el Desarrollo Sostenible del Sur de la Amazonia (Corpoamazonia).	The area is currently authorized by the Regional Environmental Authority Corpoamazonia, in compliance with Article 6 of Resolution 567 / 2019, which states that the area needed for the process of ecological recovery through plant enrichment must be agreed by the Environmental Authority. Therefore, the area selected was the Amazon Experimental Center (CEA).	In accordance with the National Restoration Plan: Ecological Restoration, Rehabilitation and Recovery of Disturbed Areas, the recovery strategy must be carried out in a minimum area of 1 ha, since an intervention of 2.5 ha was projected.

GEB 2020

Location	Size of the area protected or restored by direct actions of the company (hectares)	Collaboration with a third party to protect or restore this area	Current status of the area and main advances	Standards or methodologies used for the calculation
Rioblanco - Tolima	52.80 ha	<i>Corporación Autónoma Regional del Tolima</i> - Cortolima and <i>Corporación Montañas</i>	The Ministry of Environment and Sustainable Development approved 45.80 ha of restoration and 7 ha of agro-ecological systems and community nursery under the Bosques de Paz (Forests for Peace) program, which is framed in Resolution 470 / 2017. In addition, activities associated with this compensation began regarding the definition of areas and designs for restoration, nurseries and agro-ecological systems.	The area to be restored is part of the obligations for the use of forest reserves and the lifting of tree and epiphyte bans issued by the competent environmental authority.
Rioblanco - Tolima	1 ha	GEB	4,063 individual epiphytes have been rescued and relocated in compliance with Resolution 1732 / 2015 by which the bans were lifted for the Tesalia-Alfárez 230-kV line. The individuals were moved to El Bejuquero property located in the township of Herrera in the municipality of Rioblanco.	The area where the individuals were relocated had to be ecosystemically equivalent to the area where the individuals were intervened, with the availability of phorophytes for the relocation of species and the approval of the National Environmental Licensing Authority (ANLA) and the <i>Corporación Autónoma Regional del Tolima - Cortolima</i>
Rioblanco - Tolima	2.5 ha	<i>Corporación Autónoma Regional del Tolima</i> +B24:F27- Cortolima	A total of 3,785 espeletias were rescued and relocated in compliance with Resolution 1729 / 2015, by which the environmental license was granted for the Tesalia-Alfárez 230-kV line project and the collaboration agreement signed between Cortolima and GEB to use the access roads in the We'pe Wala Regional Natural Park.	Individuals were moved to neighboring areas with similar conditions in order to favor their survival. For their rescue, the individuals were referenced and arranged with part of their substrate (soil) for the transfer activity and their final relocation.

Contugas 2020

Location	Size of the area protected or restored by direct actions of the company (hectares)	Collaboration with a third party to protect or restore this area	Current status of the area and main advances	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 ha	Yes, there is currently a specific inter-institutional cooperation agreement between the Peruvian National Service of Natural Protected Areas (SERNANP, for the original in Spanish) and Contugas through which flora and fauna are monitored to conserve the area's biodiversity.	Monitoring performed in 2020 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.	<p>Quadrant method.</p> <p>Methodology for monitoring fauna.</p> <p>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.</p> <p>Ornithofauna: 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.</p> <p>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.</p> <p>Visual encounter survey.</p> <p>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.</p>

Trecsa 2020

Location	Size of the area protected or restored by direct actions of the company (hectares)	Collaboration with a third party to protect or restore this area	Current status of the area and main advances	Standards or methodologies used for the calculation
Municipality of Tecpán, Tecpán, Chimaltenango.	2.5 ha (2,777 trees)	National Forest Institute (INAB, for the original in Spanish).	Reforestation.	Areas assigned to this effect by the respective municipalities.
Village of Cerro Aldo, Tecpán, Chimaltenango.	3.53 ha (3,920 trees)	National Forest Institute (INAB, for the original in Spanish).	Reforestation.	Areas assigned to this effect by the respective municipalities.

Note: In 2020, due to the health emergency, the contract through which we were to execute the environmental compensations at TGI, inventoried since 2019, could not be carried out. In 2021, the contract will be consolidated and the execution of the environmental compensation will begin.

(304-4) IUCN Red List species and national conservation list species with habitats in areas affected by operations.

		Critically endangered	Endangered	Vulnerable	Near threatened	Minor concern
GEB	0		3	4	2	112
		Allobates cf. juanii		Cedrela odorata L.	Cavanillesia platanifolia (Bonpl.) Kunth	
		Tapirus pinchaque		Aotus brumbacki		
		Pachira quinata		Myrmecophaga trydactyla Cedrela odorata	Pristimantis savagei	

		Critically endangered	Endangered	Vulnerable	Near threatened	Minor concern			
TGI	Fauna	3	Fauna	18					
	Crax alberti		Capito hypoleucus Caiman crocodilus (Cites I) Boa constrictor (Cites I) Harpia haryja (Cites I) Falco peregrinus (Cites I) Ara macao (Cites I) Leopardus pardalis (Cites I) Leopardus tigrinus (Cites I) Vultur gryphus (Cites I) Herpailurus yagouaroundi (Cites I) Tremarctos ornatus (Cites I)	Fauna	42	Fauna	23	Fauna	446
	Atelopus quimbaya		Panthera onca (Cites I) Puma concolor (Cites I) Penelope perspicax Saguinus leucopus						
Ateles hybridus hybridus		Ichthyoelephas longirostris Andinobates bombetes Tapirus pinchaque Flora							
	Flora		8						
	Juglans neotropica Raimondia Quinduensis Nectandra turbacensis Licania arborea			Flora	15	Flora	2	Flora	6

	Critically endangered	Endangered	Vulnerable	Near threatened	Minor concern	
Contugas	1				16	
	Lama Guanicoe cacsilensis		0	0	0	Geositta peruviana
						Cathartes aura
						Burhinus superciliaris
						Athene cucularia
						Rhodopis vesper
						Muscisaxicola rufivertex
						Aeronautes andecolus
						Systellura longirostris
						Microlophus cf tigris
						Microlophus peruvianus
						Microlophus theresiae
						Phyllodactylus gerrhopygus
						Phyllodactylus lepidopygus
						Conepatus sp.
						Lycalopex culpaeus
						Lycalopex griseus

	Critically endangered	Endangered	Vulnerable	Near threatened	Minor concern				
Trecsa	0	Birds	1	Birds	0	Birds	3	201	
		Setophaga chrysoparia					Hylocichla mustelina		
							Contopus cooperi		
								Vermivora chrysoptera	
		Mammals	1	Mammals	0	Mammals	2	35	
		Alouatta pigra							Choeronycteris mexicana
		Amphibians and reptiles	6	Amphibians and reptiles	6	Leptonycteris verbabuenae			
		Bolitoglossa cuchumatana		Bolitoglossa morio Bolitoglossa mulleri Craugastor stuarti Craugastor xucanebi Plectrohyla ixil Ptychohyla hypomykter			Amphibians and reptiles (near threatened and minor concern).	56	
		Bolitoglossa kaqchiquelorum							
		Bolitoglossa la							
Ctenosaura palearis									
Plectrohyla hartwegi									
Plectrohyla quechi									
Flora									
Flora	2	Flora	4		Flora (near threatened and minor concern).	9			
Blepharidium guatemalense		Cedrela odorata							
Guaiacum sanctum		Dalbergia retusa							
		Swietenia humilis							
		Quercus oleoides							

Climate change

(305-1) Direct GHG emissions (Scope 1)

(305-2) Indirect GHG emissions from generating energy (Scope 2)

The figures covered correspond to the companies GEB, TGI, Trecsa, Cálida and Contugas. The data of Electro Dunas are not within the scope of the assurance performed by PricewaterhouseCoopers Asesores Gerenciales S.A.S.

(305-3) Other indirect GHG emissions (Scope 3)

(102-48) We updated the sources and methodology for calculating the carbon footprint, so we modified the information reported in 2019. The data included in this report are updated values.

GHG emissions Colombia

Direct and indirect emissions (Ton CO2eq)	2017	2018	2019	2020
Scope 1 emissions	1,482.69	141,499	161,039	119,896.41
Scope 2 emissions	61.7	395.6	602.09	742.6
Scope 3 emissions	449.4	825.6	739.38	185.2
Scopes 1, 2 and 3 emissions	1,993.79	142,720.2	162,380.47	120,824.21

Note: the data covers 100% of scope 1 and 2 emissions of GEB and TGI in Colombia, which is the sum of emissions from GEB Corporate, Transmission Branch (GEB) and TGI.

Direct and indirect emissions (ton CO ₂ eq)	2017						2018						2019					
	GEB	TGI	Cálidda	Contugas	Trecsa	Total	GEB	TGI	Cálidda	Contugas	Trecsa	Total	GEB	TGI	Cálidda	Contugas	Trecsa	Total
Scope 1 emissions	1,482.7	N/A	14,022.3	25,456.6	N/A	40,961.6	1,573.6	139,925.4	N/A	1,733.1	N/A	143,232.1	3,599	157,440	15,810	2,244	5.7	179,578.6
Scope 2 emissions	61.7	N/A	288.3	201.3	N/A	551.3	78.5	317.1	N/A	162.9	N/A	558.5	89.79	512.3	536.6	142.5	98.9	1,380.1
Scope 3 emissions	449.4	N/A	36.7	144.6	N/A	630.7	615.2	210.4	N/A	202.1	N/A	1,027.7	513.38	226	1,293	22.04	N/A	2,050.9
Scopes 1, 2 and 3 emissions	1,993.8	N/A	14,347.2	25,802.5	N/A	42,143.5	2,267.0	140,452.9	N/A	2,098.1	N/A	144,818.3	4,202.2	158,178.3	17,639.6	2,408.54	104.5	183,009.5

2020

Direct and indirect emissions (ton CO ₂ eq)	GEB Corporate	TRANSMISSION BRANCH	TGI	Cálidda	Contugas	Trecsa	Total
Scope 1 emissions	21.2	2,905.3	116,969.91	14,046.9	2,008.1	N/A	135,951.3
Scope 2 emissions	87.4	63.2	592.0	469.7	127.3	109.4	1,449.0
Scope 3 emissions	93.3	37.8	54.1	178.7	0.2	N/A	364.1
Scopes 1, 2 and 3 emissions	201.9	3,006.2	117,616.0	14,695.4	2,135.6	109.4	137,764.4

Note: Carbon footprint includes biogenic emissions from the Transmission Branch (0.87 ton CO₂eq) and TGI (42.44 ton CO₂eq). For 2020, a single emission reduction goal of 2% was established for scopes 1, 2 and 3, with respect to the emissions of the base year of 2019.

Direct and indirect emissions (ton CO ₂ eq)	Electro Dunas
	2020
Scope 1 emissions	98,790.36
Scope 2 emissions	108.99
Scope 3 emissions	1.28
Scopes 1, 2 and 3 emissions	98,900.63

Note: In 2020, we began to measure GHG emissions for Electro Dunas. We expect to incorporate this data in the Group's total emissions by 2021.

Description of the methodology used to calculate the 2020 carbon footprint

Description	2020 Footprint
Gases included in the calculation	CO ₂ , CH ₄ , N ₂ O, SF ₆ , HFC, R-410a
Baseline year for calculations	2019
Source of emission factors	<p>Fuels:</p> <p>UPME (Colombia http://www.upme.gov.co/calculadora_emisiones/aplicacion/calculadora.html), Ministry of Environment (Peru and Guatemala, respectively), IPCC-2006.</p> <hr/> <p>Electric energy:</p> <p>UPME 2020 (Colombia). Ministry of Environment (Peru and Guatemala, respectively).</p> <hr/> <p>Refrigerant gases:</p> <p>GHG Protocol Linde.</p> <p>R410a: http://www.linde-gas.com/en/products_and_supply/refrigerants/hfc_refrigerants/r410a/index.html</p> <hr/> <p>Process leaks:</p> <p>TGI internal natural gas study. Ministry of Environment of Peru.</p> <hr/> <p>Scope 3: Flights (ICAO http://www.icao.int/ENVIRONMENTAL-PROTECTION/CarbonOffset/Pages/default.aspx).</p> <p>Printing supplies (Ecoinvent 3,3).</p> <p>Waste (WARM-WasteReductionModel).</p> <p>Fuels (Ecoinvent 3,3).</p>

Emission factors used	Emission factors (Colombia)	<table border="1"> <thead> <tr> <th>Indicator</th> <th>kg CO₂/m³</th> <th>kg CH₄/m³</th> <th>kg N₂O/m³</th> </tr> </thead> <tbody> <tr> <td>Diesel B10</td> <td>2714.77</td> <td>0.036</td> <td>0.022</td> </tr> <tr> <td>Engine gasoline</td> <td>2326.95</td> <td>0.101</td> <td>0.020</td> </tr> <tr> <td rowspan="2">Natural Gas</td> <td>kg CO₂/gal</td> <td>kg CH₄/gal</td> <td>kg N₂O/gal</td> </tr> <tr> <td>1.98</td> <td>3.56E-05</td> <td>3.56E-06</td> </tr> </tbody> </table>			Indicator	kg CO ₂ /m ³	kg CH ₄ /m ³	kg N ₂ O/m ³	Diesel B10	2714.77	0.036	0.022	Engine gasoline	2326.95	0.101	0.020	Natural Gas	kg CO ₂ /gal	kg CH ₄ /gal	kg N ₂ O/gal	1.98	3.56E-05	3.56E-06
	Indicator	kg CO ₂ /m ³	kg CH ₄ /m ³	kg N ₂ O/m ³																			
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	Emission factors (Peru)	<table border="1"> <thead> <tr> <th>Indicator</th> <th>kg CO₂/TJ</th> <th>kg CH₄/TJ</th> <th>kg N₂O/TJ</th> </tr> </thead> <tbody> <tr> <td>Diesel</td> <td>74.10</td> <td>10.00</td> <td>0.60</td> </tr> <tr> <td>Gasoline</td> <td>59.30</td> <td>10.00</td> <td>0.60</td> </tr> <tr> <td>LPG</td> <td>53.10</td> <td>5.00</td> <td>0.10</td> </tr> </tbody> </table>			Indicator	kg CO ₂ /TJ	kg CH ₄ /TJ	kg N ₂ O/TJ	Diesel	74.10	10.00	0.60	Gasoline	59.30	10.00	0.60	LPG	53.10	5.00	0.10			
	Indicator	kg CO ₂ /TJ	kg CH ₄ /TJ	kg N ₂ O/TJ																			
	Diesel	74.10	10.00	0.60																			
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Indicator	kg CO ₂ /m ³	kg CH ₄ /m ³	kg N ₂ O/m ³																				
Diesel	2712.56	0.036	0.022																				
Conversion factors: the same factors reported under indicator 302-1 were used																							
Colombia: 0.166 t CO ₂ e/MW h																							
Source: UPME, Resolution 000385/2020																							
Peru: 0.17 t CO ₂ e/MW h Source: http://www.coes.org.pe/Portal/Publicaciones/Estadisticas/																							
Guatemala: 367.1 g CO ₂ e/kW h																							
Source: National Electric Energy Commission																							
PCG: CO ₂ :1 CH ₄ :28 N ₂ O:265 HCFC 123: 78 SF6: 23,500 R410a: 2,088																							
Source IPCC: http://ghgprotocol.org/sites/default/files/ghgp/Global-Warming-Potential-Values%20%28Feb%2016%202016%29.pdf																							
Defined limit (operational or financial)	Operational																						
Standards or methodologies used	GHG Protocol																						
Calculation Tools	CO2CERO calculation tool (Excel and on-line tool)																						
Omissions	<p>GEB: Technical losses in transmission networks and electric power plants.</p> <p>Contugas: Electric power plants.</p> <p>Trecsa: Technical losses in transmission networks.</p> <p>Energy losses are omitted from the calculation as they are not managed by the transportation companies. They are determined and reported by the national operators (XM-CND in Colombia and AMM in Guatemala), and they vary depending on the network type, size of demand, available generation and networks, and transport capacity, among others. This topic is beyond the scope of our organization, and it is not technically feasible to establish baselines or reduction targets. Even so, in 2021, GEB expects to make a preliminary estimate of losses in its infrastructure.</p> <p>TGI: Unassisted facilities such as scraper traps and City Gates are excluded from the inventory as they account for less than 1% of total GHG emissions.</p> <p>Use of refrigerants in air conditioning equipment, use or refilling of fire extinguishers and use of lubricating oils in compressor unit engines are excluded. Since these emissions do not exceed 5% of total emissions, they have little influence on the total carbon footprint calculation.</p>																						

(305-3) Other indirect GHG emissions (Scope 3)

Most relevant sources of Scope 3 emissions	Relevance of the source in 2020	Metric tons of CO ₂ e	Methodologies used for the calculation
GEB 2020			
Corporate flights	They account for 21.24% of the emissions generated in Corporate.	59.02	GHG Protocol Corporate Standard of the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).
Outsourced transport	They account for 25.32% of the emissions generated in Corporate.	49.5	
Transmission Branch 2020			
Corporate flights	They account for 0.78% of the emissions generated by the Transmission Branch.	23.92	GHG Protocol Corporate Standard of the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).
Outsourced transport	They account for 0.45% of the emissions generated by the Transmission Branch.	13.88	
TGI 2020			
Emissions generated by corporate flights	Domestic and international corporate flights are required for the operation of the company and to meet commitments.	46.74	International Civil Aviation Organization (ICAO). Carbon emissions calculator.
Paper consumption	It is the supply used most in the administrative area.	3.36	Ecoinvent Life Cycle Assessment (LCA) database.
Landfill waste	Landfill waste is produced in all TGI's operating centers.	4.03	WARM
Cálidda in 2020			
Employee transportation from home to work.	Lockdowns in 2020 reduced emissions from this source.	141.72	GHG Protocol, IPCC guidelines. Calculation performed by a carbon footprint consulting firm (A2G).
Emissions generated by waste.	During the pandemic, waste generation was reduced at Cálidda's main domicile as a result of remote work.	18.25	GEB's CO ₂ ZERO Platform.
Corporate flights.	Measurement of flights in January and February. As a consequence of COVID-19, there were no more flights for the rest of the year.	14.65	GEB's CO ₂ ZERO Platform.
Contugas 2020			
Paper consumption.	Monthly control of paper consumption at the Ica, Pisco and Chincha offices. Paper consumption accounts for 0.04% of Contugas' carbon footprint.	0.83	GEB's CO ₂ ZERO Platform.
Ordinary waste to landfill	The waste generated and disposed of comes from the City Gates and Contugas Operational Center. Emissions from waste accounts for 0.04%.	0.83	

Most relevant sources of Scope 3 emissions	Relevance of the source in 2020	Metric tons of CO ₂ e	Methodologies used for the calculation
Electro Dunas 2020			
Paper consumption.	It is one of the supplies used most in the administrative area.	1.19	There is a monthly consumption inventory and the GEB corporate carbon platform.
Emissions generated by waste.	General and hazardous waste is generated in our administrative and operational activities.	0.04	There is an internal control matrix for the entry of waste into our general and hazardous waste warehouses; data is uploaded to the GEB corporate carbon platform.
Toner consumption.	It is one of the supplies used most in the administrative area.	0.05	There is a monthly consumption inventory; data are uploaded to the GEB corporate carbon platform.

(305-5) Reduction of GHG emissions

GEB 2020							
Projects carried out in order to reduce or avoid emissions	Description of the initiative	Gases included in the calculation	Scopes in which there were reductions (scopes 1, 2 and 3)	Standards or methodologies used in the calculation	Baseline year for reduction calculations	Reference year emissions (tons CO ₂ eq)	Tons of CO ₂ eq reduced or avoided
Operations control	Based on an automated alarm system that reports pressure losses and gauge readings in real time. When recurring pressure drops of SF ₆ gas are identified, corrective maintenance of the leak is performed or equipment that poses the risk of fugitive emissions is replaced. Additionally, a change of the equipment in substations (change of insulator flanges in the hybrid modules) is planned for 2021.	CO ₂ , N ₂ O, CH ₄	Scope 1	Corporate ZERO CO ₂ platform, based on: <ul style="list-style-type: none"> - World Business Council for Sustainable Development (WBCSD) - World Resources Institute (WRI) - GHG Protocol - ISO 14064-1 methodology 	2019	3801.77	748.93

Cálida in 2020

Projects carried out in order to reduce or avoid emissions	Description of the initiative	Gases included in the calculation	Scopes in which there were reductions (scopes 1, 2 and 3)	Standards or methodologies used in the calculation	Baseline year for reduction calculations	Reference year emissions (tons CO ₂ eq)	Tons of CO ₂ eq reduced or avoided
Project 1: Implementation of remote work	Due to the pandemic, remote work was implemented for at least 80% of the administrative workers.	All	Scopes 1, 2 and 3	2019: GHG Protocol, IPCC guidelines Calculation performed by a Carbon Footprint consulting firm (A2G) 2020: ZERO CO ₂ platform	2019	1840.56	870.63
Project 2: <i>Recicla para Ayudar</i> (Recycle to Help) Agreement with Aniquem	The partnership with ANIQUEM was formalized and the recyclable waste portfolio was expanded.	All	Scope 3		2019	7.69	6.34
Project 3: Leak reduction	In order to reduce the impact of leaks caused by third parties, initiatives have been implemented to prevent leaks, reduce their impact, reduce response time and reduce containment time.	CH4	Scope 1		2019	2923.01	46.09
Project 4: Carbon Neutral Certification	Although it is not a reduction project, we compensated for the emissions of the vehicle fleet, employee commutes and website by acquiring carbon credits from AIDER'S Nii-Kaniti Project, after which we received the Carbon Neutral certification.	CO2	Scopes 1 and 3		2019	N/A	1,220

Contugas 2020

Projects carried out in order to reduce or avoid emissions	Description of the initiative	Gases included in the calculation	Scopes in which there were reductions (scopes 1, 2 and 3)	Standards or methodologies used in the calculation	Baseline year for reduction calculations	Reference year emissions (tons CO ₂ eq)	Tons of CO ₂ eq reduced or avoided
Project 1: Vehicle optimization strategy	The leased mobile units under Contugas' control were reassigned according to the work activity and job profile, thus reducing diesel consumption.	CO2	Scope 1	ZERO CO ₂ Platform	2019	209.11	101.5
Project 2: Paper reduction strategy	Accountability and printing control of workers through specialized software. This reduces paper consumption.	CO2	Scope 3		2019	2.06	1.22
Project 3: Environmental education activities at Contugas, promoting and encouraging the recycling culture.	<ul style="list-style-type: none"> - Awareness training on climate change issues and the reduction of the corporate carbon footprint. - Dissemination of an awareness or other Flyer in internal media about the importance of recycling. - Home recycling campaign. 	CO2	Scope 3		2019	1.58	2.03

(Own) Incentives related to climate change management

TGI 2020

Job categories that are eligible to benefit from incentives related to climate action management	Type of incentive	Indicator measured to access the incentive
Employees in general	Monetary	Reduction of emissions
Middle Management	Monetary	Reduction of emissions
Senior Management	Monetary	Reduction of emissions

Operating Eco-efficiency

The form comments included for the first table of the year 2017 apply for the years 2018, 2019 and 2020.

(302-1) Energy consumption within the organization.

The figures covered correspond to the companies GEB, TGI, Cálidda and Contugas. The data of Electro Dunas and Trecca are not within the scope of the assurance performed by PricewaterhouseCoopers Asesores Gerenciales S.A.S.

(102-48) A review of the trends revealed several unintentional errors in the units reported in previous years. Therefore, we have restated the energy consumption information of GEB, Cálidda and Contugas for 2017, and Cálidda and Contugas for 2018.

Operating Eco-efficiency - Colombia

Energy consumption (MWh)	2017	2018	2019	2020
Non-renewable fuels	276,331.66	439,773.97	632,887.64	644,414.30
Non-renewable electricity purchased	751.98	3,503.31	3,708.73	4,261.44
Other energy non-renewable	0	0	0	0
Total renewable energy	19.83	ND	18.92	20.80
Total non-renewable energy sold	ND	ND	ND	ND
Total non-renewable energy consumption	277,083.64	443,277.28	636,596.38	648,675.74
Water Consumption (million cubic meters)	2017	2018	2019	2020
Withdrawal	0.008	0.00939	0.01053	0.01392
Withdrawal: Fresh surface water	0	0	0	0
Withdrawal: Fresh groundwater	0.00249	0.00208	0.00144	0.00059
Discharge: Water returned to the source of extraction	0	0	0	0
Total net consumption	0.0105	0.0105	0.0120	0.0145
Waste disposed (metric tonnes)	2017	2018	2019	2020
Total waste generated	500.44	645.18	519.26	1098.96
Total waste used/ recycled /sold	20.75	41.94	304.29	847.14
Total waste disposed	479.69	603.24	214.97	251.82

Note: the figures covered correspond to the operations of GEB and TGI in Colombia. The waste reported does not include debris produced during construction of projects.

Energy consumption within the organization (Gj)

2017

	GEB	TGI	Cálidda	Contugas	Trecca	Total
Consumption of energy from non-renewable sources	350	997,237.22	3,482.44	1,966.98	N/A	1,003,036.64
Diesel fuel consumption	350	0	0	1,494.45	N/A	1,844.45
Gasoline consumption	0	0	3,137.60	445.84	N/A	3,583.44
NGV consumption				26.69		26.69
Natural gas consumption	0	997,237.22	344.84	N/A	N/A	997,582.06
Purchased energy	2,701.37	13,371	5,589.35	3,340.08	N/A	25,001.79
Compared energy consumption	2,701.37	13,371	5,589.35	3,340.08	N/A	25,001.79
Power generation for own consumption	71.6	0	0	0	N/A	71.6
Generation of solar energy	71.6	0	0	N/A	N/A	71.6
Total internal energy consumption	3,122.97	1,010,608.22	9,071.79	5,307.06	N/A	1,028,110.03

Energy consumption within the organization (Gj)

2018

	GEB	TGI	Cálidda	Contugas	Trecca	Total
Consumption of energy from non-renewable sources	36.5	1,587,595.16	3,597.28	2,994	N/A	1,594,222.93
Diesel fuel consumption	36.5	0	716.66	2,251.14	N/A	3,004.31
Gasoline consumption	0	0	2,718.30	713.34	N/A	3,431.64
NGV consumption				29.51		29.51
Natural gas consumption	0	1,587,595.16	162.31	N/A	N/A	1,587,757.47
Purchased energy	2,565.4	10,081.92	5,203.42	3,339.96	5,099.40	26,290.09
Compared energy consumption	2,565.4	10,081.92	5,203.42	3,339.96	5,099.40	26,290.09
Power generation for own consumption	0	0	0	0	0	0
Generation of solar energy	0	0	0	Not applicable	N/A	0
Total internal energy consumption	2,601.9	1,597,677.08	8,800.70	6,333.95	5,099.40	1,620,513.03

Energy consumption within the organization (Gj)

2019

	GEB	TGI	Cálidda	Contugas	Trecca
Consumption of energy from non-renewable sources	235.93	2,284,557	260,616.31	42,024.92	82.64
Diesel fuel consumption	0	8,420	1,325.39	2,354.3	0
Gasoline consumption	235.93	2,052	2,293.77	453.63	82.64
VNG consumption	0	3,102	0	0	0
Natural gas consumption	0	2,270,983	256,997.15	39,216.99	0

Purchased energy	2,165.93	11,223	11,350	3,014.11	969.4
Compared energy consumption	2,165.9	11,223	11,350	3,014.11	969.4
Power generation for own consumption	68.30	0	0	0	0
Generation of solar energy	68.30	0	0	0	0
Total internal energy consumption	2,470.13	2,295,780.0	271,966.31	45,039.03	1,052.04

Energy consumption within the organization (Gj)	2020				
	GEB	Transmission Branch	TGI	Cálidda	Contugas
Consumption of energy from non-renewable sources	1,088.2	387.31	2,324,929.91	193,850.21	32,207.45
Diesel fuel consumption	184.72	214.55	7,860.62	834.09	1,192.57
Gasoline consumption	646.98	152.60	1,318.30	1,530.08	260.12
VNG consumption	0	0	507.00	0	0.71
Natural gas consumption	256.5	20.16	2,315,244.00	191,486.04	30,734.29
Purchased energy	1,972.9	1,370.35	12,041.00	9,093.30	2,692.95
Compared energy consumption	1,972.9	1,370.35	12,041.00	9,935.68	2,692.95
Power generation for own consumption	75.09	0	0	0	0
Generation of solar energy	75.09	0	0	0	0
Total internal energy consumption	3,136.19	1,757.66	2,336,970.91	203,785.89	34,880.65

Energy consumption within the organization (Gj)	Electro Dunas	
	2019	2020
Consumption of energy from non-renewable sources	0	1,769,367.65
Diesel fuel consumption	0	2,782.49
Gasoline consumption	0	0
VNG consumption	0	0
Natural gas consumption	0	1,766,585.16
Purchased energy	799,006	0
Purchased energy consumption	799,006	0
Power generation for own consumption	0	0
Generation of solar energy	0	0
Total internal energy consumption	799,006	1,769,367.65

Conversion factors used (Source: FECOC UPME, 2016)

	Density (kg/l)	LHV (MJ/kg)
Diesel	0.852	42.42
Gasoline	0.741	45.33
Gas Natural (MJ/m ³)	-	35.65

(303-3) Water withdrawal.

The figures covered correspond to the companies GEB, TGI, Trecca, Cálidda and Contugas. The data of Electro Dunas are not within the scope of the assurance performed by PricewaterhouseCoopers Asesores Gerenciales S.A.S.

Water withdrawal by source (ml)	2018				2019			
	GEB		TGI		GEB		TGI	
	All areas	All areas	All areas	All areas	All areas	Water-stressed areas	All areas	Water-stressed areas
Total water withdrawal	6.48	4.01	6.31	5.16	6.75	0	4.91	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	1.13	0.31
Fresh groundwater	0	2.49	0	2.08	0	0	1.13	0.31
Water from third parties	6.48	1.53	6.31	3.08	6.72	0	3.78	0
Freshwater from third parties	6.48	1.53	6.31	3.08	6.72	0	3.78	0

Water withdrawal by source in all areas (ml)	2020					
	GEB	TGI	Cálidda	Contugas	Trecca	Total
Total water withdrawal	11.21	3.30	3.50	3.65	0.93	22.59
Surface water	0.28	0	0	0	0	0.28
Groundwater	0	0.59	0	0	0	0.59
Water from third parties	10.93	2.71	3.50	3.65	0.93	22.59

Water withdrawal by source in all areas (ml)	2020
	Electro Dunas
Total water withdrawal	1.44
Surface water	0
Groundwater	0
Water from third parties	1.44

Contextual information on data collection, standards, methodologies or assumptions (year 2020):

<p>GEB</p>	<p>We have a water concession in the UPME 05-2009 Tesalia-Alferez project. The withdrawal data is reported in the Environmental Compliance Report (ICA, for the Spanish original) submitted to the Environmental Authority.</p> <p>The water acquired from third parties corresponds to water in bulk or aqueduct and values are recorded according to the purchase invoices for the projects:</p> <p>La Loma 110-kV Project</p> <p>Mocoa Renacer (230 kV)</p> <p>UPME 04 - 2014 Project Southwest Reinforcement.</p> <p>SE Alferez.</p> <p>SE Armenia</p> <p>San Fernando 230-kV Project La Reforma Interconnection-Meta.</p> <p>UPME 05 - 2017 Project Altamira.</p> <p>Note 1: The list of projects corresponds to those that are in operation or under construction and for which consumption is reported in 2020. In 2019, all projects had been included in the list, including those that reported no consumption.</p> <p>In addition, we have the consumption receipts from the service providers for the administrative offices:</p> <p>Calle 73 offices.</p> <p>Riohacha.</p> <p>Pitalito-Pasto.</p> <p>Río Córdoba.</p> <p>Valledupar.</p> <p>Calle C 26.</p> <p>Note 2: The consumption of additional offices that are leased with utilities included cannot be reported. Therefore, we pay a percentage of the consumption of the entire horizontal property.</p> <p>Note 3: In previous years, we were not reporting consumption for all sites. We currently report the consumption of our own sites and not those leased.</p> <p>We record volumetric consumption on a daily basis, and we have a flow meter for measuring the direct pumping system without a collection structure.</p> <p>The consumption of water purchased in bulk is reported by each regional team (south, north, central and west), consolidated by the Transmission Branch and managed by Environmental Management.</p>
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TGI

We have underground wells, for which we record the quantities of water withdrawn in the ICAs and report the meter readings for each project: Villavicencio DIV, Mariquita GCS and Norean GCS.

Third-party water is water supplied by the aqueduct and water purchased by tank truck. We account for aqueduct water with the consumption invoices from the water and sewage companies at each of the sites:

DI - Barrancabermeja

DII - Gualanday

DIII - Cogua

DV - Paipa

DVI - Valledupar

DVII - Manizales

DVIII - Buga

Miraflores GCS

Padua GCS

Sabana GCS

Villavicencio GCS

Bogotá Office

To record the water purchased by tank truck, we have the orders to access the work center (Paratebuena GCS), which include the amount of water purchased, and the purchase invoices.

At each work center, the information is consolidated by the HSE manager and subsequently managed by the Environmental Subdirectorate. It can be compiled every two months, and it is consolidated annually.

Special considerations or assumptions for water withdrawal calculations:

- Bogotá Office: We have just one meter in the entire building, so management assigns a coefficient according to the space (m²) used by TGI, based on which our water consumption is determined.

- The Villavicencio GCS started mid-year 2020.

- The Hatonuevo GCS, for which consumption was reported in 2019 (and which was the only one identified in the water stress zone), was not active in 2020. Therefore, no water consumption is reported for this GCS.

Cálidda

We keep a monthly record of water consumption based on invoices and delivery guides, and we consolidate the annual information from the Environmental Management area of the Sustainability department in an Excel file.

We have supporting documents of the water purchased from suppliers at the sites:

San Miguel CSC - up to June 2020.

Los Olivos CSC - up to June 2020.

San Juan de Lurigancho (Chimú) CSC - up to June 2020

San Juan de Lurigancho (New) CSC - up to November 2020

Surco CSC - up to June 2020.

Villamaría del triunfo CSC - up to June 2020.

Comas CSC - up to September 2020.

ERP Machinery 2 (all of 2020).

San Borja (all of 2020).

Note: the dates for each site indicate the months up to which water consumption records were kept, as they were subsequently outsourced.

Additionally, in the case of the operating centers, the Maintenance area reports consumption through delivery guides for:

ERP Atarjea.

ERP Gambett

ERP Parques El Agustino

Chilca City Gate

City Gate I

City Gate II

ERP Argentina

ERP Atocongo

ERP Cementos Lima

ERP Chilca

ERP Javier Prado

ERP La Molina

ERP Manchay

ERP Pachacamac

ERP San Martín

ERP Lima

ERP Alicorp

ERP Surco

Contugas	<p>For water consumption, we considered the following sites: Lima Office, Chinchá Operating Center, Ica City Gate, Humay Operating Center, Pisco Operating Center and Nasca City Gate in accordance with:</p> <ul style="list-style-type: none"> - Lima Office, there is monthly information in an Excel file detailing the monthly amount of water (m³) consumed on the 8th floor. - At the Chinchá Office, water consumption is obtained through water receipts. - Ica City Gate, water is supplied by tank truck each month (capacity: 10 m³). The water purchased is calculated by multiplying the truck capacity by the number of trucks of water consumed in the month. - Humay Operating Center, Pisco Operating Center and Nasca City Gate, the water is supplied by tank trucks that fill elevated tanks with water according to their capacity. <p>Water consumption is calculated by multiplying the capacity of these tanks by the number of times per month they have been filled. Tank capacity in m³: Humay OC (three 1.10 tanks and one 2.5 tank), Pisco OC (one 1.10 tank and one 2.5 tank), Nasca CG (one 1.10 tank).</p> <p>The indicator, consolidated by the environmental management area, is compiled monthly from purchase receipts and calculated annually. The data are randomly reviewed by the risk area.</p>
Trecsa	<p>All of the water we consume is supplied by third parties.</p> <p>In the case of the administrative offices, the water comes from the water supply system. The supporting documents of consumption correspond to our estimate based on the daily number of Trecsa employees present at the administrative offices and an average consumption factor of 22.08 liters/person/day, as established by the Guide of Requirements for the Assessment of Water and Sewage Systems for Projects in Guatemala City.</p> <p>In the case of the substations, we purchase water in bulk and, as a supporting document for this consumption, we have an Excel file managed by the Operation and Maintenance area.</p> <p>We do not have receipts for the purchase of water, because we have a macro contract for the provision of supplies to substations in operation, where it is established that the contractor must fill the tank of each substation at least once a month, with 50 barrels (2,750 gallons). However, this quantity does not have to be provided every month when there is water left over from the previous supply in the tank.</p> <p>The estimation of water supplied is based on the capacity of each tank when it is full, using a filling percentage from a meter. Based on the final percentage, we calculate the volume supplied and the record of this amount is stored in the Excel file by the Operation and Maintenance area.</p> <p>Tank capacity is 10 m³. In addition, each tank has two elevated tanks with a capacity of 1 m³ each.</p> <p>We report the indicator for the following facilities:</p> <ul style="list-style-type: none"> - Administrative offices - Substations: <p>Covadonga Huehuetenango II Izabal La Unión La Vega II Madre Tierra Morales Pacífico Palestina Pantaleón San Agustín Santa Ana Siquinalá</p> <p>We compile the information on a monthly basis and, through the Environmental Management area, we consolidate the record of annual water consumption of substations and administrative offices in a final Excel file.</p>

(303-5) Water consumption

(102-48) Contugas water consumption information is restated with respect to 2018, due to an adjustment in the units reported.

Water consumption in all areas (ml)	2017	2018	2019	2020
GEB	6.48	6.31	6.75	11.21
TGI	4.01	5.16	4.91	3.30
Cálidda	4.54	6.88	6.85	3.50
Contugas	2.91	6.06	7.72	3.65
Trecca	N/A	N/A	1.19	1.34
Electro Dunas	Not applicable	Not applicable	7.2	1.44
Total	17.95	24.41	34.63	24.45

Note 1: GEB is reporting water consumption data for projects under construction. Water consumption in projects varies according to the stage and the needs of each project. The value includes administrative offices.

Note 2: The CSCs under Cálidda were transferred to Konecta in 2020, omitting the accounting of consumption as of the changeover dates.

Note 3: The increase in Trecca's consumption is due to an increase in staff and the startup of operations of several substations, mainly Chiantla and GuateOeste.

(306-3) Waste generated.

(306-4) Waste not for disposal.

(306-5) Waste for disposal.

The figures covered correspond to the companies GEB, TGI, Trecca, Cálidda and Contugas. The data of Electro Dunas are not within the scope of the assurance performed by PricewaterhouseCoopers Asesores Gerenciales S.A.S.

Waste generated (ton)	2020					Total
	GEB	TGI	Cálidda	Contugas	Trecca	
Total hazardous waste	37.77	837.15	27.90	0.31	4.71	907.84
Description of hazardous waste generated	Biological waste or materials contaminated with chemicals.	Grease Wastewater Cells and batteries Technological waste Pharmaceutical waste Chemical and aerosol packaging	Hazardous solid and liquid waste	Materials contaminated with hydrocarbons Chemical and aerosol packaging Electronic waste Tires	Dielectric oil and electronic waste	
Total non-hazardous waste	35,302.79	11.05	11.99	2.71	0.58	35,329.12
Description of non-hazardous waste generated	Ordinary household waste, usable waste (cardboard, paper, plastic, PVC, glass, etc.) and special waste (debris)	Usable and non-usable waste	Non-hazardous solid waste	Miscellaneous and usable non-hazardous waste	Organic waste and usable materials	
Total waste generated by the organization	35,340.56	848.20	39.89	3.02	5.29	36,236.96

Note 1: The waste reported by GEB includes debris produced during construction of the RSO project. The hazardous waste generated there has been stockpiled, collected and delivered for final disposal to companies with valid environmental permits and licenses issued by the environmental authorities.

Note 2: In 2020, in the GEB's Tesalia-Alferez Project, we disposed of some waste from the previous year (2019). Also, at the end of 2020, we have not managed all of the waste, so there is a difference between the waste we generated and the waste we have disposed of or used.

Waste generated (ton)

2020

Electro Dunas

Total hazardous waste	15
Description of hazardous waste generated	Contaminated oil, maintenance waste, filters, oily water, batteries, toners, street lamps, etc.
Total non-hazardous waste	0.08
Description of non-hazardous waste generated	Plastic, cardboard, paper, wood, gardening waste
Total waste generated by the organization	15.08

2017

2018

2019

Waste generated, by composition (tons)	2017					2018					2019					
	GEB	TGI	Cáldida	Contugas	Total	GEB	TGI	Cáldida	Contugas	Total	GEB	TGI	Cáldida	Contugas	Trecca	Total
Total waste generated by the organization	15.42	485.02	29.83	24.41	554.68	11.48	633.70	34.25	17.64	697.07	218.39	300.87	68.30	10.96	1.72	600.24
Total usable waste	15.42	5.33	1.50	0.11	22.36	11.48	30.46	3.75	0.89	46.57	25.79	278.54	8.84	0.57	0	313.74
Hazardous	N/A	0.57	0	N/A	0.57	N/A	0	0	N/A	0	0	278.54	0	N/A	0	278.54
Non-hazardous	15.42	4.76	1.50	0.11	21.79	11.48	30.46	3.75	0.89	46.57	25.79	0	8.84	0.57	0	35.20
Total waste disposal	N/A	479.69	28.33	24.30	532.32	N/A	603.24	30.50	16.75	650.49	192.60	22.33	59.47	10.39	1.72	286.50
Hazardous	N/A	467.02	24.41	8.64	491.43	N/A	590.57	22.19	1.61	612.76	13.64	11.50	48.05	1.09	0	73.19
Non-hazardous	N/A	12.67	3.92	15.66	32.25	N/A	12.67	8.31	15.14	36.12	178.96	10.83	11.42	9.30	1.72	212.23

Waste generated, by composition (tons)

Electro Dunas

2019

Total waste generated by the organization	7.37
Total usable waste	0.08
Hazardous	0
Non-hazardous	0.08
Total waste disposal	7.29
Hazardous	7.22
Non-hazardous	0.08

(306-4) Waste not for disposal.

2020

Waste not for disposal by recovery operation (tons)	GEB		TGI	Càlida	Contugas	Trecca		TOTAL
	At the facilities	Outside the facilities	Outside the facilities	Outside the facilities	Outside the facilities	At the facilities	Outside the facilities	
Total hazardous waste	N/A	N/A	822.67	2.23	0	0	0	824.9
Recycled	N/A	N/A	40.71	2.23	0	0	0	42.93
<i>Comments</i>			Use of parts					
Other recovery operations			781.97					781.97
<i>Comments</i>			Biological, physical-chemical or thermal treatment.					
Total non-hazardous waste	4,447.26	21.11	3.36	4.39	0.72	0	4.36	4,481.20
Preparation for reuse	4,447.26							4,447.26
<i>Comments</i>	Waste reuse: Excavation leftovers reused as backfill material in civil works.							
Recycled		21.11	3.36	4.39	0.72	0	4.36	33.94
<i>Comments</i>		Delivery to third parties: management through cooperatives or legally incorporated recycling companies.			Paper, cardboard and plastic recycling.			
Total waste avoided	4,447.26	21.11	826.03	6.62	0.72	0	4.36	5,306.10

2020

Waste not for disposal by recovery operation (tons)	Electro Dunas
	Outside the facilities
Total hazardous waste	N/A
Total non-hazardous waste	0.08
Recycled	0.08
Total waste avoided	0.08

(306-5) Waste for disposal.

All waste eliminated was disposed of off-site.

2020						
Waste for disposal	GEB	TGI	Cálidda	Contugas	Trecca	Total
Total hazardous waste	35.61	14.47	25.67	0.31	0.37	76.43
Incineration without energy recovery	35.61	0.55			0.37	36.53
Comments	Treatment and incineration through authorized third parties.					
Transfer to a landfill			25.67	0.31		25.98
Other disposal operations		13.92				13.92
Comments		Safety cell				
Total non-hazardous waste	30,832.69	7.69	7.60	1.99	0.58	32.07
Incineration with energy recovery	32.07					
Comments	Waste donated for incineration (biomass) with energy recovery for boilers					
Transfer to a landfill	158.08	7.69	7.60	1.99	0.58	175.94
Other disposal operations	30,642.54					30,642.54
Comments	Disposal in landfill					
Total waste disposal	30,868.30	22.16	33.27	2.3	0.94	30,926.98

2020	
Waste for disposal (ton)	Electro Dunas
Total hazardous waste	15
Other disposal operations	15
Comments	Safety landfill for final disposal
Total non-hazardous waste	0
Total waste disposal	15

Excellence, business continuity and innovation**Operating excellence****(201-1) Economic value generated and distributed**

2020	
Economic performance	COP million
Economic value generated (EVG)	6,987,211
Operating revenues	5,125,946
Financial revenues (interests, dividends, others)	85,487
Income from equity method	1,602,363
Other non-operating revenues	173,415
Economic value distributed	5,216,545

Operating costs (property leases, license fees, royalties, contractor payments, among others)	2,200,020
Salaries, mandatory benefits and other employee benefits (salaries, pension contributions, insurance, indemnities, payroll taxes, among others)	330,544
Dividends to shareholders (profit distribution proposal)	1,395,242
Interest payments	664,230
Payments to governments, by country (taxes, fines, penalties, permits, among others)	602,814
Investments in the communities	23,695
Economic value retained	1,770,666
EBITDA	3,662,018
Net income	2,616,877

TRM 2020

USD	3,693.36
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(Own) Customer satisfaction

Customer satisfaction (%)	TGI					Cáldida					Contugas				
	2017	2018	2019	2020	2020 Target	2017	2018	2019	2020	2020 Target	2017	2018	2019	2020	2020 Target
Customer satisfaction level	91%	86%	85%	73%	85%	83%	81%	73%	67%	75%	84.9%	85.6%	80.4%	86.01%	78%

(418-1) Complaints related to customer privacy.

In 2020, there were no complaints related to breach of privacy or loss of customer data in TGI and Contugas.

(Own) Availability.

(Own) Maintenance Plan performance (%).

Indicator	TGI			
	2017	2018	2019	2020
Availability of gas transportation assets	99.88%	99.31%	99.91%	100%
Availability of compression stations for gas transportation	97.4%	98%	98.1%	98%

Indicator	Contugas				Cáldida
	2017	2018	2019	2020	2020
Availability of gas distribution assets	100%	100%	100%	100%	100%

Indicator	GEB				Trecsa			
	2017	2018	2019	2020	2017	2018	2019	2020
Availability of electric energy transmission assets	100%	100%	99.96%	99.95%	99.99%	99.99%	99.98%	99.99%

Electro Dunas

Indicator		2020
Availability of electric energy transmission assets		99.26%
Availability of electric energy distribution assets		99.9%

INDICATOR	2017				2018				2019				2020					
	GEB	TGI	Contugas	Trecca	GEB	TGI	Contugas	Trecca	GEB	TGI	Contugas	Trecca	GEB	TGI	Cáldida	Contugas	Trecca	Electro Dunas
Maintenance Plan performance (%)	94%	99.2%	100%	100%	99%	99.6%	100%	100%	100%	98.9%	100%	100%	100%	98.2%	95.4%	100%	99.6%	100%

(EU4) Length of transmission and distribution lines.

INDICATOR	2017		2018		2019		2020	
	GEB	Trecca	GEB	Trecca	GEB	Trecca	GEB	Trecca
Number of electricity transmission substations	22	16	24	16	27	16	30	16
Total length of the electricity transmission network (km)	1,550	457	1,550	457	1,654	457	1,655	457

Electro Dunas

Indicator	2019	2020
Total length of the electricity distribution network (km)	459.49	2,573

TGI

Indicator	2017	2018	2019	2020
Total length of the gas transportation network (km)	3,957.3	3,993.8	4,017	4,028.5

Indicator	2017		2018		2019		2020	
	Cáldida	Contugas	Cáldida	Contugas	Cáldida	Contugas	Cáldida	Contugas
Number of gas distribution substations	46	10	53	10	56	12	56	12
Total length of the gas distribution network (km)	8,347	1,468	9,691	1,709	11,166	1,750	12,144	1,756

(Own) Losses in gas and electricity transportation, distribution and storage.

Indicator	TGI			
	2017	2018	2019	2020
Gas transport loss rate (%)	0%	0%	0.45%	0.42%

Loss rate = $100 * (\text{Gas received} - \text{Gas delivered} + \text{initial gas inventory} - \text{ending gas inventory}) / \text{Gas received}$

Indicator	TGI
Leaks in natural gas transport (%) Specify leaks from flaring, fugitive emissions, vent, pneumatic emissions	Vent leaks: 0.00796% Unburned leaks: Not applicable

We have a record of vent leaks related to contingencies, major maintenance and new connections.

% of vent leaks = $(\text{Gas vent leaks} / \text{volume of natural gas transported}) * 100 = (13,445 \text{ MCF} / 168,813,606 \text{ MCF}) * 100 = 0.00796\%$

* MCF= One thousand cubic feet

At present, we do not have a record of fugitive emissions (along the transport lines), pneumatic emissions (in compressors) or unburned emissions (in flares) at TGI. We assume complete combustion of all the gas directed to the flare.

Indicator	Cálidda				Contugas			
	2017	2018	2019	2020	2017	2018	2019	2020
Natural gas distribution losses (%)	0.0029%	0.0015%	25.00%	0.0029%	0.000056%	0.89%	0.27%	0.12%

Indicator	2020	
	Cálidda	Contugas
Leaks in natural gas distribution (%) Specify leaks from flaring, fugitive emissions, vent, pneumatic emissions	<ul style="list-style-type: none"> • Leaks from flaring: not applicable • Leaks due to third-party damages: 0.00241519% (includes leaks due to contractors, vandalism, rodents). - Compressor operation vents: 0.00001550%. - Relief valve activation vents: 0.00004427%. • Maintenance activity vents: 0.00004229%. • Enabled customer vents: 0.00003196%. • Vents due to operation of pneumatic valves: 0.00039975% (instrumentation gas). 	The volume of losses due to the impact on the natural gas distribution pipeline by third parties is 9,353.3 m ³ . This is 0.004% of total losses.
Reduction goals for leaks in natural gas distribution (%)	Goal established in RCD 036-2015-OS/CD: 5% less leakage/km, compared to the previous year, for each degree of leakage.	N/A

(Own) Electricity Transmission & Distribution Reliability

SAIDI	2018	2019	2020
SAIDI (in hours) - Transmission Network	4.29 h (99.951%)	3.24h (99.963%)	4.46h (99.949%)
SAIDI (in hours) - Distribution Network	11.16h	8.3h	9.46h

Note: For the calculation of the SAIDI of the transmission network, the data of the electric transmission business in Colombia were taken. For the calculation of the SAIDI of the distribution network, the data of the electrical distribution business of the company Electro Dunas in Peru were taken.

(Additional information) Quality standards

Dimension	Certification or Standard
Capacity	ISO 9001:2015
Occupational Safety and Health	ISO 45.001:2018 Certification VISION ZERO model of the International Social Security Association (ISSA). Healthy Business Model of the Colombian Heart Foundation.
Environmental	ISO 14.001:2015 Certification
Asset management	Implementation of ISO 55.001:2014
Control architecture	Three Lines of Defense Model, promoted by the European Confederation of Institutes of Internal Auditing (ECIIA) to define responsibilities for the Internal Control System, identify, manage risks and implement corrective actions.
Audit	International Certification of the Internal Audit Activity the Institute of Internal Auditors (IIA Global).
Sourcing	Certification in good strategic sourcing practices granted by Chartered Institute of Procurement & Supply (CIPS).
Corporate Governance	<ul style="list-style-type: none"> · International Standards promoted by the Organization for Economic Co-operation and Development (OECD). · - The International Finance Corporation (IFC) of the World Bank. · - The Development Bank of Latin America (CAF). · Code of Good Business Practices (Código País) of the Financial Superintendence of Colombia.
Diversity and inclusion	Silver Seal of the Gender Equality Management System, Equipares. This certification was granted by the Ministry of Labor and the Presidential Council for Women's Equity, with technical support from the United Nations Development Program (UNDP).
Risks	<ul style="list-style-type: none"> · ISO 31001:2018. · Sarbanes Oxley Act of 2002 known as the Sox Act. · ISO 23001
Cyber-security.	Security Framework of the National Institute of Standards and Technology (NIST) of the United States - Cybersecurity Framework.

Risk and impact management

(102- 15) Key impacts, risks, and opportunities

(Own) Strategic risks

(Own) Emerging risks

Strategic risks

#	Strategic risk	Brief description	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.	<ul style="list-style-type: none"> • Ongoing monitoring of market performance and the regulations issued in connection with the COVID-19 situation. • Active participation in sectoral and governmental forums (Inter-Association Energy Committee) to promote sustainable decisions for the Group's companies. • Development of own calculations to generate systemic risk materialization warnings. • Coordination and leadership in the definition of regulatory strategies with the Peruvian subsidiaries. • The controls are focused on Colombia and Peru, as the countries where distribution/ marketing companies are located and where remuneration methodologies vary periodically. • Monitor changes in legislation and regulations • Actively participate in industry associations (Andesco, Naturgas, Acolgen, ANDI, La Sociedad, among others). • Group lobbying of high government in Colombia and Peru. • Advances with OSINERGMIN, IDB, World Bank, Ministry of Foreign Affairs in order to show, together with other agents, the damages to legal security, financial stability and sustainability of concessions and to users. 	<ul style="list-style-type: none"> • Lower revenues and impact on the companies' cash flow • Lower revenues / Limitation of growth of the electricity transmission business and TGI • Lower revenues / Limitation of the growth of GEB, its affiliates and non-controlled companies. • Lower revenues / Limitation of growth of Codensa and Vanti • Lower revenues / Limitation of growth of Emgesa and Codensa • Upward tariff adjustment

Strategic risks

#	Strategic risk	Brief description	Mitigation actions	Potential impacts
2	Occupational accidents in the operations and activities performed by GEB and its affiliates	Occupational accidents in the operations and activities performed by GEB and its affiliates by direct employees and third parties, involving serious or fatal injuries.	<ul style="list-style-type: none"> • Implementation of the Industrial Safety Cultural Transformation Program • Inspection and verification of 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. • Ongoing and on-site monitoring of the Occupational Health and Safety component (safe work analysis, work permits, checklists). • Explicit inclusion in contracts of consequences (sanctions or penalties) for non-compliance with legal indicators and obligations regarding occupational health and safety. • Periodic review and/or update of operating procedures for high-risk activities. • Definition of construction and/or maintenance procedures that include safety parameters in the designs or in the planning of the execution of works or maintenance activities. • Require personal accident policies for high-risk work in the field, for the contractor and its subcontractors. • Apply the procedure for investigating high-potential accidents and incidents for GEB and the investigation and liability protocols for this type of events. • Follow-up on the implementation of action plans derived from investigations of high-potential accidents and incidents. • Occupational Health and Safety performance review applied to all contractors. 	<ul style="list-style-type: none"> • Serious or fatal injury • Economic losses • Fines, sanctions and/or lawsuits - Shut-down of workplaces and/or the Company • Effects on image and reputation • Effects on project schedule and compliance (delays).
3	Differences between partners in non-controlled partnerships	Differences in the interpretation of Shareholder Agreements and statutory obligations in investments in which GEB has no control	<ul style="list-style-type: none"> • Direct contact with partners and company management. • Strengthening the role of strategic advisor for participation on Boards of Directors. • Continuous monitoring of the companies' compliance with the bylaws and Shareholder Agreements in the boards of directors and general meetings of shareholders. • Management and Competency Plan for participation on Boards of Directors, knowledge of the Shareholder Agreement, Regulations, by the delegates on boards of directors. • Follow-up of the agenda of the boards of non-controlled companies in order to prepare participation in boards of directors. • Legal strategy to protect GEB's position in relation to these investments. 	<ul style="list-style-type: none"> • Loss of business • Alteration of the value proposition to shareholders via dividends • Loss of operating efficiency and resources • Effects on image and reputation • Litigation • Effects on compliance with the Group's corporate strategy.

Strategic risks

#	Strategic risk	Brief description	Mitigation actions	Potential impacts
4	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	<ul style="list-style-type: none"> • Monitor compliance and continuity of good corporate governance practices aligned with OECD guidelines. • Continuous follow-up of the importance of strong, clear and effective corporate governance mechanisms and quantify the negative effects of non-compliance. • Raising awareness, reminding and internalization by employees, managers and other stakeholders of the importance of compliance with corporate governance standards. • Reinforce reports to the Board of Directors and the General Meeting of Shareholders on compliance with corporate governance standards. • Implement technological tools for holding virtual sessions (BoD, meetings of shareholders, committees) in compliance with the provisions of Decree 398 / 2020. • Permanent updating on the company's website of information related to corporate governance of Grupo Energía Bogotá and publication of relevant information for the market through the Comprehensive Stock Market Information System (SIMEV, for the Spanish original) managed by the Financial Superintendence of Colombia, in accordance with the provisions of Article 5.2.4.1.5 et. seq. of Decree 2555 / 2010. • Updating and monitoring of the long-term Strategic Plan (CSP). • Monthly monitoring to ensure the alignment of the CSP in GEB and affiliates (strategic overview to determine early warnings regarding achievement of the BHAG goal). • Compliance with the commitments derived from the shareholder agreement signed by the majority shareholder as part of the democratization process (Matrix of Compliance with Corporate Governance Standards). • Align the GEB Academy to the cross-cutting needs identified for GEB and affiliates. • Monitoring and control of the Compensation Model <p>Compliance of the IR (Investor Relations) program with international standards and adoption of additional standards</p> <p>Maintain a proactive relationship with investors, providing quarterly results, timely attention to requirements, organization and participation in investor relations events.</p>	<ul style="list-style-type: none"> • 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). • Impact on the pride of employees and managers and the reputation of GEB • Decrease or effect on the share's marketability / Loss of share value • Failure to achieve corporate sustainability or profitable growth.

Strategic risks

#	Strategic risk	Brief description	Mitigation actions	Potential impacts
5	Inadequate management of the corporate strategy at affiliates	Failure by GEB to adequately monitor the strategy and good corporate governance practices of affiliates.	<p>Implementation and ongoing monitoring of the Corporate Governance Model and communications with affiliates (strengthen boards of directors, committees, bylaws and reporting lines)</p> <p>Definition of procedures and guidelines for takeover and asset management.</p> <ul style="list-style-type: none"> • 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) <p>Definition of leader's brand, competencies and development plans</p> <p>Evaluation, support and monitoring during the performance objectives definition and structuring stage.</p> <ul style="list-style-type: none"> • Implementation and application of the compensation model and its alignment across Group companies. • Identification of critical roles vs. development plans (for succession). • Compliance with the commitments derived from the shareholder agreement signed by the majority shareholder as part of the Democratization process (Matrix of Compliance with Corporate Governance Standards) <p>Internalization of the DNA of the Organizational Culture by the subsidiaries (training, workshops).</p> <ul style="list-style-type: none"> • Procedure for defining strategies and guidelines for subsidiaries and adjusting to control entity models 	<ul style="list-style-type: none"> • Loss of business/Loss of value • Loss of operating efficiency and resources - Not to capture synergies from among the Group's companies <p>Unfavorable impact on reputation Poor financial performance Failure to implement the strategy Materialization of contingencies that have a financial impact on the Group's results.</p>
6	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	<ul style="list-style-type: none"> • Definition of a clear agenda in companies where GEB holds non-controlling interests. Define each asset's role within GEB's investment portfolio <p>Implementation of an organized plan with shareholders, with a defined purpose and aligned with the strategy</p> <p>Management and Competency Plan for participation on boards of directors in accordance with the nature of the asset (and its respective recomposition when necessary)</p> <p>Review shareholder agreement to find adjustment alternatives that provide protection elements for future investments in which GEB has a non-controlling interest.</p> <ul style="list-style-type: none"> • Review of the information by the areas involved in GEB and prior preparation of participation on boards of directors and committees in the companies in which there is no controlling interest <p>Review at president's committees: Financial and Investment, Processes and Learning, of specific topics to be addressed in the Board meetings of non-controlled companies.</p>	<p>Loss of business/loss of value Loss of operating efficiency and resources Effects on image and reputation Litigation Effects on company operations</p>

Strategic risks

#	Strategic risk	Brief description	Mitigation actions	Potential impacts
7	Not having the appropriate and motivated human capital to develop the strategy	Lack of consolidation of a Corporate Human Resource Management Model that meets business needs and contributes to retaining and developing the best talent.	<ul style="list-style-type: none"> • Design and implementation of the Human Resource Management Model framework Integrated project planning to generate harmonized action plans. Inclusion of the Talent Management area from the beginning and planning of the projects. Establish Service Level Agreements. Verification by Talent Management of inclusion in project planning and SLA compliance Update, document, communicate and fulfill human resource management policies and procedures Definition of leader's brand, competencies and development plans Evaluation, supporting 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) Implementation of the workplace environment 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 Review and address current definitions of corporate culture. Follow-up on closing gaps for the consolidation of corporate culture - Organizational Culture Plan Employee Relations Committee and Ethics Committee Implementation of the Inclusion and Diversity Management System (Equipares) Project for definitive telework management within legal and regulatory parameters Strengthening of the Performance Management program and greater support for operational roles (not linked to the strategy). 	<ul style="list-style-type: none"> • Inadequate staff selection and impact on the management life cycle • Not having the installed capacity to meet the requirements within the time frame provided for each project • High turnover and inadequate performance Low motivation and unfocused strategy Resources poorly invested and knowledge leakage, reprocessing, knowledge is not preserved • Misaligned implementation of the human resources management model Low staff productivity and motivation Situations of inequality in the compensation of the different levels • Lack of DNA in the company to set guidelines or common interests • Failure to internalize and consolidate the organizational culture in affiliates • Lawsuits or penalties by the Ministry of Labor • Impact on productivity and business results • Failure to achieve the proposed objectives in Talent Management • Lack of productivity - Lack of staff motivation
8	Inadequate debt management	Higher costs or difficulties in renewing current credit lines or obtaining new loans for GEB	<ul style="list-style-type: none"> 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 alternative financing operations to the capital markets Evaluate and implement actions aimed at restructuring debt concentration by term or currency Periodic monitoring of guaranteed obligations by GEB Management with risk rating agencies 	<ul style="list-style-type: none"> Default event Drop in share price Decrease in company's cash flow Financial cost overruns Difficulties in placement - Commercialization of papers Non-viability of future businesses Non-compliance with indicators required by rating agencies to maintain investment grade.

Strategic risks

#	Strategic risk	Brief description	Mitigation actions	Potential impacts
9	Failure to fulfill Business Plan	Carry out the Business Plan with variables that are not aligned with the Group's economic and operational situation. Failure to monitor Business Plan's financial plan in a timely manner	Structuring and monitoring the business financial plan Implement debt repayment strategy in conditions consistent with revenue generation. Present a report to Senior Management on a regular basis on the constant updating of GEB's budget and financial projections, identifying deviations against the approved budget; every time a new project is incorporated, a change in macroeconomic conditions or a relevant change in the subsidiary financial projections occurs. Definition of procedures and guidelines for monitoring affiliates - Financial committees Development of a pipeline of new opportunities in the different business areas and their permanent monitoring. Definition of goals, periodic review of the performance of company assets and takeovers Active regulatory management for revenue control Search for strategic partners to diversify risks and leverage specific know-how and operating expertise in new regions Monitoring of budget control along with austerity plans and reduction of the companies' costs and expenses to align compliance with the business plan.	Lack of growth / Drop in share prices Lower dividends for shareholders Difficulties in obtaining new financing Default event Low liquidity or insolvency of any of GEB's companies and, consequently, of the parent company Loss of investment grade risk rating

Strategic risks

#	Strategic risk	Brief description	Mitigation actions	Potential impacts
10	Fraud	<p>Any intentional or negligent act, dishonest activity or omission designed to deceive others and generate a loss to the victim and/or benefit for the perpetrator. Fraud can be committed internally by employees, managers, or administrators or externally by customers, suppliers and other stakeholders. (Source: Association of Certified Fraud Examiners, ACFE).</p>	<p>Training to strengthen ethics, transparency and compliance culture for employees and Board members</p> <p>Training on the Ethics and Compliance Program for contractor and suppliers as part of the Annual Suppliers Meeting.</p> <p>Policy on Internal Control and Prevention of Fraud and Corruption</p> <p>Verification of compliance with the guidelines established in the Code of Ethics</p> <p>Strengthen and internalize corporate values: Integrity, Respect, Fairness and Transparency through practical workshops on ethical dilemmas, incentive plan and recognition and leadership by managers, which set an example of ethical behavior to their employees and effective communication of zero tolerance and illustration of consequences.</p> <p>Permanent monitoring, analysis and taking action on the events reported through the Ethics Channel.</p> <p>Permanent monitoring, analysis and taking action regarding the requests, complaints and claims report. Communication regarding decisions on complaints and time indicators for resolving and addressing complaints and reports</p> <p>Policy on Managing Conflicts of Interest</p> <p>Form for declaration of conflicts of interest, analysis and management of reported cases</p> <p>Development of guidelines to define activities, responsible parties and periodicity regarding the declaration of conflicts of interest.</p> <p>Authorization levels defined in procedures and policies, segregation of duties matrix in SAP, access control to systems and facilities.</p> <p>Compliance with the Contracting Manual and procurement process procedures.</p> <p>Existence and signing of confidentiality agreements by employees, suppliers and contractors.</p> <p>Corporate Information Security and Cybersecurity Policy and Strategic Risk Controls R15 Loss of confidentiality, integrity or availability of information.</p> <p>Protocols issued under circular letters with the due review by the technical areas, COVID-19 Care Management, Process Management and Strategic Planning Department</p> <p>Publication and socialization of the official documentation of the processes in the Integrated Management System through a technological tool.</p> <p>Application of document control procedure OGE-PRO-004 Creation, updating or elimination of documentation and dissemination and application of procedure OGE-PRO-008 Management of Circulars.</p> <p>Internal, external and second-party audits carried out by Second Line of Defense, Audits according to the Annual Audit Plan - General Audit</p> <p>Disciplinary sanctions defined in CUM-MAN-001 SIPLA Manual by employees.</p> <p>Identification and monitoring of SOX control matrix and Fraud and Corruption Risk Management.</p> <p>Substantive testing and forensic analysis through specialized consulting services</p>	<p>Economic losses / Loss of efficiency / Drop in share prices</p> <p>Legal proceedings</p> <p>Demotivation of employees</p> <p>Effects on company reputation or image</p> <p>Loss of stakeholder confidence</p> <p>Inadequate decision making based on erroneous or altered information</p>

Strategic risks

#	Strategic risk	Brief description	Mitigation actions	Potential impacts
11	Corruption	Abuse of positions of power or trust, for private benefit to the detriment of the collective interest, carried out through offering or requesting, delivering or receiving goods or cash in kind, in services or benefits, in exchange for actions, decisions or omissions, in order to unlawfully obtain benefits for themselves or for a third party. (Transparencia por Colombia - Anti-Corruption Legal Counseling Center)	<p>Training to strengthen ethics, transparency and compliance culture for employees and Board members</p> <p>Training on the Ethics and Compliance Program for contractors and suppliers as part of the Annual Suppliers Meeting.</p> <p>Policy on Internal Control and Prevention of Fraud and Corruption</p> <p>Verification of compliance with the guidelines established in the Code of Ethics</p> <p>Strengthen and internalize corporate values: Integrity, Respect, Fairness and Transparency through practical workshops on ethical dilemmas, incentive plan and recognition and leadership by managers, which set an example of ethical behavior to their employees and effective communication of zero tolerance and illustration of consequences.</p> <p>Permanent monitoring, analysis and taking action on the events reported through the Ethics Channel.</p> <p>Permanent monitoring, analysis and taking action regarding the requests, complaints and claims report. Communication regarding decisions on complaints and time indicators for resolving and addressing complaints and reports</p> <p>Policy on Managing Conflicts of Interest</p> <p>Form for declaration of conflicts of interest, analysis and management of reported cases</p> <p>Development of guidelines to define activities, responsible parties and periodicity regarding the declaration of conflicts of interest.</p> <p>Authorization levels defined in procedures and policies, segregation of duties matrix in SAP, access control to systems and facilities.</p> <p>Compliance with the Contracting Manual and procurement process procedures.</p> <p>Existence and signing of confidentiality agreements by employees, suppliers and contractors.</p> <p>Corporate Information Security and Cybersecurity Policy and Strategic Risk Controls R15 Loss of confidentiality, integrity or availability of information.</p> <p>Protocols issued under circular letters with the due review by the technical areas, COVID-19 Care Management, Process Management and Strategic Planning Department</p> <p>Publication and socialization of the official documentation of the processes in the Integrated Management System through a technological tool.</p> <p>Application of document control procedure OGE-PRO-004 Creation, updating or elimination of documentation and dissemination and application of procedure OGE-PRO-008 Management of Circulars.</p> <p>Internal, external and second-party audits carried out by Second Line of Defense, Audits according to the Annual Audit Plan - General Audit</p> <p>Disciplinary sanctions defined in CUM-MAN-001 SIPLA Manual by employees.</p> <p>Compliance without exception with the staff selection and recruitment process</p> <p>Gift Policy defined in the Code of Ethics and verification of its compliance</p> <p>Publication of recruitment processes</p> <p>Compliance with procedures for the creation and registration of suppliers</p> <p>Monitoring, follow-up and audit reports</p> <p>Establish disciplinary sanctions for non-compliance with procedures associated with stakeholder relations</p> <p>Policy on Disclosure of Information. Compliance with the IR (Investor Relations) program of the Colombian Securities Exchange with high disclosure standards. Delivery of quarterly results and addressing of stakeholder requirements (analysts, credit rating agencies, regulators, securities exchanges, among others).</p> <p>Monthly and annual accountability, in accordance with Resolution 011 / 2014 and 009 / 2019 - Comptroller's Office.</p>	<p>Legal proceedings / Sanctions</p> <p>Being subject to investigation</p> <p>Damage to the company's reputation or image.</p> <p>Loss of stakeholder confidence</p> <p>Economic losses / Drop in share prices</p> <p>Cost overruns / Mismanagement of company resources / Damage to assets</p> <p>Suspension and/or closure of projects</p>

Strategic risks

#	Strategic risk	Brief description	Mitigation actions	Potential impacts
12	Effects on GEB's reputation	Failure to react appropriately to situations that jeopardize the group's reputation and/or inappropriate handling of information published in internal or external, official or unofficial media.	Design and implementation of the internal and external communications strategy Design and implementation of the communications strategy in social media Permanent monitoring of information contained in media and digital channels regarding GEB; and implementation of immediate action plan Levels of review and approval of information to be disclosed Timely attention to formal requirements from government institutions Active participation in public and private events and instances for adequate relations Crisis manual and circular letter for application at GEB Ensure coordination of competent areas in the framework of the Communications Committee	Failure to achieve GEB's reputational positioning - Effects on the image/reputation achieved Non-viability of projects Drop in share prices Loss of credibility from stakeholders Loss of potential business for the company Effects on the work environment
13	Participate in non-strategic investments	Approve and develop investment projects not aligned with the strategy defined by GEB	Updating and monitoring of the long-term Strategic Plan (CSP). Monthly monitoring to ensure the alignment of the CSP in GEB and affiliates (strategic overview to determine early warnings regarding achievement of the BHAG goal). Monitoring and control of policy, procedures for the assessment of investments and new businesses Project Maturity and Value Creation Model, SBG's New Business Process Adequate risk transfer management (insurable and transferable via contracts)	Economic loss Failure to deliver promised returns to shareholders
14	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 raising awareness in information security and computer security Policy, procedures and tools for inventory, assessment, classification and treatment of 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 guest access networks for both wired and wireless networks Internal audits of both the information security model and information systems Ethical hacking and social engineering tests Anti-spam and anti-phishing tools Automatic information backups Implementation of automatic detective controls to identify non-compliance with guidelines by contractors Design and implementation of a secure architecture for information systems	Industrial espionage and loss of competitiveness Loss of business Leakage or loss of key information Impact on image, sanctions and fines by control entities Decreased productivity or lack of business continuity Information leakage and/or loss of SAP platform availability Possible fraud Data leakage, loss of device control and/or disruption of operations

Strategic risks

#	Strategic risk	Brief description	Mitigation actions	Potential impacts
15	Non-continuity of the business	Inadequate preparation to recover and restore critical business activities in case of a risk event that threatens business continuity	<p>Guidelines for the Formulation of the Business Continuity Plan in GEB, ST and affiliates</p> <p>Design and implementation of the Business Continuity Management System in GEB and ST - Specialized Consulting Support</p> <p>Strategies and Business Continuity Plan</p> <p>Insurance contracting - Transferable risks</p> <p>Alternate data center for SAP services. Office 365 (e-mail). Microsoft Teams and Skype for working at home and teleworking. Remote help desk.</p> <p>Enabling VPN (Virtual Private Network) services for employees and third parties requiring access to applications and services found in GEB's internal network.</p> <p>Adequate selection of alternate Board members in affiliates, in order to ensure ongoing support - Board member selection procedure</p> <p>Identification of critical roles vs. development plans (for succession)</p> <p>Identification and management of specific controls for containment and mitigation of contagion risk and strategies to ensure business continuity</p>	<p>Economic losses, lower income</p> <p>Non-availability of physical facilities</p> <p>No participation in strategic decisions of affiliates and associates</p> <p>Effects on the health of direct employees and contractors, as well as suppliers and stakeholders with possible impact on business continuity</p>
16	Loss of competitiveness and/or reliability of the business operation due to inadequate digital transformation	Not advancing in the digital transformation of GEB leveraged on: digital talent, strategy, processes and digital technology; to support the strategy, ensuring integral, reliable, current and cost-effective information that supports the organization's timely management and growth.	<p>Optimization of the operating models (capabilities, processes, people, information) that support the business, through the implementation of technological tools: SAP Ariba, SAP S/4 HANNA, Success Factors, Concur, Analytical Information Management, Geographic Information System, Knowledge Management and Document Management Model, Information Security and Cybersecurity Model. - PETI 2019 - 2025 Follow-up</p> <p>Strengthen organizational capabilities: digital talent, organizational culture, data management and exploration, agility for organizational transformations, innovation models, cybersecurity, IT/OT integration, that optimize business based on data and Change Management information towards digital transformation.</p> <p>Enabling business growth and innovation based on digital data and technology</p> <p>Technological surveillance for technologies applicable to business segments. Transmission Business: Digital substations under study)</p> <p>Active participation in guilds, forums and/or associations: CIDET, CIGRE, COCIER, CIER, CNO, CAPT, among others for follow-up and monitoring of regulatory changes and new trends</p> <p>Follow-up and studies on the evolution of the maturity and cost of technologies.</p> <p>Design of a model to manage innovation initiatives within GEB, the Transmission Branch and affiliates</p>	<p>Loss of business and/or market exit</p> <p>Failure to enter new markets in the energy sector in a timely manner</p> <p>Failure to meet our customers' expectations</p> <p>Not having complete, reliable, timely and current information for decision making</p> <p>Decreased productivity compared to the market and/or competitors</p> <p>Failure to generate new processes, products and/or value-added services</p> <p>Failure to attract and/or retain the best human talent</p> <p>Technology lag</p>

Strategic risks

#	Strategic risk	Brief description	Mitigation actions	Potential impacts
17	Illiquidity due to lower income	Possible cash illiquidity in GEB companies due to lower revenues received.	<p>Obtaining different short-term credit lines or anticipating programmed financing</p> <p>Analysis of the different financing proposals offered by government authorities for managing vulnerable sectors, financing with other agents in the chain and possible lines of credit with multilateral banks</p> <p>Deferral of investments planned for 2020, which will depend on the duration of the established quarantine. Gradual reactivation of operations under strict protocols</p> <p>Management of companies to review changes to the regulation, mitigating impacts due to investment obligations and tariff setting</p> <p>Processing of force majeure events, execution of investments during the tariff calculation period</p> <p>Rigorous monitoring of budget control along with austerity plans and reduction of the companies' costs and expenses in order to adjust compliance with the business plan.</p>	<p>Impacts on companies with "take or pay" or fixed rates do not consider impacts on P&L, only on cash.</p> <p>For distribution companies or variable tariffs, impact on lower P&L revenues</p> <p>Impacts on companies with "take or pay" or fixed rates do not consider impacts on P&L, only on cash.</p> <p>For distribution company or variable rates, impact on lower P&L revenues</p> <p>Impact on revenues for some companies.</p> <p>Effects of changes in variables such as the exchange rate on revenues in some companies.</p> <p>Impact on established rates and possible penalties for non-compliance with investment requirements</p>

EMERGING RISKS

Global or industry trends	Emerging risks	Correlation with strategic risks	Possible impacts	Opportunities	Mitigation actions
Change of government or of the country's financial situation	<p>Changes in tax and financing laws</p> <p>Legal, regulatory, tax and financing uncertainty and instability</p>	Regulatory changes unfavorable to the company's interests	<p>Effects on revenues and EBITDA, drop in share prices</p> <p>Decrease in competitiveness in new investment opportunities</p> <p>Increased demands from our stakeholders, to cover the absence of clear State policies</p> <p>Increased volatility of macroeconomic variables, especially interest rates and exchange rates, which may affect our business revenues and costs</p> <p>Restrictions on organic and non-organic growth of our businesses</p>	<p>Structuring and executing works for taxes through our Transmission business, thus contributing to basic community needs</p> <p>Opportunities and investment for the economic reactivation of each country</p> <p>Consolidation of region requirements to channel efforts of different actors, where the GEB can be the orchestrator of such resources for the assistance of the stakeholders</p>	<p>Proactive management and monitoring of laws, regulations, doctrine and jurisprudence</p> <p>Group lobbying of senior government officials in each country</p> <p>Legal stability agreements</p> <p>Proactive management and monitoring of the environment in the region</p> <p>Permanent search for the growth of our business and in other regions</p>

EMERGING RISKS

Global or industry trends	Emerging risks	Correlation with strategic risks	Possible impacts	Opportunities	Mitigation actions
Cybersecurity	Cyber and company information management vulnerabilities	Loss of the confidentiality, integrity or availability of information	<p>Industrial espionage, leakage or loss of key information with reputational impact</p> <p>Loss of competitiveness or loss of business</p> <p>Unavailability of core and back business assets</p> <p>Decrease in productivity of the company's teams</p>	Digitalization strategy focused on improving core business efficiency and ensuring productivity in the company's back-end processes, where improvements of 8-12% of the EBITDA of companies in Colombia could be achieved	<p>Automated control of accounts to access information systems and role profiling</p> <p>Segmented and separate networks for access by guests both for cable and wireless networks</p> <p>Internal audits both of the Information Security Model and the information systems</p> <p>Anti-spam, anti-phishing tools</p> <p>Ethical hacking and social engineering tests</p> <p>Cybersecurity project to strengthen the protection of TO networks in the Transmission business to ensure and protect the availability of critical operations and service delivery</p>
Catastrophes and large-scale events	Uncertainty in the occurrence of extreme weather events and crises due to climate change management failure	Non-continuity of the business	<p>Service delivery cannot be assured</p> <p>Economic and reputational losses for the company</p> <p>Damage and unavailability of assets</p>	<p>The strategy approved in Dec-2020 states:</p> <p>Promotion of Non-Conventional Renewable Energies, capturing 20% of the potential future opportunity: 800-1,200 MW3</p> <p>Efficient energy consumption of the District</p> <p>Support the District in meeting the goal of 600,000 electric vehicles by 2030</p> <p>Commitment to reduce emissions of ton CO₂ equivalent with annual targets aligned with the commitment in each of the countries</p>	<p>Take out insurance policies - transferable risks. Continuously survey the insurance market for new and better coverage, to reduce the financial impact of a loss event</p> <p>Business Continuity Plan</p> <p>Institutional Emergency Response Plan (PIRE, for the Spanish original)</p> <p>Implementation of policy and analysis of qualitative and quantitative scenarios associated with availability and quality of water resources, and the generation of emissions and waste</p>

EMERGING RISKS

Global or industry trends	Emerging risks	Correlation with strategic risks	Possible impacts	Opportunities	Mitigation actions
Impact on the world economy due to crises resulting from issues associated with climate, health or economic crises	Social instability in the countries where the Group is operating	Lack of continuity in the strategy or failure to implement the corporate governance practices.	<p>Suspension of operations due to social unrest or physical security at our facilities</p> <p>Service delivery cannot be assured</p> <p>Economic and reputational losses for the company</p>	Structuring and execution of shared-value projects with our stakeholders	Proactive stakeholder engagement and leadership in economic recovery in the countries where we operate
Energy transition	Reconfiguration of the energy sector value chain and accelerated implementation of new technologies	Lack of continuity in the strategy or failure to implement the corporate governance practices.	<p>Effects on revenues and EBITDA, drop in share prices</p> <p>Decrease in competitiveness in new electric energy and gas investment opportunities</p> <p>Possible decrease in revenues due to low use of the services offered by our Energy Transmission and Distribution and Gas Transmission and Distribution assets.</p> <p>Restrictions on organic and non-organic growth of our businesses</p>	Development of new products and services under the strategic enabler of digitalization and innovation	<p>Implementation of the new strategic plan for 2021-2030, where GEB's businesses in Electricity Transmission and Gas Transportation are strengthened</p> <p>Execution of our Strategic IT Plan, ensuring the digitization of the company's core and back office processes</p> <p>Proactive management and monitoring of the environment in the region, technological monitoring of new market entries and adoption of technologies that add value to the business</p> <p>Evolution of the innovation system</p>

Note : In the last 2 years, there were no information security breaches or cybersecurity incidents.

Supply chain

(204-1) Proportion of expenses on local suppliers

A local supplier is defined as one whose country origin is the same as that where each company's main operations are located. In this case, the information is from Colombia, Peru and Guatemala, as applicable.

The figures covered correspond to the companies GEB, TGI, Contugas, Trecca and Cálidda. The data of Electro Dunas are not within the scope of the assurance performed by PricewaterhouseCoopers Asesores Gerenciales S.A.S.

Currency	Exchange rate 2020	Exchange rate 2019
COP	3,693	3,281
PEN	3.50	3.34
GTQ	7.68	7.74

Proportion of expenses on local suppliers 2020

Currency	GEB		TGI		Cálidda		Contugas		Trecca		Electro Dunas		Total
	COP	USD	COP	USD	PEN	USD	PEN	USD	GTQ	USD	PEN	USD	
Total amount spent on purchases of products and services in the reporting period	314,221,037,307	85,085,577	150,964,859,442	40,878,651	1,932,539,774	536,816,604	21,636,048	6,181,728	87,729,265	11,423,081	75,939,646	21,697,042	702,082,684
Amount spent on local purchases of products and services	301,238,026,218	81,570,004	146,259,563,995	39,604,539	1,835,897,546	524,542,156	20,919,265	5,976,933	82,977,444	10,804,355	13,439,829	3,839,951	666,337,939
Percentage of products and services purchased locally (%)	95.9%	95.9%	96.9%	96.9%	97.7%	97.7%	96.7%	96.7%	94.6%	94.6%	17.7%	17.7%	94.9%

Proportion of expenses on local suppliers

Currency	2019												Total
	GEB		TGI		Cálidda		Contugas		Trecca		Electro Dunas		
	COP	USD	COP	USD	PEN	USD	PEN	USD	GTQ	USD	PEN	USD	USD
Total amount spent on purchases of products and services in the reporting period	431,427,137,724	131,492,575	393,636,509,173	119,974,553	260,520,000	78,000,000	8,634,100	2,585,060	GTQ 173,515,711	22,418,050	45,948,918	13,757,161	368,227,399
Amount spent on local purchases of products and services	402,692,676,193	122,734,738	366,067,712,669	111,571,994	250,520,000	75,005,988	8,442,356	2,527,651	GTQ 14,879,376	1,922,400	10,650,987	3,188,918	316,951,690
Percentage of products and services purchased locally (%)	93.3%	93.3%	93.0%	93.0%	96.2%	96.2%	97.8%	97.8%	8.6%	8.6%	23.2%	23.2%	86.1%

(102-9) Supply chain
(Own) Proportion of local suppliers

2020

Local suppliers	GEB	TGI	Cálidda	Contugas	Trecca	Electro Dunas	Total
Total number of suppliers	1205	214	1152	846	215	3930	7562
Total number of local suppliers	1115	208	1052	776	208	3880	7239
Total number of international suppliers	90	6	100	70	7	50	323
Percentage of local suppliers	93%	97%	91%	92%	97%	99%	96%

2019

Local suppliers	GEB	TGI	Cálidda	Contugas	Trecca	Electro Dunas	Total
Total number of suppliers	370	285	1294	361	316	3732	2626
Total number of local suppliers	346	275	1171	66	298	3700	2156
Total number of international suppliers	24	10	123	14	18	32	189
Percentage of local suppliers	93%	97%	90%	18%	94%	99%	82%

(308- 1) New suppliers that were screened and selected using environmental criteria.

(414- 1) New suppliers that were screened and selected using social criteria.

2020

Supplier evaluations	Unit	GEB	TGI	Cálidda	Contugas	Trecca	Electro Dunas	Business Group
Number of new suppliers	Number	835	61	124	55	38	198	1256
New suppliers that were screened and selected using environmental criteria	Number	355	43	124	0	15	50	587
New suppliers that were screened and selected using environmental criteria	Percentage	43%	70%	100%	0%	39%	25%	47%
New suppliers that were screened and selected using social criteria	Number	355	43	0	N/A	14	0	412
New suppliers that were screened and selected using social criteria	Percentage	43%	70%	0%	N/A	37%	0%	33%
Number of suppliers assessed for environmental impacts.	Number	355	43	13	N/A	391	0	802
Number of suppliers assessed for social impacts.	Number	355	43	13	N/A	391	0	802