2024 INTEGRATED SUSTAINABILITY REPORT ANNEXES



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Grupo Energía Bogotá

Grupo Energía Bogotá

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CSA Income from New Opportunities						
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Transmission of Tomorrow – Contribution to SDG 7: Affordable and clean energy					
Kilometers of Transmission Lines in Operation (Guatemala, Brazil, and Colombia)	3,255	2019	8,900	2030	
Gas for the Future – Contribution to SDG 7: Affordable and clean energy					
Gas Distribution (Millions of Connections) – Peru	1.2	2019	2.0	2030	
Climate Change Management – Contribution to SDG 13: Climate Action					
Greenhouse Gas Emissions Targets – Scope 1 and 2 (by Country).					
Greenhouse Gas Reduction – Colombia.	–	2019: Enlaza 2021: TGI	51.0%	2030	Enlaza: TGI:
Greenhouse Gas Reduction – Peru	–	2019: Contugas and Cálidda 2021: Electrodunas	30.0%	2030	Contugas: - Cálidda: ElectroDunas:
Greenhouse Gas Reductions – Guatemala.	–	2019: Conecta	11.2%	2030	Conecta:
Diversity, Equity, and Inclusion – Contribution to SDG 5: Gender Equality and SDG 10: Reducing Inequalities.					
Percentage of Women in Middle Management Positions[15]	43.0%	2022	45.0%	2025	45.8%
Percentage of Diverse Population in the Workforce[15]	3.0%	2022	9.0%	2025	3.76%
Percentage of Critical Contractors Trained in Human Rights, Diversity, Equity, and Inclusion[16]	–	–	95.0%	2025	89%
Percentage of Environmental and Social Managers Trained in Human Rights, Diversity, Equity, and Inclusion[16]	–	–	95.0%	2025	94%
Workforce Well-Being – Contribution to SDG 8: Decent work and economic growth					
Lost Time Injury Frequency Rate[17]	1.21	2022	1.00	2025	
Fatality Indicator (All Companies - Employees and Workers).	0.00	2022	0.00	2030	0
Social Impact: Fabio Chaparro Education Program – Contribution to SDG 4: Quality Education.					
Scholarships for the Future (No. of Beneficiaries)[18]	–	–	24	2030	1
Strengthening Workforce Skills (Number).	–	–	4.363	2030	2.429
Individuals Trained in Energy Transition and Sustainability (Number of Beneficiaries)[19]	–	–	20.086	2030	5.849
Students Receiving Awards in Research and Innovation in Areas Relevant to GEB (Number).	–	–	88	2030	0

15 This indicator corresponds to GEB (holding)
16 This indicator corresponds to GEB and its subsidiary Enlaza
17 Includes GEB and its controlled companies. The Number of Accidents is Calculated Based on a K of Million Man-Hours of Risk Exposure.
18 Includes GEB and its controlled companies. Educational Areas include, but are not limited to, Sustainability, Data Analytics, Sustainable Mobility, Energy Storage, Energy Efficiency, Climate Change, and Digitization.
19 Individuals Met Eligibility Criteria and Enrolled in Training Programs.

02

INDICATORS AND NOTES

Grupo Energía Bogotá

ABOUT GEB

02

Grupo Energía Bogotá

About GEB

ABOUT GEB

(GRI 2-1)

Ownership and Legal Form: GEB is a Mixed Public Service Company, pursuant to Law 142 of 1994 and its Bylaws. While the Capital District of Bogotá is its Majority Shareholder, GEB operates under its own legal framework and has administrative, financial, asset, and budget autonomy. Furthermore, as stipulated by Article 32 of Law 142 of 1994 and constitutional case law, Mixed Public Service Companies "are governed solely by private law." GEB does not form part of the Executive Branch of Government.

(GRI 2-1)

Corporate Purpose: The company's primary objective is the generation, transmission, distribution, and marketing of energy, including gas and liquid fuels, and may also participate as a partner or shareholder in other public service companies, either directly or through partnerships. Additionally, it can develop and engage, directly or indirectly, in engineering and infrastructure projects, and make investments in these areas, including providing related services and activities.

(GRI 2-1)

Main Office Location: Colombia, Bogotá D.C., Carrera 9 No. 73-44, 6th Floor.



Grupo Energía Bogotá

Risk Management



RISK MANAGEMENT

Relevant or Material Risks

The most relevant risks for GEB are regulatory, financial, and operational.

In the regulatory field, they are related to any modification in the current regulations (laws, decrees, resolutions, notices, court judgments, doctrine) that could negatively impact the interests of GEB and its subsidiaries. An unfavorable regulatory change or amendment could have considerable impact on business revenues, because the rates and revenues are regulated, which would reduce the profitability of the businesses and therefore reduce GEB's income.

- With respect to financial risks, continuous monitoring is carried out to analyze net exposures and their magnitude, with the aim of managing them in a timely and effective manner.
- Among the operational risks are the non-continuity of the business due to physical factors, force majeure, internal factors, and others, which can cause interruptions in the provision of electric energy and gas services, which would lead to reputational damage and financial losses.

In 2024, four (4) types of strategic risks materialized for the subsidiaries Enlaza and Cálidda (2) and Transportadora de Gas Internacional TGI (2). These risks corresponded to:

- **Enlaza:** The Risk of Occupational Accidents with fatal consequences and the Risk of Non-compliance with the Business Plan resulting from the Superintendence of Household Public Utility Services' intervention in AIR-E led to the systemic accounts receivable risk due to overdue obligations.
- **Cálidda:** Risk of fatal occupational accidents.
- **TGI:** Regulatory risk arising from the negative impacts of the implementation of CREG resolution 175 and its pesification effect and adjustment of the WACC to 11.88%. Another was the materialization of the risk of non-continuity of critical business functions due to the emergency in the Ballena – Barrancabermeja Gas Pipeline on July 4, 2024. For details on the risks that materialized in 2024, consult the Integrated Report Supplements.

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Indicators and Notes

INTEGRATED REPORT ANNEXES:

Strategic Risks:

Materialized Risks	Cause	Impacts	Actions taken
Occupational accidents in the operations and activities performed by GEB and its subsidiaries	Event 1: (July 7, 2024) Sogamoso Project – UPME 01-2013. The collapse of Tower 40 Event 2: (August 5, 2024) Sogamoso Project – UPME 01-2013. Stream crossing – displacement of tower 236 Event 3: (Aug 19, 2024) Chorrillos District – 1 deceased due to collision with a vehicle during regular duties.	Injuries from accidents with serious or fatal outcomes.	Tower 40 event: • Dismantling of the structure and transfer to the yard, in accordance with approved procedures. • The external consultant completed the structural design review, civil engineering procedures, assembly, and event analysis of tower 40. • Inventory preparation was completed. • Laboratories were conducted for the samples taken from the structure of T40. Tower 236 event: • Inclusion of start-of-shift talks, reinforcement of behavior-based safety concepts. • Pre-shift talks on topics associated with natural phenomena, flash floods, crossing water bodies, and other related topics. • Identification of occupational safety and health (OSH) risks associated with access points to work sites, and inclusion in Safe Work Analyses. • Updating the hazard matrix with the risk level and operational controls (sharing with employees). • Validation with the audit of the administrative and operating controls of the tasks being executed. Chorrillos District event: • Ensure compliance with safety procedures • Strengthen security requirements • Development an awareness program
Failure to fulfill the Business Plan	The SSPD's intervention in AIR-E. Systemic accounts receivable risk due to overdue obligations of Air-e for accounts billed by the LAC and the coverage of its guarantees.	Risk of default on accounts receivable for GEB and ENLAZA: August consumption: COP 10.898 billion September consumption: COP 5.281 billion (estimated value)	• Continuous monitoring of account settlement carried out by XM. • Actions will be taken in advance before the Air-e Trust Fund to claim the promissory notes for the values certified by XM (CREG Resolution 031-21). Administrative actions will be carried out for GEB and Enlaza to present their claims in the management or liquidation process, as defined by the SSP. • Discussions with associations (ANDESCO) to advance in both legal and relational joint strategies. • Filing legal actions against MME resolution 307. • Proposals to provide liquidity to the Business Fund, as occurred with the takeover of Electricaribe, through CONPES and the option of Liquidity Bonds.
Regulatory changes with an impact on TGI	Materialized from June 2023 by the start of Phase 1 Res. 175 with USD to COP exchange rate change and WACC adjustment to 11.88%	Financial impact COP 287.0 billion/year	Prepayment of debt of COP 402 billion. Decrease in Club Deal credit interest rates
Non-continuity of critical business functions	Emergency at the Ballena – Barrancabermeja Gas Pipeline	Effects on contracts with 9 clients from July 6 to 9, 2024, with a repair cost of COP 439 million.	Root cause investigation Relevant repairs

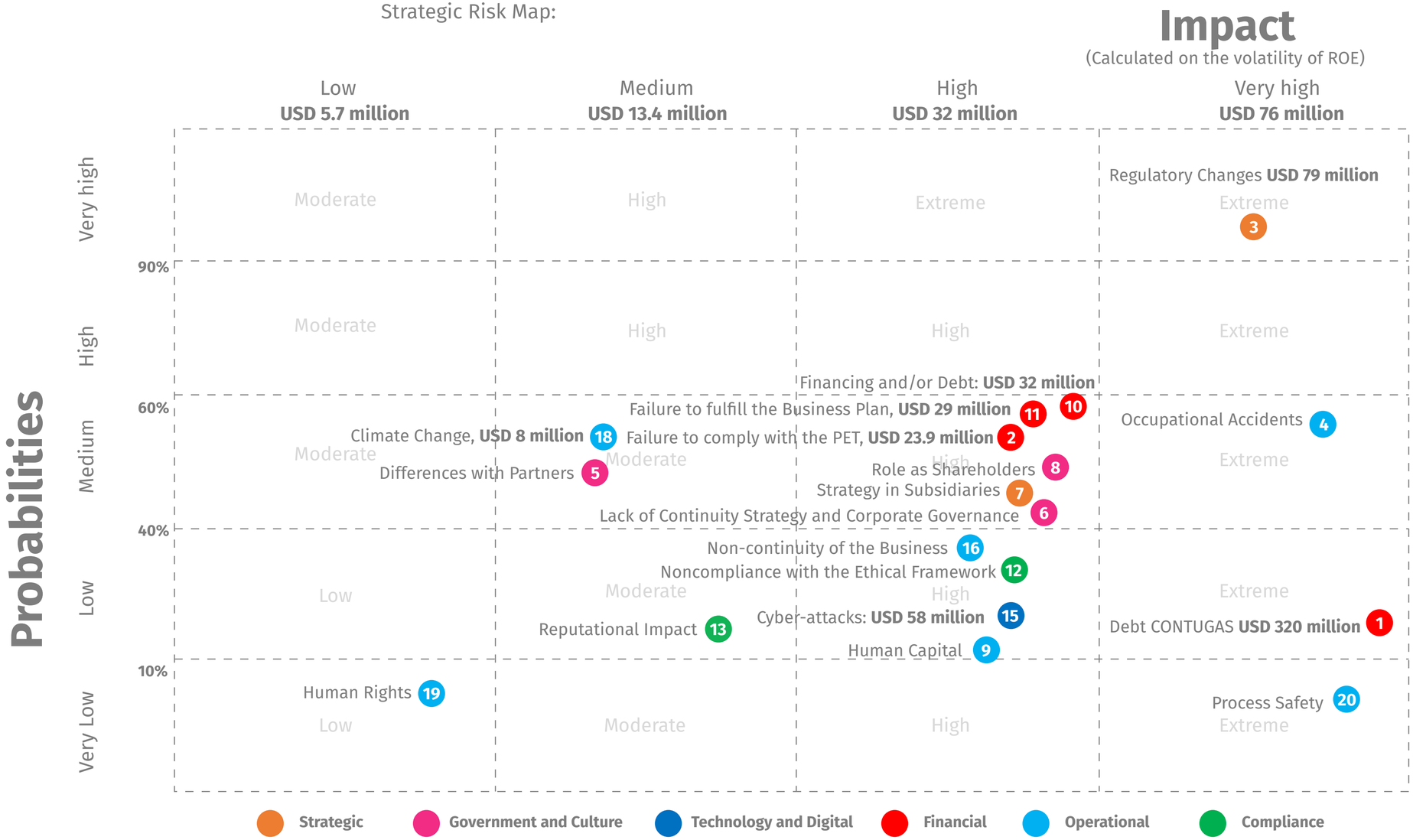


Grupo Energía Bogotá

Indicators and Notes

Strategic Risks:

Strategic Risk Map:



Strategic risk	Description	Mitigation actions	Impacts
Regulatory changes unfavorable to the company's interests	Amendment of existing regulations (laws, decrees, resolutions, circulars, rulings, doctrinal changes) that negatively impact GEB's interests.	Recurring monitoring of government entities with jurisdiction over the energy sector (executive and legislative) Strategic regulatory management that allows preserving the company's value, either directly or through proactive participation in associations Definition and implementation of government engagement strategies. Proactive regulatory management, anticipate government measures with proposals favorable for the regulated sectors Assessment of impact scenarios from potential short-term regulatory changes and implementation of mitigation measures.	Decrease in revenue and impact on the cash flow of the companies. Reduction in revenue / Limitation on the growth of the electrical transmission business and TGI. Decrease in revenue / Limitation on the growth of GEB, its subsidiaries, and associates. Reduction in revenue / Limitation on the growth of CODENSA and VANTI. Reduction in revenue / Limitation on the growth of EMGESA and CODENSA. Rate adjustment upwards
Occupational accidents in the operations and activities performed by GEB and its subsidiaries	Occupational accidents in the operations and activities performed by GEB and its affiliates by direct employees and third parties, involving serious or fatal injuries.	Implementation of the cultural transformation program for occupational safety and health. Inspecting and verifying compliance with occupational safety and health (OSH) procedures for high risk jobs and affiliations to the social security system. Periodically verifying the skills 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. Have operational leaders implement proactive practices (proactive performance indicator) Continuous and on-site supervision or assurance of the Occupational Safety and Health component (analysis of safe work, work permits, checklists). Implement the Critical Risk Operational Minimums (MORC, for the Spanish original) Requirements and the life-saving rules. Explicit inclusion of consequences (sanctions or constraints) due to noncompliance in the contracts, with indicators and legal obligations regarding Occupational Safety and Health. Monitor the proactive performance indicators of operational leaders in the Primary Committees. Periodic review and/or update operating procedures for high risk activities. Define construction and/or maintenance procedures that include safety parameters in the designs or in the planning for executing works or maintenance activities. Requirement of personal accident insurance for high-risk field work, applicable to contractors and their sub-contractors. Develop the contractor management model from the pre-contractual, contractual, and post-contractual phases Apply the procedure for investigating high-potential accidents and incidents at GEB, including protocols for investigation and accountability. Follow-up on the implementation of action plans derived from high potential accident and incident investigations and disclosure of lessons learned. Ratify the commitment to Safety, Health and Well-being from the Board of Directors to executives, primary committees, process leaders, and employees. Implement the proactive “Right to Refuse” practice, whereby any employee can suspend the activity they can ensure safe work conditions when they identify a serious and imminent risk. Safety and health performance assessment for all contractors. Establishment of the Corporate Occupational Safety and Health Management within the Talent Management process and the definition of the OSH Management Model, extending to subsidiaries.	Serious or fatal injuries. Economic losses Fines, penalties, and/or lawsuits Closure of work centers or the company Effects on image and reputation Schedule impact and project completion (delays)
Potential Differences between partners in non-controlled companies	Differences in the interpretation of Shareholder Agreements and statutory obligations in investments in which GEB has no control.	Reassign the functions of the Vice President of Business and Innovation to continuously support and monitor compliance with the strategy for non-controlled companies, in accordance with the guidelines defined in the CSP. Guidelines issued by the VP of Business and Innovation and the Corporate Affairs Department for effective participation in meetings of the Board of Directors. Identify and follow-up on relevant, critical or high material impact aspects for companies where GEB has equity interest but no control. Appoint members to the boards of directors of non-controlled companies, in accordance with the required profiles, to materialize the strategy defined for the asset. Continuous monitoring by the Corporate Affairs Department, with the support of the VP of Business and Innovation, to ensure non-controlled companies’ compliance with statutory regulations, shareholder agreements, and other internal regulations. Define a legal strategy in case GEB's rights are violated to protect the GEB's position on its investments. Arbitration, financial expert reports, recruitment of legal advisors, drafting minimum rules to enter into new Shareholders' Agreements	Loss of business Change in the value proposition to shareholders through dividends. Loss of operational efficiency and resources Impact on image – reputation Litigation Effects on fulfillment of the Group's corporate strategy
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	Implement a Corporate Governance Model according to the market's best practices and aligned with the Corporate Strategic Plan (CSP) of the Company. Continuous verification of compliance with the standards of the Corporate Governance or adopted by the Company and strengthening of the periodic reports submitted to the Corporate Governance and Sustainability Committee, the Board of Directors, the General Meeting of Shareholders, oversight bodies and the market. Continuous verification of compliance with the Shareholders Agreement signed by the Capital District, the majority shareholder, within the framework of the democratization process, and filed with the Company’s Management. Strengthen the internal and external communications process to periodically inform employees, shareholders, and other stakeholders of the importance and commitment of the Company to having an organizational culture based on good Corporate Governance practices. Implement technological tools to manage the General Meeting of Shareholders, Board of Directors, and Committees, ensuring the proper management and fulfillment of their functions, commitments, and meeting schedules, as well as the appropriate handling of the information made available to them. Continuous updating on the Company's website regarding corporate governance information 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. Periodic monitoring of the Group's Strategic Plan, in accordance with the processes defined in Business and Innovation Management, as well as in the cross-cutting monitoring and control processes.	Changes in policies and guidelines, re-processing, inadequate execution of the budget and PAC. Effects on the Company’s ratings awarded by credit rating agencies. Negative perception of investors on the commitment and stability of the Company’s management. Failure to comply with the Shareholder Agreement resulting from the democratization process. Impact on the Company’s value proposition towards stakeholders concerning the shareholders and management's commitment to corporate governance. Difficulties in negotiating topics of interest with third parties (credit, new businesses, partners). Activation of covenants Impact on the internal culture of employees and managers, as well as the Company’s reputation. Decrease in or impact on the stock's marketability - loss of stock value Failure to achieve the the Company’s sustainability or its profitable growth. Loss of knowledge of current businesses.

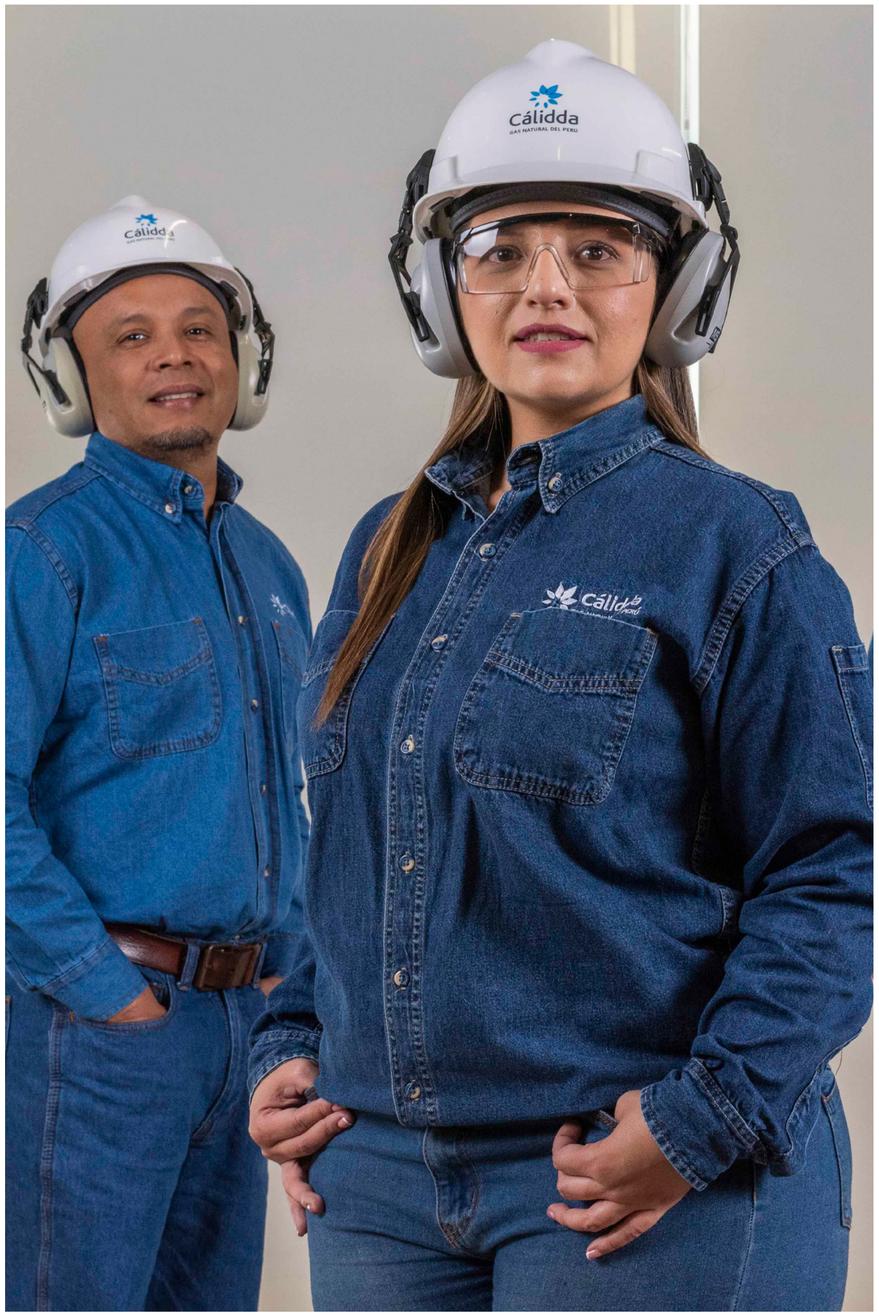
Strategic risk	Description	Mitigation actions	Impacts
Inadequate management of the corporate strategy at subsidiaries	Failure by GEB to adequately monitor the strategy and good corporate governance practices in subsidiaries and companies under joint control.	Direct approach to partners and company management. Implementing a Corporate Governance Model and Business Group Model according to the market's best practices and aligned with the Corporate Strategic Plan (CSP) for the entire Group. Monitoring compliance with the Business Group Agreement and guidelines for GEB relations with its subsidiaries as the Group's parent company. Strengthening of processes for the legal protection of investments that define corporate governance mechanisms to have timely access to information. Performing diagnoses to determine the needs for establishing policies and procedures in interactions with subsidiaries and key processes in which greater control is required. Designated members of the Boards of Directors define and implement strategic guidelines for management and decision-making regarding assets.	Loss of business or loss of value of GEB investments in its subsidiaries. Loss of operating efficiency and resources and inability to capture synergies between the companies that are part of the Group. Unfavorable impact on reputation in jurisdictions where we have a presence. Inadequate financial performance. Failure to implement the strategy and Corporate Governance Model at Group level. Materialization of contingencies that impact the Group's results financially.
Failure to fulfill the appropriate shareholder role in decision-making at companies where GEB holds a non-controlling interest	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 GEB's interests.	Identifying and following up on relevant critical or high material impact for companies in which GEB has equity interest but no control. Designated members of the Boards of Directors define and implement strategic guidelines for management and decision-making regarding assets. Review of the information by the involved areas in GEB and preparation before participating in the Boards of Directors and Committees in the companies where we have no controlling interest. Review in President's Committees: Financial and Investment, Processes and Learning, of specific topics to be addressed in the Board meetings of non-controlled companies. Continuously monitoring the fulfillment of functions, commitments, and session schedules of the corporate governance bodies of non-controlled companies through participation in boards of directors and general meetings of shareholders.	Loss of business/loss of value Loss of operational efficiency and resources Impact on image – reputation Litigation Impact on the company's operation
Not having the appropriate and motivated human capital to develop the strategy	Failure to consolidate a Corporate Human Resource Management Model that meets business needs and contributes to retaining and developing the best talent.	Work plan to consolidate the comprehensive talent management process to govern the employee's life cycle and preserve his/her personal integrity. Update, document, communicate and fulfill human resource management policies and procedures. Training plan and individual development plans Work plans for Performance Management Studies and analyses for efficient performance management and variable compensation schemes. Implementing the workplace environment and quality of life strategy. Project to manage new forms of work within legal and regulatory parameters. Employee Relations Committee and Ethics Committee	Inadequate selection of personnel and effects on the management life cycle. Lack of installed capacity to respond to requirements in the expected times for each project. High turnover and inadequate performance Low motivation and unfocused strategy Flight of knowledge Inadequate resource investment and flight of knowledge, reprocessing, and failure to preserve knowledge. Low personnel productivity and motivation Lawsuits or penalties by the Labor Ministry Impact on productivity and business results Lack of productivity – Low employee motivation
Financing restrictions and/or increase in borrowing costs	Difficulties to access resources, refinancing and borrowing costs or restrictions	Evaluation and execution of refinancing alternatives or switching currencies in the event of favorable market conditions. Implementing policies for currency exchange rates risk management. Formulating and executing a financial risk hedging strategy for debt and investments of GEB. Implementing hedge accounting for net foreign investment as stipulated under IFRS. Evaluating and executing financial hedges when required The availability of funds to cover debt service obligations through short-term cash flow analysis and monitoring. Anticipating need for financing and/or resources and optimizing processing times Negotiating less restrictive contractual clauses, guarantees or parent company/affiliate support. Diversification of financing sources Periodically monitoring the obligations guaranteed by GEB Management with credit rating agencies and capital providers Reputational management differentiating the actions of contractors and GEB Preventive monitoring of contractors – Verification of Sanctions Lists Requesting flexibility in borrowing authorizations to the Ministry of Finance	Default event Drop in share prices. Reduction in the company's cash flow. Increased financial costs. Difficulties to secure placement resources Non-viability of future businesses or inability to invest in new business. Non-compliance with indicators required by credit-rating companies to maintain investment grade. Decrease of credit lines by banking institutions Access restrictions to loans with third parties – Disqualification with certain providers
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	Definition of goals, periodic performance reviews and controls of company assets Structuring and Monitoring the business' financial plan Implementation of the debt restructuring strategy under conditions that align with revenue generation. Periodically submit an updated budget and projections to Senior Management. Definition of procedures and guidelines for monitoring affiliates - Financial Committees. Development of inventories of new opportunities in different business areas with permanent monitoring. Actively managing control over income and protecting profitability Searching for strategic partners/allies to diversify risks and leverage specific technical and operational knowledge in new geographies.	Lack of growth Drop in share prices. Lower dividends for shareholders Difficulties in obtaining new funding Default event Low liquidity or insolvency event at any GEB company, consequently affecting the parent company. Loss of investment grade credit rating

Strategic risk	Description	Mitigation actions	Impacts
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 implement the internal and external communications strategy. Design and implement the communications strategy for social media. Ongoing monitoring of information contained in communications media and digital channels related to GEB and immediate implementation of action plans. Levels of review and approval of information to be disclosed Timely attention to formal requirements by government institutions Active participation in events and public and private agencies for proper relations. Crisis manual and newsletters to be applied in GEB Ensuring the coordination of competent areas within the framework of the Communications Committee Making sure the relevant information is shared on time and appropriately to all employees.	Not achieving GEB's reputational positioning Impact on the achieved image/corporate reputation Lack of feasibility of projects Drop in share prices. Loss of credibility by stakeholders Loss of potential businesses for the company Effects on the workplace environment
Participation in non-strategic investments	Approve and develop investment projects not aligned with the strategy defined by GEB.	Update and monitor the long-term strategic plan Monitor and control policies and procedures for assessing investments and new businesses Analysis and assessment of investment per the guidelines and procedures established in the Development Plan for New Business. Identifying risk in investment projects	Economic losses Failure to deliver the promised profitability to shareholders
Loss of confidentiality, integrity or availability of the Company's information assets and/or cyberassets.	Failure to maintain the confidentiality, integrity and availability of information assets, which may affect operations, competitiveness, profitability and corporate image	Monitor compliance with corporate policies, model and standards for information security and cybersecurity. Assess, classify and establish controls to protect the Company's information assets and cyberassets according to identified risk levels through established policies and procedures. 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 Define standards, processes, and procedures to ensure the conditions for guaranteeing the confidentiality, integrity, and availability of information assets and cyber assets. Define and implement technical and procedural controls to manage the information security and cybersecurity risks identified in information assets and cyber assets. Educate, train and raise awareness in employees and third parties on topics related to information security and cybersecurity. Define and implement technological solutions for monitoring and protecting the company's information assets and cyber assets. Conduct periodic tests to assess and identify security gaps in information systems and applications. Periodically review and evaluate the parameterized configurations in information security and cybersecurity tools Design and implement a secure architecture system at the level of technological infrastructure, information systems, and infrastructures in operation. Conduct periodic tests to assess and identify security gaps in information systems and applications. Activate the incident management plan, recovery plan, and communications plan to quickly restore information assets and cyber assets. Internal audits on both the information security and cybersecurity model, as well as the information systems and infrastructure in operation	Loss of business know-how Loss of competitiveness or loss of new business opportunities Lower productivity or non-continuing businesses Leaks or loss of key information Loss of image, complaints, penalties and fines by control bodies. Fraud Loss of control of devices and/or interruptions of operations. Effects on the safety of the public and/or citizens of a region or country.
Non-continuity of the business	Inadequate preparation to recover and restore critical business activities in case of a risk event that threatens business continuity	Guidelines for Formulating a Business Continuity Plan Design and Implement the Business Continuity Management Strategies and the Business Continuity Plan Identify and manage the risk due to the Coronavirus (COVID-19) pandemic	Economic losses, lower income Unavailability of physical facilities Lack of participation in strategic decisions of affiliates and associates. Effects on the health of direct employees and contractors, as well as suppliers and stakeholders with possible effects on business continuity.
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 effective information that supports the organization's timely management and growth.	Optimization of the operating models (capabilities, processes, people, information) that support the business. Strengthen the organizational capacities, digital talent, organizational culture, management and data exploration, agility for organizational transformations, innovation models, cybersecurity, IT/OT integration that optimize business based on data and information. Change management for the digital transformation. Enable business growth and innovation based on data and digital technology. Technological surveillance for technologies applicable in business segments. (Transmission Business: Digital substations under study). Active participation in guilds, forums, and/or associations: CIDET, CIGRE, COCIER, CIER, CNO, CAPT, among others for tracking and monitoring regulatory changes and new trends Tracking and studies on the evolution of the maturity and cost of technologies. Design a model to manage innovation initiatives within GEB, the Transmission Branch and affiliates	Loss of business and/or exiting the market Not entering new markets in the energy sector in a timely manner Failure to fulfill customers' expectations Not having complete, reliable, timely and current information for decision-making. Lower productivity compared to the market and/or competitors Not generating new value-added processes, products and/or services. Not attracting and/or retaining the best human talent Lagging behind in technology
Breach of the ethical and/or regulatory framework in terms of compliance by GEB	Any conduct that involves the conduct associated with the applicable regulations in terms of ethics and compliance, whether internally through its employees, directors, or administrators, or externally by clients, suppliers, contractors, shareholders, and other stakeholders, indirectly or directly and/or through action or omission by GEB.	Define and develop the Training and Communications Program Adopt, adaptat, and monitor GEB's Corruption and Transnational Bribery Policy and Gift and Hospitality Policy, and Control Architecture Policy Management of the Ethics Channel Adherence to the Code of Ethics and Conduct Analysis and decision-making on ethical cases by collegiate bodies - Secretaries of collegiate bodies Establish defined authorization levels in procedures, matrix of segregation of functions and permit level strategy in SAP. Closing observations by Audits and/or the Statutory Auditor Signing confidentiality agreements Establish and monitor detection and monitoring mechanisms Execute and monitor the Personal Data Protection Program	Impact on the the Business Group's reputation Impact on engagement with strategic partners and other stakeholders Fines, penalties, and/or initiation of proceedings or investigations by control authorities and other authorities Impact on the financial and non-financial information of the Business Group Inadequate decision-making based on erroneous, altered, and/or incomplete information

Strategic risk	Description	Mitigation actions	Impacts
Loss of profitability, viability and business continuity due to inadequate management of climate change	Loss of profitability, viability and business continuity due to inadequate management of climate change	Regulation and engagement - Monitoring, analysis, and management of regulatory proposals and promoting regulatory initiatives of interest for GHG associated with climate change and its impact on businesses. Limiting GHG emissions and reducing the use of materials with a high carbon footprint Innovation processes focused on the mitigation and adaptation of the infrastructure. Identification of new technologies and processes focused on updating operation systems: Installation of units and equipment, ensuring emissions reductions Advance negotiations with suppliers - To mitigate the increase in the price of raw materials Mitigating emissions to counteract the effect of increasing carbon taxes or carbon credits Adaptation of the infrastructure to transport cleaner energy types (hydrogen and its mixtures). A relationship strategy that allows understanding and managing the expectations of stakeholders. Public report on climate change management Implementing maintenance plans focused on stabilizing and protecting the infrastructure	Increase in costs Lawsuits Loss of credibility Lagging behind in technology Increase in financing costs Loss of business opportunities Conflicts with stakeholders Higher infrastructure adaptation costs Accelerated deterioration of infrastructure Increase in electricity losses and gas leaks
Violation of human rights by GEB, its employees, or a partner or contractor.	Violation of human rights by GEB, its employees, or a partner or contractor.	Implement, disclose, and monitor compliance with the Policy Implement a human rights due diligence process Protocols for communicating human rights matters Clauses for contract termination in the event of human rights violations Human rights criteria in contractor assessments Guidelines for community engagement Crisis communications protocols with communities Community relations manual Human rights training for contractors Human rights training plans for employees Training plans on diversity, equality and inclusion for leaders and employees Reporting channels for human rights claims	Impact on reputation Economic, disciplinary and criminal sanctions Asset loss due to compensation for impacts Operational disruption
Process Safety Incidents in the Operations of GEB and its subsidiaries.	Process safety incidents occurring during the operations of GEB and its subsidiaries that may cause or have the potential to impact people, operational assets, community infrastructure, or the environment.	Implementation and strengthening of the PS elements worked on by the Cultural Transformation Program in Occupational Safety and Health. Incorporation of human resources in the corporate office and subsidiaries for the development, implementation, and follow-up of the process safety management model. Inclusion within the competencies matrix and training plan of the basic aspects of operating risks and CSP according to the responsibilities of each role within the company. Induction and reinduction in process safety for GEB staff and its subsidiaries. Design and implementation of performance measurement indicators and results in Process Safety at each organizational level and among contractors.	Fatalities / Disabling injuries Economic losses Penalties, sanctions, and/or demands. Closure of work centers or the company Effects on image and reputation Loss of business continuity

Grupo Energía Bogotá

Indicators and Notes



Emerging Risks:

Risk	Category	Description	Impact	Mitigation actions
Maturation of renewable energy technologies for self-generation and mass adoption of prosumers.	Economic	Within the framework of fulfilling the SDGs, it is planned to increase the installed capacity of non-conventional renewable energy sources to 25 GW in Colombia by 2030. This represents significant growth, as the current capacity is approximately 3 GW. A target of 50% participation of renewable energies in the country's power generation matrix is expected by 2050. This landscape could bring with it the maturation and consolidation of renewable energy technologies for self-generation and the mass adoption of prosumers (producers and consumers), representing a decrease in the final energy demand from residential and industrial consumers in the retail energy market.	Lower income due to a decrease in demand from residential and industrial consumers Loss of competitiveness against new players in the energy chain Loss of competitiveness against market prices	Development of the innovation process focused on: • Open innovation, ensuring coordination with the ecosystem of non-conventional renewable energy sources. • Technological oversight, ensuring the development of solutions and new businesses in the GEB companies. • Development of initiatives to find solutions for new business ventures related to clean energy, renewable gases, and other types of non-conventional energy sources. • Activation of investment vehicles in venture capital to access startups leading global technological development.
Deficit of diversified supply at efficient prices in the Wholesale Natural Gas Market in Colombia	Economic	In light of the maturation and imminent decline of the existing large gas fields (primarily Cusiana, Cupiagua, and Ballena), along with the fact that the commercial feasibility of new offshore discoveries could materialize in the best-case scenario by the end of 2027 and the "Pacific Regasification Plant" project has not been able to be consolidated for development, this opens the door to a greater scarcity of this product (molecule) in the medium-term than that which was observed during the latest "El Niño Phenomenon in 2023 - 2024," causing its price to continue increasing considerably.	This would affect not only the operations of our subsidiary TGI due to the fuel gas it requires to operate its compression stations, but could also reduce the economic efficiency of this fuel compared to other alternative energy sources. This would lead, on one hand, to an increase in operating costs for the subsidiary and, on the other, a simultaneous loss of market (demand) for this product, thereby reducing the transported volume and consequently the company's income.	Venturing into new lines of business that incorporate renewable technologies and the circular economy, such as biogas, biomethane, and hydrogen, among others to diversify the currently low supply of natural gas. While this will require substantial changes to current business models, it will also ensure the sustainability of gas companies and meet demand over time, as there is transportation infrastructure available to move these molecules and their potential blends (blending). This is currently underutilized with natural gas in some main sections of the National Transportation System. In this way, this new energy model must contain and make sure there is: 1. Supply Safety 2. Environmental Sustainability 3. Economic Efficiency

03

ENVIRONMENTAL STEWARDSHIP

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Grupo Energía Bogotá


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Shared Prosperity

GEB-55 Social and Environmental Investment

Type of investment	GEB				Enlaza				TGI			
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount
Currency	M COP	M COP	M COP	M COP	M COP	M COP	M COP	M COP	M COP	M COP	M COP	M COP
Mandatory Social	0.00	0.00	0.00	0.00	$ 24,330.85	$ 25,757.93	$ 19,106.29	$ 34,955.15	$ 144.55	$ 15.49	$ 24.20	$ 134.83
Voluntary Social	$ 6,615.61	$ 6,205.47	$ 5,341.92	$ 3,134.47	$ 3,257.85	$ 1,609.43	$ 4,172.87	$ 9,570.64	$ 182.40	$ 2,298.48	$ 4,121.14	$ 2,050.90
Total Social Investment	$ 6,615.61	$ 6,205.47	$ 5,341.92	$ 3,134.47	$ 27,588.70	$ 27,367.36	$ 23,279.15	$ 44,525.79	$ 326.95	$ 2,313.97	$ 4,145.34	$ 2,185.73
Mandatory Environmental	N/A	N/A	N/A	0.00	N/A	N/A	N/A	$ 28,259.57	N/A	N/A	$ 6,488.50	$ 16,714.94
Voluntary Environmental	N/A	N/A	N/A	$ 610.53	N/A	N/A	N/A	$ 596.56	N/A	N/A	$ 4,184.41	$ 1,201.28
Total Environmental Investment	N/A	N/A	N/A	$ 610.53	N/A	N/A	N/A	$ 28,856.13	N/A	N/A	$ 10,672.91	$ 17,916.22
Total Social and Environmental Investment	$ 6,615.61	$ 6,205.47	$ 5,341.92	$ 3,745.0	$ 27,558.70	$ 27,367.36	$ 23,279.15	$ 73,381.92	$ 326.95	$ 2,313.97	$ 14,818.25	$ 20,101.95

Type of investment	Cálidda				Contugas				Electrodunas			
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Currency	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount
Mandatory Social	M COP	M COP	M COP	M COP	M COP	M COP	M COP	M COP	M COP	M COP	M COP	M COP
Voluntary Social	$ 106.51	$ 228.31	$ 214.45	$ 103.95	$ 165.88	$ 57.22	$ 119.82	$ 125.80	0.00	0.00	$ 4.06	$ 7.42
Total Social Investment	$ 1,040.13	$ 2,689.86	$ 1,774.15	$ 3,729.05	0.00	0.00	0.00	0.00	$ 228.54	$ 257.92	$ 516.77	$ 304.97
Mandatory Environmental	$ 1,146.63	$ 2,918.18	$ 1,988.60	$ 3,833.00	$ 165.88	$ 57.22	$ 119.82	$ 125.80	$ 228.54	$ 257.92	$ 520.83	$ 312.40
Voluntary Environmental	N/A	N/A	N/A	$ 1,542.39	N/A	N/A	N/A	$ 723.32	N/A	N/A	N/A	$ 97.47
Total Environmental Investment	N/A	N/A	N/A	$ 271.21	N/A	N/A	N/A	0.00	N/A	N/A	N/A	$ 228.17
Total Social and Environmental Investment	N/A	N/A	N/A	$ 1,813.60	N/A	N/A	N/A	$ 723.32	N/A	N/A	N/A	$ 325.64
	$ 1,146.63	$ 2,918.18	$ 1,988.60	$ 5,646.60	$ 165.88	$ 57.22	$ 119.82	$ 849.13	$ 228.54	$ 257.92	$ 520.83	$ 638.03

Type of investment	Cantalloc				Conecta				Business Group			
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount
Currency	M COP	M COP	M COP	M COP	M COP	M COP	M COP	M COP	M COP	M COP	M COP	M COP
Mandatory Social	N/A	N/A	N/A	0.00	$ 483.28	$ 614.70	0.00	0.00	$ 25,231.07	$ 26,673.64	$ 19,468.81	$ 35,327.16
Voluntary Social	N/A	N/A	N/A	$ 2.17	$ 1,768.96	$ 272.56	$ 508.15	$ 1,024.90	$ 13,093.49	$ 13,333.72	$ 16,434.99	$ 19,817.09
Total Social Investment	N/A	N/A	N/A	$ 2.17	$ 2,252.25	$ 887.26	$ 508.15	$ 1,024.90	$ 38,324.56	$ 40,007.37	$ 35,903.80	$ 55,144.25
Mandatory Environmental	N/A	N/A	N/A	0.00	N/A	N/A	N/A	$ 131.03	N/A	N/A	$ 6,488.50	$ 47,468.72
Voluntary Environmental	N/A	N/A	N/A	$ 3.05	N/A	N/A	N/A	$ 11.38	N/A	N/A	$ 4,184.41	$ 2,922.17
Total Environmental Investment	N/A	N/A	N/A	$ 3.05	N/A	N/A	N/A	$ 142.81	N/A	N/A	$ 10,672.91	$ 50,390.90
Total Social and Environmental Investment	N/A	N/A	N/A	$ 5.22	$ 2,252.25	$ 887.26	$ 508.15	$ 1,167.30	$ 38,324.56	$ 40,007.37	$ 46,576.71	$ 105,535.15

▶ Explanatory Notes

Information on environmental investments is not reported for periods prior to 2024 because this key indicator began being monitored that year.

Grupo Energía Bogotá

Shared Prosperity

GEB-55 Social and Environmental Investment (continued)

Line of Social and Environmental Investment	GEB				Enlaza				TGI			
	No. of Beneficiaries	Investment Voluntary	Investment Mandatory	Investment Total	No. of Beneficiaries	Investment Voluntary	Investment Mandatory	Investment Total	No. of Beneficiaries	Investment Voluntary	Investment Mandatory	Investment Total
		Amount	Amount	Amount		Amount	Amount	Amount		Amount	Amount	Amount
Currency		M COP	M COP	M COP		M COP	M COP	M COP		M COP	M COP	M COP
Energy for Prosperity	1,944	$ 1,228.13	0.00	$ 1,228.13	44,164	$ 4,808.12	$ 24,614.70	$ 29,422.82	19,820	$ 995.83	$ 134.83	$ 1,130.66
Energy for Well-Being	1,354	$ 1,868.45	0.00	$ 1,868.45	133,113	$ 3,381.24	$ 10,340.45	$ 13,721.69	163	$ 87.99	0.00	$ 87.99
Energy for Life	9	$ 610.53	0.00	$ 610.53	0	$ 596.56	$ 28,259.57	$ 28,856.13	527	$ 1,201.28	$ 16,714.94	$ 17,916.22
Energy for Learning	98	$ 37.89	0.00	$ 37.89	11,117	$ 870.27	0.00	$ 870.27	11,445	$ 690.20	0.00	$ 690.20
Empowering Energy	0	0.00	0.00	0.00	0	$ 511.01	0.00	$ 511.01	470	$ 276.88	0.00	$ 276.88
Total Social and Environmental Investment	3,405	$ 3,745.0	0.00	$ 3,745.0	188,394	$ 10,167.20	$ 63,214.72	$ 73,381.92	32,425	$ 3,252.17	$ 16,849.78	$ 20,101.95

Line of Social and Environmental Investment	Cálidda				Contugas				Electrodunas			
	No. of Beneficiaries	Investment Voluntary	Investment Mandatory	Investment Total	No. of Beneficiaries	Investment Voluntary	Investment Mandatory	Investment Total	No. of Beneficiaries	Investment Voluntary	Investment Mandatory	Investment Total
		Amount	Amount	Amount		Amount	Amount	Amount		Amount	Amount	Amount
Currency		M COP	M COP	M COP		M COP	M COP	M COP		M COP	M COP	M COP
Energy for Prosperity	1,274	$ 1,071.90	0.00	$ 1,071.90	0	0.00	0.00	0.00	10	$ 21.66	0.00	$ 21.66
Energy for Well-Being	11,0516	$ 2,611.55	0.00	$ 2,611.55	888	0.00	$ 125.80	$ 125.80	1616	$ 247.06	$ 7.42	$ 254.48
Energy for Life	19,465	$ 271.21	$ 1,542.39	$ 1,813.60	622	0.00	$ 723.32	$ 723.32	1050	$ 228.17	$ 97.37	$ 325.64
Energy for Learning	1,340	0.00	$ 103.95	$ 103.95	0	0.00	0.00	0.00	50	$ 5.09	0.00	$ 5.09
Empowering Energy	22	$ 45.61	0.00	$ 45.61	0	0.00	0.00	0.00	91	$ 31.17	0.00	$ 31.17
Total Social and Environmental Investment	132,617	$ 4,000.26	$ 103,948,771.79	$ 5,646.60	1,510	0.00	$ 849.13	$ 849.13	2817	$ 533.14	$ 104.89	$ 638.03

Line of Social and Environmental Investment	Cantalloc				Conecta				Business Group			
	No. of Beneficiaries	Investment Voluntary	Investment Mandatory	Total Invest-ment	No. of Beneficiaries	Investment Voluntary	Investment Mandatory	Total Investment	No. of Beneficiaries	Investment Voluntary	Mandatory Investment	Total Investment
		Amount	Amount	Amount		Amount	Amount	Amount		Amount	Amount	Amount
Currency		COP	COP	COP		M COP	M COP	M COP		M COP	M COP	M COP
Energy for Prosperity	0	0.00	0.00	0.00	400	$ 213.56	0.00	$ 213.56	67,612	$ 8,339.19	$ 24,749.53	$ 33,088.73
Energy for Well-Being	100	$ 1.08	0.00	$ 1.08	0	0.00	0.00	0.00	247,750	$ 8,197.37	$ 10,473.68	$ 18,671.05
Energy for Life	0	$ 3.05	0.00	$ 3.05	10000	$ 11.38	$ 131,003	$ 142,041	31,673	$ 2,922.17	$ 47,468.72	$ 50,390.90
Energy for Learning	0	0.00	0.00	0.00	1000	$ 40.67	0.00	$ 40.67	25,050	$ 1,644.11	$ 103.95	$ 1,748.05
Empowering Energy	65	$ 1.08	0.00	$ 1.08	1300	$ 770.67	0.00	$ 770.67	1,948	$ 1,636.42	0.00	$ 1,636.42
Total Social and Environmental Investment	165	$ 5.22	0.00	$ 5.22	12700	$ 1,036.28	$ 131.03	$ 1,167.30	374,033	$ 22,739.27	$ 82,795.88	$ 105,535.15

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GEB-55 Social and Environmental Investment (continued)

Leveraged resources with third parties	GEB			Enlaza			TGI		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount
Currency	M COP	M COP	M COP	COP	COP	COP	M COP	M COP	M COP
Resources for Social Investment	N/A	$ 4,828.93	$ 5,894.21	$ 375.74	$ 2,459.93	$ 5,056.07	$ 2,313.97	$ 4,145.34	$ 2,185.73
Resources for Environmental Investment	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total leveraged resources	0.00	$ 4,828.93	$ 5,894.21	$ 375.74	$ 2,459.93	$ 5,056.07	$ 2,313.97	$ 4,145.34	$ 2,185.73

Leveraged resources with third parties	Cálidda			Contugas			Electrodunas		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount
Currency	M COP	M COP	M COP	M COP	M COP	M COP	M COP	M COP	M COP
Resources for Social Investment	0.00	$ 785.46	$ 768.63	0.00	0.00	0.00	0.00	0.00	0.00
Resources for Environmental Investment	0.00	0.00	$ 199.50	0.00	0.00	0.00	0.00	$ 108.82	0.00
Total leveraged resources	0.00	$ 785.46	$ 968.12	0.00	0.00	0.00	0.00	$ 108.82	0.00

Leveraged resources with third parties	Cataloc			Conecta			Business Group		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount
Currency	M COP	M COP	M COP	M COP	M COP	M COP	M COP	M COP	M COP
Resources for Social Investment	0.00	0.00	0.00	0.00	0.00	0.00	$ 2,689.70	$ 12,219.66	$ 13,904.63
Resources for Environmental Investment	0.00	0.00	0.00	0.00	0.00	0.00	0.00	$ 108.82	$ 199.50
Total leveraged resources	0.00	0.00	0.00	0.00	0.00	0.00	$ 2,689.70	$ 12,328.48	$ 14,104.13

► Explanatory Notes

The investment leveraged by third parties was not quantified in 2021.

GEB-56 Social and Environmental Investment Focus

Line of Investment	GEB											Enlaza										
	Total beneficiaries	Gender		Ethnic group						Location		Total beneficiaries	Gender		Ethnic group						Location	
		Women	Men	Indigenous People	Afro-descendants	Raizales	Palenqueros	Rom or Gypsies	White and mestizos	Rural	Urban		Women	Men	Indigenous People	Afro-descendants	Raizales	Palenqueros	Rom or Gypsies	White and mestizos	Rural	Urban
Energy for Prosperity	1,944	690	859	82	49	0	0	1	0	226	1,325	44,164	16,921	27,243	24,508	N/A	N/A	N/A	N/A	19,656	N/A	N/A
Energy for Well-Being	1,354	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	133,113	68,523	64,590	52,654	9,430	0	0	0	71,029	N/A	N/A
Energy for Life	20	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	20	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Energy for Learning	98	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	11,117	6,025	5,092	0	0	0	0	0	11,117	N/A	N/A
Empowering Energy	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	29	29	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total	3,416	690	859	82	49	0	0	1	0	226	1,325	188,394	91,469	96,925	77,162	9,430	0	0	0	101,802	N/A	N/A

► Explanatory Notes

(Not available): Applies in cases where the broken down information is still in the strengthening process in the monitoring and reporting system.

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Shared Prosperity

GEB-56 Social and Environmental Investment Focus (continued)

	TGI											Cálidda										
		Gender		Ethnic group						Location			Gender		Ethnic group						Location	
Line of Investment	Total beneficiaries	Women	Men	Indigenous People	Afro-descendants	Raizales	Palenqueros	Rom or Gypsies	White and mestizos	Rural	Urban	Total beneficiaries	Women	Men	Indigenous People	Afro-descendants	Raizales	Palenqueros	Rom or Gypsies	White and mestizos	Rural	Urban
Energy for Prosperity	19,820	10,334	9483	312	0	0	0	0	19,508	18,620	1,200	1,274	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Energy for Well-Being	163	114	49	163	0	0	0	0	0	163	0	110,516	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Energy for Life	527	270	257	N/A	N/A	N/A	N/A	N/A	N/A	527	0	19,465	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Energy for Learning	11,445	5,667	4303	1,653	0	0	0	0	9,792	11,445	0	1,340	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Empowering Energy	470	470	0	100	0	0	0	0	370	100	370	22	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total	3.2425	16,855	14,092	2,228	0	0	0	0	2.9670	30,855	1570	13.2617	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

	Contugas											Electrodunas										
		Gender		Ethnic group						Location			Gender		Ethnic group						Location	
Line of Investment	Total beneficiaries	Women	Men	Indigenous People	Afro-descendants	Raizales	Palenqueros	Rom or Gypsies	White and mestizos	Rural	Urban	Total beneficiaries	Women	Men	Indigenous People	Afro-descendants	Raizales	Palenqueros	Rom or Gypsies	White and mestizos	Rural	Urban
Energy for Prosperity	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	10	3	7	N/A	N/A	N/A	N/A	N/A	N/A	0	10
Energy for Well-Being	888	N/A	N/A	0	0	0	0	0	888	0	888	1,616	510	1,106	N/A	N/A	N/A	N/A	N/A	N/A	1,500	116
Energy for Life	622	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1,050	489	561	N/A	N/A	N/A	N/A	N/A	N/A	1,050	0
Energy for Learning	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	50	15	35	N/A	N/A	N/A	N/A	N/A	N/A	0	50
Empowering Energy	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	91	91	0	N/A	N/A	N/A	N/A	N/A	N/A	0	91
Total	1510	N/A	N/A	N/A	N/A	N/A	N/A	N/A	888	0	888	2,817	1,108	1,709	0	0	0	0	0	0	2,550	267

	Cantalloc											Conecta										
		Gender		Ethnic group						Location			Gender		Ethnic group						Location	
Line of Investment	Total beneficiaries	Women	Men	Indigenous People	Afro-descendants	Raizales	Palenqueros	Rom or Gypsies	White and mestizos	Rural	Urban	Total beneficiaries	Women	Men	Indigenous People	Afro-descen-dants	Raizales	Palenqueros	Rom or Gypsies	White and mestizos	Rural	Urban
Energy for Prosperity	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	400	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Energy for Well-Being	100	45	55	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Energy for Life	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	10,000	5,120	4,880	10. 000	0	0	0	0	0	10,000	0
Energy for Learning	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1,000	500	500	250	0	0	0	0	750	1,000	0
Empowering Energy	65	13	52	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1,300	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total	165	58	107	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	12,700	5,620	5,380	10,250	0	0	0	0	750	11,000	0

	Business Group
Line of Investment	Total beneficiaries
Energy for Prosperity	67,612
Energy for Well-Being	247,750
Energy for Life	31,704
Energy for Learning	25,050
Empowering Energy	1,977
Total	374,093

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Shared Prosperity

(GRI 203-1) Investments in Infrastructure and Supported Services

Enlaza							
Project	Government	Duration (months)	Investment		Impacts	Direct beneficiaries	Type of investment
			Currency	Amount			
Implementation of social investment initiatives related to improvements in community social infrastructure, roads, schools, housing, and the installation of solar solutions, as well as children's and bio-healthy parks.	In progress	18	M COP	$ 1,353.86	Reduction in community travel times to mobilize products that impact their economy and income. Increase in agricultural sector productivity in the regions. Vehicle damage reduction. Improved living conditions (lighting, housing) for the communities within our areas of influence. Inhabitants effectively using their free time with bio-healthy parks and children's playgrounds. Improvements in the access to formal education for the children and adolescents who are beneficiaries. An increase in the number of community meetings that help strengthen the social fabric of the community.	60,764	Voluntary
Implementation of social investment initiatives related to improving road conditions in the communities within our areas of influence.	In progress	8	M COP	$ 285.60	Reduction in community travel times to mobilize products that impact their economy and income. Increase in agricultural sector productivity in the regions. Vehicle damage reduction.	3,452	Voluntary
Implementation of social investment initiatives related to improvements in community social infrastructure, roads, schools, housing, and the installation of children's and bio-healthy parks.	Performed	12	M COP	$ 684.18	Reduction in community travel times to mobilize products that impact their economy and income. Increase in agricultural sector productivity in the regions. Vehicle damage reduction. Improved living conditions (lighting, housing) for the communities within our areas of influence. Inhabitants effectively using their free time with bio-healthy parks and children's playgrounds. Improvements in the quality of education. Improvements in the level of social cohesion of the community.	8,919	Voluntary
Implementation of social investment initiatives related to improving road conditions in the communities within our areas of influence.	Performed	8	M COP	$ 313.50	Reduction in community travel times to mobilize products that impact their economy and income. Increase in agricultural sector productivity in the regions. Vehicle damage reduction	3,800	Voluntary

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Shared Prosperity

(GRI 203-1) Investments in Infrastructure and Supported Services (continued)

Enlaza							
Project	Government	Duration (months)	Investment		Impacts	Direct beneficiaries	Type of investment
			Currency	Amount			
Implementation of social investment initiatives related to improvements in community social infrastructure, roads, and schools.	Performed	12	M COP	$ 217.39	Reduction in community travel times to mobilize products that impact their economy and income. Increase in agricultural sector productivity in the regions. Vehicle damage reduction. Improvements in the access to formal education for the children and adolescents who are beneficiaries. An increase in the number of community meetings that help strengthen the social fabric of the community.	1,968	Voluntary
Implementation of social investment initiatives related to improving public spaces through lighting with photovoltaic systems.	In progress	12	M COP	$ 528.94	An increase in the number of people using the improved spaces. Reduction of security incidents in public spaces. Strengthening of the social fabric.	2,376	Voluntary
Implementation of social investment initiatives related to improvements in community social infrastructure.	In progress	6	M COP	$ 9.9	An increase in the number of community meetings that help strengthen the social fabric of the community.	76	Voluntary
Implementation of social investment initiatives related to improvements in community social infrastructure, roads, and schools.	In progress	10	M COP	$ 708.36	Reduction in community travel times to mobilize products that impact their economy and income. Increase in agricultural sector productivity in the regions. Vehicle damage reduction. Improvements in the access to formal education for the children and adolescents who are beneficiaries. An increase in the number of community meetings that help strengthen the social fabric of the community.	2,245	Voluntary

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Shared Prosperity

(GRI 203-1) Investments in Infrastructure and Supported Services (continued)

Enlaza							
Project	Government	Duration (months)	Investment		Impacts	Direct beneficiaries	Type of investment
			Currency	Amount			
Implementation of social investment initiatives related to installing bio-healthy and children's parks.	In progress	36	M COP	$ 580	An increase in how effectively inhabitants use their free time through bio-healthy parks and children's playgrounds, also contributing to improving the physical condition and health of people who use bio-healthy exercise machines.	8,285	Voluntary
Implementation of social investment initiatives related to improving sports spaces.	Executed	5	M COP	$ 59.40	An increase in how effectively inhabitants use their free time through sports by improving sports infrastructure. Improvement in the health of beneficiaries	3,656	Voluntary
Implementation of a productive initiative.	Executed	6	M COP	$ 108	An increase in the income of beneficiaries is estimated due to the productive initiative. Increase in the production and sales of products.	431	Voluntary
Other actions	Performed	3	M COP	$ 44.78	Strengthening partnerships with relevant actors in our construction and operation.	234	Voluntary

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Shared Prosperity

(GRI 203-1) Investments in Infrastructure and Supported Services (continued)

Enlaza							
Project	Government	Duration (months)	Investment		Impacts	Direct beneficiaries	Type of investment
			Currency	Amount			
Implementation of social investment initiatives related to improving road conditions in the communities within our areas of influence.	Performed	2	M COP	$ 80	Reduction in community travel times to mobilize products that impact their economy and income. Increase in agricultural sector productivity in the regions. Vehicle damage reduction	769	Voluntary
Implementation of social investment initiatives related to improvements in community social infrastructure, roads, and schools.	Performed	12	M COP	$ 105	Reduction in community travel times to mobilize products that impact their economy and income. Increase in agricultural sector productivity in the regions. Vehicle damage reduction. Improvements in the access to formal education for the children and adolescents who are beneficiaries. An increase in the number of community meetings that help strengthen the social fabric of the community.	439	Voluntary
Implementation of a productive initiative. Implementation of social investment initiatives related to improvements in community social infrastructure, roads, and schools.	Performed	12	M COP	$ 209.93	Reduction in community travel times to mobilize products that impact their economy and income. Increase in agricultural sector productivity in the regions. Vehicle damage reduction. Improvements in the access to formal education for the children and adolescents who are beneficiaries. An increase in the number of community meetings that help strengthen the social fabric of the community.	102	Voluntary
A project that demonstrates coexistence with infrastructure. PXD.	Performed	6	M COP	$ 195.25	Strengthening the communities' trust in the Company, which allows us to enhance our social engagement. An increase in the income of beneficiaries is estimated due to the productive initiative. Increase in the production and sales of products.	742	Voluntary

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Shared Prosperity

(GRI 203-1) Investments in Infrastructure and Supported Services (continued)

Enlaza							
Project	Government	Duration (months)	Investment		Impacts	Direct beneficiaries	Type of investment
			Currency	Amount			
Implementation of social investment initiatives through community strengthening. PXD.	Performed	3	M COP	$ 161.64	An increase in the number of communities with tools that enable strengthening the self-governing bodies of the communities in the area of influence of the RICU and RIMA assets. Strengthening community leadership.	699	Voluntary
Implementation of social investment initiatives related to social and community infrastructure.	In progress	12	M COP	$ 4,432.08	An increase in people with access to improved social infrastructure. An increase in the number of community meetings that help strengthen the social fabric of the community.	15,534	Mandatory
Implementation of social investment initiatives related to basic sanitation.	In progress	18	M COP	$ 2,641.60	An increase in the number of people with access to sources of water. Reduction of diseases caused by restricted or nonexistent access to water.	6,320	Mandatory
Implementation of social investment initiatives related to strengthening the community economy.	In progress	12	M COP	$ 9,141.83	An increase in the income of beneficiaries is estimated due to the productive initiative. Increase in the production and sales of products.	21,077	Mandatory

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Shared Prosperity

(GRI 203-1) Investments in Infrastructure and Supported Services (continued)

Enlaza							
Project	Government	Duration (months)	Investment		Impacts	Direct beneficiaries	Type of investment
			Currency	Amount			
Implementation of social investment initiatives by improving community social infrastructure.	In progress	12	M COP	$ 27.15	Strengthening the self-governance bodies of Community Councils by improving the infrastructure of their community hall. Strengthening community leadership.	8,760	Mandatory
Strengthening the Governing Bodies of the SNSM towns through Social Infrastructure - Compliance Certificate.	In progress	24	M COP	$ 2.975	An increase in people with access to improved social infrastructure. An increase in the number of community meetings that help strengthen the social fabric of the community.	30,000	Mandatory
Implementation of social investment initiatives by improving community social infrastructure.	In progress	12	M COP	$ 218	An increase in people with access to improved social infrastructure. An increase in the number of community meetings that help strengthen the social fabric of the community.	900	Mandatory
Implementation of social investment initiatives by improving community social infrastructure.	Performed	10	M COP	$ 46.62	An increase in people with access to improved social infrastructure. An increase in the number of community meetings that help strengthen the social fabric of the community.	800	Mandatory

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Shared Prosperity

(GRI 203-1) Investments in Infrastructure and Supported Services (continued)

Enlaza							
Project	Government	Duration (months)	Investment		Impacts	Direct beneficiaries	Type of investment
			Currency	Amount			
Implementation of social investment initiatives through productive projects.	Performed	6	M COP	$ 370	An increase in the income of beneficiaries is estimated due to the productive initiative. Increase in the production and sales of products.	1,700	Mandatory
Connectivity solution for Schools in La Guajira	In progress	62	M COP	$ 686.86	A total of 2,734 people have used the internet service, logging in 35,440 times. This has been made possible because the project has ensured an availability of over 99% of the internet service in schools. Internet access has helped improve teaching and learning processes in the beneficiary institutions, facilitating access to educational materials and digital tools.	4,446	Voluntary

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Shared Prosperity

(GRI 203-1) Investments in Infrastructure and Supported Services (continued)

TGI							
Project	Government	Duration (months)	Investment		Impacts	Direct beneficiaries	Type of investment
			Currency	Amount			
Rural Gasification of Puente Nacional	Performed	8	M COP	$ 277.87	Reduction of energy poverty; Reduction of energy costs; Freeing up caregiving time for women; improving corporate reputation and engagement mechanisms.	976	Voluntary
Rural Gasification of Ramiriquí	In progress	8	M COP	$ 160.93	Reduction of energy poverty; Reduction of energy costs, Freeing up caregiving time for women	568	Voluntary
Rural Gasification of Manaure	Performed	3	M COP	$ 150.0	Reduction of energy poverty; Reduction of energy costs, Freeing up caregiving time for women; strengthening partnerships	1200	Voluntary
Corporate Volunteer Programs	Performed	10	M COP	$ 220.0	20 rural schools with improved infrastructure, strengthening learning environments; strengthening the community and children's sense of belonging; improving strategies for school access and retention	13416	Voluntary

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Shared Prosperity

(GRI 203-1) Investments in Infrastructure and Supported Services (continued)

Cálidda							
Project	Government	Duration (months)	Investment		Impacts	Direct beneficiaries	Type of investment
			Currency	Amount			
Cálidda Soup Kitchens 2.0	Performed	36	M COP	$ 2,328.97	Remodeling 8 new dining areas generated well-being, safety, self-sufficiency in food, and the promotion of inclusive accessibility for the members and diners of these food centers thanks to infrastructure and equipment improvements, as well as the implementation of bio-gardens to produce vegetables and greens.	6285	Voluntary
Volunteers	Performed	N/A	M COP	$ 102.71	*The partners of the popular dining halls have strengthened their economic autonomy by developing startups, improving their management capacity and quality of life thanks to the additional income from their work. The residents of the La Encalada community in Santa Anita enhanced their knowledge of environmental conservation by helping plant trees in a local park, a strategic space that encourages participation in recreational and sports activities for adults and schoolchildren. *The patients of Instituto Nacional de Salud del Niño in Breña experienced an improvement in their pediatric care experience thanks to the remodeling of the health center's infrastructure.	1351	Voluntary
Biodiversity	Performed	N/A	M COP	$ 108.88	*The Fog Catcher Project in Lomas de Villa María has promoted biodiversity conservation and tourism in the area, protecting flora and fauna by reusing water collected from fog and attracting visitors to the hills.	408	Voluntary

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Shared Prosperity

(GRI 203-1) Investments in Infrastructure and Supported Services (continued)

Electrodunas							
Project	Government	Duration (months)	Investment		Impacts	Direct beneficiaries	Type of investment
			Currency	Amount			
Delivery of 50 Eco-walls for Human Settlement	Performed	6	M COP	$ 5.06	Installing 50 eco-walls has facilitated formal access to basic services for families of the Nueva Villa Comatrana Housing Association, reducing energy vulnerability and promoting the reuse of materials, which contributes to the circular economy and waste reduction in the community.	50	Voluntary

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Shared Prosperity

(GRI 203-1) Investments in Infrastructure and Supported Services (continued)

Conecta							
Project	Government	Duration (months)	Investment		Impacts	Direct beneficiaries	Type of investment
			Currency	Amount			
Construction of the Santa Marta Community Hall, Nebaj, Quiché	Performed	9	M COP	$ 350.22	Building the hall provided the community with a space for community meetings, social activities, and promotes participation and interaction in activities that are of interest to the community by providing a neutral space for their development.	800	Voluntary
Construction of the Las Pilas Community Hall, Nebaj, Quiché	Performed	6	M COP	$ 410.70	Building the hall provided the community with a space for community meetings, social activities, and promotes participation and interaction in activities that are of interest to the community by providing a neutral space for their development.	500	Voluntary
Materials to build two classrooms, Sununché II Canton, San Andrés Villaseca, Retalhuleu	Performed	1	M COP	$ 40.15	Improvement in educational infrastructure, providing a better learning environment. Expansion of the school's capacity, benefiting more students. Improvements in the quality of education. A positive impact on the local economy by purchasing materials and recruiting labor. Long-term social and environmental development.	1000	Voluntary
Delivery of Agricultural Equipment and Inputs at Finca Anexo Natividad, Municipality of Palín	Performed	6	M COP	$ 27.52	The Project facilitated modernizing agricultural production processes, which resulted in an increase in efficiency and productivity. Furthermore, the quality and diversity of the association's products were improved, and new opportunities for employment and community development were generated in the area.	400	Voluntary

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GEB-57 Corporate Volunteering

	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Cataloc	Conecta	Business Group
	2024	2024	2024	2024	2024	2024	2024	2024	2024
Investment in volunteering by line of social and environmental investment	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount
Currency	M COP	M COP	M COP	M COP	M COP	M COP	M COP	M COP	M COP
Investment in Energy for Prosperity	0.00	$ 11.62	$ 220.00	$ 95.06	0.00	0.00	N/A	$ 0	$ 326.68
Investment in Energy for Well-being	$ 37.89	$ 756.23	0.00	$ 201.21	0.00	$ 5.73	$ 1.08	$ 0	$ 1,002.15
Investment in Energy for Life	0.00	$ 89.89	0.00	$ 7.65	0.00	0.00	N/A	$ 11.38	$ 108.93
Investment in Energy for Learning	$ 42.38	$ 370.09	$ 9.50	0.00	0.00	0.00	N/A	0.00	$ 421.97
Investment in Empowering Energy	0.00	$ 202.10	0.00	0.00	0.00	$ 0.72	$ 1.08	0.00	$ 203.90
Total Investment in Volunteering	$ 80.28	$ 1,429.94	$ 229.50	$ 303.92	0.00	$ 6.45	$ 2.17	$ 11.38	$ 2,063.63
Number of beneficiaries of the volunteer activities	601	89,679	13,416	4,421	622	255	100	5,200	114,294
Number of employees who participated in volunteer activities	146	769	68	128	23	40	12	25	1,211
Hours dedicated to volunteer efforts	541	13,744	670	582	2	434	20	4	15,997

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GEB-58 Social Return on Investment - SROI

	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Conecta	Business Group
Line of Investment	2024	2024	2024	2024	2024	2024	2024	2024
SROI Energy for Prosperity	5.00	3.41	2.03	N/A	N/A	N/A	2.00	3.2
SROI Energy for Well-being	2.00	3.18	1.76	5.06	2.20	2.39	N/A	3.2
SROI Energy for Life	1.43	1.69	3.00	2.00	1.30	5.00	N/A	1.7
SROI Energy for Learning	3.00	3.29	1.74	3.00	N/A	3.00	1.70	3.0
SROI Empowering Energy	N/A	3.12	4.61	N/A	N/A	5.52	1.62	2.9
Total SROI	4.48	3.32	2.26	4.96	3.31	3.09	2.00	3.4
Social Investment (USD)	USD 260,418	USD 6,480,082	USD 682,148	USD 1,162,009	USD 31,130	USD 94,784	USD 246,438	USD 8,957,009

▶ Explanatory Notes

The SROI calculation only applies to projects with clear objectives, a defined scope, and direct beneficiaries within communities. This makes it possible to anticipate significant, measurable impacts that contribute to development and well-being. It does not apply to initiatives where beneficiaries cannot be identified or quantified, or to initiatives oriented towards diagnostic, evaluation or formulation processes. This is because, by their nature, these initiatives do not generate direct impacts that can be measured as social return.

In 2024, the SROI estimation methodology was updated to incorporate improvements aimed at strengthening the traceability, consistency and accuracy of the indicator.

'NA' (not applicable) is used when projects do not meet the above criteria, or when the company does not have projects associated with the GEB investment lines, as is the case with Cantalloc.
Finally, it is important to note that, due to the nature of the indicator, SROI is not comparable between subsidiaries. However, an estimated calculation of the consolidated SROI for the Business Group is made based on the indicator obtained in each subsidiary. The resulting value for 2024 was 3.4, meaning that for every dollar invested, 3.4 dollars of social return were generated.

GEB-59 Works for Taxes

	GEB										
	State of projects under development			2023				2024			
Lines of Investment	Awarded	In progress	Completed	No. of Projects	Beneficiaries	Currency	Amount	No. of Projects	Beneficiaries	Currency	Amount
Energy for Prosperity	0	0	0	0	0	M COP	0.00	0	0	M COP	0.00
Energy for Well-Being	1	2	0	2	19,517		$ 28,368.81	1	15,452		$ 29,810.16
Energy for Life	0	0	0	0	0		0.00	0	0		0.00
Energy for Learning	1	1	0	1	4,186		$ 2,235.97	1	705		$ 1,378.41
Empowering Energy	0	0	0	0	0		0.00	0	0		0.00
Investment in project structuring (non-reimbursable)	0	0	0	0	0		$ 44.69	0	0		$ 299.66
Total	2	3	0	3	23,703		$ 30,649	2	16,157		$ 31,488

▶ Explanatory Notes

Explanatory Note: GEB and Enlaza's works for taxes projects correspond to the projects awarded to Grupo Energía Bogotá as the party responsible for taxes. Enlaza is in charge of the structuring and execution of the projects.



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GEB-59 Works for Taxes (continued)

	TGI										
	State of projects under development			2023				2024			
Lines of Investment	Awarded	In progress	Completed	No. of Projects	Beneficiaries	Currency	Amount	No. of Projects	Beneficiaries	Currency	Amount
Energy for Prosperity	2	1	1	0	0	M COP	0.00	1	4,120	M COP	$ 6,843.35
Energy for Well-Being	0	0	0	0	0		0.00	0	0		0.00
Energy for Life	0	0	0	0	0		0.00	0	0		0.00
Energy for Learning	1	0	1	1	22,000		$ 17,126.37	0	0		0.00
Empowering Energy	0	0	0	0	0		0.00	0	0		0.00
Investment in project structuring (non-reimbursable)	0	0	0	0	0		0.00	0	0		$ -
Total	3	1	2	1	22,000		$ 17.126	1	4,120		$ 6,843

	Business Group										
	State of projects under development			2023				2024			
Lines of Investment	Awarded	In progress	Completed	No. of Projects	Beneficiaries	Currency	Amount	No. of Projects	Beneficiaries	Currency	Amount
Energy for Prosperity	2	1	1	0	0	M COP	0.00	1	4,120	M COP	$ 6,843.35
Energy for Well-Being	1	2	0	2	19,517		$ 28,368.81	1	15,452		$ 29,810.16
Energy for Life	0	0	0	0	0		0.00	0	0		0.00
Energy for Learning	2	1	1	2	26,186		$ 19,362.34	1	705		$ 1,378.41
Empowering Energy	0	0	0	0	0		0.00	0	0		0.00
Investment in project structuring (non-reimbursable)	0	0	0	0	0		$ 44.69	0	0		$ 299.62
Total	5	4	2	4	45,703		$ 47.776	3	20,277		$ 38,332

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(GRI 203-2) Significant Indirect Economic Impacts

Enlaza		
Impact	Where it occurred	Significance of the impact
Local job creation	Boyacá: 11 municipalities of Cundinamarca: 19 municipalities	Jobs are created for the construction phases of the Norte and Sogamoso Projects, as well as to develop the Environmental Impact Assessments
Strengthening of production chains	Boyacá: 11 municipalities of Cundinamarca: 19 municipalities	Support for entrepreneurship, productive chains, trade, and others in the area of influence through contractors and work supervision, as well as partners of social investment projects.
Enhancements in human capital through socio-environmental and training on occupational safety and health	Boyacá: 11 municipalities of Cundinamarca: 19 municipalities	The social fabric has been strengthened with training focused on caring for, preserving, and conserving fauna and flora, and, in general, environmental resources in the areas of influence.
Promoting Local Economies	Antioquia, Caldas, Risaralda, Valle del Cauca, Huila	Based on the demand for goods and services by construction contractors: INGEOMEGA, PROING (UPME-04-2014 projects Southwest Reinforcement at 500 kV Medellín – La Virginia and Alférez – San Marcos) and Technical Asset Management maintenance tasks for operational assets.
Job Creation	Antioquia, Caldas, Risaralda, Valle del Cauca, Huila	Recruitment of skilled and unskilled staff from the territory via the sustainability operator GEOCOL and work contractors INGEOMEGA, PROING, APPLUS (UPME-04-2014 projects Southwestern Reinforcement at 500 kV Medellín - La Virginia, La Virginia - Alférez and Alférez - San Marcos), Technical Asset Managementv maintenance tasks for operational assets, CPA INGENIRIA, INGETEC.
Community Development	Risaralda, Valle del Cauca, and Putumayo	For the execution of social investment projects: Risaralda: 5 projects (1 sports area, 2 road projects, 1 bio-healthy park, and 1 children's park), Valle del Cauca (2 children's parks, 1 bio-healthy park, and 1 sports space improvement), Putumayo (3 bio-healthy parks).
Qualification in community tourism services in Camarones	Upme 06-2017 Colectora Project Section CC	Support and promotion of tourism and guiding activities in the community of Camarones, a district of Riohacha, are carried out through training in birdwatching and through the SENA by obtaining technical certifications in tourism operation.

Enlaza		
Impact	Where it occurred	Significance of the impact
Revitalizing community economies by providing sociocultural compensations	Upme 06-2017 Colectora Project Section CC	Within the framework of the delivery of socio-cultural compensations agreed upon in previous consultations to mitigate impacts, 58 compensations have been granted to strengthen the community economy of the beneficiary communities.
Strengthening intercultural relations with the AI communities	Upme 06-2017 Colectora Project Section CC	The Engagement Manual has been developed with the participation of more than 200 Wayuu communities, to strengthen engagement in the framework of the Colectora Project and in accordance with the impact matrices agreed upon during the consultation process and the Enviromental Management Plan.
Improving access to source of energy	Upme 06-2017 Colectora Project Section CC	Developing photovoltaic solutions that allow access to electric energy for schools and Community Care Units.
Generating and/or altering social conflicts	Upme 06-2017 Colectora Project Section CC	Staff orientations, training, and development of inter-cultural engagement manuals.
Increase or decrease in road accidents	Upme 06-2017 Colectora Project Section CC	Signage, speed limits, recruitment of road safety controllers, and awareness-raising for the communities and staff linked to the project
Modifying physical, social and service infrastructure	Upme 06-2017 Colectora Project Section CC	Preparing neighborhood minutes and compensation agreements within the framework of the customs and traditions of the Wayuu people.
Altering archaeological heritage	Upme 06-2017 Colectora Project Section CC	Execution of the Archaeological Monitoring Plan.
Local recruitment	Upme 06-2017 Colectora Project Section C-LL	Hiring of skilled and unskilled labor within the project's area of influence, generating economic dynamics in the territories. Additionally, resume registration campaigns were carried out at community service points to promote active participation of the community and its social leaders.

Enlaza		
Impact	Where it occurred	Significance of the impact
Procurement of local goods and services	Upme 06-2017 Colectora Project Section C-LL	Local suppliers were hired in areas where they were available, generating direct economic benefits. Additionally, a campaign was carried out to register new suppliers and strengthen the local business network.
Impact on territories and cultural characteristics of stakeholders	Upme 06-2017 Colectora Project Section C-LL	Prior consultations were carried out with ethnic groups, and the agreed sociocultural compensations are currently being delivered. In non-ethnic communities within the area of influence, voluntary social investment projects are being implemented.
Changes in the risk of accidents	Upme 06-2017 Colectora Project Section C-LL	Staff Training on the Traffic Management Plan, Accident Prevention and Installation of Signage.
Relocation or resettlement	Upme 06-2017 Colectora Project Section C-LL	The social diagnosis has been successfully completed in six of the eight properties with infrastructure identified in the right of way, allowing significant progress by conducting the visit to disclose the relocation process, but not that of resettlement. The characterization forms, which is an essential step for developing a detailed socioeconomic diagnosis, have been completed.
Adopting social infrastructure, Indigenous government house of the Yukpa people, La Laguna reservation	Upme 06-2017 Colectora Project Section C-LL and La Loma 110kV	Improving administrative management capacities, reducing administrative expenses, stimulating and providing support for the implementation of new projects, initiatives, or investments.
Adopting social infrastructure, Indigenous government house of the Yukpa people, Caño Padilla reservation	Upme 06-2017 Colectora Project Section C-LL and La Loma 110kV	Improving administrative management capacities, reducing administrative expenses, stimulating and providing support for the implementation of new projects, initiatives, or investments.
Adopting social infrastructure, Indigenous government house of the Yukpa people, Menkwe reservation	Upme 06-2017 Colectora Project Section C-LL and La Loma 110kV	Improving administrative management capacities, reducing administrative expenses, stimulating and providing support for the implementation of new projects, initiatives, or investments.

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(GRI 203-2) Significant Indirect Economic Impacts (continued)

Enlaza		
Impact	Where it occurred	Significance of the impact
Adopting social infrastructure, Indigenous government house of the Yukpa people, Sokorpa reservation	Upme 06-2017 Colectora Project Section C-LL and La Loma 110kV	Improving administrative management capacities, reducing administrative expenses, stimulating and providing support for the implementation of new projects, initiatives, or investments.
Adopting social infrastructure, Julio Cesar Altamar Muñoz Community Council Government House	Upme 06-2017 Colectora Project Section C-LL	Improving administrative management capacities, reducing administrative expenses, stimulating and providing support for the implementation of new projects, initiatives, or investments.
Strengthening traditional productive activities	Upme 06-2017 Colectora Project Section C-LL	Strengthening the socio-economic activities based on the ancestral shepherding tradition of the Wayuu, Wuna Apuchon, Loma Fresca communities as a cultural practice that guarantees generating income to satisfy the basic needs of families and increase their purchasing power.
Job creation, hiring local labor and goods & services.	Upme 06-2017 Colectora Project Section C-LL	Strengthening the local economy Employing skilled and unskilled labor to build the project; prioritizing goods & services from the CCJCAM community in contracting.
Training and job placement for people in the community	Upme 06-2017 Colectora Project Section C-LL	Improvement of the skills and knowledge of community members within the project's area of influence. Likewise, members of the Afro-Colombian community from CCJCAM were trained and educated as part of the Linieras program, providing them with technical and academic tools to later involve them in the construction process of electric transmission lines.
Changes in community and institutional relationships	Asset in operation - UPME 04-2018 San Juan 220 kV substation and Associated Transmission Lines	Disclosure meetings were held with local and departmental authorities, as well as with the environmental authorities and local government to inform them of the assignment of the environmental license, general information about the project and follow-up visits, as well as disclosure of the DRMP.
Change in cultural practices and environmental management	Asset in operation - UPME 04-2018 San Juan 220 kV substation and Associated Transmission Lines	Disclosure meetings with the asset's ethnic group - PSNSM. The DRMP and forest compensation were also disclosed, which raises awareness of the importance of improving practices related to environmental management.

Enlaza		
Impact	Where it occurred	Significance of the impact
Change in ownership structure; Change in land price and land tenure	Asset in operation - UPME 04-2018 San Juan 220 kV substation and Associated Transmission Lines	Disclosure meetings were held with landowners to inform them of the assignment of the environmental license, general information about the project, follow-up visits and permits for maintenance and operation activities.
Economic and social invigoration by improving internal access roads, Housing Development Villas De Calatrava, Municipality of Turbaco - Bolivar.	Membrillal 110kV Project Housing Development Villas de Calatrava, Turbaco - Bolívar	Improvement of the internal access road to ensure the entry of medium-load vehicles, such as garbage collection and beverage distribution trucks. This improvement is especially important for the safety of residents, as during the rainy season they face critical difficulties in transporting medical emergencies and in their daily mobility to and from their homes.
Economic and social invigoration thanks to the improvement of the Tertiary Access Roads to Vereda Aguas Prietas, Municipality of Turbaco - Bolivar.	Membrillal 110kV Project Vereda Aguas Prietas, Popita sector	To ensure access to homes and facilitate the rapid transport of patients in emergencies, as well as to allow students, teachers, and the community in general to travel safely and punctually to educational centers, nearby municipalities, and other essential destinations for health, education, and commercial activities.
Improvement of Tertiary Access Roads to Vereda Polo, Santa Rosa de Lima Norte - Bolivar.	Membrillal 110kV Project Vereda Polo, Santa Rosa de Lima Norte - Bolívar	Improving the tertiary access road that will help the inhabitants of this rural area guarantee access to their plots of land, mainly to transport their agricultural products, since the area is dedicated to planting fruit trees, including mango, sweet guava, sour guava, guanabana, papaya and other crops, such as cassava, plantain and squash.
Improving the perception of communication spaces thanks to the adaptation of the Policarpa sports field	Cartagena - Bolívar 220kV Project Policarpa neighborhood, Cartagena - Bolívar	The improvement of the sports field in the Policarpa neighborhood directly benefits children, adolescents, youth, and adults by providing a recreational space for the community. It also enables the organization of sports events and recreational activities with other neighborhoods, districts, and municipalities in the region.
Increased female participation in the local labor market through a technical skills training program.	Bonda Upme 10- 2019 section 1 and section 2 project	This is a key local impact, since it addresses women's lack of access to technical training in the electricity sector. The program promotes gender equality and encourages women's integration in this strategic sector, promoting their economic autonomy. At the local level, it increases the competitiveness of women in the electricity industry. Nationally, it supports social inclusion and gender gap reduction policies, aligning with SDGs 5 and 8.
Improving the perception of socio-environmental issues related to electric energy transmission projects.	Bonda Project-Bonda Upme 10- 2019 Section 1 Project and operational asset Rio Córdoba 06-2014	This indicator is key to promoting environmental and social awareness in affected communities, helping them understand the impact of energy infrastructure projects. The workshops facilitate community integration in decision-making and the adoption of sustainable practices. Locally, they empower communities in environmental management, and at the national level, they support sustainability policies, aligning with SDGs 11 and 13.

Enlaza		
Impact	Where it occurred	Significance of the impact
Job creation and local capacity-building through social projects	Bonda Project-Bonda Upme 10- 2019 Section 1 Project and operational asset Rio Córdoba 06-2014	Creating direct and indirect jobs in social projects, as well as strengthening local skills, substantially improves quality of life and contributes to poverty reduction. This impact is crucial for the economic and social development of the region, in line with national policies of inclusion, employment and human development.
Improved perception of the environment and safety of public infrastructure and access to sustainable services.	Bonda Project-Bonda Upme 10-2019 Section 1 Project	Installing photovoltaic lighting and improving sports facilities not only optimizes public services, but also promotes a safer and healthier environment for the community. These projects contribute to the development of sustainable infrastructure, aligning with national policies on clean energy, sustainability and community well-being.
Developing skills in community-based tourism services in Camarones	Operational asset Rico and Rima Los Flamencos National Natural Park	Support and promotion of tourism and guiding activities in the community of Camarones, a district of Riohacha, are carried out through training in birdwatching and through the SENA by obtaining technical certifications in tourism operation.
Economic invigoration thanks to project development	Operational asset Rico and Rima Municipalities of Maicao, Albania and Riohacha	The positive impact applies to the supply of food, ground transportation services, lodging, hardware and construction items that are acquired directly for the materialization of the project, and indirectly to satisfy the basic and individual needs of the staff associated with the project.
Economic invigoration in the job market through project development	Operational asset Rico and Rima Municipalities of Maicao, Albania and Riohacha	A positive impact, since the project will require labor that, if it meets the profiles and requirements in terms of training and experience, could come from the region and be hired. This impact has great synergy with the topic of generation of expectations, since it was one of the aspects most consulted by the communities during the application of participation guidelines.
Change in land value and economic use of land	Operational asset Rico and Rima Municipalities of Maicao, Albania and Riohacha	Positive impact on the dismantling and abandonment stage. At the end of the project, the restricted land can be reused. By defining the project's intervention areas (private or ethnic), the sales values will vary according to the restrictions for the rights of way, which would generate low land prices. This situation would be accentuated when acquiring the rights of way and putting the transmission lines into operation.

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(GRI 203-2) Significant Indirect Economic Impacts (continued)

TGI		
Impact	Where it occurred	Significance of the impact
Reduction of Energy Poverty	Puente Nacional, Manaure, Ramiriquí, Puerto Boyacá, Paez	In 2024, more than 1,200 people were impacted. By 2025, 2,500 people are expected to be impacted. In the case of Biogas, five (5) pilot projects were promoted: four (4) with families and one with the El Prado School of Puerto Boyacá. The total number of beneficiaries was 537. This is undoubtedly one of the major challenges of international policy to ensure a prioritized and fair energy transition.
Strengthening the productive capacity of rural women	Tolima, Santander, Meta, Villavicencio and La Guajira	Households with higher poverty levels are headed by women. TGI, within the framework of its Open Doors strategy and in line with the SDGs, promotes closing gender gaps. Challenges persist in rural areas to achieve gender equity. Women face significant shortcomings due to the low level of development of these territories, economic dependence and unemployment.
Reduction of education, technology and innovation gaps	Cesar, Cauca, Bolívar, Antioquia	Education is undoubtedly an opportunity for social mobility. We have been promoting actions to improve learning spaces in rural areas, in line with SDG No. 4 Quality Education. For this reason, we use various mechanisms to promote teacher training and provide technological and innovation spaces in rural areas to help close the educational, technological and innovation gaps.
Strengthening local supply centers	Santander, La Guajira, Restrepo, Boyacá, Tolima	As part of TGI's value promise to bring progress to the territories, we encourage the registration and contracting of local suppliers. They are generally suppliers of the municipalities in which we operate: CABs, supply companies, relief agencies, and others.

Cálidda			Contugas			Electrodunas		
Impact	Where it occurred	Significance of the impact	Impact	Where it occurred	Significance of the impact	Impact	Where it occurred	Significance of the impact
Strengthening soup kitchens through the Comedores Cálidda 2.0 program has improved the quality and continuity of the food service, contributing to the reduction of food insecurity, promoting access to sustainable energy and the well-being of the vulnerable populations served.	The program is being implemented in 26 districts of Lima and Callao.	The impacts of the Comedores Cálidda 2.0 program transcend the improvement in the quality of the soup kitchens, as it contributes to the stability and well-being of those who depend on these spaces. By guaranteeing a continuous and safe service, we not only provide dignified food, but also social development and community resilience, generating a positive and sustainable change in the lives of many people.	Savings for families who consume natural gas, which is a cheaper fuel compared to others.	Ica region	Contributes to poverty reduction and access to basic services	Development of skills in favor of inclusion	Ica	With the sign language workshop provided to the professionals of the Regional Department of the Ica Employment Center, we were able to improve knowledge through classes conducted by a specialist in sign language hired by Electro Dunas. This helps its professionals be qualified and certified to serve the entire diverse community and meet a need required by the institution. N/A
N/A	N/A	N/A	Improving health by replacing wood-burning stoves with natural gas	Ica region	Contributes to poverty reduction and better health, which facilitates the development of activities	N/A	N/A	N/A

Cantalloc			Conecta		
Impact	Where it occurred	Significance of the impact	Impact	Where it occurred	Significance of the impact
N/A	N/A	N/A	Professionalization of community members for the development of their agricultural activities.	Finca Natividad, Palín, Escuintla	By providing machinery for agricultural work, community members are given the opportunity to become professionals in the performance of agricultural work.
N/A	N/A	N/A	N/A	N/A	N/A

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

	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta	Business Group
Total number of operations by the company	30	24	2	4	28	2	74	164
Total number of operations with implemented local community engagement, impact assessments, and development programs	30	24	1	4	1	0	74	134
Percentage of operations with implemented local community engagement, impact assessments, and development programs	100%	100%	50%	100%	3.57%	0%	100%	81.71%

	Enlaza		TGI		Cálidda		Contugas		Electrodunas		Cantalloc		Conecta		Business Group	
	No. of operations with the following assessments or activities	Percentage of operations with assessments or activities	No. of operations with the following assessments or activities	Percentage of operations with assessments or activities	No. of operations with the following assessments or activities	Percentage of operations with assessments or activities	No. of operations with the following assessments or activities	Percentage of operations with assessments or activities	No. of operations with the following assessments or activities	Percentage of operations with assessments or activities	No. of operations with the following assessments or activities	Percentage of operations with assessments or activities	No. of operations with the following assessments or activities	Percentage of operations with assessments or activities	No. of operations with the following assessments or activities	Percentage of operations with assessments or activities
Social impact assessments, including assessments of gender impact on participative processes.	0	0%	2	8%	1	50%	0	0%	0	0%	0	0%	0	0%	3	2%
Environmental impact assessments and ongoing surveillance.	7	23%	0	0%	0	0%	4	100%	26	93%	0	0%	74	100%	111	68%
Public disclosure of environmental and social impact assessment results.	8	27%	0%	0%	0	0%	4	100%	2	7%	0	0%	7	9%	21	13%
Local community development programs tailored to the needs of the local community.	30	100%	11	46%	1	50%	0	0%	2	7%	0	0%	3	4%	47	29%
Stakeholder engagement plans determined by stakeholder identification.	20	67%	11	46%	0	0%	4	100%	0	0%	0	0%	2	3%	37	23%
Extensive consultation processes with local communities, including vulnerable groups:	21	70%	24	100%	0	0%	0	0%	0	0%	0	0%	0	0%	45	27%
Work councils, occupational safety and health committees and other employee representative bodies to address impacts.	16	53%	2	8%	0	0%	4	100%	1	57%	0	0%	1	1%	24	15%
Formal complaint and claims processes in local communities	30	100%	4	17%	0	0%	4	100%	1	14%	0	0%	2	3%	44	27%

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

	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta	Business Group
Total number of operations by the company	30	24	1	4	19	2	74	154
Total number of operations with significant negative impacts—actual or potential—on local communities.	15	3	1	4	0	0	0	23
Percentage of operations with significant negative impacts—actual or potential—on local communities.	50.00%	12.50%	100.00%	100.00%	0%	0.00%	0.00%	14.94%

Enlaza			
Operations with Significant Negative Impacts – Real or Potential – on Local Communities			
Operation	Location	Description of significant negative impacts	Measures implemented to mitigate the impacts
Sogamoso Project	Department of Santander 12 municipalities, Boyacá: 4 municipalities, and Cundinamarca: 22 municipalities	Impact due to the change in landscape, land use, ecosystem fragmentation, devaluation of land and birds.	By implementing an Environmental Management Plan monitored every six months by the ANLA through compensatory measures, mitigation and restoration.
Norte Project	Department Boyacá: 7 municipalities, and Cundinamarca: 12 municipalities	Impact due to the change in landscape, land use, ecosystem fragmentation, devaluation of land and birds.	By implementing an Environmental Management Plan monitored every six months by the ANLA through compensatory measures, mitigation and restoration.
Southwestern Reinforcement at 500 kV La Virginia – Alférez and Alférez - San Marcos	Department: Valle del Cauca	Social conflicts of the different ethnic groups of Valle del Cauca, which demand prior consultations processes but were not certified by the Ministry of the Interior for such processes.	ENLAZA, within the framework of the due diligence, provided the technical team and guaranteed all the logistics required for the DANCP visits.
Membrillal 110kV Project	Membrillal Municipalities of Santa Rosa de Lima Norte, Turbaco and township of Membrillal - Bolívar	Suspension of activities due to blockades by the communities in the area of influence due to issues related to hiring local labor.	•Social and physical security support to the contractor Proing S.A. •Opening dialogue tables with guarantor entities •Meetings with guarantor entities (mayor's office and the municipal government of the area of influence). •Follow-up with guarantor entities •Implementing a shock plan with the area of influence of the project, directed from Enlaza - GEB's social area to strengthen good engagement.



Grupo Energía Bogotá

Shared Prosperity

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

TGI

Operations with Significant Negative Impacts – Real or Potential – on Local Communities

Operation	Location	Description of significant negative impacts	Measures implemented to mitigate impacts
Attention to Protection Works at la Sucía Creek, Miraflores	District of Paipa-Miraflores	1. The population's perception of insecurity due to the risk of rupture and/or explosion. 2. Generating high salary and social investment expectations.	1. Disclosing risks and protection measures with the communities. 2. Accompanying the authorities in reaching agreements
Attention to the gas leak in El Diamante, municipality of Briceño	District of Cogua	Causing fear in the population due to the risk of rupture and/or explosion.	1. Ongoing training and information for the community
Risk of pipeline rupture due to flooding of Estaqueca Creek	District of Villavicencio	1. The population's perception of insecurity due to the risk of rupture and/or explosion. 2. High expectations for recognition of damages to landowners	1. Ongoing community information 2. Negotiation with authorities to agree on adjusted values as recognition of damages.

Cálidda

Operations with Significant Negative Impacts – Real or Potential – on Local Communities

Operation	Location	Description of significant negative impacts	Measures implemented to mitigate impacts
All	Lima and Callao	As a potential negative impact, we can consider interruptions and/or affectations to the distribution system as the result of a leak. The emergency process causes no leaks, in fact, causes originate primarily from third parties, and thus our process has a positive impact in controlling leaks in the shortest time possible, should they happen.	There is a damage prevention plan and an emergency response team.

Contugas

Operations with Significant Negative Impacts – Real or Potential – on Local Communities

Operation	Location	Description of significant negative impacts	Measures implemented to mitigate the impacts
Ica, Chincha, Pisco and Nasca	Ica region	Impact from network construction: Community distress has been identified due to the construction work, especially due to the interference with mobility and access to homes and businesses, and the presence of site clearings.	A social observation process to address complaints about the distress caused by the construction of networks and continuous follow-up with construction contractors.
Ica, Chincha, Pisco and Nasca	Ica region	Impacts due to ruptures or leaks in the gas network: In some cases, the community has expressed concerns about the effects caused by leaks or ruptures in the gas network. These situations have generated security concerns and led to temporary service interruptions that impact day-to-day activities.	We are constantly working on disclosing preventive issues, as well as on emergency and security plans.
Ica, Chincha, Pisco and Nasca	Ica region	Perception of lack of social investment in the intervened communities: Some communities have expressed their expectations for greater social support in the territories where infrastructure projects are developed.	Concerns have been raised about the need for complementary initiatives to strengthen the link with the company and contribute to local well-being.

▶ Explanatory Notes

N/A corresponds to information not available at the time of the report. ElectroDunas, Cantalloc and Conecta are in the process of identifying and assessing negative impacts on local communities. This information is expected to be disclosed in upcoming reports.

Shared Prosperity

GEB-60 Local Stakeholder Engagement Programs

	Enlaza		TGI		Cálidda		Contugas	
	Total number	Description	Total number	Description	Total number	Description	Total number	Description
Local stakeholder or community impact assessments	23	Impact assessments were conducted with stakeholders in the Central, Southwest and Northern Regions on a semi-annual basis for projects under construction and annually for operational assets. These assessments make it possible to determine whether the implemented actions have mitigation, compensation or restoration effects.	1	TGI is interested in understanding the impact of its investments—how lives are transformed through its voluntary contributions. For this reason, the company made progress in designing a set of impact indicators for the three strategic lines of its Social Management Plan in 2024.	795	For each construction project to begin, it requires an environmental checklist. This document must identifu the possible impacts on the community during the construction process and propose mitigation mechanisms.	0	No impact assessments have been conducted

	Electrodunas		Conecta		Business Group
	Total number	Description	Total number	Description	Total number
Local stakeholder or community impact assessments	1	A multi-stakeholder exercise was conducted through a workshop aimed at identifying and evaluating ESG risks and impacts, with the active participation of external stakeholders.	0	N/A	820

	Enlaza		TGI		Cálidda	
	Total number	Description	Total number	Description	Total number	Description
Clear communication channels for local stakeholders to communicate with the company	7	Various communication channels (mailboxes, service points, e-mails, telephone, WhatsApp, social networks and the ongoing presence of Social Managers) are implemented in the Central, Southwest and Northern Regions to manage community concerns. These channels were adequately publicized to make sure the community was informed and could voice their concerns.	3 communication channels: PQRS email, Ethics Channel and *Sumemos*	TGI has a system to receive and follow up on PQRS, with an exclusive email to receive and address communications from communities and other stakeholders.	5	-There is a customer service hotline. (6149000) -There are service centers. (6) -There is an emergency hotline. (1808) -There is an automated Whatsap number for complaints (981444 555). -Each community liaison distributes a contact number during the communication process.

	Contugas		Electrodunas		Conecta		Business Group
	Total number	Description	Total number	Description	Total number	Description	Total number
Clear communication channels for local stakeholders to communicate with the company	4	The organization has an Ethics Channel and a dedicated email address. The organization has four customer service channels that facilitate communication about its services and provide effective support for resolving inquiries and issues from both customers and the community. These channels include: Customer Service Centers, Website, Social Media, and the Ethics Channel. Together, they ensure smooth communication and efficient resolution of concerns.	2	The organization has an Ethics Channel and a dedicated email address.	1	A Complaints Mechanism, which is implemented in the communities in the direct area of influence of the projects the company develops.	22

▶ Explanatory Notes

The reporting of stakeholder engagement programs does not apply to Cantalloc because, due to the nature of its operations as a service provider to ElectroDunas, community-related activities are managed by ElectroDunas, the company responsible for electricity distribution in Peru.

Shared Prosperity

GEB-60 Local Stakeholder Engagement Programs (continued)

	Enlaza		TGI		Cálidda		Contugas	
	Total number	Description	Total number	Description	Total number	Description	Total number	Description
Capacity-building activities for local stakeholders to make sure they are able to communicate with the company	911	Central Region: A total of 629 activities were carried out with mayors' offices, Community Action Boards, and municipal authorities, in compliance with specific training data sheets related to two Environmental Impact Assessments. Northern Region: In 2024, the company ensured that all communities involved in the Area of Direct Influence had access to its service channels, facilitating direct communication. Additionally, capacity-building activities were implemented to promote the effective use of these channels and to ensure a transparent and timely flow ofzinformation.	370 workshops. Human Rights and gender workshops: 116 Risk management workshops: 254	As part of the actions of Energy for Learning, TGI promotes the development of training spaces with the community, particularly with children and young people. The training focuses on promoting and strengthening TGI's policies in relation to diversity, inclusion, equity, human rights and citizen participation.	504	As part of the activities scheduled before the start of each project, informative talks are given to the population, providing details about the construction process, impact mitigation measures, safety measures and emergency numbers, as well as contacts for any coordination related to the project and/or to resolve emerging concerns.	29	No impact assessments have been conducted

	Electrodunas		Conecta		Business Group
	Total number	Description	Total number	Description	Total number
Capacity-building activities for local stakeholders to make sure they are able to communicate with the company	1	Materiality exercises were conducted to understand the relevant issues and needs of stakeholders.	N/D	N/D	1,815

	Enlaza		TGI		Cálidda		Contugas	
	Total number	Description	Total number	Description	Total number	Description	Total number	Description
Regular surveys/reviews of local stakeholders' perceptions of the engagement strategy	1780	In the Central Region, 123 surveys were conducted in participatory spaces. In the Southwest, the satisfaction of authorities with the Heliconia-La Virginia project was assessed. In the North, the PACs were monitored for 12 months, with visits from the ANLA and UPME, as well as a biannual monitoring of the prior consultation agreements with DANCP. The PACs of the Bel Bonda and Colectora C-LL projects were also monitored, including visits and delivery of audit reports.	120 satisfaction surveys for the development of 9 social investment projects completed in 2024	As part of the Social Investment Instructions designed by TGI, once an investment process is completed, it is closed with an inquiry process for participants. We shared 120 surveys with the community and municipalities in 2024.	129	Satisfaction surveys were conducted with community leaders in 2024 in communities where distribution system construction projects were carried out, reaching 48.7% of the communities involved.	1	The PMVC monitors completed a perception survey, which has allowed us to identify the needs and priorities of the monitors, seeking to improve the quality of the services we provide.

	Electrodunas		Conecta		Business Group
	Total number	Description	Total number	Description	Total number
Regular surveys/reviews of local stakeholders' perceptions of the engagement strategy	30	Sampling is carried out	0	79 public participation surveys were conducted in 2024.	2,060

Shared Prosperity

GEB-60 Local Stakeholder Engagement Programs (continued)

	Enlaza		TGI		Cálidda		Contugas	
	Total number	Description	Total number	Description	Total number	Description	Total number	Description
Meetings with local stakeholders to identify emerging concerns	11480	In the Central Region, community concerns are addressed through meetings in accordance with the Environmental Management Plan. In the Southwest, public hearings, archaeological activities, social investment, and resettlement are included. In the North, meetings are held with local stakeholders to identify emerging concerns, and the Environmental Impact Assessment for the UPME 10 - 2019, Section 2 project is being monitored. In addition, cross-cultural manuals and emergency protocols are managed in assets such as Colectora-C-LL, Membrillal, and Rico and Rima.	461 meetings with the community	Community outreach processes are developed through meetings with Community Action Boards or community assemblies, as well as volunteer and philanthropic actions.	504	The informative talks with the population before starting construction also seek to identify and answer any questions regarding the project or the distribution system.	21	Meetings have been held to inform and disclose the most relevant aspects of the works being carried out by Contugas to the community on time, in order to bring benefits to the Ica region. These meetings also seek to promote a culture of preventive disclosure among the company's various stakeholders and to disclose the results of environmental and biological monitoring.

	Electrodunas		Conecta		Business Group
	Total number	Description	Total number	Description	Total number
Meetings with local stakeholders to identify emerging concerns	2	Materiality exercises were conducted to understand the relevant issues and needs of the stakeholders.	N/D	N/D	12,468

	Enlaza		TGI		Cálidda		Contugas	
	Total number	Description	Total number	Description	Total number	Description	Total number	Description
PQRS (petitions, complaints, claims and suggestions) received	467	They were received via the different means established by the company	92	TGI's effective response rate was 90%.	363,794	Since it is a public service, it is mandatory to respond to the PQRS channel within 10 days. Frequent requests, such as consumption and reading inspections, data updates, disconnection and reconnection, five-year reviews, supply contract issues, billing errors, and others.	65	These are social complaints due to the construction of networks

	Electrodunas		Conecta		Business Group
	Total number	Description	Total number	Description	Total number
PQRS (petitions, complaints, claims and suggestions) received	2,903	They were received via the different means established by the company.	13	During the year 2024, 13 communications were received through the designated mechanism.	367,334

Grupo Energía Bogotá

Shared Prosperity

GEB-60 Local Stakeholder Engagement Programs (continued)

	Enlaza		TGI		Cálidda		Contugas	
	Total number	Description	Total number	Description	Total number	Description	Total number	Description
Resolved PQRS	467	All PQRS were resolved	92	N/A	356,965	98% of the PQRS received in 2024 were addressed within the internal 10-day deadline.	65	Addressed by the construction contractor's community relations officers.

	Electrodunas		Conecta		Business Group
	Total number	Description	Total number	Description	Total number
Resolved PQRS	2649	Number of customer complaints resolved	13	The 13 communications received during 2024 were addressed and resolved.	360,251

	Enlaza		TGI		Cálidda		Contugas	
	Total number	Description	Total number	Description	Total number	Description	Total number	Description
Unresolved PQRS	1	Unresolved PQRS in the Northern region	0	All PQRS are addressed	6,829	The 2% of the claims could not be addressed within the deadline. However, they continue their process until they are resolved.	0	All were addressed

	Electrodunas		Conecta		Business Group
	Total number	Description	Total number	Description	Total number
Unresolved PQRS	254	Number of pending complaints	0	N/A	7,084

Shared Prosperity

GEB-61 Institutional Strengthening

	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Conecta
Number of institutional strengthening activities conducted	143	40	14	6	6	1
Main institutional strengthening activities conducted	Central region: Project formulation with Cocrea and Works for Taxes, as well as budget formulation for community development projects. Southwest Region: Two virtual workshops on "Harmony with Electric Energy Rights of Way" in Circasia-Filandia (Quindío) and Pereira-Dosquebradas-Santa Rosa de Cabal (Risaralda).	Strengthening actions for the prioritization, design, and execution of social initiatives that are aligned with local development plans.	Educational fairs and workshops with a gamification methodology, in collaboration with municipalities, in which the population and stakeholders are educated about the benefits and safety of natural gas. Similarly, webinars were conducted to extend the reach of information to residents of collaborating municipalities.	Awareness and communication talks were conducted with the authorities of the direct area of influence of our operations to strengthen engagement with a priority stakeholder for business management. These activities contribute to business continuity by maintaining ongoing, smooth, and transparent engagement with the authorities, which is key to preventing damage to our infrastructure and minimizing risks.	Free certified workshop on Sign Language for the Regional Department of the Employment Center	Identification of expectations, support with procedures before public entities (municipality, MICIVI, MEM, and INDE), coordination of meetings with counterparts, assistance during field visits, and follow-up on management efforts. These actions have empowered community leaders and strengthened technical and administrative capacities in San Isidro Buena Vista
Main stakeholders involved	Central region: Municipal administrations, community action boards, and schools Southwest Region: Addressed to municipal planning authorities, police inspections, and community representatives of the operational active in Armenia.	The planning secretaries and education and culture secretaries of the municipalities and their work teams were involved in this process. Formulation of educational projects for works for taxes in which TGI is linked as a contributor.	Local governments, Firefighters, schools	Public officials from the following municipalities: 1. Chincha Alta 2. Pueblo Nuevo 3. Los Aquijes 4. Ica 5. Subtanjalla 6. San Andrés	Staff of the regional department of the employment center	Identification and management of expectations, support in preparing requests to the municipality, MICIVI, MEM, and INDE, support in managing meetings with counterparties, support on field visits, and follow-up on procedures.
Positive impact achieved	Central region: Installed capacity has been left in the territories to formulate projects in the areas of influence of the projects and operational assets. Southwest Region: Awareness of the importance of granting construction licenses in right of way areas, actions to follow in case of their restitution, and aspects of coexistence with the infrastructure.	The strategy is at various stages of development for municipalities that have advanced in tax benefit mechanisms, such as Works for Taxes and Cocrea. They have undoubtedly increased the technical capacity of their teams and their ability to manage resources and partners.	Strengthening knowledge about the benefits of natural gas among more than 1,100 people through fairs and in-person workshops and over 68,500 people through digital content, ensuring the promotion of consumption and safe practices related to this source of energy.	An increase in the use of communication tools for emergency response has been achieved, allowing for an improved response to potential incidents during construction works. This improvement in communications has been crucial to preventing emergencies and ensuring the continuity of our service. The disclosure of information regarding the location of our networks and the necessary precautions to be taken during excavations has been intensified among those responsible for the works.	Our objective was to empower the employees of the Regional Department of the Employment Center by providing them with the necessary skills to support a diverse community. At Electro Dunas, we are interested in recruiting more people with disabilities, and we consider that this training is a key strategy to create a more accessible and welcoming work environment.	The institutional strengthening and collaboration with San Isidro Buena Vista have empowered community leaders and increased technical and administrative capabilities. The paving of 12 kilometers and rural electrification are in the approval process, improving the infrastructure and quality of life in Buena Vista.

▶ Explanatory Notes

The reporting of institutional strengthening activities does not apply to Cantalloc, as due to the nature of its operations as a service provider to ElectroDunas — the company responsible for electricity distribution in Peru — such actions are managed directly by ElectroDunas.

Grupo Energía Bogotá

Shared Prosperity

GEB-62 Resettlement and Right of Way Management

	Enlaza		TGI		Cálidda	
	Total	Description	Total	Description	Total	Description
Number of people physically and economically resettled	155	Resettlement is carried out by household identified on the properties with housing. For the project, this data is obtained by adding the following: Chivor 9 people (3 households), Sogamoso 51 people (17 households), Colectora 92 people from ethnic communities (23 households), operational asset in Jamondino Mocoa 3 people (1 household)	0	N/A	0	N/A
Number of people compensated by resettlement	44	17 in the Sogamoso project, 3 in the Chivor project, 23 in the Colectora project, and 1 operational asset in Jamondino Mocoa.	0	N/A	0	N/A
Number of compulsory rights of way	101	The assessment of the rights of way is framed within the provisions of Resolution 1092 of 2022 "By which rules, methods, parameters, criteria, and procedures are established for the preparation of appraisals of legal easements and temporary impacts in the development of activities, works, or projects declared by the legislator as being of public utility and social interest," issued by the Agustín Codazzi Geographic Institute. In general, the rights of way represents a limitation on ownership, but not the loss thereof; therefore, the indemnity focuses on quantifying the limitation it generates, expressed as a percentage, based on the commercial values of the land, coverages, crops, and constructions that are intervened, according to the three factors called Layout, Area, and Usage, described below: Tracing Factor (TF): Measures the impact in terms of the location of the infrastructure on the property. In this factor, the crossings of the infrastructure over the property are evaluated, and they are determined as follows: Low Impact: Occurs when no areas are left between the limit of the easement and the boundary of the property. Medium Impact: Is determined when an area of land equal to or less than 25% of the total area of the property remains between one of the boundaries of the easement and the property boundary. High Impact: Is determined when an area of land between 26% and 50% of the total area of the property is left between one of the boundaries of the easement and the property boundary. Very High Impact: Is determined when the easement strip passes through the main entrance of the property or when, for any reason, it limits access to it. Area factor (FA): Corresponds to the percentage relationship between the area of the easement strip and the total area of the servient property, determined as follows: Low Impact: occurs when the ratio is less than or equal to 12.5%. Moderate Impact: occurs when the ratio is greater than 12.6% and less than or equal to 25%. High Impact: occurs when the ratio is greater than 25% and less than or equal to 55%. Very High Impact: occurs when the ratio is greater than 55%. Usage Factor (UF): Is established when, due to the establishment of the easement, the development of the activity being carried out in the intervened strip of land is partially or totally limited. Determined as follows: Low Impact: occurs when there are no restrictions on continuing the current use of the intervened strip. Medium Impact: occurs when it is necessary to amend the current use of the affected strip for a different use. High Impact: occurs when no activity is allowed to be developed in the intervened strip. Very High Impact: occurs when no activity is allowed to be developed in the intervened strip, and the current use coincides with the one regulated in the POT. Paragraph 1: In the application of the formula, only one of the three factors may be determined under very high conditions. Unit Value of Aerial Easement Area (VSa): is the result of the value of the easement according to the application of the calculation formula. Calculation of the value: according to the factors determined previously, the following formula is presented: VSa = VC * (FT+FA+FU) When the limitation is total, as in the case of the area where an electric tower is located, the percentage of indemnity is 100%, as a function of the limitations it produces. It should be clarified that the legal proceedings for imposing rights of way, if requested by the defendants or at the judge's discretion, may include an order to issue a third party expert opinion to determine the indemnity amount. Such opinion supplements the indemnity amount submitted by GEB, and may be used to make decisions, which means that in some cases the amount of the indemnity established in the ruling may differ from the initial amount submitted by GEB at the time the lawsuit was filed to impose the rights of way.	31	Compulsory rights of way were established for properties located in various parts of the country, such as Meta, Tolima, Boyacá, Cesar, and Bogotá, among others. The average compensation recognized in favor of the defendants in the rulings was COP 49 million.	0	N/A
Number of people compensated for compulsory rights of way	101		81	The compensated persons include both individuals and legal entities who own the properties through which the infrastructure of TGI S.A. ESP passes. In some cases, and due to the legal history of the properties, it is taken into account that there are deceased owners for whom no information has been provided regarding the existence of succession and/or partition of assets.	0	N/A

Grupo Energía Bogotá

Shared Prosperity

GEB-62 Resettlement and Right of Way Management (continued)

	Contugas		Electrodunas		Cantalloc		Conecta		Business Group
	Total	Description	Total	Description	Total	Description	Total	Description	Total
Number of people physically and economically resettled	0	No resettlements have occurred during the reporting period.	0	Not applicable	0	Not applicable	0	Not applicable	155
Number of people compensated by resettlement	0	No resettlements have occurred during the reporting period.	0	Not applicable	0	Not applicable	0	Not applicable	44
Number of forced rights of way	0	No compulsory rights of way have been imposed in 2024. All rights of way have been duly negotiated and agreed upon with the property owners.	0	Not applicable	0	Not applicable	0	Not applicable	132
Number of people compensated for forced rights of way	0	Since there are no compulsory rights of way, there have been no compensations resulting from them.	0	Not applicable	0	Not applicable	0	Not applicable	182

	Enlaza				TGI				Business Group			
	Amount of the compensation				Amount of the compensation				Amount of the compensation			
Type of compensation	Currency	Amount	Amount in COP M	Amount in USD M	Currency	Amount	Amount in COP M	Amount in USD M	Currency	Amount	Amount in COP M	Amount in USD M
Compensation for people physically and economically resettled	M COP	$ 5,789.58	$ 5,789.58	$ 1,42	$	$ 122.22	$ 122.22	$ 0.03	M COP	$ 5.912	$ 5.912	$ 1.45
Compensation for compulsory rights of way	M COP	$ 16,566.94	$ 16,566.94	$ 4.04	$	$ 1,522.38	$ 1,522.38	$ 0.35	M COP	$ 18,089	$ 18,089	$ 4.42

▶ Explanatory Notes

The subsidiaries Cálidda, Contugas, Electrodunas, Canllatoc, and Conecta do not have project execution involving resettlement processes or the management of compulsory rights of way.


HUMAN
RIGHTS
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Grupo Energía Bogotá

Human Rights

GEB-1 Human Rights Assessment

	GEB			TGI		
	Number assessed in the last three years	Number assessed in which risks have been identified	Number of risks with implemented mitigation measures	Number assessed in the last three years	Number assessed in which risks have been identified	Number of risks with implemented mitigation measures
Own Operations	1	1	1	8	8	8
Level I Contractors and Suppliers	46	46	N/A	34	34	11
Joint ventures (including equity interests exceeding 10%)	7	2	2	N/A	N/A	N/A

	GEB			TGI		
	% of total assessed in the last three years	% of total assessed where risks have been identified	% of risks with implemented mitigation measures	% of total assessed in the last three years	% of total assessed where risks have been identified	% of risks with implemented mitigation measures
Own Operations	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Level I Contractors and Suppliers	23.0%	100.0%	N/A	100.0%	100%	32%
Joint ventures (including equity interests exceeding 10%)	N/D	N/D	N/A	N/A	N/A	N/A

	Cálidda			Contugas		
	Number assessed in the last three years	Number assessed in which risks have been identified	Number of risks with implemented mitigation measures	Number assessed in the last three years	Number assessed in which risks have been identified	Number of risks with implemented mitigation measures
Own Operations	1	1	1	4	4	4
Level I Contractors and Suppliers	0	0	0	1	1	1
Joint ventures (including equity interests of more than 10%)	N/A	N/A	N/A	N/A	N/A	N/A

	Cálidda			Contugas		
	% of total assessed in the last three years	% of total assessed where risks have been identified	% of risks with implemented mitigation measures	% of total assessed in the last three years	% of total assessed where risks have been identified	% of risks with implemented mitigation measures
Own Operations	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Level I Contractors and Suppliers	0.0%	0.0%	0.0%	25.0%	100.0%	100.0%
Joint ventures (including equity interests of more than 10%)	N/A	N/A	N/A	N/A	N/A	N/A

Explanatory Notes

Colombia
GEB – In the case of GEB, it is important to clarify that the Human Rights due diligence carried out in 2022 included the operations of the former Transmission Branch, which is now established as the subsidiary Enlaza. For this reason, the operations of Enlaza are also considered under this indicator for GEB.
It is worth noting that, at the end of 2023, the Transmission Branch began operating as an independent subsidiary under the name Enlaza. Currently, Enlaza is in the process of developing and implementing its own Human Rights strategy, which will incorporate the criteria for conducting its internal Human Rights assessment.

Joint Ventures: 28.5% of joint ventures were evaluated. Risks were identified in 100% of cases, all of which have mitigation actions implemented. This includes the Ágata Agency (joint venture co-founded by GEB and Bogotá's Mayor's Office, in which GEB holds a 40% stake), which adopted human rights policies in 2021. Additionally, in 2024, a human rights risk self-assessment was conducted with seven investee companies (Argo, Vanti, Enel, ISA REP, EMSA, and Promigas). Among them, only Enel and Promigas have formal human rights due diligence systems in place, with identified risks and defined mitigation plans.

TGI - Its own operations refer to the municipalities within the direct area of influence of the 8 operational centers that were evaluated.

Peru
Cálidda - It should be noted that, in the 2023 Report, Cálidda indicated that it had assessed 50% of its Tier I contractors and suppliers. However, it is clarified that this assessment corresponded to a validation process of the risk matrix, associated with the impacts identified in Human Rights related to the activities the contractor companies carry out in the field. Therefore, the figure for 2023 and 2024 is corrected as 0.

Cantalloc – A formal human rights impact assessment process has not yet been developed. However, recognizing the importance of this matter within Grupo Energía Bogotá, Cantalloc will carry out its Human Rights Due Diligence process in 2025. This process will include the identification and assessment of human rights impacts across its operations and value chain, taking into account the local contexts in which it operates. It will involve a document review of internal policies and procedures, meetings with key stakeholders, interviews with employees, and the development of an Action Plan to mitigate risks and close human rights gaps.

Electrodunas - The data reported by this subsidiary regarding the number and percentage of Tier I contractors and suppliers evaluated in Human Rights correspond only to 2024, as this information is not available for previous years.

Guatemala
Conecta - In the case of CONECTA, there is no information related to Tier 1 contractors and suppliers, as the company carried out a consultancy on Due Diligence in Human Rights until 2023. As a result of this process, a risk assessment matrix in Human Rights was developed. The action plan was designed based on this consultation. In 2025, the Due Diligence exercise will be strengthened to include Tier 1 contractors and suppliers.



GEB-1 Human Rights Assessment (continued)

	Electrodunas			Cantalloc			Conecta			Business Group		
	Number assessed in the last three years	Number assessed in which risks have been identified	Number of risks with implemented mitigation measures	Number assessed in the last three years	Number assessed in which risks have been identified	Number of risks with implemented mitigation measures	Number assessed in the last three years	Number assessed in which risks have been identified	Number of risks with implemented mitigation measures	Number assessed in the last three years	Number assessed in which risks have been identified	Number of risks with implemented mitigation measures
Own Operations	1	1	1	0	0	0	1	1	1	16	16	16
Level I Contractors and Suppliers	10	0	0	0	0	0	0	0	0	91	81	12
Joint ventures (including equity interests of more than 10%)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7	2	2

	Electrodunas			Cantalloc			Conecta			Business Group		
	% of total assessed in the last three years	% of total assessed where risks have been identified	% of risks with implemented mitigation measures	% of total assessed in the last three years	% of total assessed where risks have been identified	% of risks with implemented mitigation measures	% of total assessed in the last three years	% of total assessed where risks have been identified	% of risks with implemented mitigation measures	Average % of the total assessed in the last three years	Average % of the total assessed in which risks have been identified	Average % of risks with implemented mitigation measures
Own Operations	100.0%	100.0%	100.0%	0%	0%	0%	100.0%	100.0%	100.0%	86%	100%	100%
Level I Contractors and Suppliers	3.0%	0.0%	0.0%	0%	0%	0%	0%	0%	0%	43%	89%	30%
Joint ventures (including equity interests of more than 10%)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	28.5%	100%	100%

GEB-2 Human Rights Training

	GEB			Enlaza			TGI			Cálidda			Contugas		
	Persons Trained	Total No. of training hours	No. of hours per person	Persons Trained	Total No. of training hours	No. of hours per person	Persons Trained	Total No. of training hours	No. of hours per person	Persons Trained	Total No. of training hours	No. of hours per person	Persons Trained	Total No. of training hours	No. of hours per person
Employees with security roles trained in Human Rights	5	4	4	241	11	11	0	0	0	0	0	0	0	0	0
Total employees trained in Human Rights	213	471	2	75	223	2.8	380	1,140	3	417	417	1	112	252	2
Security personnel hired through third parties trained in Human Rights	241	2	2	241	11	11	0	0	0	0	0	0	1	2	2
Contractor employees trained in Human Rights	48	4	4	0	0	0	10	20	2	1,369	314.87	0.23	6	12	2

	Electrodunas			Cantalloc			Conecta			Business Group		
	Persons Trained	Total No. of training hours	No. of hours per person	Persons Trained	Total No. of training hours	No. of hours per person	Persons Trained	Total No. of training hours	No. of hours per person	Persons Trained	Total No. of training hours	No. of hours per person
Employees with security roles trained in Human Rights	0	0	0	0	0	0	1	1	1	247	16	16
Total employees trained in Human Rights	100	3	0.3	0	0	0	99	99	1	1,396	2,605	12
Security personnel hired through third parties trained in Human Rights	0	0	0	0	0	0	38	38	1	521	53	16
Contractor employees trained in Human Rights	10	1	0	0	0	0	10	10	1	1,453	361.87	9.23

GEB-2 Human Rights Training (continued)

	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta	Business Group
Total No. of employees	416	374	424	414	112	285	608	107	2,740
Percentage of employees trained in Human rights	51.20%	20.05%	89.62%	100.72%	100.00%	35.09%	0.00%	92.52%	51%

▶ Explanatory Notes

Peru
Caliddá - It should be noted that the reported figure on the total number of employees trained in Human Rights (HR) for Cálidda differs from the total number of employees reported. This is because the training figure includes interns, while the employee figure does not consider them.

GEB-3 Prior Consultations with the Community

	Enlaza				TGI			
	2021	2022	2023	2024	2021	2022	2023	2024
Total number of prior consultations	139	84	18	3	N/A	N/A	N/A	0
Number of prior consultations per project	Colectora CC (Colectora-Cuestecitas section): 94 communities Colectora CLL (Cuestecitas-La Loma section): 9 communities La Loma: 3 communities Between the two projects, a total of 139 communities related in the report were registered.	Northern region: Colectora CC (Colectora Cuestecitas section): 82 La Loma 110 kV: 1 La Mina 115 kV: 1 Total: 84 formalized communities.	Northern region: Colectora CC (Colectora Cuestecitas section): 17 / Membrillal: 1 / Total: 18 formalized communities.	1 (Southwestern Reinforcement Project at 500 kV La Virginia - Alférez) Northern region: Colectora CLL (Cuestecitas - La Loma sections: 1 Bonda Section II: 1.	N/A	N/A	N/A	N/A
Ethnic communities consulted	N/A	N/A	N/A	1 Ancestral Territorial Reserve of the Nasa of Guadualito	N/A	N/A	N/A	N/A

▶ Explanatory Notes

This key indicator does not apply to Electrodunas, Cantalloc, Cálidda, or Contugas, as there are no native or indigenous communities in their areas of operation. In the case of Conecta, prior consultations are not conducted either, as there is no state regulation for their methodology. However, public participation studies are required to contextualize the environment, identify the relevant stakeholders, and define the means of disclosure to be employed.

The historical information reported by Enlaza corresponds to that which was previously presented under the GEB Transmission Branch.



GEB-4 Human Rights Mitigation and Remediation

	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
Commitments to provide or collaborate in the remediation of the negative impacts caused by the Company or to which it has contributed	GEB has established the following commitments regarding the remediation of Human Rights (HR) impacts. It is important to highlight that the Group has not violated any Human Rights in the last 3 years. Key actions implemented: • Design and implementation of a comprehensive Human Rights due diligence system to identify, prevent, mitigate, and account for negative impacts on GEB and its subsidiaries. • Mechanisms for dialogue and participation with stakeholders and communities. • Inclusion of the risk of Human Rights violations as a strategic risk in GEB and its subsidiaries. • Developing manuals and guides to identify and monitor Human Rights impacts at the Business Group level. • Promoting respect and compliance with Human Rights in the supply chain. Additionally, in cases in which the Group has caused or contributed to adverse impacts, it will provide or reasonably cooperate in remediation through legitimate grievance mechanisms or processes.	Central Region: commitments regarding the condition of the roads and access to tower sites and cabling squares were guaranteed. Southwest Region: the prior consultation with the Nasa de Guadualito Indigenous Reserve for the Southwestern Reinforcement Project at 500 kV was conducted, formalizing commitments on June 14, 2024. Northern Region: a preventive approach was adopted under the Human Rights Due Diligence Policy to avoid or mitigate adverse impacts, incorporating this policy into agreements with partners, suppliers, and contractors, with supervision and sanctioning mechanisms.	TGI, in compliance with its ethical and legal duty to respect, promote, and repair Human Rights in all its actions and engagement areas, has a Human Rights Policy. This policy includes providing effective remediation in the event of an impact on Human Rights among its commitments, as well as in situations in which proven harm is generated.	Cálidda has a Human Rights policy that addresses the commitment to remediation. However, a formal procedure is not yet available in this regard.	Contugas has established the following commitments regarding the remediation of Human Rights (HR) impacts. It is important to highlight that there have been no Human Rights violations in the last 3 years. Key actions implemented: • Design and implementation of a comprehensive Human Rights due diligence system to identify, prevent, mitigate, and account for negative impacts. • Inclusion of the risk of violating Human Rights as a strategic risk.	The Due Diligence process was carried out at the end of 2023 to identify the main positive and/or negative impacts in terms of Human Rights (HR). In 2024, progress was made in executing the action plan, and the risk of Human Rights was incorporated into the strategic risk matrix.	N/A	CONECTA maintains a strong commitment to the remediation of negative Human Rights impacts. Its work plan to close gaps, based on a Due Diligence process, involves various company departments and is framed within its Human Rights Policy. Additionally, the company is developing a remediation plan with repair mechanisms scheduled for 2025. As part of its sustainability strategy, it implements shared value projects in the communities and has experience in relocating homes under fair compensation criteria.
Approach to identify and address complaints (including established complaint mechanisms)	GEB has adopted a robust approach to address Human Rights claims through accessible, effective, and confidential mechanisms. • Citizen Service Point: Telephone assistance to efficiently resolve requests, procedures, and complaints. • Ethics Channel: managed by a specialized third party, it allows any stakeholders to report potential Human Rights violations (under a specific typology) via website, toll-free lines, and email, ensuring confidentiality and transparency. Additionally, GEB has local offices, service lines, and both physical and digital channels for suggestions and complaints, as well as an email for specific cases. For employees, the Employee Relations Committees investigate and process workplace harassment complaints, promoting a respectful and safe environment. These mechanisms ensure the comprehensive management of claims and reflect GEB's commitment to Human Rights and the ethical resolution of conflicts.	Central Region: communications from communities and property owners were addressed through visits, tours, and meetings with the Public Prosecutor's Office. Southwest Region: requests and pronouncements were managed and ENLAZA communication channels were disclosed. Social managers maintained constant contact in the territory. Northern Region: rights and differential approaches were applied, with mechanisms to guarantee the rights of ethnic groups and provide adequate attention to their needs, including the Ethics Channel and the PQRs management procedure for Human Rights.	Channels and mechanisms for Human Rights management: Ethics channel: Free hotline in Colombia: 018000125470. E-mail: Canaleticogeb@pwc.com. Website: www.tgi.com.co, ethics and transparency section. Mechanism for petitions, complaints, claims, and requests: TGI has channels for the receiving verbal, in-person, and virtual petitions. Ethics and Compliance Committee. Joint Committee on Occupational Health. Employee Relations Committee.	As a public service, there is a complaints and claims procedure that is addressed in accordance with the law. However, it does not yet establish a procedure to exclusively address any Human Rights claim.	The company has a Stakeholder Consultation and Claims Program, which includes a Procedure for Handling and Responding to Social Observations. This program addresses complaints regarding Human Rights through channels, such as customer service, social media, community relations officers in the field, and the ethics channel.	Customer service centers house commercial channels for addressing complaints or claims. Furthermore, field visits and engagement with the community have enabled collecting key opinions, including complaints, claims, opportunities, and recommendations. In 2024, the ethics channel incorporated the option to receive and address topics related to Human Rights.	N/A	Conecta's complaint mechanism addresses concerns related to Human Rights through accessible channels, such as a telephone line, web form, and suggestion boxes. Staff receives training to properly identify and channel claims, which are analyzed by a multidisciplinary team. The company promotes community participation in the search for solutions and conducts continuous monitoring to ensure a fair and timely resolution.

GEB-4 Human Rights Mitigation and Remediation (continued)

	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
Other processes to provide or collaborate in the remediation of negative impacts	GEB implements key processes to remedy negative impacts related to human rights, ensuring effective remediation and respect for communities. Among these processes, the following stand out: Comprehensive human rights training: orientation and training for employees, social/environmental operators, security personnel (both direct and indirect), and critical contractors, focused on preventing, mitigating, and managing negative impacts. Complaint mechanisms: accessible physical and digital channels that ensure a transparent and confidential management of complaints and claims. Dialogue spaces: interactions with stakeholders to address expectations, prevent conflicts, and collaborate on solutions. These processes reinforce GEB's commitment to impact remediation, promoting respect and protectinng Human rights.	Central region: It has been agreed to provide support to the communities through social volunteer programs, road improvements, and other actions. Northern region: Training sessions have been conducted on appropriate engagement with stakeholders, positively contributing to the company's activities in the territories.	Processes with Human Rights compensation or remediation measures: - Involuntary Resettlement and Relocation Manual: It establishes the necessary actions to develop involuntary resettlement and relocation processes for individuals who physically, economically, or legally rely on the intervened properties, as a consequence of the execution of projects or the operations associated with TGI activities. Protocol for preventing Workplace and Sexual Harassment: It defines the mechanisms to prevent behaviors related to Law 1010 of 2006 and Law 1257 of 2008, with the purpose of avoiding and addressing discrimination, workplace violence, workplace harassment in any of its forms, and sexual harassment.	Aspects related to the violation of Human Rights (HR) have been incorporated into the training process for contractors.	N/A	Human Rights risks were included in the strategic risk matrix. The Due Diligence process is planned to be updated in 2025.	N/A	CONECTA implements community development programs focused on infrastructure, training, and the environment. It promotes dialogue through roundtables and meetings with the community and conducts environmental impact assessments with public participation. The management of Human Rights as a strategic risk is addressed through Due Diligence and training processes for employees and contractors.
Stakeholder participation in designing, reviewing, operating, and improving complaint and claims mechanisms.	GEB recognizes the importance of stakeholder participation in processes related to complaint and claims mechanisms. In this regard, interaction spaces are promoted that help collect valuable input to continuously strengthen these mechanisms, ensuring their accessibility and effectiveness. Internal processes are continuously reviewed to reflect the needs and expectations of stakeholders, allowing for adjustments that ensure efficient and transparent management. Efforts are also made to maintain an open and constructive dialogue with communities and other stakeholders, integrating their perspectives into operating and improving the established mechanisms.	Central Region: locations and schedules have been defined to establish information points, hold meetings with the community, and put up bulletin boards to provide information about actions in the territories. Northern Region: open, free, and timely participation spaces were organized with the communities to inform them about the available service channels according to their needs.	This participation is not available.	Cálidda has not involved third parties in designing its complaints and claims mechanisms.	The Stakeholder Consultation and Claims Program was created as a result of a consultation process prior to the approval of the Environmental Impact Assessment in the Ica Region.	As part of the disclosure and processing of information, the information regarding the ethics channel is presented at the multi-stakeholder workshop, highlighting the incorporation of Human Rights topics in 2024.	N/A	The company incorporates the vision of its stakeholders in its strategies' design. To this end, it conducted benchmarking with other sectors, such as palm and sugar, and reviewed the approaches with its field team to obtain feedback. In 2025, it will implement additional mechanisms to collect feedback from the communities through workshops and community meetings, strengthening trust and its relationship with the territories.
The effectiveness of the follow-up of the complaints and claims mechanisms and other remediation processes	GEB monitors the complaints and claims mechanisms through management indicators (reception, processing, response, and timing), internal and external audits, satisfaction surveys, roundtables, the ethics channel, and documentary management, ensuring effective processes and continuous improvements.	Central Region: a database is managed to control complaints and claims, ensuring continuous responses according to the stakeholders involved. Southwest Region: a matrix is used to track requests, ensuring responses within legal deadlines. Social support is provided and internal coordination is carried out in complex cases to ensure the fulfillment of commitments. Northern region: Situations related to protests are constantly monitored, and PQRS are followed up on, ensuring timely attention.	The procedure for responding to rights of petition: TGI has a procedure in place to control, receive, identify, assign, clear, complete, and respond to the presented rights of petition on time. This procedure seeks to preserve the trust of stakeholders, implement inclusive dialogue through good relations and appropriate communication channels, and contribute to the reputation and sustainability of TGI S.A. ESP. Furthermore, it allows mitigating corporate and legal risks associated with the lack of a timely response through good practices.	To date, Cálidda does not have a direct monitoring system for potential claims related to Human Rights (HR). However, the complaints and claims procedure sets forth response and attention deadlines, which are periodically audited.	The company has a key indicator for addressing social observations and other claims, with a maximum resolution period of 30 days.	The process is continuously reviewed. However, there is no structured monitoring of its effectiveness.	N/A	Conecta continuously monitors the effectiveness of its processes and its complaint mechanism. Key indicators, such as the number of complaints, response time, and the implementation of corrective measures are analyzed when necessary. All this information is recorded in a database for generating periodic reports, helping identify opportunities for improvement and ensuring the effectiveness of attention and response mechanisms.

GEB-4 Human Rights Mitigation and Remediation (continued)

	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
Processes implemented to mitigate Human Rights risks	GEB implements key processes to mitigate Human Rights (HR) risks, encompassing communities, suppliers, contractors, and employees. - Communities: the intercultural engagement guidelines include the assessment of impacts on Human Rights and measures to manage negative consequences at all project stages. - Suppliers and contractors: they are asessed on Occupational Safety and Health (OSH), Environmental management, and social responsibility. According to the HSSE Manual, social conflicts must be managed and Human Rights must be respected. Training is provided on Human Rights and DEI, and contracts contain termination clauses for violations. More information: https://www.grupoenergiabogota.com/en/content/download/33835/file/Manual%20HSSE_En.pdf - Employees: the DEI Committee oversees prevention and training plans. The Employee Relations Committee manages workplace harassment complaints. More information: https://www.grupoenergiabogota.com/sostenibilidad/desempeno-social/derechos-humanos-diversidad-equidad-e-inclusion	Central Region: continuous meetings and engagement activities are held with stakeholders in the areas of influence, which includes informational campaigns, media plans, educational materials, radio programs, tours, and high-level meetings with key actors, such as the UPME, the ANLA, and the Ministry of Environment. Southwest Region: ENLAZA addressed requests from the DANCP - Ministry of the Interior for verification visits regarding the prior consultation of 25 community councils in Valle del Cauca, supported by FRENACOL. Technical information was provided, and logistical and financial resources were ensured for due diligence activities. A response was provided for the petition for the protection of constitutional rights Alejandría Guanabal de Palmira Community Council. Northern Region: reported in the Annual Sustainability Report.	TGI monitors the implementation of actions to stop, prevent, or mitigate risks and impacts on human rights in its operations. Some of the tools and processes used for this purpose are: - Indicators related to Human Rights. - Performance assessments on suppliers and contractors.	In 2024, Cálidda prioritized training its employees, contractors, and suppliers in Human Rights.	A Human Rights Gap Closing Plan was implemented, which was derived from the Human Rights Due Diligence conducted in 2023. This plan includes 20 actions and involves the participation of 12 departments.	Monitoring the strategic risk of Human Rights violations; bimonthly tracking by the Board of Directors Training on Human Rights and DEI for critical employees and contractors, promoting practices aligned with international standards. Claim Channels: accessible and confidential mechanisms to report potential human rights violations Contractual clauses: allow terminating contracts in the event of any proven Human Rights violation. Awareness-raising campaigns.	N/A	Human Rights risks are mitigated through various actions, including a gap reduction plan, a Human Rights policy, a Human Rights risk matrix, training for contractors and employees, a complaint mechanism, and a social risk management system. Additionally, the company includes Human Rights clauses in contracts with suppliers and contractors. These actions enable identifying, preventing, and mitigating impacts on Human Rights throughout its operations.
Number of operation sites with mitigation plans	1	Central region: 2 projects and 3 assets. Southwest Region: 4 projects and 6 assets Northern region: 5 Projects and 10 assets.	TGI has 8 sites with implemented mitigation plans.	1	4	1	N/A	1



GEB-4 Human Rights Mitigation and Remediation (continued)

	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
Type of mitigation actions taken	Main mitigation measures adopted in Human Rights (HR): Monitoring of the strategic risk of HR violations: bimonthly follow-up by the Board of Directors. Training on Human Rights and DEI: orientation and training for critical employees and contractors, promoting practices aligned with international standards. Guidelines for inter-cultural engagement with communities: aimed at preventing conflicts and ensuring respect for Human Rights at all project stages. Preventing discrimination: tools and processes designed to avoid discriminatory actions in talent selection. Monitoring PQRs and complaints: periodic follow-up to ensure effective and transparent management. Claim Channels: accessible and confidential mechanisms to report potential Human Rights violations Contractual clauses: allow termination of contracts in the event of any proven HR violation. Awareness-raising campaigns.	Central Region: compliance with environmental management plans regarding educational, communication, and engagement mechanisms. Southwest and Northern regions: no cases were reported.	Contracting and Execution Control Manual: For all contracts with the company, natural or legal persons must attach, if applicable, their Human Rights and Sustainability Policy. Code of Ethics and Conduct for Suppliers and Contractors: suppliers and contractors must ensure respect and the promotion of human rights, protection and care for the environment and the implementation of practices that promote fair and equitable labor relations. Code of Ethics and Conduct for Employees: all TGI employees must act with social responsibility and respect for Human Rights, ensuring a dignified, respectful, and integral work environment, with appropriate working conditions and rejecting any form of child, involuntary, or forced labor.	Cálidda continuously monitors its risk matrix, in which one of the identified risks is associated with Human Rights (HR). Each identified gap or action includes specific mitigation measures to prevent or respond to potential cases of Human Rights violations.	Among the 20 actions developed in the gap closing plan, the following stand out: Sourcing Department: i. Removing the term "protect" from clause 19 of contracts and purchase orders, replacing it with "respect." ii. Updating the Human Rights clause in the minutes according to recommendations, including references to documents, such as the DEI Policy, the Sexual Harassment Protocol, and the Code of Ethics for suppliers and contractors. Human Talent Management Department: i. Eradicating the practice of home visits in selection processes. ii. Explicitly incorporating the principle of non-reproduction of biases in selection procedures. iii. Participating in the design of a Special Care Protocol for employees or clients in the categories of individuals with visual or auditory disabilities and senior citizens.	Main Human Rights (HR) mitigation measures adopted in the field: Monitoring of the strategic risk of HR violations. Training in HR and DEI. Claim channels: accessible and confidential mechanisms for reporting potential HR violations. Contractual clauses: allow termination of contracts in the event of any proven HR violation. Awareness-raising campaigns.	N/A	Human Rights risks are mitigated through various actions, including a gap reduction plan, a Human Rights policy, a Human Rights risk matrix, training for contractors and employees, a complaint mechanism, and a social risk management system. Additionally, the company includes Human Rights clauses in contracts with suppliers and contractors. These actions enable identifying, preventing, and mitigating impacts on Human Rights throughout its operations.

▶ Explanatory Notes

Peru
There is no specific information available for Cantalloc, as the subsidiary has not currently developed a formal Human Rights Due Diligence process. However, understanding the importance of this topic within Grupo Energía Bogotá and its subsidiaries' alignment with the Corporate Human Rights Strategy, Cantalloc will conduct its Human Rights due diligence in 2025.
This process will include a documentary review of its supply chain, interviews with employees and stakeholders, as well as the development of an action plan to close gaps and strengthen human rights controls. With these actions, Cantalloc will make progress in identifying and managing Human Rights risks, aligning with the Group's standards and commitments.

Grupo Energía Bogotá

Human Rights

406-1 Reported cases of discrimination, workplace harassment and/or sexual harassment

	GEB				Enlaza				TGI				Cálidda				Contugas			
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Total number of cases of discrimination, workplace and/or sexual harassment reported	2	3	5	10	0	0	0	0	4	4	0	1	0	0	0	0	0	0	0	0
Number of cases of discrimination, workplace and/or sexual harassment reported by women	2	1	3	7	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0
Number of cases of discrimination, workplace and/or sexual harassment reported by men	0	1	2	3	0	0	0	0	2	2	0	1	0	0	0	0	0	0	0	0
Number of reported cases with action plans implemented or underway	0	0	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Number of reported and investigated cases that do not require action plans	0	0	2	5	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0

	Electrodunas				Cantalloc				Conecta				Business Group			
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Total number of cases of discrimination, workplace and/or sexual harassment reported	0	0	0	0	0	0	0	0	0	0	0	0	6	7	5	11
Number of cases of discrimination, workplace and/or sexual harassment reported by women	0	0	0	0	0	0	0	0	0	0	0	0	4	3	3	7
Number of cases of discrimination, workplace and/or sexual harassment reported by men	0	0	0	0	0	0	0	0	0	0	0	0	2	3	2	4
Number of reported cases with action plans implemented or underway	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	4
Number of reported and investigated cases that do not require action plans	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	6

▶ Explanatory Notes

At the Business Group level, in cases of discrimination, none resulted in human rights violations.

▶ Type of corrective actions taken for cases of discrimination, workplace harassment, and/or sexual harassment

GEB

Regarding the cases reported to the Employee Relations Committee (CCL):
* 3 of the cases were reported anonymously. Therefore, the investigation was carried out within the framework of the preventive functions of the CCL, resulting in recommendations being made to the department leaders.

One case did not have a conciliatory attitude between the parties and was therefore closed without an action plan.
* 1 case was voluntarily withdrawn by the complainant. Therefore, it was closed without generating an action plan.

Regarding the cases reported to the Ethics Channel:
* 2 cases were referred to the Employee Relations Committee and were closed in the Ethics Channel once that instance reported the closures. This was reported to the complainants.
* 1 case was transferred to the contractor. Monitoring is conducted on the actions taken by this third party.
* 4 cases are under investigation.

TGI

In 2024, a complaint of alleged workplace harassment was filed with the Employee Relations Committee. Following the process carried out by the Employee Relations Committee, it was determined that the case presented in 2024 did not constitute behaviors defined as workplace harassment. The case was therefore closed. However, recommendations were made in pursuit of a better work environment for everyone. On the other hand, no cases were associated with sexual harassment.

Grupo Energía Bogotá

Human Rights

GEB-5 PQRS Related to Human Rights

	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta	Business Group
Number of PQRs related to Human Rights submitted	Not applicable	79	0	0	0	0	0	0	79
Number of complaints related to potential negative impacts on Human Rights addressed within the established deadlines.	Not applicable	79	0	0	0	0	0	0	79
Percentage of PQRs related to Human Rights addressed within the established timeframes	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%

▶ Explanatory Notes

Of the 79 complaints related to human rights, after the investigations carried out, none resulted in a human rights violation, and therefore, no mitigation or remediation actions were taken.

GRI-411-1 Cases of Violations of Indigenous Peoples' Rights

	Enlaza		TGI		Cálidda		Contugas		Cantalloc		Conecta	
	Number of cases	Description	Number of cases	Description	Number of cases	Description	Number of cases	Description	Number of cases	Description	Number of cases	Description
Identified cases of violations of Indigenous Peoples' Rights	0	N/A	0	N/A	0	N/A	N/A	Not applicable; there are no indigenous communities in the concession area.	0	N/A	0	N/A
Cases reviewed by the company	0	N/A	0	N/A	0	N/A	N/A	Not applicable; there are no indigenous communities in the concession area.	0	N/A	0	N/A
Cases with remediation plans underway	0	N/A	0	N/A	0	N/A	N/A	Not applicable; there are no indigenous communities in the concession area.	0	N/A	0	N/A
Cases with remediation plans implemented, with outcomes evaluated through routine review and internal management processes.	0	N/A	0	N/A	0	N/A	N/A	Not applicable; there are no indigenous communities in the concession area.	0	N/A	0	N/A
Investigated cases that do not require implementing remediation plans	0	N/A	0	N/A	0	N/A	N/A	Not applicable; there are no indigenous communities in the concession area.	0	N/A	0	N/A

▶ Explanatory Notes

This key indicator does not apply to Electrodunas, Cantalloc, Cálidda, or Contugas, since there are no native or indigenous communities in their areas of operation. In the case of Conecta, no cases of Human Rights violations have been reported.


BIODIVERSITY
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Grupo Energía Bogotá

Biodiversity

Proprietary-GEB-7 Mitigation Measures

AVOID	Enlaza	TGI	Cálidda	Contugas
The measures adopted to prevent negative impacts on biodiversity.	Design stage: An Environmental Diagnosis of Alternatives and Environmental Impact Study where the most suitable alternative is selected considering physical, biotic, and social aspects. Priority is given to designing routes that avoid crossing protected ecosystems, sensitive areas, and natural sites. Additionally, the increase of tower bodies to raise the height of the conductor cables has been contemplated. In addition, in compliance with the current environmental regulations in Colombia, exclusion areas are established around bodies of water, springs, and strategic ecosystems defined by the competent authority, as stipulated in the environmental license granted for the project. Construction Stage: The method of irrigating conductor cables with a drone is adopted at this stage. This method allows installing cables overhead, without the need to clear vegetation within the right of way. The use of drones for passing manila cables between the towers prevents direct intervention in the vegetation in the spans, significantly reducing the affected areas. Notwithstanding the above, only specific forestry uses (individual trees) are carried out to ensure the safety distances between the conductor cables and the tree canopies established in the Technical Regulation for Electrical Installations (RETIE, for the Spanish original).	Efforts to reduce our dependence on resources, such as water, by also using rainwater to avoid withdrawals from surface and underground sources. This prevents using expanded polystyrene in food transportation and measures to prevent forestry exploitation where, by applying the precautionary principle, the intervention of 142 individual trees was avoided, corresponding to 0.71 Ha.	It is important to specify that our activities' impacts on biodiversity are of very little significance and only occur during pipeline replacement activities, since our operations are located in urban areas. In these cases, control over the removal of soil and rock is implemented to make sure it is only carried out in the scheduled areas, thereby preventing the unnecessary alteration of other areas. Washing vehicles in rivers is prohibited. Vehicles should be washed in authorized service centers. Furthermore, there are procedures for handling hazardous materials and waste management to prevent habitat contamination and a consequent impact on biodiversity.	1. We have the Environmental Impact Assessment for the natural gas distribution system in the department of Ica. All measures to prevent impacts on biodiversity are mentioned in the instrument. 2. Through our 2024 Annual Environmental Activities Plan, we plan and monitor all actions related to biodiversity, highlighting the "Reserving Life" program, which directly supports conservation in protected natural areas. Additionally, we use an environmental aspects and impacts identification matrix that details the operational, administrative, and legal controls necessary to mitigate potential impacts derived from our operations. These actions are monitored through semi-annual biological monitoring in the direct area of influence of the Natural Gas Distribution System, whose results reflect the state of biodiversity and guide our corrective and preventive measures.
The measures taken to minimize the negative impacts on biodiversity that could not be avoided.	The specific measure associated with clearing natural vegetation through controlled forest use is adopted, where only the trees that pose a risk of encroaching upon the conductors (transmission line) are intervened, in accordance with the safety distances established by the Technical Regulation for Electrical Installations (RETIE). This process is carried out under technical criteria of controlled and directed logging, minimizing the impact on the surrounding natural plant cover.	Maintenance was carried out on 4,026 planted individual trees corresponding to 3.62 Ha and 5,391 vascular epiphytes transferred corresponding to 1.2 Ha. 144 vascular epiphytes were relocated in two intervention situations due to an imminent risk corresponding to 0.12 hectares	Not available	No negative impacts on biodiversity were generated in 2024.
What is the size in hectares of the area that was expected to be intervened? And how much was avoided with the measure?	With 2024 as the baseline year: - Southwest Region: Hectares expected to be intervened: 392.11 ha Hectares intervened during the reporting period: 0.082 ha Hectares kept from being intervened as of the reporting period cutoff date: 351.5 ha - Central Region: Hectares expected to be intervened: 0.27 ha Hectares intervened during the reporting period: 0.27 ha Hectares kept from being intervened as of the reporting period cutoff date: 0.03 ha	By implementing preventive measures, there is a precautionary principle index of 7.19%, which shows that only 11 individuals (0.055 Ha) out of 153 located in the intervention area, corresponding to 0.765 hectares, were utilized.	Not available	Not available
How much was avoided with the measure?	Not available	142 individuals were kept from being intervened, corresponding to 0.71 Hectares.	Not available	Not available
What was the cost of the measures adopted for the reporting period?	$ 75.14 million	$ 50 million	Not available	$ 117.17 million

Grupo Energía Bogotá

Biodiversity

Proprietary-GEB-7 Mitigation Measures (continued)

AVOID	Electrodunas	Cantalloc	Conecta
The measures adopted to prevent negative impacts on biodiversity.	Flora and fauna is monitored during the project stage (construction phase) as a preventive action.	Monthly measurement of energy and water consumption.	Biotic feasibility analysis of projects before their construction. Use of drones for laying transmission lines, minimizing the impact on forest cover and reducing ecosystem fragmentation.
The measures taken to minimize the negative impacts on biodiversity that could not be avoided.	Not applicable	Measurement of Co2 for obtaining carbon footprint stars.	Training staff on measures to avoid direct impacts on species in the field.
What is the size in hectares of the area that was expected to be intervened? And how much was avoided with the measure?	Not applicable	There is no measurement.	11.53 hectares
How much was avoided with the measure?	Not applicable	There is no measurement.	4.61 hectares
What was the cost of the measures adopted for the reporting period?	Not available	Not available	$ 4.27 million

MITIGATE	Enlaza	TGI	Cálidda
The measures adopted to mitigate negative impacts on biodiversity.	The natural elements that pose a risk to the projects' operation are precisely determined using technological tools. Subsequently, an on-site evaluation of the individual trees is conducted, and the forest use to be applied for each one of them is determined based on their physiognomy (shape) and phytosanitary condition (pruning or controlled felling). 1. Pruning: Technical pruning is carried out taking into account the structure, shape, size, and type of growth of the tree specimens. Additionally, the generated plant residues are cut up on the ground for reincorporation as organic matter. With this management, the impact on natural ecosystems is avoided. 2. Controlled Use: Only the trees that pose a risk of proximity to conductors are intervened, and whose management cannot be carried out through pruning due to their physiognomy (form) or phytosanitary status.	Measures focused on wildlife deterrence, wildlife rescue and relocation, vascular epiphytic flora, and arboreal flora with some degree of threat in seedling and sapling stages.	Teams and materials are mobilized through established routes. Vehicles and machinery are used with preventive maintenance that are equipped with silencers on the exhausts to prevent noise-related impacts on the habitat and vibrations.
What was the cost of the measures adopted for the reporting period?	$ 819.48 million	$ 20 million	$ -

MITIGATE	Contugas	Electrodunas	Cantalloc	Conecta
The measures adopted to mitigate negative impacts on biodiversity.	1. We have the Environmental Impact Assessment for the natural gas distribution system in the department of Ica. All measures to prevent impacts on biodiversity are mentioned in the instrument. 2. Through our 2024 Annual Environmental Activities Plan, we plan and monitor all actions related to biodiversity, highlighting the "Reserving Life" program, which directly supports conservation in protected natural areas. Additionally, we use an environmental aspects and impacts identification matrix that details the operational, administrative, and legal controls necessary to mitigate potential impacts derived from our operations. These actions are monitored through semi-annual biological monitoring in the direct area of influence of the Natural Gas Distribution System, whose results reflect the state of biodiversity and guide our corrective and preventive measures.	Not applicable	Not applicable	No rescues were carried out in 2024.
What was the cost of the measures adopted for the reporting period?	$ -	$ -	$ -	$ -

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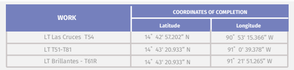
Biodiversity

Proprietary-GEB-7 Mitigation Measures (continued)

RESTORE	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
The measures adopted to restore and rehabilitate the affected ecosystems, including the restoration and rehabilitation objectives, in addition to how stakeholders participate in the restoration and rehabilitation measures.	The adopted measures correspond to those imposed by the competent authorities: Adopted restoration for banned non-vascular species, biodiversity loss compensation, forest exploitation, reserve subtraction, and anthropized ecosystems). Restoration obligations for the intervened ecosystems are established within the framework of global licensing processes or permits associated with the use of natural resources (flora). The primary objective is aimed at restoration, in any of its three categories (restore, rehabilitate, or recover), as appropriate, in accordance with the original state of the intervention areas and the reference system through assisted restoration processes with the establishment of native species. Implementing rehabilitation processes involves the active participation of local communities, as well as the various stakeholders.	Ecosystem restoration through reforestation activities with native species, as well as the isolation of these plantations to ensure their adaptability and ultimate recovery of ecosystems.	It should be noted that only some green areas in the urban area and agricultural areas in the semi-urban area along the riverbanks were affected. Grasses, trees, or shrubs affected by cutting for pipeline change activities are replace and/or reforested.	Restoration actions have not been managed, since they do not apply to Contugas activities.	Not applicable	Not applicable	Two reforestations were carried out in 2024 - one in collaboration with the INAB in the municipality of San Pablo Jocopilas, in the department of Suchitepequez under the "Sembrando Huella" program. The other was a reforestation in Santa Lucia Milpas Altas, Sacatepequez through corporate volunteering.
What is the size in hectares of the area to be restored?	3219.468	In 2024, no new measures related to restoration materialized.	0	Restoration actions have not been managed, since they do not apply to Contugas activities.	Not applicable	Not applicable	Santa Lucia Milpas Altas, Sacatepequez: 0.5 hectares San Pablo Jocopilas, Suchitepequez: 3 hectares
The size in hectares of the area being restored or rehabilitated for the reporting period	314.32	In 2024, no new measures related to restoration materialized.	0	Restoration actions have not been managed, since they do not apply to Contugas activities.	Not applicable	Not applicable	3.5 Ha in total
The size in hectares of the area restored or rehabilitated for the period	188.74	In 2024, no new measures related to restoration materialized.	0	Restoration actions have not been managed, since they do not apply to Contugas activities.	Not applicable	Not applicable	3.5 Ha in total
What was the cost of the restoration for the reporting period?	$ 1,365.83 million	$ -	$ -	$ -	$ -	$ -	$ 23.90 million

Biodiversity

Proprietary-GEB-7 Mitigation Measures (continued)

COMPENSATE	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
The measures adopted to compensate for the negative residual impacts on biodiversity.	The compensation measures are those provided by the environmental authority resulting from the impacts caused by the projects, within the framework of the environmental licenses, requests for permits or authorizations for single forest use of natural forests and the request for temporary and permanent subtractions of national or regional forest reserves due to land use changes. In this regard, compensation measures include restoration, conservation, preservation, and actions for sustainable use (restoration actions incorporated in the "RESTORE" measure are considered here).	In 2024, no new measures related to compensations materialized.	This is because the impact on biodiversity is of very low significance, since it mainly pertains to urban areas. Compensation activities have not been considered.	No compensation actions have been managed, since they do not apply to Contugas activities.	Not applicable	Not applicable	Two reforestations were carried out in 2024 - one in collaboration with the INAB in the municipality of San Pablo Jocopilas, in the department of Suchitepequez under the "Sembrando Huella" program. The other was a reforestation in Santa Lucia Milpas Altas, Sacatepequez through corporate volunteering.
Compensation Objectives	To compensate for the impacts on the biotic component (fauna, flora, plant cover, and landscape context) to ensure No Net Loss of Biodiversity (NNLB). To compensate in ecologically equivalent areas with measurable and quantifiable results through preservation, restoration or sustainable use actions, becoming an opportunity to fulfill the country's conservation objectives.	In 2024, no new measures related to compensations materialized.	Not available	No compensation actions have been managed, since they do not apply to Contugas activities.	Not applicable	Not applicable	Restoration of forest land in areas near LT Brillantes-T61R and Las Cruces-Guatesur projects
Geographical Location	Municipality and department in which the measures were implemented: Aguadas, Caldas; Abejorral Antioquia;Yumbo, Valle del Cauca; Circasia, Quindio; Pereira, Risaralda; Rio Blanco, Tolima; Chaparral,Tolima; Altamira, Huila; Meta, Villavicencio; Santa Marta, Magdalena, Albania, Guajira	In 2024, no new measures related to compensations materialized.	Not available	No compensation actions have been managed, since they do not apply to Contugas activities.	Not applicable	Not applicable	
What actions and mechanisms have been contemplated (methods of compensation, usufruct, payments for environmental services, habitat banks, fiduciary assignment, peace forests, etc.)?	Actions: preservation, restoration, and sustainable use. Compensation methods: Voluntary conservation agreements, land acquisition, leasing, peace forests, habitat bank	In 2024, no new measures related to compensations materialized.	Not available	No compensation actions have been managed, since they do not apply to Contugas activities.	Not applicable	Not applicable	Payments to the private forest fund and voluntary reforestation.
If the compensation measure is certified or verified by a third party.	The measures are evaluated and approved by the competent environmental authorities: the National Environmental License Authority (ANLA, for the Spanish original), the Autonomous Regional Corporations, and the Ministry of Environment and Sustainable Development (MADS, for the Spanish original). These entities are responsible for imposing compensatory measures and conduct the control assessment, monitoring, and closure of compliance with the indicators, targets, and compensation objectives.	In 2024, no new measures related to compensations materialized.	Not available	No compensation actions have been managed, since they do not apply to Contugas activities.	Not applicable	Not applicable	Yes, letters are issued for payment to the exclusive fund by the National Forest Institute (INAB, for the Spanish original) and certified for voluntary reforestations by the FUNCAGUA institution.
The size in hectares of the area to be compensated	5277.76	In 2024, no new measures related to compensations materialized.	0	0	Not applicable	Not applicable	11.53
Cost of compensation in the reporting period	$ 1,367.25 million	$ -	$ -	$ -	$ -	$ -	$ -
What was the percentage of compensation progress at the end of the reporting period?	5.95%	In 2024, no new measures related to compensations materialized.	Not available	0	Not applicable	Not applicable	100%
With compensation actions, when is the net loss of biodiversity, net gain in biodiversity, additionality or net gain, and no deforestation achieved?	Once the competent Environmental Authority, which is responsible for verifying and evaluating the fulfillment of the compensation indicators, goals, and objectives established in the compensation plans closes the obligation.	In 2024, no new measures related to compensations materialized.	Not available	0	Not applicable	Not applicable	When payment is made to the private forest fund, what is the cost of reforestation equivalent to the area to be intervened? (Forest Law Art, 36. If the interested party opts to make payments to the private forestry fund, they will have to pay an amount equal to the cost of reforesting the area subject to the change in cover. This amount will be established annually by the INAB (Current amount GTQ 20,907.53 per hectare)).

WORK	COORDINATES OF COMPLETION	
	Latitude	Longitude
LT Las Cruces T54	14° 42' 57.202" N	90° 57' 15.366" W
LT T51-T81	14° 43' 20.933" N	91° 0' 39.236" W
LT Brillantes - T61R	14° 43' 20.933" N	91° 2'1' 51.265" W

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Proprietary-GEB-7 Mitigation Measures (continued)

TRANSFORM	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
The transformative measures and other conservation measures adopted;	Construction stage: In the spans, which is the distance between two towers, the conductor cables were laid by Drone (non-conventional methods), avoiding the clearing of vegetation to irrigate and lay the conductor through traditional or conventional methods (crew of people). Consequently, only specific forestry uses (individual trees) are carried out to ensure the safety distances between the conductor cables and the tree canopies established in the Technical Regulation for Electrical Installations (RETIE, for the Spanish original). Use of technology in the operational stage: Checking lines with helicopters (digital inspections) involves reviewing tower sites, structures, lines, and vegetation. These inspections are conducted once every two years, avoiding entry into the areas of operational assets. The procedure includes the following activities: flight plan, surveying the infrastructure, data collection, data processing, and findings report. In this regard, through these inspections, the right of way is traversed to assess the condition of the vegetation that may pose a risk of approaching the conductors. Monitoring the effectiveness of flight diverters in strategic areas for birds and research associated with species with particular flight habits.	Measures associated with adherence to the commitment of net zero deforestation, community environmental training, support for groups of environmental leaders with the TGI Biodiversity Guardians initiative, and establishing training systems for employees and directors focused on sustainable biodiversity management.	Not available	No transformative measures have been managed, since they do not apply to Contugas activities.	Not applicable	Not applicable	Plant species, such as bromeliads and orchids, are delivered to the Botanical Garden of Universidad San Carlos de Guatemala for conservation purposes. However, no plant species were rescued in 2024.
Indicate which of the sites with the most significant impacts on biodiversity have biodiversity management plans and explain why the other sites lack such plans.	There is an Environmental Impact Study at all intervention sites in the construction stage or in the operational phase, and environmental management plans are in place to manage the impacts. We do not have sites without environmental management plans.	It focuses on sites with very high and high biotic sensitivity of the infrastructure. They are areas with greater exposure to biodiversity.	Not available	No transformative measures have been managed, since they do not apply to Contugas activities.	Not applicable	Not applicable	Wildlife management plans for the 6 lots.
Describe how it promotes synergies and reduces trade-offs among the measures adopted to manage its impacts on biodiversity and climate change.	Synergies are promoted by working with local communities in some of the activities aimed at environmental compensations. Voluntary initiatives are developed, leveraged with works for taxes mechanisms that contribute to the conservation of biodiversity and its ecosystemic services.	The coherence of biodiversity conservation principles and their direct relationship with climate change is ensured with the knowledge, training, and engagement of focus groups in the biodiversity guardians initiative.	Not available	No transformative measures have been managed, since they do not apply to Contugas activities.	Not applicable	Not applicable	A commitment for collaborative work has been established with the Botanical Garden of Universidad San Carlos de Guatemala.
Describe how you make sure the measures taken to manage your impacts on biodiversity avoid and minimize negative impacts and maximize positive impacts for stakeholders.	Potential impacts are identified in the Environmental Impact Study. In this regard, strategies are proposed to apply the mitigation hierarchy. Compensation plans are outlined for residual unavoidable impacts, where it must be demonstrated that there is no loss of biodiversity, gains in biodiversity (additionality), and, for ENLAZA, ecological connectivity is a fundamental criterion in the selection of areas, as well as community well-being.	By implementing environmental management and monitoring measures, compliance with environmental obligations, and community empowerment, the actions in territories will become effective and sustainable over time.	Not available	No transformative measures have been managed, since they do not apply to Contugas activities.	Not applicable	Not applicable	It is ensured by placing the rescued species in the Botanical Garden at Universidad San Carlos de Guatemala, for their subsequent management and conservation.

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101-4 Identification of Impacts on Biodiversity

	Enlaza	TGI	Cálidda	Contugas
Explain how you have determined which of your facilities and which products and services in your supply chain have the most actual and potential significant impacts on biodiversity.	A facility is understood as: Substations and licensed sections for both operational assets and projects under construction, with a 2024 baseline. For the infrastructure of projects and operational assets, the most significant real and potential impacts on biodiversity are determined in the respective Environmental Impact Studies, where the activities and impacts associated with their development are identified, following the guidelines set forth in the current environmental regulations for electric energy transmission projects. In addition, compliance criteria with the current environmental regulations are included to select suppliers in the supply chain, as well as the Grupo Energía Bogotá HSE Manual, whose objective is to establish the minimum requirements that THE COMPANY'S Contractors and Subcontractors must meet in terms of Occupational Safety and Health, Environmental Management, Social Management, and Physical Security during the development of contract-related activities, within the framework of compliance with current legal regulations and Policies of THE COMPANY.	At TGI S.A. ESP, we have identified the most significant impacts on biodiversity at our facilities through Environmental Impact Assessments (EIA) and tools, such as the LEAP methodology and geospatial analyses for the 15 projects that currently hold valid environmental licenses. It should be clarified that, within the framework of the LEAP methodology (Locate, Evaluate, Analyze, and Plan), TGI has made progress with regard to item 1: "Locate: Identify where the company interacts with nature according to the 15 licensed projects." In 2025, progress will be made in the following components.	Every activity carried out by Cálidda is accompanied by an Environmental Management Instrument that anticipates impacts before the project is developed.	The facilities have been approved in the Environmental Impact Assessment for natural gas distribution in the department of Ica. The facilities located in the biodiversity area are: 1. Humay - Marcona trunk pipeline, Humay - Pisco trunk gas pipeline, and the Nasca Branch. The Humay - Marcona trunk pipeline (PK 36 to PK 67) and the Humay - Pisco trunk pipeline (PK 34 to PK 36) traverse the Buffer Zone of the Paracas National Reserve (ZARNP). The Humay - Marcona trunk pipeline (PK 158 to PK 191) and the Nasca Branch Pipeline (PK 4 to PK 9) cross the San Fernando National Reserve (RNSF). 2. The Pisco Operating Center (Km 36+400 of the Humay - Pisco trunk pipeline). Located in the Department of Ica, province of Pisco, district of Paracas. Situated within the buffer zone of the Paracas National Reserve. 3. Marcona City Gate. Located in the Department of Ica, province of Nasca, district of Marcona. The station is within the buffer zone of the San Fernando National Reserve. It is mentioned that no significant potential impacts have been generated in 2024.

	Electrodunas	Cantalloc	Conecta
Explain how you have determined which of your facilities and which products and services in your supply chain have the most actual and potential significant impacts on biodiversity.	It has not been carried out.	Facilities, products, and services with significant impacts on biodiversity are identified through a comprehensive analysis that includes assessing sensitive areas, a life cycle assessment (LCA) to identify direct and indirect impacts, and consultations with experts and local communities.	Preparing bioethical feasibility studies of the areas to be affected, carried out by an expert in the field.

101-5 Locations with Impacts on Biodiversity

	Enlaza		TGI		Cálidda		Contugas		Eletrodunas		Cantalloc		Conecta		Business Group	
Aspects	No. of sites	Area (Ha)	No. of sites	Área (Ha)	No. of sites	Área (Hectáreas)	No. of sites	Area (Ha)	No. of sites	Area (Ha)	No. of sites	Area (Ha)	No. of sites	Area (Ha)	No. of sites	Area (Ha)
Total own operational sites	43	10,839	17	11,627	45	15	5	891.91	19	598.71	0	0	28	2,239	157	26,210.62
Sites with biodiversity impact assessments	43	10,839	17	11,627	45	15	5	891.91	19	598.71	0	0	28	2,239	157	26,210.62
Sites with significant biodiversity impact or near critical biodiversity	21	6,240	11	899.7	0	0	0	0	2	299.36	0	0	3	182.25	37	7,621.31
Sites with biodiversity management plans	21	6,240	11	899.7	0	0	0	0	2	299.36	0	0	3	182.25	37	7,621.31

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101-5 Locations with Impacts on Biodiversity (continued)

Enlaza								
Name of location with impact	Size of the location with impact (Ha)	Is it located within or near an ecologically sensitive area?	Distance to Ecologically Sensitive Area (Km)	Type of Area	The organization must specify whether the key areas for biodiversity are:	Description of the activity taking place at the site.	Description of the products and services in the supply chain with the most significant impacts on biodiversity and the countries or jurisdictions in which activities related to these products and services take place.	Proportion of the total high-impact products or services acquired.
Colectora - La Loma 500 kV	11.88	NO	N/A	N/A	N/A	Forest use or pruning of trees that are approaching transmission lines, as well as the establishment of tower sites and their access routes.	This project was undergoing construction in 2024, and the supply chain primarily corresponds to the supply of materials for: infrastructure towers, conductor cables, optical fiber, substation equipment (protection and control), which are fundamentally manufactured from mineral exploitation (copper, coal, bauxite, iron, and others) and some recyclable scrap elements. The company makes direct acquisitions from manufacturers based in India, China, Spain, and Austria. The company contracts delivery up to the port and subcontracts the transportation logistics to warehouses and/or free trade zones. The acquisition is carried out according to the guidelines established in Colombian regulations and in compliance with the HSE Manual of Grupo Energía Bogotá.	1
Colectora - La Loma 500 kV	0.31	YES	2	i. Areas of importance for biodiversity	- protected by legal means or other effective measures;	Forest use or pruning of trees that are approaching transmission lines, as well as the establishment of tower sites and their access routes.	This project was undergoing construction in 2024, and the supply chain primarily corresponds to the supply of materials for: infrastructure towers, conductor cables, optical fiber, substation equipment (protection and control), which are fundamentally manufactured from mineral exploitation (copper, coal, bauxite, iron, and others) and some recyclable scrap elements. The company makes direct acquisitions from manufacturers based in India, China, Spain, and Austria. The company contracts delivery up to the port and subcontracts the transportation logistics to warehouses and/or free trade zones. The acquisition is carried out according to the guidelines established in Colombian regulations and in compliance with the HSE Manual of Grupo Energía Bogotá.	1
Colectora - La Loma 500 kV	0.15	YES	2	v. important areas for the provision of ecosystemic services to indigenous communities, local communities, and other stakeholders;	- important for ecological connectivity.	Forest use or pruning of trees that are approaching transmission lines, as well as the establishment of tower sites and their access routes.	This project was undergoing construction in 2024, and the supply chain primarily corresponds to the supply of materials for: infrastructure towers, conductor cables, optical fiber, substation equipment (protection and control), which are fundamentally manufactured from mineral exploitation (copper, coal, bauxite, iron, and others) and some recyclable scrap elements. The company makes direct acquisitions from manufacturers based in India, China, Spain, and Austria. The company contracts delivery up to the port and subcontracts the transportation logistics to warehouses and/or free trade zones. The acquisition is carried out according to the guidelines established in Colombian regulations and in compliance with the HSE Manual of Grupo Energía Bogotá.	1
Membrillal 110 kV	4.70	YES	0	N/A	N/A	Forest use or pruning of trees that are approaching transmission lines, as well as the establishment of tower sites and their access routes.	This project began construction in 2024, and the supply chain primarily corresponds to the supply of materials for: infrastructure towers, conductor cables, optical fiber, substation equipment (protection and control), which are fundamentally manufactured from mineral exploitation (copper, coal, bauxite, iron, and others) and some recyclable scrap elements. The company makes direct acquisitions from manufacturers based in India, China, Spain, and Austria. The company contracts delivery up to the port and subcontracts the transportation logistics to warehouses and/or free trade zones. The acquisition is carried out according to the guidelines established in Colombian regulations and in compliance with the HSE Manual of Grupo Energía Bogotá.	1
"UPME 04-2014 Project, Medellín - La Virginia Southwestern Reinforcement at 500 kV"	0.011	NO	N/A	N/A	N/A	Selective use of natural ecosystems in the spans, where tree canopies do not meet the safety distances established in the RETIE and they cannot be managed with pruning.	This project was undergoing construction in 2024, in completion of construction, and the supply chain primarily corresponds to the supply of materials for: infrastructure towers, conductor cables, optical fiber, substation equipment (power, protection and control), which are fundamentally manufactured from mineral exploitation (copper, coal, bauxite, iron, and others) and some recyclable scrap elements. The company makes direct acquisitions from manufacturers based in India, China, Spain, and Austria. The company contracts delivery up to the port and subcontracts the transportation logistics to warehouses and/or free trade zones. The acquisition is carried out according to the guidelines established in Colombian regulations.	1
TRANSMISSION LINE AT 230 kV DOUBLE CIRCUIT BETANIA ALTAMIRA MOCOA PASTO (JAMONDINO SUBSTATION) BORDER AND COMPLEMENTARY WORKS/UPME 01/2005	0.071	YES	0	v. important areas for the provision of ecosystemic services to indigenous communities, local communities, and other stakeholders;	- protected by legal means or other effective measures;	Forest use activities associated with spans, in compliance with the safety distances established by the RETIE. Pruning was not a feasible management option.	This project is currently in the operational stage. With respect to the supply chain, primarily for the construction stage and for the operation and maintenance stage to a lesser extent, the supply of materials pertains to: infrastructure towers, conductor cables, optical fiber, and substation equipment (power, protection, and control), which are fundamentally manufactured from mineral exploitation (copper, coal, bauxite, iron, and others) and some recyclable scrap elements. The company makes direct acquisitions from manufacturers based in India, China, Spain, and Austria. The company contracts delivery up to the port and subcontracts the transportation logistics to warehouses and/or free trade zones. The acquisition is carried out according to the guidelines established in Colombian regulations.	1

Biodiversity

101-5 Locations with Impacts on Biodiversity (continued)

Enlaza								
Name of location with impact	Size of the location with impact (Ha)	Is it located within or near an ecologically sensitive area?	Distance to Ecologically Sensitive Area (Km)	Type of Area	The organization must specify whether the key areas for biodiversity are:	Description of the activity taking place at the site.	Description of the products and services in the supply chain with the most significant impacts on biodiversity and the countries or jurisdictions in which activities related to these products and services take place.	Proportion of the total high-impact products or services acquired.
Southern Corridor	0.005	Yes	0.55	v. important areas for the provision of ecosystemic services to indigenous communities, local communities, and other stakeholders;	- protected by legal means or other effective measures;	Forest use.	In addition, compliance criteria with the current environmental regulations are included to select suppliers in the supply chain, as well as the Grupo Energía Bogotá HSE Manual, whose objective is to establish the minimum requirements that THE COMPANY'S Contractors and Subcontractors must meet in terms of Occupational Safety and Health, Environmental Management, Social Management, and Physical Security during the development of contract-related activities, within the framework of compliance with current legal regulations and Policies of THE COMPANY.	1
Southern Corridor	0.005	Yes	1.37	v. important areas for the provision of ecosystemic services to indigenous communities, local communities, and other stakeholders;	- protected by legal means or other effective measures;	Forest use.	In addition, criteria of compliance with the current environmental regulations are included to select suppliers in the supply chain, as well as the HSE Manual of Grupo Energía Bogotá, whose objective is to establish the minimum requirements.	1
Sogamoso Project - Yarigüíes DRMI	1.10	Yes	0	ii. areas of high ecosystem integrity	- protected by legal means or other effective measures;	Forest use.	In addition, criteria of compliance with the current environmental regulations are included to select suppliers in the supply chain, as well as the HSE Manual of Grupo Energía Bogotá, whose objective is to establish the minimum requirements.	1
Sogamoso Project - Magdalena River RFPP Law 2	0.207	Yes	0	ii. areas of high ecosystem integrity	- protected by legal means or other effective measures;	Forest use.	In addition, criteria of compliance with the current environmental regulations are included to select suppliers in the supply chain, as well as the HSE Manual of Grupo Energía Bogotá, whose objective is to establish the minimum requirements.	1
Sogamoso Project - Yariguíes DRMI and Magdalena RFPP Law 2	0.0771	Yes	0	ii. areas of high ecosystem integrity	- protected by legal means or other effective measures;	Forest use.	In addition, criteria of compliance with the current environmental regulations are included to select suppliers in the supply chain, as well as the HSE Manual of Grupo Energía Bogotá, whose objective is to establish the minimum requirements.	1
Sogamoso Project - Paramo of Guargua and Laguna Verde	0.11	Yes	0	ii. areas of high ecosystem integrity	- protected by legal means or other effective measures;	Forest use.	In addition, criteria of compliance with the current environmental regulations are included to select suppliers in the supply chain, as well as the HSE Manual of Grupo Energía Bogotá, whose objective is to establish the minimum requirements.	1
Sogamoso Project - Salto del Tequendama DRMI - Cerro de Manjui	0.0413	Yes	0.65839	ii. areas of high ecosystem integrity	- protected by legal means or other effective measures;	Forest use.	In addition, criteria of compliance with the current environmental regulations are included to select suppliers in the supply chain, as well as the HSE Manual of Grupo Energía Bogotá, whose objective is to establish the minimum requirements.	1
Sogamoso Project - Salto del Tequendama DRMI - Cerro de Manjui	0.083	Yes	0.8815	ii. areas of high ecosystem integrity	- protected by legal means or other effective measures;	Forest use.	In addition, criteria of compliance with the current environmental regulations are included to select suppliers in the supply chain, as well as the HSE Manual of Grupo Energía Bogotá, whose objective is to establish the minimum requirements.	1
Sogamoso Project - Salto del Tequendama DRMI - Cerro de Manjui	0.094	Yes	0.36265	ii. areas of high ecosystem integrity	- protected by legal means or other effective measures;	Forest use.	In addition, criteria of compliance with the current environmental regulations are included to select suppliers in the supply chain, as well as the HSE Manual of Grupo Energía Bogotá, whose objective is to establish the minimum requirements.	1

Grupo Energía Bogotá

Biodiversity

101-5 Locations with Impacts on Biodiversity (continued)

Enlaza								
Name of location with impact	Size of the location with impact (Ha)	Is it located within or near an ecologically sensitive area?	Distance to Ecologically Sensitive Area (Km)	Type of Area	The organization must specify whether the key areas for biodiversity are:	Description of the activity taking place at the site.	Description of the products and services in the supply chain with the most significant impacts on biodiversity and the countries or jurisdictions in which activities related to these products and services take place.	Proportion of the total high-impact products or services acquired.
La Reforma - San Fernando (Span T19-T20)	0.001	NO	N/A	N/A	N/A	Forest use.	In addition, compliance criteria with the current environmental regulations are included to select suppliers in the supply chain, as well as the Grupo Energía Bogotá HSE Manual, whose objective is to establish the minimum requirements that THE COMPANY'S Contractors and Subcontractors must meet in terms of Occupational Safety and Health, Environmental Management, Social Management, and Physical Security during the development of contract-related activities, within the framework of compliance with current legal regulations and Policies of THE COMPANY.	1
La Reforma - San Fernando (Span T26-T27)	0.0015	NO	N/A	N/A	N/A	Forest use.	In addition, compliance criteria with the current environmental regulations are included to select suppliers in the supply chain, as well as the Grupo Energía Bogotá HSE Manual, whose objective is to establish the minimum requirements that THE COMPANY'S Contractors and Subcontractors must meet in terms of Occupational Safety and Health, Environmental Management, Social Management, and Physical Security during the development of contract-related activities, within the framework of compliance with current legal regulations and Policies of THE COMPANY.	1
La Reforma - San Fernando (Span T54-T55)	0.0005	N/A	N/A	N/A	N/A	Forest use.	In addition, compliance criteria with the current environmental regulations are included to select suppliers in the supply chain, as well as the Grupo Energía Bogotá HSE Manual, whose objective is to establish the minimum requirements that THE COMPANY'S Contractors and Subcontractors must meet in terms of Occupational Safety and Health, Environmental Management, Social Management, and Physical Security during the development of contract-related activities, within the framework of compliance with current legal regulations and Policies of THE COMPANY.	1
La Reforma - San Fernando (Span T56-T57)	0.0005	NO	N/A	N/A	N/A	Forest use.	In addition, compliance criteria with the current environmental regulations are included to select suppliers in the supply chain, as well as the Grupo Energía Bogotá HSE Manual, whose objective is to establish the minimum requirements that THE COMPANY'S Contractors and Subcontractors must meet in terms of Occupational Safety and Health, Environmental Management, Social Management, and Physical Security during the development of contract-related activities, within the framework of compliance with current legal regulations and Policies of THE COMPANY.	1
La Reforma - San Fernando (Span T59-T60)	0.0010	NO	N/A	N/A	N/A	Forest use.	In addition, compliance criteria with the current environmental regulations are included to select suppliers in the supply chain, as well as the Grupo Energía Bogotá HSE Manual, whose objective is to establish the minimum requirements that THE COMPANY'S Contractors and Subcontractors must meet in terms of Occupational Safety and Health, Environmental Management, Social Management, and Physical Security during the development of contract-related activities, within the framework of compliance with current legal regulations and Policies of THE COMPANY.	1

Grupo Energía Bogotá

Biodiversity

101-5 Locations with Impacts on Biodiversity (continued)

Enlaza								
Name of location with impact	Size of the location with impact (Ha)	Is it located within or near an ecologically sensitive area?	Distance to Ecologically Sensitive Area (Km)	Type of Area	The organization must specify whether the key areas for biodiversity are:	Description of the activity taking place at the site.	Description of the products and services in the supply chain with the most significant impacts on biodiversity and the countries or jurisdictions in which activities related to these products and services take place.	Proportion of the total high-impact products or services acquired.
La Reforma - San Fernando (Span T66-T67)	0.0075	NO	N/A	N/A	N/A	Forest use.	In addition, compliance criteria with the current environmental regulations are included to select suppliers in the supply chain, as well as the Grupo Energía Bogotá HSE Manual, whose objective is to establish the minimum requirements that THE COMPANY'S Contractors and Subcontractors must meet in terms of Occupational Safety and Health, Environmental Management, Social Management, and Physical Security during the development of contract-related activities, within the framework of compliance with current legal regulations and Policies of THE COMPANY.	1
Norte Project - Cuchillas Negra and Guanaque Regional Integrated Management Districts	0.003393	YES	0	v. important areas for the provision of ecosystemic services to indigenous communities, local communities, and other stakeholders;	- protected by legal means or other effective measures;	Forest use.	In addition, criteria of compliance with the current environmental regulations are included to select suppliers in the supply chain, as well as the HSE Manual of Grupo Energía Bogotá, whose objective is to establish the minimum requirements.	1
Norte Project - Cuchilla el Varal Regional Integrated Management Districts	0.001464	YES	0.45	v. important areas for the provision of ecosystemic services to indigenous communities, local communities, and other stakeholders;	- protected by legal means or other effective measures;	Forest use.	In addition, criteria of compliance with the current environmental regulations are included to select suppliers in the supply chain, as well as the HSE Manual of Grupo Energía Bogotá, whose objective is to establish the minimum requirements.	1
Norte Project - Cuchilla el Varal Regional Integrated Management Districts	0.001458	YES	0.25	v. important areas for the provision of ecosystemic services to indigenous communities, local communities, and other stakeholders;	- protected by legal means or other effective measures;	Forest use.	In addition, criteria of compliance with the current environmental regulations are included to select suppliers in the supply chain, as well as the HSE Manual of Grupo Energía Bogotá, whose objective is to establish the minimum requirements.	1
Norte Project RFPP - Upper Basin of the Bogotá River	0.006696	YES	0	i. Areas of importance for biodiversity	- protected by legal means or other effective measures;	Forest use.	In addition, criteria of compliance with the current environmental regulations are included to select suppliers in the supply chain, as well as the HSE Manual of Grupo Energía Bogotá, whose objective is to establish the minimum requirements.	1

Grupo Energía Bogotá

Biodiversity

101-5 Locations with Impacts on Biodiversity (continued)

TGI								
Name of location with impact	Size of the location with impact (Ha)	Is it located within or near an ecologically sensitive area?	Distance to Ecologically Sensitive Area (Km)	Type of Area	The organization must specify whether the key areas for biodiversity are:	Description of the activity taking place at the site.	Description of the products and services in the supply chain with the most significant impacts on biodiversity and the countries or jurisdictions in which activities related to these products and services take place.	Proportion of the total high-impact products or services acquired.
LAM0034 Ballenas Barrancabermeja Gas Pipeline	428.04	Yes	ROW Intersection	i. Areas of importance for biodiversity	- protected by legal means or other effective measures;	Natural gas transportation through gas pipelines with a 15-meter right of way (ROW)	No products or services are obtained from biodiversity.	No products or services are obtained from biodiversity.
LAM0054 Porvenir – La Belleza Gas Pipeline	29.29	Yes	ROW Intersection	i. Areas of importance for biodiversity	- protected by legal means or other effective measures;	Natural gas transportation through gas pipelines with a 15-meter right of way (ROW)	No products or services are obtained from biodiversity.	No products or services are obtained from biodiversity.
La Sabana Gas Pipeline	81.46	Yes	ROW Intersection	i. Areas of importance for biodiversity	- protected by legal means or other effective measures;	Natural gas transportation through gas pipelines with a 15-meter right of way (ROW)	No products or services are obtained from biodiversity.	No products or services are obtained from biodiversity.
LAM0069 Operation and Maintenance of the Centro Oriente Gas Pipeline	365.68	Yes	ROW Intersection	i. Areas of importance for biodiversity	- protected by legal means or other effective measures;	Natural gas transportation through gas pipelines with a 15-meter right of way (ROW)	No products or services are obtained from biodiversity.	No products or services are obtained from biodiversity.
LAM0069 Montañuelo - Gualanday Gas Pipeline	0.41	Yes	ROW Intersection	i. Areas of importance for biodiversity	- protected by legal means or other effective measures;	Natural gas transportation through gas pipelines with a 15-meter right of way (ROW)	No products or services are obtained from biodiversity.	No products or services are obtained from biodiversity.
LAM0230 Gas Pipeline from Campo Cusiana to Monterrey and Romales, Aguazul, Tauramena	29.3	Yes	ROW Intersection	i. Areas of importance for biodiversity	- protected by legal means or other effective measures;	Natural gas transportation through gas pipelines with a 15-meter right of way (ROW)	No products or services are obtained from biodiversity.	No products or services are obtained from biodiversity.
LAM0299 Gasoducto de Occidente and 47 Distribution Branches Mariquita and Cali	203.91	Yes	ROW Intersection	i. Areas of importance for biodiversity	- protected by legal means or other effective measures;	Natural gas transportation through gas pipelines with a 15-meter right of way (ROW)	No products or services are obtained from biodiversity.	No products or services are obtained from biodiversity.
LAM0548 Boyacá Branch Gas Pipeline	54.46	Yes	ROW Intersection	i. Areas of importance for biodiversity	- protected by legal means or other effective measures;	Natural gas transportation through gas pipelines with a 15-meter right of way (ROW)	No products or services are obtained from biodiversity.	No products or services are obtained from biodiversity.
LAM0640 Morichal - Yopal Gas Pipeline	2.99	Yes	ROW Intersection	i. Areas of importance for biodiversity	- protected by legal means or other effective measures;	Natural gas transportation through gas pipelines with a 15-meter right of way (ROW)	No products or services are obtained from biodiversity.	No products or services are obtained from biodiversity.
LAM0951 Apiay – Villavicencio – Bogotá Gas Pipeline	6.32	Yes	ROW Intersection	i. Areas of importance for biodiversity	- protected by legal means or other effective measures;	Natural gas transportation through gas pipelines with a 15-meter right of way (ROW)	No products or services are obtained from biodiversity.	No products or services are obtained from biodiversity.
LAM2501 Playa Roja - San Vicente De Chucuri Gas Pipeline	63.89	Yes	ROW Intersection	i. Areas of importance for biodiversity	- protected by legal means or other effective measures;	Natural gas transportation through gas pipelines with a 15-meter right of way (ROW)	No products or services are obtained from biodiversity.	No products or services are obtained from biodiversity.

Grupo Energía Bogotá

Biodiversity

101-5 Locations with Impacts on Biodiversity (continued)

Contugas								
Name of location with impact	Size of the location with impact (Ha)	Is it located within or near an ecologically sensitive area?	Distance to Ecologically Sensitive Area (Km)	Type of Area	The organization must specify whether the key areas for biodiversity are:	Description of the activity taking place at the site.	Description of the products and services in the supply chain with the most significant impacts on biodiversity and the countries or jurisdictions in which activities related to these products and services take place.	Proportion of the total high-impact products or services acquired.
1. Humay - Marcona Gas Pipeline	200 km	Yes	66.46	i. Areas of importance for biodiversity	- protected by legal means or other effective measures;	Gas pipeline for the distribution of natural gas in the department of Ica	No impacts on biodiversity have been generated by products or public services.	No products or services with impacts have been acquired.
2. Humay Pisco Trunk Pipeline	36,4 km	Yes	2.25	i. Areas of importance for biodiversity	- protected by legal means or other effective measures;	Gas pipeline for the distribution of natural gas in the department of Ica	No impacts on biodiversity have been generated by products or public services.	No products or services with impacts have been acquired.
3. Pisco Operating Center	0.559	Yes	0.559	i. Areas of importance for biodiversity	- protected by legal means or other effective measures;	Operating Center for Natural Gas Distribution	No impacts on biodiversity have been generated by products or public services.	No products or services with impacts have been acquired.
4. Marcona City Gate	0.2882	Yes	0.2882	i. Areas of importance for biodiversity	- protected by legal means or other effective measures;	City Gate for the distribution of natural gas	No impacts on biodiversity have been generated by products or public services.	No products or services with impacts have been acquired.
5. Nasca Branch	46.3	Yes	4.8	i. Areas of importance for biodiversity	- protected by legal means or other effective measures;	Gas pipeline for the distribution of natural gas in the department of Ica	No impacts on biodiversity have been generated by products or public services.	No products or services with impacts have been acquired.

Electrodunas								
Name of location with impact	Size of the location with impact (Ha)	Is it located within or near an ecologically sensitive area?	Distance to Ecologically Sensitive Area (Km)	Type of Area	The organization must specify whether the key areas for biodiversity are:	Description of the activity taking place at the site.	Description of the products and services in the supply chain with the most significant impacts on biodiversity and the countries or jurisdictions in which activities related to these products and services take place.	Proportion of the total high-impact products or services acquired.
Señor de Luren	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Chiribamba	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Conecta								
Name of location with impact	Size of the location with impact (Ha)	Is it located within or near an ecologically sensitive area?	Distance to Ecologically Sensitive Area (Km)	Type of Area	The organization must specify whether the key areas for biodiversity are:	Description of the activity taking place at the site.	Description of the products and services in the supply chain with the most significant impacts on biodiversity and the countries or jurisdictions in which activities related to these products and services take place.	Proportion of the total high-impact products or services acquired.
Bocas del Polochic Wildlife Refuge, Izabal, Guatemala.	2.18	Yes	0	i. Areas of importance for biodiversity	- protected by legal means or other effective measures;	Electric energy transmission	Electric energy transmission, ecosystem fragmentation, temporary displacement of wildlife.	Number
Thorny scrubland of Valle del Motagua, El Progreso	78.59	Yes	0	i. Areas of importance for biodiversity	- protected by legal means or other effective measures;	Electric energy transmission	Electric energy transmission, ecosystem fragmentation, temporary displacement of wildlife.	Number
Special Protection Area Sierra de los Cuchumatanes, Huehuetenango	101.48	Yes	0	i. Areas of importance for biodiversity	- protected by legal means or other effective measures;	Electric energy transmission	Electric energy transmission, ecosystem fragmentation, temporary displacement of wildlife.	Number

101-6 Direct Drivers of Loss of Biodiversity

Enlaza

				Impact on Species									
Type of ecosystem before and after conversion. (101-6a)	Size in hectares of the natural ecosystem converted since a cut-off or reference date (Ha)	Deadline or Reference Date	Size in hectares of land and sea converted from one intensively used or modified ecosystem to another during the reporting period	Wild species collected	Amount	Type and risk of extinction	Water withdrawal and consumption in megaliters for each area	Type of pollutant generated by each area	Amount of pollutant (Annual Tons)	Description of how invasive exotic species are introduced or can be introduced	Country	Territory	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.
Tropical Alternohydric Zonobiome Open Shrubland of Ariguaní-Cesar	0.378	2024	0.378	Bulnesia arborea Handroanthus billbergii Platymiscium pinnatum	10 25 22	Bulnesia arborea: Endangered (EN A2ac) Handroanthus billbergii: Critical (CR_ National Category_ Agreement 003 of 2012, CORPOGUAJIRA) Platymiscium pinnatum: Endangered (EN_National Category_Resolution 1912 of 2017, MADS)	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.
Tropical Alternohydric Zonobiome Open Shrubland in Lower Guajira and Upper Cesar	0.120	2024	0.120				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.
Tropical Alternohydric Zonobiome Open Shrubland of the southern foothills of the Sierra Nevada de Santa Marta	0.479	2024	0.479				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.
Tropical Alternohydric Zonobiome Dense Shrubland of Ariguaní-Cesar	0.128	2024	0.128				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.
Tropical Alternohydric Zonobiome Dense Shrubland of Lower Guajira and Upper Cesar	0.160	2024	0.160				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.
Tropical Alternohydric Zonobiome Dense Shrubland of the southern foothills of the Sierra Nevada de Santa Marta	1.479	2024	1.479				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.
Gallery and/or riparian forest of the Halobiome of Ariguaní-Cesar	0.007	2024	0.007				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.

101-6 Direct Drivers of Loss of Biodiversity (continued)

Enlaza													
				Impact on Species									
Type of ecosystem before and after conversion. (101-6a)	Size in hectares of the natural ecosystem converted since a cut-off or reference date (Ha)	Deadline or Reference Date	Size in hectares of land and sea converted from one intensively used or modified ecosystem to another during the reporting period	Wild species collected	Amount	Type and risk of extinction	Water withdrawal and consumption in megaliters for each area	Type of pollutant generated by each area	Amount of pollutant (Annual Tons)	Description of how invasive exotic species are introduced or can be introduced	Country	Territory	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.
Gallery and/or riparian forest of the tropical alternohydric zonobiome of Ariguaní-Cesar	0.056	2024	0.056	Bulnesia arborea Handroanthus billbergii Platymiscium pinnatum	10 25 22	Bulnesia arborea: Endangered (EN A2ac) Handroanthus billbergii: Critical (CR_ National Category_ Agreement 003 of 2012, CORPOGUAJIRA) Platymiscium pinnatum: Endangered (EN_National Category_Resolution 1912 of 2017, MADS)	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.
Gallery and/or riparian forest of the tropical alternohydric zonobiome of Lower Guajira and Upper Cesar	0.008	2024	0.008				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.
Gallery and/or riparian forest of the tropical alternohydric zonobiome of the southern foothills of the Sierra Nevada de Santa Marta	0.075	2024	0.075				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.
Fragmented forest with secondary vegetation of the tropical alternohydric zonobiome of Lower Guajira and Upper Cesar	0.112	2024	0.112				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.
Fragmented forest with secondary vegetation of the tropical alternohydric zonobiome of the southern foothills of the Sierra Nevada de Santa Marta	0.363	2024	0.363				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.

101-6 Direct Drivers of Loss of Biodiversity (continued)

Enlaza														
				Impact on Species										
Type of ecosystem before and after conversion. (101-6a)	Size in hectares of the natural ecosystem converted since a cut-off or reference date (Ha)	Deadline or Reference Date	Size in hectares of land and sea converted from one intensively used or modified ecosystem to another during the reporting period	Wild species collected	Amount	Type and risk of extinction	Water withdrawal and consumption in megaliters for each area	Type of pollutant generated by each area	Amount of pollutant (Annual Tons)	Description of how invasive exotic species are introduced or can be introduced	Country	Territory	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.
Mango from the tropical alternohydric zonobiome of Ariguaní-Cesar	0.328	2024	0.328				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.
Grassland mosaic with natural spaces of the tropical alternohydric zonobiome of Ariguaní-Cesar	0.074	2024	0.074				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.
Grassland mosaic with natural spaces of the tropical alternohydric zonobiome of Lower Guajira and Upper Cesar	0.259	2024	0.259				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.
Grassland mosaic with natural spaces of the tropical alternohydric zonobiome of the southern slopes of the Sierra Nevada de Santa Marta	0.077	2024	0.077				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.
Grassland mosaic and crops of the tropical alternohydric zonobiome of Ariguaní-Cesar	0.040	2024	0.040				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.
Wooded pastures of the Halobiome of Ariguaní-Cesar	0.119	2024	0.119				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.
Wooded pastures of the tropical alternohydric zonobiome of Ariguaní-Cesar	2.029	2024	2.029				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.
Wooded pastures of the tropical alternohydric zonobiome of Lower Guajira and Upper Cesar	1.111	2024	1.111				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.

101-6 Direct Drivers of Loss of Biodiversity (continued)

Enlaza														
				Impact on Species										
Type of ecosystem before and after conversion. (101-6a)	Size in hectares of the natural ecosystem converted since a cut-off or reference date (Ha)	Deadline or Reference Date	Size in hectares of land and sea converted from one intensively used or modified ecosystem to another during the reporting period	Wild species collected	Amount	Type and risk of extinction	Water withdrawal and consumption in megaliters for each area	Type of pollutant generated by each area	Amount of pollutant (Annual Tons)	Description of how invasive exotic species are introduced or can be introduced	Country	Territory	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.
Wooded pastures of the tropical alternohydric zonobiome of the southern foothills of the Sierra Nevada de Santa Marta	0.117	2024	0.117				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.
Grasslands with weeds or stubble of the tropical alternohydric zonobiome of Ariguaní-Cesar	0.217	2024	0.217				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.
Grasslands with weeds or stubble of the tropical alternohydric zonobiome of Lower Guajira and Upper Cesar	0.239	2024	0.239				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.
Clean grasslands of the tropical alternohydric zonobiome of Ariguaní-Cesar	1.798	2024	1.798				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.
Clean grasslands of the tropical alternohydric zonobiome of Lower Guajira and Upper Cesar	0.789	2024	0.789				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.
Clean grasslands of the tropical alternohydric zonobiome of the southern foothills of the Sierra Nevada de Santa Marta	0.120	2024	0.120				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.
Tall secondary vegetation of the Halobiome of Ariguaní-Cesar	0.671	2024	0.671				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.
Tall secondary vegetation of the tropical alternohydric zonobiome of Ariguaní-Cesar	0.435	2024	0.435				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.

101-6 Direct Drivers of Loss of Biodiversity (continued)

Enlaza														
				Impact on Species										
Type of ecosystem before and after conversion. (101-6a)	Size in hectares of the natural ecosystem converted since a cut-off or reference date (Ha)	Deadline or Reference Date	Size in hectares of land and sea converted from one intensively used or modified ecosystem to another during the reporting period	Wild species collected	Amount	Type and risk of extinction	Water withdrawal and consumption in megaliters for each area	Type of pollutant generated by each area	Amount of pollutant (Annual Tons)	Description of how invasive exotic species are introduced or can be introduced	Country	Territory	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.
Tall secondary vegetation of the tropical alternohydric zonobiome of Lower Guajira and Upper Cesar	0.048	2024	0.048				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.
Tall secondary vegetation of the tropical alternohydric zonobiome of the southern foothills of the Sierra Nevada de Santa Marta	0.230	2024	0.230				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.
Low secondary vegetation of the Halobioma of Ariguaní-Cesar	0.077	2024	0.077				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.
Low secondary vegetation of the tropical alternohydric zonobiome of Ariguaní-Cesar	0.093	2024	0.093				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The latest environmental compliance report filed in the first half of 2024. For the reporting period, in accordance with the last ICA filed in 2024. The information on banned species is not managed by type of ecosystem, but for the entire area of intervention. Therefore, the information is presented by species in the first three lines.
Low secondary vegetation of the tropical alternohydric zonobiome of Lower Guajira and Upper Cesar	0.104	2024	0.104				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	Information associated with consolidated data as of October 2024. The First Environmental Compliance Report will be presented in February 2025.
Mosaic of crops and natural spaces of the Tropical Alternohydric Zonobiome of Cartagena and the Magdalena Delta	0.17	2024	0.17				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	Information associated with consolidated data as of October 2024. The First Environmental Compliance Report will be presented in February 2025.
Wooded pastures of the Tropical Alternohydric Zonobiome of Cartagena and the Magdalena Delta	1.191	2024	1.191				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	Information associated with consolidated data as of October 2024. The First Environmental Compliance Report will be presented in February 2025.
Grasslands with weeds of the Tropical Alternohydric Zonobiome of Cartagena and the Magdalena Delta	0.490	2024	0.490				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	Information associated with consolidated data as of October 2024. The First Environmental Compliance Report will be presented in February 2025.

101-6 Direct Drivers of Loss of Biodiversity (continued)

Enlaza														
				Impact on Species										
Type of ecosystem before and after conversion. (101-6a)	Size in hectares of the natural ecosystem converted since a cut-off or reference date (Ha)	Deadline or Reference Date	Size in hectares of land and sea converted from one intensively used or modified ecosystem to another during the reporting period	Wild species collected	Amount	Type and risk of extinction	Water withdrawal and consumption in megaliters for each area	Type of pollutant generated by each area	Amount of pollutant (Annual Tons)	Description of how invasive exotic species are introduced or can be introduced	Country	Territory	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.
Clean grasslands of the Tropical Alternohydric Zonobiome of Cartagena and the Magdalena Delta	0.266	2024	0.266				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	Information associated with consolidated data as of October 2024. The First Environmental Compliance Report will be presented in February 2025.
Tall secondary vegetation of the Tropical Alternohydric Zonobiome of Cartagena and the Magdalena Delta	1.406	2024	1.406				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	Information associated with consolidated data as of October 2024. The First Environmental Compliance Report will be presented in February 2025.
Low secondary vegetation of the Tropical Alternohydric Zonobiome of Cartagena and the Magdalena Delta	1.195	2024	1.195				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	Information associated with consolidated data as of October 2024. The First Environmental Compliance Report will be presented in February 2025.
Secondary vegetation of the Andean Orobiome in Upper Cauca	Secondary vegetation of the Andean Orobiome in Upper Cauca	2024	0.011				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	Data taken for the reporting period of the last ICA filed in the 2024 tax year. No wild species were collected for this period. The ecosystems are taken from the IDEAM 2017 ecosystems map.
Sub-Andean Azonal Grasslands of Upper Cauca	Dense high forest of the Sub-Andean Orobiome of the Central Mountain Range	2024	0.018				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	Data taken for the reporting period of the last ICA filed in the 2024 tax year. No wild species were collected for this period. The ecosystems are taken from the IDEAM 2017 ecosystems map.
Sub-Andean Azonal Grasslands of Middle Cauca	Secondary vegetation of the Tropical Humid Zonobiome of the Amazon Foothills	2024	0.05				Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	Data taken for the reporting period of the last ICA filed in the 2024 tax year. No wild species were collected for this period. The ecosystems are taken from the IDEAM 2017 ecosystems map.
Grasslands and Fragmented Forest Tropical Humid Zonobiome of the Orinoco Foothills (Span T139 - T140 of the South Corridor)	3.68	2024	0.05	N/A	0	N/A	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	CS has been an operational asset for over 30 years. Therefore, the baseline for this report is 2024, and there is no information available for previous years. No exotic species are introduced. However, no analysis is conducted on the presence of such species either.
Dense high tropical forest. Sub-Andean Orobiome of the Orinoco Foothills and Sub-Andean Orobiome of Villavicencio (Span T157 - T158 of the South Corridor)	6.31	2024	0.05	N/A	0	N/A	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	CS has been an operational asset for over 30 years. Therefore, the baseline for this report is 2024, and there is no information available for previous years. No exotic species are introduced. However, no analysis is conducted on the presence of such species either.

101-6 Direct Drivers of Loss of Biodiversity (continued)

Enlaza

				Impact on Species										
Type of ecosystem before and after conversion. (101-6a)	Size in hectares of the natural ecosystem converted since a cut-off or reference date (Ha)	Deadline or Reference Date	Size in hectares of land and sea converted from one intensively used or modified ecosystem to another during the reporting period	Wild species collected	Amount	Type and risk of extinction	Water withdrawal and consumption in megaliters for each area	Type of pollutant generated by each area	Amount of pollutant (Annual Tons)	Description of how invasive exotic species are introduced or can be introduced	Country	Territory	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.
Low secondary vegetation of the Sub-Andean Orobiome on the eastern mountain range's plains side	13.533	2024	0.002	Epidendrum secundum Racinaea subalata Stelis chamaestelis Tillandsia biflora Tillandsia sp. Vriesea incurva	18	Least Concern (LC) in some individuals	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	Information taken from ICA No.7
Low secondary vegetation of the Andean Orobiome on the eastern mountain range's plains side	7.869	2024	0.000	N/A	0	N/A	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	Information taken from ICA No.7
Tall secondary vegetation of the Andean Orobiome on the eastern mountain range's plains side	2.803	2024	0.001	Cyrtochilum sp. Oncidium sp. Prosthechea sp.4 Racinaea tetrantha Stelis sp. Tillandsia biflora Tillandsia fasciculata Vriesea tequendamae	24	Least Concern (LC) in some individuals	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	Information taken from ICA No.7
Low secondary vegetation of the Andean Orobiome on the eastern mountain range's plains side	0.449	2024	0.000	N/A	0	N/A	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	Information taken from ICA No.7
Grassland mosaic with natural spaces of the Andean Orobiome on the eastern mountain range's plains side	6.424	2024	0.001	N/A	0	N/A	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	Information taken from ICA No.7
Low secondary vegetation of the Paramo Orobiome on the eastern mountain range	18.136	2024	0.001	Cyrtochilum sp. Epidendrum ramosum Epidendrum sp. Maxillaria graminifolia Bromeliad Puya Tillandsia sp.	40	Near Threatened (NT) Least Concern (LC)	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	Information taken from ICA No.7
Secondary or transitional vegetation of the High Andean Orobiome, eastern mountain range	21.171	2024	0.003	Catopsis sp. Cyrtochilum sp. Elleanthus smithii Epidendrum karstenii Epidendrum secundum Epidendrum sp. Guzmania sp. Pleurothallis phalangifera Stelis galeata Tillandsia fendleri Werauhia sp.	62	N/A	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	Information taken from ICA No.7

101-6 Direct Drivers of Loss of Biodiversity (continued)

Enlaza

				Impact on Species										
Type of ecosystem before and after conversion. (101-6a)	Size in hectares of the natural ecosystem converted since a cut-off or reference date (Ha)	Deadline or Reference Date	Size in hectares of land and sea converted from one intensively used or modified ecosystem to another during the reporting period	Wild species collected	Amount	Type and risk of extinction	Water withdrawal and consumption in megaliters for each area	Type of pollutant generated by each area	Amount of pollutant (Annual Tons)	Description of how invasive exotic species are introduced or can be introduced	Country	Territory	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.
Secondary or transitional vegetation of the High Andean Orobiome, eastern mountain range	11.793	2024	0.003	Epidendrum secundum Guzmania sp. Ponthieva similis Tillandsia complanata Vriesea sp.	45	N/A	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	Information taken from ICA No.7
Wooded pastures and High Open Forest with Hard Ground in the Northern Andes E_Eastern Mountain Range, Low Orobiomes of the Andes (Span T19-T20 RE-SF)	0.52	2024	0.001	N/A		N/A	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The information presented for 2024 was taken into account based on the area of the intervened span. The intervention area is estimated according to the number of individuals, since these are isolated trees. The interventions are very punctual and are carried out for tree individuals that cannot be pruned.
Clean grasslands and High Open Forest with Hard Ground in the Orinoco Region Foothills_Meta Low Orobiomes of the Andes (Span T26-T27 RE-SF)	0.65	2024	0.002	N/A		N/A	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The information presented for 2024 was taken into account based on the area of the intervened span. The intervention area is estimated according to the number of individuals, since these are isolated trees. The interventions are very punctual and are carried out for tree individuals that cannot be pruned.
Wooded pastures, grasslands with weeds, clean grasslands, and low secondary vegetation in the Orinoco Region Foothills, Meta Halobiomes of the Amazon and Orinoco Regions (Span T54-T55 RE-SF)	1.6	2024	0.001	N/A		N/A	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The information presented for 2024 was taken into account based on the area of the intervened span. The intervention area is estimated according to the number of individuals, since these are isolated trees. The interventions are very punctual and are carried out for tree individuals that cannot be pruned.
Clean grasslands, Gallery forest, and Oil Palm in the Foothills of the Orinoco Region_Meta Peinobiomes of the Amazon and Orinoco Region (Span T56-T57)	1.54	2024	0.001	N/A		N/A	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The information presented for 2024 was taken into account based on the area of the intervened span. The intervention area is estimated according to the number of individuals, since these are isolated trees. The interventions are very punctual and are carried out for tree individuals that cannot be pruned.
Clean grasslands, Gallery forest, and Oil Palm in the Foothills of the Orinoco Region_Meta Peinobiomes of the Amazon and Orinoco Region (Span T59-T60 RE-SF)	1.29	2024	0.001	N/A		N/A	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The information presented for 2024 was taken into account based on the area of the intervened span. The intervention area is estimated according to the number of individuals, since these are isolated trees. The interventions are very punctual and are carried out for tree individuals that cannot be pruned.
Clean grasslands, Gallery forest, and Oil Palm in the Foothills of the Orinoco Region_Meta Peinobiomes of the Amazon and Orinoco Region (Span T66-T67 RE-SF)	1.56	2024	0.008	N/A		N/A	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The information presented for 2024 was taken into account based on the area of the intervened span. The intervention area is estimated according to the number of individuals, since these are isolated trees. The interventions are very punctual and are carried out for tree individuals that cannot be pruned.

101-6 Direct Drivers of Loss of Biodiversity (continued)

Enlaza

				Impact on Species									
Type of ecosystem before and after conversion. (101-6a)	Size in hectares of the natural ecosystem converted since a cut-off or reference date (Ha)	Deadline or Reference Date	Size in hectares of land and sea converted from one intensively used or modified ecosystem to another during the reporting period	Wild species collected	Amount	Type and risk of extinction	Water withdrawal and consumption in megaliters for each area	Type of pollutant generated by each area	Amount of pollutant (Annual Tons)	Description of how invasive exotic species are introduced or can be introduced	Country	Territory	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.
Dense shrubland of the High Andean Orobiome, eastern mountain range	6.321	2024	0.060	Tillandsia fendleri Griseb. Vriesea pereziana (André) L.B.Sm.	18	N/A	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).
Dense shrubland of the Tropical Humid Zonobiome of Middle Magdalena and Momposina Depression	22.579	2024	0.099	N/A	0	N/A	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).
Mosaic of crops, grasslands, and natural spaces of the High Andean Orobiome, eastern mountain range	748.545	2024	0.050	N/A	0	N/A	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).
Mosaic of crops, grasslands, and natural spaces of the Azonal High Andean Orobiome, eastern mountain range	108.430	2024	0.094	Tillandsia recurvata (L.) L. Tillandsia sp. T7-10	20	Maximum 1000 characters	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).
Mosaic of crops, grasslands, and natural spaces of the Sub-Andean Guane-Yariguíes Orobiome	4.522	2024	0.061	There was no rescue for this ecosystem.	0	N/A	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).
Mosaic of crops, grasslands, and natural spaces of the Tropical Humid Zonobiome, Eastern mountain range, Middle Magdalena	205.407	2024	0.241	Catopsis nutans (Sw.) Griseb. monostachia (L.) Rusby ex Mez Jacquiniella globosa (Jacq.) Schltr. Scaphyglottis prolifera (R.Br.) Cogn. Tillandsia elongata Kunth Tillandsia fendleri Griseb.	29	Maximum 1000 characters	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).
Mosaic of crops, grasslands, and natural spaces of the Tropical Humid Zonobiome of Middle Magdalena and the Momposina Depression	12.007	2024	0.115	N/A	0	N/A	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).

101-6 Direct Drivers of Loss of Biodiversity (continued)

Enlaza

				Impact on Species									
Type of ecosystem before and after conversion. (101-6a)	Size in hectares of the natural ecosystem converted since a cut-off or reference date (Ha)	Deadline or Reference Date	Size in hectares of land and sea converted from one intensively used or modified ecosystem to another during the reporting period	Wild species collected	Amount	Type and risk of extinction	Water withdrawal and consumption in megaliters for each area	Type of pollutant generated by each area	Amount of pollutant (Annual Tons)	Description of how invasive exotic species are introduced or can be introduced	Country	Territory	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.
Mosaic of crops, grasslands, and natural spaces of the Nechí-San Lucas Tropical Humid Zonobiome	390.967	2024	0.271	N/A	0	N/A	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).
Mosaic of grasslands with natural spaces of the Andean Guane-Yariguíes Orobiome	15.117	2024	0.090	Guiche Orchid Quiche	110	N/A	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).
Mosaic of grasslands with natural spaces of the Azonal Sub-Andean Orobiome of Tolima Grande	33.077	2024	0.083	Tillandsia fendleri Griseb.	1	N/A	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).
Mosaic of grasslands with natural spaces of the Sub-Andean Orobiome of the Eastern mountain range and Middle Magdalena	89.333	2024	0.074	N/A	0	N/A	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).
Mosaic of grasslands with natural spaces of the Tropical Humid Zonobiome, Eastern mountain range and Middle Magdalena	1.327	2024	0.040	N/A	0	N/A	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).
Mosaic of grasslands with natural spaces of the Tropical Humid Zonobiome in Middle Magdalena and the Momposina Depression.	128.836	2024	0.191	N/A	0	N/A	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).
Mosaic of grasslands with natural spaces of the Nechí-San Lucas Tropical Humid Zonobiome	41.105	2024	0.137	Catopsis nutans (Sw.) Griseb. monostachia (L.) Rusby ex Mez Tillandsia elongata Kunth Tillandsia fasciculata Sw.	14	Maximum 1000 characters	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).
Wooded pastures of the High Andean Orobiome in the eastern mountain range	53.556	2024	0.042	Tillandsia biflora Ruiz & Pav. Tillandsia sp. T7-10	53	Maximum 1000 characters	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).

101-6 Direct Drivers of Loss of Biodiversity (continued)

Enlaza

				Impact on Species										
Type of ecosystem before and after conversion. (101-6a)	Size in hectares of the natural ecosystem converted since a cut-off or reference date (Ha)	Deadline or Reference Date	Size in hectares of land and sea converted from one intensively used or modified ecosystem to another during the reporting period	Wild species collected	Amount	Type and risk of extinction	Water withdrawal and consumption in megaliters for each area	Type of pollutant generated by each area	Amount of pollutant (Annual Tons)	Description of how invasive exotic species are introduced or can be introduced	Country	Territory	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.
Wooded pastures of the Guane-Yariguíes Andean Orobiome	559.619	2024	0.073	cf Cyrtochilum murinum (Rchb.f.) Kraenzl. cf Maxillaria sp. cf Maxillaria sp. cf Oncidium sp. cf Rodriguezia sp. Maxillaria sp. T2-3 Orquidea sp. T2-2 Racinaea tetrantha (Ruiz & Pav.) M.A.Spencer & L.B.Sm. Stanhopea sp. Tillandsia biflora Ruiz & Pav. Tillandsia fasciculata Sw. Tillandsia sp. Tillandsia tovarensis Mez Vriesea sp. Vriesea sp.	92	Maximum 1000 characters	Not Applicable		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).
Wooded pastures of the Sub-Andean Orobiome of Middle Magdalena and Eastern mountain range	0.852	2024	0.017	There was no rescue for this ecosystem.	0	N/A	N/A		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).
Wooded pastures of the Sub-Andean Guane-Yariguíes Orobiome	16.163	2024	0.042	monostachia (L.) Rusby ex Mez Vriesea sp. T2-1	3	N/A	N/A		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).
Wooded pastures of the Tropical Humid Zonobiome of the Eastern mountain range and Middle Magdalena	23.030	2024	0.134	Catopsis nutans (Sw.) Griseb. Epidendrum secundum Jacq. Epidendrum sp. T2-1 monostachia (L.) Rusby ex Mez Jacquiniella globosa (Jacq.) Schltr. Scaphyglottis sp. T2-1 Tillandsia elongata Kunth Tillandsia fendleri Griseb. Tillandsia juncea (Ruiz & Pav.) Poir.	10	N/A	N/A		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).
Wooded pastures of the Tropical Humid Zonobiome of Middle Magdalena and the Momposina Depression	15.855	2024	0.081	There was no rescue for this ecosystem.	0	N/A	N/A		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).
Wooded pastures of the Tropical Humid Zonobiome of Nechí-San Lucas	546.260	2024	0.414	Catopsis nutans (Sw.) Griseb. Comparettia falcata Poepp. & Endl. monostachia (L.) Rusby ex Mez Tillandsia elongata Kunth Tillandsia fasciculata Sw. Tillandsia fendleri Griseb. Tillandsia juncea (Ruiz & Pav.) Poir.	51	N/A	N/A		Not Applicable	No species are introduced; no risks of introducing exotic species are generated.	Not Applicable	Not Applicable	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).

101-6 Direct Drivers of Loss of Biodiversity (continued)

TGI													
				Impact on Species									
Type of ecosystem before and after conversion. (101-6a)	Size in hectares of the natural ecosystem converted since a cut-off or reference date (Ha)	Deadline or Reference Date	Size in hectares of land and sea converted from one intensively used or modified ecosystem to another during the reporting period	Wild species collected	Amount	Type and risk of extinction	Water withdrawal and consumption in megaliters for each area	Type of pollutant generated by each area	Amount of pollutant (Annual Tons)	Description of how invasive exotic species are introduced or can be introduced	Country	Territory	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.
LAM0034 Ballenas Barrancabermeja Gas Pipeline	428.04	12/31/2024	Not affected during the reporting period	Not affected during the reporting period	0	Not affected during the reporting period	0		0	No species were introduced during the reporting period	N/A	N/A	N/A
LAM0054 Porvenir - La Belleza Gas Pipeline	29.29	12/31/2024	Not affected during the reporting period	Not affected during the reporting period	0	Not affected during the reporting period	0		0	No species were introduced during the reporting period	N/A	N/A	N/A
La Sabana Gas Pipeline	81.46	12/31/2024	Not affected during the reporting period	Not affected during the reporting period	0	Not affected during the reporting period	0		0	No species were introduced during the reporting period	N/A	N/A	N/A
LAM0069 Centro Oriente Gas Pipeline	365.68	12/31/2024	Not affected during the reporting period	Not affected during the reporting period	0	Not affected during the reporting period	0		0	No species were introduced during the reporting period	N/A	N/A	N/A
LAM0138 Montañuelo - Gualanday Gas Pipeline	0.41	Dec-31-24	Not affected during the reporting period	Not affected during the reporting period	0	Not affected during the reporting period	0		0	No species were introduced during the reporting period	N/A	N/A	N/A
LAM0230 Gas pipeline from Campo Cusiana to Monterrey and Romales, Aguazul, Tauramena	29.3	12/31/2024	Not affected during the reporting period	Not affected during the reporting period	0	Not affected during the reporting period	0		0	No species were introduced during the reporting period	N/A	N/A	N/A
LAM0299 Gasoducto de Occidente and 47 Distribution Branches Mariquita and Cali	203.91	12/31/2024	Not affected during the reporting period	Not affected during the reporting period	0	Not affected during the reporting period	0		0	No species were introduced during the reporting period	N/A	N/A	N/A
LAM0548 Boyacá Branch Gas Pipeline	54.46	12/31/2024	Not affected during the reporting period	Not affected during the reporting period	0	Not affected during the reporting period	0		0	No species were introduced during the reporting period	N/A	N/A	N/A
LAM0640 Morichal - Yopal Gas Pipeline	2.99	12/31/2024	Not affected during the reporting period	Not affected during the reporting period	0	Not affected during the reporting period	0		0	No species were introduced during the reporting period	N/A	N/A	N/A
LAM0951 Apiay – Villavicencio – Bogotá Gas Pipeline	0.32	12/31/2024	Not affected during the reporting period	Not affected during the reporting period	0	Not affected during the reporting period	0		0	No species were introduced during the reporting period	N/A	N/A	N/A
LAM2501 Playa Roja - San Vicente De Chucuri Gas Pipeline	63.89	12/31/2024	Not affected during the reporting period	Not affected during the reporting period	0	Not affected during the reporting period	0		0	No species were introduced during the reporting period	N/A	N/A	N/A

101-6 Direct Drivers of Loss of Biodiversity (continued)

Contugas

				Impact on Species									
Type of ecosystem before and after conversion. (101-6a)	Size in hectares of the natural ecosystem converted since a cut-off or reference date (Ha)	Deadline or Reference Date	Size in hectares of land and sea converted from one intensively used or modified ecosystem to another during the reporting period	Wild species collected	Amount	Type and risk of extinction	Water withdrawal and consumption in megaliters for each area	Type of pollutant generated by each area	Amount of pollutant (Annual Tons)	Description of how invasive exotic species are introduced or can be introduced	Country	Territory	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.
Not applicable. In 2024, no ecosystem has been converted.	Not applicable. In 2024, no ecosystem has been converted.	N/A	Not applicable. In 2024, no ecosystem has been converted.	Not applicable. In 2024, no ecosystem has been converted.	Not applicable. In 2024, no ecosystem has been converted.	Not applicable. In 2024, no ecosystem has been converted.	Not applicable. In 2024, no ecosystem has been converted.	Not applicable. In 2024, no ecosystem has been converted.	Not applicable. In 2024, no ecosystem has been converted.	Not applicable. In 2024, no ecosystem has been converted.	Not applicable. In 2024, no ecosystem has been converted.	Not applicable. In 2024, no ecosystem has been converted.	Not applicable. In 2024, no ecosystem has been converted.

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				Impact on Species									
Type of ecosystem before and after conversion. (101-6a)	Size in hectares of the natural ecosystem converted since a cut-off or reference date (Ha)	Deadline or Reference Date	Size in hectares of land and sea converted from one intensively used or modified ecosystem to another during the reporting period	Wild species collected	Amount	Type and risk of extinction	Water withdrawal and consumption in megaliters for each area	Type of pollutant generated by each area	Amount of pollutant (Annual Tons)	Description of how invasive exotic species are introduced or can be introduced	Country	Territory	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	The route of the Chixoy II-San Agustín line during 2024 did not have a significant impact on the biodiversity of the Bocas del Polochic Wildlife Refuge in Izabal, Guatemala. This is because the intervention area had already been affected during the years of construction, until 2016, when the line entered into operation.
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	The layout of the Morales-Panaluya line did not generate a significant impact on the biodiversity of the thorny scrublands of the Motagua Valley, in El Progreso, in 2024. This is because the intervention area had already been affected during the years of construction, until 2015, when the line entered into operation.
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	The layout of the Morales-Panaluya line did not generate a significant impact on the biodiversity of the thorny scrublands of the Motagua Valley, in El Progreso, in 2024. This is because the intervention area had already been affected during the years of construction, until 2015, when the line entered into operation.

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Biodiversity

101-7 Changes in the State of Biodiversity

Enlaza						
Type of ecosystem for the baseline year	Baseline Year	Ecosystem size for the baseline year (Ha)	State of the ecosystem in the baseline year and in the current reference period	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.	Ecological impacts Disturbed land surface (EM-MD-160a.3)	Ecological impacts percentage of affected surface restored (EM-MD-160a.3)
Tropical Alternohydric Zonobiome Open Shrubland of Ariguaní-Cesar	2024	0.378	Tropical Alternohydric Zonobiome Open Shrubland of Ariguaní-Cesar	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Tropical Alternohydric Zonobiome Open Shrubland in Lower Guajira and Upper Cesar	2024	0.120	Tropical Alternohydric Zonobiome Open Shrubland in Lower Guajira and Upper Cesar	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Tropical Alternohydric Zonobiome Open Shrubland of the southern foothills of the Sierra Nevada de Santa Marta	2024	0.479	Tropical Alternohydric Zonobiome Open Shrubland of the southern foothills of the Sierra Nevada de Santa Marta	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Tropical Alternohydric Zonobiome Dense Shrubland of Ariguaní-Cesar	2024	0.128	Tropical Alternohydric Zonobiome Dense Shrubland of Ariguaní-Cesar	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Tropical Alternohydric Zonobiome Dense Shrubland of Lower Guajira and Upper Cesar	2024	0.160	Tropical Alternohydric Zonobiome Dense Shrubland of Lower Guajira and Upper Cesar	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Tropical Alternohydric Zonobiome Dense Shrubland of the southern foothills of the Sierra Nevada de Santa Marta	2024	1.479	Tropical Alternohydric Zonobiome Dense Shrubland of the southern foothills of the Sierra Nevada de Santa Marta	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Gallery and/or riparian forest of the Halobiome of Ariguaní-Cesar	2024	0.007	Gallery and/or riparian forest of the Halobiome of Ariguaní-Cesar	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Gallery and/or riparian forest of the tropical alternohydric zonobiome of Ariguaní-Cesar	2024	0.056	Gallery and/or riparian forest of the tropical alternohydric zonobiome of Ariguaní-Cesar	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Gallery and/or riparian forest of the tropical alternohydric zonobiome of Lower Guajira and Upper Cesar	2024	0.008	Gallery and/or riparian forest of the tropical alternohydric zonobiome of Lower Guajira and Upper Cesar	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%

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Biodiversity

101-7 Changes in the State of biodiversity (continued)

Enlaza						
Type of ecosystem for the baseline year	Baseline Year	Ecosystem size for the baseline year (Ha)	State of the ecosystem in the baseline year and in the current reference period	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.	Ecological impacts Disturbed land surface (EM-MD-160a.3)	Ecological impacts percentage of affected surface restored (EM-MD-160a.3)
Gallery and/or riparian forest of the tropical alternohydric zonobiome of the southern foothills of the Sierra Nevada de Santa Marta	2024	0.075	Gallery and/or riparian forest of the tropical alternohydric zonobiome of the southern foothills of the Sierra Nevada de Santa Marta	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Fragmented forest with secondary vegetation of the tropical alternohydric zonobiome of Lower Guajira and Upper Cesar	2024	0.112	Fragmented forest with secondary vegetation of the tropical alternohydric zonobiome of Lower Guajira and Upper Cesar	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Fragmented forest with secondary vegetation of the tropical alternohydric zonobiome of the southern foothills of the Sierra Nevada de Santa Marta	2024	0.363	Fragmented forest with secondary vegetation of the tropical alternohydric zonobiome of the southern foothills of the Sierra Nevada de Santa Marta	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Mango from the tropical alternohydric zonobiome of Ariguaní-Cesar	2024	0.328	Mango from the tropical alternohydric zonobiome of Ariguaní-Cesar	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Grassland mosaic with natural spaces of the tropical alternohydric zonobiome of Ariguaní-Cesar	2024	0.074	Grassland mosaic with natural spaces of the tropical alternohydric zonobiome of Ariguaní-Cesar	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Grassland mosaic with natural spaces of the tropical alternohydric zonobiome of Lower Guajira and Upper Cesar	2024	0.259	Grassland mosaic with natural spaces of the tropical alternohydric zonobiome of Lower Guajira and Upper Cesar	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Grassland mosaic with natural spaces of the tropical alternohydric zonobiome of the southern slopes of the Sierra Nevada de Santa Marta	2024	0.077	Grassland mosaic with natural spaces of the tropical alternohydric zonobiome of the southern slopes of the Sierra Nevada de Santa Marta	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Grassland mosaic and crops of the tropical alternohydric zonobiome of Ariguaní-Cesar	2024	0.040	Grassland mosaic and crops of the tropical alternohydric zonobiome of Ariguaní-Cesar	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%

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Biodiversity

101-7 Changes in the State of biodiversity (continued)

Enlaza						
Type of ecosystem for the baseline year	Baseline Year	Ecosystem size for the baseline year (Ha)	State of the ecosystem in the baseline year and in the current reference period	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.	Ecological impacts Disturbed land surface (EM-MD-160a.3)	Ecological impacts percentage of affected surface restored (EM-MD-160a.3)
Wooded pastures of the Halobiome of Ariguaní-Cesar	2024	0.119	Wooded pastures of the Halobiome of Ariguaní-Cesar	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Wooded pastures of the tropical alternohydric zonobiome of Ariguaní-Cesar	2024	2.029	Wooded pastures of the tropical alternohydric zonobiome of Ariguaní-Cesar	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Wooded pastures of the tropical alternohydric zonobiome of Lower Guajira and Upper Cesar	2024	1.111	Wooded pastures of the tropical alternohydric zonobiome of Lower Guajira and Upper Cesar	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Wooded pastures of the tropical alternohydric zonobiome of the southern foothills of the Sierra Nevada de Santa Marta	2024	0.117	Wooded pastures of the tropical alternohydric zonobiome of the southern foothills of the Sierra Nevada de Santa Marta	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Grasslands with weeds or stubble of the tropical alternohydric zonobiome of Ariguaní-Cesar	2024	0.217	Grasslands with weeds or stubble of the tropical alternohydric zonobiome of Ariguaní-Cesar	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Grasslands with weeds or stubble of the tropical alternohydric zonobiome of Lower Guajira and Upper Cesar	2024	0.239	Grasslands with weeds or stubble of the tropical alternohydric zonobiome of Lower Guajira and Upper Cesar	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Clean grasslands of the tropical alternohydric zonobiome of Ariguaní-Cesar	2024	1.798	Clean grasslands of the tropical alternohydric zonobiome of Ariguaní-Cesar	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Clean grasslands of the tropical alternohydric zonobiome of Lower Guajira and Upper Cesar	2024	0.789	Clean grasslands of the tropical alternohydric zonobiome of Lower Guajira and Upper Cesar	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Clean grasslands of the tropical alternohydric zonobiome of the southern foothills of the Sierra Nevada de Santa Marta	2024	0.120	Clean grasslands of the tropical alternohydric zonobiome of the southern foothills of the Sierra Nevada de Santa Marta	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Tall secondary vegetation of the Halobiome of Ariguaní-Cesar	2024	0.671	Tall secondary vegetation of the Halobiome of Ariguaní-Cesar	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%

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Biodiversity

101-7 Changes in the State of biodiversity (continued)

Enlaza						
Type of ecosystem for the baseline year	Baseline Year	Ecosystem size for the baseline year (Ha)	State of the ecosystem in the baseline year and in the current reference period	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.	Ecological impacts Disturbed land surface (EM-MD-160a.3)	Ecological impacts percentage of affected surface restored (EM-MD-160a.3)
Tall secondary vegetation of the tropical alternohydric zonobiome of Ariguaní-Cesar	2024	0.435	Tall secondary vegetation of the tropical alternohydric zonobiome of Ariguaní-Cesar	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Tall secondary vegetation of the tropical alternohydric zonobiome of Lower Guajira and Upper Cesar	2024	0.048	Tall secondary vegetation of the tropical alternohydric zonobiome of Lower Guajira and Upper Cesar	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Tall secondary vegetation of the tropical alternohydric zonobiome of the southern foothills of the Sierra Nevada de Santa Marta	2024	0.230	Tall secondary vegetation of the tropical alternohydric zonobiome of the southern foothills of the Sierra Nevada de Santa Marta	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Low secondary vegetation of the Halobioma of Ariguaní-Cesar	2024	0.077	Low secondary vegetation of the Halobioma of Ariguaní-Cesar	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Low secondary vegetation of the tropical alternohydric zonobiome of Ariguaní-Cesar	2024	0.093	Low secondary vegetation of the tropical alternohydric zonobiome of Ariguaní-Cesar	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Low secondary vegetation of the tropical alternohydric zonobiome of Lower Guajira and Upper Cesar	2024	0.104	Low secondary vegetation of the tropical alternohydric zonobiome of Lower Guajira and Upper Cesar	Latest environmental compliance report filed for the first half of 2024. For the reporting period, in accordance with the last ICA filed for 2024.	Habitat transformation, loss of biodiversity	0%
Mosaic of crops and natural spaces of the Tropical Alternohydric Zonobiome of Cartagena and the Magdalena Delta	2024	0.17	Mosaic of crops and natural spaces of the Tropical Alternohydric Zonobiome of Cartagena and the Magdalena Delta	Information associated with consolidated data as of October 2024. The First Environmental Compliance Report will be presented in February 2025.	Habitat transformation, loss of biodiversity	0%
Wooded pastures of the Tropical Alternohydric Zonobiome of Cartagena and the Magdalena Delta	2024	1.191	Wooded pastures of the Tropical Alternohydric Zonobiome of Cartagena and the Magdalena Delta	Information associated with consolidated data as of October 2024. The First Environmental Compliance Report will be presented in February 2025.	Habitat transformation, loss of biodiversity	0%
Grasslands with weeds of the Tropical Alternohydric Zonobiome of Cartagena and the Magdalena Delta	2024	0.490	Grasslands with weeds of the Tropical Alternohydric Zonobiome of Cartagena and the Magdalena Delta	Information associated with consolidated data as of October 2024. The First Environmental Compliance Report will be presented in February 2025.	Habitat transformation, loss of biodiversity	0%
Clean grasslands of the Tropical Alternohydric Zonobiome of Cartagena and the Magdalena Delta	2024	0.266	Clean grasslands of the Tropical Alternohydric Zonobiome of Cartagena and the Magdalena Delta	Information associated with consolidated data as of October 2024. The First Environmental Compliance Report will be presented in February 2025.	Habitat transformation, loss of biodiversity	0%

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Biodiversity

101-7 Changes in the State of biodiversity (continued)

Enlaza						
Type of ecosystem for the baseline year	Baseline Year	Ecosystem size for the baseline year (Ha)	State of the ecosystem in the baseline year and in the current reference period	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.	Ecological impacts Disturbed land surface (EM-MD-160a.3)	Ecological impacts percentage of affected surface restored (EM-MD-160a.3)
Tall secondary vegetation of the Tropical Alternohydric Zonobiome of Cartagena and the Magdalena Delta	2024	1.406	Tall secondary vegetation of the Tropical Alternohydric Zonobiome of Cartagena and the Magdalena Delta	Information associated with consolidated data as of October 2024. The First Environmental Compliance Report will be presented in February 2025.	Habitat transformation, loss of biodiversity	0%
Low secondary vegetation of the Tropical Alternohydric Zonobiome of Cartagena and the Magdalena Delta	2024	1.195	Low secondary vegetation of the Tropical Alternohydric Zonobiome of Cartagena and the Magdalena Delta	Information associated with consolidated data as of October 2024. The First Environmental Compliance Report will be presented in February 2025.	Habitat transformation, loss of biodiversity	0%
Secondary vegetation of the Andean Orobiome in Upper Cauca	2024	0.011	Secondary vegetation of the Andean Orobiome in Upper Cauca	No natural plant cover was transformed, since the interventions are specific to controlled forest use of individual trees that posed a risk to the project's operation, minimizing interventions on them to avoid altering the vegetation matrix.	Impact on flora Change to the vegetation cover	Within the framework of the environmental compensations established in the environmental license, no plant rehabilitation actions have been carried out in the referenced ecosystem. Notwithstanding the above, ecological rehabilitation is being implemented on 35.33 hectares in sensitive ecosystems with greater impact, since the regulations for Colombia establish that, for linear projects affecting various types of ecosystems, the total area to be compensated can be executed in it, in the ecosystems with the largest area impacted by the project, the ecosystems that yield a higher compensation factor, or in the ecosystems where greater additionality can be generated by implementing the compensation.

Biodiversity

101-7 Changes in the State of biodiversity (continued)

Enlaza						
Type of ecosystem for the baseline year	Baseline Year	Ecosystem size for the baseline year (Ha)	State of the ecosystem in the baseline year and in the current reference period	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.	Ecological impacts Disturbed land surface (EM-MD-160a.3)	Ecological impacts percentage of affected surface restored (EM-MD-160a.3)
Dense high forest of the Sub-Andean Orobiome of the Central Mountain Range	2024	0.018	Dense high forest of the Sub-Andean Orobiome of the Central Mountain Range	No natural plant cover was transformed, since the interventions are specific to controlled forest use of individual trees that posed a risk to the project's operation, minimizing interventions on them to avoid altering the vegetation matrix.	Alteration of cover. Alteration of the plant community.	Within the framework of the environmental compensations established in the environmental license, no plant rehabilitation actions have been carried out in the referenced ecosystem. Notwithstanding the above, ecological rehabilitation is being implemented on 2.5 hectares in sensitive ecosystems with greater impact, since the regulations for Colombia establish that, for linear projects affecting various types of ecosystems, the total area to be compensated can be executed in it, in the ecosystems with the largest area impacted by the project, the ecosystems that yield a higher compensation factor, or in the ecosystems where greater additionality can be generated by implementing the compensation.
Secondary vegetation of the Tropical Humid Zonobiome of the Amazon Foothills	2024	0.05	Secondary vegetation of the Tropical Humid Zonobiome of the Amazon Foothills	No natural plant cover was transformed, since the interventions are specific to controlled forest use of individual trees that posed a risk to the project's operation, minimizing interventions on them to avoid altering the vegetation matrix.	Alteration of cover. Alteration of the plant community.	Within the framework of the environmental compensations established in the environmental license, plant rehabilitation actions have been carried out in 2.5 hectares in the referenced ecosystem.
Wooded pastures and High Open Forest with Hard Ground in the Northern Andes E_ Eastern Mountain Range, Low Orobiomes of the Andes (Span T19-T20 RE-SF)	2024	0.52	The state of the ecosystem is maintained as long as the interventions are punctual.	The collected data corresponds to the cartographic information available for the line and gathered field information provided by the line maintenance contractor.	Species reduction Habitat transformation	Not applicable, since the felling was carried out due to an emergency situation that arose on the line.
Clean grasslands and High Open Forest with Hard Ground in the Orinoco Region Foothills_ Meta Low Orobiomes of the Andes (Span T26-T27 RE-SF)	2024	0.65	The state of the ecosystem is maintained as long as the interventions are punctual.	The collected data corresponds to the cartographic information available for the line and gathered field information provided by the line maintenance contractor.	Species reduction Habitat transformation	Not applicable, since the intervention was related to the felling of standing dead trees.
Wooded pastures, grasslands with weeds, clean grasslands, and low secondary vegetation in the Orinoco Region Foothills, Meta Halobiomes of the Amazon and Orinoco Regions (Span T54-T55 RE-SF)	2024	1.6	The state of the ecosystem is maintained as long as the interventions are punctual.	The collected data corresponds to the cartographic information available for the line and gathered field information provided by the line maintenance contractor.	Species reduction Habitat transformation	Not applicable, since the felling was carried out due to an emergency situation that arose on the line.
Clean grasslands, Gallery forest, and Oil Palm in the Foothills of the Orinoco Region_Meta Peinobiomes of the Amazon and Orinoco Region (Span T56-T57)	2024	1.54	The state of the ecosystem is maintained as long as the interventions are punctual.	The collected data corresponds to the cartographic information available for the line and gathered field information provided by the line maintenance contractor.	Species reduction Habitat transformation	Not applicable, since the felling was carried out due to an emergency situation that arose on the line.

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Biodiversity

101-7 Changes in the State of biodiversity (continued)

Enlaza						
Type of ecosystem for the baseline year	Baseline Year	Ecosystem size for the baseline year (Ha)	State of the ecosystem in the baseline year and in the current reference period	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.	Ecological impacts Disturbed land surface (EM-MD-160a.3)	Ecological impacts percentage of affected surface restored (EM-MD-160a.3)
Clean grasslands, Gallery forest, and Oil Palm in the Foothills of the Orinoco Region_Meta Peinobiomes of the Amazon and Orinoco Region (Span T59-T60 RE-SF)	2024	1.29	The state of the ecosystem is maintained as long as the interventions are punctual.	The collected data corresponds to the cartographic information available for the line and gathered field information provided by the line maintenance contractor.	Species reduction Habitat transformation	Not applicable, since the felling was carried out due to an emergency situation that arose on the line.
Clean grasslands, Gallery forest, and Oil Palm in the Foothills of the Orinoco Region_Meta Peinobiomes of the Amazon and Orinoco Region (Span T66-T67 RE-SF)	2024	1.56	The state of the ecosystem is maintained as long as the interventions are punctual.	The collected data corresponds to the cartographic information available for the line and gathered field information provided by the line maintenance contractor.	Species reduction Habitat transformation	Not applicable, since the intervention was related to the felling of standing dead trees.
Low secondary vegetation of the Sub-Andean Orobiome on the eastern mountain range's plains side	2024	13.533	Forest use is carried out in this ecosystem.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 7 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.
Low secondary vegetation of the Andean Orobiome on the eastern mountain range's plains side	2024	7.869	Forest use is carried out in this ecosystem.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 7 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.
Tall secondary vegetation of the Andean Orobiome on the eastern mountain range's plains side	2024	2.803	Forest use is carried out in this ecosystem.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 7 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.
Low secondary vegetation of the Andean Orobiome on the eastern mountain range's plains side	2024	0.449	Forest use is carried out in this ecosystem.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 7 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.
Grassland mosaic with natural spaces of the Andean Orobiome on the eastern mountain range's plains side	2024	6.424	Forest use is carried out in this ecosystem.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 7 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.
Low secondary vegetation of the Paramo Orobiome on the eastern mountain range	2024	18.136	Forest use is carried out in this ecosystem.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 7 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.
Secondary or transitional vegetation of the High Andean Orobiome, eastern mountain range	2024	21.171	Forest use is carried out in this ecosystem.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 7 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.
Secondary or transitional vegetation of the High Andean Orobiome, eastern mountain range	2024	11.793	Forest use is carried out in this ecosystem.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 7 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.

Grupo Energía Bogotá

Biodiversity

101-7 Changes in the State of biodiversity (continued)

Enlaza						
Type of ecosystem for the baseline year	Baseline Year	Ecosystem size for the baseline year (Ha)	State of the ecosystem in the baseline year and in the current reference period	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.	Ecological impacts Disturbed land surface (EM-MD-160a.3)	Ecological impacts percentage of affected surface restored (EM-MD-160a.3)
Dense shrubland of the High Andean Orobiome, eastern mountain range	2024	6.321	The ecosystem is intervened for forest use.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.
Dense shrubland of the Tropical Humid Zonobiome of Middle Magdalena and Momposina Depression	2024	22.579	The ecosystem is intervened for forest use.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.
Mosaic of crops, grasslands, and natural spaces of the High Andean Orobiome, eastern mountain range	2024	748.545	The ecosystem is intervened for forest use.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.
Mosaic of crops, grasslands, and natural spaces of the Azonal High Andean Orobiome, eastern mountain range	2024	108.430	The ecosystem is intervened for forest use.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.
Mosaic of crops, grasslands, and natural spaces of the Sub-Andean Guane-Yariguíes Orobiome	2024	4.522	The ecosystem is intervened for forest use.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.
Mosaic of crops, grasslands, and natural spaces of the Tropical Humid Zonobiome, Eastern mountain range, Middle Magdalena	2024	205.407	The ecosystem is intervened for forest use.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.
Mosaic of crops, grasslands, and natural spaces of the Tropical Humid Zonobiome of Middle Magdalena and the Momposina Depression	2024	12.007	The ecosystem is intervened for forest use.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.
Mosaic of crops, grasslands, and natural spaces of the Nechí-San Lucas Tropical Humid Zonobiome	2024	390.967	The ecosystem is intervened for forest use.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.
Mosaic of grasslands with natural spaces of the Andean Guane-Yariguíes Orobiome	2024	15.117	The ecosystem is intervened for forest use.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.
Mosaic of grasslands with natural spaces of the Azonal Sub-Andean Orobiome of Tolima Grande	2024	33.077	The ecosystem is intervened for forest use.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.

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Biodiversity

101-7 Changes in the State of biodiversity (continued)

Enlaza						
Type of ecosystem for the baseline year	Baseline Year	Ecosystem size for the baseline year (Ha)	State of the ecosystem in the baseline year and in the current reference period	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.	Ecological impacts Disturbed land surface (EM-MD-160a.3)	Ecological impacts percentage of affected surface restored (EM-MD-160a.3)
Mosaic of grasslands with natural spaces of the Sub-Andean Orobiome of the Eastern mountain range and Middle Magdalena	2024	89.333	The ecosystem is intervened for forest use.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.
Mosaic of grasslands with natural spaces of the Tropical Humid Zonobiome, Eastern mountain range and Middle Magdalena	2024	1.327	The ecosystem is intervened for forest use.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.
Mosaic of grasslands with natural spaces of the Tropical Humid Zonobiome in Middle Magdalena and the Momposina Depression.	2024	128.836	The ecosystem is intervened for forest use.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.
Mosaic of grasslands with natural spaces of the Nechí-San Lucas Tropical Humid Zonobiome	2024	41.105	The ecosystem is intervened for forest use.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.
Wooded pastures of the High Andean Orobiome in the eastern mountain range	2024	53.556	The ecosystem is intervened for forest use.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.
Wooded pastures of the Guane-Yariguíes Andean Orobiome	2024	559.619	The ecosystem is intervened for forest use.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.
Wooded pastures of the Sub-Andean Orobiome of Middle Magdalena and Eastern mountain range	2024	0.852	The ecosystem is intervened for forest use.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.
Wooded pastures of the Sub-Andean Guane-Yariguíes Orobiome	2024	16.163	The ecosystem is intervened for forest use.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.
Wooded pastures of the Tropical Humid Zonobiome of the Eastern mountain range and Middle Magdalena	2024	23.030	The ecosystem is intervened for forest use.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.
Wooded pastures of the Tropical Humid Zonobiome of Middle Magdalena and the Momposina Depression	2024	15.855	The ecosystem is intervened for forest use.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.
Wooded pastures of the Tropical Humid Zonobiome of Nechí-San Lucas	2024	546.260	The ecosystem is intervened for forest use.	The data in the report from column B corresponds to the ecosystems effectively intervened by forest use activities during the reporting period (ICA 6 - January-June 2024).	Species reduction Habitat transformation	N/A Compensations have not yet been made.

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Biodiversity

101-7 Changes in the State of Biodiversity (continued)

TGI						
Type of ecosystem for the baseline year	Baseline Year	Ecosystem size for the baseline year (Ha)	State of the ecosystem in the baseline year and in the current reference period	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.	Ecological impacts Disturbed land surface (EM-MD-160a.3)	Ecological impacts percentage of affected surface restored (EM-MD-160a.3)
AICA, BST, RUNAP	2023	127	Same State	Measurement of the intersection of strategic ecosystems with infrastructure	126.5	The information is not available to date.
AICA, PÁRAMO, RUNAP	2023	113	Same State	Measurement of the intersection of strategic ecosystems with infrastructure	113.3	The information is not available to date.
AICA, RUNAP	2023	24.4	Same State	Measurement of the intersection of strategic ecosystems with infrastructure	24.4	The information is not available to date.
AICA, BST, PÁRAMO, RUNAP	2023	292	Same State	Measurement of the intersection of strategic ecosystems with infrastructure	291.6	The information is not available to date.
BST	2023	0.4	Same State	Measurement of the intersection of strategic ecosystems with infrastructure	0.4	The information is not available to date.
BST	2023	29.3	Same State	Measurement of the intersection of strategic ecosystems with infrastructure	29.3	The information is not available to date.
BST	2023	4.6	Same State	Measurement of the intersection of strategic ecosystems with infrastructure	4.6	The information is not available to date.
AICA, BST, PÁRAMO, RUNAP	2023	106.2	Same State	Measurement of the intersection of strategic ecosystems with infrastructure	106.2	The information is not available to date.
RUNAP, PÁRAMO	2023	51.7	Same State	Measurement of the intersection of strategic ecosystems with infrastructure	51.7	The information is not available to date.
RUNAP	2023	3	Same State	Measurement of the intersection of strategic ecosystems with infrastructure	3	The information is not available to date.

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Biodiversity

101-7 Changes in the State of biodiversity (continued)

Cálidda						
Type of ecosystem for the baseline year	Baseline Year	Ecosystem size for the baseline year (Ha)	State of the ecosystem in the baseline year and in the current reference period	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.	Ecological impacts Disturbed land surface (EM-MD-160a.3)	Ecological impacts percentage of affected surface restored (EM-MD-160a.3)
No ecosystems were affected in 2024.	No ecosystems were affected in 2024.	No ecosystems were affected in 2024.	No ecosystems were affected in 2024.	No ecosystems were affected in 2024.	No ecosystems were affected in 2024.	No ecosystems were affected in 2024.

Contugas						
Type of ecosystem for the baseline year	Baseline Year	Ecosystem size for the baseline year (Ha)	State of the ecosystem in the baseline year and in the current reference period	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.	Ecological impacts Disturbed land surface (EM-MD-160a.3)	Ecological impacts percentage of affected surface restored (EM-MD-160a.3)
No ecosystems were affected in 2024.	No ecosystems were affected in 2024.	No ecosystems were affected in 2024.	No ecosystems were affected in 2024.	No ecosystems were affected in 2024.	No ecosystems were affected in 2024.	No ecosystems were affected in 2024.

Electrodunas						
Type of ecosystem for the baseline year	Baseline Year	Ecosystem size for the baseline year (Ha)	State of the ecosystem in the baseline year and in the current reference period	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.	Ecological impacts Disturbed land surface (EM-MD-160a.3)	Ecological impacts percentage of affected surface restored (EM-MD-160a.3)
Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable

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Biodiversity

101-7 Changes in the State of biodiversity (continued)

Catalloc						
Type of ecosystem for the baseline year	Baseline Year	Ecosystem size for the baseline year (Ha)	State of the ecosystem in the baseline year and in the current reference period	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.	Ecological impacts Disturbed land surface (EM-MD-160a.3)	Ecological impacts percentage of affected surface restored (EM-MD-160a.3)
Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable

Conecta						
Type of ecosystem for the baseline year	Baseline Year	Ecosystem size for the baseline year (Ha)	State of the ecosystem in the baseline year and in the current reference period	Contextual information necessary to understand how the data was collected, including the standards, methodologies, and assumptions used.	Ecological impacts Disturbed land surface (EM-MD-160a.3)	Ecological impacts percentage of affected surface restored (EM-MD-160a.3)
Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable

Ecosystemic Services

	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
Services or beneficiaries affected by the organization's activities	Ecosystemic services: Cultural (Landscape and land use), provisioning (wood, medicinal plants, ornamental plants, etc.), and support (Habitat) Beneficiaries: Communities in the area of influence of the projects	Climate regulation Flood and storm protection Stabilization of masses and erosion control Carbon storage Habitat for species	Our activity, natural gas distribution, has direct benefits on the air quality in Lima and Callao, such as reducing greenhouse gases and improving air quality.	Not Applicable	Not Applicable	Does not exist	Eventually, selective removal of forest cover should be conducted through silvicultural practices, such as pruning and height management, during the construction and maintenance process. When trees cannot be pruned, complete utilization of the individuals is carried out.
Explain how ecosystemic services and beneficiaries are or could be affected by the organization's activities. (101-8b)	Ecosystemic services: - Cultural: Due to changes in the visual perception of the landscape, land use, and customs in the territory that are altered by the project's arrival - Provisioning: Due to loss of biodiversity and habitat transformation within the framework of the forest exploitation required to build and operate transmission projects - Support: Habitat transformation that modifies ecosystemic conditions for the feasibility of biodiversity in intervention areas Beneficiaries: Communities in the area of influence of the projects: Changes in landscape and land use alter the practices and customs communities have developed over time. In the case of service provision, it can also have an impact on the loss of resources associated with everyday and temporary biodiversity that the communities would have had (wood, medicinal plants, etc.) and support associated with the quality of the habitat in the intervened ecosystems.	By reducing the effective area of plant cover, the ecosystemic services associated with natural covers, such as forests, secondary vegetation, and shrublands are diminished. Since rights of way (ROW) only allow grass and/or pasture coverages, these coverages reduce the provision of environmental services offered by coverages with considerable structure and biodiversity.	No impacts from the organization's activities are anticipated on ecosystemic services or beneficiaries, as we do not affect natural areas. All undertaken activities have preventive, mitigation, or control measures for any potential environmental impacts that might be generated.	Not applicable	Not applicable	Does not affect	Habitat transformation and changes in ecological processes







ENVIRONMENTAL PERFORMANCE



Grupo Energía Bogotá

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Environmental Performance

GEB-41 Environmental Sanctions

	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
Have you had any environmental sanction equal to or greater than USD 10,000 in the year?	No	No	No	No	No	Yes	No	No
If so, please state the reason why the sanction was imposed.	There were no sanctions in the reporting period.	There were no sanctions in the reporting period.	There were no sanctions in the reporting period.	There were no sanctions in the reporting period.	There were no sanctions in the reporting period.	The Company was charged with an environmental penalty for events that occurred in 2022.	There were no sanctions in the reporting period.	There were no sanctions in the reporting period.
Amount of the sanction (if applicable) (USD)	0.00	0.00	0.00	0.00	0.00	USD 34,454.32	0.00	0.00

► Explanatory Notes

- Only fines and sanctions exceeding the threshold of 10,000 USD are reported.
- Due to legal procedures, sanctions are usually issued years after the occurrence of the events.

EM-MD-160a.1 Description of environmental management policies and practices for active operations

	GEB	Enlaza	TGI
Number of projects in operation	0	26	15
Number of projects under construction	0	12	0
Total number of projects	0	38	15
Do you have environmental management policies and practices for each active operation?	GEB has an Environmental Management System certified under the ISO 14001 Standard, which includes procedures for environmental management at its premises and operations.	The ENLAZA policy has four pillars of commitments: - Climate change: by developing and implementing emission reduction pathways, contributing to climate change mitigation, and assessing potential climate risks. - Environmental management: ensuring compliance with environmental legislation and regulatory changes, applying the precautionary principle in all stages of project development and identifying environmental aspects and impacts. - Circular economy and eco-efficiency: including a life cycle perspective in environmental management. - Biodiversity: protecting ecosystems and biodiversity and preventing, mitigating, correcting, and offsetting impacts, under guidelines for ecosystem conservation and restoration.	The environmental policy and Environmental Management Plan are cross-cutting to all TGI operations.

	Cálidda	Contugas	Electrodunas
Number of projects in operation	1197	11	2
Number of projects under construction	117	1	1
Total number of projects	1314	12	3
Do you have environmental management policies and practices for each active operation?	Yes, we have a Sustainability Policy and various documents within the Environmental Management System, which establish the environmental guidelines for our activities.	We have an Environmental Impact Study for our natural gas distribution system operations. Additionally, we have an Integrated Management System policy, which embodies our commitment to preventing contamination and protecting the environment by identifying, evaluating, and assessing environmental aspects and impacts.	Yes, we have policies and practices in compliance with the current regulations.

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Environmental Performance

EM-MD-160a.1 Description of environmental management policies and practices for active operations (continued)

	Cantalloc	Conecta
Number of projects in operation	2	28
Number of projects under construction	1	7
Total number of projects	3	35
Do you have environmental management policies and practices for each active operation?	Yes	Yes

	GEB	Enlaza	TGI
Specify which Environmental Management instruments your projects have.	GEB does not have projects. However, it has waste management, efficient water use, and energy efficiency programs.	Environmental licenses that include Environmental Management Plans and Monitoring and Follow-up Plans.	TGI has an Environmental Management System certified under the ISO 14001 standard, which is associated with various policies, programs, plans, procedures, instructions, and forms aimed at managing environmental and energy aspects and impacts generated by the activities of Transportadora de Gas Internacional S.A. ESP.

	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
Specify which Environmental Management instruments your projects have.	We have Detailed Environmental Impact Assessments for our main and secondary networks, Semi-detailed Environmental Impact Assessments for operations in Cañete and Chilca, Environmental Management Expansion Plans for other networks, and the adaptation of City Gate. Finally, we have Environmental Impact Statements for projects in Pantanos de Villa and Huarochiri.	Semi-detailed Environmental Impact Assessment. Technical Support Report "Steel Network Derivation to Client Tengda." Technical Support Report on the project to extend the distribution network to the Barrio Chino sector (Ica). Technical Support Report on the extension of the natural gas distribution network to the district of Santiago (province of Ica)." Technical Support Report I "Distribution Network Extension to Nasca". ENVIRONMENTAL IMPACT STATEMENT (EIS) "of the natural gas distribution for the El Rosario population center in the district of Los Aquijes." Technical Support Report "Extension to Coelvisac II." Technical Support Report "Steel Network Derivation to the Industrial Client Electro Dunas, Nasca." Technical Support Report "Steel Network Derivation to the Industrial Client Agropecuaria Mamatembo." Technical Support Report for the project "Extension of the Distribution Network to Loop Pisco."	Environmental Impact Statement, Semi-detailed Environmental Impact Studies, Environmental Adjustment and Management Program.	It adheres to the management instruments of Electrodunas.	Environmental Impact Assessment and Land Use Change Study (ECUT, for the Spanish original). There are also Environmental Management System policies and programs certified under the ISO 14001 Standard.

Grupo Energía Bogotá

Environmental Performance

EM-MD-160a.1 Description of environmental management policies and practices for active operations (continued)

	GEB	Enlaza	TGI
Which programs include such instruments?	Waste management, efficient use of water, and energy efficiency.	Data sheets (programs) are included for the management of each identified impact in the Environmental Impact Assessment. The programs are focused on abiotic, biotic, and socioeconomic components.	TGI S.A. ESP has the following main plans and programs that must be fulfilled by employees and contractors: Environmental management plan. Comprehensive Solid Waste Management Plan. Climate Change and Energy Efficiency Program. Efficient Water Use and Saving Program.

	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
Which programs include such instruments?	The Environmental Management Instruments have various plans, such as: Environmental Management Measure Programs, Waste Management, Damage Prevention Plans, Environmental Monitoring Programs, and others.	The plans under consideration are: Risk prevention and mitigation plan Public spaces and transport routes management plan Conceptual Abandonment Plan Oversight plan Monitoring Program for the environmental quality of air and noise. Risk Study and Emergency Response Plan Solid waste management plan Community Relations Plan	Preventive environmental monitoring	It adheres to the management instruments of Electrodunas.	Environmental management plan, biodiversity monitoring programs.

	GEB	Enlaza	TGI
Do you have an efficient water use program?	Yes	Each project includes an environmental management file for the water component, which considers strategies for the efficient use of water.	Yes, TGI has an Efficient Water Use and Saving Program within its Environmental Management System, which was designed to promote strategies aimed at comprehensively managing water resources and to comply with the current environmental regulations.

	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
Do you have an efficient water use program?	Reduction Plan and Shared Value Program, through which Cálidda seeks not only to reduce but also to optimize water use in its processes.	Yes, the *Yo Reduzco* ("I Reduce") program is available. One of its pillars is managing efficient water use and saving.	No	Environmental campaigns, flyers, educational videos, and training on water, energy, and waste management.	No

Grupo Energía Bogotá

Environmental Performance

EM-MD-160a.1 Description of environmental management policies and practices for active operations (continued)

	GEB	Enlaza	TGI
What actions are taken to reduce water consumption? Do you have any innovative initiatives?	The installation of water-saving plumbing fixtures and campaigns for the efficient use of water.	Block water purchases are considered in most cases for energy transmission projects. For this reason, we only purchase water that is strictly necessary for construction.	The following actions are set forth in the Efficient Water Use and Saving Program to reduce water consumption in the Company: *Environmental Education *Reduction of losses: Leak detection and repair *Water Consumption Measurement and goal setting With respect to innovative initiatives, TGI is implementing a Rainwater Collection initiative at its ECGs, which is framed within the water circularity line of the Circular Economy Strategy.

	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
What actions are taken to reduce water consumption? Do you have any innovative initiatives?	Implementation of toilets and urinals with CFR technology that reduces water consumption by up to 30% with each flush.	Water management is related to the organization's good business practices.	No	No	Rainwater collection projects in SE Modesto Mendéz and SE Interfaz.

	GEB	Enlaza	TGI
Do you have an energy efficiency program?	Yes	Enlaza adheres to GEB's energy efficiency program.	Yes, TGI has a Climate Change and Energy Efficiency Program designed to determine and establish aspects related to identifying risks, energy performance indicators, the energy baseline, energy objectives, energy goals, and action plans for energy efficiency management.

	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
Do you have an energy efficiency program?	There are policies and commitments to reduce energy consumption, foster innovation in processes, and promote the use of more environmentally friendly technologies.	Yes, the *Yo Reduzco* ("I Reduce") program is available. One of its pillars is optimizing energy consumption.	No	Yes	Yes

Grupo Energía Bogotá

Environmental Performance

EM-MD-160a.1 Description of environmental management policies and practices for active operations (continued)

	GEB	Enlaza	TGI
What actions are being taken to reduce energy consumption? Do you have any innovative initiatives?	The installation of motion sensors to activate lights, as well as LED lighting.	The SEs and administrative headquarters have LED lighting.	TGI has defined a decarbonization path, which includes the following projects, some of which were executed in 2024 or are currently in the prefeasibility stage: Venadillo Solar Farm PPA Turboexpander Optimization of Flare Combustion New Electric ECGs (Pradera and Venadillo) Repairing fugitive emissions TEA and portable compressor Hydraulic Optimization through Digital Twin Heat Recovery Generation Compression Valve Change Change in Fuel Control System It should be noted that the Company is continuously seeking initiatives and projects focused on Energy Efficiency and reducing GHG emissions, for which this path is subject to annual updates.

	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
What actions are being taken to reduce energy consumption? Do you have any innovative initiatives?	Investments in eco-friendly technologies, such as the implementation of photovoltaic energy (solar panels). Optimizing the operation of heaters, and renewing the fleet.	The *Yo Reduzco* ("I Reduce") program has been established to manage energy within the Organization. It aims to optimize energy consumption through various actions and contribute to mitigating climate change. The projects in 2024 have been the main achievements: Use of renewable energy: the photovoltaic lighting system was implemented at PK 114 of the line valve of the Humay Marcona trunk and the Marcona City Gate. Green mobility: use of a fleet of vehicles powered by Natural Gas. Optimization of lighting fixtures in the process areas of the City Gates and Operations Centers.	Installation of solar panels.	No	In 2024, the assessment and recruitment process was conducted to implement energy generation through solar panels for four substations.

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Environmental Performance

EM-MD-160a.1 Description of environmental management policies and practices for active operations (continued)

	GEB	Enlaza	TGI
Do you have a waste management program?	Yes	Each project includes an environmental management data sheet for the soil component, in which strategies are considered to manage solid waste within the framework of generation, utilization, and final disposal.	Yes, TGI has a Comprehensive Waste Management Plan that seeks to formulate a tool that allows comprehensively managing the solid and liquid waste generated at TGI's various headquarters, gas pipelines, and projects.

	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
Do you have a waste management program?	As part of our environmental management instruments, we have Waste Management Plans and Waste Management procedures that are part of our Management System.	Yes	Yes, there is a Solid Waste Management Plan in place.	Yes	Yes

	GEB	Enlaza	TGI
What actions are being taken to reduce waste generation? Do you have any innovative initiatives?	The actions for reducing generation primarily focus on communication campaigns, mainly aimed at reducing single-use plastics.	A waste diagnosis is in place to implement a circular economy strategy, thereby managing surplus materials from the construction and operation of energy transmission projects.	Within the framework of the PGIR and the Circular Economy Strategy, TGI began implementing a waste utilization strategy in its different work centers aimed at optimizing management and increasing the amount of waste used in each work center. To date, coordinated collections are carried out at the work centers in Barrancabermeja, Buga, and Villavicencio. Additionally, another initiative called *Darle un nuevo aire a tu closet* ("Give your closet a fresh look") was carried out, which involves collecting, exchanging, and donating clothes to Fundación Minuto de Dios, among both TGI and GEB's employees and contractors. Two sessions of this initiative were carried out in 2024.

	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
What actions are being taken to reduce waste generation? Do you have any innovative initiatives?	We have initiatives to minimize waste generation, such as transitioning to a hybrid work system, using reusable containers for deodorant, and a circular economy project for used motor oil, among others.	Among the good practices associated with waste management is recycling, for which there is an agreement with Asociación de Ayuda al Niño Quemado (ANIQUEM). It is registered in the source segregation and selective collection of solid waste program of the Provincial Municipality of Ica. Furthermore, annual internal communication campaigns are carried out to raise employee awareness on good recycling practices. Flyers are also distributed via the corporate emails of all employees regarding actions related to the 3Rs of ecology.	Circular economy and waste management initiatives.	No	A program for classifying and adequately managing solid waste and residues is in place based on governmental agreement 164-2021.

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Environmental Performance

EM-MD-160a.1 Description of environmental management policies and practices for active operations (continued)

	GEB	Enlaza	TGI
Link to public information about licenses or programs	https://www.grupoenergiabogota.com/sostenibilidad/desempeno-ambiental/gestion-ambiental	https://www.enlaza.red/proyectos-en-desarrollo	https://www.tgi.com.co/sostenibilidad/ambiental/politica-ambiental

	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
Link to public information about licenses or programs	Although the Environmental Management Instruments are not published on the website, this is public information that any citizen can request from the competent environmental entities. Moreover, Cálidda has all its Environmental Management System procedures and documents available on the SGI portal (https://Cálidda.sharepoint.com/sites/ProcesosCálidda), which our employees and contractors can access. Finally, its website (https://www.Cálidda.com.pe/) also features environmental management instruments and information about environmental management.	The summary of the Environmental Impact Assessment can be found at the following link: https://www.contugas.com.pe/huella/huella-verde	No	No	https://conectagt.com/desarrollo/#museo

Grupo Energía Bogotá

Environmental Performance

GEB-42 Water Consumption by Type of Consumption (regular or occasional/projects)

	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Conecta	Business Group (m3)	Business Group (Mm3)
	2024	2024	2024	2024	2024	2024	2024	2024	2024
Regular consumption	8,864.00	1,209.30	4,328.96	1,764.62	3,582.71	12,990.80	667.64	33,408.13	0.03
Consumption of projects / occasional	0.00	8,583.43	0.00	144.56	3,000.0	0.00	162.72	11,890.71	0.01
Total consumption m3	8,864.00	9,792.73	4,328.96	1,909.18	6,582.71	12,990.80	830.46	45,298.84	0.04

GEB-43 - Regular Water Consumption by Source

	GEB				Enlaza				TGI				Cálidda				Contugas			
Regular water consumption by source (m3)	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Fresh surface water	280.00	1,070.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Third-party freshwater (aqueduct, water trucks, gallons, tanks)	5,690.00	10,470.00	3,110.00	8,864.00	0.00	3.00	16.59	1,209.30	2,010.00	1,640.00	2,100.00	4,328.96	1,450.00	2,090.00	1,990.00	1,764.62	3,110.00	3,660.00	3,560.00	3,582.71
Fresh groundwater (wells)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00	400.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total consumption m3	5,970.00	11,540.00	3,110.00	8,864.00	0.00	3.00	16.59	1,209.30	2,510.00	2,040.00	2,102.00	4,328.96	1,450.00	2,090.00	1,990.00	1,764.62	3,110.00	3,660.00	3,560.00	3,582.71

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Environmental Performance

GEB-43 - Regular Water Consumption by Source

	Electrodunas				Conecta				Business Group (m3)				Business Group (Mm3)			
Regular water consumption by source (m3)	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Fresh surface water	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	280.00	1,070.00	0.00	0.00	0.00	0.00	0.00	0.00
Third-party freshwater (aqueduct, water trucks, gallons, tanks)	2,320.00	9,800.00	9,800.00	12,990.80	1,930.00	1,590.00	1,840.00	667.74	16,510.00	29,253.00	22,416.59	33,408.13	0.02	0.03	0.02	0.03
Fresh groundwater (wells)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00	400.00	2.00	0.00	0.00	0.00	0.00	0.00
Total consumption m3	2,320.00	9,800.00	9,800.00	12,990.80	1,930.00	1,590.00	1,840.00	667.74	17,290.00	30,723.00	22,418.59	33,408.13	0.02	0.03	0.02	0.03

Explanatory Notes

Peru
Cálidda - The following adjustments are made to water consumption:
2022: From 80 m3 to 2009 m3
2023: From 2 m3 to 1990 m3

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Environmental Performance

GEB-44 Amount of Regular Waste Generated by Type of Disposal or Treatment (Tons)

	GEB				Enlaza				TGI				Cálidda				Contugas				Electrodunas				Conecta				Business Group			
GEB	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Recycled/Reused	0.00	38.68	4.55	4.60	N/A	0.00	0.00	3.0	7.0	3.81	1.75	7.18	137.63	52.48	28.09	4.83	1.49	0.03	0.03	0.71	114.0	115.75	116.0	219.97	0.02	0.37	7.97	0.53	260.14	211.12	158.39	240.81
Transfer to a landfill	0.00	249.81	0.00	0.00	N/A	0.00	0.00	5.99	8.0	4.41	6.15	9.09	464.51	0.00	534.14	15.69	4.89	6.12	6.67	5.78	0.00	0.00	0.00	0.00	1.58	5.58	2.82	1.17	478.98	265.92	549.78	37.72
Incineration without energy recovery	20.23	66.97	0.00	0.00	N/A	0.00	0.00	0.00	0.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8.21	0.00	20.63	66.97	8.21	0.00
Transfer to safety cell	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9.75	0.00	0.00	0.00	15.86	145.10	0.00	0.00	499.69	2.56	0.59	0.38	5.35	76.0	86.18	82.0	4.17	0.00	0.00	0.00	0.00	223.66	86.77	82.38	534.81
Other disposal operations	0.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11.20	8.17	21.05	151.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11.15	8.17	21.05	151.71
Other recovery operations	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.3	553.0	535.46	635.16	105.67	0.00	0.00	0.00	6.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	553.0	535.46	635.16	512.24
Total	20.53	355.46	4.55	4.60	0.00	0.00	0.00	19.05	579.60	551.85	664.11	689.51	747.24	52.48	562.23	526.49	8.94	6.74	7.08	11.83	190.0	201.93	198.0	224.13	1.6	5.95	18.99	1.70	1,547.91	1,174.41	1,454.96	1,477.29

GEB-45 Amount of Hazardous and Non-hazardous waste (regular and occasional waste) (Tons)

	GEB				Enlaza				TGI				Cálidda				Contugas				Electrodunas				Conecta				Business Group			
GEB	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Hazardous	0.00	0.00	0.00	0.00	0.00	0.00	39.67	98.18	564.60	545.26	656.21	521.53	375.62	989.76	385.28	74,458.57	2.56	0.59	0.38	7.12	0.00	5.37	5.50	4.17	0.00	0.00	0.00	0.00	942.78	1,540.98	1,087.04	75,089.57
Non-hazardous	7,492.37	29,448.14	4.55	4.60	0.00	0.00	169.61	593.13	15.0	6.59	7.90	167.98	1,468,107.43	966,782.27	891,713.13	427,123.52	6.38	6.15	6.70	7.96	190.0	196.56	192.50	219.97	1.60	5.95	18.99	5.78	1,475,812.79	996,445.66	892,113.39	428,122.92
Total	7,492.37	29,448.14	4.55	4.60	0.00	0.00	209.29	691.31	579.60	551.85	664.11	689.51	1,468,483.05	967,772.03	892,098.41	501,582.09	8.94	6.74	7.08	15.08	190.0	201.93	198.0	224.13	1.60	5.95	18.99	5.78	1,476,755.58	997,986.64	893,200.43	503,212.50

Explanatory Notes

Colombia
There was a change in the total value of waste generated in 2024 by the Business Group, as the calculations were corrected.
Enlaza - The increase in waste generation at Enlaza for 2024 was due to the construction projects.
In TGI, for 2024, the amount of non-hazardous waste increased because domestic wastewater was included.
Cantalloc
Peru
At Contugas, the waste generation increased in 2024 due to the ILI maintenance.

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Environmental Performance

GEB-46 Amount of Waste Generated by Type of Waste and Type of Generation (Tons)

	GEB		Enlaza		TGI		Cálidda		Contugas		Electrodunas		Conecta		Business Group	
Waste generation in 2024 by type of waste	Average	Occasional / Projects	Average	Occasional / Projects	Average	Occasional / Projects	Average	Occasional / Projects	Average	Occasional / Projects	Average	Occasional / Projects	Average	Occasional / Projects	Average	Occasional / Projects
Usable	4.60	0.00	4.83	182.41	7.18	0.00	4.80	9.73	0.62	0.00	219.97	0.00	0.15	4.06	242.14	196.20
Ordinary	0.00	0.00	11.41	180.65	5.62	0.00	29.47	217.89	5.78	0.00	0.00	0.00	0.67	0.00	52.95	398.54
Organic materials	0.00	0.00	0.00	5.17	3.47	0.00	0.00	0.00	0.62	0.00	0.00	0.00	0.37	0.02	4.45	5.18
WEEE	0.00	0.00	0.00	0.00	0.00	0.00	0.91	13.29	0.09	0.00	0.00	0.00	0.51	0.00	1.51	13.29
Special	0.00	0.00	0.00	0.00	151.71	0.00	0.00	49,018.46	0.00	0.00	0.00	0.00	0.00	0.00	151.71	49,018.46
Construction and demolition	0.00	0.00	2.50	206.16	0.00	0.00	0.66	377,828.31	0.00	0.86	0.00	0.00	0.00	0.00	3.16	378,035.33
Total non-hazardous	4.60	0.00	18.74	574.38	167.98	0.00	35.84	427,087.68	7.10	0.86	219.97	0.00	1.70	4.07	455.92	427,667.0
Hazardous	0.00	0.00	0.30	97.88	521.53	0.00	490.64	73,967.93	4.73	2.39	4.17	0.00	0.00	0.00	1,021.37	74,068.20
Total hazardous	0.00	0.00	0.30	97.88	521.53	0.00	494.64	73,967.93	4.73	2.39	4.17	0.00	0.00	0.00	1,021.37	74,068.20
Total	4.60	0.00	19.05	672.27	689.51	0.00	526.48	501,055.61	11.83	3.25	224.13	0.00	1.70	4.07	1,477.29	501,735.20

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GEB-47 Energy Consumption

GEB	2021	2022	2023	2024	Price paid for energy in 2024 (Millions of COP)
Consumption of non-renewable sources (GJ)	325.66	320.63	68.39	52.66	$ 4.06
Diesel Consumption	151.55	119.55	68.39	52.66	$ 4.06
Gasoline Consumption	174.11	201.08	0.00	0.00	0.00
Gas Consumption	0.00	0.00	0.00	0.00	0.00
Gasohol Consumption	0.00	0.00	0.00	0.00	0.00
Energy consumption from renewable sources	63.36	60.20	72.88	69.47	0.00
Photovoltaic Energy	63.36	60.20	72.88	69.47	0.00
Purchased energy	3,070.00	3,014.30	2,052.97	4,070.39	$ 966.28
Total energy sold	0.00	0.00	0.00	0.00	0.00
Total internal energy consumption (GJ)	3,459.02	3,395.13	2,194.24	4,192.52	$ 970.38

Enlaza	2021	2022	2023	2024	Price paid for energy in 2024 (Millions of COP)
Consumption of non-renewable sources (GJ)	N/A	N/A	150.00	154.99	$ 8.51
Diesel Consumption	N/A	N/A	117.05	154.99	$ 8.51
Gasoline Consumption	N/A	N/A	32.95	0.00	0.00
Gas Consumption	N/A	N/A	0.00	0.00	0.00
Gasohol Consumption	N/A	N/A	0.00	0.00	0.00
Energy consumption from renewable sources	N/A	N/A	0.00	0.00	0.00
Photovoltaic Energy	N/A	N/A	0.00	0.00	0.00
Purchased energy	N/A	N/A	2,764.62	1,081.09	$ 317.90
Total energy sold	N/A	N/A	0.00	0.00	0.00
Total internal energy consumption (GJ)	N/A	N/A	2,914.62	1,236.08	$ 326.40

TGI	2021	2022	2023	2024	Price paid for energy in 2024 (Millions of COP)
Consumption of non-renewable sources (GJ)	2,431,926.81	1,996,688.63	2,298,628.49	2,364,856.09	$ 91,875.03
Diesel Consumption	8,172.01	8,652.55	9,734.73	9,441.92	$ 466.00
Gasoline Consumption	903.00	756.07	796.89	1,071.00	$ 876.57
Gas Consumption	2,422,851.80	1,987,280.01	2,288,096.87	2,354,343.17	$ 91,321.37
Gasohol Consumption	0.00	0.00	0.00	0.00	0.00
Energy consumption from renewable sources	0.00	0.00	0.00	0.00	0.00
Photovoltaic Energy	0.00	0.00	0.00	0.00	0.00
Purchased energy	11,134.21	11,165.84	11,607.73	9,161.34	$ 2,822.69
Total energy sold	0.00	0.00	0.00	0.00	0.00
Total internal energy consumption (GJ)	2,443,061.02	2,007,854.47	2,310,236.22	2,374,017.43	$ 94,697.72

Cálidda	2021	2022	2023	2024	Price paid for energy in 2024 (Millions of COP)
Consumption of non-renewable sources (GJ)	244,973.72	257,775.34	219,471.65	240,802.84	$ 12,503.87
Diesel Consumption	1,097.71	1,140.60	1,299.82	1,642.00	$ 234.58
Gasoline Consumption	1,496.18	1,108.71	908.46	650.71	$ 106.33
Gas Consumption	242,379.83	255,526.03	217,263.37	238,510.13	$ 12,162.96
Gasohol Consumption	0.00	0.00	0.00	0.00	0.00
Energy consumption from renewable sources	0.00	0.00	51.39	175.15	0.00
Photovoltaic Energy	0.00	0.00	51.39	175.15	0.00
Purchased energy	10,469.13	10,654.32	10,342.90	9,657.22	$ 1,920.89
Total energy sold	0.00	0.00	0.00	0.00	0.00
Total internal energy consumption (GJ)	255,442.85	268,429.66	229,865.94	250,635.21	$ 14,424.77

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GEB-47 Energy Consumption

Contugas	2021	2022	2023	2024	Price paid for energy in 2024 (Millions of COP)
Consumption of non-renewable sources (GJ)	36,059.98	35,960.51	34,021.02	210,021.77	$ 190.00
Diesel Consumption	1,466.72	1,199.72	974.26	1,187.65	$ 130.63
Gasoline Consumption	287.26	185.82	350.50	339.58	$ 45.58
Gas Consumption	34,306.00	34,574.97	32,696.26	208,494.54	$ 13.79
Gasohol Consumption	0.00	0.00	0.00	0.00	0.00
Energy consumption from renewable sources	0.00	0.00	0.00	0.00	0.00
Photovoltaic Energy	0.00	0.00	0.00	0.00	0.00
Purchased energy	2,473.88	2,463.29	2,577.03	2,636.59	$ 477.01
Total energy sold	0.00	0.00	0.00	0.00	0.00
Total internal energy consumption (GJ)	38,533.86	38,423.80	36,598.05	212,658.36	$ 667.01

Electrodunas	2021	2022	2023	2024	Price paid for energy in 2024 (Millions of COP)
Consumption of non-renewable sources (GJ)	1,642,925.94	2,063,350.18	2,057,358.58	2,034,601.15	$ 54,110.97
Diesel Consumption	3,677.60	3,329.15	3,995.42	4,156.67	$ 424.25
Gasoline Consumption	0.00	3.69	205.18	0.00	0.00
Gas Consumption	1,639,248.34	2,060,017.34	2,053,157.98	2,030,444.49	$ 53,686.73
Gasohol Consumption	0.00	0.00	0.00	0.00	0.00
Energy consumption from renewable sources	0.00	615.56	608.67	3,046.06	0.00
Photovoltaic Energy	0.00	615.56	608.67	3,046.06	0.00
Purchased energy	3,132,934.42	3,566,651.22	3,958,896.00	3,256,002.38	$ 311,457.50
Total energy sold	2,703,040.94	2,987,877.60	3,385,645.09	3,600,578.99	$ 598,315.21
Total internal energy consumption (GJ)	2,072,819.42	2,642,739.36	2,631,218.16	1,693,070.60	$ 365,568.47

Conecta	2021	2022	2023	2024	Price paid for energy in 2024 (Millions of COP)
Consumption of non-renewable sources (GJ)	391.21	430.27	584.55	506.51	$ 57.32
Diesel Consumption	338.50	364.97	533.64	384.71	$ 41.18
Gasoline Consumption	52.71	65.30	50.91	121.79	$ 16.14
Gas Consumption	0.00	0.00	0.00	0.00	0.00
Gasohol Consumption	0.00	0.00	0.00	0.00	0.00
Energy consumption from renewable sources	0.00	701.64	657.00	638.28	0.00
Photovoltaic Energy	0.00	701.64	657.00	638.28	0.00
Purchased energy	8,154.87	7,799.85	8,959.87	9,456.31	$ 2,013.60
Total energy sold	0.00	0.00	0.00	0.00	0.00
Total internal energy consumption (GJ)	8,546.08	8,931.76	10,201.42	10,601.10	$ 2,070.92

Business Group	2021	2022	2023	2024	Price paid for energy in 2024 (Millions of COP)
Consumption of non-renewable sources (GJ)	4,356,603.32	4,354,525.56	4,610,282.67	4,850,996.01	$ 158,749.76
Diesel Consumption	14,904.09	14,806.54	16,723.31	17,020.60	$ 1,309.21
Gasoline Consumption	2,913.26	2,320.67	2,344.90	2,183.08	$ 255.71
Gas Consumption	4,338,785.97	4,337,398.35	4,591,214.47	4,831,792.33	$ 157,184.85
Gasohol Consumption	0.00	0.00	0.00	0.00	0.00
Energy consumption from renewable sources	63.36	1,377.40	1,389.94	3,928.95	0.00
Photovoltaic Energy	63.36	1,377.40	1,389.94	3,928.95	0.00
Purchased energy	2,338,139.71	2,783,061.08	3,172,206.48	3,292,065.33	$ 319,975.88
Total energy sold	2,703,040.94	2,987,877.60	3,385,645.09	3,600,578.99	$ 598,315.21
Total internal energy consumption (GJ)	3,991,765.45	4,151,086.44	4,399,234.00	4,546,411.30	$ 478,725.64

Grupo Energía Bogotá

Environmental Performance

GEB-47 Energy Consumption (continued)

Business Group	2021	2022	2023	2024	Price paid for energy in 2024 (Millions of COP)
Consumption of non-renewable sources (MWh)	1,210,167.59	1,209,590.43	1,280,634.08	1,347,498.89	$ 158,749.76
Diesel Consumption	4,140.03	4,112.93	4,645.36	4,727.94	$ 1,309.21
Gasoline Consumption	809.24	644.63	651.36	606.41	$ 255.71
Gas Consumption	1,205,218.33	1,204,832.88	1,275,337.35	1,342,164.54	$ 157,184.85
Gasohol Consumption	0.00	0.00	0.00	0.00	0.00
Energy consumption from renewable sources	17.60	382.61	386.10	1,091.38	0.00
Photovoltaic Energy	17.60	382.61	386.10	1,091.38	0.00
Purchased energy	649,483.25	773,072.52	881,446.24	914,462.59	$ 319,975.88
Total energy sold	750,844.71	829,966.00	940,456.97	1,000,160.83	$ 598,315.21
Total internal energy consumption (MWh)	1,108,823.74	1,153,079.57	1,222,009.45	1,262,892.03	$ 478,725.64

Explanatory Notes

Only the energy generated by the Group's photovoltaic plants and its subsidiaries is reported in renewable energy consumption. However, it is important to mention that the energy purchased from the grid for each one of the countries considers a percentage of renewable energy.



Grupo Energía Bogotá

Environmental Performance

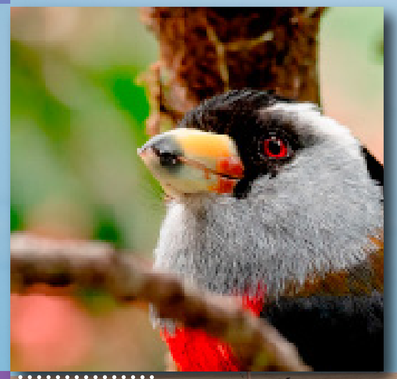
GEB-70 NOX Emissions

Tonnes of NOx Emissions	2021	2022	2023	2024
TGI	2,183.09	2,092.64	2,407.56	2,218.87
Cálidda	211.25	235.92	287.50	189.53
Contugas	61.99	30.37	29.24	35.79
Electrodunas	1,615.85	1,617.74	1,612.35	1,594.51
Overall Total	4,072.18	3,976.66	4,336.80	4,038.70

Airborne pollutants emitted	TGI	Cálidda	Contugas	Electrodunas	Business Group
NOX (Tonnes)	2,218.87	189.53	35.79	1,594.51	4,038.70
Sum CO (Tonnes)	424.39	34.49	30.87	290.14	779.88
SO2 (Tonnes)	0.67	0.06	0.01	0.48	1.22
VOC (Tonnes)	137.01	11.72	1.93	98.63	249.29
PM10 (Tonnes)	43.84	3.75	0.62	31.56	79.77
PM2.5 (Tonnes	43.84	3.75	0.62	31.56	79.77
Condensable PM	11.31	0.97	0.16	8.15	20.59

Explanatory Notes

Pollutant emissions are estimated based on emission factors versus gas consumption. Natural gas accounts for about 99% of the Business Group's energy consumption and is used exclusively in the operations of Cálidda, ElectroDunas, Contugas, and TGI.







CLIMATE CHANGE



Grupo Energía Bogotá

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Climate Change

Indicator: GEB-50 Carbon Footprint

Direct and indirect Emissions (Ton CO2EQ)		Business Group			
		2021	2022	2023	2024
Category 1	(scope 1)	355,156.77	312,430.53	452,094.91	316,160.39
Category 2	(scope 2)	2,064.80	2,013.34	36,608.07	5,074.75
Category 3	(scope 3)	16,697.81	11,768.60	17,370.22	7,132.73
Category 4	(scope 3)	N/A	N/A	N/A	2,020,141.64
Category 5	(scope 3)	N/A	N/A	N/A	14,555,671.05
Category 6	(scope 3)	N/A	N/A	N/A	N/A
Total emissions across all categories		373,919.38	326,212.47	506,075.20	16,904,180.55
Emissions offset with carbon credits		85,057.93	88,098.72	140,008.12	11,468.34
Net Emissions (ton CO_2eq)		288,861.45	238,113.75	366,065.08	16,892,712.21

▶ Notes:

Grupo Energía Bogotá continues strengthening the Greenhouse Gas (GHG) Emissions Inventory based on the ISO 14064 Standard and the GHG Protocol. New sources were included in categories 3, 4, and 5 across all subsidiaries and considering upstream and downstream emissions for 2024. For this reason, total emissions increased from 506,073 Ton CO2eq in 2023 to 16,892,712.21 Ton CO2eq in 2024. These emissions were verified through a rigorous process that included field visits and a thorough review of calculation records. The independent third party this year was the firm Icontec.

Direct and indirect Emissions (Ton CO2EQ)	GEB				Enlaza				TGI				Cálidda				Contugas				Electrodunas				Conecta			
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Scope 1 emissions	185.38	5.66	4.88	19.66	2,423.44	3,232.52	3,007.43	2,495.90	225,894.55	184,295.30	324,462.88	181,381.42	18,455.80	18,741.29	16,721.47	16,663.81	4,353.50	2,301.16	2,373.08	11,143.62	103,716.60	103,821.10	105,192.55	104,027.52	127.50	33.50	332.62	428.42
Percentage of Scope 1 emissions produced by CH4	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	55.15%	40.81%	59.94%	60.5%	23.38%	21.87%	24.99%	24.60%	5.89%	11.13%	15.09%	1.93%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Scope 2 emissions including emissions from transmission and distribution	68.34	60.95	135.01	239.12	37.98	32.96	132.69	65.29	406.08	352.33	556.89	550.58	494.40	593.52	612.05	573.23	116.80	137.20	152.84	125.10	109.60	100.29	34,669.7	2,813.75	831.60	736.09	348.94	707.68
Scope 3 emissions	42.21	181.11	138.23	565.04	79.27	556.92	702	4,320.65	12,853.43	6,847.21	11,277.28	11,287,735.96	3,348.50	3,803.51	4,631.97	4,485,338.61	2.80	3.25	0.01	604,839.74	2.90	5.17	301.70	197,272.58	368.70	371.43	319.51	2,872.84
Total emissions for Scope 1, 2, and 3	295.93	247.72	278.12	823.82	2,540.69	3,822.40	3,841.64	6,881.95	239,154.06	191,495.25	336,297.05	11,469,667.96	22,298.70	23,138.32	21,965.49	4,502,575.65	4,473.10	2,441.61	2,525.93	616,108.47	103,829.10	103,926.56	140,163.90	304,113.83	1,327.80	1,141.02	1,001.07	4,008.94
Offset emissions (carbon bonds)	295.93	247.72	278.12	824	2,541	3,822	3,842	2,562.0	80,941.00	80,709.00	132,568.00	4,763.15	1,280.00	3,320.00	3,320.00	3,319.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Net Emissions (ton CO_2eq)	0.00	0.00	0.00	0.00	0	0	0	4,320	158,213.06	110,785.25	203,729.05	11,464,904.81	21,018.70	19,818.32	18,645.49	4,499,255.66	4,473.10	2,441.61	2,525.93	616,108.47	103,829.10	103,926.56	140,163.90	304,113.83	1,327.8	1,141.0	1,001.07	4,008.94

Reduced emissions (Ton CO2eq)		
	2023	2024
GEB	0.00	0.00
Enlaza	256.00	1,234.0
TGI	5,007.00	56,366.61
Cálidda	1,006	1,942.07
Contugas	0.00	51.39
Electrodunas	271.00	399.74
Conecta	287.00	68.80
Business Group	6,827	60,062.61

Grupo Energía Bogotá

Climate Change

GEB-50 Carbon Footprint (continued)

Subsidiary	Project	Description	Reduced TonCO2	Cost (M COP)	Benefits (M COP)
TGI	Optimization of Flare Combustion	Shutting down 14 flares for them to only be used when essential to ensure the safety and operation of the ECG.	3,669.61	$ 234.0	$ 3,162.51
TGI	Repairing of Fugitive Emissions	Repairing fugitive emissions directly detected in the measurable infrastructure of TGI's surface	43,116.32	$ 208.0	$ 3,598.83
TGI	Hydraulic Optimization through Digital Twin	The aim is to create the process model and hydraulic optimization process to find efficient operating parameters for the entire system, thereby reducing emissions resulting from the consumption of fuel gas.	9,580.68	$ 678.0	$ 8,256.73
Enlaza	Modernization of the Paraíso 230kV GIS Substation	Designing, building, and the electromechanical assembly of the 230 kV GIS substation. ENEL and Enlaza GEB are involved in the modernization.	1,234.0	$ 21,578.16	N/A
Electrodunas	Ica Norte Solar Plant	Solar panels installed on the roofs of the administrative office for the consumption of the Ica headquarters.	70.60	N/A	N/A
Electrodunas	Ica Llipata Solar Plant	Ica Llipata Solar Plant	329.14	$ 215.04	N/A
Contugas	Use of a fleet of vehicles powered by Natural Gas	45% of the vehicle fleet is powered by natural gas (implemented in 2021)	1.39	$ 49.45	N/A
Contugas	Optimization of lighting fixtures in the process areas	Optimization of lighting fixtures in the process areas of the City Gates and Operations Centers: Optimizing lighting helps us improve resource use, enhance outcomes, and achieve significant savings in energy and economic resources.	50.0	N/A	N/A
Conecta	Installing solar panels in the Pacífico Substation (2019)	In 2019, solar panels were installed at the Pacificio substation. It is currently still in operation, and CO2 emissions into the atmosphere were reduced this year.	23.10	N/A	N/A
Conecta	Contracting solar panels for 4 substations	In 2024, contracting was carried out to implement energy generation through solar panels for 4 substations.	45.70	N/A	N/A
Cálidda	Operational controls in heaters	Regulating variables, such as temperature and gas pressure in heaters, improving the energy efficiency of heaters.	1,928.62	N/A	$ 36.99
Cálidda	Implementing Solar Panels	Implementing 80 Solar Panels at the CG2 station in 2024 and 100 panels at the Chilca station in 2023.	13.45	$ 139.72	$ 33.67

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Climate Change

GEB-50 Carbon Footprint (continued)

Biogenic emissions (Ton CO2eq)		2021	2022	2023	2024
GEB	Scope 1	0.63	0.41	0.34	1.11
	Scope 3	0.00	0.00	1.21	3.63
Enlaza	Scope 1	1.12	1.20	0.51	0.75
	Scope 3	0.00	0.00	34.74	51.23
TGI	Scope 1	52.57	16.77	54.65	42.11
	Scope 3	0.00	0.00	0.00	0.00
Cálidda	Scope 1	10.44	9.91	6.29	6.0
	Scope 3	0.00	0.00	1.86	1.89
Contugas	Scope 1	4.59	3.54	3.42	3.82
	Scope 3	0.00	0.00	0.00	0.00
Electrodunas	Scope 1	8.75	18.61	8.92	8.77
	Scope 3	0.00	0.00	0.00	0.00
Conecta	Scope 1	0.00	0.00	0.00	0.00
	Scope 3	0.00	0.00	0.00	14.81
Business Group	Scope 1	78.10	50.44	74.13	62.56
	Scope 3	0.00	0.00	37.81	71.56

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GEB-50 Carbon Footprint (continued)

Year 2024	GEB			Enlaza			TGI			Cálidda			Contugas			Electrodunas			Conecta		
	Scope 1	Scope 2	Scope 3	Scope 1	Scope 2	Scope 3	Scope 1	Scope 2	Scope 3	Scope 1	Scope 2	Scope 3	Scope 1	Scope 2	Scope 3	Scope 1	Scope 2	Scope 3	Scope 1	Scope 2	Scope 3
Gases included in the calculation	CO_2, HFCs	N/A	CO_2	CO_2, SF6, HFCs	N/A	CO_2	CO_2, CH_4, N_2O, HFCs	N/A	CO_2, CH4, HFCs, N2O	CO_2, CH_4, N_2O, HFCs	N/A	CO_2, N_2O, CH_4	CO_2, CH_4, N_2O	N/A	CO_2, N_2O, CH_4	CO_2, HFCs	N/A	CO_2	CO_2, SF6, HFCs	N/A	CO_2
Omissions	The current inventory did not have omissions.			Emissions generated by using lubricants are omitted because it was not possible to obtain this information for 2024. 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.			Emissions from paper consumption are omitted from the inventory, as they are not significant.			The following sources were omitted from the inventory because they are not significant: Transportation of waste Transportation of clients and visitors Leased assets Use of used services Telecommuting energy			The following sources were omitted from the inventory because they are not significant: Outsourced ground transportation of staff Contractor transportation Lubricants and Solvents PFC Sinks			Carbon capture is omitted by the project to plant 2000 Huarango trees.			Technical losses in transmission networks and emissions from land use. Energy losses are omitted from the calculation as they are not managed by the transportation companies. These are determined and reported by national operators (XAMMen Guatemala).		

► Notes

- The baseline year for calculating the carbon footprint was 2023 for all subsidiaries, except for Cálidda, for which it was 2021.
- The defined limit for calculating the carbon footprint is operational.
- The standard or methodology used was the ISO 14064 Standard.
- The calculation tool was the same for all subsidiaries: the Corporate Carbon Zero CO2 platform (Excel and virtual tool).

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Climate Change

GEB-50 Carbon Footprint (continued)

Country	Source Type	Emission Source	Unit required by the factor	Kg CO2/Unit factor required by the factor	Kg CH4/Unit factor required by the factor	Kg N2O/Unit factor required by the factor	Source
Colombia	Fixed source	Diesel	GAL	10.18	0.000027	0.000005	UPME
	Fixed source	Gasoline	GAL	8.808	0.000027	0.000005	
	Mobile sources	Diesel	GAL	10.18	0.000037	0.000037	
	Mobile sources	Gasoline	GAL	8.808	0.000293	0.000028	
	Fixed source	Natural Gas	M3	1.98	0.000036	0.000004	
	Mobile sources	Natural Gas	M3	1.98	0.00328	0.000107	
	Leaks and venting	Natural Gas	KPC		19.46702161		TGI
	Electric energy	National Interconnected System	kWh	0.217			XM Expertos
Peru	Leaks and venting	Natural Gas	M3	0.00289926	0.70682472		Cálidda
	Fixed source	Diesel	GAL	10.5222	0.000426	0.0000852	IPCC
	Fixed source	Gasoline	GAL	8.316	0.00036	0.000072	
	Fixed source	Natural Gas	M3	2.0196	0.000036	0.0000036	
	Fixed source	LPG	KG	0.01187366	0.000000188	0.000000019	
	Mobile sources	Diesel	GAL	10.0035	0.0005265	0.0005265	
	Mobile sources	Gasoline	GAL	8.7318	0.004158	0.0004032	
	Mobile sources	Natural Gas	M3	2.0196	0.003312	0.000108	
	Mobile sources	LPG	KG	0.01130824	0.000011111	0	
	Electric energy	National Interconnected System	kWh	0.213	MINAM PERU		
Guatemala	Fixed source	Diesel	GAL	10.14	0.0004103	0.00008207	
	Fixed source	Gasoline	GAL	8.81	0.0003811	0.00007624	
	Fixed source	Natural Gas	M3	2	0.00003565	0.00003565	
	Fixed source	LPG	KG	6.07	0.000096254	0.00000963	
	Mobile sources	Diesel	GAL	10.14	0.0004103	0.00008207	
	Mobile sources	Gasoline	GAL	8.81	0.0003811	0.00007624	
	Mobile sources	Natural Gas	M3	2	0.00003565	0.00003565	
	Mobile sources	LPG	GAL	6.07	0.000096254	0.00000963	
	Consumption	Lubricants	GAL	1.56			
	Consumption	Acetylene	KG	3.38			
	Consumption	Lubricating Grease	KG	0.15			
	Electric energy	National Interconnected System	kWh	0.267	N/A	N/A	

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Climate Change

GEB-50 Carbon Footprint (continued)

Gas	GWP:	Source
CO2	1.00	AR6
Fossil CH4	29.80	AR6
Biogenic CH4	27.00	AR6
N2O	273.00	AR6
CO2	1.00	AR6
HCFC 123	90.40	AR6

GRI 305-4 - Emission Intensity

		Emission Intensity		
		2022	2023	2024
Enlaza	Total CO_2eq emissions / # substations	369.40	229.78	45.74
	Total CO_2eq emissions / Income	N/A	N/A	0.0045
TGI	Total CO_2eq emissions / Income	N/A	N/A	0.0004
	Total CO_2eq emissions / MMBTU of transported gas	0.98	1.68	0.97
Cálidda	Total CO_2eq emissions / # users or connections	0.02	0.01	0.01
	Total CO_2eq emissions / Income	N/A	N/A	0.02
	Total CO_2eq emissions / MMBTU of gas supplied	0.00	0.00	0.0001
Contugas	Total CO_2eq emissions / # users or connections	N/A	N/A	0.80
	Total CO_2eq emissions / Income	N/A	N/A	0.20
	Total CO_2eq emissions / MMBTU of gas supplied	0.00027	0.00000	0.00
Electrodunas	Total CO_2eq emissions / Income	N/A	N/A	0.70
	Total CO_2eq emissions / MWh of electricity supplied to customers	0.125	0.150	0.11
Conecta	Total CO_2eq emissions / Income	N/A	N/A	0.00
	Total CO_2eq emissions / # substations	52.99	57.61	42.08
Business Group	Total CO_2eq emissions / Income	N/A	N/A	0.0006

► Explanatory Notes:

Before 2024, emission intensity was calculated including scope 3, which is why trends changed significantly for some subsidiaries in 2024.

Climate Change

GEB-52 Main Sources of Scope 3 Emissions

Scope 3 Categories	GEB	Enlaza	TGI	Cálidda
	Metric tons of CO2eq	Metric tons of CO2eq	Metric tons of CO2eq	Metric tons of CO2eq
1. Purchased goods and services	216.74	3,320.53	1,238,927.19	505,655.71
2. Goods and Services.				654.01
3. Activities related to Fuels and Energy (Not included in Scope 1 or 2).	49.44	689.99	0.00	58.75
4. Upstream transportation and distribution.	0.00	0.00	3,576.74	1,694.07
5. Waste generated in operations	0.57	0.29	11.42	30.70
6. Business travel	298.29	309.82	162.90	228.92
7. Employee displacement				132.88
8. Upstream leased assets				
9. Downstream transportation and distribution				13.05
10. Processing of sold products				
11. Usage of sold products			10,045,057.64	3,976,870.53
12. End-of-life treatment of sold products				
13. Downstream leased assets				
14. Franchises				
15. Investments				
Other Upstream				
Other Downstream				
Total Scope 3	565.04	4,320.63	11,287,735.95	4,485,338.62

Scope 3 Categories	Contugas	Electrodunas	Conecta	Business Group		
	Metric tons of CO2eq	Metric tons of CO2eq	Metric tons of CO2eq	Source relevance	Metric tons of CO2eq	Emissions percentage calculated from data provided by value chain suppliers or partners
1. Purchased goods and services	71,096.0	196,268.71	2,213.51	12.17%	2,017,698.39	0.00%
2. Goods and Services.				0.00%	654.01	0.00%
3. Activities related to Fuels and Energy (Not included in Scope 1 or 2).	0.00	0.00	197.25	0.01%	995.43	100.0%
4. Upstream transportation and distribution.	0.00	1,010.85	416.82	0.04%	6,698.48	0.00%
5. Waste generated in operations	0.02	0.60	0.35	0.00%	44.01	100.0%
6. Business travel	0.86	0.00	44.92	0.01%	1,045.71	100.0%
7. Employee displacement				0.00%	132.88	0.00%
8. Upstream leased assets				0.00%		
9. Downstream transportation and distribution				0.00%	13.05	100.0%
10. Processing of sold products				0.00%		
11. Usage of sold products	533,742.88			87.77%	14,555,671.05	100.0%
12. End-of-life treatment of sold products				0.00%		
13. Downstream leased assets				0.00%		
14. Franchises				0.00%		
15. Investments				0.00%		
Other Upstream				0.00%		
Other Downstream				0.00%		
Total Scope 3	604,839.76	197,280.16	2,872.84		16,582,953.0	

Grupo Energía Bogotá

Climate Change

GEB-53 Global Emission Reduction Goals

Are there GHG emission reduction goals that are part of a public zero-net emissions commitment?	GEB - Enlaza - TGI			Cálidda - Contugas - Electrodunas		
Target timeframe	2022	2023	2024	2022	2023	2024
Baseline year for reduction	2019	2019	2023	2021	2021	2021
Scope 1 and 2 Targets by 2030	50%	50%	51%	30%	30%	30%
Scope 3 Targets by 2030	50%	N/A	N/A	30%	N/A	N/A

Are there GHG emission reduction goals that are part of a public zero-net emissions commitment?	Conecta			Business Group		
Target timeframe	2022	2023	2024	2022	2023	2024
Baseline year for reduction	2019	2019	2023	2019	2019	2023
Scope 1 and 2 Targets by 2030	11%	11%	11%	40%	40%	40%
Scope 3 Targets by 2030	11%	N/A	N/A	40%	N/A	N/A

► Explanatory Note:

Given that most of GEB's revenues are from the transportation and distribution of natural gas, an established methodology is not yet available under the Science Based Targets initiative (SBTi) to establish and assess climate targets. However, the baseline years for the subsidiaries Enlaza, TGI, ElectroDunas, Conecta, and Contugas were changed to 2023, since all of them have verified their carbon inventory for this year.

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Climate Change

GEB-53 Global Emission Reduction Goals (continued)

Direct and indirect emissions (Ton CO2eq) - GOALS				
GEB	**2022**	**2023**	**2024**	**2025**
TARGET - Emissions reduction for scope 1	Net emissions reduction of 5.67% in all scopes compared to 2019	Carbon Neutrality for the three scopes.	N/A	BAU
TARGET - Emissions reduction for scope 2				
TARGET - Emissions reduction for scope 3			N/A	N/A
TARGET - Total emissions reductions for scopes 1, 2 and 3	3,936	247		
Enlaza	2022	2023	2024	2025
TARGET - Emissions reduction for scope 1	N/A	Carbon Neutrality for the three scopes.	1% reduction compared to BAU	13.06% reduction compared to BAU
TARGET - Emissions reduction for scope 2				
TARGET - Emissions reduction for scope 3			N/A	N/A
TARGET - Total emissions reductions for scopes 1, 2 and 3	N/A	3,842		
TGI	2022	2023	2024	2025
TARGET - Emissions reduction for scope 1	Net emissions reduction of 5.67% in all scopes compared to 2021	7% reduction in operational emissions (Scope 1 and 2) compared to the baseline year of 2021	18% reduction compared to BAU	30% reduction compared to BAU
TARGET - Emissions reduction for scope 2				
TARGET - Emissions reduction for scope 3			N/A	N/A
TARGET - Total emissions reductions for scopes 1, 2 and 3	149,209	113,768		

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GEB-53 Global Emission Reduction Goals (continued)

Direct and indirect emissions (Ton CO2eq) - GOALS				
Cálidda	**2022**	**2023**	**2024**	**2025**
TARGET - Emissions reduction for scope 1	Net emissions reduction of 3.3% in all scopes compared to 2021	Reduction of GHG emissions by 6.7% relative to 2019, covering scopes 1 and 2.	19% reduction compared to BAU	11.7% reduction compared to BAU
TARGET - Emissions reduction for scope 2				
TARGET - Emissions reduction for scope 3			N/A	N/A
TARGET - Total emissions reductions for scopes 1, 2 and 3	736	1,472		
Contugas	**2022**	**2023**	**2024**	**2025**
TARGET - Emissions reduction for scope 1	Net emissions reduction of 3.3% in all scopes compared to 2019	N/A	BAU	BAU
TARGET - Emissions reduction for scope 2				
TARGET - Emissions reduction for scope 3			N/A	N/A
TARGET - Total emissions reductions for scopes 1, 2 and 3	70	N/A		
ElectroDunas	**2022**	**2023**	**2024**	**2025**
TARGET - Emissions reduction for scope 1	Net emissions reduction of 3.3% in all scopes compared to 2021	N/A	BAU	BAU
TARGET - Emissions reduction for scope 2				
TARGET - Emissions reduction for scope 3			N/A	N/A
TARGET - Total emissions reductions for scopes 1, 2 and 3	100,402	N/A		
Conecta	**2022**	**2023**	**2024**	**2025**
TARGET - Emissions reduction for scope 1	Net emissions reduction of 1.25% in all scopes compared to 2019	Net emissions reduction of 2% in all scopes compared to 2019	1.8% reduction compared to BAU	3.8% reduction compared to BAU
TARGET - Emissions reduction for scope 2				
TARGET - Emissions reduction for scope 3			N/A	N/A
TARGET - Total emissions reductions for scopes 1, 2 and 3	19	31		
Business Group	**2022**	**2023**	**2024**	**2025**
TARGET - Emissions reduction for scope 1	Reduction in emissions indicator Corporate Emissions Indicator (ICME) by 5.87%; for further information, please visit the Climate Change Management Report 2023. There is no target for reducing scope 3 emissions		11% reduction compared to BAU	17% reduction compared to BAU
TARGET - Emissions reduction for scope 2				
TARGET - Emissions reduction for scope 3				

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Climate Change

GEB-54 Adaptation to Physical Risks

	Climate Change Physical Risk Adaptation Plan	Is it publicly available?	Implementation timing of the measures (short, medium, or long term)	Percentage of revenues covered	Percentage of new operations covered
TGI	Up until December, 8 climate change adaptation plans had been developed out of a total of 18.	No	Yes	N/A	100%
Enlaza	Up until December, 3 plans had been developed, out of a total of 32, covering the entire infrastructure.	No	Yes	N/A	100%



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Climate Change

Grupo Energía Bogotá's main advances in 2024 are presented according to the recommendations of the TCFD framework:

Recommendation: Disclose the organization's governance of climate change-related risks and opportunities.	
Description	**2021 TCFD Report**
b) Describe the role of management in assessing and managing climate-related risks and opportunities.	2.2. Roles in assessing and managing climate-related risks and opportunities
Progress in 2024	
2.1. The controlled companies included the risk of climate change in their strategic risk matrix. 2.2. Including climate risk in the matrices ensures that each Business Group (GEB) subsidiary has the necessary processes, controls, and an adequate organizational structure to comprehensively monitor risks and action plans to manage impacts and seize climate-related opportunities. The progress made in risk management and the implemented measures are supervised by Senior Management and the Boards of Directors of the subsidiaries.	

Recommendation: Disclose the current and potential impact of climate-related risks and opportunities on the organization's business, strategy and financial planning where such information is material.	
Description	**2021 TCFD Report**
b) Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning.	3.2. Analysis of the risks and opportunities related to climate change for GEB. 4. Risk management.
c) Describe the resilience of the organization's strategy, taking into account the different weather-related scenarios, such as a scenario with 2 ºC or less	3.4. Resilience
Progress in 2024	
3.4 Beginning the design of plans to adapt the energy transmission and gas transportation infrastructure in Colombia to physical climate risks related to climate change. In the case of Enlaza, 3 plans out of a total of 32 have been developed, which cover its entire infrastructure. When it comes to TGI, 8 plans out of a total of 18 have been developed, making progress in protecting its infrastructure against extreme weather conditions.	

Recommendation: Disclose how the organization assesses and manages weather-related risks.	
Description	2021 TCFD Report
a) Describe the organization's processes for identifying and assessing weather-related risks. b) Describe the organization's processes for managing weather-related risks.	4.1. Process for identifying and assessing risks.
C) Describe how the processes for identifying, assessing and managing weather-related risks are integrated into the Organization's overall risk management.	4.2. Integrate climate risks in risk management.
Progress in 2024	
4.1 The climate risks and opportunities of Electrodunas, Conecta, and Contugas, controlled subsidiaries of GEB, were identified and assessed.	

Recommendation: Disclose the metrics and targets used to assess and manage the risks and opportunities related to climate.	
Description	**2021 TCFD Report**
a) Disclose the metrics used by the organization to assess weather-related risks and opportunities in accordance with its strategy and risk management process. b) Disclose Scope 1, Scope 2 and, if applicable, Scope 3 greenhouse gas (GHG) emissions and their related risks.	5.2. Metrics to assess climate-related risks and opportunities.
c) Describe the targets used by the organization to manage weather-related risks and opportunities and performance against targets.	5.1. Targets related to climate change.
Progress in 2024	
5.1 All GEB subsidiaries verified their GHG emissions inventory under the ISO 14064 standard. GEB, as a whole, reduced its operational greenhouse gas emissions by 20% compared to the BAU (Business as Usual). Electrodunas, Contugas, and Conecta included the risk of climate change in their strategic risk matrices.	

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Climate Change

Main Climate-related Risks and Opportunities for the Group:
Table. Climate risks analyzed for the subsidiaries of Grupo Energía Bogotá.

Transition risks		Impact	Risk management measures
Political and legal	Policies or laws that increase the price of carbon credits, enhance reporting requirements on mitigation and adaptation actions, or demand rapid adoption of technologies.	Loss of business profitability and competitiveness.	• Management of follow-up, analysis, and proposal management to promote GEB's initiatives related to climate change and its impact on business. • Reduction paths to mitigate emissions with cost-efficiency criteria. • Portfolio of measures to adapt infrastructure to extreme climate events.
	Policies or laws that require the adjustment of the infrastructure for adapting to climate change.	Loss of business profitability and competitiveness against other energy sources.	
	Legal claims related to the non-compliance with policies and regulations concerning climate change and the inaction or insufficient action in facing the challenges of climate change.	• Operation impacts as a carrier. • Financial Impact: • Loss of credibility from stakeholders.	
Technological risks	Technological advancements or innovations that hasten the transition to a more energy-efficient and lower-carbon economy, such as renewable energies, battery storage, energy efficiency, carbon capture and storage, biogas, or hydrogen.	• Lag in technology and loss of competitiveness. • Need for new investments to adapt industrial processes and distribution networks.	• Identification of new technologies and processes focused on updating operation systems: Installation of units, equipment, ensuring energy efficiency and emissions reduction. • Innovation processes focused on the mitigation and adaptation of the infrastructure.
Market risks	Increase in prices of high-carbon-footprint raw materials (e.g., cement, steel, copper) for infrastructure construction.	Loss of profitability and competitiveness.	• Long-term supply agreements for its projects, in which the supplier assumes cost variability, advanced payments, and recruitment strategies. • Monthly analysis of the competitiveness of Natural Gas (NG) vs. substitute fuels by tariff category, in order to determine the percentage of savings or expenses of NG compared to the substitutes. • Policies for transferring risks (all risks for material damages, loss of earnings).
	Reduction in the demand for natural gas, due to the acceleration of the energy transition.	• Loss of market and income. • Obsolescence of the infrastructure.	
	Changes in customer consumption habits.	• Loss of active customers. • Loss of potential customers. • Loss of profitability in businesses and decrease in consumption volume and revenue.	
	Changes in insurance contract policies and conditions due to increased climate risks.	Loss of profitability and competitiveness.	
Reputational risks	Lack of awareness of stakeholder expectations regarding climate change mitigation and adaptation measures.	Loss of trust with stakeholders (investments, communities, shareholders, etc.) and new social barriers to expansion.	• A relationship strategy that allows to understand and manage the expectations and needs of stakeholders.

Table. Physical risks analyzed for the subsidiaries of Grupo Energía Bogotá.

Physical risks		Impact	Risk management measures
Acute risks	Extreme weather events, including increased intensity of weather events (hurricanes, overflows, storms, landslides, heat waves, droughts, floods, etc.)	Damage or destruction of gas transport infrastructure	• Policies for transferring risks (all risks for material damages, loss of earnings). • Portfolio of measures to adapt infrastructure to extreme climate events. • Maintenance plans focused on works for protection and stabilization of slopes for assets in operation. • Detailed environmental studies from the design phase, incorporating primary data from the territory
Chronic risks	Long-term shifts in weather patterns that degrade gas transmission infrastructure and necessitate its adaptation to conditions of climate uncertainty and volatility.	• Higher construction and operating costs, and loss of profitability. • Increased maintenance and replacement costs for gas transport and electricity transmission infrastructure, and profitability loss • Greater uncertainty in the electricity transmission service planning process, higher operating costs and loss of profitability.	

The analysis of transition and physical risks allowed for the identification of priority risks due to their potential impact and occurrence probability. Political and legal risks were prioritized for both electricity transmission and gas transportation businesses, especially the emergence of policies or laws requiring infrastructure adaptation to climate change.

Climate Change

Table. Climate opportunities analyzed for the subsidiaries of Grupo Energía Bogotá.

Opportunity		Benefit	Subsidiary
Efficient Use of Resources	Promote the use of LED lighting in facilities and urban areas to decrease energy consumption.	Reputational enhancement, carbon footprint reduction and cost reduction.	ElectroDunas:
	Implement sensors and monitoring systems to regulate energy flow in real-time and detect failures more rapidly.	Reduction of operating costs, enhanced reliability, regulatory compliance, and reputation.	ElectroDunas:
	Upgrade and digitalize infrastructure to minimize energy losses and optimize distribution.	Cost reduction, enhanced reliability, regulatory compliance, improved reputation.	ElectroDunas:
	Policies and regulations promoting energy efficiency in energy generation, transportation, distribution, and final consumption	Increased revenue from the development of more efficient and loss control projects, and reduced carbon footprint.	Enlaza.
Power Source	Development of the alternative energy market such as hydrogen and biogas	Increase in profitability and new business opportunities	TGI, Cálidda and Contugas.
Market	Increased demand for gas as a transition fuel	Increased revenue and new business opportunities	TGI, Cálidda and Contugas.
	Restrictions on the use of mineral coal and liquid fuels in the industry for electricity generation.	Increased revenue and new business opportunities	Contugas.
Products and Services	Increase in the supply and demand of renewable energy that must be transported	Improved financial performance.	Enlaza and Conecta.
	Implementation of best practices in technology that enhance efficiency and risk control in the transmission service provision.	Increase in profitability; new business opportunities; reduction in transmission losses and carbon credit expenditures	Conecta.
Resilience	Transformation of the gas transportation business by leveraging technological, regulatory, cultural, and market opportunities, etc., to ensure its long-term adaptability and competitiveness in a changing climate.	Long-term business continuity and competitiveness.	TGI.

The financial impact of climate risks and opportunities was also estimated, following the methodology described below:

Financial impact scales were established, taking into account the risk appetite of each business.

- Questionnaires were designed and sent to the organization's interdisciplinary teams.
- Risks and opportunities were prioritized according to their financial impact and probability of occurrence.
- A weighted average of the values provided was calculated
- Table. Financial impact of transition risks on GEB subsidiaries. Table. Financial impact of the opportunities of the Grupo Energía Bogotá subsidiaries.

Grupo Energía Bogotá

Climate Change

Table. Financial impact of transition risks on GEB subsidiaries.

Transition risks		Subsidiary	Financial Impact in Millions USD:	Financial impact level	Time horizon
Political and legal	Policies or laws that increase the price of carbon credits, enhance reporting requirements on mitigation and adaptation actions, or demand rapid adoption of technologies.	ElectroDunas	2.39	High - Between USD 2.1 million and USD 2.68 million	2040
		TGI	4.88	High - Between USD 3.75 million and USD 5.82 million	2030
		Enlaza	3.96	Medium - Between USD 2.79 million and USD 4.66 million	2030
	Policies or laws that require the adjustment of the infrastructure for adapting to climate change.	ElectroDunas	2.39	High - Between USD 2.10 million and USD 2.68 million	2040
		TGI	5.00	High - Between USD 3.75 million and USD 5.82 million	2040
		Conecta	1.85	Very High - Between USD 1.72 million and USD 1.97 million	2040
		Contugas	0.45	Very High - Between USD 0.35 million and USD 0.55 million	2040
	Legal claims related to the non-compliance with policies and regulations concerning climate change and the inaction or insufficient action in facing the challenges of climate change.	ElectroDunas	1.87	Medium - Between USD 1.64 million and USD 2.10 million	2040
		Conecta	1.85	Very High - Between USD 1.72 million and USD 1.97 million	2040
Technological risks	Technological advancements or innovations that hasten the transition to a more energy-efficient and lower-carbon economy, such as renewable energies, battery storage, energy efficiency, carbon capture and storage, biogas, or hydrogen.	Conecta	1.85	Very High - Between USD 1.72 million and USD 1.97 million	2040
		Contugas	0.45	Very High - Between USD 0.35 million and USD 0.55 million	2050
Market risks	Increase in the cost of high-carbon-footprint raw materials (e.g., cement, steel, copper) for infrastructure construction.	Enlaza	3.96	Medium - Between USD 2.79 million and USD 4.66 million	2030
		Conecta	1.85	Very High - Between USD 1.72 million and USD 1.97 million	2040
	Reduction in the demand for natural gas, due to the acceleration of the energy transition.	Contugas	0.45	Very High - Between USD 0.35 million and USD 0.55 million	2050
	Changes in insurance contract policies and conditions due to increased climate risks.	Contugas	0.45	Very High - Between USD 0.35 million and USD 0.55 million	2040
Reputational risks	Lack of awareness of stakeholder expectations regarding climate change mitigation and adaptation measures.	Conecta	1.85	Very High - Between USD 1.72 million and USD 1.97 million	2030

Table. Financial impact of physical risks.

Physical risks		Subsidiary	Financial Impact in Millions USD:	Financial impact level	Time horizon
Acute risks	Extreme weather events, including increased intensity of weather events (hurricanes, overflows, storms, landslides, heat waves, droughts, floods, etc.)	TGI	6.54	Very High - Between USD 5.82 million and USD 9.04 million	2040
		Contugas	0.45	Very High - Between USD 0.35 million and USD 0.55 million	2040
Chronic risks	Long-term shifts in weather patterns that degrade gas transmission infrastructure and necessitate its adaptation to conditions of climate uncertainty and volatility.	TGI	5.65	High - Between USD 3.75 million and USD 5.82 million	2050
		Enlaza	4.66	High - Between USD 4.66 million and USD 7.78 million	2050

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Table. Financial impact of the opportunities of the Grupo Energía Bogotá subsidiaries.

Opportunity		Subsidiary	Financial Impact in Millions USD:	Financial impact level	Time horizon
Efficient Use of Resources	Promote the use of LED lighting in facilities and urban areas to decrease energy consumption.	ElectroDunas	2.33	High - Between USD 2.10 million and USD 2.68 million	2030
	Implement sensors and monitoring systems to regulate energy flow in real-time and detect failures more rapidly.	ElectroDunas	2.33	High - Between USD 2.10 million and USD 2.68 million	2030
	Upgrade and digitalize infrastructure to minimize energy losses and optimize distribution.	ElectroDunas	2.33	High - Between USD 2.10 million and USD 2.68 million	2030
	Policies and regulations that promote energy efficiency in the generation, transportation, distribution and final consumption of energy	Enlaza	4.43	Medium - Between USD 2.79 million and USD 4.66 million	2030
Power Source	Development of the alternative energy market such as hydrogen and biogas	TGI	5.71	High - Between USD 3.75 million and USD 5.82 million	2040
		Contugas	0.45	Very High - Between USD 0.35 million and USD 0.55 million	2050
Market	Increased demand for gas as a transition fuel	TGI	5.07	High - Between USD 3.75 million and USD 5.82 million	2030
		Contugas	0.45	Very High - Between USD 0.35 million and USD 0.55 million	2030
	Restrictions on the use of mineral coal and liquid fuels in the industry for electricity generation.	Contugas	0.45	Very High - Between USD 0.35 million and USD 0.55 million	2030
Products and Services	Increase in the supply and demand of renewable energy that must be transported	Enlaza	5.44	High - Between USD 4.66 million and USD 7.78 million	2030
		Conecta	1.61	High - Between USD 1.50 million and USD 1.72 million	2040
	Implementation of best practices in technology that enhance efficiency and risk control in the transmission service provision.	Conecta	1.83	Very High - Between USD 1.72 million and USD 1.97 million	2050
Resilience	Transformation of the gas transportation business by leveraging technological, regulatory, cultural, and market opportunities, etc., to ensure its long-term adaptability and competitiveness in a changing climate.	TGI	4.89	High - Between USD 3.75 million and USD 5.82 million	2040


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Supply chain

GEB-32 Proportion of Local Contractors and Value of Expenditure on Contractors

	GEB				Enlaza				TGI				Cálidda				Contugas				Electrodunas				Cantalloc				Conecta				Business Group			
Local contractors	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Total contractors	N/A	N/A	221	200	N/A	N/A	153	127	N/A	N/A	234	219	N/A	N/A	492	498	N/A	N/A	199	170	N/A	N/A	33	287	N/A	N/A	97	257	N/A	N/A	N/A	135	N/A	N/A	1429	1893
Local contractors	N/A	N/A	194	177	N/A	N/A	134	115	N/A	N/A	225	212	N/A	N/A	442	486	N/A	N/A	191	159	N/A	N/A	32	284	N/A	N/A	N/A	257	N/A	N/A	N/A	126	N/A	N/A	1218	1816
Percentage of local contractors	89.27%	88.97%	88.12%	88.50%	N/A	N/A	88.12%	90.55%	95.12%	95.90%	96.58%	96.80%	91.08%	95.00%	90.00%	97.59%	94.90%	97.67%	96.48%	93.53%	99.32%	99.64%	99.35%	98.95%	N/A	N/A	N/A	100.00%	94.59%	93.33%	88.66%	93.33%	N/A	N/A	85.23%	95.93%

	GEB				Enlaza				TGI				Cálidda				Contugas				Electrodunas				Cantalloc				Conecta				Business Group			
Sourcing budget (M COP)	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Currency				M COP				M COP	COP	COP	COP	M COP				M COP				M COP				M COP				M COP				M COP				M COP
Total sourcing budget (M COP)	N/A	N/A	N/A	$ 459,683.33	N/A	N/A	59.67	$ 1,331,342.02	N/A	N/A	N/A	$ 432,101.33	N/A	N/A	N/A	$ 539,384.47	N/A	N/A	N/A	$ 85,039.31	N/A	N/A	N/A	$ 179,221.97	N/A	N/A	N/A	$ 57,007.61	N/A	N/A	N/A	$ 72,957.22	N/A	N/A	N/A	$ 3,156,737.27
Sourcing budget for significant operations areas allocated to local Contractors of the operation	N/A	N/A	N/A	$ 419,093.29	N/A	N/A	47.11	$ 1,222,661.04	N/A	N/A	N/A	$ 425,130.66	N/A	N/A	N/A	$ 490,537.08	N/A	N/A	N/A	$ 35,703.08	N/A	N/A	N/A	$ 177,348.56	N/A	N/A	N/A	$ 57,007.61	N/A	N/A	N/A	$ 60,590.19	N/A	N/A	N/A	$ 2,888,071.53
Percentage of the sourcing budget for significant operations areas* allocated to local Contractors of the operation	89.27%	78.53%	78.95%	91.17%	N/A	N/A	78.95%	91.84%	95.00%	79.00%	99.34%	98.39%	94.85%	92.06%	98.21%	90.94%	96.09%	99.00%	0.51%	41.98%	N/A	N/A	83.67%	98.95%	N/A	N/A	N/A	100.00%	N/A	N/A	N/A	83.05%	N/A	N/A	73.27%	91.49%

Grupo Energía Bogotá

Supply chain

GEB-32 Proportion of Local Contractors and Value of Expenditure on Contractors (continued)

	GEB				Enlaza				TGI				Cálidda			
Contractor Expenses (M COP)	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Currency	N/A	N/A	N/A	M COP	N/A	N/A	N/A	M COP	N/A	N/A	N/A	M COP	N/A	N/A	N/A	M COP
Total expenses on Sourcing	N/A	N/A	N/A	$ 138,705.30	N/A	N/A	N/A	$ 859,205.53	N/A	N/A	N/A	$ 432,101.33	N/A	N/A	N/A	$ 539,384.47
Total expenses on contractors in Local contractors	79.96	102.44	$ 194,240.00	$ 133,875.47	N/A	N/A	194.24	$ 778,861.73	50.28	34.36	59.67	$ 425,130.66	N/A	N/A	N/A	$ 490,537.08
Percentage of spending on local Contractors	N/A	N/A	91.55%	96.52%	N/A	N/A	N/A	90.65%	94.75%	79.26%	99.35%	98.39%	N/A	N/A	96.89%	90.94%

	Contugas				Electrodunas				Cantalloc				Conecta				Business Group			
Contractor Expenses (M COP)	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Currency	COP	N/A	N/A	M COP	N/A	N/A	N/A	M COP	N/A	N/A	N/A	M COP	N/A	N/A	N/A	M COP	N/A	N/A	N/A	M COP
Total expenses on Sourcing	N/A	N/A	N/A	$ 36,280.73	N/A	N/A	N/A	$ 55,305.38	N/A	N/A	N/A	$ 38,682.47	N/A	N/A	N/A	$ 60,671.31	N/A	N/A	N/A	$ 2,160,336.51
Total expenses on contractors in Local contractors	46.68	44.8	55.71	$ 34,631.60	18.56	26.51	N/A	$ 54,875.69	N/A	N/A	N/A	$ 2,865.70	N/A	N/A	N/A	$ 48,327.73	N/A	N/A	N/A	$ 1,969,105.66
Percentage of spending on local Contractors	N/A	N/A	96.10%	95.45%	N/A	N/A	99.76%	99.22%	N/A	N/A	N/A	7.41%	94.59%	93.33%	91.14%	79.65%	94.67%	86.30%	95.80%	91.15%

Grupo Energía Bogotá

Supply chain

407-1 Operations and contractors where the right to freedom of association and collective bargaining might be at risk

	GEB			Enlaza			TGI		
	No. of contractors	Measures taken on contractors with significant risks	Adopted measures that contribute to the right to exercise freedom of association and collective bargaining	No. of contractors	Measures taken on contractors with significant risks	Adopted measures that contribute to the right to exercise freedom of association and collective bargaining	No. of contractors	Measures taken on contractors with significant risks	Adopted measures that contribute to the right to exercise freedom of association and collective bargaining
Contractors identified in which workers' rights to exercise freedom of association or collective bargaining may be infringed or at significant risk	0	Identification of operations or suppliers that impact this aspect has not been performed	Contracts with suppliers include obligations regarding respect, protection, and promotion of human rights; non-compliance is considered by GEB as a human rights violation, with established contractual consequences. "No practices that violate the right to life, personal integrity, personal freedom, freedom of expression, or that restrict the freedom of union association and/or collective bargaining of its workers are permitted." "No practices that violate the right to life, personal integrity, personal freedom, freedom of worship, freedom of expression, the right to property, or that restrict the freedom of community association and collective bargaining are permitted."	0	Identification of operations or suppliers that impact this aspect has not been performed	Contracts with suppliers include obligations regarding respect, protection, and promotion of human rights; non-compliance is considered by GEB as a human rights violation, with established contractual consequences. "No practices that violate the right to life, personal integrity, personal freedom, freedom of expression, or that restrict the freedom of union association and/or collective bargaining of its workers are permitted." "No practices that violate the right to life, personal integrity, personal freedom, freedom of worship, freedom of expression, the right to property, or that restrict the freedom of community association and collective bargaining are permitted."	0	No suppliers have been identified in which workers' rights to exercise freedom of association or collective bargaining may be infringed or at significant risk	No suppliers have been identified in which workers' rights to exercise freedom of association or collective bargaining may be infringed or at significant risk

	Cálidda			Contugas			Electrodunas			Cantalloc			Conecta		
	No. of contractors	Measures taken on contractors with significant risks	Adopted measures that contribute to the right to exercise freedom of association and collective bargaining	No. of contractors	Measures taken on contractors with significant risks	Adopted measures that contribute to the right to exercise freedom of association and collective bargaining	No. of contractors	Measures taken on contractors with significant risks	Adopted measures that contribute to the right to exercise freedom of association and collective bargaining	No. of contractors	Measures taken on contractors with significant risks	Adopted measures that contribute to the right to exercise freedom of association and collective bargaining	No. of contractors	Measures taken on contractors with significant risks	Adopted measures that contribute to the right to exercise freedom of association and collective bargaining
Contractors identified in which workers' rights to exercise freedom of association or collective bargaining may be infringed or at significant risk	0	Not applicable	Not applicable	14	Strengthening contract supervision by verifying fieldwork and/or overseeing compliance with the Contract clauses.	Contractor participation in Sustainable Management talks.	0	Not applicable	Not applicable	0	Not applicable	Not applicable	0	Not applicable	Not applicable

Grupo Energía Bogotá

Supply chain

408-1 Operations and contractors at significant risk for incidents of child labor

	GEB			Enlaza			TGI		
	No. of contractors	Measures taken on contractors with significant risks	Measures adopted contributing to the abolition of child labor	No. of contractors	Measures taken on contractors with significant risks	Measures adopted contributing to the abolition of child labor	No. of contractors	Measures taken on contractors with significant risks	Measures adopted contributing to the abolition of child labor
Contractors identified with a significant risk of presenting cases of: i. child labor; ii. young workers exposed to hazardous work.	0	Identification of operations or suppliers that impact this aspect has not been performed	Contracts with suppliers include obligations regarding respect, protection, and promotion of human rights; non-compliance is considered by GEB as a human rights violation, with established contractual consequences. "Refrain from engaging in practices of child labor, forced labor, human trafficking, sexual exploitation, debt bondage, or any other form of modern slavery."	0	Identification of operations or suppliers that impact this aspect has not been performed	Contracts with suppliers include obligations regarding respect, protection, and promotion of human rights; non-compliance is considered by GEB as a human rights violation, with established contractual consequences. "Refrain from engaging in practices of child labor, forced labor, human trafficking, sexual exploitation, debt bondage, or any other form of modern slavery."	0	No suppliers with a significant risk of presenting cases of: i. child labor; ii. young workers exposed to hazardous work have been identified.	No suppliers with a significant risk of presenting cases of: i. child labor; ii. young workers exposed to hazardous work have been identified.

	Cálidda			Contugas			Electrodunas		
	No. of contractors	Measures taken on contractors with significant risks	Measures adopted contributing to the abolition of child labor	No. of contractors	Measures taken on contractors with significant risks	Measures adopted contributing to the abolition of child labor	No. of contractors	Measures taken on contractors with significant risks	Measures adopted contributing to the abolition of child labor
Contractors identified with a significant risk of presenting cases of: i. child labor; ii. young workers exposed to hazardous work.	0	Not applicable	Not applicable	3	Strengthening contract supervision by verifying fieldwork and/or overseeing compliance with the Contract clauses.	The general terms and conditions for contracting include clause "19. MANAGEMENT OF RESPECT AND PROMOTION OF HUMAN RIGHTS" in section 1, which indicates that the supplier must: 1. Refrain from engaging in practices of child labor, forced labor, human trafficking, sexual exploitation, debt bondage, or any other form of modern slavery, as defined by the International Labour Organization (hereinafter, "ILO").	0	Not applicable	Not applicable

	Cantalloc			Conecta		
	No. of contractors	Measures taken on contractors with significant risks	Measures adopted contributing to the abolition of child labor	No. of contractors	Measures taken on contractors with significant risks	Measures adopted contributing to the abolition of child labor
Contractors identified with a significant risk of presenting cases of: i. child labor; ii. young workers exposed to hazardous work.	0	Not applicable	Not applicable	0	Not applicable	Not applicable

Grupo Energía Bogotá

Supply chain

409-1 Operations and contractors at significant risk for incidents of forced or compulsory labor

	GEB			Enlaza			TGI		
	No. of contractors	Measures taken on contractors with significant risks	Measures adopted contributing to the abolition of all forms of forced or compulsory labor.	No. of contractors	Measures taken on contractors with significant risks	Measures adopted contributing to the abolition of all forms of forced or compulsory labor.	No. of contractors	Measures taken on contractors with significant risks	Measures adopted contributing to the abolition of all forms of forced or compulsory labor.
Contractors identified with a significant risk of cases of forced or compulsory labor	0	Identification of operations or suppliers that impact this aspect has not been performed	Contracts with suppliers include obligations regarding respect, protection, and promotion of human rights; non-compliance is considered by GEB as a human rights violation, with established contractual consequences. "Refrain from engaging in practices of child labor, forced labor, human trafficking, sexual exploitation, debt bondage, or any other form of modern slavery."	0	Identification of operations or suppliers that impact this aspect has not been performed	Contracts with suppliers include obligations regarding respect, protection, and promotion of human rights; non-compliance is considered by GEB as a human rights violation, with established contractual consequences. "Refrain from engaging in practices of child labor, forced labor, human trafficking, sexual exploitation, debt bondage, or any other form of modern slavery."	0	No providers have been identified with a significant risk of cases of forced or compulsory labor	No providers have been identified with a significant risk of cases of forced or compulsory labor

	Cálidda			Contugas		
	No. of contractors	Measures taken on contractors with significant risks	Measures adopted contributing to the abolition of all forms of forced or compulsory labor.	No. of contractors	Measures taken on contractors with significant risks	Measures adopted contributing to the abolition of all forms of forced or compulsory labor.
Contractors identified with a significant risk of cases of forced or compulsory labor	0	Not applicable	Not applicable	3	Strengthening contract supervision by verifying fieldwork and/or overseeing compliance with the Contract clauses.	The general terms and conditions for contracting include clause "19. MANAGEMENT OF RESPECT AND PROMOTION OF HUMAN RIGHTS" in section 1, which indicates that the supplier must: 1. Refrain from engaging in practices of child labor, forced labor, human trafficking, sexual exploitation, debt bondage, or any other form of modern slavery, as defined by the International Labour Organization (hereinafter, "ILO").

	Electrodunas			Cantalloc			Conecta		
	No. of contractors	Measures taken on contractors with significant risks	Measures adopted contributing to the abolition of all forms of forced or compulsory labor.	No. of contractors	Measures taken on contractors with significant risks	Measures adopted contributing to the abolition of all forms of forced or compulsory labor.	No. of contractors	Measures taken on contractors with significant risks	Measures adopted contributing to the abolition of all forms of forced or compulsory labor.
Contractors identified with a significant risk of cases of forced or compulsory labor	0	Not applicable	Not applicable	0	No contractors with significant risks have been found.	No contractors with significant risks have been found.	0	Not applicable	Not applicable

Grupo Energía Bogotá

Supply chain

GEB-33 Contractor Selection KPIs

	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta	Business Group
Supplier type	2024	2024	2024	2024	2024	2024	2024	2024	2024
Total number of contractors	200	127	219	498	170	287	257	135	1893
Total number of tier 1 contractors	200	127	219	498	170	287	257	135	1893
Total number of significant tier 1 contractors	45	41	58	19	25	7	7	9	211
Total number of significant contractors that are not tier 1	0	0	0	0	0	0	0	0	0
Total number of significant contractors	45	41	58	19	25	7	7	9	211

Contractor expenses (M COP)	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta	Business Group
Total spending on contractors	$ 138,705.30	$ 859,205.53	$ 432,101.33	$ 539,384.47	$ 35,793.86	$ 55,305.38	$ 38,682.47	$ 60,671.31	$ 2,159,849.65
Total spending on significant tier 1 contractors	$ 101,378.50	$ 504,800.77	$ 345,289.59	$ 521,533.00	$ 12,140.10	$ 4,593.33	$ 2,865.70	$ 6,477.19	$ 1,499,078.19
Total spending on significant contractors that are not tier 1	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Total spending on significant contractors	$ 101,378.50	$ 504,800.77	$ 345,289.59	$ 521,533.00	$ 12,140.10	$ 4,593.33	$ 2,865.70	$ 6,477.19	$ 1,499,078.19
Percentage of total spending on significant tier 1 contractors	73.09%	58.75%	79.91%	96.69%	33.92%	8.31%	7.41%	10.68%	69.41%
Currency	M COP	M COP	M COP	M COP	M COP	M COP	M COP	M COP	M COP

Grupo Energía Bogotá

Supply chain

GEB-34 Contractor Evaluation and Development KPIs (S&P CSA)

	GEB		Enlaza		TGI		Cálidda		Contugas		Electrodunas		Cantalloc		Conecta		Business Group	
Contractor evaluation	2024	Goal	2024	Goal	2024	Goal	2024	Goal	2024	Goal	2024	Goal	2024	Goal	2024	Goal	2024	Goal
Total number of significant contractors evaluated through desktop assessments/ on-site assessments	16	45	8	41	34	58	19	19	7	7	2	N/A	7	7	9	9	102	186
Percentage of significant contractors evaluated	35.56%		19.51%		58.62%		100.00%		28.00%		28.57%		100.00%		100.00%		48.34%	
Number of contractors assessed with real/potential substantial negative impacts	2		1		0		3		2		0		1		0		9	
Number of contractors with real/potential substantial negative impacts with agreed corrective actions or improvement plans	2		1		0		0		1		1		1		0		6	
Percentage of contractors with real/potential substantial negative impacts with agreed corrective actions or improvement plans	100.0%		100.0%		0.0%		0.0%		50.0%		0.00%		100.0%		0.0%		66.7%	
Number of contractors with substantial real/potential negative impacts with whom the relationship has been terminated as a result of the assessment	0		1		0		0		1		0		1		0		3	

	GEB		Enlaza		TGI		Cálidda		Contugas		Electrodunas		Cantalloc		Conecta		Business Group	
Support for the corrective action plan	2024	Goal	2024	Goal	2024	Goal	2024	Goal	2024	Goal	2024	Goal	2024	Goal	2024	Goal	2024	Goal
Total number of contractors evaluated with real/potential substantial negative impacts supported in the implementation of the corrective action plan	2	2	1	1	0	0	0	0	1	3	1	N/A	1	N/A	0	0	6	6
Percentage of contractors evaluated with real/potential substantial negative impacts supported in the implementation of the corrective action plan	1.0 H%		0.79%		0.0%		0.0%		0.59%		0.35%		0.39%		0.0%		0.32%	

Grupo Energía Bogotá

Supply chain

GEB-34 Contractor Evaluation and Development KPIs (S&P CSA) (continued)

	GEB		Enlaza		TGI		Cálidda		Contugas		Electrodunas		Cantalloc		Conecta		Business Group	
Capacity development programs	2024	Goal	2024	Goal	2024	Goal	2024	Goal	2024	Goal	2024	Goal	2024	Goal	2024	Goal	2024	Goal
Total number of significant contractors in capacity building programs	0	N/A	0	0	33	0	19	19	1	0	1	N/A	0	N/A	9	9	62	N/A
Percentage of significant contractors in capacity development programs	0.00%		0.0%		56.90%		100.0%		0.0%		14.29%		0.0%		100.00%		29.38%	

Impacts assessed according to the employed Sustainability criteria		
Describe the significant negative environmental/ social impacts – both potential and real – identified in the evaluated contractors.	Environmental	Bylaws
GEB	Soil and water contamination due to potential chemical spills during transport, handling, and/or storage.	Impact on communities residing in the areas influenced by the group's projects.
Contugas	Those rated as poor were mainly rated that way due to technical aspects, while the environmental aspects are compliant.	Those rated as poor were mainly rated that way due to technical aspects, while the social aspects are compliant.
Electrodunas	If weekly reports are not prepared correctly, it could result in an accumulation of unnecessary materials that have not been managed efficiently, leading to more waste. This occurs when surplus materials are not adequately checked and are not identified quickly.	If the contractor's activities are having direct or indirect impacts on nearby communities, either through pollution or by affecting their natural resources, there may be complaints or protests.

▶ Explanatory Notes

Enlaza, TGI, Cálidda, Cantalloc, and Conecta did not identify environmental and/or social impacts during the evaluations.

04

CORPORATE GOVERNANCE, TALENT, AND WELL-BEING

Grupo Energía Bogotá



CORPORATE GOVERNANCE

Grupo Energía Bogotá

Grupo Energía Bogotá

Corporate Governance

2-10 Appointment and selection of the highest governing body

The members of the Board of Directors of GEB are elected for two-year terms, notwithstanding the shareholders' right to appoint and remove them, and they may be reelected. The election process is conducted in accordance with the legally prescribed electoral quotient system, which involves list-based elections, ensuring compliance with the minimum number of independent and female members required in each appointment. The Policy on Appointment, Succession and Compensation of the Board of Directors establishes the procedure and criteria to be followed to elect a Board member, and sets minimum profile requirements for Board members. In particular, candidates to the Board must demonstrate experience in finance, law and similar fields, and/or in activities related to the public utilities sector, and/or in the businesses in which the Company is involved, as well as their background, recognition, prestige, availability, leadership and good name in connection with their professional qualifications and personal integrity. At least 5 of its members must meet the independence criteria and at least 3 must be women.

The Rules of Procedure of the Board of Directors can be consulted at:https://www.grupoenergiabogota.comcontent/download/45414/file/Reglamento%20Junta%20Directiva%20-%202023%20dic.pdf

The Policy on Appointment, Succession and Compensation of the Board of Directors can be consulted at: https://www.grupoenergiabogota.com/content/download/45334/file/Poli%CC%81tica%20de%20Nominacio%CC%81n,%20Sucesio%CC%81n%20y%20Remuneracio%CC%81n%20de%20la%20Junta%20Directiva%20-%202024.pdf

2-11 Chair of the highest governing body

The chairman of the Board of Directors of GEB is an independent member and does not hold any executive position in the Company. Their profile is available at: https://www.grupoenergiabogota.com

2-12 Role of highest governing body in supervising impact management

The Board of Directors defines the Corporate Strategic Plan (CSP), which establishes the organization's Higher Purpose, as well as the business plan, management objectives and guidelines for their execution, and it monitors all the businesses, operations and new investment or divestment opportunities in the sector in which it operates and participates. At least one Board meeting per year is devoted exclusively to monitoring Management's progress in implementing the CSP.

In addition, the Board of Directors, through its support committees, monitors the environmental and social impacts, risks and opportunities of the organization, including those associated with climate change and human rights.

2-13 Delegation of Impact Management Responsibility

The Board, via its Corporate Governance and Sustainability Committee, is informed at each of its regular sessions (five per year) about the management of impacts on the economy, environment, and people. This includes monitoring issues such as the implementation of the sustainability strategy, climate change mitigation and adaptation, environmental performance, social management, human rights, diversity, equity, and inclusion.

2-15 Conflicts of Interest

According to the Policy on Managing Conflicts of Interest, the Audit and Risk Committee is responsible for reviewing any conflicts of interest declared by Management members, the General Auditor, the Compliance Officer and any member of the Ethics Committee, verifying the existence of the conflict and recommending to the Board of Directors the measured to manage them.

Through the Audit and Risk Committee, the Board of Directors reviews a consolidated half-year report submitted by Management regarding declared and managed conflicts of interest for the entire Company.

In the Annual Corporate Governance Report, GEB reports to its shareholders and other stakeholders everything related to its corporate governance structure, including the report on declared and managed conflicts of interest during the respective year, including those involving Board members in management bodies other than GEB, relations with the controlling shareholder, the Capital District of Bogotá, and any shareholdings in the Company held by managers and employees.

Moreover, pursuant to applicable regulations, the Company submits to its shareholders and other stakeholders an annual report on Transactions with Related Parties, reporting on the terms and status of such transactions.

2-17 Collective knowledge of the highest governing body

In 2024, GEB underwent a change in the composition of its Board of Directors. Within the framework of this process, GEB complied with the measures adopted by the Company related to the rights available to the Board members of GEB to have an orientation and ongoing training process. They received approximately 16 orientation sessions.

In this regard, the Corporate Governance and Sustainability Committee was responsible for reviewing and recommending the content of the orientation process, as well as training the Board members. In this process, the Board of Directors' skills were taken into account, including training in environmental, social, and corporate governance topics.

Grupo Energía Bogotá

Corporate Governance

2-18 Assessing the highest governing body's performance

In accordance with the Company's various governance documents, the Board of Directors is required to annually present a self-evaluation report of its functions and its performance as a collegiate body to the General Meeting of Shareholders, detailing their level of compliance with them. Each one of the supporting Committees' compliance will also be taken into account.

An external advisor is hired for the assessment and self-assessment process of the Board of Directors to help formulate the criteria specific to the Board of Directors' evaluation process and each one of its dimensions. Establishing an assessment of the Board of Directors as a collegiate body, peer assessment, assessment of Senior Management, and self-assessment of each one of its members. This assessment extends to the boards of directors and management councils of the Group's subsidiaries.

(GEB-11 Tenure of Management)

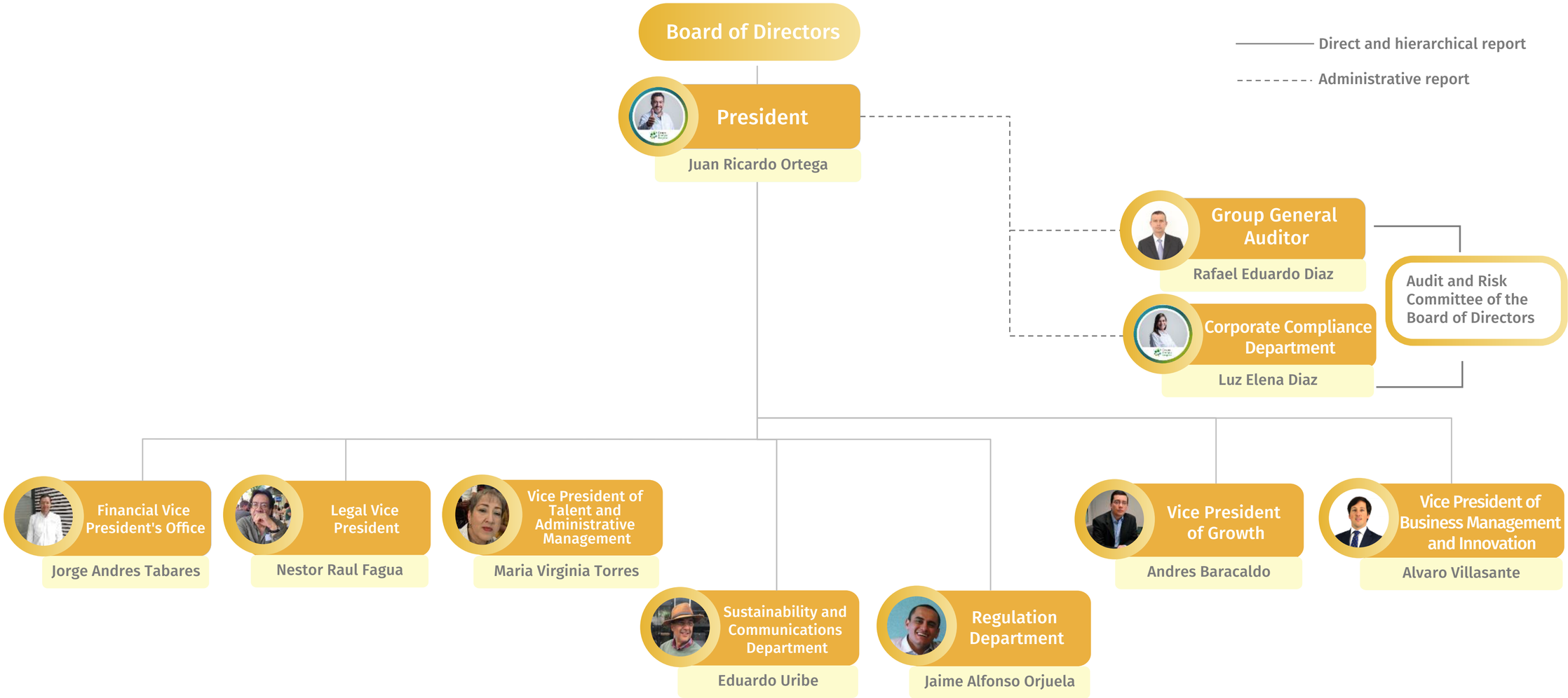
	2023	2024
CEO Name	Juan Ricardo Ortega	Juan Ricardo Ortega
CEO's base salary multiple with respect to their shares in the company	0	0
Name of other Executive Committee members who own shares	Rafael Eduardo Díaz Vásquez Jaime Orjuela	Rafael Eduardo Díaz Vásquez Jaime Alfonso Orjuela Vélez
Base salary multiple of other executive committee members who own shares	0.161548	0.189844



Grupo Energía Bogotá

Corporate Governance

(GEB-12 Organizational Structure)



Grupo Energía Bogotá

Corporate Governance

(GEB-12 Senior Management Compensation System)

GEB's senior management compensation scheme includes both fixed and variable components, approved by the Board of Directors in accordance with item 20 of article 66 of the Corporate Bylaws, following a recommendation from the Talent, Culture, and Innovation Committee (formerly Compensation Committee) and a proposal from the company's management. In 2024, the fixed compensation was approved during the ordinary session No. 1702 of the Board of Directors on January 25, 2024, and the variable compensation during session No. 1704 on February 22, 2024.

(GEB-13 Functions, Training and Experience)

Assessment of Senior Management:
The system for assessing Senior Management is governed by the performance management model that uses the results of the strategic map, the outcome of the initiatives of the areas under their responsibility, and, consequently, the objectives of individual performance as input. The corresponding phases of a) defining objectives, b) monitoring and feedback, and c) assessing performance and closure are carried out throughout the year.

See more details under the title corresponding to: Functions of the Members of Senior Management

(GEB-14 Statutory Auditor Fees)

The General Meeting of Shareholders approved the statutory auditor's fees for 2024:

Statutory Auditor Services	
Amount (in COP millions)	$ 481,555

On-demand services	
Provision of services in COP millions: Intermediate Closures, PCAOB Re-audit, Regulatory Frameworks, and Impairment Testing	$ 484,652
Services in USD: New acquisitions, Comfort Letter Public Debt under Rule 144A, Public Debt Audit under Rule 144A, and SEC registration audit	USD 303,000

(GEB-15 Investor Relations)

Grupo Energía Bogotá (GEB) is a securities issuer listed in the Colombian Securities Exchange. Its majority shareholder is Colombia's Capital District, and it also has the participation of minority shareholders, which include institutional investors and pension funds. Due to its profile, GEB is committed to ensuring fair and equitable treatment for all its shareholders, promoting their active participation and protecting their rights at all times.

In compliance with the principles of good Corporate Governance, GEB has established a set of policies, mechanisms, and procedures aimed at ensuring transparency and fairness in interactions with investors. GEB's Corporate Governance Code, in article 3.1.3, clearly defines the rights and duties of shareholders, highlighting specific rights in favor of minority shareholders, as part of a continuous process of strengthening corporate governance.

In 2018, the Capital District, as the majority shareholder, adopted a Shareholders' Agreement, which includes a series of commitments aimed at strengthening the protection of minority shareholders and improving corporate governance. This agreement seeks to ensure equitable treatment, aligned with international good practices, specifically the standards established by the Organization for Economic Cooperation and Development (OECD), which emphasizes the need for companies with state participation to make sure minority shareholders receive fair and transparent treatment.

In 2017, the Capital District signed a Shareholder Agreement Offer to build trust among investors. Measures were adopted under this agreement to strengthen corporate governance and protect the rights of minority shareholders. These measures include but are not limited to:

- Channels to access information: The Business Group has implemented mechanisms for transparent access to relevant information for investors, making sure they can know the financial statements, annual reports, and other important corporate documents quickly. These channels facilitate the flow of information, respecting what is established in the Corporate Governance Code.
- Mechanisms for resolving requests for information: Efficient and clear procedures have been designed to address investor requests. This includes creating communication spaces between investors, the Board of Directors, and GEB managers, helping solve concerns quickly and promoting the active participation of shareholders in the company's important decisions.
- These actions are in line with the good Corporate Governance practices and aim not only to ensure the protection of minority shareholders' rights but also to strengthen the institutional stability of GEB. The objective is to make sure the company maintains stable and transparent operations regardless of changes in the District's Administration.
- GEB's commitment to equitable treatment and investor participation is aligned with a long-term approach, aiming to consolidate its position as a reliable and transparent company. Through these measures, GEB strengthens its reputation both nationally and internationally, following the G20/OECD Corporate Governance Principles that promote equity and transparency in companies with state participation.

Grupo Energía Bogotá

Corporate Governance

Functions of the Members of Senior Management

Functions of the Members of Senior Management Please update the presented information		
Full name	**Role**	**Functions**
Juan Ricardo Ortega López	President	Direct GEB in fulfilling the mandates set by the Board of Directors, leading in the definition of actions that ensure the fulfillment of the corporate strategy in the medium and long term; act as legal representative; ensure the growth and expansion of the strategic business groups and the positioning and reputation of the Group, as well as the adequate operation of all the areas and projects.
Andrés Baracaldo Sarmiento	Vice President of Growth	Identify, plan and direct strategic actions focused on the profitable and sustainable growth of the electricity and gas distribution businesses of Grupo Energía de Bogotá in the context of Latin American mega-cities, promoting stakeholder relations through knowledge of the environment and trends in Urban Energy Solutions. Plan and direct strategic actions for growth in the electricity transmission and natural gas transportation markets, ensuring alignment with GEB's corporate decisions; structure and develop new businesses; strengthen relations with the communities and other stakeholders, and develop alliances with strategic partners to enable the profitable and sustainable growth of the Group companies.
Álvaro Villasante Losada	Vice President of Business Management and Innovation	Plan and direct strategic actions related to the search, investment and development of renewable energy markets and opportunities, developing sustainable businesses through the conservation of the environment as a long-term competitive advantage and venturing into alternative energies to drive the profitable and sustainable growth of the Group companies.
Néstor Raúl Fagua Guauque	Legal Vice President	Plan, direct and control the corporate legal affairs; implement commercial, business and corporate governance regulations at GEB and its subsidiaries; define strategic guidelines for handling litigation involving GEB and its subsidiaries, and preventive, investigative and reporting activities required within GEB related to the adequate management of reputational, regulatory and contagion risks, as well as activities to prevent fraud and corruption.
María Virginia Torres de Cristancho	Vice President of Talent and Administrative Management	Lead and manage the Corporate Synergy Center process and the Corporate Sourcing and Infrastructure and Talent Management processes, ensuring the development of the strategy in each of these fronts and their alignment with the Organization's objectives, providing high-quality services that create added value to the business and synergies with the subsidiaries.

Grupo Energía Bogotá

Corporate Governance

Functions of the Members of Senior Management (continued)

Functions of the Members of Senior Management Please update the presented information		
Full name	**Role**	**Functions**
Jorge Andrés Tabares Ángel	Financial Vice President	Plan, develop and direct the Group's financial policy, carrying out actions to plan, manage, record, report and control GEB's financial resources, mitigating risks that may arise in the operation, establishing policies, directives and guidelines on the use and allocation of own resources or resources from external sources, defining the Group's growth margins and fulfill acquired obligations.
Rafael Eduardo Díaz Vásquez	Group General Auditor	Ensure the deployment and standardization of GEB's third line of defense model, leading the audit process for the Group and its subsidiaries, leveraging the scope of audit controls in all the businesses, performing the auditing process with criteria of independence and objectivity.
Jaime Alfonso Orjuela Vélez	Regulation Director	Manage revenue maintenance and growth of GEB derived from the regulated activities of its subsidiaries, and ensure the viability of new revenues; prioritize GEB's regulatory agenda in accordance with the Corporate Strategic Plan (CSP) and implement structured and effective regulatory management, and contribute to the consolidation of an institutional and regulatory environment favorable to the development of businesses and projects.
Luz Elena Díaz	Compliance Officer	Plan, manage, and ensure the necessary preventive, investigative, and reporting actions for GEB and its subsidiaries, addressing proper management of reputational, regulatory, and contagion risks arising from their activities as a securities issuer, operations in multi-Latin markets, and interactions with various stakeholders (customers, shareholders, suppliers, workers, society, and regulatory authorities). Define guidelines, policies and controls focused on the prevention of fraud and corruption, defining the control mechanisms that enable monitoring them in a preventive and detective manner, and assure any investigations related to ethics and transparency, in line with the preventive litigation strategy of GEB and its subsidiaries.
Eduardo Uribe Botero	Director of Sustainability and Communications	Define, design and implement the Sustainability, Corporate Social Responsibility and External Communications strategies, ensuring the deployment of the management model with a sustainable approach at GEB, and the adoption of best sustainability practices, the performance of assessments in accordance with the Dow Jones indicators, and the implementation of action plans to close the gaps in coordination with the different areas.

Grupo Energía Bogotá

Corporate Governance

Functions of the Members of Senior Management (continued)

Profiles of the Members of Senior Management Please update the presented information			
Full name	**Education**	**Professional experience prior to GEB**	**Membership in management bodies other than the issuer**
Juan Ricardo Ortega López	Bachelor's Degree in Economics, with a specialization in Mathematics Master's Degree in Oral Examinations on Financial Economics and Mathematics Master's Degree in International Development and Economics	23 years of professional experience • Inter-American Development Bank (IDB) • General Coordinator of the Alliance for Prosperity of the Countries of the Northern Triangle of Central America (2014 - 2020) • National Tax and Customs Administration of Colombia (DIAN): General Director (2010 - late July 2014) • Secretary of Finance for the city of Bogotá: Secretary of Finance (2008-2010) • Inter-American Development Bank (IDB): Senior Advisor (2006-2008) • Fondo de Garantías de Instituciones Financieras de Colombia (FOGAFIN): Director (2005) • Ministry of Commerce, Industry and Tourism of Colombia: Vice-minister (2004-2005) • Ministry of Finance and Public Credit of Colombia: (2002-2004) Vice-Minister • Bilbao Vizcaya Argentaria Bank (BBVA) de Colombia: Head Economist (2002) • Office of the President of the Republic of Colombia: Economic Advisor of the President (2000-2002) • National Planning Department (DNP): Director of Economic Studies: 1999-2000	Transportadora de Gas Internacional S.A. E.S.P (TGI), Enel Colombia S.A. E.S.P., Gas Natural de Lima y Callao S.A. (CÁLIDDA), Grupo Dunas (Electro Dunas S.A.A., Perú Power Company S.A.C., Cantalloc S.A.C. y Dunas Energía S.A.A), Red de Energía del Perú S.A. (REP), Transmantaro S.A. (CTM), Transportadora de Energía de Centro América S.A. (TRECSA) and EEB Ingeniería y Servicios S.A. (EEBIS)
Andrés Baracaldo Sarmiento	Economist MBA - Specialization in Finance	25 years of professional experience • Interconexión Eléctrica S.A. ESP Vice President of Growth and Business Development (2016 - 2017) • Corporación Financiera Colombiana S.A.: Investment Director (2011 - 2016) and Executive Director of Investment Banking (2009 - 2011) • Royal Bank of Scotland: Associate Director (2005 - 2009)	Enel Colombia S.A. E.S.P., Grupo Dunas (Electro Dunas S.A.A., Perú Power Company, S.A.C., Cantalloc S.A.C. y Dunas Energía S.A.A.), Contugas SAC, Gas Natural de Lima y Callao S.A, Argo Energia Empreendimentos e Participações S.A. and its subsidiaries, and Argeb Energia Empreendimentos e Participações S.A. and it subsidiaries.
Álvaro Villasante Losada	Bachelor's Degree in Business Administration and Management International Master's Degree in International Trade	9 years of professional experience • Acciona Energía: Business Development Manager (2016 - 2017) • Energyear: External Advisor (2015 - 2016) • Panama: Business Developer (2013 - 2015)	Transportadora de Gas Internacional S.A. E.S.P (TGI), Gas Natural de Lima y Callao S.A. (Cálidda), Transportadora de Energía de Centro América S.A. (TRECSA), EEB Ingeniería y Servicios S.A. (EEBIS) and Enlaza Grupo Energía Bogotá S.A. E.S.P.
Néstor Raúl Fagua Guauque	Law Specialization in Commercial Law Specialization in Banking	19 years of professional experience • Financiera de Desarrollo Nacional: Legal Vice President (2015-2019) and Advisor (2013-2014) • Fagua López & Asociados (2003 - 2013): Partner	Contugas SAC, Enel Colombia S.A. E.S.P., Argo Energia Empreendimentos e Participações S.A. and its subsidiaries, and Argeb Energia Empreendimentos e Participações S.A. and its subsidiaries.
María Virginia Torres de Cristancho	Attorney Specialist in land market and policy for Latin America Senior Management Course Postgraduate degree in Law, specializing in law	Over 30 years of professional experience • Sociedad de Activos Especiales SAE SAS: President (2014 - 2020) • National Taxes and Customs Directorate - DIAN: Director of Resource Management and Economic Administration (2010 - 2014) • Secretary of Treasury of Bogotá: Legal Director (2004 - 2010) • United Nations Development Program (UNDP): Consultant (2004) • Ministry of the Environment and Territorial Development: UNDP Consultant (2003 - 2004) • Transmilenio SAS: Consultant (2000)	Transportadora de Energía de Centro América S.A. (TRECSA), EEB Ingeniería y Servicios S.A. (EEBIS) and Promigas
Jorge Andrés Tabares Ángel	Civil Engineer Mountain Roads Specialist Specialist degree in Finance MSc. In Management	20 years of professional experience • Empresas Públicas de Medellín: Executive Vice President of Finance and Investments (2015 - 2020) • BGT Pactual: Vice President of Investment Banking (2011 - 2015) • BP América: Project Manager Business Development (2006 – 2011), Global Planning and Performance Manager (2004 – 2006) and Finance Delivery Manager (2002 – 2004)	Enel Colombia S.A. E.S.P., Grupo Dunas (Electro Dunas S.A.A., Perú Power Company, S.A.C., Cantalloc S.A.C. y Dunas Energía S.A.A.), EEB ENERGY RE, EEB Perú Holdings LTD, Argo Energia Empreendimentos e Participações S.A. and its subsidiaries, and Argeb Energia Empreendimentos e Participações S.A. and its subsidiaries

Grupo Energía Bogotá

Corporate Governance

Functions of the Members of Senior Management (continued)

Profiles of the Members of Senior Management Please update the presented information			
Full name	**Education**	**Professional experience prior to GEB**	**Membership in management bodies other than the issuer**
Rafael Eduardo Diaz Vásquez	Business administrator Certified Internal Auditor.	16 years of professional experience • Oleoducto Central S.A. Ocensa: Director of Audit (2009 - 2017) • Johnson y Johnson de Colombia S.A.: HCC Manager NR (2008 - 2009) • Novartis de Colombia S.A.: BPC Manager (2006 - 2008)	
Jaime Alfonso Orjuela Vélez	Electrical Engineer Master of Economic Sciences	17 years of professional experience • Electricaribe S.A. E.S.P. - Gas Natural Fenosa: Regulatory Analysis and External Coordinator (2007 - 2011) • Mining and Energy Planning Unit (UPME): Coord. Transmission Planning (2006 - 2007) • Electrificadora del Meta S.A. E.S.P – EMSA: Technical and Financial Analyst (2005 - 2006)	Transportadora de Gas Internacional S.A. E.S.P (TGI)
Luz Elena Díaz	Finance and International Relations Professional and Specialist in Corporate Finance	Has over 15 years of experience in ethical and compliance matters, internal control, financial assurance, risk management, and due diligence. She has been a consultant in various economic sectors, most recently in the oil and gas industry, energy, and mass consumption. She has led fraud, corruption, and bribery investigations, as well as ML/TF/FPWMD proceedings, in both public and private sectors.	
Eduardo Uribe Botero	Agronomic Engineer Master's Degree in Soil Science Ph.D in Soil Sciences	Over 30 years of professional experience • Ecopetrol: Vice President of Social and Environmental Sustainability (August 2015 – September 2018) • Optim Consult: Founder Partner and Project Director 01/2008 - 09/2011 and 08/2013 – () • Deputy Director of the BIOREDD+ Program 09/2011- 08/2013 • Carboquimica: Registered agent for environmental matters 06/2013- 06/2015 and member of the Board of Directors 06/2010- 06/2015 • Equion: Expert Witness (June 2010 – December 2014) • Anglo Gold Ashanti (Ambiental Consultores): Strategic Environmental Advisor 2010-2011	



ETHICS AND TRANSPARENCY

INTERNAL CONTROL, LICENSES, AND PATENTS

Grupo Energía Bogotá

Grupo Energía Bogotá

Ethics and Transparency

2-26 Mechanisms for Seeking Advice and Voicing Concerns

	GEB	Enlaza	TGI	Cálidda
Describe the mechanisms for individuals to: I. Seek advice on applying the organization's policies and practices for responsible business conduct; II. Raise their concerns regarding the organization's business conduct.	In terms of ethics and compliance, the Company has an Ethics Channel through which all Group shareholders, managers, employees, contractors and other stakeholders can report situations that may eventually be classified as alleged events of fraud and/or corruption or unethical conduct in GEB, following the provisions of the Code of Ethics and Conduct and other documents of the ethical framework that establish that it is the obligation of all stakeholders to report any of these situations, in order to promote, manage, and conduct business transactions transparently and sustainably. Additionally, the Channel allows making inquiries to help resolve ethical dilemmas and guide stakeholders with respect to ethics and compliance standards and guidelines. In this way, GEB objectively and confidentially manages all matters received through the ethics channel. An independent expert third party manages the Channel. The reporting mechanisms enabled for the Ethics Channel are: toll-free phone lines, the website, email, and the application.	In terms of ethics and compliance, the Company has an Ethics Channel through which all Group shareholders, managers, employees, contractors and other stakeholders can report situations that may eventually be classified as alleged events of fraud and/or corruption or unethical conduct in Enlaza, following the provisions of the Code of Ethics and Conduct and other documents of the ethical framework that establish that it is the obligation of all stakeholders to report any of these situations, in order to promote, manage, and conduct business transactions transparently and sustainably. Additionally, the Channel allows making inquiries to help resolve ethical dilemmas and guide stakeholders with respect to ethics and compliance standards and guidelines. In this way, Enlaza objectively and confidentially manages all matters received through the ethics channel. An independent expert third party manages the Channel. The reporting mechanisms enabled for the Ethics Channel are: toll-free phone lines, the website, email, and the application.	TGI has clear mechanisms for stakeholders to request advice on our policies and guidelines on ethics and conduct. An Ethics Channel, managed by a third party (Eticks Global), is available to any TGI stakeholder. Through this channel, they can make any inquiries on ethical dilemmas, report situations that may be conflicts of interest and possible violations of company policies, and report any behavior that violates the TGI Code of Ethics and Conduct. This channel can be accessed through the following means: Colombia: 01 800 518 9191 Website: https://www.tgi.com.co/nosotros/gobierno-corporativo/canal-etico E-mail: canaleticogeb@ethicsglobal.com Moreover, TGI has a Compliance Department team, which continually supports the various company departments in resolving concerns that arise within the framework of the Ethics and Compliance Program.	Cálidda has an ethics channel based on its four established principles, which are accessible through its website, phone, email, or QR code. Additionally, it includes a Whistleblower Protection Guide, which establishes guarantees for individuals using the ethics channel, ensuring their confidentiality and protection.

Grupo Energía Bogotá

Ethics and Transparency

2-26 Mechanisms for Seeking Advice and Voicing Concerns (continued)

	Contugas	Electrodunas	Cantalloc	Conecta
Describe the mechanisms for individuals to: I. Seek advice on applying the organization's policies and practices for responsible business conduct; II. Raise their concerns regarding the organization's business conduct.	In terms of ethics and compliance, the Company has an Ethics Channel through which all shareholders, managers, employees, contractors and other stakeholders can report situations that may eventually be classified as alleged events of fraud and/or corruption or unethical conduct in Contugas, following the provisions of the Code of Ethics and Conduct and other documents of the ethical framework that establish that it is the obligation of all stakeholders to report any of these situations, in order to promote, manage, and conduct business transactions transparently and sustainably. Additionally, the Channel allows making inquiries to help resolve ethical dilemmas and guide stakeholders with respect to ethics and compliance standards and guidelines. In this way, Contugas objectively and confidentially manages all matters received through the ethics channel. An independent expert third party manages the Channel. The reporting mechanisms enabled for the Ethics Channel are: toll-free phone lines, the website, email, and the application.	Electro Dunas' employees and counterparties can request advice on applying the organization's policies and practices through the Compliance Officer. Furthermore, they may raise concerns anonymously or by identifying themselves through the ethics channel.	Accessible mechanisms have been implemented in Cantalloc for employees and other stakeholders to be able to request advice and raise concerns regarding the organization's business conduct. Request for Advice: - The Ethics Policy has been shared with all staff to ensure awareness and application of organizational practices concerning responsible business conduct. This policy is available on the corporate Intranet, allowing any employee to consult it at any time when required. Raising concerns and complaints: - Through the same Intranet platform, employees can report concerns or complaints related to the organization's business conduct. Filing a complaint activates a management and monitoring process, making sure the complainant receives the necessary information about the steps to follow and the corresponding actions. Confidentiality and the appropriate handling of each case are guaranteed, in accordance with the principles established in the Ethics Policy.	The organization has an ethics channel managed by an independent third party, designed to ensure transparency and confidentiality in communication. This channel allows employees and stakeholders to request advice on the implementation of policies and practices related to responsible business conduct. The channel is available 24 hours a day, 7 days a week, and supports various contact methods, such as phone, email, and a secure online portal. This facilitates access for those who need guidance on the interpretation of and compliance with organizational policies, resolution of ethical dilemmas, or good business practices. The Compliance Officer, as the person responsible for the Ethics and Compliance Program, manages the requests that come through the channel. They ensure a timely, accurate response in line with the organization's values and standards. The channel's design ensures: Anonymity and confidentiality: Whistleblowers may choose to remain anonymous, protecting their identity at all times. Independence and objectivity: By being managed by a third party, the process minimizes potential conflicts of interest and reinforces trust in the system. Structured follow-up: The Compliance Officer is responsible for coordinating internal investigations arising from complaints, making sure clear, impartial, and effective protocols are followed to resolve cases. Additionally, the channel supports a variety of interactions, such as consultations, complaints, resolution of ethical dilemmas, and notifications of potential compliance risks. The Compliance Officer oversees adherence to processes and issues periodic reports to make sure actions align with the organization's principles of transparency, integrity, and continuous improvement.

Grupo Energía Bogotá

Ethics and Transparency

(2-27 Compliance with the Law and Regulations)

	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
Compliance with the law and regulations	2024	2024	2024	2024	2024	2024	2024	2024
Currency	M COP	M COP	M COP	M COP	M COP	M COP	M COP	M COP
Total number of significant non-compliance cases with legislation and regulations.	0	0	0	76	6	0	0	0
Number of significant non-compliance cases with legislation and regulations that resulted in fines.	0	0	0	76	0	0	0	0
Number of significant non-compliance cases with legislation and regulations that resulted in non-monetary sanctions.	0	0	0	0	0	0	0	0
Total amount of fines paid during the reporting period for non-compliance with legislation and regulations.	0	0	0	$ 5,235.12	0	0	0	0
Monetary value of the fines paid during the reporting period for non-compliance with legislation and regulations.	0	0	0	$ 5,235.12	0	0	0	0
Total number of fines paid during the reporting period for non-compliance with legislation and regulations that occurred in previous reports.	0	0	0	21	5	0	0	0
Monetary value of fines paid during the reporting period for non-compliance with legislation and regulations that occurred in previous reports:	0	0	0	$ 5,235.12	$ 43.21	0	0	0
Significant Non-compliance Cases:	0	0	0	4	1	0	0	0

▶ Explanatory Notes

There were no significant fines or cases of non-compliance reported for GEB, Enlaza, TGI, Contugas, Electrodunas, Cantalloc, or Conecta.

Cálidda:
The cases with the greatest economic impact on the company were identified. They were associated with alleged non-compliance with the 2014-2018 Five-Year Investment Plan, in which fines amounting to USD 55 million are under discussion.

Contugas:
As background information, we report that Contugas was fined in one (01) case in administrative proceedings. In an administrative sanctioning procedure, Osinergmin issued Resolution No. 2168-2022-OS/DSR, dated 09/26/2022, by which it sanctioned Contugas with two fines amounting to PEN 4,950,000.00 and PEN 286,011.00 for failing to comply with the orders in Resolution No. 2188-2016-OS-OR ICA. In this resolution, Osinergmin mandated that Contugas must proceed with determining the Average Transportation Cost for billing periods from May 2016 onwards, using the daily transportation reserve capacity corresponding to April 2016. We are currently awaiting the issuance and notification of a Report by the GRT of Osinergmin analyzing the competitiveness of the tariff applied by Contugas during the 2016-2020 period.

Grupo Energía Bogotá

Ethics and Transparency

2-28 Affiliation to Associations

	GEB	Enlaza	TGI	Cálidda
Affiliation to Associations				
Information on sector associations, other affiliations with associations, and national or international advocacy organizations in which it plays a significant role.	EB is part of the Latin American Compliance Network, with the Corporate Compliance Department's participation in academic spaces, analysis, and the development of topics related to ethics and compliance. GEB is part of District Oversight project No. 7978 called "social control to promote a culture of integrity, transparency, and anti-corruption in the entities and companies in which the District has a share in Bogotá D.C. (2024-2027)." The companies participating in executing this project contribute to the commitment to perform coordinated work with the District Oversight Body in developing and improving identified from each analyzed component. GEB is part of the District Network of Compliance Officers and Collective Action, with the Corporate Compliance Department's participation in academic spaces, analysis, and the development of topics related to ethics and compliance.	Enlaza, through GEB, is part of the Latin American Compliance Network, with the Corporate Compliance Department's participation in academic spaces, analysis, and the development of topics related to ethics and compliance.	ANDESCO Andesco is a non-profit industry association representing the interests of public utility and communications companies. TGI participates continuously in the Gas, Environmental, Legal and Legislative Chambers. Similarly, we preside over the Board of Directors of the association until March of next year. ANDI The Vice Presidency of Mining, Hydrocarbons, and Energy is a department of the ANDI that coordinates the sector's needs. TGI participates in the Energy and Gas Board and Mining - Energy Environmental Committee, both scenarios aimed at the competitiveness of Colombia's productive sector. Additionally, we are associated with the ANDI Mas Guajira Board and the Hydrogen Chamber. The latter was established in collaboration with NATURGAS. NATURGAS NATURGAS aims to promote the development and invigoration of the natural gas market in Colombia, and to ensure sourcing in the short and long-term. For this purpose, various regulatory initiatives to strengthen the sector are being discussed within the association. In 2024, management focused on the Natural Gas Supply Plan, tariff methodologies, the need for flexibility in the gas sales market, and the importance of advancing sales dates.	Adherence Global Compact: Cálidda reaffirms its commitment to the principles of the United Nations Global Compact, promoting human rights, labor standards, environmental care, and the fight against corruption. Paris Agreement: As a signatory of the Paris Pledge for Action (Paris 2015), Cálidda reinforces its commitment to climate action and the massification of natural gas in Lima and Callao. Women's Empowerment Principles (WEPs): The company promotes gender equality and women's empowerment, fostering an inclusive and equitable environment within its organization and the community. Partnerships Recidar: Cálidda promotes the circular economy by delivering reusable waste, such as clothing, footwear, toys, and furniture, supporting their valuation and recycling. ANIQUEM: By donating reusable waste and campaigns, such as Reciclatones, Cálidda contributes to financing therapies for children with burns. TECHO: In partnership with this NGO, Cálidda collaborates on improving the infrastructure of homes and community spaces in vulnerable areas.

	Contugas	Electrodunas	Cantalloc	Conecta
Affiliation to partnerships				
Information on sector associations, other affiliations with associations, and national or international advocacy organizations in which it plays a significant role.	Peruvian Society of Hydrocarbons: An industry association that groups companies involved in the exploration, exploitation, transport, marketing, and diverse services of the oil and gas industry. It aims to work hand-in-hand with the Ministry of Energy and Mines of the Republic of Peru, as well as with other sector authorities, to promote the development of projects and necessary institutional reforms that drive the massification of natural gas in the country. Chamber of Commerce of Ica: An industry association that brings together the businesses of the Ica region. In both cases, the company aims to have spaces to represent and defend the company's interests. It also aims to have access to strategic information spaces for the company and a representative voice for the industry to support the company's key projects.	National Society of Mining, Petroleum, and Energy (SNMPE). Latin American Electric Energy Distribution Companies Association (ADELAT). Colombian Business Council (CEC). Chamber of Commerce, Industry and Tourism of Ica (CCITICA).	Cantalloc does not have significant affiliations with associations or organizations advocating interests.	Guatemalan Association of Electricity Transporters -Presidency- PactoGlobal Guatemala Chapter - Participates in Board of Directors - Chamber of Industry Environment Commission - Participates in the Board of Directors Chamber of Industry Electricity Commission Chamber of Industry Electric Industry Council CENTRARSE

Grupo Energía Bogotá

Ethics and Transparency

205-1 Operations Assessed for Risks Related to Corruption

Operations assessed for risks related to corruption	GEB			Enlaza			TGI			Cálidda			Contugas			Electrodunas			Cantalloc			Conecta			Business Group		
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Total operations	1	1	1	N/A	1	1	19	19	17	1	0	1	1	1	1	1	0	1	N/A	N/A	0	1	1	1	24	23	22
Operations assessed for corruption-related risks	1	1	1	N/A	1	1	19	19	17	1	0	1	1	1	1	1	0	1	N/A	N/A	0	1	1	1	24	23	22
Percentage of assessed operations	100%	100%	100%	N/A	100%	100%	100%	100%	100%	100%	0%	100%	100%	100%	100%	100%	N/A	100%	N/A	N/A	N/A	100%	100%	100%	100%	100%	100%

Significant risks related to corruption identified through the risk assessment in 2024		
GEB	1	Any conduct that involves the conduct associated with the applicable regulations in terms of ethics and compliance, whether internally through its employees, directors, or administrators, or externally by clients, suppliers, contractors, shareholders, and other stakeholders, indirectly or directly.
	2	Risks related to corruption and bribery identified in the company's processes: Offer, promise, delivery, acceptance, or request for undue advantages or things of value (financial or non-financial) by any stakeholders, with the purpose of obtaining undue benefits for oneself or on behalf of a third party.
Enlaza	1	Any conduct that involves the conduct associated with the applicable regulations in terms of ethics and compliance, whether internally through its employees, directors, or administrators, or externally by clients, suppliers, contractors, shareholders, and other stakeholders, indirectly or directly and/or through action or omission by Enlaza.
	2	Materialization of Unreported Conflicts of Interest
	3	Giving or receiving gifts or hospitality that compromise impartiality or objectivity in decision-making
	4	Giving or offering/promising gifts as consideration for any management by an employee, administrator, or external party
	5	Obtaining undue benefits
	6	Facilitation Payments
	7	Materialization of relationships with third parties that appear on restrictive lists or pose risks based on due diligence or information analysis
	8	Bias or preferential treatment in the procurement processes for suppliers or contractors

Grupo Energía Bogotá

Ethics and Transparency

205-1 Operations Assessed for Risks Related to Corruption (continued)

Significant risks related to corruption identified through the risk assessment in 2024		
TGI	1	Offer, promise, delivery, acceptance, or request for undue advantages or things of value (financial or non-financial) by any stakeholders, with the purpose of obtaining undue benefits for oneself or on behalf of a third party in the Strategy's Management.
	2	Offer, promise, delivery, acceptance, or request for undue advantages or things of value (financial or non-financial) by any stakeholders, with the purpose of obtaining undue benefits for oneself or on behalf of a third party in the Management of Sustainability and Regulation.
	3	Offer, promise, delivery, acceptance, or request for undue advantages or things of value (financial or non-financial) by any stakeholders, with the purpose of obtaining undue benefits for oneself or on behalf of a third party in the management of Gas Transportation and Operations.
	4	The materialization of the risks of fraud, corruption, bribery, money laundering, terrorist financing, and financing the proliferation of weapons of mass destruction in the financial process.
	5	Offer, promise, delivery, acceptance, or request for undue advantages or things of value (financial or non-financial) by any stakeholders, with the purpose of obtaining undue benefits for oneself or on behalf of a third party in Contractual, Commercial and Sourcing Management.
Cálidda	1	Auditing the Crime Prevention Model related to corruption and bribery
Contugas	1	Breach of the ethical and regulatory framework in compliance matters (strategic risks for Contugas)
Electrodunas	1	No significant risk was observed in the assessed operation.

▶ Explanatory Notes

GEB:
The GEB compliance risk matrix was updated in terms of processes. The following were identified for this report: strategic risk and risks associated with corruption and bribery in 18 GEB processes. These updates are in line with continuous improvement according to the risk methodology and preparation for obtaining ISO 37001 Anti-Bribery Management System certification.
Enlaza:
Enlaza has a strategic risk associated with ethics and compliance, as well as with the definition of the risks associated with corruption and bribery for each process. However, the final matrices of the various processes, including all compliance risks, are being developed.

Grupo Energía Bogotá

Ethics and Transparency

205-2 Communication and Training on Anti-corruption Policies and Procedures

	GEB		Enlaza		TGI		Cálidda		Contugas		Electrodunas		Cantalloc		Conecta		Business Group	
Governing body members who have been notified of the organization's anti-corruption policies and procedures.	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Total governance body members	9	9	8	8	10	5	14	13	5	5	5	5	N/A	0	5	5	56	50
Governing body members who have been notified of the organization's anti-corruption policies and procedures.	9	9	8	8	10	5	14	13	5	5	5	5	N/A	0	5	5	56	50
Percentage of governing body members who have been notified of the organization's anti-corruption policies and procedures.	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	N/A	0	100%	100%	100%	100%

	GEB		Enlaza		TGI		Cálidda		Contugas		Electrodunas		Cantalloc		Conecta		Business Group	
Members of the governing body who have received anti-corruption training	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Total governance body members	9	9	8	8	10	5	14	13	5	5	5	5	N/A	0	5	5	50	46
Members of the governing body who have received anti-corruption training	9	9	5	7	10	2	14	13	5	5	5	5	N/A	0	5	5	53	40
Percentage of members of the governing body who have received anti-corruption training	100%	100%	63%	88%	100%	40%	100%	100%	100%	100%	100%	100%	N/A	0	100%	100%	95%	98%

Grupo Energía Bogotá

Ethics and Transparency

205-2 Communication and Training on Anti-corruption Policies and Procedures (continued)

Workers who have been notified of the organization's anti-corruption policies and procedures.	GEB		Enlaza		TGI		Cálidda		Contugas		Electrodunas		Cantalloc		Conecta		Business Group	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Total number of workers	398	415	370	374	431	424	401	414	123	112	270	285	11	608	131	107	2135	2739
Senior Management	16	15	6	6	22	4	8	10	4	5	12	15	6	1	8	1	82	57
Middle Management	73	64	33	29	45	53	32	33	10	6	21	24	5	4	22	8	241	221
Advisory and/or Coordination	167	171	158	167	5	2	73	73	20	18	18	18	N/A	0	1	17	442	466
Professionals	94	118	129	127	181	186	273	283	57	54	115	117	N/A	119	39	40	888	1044
Support/ Assistance	48	47	44	45	178	179	15	15	32	29	104	111	N/A	484	61	41	482	951
Workers who have been notified of the organization's anti-corruption policies and procedures.	398	415	370	374	431	424	432	425	125	112	270	285	0	0	131	107	2157	2142
Senior Management	16	15	6	6	22	4	8	10	4	5	32	15	N/A	N/A	8	1	96	56
Middle Management	73	64	33	29	45	53	33	31	10	6	0	24	N/A	N/A	22	8	216	215
Advisory and/or Coordination	167	171	158	167	5	2	74	42	20	18	20	18	N/A	N/A	1	17	445	422
Professionals	94	118	129	127	181	186	275	339	58	54	116	117	N/A	N/A	40	40	893	964
Support/ Assistance	48	47	44	45	178	179	42	0	33	29	102	111	N/A	N/A	60	41	507	452
Percentage of workers who have been notified of the organization's anti-corruption policies and procedures.																		
Senior Management	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	266.67%	100.00%	N/A	N/A	100.00%	100.00%	117.07%	96.49%
Middle Management	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	103.13%	93.94%	100.00%	100.00%	0.00%	100.00%	N/A	N/A	100.00%	100.00%	89.65%	93.21%
Advisory and/or Coordination	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	101.37%	57.53%	100.00%	100.00%	111.11%	100.00%	N/A	N/A	100.00%	100.00%	100.68%	90.56%
Professionals	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.73%	119.79%	101.75%	100.00%	100.87%	100.00%	N/A	N/A	102.56%	100.00%	100.56%	92.34%
Support/ Assistance	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	280.00%	N/A	103.13%	100.00%	98.08%	100.00%	N/A	N/A	98.36%	100.00%	105.19%	47.22%

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205-2 Communication and Training on Anti-corruption Policies and Procedures (continued)

	GEB		Enlaza		TGI		Cálidda		Contugas		Electrodunas		Cantalloc		Conecta		Business Group	
Business partners notified of the organization's anti-corruption policies and procedures	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Total number of business partners (Strategic, Financial, Suppliers and/or Contractors, Distributors, Technological, Clients)	226	241	99	120	490	261	306	486	234	211	0	277	N/A	N/A	97	30	1452	1626
Strategic	0	0	0	0	0	0	0	0	10	21	0	9	N/A	N/A	0	0	10	30
Financial	0	0	0	0	0	0	0	0	0	0	0	2	N/A	N/A	0	0	0	2
Suppliers and/or contractors	226	241	99	116	448	219	306	486	224	190	0	237	N/A	N/A	97	30	1400	1519
Technological	0	0	0	0	0	0	0	0	0	0	0	29	N/A	N/A	0	0	0	29
Customers	0	0	0	4	42	42	0	0	0	0	0	0	N/A	N/A	0	0	42	46
Business partners who have been informed of the organization's anti-corruption policies and procedures (Strategic, Financial, Suppliers and/or Contractors, Distributors, Technological, Clients)	226	241	99	120	489	180	306	486	231	199	0	70	N/A	N/A	97	30	1448	1326
Strategic	0	0	0	0	0	0	0	0	7	9	0	4	N/A	N/A	0	0	7	13
Financial	0	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A	0	0	0	0
Suppliers and/or contractors	226	241	99	116	448	138	306	486	224	190	0	63	N/A	N/A	97	30	1400	1264
Technological	0	0	0	0	0	0	0	0	0	0	0	3	N/A	N/A	0	0	0	3
Customers	0	0	N/A	4	41	42	0	0	0	0	0	0	N/A	N/A	0	0	41	46
Percentage of business partners who have been informed of the organization's anti-corruption policies and procedures (Strategic, Financial, Suppliers and/or contractors, Distributors, Technological, Clients)																		
Strategic	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	70%	43%	N/A	44%	N/A	N/A	N/A	N/A	70%	43%
Financial	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%	N/A	N/A	N/A	N/A	N/A	0
Suppliers and/or contractors	100%	100%	100%	100%	100%	63%	100%	100%	100%	100%	N/A	27%	N/A	N/A	100%	100%	100%	83%
Technological	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	10%	N/A	N/A	N/A	N/A	N/A	10%
Customers	N/A	N/A	N/A	100%	98%	100%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	98%	100%

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Ethics and Transparency

205-2 Communication and Training on Anti-corruption Policies and Procedures (continued)

	GEB	Enlaza	TGI
Additional stakeholders to whom the Company's anti-corruption policies and procedures were communicated in 2023	Initiatives with suppliers: 1. Suppliers participating in Open/Closed Competitive Processes: We share a lecture with them on our Ethical and Compliance guidelines to inform them of their responsibilities regarding potential recruitment. Additionally, we share the the anti-bribery commitments they adhere to and notify them that they are incorporated into the Ariba system in the acceptance letters. Initiatives for the general public: Content published on the website related to our Compliance program for the General public: https://www.grupoenergiabogota.com/conoce-geb/programa-de-etica-y-cumplimiento	Initiatives with suppliers: 1. Suppliers participating in Open/Closed Competitive Processes: We share a brief lecture with them on our Ethical and Compliance guidelines to inform them of their responsibilities regarding potential recruitment. Additionally, we share the the anti-bribery commitments they adhere to and notify them that they are incorporated into Ariba in the acceptance letters. Initiatives with Communities: 1. Beginning construction of the Collector project section with communities and contractors on October 3 The printed booklet was shared, and training was provided on the ethics and compliance program, internal control, program documents, anti-bribery and anti-corruption, and the ethics channel. 2. The Community Handbook was shared on the website https://www.enlaza.red/conoce-a-enlaza/programa-de-etica-y-cumplimiento 3. Community Classroom (approximately 42,000 views - 100 in-person) • The sixth edition of the GEB Integrity and Compliance Classroom was held in Riohacha. It is a space to reflect on the relevance of transmission projects in Colombia, highlighting the importance of integrating them with principles of sustainability and business ethics. • With the participation of renowned national and regional panelists, initiatives such as Colectora, a key project for connecting the renewable energies of La Guajira with the rest of the country, were addressed, consolidating the path towards the energy transition. https://www.grupoenergiabogota.com/medios/multimedia/aula-de-integridad-y-cumplimiento-una-mirada-a-la-guajira-desde-la-etica-y-la-sostenibilidad Initiatives for the general public: Content published on the website related to our Compliance program for the General public: https://www.enlaza.red/conoce-a-enlaza/programa-de-etica-y-cumplimiento	In 2024, TGI developed a booklet called "How Does TGI's Ethics and Compliance Program Reach Our Communities?" which contains information about the Ethics and Compliance Program. This booklet was shared through the TGI website, in the Sustainability - Social section, for any stakeholder to be able to access the information and contribute as a partner in preventing and managing compliance risks, as well as consolidating TGI as a benchmark in a culture of legality, honesty, transparency, and integrity. In addition, the company's main anti-corruption policies are published on the website and available to all stakeholders, including the media, government entities, and the community in general.

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Ethics and Transparency

205-2 Communication and Training on Anti-corruption Policies and Procedures (continued)

	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
Additional stakeholders to whom the Company's anti-corruption policies and procedures were communicated in 2023	All individuals have access to the policies, which are published on Cálidda's website.		All individuals have access to the policies, which are published on the GEB website.	Cantalloc does not have a formally established anti-corruption policy. Therefore, policies and procedures in this area have not been communicated to additional stakeholders in 2023. However, the company complies with the general ethical guidelines established in its internal regulations and is in the process of assessing the need to develop a specific anti-corruption policy aligned with the Business Group's best practices and standards.	N/A. There are no additional groups to which anti-corruption policies have been disclosed.

▶ Explanatory Notes

GEB and Enlaza initiatives:
1. Suppliers' Gala: Recognition is given to the contractors who exemplify each of our values.
https://www.grupoenergiabogota.com/medios/galeria-de-imagenes/asi-se-vivio-la-gala-de-reconocimiento-a-proveedores-2024
2. Transparency Pact: A commitment to transparency in relationships was signed.
https://www.grupoenergiabogota.com/medios/multimedia-actualidad/pacto-de-transparencia-con-proveedores-geb-2024
3. Invitation through the supplier management e-mail to participate in the CCB initiative, the Anti-Corruption Integrity Cycle, on 08/01/2024
4. Integrity classroom (6 meetings), with a scope reaching 42 external parties (undetermined audience)
5. A training session was conducted for clients and contractors on 12/11/2024 concerning the Ethics and Compliance Program
6. In the contractual process through the Ariba system, contractors accept the Corporate Governance Code and guidelines regarding Ethics and Compliance

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205-3 Confirmed Incidents of Corruption and Measures Taken

	GEB				Enlaza				TGI				Cálidda				Contugas			
Confirmed incidents of corruption and actions taken	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Total number of confirmed cases of corruption in which employees were fired or penalized	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total number of confirmed cases that led to the termination or non-renewal of contracts with trading partners, due to violations related to corruption	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Public legal cases related to corruption filed against the organization or its employees during the reported period and their outcomes	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

	Electrodunas				Cantalloc				Conecta				Business Group			
Confirmed incidents of corruption and actions taken	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Total number of confirmed cases of corruption in which employees were fired or penalized	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0
Total number of confirmed cases that led to the termination or non-renewal of contracts with trading partners, due to violations related to corruption	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Public legal cases related to corruption filed against the organization or its employees during the reported period and their outcomes	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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418-1 Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data

	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta	Business Group
Total number of substantiated claims received concerning breaches of customer privacy, classified by:	2024	2024	2024	2024	2024	2024	2024	2024	2024
i. claims received from third parties and corroborated by the organization	0	0	0	0	0	0	0	0	0
ii. claims from regulatory authorities.	0	0	0	0	0	0	0	0	0
Total number of identified cases of leaks, theft or loss of customer data.	0	0	0	0	0	0	0	0	0

GEB-16 Events Reported through the Ethics Channel

	GEB		Enlaza		TGI		Cálidda	
Events reported through the Ethical Channel	2023	2024	2023	2024	2023	2024	2023	2024
Number of reported incidents in the Ethics Channel	105	157	41	71	21	33	4	4
Description of significant incidents reported in the Ethics Channel	Bad work environment Conflicts of Interest	50 Complaints that correspond to: * Dishonest or unethical acts	Conflicts of interest Alleged alteration of records	Dilemmas: 51 dilemmas focused on inquiries related to conflicts of interest and event attendance Reports: 20 reports, mainly due to mistreatment or disrespect, dishonest or unethical acts, and non-compliance with rules or procedures	Unauthorized or inappropriate use of the organization's assets Failure to comply with contractual procedures Possible conflicts of interest Ethical dilemmas Work issues Others not classified	Possible conflicts of interest Ethical dilemmas Work issues Sexual harassment Infringement of the organization's policies Alleged enrichment Others not classified	Conflicts of interest Workplace harassment	Work issue Corruption and bribery

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GEB-16 Events Reported through the Ethics Channel (continued)

Events reported through the Ethical Channel	Contugas		Electrodunas		Cantalloc		Conecta	
	2023	2024	2023	2024	2023	2024	2023	2024
Number of reported incidents in the Ethics Channel	8	26	7	8	N/A	4	3	3
Description of significant incidents reported in the Ethics Channel	Conflicts of interest Work environment Contract management	Dilemmas: 21 dilemmas focused on inquiries related to conflicts of interest and event attendance Reports: 5 reports, mainly due to conflicts of interest, Manipulation/Alteration of meters and Misuse of company assets	Workplace harassment Misuse of company resources	Work issue	N/A	The topic with the highest number of reported complaints corresponds to work issues.	Conflicts of interest Negative leadership Wrongful dismissal	Employment issues Property consultation

▶ Explanatory Notes

GEB:
Compared to 2023, there was a 50% increase in the channel's use in 2024, primarily driven by the increased dissemination and awareness among all GEB employees and third parties. The events correspond to complaints and ethical dilemmas.

It is important to note that the referenced types are those selected by the complainant at the time they made a complaint through the channel.

Peru:
Contugas:
Compared to 2023, there was a 255% increase in the channel's use in 2024, primarily driven by the strengthening of dissemination and awareness efforts among all Contugas employees and third parties regarding the use of the channel, which encouraged its use.

Guatemala:
Conecta:
*Regarding the two complaints concerning work issues, it was concluded that they lacked substance, as no specific incident was indicated and no irregularities could be observed during the investigation process.

*Regarding the property consultation, follow-up was conducted on a consultation on the processes required to finalize a right of way procedure.

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GEB-17 Report on Breaches of the Code of Ethics

	GEB		Enlaza		TGI		Cálidda		Contugas		Electrodunas		Cantalloc		Conecta		Business Group	
Topic	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Corruption or Bribery	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0
Discrimination or Harassment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Customer privacy data	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Conflicts of Interest	0	0	0	0	0	0	0	0	0	0	0	1	0	4	0	0	0	5
Money Laundering or Insider Trading	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Anticompetitive practices	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

GEB-18 Contributions to Associations

In accordance with GEB's Code of Ethics and Conduct, the organization DOES NOT make contributions to foundations, campaigns, lobbying, NGOs, or other organizations with political purposes. This principle is based on its commitment to political neutrality, the responsible use of resources, and transparency in all its actions, ensuring that its contributions are directed exclusively towards legitimate business objectives, such as sustainability, the energy transition, and social development. These guidelines ensure that the Business Group (GEB) maintains its independence and reinforces the trust of its stakeholders.

► Note:

the figures shown below are expressed in **millions of Colombian pesos.**

Amount of the contributions	2021	2022	2023	2024
Currency	M COP	M COP	M COP	M COP
Indicate the amount of contributions for political purposes	$ 0.00	$ 0.00	$ 0.00	$ 0.00

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GEB-18 Contributions to Associations (continued)

Total contributions	GEB				TGI				Cálidda			
Contribution Destination	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Currency	COP	COP	COP	COP	COP	COP	COP	COP	COP	COP	COP	COP
Lobbying, interest representation or similar	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00
Local, regional, or national political campaigns, organizations, or candidates	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00
Tax-exempt trade associations or groups	$ 198,563,035.00	$ 123,051,920.00	$ 819,871,595.00	$ 212,966,400.00	$ 602,160,650.00	$ 917,407,654.00	$ 702,542,394.00	$ 596,109,867.00	$ 331,573,842.00	$ 305,438,461.00	$ 345,864,949.00	$ 382,140,982.35
Other	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00
Total	$ 198,563,035.00	$ 123,051,920.00	$ 819,871,595.00	$ 212,966,400.00	$ 602,160,650.00	$ 917,407,654.00	$ 702,542,394.00	$ 596,109,867.00	$ 331,573,842.00	$ 305,438,461.00	$ 345,864,949.00	$ 382,140,982.35

Total contributions	Electrodunas				Business Group			
Contribution Destination	2021	2022	2023	2024	2021	2022	2023	2024
Currency	COP	COP	COP	COP	COP	COP	COP	COP
Lobbying, interest representation or similar	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00
Local, regional, or national political campaigns, organizations, or candidates	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00
Tax-exempt trade associations or groups	$ 0.00	$ 0.00	$ 0.00	$ 141,719,500.01	$ 1,132,297,527.00	$ 1,345,898,035.00	$ 1,868,278,938.00	$ 1,332,936,749.36
Other	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00
Total	$ 0.00	$ 0.00	$ 0.00	$ 141,719,500.01	$ 1,132,297,527.00	$ 1,345,898,035.00	$ 1,868,278,938.00	$ 1,332,936,749.36

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GEB-18 Contributions to Associations (continued)

Name of organization, candidate or issue	Position description	Promotion of the energy transition	Promotion of the use and mass production of natural gas in Colombia and Peru.	Total
Currency		COP	COP	COP
Andesco	The National Association of Public Utilities and Communications Companies (ANDESCO) is a non-profit industry association that represents the interests of the member companies that provides residential public utility and communications services through participation in the construction of public policies, the promotion of best practices and the generation of information that contribute to innovation, the sustainable growth of the sector, the reduction of social gaps, the protection of the environment and the contribution to the country's sustainable development in the framework of the 2023 Agenda.	$ 60.545.400,00	$ 109.479.100,00	$ 170.024.500,00
ANDI	National Business Association of Colombia (ANDI, for the Spanish original) ANDI is a non-profit industry association whose objective is to disseminate and promote political, economic and social principles of a healthy free enterprise system. ANDI actively promotes, from the business sector, the economic growth of the country. Among its main objectives the creation of quality jobs and social well-being of workers. It promotes the positioning of companies as drivers and as key players in the pursuit of the Sustainable Development Goals, the principles of Conscious Capitalism, free enterprise, and democracy.	$ 314.953.895,00	$ 0.00	$ 314.953.895,00
NATURGAS	Colombian National Association of Natural Gas (NATURGAS) is a private, non-profit organization that groups companies from the natural gas sector in Colombia, it works on the promotion of the development of the natural gas market: production, transportation, distribution, and retailing. It participates in the discission of public policies and regulations to strengthen the sector's growth and competitiveness. It also promotes the use of natural gas as a transitional energy source that helps improve air quality, mitigates climate change, and enhances the quality of life for tens of millions of Colombians.	$ 0.00	$ 308.951.664,00	$ 308.951.664,00
Sociedad Peruana de Hidrocarburos.	The Peruvian Hydrocarbons Society is a private, non-profit organization that seeks to promote the widespread adoption of natural gas, specifically within its concession area. Its work focuses on fostering the development of the natural gas market across all its stages: production, transportation, distribution, and commercialization. Additionally, it actively participates in discussions regarding public policies and regulations to strengthen the sector's growth and competitiveness, and advocates for natural gas as a transitional energy source that helps improve air quality, mitigate climate change, and ultimately enhance the quality of life.	$ 0.00	$ 142.497.250,00	$ 142.497.250,00
Sociedad Nacional de Minería Petróleo y Energía.	The National Society of Mining, Petroleum, and Energy (SNMPE) is a private, non-profit organization that brings together companies from the mining, hydrocarbons, and electricity sectors. It seeks the sustainable development of these activities by fostering investment, defending the market economy, and promoting natural gas as a transitional energy source to improve quality of life and the environment.	$ 0.00	$ 364.447.934,35	$ 364.447.934,35
ASOCIACION DE DISTRIBUIDORAS DE ENERGIA ELECTRICA LATINOAMERICANAS ADELAT	The Association of Latin American Electricity Distributors (ADELAT) is a private, non-profit organization focused on enhancing the strategic role of distribution grids in the energy transition, strengthening distribution infrastructure for the energy future.	$ 3.753.784,70	$ 0.00	$ 3.753.784,70
Total		$ 379.253.079,70	$ 925.375.948,74	$ 1.304.629.028,44

► Note:

Note: Contributions to Hidrogeno colombiano, Consejo empresarial colombiano and Cámara de comercio industria y turismo ICA in the amount of COP $28,060,586.31 are not included, since these do not correspond to the promotion of the energy transition and the massification of natural gas in Colombia and Peru, but to the promotion of regional competitiveness through the strengthening of companies

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GEB-18 Contributions to Associations (continued)

Calidda					Electrodunas				
Largest contributions and expenses by organization					Largest contributions and expenses by organization				
Description of the corporate position on this issue	Organization	Type of organization	Description of the Organization	Monto aportado	Description of the corporate position on this issue	Organization	Type of organization	Description of the Organization	Monto aportado
We encourage the promotion of the massification of natural gas in the concession area with the trade association.	Sociedad Peruana de Hidrocarburos.	Trade association	Organization dedicated to promoting the massification of natural gas in the concession area.	$142.497.250,00	Strengthening and positioning of Electro Dunas in the industry, in order to promote its brand and consolidate its position as a leader in the energy transition. Contribution of economic investment and permanent participation in initiatives organized by the guild.	SOCIEDAD NACIONAL DE MINERIA PETROLEO Y ENERGIA - SNMPE	Trade association	The National Society of Mining, Petroleum and Energy (SNMPE) has as its purpose (i) to promote the development of mining, hydrocarbon and electricity activities, and their auxiliary activities and services, through the sustainable use of natural resources, contributing to the conservation of the environment and social development; (ii) to encourage investment in these productive sectors for the generation of the economic and financial resources that the Nation requires; (iii) to develop educational and cultural activities related to these productive activities; (iv) to promote and defend the market economy and competitiveness in our sectors; among others.	$124.804.202,39
	Sociedad Nacional de Minería Petróleo y Energía.	Trade association	Organization dedicated to promote the massification of natural gas (among others) and the issuance of standards that contribute to its regulation and promotion.	$239.643.732,35		ASOCIACION DE DISTRIBUIDORAS DE ENERGIA ELECTRICA LATINOAMERICANAS ADELAT	Trade association	ADELAT is a non-profit organization that seeks to enhance the strategic role of distribution networks in the energy transition.	$3.753.784,70
						CONSEJO EMPRESARIAL COLOMBIANO	Trade association	The Colombian Business Council brings together 230 members, whose business activity represents 90% of Colombian investment in Peru (*information stated by CEC on its website). The purpose of this organization is to institutionally represent the common interests of its members with respect to the investment and business they carry out in Peru.	$11.862.138,10
						Cámara de Comercio, Industria y Turismo de Ica	Trade association	This association seeks to contribute to regional competitiveness through a strengthened business association.	$1.299.367,02

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GEB-18 Contributions to Associations (continued)

GEB					TGI				
Largest contributions and expenses by organization					Largest contributions and expenses by organization				
Description of the corporate position on this issue	Organization	Type of organization	Description of the Organization	Monto aportado	Description of the corporate position on this issue	Organization	Type of organization	Description of the Organization	Monto aportado
GEB fosters strategic alliances with key trade and business associations to strengthen its presence in the industry, promote its brand and consolidate its position as a leader in sustainability and energy transition. This includes active participation in ANDESCO, ANDI, ICGC and CEAPI, contributing to the development of public policies and the sustainable growth of the sector and the regions.	ANDESCO	Trade association	Asociación Nacional de Empresas de Servicios Públicos y Comunicaciones (ANDESCO): A non-profit trade association that represents the interests of the affiliated companies of public utilities and communications, through participation in the construction of public policies, the promotion of best practices and the generation of information that helps the sustainable growth of the sector.	60.545.400	TGI participates permanently in the Gas Chamber, Environmental Chamber, Legal and Legislative Chamber. Likewise, we are part of its Board of Directors. The corporate position is aligned with the position of the guild as it is oriented to the assurance and efficiency in the provision of public services. This year, the most relevant issues worked on were the Supply Plan, El Niño Phenomenon, Tariff Methodology and approval of charges, and environmental regulations.	ANDESCO	Trade association	Non-profit trade association that represents the interests of public utilities and communications companies. Its participation and management is focused on the construction of public policies, the promotion of best practices and the generation of information of interest that helps the sustainable growth of the sector and the reduction of social gaps, promoting the care of the environment.	$ 109.479.100,00
	ANDI	Trade association	The National Association of Colombian Businessmen (ANDI) is a non-profit association whose objective is to disseminate and promote the political, economic and social principles of a healthy free enterprise system. It encourages the generation of quality employment and promotes compliance with the Sustainable Development Goals and conscious capitalism.	152.421.000	The Vice-Presidency of Mining, Hydrocarbons and Energy is an area of ANDI that articulates the needs of the sector. TGI participates in the Energy and Gas Roundtable and the Mining-Energy Environmental Committee, both scenarios oriented to the competitiveness of Colombia's productive sector. We are also linked to the ANDI Mas Guajira Roundtable and the Hydrogen Chamber, the latter created jointly with NATURGAS. Among the relevant topics worked this year, we have: challenges and opportunities of just transition for the labor sector, reliability needs of the system from planning to project execution, and tools for institutional coordination of the sector. We also promoted the importance of being vocal about the need for new sources of exploration and permanent dialogue among stakeholders to avoid natural gas shortages.	ANDI	Trade association	Asociación Nacional de Empresarios de Colombia (National Association of Colombian Businessmen), which represents the general interests of the Colombian business sector. The Vice-Presidency of Mining, Hydrocarbons and Energy is an area of ANDI that articulates the needs of the sector. TGI participates in the Energy and Gas Roundtable and the Mining-Energy Environmental Committee, both scenarios oriented to the competitiveness of Colombia's productive sector. We are also linked to the ANDI Mas Guajira Roundtable and the Hydrogen Chamber, the latter created jointly with NATURGAS.	$ 162.532.895,00
					Through the management of NATURGAS, we seek to encourage the development and dynamization of the natural gas market in Colombia, and the supply in the short and long term. To this end, the different regulatory initiatives for strengthening the sector are discussed within the association. This year the management focused on the Natural Gas Supply Plan, tariff methodologies, the need to make the gas commercialization market more flexible and the importance of advancing in the commercialization dates. Likewise, we worked hand in hand with the Natural Gas Market Manager to ensure transparency and truthfulness in the information and thus contribute to the analyses required to ensure gas supply in the country.	NATURGAS	Trade association	NATURGAS seeks to encourage the development and dynamization of the natural gas market in Colombia, and the supply in the short and long term. To this end, the different regulatory initiatives to strengthen the sector are being discussed within the association.	$ 308.951.664,00
					Since TGI was betting on the development of hydrogen as an adjacent business since its transformation, in 2023 we joined the guild. This guild is a leader in Colombia in the promotion of hydrogen and the generation of tools for its consolidation. Due to strategy change issues, in 2025 we will not be part of this guild.	Hidrógeno Colombia	Trade association	This guild includes discussions for the development of the regulatory framework for hydrogen in Colombia, as well as the discussion of best practices on financing mechanisms.	$ 15.146.208,00

▶ Explanatory Notes

No contributions to associations have been generated for Enlaza, Cantalloc and Conecta.
GEB: The variations presented with respect to the previous year (2023) for GEB are due to ANDESCO's extraordinary quotas. These are associated with reports prepared by the association as part of a monitoring and analysis study of territorial dynamics in prioritised areas. The aim of this study is to manage risks in regions of interest. Additionally, specific reports were prepared on regulatory procedures, the development of the zero hydrogen project, and the preparation of a territorial report in areas of influence.

TGI: Several trade union studies were carried out in NATURGAS in 2023, the results of which were included in the corresponding report. For 2024, discounts were also negotiated in various areas of ANDI, with reductions of 30%, 50% and 50% being obtained in the Hydrogen Chamber, ANDI and Mesa Más Guajira respectively.

Grupo Energía Bogotá

Ethics and Transparency (Internal Control, Licenses, and Patents)

GEB-19 Operation of the Internal Control System

GEB's internal control has been defined as a set of activities performed systematically and daily as part of our processes, in order to provide reasonable security of compliance with its objectives.
In this way, at GEB, the effectiveness of the Internal Control system (ICS) is promoted through a culture based on corporate values and oriented towards active risk management, controls, and continuous improvement. Additionally, a Control Architecture Policy is in place, through which the 2013 International COSO Framework and the Three Lines Model of the European Committee of the Institute of Internal Auditors were adopted, ensuring the system's proper maintenance.
GEB's roles and responsibilities in terms of governance, risk management, and control are coordinated through the Three Lines Model, facilitating the achievement of strategic objectives through self-control and individual accountability.
The following are some of the benefits identified from implementing this Model:

Robust and efficient governance.
Assertive communication.
Greater efficiency in the company's management.
Sound decision-making.
Proper segregation of duties.
Effective management of risk/controls.
Clarity of individual roles and responsibilities.

Monitoring of the Internal Control system is complemented by reviews from the Assurance and Control department and audits conducted by the Statutory Auditor, Internal Auditor, and the Comptroller of Bogotá D.C., whose results are analyzed by the Audit and Risk Committee and presented to the Board of Directors.

GEB Governing Bodies (the Board of Directors and its committees) supervises the achievement of objectives and the system's effectiveness. This is how GEB's Control Architecture is managed through this structure and role and responsibility system, maintaining adequate interaction and coordination between them.

GEB-20 Patents, Trademarks, Licenses, and Franchises

GRUPO ENERGÍA BOGOTÁ S.A. E.S.P. and other companies that are part of its Business Group hold registered trademarks in Colombia (65 multi-class trademark registrations), Peru (29 multi-class trademark registrations), Guatemala (29 single class trademark registrations), and Brazil (16 single class trademark registrations). All distinctive signs used by the Business Group are registered as trademarks to identify products and services related to the provision of services associated with the generation, transmission, and distribution of electric energy and natural gas. The main registered trademarks are listed below and the details of the registrations can be observed in the attached trademark portfolio.

Country	Trademarks
Colombia	Source: GRUPO ENERGÍA BOGOTÁ; GEB; TGI; TRECSA; GEBBRAS; CÁLIDDA; CONTUGAS; EEBIS; FUNDACIÓN GRUPO ENERGÍA DE BOGOTÁ; ENLAZA; INNERGIA; STARS UP GRUPOENERGÍABOGOTÁ
Brazil	GRUPO ENERGÍA BOGOTÁ; GEBBRAS
Guatemala	GRUPO ENERGÍA BOGOTÁ; EEBIS; STARS UP GRUPOENERGÍABOGOTÁ; TRECSA
Peru	GRUPO ENERGÍA BOGOTÁ; CÁLIDDA; CONTUGAS; EEBIS; GNLC; STARS UP GRUPOENERGÍABOGOTÁ; TRECSA

Grupo Energía Bogotá

Litigation

GEB -21 Litigation

The following describes the litigation and judicial and administrative proceedings that may materially affect the operation, financial position, and/or changes in the financial position of GEB and its subsidiaries:

GEB-Enlaza
CAE Litigation:
Plaintiff: Eléctricas de Medellín Comercial S.A. - Member of Consorcio Autopistas de la Energía - CAE
Defendant: Grupo Energía Bogotá S.A. E.S.P.
Necessary joint litigant: ODINEC SA
File No.: 05001233300020240014300
Current court: Court of Arbitration of Antioquía

The claims of the lawsuit aim to have it declared that during the execution of Contract 100569 of 2015, signed between Consorcio Autopistas de la Energía (CAE) and Grupo Energía Bogotá SA ESP (GEB SA ESP), the latter breached its contractual obligations, which included reviewing the contract prices, paying for the executed works, releasing the tower sites, delivering the required supplies for executing the works, and sending the corresponding detailed information. Moreover, as a consequence of the modification of the Project's scope and GEB's non-compliance its obligations, CAE considers that there are economic damages for the contractor consisting of the increased costs incurred and the profit not received.

The economic claims amount to COP 48,264,969,044 with the ongoing lawsuit. However, CAE amended the lawsuit to include new items under the responsibility of GEB, reason why the economic claims of the amended lawsuit amount to COP 56,347,721,345 (amended claim without admission).

In response to the plaintiff's claims, GEB raised the following substantive defenses: i) exception of breached contract, ii) serious and irregular modifications to laboratory reports, iii) CAE failed to organize and direct the contract activities, iv) CAE breached its environmental obligations, v) CAE caused damage to property owners, vi) CAE failed to meet labor obligations, vii) CAE failed to hire qualified personnel, ix) CAE did not quickly inform GEB of structural deficiencies, x) CAE altered the consortium's composition, xi) CAE did not amortize the entire advance payment, xii) CAE subcontracted companies not authorized by GEB, xiii) CAE failed in its duty to exercise contractual good faith, xvi) CAE failed in its duty of contractual collaboration, xv) lack of loyalty, xvi) application of precedent to the transaction, xvii) GEB fulfilled the contract in good faith, xviii) absence of contractual liability elements, xix) inapplicability of the penalty clause, xx) no expected profit in section II, xxi) CAE's exclusive fault, xxii) the inapplicability of the economic imbalance claim, xxiii) absence of force majeure.

Status of the proceeding:
On June 7, 2024, GEB received the notification of writ admitting the lawsuit. In response to this decision, GEB filed a motion for reconsideration on June 13, in which it requested the inclusion of ODINEC as a necessary joint litigant.

By writ dated June 26, the Court decided on the appeal filed by GEB, granting the involvement of ODINEC.
On July 2, EDEMCO filed an appeal against the decision to link ODINEC to the process. This appeal was resolved negatively via notified writ
on July 25th. On August 12, 2024, GEB submitted a response to the lawsuit and, at the same time, filed a counterclaim to address its claims of breached contract by CAE.

On August 27, 2024, EDEMCO's representative filed a reform of the lawsuit. Along with this action, two expert opinions were presented, one financial and the other technical.

As of the date of this report, the process is pending the Court's decision on the following actions:
Admission of the counterclaim filed by GEB
Admission of the amendment to the claim filed by EDEMCO

Probability of a Favorable or Unfavorable Outcome:
Considering the lawsuit's current procedural status, it is not possible to determine the favorability or unfavorability of the court's decision.

If the claims of the CAE lawsuit eventually prove to be favorable to its interests, GEB must pay COP 48.265 billion plus the indexations and costs of the proceeding. The amount could increase to an updated sum of COP 56.347 billion.

Conecta:
Criminal Complaint - Izabal Substation Case: Judicial File No. 18002-2023-00236 Lower Court for Criminal, Drug Trafficking, and Environmental Crimes of Izabal

On 04/26/2023, Mr. Jorge Eduardo Morales Paz filed a complaint with the Pluripersonal Lower Court for Criminal, Drug Trafficking, and Environmental Crimes in the Department of Izabal against Mr. Hugo Scheel Aguilar and the entity Transportadora de Energía de Centroamérica, Sociedad Anónima, for the alleged commission of Usurpation and Aggravated Usurpation.
On 05/08/2023, the Judge hearing the case issued the ruling, among other things, resolving to grant precautionary measures for the seizure of TRECSA's bank accounts for GTQ 500,000 and the eviction of the property named "RANCHO GRANDE" located on the road to "EL BOQUERON" in the municipality of El Estor of the department of Izabal, at the location of the Izabal Substation.

Since the notification of the court judgment in 2023, Trecsa has exercised its right to defense in accordance with the legal actions allowed by the Guatemalan legal framework to prevent the execution of the judge's decision. For this purpose, it has established a high-level legal strategy. To date, the eviction order has been suspended.

Status of the proceeding:
The eviction order is currently suspended.
Furthermore, the Chamber of the Court of Appeals is yet to hear and resolve the recusal presented by the Judge hearing the case to proceed with the case, and subsequently for the second request for dismissal of the case presented by the Public Ministry of Guatemala to be addressed.

Probability of a Favorable or Unfavorable Outcome:
Considering that the case is still pending before the Court, it is not possible to determine the outcome of the proceeding.
Nevertheless, the company's legal position is solid, and the defined legal strategy for the defense of its rights continues being executed. However, for the purposes of the exercise in this regard and considering a different scenario in which the court decision might not be favorable, the main impacts would be reflected in the Izabal Substation asset estimated at USD 10.4 million, annual income of USD 936,942, and a seizure of USD 125,000.



TALENT MANAGEMENT

AND WELL-BEING

Grupo Energía Bogotá

Grupo Energía Bogotá

Talent and Well-being Management

(GRI 2-7) Employees

	GEB												Enlaza											
	2021			2022			2023			2024			2021			2022			2023			2024		
Overall labor indicators	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total number of employees	363	312	675	358	311	669	180	219	399	186	230	416	N/A	N/A	N/A	N/A	N/A	N/A	228	144	372	226	148	374
Percentage of employees by gender	53.78%	46.22%	100.0%	53.51%	46.49%	100.0%	45.11%	54.89%	100.0%	44.71%	55.29%	100.0%	0.00%	0.00%	0.0%	0.00%	0.00%	0.0%	61.29%	38.71%	100.0%	60.43%	39.57%	100.0%
Number of employees with indefinite-term contracts	224	187	411	237	196	433	162	189	351	163	194	357	N/A	N/A	N/A	N/A	N/A	N/A	125	67	192	126	70	196
Percentage of employees with indefinite-term contracts	33.19%	27.70%	60.89%	35.43%	29.30%	64.72%	40.60%	47.37%	87.97%	39.18%	46.63%	85.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.60%	18.01%	51.61%	33.69%	18.72%	52.41%
Number of employees with fixed-term contracts	139	125	264	121	115	236	18	30	48	23	36	59	N/A	N/A	N/A	N/A	N/A	N/A	103	77	180	100	78	178
Percentage of employees with fixed-term contracts	20.59%	18.52%	39.11%	18.09%	17.19%	35.28%	4.51%	7.52%	12.03%	5.53%	8.65%	14.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	27.69%	20.70%	48.39%	26.74%	20.86%	47.59%
Number of employees with another type of contract (if applicable)	0	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Percentage of employees with another type of contract (if applicable)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Number of full-time employees	363	312	675	358	311	669	180	219	399	186	230	416	N/A	N/A	N/A	N/A	N/A	N/A	228	144	372	226	148	374
Percentage of full-time employees	53.78%	46.22%	100.0%	53.51%	46.49%	100.0%	45.11%	54.89%	100.0%	44.71%	55.29%	100.0%	0.00%	0.00%	0.0%	0.00%	0.00%	0.0%	61.29%	38.71%	100.0%	60.43%	39.57%	100.0%
Number of part-time employees	0	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Percentage of part-time employees	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

	TGI												Cálidda											
	2021			2022			2023			2024			2021			2022			2023			2024		
Overall labor indicators	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total number of employees	340	122	462	329	126	455	313	118	431	312	112	424	297	107	404	287	101	388	289	112	401	294	120	414
Percentage of employees by gender	73.59%	26.41%	100.0%	72.31%	27.69%	100.0%	72.62%	27.38%	100.0%	73.58%	26.42%	100.0%	73.51%	26.49%	100.0%	73.97%	26.03%	100.0%	72.07%	27.93%	100.0%	71.01%	28.99%	100.0%
Number of employees with indefinite-term contracts	336	119	455	328	123	451	312	117	429	307	109	416	279	98	377	280	97	377	284	107	391	285	113	398
Percentage of employees with indefinite-term contracts	72.73%	25.76%	98.48%	72.09%	27.03%	99.12%	72.39%	27.15%	99.54%	72.41%	25.71%	98.11%	69.06%	24.26%	93.32%	72.16%	25.00%	97.16%	70.82%	26.68%	97.51%	68.84%	27.29%	96.14%
Number of employees with fixed-term contracts	4	3	7	1	3	4	1	1	2	5	3	8	18	9	27	7	4	11	5	5	10	9	7	16
Percentage of employees with fixed-term contracts	0.87%	0.65%	1.52%	0.22%	0.66%	0.88%	0.23%	0.23%	0.46%	1.18%	0.71%	1.89%	4.46%	2.23%	6.68%	1.80%	1.03%	2.84%	1.25%	1.25%	2.49%	2.17%	1.69%	3.86%
Number of employees with another type of contract (if applicable)	0	0	0	0	0	0	0	0	0	9	13	22	0	0	0	0	0	0	0	0	0	0	0	0
Percentage of employees with another type of contract (if applicable)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.1%	3.1%	5.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Number of full-time employees	340	122	462	329	126	455	313	118	431	312	112	424	297	107	404	287	101	388	289	112	401	294	120	414
Percentage of full-time employees	73.59%	26.41%	100.0%	100.00%	100.00%	200.0%	100.00%	100.00%	200.0%	73.58%	26.42%	100.0%	73.51%	26.49%	100.0%	73.97%	26.03%	100.0%	72.07%	27.93%	100.0%	71.01%	28.99%	100.0%
Number of part-time employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage of part-time employees	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Grupo Energía Bogotá

Talent and Well-being Management

(GRI 2-7) Employees (Continued)

	Contugas												Electrodunas											
	2021			2022			2023			2024			2021			2022			2023			2024		
Overall labor indicators	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total number of employees	87	41	128	82	35	117	88	35	123	78	34	112	206	54	260	209	59	268	206	64	270	212	73	285
Percentage of employees by gender	67.97%	32.03%	100.0%	70.09%	29.91%	100.0%	71.54%	28.46%	100.0%	69.64%	30.36%	100.0%	79.23%	20.77%	100.0%	77.99%	22.01%	100.0%	76.30%	23.70%	100.0%	74.39%	25.61%	100.0%
Number of employees with indefinite-term contracts	83	39	122	77	35	112	87	35	122	78	34	112	204	53	257	204	56	260	204	61	265	203	69	272
Percentage of employees with indefinite-term contracts	64.84%	30.47%	95.31%	65.81%	29.91%	95.73%	70.73%	28.46%	99.19%	69.64%	30.36%	100.00%	78.46%	20.38%	98.85%	76.12%	20.90%	97.01%	75.56%	22.59%	98.15%	71.23%	24.21%	95.44%
Number of employees with fixed-term contracts	0	0	0	5	0	5	1	0	1	0	0	0	2	1	3	5	3	8	5	3	8	9	4	13
Percentage of employees with fixed-term contracts	0.00%	0.00%	0.00%	4.27%	0.00%	4.27%	0.81%	0.00%	0.81%	0.00%	0.00%	0.00%	0.77%	0.38%	1.15%	1.87%	1.12%	2.99%	1.85%	1.11%	2.96%	3.16%	1.40%	4.56%
Number of employees with another type of contract (if applicable)	4	2	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage of employees with another type of contract (if applicable)	3.1%	1.6%	4.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Number of full-time employees	83	39	122	82	35	117	88	35	123	78	34	112	206	54	260	209	59	268	209	64	273	212	73	285
Percentage of full-time employees	68.03%	31.97%	100.0%	70.09%	29.91%	100.0%	71.54%	28.46%	100.0%	69.64%	30.36%	100.0%	79.23%	20.77%	100.0%	77.99%	22.01%	100.0%	76.56%	23.44%	100.0%	74.39%	25.61%	100.0%
Number of part-time employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage of part-time employees	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

	Cantalloc												Conecta											
	2021			2022			2023			2024			2021			2022			2023			2024		
Overall labor indicators	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total number of employees	N/A	N/A	N/A	N/A	N/A	N/A	535	45	580	555	53	608	96	43	139	94	40	134	92	39	131	75	32	107
Percentage of employees by gender	0.00%	0.00%	0.0%	0.00%	0.00%	0.0%	92.24%	7.76%	100.0%	91.28%	8.72%	100.0%	69.06%	30.94%	100.0%	70.15%	29.85%	100.0%	70.23%	29.77%	100.0%	70.09%	29.91%	100.0%
Number of employees with indefinite-term contracts	N/A	N/A	N/A	N/A	N/A	N/A	9	1	10	11	3	14	88	34	122	85	33	118	85	34	119	71	26	97
Percentage of employees with indefinite-term contracts	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.55%	0.17%	1.72%	1.81%	0.49%	2.30%	63.31%	24.46%	87.77%	63.43%	24.63%	88.06%	64.89%	25.95%	90.84%	66.36%	24.30%	90.65%
Number of employees with fixed-term contracts	N/A	N/A	N/A	N/A	N/A	N/A	521	42	563	544	50	594	8	9	17	9	7	16	7	5	12	4	6	10
Percentage of employees with fixed-term contracts	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	89.83%	7.24%	97.07%	89.47%	8.22%	97.70%	5.76%	6.47%	12.23%	6.72%	5.22%	11.94%	5.34%	3.82%	9.16%	3.74%	5.61%	9.35%
Number of employees with another type of contract (if applicable)	N/A	N/A	N/A	N/A	N/A	N/A	5	2	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage of employees with another type of contract (if applicable)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%	0.3%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Number of full-time employees	N/A	N/A	N/A	N/A	N/A	N/A	530	43	573	555	53	608	96	43	139	94	40	134	92	39	131	75	32	107
Percentage of full-time employees	0.00%	0.00%	0.0%	0.00%	0.00%	0.0%	92.50%	7.50%	100.0%	91.28%	8.72%	100.0%	69.06%	30.94%	100.0%	70.15%	29.85%	100.0%	70.23%	29.77%	100.0%	70.09%	29.91%	100.0%
Number of part-time employees	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage of part-time employees	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Grupo Energía Bogotá

Talent and Well-being Management

(GRI 2-7) Employees (Continued)

	PowerCo			Business Group											
	2024			2021			2022			2023			2024		
Overall labor indicators	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total number of employees	3	0	3	1389	679	2068	1359	672	2031	1931	776	2707	1941	802	2743
Percentage of employees by gender	100.00%	0.00%	100.0%	67.17%	32.83%	100.0%	66.91%	33.09%	100.0%	71.33%	28.67%	100.0%	70.76%	29.24%	100.0%
Number of employees with indefinite-term contracts	1	0	1	1214	530	1744	1211	540	1751	1268	611	1879	1244	618	1862
Percentage of employees with indefinite-term contracts	33.33%	0.00%	33.33%	58.70%	25.63%	84.33%	59.63%	26.59%	86.21%	46.84%	22.57%	69.41%	45.35%	22.53%	67.88%
Number of employees with fixed-term contracts	2	0	2	171	147	318	148	132	280	661	163	824	694	184	878
Percentage of employees with fixed-term contracts	66.67%	0.00%	66.67%	8.27%	7.11%	15.38%	7.29%	6.50%	13.79%	24.42%	6.02%	30.44%	25.30%	6.71%	32.01%
Number of employees with another type of contract (if applicable)	0	0	0	4	2	6	0	0	0	5	2	7	9	13	22
Percentage of employees with another type of contract (if applicable)	0.0%	0.0%	0.0%	0.2%	0.1%	0.3%	0.0%	0.0%	0.0%	0.2%	0.1%	0.3%	0.3%	0.5%	0.8%
Number of full-time employees	3	0	3	1385	677	2062	1359	672	2031	1929	774	2703	1938	802	2740
Percentage of full-time employees	100.0%	0.00%	100.0%	67.17%	32.83%	100.0%	66.91%	33.09%	100.0%	71.37%	28.63%	100.0%	70.73%	29.27%	100.0%
Number of part-time employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage of part-time employees	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

► Explanatory Notes

Guatemala
Conecta - Organizational restructuring processes were carried out in 2024 in the subsidiary Conecta, which caused staff changes.

Grupo Energía Bogotá

Talent and Well-being Management

GEB-22 Diversity and Workforce Breakdown

	GEB											
Workforce Breakdown	2021			2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total number of employees	363	312	675	358	311	669	180	219	399	186	230	416
By employment category	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of employees Senior Management	15	6	21	16	5	21	11	5	16	10	5	15
Percentage of employees Senior Management	2.22%	0.89%	3.11%	2.39%	0.75%	3.14%	2.76%	1.25%	4.01%	2.40%	1.20%	3.61%
Number of employees Middle Management	55	38	93	56	43	99	39	34	73	33	31	64
Percentage of employees Middle Management	8.15%	5.63%	13.78%	8.37%	6.43%	14.80%	21.67%	15.53%	18.30%	17.74%	13.48%	15.38%
Number of employees Advisor	163	115	278	162	106	268	79	89	168	78	93	171
Percentage of employees Advisor	24.15%	17.04%	41.19%	24.22%	15.84%	40.06%	43.89%	40.64%	42.11%	41.94%	40.43%	41.11%
Number of employees Professionals	85	101	186	81	109	190	37	57	94	51	67	118
Percentage of employees Professionals	12.59%	14.96%	27.56%	12.11%	16.29%	28.40%	20.56%	26.03%	23.56%	27.42%	29.13%	28.37%
Number of employees Support/Assistance	45	52	97	43	48	91	14	34	48	14	34	48
Percentage of employees Support/Assistance	6.67%	7.70%	14.37%	6.43%	7.17%	13.60%	7.78%	15.53%	12.03%	7.53%	14.78%	11.54%
Number of employees in positions with income-generating functions	22	5	27	20	5	25	12	4	16	9	3	12
Percentage of employees in positions with income-generating functions	81.48%	18.50%		80.0%	20.0%		75.0%	25.0%		75.0%	25.0%	
Number of employees in positions related to STEM	219	77	296	228	89	317	51	39	90	51	43	94
Percentage of employees in positions related to STEM (over the total number of STEM-related positions)	73.99%	26.01%		71.92%	28.08%		56.67%	43.33%		54.26%	45.74%	
By age	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of employees under 30 years of age	21	31	52	16	23	39	10	14	24	16	17	33
Percentage of employees under 30 years of age	3.11%	4.59%	7.70%	2.39%	3.44%	5.83%	2.51%	3.51%	6.02%	3.85%	4.09%	7.93%
Number of employees aged between 31 and 50	297	255	552	286	260	546	128	182	310	138	197	335
Percentage of employees aged between 31 and 50	44.00%	37.78%	81.78%	42.75%	38.86%	81.61%	32.08%	45.61%	77.69%	33.17%	47.36%	80.53%
Number of employees over 51 years of age	45	26	71	56	28	84	42	23	65	32	16	48
Percentage of employees over 51 years of age	6.67%	3.85%	10.52%	8.37%	4.19%	12.56%	10.53%	5.76%	16.29%	7.69%	3.85%	11.54%

Grupo Energía Bogotá

Talent and Well-being Management

GEB-22 Diversity and Workforce Breakdown (continued)

	Enlaza												TGI											
Workforce Breakdown	2021			2022			2023			2024			2021			2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total number of employees	0	0	0	0	0	0	228	144	372	226	148	374	200	262	462	189	266	455	313	118	431	312	112	424
By employment category	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of employees Senior Management	N/A	N/A	N/A	N/A	N/A	N/A	5	1	6	5	1	6	12	10	22	12	8	20	14	8	22	2	2	4
Percentage of employees Senior Management	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.34%	0.27%	1.61%	1.34%	0.27%	1.60%	2.60%	2.16%	4.76%	2.64%	1.76%	4.40%	3.25%	1.86%	5.10%	0.47%	0.47%	0.94%
Number of employees Middle Management	N/A	N/A	N/A	N/A	N/A	N/A	11	3	14	18	11	29	27	14	41	31	19	50	26	19	45	34	19	53
Percentage of employees Middle Management	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.82%	2.08%	3.76%	7.96%	7.43%	7.75%	5.84%	3.03%	8.87%	6.81%	4.18%	10.99%	8.31%	16.10%	10.44%	10.90%	16.96%	12.50%
Number of employees Advisor	N/A	N/A	N/A	N/A	N/A	N/A	123	56	179	115	52	167	6	1	7	3	1	4	4	1	5	2	0	2
Percentage of employees Advisor	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	53.95%	38.89%	48.12%	50.88%	35.14%	44.65%	1.30%	0.22%	1.52%	0.66%	0.22%	0.88%	1.28%	0.85%	1.16%	0.64%	0.00%	0.47%
Number of employees Professionals	N/A	N/A	N/A	N/A	N/A	N/A	57	71	128	55	72	127	132	74	206	119	74	193	110	71	181	111	75	186
Percentage of employees Professionals	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	49.31%	34.41%	24.34%	48.65%	33.96%	28.57%	16.02%	44.59%	26.15%	16.26%	42.42%	35.14%	60.17%	42.00%	35.58%	66.96%	43.87%
Number of employees Support/Assistance	N/A	N/A	N/A	N/A	N/A	N/A	32	13	45	33	12	45	23	163	186	24	164	188	159	19	178	163	16	179
Percentage of employees Support/Assistance	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	14.04%	9.03%	12.10%	14.60%	8.11%	12.03%	4.98%	35.28%	40.26%	5.27%	36.04%	41.32%	50.80%	16.10%	41.30%	52.24%	14.29%	42.22%
Number of employees in positions with income-generating functions	N/A	N/A	N/A	N/A	N/A	N/A		4	4	12	1	13	0	0	0	0	8	8		4	4	7	3	10
Percentage of employees in positions with income-generating functions	0.00%	0.00%		0.0%	0.0%		0.0%	100.0%		92.3%	7.7%		0.00%	0.00%		0.0%	100.0%		0.0%	100.0%		70.0%	30.0%	
Number of employees in positions related to STEM	N/A	N/A	N/A	N/A	N/A	N/A		21	21	149	50	199	86	14	100	54	23	77	67	21	88	92	35	127
Percentage of employees in positions related to STEM (over the total number of STEM-related positions)	0.00%	0.00%	0%	0.00%	0.00%	0%	0.00%	100.00%		74.87%	25.13%		86.00%	14.00%		70.13%	29.87%		76.14%	23.86%		72.44%	27.56%	
By age	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of employees under 30 years of age	N/A	N/A	N/A	N/A	N/A	N/A	4	6	10	5	8	13	19	12	31	10	8	18	7	7	14	12	6	18
Percentage of employees under 30 years of age	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.75%	4.17%	2.69%	2.21%	5.41%	3.48%	4.11%	2.60%	6.71%	2.20%	1.76%	3.96%	1.62%	1.62%	3.25%	2.83%	1.42%	4.25%
Number of employees aged between 31 and 50	N/A	N/A	N/A	N/A	N/A	N/A	191	127	318	191	128	319	228	90	318	211	94	305	201	88	289	207	91	298
Percentage of employees aged between 31 and 50	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	83.77%	88.19%	85.48%	84.51%	86.49%	85.29%	49.35%	19.48%	68.83%	46.37%	20.66%	67.03%	46.64%	20.42%	67.05%	48.82%	21.46%	70.28%
Number of employees over 51 years of age	N/A	N/A	N/A	N/A	N/A	N/A	33	11	44	30	12	42	93	20	113	108	24	132	105	23	128	93	15	108
Percentage of employees over 51 years of age	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	14.47%	7.64%	11.83%	13.27%	8.11%	11.23%	20.13%	4.33%	24.46%	23.74%	5.27%	29.01%	24.36%	5.34%	29.70%	21.93%	3.54%	25.47%

Grupo Energía Bogotá

Talent and Well-being Management

GEB-22 Diversity and Workforce Breakdown (continued)

	Cálidda												Contugas											
Workforce Breakdown	2021			2022			2023			2024			2021			2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total number of employees	297	107	404	287	101	388	289	112	401	294	120	414	87	41	128	82	35	117	88	35	123	78	34	112
By employment category	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of employees Senior Management	7	3	10	7	2	9	6	2	8	8	2	10	3	1	4	4	1	5	4	0	4	5	0	5
Percentage of employees Senior Management	1.73%	0.74%	2.48%	1.80%	0.52%	2.32%	1.50%	0.50%	2.00%	1.93%	0.48%	2.42%	2.34%	0.78%	3.13%	3.42%	0.85%	4.27%	3.25%	0.00%	3.25%	4.46%	0.00%	4.46%
Number of employees Middle Management	20	11	31	20	12	32	20	12	32	21	12	33	5	4	9	4	4	8	5	5	10	2	2	4
Percentage of employees Middle Management	4.95%	2.72%	7.67%	5.15%	3.09%	8.25%	6.92%	10.71%	7.98%	7.14%	10.00%	7.97%	3.91%	3.13%	7.03%	3.42%	3.42%	6.84%	5.68%	14.29%	8.13%	2.56%	5.88%	3.57%
Number of employees Advisor	43	14	57	44	15	59	52	21	73	52	21	73	19	7	26	15	6	21	13	7	20	11	8	19
Percentage of employees Advisor	10.64%	3.47%	14.11%	11.34%	3.87%	15.21%	17.99%	18.75%	18.20%	17.69%	17.50%	17.63%	14.84%	5.47%	20.31%	12.82%	5.13%	17.95%	14.77%	20.00%	16.26%	14.10%	23.53%	16.96%
Number of employees Professionals	217	67	284	207	64	271	202	71	273	204	79	283	31	23	54	31	20	51	38	19	57	35	20	55
Percentage of employees Professionals	53.71%	16.58%	70.30%	53.35%	16.49%	69.85%	69.90%	63.39%	68.08%	69.39%	65.83%	68.36%	24.22%	17.97%	42.19%	26.50%	17.09%	43.59%	43.18%	54.29%	46.34%	44.87%	58.82%	49.11%
Number of employees Support/Assistance	10	12	22	9	8	17	9	6	15	9	6	15	29	6	35	28	4	32	28	4	32	25	4	29
Percentage of employees Support/Assistance	2.48%	2.97%	5.45%	2.32%	2.06%	4.38%	3.11%	5.36%	3.74%	3.06%	5.00%	3.62%	22.66%	4.69%	27.34%	23.93%	3.42%	27.35%	31.82%	11.43%	26.02%	32.05%	11.76%	25.89%
Number of employees in positions with income-generating functions	8	2	10	12	1	13	47	22	69	49	24	73	4	1	5	6	1	7	N/A	0	0	9	1	10
Percentage of employees in positions with income-generating functions	80.00%	20.00%		92.3%	7.7%		68.1%	31.9%		67.1%	32.9%		80.00%	20.00%		85.7%	14.3%		0.0%	0.0%		90.0%	10.0%	
Number of employees in positions related to STEM	0	10	10	24	2	26	0	0	0	15	3	18	87	41	128	82	35	117	30	20	50	25	8	33
Percentage of employees in positions related to STEM (over the total number of STEM-related positions)	0.00%	100.00%		92.31%	7.69%		0.00%	0.00%		83.33%	16.67%		67.97%	32.03%		70.09%	29.91%		60.00%	40.00%		75.76%	24.24%	
By age	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of employees under 30 years of age	39	23	62	23	18	41	20	23	43	20	27	47	7	5	12	5	4	9	10	14	24	8	5	13
Percentage of employees under 30 years of age	9.65%	5.69%	15.35%	5.93%	4.64%	10.57%	4.99%	5.74%	10.72%	4.83%	6.52%	11.35%	8.05%	12.20%	9.38%	6.10%	11.43%	7.69%	11.36%	40.00%	19.51%	10.26%	14.71%	11.61%
Number of employees aged between 31 and 50	239	80	319	244	80	324	248	85	333	250	90	340	69	35	104	66	60	126	67	30	97	60	28	88
Percentage of employees aged between 31 and 50	59.16%	19.80%	78.96%	62.89%	20.62%	83.51%	61.85%	21.20%	83.04%	60.39%	21.74%	82.13%	79.31%	85.37%	81.25%	80.49%	171.43%	107.69%	76.14%	85.71%	78.86%	76.92%	82.35%	78.57%
Number of employees over 51 years of age	19	4	23	20	3	23	21	4	25	24	3	27	11	1	12	11	1	12	11	1	12	10	1	11
Percentage of employees over 51 years of age	4.70%	0.99%	5.69%	5.15%	0.77%	5.93%	5.24%	1.00%	6.23%	5.80%	0.72%	6.52%	12.64%	2.44%	9.38%	13.41%	2.86%	10.26%	12.50%	2.86%	9.76%	12.82%	2.94%	9.82%

Grupo Energía Bogotá

Talent and Well-being Management

GEB-22 Diversity and Workforce Breakdown (continued)

	Electrodunas												Cantalloc											
Workforce Breakdown	2021			2022			2023			2024			2021			2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total number of employees	206	54	260	209	59	268	206	64	270	212	73	285	N/A	N/A	N/A	N/A	N/A	N/A	535	45	580	555	53	608
By employment category	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of employees Senior Management	7	2	9	1	0	1	9	3	12	11	4	15	N/A	N/A	N/A	N/A	N/A	N/A	4	2	6	1	0	1
Percentage of employees Senior Management	2.69%	0.77%	3.46%	0.37%	0.00%	0.37%	3.33%	1.11%	4.44%	3.86%	1.40%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.69%	0.34%	1.03%	0.16%	0.00%	0.16%
Number of employees Middle Management	28	8	36	5	2	7	16	5	21	16	8	24	N/A	N/A	N/A	N/A	N/A	N/A	4	1	5	2	2	4
Percentage of employees Middle Management	10.77%	3.08%	13.85%	1.87%	0.75%	2.61%	7.77%	7.81%	7.78%	7.55%	10.96%	8.42%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.75%	2.22%	0.86%	0.36%	3.77%	0.66%
Number of employees Advisor	37	2	39	29	9	38	15	3	18	14	4	18	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
Percentage of employees Advisor	14.23%	0.77%	15.00%	10.82%	3.36%	14.18%	7.28%	4.69%	6.67%	6.60%	5.48%	6.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Number of employees Professionals	42	18	60	82	23	105	87	28	115	88	29	117	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	81	38	119
Percentage of employees Professionals	16.15%	6.92%	23.08%	30.60%	8.58%	39.18%	42.23%	43.75%	42.59%	41.51%	39.73%	41.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	14.59%	71.70%	19.57%
Number of employees Support/Assistance	92	24	116	92	25	117	79	25	104	83	28	111	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	471	13	484
Percentage of employees Support/Assistance	35.38%	9.23%	44.62%	34.33%	9.33%	43.66%	38.35%	39.06%	38.52%	39.15%	38.36%	38.95%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	84.86%	24.53%	79.61%
Number of employees in positions with income-generating functions	0	0	0	252	19	271	71	19	90	66	20	86	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	536	41	577
Percentage of employees in positions with income-generating functions	0.00%	0.00%		93.0%	7.0%		78.9%	21.1%		76.7%	23.3%		0.00%	0.00%		0.0%	0.0%		0.0%	0.0%		92.9%	7.1%	
Number of employees in positions related to STEM	0	0	0	39	17	56	42	18	60	167	47	214	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	18	12	30
Percentage of employees in positions related to STEM (over the total number of STEM-related positions)	0.00%	0.00%		69.64%	30.36%		70.00%	30.00%		78.04%	21.96%		0.00%	0.00%		0.00%	0.00%		0.00%	0.00%		60.00%	40.00%	
By age	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of employees under 30 years of age	39	14	53	29	18	47	36	23	59	33	21	54	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	199	22	221
Percentage of employees under 30 years of age	18.93%	25.93%	20.38%	13.88%	30.51%	17.54%	17.48%	35.94%	21.85%	15.57%	28.77%	18.95%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	35.86%	41.51%	36.35%
Number of employees aged between 31 and 50	96	21	117	110	21	131	108	25	133	121	34	155	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	300	29	329
Percentage of employees aged between 31 and 50	46.60%	38.89%	45.00%	52.63%	35.59%	48.88%	52.43%	39.06%	49.26%	57.08%	46.58%	54.39%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	54.05%	54.72%	54.11%
Number of employees over 51 years of age	71	19	90	70	20	90	62	16	78	58	18	76	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	56	2	58
Percentage of employees over 51 years of age	34.47%	35.19%	34.62%	33.49%	33.90%	33.58%	30.10%	25.00%	28.89%	27.36%	24.66%	26.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	10.09%	3.77%	9.54%

Grupo Energía Bogotá

Talent and Well-being Management

GEB-22 Diversity and Workforce Breakdown (continued)

	Conecta												PowerCo			Business Group											
Workforce Breakdown	2021			2022			2023			2024			2024			2021			2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total number of employees	96	43	139	94	40	134	92	39	131	75	32	107	3	0	3	1249	819	2068	1219	812	2031	1931	776	2707	1941	802	2743
By employment category	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of employees Senior Management	6	2	8	6	2	8	6	2	8	6	4	10	0	0	0	50	24	74	46	18	64	55	21	76	48	18	66
Percentage of employees Senior Management	4.32%	1.44%	5.76%	4.48%	1.49%	5.97%	4.58%	1.53%	6.11%	5.61%	3.74%	9.35%	0.0%	0.0%	0.0%	2.42%	1.16%	3.58%	2.26%	0.89%	3.15%	2.03%	0.78%	2.81%	1.75%	0.66%	2.41%
Number of employees Middle Management	12	9	21	12	7	19	14	8	22	14	3	17	1	0	1	147	84	231	128	87	215	131	86	217	141	88	229
Percentage of employees Middle Management	8.63%	6.47%	15.11%	8.96%	5.22%	14.18%	15.22%	20.51%	16.79%	18.67%	9.38%	15.89%	33.33%	0.0%	33.33%	7.11%	4.06%	11.17%	6.30%	4.28%	10.59%	6.78%	11.08%	8.02%	7.26%	10.97%	8.35%
Number of employees Advisor	0	0	0	0	0	0	0	1	1	0	1	1	0	0	0	268	139	407	253	137	390	286	178	464	272	179	451
Percentage of employees Advisor	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.56%	0.76%	0.00%	3.13%	0.93%	0.0%	0.0%	0.0%	12.96%	6.72%	19.68%	12.46%	6.75%	19.20%	14.81%	22.94%	17.14%	14.01%	22.32%	16.44%
Number of employees Professionals	35	7	42	32	8	40	32	7	39	26	6	32	2	0	2	542	290	832	552	298	850	563	324	887	653	386	1039
Percentage of employees Professionals	25.18%	5.04%	30.22%	23.88%	5.97%	29.85%	34.78%	17.95%	29.77%	34.67%	18.75%	29.91%	66.67%	0.0%	66.67%	26.21%	14.02%	40.23%	27.18%	14.67%	41.85%	29.16%	41.75%	32.77%	33.64%	48.13%	37.88%
Number of employees Support/Assistance	43	25	68	44	23	67	40	21	61	29	18	47	0	0	0	242	282	524	240	272	512	361	122	483	827	131	958
Percentage of employees Support/Assistance	30.94%	17.99%	48.92%	32.84%	17.16%	50.00%	43.48%	53.85%	46.56%	38.67%	56.25%	43.93%	0.0%	0.0%	0.0%	11.70%	13.64%	25.34%	11.82%	13.39%	25.21%	18.69%	15.72%	17.84%	42.61%	16.33%	34.93%
Number of employees in positions with income-generating functions	N/A	1	1	2	1	3	2	1	3	2	1	3	2	1	3	34	9	43	292	35	327	132	54	186	690	94	784
Percentage of employees in positions with income-generating functions	0.00%	100.00%		66.7%	33.3%		66.7%	33.3%		66.7%	33.3%		66.7%	33.3%		79.07%	20.93%		89.3%	10.7%		71.0%	29.0%		88.0%	12.0%	
Number of employees in positions related to STEM	N/A	N/A	N/A	23	13	36	27	12	39	14	7	21	0	0	0	392	142	534	450	179	629	217	131	348	531	205	736
Percentage of employees in positions related to STEM (over the total number of STEM-related positions)	0.00%	0.00%		63.89%	36.11%		69.23%	30.77%		66.67%	33.33%		0.0%	0.0%		73.41%	26.59%		71.54%	28.46%		62.36%	37.64%		72.15%	27.85%	
By age	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of employees under 30 years of age	11	14	25	8	9	17	10	9	19	5	8	13	0	0	0	136	99	235	91	80	171	97	96	193	298	114	412
Percentage of employees under 30 years of age	11.46%	32.56%	17.99%	8.51%	22.50%	12.69%	10.87%	23.08%	14.50%	6.67%	25.00%	12.15%	0.0%	0.0%	0.0%	9.79%	14.58%	11.36%	6.70%	11.90%	8.42%	5.02%	12.37%	7.13%	15.35%	14.21%	15.02%
Number of employees aged between 31 and 50	77	29	106	74	31	105	70	29	99	60	23	83	3	0	3	1006	510	1516	991	546	1537	1013	566	1579	1330	620	1950
Percentage of employees aged between 31 and 50	80.21%	67.44%	76.26%	78.72%	77.50%	78.36%	76.09%	74.36%	75.57%	80.00%	71.88%	77.57%	100.0%	0.0%	100.0%	72.43%	75.11%	73.31%	72.92%	81.25%	75.68%	52.46%	72.94%	58.33%	68.52%	77.31%	71.09%
Number of employees over 51 years of age	8	0	8	11	0	11	12	1	13	10	1	11	0	0	0	247	70	317	276	76	352	286	79	365	313	68	381
Percentage of employees over 51 years of age	8.33%	0.00%	5.76%	11.70%	0.00%	8.21%	13.04%	2.56%	9.92%	13.33%	3.13%	10.28%	0.0%	0.0%	0.0%	17.78%	10.31%	15.33%	20.31%	11.31%	17.33%	14.81%	10.18%	13.48%	16.13%	8.48%	13.89%

Grupo Energía Bogotá

Talent and Well-being Management

GEB-22 Diversity and Workforce Breakdown (continued)

Workforce Breakdown	Business Group											
	2021			2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total number of employees	1249	819	2068	1219	812	2031	1931	776	2707	1941	802	2743
By employment category	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of employees Senior Management	50	24	74	46	18	64	55	21	76	48	18	66
Percentage of employees Senior Management	2.42%	1.16%	3.58%	2.26%	0.89%	3.15%	2.03%	0.78%	2.81%	1.75%	0.66%	2.41%
Number of employees Middle Management	147	84	231	128	87	215	131	86	217	141	88	229
Percentage of employees Middle Management	7.11%	4.06%	11.17%	6.30%	4.28%	10.59%	6.78%	11.08%	8.02%	7.26%	10.97%	8.35%
Number of employees Advisor	268	139	407	253	137	390	286	178	464	272	179	451
Percentage of employees Advisor	12.96%	6.72%	19.68%	12.46%	6.75%	19.20%	14.81%	22.94%	17.14%	14.01%	22.32%	16.44%
Number of employees Professionals	542	290	832	552	298	850	563	324	887	653	386	1039
Percentage of employees Professionals	26.21%	14.02%	40.23%	27.18%	14.67%	41.85%	29.16%	41.75%	32.77%	33.64%	48.13%	37.88%
Number of employees Support/Assistance	242	282	524	240	272	512	361	122	483	827	131	958
Percentage of employees Support/Assistance	11.70%	13.64%	25.34%	11.82%	13.39%	25.21%	18.69%	15.72%	17.84%	42.61%	16.33%	34.93%
Number of employees in positions with income-generating functions	34	9	43	292	35	327	132	54	186	690	94	784
Percentage of employees in positions with income-generating functions	79.07%	20.93%		89.3%	10.7%		71.0%	29.0%		88.0%	12.0%	
Number of employees in positions related to STEM	392	142	534	450	179	629	217	131	348	531	205	736
Percentage of employees in positions related to STEM (over the total number of STEM-related positions)	73.41%	26.59%		71.54%	28.46%		62.36%	37.64%		72.15%	27.85%	
By age	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of employees under 30 years of age	136	99	235	91	80	171	97	96	193	298	114	412
Percentage of employees under 30 years of age	9.79%	14.58%	11.36%	6.70%	11.90%	8.42%	5.02%	12.37%	7.13%	15.35%	14.21%	15.02%
Number of employees aged between 31 and 50	1006	510	1516	991	546	1537	1013	566	1579	1330	620	1950
Percentage of employees aged between 31 and 50	72.43%	75.11%	73.31%	72.92%	81.25%	75.68%	52.46%	72.94%	58.33%	68.52%	77.31%	71.09%
Number of employees over 51 years of age	247	70	317	276	76	352	286	79	365	313	68	381
Percentage of employees over 51 years of age	17.78%	10.31%	15.33%	20.31%	11.31%	17.33%	14.81%	10.18%	13.48%	16.13%	8.48%	13.89%

Grupo Energía Bogotá

Talent and Well-being Management

GEB-22 Diversity and Workforce Breakdown (continued)

	GEB				Enlaza				TGI				Cálidda				Contugas			
Diversity	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Number of women in all management positions	44	48	39	36	N/A	N/A	4	12	24	27	27	21	14	14	14	14	5	5	5	2
Percentage of women in all management positions	38.60%	40.00%	43.82%	45.57%	N/A	N/A	20.00%	34.29%	38.10%	38.57%	40.30%	36.84%	34.15%	34.15%	35.00%	32.56%	38.46%	38.46%	35.71%	22.22%
Number of women in junior management positions	38	43	34	31	N/A	N/A	3	11	14	19	19	19	11	12	12	12	4	4	5	2
Percentage of women in junior management positions	40.86%	43.43%	46.58%	48.44%	N/A	N/A	21.43%	37.93%	34.15%	38.00%	42.22%	35.85%	35.48%	37.50%	37.50%	36.36%	44.44%	50.0%	50.0%	50.0%
Number of women in senior management positions	6	5	5	5	N/A	N/A	1	1	10	8	8	2	3	2	2	2	1	1	0	0
Percentage of women in senior management positions	28.57%	23.81%	31.25%	33.33%	N/A	N/A	16.67%	16.67%	45.45%	40.00%	36.36%	50.00%	30.0%	22.22%	25.0%	20.0%	25.0%	20.0%	0.0%	0.0%
Number of employees with disabilities	0	1	2	3	N/A	N/A	0	0	0	0	0	0	1	2	2	2	0	0	0	0
Percentage of employees with disabilities	0.00%	0.15%	0.50%	0.72%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.25%	0.52%	0.50%	0.48%	0.0%	0.0%	0.0%	0.0%
Number of foreign employees	N/A	N/A	2	3	N/A	N/A	0	1	N/A	N/A	0	1	N/A	N/A	7	9	N/A	N/A	7	4
Percentage of foreign employees	N/A	N/A	0.50%	0.72%	N/A	N/A	0.0%	0.3%	N/A	N/A	0.0%	0.24%	N/A	N/A	1.75%	2.17%	N/A	N/A	5.69%	3.57%
Number of employees belonging to ethnic/racial minorities	N/A	N/A	48	96	N/A	N/A	0	9	N/A	N/A	46	32	N/A	N/A	0	36	N/A	N/A	0	0
Percentage of employees belonging to ethnic/racial minorities	N/A	N/A	12.03%	23.08%	N/A	N/A	0.0%	2.4%	N/A	N/A	10.67%	7.55%	N/A	N/A	0.00%	8.70%	N/A	N/A	0.00%	0.00%
Number of employees who identify as part of the LGBTIQ+ community	N/A	N/A	8	12	N/A	N/A	3	5	N/A	N/A	10	7	N/A	N/A	0	4	N/A	N/A	0	0
Percentage of employees who identify as part of the LGBTIQ+ community	N/A	N/A	2.01%	2.88%	N/A	N/A	0.81%	1.34%	N/A	N/A	2.32%	1.65%	N/A	N/A	0.00%	0.97%	N/A	N/A	0.0%	0.0%

Grupo Energía Bogotá

Talent and Well-being Management

GEB-22 Diversity and Workforce Breakdown (continued)

	Electrodunas				Cantalloc				Conecta				PowerCo	Business Group			
Diversity	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2024	2021	2022	2023	2024
Number of women in all management positions	10	2	8	12	N/A	N/A	3	2	11	9	10	7	0	108	105	107	106
Percentage of women in all management positions	22.22%	25.00%	24.24%	30.77%	N/A	N/A	27.27%	40.00%	37.93%	33.33%	33.33%	25.93%	0.0%	35.41%	37.63%	36.52%	35.93%
Number of women in junior management positions	8	2	5	8	N/A	N/A	1	2	9	7	8	3	0	84	87	86	88
Percentage of women in junior management positions	22.22%	28.57%	23.81%	33.33%	N/A	N/A	20.0%	50.0%	42.86%	36.84%	36.36%	17.65%	0.0%	36.36%	40.47%	39.63%	38.43%
Number of women in senior management positions	2	0	3	4	N/A	N/A	2	0	2	2	2	4	0	24	18	21	18
Percentage of women in senior management positions	22.22%	0.00%	25.00%	26.67%	N/A	N/A	33.33%	0.0%	25.0%	25.0%	25.0%	40.0%	0.0%	32.43%	28.13%	27.63%	27.27%
Number of employees with disabilities	1	1	1	1	N/A	N/A	0	0	0	0	0	0	0	2	4	5	6
Percentage of employees with disabilities	0.38%	0.37%	0.37%	0.35%	N/A	N/A	0.00%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.10%	0.20%	0.18%	0.22%
Number of foreign employees	N/A	N/A	4	4	N/A	N/A	N/A	5	N/A	N/A	4	4	0.00%			24	31
Percentage of foreign employees	N/A	N/A	1.48%	1.40%	N/A	N/A	N/A	0.82%	N/A	N/A	3.05%	3.74%	0.0%			0.89%	1.13%
Number of employees belonging to ethnic/racial minorities	N/A	N/A	N/A	23	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0			94	196
Percentage of employees belonging to ethnic/racial minorities	N/A	N/A	0.0%	8.07%	N/A	N/A	0.0%	0.00%	N/A	N/A	0.00%	0.00%	0%			3.47%	7.15%
Number of employees who identify as part of the LGBTIQ+ community	N/A	N/A	13	8	N/A	N/A	0	0	N/A	N/A	0	0	0			34	36
Percentage of employees who identify as part of the LGBTIQ+ community	N/A	N/A	4.81%	2.81%	N/A	N/A	0.00%	0.00%	N/A	N/A	0.0%	0.0%	0%			1.26%	1.31%

	GEB								Enlaza							
	2023				2024				2023				2024			
Workforce Breakdown by Race/Ethnicity and Nationality	Total employees in the workforce	Percentage of the workforce	Number of employees in managerial positions (Middle Management + Senior Management)	Percentage of all management positions (Middle Management + Senior Management)	Total employees in the workforce	Percentage of the workforce	Number of employees in managerial positions (Middle Management + Senior Management)	Percentage of all management positions (including junior, middle, and senior levels)	Total employees in the workforce	Percentage of the workforce	Number of employees in managerial positions (Middle Management + Senior Management)	Percentage of all management positions (Middle Management + Senior Management)	Total employees in the workforce	Percentage of the workforce	Number of employees in managerial positions (Middle Management + Senior Management)	Percentage of all management positions (including junior, middle, and senior levels)
Foreign nationals	2	0.50%	1	1.12%	3	0.72%	1	1.27%	0	0.0%	N/A	0.0%	1	0.27%	0	0.0%
Afro	3	0.75%	0	0.0%	6	1.44%	0	0.0%	0	0.0%	N/A	0.0%	0	0.00%	0	0.0%
White	212	53.13%	6	6.74%	136	32.69%	4	5.06%	0	0.0%	N/A	0.0%	11	2.94%	0	0.0%
Indigenous	1	0.25%	0	0.0%	2	0.48%	0	0.0%	0	0.0%	N/A	0.0%	1	0.27%	0	0.0%
Mixed	139	34.84%	5	5.62%	184	44.23%	5	6.33%	0	0.0%	N/A	0.0%	30	8.02%	3	8.57%
Other	44	11.03%	5	5.62%	28	6.73%	6	7.59%	0	0.0%	N/A	0.0%	8	2.14%	1	2.86%

GEB-22 Diversity and Workforce Breakdown (continued)

Workforce Breakdown by Race/ Ethnicity and Nationality	TGI								Cálidda								Contugas							
	2023				2024				2023				2024				2023				2024			
	Total employees in the workforce	Percentage of the workforce	Number of employees in managerial positions (Middle Management + Senior Management)	Percentage of all management positions (Middle Management + Senior Management)	Total employees in the workforce	Percentage of the workforce	Number of employees in managerial positions (Middle Management + Senior Management)	Percentage of all management positions (including junior, middle, and senior levels)	Total employees in the workforce	Percentage of the workforce	Number of employees in managerial positions (Middle Management + Senior Management)	Percentage of all management positions (Middle Management + Senior Management)	Total employees in the workforce	Percentage of the workforce	Number of employees in managerial positions (Middle Management + Senior Management)	Percentage of all management positions (including junior, middle, and senior levels)	Total employees in the workforce	Percentage of the workforce	Number of employees in managerial positions (Middle Management + Senior Management)	Percentage of all management positions (Middle Management + Senior Management)	Total employees in the workforce	Percentage of the workforce	Number of employees in managerial positions (Middle Management + Senior Management)	Percentage of all management positions (including junior, middle, and senior levels)
Foreign nationals	0	0.00%	N/A	N/A	1	0.24%	0	0.0%	7	1.75%	5	12.50%	9	2.17%	6	13.95%	7	5.69%	N/A	N/A	4	3.57%	1	11.11%
Afro	38	8.82%	N/A	N/A	21	4.95%	0	0.0%	0	0.00%	N/A	N/A	2	0.48%	N/A	N/A	0	0.0%	N/A	N/A	0	0.0%	0	0.0%
White	0	0.00%	N/A	N/A	79	18.63%	0	0.0%	0	0.00%	N/A	N/A	31	7.49%	N/A	N/A	0	0.0%	N/A	N/A	0	0.0%	0	0.0%
Indigenous	8	1.86%	N/A	N/A	11	2.59%	0	0.0%	0	0.00%	N/A	N/A	3	0.72%	N/A	N/A	0	0.0%	N/A	N/A	0	0.0%	0	0.0%
Mixed	0	0.00%	N/A	N/A	144	33.96%	0	0.0%	0	0.00%	N/A	N/A	308	74.40%	N/A	N/A	116	94.31%	N/A	N/A	108	96.43%	9	100.00%
Other	0	0.00%	N/A	N/A	0	0.00%	0	0.0%	0	0.00%	N/A	N/A	31	7.49%	N/A	N/A	0	0.0%	N/A	N/A	0	0.0%	0	0.0%

Workforce Breakdown by Race/ Ethnicity and Nationality	Electrodunas								Cantalloc								Conecta							
	2023				2024				2023				2024				2023				2024			
	Total employees in the workforce	Percentage of the workforce	Number of employees in managerial positions (Middle Management + Senior Management)	Percentage of all management positions (Middle Management + Senior Management)	Total employees in the workforce	Percentage of the workforce	Number of employees in managerial positions (Middle Management + Senior Management)	Percentage of all management positions (including junior, middle, and senior levels)	Total employees in the workforce	Percentage of the workforce	Number of employees in managerial positions (Middle Management + Senior Management)	Percentage of all management positions (Middle Management + Senior Management)	Total employees in the workforce	Percentage of the workforce	Number of employees in managerial positions (Middle Management + Senior Management)	Percentage of all management positions (including junior, middle, and senior levels)	Total employees in the workforce	Percentage of the workforce	Number of employees in managerial positions (Middle Management + Senior Management)	Percentage of all management positions (Middle Management + Senior Management)	Total employees in the workforce	Percentage of the workforce	Number of employees in managerial positions (Middle Management + Senior Management)	Percentage of all management positions (including junior, middle, and senior levels)
Foreign nationals	4	1.48%	4	12.12%	4	1.40%	4	10.26%	N/A	N/A	N/A	N/A	5	0.82%	1	0.20	4	3.05%	4	13.33%	4	3.74%	4	14.81%
Afro	N/A	0.0%	N/A	0.0%	5	1.75%	N/A	0.0%	0	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White	N/A	0.0%	N/A	0.0%	28	9.82%	N/A	0.0%	0	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Indigenous	N/A	0.0%	N/A	0.0%	10	3.51%	N/A	0.0%	0	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Mixed	N/A	0.0%	N/A	0.0%	189	66.32%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	127	96.95%	29	96.67%	103	96.26%	24	88.89%

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GEB-22 Diversity and Workforce Breakdown (continued)

	PowerCo		Business Group							
	2024		2023				2024			
Workforce Breakdown by Race/ Ethnicity and Nationality	Total employees in the workforce	Percentage of the workforce	Total employees in the workforce	Percentage of the workforce	Number of employees in managerial positions (Middle Management + Senior Management)	Percentage of all management positions (Middle Management + Senior Management)	Total employees in the workforce	Percentage of the workforce	Number of employees in managerial positions (Middle Management + Senior Management)	Percentage of all management positions (including junior, middle, and senior levels)
Foreign nationals	0	0.0%	24	0.89%	14	4.78%	31	1.13%	17	5.76%
Afro	0	0.0%	41	1.51%	0	0.0%	34	1.24%	0	0.0%
White	0	0.0%	212	7.83%	6	2.05%	285	10.39%	4	1.36%
Indigenous	0	0.0%	9	0.33%	0	0.0%	27	0.98%	0	0.0%
Mixed	0	0.0%	382	14.11%	34	11.60%	1066	38.86%	41	13.90%
Other	0	0.0%	44	1.63%	5	1.71%	75	2.73%	7	2.37%

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Talent and Well-being Management

GEB-22 Diversity and Workforce Breakdown (continued)

Quantitative goals for diversity, equity, and inclusion in the workforce (if applicable)	GEB	TGI	Cálidda	Cantalloc
1 Goal	6% of the population is diverse (LGBTQ+, people with disabilities, ethnic/racial minorities)	15% growth in the gender and diversity category, baseline 2023 Peer Measurement	Percentage (%) growth of women in the company, aiming to achieve a proportion of 60% (M) - 40% (F)	Increase the percentage of women in the technical operational area to 30%
Estimated year of achieving the target	2024	2024	The percentage of women (1%) has been increasing each year, without an estimated year.	2025
Goal 2	45% Women in Middle Management	Compliance => 90 in Equipares SIG across the 8 dimensions. 100% Compliance	N/A	N/A
Estimated year of achieving the target	2025	2024	N/A	N/A
3 Goal	50% of women presented in initial lists for Senior Management positions	Maintain the leading category in the WEP 2024 measurement. The leading category was maintained by increasing 3 points, reaching 92%.	N/A	N/A
Estimated year of achieving the target	2024	2024	N/A	N/A

► Explanatory Notes

Peru
Electrodunas - The increase in the number of employees in income-generating roles and STEM was due to deeper consultations conducted in 2024 regarding the development of the staff's activities.
Power Co - Information that had not been **presented in previous years is being updated.**

Guatemala
Conecta - the changes to the workforce corresponds to a process of optimizing the human resources, which occurred throughout 2024.

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Talent and Well-being Management

(GRI 2-8) Workers who are not Employees

	GEB				Enlaza				TGI				Cálidda				Contugas			
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Workers who are not employees and whose work is controlled by the organization	32	29	22	71	N/A	N/A	373	68	0	0	311	252	0	0	5178	5057	0	0	0	0
The most common type of work performed by non-employee workers	N/A	N/A	Physical security staff at the facilities, drivers, general services, apprentices	Physical security staff, receptionists, supervisors, drivers, patrol officers, general services, maintenance personnel, apprentices, and temporary workers	N/A	N/A	Physical security staff at the facilities, drivers, general services, apprentices	Drivers, supervisors, general services, apprentices, temporary workers	N/A	N/A	Physical security staff at the facilities, drivers, general services, apprentices	Construction and maintenance contractors, cleaning and surveillance staff, and apprentices	N/A	N/A	Building external and internal networks, commercialization, and after-sales services	Building external networks, internal networks, maintenance	N/A	N/A	N/A	N/A

	Electrodunas				Cantalloc				Conecta				PowerCo	Business Group			
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2024	2021	2022	2023	2024
Workers who are not employees and whose work is controlled by the organization	0	0	1	2	0	0	18	43	0	0	0	5	0	32	29	5903	5498
The most common type of work performed by non-employee workers	N/A	N/A	N/A	Administrative Services Staff that coordinates directly with an external safety and cleaning coordinator.	N/A	N/A	Physical security staff at the facilities, drivers, general services, apprentices	Physical security staff at the facilities, general services, occupational health, and apprentices	N/A	N/A	N/A	Security staff, general cleaning, and messaging	N/A	N/A	N/A	N/A	N/A

► Explanatory Notes

Colombia
GEB - A more extensive physical security team, maintenance personnel, and temporary team is included for 2024.

Peru
Cantalloc - There was an increase in staff in 2024, which led to the required services being expanded to supply the organization.

Grupo Energía Bogotá

Talent and Well-being Management

(GRI 2-19) Compensation Policy

	GEB	Enlaza	TGI	Cálidda	Contugas
Description of the compensation policies of the members of the highest governing body and senior executives.	The full compensation package includes various elements, which, since the commitment statement of the corporate compensation policy, have distinct purposes but are aligned with this policy's objective. The following components are applicable to all Company employees. i. Fixed and variable compensation: see the Corporate Compensation Policy published on the website: https://www.grupoenergiabogota.com/gobierno-corporativo/politicas-corporativas/politicas-de-la-compania ii. Recruitment bonuses or incentive payments for recruitment: although it is not a widespread practice within the company, the corporate compensation policy aims to transform our compensation into a "vehicle to attract, retain, and motivate talent." Therefore, if necessary and with the respective approval from the appropriate bodies, they could be implemented in exceptional cases. iii. Compensation for contract termination iv. Reimbursements v. Retirement benefits Regarding sections iii., iv., and v., the corporate compensation policy indicates that "we adhere to and fully comply with the legislation of the countries in which we operate." Therefore, the above is applicable according to the current legislation.	The full compensation package includes various elements, which, since the commitment statement of the corporate compensation policy, have distinct purposes but are aligned with this policy's objective. The following components are applicable to all Company employees. i. Fixed and variable compensation: see the Corporate Compensation Policy published on the website: https://www.grupoenergiabogota.com/gobierno-corporativo/politicas-corporativas/politicas-de-la-compania ii. Recruitment bonuses or incentive payments for recruitment: although it is not a widespread practice within the company, the corporate compensation policy aims to transform our compensation into a "vehicle to attract, retain, and motivate talent." Therefore, if necessary and with the respective approval from the appropriate bodies, they could be implemented in exceptional cases. iii. Compensation for contract termination iv. Reimbursements v. Retirement benefits Regarding sections iii., iv., and v., the corporate compensation policy indicates that "we adhere to and fully comply with the legislation of the countries in which we operate." Therefore, the above is applicable according to the current legislation.	The compensation policies for the members of the highest governing body and senior executives are structured as follows: 1. Fixed and variable compensation: Our compensation policy covers all employees of Transportadora de Gas Internacional TGI S.A. ESP, employed through an employment contract, including senior executives. 2. Compensation for contract termination: The compensation policies for members of the highest governing body and senior executives include compensation for contract termination, which are established according to the terms of the applicable law and as stipulated in the individual contracts.	Regarding the Compensation Policy for directors, since they are not Cálidda employees, they only receive fees for the meetings they attend.	The Compensation Policy is framed within the Compensation Policy of Grupo Energía Bogotá, which lists the guidelines for determining Fixed Compensation and Variable Compensation. Additionally, we have a Salary Management Guide, which is an advisory document for determining fair and competitive compensation in the market. These policies apply to Contugas employees.

	Electrodunas	Cantalloc	Conecta	PowerCo
Description of the compensation policies of the members of the highest governing body and senior executives.	We have a long-term incentive that only applies to the CEO. Additionally, we offer short-term incentives aligned with both general and line managers, based on the achievement of annual strategic objectives and individual performance.	Legal Framework Requiring Salary Policies in Peru: The legal framework establishes the need for companies to have clear salary policies, framed within the principles of equity, competitiveness, and transparency.	For senior executives: Fixed compensation and an annual results-based incentive bonus. Compensation for contract termination in cases of unjustified dismissal.	N/A

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Talent and Well-being Management

(GRI 2-19) Compensation Policy (continued)

	GEB	Enlaza	TGI	Cálidda	Contugas
Description of how the remuneration policies of the members of the highest governance body and senior executives are linked to their objectives and performance in managing the company's impacts on the economy, the environment and people.	There is a financial focus (economic), a sustainability focus (environmental and social), and a talent and cultural focus (human talent) on the Company's strategic objectives dashboard. In the specific case of variable compensation, as indicated by the corporate compensation policy, "it is the compensation associated with the achievement of the company's objectives and individual objectives." For senior executives, between 90% and 100% of this compensation is linked to achieving the objectives on the dashboard.	There is a financial focus (economic), a sustainability focus (environmental), and a talent and cultural focus (human talent) on the Company's strategic objectives dashboard. In the specific case of variable compensation, as indicated by the corporate compensation policy, "it is the compensation associated with the achievement of the company's objectives and individual objectives." For senior executives, between 90% and 100% of this compensation is linked to achieving the objectives on the dashboard.	Fixed and variable compensation is directly linked to results, the demonstrated skills, and outstanding performance. Fixed compensation is based on the complexity and responsibility of the position, ensuring internal equity and external competitiveness. In turn, variable compensation is the result of individual and collective performance management, focusing on achieving strategic results and encouraging value creation.	N/A	Variable Compensation refers to the annual performance bonus, which is defined based on the approved guidelines of the annual Performance Model, which contains the Results and Development components. The Company's Strategic Objectives assigned to the Senior Executives are considered within the Results Component, encompassing different business perspectives - financial, commercial, sustainability, and talent.

	Electrodunas	Cantalloc	Conecta	PowerCo
Description of how the compensation policies of the members of the highest governing body and senior executives are linked to their objectives and performance in managing the company's impacts on the economy, the environment and people.	The company has a general strategic objectives dashboard, by management, and an individual performance assessment. Each one of these has a percentage value that determines the amount to be calculated for bonus payment. This table contains a series of objectives in various categories, ranging from achieving economic goals, operational efficiencies, and occupational safety control measures, to sustainability topics.	The salary policy must include the following: Fixed compensation: Based on the role, responsibilities, and experience of the member of the governing or executive body. Variable compensation: Linked to specific objectives, such as the company's financial or strategic performance. Non-monetary benefits: Such as life insurance, health insurance, transportation allowances, and others.	Linking the compensation policies for senior executives with the company's objectives and performance is ensured by aligning their individual goals with the Corporate Strategic Plan, approved annually by the Board of Directors. The objectives, cascaded from Senior Management, are designed to drive the achievement of Conecta's strategic objectives, which include the responsible management of economic, environmental, and social impacts, thereby ensuring consistency throughout the organization.	N/A

Grupo Energía Bogotá

Talent and Well-being Management

(GRI 2-20) Process for Determining Compensation

	GEB	Enlaza	TGI
Description of the process to design compensation policies and set the compensation.	i. All compensation guidelines and policies are approved by the corresponding Board of Directors or Board, which are composed of members elected by the General Meeting of Shareholders. These members are not employees of the company on whose board they participate and, through an independent committee, recommend such guidelines and policies. ii. As mentioned in the previous point, the compensation guidelines and policies are approved by the corresponding Board of Directors, which are elected by the General Meeting of Shareholders and must, as a requirement, possess the highest professional and personal qualities and have a deep understanding of the socioeconomic reality of the respective country. Additionally, compensation is determined by taking into account the key economic indicators of each country. iii. Effectively, we currently work with independent external providers that are not part of the Company. These providers are experts in compensation and are nationally and internationally recognized. They provide us with salary surveys, equity and competitiveness studies, and, in general, studies that support us in proposing compensation aligned with the best market practices.	i. All compensation guidelines and policies are approved by the corresponding Board of Directors or Board, which are composed of members elected by the General Meeting of Shareholders. These members are not employees of the company on whose board they participate and, through an independent committee, recommend such guidelines and policies. ii. As mentioned in the previous point, the compensation guidelines and policies are approved by the corresponding Board of Directors, which are elected by the General Meeting of Shareholders and must, as a requirement, possess the highest professional and personal qualities and have a deep understanding of the socioeconomic reality of the respective country. Additionally, compensation is determined by taking into account the key economic indicators of each country. iii. Effectively, we currently work with independent external providers that are not part of the Company. These providers are experts in compensation and are nationally and internationally recognized. They provide us with salary surveys, equity and competitiveness studies, and, in general, studies that support us in proposing compensation aligned with the best market practices.	The process of designing compensation policies and determining compensation is carried out through a guideline approved by the Board of Directors, in which the general guidelines are established. This process is supervised by the Compensation Committee, which acts as a specialized and independent entity that is responsible for advising General Management to make sure compensation-related decisions align with the principles of internal equity, external competitiveness, and the organization's strategic objectives. This committee reviews and validates compensation proposals, making sure they are consistent with market practices, the level of responsibility of the positions, and the performance of employees, including members of the highest governing body and senior executives. This committee's participation ensures proper governance and transparency in the decision-making process regarding the Compensation Policy.
Results of stakeholder votes with respect to policies and compensation proposals, if applicable.	The compensation policies and proposals are approved by the corresponding Board of Directors, whose members are elected by the General Meeting of Shareholders. According to the regulations, approval is defined by a majority vote of the members. It is worth noting that approvals have been unanimous in the most recently presented proposals.	As mentioned earlier, the compensation policies and proposals are approved by the corresponding Board of Directors, whose members are elected by the General Meeting of Shareholders. According to the regulations, approval is defined by a majority vote of the members. It is worth noting that approvals have been unanimous in the most recently presented proposals.	N/A

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(GRI 2-20) Process for Determining Compensation (continued)

	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta	PowerCo
Description of the process to design compensation policies and set the compensation.	Regarding the Compensation Policy for directors, since they are not Cálidda employees, they only receive fees for the meetings they attend.	Contugas' Compensation Policy is generally framed by Grupo Energía Bogotá's Compensation Policy, which establishes guidelines to ensure internal equity and external competitiveness in line with organizational objectives. Moreover, the instances and responsible parties are listed according to the powers approved in the statute to determine compensation.	The company has significant consulting firm tools to appraise the positions it holds within the company. Similarly, market surveys are available, allowing for comparison with companies of the same sector or size. Salary bands are established with this information, analyzing and establishing various scenarios to create attractive compensation packages for candidates.	Designing the Compensation Policy: Ensure internal equity (salaries commensurate with responsibilities), external competitiveness (attraction and retention of talent), and transparency (documented criteria). Classify positions in salary bands with minimum, average, and maximum ranges. Incorporate fixed components (base salary) and variable components (bonuses). Salary Adjustment Policies: Periodic reviews based on performance, inflation, or the market. Include monetary and non-monetary benefits (insurance, training). Determination of Compensation: Position evaluation according to business contribution and complexity, using methodologies, such as MERCER. Base salary defined by bands, considering experience, skills, and budget. Incorporat variable components through performance indicators and individual or group goals.	Conecta is aligned with Grupo Energía Bogotá's general compensation policy. The determination of compensation was based on a baseline approved by the Board of Directors at the time of the company's establishment. The opportunity for an increase is validated every year based on the Consumer Price Index. Furthermore, the determination of compensation is based on MERCER's methodology, which is a reliable and objective reference that guides the process. Annually, based on the company's capabilities, compensations are reviewed and adjusted if possible and necessary, in order to close wage gaps and ensure the competitiveness and well-being of our employees. This process takes into account market conditions and best industry practices.	N/A
Results of stakeholder votes with respect to policies and compensation proposals, if applicable.	N/A	N/A	N/A	N/A	N/A	N/A

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GEB-23 Annual Total Compensation Ratio

	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta	PowerCo	Business Group
	2024	2024	2024	2024	2024	2024	2024	2024	2024	2024
Ratio of the CEO's annual total compensation to the median of the annual total compensation of all employees (excluding the highest-paid individual).	10.23	6.19	8.61	11.79	10.84	11.58	27.19	8.08	N/A	11.81
Ratio of the CEO's annual total compensation to the average of the annual total compensation of all employees.	9.73	6.73	6.18	8.61	7.07	9.03	27.45	7.08	N/A	10.23
Ratio of the percentage increase in the CEO's annual total compensation to the median percentage increase in the annual total compensation of all employees	0.77	0.93	0.68	1.00	1.00	0.00	14.00	0.28	N/A	2.33

▶ Explanatory Notes

Colombia
TGI - In 2024, optimizations were made to the organizational structure in TGI, impacting the overall salary composition and distribution, including adjustments to the median and average employee compensation.

Peru
Electrodunas - In 2024, there was a change in the position of highest value in Electrodunas, which impacted the ratio of this key indicator.

GEB-24 Freedom of Association

	GEB				Enlaza				TGI				Cálidda				Contugas			
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Number of employees covered by collective bargaining agreements	188	217	191	204	N/A	N/A	106	107	328	323	345	363	18	18	19	16	0	0	0	0
Percentage of employees covered by collective bargaining agreements	27.85%	32.44%	47.87%	49.04%	0.00%	0.00%	28.49%	28.61%	71.00%	70.99%	80.05%	85.61%	4.46%	4.64%	4.74%	3.86%	0.00%	0.00%	0.00%	0.00%
Number of consultations or negotiations on changes in the company	0	0	0	1	N/A	N/A	0	1	0	0	0	1	0	1	0	0	0	0	0	0

	Electrodunas				Cantalloc				Conecta				PowerCo	Business Group			
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2024	2021	2022	2023	2024
Number of employees covered by collective bargaining agreements	73	69	84	72	0	0	0	0	0	0	0	0	0	607	627	745	762
Percentage of employees covered by collective bargaining agreements	28.08%	25.75%	31.11%	25.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.0%	29.35%	30.87%	27.52%	27.78%
Number of consultations or negotiations on changes in the company	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	3

▶ Explanatory Notes

Colombia
GEB - In 2024, GEB and Enlaza signed an extraconventional agreement with the SINTRAELECOL Union Organization, which stipulates maintaining the economic benefits for employees established in the 2019-2024 Collective Bargaining Agreement until June 30, 2029, and the normative clauses until December 31, 2025. Moreover, this agreement included new economic benefits. This agreement was made possible within the framework of a collective bargaining in which social dialogue and the good relationship GEB and ENLAZA have with the SINTRAELECOL Union Organization prevailed.
TGI - A new Collective Bargaining Agreement was negotiated and signed in 2024 in TGI. It is valid for 5 years, in its economic aspects.

Peru
Cantalloc - Corrected data reported in 2023 for the company Cantalloc, as the subsidiary does not have unionized employees.

Grupo Energía Bogotá

Talent and Well-being Management

(GRI 202-2) Proportion of senior executives hired from the local community

	GEB				Enlaza				TGI				Cálidda				Contugas			
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Total number of senior managers	21	21	16	15	N/A	N/A	6	6	22	20	22	4	10	9	8	10	4	5	4	5
Number of senior executives from the local community	20	20	15	14	N/A	N/A	6	6	22	3	20	4	8	7	6	7	3	3	3	4
Proportion of senior executives hired from the local community	95.24%	95.24%	93.75%	93.33%	N/A	N/A	100.00%	100.00%	100.00%	15.00%	90.91%	100.00%	80.00%	77.78%	75.00%	70.00%	75.00%	60.00%	75.00%	80.00%

	Electrodunas				Cantalloc				Conecta				PowerCo	Business Group			
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2024	2021	2022	2023	2024
Total number of senior managers	9	9	12	15	N/A	N/A	6	1	8	8	8	10	0	74	64	76	66
Number of senior executives from the local community	5	5	8	11	5	5	6	1	5	5	5	6	N/A	68	48	69	53
Proportion of senior executives hired from the local community	55.56%	55.56%	66.67%	73.33%	N/A	N/A	100.00%	100.00%	62.50%	62.50%	62.50%	60.00%	0.0%	91.89%	75.00%	90.79%	80.30%

▶ Explanatory Notes

Colombia
TGI - The reduction in the number of senior executives in 2024 at TGI is due to an organizational adjustment, in which several managers previously classified as part of senior management were relocated to middle management levels.

Peru
The reported number of senior executives for 2023 in Electrodunas and Cálidda was corrected.

Grupo Energía Bogotá

Talent and Well-being Management

GEB-25 Recruitment and Employee Turnover

	GEB								Enlaza								TGI							
Number of recruitments	2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024	
By age	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Under 30 years old	16	24	4	5	3	2	6	5	N/A	N/A	N/A	N/A	2	4	2	2	6	3	1	3	1	2	6	2
Between 31 and 50 years old	48	58	30	24	42	47	29	39	N/A	N/A	N/A	N/A	21	15	9	9	7	5	8	13	13	11	15	8
Over 51 years old	6	0	2	2	9	1	3	0	N/A	N/A	N/A	N/A	2	1	0	0	2	2	3	1	1	0	0	0
By employment category	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Senior Management	2	1	1	0	0	1	1	1	N/A	N/A	N/A	N/A	0	0	0	0	3	3	2	1	2	0	1	0
Middle Management	7	5	2	2	9	7	5	2	N/A	N/A	N/A	N/A	0	0	0	0	2	2	1	5	2	2	0	1
Consultant	15	22	19	11	24	21	14	16	N/A	N/A	N/A	N/A	12	8	2	3	0	0	0	0	2	0	1	0
Professionals	28	25	12	15	17	20	16	18	N/A	N/A	N/A	N/A	6	11	6	6	7	5	7	11	7	10	12	7
Support/assistants	12	29	2	3	4	1	2	7	N/A	N/A	N/A	N/A	7	1	3	2	3	0	2	0	2	1	7	2
By nationality/ethnicity	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Ethnic/racial minorities	N/A	N/A	N/A	N/A	1	4	2	1	N/A	N/A	N/A	N/A	N/A	N/A	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Nationality country of the company	64	82	36	31	52	50	36	43	N/A	N/A	N/A	N/A	25	20	0	0	15	10	12	17	15	13	0	0
Foreign nationals	0	0	0	1	0	1	0	0	N/A	N/A	N/A	N/A	0	0	0	0	0	0	N/A	N/A	N/A	N/A	0	0
Total new hires	70	82	36	31	54	50	38	44	N/A	N/A	N/A	N/A	25	20	11	11	15	10	12	17	15	13	21	10
Number of vacant positions filled by internal candidates (internal recruitment)	24	24	19	23	12	15	9	11	N/A	N/A	N/A	N/A	3	5	7	5	7	4	10	8	9	7	9	3
Percentage of vacancies filled by internal candidates (internal recruitment)	24.0%		38.53%		20.61%		19.61%		N/A		N/A		15.09%		35.29%		30.56%		38.30%		36.36%		27.91%	
Average recruitment cost per employee	$ 2,516,179.00		$ 12,927,112.00		$ 5,029,144.00		$ 3,116,815.00		N/A		N/A		$ 2,382,552.00		$ 2,538,673.00		N/A		$ 19,881,640.00		$ 13,946,281.00		$ 30,798,112.00	
Currency	$		$		$		$		N/A		N/A		$		$		Limit of 3 characters		$		$		$	

Grupo Energía Bogotá

Talent and Well-being Management

GEB-25 Recruitment and Employee Turnover (continued)

	Cálidda								Contugas								Electrodunas							
Number of recruitments	2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024	
By age	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Under 30 years old	10	7	4	2	8	10	7	7	3	1	1	1	7	1	3	5	9	6	6	9	12	11	13	4
Between 31 and 50 years old	11	2	11	4	11	16	21	8	6	0	10	0	9	6	6	4	8	2	8	3	9	7	17	9
Over 51 years old	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	2	1	0	1	1	4	1
By employment category	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Senior Management	0	0	1	0	0	0	2	0	N/A	N/A	N/A	N/A	0	0	0	0	N/A	N/A	N/A	N/A	1	0	2	1
Middle Management	1	0	0	0	1	0	1	1	N/A	N/A	N/A	N/A	1	1	0	0	N/A	N/A	N/A	N/A	3	2	3	2
Consultant	2	0	1	0	2	6	3	2	N/A	N/A	N/A	N/A	3	0	0	1	N/A	N/A	N/A	N/A	0	1	3	2
Professionals	17	8	12	4	19	12	16	7	N/A	N/A	N/A	N/A	9	5	7	6	N/A	N/A	N/A	N/A	12	11	13	4
Support/assistants	1	1	1	2	0	2	1	1	N/A	N/A	N/A	N/A	3	1	3	2	N/A	N/A	N/A	N/A	6	5	13	5
By nationality/ethnicity	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Ethnic/racial minorities	0	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Nationality country registered office of the company	20	8	14	6	22	20	22	10	N/A	N/A	N/A	N/A	16	6	10	9	N/A	N/A	N/A	N/A	22	19	34	12
Foreign nationals	1	1	1	0	0	0	1	1	N/A	N/A	N/A	N/A	0	1	0	0	N/A	N/A	N/A	N/A	0	0	0	2
Total new hires	21	9	15	6	19	26	28	15	10	1	11	1	16	7	10	9	17	10	15	12	22	19	34	14
Number of vacant positions filled by internal candidates (internal recruitment)	15	15	10	7	13	9	10	5	2	0	4	0	16	7	4	1	7	4	10	8	9	7	16	2
Percentage of vacancies filled by internal candidates (internal recruitment)	50.0%		44.74%		32.84%		25.86%		15.38%		25.00%		50.00%		20.83%		28.95%		40.00%		28.07%		27.27%	
Average recruitment cost per employee	$ 8,873,743.00		$ 13,704,219.00		$ 19,161,702.00		$ 24,167,533.60		$ 8,580,702.80		$ 8,617,654.50		$ 528,490.28		$ 645,355.64		$ 2,270,645.00		$ 2,608,018.14		$ 5,206,385.85		$ 2,712,375.00	
Currency	$		$		$		$		$		$		$		$		$		$		$		$	

Grupo Energía Bogotá

Talent and Well-being Management

GEB-25 Recruitment and Employee Turnover (continued)

	Cantalloc						Conecta								PowerCo		Business Group							
Number of recruitments	2021		2022		2023		2024		2021		2022		2023		2024		2024		2021		2022		2023		2024	
By age	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Under 30 years old	N/A	N/A	N/A	N/A	68	9	127	20	2	1	3	6	6	1	0	2	0	0	46	42	19	26	107	40	164	47
Between 31 and 50 years old	N/A	N/A	N/A	N/A	52	5	132	6	5	8	4	3	2	3	2	1	1	0	85	75	71	47	159	110	231	84
Over 51 years old	N/A	N/A	N/A	N/A	6	0	9	0	0	0	2	0	2	0	0	0	0	0	9	4	8	3	21	3	17	1
By employment category	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Senior Management	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0	0	0	0	5	4	4	1	3	1	6	2
Middle Management	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	1	2	0	1	1	1	0	1	0	10	8	5	7	17	13	10	6
Consultant	N/A	N/A	N/A	N/A	N/A	N/A	24	2	0	0	0	0	0	0	0	0	0	0	17	22	20	11	43	36	47	26
Professionals	N/A	N/A	N/A	N/A	N/A	N/A	26	13	1	1	1	3	3	1	1	0	0	0	53	39	32	33	73	70	97	61
Support/assistants	N/A	N/A	N/A	N/A	N/A	N/A	218	11	6	7	6	6	6	2	1	3	0	0	22	37	11	11	28	13	248	33
By nationality/ethnicity	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Ethnic/racial minorities	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0	0	0	N/A	N/A	0	0	0	0	0	0	2	1
Nationality country registered office of the company	N/A	N/A	N/A	N/A	N/A	N/A	267	26	7	8	9	9	10	4	3	3	N/A	N/A	106	108	71	63	162	132	372	103
Foreign nationals	N/A	N/A	N/A	N/A	1	0	1	0	0	1	0	0	0	0	0	0	N/A	N/A	1	2	1	1	1	2	2	3
Total new hires	N/A	N/A	N/A	N/A	126	14	268	26	7	9	9	9	10	4	3	3	1	0	140	121	98	76	287	153	412	132
Number of vacant positions filled by internal candidates (internal recruitment)	N/A	N/A	N/A	N/A	N/A	N/A	46	3	1	3	2	2	6	3	2	0	0	0	56	50	55	48	68	53	103	30
Percentage of vacancies filled by internal candidates (internal recruitment)	N/A		N/A		N/A		14.29%		20.00%		18.18%		39.13%		25.00%		0.00%		28.88%		37.18%		21.57%		19.91%	
Average recruitment cost per employee	N/A		N/A		N/A		$ 433,980.00		$ 5,302,873.03		$ 6,995,602.92		$ 9,437,854.61		$ 8,418,778.24		$ 542,175.00		$ 5,508,828.57		$ 10,789,041.09		$ 7,956,058.53		$ 8,152,644.16	
Currency	N/A		N/A		N/A		$		$		$		$		$		$		$		$		$		$	

▶ Explanatory Notes

Business Group:
-the 2021 value for Average hiring cost per FTE was adjusted to correct an error.

-In regard to the percentage of vacancies occupied by internal candidates, as well as the total number of new hires, the 2021, 2022 and 2023 values were adjusted to correct an error in the formula previously applied.

Grupo Energía Bogotá

Talent and Well-being Management

GEB-25 Recruitment and Employee Turnover (continued)

	GEB								Enlaza								TGI							
Recruitment rates	2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024	
By age	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Under 30 years old	22.9%	29.27%	11.11%	16.13%	5.56%	4.00%	15.79%	11.36%	N/A	N/A	N/A	N/A	8.00%	20.00%	18.18%	18.18%	40.0%	30.0%	8.33%	17.65%	6.67%	15.38%	28.57%	20.0%
Between 31 and 50 years old	68.6%	70.73%	83.33%	77.42%	77.78%	94.00%	76.32%	88.64%	N/A	N/A	N/A	N/A	84.00%	75.00%	81.82%	81.82%	46.67%	50.0%	66.67%	76.47%	86.67%	84.62%	71.43%	80.0%
Over 51 years old	8.57%	0.0%	5.56%	6.45%	16.67%	2.00%	7.89%	0.0%	N/A	N/A	N/A	N/A	8.00%	5.00%	0.0%	0.0%	13.33%	20.0%	25.0%	5.88%	6.67%	0.0%	0.0%	0.0%
By employment category	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Senior Management	2.86%	1.22%	2.78%	0.0%	0.0%	2.00%	2.63%	2.27%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	0.0%	20.0%	30.0%	16.67%	5.88%	13.33%	0.0%	4.76%	0.0%
Middle Management	10.00%	6.10%	5.56%	6.45%	16.67%	14.00%	13.16%	4.55%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	0.0%	13.33%	20.0%	8.33%	29.41%	13.33%	15.38%	0.0%	10.0%
Consultant	21.43%	26.83%	52.78%	35.48%	44.44%	42.00%	36.84%	36.36%	N/A	N/A	N/A	N/A	48.00%	40.00%	18.18%	27.27%	0.0%	0.0%	0.0%	0.0%	13.33%	0.0%	4.76%	0.0%
Professionals	40.00%	30.49%	33.33%	48.39%	31.48%	40.00%	42.11%	40.91%	N/A	N/A	N/A	N/A	24.00%	55.00%	54.55%	54.55%	46.67%	50.0%	58.33%	64.71%	46.67%	76.92%	57.14%	70.0%
Support/assistants	17.14%	35.37%	5.56%	9.68%	7.41%	2.00%	5.26%	15.91%	N/A	N/A	N/A	N/A	28.00%	5.00%	27.27%	18.18%	20.0%	0.0%	16.67%	0.0%	13.33%	7.69%	33.33%	20.0%
By nationality/ethnicity	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Ethnic/racial minorities	N/A	N/A	N/A	N/A	1.85%	8.00%	5.26%	2.27%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%
Nationality country registered office of the company	91.4%	100.0%	100.0%	100.00%	96.30%	100.00%	94.74%	97.73%	N/A	N/A	N/A	N/A	100.0%	100.0%	0.0%	0.0%	100.0%	100.00%	100.0%	100.0%	100.0%	100.0%	0.0%	0.0%
Foreign nationals	0.0%	0.0%	0.0%	3.23%	0.0%	2.00%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
By gender	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
By gender	46.05%	53.95%	53.73%	46.27%	51.92%	48.08%	46.34%	53.66%	N/A	N/A	N/A	N/A	55.56%	44.44%	50.00%	50.00%	60.0%	40.0%	41.38%	58.62%	53.57%	46.43%	67.74%	32.26%

Grupo Energía Bogotá

Talent and Well-being Management

GEB-25 Recruitment and Employee Turnover (continued)

	Cálidda								Contugas								Electrodunas							
Recruitment rates	2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024	
By age	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Under 30 years old	47.62%	77.78%	26.67%	33.33%	42.11%	38.46%	25.0%	46.77%	30.0%	100.0%	9.09%	100.0%	43.75%	14.29%	30.0%	55.56%	52.94%	60.0%	40.0%	75.0%	54.55%	57.89%	38.24%	28.57%
Between 31 and 50 years old	52.38%	22.22%	73.33%	66.67%	57.89%	61.54%	75.0%	53.33%	60.0%	0.0%	90.91%	0.0%	56.25%	85.71%	60.0%	44.44%	47.06%	20.0%	53.33%	25.0%	40.91%	36.84%	50.0%	64.29%
Over 51 years old	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	20.0%	6.67%	0.0%	4.55%	5.26%	11.76%	7.14%
By employment category	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Senior Management	0.0%	0.0%	6.67%	0.0%	0.0%	0.0%	8.70%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	4.55%	0.0%	5.88%	7.14%
Middle Management	4.76%	0.00%	0.00%	0.0%	5.26%	0.0%	4.35%	9.09%	N/A	N/A	N/A	N/A	6.25%	14.29%	0.0%	0.0%	N/A	N/A	N/A	N/A	13.64%	10.53%	8.82%	14.29%
Consultant	9.52%	0.0%	6.67%	0.0%	10.53%	23.08%	13.0%	18.18%	N/A	N/A	N/A	N/A	18.75%	0.0%	0.0%	11.11%	N/A	N/A	N/A	N/A	0.0%	5.26%	8.82%	14.29%
Professionals	80.95%	88.89%	80.0%	66.67%	100.0%	46.15%	69.57%	63.64%	N/A	N/A	N/A	N/A	56.25%	71.43%	70.0%	66.67%	N/A	N/A	N/A	N/A	54.55%	57.89%	38.24%	28.57%
Support/assistants	4.76%	11.11%	6.67%	33.33%	0.0%	7.69%	4.35%	9.09%	N/A	N/A	N/A	N/A	18.75%	14.29%	30.0%	22.22%	N/A	N/A	N/A	N/A	27.27%	26.32%	38.24%	35.71%
By nationality/ethnicity	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Ethnic/racial minorities	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Nationality country registered office of the company	95.24%	88.89%	93.33%	100.0%	115.79%	76.92%	95.65%	90.91%	N/A	N/A	N/A	N/A	100.0%	85.71%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	85.71%
Foreign nationals	4.76%	11.11%	6.67%	0.0%	0.0%	0.0%	4.35%	9.09%	N/A	N/A	N/A	N/A	0.0%	14.29%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	14.29%
By gender	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
By gender	70.0%	30.0%	71.43%	28.57%	42.22%	57.78%	65.12%	34.88%	90.91%	9.09%	91.67%	8.33%	69.57%	30.43%	52.63%	47.37%	62.96%	37.04%	55.56%	44.44%	53.66%	46.34%	70.83%	29.17%

Grupo Energía Bogotá

Talent and Well-being Management

GEB-25 Recruitment and Employee Turnover (continued)

	Cantalloc								Conecta								PowerCo		Business Group							
Recruitment rates	2021		2022		2023		2024		2021		2022		2023		2024		2024		2021		2022		2023		2024	
By age	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Under 30 years old	N/A	N/A	N/A	N/A	53.97%	64.29%	47.39%	76.92%	28.57%	11.11%	33.33%	66.67%	60.0%	25.0%	0.0%	66.67%	0.0%	0.00%	32.86%	34.71%	19.39%	34.21%	37.3%	26.1%	39.8%	35.61%
Between 31 and 50 years old	N/A	N/A	N/A	N/A	41.27%	35.71%	49.3%	23.08%	71.43%	88.89%	44.44%	33.33%	20.0%	75.0%	66.7%	33.33%	100.0%	0.00%	60.71%	61.98%	72.45%	61.84%	55.4%	71.9%	56.1%	63.64%
Over 51 years old	N/A	N/A	N/A	N/A	4.76%	0.00%	3.36%	0.0%	0.0%	0.0%	22.2%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.4%	3.3%	8.2%	3.9%	7.3%	2.0%	4.1%	0.8%
By employment category	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Senior Management	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.6%	3.3%	4.1%	1.3%	1.0%	0.7%	1.5%	1.6%
Middle Management	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	11.11%	22.22%	0.0%	10.0%	25.0%	33.3%	0.0%	100.0%	0.0%	7.1%	6.61%	5.10%	9.2%	5.9%	8.5%	2.5%	4.7%
Consultant	N/A	N/A	N/A	N/A	N/A	N/A	8.96%	7.69%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.1%	18.2%	20.4%	14.5%	15.0%	23.5%	11.5%	20.3%
Professionals	N/A	N/A	N/A	N/A	N/A	N/A	9.70%	50.00%	14.29%	11.11%	11.11%	33.33%	30.0%	25.0%	33.3%	0.0%	0.0%	0.0%	37.86%	32.23%	32.65%	43.42%	25.4%	45.8%	23.8%	47.7%
Support/assistants	N/A	N/A	N/A	N/A	N/A	N/A	81.34%	42.31%	85.71%	77.78%	66.67%	66.67%	60.0%	50.0%	33.3%	100.0%	0.0%	0.0%	15.71%	30.58%	11.22%	14.47%	9.8%	8.5%	60.9%	25.8%
By nationality/ethnicity	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Ethnic/racial minorities	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	0.8%
Nationality country registered office of the company	N/A	N/A	N/A	N/A	N/A	N/A	99.6%	100.0%	100.0%	88.89%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	75.7%	89.26%	72.4%	82.9%	56.4%	86.3%	91.4%	80.5%
Foreign nationals	N/A	N/A	N/A	N/A	0.8%	0.0%	0.4%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.7%	1.7%	1.0%	1.3%	0.3%	1.3%	0.5%	2.3%
By gender	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
By gender	N/A	N/A	N/A	N/A	90.0%	10.0%	91.16%	8.84%	43.75%	56.25%	50.0%	50.0%	71.43%	28.57%	50.0%	50.0%	100.0%	0.0%	53.64%	46.36%	56.3%	43.7%	65.23%	34.77%	75.7%	24.3%

Grupo Energía Bogotá

Talent and Well-being Management

GEB-25 Recruitment and Employee Turnover (continued)

	GEB								Enlaza								TGI							
Employees who left the company	2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024	
By age	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Under 30 years old	2	3	0	0	2	0	0	2	N/A	N/A	N/A	N/A	0	0	1	0	1	0	2	0	1	1	0	1
Between 31 and 50 years old	31	34	31	25	21	15	18	23	N/A	N/A	N/A	N/A	14	11	11	9	11	3	13	8	11	6	8	8
Over 51 years old	15	7	10	7	4	1	13	7	N/A	N/A	N/A	N/A	0	1	2	0	7	2	8	6	8	3	12	7
By employment category	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Senior Management	1	4	0	1	0	1	2	1	N/A	N/A	N/A	N/A	0	0	0	0	3	1	4	3	2	0	2	3
Middle Management	5	5	25	21	5	2	12	6	N/A	N/A	N/A	N/A	0	2	3	1	4	1	3	2	6	1	2	1
Consultant	18	19	1	0	14	10	13	12	N/A	N/A	N/A	N/A	7	2	4	1	1	0	0	0	0	0	3	5
Professionals	20	13	10	5	3	2	3	6	N/A	N/A	N/A	N/A	4	8	5	6	7	3	14	9	9	7	9	5
Support/assistants	4	3	5	5	5	1	1	7	N/A	N/A	N/A	N/A	3	0	2	1	4	0	2	0	3	2	4	2
By nationality/ethnicity	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Ethnic/racial minorities	N/A	N/A	N/A	N/A	N/A	N/A	0	0	N/A	N/A	N/A	N/A	0	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Foreign nationals	N/A	N/A	1	N/A	1	0	0	0	N/A	N/A	N/A	N/A	0	0	0	0	N/A	N/A	0	N/A	1	0	0	0
By gender	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
By gender	48	44	41	32	27	16	31	32	N/A	N/A	N/A	N/A	14	12	14	9	19	5	23	14	20	10	20	16
By type of withdrawal	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Number of workers who left the company by mutual agreement	N/A		5		0		1	1	N/A		N/A		0		0	0	0		2		5		4	6
Number of deceased workers	N/A		0		0		1	0	N/A		N/A		0		0	0	0		0		0		0	0
Number of workers who left the company due to retirement pension or contract expiration	N/A		18		5		2	0	N/A		N/A		6		5	3	0		3		0		1	2
Number of workers transferred between companies	N/A		0		0		0	0	N/A		N/A		0		0	0	0		0		0		1	0
Voluntary withdrawal	12		38		24		9	11	N/A		N/A		18		6	6	12		20		17		7	4
Dismissal	N/A		12		13		18	20	N/A		N/A		2		3	0	0		12		6		7	4

Grupo Energía Bogotá

Talent and Well-being Management

GEB-25 Recruitment and Employee Turnover (continued)

	Cálidda								Contugas								Electrodunas							
Employees who left the company	2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024	
By age	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Under 30 years old	2	5	6	3	0	2	2	1	2	0	1	2	3	2	3	4	6	2	2	4	5	4	7	2
Between 31 and 50 years old	8	3	18	9	18	7	20	5	7	2	13	5	8	8	12	5	3	2	4	2	10	4	13	3
Over 51 years old	2	0	1	1	2	0	1	1	1	0	2	0	0	0	5	1	5	1	5	1	10	6	8	0
By employment category	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Senior Management	0	5	6	3	0	2	0	0	0	0	0	0	0	1	1	1	N/A	N/A	N/A	N/A	0	0	1	0
Middle Management	2	0	1	0	1	0	1	1	0	0	0	0	1	0	1	2	N/A	N/A	N/A	N/A	4	3	5	0
Consultant	1	2	4	1	2	2	5	2	0	0	0	0	1	2	2	0	N/A	N/A	N/A	N/A	1	0	4	2
Professionals	8	5	16	6	16	5	16	3	0	0	0	0	7	5	12	5	N/A	N/A	N/A	N/A	10	8	9	2
Support/assistants	1	1	3	4	0	2	1	1	0	0	0	0	2	2	4	2	N/A	N/A	N/A	N/A	10	3	9	1
By nationality/ethnicity	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Ethnic/racial minorities	0	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Foreign nationals	0	0	1	0	1	0	6	3	N/A	N/A	N/A	N/A	1	2	1	2	N/A	N/A	N/A	N/A	N/A	N/A	1	1
By gender	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
By gender	12	8	25	13	20	9	23	7	10	2	16	7	11	10	20	10	14	5	11	7	25	14	28	5
By type of withdrawal	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Number of workers who left the company by mutual agreement	2		7		12		12	2	0		11		0		10	6	0		6		12		5	0
Number of deceased workers	1		1		0		0	0	0		0		1		0	0	0		0		0		0	0
Number of workers who left the company due to retirement pension or contract expiration	3		0		1		1	2	0		0		0		1	0	0		3		9		5	0
Number of workers transferred between companies	0		0		1		1	1	0		0		13		0	0	0		0		0		0	0
Voluntary withdrawal	13		20		7		7	2	11		12		1		8	3	0		8		12		12	4
Dismissal	1		2		2		2	0	1		0		1		1	1	0		1		6		6	1

Grupo Energía Bogotá

Talent and Well-being Management

GEB-25 Recruitment and Employee Turnover (continued)

	Cantalloc								Conecta								PowerCo		Business Group							
Employees who left the company	2021		2022		2023		2024		2021		2022		2023		2024		2024		2021		2022		2023		2024	
By age	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Under 30 years old	N/A	N/A	N/A	N/A	56	4	95	3	1	0	2	7	2	0	4	3	0	0	14	10	13	16	69	13	112	16
Between 31 and 50 years old	N/A	N/A	N/A	N/A	97	11	145	10	12	6	7	5	8	5	11	7	1	0	72	50	86	54	187	67	238	70
Over 51 years old	N/A	N/A	N/A	N/A	11	0	13	1	2	0	1	0	2	0	5	0	0	0	32	10	27	15	37	11	59	17
By employment category	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Senior Management	N/A	N/A	N/A	N/A	1	0	0	0	1	0	0	0	0	0	0	1	0	0	5	10	10	7	3	4	6	6
Middle Management	N/A	N/A	N/A	N/A	2	0	2	0	2	0	2	2	1	1	0	2	0	0	13	6	31	25	20	9	26	13
Consultant	N/A	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0	0	0	0	1	0	20	21	5	1	25	16	31	22
Professionals	N/A	N/A	N/A	N/A	25	13	49	12	1	1	3	1	3	1	8	1	0	0	36	22	43	21	77	49	111	40
Support/assistants	N/A	N/A	N/A	N/A	9	2	202	2	11	5	5	9	8	3	12	6	0	0	20	9	15	18	40	15	235	22
By nationality/ethnicity	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Ethnic/racial minorities	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0	0	0	N/A	N/A	0	0	0	0	0	0	0	0
Foreign nationals	N/A	N/A	N/A	N/A	2	0	2	0	1	0	0	0	0	0	0	0	N/A	N/A	1	0	2	0	6	2	10	6
By gender	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
By gender	N/A	N/A	N/A	N/A	164	15	253	14	15	6	10	12	12	5	20	10	1	0	118	70	126	85	293	91	409	103
By type of withdrawal	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Number of workers who left the company by mutual agreement	N/A		N/A		1		2	1	0		0		0		0	0	0	0	2		31		30		34	16
Number of deceased workers	N/A		N/A		1		0	0	0		0		0		0	0	0	0	1		1		2		1	0
Number of workers who left the company due to retirement pension or contract expiration	N/A		N/A		94		176	7	2		1		1		0	0	0	0	5		25		116		191	14
Number of workers transferred between companies	N/A		N/A		0		0	0	0		0		0		0	0	0	0	0		0		14		2	1
Voluntary withdrawal	N/A		N/A		68		69	4	11		16		10		4	5	1	0	59		114		157		122	39
Dismissal	N/A		N/A		15		6	2	8		6		6		16	5	0	0	10		33		51		59	33

Grupo Energía Bogotá

Talent and Well-being Management

GEB-25 Recruitment and Employee Turnover (continued)

	GEB								Enlaza								TGI							
Turnover rates	2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024	
By age	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Under 30 years old	0.30%	0.44%	0.0%	0.0%	0.50%	0.0%	0.0%	0.48%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.27%	0.0%	0.22%	0.00%	0.44%	0.00%	0.23%	0.23%	0.00%	0.24%
Between 31 and 50 years old	4.59%	5.04%	4.63%	3.74%	5.26%	3.76%	4.33%	5.53%	N/A	N/A	N/A	N/A	3.76%	2.96%	2.94%	2.41%	2.38%	0.65%	2.86%	1.76%	2.55%	1.39%	1.89%	1.89%
Over 51 years old	2.22%	1.04%	1.49%	1.05%	1.00%	0.25%	3.13%	1.68%	N/A	N/A	N/A	N/A	0.0%	0.27%	0.53%	0.0%	1.52%	0.43%	1.76%	1.32%	1.86%	0.70%	2.83%	1.65%
By employment category	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Senior Management	0.15%	0.59%	0.0%	0.15%	0.0%	0.25%	0.48%	0.24%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.65%	0.22%	0.88%	0.66%	0.46%	0.00%	0.47%	0.71%
Middle Management	0.74%	0.74%	3.74%	3.14%	1.25%	0.50%	2.88%	1.44%	N/A	N/A	N/A	N/A	0.0%	0.54%	0.80%	0.27%	0.87%	0.22%	0.66%	0.44%	1.39%	0.23%	0.47%	0.24%
Consultant	2.67%	2.81%	0.15%	0.0%	3.51%	2.51%	3.13%	2.88%	N/A	N/A	N/A	N/A	1.88%	0.54%	1.07%	0.27%	0.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.71%	1.18%
Professionals	2.96%	1.93%	1.49%	0.75%	0.75%	0.50%	0.72%	1.44%	N/A	N/A	N/A	N/A	1.08%	2.15%	1.34%	1.60%	1.52%	0.65%	3.08%	1.98%	2.09%	1.62%	2.12%	1.18%
Support/assistants	0.59%	0.44%	0.75%	0.75%	1.25%	0.25%	0.24%	1.68%	N/A	N/A	N/A	N/A	0.81%	0.0%	0.53%	0.27%	0.87%	0.00%	0.44%	0.00%	0.70%	0.46%	0.94%	0.47%
By nationality/ethnicity	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Ethnic/racial minorities	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	0.00%	0.00%	0.00%	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	0.00%	0.00%
Foreign nationals	N/A	N/A	0.15%	N/A	0.25%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.00%	0.00%	0.00%	0.00%	N/A	N/A	0.00%	N/A	0.23%	0.00%	0.00%	0.00%
By gender	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
By gender	7.11%	6.52%	6.13%	4.78%	6.77%	4.01%	7.45%	7.69%	N/A	N/A	N/A	N/A	3.76%	3.23%	3.74%	2.41%	4.11%	1.08%	5.05%	3.08%	4.64%	2.32%	4.72%	3.77%
Total																								
Total turnover rate	13.63%		10.91%		10.78%		15.14%		N/A		N/A		6.99%		6.15%		5.19%		8.13%		6.96%		8.49%	
Voluntary turnover rate	1.78%		5.68%		6.02%		4.81%		N/A		N/A		4.84%		3.21%		2.60%		4.40%		3.94%		2.59%	

Grupo Energía Bogotá

Talent and Well-being Management

GEB-25 Recruitment and Employee Turnover (continued)

	Cálidda								Contugas								Electrodunas							
Turnover rates	2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024	
By age	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Under 30 years old	0.50%	1.24%	1.55%	0.77%	0.0%	0.50%	0.48%	0.24%	1.56%	0.0%	0.85%	1.71%	2.44%	1.63%	2.68%	3.57%	2.31%	0.77%	0.75%	1.49%	1.85%	1.48%	2.46%	0.70%
Between 31 and 50 years old	1.98%	0.74%	4.64%	2.32%	4.49%	1.75%	4.83%	1.21%	5.47%	1.56%	11.11%	4.27%	6.50%	6.50%	10.71%	4.46%	1.15%	0.77%	1.49%	0.75%	3.70%	1.48%	4.56%	1.05%
Over 51 years old	0.50%	0.0%	0.26%	0.26%	0.50%	0.0%	0.24%	0.24%	0.78%	0.0%	1.71%	0.0%	0.0%	0.0%	4.46%	0.89%	1.92%	0.38%	1.87%	0.37%	3.70%	2.22%	2.81%	0.00%
By employment category	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Senior Management	0.00%	1.24%	1.55%	0.77%	0.0%	0.50%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.81%	0.89%	0.89%	N/A	N/A	N/A	N/A	0.00%	0.00%	0.35%	0.00%
Middle Management	0.50%	0.0%	0.26%	0.0%	0.25%	0.0%	0.24%	0.24%	0.0%	0.0%	0.0%	0.0%	0.81%	0.00%	0.89%	1.79%	N/A	N/A	N/A	N/A	1.48%	1.11%	1.75%	0.00%
Consultant	0.25%	0.50%	1.03%	0.26%	0.50%	0.50%	1.21%	0.48%	0.0%	0.0%	0.0%	0.0%	0.81%	1.63%	1.79%	0.00%	N/A	N/A	N/A	N/A	0.37%	0.00%	1.40%	0.70%
Professionals	1.98%	1.24%	4.12%	1.55%	3.99%	1.25%	3.86%	0.72%	0.0%	0.0%	0.0%	0.0%	5.69%	4.07%	10.71%	4.46%	N/A	N/A	N/A	N/A	3.70%	2.96%	3.16%	0.70%
Support/assistants	0.25%	0.25%	0.77%	1.03%	0.0%	0.50%	0.24%	0.24%	0.0%	0.0%	0.0%	0.0%	1.63%	1.63%	3.57%	1.79%	N/A	N/A	N/A	N/A	3.70%	1.11%	3.16%	0.35%
By nationality/ethnicity	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Ethnic/racial minorities	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Foreign nationals	0.0%	0.0%	0.26%	0.0%	0.25%	0.0%	1.45%	0.72%	N/A	N/A	N/A	N/A	0.81%	1.63%	0.89%	1.79%	N/A	N/A	N/A	N/A	N/A	N/A	0.35%	0.35%
By gender	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
By gender	2.97%	1.98%	6.44%	3.35%	4.99%	2.24%	5.64%	1.72%	7.81%	1.56%	13.68%	5.98%	8.94%	8.13%	17.86%	8.93%	5.38%	1.92%	4.10%	2.61%	9.26%	5.19%	9.82%	1.75%
Total																								
Total turnover rate	4.95%		9.79%		7.23%		7.36%		9.38%		19.66%		17.95%		26.79%		7.31%		6.72%		14.44%		11.58%	
Voluntary turnover rate	3.22%		5.15%		1.75%		1.72%		8.59%		10.26%		0.85%		9.82%		0.00%		2.99%		4.44%		5.61%	

Grupo Energía Bogotá

Talent and Well-being Management

GEB-25 Recruitment and Employee Turnover (continued)

	Cantalloc								Conecta								PowerCo		Business Group							
Turnover rates	2021		2022		2023		2024		2021		2022		2023		2024		2024		2021		2022		2023		2024	
By age	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Under 30 years old	N/A	N/A	N/A	N/A	9.66%	0.69%	15.63%	0.49%	0.72%	0.0%	1.49%	5.22%	1.53%	0.0%	3.74%	2.80%	0.00%	0.00%	0.68%	0.48%	0.64%	0.79%	2.55%	0.48%	4.08%	0.58%
Between 31 and 50 years old	N/A	N/A	N/A	N/A	16.72%	1.90%	23.85%	1.64%	8.63%	4.32%	5.22%	3.73%	6.11%	3.82%	10.28%	6.54%	33.33%	0.00%	3.48%	2.42%	4.23%	2.66%	6.91%	2.48%	8.68%	2.55%
Over 51 years old	N/A	N/A	N/A	N/A	1.90%	0.0%	2.14%	0.16%	1.44%	0.0%	0.75%	0.00%	1.53%	0.0%	4.67%	0.0%	0.00%	0.0%	1.55%	0.48%	1.33%	0.74%	1.37%	0.41%	2.15%	0.62%
By employment category	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Senior Management	N/A	N/A	N/A	N/A	0.17%	0.0%	0.0%	0.0%	0.72%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.93%	0.00%	0.0%	0.24%	0.48%	0.49%	0.34%	0.11%	0.15%	0.22%	0.22%
Middle Management	N/A	N/A	N/A	N/A	0.34%	0.0%	0.33%	0.0%	1.44%	0.0%	1.49%	1.49%	0.76%	0.76%	0.0%	1.87%	0.00%	0.0%	0.63%	0.29%	1.53%	1.23%	0.74%	0.33%	0.95%	0.47%
Consultant	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.33%	0.0%	0.97%	1.02%	0.25%	0.05%	0.92%	0.59%	1.13%	0.80%
Professionals	N/A	N/A	N/A	N/A	4.31%	2.24%	8.06%	1.97%	0.72%	0.72%	2.24%	0.75%	2.29%	0.76%	7.48%	0.93%	0.00%	0.0%	1.74%	1.06%	2.12%	1.03%	2.84%	1.81%	4.05%	1.46%
Support/assistants	N/A	N/A	N/A	N/A	1.55%	0.34%	33.22%	0.33%	7.91%	3.60%	3.73%	6.72%	6.11%	2.29%	11.21%	5.61%	0.00%	0.0%	0.97%	0.44%	0.74%	0.89%	1.48%	0.55%	8.57%	0.80%
By nationality/ethnicity	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Ethnic/racial minorities	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign nationals	N/A	N/A	N/A	N/A	0.34%	0.0%	0.33%	0.0%	0.72%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.05%	0.0%	0.10%	0.0%	0.22%	0.07%	0.36%	0.22%
By gender	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
By gender	N/A	N/A	N/A	N/A	28.28%	2.59%	41.61%	2.30%	10.79%	4.32%	7.46%	8.96%	9.16%	3.82%	18.69%	9.35%	33.33%	0.00%	5.71%	3.38%	6.20%	4.19%	10.82%	3.36%	14.91%	3.76%
Total																										
Total turnover rate	N/A		N/A		30.86%		43.91%		15.11%		16.42%		12.98%		28.04%		33.33%		9.09%		10.39%		14.19%		18.67%	
Voluntary turnover rate	N/A		N/A		11.72%		12.01%		7.91%		11.94%		7.63%		8.41%		33.33%		2.85%		5.61%		5.80%		5.87%	

▶ Explanatory Notes

Colombia
The increase in total turnover at GEB in 2024 is primarily related to organizational restructuring and under individual performance, following a development process.

Peru
Cálidda - The values for 2023 in Cálidda were corrected in the recruitment classified by (i) under 30 years of age, (ii) between 31 and 50 years of age (iii) the "professional" employment category, (iv) Nationality country registered office of the company, and (v) percentage of vacancies filled.
The operations of the Corporate Synergy Center, HUB Perú, began in 2024, which caused some turnover at Contugas, as a group of employees became part of HUB.

Guatemala
In Conecta, the changes to the workforce corresponds to a process of optimizing the human resources, which occurred in 2024.

Business Group:
The 2022 value for total employee turnover rate was adjusted to ensure greater homogeneity and transparency. In regard to the voluntary employee turnover rate, the 2021 and 2023 values were adjusted to correct an error in the formula previously applied.

Grupo Energía Bogotá

Talent and Well-being Management

(GRI 401-2) Benefits provided to full-time employees that are not provided to temporary or part-time employees

	GEB		Enlaza		TGI		Cálidda		Contugas	
	2024		2024		2024		2024		2024	
Benefits granted to the employee	Full-time employees	Part-time or temporary employees	Full-time employees	Part-time or temporary employees	Full-time employees	Part-time or temporary employees	Full-time employees	Part-time or temporary employees	Full-time employees	Part-time or temporary employees
Life insurance	Yes	Not applicable	Yes	Not Applicable	Yes	Yes	Yes	Yes	Yes	No
Healthcare	Yes	Not applicable	Yes	Not Applicable	Yes	Yes	Yes	Yes	Yes	No
Coverage for disability and incapacity	Yes	Not applicable	Yes	Not Applicable	Yes	Yes	Yes	Yes	Yes	No
Parental leave	Yes	Not applicable	Yes	Not Applicable	Yes	Yes	Yes	Yes	Yes	No
Retirement provision	Yes	Not applicable	Yes	Not Applicable	Yes	No	No	No	No	No
Shareholdings	No	Not applicable	No	Not Applicable	No	No	No	No	No	No
Other	Not Applicable	Not Applicable	Legal and extralegal bonuses, severance payments, transportation allowance, food subsidies, household economic assistance, savings, etc. - everything unionized employees have.	Not Applicable	Flexible Time, marriage assistance and marital leave, extended bereavement leave, home assistance, birth assistance, leave on December 24 and 31, birthday leave, half-day leaves, compensated weeks, telecommuting.	Flexible Time, marriage assistance and marital leave, extended bereavement leave, home assistance, birth assistance, leave on December 24 and 31, birthday leave, half-day leaves, compensated weeks, telecommuting.	Not Applicable	Not Applicable	Not Applicable	Not Applicable

	Electrodunas		Cantalloc		Conecta		PowerCo	
	2024		2024		2024		2024	
Benefits granted to the employee	Full-time employees	Part-time or temporary employees	Full-time employees	Part-time or temporary employees	Full-time employees	Part-time or temporary employees	Full-time employees	Part-time or temporary employees
Life insurance	Yes	Not applicable	Yes	Yes	Yes	Not applicable	Yes	No
Healthcare	No	Not applicable	Yes	Yes	Yes	Not applicable	Yes	No
Coverage for disability and incapacity	Yes	Not applicable	Yes	Yes	Yes	Not applicable	Yes	No
Parental leave	Yes	Not applicable	Yes	Yes	Yes	Not applicable	Yes	No
Retirement provision	No	Not applicable	Yes	Yes	Yes	Not applicable	No	No
Shareholdings	No	Not applicable	Not Applicable	Not Applicable	No	Not applicable	No	No
Other	Private health care with 85% cost coverage	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable

▶ Explanatory Notes

Colombia
GEB and Enlaza do not have directly hired part-time or temporary employees.

Grupo Energía Bogotá

Talent and Well-being Management

(GRI 401-3) Parental leave

	GEB								Enlaza								TGI							
	2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024	
Parental leave	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Number of employees entitled to parental leave	11	7	17	13	7	4	7	8	N/A	N/A	N/A	N/A	9	7	15	12	5	5	10	6	5	5	8	8
Number of employees who used their parental leave	11	7	17	13	7	4	7	8	N/A	N/A	N/A	N/A	9	7	15	12	5	5	10	6	5	5	8	8
Number of employees who returned to work after completing their parental leave	11	7	17	13	7	4	7	8	N/A	N/A	N/A	N/A	9	7	15	12	5	5	10	6	5	5	8	8
Number of employees who remained in the organization 12 months after completing their parental leave	10	7	15	13	1	0	6	8	N/A	N/A	N/A	N/A	0	0	8	4	5	5	10	6	5	5	8	8
Rate of employees who returned to work after taking parental leave	100%	100%	100%	100%	100%	100%	100%	100%	0%	0%	0%	0%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Rate of retention of employees who took parental leave	91%	100%	88%	100%	14%	0%	86%	100%	0%	0%	0%	0%	0%	0%	53%	33%	100%	100%	100%	100%	100%	100%	100%	100%
Number of paid weeks offered to the employee on parental leave - primary caregiver (mother)	N/A		N/A		18 weeks and 1 day		18 weeks and 1 day		N/A		N/A		18 weeks and 1 day		18 weeks and 1 day		N/A		N/A		18 weeks		18 weeks	
Number of paid weeks offered to the employee on parental leave - primary caregiver (father)	N/A		N/A		2 weeks and 1 day		2 weeks and 1 day		N/A		N/A		2 weeks and 1 day		2 weeks and 1 day		N/A		N/A		2 weeks		2.5 weeks	
Number of paid weeks provided for family or caregiver leave, extending beyond standard parental leave (caring for a child, spouse, partner, dependent, parent, sibling, or another designated relation with a physical or mental health condition)	N/A		N/A		No defined duration set by the company. Each case is reviewed individually and the corresponding time is granted.		No defined duration set by the company. Each case is reviewed individually and the corresponding time is granted.		N/A		N/A		No defined time; each case is reviewed individually and the corresponding time is granted.		No defined time; each case is reviewed individually and the corresponding time is granted.		N/A		N/A		N/A		1	

Grupo Energía Bogotá

Talent and Well-being Management

(GRI 401-3) Parental leave (continued)

	Cálidda								Contugas								Electrodunas							
	2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024	
Parental leave	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Number of employees entitled to parental leave	3	3	15	5	9	4	15	4	3	3	5	0	7	2	1	1	0	6	0	0	8	2	4	0
Number of employees who used their parental leave	3	3	15	5	9	4	15	4	3	3	5	0	7	2	1	1	0	6	10	1	8	2	4	0
Number of employees who returned to work after completing their parental leave	3	3	14	5	9	4	15	3	3	3	5	0	7	1	1	1	0	6	10	1	8	2	4	0
Number of employees who remained in the organization 12 months after completing their parental leave	3	3	0	0	8	4	15	3	3	3	5	0	7	1	1	1	0	6	10	1	8	2	4	0
Rate of employees who returned to work after taking parental leave	100%	100%	93%	100%	100%	100%	100%	75%	100%	100%	100%	0%	100%	50%	100%	100%	0%	100%	100%	100%	100%	100%	100%	0%
Rate of retention of employees who took parental leave	100%	100%	0%	0%	89%	100%	100%	100%	100%	100%	100%	0%	100%	100%	100%	100%	0%	100%	100%	100%	100%	100%	100%	0%
Number of paid weeks offered to the employee on parental leave - primary caregiver (mother)	N/A		N/A		14 weeks		14 weeks		N/A		N/A		14 Weeks		14 Weeks		N/A		N/A		14 Weeks		14 Weeks	
Number of paid weeks offered to the employee on parental leave - primary caregiver (father)	N/A		N/A		2.85 weeks		3 weeks		N/A		N/A		1.5 Weeks		1.5 Weeks		N/A		N/A		1.5 Weeks		1.5 Weeks	
Number of paid weeks provided for family or caregiver leave, extending beyond standard parental leave (caring for a child, spouse, partner, dependent, parent, sibling, or another designated relation with a physical or mental health condition)	N/A		N/A		N/A		10 business days for parents.		N/A		N/A		N/A		N/A		N/A		N/A		N/A		N/A	

Grupo Energía Bogotá

Talent and Well-being Management

(GRI 401-3) Parental leave (continued)

	Cantalloc								Conecta								PowerCo		Business Group							
	2021		2022		2023		2024		2021		2022		2023		2024		2024		2021		2022		2023		2024	
Parental leave	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Number of employees entitled to parental leave	N/A	N/A	N/A	N/A	N/A	N/A	38	9	7	4	0	0	3	0	2	1	0	0	29	28	47	24	48	24	90	43
Number of employees who used their parental leave	N/A	N/A	N/A	N/A	N/A	N/A	38	9	7	4	5	0	3	0	2	1	0	0	29	28	62	25	48	24	90	43
Number of employees who returned to work after completing their parental leave	N/A	N/A	N/A	N/A	N/A	N/A	38	9	7	4	5	0	0	0	2	1	0	0	29	28	61	25	45	23	90	42
Number of employees who remained in the organization 12 months after completing their parental leave	N/A	N/A	N/A	N/A	N/A	N/A	38	9	0	0	5	0	0	0	2	1	0	0	21	24	45	20	29	12	82	34
Rate of employees who returned to work after taking parental leave	N/A	N/A	N/A	N/A	N/A	N/A	100%	100%	100%	100%	100%	0%	0%	0%	100%	100%	0%	0%	100%	100%	98%	100%	94%	96%	100%	98%
Rate of retention of employees who took parental leave	N/A	N/A	N/A	N/A	N/A	N/A	100%	100%	0%	0%	100%	0%	0%	0%	100%	100%	0%	0%	72%	86%	74%	80%	64%	52%	91%	81%
Number of paid weeks offered to the employee on parental leave - primary caregiver (mother)	N/A		N/A		N/A		14 Weeks		N/A		N/A		12 Weeks		12 Weeks		N/A		N/A		N/A		15.42 Weeks		15.29	
Number of paid weeks offered to the employee on parental leave - primary caregiver (father)	N/A		N/A		N/A		1.4 Weeks		N/A		N/A		2 Weeks		2 Weeks		N/A		N/A		N/A		2.04 Weeks		2.02	
Number of paid weeks provided for family or caregiver leave, extending beyond standard parental leave (caring for a child, spouse, partner, dependent, parent, sibling, or another designated relation with a physical or mental health condition)	N/A		N/A		N/A		N/A		N/A		N/A		N/A		N/A		N/A		N/A		N/A		See details for each subsidiary		See details for each subsidiary	

Employee support programs the company has to promote health and well-being	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta	PowerCo
Occupational stress management initiatives/programs	Yes	Yes	Yes	Yes	Yes	No	Yes	No	Not applicable
Sports and health initiatives/programs	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Not applicable
Flexible work hours	No	Yes	Yes	No	No	Yes	Yes	Yes	Not applicable
Arrangements to work from home	Yes	Yes	Yes	No	Yes	No	Yes	Yes	Not applicable
Part-time work options	Yes	No	No	No	No	No	No	No	Not applicable
Nurseries or allowances	No	Yes	No	No	No	No	No	No	Not applicable
Facilities or benefits for breast feeding	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Not applicable
Paid parental leave for primary caregiver	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Not applicable
Paid parental leave for non-primary caregiver	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Not applicable
Extended paid family or caregiving leave beyond parental leave	Yes	No	Yes	Yes	Yes	No	No	No	Not applicable

▶ Explanatory Notes

Peru
Contugas - Compared to last year, the birth rate decreased by 88% despite having a population in a reproductive age.
Electrodunas - There was a decrease in births compared to previous years and, consequently, a reduction in maternity and paternity leaves.

Grupo Energía Bogotá

Talent and Well-being Management

GEB-26 Training and Development

	GEB								Enlaza								TGI							
Average hours of training by employee	2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024	
By gender	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Men	50.02		43.35		62.74		70.05		N/A		N/A		91.10		39.38		74.81		24.97		46.30		31.69	
Women	43.9		46.5		74.62		66.85		N/A		N/A		84.16		48.23		83.59		44.78		73.94		42.05	
By age	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Under 30 years old	N/A		46.06		84.17		86.50	75.71	N/A	N/A	N/A	N/A	67.21		47.40	49.93	N/A	N/A	N/A	N/A	N/A	N/A	38.75	46.38
Between 31 and 50 years old	N/A		45.64		71.4		72.19	67.62	N/A	N/A	N/A	N/A	89.15		38.46	48.65	N/A	N/A	N/A	N/A	N/A	N/A	33.73	41.99
Over 51 years old	N/A		38.82		48.55		52.65	47.97	N/A	N/A	N/A	N/A	89.96		43.94	42.63	N/A	N/A	N/A	N/A	N/A	N/A	26.15	40.1
By employment category	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Senior Management	43	18	49	19	28.05	76.4	31.03	38.30	N/A	N/A	N/A	N/A	63.40	136.50	28.60	60.90	91	57.1	60.6	11.4	64.2	83.5	18	59.5
Middle Management	118	128	23	24	73.86	91.72	73.68	82.03	N/A	N/A	N/A	N/A	104.68	98.29	45.28	24.81	56.5	39.5	40.2	52	72.4	83.9	62.69	45.03
Consultant	56	38	64	74	73.61	87.12	75.72	70.32	N/A	N/A	N/A	N/A	101.25	92.04	48.58	48.71	87	104	30.6	44.8	39	67	41.29	48.65
Professionals	20	31	30	40	52	66.34	73.08	70.77	N/A	N/A	N/A	N/A	81.53	85.92	31.49	52.74	100	88	40.1	42.7	50	73	43.26	41.69
Support/assistants	5	22	15	22	26.04	38.04	46.81	40.00	N/A	N/A	N/A	N/A	68.39	33.21	18.90	39.48	79.5	61.8	11.4	25.2	41.4	69.9	17.93	29.31
By nationality/ethnicity	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Ethnic/racial minorities	N/A		N/A		19		N/A		N/A		N/A		0		N/A		N/A		N/A		N/A		N/A	
Nationality country registered office of the company	N/A		N/A		N/A		69.27		N/A		N/A		N/A		42.98		N/A		N/A		N/A		34.4	
Foreign nationals	N/A		N/A		N/A		27.13		N/A		N/A		N/A		6.80		N/A		N/A		N/A		N/A	
By type of training	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Business Needs Training	N/A		N/A		16.86		18.38		N/A		N/A		18.04		10.15		N/A		N/A		N/A		5.77	
Training Based on Performance Needs	N/A		N/A		20.36		31.60		N/A		N/A		21.8		27.24		N/A		N/A		N/A		23.22	
Training Based on Leadership Needs	N/A		N/A		5.45		9.63		N/A		N/A		6		2.45		N/A		N/A		N/A		7.87	

	Cálidda								Contugas								Electrodunas							
Average hours of training by employee	2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024	
By gender	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Men	19.75		37.28		36.62		58		59.74		26.85		44.74		31.33		31.02		21.52		30.27		1.48	
Women	32.31		28.68		36.67		35		47.1		47.43		27.13		32.46		29.56		21.52		28.12		1.82	
By age	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Under 30 years old	N/A		N/A		33.37		18.5		N/A		N/A		N/A		N/A		N/A		N/A		28.52		1.96	
Between 31 and 50 years old	N/A		N/A		36.72		58.76		N/A		N/A		N/A		N/A		N/A		N/A		22.59		1.67	
Over 51 years old	N/A		N/A		41.06		65.4		N/A		N/A		N/A		N/A		N/A		N/A		24.04		1.07	
By employment category	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Senior Management	14	19	15	25	22.06	52.25	22	19	8	28	11	48	11	0	16	0	30	31	N/A	7	37.03	23.45	2.78	2.48
Middle Management	29	24	41	35	30.6	34.54	63	32	52	26	20	31	23	18	32	33	31	30	14	37	34.31	41.29	1.48	1.98
Consultant	7	89	40	28	33.19	39.24	72	50	28	36	48	38	59.8	42.5	32	32	31	30	42	25	59	55.48	2.11	2.47
Professionals	21	21	37	26	37.79	37.43	63	45	79	61	17	61	79.9	55.1	32	32	31	30	28	21	36.04	29.57	1.62	1.80
Support/assistants	32	38	36	45	22.33	38.83	36	14	44	27	35	20	49	20	32	32	31	30	18	19	17.37	18.19	1.05	1.59
By nationality/ethnicity	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Ethnic/racial minorities	N/A		N/A		N/A		N/A		N/A		N/A		5		N/A		N/A		N/A		N/A		N/A	
Nationality country registered office of the company	N/A		N/A		N/A		51.96		N/A		N/A		N/A		N/A		N/A		N/A		N/A		1.59	
Foreign nationals	N/A		N/A		N/A		75.50		N/A		N/A		N/A		N/A		N/A		N/A		N/A		1.96	
By type of training	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Business Needs Training	N/A		N/A		9.36		17.23		N/A		N/A		36		30		N/A		N/A		N/A		N/A	
Training Based on Performance Needs	N/A		N/A		18.81		43.18		N/A		N/A		60		24		N/A		N/A		N/A		N/A	
Training Based on Leadership Needs	N/A		N/A		3.89		4.39		N/A		N/A		36		16		N/A		N/A		N/A		N/A	

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Talent and Well-being Management

GEB-26 Training and Development (continued)

	Cantalloc								Conecta								PowerCo		Business Group							
Average hours of training by employee	2021		2022		2023		2024		2021		2022		2023		2024		2024		2021		2022		2023		2024	
By gender	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Men	N/A		N/A		N/A		1		47.03		33.72		33.24		70.28		15		47.06		31.28		49.29		35.36	
Women	N/A		N/A		N/A		1		32.05		40.86		42.38		54.16		N/A		44.75		38.30		52.43		35.20	
By age	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Under 30 years old	N/A		N/A		N/A		1.5		27.71		31.49		23		39.62		0	N/A	N/A		38.78		47.25		29.28	33.37
Between 31 and 50 years old	N/A		N/A		N/A		2		46.25		42.1		38.65		49.73		15	N/A	N/A		43.87		51.70		33.94	38.63
Over 51 years old	N/A		N/A		N/A		0.5		16.82		36.25		27.47		65.58		0	N/A	N/A		37.54		46.22		31.91	37.61
By employment category	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Senior Management	N/A	N/A	N/A	N/A	N/A	N/A	1	1	57	34	32	60	31.82	58.75	92	78.88	0	0	47.00	31.82	39.15	24.48	41.09	71.81	24.43	39.50
Middle Management	N/A	N/A	N/A	N/A	N/A	N/A	1.5	1.5	57	23	32	34	59.05	76.75	68.64	62.17	0	0	58.30	48.90	30.04	36.40	62.48	71.08	39.53	40.93
Consultant	N/A	N/A	N/A	N/A	N/A	N/A	1.5	1.5	N/A	N/A	N/A	N/A	N/A	61.5	N/A	88	1	0	45.25	65.25	44.15	42.95	61.21	67.06	34.60	40.55
Professionals	N/A	N/A	N/A	N/A	N/A	N/A	2.5	1	65	33	32	36	31.82	67.16	82.46	58.41	0	0	47.40	40.60	33.42	33.14	48.20	59.90	37.18	44.97
Support/assistants	N/A	N/A	N/A	N/A	N/A	N/A	1	1	33	35	29	12	24.36	21.75	55.66	44.03	0	0	36.10	37.36	21.88	24.64	33.32	36.65	22.17	28.93
By nationality/ethnicity	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Ethnic/racial minorities	N/A		N/A		N/A		N/A		N/A		N/A		N/A		N/A		N/A		N/A		N/A		8		N/A	
Nationality country registered office of the company	N/A		N/A		N/A		N/A		N/A		N/A		N/A		63.9		N/A		N/A		N/A		N/A		43.90	
Foreign nationals	N/A		N/A		N/A		N/A		N/A		N/A		N/A		106.9		N/A		N/A		N/A		N/A		43.66	
By type of training	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Business Needs Training	N/A		N/A		N/A		0.8		N/A		N/A		N/A		6.52		1		N/A		N/A		20.07		12.69	
Training Based on Performance Needs	N/A		N/A		N/A		1.5		N/A		N/A		N/A		45.3		0		N/A		N/A		30.24		28.00	
Training Based on Leadership Needs	N/A		N/A		N/A		0.5		N/A		N/A		N/A		7.5		0		N/A		N/A		12.84		6.91	

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Talent and Well-being Management

GEB-26 Training and Development (continued)

	GEB				Enlaza				TGI			
Employees trained	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Total number of employees who received training	614	665	391	414	N/A	N/A	369	374	456	448	429	424
Total number of hours dedicated to training	31853	29980	27634	28406.2	N/A	N/A	32709	16039.75	37547	13857	23097	14523.5
Percentage of employees that received training	90.96%	99.40%	97.99%	99.52%	0.0%	0.0%	99.19%	100%	98.70%	98.46%	99.54%	100%
Average hours of training by employee	47.19	44.81	69.26	68.28	N/A	N/A	87.93	42.89	81.27	30.45	53.59	34.25
Average investment spent per employee on training and development	N/A	$ 1,418,558.00	$ 2,243,385.00	$ 2,850,932.74	N/A	N/A	$ 1,307,859.00	$ 2,723,409.09	N/A	N/A	N/A	$ 1,845,207.10
Currency	N/A	$	$	$	$	$	$	$	$	$	$	$

	Cálidda				Contugas				Electrodunas			
Employees trained	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Total number of employees who received training	404	453	401	494	128	115	123	112	260	268	270	312
Total number of hours dedicated to training	9323	13596	14691	25878	7128	3862	4870	3546	7986	6527	9207	11929
Percentage of employees that received training	100.00%	116.75%	100.00%	119%	100.00%	98.29%	100.00%	100%	100.00%	100.00%	100.00%	109%
Average hours of training by employee	23.08	35.04	36.64	52.38	55.69	33.01	39.59	31.66	30.72	24.35	34.10	41.86
Average investment spent per employee on training and development	N/A	$ 1,807,881.00	$ 1,612,941.00	$ 3,048,871.16	$ 104,807.00	$ 808,576.00	$ 700,658.00	$ 645,293.00	$ 108,061.00	$ 284,654.00	$ 321,657.00	$ 266,452.42
Currency	$	$	$	$	$	$	$	$	$	$	$	$

	Cantalloc				Conecta				PowerCo	Business Group			
Employees trained	2021	2022	2023	2024	2021	2022	2023	2024	2024	2021	2022	2023	2024
Total number of employees who received training	N/A	N/A	N/A	600	139	134	131	107	1	2001	2083	2114	2837
Total number of hours dedicated to training	N/A	N/A	N/A	4771	5893	5461	4747	7005	15	99730	73283	116955	112098.45
Percentage of employees that received training	N/A	N/A	N/A	99%	100.00%	100.00%	100.00%	100%	33%	96.76%	102.56%	78.09%	103.43%
Average hours of training by employee	N/A	N/A	N/A	7.85	42.40	40.75	36.24	65.47	5.00	48.23	36.08	43.20	40.87
Average investment spent per employee on training and development	N/A	N/A	N/A	$ 72,330.00	$ 335,867.00	$ 1,424,423.00	$ 2,243,385.00	$ 2,859,024.11	$ 1,627,425.00	$ 182,911.67	$ 1,148,818.40	$ 1,404,980.83	$ 1,770,993.85
Currency	$	$	$	$	$	$	$	$	$	$	$	$	$

▶ Explanatory Notes

Peru
In Cálidda and Electrodunas, the percentage of employees who received training exceeds 100% because the number includes the total of active employees, interns, and former employees who received training in 2024.

Grupo Energía Bogotá

Talent and Well-being Management

GEB-27 Employee Development Programs

	GEB		Enlaza		TGI		Cálidda		Contugas	
	2024		2024		2024		2024		2024	
Employee development programs	Program 1:	Program 2:	Program 1:	Program 2:	Program 1:	Program 2:	Program 1:	Program 2:	Program 1:	Program 2:
Program name	Leadership Program - The DNA of a GEB Leader	Program for the strengthening digital age skills	Leadership Program	Succession Program	Leadership Program	*Liderarte*	SCHOLARSHIPS TO SHINE	ENGLISH FOR ALL	Passion for the Client	Leader DNA
Program Description	Within the framework of The DNA of a GEB Leader, a program was implemented in 2024 focusing on developing others, conversations, and feedback, impacting team performance. Essential skills were strengthened for the growth and development of talent, addressing challenges and change proactively and collaboratively. The program uses a case methodology, promoting interaction and participation in hybrid sessions.	A corporate education program for the energy transition, aimed at strengthening employees' capabilities in disciplines of interest for the future of GEB's businesses, new opportunities in the digital age with an impact on individual development and growth. In collaboration with Coursera, we offer a global virtual learning platform with over 270 prestigious universities. The program reaches 100% of GEB employees and subsidiaries.	The program is part of the "GEB Leadership School" designed to strengthen organizational leadership. The Leader DNA program was implemented in 2024, in which all 5 Enlaza directors participated: Identification of gaps and strengths, Mentoring and coaching, Collaborative learning, and Continuous support. Performance, development, and change management workshops were conducted through the Leadership Classroom, in which 58 employees participated.	The program prepared 17 employees to occupy critical positions. It began with an evaluation that includes psychotechnical tests, interviews, and adjustments with the leader. Subsequently, individualized feedback is provided for each employee to be able to build their Individual Development Plan (IDP). During the second phase, coaching sessions were held to address closing gaps and developing essential skills for the roles to be taken.	The Leadership Program aims to shape employees as transformative leaders, capable of driving their own development and that of their work teams. It equips them with the necessary tools to face the challenges and difficulties of the sector and, in turn, contribute to the business' continuity and sustainability.	Provide tools that enable the development of Transformational Leadership capacities from a perspective of diversity, equity, and inclusion to TGI employees.	The program is part of our professional development strategy and aims to recognize the superior performance of our employees and encourage their personal and professional growth by awarding scholarships for undergraduate, master's, and doctoral studies.	The program aims to develop English skills among our employees. The benefit is aimed at all company employees and subsidizes up to 70% of the monthly course. The program opens twice a year.	Passion for the Client is a training program designed for the Sales team, focused on strengthening their technical and regulatory skills with an in-house approach. The Commercial Manager and the Deputy Commercial Manager support this program, as well as the Talent Management department. The program is aligned with the organizational growth strategy, promoting a culture of excellence, teamwork, and the generation of shared value with clients.	This program is for level 1 and 2 leaders in the Organization. The audience is diverse, considering: - Previous training in leadership - Previous measurements in leadership - The strategic challenges of each business Three group sessions and two individual support sessions were held. Additionally, a 180-degree measurement was included, involving a self-assessment and an assessment of employees.

	Electrodunas		Cantalloc		Conecta		PowerCo	
	2024		2024		2024		2024	
Employee development programs	Program 1:	Program 2:	Program 1:	Program 2:	Program 1:	Program 2:	Program 1:	Program 2:
Program name	FINANCIAL EVALUATION OF PROJECTS FOR THE ENERGY SECTOR	N/A	Mentory Program	Leadership Pillars	Leader DNA	Contract Supervisors	N/A	N/A
Program Description	In-person/virtual training on the "Financial Evaluation of Projects for the Energy Sector" aimed at employees from the company's core areas who are directly linked to project management in the energy sector. The content of this training was customized according to the company's needs.	N/A	Specific training for interns and various administrative staff through mentoring and a specific training plan.	Leadership training based on the organization's values and cultural alignment	A program aimed at strengthening leadership skills.	A program aimed at strengthening knowledge of the CONTRACTING AND EXECUTION CONTROL MANUAL AND SUPERVISOR OBLIGATIONS.	N/A	N/A

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Talent and Well-being Management

GEB-27 Employee Development Programs (continued)

	GEB		Enlaza		TGI	
	2024		2024		2024	
Employee development programs	Program 1:	Program 2:	Program 1:	Program 2:	Program 1:	Program 2:
Program name	Leadership Program - The DNA of a GEB Leader	Program for the strengthening digital age skills	Leadership Program	Succession Program	Leadership Program	*Liderarte*
Program objective and benefits for the company	Strengthening the competencies framed in the DNA of a GEB leader, contributing to the transformation of the teams, and corporate strategy challenges. Benefits: *Strengthening the formalized cultural rituals in GEB and its subsidiaries *Strengthening the definition of performance and development objectives by raising the difficulty of the challenge. *Leaders who are more committed to their role in developing others as a talent retention tool.	Strengthening knowledge and technical capabilities associated with innovation, sustainability and business-competent environments. Benefits: *Improvements in productivity, innovation and process efficiency. *Increased opportunities for employee growth and development (60% of employees between 21 and 40 years of age). *Strengthening the employee value proposition (EVP), focused on attracting and developing Talent. *Maintaining the favorable trend in the "development" variable in work environment measurements. *Motivating GEB employees and attracting the best talent.	Developing leaders who are aligned with organizational values, based on the principle of "Leading myself to lead others." Through the program's four phases, we seek to identify areas for improvement in leadership skills, provide personalized tools through mentoring and coaching, and foster collaborative learning among leaders from all subsidiaries. The objective is to develop leaders who understand the organization's DNA and promote close and human leadership within the organization.	The objective of Enlaza's Succession Program was to identify and develop 17 employees for critical positions, providing them with tools and accompanying them through their process for them to be ready and have the option to fill these positions in the future. This was done through a structured process involving psycho-technical assessments, interviews and personalized feedback, and participants built an individual development plan in light of this information. In a second phase, coaching sessions are provided to close gaps and improve skills and competencies needed for the positions to be filled.	Providing leaders with the tools they need to face the business' challenges. *Developing the individual capacity for transformational leadership from each role in the company. *Consolidating the skills required in the transformation process (empowerment, agility, flexibility, and others). *Appropriating the DNA of a TGI leader. *Developing leaders' ability to mobilize their teams and environments to achieve objectives.	Developing leadership capacities in changing and diverse environments effectively, promoting an organizational culture that fosters diversity, equity and inclusion to transform the organization, society and the territory.

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Talent and Well-being Management

GEB-27 Employee Development Programs (continued)

	Cálidda		Contugas		Electrodunas		Cantalloc		Conecta		PowerCo	
	2024		2024		2024		2024		2024		2024	
Employee development programs	Program 1:	Program 2:	Program 1:	Program 2:	Program 1:	Program 2:	Program 1:	Program 2:	Program 1:	Program 2:	Program 1:	Program 2:
Program name	SCHOLARSHIPS TO SHINE	ENGLISH FOR ALL	Passion for the Client	Leader DNA	FINANCIAL EVALUATION OF PROJECTS FOR THE ENERGY SECTOR	N/A	Mentory Program	Leadership Pillars	Leader DNA	Contract Supervisors	N/A	N/A
Program objective and benefits for the company	N/A	N/A	The main objective of Passion for the Client is to strengthen the technical, regulatory and teamwork skills of the Commercial team, providing them with key tools to understand the fundamental aspects of the business, improve the customer experience and contribute to the sustainable growth of the organization. Benefits of the program: For the organization: Improves commercial efficiency, fosters strong customer relationships and promotes sustainable growth aligned with organizational strategy. For the Commercial team: Develops technical and regulatory skills, fosters cohesion and teamwork, and strengthens a collaborative environment. For clients: Optimizes the experience through personalized attention and effective solutions, generating trust and loyalty towards the organization.	Greater appropriation of leadership skills required in the Organization in the framework of a culture that has a positive impact on teams based on conscious and inspiring leadership.	The training focuses on project profitability indicators, treatment and structuring of investments and costs in energy projects, estimation and relevance of working capital in energy projects, structuring and analysis of Economic and Financial Cash Flow, risk analysis of projects oriented to the energy market, and others. The training allows direct and continuous application to the participants, who directly manage the energy sector projects at Electro Dunas.	N/A	Development of Young Talent	Cultural Alignment of Leaders	The program's objective is to develop and enhance the leadership skills of management team members for them to perform their roles more effectively, inspire their teams and contribute to the overall success of the organization. Benefits: more effective team management, increased productivity and commitment, fostering a positive organizational culture, improved decision-making and better adaptation to change.	The program's objective is to strengthen the management of contract supervisors. Benefits: adequate fulfillment of tasks and activities at each stage of the contract life cycle.	N/A	N/A

Grupo Energía Bogotá

Talent and Well-being Management

GEB-27 Employee Development Programs (continued)

	GEB		Enlaza		TGI		Cálidda	
	2024		2024		2024		2024	
Employee development programs	Program 1:	Program 2:	Program 1:	Program 2:	Program 1:	Program 2:	Program 1:	Program 2:
Program name	Leadership Program - The DNA of a GEB Leader	Program for the strengthening digital age skills	Leadership Program	Succession Program	Leadership Program	*Liderarte*	SCHOLARSHIPS TO SHINE	ENGLISH FOR ALL
Quantitative impact of the business benefits (cash or non-cash)	*100% registration of individual Development Plans of employees in GEB, cut-off date Dec 31, 2023. *Growth of 0.3 in the measurement of change management maturity evolution in GEB. *Impact on the balance of the Gaussian bell - talent performance mapping. The assessment scale was calibrated from 63% to 25%.	*Savings for GEB of over COP 169 million in high level educational certifications and world-renowned universities. *Impact on the satisfaction survey in the variables in which human talent development is recognized and valued.	Strengthening organizational culture, improving team performance and fostering ambidextrous leadership that adapts to different contexts and challenges, increasing cohesion and communication within management teams, driving innovation and motivation, and enabling leaders to effectively guide their teams to high performance.	Benefits to the company include internal grooming of successors for critical roles, ensuring operational continuity and reducing the risk of vacancies in key positions. It also strengthens strategic talent retention and optimizes succession processes, making sure new leaders are aligned with organizational needs and can effectively address challenges.	The Leadership cluster includes the following development strategies 1. Mentorship: 175 hours distributed among 33 middle management leaders, with the objective of managing individual development and leadership skills. 2. Management Team Development: 22 hours of individual coaching to 4 leaders, and 3 hours of observation of the team's work, to review leadership behaviors and build purpose as a management team. 3. Leader DNA: 20 hours of individual coaching to 7 leaders reporting directly to the CEO, with the purpose of developing Leader DNA in the Business Group and TGI.	*Liderarte* includes the following strategies: 1. Leading the Organization/*Liderarte* Field: Awareness and appropriation of leadership skills in changing and diverse environments, promoting a culture of equity and inclusion that contributes to the transformation of the organization, society and the territory, impacting 124 employees. 2. Leading the Organization/*Liderarte* Administrative Headquarters: Training in Inclusive Leadership, conscious dialogues and fundamental concepts of the theory of immunity to change, mobilizing the culture of inclusion in the company, in the business and in the territory, impacting 104 employees. 3. Women of Today/Continuity of Leadership in Women: Women who Transform the organization by developing leadership skills, impacting 100 women in the organization.	$ 3,342,984.00	$ 2,394,558.00

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GEB-27 Employee Development Programs (continued)

	Electrodunas		Cantalloc		Conecta		PowerCo	
	2024		2024		2024		2024	
Employee development programs	Program 1:	Program 2:	Program 1:	Program 2:	Program 1:	Program 2:	Program 1:	Program 2:
Program name	FINANCIAL EVALUATION OF PROJECTS FOR THE ENERGY SECTOR	N/A	Mentory Program	Leadership Pillars	Leader DNA	Contract Supervisors	N/A	N/A
Quantitative impact of the business benefits (cash or non-cash)	Updating and advanced training in the management of project profitability indicators, such as NPV and IRR, as well as cash flow, discount rate, and others.	N/A	Career Line Opportunity	Impact on business strategy (Profitability and productivity)	Increased productivity, improved job satisfaction, greater commitment to innovation.	Providing adequate compliance with the purpose of the contract, avoiding litigation, renegotiation of contracts, reduction of claims, compliance with contractual deadlines, and others.	N/A	N/A

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Talent and Well-being Management

GEB-27 Employee Development Programs (continued)

	GEB		Enlaza		TGI		Cálidda		Contugas	
	2024		2024		2024		2024		2024	
Employee development programs	Program 1:	Program 2:	Program 1:	Program 2:	Program 1:	Program 2:	Program 1:	Program 2:	Program 1:	Program 2:
Program name	Leadership Program - The DNA of a GEB Leader		Leadership Program	Succession Program	Leadership Program	*Liderarte*	SCHOLARSHIPS TO SHINE	ENGLISH FOR ALL	Passion for the Client	Leader DNA
Quantitative impact of the business benefits (cash or non-cash)	*100% registration of individual Development Plans of employees in GEB, cut-off date Dec 31, 2023. *Growth of 0.3 in the measurement of change management maturity evolution in GEB. *Impact on the balance of the Gaussian bell - talent performance mapping. The assessment scale was calibrated from 63% to 25%.	*Savings for GEB of over COP 169 million in high level educational certifications and world-renowned universities. *Impact on the satisfaction survey in the variables in which human talent development is recognized and valued.	Strengthening organizational culture, improving team performance and fostering ambidextrous leadership that adapts to different contexts and challenges, increasing cohesion and communication within management teams, driving innovation and motivation, and enabling leaders to effectively guide their teams to high performance.	Benefits to the company include internal grooming of successors for critical roles, ensuring operational continuity and reducing the risk of vacancies in key positions. It also strengthens strategic talent retention and optimizes succession processes, making sure new leaders are aligned with organizational needs and can effectively address challenges.	The Leadership cluster includes the following development strategies 1.Mentoría: 175 hours distributed among 33 middle management leaders, with the objective of managing individual development and leadership skills. 2. Management Team Development: 22 hours of individual coaching to 4 leaders, and 3 hours of observation of the team's work, to review leadership behaviors and build purpose as a management team. 3. Leader DNA: 20 hours of individual coaching to 7 leaders reporting directly to the CEO, with the purpose of developing Leader DNA in the Business Group and TGI.	*Liderarte* includes the following strategies: 1. Leading the Organization/ *Liderarte* Field: Awareness and appropriation of leadership skills in changing and diverse environments, promoting a culture of equity and inclusion that contributes to the transformation of the organization, society and the territory, impacting 124 employees. 2. Leading the Organization/ *Liderarte* Administrative Headquarters: Training in Inclusive Leadership, conscious dialogues and fundamental concepts of the theory of immunity to change, mobilizing the culture of inclusion in the company, in the business and in the territory, impacting 104 employees. 3. Women of Today/ Continuity of Leadership in Women: Women who Transform the organization by developing leadership skills, impacting 100 women in the organization.	$ 3,342,984.00	$ 2,394,558.00	The Passion for the Client program had a significant impact on the Commercial team, achieving the entire team's active participation and strengthening key skills, such as teamwork and continuous improvement. This resulted in increased cohesion and efficiency in commercial management. The level of satisfaction reached an outstanding 4.80 out of 5, demonstrating the high level of program acceptance and its positive impact on the company. This result not only drove a significant increase in the knowledge level of participants, but also contributed to improvements in key indicators, such as NPS and customer satisfaction. In addition, optimizations will be implemented in internal processes and in the service offered, strengthening operational efficiency and customer experience. .	16 hours of group training 14 hours in individual sessions 7 individual development plans Impact on direct reports In addition, the program facilitated networking among participants and learning good leadership practices.

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GEB-27 Employee Development Programs (continued)

	Electrodunas		Cantalloc		Conecta		PowerCo	
	2024		2024		2024		2024	
Employee development programs	Program 1:	Program 2:	Program 1:	Program 2:	Program 1:	Program 2:	Program 1:	Program 2:
Program name	FINANCIAL EVALUATION OF PROJECTS FOR THE ENERGY SECTOR	N/A	Mentory Program	Leadership Pillars	Leader DNA	Contract Supervisors	N/A	N/A
Quantitative impact of the business benefits (cash or non-cash)	Updating and advanced training in the management of project profitability indicators, such as NPV and IRR, as well as cash flow, discount rate, and others.	N/A	Career Line Opportunity	Impact on business strategy (Profitability and productivity)	Increased productivity, improved job satisfaction, greater commitment to innovation.	Providing adequate compliance with the purpose of the contract, avoiding litigation, renegotiation of contracts, reduction of claims, compliance with contractual deadlines, and others.	N/A	N/A

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GEB-27 Employee Development Programs (continued)

	GEB		Enlaza		TGI		Cálidda		Contugas	
	2024		2024		2024		2024		2024	
Employee development programs	Program 1:	Program 2:	Program 1:	Program 2:	Program 1:	Program 2:	Program 1:	Program 2:	Program 1:	Program 2:
Program name	Leadership Program - The DNA of a GEB Leader	Program for the strengthening digital age skills	Leadership Program	Succession Program	Leadership Program	*Liderarte*	SCHOLARSHIPS TO SHINE	ENGLISH FOR ALL	Passion for the Client	Leader DNA
Percentage of employees who participated in the program	21%	91%	17%	4.54%	9%	1. Leading the Organization/ *Liderarte* Field: 66% male employees in the field. 2. Leading the Organization/ *Liderarte* Administrative Headquarters: 84% male employees at administrative headquarters 3. Women of Today/Continuity of *Liderarte* in Women: 89% of women impacted throughout the organization.	4%	21%	100%	10%

	Electrodunas		Cantalloc		Conecta		PowerCo	
	2024		2024		2024		2024	
Employee development programs	Program 1:	Program 2:	Program 1:	Program 2:	Program 1:	Program 2:	Program 1:	Program 2:
Program name	FINANCIAL EVALUATION OF PROJECTS FOR THE ENERGY SECTOR	N/A	Mentory Program	Leadership Pillars	Leader DNA	Contract Supervisors	N/A	N/A
Percentage of employees who participated in the program	10%	4%	N/A	5%	8%	11%	34%	N/A

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Talent and Well-being Management

GEB-28 Performance Assessment

	GEB	Enlaza	TGI
Include a description of the methodology(ies) used to conduct performance assessments in the company.	In GEB and its subsidiaries, the deployment and management by Objectives is derived from the Corporate Strategy Map with organizational priorities and challenges. Area initiatives or team objectives are derived the same way, which are important inputs for establishing the individual performance objectives. The above is governed by the SMART methodology. Performance management comprises a quantitative (80% weight) and qualitative (20%) component, an integral combination to assess employees. The system includes a multidimensional assessment based on performance calibration, a collegiate evaluation mechanism in which different actors (manager, peers, reports, other ranks) participate objectively in a session that promotes exchanging visions and contributing to the identification, recognition and visibility of the talent map of the departments. The process proceeds in a bottom-up manner. The employee performance plan and assessment is based on the challenges or objectives of team or department performance and is observed in areas where there are projects, technological implementations, and multidisciplinary work plans, applying a similar weighting in the teams or differentiated according to the employee's contribution level. In 2024, the Ritual of Trust and Recognition Conversations was formalized to generate interactions based on clarity, honesty and integrity, promoting people's performance, development and personal and professional evolution. These conversations turn into 1-on-1 sessions, primary committees, coffee with a Leader and formal hydration areas commensurate with the performance phases (start, mid and year-end). These conversations evolved in 2024, since the Leader not only reviews the performance but also the progress and follow-up on the employee's individual development plan.	The company uses a target-marketing methodology. It is a performance assessment that contains a results calibration phase where peers, internal clients and managers are involved, which allows multidimensional conversations to take place and allows us to obtain results that are closer to reality. This also allows the performance assessment to have a team methodology and not be a unilateral decision, where our 5 skills model is also assessed.	N/A

	Cálidda	Contugas	Electrodunas
Include a description of the methodology(ies) used to conduct performance assessments in the company.	The model consists of two components: 1) Objectives, which seek to value our contribution. These are defined under the SMART methodology and are derived from our strategic map and cascade down to all levels of the organization; and 2) Skills, which seek to assess how we achieve our objectives. Our Performance Assessment Cycle is based on the 3K model, which includes: 1) Definition of objectives: Directors communicate strategic objectives to all employees, ensuring alignment with the company's vision. SMART objectives are defined through workshops to guide performance and professional growth. 2) Monitoring and feedback: Progress against objectives is evaluated and feedback is provided by leaders. We work with leaders on workshops, infographics or supporting material that helps them work with their employees in feedback sessions, reviews and achievements to date of the proposed goals, highlighting strengths and working on opportunities for improvement; 3) 360° Assessment for Leaders: this tool allows assessing leadership skills and measuring the impact they have on the performance and cohesion of their teams. In addition, this assessment allows employees to assess themselves, to be assessed by their leader, peers, by direct reports, etc. Cálidda includes "calibration" for the following purpose: Align and standardizing concepts; Reduce possible unconscious biases or blind spots of evaluators; Ensure a fairer, more accurate and equitable performance assessment process. Feedback and recognition: At the end of the annual cycle, employees receive constructive feedback and are recognized for their performance, highlighting their achievements and areas for improvement.	The performance model is approved by the Board of Directors on an annual basis. The 2024 model has two components: a Results component, which considers the Corporate Objectives outlined in the Company's Strategic Map, with a weight of 30%, and Individual Objectives with a weight of 40%. The latter are related to organizational objectives. Finally, it also considers a Development component with a weight of 30%, composed of corporate behaviors that determine how these objectives are achieved.	Assessment by Objectives applies to General Management and Line Management, along with assessment by skills. Other positions have performance assessments based on skills.

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GEB-28 Performance Assessment (continued)

	Cantalloc	Conecta
Include a description of the methodology(ies) used to conduct performance assessments in the company.	In the case of Strategic, Tactical and Administrative: fulfillment of company objectives and skills. In the case of operations: Safety Record, Technical Knowledge and Skills	The objective of performance management is to ensure the effective contribution of all employees in meeting the strategic organizational objectives. To this end, we define individual objectives aligned with excellence and a culture of high performance. The process begins with defining the Strategic Plan, making sure the objectives of each department and employee are aligned with the general goals. We use the Portal Nuestra Gente (SF) platform, specifically the Performance Objectives module, to monitor the evaluation stages corresponding to Definition, Follow-up and Feedback, Closing and Performance Assessment. This platform centralizes all the information related to objectives, making it easier to monitor them and provide feedback. This process ensures consistent monitoring of each employee's performance, aligned with the company's values and strategic objectives.

	GEB								Enlaza								TGI							
Periodic performance assessment of employees	2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024	
By gender	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Number of employees who received regular performance and career development assessments	357	306	333	301	173	215	179	222	N/A	N/A	N/A	N/A	222	140	226	146	200	262	333	118	312	117	307	108
Percentage of employees who received regular performance and career development assessments	98%	98%	93%	97%	96%	98%	96%	97%	N/A	N/A	N/A	N/A	97.37%	97.22%	100.00%	98.65%	58.82%	214.8%	101.22%	93.65%	99.68%	99.15%	98.40%	96.43%
By employment category																								
Number of employees assessed: Senior Management	21		21		16		14		N/A		N/A		6		6		17		18		22		4	
Percentage of employees assessed: Senior Management	100.00%		100.00%		100.00%		93.33%		N/A		N/A		100.0%		100.0%		77.3%		90.0%		100%		100.0%	
Number of employees assessed: Middle Management	90		40		32		26		N/A		N/A		14		29		37		46		45		52	
Percentage of employees assessed: Middle Management	96.77%		40.40%		43.84%		40.63%		N/A		N/A		100.0%		100.0%		90.2%		92.0%		100%		98.1%	
Number of employees assessed: Advisors	263		268		168		207		N/A		N/A		177		166		7		4		5		2	
Percentage of employees assessed: Advisors	94.60%		100%		100%		121.05%		N/A		N/A		98.88%		99.40%		100%		100%		100%		100%	
Number of employees assessed: Professionals	184		172		88				N/A		N/A		128		126		189		159		188		182	
Percentage of employees assessed: Professionals	98.92%		90.53%		93.62%		108.00%		N/A		N/A		100.0%		99.21%		91.7%		82.4%		94.4%		97.85%	
Number of employees assessed: Support/assistants	94		89		47		46		N/A		N/A		45		45		183		188		177		175	
Percentage of employees assessed: Support/assistants	96.91%		97.80%		97.92%		95.83%		N/A		N/A		100.0%		100.0%		98.4%		100%		94.4%		97.8%	
Frequency of performance assessments																								
Frequency of performance assessments	Quarterly or biannually		Quarterly or biannually		Quarterly or biannually		Quarterly or biannually		N/A		N/A		Quarterly or biannually		Quarterly or biannually		At least once a year		At least once a year		At least once a year		At least once a year	
Types of performance assessments performed																								
Management by objectives	Yes		Yes		Yes		Yes		N/A		N/A		Yes		Yes		Yes		Yes		Yes		Yes	
Multidimensional performance assessment	Yes		Yes		Yes		Yes		N/A		N/A		Yes		Yes		Yes		Yes		Yes		Yes	
Team-based performance assessment	Yes		Yes		Yes		Yes		N/A		N/A		Yes		Yes		Yes		Yes		Yes		Yes	
Quick Conversations	Yes		Yes		Yes		Yes		N/A		N/A		Yes		Yes		Yes		Yes		Yes		Yes	

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GEB-28 Performance Assessment (continued)

	Cálidda								Contugas								Electrodunas							
Periodic performance assessment of employees	2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024	
By gender	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Number of employees who received regular performance and career development assessments	295	106	282	101	282	106	284	116	27	16	75	34	77	30	78	34	7	1	195	52	190	45	193	51
Percentage of employees who received regular performance and career development assessments	99%	99%	98%	100%	98%	95%	97%	97%	31.0%	39.0%	91.5%	97.1%	87.5%	85.7%	100.0%	100.0%	3.40%	1.85%	93.30%	88.14%	92.23%	70.31%	91.04%	69.86%
By employment category																								
Number of employees assessed: Senior Management	10		9		8		10		4		5		4		5		0		1		12		12	
Percentage of employees assessed: Senior Management	100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		0.0%		100.0%		100.0%		80.0%	
Number of employees assessed: Middle Management	31		32		32		31		0		8		9		4		3		7		16		18	
Percentage of employees assessed: Middle Management	100.0%		100.0%		100.0%		93.94%		0.0%		100.0%		90.0%		100.0%		8.33%		100.0%		76.19%		75.0%	
Number of employees assessed: Advisors	56		58		69		70		5		18		17		19		1		35		18		18	
Percentage of employees assessed: Advisors	98.25%		98.31%		94.52%		95.9%		19.23%		85.71%		85.00%		100.0%		2.56%		92.11%		100.0%		100.0%	
Number of employees assessed: Professionals	282		267		266		275		24		47		48		55		4		88		93		99	
Percentage of employees assessed: Professionals	99.30%		98.52%		97.44%		97.2%		44.44%		92.16%		84.21%		100.0%		6.67%		83.81%		80.87%		84.62%	
Number of employees assessed: Support/assistants	22		17		13		14		10		31		29		29		0		116		89		97	
Percentage of employees assessed: Support/assistants	100.00%		100.00%		86.67%		93.3%		28.57%		96.88%		90.63%		100.0%		0.0%		99.15%		85.58%		87.39%	
Frequency of performance assessments																								
Frequency of performance assessments	At least once a year		At least once a year		At least once a year		At least once a year		At least once a year		At least once a year		Quarterly or biannually		Quarterly or biannually		At least once a year		At least once a year		At least once a year		At least once a year	
Types of performance assessments performed																								
Management by objectives	No		No		Yes		Yes		Yes		Yes		Yes		Yes		Yes		Yes		Yes		Yes	
Multidimensional performance assessment	No		No		Yes		Yes		No		Yes		No		No		Yes		Yes		Yes		Yes	
Team-based performance assessment	No		No		No		Yes		Yes		Yes		No		No		Yes		Yes		Yes		Yes	
Quick Conversations	No		No		No		YES		Yes		Yes		Yes		Yes		Yes		Yes		Yes		Yes	

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GEB-28 Performance Assessment (continued)

	Cantalloc								Conecta								Business Group							
Periodic performance assessment of employees	2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024	
By gender	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Number of employees who received regular performance and career development assessments	N/A	N/A	N/A	N/A	N/A	N/A	433	35	84	38	93	40	92	39	75	30	970	729	1311	646	1348	692	1775	742
Percentage of employees who received regular performance and career development assessments	0%	0%	0%	0%	0%	0%	78%	66%	87.50%	88.37%	98.94%	100.0%	100.0%	100.0%	100.0%	93.75%	70%	107%	96%	96%	70%	89%	91%	93%
By employment category																								
Number of employees assessed: Senior Management	N/A		N/A		N/A		1		7		8		8		10		59		62		76		62	
Percentage of employees assessed: Senior Management	0%		0%		0%		100%		87.50%		100.0%		100.0%		100.0%		80%		97%		100%		94%	
Number of employees assessed: Middle Management	N/A		N/A		N/A		6		18		19		17		17		179		152		165		183	
Percentage of employees assessed: Middle Management	0%		0%		0%		1.5		85.71%		100.0%		77.27%		100.0%		77%		71%		76%		80%	
Number of employees assessed: Advisors	N/A		N/A		N/A		0		N/A		N/A		1		1		332		383		455		483	
Percentage of employees assessed: Advisors	0%		0%		0%		0%		0.0%		0.0%		100.00%		100.0%		82%		98%		98%		107%	
Number of employees assessed: Professionals	N/A		N/A		N/A		45		41		40		38		32		724		733		841		814	
Percentage of employees assessed: Professionals	0%		0%		0%		38%		97.62%		100.0%		97.44%		100.0%		87%		86%		95%		78%	
Number of employees assessed: Support/assistants	N/A		N/A		N/A		417		56		66		67		47		365		441		467		870	
Percentage of employees assessed: Support/assistants	0%		0%		0%		86%		82.35%		98.51%		109.84%		100.0%		70%		86%		97%		91%	
Frequency of performance assessments																								
Frequency of performance assessments	N/A		N/A		N/A		At least once a year		Quarterly or biannually		Quarterly or biannually		Quarterly or biannually		Quarterly or biannually		N/A		N/A		N/A		N/A	
Types of performance assessments performed																								
Management by objectives	N/A		N/A		N/A		Yes		Yes		Yes		Yes		Yes		N/A		N/A		N/A		N/A	
Multidimensional performance assessment	N/A		N/A		N/A		Yes		No		No		No		No		N/A		N/A		N/A		N/A	
Team-based performance assessment	N/A		N/A		N/A		Yes		No		No		No		No		N/A		N/A		N/A		N/A	
Quick Conversations	N/A		N/A		N/A		Yes		No		No		No		No		N/A		N/A		N/A		N/A	

▶ Explanatory Notes

In some companies, the percentage of employees who received performance assessments was less than 100% because there were employees who had not completed the required time in the company to be assessed.

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GEB-29 Average Salary

Average Annual Salary (M COP)	GEB		Enlaza		TGI		Cálidda		Contugas		Electrodunas		Cantalloc		Conecta		PowerCo		Business Group	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Executive level (base salary only)	$ 871.14	$ 612.29	$ 597.74	$ 505.49	$ 665.96	$ 710.35	$ 730.14	$ 560.94	$ 346.26	0.00	$ 441.35	$ 366.00	$ 308.07	$ 179.34	$ 488.56	$ 335.34	0.00	0.00	$ 556.15	$ 467.11
Executive level (base salary + other cash incentives)	$ 1,315.28	$ 901.39	$ 879.81	$ 733.80	$ 825.79	$ 880.84	$ 897.03	$ 689.15	$ 403.97	0.00	$ 480.41	$ 366.00	$ 308.07	$ 179.34	$ 572.07	$ 385.64	0.00	0.00	$ 710.30	$ 590.88
Management level (base salary only)	$ 311.24	$ 300.38	$ 316.88	$ 295.19	$ 313.09	$ 311.26	$ 343.69	$ 319.88	$ 236.76	$ 254.40	$ 152.29	$ 158.75	$ 105.85	$ 95.95	$ 247.41	$ 200.55	$ 343.28	0.00	$ 263.39	$ 242.05
Management level (base salary + other cash incentives)	$ 402.06	$ 388.34	$ 410.65	$ 380.34	$ 388.23	$ 385.97	$ 422.24	$ 393.00	$ 276.22	$ 296.80	$ 154.30	$ 158.75	$ 105.85	$ 95.95	$ 284.52	$ 230.64	$ 343.28	0.00	$ 309.71	$ 291.22
Non-Management level (base salary only)	$ 152.32	$ 142.48	$ 152.80	$ 134.95	$ 109.37	$ 120.11	$ 109.84	$ 103.52	$ 79.68	$ 79.17	$ 51.81	$ 52.38	$ 27.34	$ 26.26	$ 112.43	$ 86.64	$ 132.91	0.00	$ 103.17	$ 93.19
Currency	M COP		M COP		M COP		M COP		M COP		M COP		M COP		M COP		M COP		M COP	
Scope of the reported information (% of workforce)	100%		100%		100%		100%		100%		100%		95%		100%		100%		99%	

Ratio between men's and women's base salary distributed by employment category	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta	PowerCo	Business Group
Senior Management	0.7	0.85	0.80	1.3	0.0	0.80	0.58	1.457	N/A	0.81
Middle Management	0.97	0.93	1	1.07	1.08	1.01	0.90	1.229	N/A	1.02
Consultant	1.01	1.0	N/A	1.07	0.80	1.01	N/A	N/A	N/A	0.98
Professionals	0.99	1.0	0.88	1.08	0.90	0.99	0.66	1.03	N/A	0.94
Support/assistants	1.06	0.75	0.74	1.03	0.73	0.90	0.67	1.224	N/A	0.89

▶ Explanatory Notes

Guatemala
Conecta - There were no men in the employment category Advisor in Conecta in 2024.

Grupo Energía Bogotá

Talent and Well-being Management

GEB-30 Long-term Incentives for Employees

Long-term incentive programs	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta	PowerCo
Type of long-term incentive program	Annual performance bonus	Annual performance bonus	Annual performance bonus	Annual performance bonus	Performance Objectives	LONG-TERM INCENTIVES - 5 years	N/A	Performance bonus	N/A
Percentage of workforce below managerial level to which the program applies	100%	1	N/A	100%	100%	0%	N/A	100%	N/A
Type of employees covered by the program	With fixed-term and indefinite contracts	With fixed-term and indefinite contracts	N/A	All Cálidda employees	100%	CEO	N/A	All employees: Strategic, Tactical and Support.	N/A
Long-term incentives are paid after an average of (years)	1 year	1 year	N/A	1 year	0.25 years	2 years	N/A	1 year	N/A
Do the long-term incentives include objectives related to the company's sustainability performance? Please explain.	80% of the annual bonus corresponds to the fulfillment of the company's strategic objectives dashboard, within which there are specific sustainability objectives and milestones.	80% of the annual bonus corresponds to the fulfillment of the company's strategic objectives dashboard, within which there are specific sustainability objectives and milestones.	TGI's compensation policy includes incentives for meeting one-year objectives, tied to sustainability performance, among others.	In terms of monetary incentives, objectives were established for General Management, which were then sent to the Operations, Large Client Business, Mass Client Business, Procurement and Services, and Sustainability and Reputation departments, in the form of a performance bonus based on the minimum expected achievement of specific objectives associated with emissions reductions, among others.	Incentives include sustainability objectives, in accordance with the objectives defined in the Company's Corporate Strategy Map.	Incentives are tied to the objectives of the strategic map, within which there are sustainability objectives.	N/A	The company's Strategic Plan includes key sustainability objectives reflected in the company's strategic objectives and in individual objectives. The incentive bonus is aligned with these objectives, incentivizing employees for their contribution to goals related to the environment, social performance, health and occupational safety.	N/A

Grupo Energía Bogotá

Talent and Well-being Management

GEB-31 Employee Well-being Trends

Commitment, satisfaction or well-being survey	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta	PowerCo	Business Group
Number of employees who participated in the survey	345	354	352	387	109	255	502	115	0	2419
Percentage of employees who participated in the survey	82.93%	94.65%	81.67%	93.48%	97.32%	89.47%	83%	107.48%	0.00%	88%
Number of employees who reported the highest level of commitment, satisfaction, or well-being.	336	332	345	387	91	212	450	99	0	2252
Percentage of employees who reported the highest level of commitment, satisfaction, or well-being.	97.39%	93.79%	98.01%	100.00%	83.49%	83.14%	90%	86.09%	0.00%	92%
Percentage goal of employees who reported the highest level of commitment, satisfaction, or well-being.	93%	N/A	89%	90%	91%	88%	90%	N/A	0%	90%
Type of survey	2024 Climate and Commitment Survey	2024 Climate and Commitment Survey	Online, confidential survey	Great Place To Work Peru Measurement	Virtual survey	Organizational Climate and Commitment Survey	Organizational Climate and Commitment Survey	Organizational Climate and Commitment Survey	N/A	View details by company
Survey year	2024	2024	2024	2024	2024	2024	2024	2024	Not Applicable	2024
Follow-up on employee well-being metrics	**GEB**	**Enlaza**	**TGI**	**Cálidda**	**Contugas**	**Electrodunas**	**Cantalloc**	**Conecta**	**PowerCo**	**Business Group**
Employee surveys address the topic of "Job Satisfaction"	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	N/A	N/A
Employee surveys address the topic of "Purpose"	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	N/A	N/A
Employee surveys address the topic of "Happiness"	Yes	Yes	No	No	Yes	Yes	Yes	Yes	N/A	N/A
Employee surveys address the topic of "Stress"	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	N/A	N/A

▶ Explanatory Notes

The 2024 employee survey at Conecta was administered to the 115 employees on staff at that time. As of December 31, 2024, there were 107 employees, which is why the response rate is higher than 100%.



OCCUPATIONAL SAFETY AND HEALTH

Grupo Energía Bogotá

Occupational Safety and Health Management System (GRI 403-1) (EM-SV-320a.2 SASB)

	GEB	Enlaza	TGI
Indicate whether the organization has implemented an occupational safety and health management system, and its main guidelines. Attach a link to the OSH policy/commitment, which, according to DJSI, should contain: *Consultation and participation of employees or employee representatives. *Commitment to continuously improve the performance of the OSH management system. *Establishment of priorities and action plans. *The decision-making body in the approval to implement the OSH policy (Executive Management)	At GEB, we have implemented an Occupational Safety and Health Management System (OSHMS) as a fundamental part of our commitment to the well-being of our employees and the continuous improvement of our operations. The main objective of this system is to guarantee a safe and healthy work environment, aligning itself with national and international regulations and promoting a culture of prevention at all organizational levels. Main guidelines of GEB's OSHMS 1. Regulatory Compliance: GEB's OSHMS is designed to comply with the requirements established by Colombian legislation, as well as with the most relevant international standards, ILO guidelines and the principles of the Vision Zero strategy. 2. Risk Prevention: One of the fundamental principles of GEB's OSHMS is proactive prevention. This approach is based on identifying, evaluating and controlling occupational risks, applying preventive measures before the risks materialize. This extends to all activities and workplaces, making sure each area of the organization has specific protocols in place to mitigate the risks associated with its operations. 3. Active Employee Participation: The OSHMS promotes the active participation of employees through committees, such as COPASST and emergency brigades, in addition to implementing awareness and continuous training programs in occupational safety and health. This participation ensures all employees are involved in the management of occupational safety. 4. Continuous Improvement: The system focuses on continuous improvement by constantly monitoring its performance. This includes internal audits, periodic reviews, analysis of incidents and accidents, and the implementation of corrective actions to ensure compliance with established standards and the continuous improvement of working conditions. 5. Culture of Prevention: GEB's OSHMS not only seeks to comply with safety standards, but also to foster a culture of prevention throughout the organization. The Vision Zero strategy, which promotes eliminating occupational accidents and illnesses, is central to our strategy. OSH Commitment: https://sstgeb.com/multimedia_compromiso/	ENLAZA has implemented an Occupational Safety and Health Management System. This is the link to access the Integrated Management System Policy, which is hosted on the company's website: https://enterate.geb.com.co/enlaza/documentos-enlaza/politicas-enlaza	The Sustainability Policy established within the company, under the Corporate guidelines (GEB), incorporates the management of Occupational Safet and Health with respect to the prevention of injuries, diseases and deterioration of health related to work, prevention, mitigation and remediation of environmental and social impacts, and awareness of employees through participation in various programs designed by the Company within its commitments. TGI has an occupational safety and health policy/commitment that is publicly available and includes the following elements: It applies to all company operations/employees, as well as contractors or persons under supervision of the company. Compliance with relevant international occupational safety and health standards and regulations, voluntary programs and/or collective bargaining agreements on occupational safety and health. Consultation and participation of employees and, where they exist, of employees' representatives. The commitment to continuously improve the performance of the OSH management system. Establishment of priorities and action plans. Establishment of quantitative targets for improving OSH performance metrics. Approval of the implementation of the occupational safety and health policy. Please select the highest decision-making body: Executive Management (Board of Directors) Link to the policy: 1. https://www.tgi.com.co/en/content/download/35266/file/Sustainability%20Strategy%20GEB%20%28Final%29.pdf , PAGE 52 2. https://www.tgi.com.co/en/content/download/35286/file/2.3.1_4%20Digital_Certificate%20ISO45001.pdf PAGE 3 occupational health and safety management 3. https://www.grupoenergiabogota.com/en/content/download/33706/file/DP-002-2022%20Politica%20SGI%202022%20-%20Ingles.pdf 4. https://www.tgi.com.co/content/download/45428/file/Politica%20de%20Sostenibilidad%202024.pdf 5. https://www.tgi.com.co/sostenibilidad/social/seguridad-y-salud-en-el-trabajo - OSHMD model

	Cálidda	Contugas	Electrodunas
Indicate whether the organization has implemented an occupational safety and health management system, and its main guidelines. Attach a link to the OSH policy/commitment, which, according to DJSI, should contain: *Consultation and participation of employees or employee representatives. *Commitment to continuously improve the performance of the OSH management system. *Establishment of priorities and action plans. *The decision-making body in the approval to implement the OSH policy (Executive Management)	We are a company that puts life first, that works with ethics and a deep social conscience, that trusts, empowers and develops its people, motivating them to work with passion and empathy towards its customers, driving the achievement of the extraordinary. We are committed to the care and well-being of people. We foster a healthy and safe environment that promotes talent, positive energy and respect for life. Our Life Comes First Value reflects our unwavering commitment to safety and health within the organization. We ensure strict compliance with applicable regulations and guidelines to guarantee a safe and healthy work environment. Folder 403-1 with the OSH Policy is attached.	Contugas has an occupational safety and health management system with 11 key elements: P1 - Leadership and Commitment P2 - OSH Risk Assessment P3 - Objectives, goals, and programs P4 - OSH Training and Learning P5 - Legal compliance, documentation, communication, participation, and consultation in OSH P6 - Contractor Management P7 - Operational Risk Management P8 - Emergency Response Plan P9 - Conformity Verification P10 - Deviation Treatment P11 - OSH Governance and Critical Analysis	GENERAL COMMITMENTS Preventing the occurrence of accidents and occupational diseases for our organization's employees and stakeholders by identifying hazards and assessing risks arising from our activities, applying controls to ensure safe and healthy work conditions. Complying with the relevant legal requirements applicable to our sector in terms of Occupational Safety, Health, and Environment of voluntary programs, collective bargaining on Occupational Safety and Health and other agreements signed by our organization. Guaranteeing the participation and consultation of all company employees and their representatives in all elements of the Occupational Safety and Health Management System. Continually improving the performance of the Occupational Safety, Health and Environmental Management System through periodic compliance assessments. Eliminating hazards or, if not possible, reducing them by establishing control measures to ensure safe and healthy work conditions. Providing the necessary resources to verify and evaluate compliance with the objectives in the Occupational Safety, Health and Environmental Management System. Protecting the environment by preventing environmental pollution through the identification, evaluation and reduction of adverse environmental impacts derived from all our operations, improving people's quality of life and achieving sustainable development.

Occupational Safety and Health Management System (GRI 403-1) (EM-SV-320a.2 SASB)

	Cantalloc	Conecta
Indicate whether the organization has implemented an occupational safety and health management system, and its main guidelines. Attach a link to the OSH policy/commitment, which, according to DJSI, should contain: *Consultation and participation of employees or employee representatives. *Commitment to continuously improve the performance of the OSH management system. *Establishment of priorities and action plans. *The decision-making body in the approval to implement the OSH policy (Executive Management)	An integrated management system policy is in place: https://cantalloccompe-my.sharepoint.com/:f:/g/personal/lifernandez_cantalloc_com_pe/EsiIcP3vqutAnsPveBshxnMBB9RGb-ZrXEjGqtH4ND_TuA?e=X3hoTT	Conecta has implemented the Occupational Safety and Health model, which is composed of 11 standards from which the main guidelines established in the SST-M-001 Occupational Safety and Health Manual are derived: 1. Standard: Leadership and Commitment, 2. OSH Risk Assessment, 3. Objectives, Goals and Programs, 4. OSH Training and Learning, 5. Legal Compliance, Documentation, Participation and Consultation, 6. Contractor Management, 7. Operational Risk Management PGRC, 8. Emergency Management, 9. Conformity Verification - OSH Indicators, 10. Deviation Treatment - Incidents/Accident, 11. Governance and Critical Analyses. https://conectagt.com/acerca-de-conecta/sistema-de-gestion-integrado/ https://sstgeb.com/multimedias_decisiones/seguridad_vial/ https://trecsa-my.sharepoint.com/:f:/g/personal/sgonzalez_trecsa_com_gt/EtdVzsn5-ypJroYdkxHJ1IMBtui7sUrL0N1ZWfkWSmdJUg?e=pY4Vax

	GEB	Enlaza	TGI
Indicate the legal requirements fulfilled through implementing the Occupational Safety and Health Management System. Indicate which guidelines or standards were taken into consideration to implement the Occupational Safety and Health Management System.	At GEB, implementing the OSHMS reflects our commitment to the safety and well-being of our employees, aligning ourselves with the most rigorous legal regulations and international standards. This system not only seeks to comply with legal requirements, but also to promote an organizational culture of prevention. National Legal Requirements 1. Law 1562 of 2012: Regulates the General System of Labor Risks in Colombia, focusing on the prevention of occupational risks and the promotion of safe work conditions. 2. Decree 1072 of 2015: Establishes the mandatory nature of the OSHMS for all organizations in Colombia, providing clear guidelines for its implementation. 3. Resolution 0312 of 2019: Defines the minimum standards for implementing the OSHMS according to the type of economic activity and the size of the organization. 4. Resolution 5018 of 2019: Regulates specific requirements for occupational risk management in the energy sector, making sure our operations comply with applicable safety standards and regulations. International Standards and Guidelines 1. ISO 45001:2018: This international standard establishes OSHMS requirements, focused on improving safety performance and reducing risks, promoting the participation of employees. Risk Management: We perform continuous assessments to identify, evaluate and control occupational risks, aligned with international regulations and standards. Employee participation: We promote a culture of safety through committees (COPASST), emergency brigades and awareness programs, involving our employees. Continuous training: We offer continuous training programs in occupational safety and health, strengthening the culture of prevention and skills of our employees. Monitoring and continuous improvement: We conduct periodic audits and reviews to assess the performance of the OSHMS, ensuring its effectiveness and compliance with legal and Vision Zero standards. By implementing the OSHMS, GEB not only complies with legal requirements, but also reinforces its responsibility to promote a safe and healthy work environment.	ENLAZA complies with Decree 1072/15 and Resolution 312/19, as the general regulatory framework for the Occupational Safety and Health Management System, notwithstanding the identification of and compliance with all OSH legal requirements applicable to the business.	The company TGI has an Occupational Safety and Health Management System (OSHMS) complies with the requirements established in applicable Colombian regulations: Resolution 0312/2019 Minimum Standards for the Occupational Safety and Health Management System (OSHMS), Decree 1072/2015 Single Regulatory Decree of the Labor Sector art. 2.2.4.6, ISO 45001:2018 The OSHMS includes annual planning by components or pillars, which is followed up on monthly with the leader of each pillar or component. This generates monthly compliance indicators, along with the other OSH structure, process and result indicators. Annual OSH planning is signed by the legal representative, and the person in charge of monitoring and compliance is the person responsible for the OSHMS appointed by the company.

Occupational Safety and Health Management System (GRI 403-1) (EM-SV-320a.2 SASB)

	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
Indicate the legal requirements fulfilled through implementing the Occupational Safety and Health Management System. Indicate which guidelines or standards were taken into consideration to implement the Occupational Safety and Health Management System.	Legal Requirements • National Building Regulations G.050 Safety during Construction; Basic Safety and Hygiene Standards for Construction Works, approved by Supreme Resolution No. 021-83-TR; Safety Regulations for Hydrocarbon Activities, approved by Supreme Decree No. 043-2007-EM; Procedure for reporting and statistics on emergencies and occupational diseases in hydrocarbon subsector activities, approved by OSINERGMIN Resolution No. 172-2009-OS/CD; Occupational Safety and Health Law, approved by Law No. 29783; Occupational Safety and Health Regulation of Law 29783, approved by Supreme Decree No. 005-2012-TR; Law No. 30220 Amending Law No. 29783 Law on Occupational Safety and Health; Regulations of the Safety and Industrial Hygiene Committees, approved by Directorial Resolution No. 1472-72-IC-DGI; List of occupational diseases, established by Technical Health Standard NTS No. 068-MINSA/DGSP V.1; Law that establishes the obligation to prepare and submit emergency plans, Law No. 28851; Supreme Decree No. 023-2018-EM Supreme Decree modifying the Regulation of Environmental Protection in Hydrocarbon Activities; Safety Regulation for Hydrocarbon Storage, approved by Supreme Decree N° 052-93-EM; Safety Regulation for the Transportation of Hydrocarbons, approved by Supreme Decree No. 026-94-EM; Regulation for the Sale of Liquid Fuels, approved by Supreme Decree No. 030-98-EM; National Law on Land Transportation of Hazardous Materials and Waste, approved by Law No. 28256; National Regulation on Land Transportation of Hazardous Materials and Waste, approved by Supreme Decree No. 021-2008-MTC; Safety Summary Sheet Form for Land Transportation of Hazardous Materials and Waste, D.S. 2613-2013-MTC/15; National Vehicle Regulations, approved by Supreme Decree No. 058-2003-MTC; National Traffic Regulations, approved by Supreme Decree No. 016-2009-MTC; NTP 399.010-1. Safety signs; NTP 350.043-1. Portable fire extinguishers; Technical Documents, protocols for Occupational Medical Examinations and Diagnostic Guides for mandatory medical examinations by activity RM No. 312-2011 / MINSA; Basic ergonomics standard RM-375-2008 TR; Ministerial Resolution No. 050-2013-TR "Approving the referential minimum information forms for the mandatory records of the Occupational Safety and Health Management System;" Law No. 30102, providing preventive measures against the harmful effects on health due to prolonged exposure to solar radiation; Ministerial Resolution - modifies protocols of EMO 571-2014 MINSA (art. 6.7.2 "on the permanence of the Occupational Health Physician;" DS-006-2014 TR modifying regulation DS 005 2012 TR (art. 27, 28 and 101); DS-012-2014 TR modifying regulation DS 005 2012 TR (art. 110). modification of forms 01 and 02); Ministerial Resolution RM 087 2015 PCM; Law No. 28048, "Law for the Protection of Pregnant Women who perform work that endangers their health and/or the normal development of the embryo and fetus," dated 08-07-2003; Supreme Decree No. 009-2004-TR, "Regulation of the Law for the Protection of Pregnant Women," dated 07-20-2004; Construction Manual prepared by SUNAFIL; OSHAS 29 CFR 1926 STANDARD; Supreme Decree No. 011-2019-TR, "Regulation of Occupational Safety and Health for the Construction Sector."	The implementation of the occupational safety and health management system complies with national regulations, such as Law 29783 Occupational Safety and Health Law, and sectoral regulations, such as Supreme Decree No. 043-2007-EM Safety Regulations for Hydrocarbon Activities. ISO 45001, the international standard for occupational safety and health management systems, was also taken as a reference.	Safety and Health Regulation for Electricity Work RM No. 111-2013-MEM/DM and its amendments. Law on Occupational Safety and Health No. 29783. Occupational Safety and Health Regulation D.S. No. 005-2012-TR and applicable amendments.	Law 29783 - Law on Occupational Safety and Health	The following are among the main legal requirements with which the implementation of the OSH model complies: Government Agreement 229-2014 and its reforms 33-2016 and 57-2022, Ministerial Agreement 486-2023, Ministerial Agreement 191-2010, Disaster Reduction Standard N. 2. NTG 13001 Risk Management and Methodology for Hazard Identification and Occupational Risk Assessment GEB's internal requirements are taken as a guideline to implement the OSH model.

Occupational Safety and Health Management System (GRI 403-1) (EM-SV-320a.2 SASB)

	GEB	Enlaza	TGI
Describe the scope of the employees, activities and workplaces covered by the Occupational Safety and Health Management System. Explain if any employee, activity or workplace is not covered by the occupational safety and health management system and the reason why.	Grupo Energía Bogotá's OSHMS has a comprehensive scope that covers all employees, activities and workplaces related to our operations. This system makes sure to promote a safe and healthy work environment, covering both on-site and remote environments, in line with best safety practices. Covered Employees The OSHMS covers all GEB employees, regardless of their work modality. This includes on-site administrative employees, operational employees, managers, contractors and companies that provide services at our facilities or projects. In addition, it extends to remote employees, ensuring that those who perform their duties remotely also have the necessary conditions for a safe and healthy work environment, complying with the guidelines established for labor protection. Covered Activities The system covers all operational and administrative activities performed by GEB. This includes the management and operation of power grids, maintenance of energy infrastructures, and execution of construction and infrastructure projects. In addition, the OSHMS covers administrative, commercial and support management activities, ensuring each area complies with safety standards. Covered Workplaces The OSHMS applies to all workplaces within GEB, including corporate offices, electrical substations, control centers and infrastructure works. It also extends to the facilities in which remote employees perform their tasks, making sure they have appropriate ergonomic and safety conditions. It also covers commuting and field activities. With this comprehensive approach, GEB's OSHMS seeks to mitigate occupational risks in all aspects of our operations, ensuring the health, safety and well-being of all our employees, regardless of their location or type of work.	ENLAZA's OSHMS covers all business processes, including partnered contractors and suppliers, in accordance with the contractual purposes and contractor's qualification processes, to delimit the requirements of the OSHMS. There are no exclusions to their coverage.	All TGI's work centers are covered by the OSHMS. Moreover, all TGI's employees are immersed in planned, developed management of OSH. When performing their activities, employees are guaranteed work permits, Job Safety Analysis (JSA), procedures, support certificates and training certifications for high-risk jobs, among others.

	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
Describe the scope of the employees, activities and workplaces covered by the Occupational Safety and Health Management System. Explain if any employee, activity or workplace is not covered by the occupational safety and health management system and the reason why.	Our Occupational Safety and Health Management System has a complete scope, covering all 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 (construction of networks, maintenance, general services, etc.).	The occupational safety and health management system covers all activities and workplaces in which Contugas performs any type of activity associated with the operations of the natural gas distribution system in the ICA region.	Power Distribution Activities Electricity Transmission Activities Power Generation Activities	A Company from Ica, part of Grupo de Energía Bogotá. It is dedicated to performing activities related to engineering works and electrical maintenance services. Present in the Ica region and part of Ayacucho.	The scope of the implementation of the OSH model includes all employees and contractors who carry out any activity at any of the organization's sites.

Grupo Energía Bogotá

Occupational Safety and Health

Occupational Safety and Health Management System (GRI 403-1) (EM-SV-320a.2 SASB)

	GEB	Enlaza	TGI
Description of the management systems used to integrate a culture of safety throughout the value chain and project life cycle (if applicable).	At GEB, we have adopted an Occupational Safety and Health Management System based on the Vision Zero principles. Its structure corresponds to that which is established in the ISO 45001 standard, which is integrated with the company's other management systems.	ENLAZA implements an Occupational Safety and Health Management System as a vehicle for implementing strategies that strengthen the company's culture.	TGI is ISO 45001:2018, and ISO 39001:2012 certified, which allow us to demonstrate a culture of safety throughout the value chain. OSH culture: our OSH Management System is evaluated and measured under the 11 pillars of the Vision Zero strategy. Therefore, our OSH model is focused on that. An annual self-assessment is performed to check how we are doing and what we are missing with respect to those 11 pillars. On the other hand, a subsidiary company evaluates or audits the Assessment to verify the qualification and progress made in the OSH culture.

	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
Description of the management systems used to integrate a culture of safety throughout the value chain and project life cycle (if applicable).	We manage occupational safety and health (OSH) management according to our OSH model, which encompasses 11 elements to strengthen our OSH and Process Safety culture and maintain a vision of Zero accidents. We are also implementing a risk-based process safety management system from the Center for Process Safety (CCPS).	Work was performed on the culture of safety under an approach with 8 fundamental vertices: 1. Assuming leadership - demonstrating commitment 2. Identifying hazards - assessing risks 3. Defining goals - drawing up programs 4. Ensuring a safe and healthy system - being well organized 5. Ensuring safety and health in machinery, equipment and workplaces. 6. Improvig ratings - developing skills 7. Investing in people - motivating through participation 8. Innovating - taking advantage of available technology	Occupational Safety and Health Management System based on Occupational Safety and Health Law No. 29783.	Not applicable	Integrated Management System, Quality Management System (QMS), Business Continuity Management System (BCMS), Environmental Management System (EMS), and Environmental Management System (EMS).

(403-2) Hazard Identification, Risk Assessment, and Incident Investigation

	GEB	Enlaza	TGI
Describe the procedures used to identify work-related hazards and to assess risks, periodically or from time to time, as well as application of the control hierarchy aimed at eliminating hazards and minimizing risks, indicating: i. how the organization ensures the quality of these processes, including the skills of the people who carry them out; ii. how the results of these processes are used to continuously evaluate and improve the Occupational Safety and Health Management System.	At GEB, we have procedure GYE-GIR-PRO-003 Identification of hazards and assessment of occupational safety and health risks, which is based on the methodology of Colombian Technical Guide 045. Hazard identification involves all processes and levels of the organization and is carried out through direct observation of work conditions, discussion with employees, and the results of incident and accident investigations. Furthermore, inspections are used with the completion of the Minimum Operational Critical Risks (MORC, for the Spanish original). The risk assessment is carried out once the hazards have been identified, which involves assessing the probability of occurrence and the severity of the consequences. This analysis allows prioritiing risks and defining the necessary control measures to mitigate their impact. The established hierarchy is applied based on the results of the risk assessment, and the first step is to eliminate risks at the source. If this is not feasible, the process or hazardous material is replaced with safer alternatives. Thirdly, engineering controls are sought, followed by administrative controls. Finally, personal protective equipment is used. This exercise is carried out quarterly with support from the organization's OSH professionals. The year's results are disclosed to all stakeholders and relevant parties within the process.	The company mainly uses the following methodologies / techniques for occupational risk management in all its activities: - GTC45 - JSA	The Company's processes to identify occupational hazards and assess risks associated with the activities performed both by own personnel and contractors include: the methodology of the Colombian Technical Guide GTC 45, under which the hazards are identified, the risks are assessed, intervention measures are defined in terms of elimination, substitution, engineering and administrative controls, operating controls at the source, in the environment and the people, which help determine the acceptability of the risk and its mitigation. The results of these assessments enable determining the critical risk management programs, the preventive and occupational medicine program, epidemiological surveillance and industrial health and safety programs. At each work center (administrative and operational), a hazard identification and risk assessment matrix (MIPER, for the Spanish original) is prepared and updated annually or any time changes are made to the processes, procedures, equipment and/or tools, or whenever work-related accidents or incidents occur. All activities of both direct personnel and contractors must perform a Job Safety Analysis (JSA) before executing the activity. This tool allows identifying hazards, assessing risks and establishing operational controls, based on the MIPER hazard identification and risk assessment matrix. The company's OSH staff has been trained in hazard identification and risk assessment, so each work center in the company has an assigned OSH professional for that purpose.
Describe the procedure followed by employees who wish to report hazards or situations of work-related hazards, and explain how employees are protected against possible reprisals.	At GEB, we encourage the use of digital tools, so we have a QR code for reporting possible unsafe acts and conditions, which can be used by any employee, contractor or visitor. If it is found that the operating conditions put a person's integrity at imminent risk, we have a "stop work authority" practice, which allows any employee, regardless of their position, role or hierarchical level to interrupt a work activity. 7 steps are applied as part of this practice. 1. Stop: If an employee observes a significant hazard or risk, they must stop immediately to avoid further consequences. 2. Notify: Once the work has been stopped, the employee must communicate the reason for the stop to the area or task manager and OSH team. 3. Investigate: The area or task manager, in conjunction with the OSH team, verify the conditions that led to stopping the task in order to make sure conditions are optimal for resuming. 4. Correct: Controls or corrective actions shall be implemented to ensure an acceptable risk level of the task before work is resumed. This information must be recorded in the minutes and condition reporting system. 5. Resume: The affected areas will be reopened to work and all affected employees or contractors will be notified of the corrective actions implemented and that work will resume. 6. Follow-up: Although most conditions can be adequately and quickly resolved in the workplace, occasionally additional investigations and corrective actions may be required to identify and address root/systemic causes. 7. Report: Statistical analyses will be reported monthly at management meetings. Due to the preventive nature of the tool, which seeks to avoid the materialization of an injury to people or a major event, and in line with the corporate "Life Comes First" Value, it is established that no GEB officer, auditors or contractor will be subject to questioning, recrimination, calls for attention or sanctions from their immediate supervisor, employer or client for applying or declaring a SWA, even when it is later proven that there was an error or failure in its application.	To report / notify hazards in the work environment, all employees can do so through: - Joint Committee on Occupational Safety and Health - COPASST - Behavior Observations - Digital Condition Reporting Platform - Email or live voice communications The company declares that there will be no retaliation against employees for reporting unsafe conditions in the workplace. In fact, the CEO of Grupo Energía Bogota, ratified by ENLAZA's General Management, urges all employees to actively report any unsafe condition and to stop any activity that may endanger the integrity and life of people.	The company promotes and encourages all its direct employees and contractors to report unsafe conditions and acts (deviations) through the Behavioral Observation and Critical Risk Tool (TOA), which is a digital tool that is easy to use and can be accessed online. This reporting mechanism helps the company take timely action to manage operational control, human and process safety failures that occur and, in this way, prevent the occurrence of occupational accidents in executing activities. The company uses the results of these reports and notifications of risk identification by employees and contractors as inputs for improving OSH management, recognizing employees in 2024 for their contributions to risk management and prevention of occupational accidents, since a target for reporting unsafe conditions and acts was included in the individual performance objectives of direct employees. The company has never retaliated against employees who report unsafe acts or conditions. On the contrary, since 2023 and 2024, employees have been granted the right to have a healthy environment free of hazards, as well as the duty to act to protect their own lives, other people's lives, the environment and the company's assets. Therefore: To suspend work is to exercise this right and fulfill this duty. Consequently, the company empowers each one of its employees and contractors to stop a job whenever they perceive the existence of uncontrolled risks or impacts, or that a job is unsafe, since this situation puts the lives of people and the environment at risk and threatens the safety of the company's operations and assets. It does so through a Card:

Occupational Safety and Health

(403-2) Hazard Identification, Risk Assessment, and Incident Investigation (continued)

	GEB	Enlaza	TGI	Cálidda	Contugas
Describe the policies and procedures to be followed by employees who wish to leave the workplace due to situations they believe may cause injuries, poor health or illnesses, and explain how such employees are protected against possible reprisals.	GEB prioritizes the health, safety, and well-being of all employees, promoting a safe and healthy work environment. For this reason, employees who identify work situations that may cause injuries, ailments, or illnesses have the right and responsibility to withdraw from such activities, following the established procedures to ensure their protection and compliance with the standards of the Management System. Steps to be followed to withdraw from a risky situation: 1. Identifying the risk: The employee must assess the situation and determine if there is an imminent danger to their integrity or health. 2. Immediate notification: Inform their supervisor or area manager of the situation, detailing the identified risks. 3. Action by an authority: Following the established authority procedure, the supervisor may halt the involved work activities until the risk is evaluated and mitigated. 4. Event record: The situation must be documented in the established system, detailing the conditions, actions taken, and expected results. Protection against retaliation: Clear mechanisms have been implemented to protect the employees acting under this right: 1. Internal work regulations: No penalty is contemplated for those who withdraw from justified risky situations. This principle aligns with the promotion of a culture of prevention. 2. Fair culture: This procedure ensures any related event or action will be investigated impartially, making sure responsibility is assigned based on objective evidence. 3. Responsibility of the management system: The responsibilities defined in job profiles support active employee participation in risk management and incident prevention. These mechanisms not only ensure the safety of employees, but also promote a culture of trust, responsibility, and fairness in the workplace, protecting those who prioritize collective safety.	Based on the management of precursors to serious injuries, ENLAZA has adopted the SWA model (Stop Work Authority) in which all individuals, regardless of hierarchical level, type of contractual relationship, or involvement in the activity, have the authority, but also the responsibility, to stop any task/activity in which one or more individuals could be injured due to the absence or poor application of preventive measures.	The company complies with the national legislation regarding the Responsibilities of employees towards the Occupational Safety and Health Management System (OSHMS), which are outlined in the company's Responsibilities and Skills Manual and in the Internal Work Regulations, which mentions: Quickly inform the employer or contractor of the latent dangers and risks at their workplace and participate in the safety and health training activities, as defined in the training plan of the OSHMS. The company also has participation and consultation mechanisms regarding OSH management. Participation: • Identification and evaluation of risks and opportunities • Preventive actions for risk treatment • Determination of controls and preventive measures • Investigation of accidents and Non-conformities • Implementation of Corrective Actions Inquiry: • Needs and expectations of employees • Definition of the Occupational Safety and Health Policy • Assignment of roles and responsibilities • Compliance with legal requirements • Definition and planning of Objectives • Contractor management • Monitoring, measurement, and evaluation of the objectives of the Occupational Safety and Health Management System (OSHMS) • Scheduling audits • Continuous improvement	According to the Occupational Safety and Health policy, every employee and/or contractor has the right and duty "in good faith" to refuse to perform or stop any activity, work, or task in light of an imminent uncontrolled risk or a deviation from the work plan. Additionally, employees may halt activities or leave workplaces in the event of a serious and imminent risk, as stipulated in the Internal OSH Regulations (RISST, for the Spanish original). They are protected against hostile acts or coercive measures by the company arising from their occupational safety and health duties.	Our occupational safety and health regulations provide every employee stop work authority if they identify a risk or unsafe condition that may jeopardize their integrity or the integrity of any colleague. This action is supported by the organization's policy and the CEO Grupo Energía Bogotá.

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Occupational Safety and Health

(403-2) Hazard Identification, Risk Assessment, and Incident Investigation (continued)

	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
Describe the procedures used to identify work-related hazards and to assess risks, periodically or from time to time, as well as application of the control hierarchy aimed at eliminating hazards and minimizing risks, indicating: i. how the organization ensures the quality of these processes, including the skills of the people who carry them out; ii. how the results of these processes are used to continuously evaluate and improve the Occupational Safety and Health Management System.	At Cálidda, there is a structured procedure for Hazard Identification and Risk Assessment (HIRA), which guides the development of the HIRA matrix. This matrix is reviewed annually or whenever there is any change in facilities, equipment, work procedures, or regulations. Whenever changes affect the HIRA Matrix, we convene a meeting with the process manager and the Occupational Safety and Health (OSH) department. Dangers and associated risks are analyzed, assessing their criticality. Necessary operational controls are implemented according to the control hierarchy. If there are unacceptable risks, controls are applied to residual risks.	Hazard and risk management accompanies the entire production chain of the operation. It begins with the project's security risk study and is complemented with IPERC matrices (hazard identification, risk assessment, and controls) for each job position. Additionally, as an operational control in the field, a JSA (job safety analysis) is developed before starting any operational activity. Control measures are generated based on this categorization of identified risks that apply the concept of the control hierarchy (elimination, substitution, engineering controls, administrative controls, personal protective equipment).	Development and update of IPERC Matrices (Hazard Identification, Risk Assessment, and Control Measures)	A preventive talk is conducted before to activities to identify dangers and risks.	The process Conecta uses for hazard identification and risk assessment is established in the SST-I-ST-103 Hazard Identification and Risk Assessment Instructions. Internal audits are conducted throughout the year, which include verification of compliance with the risk assessment process. The staff conducting the analysis is trained in IPERVC. The hazard identification and risk assessment continuously improve the Occupational Safety and Health process, as controls are defined for new activities.
Describe the procedure followed by employees who wish to report hazards or situations of work-related hazards, and explain how employees are protected against possible reprisals.	Employees have the right and responsibility to report any hazard or occupational risk situation to their immediate supervisor, in coordination with the Occupational Safety and Health area and the Occupational Safety and Health Committee. These reports lead to the risk assessment and potentially updating the IPER matrix. Additionally, employees may halt activities or leave workplaces in the event of a serious and imminent risk, as stipulated in the Internal OSH Regulations (RISST, for the Spanish original). They are protected against hostile acts or coercive measures by the company arising from their occupational safety and health duties.	The process for notifying hazards or occupational risk situations is established in our occupational safety and health regulations. Reporting channels are available for this purpose, including phone, WhatsApp, email, and report forms. This process is supported by the CEO of Grupo Energía Bogotá and our general management.	Incident Report Applying the Activity Interruption Policy	There is a procedure for identifying hazards and risks.	The OSH process has implemented deviation reports through the SST-I-ST-901 Deviation Report Instructions and the SST-F-ST-916 Deviation and Conscious Stop Report form. The report can be anonymous if the employee so desires.
Describe the policies and procedures to be followed by employees who wish to leave the workplace due to situations they believe may cause injuries, poor health or illnesses, and explain how such employees are protected against possible reprisals.	According to the Occupational Safety and Health policy, every employee and/or contractor has the right and duty "in good faith" to refuse to perform or stop any activity, work, or task in light of an imminent uncontrolled risk or a deviation from the work plan. Additionally, employees may halt activities or leave workplaces in the event of a serious and imminent risk, as stipulated in the Internal OSH Regulations (RISST, for the Spanish original). They are protected against hostile acts or coercive measures by the company arising from their occupational safety and health duties.	Our occupational safety and health regulations provide every employee stop work authority if they identify a risk or unsafe condition that may jeopardize their integrity or the integrity of any colleague. This action is supported by the CEO of Grupo Energía Bogotá.	Applying the Activity Interruption Policy	There is a procedure for identifying hazards and risks.	Conscious Stop has been implemented, which consists of reporting imminent risks that may endanger people's lives. The activity must be consciously stopped and, to avoid reprisals, the Fair Culture Committee has been implemented - GDT-R-AT-001 Fair Culture Committee Regulation, Promotions, and Labor Affairs.

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Occupational Safety and Health

(403-2) Hazard Identification, Risk Assessment, and Incident Investigation (continued)

Electrodunas	Cantalloc	Conecta
Applying the Activity Interruption Policy	There is a procedure for identifying hazards and risks.	Conscious Stop has been implemented, which consists of reporting imminent risks that may endanger people's lives. The activity must be consciously stopped and, to avoid reprisals, the Fair Culture Committee has been implemented - GDT-R-AT-001 Fair Culture Committee Regulation, Promotions, and Labor Affairs.

	GEB	Enlaza	TGI
Describe the procedures used to investigate work-related incidents, including the process used to identify the hazards and assess the risks associated with the incidents in order to establish corrective actions through the hierarchy of control and to determine the improvements that must be made to the occupational safety and health management system.	GEB has procedure GYE-GHU-PRO-052 Report and Investigation of occupational incidents, accidents, and occupational diseases, which begins with notifying and reporting the event.	The company has an internal procedure for notifying, reporting, and investigating incidents, occupational accidents, and occupational diseases, which establishes the actions, responsibilities, and timing for each phase of the process.	The company has an occupational incident, accident and illness management procedure (P-ASI-017), which is available, updated 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 the Organization all occupational incidents, accidents and illnesses that occur during work activities, as well as when performing union and recreational, sports or cultural activities of the company. The cause analysis is determined under two methodologies: Fishbone (low-medium risk level) and TapRoot (high-extreme risk level). In order to formulate the corrective and/or preventive actions aimed at eliminating the causes that gave rise to the incident and prevent its re-occurrence. These actions must be adequate, convenient and effective in terms of the resources available to carry them out and their impact on employee safety and health. Monthly verification and follow-up is performed on the necessary intervention measures on the reported events during the COPASST meetings; the hazards and risks matrix of the work center where the incident took place is updated; the risk assessment of the activity that was performed is revised, taking into consideration the probability, consequences and exposure, and lastly the actions proposed by the investigation are included in the hazards and risk matrix in terms of the operating controls to be implemented. The work accidents and their impact are reported to and assessed each week by Senior Management and the primary committees, which in turn provide guidance and assist in the implementation of preventive and corrective actions arising from the analysis of the root cause of the event.

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Occupational Safety and Health

(403-2) Hazard Identification, Risk Assessment, and Incident Investigation (continued)

	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
Describe the procedures used to investigate work-related incidents, including the process used to identify the hazards and assess the risks associated with the incidents in order to establish corrective actions through the hierarchy of control and to determine the improvements that must be made to the occupational safety and health management system.	Cálidda has a procedure for Recording Incident Investigation and Analyses. Employees report incidents to their immediate supervisors and the Occupational Safety and Health area. A meeting is called with the involved parties, including the Occupational Safety and Health Engineer and a member of the Occupational Safety and Health Committee, to conduct a cause analysis using the loss control methodology. The results are documented in a form with an action plan, responsible parties, and execution deadlines. This assessment determines if it is necessary to update the IPER Matrix. (GRI 403-2)	Contugas has a procedure to standardize the steps for classifying, reporting, recording, investigating, and analyzing incidents and accidents occurring in work-related activities. The methods used to investigate events are the 5 Whys and the TASC table. With respect to control measures, they are applied considering the control hierarchy (elimination, substitution, engineering controls, administrative controls, personal protective equipment).	Development and update of IPERC Matrices (Hazard Identification, Risk Assessment, and Control Measures) Accident Procedure and Investigation	A procedure for investigating incidents and accidents is in place.	The SST-P-ST-006 Incident Investigation Procedure has been implemented, which describes the methodologies for determining the causes of the event's materialization, defining the investigation team and lessons learned. The IPERC Matrix is updated whenever a risk materializes, where the necessary improvements are defined according to the control hierarchy.

	GEB	Enlaza	TGI
Attach the link to the management system, including the following topics: *Preparation and response actions for emergency situations *The process of prioritizing and integrating action plans with quantified targets to address risks *Assessments to measure progress in reducing/ preventing health problems/risks, compared to the objectives: *Internal inspections *Independent external verification of health, safety, and well-being In that case, provide the names and standards used (such as ISO 45001). *OSH training provided to employees and other relevant parties to raise awareness and reduce operational health and safety incidents:	*Emergencies: https://eeb.sharepoint.com/sites/SSTGEB/8%20Gerenciamiento%20de%20Emergencias/Forms/AllItems.aspx?viewid=ab136d23%2D0132%2D4be7%2Da371%2D4dd28dbdf316 *Annual Work Plan: https://eeb-my.sharepoint.com/:x:/g/personal/cvallejos_geb_com_co/EbUF1bUnLfdMoZrOXumyLpUBz42Je6krwYLuaLL6kjB1_A?e=ymdhPa *External Verification (ISO 45001): https://eeb.sharepoint.com/sites/SSTGEB/9%20Verificacin%20de%20Conformidad%20%20Indicadores%20SST/Forms/AllItems.aspx?newTargetListUrl=%2Fsites%2FSSTGEB%2F9%20Verificacin%20de%20Conformidad%20%20Indicadores%20SST&viewpath=%2Fsites%2FSSTGEB%2F9%20Verificacin%20de%20Conformidad%20%20Indicadores%20SST%2FForms%2FAllItems%2Easpx&id=%2Fsites%2FSSTGEB%2F9%20Verificacin%20de%20Conformidad%20%20Indicadores%20SST%2F9%2E6%2E%20Evaluaci%C3%B3n%20Interna%20%2D%20Externa%20del%20SG%2DSST&viewid=6da70845%2De50e%2D425b%2Daf04%2D895a8337bd2f	The link to access the document repository of the ENLAZA OSHMS is: https://eeb.sharepoint.com/sites/SSTGEB	This information is not publicly available on the company's website. However, it is available to all direct employees of the company through the ISOLUCION tool. We have the 24 Emergency Prevention, Preparedness, and Response Plans, which include an inventory of threats and the respective vulnerability analysis for each workplace. We have an Annual OSH Plan (Planning vs. execution; and monthly compliance) for all OSH programs and components addressing the company's risks: Work at heights, confined spaces, internal inspections, preventive and occupational medicine, contractor management, epidemiological surveillance systems, among others. We have Structure, Process, and Result indicators with their respective monitoring and compliance on a monthly basis, along with monitoring of action plans for decision-making. We have OSH inspections conducted by company leaders and OSH professionals at each work center within the Annual OSH Plan. The OSHMS has the following audits every year: LEGAL OSH REQUIREMENTS: Evaluating compliance with the regulatory obligations in the Legal Requirement Identification and Compliance Matrix in OSH. DECREE 1072 OF 2015: Demonstrating compliance with the Occupational Safety and Health Management System, in accordance with the requirements established in Decree 1072 of 2015, Title 4, Chapter 6. SELF-ASSESSMENT OF THE OSHMS: Demonstrating compliance with the Minimum Standards of the Occupational Safety and Health Management System, in accordance with the requirements established in Resolution 0312 of 2019. INTERNAL TRINORM: Assessing the requirements set out in the ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 standards SELF-ASSESSMENT: Having implemented the practices of the Occupational Safety and Health Management System (OSHMS) Model is reflected in the Assessment's results, measuring the Model's maturity. We have planning vs. execution of the Occupational Safety and Health (OSH) training for the 24 workplaces, focusing and prioritizing the following risks: road safety, biomechanical, location, biological, work at heights, lifting, etc.

Occupational Safety and Health

(403-2) Hazard Identification, Risk Assessment, and Incident Investigation (continued)

	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
Attach the link to the management system, including the following topics: *Preparation and response actions for emergency situations *The process of prioritizing and integrating action plans with quantified targets to address risks *Assessments to measure progress in reducing/ preventing health problems/risks, compared to the objectives: *Internal inspections *Independent external verification of health, safety, and well-being In that case, provide the names and standards used (such as ISO 45001). *OSH training provided to employees and other relevant parties to raise awareness and reduce operational health and safety incidents:	Folder 403-2 with the requested information is attached.	Not applicable	Not applicable	https://cantalloccompe-my.sharepoint.com/:f:/g/personal/lifernandez_cantalloc_com_pe/EsiIcP3vqutAnsPveBshxnMBB9RGb-ZrXEjGq-tH4ND_TuA?e=X3hoTT	https://trecsa-my.sharepoint.com/:f:/g/personal/sgonzalez_trecsa_com_gt/EtdVzsn5-ypJroYdkxHJ1IMBtui7sUrL0N1ZWfkWSmdJUg?e=pY4Vax

403-3 Occupational Health Services

	GEB	Enlaza	TGI	Cálidda	Contugas
Describe the functions of occupational health care services that contribute to identifying and eliminating hazards and minimizing risks, as well as an explanation of how the organization ensures the quality of these services and facilitates employees' access to them.	GEB has a doctor specialized in Occupational Safety and Health within the OSH management team, with a team of advisors assigned through the Occupational Hazards Administrator made up of a physiotherapist specializing in Occupational Safety and Health, a nurse and professional in Occupational Safety and Health, and psychologists specializing in Occupational Safety and Health. The entire team is qualified through degrees and the respective experience in hazard identification and risk management through activities for the entire workforce. They maintain constant communication through various communication channels (phone, emails, Teams), conduct surveys, and perform occupational health examinations. This ensures data collection for the system's management. To perform occupational exams, we have a Health Care Service Provider Institution that is authorized and certified by the control entities to provide these services with the appropriate professionals who are specialists in Occupational Safety and Health. Health care professionals and Institutions guarantee the confidentiality of the collected data, and it is used for statistical purposes of intervention and individualized support.	A model for preventive health care and occupational management is established within the Colombian regulatory framework, which is based on the following management elements: - Conducting Health Care Diagnoses - Establishing occupational charts and executing occupational medical examinations at their various stages - Managing occupational health risks through Epidemiological Surveillance Systems, in accordance with the relevant risk management - For certain types of recruitment, prepaid medical coverage is offered for employees and their family - Within the employee benefits package, there is an opportunity for support to access specialized and preferential health care services - Individual and confidential mental health care with specialized external resources, both in a mental first aid stage and in other stages of support in various processes The company has a Corporate leadership position in Occupational Safety and Health, which falls under the Corporate OSH Department. This department designs the health strategy and discloses it across all GEB subsidiaries. In the specific case of ENLAZA, there is a collaboration agreement in which tactical and operational management is directly provided by the corporate health care team, ensuring the full implementation of the strategy. Employees are covered by the signed collective bargaining agreement, after one year of service at the company, a prepaid medical insurance policy that offers employees access to the services included in the contract signed with MEDPLUS, whose scope includes outpatient medical appointments, emergencies, diagnostic images and specialized medicine, as well as basic and specialized medical plan, both for the employee and his/her primary family members. For employees not covered by the collective bargaining agreement, the organization provides the option of an extra-legal benefit to acquire prepaid or complementary medical services of their choice, allowing them to include their family in the coverage.	The company has Preventive and Occupational Medicine program, which consists of three (3) Epidemiological Surveillance Systems and two (2) Programs aimed at promoting, controlling, and monitoring the health of employees to ensure optimal physical, mental, and social well-being. This is achieved by protecting them from occupational risk factors, assigning them to a position that matches their psycho-physical conditions, and maintaining their ability to be productive at work. For this purpose, TGI has: A medical Occupational Health professional who monitors the cases and health conditions of employees, strengthening and encouraging good and healthy habits and good health and work conditions. A contractor acting as a strategic partner by providing services, such as medical examinations, vaccination, reintegration or post-disability examinations, special assessments, and consultations. Advice and support from various health care professionals of the ARL, such as physiotherapists, speech therapists, and psychologists. Complementary Medicine (Health Care Policy) to monitor cases and provide additional medical services. Employees receive medical examinations upon hiring, periodically, and upon leaving, in accordance with the occupational chart designed by position, and based on the medical recommendations and opinions on aptitude, they may be referred to the different Epidemiological Surveillance Systems or programs implemented by the Company to monitor the employees' health conditions.	We have a Medical Surveillance Plan (PVM, for the Spanish original) for employees and vulnerable groups. Its main purpose is to prevent, detect and manage possible health risks. The PVM is a fundamental tool to ensure the health and safety of employees, thereby complying with current legislation, such as the Occupational Safety and Health Law (Law No. 29783 in Peru) and its regulations. The Well-being Plan contributes to minimizing risks by improving the work environment, promoting the physical and mental health of employees, and fostering a culture of prevention and work-life balance.	The company has outsourced services for occupational health monitoring through a specialized medical professional. Additionally, there are authorized clinics available for conducting occupational medical examinations for entry, periodic reviews, and exit assessments. These services are audited and evaluated.
Describe how the organization maintains the confidentiality of employees' personal health data.	This information is only accessible to health area professionals for statistical data. When it comes to personal health data, the only one who has access is the company's doctor, with the employee's prior authorization. Regarding the occupational health service IPS, they are the custodians of the medical records generated in the provision of occupational examination services.	The company provides access to an occupational physician for employees who need guidance on any type of health issue. The physician also monitors employees who require medical guidance for any pathology, whether it is general or work-related. 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. Through the Occupational Risk Administrator (ARL), the organization has a psychology team that provides guidance and monitors employees who require it, either because they have been found to be at high and very high risk in the psycho-social risk surveys, or by other means such as their coworkers, leaders or if they request it themselves.	In accordance with Colombian law, the clinical histories that mention the health status of patients must be held as confidential information under the custody of the Healthcare Provider Institutes (IPS, for the Spanish original). Consequently, the company has custody of this information through a contract with the Occupational Medicine IPS on a national level, which provides medical examination, vaccination, reinstatement or post-disability examinations , special assessments, and counseling. The company ensures said confidentiality.	All health reports and/or follow-ups on employees are managed and administered solely by the occupational physician and the Occupational Clinic. Both have signed the confidentiality and data protection agreement.	The medical information of staff is contractually protected. This information is handled by medical personnel, ensuring its confidentiality.
Describe how the organization makes sure employees' personal health information and their participation in occupational health services are not used to treat employees favorably or unfavorably.	It is guaranteed through the occupational medicine procedure, which outlines access to occupational exams, the specific situations in which they are requested, and how the results are managed. GEB-GHU-PRO-051-F-005 Occupational Health Programs	The results of the risk assessment are primarily used to: - Prioritize risk control - Define the resources needed for risk management - Identify the needs for additional or specialized controls - Set controls according to the hierarchy determined by local regulation and standards - Identify the training needs of staff - Identify the communication needs for hazards and risks.	TGI assures the confidentiality of employees' health conditions in accordance with medical criteria and opinions. Consequently, the information contained in clinical histories, monitoring of cases and opinions is issued only by occupational doctors with occupational and professional license, either from the ARL, complementary medicine, EPS or the company's occupational doctor. Therefore, there are no cases of favorable or unfavorable treatment based on health status in the company, since medical histories and their respective follow-up are only evaluated by health care professionals, not the Human Talent Management or the Occupational Safety and Health department.	All health reports and/or follow-ups on employees are managed and administered solely by the occupational physician and the Occupational Clinic. Both have signed the confidentiality and data protection agreement.	Revisions, audits, and individual meetings with employees are conducted to present their results and service opinions, which are carried out by the contracted medical staff.

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Occupational Safety and Health

403-3 Occupational Health Services (continued)

	Electrodunas	Cantalloc	Conecta
Describe the functions of occupational health care services that contribute to identifying and eliminating hazards and minimizing risks, as well as an explanation of how the organization ensures the quality of these services and facilitates employees' access to them.	Advising on occupational safety and health issues Complying with the annual health plans and programs. Monitoring occupational diseases. Monitoring occupational medical exams.	Occupational clinics are selected for them to undergo medical examinations safely.	Life and medical expense insurance is available, along with affiliation to the Guatemalan Institute of Social Security (IGSS, for the Spanish original). This institution will undertake actions to achieve healthy and safe work environments and prevent occupational diseases, addressing the specific needs of employees, and occupational accidents, based on Governmental Agreement 229-2014 and its Amendments.
Describe how the organization maintains the confidentiality of employees' personal health data.	Medical services are outsourced, and the contract maintains confidentiality clauses.	The data is only read when the employee is present.	The occupational health and medical assessments program is managed by an external "occupational physician," who is responsible for handling and safeguarding the personal health data of employees.
Describe how the organization makes sure employees' personal health information and their participation in occupational health services are not used to treat employees favorably or unfavorably.	Data is managed by an outsourced company with no influence on the company's decisions.	Each provider is assessed.	Medical assessment results are confidentially handled and disclosed only to the individual concerned. Occupational medical reports only communicate statistical data. An Ethics Channel is available for reporting any abuse or mishandling of information.

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Occupational Safety and Health

(403-4) Employee Participation, Consultation, and Communication on Occupational Safety and Health

	GEB	Enlaza	TGI	Cálidda
Describe the processes for employee participation and consultation in the development, implementation, and assessment of the OSH management system, as well as the provision of access and communication of relevant information on occupational safety and health for employees.	Employees' participation and consultation are guaranteed through surveys, occupational exams, the formation of the Joint Committee on Occupational Safety and Health (COPASST), and the various communication channels with the OSH department.	Mechanisms: - Being a member of the Joint Committee on Occupational Safety and Health (COPASST). - Being a member of the Employee Relations Committee (CCL) - Being trained as an occupational safety and health multiplier and in the culture - Being a sponsor of the OSH model practice - Being a member of the Emergency Brigade - Executing proactive OSH model practices - Participating in technical OSH roundtables - Participating as a member of the occupational accident and incident investigation team - Reporting deviations, substandard acts and conditions, and work stoppages through the Prevsis tool. Access to information: - Accessing the OSHMS document repository - Receiving OSH newsletters - Receiving management reports	Considering its third objective of the Occupational Safety and Health Management System (OSHMS), which mentions promoting the development, awareness, and participation of employees in the Integrated Management System, the company implements the following participation and consultation mechanisms: The participation mechanisms are: COPASST and Employee Relations Committee Report of unsafe acts and conditions through the TOA Card Hazard Identification Procedure, risk assessment, establishment of IPER operational controls and Job Safety Analysis (JSA) Participation Surveys Occupational Accident Investigation Team The consultation mechanisms are: COPASST and Employee Relations Committee Life Comes First Committee Surveys of consultations with workers OSH Induction and Reinduction	At Cálidda, we promote participation, consultations, and communication in Occupational Safety and Health (OSH) through internal programs led by the General Director, as well as awareness campaigns on risk prevention and the use of corporate emails and newsletters to disclose relevant information. We conduct internal and external audits to assess compliance with international standards and strengthen the management systems. In addition, we conduct proactive meetings with contractors to analyze performance in Occupational Safety and Health (OSH) and identify risks, as well as an annual measurement of the perception of the culture of safety to assess how employees value safety practices and behaviors. These efforts are directed to employees, contractors, and suppliers to promote a safe and healthy work environment.
Responsibilities of the formal bipartite occupational safety and health committee	Proposing the adoption and development of activities that ensure and maintain occupational health, also functioning as an entity for the prevention and protection of all employees within an organization, in accordance with current regulations. Providing support for the comprehensive development of the Occupational Safety and Health Management System established by the organization. Promoting the adoption of measures and development of activities that ensure and maintain health. Monitoring the development of activities related to hygiene, medicine, and industrial safety that must be carried out. Serving as a coordinating body in solving issues related to Occupational Safety and Health (OSH) and processing employees' claims. Requesting reports on occupational accidents. Maintaining a record of minutes for each meeting and other activities that take place at any time. Participating in inspections according to the COPASST work plan and submitting the reports before the monthly COPASST meeting. Collaborating in the investigation of occupational accidents.	Proposing the adoption of occupational safety and health measures and activities. Proposing and participating in OSH training sessions. Collaborating with officials from Occupational Safety and Health governmental entities in the activities they carry out within the company and receiving reports by right. Monitoring the development of OSH activities and promoting their dissemination. Collaborating in the analysis of the causes of occupational accidents and diseases, and proposing corrective measures. Visiting the workplaces and conducting inspections, reporting the existence of risk factors to the employer, and suggesting corrective and control measures. Studying and considering occupational safety and health suggestions presented by employees. Acting as a coordinating body for employers and employees in resolving occupational safety and health (OSH) issues. Processing employees' claims in Occupational Safety and Health. Periodically requesting reports on occupational accidents and diseases from the company. Appointing the Secretary of the Committee. Maintaining records of meeting minutes and other activities. Other functions, as designated by the Occupational Safety and Health (OSH) standards.	Among the responsibilities of the COPASST are serving as a coordinating body between the employer and employees in solving problems related to Occupational Safety and Health (OSH), processing employes' complaints related to OSH, proposing the adoption of measures and development of activities that ensure and maintain health in workplaces and environments to the company's management or workplace, monitoring the development of activities in medicine, hygiene, and industrial safety that the company must conduct according to the Industrial Hygiene and Safety Regulations and current standards, promoting their disclosure and follow-up, as well as participating in occupational accident investigations and proposing actions to prevent their recurrence, among others responsibilities.	The main functions of the Occupational Safety and Health (OSH) Committee are to approve and oversee key documents, such as the Internal Regulations, the Annual Program, and the OSH Service Schedule. Additionally, it actively participates in the development, execution, and evaluation of policies and preventive plans, making sure staff are inducted and trained in risk prevention. It is responsible for monitoring compliance with regulations, conducting periodic inspections, investigating accidents and incidents to recommend corrective measures, and verifying their effectiveness. It also analyzes statistics on occupational accidents and diseases, collaborates with medical services, reports critical information to the highest authority, and maintains control of agreements in the Minutes Book. The committee meets every month in both regular and extraordinary sessions, as needed.
Frequency of meetings of the formal joint bipartite committee on occupational safety and health	Monthly	Monthly	Monthly, for a total of 12 annual meetings.	Once a month
Decision-making authority within the formal worker-company occupational health and safety committee	The Chairman of the COPAAST	Chairmans and Secretary of the Committee, although decisions are voted on	The aim is to promote and monitor occupational safety and health standards	The OSH Committee makes consensual decisions between employer representatives and employees.

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(403-4) Employee Participation, Consultation, and Communication on Occupational Safety and Health (continued)

	Contugas	Electrodunas	Cantalloc	Conecta
Describe the processes for employee participation and consultation in the development, implementation, and assessment of the OSH management system, as well as the provision of access and communication of relevant information on occupational safety and health for employees.	Monthly dialogue spaces are held in which the entire organization participates, and there is an Occupational Safety and Health Committee in which employee representatives participate and evaluate the management with the implemented improvements. Additionally, there is a Health, Safety, and Environment mailbox for any contributions from our employees in terms of Occupational Safety and Health.	ELD has an Occupational Safety and Health Committee, which is made up of a workers' representative and an employers' representative. The company constantly disseminates the indicators and other information on the Occupational Safety and Health Management System to all employees.	A suggestion box is available.	Participation for the assessment and perception of employees regarding the Health and Safety culture of the organization is carried out through an annual survey, resulting in progress in the level of maturity of the OSH culture, placing the organization in a Generative OSH culture. The system's communication has been conducted through internal communication, safety alerts, the OSH Report, the organization's monthly information space "Conecta-T," and via the ISOLUCION platform to all employees.
Responsibilities of the formal worker-company occupational safety and health committee	Knowing the documents and reports related to work conditions, approving the employer's Internal Safety and Health Regulations, approving the Annual Occupational Safety and Health Program, reviewing and approving the Annual Occupational Safety and Health Service Schedule, participating in thes development, approval, implementation, and evaluation of policies, plans, and programs for promoting occupational safety and health, and preventing occupational accidents and diseases. Approving the annual training plan for employees on occupational safety and health and promoting adequate training, instruction, and guidance on risk prevention for all new employees.	The main responsibility of the Occupational Safety and Health Committee is to promote occupational health and safety, advise and oversee compliance with the provision of the Occupational Safety and Health Internal Regulations and national law, to favor well-being at the workplace and the development of the employer.	Ensuring the safety of all employees, identifying hazards and risks, adapting necessary control measures, and participating in the investigation of accidents.	Ensuring the continuous improvement of the Occupational Safety and Health Management System process. Participating in accident investigations to determine the root cause. Making recommendations on occupational safety and health and providing the respective follow-up. Ensuring the use of appropriate personal protection equipment. Keeping records of the accidents that have occurred. Monitoring the effectiveness of the safety and health process. Assisting in the development of safe work procedures for critical risks. Contributing to Compliance with Local Legal Agreements 229-2014, 33-2016, 57-2022, NRD2.
Frequency of meetings of the formal joint bipartite committee on occupational safety and health	The meetings are held monthly, and extraordinary meetings may be held as needed.	COSH meetings are held monthly, and extraordinary meetings are held as required.	At least once a month	and extraordinary sessions when deemed necessary.
Decision-making authority within the formal worker-company occupational health and safety committee	They must be by mutual consent and presided over by the chairman of the Occupational Safety and Health Management System committee.	The OSH Committee makes decisions democratically, which means each decision is made by a majority vote of its members.	Chairman of the CSSST and HSEQ Coordinator	Decisions by consensus. In the event of a tie, the coordinator will have a double vote.

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(403-4) Employee Participation, Consultation, and Communication on Occupational Safety and Health (continued)

	GEB				Enlaza				TGI				Cálidda			
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Total number of workers	717	698	420	431	N/A	N/A	370	392	465	455	454	446	420	407	421	445
Number of workers represented in occupational safety and health committees	717	698	420	431	N/A	N/A	370	392	465	455	454	446	420	407	421	445
Percentage of workers represented in occupational safety and health committees	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Workers are not represented in health and safety committees.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

	Contugas				Electrodunas				Cantalloc			
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Total number of workers	131	132	131	125	N/A	268	270	289	N/A	N/A	N/A	648
Number of workers represented in occupational safety and health committees	131	132	131	125	N/A	268	270	289	N/A	N/A	N/A	12
Percentage of workers represented in occupational safety and health committees	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	1.85%
Workers are not represented in health and safety committees.	0	0	0	0	0	0	0	0	N/A	N/A	N/A	0

	Conecta				Business Group			
	2021	2022	2023	2024	2021	2022	2023	2024
Total number of workers	139	134	131	107	1872	2094	2197	2883
Number of workers represented in occupational safety and health committees	139	134	131	107	1872	2094	2197	2247
Percentage of workers represented in occupational safety and health committees	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	77.94%
Workers are not represented in health and safety committees.	0	0	0	0	0	0	0	0

(403-5) Employee Training on Occupational Safety and Health (continued)

	GEB	Enlaza	TGI	Cálidda
Description of training courses for workers on occupational safety and health, including general training courses and specific training courses on occupational hazards, hazardous activities, or dangerous situations.	The courses included in the 2024 training plan matrix are: Behavior Observations, Culture of Safety, Reporting and Management of Undesired Events, Stop Work Authority, Monthly Accident Prevention Meetings with Contractors REMPAC, OPERATIONAL DISCIPLINE, Critical Risk Operational Minimums (MORC), Critical Risk Management HEIGHTS, Critical Risk Management LOAD LIFTING, Critical Risk Management ELECTRICAL, Critical Risk Management HAZARDOUS ENERGIES, Critical Risk Management EXCAVATIONS, Process Safety Fundamentals, General Induction in Occupational Safety and Health, General Reinduction in Occupational Safety and Health, Safety Multipliers Course, Train the Trainers. These courses are specific content developed by GEB. They are conducted online, via streaming, and/or in-person during work hours, as the case may be. The courses are mandatory for the role of the employee requiring it (they have an individual annual goal). They are available to all direct employees in the E-learning modality. They are available on the SAP Success Factor virtual platform, accessible online, featuring an evaluation module and providing certification upon successful completion.	- OSH Induction and Reinduction - First Aid - Emergency response and evacuation - Accident investigation - Process Safety - Safe work at heights - Safe work in confined spaces - Works at high voltage (TcT)	The company has established an annual training plan by position based on the analysis of the risks and activities performed by the employees and the critical risk management programs and the preventive and occupational medicine programs. This OSH training plan is coordinated with the policies and objectives of the OSH management system to reduce accident rates and strengthen the skills of those who perform the activities for the organization's operations. The courses, workshops, safety talks and training are designed based on the objectives of the critical risk management programs (high-risk tasks, mechanical, electrical, biological, public order, chemical substance, physical, dangerous atmospheres, hot works and other risk factors), preventive and occupational medicine programs, such as healthy life habits, industrial hygiene, organization and cleaning, Epidemiological Surveillance Systems to prevent occupational diseases. Training is also provided to employees who require special knowledge on OSH aspects to perform their activities safely, to strengthen management of the risks associated with their activities. The course, workshop or training activities are scheduled each month in the Detailed Work Plans of each employee, to ensure their time availability and dedication to attend the mandatory sessions, and attendance is monitored to ensure the coverage of training. We offer our employees training and development in high-risk work in real operational environments, developing skills and expertise in executing tasks carried out at heights and in confined spaces.	The list of courses in the "OSH Courses" tab is attached. Contingency plan for administrative headquarters and warehouses; Fire prevention and suppression: Use of fire extinguishers; Basic first aid; Use and care of personal protection equipment; Preventive measures against the harmful effects of solar radiation; Hazard identification and risk assessment – IPER Matrix; Contingency Plan; Defensive driving; OSH Induction Lectures; Accident Investigation in Process Safety; Workplace sexual harassment; Workplace Ergonomics; NEBOSH in Occupational Safety and Health (IGC); NEBOSH in Process Safety (PSM).
Training courses for contractors on health and safety at work, including general training courses and specific training courses on occupational risks, hazardous activities, or dangerous situations, include information on the course design, whether they are free and provided during paid working hours or if the courses are mandatory and attendees are compensated, and how the effectiveness of the training is evaluated	The courses included in the 2024 training plan matrix are: Behavior Observations, Culture of Safety, Reporting and Management of Undesired Events, Stop Work Authority, Monthly Accident Prevention Meetings with Contractors REMPAC, OPERATIONAL DISCIPLINE, Critical Risk Operational Minimums (MORC), Critical Risk Management HEIGHTS, Critical Risk Management LOAD LIFTING, Critical Risk Management ELECTRICAL, Critical Risk Management HAZARDOUS ENERGIES, Critical Risk Management EXCAVATIONS, General Induction in Occupational Safety and Health, General Reinduction in Occupational Safety and Health. These courses are specific contents that meet the legal requirements and the specific requirements of GEB. They are mandatory according to the role of contractor employees, are free of charge, and have been developed by GEB to be taken during each person's available hours. All courses are enabled and available to contractors and subcontractors in the E-learning modality. They are available on the CAMPUS COLMENA virtual platform, accessible online, featuring an evaluation module and providing certification upon successful completion.	- OSH Induction - Critical Risk Operational Minimums (MORC) - Life-Saving Rules (LSR) - Behavioral Observations (BO) - Monthly Accident Prevention Meetings with Contractors (REMPAC) - Occupational Accident Investigation - OSH self-leadership - Team Leadership in OSH - Critical Risk Management	Contractors, through their annual OSH plan, must establish training and education focused on the specific risks and activities necessary to execute tasks with TGI (the company). This annual OSH plan is periodically reviewed by the OSH professional to ensure monitoring and compliance. This annual OSH Plan is part of a legal OSH requirement, which all companies must include in their OSHMS - a training and education plan. Therefore, not only TGI must comply with it, but we also make sure our contractors have it established for themselves and fulfill what is planned for their employees according to the risks and activities. In 2024, TGI established a Training Plan focused on proactive practices to continue and sustain an Occupational Safety and Health Culture Transformation project, to work in teams and in synergy with our contractors from a preventive approach: caring for and protecting lives through "Life Comes First." The contractors/strategic partners completed an intensive Training Plan focused on Proactive Practices, which leads us to expand our culture of Occupational Safety and Health (OSH) at all levels (Strategic – Tactical – Operational – OSH) and in all the activities we carry out for Gas Transportation in Colombia. 45 strategic contractors/partners of TGI participated in the Occupational Safety and Health Training Plan. Total number of registered contractor employees: 261 1,921 courses scheduled for the audience	OSH courses are mandatory according to the job profile. They are offered free of charge and are taken during paid work hours. The effectiveness of the training is evaluated through theoretical exams and practical tests, as it may apply.

	Contugas	Electrodunas	Cantalloc	Conecta
Description of training courses for workers on occupational safety and health, including general training courses and specific training courses on occupational hazards, hazardous activities, or dangerous situations.	The courses and training sessions considered for 2024 are: Ascent and descent by ropes, work in confined spaces, hazardous materials (HAZMAT), emergency response plan, occupational ergonomics, healthy lifestyle, job safety analysis, work permit management, first aid and CPR.	The following employee training courses are provided as part of our Occupational Safety and Health Plan: Functions and responsibilities of OSH Committee members. Training sessions in OSH. - Policy on Safety, Health, Environment, and Social Responsibility - Defensive driving, Traffic rules (theory - practice) - Electrical Safety and Electric Risk - Personal Protection Equipment (PPE) and Electrical Hazard Equipment - IPERC - Preventive Take to Start Activities - Fire Prevention and Control (Using and Handling Fire Extinguishers) - Work Area Elements and Signage - Identification and Management of Hazardous Materials and Waste - Environmentally Sound Management and Disposal of PCB. Training: - Work at Heights - Rescue (Theoretical/Practical). - Response to emergencies generated by hazardous materials and waste. - First aid and CPR for brigade members. First Aid Training: - Healthy lifestyle - Mental Health and guidelines for stress management. - Occupational ergonomics and prevention of musculoskeletal injuries. Courses are designed based on both theoretical and practical components. Additionally, we conduct graded assessments to evaluate effectiveness. The courses are taught during remunerated work hours.	New staff receive an induction with basic courses.	Defensive Driving Work at Heights Certification Sustainability and Climate Change Critical Risk Operational Minimums - MOCR

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(403-5) Employee Training on Occupational Safety and Health (continued)

	Contugas	Electrodunas	Cantalloc	Conecta
Training courses for contractors on health and safety at work, including general training courses and specific training courses on occupational risks, hazardous activities, or dangerous situations, include information on the course design, whether they are free and provided during paid working hours or if the courses are mandatory and attendees are compensated, and how the effectiveness of the training is evaluated	General induction, handling fire extinguishers, first aid, hazard identification and risk assessment, job safety analysis.	Work at height and climbing on structures. The course has a theoretical-practical design and includes a graded exam for certification and validation. The courses are taught during remunerated work hours.	Not applicable	Electric Safety Conscious Stop/Deviation Reports Critical Risk Operational Minimums - MOCR Emergency Response/Contingency Plans Risk matrix Work Permit - WP and Job Safety Analysis - JSA Ergonomics Organization and cleanliness Personal Protection Equipment Road safety Accident Investigation Hazardous Materials/Hazardous Waste Work at heights Economic Substance Act (ISO) 45001: NFPA 101 Confined spaces Inadequate/Inefficient Procedures Methodology of the 5'S Earthquakes Job Safety Analysis (JSA) and work permits Job Safety Analysis (JSA) and work permits - Emotional Salary Road safety 5 golden rules in electrical work

	GEB				Enlaza				TGI				Cálidda			
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Number of employees	717	698	420	431	N/A	N/A	370	392	465	455	454	446	420	407	421	445
Number of employees trained in occupational safety and health	717	698	420	424	N/A	N/A	370	392	465	455	454	446	420	407	421	445
Percentage of employees trained in occupational safety and health	100.0%	100.0%	100.0%	98.38%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

	Contugas				Electrodunas				Cantalloc				Conecta				Business Group			
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Number of employees	131	132	131	125	N/A	268	270	289	N/A	N/A	615	608	139	134	131	107	1872	2094	2812	2843
Number of employees trained in occupational safety and health	131	132	131	125	N/A	268	255	281	N/A	N/A	615	608	139	134	131	107	1872	2094	2797	2828
Percentage of employees trained in occupational safety and health	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	94.44%	97.23%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	99.47%	99.47%

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Occupational Safety and Health

(403-5) Employee Training on Occupational Safety and Health (continued)

	GEB				Enlaza				TGI			
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Number of contractors	2785	2349	387	639	N/A	N/A	2897	4018	1126	1213	1007	838
Number of contractors trained in occupational safety and health	2785	2349	387	639	N/A	N/A	2897	4018	1126	1213	1007	838
Percentage of contractors trained in occupational safety and health	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

	Cálidda				Contugas				Electrodunas			
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Number of contractors	9463	6741	5813	6238	129	387	1090	380	N/A	751	932	831
Number of contractors trained in occupational safety and health	9463	6741	5813	6238	129	387	1090	380	N/A	751	932	831
Percentage of contractors trained in occupational safety and health	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	100.0%	100.0%

	Cantalloc				Conecta				Business Group			
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Number of contractors	N/A	N/A	9	32	479	619	588	262	13982	12060	12723	13238
Number of contractors trained in occupational safety and health	N/A	N/A	9	32	479	619	588	262	13982	12060	12723	13238
Percentage of contractors trained in occupational safety and health	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

► Explanatory Notes

Colombia
GEB has identified the training and development needs for its direct employees and current contracted staff. Both the needs matrix and the annual training plan are developed with this information, ensuring compliance with legal requirements and other types of requirements. The fulfillment of the annual training plan is assessed and acknowledged upon its completion.

403-6 Promoting Employee Health

	GEB	Enlaza
Way in which the organization facilitates workers' access to non-work-related medical and health care services, as well as the scope of access it provides.	Ensuring enrollment in the General Social Security System in Health (SGSSS, for the Spanish original) through the Health Promoting Entity (EPS) selected by each employee. Additionally, employees under a collective agreement are enrolled in and paid for a prepaid medical plan, while those not under the agreement are given the option to pay for a prepaid medical plan by selecting additional benefit packages.	Employees are covered by the signed collective bargaining agreement, after one year of service at the company, a prepaid medical insurance policy that offers employees access to the services included in the contract signed with MEDPLUS, whose scope includes outpatient medical appointments, emergencies, diagnostic images and specialized medicine, as well as basic and specialized medical plan, both for the employee and his/her primary family members. For employees not covered by the collective bargaining agreement, the organization provides the option of an extra-legal benefit to acquire prepaid or complementary medical services of their choice, allowing them to include their family in the coverage. In addition, the company provides access to an occupational physician for employees who need guidance on any type of health issue. The physician also monitors employees who require medical guidance for any pathology, whether it is general or work-related. 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. Through the Occupational Risk Administrator (ARL), the organization has a psychology team that provides guidance and monitors employees who require it, either because they have been found to be at high and very high risk in the psycho-social risk surveys, or by other means such as their coworkers, leaders or if they request it themselves.

403-6 Promoting Employee Health (continued)

	TGI	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
Way in which the organization facilitates workers' access to non-work-related medical and health care services, as well as the scope of access it provides.	a) All employees are enrolled in the General Social Security System's Health component (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. Employees who report or present health issues that are NOT work-related are covered by the EPS (common illnesses). Employees have a health policy with Seguros Bolívar, which functions as a prepaid medical service; the company provides this benefit to employees, facilitating access to health-related services not connected to work. Through the family compensation fund, the Company's employees have access to health activities that are non-work-related.	Family and oncological health insurance (EPS covered at 100%) The company assumes 100% of the total premium with coverage for the family and children up to 28 years of age. The coverage applies at a national level. Insurance for Parents The employee assumes a premium for parents, which is below the market cost, with a very competitive policy. In-person and virtual nutritional counseling Personalized advice has been provided to employees since 2018. When the pandemic began, the service was halted. However, as we all adapted to virtual methods, we have maintained both modalities to date. Virtual emotional counseling In the wake of the pandemic, it was decided to implement virtual emotional support and counseling for employees to assist them during the most challenging times. The counseling sessions are still in place to date. Infirmary Physician We have an in-person and virtual general physician on-site who attends to all employees presenting low-complexity symptoms. Health risk prevention campaigns Vaccination campaigns, preventive check-up campaigns, and massage campaigns are carried out throughout the year.	The organization has social health insurance with EsSalud and private health insurance with an EPS, which offers advantages over the state insurance for common, non-work-related care.	It is provided through a social insurance policy (EsSalud) and EPS.	EPS	The company provides its employees social security (Guatemalan Institute of Social Security - IGSS) and all staff have life insurance and medical expense insurance

	GEB	Enlaza	TGI
The organization upholds the confidentiality of employees' personal health data.	Health data is received and managed solely by the OSH specialist, with prior authorization from the employee.	Under prevailing legislation, the company enforces a rigorous data protection policy that guarantees the confidentiality of employee health information. This information is accessible solely to the occupational health physician, with the employee's prior informed consent, and is securely protected without external or internal disclosure. In cases of force majeure where external requirements necessitate the sharing of such information, explicit worker authorization is required for disclosure.	TGI assures the confidentiality of employees' health conditions in accordance with medical criteria and opinions. Consequently, the information contained in clinical histories, monitoring of cases and opinions is issued only by occupational doctors with occupational and professional license, either from the ARL, complementary medicine, EPS or the company's occupational doctor. Therefore, there are no cases of favorable or unfavorable treatment based on health status in the company, since medical histories and their respective follow-up are only evaluated by health care professionals, not the Human Talent Management or the Occupational Safety and Health department.

	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
The organization upholds the confidentiality of employees' personal health data.	All health reports and/or follow-ups on employees are managed and administered solely by the occupational physician and the Occupational Clinic. Both have signed the confidentiality and data protection agreement.	All information is processed under medical confidentiality and is exclusively handled with the employee.	Employees have and exclusive line of communication with the corresponding confidentiality, according to Peruvian law, maintaining the confidentiality of the personal data.	The data is only managed with the social worker.	The occupational health and medical assessments program is managed by an external "occupational physician," who is responsible for handling and safeguarding the personal health data of employees.

403-6 Promoting Employee Health (continued)

	GEB	Enlaza	TGI
The organization ensures that personal health information and worker participation in any program do not influence favorable or unfavorable treatment.	It is guaranteed through the occupational medicine procedure, which outlines access to occupational exams, the specific situations in which they are requested, and how the results are managed. GEB-GHU-PRO-051-F-005 Occupational Health Programs	In line with current legislation, the company maintains the confidentiality of employees' health data, which is only accessed by the occupational health physician and not shared internally. This information is utilized solely by the Preventive and Occupational Medicine team to ensure compliance with medical recommendations and safeguard employee working conditions based on their medical restrictions and/or recommendations. Employees can report any perceived inequalities or biases related to their personal health information through the Ethics Channel. The Company has established an Employee Relations Committee where employees may submit their grievances regarding treatment or workplace environment through various channels. This committee ensures that preventive measures are taken, situations are addressed, and any work-related conflicts or issues involving superiors, peers, or subordinates are resolved.	The company has several activities to promote health and well-being that are not work-related. They are led by the OSH and Human Resources areas, and all employees have access and are invited to participate in these activities, such as: Healthy habits program: prevention and promotion of good diet and habits; exercises for the family. They are institutionalized at the Company through the Healthy Wednesdays program, which is promoted by e-mail and virtual conversations via Teams. Public health prevention: Theoretical-practical talks on the prevention of breast, prostate and colon cancer, and sexually transmitted diseases, which are promoted by e-mail and virtual meetings via Teams. Well-being - Emotional Plan: Well-being activities through the compensation fund, workers and their families receive in-person or virtual talks or activities; and agreements with companies for physical conditioning. In accordance with Colombian law, the clinical histories that mention the health status of patients must be held as confidential information under the custody of the Healthcare Provider Institutes (IPS, for the Spanish original). Consequently, the company has custody of this information through a contract with the Occupational Medicine IPS on a national level, which provides medical examination, vaccination, reinstatement or post-disability examinations , special assessments, and counseling. The company ensures said confidentiality.

	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
The organization ensures that personal health information and worker participation in any program do not influence favorable or unfavorable treatment.	All health reports and/or follow-ups on employees are managed and administered solely by the occupational physician and the Occupational Clinic. Both have signed the confidentiality and data protection agreement.	In this case, it is evaluated by the occupational physician, who determines the actions required for each case and whether or not any measure should be implemented.	The medical information receives confidential treatment to ensure that it is not used to give employees favorable or unfavorable treatment.	Health campaigns are conducted	Medical assessment results are confidentially handled and disclosed only to the individual concerned. Occupational medical reports only communicate statistical data. An Ethics Channel is available for reporting any abuse or mishandling of information.

403-6 Promoting Employee Health (continued)

GEB	Enlaza	TGI
The organization offers voluntary health promotion services and programs to help employees manage significant health risks not related to work, detailing the specific risks addressed and how access to these services and programs is facilitated. (Add the programs considered in each one of the rows below. Include more lines if necessary.)	**The organization offers voluntary health promotion services and programs to help employees manage significant health risks not related to work, detailing the specific risks addressed and how access to these services and programs is facilitated. (Add the programs considered in each one of the rows below. Include more lines if necessary.)**	**The organization offers voluntary health promotion services and programs to help employees manage significant health risks not related to work, detailing the specific risks addressed and how access to these services and programs is facilitated. (Add the programs considered in each one of the rows below. Include more lines if necessary.)**
Prepaid medical plan for employees under a collective agreement and family beneficiaries who decide to join: this is an expanded health plan with better benefits than the mandatory health plan.	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.	Healthy habits program: prevention and promotion of good diet and habits; exercises for the family. They are institutionalized at the Company through the Healthy Wednesdays program, which is promoted by e-mail and virtual conversations via Teams.
Employees not under a collective agreement are given the option to cover the payment for their additional health plan, within a portfolio of additional monetary benefits.	Mental Health Program: Vivamente is a health promotion and prevention program managed by the Well-being team; it offers educational workshops led by a psychologist and the Company doctor, to provide tools to manage psycho-social risks. The workshops are held throughout the year, and all employees can participate on a voluntary basis, on topics such as the prevention of use of psychoactive substances, alcohol and tobacco, techno-stress, time management and disconnecting from work, among others. The program also provides psychological orientation to employees who require it, either because of the findings of psycho-social risk surveys, or day-to-day events. The orientation provided is confidential. This program is part of the Annual Comprehensive Well-being Plan.	Public health prevention: Theoretical-practical talks on the prevention of breast, prostate and colon cancer, and sexually transmitted diseases, which are promoted by e-mail and virtual meetings via Teams.
Comprehensive well-being plan: It includes a schedule of well-being activities, such as walks, bike rides, talks on prevalent health topics, nutrition and health prevention activities, communications, and guidance when required on health issues by the Occupational Safety and Health physician.	Physical Health Program: Vitality is a program aimed at promoting healthy lifestyles, and it offers workshops on healthy diet, promotion of physical activity and prevention of diseases of public health interest. Participation is voluntary. The program also includes activities related to the prevention of muscular-skeletal disorders and workstation inspections both at company and remote offices, the implementation of engineering controls and designs for workstations, and monitoring of their implementation, as well as monitoring suspected cases of muscular-skeletal injuries, both possibly work-related or of common causes. This program is part of the Annual Comprehensive Well-being Plan.	Well-being - Emotional Plan: Well-being activities through the compensation fund, workers and their families receive in-person or virtual talks or activities; and agreements with companies for physical conditioning.
	The Public Health Program is a program aimed at protecting health and its main objective is to monitor and control external factors that can affect the health of the population. Accordingly, the programs primarily aim to regulate air, water, soil quality, and food safety. They include activities that promote prevention concerning social and environmental determinants that could adversely affect the health of our employees and their families. This program is part of the Annual Comprehensive Well-being Plan.	

403-6 Promoting Employee Health (continued)

Cálidda	Contugas	Electrodunas	Cantalloc	Conecta
The organization offers voluntary health promotion services and programs to help employees manage significant health risks not related to work, detailing the specific risks addressed and how access to these services and programs is facilitated. (Add the programs considered in each one of the rows below. Include more lines if necessary.)	The organization offers voluntary health promotion services and programs to help employees manage significant health risks not related to work, detailing the specific risks addressed and how access to these services and programs is facilitated. (Add the programs considered in each one of the rows below. Include more lines if necessary.)	The organization offers voluntary health promotion services and programs to help employees manage significant health risks not related to work, detailing the specific risks addressed and how access to these services and programs is facilitated. (Add the programs considered in each one of the rows below. Include more lines if necessary.)	The organization offers voluntary health promotion services and programs to help employees manage significant health risks not related to work, detailing the specific risks addressed and how access to these services and programs is facilitated. (Add the programs considered in each one of the rows below. Include more lines if necessary.)	The organization offers voluntary health promotion services and programs to help employees manage significant health risks not related to work, detailing the specific risks addressed and how access to these services and programs is facilitated. (Add the programs considered in each one of the rows below. Include more lines if necessary.)
Nutrition Counseling: We offer free nutrition advice to all employees. The employee receives a personalized plan and follow-up.	Periodic examinations	Program 1: Healthy lifestyle: eating healthy to prevent overweight and related diseases.	Visual campaign	Occupational Medical Evaluation Program for all staff.
Emotional Counseling: We have an emotional support line available to all employees.	Nutrition and healthy living campaigns	Program 2: Protection for pregnant workers	Screening Campaign	Nutrition monitoring program - Improving cardiometabolic conditions and other chronic diseases.
Work-Life Balance: The company rents volleyball, soccer, and tennis courts as spaces to promote a healthy lifestyle.	Diabetes Campaigns	Program 3: Protection from sun exposure	Nutrition Campaign	Telemedicine health care program and specific medical referrals with specialists or to social security.
Health Care Campaigns: Free vaccination campaigns, in-house prevention campaigns, massage campaigns	Hepatitis B Prevention Campaign	Program 4: Active breaks during the development of activities.		Life Insurance and Medical Expense Service
	Ergonomics Campaign	Program 5: COVID-19 prevention.		Health Promotion

Occupational Safety and Health

403-7 Prevention and Mitigation of Occupational Safety and Health Impacts Directly Linked by Business Relationships

GEB			Enlaza			TGI		
Significant negative impacts on health and safety at work directly linked to operations, products, or services through business relationships, and associated hazards and risks.			Significant negative impacts on health and safety at work directly linked to operations, products, or services through business relationships, and associated hazards and risks.			Significant negative impacts on health and safety at work directly linked to operations, products, or services through business relationships, and associated hazards and risks.		
Impact description	Preventive measures	Mitigation measures	Impact description	Preventive measures	Mitigation measures	Impact description	Preventive measures	Mitigation measures
Possible electrocution, burns, or fires due to contact with electrical facilities.	Electrical Risk Program, PPE Selection, Use and Maintenance Program and Protection Equipment for Electrical Risk Work, Occupational Safety and Health Requirements Manual, Physical Safety and Environment for Partners.	Safe Work Procedures in Substations and Near Electric Networks, Staff Authorization for Work with Electric Risk, PPE and Electrical Risk Protection Equipment Certification, Emergency Procedures, Monthly Accident Prevention Meetings with Partners. Auditing.	Task conditions (mental load, task content, emotional demands, control systems, role definition, monotony, etc.)	Application of a Psychosocial Risk Assessment Tool Psychosocial risk program Psychology orientation Training: Emotional intelligence, Self-care Delivery of job profiles Proper time management, Attending assigned spaces for psychological support	Specific intervention for groups requiring support. Program for epidemiological surveillance in psychosocial risk Application of Psycho-social Risk Test Battery, results analysis, and implementation of recommendations Employee Relations Committee Application of the emotional well-being survey Training: Emotional intelligence, Self-care Induction and reinduction Delivery of job profiles Proper time management, Attending assigned spaces for psychological support	Noise at gas compression stations	Barrier measures, insertion and cup-type personal protection elements (PPE); annual occupational medical examinations; hygienic dosimetry and ear-testing measurements.	Soundproofing Gas Stations, Epidemiological Surveillance System (SVE, for the Spanish original) of Sensorineural Hearing Loss, case monitoring.
Risk of falls that can lead to serious or fatal injuries.	Work at Heights, Ladders, and Scaffolding Program. Selection, Use, and Maintenance of Equipment for Work at Heights, Occupational Safety and Health Requirements Manual, Physical Security and Environment for Partners.	Safe Work at Heights Procedures, Ladders and Scaffolding, Work Permits, Rescue Plan, Staff Certification for Work at Heights, Certification of PPE and Work Equipment for Work at Heights, Monthly Accident Prevention Meetings with Partners. Auditing	Posture (prolonged, sustained, forced, antigravitational) Long journeys on foot or by vehicle in the areas of influence of the project Posture (Prolonged upright stance maintained, forced, antigravitational)	Supply of ergonomic accessories (chairs, adjustable arm for VDT, footrest, external keyboard and mouse accessory) Workstation inspection according to the characteristics of each position/area. Workstation adaptation according to the characteristics of each employee. Occupational exams focusing on musculoskeletal issues, Perceived Musculoskeletal Morbidity Survey, implementation of Active Breaks. Postural hygiene training, Training or awareness in the prevention of musculoskeletal disorders, prevention schools, Talk on caring for back discomfort, follow-up on employees by the occupational physician and physiotherapist, infographics on Back, neck, and upper limbs Active breaks during displacement, Take short breaks, Postural hygiene training, Physical conditioning Contractor OSH plan Active breaks during the workday, Taking short breaks	Adjustment of the workplace, Supply of elements with ergonomic design (chairs, laptop stand, footrest, ergonomic mouse, keyboards) Epidemiological surveillance system on biomechanical risk, Active breaks program, Therapeutic schools. Occupational exams focusing on musculoskeletal issues, Perceived Musculoskeletal Morbidity Survey, implementation of Active Breaks. Postural hygiene training, Training or awareness in the prevention of musculoskeletal disorders, prevention schools, Talk on caring for back discomfort, follow-up on employees by the occupational physician and physiotherapist, infographics on Back, neck, and upper limbs	Musculoskeletal disorders due to obesity, excess weight, and sedentary lifestyle.	Annual occupational medical examinations with an emphasis on musculoskeletal disorders, workplace inspections	Employees are provided weight, height, and glucose measurement assessments for monitoring purposes. For the Osteomuscular Epidemiological Surveillance System (SVE), referral letters are sent to cases for consultation with each relevant specialist.

403-7 Prevention and Mitigation of Occupational Safety and Health Impacts Directly Linked by Business Relationships (continued)

Cálidda			Contugas			Electrodunas			Cantalloc		
Significant negative impacts on health and safety at work directly linked to operations, products, or services through business relationships, and associated hazards and risks.			Significant negative impacts on health and safety at work directly linked to operations, products, or services through business relationships, and associated hazards and risks.			Significant negative impacts on health and safety at work directly linked to operations, products, or services through business relationships, and associated hazards and risks.			Significant negative impacts on health and safety at work directly linked to operations, products, or services through business relationships, and associated hazards and risks.		
Impact description	Preventive measures	Mitigation measures	Impact description	Preventive measures	Mitigation measures	Impact description	Preventive measures	Mitigation measures	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) • Implementation of IPER Matrix controls • Field inspections to detect substandard acts and conditions • Training and development of staff.	• Implementation of contingency plans • Execution of drills	There were no impacts in 2024	There were no impacts in 2024	There were no impacts in 2024	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.	Visual Acuity	Sight Measurement	Visual control
Process safety incidents occurring during the operations of GEB and its subsidiaries that may cause or have the potential to impact people, operational assets, community infrastructure, or the environment.	• Execution of safety risk studies, follow-up on recommendations for operational risks resulting from these studies, inventory monitoring, and risk study planning. Cálidda has an annual Process Safety program aimed at improving its processes in the natural gas distribution system operations in order to mitigate any incidents in these. • Implementation of Operational Discipline for critical activities. Strengthening of the Culture in Process Safety (bulletins and moments of Process Safety). • Strengthening of skills (training sessions and specializations in PS).	• Conducting drills for major and/or catastrophic scenarios. • Investigation of Process Safety events, follow-up on action plans, dissemination of alerts and lessons learned							Triglycerides	Screening	Nutrition

Grupo Energía Bogotá

Occupational Safety and Health

403-7 Prevention and Mitigation of Occupational Safety and Health Impacts Directly Linked by Business Relationships (continued)

Conecta		
Significant negative impacts on health and safety at work directly linked to operations, products, or services through business relationships, and associated hazards and risks.		
Impact description	**Preventive measures**	**Mitigation measures**
Injuries of different severity level: Contusions, wounds, slips, falls, scrapes, sprains, fractures, minor lacerations	Training: Self-care when walking through office areas and prevention of same-level falls *Pasos seguros* (Safe Steps) campaign (Not using mobile phones while walking) Elimination of risk conditions, signs on ramps, stairs, installation of handrails	Emergency prevention, assistance and response plan. Medical Evacuation Plan.
Stress, mental and physical fatigue, tiredness, headaches. Worker fatigue syndrome.	Training: Work Stress Management Assertive and effective communication Teamwork, relational intelligence. Active breaks program Comply with the established work schedule	Occupational health programs. Good eating habits

GEB		
Significant negative impacts on health and safety at work directly linked to operations, products, or services through business relationships, and associated hazards and risks.		
Impact description	**Preventive measures**	**Mitigation measures**
Traffic Accidents	Strategic Road Safety Plan. Occupational Safety and Health Requirements Manual, Physical Security and Environment for Partners.	Preventive Maintenance Programs, Onboard Monitor, Staff Certification for Driving Vehicles, Mobilization Permits, Monthly Accident Prevention Meetings with Partners, Auditing, Specific Procedures for Transporting Special Loads.
Risk of poisoning, chemical burns, or occupational illnesses.	Safe Handling Program for Hazardous Substances, Occupational Safety and Health Requirements Manual, Physical Security and Environment for Partners.	Hazardous Substance Inventories, Hazardous Substance Safety Data Sheets, Emergency Procedures, Monthly Accident Prevention Meetings with Partners, Auditing
Potential crushing, entrapment or impact with a risk of serious injuries	Mechanical Load Lifting Program, Lifting Equipment Selection, Occupational Safety and Health Requirements Manual, Physical and Environmental Safety for Partners	Safe Lifting Procedures, Traffic Management Plan at Worksites, Work Permits, Staff Authorization for Lifting Tasks, Mobilization Permits, Monthly Accident Prevention Meetings with Partners, Auditiing, Specific Procedures for Transporting Special Loads.

Enlaza		
Significant negative impacts on occupational safety and health directly linked to their operations, products or services through their business relationships, and the associated hazards and risks.		
Impact description	**Preventive measures**	**Mitigation measures**
Repetitive Movements	Rest periods, active breaks Workstation inspection according to the characteristics of each position/area. Workstation adaptation according to the characteristics of each employee. Occupational examinations with an emphasis on musculoskeletal system, Musculoskeletal Perceived Morbidity Survey, Active breaks during work hours, Training on postural hygiene, Awareness on hand care, Prevention Schools for Musculoskeletal Disorders. Healthy habits styles, follow-up on employees by the occupational physician and physiotherapist	Biomechanical risk surveillance system, Active break program. Occupational exams focusing on musculoskeletal issues, Perceived Musculoskeletal Morbidity Survey, implementation of Active Breaks. Postural hygiene training, Training or awareness in the prevention of musculoskeletal disorders, prevention schools, Talk on caring for back discomfort, follow-up on employees by the occupational physician and physiotherapist, infographics on Back, neck, and upper limbs
Work surfaces (Irregular, slippery, with level differences); Inadequate or poorly maintained stairs and railings, use of furniture for storage	Secure furniture provided for work at home Risk identification, socialization of safety moments, work risk at home	Strengthening prevention measures during work-from-home activities. Awareness on Ensuring furniture provided for work at home
Static electricity. Direct contact, Voltage of contact due to connection of computer equipment and/or with conductive elements in poor condition.	Risk identification, socialization of safety moments, work risk at home	Strengthening prevention measures during work activities at home

Occupational Safety and Health

403-7 Prevention and Mitigation of Occupational Safety and Health Impacts Directly Linked by Business Relationships (continued)

TGI

Significant negative impacts on health and safety at work directly linked to operations, products, or services through business relationships, and associated hazards and risks.

Impact description	Preventive measures	Mitigation measures
Mental pathologies (psychosocial risk)	Application of the psychosocial battery test, activities from the company's Well-being department with lectures and training led by psychologists.	Support for cases, means to report a case, or if special support or follow-up is required: ARL line and an intranet link that is available to all company employees; Epidemiological Surveillance System (SVE) for psychosocial risk, which provides personalized case follow-up.
Falls from heights above 2 meters or below 2 meters (heights and confined spaces)	Annual occupational medical examinations with an emphasis on working at heights and in confined spaces (psychological tests), retraining, and certified training for employees who perform these critical activities for the company's operation.	Protocols, specific procedures for executing activities at heights and confined spaces, work permits, certified equipment and mechanisms to perform activities, such as horizontal or vertical lifelines and anchoring systems.
Traffic accidents on national roads (Road Safety)	Annual occupational medical examinations (psychosensometric tests) for employees performing driver roles; theoretical-practical training in defensive driving.	All employees who drive in the company's operation sign a commitment to the driver's role in order to prevent speeding and non-compliance with the Strategic Road Safety Plan; follow-up on cases of speeding or employee infractions.

Conecta

Significant negative impacts on health and safety at work directly linked to operations, products, or services through business relationships, and associated hazards and risks.

Impact description	Preventive measures	Mitigation measures
Infections by Epidemics	Teleworking Virtual meetings	In the event they must attend a strictly necessary face-to-face meeting, they should reduce exposure time, practice social distancing, disinfection and hand washing, and use specific PPE such as face masks. Vehicle disinfection Verification of symptoms.
Fires	Training: What to do in case of a fire, Using extinguishers, Disclosure of the evacuation plan Elimination of risk conditions, signs on ramps, stairs, installation of handrails	Emergency prevention, assistance and response plan. Medical Evacuation Plan.
Snakebite Accident	Training: What to do in case of a snake-bite, Personal protection equipment for work involving risks of snakebite accidents. Elimination of risk conditions.	Emergency prevention, assistance and response plan. Medical Evacuation Plan.

GEB

Significant negative impacts on health and safety at work directly linked to operations, products, or services through business relationships, and associated hazards and risks.

Impact description	Preventive measures	Mitigation measures
Musculoskeletal Injuries	Vitality Program, Prevention of Musculoskeletal Disorders	Ergonomic Assessment of Workstations, Occupational Medical Evaluations, Training, Periodic Monitoring of Employees' Health Conditions among Partners.
Work-related stress that can affect psychological well-being and performance.	Psychosocial Risk Program	Servie Lines, Protocols for managing new cases, Training and Workshops for handling psychosocial risk, Case Follow-up.
Exposure to Public Risk	Strategic Physical Security Plan, Occupational Health and Safety Requirements Manual, Physical Security and Environment for Partners.	Public Risk Training, Public Risk Event Management Plan, Emergency Plan, Mutual Aid Plan

Occupational Safety and Health

403-7 Prevention and Mitigation of Occupational Safety and Health Impacts Directly Linked by Business Relationships (continued)

Enlaza		
Significant negative impacts on health and safety at work directly linked to operations, products, or services through business relationships, and associated hazards and risks.		
Impact description	**Preventive measures**	**Mitigation measures**
Theft, robberies, assaults, attacks, public order disturbances, loss or kidnapping of officials, detentions, blockades, etc.	Training on public risk, Personal defense techniques, Follow the safety instructions provided by Grupo Energía Bogotá for physical safety, Normalized Operating Procedure for public disorders (Thefts, Run-overs, etc.) Safety control: (Security cameras) Training on public risk, Follow the safety procedures previously established by the company	Training in public risk, Standard Operating Procedure for public disorders (Robberies, run-overs, etc.), Public risk prevention plan, Managing the support of external entities
Collisions, run-overs, others	Training on pedestrian road safety regulations. Road safety for users.	HSSE Manual - Strategic Road Safety Plan GEB/Enlaza Road Safety Policy Audits and Monitoring of Performance of Transportation Contractors and Suppliers. Road safety training for pedestrians and passengers (Safe Pedestrian - Safe Passenger). Incorporation of Driver Training (Defensive Driving, Basic Mechanics, Emergency Service, and 4x4 Operation) Update of the PESV to new guidelines of Resolution 40595/2022. Travel Management Rest Hours Control Format Vehicle pre-operation Application and socialization of life-saving rules RQSV
Falls at the same level and with a difference in level, and obstacles encountered in the displacement route. Falls at the same level and with a difference in level, Demand for holes, trenches, unstable, slippery, wet, swampy, slippery terrains, topographical conditions of the area elements, materials, vegetation on the path, Excavations in the area, Steep slopes or narrow passages, Unstable and irregular terrains; Topographical conditions of the area and obstacles encountered in the displacement route, pre-assembly of structure	Safety inspections of the site, Zone analysis, safe work procedures, conditions report, Request the contractor to adapt the area conditions, HIRA (Hazard Identification and Control Assessment), Zone analysis, Supply of emergency and first aid items, MEDEVAC. Selfcare in transit through unstable operational terrains. Knowledge in the use of PPE, first aid knowledge, safety regulations socialization for field work, SOC. Risk identification, Visual terrain analysis and assessment, Training on unstable terrain transit.	Safety inspections of the site, Zone analysis, safe work procedures, conditions report, Request the contractor to adapt the area conditions, HIRA (Hazard Identification and Control Assessment) Training in onsite risk for unstable, sliding and irregular terrains, First aid training, trekking

Conecta		
Significant negative impacts on health and safety at work directly linked to operations, products, or services through business relationships, and associated hazards and risks.		
Impact description	**Preventive measures**	**Mitigation measures**
Earthquakes	Training: What to do in case of earthquakes. Evacuation drills at offices Removal of risk conditions, signage of ramps, stairs, installation of handrails, evacuation routes.	Emergency prevention, attention, and response plan. Medical Evacuation Plan.
Vehicle Accidents	Road safety procedure, travel permits, 360 vehicle inspection, vehicle maintenance program. Staff with a valid driver's license.	Vehicle insurance, personal life insurance and medical expense insurance.
Facility inspection	Facility inspection Social engagement with communities Early warning program.	Emergency prevention, attention, and response plan. Medical Evacuation Plan

Grupo Energía Bogotá

Occupational Safety and Health

403-8 P403-8 Coverage of the occupational safety and health management system

	GEB				Enlaza				TGI				Cálidda				Contugas				Electrodunas			
Coverage of the OSHMS for employees and contractors	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Total number of employees	717	698	420	431	N/A	N/A	370	392	465	455	454	446	420	407	421	445	131	132	131	125	865	268	270	289
Total number of contractors	2785	2349	807	639	N/A	N/A	2897	4018	1126	1213	1007	838	9463	6741	5813	6238	129	387	1090	380		751	932	831
Number of employees covered by said system	717	698	420	431	N/A	N/A	370	392	465	455	454	446	420	407	421	445	131	132	131	125	865	268	270	289
Number of contractors covered by said system	2785	2349	807	639	N/A	N/A	2897	4018	1126	1213	1007	838	9463	6741	5813	6238	129	387	1090	380		751	932	831
Percentage of employees covered by said system	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Percentage of contractors covered by said system	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	0.0%	100.0%	100.0%	100.0%
Number of employees and contractors covered by said system, subject to internal audit	3502	3047	1227	1070	N/A	N/A	3267	4410	1591	1668	1461	1284	9883	7148	6234	6683	260	519	1221	505	--	1019	1202	1120
Percentage of employees and contractors covered by said system, subject to internal audit	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Number of employees and contractors covered by said system, subject to audit or certification by a third party	3502	3047	1227	1070	N/A	N/A	3267	4410	1591	1668	1461	1284	9883	7148	6234	6683	260	519	1221	505	865	1019	1202	1120
Percentage of employees and contractors covered by said system, subject to audit or certification by a third party	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

	Cantalloc				Conecta				Business Group			
Coverage of the OSHMS for employees and contractors	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Total number of employees	N/A	N/A	N/A	608	139	134	131	107	2737	2094	2197	2843
Total number of contractors	N/A	N/A	N/A	32	479	619	588	262	13982	12060	13134	13238
Number of employees covered by said system	N/A	N/A	N/A	22	139	134	131	107	2737	2094	2197	2257
Number of contractors covered by said system	N/A	N/A	N/A	0	479	619	588	262	13982	12060	13134	13206
Percentage of employees covered by said system	N/A	N/A	N/A	3.62%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	79.39%
Percentage of contractors covered by said system	N/A	N/A	N/A	0.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	99.76%
Number of employees and contractors covered by said system, subject to internal audit	N/A	N/A	N/A	0	618	753	719	369	16719	14154	15331	15441
Percentage of employees and contractors covered by said system, subject to internal audit	N/A	N/A	N/A	0.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	96.02%
Number of employees and contractors covered by said system, subject to audit or certification by a third party	N/A	N/A	N/A	0	618	753	719	369	16719	14154	15331	15441
Percentage of employees and contractors covered by said system, subject to audit or certification by a third party	N/A	N/A	N/A	0.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	96.02%

▶ Explanatory Notes

Peru
Electrodunas - Information is collected based on the monthly statistical reports prepared by Electrodunas and contractors.

Grupo Energía Bogotá

Occupational Safety and Health

sGEB-6 Occupational Accidents and Fatalities

Work-related injuries - Employees	Unit	GEB Corporate								Enlaza								TGI							
		2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024	
		W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M
Total number of employees	Number	336	381	333	365	188	232	241	190	0	0	0	0	143	227	158	234	122	340	126	329	323	131	112	312
Days worked	Number	234,404		231,685		143,492		137,338		0		0		122,891		130,848		117,392		117,196		116,956		100,549.88	
Hours worked	Number	1,875,228		1,853,494		1,147,932		1,098,702		0		0		983,124		1,046,784		939,135		937,565		935,645		804,399.11	
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	0		0		0		0		0		0		0		0		0		0		0		0	
Rate of work-related injuries with major consequences (excluding deaths)	Index	0		0		0		0		0		0		0		0		0		0		0		0	
Severity index	Index	0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		54.31		139.72		102.60		10.44	
LTIFR (Lost Time Injury Frequency Rate)	Number	0		0		0		0		0		0		0		0		2		1		1		0	
Rate of work-related injuries with lost time (LTIFR)	Number	0		0		0		0		0		0		0		0		2.1		1.07		1.07		0	
Data coverage	Index	100%		100%		100%		100%		0%		0%		100%		100%		100%		100%		100%		100%	

Work-related injuries - Employees	Unit	Cálidda								Contugas								Electrodunas							
Total number of employees	Number	2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024	
		W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M
Days worked	Number	107	297	101	287	118	303	135	310	131		132		131		39	86	54	206	59	209	63	207	227	80
Hours worked	Number	141,609		147,430		143,271		153,881		39,325		38,555		38,074		38,010.92		84,004		87,964		92,965		98,865	
Work-related deaths	Number	1,132,868		1,179,441		1,146,167		1,231,051		314,596		308,444		304,591		304,087.37		672,034		702,914		743,717		790,920	
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	0		0		0		0		0		0		0		0		0		0		0		0	
Rate of work-related injuries with major consequences (excluding deaths)	Index	0		0		0		0		0		0		0		0		0		0		0		0	
Severity index	Index	0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00	
LTIFR (Lost Time Injury Frequency Rate)	Number	0		1		0		0		0		0		0		0		0		0		0		0	
Rate of work-related injuries with lost time (LTIFR)	Number	0		0.85		0		0		0		0		0		0		0		0		0		0	
Data coverage	Index	100%		100%		100%		100%		100%		100%		100%		100%		100%		100%		100%		100%	

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Occupational Safety and Health

GEB-6 Occupational Accidents and Fatalities (continued)

		Cantalloc								Conecta								BUSINESS GROUP							
Work-related injuries - Employees	Unit	2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024	
		W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M
Total number of employees	Number	N/A	N/A	N/A	N/A	N/A	N/A	567	55	43	96	40	94	39	92	32	75	793	1320	791	1284	1005	1192	1511	1342
Days worked	Number	N/A		N/A		N/A		174,305.47		47,882		47,283		44,825		40,466		664,616		670,113		881,171		874,264.44	
Hours worked	Number	N/A		N/A		N/A		1,394,443.74		383,052		378,260		358,596		323,728		5,316,913		5,360,106		7,049,345		6,994,115.64	
Work-related deaths	Number	N/A		N/A		N/A		0		0		0		0		0		0		0		0		0	
Rate of deaths produced by work-related injuries	Index	N/A		N/A		N/A		0		0		0		0		0		0		0		0		0	
Occupational accidents with major consequences (excluding fatalities)	Number	N/A		N/A		N/A		0		0		0		0		0		0		0		0		0	
		N/A		N/A		N/A		0		0		0		0		0		0		0		0		0	
Rate of work-related injuries with major consequences (excluding deaths)	Index	N/A		N/A		N/A		0		0		0		0		0		0		0		0		0	
Severity index	Index	N/A		N/A		N/A		0.00		0.00		0.00		0.00		0.00		54.31		139.72		102.60		10.44	
LTIFR (Lost Time Injury Frequency Rate)	Number	N/A		N/A		N/A		0		0		0		0		0		2		2		1		0	
Rate of work-related injuries with lost time (LTIFR)	Number	N/A		N/A		N/A		0		0		0		0		0		0.38		0.37		0.14		0.00	
Data coverage	Index	N/A		N/A		N/A		100%		100%		100%		100%		100%		87,5%		87,5%		87,5%		100.0%	

		GEB Corporate								Enlaza								TGI							
		2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024	
Occupational Accidents - Contractors	Unit	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M
Total number of contractors	Number	2785		2349		387		639		0		0		2897		4911		1126		1213		1007		838	
Days worked	Number	911,085		944,590		93,941		122,763		0		0		602,063		1,115,396		403,861		335,700		263,546		265,247.75	
Hours worked	Number	7,288,677		7,556,716		747,767		982,104		0		0		4,816,506		8,923,167		3,230,884		2,685,598		2,103,149		2,121,982.43	
Work-related deaths	Number	0		0		0		0		0		0		0		1		0		0		0		0	
Rate of deaths produced by work-related injuries	Index	0		0		0		0		0		0		0		0.112		0		0		0		0	
Work-related accidents with major consequences (excluding deaths)	Number	1		0		0		0		0		0		0		3		0		0		0		0	
Rate of work-related injuries with major consequences (excluding deaths)	Index	0.137		0		0		0		0		0		0		0.08		0		0		0		0	
Severity index	Index	182.75		255.40		6.69		4.40		0.00		0.00		145.54		312.32		30.70		68.51		33.68		12.48	
LTIFR (Lost Time Injury Frequency Rate)	Index	18		24		0		1		0		0		4		14		3		3		1		1	
Rate of work-related injuries with lost time (LTIFR)	Number	2.47		3.18		0.00		1.02		0.00		0.00		0.83		1.57		0.93		1.12		0.48		0.48	
Data coverage	Index	100%		100%		100%		100%		0%		0%		100%		100%		100%		100%		100%		100%	

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Occupational Safety and Health

403-9 GEB-6 Occupational Accidents and Fatalities (continued)

Work-related injuries - Contractors	Unit	Cálidda								Contugas								Electrodunas							
		2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024	
		W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M
Total number of contractors	Number	9463		6741		5813		6238		129		387		1090		380				296		932		831	
Days worked	Number	2,369,141		2,212,113		2,005,505		1,700,544		26,848		38,548		142,085		84,255.12		177,162		221,567		259,929		256,771	
Hours worked	Number	18,953,127		17,696,906		16,044,037		13,604,352		214,785		308,387		1,136,677		674,040.94		1,417,294		1,772,538		2,079,428		2,054,165	
Work-related deaths	Number	0		0		0		1		0		0		0		0		0		0		0		0	
Rate of deaths produced by work-related injuries	Index	0		0		0		0.074		0		0		0		0		0		0		0		0	
Work-related accidents with major consequences (excluding deaths)	Number	1		1		2		0		0		0		0		0		0		0		0		0	
Rate of work-related injuries with major consequences (excluding deaths)	Index	0.053		0.057		0.125		0		0		0		0		0		0		0		0		0	
Severity index	Index	0.00		0.00		0.00		120.97		0.00		0.00		17.60		0.00		9.19		12.80		12.80		0.00	
LTIFR (Lost Time Injury Frequency Rate)	Index	18		11		5		4		0		0		1		0		2		0		0		0	
Rate of work-related injuries with lost time (LTIFR)	Number	0.95		0.62		0.31		0.29		0.00		0.00		0.88		0.00		1.41		0.00		0.00		0.00	
Data coverage	Index	100%		100%		100%		100%		100%		100%		100%		100%		100%		100%		100%		100%	

Work-related injuries - Contractors	Unit	Cantalloc								Conecta								BUSINESS GROUP							
		2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024	
		W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M
Total number of contractors	Number	N/A		N/A		N/A		27		479		619		588		262		13,982		11,605		12,714		14,126	
Days worked	Number	N/A		N/A		N/A		11,525		107,947		121,369		117,584		79,911		3,996,044		3,873,887		3,498,238		3,636,411.86	
Hours worked	Number	N/A		N/A		N/A		92,196		863,574		970,955		940,669		639,286		31,968,341		30,991,100		27,976,912		29,091,293.27	
Work-related deaths	Number	N/A		N/A		N/A		0		0		0		0		0		0		0		0		2	
Rate of deaths produced by work-related injuries	Index	N/A		N/A		N/A		0		0		0		0		0		0.00		0.00		0.00		0.2	
Work-related accidents with major consequences (excluding deaths)	Number	N/A		N/A		N/A		0		0		2		1		1		2		3		3		4	
Rate of work-related injuries with major consequences (excluding deaths)	Index	N/A		N/A		N/A		0		0		2.06		1.06		1.56		0.03		0.30		0.17		1.6	
Severity index	Index	N/A		N/A		N/A		0.00		0.00		91.66		211.55		75.08		31.81		61.20		61.12		65.66	
LTIFR (Lost Time Injury Frequency Rate)	Index	N/A		N/A		N/A		0		0		2		1		1		41		40		12		21	
Rate of work-related injuries with lost time (LTIFR)	Number	N/A		N/A		N/A		0.00		0.00		2.06		1.06		1.56		1.28		1.29		0.43		0.72	
Data coverage	Index	N/A		N/A		N/A		100%		100%		100%		100%		100%		87,5%		87,5%		87,5%		100.0%	

Grupo Energía Bogotá

Occupational Safety and Health

403-10 Occupational Illnesses and Diseases (GRI 403-10) (SASB EM-MD-540a.4)

	GEB								Enlaza								TGI								Cálidda								Contugas								Electrodunas							
Employees	2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024	
Occupational illness or disease	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M
Total number of employees	336	381	333	365	189	234	241	190	0	0	0	0	143	227	158	234	122	340	126	329	323	131	112	312	107	297	107	287	118	303	135	310	131		132		131		39	86	54	206	59	209	63	207	72	217
Deaths due to occupational illnesses	0		0		0		0		0		0		0		0		0		0		0		0		0		0		0		0		0		0		0		0		0		0		0	
Total occupational diseases	0		0		0		0		0		0		0		0		0		0		0		1		0		0		0		0		0		0		0		0		0		0		0	
Total recordable occupational diseases	0		0		0		0		0		0		0		0		0		0		0		1		0		0		0		0		0		0		0		0		0		0		0	

	Cantalloc								Conecta							
Employees	2021		2022		2023		2024		2021		2022		2023		2024	
Occupational illness or disease	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M
Total number of employees	N/A	N/A	N/A	N/A	N/A	N/A	47	542	43	96	40	94	39	92	32	75
Deaths due to occupational illnesses	N/A		N/A		N/A		0		0		0		0		0	
Total occupational diseases	N/A		N/A		N/A		0		0		0		0		0	
Total recordable occupational diseases	N/A		N/A		N/A		0		0		0		0		0	

	GEB								Enlaza								TGI								Cálidda								Contugas							
Contractors	2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024	
Occupational illness or disease	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M
Total number of contractors	2785		2349		387		639		0	0			2897		4018		1126		1213		1007		823		9463		6741		5813		6238		129		387		1090		380	
Deaths due to occupational illnesses	0		0		0		0		0	0			0				0		0		0		0		0		0		0		0		0		0		0		0	
Total occupational diseases	0		0		0		0		0	0			0				0		0		0		0		0		0		0		0		0		0		0		0	
Total recordable occupational diseases	0		0		0		0		0	0			0				0		0		0		0		0		0		0		0		0		0		0		0	

	Electrodunas								Cantalloc								Conecta							
Contractors	2021		2022		2023		2024		2021		2022		2023		2024		2021		2022		2023		2024	
Occupational illness or disease	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M
Total number of contractors	0		751		932		831		N/A		N/A		N/A		32		479		619		588		262	
Deaths due to occupational illnesses	0		0		0		0		N/A		N/A		N/A		0		0		0		0		0	
Total occupational diseases	0		0		0		0		N/A		N/A		N/A		0		0		0		0		0	
Total recordable occupational diseases	0		0		0		0		N/A		N/A		N/A		0		0		0		0		0	

Grupo Energía Bogotá

Occupational Safety and Health

403-10 Occupational Illnesses and Diseases (GRI 403-10) (SASB EM-MD-540a.4) (continued)

	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas
Types of Occupational Illnesses and Diseases	GEB did not record any occupational illnesss or diseases in 2024.	Enlaza does not record occupational diseases in the requested period.	In September 2024, the following occupational disease was recognized for the company and reported by the worker and the ARL: Left rotator cuff of a direct employee in the position of SCADA and Telecommunications Technician. The associated pathologies exist in: Administrative headquarters correspond to pathologies related to musculoskeletal disorders and psychosocial risk in the operational area (districts and stations). They correspond to musculoskeletal disorders of the shoulder and spine, auditory risk, and psychosocial risk.	No occupational diseases occurred.	Did not exist	None
Occupational hazards that present a risk of occupational injury with major consequences, including a) How these hazards have been determined; b) which of these hazards have caused or contributed to causing injuries with significant consequences during the period covered by the report; c) the measures taken or designed to eliminate these hazards and minimize risks through the control hierarchy.	GEB did not record any occupational illnesss or diseases in 2024.	Contractors did not record occupational diseases during the requested period	The Company has a Preventive and Occupational Medicine program comprised of the Epidemiological Surveillance Systems and Programs, 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, TGI has the following in 2024: a professional Occupational Physician who follows up on possible cases of occupational disease and implements prevention and promotion measures. Additionally, TGI has a contractor company that provides services, such as medical examinations, vaccination, reintegration or post-disability examinations, special assessments, and consultations. Moreover, it employs several health care professionals from both the ARL and complementary medicine sectors to follow up on cases. Employees receive medical examinations upon hiring, periodically, and upon leaving, in accordance with the occupational chart designed by position and profile, and based on the medical recommendations and opinions on aptitude, they may be referred to the different Epidemiological Surveillance Systems implemented by the Company to monitor the employees' health conditions. The major hazards in the company's operations are: musculoskeletal disorders, work at heights and in confined spaces, road (driving on national roads). There are preventive and mitigation measures for these hazards that make sure occupational accidents do not occur. The accidents reported in TGI this year correspond to: 7% TRANSIT - ROAD 10% BIOLOGICAL 50% LOCATION (falls to the ground or slips) 17% MECHANICAL 7% PUBLIC (THEFT) 7% CHEMICAL 2% BIOMECHANICAL	No occupational diseases occurred.	Did not exist	A) 1. IPERC 2. Risk assessment 3. Education and training B) No significant injuries were reported during the period. C) The primary control measure is the evaluation of hazard elimination, followed by hazard substitution, then the implementation of engineering controls, known as hard barriers, and finally, the analysis of soft barriers such as signage and warnings before considering the use of PPE.

Occupational Safety and Health

403-10 Occupational Illnesses and Diseases (GRI 403-10) (SASB EM-MD-540a.4) (continued)

	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas
Contextual information needed to understand how the data was collected, such as standards, methodologies, or assumptions used	GEB did not record any occupational illnesss or diseases in 2024.	Parallel to compliance with the current Colombian regulation applicable in the classification of work-related events (occupational accidents and occupational illnesses); the company statistically classifies events based on OSHA 300 Recordkeeping No employee is excluded.	In the company, preventive and occupational medicine is composed of several input sources, such as the absenteeism matrix, disabilities (occupational and common-origin pathologies), occupational accidents, and medical evaluations. With all this information, the company's occupational doctor provides support for each case, whether of common origin, occupational, or due to an occupational accident, until maximum medical improvement is considered by the treating physicians, in order to close the case. Otherwise, it continues to be monitored and supported. Having an Occupational Doctor within the company has been a strength preventing and mitigating occupational diseases and monitoring common cases. This helps not only support the employee and their family but also solve the case itself. Contractors have not shown any qualified or recognized occupational diseases of employees exposed to risks while performing tasks for TGI SA ESP in their respective weekly and monthly OSH indicator reports. TGI provides 100% coverage to its direct employees, as there are resources and means for providing support, monitoring, and closing cases originating from common sources, occupational diseases, and occupational accidents.	The occupational physician reports cases of occupational diseases via email when they occur.	Periodic monitoring of the health status of employees is maintained through regular medical examinations and individual interviews. Similarly, the contractor's medical staff shares their information with our medical personnel.	Not applicable
Workers excluded from this content, including types of workers and reasons for exclusion						

	Cantalloc	Conecta
Contextual information needed to understand how the data was collected, such as standards, methodologies, or assumptions used	None	Data is collected through the monthly report of man-hours and the indicator of Frequency of Disabling Occupational Accidents of each contractor. Workers are not excluded.
Workers excluded from this content, including types of workers and reasons for exclusion		

	Cantalloc	Conecta
Types of Occupational Illnesses and Diseases	None	No detected occupational diseases
Occupational hazards that present a risk of occupational injury with major consequences, including	Did not exist	Hazards are determined through the Hazard Identification, Risk Assessment, and Controls Matrix. Implemented safety measures aimed at minimizing the likelihood and impact of incidents include engineering controls and risk elimination strategies for both administrative and field areas, revision of risk identification formats, and enhancements in hand protection gear.
a) How these hazards have been determined;		
b) which of these hazards have caused or contributed to causing injuries with significant consequences during the period covered by the report;		
c) the measures taken or designed to eliminate these hazards and minimize risks through the control hierarchy.		

Grupo Energía Bogotá

Occupational Safety and Health

IF-EU-320A.1 Total Recordable Incident Rate (TRIR), (2) Fatality Rate, and (3) Near Miss Frequency Rate (NMFR).

Total Recordable Incident Rate (TRIR), (2) Fatality Rate, and (3) Near Miss Frequency Rate (NMFR).	Units	GEB				Enlaza				TGI				Cálidda				Contugas				Electrodunas				Cantalloc				Conecta				Business Group			
		2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Total Recordable Incident Rate (TRIR) for work-related injuries and diseases	Statistical count × 200,000) / hours worked	1.05	1.57	0.11	0.10	N/A	N/A	0.62	1.67	0.43	0.21	0.21	0.00	1.50	0.91	0.67	0.50	0.00	0.00	0.14	0.00	N/A	N/A	0.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.50	0.45	0.24	0.28
Rate of mortality for work-related deaths	Statistical count × 200,000) / hours worked	0.00	0.00	0.00	0.00	N/A	N/A	0.00	0.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	N/A	N/A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01
Frequency rate of quasi-accidents (NMFR) for work-related quasi-accidents	Statistical count × 200,000) / hours worked	0.66	0.57	0.53	0.45	N/A	N/A	0.17	0.27	0.00	0.00	0.00	0.00	0.32	0.18	0.14	0.23	0.00	0.00	0.42	0.97	N/A	N/A	0.00	1.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.16	0.13	0.16	0.48

▶ Explanatory Notes

Colombia
GEB - The difference from previous years is that the administrative separation of Enlaza was carried out due to a strategic business decision. This implied that only the reports from GEB are accounted for in 2024, which makes both the number of incidents and the number of hours worked significantly lower, understanding that GEB's corporate risk level is very low (administrative) compared to the risk activities carried out in Enlaza.
Enlaza - Occurrence of 1 fatal occupational accident and 1 occupational accident with amputation of lower extremities with contractors.

Peru
Cálidda - A fatality was recorded for one of our contractors. Investigations and necessary actions were carried out to prevent recurrence, such as safety stops at worksites, lessons learned, strengthening of contractual guidelines, and raising staff awareness.
Contugas - No recordable event occurred during 2024; only vehicular incident events.
The increase in reported incidents in 2024 compared to 2023 is related to a greater openness in the accident and incident reporting culture with contractors.
It is important to highlight that this increase does not imply a deterioration in safety conditions, but rather an improvement in the transparency and communication of contractors.

05

SUSTAINABLE AND COMPETITIVE PORTFOLIO

Grupo Energía Bogotá







ECONOMIC PERFORMANCE



Grupo Energía Bogotá

Grupo Energía Bogotá

Economic Performance

201-1 Direct economic value generated and distributed

Economic performance	GEB (M COP) 2021	GEB (M COP) 2022	GEB (M COP) 2023	GEB (M COP) 2024
Economic value generated (EVG)	$ 7,873,549.00	$ 9,294,336.00	$ 10,021,567.00	$ 10,207,079.00
Operating revenues	$ 5,558,593.00	$ 6,876,110.00	$ 7,978,433.00	$ 7,971,566.00
Financial revenues (interest, dividends, others)	$ 76,592.00	$ 259,002.00	$ 271,228.00	$ 180,097.00
Income from Equity Method Investees	$ 1,997,939.00	$ 2,096,561.00	$ 1,718,584.00	$ 1,962,506.00
Other non-operating revenues	$ 240,425.00	$ 62,663.00	$ 53,322.00	$ 92,910.00
Economic value distributed	$ 6,824,770.00	$ 7,137,123.00	$ 8,155,543.00	$ 7,919,565.25
Operating costs (property leases, license fees, royalties, contractor payments, among others)	$ 2,649,800.00	$ 3,229,749.00	$ 3,153,153.00	$ 3,050,011.00
Salaries, mandatory benefits and other employee benefits (salaries, pension contributions, insurance, indemnities, payroll taxes, among others)	$ 353,548.00	$ 412,270.00	$ 546,388.00	$ 584,349.00
Dividends to shareholders (profit distribution proposal)	$ 2,506,461.00	$ 1,762,786.00	$ 2,304,475.00	$ 2,304,475.00
Interest payments	$ 672,707.00	$ 1,019,884.00	$ 1,378,443.00	$ 1,310,259.00
Payments to governments, (taxes, fines, penalties, permits, among others)	$ 602,288.00	$ 672,427.00	$ 737,180.00	$ 615,327.00
Investments in the communities	$ 39,966.00	$ 40,007.00	$ 35,904.00	$ 55,144.25
Economic value retained	$ 1,048,779.00	$ 2,157,213.00	$ 1,866,024.00	$ 2,287,513.75
Emitted	$ 4,482,836.00	$ 4,865,880.00	$ 5,197,071.00	$ 5,094,445.00
Net profit	$ 2,669,163.00	$ 3,026,986.00	$ 2,768,370.00	$ 2,635,935.00

GEB-48 Return on Investment in Human Capital

	Units	2021	2022	2023	2024
a) Total operating revenue.	M COP	$ 5,558,593	$ 6,788,462	$ 7,953,723	$ 7,971,566
b) Total operating expenses.	M COP	$ 4,025,195	$ 4,750,289	$ 5,329,084	$ 5,383,039
c) Total employee-related expenses (salaries + benefits).	M COP	$ 335,049	$ 384,892	$ 513.642	$ 531,158
Resulting HC ROI calculation: (a - (b - c)) / c.	Number	5.58	6.30	6.11	5.87
Total Number of Employees*	Number	2,068	2,031	2,708	2,743

Grupo Energía Bogotá

Economic Performance

GEB-49 Operating Income by Business

	2021	2022	2023	2024
Year-end exchange rate.	$ 3,981.16	$ 4,810.20	$ 3,822.05	$ 4,409.15
Average exchange rate	$ 3,743.09	$ 4,255.44	$ 4,325.05	$ 4,071.35

Income Million COP	2021	2022	2023	2024
Gas Distribution	$ 3,008,197	$ 3,690,129	$ 4,112,108	$ 3,944,169
Gas Transport	$ 1,440,089	$ 1,704,844	$ 2,005,186	$ 2,126,723
Power Transmission	$ 693,334	$ 911,153	$ 1,205,764	$ 1,282,488
Power Distribution	$ 416,973	$ 540,801	$ 630,666	$ 618,186
Total Revenues	$ 5,558,593	$ 6,846,927	$ 7,953,724	$ 7,971,566
Revenue in USD (Year-end closing rate).	$ 1,396	$ 1,423	$ 2,081	$ 1,808
Revenue in USD (average annual rate).	$ 1,485	$ 1,609	$ 1,839	$ 1,958

Management	Company	2021	2022	2023	2024
Gas Distribution	Contugas	$ 279,032	$ 226.945	$ 339.157	$ 301.599
	Cálidda	$ 2,729,165	$ 3,463,184	$ 3,772,951	$ 3,642,570
Gas Transport	TGI	$ 1,440,089	$ 1,704,844	$ 2,005,186	$ 2,126,723
Power Distribution	ElectroDunas	$ 416,973	$ 540,801	$ 630,666	$ 618,186
Power Transmission	Enlaza	$ 598,429	$ 723,973	$ 1,055,913	$ 1,120,628
	Power & Co	$ 0	$ 8,599	$ 0	$ 0
	Elecnorte	$ 0	$ 49,866	$ 0	$ 0
	Conecta	$ 94,905	$ 128,715	$ 149,851	$ 161,860
Total Revenue Millions COP		$ 5,558,593	$ 6,846,927	$ 7,953,724	$ 7,971,566
Revenue in USD (Year-end closing rate).		1,396	1,423	2,081	1,808
Revenue excluding PowerCo, Cantalloc, and ElecNorte.		$ 5,558,593	$ 6,788,462	$ 7,953,724	$ 7,971,566
Revenue without PowerCo, Cantalloc, and ElecNorte in USD (year-end rate).		1,396	1,411	2,081	1,808
Reported coverage.		100.00%	99.15%	100.00%	100.00%

▶ Explanatory Notes

In 2024, a review of the services provided by Cantalloc was performed. It was determined that these services are engineering services provided to Electrodunas and other companies. This means that they are not part of the electricity distribution segment. For this reason, they are not considered operating income, but rather other business income. This reclassification applies to 2023 and 2024. The percentage of operating income covered by the Sustainability Report for these two years is 100%.


ENERGY
TRANSITION

Grupo Energía Bogotá

Energy Transition

GEB-63 Percentage Share of GEB Investments in the Energy Transition

	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Cantalloc	Conecta	Business Group
Energy Transition	2024	2024	2024	2024	2024	2024	2024	2024
Currency	M COP	M COP	M COP	M COP	M COP	M COP	M COP	M COP
Investments in the Energy Transition (Local Currency)	$ 816,348.00	$ 10,331.41	$ 119,285.96	$ 29,183.91	$ 22,201.59	0.00	$ 91.94	$ 997,442.82
Renewable energy for self-consumption	0.00	0.00	$ 164.89	0.00	$ 215.04	0.00	$ 91.94	$ 471.87
Biogas	0.00	$ 195.00	$ 85.50	0.00	0.00	0.00	0.00	$ 280.50
Hydrogen	0.00	$ 117.67	0.00	0.00	0.00	0.00	0.00	$ 117.67
Wind and solar energy	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Smart grids	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Transmission and/or distribution infrastructure for connecting renewable energy projects	$ 816,348.00	0.00	0.00	0.00	0.00	0.00	0.00	$ 816,348.0
New business in energy transition and substitution of high-emission fossil fuels	0.00	$ 10,018.74	0.00	0.00	$ 21,986.55	0.00	0.00	$ 32,005.29
New gas distribution connections (Applicable to Peru)	0.00	N/A	$ 119,035.57	$ 29,183.91	0.00	0.00	0.00	$ 148,219.49
Total Business Investment in CAPEX (Local Currency)	$ 818,088.00	$ 185,605.47	$ 467,781.83	$ 30,303.57	$ 31,204.04	0.00	0.00	$ 1,532,982.91
Share of GEB investments in the energy transition (%)	99.79%	5.57%	25.50%	96.31%	71.15%	0.00%	0.00%	65.07%

Explanatory Notes

Colombia
Enlaza - Investments from the central region's project portfolio are included due to the conditions of potential new connections of non-conventional renewable energy sources at different points of the National Interconnected System and importing this type of generation from the Caribbean region.

Peru
Electrodunas - The construction of the 9.9 MW Nasca Thermal Power Plant was completed and entered commercial operation (Oct-24)
The 48,000-hour Overhaul was performed on the two engines of the Lurén Thermal Power Plant: EG1 in January 2024 and EG2 in November 2024. The primary objective of these activities was to ensure the operational reliability of the equipment and optimize its performance over the long-term.
100% of the construction of the Llipata Photovoltaic Solar Plant was completed (Mar-24). It should be noted that the Solar Plant began commercial operation in December 2023.

Guatemala
Conecta - As of November 2021, the Solar Panels project at the Pacífico 230kV substation will be commissioned, achieving savings in 2023 valued at GTQ 28,111.67. By 2024, the savings increased to GTQ 61,695.11, derived from the incentive for the fixed charge and tariff for self-producers using renewable technologies according to resolution CNEE-259-2023.

Grupo Energía Bogotá

Energy Transition

GEB-64 New Business Opportunities

TGI			Cálidda	
Fuel Switching	Energy efficiency	Renewable Energy	Fuel Switching	Renewable Energy
CNG vehicles/ infrastructure - Biogas and Biomethane	Information campaigns, audits, management measures.	Biogas and Biomethane	CNG vehicles/ infrastructure - Biogas and Biomethane	Biogas and Biomethane
1. Include the description of the initiatives below	1. Include the description of the initiatives below	1. Include the description of the initiatives below	1. Include the description of the initiatives below	1. Include the description of the initiatives below
*Promoting the replacement of Diesel and Gasoline fuel with natural gas through vehicle conversion in 2024. A total of COP 5,282,442,795 million was contributed and 10,428 vehicle units were converted. * Developing infrastructure to connect the turbo expander in Cogua to the electric grid to generate 1.2 MW for self-consumption and surpluses with non-conventional energy. A total of COP 1,608,786,361 were executed of in the project's progress in 2024. An investment of COP 1,594,104,358 is planned for 2025. *Rural Gasification: Three agreements were signed for rural gasification in communities within the area of influence to benefit 686 households by replacing the use of firewood with natural gas. A total of COP 588,793,492 was executed. *Industrial Reconversion: contributions of COP 133,018,458 were made to 6 industries through agreements signed in previous years for conversion to natural gas as an energy source for their industrial processes. *TGI participates in the structuring and formation of the Kandeo fund for renewing cargo vehicles for small carriers to dedicated vehicles. Contributions in 2024 amounted to COP 2,405,700,000, with expected contributions for 2025 of COP 5,631,300,000.	*ISO 50001 certification in energy efficiency at 15 locations with an investment of COP 250,651,600 corresponding to external consulting to update energy profiles and the certification process with Bureau Veritas. By 2025, it is expected to reach 16 certified locations with an investment of COP 34,500,000. *Friction-reducing agent pilot project to reduce energy losses due to friction in the TGI SNT and what it would imply in terms of reducing fuel gas consumption. In 2024, no investments were made. *Development of the pilot project to test zahroof valves technology to reduce the consumption of fuel gas. Investment of COP 205,018,884.	*Biogas Studies for a landfill solution in Bogotá. The development was led with contributions made by Swedfund and UAESP. *Biogas Solutions for isolated rural communities: 4 community kitchens were delivered in the rural area of Paez in Boyacá, with a total execution by 2024 amounting to COP 195,234,738 and a projection of COP 195,000,000 for 2025.	*Since 2020, work has been underway to migrate Heavy Vehicles to NGV by providing bonuses and fractioning of payments for NGV. Additionally, NGV savings - Direct Financing for the acquisition of vehicles continues expanding in Lima.	*Norte Chico Biodigesters Project and Granja Heidi Biodigesters Pilot Project. Maintenance was carried out and the efficiency to produce biol was validated, achieving: 41.6 tons of recovered waste (cow manure used in the biodigester). 1,090.2 m3 of biogas generated. 179.73 m3 of biol generated. Reduction of emissions by 45.87 TonCO2eq.o 2000 characters

Contugas			Electrodunas
Fuel Switching	Energy efficiency	Renewable Energy	Renewable Energy
CNG vehicles/ infrastructure Biogas and Biomethane	Information campaigns, audits, management measures.	Biogas and Biomethane	Biogas and Biomethane
1. Include the description of the initiatives below	1. Include the description of the initiatives below	1. Include the description of the initiatives below	1. Include the description of the initiatives below
Initiatives with strategic partners, such as Pluspetrol and FISE, to acquire a new heavy fleet through financing funds. Implementing complementary plans to FISE (Subsidy for converting light vehicles and three-wheelers) through cooperation agreements, such as ELD-Cálidda, allowing access to vehicle financing without access to FISE. In 2024, 1,707 conversions were made from a budget of 940 conversions. Incremental consumption in 2024 projects of 3.03 MMCFD	Campaign to promote the reduction of greenhouse gases by using natural gas, achieving incremental consumption in 2024 projects of 3.03 MMCFD.	Connecting with the natural gas distribution network in the Ica region to provide households with access to a cleaner and more cost-effective fuel. Enabled during 2024 - 13,978 new residential users.	*T Distributed Generation Plant located in the city of Ica, consisting of 2 single-cycle natural gas motor-generators. Installed power of 18.6 MW. *Pedregal Distributed Generation Plant, located in the city of Chincha. Composed of two natural gas simple cycle motor generators. Installed power of 18.6 MW. *Nasca Distributed Generation Plant, located in the city of Nasca. Composed of three natural gas simple cycle motor generators. Installed power of 9.9 MW.

Grupo Energía Bogotá

Energy Transition

GEB-64 New Business Opportunities (continued)

TGI	Cálidda	Electrodunas	
Renewable Energy	Renewable Energy	Energy management services, including: Cogeneration for industrial customers	Renewable Energy
1. Include the description of the initiatives below	1. Include the description of the initiatives below	1. Include the description of the initiatives below	1. Include the description of the initiatives below
*Study of materials for Hydrogen storage in collaboration with Universidad del Valle. A total of COP 117,665,262 was executed.	Installing 80 solar panels (ON GRID Photovoltaic Solar Energy System) at City Gate 2 station and 100 solar panels implemented at Chilca station in 2023, for a total of 48,647 Kwh of energy generated from the solar panels.	The Llipata Battery Energy Storage System (BESS) is located at the Llipata Substation in the city of Palpa. Capacity of 1 MW / 2 MWh, with a lifespan of 25 years. The system consists of 2 containers of 500 KW each. The initiative will allow reducing the overload at the Llipata substation during demand peaks, improving the stability of the electric network in the Palpa region, and decreasing operating costs related to the use of diesel generators during peaks. *The possibility of additional income by participating in ancillary service markets, such as frequency regulation and reserve.	*The Llipata photovoltaic solar plant is located at the Llipata substation in the city of Palpa. Installed power is 500 KWp, useful life of 25 years. The plant features 768 installed panels and two 225 KW three-phase inverters, preventing the emission of 675 Tn/year of CO2. *Ica Norte photovoltaic solar plant, located in the Electrodunas administrative offices in the city of Ica. Installed power is 122 KWp, useful life of 25 years. The plant features 297 installed panels and two 100 KW three-phase inverters, preventing the emission of 164 Tn/year of CO2.

Enlaza	Cálidda	Conecta
Renewable Energy	Energy efficiency	Renewable Energy
Others (specify)	Others (specify)	Others (specify)
1. Include the description of the initiatives below	1. Include the description of the initiatives below	1. Include the description of the initiatives below
*New electricity transmission assets for the integration of renewable energy sources into the National Interconnected System. GEB has the following projects: UPME Colectora allows the inclusion of 1,050 MW UPME Bonda allows the inclusion of approximately 1,787 MW UPME Southwestern Reinforcement allows the inclusion of approximately 164 MW UPME La Loma allows the inclusion of approximately 600 MW UPME Sogamoso and Chivor allow importing NCRES to the country's center	Project for self-generation of electricity from natural gas.	*Implementing Solar Panels in the substations of the South Pacific Ring (APS, for the Spanish original) for self-consumption in auxiliary services through a PPA contract. Madre Tierra substation, Annual generation of 96,035 kWh, savings GTQ 45,353.83 Pantaleón substation, Annual generation of 109,196 kWh, savings GTQ 44,658.58 La Unión substation, Annual generation of 145,569 kWh, savings GTQ 57,369.67 Santa Ana substation, Annual generation of 100,067 kWh, savings GTQ 39,135.67

Grupo Energía Bogotá

Energy Transition

GEB-65 Income from New Business Opportunities

	TGI	Cálidda	Contugas	Electrodunas	Business Group
Energy transition and low carbon development	2024	2024	2024	2024	2024
Currency	M COP	M COP	M COP	M COP	M COP
Renewable Energy					
Income from renewable energy products or services during 2024 (current year)	0.00	$ 34.33	$ 351,717.82	$ 55,429.14	$ 407,181.29
Biogas and Biomethane	0.00	0.00	$ 351,717.82	$ 55,269.73	$ 406,987.55
Renewable Energy	0.00	$ 34.33	0.00	$ 159.41	$ 193.74
Other	0.00	0.00	0.00	0.00	0.00
Percentage of income from renewable energy products and services in 2024	N/A	0.00%	100.00%	9.40%	8.86%
Fuel change-over					
Income from products or services related to fuel change during 2024 (current year)	0.00	$ 28,092.32	$ 16,272.27	0.00	$ 44,364.59
CNG vehicles/ infrastructure	0.00	$ 28,092.32	$ 16,272.27	0.00	$ 44,364.59
Heating, Ventilation, and Air Conditioning (HVAC) and appliances (including Micro -Combined Heat and Power, etc.)	0.00	0.00	0.00	0.00	0.00
Other	0.00	0.00	0.00	0.00	0.00
Percentage of income from fuel change products or services in 2024	N/A	0.77%	4.63%	0.00%	0.97%
Energy Efficiency					
Income from energy efficiency products or services during 2024 (current year)	0.00	$ 7,124.86	0.00	$ 724.74	$ 7,849.60
Information campaigns, audits, management measures.	0.00	0.00	0.00	0.00	0.00
Energy management services, including: Cogeneration for industrial customers	0.00	0.00	0.00	$ 724.74	$ 724.74
Other	0.00	$ 7,124.86	0.00	0.00	$ 7,124.86
Percentage of income from energy efficiency products and services in 2024	N/A	0.20%	0.00%	0.12%	0.17%
Total Income from New Market Opportunities	0.00	$ 35,252	$ 367,990	$ 56,154	$ 459,395
Total Business Income in 2024	0.00	$ 3,652,811.15	$ 351,717.82	$ 589,548.23	$ 4,594,077.20
Percentage of income from products and services from New market opportunities	N/A	0.97%	104.63%	9.52%	10.00%

▶ Explanatory Notes

Colombia
TGI - It is clarified that no income generated by the reported projects is reported due to the focus of the different projects in which TGI has made progress in energy transition matters, aiming to maintain a presence in the natural gas market and improve the presence in territories and the energy conditions of the communities in our area of influence. The conversion projects in which TGI participates are investments and contributions aimed at promoting and maintaining the demand for natural gas, ensuring the maintenance of transportation capacities contracted with the carriers, and therefore do not generate new income.

Peru
Electrodunas - Operating income generated by the commercial operation of the Thermal DGC Nasca, with a capacity of 9.9 MW, starting from October 2024.
Income derived from the commercial operation of the Llipata Photovoltaic Solar Plant, commenced in December 2023.

Grupo Energía Bogotá

Energy Transition

GEB-66 Current Investment Budget (Gas)

	TGI	Cálidda	Contugas	Business Group
Currency	M COP	M COP	M COP	M COP
Renewable Energy				
Investment in renewable energy in 2024 (current year)	$ 312.90	$ 433.77	$ 23,358.84	$ 24,105.51
Biogas and Biomethane	$ 195.23	$ 97.92	$ 23,358.84	$ 23,652.00
Renewable Energy	$ 117.67	$ 335.85	0.00	$ 453.51
Other	0.00	0.00	0.00	0.00
Total subsidiary investment in 2024 (current year)	$ 185,605.47	$ 433.77	$ 23,684.55	$ 209,723.79
Percentage of investment in renewable energy in 2024	0.17%	100.00%	98.62%	11.49%
Investment budget in renewable energy for 2025	$ 150.00	$ 195.63	$ 23,358.84	$ 23,704.47
Biogas and Biomethane	$ 150.00	$ 12.42	$ 23,358.84	$ 23,521.26
Renewable Energy	0.00	$ 183.21	0.00	$ 183.21
Other	0.00	0.00	0.00	0.00
Budget for the total subsidiary investment in 2025	$ 298,822.28	$ 545.67	$ 23,684.55	$ 323,052.50
Percentage of investment budget in renewable energy for 2025	0.05%	35.85%	98.62%	7.34%
Fuel change-over				
Investment in fuel change in 2024 (current year)	$ 10,018.74	$ 228.00	0.00	$ 10,246.74
CNG vehicles/ infrastructure	$ 7,688.14	$ 228.00	0.00	$ 7,916.14
Heating, Ventilation, and Air Conditioning (HVAC) and appliances (including Micro-Combined Heat and Power, etc.)	0.00	0.00	0.00	0.00
Other	$ 2,330.60	0.00	0.00	$ 2,330.60
Total subsidiary investment in 2024 (current year)	$ 185,605.47	0.00	0.00	$ 185,605.47
Percentage of investment in fuel change in 2024	5.40%	0.00%	0.00%	5.52%
Investment budget for fuel change in 2025	$ 7,225.40	0.00	0.00	$ 7,225.40
CNG vehicles/ infrastructure	$ 5,631.30	0.00	0.00	$ 5,631.30
Heating, Ventilation, and Air Conditioning (HVAC) and appliances (including Micro-Combined Heat and Power, etc.)	0.00	0.00	0.00	0.00
Other	$ 1,594.10	0.00	0.00	$ 1,594.10
Budget for the total subsidiary investment in 2025	$ 298,822.28	0.00	0.00	$ 298,822.28
Investment budget percentage for fuel change in 2025	2.42%	0.00%	0.00%	2.42%
Energy Efficiency				
Investment in energy efficiency in 2024 (current year)	$ 455.67	0.00	0.00	$ 455.67
Information campaigns, audits, management measures.	$ 250.65	0.00	0.00	$ 250.65
Energy management services, including: Cogeneration for industrial customers	0.00	0.00	0.00	0.00
Other	$ 205.02	0.00	0.00	$ 205.02
Total subsidiary investment in 2024 (current year)	$ 185,605.47	0.00	0.00	$ 185,605.47
Percentage of investment in Energy Efficiency in 2024	0.25%	0.00%	0.00%	0.25%
Investment budget for energy efficiency in 2025	$ 34.50	0.00	0.00	$ 34.50
Information campaigns, audits, management measures.	$ 34.50	0.00	0.00	$ 34.50
Energy management services, including: Cogeneration for industrial customers	0.00	0.00	0.00	0.00
Other	0.00	0.00	0.00	0.00
Budget for the total subsidiary investment in 2025	$ 298,822.28	0.00	$ 238,927.24	$ 537,749.52
Percentage of investment budget in energy efficiency in 2025	0.01%	0.00%	0.00%	0.01%

GEB-67 Smart Metering Penetration

	Electrodunas	
Smart meters	2023	2024
Number of smart meters installed	2,690	2,690
Total number of meters	270,915	279,197
Percentage of smart meters in distribution network	0.99%	0.96%

▶ Explanatory Notes

The data "Percentage of smart meters in distribution network" is adjusted to 0.99% for 2023.


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(SAS B IF-GU-000.C) Length of Transmission and Distribution Lines

ENERGY

	Enlaza				Electrodunas				Conecta				Business Group			
INDICATOR	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Total length of the electricity distribution network (km)	N/A	N/A	N/A	N/A	5715	5887	5978	6070	N/A	N/A	N/A	N/A	5715	5887	5978	6070
Total length of the electricity transmission network (km)	1,690	2,238	2,323	2,501	372	372	372	377	421	567	595	628	2,483	3,177	3,290	3,506

GAS

	TGI				Cálidda				Contugas				Business Group			
INDICATOR	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Total length of the gas distribution network (km)	N/A	N/A	N/A	N/A	14,394	15,935	19,018	18,163	1,775	1,836	2,119	2,268	16,169	17,771	21,137	20,431
Total length of the gas transportation network (km)	4,033	4,033	4,033	4,033	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4,033	4,033	4,033	4,033
Total gas transported through the available infrastructure (MMSCFD).	480	496	484	488	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	480	496	484	488

GEB-32 SAIDI - System Average Interruption Duration Index

	2022	2023	2024
System Average Interruption Duration Index (SAIDI) Transmission	8.21	11.43	6.86
System Average Interruption Duration Index(SAIDI) Distribution	15.3	15	17.6

▶ Explanatory Notes

1. The SAIDI data for the Transmission Network corresponds to Enlaza's transmission business in Colombia.
2. The SAIDI data for the Distribution Network corresponds to Electrodunas' electricity distribution business in Peru.

(SASB IF-EU-000.E) Total Wholesale Electricity Purchased - Megawatt Hours (MWh)

	Electrodunas			
	2021	2022	2023	2024
Total Wholesale Electricity Purchased (MWh)	895,124.10	990,736.50	1,099,693.33	1,147,849.28

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(SASB F-EU-000.A) Number of Customers: (1) Residential, (2) Commercial, and (3) Industrial Served

(SASB F-EU-000.B) Total Electricity Supplied to: (1) residential clients, (2) commercial clients, (3) industrial clients, (4) all other retail clients, and (5) wholesale clients.

(SASB IF-GU-000.B) Quantity of Natural Gas Supplied (MMBtu)

(SASB IF-EU-000.A) Number of Natural Gas Customers Supplied (MMBtu)

(SASB EM-MD-000.A) Metric Tons of Natural Gas over Total Kilometers (Ton/km)

ENERGY

	Electrodunas			
Megawatt hours (MWh) supplied	**2021**	**2022**	**2023**	**2024**
The total electricity supplied to residential customers	277,792.9	280,027.7	302,333.5	315,757.9
The total electricity supplied to commercial customers	69,996.3	79,014.4	80,314.7	83,880.9
The total electricity supplied to industrial customers	N/A	N/A	N/A	N/A
The total electricity supplied to all other retail customers	28,942.6	29,773.4	30,906.2	32,317.7
The total electricity supplied to wholesale customers.	373,902.7	441,150.1	523,798.7	568,204.4

	Electrodunas			
INDICATOR: Number of Customers	**2021**	**2022**	**2023**	**2024**
Number of residential customers	269,453.0	277,793.0	249,410.0	252,855.0
Number of commercial customers	70,914.0	69,996.0	20,383.0	25,961.0
Number of industrial customers	N/A	N/A	Not applicable	Not Applicable
Number of other retail customers	28,226.0	28,943.0	316.0	344.0
Number of Wholesale Customers	332,252.0	373,903.0	1,775.0	1,774.0

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Continued:

- (SASB F-EU-000.A) Number of Customers: (1) Residential, (2) Commercial, and (3) Industrial Served
- (SASB F-EU-000.B) Total Electricity Supplied to: (1) residential clients, (2) commercial clients, (3) industrial clients, (4) all other retail clients, and (5) wholesale clients.
- (SASB IF-GU-000.B) Quantity of Natural Gas Supplied (MMBtu)
- (SASB IF-EU-000.A) Number of Natural Gas Customers Supplied (MMBtu)
- (SASB EM-MD-000.A) Metric Tons of Natural Gas over Total Kilometers (Ton/km)

GAS

	TGI				Cálidda				Contugas			
INDICATOR: MILLION BRITISH THERMAL UNITS (MMBTU) OF NATURAL GAS	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Amount of natural gas supplied to residential clients	0	0	0	97,454,187	6,634,180	7,317,723	8,265,968	9,018,199	379,571	393,200	422,105	520,525
Amount of natural gas supplied to commercial clients	13,523,589	21,104,550	13,028,890	10,959,124	1,792,819	2,251,205	2,804,753	3,595,014	65,155	79,246	88,633	108,627
Amount of natural gas supplied to industrial clients	102,385,423	93,868,975	134,015,649	97,240,711	50,426,635	55,477,306	51,006,724	53,970,635	8,989,179	9,608,143	9,263,383	9,335,355
Amount of natural gas supplied transferred to third parties	42,655,905	44,786,453	45,514,876	71,633,235	68,448,304	192,248,495	219,483,603	N/A	4,093,954	0	0	0
Total Natural Gas Supplied (MMBtu)	158,564,917	159,759,978	192,559,415	277,287,257	127,301,938	257,294,729	281,561,048	66,583,848	13,527,859	10,080,589	9,774,121	9,964,507
Total Natural Gas Supplied (Tons)	4,024,906.99, 3	3,600,859.13	4,888,535.54	7,040,323	4,462,782	5,061,756	5,539,146.98	8,275				195,858

	TGI				Cálidda				Contugas				Business Group			
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
INDICATOR: METRIC TONS OF NATURAL GAS PER KILOMETER (TON/KM)	998.0	892.8	1,212.1	1,746	310.0	317.7	330.0	N/A	120.6	119.0	90.6	86	1,428.6	1,329.5	1,632.7	1,832

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(SASB IF-GU-240a.1) Average rate of gas grouped by million British thermal units (MMBTU) of gas supplied to retail customers

(SASB IF-GU-240a.2) Typical monthly gas bill for residential clients for (1) 50 MMBTU and (2) 100 MMBTU of gas supplied per year

(SASB IF-GU-240a.3) Number of residential gas clients whose service was disconnected due to non-payment; percentage of services reestablished within 30 days

(SASB IF-GU-420a.1) Percentage of gas utility revenues from rate structures that (1) are decoupled, or (2) contain a loss of revenues adjustment mechanism (LRAM)

(SASB IF-GU-240a.4) Analysis of External Factors' Impact on Gas Affordability for Customers, Including Economic Conditions in the Service Area

	Cálidda				Contugas			
Average retail gas rate for clients:	2021	2022	2023	2024	2021	2022	2023	2024
Currency (select the reporting currency)	USD	USD	USD		USD	USD	USD	
Residential	$ 12.98	$ 11.98	$ 12.35	$ 12.62	N/A	$ 11.68	$ 12.28	$ 12.63
Commercial	$ 7.99	$ 8.41	$ 9.02	$ 8.51	N/A	$ 9.18	$ 9.68	$ 10.15
Industrial	$ 6.36	$ 6.56	$ 7.06	$ 6.84	N/A	$ 6.44	$ 6.89	$ 7.26
Only transportation services	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Others (specify) (Generation)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Typical monthly gas bill for the first 50 MMBTU of gas supplied to residential clients per year	N/A	N/A	N/A	N/A	N/A	$ 4.85	$ 4.35	$ 3.69
Typical monthly gas bill for the first 100 MMBTU of gas supplied to residential clients per year	N/A	N/A	N/A	N/A	N/A	$ 5.67	$ 4.59	$ 4.24
Number of residential gas clients whose service was disconnected due to non-payment; percentage of services reestablished within 30 days	N/A	N/A	N/A	N/A	$ 17.285.00	$ 15.059.00	$ 29.414.00	$ 24,984.00
Percentage of disconnected clients whose service was reconnected within 30 days	N/A	N/A	N/A	N/A	74%	88%	80%	77%
Percentage of gas utility revenues from rate structures that are decoupled	50%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Percentage of gas utility revenues from rate structures that contain a loss of revenues adjustment mechanism (LRAM)	-	-	-	$ -	N/A	N/A	N/A	N/A

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Continued:

- (SASB IF-GU-240a.1) Average rate of gas grouped by million British thermal units (MMBTU) of gas supplied to retail customers
- (SASB IF-GU-240a.2) Typical monthly gas bill for residential clients for (1) 50 MMBTU and (2) 100 MMBTU of gas supplied per year
- (SASB IF-GU-240a.3) Number of residential gas clients whose service was disconnected due to non-payment; percentage of services reestablished within 30 days
- (SASB IF-GU-420a.1) Percentage of gas utility revenues from rate structures that (1) are decoupled, or (2) contain a loss of revenues adjustment mechanism (LRAM)
- (SASB IF-GU-240a.4) Analysis of External Factors' Impact on Gas Affordability for Customers, Including Economic Conditions in the Service Area

	Cálidda	Contugas
Economic conditions in the service territory	The distribution tariff is regulated by Osinergmin	The Human Development Index (HDI) of the Ica region in 2022 was 0.839, showing an increase compared to 2020. It was classified at a medium-high level in terms of quality of life and development opportunities. The region's main economic activities are: Extraction of oil, gas, and minerals Construction Trade Accommodation and restaurants Manufacturing Agricultural Other services The Ica region has a WAP of 500,000 workers. 62.9% of the employed WAP workers are dedicated to agricultural activities and services. According to the Peruvian Institute of Economy, Ica grew by 2.6% in the third quarter of 2024, below the national growth rate of 3.8%. However, this percentage was lower than the national growth (3.8%), which placed Ica in the 14th position out of 24 regions. The growth of Ica's economy was driven by the fishing sector (+34.1%), construction (+20.5%), transportation (+5.7%), and manufacturing (+4.1%). This was partially offset by the negative performance of the agricultural sector (-7.1%) and the mining and hydrocarbons sector (-6.7%). The construction sector, which contributes 9.9% to Ica's GDP, grew by 20.5%. The transportation sector, which accounts for 5.3% of the regional GDP, grew by 5.7%, driven by land transportation related to National Holiday celebrations and the Santa Rosa de Lima holiday. Moreover, the sector expanded due to the increased public use of maritime freight transportation. The fishing sector, which represents 0.5% of Ica's GDP, grew by 34.1% due to the increased landing of marine species for direct human consumption at the ports of Pisco and Tambo de Mora. The mining and hydrocarbons sector, representing 23.8% of the region, contracted due to lower copper production (-19.6%). The agricultural sector, contributing 14.9% of the region's GDP, declined in the third quarter due to lower production of crops aimed at the external market.
Frequency	The tariff validity period is four years	Regulations that modify the rates against the company Adverse public policies
Magnitude (select)		Critical
Trend of the factor effect on the affordability of gas (select)		Increasing
Risks	The setting of rates carries regulatory risk by the regulator, who, despite following a normative process in tariff studies, approves them.	Lack of payment of gas bills by some customers who are most affected by climate emergencies Less income Adverse financial effects
Opportunities	None	Promote regulations that benefit the business, increased visibility in the media

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(SASB IF-GU-540a.1) Number of (1) Pipeline Incident Reports, (2) Corrective Action Orders (CAO), and (3) Notices of Potential Violations (NOPV).

(SASB IF-GU-540a.3) Percentage of (1) transmission pipelines and (2) gas distribution pipelines inspected.

	TGI				Cálidda				Contugas				Business Group			
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Number of incidents to report on gas pipelines	19	19	12	4	N/A	N/A	3	1084	N/A	N/A	N/A	0	19	19	15	1088

	Cálidda			
	2021	2022	2023	2024
Number of reportable incidents in substations	N/A	N/A	N/A	1

	Cálidda			
	2021	2022	2023	2024
Number of PHMSA corrective action orders (CAO)	0	0	0	6
Number of Notices of Possible Violations (NOPV)	0	0	0	0

Explanatory Notes

There were no reportable incidents at substations for TGI or Contugas. Therefore, there were no corrective actions.

	TGI	Cálidda	Contugas
	2024	2024	2024
Percentage of natural gas pipelines inspected	4,550 km of gas pipelines inspected from the rights of way (ROW)	11.4% ECDA 3.3% DG-ICDA 0% ILI 100% PH	100%

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GEB-33 Customer Privacy Information

	TGI		Cálidda		Contugas		Electrodunas		Business Group	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Total number of customers	42	42	1,782,596	1,965,520	89,547	103,496	271,631	280,934	2,143,816	2,349,992
Customers whose data is used for secondary purposes	-	-	421,323	497,134	-	-	129,885	122,799	551,208	619,933
Percentage of clients whose data is used for secondary purposes	0%	0%	24%	25%	0%	0%	48%	34%	26%	26.3%

GEB-34 Electric Energy Transmission and Distribution Losses

	2022	2023	2024
Energy transmission losses (%)	1.61	1.58	1.36
Energy distribution losses (%)	8.9	7.09	9.08

▶ Explanatory Notes

1. Transmission losses correspond to Enlaza's business.
2. Distribution losses correspond to Electrodunas' business.

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GEB-35 Gas Leak Rate

	TGI				Cálidda				Contugas				Business Group			
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Leaks in natural gas transport (%)	1.29	1.01	1.38	0.65	-	-	-	-	-	-	-	-	1.29	1.01	1.38	0.65
Network kilometers	-	-	-	-	14,394.00	15,935.00	19,018.00	18,163.00	1,775.00	1,836.00	2,119.00	2,268.15	16,169.00	17,771.00	21,137.00	20,431.15
% of total network kilometers	-	-	-	-	89%	90%	90%	100%	11%	10%	10%	7%	100%	100%	100%	100%
Leaks in distribution	-	-	-	-	0.00	0.00	0.00	0.03	0.054	0.197	0.003	0.00	0.057	0.023	0.003	0.03

GEB-36 Customer Satisfaction

	TGI					Electrodunas				
Satisfaction measurement	2021	2022	2023	2024	Goal for 2024	2021	2022	2023	2024	Goal for 2024
NPS	77%	82%	88%	80%	80%	N/A	N/A	79%	78%	70%
Data coverage				100%						

	Cálidda					Contugas				
Satisfaction measurement	2021	2022	2023	2024	Goal for 2024	2021	2022	2023	2024	Goal for 2024
Satisfied Clients	43%	47%	61%	63%	61%	83%	81%	78%	74%	82%
Data coverage	100%	100%	100%	100%		1,318	476	516	519	

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(SASB IF-EU-550a.1) Number of Non-compliance Incidents with Physical or Cybersecurity Standards or Regulations.

	Enlaza	TGI	Cálidda	Contugas
Standard	N/A	No breaches or non-conformity incidents have been reported.	In 2024, no cybersecurity or physical safety incidents have been reported.	The organization bases its safety management on the NIST Cybersecurity Framework (NIST CSF), which provides a comprehensive approach to govern, identify, protect, detect, respond, and recover from cyber risks. Moreover, we comply with the Personal Data Protection Law in Peru (Law No. 29733), guaranteeing the adequate protection of personal data under our management. In the case of physical safety: Incidents related to physical safety must not occur.
Defaults cases	N/A	No breaches or non-conformity incidents have been reported.	In 2024, no cybersecurity or physical safety incidents have been reported.	There were no recorded cases of non-compliance related to the implemented cybersecurity standards during the reported period. A physical safety event was reported. In case of physical safety, the following case was reported: Intrusion by scaling at CTGS Chincha warehouse on 04.11.24. No damages or theft of materials reported.
Mitigation actions	N/A	N/A	In 2024, no cybersecurity or physical safety incidents have been reported.	Although no violations were recorded, periodic reviews of policies, staff training, continuous threat monitoring, and internal audits were conducted to ensure compliance with standards and prevent incidents. The mitigation actions in the case of physical safety were: The incident highlighted the need to reinforce the perimeter security and lighting in critical areas. That is why the perimeter fence was reinforced with wire, and lamps and the internal light post were replaced.

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GEB-37 Availability of Energy Distribution Assets (%)

GEB-38 Availability of Gas Transportation Assets (%)

GEB-39 Maintenance Plan Performance (%)

GEB-39 Maintenance Plan Performance (%)

GEB-40 Availability of Compression Stations for Gas Transportation (%)

ENERGY

	Enlaza				Electrodunas				Conecta				Business Group			
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Availability of electricity transmission assets (%)	99.95	99.91	99.87	99.9	100.00	99.91	99.79	99.8	100.00	100.00	100.00	100.0	99.98	99.94	99.89	99.90
Maintenance plan performance (%)	100	100	98.92	98.9	91.31	84.5	91.80	98.1	97.1	99.99	99.64	98.0	96.14	94.83	96.79	98.33

GAS

	TGI				Cálidda				Contugas				Business Group			
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Availability of gas transportation assets (%)	97.80	99.93	99.76	100.0	100.00	100.00	100.00	100.0	100.00	100.00	100.00	100.0	99.27	99.98	99.92	100.00
Maintenance plan performance (%)	98.3	98.1	99.00	93.1	98.8	98.7	97.00	98.5	100	100	100.00	100.0	99.03	98.93	98.67	97.21

	TGI			
	2021	2022	2023	2024
Availability of compression stations for gas transportation (%)	97.8	96.4	96.1	95.7%

▶ Explanatory Notes

TGI: The percentage of maintenance plan performance for the zonal operation and maintenance departments was the following:
- South West Zone: 96.4%
- Central East Zone: 89.0%
- Northern Zone: 94.0%

The progress is averaged

GLOSSARY

A

ANDI: National Business Association of Colombia
ESG: Environmental, Social, and Governance

B

BAU: Business As Usual

C

CCPS: Center for Chemical Process Safety
CDP: Carbon Disclosure Project
IFC: International Finance Corporation
CIER: Regional Energy Integration Commission
CNO: National Council of Operations
CIER: Regional Energy Integration Commission
COSO: Committee of Sponsoring Organizations of the Tread-way Commission
CSA: Corporate Sustainability Assessment
CSC: Corporate Synergies Center

D

HR: Human Rights
DEI: diversity, equity, and inclusion

E

EFRAG: European Sustainability Reporting Guidelines
NCRE: non-conventional renewable energy
ESRS: European Sustainability Reporting Standards

F

FPWMD: Financing the Proliferation of Weapons of Mass Destruction

G

GHG: greenhouse gas
NGV: Natural Gas Vehicles
GRI: Global Reporting Initiative

I

R&D&I: research, development and innovation
AI: artificial intelligence
ICMA: International Capital Market Association
ICME: Corporate Emissions Mitigation Indicator
IPBES: Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services: Scientific panel assessing the global ecosystem and biodiversity crisis.
IROs: Impacts, Risks and Opportunities
ISAE: International Standard on Assurance Engagements
IUCN: International Union for Conservation of Nature: Global organization leading the conservation of biodiversity.

M

ML/TF: money laundering and terrorist financing
LEAP: locate, evaluate, analyze, and prepare for disclosure
LTIFR: Lost Time Injury Frequency Rate
LTIFR: lost time injury frequency rate

M

ML: machine learning
MORC:critical risk operational minimums
MTE: measurement of enterprise transparency

N

NIST: National Institute of Standards and Technology
NDC: Nationally Determined Contributions
IFRS: International Financial Reporting Standards
NIST: National Institute of Standards and Technology

O

OCAI: Organizational Culture Assessment Instrument
OECD: Organisation for Economic Co-operation and Development
SDGs: Sustainable Development Goals
ILO: International Labour Organization
OT: operational technology

P

PBGHG: Brazilian GHG Protocol Program
CSP: Corporate Strategic Plan
PEP:politically exposed persons

R

ROIC: return on invested capital

S

SASB: Sustainability Accounting Standards Board
SBTN: Science Based Targets Network
ICS: Internal Control System
SFC: Financial Superintendence of Colombia
SOC: Security Operations Center
SIN: National Interconnected System
SOFR: Secured Overnight Financing Rate
SOX: Sarbanes Oxley Act
PS: Process Safety
SROI Social Return on Investment
OSH: Occupational Safety and Health

T

TCFD: Task Force on Climate-Related Financial Disclosures
IT: information technologies
TNFD: Taskforce on Nature-related Financial Disclosures

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En Grupo es Mejor