

Key Performance Indicators 2022



Operational & Financial Performance

| | UNITS | 2022 | 2021 | 2020 | 2019 | GRI | IPECA | SASB |
|--|---------------------|-----------|-----------|-----------|-----------|----------------------|-------|--------------|
| Net Annual Hydrocarbons Production | MMBOE | 12.01 | 11.81 | 11.09 | 9.32 | 2-6 | N/A | EM-EP-000.A |
| Natural Gas | Bcf | 67.37 | 66.43 | 62.63 | 52.39 | 2-7 | N/A | EM-EP-000.A |
| Oil | MMBOE | 0.19 | 0.31 | 0.35 | 0.44 | 2-7 | N/A | EM-EP-000.A |
| Revenues, Net of Royalties and Transportation Expenses | Millions of Dollars | \$ 274.20 | \$ 275.70 | \$ 246.80 | \$ 219.50 | 201-1 (11-14, 11-21) | N/A | EM-EP-420a.4 |
| CAPEX | Millions of Dollars | \$ 161.20 | \$ 99.90 | \$ 84.00 | \$ 100.50 | 201-1 (11-14, 11-21) | N/A | EM-EP-420a.4 |
| Adjusted EBITDAX | Millions of Dollars | \$ 212.90 | \$ 194.40 | \$ 187.59 | \$ 167.50 | 201-1 (11-14, 11-21) | N/A | EM-EP-420a.4 |
| Adjusted Funds from Operations | Millions of Dollars | \$ 94.60 | \$ 153.80 | \$ 145.10 | \$ 124.90 | 201-1 (11-14, 11-21) | N/A | EM-EP-420a.4 |
| Cash and Cash Equivalents | Millions of Dollars | \$ 58.50 | \$ 138.50 | \$ 68.30 | \$ 41.20 | 201-1 (11-14, 11-21) | N/A | EM-EP-420a.4 |
| Working Capital Surplus | Millions of Dollars | \$ -22.60 | \$ 148.10 | \$ 73.40 | \$ 50.70 | 201-1 (11-14, 11-21) | N/A | EM-EP-420a.4 |
| Net Debt | Millions of Dollars | \$ 573.40 | \$ 409.60 | \$ 341.80 | \$ 342.30 | 201-1 (11-14, 11-21) | N/A | EM-EP-420a.4 |

Direct Economic Value Generated and Distributed

EM-EP-420a.4

| | | | | | | | | |
|---|---------------------|-----------|-----------|-----------|--|-------|-----|--------------|
| Revenues | Millions of Dollars | \$ 388.40 | \$ 358.30 | \$ 324.90 | | 201-1 | N/A | EM-EP-420a.4 |
| Operating Costs | Millions of Dollars | \$ 256.60 | \$ 184.30 | \$ 147.50 | | 201-1 | N/A | EM-EP-420a.4 |
| Employee Wages and Benefits | Millions of Dollars | \$ 32.70 | \$ 30.60 | \$ 34.70 | | 201-1 | N/A | EM-EP-420a.4 |
| Payments to Providers of Capital | Millions of Dollars | \$ 74.70 | \$ 69.60 | \$ 64.20 | | 201-1 | N/A | EM-EP-420a.4 |
| Taxes | Millions of Dollars | \$ 111.20 | \$ 29.90 | \$ 30.80 | | 201-1 | N/A | EM-EP-420a.4 |
| Royalties | Millions of Dollars | \$ 50.70 | \$ 46.30 | \$ 43.50 | | 201-1 | N/A | EM-EP-420a.4 |
| Community Investments (Voluntary Contributions) | Millions of Dollars | \$ 0 | \$ 0.50 | \$ 1.00 | | 201-1 | N/A | EM-EP-420a.4 |
| Community investments (Contractual Contributions) | Millions of Dollars | \$ 2.40 | \$ 3.20 | \$ 2.70 | | 201-1 | N/A | EM-EP-420a.4 |
| Total Environmental expenditures | Millions of Dollars | \$ 2.40 | \$ 1.40 | \$ 1.60 | | 201-1 | N/A | EM-EP-420a.4 |
| Environmental CAPEX | Millions of Dollars | \$ 1.8 | | | | | | |
| Environmental OPEX | Millions of Dollars | \$ 0.6 | | | | | | |

ESG Priorities

| ENVIRONMENT | UNITS | 2022 | 2021 | 2020 | 2019 | GRI | IPECA | SASB |
|---|-------------|---------------|---------------|---------------|---------------|--------------|--------------|------|
| CLIMATE | | | | | | | | |
| GHG Intensity | | | | | | | | |
| Total Greenhouse Gas Intensity per Production | kg CO2e/BOE | 6.44 | 4.24 | 2.21 | 2.95 | 305-4 | CCE-4 | |
| Greenhouse Gases | | | | | | | | |
| Carbon Dioxide (CO2) | tCO2e | 48,129 | 29,593 | 21,013 | 16,424 | 305-1 | CCE-4 | |
| Methane (CO2 equivalent) | tCO2e | 18,253 | 20,182 | 3,034 | 10,517 | 305-1 | CCE-4 | |
| Nitrous Oxide (CO2 equivalent) | tCO2e | 24 | 15 | 10 | 8 | 305-1 | CCE-4 | |
| Total Greenhouse Gases | tCO2e | 66,406 | 49,790 | 24,057 | 26,949 | 305-1 | CCE-4 | |

| ENVIRONMENT | UNITS | 2022 | 2021 | 2020 | 2019 | GRI | IPECA | SASB |
|--|---------|---------------|---------------|---------------|---------------|--------------|--------------|--------------|
| CLIMATE | | | | | | | | |
| Scope 1 Emissions | | | | | | | | |
| Flaring | tCO2e | 6,386 | 3,372 | 6,033 | | 305-1 | CCE-4 | EM-EP 110a.1 |
| Combustion | tCO2e | 41,865 | 26,311 | | | 305-1 | CCE-4 | EM-EP 110a.1 |
| Fugitive | tCO2e | 18,54 | 20,132 | 60 | | 305-1 | CCE-4 | EM-EP 110a.3 |
| Other | tCO2e | 204 | 5 | | | 305-1 | CCE-4 | EM-EP 110a.4 |
| Total Scope 1 Emissions | tCO2e | 66,609 | 49,820 | 23,977 | 26,490 | 305-1 | CCE-4 | EM-EP 110a.1 |
| Total Indirect (Scope 2) GHG Emissions from Purchased or Acquired Electricity, Steam, Heat, and Cooling | tCO2e | 22.56 | 25 | 46 | 52 | | | |
| Methane | | | | | | | | |
| Total Methane emissions (CH4) | tonnes | 654.22 | 721 | 108 | 385 | 305-2 | | EM-EP 110a.1 |
| Other Air Emissions | | | | | | | | |
| Nitrogen Oxides (NOx) | tonnes | 980 | 587.57 | 494.57 | 763.28 | 305-7 | ENV-5 | EM-EP 120a.1 |
| Sulfur Oxides (SOx) | tonnes | 0 | 5.95 | 0.0 | 3.05 | 305-7 | ENV-5 | EM-EP 120a.1 |
| Volatile Organic Compounds* | tonnes | 0 | 0 | 0 | | | | |
| Particulate Matter (PM) | tonnes | 17 | 8.25 | 0.2 | 3.93 | 305-7 | ENV-5 | EM-EP 120a.1 |
| *Canacol's activities do not generate Volatile organic compounds (VOCs) | | | | | | | | |
| Energy Use | | | | | | | | |
| Energy Intensity | kWh/BOE | 113 | | | | 302.1 | CCE-6 | |
| Combustion Energy | MWh | 0 | | | | 302.1 | CCE-4 | |
| Renewable sources | MWh | 373 | | | | 302.1 | CCE-4 | |
| Non-renewable sources | MWh | 13,041 | | | | 302.1 | CCE-4 | |
| Imported Electricity | MWh | 0 | | | | | | |
| Total Energy Consumption | MWh | 13,414 | | | | 302.1 | CCE-6 | |
| Total Non-renewable and Renewable Energy Consumption in Gas Fields | MWh | 13,414 | 7,812 | 3,281 | 2,670 | 302.2 | CCE-6 | |
| Non-Renewable Energy Consumed: Diesel | MWh | 0 | 140 | 78 | 450 | 302.2 | CCE-6 | |
| Non-Renewable Energy Consumed: Natural Gas | | 13,041 | 7,423 | 2,884 | 1,877 | 302.2 | CCE-6 | |
| Renewable Energy Consumed: Solar | MWh | 373 | 57 | 43 | 18 | 302.2 | CCE-6 | |
| Electricity Purchased for Consumption: Hydroelectric | MWh | 0 | 192 | 276 | 325 | 302.2 | CCE-6 | |
| Energy Intensity Ratio for Gas Operations | kWh/BOE | 113 | 0.66 | 0.30 | 0.29 | 302.2 | CCE-6 | |

| ENVIRONMENT | UNITS | 2022 | 2021 | 2020 | 2019 | GRI | IPECA | SASB |
|--|----------------------------------|------------------|------------------|--------------|-------------|--------------|--------------|---------------------|
| CLIMATE | | | | | | | | |
| Non-Renewable Energy Consumption in Rancho Hermoso | MWh | 12,668 | 10,727 | 9,660 | | 302.2 | CCE-6 | |
| Total Scope 1 GHG Emissions in Rancho Hermoso | tCO2e | 18,399 | 15,051 | | | 302.2 | CCE-6 | |
| Stationary Combustion | tCO2e | 13,022 | 10,516 | | | 302.2 | CCE-6 | |
| HFC from Air Conditioning and Refrigeration Use | tCO2e | 25.6 | 2 | | | 302.2 | CCE-6 | |
| Estimated Fugitive Emissions | tCO2e | 4,318 | 3,787 | | | 302.2 | CCE-6 | |
| Total Scope 2 - Location Based | tCO2e | 22.56 | 25 | | | 302-2 | CCE-4 | |
| Total Scope 3 | tCO2e | 3,442,919 | 3,950,835 | | | 302-3 | CCE-4 | |
| Total Energy Consumption per Operational Sites (Natural Gas, Diesel, Hydro, Solar) | MWh | 13,414 | 7,812 | | | 302.1 | CCE-6 | |
| LNG Production Plant (Natural Gas) | MWh | 8,833 | 4,401 | | | 302.1 | CCE-6 | |
| Natural Gas Production Plants (Natural Gas) | MWh | 4,208 | 3,022 | | | 302.1 | CCE-6 | |
| Gathering Compressor Stations (Diesel) | MWh | 0 | 140 | | | 302.1 | CCE-6 | |
| Well Sites/Production Facilities (Solar) | MWh | 172 | 57 | | | 302.1 | CCE-6 | |
| Headquarters (Hydro) | MWh | 201 | 192 | | | 302.1 | CCE-6 | |
| Total Energy Consumption per Operational Sites (Natural Gas, Diesel, Hydro, Solar) | percentage | | | | | 302.1 | CCE-6 | |
| LNG Production Plant (Natural Gas) | percentage | 66% | 56% | | | 302.1 | CCE-6 | |
| Natural Gas Production Plants (Natural Gas) | percentage | 31% | 39% | | | 302.1 | CCE-6 | |
| Gathering Compressor Stations (Diesel) | percentage | 0% | 2% | | | 302.1 | CCE-6 | |
| Well Sites/Production Facilities (Solar) | percentage | 1% | 1% | | | 302.1 | CCE-6 | |
| Headquarters (Hydro) | percentage | 1% | 2% | | | 302.1 | CCE-6 | |
| Total Energy Consumption by Operative Activities and Source in Rancho Hermoso (Non-Renewable Fuel Consumed) | MWh | 12,668 | 10,727 | 9,660 | | | CCE-6 | |
| WATER | | | | | | | | |
| Total Fresh Water Withdrawal | thousands of cubic meters | 62.20 | 46.80 | 29 | 29.6 | 303.3 | ENV-1 | EM-EP 140a.1 |
| Surface water | thousands of cubic meters | 0.0 | 0.0 | 1.7 | 1.7 | 303.3 | ENV-1 | |
| Ground water | thousands of cubic meters | 10.26 | 3.4 | 0.0 | 2.2 | 303.3 | ENV-1 | |
| Municipal water supplies | thousands of cubic meters | 51.9 | 43.8 | 27.3 | 25.7 | 303.3 | ENV-1 | |
| Fresh Water Withdrawn in Regions with High Baseline Water Stress ¹ | percentage | 0% | 0% | 0% | 0% | 303.3 | ENV-1 | |
| Total Fresh Water Consumed² | thousands of cubic meters | 63.09 | 47.60 | 29 | 29.6 | 303.5 | ENV-1 | |
| Rain water | thousands of cubic meters | 0.92 | 0.8 | 0 | 0 | 303.5 | ENV-1 | |
| Fresh water recycled or reused | thousands of cubic meters | 9.50 | | | | 303.5 | ENV-1 | |
| Fresh Water Consumed in Regions with High Baseline Water Stress ¹ | percentage | 0% | 0% | 0% | 0% | 303.5 | ENV-1 | |
| Non-Fresh Water Withdrawn ³ | thousands of cubic meters | | | | | 303.5 | ENV-1 | EM-EP 140a.1 |

| ENVIRONMENT | UNITS | 2022 | 2021 | 2020 | 2019 | GRI | IPECA | SASB |
|--|----------------------------------|---------------|---------------|----------------|------------|--------------|--------------|---------------------|
| WATER | | | | | | | | |
| Total Water Consumption By Use | thousands of cubic meters | 72.59 | 53.81 | 48.71 | | 303.5 | ENV-1 | |
| Domestic Use | thousands of cubic meters | 7.97 | 15.79 | 12.17 | | 303.5 | ENV-1 | |
| Industrial Use | thousands of cubic meters | 64.61 | 38.02 | 36.54 | | 303.5 | ENV-1 | |
| Total Volume of Produced Water and Flowback Generated | thousands of cubic meters | 47.34 | 69.91 | 89.35 | | 303.5 | ENV-1 | EM-EP-140a.2 |
| Injected such as into a Class II Injection Well | thousands of cubic meters | 47.17 | 67.44 | 81.68 | | 303.5 | ENV-1 | EM-EP-140a.2 |
| Discharged Directly/Indirectly Through a Third-Party, such as a Local Wastewater Treatment Plant | thousands of cubic meters | 0.17 | 2.47 | 7.67 | | 303.4 | ENV-1 | EM-EP-140a.2 |
| Total Produced Water Recycled or Reused ⁴ | thousands of cubic meters | | | | | 303.3 | ENV-1 | EM-EP 140a.2 |
| Produced Water Recycled or Reused | thousands of cubic meters | 9.50 | 6.19 | 7.1 | 4.8 | 303.3 | ENV-1 | EM-EP-140a.2 |
| Percent of Produced Water Recycled or Reused | percentage | 15.28% | 13.21% | 24.48% | 17% | 303.3 | ENV-1 | EM-EP-140a.2 |
| Produced Water Injected or Disposed | thousands of cubic meters | 5.97 | 4.26 | | | 303.3 | ENV-1 | EM-EP-140a.2 |
| Total Volume of Produced Water and Flowback Generated in Rancho Hermoso | thousands of cubic meters | 930.71 | 757.19 | 757,592 | | 303.5 | ENV-2 | EM-EP-140a.2 |
| Injected, such as into a Class II Injection Well | thousands of cubic meters | 930.61 | 757.11 | 757.59 | | 303.5 | ENV-2 | EM-EP-140a.2 |
| Discharged Directly/Indirectly through a Third-Party such as a Local Wastewater Treatment Plant | thousands of cubic meters | 0.10 | 0.08 | 0.002 | | 303.4 | ENV-2 | EM-EP-140a.2 |
| Total Water Recycled and Reused | thousands of cubic meters | 9.5 | 6.2 | 7.1 | 4.8 | 303.4 | ENV-1 | |
| Total Water Recycled and Reused | percentage | 15.28% | 13.2% | 24.5% | 17% | 303.4 | ENV-1 | |
| Total Fresh Water withdrawals in Rancho Hermoso | thousands of cubic meters | 2.89 | 1.59 | 2.2 | | 303.1 | ENV-1 | |
| Third-Party Water | thousands of cubic meters | 0.01 | 0.01 | 0.0 | | 303.1 | ENV-1 | |
| Surface Water | thousands of cubic meters | 0.0 | 0.0 | 0.0 | | 303.1 | ENV-1 | |
| Groundwater | thousands of cubic meters | 2.88 | 1.58 | 0.0 | | 303.1 | ENV-1 | |
| Rainwater | thousands of cubic meters | 0 | 0.002 | 0.0 | | 303.1 | ENV-1 | |
| Total Fresh Water Consumption in Rancho Hermoso | thousands of cubic meters | 2.89 | 1.59 | 2.2 | | 303.1 | ENV-1 | |
| Total Fresh Water Discharged | thousands of cubic meters | 57.16 | 81.43 | 101.45 | | 303.4 | ENV-1 | |
| Third Parties for Treatment and Subsequent Discharge | thousands of cubic meters | 5.97 | 4.26 | 14.26 | | 303.4 | ENV-1 | |
| Road Irrigation and Infiltration System | thousands of cubic meters | 4.02 | 9.73 | 5.51 | | 303.4 | ENV-1 | |
| Water Injected: Treated and Rejected Formation Water | thousands of cubic meters | 47.17 | 67.44 | 81.68 | | 303.4 | ENV-1 | |
| Total Fresh Water Discharge in Rancho Hermoso | thousands of cubic meters | 930.71 | 757.19 | 757.6 | | 303.4 | ENV-1 | |
| Third Parties for Treatment and Subsequent Discharge (Domestic Waste Water) | thousands of cubic meters | 0.1 | 0.08 | 0.002 | | 303.4 | ENV-1 | |
| Water Injected: Treated and Rejected Formation Water (Industrial Waste Water) | thousands of cubic meters | 930.61 | 757.11 | 757.6 | | 303.4 | ENV-1 | |

| ENVIRONMENT | UNITS | 2022 | 2021 | 2020 | 2019 | GRI | IPECA | SASB |
|---|----------------------------------|-------------|------------|-----------|-----------|--------------|--------------|--------------|
| WATER | | | | | | | | |
| Total Water Consumption by Activity | thousands of cubic meters | 72,6 | 54 | | | 303.5 | ENV-1 | |
| Direct Activity | thousands of cubic meters | 20.8 | 13.9 | | | 303.5 | ENV-1 | |
| Production | thousands of cubic meters | 20.8 | 13.9 | | | 303.5 | ENV-1 | |
| Subcontracted Activity | thousands of cubic meters | 51.8 | 39.71 | | | 303.5 | ENV-1 | |
| Platform Modifications | thousands of cubic meters | 1.89 | 0.1 | | | 303.5 | ENV-1 | |
| Civil Works | thousands of cubic meters | 0.28 | 0.2 | | | 303.5 | ENV-1 | |
| Flow Line Construction | thousands of cubic meters | 1.33 | 0.1 | | | 303.5 | ENV-1 | |
| Platform Construction | thousands of cubic meters | 3.78 | 2.1 | | | 303.5 | ENV-1 | |
| Facility Optimization | thousands of cubic meters | 0.061 | 0.01 | | | 303.5 | ENV-1 | |
| Drilling | thousands of cubic meters | 44.45 | 37.2 | | | 303.5 | ENV-1 | |
| BIODIVERSITY | | | | | | | | |
| Area Overlapping with IUCN Protected Areas | ha | 24,656 | | | | | | |
| Percent of Operated Area Overlapping With IUCN Protected Areas ⁵ | percentage | 117% | | | | 304-1 | ENV-4 | |
| Number of Operated Assets with IUCN Red List Species ⁵ | number | 887 | 979 | 979 | 426 | 304-4 | ENV-4 | |
| Habitat Areas Protected or Restored by company ⁶ | ha | 44.5 | 53.5 | 0 | 0 | 304-3 | ENV-4 | |
| Hours Worked in Reforestation Maintenance with 100% Local Labour | person-hours | 4,800 | 3,240 | 3,260 | 3,240 | 304-3 | ENV-4 | |
| Investment: 1% Compensation | dollars | \$228,490 | \$170,444 | \$23,093 | \$38,602 | 304-3 | ENV-4 | |
| Total Identification of Protected Fauna Species | number | 650 | 394 | | | 304-3 | ENV-4 | |
| Protected Fauna Species on IUCN Red List (Not Threatened) | number | 623 | 383 | 385 | 385 | 304-4 | ENV-4 | |
| Protected Fauna Species on IUCN Red List (Threatened) | number | 27 | 11 | 8 | 8 | 304-4 | ENV-4 | |
| Total Identification of Protected Flora Species | number | 237 | 153 | | | 304-4 | ENV-4 | |
| Protected Flora Species on IUCN Red List (Not Threatened) | number | 218 | 145 | 145 | | 304-3 | ENV-4 | |
| Protected Flora Species on IUCN Red List (Threatened) | number | 19 | 8 | 8 | | 304-3 | ENV-4 | |
| Liquid Hydrocarbon Spills to the Environment | | | | | | | | |
| Spills > 100 Barrels | number | 0 | 0 | 0 | 0 | 306-3 | ENV-6 | EM-EP 160a.2 |
| Volume of Spills > 100 Barrels (barrels) | bblq | 0 | 0 | 0 | 0 | 306-3 | ENV-6 | EM-EP 160a.2 |
| Spills > 1 Barrel | number | 0 | 0 | 0 | 0 | 306-3 | ENV-6 | EM-EP 160a.2 |
| Volume of Spills > 1 Barrel (barrels) | bblq | 0 | 0 | 0 | 0 | 306-3 | ENV-6 | EM-EP 160a.2 |
| Volume of Spills > 1 Barrel (barrels) | bblq | 0 | 0 | 0 | 0 | 306-3 | ENV-6 | EM-EP 160a.2 |
| WASTE | | | | | | | | |
| Total Direct Generated Waste | tonnes | 307 | 101 | 61 | 82 | 306-3 | ENV-7 | |
| Hazardous | tonnes | 251 | 51 | 25 | 27 | 306-3 | ENV-7 | |
| Non-Hazardous | tonnes | 55.8 | 42 | 27 | 39 | 306-4 | ENV-7 | |

| ENVIRONMENT | UNITS | 2022 | 2021 | 2020 | 2019 | GRI | IPECA | SASB |
|--|-----------------------|----------------|----------------|----------------|----------------|--------------|--------------|------|
| WASTE | | | | | | | | |
| Total Non-Hazardous Direct Waste Disposal | kilograms (kg) | 56,000 | 50,243 | 35,867 | 55,610 | 306-1 | ENV-7 | |
| Reused, Recycled, or Sold | kilograms (kg) | 7,124 | 8,172 | 9,132 | 16,170 | 306-1 | ENV-7 | |
| Sanitary Landfills | kilograms (kg) | 48,876 | 42,071 | 26,735 | 39,440 | 306-1 | ENV-7 | |
| Total Hazardous Direct Waste Disposal | kilograms (kg) | 376,533 | 51,336 | 24,821 | 26,650 | 306-4 | ENV-7 | |
| Recycled | kilograms (kg) | 27,629 | 13,305 | 5 | 161 | 306-4 | ENV-7 | |
| Recovered (Includes Incineration with Energy Recovery) | kilograms (kg) | 22,480 | 12,510 | 19,219 | 18,623 | 306-4 | ENV-7 | |
| Incineration | kilograms (kg) | 10,498 | 378 | 392 | 7,866 | 306-4 | ENV-7 | |
| Residual Water | kilograms (kg) | 263,752 | 4,412 | 5,205 | n/a | 306-4 | ENV-7 | |
| Others (Includes Landfill) | kilograms (kg) | 52,174 | 20,731 | 0 | 0 | 306-4 | ENV-7 | |
| Total Direct Generated Waste in Rancho Hermoso | kilograms (kg) | 491,633 | 155,369 | 718,453 | | 306-3 | ENV-7 | |
| Hazardous | kilograms (kg) | 487,436 | 153,646 | 715,343 | | 306-3 | ENV-7 | |
| Non-Hazardous | kilograms (kg) | 4,197 | 1,723 | 3,110 | | 306-3 | ENV-7 | |
| Total Direct and Indirect Waste Generated | kilograms (kg) | 501,000 | 209,262 | 168,455 | 236,680 | 306-3 | ENV-7 | |
| Hazardous - Disposed | kilograms (kg) | 348,000 | 79,919 | 30,738 | 71,070 | 306-3 | ENV-7 | |
| Hazardous - Recycled | kilograms (kg) | 28,000 | 34,602 | 47,387 | n/a | 306-3 | ENV-7 | |
| Non-Hazardous - Disposed | kilograms (kg) | 118,000 | 79,717 | 63,819 | 39,440 | 306-3 | ENV-7 | |
| Non-Hazardous - Recycled | kilograms (kg) | 7,000 | 15,024 | 26,511 | 16,170 | 306-3 | ENV-7 | |
| Percentage of Hazardous Waste Diverted from Landfill | percentage | 11% | 30.21% | 60.66% | | 306-3 | ENV-7 | |
| Percentage of Total Waste Diverted from Landfill | percentage | 33% | 23.71% | 43.87% | | 306-3 | ENV-7 | |
| Percentage of Non-Hazardous Waste Diverted from Landfill | percentage | 23% | 15.86% | 29.35% | | 306-3 | ENV-7 | |
| Total Direct and Indirect Non-Hazardous Waste According to Activity | kilograms (kg) | 376,528 | 94,741 | 90,330 | | 306-3 | ENV-7 | |
| Direct Activity | kilograms (kg) | 251,407 | 50,243 | 35,867 | | 306-3 | ENV-7 | |
| Production | kilograms (kg) | 251,407 | 22,172 | 13,030 | | 306-3 | ENV-7 | |
| Third Parties in Production Sites | kilograms (kg) | 0 | 28,071 | 22,837 | | 306-3 | ENV-7 | |
| Sub-Contracted Activities | kilograms (kg) | 125,121 | 44,498 | 54,463 | | 306-3 | ENV-7 | |
| Drilling | kilograms (kg) | 114,138 | 39,451 | 37,133 | | 306-3 | ENV-7 | |
| Platform Modification | kilograms (kg) | 2,746 | 313 | 614 | | 306-3 | ENV-7 | |
| Civil Works | kilograms (kg) | 1,146 | 0 | 789 | | 306-3 | ENV-7 | |
| Flow Line Construction | kilograms (kg) | 1,287 | 199 | 1,603 | | 306-3 | ENV-7 | |
| Platform Construction | kilograms (kg) | 4,962 | 3,409 | 582 | | 306-3 | ENV-7 | |
| Workover | kilograms (kg) | 0 | 1,126 | 0 | | 306-3 | ENV-7 | |
| Site Optimization | kilograms (kg) | 842 | 0 | 13,742 | | 306-3 | ENV-7 | |
| Total Direct and Indirect Hazardous Waste According to Activity | kilograms (kg) | 124,874 | 114,521 | 78,185 | | 306-3 | ENV-7 | |
| Direct Activity | kilograms (kg) | 55,776 | 51,335 | 24,882 | | 306-3 | ENV-7 | |
| Production | kilograms (kg) | 55,776 | 44,174 | 24,411 | | 306-3 | ENV-7 | |
| Third Parties in Production Sites | kilograms (kg) | 0 | 6,621 | 411 | | 306-3 | ENV-7 | |

| ENVIRONMENT | UNITS | 2022 | 2021 | 2020 | 2019 | GRI | IPECA | SASB |
|---------------------------|----------------|--------|--------|--------|------|-------|-------|------|
| WASTE | | | | | | | | |
| Sub-Contracted Activities | kilograms (kg) | 69,098 | 63,186 | 53,303 | | 306-3 | ENV-7 | |
| Drilling | kilograms (kg) | 61,099 | 60,637 | 49,655 | | 306-3 | ENV-7 | |
| Platform Modification | kilograms (kg) | 131 | 98 | 978 | | 306-3 | ENV-7 | |
| Civil Works | kilograms (kg) | 764 | 0 | 320 | | 306-3 | ENV-7 | |
| Flow Line Construction | kilograms (kg) | 2,639 | 117 | 582 | | 306-3 | ENV-7 | |
| Platform Construction | kilograms (kg) | 3,923 | 1,311 | 38 | | 306-3 | ENV-7 | |
| Workover | kilograms (kg) | 0 | 1,023 | 862 | | 306-3 | ENV-7 | |
| Site Optimization | kilograms (kg) | 542 | 0 | 868 | | 306-3 | ENV-7 | |

NOTES

1 Based on World Resources Institute Aqueduct Risk Atlas water stress mapping layer

2 Calculated as total fresh water withdrawn minus total fresh water discharged in 2021.

3 Includes water withdrawn from saline/brackish groundwater aquifers and seawater.

4 Includes produced water recycled for production (e.g. steam generation) or completions (e.g. hydraulic fracturing) and produced water reused for enhanced oil recovery.

5 Operated lease area overlapping with IUCN I-VI protected areas based on World Database on Protected Areas accessed

6 Includes impact avoidance, grassland and wetland restoration, habitat conservation, biodiversity offsets and voluntary conservation areas.

| SOCIAL | UNITS | 2022 | 2021 | 2020 | 2019 | GRI | IPECA | SASB |
|---|---------------------|--------|--------|--------|--------|-------------------------------|-------|--------------|
| RELATIONSHIP WITH COMMUNITIES AND LOCAL AUTHORITIES | | | | | | | | |
| Social investment | millions of dollars | \$313 | \$3.65 | \$5.12 | \$7.20 | 413-1 | SOC-9 | EM-EP-210b.1 |
| Donations | millions of dollars | \$0.13 | \$0.30 | \$1.00 | \$1.40 | 413-1 | SOC-9 | EM-EP-210b.1 |
| Community investments | millions of dollars | \$2.99 | \$3.35 | \$4.12 | \$5.80 | 413-1 | SOC-9 | EM-EP-210b.1 |
| Social investment projects executed | number | 126 | 63 | 57 | 108 | 413-1 | SOC-9 | EM-EP-210b.1 |
| Projects including a gender focus | number | 12 | 11 | | | 413-1 | SOC-9 | EM-EP-210b.1 |
| Covered communities | number | 86 | 59 | | | 413-1 | SOC-9 | EM-EP-210b.1 |
| Benefited people | number | 22,300 | 26,591 | 25,000 | | 413-1 | SOC-9 | EM-EP-210b.1 |
| Held meetings with local communities and authorities to socialize and publicize the projects and activities of our operations | number | 211 | 543 | 646 | | 11.15.1 | SOC-9 | EM-EP-210a.3 |
| Prior consultation processes with indigenous peoples | number | 16 | 12 | 1 | 2 | 11.17.1 11.17.3 11.17.4 | SOC-9 | |
| Community blockades | number | 18 | 57 | | | | SOC-9 | EM-EP-210b.2 |
| Community blockades | days | 22 | 95 | | | | SOC-9 | EM-EP-210b.2 |

LOCAL DEVELOPMENT

| | | | | | | | | |
|---|------------|-------|-------|-------|--------|---------------------------|--------|--|
| Local suppliers from different regions involved in our activities | number | 724 | 470 | 284 | 360 | 414-1 414-2 11.12.3 | SOC-14 | |
| Good Labour Practices (GLP) | | | | | | | | |
| Labour Compliance Evolution Levels (Overall Score) | percentage | 91.4% | 90.8% | 83.4% | 83.40% | | | |
| Good Labour Practices (GLP) controls | number | 347 | 358 | 243 | | 414-1 414-2 11.12.3 | SOC-4 | |

| SOCIAL | UNITS | 2022 | 2021 | 2020 | 2019 | GRI | IPEICA | SASB |
|--|-------------|---|--------|--------|-------|----------------------------|------------------|------|
| LOCAL DEVELOPMENT | | | | | | | | |
| Skilled and unskilled workers evaluated | number | 5,842 | 5,609 | 2,250 | | 414-1 414-2 1112.3 | SOC-4 | |
| Man-hours in GLP processes | number | 7,079 | 7,319 | 4,968 | 3,500 | 414-1 414-2 1112.3 | SOC-4 | |
| Percentage of Companies that Demonstrated Compliance with Agreed Labour and Community Legal Aspects | percentage | 84.4% | 90.80% | 83.40% | | | SOC-2 | |
| Percentage of Companies that Implemented Action Plans for Continuous Improvement | percentage | 98.9% | 100% | 17% | | | | |
| LOCAL COMMUNITY IMPACTS AND ENGAGEMENT | | | | | | | | |
| Report quantitative measures, such as: • the number and / or percentage of sites with grievance mechanisms or similar conflict resolution procedures; and • data on the types of concerns raised via engagement or grievance mechanisms, supported by qualitative information on how you have addressed concerns, including elevation to corporate management, where appropriate. | number | 100% 141 CRCC Claims: 1 Complaints: 21 Requests: 115 Concerns: 4 | | | | 413-1 413-2 | SOC-9, SOC-12 | |
| INDIGENOUS PEOPLES | | | | | | | | |
| Describe your policies, programmes, procedures and practices used to: • identify and address your impacts on Indigenous Peoples; • train your staff on engagement and consultation with Indigenous Peoples; • engage with Indigenous Peoples to seek a formal agreement or FPIC where needed and to address their grievances, concerns and expectations; • collaborate on opportunities that create mutual benefits; and • increase indigenous participation through employment and business opportunities. | qualitative | Social: Empowering our people. Creating prosperity, page: 72 Prevention of indigenous heritage, page: 76 | | | | 1117.1 1117.3 1117.4 | SOC-10 | |
| Provide case studies and examples that demonstrate participation and involvement of Indigenous Peoples. For example, your approach to consultation, challenges and results or agreements that you have entered into with Indigenous Peoples. | qualitative | Social: Empowering our people. Creating prosperity, page: 72 Prevention of indigenous heritage, page: 76 | | | | 1117.1 1117.3 1117.4 | SOC-10 | |
| Describe the types of issues raised by Indigenous Peoples in specific countries and the actions you have taken to address them, such as in planning and decision making, as well as identifying and mitigating potential adverse impacts from your operations and supply chains. | qualitative | Social: Empowering our people. Creating prosperity, page: 72 Prevention of indigenous heritage, page: 76 | | | | 1117.1 1117.3 1117.4 | SOC-10 | |
| LAND ACQUISITION AND INVOLUNTARY RESETTLEMENT | | | | | | | | |
| Describe your policies, programmes and procedures for involuntary resettlement, including engagement processes and practices with affected communities, including any international standards you have used. | qualitative | 0 | 0 | 0 | 0 | 1116 | SOC-11 | |
| Describe your policies, programmes and procedures for land acquisition, including relationship with compulsory purchase / eminent domain when in the public interest. | qualitative | N/A | | | | 1116 | SOC-11 | |
| List, quantify and / or describe cases of involuntary resettlement required by your activities (where governments permit disclosure). | number | 0 | 0 | 0 | 0 | 1116 | SOC-11 | |

| SOCIAL | UNITS | 2022 | 2021 | 2020 | 2019 | GRI | IPECA | SASB |
|---|-------------|--|------|------|------|------|--------|---------------|
| LAND ACQUISITION AND INVOLUNTARY RESETTLEMENT | | | | | | | | |
| <p>Provide qualitative case studies that illustrate how you implemented the process described under C1 / 2. For example:</p> <ul style="list-style-type: none"> any challenges or grievances you encountered and how you resolved them; how you calculated fair compensation and / or provided livelihood restoration; why involuntary resettlement was unavoidable; the provision for any land returned at abandonment / closure; if the acquisition affected Indigenous Peoples, explain your approach to implementing FPIC principles; and how you addressed any related actual or potential adverse human rights impacts such as on the right to education, health or an adequate standard of living. | qualitative | <p>141 CRCC Claims: 1 Complaints: 21 Requests: 115 Concerns: 4</p> | | | | 1116 | SOC-11 | EM-EP-210a.3. |
| COMMUNITY GRIEVANCE MECHANISMS | | | | | | | | |
| Describe your community and stakeholder grievance mechanisms. | qualitative | <p>Social: Empowering our people. Human rights, page: 54 Concerns, requests, complaints and claims (CRCC) are addressed and resolved, page: 59</p> | | | | 1118 | SOC-12 | EM-EP-210a.3. |
| Describe your policies, approach and / or mechanisms for receiving, responding to and resolving external grievances, covering your efforts to manage confidentiality and avoid retaliation. | qualitative | <p>Social: Empowering our people. Human rights, page: 54 Concerns, requests, complaints and claims (CRCC) are addressed and resolved, page: 59</p> | | | | 1118 | SOC-12 | EM-EP-210a.3. |
| Provide information and / or quantitative data about how you manage and resolve individual or community grievances. | qualitative | <p>Social: Empowering our people. Human rights, page: 54 Concerns, requests, complaints and claims (CRCC) are addressed and resolved, page: 59</p> | | | | 1118 | SOC-12 | EM-EP-210a.3. |
| Use case studies to describe how you support stakeholder confidence and trust in your mechanisms, including promotion of use. | qualitative | <p>Social: Empowering our people. Human rights, page: 54 Concerns, requests, complaints and claims (CRCC) are addressed and resolved, page: 59</p> | | | | 1118 | SOC-12 | EM-EP-210a.3. |

| SOCIAL | UNITS | 2022 | 2021 | 2020 | 2019 | GRI | IPECA | SASB |
|--|---------------------|---|------|------|------|-------|--------|---------------|
| COMMUNITY GRIEVANCE MECHANISMS | | | | | | | | |
| Provide information about the most common topics of community grievances, either in specific locations or globally. | qualitative | Colombia 141 CRCC Claims: 1 Complaints: 21 Requests: 115 Concerns: 4 | | | | | SOC-12 | EM-EP-210a.3. |
| SOCIAL INVESTMENT | | | | | | | | |
| Describe your social investment strategies, programmes and procedures. | qualitative | Social: Empowering our people. Creating prosperity, page: 72 Our approach and governance to social investment, pages: 72, 73 Social investment projects for rural communities, pages: 73, 74, 75 | | | | 413-1 | SOC-13 | EM-EP-210b.1 |
| Report your company's total social investment expenditure. ADDITIONAL | number | \$313 M | | | | 413-1 | SOC-13 | EM-EP-210b.1 |
| Provide an assessment of the quality and effectiveness of your social investment strategy, including results and impacts. | qualitative | Social: Empowering our people. Creating prosperity, page: 72 Our approach and governance to social investment, pages: 72, 73 Social investment projects for rural communities, pages: 73, 74, 75 | | | | 413-1 | SOC-13 | EM-EP-210b.1 |
| Set out social investment expenditure broken down by region or country. | millions of dollars | Colombia \$3.13 M | | | | 413-1 | SOC-13 | EM-EP-210b.1 |
| Provide social investment expenditure broken down by voluntary and contractually obligated spend. | millions of dollars | Voluntary: \$0.13 Obligated spend: \$2.99 | | | | 413-1 | SOC-13 | EM-EP-210b.1 |
| Provide case studies to illustrate how you have implemented your social investment strategy and any lessons learned. For example: • How significant parts of the local community perceive they are benefiting from your investment, including the extent to which livelihoods and economic opportunities are developing; • Whether your social investments are fostering improved community relations or creating tensions; and • How your contributions are creating shared value and community development through the provision of expertise, access to facilities, training or other non-financial resources. | qualitative | Social: Empowering our people. Creating prosperity, page: 72 Our approach and governance to social investment, pages: 72, 73 Social investment projects for rural communities, pages: 73, 74, 75 | | | | 413-1 | SOC-13 | EM-EP-210b.1 |
| LOCAL HIRING PRACTICES | | | | | | | | |
| Describe your strategies, programmes and procedures aimed at providing employment opportunities to residents or nationals of host countries. ADDITIONAL | qualitative | Social: Empowering our people. Creating prosperity, page: 72. Canacol creates job opportunities, page: 75, 76. | | | | 111 | SOC-15 | |

| SOCIAL | UNITS | 2022 | 2021 | 2020 | 2019 | GRI | IPECA | SASB |
|---|------------------------|---|------|------|------|-------|--------|---------------|
| LOCAL HIRING PRACTICES | | | | | | | | |
| Provide information on how your local employment strategies promote diversity and inclusion at the local level, including management roles (see SOC-5). | qualitative | Social: Empowering our people. Creating prosperity, page: 72. Canacol creates job opportunities, page: 75, 76. | | | | 11.1 | SOC-15 | |
| Include information and / or quantitative data on local employees who are trained in other (non-local) assets of the company. | qualitative | Social: Empowering our people. Creating prosperity, page: 72. Canacol creates job opportunities, page: 75, 76. | | | | 11.1 | SOC-15 | |
| Describe your in-country programmes designed to create jobs at a local level, supported by quantitative data. | qualitative | Social: Empowering our people. Creating prosperity, page: 72. Canacol creates job opportunities, page: 75, 76. | | | | 11.1 | SOC-15 | |
| OCCUPATIONAL HEALTH AND INDUSTRIAL SAFETY | | | | | | | | |
| Total Recordable Injury Frequency Rate (TRIFR) | | | | | | | | |
| Combined Indicators Employees and Contractors | 1,000,000 hours worked | 1.64 | 1.49 | 1.55 | 2.62 | 403-9 | SHS-3 | EM-EP-320a.2. |
| Employees | 1,000,000 hours worked | 1.86 | 1.26 | 0 | 1.25 | 403-9 | SHS-3 | EM-EP-320a.2. |
| Contractors | 1,000,000 hours worked | 1.57 | 1.57 | 2.70 | 3.10 | 403-9 | SHS-3 | EM-EP-320a.2. |
| Lost-Time Injury Frequency Rate (LTIFR) | | | | | | | | |
| Combined Indicators Employees and Contractors | 1,000,000 hours worked | 0.82 | 0.90 | 1.55 | 0.0 | 403-9 | SHS-3 | EM-EP-320a.2. |
| Employees | 1,000,000 hours worked | 0.91 | 0.0 | 0.0 | 0.0 | 403-9 | SHS-3 | EM-EP-320a.2. |
| Contractors | 1,000,000 hours worked | 0.80 | 1.17 | 2.74 | 0.0 | 403-9 | SHS-3 | EM-EP-320a.2. |
| Vehicle Incident Frequency Rate (VIFR) | | | | | | | | |
| Combined Indicators Employees and Contractors | 200,000 hours worked | 0.0 | 0.0 | 0.0 | 0.0 | 403-9 | SHS-3 | EM-EP-320a.2. |
| Total Recordable Incident Rate (TRIR) | | | | | | | | |
| Combined Indicators Employees and Contractors | 200,000 hours worked | 0.33 | 0.30 | 0.34 | 0.55 | 403-9 | SHS-3 | EM-EP-320a.2. |
| Employees | 200,000 hours worked | 0.18 | 0.25 | 0.0 | 0.0 | 403-9 | SHS-3 | EM-EP-320a.2. |
| Contractors | 200,000 hours worked | 0.37 | 0.31 | 0.59 | 0.73 | 403-9 | SHS-3 | EM-EP-320a.2. |
| Lost-Time Case Rate (LTC) | | | | | | | | |
| Combined Indicators Employees and Contractors | 200,000 hours worked | 0.16 | 0.18 | 0.34 | 0.0 | 403-9 | SHS-3 | EM-EP-320a.2. |

| SOCIAL | UNITS | 2022 | 2021 | 2020 | 2019 | GRI | IPECA | SASB |
|---|------------------------|-------------|-------------|-------------|-------------|--------------|--------------|---------------|
| Employees | 200,000 hours worked | 0.18 | 0.0 | 0.0 | 0.0 | 403-9 | SHS-3 | EM-EP-320a.2. |
| Near Miss Frequency Rate (NMFR) | | | | | | | | |
| Total Number of Near Misses | number | 8 | 15 | | | 403-9 | SHS-3 | EM-EP-320a.2. |
| NMFR | 1,000,000 hours worked | 4.54 | 4.48 | | | 403-9 | SHS-3 | EM-EP-320a.2. |
| TRAINING | | | | | | | | |
| Total Number of Near Misses | number | 476 | 160 | | | 404-1 | SOC-7 | |
| Hours of Training Provided to Employees | hours | 4,668 | 4,829 | | | 404-1 | SOC-7 | |
| Number of Contractors Trained | number | 724 | 220 | | | 404-1 | SOC-7 | |
| Hours of Training Provided for Contractors | hours | 10,702 | 4,896 | | | 404-1 | SOC-7 | |
| Average Hour of Health, Safety, and Emergency Response Training Per Employee | hours | 9.80 | 30.18 | | | 403-5 | SOC-7 | |
| Average Hours of Health, Safety, and Emergency Response Training Per Contractor | hours | 14.78 | 22.25 | | | 403-5 | SOC-7 | |
| EMPLOYABILITY | | | | | | | | |
| Total Number of Employees by Gender and Region | number | 498 | 436 | 405 | 405 | 405-1 | SOC-5 | |
| Canada | | | | | | | | |
| Total | number | 22 | 22 | 22 | 21 | 405-1 | SOC-5 | |
| Women | number | 7 | 9 | 9 | 10 | 405-1 | SOC-5 | |
| Men | number | 15 | 13 | 13 | 11 | 405-1 | SOC-5 | |
| Colombia | | | | | | | | |
| Total | number | 476 | 414 | 383 | 384 | 405-1 | SOC-5 | |
| Women | number | 179 | 143 | 128 | 138 | 405-1 | SOC-5 | |
| Men | number | 297 | 271 | 255 | 246 | 405-1 | SOC-5 | |
| Total Percentage of Employees by Gender and Region | percentage | 100% | 100% | 100% | 100% | | | |
| Canada | | | | | | | | |
| Total | percentage | 4% | 5% | 5% | 5% | 405-1 | SOC-5 | |
| Women | percentage | 35% | 41% | 41% | 48% | 405-1 | SOC-5 | |
| Men | percentage | 65% | 59% | 59% | 52% | 405-1 | SOC-5 | |
| Colombia | | | | | | | | |
| Total | percentage | 96% | 95% | 95% | 95% | 405-1 | SOC-5 | |
| Women | percentage | 36% | 35% | 33% | 36% | 405-1 | SOC-5 | |
| Men | percentage | 64% | 65% | 67% | 64% | 405-1 | SOC-5 | |
| Employees by Job Category, Age, Gender, and Region | | | | | | | | |
| Total Workforce | number | 498 | 436 | 405 | 405 | 405-1 | SOC-5 | |
| Executives Total | percentage | 3% | 2.52% | 2.96% | 2.72% | 405-1 | SOC-5 | |
| Senior Management Total | percentage | 4% | 4.59% | 4.69% | 4.20% | 405-1 | SOC-5 | |
| Junior Management Total | percentage | 10% | 11.01% | 11.36% | 11.11% | 405-1 | SOC-5 | |
| Professionals Total | percentage | 46% | 45.41% | 43.46% | 46.91% | 405-1 | SOC-5 | |
| Administrative Total | percentage | 36% | 36.47% | 37.53% | 35.06% | 405-1 | SOC-5 | |

| SOCIAL | UNITS | 2022 | 2021 | 2020 | 2019 | GRI | IPECA | SASB |
|--|---------------------|---------|---------|--------|-------|-------|-------|------|
| GENDER EQUITY INDICATORS | | | | | | | | |
| Share of women in Total Workforce | percentage | 37% | 35% | | | 405-2 | SOC-5 | |
| Share of Women in all Management Positions, including Junior, Middle, and Top Management | percentage | 26% | 31% | | | 405-2 | SOC-5 | |
| Share of Women in Junior Management Positions, including First Level of Management | percentage | 30% | 35% | | | 405-2 | SOC-5 | |
| Share of Women in Top Management Positions - Maximum Two Levels from the CEO | percentage | 27% | 27% | | | 405-2 | SOC-5 | |
| Share of Women in Management Positions in Revenue-Generating Functions | percentage | 51% | 20% | | | 405-2 | SOC-5 | |
| Share of Women in STEM Positions | percentage | 33% | 17% | | | 405-2 | SOC-5 | |
| AVERAGE HIRING COST/FTE | | | | | | | | |
| | dollars | \$ 272 | \$ 468 | | | | | |
| INTERNAL PROMOTIONS | | | | | | | | |
| Number of Internal Candidates | number | 52 | 11 | 11 | 4 | | SOC-5 | |
| TURNOVER RATES | | | | | | | | |
| | percentage | 9.83% | 10.34% | 19.72% | 21.5% | | | |
| SALARY RATES | | | | | | | | |
| Canada | | | | | | | | |
| Executive (Base Salary) | | | | | | | | |
| Average Salary of Women | Millions of Dollars | \$ 0.26 | \$ 0.26 | | | 405-2 | SOC-5 | |
| Average Salary of Men | Millions of Dollars | \$ 0.32 | \$ 0.40 | | | 405-2 | SOC-5 | |
| Ratio (Average Salary of Women /Average Salary of Men) | number | 0.80 | 0.65 | | | 405-2 | SOC-5 | |
| Executive (Base Salary + Other Cash Incentives) | | | | | | | | |
| Average Salary of Women | Millions of Dollars | \$ 0.51 | \$ 0.56 | | | 405-2 | SOC-5 | |
| Average Salary of Men | Millions of Dollars | \$ 0.71 | \$ 0.89 | | | 405-2 | SOC-5 | |
| Ratio (Average Salary of Women /Average Salary of Men) | number | 0.71 | 0.63 | | | 405-2 | SOC-5 | |
| Management (Base Salary) | | | | | | | | |
| Average Salary of Women | Millions of Dollars | \$ 0.16 | \$ 0.17 | | | 405-2 | SOC-5 | |
| Average Salary of Men | Millions of Dollars | \$ 0.19 | \$ 0.19 | | | 405-2 | SOC-5 | |
| Ratio (Average Salary of Women /Average Salary of Men) | number | 0.85 | 0.94 | | | 405-2 | SOC-5 | |
| Management (Base Salary + Other Cash Incentives) | | | | | | | | |
| Average Salary of Women | Millions of Dollars | \$ 0.24 | \$ 0.30 | | | 405-2 | SOC-5 | |
| Average Salary of Men | Millions of Dollars | \$ 0.33 | \$ 0.33 | | | 405-2 | SOC-5 | |
| Ratio (Average Salary of Women /Average Salary of Men) | number | 0.74 | 0.95 | | | 405-2 | SOC-5 | |
| Non-Management | | | | | | | | |
| Average Salary of Women | Millions of Dollars | \$ 0.14 | \$ 0.14 | | | 405-2 | SOC-5 | |
| Average Salary of Men | Millions of Dollars | \$ 0.15 | \$ 0.18 | | | 405-2 | SOC-5 | |
| Ratio (Average Salary of Women /Average Salary of Men) | number | 0.88 | 0.78 | | | 405-2 | SOC-5 | |

| SOCIAL | UNITS | 2022 | 2021 | 2020 | 2019 | GRI | IPECA | SASB |
|---|---------------------|----------|----------|------|------|-------|--------|------|
| INTERNAL PROMOTIONS | | | | | | | | |
| Colombia | | | | | | | | |
| Executive (Base Salary) | | | | | | | | |
| Average Salary of Women | Millions of Dollars | \$ 0.11 | \$ 0.011 | | | 405-2 | SOC-5 | |
| Average Salary of Men | Millions of Dollars | \$ 0.31 | \$ 0.01 | | | 405-2 | SOC-5 | |
| Ratio (Average Salary of Women /Average Salary of Men) | number | 0.42 | 1.12 | | | 405-2 | SOC-5 | |
| Executive (Base Salary + Other Cash Incentives) | | | | | | | | |
| Average Salary of Women | Millions of Dollars | \$ 0.25 | \$ 0.019 | | | 405-2 | SOC-5 | |
| Average Salary of Men | Millions of Dollars | \$ 0.60 | \$ 0.015 | | | 405-2 | SOC-5 | |
| Ratio (Average Salary of Women /Average Salary of Men) | number | 0.42 | 1.29 | | | 405-2 | SOC-5 | |
| Management (Base Salary) | | | | | | | | |
| Average Salary of Women | Millions of Dollars | \$ 0.13 | \$ 0.007 | | | 405-2 | SOC-5 | |
| Average Salary of Men | Millions of Dollars | \$ 0.09 | \$ 0.008 | | | 405-2 | SOC-5 | |
| Ratio (Average Salary of Women /Average Salary of Men) | number | 1.35 | 0.93 | | | 405-2 | SOC-5 | |
| Management (Base Salary + Other Cash Incentives) | | | | | | | | |
| Average Salary of Women | Millions of Dollars | \$ 0.20 | \$ 0.012 | | | 405-2 | SOC-5 | |
| Average Salary of Men | Millions of Dollars | \$ 0.16 | \$ 0.013 | | | 405-2 | SOC-5 | |
| Ratio (Average Salary of Women /Average Salary of Men) | number | 1.27 | 0.92 | | | 405-2 | SOC-5 | |
| Non-Management | | | | | | | | |
| Average Salary of Women | Millions of Dollars | \$ 0.019 | \$ 0.002 | | | 405-2 | SOC-5 | |
| Average Salary of Men | Millions of Dollars | \$ 0.02 | \$ 0.928 | | | 405-2 | SOC-5 | |
| Ratio (Average Salary of Women /Average Salary of Men) | number | 0.95 | 0.93 | | | 405-2 | SOC-5 | |
| DIRECT HIRES | | | | | | | | |
| Skilled Labor | | | | | | | | |
| Local | | | | | | | | |
| Number of Employees | number | 358 | 309 | | | 401-1 | SOC-15 | |
| Average Salary of Men | percentage | 82.50% | 85% | | | 401-1 | SOC-15 | |
| Non local | | | | | | | | |
| Number of Employees | number | 76 | 56 | | | 401-1 | SOC-15 | |
| Average Salary of Men | percentage | 17.50% | 15% | | | 401-1 | SOC-15 | |
| Total | | | | | | | | |
| Number of Employees | number | 434 | 365 | | | 401-1 | SOC-15 | |
| Average Salary of Men | percentage | 100% | 100% | | | 401-1 | SOC-15 | |

| SOCIAL | UNITS | 2022 | 2021 | 2020 | 2019 | GRI | IPECA | SASB |
|--|------------------------|----------|---------|--------|-------|-------------|-------|------|
| TRAINING AND DEVELOPMENT | | | | | | | | |
| Strategic Technical Training Programs | number of participants | 130 | 213 | | | 404-1 | SOC-7 | |
| Workshops | number of participants | 53 | 104 | | | 404-1 | SOC-7 | |
| Technical Courses for Transfer Agreements | number of participants | 40 | 30 | | | 404-1 | SOC-7 | |
| Training in Regulations | number of participants | 19 | 15 | | | 404-1 | SOC-7 | |
| Individual Training Strategies | number of participants | 39 | 67 | | | 404-1 | SOC-7 | |
| PROFESSIONAL DEVELOPMENT PROGRAM INDICATORS | | | | | | | | |
| Canada | | | | | | | | |
| Average hours of Training Provided Per Employee | hours | 13 | 13.09 | | | 404-1,404-2 | SOC-7 | |
| Average hours of Training Provided Per Employee | percentage | 32% | 32% | | | 404-1,404-2 | SOC-7 | |
| Colombia | | | | | | | | |
| Investment in Training | Millions of Dollars | \$ 0.29 | \$ 0.20 | | | 404-1,404-2 | SOC-7 | |
| Total Number of People Trained | number | 476 | 467 | 416 | 389 | 404-1,404-2 | SOC-7 | |
| Total Hours of Training Provided | hours | 23,337 | 22,129 | 14,625 | 1,633 | 404-1,404-2 | SOC-7 | |
| Total Average hours of Training Provided Per Employee | hours | 49.03 | 53.45 | 35.15 | 4.19 | 404-1,404-2 | SOC-7 | |
| Number and Average of Training Hours by Gender and Job Category | | | | | | | | |
| Total number of Training Hours Provided | | | | | | | | |
| Executives | | | | | | | | |
| Women | number | 105.6 | 19 | | | 404-1,404-2 | SOC-7 | |
| Men | number | 51.5 | 117 | | | 404-1,404-2 | SOC-7 | |
| Total | number | 157.1 | 136 | | | 404-1,404-2 | SOC-7 | |
| Senior Management | | | | | | | | |
| Women | number | 202.6 | 185 | | | 404-1,404-2 | SOC-7 | |
| Men | number | 1,018 | 949 | | | 404-1,404-2 | SOC-7 | |
| Total | number | 1,224.6 | 1,134 | | | 404-1,404-2 | SOC-7 | |
| Junior Management | | | | | | | | |
| Women | number | 967.5 | 1,526 | | | 404-1,404-2 | SOC-7 | |
| Men | number | 2,496 | 2,497 | | | 404-1,404-2 | SOC-7 | |
| Total | number | 3,464.5 | 4,023 | | | 404-1,404-2 | SOC-7 | |
| Professionals | | | | | | | | |
| Women | number | 4,315.5 | 4,493 | | | 404-1,404-2 | SOC-7 | |
| Men | number | 7,368.6 | 7,812 | | | 404-1,404-2 | SOC-7 | |
| Total | number | 11,684 | 12,305 | | | 404-1,404-2 | SOC-7 | |
| Administrative | | | | | | | | |
| Women | number | 2,174.2 | 2,668 | | | 404-1,404-2 | SOC-7 | |
| Men | number | 4,359.2 | 1,863 | | | 404-1,404-2 | SOC-7 | |
| Total | number | 6,533.4 | 4,531 | | | 404-1,404-2 | SOC-7 | |
| Total Per Gender | | | | | | | | |
| Women | number | 6,489.7 | 8,891 | | | 404-1,404-2 | SOC-7 | |
| Men | number | 15,294.3 | 13,238 | | | 404-1,404-2 | SOC-7 | |
| Total | number | 21,784 | 22,129 | | | 404-1,404-2 | SOC-7 | |

| SOCIAL | UNITS | 2022 | 2021 | 2020 | 2019 | GRI | IPECA | SASB |
|--|------------|-------------|-------------|--------|-------|---------|-------|------|
| INDIVIDUAL PERFORMANCE EVALUATION | | | | | | | | |
| Type of Evaluation: percentage of employees evaluated | | | | | | | | |
| Management by Objectives: Systematic Use of Measureable Goals Agreements | percentage | 99.47% | 99.12% | 83.5% | 80% | 11.1 | | |
| Multi-Dimensional Performance Appraisal | percentage | 99.47% | 99.12% | 100% | 100% | 11.1 | | |
| Formal Comparative Ranking of Employees within an Employee Category | percentage | 99.47% | 99.12% | 83.5% | 85% | 11.1 | | |
| WELLNESS AND QUALITY OF LIFE | | | | | | | | |
| Mandatory Regulated Benefits | | | | | | | | |
| Number of Employees Covered | number | 284 | 210 | | | 11.10.3 | SOC-1 | |
| Percentage of Employees Covered/Total Payroll | percentage | 74.93% | 57.53% | | | 11.10.3 | SOC-1 | |
| Investment | dollars | \$60,206 | \$43,045 | | | 11.10.3 | SOC-1 | |
| Percentage of Cost Benefit/Total Cost in Benefits | percentage | 2.16% | 1.82% | | | 11.10.3 | SOC-1 | |
| Flexible Benefits: BENEFLEX | | | | | | | | |
| Number of Employees Covered | number | 56 | 52 | | | 11.10.3 | SOC-1 | |
| Percentage of Employees Covered/Total Payroll | percentage | 14.78% | 14.25% | | | 11.10.3 | SOC-1 | |
| Investment | dollars | \$20,301 | \$157,384 | | | 11.10.3 | SOC-1 | |
| Percentage of Cost Benefit/Total Cost in Benefits | percentage | 7.3% | 6.64% | | | 11.10.3 | SOC-1 | |
| Union Benefits | | | | | | | | |
| Number of Employees Covered | number | 293 | 260 | | | 11.10.3 | SOC-1 | |
| Percentage of Employees Covered/Total Payroll | percentage | 77.31% | 71.2% | | | 11.10.3 | SOC-1 | |
| Investment | dollars | \$937,273 | \$773,316 | | | 11.10.3 | SOC-1 | |
| Percentage of Cost Benefit/Total Cost in Benefits | percentage | 33.68% | 32.62% | | | 11.10.3 | SOC-1 | |
| Corporate Benefits (Bonus) | | | | | | | | |
| Number of Employees Covered | number | 332 | 276 | | | 11.10.3 | SOC-1 | |
| Percentage of Employees Covered/Total Payroll | percentage | 87.60% | 75.62% | | | 11.10.3 | SOC-1 | |
| Investment | dollars | \$1,582,091 | \$1,397,051 | | | 11.10.3 | SOC-1 | |
| Percentage of Cost Benefit/Total Cost in Benefits | percentage | 56.86% | 58.93% | | | 11.10.3 | SOC-1 | |
| LABOUR RELATIONS | | | | | | | | |
| Trade Union Affiliation | | | | | | | | |
| Number of Union Employees | number | 293 | 260 | 247 | 211 | 407-1 | SOC-8 | |
| Number of Employees in People First Worldwide (PWF) | number | 284 | 257 | 244 | 206 | 407-1 | SOC-8 | |
| Number of Employees in Union Sindical Obrera de La Industria del Petroleo (USO) | number | 9 | 3 | 3 | 5 | 407-1 | SOC-8 | |
| Percentage of Employees Represented by an Independent Trade Union or Covered by Collective Employment Agreements | percentage | 77.3% | 71.20% | 71.80% | 67.8% | 407-1 | SOC-8 | |
| Work Climate | | | | | | | | |
| Number of Employees Invited to The Survey | number | 392 | 146 | 333 | 289 | 11.1 | SOC-8 | |
| Number of Survey Participants | number | 357 | 120 | 275 | 246 | 11.1 | SOC-8 | |
| Percentage of Participants | percentage | 90% | 82% | 83% | 85% | 11.1 | SOC-8 | |
| Work-Climate Index (satisfaction) | percentage | 61.10% | 86% | 88% | 75% | 11.1 | SOC-8 | |

| SOCIAL | UNITS | 2022 | 2021 | 2020 | 2019 | GRI | IPECA | SASB |
|--|---------------------|----------|----------|----------|----------|-------|-------|------|
| SUPPLY CHAIN | | | | | | | | |
| Goods and Services Procurement: Region/Geographic Area | | | | | | | | |
| Local | | | | | | | | |
| Purchases in millions of dollars | millions of dollars | \$12.04 | \$11.50 | \$3.00 | \$7.30 | 11.12 | SHS-5 | |
| Purchases as a percentage | percentage | 5.6% | 7.2% | 1.6% | 4.3% | 11.12 | SHS-5 | |
| Regional | | | | | | | | |
| Purchases in millions of dollars | millions of dollars | \$0.91 | \$2.10 | \$1.60 | \$1.70 | 11.12 | SHS-5 | |
| Purchases as a percentage | percentage | 0.4% | 1.3% | 0.9% | 1.1% | 11.12 | SHS-5 | |
| National | | | | | | | | |
| Purchases in millions of dollars | millions of dollars | \$187.46 | \$137.50 | \$168.10 | \$155.70 | 11.12 | SHS-5 | |
| Purchases as a percentage | percentage | 87.4% | 86.5% | 90.8% | 91.7% | 11.12 | SHS-5 | |
| International | | | | | | | | |
| Purchases in millions of dollars | millions of dollars | \$14.07 | \$7.80 | \$12.30 | \$5.00 | 11.12 | SHS-5 | |
| Purchases as a percentage | percentage | 6.6% | 5.0% | 6.7% | 2.9% | 11.12 | SHS-5 | |
| Total Purchases | | | | | | | | |
| Purchases in millions of dollars | millions of dollars | \$214.49 | \$158.90 | \$185.10 | \$169.80 | 11.12 | SHS-5 | |
| Purchases as a percentage | percentage | 100% | 100% | 100% | 100% | 11.12 | SHS-5 | |
| ESG Supplier Evaluation | | | | | | | | |
| Total Number of Evaluated Bidders | number | 205 | 230 | 213 | | 11.12 | SHS-5 | |
| Evaluated Bidders and New Suppliers on Environmental Aspects | | | | | | | | |
| Number of Evaluated Bidders on Environmental Aspects | number | 138 | 93 | 100 | | 11.12 | SHS-5 | |
| Number of New Evaluated Bidders and Suppliers on Environmental Aspects | number | 25 | 13 | 15 | | 11.12 | SHS-5 | |
| Percentage of New Suppliers Evaluated and selected Using Environmental Criteria | percentage | 100% | 100% | 100% | | 11.12 | SHS-5 | |
| Evaluated Bidders and New Suppliers on Occupational Health and Safety Aspects | | | | | | | | |
| Number of Evaluated Bidders on Occupational Health and Safety Aspects | number | 151 | 147 | 160 | | 11.12 | SHS-5 | |
| Number of Evaluated Bidders and Suppliers on Occupational Health and Safety Aspects | number | 5 | 7 | 12 | | 11.12 | SHS-5 | |
| Percentage of New Suppliers Evaluated and Selected Using Occupational Health and Safety Criteria | percentage | 100% | 100% | 100% | | 11.12 | SHS-5 | |
| Evaluated Bidders and New Suppliers on Quality Standards Aspects | | | | | | | | |
| Number of Evaluated Bidders on Quality Standards Aspects | number | 165 | 163 | 110 | | 11.12 | SHS-5 | |
| Number of New Evaluated Bidders and Suppliers on Quality Standards Aspects | number | 6 | 7 | 4 | | 11.12 | SHS-5 | |
| Number of Evaluated Suppliers on Social Aspects | number | 144 | 26 | 23 | | 11.12 | SHS-5 | |
| Evaluated Suppliers on Governance Aspects | | | | | | | | |
| Number of Suppliers Evaluated and Selected Using Compliance with AML, ATF/WMD Criteria | number | 724 | 379 | | | 11.12 | SHS-5 | |
| Percentage of Suppliers Evaluated and Selected Using Compliance with AML, ATF/WMD Criteria | percentage | 100% | 80.80% | | | 11.12 | SHS-5 | |
| Number of Suppliers Selected to Provide Services or Goods to Canacol During the Year | number | 34 | 39 | 88 | | 11.12 | SHS-5 | |

| SOCIAL | UNITS | 2022 | 2021 | 2020 | 2019 | GRI | IPECA | SASB |
|---|---------------------|--------|--------|--------|--------|------------|-------|------|
| SUPPLIER RISK MODEL | | | | | | | | |
| Critical and Non-Critical Suppliers Evaluated in Our Performance Management Program | | | | | | | | |
| Number of Tier 1 Suppliers: Suppliers from Whom Purchases were Made During the Year | number | 724 | 667 | 597 | | 2-23, 2-24 | SHS-5 | |
| Number of Tier 1 Suppliers Evaluated and Classified as Critical (Classified as High Risk) | number | 36 | 22 | 14 | | 2-23, 2-24 | SHS-5 | |
| Percentage of Tier 1 Suppliers Evaluated and Classified as Critical (Classified as High Risk) | percentage | 4.97% | 3.30% | 2.30% | | 2-23, 2-24 | SHS-5 | |
| Percentage of Purchases from Critical Tier 1 Suppliers | percentage | 71.3% | 65% | 58% | | 2-23, 2-24 | SHS-5 | |
| Number of Tier 1 Suppliers Evaluated and Classified as Non-Critical | number | 0 | 9 | 583 | | 2-23, 2-24 | SHS-5 | |
| Percentage of Tier 1 Suppliers Evaluated and Classified as Non-Critical | percentage | 0% | 1.30% | 1.50% | | 2-23, 2-24 | SHS-5 | |
| Number of Suppliers for Whom Risk Evaluations were Performed: Tier 1 Suppliers Classified as Critical and Tier 1 Suppliers Classified as Non-Critical | number | 36 | 31 | 23 | | 2-23, 2-24 | SHS-5 | |
| Number of High Risk Classified Suppliers on Environmental, Social (Labor, Neighboring Communities, Suppliers, Human Rights), Ethical Conduct, and Transparency Issues | number | 36 | 22 | 14 | | 2-23, 2-24 | SHS-5 | |
| Number of High Risk Suppliers with which Action Plans were Implemented and Gaps Identified in SQM Meetings were Closed, Regarding Environmental, Social (Labor Practices, Communities, Suppliers, Human Rights), Ethical Conduct, and Transparency Issues | number | 36 | 21 | 12 | | 2-23, 2-24 | SHS-5 | |
| Percentage of Current High Risk Suppliers Where Gaps Have Been Identified and Corrective Action Plans Have Been Implemented | percentage | 100% | 95% | 86% | | 2-23, 2-24 | SHS-5 | |
| Percentage of Current Suppliers with Action Plans that Have Improved Their ESG Performance within 12 Months of Plan Launch | percentage | 100% | 59% | 21% | | 2-23, 2-24 | SHS-5 | |
| Critical Human Rights Suppliers: Human Rights Selection on The Services Platform | | | | | | | | |
| Number of Critical Suppliers Invited to Respond to The Survey | number | 45 | 45 | | | 2-23, 2-24 | SHS-5 | |
| Number of Responses Received | number | 40 | 40 | | | 2-23, 2-24 | SHS-5 | |
| Number of Suppliers Identified with Medium or High Risk in Human Rights Issues | number | 15 | 15 | | | 2-23, 2-24 | SHS-5 | |
| Number of Training Sessions on Human Rights Due Diligence | number | 5 | | | | 2-23, 2-24 | SHS-5 | |
| Performance Management Programs | | | | | | | | |
| Contract Management Program | | | | | | | | |
| Number of Trained and Certified Contract Managers | number | 56 | 51 | 44 | | 2-23, 2-24 | SHS-5 | |
| SQM Performance Evaluation | | | | | | | | |
| Number of SQM with Senior Management | number | 42 | 38 | 31 | | 2-23, 2-24 | SHS-5 | |
| Number of Evaluated Suppliers | number | 36 | 26 | 23 | | 2-23, 2-24 | SHS-5 | |
| Number of Evaluated Services | number | 39 | 37 | 30 | | 2-23, 2-24 | SHS-5 | |
| PHILANTHROPIC ACTIVITIES AND CONTRIBUTIONS | | | | | | | | |
| Type of Philanthropic Activities | | | | | | | | |
| Total Social Investment | millions of dollars | \$3.13 | \$3.65 | \$5.12 | \$7.20 | 415-1 | GOV-5 | |
| Donations | millions of dollars | \$0.13 | \$0.30 | \$1.00 | \$1.40 | 415-1 | GOV-5 | |
| Community Investments | millions of dollars | \$2.99 | \$3.35 | \$4.12 | \$5.80 | 415-1 | GOV-5 | |
| Type of Philanthropic Contributions | | | | | | | | |
| Charitable Donations | millions of dollars | | | | | 415-1 | GOV-5 | |

| SOCIAL | UNITS | 2022 | 2021 | 2020 | 2019 | GRI | IPECA | SASB |
|---|---------------------|---------|--------|--------|------|--------------|--------|------|
| PHILANTHROPIC ACTIVITIES AND CONTRIBUTIONS | | | | | | | | |
| Volunteer Time Contributions (During Paid Working Hours) | millions of dollars | 0 | | | | 415-1 | GOV-5 | |
| In-Kind Donations | millions of dollars | \$ 2.65 | \$3.67 | | | 415-1 | GOV-5 | |
| Management Overheads | millions of dollars | \$0.47 | \$0.64 | | | 415-1 | GOV-5 | |
| Total Philanthropic Contributions | millions of dollars | \$3.13 | \$4.31 | | | 415-1 | GOV-5 | |
| SOCIAL INVESTMENT PROJECTS | | | | | | | | |
| Number of Projects Executed During the Year | number | 126 | 63 | 57 | | 413-1 | SOC-13 | |
| Number of Projects Including a Gender Focus | number | 12 | 11 | | | 413-1 | SOC-13 | |
| Number of Covered Communities | number | 86 | 59 | 57 | | 413-1 | SOC-13 | |
| Number of Benefited People | number | 22,322 | 22,322 | 25,000 | | 413-1 | SOC-13 | |
| Number of Benefited Families | number | 10,024 | 5,320 | | | 413-1 | SOC-13 | |
| Number of Strategic Partnerships (including Social Organizations) | number | 63 | 59 | | | 413-1 | SOC-13 | |
| COMMUNICATIONS PROGRAMS | | | | | | | | |
| Total Number of Meetings with Local Communities and Authorities | number | 211 | 543 | 646 | | 413-1, 413-2 | SOC-9 | |
| Total Number of Participants | number | 2,927 | 5,104 | 8,815 | | 413-1, 413-2 | SOC-9 | |
| Number of Contracts with Community Consultation | number | 5 | 6 | | | 413-1, 413-2 | SOC-9 | |
| Percentage of Assets that have Required Community Consultation | percentage | 100% | 100% | | | 413-1, 413-2 | SOC-9 | |
| Number of Projects in the Process of Community Consultation | number | 16 | 6 | | | 413-1, 413-2 | SOC-9 | |
| Percentage of Projects that are in The Community Consultation Process | percentage | 100% | 100% | | | 413-1, 413-2 | SOC-9 | |
| Total number of current production assets | number | 6 | 6 | | | | | |
| Non-Technical Delays | | | | | | | | |
| Number of Community Blockades | number | 18 | 59 | | | 413-1, 413-2 | SOC-9 | |
| Number of Days of Blockades | number | 22 | 95 | | | 413-1, 413-2 | SOC-9 | |
| Number of Blockades by Communities in the Operation Area due to Labour Issues | number | 3 | 19 | | | 413-1, 413-2 | SOC-9 | |
| Number of Days of Blockades in the Operation Area due to Labour Issues | number | 4 | 17 | | | 413-1, 413-2 | SOC-9 | |
| Number of Blockades by Communities in The Operation Area due to Poor Road Conditions | number | 2 | 8 | | | 413-1, 413-2 | SOC-9 | |
| Number of Days of Blockades in The Operation Area due to Poor Road Conditions | number | 2 | 1.5 | | | 413-1, 413-2 | SOC-9 | |
| Number of Blockades by Communities in The Operation Area due to Claimed Noncompliance with Agreements/Other Causes | number | 13 | 30 | | | 413-1, 413-2 | SOC-9 | |
| Number of Days of Blockades by Communities in The Operation Area due to Claimed Noncompliance with Agreements/Other Causes | number | 16 | 76.5 | | | 413-1, 413-2 | SOC-9 | |
| Number of Held Meetings with Local Communities and authorities to Socialize and Publicize The Projects and Activities of Our Operations | number | 211 | 543 | | | 413-1, 413-2 | SOC-9 | |
| ENGAGEMENT WITH INDIGENOUS PEOPLES | | | | | | | | |
| Number of Indigenous Communities Identified | number | 15 | 95 | | | 413-1, 413-2 | SOC-10 | |
| Number of Community Councils | number | 1 | 7 | | | 413-1, 413-2 | SOC-10 | |
| Number of Projects Under Development | number | 5 | 34 | | | 413-1, 413-2 | SOC-10 | |
| Number of Prior Consultation Processes | number | 16 | 12 | 1 | 2 | 413-1, 413-2 | SOC-10 | |

| GOVERNANCE | UNITS | 2022 | 2021 | 2020 | 2019 | GRI | IPECA | SASB |
|--|---------------------|---------------|---------------|---------------|---------------|--------------------|--------------|--------------|
| Corporate Governance Performance | | | | | | | | |
| Number of Members of the Board of Directors | number | 8 | 8 | 8 | 7 | 405-1 | GOV-1 | |
| Independent Board Members (%) | percentage | 88% | 75% | 88% | 88% | | GOV-1 | |
| Committees supporting the Board of Directors | number | 5 | 5 | 5 | 4 | | GOV-1 | |
| Independent Audit Members | percentage | 100% | 100% | 100% | 100% | | GOV-1 | |
| Independent Compensation Members | percentage | 100% | 100% | 100% | 100% | | GOV-1 | |
| Improper to the Ethic Codes | number | 0 | 0 | 0 | 0 | | GOV-1 | |
| CEO-to-Employee Pay Ratio Canada and Colombia | | | | | | | | |
| Total Annual Compensation of the Chief Executive Officer (or Any Equivalent Position) | Millions of Dollars | \$1.64 | \$0.72 | | | 2-21 | GOV-1, GOV-2 | |
| Median Annual Compensation of All Employees, Except The Chief Executive Officer (or Any Equivalent Position) | Millions of Dollars | \$0.30 | \$0.12 | | | 2-21 | GOV-1, GOV-2 | |
| Chief Executive Officer's Total Annual Compensation Ratio Versus Median Remuneration of Employees | Millions of Dollars | 5.41 | 5.61 | | | 2-21 | GOV-1, GOV-2 | |
| Transparency and Business Ethics Program | | | | | | | | |
| Operations Transactions Evaluated for Corruption Risks | | | | | | | | |
| Total Operations | number | 9,424 | 703 | | | 11.19 | GOV-3 | EM-EP-510a.2 |
| Number of Operations Evaluated | number | 9,424 | 437 | | | 11.20 | GOV-3 | EM-EP-510a.2 |
| Percentage of Operations Evaluated | percentage | 100% | 62.16% | | | 11.20 | GOV-3 | EM-EP-510a.2 |
| Ethical Business Culture | | | | | | | | |
| Total Number of CRCC per Year | number | 141 | 100 | 115 | 219 | 2-26 | GOV-3 | EM-EP-510a.2 |
| Ethical Business Culture | | | | | | | | |
| Total Monetary Value of Contributions to Political Parties or Representatives - Financial or In-Kind | | | | | | | | |
| Lobbying, Interest Representation or Similar | Millions of Dollars | \$0.51 | \$0.48 | \$1.53 | \$0.22 | 415-1 | GOV-5 | |
| Local, Regional or National Political Campaigns/Organizations/Candidates | Millions of Dollars | \$0 | | \$0.05 | | 415-1 | GOV-5 | |
| Trade Associations or Tax-Exempt Groups | Millions of Dollars | \$0.50 | \$0.50 | \$0.96 | \$1.41 | 415-1 | GOV-5 | |
| Total | Millions of Dollars | \$1.01 | \$0.98 | \$2.55 | \$1.63 | 415-1 | | |
| Human Rights Management | | | | | | | | |
| Hours of Training Provided | hours | 482 | 457 | 20.25 | \$1.41 | 3-3 (11.17.1) | SOC-1 | |
| Percentage of Operations Evaluated | percentage | 100% | 80% | 58% | 80% | 3-3 (11.17.1) | SOC-1 | |
| Human Rights Management Performance Evaluation | | | | | | | | |
| Risks Identified | number | 276 | 276 | | | 410-13-3 (11.17.1) | SOC-1 | EM-EP-210a.3 |
| Risks Related to the Hydrocarbon Sector | number | 82 | 82 | | | 410-13-3 (11.17.1) | SOC-1 | EM-EP-210a.3 |