

# ESG Report 2022 Indexes



# GRI content index

## Statement of use

Canacol Energy has reported in accordance with the GRI Standards for the period from January 1, 2022 to December 31, 2022.

## GRI 1 used

GRI 1: Foundation 2022

## Applicable GRI Sector Standard(s)

GRI 11: Oil and Gas Sector 2022

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	EXTERNAL VERIFICATION
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
<b>General disclosures</b>							
<b>GRI 2: General disclosures 2022</b>	2-1 Organizational details		ESG integrated report 2022, page 1. Addresses, page 2. Board of directors, page 8. A transparent and ethical business, page 87. Leadership, page 88. Committees that steer success, page 89.				
	2-2 Entities included in the organization's sustainability reporting		Board of directors, page 8. Our ESG Committee, pages 18, 19. A transparent and ethical business, page 87. Leadership, page 88. Committees that steer success, page 89.				
	2-3 Reporting period, frequency and contact point		ESG integrated report 2022, page 1. Annual, from January 1 to December 31, 2022. Point of contact for further information, page 2.				
	2-4 Restatements of information		Introduction, page 10. Financial performance, pages 16, 17.				
	2-5 External assurance		ESG integrated report 2022, page 1.  The Memorandum of independent review by Deloitte, of Environmental, Social and Governance (ESG) information was approved by the Board of Directors. The Board of Directors has been involved a 100% in the selection of the indicators to be verified and in the validation of the independent review result.  Memorandum of independent review by Deloitte, page 102.				
	2-6 Activities, value chain and other business relationships		Introduction, page 9. Operation in Colombia, page 12. Empowering our people, page 55. Caring for our supply chain, pages 79, 80, 81, 82, 83, 84.				
	2-7 Employees		Empowering our people, page 55. Employability indicators, pages 63, 64, 65, 66. Canacol Creates Job opportunities, page 4, 72, 75, 76				
	2-9 Governance structure and composition		Board of directors, page 8. A transparent and ethical business, page 87. Governance management, pages 88, 89, 90, 91. Committees that steer success, page 89. The Board of Directors of Canacol, is responsible under law to supervise the management of the business and affairs of the Corporation and its subsidiaries. The Board has the statutory authority and obligation to protect and enhance the assets of Canacol. The Board shall establish formal processes for determining the independence of its members as well as dealing with any conflict of interest situations.				
	2-10 Nomination and selection of the highest governance body		Board of directors, page 8. A transparent and ethical business, page 87. Committees that steer success, page 89.  See CORPORATE GOVERNANCE AND NOMINATING COMMITTEE TERMS OF REFERENCE: SCHEDULE ELECTION AND RESIGNATION OF DIRECTORS, page 1 on <a href="https://canacolenergy.com/site/assets/files/2845/4_gc-1_corporate_governance_and_nominating_committee_te.pdf">https://canacolenergy.com/site/assets/files/2845/4_gc-1_corporate_governance_and_nominating_committee_te.pdf</a>  See 2022 Management Information Circular: 2. Election of Directors, pages 4-15 on <a href="https://canacolenergy.com/site/assets/files/3747/canacol_-_2023_agm_circular_-_final.pdf">https://canacolenergy.com/site/assets/files/3747/canacol_-_2023_agm_circular_-_final.pdf</a>  See 2022 Management Information Circular: SCHEDULE B, CORPORATE GOVERNANCE DISCLOSURE, 1. Board of Directors, pages B1-B2 and 6. Nomination of Directors, pages B5-B6 on <a href="https://canacolenergy.com/site/assets/files/3747/canacol_-_2023_agm_circular_-_final.pdf">https://canacolenergy.com/site/assets/files/3747/canacol_-_2023_agm_circular_-_final.pdf</a>				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	EXTERNAL VERIFICATION
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
<b>General disclosures</b>							
<b>GRI 2: General disclosures 2022</b>	2-11 Chair of the highest governance body	Board of directors, page 8 A transparent and ethical business, page 87 Excellence in corporate governance, pages 89, 90 Committees that steer success, page 89 Michael Hibberd is the current Chairman of the Board and is an independent director.  See 2022 Management Information Circular: 2. Election of Directors, MICHAEL HIBBERD, Chairman, page 8 on <a href="https://canacolenergy.com/site/assets/files/3747/canacol_-_2023_agm_circular_-_final.pdf">https://canacolenergy.com/site/assets/files/3747/canacol_-_2023_agm_circular_-_final.pdf</a>  See 2022 Management Information Circular: SCHEDULE B, CORPORATE GOVERNANCE DISCLOSURE, 1. Board of Directors (f), page B2 on <a href="https://canacolenergy.com/site/assets/files/3747/canacol_-_2023_agm_circular_-_final.pdf">https://canacolenergy.com/site/assets/files/3747/canacol_-_2023_agm_circular_-_final.pdf</a>					
	2-12 Role of the highest governance body in overseeing the management of impacts	Board of directors, page 8. Our ESG committee, pages 19, 20. A transparent and ethical business, page 87.  Excellence in Corporate governance, page 89, 90. Committees that steer success, page 89. Committees, page 89.  See 2022 Management Information Circular: Environmental, Social and Governance pages 25-26 on <a href="https://canacolenergy.com/site/assets/files/3747/canacol_-_2023_agm_circular_-_final.pdf">https://canacolenergy.com/site/assets/files/3747/canacol_-_2023_agm_circular_-_final.pdf</a>					
	2-13 Delegation of responsibility for managing impacts	Board of directors, page 8. A transparent and ethical business, page 87. Committees that steer success, page 89.  See 2022 Management Information Circular: SCHEDULE B, CORPORATE GOVERNANCE DISCLOSURE, 8. Other Board Committees, pages B8-B11 on <a href="https://canacolenergy.com/site/assets/files/3747/canacol_-_2023_agm_circular_-_final.pdf">https://canacolenergy.com/site/assets/files/3747/canacol_-_2023_agm_circular_-_final.pdf</a>					
	2-14 Role of the highest governance body in sustainability reporting	Board of directors, page 8. Our ESG committee, pages 19, 20. A transparent and ethical business, page 87. Committees that steer success, page 89.  See 2022 Management Information Circular: SCHEDULE B, CORPORATE GOVERNANCE DISCLOSURE, 8. Other Board Committees, pages B8-B11 on <a href="https://canacolenergy.com/site/assets/files/3747/canacol_-_2023_agm_circular_-_final.pdf">https://canacolenergy.com/site/assets/files/3747/canacol_-_2023_agm_circular_-_final.pdf</a>					
	2-15 Conflicts of interest	A transparent and ethical business, page 87. Ethics, integrity, and corporate management, pages 59, 79, 83, 96, 97, 98. Canacol's transparency framework 97.  CANACOL ENERGY LTD. ANNUAL INFORMATION FORM YEAR ENDED DECEMBER 31, 2021: Conflicts of Interest, page 54 and page 73 on <a href="https://canacolenergy.com/site/assets/files/3819/canacol_-_2022_ay_aif_final.pdf">https://canacolenergy.com/site/assets/files/3819/canacol_-_2022_ay_aif_final.pdf</a>					
	2-16 Communication of critical concerns	Complaint mechanisms, Concerns, requests, complaints, and claims (CRCC) system, page 59. A transparent and ethical business, page 87. Ethics, integrity, and corporate management, page 96. Reporting ethical breaches, page 97.  See WHISTLE BLOWER POLICY, pages 1-3 on <a href="https://canacolenergy.com/site/assets/files/3749/whistle_blower_policy.pdf">https://canacolenergy.com/site/assets/files/3749/whistle_blower_policy.pdf</a>  At every quarterly audit committee meeting the board chair asks all executives and board members if they have become aware of any incidents of whistleblowing.					

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<b>General disclosures</b>							
<b>GRI 2: General disclosures 2022</b>	2-17 Collective knowledge of the highest governance body		ESG integrated report 2022, page 1. Board of directors, page 8. Our ESG Committee, pages 19, 20. A transparent and ethical business, page 87. Leadership, pages 88, 89. Committees that steer success, page 89. Excellence in corporate governance, page 96.  See 2022 Management Information Circular: Environmental, Social and Governance pages 25-26 on <a href="https://canacolenergy.com/site/assets/files/3747/canacol_-_2023_agm_circular_-_final.pdf">https://canacolenergy.com/site/assets/files/3747/canacol_-_2023_agm_circular_-_final.pdf</a>  See 2022 Management Information Circular: SCHEDULE B, CORPORATE GOVERNANCE DISCLOSURE, 8. Other Board Committees, pages B8-B11 on				
	2-18 Evaluation of the performance of the highest governance body		The Audit Committee conducts an annual self-assessment of its performance and the Terms of Reference and makes recommendations to the Corporate Governance and Nominating Committee with respect thereto. Members of the Committee shall be provided with appropriate and timely training to enhance their understanding of auditing, accounting, regulatory and industry issues applicable to the Canacol. New Committee members shall be provided with an orientation program to educate them on the Corporation's business, their responsibilities and the Corporation's financial reporting and accounting practices.				
	2-19 Remuneration policies		A transparent and ethical business, page 87. Executive compensation plan, pages 89, 90. Our Executive Compensation in 2022, page 9.0 Management ownership, page 91.				
	2-20 Process to determine remuneration		A transparent and ethical business, page 87. Executive compensation plan, pages 89, 90. Our executive compensation in 2022, page 90. Management ownership, page 91.				
	2-21 Annual total compensation ratio		Executive compensation plan, page 90. Management ownership, page 91. CEO-to-employee pay ratio in Canada and Colombia, page 91.			CEO-to-employee pay ratio Canada and Colombia (millions of dollars), 2022 - Total annual compensation of the Chief Executive Officer (or any equivalent position): \$1.53. - Median annual compensation of all employees, except the Chief Executive Officer (or any equivalent position): \$ 0.24 - Chief Executive Officer's total annual compensation ratio versus median remuneration of employees: \$ 6.34	
	2-22 Statement on sustainable development strategy		Message from the Board of Directors, page 5. Message from the President and CEO, pages 6, 7. Contributing to the SDGs, pages 22, 23, 24, 25, 26, 27, 85, 86.				
	2-23 Policy commitments		Human Rights, page 56, 57. 2023 targets for human rights, page 60. Caring for our supply chain, Canacol's Supply Chain Code of Conduct, page 79. Canacol's Transparency Framework, page 56, 97. A transparent and ethical business, page 87. Ethics, Integrity, and corporate management, pages 96, 97, 98. Ethical Framework, page 97.  Governance Section on company's website <a href="https://canacolenergy.com/about-us/governance-1/">https://canacolenergy.com/about-us/governance-1/</a>				
	2-24 Embedding policy commitments		Human rights, our approach, page 56. Our Human rights practices, page 57. Contributing to the SDGs, pages 85 - 86. Canacol's Transparency Framework, page 87. Tax Strategy and Tax Transparency and Fairness, pages 99, 101.  Our supply chain risk model and performance management program, page 83				

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<b>General disclosures</b>								
<b>GRI 2: General disclosures 2022</b>	2-25 Processes to remediate negative impacts		A transparent and ethical business, page 87. Risk management, pages 92, 93. Canacol's Transparency Framework, page 97.					
	2-26 Mechanisms for seeking advice and raising concerns		Empowering people, page 55. Human rights, pages 56 - 60. Concerns, requests, complaints, and claims (CRCC) system, page 59.					
	2-27 Compliance with laws and regulations		ESG material issues and key priorities, pages 22 - 27, and 85 - 86. Canacol's Transparency Framework, page 9.7 Ethical Framework, page 97 cTax Strategy, page 99, 101.  Tax transparency and fairness, page 87.					
	2-28 Membership associations		ESG Integrated Report 2021, page 1. Message from the President and CEO, pages 6, 7. Empowering people, page 55. Contributing to the SDGs pages 22, 23, 24, 25, 26, 27, 85, 86. Lobbying and Trade Associations, page 99.					
	2-29 Approach to stakeholder engagement		Engaging with shareholders and stakeholders, pages 26, 27. A transparent and ethical business, page 87. Ethics, integrity, and corporate management, pages 96, 97, 98.					
	2-30 Collective bargaining agreements		Empowering Our People, page 55. Labour rights, page 57. Human Rights, pages 56, 57, 58, 59, 60.					
<b>Material Topics</b>								
<b>GRI 3: Material topics 2021</b>	3-1 Process to determine material topics		Materiality analysis and stakeholder prioritization matrix, page 26.					
	3-2 List of material topics		ESG priorities, pages 22, 23, 24, 25. Materiality analysis and stakeholder prioritization matrix, page 26.					
<b>GHG emissions, Climate adaptation, resilience, and transition, and Air emissions</b>								
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics		ESG priorities: Priority 1. A cleaner energy future, page 23.  Priority 2. Empowering people, page 24.  Priority 3. A Transparent and ethical business, page 25.				11.1 11.2.1 11.3.1	
<b>GRI 302: Energy 2016</b>	201-2 Financial implications and other risks and opportunities due to climate change	a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including: i. a description of the risk or opportunity and its classification as either physical, regulatory, or other; ii. a description of the impact associated with the risk or opportunity; iii. the financial implications of the risk or opportunity before action is taken; iv. the methods used to manage the risk or opportunity; v. the costs of actions taken to manage the risk or opportunity.	TCFD Canacol's Risk Management Strategy, page 13.  As part of Canacol's core risk management processes, we are implementing a more robust methodology for identifying, quantifying, managing, and mitigating climate-related risks across our global operations. This ensures that climate considerations are fully embedded in our organizational culture, decision making, and that responsibilities and accountabilities are assigned for all key climate-related risks and opportunities.				11.2.2	

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<b>Material Topics</b>								
<b>GHG emissions, Climate adaptation, resilience, and transition, and Air emissions</b>								
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.	A cleaner energy future, page 28. Our energy transition roadmap, pages 29, 30, 31, 32, 33, 34. Energy consumption, page 30.				111.2	x
		b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.	A cleaner energy future, page 28. Our energy transition roadmap, pages 29, 30, 31, 32, 33, 34. Energy consumption, page 30.					
		c. In joules, watt-hours or multiples, the total: i. electricity consumption ii. heating consumption iii. cooling consumption iv. steam consumption	A cleaner energy future, page 28. Our energy transition roadmap, pages 29, 30, 31, 32, 33, 34. Energy consumption, page 30.					
		d. In joules, watt-hours or multiples, the total: i. electricity sold ii. heating sold iii. cooling sold iv. steam sold		Not included	Not applicable	Canacol does not sell energy		
		e. Total energy consumption within the organization, in joules or multiples.	A cleaner energy future, page 28. Our energy transition roadmap, pages 29, 30, 31, 32, 33, 34. Energy consumption, page 30.					
		f. Standards, methodologies, assumptions, and/or calculation tools used.	All calculations relevant to our energy performance indicators were conducted using direct measurement methods. Page 30.		Not applicable	All calculations relevant to our energy performance indicators were conducted using direct measurement methods. page xx, Footnote.		
		g. Source of the conversion factors used.	All calculations relevant to our energy performance indicators were conducted using direct measurement methods. We don't use conversion factor. Page 30.		Not applicable	All calculations relevant to our energy performance indicators were conducted using direct measurement methods. We don't use conversion factor. page, xx, Footnote xx		
	302-2 Energy consumption outside of the organization	a. Energy consumption outside of the organization, in joules or multiples.	A cleaner energy future, page 28. Our energy transition roadmap, pages 29, 30, 31, 32, 33, 34. Energy consumption, page 30.				111.3	
		b. Standards, methodologies, assumptions, and/or calculation tools used.	A cleaner energy future, page 28. Our energy transition roadmap, pages 29, 30, 31, 32, 33, 34. Energy consumption, page 30.					
		c. Source of the conversion factors used.	A cleaner energy future, page 28. Our energy transition roadmap, pages 29, 30, 31, 32, 33, 34. Energy consumption, page 30.					

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<b>Material Topics</b>							
<b>GHG emissions, Climate adaptation, resilience, and transition, and Air emissions</b>							
<b>GRI 305: Emissions 2016</b>	305-2 Energy indirect (Scope 2) GHG emissions	c. If available, the gases included in the calculation; whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all.	A cleaner energy future, page 28. Our energy transition roadmap, pages 29, 30, 31, 32, 33, 34. Emissions, pages 32, 33.			111.6	x
		d. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.	A cleaner energy future, page 28. Our energy transition roadmap, pages 29, 30, 31, 32, 33, 34. Emissions, pages 31, 32, 33				
		e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	A cleaner energy future, page 28. Our energy transition roadmap, pages 29, 30, 31, 32, 33, 34. Emissions, pages 31, 32, 33				
		f. Consolidation approach for emissions; whether equity share, financial control, or operational control.	A cleaner energy future, page 28. Our energy transition roadmap, page 29. Emissions, page 31, 32. Operational control pages 32, 33.				
		g. Standards, methodologies, assumptions, and/or calculation tools used.	A cleaner energy future, page 28. Our energy transition roadmap, pages 29, 30, 31, 32, 33, 34. Emissions, page 31, 32.				
	305-3 Other indirect (Scope 3) GHG emissions	a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO <sub>2</sub> equivalent.	A cleaner energy future, page 28. Information available in: <a href="https://canacolenergy.com/site/assets/files/3798/tcfd_report_v3.pdf">https://canacolenergy.com/site/assets/files/3798/tcfd_report_v3.pdf</a>			111.7	
		b. If available, the gases included in the calculation; whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all.	A cleaner energy future, page 33. Information available in: <a href="https://canacolenergy.com/site/assets/files/3798/tcfd_report_v3.pdf">https://canacolenergy.com/site/assets/files/3798/tcfd_report_v3.pdf</a>				
		c. Biogenic CO <sub>2</sub> emissions in metric tons of CO <sub>2</sub> equivalent.	A cleaner energy future, page 28. Biogenic emissions, page 31. Information available in: <a href="https://canacolenergy.com/site/assets/files/3798/tcfd_report_v3.pdf">https://canacolenergy.com/site/assets/files/3798/tcfd_report_v3.pdf</a>				
		d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.	Information available in: <a href="https://canacolenergy.com/site/assets/files/3798/tcfd_report_v3.pdf">https://canacolenergy.com/site/assets/files/3798/tcfd_report_v3.pdf</a>				
		e. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.	Information available in: <a href="https://canacolenergy.com/site/assets/files/3798/tcfd_report_v3.pdf">https://canacolenergy.com/site/assets/files/3798/tcfd_report_v3.pdf</a>				
		f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	Information available in: <a href="https://canacolenergy.com/site/assets/files/3798/tcfd_report_v3.pdf">https://canacolenergy.com/site/assets/files/3798/tcfd_report_v3.pdf</a>				
g. Standards, methodologies, assumptions, and/or calculation tools used.	Information available in: <a href="https://canacolenergy.com/site/assets/files/3798/tcfd_report_v3.pdf">https://canacolenergy.com/site/assets/files/3798/tcfd_report_v3.pdf</a>						

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<b>Material Topics</b>							
<b>GHG emissions, Climate adaptation, resilience, and transition, and Air emissions</b>							
<b>GRI 305: Emissions 2016</b>	305-4 GHG emissions intensity	a. GHG emissions intensity ratio for the organization.	A cleaner energy future, page 28. Our energy transition roadmap, pages 29, 30, 31, 32, 33, 34. Emissions, pages 31, 32, 33, 34.			11.1.8	x
		b. Organization-specific metric (the denominator) chosen to calculate the ratio	Introduction, pages 11, 12. Operation in Colombia, page 13. Empowering our people, page 54. Caring for our supply chain, page 79.				
		c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	A cleaner energy future, page 28. Emissions, page 30. Our energy transition roadmap, pages 31, 32, 33, 34. Emissions, page 33.				
		d. Gases included in the calculation; whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all.	A cleaner energy future, page 28. Our energy transition roadmap, pages 29, 30, 31, 32, 33, 34. Emissions, page 32.				
	305-5 Reduction of GHG emissions	a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO <sub>2</sub> equivalent.	A cleaner energy future, page 28. Our energy transition roadmap, pages 29, 30, 31, 32, 33, 34. Emissions, page 33.			11.2.3	x
		b. Gases included in the calculation; whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all.	A cleaner energy future, page 28. Our energy transition roadmap, pages 29, 30, 31, 32, 33, 34. Emissions, page 33.				
		c. Base year or baseline, including the rationale for choosing it.	A cleaner energy future, page 28. Our energy transition roadmap, pages 31, 32, 33, 34. Emissions, page 33.				
		d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	A cleaner energy future, page 28. Our energy transition roadmap, pages 29, 30, 31, 32, 33, 34. Emissions, page 33.				
		e. Standards, methodologies, assumptions, and/or calculation tools used.	A cleaner energy future, page 33. Our energy transition roadmap, pages 29, 30, 31, 32, 33, 34. Emissions, page 33.				
	11.2.4 Organization's approach to public policy development and lobbying on climate change		A transparent and ethical Business, page 87. Policy Influence, page 99. Lobbying and trade associations – climate alignment, page 99.			11.2.4	
	305-7 Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	a. Significant air emissions, in kilograms or multiples, for each of the following: i. NO <sub>x</sub> ii. SO <sub>x</sub> iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations	A cleaner energy future, page 28. Our energy transition roadmap, pages 29, 30, 31, 32, 33, 34. Emissions, pages 31, 32, 33.			11.3.2	x
		b. Source of the emission factors used	A cleaner energy future, page 28. Emissions, pages 31, 32, 33.				
		c. Standards, methodologies, assumptions, and/or calculation tools used.	A cleaner energy future, page 28. Emissions, pages 31, 32, 33.				



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<b>Material Topics</b>							
<b>Water and effluents</b>							
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics		ESG priorities: Priority 1, Page 23. A cleaner energy future, 28. How we use water, page 44. Water management (Description), page 47.				11.6.1
<b>GRI 303: Water and effluents 2018</b>	303-1 Interactions with water as a shared resource	a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts the organization has caused or contributed to, or that are directly linked to its operations, products, or services by its business relationships (e.g., impacts caused by runoff).	A cleaner energy future, page 28. How we use water, page 44, 45, 46, 47, 48.				11.6.2
		b. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used.	A cleaner energy future, page 28. Water, pages 47, 48.				
		c. A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts.					
		d. An explanation of the process for setting any water-related goals and targets that are part of the organization's approach to managing water and effluents, and how they relate to public policy and the local context of each area with water stress.	The Environmental Impact Studies (EIS) performed during licensing and permitting processes determined that our activities do not require significant volumes of water withdrawal. Nevertheless, we proactively assess water availability versus consumption and use withdrawal timing during periods of excess availability or alternative sourcing to avoid negative impacts for the communities and ecosystems in our operational areas.  We assess our water risk addressing the water risk analysis by WRI  <a href="https://www.wri.org/data/aqueduct-water-risk-atlas">https://www.wri.org/data/aqueduct-water-risk-atlas</a> Chapter: A cleaner Energy Future, pages 44, 45.				
	303-2 Management of water discharge-related impacts	a. A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including: i. how standards for facilities operating in locations with no local discharge requirements were determined; ii. any internally developed water quality standards or guidelines; iii. any sector-specific standards considered; iv. whether the profile of the receiving waterbody was considered.	A cleaner energy future, page 28. Water, pages 46, 47, 48.	Not included	Not applicable	we don't discharge water	11.6.3

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	EXTERNAL VERIFICATION
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<b>Material Topics</b>							
<b>Water and effluents</b>							
<b>GRI 303: Water and effluents 2018</b>	303-3 Water withdrawal	a. Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water.	A cleaner energy future, page 28. How we use water, page 46.			11.6.4	x
		b. Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv.	A cleaner energy future, page 28. How we use water, page 46.				
		c. A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories: i. Freshwater ( $\leq 1,000$ mg/L Total Dissolved Solids); ii. Other water ( $>1,000$ mg/L Total Dissolved Solids).	A cleaner energy future, page 28. How we use water, page 46.				
		d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	A cleaner energy future, page 28. How we use water, pages 46, 47, 48.				
	303-4 Water discharge	a. Total water discharge to all areas in megaliters, and a breakdown of this total by the following types of destination, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Third-party water, and the volume of this total sent for use to other organizations, if applicable.	A cleaner energy future, page 28. How we use water, page 48.				
		b. A breakdown of total water discharge to all areas in megaliters by the following categories: i. Freshwater ( $\leq 1,000$ mg/L Total Dissolved Solids); ii. Other water ( $>1,000$ mg/L Total Dissolved Solids).	A cleaner energy future, page 28. How we use water, page 47.				
		c. Total water discharge to all areas with water stress in megaliters, and a breakdown of this total by the following categories: i. Freshwater ( $\leq 1,000$ mg/L Total Dissolved Solids); ii. Other water ( $>1,000$ mg/L Total Dissolved Solids)	A cleaner energy future, page 28. How we use water, page 47.				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	EXTERNAL VERIFICATION	
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION			
<b>Material Topics</b>								
<b>Water and effluents</b>								
<b>GRI 303: Water and effluents 2018</b>	303-4 Water discharge	d. Priority substances of concern for which discharges are treated, including: i. how priority substances of concern were defined, and any international standard, authoritative list, or criteria used; ii. the approach for setting discharge limits for priority substances of concern; iii. number of incidents of non-compliance with discharge limits.		Not included	Not applicable	we don't discharge water	11.6.5	x
		e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	A cleaner energy future, page 28 Water, pages 46, 47, 48.					
	303-5 Water consumption	a. Total water consumption from all areas in megaliters.	A cleaner energy future, page 28. How we use water, page 47.				11.6.6	x
		b. Total water consumption from all areas with water stress in megaliters.	N/A	Not included	Not applicable	we dont have consumption of water in water stress areas		
		c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact.	A cleaner energy future, page 28. How we use water, pages 45, 46, 47, 48.					
		d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors.	A cleaner energy future, page 28. How we use water, page 47.					
	<b>11.4 Biodiversity</b>							
	<b>GRI 304: Biodiversity</b>	304-1 Operational sites owned, leased, managed in, or adjacent to protected areas of high biodiversity value outside protected areas	a. For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information: i. Geographic location;	A clear energy future, page 28. Protecting biodiversity, page 35. Scope of biodiversity activities page 35.				
ii. Subsurface and underground land that may be owned, leased, or managed by the organization;			A clear energy future, page 28. Protecting biodiversity, page 35. Scope of biodiversity, page 35.					

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	EXTERNAL VERIFICATION
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
<b>Material Topics</b>							
<b>11.4 Biodiversity</b>							
<b>GRI 304: Biodiversity</b>	304-1 Operational sites owned, leased, managed in, or adjacent to protected areas of high biodiversity value outside protected areas	iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas;	A clear energy future, page 28. Protecting biodiversity, page 35. Scope of biodiversity activities, page 36.			11.4.2	x
		iv. Type of operation (office, manufacturing or production, or extractive);	A clear energy future, page 28. Protecting biodiversity, page 35. Scope of biodiversity activities, page 36.				
		v. Size of operational site in km2 (or another unit, if appropriate);	A clear energy future, page 28. Protecting biodiversity, page 35. Scope of biodiversity activities, page 35.				
		vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem);	A clear Energy Future, page 28. Protecting Biodiversity, page 35. Scope of biodiversity activities, page 36.				
		vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation).	A clear Energy Future, page 28. Protecting Biodiversity, page 35. Scope of biodiversity activities, page 37.				
	304-2 Significant impacts of activities products and services on Biodiversity	a. Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following: i. Construction or use of manufacturing plants, mines, and transport infrastructure; ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources); iii. Introduction of invasive species, pests, and pathogens; iv. Reduction of species; v. Habitat conversion; vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level).	A clear Energy Future, page 28. Protecting Biodiversity, page 35. Evaluation of Biodiversity impacts and remediation strategies, pages 37, 38.			11.4.3	
		b. Significant direct and indirect positive and negative impacts with reference to the following: i. Species affected; ii. Extent of areas impacted; iii. Duration of impacts; iv. Reversibility or irreversibility of the impacts.	A clear Energy Future, page 28. Protecting Biodiversity, page 35. Evaluation of Biodiversity impacts and remediation strategies, pages 37, 38.				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	EXTERNAL VERIFICATION
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
<b>Material Topics</b>							
<b>11.4 Biodiversity</b>							
<b>GRI 304: Biodiversity</b>	304-3 Habitats protected or restored.	a. Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals.	A clear energy future, page 28. Protecting biodiversity, page 35. Protection and reforestation projects, pages 38, 39.			11.4.4	
		b. Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures.	A clear energy future, page 28. Protecting biodiversity, page 35. Protection and reforestation projects, pages 38, 39.				
		c. Status of each area based on its condition at the close of the reporting period.	A clear energy future, page 28. Protecting Biodiversity, page 35. Status of Protected areas, page 38.				
		d. Standards, methodologies, and assumptions used.	A clear energy future, page 28. Protecting Biodiversity, page 35. Protection and reforestation projects, pages 38, 39.				
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	a. Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk: i. Critically endangered ii. Endangered iii. Vulnerable iv. Near threatened v. Least concern	A clear energy future, page 28. Protecting Biodiversity, page 35. Scope of Biodiversity, pages 37, 38.			11.4.5	
<b>Anti-corruption</b>							
<b>GRI 205: Anti-corruption</b>	205-1 Operations in which risks related to corruption have been assessed.	a. Total number and percentage of operations assessed for risks related to corruption.	An ethical and transparent business, page 87. Ethics, integrity and corporate management, page 96. Operational transactions assessed for risks related to corruption, page 99.			11.20.2	x
		b. Significant risks related to corruption identified through the risk assessment.	An ethical and transparent business, page 87. Ethics, integrity and corporate management, page 96. Operational transactions assessed for risks related to corruption, page 99.	Not included	Not applicable		
<b>Human Talent</b>							
<b>GRI 401: Employment</b>	401-1 New employee hires and employee turnover	a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.	Empowering our people, page 54. Harnessing diversity, page 61. Our approach to diversity, equity and inclusion, page 63.			11.10.2	x
		b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.	Empowering our people, page 54. Harnessing diversity, page 61. Our approach to diversity, equity and inclusion, page 63.				
<b>GRI 404: Training and education 2016</b>	404-1 Average hours of training per year per employee	a. Average hours of training that the organization's employees have undertaken during the reporting period, by: i. gender; ii. employee category.	Empowering our people, page 54. Investing in People, page 68. Caring about our talent, page 70. Training and development, page 70.			11.11.4	x

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	EXTERNAL VERIFICATION
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
<b>Material Topics</b>							
<b>Human Talent</b>							
<b>GRI 404: Training and education 2016</b>	404-2 Programs to enhance employee skills and transition assistance programs.	a. Type and scope of programs implemented and assistance provided to upgrade employee skills.	Empowering our people, page 54. Investing in people, page 68. Caring about our talent, page 70. Training and development, page 69.				
		b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	Empowering our people, page 54. Investing in people, page 68. Caring about our talent, page 70. Training and development page, 69, 70, 71.	Not included	Information unavailable /incomplete	Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment will be conducted in 2023	11.7.3
<b>GRI 405: Diversity and equity of opportunities 2016</b>	405-1 Diversity in governance bodies and employees	a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	Empowering our people, page 54. Harnessing diversity, page 61. Our approach to diversity, equity and inclusion, page 63.			For the governing bodies, the positions that report directly to the CEO are taken as a reference.	
		b. Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	Empowering our people, page 54. Harnessing diversity, page 61. Our approach to diversity, equity and inclusion, page 63.			Executives total: 31-50 years: 6 >50 years: 9  Senior management total: <30 years: 1 31-50 years: 13 >50 years: 10  Junior management total: <30 years: 2 31-50 years: 43 >50 years: 8  Professionals total: <30 years: 29 31-50 years: 167 >50 years: 30  Administrative total: <30 years: 61 31-50 years: 102 >50 years: 17	11.11.5
	405-2 Ratio of basic salary and remuneration of women to men.	a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.	Empowering our people, page 54. Harnessing diversity, page 61. Our gender equity statistics page 65.			22 people from Canada were excluded. This indicator corresponds to 98% of the company's employees.	
		b. The definition used for 'significant locations of operation'.	Introduction - Operational performance, page 11. Empowering our people, page 54. Harnessing diversity, page 61. Our gender equity statistics, page 65.			The significant location of operation is Colombia	11.11.6

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	EXTERNAL VERIFICATION
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
<b>Material Topics</b>							
<b>Human Talent</b>							
<b>GRI 407: Freedom of association and collective bargaining 2016</b>	407-1 Right to freedom of association	a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk.	Empowering our people page 54 Human rights page 56 Our human rights practices page 57			1113.2	x
		b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.	Empowering our people, page 54. Human Rights, page 56. Labour rights, page 57.  Social: Empowering our people page 54. Harnessing Diversity page 61. Work climate in 2022 page 66.				
<b>Occupational health and safety</b>							
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics		ESG priorities: Priority 2. A safe and committed team, page 24. Investing in People, page 68. Industrial safety and occupational health (Description), page 69.  ESG priorities: Priority 2. A safe and committed team, page 24. Industrial safety and occupational health, page 69. ESG goals 2022-2026, page 69.			11.9.1	
<b>GRI 403: Occupational health and safety 2018</b>	403-1 Occupational health and safety management system	a. A statement of whether an occupational health and safety management system has been implemented, including whether: i. the system has been implemented because of legal requirements and, if so, a list of the requirements; ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards /guidelines.	Empowering our people, page 54. Investing in people, page 68. Health and safety, pages 68, 69, 70, 71.			11.9.2	
		b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.	Empowering our people, page 54. Investing in people, page 68. Health and safety, pages 68, 69, 70, 71.				
	403-2 Hazard identification, risk assessment, and incident investigation	a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks,	Empowering our people, page 54. Investing in people, page 68. Health and safety, pages 68, 69, 70, 71.				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	EXTERNAL VERIFICATION
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
<b>Material Topics</b>							
<b>Occupational health and safety</b>							
<b>GRI 403: Occupational health and safety 2018</b>	403-2 Hazard identification, risk assessment, and incident investigation 403-2 Hazard identification, risk assessment, and incident investigation	including: i. how the organization ensures the quality of these processes, including the competency of persons who carry them out; ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.				11.9.3	
		b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.	Not included	Not applicable	'Work-related hazards and hazardous situations for workers is determined according to the ISO 45001 standard. Additionally, we reinforced our safety culture approach improving our awareness and understanding of internal and external risk factors. Additional focus was placed on defining proper controls to mitigate risk factors affecting the workforces' physical and mental well-being.		
		c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.	Not included	Not applicable	Policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health is determined by the ISO 45001 standard. Additionally, we reinforced our safety culture approach improving our awareness and understanding of internal and external risk factors. Additional focus was placed on defining proper controls to mitigate risk factors affecting the workforces' physical and mental well-being.		
		d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.	Empowering our people, page 54. Investing in people, page 68. Health and safety, pages 68, 69, 70, 71.				



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	EXTERNAL VERIFICATION
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
<b>Material Topics</b>							
<b>Occupational health and safety</b>							
<b>GRI 403: Occupational health and safety 2018</b>	403-3 Occupational health services	a. A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them.	Empowering our people, page 54. Investing in people, page 68. Health and safety, pages 68, 69, 70, 71.				11.9.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.		Not included	Not applicable	The Joint Committee on Safety and Health at Work (COPASST, in Spanish) is comprised of eight main members (four employees and four company representatives). The purpose of this committee is to coordinate, monitor and follow up on all occupational health and safety activities of the Company. COPASST members represent all the company's employees. They prompt and encourage everyone's commitment to occupational health and safety. The COPASST meets monthly to promote working conditions improvements and prevent occupational accidents and diseases at work.	11.9.5
		b. Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.		Not included	Not applicable	The Joint Committee on Safety and Health at Work (COPASST, in Spanish) is comprised of eight main members (four employees and four company representatives). The purpose of this committee is to coordinate, monitor and follow up on all occupational health and safety activities of the Company. COPASST members represent all the company's employees. They prompt and encourage everyone's commitment to occupational health and safety. The COPASST meets monthly to promote working conditions improvements and prevent occupational accidents and diseases at work.	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	EXTERNAL VERIFICATION
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
<b>Material Topics</b>							
<b>Occupational health and safety</b>							
<b>GRI 403: Occupational health and safety 2018</b>	403-5 Worker training on occupational health and safety	a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.	Empowering our people, page 54. Investing in people, page 68. Health and safety, page 70. Preventing support for health and safety, page 70. Caring about our talent, page 71.			11.9.6	
	403-6 Promotion of worker health	a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.	Empowering our people, page 54. Investing in people, page 68. Preventing support for health and safety, page 69. Health and safety, page 70. Caring about our talent, page 71.			11.9.7	
		b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.	Empowering our people, page 54. Investing in people, page 68. Preventing support for health and safety, page 69. Health and safety, page 70. Caring about our talent, page 71.				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	a. A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products, or services by its business relationships, and the related hazards and risks.	Empowering our people, page 54. Investing in people, page 68. Preventing support for health and safety, page 69. Health and safety, page 70. Caring about our talent, page 71.			11.9.8	
403-8 Workers covered by an occupational health and safety management system	a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system; ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited; iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is	Empowering our people, page 54. Investing in people, pages 68. Health and safety, pages 68, 69, 70, 71.					

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	EXTERNAL VERIFICATION	
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION			
<b>Material Topics</b>								
<b>Occupational health and safety</b>								
<b>GRI 403: Occupational health and safety 2018</b>	403-8 Workers covered by an occupational health and safety management system	controlled by the organization, who are covered by such a system that has been audited or certified by an external party.				11.9.9		
		b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.		Not included	Not applicable			There were no workers excluded from the disclosure
		c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	Empowering our people, page 54. Investing in people, pages 68, 69, 70, 71. Health and safety, page 69.					
	403-9 Work-related injuries	a. For all employees: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked.	Empowering our people, page 54. Investing in people, pages 68, 69, 70, 71. Health and safety, pages 69.	Not included	Information unavailable /incomplete	Currently, there is no detailed information on the number of hours worked to determine the calculation prime rates, considering that according to Colombian regulations, the calculations are defined by the number of workers, which generates an important change in the databases. The company is currently updating the process. The information will be available for the 2023 ESG report.		
		b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked.	Empowering our people, page 54. Investing in people, pages 68, 69, 70, 71. Health and safety, pages 69.	Not included	Information unavailable /incomplete	Currently, there is no detailed information on the number of hours worked to determine the calculation prime rates, considering that according to Colombian regulations, the calculations are defined by the number of workers, which generates an important change in the databases. The company is currently updating the process. The information will be available for the 2023 ESG report.		
		c. The work-related hazards that pose a risk of high-consequence injury, including: i. how these hazards have been determined; ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.	Empowering our people, page 54. Investing in people, page 68. Preventing support for health and safety, page 69. Health and safety, page 70. Caring about our talent, page 71.					

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	EXTERNAL VERIFICATION	
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION			
<b>Material Topics</b>								
<b>Occupational health and safety</b>								
<b>GRI 403: Occupational health and safety 2018</b>	403-9 Work-related injuries	d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.	Empowering our people, page 54. Investing in people, page 68. Health and safety, page 70. Caring about our talent, page 71.			11.910	x	
		e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.	Empowering our people, page 54. Investing in people, pages 68, 69, 70, 71. Health and safety, pages 69.					
		f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.		Not included	Not applicable			There were no workers excluded from the disclosure
		g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	Empowering our people, page 54. Investing in people, pages 68, 69, 70, 71. Health and safety, pages 69.					
	403-10 Work-related ill health	a. For all employees: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health.	Empowering our people, page 54. Investing in people, pages 68, 69, 70, 71. Health and safety, pages 69.			a.i There were zero fatalities as result of work-related ill health for employees. a.ii There were zero recordable work-related ill health for employees. a.iii Not applicable	11.911	x
		b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health.	Empowering our people, page 54. Investing in people, pages 68, 69, 70, 71. Health and safety, pages 69.			b.i. There were zero fatalities as result of work-related ill health for workers. b.ii. There were zero recordable work-related ill health for workers. b.iii Not applicable		
		c. The work-related hazards that pose a risk of ill health, including: i. how these hazards have been determined; ii. which of these hazards have caused or contributed to cases of ill health during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.	Empowering our people, page 54. Investing in people, pages 68, 69, 70, 71. Health and safety, pages 69.			At Canacol, we manage risks using the identification, evaluation, and assessment risk matrix for direct and contracted operations. This matrix allows us to determine controls and intervention measures to avoid or reduce potential hazards.		
		d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.		Not included	Not applicable	This indicator corresponds to 100% of the company's workers. There were no exclusions.		

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	EXTERNAL VERIFICATION
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
<b>Material Topics</b>							
<b>Occupational health and safety</b>							
<b>GRI 403: Occupational health and safety 2018</b>	403-10 Work-related ill health		Empowering our people, page 54. Investing in people, pages 68, 69, 70, 71. Health and safety, pages 68, 69, 70.				
<b>Rights of indigenous peoples</b>							
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics		Empowering our people, page 54. Creating Prosperity, page 72. Preservation of indigenous heritage, page 76. Soy-based nutritional program a successful canacol social investment, page 77. Women leaders and entrepreneurs: Canacol's program for women in rural communities, pages 78, 79.			11.14.1 11.17.1 11.17.3 11.17.4	
<b>GRI 411: Rights of indigenous peoples 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples	a. Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period.		Not included	Not applicable	Zero (0). We did not have incidents of violations involving rights of indigenous peoples during 2022.	11.17.2
		b. Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action.		Not included	Not applicable	Zero (0). We did not have incidents of violations involving rights of indigenous peoples during 2022.	
<b>Local communities</b>							
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics		Empowering our people, page 54. Creating prosperity, page 72. Social investment projects for rural communities, page 73.			11.15.1	
<b>GRI 413: Local communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of: i. social impact assessments, including gender impact assessments, based on participatory processes;	Empowering our people, page 54. Creating prosperity, page 72. Our approach and governance for social investment, page 72. Canacol create job opportunities, page 75. Presevation of indigenous heritage, page 76. Successful consultation processes, page 77. Soy-based nutritional program – a successful Canacol social investment, page 77.	Not included	information unavailable /incomplete	Social and environmental impact assessments will be conducted in 2023 in all of the company's development programs. By 2022, it was only executed in the gas massification program with the participation of a third party for measuring the social and environmental benefits and impacts. This project was implemented in Canacol's contracts: Esperanza, VIM 5 and VIM 21.	
		ii. environmental impact assessments and ongoing monitoring;	Empowering our people, page 54. Creating prosperity, page 72. Our approach and governance for social investment, page 72.	Not included	Information unavailable /incomplete	Social and environmental impact assessments will be conducted in 2023 in all of the company's development programs. By 2022, it was only executed in the gas massification	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	EXTERNAL VERIFICATION	
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION			
<b>Material Topics</b>								
<b>Local communities</b>								
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs							
		iii. public disclosure of results of environmental and social impact assessments;	Social: Empowering our people, page 54. Creating prosperity, page 72. Our approach and governance for social investment, page 72. Canacol create job opportunities, page 75. Presevation of indigenous heritage, page 76. Successful consultation processes, page 77.	Not included	information unavailable /incomplete	Social and environmental impact assessments will be conducted in 2023 in all of the company's development programs. By 2022, it was only executed in the gas massification program with the participation of a third party for measuring the social and environmental benefits and impacts. This project was implemented in Canacol's contracts: Esperanza, VIM 5 and VIM 21.		
		iv. local community development programs based on local communities' needs;	Empowering our people, page 54. Creating prosperity, page 72. Our approach and governance for social investment, page 72. Social investment projects for rural communities, pages 73, 74, 75. Canacol create job opportunities, page 75. Presevation of indigenous heritage, page 76. Successful consultation processes, page 77. Soy-based nutritional program — a successful Canacol social investment, page 77.					
		v. stakeholder engagement plans based on stakeholder mapping;	Empowering our people, page 54. Creating prosperity, page 72. Our approach and governance for social investment, page 72.					
		vi. broad based local community consultation committees and processes that include vulnerable groups;	Empowering our people, page 54. Creating prosperity, page 72. Our approach and governance for social investment, page 72. Presevation of indigenous heritage, page 76. Successful consultation processes, page 77.					
		vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts;	Empowering our people, page 54. Creating prosperity, page 72. Our approach and governance for social investment, page 72. Presevation of indigenous heritage, page 76. Successful consultation processes, page 77.					
		viii. formal local community grievance processes.	Empowering our people, page 54. Creating prosperity, page 72. Our approach and governance for social investment, page 72. Presevation of indigenous heritage, page 76.					
		413-2 Operations with significant actual and potential negative impacts on local communities	a. Operations with significant actual and potential negative impacts on local communities, including: i. the location of the operations; ii. the significant actual and potential negative impacts of operations.	Empowering our people, page 54. Creating prosperity, page 72. Our approach and governance for social investment, page 72. Canacol create job opportunities, page 75. Presevation of indigenous heritage, page 76.				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	EXTERNAL VERIFICATION	
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION			
<b>Material Topics</b>								
<b>Local communities</b>								
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs							
		iii. public disclosure of results of environmental and social impact assessments;	Empowering our people, page 54. Creating prosperity, page 72. Our approach and governance for social investment, page 72. Canacol create job opportunities, page 75. Presevation of indigenous heritage, page 76. Successful consultation processes, page 77.	Not included	information unavailable /incomplete	Social and environmental impact assessments will be conducted in 2023 in all of the company's development programs. By 2022, it was only executed in the gas massification program with the participation of a third party for measuring the social and environmental benefits and impacts. This project was implemented in Canacol's contracts: Esperanza, VIM 5 and VIM 21.		
		iv. local community development programs based on local communities' needs;	Empowering our people, page 54. Creating prosperity, page 72. Our approach and governance for social investment, page 72. Social investment projects for rural communities, pages 73, 74, 75. Canacol create job opportunities, page 75. Presevation of indigenous heritage, page 76. Successful consultation processes, page 77. Soy-based nutritional program – a successful Canacol social investment, page 77.					
		v. stakeholder engagement plans based on stakeholder mapping;	Empowering our people, page 54. Creating prosperity, page 72. Our approach and governance for social investment, page 72.					
		vi. broad based local community consultation committees and processes that include vulnerable groups;	Empowering our people, page 54. Creating prosperity, page 72. Our approach and governance for social investment, page 72. Presevation of indigenous heritage, page 76. Successful consultation processes, page 77.					
		vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts;	Empowering our people, page 54. Creating prosperity, page 72. Our approach and governance for social investment, page 72. Presevation of indigenous heritage, page 76. Successful consultation processes, page 77.					
		viii. formal local community grievance processes.	Empowering our people, page 54. Creating prosperity, page 72. Our approach and governance for social investment, page 72. Presevation of indigenous heritage, page 76.					
	413-2 Operations with significant actual and potential negative impacts on local communities	a. Operations with significant actual and potential negative impacts on local communities, including: i. the location of the operations; ii. the significant actual and potential negative impacts of operations.	Empowering our people, page 54. Creating prosperity, page 72. Our approach and governance for social investment, page 72. Canacol create job opportunities, page 75. Presevation of indigenous heritage, page 76.					

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	EXTERNAL VERIFICATION
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
<b>Material Topics</b>							
<b>Supply Chain</b>							
<b>GRI 308: Environmental evaluation of suppliers 2016</b>	308-1 New suppliers that have passed selection filters according to environmental criteria	a. Percentage of new suppliers that were screened using environmental criteria.	Social: Empowering our people, page 54. Creating Prosperity, page 72. Caring for our supply chain, pages 79, 80, 81, 82, 83, 84. Assessment and compliance of our value chain with ESG criteria, page 80.				x
<b>GRI 414: Social evaluation of suppliers 2016</b>	414-1 New suppliers that have passed selection filters according to social criteria	a. Percentage of new suppliers that were screened using social criteria.	Social: Empowering our people, page 54. Creating Prosperity, page 72. Caring for our supply chain, pages 79, 80, 81, 82, 83, 84. Assessment and compliance of our value chain with ESG criteria, page 80.			1110.8	x
<b>Public Policy</b>							
<b>GRI 415: Public Policy 2016</b>	415-1 Contributions to political parties and/or representatives	a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.	Governance: A transparent and ethical business, page 87. Ethics, integrity and government management, page 96. Operational transactions assessed for risks related to corruption, page 99.	Not included	Not applicable	11.22.2	x
		b. If applicable, how the monetary value of in-kind contributions was estimated.		Not included	Not applicable		

**Topics in the applicable GRI Sector Standards determined as not material**

**[GRI 11: Oil and Gas Sector 2021]**

**Supply Chain**

<b>GRI 306: Waste</b>	306-1 Waste generation and significant waste-related impacts	a. For the organization's significant actual and potential waste-related impacts, a description of: i. the inputs, activities, and outputs that lead or could lead to these impacts; ii. whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain.	A cleaner Energy Future, page 28. Reusing and repurposing our Waste, pages 40, 41, 42, 43.			11.5.2	
	306-2 Management of significant waste related impacts	a. Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated.	A cleaner Energy Future, page 28. Reusing and repurposing our Waste, pages 40, 41, 42, 43.			11.5.3	
		b. If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.	A cleaner Energy Future, page 28. Reusing and repurposing our Waste, pages 40, 41, 42, 43.				



Supply Chain

GRI 306: Waste	306-2 Management of significant waste related impacts	c. The processes used to collect and monitor waste-related data.	A cleaner energy future, page 28. Reusing and repurposing our Waste, pages 40, 41, 42, 43.	This topic was determined as not material in our materiality analysis and stakeholder prioritization matrix.	11.5.4	x
	306-3 Waste Generated	a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.	A clear energy future, page 28. Reusing and repurposing our Waste, 40. General Waste, page 42.			
		b. Contextual information necessary to understand the data and how the data has been compiled.	A clear energy future, page 28. Reusing and repurposing our Waste, 40. General Waste, pages 40, 41.			
	306-4 Waste Diverted form Disposal.	a. Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste.	A clear Energy Future, page 28. Reusing and repurposing our Waste, 40. Waste Management, page 42.			
		b. Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: i. Preparation for reuse; ii. Recycling; iii. Other recovery operations.	A clear energy future, page 28. Reusing and repurposing our Waste, 40. Waste Management, page 42.			
		c. Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: i. Preparation for reuse; ii. Recycling; iii. Other recovery operations.	A clear energy future, page 28. Reusing and repurposing our Waste, pages 40, 41, 42, 43. Waste Management, page 42.			
		d. For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal: i. onsite; ii. offsite.	A clear energy future, page 28. Reusing and repurposing our Waste, pages 40, 41, 42, 43. Waste Management, page 42.			
		e. Contextual information necessary to understand the data and how the data has been compiled.	A clear energy future, page 28. Reusing and repurposing our Waste, pages 40, 41, 42, 43. Waste Management, page 42.			
	306-4 Waste Diverted form Disposal.	a. Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste.	A clear energy future, page 28. Reusing and repurposing our Waste, pages 40, 41, 42, 43. Waste Management, page 42.			
			A clear energy future, page 28. Reusing and repurposing our Waste, pages 40, 41, 42, 43. Waste Management, page 42.			

Topics in the applicable GRI Sector Standards determined as not material

[GRI 11: Oil and Gas Sector 2021]

Supply Chain

GRI 306: Waste	306-4 Waste Diverted from Disposal.	iii. Landfilling; iv. Other disposal operations.					
		c. Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: i. Incineration (with energy recovery); ii. Incineration (without energy recovery); iii. Landfilling; iv. Other disposal operations.	A clear energy future, page 28. Reusing and repurposing our Waste, pages 40, 41, 42, 43. Waste Management, page 42.				
		d. For each disposal operation listed in Disclosures 306-5-b and 306-5-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste directed to disposal: i. onsite; ii. offsite.	A clear energy future, page 28. Reusing and repurposing our Waste, pages 40, 41, 42, 43. Waste Management, page 42.				
		e. Contextual information necessary to understand the data and how the data has been compiled.	A clear energy future, page 28. Reusing and repurposing our Waste, pages 40, 41, 42, 43. Waste Management, page 42.				
11.7 Closure and rehabilitation	402-1 Minimum notice periods on operational changes			This topic was determined as not material in our materiality analysis and stakeholder prioritization matrix.		11105	

Topics in the applicable GRI Sector Standards determined as not material

TOPIC	EXPLANATION
<b>[GRI 11: Oil and Gas Sector 2021]</b>	
11.8 Asset integrity and critical incident management	Materiality assessment, page 26. Strategic issue: Biodiversity conservation, page 27. A cleaner energy future, page 28. No oil spills, page 39. Protecting biodiversity, pages 35, 36, 37, 38, 39.
11.10 Employment practices	Empowering our people, page 55. Harnessing diversity, page 61. Employability indicators, page 62. Individual performance evaluation and well-being, page 66. Work climate in 2022, page 66.  Empowering our people, page 58. Creating prosperity, page 72. Canacol creates job opportunities, page 75.  This topic was determined as not material in our materiality analysis and stakeholder prioritization matrix.
11.11 Non-discrimination and equal opportunity	Empowering our people, page 55. Harnessing diversity, page 61. Our approach to diversity, equity, and inclusion, page 62. Salary equity, pages 64, 65. Our gender equity statistics, pages 62, 63, 64, 65.  This topic was determined as not material in our materiality analysis and stakeholder prioritization matrix.
11.12 Forced labor and modern slavery	Empowering our people, page 55. Human rights, pages 57, 58, 59, 60, 61. Canacol supply chain code of conduct, page 57, 80. Social: Empowering our people, page 58. Critical human rights assessment and training of our suppliers, page 59. Physical security and human rights, page 59. Caring for our supply chain, page 79. Our supply chain risk model and performance management program, page 80.  This topic was determined as not material in our materiality analysis and stakeholder prioritization matrix.

Topics in the applicable GRI Sector Standards determined as not material

TOPIC	EXPLANATION
<b>[GRI 11: Oil and Gas Sector 2021]</b>	
11:13 Freedom of association and collective bargaining	<p>Empowering our people, page 55. Labour rights, page 57. Human Rights, pages 57, 58, 59, 60, 61. Good Labour practices, page 58.</p> <p>This topic was determined as not material in our materiality analysis and stakeholder prioritization matrix.</p>
11:14 Economic impacts	<p>Introduction, page 2. Materiality assessment, pages 22, 23, 24, 25, 26, 27. Strategic issues, pages 23, 24, 25, 27. Empowering our people, page 55. Creating Prosperity, page 72. Social Investment projects for rural communities, pages 73, 74, 75, 76. Canacol creates job opportunities, pages 75, 76. Caring for our supply chain, page 79. Local development, page 79. Our supply chain management strategy, page 80. Sustainable supply chain management, page 80.</p>
11:16 Land and resource rights	<p>Materiality assessment, pages 22, 23, 24, 25, 26, 27. Strategic issue: Human right, pages 57, 58, 59, 60, 61. Human rights, pages 57, 58, 59, 60, 61.</p> <p>Canacol has not undertaken resettlement in the last ten years. This topic was determined as not material in our materiality analysis and stakeholder prioritization matrix.</p>
11:18 Conflict and security	<p>Materiality assessment, pages 22, 23, 24, 25, 26, 27. Strategic issue: Human rights, pages 57, 58, 59, 60, 61.</p> <p>Canacol is not located in post-conflict zones and therefore, none of the municipalities located in our areas of operation are Priority Municipalities for the Post-Conflict (PMPC). We have not receive any IPQRs on human rights in relation to physical security contractors. Physical security and human rights, page</p> <p>This topic was determined as not material in our materiality analysis and stakeholder prioritization matrix.</p>
11:19 Anti-competitive behavior	<p>Materiality assessment, pages 22 to 27 A transparent ethical business, page 87. Ethics, integrity, and corporate management, page 96. Ethical framework, page 96. Strategic issue: Ethics, compliance, and transparency, page 96 Reporting ethical breaches, page 97. Canacol's transparency framework, pages 98, 99, 100.</p> <p>Canacol's Transparency Framework, page pages 98, 99 and 100 In 2022, there were no reports of corruption or bribery cases; non-compliance with the Code of Ethics and Business Conduct reports; cases involving unfair competition, antitrust practices, or actions against free competition; nor conflicts of interest.</p>
11:20 Anti-corruption	<p>Materiality assessment, pages 22, 23, 24, 25, 26, 27. Empowering Our People, page 58. Complaint mechanisms, page 59. Human Rights, pages 57, 58, 59, 60, 61. Concerns, requests, complaints and claims (CRCC) are addressed and resolved, page 59. A transparent ethical business, page 87. Ethics, integrity, and corporate management, page 96. Ethical framework, page 96. Strategic issue: Ethics, compliance, and transparency, page 96 Reporting ethical breaches, page 97. Reporting on ethical breaches, page 97. Canacol's transparency framework, pages 98, 99, 100. Operational transactions assessed for risks related to corruption, page 99.</p> <p>In 2022, there were no reports of corruption or bribery cases; non-compliance with the Code of Ethics and Business Conduct reports; cases involving unfair competition, antitrust practices, or actions against free competition; nor conflicts of interest.</p>
11:21 Payments to governments	<p>Not related to a material, strategic or operational issue. No payments to government Operational transactions assessed for risks related to corruption, page 99. Policy Influence, page 99.</p>
11:22 Public policy	<p>Donations, contributions, and sponsorships policy, page 99.</p> <p>Largest Contributions &amp; Expenditures (US Dollar): Superintendent of Public Utilities: \$210.061 Superintendent of Corporations: \$74.431 GREC: \$205.907 National Natural Gas Operation Council: \$23.073 American Business Association Council: \$1.617 Colombian Association Of Natural Gas: \$45.480</p> <p>Total contributions: \$560.570</p>