

GEB Business Group sustainability indicators

S&P Global Corporate Sustainability Assessment (CSA) 2023

The indicators show the consolidated results of GEB (Corporate and Transmission Branch) and its controlled subsidiaries TGI, Cálidda, Contugas, ElectroDunas and Conecta, as of December 31, 2022.

Sustainability Reporting Boundaries

The companies included in the 2022 Integrated Sustainability Report correspond to 98,75% of GEB's consolidated operating income. That is the sum of the consolidated operating income from Contugas, Cálidda, TGI, ElectroDunas, Enlaza (Transmission Branch) and Conecta (Trecsa and EEBIS). Operating income from electricity businesses associated with the subsidiaries Power Co and Cantalloc and Elecnorte is not included.

Business	2019	2020	2021	2022
Natural gas distribution	\$2,592,234,000,000	\$2,361,401,000,000,0	\$3,008,197,000,000	\$3,690,129,000,000
Natural gas transportation	\$1,538,243,000,000	\$1,683,318,000,000	\$1,440,089,000,000	\$1,704,844,000,000
Electricity transmission	\$605,535,000,000	\$681,900,000,000	\$693,334,000,000	\$911,153,000,000
Electricity distribution	\$151,182,000,000	\$399,327,000,000	\$416,973,000,000	\$568,465,000,000
Revenues in COP	\$4,887,194,000,000	\$5,125,946,000,000	\$5,558,593,000,000	\$6,874,591,000,000
Revenues in USD (31st dec)¹	\$1,491,298,510	\$1,493,356,446	\$1,396,224,467	\$1,429,169,473
Revenues in USD (average)²	\$1,489,502,188	\$1,387,881,495	\$1,485,027,878	\$1,615,483,005

Business	Company	2019	2020	2021	2022
Natural gas distribution	Contugas	\$271.657.000.000	\$274.021.000.000	\$279.032.000.000	\$226.945.000.000
	Cálidda	\$2.320.577.000.000	\$2.087.380.000.000	\$2.729.165.000.000	\$3.463.184.000.000
Natural gas transportation	TGI	\$1.538.243.000.000	\$1.683.318.000.000	\$1.440.089.000.000	\$1.704.844.000.000
Electricity distribution	ElectroDunas	\$151.182.000.000	\$399.327.000.000	\$416.973.000.000	\$540.801.000.000
	Cantalloc	\$0	\$0	\$0	\$27.664.000.000
Electricity transmission	Enlaza (Transmission Branch)	\$500.429.000.000	\$570.071.000.000	\$598.429.000.000	\$723.973.000.000
	Power & Co	\$0	\$0	\$0	\$8.599.000.000
	Elecnorte	\$0	\$0	\$0	\$49.866.000.000
	Conecta	\$105.106.000.000	\$111.829.000.000	\$94.905.000.000	\$128.715.000.000
Revenues in COP		\$4.887.194.000.000	\$5.125.946.000.000	\$5.558.593.000.000	\$6.874.591.000.000
Revenues in USD (31st dec)¹		\$1.491.298.510	\$1.493.356.446	\$1.396.224.467	\$1.429.169.473
Revenues excluding Cantalloc, Power Co and Elecnorte		\$4.887.194.000.000	\$5.125.946.000.000	\$5.558.593.000.000	\$6.788.462.000.000
Revenues excluding Cantalloc, Power Co and Elecnorte in USD (31st dec)¹		\$1.491.298.510	\$1.493.356.446	\$1.396.224.467	\$1.411.263.981
% of revenues covered by GEB's sustainability disclosure		100,00%	100,00%	100,00%	98,75%

Notes: 1) The exchange rates used are the spot market exchange rates (IRM, for the Spanish original) at December 31 each year, published by the Financial Superintendence of Colombia. This is: COP 3,277.14 in 2019; COP 3,432.5 in 2020; COP 3,981.16 in 2021; and COP 4,810.2 in 2022. 2) Average exchange rates are calculated from the spot market exchange rates published by the Financial Superintendence of Colombia and the Central Bank of Colombia (Banco de la República). This is: COP \$3,281.09 in 2019; COP \$3,693.36 in 2020; COP 3,743.09 in 2021; and COP 4,255.44 in 2022.

Total Employees				
Company	2019	2020	2021	2022
Total employees	2,315	2,354	2,481	2,565
Total employees covered by GEB's sustainability disclosure	1,940	1,998	2,068	2,031
% of employees covered by GEB's sustainability disclosure	84%	85%	83%	79%

Note: total employees reported include the following companies: GEB, TGI, Enlaza (Transmission Branch), Conecta, Cálidda, ElectroDunas and Contugas.

(GRI 404-1) Average hours of training by employee

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

	FY 2022						
	Business Group	GEB	TGI	Cálidda	Contugas	Electro Dunas	Conecta
Average hours of training by employee	35.76	44.81	30.45	35.04	33.01	24.35	40.75
Average investment in training and development per FTE (COP)	\$1,335,653.31	\$1,418,558	\$2,269,827	\$1,807,881.1	\$ 808,576.15	\$ 284,654.15	\$ 1,424,423.43
Average training hours by gender (females)	41.02	46.50	44.78	28.68	47.43	21.52	40.86
Average training hours by gender (males)	33.16	43.35	24.97	37.28	26.85	25.16	33.72
Average training hours for senior management (women)	64.28	19	111	25	4	Not applicable	60
Average training hours for senior management (men)	41.83	49	61	15	11	7	42
Average training hours for Senior Management (total)	48.39	42	81	18	10	7	47
Average training hours for middle management (women)	31.97	24	47	35	31	37	34
Average training hours for middle management (men)	30.33	23	40	41	20	14	32
Average training hours for middle management (total)	31.30	24	43	39	26	20	32
Average training hours for advisors (women)	69.84	74	851	28	38	25	70
Average training hours for advisors (men)	60.75	64	490	40	37	42	61
Average training hours for advisors (total)	63.97	68	580	37	37	38	64

	FY 2022						
	Business Group	GEB	TGI	Cálidda	Contugas	Electro Dunas	Conecta
Average training hours for professionals (women)	35.09	40	33	26	61	21	36
Average training hours for professionals (men)	30.64	30	25	37	17	28	32
Average training hours for professionals (total)	32.55	36	28	35	35	27	33
Average training hours for support/assistants (women)	10.67	22	4	45	20	19	12
Average training hours for support/assistants (men)	27.84	15	75	36	35	18	29
Average training hours for support/assistants (total)	18,27	19	13	40	33	18	20

Note: To calculate the average investment in training and development, average exchange rates were used. Average exchange rates are calculated from the spot market exchange rates published by the Financial Superintendence of Colombia and the Central Bank of Colombia (Banco de la República).

(CSA of S&P Global) Average salary by gender

Average salary by gender.

Average salary of women	FY 2022						
	Business Group	GEB	TGI	Cálidda	Contugas	Electrodunas	Conecta
Executive level (base salary only)	\$425,947,899	\$433,324,637	\$502,304,352	\$101,748	\$90,816	Not applicable	\$88,044
Executive level (base salary + other cash incentives)	\$677,737,268	\$629,042,931	\$613,012,236	\$325,584	\$90,816	Not applicable	\$88,044
Management level (base salary only)	\$ 235,201,480	\$238,036,999	\$235,720,668	\$56,028	\$61,260	NA	\$47,736
Management level (base salary + other cash incentives)	\$ 362,134,564	\$290,640,103	\$293,189,364	\$179,304	\$61,260	NA	\$47,736
Non-Management level (base salary only)	\$117,158,789	\$101,529,509	\$105,420,108	\$58,356	\$19,128	\$55.384	\$24,648
Currency	COP	COP	COP	USD	USD	PEN	USD

Average salary of men	FY 2022						
	Business Group	GEB	TGI	Cálidda	Contugas	Electrodunas	Conecta
Executive level (base salary only)	\$472,605,742	\$597,693,123	\$389,985,888	\$138,120	\$79,634	NA	\$105,444
Executive level (base salary + other cash incentives)	\$806,888,573	\$890,079,368	\$475,938,780	\$441,984	\$79,634	NA	\$105,444

Average salary of men Position category	FY 2022						
	Business Group	GEB	TGI	Cálidda	Contugas	Electrodunas	Conecta
Management level (base salary only)	\$ 242,252,556	\$253,487,073	\$229,495,452	\$59,160	\$57,573	NA	\$54,408
Management level (base salary + other cash incentives)	\$ 376,591,872	\$315,327,561	\$285,446,448	\$189,324	\$57,573	NA	\$54,408
Non-Management level (base salary only)	\$126,544,341	\$118,274,040	\$112,513,776	\$59,340	\$22,085	\$56,238	\$28,116
Currency	COP	COP	COP	USD	USD	PEN	USD

Note: monthly salaries of TGI, Cálidda, Contugas, Electrodunas and Conecta were converted to annual salary. To calculate the consolidated Business Group indicator, average exchange rates were used. Average exchange rates are calculated from the spot market exchange rates published by the Financial Superintendence of Colombia and the Central Bank of Colombia (Banco de la República).

(CSA of S&P Global) New employee hires

Hires by gender, age and nationality

	FY 2022													
	Business Group		GEB		TGI		Cálidda		Contugas		Electrodunas		Conecta	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Total number of new employee hires	99	73	36	31	12	14	15	6	11	1	15	12	10	9
Under 30 years old	20	25	4	5	2	2	4	2	1	1	6	9	3	6
Between 31 and 50 years	72	45	30	24	8	11	11	4	10	0	8	3	5	3
Over 51 years	7	3	2	2	2	1	0	0	0	0	1	0	2	0
Number of open positions filled by internal candidates (internal hires)	47	41	19	23	10	8	10	7	4	0	2	1	2	2
Percentage of open positions filled by internal candidates (internal hires)	44%		63%		62%		37.5%		33%		11%		21%	
Number of hires (foreign nationality)	0		0		NA		NA		0		0		0	
Average hiring cost/FTE	\$ 8,612,365		\$12,927,112		NA		\$2,837		\$7,775		\$2,353.17		\$1,643.92	
Currency	COP		COP		NA		USD		PEN		PEN		USD	

	FY 2021													
	Business Group		GEB		TGI		Cálidda		Contugas		Electrodunas		Conecta	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Total number of new employee hires	133	121	64	82	15	10	21	9	10	1	17	10	6	9
Under 30 years old	45	40	16	24	5	1	10	7	3	1	9	6	2	1
Between 31 and 50 years	79	77	42	58	8	7	11	2	6	0	8	2	4	8
Over 51 years	9	4	6	0	2	2	0	0	1	0	0	2	0	0

	FY 2021													
	Business Group		GEB		TGI		Cálidda		Contugas		Electrodunas		Conecta	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Number of open positions filled by internal candidates (internal hires)	81		24	24	7	4	15	NA	2	0	0	1	1	3
Percentage of open positions filled by internal candidates (internal hires)	31%		33%		33%		50%		18%		4%		27%	
Number of hires (foreign nationality)	0	1	0	0	NA	NA	NA	NA	0	0	0	0	0	1
Average hiring cost/FTE	\$ 2,425,805		\$2,516,179		NA		NA		\$8,891.82		\$2,353.17		\$1,416.71	
Currency	COP		COP		NA		NA		PEN		PEN		USD	

	FY 2020													
	Business Group		GEB		TGI		Cálidda		Contugas		Electrodunas		Conecta	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Total number of new employee hires	107	79	64	59	7	4	19	5	6	5	0	0	11	6
Under 30 years old	21	21	16	16	2	0	1	0	0	2	0	0	2	3
Between 31 and 50 years	69	49	41	38	3	3	11	2	5	3	0	0	9	3
Over 51 years	17	8	7	5	2	1	7	2	1	0	0	0	0	0
Number of open positions filled by internal candidates (internal hires)	69		20	10	6	3	17	NA	1	0	0	3	8	1
Percentage of open positions filled by internal candidates (internal hires)	25%		24%		20%		37%		37%		7%		53%	
Number of hires (foreign nationality)	1	2	0	0	0	0	0	0	0	0	0	1	1	1
Average hiring cost/FTE	\$ 3,234,753		\$4,612,849		NA		NA		\$12,204.55		\$2,353.17		\$2,434.05	
Currency	COP		COP		NA		NA		PEN		PEN		USD	

	FY 2019													
	Business Group		GEB		TGI		Cálidda		Contugas		Electrodunas		Conecta	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Total number of new employee hires	166	154	65	71	29	27	28	20	28	20	3	4	13	12
Under 30 years old	47	42	6	11	5	4	17	13	17	13	1	1	1	0
Between 31 and 50 years	105	102	50	56	20	18	11	7	11	7	2	2	11	12
Over 51 years	14	10	9	4	4	5	0	0	0	0	0	1	1	0

	FY 2019													
	Business Group		GEB		TGI		Cálidda		Contugas		Electrodunas		Conecta	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Number of open positions filled by internal candidates (internal hires)	81		26	0	17	NA	26	NA	0	1	4	0	6	1
Percentage of open positions filled by internal candidates (internal hires)	25%		16%		30%		54%		5%		36%		28%	
Number of hires (foreign nationality)	2	2	0	0	0	0	0	0	2	1	0	0	0	1
Average hiring cost/FTE	\$ 2,169,214		\$ 1,519,364		NA		NA		\$ 7,548		\$ 2,100		\$ 2,458	
Currency	COP		COP		NA		NA		PEN		PEN		USD	

(CSA of S&P Global) Employee turnover

Employee turnover by gender, age and nationality

	FY 2022													
	Business Group		GEB		TGI		Cálidda		Contugas		Electrodunas		Conecta	
Total employee turnover rate	10.00%		10.9%		9.6%		9.6%		16.4%		6.7%		11.94%	
Voluntary employee turnover rate	5.56%		5.7%		5.1%		5.1%		10.3%		3%		4.47%	
Employee turnover rate Foreign nationality	0.00%		0%		NA		0.3%		0%		NA		0.74%	
Data coverage (% of all FTEs)	79%		100%		100%		100%		100%		33%		100%	
Employees who left the company	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Under 30 years old	17	21	4	5	2	0	6	3	1	2	2	4	2	7
Between 31 and 50 years old	85	53	30	24	13	8	18	9	13	5	4	2	7	5
Over 51 years old	19	10	2	2	8	6	1	1	2	0	5	1	1	0
Total	121	84	36	31	23	14	25	13	16	7	11	7	10	12

	FY 2021													
	Business Group		GEB		TGI		Cálidda		Contugas		Electrodunas		Conecta	
Total employee turnover rate	5.21%		13.33%		5%		5%		9.4%		7.3%		15.1%	

	FY 2021													
	Business Group		GEB		TGI		Cálidda		Contugas		Electrodunas		Conecta	
Voluntary employee turnover rate	1.08%		6.69%		3%		3%		8.6%		2%		3.6%	
Employee turnover rate Foreign nationality	NA		NA		NA		NA		NA		NA		NA	
Data coverage (% of all FTEs)	84%		100%		100%		100%		100%		38%		100%	
Employees who left the company	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Under 30 years old	12	7	0	0	1	0	2	5	2	0	6	2	1	0
Between 31 and 50 years old	48	17	7	1	11	3	8	3	7	2	3	2	12	6
Over 51 years old	17	4	0	1	7	2	2	0	1	0	5	1	2	0
Total	77	29	7	2	19	5	12	8	10	2	14	5	15	6

	FY 2020													
	Business Group		GEB		TGI		Cálidda		Contugas		Electrodunas		Conecta	
Total employee turnover rate	8.79%		10.95%		5.1%		5.1%		11.6%		6.3%		11.2%	
Voluntary employee turnover rate	3.81%		4.99%		3%		3%		11.6%		3%		2.1%	
Employee turnover rate Foreign nationality	NA		NA		NA		NA		NA		0.4%		NA	
Data coverage (% of all FTEs)	85%		100%		100%		100%		100%		41%		100%	
Employees who left the company	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Under 30 years old	15	10	0	0	0	0	15	10	0	0	0	0	0	0
Between 31 and 50 years old	74	44	25	28	7	1	11	9	12	3	6	1	13	2
Over 51 years old	20	10	14	4	0	1	1	0	0	0	4	5	1	0
Total	109	64	39	32	7	2	27	19	12	3	10	6	14	2

	FY 2019													
	Business Group		GEB		TGI		Cálidda		Contugas		Electrodunas		Conecta	
Total employee turnover rate	13.92%		13.61%		7.4%		23.6%		35.6%		5.7%		17%	

	FY 2019													
	Business Group		GEB		TGI		Cálidda		Contugas		Electrodunas		Conecta	
Voluntary employee turnover rate	5.28%		7.9%		3.6%		5%		10.3%		3%		2.7%	
Employee turnover rate Foreign nationality	NA		NA		NA		NA		NA		1%		NA	
Data coverage (% of all FTEs)	83%		100%		100%		100%		100%		39%		100%	
Employees who left the company	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Under 30 years old	16	4	3	4	1	0	0	0	6	0	6	0	0	0
Between 31 and 50 years old	135	84	37	32	15	11	10	6	29	13	29	13	15	9
Over 51 years old	22	8	5	6	5	1	3	1	4	0	4	0	1	0
Total	173	96	45	42	21	12	13	7	39	13	39	13	16	9

(CSA of S&P Global) Employee engagement

Employee engagement

Core Focus	Unit	FY 2022							
		Business Group	GEB	TGI	Cálidda	Contugas	Electrodunas	Conecta	
Employee Engagement	% of actively engaged employees	91%	93%	89%	92%	89%	91%	93%	
Data Coverage	% of employees who responded to the survey	96%	93%	100%	87%	98%	100%	99%	
Goal	Percentage	87.5%	93%	75%	NA	NA	NA	NA	

Core Focus	Unit	FY 2021							
		Business Group	GEB	TGI	Cálidda	Contugas	Electrodunas	Conecta	
Employee Engagement	% of actively engaged employees	77%	83.4%	63.3%	88%	78.2%	73.1%	77.4%	
Data Coverage	% of employees who responded to the survey	98%	93%	97.90%	98.5%	100%	99.2%	100%	

Core Focus	Unit	FY 2020						
		Business Group	GEB	TGI	Cálidda	Contugas	Electrodunas	Conecta
Employee Engagement	% of actively engaged employees	81%	83.4%	85.5%	87.7%	78.2%	73.1%	77.4%
Data Coverage	% of employees who responded to the survey	98%	93%	98.68%	98.5%	100%	99.2%	100%

Core Focus	Unit	FY 2019						
		Business Group	GEB	TGI	Cálidda	Contugas	Electrodunas	Conecta
Employee Engagement	% of actively engaged employees	76%	68.1%	87.6%	83.2%	76.0%	NA	67.6%
Data Coverage	% of employees who responded to the survey	95%	93%	91.19%	98%	98.8%	NA	96.50%

(CSA of S&P Global) Labor force breakdown: Race/ethnicity and nationality

	FY 2022													
	Share in total workforce (as % of total workforce)							Share in all management positions, including junior, middle and senior management (as % of total management workforce)						
	Business Group	GEB	TGI	Cálidda	Contugas	Electrodunas	Conecta	Business Group	GEB	TGI	Cálidda	Contugas	Electrodunas	Conecta
Foreign nationality	1.35%	0.45%	1.2%	2%	0.1%	1.5%	5.2%	4.23%	0.83%	NA	2%	0.2%	50%	11.1%
Afro	1.23%	0.16%	2.84%	2%	0%	NA	0%	0.0%	0%	NA	NA	0%	NA	0%
White	26.84%	40.51%	30.49%	13%	0%	NA	9.7%	32.58%	43.44%	NA	NA	0%	NA	0%
Indigenous	4.22%	8.30%	1.12%	2%	0%	NA	4.5%	0.00%	0%	NA	NA	0%	NA	0%
Mixed	58.23%	46.73%	42.64%	76%	100%	NA	80.6%	48.63%	34%	NA	NA	100%	NA	88.9%
Other	8.15%	3.83%	21.70%	5%	0%	NA	0%	16.92%	22.56%	NA	NA	0%	NA	0%

Note: Only subsidiaries where data is available are included in the Business Group calculation. The total Business Group data coverage is 79% of all FTEs.