

PRESIDENTIAL DECISION No. 002



Grupo Energía Bogotá

SCOPE OF THE DECISION

Adopting the Integrated Management System Policy of Grupo Energía Bogotá.

BACKGROUND

According to Minutes No. 07 of the Strategic Presidential Committee on Processes and Learning of February 14, 2022, it was recommended to approve the Integrated Management System Policy of GB and its controlled companies, since it is considered adequate for the organization.

PURPOSE

To establish the framework of action for the integration, implementation, evaluation and continuous improvement of the group's management systems, in order to perform business operations with efficiency and sustainability.

SCOPE

Grupo Energía Bogotá S.A. E.S.P. and the controlled companies that integrate it must apply this policy, in accordance with the applicable regulations in each one of the jurisdictions in which they are domiciled.

STATEMENT OF COMMITMENT

GENERAL COMMITMENTS

1. Ensuring alignment with the objectives, strategies and/or plans of the management system with the organizational strategy and corporate governance guidelines.
2. Preventively managing the potential risks, impacts and opportunities in order to ensure the quality and timeliness of the products and services derived from operations, as well as the health and safety of employees throughout the life cycle of the assets.
3. Strengthening the provision of high-quality services in a timely and reliable manners, seeking to satisfy stakeholders and generating value for our shareholders.
4. Ensuring timely decision-making based on quality information that generates value for managing the business group.
5. Assigning the required resources and responsibilities to strengthen management systems, in order to facilitate the sustainability of operations and generating value for stakeholders.
6. Incorporating and strengthening methodologies, technology and optimal and sustainable work practices that promote inclusion, respect for diversity and equity and consultations and participation by stakeholders, ensuring compliance with objectives.
7. Complying with the current regulations on environmental, social, occupational health and safety, quality, productive asset, gender equality and human rights management, as well as other requirements group companies sign in each business' sphere of action.

8. Identifying and assessing the needs, expectations and requirements of stakeholders to provide products and services that satisfy said requirements.
9. Periodically evaluating the performance of the business group's processes and management systems and adjusting them when necessary.
10. Strengthening the culture of operation of management systems in employees and other stakeholders.
11. Establishing transparent communications with stakeholders, propitiating their participation in the framework of trust and mutual respect.
12. Implementing and continuously improving the group's management systems comprehensively, for them to contribute to the business group's efficiency and continuous improvement.

SPECIFIC COMMITMENTS

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

13. To protect the safety and health of all direct employees and contractors, regardless of their type of contract, quickly identifying risks, reviewing and assessing the risks, and establishing controls that contribute to creating a safe and healthy environment at the workplace to prevent work-related injuries, diseases and impairment of health.
14. Having the participation and consultation of employees and Joint Committee on Occupational Health and Safety for an adequate occupational risk management.
15. Managing the safety of processes and their technical integrity during the life cycle of the infrastructure through knowledge and systematic management of prevention and mitigation to reduce risks of disasters due to major or catastrophic accidents, thereby increasing protection levels for employees, public health and the environment.

ENVIRONMENTAL AND SOCIAL MANAGEMENT

16. Engaging in genuine, timely and continuous relationships that consolidate our stakeholders' trust. This will be done through inclusive communication and respectful dialogue on the social and cultural diversity of communities in the regions and countries in which we operate.
17. Contributing to cultural and social development, as well as to the prosperity of the communities of our projects and operations' areas of influence with actions that generate measurable socioeconomic and environmental benefits.
18. Managing strategic partnerships with public, private and civil society actors who share progress and social well-being purposes, such as promoting competitiveness, equality, democracy, peace, human rights, the fight against corruption and respect for the environment.
19. Promoting research, development and innovation (R&D+i) to ensure the growth and adaptation of our businesses to complex environments and local, national, regional and global trends and dynamics.

Presidential Decision No. 002

Integrated Management System Policy

20. Incorporating good practices and promoting actions aimed at the protection of the environment, the prevention of pollution and adaptation to and mitigation of climate change.
21. Ensuring environmentally safe decision-making in design, location, construction and asset operation processes, properly dimensioning risks and impacts and complying with the applicable legislation and environmental standards.
22. Having an Environmental Management System (EMS) to report on the environmental performance of our projects and operations, contributing to the creation of an internal culture of orderly information management that allows measuring the progress and environmental benefits of adjustment measures, among others. The EMS must have indicators for follow-up, evaluating performance, detecting opportunities for improvement and evaluating the impact of adjustments. This information must be disclosed without any restrictions between stakeholders that request it.

QUALITY MANAGEMENT

23. Coordinating and aligning management between processes to satisfy the company and stakeholders' needs, ensuring their timely documentation.
24. Increasing the productivity of processes to optimize resources for compliance with the company's goals and objectives.
25. Strengthening the effectivity and timeliness of the provision of the business group's services to generate value for our stakeholders.

PRODUCTIVE ASSET MANAGEMENT

26. Coordinating between the processes to correctly manage the electric energy transmission business assets through a holistic, systemic, systematic and sustainable vision during the life cycle of the assets.
27. Making sure decision-making that affects productive assets adds value considering cost, risk and performance criteria throughout the life cycle and based on quality information.
28. Assigning the required resources to manage the productive assets depending on criticality and associated risks.
29. Making sure asset management is based on a framework of leadership, governance and skills.

GENDER EQUALITY MANAGEMENT

30. Protecting the human rights of GEB employees in the framework of the existing contractual relationship.
31. Promoting the protection of the human rights of their contractors and communities in the area of influence of their projects and operations.
32. Promoting equal pay (understanding there can be objective criteria of differentiation), treatment and opportunities without differentiating due to sex, gender or gender identity, ethnicity, race, nationality, culture, age, marital status, parental status, political affiliation, religion or sexual orientation within the organization.

Presidential Decision No. 002

Integrated Management System Policy

33. Respecting and valuing the social cultural diversity of GEB employees and that of its contractors and communities of the area of influence of its projects and operations.
34. Combating all types of discrimination within GEB and in the sphere of our commercial and social relationships, and penalizing it.
35. To establish specific measures to prevent, attend to, punish and eradicate workplace and sexual harassment.
36. Generating a work environment without violence that favors personnel's quality of life and professional development.
37. To promote reconciling work, personal and family life with joint responsibility.

RESPONSIBLE PARTIES

The Sustainability and Communications Department, Sustainability Department - Environmental Management, Strategic Planning Department - Process Management, Planning and Business Control Department and Talent Management Department - Occupational Health and Safety Management of Grupo Energía Bogotá are in charge of leading management to implement, follow up on, monitor, control and continuously improve this policy.

The scope of its management includes a periodic evaluation of this Policy in order to establish its relevance and functionality, making the necessary adjustments if required.

The departments responsible for occupational health and safety, environmental, social, productive asset, quality management and gender equality aspects are in charge of leading management to implement, follow up on, monitor, control and continuously improve this policy at the respective companies.

The communications departments are responsible for communicating and disclosing this policy through the available media for all the organization's stakeholders to know it.

Employees are responsible for applying this policy and the binding agreements with third parties related to the commitments stated herein.

[Illegible signature]
JUAN RICARDO ORTEGA LÓPEZ
PRESIDENT OF GRUPO ENERGÍA BOGOTÁ

Presidential Decision No. 002

Integrated Management System Policy

DOCUMENTATION CONTROL

	Name	Position	Area
Drafted by:	Jeymy Carolina Duque	Process Manager	Process Management
	Iván Mauricio Puentes	OHS Manager	OHS Management
	Fabio Alejandro Giraldo	Environmental Manager	Environmental Management
	Eduardo Uribe	Sustainability and Communications Director	Sustainability and Communications Department
	Juan Jacobo Rodríguez	Planning and Business Control Manager	Planning and Business Control Department
Reviewed by:	Néstor Fagua	Legal and Compliance Vice President	Legal and Compliance VP
Approved by:	Juan Ricardo Ortega	Chairman	Chairman

VALIDITY

Prior Decision No.	Version date	Type of Share	Reason for the update and description of the last version
002	02/31/2022	Creation	The Integrated Management System Policy is created in the framework of implementing GEB's Management System: Quality, Environmental, OHS, Productive Assets and Equipares. This decision repeals prior decisions that approve management system policies implemented at GEB.