



MANAGEMENT REPORT 2023

WE ARE THE **ENERGY**
THAT DRIVES
DEVELOPMENT



FUNDACIÓN
PROMIGAS

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1

Letter from the Chairman of the Board and the Executive Director of the Promigas Foundation

Promigas and its subsidiaries leave a positive **Social Footprint** in the communities where they operate in Colombia and Peru through a strategic social investment of **COP \$45.25 billion**, impacting **174,000 people**. By managing 78% of this investment, the Promigas Foundation establishes itself as the primary channel for the social engagement of its member companies.

In 2023, the Foundation’s social investment reached historic highs, totaling COP \$35.167 billion, representing a 47% increase compared to the previous year. Of the total beneficiaries, 18,070 directly participated in the Foundation’s four high-impact programs, which aim to achieve profound and lasting transformations in the territories where Promigas and its subsidiaries operate.

Our commitment to development and improving the quality of life for people is rooted in our Creed and strengthened by our understanding of our communities and their needs. For this reason, we developed and shared the first Multidimensional Energy Poverty Index (MEPI), a social innovation tool through which we aim to integrate and align multisectoral efforts to benefit the more than 9.6 million Colombians facing energy poverty.

The relationship between energy and sustainable development is unquestionable. That is why, in 2023, we continued our efforts to

provide more than 3,600 youths with the opportunity to secure decent employment and to help over 2,000 entrepreneurial ventures and productive units improve their business models, become more productive, and increase their sales. In contributing to the sustainable development of the territories where we operate, we restored 166 hectares of natural ecosystems and strengthened the capacities of more than 1,000 people in the responsible use of resources and ecosystem services in areas vulnerable to climate change, helping them increase their incomes.

In 2024, we will celebrate our 25th anniversary by reinforcing our commitment to the social progress of the territories where we are present. We will invest COP \$46.696 billion to support education for youth employment, entrepreneurship, and productivity in these regions, thus continuing to position ourselves as one of Colombia's leading foundations.

All of this has been possible thanks to the dedication and professionalism of our team of employees and advisors, who, along with our operators and partners, enable us to bring the best corporate practices to the social sector, turning our challenges into achievements year after year.

We invite you to explore our management report and become part of the Energy that Drives Development.



Juan Manuel Rojas Payán
CEO Promigas
Chairman of the Board
Promigas Foundation



Marcela Dávila
Executive Director
Promigas Foundation



2

Our Social Footprint

Our Corporate Creed reflects our commitment to creating a positive Social Footprint in the communities where we are present through **Strategic Social Investment (SSI)** that fosters development among people and contributes to reducing energy poverty.

Natural Gas and Electric Power

Driving **social change and a progressive, equitable energy transition**

Inclusive Business: Brilla

Shared Value: Improved quality of life and strengthening of the value chain



Human Talent and Supply Chain

Responsible, committed, and sustainable business practices

Strategic Social Investment

Creating well-being and building trust within our communities

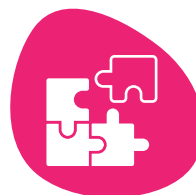
This investment is a voluntary contribution aimed at fulfilling the higher purpose that guides us as a company and foundation: **We Are the Energy That Drives Development**. It aligns with the **Environmental, Social, and Governance (ESG)** Strategy we have outlined to ensure business sustainability while balancing the well-being of future generations.

We carry out our social investment with **integrity, excellence, and solidarity** based on five criteria that shape our **MANAGEMENT MODEL**. This model enables strategic decision-making and ensures the achievement of our mission:

1. Unified criteria and management in the allocation of social investment resources.
2. Relevant, innovative, and appropriate actions that address local needs and capacities.
3. Participation and a comprehensive vision of all stakeholders as an effective and sustainable mechanism to improve quality of life.
4. Collective collaboration to mobilize economic, technical, and relational resources to strengthen programs.
5. Commitment to achieving measurable, verifiable, and communicable results and impacts.



Our Values



Integrity

We are honest, decent, respectful, responsible, and consistent. We act in accordance with ethics, truth, fairness, and the common good. **We are good people.**



Excellence

Through critical thinking, continuous learning and improvement, and a superior service culture, we offer innovative, profitable, and reliable solutions that create value and contribute to building a better world. **We are good workers.**



Solidarity

We believe that both individual and collective achievements are reached by fostering cooperation and service, being aware of others' needs, and giving our best in pursuit of the common good. **We are good citizens.**

3

Strategy and Governance



We bring knowledge and corporate best practices to the social sphere, focusing on the efficiency and effectiveness of our actions, and on building relationships and partnerships to provide our communities with the best global practices and standards for their development.

3.1 Governance

Our organizational structure relies on high-level Governance that guides and directs decisions while ensuring their optimal execution.

Our Governance is headed by the Board of Directors, led by the CEO of Promigas, who ensures the alignment of the Foundation with the higher purpose we share with the Company. The Board meets twice a month and consists of eight members, including corporate representatives (63%) and independent members (37%) from different departments, providing representation from various regions of the country. Board member compensation is determined based on sectoral benchmarking.

The Board of Directors is supported by an Operational Committee, which advises the Executive Directorate on defining the Social Investment Plan, and an Administrative Committee, which provides guidance on administrative, financial, risk management, and human talent matters. In 2023, board members participated in 10 events and project visits, allowing them to establish direct contact with beneficiaries and witness the results achieved firsthand.



JUAN MANUEL ROJAS
CEO of Promigas



MARÍA PAULA CAMACHO
VP Legal Affairs and Sustainability
Promigas



ALEJANDRO VILLALBA
VP Operations and Innovation
Promigas



PAULA DURÁN
Director of Sustainability
Corficolombiana Director of
Sustainability Corficolombiana



CARLOS ARCESIO PAZ
Member of the Promigas
Board of Directors



MARIANA GARCÉZ
Director of the Center for
Dance and Choreography
of Valle del Cauca, La Licorera



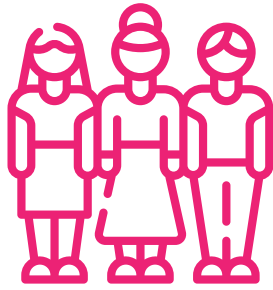
JORGE IGNACIO ACEVEDO
Independent Consultant



JAIME ABELLO BANFI
Director of the Gabo
Foundation

- Corporate member
- Independent member





37 % Of the Board members are women.



The average age of the Board members is **59**

We have an organizational structure deployed through functional and regional divisions. The functional divisions include:

- Project Management
- Knowledge Management
- Administrative and Financial Management
- Partnerships and Cooperation

These divisions allow us to operate transversally across the Foundation's key processes, ensuring specialization and efficiency.

Meanwhile, the Regional Divisions work from and for our regions, enabling us to serve the municipalities where Promigas and its subsidiaries operate.



3.2 Risk Management, Ethics, and Compliance

We updated the Foundation’s strategic objectives, along with its strategic and process risks. Additionally, we reinforced the culture of prevention and internal control, consolidating safeguards to protect our operations and reputation.

We have streamlined our strategic objectives, reducing them from 10 to 5, enabling a thorough analysis of the inherent and residual risks of our operations. This process has facilitated the creation of a shared vision of risk management, supporting a coordinated approach from both strategic and process perspectives.

The objectives are as follows:

1. Enhance the scope and impact of social investment to promote sustainable development in the territories within our area of influence and improve the well-being of their communities.
2. Support the continuity of operations and strengthen the reputation of Promigas and its subsidiaries, fostering trust and engagement in the territories.
3. Consolidate the intervention model and the effective management of high-impact social programs, grounded in a culture of solidarity, excellence, innovation, and integrity.
4. Increase and effectively manage financial resources to achieve greater impact from social investment.
5. Effectively manage knowledge to optimize and innovate the management of high-impact social investments.

We share a creed and principles of action with Promigas, as outlined in **our Code of Ethics, Anti-Corruption Policies, and Donation Policy**, ensuring ethics and alignment in all our actions.

- 0 Non-compliance with laws and regulations
- 0 High-impact events due to bribery, corruption, and ML/FT
- 0 Suspicious Operation Reports



100%

of employees are informed about anti-corruption policies and procedures, and all received regulatory training on the Code of Conduct in 2023.



3.3 Our People

The talent and commitment of our team are fundamental to the success of our social work. The development and well-being of our employees are key to ensuring the quality of our investment and operations.

In line with the best practices of Promigas, we promote the health, development, and compensation of our entire team. We offer a full-time workday, indefinite-term employment contracts, and we do not have any union relationships. The ratio of total annual compensation of the highest-paid person in the Foundation, compared to the median total annual compensation for men was 38%, and for women it was 28%. During 2023, 569 hours of technical training, compliance, and skills development were delivered, with an average of 34 hours for men and 21 hours for women.

23	Employees
17	Women
6	Man
4	Under 30 years
18	Between 31 and 50 years
1	Over 50 years

In 2023, a performance evaluation was implemented for all divisions and the general management, covering strategic and operational aspects, external relations, learning, and risk management.

73% OF OUR EMPLOYEES ARE WOMEN

With the aim of promoting the development of our employees and standardizing essential skills within the team, aligned with our operations, we implemented a training program on critical operational topics, which include:

- Diversity and Inclusion
- Organizational Culture
- Sign Language
- Life Skills
- Occupational Risk Prevention
- Change Management
- Ethics and Compliance
- Professional Development – Soft Skills
- Mental Health
- Corporate Communication

On average, our employees took **8 courses, totaling 181, increasing the average annual training hours per employee from 8.4 hours to 25 hours.**



4

Social Investment by the Promigas Foundation





COP \$35,167
million in Social Investment

The Foundation has presence
in **92 municipalities** in **11 departments** of Colombia.

HIGH-IMPACT SOCIAL INVESTMENT

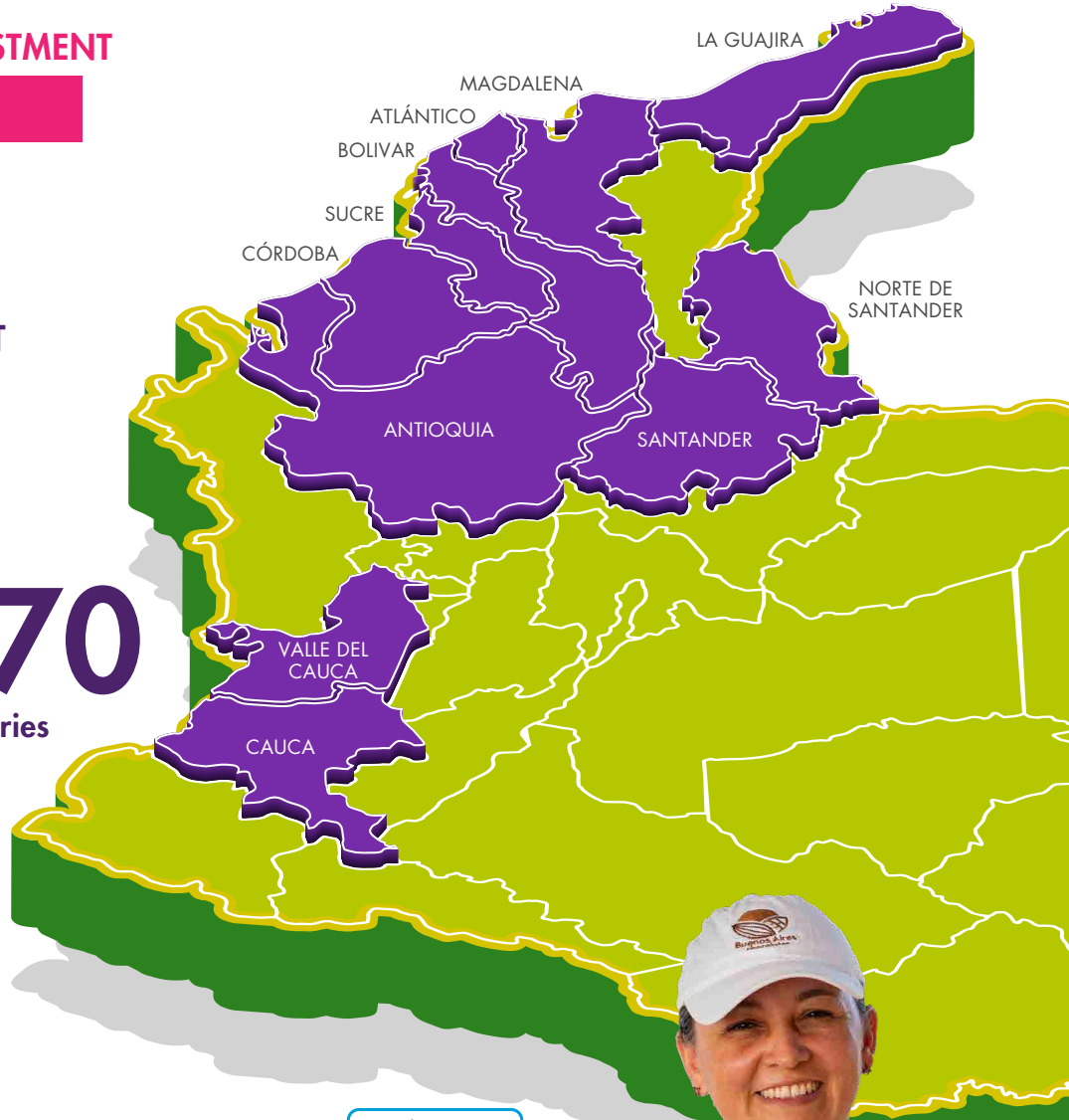
COP \$32,863 M

RESPONSIBLE CITIZENSHIP

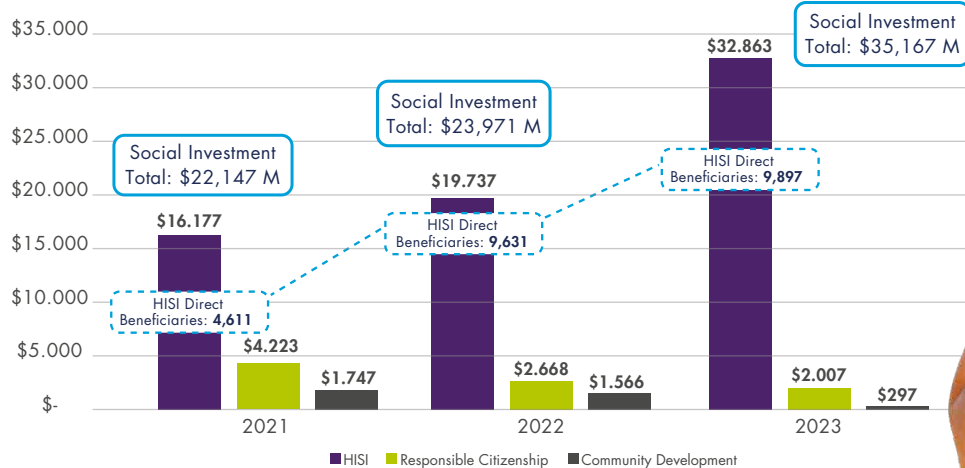
COP \$2,007 M

COMMUNITY DEVELOPMENT

COP \$297 M



18.070
Direct Beneficiaries

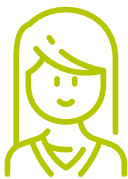


4.1 High-Impact Social Investment (HISI)

Exercising a significant and effective social investment capable of driving social progress among the people and communities that welcome our operations is our hallmark and essence.



55% Youth



63% Women



44% Ethnic Groups



Through HISI, we aim to achieve profound social transformation. To this end, we have set out to ensure that our programs are sustainable, leveraging not only resources from Promigas and its subsidiaries but also from third parties who join us, driven by our ability to mobilize willpower around common goals.

We continue to reaffirm our commitment to social progress by strengthening our programmatic framework and responding to the specific needs and particularities of the territories where we have a presence, connecting supply and demand.



Our programs share the goal of generating attitudes, knowledge, skills, and behaviors that transform realities and leave a positive, lasting impact on the communities and individuals we benefit. Our High-Impact Social Investment is carried out through four distinctive programs:

1. More Youth Employment:

We aim to increase young people's access to the labor market through the implementation of a relevant training and support strategy that connects supply and demand.

2. More Entrepreneurship:

We promote the strengthening of businesses with growth potential by developing entrepreneurs' skills and providing technical support for the expansion of their productive units.

3. More Productive Communities:

We drive productive units and/or value chains to generate income and welfare opportunities for rural and urban producers.

4. More Sustainable Territories:

We promote initiatives linked to the productive use of resources and ecosystem services in areas of high climatic vulnerability.



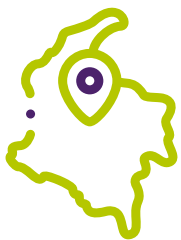
More Youth Employment

COP \$9,014 million

(27% of HISI)

3.869 beneficiaries

(39% of HISI) 8,810 indirect beneficiaries



7 departments

Atlántico, Antioquia, Bogotá, Cauca, Santander, Valle del Cauca y Bogotá D.C.

32 municipios

(2 Programs for Development with a Territorial Focus - PDET)

Objective

Increase young people's access to the labor market in vulnerable conditions through partnerships to implement a training and support strategy that connects supply and demand.

Components

- Development of basic and specific technical labor skills
- Strengthening of social-emotional skills
- Contribution to the employability ecosystem in the region
- Support for access to the labor market

2023 ACHIEVEMENTS



2.216 YOUTH GRADUATES
(78% of direct beneficiaries)



1.032 YOUTHS EMPLOYED
(47% of graduates)

The average monthly salary is COP \$1.3 million per month. Some of the sectors in which they are employed include:

- English for BPO
- Gastronomy
- Energy
- Sewing
- Technology
- Administration

We participated in the **National Inclusive Employment Report** in 8 regions with the aim of promoting inclusive employment in the public agenda. The full report can be viewed at:

<https://www.youtube.com/watch?v=N9mCSiXDEBI>

- We supported the construction of the **District Employment System in Barranquilla.**

92 % Youth
(15 - 28 years)

63 % Women

33 % Ethnic Groups

15 % Victims of Conflict



TERRITORIOS O-KEY

Challenges

Increase in the youth population, especially vulnerable groups with high unemployment rates and limited opportunities to access quality employment.

Final Results

Access to a decent and sustainable source of income. Strengthening of the employability ecosystem.

Impact

Improvement in the quality of life of the youth population.

Our **More Youth Employment Program** received four awards in 2023, successfully positioning the social cause we lead: decent employment for young people as key to the sustainable development of communities:

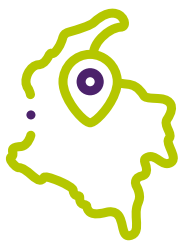
- **"Recognition for Good Practices in Sustainable Development"** from Global Compact Colombia, under SDG 8: Decent Work and Economic Growth
- First place in the **"Latin American Sustainable Communities Award"** from RedEAmérica
- **"Emprender Paz"** with the initiative **"Soy TEC 4.0,"** in collaboration with Compañía Energética del Occidente CEO
- Recognition of the More Youth Employment program as one of the 16 success stories in the **National Inclusive Employment Report - INEI, nationwide, to promote youth employability.**



More Entrepreneurship

COP \$5,524 million
(17% of HISI)

- 1.086** ventures
- 1.777** beneficiaries (18% of HISI)
- 5.201** indirect beneficiaries



8 departments

Atlántico, Antioquia, Bolívar, Cauca, La Guajira, Magdalena y Valle del Cauca y Sucre.

37 municipalities

(6 Programs for Development with a Territorial Focus - PDET)

Objective

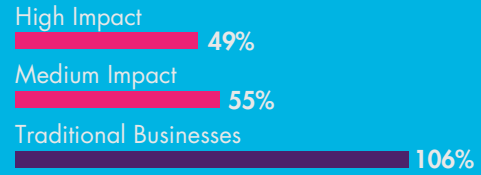
To strengthen businesses with growth potential by developing entrepreneurial capacities and providing technical support for the development of their business units.

Components

- Development of capacities
- Strengthening social-emotional skills
- Technical advice
- Support in successful market integration processes
- Capitalization of business units

2023 ACHIEVEMENTS

Sales increase



97% of entrepreneurs created new sales channels

88% of businesses are banked and have digital payment methods

The businesses focused on:

- Food and beverages
- Art and crafts
- Retail
- Beauty
- Business acceleration

48%
Youth
(18 - 28 years)

81%
Women

33%
Ethnic
Groups

27%
Victims of
Conflict



Challenges

High unemployment rates, poverty, and slowdown in productive activity.

Low survival rates of businesses and fragmentation of entrepreneurial ecosystems.

Final Results

Access to a decent and sustainable source of income.

Impact

Quality of life for vulnerable populations.



ALAS
COMUNIDADES
CIENAGA



More Productive Communities

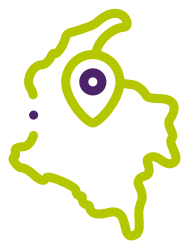
COP \$17,528 million

(53% of HISI)

1.123 productive units (PU)

3.174 beneficiaries (32% of HISI)

7.503 indirect beneficiaries



11 departments

Atlántico, Antioquia, Bolívar, Cauca, Córdoba, La Guajira, Magdalena, Norte de Santander, Santander, Sucre, and Valle del Cauca.

54 municipalities

(8 Programs for Development with a Territorial Focus - PDET)

Objective

To promote development and strengthen the territorial economic fabric by fostering productive chains to generate income and well-being opportunities for rural and urban producers.

Components

- Develop productive and business capacities
- Stimulate innovation processes
- Connect with financing opportunities
- Improve production and marketing sustainably, boosting access to the market and value chain

2023 ACHIEVEMENTS

COP \$3,154 million

Value of agricultural production

Self-consumption

9%

Sales

91%

122% increase in food production

Average sales growth for production units (PU)

454% Agricultural PU

36% Other PU

363 hectares

established in partnership with landowning farmers.

The PUs were integrated into the following sectors:

- Agriculture
- Handicrafts
- Fishing
- Food and beverages

18 %
Youth
(15 - 28 years)

53 %
Women

59 %
Ethnic
Groups

15 %
Victims of
Conflict



TEJIENDO PROGRESO



Challenges

High unemployment rates, poverty, and vulnerability of the population

Low survival rates of businesses and fragmentation of entrepreneurial ecosystems

Final Results

Access to a decent and sustainable source of income

Strengthening of community fabric

Impact

Quality of life for households in the community

Success Stories

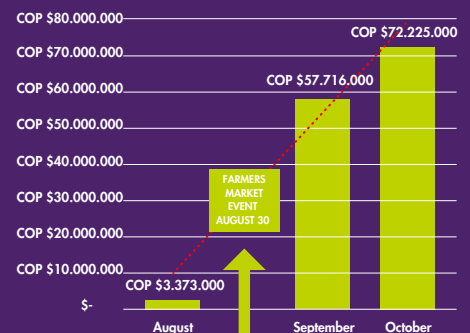
Pescando Progreso

was recognized as a case of good rural practice by the Association of Business Foundations

"Best Community Management Program" at the Social Responsibility Awards Camacol Bolívar

Farmer's Market

We focused our communication and promotion efforts on this event in Sahagún, Córdoba, involving all our companies and employees, achieving a significant impact on their sales.



- Sales in August: COP \$3,373,000
- Sales in September: COP \$57,716,000
- Event date: August 30
- Sales in October: COP \$72,225,000



More Sustainable Territories

COP \$796 million

(2% of HISI)

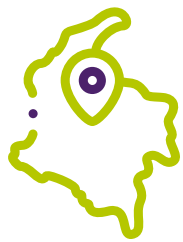
4 Recycling Centers

125 Nurseries

85.908 Trees planted for reforestation

1.077 beneficiaries

(11% of HISI) **568 indirect beneficiaries**



3 departments

Magdalena, Cauca y Sucre

5 municipalities

(4 Programs for Development with a Territorial Focus - PDET)

Objective

To promote initiatives related to the productive use of resources and ecosystem services in areas with high climate vulnerability.

Components

- Strengthening competencies and skills
- Promotion and coordination of these initiatives with value chains
- Technical assistance to increase productivity
- Capacity building for managing their own development

2023 ACHIEVEMENTS

166 hectares

of natural ecosystem restoration processes

800 native species plants

planted and protected

COP \$28 million

in income from activities associated with sustainable practices (sale of trees and recycling)

1,8 tons

of compacted and sold recycling

64 %
Youth
(15 - 28 years)

37 %
Women

69 %
Ethnic
Groups



Challenges

- Loss of connectivity and territorial balance
- High poverty rates and dependence of vulnerable populations on ecosystem services, coupled with their mismanagement
- Lack of training for biodiversity conservation

Final Results

- Access to a decent and sustainable source of income
- Strengthening of community fabric

Impact

- Quality of life for households in the community
- Conservation of ecosystem services



4.2 Community Development (CD) and Responsible Citizenship (RC)

These are the two areas of our Social Investment that aim to build trust-based relationships and strengthen the social fabric with the communities near our operations, facilitating and promoting well-being.



COP \$2,304 million

7% of the Foundation's social investment



8,173 beneficiaries

45% of the Foundation's total

4.2.1 Community Development (CD)

1,652 direct beneficiaries
1,032 indirect beneficiaries
4 departments

COP \$297 million
1% of HISI

Themes:

- Social Dialogue
- Productive Strengthening Education

4.2.2 Responsible Citizenship (RC)

6,521 direct beneficiaries
9 departments

COP \$2,007 million
6% of HISI

Themes:

- Institutional Strengthening
- Education and Research
 - Humanitarian Aid
- Socioeconomic Development

Maintaining trust-based relationships with the community allows for more efficient operations, lower risks, and better outcomes. To generate and strengthen this trust, part of our Social Investment is allocated to projects that have an impact on community development and that allow us to efficiently respond to local needs in each of Promigas' companies regarding social dialogue with their communities.

The **Community Development** initiatives focus on fostering connections between businesses and the community by promoting local economic growth, encouraging dialogue, and creating environments conducive to education, culture, and citizen participation. These interventions are carried out in coordination with the operations and community relations teams of our companies.

On the other hand, investment in **Responsible Citizenship** promotes the social fabric of the communities where Promigas and its companies operate, thus contributing to their integral social development. In 2023, 6% of our Social Investment was allocated to promptly address the emerging needs of our territory, thus strengthening the civic commitment of all our partner companies to society. Donations and sponsorships are directed towards philanthropic, charitable, cultural, and sports activities aligned with the company's strategy and are carried out in collaboration with recognized and legally established social organizations in the territory.

5 Contribution to Social Progress

Currently, we contribute to the social progress of our territories by allocating economic resources, strengthening multisectoral relationships, and enhancing intellectual capacities, both in individuals and in the community, to transform realities.

We generate knowledge and measurement tools on energy poverty in Colombia, thus fostering, through Social Investment, initiatives in the energy and gas sector that bring progress to the areas of influence of Promigas and its companies.

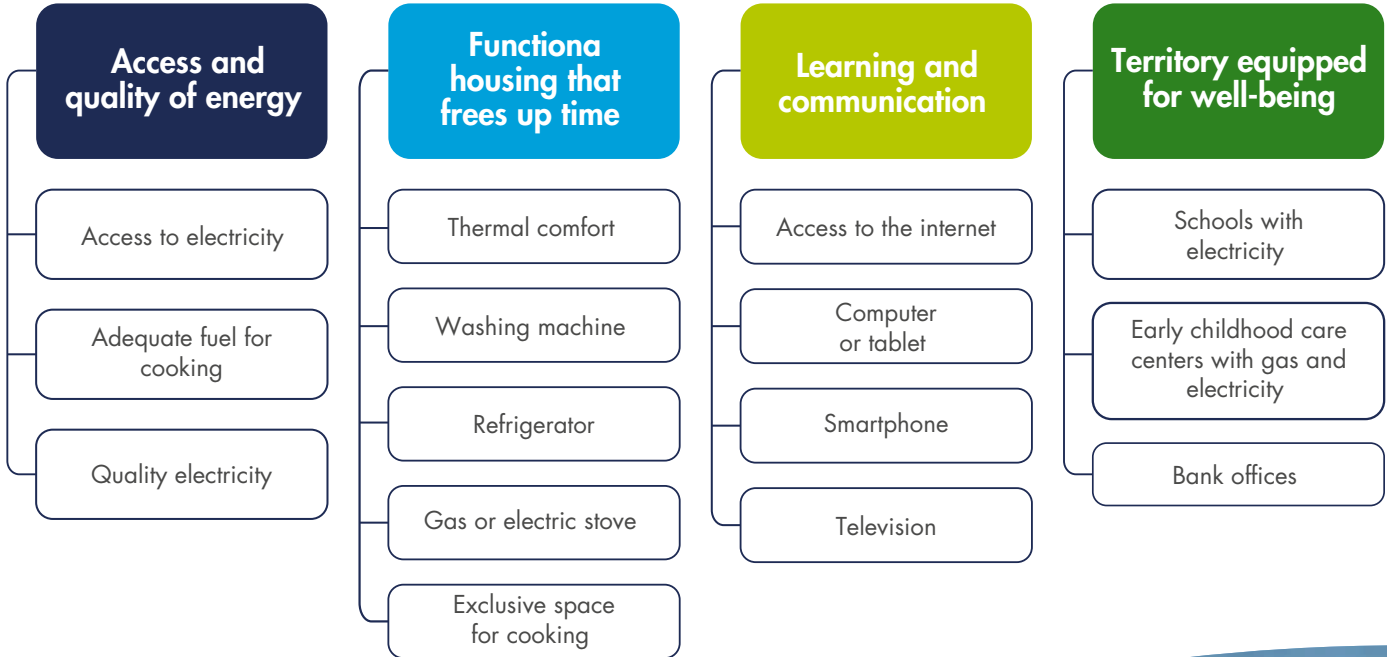


5.1. Multidimensional Energy Poverty Index (IMPE)

Energy enables human development; therefore, understanding the relationship it has with poverty is essential to know how to promote the development of people and communities.

In 2023, together with Promigas, we published the first **Multidimensional Energy Poverty Index**, which allows us to identify and measure achievements and challenges at both the national and departmental levels in this area.

Diagram 1: Dimensions, indicators, and weights of the Multidimensional Energy Poverty Index (EMPI).



* Source: Promigas - Inclusión SAS



IMPE

PATH TO ZERO ENERGY POVERTY

The IMPE is now a tool for **social innovation** that will allow us to refocus efforts on those critical variables for the integral development of our community and contribute significantly to reducing energy poverty. It will also help us unite intersectoral efforts that contribute to the social progress of the territories.

One of the objectives of the IMPE is to contribute to a thorough analysis of living conditions in Colombia and their relationship with energy, so that **EVERYONE** becomes part of the solution.

Main IMPE Results

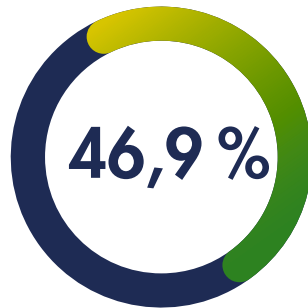
Energy poverty in Colombia 2022



2 out of 10
people in the country
experience energy poverty

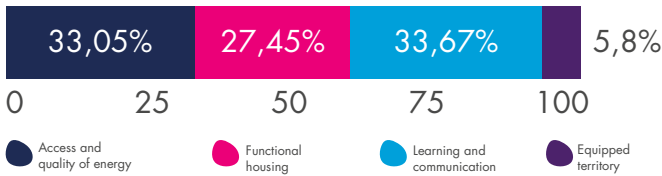


Population in a state of energy poverty

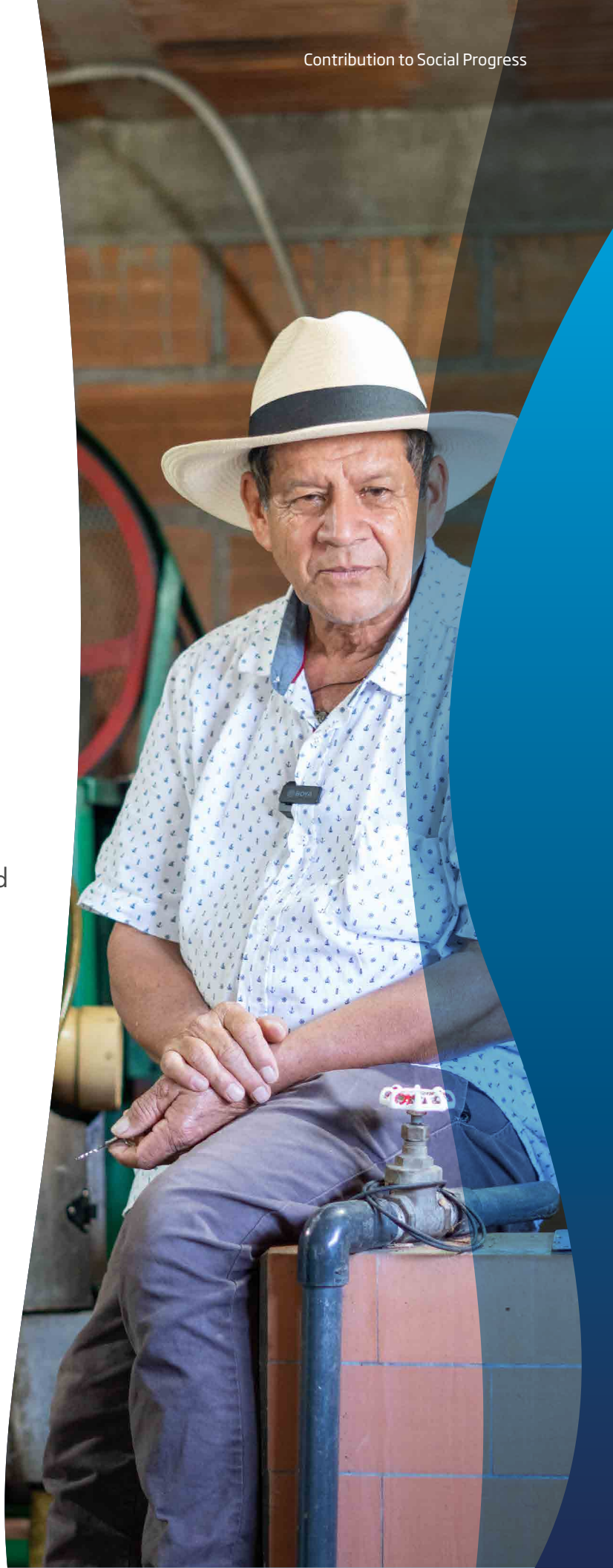


Intensity % of accumulated deprivations among energy-poor individuals

COMPOSITION OF ENERGY POVERTY



The IMPE is a tool integrated into our management and program evaluation processes. It allows us to align more closely with business objectives, where we aim to contribute through **initiatives capable of reducing energy poverty**.





5.2 Resource Management and Distribution

We generate social progress by managing our resources efficiently and distributing them consciously and in solidarity.

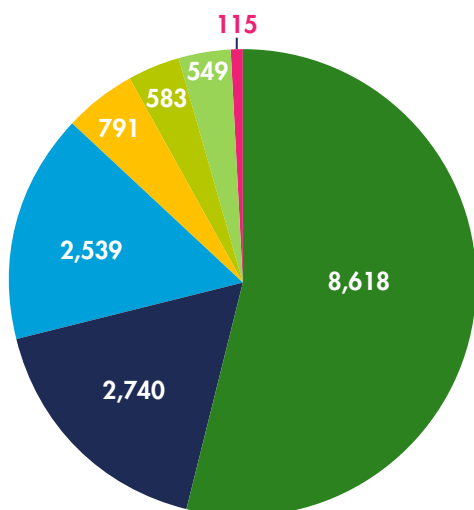
Our operation is based on three key variables to ensure the effective distribution of our financial resources.

1. As a corporate foundation, our main source of resources comes from Promigas and its companies. This year, we achieved the collaboration of all group subsidiaries that are actively involved in social investment, working together for the progress of the territories.

2. Our second key factor is the **distribution of resources in communities prioritized** by our companies. The Promigas Foundation makes investments for the well-being of communities with high vulnerability levels, where our companies operate.

In 2024, we reached more municipalities, covering 75% of the municipalities prioritized according to our companies' operational activities, successfully achieving our coverage goal for this year.

Donations 2023 from Promigas and its companies
(COP \$15,883 million)



- Promigas
- Surtigas
- GDO
- CEO
- Transmetano
- Promioriente
- SPEC, Promisol and others

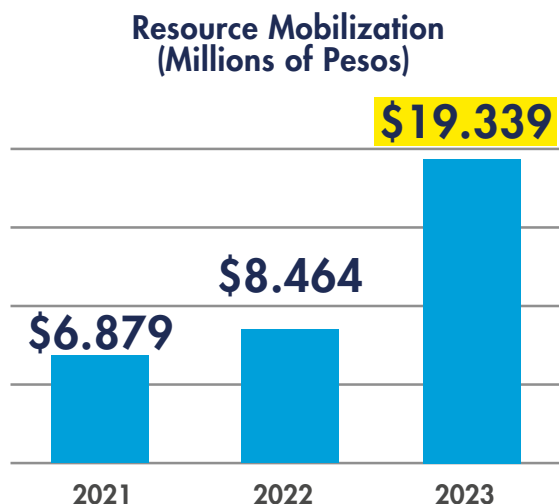
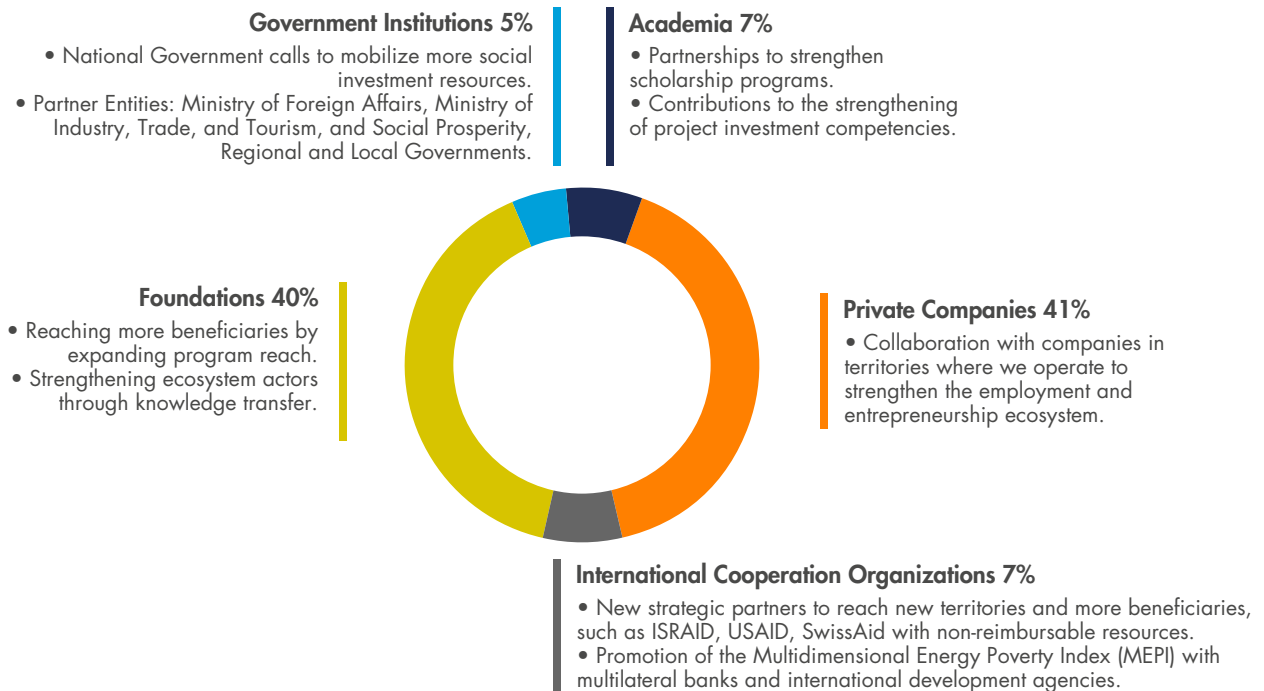
3. The final key factor for success is **efficiency in the costs and expenses of our operations**. In 2023, this efficiency increased by 16% compared to the previous year. With this, we achieved our goal of maintaining a ratio below 20%.



5.2.1. Partnerships for Resource Mobilization

We are committed to the well-being of our communities. For this reason, we prioritized in 2023 the design and implementation of a strategic relationship strategy to identify, focus, and build more effective relationships with national and international partners with a proven track record. These partners support us in managing financial resources, knowledge, methodologies, and best practices that generate added value to our operations.

We designed and implemented an Partner Taxonomy Model and a Relationship Plan, which allowed us to identify and capture valuable allies, establish more effective relationships with national and international organizations of experience, and enhance the mobilization of financial and technical resources, achieving greater leverage for our programs. The following chart describes the distribution of our partners in 2023.



For every peso we invest, we mobilize 2.371 pesos from our partners.

¹ This ratio is calculated excluding the costs and expenses of the Foundation's operations.



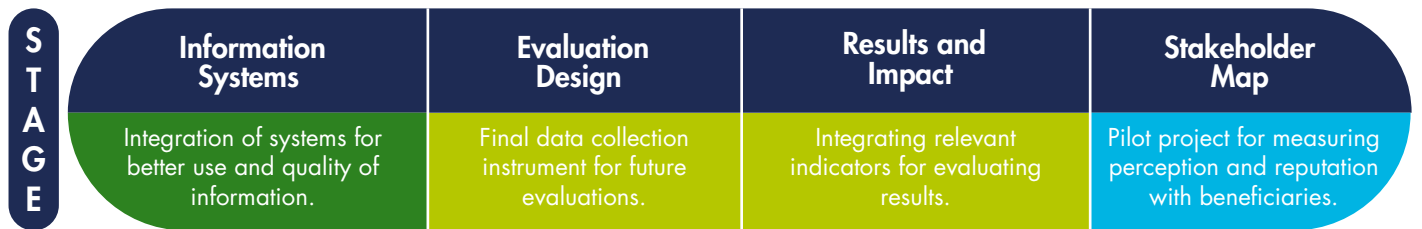
5.3 Program Evaluation

We involve the people we benefit and our partners in the design, implementation, and evaluation processes of our initiatives.

The participation and comprehensive vision of all stakeholders are essential because they serve as an effective mechanism for improving our management and the quality of life of the communities we serve.

In 2023, we laid the foundations for the pilot project of designing a results evaluation tool, which will be carried out in 2024, with the following objectives and stages:

1. Co-create the data collection, systematization, and use process to evaluate the results of our programs.
2. Develop internal capabilities to carry out this process autonomously.
3. Improve decision-making in project planning and execution.



This evaluation will allow us to measure the social change we are generating with our interventions, as well as provide us with valuable tools to systematize and automate our evaluation and program monitoring processes. This, in turn, will facilitate scalability and replicability.

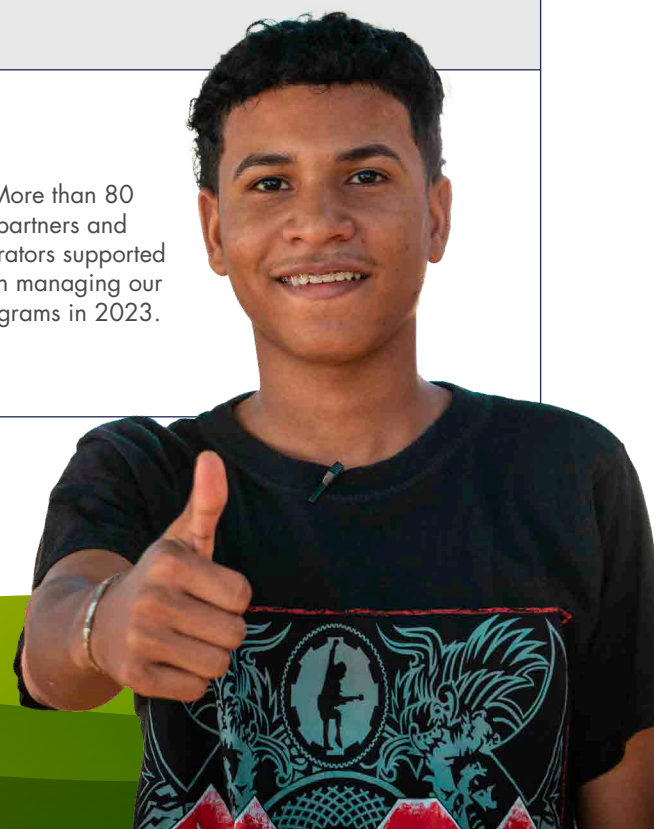
Evaluation is crucial to ensure the quality of our programs. Therefore, we rely on tracking dashboards that allow us to monitor the effectiveness, efficiency, and outcomes of our High-Impact Social Investment programs. These dashboards include a baseline and exit surveys for beneficiaries, enabling us to identify their situation regarding the issue addressed before and after our intervention, and ultimately, present the achievements of this operation.



5.4 Stakeholders

We define mechanisms for dialogue and engagement with our stakeholders. Engaging with our stakeholders facilitates the continuous improvement of our processes and programs. Through this report, we communicate our progress and challenges in this regard, with the goal of promoting long-term, mutually beneficial relationships that drive our sustainability.

 EXECUTIVES AND EMPLOYEES OF PROMIGAS AND ITS SUBSIDIARIES IN CHARGE OF: Executive Direction and Divisions OBJECTIVE: Achieve effective coordination between the foundation and the companies to contribute to the progress of the communities where Promigas and its subsidiaries operate through social investment. ENGAGEMENT SCENARIOS: We work closely with the Vice Presidency of Sustainability and Corporate Affairs of Promigas and the Social License and Sustainability professionals of its companies to align the Social Investment strategy.	PROGRESS AND CHALLENGES ALL Promigas companies that engage in active social investment manage part of this with us. Donations from Promigas and its subsidiaries totaled COP \$15,883 million, a 19% increase compared to 2022.
 EMPLOYEES IN CHARGE OF: Human Resources and Administrative Management of Promigas OBJECTIVE: Build and maintain trust-based relationships to create value and enhance employees' sense of belonging, through appropriate labor practices and proactive internal communication. ENGAGEMENT SCENARIOS: Engagement spaces with Promigas leaders and its companies, work events, internal communication channels, surveys, and performance evaluations.	A 293% increase in training hours for our employees. ALL divisions went through a formal performance evaluation process.
 PARTNERS AND OPERATORS IN CHARGE OF: Executive Direction and Divisions OBJECTIVE: Multiply the impact and reach of projects to contribute to the development of the communities where we work. ENGAGEMENT SCENARIOS: We maintain direct and bidirectional communication through reports, tracking dashboards, and evaluations.	More than 80 partners and operators supported us in managing our programs in 2023.



<p> PROGRAM BENEFICIARIES AND THEIR FAMILIES</p> <p>IN CHARGE OF: Divisions OBJECTIVE: Foster trust-based relationships and inclusion through projects that recognize intercultural differences and drive social progress within the community.</p> <p>ENGAGEMENT SCENARIOS: Communication channels, events, and an ema</p>	<p>92% of respondents reported a positive perception</p>  <ul style="list-style-type: none"> ● Excellent ● Very good ● Good ● Indifferent
<p> SUPPLIERS</p> <p>IN CHARGE OF: Financial and Administrative Coordination OBJECTIVE: Create engagement and development spaces that allow for efficient operations in compliance with the legal provisions inherent to the commercial relationship.</p> <p>ENGAGEMENT SCENARIOS: Direct communication with the contracting services department.</p>	<p>Our main suppliers include consulting firms, foundations, associations, academia, and technology companies that facilitate our operations. This operation involves 227 suppliers within our value chain, the vast majority of which are based in Colombia.</p>
<p> SOCIETY AND MEDIA</p> <p>IN CHARGE OF: Executive Direction and Communications OBJECTIVE: Highlight our social commitment and that of the companies within our group to build trust within communities and drive social progress.</p> <p>ENGAGEMENT SCENARIOS: Social media, website, management reports, press bulletins, and events.</p>	<p>137 events were organized in 2023. We reached 26,454 followers on our social media platforms.</p>
<p> AUTHORITIES</p> <p>IN CHARGE OF: Executive Direction and Knowledge Management Coordination OBJECTIVE: Share study results with authorities at local, regional, and national levels to help develop strategies aimed at reducing energy poverty.</p> <p>ENGAGEMENT SCENARIOS: 2023 MEPI Report, working groups, and direct communication.</p>	<p>The EMPI complements official poverty measurement methodologies, such as the national Multidimensional Poverty Index and Monetary Poverty Index, by adding an energy perspective. 18.5% of people in Colombia are in a state of energy poverty.</p>

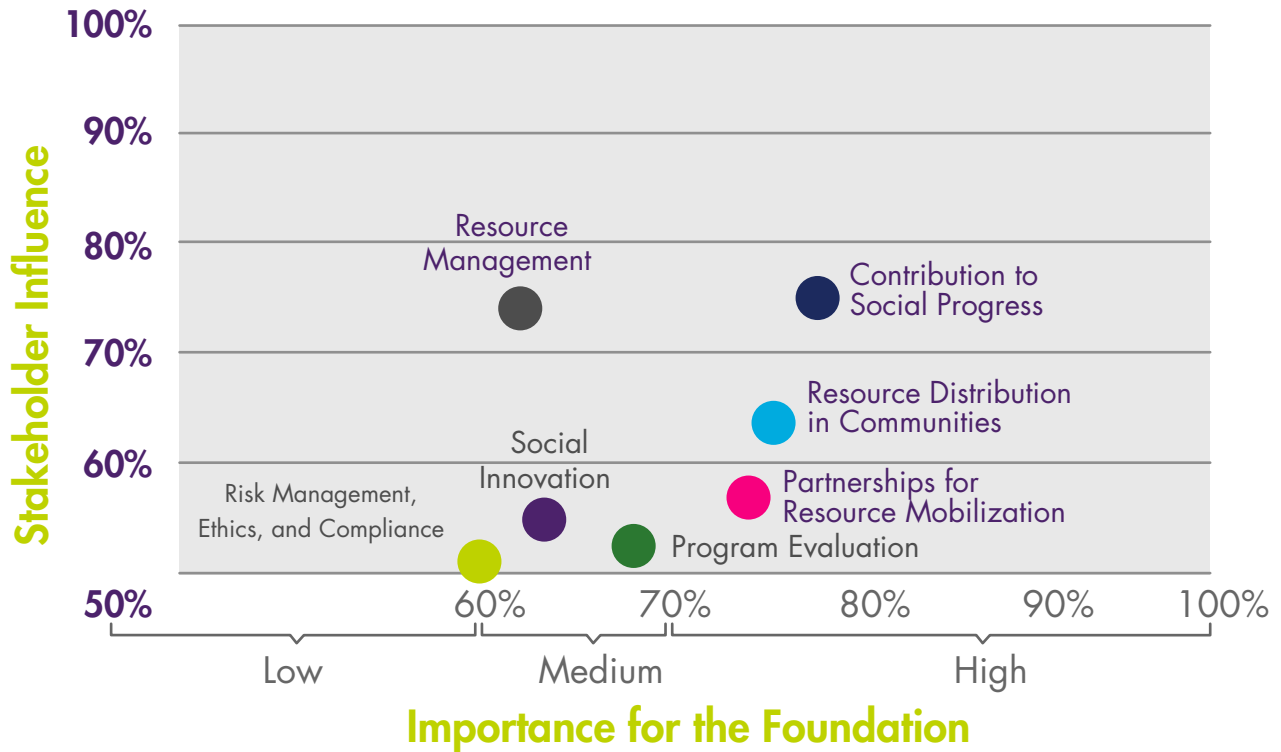


5.5 Materiality

Transparency and accountability to our stakeholders regarding the economic, environmental, and social impacts we generate must be constant and coherent. For this reason, this third Management Report allows us to highlight our progress in the sustainable management of our work. This report follows the materiality framework established in the previous year, which

involved a detailed analysis of the opinions and expectations of our stakeholders in relation to our strategic priorities.





Through this process, we identified seven sustainability priorities that are critical to manage and report on, as follows:




For more information about our materiality framework, please refer to the 2022 Report.



In alignment with our materiality framework, you will find below the **Sustainable Development Goals (SDGs)** we directly or indirectly impact:


Material Topic		Contribution to Social Progress	
 <p>SDG 2 Zero Hunger</p>	<p>We support agricultural productivity and income for small-scale food producers, especially women, Indigenous peoples, family farmers, and fishers. This includes promoting secure and equitable access to land, production resources, inputs, knowledge, financial services, markets, and development opportunities.</p>	 <p>SDG 4 Quality Education</p>	<p>We increase the number of young people who possess the necessary skills –especially technical and professional– for accessing employment, decent work, and entrepreneurship opportunities.</p>
 <p>SDG 8 Decent Work and Economic Growth</p>	<p>We support productive activities, the creation of decent jobs, entrepreneurship, creativity, and innovation. We also encourage the formalization and growth of micro, small, and medium-sized enterprises.</p>	 <p>ODS 15 Life on Land</p>	<p>We promote the sustainable management of ecosystem services in forests, aiming to halt deforestation, restore degraded forests, and encourage reforestation.</p>

Material Topic		Resource Management	
 <p>ODS 16 Peace, Justice, and Strong Institutions</p>	<p>We are accountable to our stakeholders in an efficient and transparent manner. Moreover, we implement robust processes and policies to prevent corruption and foster ethical principles among our employees and within our sphere of influence.</p>		

Material Topic		Resource Distribution in Communities	
 <p>ODS 10 Reducción de las Desigualdades</p>	<p>Our projects promote social and economic inclusion for the most vulnerable populations, emphasizing impoverished individuals, women, youth, Indigenous peoples, and ethnic groups such as Afro-descendants and Caribbean communities.</p>		

Material Topic		Social Innovation, Program Evaluation, Risk Management, Ethics, and Compliance	
 <p>ODS 17 Partnerships for the Goals</p>	<p>Our operational management fosters and promotes, in a transversal manner, the formation of effective partnerships in public, public-private, and civil society spheres. We leverage our expertise in building alliances to acquire and distribute resources among the most vulnerable communities.</p>		

Multidimensional Energy Poverty Index (IMPE)

 <p>ODS 1 No Poverty</p>	<p>To eradicate poverty, it is essential to identify it in all its dimensions. The MEPI is a valuable tool that recognizes the impact energy access and quality have on the development and progress of individuals. We will incorporate this measurement into our management and decision-making processes to help millions of Colombians escape this condition.</p>		
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About this Report



This report serves as the primary means of accountability to our stakeholders, detailing the actions, results, and challenges of the Promigas Foundation in Colombia from January 1 to December 31, 2023.

For its preparation, the sector-specific indicators for Non-Governmental Organizations (NGOs) from GRI were also taken into account. Furthermore, the report outlines the impacts on the Sustainable Development Goals (SDGs).

The frequency of preparation for the Management Reports and financial reports is annual; the previous report was published in April 2023. The data presented in this report was collected by the Foundation’s team with the support of Co-Crear Consultoría Integral. The review and verification of the report were conducted internally by the Legal Affairs and Sustainability Vice Presidency, and final approval was granted by the Foundation’s Board of Directors during their regular session in April. For any inquiries regarding this report, please contact us via email at: info@fundacionpromigas.org.co.



Statement of Use:	The Promigas Foundation has prepared this report in accordance with the GRI Standards for the period from January 1 to December 31, 2023.
GRI 1 Used:	GRI 1: Foundation 2021
Applicable GRI Sector Standards:	GRI 4: NGO Sector 2014

6.1 GRI Content Index

Indicator	Description	Section / URL / Direct Response	Page	Omission
GRI 2: Contenidos Generales 2021				
2-1	Organizational details	Our Social Footprint	5	
2-2	Entities included in the organization's sustainability reporting	About this Report	31	
2-3	Reporting period, frequency and contact point	About this Report	31	
2-4	Restatements of information	No relevant updates were made		
2-5	External assurance	About this Report	31	
2-6	Activities, value chain and other business relationships	Resource Management and Distribution	24	
2-7	Employees	Our People	10	
2-8	Workers who are not employees	Our People	10	
2-9	Governance structure and composition	Governance	7	
2-10	Nomination and selection of the highest governance body	Governance	7 y 8	
2-11	Chair of the highest governance body	Governance	7 y 8	
2-12	Role of the highest governance body in overseeing the management of impacts	Governance	7 y 8	
2-13	Delegation of responsibility for managing impacts	Governance	7 y 8	
2-14	Role of the highest governance body in sustainability reporting	Governance	7 y 8	
2-15	Conflicts of interest	Risk Management, Ethics, and Compliance	9	
2-16	Communication of critical concerns	Risk Management, Ethics, and Compliance	9	
2-17	Collective knowledge of the highest governance body	Governance	7 y 8	
2-18	Evaluation of the performance of the highest governance body	Governance	7 y 8	
2-19	Remuneration policies	Governance	7 y 8	
2-20	Process to determine remuneration	Governance	7 y 8	
2-21	Annual total compensation ratio	Our People	10	

2-22	Statement on sustainable development strategy	Letter from the Chairman of the Board and the Executive Director of the Promigas Foundation	3	
2-23	Policy commitments	Our Social Footprint	5, 9 y 23	
2-24	Embedding policy commitments	Risk Management, Ethics, and Compliance	9	
2-25	Processes to remediate negative impacts	Risk Management, Ethics, and Compliance	9	
2-26	Mechanisms for seeking advice and raising concerns	Risk Management, Ethics, and Compliance	9	
2-27	Compliance with laws and regulations	Risk Management, Ethics, and Compliance	9	
2-28	Membership associations	Association of Business Foundations (Afe)		
2-29	Approach to stakeholder engagement	Stakeholders	26	
2-30	Collective bargaining agreements	Our People	10	

GRI 3: Material Topics 2021

3-1	Process to determine material topics	Materiality	28	
3-2	List of material topics	Materiality	28	

Material Topics

GRI Standar	Content	Section / URL / Direct Response	Page	External Relationship	SDG	Omission
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Resource Distribution in Communities

Specific Aspect of the NGO Sector: Resource Allocation

3-3	Management of material topics	Resource Management and Distribution	23			
NGO7	Resource Allocation	Resource Management and Distribution	23			

Resource Management

Specific Aspect of the NGO Sector: Ethical Fundraising

3-3	Management of material topics	Resource Management and Distribution	23			
NGO8	Sources of funding by category and five largest donors and monetary value of their contribution	Resource Management and Distribution	23			
205-2	Communication and training about anti-corruption policies and procedures	Risk Management, Ethics, and Compliance	23			

Program Evaluation

Specific Aspect of the NGO Sector: Monitoring, Evaluation and Learning

3-3	Management of material topics	Program Evaluation	25		
NGO3	System for program monitoring, evaluation and learning, (including measuring program effectiveness and impact), resulting changes to programs, and how they are communicated.	Program Evaluation	25		

Specific Aspect of the NGO Sector: Coordination

NGO1	Processes for involvement of affected stakeholder groups in the design, implementation, monitoring and evaluation of policies and programs.	Program Evaluation	25		
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Partnerships for Resource Mobilization

Aspecto específico de Sector ONG: Coordinación

3-3	Gestión de los temas materiales	Alianzas para la movilización de recursos	24		
NGO6	Procesos para tomar en cuenta y coordinar con las actividades de otros actores	Alianzas para la movilización de recursos	24		

Contribution to Social Progress

GRI 413: Local Communities 2016

3-3	Management of material topics	Social Investment	12-21		
413-1	Operations with local community engagement, impact assessments, and development programs	Social Investment	12-21		

Innovation and Social Investment

3-3	Management of material topics	IMPE	21 y 22		
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Risk Management, Ethics, and Compliance

3-3	Management of material topics	Risk Management, Ethics, and Compliance	9		
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