



Annex 01. Content index

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ORGANIZATION DETAILS									
102-1	Name of the organization	Pg. 118						X	
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102-7	Scale of the organization	Pg. 10 Pg. 99 Pg. 290		WEF 17				EM.EP.000.A EM.EP.000.B EM.EP.000.C	X
102-8	Information on employees and other workers	Pg. 10 Pg. 290		WEF 17	Principles 6	8 - Decent work and economic growth		Work and labor relations	X
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STRATEGY AND RISKS MANAGEMENT									
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102-15	Key impacts, risks, and opportunities	Pg. 166	WEF 6					X	TCFD G.a. TCFD R.a. TCFD R.b.
ETHICS AND INTEGRITY									
102-16	Values, principles, standards, and norms of behavior	Pg. 158 Pg. 163 Pg. 406 Pg. 407		Principle 10	16 - Peace, justice and strong institutions.	EM-EP-510a2	Organization Government	X	
102-17	Mechanisms for advice and concerns about ethics	Pg. 160 Pg. 162	WEF 4	Principle 10	16 - Peace, justice and strong institutions.	EM-EP-510a2	Organization Government	X	
205-1	Operations assessed for risks related to corruption	Pg. 163	WEF 4		16 - Peace, justice and strong institutions.	EM-EP-510a2			
205-2	Communication and training about anti-corruption policies and procedures	Pg. 159	WEF 4		16 - Peace, justice and strong institutions.	EM-EP-510a2			
205-3	Confirmed incidents of corruption and actions taken	Pg. 162 Pg. 163	WEF 4		16 - Peace, justice and strong institutions.				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Pg. 163			16 - Peace, justice and strong institutions.				
307-1	Non-compliance with environmental laws and regulations	Pg. 181 Number of environmental sanctions in the reporting period: 1 Total monetary value of the significant environmental sanctions in the reporting period: 3.863.918.267COP Number of non monetary environmental sanctions in the reporting period: 1 Number of environmental cases submitted to litigation resolutions: NA	WEF 5E		16 - Peace, justice and strong institutions.		Pollution prevention.		

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406-1	Incidents of discrimination and corrective actions taken	Pg. 163			5 - Gender equality		Avoid complicity. Claim resolution. Discrimination and vulnerable groups. Fundamental rights and principles in the workplace. Work and labor relations.		
GOVERNANCE									
102-18	Governance structure	Pg. 134 Pg. 136					Organization Government	X	TCFD G.a.
102-19	Delegating authority	Pág. 166					Organization Government	X	
102-20	Executive-level responsibility for economic, environmental, and social topics	Pág. 166	WEF 2				Organization Government	X	TCFD R.c.
102-21	Consulting stakeholders on economic, environmental, and social topics	Pg. 124 Pg. 128			16 - Peace, justice and strong institutions.		Organization Government	X	TCFD G.a.
102-22	Composition of the highest governance body and its committees	Pg. 142 Pg. 144	WEF 2		5 - Gender equality 16 - Peace, justice and strong institutions.		Organization Government	X	
102-23	Chair of the highest governance body	Pg. 142 Pg. 144	WEF 2		16 - Peace, justice and strong institutions.		Organization Government	X	
102-24	Nominating and selecting the highest governance body	Pg. 142 Pg. 143			16 - Peace, justice and strong institutions.		Organization Government	X	
102-25	Conflicts of interest	Pg. 141 Pg. 142 Pg. 1444			16 - Peace, justice and strong institutions.		Organization Government	X	
102-26	Role of highest governance body in setting purpose, values, and strategy	Pg. 136	WEF 6E				Organization Government	X	
102-27	Collective knowledge of highest governance body	Pg. 148 Pg. 173					Organization Government	X	
102-28	Evaluating the highest governance body's performance	Pg. 149			16 - Peace, justice and strong institutions.		Organization Government	X	
102-29	Identifying and managing economic, environmental, and social impacts	Pg. 124 Pg. 127 Pg. 166			16 - Peace, justice and strong institutions.		Organization Government	X	TCFD G.a. TCFD R.a.
102-30	Effectiveness of risk management processes	Pg. 140			16 - Peace, justice and strong institutions.		Organization Government	X	TCFD R.B

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102-31	Review of economic, environmental, and social topics	Pg. 138					Organization Government	X	TCFD G.a.
102-32	Highest governance body's role in sustainability reporting	Pg. 7					Organization Government	X	
102-33	Communicating critical concerns	Pg. 138			16 - Peace, justice and strong institutions.		Organization Government	X	TCFD G.a.
102-34	Nature and total number of critical concerns	Pg. 138					Organization Government	X	TCFD G.a.
102-35	Remuneration policies	Pg. 150 Pg. 151					Organization Government	X	
102-36	process for determining remuneration	Pg. 150 Pg. 151					Organization Government	X	
102-37	Stakeholders involvement in remuneration	Pg. 151			16 - Peace, justice and strong institutions.		Organization Government	X	
102-38	Annual total compensation ratio	Pg. 151					Organization Government	X	
102-39	Percentage increase in annual total compensation ratio	Pg. 151	WEF 18				Organization Government	X	
STAKEHOLDERS ENGAGEMENT									
102-40	List of stakeholder groups	Pg. 126						X	
102-41	Collective bargaining agreements	Pg. 313	WE 21E	Principle 3	8 - Decent work and economic growth		Fundamental principles and rights at work Work and work relations Work conditions and social protection Social dialogue	X	
102-42	Identifying and selecting stakeholders	Pg. 126						X	
102-43	Approach to stakeholders engagement	Pg. 115 Pg. 127 Pg. 128						X	
102-44	Key topics and concerns raised	Pg. 128						X	
REPORTING PRACTICES									
102-45	Entities included in the consolidated financial statements	Pg. 7						X	
102-46	Defining report content and topic Boundaries	Pg. 6	WEF 3					X	
102-47	List of material topics	Pg. 124	WEF 3					X	TCFD G.a. TCFD R.c.
102-48	Restatements of information	Pg. 6						X	
102-49	Changes in reporting	Pg. 7	WEF 3					X	

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102-50	Reporting period	Pg. 7						X	
102-51	Date of most recent report	Pg. 7						X	
102-52	Reporting cycle	Pg. 7						X	
102-53	Contact point for question regarding the resort	Pg. 7						X	
102-54	Claims of reporting in accordance with the GRI Standards	Pg. 6						X	
102-55	GRI content index	Pg. 388						X	
102-56	External assurance	Pg. 7						X	
ECONOMIC PERFORMANCE									
201-1	Direct economic value generated and distributed	Pg. 47	WEF 18		8 - Decent work and economic growth			Active participation and community development. Generation of wealth and income.	
			WEF 21						
			WE 32E						
201-4	Financial assistance received from government	Pg. 48	WEF 18					Responsible political participation	
OG11	Number of sites that have been decommissioned and sites that are in the process of being decommissioned	Pg. 94 Pg. 95							
PROCUREMENT									
308-1	New suppliers that were screened using environmental criteria	Pg. 115 Pg. 116 Pg. 119		Principle 8	12 - Responsible consumption and production				
308-2	Negative environmental impacts in the supply chain and actions taken	Pg. 118 Pg. 119	WEF10 E WEF17 E	Principle 7	12 - Responsible consumption and production				
408-1	Operations and suppliers at significant risk for incidents of child labor	Pg. 118 Pg. 119	WEF14	Principle 1 Principle 2 Principle 4	7 - Affordable and clean energy	EM-EP-201b.1		Due diligence Human rights risk situations. Avoid complicity. Discrimination and vulnerable groups Fundamental rights and principles in the workplace.	

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409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Pg. 267	WEF 22E	Principle 1 Principle 4	8 - Decent work and economic growth		Due diligence Human rights risk situations. Avoid complicity. Discrimination and vulnerable groups Fundamental rights and principles in the workplace.		
			WEF 14						
412-2	Employee training on human rights policies or procedures	Pg. 278		Principle 1	8 - Decent work and economic growth	EM-EP-210a.1	Due diligence Avoid complicity. Promote social responsibility in the value chain		
414-1	New suppliers that were screened using social criteria	Pg. 116 Pg. 119			12 - Responsible consumption and production				
MATERIAL ELEMENT: CLIMATE CHANGE									
103-1	Explanation of the material topic and its Boundary	Pg.182	WEF 7	Principle 8	13 - Climate Action		Mitigation and adaptations to climate change		
103-2	The management approach and its components	Pg. 183	WEF 7	Principle 8	13 - Climate Action		Mitigation and adaptations to climate change		TCFD G.b.
103-3	Evaluation of the management approach	Pg. 183 Pg. 185	WEF 7 WEF 7E	Principle 8	13 - Climate Action		Mitigation and adaptations to climate change		
305-1	Direct (scope 1) GHG emissions	Pg. 185	WEF 7		13 - Climate Action	EM-EP-110a.1 EM-EP-110a.2	Mitigation and adaptations to climate change	X	TCFD M.a. TCFD M.b.
305-2	Energy indirect (Scope 2) GHG emissions	Pg. 185	WEF 7		13 - Climate Action	EM-EP-110a.1 EM-EP-110a.2	Mitigation and adaptations to climate change	X	TCFD M.a. TCFD M.b.
305-3	Other indirect (Scope 3) GHG emissions	Pg. 185	WEF 7		13 - Climate Action		Mitigation and adaptations to climate change		TCFD M.a. TCFD M.b.
305-4	GHG emissions intensity	Pg. 187			13 - Climate Action		Mitigation and adaptations to climate change		TCFD M.a. TCFD M.b.
305-5	Reduction of GHG emissions	Pg. 188 Pg. 189			12 - Responsible consumption and production 13 - Climate Action		Mitigation and adaptations to climate change	X	TCFD M.a. TCFD M.b.
OG6	Volumen of flared or vented hydrocarbon	Pg. 190			12 - Responsible consumption and production 13 - Climate Action		Mitigation and adaptations to climate change		

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MATERIAL ELEMENT: INTEGRATED WATER MANAGEMENT										
103-1	Explanation of the material topic and its Boundary	Pg. 192			WEF 11E	Principle 8	6 - Clean water and sanitation			
103-2	The management approach and its components	Pg. 193			WEF 11E	Principle 8	6 - Clean water and sanitation			
103-3	Evaluation of the management approach	Pg. 194 Pg. 196			WEF 11E	Principle 8	6 - Clean water and sanitation			
303-1	Water withdrawal by source	Pg. 397			WEF 11E		6 - Clean water and sanitation			
303-2	Water sources significantly affected by withdrawal of water	Pg. 199			WEF 11E		6 - Clean water and sanitation 12 - Responsible consumption and production			
303-3	Water withdrawal	Pg. 201			WEF 10		6 - Clean water and sanitation 12 - Responsible consumption and production	EM-EP-140a.1	X	TCFD M.a.
303-4	Water discharge	Pg. 200 Pg. 203 Pg. 204					6 - Clean water and sanitation 12 - Responsible consumption and production	EM-EP-140a.2	X	

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303-5 water consumption	Pg. 198 Pg. 205 Water consumption is defined as the difference between total volume of extracted water and total volume of water returned to the natural environment. De acuerdo con la metodología del CDP Water Security Reporting Guidance (2020), estimated water consumption in 2021 was 15.3 million of m3, which are equivalent to 4% of total entries. Most of the consumption is registered in the refinement segment because of high evaporation losses. According to the CDP methodology for water consumption estimation, changes in water storage is not relevant for the calculations. This is fundamented in the continous nature of our activities and, because of the large amounts of water we have to manage, storage is not generally an option in effluent management. For the year 2021, the data corresponding to Production water reinjected for recovery was 12,980 thousand m ³ .	The information reported does not include that related to the total consumption of water in all areas (megaliters). Only information related to total water consumption in areas of water stress is included.			7 - Affordable and clean energy 12 - Responsible consumption and production	EM-EP-140a.1		X	TCFD M.a.
OG5 Volume of produced water	Pg. 203		WEF 10		6 - Agua limpia y saneamiento 12 - Producción y consumo responsable				TCFD M.a.
MATERIAL ELEMENT: BIODIVERSITY AND ECOSYSTEM SERVICES									
103-1 Explanation of the material topic and its Boundary	Pg. 206			Principle 8	15 - Life on land			Sustainable use of resources.	
103-2 The management approach and its components	Pg. 206			Principle 8	15 - Life on land			Sustainable use of resources.	
103-3 Evaluation of the management approach	Pg. 208 Pg. 211			Principle 8	15 - Life on land			Sustainable use of resources.	

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304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Pg. 219			15 - Life on land		Sustainable use of resources.	X	
304-2	Significant impacts of activities, products, and services on biodiversity	Pg. 219			15 - Life on land		Sustainable use of resources.		TCFD M.a.
304-3	Habitats protected or restored	Pg. 219		Principle 8	15 - Life on land		Sustainable use of resources.	X	TCFD M.a.
304-4	IUCN Red list species and national conservation list species with habitats in areas affected by operations	Pg. 219			15 - Life on land		Sustainable use of resources.		
OG4	Number and percentage of significant operating sites in which biodiversity risk has been assessed and monitored	Pg. 219		Principle 8	15 - Life on land		Sustainable use of resources.	X	
		The description of the hierarchy and management criteria, as well as the description of the management measures that are developed can be consulted at: https://www.ecopetrol.com.co/wps/portal/Home/en/Corporateresponsibility/Environment/Biodiversity							
MATERIAL ELEMENT: CIRCULAR ECONOMY									
103-1	Explanation of the material topic and its Boundary	Pg. 220		Principle 8	12 - Responsible consumption and production		Sustainable use of resources.		
103-2	The management approach and its components	Pg. 221		Principle 8	12 - Responsible consumption and production		Sustainable use of resources.		
103-3	Evaluation of the management approach	Pg. 222 Pg. 223		Principle 8	12 - Responsible consumption and production		Sustainable use of resources.		

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ECP001 Circularity Maturity Level	Pg. 225 Considering the action line Circularity Metrics, defined in the 2050 roadmap for the implementation of the Circular Economy Model in the framework of the Group's Sustainability Strategy; in 2021 the Company chose to carry out its first qualitative evaluation in circularity, based on the Colombian Technical Guide CTG) 314:2020 In this sense and considering the guide's flexibility, a revision and adjustment to the questions was carried out to be used on a target sample divided in 2 levels: 1. Professionals who had done the basic virtual course on Circular Economy, which is active on the Ecopetrol University platform. The list of professionals that completed the course is provided by Ecopetrol University directly. 1. Professionals with special designations on circular economy issues or that work in the implementation of the circular economy model in the organization. presidency oversaw these questionnaires. The Level 1 target audience were asked to fill out the questionnaire via email, directly sent from the vice presidency's address.		WEF13 E	Principle 8	12 - Responsible consumption and production		Sustainable use of resources.	X	

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	<p>The Level 2 audience, interviews were carried out to fill out the questionnaires. These interviews were carried out by the professionals from the HSE vice presidency that led and implement the Circular Economy Model.</p> <p>One the information was tabulated and consolidated the level of circularity proposed by the GTC 314:2020 is identified.</p> <p>The tool was built by suitable professionals, with knowledge and experience in environmental issues, management systems ISO 9001:2015; 14001:2015, OHSAS 18001:2007, sustainability, ecoefficiency, waste and chemical substances and other.</p>								
MATERIAL ELEMENT: USE OF ENERGY AND ALTERNATIVE SOURCES									
103-1	Explanation of the material topic and its Boundary	Pg. 226		Principle 8 Principle 9	7 - Affordable and clean energy				
103-2	The management approach and its components	Pg. 227		Principle 8 Principle 9	7 - Affordable and clean energy				
103-3	Evaluation of the management approach	Pg. 227 Pg. 228		Principle 8 Principle 9	7 - Affordable and clean energy				
302-1	Energy consumption within the organization	Pg. 230 In table 62, the item total energy consumption within the organization does not include the self-generation of energy from the Barrancabermeja refinery during December 2021.			7 - Affordable and clean energy 12 - Responsible consumption and production		Pollution prevention. Sustainable use of resources. Mitigation and adaptations to climate change	X	TCFD M.a.
302-2	Energy consumption outside of the organization	Pg. 230 Table 60			7 - Affordable and clean energy		Pollution prevention. Sustainable use of resources.		
302-3	Energy intensity	Pg. 231			7 - Affordable and clean energy		Sustainable use of resources.	X	TCFD M.a.

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302-4	Reduction of energy consumption	Pg. 231 The reported number of 12 of the 16 initiatives corresponds to projections to december 2021. The difference between the projected and real values of electric demand is 0.1.			7 - Affordable and clean energy 12 - Responsible consumption and production		Sustainable use of resources.	X	TCFD M.a.
OG2	Total amount invested in renewable energy	Pg. 233		Principle 9	7 - Affordable and clean energy 12 - Responsible consumption and production	EM-EP-420a.3			TCFD M.a.
MATERIAL ELEMENT: FUEL QUALITY									
103-1	Explanation of the material topic and its Boundary	Pg. 238		Principle 8	12 - Responsible consumption and production				
103-2	The management approach and its components	Pg. 239		Principle 8	12 - Responsible consumption and production				
103-3	Evaluation of the management approach	Pg. 241		Principle 8	12 - Responsible consumption and production				
OG14	Volume of biofuels produced	Pg. 243	For this indicator, the information related to the following numbers is not reported: 2.1. Sustainability criteria applied to produce and purchase biofuels. 2.3. Location and area of land dedicated to direct production (ha).	Principle 9	12 - Responsible consumption and production			X	TCFD S.a. TCFD M.a.
MATERIAL ELEMENT: AIR QUALITY									
103-1	Explanation of the material topic and its Boundary	Pg. 244		WEF 13E	Principle 8	3 - Salud y Bienestar		Pollution prevention	
103-2	The management approach and its components	Pg. 245		WEF 13E	Principle 8	3 - Salud y Bienestar		Pollution prevention	
103-3	Evaluation of the management approach	Pg. 246 Pg. 248		WEF 13E	Principle 8	3 - Salud y Bienestar		Pollution prevention	

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305-6	Emissions of ozone-depleting substances (ODS)	Pg. 250			13 - Climate Action		Pollution prevention		TCFD M.a.
305-7	Nitrogen oxides (Nox), sulfur oxides (SOx), and other significant air emissions	Pg. 248	WEF 7E		13 - Climate Action	EM-EP-120a.1	Pollution prevention	X	
COMPREHENSIVE WASTE MANAGEMENT									
306-1	Water discharge by quality and destination	Pg. 256	WEF 17E		12 - Responsible consumption and production		Sustainable use of resources.		TCFD M.a.
306-2	Management of significant waste-related impacts	Pg. 254 Pg. 261	WEF 12E		12 - Responsible consumption and production		Pollution prevention Sustainable use of resources..	X	TCFD M.a.
306-3	Waste generated	Pg. 256			12 - Responsible consumption and production		Sustainable use of resources.	X	TCFD M.a.
306-4	Transport of hazardous waste	Pg. 257	WEF 17E		12 - Responsible consumption and production		Sustainable use of resources.		TCFD M.a.
306-5	Water bodies affected by water discharges and/or runoff	Pg. 259-260	WEF 17E		12 - Responsible consumption and production		Sustainable use of resources. Pollution prevention		TCFD M.a.
HUMAN RIGHTS									
410-1	Security personnel trained in human rights policies or procedures	Pg. 276		Principle 1 Principle 2	16 - Peace, justice and strong institutions.	EM-EP-201a.3	Avoid complicity. Work and labor relations. Promote social responsibility in the value chain.		
411-1	Incidents of violations involving rights of indigenous peoples	Pg. 271	WE 22E	Principle 1 Principle 2			Claim resolution. Civil and political rights. Respect for property rights.		
412-1	Operations that have been subject to human rights reviews or impact assessments	Pg. 267	WE 22E	Principle 1 Principle 2 Principle 5		EM-EP-210a.3	Human rights. Due diligence Human rights risk situations		
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Pg. 279	WE 22E	Principle 1		EM-EP-210a.3	Avoid complicity	X	
MATERIAL ELEMENT: HUMAN TALENT ATTRACTION, DEVELOPMENT AND RETENTION									
103-1	Explanation of the material topic and its Boundary	Pg. 290		Principle 6	8 - Decent work and economic growth				

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103-2	The management approach and its components	Pg. 292			8 - Decent work and economic growth				
103-3	Evaluation of the management approach	Pg. 296			8 - Decent work and economic growth				
201-3	Defined benefit plan obligations and other retirement plans	Pg. 289		WEF 18				Work conditions and social protection	
401-1	New employee hires and employee turnover	Pg. 308		WEF 17	8 - Decent work and economic growth			Work and labor relations	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pg. 284		WEF 18	None			Work and labor relations. Work conditions and social protection	
401-3	Parental leave	Pg. 287			None			Work conditions and social protection	
402-1	Minimum notice periods regarding operational changes	A minimum number of weeks to inform significant operational changes that may affect workers is not defined. Nevertheless, these reports are always made to workers before hand, and thorough the area managers, as per the Company's communication strategy. Similarly, dialogue spaces are opened with the most representative union organizations, where any changes as well as the Company strategy are presented to guarantee the workers' and organizations' rights.			8 - Decent work and economic growth 16 - Peace, justice and strong institutions.			Work conditions and social protection	
404-1	Average hours of training per year per employee	Pg. 297						Human development and training in the workplace	
404-2	Programs for upgrading employee skills and transition assistance programs	Pg. 296		WEF 16	4 - Quality education			Human development and training in the workplace	
404-3	Percentage of employees receiving regular performance and career development reviews	Pg. 305			None			Human development and training in the workplace	X

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405-1	Diversity of governance bodies and employees Pg. 301-303		WEF 2 WEF 11	Principle 6	5 - Gender Equality		Discrimination and vulnerable groups. Fundamental rights and principles in the workplace Work and labor relations	X	
405-2	Ratio of basic salary and remuneration of women to men Pg. 303 B. The definition of locations with significant operations used in this indicator: Ecopetrol's operations in Colombia.	The information reported does not include that related to the non-administrative level (base salary + other cash incentives)	WEF 12 WEF 19E	Principle 6	5 - Gender Equality		Discrimination and vulnerable groups. Fundamental rights and principles in the workplace Work and labor relations	X	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk Pg. 312		WEF 21E	Principle 3	16 - Peace, justice and strong institutions.		Due diligence. Human rights risk situations. Avoid complicity. Civil and political rights. Fundamental rights and principles in the workplace. Work and labor relations. Social discourse		
MATERIAL ELEMENT: PROCESS SAFETY									
103-1	Explanation of the material topic and its Boundary Pg. 328				8 - Decent work and economic growth				
103-2	The management approach and its components Pg. 328				8 - Decent work and economic growth				
103-3	Evaluation of the management approach Pg. 329 Pg. 332				8 - Decent work and economic growth				
ECP004	Incidents caused by third parties Pg. 353								
ECP005	Volume of hydrocarbon spills Pg. 353					EM-EP-160a.2		X	
ECP006	Incident frequency rate N1 (IFSP N1) Pg. 332							X	
MATERIAL ELEMENT: OCCUPATIONAL HEALTH AND SAFETY									
103-1	Explanation of the material topic and its Boundary Pg. 314				8 - Decent work and economic growth				
103-2	The management approach and its components Pg. 315				8 - Decent work and economic growth				
103-3	Evaluation of the management approach Pg. 319 Pg. 322				8 - Decent work and economic growth				

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403-1	Workers representation in formal joint management -worker health and safety committees	Pg. 316			8 - Decent work and economic growth	EM-EP-320a.2		Health and safety at work	
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Pg. 317			8 - Decent work and economic growth	EM-EP-320a.2		Health and safety at work	
403-3	Workers with high incidence or high risk of diseases related to their occupation	Pg. 318	WEF 15		8 - Decent work and economic growth			Health and safety at work	
403-9	Work-related injuries	Pg. 324	WEF 15		8 - Decent work and economic growth			Health and safety at work	X
403-10	Work-related ill health	Pg. 326	WEF 15		8 - Decent work and economic growth			Health and safety at work	X
OG13	Number of process safety events, by business activity	Pg. 332			8 - Decent work and economic growth	EM-EP-540a.1			X
ECP002	Lesions with time loss frequency rate (LTIFR)	Pg. 236			8 - Decent work and economic growth				X
ECP003	Total recordable lesions frequency rate (TRIFR)	Pg. 327			8 - Decent work and economic growth	EM-EP-320a.1			X
MATERIAL ELEMENT: LOCAL DEVELOPMENT									
103-1	Explanation of the material topic and its Boundary	Pg. 355			8 - Decent work and economic growth 16 - Peace, justice and strong institutions.				
103-2	The management approach and its components	Pg. 356			8 - Decent work and economic growth 16 - Peace, justice and strong institutions.				
103-3	Evaluation of the management approach	Pg. 357			8 - Decent work and economic growth 16 - Peace, justice and strong institutions.				

INDICATOR	PAGE	OMISION	WEF-IBC	GLOBAL COMPACT	SDG	SASB	ISO26000	VERIFICATION	TCFD
204-1	Proportion of spending on local suppliers	Pg. 117 b. The definition of local used for this indicator: timely, suitable and competitive provisioning of goods and services from suppliers/contractors domiciled in the municipality, state or region where Ecopetrol carries out its operations. c. The definition of location of significant operations used in this indicator: Ecopetrol's operations in Colombia.	WEF 18		8 - Decent work and economic growth		Promote social responsibility in the value chain. Employment relations and skill development. Income and wealth generation	X	
413-1	Operations with local community engagement, impact assessments, and development programs	Pg. 346			8 - Decent work and economic growth		Economic, social, and cultural rights. Employment relations and skill development. Income and wealth generation. Respect for property rights.	X	
413-2	Operations with significant actual and potential negative impacts on local communities	Pg. 348	WEF 28E		8 - Decent work and economic growth	EM-EP-210b.1 EM-EP-540a.1	Economic, social and cultural rights. Pollution prevention. Protection of the environment, biodiversity, and natural habitat restoration. Active participation and community development		
OG9	Operations where indigenous communities are present or affected by activities and where specific engagement strategies are in place	Pg. 273			16 - Peace, justice and strong institutions.				
OG10	Number and description of significant disputes with local communities and indigenous people	Pg. 272	WEF 21E		16 - Peace, justice and strong institutions.				
OG12	Voluntary or involuntary resettlement	Pg. 271							



Annex 02. Associations, guilds, voluntary initiatives, and awards

Associations or guilds that Ecopetrol is part of

(102-13)

Ecopetrol is committed to the sustainable development of the sector and the country. That is why it participates in different dialogue sessions at the local, regional, and international level to engage in high-level discussions. Below is a list of the associations and guilds that the Company is part of:

- American Productivity & Quality Center (APQC)
- Colombian Association of Carbon Market Actors (Asocarbono)
- Colombian Natural Gas Association (Naturgas)
- Colombian Association of Petroleum Geologists (ARPEL)
- National Business Association of Colombia (ANDI)
- Latin American Petrochemical and Chemical Association, APLA.
- Center for the Fourth Industrial Revolution (C4RI), affiliated to the World Economic Forum
- Water Coalition of Colombia
- Casanare Regional Competitiveness Commission (CRCI)
- Regional Commission for Competitiveness, Science, Technology, and Innovation (CRECI)
- Regional Competitiveness Commission, Santander Competitivo
- Petroleum Industry Committee (CINPAC)
- Business-State-University Committee (CUEE)
- Business-State-University Committee of Santander (CUEES)
- Concentra
- Colombian Security Council
- Basin councils – Territorial Planning.
- Network Corporation of Educational, Research, and Development Institutions of Eastern Colombia (UNIRED)
- CUEE - Business-State-University Committee
- Global Innovation Index (GII)
- International Gas Union (IGU)
- International Petroleum Industry Environmental Conservation Association (IPIECA)
- Membership in the international Plug and Play ecosystem to seek innovative solutions to industry challenges
- Neomundo
- Petroskills Oil & Gas training
- Prosantander
- The Global Energy Interconnection Development and Cooperation Organization (GEIDCO)
- The National Center for Construction Education and Research (NCCER)
- World Economic Forum (WEF)
- World Energy Council (WEC)

Table 128.

Below are the payments made to associations and guilds in 2021.

(102-16)

Item	Unit of measurement	2018	2019	2020	2021
Trade associations or tax-exempt entities ¹	COP	585,958,290	721,837,190	692,839,850	513,900,251

Note: Ecopetrol, being a mixed economy company, falls under to the decentralized services sector. By constitutional mandate, the Company is expressly forbidden from making donations or contributions to political parties, movements, or candidates (Articles 110 and 355 of the Political Constitution of Colombia).

The variation is because the affiliation to the Water Coalition of Colombia (COP 180 million) was not paid in 2021.

Voluntary initiatives supported by Ecopetrol

(102-13)

Ecopetrol seeks to stay at the forefront of trends and best practices in all material elements of its management efforts. For this reason, the Company identifies and engages in initiatives that are aligned with its values and principles and that contribute to fulfilling the commitments acquired with its stakeholders. In 2021, Ecopetrol voluntarily participated in the following initiatives:

- The Commercial and Marketing Vice Presidency (VCM), as part of the "Ecopetrol Country Support" program, has been building the "Providencia Island Solar Ecopark" initiative to mitigate the impacts of Hurricane Lota, which destroyed 98% of the infrastructure and suspended the power service on the island. Currently, it is undergoing the basic engineering process and it is projected to start operating in 2022.
- Partnering Against Corruption Initiative (PACI) of the World Economic Forum
- United Nations Integrity Initiative on Drugs and Crime (UNODC) Colombia
- United Nations Global Compact
- UNODC Compliance Officers Network
- Pacto Global Red Colombia in partnership with the Bogotá Chamber of Commerce within the framework of the "Hacia la Integridad" (Towards Integrity) initiative.
- Transparency Pact of the Vice Presidency of the Republic
- Business Integrity Route
- Interinstitutional Transparency and Anticorruption Network (RITA) of the Secretariat of Transparency.

1. National Business Association of Colombia (ANDI): COP 182,932,000; Chamber of Digital Commerce and Services

– ANDI: COP 16,576,940; Colombo-American Chamber of Commerce – AmCham: COP 30,000,000

National Council for Natural Gas Operations: COP 38,491,531; APLA (Latin American Petrochemical and Chemical Association) : COP 11,048,520; LGBTI Chamber of Commerce: COP 12,000,000; Colombian Natural Gas Association – Naturgas: COP 147,720,000; International Gas Union (IGU): COP 26,815,260; Colombian Security Council CCS: COP 48,316,000

- Natural Gas Partnership: path towards carbon-neutrality, signed voluntarily on November 3, 2021, which seeks to consolidate and strengthen the implementation of measures and good practices in the companies affiliated to Naturgas, to contribute to the country's commitments to carbon neutrality by articulating the initiatives of the companies, consolidating the reduction goals and Roadmap, offsetting GHG (Greenhouse Gases), and reaching carbon neutrality by 2030 - 2050.
- Extractive Industries Transparency Initiative (EITI)
- Sectoral Pact for Transparency and for the Fight against Corruption, with the Colombian Chamber of Petroleum Goods and Services (Campetrol)
- Pact for Legality and Transparency in the Promotion of Local Procurement with the chambers of commerce in Ecopetrol's areas of influence.
- Pact for decent work in Casanare
- One trillion trees 1.t.org of the World Economic Fund
- Colombia's Gender Parity Initiative (IPG) since 2019, which is a public-private collaboration model that seeks to accelerate the closing of gender gaps in labor participation, remuneration, and leadership.
- The Valuable 500 since 2021, whose mission is to use the power of business (500 companies in the world) to drive lasting change for the 1.3 billion people around the world living with a disability.
- Subscription to the Colombian Energy Market information system, which describes the behavior of Natural Gas, Electric Power, and LPG Markets.
- Climate and Clean Air Coalition
- Zero Routine Flaring Initiative
- Taskforce on Nature Related Disclosures (TNFD)
- The CEO Water Mandate
- Diverse Productive Ventures Program
- Prompt Payment Initiative to guarantee the cash flow of local entrepreneurs to leverage a favorable environment during the pandemic
- Wildlife Project
- Fibers Project
- Biodiversity and Development for Putumayo.
- Water Governance Mechanism for the Supply Basins in the Municipalities of Villavicencio and Akacías
- Sembrar nos une
- Fundación Natura
- ISA Conexión Jaguar
- Pacto Unidos por un nuevo aire de Bogotá
- Pact for air quality in Medellín and Valle de Aburrá.
- Hydrological environmental base line and surface water quality in the Middle Magdalena Valley.
- Barrancabermeja Weather Radar
- Agreement with the Autonomous Corporation of Santander to take action for the recovery of the swamp and Caño San Silvestre
- Agreement with the Colombian Petroleum Association to participate in a planning instrument for land management in the hydrocarbons sector
- Sector agreement between the Ministry of Environment and Sustainable Development and Ecopetrol S.A.
- Voluntary Agreement with the Ministry of Mines and Energy to promote carbon neutrality and climate resilience in the hydrocarbon sector
- Support for the Aroma and Health Nursery initiative in La Cira Infantas
- Eco-environmental Schools
- Through Fundación El Alcaraván, Ecopetrol undertakes volunteer and social management work in the area of influence of the Cravo Norte, Rondón, Chipirón, and Cosecha contracts.
- Occupational training for the communities near

- the refinery. NCCER- SENA-Torque, electricity, metalworking, HSE, Welding, and the productive vocation of the territory
- Agreement with CORPOEDUCACIÓN to improve Educational Quality in ICBF centers and schools in Barrancabermeja.
- On a voluntary and non-binding basis, the Cartagena Refinery - Production Management took part in the review group of the ARPEL Project "Energy Transition of the Refining Sector.

Statutes, principles, and other economic, environmental, and social documents developed externally in addition to the ones that Ecopetrol is aligned with

(102-12)

- Principles of the United Nations Global Compact
- Sustainable Development Goals (SDG)
- National Carbon Neutrality Program led by the Ministry of Environment and Sustainable Development

Awards and/or recognitions granted to Ecopetrol in 2021

- Innovation Ranking: in 2021, Ecopetrol was considered the second most innovative company in Colombia, a recognition awarded by ANDI and Revista Dinero. Thanks to innovation and the development of new technologies, the Company proved that its TESG strategy contributes to the transformation of the country.
- Innovadores de Santander Award: recognition by the Chamber of Commerce of Bucaramanga within the framework of the fifteenth edition of the Award, highlighting the work of the ICP, for being the most innovative company in Santander, and the second in the country.
- The market and various analysts recognized Ecopetrol's expansion and internationalization process in entering new markets and exporting new products to international markets.
- Ecopetrol's anti-corruption policies and procedures were assessed by the United Nations Global Compact with a rating of 100%.
- In the Business Integrity Route of the Secretariat of Transparency of the Presidency of the Republic, the Company was rated 100% in all the self-assessment criteria of the integrity and compliance program.
- Ecopetrol was one of the 3 companies invited to participate as mentors for other companies in Transparency for Colombia's Corruption Risk Management measurement pilot.
- Bancolombia's analysis on Ecopetrol's ESG performance concluded as follows: "Analysts recognize that Ecopetrol's practices and policies are among the top tier of the industry: bribery and anti- corruption policies, audits, training on ethics and money laundering, also including suppliers.
- Winner of Corporate Social Responsibility, Premios Portafolio 2021, Mejor Gente, Mejor País: for the Ecopetrol Group's solidarity with the country during the pandemic; for promoting economic reactivation and contributing to improving the quality of life of Colombians.

- Awards for the promotion of diversity and inclusion of women by supporting the "Ella es Astronauta" (She is an Astronaut) Program, which fosters the interest of female beneficiaries in the fields of Science, Technology, Engineering, Arts, and Mathematics. Winner in SDG 5 Gender Equality.
- 2021 National Ranking of Inclusive Companies of the National Consulting Center (CNC) and the LGBT Chamber of Commerce of Colombia (CCLGBT). Ecopetrol ranked fourth.
- Inclusive Company Seal, highest recognition for inclusion awarded by ANDI - National Business Association of Colombia, the Partnerships for Reconciliation program of USAID Colombia, ACDI/VOCA Colombia, and Deloitte.
- 91% rating on the United Nations Women Empowerment Principles (WEPS)
- Recognition at the Women Economic Forum held in Colombia, at the She Is Global Awards, as an Organization with the Power to create Change towards Gender Equity.
- Involvement in the Book "Good practices towards gender equality in large organizations in Colombia, under the leadership of the SHE IS FOUNDATION and CIDER – Universidad de los Andes.
- Recognition for Sustainable Development Good Practices led by the UN Global Compact, for the 100x100 Program, which promotes decent work and fosters respect for Human Rights through open innovation.
- The Plug and Play Tech Center recognized Ecopetrol for Corporate Innovation, for thinking differently, boosting digital-based start-ups, and implementing new capabilities in the organization.
- Ecopetrol was chosen for the Case Study on Cybersecurity Principles for the O&G Boards of Directors in the WEF's O&G Industry Cyber Resilience Playbook.
- Ernesto Gutiérrez de Piñeres, Digital Vice President, was included for the second year in the HITEC 50 program, which recognizes the achievements of the most influential Hispanic executives in the technology industry.
- According to the National Agency for Judicial Defense of the State, Ecopetrol S.A.'s judicial management efforts undertaken by the Legal Vice Presidency has been recognized as one of the most efficient and successful in the public sector.
- Fitch Ratings maintained the credit rating at BB+, with a stable outlook, and the stand-alone credit rating at bbb.
- S&P maintained the long-term international rating at BB+, with a stable outlook, and the stand- alone credit rating at 'bbb-'.
- The Company was awarded the Investor Relations Recognition (IR) granted by the Colombian Stock Exchange (BVC), thanks to the adoption of best practices in information disclosure and investor relations.
- Dow Jones Sustainability Indexes-DJSI: In its 2021 edition, the Company ranked 1st in the Supply Chain criterion, with 92 points (+3 vs. 2019), positioning itself as the most sustainable company in the global industry.
- Ecopetrol S.A. was recognized as a Business Leader by the Chemical Leasing Award 2021 of the United Nations Industrial Development Organization (UNIDO) for the implementation of the Circular Economy model in the supply strategies for Hydroprocess catalysts in the Cartagena Refinery, Chemical treatments in the Cartagena Refinery, and Chemical treatments in the Management of the Apiay operations.
- Ecopetrol S.A. ranked first in the "Red Muévete Mejor" awards granted to National Public Entities for the "Sustainable and Different Mobility" initiative.

CERTIFICATIONS

- Resolution of the Ministry of Science, Technology, and Innovation, certifying the ICP as a Technological Development Center for 5 years
- The ICP's Metrology Laboratory was granted the Accreditation Certificate by the National Certification Body (ONAC)
- ECOPETROL qualified as Authorized Economic Operator (OEA) for both imports and exports, by means of Resolution 005251 and 52 of July 19, 2021. This certification is the highest level of trust generated by a foreign trade company before the Colombian State and its customs authorities.
- Silver Seal in the Equipares certification process related to the prevention and punishment of sexual harassment, with a score of 100/100. The Equipares Seal is a certification granted by the Ministry of Labor and the Presidential Council for Women's Equality, with the technical support of UNDP, to companies and organizations that implement the Gender Equality Management System.
- Icontec renewed the Company's ISO 9001:2015, 14001:2015, and ISO 45001:2018 certifications in 2021, concluding that the risk management system is adequate, without any non-conformities.
- In 2021, Ecopetrol verified the maturity in the implementation of Diversity, Equity, and Inclusion policies, practices, processes, and initiatives according to the GDEIB 2021 Global Diversity, Equity, and Inclusion Benchmarks, with the authorization of the GDEIB Authors Team and The Center for Global Inclusion. Upon reviewing the elements set forth in the GDEIB Model, Ecopetrol is at a general level of 4.0 (progression).
- Ecopetrol was awarded the Good Innovation Practices Seal (BPI), which is a shared brand certificate between the Bogotá Chamber of Commerce and ICONTEC, granted to companies that have implemented an Innovation Management System (SGI) and that comply with at least 76% of the benchmarks created by both institutions, based on the NTC 5801:2018 Standard on "Research, development, and innovation management. The seal evinces the maturity level of Ecopetrol's system, with a score of 93.1%, equivalent to an advanced maturity model.
- Recertification of the HSE and Quality Management System by Icontec.



Annex 03. Acronyms in the 2021 Integrated Sustainable Management Report

INITIALS	Meaning
ACPM	Diesel Oil
ADR	American Depository Receipts
ANH	National Hydrocarbon Agency
ANLA	National Authority for Environmental Licenses
ANP	Agência Nacional do Petróleo, Gás Natural e Biocombustíveis(National Petroleum, Natural Gas, and Biofuels Agency, by its Portuguese acronym)
ANT	National Land Agency
AP-42	Compilation of Air Pollutant Emissions Factors
AR5	The Fifth Assessment Report of the Intergovernmental Panel on Climate Change.
ARD	Domestic Wastewater
ARPEL	Regional Association of Oil and Natural Gas Companies in Latin America and the Caribbean
BVC	Colombian Stock Exchange
CAJD	Audit and Risk Committee of Ecopetrol S.A.'s Board of Directors
CAPEX	Capital expenditure
CAR	Regional Autonomous Corporation
CAS	Santander Autonomous Corporation
CAUJD	Audit and Risk Committee of the Board of Directors
CCAC	Climate & Clean Air Coalition
CCTV	Current Collective Labor Agreement
CCUS	Carbon Capture, Use, and Storage
CEDCO	Colombia Energy Development Co.
CEO	Chief Executive Officer
CEV	Truth Clarification Commission
CNC	National Consulting Center
CND	National Dispatch Center
CNOOC	China National Offshore Oil Corporation
COBIT	Control Objectives for Information and related Technology
Colcap	Stock market index of the Colombian Stock Exchange
Conpes	National Council for Economic and Social Policy
COP	Colombian peso
Corinair	Core inventory air emissions

COSO	Committee of Sponsoring Organizations of the Treadway Commission
CRC	Shared Risk Agreement
CREG	Energy and Gas Regulation Commission
CT+I	Science, Technology, and Innovation
CVX	Chevron USA Inc.
D&I	Diversity and inclusion
DANCP	Directorate of the National Authority for Prior Consultation
DDHH	Human rights
DDV	Voluntary Disconnectable Demand
DIAN	National Directorate of Taxes and Customs
DJSI	Dow Jones Sustainability Index
E&P	Exploration and production
EA	Ecopetrol América LLC
EAL	Ecopetrol América (Gulf of Mexico)
Ebitda	Earnings before interest, taxes, depreciation, and amortization
ECAs	Export Credit Agencies
EEA	European Environmental Agency
ESS	Ecopetrol Energía S.A.S.ESP
EIA	Environment Impact Assessment
EOR	Enhanced Oil Recovery
EPA	Environmental Protection Agency
EPP	Vice Presidency of Projects and Drilling
EPR	Proprietary Company of the Network
EY	Ernst & Young
FAO	The Food and Agriculture Organization of the United Nations
FCC	Fluid Catalytic Cracking
FCPA	Foreign Corrupt Practice Act
FDN	Financiera de Desarrollo Nacional
FECOC	Colombian Fuel Emission Factors
FPADM	Financing the Proliferation of Weapons of Mass Destruction
FPIC	Free, Prior, and Informed Consent
FT	Terrorist Financing
GBTUD	Giga BTU per day unit
GDEIB	Global Diversity, Equity, and Inclusion
GE	Ecopetrol Group
GEI	Greenhouse gases
GHG	Greenhouse Gas
GIR	Integrated Risk Management
GLP	Liquefied petroleum gas
GMA	Management of Development and Production Operations of the Seas
GNV	Vehicle Natural Gas
GRI	Global Reporting Initiative

GRT	Corporate Responsibility Management
GSF	Physical Security Management
GSS	Sustainability and Decarbonization Management
GTC	Colombian Technical Guide
GWh	Gigawatt hour
HSE	Health, Security, and Environment
I+D+i	Research, development, and innovation
IaaS	Infrastructure as a Service
IAvH	Alexander von Humboldt Institute
AAI	Industry and commerce tax
ICBF	Colombian Family Welfare Institute
Icetex	Mariano Ospina Pérez Colombian Institute of Educational Credit and Technical Studies Abroad
ICO	Investment for Operational Continuity
Icontec	Colombian Institute of Technical Standards and Certification
ICP	Innovation and Technology Center
IIE	Energy intensity index
ILP	Long-term incentives
IoT	Internet of things
IPCC	Interconnection of the Cartagena Crude Oil Plants
IPIECA	International Petroleum Industry Environmental Conservation Association
ISA	Interconexión Eléctrica S.A. ESP
ISO	International Organization for Standardization
IVA	Value Added Tax
JD	Board of Directors of Ecopetrol S.A.
JKM	Japan Korea Market
JOA	Joint Operating Agreement
kbd	Thousand barrels per day
Kbped	Thousand barrels of oil equivalent per day
Klb	Kilopounds
KPI	Key Performance Indicator
KRI	Key risk indicator
kt	Kiloton
Kv	Kilovolts
kW	Kilowatts
LA	Money Laundering
LDAR	Leak Detection and Repair
LNG	Liquefied Natural Gas
MADS	Ministry of Environment and Sustainable Development
Mbtu	1,000 BTUs (British Thermal Unit)
MEM	Wholesale Energy Market
MHa	Millions of Hectares
MHCP	Ministry of Finance and Public Credit

MM	Major Maintenance
MMA	Environmental Management Measures
Mmbd	Million barrels per day
MME	Ministry of Mines and Energy
MW	Megawatts
NPS	Net Promoter Score
NYSE	New York Stock Exchange
O&G	Oil and Gas
OCDE	Organization for Economic Co-operation and Development
ODC	Colombian Pipeline
SDG	United Nations Sustainable Development Goals
ILO	International Labor Organization
OMS	World Health Organization
OPC	Citizen Participation Office
OPEP	Organization of Petroleum Exporting Countries
PaaS	Platform as a Service
PACI	Partnering Against Corruption Initiative
PBC	Community Benefit Programs
PEP	Politically Exposed Person
PHVA	Plan, Do, Check, and Adjust
PIB	Gross domestic product
PMAI	Comprehensive Environmental Management Plans
PPII	Comprehensive Research Pilot Projects
PQRS	Petitions, Complaints, Claims, and Suggestions
PRA	Environmental Recovery Plan
PRTLGV	Plan for the Reconversion of Clean Technologies in Discharge Management
PSC	Production Sharing Contract
PTAR	Wastewater treatment plant
RANE	Expert Meeting
RCD	Construction and Demolition Waste
RCSA	Proelétrica S.A.S. ESP
ROACE	Return on Average Capital Employed
RVO	Renewable Volume Obligation
SaaS	Software as a Service
SAO	Ozone Depleting Substances
SASB	Sustainability Accounting Standards Board
SBN	Nature-Based Solutions
ICS	Internal Control System
SCM	Stakeholder Capitalism Metrics
SEC	Securities and Exchange Commission
SHU	Selective Hydrogenation Unit
SIEPAC	Central American Electrical Interconnection System

SIVJRNR	Comprehensive System for Truth, Justice, Reparation, and Non-Repetition
SNC	Natural Climate Solutions
SOX	Sarbanes Oxley Act
SP	Process Safety
SRI	Integrated Risk Management System
TBG	Balanced Management Dashboard
TCFD	Task Force on Climate-related Financial Disclosures
TESG	Technology, Environment, Social, and Governance
TIC	Information technology and communications
TIR	Internal rate of return
TNC	The Nature Conservancy
TNFD	Taskforce on Nature-related Financial Disclosures
TonCO2eq	Ton Carbon Dioxide Equivalent
TRIF	Total recordable injury frequency rate
TTF	Title Transfer Facility
UIAF	Information and Financial Analysis Unit
UICN	International Union for Conservation of Nature
UN	United Nations
UNODC	United Nations Office on Drugs and Crime
UPME	Mining-Energy Planning Unit
USD	American dollar
USD/bl	Dollars per barrel
USGOM	United States Gulf of Mexico
USO	Workers Union
VAB	Vice Presidency of Procurement and Services
VAS	Vice Presidency of Assets with Partners
VCM	Commercial and Marketing Vice Presidency
VCU	Corporate Vice Presidency of Compliance
VDI	Digital Vice Presidency
VDP	Vice Presidency of Development and Production
VDS	Vice Presidency of Sustainable Development
VEX	Vice Presidency of Exploration
VHSE	HSE Vice Presidency
VMM	Middle Magdalena Valley
VOCs	Volatile Organic Compounds
VPN	Net Present Value
VRP	Vice Presidency of Refining and Industrial Processes
WBSD	World Business Council for Sustainable Development
WCS	Wildlife Conservation Society
WEF	World Economic Forum
WEPs	Women's Empowerment Principles
YNC	Unconventional Reservoirs