

A white egret is captured in flight over a body of water. A large, stylized green leaf graphic is overlaid on the left side of the image, partially obscuring the text. The text "Key Performance Indicators 2023" is written in a large, bold, white sans-serif font.

Key Performance Indicators 2023

Operational & Financial Performance

	UNITS	2023	2022	2021	GRI	IPECA	SASB
Operation management							
Net Annual Hydrocarbons Production	MMBOE	12.08	12.01	11.81	2-6	N/A	EM-EP-000.A
Natural gas	Bcf	66.17	67.37	66.43	2-7	N/A	EM-EP-000.A
Revenues, Net of Royalties and Transportation Expenses	Millions of Dollars	\$ 304.85	\$274.20	\$275.70	201-1 (11-14, 11-21)	N/A	EM-EP-420a.4
CAPEX	Millions of Dollars	\$ 224.20	\$161.20	\$99.90	201-1 (11-14, 11-21)	N/A	EM-EP-420a.4
Adjusted EBITDAX	Millions of Dollars	\$ 236.83	\$212.90	\$194.40	201-1 (11-14, 11-21)	N/A	EM-EP-420a.4
Adjusted Funds from Operations	Millions of Dollars	\$ 146.29	\$94.60	\$153.80	201-1 (11-14, 11-21)	N/A	EM-EP-420a.4
Cash and Cash Equivalents	Millions of Dollars	\$ 39.43	\$58.50	\$138.50	201-1 (11-14, 11-21)	N/A	EM-EP-420a.4
Working Capital Surplus	Millions of Dollars	-\$10.03	\$(22.60)	\$148.10	201-1 (11-14, 11-21)	N/A	EM-EP-420a.4
Net Debt	Millions of Dollars	\$ 723.50	\$573.40	\$409.60	201-1 (11-14, 11-21)	N/A	EM-EP-420a.4

Direct economic value generated and distributed

Revenues	Millions of Dollars	\$ 379.10	\$388.40	\$358.30	201-1	N/A	EM-EP-420a.4
Operating Costs	Millions of Dollars	\$ 261.80	\$256.60	\$184.30	201-1	N/A	EM-EP-420a.4
Employee Wages and Benefits	Millions of Dollars	\$ 33.35	\$32.70	\$30.60	201-1	N/A	EM-EP-420a.4
Payments to Providers of Capital	Millions of Dollars	\$ 73.20	\$74.70	\$69.60	201-1	N/A	EM-EP-420a.4
Taxes	Millions of Dollars	\$ 78.30	\$111.20	\$29.90	201-1	N/A	EM-EP-420a.4
Royalties	Millions of Dollars	\$ 59.81	\$50.70	\$46.30	201-1	N/A	EM-EP-420a.4
Community Investments (Voluntary Contributions)	Millions of Dollars	\$ -	\$-	\$0.50	201-1	N/A	EM-EP-420a.4
Community investments (Contractual Contributions)	Millions of Dollars	\$ 2.70	\$2.40	\$3.20	201-1	N/A	EM-EP-420a.4
Total Environmental expenditures	Millions of Dollars	\$ 1.90	\$2.40	\$1.40	201-1	N/A	EM-EP-420a.4
Environmental CAPEX	Millions of Dollars	\$ 1.20	\$1.80				
Environmental OPEX	Millions of Dollars	\$ 0.70	\$0.60				

NOTE: negative values are presented in parentheses.

ESG Priorities

Environmental - A cleaner energy future	UNITS	2023	2022	2021	GRI	IPECA	SASB
Climate							
GHG Intensity							
Total Greenhouse Gas Intensity per Production	kg CO2e/BOE	9.58	6.44	4.24	305-4	CCE-4	
Greenhouse Gases							
Carbon Dioxide (CO2)	tCO2e	29,593	48,129	29,593	305-1	CCE-4	
Methane (CO2 equivalent)	tCO2e	20,182	18,253	20,182	305-1	CCE-4	
Nitrous Oxide (CO2 equivalent)	tCO2e	15	24	15	305-1	CCE-4	
Total Greenhouse Gases	tCO2e	49,790	66,406	49,790	305-1	CCE-4	

Environmental - A cleaner energy future	UNITS	2023	2022	2021	GRI	IPECA	SASB
Climate							
Scope 1 Emissions							
Flaring	tCO2e	-	6,386	3,372	305-1	CCE-4	EM-EP-110a.1
Combustion	tCO2e	89,732	41,865	26,311	305-1	CCE-4	EM-EP-110a.1
Fugitive	tCO2e	21,243	18,154	20,132	305-1	CCE-4	EM-EP-110a.3
Other	tCO2e	9.52	204	5	305-1	CCE-4	EM-EP-110a.4
Total Scope 1 Emissions	tCO2e	111,152	66,609	49,820	305-1	CCE-4	EM-EP-110a.1
Total Indirect (Scope 2) GHG Emissions from Purchased or Acquired Electricity, Steam, Heat, and Cooling	tCO2e	28.5	22.56	25			
Methane							
Total Methane emissions (CH4)	tonnes	720.16	654.22	721	305-2	CCE-4	EM-EP-110a.1
Other Air Emissions							
Volatile Organic Compounds*	tonnes	0	0	0	305-7	ENV-5	EM-EP-120a.1
Nitrogen Oxides (NOx)	tonnes	869	980	587.57	305-7	ENV-5	EM-EP-120a.1
Sulfur Oxides (SOx)	tonnes	0	0	5.95	305-7	ENV-5	EM-EP-120a.1
Particulate Matter (PM)	tonnes	12	17	8.25	305-7	ENV-5	EM-EP-120a.1
NOTE: *Canacol's activities do not generate Volatile organic compounds (VOCs).							
Energy Use							
Energy Intensity	kWh/BOE	1.32	1.1	0.6	302-1	CCE-6	
Combustion Energy	MWh	0	0	0	302-1	CCE-6	
Renewable sources	MWh	225,28	373	249	302-1	CCE-6	
Non-renewable sources	MWh	15,115	13,041	7,563	302-1	CCE-6	
Imported Electricity	MWh	0	0	0	302-1	CCE-6	
Total Energy Consumption	MWh	15,340	13,414	7,813	302-1	CCE-6	
Total Non-renewable and Renewable Energy Consumption in Gas Fields	MWh	15,340	13,414	7,812	302-2	CCE-6	
Non-Renewable Energy Consumed: Diesel	MWh	0	0	0	302-2	CCE-6	
Non-Renewable Energy Consumed: Natural Gas	MWh	15,115	13,041	7,563	302-2	CCE-6	
Renewable Energy Consumed: Solar	MWh	225.28	373	57	302-2	CCE-6	
Electricity Purchased for Consumption: Hydroelectric	MWh	0	0	192	302-2	CCE-6	
Energy Intensity Ratio for Gas Operations	kWh/BOE	1.32	1.1	0.6	302-2	CCE-6	
Non-Renewable Energy Consumption in Rancho Hermoso	MWh	13,743	12,688	10,727	302-2	CCE-6	

Environmental - A cleaner energy future	UNITS	2023	2022	2021	GRI	IPECA	SASB
Climate							
Total Scope 1 GHG Emissions in Rancho Hermoso	tCO2e	20,171	18,399	15,041	302-2	CCE-4	EM-EP-110a.1
Stationary Combustion	tCO2e	15,161	14,055	10,516	302-2	CCE-4	EM-EP-110a.1
HFC from Air Conditioning and Refrigeration Use	tCO2e	65.6	25.6	2	302-2	CCE-4	EM-EP-110a.1
Estimated Fugitive Emissions	tCO2e	4,944	4,318	3,787	302-2	CCE-4	EM-EP-110a.1
Total Scope 2 - Location Based	tCO2e	28.5	22.5	25	305-2	CCE-4	EM-EP-110a.1
Total Scope 3	tCO2e	3,860,115	3,442,919	3,950,835	305-3	CCE-4	EM-EP-110a.1
Total Energy Consumption per Operational Sites (Natural Gas, Diesel, Hydro, Solar) natural, diésel, hidroeléctrica, solar)	MWh	15,340	13,414	7,812	302-1	CCE-6	
Total Energy Consumption by Operative Activities and Source in Rancho Hermoso (Non-Renewable Fuel Consumed)	MWh	13,743	12,688	10,727	302-1	CCE-6	
Water							
Total Fresh Water Withdrawl	thousands of cubic meters	77.7	62.2	46.8	303-3	ENV-1	EM-EP-140a.1
Surface water	thousands of cubic meters	0	0	0	303-3	ENV-1	EM-EP-140a.1
Ground water	thousands of cubic meters	26.2	10.2	3.4	303-3	ENV-1	EM-EP-140a.1
Municipal water supplies	thousands of cubic meters	51.5	51.9	43.4	303-3	ENV-1	EM-EP-140a.1
Fresh Water Withdrawn in Regions with High Baseline Water Stress (1)	percentage	0%	0%	0%	303-3	ENV-1	EM-EP-140a.1
Total Fresh Water Consumed (2)	thousands of cubic meters	77.7	63.09	47.6	303-5	ENV-1	EM-EP-140a.1
Rain water	thousands of cubic meters	0.002	0.92	0.75	303-5	ENV-1	EM-EP-140a.1
Fresh water recycled or reused	thousands of cubic meters	7.52	9.5	6.19	303-5	ENV-1	EM-EP-140a.1
Fresh Water Consumed in Regions with High Baseline Water Stress (1)	percentage	0%	0%	0%	303-5	ENV-1	EM-EP-140a.1
Non-Fresh Water Withdrawn (3)	thousands of cubic meters				303-3	ENV-1	EM-EP-140a.1
Total Water Consumption By Use	thousands of cubic meters	85.21	72.59	53.81	303-5	ENV-1	EM-EP-140a.1
Domestic Use	thousands of cubic meters	17.45	7.97	15.79	303-5	ENV-1	
Industrial Use	thousands of cubic meters	67.76	38.02	36.54	303-5	ENV-1	
Total Volume of Produced Water and Flowback Generated	thousands of cubic meters	15.67	47.34	69.91	303-5	ENV-1	EM-EP-140a.2
Injected such as into a Class II Injection Well	thousands of cubic meters	15.57	47.17	67.44	303-5	ENV-1	EM-EP-140a.2
Discharged Directly/Indirectly Through a Third-Party, such as a Local Wastewater Treatment Plant	thousands of cubic meters	8.05	0.17	2.47	303-4	ENV-1	EM-EP-140a.2

Environmental - A cleaner energy future	UNITS	2023	2022	2021	GRI	IPECA	SASB
Water							
Total Produced Water Recycled or Reused (4)	thousands of cubic meters				303-3	ENV-1	EM-EP-140a.2
Produced Water Recycled or Reused	thousands of cubic meters	7.52	9.5	6.19	303-3	ENV-1	EM-EP-140a.2
Percent of Produced Water Recycled or Reused	percentage	9.68%	15.28%	13.21%	303-3	ENV-1	EM-EP-140a.2
Produced Water Injected or Disposed	thousands of cubic meters	14.6	5.97	4.26	303-3	ENV-1	EM-EP-140a.2
Total Volume of Produced Water and Flowback Generated in Rancho Hermoso	thousands of cubic meters	959.9	930.71	757.19	303-5	ENV-1	EM-EP-140a.2
Injected, such as into a Class II Injection Well	thousands of cubic meters	954.8	930.61	757.11	303-5	ENV-1	EM-EP-140a.2
Discharged Directly/indirectly through a Third-Party such as a Local Wastewater Treatment Plant	thousands of cubic meters	0.05	0.1	0.08	303-4	ENV-1	EM-EP-140a.2
Total Water Recycled and Reused	thousands of cubic meters	7.52	9.5	6.2	303-4	ENV-1	EM-EP-140a.2
Total Water Recycled and Reused	percentage	9.68%	15.28%	13.20%	303-4	ENV-1	EM-EP-140a.2
Total Fresh Water withdrawals in Rancho Hermoso	thousands of cubic meters	4.48	2.89	1.59	303-1	ENV-1	EM-EP-140a.2
Third-Party Water	thousands of cubic meters	0	0.01	0.01	303-1	ENV-1	EM-EP-140a.2
Surface Water	thousands of cubic meters	0	0	0	303-1	ENV-1	EM-EP-140a.2
Groundwater	thousands of cubic meters	4.48	2.88	1.58	303-1	ENV-1	EM-EP-140a.2
Rainwater	thousands of cubic meters	0	0	0.002	303-1	ENV-1	EM-EP-140a.2
Total Fresh Water Consumption in Rancho Hermoso	thousands of cubic meters	4.48	2.89	1.59	303-1	ENV-1	EM-EP-140a.2
Total Fresh Water Discharged	thousands of cubic meters	175	57.16	81.43	303-4	ENV-1	EM-EP-140a.2
Third Parties for Treatment and Subsequent Discharge	thousands of cubic meters	14.6	5.97	4.26	303-4	ENV-1	EM-EP-140a.2
Road Irrigation and Infiltration System	thousands of cubic meters	4.19	4.02	9.73	303-4	ENV-1	EM-EP-140a.2
Water Injected: Treated and Rejected Formation Water	thousands of cubic meters	156	47.17	67.44	303-4	ENV-1	EM-EP-140a.2
Total Fresh Water Discharge in Rancho Hermoso	thousands of cubic meters	954.9	930.71	757.19	303-4	ENV-1	EM-EP-140a.2
Third Parties for Treatment and Subsequent Discharge (Domestic Waste Water)	thousands of cubic meters	0.1	0.1	0.08	303-4	ENV-1	EM-EP-140a.2
Water Injected: Treated and Rejected Formation Water (Industrial Waste Water)	thousands of cubic meters	954.8	930.61	757.11	303-4	ENV-1	EM-EP-140a.2
Total Water Consumption by Activity	cubic meters (m3)	85,213	72,682	53,819	303-5	ENV-1	
Direct Activity	cubic meters (m3)	35,979	20,775	13,858	303-5	ENV-1	
Production	cubic meters (m3)	35,979	20,775	13,858	303-5	ENV-1	
Subcontracted Activity	cubic meters (m3)	49,234	51,907	39,961	303-5	ENV-1	
Platform Modifications	cubic meters (m3)	41.0	1,892	129	303-5	ENV-1	

Environmental - A cleaner energy future	UNITS	2023	2022	2021	GRI	IPECA	SASB
Water							
Civil Works	cubic meters (m3)	49.0	288	162	303-5	ENV-1	
Flow Line Construction	cubic meters (m3)	1,438	1,334	111	303-5	ENV-1	
Platform Construction	cubic meters (m3)	1,326	3,786	2,430	303-5	ENV-1	
Facility Optimization	cubic meters (m3)	4	62	8	303-5	ENV-1	
Drilling	cubic meters (m3)	46,376	44,545	37,121	303-5	ENV-1	
Biodiversity							
Area Overlapping with IUCN Protected Areas	ha	53,855	24,656		304-1	ENV-4	
Percent of Operated Area Overlapping With IUCN Protected Areas (5)	percentage	117%	117%		304-4	ENV-4	
Number of Operated Assets with IUCN Red List Species Roja de la IUCN (5)	number	968	887	979	304-3	ENV-4	
Habitat Areas Protected or Restored by company (6)	ha	0	44.5	53.5	304-3	ENV-4	
Hours Worked in Reforestation Maintenance with 100% Local Labour	person-hours	2,400	4,800	3,240	304-3	ENV-4	
Investment: 1% Compensation	dollars	\$ 75,784	\$ 228,490	\$ 170,444	304-3	ENV-4	
Total Identification of Protected Fauna Species	number	731	650	394	304-3	ENV-4	
Protected Fauna Species on IUCN Red List (Not Threatened)	number	717	623	383	304-4	ENV-4	
Protected Fauna Species on IUCN Red List (Threatened)	number	14	27	11	304-4	ENV-4	
Total Identification of Protected Flora Species	number	237	237	153	304-4	ENV-4	
Protected Flora Species on IUCN Red List (Not Threatened)	number	218	218	145	304-3	ENV-4	
Protected Flora Species on IUCN Red List (Threatened)	number	19	19	8	304-3	ENV-4	
Liquid Hydrocarbon Spills to the Environment							
Spills > 100 Barrels	number	0	0	0	306-3	ENV-6	EM-EP160a.2
Volume of Spills > 100 Barrels (barrels)	bblq	0	0	0	306-3	ENV-6	EM-EP160a.2
Spills > 1 Barrel	number	0	0	0	306-3	ENV-6	EM-EP160a.2
Volume of Spills > 1 Barrel (barrels)	bblq	0	0	0	306-3	ENV-6	EM-EP160a.2
Volume of Spills > 1 Barrel (barrels)	bblq	0	0	0	306-3	ENV-6	EM-EP160a.2
Waste							
Total Direct Generated Waste	tonnes	766	307	101	306-3	ENV-7	
Hazardous	tonnes	710	251	51	306-3	ENV-7	
Non-Hazardous	tonnes	56	55.8	42	306-4	ENV-7	
Total Non-Hazardous Waste Disposal	kilograms (kg)	207,565	56,000	50,243	306-1	ENV-7	
Reused, Recycled, or Sold	kilograms (kg)	80,000	7,124	8,172	306-1	ENV-7	
Sanitary Landfills	kilograms (kg)	99,661	48,876	42,071	306-1	ENV-7	
Incinerated with energy recovery	kilograms (kg)	27,904	0	0	306-1	ENV-7	
Total Hazardous Waste Disposal	kilograms (kg)	782,720	376,533	51,336	306-4	ENV-7	
Recycled	kilograms (kg)	466,240	27,629	13,305	306-4	ENV-7	
Recovered (Includes Incineration with Energy Recovery)	kilograms (kg)	36,660	22,480	12,510	306-4	ENV-7	
Incineration	kilograms (kg)	16,410	10,498	378	306-4	ENV-7	

Environmental - A cleaner energy future	UNITS	2023	2022	2021	GRI	IPECA	SASB
Waste							
Wastewater	kilograms (kg)	184,210	263,752	4,412	306-4	ENV-7	
Others (Includes Landfill)	kilograms (kg)	79,200	52,174	20,731	306-4	ENV-7	
Total Direct Generated Waste in Rancho Hermoso	kilograms (kg)	67,520	491,633	155,369	306-3	ENV-7	
Hazardous	kilograms (kg)	66,730	487,436	153,646	306-3	ENV-7	
Non-Hazardous	kilograms (kg)	790	4,197	1,723	306-3	ENV-7	
Total Direct and Indirect Waste Disposed	kilograms (kg)	990,285	501,000	209,262	306-3	ENV-7	
Hazardous - Disposed	kilograms (kg)	316,480	348,000	79,919	306-3	ENV-7	
Hazardous - Recycled	kilograms (kg)	466,240	28,000	34,602	306-3	ENV-7	
Non-Hazardous - Disposed	kilograms (kg)	99,661	118,000	79,717	306-3	ENV-7	
Non-Hazardous - Recycled	kilograms (kg)	80,000	7,000	15,024	306-3	ENV-7	
Non-Hazardous - Incinerated with energy recovery	kilograms (kg)	27,904	0	0	306-3	ENV-7	
Percentage of Hazardous Waste Diverted from Landfill	percentage	58%	11%	30.21%	306-3	ENV-7	
Percentage of Total Waste Diverted from Landfill	percentage	60%	33%	23.71%	306-3	ENV-7	
Percentage of Non-Hazardous Waste Diverted from Landfill	percentage	39%	23%	15.86%	306-3	ENV-7	
Total Direct and Indirect Hazardous Waste According to Activity	kilograms (kg)	782,039	376,528	94,741	306-3	ENV-7	
Direct Activity	kilograms (kg)	711,561	251,408	58,735	306-3	ENV-7	
Production	kilograms (kg)	711,561	251,408	58,735	306-3	ENV-7	
Third Parties in Production Sites	kilograms (kg)	0	0	0	306-3	ENV-7	
Sub-Contracted Activities	kilograms (kg)	70,478	125,123	62,163	306-3	ENV-7	
Drilling	kilograms (kg)	63,845	114,138	60,637	306-3	ENV-7	
Platform Modification	kilograms (kg)	1,090	2,746	98	306-3	ENV-7	
Civil Works	kilograms (kg)	425	1,146	0	306-3	ENV-7	
Flow Line Construction	kilograms (kg)	1,924	1,287	117	306-3	ENV-7	
Platform Construction	kilograms (kg)	2,756	4,963	1,311	306-3	ENV-7	
Workover	kilograms (kg)	0	0	0	306-3	ENV-7	
Site Optimization	kilograms (kg)	438	843	0	306-3	ENV-7	
Total Direct and Indirect Non-Hazardous Waste According to Activity	kilograms (kg)	207,565	124,875	92,776	306-3	ENV-7	
Direct Activity	kilograms (kg)	132,250	55,776	49,626	306-3	ENV-7	
Production	kilograms (kg)	132,250	55,776	49,626	306-3	ENV-7	
Third Parties in Production Sites	kilograms (kg)	0	0	0	306-3	ENV-7	
Sub-Contracted Activities	kilograms (kg)	75,315	69,099	43,150	306-3	ENV-7	
Drilling	kilograms (kg)	65,019	61,100	39,281	306-3	ENV-7	
Platform Modification	kilograms (kg)	936.4	131	313	306-3	ENV-7	
Civil Works	kilograms (kg)	1,723	764	0	306-3	ENV-7	
Flow Line Construction	kilograms (kg)	1,751	2,639	147	306-3	ENV-7	
Platform Construction	kilograms (kg)	5,332	3,923	3,409	306-3	ENV-7	
Workover	kilograms (kg)	0	0	0	306-3	ENV-7	
Site Optimization	kilograms (kg)	554	542	0	306-3	ENV-7	

NOTES:

- (1) Based on World Resources Institute Aqueduct Risk Atlas water stress mapping layer
- (2) Calculated as total fresh water withdrawn minus total fresh water discharged in 2023.
- (3) Includes water withdrawn from saline/brackish groundwater aquifers and seawater.
- (4) Includes produced water recycled for production (e.g. steam generation) or completions (e.g. hydraulic fracturing) and produced water reused for enhanced oil recovery
- (5) Operated lease area overlapping with IUCN I-VI protected areas based on World Database on Protected Areas accessed
- (6) Includes impact avoidance, grassland and wetland restoration, habitat conservation, biodiversity offsets and voluntary conservation areas

Social - Empowering our people	UNITS	2023	2022	2021	GRI	IPECA	SASB
Relationship with communities and local authorities							
Social investment	millions of dollars	\$2.41	\$ 312	\$ 4.29	413-1	SOC-13	EM-EP-210b.1
Donations	millions of dollars	\$0.24	\$ 2.65	\$ 3.65	413-1	SOC-13	EM-EP-210b.1
Community investments	millions of dollars	\$1.78	\$ 2.99	\$ 3.35	413-1	SOC-13	EM-EP-210b.1
Social investment projects executed	number	57	126	63	413-1	SOC-13	EM-EP-210b.1
Projects including a gender focus	number	18	12	11	413-1	SOC-13	EM-EP-210b.1
Covered communities	number	39	86	59	413-1	SOC-13	EM-EP-210b.1
Benefited people	number	14,916	9,702	26,591	413-1	SOC-13	EM-EP-210b.1
Held meetings with local communities and authorities to socialize and publicize the projects and activities of our operations	number	237	211	543	1115.1		EM-EP-210a.3
Prior consultation processes with indigenous peoples	number	7	16	12	1117.1 1117.3 1117.4		
Community blockades	number	40	29	57			EM-EP-210b.2
Community blockades	days	44	54	95			EM-EP-210b.2

Local development

Local suppliers from different regions involved in our activities	number	626	724	470	414-1, 414-2, 1112.3		
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Good Labour Practices (GLP)

Labour Compliance Evolution Levels (Overall Score)	percentage	92.50%	94.40%	90.80%		SOC-14	
Good Labour Practices (GLP) controls	number	299	347	243	414-1 414-2 1112.3	SOC-14	
Skilled and unskilled workers evaluated	number	5,005	5,842	5,609	414-1 414-2 1112.3	SOC-14	
Man-hours in GLP processes	number	6,100	7,079	7,319	414-1 414-2 1112.3	SOC-14	
Percentage of Companies that Demonstrated Compliance with Agreed Labour and Community Legal Aspects	percentage	86.03%	84.40%	90.80%		SOC-14	
Percentage of Companies that Implemented Action Plans for Continuous Improvement	percentage	99.26%	98.9%	100%	414-1, 414-2	SOC-14	

Local community impacts and engagement

Report quantitative measures, such as:

- the number and / or percentage of sites with grievance mechanisms or similar conflict resolution procedures; and
- data on the types of concerns raised via engagement or grievance mechanisms, supported by qualitative information on how you have addressed concerns, including elevation to corporate management, where appropriate.

number	100% CRCC: 412	100% 41 CRCC Claims: 1 Complaints: 21 Requests: 115 Concerns: 4	413-1, 413-2	SOC-12
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Social - Empowering our people	UNITS	2023	2022	2021	GRI	IPECA	SASB
Indigenous peoples							
Describe your policies, programmes, procedures and practices used to:		Empowering our people:					
<ul style="list-style-type: none"> identify and address your impacts on Indigenous Peoples; train your staff on engagement and consultation with Indigenous Peoples; engage with Indigenous Peoples to seek a formal agreement or FPIC where needed and to address their grievances, concerns and expectations; collaborate on opportunities that create mutual benefits; and increase indigenous participation through employment and business opportunities. 	qualitative	Relationship with rural and ethnic communities, page: 124 Commitment to ethnic communities Page: 130	Empowering our people. Creating prosperity, page: 72 Prevervation of indigenous heritage, page: 76		11:171 11:173 11:174	SOC-9 SOC-10	
Provide case studies and examples that demonstrate participation and involvement of Indigenous Peoples. For example, your approach to consultation, challenges and results or agreements that you have entered into with Indigenous Peoples.	qualitative	Empowering our people: Relationship with rural and ethnic communities, page: 124 Commitment to ethnic communities Page: 130	Empowering our people. Creating prosperity, page: 72 Prevervation of indigenous heritage, page: 76		11:171 11:173 11:174	SOC-10	
Describe the types of issues raised by Indigenous Peoples in specific countries and the actions you have taken to address them, such as in planning and decision making, as well as identifying and mitigating potential adverse impacts from your operations and supply chains.	qualitative	Empowering our people: Relationship with rural and ethnic communities, page: 124 Commitment to ethnic communities Page: 130	Empowering our people. Creating prosperity, page: 72 Prevervation of indigenous heritage, page: 76		11:171 11:173 11:174	SOC-10	
Land acquisition and involuntary resettlement							
Describe your policies, programmes and procedures for involuntary resettlement, including engagement processes and practices with affected communities, including any international standards you have used.	qualitative	Empowering our people: Relationship with rural and ethnic communities, page: 124 Land acquisition and involuntary resettlement, page: 129	0	0	11:16	SOC-11	EM-EP-210b.1
Describe your policies, programmes and procedures for land acquisition, including relationship with compulsory purchase / eminent domain when in the public interest.	qualitative	Empowering our people: Relationship with rural and ethnic communities, page: 124 Land acquisition and involuntary resettlement, page: 129	N/A		11:16	SOC-11	EM-EP-210b.1

Social - Empowering our people	UNITS	2023	2022	2021	GRI	IPECA	SASB
List, quantify and / or describe cases of involuntary resettlement required by your activities (where governments permit disclosure).	number	0	0	0	1116	SOC-11	EM-EP-210b.1
Provide qualitative case studies that illustrate how you implemented the process described under C1 / 2. For example:							
<ul style="list-style-type: none"> any challenges or grievances you encountered and how you resolved them; how you calculated fair compensation and / or provided livelihood restoration; why involuntary resettlement was unavoidable; the provision for any land returned at abandonment / closure; if the acquisition affected Indigenous Peoples, explain your approach to implementing FPIC principles; and how you addressed any related actual or potential adverse human rights impacts such as on the right to education, health or an adequate standard of living. 	qualitative	100% CRCC: 412	141 CRCC Claims: 1 Complaints: 21 Requests: 115 Concerns: 4		1116	SOC-11	EM-EP-210b.1
Community grievance mechanisms							
Describe your community and stakeholder grievance mechanisms.	qualitative	<p>Empowering our people:</p> <p>Non-retaliation and mechanisms Page: 112</p> <p>Relationship with rural and ethnic communities, page: 124</p> <p>Commitment to ethnic communities Page: 130</p>	<p>Empowering our people.</p> <p>Human rights, page: 54 Concerns, requests, complaints and claims (CRCC) are addressed and resolved, page: 59</p>		1118	SOC-8 SOC-12	EM-EP-210a.3.
Describe your policies, approach and / or mechanisms for receiving, responding to and resolving external grievances, covering your efforts to manage confidentiality and avoid retaliation.	qualitative	<p>Empowering our people:</p> <p>Non-retaliation and mechanisms Page: 112</p> <p>Relationship with rural and ethnic communities, page: 124</p> <p>Commitment to ethnic communities Page: 130</p>	<p>Empowering our people.</p> <p>Human rights, page: 54 Concerns, requests, complaints and claims (CRCC) are addressed and resolved, page: 59</p>		1118	SOC-8 SOC-12	EM-EP-210a.3.
Provide information and / or quantitative data about how you manage and resolve individual or community grievances.	qualitative	<p>Empowering our people:</p> <p>Relationship with rural and ethnic communities, page: 124</p> <p>Commitment to ethnic communities Page: 130</p>	<p>Empowering our people.</p> <p>Human rights, page: 54 Concerns, requests, complaints and claims (CRCC) are addressed and resolved, page: 59</p>		1118	SOC-12	EM-EP-210a.3.

Social - Empowering our people	UNITS	2023	2022	2021	GRI	IPECA	SASB
Community grievance mechanisms							
Use case studies to describe how you support stakeholder confidence and trust in your mechanisms, including promotion of use.	qualitative	Empowering our people: Relationship with rural and ethnic communities, page: 124 Commitment to ethnic communities Page: 130	Empowering our people. Human rights, page: 54 Concerns, requests, complaints and claims (CRCC) are addressed and resolved, page: 59		11:18	SOC-12	EM-EP-210a.3.
Provide information about the most common topics of community grievances, either in specific locations or globally	qualitative	100% CRCC: 412	Colombia 141 CRCC Claims: 1 Complaints: 21 Requests: 115 Concerns: 4		11:18	SOC-12	EM-EP-210a.3.
Social investment							
Describe your social investment strategies, programmes and procedures.	qualitative	Empowering our people: Relationship with rural and ethnic communities, page: 124 Impact and management of operations in local communities, page: 125 Social impact and investment, page: 127, 128, 129	Social: Empowering our people. Creating prosperity, page: 72 Our approach and governance to social investment, pages: 72, 73 Social investment projects for rural communities, pages: 73, 74, 75		413-1 413-2	SOC-9 SOC-12 SOC-13	EM-EP-210b.1
Report your company's total social investment expenditure. ADDITIONAL	millions of dollars	\$2.41	\$313		413-1	SOC-9 SOC-12 SOC-13	EM-EP-210b.1
Provide an assessment of the quality and effectiveness of your social investment strategy, including results and impacts.	qualitative	Empowering our people: Relationship with rural and ethnic communities, page: 124 Social impact and investment, page: 127, 128, 129	Empowering our people. Creating prosperity, page: 72 Our approach and governance to social investment, pages: 72, 73 Social investment projects for rural communities, pages: 73, 74, 75		413-1	SOC-9 SOC-13	EM-EP-210b.1
Set out social investment expenditure broken down by region or country.	millions of dollars	Colombia \$ 2.41	Colombia \$3,13		413-1	SOC-9 SOC-13	EM-EP-210b.1

Social - Empowering our people	UNITS	2023	2022	2021	GRI	IPECA	SASB
Social investment							
Provide social investment expenditure broken down by voluntary and contractually obligated spend.	millions of dollars	Voluntary: \$0.24 Obligated spend: \$2.17	Voluntary: \$0.13 gastos obligated spend: \$2.99		413-1	SOC-9 SOC-13	EM-EP-210b.1
Provide case studies to illustrate how you have implemented your social investment strategy and any lessons learned. For example:		Empowering our people:	Empowering our people.				
<ul style="list-style-type: none"> How significant parts of the local community perceive they are benefiting from your investment, including the extent to which livelihoods and economic opportunities are developing; Whether your social investments are fostering improved community relations or creating tensions; and How your contributions are creating shared value and community development through the provision of expertise, access to facilities, training or other non-financial resources. 	qualitative	Relationship with rural and ethnic communities, page: 124	Creating prosperity, page: 72 Our approach and governance to social investment, pages: 72, 73 Social investment projects for rural communities, pages: 73, 74, 75		413-1	SOC-9 SOC-12 SOC-13	EM-EP-210b.1
Local hiring practices							
Describe your strategies, programmes and procedures aimed at providing employment opportunities to residents or nationals of host countries. ADDITIONAL	qualitative	Empowering our people: Employment and local development, page: 132	Empowering our people. Creating prosperity, page: 72. Canacol creates job opportunities, page: 75, 76.		11.1	SOC-14 SOC-15	
Provide information on how your local employment strategies promote diversity and inclusion at the local level, including management roles (see SOC-5).	qualitative	Local Development, Page 132					
		Empowering our people	Empowering our people.				
		Employee diversity, Page: 114	Empowering our people. Creating prosperity, page: 72. Canacol creates job opportunities, page: 75, 76.				
		Employment and local development, page: 132			11.1	SOC-15	
		Sustainable value chain management, page: 133					
		Labor practices, page: 134					
Include information and / or quantitative data on local employees who are trained in other (non-local) assets of the company.	qualitative	Empowering our people: Training and development, page: 104	Empowering our people. Creating prosperity, page: 72. Canacol creates job opportunities, page: 75, 76.		11.1	SOC-7	

Social - Empowering our people	UNITS	2023	2022	2021	GRI	IPECA	SASB
Local hiring practices							
Describe your in-country programmes designed to create jobs at a local level, supported by quantitative data.	qualitative	Empowering our people: Employment and local development, page: 132 Local Development, Page 132	Empowering our people. Creating prosperity, page: 72. Canacol creates job opportunities, page: 75, 76.		11.1	SOC-14 SOC-15	
Occupational health and industrial safety							
Total Recordable Injury Frequency Rate (TRIFR)							
Combined Indicators Employees and Contractors	1,000,000 hours worked	1.2	1.64	1.49	403-9	SHS-3	EM-EP-320a.2.
Employees	1,000,000 hours worked	0	1.86	1.26	403-9	SHS-3	EM-EP-320a.2.
Contractors	1,000,000 hours worked	2.08	1.86	1.57	403-9	SHS-3	EM-EP-320a.2.
Lost-Time Injury Frequency Rate (LTIFR)							
Combined Indicators Employees and Contractors	1,000,000 hours worked	1.2	0.82	0.9	403-9	SHS-3	EM-EP-320a.1
Employees	1,000,000 hours worked	0	0.91	0	403-9	SHS-3	EM-EP-320a.1
Contractors	1,000,000 hours worked	2.1	0.8	1.17	403-9	SHS-3	EM-EP-320a.1
Vehicle Incident Frequency Rate (VIFR)							
Combined Indicators Employees and Contractors	200,000 hours worked	0	0	0	403-9	SHS-3	EM-EP-320a.1
Total Recordable Incident Rate (TRIR)							
Combined Indicators Employees and Contractors	200,000 hours worked	0.29	0.33	0.3	403-9	SHS-3	EM-EP-320a.1
Employees	200,000 hours worked	0	0.18	0.25	403-9	SHS-3	EM-EP-320a.1
Contractors	200,000 hours worked	0.42	0.37	0.31	403-9	SHS-3	EM-EP-320a.1
Lost-Time Case Rate (LTC)							
Combined Indicators Employees and Contractors	200,000 hours worked	0.24	0.16	0.18	403-9	SHS-3	EM-EP-320a.1
Employees	200,000 hours worked	0	0.18	0	403-9	SHS-3	EM-EP-320a.1
Contractors	200,000 hours worked	0.33	0.16	0.23	403-9	SHS-3	EM-EP-320a.1
Near Miss Frequency Rate (NMFR)							
Total Number of Near Misses	number	20	11	15	403-9	SHS-3	EM-EP-320a.1
NMFR	200,000 hours worked	1.66			403-9	SHS-4	EM-EP-320a.1
NMFR	1,000,000 hours worked	8.31	4.54	4.48	403-9	SHS-3	EM-EP-320a.1

Social - Empowering our people	UNITS	2023	2022	2021	GRI	IPECA	SASB
Training							
Total Number of Near Misses	number	233	476	160	404-1	SOC-7	
Hours of Training Provided to Employees	hours	19,800	4,668	4,829	404-1	SOC-7	
Number of Contractors Trained	number	624	724	220	404-1	SOC-7	
Hours of Training Provided for Contractors	hours	24,618	10,702	4,896	404-1	SOC-7	
Average Hour of Health, Safety, and Emergency Response Training Per Employee	hours	11.22	9.8	30.18	403-5	SOC-7	
Average Hours of Health, Safety, and Emergency Response Training Per Contractor	hours	24.61	14.78	22.25	403-5	SOC-7	
Employability							
Total Number of Employees by Gender and Region	number	492	498	436	405-1	SOC-5	
Canadá							
Total	number	27	22	22	405-1	SOC-5	
Women	number	8	7	9	405-1	SOC-5	
Men	number	19	15	13	405-1	SOC-5	
Colombia							
Total	number	465	476	414	405-1	SOC-5	
Women	number	174	179	143	405-1	SOC-5	
Men	number	291	297	271	405-1	SOC-5	
Total Percentage of Employees by Gender and Region	percentage	100%	100%	100%	405-1	SOC-5	
Canadá							
Total	percentage	5%	4%	5%	405-1	SOC-5	
Women	percentage	30%	35%	41%	405-1	SOC-5	
Men	percentage	70%	65%	59%	405-1	SOC-5	
Colombia							
Total	percentage	94%	96%	95%	405-1	SOC-5	
Women	percentage	37%	36%	35%	405-1	SOC-5	
Men	percentage	63%	64%	65%	405-1	SOC-5	
Employees by Job Category, Age, Gender, and Region					405-1	SOC-5	
Total Workforce	number	492	498	436	405-1	SOC-5	
Executives Total	percentage	3%	3%	2.52%	405-1	SOC-5	
Senior Management Total	percentage	5%	4%	4.59%	405-1	SOC-5	
Junior Management Total	percentage	9%	10%	11.01%	405-1	SOC-5	
Professionals Total	percentage	42%	46%	45.41%	405-1	SOC-5	
Administrative Total	percentage	40%	36%	36.47%	405-1	SOC-5	

Social - Empowering our people	UNITS	2023	2022	2021	GRI	IPECA	SASB
Gender equity indicators							
Share of women in Total Workforce	percentage	37%	37%	35%	405-2	SOC-5	
Share of Women in all Management Positions, including Junior, Middle, and Top Management	percentage	30%	26%	31%	405-2	SOC-5	
Share of Women in Junior Management Positions, including First Level of Management	percentage	33%	30%	35%	405-2	SOC-5	
Share of Women in Top Management Positions - Maximum Two Levels from the CEO	percentage	22%	27%	27%	405-2	SOC-5	
Share of Women in Management Positions in Revenue-Generating Functions	percentage	40%	51%	20%	405-2	SOC-5	
Share of Women in STEM Positions		59%	33%	17%	405-2	SOC-5	
Average hiring cost/FTE							
	dollars	\$202.60	\$272	\$468			
Internal Promotions							
Number of Internal Candidates	number	12	52	11		SOC-5	
Turnover rates							
	percentage	22%	9.83%	10.34%			
Salary rates							
Canadá							
Executive (Base Salary)							
Average Salary of Women	millions of dollars	\$0.27	\$0.26	\$0.26	405-2	SOC-5	
Average Salary of Men	millions of dollars	\$0.42	\$0.32	\$0.40	405-2	SOC-5	
Ratio (Average Salary of Women /Average Salary of Men)	number	0.65	0.71	0.63	405-2	SOC-5	
Executive (Base Salary + Other Cash Incentives)							
Average Salary of Women	millions of dollars	\$0.68	\$0.51	\$0.56	405-2	SOC-5	
Average Salary of Men	millions of dollars	\$1.12	\$0.71	\$0.89	405-2	SOC-5	
Ratio (Average Salary of Women /Average Salary of Men)	number	0.57	0.71	0.63	405-2	SOC-5	
Management (Base Salary)							
Average Salary of Women	millions of dollars	-	\$0.16	\$0.17	405-2	SOC-5	
Average Salary of Men	millions of dollars	0.18	\$0.19	0.19	405-2	SOC-5	
Ratio (Average Salary of Women /Average Salary of Men)	number	-	0.85	0.94	405-2	SOC-5	
Management (Base Salary + Other Cash Incentives)							
Average Salary of Women	millions of dollars	-	\$0.24	\$0.30	405-2	SOC-5	
Average Salary of Men	millions of dollars	0.28	\$0.33	\$0.33	405-2	SOC-5	
Ratio (Average Salary of Women /Average Salary of Men)	number	-	0.74	0.95	405-2	SOC-5	
Non-Management							
Average Salary of Women	millions of dollars	\$0.09	\$0.14	\$0.14	405-2	SOC-5	
Average Salary of Men	millions of dollars	\$0.14	\$0.15	\$0.18	405-2	SOC-5	
Ratio (Average Salary of Women /Average Salary of Men)	number	0.8	0.88	0.78	405-2	SOC-5	

Social - Empowering our people	UNITS	2023	2022	2021	GRI	IPECA	SASB
Salary rates							
Colombia							
Executive (Base Salary)							
Average Salary of Women	millions of dollars	\$ 0.15	\$ 0.11	\$ 0.01	405-2	SOC-5	
Average Salary of Men	millions of dollars	\$ 0.12	\$ 0.31	\$ 0.01	405-2	SOC-5	
Ratio (Average Salary of Women /Average Salary of Men)	number	1.24	0.42	1.12	405-2	SOC-5	
Executive (Base Salary + Other Cash Incentives)							
Average Salary of Women	millions of dollars	\$ 0.25	\$ 0.25	\$ 0.02	405-2	SOC-5	
Average Salary of Men	millions of dollars	\$ 0.20	\$ 0.60	\$ 0.02	405-2	SOC-5	
Ratio (Average Salary of Women /Average Salary of Men)	number	1.27	0.42	1.29	405-2	SOC-5	
Management (Base Salary)							
Average Salary of Women	millions of dollars	\$ 0.08	\$ 0.13	\$ 0.01	405-2	SOC-5	
Average Salary of Men	millions of dollars	\$ 0.09	\$ 0.09	\$ 0.01	405-2	SOC-5	
Ratio (Average Salary of Women /Average Salary of Men)	number	0.91	1.35	0.93	405-2	SOC-5	
Management (Base Salary + Other Cash Incentives)							
Average Salary of Women	millions of dollars	\$ 0.14	\$ 0.20	\$ 0.01	405-2	SOC-5	
Average Salary of Men	millions of dollars	\$ 0.13	\$ 0.16	\$ 0.01	405-2	SOC-5	
Ratio (Average Salary of Women /Average Salary of Men)	number	1.07	1.27	0.92	405-2	SOC-5	
Non-Management							
Average Salary of Women	millions of dollars	\$ 0.02	\$ 0.02	\$ 0.002	405-2	SOC-5	
Average Salary of Men	millions of dollars	\$ 0.02	\$ 0.02	\$ 0.93	405-2	SOC-5	
Ratio (Average Salary of Women /Average Salary of Men)	number	0.90	0.95	0.93	405-2	SOC-5	
Direct hires							
Skilled Labor							
Local							
Number of Employees	number	408	358	309	401-1	SOC-15	
Employee percentage	percentage	85%	82.50%	85%	401-1	SOC-15	
Non Local							
Number of Employees	number	71	76	56	401-1	SOC-15	
Employee percentage	percentage	14.82	17.50%	15%	401-1	SOC-15	
Total							
Number of Employees	number	479	434	365	401-1	SOC-15	
Employee percentage	percentage	100%	100%	100%	401-1	SOC-15	

Social - Empowering our people	UNITS	2023	2022	2021	GRI	IPECA	SASB
Training and development							
Strategic Technical Training Programs	number of participants	126	130	213	404-1	SOC-7	
Workshops	number of participants	356	53	104	404-1	SOC-7	
Technical Courses for Transfer Agreements	number of participants	270	40	30	404-1	SOC-7	
Training in Regulations	number of participants	91	19	15	404-1	SOC-7	
Individual Training Strategies	number of participants	57	39	67	404-1	SOC-7	

Professional development program indicators professional

Canada

Average hours of Training Provided Per Employee	hours	54	13	13.09	404-1, 404-2	SOC-7	
Percentage of full-time employees (FTE) in training programs (Spanish classes)	percentage	44%	32%	32%	404-1, 404-2	SOC-7	

Colombia

Investment in Training	millions of dollars	\$ 0.23	\$ 0.29	\$ 0.20	404-1, 404-2	SOC-7	
Total Number of People Trained	number	482	476	467	404-1, 404-2	SOC-7	
Total Hours of Training Provided	hours	19,800	23,337	22,129	404-1, 404-2	SOC-7	
Total Average hours of Training Provided Per Employee	hours	42.45	49.03	53.45	404-1, 404-2	SOC-7	

Number and Average of Training Hours by Gender and Job Category

Total number of Training Hours Provided

Executives							
Women	number	49	105.6	19	404-1, 404-2	SOC-7	
Men	number	159	51.5	117	404-1, 404-2	SOC-7	
Total	number	208	157.1	136	404-1, 404-2	SOC-7	
Senior Management							
Women	number	68	202.6	185	404-1, 404-2	SOC-7	
Men	number	392	1,018	949	404-1, 404-2	SOC-7	
Total	number	460	1,224.60	1,134	404-1, 404-2	SOC-7	
Junior Management							
Women	number	1,021	967.5	1,526	404-1, 404-2	SOC-7	
Men	number	2,392	2,496	2,497	404-1, 404-2	SOC-7	
Total	number	3,413	3,464.50	4,023	404-1, 404-2	SOC-7	
Professionals							
Women	number	3,412	4,315.50	4,493	404-1, 404-2	SOC-7	
Men	number	6,033	7,368.60	7,812	404-1, 404-2	SOC-7	
Total	number	9,445	11,684	12,305	404-1, 404-2	SOC-7	
Administrative							
Women	number	2,218	2,174.20	2,668	404-1, 404-2	SOC-7	
Men	number	4,056	4,359.20	1,863	404-1, 404-2	SOC-7	
Total	number	6,274	6,533.40	4,531	404-1, 404-2	SOC-7	

Social - Empowering our people	UNITS	2023	2022	2021	GRI	IPECA	SASB
Total Per Gender							
Women	number	6,768	6,489.70	8,891	404-1, 404-2	SOC-7	
Men	number	13,032	15,294.30	13,238	404-1, 404-2	SOC-7	
Total	number	19,800	21,784	22,129	404-1, 404-2	SOC-7	

Individual performance evaluation

Type of Evaluation: percentage of employees evaluated

Management by Objectives: Systematic Use of Measureable Goals Agreements	percentage	98.67%	99.47%	99.12%	111		
Multi-Dimensional Performance Appraisal	percentage	98.67%	99.47%	99.12%	111		
Formal Comparative Ranking of Employees within an Employee Category	percentage	98.67%	99.47%	99.12%	111		

Wellness and quality of life

Mandatory Regulated Benefits

Number of Employees Covered	number	334	284	210	1110.3	SOC-1	
Percentage of Employees Covered/ Total Payroll	percentage	86.98%	74.93%	57.53%	1110.3	SOC-1	
Investment	dollars	\$ 62,786	\$ 60,206	\$ 43,045	1110.3	SOC-1	
Percentage of Cost Benefit/ Total Cost in Benefits	percentage	2.03%	2.16%	1.82%	1110.3	SOC-1	

Flexible Benefits: BENEFLEX

Number of Employees Covered	number	49	56	52	1110.3	SOC-1	
Percentage of Employees Covered/ Total Payroll	percentage	12.76%	14.78%	14.25%	1110.3	SOC-1	
Investment	dollars	\$ 185,398	\$ 203,010	\$ 157,384	1110.3	SOC-1	
Percentage of Cost Benefit/ Total Cost in Benefits	percentage	6%	7.30%	6.64%	1110.3	SOC-1	

Union Benefits

Number of Employees Covered	number	301	293	260	1110.3	SOC-1	
Percentage of Employees Covered/ Total Payroll	percentage	78.39%	77.31%	71.20%	1110.3	SOC-1	
Investment	dollars	\$ 1,059,051	\$ 937,263	\$ 773,316	1110.3	SOC-1	
Percentage of Cost Benefit/Total Cost in Benefits	percentage	34.23	33.68%	32.62%	1110.3	SOC-1	

Corporate Benefits (Bonus)

Number of Employees Covered	number	313	443	276	1110.3	SOC-1	
Percentage of Employees Covered/ Total Payroll	percentage	81.51%	87.60%	75.62%	1110.3	SOC-1	
Investment	dollars	\$ 1,786,036	\$ 1,582,091	\$ 1,397,051	1110.3	SOC-1	
Percentage of Cost Benefit/ Total Cost in Benefits	percentage	57.75%	56.86%	58.93%	1110.3	SOC-1	

Human capital ROI

Return on investment in Human Capital	millions of dollars	\$4.52	\$6.68	\$6.09			
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Social - Empowering our people	UNITS	2023	2022	2021	GRI	IPECA	SASB
Labour relations							
Trade Union Affiliation							
Number of Union Employees	number	301	293	223	407-1	SOC-8	
Number of Employees in People First Worldwide (PWF)	number	292	284	220	407-1	SOC-8	
Number of Employees in Union Sindical Obrera de La Industria del Petroleo (USO)	number	9	9	3	407-1	SOC-8	
Percentage of Employees Represented by an Independent Trade Union or Covered by Collective Employment Agreements	percentage	78.40%	77.30%	70.50%	407-1	SOC-8	
Work Climate							
Number of Employees Invited to The Survey	number	369	392	146	111	SOC-8	
Number of Survey Participants	number	341	357	120	111	SOC-8	
Percentage of Participants	percentage	92.41%	90%	82%	111	SOC-8	
Work-Climate Index (satisfaction)	percentage	60.50%	61.10%	86%	111	SOC-8	
Supply chain							
Goods and Services Procurement: Region/Geographic Area							
Local							
Purchases in millions of dollars	millions of dollars	\$ 9.2	\$ 51.2	\$ 43.1	1112	SHS-5	
Purchases as a percentage	percentage	3.2%	5.6%	7.2%	1112	SHS-5	
Regional							
Purchases in millions of dollars	millions of dollars	\$ 120.3	\$ 3.9	\$ 7.7	1112	SHS-5	
Purchases as a percentage	percentage	42.2%	0.4%	1.3%	1112	SHS-5	
National							
Purchases in millions of dollars	millions of dollars	\$ 149.1	\$ 797.6	\$ 514.7	1112	SHS-5	
Purchases as a percentage	percentage	52.3%	87.4%	86.5%	1112	SHS-5	
International							
Purchases in millions of dollars	millions of dollars	\$ 6.5	\$ 59.9	\$ 29.3	1112	SHS-5	
Purchases as a percentage	percentage	2.3%	6.6%	5%	1112	SHS-5	
Total purchases							
Purchases in millions of dollars	millions of dollars	285.1	\$ 912.6	\$ 594.8	1112	SHS-5	
Purchases as a percentage	percentage	100%	100%	100%	1112	SHS-5	
ESG Supplier Evaluation							
Total Number of Evaluated Bidders	number	214	205	230	1112	SHS-5	
Evaluated Bidders and New Suppliers on Environmental Aspects							
Number of Evaluated Bidders on Environmental Aspects	number	133	164	93	1112	SHS-5	
Number of New Evaluated Bidders and Suppliers on Environmental Aspects	number	81	87	13	1112	SHS-5	
Percentage of New Suppliers Evaluated and selected Using Environmental Criteria	number	3%	29%	100%	1112	SHS-5	

Social - Empowering our people	UNITS	2023	2022	2021	GRI	IPECA	SASB
Evaluated Bidders and New Suppliers on Occupational Health and Safety Aspects							
Number of Evaluated Bidders on Occupational Health and Safety Aspects	number	63	151	147	11.12	SHS-5	
Number of Evaluated Bidders and Suppliers on Occupational Health and Safety Aspects	number	21	5	7	11.12	SHS-5	
Percentage of New Suppliers Evaluated and Selected Using Occupational Health and Safety Criteria	percentage	100%	100%	100%	11.12	SHS-5	
Evaluated Bidders and New Suppliers on Quality Standards Aspects							
Number of Evaluated Bidders on Quality Standards Aspects	number	72	156	0	11.12	SHS-5	
Number of New Evaluated Bidders and Suppliers on Quality Standards Aspects	number	21	99	0	11.12	SHS-5	
Number of Evaluated Suppliers on Social Aspects	number	243	144	26	11.12	SHS-5	
Evaluated Suppliers on Governance Aspects							
Number of Suppliers Evaluated and Selected Using Compliance with AML, ATF/WMD Criteria	number	626	724	379	11.12	SHS-5	
Percentage of Suppliers Evaluated and Selected Using Compliance with AML, ATF/WMD Criteria	percentage	100%	100%	80.80%	11.12	SHS-5	
Number of Suppliers Selected to Provide Services or Goods to Canacol During the Year	number	626	34	39	11.12	SHS-5	
Supplier risk model							
Critical and Non-Critical Suppliers Evaluated in Our Performance Management Program							
Number of Tier 1 Suppliers: Suppliers from Whom Purchases were Made During the Year	number	624	724	667	2-23, 2-24	SHS-5	
Number of Tier 1 Suppliers Evaluated and Classified as Critical (Classified as High Risk)	number	26	36	21	2-23, 2-24	SHS-5	
Percentage of Tier 1 Suppliers Evaluated and Classified as Critical (Classified as High Risk)	percentage	4.10%	4.97%	3.30%	2-23, 2-24	SHS-5	
Percentage of Purchases from Critical Tier 1 Suppliers	percentage	36%	71.30%	65%	2-23, 2-24	SHS-5	
Number of Tier 1 Suppliers Evaluated and Classified as Non-Critical	number	0	0	9	2-23, 2-24	SHS-5	
Percentage of Tier 1 Suppliers Evaluated and Classified as Non-Critical	percentage	0	0%	1.30%	2-23, 2-24	SHS-5	
Number of Suppliers for Whom Risk Evaluations were Performed: Tier 1 Suppliers Classified as Critical and Tier 1 Suppliers Classified as Non-Critical	number	26	36	31	2-23, 2-24	SHS-5	
Number of High Risk Classified Suppliers on Environmental, Social (Labor, Neighboring Communities, Suppliers, Human Rights), Ethical Conduct, and Transparency Issues	number	26	36	22	2-23, 2-24	SHS-5	

Social - Empowering our people	UNITS	2023	2022	2021	GRI	IPECA	SASB
Supplier risk model							
Number of High Risk Suppliers with which Action Plans were Implemented and Gaps Identified in SQM Meetings were Closed, Regarding Environmental, Social (Labor Practices, Communities, Suppliers, Human Rights), Ethical Conduct, and Transparency Issues	number	26	36	21	2-23, 2-24	SHS-5	
Percentage of Current High Risk Suppliers Where Gaps Have Been Identified and Corrective Action Plans Have Been Implemented	percentage	100%	100%	95%	2-23, 2-24	SHS-5	
Percentage of Current Suppliers with Action Plans that Have Improved Their ESG Performance within 12 Months of Plan Launch	percentage	100%	100%	59%	2-23, 2-24	SHS-5	
Critical Human Rights Suppliers: Human Rights Selection on The Services Platform							
Number of Critical Suppliers Invited to Respond to The Survey	number	0	45	45	2-23, 2-24	SHS-5	
Number of Responses Received	number	0	40	40	2-23, 2-24	SHS-5	
Number of Suppliers Identified with Medium or High Risk in Human Rights Issues	number	0	15	15	2-23, 2-24	SHS-5	
Number of Training Sessions on Human Rights Due Diligence	number	4	5	0	2-23, 2-24	SHS-5	
Performance Management Programs							
Contract Management Program							
Number of Trained and Certified Contract Managers	number	56	56	51	2-23, 2-24	SHS-5	
SQM Performance Evaluation							
Number of SQM with Senior Management	number	26	42	38	2-23, 2-24	SHS-5	
Number of Evaluated Suppliers	number	26	36	26	2-23, 2-24	SHS-5	
Number of Evaluated Services	number	26	39	37	2-23, 2-24	SHS-5	
Philanthropic activities and contributions							
Type of Philanthropic Activities							
Total Social Investment	millions of dollars	\$2.41	\$3.13	\$3.65	415-1	GOV-5	
Donations	millions of dollars	\$0.24	\$0.13	\$0.30	415-1	GOV-5	
Community Investments	millions of dollars	\$1.51	\$2.99	\$3.35	415-1	GOV-5	
Type of Philanthropic Contributions							
Charitable Donations	millions of dollars	0			415-1	GOV-5	
Volunteer Time Contributions (During Paid Working Hours)	millions of dollars	0	0		415-1	GOV-5	
In-Kind Donations	millions of dollars	\$0.24	\$2.65	\$3.67	415-1	GOV-5	
Management Overheads	millions of dollars	\$0.66	\$0.46	\$0.64	415-1	GOV-5	
Total Philanthropic Contributions	millions of dollars	\$1.76	\$3.13	\$4.31	415-1	GOV-5	

Social - Empowering our people	UNITS	2023	2022	2021	GRI	IPECA	SASB
Social investment projects							
Number of Projects Executed During the Year	number	57	126	63	413-1	SOC-13	
Number of Projects Including a Gender Focus	number	18	12	11	413-1	SOC-13	
Number of Covered Communities	number	39	86	59	413-1	SOC-13	
Number of Benefited People	number	14,916	22,322	22,322	413-1	SOC-13	
Number of Benefited Families	number	5,965	10,024	5,320	413-1	SOC-13	
Number of Strategic Partnerships (including Social Organizations)	number	60	63	59	413-1	SOC-13	
Communications programs							
Total Number of Meetings with Local Communities and Authorities	number	237	211	543	413-1,413-2	SOC-9	
Total Number of Participants	number	5,099	2,927	5,104	413-1,413-2	SOC-9	
Number of Contracts with Community Consultation	number	7	7	6	413-1,413-2	SOC-9	
Percentage of Assets that have Required Community Consultation	percentage	100%	100%	100%	413-1,413-2	SOC-9	
Number of Projects in the Process of Community Consultation	number	7	16	6	413-1,413-2	SOC-9	
Percentage of Projects that are in The Community Consultation Process	percentage	100%	100%	100%	413-1,413-2	SOC-9	
Total number of current production assets	number	7	16	6	413-1,413-2	SOC-9	
Non-Technical Delays							
Number of Community Blockades	number	40	29	57	413-1,413-2	SOC-9	EM-EP-210b.2
Number of Days of Blockades	number	44	54	95	413-1,413-2	SOC-9	EM-EP-210b.2
Number of Blockades by Communities in the Operation Area due to Labour Issues	number	4	5	19	413-1,413-2	SOC-9	EM-EP-210b.2
Number of Days of Blockades in the Operation Area due to number Labour Issues	number	19	5	17	413-1,413-2	SOC-9	EM-EP-210b.2
Number of Blockades by Communities in The Operation Area due to Poor Road Conditions	number	6	5	8	413-1,413-2	SOC-9	EM-EP-210b.2
Number of Days of Blockades in The Operation Area due to Poor Road Conditions	number	12	2	1,5	413-1,413-2	SOC-9	EM-EP-210b.2
Number of Blockades by Communities in The Operation Area due to Claimed Noncompliance with Agreements/Other Causes	number	30	19	32	413-1,413-2	SOC-9	EM-EP-210b.2
Number of Days of Blockades by Communities in The Operation Area due to Claimed Noncompliance with Agreements/Other Causes	number	13	47	76	413-1,413-2	SOC-9	EM-EP-210b.2
Number of Held Meetings with Local Communities and authorities to Socialize and Publicize The Projects and Activities of Our Operations	number	237	211	543	413-1,413-2	SOC-9	EM-EP-210b.2
Engagement with indigenous peoples							
Number of Indigenous Communities Identified	number	7	15	95	413-1,413-2	SOC-10	
Number of Community Councils	number	1	1	7	413-1,413-2	SOC-10	
Number of Projects Under Development	number	7	5	34	413-1,413-2	SOC-10	
Number of Prior Consultation Processes	number	8	16	12	413-1,413-2	SOC-10	

Governance- A transparent and ethical business	UNITS	2023	2022	2021	GRI	IPEICA	SASB
Corporate Governance Performance							
Number of Members of the Board of Directors	number	8	8	8	405-1	GOV-1	
Independent Board Members (%)	percentage	7	88%	75%		GOV-1	
Committees supporting the Board of Directors	number	1	0	0			
Independent Audit Members	number	5	5	5		GOV-1	
Independent auditors members	percentage	100%	100%	100%		GOV-1	
Independent Compensation Members	percentage	100%	100%	100%		GOV-1	
Improper to the Ethic Codes	number	0	0	0		GOV-1	
CEO-to-Employee Pay Ratio Canada and Colombia							
Total Annual Compensation of the Chief Executive Officer (or Any Equivalent Position)	million of dollars	\$ 2.20	\$ 1.64	\$ 0.72	2-21	GOV-1, GOV-2	
Median Annual Compensation of All Employees, Except The Chief Executive Officer (or Any Equivalent Position)	million of dollars	\$ 0.30	\$ 0.30	\$ 0.12	2-21	GOV-1, GOV-2	
Chief Executive Officer's Total Annual Compensation Ratio Versus Median Remuneration of Employees	million of dollars	\$ 7.36	\$ 5.41	\$ 5.61	2-21	GOV-1, GOV-2	
Transparency and Business Ethics Program							
Operations Transactions Evaluated for Corruption Risks							
Total Operations	number	11,821	9,424	703	11.19	GOV-3	EM-EP-510a.2
Number of Operations Evaluated	number	11,821	9,424	437	11.20	GOV-3	EM-EP-510a.2
Percentage of Operations Evaluated	percentage	100%	100%	62.16%	11.20	GOV-3	EM-EP-510a.2
Ethical Business Culture							
Total Number of CRCC per Year	number	412	141	100		GOV-3	EM-EP-510a.2
Donations, contributions and sponsorships policy							
Total Monetary Value of Contributions to Political Parties or Representatives - Financial or In-Kind							
Lobbying, Interest Representation or Similar	million of dollars	\$ 0.71	\$ 0.51	\$ 0.48	415-1	GOV-5	
Local, Regional or National Political Campaigns/Organizations/Candidates	million of dollars	\$ 0.02	\$ -	\$ -	415-1	GOV-5	
Trade Associations or Tax-Exempt Groups	million of dollars	\$ 0.19	\$ 0.05	\$ 0.50	415-1	GOV-5	
Total	million of dollars	\$ 0.92	\$ 0.56	\$ 0.98	415-1	GOV-1	
Human Rights Management							
Hours of Training Provided	hours	484	482	457	3-3 (11.17.1)	SOC-1	
Percentage of Operations Evaluated	percentage	100%	100%	80%	3-3 (11.17.1)	SOC-1	
Human Rights Management Performance Evaluation							
Risks Identified	number	74	98	82	410-13-3 (11.17.1)	SOC-1	EM-EP-210a.3
Risks Related to the Hydrocarbon Sector	number	74	98	82	410-13-3 (11.17.1)	SOC-1	EM-EP-210a.3