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ESG Integrated report 2023
ENVIRONMENTAL · SOCIAL · GOVERNANCE

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General information	This report covers the period from January 1 to December 31, 2023, unless stated otherwise, and includes information on 100% of Canacol operations in Colombia and Canada. This report has been prepared using the sustainability reporting guidance for the oil and gas industry (IPIECA).
IPIECA Standard	Sustainability reporting guidance for the oil and gas industry (4th edition 2023)

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	DISCLOSURE LOCATION
Water	ENV-1 Freshwater	Quantitative	Cubic meters (m³)	**A cleaner energy future,** Water stewardship, Water consumption by extraction source; Optimal water management, page 68. **A cleaner energy future,** Our environmental management at Rancho Hermoso, Water management, page 83.
	ENV-2 Discharges to water	Discussion and Analysis	Cubic meters (m³)	**A cleaner energy future,** Our environmental management at Rancho Hermoso, Water management, page 83.
Biodiversity	ENV-3 Biodiversity Policy and Strategy	Discussion and Analysis	N/A	**A cleaner energy future**, Biodiversity, Details of the material issuel, page 70.
	ENV-4 Protected and priority areas for biodiversity conservation	Discussion and Analysis	Area (ha)	**A cleaner energy future**, Overlapping areas of environmental and biodiversity importance with operating blocks, page 71. **A cleaner energy future**, Best practices and recognition - Biodiversity actions, page 55.
Air emissions	ENV-5 Emissions to air	Discussion and Analysis	Metric tons (t)	**A cleaner energy future**, Other emissions, page 61-62.
Spills to the environment	ENV-6 Spills to the environment	Discussion and Analysis	N/A	**A cleaner energy future**, Biodiversity, Fauna and flora monitoring: biodiversity risk management, page 76. **A cleaner energy future**, Our environmental management at Rancho Hermoso, Biodiversity, page 84.
Materials management	ENV-7 Materials management	Discussion and Analysis	N/A	**A cleaner energy future**, Waste management, Details of the material issue, page 77.
Decommissioning	ENV-8 Decommissioning	Discussion and Analysis	N/A	Not reported / Not applicable
Climate strategy and risk	CCE-1 Climate governance and strategy	Discussion and Analysis	N/A	**A cleaner energy future,** Climate strategy, page 57. **A transparent and ethical business**, Lobbying and Trade Associations - Climate Alignment, page 150.
	CCE-2 Climate risk and opportunities	Discussion and Analysis	N/A	**A cleaner energy future,** Climate strategy, page 57. **A transparent and ethical business**, Lobbying and Trade Associations - Climate Alignment, page 150.
Technology	CCE-3 Lower-carbon technology	Discussion and Analysis	N/A	**A cleaner energy future,** Energy consumption, page 58.
Emissions	CCE-4 Greenhouse gas (GHG) emissions	Quantitative	Metric tons CO_{2e} (t), Percentage (%)	**A cleaner energy future,** Direct GHG emissions - Scope 1, page 59. **A cleaner energy future,** Our environmental management at Rancho Hermoso, Direct GHG Emissions - Scope 1, page 82.
	CCE-5 Methane emissions	Quantitative	Metric tons CO_{2e} (t), Percentage (%)	**A cleaner energy future,** Direct GHG emissions - Scope 1, page 59.
Energy use	CCE-6 Energy use	Quantitative	MWh	**A cleaner energy future,** Energy consumption, page 58-59. **A cleaner energy future,** Our environmental management at Rancho Hermoso, Energy, page 82.
Flaring	CCE-7 Flared gas	Quantitative	Metric tons CO_{2e} (t)	**A cleaner energy future,** Gross global emissions of Scope 1 GHGs to the atmosphere, page 62 (We do not generate GHG emissions from gas combustion in our operations).

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TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	DISCLOSURE LOCATION
Governance and management systems	GOV-1 Governance approach	Discussion and Analysis	N/A	**A transparent and ethical business**, Board of Directors and Committees, page 156. **Corporate model**, Board of Directors; Executive Team, page 40-43.
	GOV-2 Management systems	Discussion and Analysis	N/A	**A transparent and ethical business,** Risk management, page 161.
Business ethics and transparency	GOV-3 Preventing corruption	Discussion and Analysis	N/A	**A transparent and ethical business**, Culture of ethics, transparency, and compliance, page 147.
	GOV-4 Transparency of payments to host governments	Discussion and Analysis	N/A	**Management report**, Financial results, page 34-36 **Management report**, Legal matters, compliance, and debt profile, page 37-38.
	GOV-5 Public advocacy and lobbying	Discussion and Analysis	N/A	**A transparent and ethical business**, Culture of ethics, transparency, and compliance, page 147.
Human rigths management	SOC-1 Human rights due diligence	Discussion and Analysis	N/A	**A transparent and ethical business,** Comprehensive approach to Human Rights, page 151.
	SOC-2 Suppliers and human rights	Discussion and Analysis	N/A	**A transparent and ethical business**, Suppliers and human rights, page 154.
	SOC-3 Security and human rights	Discussion and Analysis	N/A	**A transparent and ethical business**, Human Rights Communication and Training, page 152.
Labour practices	SOC-4 Site-based labour practices and worker accommodation	Discussion and Analysis	N/A	**A transparent and ethical business**, Optimal housing conditions during on-site work practices, page 155.
	SOC-5 Workforce diversity and inclusion	Discussion and Analysis	N/A	**Empowering our people**, Employee diversity, page 114.
	SOC-6 Workforce engagement	Discussion and Analysis	N/A	**Empowering our people**, Commitment to workers, page 103.
	SOC-7 Workforce training and development	Quantitative	Hours (h)	**Empowering our people,** Training and development, page 104.
	SOC-8 Workforce non-retaliation and grievance mechanisms	Discussion and Analysis	N/A	**Empowering our people**, Non-retaliation and complaint mechanisms, page 112.
Community engagement	SOC-9 Community impacts and engagement	Discussion and Analysis	N/A	**Empowering our people**, Social impact and investment, page 127.
	SOC-10 Engagement with indigenous peoples	Discussion and Analysis	N/A	**Empowering our people**, Commitment to ethnic communities, page 130.
	SOC-11 Land acquisition and involuntary resettlement	Discussion and Analysis	N/A	**Empowering our people**, Land acquisition and involuntary resettlement, page 129.
	SOC-12 Community grievance mechanisms	Discussion and Analysis	N/A	**Empowering our people,** Impact and management of operations in local communities, page 125.
	SOC-13 Social investment	Discussion and Analysis	N/A	**Empowering our people**, Social impact and investment, page 127.

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TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	DISCLOSURE LOCATION
Local content	SOC-14 Local procurement and supplier development	Quantitative	Number, Percentage (%)	**Empowering our people**, Employment and local development, Local development, page 132.
	SOC-15 Local hiring practices	Quantitative	Number, Percentage (%)	**Empowering our people**, Employment and local development, Local development, page 132.
Workforce protection	SHS-1 Safety, health and security engagement	Discussion and Analysis	N/A	**Empowering our people**, Training and prevention in health and safety, page 94.
	SHS-2 Workforce and community health	Discussion and Analysis	N/A	**Empowering our people**, Training and prevention in health and safety, page 94.
	SHS-3 Occupational injury and illness incidents	Quantitative	Number	**Empowering our people**, Accidents and work injuries, page 95.
	SHS-4 Transport safety	Discussion and Analysis	N/A	**Empowering our people**, Transport security, page 101.
Product health, safety and environmental risk	SHS-5 Product stewardship	Discussion and Analysis	N/A	Not applicable
Process safety	SHS-6 Process safety	Quantitative	Number, Percentage (%)	Not reported
Security	SHS-7 Security risk management	Quantitative	Number, Percentage (%)	**Empowering our people,** Comprehensive health and safety management, page 95. **A transparent and ethical business**, Our commitment to HSEQ, page 159. **A cleaner energy future,** Sustainability policy, page 81.

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