

Key Performance Indicators 2024

ESG Integrated report 2024
ENVIRONMENTAL • SOCIAL • GOVERNANCE

Operational & Financial Performance

	UNITS	2024	2023	2022	GRI	IPECA	SASB
Operation management							
Net Annual Hydrocarbons Production	MMBOE	10.6	12.08	12.01	2.6	N/A	EM-EP-000.A
Natural gas	Bcf	160.7	66.17	67.37	2.7	N/A	EM-EP-000.A
Revenues, Net of Royalties and Transportation Expenses	Millions of Dollars	\$ 352.30	\$ 304.85	\$ 274.20	201-1 (11-14, 11-21)	N/A	EM-EP-420a.4
CAPEX	Millions of Dollars	\$ 122.20	\$ 224.20	\$ 161.20	201-1 (11-14, 11-21)	N/A	EM-EP-420a.4
Adjusted EBITDAX	Millions of Dollars	\$ 296.10	\$ 236.83	\$ 212.90	201-1 (11-14, 11-21)	N/A	EM-EP-420a.4
Adjusted Funds from Operations	Millions of Dollars	\$ 209.40	\$ 146.29	\$ 94.60	201-1 (11-14, 11-21)	N/A	EM-EP-420a.4
Cash and Cash Equivalents	Millions of Dollars	\$ 79.20	\$ 39.43	\$ 58.50	201-1 (11-14, 11-21)	N/A	EM-EP-420a.4
Working Capital Surplus	Millions of Dollars	\$ 45.50	-\$ 10.03	\$(22.60)	201-1 (11-14, 11-21)	N/A	EM-EP-420a.4
Net Debt	Millions of Dollars	\$ 716.80	\$ 723.50	\$ 573.40	201-1 (11-14, 11-21)	N/A	EM-EP-420a.4

Direct economic value generated and distributed

Revenues	Millions of Dollars	\$ 443.60	\$ 379.10	\$ 388.40	201-1	N/A	EM-EP-420a.4
Operating Costs	Millions of Dollars	\$ 174.50	\$ 261.80	\$ 256.60	201-1	N/A	EM-EP-420a.4
Employee Wages and Benefits	Millions of Dollars	\$ 32.30	\$ 33.35	\$ 32.70	201-1	N/A	EM-EP-420a.4
Payments to Providers of Capital	Millions of Dollars	\$ 58.10	\$ 73.20	\$ 74.70	201-1	N/A	EM-EP-420a.4
Taxes	Millions of Dollars	\$ 58.10	\$ 78.30	\$ 111.20	201-1	N/A	EM-EP-420a.4
Royalties	Millions of Dollars	\$ 66.10	\$ 59.81	\$ 50.70	201-1	N/A	EM-EP-420a.4
Community Investments (Voluntary Contributions)	Millions of Dollars	\$ -	\$ -	\$ -	201-1	N/A	EM-EP-420a.4
Community investments (Contractual Contributions)	Millions of Dollars	\$ 1.30	\$ 2.70	\$ 2.40	201-1	N/A	EM-EP-420a.4
Total Environmental expenditures	Millions of Dollars	\$ 2.10	\$ 1.90	\$ 2.40	201-1	N/A	EM-EP-420a.4
Environmental CAPEX	Millions of Dollars	\$ 1.66	\$ 1.20	\$ 1.80			
Environmental OPEX	Millions of Dollars	\$ 0.44	\$ 0.70	\$ 0.60			

NOTE: negative values are presented in parentheses.

ESG Priorities

Environmental - A cleaner energy future	UNITS	2024	2023	2022	GRI	IPECA	SASB
Climate							
GHG Intensity							
Total Greenhouse Gas Intensity per Production	kg CO ₂ e/BOE	10.31	9.58	6.44	305-4	CCE-4	EM-EP-110a.1
Greenhouse Gases							
Carbon Dioxide (CO ₂)	tCO ₂ e	87,202.0	89,470	48,129	305-1	CCE-4	
Methane (CO ₂ equivalent)	tCO ₂ e	18,867.0	21,461	18,253	305-1	CCE-4	
Nitrous Oxide (CO ₂ equivalent)	tCO ₂ e	44.0	45	24	305-1	CCE-4	
Total Greenhouse Gases	tCO ₂ e	106,113.0	110,976	66,406	305-1	CCE-4	

Environmental - A cleaner energy future	UNITS	2024	2023	2022	GRI	IPIECA	SASB
Climate							
Scope 1 Emissions							
Flaring	tCO ₂ e	0.0	-	6,386	305-1	CCE-4	EM-EP-110a.1
Combustion	tCO ₂ e	87,233.6	89,732	41,865	305-1	CCE-4	EM-EP-110a.1
Fugitive	tCO ₂ e	18,869.0	21,243	18,154	305-1	CCE-4	EM-EP-110a.3
Other	tCO ₂ e	0.0	10	204	305-1	CCE-4	EM-EP-110a.4
Total Scope 1 Emissions	tCO ₂ e	106,102.6	111,152	66,609	305-1	CCE-4	EM-EP-110a.1
Total Indirect (Scope 2) GHG Emissions from Purchased or Acquired Electricity, Steam, Heat, and Cooling							
	tCO ₂ e	33.3	28.5	22.56		CCE-4	
Methane							
Total Methane emissions (CH ₄)	tonnes	632.99	720.16	654.22	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	412	869	980	305-7	ENV-5	EM-EP-120a.1
Sulfur Oxides (SOx)	tonnes	0.29	0	0	305-7	ENV-5	EM-EP-120a.1
Particulate Matter (PM)	tonnes	84	12	17	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	39.3	35.7	33.4	302-1	CCE-6	
Combustion Energy	MWh	0.0	0.0	0.0	302-1	CCE-6	
Renewable sources	MWh	226.5	225.3	373.0	302-1	CCE-6	
Non-renewable sources	MWh	404,333.0	413,740.7	393,565.5	302-1	CCE-6	
Imported Electricity	MWh	153.2	165.4	192.4	302-1	CCE-6	
Total Energy Consumption	MWh	404,712.7	414,131.4	394,130.9	302-1	CCE-6	
Total Non-renewable and Renewable Energy Consumption in Gas Fields	MWh	404,559.5	413,966.0	393,938.5	302-2	CCE-6	
Non-Renewable Energy Consumed: Diesel	MWh	0.0	0.0	0.0	302-2	CCE-6	
Non-Renewable Energy Consumed: Natural Gas	MWh	404,333.0	413,740.7	393,565.5	302-2	CCE-6	
Renewable Energy Consumed: Solar	MWh	226.5	225.3	373.0	302-2	CCE-6	
Electricity Purchased for Consumption: Hydroelectric	MWh	0.0	0.0	0.0	302-2	CCE-6	
Energy Intensity Ratio for Gas Operations	kWh/BOE	33.3	35.7	33.3	302-2	CCE-6	
Non-Renewable Energy Consumption in Rancho Hermoso	MWh	57,534.2	59,197.6	51,391.8	302-2	CCE-6	
Total Scope 1 GHG Emissions in Rancho Hermoso	tCO ₂ e	22,935.7	20,171.0	18,399.0	302-2	CCE-4	EM-EP-110a.1
Stationary Combustion	tCO ₂ e	15,138.7	15,161.2	14,055.0	302-2	CCE-4	EM-EP-110a.1
HFC from Air Conditioning and Refrigeration Use	tCO ₂ e	63.2	65.6	25.6	302-2	CCE-4	EM-EP-110a.1
Estimated Fugitive Emissions	tCO ₂ e	7,775.8	4,944.0	4,318.0	302-2	CCE-4	EM-EP-110a.1
Total Scope 2 - Location Based	tCO ₂ e	33.3	28.5	22.5	305-2	CCE-4	EM-EP-110a.1
Climate							
Total Scope 3	tCO ₂ e	3,561,080.2	3,860,115.0	3,442,919.0	305-3	CCE-4	EM-EP-110a.1
Total Energy Consumption per Operational Sites (Natural Gas, Diesel, Hydro, Solar) natural, diésel, hidroeléctrica, solar)	MWh	404,559.5	413,966.0	393,938.5	302-1	CCE-6	

Environmental - A cleaner energy future	UNITS	2024	2023	2022	GRI	IPECA	SASB
Total Energy Consumption by Operative Activities and Source in Rancho Hermoso (Non-Renewable Fuel Consumed)	MWh	57,326.1	59,197.6	51,391.8	302-1	CCE-6	
Note: In 2024, we conducted corrections to the calculation of non-renewable energy consumption in our operations. These adjustments are reflected in the updated figures presented in this ESG Report.							
Water							
Total Fresh Water Withdrawal	thousands of cubic meters	53.2	77.7	62.2	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	27.8	26.2	10.2	303-3	ENV-1	EM-EP-140a.1
Municipal water supplies	thousands of cubic meters	25.4	51.5	51.9	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	53.2	77.6	62.1	303-5	ENV-1	EM-EP-140a.1
Rain water	thousands of cubic meters	0	0.002	0.92	303-5	ENV-1	EM-EP-140a.1
Fresh water recycled or reused	thousands of cubic meters	6.90	7.52	9.5	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	0	0	0	303-3		
Total Water Consumption By Use	thousands of cubic meters	60.107	85.21	72.59	303-5	ENV-1	EM-EP-140a.1
Domestic Use	thousands of cubic meters	14.05	17.45	7.97	303-5	ENV-1	EM-EP-140a.1
Industrial Use	thousands of cubic meters	46.05	67.76	38.02	303-5	ENV-1	EM-EP-140a.1
Total Volume of Produced Water and Flowback Generated	thousands of cubic meters	421.01	15.67	47.34	303-5	ENV-1	EM-EP-140a.2
Injected such as into a Class II Injection Well	thousands of cubic meters	404.60	15.57	47.17	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	16.41	8.049	0.17	303-4	ENV-1	EM-EP-140a.2
Total Produced Water Recycled or Reused (4)	thousands of cubic meters	6.90	7.52	9.5	303-3	ENV-1	EM-EP-140a.2
Produced Water Recycled or Reused	thousands of cubic meters	6.90	7.52	9.5	303-3	ENV-1	EM-EP-140a.2
Percent of Produced Water Recycled or Reused	percentage	12.97%	9.68%	15.28%	303-3	ENV-1	EM-EP-140a.2
Produced Water Injected or Disposed	thousands of cubic meters	17.70	14.6	5.97	303-3	ENV-1	EM-EP-140a.2
Total Volume of Produced Water and Flowback Generated in Rancho Hermoso	thousands of cubic meters	901.19	959.9	930.71	303-5	ENV-1	EM-EP-140a.2
Injected, such as into a Class II Injection Well	thousands of cubic meters	899.6	954.8	930.61	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	1.62	0.05	0.1	303-4	ENV-1	EM-EP-140a.2
Water							
Total Water Recycled and Reused	thousands of cubic meters	6.90	7.52	9.5	303-4	ENV-1	EM-EP-140a.2
Total Water Recycled and Reused	percentage	12.97%	9.68%	15.28%	303-4	ENV-1	EM-EP-140a.2

Environmental - A cleaner energy future	UNITS	2024	2023	2022	GRI	IPECA	SASB
Total Fresh Water withdrawals in Rancho Hermoso	thousands of cubic meters	5.11	4.48	2.89	303-1	ENV-1	EM-EP-140a.2
Third-Party Water	thousands of cubic meters	0.10	0	0.01	303-1	ENV-1	EM-EP-140a.2
Surface Water	thousands of cubic meters	0.00	0	0	303-1	ENV-1	EM-EP-140a.2
Groundwater	thousands of cubic meters	5.01	4.48	2.88	303-1	ENV-1	EM-EP-140a.2
Rainwater	thousands of cubic meters	0.00	0	0	303-1	ENV-1	EM-EP-140a.2
Total Fresh Water Consumption in Rancho Hermoso	thousands of cubic meters	3.41	4.48	2.89	303-1	ENV-1	EM-EP-140a.2
Total Fresh Water Discharged	thousands of cubic meters	429.84	175	57.16	303-4	ENV-1	EM-EP-140a.2
Third Parties for Treatment and Subsequent Discharge	thousands of cubic meters	17.70	14.6	5.97	303-4	ENV-1	EM-EP-140a.2
Road Irrigation and Infiltration System	thousands of cubic meters	7.54	4.19	4.02	303-4	ENV-1	EM-EP-140a.2
Water Injected: Treated and Reinjecting Formation Water	thousands of cubic meters	404.60	156	47.17	303-4	ENV-1	EM-EP-140a.2
Total Fresh Water Discharge in Rancho Hermoso	thousands of cubic meters	899.65	954.9	930.71	303-4	ENV-1	EM-EP-140a.2
Third Parties for Treatment and Subsequent Discharge (Domestic Waste Water)	thousands of cubic meters	0.08	0.1	0.1	303-4	ENV-1	EM-EP-140a.2
Water Injected: Treated and Reinjecting Formation Water (Industrial Waste Water)	thousands of cubic meters	899.6	954.8	930.61	303-4	ENV-1	EM-EP-140a.2
Total Water Consumption by Activity	cubic meters (m³)	60,106.8	85,213	72,682	303-5	ENV-1	
Direct Activity	cubic meters (m³)	31,055.0	35,979	20,775	303-5	ENV-1	
Production	cubic meters (m³)	31,055.0	35,979	20,775	303-5	ENV-1	
Subcontracted Activity	cubic meters (m³)	29,051.8	49,234	51,907	303-5	ENV-1	
Platform Modifications	cubic meters (m³)	64.8	41	1,892	303-5	ENV-1	
Civil Works	cubic meters (m³)	126.0	49	288	303-5	ENV-1	
Flow Line Construction	cubic meters (m³)	99.0	1,438	1,334	303-5	ENV-1	
Platform Construction	cubic meters (m³)	-	1,326	3,786	303-5	ENV-1	
Facility Optimization	cubic meters (m³)	181.0	4	62	303-5	ENV-1	
Drilling	cubic meters (m³)	28,581.0	46,376	44,545	303-5	ENV-1	
Biodiversity							
Area Overlapping with IUCN Protected Areas	ha	53,855	53,855	24,656	304-1	ENV-4	
Percent of Operated Area Overlapping With IUCN Protected Areas (5)	percentage	1.17%	1.17%	1.17%	304-4	ENV-4	
Number of Operated Assets with IUCN Red List Species Roja de la UICN (5)	number	968	968	887	304-3	ENV-4	

Environmental - A cleaner energy future	UNITS	2024	2023	2022	GRI	IPECA	SASB
Habitat Areas Protected or Restored by company (6)	ha	55.5	44.5	44.5	304-3	ENV-4	
Hours Worked in Reforestation Maintenance with 100% Local Labour	person-hours	4,800	2,400	4,800	304-3	ENV-4	
Investment: 1% Compensation	dolars	\$ 91,894	\$ 75,784	\$ 228,490	304-3	ENV-4	
Total Identification of Protected Fauna Species	number	731	731	650	304-3	ENV-4	
Protected Fauna Species on IUCN Red List (Not Threatened)	number	717	717	623	304-4	ENV-4	
Protected Fauna Species on IUCN Red List (Threatened)	number	14	14	27	304-4	ENV-4	
Total Identification of Protected Flora Species	number	237	237	237	304-4	ENV-4	
Protected Flora Species on IUCN Red List (Not Threatened)	number	218	218	218	304-3	ENV-4	
Protected Flora Species on IUCN Red List (Threatened)	number	19	19	19	304-3	ENV-4	

Liquid Hydrocarbon Spills to the Environment

Spills > 100 Barrels	number	0	0	0	306-3	ENV-6	EM-EP 160a.2
Volume of Spills > 100 Barrels (barrels)	bblq	0	0	0	306-3	ENV-6	EM-EP 160a.2
Spills > 1 Barrel	number	0	0	0	306-3	ENV-6	EM-EP 160a.2
Volume of Spills > 1 Barrel (barrels)	bblq	0	0	0	306-3	ENV-6	EM-EP 160a.2
Volume of Spills > 1 Barrel (barrels)	bblq	0	0	0	306-3	ENV-6	EM-EP 160a.2

Waste

Total Direct Generated Waste	tonnes	936	990	502	306-3	ENV-7	
Hazardous	tonnes	694	782	377	306-3	ENV-7	
Non-Hazardous	tonnes	242	208	125	306-4	ENV-7	
Total Non-Hazardous Waste Disposal	kilograms (kg)	242,444	207,564	124,874	306-1	ENV-7	
Reused, Recycled, or Sold	kilograms (kg)	145,301	80,000	7,124	306-1	ENV-7	
Sanitary Landfills	kilograms (kg)	68,750	99,661	117,750	306-1	ENV-7	
Incinerated with energy recovery	kilograms (kg)	25,000	27,904	-	306-1	ENV-7	
Total Hazardous Waste Disposal	kilograms (kg)	693,527	782,041	376,531	306-4	ENV-7	
Recycled	kilograms (kg)	558,840	466,240	27,629	306-4	ENV-7	
Recovered (Includes Incineration with Energy Recovery)	kilograms (kg)	47,800	36,660	22,480	306-4	ENV-7	
Incineration	kilograms (kg)	1,980	16,410	10,498	306-4	ENV-7	
Wastewater	kilograms (kg)	19,180	184,210	263,752	306-4	ENV-7	
Others (Includes Landfill)	kilograms (kg)	84,900	79,200	52,174	306-4	ENV-7	
Total Direct Generated Waste in Rancho Hermoso	kilograms (kg)	396,007	67,520	491,633	306-3	ENV-7	
Hazardous	kilograms (kg)	390,552	66,730	487,436	306-3	ENV-7	
Non-Hazardous	kilograms (kg)	5,455	790	4,197	306-3	ENV-7	
Total Direct and Indirect Waste Disposed	kilograms (kg)	936,240	989,606	501,000	306-3	ENV-7	
Hazardous - Disposed	kilograms (kg)	135,000	315,801	348,000	306-3	ENV-7	
Hazardous - Recycled	kilograms (kg)	558,800	466,240	28,000	306-3	ENV-7	
Non-Hazardous - Disposed	kilograms (kg)	97,143	99,661	118,000	306-3	ENV-7	
Non-Hazardous - Recycled	kilograms (kg)	145,301	80,000	7,000	306-3	ENV-7	
Non-Hazardous - Incinerated with energy recovery	kilograms (kg)	25,000	27,904	-	306-3	ENV-7	
Percentage of Hazardous Waste Diverted from Landfill	percentage	9.5%	58%	11%	306-3	ENV-7	

Environmental - A cleaner energy future	UNITS	2024	2023	2022	GRI	IPECA	SASB
Percentage of Total Waste Diverted from Landfill	percentage	14.4%	60%	33%	306-3	ENV-7	
Percentage of Non-Hazardous Waste Diverted from Landfill	percentage	28.4%	39%	23%	306-3	ENV-7	
Total Direct and Indirect Hazardous Waste According to Activity	kilograms (kg)	693,527	782,039	376,528	306-3	ENV-7	
Direct Activity	kilograms (kg)	659,796	711,561	251,408	306-3	ENV-7	
Production	kilograms (kg)	659,796	711,561	251,408	306-3	ENV-7	
Third Parties in Production Sites	kilograms (kg)	0	0	0	306-3	ENV-7	
Sub-Contracted Activities	kilograms (kg)	33,731	70,478	125,123	306-3	ENV-7	
Drilling	kilograms (kg)	31,463	63,845	114,138	306-3	ENV-7	
Platform Modification	kilograms (kg)	213	1,090	2,746	306-3	ENV-7	
Civil Works	kilograms (kg)	218	425	1,146	306-3	ENV-7	
Flow Line Construction	kilograms (kg)	109	1,924	1,287	306-3	ENV-7	
Platform Construction	kilograms (kg)	0	2,756	4,963	306-3	ENV-7	
Workover	kilograms (kg)	0	0	0	306-3	ENV-7	
Site Optimization	kilograms (kg)	1,728	438	843	306-3	ENV-7	
Total Direct and Indirect Non-Hazardous Waste According to Activity	kilograms (kg)	242,444	207,565	124,875	306-3	ENV-7	
Direct Activity	kilograms (kg)	188,562	132,250	55,776	306-3	ENV-7	
Production	kilograms (kg)	188,562	132,250	55,776	306-3	ENV-7	
Third Parties in Production Sites	kilograms (kg)	0	0	0	306-3	ENV-7	
Sub-Contracted Activities	kilograms (kg)	53,879	75,315	69,099	306-3	ENV-7	
Drilling	kilograms (kg)	49	65,019	61,100	306-3	ENV-7	
Platform Modification	kilograms (kg)	553	936.4	131	306-3	ENV-7	
Civil Works	kilograms (kg)	210	1723	764	306-3	ENV-7	
Flow Line Construction	kilograms (kg)	565	1,751	2,639	306-3	ENV-7	
Platform Construction	kilograms (kg)	0	5,332	3,923	306-3	ENV-7	
Workover	kilograms (kg)	0	0	0	306-3	ENV-7	
Site Optimization	kilograms (kg)	3,071	554	542	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 2024.

(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

Social - Empowering our people	UNITS	2024	2023	2022	GRI	IPECA	SASB
Relationship with communities and local authorities							
Social investment	millions of dollars	\$1.16	\$2.41	\$3.12	413-1	SOC-13	EM-EP-210b.1
Donations	millions of dollars	\$ 0.15	\$0.24	\$2.65	413-1	SOC-13	EM-EP-210b.1
Community investments	millions of dollars	\$0.57	\$1.78	\$2.99	413-1	SOC-13	EM-EP-210b.1
Social investment projects executed	number	20	57	126	413-1	SOC-13	EM-EP-210b.1
Projects including agender focus	number	0	18	12	413-1	SOC-13	EM-EP-210b.1
Covered communities	number	16	39	86	413-1	SOC-13	EM-EP-210b.1
Benefited people	number	5,513	14,916	9,702	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	193	237	211	11.15.1		EM-EP-210a.3
Prior consultation processes with indigenous peoples	number	25	7	16	11.17.1 11.17.3 11.17.4		
Community blockades	number	38	40	29			EM-EP-210b.2
Community blockades	days	33	44	54			EM-EP-210b.2

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:338

100%
CRCC:412

100%41
CRCC
Claims:1
Complaints:21
Requests:115
Concerns:4

413-1,413-2

SOC-12

Indigenous peoples

- Describe your policies, programmes, procedures and practices used to:
- 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

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11.17.1
11.17.3
11.17.4

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, page: 124
Community Relations, page: 149
Commitments with Ethnic Communities, page: 157

Empowering our people:
Relationship with rural and ethnic communities, page: 124
Commitment to ethnic communities, Page: 130

Empowering our people.
Creating prosperity, page: 72
Preservation of indigenous heritage, page: 76

11.17.111.17.3
11.17.4

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, page: 124
Community Relations, page: 149
Commitments with Ethnic Communities, page: 157

Empowering our people:
Relationship with rural and ethnic communities, page: 124
Commitment to ethnic communities, Page: 130

Empowering our people:
Relationship with rural and ethnic communities, page: 124
Land acquisition and involuntary resettlement, page: 129

11.17.111.17.3
11.17.4

SOC-10

Social - Empowering our people	UNITS	2024	2023	2022	GRI	IPECA	SASB
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, page: 124 Community Relations, page: 149 Land Acquisition and Involuntary Resettlement, page: 157	Empowering our people: Relationship with rural and ethnic communities, page: 124 Land acquisition and involuntary resettlement, page: 129	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, page: 124 Community Relations, page: 149 Land Acquisition and Involuntary Resettlement, page: 157	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
List, quantify and / or describe cases of involuntary resettlement required by your activities (where governments permit disclosure).	number	0	0	0	11.16	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:338	100% CRCC:412	141 CRCC Claims:1 Complaints:21 Requests:115 Concerns:4	11.16	SOC-11	EM-EP-210b.1
Community grievance mechanisms							
Describe your community and stakeholder grievance mechanisms.	qualitative	Empowering our people, page: 124 Human rights Complaint Management, page: 146 Community Relations, page: 149 Commitments with Ethnic Communities, page: 157	Empowering our people: Non-retaliation and mechanisms, page: 112 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-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	Empowering our people, page: 124 Human rights Complaint Management, page: 146 Community Relations, page: 149 Commitments with Ethnic Communities, page: 157	Empowering our people: Non-retaliation and mechanisms, page: 112 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-8 SOC-12	EM-EP-210a.3.

Social - Empowering our people	UNITS	2024	2023	2022	GRI	IPECA	SASB
Provide information and / or quantitative data about how you manage and resolve individual or community grievances.	qualitative	Empowering our people, page: 124 Community Relations, page: 149 Commitments with Ethnic Communities, page: 157	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.
Use case studies to describe how you support stakeholder confidence and trust in your mechanisms, including promotion of use.	qualitative	Empowering our people, page: 124 Community Relations, page: 149 Commitments with Ethnic Communities, page: 157	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:338	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, page: 124 Community Relations, page: 149 Commitments with Ethnic Communities, page: 157 Impact and Management of Operations in Local Communities, page: 152 Social Impact and Investment, page: 155	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	\$1.16	\$2.41	\$3.13	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, page: 124 Commitments with Ethnic Communities, page: 157 Social Impact and Investment, page: 155	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 \$ 1.16	Colombia \$ 2.41	Colombia \$ 3.13	413-1	SOC-9 SOC-13	EM-EP-210b.1
Provide social investment expenditure broken down by voluntary and contractually obligated spend.	millions of dollars	Voluntary: \$0.15 Obligated spend: \$1.01	Voluntary: \$0.24 Obligated spend: \$2.17	Voluntary: \$0.13 obligated spend: \$2.99	413-1	SOC-9 SOC-13	EM-EP-210b.1

Social - Empowering our people	UNITS	2024	2023	2022	GRI	IPECA	SASB
<p>Provide case studies to illustrate how you have implemented your social investment strategy and any lessons learned. For example:</p> <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	Empowering our people, page: 124 Commitments with Ethnic Communities, page: 157 Social Impact and Investment, page: 155	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	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-9SOC-12SOC-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, page: 124 Employment and Local Development, page: 159	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-14SOC-15	
Provide information on how your local employment strategies promote diversity and inclusion at the local level, including management roles (see SOC-5).	qualitative	Empowering our people, page: 124 Employee Diversity, Page: 161: Employment and Local Development, page: 159 A transparent and ethical business, page: 188 Sustainable supply chain management, page: 210 Labor Practices, page: 211	Empowering our people Employee diversity, Page: 114 Employment and local development, page: 132 Sustainable value chain management, page: 133 Labor practices, page: 134	Empowering our people. Creating prosperity, page: 72. Canacol creates job opportunities, page: 75, 76.	11.1	SOC-15	
Include information and / or quantitative data on local employees who are trained in other (non-local) assets of the company.	qualitative	Empowering our people, page: 124 Training and Development, Page: 172:	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	
Describe your in-country programmes designed to create jobs at a local level, supported by quantitative data.	qualitative	Empowering our people, page: 124 Employment and Local Development, page: 159	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-14SOC-15	

Occupational health and industrial safety

Total Recordable Injury Frequency Rate (TRIFR)							
Combined Indicators Employees and Contractors	1,000,000 hours worked	1.69	1.2	1.64	403-9	SHS-3	EM-EP-320a.2.
Employees	1,000,000 hours worked	0	0	1.86	403-9	SHS-3	EM-EP-320a.2.
Contractors	1,000,000 hours worked	2.74	2.08	1.86	403-9	SHS-3	EM-EP-320a.2.
Lost-Time Injury Frequency Rate (LTIFR)							
Combined Indicators Employees and Contractors	1,000,000 hours worked	1.35	1.2	0.82	403-9	SHS-3	EM-EP-320a.1
Employees	1,000,000 hours worked	0	0	0.91	403-9	SHS-3	EM-EP-320a.1
Contractors	1,000,000 hours worked	2.19	2.1	0.8	403-9	SHS-3	EM-EP-320a.1
Vehicle Incident Frequency Rate (VIFR)							
Combined Indicators Employees and Contractors	200,000hours worked	0.19	0	0	403-9	SHS-3	EM-EP-320a.1
Total Recordable Incident Rate (TRIR)					403-9	SHS-3	EM-EP-320a.1

Social - Empowering our people	UNITS	2024	2023	2022	GRI	IPECA	SASB
Combined Indicators Employees and Contractors	200,000 hours worked	0.34	0.29	0.33	403-9	SHS-3	EM-EP-320a.1
Employees	200,000 hours worked	0	0	0.18	403-9	SHS-3	EM-EP-320a.1
Contractors	200,000 hours worked	0.55	0.42	0.37	403-9	SHS-3	EM-EP-320a.1
Lost-Time Case Rate (LTC)					403-9	SHS-3	EM-EP-320a.1
Combined Indicators Employees and Contractors	200,000 hours worked	0.27	0.24	0.16	403-9	SHS-3	EM-EP-320a.1
Employees	200,000 hours worked	0	0	0.18	403-9	SHS-3	EM-EP-320a.1
Contractors	200,000 hours worked	0.44	0.33	0.16	403-9	SHS-3	EM-EP-320a.1
Near Miss Frequency Rate (NMFR)					403-9	SHS-3	EM-EP-320a.1
Total Number of Near Misses	number	8	20	11	403-9	SHS-3	EM-EP-320a.1
NMFR	200,000 hours worked	0.54	1.66		403-9	SHS-4	EM-EP-320a.1
NMFR	1,000,000 hours worked	0.000003	8.31	4.54	403-9	SHS-3	EM-EP-320a.1
Process Safety Events						SHS-6	
Tier 1 Process Safety Events	1,000,000 hours worked	0	-	-		SHS-6	
Training							
Total Number of Near Misses	number	309	233	476	404-1	SOC-7	
Hours of Training Provided to Employees	hours	19,680	19,800	4,668	404-1	SOC-7	
Number of Contractors Trained	number	156	624	724	404-1	SOC-7	
Hours of Training Provided for Contractors	hours	5,807	24,618	10,702	404-1	SOC-7	
Average Hour of Health, Safety, and Emergency Response Training Per Employee	hours	11.29	11.22	9.8	403-5	SOC-7	
Average Hours of Health, Safety, and Emergency Response Training Per Contractor	hours	21.98	24.61	14.78	403-5	SOC-7	
Employability							
Total Number of Employees by Gender and Region	number	480	492	498	405-1	SOC-5	
Canadá							
Total	number	27	27	22	405-1	SOC-5	
Women	number	7	8	7	405-1	SOC-5	
Men	number	20	19	15	405-1	SOC-5	
Colombia							
Total	number	453	465	476	405-1	SOC-5	
Women	number	166	174	179	405-1	SOC-5	
Men	number	287	291	297	405-1	SOC-5	
Total Percentage of Employees by Gender and Region	percentage	100%	100%	100%	405-1	SOC-5	
Canadá							
Total	percentage	5.6%	5%	4%	405-1	SOC-5	
Women	percentage	25.9%	30%	35%	405-1	SOC-5	
Men	percentage	74.1%	70%	65%	405-1	SOC-5	

Social - Empowering our people	UNITS	2024	2023	2022	GRI	IPECA	SASB
Colombia							
Total	percentage	94.4%	94%	96%	405-1	SOC-5	
Women	percentage	36.6%	37%	36%	405-1	SOC-5	
Men	percentage	63.4%	63%	64%	405-1	SOC-5	
Employees by Job Category, Age, Gender, and Region					405-1	SOC-5	
Total Workforce	number	480	492	498	405-1	SOC-5	
ExecutivesTotal	percentage	3.5%	3%	3%	405-1	SOC-5	
Senior Management Total	percentage	5.6%	5%	4%	405-1	SOC-5	
Junior Management Total	percentage	9.4%	9%	10%	405-1	SOC-5	
ProfessionalsTotal	percentage	41.3%	42%	46%	405-1	SOC-5	
AdministrativeTotal	percentage	40.2%	40%	36%	405-1	SOC-5	
Gender equity indicators							
Share of women in Total Workforce	percentage	36.04%	37%	37%	405-2	SOC-5	
Share of Women in all Management Positions, including Junior, Middle, and Top Management	percentage	24%	30%	26%	405-2	SOC-5	
Share of Women in Junior Management Positions, including First Level of Management	percentage	27%	33%	30%	405-2	SOC-5	
Share of Women in Top Management Positions - Maximum Two Levels from the CEO	percentage	14.30%	22%	27%	405-2	SOC-5	
Share of Women in Management Positions in Revenue-Generating Functions	percentage	20.00%	40%	51%	405-2	SOC-5	
Share of Women in STEM Positions	percentage	59%	59%	33%	405-2	SOC-5	
Average hiring cost/FTE	dollars	\$343.00	\$202.60	\$272			
Internal Promotions							
Number of Internal Candidates	number	18	12	52		SOC-5	
Turnover rates	percentage	27.4%	22%	9.83%			
Colombia							
General	percentage	126%					
Voluntaria	percentage	6.6%					
Canada							
General	percentage	14.8%					
Voluntaria	percentage	11.1%					
Salary rates							
Canada							
Executive (Base Salary)							
Average Salary of Women	millions of dollars	\$0.272	\$0.27	\$0.26	405-2	SOC-5	
Average Salary of Men	millions of dollars	\$0.423	\$0.42	\$0.32	405-2	SOC-5	
Ratio (Average Salary of Women /Average Salary of Men)	number	0.643	0.65	0.71	405-2	SOC-5	
Executive (Base Salary + Other Cash Incentives)							
Average Salary of Women	millions of dollars	\$0.489	\$0.68	\$0.51	405-2	SOC-5	

Social - Empowering our people	UNITS	2024	2023	2022	GRI	IPECA	SASB
Average Salary of Men	millions of dollars	\$0.738	\$1.12	\$0.71	405-2	SOC-5	
Ratio (Average Salary of Women /Average Salary of Men)	number	0.663	0.57	0.71	405-2	SOC-5	
Management (Base Salary)							
Average Salary of Women	millions of dollars	\$0	-	\$0.16	405-2	SOC-5	
Average Salary of Men	millions of dollars	\$0.186	\$0.18	\$0.19	405-2	SOC-5	
Ratio (Average Salary of Women /Average Salary of Men)	number	0	-	0.85	405-2	SOC-5	
Management (Base Salary + Other Cash Incentives)							
Average Salary of Women	millions of dollars	\$0	-	\$0.24	405-2	SOC-5	
Average Salary of Men	millions of dollars	\$0.254	\$0.28	\$0.33	405-2	SOC-5	
Ratio (Average Salary of Women /Average Salary of Men)	number	0	-	0.74	405-2	SOC-5	
Non-Management							
Average Salary of Women	millions of dollars	\$0.105	\$0.09	\$ 0.14	405-2	SOC-5	
Average Salary of Men	millions of dollars	\$0.14	\$0.14	\$0.15	405-2	SOC-5	
Ratio (Average Salary of Women /Average Salary of Men)	number	0.778	0.8	0.88	405-2	SOC-5	
Salary rates							
Colombia							
Executive (Base Salary)							
Average Salary of Women	millions of dollars	\$0.18	\$0.15	\$0.11	405-2	SOC-5	
Average Salary of Men	millions of dollars	\$0.14	\$0.12	\$0.31	405-2	SOC-5	
Ratio (Average Salary of Women /Average Salary of Men)	number	1.25	1.24	0.42	405-2	SOC-5	
Executive (Base Salary +Other Cash Incentives)							
Average Salary of Women	millions of dollars	\$0.27	\$0.25	\$0.25	405-2	SOC-5	
Average Salary of Men	millions of dollars	\$0.22	\$0.20	\$0.60	405-2	SOC-5	
Ratio (Average Salary of Women /Average Salary of Men)	number	1.27	1.27	0.42	405-2	SOC-5	
Management (Base Salary)							
Average Salary of Women	millions of dollars	\$0.096	\$0.08	\$0.13	405-2	SOC-5	
Average Salary of Men	millions of dollars	\$0.100	\$0.09	\$0.09	405-2	SOC-5	
Ratio (Average Salary of Women /Average Salary of Men)	number	0.960	0.91	1.35	405-2	SOC-5	
Management (Base Salary +Other Cash Incentives)							
Average Salary of Women	millions of dollars	\$0.15	\$0.14	\$0.20	405-2	SOC-5	
Average Salary of Men	millions of dollars	\$0.14	\$0.13	\$0.16	405-2	SOC-5	
Ratio (Average Salary of Women /Average Salary of Men)	number	1.04	1.07	1.27	405-2	SOC-5	
Non-Management							

Social - Empowering our people	UNITS	2024	2023	2022	GRI	IPECA	SASB
Average Salary of Women	millions of dollars	\$0.02	\$0.02	\$0.02	405-2	SOC-5	
Average Salary of Men	millions of dollars	\$0.02	\$0.02	\$0.02	405-2	SOC-5	
Ratio (Average Salary of Women /Average Salary of Men)	number	0.91	0.90	0.95	405-2	SOC-5	

Directhires

SkilledLabor

Local

Number of Employees	number	400	408	358	401-1	SOC-15	
Employee percentage	percentage	82.70%	85%	82.50%	401-1	SOC-15	

NonLocal

Number of Employees	number	84	71	76	401-1	SOC-15	
Employee percentage	percentage	17.30%	14.82	17.50%	401-1	SOC-15	

Total

Number of Employees	number	484	479	434	401-1	SOC-15	
Employee percentage	percentage	100%	100%	100%	401-1	SOC-15	

Training and development

Strategic Technical Training Programs	number of participants	282	126	130	404-1	SOC-7	
Workshops	number of participants	161	356	53	404-1	SOC-7	
Technical Courses for Transfer Agreements	number of participants	49	270	40	404-1	SOC-7	
Training in Regulations	number of participants	46	91	19	404-1	SOC-7	
Individual Training Strategies	number of participants	41	57	39	404-1	SOC-7	

Professional development program indicators profesional

Canada

Average hours of Training Provided Per Employee	hours	44.1	54	13	404-1,404-2	SOC-7	
Percentageo ffull-time employees (FTE) intraining programs (Spanish classes)	percentage	63%	44%	32%	404-1,404-2	SOC-7	

Colombia

InvestmentinTraining	millions of dollars	\$0.21	\$ 0.23	\$ 0.29	404-1,404-2	SOC-7	
Total Number of People Trained	number	280	482	476	404-1,404-2	SOC-7	
Total Hours of Training Provided	hours	18,489	19,800	23,337	404-1,404-2	SOC-7	
Total Average hours of Training Provided Per Employeeo	hours	40.81	42.45	49.03	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	117.3	49	105.6	404-1,404-2	SOC-7	
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Social - Empowering our people	UNITS	2024	2023	2022	GRI	IPECA	SASB
Men	number	20.5	159	51.5	404-1,404-2	SOC-7	
Total	number	137.8	208	157.1	404-1,404-2	SOC-7	
Senior Management							
Women	number	38.2	68	202.6	404-1,404-2	SOC-7	
Men	number	104.8	392	1,018	404-1,404-2	SOC-7	
Total	number	143.0	460	1,224.60	404-1,404-2	SOC-7	
Junior Management							
Women	number	51.3	1,021	967.5	404-1,404-2	SOC-7	
Men	number	106.3	2,392	2,496	404-1,404-2	SOC-7	
Total	number	157.6	3,413	3,464.50	404-1,404-2	SOC-7	
Professionals							
Women	number	60.9	3,412	4,315.50	404-1,404-2	SOC-7	
Men	number	87.3	6,033	7,368.60	404-1,404-2	SOC-7	
Total	number	148.2	9,445	11,684	404-1,404-2	SOC-7	
Administrative							
Women	number	138.5	2,218	2,174.20	404-1,404-2	SOC-7	
Men	number	19.2	4,056	4,359.20	404-1,404-2	SOC-7	
Total	number	157.7	6,274	6,533.40	404-1,404-2	SOC-7	
Total Per Gender							
Women	number	125.3	6,768	6,489.70	404-1,404-2	SOC-7	
Men	number	69.4	13,032	15,294.30	404-1,404-2	SOC-7	
Total	number	194.7	19,800	21,784	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	99%	98.67%	99.47%	11.1	
Multi-Dimensional Performance Appraisal	percentage	99%	98.67%	99.47%	11.1	
Formal Comparative Ranking of Employees within an Employee Category	percentage	99%	98.67%	99.47%	11.1	

Wellness and quality of life

Mandatory Regulated Benefits

Number of Employees Covered	number	272	334	284	11.10.3	SOC-1
Percentage of Employees Covered/Total Payroll	percentage	72.10%	86.98%	74.93%	11.10.3	SOC-1
Investment	dollars	\$55,205	\$62,786	\$60,206	11.10.3	SOC-1
Percentage of Cost Benefit/Total Cost in Benefits	percentage	1.66%	2.03%	2.16%	11.10.3	SOC-1

Flexible Benefits: BENEFLEX

Social - Empowering our people	UNITS	2024	2023	2022	GRI	IPECA	SASB
Number of Employees Covered	number	40	49	56	11.10.3	SOC-1	
Percentage of Employees Covered/Total Payroll	percentage	10.61%	12.76%	14.78%	11.10.3	SOC-1	
Investment	dollars	\$135,721	\$185,398	\$203,010	11.10.3	SOC-1	
Percentage of Cost Benefit/Total Cost in Benefits	percentage	4.07%	6%	7.30%	11.10.3	SOC-1	
Union Benefits							
Number of Employees Covered	number	292	301	293	11.10.3	SOC-1	
Percentage of Employees Covered/Total Payroll	percentage	77.40%	78.39%	77.31%	11.10.3	SOC-1	
Investment	dollars	\$1,028,016	\$1,059,051	\$937,263	11.10.3	SOC-1	
Percentage of Cost Benefit/Total Cost in Benefits	percentage	30.86%	34.23%	33.68%	11.10.3	SOC-1	
Corporate Benefits (Bonus)							
Number of Employees Covered	number	308	313	443	11.10.3	SOC-1	
Percentage of Employees Covered/Total Payroll	percentage	81.70%	81.51%	87.60%	11.10.3	SOC-1	
Investment	dollars	\$2,112,124	\$1,786,036	\$1,582,091	11.10.3	SOC-1	
Percentage of Cost Benefit/Total Cost in Benefits	percentage	63.41%	57.75%	56.86%	11.10.3	SOC-1	
Human capital ROI							
Return on investment in Human Capital	millions of dollars	\$9,33	\$4.52	\$6.68			
Labour relations							
Trade Union Affiliation							
Number of Union Employees	number	292	301	293	407-1	SOC-8	
Number of Employees in People First Worldwide (PWF)	number	268	292	284	407-1	SOC-8	
Number of Employees in Union Sindical Obrera de La Industria del Petroleo (USO)	number	24	9	9	407-1	SOC-8	
Percentage of Employees Represented by an Independent Trade Union or Covered by Collective Employment Agreements	percentage	77.50%	78.40%	77.30%	407-1	SOC-8	
Work Climate							
Number of Employees Invited to The Survey	number	372	369	392	11.1	SOC-8	
Number of Survey Participants	number	319	341	357	11.1	SOC-8	
Percentage of Participants	percentage	85.75%	92.41%	90%	11.1	SOC-8	
Work-ClimateIndex(satisfaction)	percentage	88		61.10%	11.1	SOC-8	
Social investment projects							
Number of Projects Executed During the Year	number	20	57	126	413-1	SOC-13	
Number of Projects Including a Gender Focus	number	0	18	12	413-1	SOC-13	
Number of Covered Communities	number	16	39	86	413-1	SOC-13	
Number of Benefited People	number	5,513	14,916	22,322	413-1	SOC-13	
Number of Benefited Families	number	173	5,965	10,024	413-1	SOC-13	
Number of Strategic Partnerships (including Social Organizations)	number	22	60	63	413-1	SOC-13	

Social - Empowering our people	UNITS	2024	2023	2022	GRI	IPECA	SASB
Communications programs							
Total Number of Meetings with Local Communities and Authorities	number	193	237	211	413-1,413-2	SOC-9	
Total Number of Participants	number	3,973	5,099	2,927	413-1,413-2	SOC-9	
Number of Contracts with Community Consultation	number	0	7	7	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	7	16	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	7	16	413-1,413-2	SOC-9	
Non-Technical Delays							
Number of Community Blockades	number	38	40	29	413-1,413-2	SOC-9	EM-EP-210b.2
Number of Days of Blockades	number	33	44	54	413-1,413-2	SOC-9	EM-EP-210b.2
Number of Blockades by Communities in the Operation Area due to Labour Issues	number	12	4	5	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	9	19	5	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	3	6	5	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	7	12	2	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	23	30	19	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	17	13	47	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	193	237	211	413-1,413-2	SOC-9	EM-EP-210b.2
Engagement with indigenous peoples							
Number of Indigenous Communities Identified	number	23	7	15	413-1,413-2	SOC-10	
Number of Community Councils	number	2	1	1	413-1,413-2	SOC-10	
Number of Projects Under Development	number	7	7	5	413-1,413-2	SOC-10	
Number of Prior Consultation Processes	number	7	7	16	413-1,413-2	SOC-10	
Human Rights Management							
Hours of Training Provided	hours	623	484	482	3-3(11.17.1)	SOC-1	
Percentage of Operations Evaluated	percentage	100%	100%	100%	3-3(11.17.1)	SOC-1	
Human Rights Management Performance Evaluation							
Risks Identified	number	295	74	98	410-13-3 (11.17)	SOC-1	EM-EP-210a.3
Risks Related to the Hydrocarbon Sector	number	113	74	98	410-13-3 (11.17)	SOC-1	EM-EP-210a.3

Governance- A transparent and ethical business	UNITS	2024	2023	2022	GRI	IPECA	SASB
Corporate Governance Performance							
Number of Members of the Board of Directors	number	7	8	8	405-1	GOV-1	
Independent Board Members (%)	percentage	86%	7	88%		GOV-1	
Committees supporting the Board of Directors	number	1	1	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	\$1.242	\$2.20	\$1.64	2-21	GOV-1, GOV-2	
Median Annual Compensation of All Employees, Except The Chief Executive Officer (or Any Equivalent Position)	million of dollars	\$0.315	\$0.30	\$0.30	2-21	GOV-1, GOV-2	
Chief Executive Officer's Total Annual Compensation Ratio Versus Median Remuneration of Employees	million of dollars	\$4.73	\$7.36	\$5.41	2-21	GOV-1, GOV-2	
Transparency and Business Ethics Program							
Operations Transactions Evaluated for Corruption Risks							
Total Operations	number	13,122	11,821	9,424	11.19	GOV-3	EM-EP-510a.2
Number of Operations Evaluated	number	13,122	11,821	9,424	11.20	GOV-3	EM-EP-510a.2
Percentage of Operations Evaluated	percentage	100%	100%	100%	11.20	GOV-3	EM-EP-510a.2
Ethical Business Culture							
Total Number of CRCC per Year	number	121	412	141		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	\$0.777	\$0.71	\$0.51	415-1	GOV-5	
Local, Regional or National Political Campaigns/Organizations/Candidates	million of dollars	\$0	\$0.02	\$-	415-1	GOV-5	
Trade Associations or Tax-Exempt Groups	million of dollars	\$0.189	\$0.19	\$0.05	415-1	GOV-5	
Total	million of dollars	\$0.97	\$0.92	\$0.56	415-1	GOV-1	
Local Development							
Local suppliers from different regions involved in our activities	number	596	626	724	414-1, 414-2, 11.12.3		
Good Labour Practices (GLP)							
Labour Compliance Evolution Levels (Overall Score)	percentage	95.60%	92.50%	94.40%			
Good Labour Practices (GLP) controls	number	354	299	347	414-1414-2 11.12.3		
Skilled and unskilled workers evaluated	number	4,948	5,005	5,842	414-1414-2 11.12.3	SOC-4	
Man-hours in GLP processes	number	7,222	6,100	7,079	414-1414-2 11.12.3	SOC-4	
Percentage of Companies that Demonstrated Compliance with Agreed Labour and Community Legal Aspects	percentage	91.10%	86.03%	84.40%		SOC-2	
Percentage of Companies that Implemented Action Plans for Continuous Improvement	percentage	100%	99.26%	98.9%	414-1, 414-2		

Governance- A transparent and ethical business	UNITS	2024	2023	2022	GRI	IPECA	SASB
Supply Chain							
Goods and Services Procurement: Region/Geographic Area							
Local							
Purchases in millions of dollars	million of dollars	\$11.2	\$9.2	\$51.2	11.12	SHS-5	
Purchases as a percentage	percentage	4.65%	3.2%	5.6%	11.12	SHS-5	
Regional							
Purchases in millions of dollars	million of dollars	\$115	\$120.3	\$3.9	11.12	SHS-5	
Purchases as a percentage	percentage	48%	42.2%	0.4%	11.12	SHS-5	
National							
Purchases in millions of dollars	million of dollars	\$105	\$149.1	\$797.6	11.12	SHS-5	
Purchases as a percentage	percentage	44%	52.3%	87.4%	11.12	SHS-5	
International							
Purchases in millions of dollars	million of dollars	\$9.1	\$6.5	\$59.9	11.12	SHS-5	
Purchases as a percentage	percentage	4%	2.3%	6.6%	11.12	SHS-5	
Total purchases							
Purchases in millions of dollars	million of dollars	\$240.3	\$285.1	\$912.6	11.12	SHS-5	
Purchases as a percentage	percentage	100%	100%	100%	11.12	SHS-5	
ESG Supplier Evaluation							
Total Number of Evaluated Bidders	number	226	214	205	11.12	SHS-5	
Aspects							
Number of Evaluated Bidders on Environmental Aspects	number	38	133	164	11.12	SHS-5 SHS-5	
Number of New Evaluated Bidders and Suppliers on Environmental Aspects	number	8	81	87	11.12	SHS-5	
Percentage of New Suppliers Evaluated and selected Using Environmental Criteria	number	21.1%	3%	29%	11.12	SHS-5	
Evaluated Bidders and New Suppliers on Occupational Health							
Number of Evaluated Bidders on Occupational Health and Safety Aspects	number	220	63	151	11.12	SHS-5	
Number of Evaluated Bidders and Suppliers on Occupational Health and Safety Aspects	number	13	21	5	11.12	SHS-5	
Percentage of New Suppliers Evaluated and Selected Using Occupational Health and Safety Criteria	percentage	5.9%	100%	100%	11.12	SHS-5	
Evaluated Bidders and New Suppliers on Social Aspects							
Number of Evaluated Suppliers on Social Aspects	number	83	26	36	11.12	SHS-5	
Number of Evaluated Bidders and Suppliers on Social Aspects	number	6	2	4		SHS-5	
Percentage of New Suppliers Evaluated and Selected Using Occupational Health and Safety Criteria	percentage	7.2%	7.70%	11.40%	11.12	SHS-5	
Evaluated Bidders and New Suppliers on Quality Standards Aspects							
Number of Evaluated Bidders on Quality Standards Aspects	number	146	72	156	11.12	SHS-5	
Number of New Evaluated Bidders and Suppliers on Quality Standards Aspects	number	11	21	99	11.12	SHS-5	
Evaluated Suppliers on Governance Aspects							
Number of Suppliers Evaluated and Selected Using Compliance with AML, ATF/WMD Criteria	number	596	626	724	11.12	SHS-5	
Percentage of Suppliers Evaluated and Selected Using Compliance with AML, ATF/WMD Criteria	percentage	100%	100%	100%	11.12	SHS-5	
Number of Suppliers Selected to Provide Services or Goods to Canacol During the Year	number	596	626	34	11.12	SHS-5	

Governance- A transparent and ethical business	UNITS	2024	2023	2022	GRI	IPECA	SASB
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	596	624	724	2-23,2-24	SHS-5	
Number of Tier 1 Suppliers Evaluated and Classified as Critical (Classified as High Risk)	number	30	26	36	2-23,2-24	SHS-5	
Percentage of Tier 1 Suppliers Evaluated and Classified as Critical (Classified as High Risk)	percentage	5.00%	4.10%	4.97%	2-23,2-24	SHS-5	
Percentage of Purchases from Critical Tier 1 Suppliers	percentage	30%	36%	71.30%	2-23,2-24	SHS-5	
Number of Tier 1 Suppliers Evaluated and Classified as Non-Critical	number	0	0	0	2-23,2-24	SHS-5	
Percentage of Tier 1 Suppliers Evaluated and Classified as Non-Critical	percentage	0	0	0%	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	30	26	36	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	30	26	36	2-23,2-24	SHS-5	
Percentage of Current High Risk Suppliers Where Gaps Have Been Identified and Corrective Action Plans Have Been Implemented	number	29	26	36	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	96%	100%	100%	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	96%	100%	100%	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	0	45	2-23,2-24	SHS-5	
Number of Responses Received	number	0	0	40	2-23,2-24	SHS-5	
Number of Suppliers Identified with Medium or High Risk in Human Rights Issues	number	0	0	15	2-23,2-24	SHS-5	
Number of Training Sessions on Human Rights Due Diligence	number	2	4	5	2-23,2-24	SHS-5	
Performance Management Programs							
Contract Management Program							
Number of Trained and Certified Contract Managers	number	23	56	56	2-23,2-24	SHS-5	
SQM Performance Evaluation							
Number of SQM with Senior Management	number	38	26	42	2-23,2-24	SHS-5	
Number of Evaluated Suppliers	number	29	26	36	2-23,2-24	SHS-5	
Number of Evaluated Suppliers	number	38	26	39	2-23,2-24	SHS-5	
Philanthropic activities and contributions							
Tipo de actividades filantrópicas							
Total Social Investment	millions of dollars	\$1.636	\$2.41	\$3.13	415-1	GOV-5	
Donations	millions of dollars	\$0.154	\$0.24	\$0.13	415-1	GOV-5	
Community Investments	millions of dollars	\$0.573	\$1.51	\$2.99	415-1	GOV-5	
Type of Philanthropic Contributions							
Charitable Donations	millions of dollars	0	0		415-1	GOV-5	
Volunteer Time Contributions (During Paid Working Hours)	millions of dollars	0	0	0	415-1	GOV-5	
In-Kind Donations	millions of dollars	\$0.154	\$0.24	\$2.65	415-1	GOV-5	
Management Overheads	millions of dollars	\$0.755	\$0.66	\$0.46	415-1	GOV-5	
Total Philanthropic Contributions	millions of dollars	\$0.573	\$1.76	\$3.13	415-1	GOV-5	



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