

# GRI Content Index

**ESG Integrated report 2024**  
ENVIRONMENTAL • SOCIAL • GOVERNANCE



## GRI content index

Statement of use	This report covers the period from January 1 to December 31, 2024, unless stated otherwise, and includes information on 100% of Canacol operations in Colombia and Canada. <b>This report has been prepared using the GRI Standards in accordance, following the 2021 Sector Guide 11 for Oil and Gas.</b>
GRI used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI 11: Oil and Gas Sector 2021

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	OMISSION REASON	EXPLANATION	GRI SECTOR
General disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	About this Report, page 7. Gatefold - Strategic presence and operations, page 2.				
	2-2 Entities included in the organization's sustainability reporting	About this Report, page 7.				
	2-3 Reporting period, frequency and contact point	About this Report, page 7 (Annually, January 1 to December 31, 2024). About this Report (Contact point for more information), page 8.				
	2-4 Restatements of information	About this Report, page 7. Management report, page 40.				
	2-5 External assurance	About this Report, page 7. Limited assurance report on selected sustainability information included in Canacol Group Integrated Report ESG 2024, page 221.				
	2-6 Activities, value chain and other business relationships	Gatefold - Strategic presence and operations, page 2.				
	2-7 Employees	Gatefold - Employees, diversity and inclusion, page 5. Empowering our people (Employee Diversity), page 161.				
	2-8 Workers who are not employees	Gatefold - Employees, diversity and inclusion, page 5. Empowering our people (Employment and local developement), page 159.				
	2-9 Governance structure and composition	Sustainability governance, page 37. Corporate model, Board of Directors and Executive Team, page 56. A transparent and ethical business, Board of Directors and Committees, page 199. (Canacol's Board of Directors holds the responsibility, as mandated by law, for overseeing the management of the Company's business and affairs. They are tasked with the authority and legal obligation to safeguard and enhance the assets and competitiveness of the business. Acknowledging the increasing challenges associated with sustainability, Canacol has implemented measures to ensure that the Board is suitably equipped and trained to address these issues).				
	2-10 Nomination and selection of the highest governance body	Corporate model, Board of Directors and Executive Team, page 56. (The Board is responsible for managing its own affairs, which includes planning its composition, appointing its chairman, establishing committees, and determining compensation for its members. While consulting with management regarding candidates for nomination as board members is appropriate, the final decision lies with the existing independent members. The nomination and selection of members of the Board of Directors occurs annually).				
	2-11 Chair of the highest governance body	Corporate model, Board of Directors, page 56.				
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability governance, page 37. Corporate model, Board of Directors, page 56.				
	2-13 Delegation of responsibility for managing impacts	Sustainability governance, page 37.				
	2-14 Role of the highest governance body in sustainability reporting	Sustainability governance, page 37. Management report, page 40.				
	2-15 Conflicts of interest	A transparent and ethical business, (Culture of ethics, transparency, and compliance, Comprehensive Ethics, Compliance, and Anti-Corruption System), page 195. A transparent and ethical business, Board of Directors and Committees, page 199.				
	2-16 Communication of critical concerns	Sustainability governance, page 37.				
	2-17 Collective knowledge of the highest governance body	A transparent and ethical business, Board of Directors and Committees (ESG Committee: Strategic oversight of sustainability), page 201.				
	2-18 Evaluation of the performance of the highest governance body	A transparent and ethical business, Executive compensation plan, page 202. Annually, the Board of Directors establishes specific corporate performance objectives, which are based on business and performance indicators commonly used in the oil and natural gas industry. These objectives serve as the basis for determining executive compensation).				
	2-19 Remuneration policies	A transparent and ethical business, Executive compensation plan, page 202.				
	2-20 Process to determine remuneration	A transparent and ethical business, Executive compensation plan, page 202.				
	2-21 Annual total compensation ratio	Empowering our people, Ratios between Basic Salary and Remuneration of Women and Men, page 167. A transparent and ethical business, Executive Compensation Plan, page 202. CEO-to-employee pay average ratio in Canada and Colombia in 2024 (millions of dollars): -Total annual compensation of the Chief Executive Officer: \$1.24 -Average annual compensation of all employees except the CEO: \$ 0.23 -Chief Executive Officer's total annual compensation ratio versus median remuneration of employees (Canada and Colombia): \$4.73				



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	OMISSION REASON	EXPLANATION	GRI SECTOR
	2-22 Statement on sustainable development strategy	<b>Letters from the Board of Directors and CEO</b> , page 9. <b>Sustainability Governance</b> , page 37. <b>Sustainability strategy and contribution to the 2030 Agenda</b> , page 34. <b>Management report</b> , page 40.				
	2-23 Policy commitments	<b>A cleaner energy future</b> (HSEQ Policy, Energy Efficiency Policy, Economy and Waste Management Policy), page 68 to 69. <b>Empowering our people</b> , Human rights due diligence, page 142. <b>Empowering our people</b> , Human rights Training and Awareness, page 144. <b>Empowering our people</b> , Human rights Complaint Management, page 146. <b>Empowering our people</b> , Human Rights in the Value Chain, page 148. <b>Empowering our people</b> , Security and human rights, page 148. <b>A transparent and ethical business</b> , Comprehensive Ethics, Compliance, and Anti-Corruption System, page 195.				
	2-24 Embedding policy commitments	<b>Empowering our people</b> , Human rights due diligence, page 142. <b>A transparent and ethical business</b> , Comprehensive Ethics, Compliance and Anti-Corruption System, page 195.				
	2-25 Processes to remediate negative impacts	<b>Management report</b> , Legal matters, compliance, and debt profile, page 53. <b>Empowering our people</b> , Human rights due diligence, page 142. <b>A transparent and ethical business</b> , Comprehensive Ethics, Compliance, and Anti-Corruption System, page 195.				
	2-26 Mechanisms for seeking advice and raising concerns	<b>Management report</b> , Legal matters, compliance, and debt profile, page 53. <b>Management report</b> , (Ethics and Compliance), page 54. <b>Empowering our people</b> , Human rights Complaint Management, page 146.				
	2-27 Compliance with laws and regulations	<b>A transparent and ethical business</b> , Comprehensive Ethics, Compliance and Anti-Corruption System, page 195.				
	2-28 Membership associations	<b>Stakeholder engagement</b> , Memberships, Affiliations, and Strategic Partners, page 27.				
	2-29 Approach to stakeholder engagement	<b>Stakeholder engagement</b> , page 25.				
	2-30 Collective bargaining agreements	<b>Empowering our people</b> (Freedom of association), page 145. <b>Empowering our people</b> (Minimum notice periods for operational changes), page 178.				
Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	<b>Materiality analysis</b> , page 28.				
	3-2 List of material topics	<b>Materiality analysis</b> , page 28.				
Biodiversity						
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Stakeholder engagement</b> , page 25. <b>Materiality analysis</b> , page 28. <b>A cleaner energy future</b> , page 66.				
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	<b>A cleaner energy future</b> , From "Early Adopters" to TNFD References, page 94.				
	101-2 Management of biodiversity impacts	<b>A cleaner energy future</b> , Impact of Operations on Areas of Environmental and Biodiversity Importance, page 97. <b>A cleaner energy future</b> , Protection and Reforestation Actions, page 100. <b>A cleaner energy future</b> , Impact Mitigation Measures, page 99.				
	101-3 Access and benefit-sharing	<b>A cleaner energy future</b> , Access and Participation in Benefits, page 102. <b>A cleaner energy future</b> , Impact of Operations on Areas of Environmental and Biodiversity Importance, page 97. <b>A cleaner energy future</b> , Impact Mitigation Measures, page 99. <b>A cleaner energy future</b> , Fauna and Flora Monitoring: Biodiversity Risk Management, page 101.				
	101-4 Identification of biodiversity impacts	<b>A cleaner energy future</b> , Impact of Operations on Areas of Environmental and Biodiversity Importance, page 97.				
	101-5 Locations with biodiversity impacts	<b>A cleaner energy future</b> , Ecological Sensitivity in Operational Sites, page 95.				
	101-6 Direct drivers of biodiversity loss	<b>A cleaner energy future</b> , Impact of Operations on Areas of Environmental and Biodiversity Importance, page 97.				
	101-7 Changes to the state of biodiversity	<b>A cleaner energy future</b> , Impact of Operations on Areas of Environmental and Biodiversity Importance, page 97.				
	101-8 Ecosystem services	<b>A cleaner energy future</b> , Ecosystem Services Analysis, page 96.				
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<b>A cleaner energy future</b> , Ecosystem Services Analysis, page 96. <b>A cleaner energy future</b> , Impact of Operations on Areas of Environmental and Biodiversity Importance, page 97. <b>A cleaner energy future</b> , Ecological Sensitivity in Operational Sites, page 95.				
	304-2 Significant impacts of activities, products and services on biodiversity	<b>A cleaner energy future</b> , Ecosystem Services Analysis, page 96.				
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	<b>A cleaner energy future</b> , Protection and Reforestation Actions, page 100. <b>A cleaner energy future</b> , Impact Mitigation Measures, page 99.				
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	<b>A cleaner energy future</b> , Fauna and Flora Monitoring: Biodiversity Risk Management, page 101.				



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	OMISSION REASON	EXPLANATION	GRI SECTOR
Economic performance						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement, page 25. Materiality analysis, page 28. Gatefold - Financial performance and looking ahead, page 4. Management report, Financial results, page 40. Empowering our people, page 1277. A transparent and ethical business, page 188.				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Gatefold - Financial performance and looking ahead, page 4. Management report, Financial results, page 49.				11.14.2 11.21.2
	201-2 Financial implications and other risks and opportunities due to climate change	A cleaner energy future (Financial implications of climate change), page 84.				11.2.2
	201-3 Defined benefit plan obligations and other retirement plans		Not applicable	Not applicable	This indicator is not material for the sector, according to the Sector Guide 11 for Oil and Gas. Likewise, taking into account the current reality of our business, we do not consider the disclosure and management of this information to be material.	
	201-4 Financial assistance received from government		Not applicable	Not applicable	During fiscal year 2024 Canacol did not receive any financial assistance from the government. Additionally, the government is not present in Canacol Energy's shareholding structure.	11.21.3
Market presence						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement, page 25. Materiality analysis, page 28. Empowering our people, page 127.				
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Empowering our people, Ratios between Basic Salary and Remuneration of Women and Men, page 167.				
	202-2 Proportion of senior management hired from the local community	Empowering our people, Employment and Local Development, page 159.				11.11.2 11.14.3
Indirect economic impacts						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement, page 25. Materiality analysis, page 28.				
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Management report, Financial results, page 49.				11.14.4
	203-2 Significant indirect economic impacts	Management report, Financial results, page 49. (Canacol plays a pivotal role in one of Colombia's most vital economic sectors by contributing to tax revenues).				11.14.5
Procurement practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement, page 25. Materiality analysis, page 28. Empowering our people, page 127. A transparent and ethical business, page 188				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Empowering our people, Employment and Local Development, page 159.				11.14.6
Anti-corruption						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement, page 25. Materiality analysis, page 28. A transparent and ethical business, page 188.				
GRI 205: Anti- corruption 2016	205-1 Operations assessed for risks related to corruption	A transparent and ethical business, Corruption Risk Assessments in Operations, page 196. (No significant corruption risks were identified).				11.20.2
	205-2 Communication and training about anti-corruption policies and procedures	A transparent and ethical business, Appropriation of Anti- Corruption Policies and Procedure, page 196.				11.20.3
	205-3 Confirmed incidents of corruption and actions taken	A transparent and ethical business, Corruption Risk Assessments in Operations, page 196.				11.20.4
Anti-competitive behavior						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement, page 25. Materiality analysis, page 28. A transparent and ethical business, page 188.				
GRI 206: Anti- competitive Behavior 2016	206-1 Legal actions for anti- competitive behavior, anti-trust, and monopoly practices	A transparent and ethical business, Corruption Risk Assessments in Operations, page 196.				11.19.2



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	OMISSION REASON	EXPLANATION	GRI SECTOR
Tax						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement, page 25. Materiality analysis, page 28. Management report (Legal matters, compliance, and debt profile), page 53.				
GRI 207: Tax 2019	207-1 Approach to tax	Management report, Legal matters, compliance, and debt profile, page 53.				11.21.4
	207-2 Tax governance, control, and risk management	Management report, Legal matters, compliance, and debt profile, page 53. A transparent and ethical business, Risk and Opportunity Management, page 204.				11.21.5
	207-3 Stakeholder engagement and management of concerns related to tax	Management report, Legal matters, compliance, and debt profile, page 53. (As part of our commitment to transparency and governance, the Executive Committee and the Board of Directors regularly review and validate the fiscal strategy. Annually, the CEO and Board evaluates compliance and governance practices).				11.21.6
	207-4 Country-by-country reporting	Management report, Legal matters, compliance, and debt profile, page 53. ( We consistently provide information to external stakeholders regarding compliance with tax obligations and our tax approach).				11.21.7
Materials						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement, page 25. Materiality analysis, page 28.				
GRI 301: Materials 2016	301-1 Materials used by weight or volume		Not applicable	Not applicable	This indicator is not material for the sector, according to the Sector Guide 11 for Oil and Gas. This is consistent with our business model and the services we offered.	
	301-2 Recycled input materials used		Not applicable	Not applicable	This indicator is not material for the sector, according to the Sector Guide 11 for Oil and Gas. This is consistent with our business model and the services we offered.	
	301-3 Reclaimed products and their packaging materials		Not applicable	Not applicable	This indicator is not material for the sector, according to the Sector Guide 11 for Oil and Gas. This is consistent with our business model and the services we offered.	
Energy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement, page 25. Materiality analysis, page 28. A cleaner energy future, page 68.				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	A cleaner energy future, Energy consumption, page 86. A cleaner energy future, Total energy consumption in operations: In 2024, we carried out correction processes related to the calculation of absolute non-renewable energy consumption at the Jobo operation. This is reflected in the updated figures presented in the current ESG Report (pages 86 and 87).  A cleaner energy future, Environmental Management Rancho Hermoso, Energy: In 2024, we carried out a correction process regarding the calculation of non-renewable energy consumption at the Rancho Hermoso operation. This is reflected in the updated figures presented in the current ESG Report (page 120).	c. In joules, watt-hours or multiples, the total: ii. heating consumption iii. cooling consumption iv. steam consumption  d. In joules, watt-hours or multiples, the total: i. electricity sold ii. heating sold iii. cooling sold iv. steam sold	Not applicable	Canacol does not consume energy for heating, cooling, or steam processes.  Canacol cannot sell electricity, heating, cooling, or steam, as this is not permitted under Colombian regulations.	111.2
	302-2 Energy consumption outside of the organization	A cleaner energy future, Indirect GHG Emissions - Scope 3, page 91. (Scope 3 emissions are reported, including the category "fuels and energy", calculated in accordance with the "Corporate Value Chain Accounting and Reporting Standard (Scope 3), related to the GHG Protocol").				111.3
	302-3 Energy intensity	A cleaner energy future, Energy consumption, page 87. Energy intensity considers only renewable and non-renewable energy consumed within the operation. Electricity is not included in this indicator.  During 2024, we carried out correction processes related to the calculation of energy intensity at the Jobo operation. This is reflected in the updated figures presented in the current ESG Report (pages 87 and 88). During 2024, we presented for the first time the energy intensity calculation for the Rancho Hermoso operation, based on adjustments made to the energy consumption calculations for this operation. This is reflected in the updated figures presented in the current ESG Report (page 120).				111.4
	302-4 Reduction of energy consumption	A cleaner energy future, Energy consumption, page 87.				
	302-5 Reductions in energy requirements of products and services		Not applicable	Not applicable	This indicator is not material for the sector, according to the Sector Guide 11 for Oil and Gas. This is consistent with our business model and the services we offered.	



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	OMISSION	EXPLANATION	GRI SECTOR
				REASON		
Water and effluents						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement, page 25. Materiality analysis, page 28. A cleaner energy future, page 66.				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	A cleaner energy future, Water Management in Communities, page 107.				11.6.2
	303-2 Management of water discharge-related impacts	A cleaner energy future, Water Consumption by Source of Extraction, page 108.				11.6.3
	303-3 Water withdrawal	A cleaner energy future, Comprehensive Water Resource Management, page 104. A cleaner energy future, Water Resource Management Strategy, page 104. A cleaner energy future, Water Consumption by Source of Extraction, page 108. A cleaner energy future, environmental management at Rancho Hermoso, Water Management, page 122.	b. Total water withdrawal from all areas with water stress in megaliters.	Not applicable	Canacol does not extract water in areas of water stress.	11.6.4
	303-4 Water discharge	A cleaner energy future, Water Resource Management Strategy, page 104. A cleaner energy future, Water Consumption by Source of Extraction, page 108. A cleaner energy future, environmental management at Rancho Hermoso, Water Management, page 122.	c. Total water discharge to all areas with water stress in megaliters.	Not applicable	Canacol does not discharge water in areas of water stress.	11.6.5
	303-5 Water consumption	A cleaner energy future, Water Resource Management Strategy, page 104. A cleaner energy future, Water Consumption by Source of Extraction, page 108. A cleaner energy future, environmental management at Rancho Hermoso, Water Management, page 122.	b. Total water consumption from all areas with water stress in megaliters.	Not applicable	Canacol does not consume water in areas of water stress.	11.6.6
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement, page 25. Materiality analysis, page 28. A cleaner energy future, page 66.				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	A cleaner energy future, Direct Emissions Scope 1, page 89. A cleaner energy future, Environmental management at Rancho Hermoso, Scope 1 Emissions, page 121.				111.5
	305-2 Energy indirect (Scope 2) GHG emissions	A cleaner energy future, Indirect Emissions Scope 2, page 90. A cleaner energy future, Environmental management at Rancho Hermoso, Scope 2 Emissions, page 121.				111.6
	305-3 Other indirect (Scope 3) GHG emissions	A cleaner energy future, Value Chain Emissions - Scope 3, page 91. A cleaner energy future, Environmental management at Rancho Hermoso, Scope 3 Emissions, page 122.	c. Biogenic CO <sub>2</sub> emissions in metric tons of CO <sub>2</sub> equivalent	Information unavailable or incomplete	Canacol does not burn any type of biomass for energy generation or other uses, except for the biocontent present in the gasoline and diesel used in opera- tions, in accordance with Colombian fuel standards. The biogenic CO <sub>2</sub> emis- sions associated with the use of biofuels are reported in the Sus- tainability Report and are classified under the category 'Other GHG emissions,' as required by the GHG Protocol.  With respect to Canacol's Scope 3 biogenic emissions, these could poten- tially occur mainly under Category 5: 'Waste generated in operations,' consider- ing two key aspects: (i) the type of waste and (ii) the end-of-life treatment activities applied to the waste. It should be noted, however, that Canacol does NOT carry out any biological treat- ment of the waste it generates.  Additionally, biogenic emissions could also arise under Category 3: 'Fuel- and ener- gy-related activities (not included in Scope 1 or Scope 2).'	111.7



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	OMISSION		GRI SECTOR
				REASON	EXPLANATION	
					In conclusion, due to the challenges in estimating biogenic emissions across the various Scope 3 categories, such emissions are not calculated—i.e., they are omitted due to a lack of information on key variables such as: (i) lack of knowledge about the characteristics of landfills and treatment facilities used by each waste manager, and (ii) limited clarity about the types of fuels used by our suppliers.	
	305-4 GHG emissions intensity	<b>Gatefold</b> -Our environmental commitment, page 5. <b>A cleaner energy future</b> , Emissions Intensity, page 90. <b>A cleaner energy future</b> , Environmental management at Rancho Hermoso, Emissions Intensity, page 122.				11.1.8
	305-5 Reduction of GHG emissions	<b>A cleaner energy future</b> , Greenhouse Gas (GHG) Emissions, page 89. <b>A cleaner energy future</b> , Direct Emissions Scope 1, page 89. <b>A cleaner energy future</b> , Indirect Emissions Scope 2, page 90. <b>A cleaner energy future</b> , Value Chain Emissions - Scope 3, page 91.  Literal c. Base year or baseline, including the justification for its selection: The base year selected for Canacol's climate targets (Scopes 1 and 2) is 2022. This year was chosen based on the most suitable analysis scenario as calculated and defined in our Decarbonization Master Plan, considering technical and economic variables. Currently, our base year is under review due to updates in our climate and corporate strategies (both operational and financial), as well as new national and international requirements, trends, and demands.  Literal e. Standards, methodologies, assumptions, and calculation tools used: The progress calculations presented in this report are made relative to the previous reporting year (2023). The calculation is carried out using the following formula: $((2024 \text{ value} - 2023 \text{ value}) / 2023 \text{ value}) * 100$				11.2.3
	305-6 Emissions of ozone-depleting substances (ODS)		Not applicable	Not applicable	This indicator is not material for the sector, according to the Sector Guide 11 for Oil and Gas. This is consistent with our business model, operation and the services we offered.	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<b>A cleaner energy future</b> , Air Quality, Other Emissions, page 93.				11.3.2
<b>Waste</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<b>Stakeholder engagement</b> , page 25. <b>Materiality analysis</b> , page 28. <b>A cleaner energy future</b> , page 66.				
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	<b>A cleaner energy future</b> Waste Management, page 118.				11.5.2
	306-2 Management of significant waste-related impacts	<b>A cleaner energy future</b> , Our Circular Economy Performance, page 114. (In 2024, we achieved certification under the Zero Waste Standard in Colombia, awarded by ICONTEC. We are proud to have received the highest rating, the GOLD category, as we reached a recovery rate of over 70% of the waste generated).				11.5.3
	306-3 Waste generated	<b>A cleaner energy future</b> , Waste Generation and Number of Wells, page 115. <b>A cleaner energy future</b> , Our environmental management at Rancho Hermoso, Waste, page 123.				11.5.4 11.8.2
	306-4 Waste diverted from disposal	<b>A cleaner energy future</b> , Waste Management, page 116. <b>A cleaner energy future</b> , Our environmental management at Rancho Hermoso, Waste, page 123.				11.5.5
	306-5 Waste directed to disposal	<b>A cleaner energy future</b> , Waste Management, page 116. <b>A cleaner energy future</b> , Our environmental management at Rancho Hermoso, Waste, page 123.				11.5.6
<b>Supplier environmental assessment</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<b>Stakeholder engagement</b> , page 25. <b>Materiality analysis</b> , page 26. <b>A cleaner energy future</b> , page 66 <b>Empowering our people</b> , page 127.				



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	OMISSION REASON	EXPLANATION	GRI SECTOR
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	<b>A cleaner energy future</b> , Value Chain Emissions - Scope 3, page 91. We integrate environmental, social, and governance criteria in the acquisition of goods and services, as well as in the transportation and logistics activities for inputs and products. <b>A cleaner energy future</b> , Fauna and Flora Monitoring: Biodiversity Risk Management, page 102. We measure key metrics such as water and resource consumption, ensuring that contractors and suppliers align with our commitment to biodiversity protection through responsible and respectful practices that support our sustainability objectives. <b>A cleaner energy future</b> , Waste Management, pag. 116. <b>A transparent and ethical business</b> , Labor Practices, pag. 211. <b>A transparent and ethical business</b> , Supplier Selection, pag. 212.				
	308-2 Negative environmental impacts in the supply chain and actions taken	<b>A cleaner energy future</b> , Value Chain Emissions - Scope 3, page 91. We integrate environmental, social, and governance criteria in the acquisition of goods and services, as well as in the transportation and logistics activities for inputs and products. <b>A cleaner energy future</b> , Fauna and Flora Monitoring: Biodiversity Risk Management, page 102. We measure key metrics such as water and resource consumption, ensuring that contractors and suppliers align with our commitment to biodiversity protection through responsible and respectful practices that support our sustainability objectives. <b>A cleaner energy future</b> , Waste Management, pag. 116. <b>A transparent and ethical business</b> , Supply Chain, pag. 211. <b>A transparent and ethical business</b> , Labor Practices, pag. 212.				
Employment						
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Stakeholder engagement</b> , page 25. <b>Materiality analysis</b> , page 28. <b>Empowering our people</b> , page 127.				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	<b>Empowering our people</b> ( Hiring New Employees and Staff Turnover) page 179.				11:10.2
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<b>Empowering our people</b> ( Hiring New Employees and Staff Turnover) page 179.				11:10.3
	401-3 Parental leave	<b>Empowering our people</b> (Parental leave), page 183.				11:10.4 11:11.3
Labor/management relations						
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Stakeholder engagement</b> , page 25. <b>Materiality analysis</b> , page 28. <b>Empowering our people</b> , page 127.				
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	<b>Empowering our people</b> , Minimum Notice Periods for Operational Changes, page 178.				11:7.2 11:10.5
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Stakeholder engagement</b> , page 25. <b>Materiality analysis</b> , page 28. <b>Empowering our people</b> , page 127.				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	<b>Empowering our people</b> , Integrated health and safety management, page 138. <b>Empowering our people</b> , Accidents and occupational injuries, page 138. <b>Empowering our people</b> , Consolidated indicators, page 139.				11:9.2
	403-2 Hazard identification, risk assessment, and incident investigation	<b>Empowering our people</b> , Hazard identification and risk assessment, page 136.				11:9.3
	403-3 Occupational health services	<b>Empowering our people</b> , Hazard identification and risk assessment, page 140.				11:9.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	<b>Empowering our people</b> , Participation and communication on health and safety at work, page 136.				11:9.5
	403-5 Worker training on occupational health and safety	<b>Empowering our people</b> , Health and safety training and prevention, page 136.				11:9.6
	403-6 Promotion of worker health	<b>Empowering our people</b> , Health and safety training and prevention, page 136.				11:9.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<b>Empowering our people</b> , Health and safety training and prevention, page 136.				11:9.8
	403-8 Workers covered by an occupational health and safety management system	<b>Empowering our people</b> , Integrated health and safety management, page 138.				11:9.9
	403-9 Work-related injuries	<b>Empowering our people</b> , Accidents and occupational injuries, page 138. <b>Empowering our people</b> , Consolidated indicators, page 139.				11:9.10
	403-10 Work-related ill health	<b>Empowering our people</b> , Accidents and occupational injuries, page 138. <b>Empowering our people</b> , Consolidated indicators, page 139.				11:9.11
Training and education						
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Stakeholder engagement</b> , page 25. <b>Materiality analysis</b> , page 28. <b>Empowering our people</b> , page 127.				



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	OMISSION REASON	EXPLANATION	GRI SECTOR
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Empowering our people, Training and Development, page 172.				1110.6 1111.4
	404-2 Programs for upgrading employee skills and transition assistance programs	Empowering our people, Training and Development, page 172.	b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	Not applicable	Canacol does not currently have transition assistance programs in place.	117.3 1110.7
	404-3 Percentage of employees receiving regular performance and career development reviews	Empowering our people, Commitment to Workers, page 171.				
Diversity and equal opportunity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement, page 25. Materiality analysis, page 28. Empowering our people, page 127.				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Corporate model, page 55. Empowering our people, Employee diversity, page 161. Empowering our people, DEI Survey, page 166. Literal a. it is disclosed in the Board Diversity section "A transparent and ethical business".				1111.5
	405-2 Ratio of basic salary and remuneration of women to men	Empowering our people, Ratios between Basic Salary and Remuneration of Women and Men, page 167.				1111.6
Non-discrimination						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement, page 25. Materiality analysis, page 28. Empowering our people, page 127.				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Empowering our people (Policies for the prevention of discrimination and workplace harassment), page 184.				1111.7
Freedom of association and collective bargaining						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement, page 25. Materiality analysis, page 28. Empowering our people, page 127. A transparent and ethical business, page 188.				
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Empowering our people, Freedom of Association, page 145. No operations and/or suppliers were identified as posing risks related to the right to freedom of association.				1113.2
Child labor						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement, page 25. Materiality analysis, page 28. Empowering our people, page 127. A transparent and ethical business, page 188.				
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Empowering our people, Human Rights in the Value Chain, page 148.				
Forced or compulsory labor						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement, page 25. Materiality analysis, page 28. Empowering our people, page 127. A transparent and ethical business, page 188.				
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	A transparent and ethical business, Labor Practices, page 211.				1112.2
Security practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement, page 25. Materiality analysis, page 28. Empowering our people, page 24.				
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Empowering our people, Human rights Training and Awareness, page 144.				1118.2
Rights of indigenous peoples						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement, page 25. Materiality analysis, page 28. Empowering our people, page 127. A transparent and ethical business, page 188.				
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Empowering our people, Human rights due diligence, page 142. No incidents of violations of the rights of Indigenous Peoples were reported in 2024.				1117.2
Local communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement, page 25. Materiality analysis, page 28. Empowering our people, page 127.				



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	OMISSION REASON	EXPLANATION	GRI SECTOR
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	<b>Management report</b> , Operational performance, page 47. <b>Empowering our people</b> , Impact and Management of Operations in Local Communities, page 152.	a. Percentage of operations with implemented local community engagement, impact assessments, and/ or development programs, including the use of: i. social impact assessments, including gender impact assessments, based on participatory processes; ii. environmental impact assessments and ongoing monitoring; iii. public disclosure of results of environmental and social impact assessments.	Information unavailable/ incomplete	Canacol performs social and environmental impact assessments, however these are not performed for 100% of the projects. Currently, within the Company's ESG strategy, it was established to measure 60% of the impact of social investment projects by 2024. This information is expected to be publicly disclosed by 2025.	11:5.2
	413-2 Operations with significant actual and potential negative impacts on local communities	<b>Management report</b> , Operational performance, page 47. <b>Empowering our people</b> , Impact and Management of Operations in Local Communities, page 152.				11:5.3
Supplier social assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Stakeholder engagement</b> , page 25. <b>Materiality analysis</b> , page 28. <b>Empowering our people</b> , page 127.				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	<b>A transparent and ethical business</b> , Supplier Selection, page 212.				11:10.8 11:12.3
	414-2 Negative social impacts in the supply chain and actions taken	<b>A transparent and ethical business</b> , Supply Chain , page 214.				11:10.9
Public policy						
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Stakeholder engagement</b> , page 25. <b>Materiality analysis</b> , page 28. <b>A transparent and ethical business</b> , page 188.				
GRI 415: Public Policy 2016	415-1 Political contributions	<b>Management report</b> , Legal matters, compliance, and debt profile, Ethics and Compliance, page 53. <b>A transparent and ethical business</b> , Political Influence, page 197.				11:22.1
Customer health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Stakeholder engagement</b> , page 25. <b>Materiality analysis</b> , page 28. <b>A transparent and ethical business</b> (Our commitment to HSEQ), page 185.				
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	<b>Empowering our people</b> , Hazard identification and risk assessment, page 136.				11:3.3
	416-2 Incidents of non- compliance concerning the health and safety impacts of products and services		Not applicable	Not applicable	This indicator is not material for the sector, according to the Sector Guide 11 for Oil and Gas. This is consistent with our business model, operation and the services we offered.	
Marketing and labeling						
GRI 3: Material Topics 2021	3-3 Management of material topics		Not applicable	Not applicable	This indicator is not material for the sector, according to the Sector Guide 11 for Oil and Gas. This is consistent with our business model, operation and the services we offered.	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling		Not applicable	Not applicable	This indicator is not material for the sector, according to the Sector Guide 11 for Oil and Gas. This is consistent with our business model, operation and the services we offered.	
	417-2 Incidents of non- compliance concerning product and service information and labeling		Not applicable	Not applicable	This indicator is not material for the sector, according to the Sector Guide 11 for Oil and Gas. This is consistent with our business model, operation and the services we offered.	
	417-3 Incidents of non- compliance concerning marketing communications		Not applicable	Not applicable	This indicator is not material for the sector, according to the Sector Guide 11 for Oil and Gas. This is consistent with our business model, operation and the services we offered.	



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION		OMISSION		GRI SECTOR
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Customer privacy						
GRI 3: Material Topics 2021	3-3 Management of material topics		Not applicable	Not applicable	This indicator is not material for the sector, according to the Sector Guide 11 for Oil and Gas. This is consistent with our business model, operation and the services we offered.	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		Not applicable	Not applicable	This indicator is not material for the sector, according to the Sector Guide 11 for Oil and Gas. This is consistent with our business model, operation and the services we offered.	





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