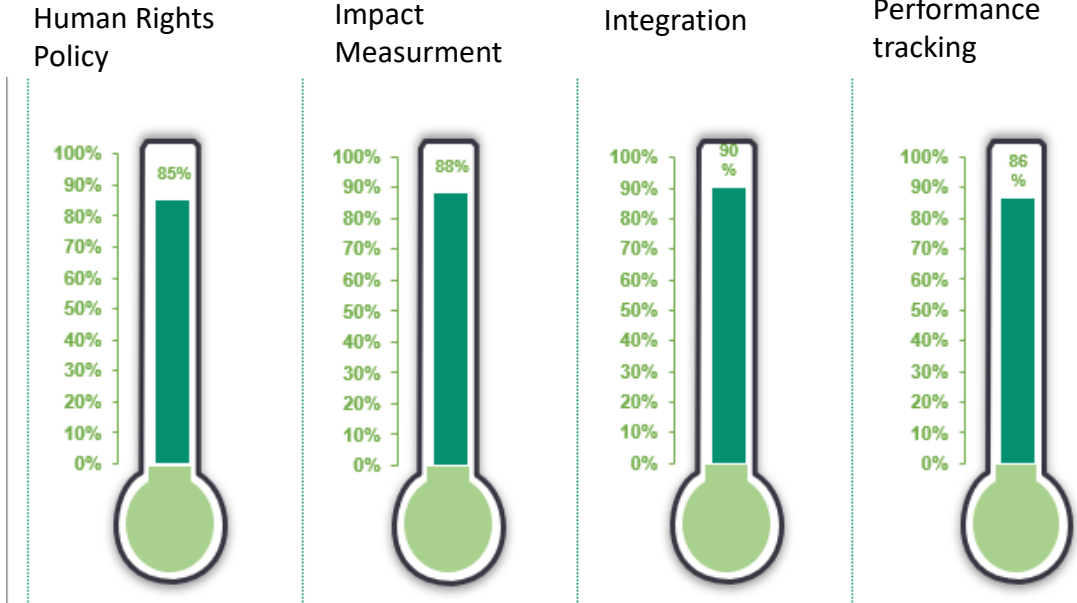


Human Rights Evaluation Results

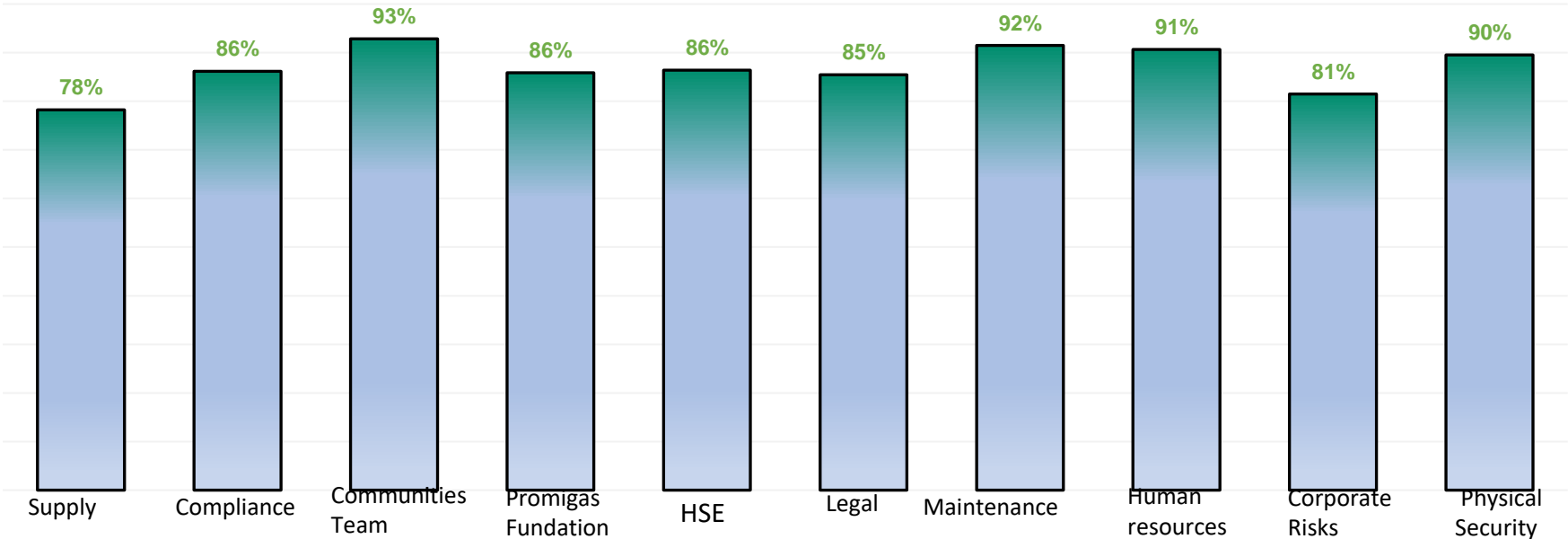
Results Human Rights Assessment – EY

Evaluation in the following areas

- Corporate Risks
 - Compliance
 - Supply
 - HSE
 - Foundation
- Human resources
 - Legal
 - Physical Security
 - Maintenance
 - Communities
 -
 -



Maturity percentage per process



Results Human Rights Assessment – EY

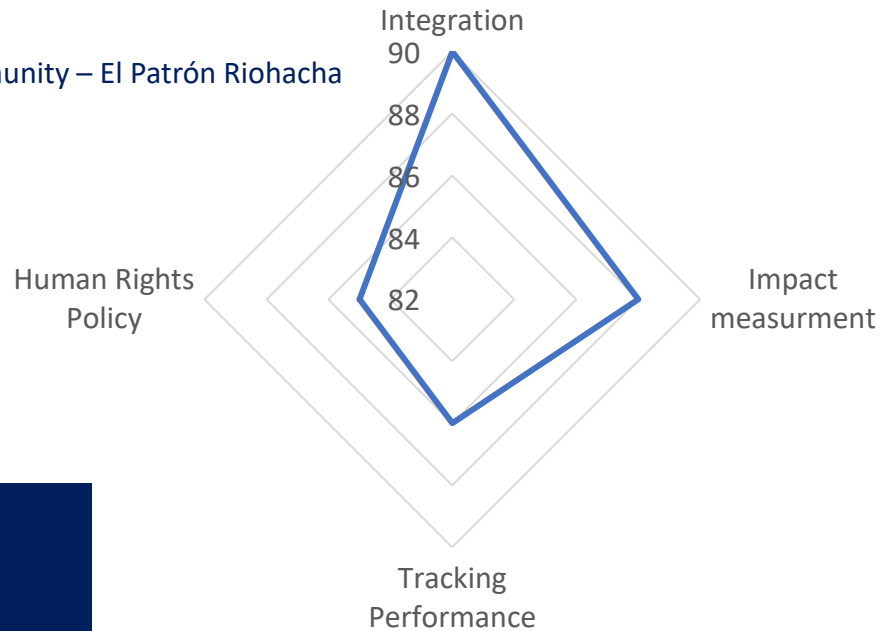
AREA	No de actions
Supply	2
Compliance	2
Communities Team	3
Promigas Foundation	2
HSE	1
Legal	1
Maintenance	1
Human resources	4
Corporate risks	3
Physical security	2
All	1
Total general	22

Some suggested actions

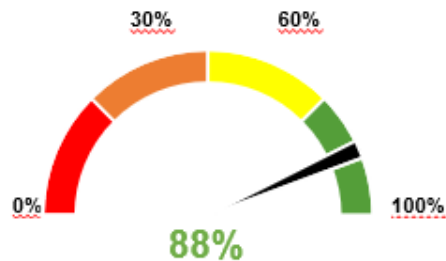
1. Changes to Policy, Procedures, Formats
2. Inclusion of new aspects in checklists for field work
3. Diversity and inclusion issues
4. Education and training
5. Protocol of attention to human rights cases
6. Changes for PQRS Care
7. Risk monitoring and controls

Results Human Rights Assessment – EY

Pilot Community – El Patrón Riohacha



Nivel de Madurez



Featured Actions

Contribution to the local economy
Improvement in the quality of life of the inhabitants

Action Plan

- Establish and document guidelines on when community characterization is relevant
- Develop indicators to measure social impacts in the community
- Establish specific approaches in the field of human rights, where it is socialized in what way Promigas respects and cares for the violation of Human Rights.
- Evaluate the creation of a protocol with steps to follow for the relocation of families in favorable and fair conditions, to anticipate if we need to do so.
- Document in which specific cases the hiring of local labor is made and the reasons why it can occur. Promote the use of PQR reporting channels that ensure the integrity and confidentiality of information.
- Operationalize the policy through processes and activities that denote an integral management that includes its measurement, monitoring and follow-up.