

ESG

# A TRANSPARENT AND ETHICAL BUSINESS

Our governance system ensures regulatory compliance, monitors our performance, facilitates timely decision-making, and transparently discloses information, demanding integrity, timely, reliable, and truthful accountability from our leaders, employees, and contractors.

## Excellence in corporate governance

1

Annual Formal Board Evaluation by External Consultant.

2

5 Board Committees-Included ESG Committee.

3

Our Board of Directors' independence rate is 88%.

4

Short and long-term compensation linked to performance metrics & ESG KPIs.

5

Fully Independent Audit, Governance & Nominating Committees.

6

Robust codes & policies.

## RISK MANAGEMENT



- **Included risk management as a KPI for all employees.**
- **The Audit Committee** is composed of four independent members of the Board of Directors and is responsible for reviewing policies and processes to identify, evaluate, and effectively **manage the principal business risks.**
- **Trained 100% of employees in riskmanagement practices.**

## CYBERSECURITY



- Canacol's practices **are fully aligned with ISO IEC 27001 : 2013** Information Security Standard.
- Provided IT culture and cyber security **training to 100% of staff and critical contractors.**
- **Included the Security Awareness Program** as a component of annual individual performance reviews.

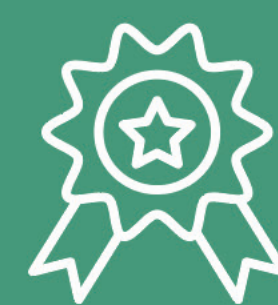
## ETHICS COMPLIANCE AND TRANSPARENCY



Canacol proudly joined the United Nations Global Compact, aligning our business practices with its principles in human rights, labor, environment, and anti-corruption.



We engaged in a complete assessment of the operational transactions of Canacol, and of our 10,520 operations, none were identified as having any significant corruption risk.



### In 2022, there were no reports of:

- No corruption or bribery cases.
- No discrimination or harassment.
- No breaches of customers privacy data.
- No conflicts of interest.
- No money laundering or insider trading.

\*All figures as of 2022