

## Autopistas del Nordeste

<b>404-1 AVERAGE HOURS OF TRAINING PER EMPLOYEE</b>		
<b>Concession</b>		
Training overall average	Mean	15.01
<b>Gender</b>		
<b>Women</b>	<b>Number</b>	
Average training	Mean	11.7
<b>Men</b>	<b>Number</b>	
Average training	Mean	20.8
<b>Job categories</b>		
<b>Job category 1 - Executives</b>	<b>Number</b>	
Average training	Mean	0.0
<b>Job category 2 - Managers</b>	<b>Number</b>	
Average training	Mean	78.3
<b>Job category 3 - Area directors</b>	<b>Number</b>	
Average training	Mean	89.1
<b>Job category 4 - Specialists</b>	<b>Number</b>	
Average training	Mean	38.4
<b>Job category 5 - Other levels</b>	<b>Number</b>	
Average training	Mean	7.9

<b>401-1 NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER</b>		
<b>Total number of new employee hires in 2019</b>		
<b>By sex</b>	<b>Number</b>	<b>24</b>
Men	Number	9
Women	Number	15
<b>By age</b>	<b>Number</b>	<b>24</b>
Under 30 years old	Number	17
31 to 40 years old	Number	5
41 to 50 years old	Number	2
51 to 60 years old	Number	0
Over 61 years old	Number	0
<b>New hire rate</b>		
<b>By sex</b>	<b>Rate</b>	
Men	Rate	38%
Women	Rate	63%
<b>By age</b>	<b>Rate</b>	
Under 30 years old	Rate	71%
31 to 40 years old	Rate	21%
41 to 50 years old	Rate	8%
51 to 60 years old	Rate	0%
Over 61 years old	Rate	0%
<b>Total number of employees who left the organization in 2019</b>		
		<b>17.0</b>
<b>By sex</b>	<b>Number</b>	<b>17</b>
Men	Number	6
Women	Number	11
<b>By age</b>	<b>Number</b>	<b>17</b>
Under 30 years old	Number	10
31 to 40 years old	Number	4
41 to 50 years old	Number	2
51 to 60 years old	Number	1
Over 61 years old	Number	0
<b>Rate of employees who left the organization</b>		
<b>By sex</b>	<b>Rate</b>	<b>35%</b>
Men	Rate	65%
Women	Rate	
<b>By age</b>	<b>Rate</b>	<b>59%</b>
Under 30 years old	Rate	24%
31 to 40 years old	Rate	12%
41 to 50 years old	Rate	6%
51 to 60 years old	Rate	0%
Over 61 years old	Rate	0%

<b>305-1 DIRECT GHG EMISSIONS (SCOPE 1)</b>		
<b>Concession</b>		
Total emissions	tonCO <sup>2</sup> e	155.84

<b>305-2 INDIRECT GHG EMISSIONS IN ENERGY GENERATION (SCOPE 2)</b>		
<b>Concession</b>		
Scope 2 emissions	tonCO <sup>2</sup> e	112

<b>403-9 WORK-RELATED INJURIES</b>		
<b>Direct employees</b>		
<b>Deaths</b>		
Number of deaths caused by work-related injuries or accidents		0
Rate of deaths caused by work-related injuries or accidents		0
<b>Work-related injuries</b>		
Number of work-related injuries		5
Frequency index*		19*
<b>Contractors</b>		
<b>Deaths</b>		
Number of deaths caused by work-related injuries or accidents		0
Rate of deaths caused by work-related injuries or accidents		0
<b>Work-related injuries</b>		
Number of work-related injuries		0
Rate of work-related injuries		0

\*Footnote: For this calculation, K is equal to one million. However, this is not the constant actually used by the concession.

<b>413-1 OPERATIONS WITH LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMS</b>		
Percentage of operations with local community engagement, impact assessments, and/or development programs		100.00%

<b>OD-RC01. SOCIAL INVESTMENT AND MEANS THROUGH WHICH SOCIAL INVESTMENTS ARE MADE</b>		
<b>The organization's social investment</b>	<b>Amount 2019 (USD)</b>	<b>COP</b>
Amount	USD 0.00	COP 0.00
In-kind	USD 4,641.00	COP 15,208,838.49
Time	USD 1,484.00	COP 4,863,907.05
Administrative expenses	USD 3,254.00	COP 10,664,079.69
Total	USD 9,379.00	COP 30,736,825.23
<b>Investments by the organization</b>	<b>Amount 2019 (USD)</b>	<b>COP</b>
Investments in the community	USD 1,484.00	COP 4,863,907.05
Donations	USD 4,641.00	COP 15,208,838.49
Commercial initiatives in the community	0	COP 0.00
Total	USD 6,125.00	COP 20,072,745.54

## Autopistas del Café

<b>401-1 NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER</b>		
<b>Concession</b>	<b>Units</b>	<b>2019 records</b>
<b>Total number of new employees in 2019</b>	<b>Number</b>	<b>44</b>
<b>By sex</b>		
Men	Number	21
Women	Number	23
<b>By age</b>		
Under 30 years old	Number	18
31 to 40 years old	Number	21
41 to 50 years old	Number	4
51 to 60 years old	Number	1
Over 61 years old	Number	0
<b>New hire rate</b>	<b>Rate</b>	<b>12.83%</b>
<b>By sex</b>		
Men	Rate	47.73%
Women	Rate	52.27%
<b>By age</b>		
Under 30 years old	Rate	40.91%
31 to 40 years old	Rate	47.73%
41 to 50 years old	Rate	9.09%
51 to 60 years old	Rate	2.27%
Over 61 years old	Rate	0.00%
<b>Total number of employees who left the organization in 2019</b>	<b>Number</b>	<b>36</b>
<b>By sex</b>		
Men	Number	18
Women	Number	18
<b>By age</b>		
Under 30 years old	Number	8
31 to 40 years old	Number	21
41 to 50 years old	Number	7
51 to 60 years old	Number	0
Over 61 years old	Number	0
<b>Turnover rate</b>	<b>Rate</b>	<b>10.00%</b>
<b>By sex</b>		
Men	Rate	50.00%
Women	Rate	50.00%
<b>By age</b>		
Under 30 years old	Rate	22.22%
31 to 40 years old	Rate	58.33%
41 to 50 years old	Rate	19.44%
51 to 60 years old	Rate	0.00%
Over 61 years old	Rate	0.00%

<b>403-9 WORK-RELATED INJURIES</b>		
<b>Direct employees</b>	<b>Units</b>	<b>2019 records</b>
Total accidents	Number	13.00
Days absent due to accidents	Days	876.00
Total occupational diseases	Number	1.00
Days absent due to occupational diseases	Days	90.00
Death due to work-related accidents	Number	-
Frequency index	Number	16.21
Severity index	Number	1,092.30
Occupational disease index	Number	1.25
<b>Contractors</b>		
Total accidents	Number	13.00
Total occupational diseases	Number	0.00
Days absent due to occupational diseases	Days	0.00
Deaths	Number	0.00
Frequency index (per 1 million work hours)	Number	11.77
Severity index (per 1 million work hours)	Number	38.03
<b>302-1 ENERGY CONSUMPTION WITHIN THE ORGANIZATION</b>		
<b>Concession / operation</b>		
<b>Non-renewable sources</b>		
Diesel fuel consumption in GJ	GJ	2898
ACPM	GJ	19,763.00
Gasoline consumption in GJ	GJ	3365
Gasoline	GJ	25538
<b>Renewable sources</b>		
Purchased energy consumption	GJ	1690
Purchased energy consumption	GJ	469413
<b>Consortium - Construction</b>		
Diesel fuel consumption in GJ	GJ	3408
Gasoline consumption in GJ	GJ	726
<b>Renewable sources</b>		
Purchased energy consumption	GJ	257
Purchased energy consumption	GJ	71348
<b>Consolidated</b>		
Diesel fuel consumption in GJ	GJ	6306
Gasoline consumption in GJ	GJ	4091
<b>Renewable sources</b>		
Purchased energy consumption	GJ	1947
<b>305-1 DIRECT GHG EMISSIONS (SCOPE 1)</b>		
<b>Concession / operation</b>		
Total emissions	tonCO <sup>2</sup> e	390.02
<b>305-2 INDIRECT GHG EMISSIONS IN ENERGY GENERATION (SCOPE 2)</b>		<b>85</b>
<b>Concession / operation</b>		
Scope 2 emissions	TonCo <sup>2</sup> e	74
<b>Consortium (construction)</b>		
Scope 2 emissions	TonCo <sup>2</sup> e	11

### 303-4 WATER DISCHARGE

Total water discharge in all areas (in mega-liters) and breakdown of the total by the following destination types, as appropriate:	MI	1.7
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### 303-5 WATER CONSUMPTION

#### Concession / operation

Total water consumption (in m <sup>3</sup> ) in all areas	m <sup>3</sup>	1555.64
Total water consumption (in mega-liters) in all areas under hydric stress	MI	0
Change in water storage (in mega-liters), whenever water storage is known to have a significant impact on the water.	MI	0

### 306-2 WASTE BY TYPE AND DISPOSAL METHOD

Consolidated	ton	10.82
Total weight of hazardous wastes	ton	6.28
Incineration (mass burning)	ton	6.11
Safety landfill	ton	0.17
Total weight of NON-hazardous wastes	ton	4.54
Recycling	ton	2.60
Landfill	ton	1.94
<b>Consortium</b>		
Total weight of hazardous wastes	ton	2.03
Incineration (mass burning)	ton	2.03
Total weight of NON-hazardous wastes	ton	2.15
Recycling	ton	0.22
Landfill	ton	1.94
<b>Concession</b>		
Total weight of hazardous wastes	ton	4.3
Incineration (mass burning)	ton	4.1
Safety landfill	ton	0.2
Total weight of NON-hazardous wastes	ton	2.4
Recycling	ton	2.4

### OD-RC01. SOCIAL INVESTMENT AND MEANS THROUGH WHICH SOCIAL INVESTMENTS ARE MADE

#### Social investments made

Cash provided for social investments	Millions of pesos	COP 41,760,504
Equivalent amount of in-kind contributions	Millions of pesos	COP 26,793,294
Time investment in volunteer work	Millions of pesos	COP 4,491,241

#### Means through which the organization makes the investments

Investments in the Community	Millions of pesos	COP 14,148,173
Donations	Millions of pesos	COP 21,136,362
Commercial initiatives in the community	Millions of pesos	COP 37,760,000

### 413-1 PERCENTAGE OF OPERATIONS WITH LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMS

Percentage of operations with local community engagement, impact assessments, and/or development programs	100%
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# Boulevard Turístico del Atlántico

**BTA**

<b>404-1 AVERAGE HOURS OF TRAINING PER EMPLOYEE</b>		
<b>Concession</b>		
<b>Training overall average</b>	<b>Average</b>	<b>13.4</b>
<b>Gender</b>		
<b>Women</b>		
Average training	Average	16.3
<b>Men</b>		
Average training	Average	11.7
<b>Job categories</b>		
<b>Job category 1 - Executives</b>		
Average training	Average	20.1
<b>Job category 2 - Managers</b>		
Average training	Average	71.2
<b>Job category 3 - Area directors</b>		
Average training	Average	78.5
<b>Job category 4 - Specialists</b>		
Average training	Average	44.3
<b>Job category 5 - Other levels</b>		
Average training	Average	8.4

<b>401-1 NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER</b>		
<b>Total number of new employees in 2019</b>		
<b>By sex</b>		<b>7</b>
Men		3
Women		4
<b>By age</b>		<b>7</b>
Under 30 years old		2
31 to 40 years old		4
41 to 50 years old		1
<b>New hire rate</b>		
<b>By sex</b>		
Men		43%
Women		57%
<b>By age</b>		<b>100%</b>
Under 30 years old		29%
31 to 40 years old		57%
41 to 50 years old		14%
<b>Total number of employees who left the organization in 2019</b>		<b>6.12%</b>
By sex		3
Men		1
Women		2
<b>By age</b>		<b>3</b>
Under 30 years old		1
31 to 40 years old		2
<b>Turnover rate</b>		
<b>By sex</b>		
Men		33%
Women		67%
<b>By age</b>		
Under 30 years old		33%
31 to 40 years old		67%
<b>305-1 DIRECT GHG EMISSIONS (SCOPE 1)</b>		
Total emissions	tonCO <sub>2</sub> e	166.56
<b>305-2 INDIRECT GHG EMISSIONS IN ENERGY GENERATION (SCOPE 2)</b>		
Scope 2 emissions	tonCO <sub>2</sub> e	70.95
<b>413-1 OPERATIONS WITH LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMS</b>		
Percentage of operations with local community engagement, impact assessments, and/or development programs	%	100.00%



**403-9 WORK-RELATED INJURIES****Direct employees****Deaths** **0.0**

Number of deaths caused by work-related injuries or accidents	Number	0.0
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Rate of deaths caused by work-related injuries or accidents	Rate	0.0
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**Work-related injuries**

Number of work-related injuries	Number	2.0
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Frequency index	Index	17.0
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**Contractors****Deaths**

Number of deaths caused by work-related injuries or accidents		0.0
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Rate of deaths caused by work-related injuries or accidents		0.0
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**Work-related injuries**

Number of work-related injuries		0.0
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**OD-RC01. SOCIAL INVESTMENT AND MEANS THROUGH WHICH SOCIAL INVESTMENTS ARE MADE****Social investments made**

Equivalent amount of in-kind contributions	Millions of pesos	COP 78,480,146.4
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**Means through which the organization makes the investments** **Millions of pesos**

Investments in the Community	Millions of pesos	COP 58,844,507.61
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Donations	Millions of pesos	COP 19,635,638.83
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## Green Corridor

<b>404-1</b>	
<b>Concession</b>	
Training overall average	15
<b>Gender</b>	
<b>Women</b>	
Average training	38.4
<b>Men</b>	
Average training	18.1
<b>Job categories</b>	
<b>Job category 1 - Executives</b>	
Average training	0
<b>Job category 2 - Managers</b>	
Average training	36
<b>Job category 3 - Area directors</b>	
Average training	29
<b>Job category 4 - Specialists</b>	
Average training	58
<b>Job category 5 - Other levels</b>	
Average training	4

**401-1****Concession**

Total number of new employees in 2019	22
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**By sex**

Men	20
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Women	2
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**By age**

Under 30 years old	
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31 to 40 years old	5
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41 to 50 years old	8
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51 to 60 years old	7
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Over 60 years old	2
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**New hire rate****By sex**

Men	90.91%
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Women	9.09%
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**By age**

Under 30 years old	0.00%
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31 to 40 years old	22.73%
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41 to 50 years old	36.36%
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51 to 60 years old	31.82%
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Over 60 years old	9.09%
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**Total number of employees who left the organization in 2019****6****By sex**

Men	
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Women	
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**By age**

Under 30 years old	
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31 to 40 years old	
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41 to 50 years old	
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51 to 60 years old	
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Over 60 years old	
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Omission - Indicate in the GRI table that breakdown by age and sex is not reported

**Turnover rate****21%****By sex**

Men	
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Women	
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**By age**

Under 30 years old	
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31 to 40 years old	
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41 to 50 years old	
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51 to 60 years old	
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Over 60 years old	
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Omission - Indicate in the GRI table that breakdown by age and sex is not reported

<b>403-9</b>	
<b>Concession</b>	
<b>Direct employees</b>	
<b>Deaths</b>	
Number of deaths caused by work-related injuries or accidents	0
Rate of deaths caused by work-related injuries or accidents	0
<b>Work-related injuries</b>	
Number of work-related injuries with major consequences (excluding deaths)	1
Rate of work-related injuries with major consequences (excluding deaths)	19.7
Number of reportable work-related injuries	0
Rate of reportable work-related injuries	0
<b>Contractors</b>	
<b>Deaths</b>	
Number of deaths caused by work-related injuries or accidents	0.0
Rate of deaths caused by work-related injuries or accidents	0.0
<b>Work-related injuries</b>	
Number of work-related injuries with major consequences (excluding deaths)	0.0
Rate of work-related injuries with major consequences (excluding deaths)	0
Number of reportable work-related injuries	0
Rate of reportable work-related injuries	0
<b>303-5</b>	
<b>Concession</b>	
Total water consumption (in m <sup>3</sup> ) in all areas	11.4
<b>302-1</b>	
<b>Non-renewable sources</b>	
Diesel fuel consumption	5322.1
Gasoline consumption	1640
Diesel fuel consumption	780
Gasoline consumption	216
Renewable sources	
Purchased energy consumption	16.897
<b>305-1</b>	
<b>Concession</b>	
Total emissions	69
<b>305-2</b>	
<b>Concession</b>	
Scope 2 emissions	12.1

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**OD-RC01. SOCIAL INVESTMENT AND MEANS THROUGH WHICH SOCIAL INVESTMENTS ARE MADE**

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**Social investments made**

Cash provided for social investments - in pesos	COP 9,222,537
Amount in US dollars	USD 2,809.00
Exchange rate	3,283.21
<b>Amount in original currency</b>	<b>5,000.00</b>
Means through which the organization makes the investments	
Donations: Amount	9,222,536.89

## Concesión Vial La Pintada

### LA PINTADA

<b>404-1</b>	
<b>Concession</b>	
Training overall average	0.1
<b>Gender</b>	
<b>Women</b>	
Average training	67.2
<b>Men</b>	
Average training	67.2
<b>Job categories</b>	
<b>Job category 1 - Executives</b>	
Average training	0.0
<b>Job category 2 - Managers</b>	
Average training	67.0
<b>Job category 3 - Area directors</b>	
Average training	67.3
<b>Job category 4 - Specialists</b>	
Average training	67.2
<b>Job category 5 - Other levels</b>	
Average training	67.2

<b>401-1</b>	
<b>Concession</b>	
<b>Total number of employees in 2019</b>	<b>204.0</b>
<b>By sex</b>	
<b>By age</b>	
Under 30 years old	47.0
31 to 40 years old	82.0
41 to 50 years old	53.0
51 to 60 years old	22.0
Over 60 years old	0.0
<b>Total number of new employees in 2019</b>	<b>32.0</b>
<b>By sex</b>	
Men	19.0
Women	13.0
<b>By age</b>	
Under 30 years old	18.0
31 to 40 years old	9.0
41 to 50 years old	4.0
51 to 60 years old	1.0
Over 60 years old	0.0
<b>New hire rate</b>	
<b>By sex</b>	
Men	59.4
Women	40.6
<b>By age</b>	
Under 30 years old	56.3
31 to 40 years old	28.1
41 to 50 years old	12.5
51 to 60 years old	3.1
Over 60 years old	0.0
<b>Total number of employees who left the organization in 2019</b>	<b>38.0</b>
<b>By sex</b>	
Men	23.0
Women	15.0
<b>By age</b>	
Under 30 years old	13.0
31 to 40 years old	15.0
41 to 50 years old	7.0
51 to 60 years old	2.0
Over 60 years old	1.0
<b>Turnover rate</b>	
<b>By sex</b>	
Men	0.6
Women	0.4
<b>By age</b>	
Under 30 years old	0.3
31 to 40 years old	0.4
41 to 50 years old	0.2
51 to 60 years old	0.1
Over 60 years old	0.0

<b>403-9</b>		
<b>Concession</b>		
<b>Direct employees</b>		
<b>Deaths</b>		
Number of deaths caused by work-related injuries or accidents	Number	0.0
Rate of deaths caused by work-related injuries or accidents	Rate	0.0
<b>Work-related injuries</b>		
Number of work-related injuries	Number	8.0
Rate of work-related injuries	Rate	11.3
Number of reportable work-related injuries	Number	8.0
<b>Contractors</b>		
<b>Deaths</b>		
Number of deaths caused by work-related injuries or accidents	Number	0.0
Rate of deaths caused by work-related injuries or accidents	Rate	0.0
<b>Work-related injuries</b>		
Number of work-related injuries with major consequences (excluding deaths)	Number	74.0
Rate of work-related injuries with major consequences (excluding deaths)	Rate	27.4
Number of reportable work-related injuries	Number	0.0
Rate of reportable work-related injuries	Rate	0.0
<b>303-4 WATER DISCHARGE</b>		
<b>Total water discharge in all areas (in mega-liters) and breakdown of the total by the following destination types, as appropriate:</b>		
Surface water, Mulatos and Cauca rivers	m <sup>3</sup>	325,766.88
<b>303-5 WATER CONSUMPTION</b>		
Total water consumption (in m <sup>3</sup> ) in all areas	m <sup>3</sup>	99,921.00
<b>302-1</b>		
<b>Concession</b>		
<b>Non-renewable sources</b>		<b>7229</b>
Diesel fuel consumption	GJ	5551
Gasoline consumption	GJ	1678
<b>Renewable sources</b>		
Purchased energy consumption	kWh	235300.0
<b>Consortium - Construction</b>		
<b>Non-renewable sources</b>		
Lubricants and heavy oils	gallons	6142
Diesel fuel consumption	GJ	221847.5
Gasoline consumption	GJ	2418



<b>305-1</b>		
<b>Total emissions</b>		<b>14524.7</b>
<b>Concession</b>		
Scope 1 emissions	tonCO <sup>2</sup> e	452
<b>Consortium</b>		
Scope 1 emissions	tonCO <sup>2</sup> e	14072.7

<b>305-2</b>		
<b>Concession</b>		
Scope 2 emissions	tonCO <sup>2</sup> e	37

<b>306-2 TOTAL WEIGHT OF MANAGED WASTE, BY TYPE AND TREATMENT METHOD</b>		
<b>Consortium</b>	<b>Units</b>	<b>2019 records/Verified</b>
<b>Total waste generated by the organization</b>	<b>ton</b>	<b>847,989.40</b>
<b>Total hazardous waste by disposal method</b>	<b>ton</b>	<b>73.30</b>
Internal or external reuse	ton	4.60
Incineration	ton	68.70
Safety landfill	ton	0.00
<b>Total non-hazardous waste by disposal method</b>	<b>ton</b>	<b>847,916.10</b>
Recycling	ton	85.50
Landfill	ton	109.60
Debris	ton	847,745.10

<b>413-1 OPERATIONS WITH LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMS</b>		
<b>GRI Index / Own</b>	<b>Units</b>	<b>DTT Verified</b>
Percentage of operations with local community engagement, impact assessments, and/or development programs		100.00%

<b>OD-RC01. SOCIAL INVESTMENT AND MEANS THROUGH WHICH SOCIAL INVESTMENTS ARE MADE</b>	
<b>The organization's social investment</b>	<b>Amount 2019 (COP)</b>
Cash	COP 15,675,401.00
In-kind	COP 6,455,160.00
Time	COP 10,950,000.00
Administrative expenses	COP 195,613,015.00
<b>Total</b>	<b>COP 228,693,576.00</b>
<b>Investments by the organization</b>	<b>Amount 2019 (COP)</b>
Investments in the Community	COP 32,480,561.0
Donations	COP 600,000.0
Commercial initiatives in the community	COP 0.0
<b>Total</b>	<b>COP 33,080,561.0</b>

## Malla Vial del Meta

### LOS LLANOS

<b>404-1 AVERAGE TRAINING HOURS</b>	
<b>Concession</b>	
Training overall average	35.06
<b>Gender</b>	
<b>Women</b>	
Average training	35.95
<b>Men</b>	
Average training	33.74
<b>Job categories</b>	
<b>Job category 1 - Executives</b>	
Average training	0
<b>Job category 2 - Managers</b>	
Average training	12.00
<b>Job category 3 - Area directors</b>	
Average training	39.80
<b>Job category 4 - Specialists</b>	
Average training	59.59
<b>Job category 5 - Other levels</b>	
Average training	30.89

<b>401-1</b>	
<b>Concession</b>	
<b>Total number of new employees in 2019</b>	<b>8</b>
<b>By sex</b>	
Men	4
Women	4
<b>By age</b>	
Under 30 years old	3
31 to 40 years old	3
41 to 50 years old	2
51 to 60 years old	0
Over 61 years old	0
<b>New hire rate</b>	
<b>By sex</b>	
Men	50%
Women	50%
<b>By age</b>	
Under 30 years old	38%
31 to 40 years old	38%
41 to 50 years old	25%
51 to 60 years old	0%
Over 61 years old	0%
<b>Total number of employees who left the organization in 2019</b>	<b>12</b>
<b>By sex</b>	
Men	3
Women	9
<b>By age</b>	
Under 30 years old	4
31 to 40 years old	4
41 to 50 years old	2
51 to 60 years old	2
Over 61 years old	0
<b>Turnover rate</b>	
<b>By sex</b>	
Men	25%
Women	75%
<b>By age</b>	
Under 30 years old	33%
31 to 40 years old	33%
41 to 50 years old	17%
51 to 60 years old	17%
Over 61 years old	0%

<b>413-1</b>		
<b>Concession</b>		
Percentage of operations with local community engagement, impact assessments, and/or development programs		100%

<b>303-4</b>		
<b>Concession</b>		
<b>Total water discharge in all areas (in mega-liters) and breakdown of the total by the following destination types, as appropriate:</b>		
Surface water	m <sup>3</sup>	6,858,300
Underground water	m <sup>3</sup>	0
Water from third parties, and volume of such water used by other organizations, if applicable	m <sup>3</sup>	1825.15

<b>303-5</b>		
<b>Concession</b>		
Total water consumption in all areas	m <sup>3</sup>	639.84
Water consumption for earth compacting	m <sup>3</sup>	156.15
Water consumption for other uses	m <sup>3</sup>	161.60
Water consumption for domestic use Stations	m <sup>3</sup>	263.99
Water consumption for domestic use CCO	m <sup>3</sup>	58.10
Total water consumption (in mega-liters) in all areas under hydric stress	m <sup>3</sup>	0
Change in water storage (in mega-liters), whenever it has been found that water storage has a significant impact on the water.	m <sup>3</sup>	0

<b>302-1</b>		
<b>Concession</b>		
Total energy consumption	GJ	9,321.45
Non-renewable sources	GJ	8,166.61
Diesel fuel consumption	GJ	2,351.63
Gasoline consumption	GJ	5,814.98
Purchased energy	GJ	1,154.84
Purchased energy	GJ	1,154.84

<b>305-1</b>	
Scope 1 Emissions Direct GHG emissions (Scope 1) (ton CO <sup>2</sup> )	1,206.00

<b>305-2</b>	
Scope 2 Emissions Indirect GHG emissions (Scope 2) (ton CO <sup>2</sup> )	50.64

<b>403-9</b>		
<b>Concession</b>		
<b>Direct employees</b>		
<b>Deaths</b>		
Number of deaths caused by work-related injuries or accidents	Number	0
Rate of deaths caused by work-related injuries or accidents	Rate	0
<b>Work-related injuries</b>		
Number of work-related injuries	Number	8
Rate of work-related injuries	Rate	21.10
<b>Contractors</b>		
<b>Deaths</b>		
Number of deaths caused by work-related injuries or accidents	Number	0
Rate of deaths caused by work-related injuries or accidents	Rate	0
<b>Work-related injuries</b>		
Number of work-related injuries	Number	11
Rate of work-related injuries	Rate	19

#### **OD-RC01. SOCIAL INVESTMENT AND MEANS THROUGH WHICH SOCIAL INVESTMENTS ARE MADE**

<b>Social investments made</b>	
Equivalent amount of in-kind contributions	COP 34,160,100
Amount allocated to administrative expenses to support social investment	COP 216,319,717
<b>Means through which the organization makes the investments</b>	
Investments in the Community	COP 34,160,100

<b>306-2</b>		
<b>Concession</b>	<b>ton</b>	<b>162.39</b>
<b>Total weight of hazardous wastes</b>	<b>ton</b>	<b>1.8</b>
Safety landfill	ton	1.8
<b>Total weight of NON-hazardous wastes</b>	<b>ton</b>	<b>160.59</b>
Recycling	ton	0.66
Debris	ton	50.5
Landfill	ton	109.43
<b>Total waste disposal</b>	<b>ton</b>	<b>161.73</b>

<b>401-1 NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER</b>	
<b>Total number of employees in 2019</b>	<b>92.00</b>
<b>Total number of new employees in 2019</b>	<b>14.00</b>
<b>By sex</b>	
Men	6.00
Women	8.00
<b>By age</b>	
Under 30 years old	10.00
31 to 40 years old	3.00
41 to 50 years old	0.00
51 to 60 years old	0.00
Over 61 years old	1.00
<b>New hire rate</b>	<b>15.00%</b>
<b>By sex</b>	
Men	43.00%
Women	57.00%
<b>By age</b>	
Under 30 years old	71.00%
31 to 40 years old	21.00%
41 to 50 years old	0.00%
51 to 60 years old	0.00%
Over 61 years old	7.00%
<b>Total number of employees who left the organization in 2019</b>	<b>5.00</b>
<b>By sex</b>	
Men	2.00
Women	3.00
<b>By age</b>	
Under 30 years old	0.00
31 to 40 years old	4.00
41 to 50 years old	0.00
51 to 60 years old	1.00
Over 61 years old	0.00
<b>Turnover rate</b>	<b>5.00%</b>
<b>By sex</b>	
Men	40.00%
Women	60.00%
<b>By age</b>	
Under 30 years old	0.00%
31 to 40 years old	80.00%
41 to 50 years old	0.00%
51 to 60 years old	20.00%
Over 61 years old	0.00%

<b>403-9 WORK-RELATED INJURIES</b>	<b>UNITS</b>	<b>REPORTED IN REPORT/ INITIAL SUPPORTING DOCUMENTS/ 2019 RECORDS</b>
Constant K	Number	1000000.0
<b>Direct employees</b>		
Total accidents	Number	0.0
Days absent due to accidents	Days	0.0
Total occupational diseases	Number	0.0
Days absent due to occupational diseases	Days	0.0
Total hours worked	Hours	188320.0
Deaths due to work-related accidents	Number	0.0
Frequency index (per 1 million work hours)	Number	0.0
Severity index (per 1 million work hours)	Number	0.0
Occupational disease index (per 1 million work hours)	Number	0.0
<b>Contractors</b>		
Total accidents	Number	0.0
Days absent due to accidents	Days	0.0
Total occupational diseases	Number	2.0
Days absent due to occupational diseases	Days	0.0
Total hours worked	Hours	27752.0
Deaths	Number	0.0
Frequency index (per 1 million work hours)	Number	0.0
Severity index (per 1 million work hours)	Number	0.0

#### **404-1 AVERAGE HOURS OF TRAINING PER EMPLOYEE PER YEAR**

<b>GRI Index / Own</b>	<b>Units</b>	<b>2019 records/Verified</b>
Total training hours	Hours	9545.8
Number of employees trained	People	92.0
Training overall average	Average training hours	103.8
<b>Gender</b>		
<b>Women</b>		
Average training	Average training hours	112.7
<b>Men</b>		
Average training	Average training hours	96.6
<b>Job categories</b>		
<b>Job category 1 - Executives</b>		
Average training	Average training hours	85.9
<b>Job category 2 - Managers</b>		
Average training	Average training hours	110.6
<b>Job category 3 - Area directors</b>		
Average training	Average training hours	108.2
<b>Job category 4 - Specialists</b>		
Average training	Average training hours	100.9
<b>Job category 5 - Other levels</b>		
Average training	Average training hours	98.7

<b>404-3 PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND PROFESSIONAL DEVELOPMENT REVIEWS</b>	<b>REPORTED IN REPORT/ INITIAL SUPPORTING DOCUMENTS/ 2019 RECORDS</b>
Percentage of employees reviewed	98.00%
<b>By gender</b>	
Men	98%
Women	100%
<b>By job category</b>	
Category 1	83%
Category 2	100%
Category 3	100%
Category 4	100%
Category 5	100%

#### **OD-RC01**

<b>Social investments made</b>		
Cash provided for social investments	Millions of pesos	COP 1,500,000.0
Time investment in volunteer work	Millions of pesos	COP 14,622,562.0
<b>Means through which the organization makes the investments</b>	<b>Millions of pesos</b>	
Investments in the Community	Millions of pesos	COP 14,622,562.0
Donations	Millions of pesos	COP 1,500,000.0



## Aeropuerto El Dorado

<b>413-1</b>	
<b>Concession</b>	
Percentage of operations with local community engagement, impact assessments, and/or development programs	100%

<b>404-1 AVERAGE HOURS OF TRAINING PER EMPLOYEE PER YEAR</b>		
<b>Concession</b>	<b>Units</b>	<b>2019 records/Verified</b>
Training overall average	Mean	26.37
<b>Gender</b>		
<b>Women</b>	<b>Number</b>	
Average training	Mean	31.66
Men	Number	
Average training	Mean	23.83
<b>Job categories</b>		
<b>Job category 1 - Executives</b>	<b>Number</b>	
Average training	Mean	54.00
<b>Job category 2 - Managers</b>		
Average training	Mean	73.23
<b>Job category 3 - Area directors</b>		
Average training	Mean	78.06
<b>Job category 4 - Specialists</b>		
Average training	Mean	26.32
<b>Job category 5 - Other levels</b>		
Average training	Mean	16.07

<b>404-3</b>	
<b>Concession</b>	
<b>Percentage of employees reviewed</b>	<b>99%</b>
<b>By gender</b>	
<b>By job category</b>	
Senior management Level 0	0
Senior management Level 1	0
Senior management (Level 0 and 1)	0
Middle management (Level 2)	100%
Intermediate management (Level 3)	96%
Administrative (Level 4)	99%
Operating (Level 5)	99%

<b>302-1</b>	
<b>Concession / operation</b>	
<b>Non-renewable sources</b>	<b>3444</b>
<b>Diesel fuel consumption in GJ</b>	<b>2547</b>
ACPM	69,473
<b>Gasoline consumption in GJ</b>	<b>897</b>
Gasoline	25,781
<b>Renewable sources</b>	<b>2,028</b>
Photovoltaic	563,314.5
<b>Purchased energy consumption</b>	<b>147,427</b>
Purchased energy consumption	40,951,850.94
<b>Consortium</b>	
<b>Gasoline consumption in GJ</b>	<b>897</b>
Gasoline	25,781
<b>Consolidated Concession</b>	<b>152,899</b>
<b>Non-renewable sources</b>	<b>3,444</b>
<b>Renewable sources</b>	<b>2,028</b>
<b>Purchased energy consumption</b>	<b>147,427</b>
<b>Consolidated Consortium</b>	<b>897</b>
<b>Non-renewable sources</b>	<b>897</b>
<b>OD-RC01</b>	
<b>Concession / operation</b>	
Cash provided for social investments	COP 10,000,000
Number of items provided as in-kind investment	COP 7,035,853
Equivalent amount of in-kind contributions	COP 25,094,314
Amount of administrative expenses to support social investment	COP 45,055,704.00

**401-1**

<b>Total number of new employees in 2019</b>	<b>57</b>
<b>By sex</b>	57
Men	20
Women	37
<b>By age</b>	57
Under 30 years old	30
31 to 40 years old	16
41 to 50 years old	8
51 to 60 years old	3
Over 61 years old	0
<b>New hire rate</b>	
<b>By sex</b>	
Men	35%
Women	65%
<b>By age</b>	
Under 30 years old	53%
31 to 40 years old	28%
41 to 50 years old	14%
51 to 60 years old	5%
Over 61 years old	0%
<b>Total number of employees who left the organization in 2019</b>	<b>100</b>
<b>By sex</b>	100
Men	41
Women	59
<b>By age</b>	100
Under 30 years old	37
31 to 40 years old	43
41 to 50 years old	14
51 to 60 years old	3
Over 61 years old	3
<b>Turnover rate</b>	<b>19.76%</b>
<b>By sex</b>	
Men	41%
Women	59%
<b>By age</b>	
Under 30 years old	37%
31 to 40 years old	43%
41 to 50 years old	14%
51 to 60 years old	3%
Over 61 years old	3%

<b>303-4</b>	
<b>Concession</b>	
Total water discharge in all areas (in mega-liters) and breakdown of the total by the following destination types, as appropriate:	926.528
Surface water	926.528

<b>303-5</b>	
<b>Concession</b>	
Total water consumption (in m <sup>3</sup> ) in all areas	93763.15
Total water consumption (in mega-liters) in all areas	Omission - not reported
Total water consumption (in mega-liters) in all areas under hydric stress	0
Change in water storage (in mega-liters), whenever it has been found that water storage has a significant impact on the water.	0

<b>306-2</b>	
<b>Consolidated</b>	<b>10453.7</b>
<b>Total weight of hazardous wastes</b>	<b>928.5</b>
<b>Total weight of NON-hazardous wastes</b>	<b>9.535</b>
<b>Concession</b>	<b>6083</b>
<b>Total weight of hazardous wastes</b>	<b>928.5</b>
Incineration (mass burning)	844.5
Safety landfill	84
<b>Total weight of NON-hazardous wastes</b>	<b>5164</b>
Recycling	1.139
Composting	1.734
Landfill	2.109
Debris	182
<b>Consortium</b>	<b>4.371</b>
<b>Total weight of hazardous wastes</b>	
<b>Total weight of NON-hazardous wastes</b>	<b>4.371</b>
Recycling	2
Landfill	1
Debris	4.368

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**403-9****Direct employees****Deaths**

Number of deaths caused by work-related injuries or accidents	-
Rate of deaths caused by work-related injuries or accidents	0

**Work-related injuries** **42**

Number of work-related injuries with major consequences (excluding deaths)	0
Rate of work-related injuries with major consequences (excluding deaths)	0
Number of reportable work-related injuries	0
Rate of reportable work-related injuries	31.57

**Contractors****Deaths**

Number of deaths caused by work-related injuries or accidents	0
Rate of deaths caused by work-related injuries or accidents	0

**Work-related injuries** **40**

Number of work-related injuries with major consequences (excluding deaths)	0
Rate of work-related injuries with major consequences (excluding deaths)	0
Number of reportable work-related injuries	0
Rate of reportable work-related injuries	7

## Aeropuerto Mariscal Sucre

### 413-1

Percentage of operations with local community engagement, impact assessments, and/or development programs	100%
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### 404-1

#### Concession

Training overall average	86.00
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#### Gender

##### Women

Average training	47
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##### Men

Average training	99
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#### Job categories

##### Job category 1 - Executives

Average training	18
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##### Job category 2 - Managers

Average training	30
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##### Job category 3 - Area directors

Average training	55
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##### Job category 4 - Specialists

Average training	54
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##### Job category 5 - Other levels

Average training	107
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<b>401-1</b>	
<b>Concession</b>	
<b>Total number of employees in 2019</b>	<b>350</b>
<b>By sex</b>	
Men	262
Women	88
<b>Total number of new employees in 2019</b>	<b>28</b>
<b>By sex</b>	
Men	17
Women	11
<b>By age</b>	
Under 30 years old	15
31 to 40 years old	11
41 to 50 years old	1
51 to 60 years old	1
Over 61 years old	0
<b>New hire rate</b>	
<b>By sex</b>	
Men	39%
Women	61%
<b>By age</b>	
Under 30 years old	54%
31 to 40 years old	39%
41 to 50 years old	4%
51 to 60 years old	4%
Over 61 years old	0%
<b>Total number of employees who left the organization in 2019</b>	<b>34</b>
<b>By sex</b>	
Men	20
Women	14
<b>By age</b>	
Under 30 years old	12
31 to 40 years old	12
41 to 50 years old	4
51 to 60 years old	5
Over 61 years old	1
<b>Turnover rate</b>	
<b>By sex</b>	
Men	59%
Women	41%
<b>By age</b>	
Under 30 years old	35%
31 to 40 years old	35%
41 to 50 years old	12%
51 to 60 years old	15%
Over 61 years old	3%

<b>404-3</b>	
<b>Concession</b>	
<b>Percentage of employees reviewed</b>	
<b>By gender</b>	
Men	94%
Women	86%
<b>By job category</b>	
Senior management Level 0	100%
Senior management Level 1	100%
Middle management (Level 2)	100%
Intermediate management (Level 3)	100%
Administrative (Level 4)	92%
Operating (Level 5)	91%

<b>403-9</b>	
<b>Concession</b>	
<b>Direct employees</b>	
<b>Deaths</b>	
Number of deaths caused by work-related injuries or accidents	0
Rate of deaths caused by work-related injuries or accidents	0
<b>Work-related injuries</b>	
Number of work-related injuries	1
Rate of work-related injuries with major consequences (excluding deaths)	
<b>Contractors</b>	
HHT	497.426
<b>Deaths</b>	
Number of deaths caused by work-related injuries or accidents	0
Rate of deaths caused by work-related injuries or accidents	0
<b>Work-related injuries</b>	
Number of work-related injuries with major consequences (excluding deaths)	3

<b>303-4</b>	
<b>Concession</b>	
Total water discharge in all areas (in mega-liters) and breakdown of the total by the following destination types, as appropriate:	234541

<b>303-5</b>	
<b>Concession</b>	
Total water consumption (in m <sup>3</sup> ) in all areas	53825.6
Input Main Macro-meter	289532.7
Blue water	1166.1
Water that enters PTAR	234541
Total water consumption (in mega-liters) in all areas	Omission - not reported in MI



<b>306-2</b>	
<b>Concession</b>	<b>TONS</b>
<b>Total weight of hazardous wastes</b>	<b>36.2</b>
Recycling	7
Incineration	19.7
<b>Total weight of NON-hazardous wastes</b>	<b>26,499.1</b>
Recycling	216
Composting	39
Incineration (mass burning)	417
Landfill	321
Debris	25,507

<b>302-1 ENERGY CONSUMPTION WITHIN THE ORGANIZATION</b>		
<b>Concession</b>		
Total energy consumption	GJ	101,301.00
<b>Non-renewable sources</b>	<b>GJ</b>	<b>9,709.00</b>
Diesel fuel consumption	GJ	7,218.00
Gasoline consumption	GJ	2,491.00
<b>Renewable sources</b>	<b>GJ</b>	<b>0.00</b>
Photovoltaic	GJ	0.00
Wind energy	GJ	0.00
Other	GJ	0.00
Purchased energy	GJ	91,592.00
Purchased energy	GJ	91,592.00

<b>SOCIAL INVESTMENTS MADE</b>		<b>COP 866,155,156.00</b>
Cash provided for social investments	Millions of pesos	COP 141,933,168.00
Equivalent amount of in-kind contributions	Millions of pesos	COP 676,229,862
Amount in administrative expenses	Millions of pesos	COP 47,992,126.00
<b>Means through which the organization makes the investments</b>	<b>Millions of pesos</b>	<b>COP 818,163,029.00</b>
Investments in the Community	Millions of pesos	COP 587,950,188.00
Donations	Millions of pesos	COP 155,355,653.00
Commercial initiatives in the community	Millions of pesos	COP 74,857,188.00