



COMPAS



ANNUAL REPORT 2020

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COMPAS



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Letter from the ceo



Andrés Orlando Osorio Barrera
CEO

(102-14)

2020 was without a doubt a truly challenging year for us all; the COVID-19 pandemic impacted the world economy and thus foreign trade, affected cargo volumes and imposed operational, administrative, social and sustainability challenges on us. We had to deal with such challenges quickly and decisively to close our eighth year of operations in the country.

2020 showed that the port, logistics and transport sectors play a fundamental role in the country's economy. Despite the mandatory quarantine for the first few months, Colombia did not stop and goods and food continued to reach the main production centers.

The coronavirus crisis also allowed us to confirm that sustainability is the path organizations must take to identify and reduce corporate risks and generate value for their stakeholders. The integration of sustainability into strategic business planning as a premise contributed to the fact that even, under a scenario of uncertainty, COMPAS has been able to continue to promote the sustainable development of its business, becoming an industry benchmark and supporting communities in its areas of influence.

Value creation and growth

Financially, 2020 was marked by the COVID-19 pandemic with many challenges for the global economy. The country decreased 6.8% slightly below the region's average; as expected, foreign trade was deeply affected. Exports shrank about -21.4% from January to December, while imports fell by 17.5% in the same period; the overall decline in international trade reduced the trade balance deficit by -6.6% equivalent to 3.7% of GDP compared to -3.3% a year ago. In spite of this context, the tons transported by COMPAS in 2020 decreased -14%, a lesser extent than the country's international trade.

The most affected cargoes were general cargo -45%, containers -23% and liquids -30%. Food in bulk and coal suffered a smaller impact; they decreased -3% and -4% accordingly. This demonstrates the Company's resilience to the market and the logistics sector.

The consolidated operating income of COMPAS in 2020 remained almost flat compared to the previous year, it fell -0.4%, remaining above COP \$200,000 billion during 2019; this is an outstanding performance given the unprecedented situation and the devastating impacts of the pandemic. EBITDA closed at COP \$78,840 million with a 7% growth thanks to excellent cost and expenditure management and timely implementation of savings to offset the effects of volume.

The consolidated operating income of COMPAS in 2020 remained almost flat falling -0.4% compared to the previous year.

On the other, the expansion of the Tolu terminal was successfully completed during the year; nearly US \$40 million were invested in compliance with the commitments to the Nation and the Organization's stakeholders. This investment consolidates a strategic position for COMPAS on the Colombian North Coast.

Communities and local economy

Our presence in the main port areas of the country drives our commitment to develop networking strategies with the neighboring communities, in order to understand and manage their realities. The main challenge during 2020 was of course to accompany and support these communities facing the challenges caused by the quarantine and pandemic. Being aware of this situation, we delivered more than 6,200 grocery boxes, grocery vouchers and biosafety kits in the different cities we operate; we also developed a home-garden project to ensure food supply and income generation for families in Cartagena.

The Company received an international OAS award for its work with the communities of the Tolu area of influence.

Once again, we won the 2019 Maritime Award of the Americas in the Port-City Relationship category, presented by the Secretary of the Inter-American Committee on Ports (CIP) of the Organization of American States (OAS), as an acknowledgement of our environmental and community work with the social actors of Santiago de Tolu, Sucre. It is essential for COMPAS to build synergies with all the stakeholders in the areas we are present, aiming at developing a port-city relationship that contributes to the territory growth in social, environmental and economic spheres.

Talent management and development

Our management involves strategies for attraction, communication, development, and retention of specialized talent, as well as the promotion of personal and professional growth of our associates. We continued to strengthen our corporate values program during 2020, aiming at consolidating the organizational culture. We held virtual workshops, activities, campaigns and competitions throughout the year; they allowed us to reinforce the experience of our six guiding values.

On the other hand, in line with our commitment to the 17 Sustainable Development Goals (SDGs), we celebrated sustainability month for SDG five: Gender equality was included in a series of workshops to examine the inequalities and prejudices on sustainability in business and domestic areas.

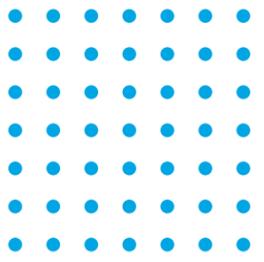
Our perspectives

We have a fairly ambitious budget for 2021 concerning revenue and cargo volumes for all our terminals. We know it is still a year of uncertainty for many sectors and economic revival will be gradual; however, we expect to record a higher volume of tons in the Caribbean Coast –and thus in our entire port network– with the consolidation of our terminal in Tolu as a competitive option for local entrepreneurs since it is near the country’s main production centers, and the expansion of bulk storage capacity. This will be reinforced with the operational efficiency we plan to achieve at terminals such as Barranquilla, where we launched a shiploader that offers more than 120% efficiency in coal and coke loading operations.

In conclusion, 2020 achievements were the result of our associates’ perseverance, commitment and work; we recognize as “COMPAS Heroes” not only those on the front line of operation guaranteeing the country’s supply, but also those who made it possible for the Company’s processes to continue from their home. 2020 also gave us some lessons on gratitude, confidence and support; we thank the shareholders, strategic partners, customers, suppliers, and other stakeholders who trust and believe in COMPAS.

Our goal is to increase cargo volumes in all our port facilities.





→ About the report



(102-49)(102-50)
 COMPAS S.A. presents its management report for the fifth consecutive year. It contains information on economic, social and environmental performance for the period from January 1 to December 31, 2020. The information covered here is only about the port network operating in Colombia.

In 2020 the Company carried out a materiality exercise that identified the relevant issues to be prioritized, managed and communicated over the next two years and met the interests and expectations of the company's stakeholders that are also in line with corporate strategy.

Any clarification or exception to information coverage is explained throughout the text. Also, any changes in the report's figures, coverage, and limit are indicated throughout the report, if applicable.



(102-32)(102-51)(102-52)(102-56)

This report has been formally reviewed and approved by the Company's CEO and Executive Committee. The latest version of this document was published in April 2020 and features the 2019 management and results. This report is issued annually.

To date, the management report has no external verification. However, the financial statements have been submitted under the International Financial Reporting Standards (IFRS) and audited by an independent third party, EY, as a Statutory Auditor.

(102-54)

This report has been prepared under the core option of the GRI standards and complies with the commitment to send the Communication on Progress (COP) to the Global Compact annually.



(102-53)

The digital version of the report is available at the Company website www.compas.com.co

For any additional information or questions, please contact the Communications and Sustainability Director's Office managed by Diana Carolina Álvarez at dalvarez@compas.com.co or sustainability leader Luis Haroldo Arrieta at larrieta@compas.com.co

About COMPAS



About us

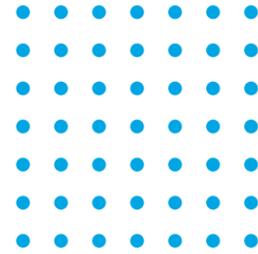
(102-1)(102-3)(102-4)(102-5)(102-6)

Compañía de Puertos Asociados S.A. – COMPAS S.A. is a limited company created in 2012, as the central multipurpose port network in Colombia with six port terminals strategically located on both coasts: Two in Cartagena, one in Barranquilla, one in Tolu, and two more in Buenaventura. We also have an international operation in Houston, TX, USA (a terminal owned by Argos). The Company serves the port and logistics sector and its administrative headquarters are in Bogota.



	Sector / Cargo	Customers
Import	Food Hydrocarbons Metallurgy Steel Construction Energy Fertilizers	Wholesalers, marketers, producers and distributors.
Exports	Coal/coke Cement Self-propelled machinery Transformers Auto Parts Accessories and spare parts Piping	





(102-2)
Services



Port corporation
As the holder of the port concessions, it provides docking services, use facilities for cargo, use of facilities for the operator and storage in an area for public use.



Port operator
Loading, discharging, port movements, container consolidation and desconsolidation, and any cargo - related works.



Logistics services
Covered and uncovered storage, cargo stevedoring, international shipping, among other.



Charter broker
Liaison among shipping companies and ship owners, and shippers (truck drivers) and end customers. This services is provided through its subsidiary, Comship Brokers.

(102-12)(102-13)
Organization profile

Index	2018	2019	2020
Number of employees	372	374	334
Number of port operations in Colombia	6	6	6
Net Sales (Operating Income)*	\$189,843	\$203,263	\$ 202,380
Total assets	\$1,157,496	\$1,165,483	\$ 1,161,436
Capitalization	\$1,157,496	\$1,165,483	\$ 1,161,436
Debt	\$670,192	\$667,343	\$ 732,394
Capital	\$487,304	\$498,140	\$ 429,042

Note: Amounts in billions of Colombian pesos.

* Losses in financial derivatives not included.

Source: Audited Financial Statements of COMPAS S.A. as of December 31, 2020.

5.6 Million tons handled in 2020



2,385,497
Tons of food grains



1,256,008
Tons of coal



677,055
Tons of general cargo



626,338
Tons of containers



573,341
Tons of non-food grains



110,442
Tons of liquid bulk

(102-12) (102-13)

COMPAS adhered to the UN Global Compact in 2016, supporting its commitment to align its strategy and operations with the ten Compact principles in the four topics addressed: Human Rights, Labor Standards, Environment and Anti-Corruption. This is the third Progress Communication report published by the Organization, it features the management performance at each area.

COMPAS is committed to the 10 principles of the United Nations Global Compact.

The Company also supports or belongs to some guilds, associations and initiatives, participating actively and voluntarily. The Company does not make any additional contributions to the membership fee of the above entities and guilds.

- ANDI - National Business Association of Colombia
- ANDI - Port Maritime Chamber
- ANALDEX - National Association of Foreign Trade
- ASOPORTUARIA - Rio Grande Magdalena Port Association
- CAMACERO - Colombian Steel Chamber
- CIP - Inter-American Committee on Ports
- Global Compact
- AAPA - American Association of Port Authorities
- FITAC - Colombian Federation of Logistics Agents in International Trade
- BASC - Business Alliance for Secure Commerce
- Colombian Security Council
- Interunion and Interbusiness Committee of Buenaventura
- Bloomberg
- Colombian Institute of Tax Law

Sustainability framework



Participation of stakeholders

(102-40)(102-42)(102-43)(102-44)

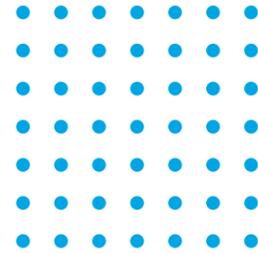
COMPAS engages in a dialog with its stakeholders every two years through the Communications and Sustainability Director's Office, with advice of an external consultant expert on the subject; the last dialog held in 2020 dealt with social, economic and environmental issues. The expectations of stakeholders on the material issues of the Organization are assessed based on these consultations; other engagement mechanisms of the Company for each stakeholder group are also used in this dialog.

The Organization prioritized the stakeholders with whom it maintains and manages a permanent relationship, based on the actors identified in the value chain.

Stakeholders	Networking means	Networking frequency
Shareholders	Shareholder Meeting	Annual
	Materiality dialogs	Biennial
	BOD meetings	Quarterly
Associates	Newsletter	Fortnightly
	Compas Connection	Quarterly
	Physical billboards Intranet Digital communications WhatsApp Communications	Permanent
	Materiality dialogs	Biennial
	PQRS module Ethical line Joint Committee on Occupational Safety and Health - COPASST	As needed
Customers	Materiality dialogs	Biennial
	Communications (mailing)	As needed
	COMPAS Online (digital newsletter)	Monthly
	Website / customer portal	Permanent
	Annual satisfaction surveys	Annual
	Follow-up meetings	As needed
	LinkedIn	Permanent
	Ethical line	As needed
	Website/PQRS	As needed
Strategic partners	Materiality dialogs	Biennial
	Website	Permanent
Suppliers	Materiality dialogs	Biennial
	Email	Permanent
	Communications (mailing)	As needed
	Follow-up meetings	As needed
	Website/ PQRS	Permanent
	Comprehensive Audits	Annual
Guilds and authorities*	Materiality dialogs	Biennial
	Reports and responses to requirements	As needed
	Meetings to discuss issues of common interest	As needed
Communities	Materiality dialogs	Biennial
	Follow-up meetings	As needed
	Socialization of the Environmental Management Plan (EMP)	Annual
	Email	Permanent
	Website/ PQRS	As needed

***Note:** The Organization decided to consult five stakeholder groups in the materiality dialogs conducted in 2020; they did not include the groups of guilds and authorities.

The ethics line is a channel that applies to all stakeholders in the Organization.



The following table summarizes the issues and concerns identified by each interest group. The COMPAS management to meet these expectations is explained in detail throughout this report.

Highlighted issues and concerns	Shareholders	Associates	Customers	Strategic partners	Suppliers	Guilds and authorities	Communities
Ethics, transparency and corporate governance							
Value creation and growth							
Innovation and technology for productivity							
Talent management and development							
Networking with customers							
Occupational safety and health							
Cargo safety and integrity							
Communities and local economy							
Supply chain management							
Climate change and protection of natural capital							
Eco-efficiency and use of resources							

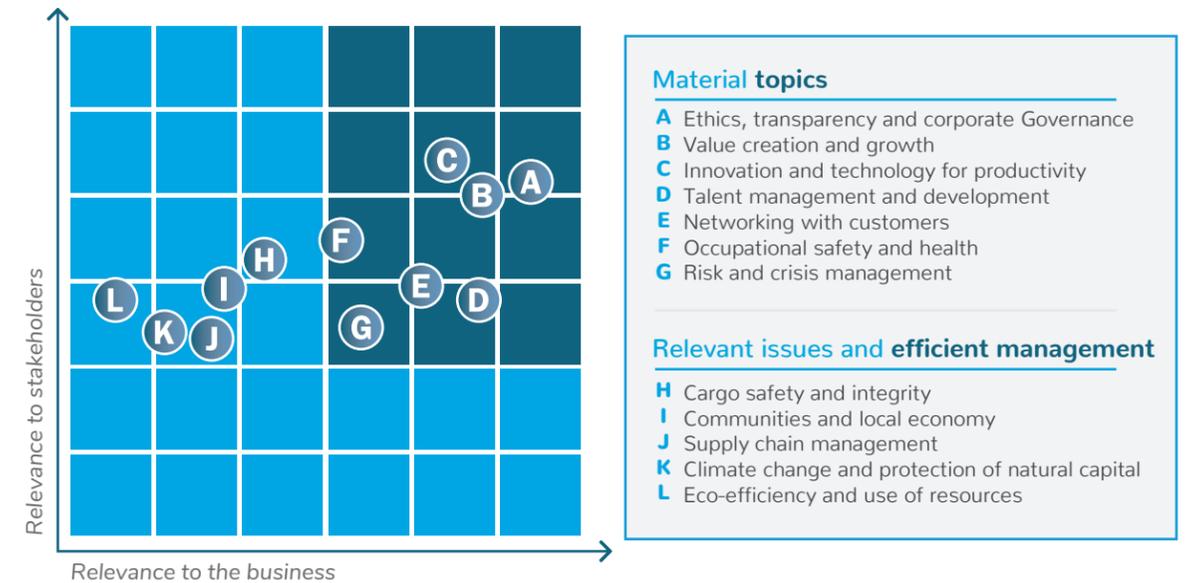
Materiality

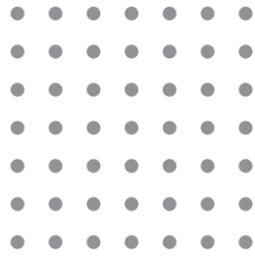
(102-46)

COMPAS developed a materiality analysis in 2020 to identify the most relevant sustainability work areas for the Company over the next two years. This analysis was carried out following international guidelines such as the Global Reporting Initiative (GRI), complemented by other inputs such as the Integrated Reporting Framework and its Materiality in the IR document, SASB, documents published by Accountability such as The Materiality Report and those by Social Value such as Supplementary Guidance on Materiality. It also considered sectoral frameworks, the industry context and the Company context. The twelve issues identified and analyzed consider their potential impacts on the Organization and stakeholders, as well as the communication needs of both parties.

Queries were conducted to prioritize issues with five stakeholder groups (shareholders, clients, associates, suppliers and communities) including the COMPAS Executive Committee; issues were also rated pursuant to the risks and strategic objectives of the business. This resulted in the materiality matrix shown below.

(102-47)





A. Ethics, Transparency and Corporate Governance

The operation and strategic networking of COMPAS is developed under a framework of governance, ethics, and transparency principles and standards, and through regulatory compliance mechanisms that meet the expectations and needs of the Company's stakeholders.

- Corporate Governance
- Regulatory compliance and standard compliance
- Ethics, conduct and transparency
- Reporting and transparency

B. Value Creation and Growth

In a fluctuating international trade scenario, it is vital to develop new projects to consolidate a model of comprehensive services in the logistics chain, ensuring the profitability and economic sustainability of the Company, as well as, achieving efficiency in capital management that meets and adapts to the market needs and macroeconomic conditions.

- Comprehensive services
- Adaptation to macroeconomic and international trade conditions
- Project management and infrastructure development
- Financial and tax management
- Partnerships and strategic networking

C. Innovation and Technology for Productivity

Innovation is a constant corporate value in line with the implementation of new technologies to generate efficiency in the Company's processes, to increase added value in the services provided to customers, in the processes that impact associates and suppliers, and in the relationships with other stakeholders.

- Culture of innovation
- Increased productivity
- Digitization of processes
- Efficiency generation in the logistics chain

D. Talent Development and Management

Sustainable management of human resource includes strategies for attraction, communication, development and retention of specialized talent, as well as providing opportunities for personal and professional growth, generating a pleasant working climate with fair, equitable and transparent work practices that foster diversity, inclusion and balance work and family life, to advance the achievement of organizational objectives.

- Attraction, development (education and training) and retention
- Culture and work environment
- Diversity and inclusion
- Life-work balance and psychosocial risks
- Performance assessment
- Internal communication mechanisms
- Human Rights

E. Networking with Customers

Company sustainability requires networking processes and strategies that allow the Company to become the preferred logistical partner, based on innovation, quality and security processes that generate customer trust and satisfaction.

- Business strategy
- Customer satisfaction and retention
- Privacy protection
- Branding and quality management

COMPAS Barranquilla

F. Occupational Safety and Health

To develop activities based on a self-care culture and focused on prevention, biosecurity, mitigation of accident risks, fatalities and diseases of stakeholders that interact in the Company's operation.

- OSH training and awareness-raising for stakeholders
- Monitoring OSH indicators
- Road safety in the Company's processes

G. Risk and Crisis Management

Continuous strengthening of the management system and consolidation of the risk culture that enable and support the identification, evaluation and monitoring of strategic risks meets the needs of stakeholders and becomes key for the Company's sustainable growth.

- Governance of risks, systems and procedures
- Due diligence in economic, social and environmental risk management
- Risk culture
- Cybersecurity

H. Cargo Safety and Integrity

Mitigating risks related to theft, incidents, tampering and cargo contamination is essential to the Company's management processes; it is vital for customers and a significant reputational and legal risk. Thus the infrastructure, machinery, monitoring, processes and personnel appointed to ensure the cargo safety and integrity are crucial.

- Terminal security
- Cargo handling and trained personnel
- Security in the value chain

I. Communities and Local Economy

Our presence in the territory comes with networking strategies with neighboring communities; they focus on understanding and managing local realities, generated impacts and expectations, respecting the culture, promoting education and entrepreneurship, human rights and supporting territorial development.

- Corporate management policy and reporting
- Employment, entrepreneurship and local education
- Social impact management and measurement
- Social investment for territory development

J. Supply Chain Management

Supply chain management includes mechanisms to align suppliers and contractors with the Company values and principles, understanding supplier criticality and risk mitigation, coordinating and implementing best practices in sustainability, standards of conduct and operation, generating shared value, strengthening their capacities to generate long-term relationships and fostering local economy.

- Ethical principles and hiring conditions
- Critical or high-risk supplier management
- Supplier development

K. Climate Change and Protection of Natural Capital

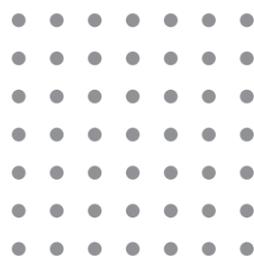
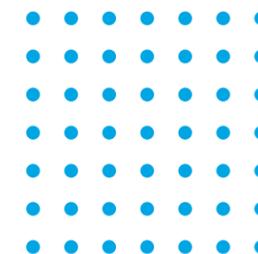
Responsible interaction of the Company's operations with the natural environments in which it is located, by managing and minimizing impacts on natural environments. Also, the reduction of GHG emissions and the incorporation of a climate change adaptation and resilience strategy.

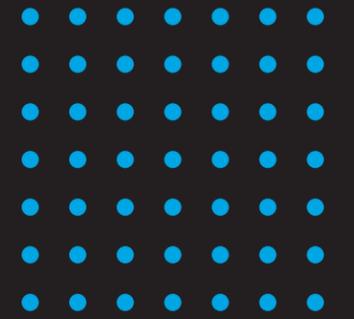
- Climate change mitigation and adaptation strategy
- Carbon footprint compensation
- Protection of fauna, flora and water resources
- Air emissions management

L. Eco-Efficiency and Use of Resources

The Company implements processes that ensure the efficient use of natural resources in its operation by means of activities to reduce energy use, reuse water and manage materials comprehensively with a circular economy approach that mitigates environmental impacts.

- Comprehensive resource management (water and energy)
- Comprehensive waste management
- Circular economy
- Culture and environmental awareness for stakeholders





Reliable cargo

- **Ethics, Transparency and Corporate Governance**
- **Risk and Crisis Management**

→ Ethics, Transparency and Corporate Governance

The operation and strategic networking of COMPAS is developed under a framework of principles and standards on governance, ethics and transparency.

Contribution to the SDGs



Ethics and Integrity

(103-1)
COMPAS has established objectives, strategies and indicators within the strategic definitions, permanently seeking to maintain and strengthen its commitment to ethics and integrity in every action; this is a responsibility of all its associates, without exception. This ensures a climate of trust among all employees and work teams; caring for people, resources, assets, and its reputation as a company.

The general purpose is to foster a culture of transparency, integrity, and compliance with high ethical standards. COMPAS also identifies and manages the impacts associated with the subject-matter to strengthen relationships with its stakeholders and thus build a good corporate reputation. The Organization is committed beyond legal compliance, transcending moral commitments and corporate social responsibility.

(103-2)
The COMPAS Code of Ethics and Conduct is a guide to judicious behavior that should govern the actions of associates; it is also based on the application of the six corporate values, definitions contained in the Company's Integrated Policy and the ethics, transparency and anti-corruption management procedure. These are all tools that guide the Organization to manage ethics, transparency and corporate governance and the strengthening of corporate culture.

These ethical guidelines also cover COMPAS subsidiaries, suppliers, strategic partners, clients, communities of influence and shareholders with whom the Company works as a team to strengthen a full and transparent relationship based on trust generated by credibility and proven integrity.

The Organization also has the Ethics Committee to address these issues; it consists of the CEO, Vice-president of Finance, Legal Vice-president, Vice-president of Operations and Vice-president of Shared Services. Each issue is assigned by the Committee to a team responsible for its clarification; the situation is investigated in an impartial manner, with documents and testimonies from the relevant people to be contacted.

The team will inform –promptly and in a reasonable period of time– about the existence or non-existence of violations of the Code of Ethics and Conduct, and they will make recommendations to the Ethics Committee, so that the necessary determinations can be made.

The responsible Manager or Vice-president's Office, together with the Human Management Director's Office, will determine the procedure to be followed, after consulting and obtaining approval from the Labor Adviser and the Legal Vice-president's Office.

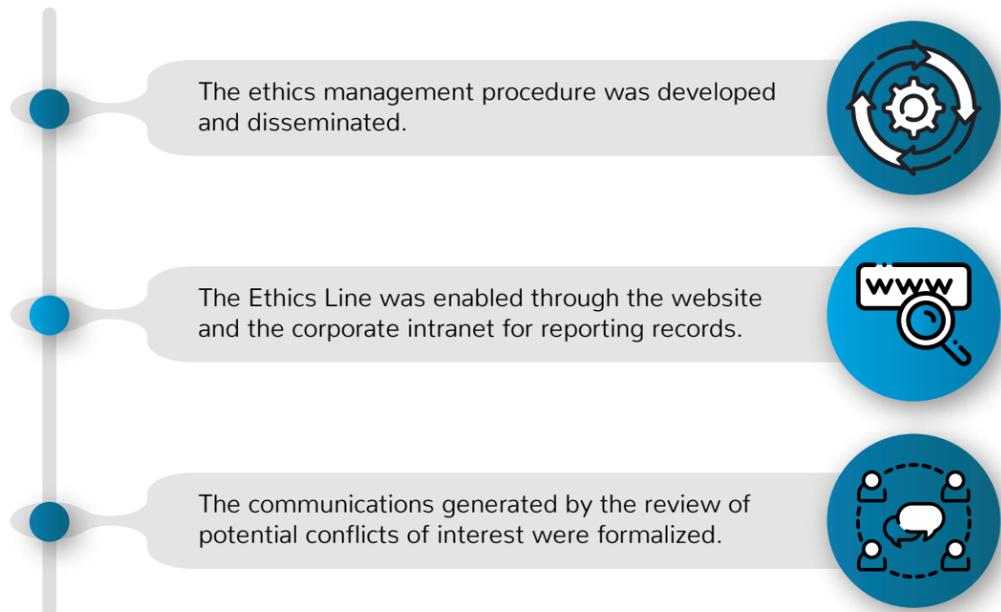
The Organization is committed beyond legal compliance, transcending moral commitments and corporate social responsibility.



COMPAS Barranquilla

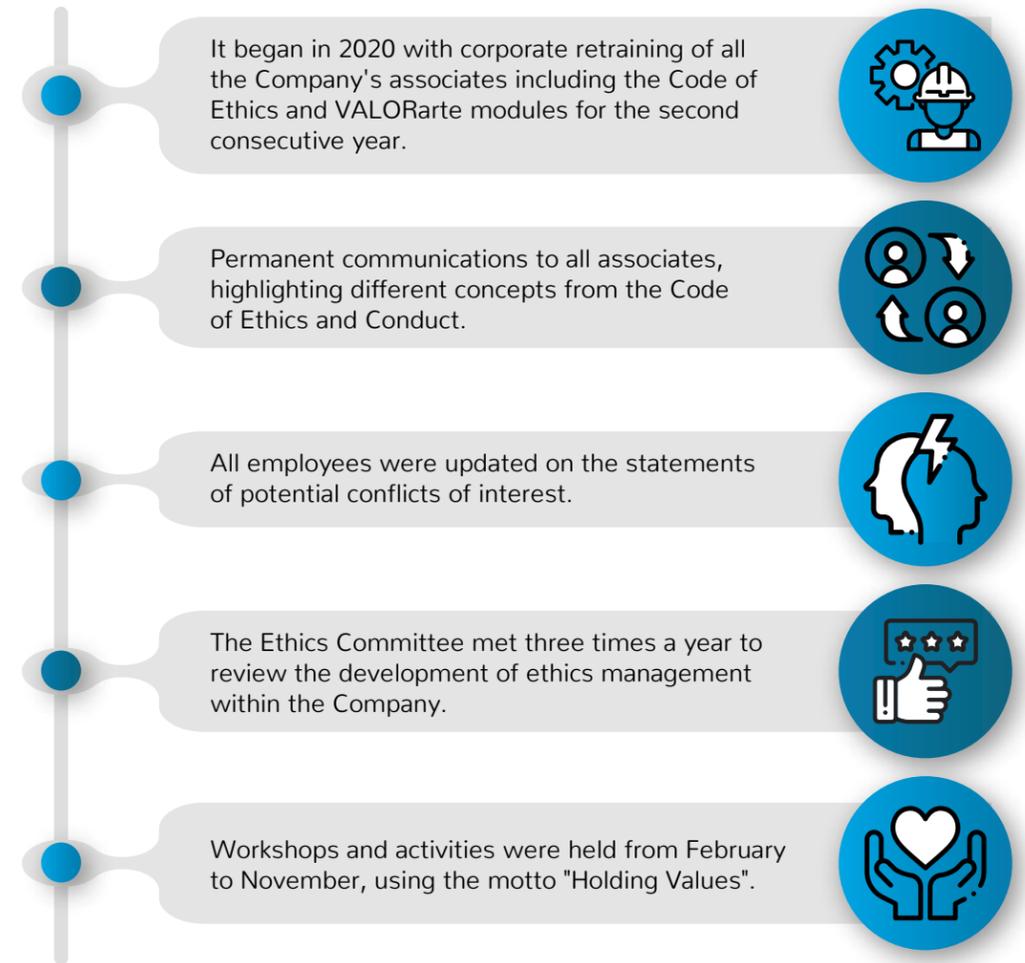
(103-3)

The effectiveness of ethics and integrity management, as a material matter is monitored by an external audit firm that generates a report with findings and recommendations to be implemented by the Organization. Based on the latest audit recommendations:



(102-16)

The work to strengthen COMPAS culture continues by holding the corporate values, applying ethics management and other cultural characteristics. The Code of Ethics and Conduct and the Corporate Values Handbook continue to be the main conduct guidelines for associates and other stakeholders. In 2020, the Ethics Management Procedure was to these documents. It contains the policies and description of the different processes to be carried out when a report is received and a potential conflict of interest. The aim is to establish a standardized, clear and transparent procedure to increase trust among the different stakeholders in a responsible manner and keep a positive image of the Company.



These activities and programs will continue to be held annually. They are intended to strengthen the official's understanding about their responsibility in ethics management, holding corporate values as foundations of COMPAS culture, transparency and anti-corruption. The knowledge that all the associates have about corporate values was assessed for the second time, as well as how these behaviors are reflected in daily work, achieving a consolidated result of 84%.

The meetings of the Ethics Committee reviewed the issues received through the Ethics Line, and the potential conflicts of interest stated by associates. They also decided to strengthen the activities related to corporate value of Integrity.

84% of associates know the six COMPAS Corporate Values.

In addition to the virtual modules of the Code of Ethics and Conduct, and the VALORarte program, in the general training, a printed copy of the Code of Ethics and Conduct continues to be delivered to all the Company's new members; it is also available on the website and on the corporate intranet.



COMPAS Barranquilla

Responding to ethical concerns

(102-17)

In the event of concerns about understanding or implementing the policies set forth in the Code of Ethics and Conduct, clarification may be sought from the following partners: Manager or Vice-president of any area and members of the Organization's Ethics Committee.

If there are any situations to be reported but the user is not sure, or the ethical nature of conduct is not clear, they may contact the Ethics Line by mail at lineaetica@compas.com.co or fill in the forms available at the COMPAS website and intranet; they you will get the appropriate guidance to address the case while maintaining strict confidentiality. Reports can be sent anonymously.

COMPAS has as zero-tolerance policy on misdeeds and fraud; it promotes honesty and respect for the Company's assets and goods. The Company does not tolerate retaliation against those who consult or report in good faith a situation of non-compliance to promote an environment of compliance and integrity. Informers are protected and corrective actions are taken to mitigate retaliation directed toward any associate, supplier, customer, strategic partner, community, or the general public who has reported any non-compliance with the Code of Ethics and Conduct, even if they are not right. If an associate or third party considers that they have been subjected to retaliation, they must report it to the Ethics Line.

Research on ethical reports is carried out through a specialized team appointed by the Ethics Committee that will be formed depending on the type of research.

Anti-corruption Risks and Procedures

(205-1)(205-2)(205-3)

Significant corruption risks in international trade are largely associated with the possibility of money laundering.

Concerning the operations assessed in relation to risks involved in corruption, the results during 2020 the following:



Data collected in the last period show a very low probability for the materialization of crime-related events in international trade that may involve any degree of corruption; this statement is based on the low occurrence of crime cases considered as a source of money laundering.

In 2020 COMPAS spread its anti-corruption policies by disseminating values and ethics to all its partners. It also provided money laundering anti-corruption training to 331 members of the Organization in total, equivalent to 89.4%.

No corruption cases were evidenced during the report drafting period.



Centro Logístico Manzanillo

Governance

(102-18)

The following is the Company’s governance structure:

Shareholders’ General Meeting

COMPAS shareholders total five: Two of them are majority shareholders: West Street Infrastructure Partners (WSIP) Port Holdings II Ltd. – An investment fund managed by Goldman Sachs’ Business Banking division-, and Southern Ports Holdings S. de R. L. – A corporation incorporated by the Echavarría Obregón family and the Ership Group of Spain. Each majority shareholder above has shareholdings close to 50% in the Company’s shareholding structure.

(102-22)(102-23)(102-24)(102-26)

Boards of Directors

It is a social body composed of six main members with the right to speak and vote, their respective personal alternates, and one or more independent directors, with the right to speak, but not to vote; they are all appointed by the Shareholders’ General Meeting.

All directors (including independent directors) are elected for 2-year periods or until their death, resignation or removal, and they may be re-elected indefinitely by the Shareholders’ General Meeting, using the electoral quotient system set forth in Article 197 of the Colombian Trade Code, and they are generically considered to be members of the Board of Directors.

The higher governing body meets at least four times a year, on-site or remotely, using tools that allow simultaneous or successive communications (e.g. by telephone or video conference).

The BOD role is to lead decision-making that contributes to the fulfillment of COMPAS interests, and to provide continuity to strategic projects, ensuring the achievement of the objectives of the Company and its stakeholders.

The BOD Chairperson is appointed by the Board of Directors choosing among its main members; they are in charge of convening meetings, scheduling the agenda for each session, presiding over meetings and deciding on other logistical and formal aspects related to the operation of this corporate body. The BOD Chairperson serves for a 3-year term and may be re-elected indefinitely; they have the same voting rights as the other main members of the BOD.

BOD Committees

The BOD may establish committees to support the performance of their duties. In 2020, the COMPAS BOD had two committees:



Financial Committee: Composed of two members of WSIP and two members of Southern Ports Holdings; the other directors are free to participate.



Corporate Audit Committee: Composed of a WSIP delegate and a Southern Ports Holdings delegate. Other directors are free to participate. The meetings of this committee are attended by the external corporate auditor (Auditlimited S.A.S. corporation) and the Independent Director.

(102-25)

Managing conflict of interest

The corporate by-laws establish that company managers (including BOD members) must refrain from participating —themselves or using a proxy for any personal or third-party interest– in activities involving competition with the Company or in acts with any conflict of interest, except with the express authorization of the Shareholders’ General Meeting, which is the only body authorized to evaluate the situation and provide the applicable instructions. To this end, all the Company’s managers will give the Shareholders’ General Meeting information relevant to decision-making. The manager’s vote shall be excluded from the respective decision if they are shareholders. In any case, the authorization of the Shareholders’ General Meeting may be granted only when the act does not compromise the Company’s interests.



(102-19) (102-29) (102-31)

The BOD has several powers set out in the company’s by-laws, here is one of them: “g) To delegate to the Legal Representatives, their alternates or any other employee, such functions as they deem appropriate”. Accordingly, the BOD delegates to the Chairperson and the Executive Committee the design and execution of projects that lead to the fulfillment of corporate objectives and ensuring that they are in line with the values established by this governing body for the Company in environmental, economic and social matters.

Executive Committee: Broadly, it identifies economic, social and environmental issues and their impacts, risks and opportunities, and follows them up. It consists of the CEO and Vice-presidents, as shown below:



The main role of the Executive Committee is to ensure that COMPAS management is performed under the guidelines stated by the Board of Directors. It also monitors the Company’s performance, evaluates new projects and, in general, supervises the development of corporate objectives. This committee meets at least once a week or whenever required, by calling from the Company’s CEO.

The Executive Committee is in charge of accountability reporting on a regular basis before the BOD on matters delegated by that BOD, including environmental, social and economic matters.

(102-20)

Each Vice-president’s Office is also responsible for reporting directly to the BOD on issues relevant to the fulfillment of the Company’s objectives. Environmental and social functions are specific responsibility of the following areas within the company:

- Environmental Management Director’s Office.
- Communications and Sustainability Director’s Office.

(102-21)

Inquiries, please, or requests made by the Company’s community, suppliers, customers, and other stakeholders are handled by the Vice-president or Manager of the respective area, who analyzes the request or inquiry and escalates – as needed – to the highest ranking positions, until they reach the CEO’s Office. In turn, if deemed necessary, the CEO’s Office reports it directly to the BOD, so that the Board can analyze the scenario and provide the instructions as applicable.



Governance Management in 2020

(103-3)(206-1)(307-1)(419-1)

- ✓ COMPAS was involved in no legal actions filed during 2020 on unfair competition, monopoly practices or against free competition.
- ✓ No fines, sanctions or breaches of local, national or international environmental, social or economic regulations or legislation were recorded either. A significant fine or sanction refers to one that exceeds 50 million Colombian pesos.
- ✓ During 2020, the scope of corporate objectives was redefined to align them with the strategy; the Executive Committee was delegated the planning, selection and development of projects to be implemented within the next five years to make the Company's mission come true.
- ✓ The import of a new mobile crane for the Tolu terminal required the Company to obtain the approval of the first Vallejo Plan of Services granted by the Ministry of Commerce, Industry and Tourism (Ministerio de Comercio, Industria y Turismo, MINCIT) under the new regulations (Decree 285 of February 26, 2020 and its regulatory rules).

The benefits of the Vallejo Plan include:

- To defer the VAT payment caused by the import until the end of the Vallejo Plan.
- To boost foreign trade by stimulating the export of services through the Tolu terminal.
- ✓ Provisional enablement as an International Logistics Distribution Center (Centro de Distribución Logística Internacional, CDLI) of an area in COMPAS Tolu, –in addition to the area already authorized– granted by the DIAN (Colombian Tax and Customs Authority), given the national emergency caused by COVID-19.
- ✓ Authorization by the Autonomous Regional Corporation of Rio Grande de la Magdalena (Corporación Autónoma Regional del Río Grande de la Magdalena, CORMAGDALENA) to replace the shiploader for dry bulk and a portion of the conveyor belt, located at the COMPAS' port terminal in Barranquilla; such equipment has been in use for several years.

Future Challenges



Short-term Goals (0-2 years)

- ✓ To strengthen the existing synergies between functional areas, issue the necessary guidelines to establish schemes and strengthen the anti-fraud and anti-corruption culture by means of training, and set roles and responsibilities to mitigate reputational risks.
- ✓ To draft, approve and disseminate a code of good governance.



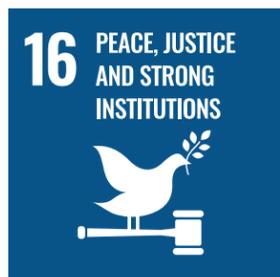
Medium-term goals (3-5 years)

- ✓ To build an organizational culture based on transparency and the application of the ethical principles defined by the Organization to promote the responsible behavior of all its associates, regardless of their hierarchical level.
- ✓ To fulfill a commitment and comply with the Organization's ethical guidelines in the supply chain, strategic partners and clients.



→ Risk and Crisis Management

Contribution to the SDGs



(103-1)

Risk management at COMPAS is a senior management commitment, since proper management of risks inherent to every Company activity contributes to preventing the occurrence of events with negative or unwanted impacts, achieving the strategic business objectives, strengthening the commitment with shareholders, clients and other stakeholders, increasing the resilience of the Organization facing the social, environmental and economic scenarios, and facilitating decision-making.



COMPAS Barranquilla

Strategy

(103-1) (103-2)

COMPAS priority is the promotion of preventive risk management; it has established a risk structure at the different levels of the Organization to ensure adequate coverage, thus ensuring management of all risks it may be exposed to.

As part of the 2020 challenges, the risk management methodology incorporated guidelines to manage emerging risks. This is a result of the contingency situation experienced by the Company. It undoubtedly left valuable lessons in risk management that were not initially considered, but COMPAS must be ready to face it. A qualitative analysis of the situation was made. It identified the dimensions with the most significant impacts, so that efforts would focus on solid actions to mitigate the impacts generated by the pandemic at every level of the Organization.

(102-15)

COMPAS' analysis of the economy, environment and society includes the identification and management of strategic risks among other exogenous variables. These events may potentially threaten the fulfillment of the Company's strategic objectives directly or indirectly.

This analysis is performed using the Trend and Risk Management model that includes the identification of trends and strategic risks, their interrelationship and convergence. Thus COMPAS identified and prioritized eight trends that could influence the risks and opportunities of the Organization:

1. **Technology dependency:** Need for customers to acquire the latest technological developments.
2. **Society and environment:** Company actions to satisfy its requirements without affecting the environment where it operates.
3. **Geopolitical instability:** Uncertainty generated by socio-political events that may have some type of impact.
4. **Challenges in the regulatory environment:** A set of laws that control and delimitate activities.

- 5. **Complex supply chains:** Increasingly robust and specialized supply chains.
- 6. **Innovation of products and services:** Implementation of green materials and processes is becoming more common.
- 7. **Customer care:** Actions to create and preserve a relationship with customers.
- 8. **Corporate transparency:** Disclosure of information to the market and stakeholders with transparent and more responsible processes.

Nine strategic risks were identified based on these trends and the results of the consolidated analysis of their interrelationship and convergence. Such risks have been managed through projects focused on minimizing risks and exploiting opportunities.



COMPAS Barranquilla

(103-2)

As a general framework for risk and crisis management, COMPAS has established a five-stage methodology, based on standard ISO 31000, to carry out the annual monitoring cycle of potential or actual events that may divert the Company from its objectives.

Causes and consequences are analyzed to establish preventive and corrective controls, and thus properly manage risks and bring them to an appropriate level. Methodology was last reviewed by the end of 2020 and changes will be incorporated into the risk manual in the first quarter of 2021.

These are the five steps included in the methodology for the annual follow-up cycle.



Risk and crisis management is coordinated at corporate level by the Risk and Internal Control Director's Office. However, the effectiveness of this activity is based on the coordination among several areas such as compliance, the Environmental Management Director's Office, the Occupational Safety and Health Director's Office and the Protection Director's Office. They work jointly under the corporate risk concepts and guidelines.

The resources needed to ensure adequate risk management are approved annually. There is a robust team of four area managers, who, in turn, have representatives of their teams at each port terminal. Software is also available to administer the Company's management system. It consolidates the information derived from the risk management cycle; this has helped speeding up the process and its maturity.

An internal risk management customer satisfaction survey is conducted annually. It assesses the relevant features that are addressed as a team throughout the year. The result of this survey for 2020 –which evaluated the objectivity, competencies and skills of the risk team– yielded an internal customer satisfaction score of 96%.

Risk management effectiveness

(102-30)

The result of risk management effectiveness is presented before the Board of Directors by Mr. Alberto Jiménez, member of the BOD designated to the Audit and Risk Committee. The result shows the outcome of the risk management cycle, the significant risks and the outcome of their monitoring, among other. The results of the system effectiveness evaluation by the independent third party are also presented.

The goals set for 2020 were met as follows:



The risk management monitoring scheme was carried out as part of the implementation of comprehensive assessment in the port facilities, by assessing the effectiveness of its controls. **Coverage was also extended to analyze the risks of processes** such as procurement, infrastructure, commercial, communications and sustainability processes. There are risk matrices available for these processes in Kawak, the Company's management system; this contributes to a more agile tracking, management and evaluation.

All the processes addressed were analyzed from the anti-fraud and anti-corruption point of view; it allowed **identifying the relevant risks and establishing** the necessary controls to reduce the probability and materialization of such risks.



The methodology and relevant topics associated with this issue were socialized and explained using the risk management **module on the ENSEÑarte platform**; its contents are available to all associates.

Strategic risks did not change during 2020 and, just like previous years, they were managed to maintain their ratings at acceptable levels for the Company.



(103-3)

The mechanisms to monitor the effectiveness of the material issue are:



Audit

Verification mechanism by an independent third party that assesses the reliability of the risk management system on a biennial basis.



Comprehensive internal evaluations

Internal monitoring cycle in charge of the Risk and Internal Control Director's Office. It verifies compliance with the Company's guidelines in terms of controls and procedures, as well as their relevance, ensuring that all risk factors are covered and have set elements for management.



Internal control indicator

An indicator was established for ports in 2019 to reflect the management performed. In fact, one of its three components reflects the effectiveness of controls and proper risk management.



Internal customer satisfaction assessment

Internal satisfaction survey to identify strengths and weaknesses in managing the material issue and the work team of the Risk and Internal Control Director's Office.

Upon assessing the material issue of the process and as part of the continuous improvement of the process, the Risk and Internal Control Director's Office incorporated the following actions into its 2021 work plan:

- ✓ To incorporate emerging risk management into the corporate guidelines for risk management.
- ✓ To change the methodology used to assess the effectiveness of key controls for COMPAS.
- ✓ Standardization of risk issues in the corporate methodology.
- ✓ Front-line self-assessment scheme.
- ✓ Implementation of the COSO Model as a best practice for risk management and internal control.

Future Challenges



Short-term Goals (0-2 years)

- ✓ To execute the strategic risk management cycle through the following phases: Identification of trends and strategic risks, as well as their interrelationship and convergence.
- ✓ To complete the approval process for environmental risk management, protection and occupational safety and health systems with the corporate risk methodology.
- ✓ To execute the risk management cycle for support processes, considering the Company's process map.
- ✓ To implement a risk and internal control self-assessment scheme to strengthen the insurance culture.
- ✓ To define the business continuity plan for two port facilities.



Medium-term goals (3-5 years)

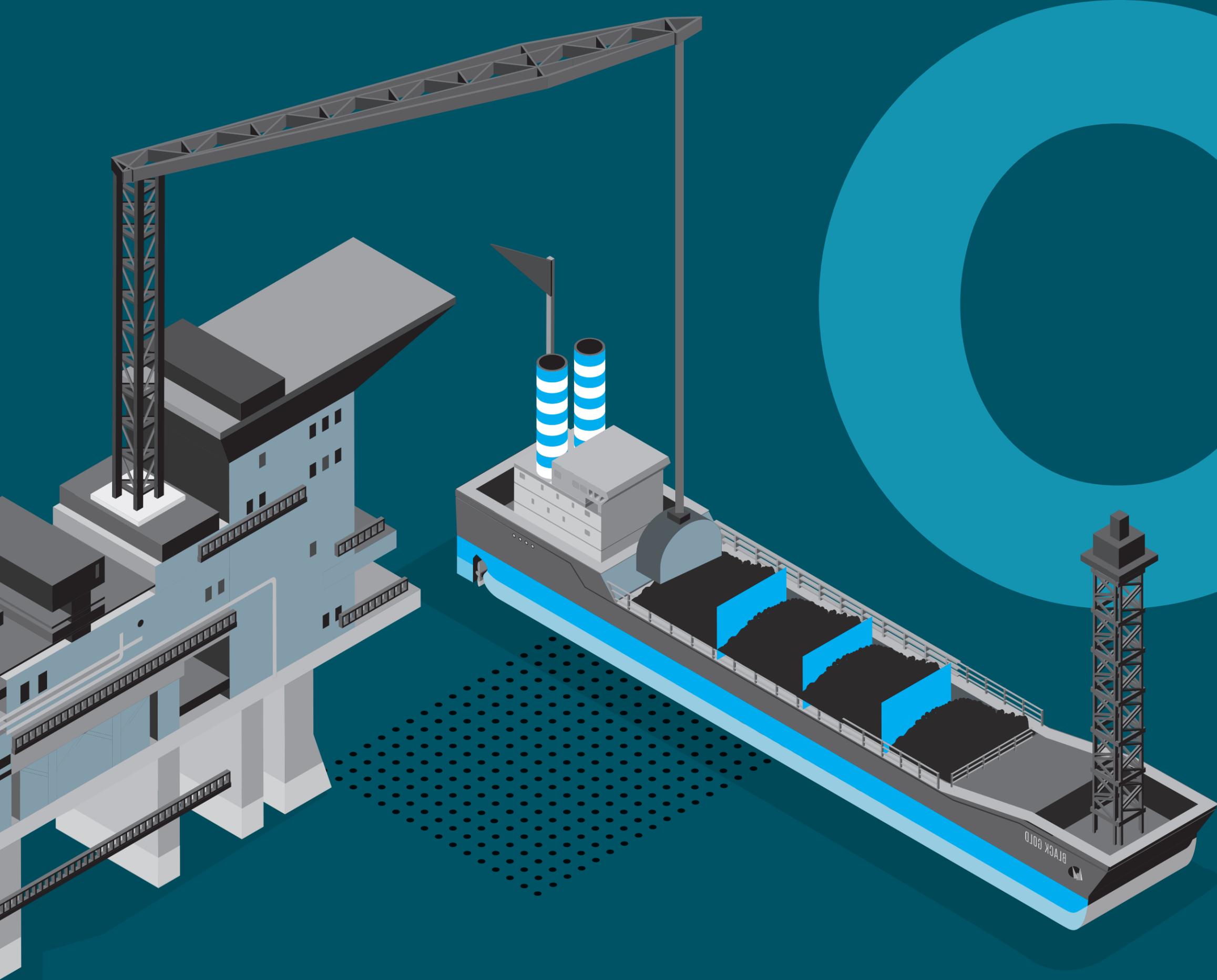
- ✓ To implement best practice model for internal control to strengthen corporate governance, the control environment, risk assessment, control activities, and information and monitoring.
- ✓ Operational risk correlation analysis.



Long-term goals (>5 years)

- ✓ Quantifying risks: To assess economically the materialization of risks.





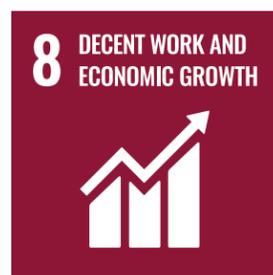
Efficient operation

- Profitability and growth
- Terminal management

Value creation and growth

It is essential to consolidate a comprehensive service model in the logistics chain that will ensure the profitability and economic sustainability of the Company.

Contribution to the SDGs



COMPAS seeks to ensure profitability and economic sustainability, as well as efficiency in capital management that meets and adapts to market needs and macroeconomic conditions.

(103-1)(103-2)(103-3)

Managing profitability is vital to COMPAS because it impacts the Company's growth and sustainability. Each investment project seeks to meet the minimum expectations expected by shareholders and the Nation through the various concession contracts entered into. To the extent that the Organization is profitable, it will be able to fulfill its commitments to stakeholders; namely, projects with communities, tax and labor obligations, commitments with partners, suppliers, clients and other actors in the process.

Value creation and growth are managed by the economic assessment of projects and by monitoring and controlling the financial results of operations. New projects intend to meet minimum profitability indicators to generate value for all stakeholders. To this end, an economic assessment thereof is carried out by the Financial Vice-president, with the coordination of different Organization areas, and they are ultimately submitted to the Board of Directors for approval.

During 2020, the Company focused on increasing revenues and operating profit, as well as executing investments around US\$17 m for the maintenance, improvement and expansion of terminals.

Although the results of the period showed a deviation from the budget, they were satisfactory in the long run, given the negative externalities that arose as a result of the COVID-19 pandemic, the mandatory quarantines ordered by the National Government, the strong depreciation of the Colombian peso, and high volatility in financial markets. In this scenario, the Company executed timely steps and was able to maneuver in a turbulent environment, fulfilling its obligations to the various stakeholders.

Economic Performance

(201-1)(201-4)

Economic value generated and distributed	2018		2019		2020	
	Million COP	Million USD	Million COP	Million USD	Million COP	Million USD
Economic value generated	190,103	64.3	203,798	62.1	202,759	54.9
Operating Income	190,103	64.3	203,798	62.1	202,759	54.9
Net income	189,843	64.2	203,263	62.0	202,380	54.8
Income from financial investments	260	0.1	535	0.2	379	0.1
Distributed economic value	231,036	78.2	232,559	70.9	224,238	60.7
Operating expenses	77,280	26.1	80,465	24.5	78,249	21.2
Purchase of input materials	76,894	26.0	79,854	24.3	77,803	21.1
Employee training costs	386	0.1	611	0.2	446	0.1
Employees' salaries and benefits	28,424	9.6	29,913	9.1	28,674	7.8
Payments to capital suppliers	36,518	12.4	37,283	11.4	40,348	10.9
Payments to governments	13,516	4.6	12,024	3.7	12,953	3.5
Investments in the community	75,298	25.2	72,874	22.2	64,014	17.3
Investment in community-oriented social programs in the area of influence	953	0.3	918	0.3	848	0.2
Investments in infrastructure	74,345	25.2	71,956	21.9	63,166	17.1
Retained economic value	-40,933	-13.8	-28,761	-8.8	-21,479	-5.8

It should be noted that, during September 2020, the Company applied and became a beneficiary of the Formal Employment Support Program (Programa de Apoyo al Empleo Formal, PAEF), led by the National Government; the Company received \$119,633,000 Colombian pesos, during the COVID-19 pandemic.

Future Challenges



Short-term Goals (0-2 years)

- ✓ To reduce operating costs and expenses.
- ✓ To increase storage capacities for food in bulk.
- ✓ To comply with the investment budget and complete ongoing works and projects.



Medium-term goals (3-5 years)

- ✓ To renew near-expiry concessions.
- ✓ To improve operational efficiency.
- ✓ To maintain an optimal level of cash generation to meet financial commitments.



Long-term goals (>5 years)

- ✓ To reach the maximum installed capacity.
- ✓ International expansion.



Terminal management



42
Total number of motor vessels served



1,012,109
Mobilized tons

(103-2)

During 2020, the COMPAS Tolu terminal completed important projects such as the import of the Liebherr crane, the construction of two new hoppers for minerals and aggregates, the top-beam repair and completion of maritime signaling works (buoys and headlights). Similarly, steps were initiated to expand the vertical silo system for food storage in bulk and expand the external yard for coal storage. All of the above was carried out with the support and participation of local, regional and national authorities, neighboring communities, business actors and other stakeholders, in compliance with environmental and social standards.

On the other hand, the dredging of the access channel, turning dock and maneuver zone were completed in March. There is now an operational draft of 12.5 meters, facilitating the performance of safe maneuvers by captains and practical pilots, and the port can serve motor vessels of greater cargo capacity and size.

The implementation of the maritime signaling plan was completed with the installation of new state-of-the-art (geo satellite) buoys in the access channel, fulfilling the expectations of the maritime authority and giving the captains and the practical pilots of the motor vessels greater safety during arrival and departure at the terminal.

Similarly, the extension of the spring line was completed, allowing two motor vessels to be served simultaneously: One by mechanized systems and the other in a conventional manner (with hoppers).

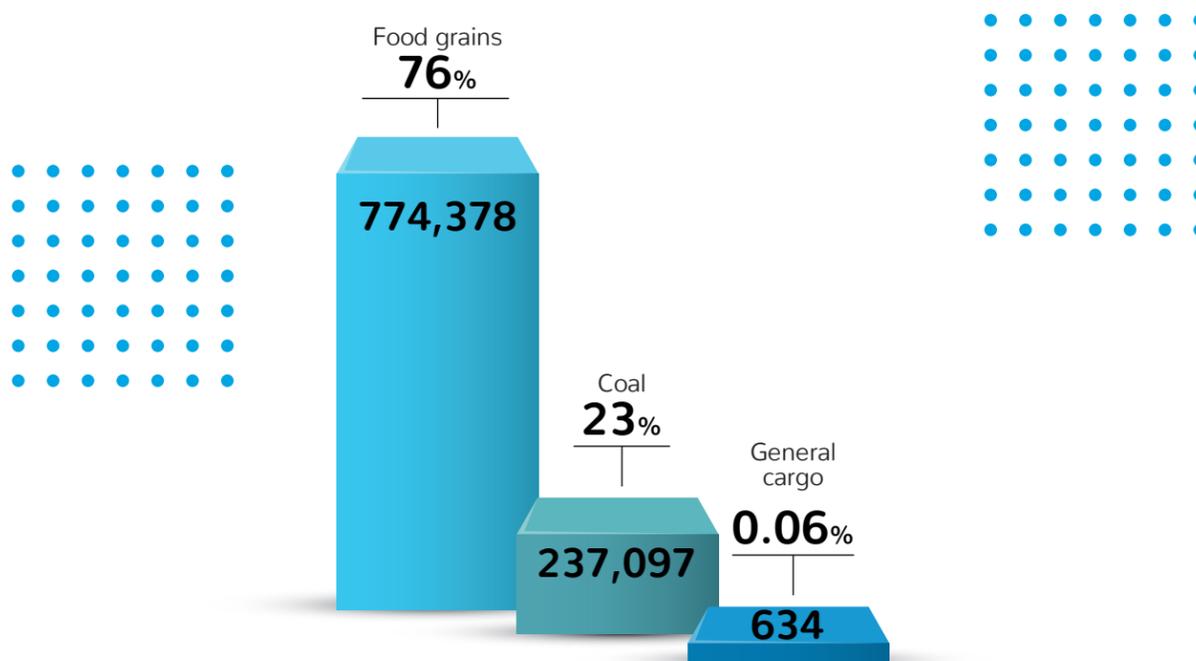
The different activities carried out made it possible to hire locally-sourced workers (Santiago de Tolu); and participation, networking and association ties were strengthened with local, regional, and environmental authorities, and people of the communities surrounding the terminal.

Finally, the most relevant unachieved target was the non-compliance with the tons budget allocated to the port facility for 2020. This was caused by the COVID-19 pandemic that affected sectors such as coal. However, a rebound in exports of this mineral is expected for 2021; this will allow increasing the services related to this product. The expansion of the two new vertical silos for food in bulk was not carried out either, as a result of the pandemic, and it was postponed to 2021.

The new latest-generation LHM 420 Liebherr crane will allow expanding the terminal's service portfolio, operating in a more agile way with dry bulk, general cargo and project cargo.

Upon dredging the terminal, it now has a 12.5-meter operational draft, allowing safe maneuvering and handling of motor vessels with greater cargo capacity and size.

Tolu Terminal



2020 management results

(103-3)



The operational efficiency indicator (loading and discharging of motor vessels) **exceeded the intended target of 95 %**; the average efficiency in the year was 100.2%.



The occupational safety and **health indicator showed a 33%** accident rate decrease compared to 2019, as a result of proper management in training, safety talks and self-care.



The Protection Area carried out permanent monitoring of vessels and terminal areas, preventing contamination, theft and cargo - damage events. It also maintained and **renewed the PBIP and BASC certificates.**



The Environmental Management Area conducted permanent monitoring and provided advice to terminal users on environmental controls; this helped avoiding contamination events. The environmental authority did **not register any non-compliance.**



The Maintenance area carried out optimal preventive management; it allowed a **reduction on equipment and infrastructure damage**, and adequate budget management.



Truck tarping and untarping activities have been handled directly by COMPAS since March 2020, generating annual **revenues worth \$548 million.**



The coal operation is now managed by COMPAS; as a result, the Company operated the last two motor vessels by the end of year, generating **savings worth \$152 million Colombian pesos.**



The process of coal trimming on ships was performed directly using the Company's equipment (spoons), **saving \$37 million Colombian pesos during the year 2020.**

Future Challenges

(103-2)



Short-term Goals (0-2 years)

- ✓ To start coal storage in the new outdoor court area.
- ✓ To continue with the expansion project for storage of food in bulk; it will be carried out in two phases: Three vertical silos will be built by 2021 with a 9,000-ton capacity each. By 2022, another silo battery will be constructed identical as that built in 2021, increasing the storage capacity in that sector to 54 thousand tons.
- ✓ To initiate the mobility plan by adapting the routes, scales, arrivals to and departures from the terminal; it is expected to be completed in 2022.
- ✓ To carry out the construction of the trucker center together with strategic partners.
- ✓ To expand the capacity of the coal hopper loading system with an appropriate mechanical design, improving system performance during the export operation.



Medium-term goals (3-5 years)

- ✓ To promote the creation of appropriate conditions that allow territorial port and logistical development for Santiago de Tolu and the Golfo de Morrosquillo subregion, taking advantage of the terminal extension lands.
- ✓ To continue negotiating with strategic partners, taking advantage of the competitive advantages offered by the geographical position of the COMPAS terminal in Tolu.

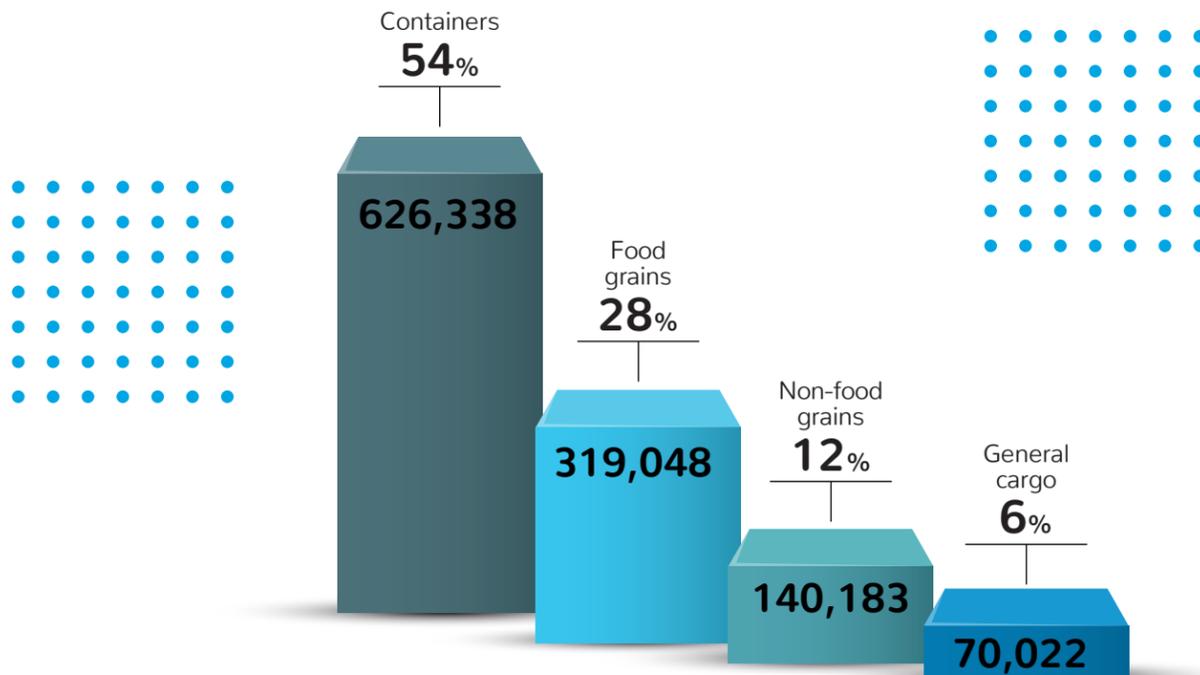


Long-term goals (>5 years)

- ✓ To renew port equipment to ensure efficient, safe and reliable production.



→ Cartagena Terminal



286
Total number of motor vessels served



1,155,591
Mobilized tons

(103-2)

The COMPAS Cartagena terminal is still the company's main and only container-mobilization port; it moves 54% of the tons. During 2020, the total cargo was reduced by 26.3% compared to cargo mobilized in 2019, due to the economic impact caused by the COVID-19 pandemic. However, non-food grains increased by 40%, due to the reactivation of gypsum and clinker cargo. However, general cargo suffered the greatest impact; a reduction of 62.7% was registered compared to 2019.

54% of the cargo moved by the Cartagena terminal were containers.

In the joint venture between APM Terminals and COMPAS, which created the Cartagena Container Terminal Operator (CCTO) as a strategic investment for both companies, the knowledge management process around the bulk operation was completed. Such operation assumed by CCTO at the end of 2020. Upon this change, COMPAS Cartagena has a direct team responsible for infrastructure maintenance and development, environmental management, social management, Occupational Safety and Health, and concession management, including networking with authorities and other external stakeholders.

2020 management results

(103-3)



Improvement of the pavement in the bulk areas and waterproofing of roofs and inner floors of the vertical silos. Maintenance of the cobblestone in yards of the cellars was also performed, minimizing the cargo and equipment risks. **Repairs were also made to the inspection shed**, including the rain water collection system and the pavement repair of this area.



Reduction in the final disposal cost of waste from food in bulk, by donating such waste to be used in productive animal husbandry projects that benefit vulnerable populations. This initiative was implemented as of June 2020, **with average monthly savings of \$1.5 million pesos**. The Foundation that recovers the food waste provides the big bags; this has allowed minimizing packaging expenses.



Maintenance and calibration were performed on the **receipt and delivery weighing systems** of the terminal to improve the conditions to control inventories of cargo received in bulk; the certifications required by local law were renewed.



250% of the waste generated in the different terminal areas was exploited in comparison to 2019; a positive outcome for circular economy processes.



Special maintenance on refrigerated container outlets, **minimizing the risk of electric shock** and increasing the availability of power outlets.



Emergency luminaires of electrical substations were changed, and office building areas that lacked luminaires were supplied.



At the Manzanillo Logistics Center (Centro Logístico Manzanillo, CLM), **the offices and the food courts were upgraded for associates and partner foundations** located in that operation center. Remodeling also took place in the court to install the new scale; this included the removal of the shed and roadway fitting. The new scale speeds up vehicle rotation and provides greater accuracy in weighing the cargo in and out.



Maintenance plan for power generators, ensuring the reliability of terminal support equipment.



Relocation of the sailing buoys in compliance with DIMAR, to ensure the maritime safety of the motor vessels that dock at the port.



Within the framework of Project Phoenix, and with the support of the Administrative Department of Transit and Transportation (Departamento Administrativo de Tránsito y Transporte, DATT), **the Pedro Vélez Avenue roadway was restored.**



Accident rate dropped 70% for contractors by and 100% for COMPAS employees. However, a fatality occurred with a contractor worker.



The organizational environment survey scored 80 points, similar to that recorded in 2019 when 83 points were obtained.

Future Challenges

(103-2)



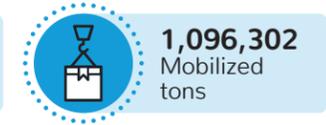
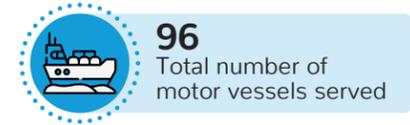
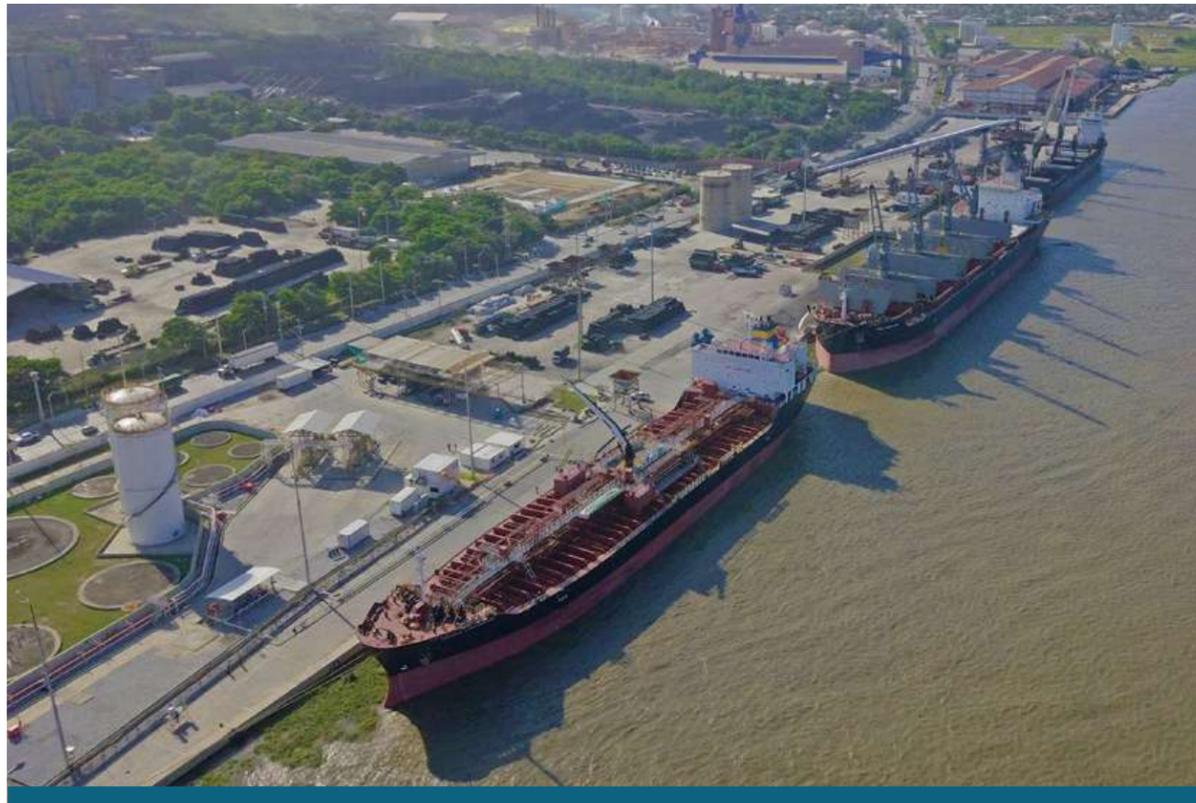
Short-term Goals (0-2 years)

- ✓ To continue implementing a business strategy aimed at strengthening relationships with existing customers and attracting new companies to the terminal.
- ✓ To improve environmental management at the terminal to minimize the risks associated with this component.
- ✓ To increase actions to strengthen individual and collective awareness of occupational safety and health risks, to comply with the established accident indicator.



Medium-term goals (3-5 years)

- ✓ To reach 90 points in the perception of organizational climate in the terminal, an indicator measured by an external firm, which would achieve a level of excellence.
- ✓ To include protective actions and measures in the terminal strategic plan to mitigate the risks associated with crime.



(103-2)

In line with the intent to expand the services of COMPAS Barranquilla, the Center for International Logistics Distribution (CDLI) area was expanded during 2020 within the terminal with the appropriate permits; this will allow customers to have more areas within the port. Also, the Project for Paperless Goods Withdrawal Authorization (Autorización de Retiro de Mercancías) was implemented with the support of management and the IT, Protection, Operations and Document Control areas, and thus the process of allocation and filing of vehicles improved; this allows modernizing and servicing the various requests of truck drivers and authorities.

The ARIM project was implemented; it has improved the allocation and filing of vehicles.

For the first time in the terminal, they were able to perform direct loading of two extra-sized project loads from the barge to the motor vessel, strengthening the position of the terminal to perform multimodal operations.

Operations were also initiated with a new conveyor belt section to increase efficiency in coal and coke loading from 350 to 800 metric tons per hour. The belt can be moved, as well; this helps decreasing the number of ship movements along the docking line.

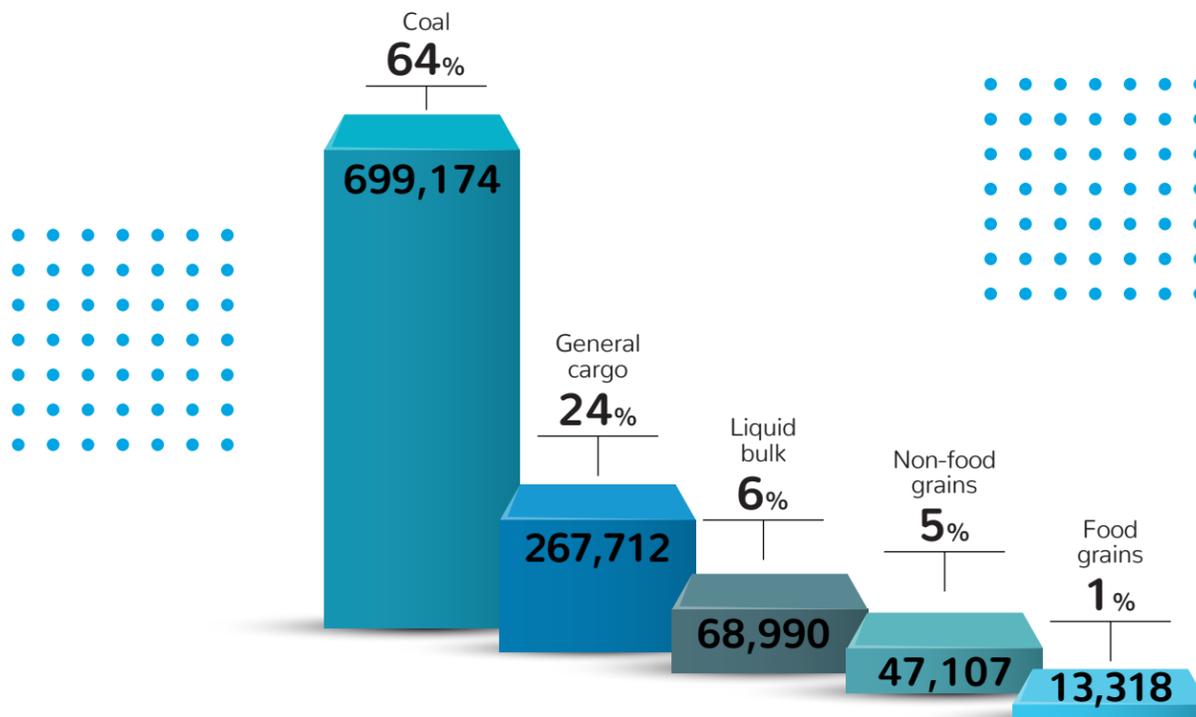
On the other hand, no protection events occurred and the video-analytical system was commissioned in the CCTV; it allows creating electronic borders that send alerts to the operator if there are transgressions and it increases the efficiency of the surveillance work, in particular, in the most distant areas of the terminal.

91% of the planned maintenance activities for port infrastructure were carried out, based on the optimization of resources, management of the purchase of goods, constant monitoring of equipment and intending to get a better quality with competitive prices. This helped identifying changes and/or improvements, that prevented unnecessary preventive maintenance. Likewise, the medium-voltage electrical equipment of substations was updated; these equipment changes helped developing independent electrical system, improvement, and obtaining the subsequent certification of the substations.

The commissioning the new conveyor belt increased the efficiency of the carbon and coke cargo from 350 to 800 metric tons (T) per hour.

Concerning environmental issues, there were no accidents or incidents involving air, water, soil, fauna, flora and/or community factors.

→ **Barranquilla Terminal**



2020 management results

(103-3)



12% increase in the volume of moved coal compared to 2019. Early operation of edibles with 1% of the moved cargo.



Assembly of the new coal and coke shiploader; its main characteristics include the possibility to load several warehouses and move the cargo within the same warehouse, with a 120 degree turn and an extension up to 21 meters; it also has a loading capacity up to 800 tons per hour.



To conduct monthly vulnerability tests established by the Protection Director's Office. The indicator of events associated with theft, intrusions, contamination, and stowaway was kept at zero.



Operational shutdown due to maintenance decreased from 38% to 11%, and readiness increased from 50% to 85% before and after operations. The technical availability of equipment was 97.1% and operational availability was 98.3%.



Environmental indicators show the next performance vs. 2019:

- ✓ 48% reduction in special waste generation and 53% reduction in the stored water consumption per mobilized ton.
- ✓ 65% increase in the recovery of recyclable waste per mobilized ton.
- ✓ Water consumption increased by 11% and energy by 8.7%, due to civil works carried out during 2020.



A second truck scale was enabled at the coal court area to clear internal vehicle flow at the terminal.



A truck tarping and untarping area was built in a coal court; it improved security conditions for people.

Future Challenges

(103-2)



Short-term Goals (0-2 years)

- ✓ To construct three warehouses to handle food in bulk.



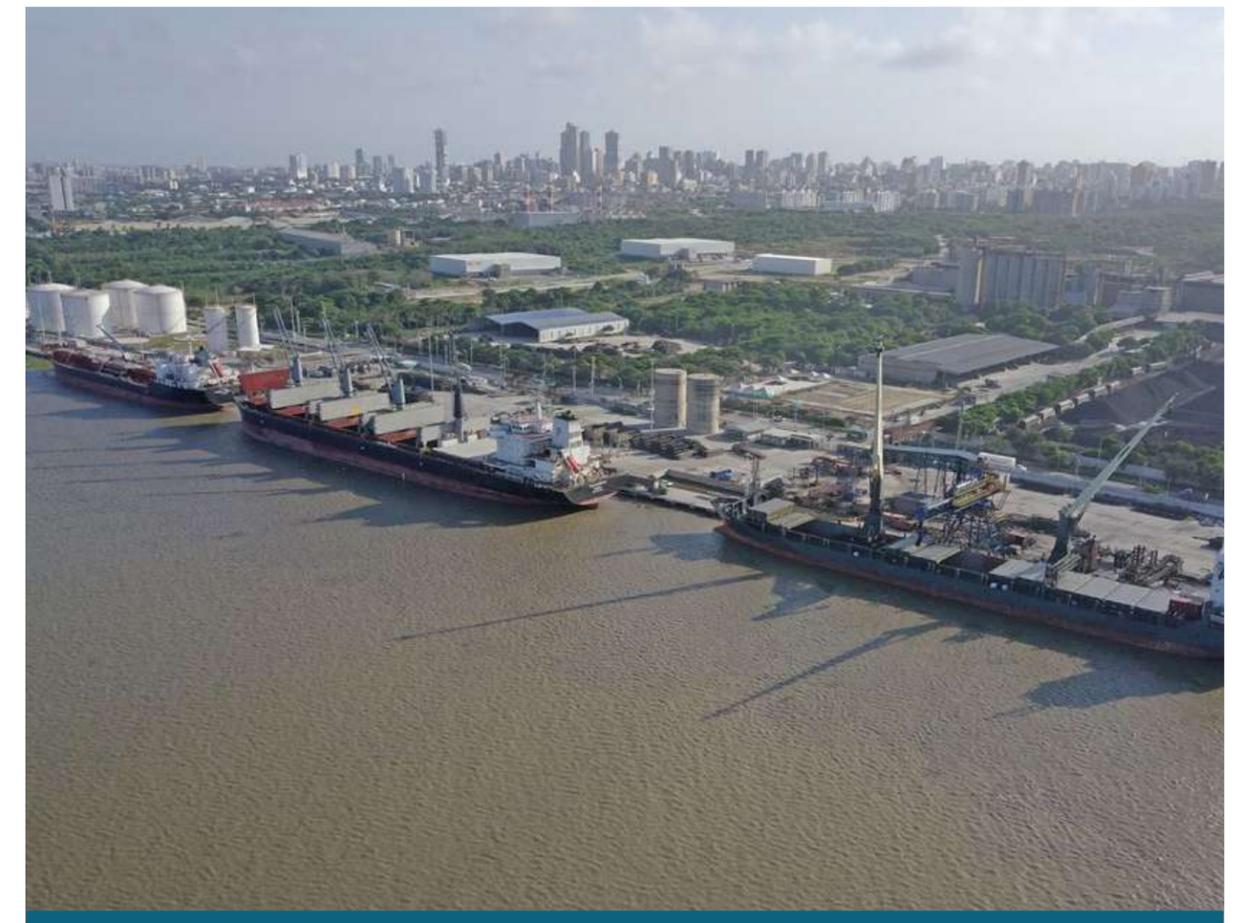
Medium-term goals (3-5 years)

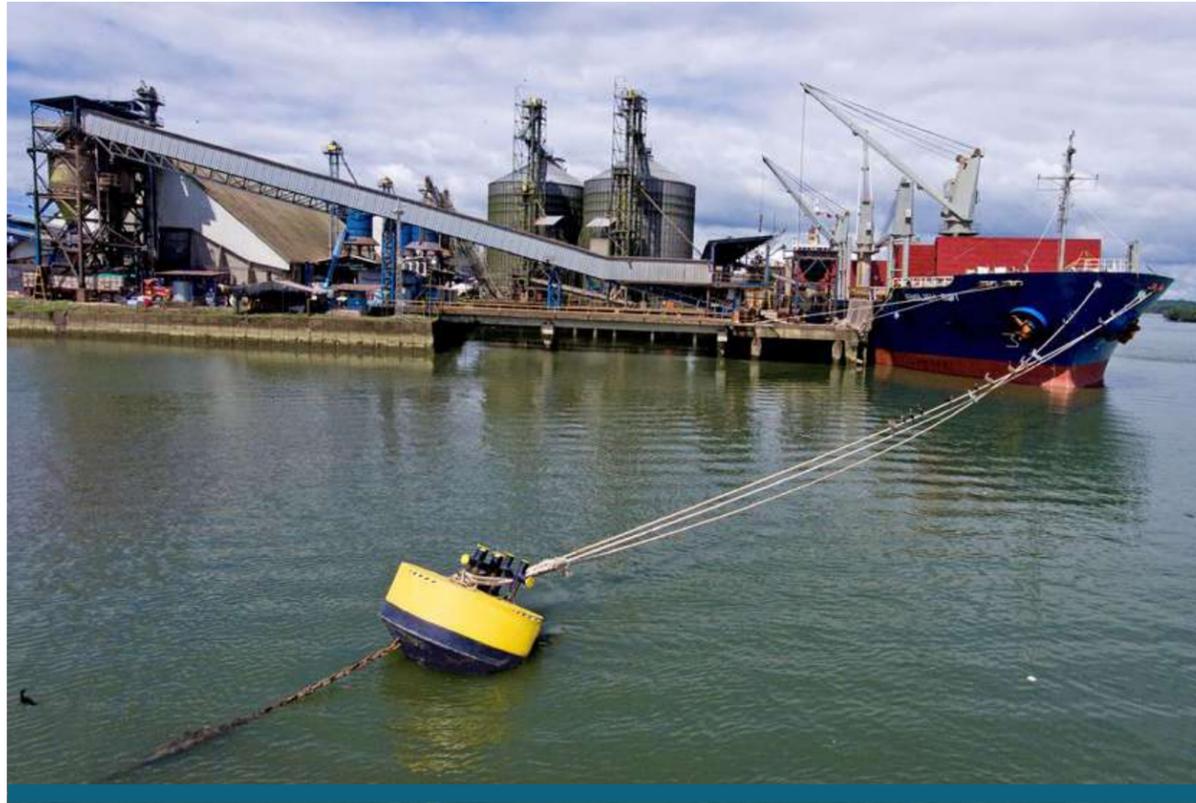
- ✓ To expand and enable new storage areas to increase cargo volume.



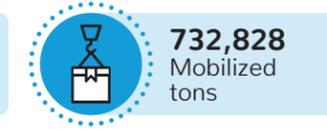
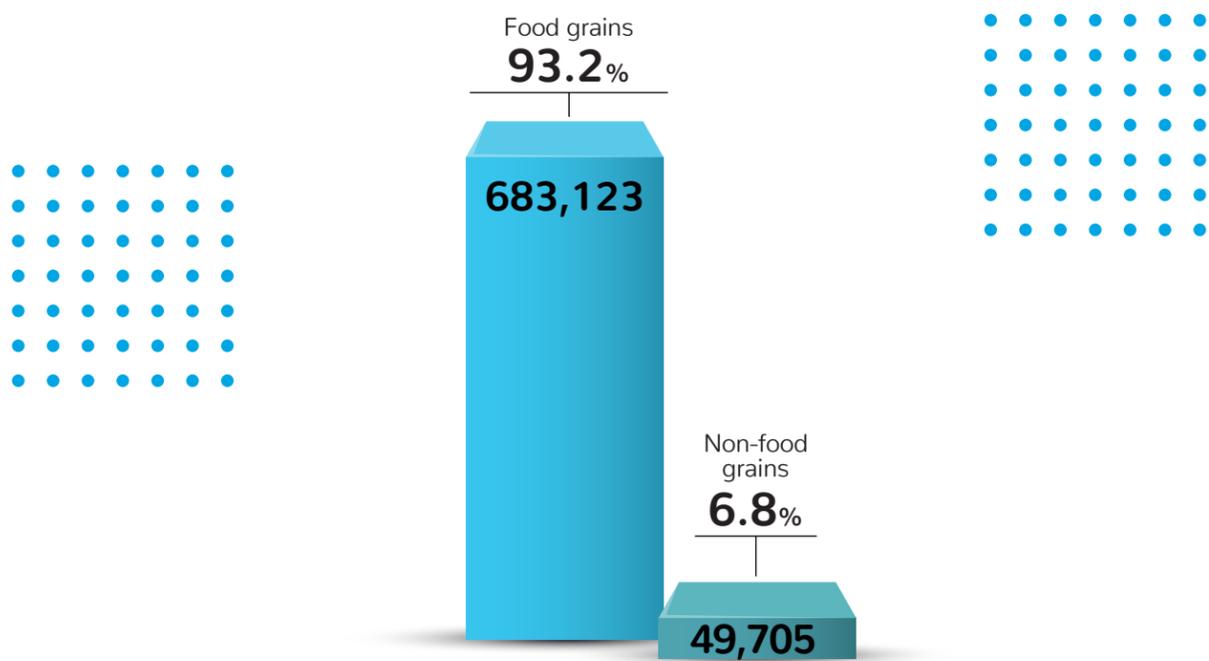
Long-term goals (>5 years)

- ✓ To increase installed capacity and discharge/loading rate of motor vessels.





→ **Cascajal Terminal**



(103-2)

Pursuant to the 2020 plans, the objective of zero protection events was achieved, thus the security of the infrastructure and motor vessels, and the integrity of cargo and people were guaranteed.

An operational efficiency of 95 % was also achieved. Concerning the 2020 budget for cargo volume, several variables were considered, including: market conditions, dock availability and storage space, among others. The terminal managed to meet the estimated budget from March to October, as the COVID-19 pandemic substantially altered the results achieved compared to the set targets, motor vessels served decreased from 33 in 2019 to 27 in 2020; this also impacted the metric of tons mobilized.

The Project for Paperless Goods Withdrawal Authorization (Autorización de Retiro de Mercancías) Achievements was implemented with the support of management and the IT, Protection, Operations and Document Control areas thus the process of allocation and filing of vehicles improved; this has allowed modernizing and servicing the various requests of truck drivers and authorities such as the Ministry of Transport and the Superintendency of Transport.

Port facility infrastructure: Site improvements were made to the bulk quality laboratory, including the remodeling of floors, walls, ceilings and lighting.

The storage capacity of rainwater was expanded at the Environmental Management area by installing a 5,000-liter tank that supplies the bathrooms of the port facility, thereby reducing drinking water consumption. Similarly, 2,500-liter tanks were adapted to collect rainwater in the operations area to be used in the bathroom. A new hydraulic network was also installed (exposed), to track and reduce its consumption in the port facility.

The multi-purpose room was expanded and a specialized area for food handling was adapted with all the necessary elements to offer a canteen-style hot line for food distribution; this impacted positively the well-being of associates who have food there. Similarly, the need for polystyrene and plastic containers used to pack the associates' food for consumption was removed, resulting in a high environmental impact.

The ARIM project was implemented; it has improved the allocation and filing of vehicles.

The use of rainwater was optimized and the final disposal of ordinary waste was reduced by 10 % compared to 2019.

2020 management results

(103-3)



The project for **wastewater system optimization** was initiated by developing a diagnosis, approach and selection of alternatives for system improvement.



An environmental impact study was carried out to expand the COMPAS Cascajal terminal, it will include the **construction of two storage silos**, two mooring dolphins, fire protection system for the new silos and mechanization for grain transport from the motor vessel to the new silos.



The components of **grain conveyors No. 18 and no. 5 (sides, bottoms, lids, palettes and chains)** were replaced; they are key for the efficient discharge of motor vessels.



The disposal of ordinary waste was reduced by **10%** in 2020 compared with 2019.



Future Challenges

(103-2)



Short-term Goals (0-2 years)

- ✓ To expand the installed capacity by building two new metal grain storage silos.
- ✓ To construct two mooring dolphins for motor vessels in the limits with Pier 14 and the maritime area near the Nueva Estación La Palera neighborhood.
- ✓ To build the fire system and mechanize the two new vertical silos.
- ✓ To continue with the reconstruction and renovation program for cargo conveyor equipment at the port facility.



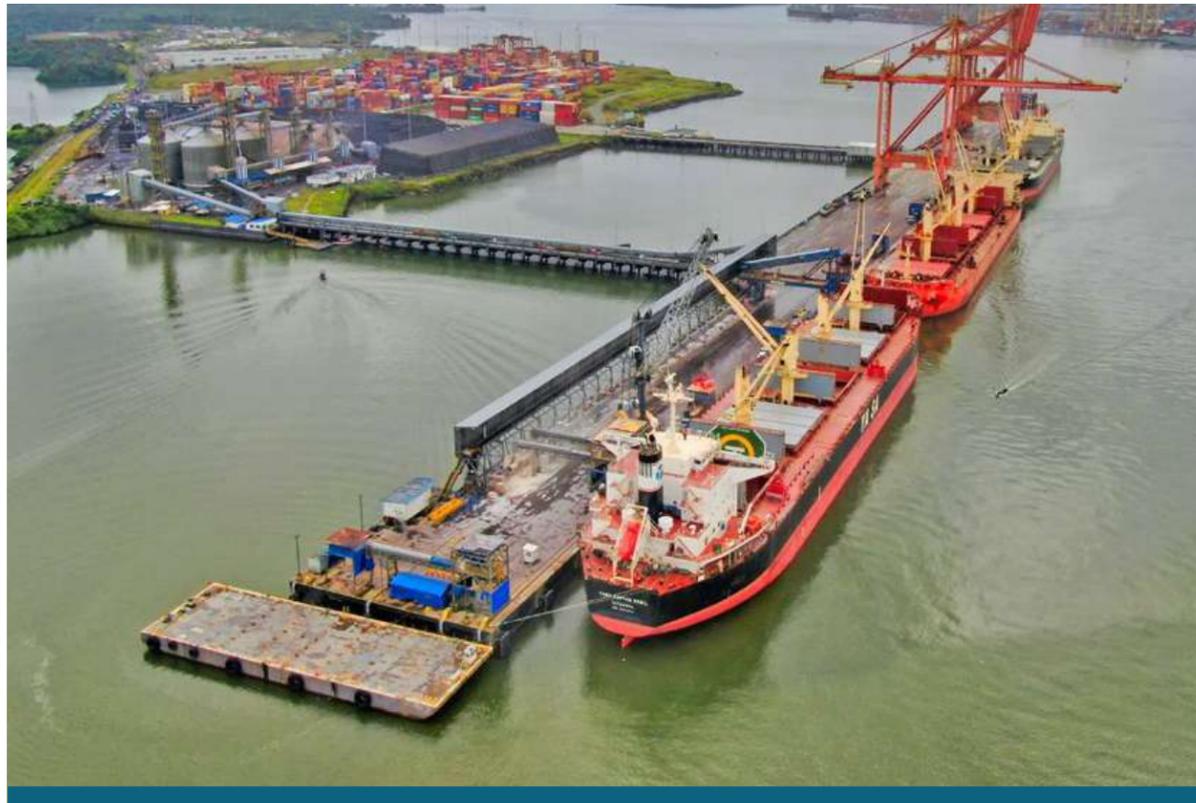
Medium-term goals (3-5 years)

- ✓ To adapt the terminal infrastructure such as: Dock, drivers' waiting area, space for contractors.
- ✓ To continue performing preventive maintenance of the mechanized system.
- ✓ To install and adapt new digital truck scale, replacing the current scale at terminal entrance to have modern equipment with greater reliability in cargo weighing and thus reduce the costs of equipment maintenance.

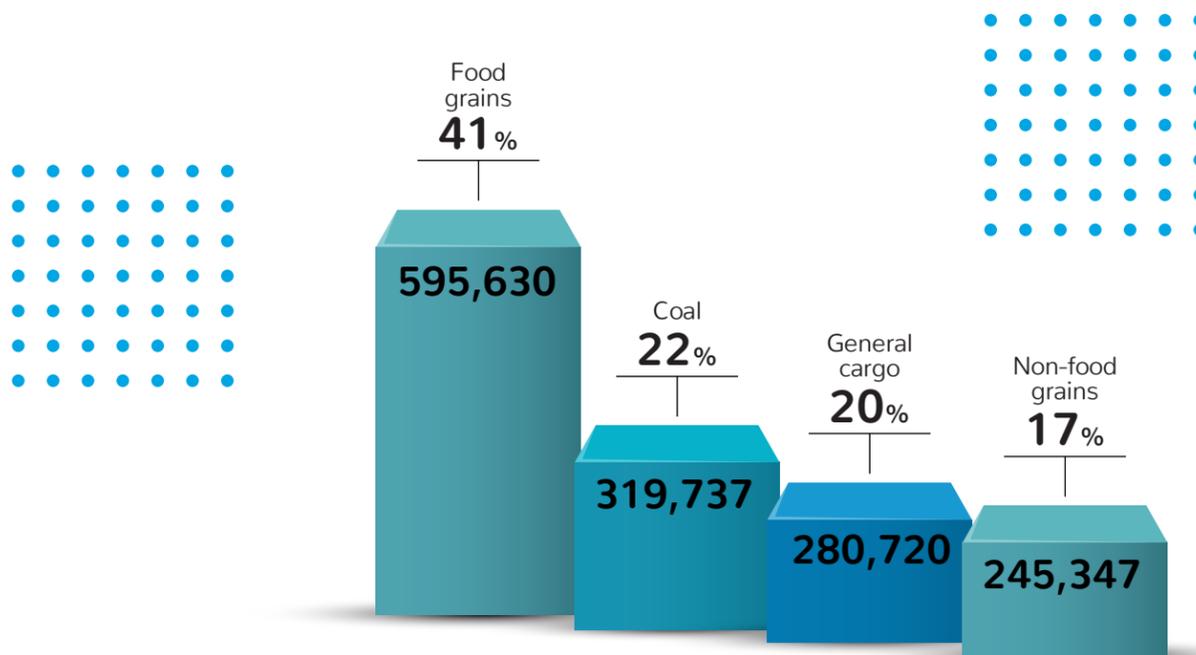


Long-term goals (>5 years)

- ✓ To increase the discharge rate of motor vessels.



→ Aguadulce Terminal



72
Total number of motor vessels served



1,441,433
Mobilized tons

(103-2)

The Aguadulce COMPAS terminal continues to consolidate itself as the best and largest multipurpose terminal in the Buenaventura port. However, 72 motor vessels were served during 2020; this entailed a 4% decrease compared to 2019, when 75 motor vessels were received. This was caused by the economic impact of the COVID-19 pandemic, preventing the terminal from receiving about 206,859 tons.

2020 management results

(103-3)



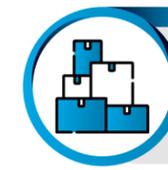
Automation of the doors of the three machined hoppers, now operated from the control room to obtain an optimal stable discharge for edible bulk; it **allowed improving the process by 50% and a 70% reduction in the volume of food waste** generated by manual operation from the hopper.



The **software of the coal ship loader (shiploader)** was connected to the control room and the display (Panelboard) was installed on the electrical panel of the shiploader to visualize each equipment failure, so that they could be promptly repaired. This decreased by 80% the time used to recover the shiploader, during the process of coal motor-vessel loading at 1,000 tons per hour.



The **entire truck dump control and electrical system** was changed; it was moved to electrical substation number 2, and removed from the classified area it used to be. It was connected to the control room with the new technology. This reduced the failure response rate by 60% and saved energy and equipment consumption by 40% since the control room turns the equipment on and off.



2 covers for 2 food grains shipping silos (2 and 3) were built, allowing vehicle loading to be performed under moderate rain 24 hours a day.



The runoff water reuse project was executed in the final phase of the coal court water treatment system to perform wetting activities during the coal crushing, dumping and storage phase. **600 m3 of water** were reused per month; there were savings on water purchases, as well.



The intervention in the mechanized coal **reception system redesigned the R-2 feeder** to reduce material leaks, generating less hiring of additional cleaning personnel and preventing further system deterioration. General maintenance of this equipment was also carried out, including a check to improve the cargo rate of vehicles.



The goal of **zero cargo accidents** was maintained upon the commissioning of a training plan for the human team in charge.



The Occupational Safety and Health area was able to **reduce the accident frequency by 50%** compared to the 2019 results.

Future Challenges

(103-2)



Short-term Goals (0-2 years)

- ✓ To increase the rainwater storage capacity to meet the water demand for domestic and industrial use at the terminal.
- ✓ To modify the cover of the plastic (steel) shed at the south court to reduce the risk of truck accidents.
- ✓ To improve the environmental isolation of electrical substations to avoid the entry of particulate matter and moisture from rains.



Medium-term goals (3-5 years)

- ✓ To expand silo storage capacity for food in bulk by 50%.
- ✓ To pave the north court area to improve general cargo storage and operating conditions.
- ✓ To build a dressing room for coal court operators with capacity for 20 people per shift, with showers, washbasins and toilets.



Long-term goals (>5 years)

- ✓ To expand the docking platform with 227 meters of additional dock and an additional mooring dolphin to allow 2 motor vessels to dock simultaneously: A 60 thousand DWT (Dead Weight Tons) vessel and an 80 thousand DWT vessel.





Environmental dock

- **Eco-efficiency and use of resources**
- **Climate change and protection of natural capital**

Eco-efficiency and use of resources

Implementation of responsible processes that ensure natural environments and the efficient use of water and energy resources.

Contribution to the SDGs



(103-1)

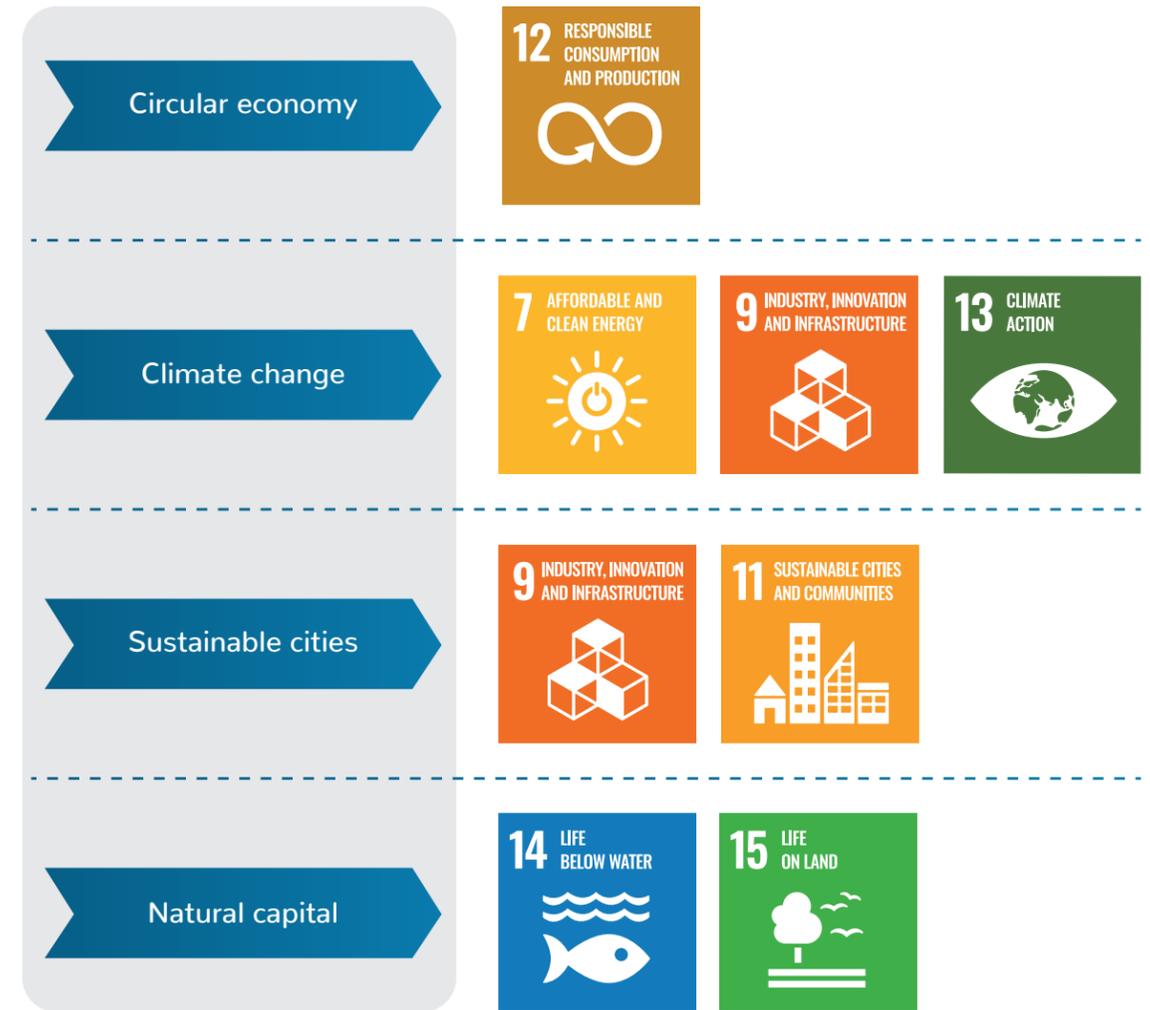
Environmental management is a fundamental sphere of the Company's activity as it facilitates and allows cross-cutting compliance with corporate objectives and generally contributes to COMPAS to be acknowledged as a responsible company that applies best environmental practices, equipped with a robust environmental risk management system that allows identifying, avoiding, minimizing, and mitigating potential risks associated with its operation.

Environmental management has been reorganized and is carried out by aligning four environmental challenges with some of the Sustainable Development Goals (SDGs); these lead to actions under the commitment of environmental sustainability as part of the fulfillment of the 2030 Agenda.

COMPAS has established four environmental challenges in line with the SDGs; they will enable COMPAS to manage its environmental risks and impacts.

Environmental challenges

Sustainable Development Goals



COMPAS has been implementing processes that ensure the efficient use and consumption of water and energy, and responsible consumption of goods and services, to manage the issue of eco-efficiency and use of resource, focusing on the circular economy; this has allowed reducing waste generation and water consumption through the implementation of water recirculation projects, thus maximizing water reuse and storage and the exploitation of rainwater.

Port operation involves environmental risks and opportunities; activities that can have a negative impact on the ecosystem are identified either caused by the consumption of a commodity or service or by the generation of emissions, waste and/or dumping, in order to manage such risks and opportunities. This implies a holistic look at the whole operation, as follows:

- ✔ Consumption of environmentally responsible inputs (use of biodegradable detergents for cleaning areas).
- ✔ Training suppliers on waste separation at terminals.
- ✔ Management of waste generated by suppliers, e.g. packaging of pesticides used by companies certified in vector and rodent control.
- ✔ Socialization of the environmental management plan of the port facility.
- ✔ Integration and education of the surrounding communities about the importance of the environment through the cleaning of beaches and tree plantations.
- ✔ Awareness-raising among partners on issues such as: Waste separation, circular economy, responsible consumption, efficient water and energy savings, carbon emissions and their impact on climate change, protection of fauna and flora.

(103-2)

Managing ecoefficiency and use of resources, climate change and the protection of natural capital goes beyond the obligations or regulations in force; it is mainly based on corporate objective number 5 and the comprehensive policy. They determine the Organization’s commitment in both areas by “reducing the environmental impact of our activity through efficient waste management, pollution prevention and rational use of natural resources, as well as associated risk management.” This policy applies to COMPAS, its subsidiaries and all its stakeholders.

The objectives on ecoefficiency and use of resource intend to:

1. Increase the recovery of recycled material and decrease the generation and disposal of the operational waste.
2. Properly manage the water resource by reducing the environmental impact generated by the consumption and depletion of the natural resource and/or the environmental impact caused by industrial and domestic wastewater discharges; avoiding environmental impacts during the execution and development of port activities.

The Environmental Management Director’s Office is responsible for managing and implementing activities related to ecoefficiency and use of resources, climate change, and natural capital protection. Each port facility has an environmental professional, in charge of environmental management and compliance with the regulations in force therein.

Petitions, claims, complaints and requests are received through the Organization’s website in the PQRS section, via the management of each port and the Sustainability area.

(103-3)

COMPAS has an implemented and certified environmental management system based on ISO 14001:2015, structured under the Deming PHVA cycle; it helps managing the different environmental issues and impacts of the Company in a cross-cutting and comprehensive way.

An environmental risk management system has been designed with various elements to comply with the Company’s strategy in this area, including:

- Environmental identification and assessment matrix.
- Environmental legal matrix.
- Environmental Compliance Assessment Matrix.
- Environmental management plan (EMP), licenses, socialization of EMPs with communities.
- Environmental indicators.
- Operational controls.

The Company’s strategic framework for environmental management comprises corporate objective number five and the comprehensive policy.



COMPAS Aguadulce and COMPAS Cascajal

The indicators measured by the Organization to assess its management in this field are framed in the concepts of water, energy, solid waste, emissions and discharge. Most goals are set based on the mobilized tons and depend on the individual conditions of each port facility. In the case of measurements with an established national standard (discharge, emissions), the primary goal is to meet the applicable standards in each case.

Overall, the greatest challenge is fulfilling the Organization's own goals related to savings, efficient consumption, circular economy and recycling.

However, during the COVID-19 pandemic, some of the non-mandatory activities that had been developed in previous years had to be suspended because of the risks to associates, including the cleaning of beaches and planting of trees; this limited interaction with the communities in the area of influence of each terminal.

(102-11)

COMPAS follows the precautionary principle through the implementation of an environmental management system containing operational programs, procedures and controls designed to prevent the materialization of environmental risks and, in turn, impacts on natural resources; these controls are verified by compliance with water, air, noise and discharge quality standards. Moreover, being aware of the significance of climate change implications on port activity, the Company has designed a strategy for climate change mitigation and adaptation, which is explained in more detail on page 84.

During 2020, the Company met the established goal of zero accidents or environmental incidents in all its port facilities.



Energy

(302-1)

Awareness-raising campaigns were carried out in 2020 for responsible energy consumption within the terminals; they contributed to a significant reduction in energy use at headquarters such as Cartagena, Tolu and Aguadulce. Thus COMPAS reduced its energy consumption for the reporting period by 18% compared to the previous year.

A pilot test was carried out at COMPAS Cascajal as part of the savings initiatives; control devices were installed for the automatic shut-down of air conditioners. This system is based on thermal and motion sensors, which allow air conditioners to switch off automatically when they are not in operation. This is how a 50% reduction in energy consumption by air conditioners was achieved. The terminal achieved a general reduction of 3.4% energy consumption compared to 2019.

Energy consumption	Unit	2018	2019	2020
Total internal power consumption	GJ	67,394	72,207	59,170
Energy consumption from non-renewable sources	GJ	40,169	38,337	30,764
Purchased energy	GJ	27,225	33,870	28,406

In turn, the Tolu port facility registered a 20.3% decrease in energy consumption compared to 2019, a reduction from 8,328 GJ to 6,634 GJ. This reduction is due to the completion of the terminal extension works in early 2020, when night lighting and temporary offices (mobile containers) of contractors who developed the extension work were no longer necessary.

Finally, Barranquilla was the only terminal that showed an increase in energy consumption, as a consequence of an increased use of the Terex crane employed to stack coal; its ACPM consumption raised from 1,334 GJ in 2019 to 2,029 GJ in 2020; this represented a 52.1% growth. The port facility's energy consumption increased 24.6% in total compared to the previous year.

Water and effluents

(303-1)

	Water sources used	Associated impacts (direct or indirect)
Water extraction	Surface and underground water	Changes in water uses.
Water consumption	Municipal aqueduct, rainwater	Pressure on the water resource.
Water disposal (waste water discharge)	Sewage, marine waters, surface sources	Physiochemical alteration of the water resource. Impacts on microbiological parameter concentrations in water systems.

Water consumed by COMPAS was intended for domestic use (interior and exterior cleaning of buildings, bathrooms), industrial use (coal wetting) and human consumption. The Organization addresses each of the impacts associated with water sources used by means of mechanisms such as:

- Monthly indicator monitoring.
- Operational controls.
- Training schedule.
- Maintenance of hydraulic networks to prevent water leaks.
- Environmental instruments issued by the environmental authority (water concessions, discharge permits, licenses, environmental management plans).
- Environmental monitoring of discharge pursuant to the environmental instrument for each terminal.

Stakeholders participate in impact management through environmental education processes and awareness-raising campaigns on water care. Suppliers and contractors also receive environmental training before they enter the terminals to perform their activities.

Furthermore, COMPAS tracks monthly consumption to prevent and manage impacts on the water basin identified by the Organization (Magdalena River); COMPAS has a pre-spill treatment system, maintains environmental controls to prevent cargo from falling into the water source, and substance spills.

(303-2)

The Company also meets the minimum requirements established by the environmental authority regarding the physical, chemical, and biological characteristics of discharged water. These requirements are different for each port facility, as follows: Resolution 631 of 2015 applies to Cartagena and Barranquilla; it is also applied in Tolu together with Decree 1594 of 1984 (Article 72 and 79 temporarily in force, pursuant to Article 76 of Decree 3930 of 2010 – transition regime). Resolution 883 of 2018 applies to the 2 terminals located in Buenaventura.

(303-3)

Water Captured (m3)	2018	2019	2020
Total collection	169,757	258,736	230,973
Fresh water collected from surface sources	139,816	206,106	181,151
Underground water	460	2,358	8,579
Rainwater	4,336	9,250	15,403
Wastewater from another organization	0	0	0
Municipal water supplies or other public or private water services (includes tanker truck)	25,115	41,023	25,840

COMPAS encouraged efficient water use and savings through on-site and virtual training sessions for associates that led to the use of online didactic tools.

15,403 m3 of rainwater were collected, stored and used in 2020, representing a 37.2% increase in exploitation compared to 2019 records. Such management was carried out in the two port facilities located in Buenaventura, a city with a high rainfall rate.

For example, savings of more than 60% in water consumption in the aqueduct network were achieved in COMPAS Cascajal by implementing the water recirculation system and using rainwater. This also represented a decrease in water utility costs.

Efficient use of the water resource was achieved in COMPAS Aguadulce by optimizing the sustainable use of rainwater; 660 m3 in total per month were used to wet coal. Consequently, water consumption costs also decreased. It is important to point out that when the collected and stored water is used up, it is necessary to purchase water from tank trucks, since there is no aqueduct in Aguadulce island.

COMPAS Barranquilla, in turn, achieved a 53 % decrease in collected water consumption per mobilized ton.

In 2020, a 12.1 % reduction was obtained in the collection of surface water, and a 37.0% reduction in the consumption of water supplied by municipal companies.

Recycled and reused water

Volume of recycled / reused water (m3 / year)	660
Percentage of recycled/reused water considering the total collected water	2.87%
Volume of collected rainwater (m3 / year)	14,743

(303-4)(303-5)

Water discharge by source

Total water discharge by source*	81,642
Surface sources	46,752
Underground water	0
Sea water	17,391
Third party water (aqueduct and sewerage systems)	17,499

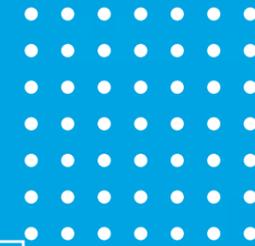
*Unit in megaliters (ML)

The total water discharged into fresh water (≤ 1.000 mg / L total dissolved solids) was 81,642 ML.

COMPAS does not consume water from designated areas of water stress.

COMPAS Cartagena





Waste

COMPAS began working in line with the circular economy in 2020, although some actions had been already focusing on this concept a few years ago. The Company seeks to reduce the waste disposal and make the most of what is generated.

Single-use plastic purchases have been reduced within COMPAS offices and port terminals, and they have been gradually replaced by reusable and biodegradable alternatives: Bags, glasses, dishes, straws, among others.

Management actions in this area also include ongoing training on responsible consumption of commodities and services, recycling and waste separation for associates, suppliers and communities in nearby areas.

In 2020, COMPAS generated 665.6 tons of recycled waste; 1,257 tons of organic waste were donated for composting; thus reducing the costs of its transport and final disposal.

Aguadulce: Registered a 47.38% reduction compared to 2019 in the generation of ordinary solid waste with a total of 30.1 tons. It also achieved a 96.75% recovery of the total amount of waste generated by the terminal; only 2.8% of the waste was sent to final disposal (landfill). On the other hand, 19.48 tons of scrap waste were exploited, resulting in revenues worth \$9,083,200.

Barranquilla: 46% increase in the recovery of recyclable waste compared to 2019 by maintaining the constant output of stowage material to avoid its deterioration. The generation of special waste was reduced by 48%.



→ Climate change and protection of natural capital

Contribution to the SDGs



(103-1)(103-2)(103-3)

Under a goal of continuous improvement and business leadership, understanding the implications of global warming inherent in port activity, COMPAS intends to increase its level of environmental commitment to address the major challenges of environmental sustainability, such as climate change.

Consequently, COMPAS designed a corporate strategy for climate change and mitigation in 2020; it allows responding to the climate change risks and taking advantage of the opportunities arising from it, by means of adaptation and mitigation initiatives that make COMPAS more resilient in the short, medium and long term.

This strategy is in line with the company's 2020 materiality study, in which climate change and natural capital protection were identified as relevant topics for stakeholders.

The main objectives in this area are:

1. To reduce impacts on the component and air quality caused by the port activities.
2. To mitigate the pollution inherent in operations and/or the impact on air quality that can affect the personnel, environment, products and installations of the organization.
3. To identify priority actions to reduce the carbon footprint and increase the Organization's resilience to climate change.

COMPAS designed a corporate strategy for mitigation and climate change; it allows responding to the risks associated with this issue.

Some highlights of the management performed in this field last year:

- 

A strategy for climate change mitigation and adaptation was developed. It begins by monitoring and tracking the greenhouse gas (GHG) emissions from the Company's activities, as well as the implementation of initiatives and commitments to reduce the corporate carbon footprint.
- 

Protection of fauna, flora and water resources through the implementation of operational controls that minimize the likelihood of events that generate risks to natural capital and its ecosystems.
- 

Management of generated air emissions by monitoring and tracking; development of initiatives to mitigate the impacts generated on the environment.

It is worth highlighting that climate change is a relevant issue for the port sector, since associated impacts can lead to changes in the operational synergies of ports that must be timely addressed.



Temperature increase
Increased energy consumption due to the use of air conditioners and temperature control of refrigerated containers.



El Niño and La Niña climate phenomena

- ✔ Impacts on the operation of food in bulk.
- ✔ Increase in water consumption during dry times.



Sea level increase
Flooding of cargo areas.

A project was designed in 2020 to allow the incorporation of clean energy for energy consumption; the plan is to build and start a plant during the second half of 2021, considering the difficulties that may arise due to the COVID-19 pandemic.

Emissions

(305-1)(305-2)

The carbon footprint measurement quantifies the total amount of greenhouse gas (GHG) emissions that are released directly or indirectly into the atmosphere as a result of the development of any activity (individual, organization, event, project, service or product).

The methodology used to calculate the carbon footprint or GHG inventory generated in COMPAS' productive activities is based on the GHG Protocol Corporate Accounting and Reporting Standard, World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD); meeting the requirements of ISO 14064-1:2006.

GHG quantification and reporting are based on the principles of relevance, integrity, consistency, transparency and accuracy. The initiative focuses on the six gases covered by the Kyoto Protocol and the Intergovernmental Panel on Climate Change (IPCC): Carbon dioxide (CO₂), nitrous oxide (N₂O), methane (CH₄), sulfur hexafluoride (SF₆), hydrocarbon fluorine (CFC) and perfluorocarbon (PFC).

The measurement has been carried out since 2018. In addition to the port facilities of Aguadulce, Cascajal, Barranquilla, Tolu and Cartagena, the measurement of the Bogota office was included in 2020.

Scope 1 Emissions (Ton CO₂eq)

Source of generation	Emissions at tCO ₂ e	Gases included in the calculation	Calculation Methodology
ACPM	2,329.09	CO ₂	Emission factors
Gasoline	4.25		
R-410A	40.94		
R-22	35.94		
COD treatment	1.42		
Total	2,411.64		

Scope 2 Emissions (Ton CO₂eq)

Source of generation	Emissions at tCO ₂ e	Gases included in the calculation	Calculation Methodology
Acquired energy	1,859.31	CO ₂	Emission factors
Total	1,859.31		

Direct and indirect GHG emissions (Ton CO₂eq)

Terminal	Year	Scope 1	Scope 2	Total
Aguadulce	2018	347.9	429.6	777.5
	2019	450.8	519.3	970.1
	2020	302.3	224.8	527.1
Barranquilla	2018	67.9	114.9	182.8
	2019	135.1	258.8	393.9
	2020	170.9	286.4	457.2
Bogota	2018	-	-	-
	2019	4.1	7.3	11.5
	2020	2.0	5.6	7.6
Cartagena	2018	2,474.0	923.0	3,397.0
	2019	2,426.0	1,038.9	3,464.9
	2020	1,669.1	823.1	2,492.2
Cascajal	2018	129.3	157.8	287.1
	2019	109.1	143.1	252.3
	2020	109.9	135.4	245.2
Tolu	2018	99.8	312.1	411.9
	2019	99.3	559.9	659.2
	2020	139.2	384.1	523.3

Barranquilla: Showed an increase in scope 1 emissions due to the increased fuel consumption of the Terex crane used for coal stacking. Although the mobilized tons dropped in 2020 compared to 2019, coal storage and stockpiling remained high.

Electricity consumption also increased in 2020 due to the different projects and civil works being performed within the facility; they required daily welding works in different areas, an activity demanding high levels of power. There was therefore an increase in scope 2, despite the decreased cargo mobilization.

Aguadulce: Experienced a 33% reduction in 1 scope emissions compared to 2019 due to a lower fuel consumption in mobile equipment and a decrease in the movement of tons. Scope 2 emissions decreased by 57 % as a result of lower use of bulk discharge equipment.

The Cartagena headquarters stand out with its progressive reduction in scope 1 emissions since 2018, with a total reduction of 32.5%. A similar behavior occurred in the Cascajal terminal for scope 2 emissions, with a 14.2% decrease in power consumption.

However, the Bogota office registered a decrease in both scopes compared to 2019 –its base year,– since the number of associates working at headquarters diminished due to compulsory isolation; most people were working remotely.

**Note: For more information on the emissions section, refer to the Annexes chapter in indicator 305-7. NO₂, SO₂, and other significant atmospheric emissions.*



COMPAS Tolú

Effluents and waste

(306-1)

COMPAS port facilities have a Waste Water Treatment System (Sistema de Tratamiento de Aguas Residuales, STAR) to treat wastewater prior to discharge, thus reducing the pollutant loads of an effluent going to a receiving body.

Residual water monitoring is performed for the STAR monitoring and control. Such monitoring is compared with the applicable and current environmental regulations depending on the receiving body. The regulatory framework is Resolution 0631 of 2015; it establishes the maximum permissible parameters and limit values for specific discharges to surface water bodies and public sewage systems, and Resolution 883 of 2018 establishes the parameters and maximum permissible limit values in specific discharge to sea water bodies.

The runoff waters of the coal yard are currently used at the Aguadulce port facility; these waters are captured in the final phase of the decanting system and driven through a submersible pump to two tanks of 10 m3 each, once stored they are taken to an 18 m3 tank that supplies water to the wetting system in the coal dumping and crushing phase.



COMPAS Tolú

(306-2)

The Comprehensive Solid-Waste Management Plans (Planes de Gestión Integral de Residuos Sólidos, PGIR) for all COMPAS port facilities were updated. Cascajal is no longer using polymer packaging materials nor generating such solid waste at the dining service; they are now using dinnerware sets.

The development of a circular economy strategy was initiated for the proper management and maximum use of solid waste generated at the terminals to prevent such waste from ending up in a sanitary landfill.

Waste management (tons)	2018	2019	2020
Total hazardous waste by disposal method	18.5	22.5	28.9
Internal or external reuse	-	-	-
Composting	-	0.3	1.3
Incineration	14.8	21.6	7.4
Hazardous waste landfill	3.6	0.7	20.3
Total non-hazardous waste by disposal method	2,316	2,394	2,558
Internal or external reuse	-	80	-
Recycling	307	474.3	665.5
Composting	1,151	856.4	1,257.7
Sanitary landfill	858	615	485.3
Dumb	-	368.2	149
Total waste generated by the organization	2,334.5	2,416	2,587

Waste generation intensity (tons)	2018	2019	2020
Total tons mobilized year	6,567,607	6,219,152	5,667,921
Total tons of waste / total tons mobilized a year	0.00036	0.00039	0.00046

Future Challenges

(103-2)



Short-term Goals (0-2 years)

- ✔ To design and implement a circular economy program in all port facilities.
- ✔ To build at least one water recirculation project at four port facilities from 2020 to 2022.
- ✔ To stop 90 % consumption of single-use plastics by 2021.
- ✔ To perform the analysis of climate vulnerability index and climate change adaptation actions at the northern zone terminals.
- ✔ To measure the carbon footprint in all port facilities and the Bogota office for scope 1 and 2.
- ✔ To establish the mechanism and years of carbon footprint compensation.
- ✔ To design, build and implement two photovoltaic power plants.



Medium-term goals (3-5 years)

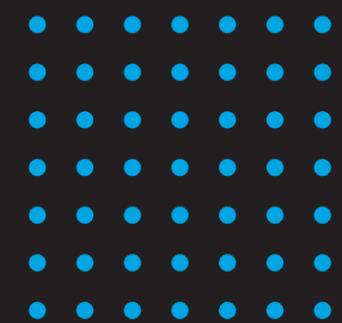
- ✔ To gradually reduce disposed waste by 5% annually as of 2020.
- ✔ To stop 95 % consumption of single-use plastics by 2023.
- ✔ To perform the analysis of climate vulnerability index and climate change adaptation actions at the southern zone terminals.
- ✔ To perform carbon footprint compensation.



Long-term goals (>5 years)

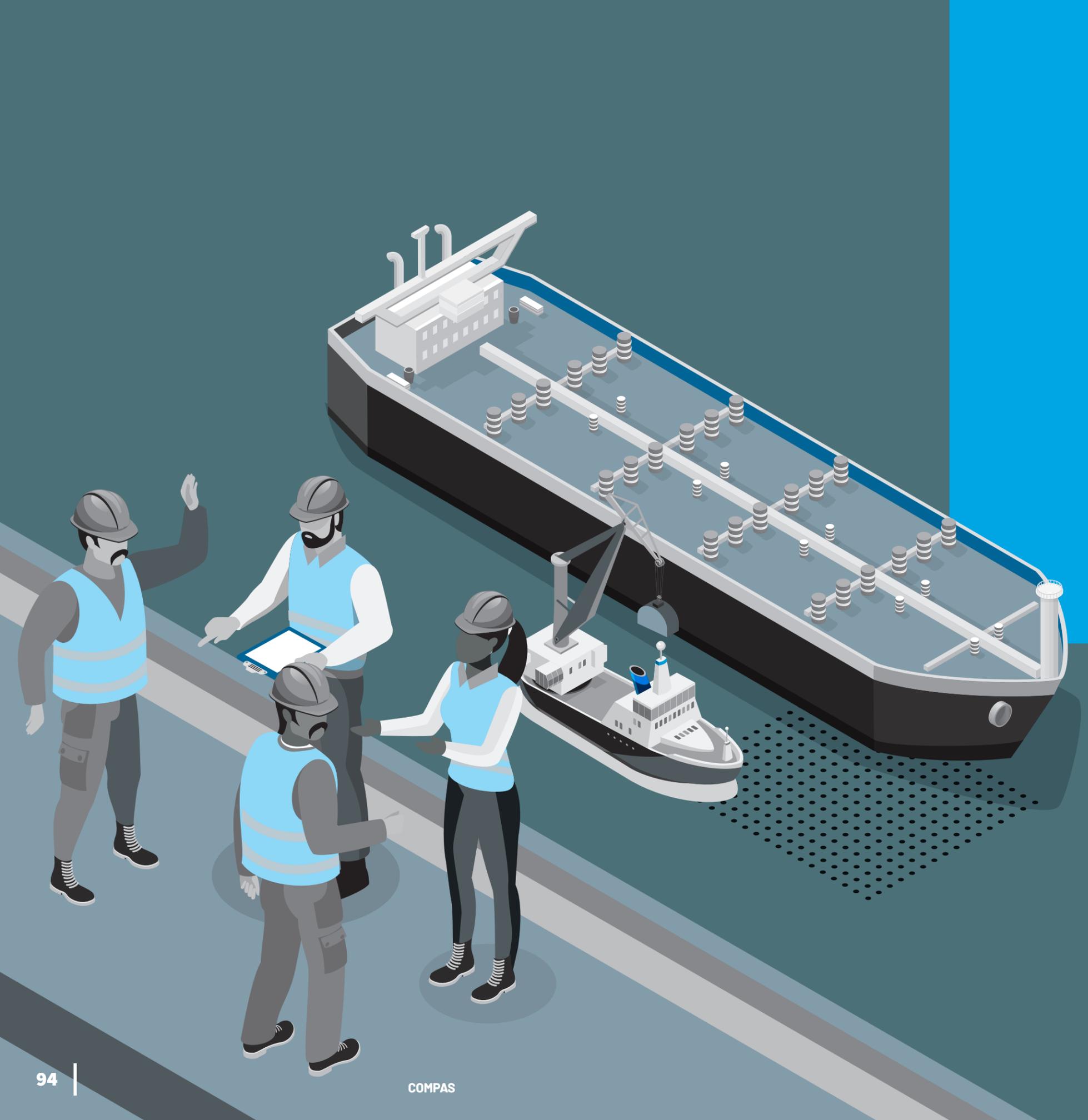
- ✔ To implement the adaptation measures identified in studies.





Port of wellness

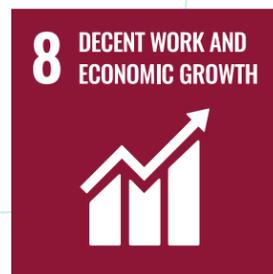
- Talent management and development
- Occupational Safety and Health



→ Talent management and development

Consolidating the best human talent at all levels is a differential value to achieve the Organization's growth goals.

Contribution to the SDGs



(103-1)(103-2)

COMPAS associates are the milestone to achieve the Company goals and results successfully; this is why leaders are continually working to promote well-being and development in a pleasant, trusted and recognized work environment that impacts professional and personal development, and strengthens a solid team spirit.

The aim is to improve associates' welfare and development.

Part of this work is carried out through the LIDERarte and VALORarte programs, in which associates strategically understand their role and impact within the Organization. Their commitment contributes to the Company's achievement of corporate objectives, meeting the expectations of stakeholders, taking care of themselves, other people, the environment, infrastructure and the cargo.

COMPAS has set a corporate objective to improve continuously the well-being and development of employees, increasing work environment index annually. The following programs continued during 2020 to this end:

 <p>Development of integral leaders</p> <p>The COMPAS leaders develop their skills so that they contribute to ensure business results through appropriate team management.</p>	 <p>Development of competent talent</p> <p>Each associate learns and applies technical and soft skills to perform their duties at the office; they also grow personally and professionally in line with the Company's plans and strategies.</p>
 <p>Development of COMPAS culture</p> <p>It fosters an organizational culture based on corporate values to create value relationships with all stakeholders.</p>	 <p>Equitable labor relations</p> <p>It promotes equitable labor relations to improve the commitment and satisfaction of associates, and develop a harmonious relationship between the company and its associates.</p>

Continuous work on these four fronts has allowed COMPAS leaders to align their profiles, retain talent, strengthen culture, and boost the commitment of associates; their results are reflected on organizational climate and internal client satisfaction (associate).

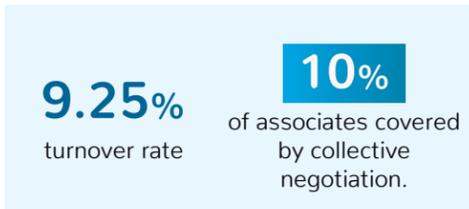
The Organization seeks to hire the best talent in all areas under the leadership of COMPAS leaders by providing an appropriate frame of reference for the execution of assigned responsibilities and tasks, resulting in a challenging and encouraging work environment. This has enabled associates at all levels to demonstrate their commitment and willingness to address the Organization's challenges properly, despite unexpected and adverse circumstances due to the pandemic.

→ Key indicators of talent

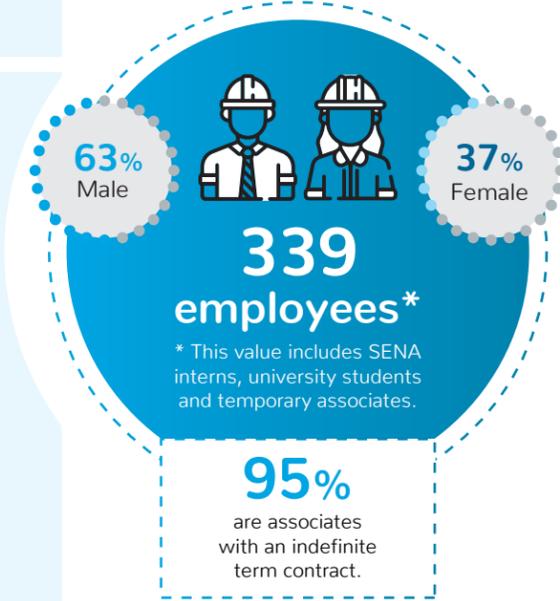
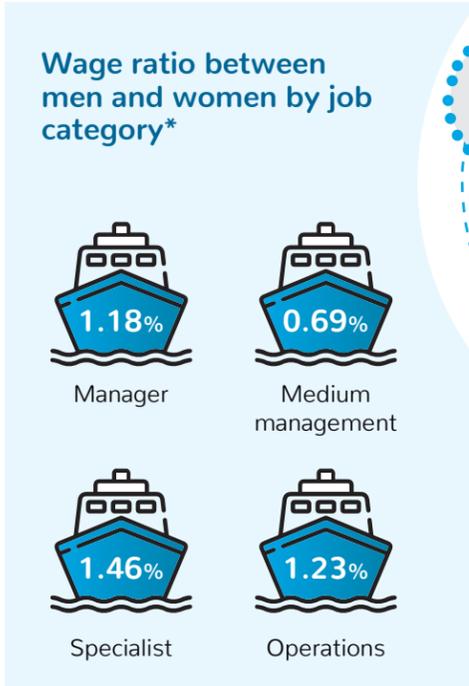
(202-2)(401-1)(102-41)(404-1) (102-8)(404-3)(406-1)(405-2)



There were no cases of discrimination.



100% of the Executive-level associates were subject to performance assessment on a regular basis.



96% of the Executive-level men and women were subject to performance assessment on a regular basis.

The performance of middle managers, specialist and other levels was not evaluated.

Benefits of the employees

- Employees receive all the mandatory social benefits and also have the following extra-legal benefits:
- ✓ Life insurance, disability and/or sick-leave coverage, breastfeeding time-off*, marriage license, birthday day, food bonus, vacation bonus, study sponsorship, health insurance.
 - ✓ School kits, sickness relief, educational assistance, assistance for notarial expenses and registration for home purchase through company loan, housing loan, language study loan.
- *Note: COMPAS gives female associates an additional month of breastfeeding time-off.

Explanation: A ratio equal to 1 indicates that the salary of men and women is exactly the same in the same hierarchy. Ratios above 1 indicate that men have a higher wage than women (the higher the number, the higher the inequality). Ratios below 1 mean that women have a higher wage (the lower the number, the higher the inequality).

No ratio can be established in the director category because there are no female directors.



→ Labor relations



(103-3)

Human management is directed by the strategic plan, along with area policies and procedures, which are reviewed and updated annually. The projects and programs to be implemented each year are established within the four work fronts mentioned above.

These policies and procedures are part of the Company's comprehensive management system, covering relevant human management issues such as talent selection, hiring, development and management.

COMPAS leaders—with support of the Human Management area—are in charge of complying with the policies and procedures, and implementing the various programs and projects. The Human Management Director's Office monitors the progress of programs and projects on a monthly basis; meanwhile, the verification of compliance with the policies, procedures and legal framework is performed by the Risk and Internal Control Director's Office, external audit and statutory audit. Updates on Human Management policies and procedures were socialized to area managers in September.

An internal work climate survey was carried out in November to see what employees feel about the work environment; the results showed an 80% positive rate, 2 percentage points above that obtained in 2019. These results were reported to senior management and terminal managers to set action plans for 2021 and thus continue the positive trend of this rate.

The satisfaction of internal customers with the service provided by the Human Management area was 85% positive.

The annual satisfaction survey of internal clients from the Human Management area was also carried out; 85% of participants rated their performance as positive; exceeding the 80% goal. This is an important input to improve constantly the service provided at this area, along with the observations received from the managers of each terminal at the time survey results are disclosed.

No reports, complaints or nonconformities were submitted during 2020 through the channels of the Committee on Labor Coexistence and the Ethics Committee.



→ Talent management in 2020

(103-3)

The main results of human management in 2020 for the four work fronts that make up its medium-term strategy and challenges were as follows:



COMPAS Barranquilla

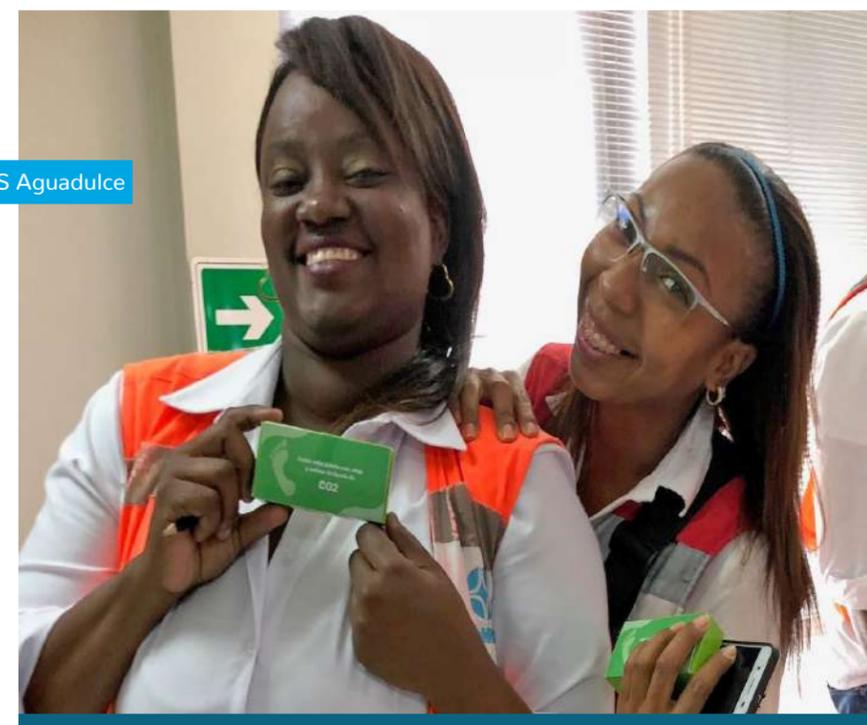
Development of comprehensive leaders: For the fifth consecutive year, the LIDERarte program was implemented with the participation of leaders from administrative areas and associates that supervise personnel in the terminals. The program focused on strengthening the competition called “COMPAS leader: Caring for its associates.” The competition results have been reflected in the positive assessment of the associates on leadership topics in the work environment survey. Two talks were held during this program; they were organized by the Coaching Group company and focused on the challenges that current leaders must face under uncertain conditions arising from the pandemic: “Leading Change in Turbulent Times” and “Transformative Conversations”.

(404-2)

Skilled talent development: To manage changing skill needs, the Training and Development program on Technical Skills and Being was executed at all sites; it comes from the needs identified by each leader in their workgroup: Technical knowledge to perform the position and use management systems, applicable regulations, growth of being, and English language.

- I. Training and education programs had to be strengthened through virtual means due to the COVID-19 pandemic. The upgrade of all the training and re-training modules was completed for the entire Company staff on the ENSEÑarte virtual platform, as well as modules for third party training.
- II. Virtual training licenses acquired from UBITS were used as the primary source of training; 85 registered associates completed 1,155 courses in different subjects. A pilot test for virtual English language learning was conducted from July to December at all sites with the participation of 15 employees.
- III. The process of evaluation and certification in the NSCL 210101058 sector standards of labor skills “dispatching goods under the rules of loading and order requisition,” and the NSCL 210101057 standard “Receiving goods pursuant to technical procedures” were carried out by virtual means in partnership with THE SENA. 30 associates participated nationwide. The program was also implemented in regulatory matters such as height works and alcohol meters, and support continued with special training at postgraduate level.
- IV. The programs to strengthen compliance issues completed the update of job profiles and duties, and training on money laundering risk management and TERRORISM financing ML/TF was given to all associates.

New tools were implemented to strengthen virtual training processes due to the new work methods adopted during the COVID-19 situation.



COMPAS Aguadulce

Development of COMPAS culture: Work was done for the third consecutive year on promoting corporate values through virtual workshops to strengthen organizational culture. An assessment of the VALORarte program was made at the end of the program; the results showed a high level of knowledge about the program (93%), the values (75% recalled the six corporate values), the behaviors associated with them (86%) and program satisfaction was 94%. The Ethical Line and the main aspects of the Code of Ethics and Conduct were disseminated.

Fair labor relations: Regular meetings were held with the National Union of Rama Workers (Sindicato Nacional de Trabajadores de Rama), Transport Industry and Logistics Services of Colombia (Servicios de la Industria del Transporte y Logística de Colombia, SNTT) in response to the situations expressed by its members.

Benefits: The program of welfare and promotion of benefits offered by the Company to its associates continued operating to encourage its use. These include housing and education loans, as well as the provision of school kits to the school children of associates. Celebrations of special events were also held mostly by virtual means.

Measures taken after COVID-19

- 

Virtual Training, education and meetings to implement of various human management programs and events.
- The presents, gifts and awards given to the associates were mostly **replaced by bonuses.**


- 

18% of the associates adopted work at home. Jobs were assessed with the occupational hazard administrator's (ARL) support; desks, chairs, computer screens were provided where necessary, as well as accessories such as keyboards, mice, footrests, screen supports.
- Accompaniment and follow-up for people at home** was implemented by the Human Management professionals to be aware of any situation or pathology that may require Company intervention.



COMPAS Cascajal



Future Challenges

(103-2)

Short-term Goals (0-2 years)

- ✓ To continue improving the work environment index.
- ✓ To strengthen the performance assessment system up to the director levels.
- ✓ To strengthen the benefits offered to associates based on to their sociodemographic conditions.

Medium-term goals (3-5 years)

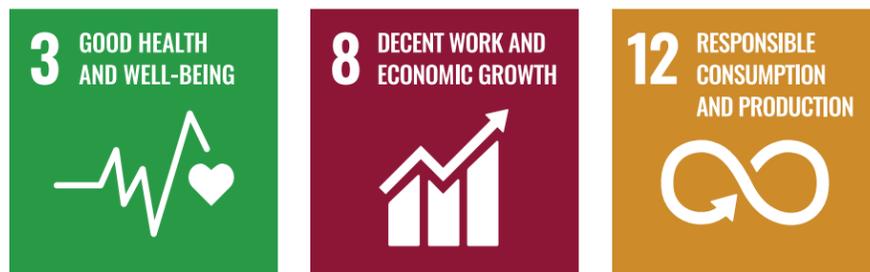
- ✓ To implement the talent planning and succession system.
- ✓ To implement the performance assessment system in all positions of the Company.
- ✓ To define and manage cultural characteristics to strengthen COMPAS culture.

Long-term goals (>5 years)

- ✓ To optimize the use of Human Management software to continue automating area processes and promote self-management.

→ Occupational Safety and Health

Contribution to the SDGs



Health management system and safety at work

(103-1)

The situation faced during 2020 due to the COVID-19 pandemic posed a major challenge in managing the issue of occupational safety and health; the priority was the well-being of associates and their families, as the most important and valuable resource for COMPAS.

Employee health care and protection is the cornerstone of business sustainability in this time of opportunity. Consequently, changes were made in the work routines; the disposition and innovation of associates in the new normality was outstanding. They progress in corporate initiatives that allow day-to-day implementation of logistics operations for the country's supply.

Secure interaction was encouraged through remote work from home, resulting in a safe and productive experience for relationships among the different stakeholders; likewise, compliance with biosafety protocols in all activities allowed preventing impacts on operations, and customer requirements were thus efficiently addressed.

Compliance with occupational safety and health standards is a priority for COMPAS. The development of requirements in this field for suppliers and contractors is the navigation chart that has allowed a positive intervention to reduce the impact of accidents.

The implementation of the biosafety protocol is the Company's most important measure for the self-care and protection of associates. It applies to all activities carried out at both the workplace and everyday life.

Employee health care and protection is the cornerstone of business sustainability in this time of opportunity.

(103-2)

Managing the material issue –occupational safety and health– is part of corporate objective number six “to guarantee an efficient, safe, ethical and transparent operation, in compliance with the applicable legal regulations”.

However, the area responsible for managing the issue is the Director's Office of Safety and Health at Work; port managers are guarantors in this area, as well as the leaders and assistants in the OSH process. The area director suggests a work strategy in line with the structure of the OSH management system, purpose, current regulations, obligations of employers, workers and occupational risk insurers. Upon approval of the strategy by senior management led by the Vice-president of Operations, there is a leader responsible for management at each terminal.

The Organization –aware of its missionary responsibility– continues to development more activities focused on the prevention and promotion of safe work environments that foster well-being and health. These actions include the identification, evaluation and control of significant hazards and risks to prevent accidents at work and the occurrence of occupational diseases.

The management commitment is of particular importance to COMPAS, which is why senior management encourages spaces for ongoing participation and monitoring of contractors, suppliers and other stakeholders. The aim is to enhance the commitment staff acquire in their role to achieve constant compliance with the occupational safety and health standards.



COMPAS Barranquilla

Senior management encourages spaces for ongoing participation and monitoring of contractors, suppliers and other stakeholders.

(403-1)(403-8)

The occupational safety and health system involves in its operation all processes, Organization levels and its associates, regardless of how they are related and/or hired, as well as contractors and suppliers. There is also guidance on the fulfillment of strategic objectives, creation of value, prevention of threats, exploitation of opportunities, improvement of the decision-making process, allocation and optimization of resources.

The OSH management system in COMPAS is proactive and characterized by the following elements in the strategic business planning process: Monitoring and analysis of indicators; budget execution; regular safety reports on process performance; monitoring and compliance with internal, external legislation, as well as other important OSH requirements; implementation of plans and follow-up on objectives; conducting audits and ensuring continuous improvement.

This management system covers 100% of direct employees and indirect workers, whose work or workplace is controlled by COMPAS; they are 350 and 1,258 people, accordingly.



COMPAS Barranquilla

(403-2)(403-4)(403-7)

The Company has a Hazard Identification, Risk Assessment and Control Procedure to recognize hazards, assess and control risks. It determines the methodology to address safety and health hazards and risks that may affect the integrity of people involved in COMPAS operations.

The procedure applies to all routine and non-routine activities and/or tasks carried out by direct staff, temporary staff, contractors, user visitors, all COMPAS sites and its subsidiaries. It also applies to work carried out outside the headquarters on a mission following Company instructions, also including travelling for such purpose and the zone of influence of operations.

The process is carried out through hazard identification that has techniques for risk recognition (workshops, surveys, interviews, etc.). A risk assessment is then carried out to determine the likelihood and consequences of risk management. Once these activities have been completed, risks are socialized and communicated to obtain sufficient information to develop the hazard matrix, which represents the intervention guide for risk mitigation.

Prevention and control measures are taken based on the relevance analysis, considering the following ranking scheme:

1. Removing the hazard/danger.
2. Hazard replacement.
3. **Engineering controls:** Technical measures to control the hazard/risk at source or in the environment.
4. **Administrative controls:** Measures to reduce exposure time to danger.
5. Personal and collective protection equipment and elements.

The Company performs updates at any time it deems it necessary pursuant to the history of events. It also verifies every year the update of the Hazard Identification, Risk Assessment and Risk Control Matrix to ensure process quality.

COMPAS has the following reporting mechanisms to formally notify risk situations that may affect Occupational Safety and Health:

- ✔ Safety inspections to identify hazardous conditions.
- ✔ Behavior observation to verify compliance with security standards.
- ✔ The Joint Committee on Safety and Health at Work (Comité Paritario de Seguridad y Salud en el Trabajo, COPASST) is a body that promotes and monitors safety standards and regulations; it consists of employer and worker representatives, and also studies and considers workers' OSH suggestions. COMPAS has six committees, one for each headquarters.
- ✔ KAWAK tool for management systems: It has a module to report and manage action plans, indicators, among other features.
- ✔ Report of unsafe actions and conditions through the AIR format.

COMPAS has developed a methodology for hazard identification, risk assessment and risk control with 100% coverage at corporate level.

COMPAS also applies an Incident, Accident and Illness Investigation and Analysis Procedure that allows identifying the causes, facts and situations that have generated this type of event to implement improvement actions aimed at preventing its occurrence.

(403-5)

COMPAS has a methodology to identify training needs in line with the Procedure for Human Resource Development and Staff Awareness; education and training plans are implemented to improve OSH processes.

The topics addressed in the training processes include: Industrial hygiene, healthy lifestyles, industrial safety, Strategic Road Safety Plan, high-risk tasks and chemical management. They are conducted on a monthly basis and cover direct associates, suppliers and contractors. Training effectiveness is measured by assessing the skills acquired at the end of each session.

	Direct workers	Supplier and contractor workers
Number of OSH training activities	88	20
Total number of workers trained in OSH	350	272
Total training hours developed	880	140

80% of OSH training in 2020 was conducted virtually due to the new normality generated by COVID-19. Mandatory lockdown generated more suitable conditions for training and inductions to contractor personnel, without travelling times and long stays at company headquarters; it also reduced labor stress.

(403-6)

Each port facility was supported by general medical services due to the pandemic to monitor preventive and immediate actions in case of COVID-19 symptoms, and promptly treat the symptoms of common diseases.

Medical records are a private document subject to confidentiality, it may only be known by third parties with prior patient (associate) authorization as provided by law. The confidentiality of personal information related to the workers' health is guaranteed through confidentiality agreements signed with strategic partners responsible for managing medical examinations.



COMPAS Barranquilla

(403-7)

COMPAS has a number of control mechanisms to prevent negative impacts on health and safety in its operations due to its relationships with customers, suppliers and contractors:

Customers

- ✔ Virtual training in occupational safety and health.
- ✔ Request for valid social security documentation.
- ✔ Socialization of the personal protective equipment required for their stay at the terminal.
- ✔ Safety talks to socialize meeting points, compliance with internal procedures and standards, among others.



Suppliers and contractors

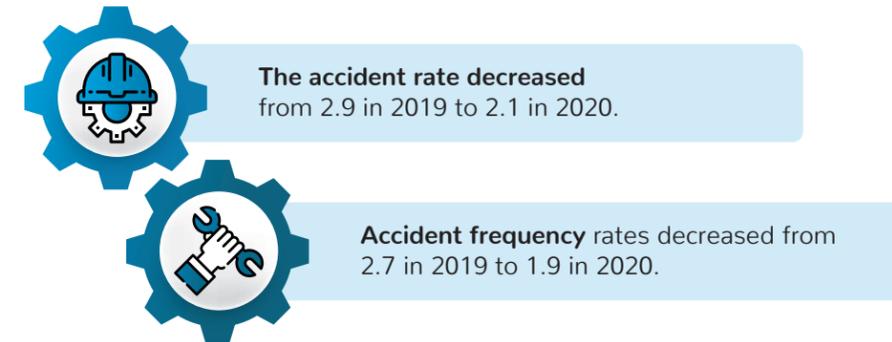
There is a standard that specifies general requirements and activity requirements of occupational safety and health, including: General requirements, personal protective gear, handling and use of chemicals, occupational medical examinations, environmental measurements, high-risk tasks, Strategic Road Safety Plan, support providers for activities of the Occupational Safety and Health Management System (OSH-MS), secondary port operators, among others.



COMPAS also has an emergency response brigade in all its headquarters; it consists of properly organized, trained, educated and equipped associates to prevent, control and react to high-risk situations.

2020 OSH Management

- ✔ Due to the COVID-19 pandemic, no progress was made in terms of visits and staff available on-site to carry out the audit process for the ISO 45001:2018 certification as initially proposed for 2020.
- ✔ The rating was 95.7% /100 (3.25 points higher than in 2019), in assessing compliance with the minimum OSHMS standards under Resolution 0312.
- ✔ High participation of the unsafe conditions report by all stakeholders.
- ✔ Occupational diseases were kept in 0%.



In 2020 a total decrease of 40% in the number of accidents (33 events) compared to accidents in 2019 (55 events) was achieved. The number of accidents of COMPAS officials in 2020 declined by 76.5% with only 4 in comparison to 17 in 2019.

Regarding contractors' staff, accidents decreased in 23.7% with 29 events in 2020 against 38 in 2019. Reducing the severity index remains a constant priority for the Company. From the Safety and Health at Work area, along with stakeholders and COPASSTs, work is done to identify, measure and correct risks specific to the actual work per activity.

In 2020, a contractor suffered a fatal accident, and as a result the Company continues promoting and improving safe working conditions with all stakeholders, especially addressed to contractors to prevent new events.



COMPAS Tolú

Among the difficulties to overcome as a result of the COVID-19 pandemic we have found:

- ✓ Impossibility in running the psychosocial risk battery as the Ministry of Labor banned its implementation until it does not develop and launch the tool for such purpose.
- ✓ Permits for work at heights expired due to the closure of training and certification centers.
- ✓ Suspension of breathalyzer tests at the terminals.
- ✓ Infeasibility for ergonomic study on operational level jobs. It was only feasible to develop remote staff work at home through virtual meetings.

Management Assessment

(103-3)

To ensure proper management health and safety at work, COMPAS uses the following mechanisms:

- ✓ Comprehensive evaluations and third party audits to verify the effectiveness of the management system, as per the law requirements and provisions set forth in international standards.
- ✓ Diagnostic audits and self-assessments to determine the precise status of implementation of new standards and evaluate the effectiveness of the management system.
- ✓ Attention to formal visits by the monitoring and control authorities, including: The Superintendency of Transportation, the National Infrastructure Agency (ANI), the Colombian Maritime Directorate (DIMAR), and the Ministries of Health and the Port Health Authority.
- ✓ Use of structure, process and outcome indicators to evaluate behavior and performance and make improvement decisions as appropriate.
- ✓ Mechanisms for staff to participate, through Safety and Health at Work parity committees at corporate level to improve the tickets/customer service system.
- ✓ Meetings with stakeholders for timely follow-up on issues related to OSH processes.



COMPAS Barranquilla

The results of the management approach evaluation include:

- 

OSH dashboard
To strategically monitor the execution of the process according to plan.
- 

Trainings and prevention campaigns
Through virtual tools at all levels of the organization.
- 

Socialization with senior management
To ensure the convenience, suitability and efficiency of the management system.
- 

Accompanying committees
With the Labor Risk Administrator (ARL, acronym in Spanish) and insurance broker, to ensure advice for efficient implementation of prevention programs.
- 

Regular area meetings
To develop plans and strategies on OHS.

Covid-19 Actions

(403-3)

The pandemic left society under great uncertainty. Daily life has significantly changed. COMPAS had to act very quickly to implement a comprehensive biosafety strategy involving the following:



Biosecurity Measures

- ✓ Additional stations for washing and disinfecting hands.
- ✓ Increase and improvement in the frequency of cleaning and disinfection activities in public areas and work surfaces.
- ✓ Establishment, dissemination and implementation of policies to control capacity, travel and trips.
- ✓ Virtual study of the ergonomic conditions of employees in remote working through SYSO Empresarial and acquisition and adaptation of jobs as per the results shown by the diagnosis.
- ✓ Special sanitary measures for access to and interact with motor ships crews.
- ✓ Temperature control, washing and disinfecting hands, use of masks, report daily conditions through SURA ARL and signaling for the physical distancing.
- ✓ Adoption of respiratory protection and midface maintenance-free respirators that meet NIOSH standard and visual protection, for operating areas where physical distance is difficult.
- ✓ On-site health care to workers with Covid-19-associated symptoms for diagnosis and appropriate actions, as the case may be.

Prevention and Management of Risk Situations



- ✓ Development and disclosure of the "Biosecurity Protocol for a proper preventive handling of Covid-19 contagion at COMPAS." Socialization of the Contingency Protocol for suppliers and contractors.
- ✓ Conducting a survey of symptoms, testing RT-PCR, serology (IgG and IgM) tests and tele consultation on infectious diseases. This is carried out through Fundación Valle de Lili in the case of the port facilities in Buenaventura, and the Laboratory Unimol of the Universidad de Cartagena for the terminals located in the Northern Zone. 418 Covid-19 tests and 536 general medical assessments were performed.
- ✓ Identification of workers with comorbidities to provide them with preventive measures, such as remote work at home or paid leave.
- ✓ Revamping of canteens to keep social distancing and the permitted capacity.
- ✓ Installing facial recognition and temperature measurement equipment.



Communication, Awareness and Monitoring

- ✓ Daily monitoring from the onset by the Monitoring Committee, comprised of senior management members and led by the Presidency.
- ✓ COMPAS - CCTO joint weekly meeting using SURA and Delima-Marsh's medical staff to track and monitor suspected cases and socialize new guidelines.
- ✓ Development and kicking off of the "Yo no me Corono" campaign from July to October 2020. 23 sessions were deployed, involving virtual, playful and theatrical sketches workshops for a total attendance of 1,671 people. The strategy was reinforced with press, memes and podcasts sent through WhatsApp to all employees.

On the other hand, much of the success of employees in the discharge of their duties has to do with their degree of adaptation to the job and the work environment. The main idea was to adapt the workplace to the employee as a precautionary principle with a positive intervention in the management of the work schedule, transportation, use of assistive technology, accompaniment in the procedures, equipment, among other activities.

Future Challenges

(103-2)



Short-term Goals (0-2 years)

- ✓ Intervention on accident rates to reduce accident events involving contractors.
- ✓ Controlling the incidence of occupational diseases by Covid-19.
- ✓ ISO 45001 certification:2018.
- ✓ Enhancing the skills of the members of the COPASST in the development of industrial safety activities.
- ✓ Increasing controls in managing work at heights to improve protection of employees and optimize productivity.



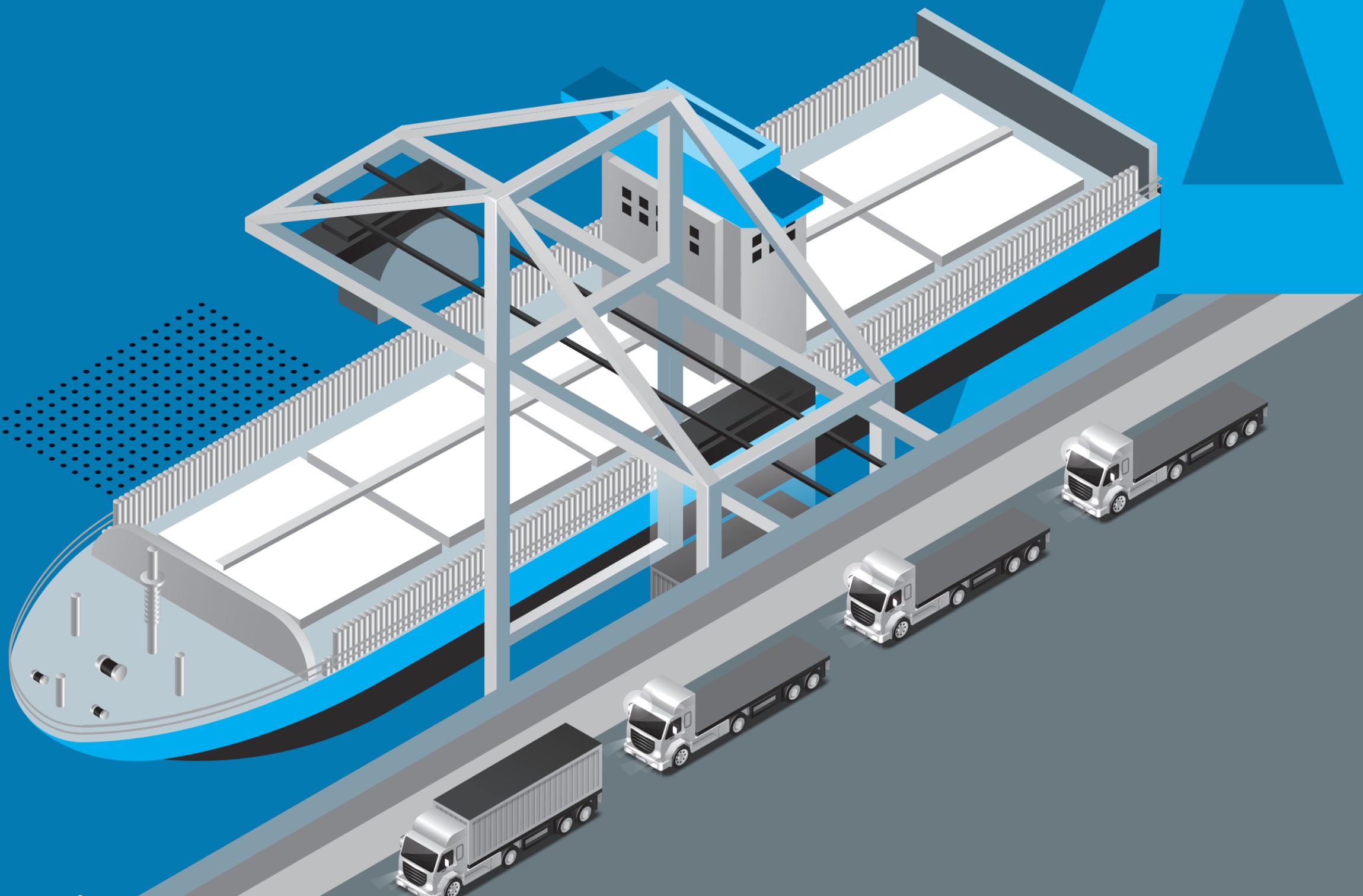
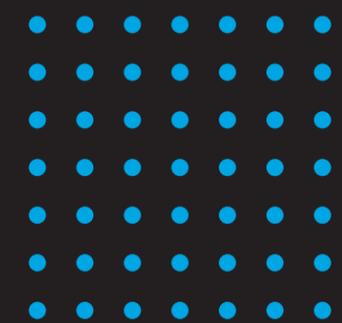
Medium-term goals (3-5 years)

- ✓ Raising awareness by consolidating healthy and safe working environments appropriating organizational practices on OSH.
- ✓ Strengthening the level of compliance with the Strategic Plan for Road Safety.
- ✓ Implementing the system to prevent falls.
- ✓ Setting an Interdisciplinary Safety Inspection Brigade for risk management on OSH.



Long-term goals (>5 years)

- ✓ Updating formation and training of emergency brigades.
- ✓ Designing a project to improve road infrastructure.
- ✓ Phased acquisition of emergency care equipment



Secure mooring

- **Networking with Customers**
- **Cargo Safety and Integrity**
- **Innovation and Technology for Productivity**

→ Networking with Customers

Innovation, quality and safety processes, generating confidence and satisfaction with customers and business strategic partners.

Contribution to the SDGs



(103-1)
Customers are one of COMPAS's stakeholders and, in general, all companies, as they depend on the continuity of the business. It is important they feel comfortable and want to work with our Organization. As this is an important issue for the sustainability of the Organization, our networking processes and strategies allow us to position ourselves as the go to logistics partner, through innovation, quality and safety, and also as generators of confidence and satisfaction on the part of our customers.

2020 witnessed the presence of a pandemic which had an important impact on the global economy and saw a drop in international trade and its subsequent domestic slowdown. Despite this, COMPAS, performing within a priority sector, continued complying with due protocols and biosecurity measures at all levels.

COMPAS work as a port terminal helped the assets necessary for the domestic economy continued to be imported, including priority products such as food and fertilizers.

COMPAS also helped the necessary goods be imported to keep Colombia's economy keep moving.

Business Strategy

The sales team currently employs three managers, one director and one coordinator; COMPAS's CEO acts as their direct supervisor. They meet weekly to review progress on the various issues and collectively coordinate actions to be taken regarding commercial strategies.

Each manager is responsible for a specific portfolio managed according to the targets set in the annual budget. However, during area meetings, actions that may have an impact on the normal development of activities and new business opportunities are identified. The commercial department, meanwhile, creates links with customers; each member of the sales team has a portfolio to interact and relate with; meanwhile, there is also a joint and collaborative work with other areas in contact with customers so that they do not feel a disruption during the care process.

Our strategic partners, including shipping agents, customers and suppliers are an important source of information for identifying new market niches and growth opportunities. Another important source includes economic bulletins that show the behavior of the different sectors, new actors and growth projections. All this is vital to ensure the sustainability of COMPAS over time.

(418-1)
No claims associated with violations to the privacy of COMPAS's customers, either directly or indirectly, or through third parties or regulatory authority, was registered.



COMPAS Aguadulce

27 09



COMPAS Aguadulce

2020 Customer Management

(103-2)

The commercial area holds meetings on a weekly basis, which includes representatives of the Vice Presidency of Operations, the Financial Vice Presidency, Communications and Sustainability, to address developments and check on progress and acquire a broader context on the benefits and / or possible risks of actions.

A portfolio committee is held every other week along with the Financial Vice Presidency to evaluate any progress in the field, follow up on collections, portfolio recovery, bad credit, and the like, and decide on the strategies with clients whose portfolio is overdue.

Our Policy

- ✓ The development of business networking with suppliers and customers, based on high-quality and service standards, as well as ethical principles, ensure our transparency and honesty for mutual benefit.

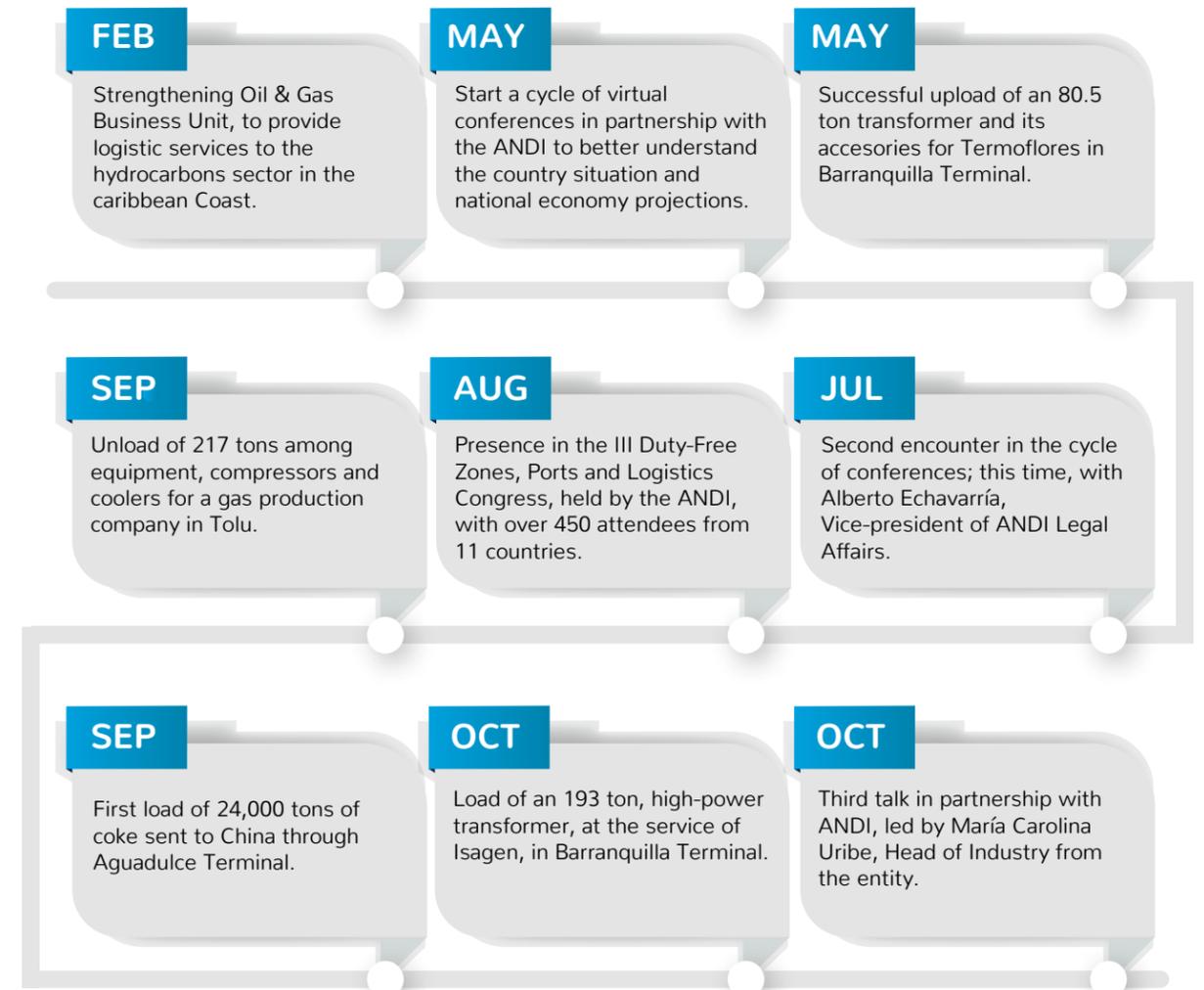
Our Commitments

- ✓ Ensure compliance with our promise to deliver value to our customers.
- ✓ Ensure the integrity and security of the cargo.
- ✓ Build trust, transparency and teamwork networks, in which all parties benefit.

Our Goals

- ✓ Maintain a minimum of 90% external customer satisfaction level until 2025, using the methodology chosen by the Company.
- ✓ To diversify our portfolio by developing new businesses and services including logistics projects, capitalizing on new business opportunities and articulating synergies to achieve a minimum of 10% of Ebitda in 2025.

Despite the difficulties faced in 2020, the Company could conclude several projects.



Management Assessment

(103-3)

To evaluate the management of the networking with customers, the Company has several monitoring mechanisms in place, including internal and external audits; annual measurement of customers' satisfaction; compliance with budgets in terms of tons and revenues; customer feedback through the system of petitions, complaints, claims and requests (PQRS, in Spanish) and a materiality analysis performed with stakeholders on a biennial basis.

In addition to direct communications with a client or company, other channels have been established to facilitate communication, such as the COMPAS virtual online monthly newsletter, LinkedIn, Instagram, and YouTube.



Among the results of this survey, and together with the 13 interviews conducted in the framework of the materiality analysis, customers highlighted the following about COMPAS:

- ✓ Ethics and trust generated by the processes of the Company.
- ✓ Customer service.
- ✓ COMPAS progress in managing environmental impacts.
- ✓ Strengthening the networking between the Company and the communities of the area of influence around the terminals and its local impact.

On the other hand, among the aspects to strengthen and / or improve, our customers stated the following:

- ✓ Investment in infrastructure and port capacity development.
- ✓ Innovation and digitalization of processes.
- ✓ Cargo integrity and efforts against drug trafficking.
- ✓ More international connections.
- ✓ Health and safety during operations.

In general, the perception of the quality of our services is very positive. The same applies for the seriousness of our processes and the importance we give to supporting and strengthening the networking with the communities surrounding our terminals. On the other hand, issues related to the operation, management and cargo security will always be areas where opportunities are identified for improvement.

Future Challenges

(103-2)

Short-term Goals (0-2 years)

- ✓ To increase coal exports in the terminal of Tolú as a result of new land connections to Norte de Santander.
- ✓ To commence stevedoring operations in Texas, United States, through COMPAS Marine.
- ✓ To increase imports of food bulk cargo in the terminal of Tolu.
- ✓ To consolidate the terminal of Aguadulce to handle cement and increase imports of cement.
- ✓ To consolidate the terminals of Barranquilla and Tolú to handling clinker.
- ✓ To develop energy projects in the terminal of Tolú.

Medium-term goals (3-5 years)

- ✓ To provide logistics support during the exploitation of hydrocarbons having Tolú, as a base of operations, based on the discoveries of gas in the Gran Fuerte block in front of the Gulf of Morrosquillo.
- ✓ To activate the terminal of Cartagena to handle offshore operations.
- ✓ To import and conduct logistics operations of raw materials for the production of aluminum near Tolú.
- ✓ To increase imports of food bulk at the terminal of Cascajal due to enlargement in its storage capacity.
- ✓ To develop projects related to wind power generation in the terminal of Barranquilla.
- ✓ To conclude agreements with shipping lines for steel imports through the terminals of Barranquilla and Aguadulce.

Long-term goals (>5 years)

- ✓ To develop regular general cargo imports in Tolú.
- ✓ To develop auriferous projects to export through the terminals of Cartagena and Tolú, and import machinery for mines.
- ✓ To strengthen trade relations with projects for the export of minerals and the import of machinery for mining.

→ Cargo Safety and Integrity

Contribution to the SDGs



(103-1)(103-2)

The consolidation and standardization of protocols, procedures and processes, achieved by the Protection's Office has generated high levels of safety, quality and service; which in turn translates into support, trust and confidence for our customers, suppliers and other stakeholders. This also contributes to the fulfillment of our corporate purpose and vision.

Leadership and rout in different schemes and safety procedures of all our terminals efficiently and effectively conjugate human and technological factors, providing a framework for establishing operational controls aligned with the security and integrity of the cargo. We seek to mitigate risks related to cargo theft, tampering and contamination incidents. Managing this issue is crucial for customers and represents a significant reputational and legal risk to the Company.

Managing PQRS is a way to mitigate risks related to cargo theft, tampering and contamination incidents.

Indeed, the set of preventive measures and high standards in efficiency levels adopted by the Protection Office has reduced risk indicators and threats, in line with the Comprehensive Policy established by senior management.

Teamwork with different internal areas in COMPAS, as well as with authorities, customers and business partners, have helped create a synergy of security throughout the supply chain, thus allowing us to have a greater control and a more agile and safe operation. All this, as a contribution to the transformation and growth of the country's economic recovery and safe trade.

COMPAS responds to PQRS through the channels for such purpose. It is worth noting that by 2020 the protection process did not receive any PQRS associated with fulfilling their missionary work.

Cargo Security management 2020

(103-3)

The Protection process is duly monitored, and internal and external control is also exerted by the General Maritime Directorate (DIMAR), to validate compliance with and deploy the International Ship and Port Facility Security Code (ISPS). In addition, the integrated management system is verified annually by the agencies that regulate them as well as by customers.

Similarly, it is important to note that, in 2020, COMPAS Aguadulce obtained the Business Anti-Smuggling Coalition (BASC) standard. The remaining terminals followed after Aguadulce. This evinces the commitment of the Company to keep very high standards of safety and security for the benefit of customers and business partners.

Also, continuous improvement was made through the training of the Protection team in protection and cargo integrity, teamwork, leadership, ISPS Code and the standard BASC.

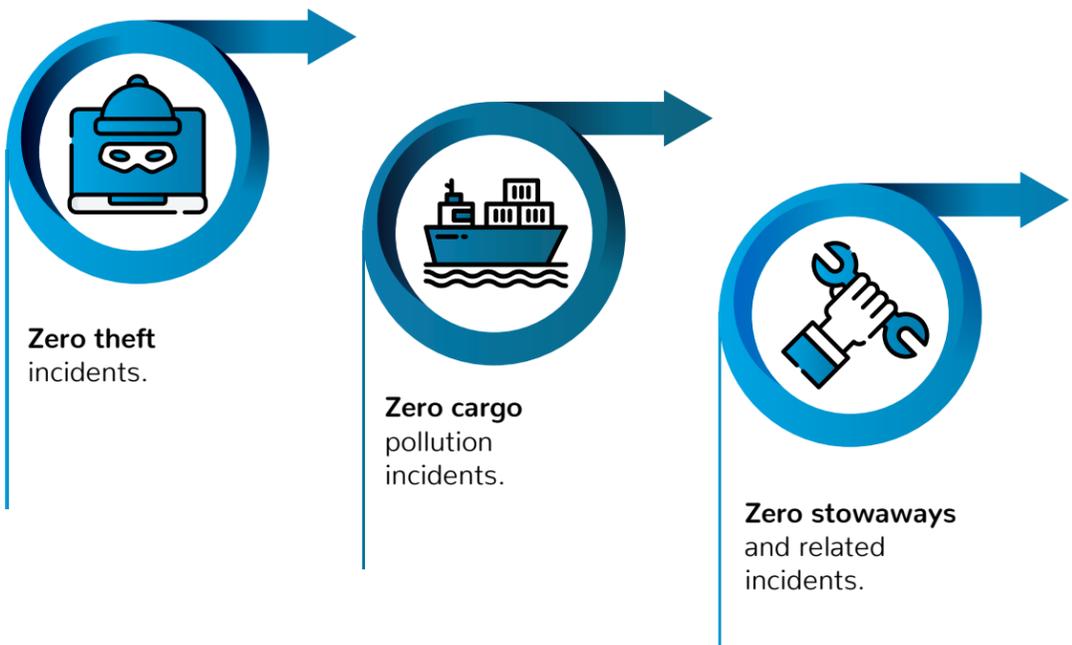
Electronic facial recognition and temperature reading terminals were installed in all the terminals.

The Covid-19 pandemic posed many challenges and the Protection area was no exception. Therefore, we innovated in terms of implementing electronic facial recognition systems and temperature reading terminals, designed to prevent the spread and transmission of the virus.

In addition, one of the challenges faced in 2020 was to carry out risk analyzes, virtually, and meet expected results such as identify vulnerabilities and establish improvements in order to strengthen the system of protection in all COMPAS port facilities.

2020, in terms of protection, was sui generis year because of Covid-19. This forced the team to support other areas of the Organization, which had to work remotely. Thus, the work team was strengthened and synergies were created with other areas, too, to confirm the functions of other processes in detail. Communication was strengthened and corporate values (teamwork, integrity, quality, respect, agility and innovation) were deployed as a fundamental part of the COMPAS's DNA.

Thanks to the joint work and synergy with Safety and Protection teams, none of the risks identified and managed in the process was materialized, complying with the strategic objectives of the Organization and confirming why the security and integrity of the cargo is a competitive advantage.



(410-1)
Safety Practices

100% of security personnel was duly trained on specific Human Rights policies and procedures.

Future Challenges

(103-2)

Short-term Goals (0-2 years)

- ✓ To implement an operating analysis and monitoring room to trace and track the cargo.

Medium-term goals (3-5 years)

- ✓ To kick off the autonomous monitoring pilot scheme using drones. This plan will be deployed to complement our protection scheme.



→ Innovation and Technology for Productivity

Contribution to the SDGs



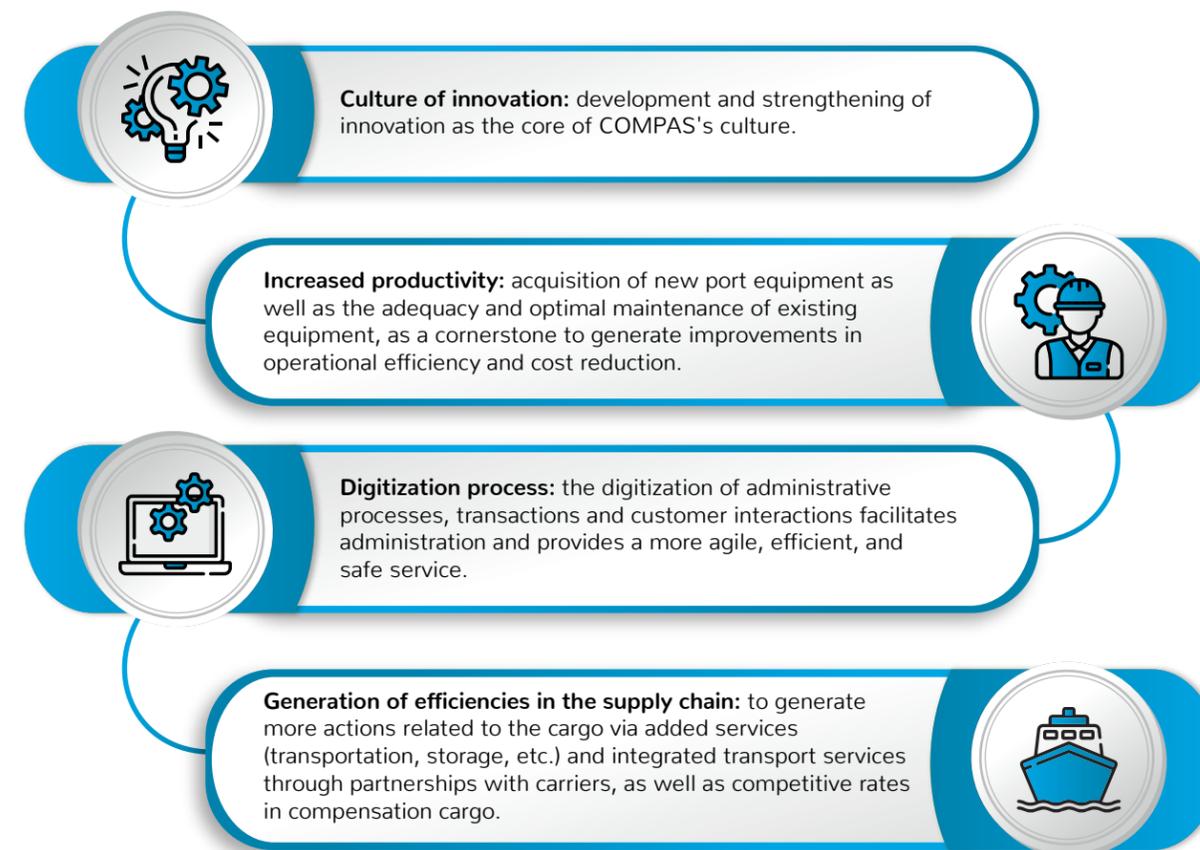
(103-1)

For COMPAS, using technology and promoting innovation are key to more efficient and agile processes, aiming to achieve efficiency in all operations. As an added value to customers, the Company always shows interest and flexibility in adapting logistics processes with technology tools tailored to the needs identified.

In order to develop such tools, the Company considers the opportunities identified through constant communication with customers and other users of the terminals, allowing processes to implement new developments and innovations. In addition, due to automation and openness of government entities to interact with systems, improvements in communication, information and timing have taken place, especially in terms of customs.

Innovation was established as one of our six corporate values and it is aligned with our business goals set for our 2025 strategy. Therefore, all processes are routed to work on finding new resources and innovative ways to add value to our services from every area of the organization.

As this is a comprehensive issue that extends integrally to the whole company, we promote the use of technology in a decentralized way through our leaders so that we can generate a culture of transformation in high-impact innovation and accelerate the adoption of new technological resources.



(103-2)(103-3)

Achievements reached in 2020 were consolidated thanks to the articulation of knowledge between the Information Technology area and the management of Port COMPAS Barranquilla. Among these, a positive impact is noticeable on cargo entry and pickup, on user interaction with the systems, and on the constant online information about operations.

1. QR code (digital media) read/capture enabling in control processes and port operations to improve procedure times and information reliability.

Development of an application compatible with the latest mobile technologies for consultation and information capture through digital elements such as QR codes. Their implementation yielded savings in truck attention time and reduction of operation errors that came from manual recording of information. Additionally, the elimination of physical documents for cargo entry and pickup, has a favorable impact on the environment, with a significant reduction in paper use.

2. Implementation of highly efficient equipment for port operations.

The acquisition of a Liebherr LHM420 mobile crane in COMPAS Tolu, and the assembly of a shiploader in COMPAS Barranquilla, improve loading and unloading rates for customers, thus keeping the leadership in multipurpose cargo sector in Colombia.

The management of business innovation and technology for productivity is currently led by the manager of COMPAS Barranquilla, so foundations are built to make of this material issue, a priority for the Organization, which will enable it to provide a better service, in addition to make a difference in the sector. Meanwhile, it is an issue recently identified as a material for the company, it does not have a measurement and evaluation system yet.

Future Challenges

(103-2)



Short-term Goals (0-2 years)

- Formation and structuring of innovation teams.



Medium-term goals (3-5 years)

- Develop an innovation culture within the organization.



Long-term goals (>5 years)

- Consolidate innovation culture.





Sustainable society

→ **Communities and local economy**

→ **Supply chain management**

→ Communities and local economy

The presence in the territory is accompanied by relationship strategies with neighboring communities and strengthening the capacity of suppliers to boost local economy.

Contribution to the SDGs



(103-1)(103-2)

Through social management, COMPAS promotes inclusion and socioeconomic development of the people and grassroots organizations in the areas of influence of the terminals in operation. The needs and expectations of these stakeholders are incorporated into the strategy of the organization and are managed by the Communications and Sustainability Direction, an area that is responsible for social management with communities of influence, working in synergy with the organization staff at the terminals, social operators, Canal del Dique - Compas Foundation, Puerto Aguadulce - Compas Foundation, allies and support organizations.

COMPAS identifies the expectations and needs of the communities that include existing vulnerable groups through characterizations and surveys, follow-up meetings, attention to PQRS, materiality dialogues, and direct contact with social leaders and other neighbors of the terminals. During 2020, social risks of the Company were reviewed with its neighboring communities, which identified two main risks:

1. Sustainability actions that do not generate value for the organization or its stakeholders.
2. Repercussions in the relationship with the community.

When these risks materialize, they are reported to the area of operations, responsible for adjusting the processes of vehicle entry and clearance of goods, bulk handling process in yards, including loading and unloading of the ships, trying to mitigate the impacts caused with corrective or preventive actions.

The main impacts identified in the operation of the Company in the communities are:

1. Mismanagement of the relationship with the communities and their representatives.
2. Obstruction of mobility when there are high peaks of cargo entry and dispatch.
3. Presence of particulate material in food and non-food bulks in neighboring areas of port facilities.

Social management has enabled the Organization to position itself as a company open to listen to the concerns coming from the communities, generating confidence in the people who live around the terminals.

Finally, no concerns from the communities have been identified before collective or individual rights potentially violated by operations of the Organization.

Through social management, COMPAS promotes inclusion and socioeconomic development of the people and grassroots organizations in the areas of influence of operating terminals.

Comunidad Tolú



Social investment framework

Cartagena

Bosque, Manzanillo and Zapatero (fishermen)

Characterization findings:

- ✓ High poverty associated to income and low higher education levels.
- ✓ Services on public roads and high social risks.
- ✓ Poor coordination of organizations for citizen participation.
- ✓ Mobility difficulties due to the entrance to the port terminal.
- ✓ Commercial sexual exploitation of children.

Programs, projects and intervention actions:

- E Education: accompaniment to education projects.
- E Technical education programs with SENA.
- O Strengthening fishermen and social organizations.

Tolú

El Palmar, Palo Blanco and fishermen

Characterization findings:

- ✓ Young population (49% of the population between 0 and 30 years old).
- ✓ Higher education in the area is low (6%).
- ✓ Little knowledge of Red Unidos programs.
- ✓ Low family income.
- ✓ Poor service infrastructure.

Programs, projects and intervention actions:

- PP CES Network: entrepreneurship.
- E Education: PRAE and PROCEDA.
- PP Sustainable Agriculture Project. Diaspora
- A Program: planting seedlings.

Buenaventura

La Palera

Characterization findings:

- ✓ Female dropout.
- ✓ Population with incomplete school education.
- ✓ No sewer: poor sanitation.
- ✓ Low integral attention of the State.
- ✓ Poor community and service infrastructure.

Programs, projects and intervention actions:

- O Community infrastructure.
- E Technical education with SENA.
- O Health Day.
- O Community strengthening to the JAC of La Palera.
- PP Strengthening to the users of navigation route.

Barranquilla

Las Flores

Characterization findings:

- ✓ Poor community infrastructure.
- ✓ Low higher education levels.
- ✓ Low employment levels
- ✓ Presence of income poverty.

Programs, projects and intervention actions:

- E Education: accompaniment to education projects.
- E Technical education programs with SENA.
- O Strengthening fishermen and social organizations

Buenaventura

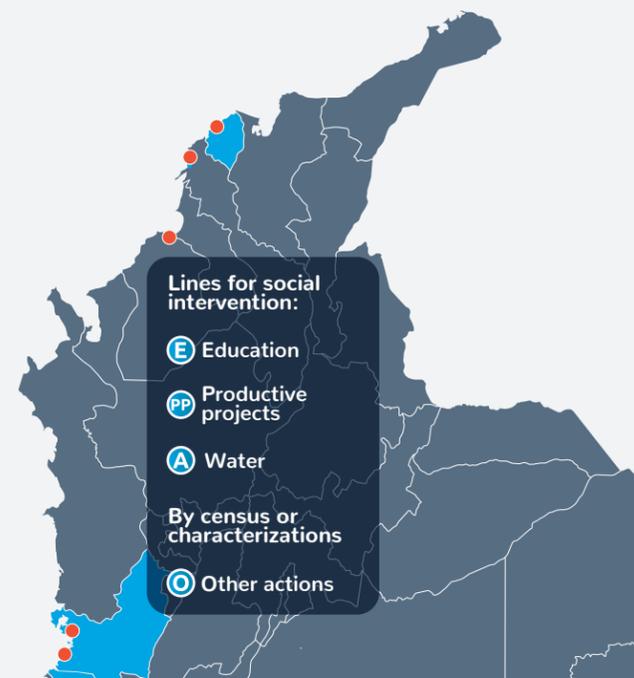
Aguadulce

Characterization findings:

- ✓ NBI of 60% (high poverty).
- ✓ Activities: mining, fishing, deforestation, agriculture, collection and sale of river material and services (tourism, restaurants, transportation, among other things).
- ✓ Poor community and service infrastructure.

Programs, projects and intervention actions:

- E School, trade and university education program.
- PP Entrepreneurship.
- E Live dancing.
- O Health Day.



(203-1)(203-2)

During 2020 social investment decreased 12.5% because:

1. In 2019, a great deal of the social component of the environmental management plan for the docking platform expansion of COMPAS Tolu terminal was performed, reducing investment in this component during 2020.
2. Due to the Covid-19 pandemic, several projects were temporarily suspended because of the contagion risk involved for the staff of the allies in the field, reducing investment. However, 12.3% of the total social investment during 2020 was spent on welfare in communities to handle this emergency.

In 2020, \$1,202 million Colombian Pesos were invested in initiatives that benefit the communities around COMPAS operation.

Social investment*			
Line of Action	2018	2019	2020
Education	\$ 305,474,620	\$ 300,289,639	\$ 125,527,560
Water	\$ 60,700,000	\$ 86,554,979	\$ 15,000,000
Productive projects	\$ 755,193,059	\$ 872,371,131	\$ 827,030,179
Others	\$ 118,776,868	\$ 115,451,068	\$ 234,526,471
TOTAL	\$1,240,144,547	\$1,374,666,817	\$1,202,084,210

* Values in Colombian pesos (COP)

Pescadores Tolú



Social Management in 2020

During 2020, COMPAS focused management in developing social and environmental programs as follows:

Water

Diaspora: seeks to strengthen marine and coastal ecosystems from Golfo de Morrosquillo by planting more than 80 artificial reef structures. In 2020, in agreement with Fundación Oleoductos de Colombia and the participation of local mangleros (mangrove keepers) and fishermen associations, the process of planting 9,000 mangrove seedlings and other native tree species in selected estuarine and riverine areas in Santiago de Tolu (Caño Guacamayas and Pichilín stream), and San Onofre (corregimiento Rincón del Mar) continued. Over 19,000 seedlings were planted thanks to this, with a final goal of 30,000 trees. This project aims to support the recovery and protection of estuarine areas.

Productive projects

Sustainable Business Cooperation Network (Red-CES): support for managing innovation and creation of strategic partnerships that enable sustainable development of production units in Tolu, in partnership with INCUBAR Sucre. During 2020, there was work on strengthening 10 productive units for breeding and using poultry animals, fish sales, community internet service, environmental services, production of meat and dairy foods, and improving fishing activity. 186 people benefited from this project that has resources for providing advice and seed capital for productive units affiliated.

Sustainable Agriculture: in 2020, 20 farmers and their families in the village of El Palmar (Tolu) were benefited with 35 hectares of cassava. This project intends to generate food security through planting and generating added value of traditional agricultural products.

Fishermen Promotion Program: within the environmental management plan for the expansion of COMPAS Tolu terminal docking platform, fishery resources were given to promote productive units of four fishing associations: APESCORDEL, COPESAR, ASOINPESMAR and CAMPOMAR.

Within the environmental management plan of COMPAS Tolu terminal, fishery resources were given to promote productive units of 4 fishermen associations.

A total of 322 fishermen were benefited by this delivery, which included: three Eduardoño 210 fishing boats, 2 Yamaha 210 motors with 15 horsepower, 2 two-stroke Yamaha motors with 4 horsepower (for cayucos), eight 30-inch lifesavers, 7 lifejackets, 4 flare and first aid kits, 4 submersible VHF marine band radios, 7 expanded polypropylene refrigerators of 50lbs, 8 rechargeable flashlights for 12 hours, 6 cayuco-type boats (made by APESCORDEL fishing organization), eight fishing nets with a 3.5 mesh x 110 meters (elaborated by the COPESAR fishermen's organization), three 14-inch, AMD Ryzen R5, 8GB, 256GB laptops, and three Office licenses for Windows 10 PC.

Homemade Vegetable Garden Course: thanks to the agreement between Fundación Canal del Dique-COMPAS and SENA Bolivar, the training process for implementing crops in urban agriculture, aimed at residents of El Bosque neighborhood in Cartagena was carried out. 20 families benefited from this training that included building resources to establish production units for home consumption.

Comunidad Tolu



Education

Technical Career in Port Logistics: in partnership with SENA Buenaventura, the education process in port logistics training was given to 23 young people from Nueva Estación La Palera neighborhood, an area of influence of COMPAS Cascajal terminal.

Support to the sports training program in Las Flores neighborhood: in Barranquilla, COMPAS supported the sports program from Fundación FUNDEPCAR, which is working on proper use of leisure time with 180 children in the community.

ICT Tools Training: 42 Tolu leaders were trained in handling ICT tools as part of the new normality frame due to Covid-19, which will facilitate the relationship and management with these communities. In addition, 7 computers and modems for Internet connection were delivered to the same number of grassroots organizations: CAMPOMAR, Institución Educativa José Yemail Tous, JAC El Palmar, Cabildo Isla Gallinazo, ASOPROGOL, Institución Educativa Puerto Viejo, and COPESAR.

School Kits: 950 children from schools in communities around port facilities received school kits as a mechanism to support their learning process.

Other actions

Characterization of the area of influence of COMPAS Cascajal terminal: a socioeconomic characterization of the community from Nueva Estación La Palera neighborhood and Alpopular sector was carried out. 93 homes in La Palera, 33 in Alpopular and 29 users of the navigation route were identified. Social intervention actions for safety, health, community infrastructure, education and productive projects will be designed from this process.



Evaluation and results of social management



Delivery of school kits in Tolu

(103-2)(103-3)

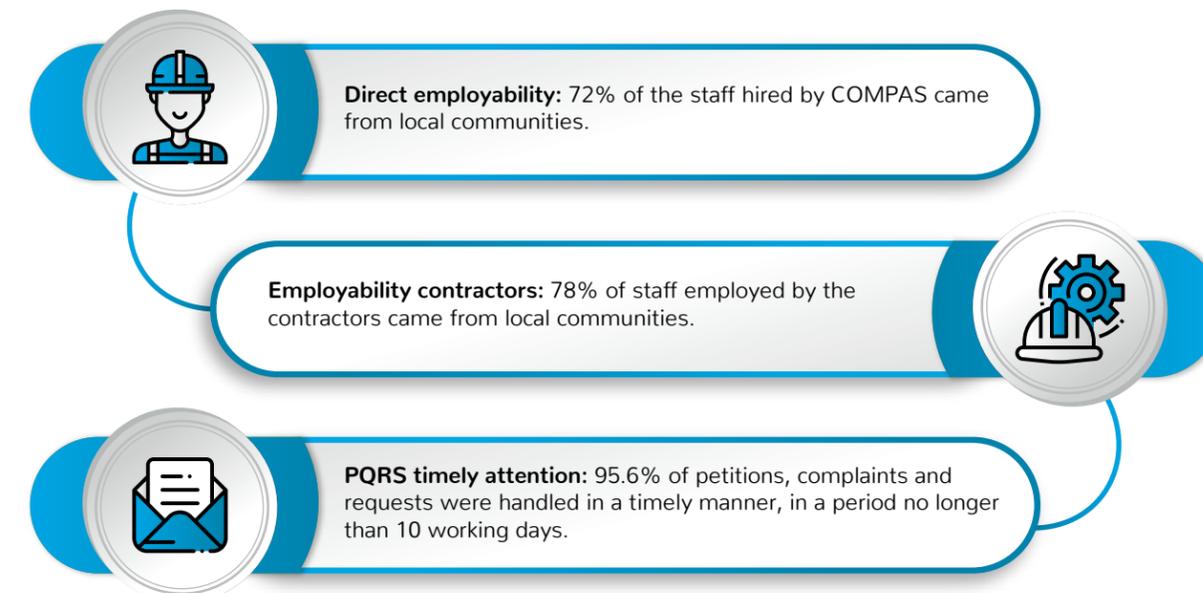
The effectiveness of management with communities and local economy is assessed by auditing the integrated management system and through sustainability process indicators. Finally, petitions, complaints, claims and requests (PQRS) submitted by the communities are addressed, and the opinion of the stakeholders is monitored through permanent relationships and during materiality dialogues.

Within the monitoring indicators of the integrated management system are: local employability (COMPAS and its contractors), PQRS statistics, and budget execution monitoring, with a satisfactory compliance for 2020.

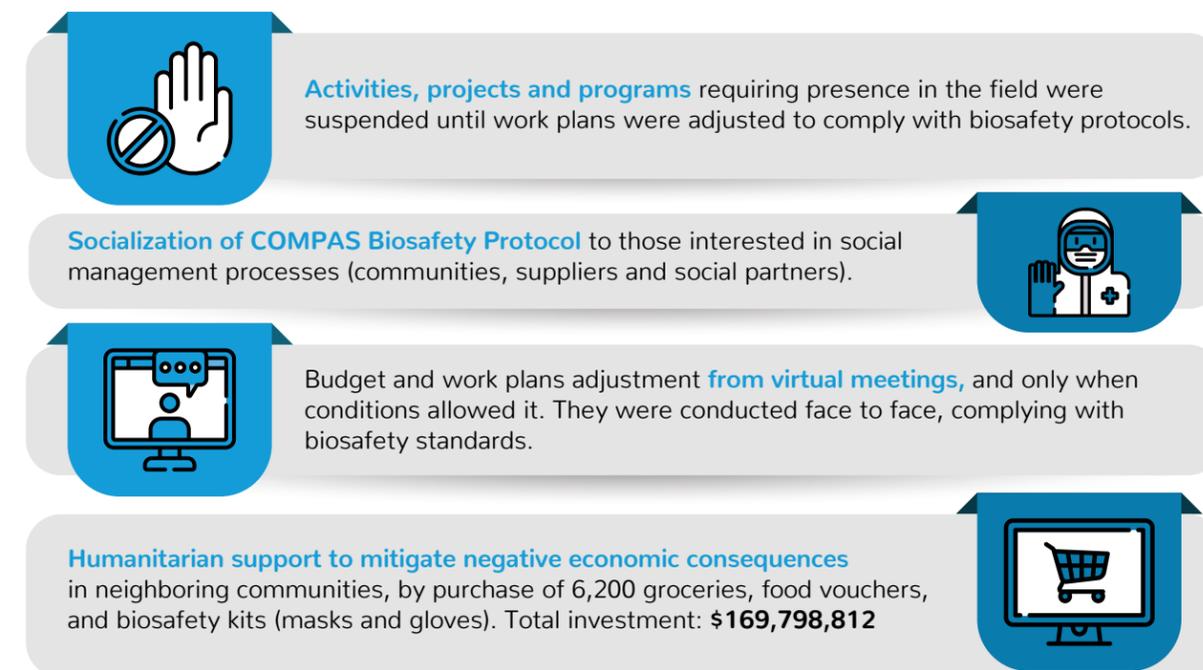
For the first time during the Month of Sustainability, there was work with partners, a training in Sustainable Development Goal number 5: gender equality, in order to sensitize internal staff and promote interest around the subject, transfer knowledge, and highlight the importance of the topic for business organizations.

Regarding the goals set in the short term, the strengthening of productive units in order to bond two new ventures before the end of year 2021 continued during 2020. Also, for 2021, the new line of social intervention in governance and community strengthening will be submitted to the Executive Committee for approval.

As for the main results of indicators to measure the effectiveness of the sustainability process, the goals set were achieved as follows:



Covid-19 Actions



The delivery of humanitarian support to communities Covid-19 is detailed as follows:

4,163 families benefited in Buenaventura, Cartagena, Barranquilla and Tolú with three deliveries of groceries and shopping vouchers.



1,300 biosafety kits (gloves and masks) for communities in the area of influence.

3,000 units of gloves and masks donated to the city of Santiago de Tolú, for health and primary care staff.



818 groceries donated by Fundación Hernan Echavarría Olozaga to communities of Baru Island in Cartagena.

Future Challenges

(103-2)



Short-term Goals (0-2 years)

- ✓ Bond two new ventures from the local community to the supply chain of the Organization.
- ✓ Also, for 2021, a new line of social intervention in governance and community strengthening will be submitted to the Executive Committee for approval.
- ✓ Submit the Donation Guidelines of the Organization to the Executive Committee for approval.



Medium-term goals (3-5 years)

- ✓ Increase investment in stocks and corporate volunteering.
- ✓ Implement a strategy aimed at managing the issue of Human Rights in the Organization.

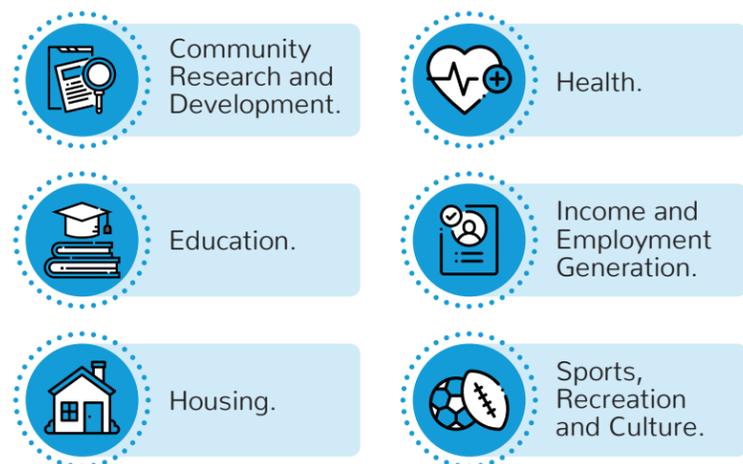


Fundación Puerto Aguadulce - Compas



Delivery of biosafety elements to ASOMUTUAM entrepreneurs in the WFP alliance

The Foundation was created to manage programs and projects in the area of influence of Sociedad Puerto Industrial Aguadulce, located in the district of Buenaventura, through six program lines:



Management Results in 2020



Community Research and Development

Socioeconomic characterization of 285 families benefiting from the Entornos PazCíficos project, impacting directly to 1,579 people, was conducted.

Results: population at risk of food insecurity and disruption by armed conflict in the territories was identified.



Health

Activities carried out in partnership with public and private stakeholders, in order to reach vulnerable populations with poor access to state provision in the municipal head. Communities of Bajo Calima, Citronela, Córdoba, San Cipriano and Santa Helena benefited through the health days conducted. Due to the Covid-19 pandemic, health days that could not be carried out were replaced by food security operations.

Results: Entornos PazCíficos project was developed in partnership with the World Food Program (WFP, PMA in Spanish), with important results such as:

- ✓ 1,340 groceries delivered to families in the communities attended.
- ✓ 285 families improved their food security conditions at the same time children participated in the strategy of protective environments to mitigate the imminent risk of recruitment.
- ✓ 84 home vegetable gardens developed by families who received agricultural technical assistance.
- ✓ 84 agricultural kits delivered to 266 families for home vegetable gardens care, worth \$ 20,069,146.
- ✓ \$67,057,924 in supplies provided for planting vegetable gardens. Seven sheds structured for breeding 2,800 chickens, for the benefit of the families in the communities served, worth \$52,574,402.
- ✓ Families received training and advice on healthy lifestyles, garden care, and food safety and nutrition.
- ✓ Livelihoods of families associated to the transformation of cocoa improved in regard to food security.

In partnership with the World Food Program, more than 1,500 humanitarian aids consisting of groceries were delivered.

- ✓ 100% compliance of agreement with the WFP according to audit from this entity.
- ✓ 100% satisfaction of community actors.
- ✓ Contribution to mitigating events or actions made by community actors who face food insecurity due to the confinement by the pandemic.



Education

Projects developed in coordination with educational institutions of the public sector, and allies of the private sector who provide resources in order to contribute to the improvement of academic quality in educational institutions, and the recovery of educational scenarios for conflict management and access to higher education for young people in the beneficiary communities: Bajo Calima, Citronela, Córdoba, San Cipriano, and Santa Helena.

The program EDUPAZ, conducted in partnership with Fundación Bolívar Davivienda, benefited 360 young people and adults with strategies for handling conflict and healthy coexistence in educational settings.

Results: Execution of EDUPAZ II project, implemented in partnership with Fundación Bolívar Davivienda, was completed, with results such as:

- ✓ 360 young people and adults strengthened and implemented strategies for handling conflict and healthy coexistence within educational settings.
- ✓ 67 workshops on communication and dialogue, which helped improve relations within educational, family, and community settings.
- ✓ 50 workshops on proper handling of conflict and healthy coexistence, where students acquired tools that allowed them to strengthen their interpersonal relationships, respect, trust, and solidarity.
- ✓ 25 change managers were certified and trained in personal and community leadership tools under an ethnic and gender perspective. They also received 25 kits for the development of activities in the school and in their communities.

The program EDUPAZ guaranteed school attendance to 360 beneficiaries.

- ✓ Change management leaders who are part of the project, provided accompaniment in the sensitization to community members process regarding prevention measures and care about Covid-19 and support in groceries delivery.
- ✓ Students received school kits worth \$7,350,000 in the community of Citronela and Bajo Calima.
- ✓ 100% school attendance of 360 young people and adults.

In the literacy program:

- ✓ 310 enrolled students completed their academic cycle with a 100% attendance.

In higher education scholarships:

- ✓ 18 scholarship students who continue enrolled in the program.

In the agreement with Telefónica Movistar:

- ✓ 100 people completed the online course Conecta Empleo, from which, 70 were students in 11°, 10° and 9° grades of educational institutions from Bajo Calima, Citronela and Cordoba-San Cipriano.



Income and Employment Generation

Projects aimed at strengthening the start-ups at business partner level in order to ensure sustainability of companies. Beneficiary Communities: Bajo Calima, Citronela, Córdoba, San Cipriano, and Santa Helena.

Results: The project Cosechando Saberes was completed in partnership with Fundación Nelly Ramírez Moreno, with which was achieved:

- ✓ Provide equipment and tools to farmers to improve growing process and products harvesting, worth \$ 77,948,081.
- ✓ 120 farmers received equipment for the production of organic fertilizer for \$ 67,714,624.
- ✓ Commercialization of transformed cocoa and Chinese potato increased.
- ✓ Farmers improved their living conditions, generating more income to cover basic needs.

With the strategy of income and employment generation, several production units from the communities Bajo Calima, Citronela, Córdoba, San Cipriano and Santa Helena benefited.



Delivering markets to the Citronela community in partnership with WFP

Similarly, strengthening continued with other start-ups, with achievements such as:

- ✓ 5 projects received equipment and supplies from the Department of Social Prosperity of the National Government (DPS) for \$ 150,000,000 to improve service delivery (management by the Foundation).
- ✓ \$3,634,445 in seeds were donated to the Association of Fishermen and Farmers of Pichidó for the implementation of a pilot test with fine banana, as an alternative for higher income generation.
- ✓ Biosecurity elements were delivered to 36 gastronomic entrepreneurs in the community of Córdoba - San Cipriano, members of ASOMUTUAN association, as support for economic recovery.
- ✓ Within the frame of the memorandum of understanding with the Páramos & Bosques Program from USAID, new equipment is delivered to ASOCHIP entrepreneurship for processing Chinese potato.
- ✓ Art and Creation entrepreneurship from Santa Helena signed a grant agreement for \$25,000,000 with Fundación Acua and FIDA Fund to strengthen the business (management by the Foundation).
- ✓ The Secretary of Environment, Agriculture and Fishing of Valle del Cauca gave ASOCHIP entrepreneurship minor species for breeding worth \$6,914,667, as a strategy for food security of families.

During 2020, Fundación Puerto Aguadulce Compas managed through cooperation, resources in cash and in kind for 625 million pesos.



Sports, Recreation and Culture

It aims to create protective environments for children, adolescents and young people, in order to reduce their exposure to psychosocial risks such as the use of psychoactive substances, early pregnancy, and forced recruitment, among others. Beneficiary Communities: Bajo Calima, Citronela, Córdoba, San Cipriano, and Santa Helena.

Results: Talentos PazCífico project ended in May, in partnership with Fundación Bolívar Davivienda, showing the following results:

- ✓ 250 parents or caregivers and/or teachers acquired tools for parenting guidelines and methodology of work with children and adolescents.
- ✓ 325 children and adolescents acquired technical and behavioral tools through sports as a strategy to reduce psychosocial risk factors with a comprehensive care model in three sport schools under a differential ethnic approach in areas affected by armed conflict.
- ✓ Establishment and strengthening of the Network of Families, whose function is to guide and accompany on parenting guidelines to the parents of children and adolescents of the project.
- ✓ 3 Sports schools were equipped with sports gear and uniforms for children and adolescents.
- ✓ 13 sports leaders trained and certified by INDERVALLE in Sports Technical Training.
- ✓ 100% school attendance, this means, 325 minors involved in the project who continued studying.
- ✓ Measuring project impact showed improvement in parent-children relationship, changes in the way of correcting their children, changes in the attitude of some children and adolescents, adequate management of leisure time, among others.

250 parents or caregivers and/or teachers, 325 children and adolescents, and 13 sports leaders benefited from the sports, recreation and culture programs during 2020.

The Vive Bailando project was signed and executed with Fundación Vive Bailando y Soñando, which trains 80 children and young people on aspects of urban dance, folklore and fundamentals in musical rhythms, giving continuity to the new plan of the project under a blended learning methodology.

No activities were conducted in the housing line during 2020.

Fundación Canal del Dique Compas



Delivery of humanitarian aid to the village of Leticia, Cartagena

The Foundation started operations in October 2010, coinciding with one of the biggest emergencies of the country, caused by La Niña phenomenon. This situation was a determining factor in the work of the Foundation. Nowadays, the company works as a nonprofit organization of COMPAS, which reflects the strategy and sustainability policy of the company. The mission of the Foundation is to contribute to the integrated and sustainable development of the communities surrounding the Canal del Dique and facilitate participative processes through programs aimed at improving the quality of life of the Company stakeholders.

Agricultural Program

It aims at improving food and nutrition security in rural communities in the social environment of the Foundation, through the promotion of production, consumption and added value of the main crops that make the agricultural systems in the region (rice, cassava, yams, sweet potato, bean, corn, vegetables, etc).

Biofortification Project: developed through an interdisciplinary alliance of scientific and governmental institutions, including University of Córdoba, the Alliance CIAT-Bioversity, Harvest Plus, the Agricultural Research Centre for International Development (Centre de coopération internationale en recherche agronomique pour le développement - CIRAD), and SENA Regional Bolívar. It intends to provide solutions to micronutrient deficiencies caused by lack of access to basic foods high in vitamins and minerals, in response to a global problem called hidden hunger.

Huertas Caseras Project: supported by SENA, the establishment of productive backyards continued as a strategy that promotes the self-production of food, to contribute to improve the living conditions of families in vulnerable conditions, contributing to food and nutritional security.

Results:

Agronomic evaluation tests (AETS) and semicommercial tests (SCT) were performed in eight settings, from three departments in the Caribbean wet region of Colombia. In the case of Bolivar, there were 24 producers from Canal del Dique actively involved, who have worked with the Foundation since the beginning of the project. The results were defended before ICA and two of the three varieties of rice received approval presented as follows:

- ✓ BF14AR035: rated as the best of materials throughout the process; It is in registration process for its release.
- ✓ BF14AR021: material identified as the one with the greatest genetic stability for unfavorable production environments. They already have the ICA approval as productive material and still require to complete semi commercial tests.

Also, a ton of bio-fortified rice seeds was received as a donation from Harvest Plus and the Alliance of Biodiversity International - CIAT. The Foundation donated these seeds to the Ministry of Agriculture and Development of the Department of Bolivar, and to the Municipal Unit of Agricultural Technical Assistance of Cartagena (Unidad Municipal de Asistencia Técnica Agropecuaria - UMATA), to benefit a group of 112 small rice farmers in the municipality of Maria La Baja and the village of Puerto Rey, rural area of Cartagena.

112 small farmers received a ton of bio-fortified rice seeds, donated by Harvest Plus and the Alliance of Biodiversity International - CIAT.

Donated by Agrosavia and Clayuca Corporation, the Foundation gave elite cassava seed to the Zenú indigenous council of Membrillal, benefiting 15 families of this ethnic group. The process is accompanied by SENA as technological ally, as it has modern laboratory facilities for tissue culture and air-conditioned greenhouses, which facilitates the process of in vitro multiplication and macropagation of cassava varieties received by the council, and the 600 micro seedlings delivered to the SENA.

82 producers participated in training sessions conducted by SENA and UMATA of Cartagena.

The Seed Bank strategy was implemented in the district of Cartagena as an alternative for the conservation of agricultural biodiversity on the territory of intervention of the Foundation, in coordination with the UMATA and SENA. It started with eggplant seeds, "topito" pepper, squash, pumpkin and varieties of black and red beans, and cassava, among other varieties.

Cartagena Water Fund

A public-private partnership formed by Fundación Grupo Argos, The Nature Conservancy (TNC), Fundación Canal del Dique Compas, Fundación Mario Santo Domingo, CARDIQUE, City Hall of Cartagena, Aguas de Cartagena (ACUACAR) and the Chamber of the Commerce of Cartagena. The Fund aims to strengthen financing mechanisms for the conservation and management of the strategic areas of water resources in the upstream basin in Cartagena, from the strengthening of sustainable production systems, restoration and conservation of ecosystems, institutional coordination, basic sanitation, and education for sustainable development.

5,800 direct beneficiaries of the strategy to preserve and optimize the management of water resources in the area.

The current water supply for the city of Cartagena depends on the maintenance of the ecosystems that sustain ecosystem services, especially water supply, where four communities are located, with a total of 5,800 people, who are direct beneficiaries of the strategy. Residents of Cartagena who are supplied with water from the upstream basin are considered as the indirect beneficiaries.

Results:

1. The Mangroves and Blue Carbon Restoration Project was implemented with Fundación Grupo Argos in the area of the Lower Canal del Dique and surrounding areas. 28 hectares were restored by planting of 70,000 seedlings of the Rhizophora mangle (red mangrove) species, with seedlings from the community greenhouse of Boca Cerrada.

The opening of five (5) pipes of about 1,048 m2 was performed. Inside them, a continuous exchange of water flow between the exterior and interior of each pilot, seed and propagules transport, and constant soil washing, is expected.

The community participated with over 100 people involved with pipe opening and planting of seedlings. There was an economic retribution for the participation.

Production of seedlings was promoted in the Bocacerrada community greenhouse, they were acquired for the project, which benefited 90 families responsible for the greenhouse maintenance.

2. Global Water Program from the Swiss Cooperation develops "Water Unites Us" Initiative to strengthen corporate management of water; It works with public institutions, business associations, research centers, companies, and communities, implementing collective actions in the territory to strengthen water governance. In this context, the allies of the Water Fund, with the support from the Embassy of Switzerland in Colombia - Humanitarian Aid and Development (COSUDE), and Vestolit, made progress with the Basic Sanitation Pilot in Bocacerrada: a challenge from the community empowerment and the ownership of social technologies. 67 people representing five organizations participated in community building workshops and two training sessions on the proper use and maintenance of 150 filters donated in 2019 with resources leveraged by The Nature Conservancy (TNC).

67 people representing 5 organizations participated in workshops on community strengthening.

3. It began with contributions from Fundación Bavaria, a solid waste utilization pilot, where currently 60 women who participate voluntarily, are responsible for cleaning up the village. Training and community strengthening sessions were conducted, aiming to the implementation of a productive venture around recycling. In this regard, a production unit of plastic recycling was implemented with an established collection site.



Biofortified rice seed delivery to Puerto Rey village, Cartagena

→ Supply chain management

Contribution to the SDGs



(103-1)(103-2)

COMPAS generates value through the management of all activities in the supply chain, achieving integration of processes, different companies, and actors involved in the provision of goods and services to maximize the value proposal delivered to the customer and ensuring continuous operation.

Generating beneficial relationships with chain actors contributes directly to risk control, to the extent that possible failures in the delivery process and delivery of products and services are anticipated, thus reducing the direct impact that would be generated on operational cost.

COMPAS vouches for the effective management of the supply chain in order to increase efficiency, manage risks and maximize productivity.

Commercial relations and the selection process of suppliers are carried out in compliance with the rules, policies and procedures established internally, making a thorough revision of their legal documents and a detailed analysis on lists to control money laundering and financing of terrorism before the registration and/or update of master vendor. In addition, the Organization has a Contracting Manual whose annexes are shared to suppliers for compliance with the provisions against labor responsibility with their workers, safety, health, safety and environmental protection.

It is also based on ethical principles that ensure transparency and honesty for mutual benefit, as well as in high standards of quality and service. In this sense, managing the supply chain efficiently can generate higher profit for the Organization when acquiring quality services and products at the right time and place, considering the least possible cost and with the minimum financial resources needed.

Annual purchase planning, negotiations with suppliers, contract management, supplier evaluation, vendor master management, agreements at services levels (ASL), and the list of established prices, allows for a proper selection of suppliers to ensure service quality, savings to the Company, and compliance with health and safety standards at work established in order to prevent the occurrence of negative impacts.

As a result of the Covid-19 health emergency during 2020, the Organization had to face the suspension of some projects and investments in progress, and start searching for new strategic partners for the supply of biosafety elements and manage to supply all the terminals timely. Also, dialogues were held with suppliers to renegotiate services, achieving representative savings for the years 2020 and 2021.

Main changes in the supply chain due to the effects of the pandemic:

-  As a result of the new work at home dynamics of administrative employees, **COMPAS asked the suppliers to readjust the rates of some contracts**, such as general cleaning services, maintenance of air conditioners, food, among others.
-  **The receipt of physical invoices and supports** was removed in all branches as a part of biosafety protocols, and an email address was made available as an exclusive channel to receive invoices.
-  Compliance with **biosafety protocols** was demanded to all suppliers.
-  **Database of suppliers that provide elements** of individual protection and biosafety was expanded.

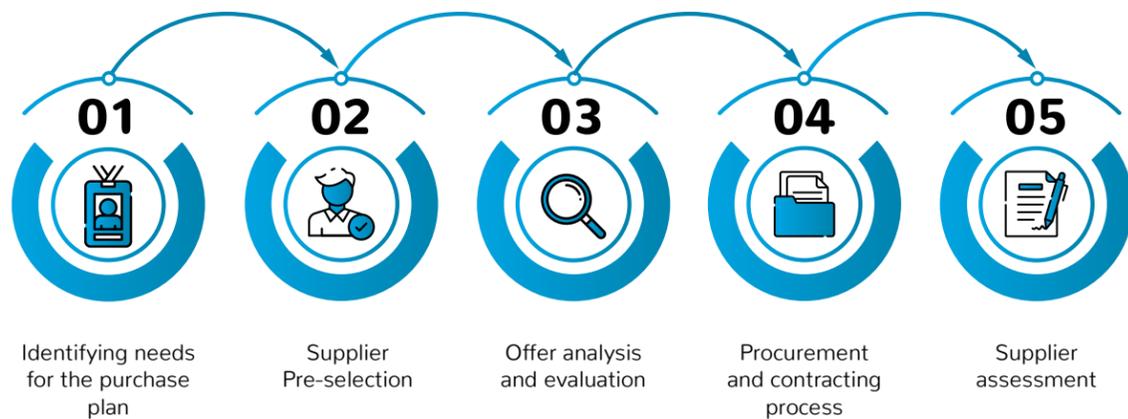
Thanks to the joint work with the different hiring, purchasing and supplier areas, compliance with other essential projects was achieved for the Company during 2020, among those, are:

- ✓ Independence of the electrical service of COMPAS Barranquilla terminal.
- ✓ New electrical substation and lighting of the viaduct and the new platform of COMPAS Tolu terminal.
- ✓ Design, procurement, supply, construction, installation, assembly, testing, and commissioning of a coal clearance system for COMPAS Barranquilla.
- ✓ Acquisition of the Liebherr crane for COMPAS Tolu.

Practices with suppliers

COMPAS has an exclusive section for suppliers on their website www.compas.com.co, intending to improve services and efficiently manage communications with them. In this space, information such as legal documents of the Company and its subsidiaries, tax lien certificates and ICA, payment policies, requirements and schedules for filing invoices and delivery of goods can be consulted.

The COMPAS supply process consists of five stages as shown in the following chart:



COMPAS Barranquilla



At each stage of the supply chain, risks and mitigation measures are identified, as shown in the following table:

Stage	Risk Description	Mitigation Measure
1	Develop an inadequate supply plan.	Application of the procedures in the recruitment manual.
	Wrong definition of the object to contract and its scope.	
2	Purchase goods and services with suppliers who are ready for controlling money laundering and terrorism financing.	Validation of restrictive lists in the supplier registry and update. Establishment of experts committee with different contracting areas to select the vendor, everything within the framework of the Company's Code of Ethics and conduct guidelines.
	Commissions, privileges or gifts offered by the provider in exchange for benefits.	
	Illicit activities by the supplier.	
3	Transactions in foreign currency without considering exchange rate fluctuations.	Application of the procedures referred to in the Procurement Manual, Part I paragraph 6.2. Currency Stipulation.
	Supplier selection with wrong criteria.	
4	No assignment of policies and/or guarantees that are commensurate with the nature of the contract.	Application of the procedures referred to in the Procurement Manual, Part I paragraph 6.2.
	The contract does not adequately reflect trading conditions.	
5	Not evaluating suppliers properly.	Application of the evaluation criteria established in the procurement process.

(102-9)(102-10)(204-1)

COMPAS is supplied with a wide variety of goods and services. The main categories of providers involved in the supply chain are:

- ✔ Travel agency
- ✔ Feeding
- ✔ General and industrial cleaning and sanitation
- ✔ Access control
- ✔ Trench Dredging
- ✔ Infrastructure maintenance
- ✔ Equipment maintenance
- ✔ Metrology (equipment operation)
- ✔ Technological means operator
- ✔ Environmental monitoring
- ✔ Port operator
- ✔ Supplier of equipment for operation
- ✔ Fuel supply
- ✔ Staff provision and personal protective elements
- ✔ Energy supply
- ✔ Surveillance and private security
- ✔ Fumigation and pest control

Local suppliers are essential to ensure operations in COMPAS areas of influence. Those who provide services in Colombia, meeting the criteria of proximity, accessibility and service level regarding the coverage area of a port terminal or office of the Company are identified as local. For 2020, 167 new local suppliers, and 12 new foreign suppliers were recorded in the vendor master. None of the suppliers was found in restrictive lists or showed discrepancies in legal documentation. The following table shows the total purchases made the previous year.

	Amount purchased*	Number of suppliers
National Suppliers	\$97,384,553,945	856
Foreign providers	\$25,979,376,182	27
Total suppliers	\$123,363,930,127	883

* Amounts expressed in Colombian pesos (COP)

Suppliers Evaluation



Centro Logístico Manzanillo

(103-3)

COMPAS establishes a system for evaluating and monitoring their suppliers, including aspects related to compliance with the conditions of quality and opportunity, provider behavior in the workplace, safety, social and environmental aspects. The results of evaluations allow optimization of uninterrupted delivery of contracted services, obtain information on supplier performance and information for future hiring.

Since 2014, the organization has a rigorous process, based on a methodology and fundamental criteria to identify critical suppliers, considered as those whose products or services have a great impact on the development of port operations, affecting people, infrastructure, process safety and the environment. Based on this definition, for 2020, 17% of providers who had transactions in goods and services were recorded as critical; 140 suppliers participated in the evaluation process.

This evaluation system verifies that suppliers comply integrally with the requirements agreed in the contract and/or purchase order. The provider is informed and delivered the results of the evaluation process. Additionally, if there are any improvement and/or breach of law opportunities, the provider must submit and implement an action plan, or otherwise will not continue to provide the service.

2020 performance evaluation was applied to all critical suppliers, conducted with the participation of the user responsible to require good or service. The study includes criteria of quality and timeliness, during and after-sales service, and management systems.

In this evaluation participated **140 providers** who obtained the following results:



In addition, to monitor the effectiveness of this process management, the Company adopts the following measures:

- ✓ Monthly assessment of the level of compliance with delivery by the supplier, of the economic benefit achieved by purchases, of the level of satisfaction of the Company areas, and the annual evaluation of performance level with surveys that measure the degree of satisfaction.
- ✓ Regular internal and external audits, performed by entities such as BASC - Business Alliance for Secure Commerce, among others, and the area of risk and internal control of COMPAS.

Also, through external audit ICONTEC under quality standards ISO 9001, ISO 14001, and ISO 18001 regarding the supply chain.

- ✓ Benchmarking with national companies to renew good supply practices.
- ✓ Additional mechanisms, such as primary groups, generate opportunities for direct communication so that members of the team get to know the most important events of COMPAS, and be capable of monitoring progress of projects in the area and the resolution of common, everyday issues.
- ✓ The Company has a space on the website (www.compas.com.co/es/pqrs) to receive and effectively manage communications generated by its suppliers. The relationship is managed by the purchase area, and petitions, complaints, claims, and requests (PQRS) are received and managed, with the possibility of online tracking by the supplier.



Supply Chain Management in 2020

(204-1)(308-1)(308-2)(407-1)(408-1)(409-1)(414-1)(414-2)

- ✓ 79% of purchases of goods and services were local, that is, that they were made in Colombia.
- ✓ 182 new suppliers began working in COMPAS, which were selected based on financial capacity, technical and economic evaluation, experience, environmental, social, and other management systems, depending on the nature of the service or good to deliver.
- ✓ 151 suppliers were evaluated based on environmental criteria. Greater compliance is evidenced by the suppliers on environmental criteria, such as waste disposal and management of energy and water resources.
- ✓ In only three cases, significant environmental impacts were determined, in affecting the efficiency of the waste water clarifier, and the dumping quality, impact on the order and cleanliness, generation of hazardous waste, and pollution of the soil by oil and fuel spills from dump trucks and loaders, as well as improper storage of these items. Improvement actions were agreed in the short term with weekly monitoring.
- ✓ During 2020 no case of violation of the right to freedom of association and collective bargaining was detected. There were not any identified cases of child or forced labor, either. There is a Code of Ethics and Conduct in COMPAS that establishes the commitment in the field: "We respect the free physical and mental development of minors to its full potential, which is why we do not hire minors under the applicable legislation in the various jurisdictions where COMPAS and its subsidiaries are present."
- ✓ A biannual periodicity was defined for the new self-assessment processes to critical, high-risk providers, such as those serving cleaning, surveillance, side-port operator, and large investment projects. The process involves an in situ visit with an interdisciplinary team consisting of personnel from the Supplier Management, Safety and Health at Work, Protection, Environmental Protection, and Human Resources areas, who are responsible for validating compliance with labor, environment, physical security, and safety and health at work standards. 2021 is programmed to perform the evaluation cycle again.

Future Challenges

(103-2)



Short-term Goals (0-2 years)

- ✓ Renegotiation of some services contracted due to the impact caused by the Covid-19.



Medium-term goals (3-5 years)

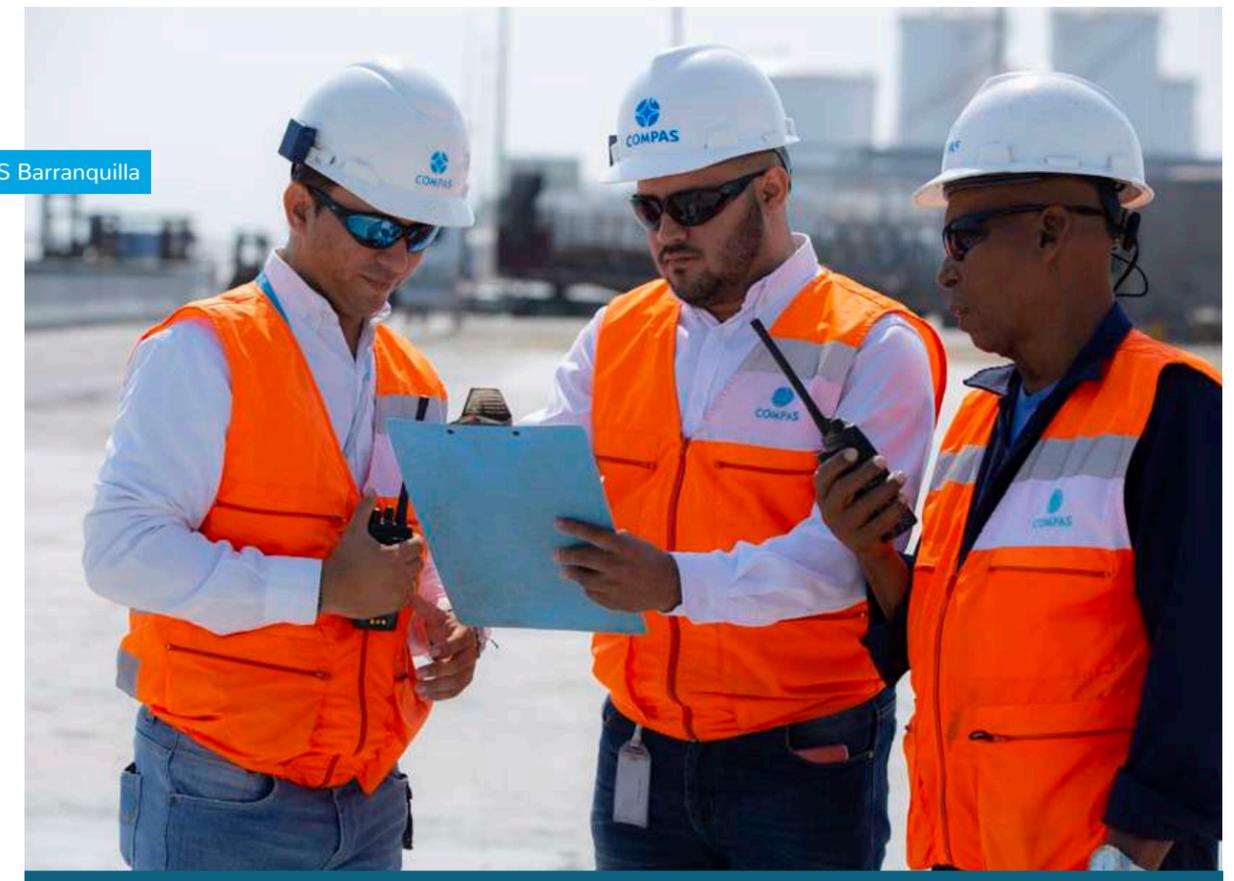
- ✓ Revision, update and dissemination of the Contracting Manual, Procurement procedure, and Process formats.



Long-term goals (>5 years)

- ✓ Ensure compliance with clause 11 Filing of Bills of Terms and Conditions of COMPAS and Subsidiaries Purchase Orders.

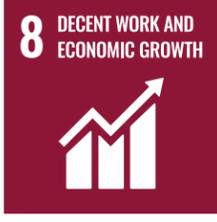
COMPAS Barranquilla



→ **Actions and contribution to Sustainable Development Goals (SDGs)**
- COMPAS 2020

SDG	Goal	Achievement
 <p>2 ZERO HUNGER</p> <p>To end hunger, achieve food security and improving nutrition, and promoting sustainable agriculture</p>	<p>Goal 2.3. For 2030, to double agricultural productivity and incomes of small scale food producers, particularly women, indigenous peoples, family farmers, herders, and fishermen, among others, through a secure and equitable access to lands, other production resources and inputs, knowledge, financial services, markets, and opportunities for generating added value and non-agricultural jobs.</p>	<p>COMPAS spent \$1,202,084,210 for the development of all its social management in the programmatic lines of education, water, and productive projects, which contribute to improve the quality of life of communities in their areas of influence.</p> <p>Sustainable Agriculture: in 2020, 20 farmers and their families in the village of El Palmar (Tolu) were benefited with 35 hectares planted with cassava. This project intends to generate food security through planting and generating added value to traditional agricultural products.</p> <p>Fishermen Promotion Program: delivery of fishery resources for the promotion of productive units of four fishermen associations in Tolu.</p>
	<p>Goal 2.4. By 2030, ensure sustainability of food production systems and implement resilient farming practices to increase productivity and production, contribute to the maintenance of ecosystems, strengthen adaptation to climate change, extreme weather events, droughts, floods, and other disasters, and gradually improve the quality of soil and land.</p>	<p>Homemade Vegetable Gardens Course: training in the implementation of urban agriculture crops, for residents of El Bosque neighborhood in Cartagena, in alliance with SENA Bolivar.</p> <p>Sustainable Business Cooperation Network (Red-CES): support for managing innovation and creation of strategic partnerships that enabled the sustainable development of production units in Tolu, in partnership with INCUBAR Sucre, and that benefit 186 people.</p> <p>Cosechando Saberes Project in partnership with the Fundación Nelly Ramirez Moreno. 120 farmers received equipment for the production of organic fertilizer and increased the marketing of transformed cocoa and Chinese potato.</p>

SDG	Goal	Achievement
 <p>3 GOOD HEALTH AND WELL-BEING</p> <p>Ensure a healthy life and promote well-being for people of all ages</p>	<p>Goal 3.8. Achieve universal health coverage, including protection against financial risks, access to essential, quality health services, and access to safe, effective, affordable and quality medication and vaccines for everyone.</p>	<p>The Company has a Health and Safety at Work Management System - OSHMS. In 2020, because of the pandemic, COMPASS applied effective measures such as biosafety protocol, in situ medical care for workers, RT-PCR testing, among others.</p> <p>SST 2020 results: on SHM</p> <ul style="list-style-type: none"> • Zero occupational diseases. • Reduction of accident rate by 0.8 points. • Accident frequency rates decreased from 2.7 in 2019 to 1.9 in 2020.
 <p>4 QUALITY EDUCATION</p> <p>Guarantee a quality, equitable, and inclusive education, and promote learning opportunities throughout life for all.</p>	<p>Goal 4.1. By 2030, ensure that all girls and boys complete primary and secondary education, which must be a quality, free, equitable, and produce relevant and effective learning results.</p>	<p>School kits delivered to 950 children from schools in communities neighboring the terminals, as a mechanism to support the learning process.</p> <p>310 students completed their academic cycle with school attendance of 100%, within the framework of the program of Fundación EDUPAZ Puerto Aguadulce - Compas.</p>
	<p>Goal 4.3. By 2030, ensure equal access of all men and women to technical, professional and superior quality education, including university.</p>	<p>Technical Career in Port Logistics: in partnership with SENA Buenaventura, the education process in port logistics training was given to 23 young people from Nueva Estación neighborhood, La Palera, a COMPAS Cascajal terminal area of influence.</p>
	<p>Goal 4.4. Substantially increase the number of young people and adults who have the necessary skills, in particular, technical and vocational, to access to employment, decent work and entrepreneurship.</p>	<p>ICT Tools: delivery of seven computer equipment and modems for Internet access, for grassroots organizations in Tolu. 42 community leaders were trained in handling new information technologies.</p> <p>Solid Waste Utilization Training Pilot for 60 women. Project led by Fundación del Canal del Dique, which seeks to implement a productive start-up about recycling.</p>
<p>Goal 4.c. By 2030, significantly increase the supply of qualified teachers, including through international cooperation for the teacher training in developing countries, especially the least developed countries and small island developing States.</p>	<p>25 change managers certified and trained in community and personal leadership tools, under an ethnic and gender perspective within the framework of the program of Fundación EDUPAZ Puerto Aguadulce - Compas.</p>	

SDG	Goal	Achievement
 <p>5 GENDER EQUALITY</p> <p>Achieve gender equality and empower all women and the girls</p>	<p>Goal 5.1. Put an end to all forms of discrimination against all women and girls worldwide.</p>	<p>Sustainability Month: The company promoted, opportunities for training and awareness around this ODS among collaborators. It was aiming to share knowledge and highlight the importance of the topic for business organizations.</p>
 <p>6 CLEAN WATER AND SANITATION</p> <p>Garantizar la disponibilidad y la gestión sostenible del agua y el saneamiento para todos</p>	<p>Goal 6.a. By 2030, expand international cooperation and support to developing countries for capacity building in activities and programs related to water and sanitation, Such as water collection, desalination, efficient use of water resources, wastewater treatment, recycling and reuse technology.</p>	<p>Fondo de Agua de Cartagena: with 5,800 beneficiaries, to strengthen financing mechanisms for conservation and optimal management of water resources in the upstream basin of Cartagena. A project in which Fundación Canal del Dique Compas participates along with other partners involved.</p> <p>Basic Sanitation Pilot in Bocacerrada: a bet from community empowerment and appropriation of social technologies that benefited 67 people. Developed by allies of Fondo de Agua de Cartagena, with support from the Embassy of Switzerland in Colombia, Humanitarian Aid and Development (COSUDE), and Vestolit.</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p> <p>Garantizar la disponibilidad y la gestión sostenible del agua y el saneamiento para todos</p>	<p>Goal 8.5. Achieve full and productive employment, and ensure decent work for all men and women.</p>	<p>In 2020, COMPAS had 339 collaborators, including SENA apprentices, students and temporary employees. 72% of the contracted staff came from local communities.</p> <p>Conecta Empleo virtual course: seeks to improve the digital skills of unemployed people, or who want to improve their employability. 100 people completed the course. Led by Fundación Puerto Aguadulce - Compas, in agreement with Telefonica Movistar.</p>

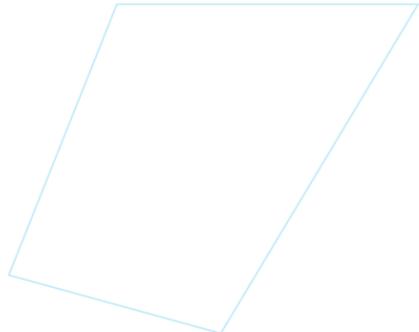
SDG	Goal	Achievement
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> <p>Build resilient infrastructure, promoting sustainable industrialization and foster innovation</p>	<p>Goal 9.1. Develop reliable, sustainable, resilient and quality infrastructure, including regional and cross-border infrastructure to support economic development and human well-being, with special emphasis on affordable and equitable access for all.</p>	<p>COMPAS Tolu: construction of two new funnels for minerals and aggregates, repair head beam and the completion of the construction of marine signaling (buoys and lights).</p> <p>With the new State-of-the-art Liebherr crane, LHM 420 reference, the portfolio of services of the terminal, may be extended, operating dry bulk, general cargo and project cargo faster.</p> <p>COMPAS Barranquilla: assembly of the new shipper of ships for coal and coke, with a load capacity of up to 800 tons an hour.</p>
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> <p>Guarantee sustainable consumption and production modes</p>	<p>Goal 12.2. By 2030, achieve sustainable management and efficient use of natural resources.</p>	<p>Water</p> <ul style="list-style-type: none"> • In its two terminals Buenaventura, COMPAS captured, stored and used 15,403 m3 of rainwater, which represented an increase of 37.2% in 2019 versus utilization. • The Company recorded a 12.1% reduction in the collection of surface water, and 37.0% in consumption of the water supplied by municipal enterprises. • COMPAS Aguadulce achieved an efficient use of water resources, optimizing the sustainable use of rainwater, in total, there were 660 m3 per month, used to wet coal. • COMPAS Cascajal achieved savings of more than 60% in water consumption network from the aqueduct. • COMPAS Barranquilla obtained a 53% decrease in consumption of collection water per ton mobilized ton.

SDG	Goal	Achievement
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>Goal 12.2. By 2030, achieve sustainable management and efficient use of natural resources.</p>	<p>Energy:</p> <ul style="list-style-type: none"> • COMPAS reduced its energy consumption for the report period by 18% compared to the previous year, thanks to the awareness campaigns held for responsible energy consumption. • COMPAS Cascajal achieved a reduction in energy consumption for air conditioning by 50%. • COMPAS Tolu recorded a 20.3% decrease in energy consumption compared to 2019, from 8,328 to 6,634 GJ. The reduction is due to the completion of the terminal expansion project in early 2020.
	<p>Goal 12.5. By 2030, significantly reduce waste generation through prevention, reduction, recycling and reusing activities.</p>	<ul style="list-style-type: none"> • COMPAS generated 665.6 tons of recycled waste; 1,257 tons of organic waste were donated for composting. • COMPAS Aguadulce recorded a 47.38% reduction, compared to 2019, in the generation of ordinary solid waste, with a total of 30.1 tons. Also, a 96.75% recovery of the total amount of waste generated by the terminal was managed; only 2.8% of waste were disposed (landfill). On the other hand, there was a scrap waste utilization rate of 19.48 tons. • COMPAS Cartagena took advantage of 250% of waste generated in the different areas of the terminal compared to 2019. • COMPAS Barranquilla reduced by 48% the generation of hazardous waste, and showed an increase of 65% in the recovery of recyclable waste per ton mobilized.

SDG	Goal	Achievement
 <p>13 CLIMATE ACTION</p> <p>Urgent action to combat climate change and its effects</p>	<p>Goal 13.2. Incorporate measures on climate change in policies, strategies and national plans.</p>	<ul style="list-style-type: none"> • Design of a corporate mitigation strategy and climate change, to address the risks associated with climate change and to take advantage of emerging opportunities through initiatives for adaptation and mitigation that make COMPAS more resilient in the short, medium long term. • Monitoring and tracking emissions of greenhouse gases (GHG) generated during the activities of the Company, as well as implementing initiatives and commitments to reduce corporate carbon footprint. • COMPAS Aguadulce presented a 33% reduction in scope 1 emissions versus 2019. Also, Scope 2 emissions decreased by 57%. • COMPAS Cartagena has decreased Scope 1 emissions since 2018, with a total reduction of 32.5%. • COMPAS Cascajal showed a decline of 14.2% in Scope 2 emissions, which correspond to electricity consumption.
 <p>14 LIFE BELOW WATER</p> <p>Conserve and use sustainably oceans, seas and marine resources for sustainable development</p>	<p>Goal 14.2. By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse effects, even strengthening their resilience, and take steps to restore them to recover health and productivity of the oceans.</p>	<p>Diaspora Project: belonging to the water programmatic line, it continued in 2020 with the process of planting 9,000 mangrove seedlings and other native tree species in estuarine and riverine selected areas of Golfo de Morrosquillo. It is developed in partnership with the Fundación Oleoductos de Colombia and with the participation of local mangrove keepers and fishermen associations.</p>

SDG	Goal	Achievement
<div data-bbox="127 772 335 983"> <p>17 PARTNERSHIPS FOR THE GOALS</p>  </div> <p data-bbox="139 1020 323 1191">Strengthen implementation settings and revitalize the World Alliance for Sustainable Development</p>	<p data-bbox="376 905 717 1114">Goal 17.17. Encourage and promote the establishment of effective partnerships in public, public-private and civil society spheres, drawing on the experience and resourcing strategies of alliances.</p>	<p data-bbox="786 570 1345 780">In 2020, strategic and sustainable partnerships with public and private entities were maintained and managed, as well as with social partners and international cooperation organizations. These alliances allow positive impacts with social actions that benefit and improve the quality of life in the country. Among these are:</p> <p data-bbox="786 814 1355 1419">INCUBAR Sucre Sustainable Business Cooperation Network (Red-CES); SENA Buenaventura and Bolívar; Fundación FUNDEPCAR ; Fundación Hernán Echavarría Olózaga; World Food Program (WFP); Fundación Bolívar Davivienda; Fundación Nelly Ramírez Moreno; Department of Social Prosperity of the National Government (DPS); University of Córdoba, the CIAT-Bioversity Alliance, Harvest Plus, the Center for International Cooperation in Agronomic Research for Development (CIRAD); Fundación Grupo Argos, The Nature Conservancy (TNC); Fundación Mario Santo Domingo; CARDIQUE, Mayor of Cartagena, Aguas de Cartagena (ACUACAR); the Cartagena Chamber of Commerce; Swiss Embassy in Colombia - Humanitarian Aid and Development (SDC), and Vestolit; Protection of Ships and Port Facilities (ISPS Code) and Business Alliance for Secure Commerce (BASC), among others.</p>





→ **GRI Content Index**

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	102-20 Executive level responsibility of economic, environmental and social issues	Ethics, transparency and corporate governance / Governance p. 30		
	102-21 Consultation with stakeholders on economic, environmental and social issues	Ethics, transparency and corporate governance / Governance p. 30		
	102-22 Composition of the highest governance body and its committees	Ethics, transparency and corporate governance / Governance p. 22 Annex - Ethics, transparency and corporate governance p. 194		
	102-23 Chairman of the highest governance body	Ethics, transparency and corporate governance / Governance p. 30		
	102-24 Nomination and selection of the highest governance body	Ethics, transparency and corporate governance / Governance p. 30		
	102-25 Conflicts of interest	Ethics, transparency and corporate governance / Governance p. 30		

GRI Standard	Content	Page/Answer	Global Pact	SDG
4. Corporate governance	102-26 Function of the highest governing body in the selection of objectives, values and strategy	Ethics, transparency and corporate governance / Governance p. 30		
	102-29 Identification and management of economic, environmental and social impacts	Ethics, transparency and corporate governance / Governance p. 30		
	102-30 Effectiveness of risk management processes	Risk and crisis management/ Effectiveness of risk management p. 40		
	102-31 Evaluation of social, economic, and environmental issues	Ethics, transparency and corporate governance / Governance p. 30		
	102-32 Function of the highest governing body in sustainability report making	About the report p. 8		
	102-33 Communication of critical concerns	Any critical issue or major concern is first communicated to the presidency of the Company and this informs directly to the Board of Directors or, in other cases, the Vice-president of the respective area is invited to Board meetings, so they are analyzed in this stage.		
GRI 102: 2016 General contents	102-40 List of stakeholders	Sustainability Framework / Participation of stakeholders p. 14		
5. Participation of stakeholders	102-41 Collective Negotiation Agreements	Port of Well-being/Main indicators of talent p. 98	3	
	102-42 Identification and selection of stakeholders	Sustainability Framework/ Participation of stakeholders p. 14		
	102-43 Approach to the participation of stakeholders	Sustainability Framework/ Participation of stakeholders p. 14		
	102-44 Key Issues and concerns mentioned	Sustainability Framework/ Participation of stakeholders p. 14		

GRI Standard	Content	Page/Answer	Global Pact	SDG
GRI 102: 2016 General contents	102-45 Companies included in the Financial Statements	The following are the entities that are part of the consolidated financial statements of the organization: Compañía de Puertos Asociados S.A. and COMPAS Marine USA Management LLC, 100% subsidiary % owned by the parent company.		
6. Report profile	102-46 Definition of the contents of reports and issue coverage	Sustainability Framework/Materiality p. 17		
	102-47 List of material issues	Sustainability Framework/Materiality p. 17		
	102-48 Re-expression of information	No re-expressions are presented.		
	102-49 Changes in reporting	About the report p. 8		
	102-50 period of the report	About the report p. 8		
	102-51 Date of the latest report	About the report p. 8		
	102-52 Reporting cycle	About the report p. 8		
	102-53 Contact point for questions on the report	About the report p. 8		
	102-54 Statement of preparation of the report under the GRI Standards	About the report p. 8		
	102-55 Index of GRI contents	Page. 179		
102-56 External verification	About the report p. 8			

Material Issues				
Ethics, Transparency and Corporate Governance				
GRI Standard	Content	Page/Answer	Global Pact	SDG
GRI 103: 2016 Management approach	103-1 Explanation of material issue and its coverage	Reliable Cargo/ Ethics, transparency and corporate governance/Governance p. 24	10	5 and 16
	103-2 Management approach and its components	Reliable Cargo/ Ethics, transparency and corporate governance/Governance p. 24		
	103-3 Evaluation of management approach	Reliable Cargo/ Ethics, transparency and corporate governance/Governance p. 24		
GRI 205: 2016 Anti-corruption	205-1 Operations evaluated for risks related to corruption	Ethics, transparency and corporate governance/Risks and anti-corruption procedure p. 29		
	205-2 Communication and training on anti-corruption policies and procedures	Ethics, transparency and corporate governance/Risks and anti-corruption procedure p. 29		
	205-3 Confirmed cases of corruption and measures taken	Ethics, transparency and corporate governance/Risks and anti-corruption procedure p. 29		

Risk and Crisis Management				
GRI Standard	Content	Page/Answer	Global Pact	SDG
GRI 103: 2016 Management approach	103-1 Explanation of material issue and its coverage	Reliable Cargo/ Risk and crisis management p. 36	10	16 and 17
	103-2 Management approach and its components	Reliable Cargo/ Risk and crisis management p. 36		
	103-3 Evaluation of management approach	Reliable Cargo/ Risk and crisis management p. 36		

Value Creation and Growth				
GRI Standard	Content	Page/Answer	Global Pact	SDG
GRI 103: 2016 Management approach	103-1 Explanation of material issue and its coverage	Efficient operation / Creating value and Growth p. 46		5 and 16
	103-2 Management approach and its components	Efficient operation/Creating Value and Growth p.46 Efficient operation/Management of terminals p. 50		
	103-3 Evaluation of management approach	Efficient operation/Creating Value and Growth p.46 Efficient operation/Management of terminals p. 50		
GRI 201: Desempeño económico 2016	201-1 Valor económico directo generado y distribuido	Efficient operation/Creating Value and Growth p.47		8
	201-4 Asistencia financiera recibidas del gobierno	Efficient operation Economic performance p. 47		

Eco-efficiency and Use of Resources				
GRI Standard	Content	Page/Answer	Global Pact	SDG
GRI 103: 2016 Management approach	103-1 Explanation of material issue and its coverage	Environmental dock Eco-efficiency and use of resources p. 72	7,8 and 9	6, 7 and 12
	103-2 Management approach and its components	Environmental dock Eco-efficiency and use of resources p. 72		
	103-3 Evaluation of management approach	Environmental dock Eco-efficiency and use of resources p. 72		
GRI 302: 2016 Energy	302-1 Energy consumption within the organization	Eco-efficiency and resource use p. 78		
GRI 303: 2018 Water and effluents	303-1 Interactions of water as a shared resource	Eco-efficiency and use of resources Water and effluents p. 79		
	303-2 Management of impacts related to water discharge	Eco-efficiency and use of resources Water and effluents p. 79		
	303-3 Dewatering	Eco-efficiency and use of resources Water and effluents p. 79		
	303-4 Water discharge	Eco-efficiency and use of resources Water and effluents p. 79		
	303-5 Water consumption	Eco-efficiency and use of resources Water and effluents p. 79		

Climate Change and Protection of Natural Capital				
GRI Standard	Content	Page/Answer	Global Pact	SDG
GRI 103: 2016 Management approach	103-1 Explanation of material issue and its coverage	Environmental dock/Climate change and protection of natural capital p. 84	7,8 and 9	11, 13, 14 and 15
	103-2 Management approach and its components	Environmental dock/Climate change and protection of natural capital p. 84		
	103-3 Evaluation of management approach	Environmental dock/Climate change and protection of natural capital p. 84		
GRI 305: 2016 Emissions	305-1 Direct GHG emissions (Scope 1)	Climate change and protection of natural capital/Emissions p. 87		
	305-2 GHG Indirect emissions due to power generation (scope 2)	Climate change and protection of natural capital/Emissions p. 87		
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant emissions into the air	Annex - Climate change and natural protection p. 206		
GRI 306: 2016 Effluents and waste	306-1 Water discharges depending on their quality and destination	Climate change and protection of natural capital/ Effluents and waste p. 90		
	306-2 Waste by type and disposal method	Climate change and protection of natural capital/ Effluents and waste p. 90		
Own indicator	Waste intensity	Climate change and protection of natural capital/ Effluents and waste p. 90		

Talent Management and Development				
GRI Standard	Content	Page/Answer	Global Pact	SDG
GRI 103: 2016 Management approach	103-1 Explanation of material issue and its coverage	Port of Well-being/ Talent management and development P. 96	1, 2 and 6	5, 8 and 10
	103-2 Management approach and its components	Port of Well-being/ Talent management and development P. 96		
	103-3 Evaluation of management approach	Port of Well-being/ Labor relationships p.100 Puerto Wellness/ Talent management in 2020 p. 102		

Talent Management and Development				
GRI Standard	Content	Page/Answer	Global Pact	SDG
GRI 202: 2016 Presence in the market	202-1 Standard Ratio of starting salary category per gender against local minimum wage	Talent development and management/Main talent indicators p. 98 Annex - Talent development and management p. 198	1, 2 and 6	5, 8 and 10
	202-2 Ratio of Senior executives recruited from the local community	Development and talent management / Main indicators of talent p. 98		
GRI 401: 2016 Employment	401-1 New hires of employees and staff Rotation	Talent development and management/Main talent indicators p. 98 Annex - Talent development and management p. 196		
	401-2 Benefits for full-time employees that are not given to part-time or temporary employees	Talent development and management/Main talent indicators p. 98 Annex - Talent development and management p. 200		
	401-3 Parental permission	Annex - Development and management talent p. 198		
Own indicator	Percentage of benefit use	Annex - Development and management talent p. 201		
GRI 402: 2016 Company-worker relations	402-1 Minimum time limits for notification of operational changes	COMPAS has advance notices to workers before implementing significant operational changes that could substantially affect them. Minimum weeks advance notices are made according to the minimum time required by the projects.		
GRI 404: 2016 Training and education	404-1 Average hours of training per employee a year	Talent development and management/Main talent indicators p. 98 Annex - Talent development and management p. 199		
	404-2 programs to improve employee skills and transition assistance programs	Development and talent management/Talent management 2020 p. 102		
	404-3 Percentage of employees receiving regular performance and professional development assessment	Talent development and management/Main talent indicators p. 98 Annex - Talent development and management p. 199		

Talent Management and Development				
GRI Standard	Content	Page/Answer	Global Pact	SDG
GRI 405: 2016 Diversity and equal opportunities	405-1 Diversity in governing bodies and employees	Annex - Development and management talent p. 201	1, 2 and 6	5, 8 and 10
	405-2 Ratio of basic salary and remuneration of women versus men	Development and talent management/ Main indicators of talent p. 98 Annex - Development and management talent p. 98		
GRI 406: 2016 Non-discrimination	406-1 Discrimination cases and corrective actions taken	Development and talent management/ Main indicators of talent p. 98		
GRI 412: 2016 Human rights assessment	412-1 Employee training on policies or procedures on human rights	During 2020, COMPAS did not conduct reviews or assessments of impact on human rights in the context of its operations; no new training for employees was developed on the issue.		
	412-2 Operations that have been subject to assessment of impacts on human rights			

Occupational Safety and Health				
GRI Standard	Content	Page/Answer	Global Pact	SDG
GRI 403: 2018 Occupational safety and health	403-5 Training on occupational health and safety for workers	Occupational health and safety/ Occupational health and safety at work management system p. 106	6	3, 8 and 12
	403-6 Workers health promotion	Occupational health and safety at work management system p. 106 Annex - Health and safety at work p. 202		
	403-7 Prevention and mitigation of impacts	Puerto wellness/health and safety at work management system p. 106		
	403-8 occupational health and safety management system (OHSMS) coverage	Occupational health and safety/ Occupational health and safety at work management system p. 106		
	403-9 Occupational Injuries	Annex - Health and safety at work p. 203		
	403-10 Ailments and illnesses	Annex - Health and safety at work p. 205		

Occupational Safety and Health				
GRI Standard	Content	Page/Answer	Global Pact	SDG
GRI 103: 2016 Management approach	103-1 Explanation of material issue and its coverage	Port of Well-being/ Health and safety at work p. 106	6	3, 8 and 12
	103-2 Management approach and its components	Port of Well-being/ Health and safety at work p. 106		
	103-3 Evaluation of management approach	Health and Safety at Work/ Management Evaluation p. 115		
GRI 403: 2018 Health and safety at work	403-1 Occupational health and safety management system (ohsms)	Occupational health and safety/ Occupational health and safety at work management system p. 106		
	403-2 Hazard identification, risk assessment and incident investigation	Occupational health and safety/ Occupational health and safety at work management system p. 106		
	403-3 Health services at work	Health and safety at work/Covid-19 Actions p. 117		
	403-4 Employee participation, consultation and communication on health and safety at work	Occupational health and safety/ Occupational health and safety at work management system p. 106		

Relationship with Customers				
GRI Standard	Content	Page/Answer	Global Pact	SDG
GRI 103: 2016 Management approach	103-1 Explanation of material issue and its coverage	Secure Mooring/ Relationships with customers p. 122		8, 16 and 17
	103-2 Management approach and its components	Secure Mooring/ 2020 Customer Management p. 124		
	103-3 Evaluation of management approach	Secure Mooring/ Management evaluation p. 126		
GRI 418: 2016 Customer privacy	418-1 Claims based on violations of customer privacy and data loss	Customer relationships/Commercial strategy p.123		
Own indicator	Results of satisfaction survey	Customer relationship/management evaluation p. 126		

Cargo Safety and Integrity				
GRI Standard	Content	Page/Answer	Global Pact	SDG
GRI 103: 2016 Management approach	103-1 Explanation of material issue and its coverage	Mooring Security/Cargo safety and integrity p. 128		8, 16 and 17
	103-2 Management approach and its components	Mooring Security/Cargo safety and integrity p. 128		
	103-3 Evaluation of the Management approach and Transparency report	Secure mooring/Cargo safety management in 2020 P. 129		
GRI 410: 2016 Security practices	410-1 Safety staff trained in human rights policy procedures	Cargo Security and integrity /Safety Practices p. 130		
Own indicator	Incidents related to Cargo security	Cargo security and integrity of the load/ Cargo security management security 2020 p. 129		
Own indicator	Incidents related to theft, stowaways entry and cargo contamination	Cargo security and integrity of the load/ Cargo security management security 2020 p. 129		

Innovation and Technology for Productivity				
GRI Standard	Content	Page/Answer	Global Pact	SDG
GRI 103: 2016 Management approach	103-1 Explanation of material issue and its coverage	Secure Mooring/ Innovation and technology for productivity p. 132		8, 9 and 17
	103-2 Management approach and its components	Secure Mooring/ Innovation and technology for productivity p. 132		
	103-3 Evaluation of management approach	Secure Mooring/ Innovation and technology for productivity p. 132		
Indicador propio	Innovación y tecnología para la productividad	Secure Mooring/ Innovation and technology for productivity p. 132		

Communities and Local Economy				
GRI Standard	Content	Page/Answer	Global Pact	SDG
GRI 103: 2016 Management approach	103-1 Explanation of material issue and its coverage	Sustainable society/ Community and local economy p. 138	1	1, 8, 10, 11 and 16
	103-2 Management approach and its components	Community and local economy/ Evaluation and results of social management p. 146		

Communities and Local Economy				
GRI Standard	Content	Page/Answer	Global Pact	SDG
GRI 103: 2016 Management approach	103-3 Evaluation of management approach	Community and local economy/ Evaluation and results of social management p. 146	1	1, 8, 10, 11 and 16
GRI 203: 2016 Indirect economic impacts	203-1 Infrastructure investments and services supported	Community and local economy/ Social investment framework p. 140		
	203-2 Significant indirect economic impacts	Community and local economy/ Social investment framework p. 140		
Indicador propio	Amount of social investment	Community and local economy/ Social investment framework p. 140		

Supply Chain Management				
GRI Standard	Content	Page/Answer	Global Pact	SDG
GRI 103: 2016 Management approach	103-1 Explanation of material issue and its coverage	Sustainable Society/Supply chain management p. 160	4, 5, 6, 8 and 10	5, 8, 9 and 12
	103-2 Management approach and its components	Sustainable Society/Supply chain management p. 160		
	103-3 Evaluation of management approach	Sustainable society/ Assessment to providers p. 165		
GRI 204: 2016 Procurement Practices	204-1 Proportion of spending on local suppliers	2020 Supply chain management/ chain management p. 168		
GRI 308: Environmental assessment of suppliers	308 -1 New suppliers who have passed evaluation and selection filters according to environmental criteria	2020 Supply chain management/chain management p. 168		
	308-2 Negative environmental impacts in supply chain and measures taken	2020 Supply chain management/chain management p. 168		
GRI 407: 2016 Freedom of association and collective bargaining	407-1 Operations and suppliers whose right to freedom of association and collective bargaining may be at risk	2020 Supply chain management/chain management p. 168		
GRI 408: 2016 Child Labor	408-1 Operations and suppliers with significant risk of child labor cases	2020 Supply chain management/chain management p. 168		
GRI 409: Forced or compulsory labor	409-1 Operations and suppliers with significant risk of child labor cases	2020 Supply chain management/chain management p. 168		
GRI 414: 2016 Social evaluation of suppliers	414 -1 New suppliers who have passed evaluation and selection filters according to social criteria	2020 Supply chain management/chain management p. 168		
	414-2 Negative social impacts in supply chain and measures taken	2020 Supply chain management/chain management p. 168		



→ **Annexes**

→ Ethics, transparency, and corporate governance

Governance

(102-22)

102-22 Composition of the highest governance body and its committees

Members of the highest governance body and its committees	Executive / non-executive	Time serving in the governing body or committee	Time serving in the governing body or committee
Gabriel Hernán Echavarría Obregón	Non-executive	No	9/03/2015
Gonzalo Alvargonzález Figaredo	Non-executive	No	9/03/2015
Adam Beauchamp	Non-executive	No	1/07/2019
Jonathan Hunt	Non-executive	No	22/08/2017
Sebastian Echavarría Crespi	Non-executive	No	22/08/2017
María Luz Salcedo	Non-executive	No	22/08/2017
Romualdo Alvargonzález	Non-executive	No	22/08/2017
Alejandro Echavarría Rodríguez	Non-executive	No	22/08/2017
Alberto Jiménez Rojas	Non-executive	Yes	10/16/2019

Has another position within the organization? which one?	Gender (male / female)	Belongs to any vulnerable group? which one?	Skills in economic, social, and environmental issues	Represents any interest group? which one?
No	Male	No		Shareholders
No	Male	No		Shareholders
No	Male	No		Shareholders
No	Male	No		Shareholders
No	Male	No		Shareholders
No	Female	No		Shareholders
No	Male	No		Shareholders
No	Male	No		Shareholders
No	Male	No		No

→ Talent development and management

Main indicators of talent

(102-8)

Total workforce by type of contract, type of employment and gender

	Employment Type	Direct workers		External Workers	
		Male	Female	Male	Female
Indefinite	Full-time	205	116	0	0
	Part-time	0	0	0	0
Fixed Term	Full-time	1	2	0	0
	Part-time	0	0	0	0
Work		7	8	4	7
Total		213	126	4	7

Includes only staff hired from December 31, 2020; performing activities covering for vacations, licenses or operation support.

	Direct workers			External Workers		
	Indefinite	Fixed	Work	Indefinite	Fixed	Work
Bogotá	30	0	0	-	-	0
Cartagena	70	2	7	-	-	3
Barranquilla	44	-	2	-	-	1
Tolú	46	-	2	-	-	3
Aguadulce	69	-	2	-	-	2
Cascajal	62	-	2	-	-	2
Total	321	5	22	-	-	11

(401-1)

New employees contracting and staff rotation

Headquarters	Gender	Age range	Contracting	Terminations
Bogotá	Male	Between 18 and 30 years	-	-
		Between 31 and 50 years	1	1
		Over 51	-	-
	Female	Between 18 and 30 years	-	-
		Between 31 and 50 years	-	1
		Over 51	-	-
Cartagena	Male	Between 18 and 30 years	-	2
		Between 31 and 50 years	1	-
		Over 51	-	2
	Female	Between 18 and 30 years	2	1
		Between 31 and 50 years	1	-
		Over 51	-	-
Barranquilla	Male	Between 18 and 30 years	-	-
		Between 31 and 50 years	1	-
		Over 51	-	1
	Female	Between 18 and 30 years	1	1
		Between 31 and 50 years	-	1
		Over 51	-	-
Tolú	Male	Between 18 and 30 years	3	-
		Between 31 and 50 years	6	-
		Over 51	-	1
	Female	Between 18 and 30 years	2	1
		Between 31 and 50 years	2	-
		Over 51	-	-
Aguadulce	Male	Between 18 and 30 years	2	3
		Between 31 and 50 years	5	-
		Over 51	1	2
	Female	Between 18 and 30 years	1	3
		Between 31 and 50 years	2	2
		Over 51	-	-
Cascajal	Male	Between 18 and 30 years	-	1
		Between 31 and 50 years	-	1
		Over 51	1	1
	Female	Between 18 and 30 years	1	2
		Between 31 and 50 years	-	1
		Over 51	-	1
Total			33	30

Total number of employees at the beginning of the period	321
Total number of employees at the end of the period	324
New hires rate	10.18%
Rotation Rate	9.25%

There were 3 contract terminations for recognition of pension, 3 for compliance with the agreed time of the fixed-term contract, 8 for resignation, 2 for mutual agreement and 14 dismissals without just cause.

(202-1)

Standard Ratio of starting salary category by gender against local minimum wage

Relationship between domestic minimum wage and statutory minimum wage	2018		2019		2020	
	Male	Female	Male	Female	Male	Female
Minimum wage value	\$781,242	\$781,242	\$828,116	\$828,116	\$877,803	\$877,803
Internal minimum wage value	\$781,242	\$781,242	\$828,116	\$828,116	\$877,803	\$877,803
Minimum wage ratio	1	1	1	1	1	1

(401-3)

Maternity and paternity leaves

Number of employees who were entitled to maternity or paternity leave	Male	5
	Female	11
Number of employees who exercised their right to maternity or paternity leave	Male	5
	Female	11
Number of employees who returned to work after the end of maternity or paternity leave	Male	5
	Female	11
Number of employees who returned to work after the end of their maternity or paternity leave and kept their jobs after twelve months of their return, disaggregated by gender	Male	5
	Female	10

Return to work index	Male	100
	Female	100
Retention rate	Male	100
	Female	90

Note: There was a resignation of a person after the enjoyment of maternity and breastfeeding leave.

(404-1)

Average hours of training a year per employee

Job Category	Number of employees trained		Total training hours		Average training hours	
	Male	Female	Male	Female	Male	Female
Executive	4	0	10	0	2,5	0
Managerial	22	7	1,171	534	53.22	76.28
Middle management	34	65	2,684	2,501	78.94	38.48
Specialist controls	66	5	3,630	473	55	94.6
Other levels	50	98	2,654	1,323	53.08	13.5

(404-3)

Percentage of employees receiving regular performance and professional development assessment

Employees category	Percentage	
	Male	Female
Executive	100	0
Managerial	96	100
Middle management	0	0
Specialist controls	0	0
Other levels	0	0

Note: levels assessed are performed through Key Performance Indicators (KPIs), for other levels, the system is organized. However, the evaluation will be conducted in the first quarter of the year 2021 corresponding to the period of 2020.

(401-2)

401-2 Benefits for full-time employees that are not given to part-time or temporary employees

Social benefits		Beneficiaries			
Program	Description	Hierarchical level	Type of contract	Full-time or part-time	Employees benefitted
Life insurance	Life insurance coverage 100% assumed by COMPAS	All	Fixed, permanent and practices	Full time	339
Health insurance	Benefit of 11 CLMMW days per month for health coverage	CEO, Vice-presidents, Manager, Director	Indefinite	Full time	30
Incapacity and/or disability coverage	Covered by life insurance. If the employee has a severe or degenerative disease and incapacity for more than 180 days, 1 CLMMW aid is granted for six months and maximum 2 in the year and does not constitute salary	All	Fixed and indefinite	Full time	339
Maternity and paternity leave	Once breastfeeding ends, COMPAS provides an additional month, i.e. until baby is seven months	All (except for CEO, Vice-presidents and directors)	Fixed and indefinite	Full time	10
Actions		CEO, Vice-presidents, Manager	Indefinite	Full time	17
Marriage license	Five working days of leave are granted paid	All	Fixed, permanent and practices	Full time	1
Birthday	In the month of the official's birthday a paid day is granted	All	Fixed, permanent and interns	Full time	339
Feeding	Port collaborators are supported with food either in kind or food cards	Collaborators in terminals	Fixed, permanent, trainees and temporary	Full time	320
Premium or holiday bonus	Bonus determined on seniority base, non-constituent of salary for vacation enjoyment	Chief, leader, coordinator and following levels down	Indefinite	Full time	296

In addition to the benefits listed, there is the delivery of school kits for up to two of the children of employees, from the chief level, leader, coordinator, and following down.

Use of benefits	Bogota	Cartagena	Barranquilla	Cascajal	Aguadulce	Tolu	Total
Total employees	30	82	47	67	73	51	350
Number of employees using the benefits	30	82	47	67	73	51	350
Percentage of benefit use	100	100	100	100	100	100	100

(405-1)

Diversity of governance bodies and employees

People pertaining to a governing body	Male	Female	Under 30	Between 30 and 40 years	Between 40 and 50 years	Over 50	People belonging to minority and vulnerable groups in the governing bodies
Number of persons on the Board	8	1	1	-	3	5	-
Percentage of persons on the Board	89%	11%	11.1%	-	33.3%	55.5%	-

Note: three staff members belong to the Board of Cartagena Container Terminal Operator (CCTO).

(405-2)

Ratio of basic salary of men compared to salary of women

	Indefinit	Fixed	Work	Indefinit	Fixed	Work
Executive	5	0	\$ 281,671,800	-	\$ 56,334,360	N/A
Managerial	11	1	\$ 323,295,600	\$ 24,747,100	\$ 29,390,509	\$ 24,747,100
Middle management	7	6	\$ 83,806,400	\$ 67,114,800	\$ 9,587,829	\$ 13,967,733
Specialist controls	39	48	\$ 207,367,500	\$ 174,542,900	\$ 5,317,115	\$ 3,636,310
Other levels	144	63	\$ 249,573,500	\$ 88,744,503	\$ 1,733,149	\$ 1,408,643

→ Occupational safety and health

Occupational health and safety management system

(403-8)

Health promotion of workers

Services and/or (non-occupational) voluntary programs of health promotion	Description	Health risks addressed	How is workers' access to these services and/or programs facilitated
Cardiovascular risk control	Prevention is oriented to a better quality of life, intervening those easily avoidable or controllable risk factors such as: physical inactivity, smoking, overweight, cholesterol and blood pressure control.	Diseases that affect the arteries of the heart and the rest of the body, particularly the brain, kidneys and legs. The most important are: myocardial infarction and stroke (thrombosis, stroke and cerebral hemorrhage).	There are various mechanisms: <ul style="list-style-type: none"> - External suppliers. - Health days scheduled in the workplace. - Periodic monitoring with on-site doctor. - Promoting healthy eating.
Healthy lifestyles	Those habits that help health and wellness are understood as a healthy lifestyle, focused on two aspects: diet and exercise.	Non-contagious diseases (diabetes, kidney disease and hypertension), lipidemia, obesity and musculoskeletal disorders.	<ul style="list-style-type: none"> - Physical activity. - Healthy environments and spaces.
Screening for Covid-19 diagnosis	<p>PCR test for viral RNA and optimization of the early detection of the virus.</p> <p>Antigen detection (nasopharyngeal swab): diagnostic test for SARS-CoV-2.</p> <p>Serological tests: for detection of IgM/IgG specific antibodies against SARS-CoV-2.</p>	Disease for Coronavirus Covid-19.	Health days scheduled in the workplace.

(403-9)

Work-related accidents

	Number and Rate of Work-related Accidents	
	Direct employees	Contractors
Number of deaths from work accidents	0	1
Rate of deaths from work accidents	0	Proportion of fatal accidents at work: (Number of fatal work injuries that occurred during the year/ Total accidents that occurred in the year) * 100. Result: 3.44
Number of serious work-related accidents (excluding fatal accidents)	0	2
Rate of serious work-related accidents (excluding fatal accidents)	0	Severe accident rates: Number of serious occupational accidents/Total of workers exposed in the year) * 100. Result: 0.16
Number of recordable work-related accidents	4	29
Rate of recordable work-related accidents	1.19	2.35
Main types of accidents presented	<p>Safety conditions: Entrapment, hit by a fall to level.</p> <p>Biomechanical: cargo handling, overstrain.</p>	Safety conditions: Entrapment, hit by a fall to level.
Total number of hours worked	895,643	3,126,731

Work-related hazards that pose a risk of serious accidents (accidents with recovery periods and/or disability higher than 6 months)		
Danger or identified risk of serious accidents (e.g. work at heights, etc.)	Were there any accidents associated with this risk during the reporting period? How many?	Measures implemented to minimize or eliminate the risk
Electric: high voltage, low voltage, static electricity.	No	<ul style="list-style-type: none"> High-risk tasks manual Requirements for contractors Competent staff Program of high risk permissions Development and socialization of safe work procedures
Safety conditions: mechanical (handling of sharp elements, manual tools, moving mechanisms, unguarded machinery and/or equipment, handling of primary hazardous engine material, handling of poorly charged hand tools, particle projection.	Yes	<ul style="list-style-type: none"> Load management program Hand tools management program Updating and sharing of general requirements and activities. Annual training plan on OSH Training and staff awareness about risks and self-care. Development and socialization of safe work procedures. Procedure for reporting conditions and unsafe acts
Lifting cargo: cargo handling and lifting, lifting systems failures, load transfer equipment	No	<ul style="list-style-type: none"> High-risk tasks manual Requirements for contractors Load management program Hand tools management program
Transit	No	Strategic Road Safety Plan
Fall to the same level: storage systems, lack of order and cleanliness, demarcation of signal areas, distribution of work areas, structures and facilities decay (conditions of floors, walls and ceilings), falling objects.	Yes	<ul style="list-style-type: none"> Training and staff awareness about risks and self-care. Development and socialization of safe work procedures. Strengthen reporting unsafe acts and conditions . Application of sanctions to personnel who break safety standards.

Note: frequency of accidents is determined as follows: (number of accidents that occurred in the period/number of workers in the period) x 100.

- ✓ There was a 40% decrease in accidents compared between the two periods (55 accidents in 2019 and 33 in 2020).
- ✓ The accident rate decreased 76.47% in COMPAS officials (17 events in 2019 and 4 events in 2020).
- ✓ Regarding contractors' staff, accidents decreased in 23.68% (38 events in 2019 and 29 in 2020).

(403-10)

Work-related diseases

Note: for the reporting period there were no cases of work-related illnesses or in direct employees or contractors.

Work-related hazards that pose a risk of disease		
Danger or identified risk of disease	Were there any accidents associated with this risk during the reporting period? How many?	Measures implemented to minimize or eliminate the risk
Chemical risk: exposure to particulate material	No	<ul style="list-style-type: none"> Risk systems in storage yards Collectors Epidemiological surveillance system Training staff about the risk and controls Respiratory protection to personnel exposed
Physical hazard: noise exposure	No	<ul style="list-style-type: none"> Noise sources Epidemiological surveillance system Training staff about the risk and controls Hearing protection to exposed personnel.
Biomechanical risk	No	<ul style="list-style-type: none"> Epidemiological surveillance system Training staff about the risk and controls Study of work posts Behavioral Observation

Note: trend of occupational diseases resulting from the activities of the operation remains at zero for year 2020. To calculate the indicator, the following formulas are taken into account.

- ✓ Prevalence of occupational disease: (number of new and old cases of occupational disease/ average number of workers in the period) * 100,000.
- ✓ Prevalence of occupational disease: (number of new and old cases of occupational disease/ average number of workers in the period) * 100,000.
- ✓ Absenteeism due to medical causes: (number of days absent for work or common incapacity in the month/number of scheduled work days in the month) * 100.

→ Climate change and protection of natural capital

(305-7)

NO2, SO2, and other significant air emissions

Significant emissions to the air, in kilograms or multiples	Measurement unit (kilograms or multiples)	2020											
		Cartagena			**Barranquilla				*Cascajal			Aguadulce	
		Point 1	Point 2	Point 3	Point 1	Point 2	Point 3	Point 4	Point 1	Point 2	Point 3	Point 1	Point 2
Nitrogen oxides (NOx)	ug/m3	2.86	2.86	3.31	3.61	2.91	2.67	2.63	0.74	0.24	0.66	0.22	1.58
Sulfur oxides (SOx)	ug/m3	30.81	15.87	13.03	24.51	34.76	23.70	31.91	2.7	7.8	6.9	<L.C	
Persistent Organic Pollutants (POPs)		It is not measured			It is not measured				It is not measured			It is not measured	
Particulates (PM)	PM 10 ug/m3	40.18	49.08	47.81	47.07	492.57	260.02	59.69	123.5	139.1	257.2	15.5	12.7
	PM 2.5 ug/m3	It is not measured			9.46	53.03	27.95	11.83	-	-	-	-	-
PST	ug/m3	It is not measured			82.63	673.37	614.78	75.99	It is not measured			It is not measured	
Other categories of air emission identified in regulations (CO)	ug/m3	1,228.4	1,152.8	1,218.0	2,547.4	2,805.0	2,862.3	1,974.9	It is not measured			It is not measured	

Note: *Cascajal - PM10 all points: Failure reason - machining system parts that are not fully covered. Action Plan: closure at critical points in the mechanized system.

** Barranquilla - PM10 (point 2, 3), PM2.5 (point 2): the measurement was performed at the time of rising breezes and dry season. Action Plan: increase wetting. Propose project irrigation system to facilitate this activity.

2020			Explain the source on the emission factors used	Explain what standards or methodologies were used for the calculation
Tolú				
Point 1 Compas	Point 2 Cabaña El Maley	Point 3 Vereda el Palmar		
41.14	40.51	37.91	Sulfur oxide shows no concentrations above the standard in any study stations of the terminals.	US-EPA No. 1277-026 EQN-: Sodium arsenite.
18.06	19.16	19.52		EPA e-CFR Title 40, part 50, Appendix A: Pararosanillin.
It is not measured				
40.44	41.29	38.37	Regarding parameter PM2.5, this is only measured at the terminals of Tolu and Barranquilla. It was found that in two of the locations, there is non-compliance in Barranquilla station 2, located in the middle of coal/coke storage operations. In PM10 studies, station 1 in Cartagena, stations 2 and 3 in Barranquilla, and the three stations in Cascajal, show concentrations of particulate material above the standard 24 hours while the concentration excels below the norm in all seasons of Tolu and Aguadulce.	EPA 40 e-CFR Title 40, part 50, Appendix J: PM10.
11.8	15.44	12.26		
It is not measured			Sampling standards show that data is below the permissible limit stated by the rule. Rule: PM 10-100ug / m3 200-NO2, 50ug / m3 SO2 and CO-5000	EPA CFR e-40, Chapter 1, Subchapter C, Part 50, Appendix B.
2,962.5	2,977.9	2,953.1	During 2020, this parameter is below the established for the venues performing its measurement: Cartagena, Tolu and Barranquilla, the three headquarters in their stations.	

Note: measurements performed based on Resolution 2254 of 2017.

(306-1)

Water discharges depending on their quality and destination

Discharge source (please indicate the different discharge points by headquarters)	Discharge destination (body of water, sewage, etc.)	2020 Volume discharged (m3)	Describe the characteristics of the treatment system	Indicate the quality of the discharge according to the following parameters (2020)		
				BOD permissible limit (mg/L)	BOD average result (mg/L)	DQO permissible limit (mg/L)
Administrative headquarters						
Cartagena						
Barranquilla						
Cascajal	Estero el Piñal	IP has 4 domestic STAR composed of septic tank and ascending flow anaerobic filter (4.5 m3). As for the non-domestic STAR, it has a grease trap	“STARd ADMINISTRATION STARd OPERATIONS STARd CARBONATE BODEGA STARd SISO non-domestic STAR CLEARANCE”	100.0	17.3	200.0
Aguadulce	Marine waters	“Domestic wastewater is treated through four equal treatment systems, formed by a grease trap, a septic tank, and an anaerobic filter that have the following design features: Septic system and Upflow Anaerobic filter (2.4 M3) in a single unit performing sedimentation processes, anaerobic clarification and filtration of ascending flow (FAFA). Made of polyester reinforced with fiberglass (FRP).”	STRAD Administrative building	100.0	23.9	200.0
			STRAD operations building	100.0	22.2	200.0
			STRAD road access	100.0	14.6	200.0
			STRAD maritime access	100.0	5.9	200.0

Indicate the quality of the discharge according to the following parameters (2020)					Indicate whether the discharged water was reused by another organization	Description of the procedure used to estimate the discharge
DQO average result (mg/L)	TSS permissible limit (mg / L)	TSS average result (mg/L)	Permissible fats and oils limit (mg/L)	Fats and oils result (mg /L)		
46.5	100.0	<10	15.0	3.8	N/A	The parameters evaluated on wastewater were performed according to the analytical methods of the Standard Methods for the Examination of Water and Wastewater 23rd, 2017 Edition, and the instructional for sampling of the contracted laboratory duly accredited by IDEAM. Analytical parameters sampled with the respective method, analytical technique, and quantification limit according to Resolution 2018 883 discharges into marine waters are related.
44.1	100.0	69.5	15.0	6.2	N/A	
89.1	100.0	<10	15.0	1.1	N/A	
31.7	100.0	10.5	15.0	3.5	N/A	
24.1	100.0	19.0	15.0	<0.2	N/A	

Discharge source (please indicate the different discharge points by headquarters)	Discharge destination (body of water, sewage, etc.)	2020 Volume discharged (m3)	Describe the characteristics of the treatment system	Indicate the quality of the discharge according to the following parameters (2020)		
				BOD permissible limit (mg/L)	BOD average result (mg/L)	DQO permissible limit (mg/L)
Tolu	Water body	Non-domestic wastewater has a treatment system, this is a system consisting of four sedimentation tanks at the end of the collecting channels that go through the installation from north to south, and that flow into two (2) water bodies, locate in El Manglar and El Maley lots.	Sedimentation tank 1 Norte - Patio Bodegas	límite permissible 50 mg/L	6.3	Permissible limit 150 mg O2/L
			Sedimentation tank 2 Norte - Material gypsum yard	límite permissible 50 mg/L	8.1	Permissible limit 150 mg O2/L
			Sedimentation tank 1 Sur - Material Coal yard	límite permissible 50 mg/L	9.0	Permissible limit 150 mg O2/L
			Sedimentation tank Sur 2 - Material slag yard	límite permissible 50 mg/L	5	Permissible limit 150 mg O2/L
		"Domestic wastewater is treated through four (4) equal septic wells, which have the following design features: A cylindrical tank with a capacity of 6,000 liters (2 wells), two wells with a capacity of 10,000 liters, and a well located in Control center with a capacity of 1000 liters, made of shock-resistant linear polyethylene with internal divisions that make one (1) septic tank with two (2) chambers and an anaerobic upflow filter (FAFA). These septic tanks are located; one (1) next to the casino; another behind the office area, one across from the gate of the gypsum yard; another behind the Control center office; and the last one, behind the new offices."	New Offices (Entrance) septic well	N/A	81	N/A
			New Offices (Exit) septic well	N/A	7.1	N/A
			Gate (Entrance) septic well	N/A	111.0	N/A
			Gate (Exit) septic well	N/A	<2.0	N/A
			Workshop (Entrance) septic well	N/A	75	N/A
			Workshop (Exit) septic well	N/A	8	N/A
			Casino (Entrance) septic well	N/A	59	N/A
			Casino (Exit) septic well	N/A	5	N/A

Indicate the quality of the discharge according to the following parameters (2020)					Indicate whether the discharged water was reused by another organization	Description of the procedure used to estimate the discharge
DQO average result (mg/L)	TSS permissible limit (mg / L)	TSS average result (mg/L)	Permissible fats and oils limit (mg/L)	Fats and oils result (mg /L)		
47.00	Permissible limit 50 mg/L	19.7	Permissible limit 10 mg/L	< 10	N/A	The procedure was carried out with the concentrations of wastewater under the values established in the discharge national standard of Resolution 631/2015.
55	Permissible limit 50 mg/L	17.3	Permissible limit 10 mg/L	13	N/A	
58	Permissible limit 50 mg/L	109.0	Permissible limit 10 mg/L	13	N/A	
26	Permissible limit 50 mg/L	18.2	Permissible limit 10 mg/L	< 10	N/A	
184	N/A	45	N/A	15.0	N/A	The procedure was carried out under the concentrations of wastewater with the values set in the national discharge standard, Act 1594 of 1984, Items 72 and 79 temporarily in force, according to Article 76 of the Act 3930, 2010 - Transition scheme.
40	N/A	11.9	N/A	<10	N/A	
354	N/A	39	N/A	16.0	N/A	
31	N/A	12.2	N/A	<10	N/A	
172	N/A	46	N/A	<10	N/A	
55	N/A	6.8	N/A	<10	N/A	
135	N/A	44	N/A	17.0	N/A	
33	N/A	10	N/A	<10	N/A	



COMPAS