



**ANNUAL  
REPORT  
2022**

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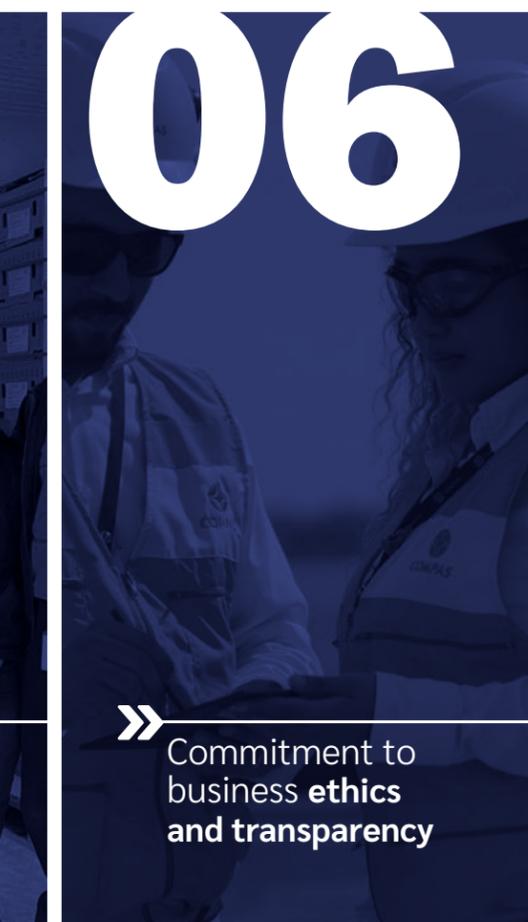
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## Letter from the CEO

(2-22)

Three major macro trends characterized 2022: On the one hand, the exit from a world dominated by the Covid-19 narrative where most of the world's economies had acceptable growth, marked mainly by a release of pent-up consumption from 2020 and 2021. On the other hand, Russia's invasion of Ukraine, which structurally impacted global supply chains leading to a sustained increase in food, fertilizer and energy prices. Finally, the response to the generalized global inflation caused by these factors by the world's most important central banks, with interest rate increases not seen since the moments prior to the mortgage crisis in 2007. These phenomena also caused some countries to coexist with stagflation during 2022, a risk that persists for 2023.

However, despite the factors that affected global economies, we managed to move 7.4 million tons of cargo during 2022; 6.8% more than in 2021. This growth was leveraged mainly on coal, bulk food and liquid cargoes. However, there was a decrease in general cargo, non-food bulk and containers. This was mainly due to significant changes in the operation of the Cartagena terminal, such as the resumption of the operation of CCTO (Cartagena Container Terminal Operator S.A.S), a joint venture in alliance with APM Terminals, and the suspension of operations at the terminal by a major container shipping line. Despite this, the situation had a positive effect, as it attracted new customers and services.

In order to improve the operational capabilities of the terminals and maintain the highest standards of operation, COMPAS continues to invest in strengthening the infrastructure and equipment of the entire port network. Thus, we built the mechanization of the new bulk food plant of COMPAS Barranquilla and began the construction works to expand the storage capacity of the Cascajal terminal. With this project we will add two new metal silos with a capacity of approximately 6,500 tons each, which will be interconnected to the current infrastructure by means of an extension of the transfer systems currently in place for filling and emptying silos. In addition, the project includes the construction of two mooring dolphins for the stern and bow, replacing the existing mooring buoys. In Tolú we received three new vertical metallic silos and were able to increase the storage capacity for bulk food by 27,000 tons, which positively impacted the results of cargo moved through this terminal.

“

*We managed to move 7.4 million tons of cargo during 2022; 6.8% more than in 2021.”*

Finally, in 2022 we celebrated 10 years of COMPAS as the only multipurpose port network in Colombia and 30 years of our first concession, from which the organization was born: Muelles El Bosque in Cartagena. From the moment Muelles El Bosque was launched, we began with a business plan that resulted in a significant growth of the Company, which in 2012, thanks to the alliance of the Echavarría Obregón family with the Spanish group Ership and Grupo Argos, allowed us to expand our operations with more and better infrastructure in the Caribbean and the Colombian Pacific. In this way we have been able to set the seal that has distinguished us during the last 10 years: to be the only Multipurpose Port Network in Colombia with 5 terminals in operation located in Barranquilla, Buenaventura, Cartagena and Tolú.

Throughout these 30 years, important partners such as Cargill, Contegral and Seaboard Marine, together with the entry of Goldman Sachs as a partner, have made possible the expansion of the infrastructure of the COMPAS Cartagena and COMPAS Barranquilla terminals. In addition, we carried out the construction of COMPAS Cascajal and COMPAS Aguadulce in Buenaventura, the latter being catalogued as the most modern port terminal in the South American Pacific.

The growth of COMPAS has always gone hand in hand with the quality of life of the communities neighboring the terminals in operation and with the preservation of the environment. For this reason, our development and strengthening programs for the communities where we are present are a transversal axis in this commitment. Being recognized with the International Award of Excellence in the Port Industry, the Maritime Award of the Americas Port-City Relationship, the Green Seal of Truth, the Recognition of the Sustainable Development Goals, among others, ratify our leadership, commitment to sustainable development and confirm that we have, are and will continue to do things right.

## » Value Creation and Growth

During 2022, the Company focused on increasing revenues and operating profit, as well as executing investments around USD 20 million for the maintenance, improvement and expansion of terminals.

Despite the different external difficulties that arose in the country during 2022, such as the different draught problems in Barranquilla, inflationary pressures, the government transition, blockades in Buenaventura, among others, the financial results for the period were satisfactory, meeting the budgeted income by more than 110%. This allowed the timely fulfillment of all of the Company's obligations with the different stakeholders.

It should also be noted that during 2022 the expansions of the bulk facilities in Tolú and Barranquilla were completed, thus expanding the operational capacities to continue providing efficient and timely services to customers using the COMPAS ports.

The economic and financial performance of COMPAS in 2022 was satisfactory. In general terms, we generated higher revenues compared to the previous year, which in turn allowed us to distribute greater economic value to our different stakeholders. Above all, the increases recorded in the payment of remuneration to governments (213% more than in 2021), as well as in investments for the community (146% more than in 2021), stood out.

## » Our Perspectives

By 2023, we will seek to maintain the trend of consolidated operating results through 2022, prioritizing the strengthening of each terminal's own capabilities to meet demand in a timely manner.

At the project level, we expect to complete the expansion works at the port of Cascajal, thus expanding its capacity and operational efficiency and providing greater benefits to customers who transport their goods through this important port.

Finally, we expect to complete the merger process between COMPAS and CCTO in order to have integrated management mechanisms that will strengthen the services provided and facilitate the identification of new market opportunities. Likewise, as in previous years, we invite you to take a look at the most relevant aspects of COMPAS during 2022, in economic, social and environmental terms. Everything we have achieved is due to the work and commitment of our employees, the support of our shareholders, the trust of our customers and strategic partners, the professionalism of our suppliers, the support of the communities neighboring our terminals, and in general, the synergies built with all our stakeholders. This management report reflects our commitment, results and challenges in terms of business sustainability.

**Andrés Orlando Osorio Barrera**  
CEO

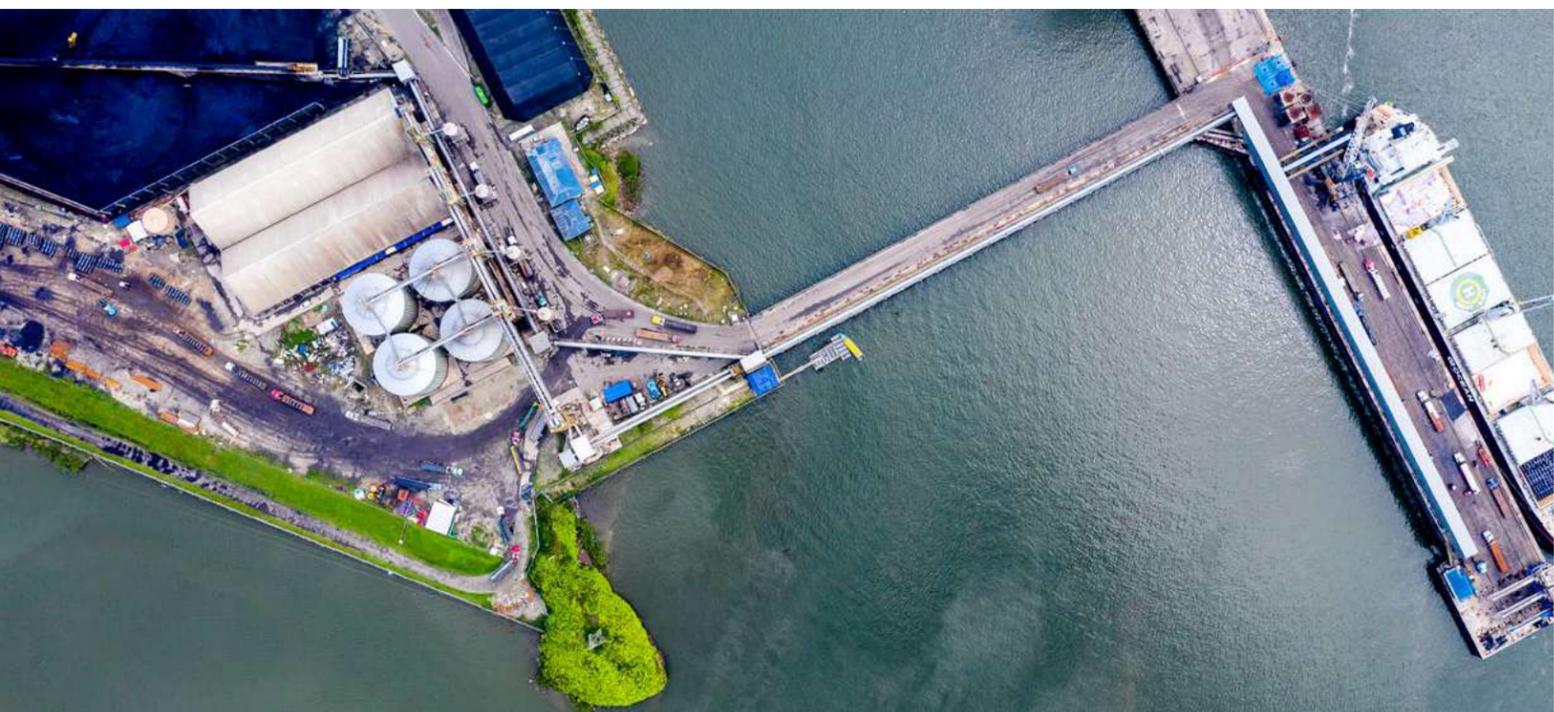
# Organizational Profile

## » Who are we?

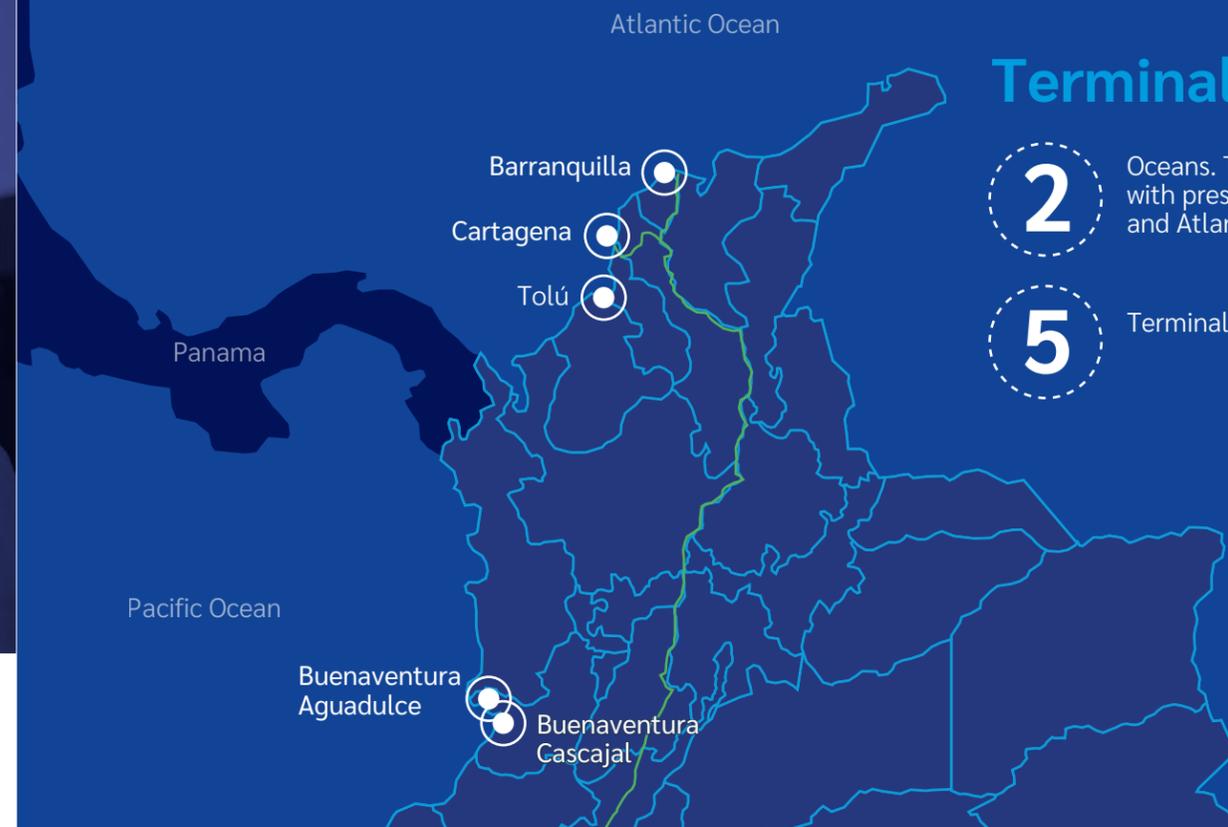
GRI 2-1

Compañía de Puertos Asociados S.A., (hereinafter COMPAS) is a public limited company of the port and logistics sector created in 2012 with the objective of being **the only multipurpose port network in Colombia.**

To this end, it has five terminals strategically located on both coasts of the country and an administrative branch located in Bogotá. Until December 2022, the Organization carried out operations in Houston, Texas (USA), since the contract with Argos ended.



## Terminal network



- 2** Oceans. The only port company with presence in the Pacific and Atlantic Oceans.
- 5** Terminals in operation in Colombia.

## » What do we do?

GRI 2-6

COMPAS is a strategic partner in the value chain of wholesale customers, traders, producers and distributors of different sectors that mobilize the economy of the Colombian country and the region.



## »» Services



**Sociedad portuaria**  
Como titular de las concesiones portuarias brinda servicios de muellaje, uso de instalaciones a la carga, uso de instalaciones al operador y almacenamiento en zona de uso público.



**Operador portuario**  
Cargue, descargue, movimientos en puerto, consolidación y desconsolidación de contenedores, y todas las actuaciones a la carga.



**Servicios logísticos**  
Almacenamiento cubierto y descubierto, estiba y desestiba de carga, transporte marítimo internacional, entre otros.



**Bróker de fletamento**  
Intermediación entre las navieras o armadores, y los cargadores (fletadores) y clientes finales. Este servicio es prestado a través de su filial Comship Brókers.

## »» Our dimensions

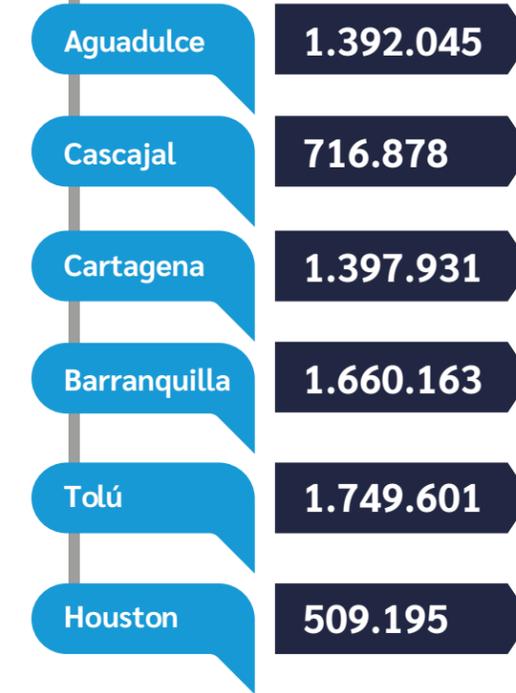
# 7.4

million tons of cargo moved

6.8% more than in 2021

 <p><b>2,310,243</b> Tons of bulk food</p>	 <p><b>2,139,625</b> Tons of coal</p>
 <p><b>940,937</b> Tons of general cargo</p>	 <p><b>696,515</b> Tons of containers</p>
 <p><b>367,960</b> Tons of liquid bulk</p>	 <p><b>970,533</b> Tons of non-food bulk</p>

## »» Cargo moved by terminal





**362 employees**

**333**

direct employees

**29**

external workers

Economic growth and value creation\*



**COP 391,3147**  
operating income



**COP 32,692**  
payments to governments



**COP 98,397**  
community investments

\*Figures in millions of Colombian pesos.

## » Our stakeholders

GRI 2-29

COMPAS maintains strategies for ongoing interaction with its stakeholders, aimed at building relationships based on dialogue and trust.

Stakeholders	Participation mechanisms	Frequency
Shareholders	Shareholders' meeting	Annual
	Materiality dialogs	Biennial
	Board of Directors meetings	Quarterly
Employees	Newsletter	Fortnightly
	COMPAS Connection	Quarterly
	Official WhatsApp Intranet Digital communications	Permanente
	Materiality dialogs	Biennial
	CCR (complaints, claims and requests) module Ethics Hotline Coexistence Committee	As required
Customers	Materiality dialogs	Biennial
	Communication (mailing)	As required
	COMPAS online (digital newsletter)	Monthly
	Website / customer portal	Permanent
	Satisfaction survey	Annual
	Follow-up meetings	As required
	LinkedIn	Permanent
	Ethics Hotline	As required
	Website / CCR	As required
Stakeholders	Materiality dialogs	Biennial
	Website	Permanent

Stakeholders	Participation mechanisms	Frequency
Suppliers	Materiality dialogs	Biennial
	E-mail	Permanent
	Communication (mailing)	As required
	Website / CCR	Permanent
	Follow-up meetings	As required
	Comprehensive audits	Annual
	On-site support	Weekly
Carriers	Communication (mailing)	As required
Gremios y autoridades	Materiality dialogs	Biennial
	Reports and responses to requests	As required
	Meetings to discuss issues of common interest	As required
Communities	Materiality dialogs	Biennial
	Follow-up meetings	As required
	Discussion of the Environmental Management Plan (EMP).	Annual
	E-mail	Permanent
	Facebook	Permanent
	Website / CCR	As required



## » Associations

GRI 2-28

Since 2016 COMPAS has been a member of the United Nations Global Compact and is committed to align its strategy and operations with the 10 principles promoted by this initiative, as well as with the 2030 Agenda of the Sustainable Development Goals.

The Company also participates actively and voluntarily in guilds, associations and initiatives that promote the development of joint agendas at the sector and business level, to mobilize sustainable development and issues of common interest. The Company does not make any additional contributions in addition to the membership fee.

- ✓ ANDI - Asociación Nacional de Empresarios de Colombia (National Business Association of Colombia)
- ✓ ANDI - Cámara Marítima Portuaria (Port Maritime Chamber)
- ✓ ANALDEX - Asociación Nacional de Comercio Exterior (National Association of Foreign Trade)
- ✓ ASOPORTUARIA - Asociación Portuaria del Río Grande de la Magdalena (Rio Grande Magdalena Port Association)
- ✓ CAMACERO - Cámara Colombiana del Acero (Colombian Steel Chamber)
- ✓ CIP - Comisión Interamericana de Puertos (Inter-American Committee on Ports)
- ✓ United Nations Global Compact
- ✓ AAPA - American Association of Port Authorities
- ✓ FITAC - Federación Colombiana de Agentes Logísticos en Comercio Internacional (Colombian Federation of Logistics Agents in International Trade)
- ✓ BASC - Business Alliance for Secure Commerce
- ✓ Consejo Colombiano de Seguridad (Colombian Security Council)
- ✓ Comité Intergremial e Interempresarial de Buenaventura (Interunion and Interbusiness Committee of Buenaventura)
- ✓ Bloomberg
- ✓ Instituto Colombiano de Derecho Tributario (Colombian Institute of Tax Law)

## » The issues that matter most to us

GRI 3-1, 3-2

For the preparation of this Management Report, we carried out a materiality update exercise in order to consider the issues that have the greatest impact on the Company's stakeholders, in view of the new requirements of the most updated version of the GRI Standards (2021 version).

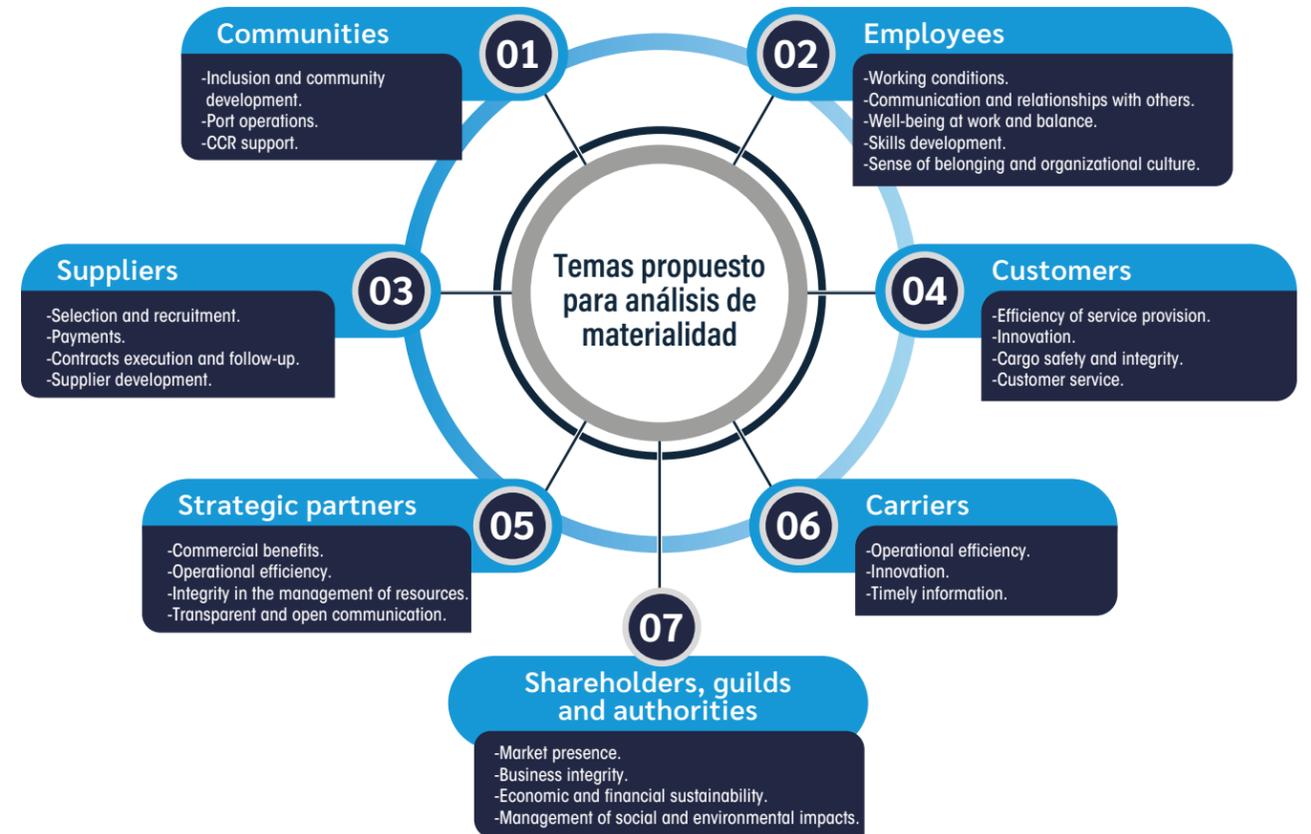
Thus, we conducted an analysis focused on the relationship with stakeholders and their expectations regarding COMPAS' sustainability strategy, according to the following steps:

### Understanding the context of the organization

We carried out a documentary analysis to identify the most relevant issues and impacts of COMPAS according to its strategy, business model and organizational culture. For this, we considered the following as inputs:

- ✓ Relevant facts and challenges documented in the 2021 Management Report.
- ✓ The results and gaps identified in the Sustainability Diagnosis carried out during 2021.
- ✓ Material topics resulting from the 2020 materiality analysis.

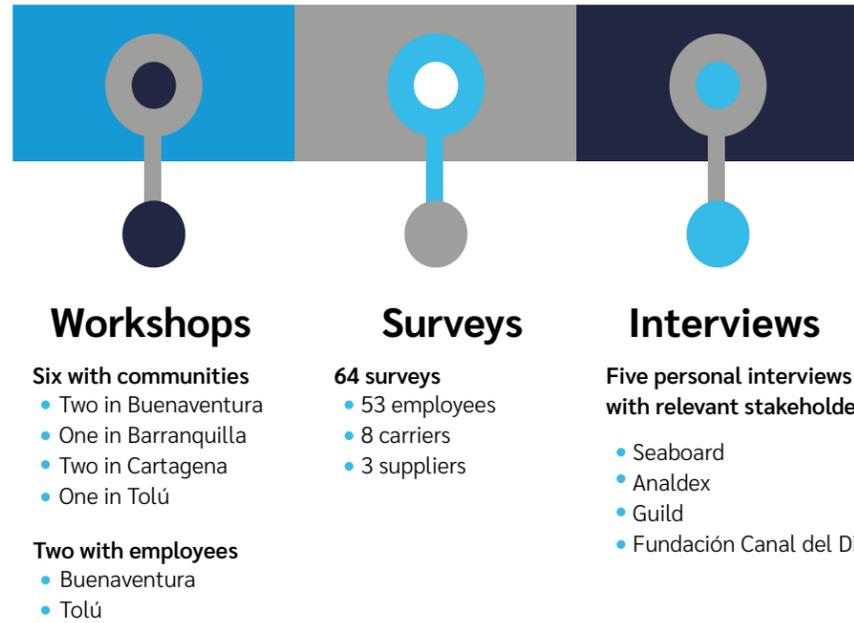
As a result of this approach, we proposed a series of relevant topics by stakeholders to be consulted and prioritized in direct engagement activities.



### Identificar impactos actuales y potenciales

Tomando como base los temas resultantes de la lectura del contexto de la organización, se programaron y realizaron actividades de relacionamiento con grupos de interés prioritarios para COMPAS, con el objetivo de conocer sus percepciones sobre la gestión de estos temas, así como identificar los impactos y requerimientos de información más relevantes.

### Summary of stakeholder engagement activities



### Prioritize the most significant impacts for the report

The stakeholder meetings were used as the methodological guideline to prioritize the most significant impacts for the report. We did this considering the importance of maintaining relationships of trust within COMPAS' sustainability strategy, as well as the need to promote the Management Report as a useful communication channel to promote the Company's performance in relation to the impacts considered most relevant.

In this way, the material topics were grouped into six major categories on which this Management Report is structured:

### Material topics for annual report 2022



## » Methodological note

GRI 2-2, 2-3, 2-4, 2-5

COMPAS S.A. has reported in accordance with GRI Standards for the term from January 01 to December 31, 2022. The report is based on the GRI General Standards update carried out in 2021 (GRI 1: Foundation 2021; GRI 2: General Disclosures 2021; GRI 3: Material Topics 2021).

The information reported corresponds to the port network operating in Colombia, as detailed in the Company's presentation, and includes results of its international operation, resulting from the terminal it operated until last year in Houston, Texas, United States.

Any clarification or exception to the coverage of the information is explained throughout the text. Also, any changes in figures, coverage and reporting thresholds are indicated when applicable.

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 2022 and features the 2021 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.

The digital version of the report is available on the Company's website [www.compas.com.co](http://www.compas.com.co)

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# The Communities with Which We Interact

- » The Communities with Which We Interact
- » Fundación Canal del Dique-Compas
- » Fundación Puerto Aguadulce-Compas

# The Communities with Which We Interact



## » Social Management Model



*COMPAS develops social management strategies that promote the inclusion and socioeconomic development of the inhabitants and grassroots social organizations in the local communities in the area of influence of the terminals in operation."*

COMPAS identifies the expectations and needs of the neighboring communities of the terminals in operation, through permanent relationship strategies that include the application of characterizations, censuses, follow-up meetings, CCR support, materiality dialogues, and direct contact with social leaders and other neighbors.

These actions have allowed the company to position itself as a company that is open to listen to the concerns that arise from the neighboring communities, which generates confidence in the people who live in the vicinity of the terminals. The main impacts identified from the operation on the communities, and which guide the Company's social management actions are as follows:



### Positive

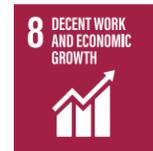
- ✓ Generation of employment.
- ✓ Generation of economic dynamics.
- ✓ Direct social investment in local communities.
- ✓ Education and training of people from local communities.

### Negative

- ✗ Inadequate relationship management with communities and their representatives.
- ✗ Obstruction of mobility when there are high peaks of cargo receipt and dispatch.
- ✗ Presence of particulate matter from bulk food and non-food bulk in neighboring areas of the port facilities.

Likewise, no community concerns have been identified regarding potential violations of their collective or individual rights by the Organization's operations.

## » Highlights of the Year



### Implementation of the safe and responsible fishing program

The safe and responsible fishing program has been very well received by artisanal fishermen. Its purpose is to support them with actions focused on the identification of problems and needs, the collective construction of an intervention route and the implementation of fishing and productive development actions. In 2022 we began the implementation of Phase 1 of the program, identifying the problems and needs of 14 of the 27 fishermen organizations present in the areas of influence of the Barranquilla, Cartagena, Cascajal and Tolú terminals.



### Creative leisure project

In alliance with Fundación a la Rueda Rueda de Pan y Canela, we initiated the "Creative Leisure" project to benefit 280 students of the Centro Educativo Nueva Era in its 5 branches in Tolú. During 2022, we delivered sports and arts equipment to the teachers of the five branches of the Educational Center, which allowed us to strengthen the recreational and playful teaching of the students.



### Diaspora

With the planting of 10 thousand mangrove seedlings and other basin protection species, in 2022 we achieved the goal of planting 30 thousand seedlings in the Gulf of Morrosquillo, thus strengthening the marine and coastal ecosystems of this region and supporting the recovery and protection of estuarine areas.

## » Social Investments with Social Impact

For 2022, COMPAS' social investment amounted to COP 1,204 million, 17.9% more than in 2021, which was allocated to the development of important programs in education, water and productive projects, as well as actions articulated in the new line of action of community strengthening.

With these investments, the Company once again demonstrates its commitment to the social and sustainable development of the communities surrounding its operations.



The main activities and results achieved in each of the social investment programmatic lines are described below.



### Education

The activities developed under this line of action promote quality education in the areas of influence of the terminals, while at the same time promoting educational scenarios that allow the communities to strengthen their capacities for work and for the care of their environment.

#### Environmental education in Tolú

We resumed the implementation and monitoring of School Environmental Projects (PRAE) and Citizen Projects for Environmental Education (PROCEDA) in the communities neighboring the Tolú terminal.

- ✓ There are two PRAE in the deepening phase: Institución Educativa José Yemail Tous and Centro Educativo Palo Blanco.
- ✓ There is a PRAE in the introduction phase in the El Palmar township.
- ✓ There are three PROCEDA in the communities of Palo Blanco, El Palmar and the Campomar community group.

#### Technical career in environmental monitoring

It is aimed at the communities of El Bosque and its sectors in Cartagena, including the population of artisanal fishermen.

10 students successfully completed this program, which was carried out within the framework of the agreement between the Fundación Canal del Dique-Compas and the Agribusiness and Mining Center of the SENA Regional Bolívar.

#### Technical career in administrative assistance

The technical career in administrative assistance began with 27 young people from the Nueva Estación La Palera neighborhood, Alpopular and the area of influence of the Aguadulce terminal.

This activity is carried out in alliance with the SENA regional Valle del Cauca, Nautical and Fishing Center of Buenaventura.

#### Student scholarship in Cartagena

A Boomerang scholarship was awarded to a student from one of the neighboring communities of the Cartagena terminal, with resources contributed by COMPAS and CCTO volunteers through the **United Way's** United Fun and Colectivo Traso.

With this scholarship, the selected student will have access to a career at the Tecnológico de Comfenalco, which includes an English course and maintenance (food and transportation).

#### Support for the sports training program in the Las Flores neighborhood in Barranquilla

COMPAS continued to support the sports program of the FUNDEPCAR Foundation, which works with 170 children in the community on the appropriate use of their free time.

#### Educational infrastructure

We supported with resources for the improvement of school infrastructure at the Institución Educativa Fernando de la Vega in Cartagena, located in the Alto Bosque neighborhood.

#### School kits

We delivered 1,000 school kits to children in schools in the communities of influence in Barranquilla, Buenaventura, Cartagena and Tolú.



## Water

This line of action is based on the recognition of the importance of caring for water resources for the Company's operational development, as well as for the services it provides to the surrounding ecosystems and communities.

### Technical career in environmental monitoring

This program seeks to strengthen the marine and coastal ecosystems of the Gulf of Morrosquillo.

In 2022, with the support of ACD Consultores and with the participation of local associations of mangleros (mangrove farmers) and fishermen, the third phase of planting mangrove seedlings and other native tree species in selected estuarine and riverine areas of Santiago de Tolú (Caño Guacamayas), San Onofre (Rincón del Mar township) and Coveñas was completed.

In this third phase, 10,000 mangrove seedlings and other basin protection species were planted. With this planting we achieved the goal of 30 thousand trees. This project seeks to support the recovery and protection of estuarine areas.

### Water Day in Sucre

COMPAS supported the Water Day celebration organized by the CARSUCRE Corporation as part of its "Water" social intervention program.

The department of Sucre is threatened by the overexploitation of underground aquifers, which threatens the future availability of fresh water for human consumption. For this reason, we developed activities to raise awareness of this problem and seek commitments from communities and organizations to protect water resources.

### Beach cleaning in Tolú

A beach cleanup day was held at the mouth of the Pichilín stream and in La Perdiz (Tolú), organized by the Corporación de Gestores Ambientales del Golfo de Morrosquillo (RECGM) and the Incubadora de Empresas de Sucre (INCUBAR).

This activity was carried out in order to contribute to the recovery of estuaries during Earth Month. It also included the participation of the National Police and volunteer beach workers.

### National planting day "Colombia respira verde" (Colombia breathes green)

30 volunteers from COMPAS, CCTO and students of the Environmental Monitoring Technician participated in the national planting day "Colombia respira verde", coordinated by EPA Cartagena and the Ministry of Environment.

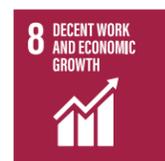
On this day, 100 trees of fruit and timber species were planted at the Institución Educativa República de Argentina in the Villa Rosita neighborhood.

### Forum on Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries

We supported the "Forum on Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries", developed on September 15 and 16, 2022, by the Asociación de Pescadores (Fishermen's Association) ASOPARGOLMO.

During this event, the objectives, nature and scope of the Guidelines were discussed, among other topics of interest.

COMPAS was present during this event to learn about the concerns of Tolú's fishing sector and incorporate them into the results of the information gathering workshops within the framework of the Safe and Responsible Fishing Program.



### Productive projects

Through these strategies, COMPAS seeks to promote the economic development of its neighboring communities, supporting the development of productive initiatives with innovation and sustainability that stimulate local economies, generate employment opportunities, as well as income for the well-being of families.

### Forum on Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries

COMPAS provides support for innovation management and the creation of strategic alliances for the sustainable development of productive units in Tolú, in partnership with INCUBAR Sucre.

During 2022, we worked on strengthening 13 productive units that provide environmental services, production and commercialization of fruit and dairy products, fruit preserves and jams, recycling and use of waste, raising and use of farmyard animals, sale of fish and improvement of fishing activities. A total of 320 people benefited from this program, which included resources for

advisory services and the delivery of seed capital for the productive units linked to the program.

### Forum on Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries

We continued with the implementation of the program aimed at artisanal fishermen located in the areas of influence of the terminals in operation to support them with actions focused on the identification of problems and needs, the collective construction of an intervention route and the implementation of fishing and productive development actions.

The process began with the implementation of Phase 1, which consisted of identifying the problems and needs of 14 of the 27 fishermen organizations in the areas of influence of the Barranquilla, Cartagena, Cascajal and Tolú terminals.



### Community strengthening

With this line of action, COMPAS recognizes community leadership as an essential factor to advance the social and sustainable development of communities. For this reason, we coordinated actions with different public and private entities to identify leaders and grassroots organizations in the communities and strengthen their abilities to solve problems.

#### Community characterization in Palo Blanco (Tolú)

We conducted a community characterization in Palo Blanco (Tolú), at the request of the community action board of that town. This activity was supported by the Fundación SAECIVI.

#### Training for community leaders - community mission and vision program

With FUNCICAR's support, we carried out a process to strengthen the community action boards of El Bosque, in the Manzanillo and Central sectors and the Alto Bosque neighborhood, located in the area of influence of the COMPAS Cartagena terminal.

Additionally, with the Organization's contribution we were able to leverage the process of characterization of 50 community action boards and planning in 30 more in Cartagena.

#### Strengthening of the community action board of the Nueva Estación La Palera neighborhood in Buenaventura

We started the training process to strengthen the community action board of the Nueva Estación La Palera neighborhood. In this way, 12 people received training in regulations and construction of work plans with the community action boards, in accordance with Colombian laws.



#### Comprehensive care days in Cartagena

We carried out 2 comprehensive care days: one in the Zapatero neighborhood and the other in the lower San Isidro neighborhood. Both days benefited the population of the El Bosque neighborhood and other nearby sectors.

For its development, we promoted the connection with the "Pedro Romero" social emergency program (PES) to bring District and State services closer to the community.

#### Mercado campesino realizado en Cartagena

We supported the farmers' market held in the Zapatero (San Martín de Porres) neighborhood of Cartagena. This activity was part of the food security program of the Cartagena District Mayor's Office and the Pedro Romero Social Emergency Program (PES).

More than 100 people benefited from the purchase of food products at low cost.

#### Development support session

We provided assistance to the development support session, organized by the Pacific Naval Force and carried out in the community council of Punta Soldado, Buenaventura.

The session was made possible thanks to the joint efforts of entities such as the Mayor's Office of Buenaventura, the Misión País Volunteer Group, the Fundación Colombia Solidaria, the Fundación CONACCE CHAPLAINS, the Unión Pacífica Urban Dance Group, the Sociedad Portuaria de Buenaventura, COMPAS Cascajal and the Lions Club.

Approximately 300 members of this community benefited.

### Community strengthening of the community action board of the El Bosque neighborhood in the Cartagenita sector

We supported the community action board (CAB) of the El Bosque neighborhood in the Cartagenita sector in the structuring of its work plan, with the participation of members of its board of directors and support from COMPAS.

These workshops were held since June in order to support the CAB in structuring its work plan and projects with its community.

## » Follow-up of Challenges

The following **short-term challenges** were managed during 2022:

- 1. To link two new ventures of local or community origin to the Organization's supply chain.** In this regard, we were able to link the Corporación de Gestores Ambientales del Golfo de Morrosquillo in Tolú and the Fundación Social Bocas de Ceniza in Barranquilla, who support us with the use of leftover material from operations.
- 2. To initiate the implementation of the contractual social management plan for the Cascajal COMPAS terminal.** We designed and initiated the implementation process of the port social management plan for the COMPAS Cascajal terminal, in accordance with the provisions of Amendment # 6 of the concession contract. In addition, a new sustainability professional was hired to work in the user management office.

Regarding **long-term challenges**:

- 1. To implement actions for entrepreneurship and strengthening of productive units in the communities of the terminals in operation.** We began the implementation of productive projects in Cartagena, with the support of the Fundación Canal del Dique-Compas.
- 2. To implement community strengthening actions in the communities of the terminals in operation.** In this regard, we implemented actions to strengthen the communities of the COMPAS Cartagena, Tolú and Cascajal terminals.
- 3. To increase actions and investment in corporate volunteering.** During 2022 we did not work on the implementation of this action.
- 4. To implement a strategy aimed at managing human rights issues in the Organization.** During 2022 we did not work on the implementation of this action.

## » Our Challenges

In order to continue strengthening social management and trust with the communities, we set the following short and medium-term goals:

### Short-term (0-2 years):

- ✓ To link two new ventures of local or community origin to the Organization's supply chain.
- ✓ To initiate the process of strengthening fishermen's production within the framework of the safe and responsible fishing program.
- ✓ To implement at least two community infrastructure projects.

### Medium term (3-5 years):

- ✓ To increase actions and investment in corporate volunteering.
- ✓ To implement a strategy aimed at managing human rights issues in the Organization.
- ✓ To implement actions for entrepreneurship and strengthening of productive units in the communities of the terminals in operation.
- ✓ To implement community strengthening actions in the communities of the terminals in operation.



# Fundación Canal del Dique-Compas



The Foundation's mission is to contribute to the integral and sustainable development of the communities surrounding the Canal del Dique and to facilitate participatory processes through programs aimed at improving the quality of life of the Company's stakeholders in Cartagena.

*In addition to its direct social management, COMPAS channels efforts through the Fundación Puerto Aguadulce and the Fundación Canal del Dique with the objective of empowering communities to be managers of their own development."*

The Foundation operates as a non-profit organization of COMPAS, which responds to the company's sustainability strategy and policy defined in four strategic lines:



## Productive projects

### Biofortification Project

This year, thanks to the Biofortified Crops Program of the Bioversity - CIAT Alliance, the Foundation worked in the territory

promoting biofortified crops as an alternative to address the health effects of hidden hunger and social programs on the food security of rural families.

Under the technical and scientific cooperation agreement No. 20220442, signed between the Ministry of Agriculture and Rural Development and the CIAT, of the Bioversity Alliance and the International Center for Tropical Agriculture, 2,100 kg of FedearrozBioZn035 rice seed and 8,000 kg of the biofortified maize variety BIOMZn01 were received.

In coordination with the Secretary of Agriculture of the Government of Bolivar and the SENA Regional Bolivar, the delivery of these seeds benefited:

- ✓ 84 small rice producers in the townships of Leticia and Recreo in the District of Cartagena, Puerto Badel in Arjona and the main town of María La Baja.
- ✓ 400 small corn producers in the municipalities of Arroyohondo, San Juan Nepomuceno, San Jacinto, Córdoba, María La Baja and El Guamo.
- ✓ 100 producers from Puerto Rey, Leticia and Arjona, technicians from UMATA (Municipal Unit of Agricultural Technical Assistance) and SENA who participated in the rice commercialization workshops.
- ✓ 90 producers, UMATA technicians and SENA apprentices who participated in the training session on biofortified crops, good practices and rice crop management.

### All these activities were developed in coordination with the Bioversity CIAT Alliance team and the SENA..

On the other hand, the Foundation signed agreement No. C22PAL 177 as an implementing partner of actions in the Colombia pilot of the **"Resilient AgriLAC: Resilient agrifood innovation systems that drive food security, inclusive growth and reduced emigration in Latin America and the Caribbean."**

This initiative aims to increase the resilience, sustainability and competitiveness of the region's agrifood systems and actors. It seeks to prepare them to meet urgent food security needs, mitigate climate hazards, stabilize communities vulnerable to conflict and reduce forced migration. The project is being implemented in Guatemala and Honduras, with plans to expand to Mexico and Colombia.

With the support and leadership of the Bioversity - CIAT Alliance, we initiated the pilot. To date, we have developed the following activities:

- ✓ We established a biofortified rice demonstration plot in the Zapatero township of Cartagena with the delivery of 23 kg of seeds to 41 producers for their individual plots.
- ✓ We carried out follow-up visits to growers' plots and 2 post-harvest workshops.

In alliance with the Centro Agroempresarial del SENA (SENA Agribusiness Center), we delivered 2,500 cassava seedlings raised in biofactories or net houses, through a process of in vitro multiplication and micropropagation of the cassava varieties received from Clayuca and Agrosavia.

- ✓ We delivered plant material to the UMATAs of Turbana and Turbaco and to small livestock farmers in Villanueva and Mahates.
- ✓ We used material to support the AgroSena strategy.
- ✓ 150 cassava and sweet potato producers in the region participated in training sessions to promote the dissemination and linkage of technologies that contribute to improving competitiveness, sustainability and quality in cassava and sweet potato crops for fresh consumption and industrial processing in the department of Bolívar.
- ✓ 24 apprentices from SENA's agricultural programs were trained in the handling of processing equipment.

### Productive Yards Project

With the support of SENA, we have continued with the establishment of productive yards as a strategy that promotes self-production of food to contribute to improve the living conditions of vulnerable families and contribute to food and nutritional security.

Aware of the situation and difficulties in the food supply and nutrition of poor and vulnerable families aggravated by the pandemic, the Foundation continued to support productive yards in Leticia, Puerto Badel, María La Baja and the District of Cartagena, in alliance with the Social Emergency Program (PES-PR) of Cartagena and the SENA Regional Bolívar, through a pilot project in the Centro de Vida located in the Zapatero neighborhood of El Bosque, area of influence of the COMPAS Cartagena terminal.

In this place, there is a space of 180 m<sup>2</sup> and 106 senior citizens who are part of this center benefit from it. In the same way:

- ✓ 25 small farmers from the Recreo township were trained in sustainable production and conservation of cowpea bean seeds. We deliver the inputs and seed for the establishment of the productive plot.
- ✓ 20 productive yards were implemented with the purpose of rescuing native seeds and their ancestral management.
- ✓ We supported the community vegetable garden in Puerto Badel, where 25 women participate.
- ✓ We implemented 80 productive yards in the townships of Ñanguma, Nispero and the main town of María La Baja. Nispero y en la cabecera de María La Baja.



### Water

#### Project to strengthen good fishing practices as a strategy to reduce fishing pressure in the El "Mono Hernández" Cork Forest Flora and Fauna Sanctuary (FFS).

This project is carried out as a mechanism for the conservation and management of strategic water resource areas in the Cartagena upstream basin, based on the strengthening of sustainable production systems. It is carried out in coordination with Parques Nacionales de Colombia (National Natural Parks of Colombia) - El "Mono Hernández" Cork FFS and KFW (German Development Bank).

In addition, this project includes training in responsible fishing techniques, handling of nautical charts, marine navigation equipment, construction of fishing gear, and identification of fishing grounds. Thus, in 2022 we developed:

- ✓ Three workshops to determine the distance and course of 66 fishing grounds in the area of influence of the Gulf of Morrosquillo.
- ✓ Three workshops on the use of nautical charts.
- ✓ Three discussion workshops on bylaws and community strengthening.
- ✓ The final version of the conservation agreements was agreed upon with the three groups of fishermen from the three townships.
- ✓ A total of 60 beneficiaries are participating.



## Environmental Education

### Project “Expedición - Acción” (Expedition - Action) for Cartagena’s channels and lakes.

This program is carried out in alliance with the Environmental Public Establishment EPA CARTAGENA, with the technical advice of the Fundación Ríos y Ciudades, within the framework of the “Plan de Desarrollo Distrital Salvemos Juntos a Cartagena” (District Development Plan Saving Cartagena Together), as part of the Resilient Cartagena pillar. It seeks to strengthen conceptual, methodological and technological development aimed at the conservation and sustainability of ecosystems and communities in the territories, water, and the protection of water resources in the region’s drainage basin, with a focus on governance and water culture. In 2022, we achieved:

- ✓ A website designed and in the process of validation.
- ✓ 44 participants in 2 workshops to validate this technological tool..

**In alliance with the Centro Agroempresarial y Minero del SENA Bolívar (SENA Bolívar Agribusiness and Mining Center), we are developing three training programs:**

- ✓ Agricultural machinery operation technician, file number 2441089, carried out in the municipality of María La Baja.
- ✓ Agricultural production technician, file number 2560263, performed in the municipality of Arjona.
- ✓ Environmental monitoring technician, file number 2358483, performed in the area of influence of the COMPAS Cartagena terminal.

In this context, 45 apprentices have been participating in training processes. As a result, three business ideas have been identified in the Green Business course, which was carried out in collaboration with SENA, EPA Cartagena and COMPAS.



## Community strengthening

In this line of intervention, all activities were developed in coordination with the Bioversity - CIAT Alliance team and the SENA Regional Bolívar. Achievements:

- ✓ Three rice commercialization plans formulated for the associations of Leticia, Puerto Badel and Puerto Rey.
- ✓ Three brand designs and user manuals for the associations of Leticia, Puerto Badel and Puerto Rey.



# Fundación Puerto Aguadulce-Compas

In 2022, the Fundación Puerto Aguadulce - Compas managed programs and projects in the communities in the area of influence of the terminals located in the Aguadulce peninsula (Bajo Calima, Citronela, Córdoba, San Cipriano and Santa Helena), located in the district of Buenaventura through five programmatic lines:



The following results are noteworthy in the management of the foundation:

**During 2022, Fundación Puerto Aguadulce - Compas obtained COP 450,522,649 in resources from three partner entities:**

- ✓ **COP 246,202,154 with the Colombian Family Welfare Institute (ICBF)** for the generation of protective environments for 254 children and adolescents in 232 families based on family and community strengthening under a differential ethnic approach in the community councils of Bajo Calima and Córdoba - San Cipriano.
- ✓ **COP 124,320,495 with the Fundación Nelly Ramirez Moreno y Jhon Ramirez**, executed through agreements for:
  - Donation of six playgrounds in the communities of the community councils of Bajo Calima, Citronela, Córdoba - San Cipriano.



*During 2022, no health campaigns or activities associated with the health intervention line were carried out."*

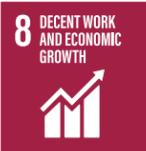
- Assistance to 195 families affected by the winter wave through the delivery of markets and construction elements for the repair of damaged homes.
- To attend the Christmas party for 201 children and 255 senior citizens of the community councils of Bajo Calima, Córdoba - San Cipriano, La Brea and Citronela.
- ✓ **COP 80,000,000 with Fundación Bolívar Davivienda** to provide support to 250 children, adolescents and their families, in order to strengthen protective environments within the home and in community spaces, strengthening soft skills and positive parenting patterns in three neighborhoods of Buenaventura.



## Education

- ✓ **Comprehensive support to 10 scholarship students** at local universities in Buenaventura, with subsidies for tuition payments and incentives for transportation and educational material, as well as psychosocial support and academic follow-up.
- ✓ **The student permanence indicator is maintained at 100%** of the 10 students enrolled in the Universidad del Valle and Universidad del Pacifico, 10 of them are still studying. In addition, one student received a degree as a sociologist.
- ✓ The **EDUPAZ project**, in alliance with Fundación Bolívar Davivienda, continued, targeting 200 young people from the educational institutions of the communities served with the implementation of a strategy for conflict management within the educational scenarios.
- ✓ In **literacy and school attendance**, a result of 100% was obtained in the permanence indicator. A total of 112 students in school and 187 in the literacy program continued in the educational process.
- ✓ In partnership with the social team of COMPAS Aguadulce, **113 school kits were delivered** to schoolchildren in the communities of Bajo Calima (40), Córdoba (37) and Citronela (36).





### Income and employment generation

- ✓ We established alliances with entities such as the Secretary of Economic and Rural Development of the District of Buenaventura, the Red Local de Emprendimiento de Buenaventura (Local Entrepreneurship Network of Buenaventura), the SENA, among others, to develop actions aimed at strengthening 15 ventures from a commercial and administrative approach.
- ✓ We provided support and follow-up to 15 ventures, encouraging them to seek new contracts and market their products and services. In this regard, three ventures generated 46 jobs during 2022.
- ✓ In a strategic alliance with the World Food Program, we provided consulting for the socioeconomic organizational strengthening, marketing and accounting to the ASOCHIP enterprise. The company also donated equipment, supplies, created social networks, implemented electronic invoicing, bar coding, and designed and printed 30,000 packages for the commercialization of a 30g Chinese potato chip.
- ✓ 10 ASOMUTUAN entrepreneurs were certified in financial education in the strategic alliance between the Fundación WWB and the Fundación Puerto Aguadulce - Compas.
- ✓ We managed the linkage and formulation of a project with INNPULSA for the ARMESAN production unit in Bajo Calima to receive COP 12 million worth of equipment and supplies to improve the production of loading and unloading services and administrative processes.

- ✓ We managed the **participation of the ventures in the different fairs and farmers' markets** to promote the agricultural and processed products of the Citronela community and the ASOCHIP enterprise, within the framework of the institutional alliance with the Secretary of Economic and Rural Development and other institutions.
- ✓ We completed two important projects in the first quarter of 2022 with the World Food Program, focused on the **food security of 228 families** and the recovery of ancestral knowledge through the strengthening of a productive unit of 90 families of the Bajo Calima community council, dedicated to the planting and processing of the Chinese potato.
- ✓ We **delivered 667 seeds** (400 holy basil, 67 basil, 50 onion, 50 cilantro, 50 mint and 50 spearmint) to increase production, ensure food security and commercialization to generate income.
- ✓ Delivery of 1,190 broiler chickens, 1,200 laying hens, two geomembranes for tilapia production, inputs for small species and materials for the adaptation of sheds in the **communities of Bajo Calima, Citronela and Córdoba**.



### Sports, Recreation and Culture

#### ODS 3: Good Health and Well-being

During the year we completed the **Entornos Pazcíficos** project with the following impact results:

- ✓ We conducted workshops on parenting guidelines focused on healthy coexistence and conflict resolution, where 94% of parents and/or caregivers use dialogue and assertive communication to resolve conflicts peacefully within the home and in their community.
- ✓ 100% of the families redefined their roles within their homes.
- ✓ 40 parents from the network of protective families were certified and were provided with installed capacity in the communities of Bajo Calima, Citronela and Córdoba - San Cipriano.
- ✓ We delivered sports equipment to the three community councils of Bajo Calima, Citronela and Córdoba - San Cipriano: 95 soccer balls and 38 cones.
- ✓ 12 sports leaders acquired soft skills that contributed to strengthening their development as individuals, improving communication, teamwork, group management with children and adolescents, and their role within their homes.
- ✓ 100% of the families had access to state offers, to services such as: Familias en Acción (Families in Action), displaced persons (UAO - Attention and Guidance Unit), Sisbén (System for the selection of beneficiaries of social investment projects), Jóvenes en Acción (Youth in Action), Adulto Mayor (Senior Citizen) and ICBF (Colombian Family Welfare Institute).
- ✓ 302 children and adolescents strengthened and improved their behavioral skills, having a positive impact on their lives and those of their families.

- ✓ We developed the **Vive Bailando** project, in which workshops on human development and Law 70 legislation were conducted with 97 young people from the communities of Córdoba, Cauca, Citronela and Bajo Calima.

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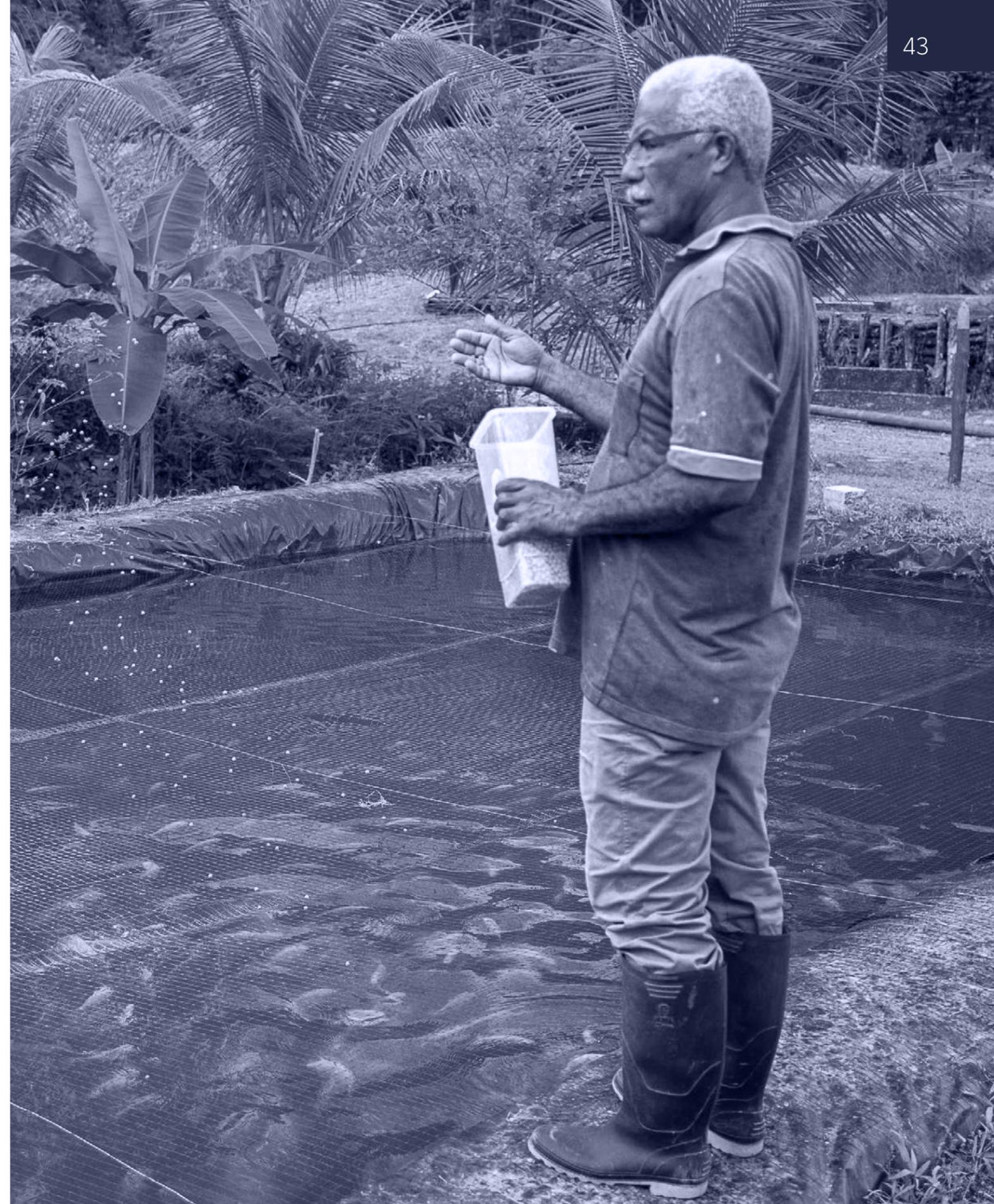
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### Income and employment generation

This year we conducted a diagnostic survey of 185 parents, 10 sports leaders and 223 children as a baseline for the development of projects related to health and sports.

In addition, we applied a participatory diagnosis to 232 families in the communities of Córdoba and Bajo Calima, where we identified needs and prioritized the themes to be developed in the social intervention.



# High-quality Employment and Internships

- » High-quality employment
- » Development of skills and competencies
- » Occupational Health and Safety



# High-quality employment

## » Leadership, Competence and Commitment

To ensure human talent management that motivates people's commitment and development, the Company has defined four work fronts aimed at aligning the profiles of COMPAS leaders, ensuring talent retention, strengthening the culture and achieving greater employee commitment, as evidenced by the results of the organizational climate and employee satisfaction.



### Developing integral leaders

COMPAS leaders develop their competencies so that, through the good management of their teams, they contribute to ensuring business results.

### Developing competent talent

Each employee is equipped with technical and soft skills for the proper execution of the functions of his or her position, in addition to growing personally and professionally aligned with the Company's plans and strategies.



### Developing the COMPAS culture

The Company generates an organizational culture based on corporate values to create valuable relationships with all stakeholders.

### Fair labor relations

Promotes equitable labor relations to improve employee commitment and satisfaction and develop a harmonious company/employee relationship.



With the permanent support of the Company's leaders, we carry out strategies to have the best human talent in all areas and maintain a challenging and motivating work environment for people.



## »» Highlights of the Year



### Development of Comprehensive Leaders

We carried out the “Red de Líderes” (Leaders Network) program between April and December 2022, through which 31 employees were trained in the “COMPAS Leader” competition, with the support of 24 leaders who are part of the program and who acted as guides or “sponsors” of this new group.



### Development of Competent Talent

We executed the training and development program approved for 2022 in the technical and personal competencies in all the Company’s branches, providing technical knowledge for the execution of the position and management systems, training on applicable regulations, personal growth and English language. Thus, an average of 22.3 hours of training were provided per employee during the year.



### Development of the COMPAS Culture

To strengthen the culture of innovation at COMPAS (one of our corporate values), we implemented an Innovation System based on six lines of action:

- Operational efficiency
- Customer satisfaction
- New business models
- New income
- Human capital
- Sustainability

Under this system, we received a total of 50 ideas from employees, of which 30 were accepted, 12 were presented to the committee, 11 were developed as prototype projects and finally 1 was advanced to a pilot project.



### Fair Labor Relations

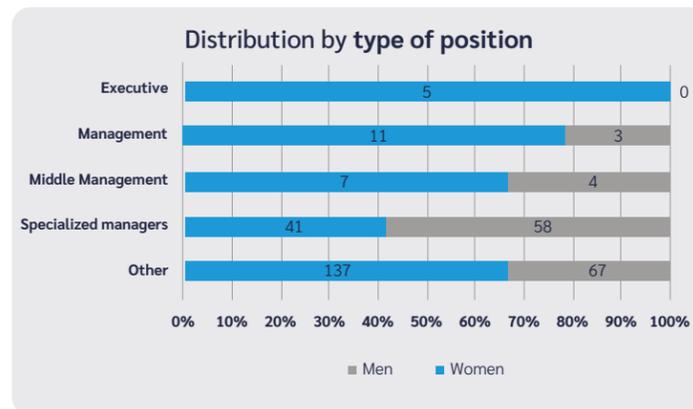
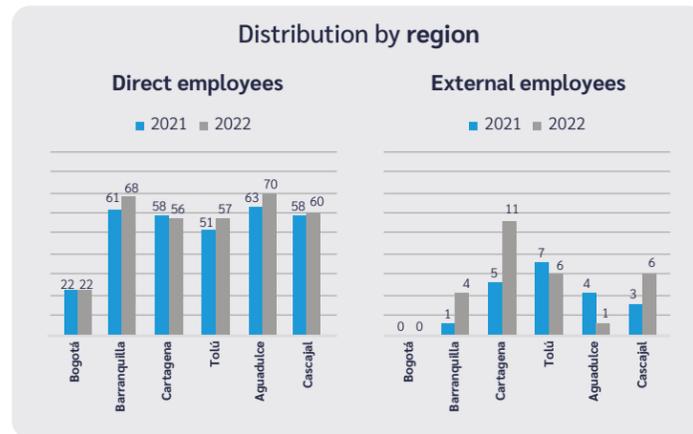
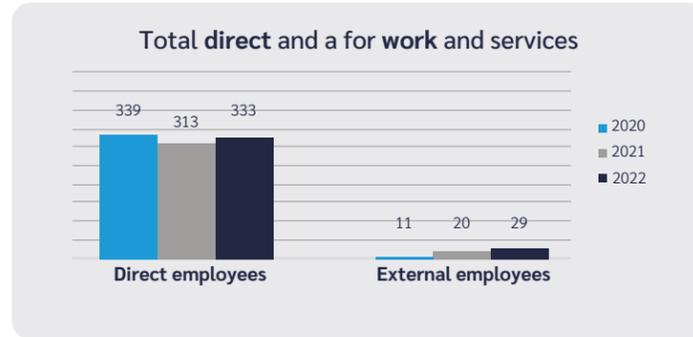
In December, we carried out the internal work environment measurement, which resulted in a favorability index of 84% of the employees’ perception of the work environment, five percentage points higher than the previous year (79%).



## Our Work Team

GRI 2-7, 2-8, 202-2, 405-1

By 2022, the Company had **333 direct workers and 29 external workers**<sup>1</sup>, which represents a 6% increase in the direct workforce and a 45% increase in external workers compared to 2021.



The Company's senior management includes the positions of CEO, vice president, manager and director. Of these, 97% are Colombians.

<sup>1</sup> This data corresponds to the actual December payroll for permanent and apprentice employees and the monthly employee report (for temporary employees according to invoices).

## Turnover

GRI 401-1

During the year, we hired **56 new direct personnel**, with a **new hire rate of 16%**. The Aguadulce terminal accounted for 32% of these contracts, followed by Tolú (20%). In addition, 54% of the year's new hires were women.

### New Employee Hires

Region	Men		Women	
	Between 18 and 30 years	Between 31 and 50 years	Between 18 and 30 years	Between 31 and 50 years
Bogotá	0	1	0	0
Barranquilla	2	4	3	1
Cartagena	0	1	2	3
Tolú	2	5	3	1
Aguadulce	3	4	6	5
Cascajal	0	4	3	3
<b>Total</b>	<b>7</b>	<b>19</b>	<b>17</b>	<b>13</b>

There were also **37 direct personnel withdrawals**, 43% less than those recorded in 2021, with a **turnover rate of 11%**. The terminals with the highest withdrawals were Aguadulce (24%), Cascajal (24%) and Cartagena (22%).

### Employee retirements

Región	Men			Women		
	Between 18 and 30 years	Between 31 and 50 years	Over 51 years old	Between 18 and 30 years	Between 31 and 50 years	Over 51 years old
Bogotá	0	0	0	1	1	1
Barranquilla	1	0	0	1	1	0
Cartagena	1	1	2	0	2	2
Tolú	1	1	1	2	0	0
Aguadulce	1	5	1	1	1	0
Cascajal	0	5	0	1	3	0
<b>Total</b>	<b>4</b>	<b>12</b>	<b>4</b>	<b>6</b>	<b>8</b>	<b>3</b>

### Benefits

GRI 401-2

COMPAS offers its employees benefits that meet their particular needs in health, education and rest. 100% of the employees make use of these benefits according to the scope defined for each one of them.

Benefit	Description	Hierarchical level	Type of contract	Employees benefited
Life insurance	Life insurance coverage assumed 100% by the Company, applies to employees and apprentices.	Everyone	Fixed-term, open-ended, apprenticeship	346
Medical insurance	Benefit of 11 days of Current Legal Minimum Monthly Wage (SMMLV) per month for healthcare coverage	CEO, vice president, manager, director	Open-ended	30
Coverage for disability and/or invalidity	It is covered by life insurance and additionally, if the employee has a serious or degenerative illness and incapacity of more than 180 days, an allowance of 1 SMMLV per semester and a maximum of 1 SMMLV per year is granted. 2 in the year and do not constitute a salary.	Everyone	Open-ended, fixed-term	0
Maternity and paternity leave	For women, once the break time to pump breast milk is over, the COMPAS benefit is for an additional month, i.e. until the baby is 7 months old.	Everyone	Open-ended, fixed-term	5
Shares	Company shares	CEO, vice president, manager	Open-ended	19
Marriage leave	If the employee gets married (civil or religious), he/she is granted 5 working days of paid leave.	Everyone	Open-ended, fixed-term	2
Birthday	In the month of the employee's birthday, he/she is granted a paid day off.	Everyone	Open-ended, fixed-term, apprenticeship	346
Food	Personnel in port are supported with food either in kind or with cards only for this destination.	Personnel located in ports	Open-ended, fixed-term, apprenticeship, temporary	362
Holiday bonus	For vacations, money not constituting salary is given based on seniority.	Heads, leaders, coordinators, professionals, assistants, technicians, supervisors, analysts, operators, workers, assistants, messengers, drivers	Open-ended	234

### Parental leave

GRI 401-3

COMPAS offers its employees benefits that meet their particular needs in health, education and rest. 100% of the employees make use of these benefits according to the scope defined for each one of them.

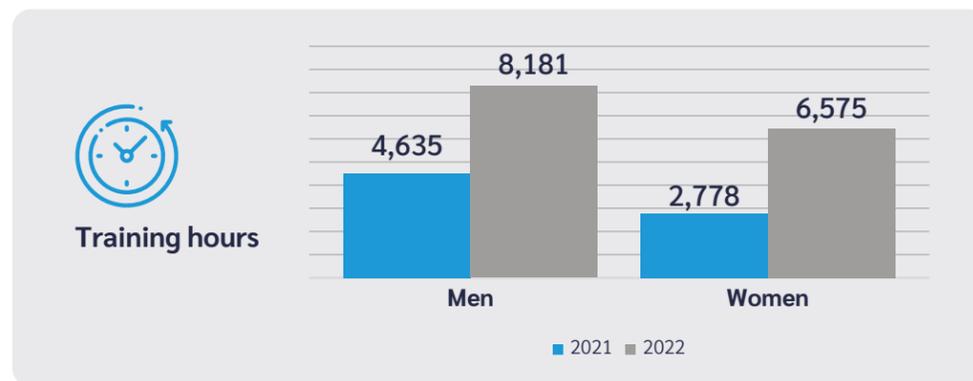
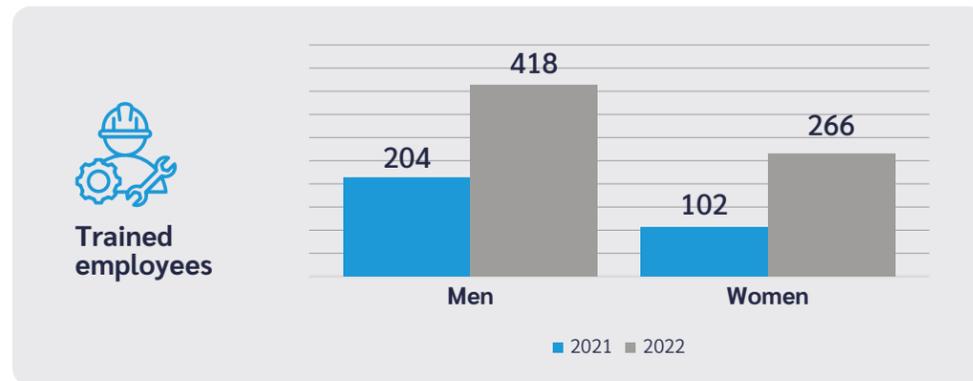
Indicator	Gender	2022
Number of employees who were entitled to maternity or paternity leave	Men	4
	Women	1
Number of employees who used their maternity or paternity leave entitlement	Men	4
	Women	1
Number of employees who returned to work after the end of maternity or paternity leave	Men	4
	Women	1
Number of employees who returned to work after the end of their maternity or paternity leave and kept their job twelve months after their return to work	Men	4
	Women	1
Return to work rate	Men	100%
	Women	100%
Retention rate	Men	100%
		100%



# Development of Skills and Competencies

GRI 404-1, 404-2

During the year, we provided **14,756 hours of training**, 99% more than in 2021, reaching an average of 22.3 hours of training per employee. We must highlight the trainings in English language, work at height, certification in equipment operation, leadership, among others.

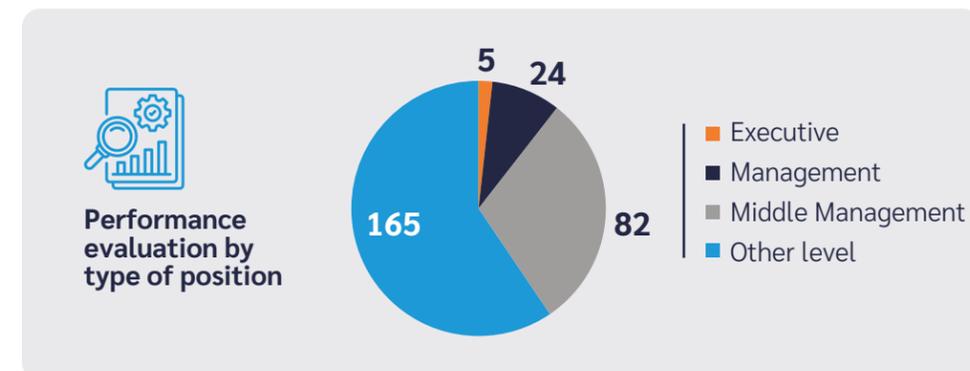
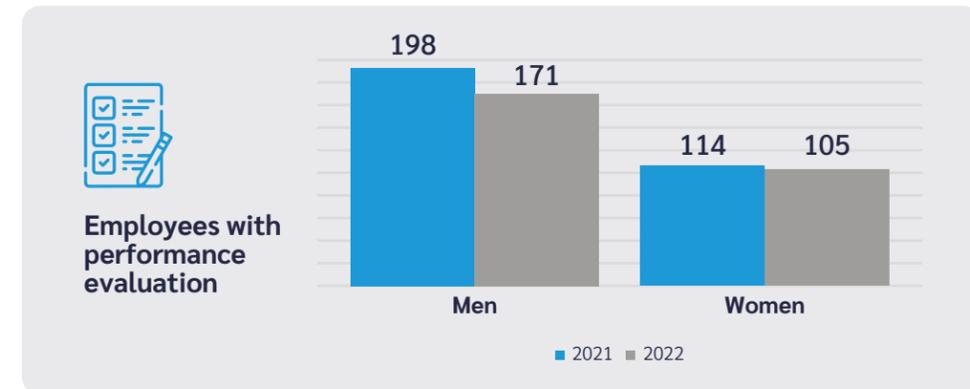


Job category	Trained employees		Hours of training		Average hours of training	
	Men	Women	Men	Women	Men	Women
Executive	6	0	84	0	14	0
Management	19	9	374	79	19.7	8.8
Middle management	159	156	3,420	3,214	21.5	20.6
Other level	234	101	4,303	3,282	18.4	32.5
<b>Total</b>	<b>418</b>	<b>266</b>	<b>8,181</b>	<b>6,575</b>	<b>19.6</b>	<b>24.7</b>

## Performance evaluation

GRI 404-3

By 2022, we conducted performance evaluations for 276 people, 83% of the direct workforce, corresponding to personnel who at the time of the evaluation have been with the Company for more than 180 days.





Distribution of performance evaluations by gender and position type

Job category	2021		2022	
	Men	Women	Men	Women
Executive	5	0	5	0
Management	17	7	18	6
Middle management	38	48	37	45
Other level	138	59	111	54
<b>Total</b>	<b>198</b>	<b>114</b>	<b>171</b>	<b>105</b>

**Labor relations**

GRI 102-41, 402-1

The company has an industry trade union that includes unionized employees at the Cartagena, Tolú and Cascajal branches. In recent years, membership has remained stable and has not exceeded 10% of direct employees.

In 2022, 6.3% of our employees are unionized, corresponding to 21 people.

In March 2022, we reached the fourth collective bargaining agreement with the Sindicato Nacional de Trabajadores de Rama, Servicios de la Industria del Transporte y Logística de Colombia (National Trade Union of Transport and Logistics Workers of Colombia - SNTT), effective until June 2024.

»» **Our Challenges**

- ✓ **Development of comprehensive leaders:** By 2023, the “Liderarte” program will focus on the latest Innova Leader competency.
- ✓ **Development of competent talent:** To continue with the staff training plan to reinforce the competencies of the position and the self.
- ✓ **Development of the COMPAS culture:** To continue to strengthen the Company’s “Océano Azul” (Blue Ocean) innovation program.
- ✓ **Fair labor relations:** To continue to strengthen relations with employees and to continue to promote their well-being and that of their families.





# We Take Care of Our Work

## »» Highlights of the Year

»» Installation of anchorage points in all our port terminals, lifelines and structures for tarping and untarping vehicles.

»» As part of the healthy lifestyles program, we made progress in the design, implementation and launch of the “Perder para Ganar” (Lose to Win) program, in which more than 120 employees of COMPAS and its subsidiaries participated.

»» The HSE week was held during which different activities were carried out to support compliance with HSE (health, safety and environment) standards, such as drills, recycling (paper, cardboard, glass, metal), “Perder para Ganar” (Lose to Win) awards, a business show and competition for companies with a circular economy vision, talks with specialists about responsibility in the event of accidents, training activities with children and adolescents from schools located in the areas of influence, among other activities. More than 200 employees, people from the communities of influence, suppliers and contractors participated.

»» We held the first meeting of emergency brigades from the different COMPAS branches in Cartagena, with the participation of 30 brigade members from the port terminals of Tolú, Cartagena and Barranquilla.

## »» Occupational Health and Safety Management System (OHSMS)

GRI 403-1, 403-7, 403-8

COMPAS remains committed to all its stakeholders to prevent negative health and safety impacts related to its operations. For this reason, the company is certified under the ISO 45001 standard, ensuring the protection of workers and visitors against possible occupational accidents and illnesses.

The certification of the Occupational Health and Safety Management System (OHSMS) under this standard is a practice that allows mitigating any factor that may cause irreparable damage to employees or the business, with scope in the Company’s own operations, its relations with customers, suppliers and contractors.



*COMPAS’ OSHMS covers 100% of direct employees and workers whose work is controlled by the Company.”*

Type of workers	Number of workers covered	Percentage of total employees
COMPAS direct employees	333	100%
Workers who are not direct employees of the organization, but whose work or place of work is controlled by the organization	1.501	100%

For its implementation and permanent control, COMPAS informs and monitors its suppliers and contractors on the general requirements and by activity in terms of occupational health and safety, including, among others, the following components:

- ✓ General requirements.
- ✓ Application and supervision of operational controls in the development of the different tasks.
- ✓ Review and update of the documentary system.
- ✓ Use and handling of chemical products.
- ✓ Coordination of occupational medical evaluations.
- ✓ Coordination and execution of hygienic measurements.
- ✓ Control and follow-up of activities involving high-risk tasks (TAR, by its Spanish acronym).
- ✓ Execution and follow-up of the activities of the Strategic Highway Safety Plan (SHSP).
- ✓ Promotion of healthy lifestyles among the working population.
- ✓ Identification of hazards, risk assessment and application of controls in the different activities.

The commitment and leadership in occupational health and safety by top management is undoubtedly the main reason for customers and stakeholders to maintain a high level of trust in the operations and business relationships with the Company.

In addition, the Occupational Safety and Health (OSH) area leads the processes and verifies on an ongoing basis that the requirements and protocols are complied with:

- ✓ Validation of affiliations to the Comprehensive Social Security System.
- ✓ Verification of minimum standards under the approach of Resolution 0312 of 2019 applicable to all employers and recruiters of personnel.
- ✓ Verification of minimum standards for work at height under the approach of Resolution 4272 of 2021.
- ✓ HSE requirements for suppliers and contractors that allow monitoring, through a detailed analysis, the verification of their compliance and conformity at corporate level during their stay at the Company's branches, as well as for the execution of the activity for which they have been hired.

Seeking continuous improvement, the OSHMS is audited internally and externally:

 <b>Internal Audits</b>	 <b>External audits</b>
Integral evaluations led by the Risk and Internal Control area in order to add value and improve the operations of the Occupational Health and Safety process.	Certification audits with ICONTEC ISO 45001/2018 as the certifying body at corporate level that allow determining the conformity of all the requirements of the System.

Finally, COMPAS maintains updated and trained its **Emergency Response Brigades** at all its branches, which have duly identified, trained and equipped employees to prevent, control and react in high-risk situations, in order to safeguard the integrity of all stakeholders.



## » Occupational Safety

### Occupational accident risk management

The risks associated with people's safety are diligently addressed through a preventive approach aimed at avoiding the occurrence of accidents. All COMPAS employees are part of the measures that are permanently implemented for this purpose.



#### Occupational accident risk management

##### Risk description:

Elements or parts of machines, tools, equipment, parts to be worked, solid or fluid projected materials.

##### Activities associated with the risk:

- ✓ Bulk loading and unloading.
- ✓ Load and unload mechanized by belt.
- ✓ Loading, unloading and storage of loose cargo (steel and pipe).
- ✓ Vessel docking and departure.
- ✓ Services to the motor-ship.
- ✓ Truck unloading.
- ✓ Painting, welding and cutting.
- ✓ Mechanical maintenance.
- ✓ Maintenance of electrical circuits, substations and replacement of lighting fixtures.
- ✓ Civil works.

##### Control and follow-up mechanisms:

- ✓ Execution of the maintenance plan for tools to ensure their optimal condition.
- ✓ Safe cargo handling program.
- ✓ Work permit systems.
- ✓ Application of operational control systems for hazardous energy.
- ✓ Training of personnel for safe work with tools for accident prevention.
- ✓ Safety inspections to verify the condition of tools, equipment, machinery, vehicles and safety guards.



### Electrical risk (high and low voltage, static)

#### Activities associated with the risk:

- ✓ Maintenance of electrical circuits, substations, change of lighting fixtures and maintenance of electric generators.

#### Control and follow-up mechanisms:

- ✓ Application of the blocking of dangerous energies through compliance with the 5 golden safety rules.
- ✓ Instructions for blocking dangerous energies.
- ✓ Verification of competencies and suitability of personnel performing electrical work.
- ✓ Periodic inspections of electrical wiring.



### Locational risk

#### Risk description:

- ✓ Storage systems and means, irregular, slippery or uneven work surfaces, tidiness and cleanliness, falling objects.

#### Activities associated with the risk:

- ✓ Loading, unloading, storage of loose cargo (steel and pipe).
- ✓ Civil works.
- ✓ Lifting of structures.

#### Control and follow-up mechanisms:

- ✓ Compliance with the order and cleanliness program.
- ✓ Training for the identification and control of locational risks, safety conditions and self-care.
- ✓ Supply and verification of the correct use of personal protective equipment.
- ✓ Behavioral observation program.



### Technological risk

#### Risk description:

- ✓ Explosion, leakage, spillage or fire.

#### Activities associated with the risk:

- ✓ Mechanical maintenance.
- ✓ Electrical maintenance of substations and electrical circuits.
- ✓ Oxy-fuel welding and cutting works.

#### Control and follow-up mechanisms:

- ✓ Maintenance of the disaster and emergency risk management plan (PGRED, by its Spanish acronym).
- ✓ Inspection and maintenance of equipment, cargo transfer systems, electrical systems.
- ✓ Maintenance and inspection of emergency response systems (firefighting network, portable fire extinguishers, water storage systems).
- ✓ Training of a prevention and emergency response brigade.
- ✓ Arc flash study to establish protections for electrical systems.

### Monitoring of the work environment

In 2022, we carried out the following activities aimed at maintaining safe and healthy work environments for workers:

- ✓ Ergonomic inspections of workstations with the support of professional physiotherapists assigned by the Professional Risk Administration (ARL, by its Spanish acronym), in order to identify inadequate conditions that have the potential risk of affecting the musculoskeletal health of workers.
- ✓ Safety inspections of the load lifting systems, to evidence substandard conditions that could affect the physical integrity of exposed personnel.
- ✓ Certification of equipment used for transferring, handling and lifting loads to ensure safe operation.
- ✓ Hygienic evaluations of particulate matter, noise, lighting and vibration, in order to identify the existence or absence of an occupational risk to the health of workers.
- ✓ Periodic occupational evaluations to monitor the health of workers and prioritize the medical recommendations issued to workers with health problems.

### Accident rate indicators

GRI 403-10

indicador	Direct employees	Contractors
Number of registered occupational accidents	2	12
Rate of registered occupational accidents	0.60	0.98
Number of registered occupational accidents	2	12
Total number of hours worked	880,348	2,706,008
Frequency rate of occupational accidents	2.27	4.4
Severity rate of occupational accidents	4.5	59.98
Absenteeism due to occupational accidents	1.19	26.01

Compared to 2021, by 2022 the accident rate decreased by 60% for own personnel and by 40% for contractor personnel. This result was achieved through the application and follow-up of operational controls in each of the tasks performed in the different port facilities, where loading, unloading and storage activities were carried out, as well as high-risk tasks for the development of the different projects.

## Workers' Health Care

GRI 403-3, 403-6

### Worker's health risk management

COMPAS seeks to improve the working environment for personnel through ongoing risk management, timely intervention, and by facilitating the management of schedules, means of transportation, and the use of assistive technology.

The main risks to workers' health that have been identified, as well as the mechanisms for their monitoring and control, are detailed below:



#### Physical risk - noise

##### Activities associated with the risk:

- ✓ Cargo transportation activities through transfer equipment, both in operation and maintenance.

##### Control and follow-up mechanisms:

- ✓ Hygienic measurements: acoustic measurements and dosimetry.
- ✓ Maintenance of cargo transfer and transportation equipment.
- ✓ Scheduled inspections for equipment verification.
- ✓ Occupational medical evaluations (audiometries).
- ✓ Provision of hearing protection to exposed workers.
- ✓ Behavioral observations to verify the use of protection.





### Chemical risk - particulate matter

#### Activities associated with the risk:

- ✓ Risk present in the operation and functioning of cargo transfer and transportation equipment.

#### Control and follow-up mechanisms:

- ✓ Hygienic measurements: particulate matter.
- ✓ Maintenance of cargo transfer and transportation equipment.
- ✓ Occupational medical evaluations (spirometry).
- ✓ Provision of respiratory protection to exposed workers.
- ✓ Behavioral observations to verify the use of protection.
- ✓ Automation of mechanized lines.



### Psychosocial risk - quantitative and mental emotional workload demand

#### Activities associated with the risk:

- ✓ This risk is related to affective and emotional situations specific to the content of the task that have the potential to interfere with the feelings and emotions of the worker. Exposure to emotional demands requires the worker's ability to understand other people's situations and feelings and to exercise self-control of emotions or feelings.

In addition, it involves managing the amount of work to be done according to the time available to do it. Cargo demands refer to the cognitive processing demands involved in the task that involve higher mental processes of attention, memory and information analysis to generate a response.

#### Control and follow-up mechanisms:

- ✓ Training on emotion management and regulation.
- ✓ Distribution of tasks within working hours, including work breaks.
- ✓ Execution of activities focused on strengthening the competencies of workers in terms of their cognitive processes.
- ✓ Application of a psychosocial risk battery



### Ergonomic risk - inadequate postures and repetitive movements

#### Activities associated with the risk:

- ✓ This risk is present in manual cargo handling, equipment operation, cargo inspection activities and operations management.

#### Control and follow-up mechanisms:

- ✓ Active breaks in the field and software on all administrative staff computers.
- ✓ Targeted activities to promote healthy lifestyles.
- ✓ Workstation inspections.
- ✓ Occupational medical evaluations with a musculoskeletal emphasis.

### Health Services for Workers

Along with risk management mechanisms, the Company offers its employees services aimed at caring for and preserving their health. During 2022, the following activities were carried out at the different branches:

- ✓ Occupational medical evaluations including clinical and paraclinical examinations.
- ✓ Medical evaluations after prolonged disability.
- ✓ Follow-up of the vaccination schedule for the prevention of Covid-19.
- ✓ Physical activities for cardiovascular risk prevention included in the "Perder para ganar" (Lose to Win) program.
- ✓ Workstation inspections to evaluate and improve employee conditions.
- ✓ Supply of ergonomic elements to improve workstation conditions.
- ✓ Follow-up and implementation of recommendations from the different hygiene measurements.

### Healthy Lifestyles

The Company is permanently working to promote healthy lifestyles among its employees to improve their quality of life.

In 2022, we designed the program called **“Perder para ganar”** (Lose to Win) as a strategy to preserve and care for the health of our employees, making care a lifestyle. In its first months of implementation, the program achieved a very representative participation of the COMPAS population (more than 120 workers), who made possible the development of each of the challenges scheduled during its term.

As an incentive at the end of this first season of the program, we awarded a prize to a worker at each of the branches and a winner at the national level in recognition of their perseverance, discipline, willingness and permanence during the development of the activities, in order to comply with the parameters established in the contest rules.

### Sickness and Absenteeism Indicators

GRI 403-9

Indicator	2021	2022
Number of cases of occupational diseases identified	0	0
Occupational disease occurrence rate	0	0
Prevalence rate of occupational diseases	0	0
Absenteeism due to occupational diseases	0	0
Absenteeism due to illnesses of common origin	16.55	9.09



The controls established and implemented in 2022 allowed us to maintain the prevalence of occupational diseases at zero. The commitment of top management and the teamwork achieved in the control of the management of hygiene and ergonomic risks to be implemented in exposed workers were fundamental to achieve this result.

Likewise, in terms of diseases of common origin for 2021, the recorded absenteeism was affected by cases of Covid-19. By 2022, the implementation and monitoring of the controls established to mitigate Covid-19 infection contributed to the reduction of cases and absenteeism due to this condition.

In addition, considering the results of the periodic medical examinations, we carried out activities aimed at reducing absenteeism that were effective, such as vaccination days, physical activities, implementation of current guidelines for the prevention of Covid-19 as established by the Ministry of Health, among others.

### » Occupational health and safety training

GRI 403-5

In compliance with the minimum standards for the OSHMS defined in Resolution 0312 and other legal requirements, COMPAS has a training plan, whose input is the matrix of hazard identification, risk assessment and control, in which the control and training measures for each of the identified risks are set out.

This training plan was implemented with the support of the Professional Risk Administration (ARL). The topics programmed in this plan are focused on the control of identified risks to prevent occupational accidents and illnesses, through staff awareness and improvement of competencies.



*“In 2022 we conducted 117 training activities for direct personnel and 48 for external personnel with the participation of 522 people and 439 hours of training, 32% more than in 2021.”*

Indicator	Direct workers		Contractor workers	
	2021	2022	2021	2022
Number of occupational health and safety training activities conducted	58	117	50	48
Total number of employees trained in occupational health and safety	198	327	157	195
Total hours of training developed	224	229	108	210

The topics developed in the 2022 trainings were:

- ✓ Load lifting.
- ✓ Identification of hazards and risks.
- ✓ Mental health.
- ✓ Importance of safety inspections.
- ✓ Proper use of personal protective equipment and consequences for non-use.
- ✓ Defensive driving.
- ✓ Prevention of locational risk, accidents due to falls on the same level and different levels.
- ✓ Hearing loss prevention and hearing health care.
- ✓ Prevention of hand accidents and handling of hand and power tools.
- ✓ Safe vehicles.
- ✓ Incident command system.
- ✓ Certification and recertification of personnel working at heights.
- ✓ Prevention of musculoskeletal disorders.
- ✓ Handling of chemicals according to the Globally Harmonized System (GHS).

## »» Our Challenges

- ✓ **Safety culture:** to strengthen the safety culture at all levels of the Organization through good practices for safe behavior.
- ✓ **Accident rates:** to maintain the reduction of accidents through the strengthening of the safety culture, identification of hazards, elimination and reduction of risks.
- ✓ **Awareness-raising:** to improve the behavior of workers in HSE matters, identify substandard acts and conditions beforehand and prevent the risk from materializing.



03



**Responsibility  
towards the  
environment  
and natural  
resources**

- » Efficient Use of Natural Resources
- » Climate change management



# Efficient Use of Natural Resources

## »» Our approach to environmental care



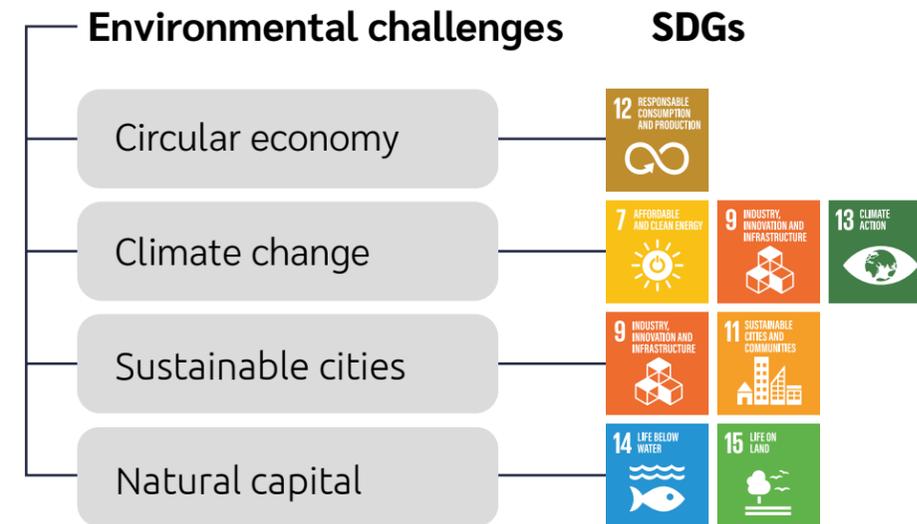
*The diligent management of environmental risks and impacts at COMPAS facilitates the fulfillment of the Company's objectives and strategies and positions it as an environmentally responsible company."*

Based on industry best practices, environmental management at COMPAS is guided by the application of a robust system to identify, avoid, minimize and mitigate potential environmental risks associated with the Company's operations.

The COMPAS Environmental Management System is certified under the ISO 14001:2015 standard, guiding the management of the different environmental aspects and impacts in a cross-cutting and comprehensive manner.

Components of the Environmental Management System					
Environmental identification and assessment matrix	Environmental legal matrix	Environmental Compliance Assessment Matrix	Environmental Management Plan (EMP), licenses, discussion of the EMP with the communities	Environmental indicators	Operational controls

In a complementary manner, COMPAS' commitments and challenges regarding environmental care are aligned with the Sustainable Development Goals (SDGs) through specific actions that contribute to the fulfillment of the 2030 Agenda.



COMPAS has designed processes that ensure the efficient use and consumption of resources (water and energy), as well as the responsible consumption of goods and services with a circular economy approach. As a result, it has been able to progressively reduce waste generation, implement water recirculation projects and maximize rainwater storage and supply, among others.

### Objectives

To increase the **recovery of recycled material and reduce the generation and disposal of waste** from the operation.  
 To **adequately manage** water resources, reducing the environmental impact generated by the consumption and depletion of natural resources and/or the impact of industrial and domestic wastewater discharges on the environment, thus avoiding the impact on the environment during the execution and development of port activities.

### Highlights

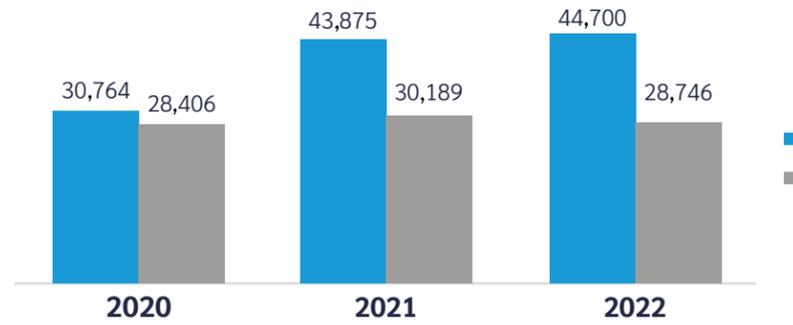
SDG	Highlights
6 CLEAN WATER AND SANITATION	<p><b>Water reuse at COMPAS Barranquilla:</b> As part of the improvement of the coal yard runoff water treatment system, a plant was installed to recirculate the water and use it for yard operation, tire washing, soil wetting, among others.</p> <p><b>Increase in water harvesting at COMPAS Aguadulce:</b> The project to collect water from the south shed allowed an increase to 70 m3 per month, considerably reducing the purchase of water in tanker trucks for operations and domestic consumption at the port facility, which due to its geographic location does not have an aqueduct.</p>
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	<p><b>Zero single-use plastics:</b> We were able to raise awareness among more than 200 employees, contractors and operators to reduce the use of single-use plastic.</p>

## Energy Efficiency

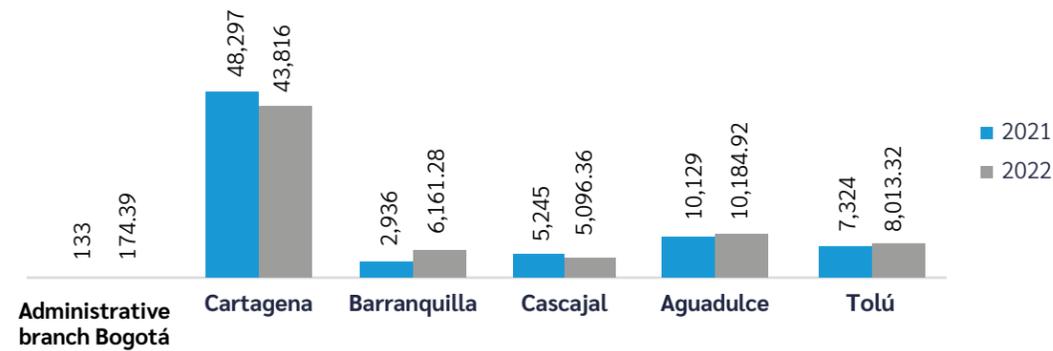
GRI 302-1, 302-3

For 2022, the total energy consumption was 73,446.8 GJ, with a reduction of 3.41% compared to 2021, related to lower fuel use at COMPAS Cartagena, as well as lower energy consumption at the Buenaventura branches.

Internal energy consumption (GJ)



Internal energy consumption per branch (GJ)



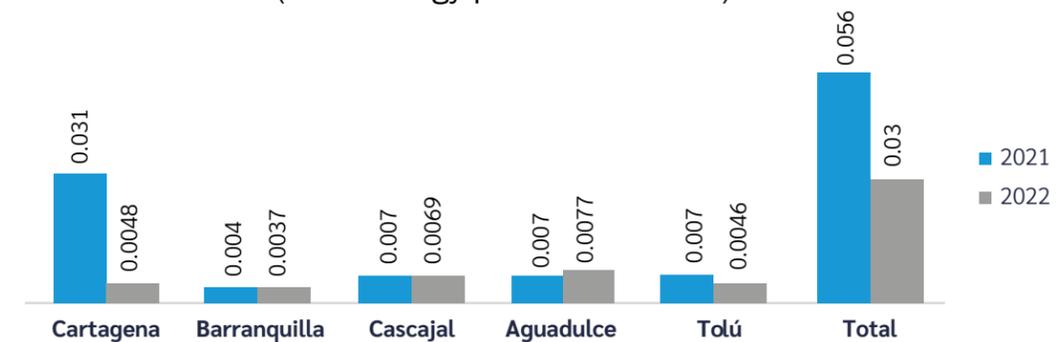
Domestic energy consumption by branch in 2022 (GJ)			
Branches	Non-renewable resources	Purchased energy	Total
Administrative branch Bogotá	101.19	73.2	174.39
Cartagena	35,515	8,301	43,816
Barranquilla	3,143.76	3,017.52	6,161.28
Cascajal	1,494.13	3,602.23	5,096.36
Aguadulce	3,310.53	6,874.39	10,184.92
Tolú	1,136.07	6,877.75	8,013.82
<b>Total</b>	<b>44,700.68</b>	<b>28,746.09</b>	<b>73,446.76</b>



The energy efficiency indicator recorded in 2022 was 0.03 GJ of energy consumed per ton of cargo moved, 46% lower than that recorded in 2021.”

The branch with the greatest reduction in energy consumption was Cartagena due to the lower use of Diesel Oil (Aceite Combustible Para Motores, ACPM) in its operations. At the other COMPAS branches, consumption values remained the same despite the 32.5% increase in tons mobilized during the year, resulting in improvements in the operation’s energy efficiency.

Energy efficiency (GJ of energy per ton mobilized)



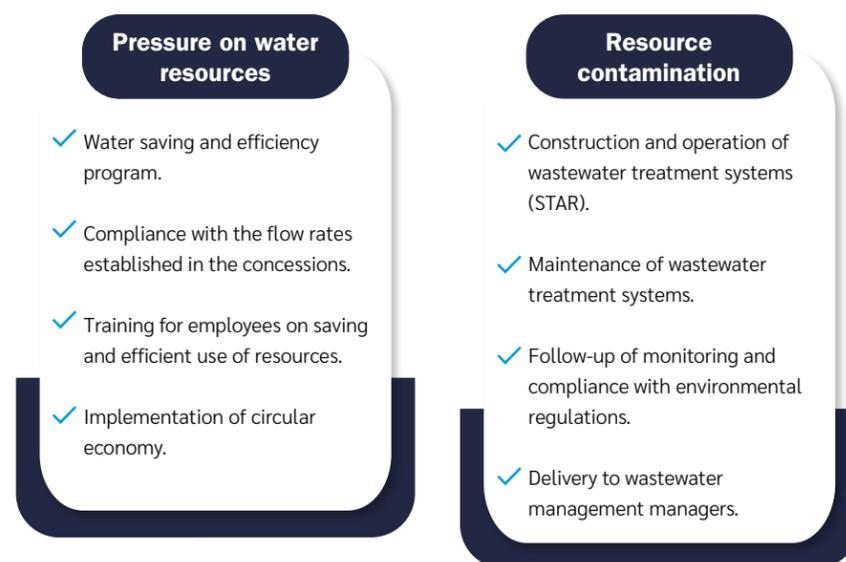
## Efficiency in Water Consumption

GRI 303-1

In its operations, COMPAS uses water for direct consumption, as well as for cleaning activities, civil works, soil wetting, equipment and vehicle washing, and coal pile wetting.

The main impacts identified in these activities are related to the pressure and contamination of water resources, for which specific actions have been established within the environmental management plans of each terminal, as well as permanent monitoring of the parameters established by the environmental authorities.

### Mechanisms for managing water impacts:

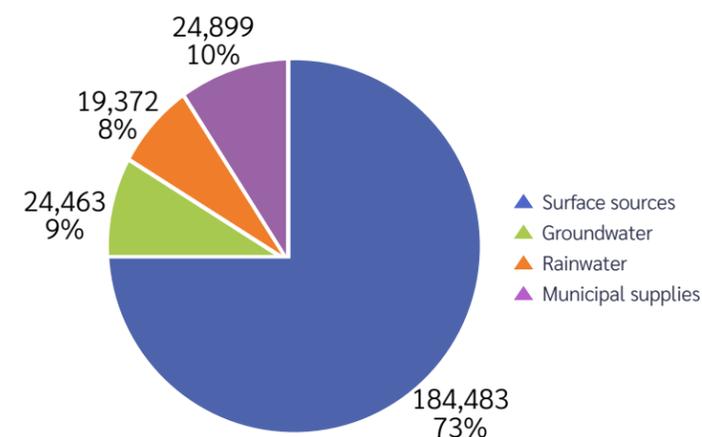


### Water collection and consumption

303-3

In 2022, we recorded a total of **252,217 m3 of water harvesting**, 11% more than in 2021, mainly due to a greater demand for the resource for the operation of the terminals in terms of proper cargo handling (product wetting). We should highlight a 23% increase in rainwater harvesting, which is recycled and recirculated in the operation.

## Water collected by source 2022 (m<sup>3</sup>)



Source	2020	2021	2022
Fresh water collected from surface sources	181,151	174,283	184,483
Groundwater	8,579	14,728	23,463
Rainwater	15,403	15,700	19,372
Municipal water supplies or other services	25,840	22,848	24,899
<b>Total harvesting</b>	<b>230,973</b>	<b>227,559</b>	<b>252,217</b>

### Recycled and reused water

Indicators	2020	2021	2022
Volume of water recycled / reused (m <sup>3</sup> / year)	660	1,000	1,200
Percentage of recycled/ reused water considering the total collected water	2.87%	0.4%	10%
Volume of collected rainwater (m <sup>3</sup> / year)	14,743	15,700	19,372



**Wastewater Discharges**

GRI 303-2, 303-4

Wastewater discharge by type of destination (megaliters)

Type of destination	2020	2021	2022
Surface sources	46.75	51.65	30.63
Sea water	17.39	17.18	21.97
Third-party water (aqueduct and sewage systems)	17.49	17.49	0
Total	81.64	86.23	52.60

The operation’s wastewater can generate a decrease in the physical, chemical and biological characteristics of the receiving bodies, as well as contamination of the water resource. The following systems are available for treatment prior to discharge:



*In 2022, the discharge of 52.6 megaliters of previously treated wastewater was carried out, 39% more than the previous year, due to the non-existence of third-party wastewater.”*

Terminal	Treatment method
Barranquilla	Treatment plant with concrete modules for screening, grease trap and sedimentation.
Tolú	Four septic tanks
Cascajal	4 domestic STARs (Wastewater Treatment Systems, by its Spanish acronym) consisting of a septic tank and an upflow anaerobic filter (4.5 m³). 1 non-domestic STAR with a grease trap.
Aguadulce	Domestic wastewater is treated through four equal treatment systems, consisting of a grease trap, septic tank, and anaerobic filter with the following design characteristics: Septic system and upflow anaerobic filter (2.4 m3) that perform the processes of sedimentation, clarification, and upflow anaerobic filtration (UAF) in a single unit. Made of glass-fiber reinforced plastic (GFRP).

The parameters evaluated to the wastewater are performed according to the analytical methods of the Standard Methods for the Examination of Water and Wastewater 23rd, 2017 Edition and the sampling instructions of the contracted laboratory duly accredited by the IDEAM (Institute of Hydrology, Meteorology and Environmental Studies, by its Spanish acronym). This evaluation lists the analytical parameters sampled with the respective analytical method and limit of quantification in accordance with the applicable environmental regulations for each port, specifically resolution 883/2018 for discharges to marine water bodies and resolution 0631/2015 for discharges to sewage systems.

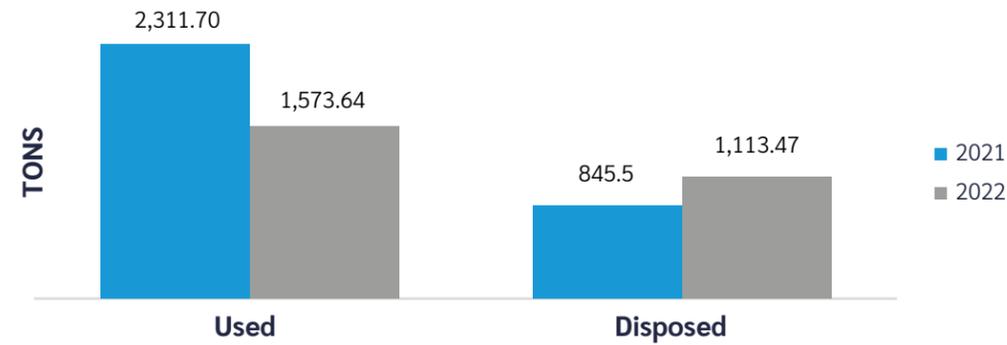
The characteristics evaluated are:

- ✓ Physical characteristics of the discharged water: dissolved oxygen (DO) temperature.
- ✓ Chemical characteristics of discharged water: biochemical oxygen demand (BOD5), chemical oxygen demand (COD), total suspended solids (TSS), fats and oils.
- ✓ Biological characteristics of the discharged water: total coliforms.
- ✓ Other characteristics: sulfides, total cyanide, total arsenic (As), total cadmium (Cd), total copper (Cu).

## Efficient Energy Management

GRI 306-1, 306-2, 306-3

### Management of waste generated



Weight of waste generated and managed in 2022 (tons)

Waste composition	Waste generated	Waste used	Waste disposed
Hazardous waste	22.80	13.40	9.41
Non-hazardous waste	2,664.30	1,560.24	1,104.06
<b>Total waste</b>	<b>2,687.11</b>	<b>1,573.64</b>	<b>1,113.47</b>

The main activities of the COMPAS operation that generate waste are:

- ✓ Handling of bulk food and its sweepings.
- ✓ Operational activities that generate bulky waste.
- ✓ Maintenance activities that generate hazardous waste.
- ✓ Cafeterias for employees that generate ordinary waste.

The impacts associated with waste generation are as follows:

- ✓ Soil or water contamination due to poor waste disposal.
- ✓ Decrease in air quality due to offensive odors related to poor waste management.
- ✓ Landscape affected by poor waste disposal.
- ✓ Vector proliferation.

To manage these impacts, we have monitoring mechanisms both within the operations and with the third parties in charge of waste management:



*By 2022, 2,687 tons of waste were generated, 15% less than in 2021. Of the total waste generated during the year, 59% was used.*

- ✓ All permits and operating licenses (waste transportation permits, landfill licenses, etc.) are requested from the procurement process.
- ✓ Within the processes, we have procedures to avoid the generation of waste and to treat the waste generated.
- ✓ All waste must be weighed at the time of departure and recorded in the established format.
- ✓ Waste generation is monitored on an ongoing basis according to the different types of waste generated, which is reported every six months to the environmental authorities and annually to the IDEAM.
- ✓ We have an established procedure for donating sweepings for reuse.
  - Foundations and/or non-profit organizations that may have access to this benefit must meet certain requirements.

### Waste Used

GRI 306-4

Weight of waste used (kg)

Type of waste	Waste	Utilization method	2021	2022
Hazardous waste	Used oils - Lime	Recovery	12,652	3,888
	Lamp waste	Recovery	641	8
	Battery waste	Recovery	1,621	114
	Other	Recovery	2	9,386
<b>Total used</b>			<b>14,915</b>	<b>13,396</b>
Non-hazardous waste	Plastic, paper, cardboard, glass, tetra pak, aluminum, scrap, wood, big bags.	Recycling	967,410	1,070,508
	Non-recoverable organic and inorganic waste.	Composting	1,263,090	465,056
	Rubber and tire waste.	Recycling	66,324	24,680
<b>Total used</b>			<b>2,296,824</b>	<b>1,560,244</b>



The total amount of waste collected this year was 1,573.64 tons, of which 99% was non-hazardous waste (wood, scrap metal, bulk sweepings, plastic, paper, cardboard, etc.) and the remaining 1% was hazardous waste (batteries, electrical and electronic equipment, used oils, etc.).

The donation of organic waste for composting has resulted in significant savings in costs related to final disposal. In addition, the management of waste separation at the “puntos verdes” (recycling points) and raising awareness about the separation process has contributed to obtaining considerable amounts of recycled material.

**Waste for Disposal**

GRI 306-5

In addition, 1,113.47 tons of waste were disposed of during the year, of which 78.32% was non-recoverable organic and inorganic waste and 19.69% was construction and demolition waste.

Peso de residuos destinados a eliminación (kg)

Type of waste	Waste	Utilization method	2021	2022
Hazardous waste	Used oils - Lime	Treatment	380	4,409
	Other	Incineration	31,209	4,999
<b>Total waste disposed</b>			<b>31,589</b>	<b>9,408</b>
Non-hazardous waste	Non-recoverable organic and inorganic waste.	Sanitary landfill	565,035	864,730
	Pruning and logging residues.	Sanitary landfill	76,820	21,890
	Residues from construction and demolition.	Sanitary landfill	60,000	217,440
	Sludges, dusts and process samples.	Sanitary landfill	112,050	0
<b>Total waste disposed</b>			<b>813,905</b>	<b>1,104,060</b>



**» Our Challenges**

For 2023 we propose the following challenges:

- ✓ To decrease 1% of the amount of waste versus tons mobilized, compared to the immediately preceding year.
- ✓ To increase recyclable waste recovery management by 1% compared to what was generated in 2022.
- ✓ To manage more than 90% of the sweepings generated. The process of donating organic waste to non-profit organizations is fundamental in the savings process, since it reduces the costs associated with the final disposal of waste, but it also generates environmental benefits such as the reduction of pressure on sanitary landfills and the reduction of gases resulting from its decomposition.

# Climate change management

The port sector is highly vulnerable to the effects of climate change, as the associated impacts can generate changes in port operating synergies that must be managed in a timely manner. These include:

<p><b>Temperature increase</b></p> <p>Increase in energy consumption due to the use of air conditioners and temperature control of refrigerated containers.</p>	<p><b>El Niño and La Niña climate phenomena</b></p> <p>Impact on the operation of bulk food.</p> <p>Increase in water consumption due to dry periods.</p>	<p><b>Sea level rise</b></p> <p>Flooding of cargo areas.</p> <p>Impact on port infrastructure</p>
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For COMPAS it is important to identify the individual risks and opportunities faced by each of its terminals, in order to know how resilient they are to these changes, and thus achieve growth with a higher degree of planning, a secure operation in operational and financial terms, as well as to include adaptation measures that facilitate business continuity without jeopardizing investments, the business model and its sustainability.

Therefore, the Company's corporate mitigation and climate change strategy is aimed at identifying risks and generating solutions to the vulnerabilities associated with this phenomenon, as well as taking advantage of the resulting opportunities, through the promotion of adaptation and mitigation initiatives that make COMPAS more resilient in the short, medium and long term.

## Strategy objectives

**To reduce the impacts** caused by the generation of emissions and air quality resulting from the activities of each of the terminals.

**To reduce the pollution** caused by operations and minimize the impact on air quality that could affect personnel, the environment, products, and the organization's facilities.

To identify priority actions to **reduce the carbon footprint**, as well as to **increase COMPAS' resilience** to climate change.

## » Highlights of the Year

To advance in the fulfillment of these objectives, in 2022 we carried out actions with following outstanding results:

SDG	Highlights
	<p><b>Climate vulnerability study in COMPAS Tolú:</b> We completed the study where we determined the climate vulnerability of COMPAS Tolú and defined adaptation measures.</p>
	<p><b>Agreement with Universidad EAN:</b> The purpose of this agreement is to obtain technical assistance in the development of climate vulnerability studies by 2023 for the ports of Barranquilla and Cartagena, and in 2024 for the ports of Aguadulce and Buenaventura.</p>
	<p><b>Carbon footprint measurement scope 3:</b> Scope 1 and 2 have been measured in the Company since 2018. In 2022, Scope 3 is added, which allows visualizing the values related to the management of contractors and activities generated by third parties for the development of the provision of services generated by COMPAS, such as the consumption of fuel for flights, vehicles that transport personnel, energy consumption of cellphones assigned by the Company, among others.</p>



## » Our Carbon Footprint

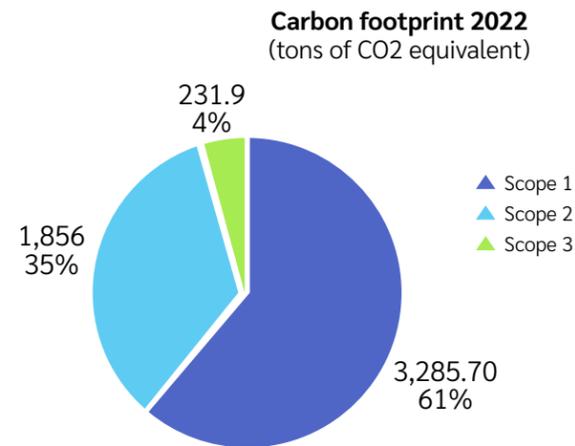
GRI 305-1, 305-2, 305-3



*By 2022, 5,373.6 tons of CO2 equivalent were generated, 3.8% less than in 2021, even with the inclusion of Scope 3 in the carbon footprint measurement.”*

The Company’s carbon footprint continues to be measured based on the methodological criteria established in 2018, based on the **GHG Protocol** Corporate Accounting and Reporting Standard, **World Resources Institute (WRI)** and **World Business Council for Sustainable Development (WBCSD)**, which meet the requirements of ISO 14064-1:2006.

This measurement focuses on the six gases contemplated by the Kyoto Protocol and the Intergovernmental Panel on Climate Change (IPCC): carbon dioxide (CO2), nitrous oxide (N2O), methane (CH4), sulfur hexafluoride (SF6), chlorofluorocarbons (CFCs) and perfluorocarbons (PFCs).



### Direct emissions (Scope 1)

Corresponds to direct emissions generated by the Company in the use of fuels for the operation of its own fleet, as well as refrigerant gases and wastewater treatment.

Source of emissions	2021	2022	Variation
Diesel Oil (Aceite Combustible Para Motores, ACPM)	3,636.5	2,916.2	-20%
Gas	13.7	60.4	341%
R-410A	120.9	151.2	25%
R-22	86.8	156.7	81%
Wastewater treatment (Chemical oxygen demand, COD)	0.7	1.4	100%
<b>Total</b>	<b>3,633.3</b>	<b>3,285.7</b>	<b>-10%</b>

### Direct emissions (Scope 2)

These are those generated by the consumption of electric power, with a source in the regional supply companies for each operating terminal.

Source of emissions	2021	2022	Variation
Acquired energy	1,953.2	1,856	-5%
<b>Total</b>	<b>1,953.2</b>	<b>1,856</b>	<b>-5%</b>

### Other indirect emissions (Scope 3)

For this year, COMPAS began measuring the carbon footprint in Scope 3. The factors taken into account were emissions from paper consumption, cellphone use and domestic flights by employees.

Source of emissions	2022
Paper consumption	0.47
Use of cellphones	3.53
Domestic flights made by employees	227.9
<b>Total</b>	<b>231.9</b>



Terminal	Year	Scope 1	Scope 2	Scope 3	Total
Aguadulce	2019	450.8	519.3	-	970.1
	2020	302.3	224.8	-	527.1
	2021	318.5	253.18	-	571.3
	2022	232.75	259.7	46.26	538.71
Barranquilla	2019	135.1	258.8	-	393.9
	2020	170.9	286.4	-	457.2
	2021	181.5	211.9	-	393.3
	2022	258.36	238.8	55.51	552.67
Bogotá	2019	4.1	7.3	-	11.5
	2020	2.0	5.6	-	7.6
	2021	4.8	4.93	-	9.7
	2022	6.83	5.79	0.33	12.95
Cartagena	2019	2,426.0	1,038.9	-	3,464.9
	2020	1,669.1	823.1	-	2,492.2
	2021	2,819.1	970.9	-	3,790.0
	2022	2,471.33	656.94	47.43	3,175.7
Cascajal	2019	109.1	143.1	-	252.3
	2020	109.9	135.4	-	245.2
	2021	103.9	144.9	-	248.9
	2022	109.5	150.25	23.95	283.7
Tolú	2019	99.3	559.9	-	659.2
	2020	139.2	384.1	-	523.3
	2021	209.1	367.4	-	576.4
	2022	206.1	544.3	58.32	808.72

## Compensations



To compensate for 60% of the carbon footprint measured in 2021, **3,353 carbon credits were purchased from the Sombrilla Urrao FCG forestry project**, equivalent to the removal of 3,353 tCO<sub>2</sub>e.

Some advantages of footprint compensation through this mechanism are:

- ✓ They reduce soil contamination.
- ✓ They reduce air pollutants other than CO<sub>2</sub>.
- ✓ They create stronger and healthier local communities.
- ✓ They generate economic opportunities and jobs.

## Air Emissions

GRI 305-7

The control and monitoring of SO<sub>2</sub>, NO<sub>2</sub>, CO, O<sub>3</sub> and PM<sub>10</sub> and PM<sub>2.5</sub> particulate matter emissions are parameters subject to control by the Ministry of the Environment, established in Resolution 2245 of 2017, through which the air quality standard is adopted and other provisions are issued, in order to ensure a healthy environment and minimize the risks associated with exposure to pollutants in the atmosphere to human health.

### Barranquilla

COMPAS Barranquilla has four points for air quality monitoring. Emissions recorded in 2022 did not exceed the limits established by the environmental authorities.

Air emissions COMPAS Barranquilla (µg/m<sup>3</sup>)

Type of emission	Point 1	Point 2	Point 3	Point 4
Particulate Matter (PM10)	38.72	39.65	41.76	39.26
Particulate Matter (PM2.5)	13.48	11.79	14.32	13.53
SO <sub>2</sub>	14.74	17.55	20.99	12.02
NO	35.17	35.73	35.30	35.9
O <sub>3</sub>	35.7	34.33	33.78	32.41
CO	1,347.65	1,348.11	1,360.5	1,367.48



### Cartagena

COMPAS Cartagena has three points for air quality monitoring. The recorded emissions were below the limits allowed by the environmental authority.

Air emissions COMPAS Cartagena (µg/m³)

Type of emission	Point 1	Point 2	Point 3
Particulate Matter (PM10)	38.88	38.40	39.75
SO2	20.83	13.60	16.48
NO2	34.07	36.02	34.61
CO	1,072.42	1,470.72	1,426.84

### Aguadulce

COMPAS Aguadulce has eight air quality measurement and monitoring points. The recorded emissions in 2022 were below the limits allowed by the environmental authorities.

Air Emissions COMPAS Aguadulce (µg/m³)

Type of emission	Point 1	Point 2	Point 3	Point 4	Point 5	Point 6	Point 7	Point 8
Particulate Matter (PM10)	12.9	12.4	9.2	9.0	25.1	17.6	10.3	24.2
NO2	0.18	0.71	0.38	0.7	0.9	1.16	<LOQ	0.18

### Tolú

COMPAS Tolú has three points for permanent air quality monitoring. The results recorded in 2022 did not exceed the limits allowed by the environmental authorities for the operation of the port.

Air Emissions COMPAS Tolú (µg/m³)

Tipo de emisión	Punto 1	Punto 2	Punto 3
Partículas (PM10)	39,64	39,86	39,26
Partículas (PM2.5)	14,50	13,82	13,86
SO <sub>2</sub>	13,51	18,31	13,11
NO <sub>2</sub>	41,19	41,5	41,78
CO	1.434,18	1.431,92	1.456,41

### Cascajal

COMPAS Cascajal has three points for monitoring air emissions. Similar to the results of the other terminals, no measurements above the permitted limits were recorded in 2022.

Air emissions COMPAS Cascajal (µg/m³)

Type of emission	Point 1	Point 2	Point 3
Particulate Matter (PM10)	46.25	51.27	48.86
NO2	15.72	15.79	15.72
SO2	10.63	9.85	11.02
CO	4,349.70	4,415.47	4,354.05

## » Our Challenges

With regard to climate change management and the protection of natural capital, we propose the following challenges for 2023:

- ✓ To identify climate vulnerability: By carrying out studies to define the climate vulnerability index of the COMPAS Barranquilla and Cartagena ports, we intend to identify how vulnerable they are to the climate changes that have been occurring and what adaptability actions should be developed in the short, medium and long term to ensure the port's sustainability.
- ✓ Regulatory compliance: To maintain concentrations of parameters such as CO, NO2, SO2, PM10, PM2.5, within the admissible values presented in national regulations.
- ✓ Alternative energy: To identify clean energy generation alternatives for COMPAS terminals.

04



# Operational Excellence and Efficiency

- » Economic and operating performance
- » Barranquilla Terminal
- » Terminal
- » Aguadulce Terminal
- » Tolú Terminal
- » Cascajal Terminal
- » Responsibility in the supply chain

# Economic and operating performance

## » Operational efficiency

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, including projects with communities, tax and labor obligations, commitments with employees, suppliers, customers 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 2022, the Company focused on increasing revenues and operating profit, as well as executing investments around USD 20 million for the maintenance, improvement and expansion of terminals.

Despite the different external difficulties that arose in the country during 2022, such as the different draught problems in Barranquilla, inflationary pressures, the government transition, blockades in Buenaventura, among others, the financial results for the period were satisfactory, meeting the budgeted income by more than 110%. This allowed the timely fulfillment of all of the Company's obligations with the different stakeholders.

It should also be noted that during 2022 the expansions of the bulk facilities in Tolú and Barranquilla were completed, thus expanding the operational capacities to continue providing efficient and timely services to customers using the COMPAS ports.

### Highlights of the Year

During the year, we made progress in important strategic projects that expand the ports' operating capacity and are evidence of our efforts to strengthen our lines of work and our relationship with our customers:



**Increased capacity for storage and handling of bulk food:** We successfully completed the expansion of the storage capacity for bulk food at the Tolú terminal, as well as the new facilities for handling this type of cargo at the Barranquilla terminal.



**Expansion of facilities at Cascajal:** We started the works for the expansion of the Cascajal terminal facilities.



**Container service with MSC:** The shipping line MSC was attracted to offer container service at the Cartagena terminal, demonstrating the confidence of customers in the handling and logistics of their cargo.



**Acquisition of CCTO:** In February 2022, we acquired 51% of CCTO's shares, thus gaining control of 100% of CCTO's operations and beginning its integration with COMPAS's activities.



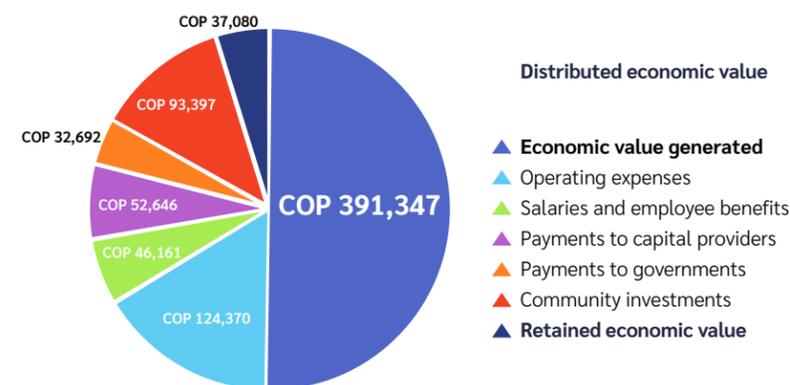
## Highlights of the Year

GRI 201-1

The economic and financial performance of COMPAS in 2022 was satisfactory. In general terms, we generated higher revenues compared to the previous year, which in turn allowed us to distribute greater economic value to our different stakeholders. Above all, the increases recorded in the payment of remuneration to governments (213% more than in 2021), as well as in investments for the community (146% more than in 2021), stood out.

Economic value generated and distributed	2021		2022		Variation (2021 - 2022)
	Million COP	Million USD	Million COP	Million USD	
<b>Economic value generated</b>	<b>252,639</b>	<b>67.5</b>	<b>391,347</b>	<b>92.0</b>	<b>55%</b>
<b>Operating income</b>	<b>252,639</b>	<b>67.5</b>	<b>391,347</b>	<b>92.0</b>	<b>55%</b>
Net income	235,892	63.0	375,447	88.3	59%
Income from financial investments	343	0.1	2,935	0.7	756%
Asset sale	16,404	4.4	12,965	3.0	-21%
<b>Economic value distributed</b>	<b>210,539</b>	<b>56.3</b>	<b>354,266</b>	<b>83.3</b>	<b>68%</b>
<b>Operating expenses</b>	<b>87,123</b>	<b>23.3</b>	<b>124,370</b>	<b>29.2</b>	<b>43%</b>
Purchase of input materials	86,768	23.2	123,902	29.1	43%
Employee training costs	355	0.1	468	0.1	32%
<b>Employees' salaries and benefits</b>	<b>33,010</b>	<b>8.8</b>	<b>46,161</b>	<b>10.9</b>	<b>40%</b>
<b>Payments to capital providers</b>	<b>40,017</b>	<b>10.7</b>	<b>52,646</b>	<b>12.4</b>	<b>32%</b>
<b>Payments to governments</b>	<b>10,451</b>	<b>2.8</b>	<b>32,692</b>	<b>7.7</b>	<b>213%</b>
<b>Investments in the community</b>	<b>39,938</b>	<b>10.7</b>	<b>98,397</b>	<b>23.1</b>	<b>146%</b>
Investment in community-oriented social programs in the area of influence	783	0.2	812	0.2	4%
Infrastructure investments	39,155	10.5	97,586	22.9	149%
<b>Retained economic value</b>	<b>42,100</b>	<b>11.3</b>	<b>37,080</b>	<b>8.7</b>	<b>-12%</b>

## Economic value generated and distributed (in millions of Colombian pesos)



## Our Challenges

By 2023, we will seek to maintain the trend of consolidated operating results through 2022, prioritizing the strengthening of each terminal's own capabilities to meet demand in a timely manner.

At the project level, we expect to complete the expansion works at the port of Cascajal, thus expanding its capacity and operational efficiency and providing greater benefits to customers who transport their goods through this important port.

Finally, we expect to complete the merger process between COMPAS and CCTO in order to have integrated management mechanisms that will strengthen the services provided and facilitate the identification of new market opportunities.



# Barranquilla Terminal



### Handled motor-ships

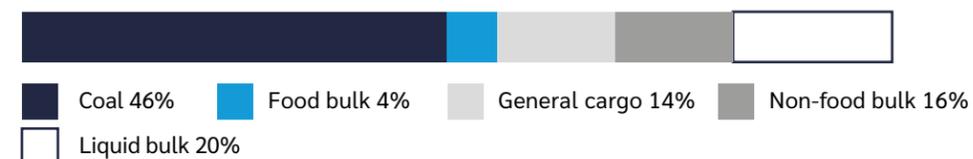


### Tons mobilized



Type of cargo	2020	2021	2022	Variation
Coal	699,174	856,792	757,379	-12%
Bulk food	13,318	9,454	73,004	672%
General cargo	267,712	264,629	239,378	-10%
Non-food bulk	47,107	218,033	261,340	20%
Liquid bulk	68,990	57,615	329,065	471%
<b>Total</b>	<b>1,096,301</b>	<b>1,406,522</b>	<b>1,660,163</b>	<b>18%</b>

### Type of cargo mobilized



## » Management Highlights

Once again, the COMPAS Barranquilla terminal recorded historical operating figures, with **1,660,163 tons of cargo moved**, exceeding the 2021 results by 18%. The excellent results achieved are due to the operational efficiencies implemented at the terminal, as well as to the commercial strategies that drove significant increases in the mobilization of bulk food and liquid bulk cargoes during the year. We will continue to promote strategies to strengthen the confidence of important customers from key sectors of the economy and industry who prefer COMPAS services for their logistics processes.

The following is a description of the management highlights of the COMPAS Barranquilla terminal during 2022:



**Launch of the mechanized system and increase in the unloading rate of bulk food:** The implementation of clean bulk unloading by mechanized system improved process productivity. In the first months of the year, cargoes were distributed in two and three warehouses, while the mechanized operation between July and September required only one warehouse for unloading, increasing from 154 tons per hour (TPH) to 204 TPH, i.e., up 24.5%.



**Storage capacity optimization:** After starting to use the mechanized system, the storage capacity increased from 15,000 tons with the conventional method (loader and backhoe) to 24,000 tons.



**Taking advantage of the strategic location of the terminal and its draft:** During the year, 183,271 tons of industrial bulk (cement clinker and slag) were capitalized thanks to the port's close location to the access channel, as well as the 10-meter operating draft that allowed the largest draft motor-ships to enter Barranquilla with these products.



**Motor-ship with the largest number of tons unloaded:** On February 08, 2022, we received the motor-ship Amis Wisdom II, with 37,000 tons of cement clinker, making it the vessel with the largest cargo volume handled at the port facility.



**Implementation of COMPAS rigging in general cargo operation:** The unloading rate of steel products, especially wire rod, was improved by 28% with the use of COMPAS rigs compared to those used by the port operator (contractor), from 172 tons per hour (TPH) to 240 TPH.



**Improved wastewater management:** We implemented a new coal vehicle washing area with a water saving system for better product handling. We also put into operation the new industrial wastewater treatment system from the washing site, in order to comply with current environmental regulations and improve environmental performance.



**Donation of bulk sweeping residues:** We began donating bulk sweepings, rubber (tires) and wood, supporting communities in the area of influence and beyond. This strategy also prevents the expenses associated with the possible disposal of these residual materials and encourages circularity in the second use of materials.



**Agreement with the Environmental Authority with a novation process:** We reached an agreement with the environmental authority with a novation process (substitution of a new obligation for a previous one, which is therefore terminated), for compliance with the obligations associated with the forest harvesting permits.



**Training in ophidian management:** The first training in snakebite accident and ophidian management was given at the headquarters in order to reduce the health risks associated with encounters with these species, as well as the proper management of local fauna.



**Occupational health and safety (OSH) campaign:** We conducted a safety campaign focused on strengthening self-care, compliance with safety standards and the use of personal protective equipment for our own employees and contractors. This activity was replicated in the different port facilities.



**Strengthening safety in high-risk tasks:** We worked to strengthen compliance with standards for high-risk tasks such as work at heights, hot works, load lifting and confined spaces. With the updates made to the risk analysis and work permit documents, we were able to have more control over this type of work. In addition, two mobile structures were installed for the tarping and untarping of vehicles with lifelines, in compliance with the guidelines of Resolution 4272 of 2021.



**Improved signage:** Safety, emergency and pedestrian path signs were installed in different areas of the port facility.



**SafeRePORT App:** We promoted participation in the reporting of unsafe acts and conditions through the SafeRePORT App, which is currently under development in the "Océano Azul" (Blue Ocean) corporate innovation program.



**Fire emergency at the liquids plant:** Between December 21 and 24, 2022, a fire occurred at the liquids plant operated and controlled by Bravo Petroleum. The municipal and maritime authorities acted permanently to attend to and control the emergency. As of the date of publication of this report, investigations into this matter have not been completed. The plant is inactive at the moment and COMPAS is verifying that Bravo Petroleum reinforces the control mechanisms in order to avoid similar situations.



## » Goal Tracking

Goals set	Progress and results for 2022
To improve coal and coke loading rates, as well as general cargo unloading rates	<p>Coal and coke rates will improve once the shiploader upgrading project is completed. The completion date is set for May 9, 2023.</p> <p>For the time being, by using strategies such as temporary storage near the current hoppers, we have been able to maintain the agreed net rates. Likewise, in general cargo, with the implementation of our own equipment, we have made progress in improving unloading rates.</p> <p>We expect to move from an average rate of between 208 TPH and 250 TPH to between 600 TPH and 800 TPH as of the aforementioned date.</p>
To complete the mechanization of the belt system	<p>With the execution of the 403-belt upgrading project and the implementation of a new 61 m3 feeder point with the capacity to directly receive the cargo of 3 tractor-trailer trucks, coal and coke loading rates per belt will be improved. This will allow reaching design rates of up to 800 tons per hour (depending on the type of product), with real-time loading monitoring by dynamic scale and operation from the belt control center.</p>
To strengthen electronic security systems	<p>We acquired 33 portable radios and a repeater, which has ensured optimal communications in all land and maritime operations.</p> <p>The first international security drill was carried out with Intership Navigation Co. The event was attended by the directors of the shipping company, COMPAS directors, civilian and military authorities and the General Maritime Directorate. The drill was a milestone in port security for the Company and DIMAR (Colombian Maritime Authority), as it was the first time that a port terminal in Colombia has coordinated security directly with the security officers of the shipping lines.</p>
To manage accident rate indicators in order to have zero (0.0) frequency and severity rates by the end of 2022	<p>The accident frequency rate decreased by 46.05% compared to last year, from 3.29 in 2021 to 1.76 in 2022.</p> <p>This was achieved by strictly following the manual of high-risk tasks for special activities such as heights, load lifting, confined spaces, control of hazardous energies, among others. It was also achieved by the identification of hazards and risk control in all operation, maintenance and project activities.</p>

## » Challenges for 2023

- ✓ **To strengthen the implementation of the safe behavior policy for our own and the contractors' personnel:** The objective is to strengthen safe behavior patterns and correction criteria when non-compliance with HSSE (Health, Safety, Security & Environment) guidelines and standards is identified. The aspects that will measure the effectiveness of compliance with this policy are framed in terms of improving conduct, assertive communication, behavioral follow-up and compliance with protocols.
- ✓ **To triple the coal and coke loading rate:** The operation of the main feeder will allow continuous dosing of the material under load. Our goal is to improve the loading circuits to ensure that vehicles always unload into the hopper. With this improvement, we expect to achieve loading rates of up to 600-800 TPH, significantly exceeding the current maximum of 250 TPH.
- ✓ **To optimize the receipt and dispatch of coal and coke:** We are looking to install lighting in the coal yards to ensure a safer nighttime receipt of the material. Likewise, the transit of vehicles carrying cargo to be shipped will be more agile with this important location improvement, as the visibility of the transited areas will be improved.
- ✓ **To optimize particle collection in coal and coke loading:** With the change of the 403 belts, it will be possible to adjust the equipment that allows the product to be stacked at a single point, improving order and cleanliness, collection times and personnel health by minimizing their exposure to particulate matter.
- ✓ **To reduce risks in storage yards due to lack of lighting:** We want to improve the lighting in A (coal yard) E100, E400 and back yards, with the installation of new LED lights that will improve working conditions and reduce the risks to which we are exposed due to this deficiency.
- ✓ **To improve equipment repair times, operational availability and personnel knowledge:** New maximum and minimum stock levels are established for critical equipment spare parts, improving delivery times and a repair that starts almost as soon as the need arises.
- ✓ **To maintain the decrease in accident rates:** We will do this by strengthening the safety culture, identifying hazards, as well as eliminating and reducing risks.
- ✓ **To strengthen the Strategic Highway Safety Plan (SHSP):** We seek to implement the activities included in the five pillars of road prevention, complying with the legal requirement to implement the pillars defined in the SHSP.
- ✓ **To strengthen the inspection program (daily, routine and cross inspections) with the participation of leaders from the different areas:** We will do this with the objective of timely identification of acts, substandard conditions and preventive risk management in all activities that are executed, in compliance with the policy of safe behavior.

- ✓ **To strengthen circular economy processes:** We want to expand partnerships with foundations and non-profit organizations to reinforce circular economy processes such as the donation of elements left over from operations: bulk sweepings and wood, to be used responsibly and destined to improve the conditions of the communities of influence.
- ✓ **To improve domestic wastewater management:** We will do so by implementing solutions in accordance with current national regulations.
- ✓ **To increase closed-circuit television (CCTV) coverage:** We seek to implement projects to increase CCTV coverage in the coal storage yards and bulk warehouses.
- ✓ **To advance the “Océano Azul” (Blue Ocean) project:** We want to successfully execute the pilot plan for the reengineering of access control to the terminal and to the motor-ships, with documentary access control systems and portable biometric readers for the motor-ships.
- ✓ **To ensure the security of the Corporate Building project:** We will manage and execute the electronic security projects necessary to guarantee the security of the new offices in the corporate building.
- ✓ **To manage security coordination with shipping companies:** We are looking to increase the number of shipping companies with which we coordinate and make direct protection agreements.
- ✓ **To increase steel unloading rates:** This will be achieved with the implementation of new lifting equipment for unloading and with improvements in personnel and supplier equipment.
- ✓ **To improve vehicle dwell times:** We seek to reduce the terminal dwell time for coal and coke vehicles from 2.9 to 2.5 hours by optimizing the scheduling of appointments and resources. We also plan to reduce the dwell time for bulk food vehicles from 2.4 to 2.0 hours with the implementation of the canopy structures. In addition, we want to maintain the dwell time for general cargo vehicles at 2.0 hours by implementing measures to reduce multiple schedules that extend the time.
- ✓ **To initiate the unmanned scales project:** The terminal’s scale No. 5 is the first scale designed and built to be unmanned and it is expected that this year all the others will be connected to an operation center, reducing the number of personnel required and streamlining maintenance, planning and control of weighing equipment.



# Cartagena Terminal

### Handled motor-ships



### Tons mobilized



Type of cargo	2020	2021	2022	Variation
Containers	626,338	793,583	696,515	-12%
Bulk food	319,048	377,430	226,420	-40%
General cargo	70,022	234,073	266,018	14%
Non-food bulk	140,183	256,911	208,978	-19%
<b>Total</b>	<b>1,155,591</b>	<b>1,661,997</b>	<b>1,397,931</b>	<b>-16%</b>

### Type of cargo mobilized



## » Management Highlights

The COMPAS Cartagena terminal handled a total of 1,397,931 tons of cargo during the year, with an agile and efficient operation in terms of container transportation. Although the levels of cargo moved were 16% lower than those recorded the previous year, the port facility maintains high standards of productivity and effectiveness in serving its customers.

Some of the highlights of the year at this terminal were:



**Record domestic container movement:** We achieved a record productivity of 86 container movements per hour.



**Reduction in the average time a container remains in port:** The average dwell time (time the container spends in port) of ships at the terminal was 56.5 hours. Container dwell time decreased 5% compared to the previous year, demonstrating the terminal's dynamic container storage capacity.



**Increased operational efficiency:** General cargo operational efficiency during 2022 was 134% (34% higher than initially budgeted) and the average operational rate was 91.56 MT/Hour (metric tons per hour).

The operational efficiency of the bulk food cargo was 121% (21% higher than initially budgeted).



**Attention to diverted ships:** 62 ships were attended at COMPAS Cartagena whose initial destination was another port (Barranquilla), and which had to divert their course due to damage to their primary destination. These diversions represented 250,000 MT (metric tons) for the year.



**Results in containers:** During 2022, there were important changes in the container operation. With the resumption of the operation of CCTO, a joint venture carried out in alliance with APM Terminals, a major container shipping line decided not to continue using the services of this terminal. Despite this, the situation had a positive effect, as it attracted new customers and services.

**New software for container operation:** In 2022, the process of implementing the Navis 4 software, a modern and competent system for the operation of containerized cargo, began. It replaced the Argos software.

**Availability of equipment for operation at the docks above the target:** We achieved an operational availability in dock equipment (mobile harbor crane - MHC, spreader - device to grab containers with the mobile crane and rotators or crane rotating hooks) above the target 99.34% (target 98%), meeting the demand required by the operations area.



**Upgrade of the Oracle EAM maintenance module (maintenance software for asset management):** We updated the software with the maintenance plan for port equipment, bulk plant equipment and scales, in order to optimize maintenance to increase reliability and availability of assets.

- ✓ We updated the equipment tree from a 3-level structure to a 5-level hierarchy.
- ✓ We updated the standard of work and execution cycles and frequencies.
- ✓ We updated and configured the work order formats.



**New port equipment:** We received new port equipment for terminal use: a Liebherr 520 mobile or land crane. With this new equipment, the terminal increases its operational capacity from four to five land cranes.



**Strategic technological plan (replacement and updating of equipment):** We prepared a strategic plan for equipment replacement and upgrading from 2022 to 2025. This plan included the following updates carried out in 2022:

Upgrading and repowering of port cranes MHC01 and MHC02 with replacement of the power unit.

- ✓ Updating and repowering of the lifting system for top loaders and reach stacker equipment.
- ✓ We designed and built a new cooling chamber to operate from -30°C to +30°C.
- ✓ We also expanded the current operating space by 100% from 67.5 m<sup>2</sup> available to 135.3 m<sup>2</sup>, per cooling chamber, and adapted two cooling chambers for a total of 270.6 m<sup>2</sup>.
- ✓ We installed an air-conditioning chamber for personnel access to the cooling chambers.
- ✓ We implemented a cooling system to increase the care of the cold chain.
- ✓ We upgraded the equipment control system of the vertical bulk plant, implementing a PLC (programmable logic device) and a SCADA (supervisory control and data acquisition) system to control the on/off sequences of the equipment's drive units.

By 2023, the plan includes the acquisition of new yard equipment:

- ✓ 5 reach stacker units of 45 tons each for container operation.
- ✓ 12 terminal tractors of 70 tons for cargo transportation.
- ✓ 12 bomb cart type trailers for cargo transport.
- ✓ 1 stinis overheight frame for handling large cargo containers (open top or flat rack).
- ✓ 1 9-ton clamshell grab for bulk cargo handling.

2023 Upgrade Plan:

- ✓ Upgrades to the lifting system of the ship-to-shore cranes (MHC02 and MHC01).
- ✓ Ship-to-shore crane spreader upgrade to TTDS technology (twin twenty detection system) and PLC upgrade (increased safety and reliability of operation).
- ✓ Upgrading of the electric generators of ship-to-shore cranes for greater reliability in power generation.
- ✓ Implementation of a system against atmospheric discharges in ship-to-shore cranes (lightning protections MHC).
- ✓ Upgrade of 6 tractor-trailer units (overhauling, engines, transmissions, cabs).
- ✓ Upgrade of 4 truck scales to electronic technology under the OIML (International Organization of Legal Metrology) standard (higher resolution, lower error rate and increased reliability).
- ✓ Mechanical, electrical and electronic upgrading of the horizontal and vertical bulk plant equipment, to increase the plant's reliability and availability.



**Process automation:** We implemented an electronic card and QR code system in the scales, which favor the automation of inventory control processes and the entry of cargo vehicles into the terminal.



## » Follow-up of the Goals Set

Goals set	Progress and results for 2022
To unify the environmental management of the COMPAS Cartagena terminal	The terminal's environmental management was successfully unified with the integration of the occupational health and safety areas, which strengthens health, safety and environmental management.
To maintain the operational standards of the COMPAS Cartagena terminal	With the resumption of CCTO's operation, the organization was able to maintain its operational standards as a multipurpose container terminal.
To establish at least one neighborhood emergency committee in the terminal's area of influence	Due to factors beyond the Organization's control, it was not possible to establish a neighborhood emergency response committee. We expect to meet this goal by 2023.

## » Challenges for 2023

- ✓ **To establish at least one neighborhood emergency committee in the terminal's area of influence:** The aim is to accompany the community neighboring the terminal in the establishment of the Neighborhood Emergency Committees (COMBAS), with the support of the Advisory Office for Disaster Risk Management of Cartagena.
- ✓ **To build collection centers for the proper disposal of solid waste at the terminal:** In order to achieve an adequate management of the solid waste generated at the terminal, we will build collection centers for ordinary waste, usable waste, hazardous waste and grain sweepings.
- ✓ **To strengthen the environmental education program:** The aim is to emphasize environmental education interventions with external personnel and with all the communities in the area of influence of COMPAS Cartagena, so that periodically there is evidence of the development of initiatives that promote the care and protection of the environment and have a favorable impact on the surroundings.
- ✓ **To plant at least 2 trees for each employee of the COMPAS Cartagena terminal:** We seek to promote ecological restoration through the planting of trees and the creation of forests, stimulating environmental awareness and environmental civil responsibility of companies, in compliance with Law 2173 of 2021.
- ✓ **To continue the process of replacing port equipment:** with the acquisition and start-up of 5 reach stackers, 12 terminal tractors and 12 port trailers (bomb cart).
- ✓ **To standardize failure reports in the Oracle EAM maintenance module:** design, standardize and configure EAM to record failure reports of port equipment, bulk plant equipment and scales, allowing the extraction of failure reports and statistical reports.
- ✓ **Update EAM with new assets (equipment to be acquired in 2023):** In accordance with the 2023 equipment purchase plan, it will be necessary to update the list of equipment, maintenance plans and associated accounting records for the control and management of terminal assets.

# Aguadulce Terminal

## Handled motor-ships

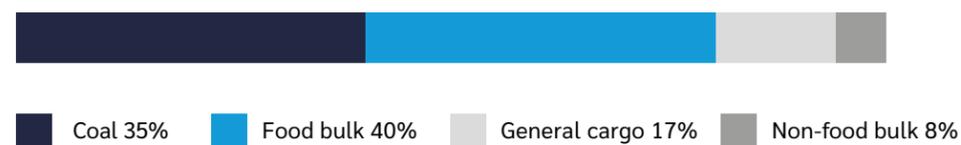


## Tons mobilized



Type of cargo	2020	2021	2022	Variation
Coal	319,737	441,972	488,080	10%
Bulk food	595,630	578,984	567,249	-2%
General cargo	280,720	353,129	236,723	-33%
Non-food bulk	245,347	165,417	105,955	-36%
<b>Total</b>	<b>1,441,434</b>	<b>1,539,501</b>	<b>1,398,007</b>	<b>-9%</b>

## Type of cargo mobilized



## » Management Highlights

In summary, during 2022, **1,398,007 tons of cargo were mobilized in 62 motor-ships handled**, with a higher participation in bulk food and coal cargoes. With respect to the latter, there is a 10% increase compared to 2021, which shows that this terminal continues to be the best option for coal customers. This was achieved taking into account the 14.5-meter draft at low tide, a positive factor that has allowed the loading of up to 78,000 tons of coal.

In addition, the following are the main operating results in the management of the terminal during 2022:



**Improvement of internal roads:** We began work to improve the internal roads, which were in poor condition in several critical sectors of the operation. These improvements guarantee safe operating conditions as well as agility in the vehicle dispatch and receipt processes.



**Terminal protection:** In accordance with the goals set for 2022, we met the objective of zero protection events, thus guaranteeing the safety of infrastructure and motor-ships, the integrity of cargo and people.



**Occupational Health and Safety (OHS):** Anchor points were installed, and a mobile structure was built to perform vehicle tarping work. This structure will also be used to work with horizontal and vertical lifelines.

Likewise, vertical and horizontal signs were installed and demarcated as part of the Strategic Highway Safety Plan (SHSP). This included the demarcation of zebra crossings, pedestrian paths, speed limits, among others.



**Construction of a dressing room:** A dressing room was built for staff welfare to ensure sanitary needs.



**Increased rainwater harvesting capacity:** The rainwater harvesting capacity increased, resulting in a better use of this resource and a reduction in the purchase of water from tanker trucks.



**Waste management:** Compared to 2021, there was a 51% decrease in ordinary waste and 3.87% decrease in hazardous waste. As for recycled waste, there was an increase of 190% due to good segregation in order to increase the use of this type of material.

## » Goal Tracking

Goals set	Progress and results for 2022
To improve efficiency in the unloading of food grains	Thanks to the planning carried out with the commercial management prior to the arrival of the motor-ships, unloading rates of up to 12,000 tons per vessel were achieved. This was possible as long as there was space to store the cargo, and the importers complied with the direct removal of the merchandise. The preventive support of the maintenance area has been an important factor in meeting this challenge.
Implementation of the 5S program in the maintenance workshop	We met this goal through the management of the maintenance process with the support of the HSE area.
Implementation of an automatic wetting system on the coal loading belts	Together with the client, we reached an agreement to improve the humidification inside the yard, applying sprays on the coal piles and on the shipment, in order to avoid trauma to the mechanized system.
Electronic weighing tickets for vehicles picking up cargo or bringing cargo into the terminal	We made the development so that the client and the transport company can download the ticket from the COMPAS web portal. In the same way, each driver can use his/her Smart Phone to download the ticket.
To increase rainwater harvesting	We built a drinking water treatment plant in the south shed, with a capacity to treat 1 liter per second. In this way, water quality is guaranteed to meet the demand for domestic and industrial use at the terminal. We also expanded our storage capacity with a volume of 30,000 liters of captured water and 20,000 liters of treated water.



## » Challenges for 2023

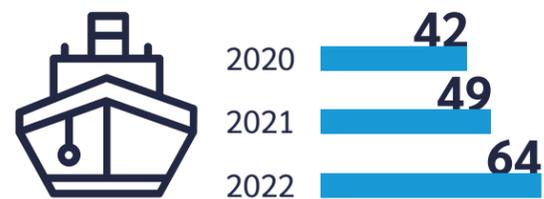
The following is a description of the continuous improvement challenges we set for the COMPAS Aguadulce terminal:

- ✓ **Mobilized cargo:** Thanks to the progress made with Sociedad Puerto Industrial Aguadulce (SPIA) to use dock 2 more frequently, we have taken on the challenge of handling non-food bulk and general cargo motor-ships in that position. This will allow us to increase cargo volume and revenues. In this way, position 1 will be available for the loading of coal motor-ships and the unloading of bulk food. Thus, we will be able to meet the budgeted cargoes per month and avoid the loss of motor-ships due to lack of dock availability.
- ✓ **Operational efficiency:** To comply with the 2023 cargo budget: Meeting the 2023 cargo budget of 500,000 tons of coal and 700,000 tons of bulk food is a major challenge. However, with the collaboration of the entire support team, excellent internal logistics and good coordination with customers, we will achieve this goal.
- ✓ **Coal receipt:** We will change the operating model for coal handling. We will use rented equipment and contractor support to receive trucks and clean the mechanized system. This action will be led by the operations area and will focus on improving receiving and loading yields to motor-ships.
- ✓ **Portable crushing system for coal:** As a preventive and support measure for the reception of vehicles for unloading coal, we will manage the acquisition of a portable crusher for the reception of the cargo, which must have a granulometry of 0x50, as required by the clients. This system will also serve as a buffer to increase the daily receipt and will give the maintenance area more time options to intervene the mechanized system.
- ✓ **Mooring dolphins:** To construct two additional mooring dolphins located towards the Aguadulce estuary.
- ✓ **Sump project:** To construct a sump system for the receipt of bulk food, in order to increase the performance of the motor-ships and receive cargo from a motor-ship berthed at dock 2.
- ✓ **Attention to drivers:** To continue improving the waiting area for drivers, which is expected to have snack machines so that they have the option of acquiring food more easily at any time of the day.
- ✓ **Permanence of vehicles at the terminal:** To continue improving the time that vehicles remain inside the terminal with good planning for the removal of cargo, with the goal of providing service to each vehicle within a maximum of two hours.
- ✓ **Decanter design and runoff water improvement:** We seek to increase waste recovery by 5%. The consultancy for the design of the second decanter, the perimeter filters for the coal yard and the improvement of the slopes of the perimeter channels for the treatment of runoff water contaminated with fines or coal particles is scheduled to be completed.



# Tolú Terminal

### Handled motor-ships

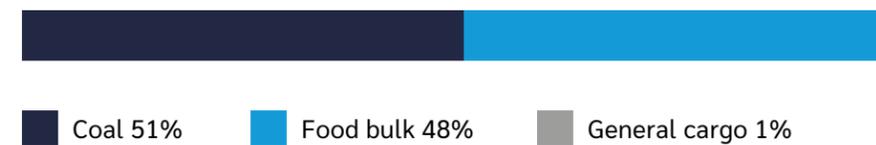


### Tons mobilized



Type of cargo	2020	2021	2022	Variation
Coal	237,097	436,024	894,163	105%
Bulk food	774,378	649,339	843,773	30%
General cargo	634	5,511	12,035	118%
<b>Total</b>	<b>1,012,109</b>	<b>1,090,874</b>	<b>1,749,971</b>	<b>60%</b>

### Type of cargo mobilized



## » Management Highlights

During 2022, the COMPAS Tolú port facility mobilized **a record of 1,749,971 tons**, thanks to the terminal's operational efficiencies and increased installed capacity. It is worth noting the significant participation of coal and bulk food cargoes, which have consolidated the port as a key player in the logistics of these inputs.

The main results of the operation during 2022 include the following:



**Achievement of goals:** We exceeded the budget for tons mobilized, reaching 117% of the planned goal, with a 60% increase compared to the 2021 operating results.



**Reduction of accident rates:** The accident rate was reduced by 25%, thanks to the rigorous implementation of strict industrial safety measures and the commitment of our employees to maintain safe operations at all times.



**Control and efficiency of operating costs:** Subcontract costs were managed rationally, allowing us to achieve better results than planned. As a result, costs per tons mobilized decreased by 2.1% with respect to the budget due to efficiencies implemented in all operations.



**Installation of a fall protection system:** The number of anchor points, lifelines and structures for vehicle tarping/ untarping increased, complying with the requirements of Resolution 4272 of the Ministry of Labor to avoid the risk of falls from working at heights.



**Improvements in bulk receiving hoppers:** The terminal's receiving hoppers were optimized with a motorized telescopic function and a variably controlled opening for the entire current machining system. In this way, it is possible to reduce movement times and optimize resources, which is reflected in the unloading rate of the operation.



**Strengthening of natural barriers:** The port's natural barriers were strengthened with 150 species native to the region around the entire boundary of the port facility, increasing protection against the dispersion of particulate matter outside the operation.

## » Goal Tracking

Goals set	Progress and results for 2022
To improve coal loading performance	We acquired a new geared motor system for the bc21 and bc22 coal belts and replaced the conveyor belts for both. This was done to ensure equipment and operational reliability.
To increase bulk food storage capacity	We received the three vertical metallic silos and were able to increase the storage capacity for bulk food by 27,000 tons, which positively impacted the final results of cargo moved through this terminal.
<b>External coal yard project</b>	Construction of the external coal yard was completed, along with the corresponding environmental barriers. However, coal storage activities have not yet begun in the external yard, despite having met all the requirements of the Corporación Ambiental de Sucre (Sucre Environmental Corporation). Permanent communication channels are maintained with the environmental authority to expedite procedures and obtain authorization to start operations.
Construction of a sump for handling bulk food	This work was received during 2022 and has allowed direct service to bulk motor-ships at dock 2, incorporating the cargo directly to the grain system. This frees up occupancy at dock 1, which is now mostly available for the handling of coal motor-ships, facilitating efficiencies in the handling of both types of cargo.
Improvements in bulk food infrastructure	Reinforcements were made to the towers of belts 5 and 6 for loading and unloading of bulk food.
Dock 2 bitts and buoys	We received two bitts for strategic locations within the mooring area of the vessels, which has increased the safety level of the vessels while moored to the dock.





## » Challenges for 2023

In order to maintain and consolidate the operating results of the COMPAS Tolú port, we have set the following challenges for 2023, focused on continuous improvement:

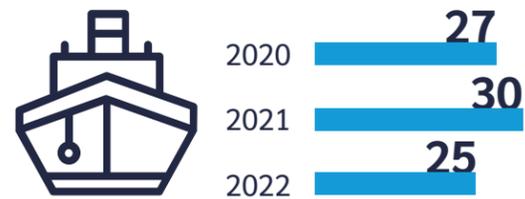
- ✓ **Improvements in coal loading rate:** After the delivery of the Retrofit project, we expect to improve the current loading rate of coal loading activities.
- ✓ **To increase coal receipt capacity:** After the delivery of the external coal yard project and the artificial barriers in yards 3, 4 and 5, we expect to go from 89,000 to 250,000 tons of storage.
- ✓ **Bulk plant improvements:** We want to finish with the overall improvement of the bulk plant and sensor automation.
- ✓ **New hoppers for grain receipt:** We want to adapt two mobile multipurpose bulk receiving hoppers with a capacity of 35 m3 each for the attention of motor-ships located at dock 2.



# Cascajal

## Terminal

### Handled motor-ships



### Tons mobilized



Type of cargo	2020	2021	2022	Variation
Bulk food	683,123	620,423	605,793	-2%
Non-food bulk	49,705	69,528	111,085	60%
<b>Total</b>	<b>732,828</b>	<b>689,951</b>	<b>716,878</b>	<b>4%</b>

### Type of cargo mobilized



## » Management Highlights

In 2022, the COMPAS Cascajal terminal handled a total of 25 motor-ships, mobilizing **716,878 tons of cargo**, representing an increase of 4% over the previous year. This increase is due to the economic reactivation of the country after the pandemic. Of the total cargo mobilized, 85% corresponded to bulk food and 15% to non-food bulk. With these results, we achieved 91.6% compliance with the projected cargo volume.

In the integral management of the port facility, the following operating results for the year stand out:



**Storage capacity expansion project:** During August 2022, we began work on the expansion of the terminal's storage capacity. This project will add two new metal silos with a capacity of approximately 6,500 tons each, which will be interconnected to the current infrastructure by means of an extension of the existing transfer systems for filling and emptying silos. We plan to start operations in December 2023.

In addition, the project includes the construction of two mooring dolphins for the stern and bow, replacing the current mooring buoys, which will be operational by April 2023.



**Occupational Health and Safety (OHS):** Fall protection systems were installed to mitigate the risks associated with working at heights. Among these, anchor points and vertical lifelines were installed in storage silos, access ladders and elevators.

Acrylic traffic paint was applied to floors and vertical road signs were installed to comply with the terminal's Strategic Highway Safety Plan (SHSP).



**Improvements in critical equipment:** We performed the replacement of critical equipment for the receipt of motor-ships, such as the chain conveyors TC17, TC23, TC22, TC20, as well as the cones in the three receiving hoppers, the E5 bucket elevator, and the hopper conveyor #2, which was rebuilt.

In addition, a containment gantry was designed, fabricated and installed in warehouse 1 to achieve greater efficiency in the storage of bulk food.

We also upgraded the sodium carbonate receiving line, increasing productivity by 33%, making changes in motors, reducers and belts of the transfer system.



**Fire protection system:** Maintenance was performed on the diesel engine of the firefighting plant, the spray monitors were repaired, the plant house was adapted, the pump was repaired, the control panel was changed, and performance tests were carried out, leaving it in optimum operating conditions.



**Update to the technical operating conditions regulation (RCTO, by its Spanish acronym):** We updated the technical operating conditions regulation (RCTO) to be submitted to the authorities, including changes to the storage capacity expansion project.



**Environment:** We made adjustments to the bulk transfer equipment to reduce the generation of particulate matter and comply with the parameters established in Resolution 2254 of 2017.

In the management of hazardous waste (RESPEL) and ordinary waste, there was an increase in generation compared to 2021. In the case of recycled waste, there was an increase of 30%, which in any case meant a greater volume of utilization.

## » Goal Tracking

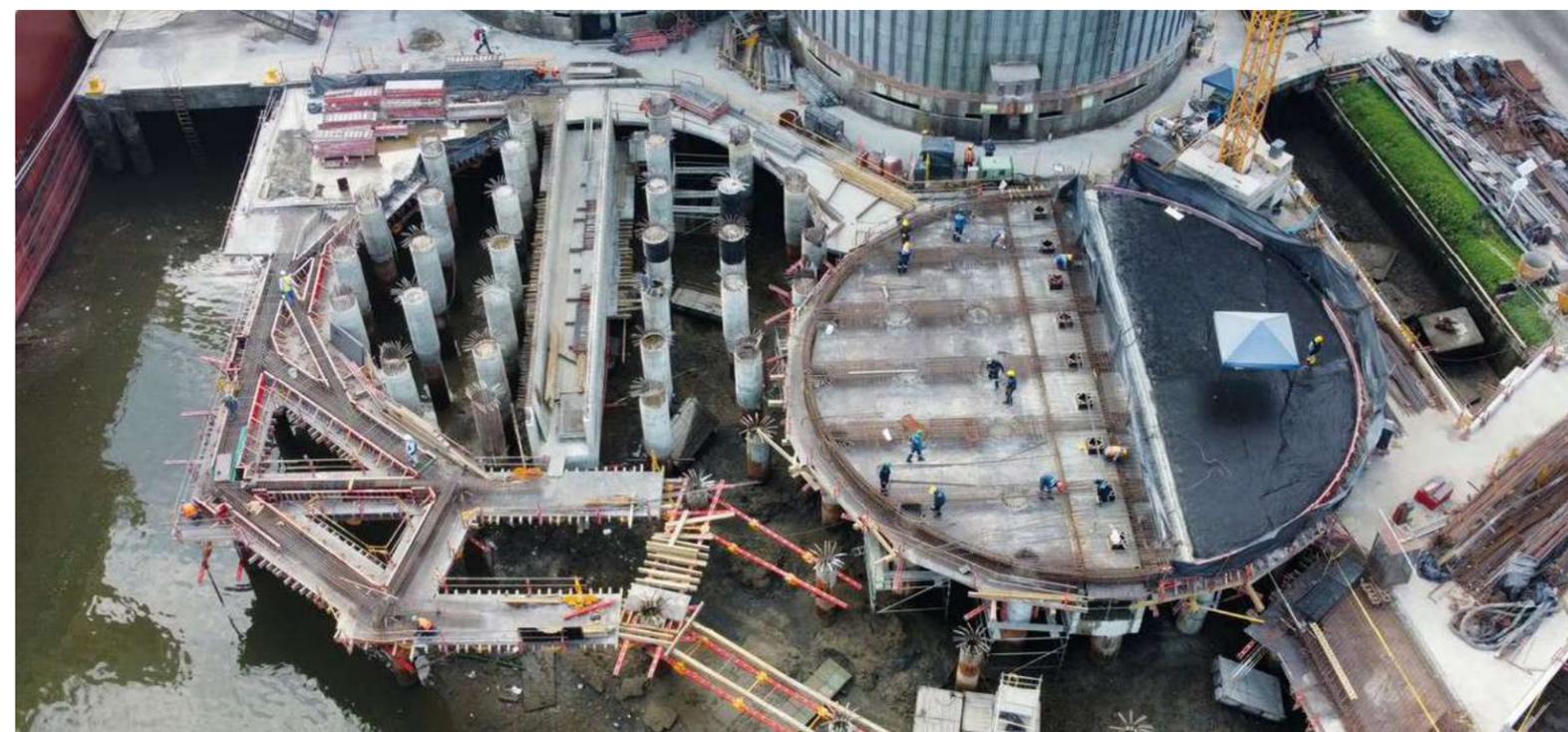
Metas planteadas	Avances y resultados 2022
Goals set	Progress and results for 2022
Improvements to warehouse roofs	In November 2022, we began changing the roofs of all the bulk food warehouses, activities that will be completed in April 2023.
CCTV improvements	We were able to expand CCTV coverage in 50% of the facilities. We will also continue to make improvements in 2023.
Improved access control	It is in the process of improvement for 2023.
Enclosure of weighbridge scales	All the terminal's dispatch points were enclosed, allowing vehicles to be dispatched in moderate rainfall.
Fall protection	The fall protection systems were installed to mitigate the risk of working at heights.
Strategic Highway Safety Plan (SHSP)	The SHSP was completed in December 2022, with the installation of vertical and horizontal signs, zebra demarcation, pedestrian paths, speed limits, among others.
Wastewater treatment plant (WWTP)	We carried out the bidding process for the work of the wastewater treatment plant (WWTP) to comply with the parameters established in Resolution 883 of 2018 - national regulations for discharges to a marine waterbody. In addition, the designs for the optimization of the WWTP and the reduction of discharge points at the branch were completed.

## » Challenges for 2023

By 2023, the Cascajal COMPAS terminal will face challenges of continuous improvement in the following management elements:

- ✓ **Mobilized cargo:** To increase by 4.2% the cargo to be mobilized compared to 2022. We estimate an increase of 18% for non-food bulk and 10% for bulk food.
- ✓ **Storage capacity expansion:** To increase the storage capacity of the COMPAS Cascajal terminal, using CIAMSA's warehouse with a nominal capacity of 22 thousand metric tons.
- ✓ **Improvements in truck scale:** We are looking to digitalize the incoming truck scale and rebuild the support blocks, in order to have a weighing station with sensors, traffic lights and cameras for greater weighing security and lower maintenance costs for this equipment.
- ✓ **Improvements in warehouse dispatch equipment:** The TC9, TC10, TC13 and TC 14 chain conveyors will be replaced to improve efficiency in the dispatch of vehicles from warehouses 1 and 2.
- ✓ **Improvements in receiving equipment:** We will replace the TC19 chain conveyor, critical equipment for unloading of motor-ships to silos and/or direct dispatches.

- ✓ **Improvements in receiving equipment:** We will present the project to replace the chain conveyors for filling bulk food warehouses with a belt equipped with a tripper system that will result in lower energy consumption, lower maintenance costs, increased unloading rate, lower risks to product quality (mixtures, leaks) and better use of space in the warehouses.
- ✓ **Occupational Health and Safety (OHS):** We seek to reduce the accident rate by 10% and maintain the trend of occupational illnesses at zero.
- ✓ **Port operators:** We will seek quotations and the possibility of contracting other port operators in order to improve rates and availability of operators.
- ✓ **Product rotation:** To work with the commercial area and with customers to improve the rotation of bulk food in three days.
- ✓ **Assistance to drivers:** We will provide a rest area for drivers that meets their basic needs. We will install snack and coffee machines with 24-hour availability.
- ✓ **Vehicle service:** To implement RF Access points to avoid manual records and improve internal vehicle logistics times, minimizing errors and reducing paper consumption.
- ✓ **Vehicle dwell times:** To work on reducing vehicle service times, in order to improve and reach the goal of 1.8 hours per vehicle.
- ✓ **Environment:** To continue with the improvement, adaptation and enclosure of the cargo transfer equipment to minimize particulate matter emissions. To build a collection point for usable waste. To reduce the generation of ordinary, sweepings and hazardous waste. To increase waste recovery by 5%.





# Supply chain responsibility

**GRI 2-6**

COMPAS facilitates the integration of processes, companies and other relevant actors involved in the delivery of goods and services. The Company's operations are oriented to maximize the value proposition delivered to its customers and guarantee the continuity of the operation, based on ethical principles that ensure transparency and honesty for mutual benefit, as well as high standards of quality and service.

In this context, the strategic management of the actors in the supply chain is an element that contributes directly to the control of operational risks, facilitating the anticipation of possible failures in the delivery of products and services, as well as efficiencies in operating costs. In addition, this management ensures greater profitability for the Company, with the acquisition of quality products at the right time and place, considering the best economic conditions in the market.

**Main categories of suppliers involved in the COMPAS supply chain:**

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>○ Travel Agency</li> <li>○ Food</li> <li>○ General, industrial and environmental cleaning</li> <li>○ Portable restrooms</li> <li>○ Fuel</li> <li>○ Equipment</li> <li>○ Hardware items</li> <li>○ Personal Protective Equipment - PPE</li> <li>○ Electrical elements</li> <li>○ Temporary Service Companies - (Empresas de Servicios Temporales, EST)</li> <li>○ Unregulated energy</li> <li>○ Filters</li> <li>○ Fumigation</li> </ul> | <ul style="list-style-type: none"> <li>○ Waste management and disposal</li> <li>○ Environmental auditing</li> <li>○ Tires</li> <li>○ Lubricants</li> <li>○ Electrical and mechanical maintenance</li> <li>○ Metrology (scales)</li> <li>○ Environmental monitoring</li> <li>○ Maintenance of air conditioners</li> <li>○ Generator maintenance</li> <li>○ Technological equipment operator</li> <li>○ Logistics and port operator services</li> <li>○ Supply, maintenance and recharging of fire extinguishers</li> <li>○ Inland and maritime transportation</li> <li>○ Physical surveillance</li> </ul> |
|--|--|

The selection and commercial relations with suppliers are carried out according to the standards, policies and procedures established for such purpose, considering a thorough review of their legal documents and a detailed analysis in lists for the control of money laundering and financing of terrorism, prior to the registration and/or update in the supplier master.

In addition, in the annexes to the contracting manual, all suppliers are informed of the labor responsibility, safety, health, security and environmental provisions with which they must comply, in order to avoid associated negative impacts.

**Highlights of the Year**

During the year, we made progress in important strategic projects that expand the ports' operating capacity and are evidence of our efforts to strengthen our lines of work and our relationship with our customers::



**Supplier registration module:** Between June and October 2022, we implemented the supplier registration platform, a technological solution that allows us to automate this activity, moving from receiving basic legal and financial information from suppliers by e-mail to having them self-manage their registration through a web portal, filling out the online form and attaching the required documentation.

This application allows us to have more agility in the registration processes and facilitates the participation of suppliers in contracting and bidding calls.

The process consists of a pre-registration module for potential suppliers, which contains information and basic documents that are visible to suppliers and who can be categorized for subsequent selection processes, followed by the registration module, which validates the suitability of potential suppliers through basic commercial, legal and financial criteria.

The online supplier portal has been available since October 2022 and can be accessed from the COMPAS website at <http://www.compas.com.co/es/Proveedores-Compas/registro-proveedores> at no additional cost to suppliers.



**Bidding module:** Likewise, during the year we developed the virtual platform for the supply of COMPAS, a tool through which the different bidders will receive the invitation to quote in strategic negotiations or for larger amounts.

The platform will also allow the selection of suppliers considering technical, economic, HSE, service and other relevant aspects, keeping the information orderly, secure and through a transparent process that guarantees the confidentiality of the information and competition on equal terms for all suppliers. The live release of this application is projected for 2023.

**Performance evaluation module:** We also contracted and developed a module to evaluate supplier performance. This module will allow us to automate the evaluation process, follow up on action plans, and generate alerts for due dates. In addition, this will allow us to make comparisons with suppliers of the same category. The live release of this application is projected for 2023.



**PL Collab module:** In accordance with DIAN (Directorate of National Taxes and Customs) Resolution No. 000085 of April 08, 2022, as of July 08, 2022, we implemented the PL COLAB platform to receive electronic invoices from suppliers. Therefore, the mailing addresses for receiving invoices were changed.

In short, the platform is a solution that allows us to receive electronic documents in accordance with the standards defined by the DIAN, as well as the administration of several invoice reception mailboxes, the acceptance or claim of the invoice received for tax purposes, access to a web platform for the administration, consultation and downloading of invoices.



**Incorporation of CCTO as a subsidiary in the COMPAS procurement and contracting process:** With the acquisition of 100% of the shareholding of the port operator Cartagena Container Terminal Operator (CCTO) by COMPAS, we worked satisfactorily on the actions identified for the takeover of this subsidiary without affecting the relationship with suppliers and contractors.

In addition, we worked on strengthening the value chain, centralizing the purchasing process in a single organizational structure, with standardized processes, procedures and roles defined by COMPAS. This allowed us to establish as a negotiation strategy the standardization of goods and services with suppliers of the same category, always seeking to practice an economy of scale in order to obtain beneficial conditions for the Company.



**Purchasing and contracting plan:** In 2022, we developed approximately 43 negotiations of higher and greater amounts. In addition, we evaluated the performance of 145 critical suppliers considering HSE, timeliness and quality criteria.



### Local suppliers

GRI 204-1

	Suppliers	2021	2022	Variation
Amounts purchased	National	COP 118,977,595,189	COP 124,984,365,960	5%
	Foreigners	COP 122,313,647	COP 872,494,991	613%
	<b>Total</b>	<b>COP 119,099,908,836</b>	<b>COP 125,856,860,951</b>	<b>6%</b>
Number of suppliers	National	812	912	12%
	Foreigners	13	24	85%
	<b>Total</b>	<b>825</b>	<b>936</b>	<b>13%</b>



*In 2022, a total of 936 suppliers had a current business relationship with COMPAS. Of these, 912 (97%) are local suppliers and 24 (3%) are foreign."*

Local suppliers are identified as those that provide their services in Colombia and meet the criteria of proximity, accessibility and level of service with respect to the coverage area of the port terminals or COMPAS office. The relationship and acquisition of goods and services with these suppliers is fundamental to guarantee operations in the Company's areas of influence.

### Follow-up to Suppliers and Contractors

GRI 308-1, 308-2, 407-1, 408-1, 409-1

During the year, we registered 205 new local and 14 foreign suppliers in the Company's supplier master list. None were found to be registered on restrictive lists, nor did they present discrepancies in their legal documentation.

In addition, 165 new suppliers started working with COMPAS, which were selected based on criteria such as financial capacity, technical and economic evaluation, experience, environmental and social management systems, and others, depending on the nature of the service or good to be supplied.



*The estimated monetary value of payments actually made to suppliers during 2022 was COP 138,572 million."*

With these suppliers, we carry out a qualification process that takes into account compliance with environmental aspects of a regulatory nature, incidents and environmental requirements demanded by COMPAS. The performance evaluation of 143 critical suppliers identified that:

- ✓ On occasions, two suppliers in the operating area on the docking platform did not collect the dry product on time, which increased the generation of sweepings.

However, in general terms, we observed greater compliance by suppliers with applicable environmental regulations. We should highlight compliance with legal requirements, standards, procedures, training, aspects and impacts matrix, and the environmental management plan. In addition, suppliers show better compliance in the management of environmental impacts associated with the service provided in COMPAS, as well as in the control and proper handling of waste and in the reduction of emissions resulting from their operations.

Likewise, we did not detect any case of violation of the right to freedom of association and collective bargaining. We also did not identify cases of child labor or forced labor.

COMPAS and its subsidiaries are committed to creating and defending a work environment in which employees are treated with dignity and respect. Suppliers are expected to act at all times and occasions in accordance with the guidelines established in the Supplier Code of Conduct.

### Our Challenges

In line with the progress made in 2022 and the fulfillment of legal obligations, for 2023 we set the following challenges:

- ✓ **Supplier portal:** We want to update the data of 145 suppliers catalogued as high impact in 2022, through the registration module of the Strattegi platform.
- ✓ **Bidding platform:** We would like to implement at least 10 bidding processes during the launch of the virtual sourcing platform.
- ✓ **Performance evaluation platform:** We seek to implement and execute the performance evaluation of critical suppliers through Strattegi, allowing the parameterization of the Company's evaluation criteria, including different evaluators, generating qualification reports and follow-up of supplier improvement actions.
- ✓ **2023 CAPEX:** We will accompany and execute the 31 negotiations greater than 150 SMMLV that are part of the Company's Capex.
- ✓ **Service-Level Agreements (SLA) maintenance:** We are looking to fulfill the management of a minimum of 10 maintenance category negotiations.





# We are our customers' preferred logistics partner

- » Communication and Continuous Improvement for our Customers
- » Cargo Safety and Integrity
- » Innovation and Technology

# Communication and Continuous Improvement for our Customers

## » We are our customers' preferred logistics partner

Customers are undoubtedly one of the pillars around which COMPAS' activities revolve, both on a day-to-day basis and in the activities to come, including marketing and sales processes, investment in equipment renewal and infrastructure works, and negotiations with suppliers, among others.

Thus, achieving customer satisfaction is a priority for the Company. This goal is approached from various perspectives: commercial management, social and environmental aspects, quality in the provision of operational services, and relations with third parties such as suppliers and carriers. These are the perspectives that are taken into account at the time of strategic planning and that mobilize the permanent relationship with customers.



## » Highlights of the Year

### » Achievement of the target for tons moved

During the year, **7.4 million tons** were mobilized through COMPAS' network of **multipurpose terminals**, representing a 6.8% growth compared to 2021, when 6.9 million tons were handled.

### » Bulk operation in Tolú

With the unloading of **30,895 tons of yellow corn** from the motor-ship **Sheng Cheng Hai**, the terminal began operating the new battery of vertical silos for the storage of bulk food cargoes, with which the terminal completed a consolidated capacity of 67,000 tons for handling this type of cargo.

### » First bulk coffee filling operation at COMPAS Cartagena

As part of the Organization's commitment to satisfy the requirements of its customers, **we successfully expanded our service portfolio to include bulk coffee filling operations**, maintaining high standards of safety, quality, and efficiency.

### » COMPAS as port operator

**The Organization carried out port operations in other terminals in the country, other than those of the COMPAS port network.** In 2022, 5,000 tons of organic sugar were loaded in big bags on the motor-ship Basa 84, operated by Sociedad Portuaria Regional Buenaventura (SPRBUN). This confirms COMPAS' flexibility and innovative capacity to operate throughout the logistics chain.

### » Record in cargo handling

The motor-ship MN BBG WUZHON was handled at the COMPAS Aguadulce terminal and loaded with **76,150 tons of coal bound for Japan**. With the handling of this ship, we broke an operational record for the volume of tons moved.

In addition, the BULK CORAGEUS motor-ship was handled in Tolú, with **56,900 tons of thermal coal** for export to Morocco, with optimum operating efficiency.



### Expansion of the offer of shipping lines arriving at COMPAS Cartagena

A new service expands the range of shipping lines available through the terminal, allowing customers to access different markets located on all continents. Thus, the Organization continues to operate with high standards of service in the handling of containerized cargo to ensure its safety and integrity, contributing to the growth of imports and exports through this terminal.



### Launching of the COMPAS Lecture project

As part of the brand positioning process and understanding that today's university students are tomorrow's managers, customers, suppliers or strategic partners, the Organization launched this project that allows an approach to future audiences. It consists of taking advantage of university visits to the terminals to present the Company and the day-to-day operation.



## » Business Strategy

The customer service process is developed in a collaborative manner among all the areas with which they have contact, in order to maintain lasting bonds, as well as to deliver timely and accurate information on all stages of the operational process.

Depending on the emphasis of the communication and the focus of what is to be communicated, the Company has different channels:

- ✓ **Website:** To inform all users, including customers, about news and communications of the Organization. In addition, there is a CCR (complaints, claims and requests) platform through which customer requests are received.
- ✓ **General e-mail:** Newsletters and the COMPAS online newsletter sent monthly with news that the Company wants to highlight records broken, volumes achieved, participation in events, relevant information (adjustments in systems or procedures) and social activities.
- ✓ **Social networks:** LinkedIn and Instagram are the social networks that specifically target customers and through which comments on publications and concerns about the Organization and its processes are received.
- ✓ **One-to-one communication:** One-to-one communication between the sales representative and the customer is the foundation for building long-lasting relationships based on trust, teamwork and the guarantee of always having the support of a person who cares about them.

Seeking continuous improvement of commercial relations, COMPAS receives feedback from its customers through the system of requests, complaints, claims and requests (CCR) and the annual satisfaction survey. These inputs are considered for the annual planning of the commercial strategy and for the timely fulfillment of the Company's value promises.



*In 2022 COMPAS maintained business relationships with 1.840 customers who used the Company's infrastructure for the transportation of coal, bulk food and non-food bulk, liquid bulk, among others."*

## » Customer Satisfaction

For 2022, we achieved an overall satisfaction rate of 93%. In the survey, 29 client organizations participated. They highlighted, among other aspects, the ethics and trust generated by the Company's processes and customer service actions.

In response to the feedback received through this survey, during the year the Company made progress in the following actions::

- ✓ Emphasis on the creation and consolidation of a customer service department.
- ✓ Strengthening and emphasis on the Company's CCR system.
- ✓ We implemented an automatic response for the email address comercial@compas.com.co, immediately directing clients to the various channels and contact points the Company offers according to their general needs. This email is permanently monitored to respond to particular requests that are not configured as frequently asked questions in the usual support channels.

## » Our Challenges

### ✓ In the bulk food operation:

- To position the COMPAS Barranquilla terminal, with its new bulk food plant, as an alternative for handling this cargo in the city.
- To start up and commercialize the new storage capacity of the Cascajal COMPAS terminal.
- To continue the search for new warehouses and commercial agreements in Buenaventura with other organizations to expand installed storage capacity.

### ✓ Regarding the handling of coal and coal by-products:

- To work in coordination with the operational area of COMPAS Aguadulce, in order to optimize the process of receiving and unloading trucks, including the system for receiving and dispatching coal.
- To carry out joint work with the operational area of the COMPAS Barranquilla terminal to optimize the coal loading rate, which will speed up the process of attention of the motor-ships. Likewise, to improve the optimization of coal receipt and dispatch logistics, thus improving customer and/or end-user service.
- To optimize the space and resources available at COMPAS Tolú for the receipt and dispatch of coal.



### ✓ Regarding general cargo handling:

- In Aguadulce, to work together with the terminal's operational area to optimize operations.
- At a general level, to search for new alternatives and optimization of storage space to increase the volume and/or users of the terminals. In addition, to optimize the storage and dispatch processes of the merchandise.

### ✓ Regarding industrial bulk handling:

- In Aguadulce and Cartagena, to review product handling licenses and permit extensions.
- To search for and optimize available space for the storage of industrial bulk cargo in Cartagena.
- At a general level, to search for external storage areas to support and improve current operations, as well as their growth.

### ✓ Regarding container handling:

- To increase the volume of mobilized cargo.
- To promote the growth and strengthening of the special cargo service.
- To attract new shipping services.
- To build relationships and loyalty with current clients.
- To search for alliances and synergies with lines and carriers to provide value-added services for special customers.

✓ **At the project level:**

- To consolidate a new export project at the Tolú terminal, with the adequacy of its respective areas, yards, growth of storage areas and optimization of the loading and unloading systems.
- To improve storage areas at the Aguadulce terminal, support equipment purchases by clients, and optimize unloading operations.
- In Cascajal, to improve the operational and storage area.
- In Cartagena, to search for external storage areas and improve the portfolio of logistics services for the interconnection of the ports of the Atlantic Coast.

✓ **In customer service:**

- To consolidate the customer service area.
- To implement new services and expand communication channels.
- To speed up processes and reduce service times.
- To implement measurements and indicators.
- To optimize the customer portfolio with a focus on quality and service.

✓ **At a general commercial level:**

- To position the image of the terminals in the eyes of users: customers, cargo agents, customs agents, carriers and operators, among others.



# Cargo Safety and Integrity

“

*As a result, COMPAS has kept the number of incidents related to cargo security at zero. This has strengthened customer trust and enabled a more efficient and secure operation.”*

Cargo security and integrity is a crucial element for customers and represents a significant reputational and legal risk for the Company. Therefore, it is a key component of COMPAS's value promise and an integral part of our ongoing processes. We focus on maintaining high standards of safety, quality, and service to provide support, confidence, and certainty to our clients, suppliers, and other stakeholders involved in our operations.

Cargo security and integrity management at COMPAS efficiently and effectively links human elements with technological schemes and devices to articulate operational controls at all stages of the handling of different types of cargo, thus minimizing risks related to theft, incidents, improper handling and contamination of cargo.

The teamwork carried out by the Company's internal areas, as well as the synergies achieved with authorities, customers and business partners to achieve safety throughout the supply chain, stand out in this regard.

## Environmental Education

### International Ship and Port Facility Security (ISPS) drill

The first international security drill was carried out with Intership Navigation Co. The event was attended by the directors of the shipping company, COMPAS directors, civilian and military authorities and the General Maritime Directorate. The drill was a milestone in port security for the Company and DIMAR (Colombian Maritime Authority), as it was the first time that a port terminal in Colombia has coordinated security directly with the security officers of the shipping lines.

### Comprehensive drill with authorities and tugboat company

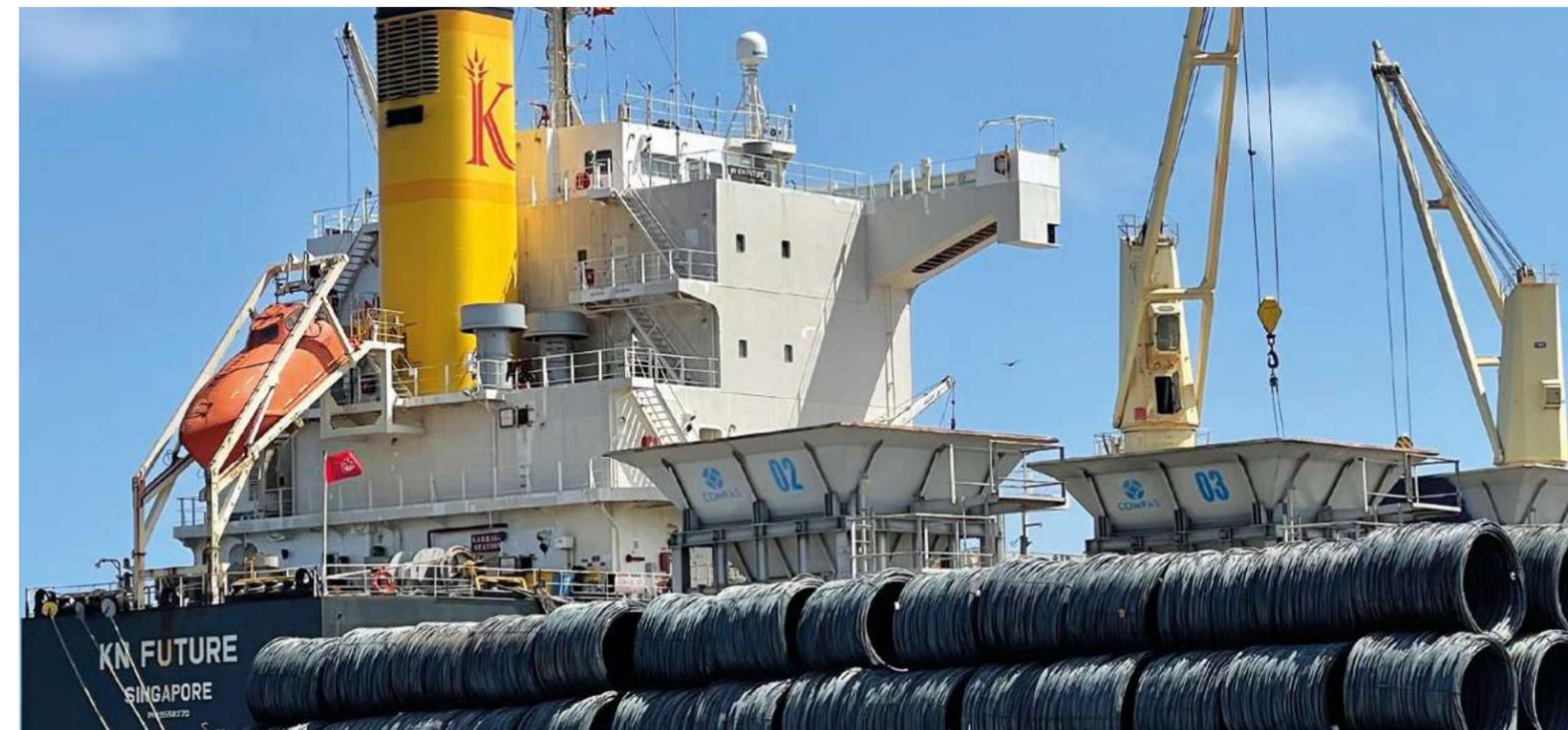
We conducted a comprehensive HSSE drill with the participation of tugboat companies and public authorities in the Gulf of Morrosquillo. This exercise highlighted the capabilities, response times to incidents, and the importance of interaction among participants in the event of any safety incident.

### Controls on new lines of business

We established controls for the export of live cattle from the Tolú terminal, achieving an efficient and secure operation with satisfactory results and no protection incidents.

### Risk analysis

We implemented a new protection management methodology through risk analysis, aligning operational risks with strategic ones. This allowed us to maintain 100% effectiveness by avoiding any protection-related incidents.



“

*Through COMPAS terminals, 7,425,813 tons of cargo were moved on 505 motor-ships in 2022. Each of these motor-ships had physical and electronic devices that safeguarded the integrity of the cargo resulting in zero security incidents.”*

### Backing, confidence and certainty of our actions

COMPAS has structured interdisciplinary processes to analyze cargo security risks throughout the logistics cycle. It also coordinates its actions and maintains permanent synergies with local and foreign authorities, customers, shipping companies and ship owners in order to guarantee its commitment to safety, support, confidence and certainty in its operations.

Zero incidents related to theft

Zero incidents related to cargo contamination

Zero incidents associated with the entry of stowaways

Zero customer complaints and/or claims about cargo security

Cargo security and integrity management involves ongoing internal and external control activities. These activities ensure strict compliance with the International Ship and Port Facility Security Code adopted by the International Maritime Organization, as well as the highest industry security standards. Notable activities include oversight by the Maritime General Directorate (DIMAR) and annual audits of the integrated management system..

### Our Challenges

#### Access control optimization

To implement the project “Re-engineering of the access control system at the port facility” within the framework of the “Océano Azul” (Blue Ocean) program, which will streamline the entry processes to the terminal and to the motor-ships, optimizing operation times (pilot application in Barranquilla).

#### Expansion of the protection coordination scope

To expand protection coordination with other shipping companies that visit the terminals, as part of the Company’s objective to engage the different parties involved in the operation of the motor-ships.

#### CCTV (closed-circuit television) enhancement

To expand CCTV system coverage at all terminals in accordance with the risk analysis.



# Innovation and Technology

## Innovation management

Innovation is one of COMPAS's six corporate values and is aligned with the business objectives outlined in the 2025 strategy. We work with all processes in a coordinated manner to seek new resources and innovative solutions to achieve efficiencies in all operations, as well as to add value to the services offered.

These actions are promoted in a decentralized manner through the leaders of each process, with the aim of generating a high-impact innovation culture and accelerating the adoption of new proposals to meet market demands.

Since 2021, we have been working on ways to position COMPAS as the leading company in the maritime-port sector, ensuring innovative processes and integrating new business models in the logistics chain, leveraging three components: processes, people and technology.

Thus, in 2022, the innovation strategy was deployed through challenges in which employees' ideas were listened to according to the following lines of action:



## Highlights of the Year



### Launching of the “Océano Azul” (Blue Ocean) program

On February 16, 2022, the “Océano Azul” (Blue Ocean) innovation program was presented to all the Company’s employees. On February 25, the program was officially launched, starting with the first challenge, “Operational Efficiency.” Throughout the year, the other defined action areas were also addressed:

- ✓ New income
- ✓ Customer satisfaction
- ✓ Human capital
- ✓ Sustainability
- ✓ New business models



### Launching of a theoretical and practical innovation workshop

We conducted a theoretical and practical innovation workshop over five sessions, each lasting two hours, with the purpose of explaining the type of innovation the Company focuses on, and the tools employees can use to enhance ideas and projects. This workshop was held during the month of March and 47 employees participated.



### Innovation challenges

The **Operational Efficiency challenge** was aimed at generating ideas to improve operational margins with efficient and technological processes that ensure quality and safety. We received 25 ideas in total, of which 14 were accepted and 10 were presented to the committee. Finally, nine are in the prototype stage and one is in the pilot stage, called reengineering of the access system in terminals and ships.

The **Customer Satisfaction** challenge focused on ideas to increase the percentage of COMPAS customers’ satisfaction with processes that link them emotionally with the Company. We received 5 ideas for this challenge, of which one was accepted and presented to the committee and is currently in the prototype stage.

We continued with the challenge of **New Business Models**, aimed at diversifying income with complementary business models that integrate the logistics chain. We received two ideas for this project, one was accepted, presented to the committee and is currently in the prototype stage.

In the **New Revenues** challenge, focused on increasing revenues from the current business model by strengthening the commercial strategy and service portfolio, we received one idea. Unfortunately, it did not meet the expectations of the challenge, so we hope to strengthen this line of work in future editions.

### Our Challenges

For 2023, we will focus our efforts on developing the projects resulting from the innovation challenges and continue strengthening the culture of innovation within the Company.

#### Innovation challenges project

- ✓ We want to continue implementing the approved projects until they reach the Pilot and/or Implementation stage.
- ✓ We aim to identify a specific challenge within the operational efficiency line to solve and receive different ideas.
- ✓ We want to encourage leaders from different terminals to participate in the innovation challenges.

#### Culture in Innovation

- ✓ We want to ensure that each day employees learn more about the innovation program, take an interest in their colleagues' projects, support their execution, and present their own ideas.
- ✓ We will continue promoting the value of innovation so that it becomes part of the Company's DNA, making it known that there is a program aimed at listening to all ideas.
- ✓ We will seek to support team leaders of employees in recognizing and enhancing the skills of their team members.



03

# Commitment to business ethics and transparency

- » Ethical and Transparent Management
- » Diligent Risk and Crisis Management





# Ethical and Transparent Management

## » Business ethics and transparency

COMPAS' commitment to ethics and transparency goes beyond legal compliance, transcending moral and corporate social responsibility commitments and partially addressing the recommendations of the Financial Action Task Force (FATF).

COMPAS fosters a culture of compliance with high ethical standards, transparency and integrity in all its actions and decisions. The objectives set, the strategies to achieve them, and the indicators to monitor their performance are built on a foundation of ethics and integrity. For this reason, it is the responsibility of all employees in the organization, without exception, to act based on these principles at all times.

The Code of Ethics and Conduct is the instrument that guides ethical and transparent behavior, through the permanent promotion of actions articulated with the living of corporate values:



Additionally, we have established tools to guide the management of ethics, transparency, and corporate governance, as well as to strengthen the corporate culture, such as:

- ✓ The COMPAS Integrated Policy.
- ✓ The ethics management procedure.
- ✓ The Compliance Manual with a focus on anti-fraud and anti-corruption management.

These ethical guidelines also apply to the Company's subsidiaries, suppliers, strategic partners, customers, communities of influence and shareholders, with whom the Company works as a team to strengthen an integral and transparent relationship, based on the trust generated by the credibility and integrity demonstrated.

## » Highlights of the Year

- » **Review of the Code of Ethics**  
During this year, we reviewed and promoted the Ethics Hotline through a communication campaign that focused for several months on the main aspects of the code of ethics and conduct, as well as the associated behaviors.
- » **Ethics management training update**  
As part of the process of updating potential conflicts of interest, all employees took the Ethics Management course on the virtual platform before filling out the declaration form.
- » **Update on potential conflicts of interest**  
100% of the personnel updated their declarations of possible conflicts of interest.
- » **Ethical complaints channel**  
This year, we observed the trust of the Organization's stakeholders in the Ethics Hotline, COMPAS' official channel for reporting actions or situations that go against the Code of Ethics.

## » Corporate Governance

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14



### General Shareholders' Meeting

COMPAS has a total of two shareholders:

- ✓ West Street Infrastructure Partners (WSIP) investment fund managed by the Business Banking division of Goldman Sachs.
- ✓ Southern Ports Holdings S. de R. L., a company made up of the Echavarría Obregón family and the Ership Group of Spain.

Each of the shareholders has a 50% interest in the Company's shareholder structure.

### Board of Directors

It is a corporate body composed of six principal members and their respective personal alternates with the right to speak and vote, and one independent director with the right to speak but not to vote, all of whom are elected by the General Shareholders' Meeting.

Board members are elected for two-year terms or until their death, resignation or removal, and may be reelected indefinitely.

The Chairman of the Board is appointed by the Board of Directors itself, choosing from among its principal members. The Chairman is responsible for convening the Board, defining the agenda for each meeting, chairing the meetings and deciding on other logistical and formal aspects related to the operation of this corporate body.

The Chairman of the Board serves for a term of three years and may be reelected indefinitely. The Chairman of the Board of Directors has the same voting rights as the other principal members of the Board of Directors.

The meetings of the Board of Directors are at least four per year, which may or may not be in person.

### Board Committees

The Board of Directors may create committees to assist it in the performance of its duties. In 2022, the COMPAS Board of Directors had two committees:



#### Financial Committee

Composed of two members of WSIP (Golman Sachs) and two members of Southern Ports Holdings. The other directors are free to participate. This committee meets for specific topics required by the company but does not have a specific frequency. Its purpose is to study specific financial issues designated by the Board of Directors



#### Corporate Audit Committee

Composed of one delegate from WSIP (Golman Sachs) and one delegate from Southern Ports Holdings. The other directors are free to participate. Meetings of this committee are also attended by the external corporate auditor (Audilimited S.A.S.).

### Executive Committee

The Board of Directors delegates to the Chairman and the Executive Committee the design and execution of projects that lead to the fulfillment of corporate objectives, in line with the values defined for the Company by this governing body, in environmental, economic and social matters.

In a broad sense, the Executive Committee identifies and monitors the main economic, social and environmental impacts, risks and opportunities. It is made up of the Company's CEO and Vice Presidents.



Its main function is to ensure that the company's administration is carried out in accordance with the guidelines set forth by the Board of Directors. In this regard, the Executive Committee is responsible for identifying and directly addressing economic, social, environmental and economic issues. The committee may also delegate these functions to one or more employees of the Company, being responsible for verifying the plans drawn up.

The Executive Committee is in charge of accountability reporting on a regular basis before the Board of Directors on matters delegated by that Board of Directors, including environmental, social and economic matters. This Management Report has been formally reviewed and approved by the Chairman and the Executive Committee of the Company.

In addition, each Vice Presidency is responsible for reporting directly to the Board of Directors on issues relevant to the fulfillment of the Company's objectives, including economic, environmental and people issues. These reports are periodically presented to the Board at meetings held on a quarterly basis.

The due diligence and impact management processes are planned and executed directly by Senior Management and its designated employees.

Specifically, issues relating to compliance and corporate risks are delegated to the Risk, Compliance and Internal Control Management. Environmental and social risks are delegated by Senior Management to HSSE Management and the Communications and Sustainability Department, respectively. The impacts of human and supplier management are delegated to the Vice President of Shared Services.



## » Responding to Ethical Concerns

### GRI 2-16

Inquiries, petitions or requests made by the community, suppliers, customers and other stakeholders of the Company are handled by the vice president or manager of the respective area, who analyzes the petition or inquiry and, if necessary, escalates it to the highest-ranking positions, up to the Chairman's Office.

In turn, if deemed necessary, the Chairman reports directly to the Board of Directors, so that it can analyze the scenario and provide the necessary instructions. Critical concerns are communicated at quarterly Board of Directors meetings, or through extraordinary meetings if it is an urgent matter.

### General Shareholders' Meeting

It is composed of the CEO, the Financial Vice President, the Legal Vice President, the Vice President of Operations, and the Vice President of Shared Services. It is responsible for monitoring compliance with the principles established in the Code of Ethics and Conduct, as well as receiving, investigating and addressing complaints about the ethical conduct of employees and other stakeholders through the **Ethics Hotline**:

✓ [lineaetica@compas.com.co](mailto:lineaetica@compas.com.co)

✓ Forms available on the Organization's website (<https://www.compas.com.co/es/Nosotros/etica-y-valores>) and on the COMPAS intranet through the Ethics Hotline section.

In this process, each issue is assigned to a team responsible for its resolution. The investigation of the complaint is conducted impartially, using documents and testimonies from individuals deemed relevant to contact. The team will report the existence or not of violations of the Code of Ethics and Conduct and will present the necessary recommendations for the Ethics Committee to make the necessary determinations.

The responsible Manager or Vice President, together with the Human Resources Department, will determine the procedure to be followed, after consulting and obtaining approval from the Labor Adviser and the Legal Vice President.

In 2022 the ethics committee met four times in order to review the complaints and declarations of possible conflicts of interest submitted during the year.

We received four complaints through the Ethics Hotline, which were addressed according to the current procedure. This included conducting the relevant investigation, evaluating the findings, and determining the actions to be taken for each case.

## Conflicts of interest

### GRI 2-15

The corporate bylaws establish that company managers (including Board of Directors 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.

For this purpose, all the Company's managers shall provide the General Shareholders' Meeting with the information that is relevant for the decision to be taken. The manager's vote shall be excluded from the respective determination, if he/she is a shareholder. In any case, the authorization of the General Shareholders' Meeting may only be granted when the act does not harm the interests of the Company.

In addition, conflicts of interest must be disclosed to the Ethics Committee. This is provided for in the Code of Ethics and Conduct published by COMPAS and applies to all stakeholders of the Company, including the Board of Directors.

In 2022, all of the Company's employees updated their declarations of potential conflicts of interest. The Ethics Committee evaluated each of the situations presented by the employees, defining whether or not there was a conflict and, if so, the actions to be taken to eliminate or mitigate the corresponding risk.

## »» Our Challenges

For 2023, we set the following goals to continue strengthening the corporate culture of ethics and transparency:

- ✓ **Updating the code of ethics and conduct:** For 2023, we will update the code of ethics and conduct by incorporating feedback from various stakeholders to reinforce the guidelines on ethics and transparency.
- ✓ **Discussion of ethics management:** We aim to continuously promote and discuss the aspects included in the code of ethics and conduct with employees, suppliers, and other stakeholders.
- ✓ **Promotion of ethical complaints:** We will continue to promote the use of the different channels available for submitting complaints with all stakeholders, reinforcing the trust and assurance that these complaints will be received and processed with the due diligence and confidentiality they deserve.



# Diligent Risk and Crisis Management

## » Management approach



*To strengthen this diligent approach, in 2022 we carried out a diagnosis against the COSO 2013 international standard, which allowed us to confirm compliance with this demanding standard in terms of risks and internal control.”*

Diligent management of the risks inherent to all the Company’s activities is a commitment of senior management that prevents the occurrence of negative impacts and facilitates decision-making, while enabling compliance with strategic objectives, strengthening the commitment to its shareholders, customers and other stakeholders, and increasing the Organization’s resilience to the social, environmental and economic environment.

This management is carried out in a preventive manner, by means of a risk structure that extends throughout the different levels of the Organization, in order to guarantee its coverage and adequate management.

As a general framework for risk and crisis management, COMPAS has established a five-step methodology based on the ISO 31000 standard, through which it monitors potential or actual events that could divert the company from its objectives. The causes and consequences of each identified risk are analyzed in order to establish preventive and corrective controls and thus bring the risks to acceptable levels.

Risk management is coordinated at the corporate level by the Risk and Internal Control Management. However, the effectiveness of this management is based on the articulation between all areas of the organization that are in charge of managing the risks under their responsibility, acting in a coordinated manner under the concepts and guidelines of corporate risks.

## » Highlights of the Year



### Strategic risks

Considering that in 2021 we analyzed and identified potential events that could deviate the achievement of Compas’ strategic objectives and identified eight strategic risks that need to be managed, in 2022 we identified 148 ongoing strategic projects through which these risks are managed and monitored on an ongoing and timely basis.



### Process risks

We executed the risk management cycle by identifying priority risk, for which additional treatment plans were established beyond the existing controls, with the goal of bringing them to acceptable levels.

Additionally, we carried out an analysis to identify how the management of operational risks directly impacts and contributes to the management of strategic risks, thus optimizing the management and control mechanisms for both cases.



### Standardization of the corporate risk methodology

The standardization of the corporate risk methodology was completed, ensuring standardized mechanisms for the identification, assessment and treatment of the risks associated with the Occupational Health and Safety, Environmental Management and Vessel and Port Facility Security Management processes.



### Compliance risks

The compliance risk methodology was designed with a work plan that addressed all the processes that manage counterparties in the Company. In this way, compliance risks were identified in all the risk matrices, both for the ports and for the strategic and support processes.

These include risks associated with money laundering, financing of terrorism, proliferation of weapons of mass destruction, fraud and corruption, as well as key controls for their management.



## »» Anti-corruption and Procedures

GRI 205-1, 205-2, 205-3

As part of COMPAS' commitment to the fight against corruption, senior management decided to broaden the scope of what legally applies to its management of money laundering and terrorist financing, to cover more broadly and within the framework of best practices, the management of fraud and corruption risks, which today is known as compliance management.

For this reason, during 2022 the Company strengthened the mechanisms for managing the risks associated with these practices, through the execution of a demanding medium-term work plan that allows it to ensure adequate controls to prevent their occurrence and related impacts.

In this way, **6,483 operations** were analyzed, of which 683 (10.5%) were evaluated from the money laundering perspective, 53% less than the previous year. This decrease, however, is the result of the fine-tuning of the cargo profiling criteria, which has allowed the Company to be more effective in identifying and prioritizing those with the highest risk.

**As a result of these analyses, we did not identify corruption events in any of the operations.**

Additionally, we conducted training updates for all members of the Organization regarding money laundering and terrorism financing, including both members of the corporate governance body and employees at all levels.

## »» Our Challenges

For 2023, the Company set the following challenges that will allow it to make progress in the consolidation of its diligent approach to risk management:

- ✓ **Strategic risks**
  - To perform the strategic risk cycle.
  - To identify and follow up on strategic projects.
  - To disclose strategic risks to stakeholders.
- ✓ **Process risks**
  - To execute the 2023 process risk management cycle.
  - To evaluate the effectiveness of controls with a risk-based approach.
  - To achieve full coverage of the process map in the design of risk matrices.
- ✓ **Compliance risks**
  - To expand the scope of the compliance risk management methodology.
- ✓ **Business continuity plan**
  - To execute the business continuity plan for 2023.



# **GRI Table of Contents**

# GRI

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Declaración de uso	COMPAS S.A. ha reportado de conformidad con los Estándares GRI para el periodo comprendido entre el 1 de enero y el 31 de diciembre de 2022
\$124.984.365.960	GRI 1: Fundamentos 2021
\$ 872.494.991	No aplica

Estándares GRI / Otras fuentes	Contenidos	Ubicación
<b>Contenidos generales</b>		
GRI 2: Contenidos generales 2021	2-1 Detalles organizacionales	p. 8
	2-2 Entidades incluidas en el reporte de sostenibilidad de la organización	p. 18
	2-3 Periodo reportado, frecuencia y punto de contacto	p. 18
	2-4 Reexpresión de información	No hubo lugar a reexpresión de información contenida en informes anteriores
	2-5 Verificación externa	p. 18
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	2-7 Empleados	p. 50
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	2-10 Nombramiento y selección del máximo órgano de gobierno	p. 160
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	2-16 Mecanismos para la resolución de quejas	p. 163
	2-22 Declaración sobre la estrategia de desarrollo sostenible	p. 5-7
	2-23 Compromisos políticos	p. 5-7
	2-26 Mecanismos para buscar asesoramiento y plantear inquietudes	p. 163
	2-27 Cumplimiento con leyes y regulaciones	En 2022 no se recibieron multas ni sanciones por incumplimiento de leyes y regulaciones
	2-28 Pertenencia a asociaciones	p. 14
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	3-2 Lista de temas materiales	p. 17
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	205-3 Incidentes confirmados de corrupción y medidas llevadas a cabo	p. 168
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GRI 201: Desempeño económico 2016	201-1 Valor económico generado y distribuido	p. 98, 99

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	Terminal Barranquilla	p. 100 - 106
	Terminal Cartagena	p. 108 - 113
	Terminal Cascajal	p. 126 - 131
	Terminal Tolú	p. 120 - 124
GRI 204: Prácticas de abastecimiento 2016	204-1 Proporción del gasto sobre proveedores locales	p. 135
GRI 308: Evaluación ambiental de proveedores 2016	308-1 Nuevos proveedores evaluados usando criterios ambientales	p. 135, 136
	308-2 Impactos ambientales negativos de la cadena de suministros y medidas adoptadas	p. 135, 136
GRI 407: Libertad de asociación y de negociación colectiva 2016	407-1 Operaciones y proveedores en los cuales el derecho a la libertad de asociación y de negociación colectiva puede estar en riesgo	p. 135, 136
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