

31 March, 2021

Government Equalities Office
6th Floor
Sanctuary Building
20 Great Smith Street
London SW1P 3BT

Re: Gender Pay Gap Report Equion Energía Limited

I hereby confirm that the information published by Equion Energía Limited (hereinafter "Equion"), in compliance with the Gender Pay Gap Reporting regulations, is accurate.

Once again, we uphold our commitment on equal payment for women and men, guaranteeing compensation based on a bench market and on the skills, experience and performance of our employees.

Some of the actions taken by Equion aimed at closing the pay gap include:

- Defining criteria to establish objective evaluations, thus explaining objectively the salary gap in roles with a higher gap percentage.
- Training all employees on gender equality and unconscious biases.
- Measuring gender indicators in terms of training and performance and using those indicators as the basis for planning our Human Management programs annually.

In recent years, Equion's commitment to gender equality has been recognized by the consulting firm **Great Place to Work in Colombia**, being ranked fifth among the best companies for women to work in Colombia (2019).

We are aimed at reducing the gender-based pay gap in the middle and long term and hope that our actions and initiatives have a strong impact in reaching that goal.

Sincerely,



Luis Garcia
Director
EQUION ENERGIA LIMITED