



2019

ANNUAL REPORT

www.compas.com.co

1P



PRESENTATION

The annual report is developed under sustainability standards; in this way Compas presents its profile, services and performance.

2P



PORTS

Compas' sustainable approach covers its performance in each material matter and the progress of each of the port terminals.

3P



PROSPERITY

Progress is the result of proper risk management, corporate governance, cargo security, and ethics and anti-corruption practices.

4P



PEOPLE

Compas conceives organizational growth through the generation of value for customers, suppliers, communities and collaborators.

5P



PLANETS

During the operation of the port network, protecting the environment and the care of natural resources are priorities.

5P

COMPAS presents its 2019 annual report based on five fundamental approaches, each of one of them addresses the progress, performance and challenges identified by the Organization to achieve its sustainable objectives.



Presentation

-  About this report
-  The CEO's report
-  About COMPAS

COMPAS is a Colombian company that offers port and logistics services to cargo ships, as well as to companies that are looking for an ally for their logistics and foreign trade operations.

About this report

6

(102-48) (102-49) (102-50)

Compas S.A. presents for its fourth consecutive year, its economic, social and environmental performance management report for January 1 to December 31, 2019. The information included corresponds to the port network that operates in Colombia.

In 2018, a materiality assessment was carried out with the aim to identify the relevant issues that should be prioritized, managed and communicated over the next two years and to respond to the interests and expectations of the company's stakeholders, and aligned with corporate strategy.

This report offers an answer to the main concerns of the stakeholders that resulted from said study.

Any clarification or exception to the information covered is explained in the text. Likewise, the report indicates, if applicable, any change in the figures, coverage and limit of the report when applicable.

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

This report has been formally reviewed and approved by the Company's presidency and executive team. The latest version of this report was published in April 2019 and covered the issues and results of the 2018. This report is drafted on an annual basis.

The financial statements are compliant with the International Financial Reporting Standards (IFRS) and audited by an independent third party, the firm EY as Statutory Auditor.

(102-54)

This report has been prepared in accordance with the GRI standards: Essential option.

(102-48)

The re-expressions in the values of the indicators are included as footnotes in the corresponding indicator. This report also complies with the commitment to send the Communication on Progress (COP) to the Global Compact on an annual basis.



Network Australia
WE SUPPORT

(102-53)

The digital version of the report is found on the company's website www.compas.com.co

For any questions or additional information, you can contact the Communications and Sustainability Department in charge of Diana Carolina Álvarez at dalvarez@compas.com.co or with the sustainability leader, Luis Haroldo Arrieta at larrieta@compas.com.co

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A letter from the CEO

(102-14)

It has been seven years of operations, a good reason to be proud to continue building an organization that strongly positions itself in the market every day and that generates value relationships with clients, strategic partners, shareholders, suppliers, employees and the communities of our areas of influence. All this on a culture based on our six corporate values: integrity, respect, teamwork, agility, innovation and quality.

Starting May 1, 2019, I assumed the challenge of leading the growth of the organization from the presidency, a position that for 16 years was assumed by Mr. Alberto Jiménez Rojas, who led to the transformation of the Maritime Terminal Muelles El Bosque into the great company that we currently are; we appreciate his leadership and support. Mr. Jiménez continues as a member of the Board of Directors of Compas, of our subsidiaries and of the Audit Committee. Without a doubt, it is an honor and a challenge to conduct our business strategy in logistics, integrating the growth of current terminals and new projects in Colombia and abroad, to consolidate the organization as the only multipurpose terminal network in the country.

Sustained growth

In financial terms, we had a year of significant growth in the Colombian economy with rates above 3% which are above the regional levels, however,

foreign trade did not grow up as expected. From January to September period, exports contracted -3.2% annually, while imports grew 5.4% annually, generating a greater deficit in the trade balance equivalent to 2.6% of GDP (vs - 1.2% a year ago). Despite this context, Compas increased the mobilized tons of coal by 7%, liquids by 83% and general cargo by 2% compared to 2018. This is a sample of our capabilities to continue growing and consolidating ourselves as one of the leading companies in the logistics sector.

The Company's consolidated operating income for 2019 grew 7.5%, exceeding the COP \$ 200,000 million obtained during 2018, It depicts a significant growth considering that the Tolú terminal did not operate at 100% of its capacity due to expansion works. For its part, the EBITDA grew 14.1%, attributed to efficient control of expenses and leverage of fixed expenses.

On the other hand, the Company's refinancing plan was successfully completed, which will allow improving the conditions that fulfill our growth plans in a sustainable and responsible manner.

COMPAS had a 7% increase in mobilized tons of coal and 2% for general cargo.

Infrastructure for competitiveness

Throughout its history, Compas has been committed to the country's competitiveness and development, making significant investments in port infrastructure and equipment that have enabled it to provide a high-level service to clients, suppliers and other stakeholders. Since the Company's incorporation in 2012 and until 2019, more than US \$250 million have been invested to equip the terminal network with state-of-the-art technology and efficient systems for handling all types of cargo.

The previous year alone, nearly US\$ 40 million were invested in the expansion of our terminal in Tolú, thereby reinforcing our presence in the Gulf of Morrosquillo; this investment allowed us to expand the dock line, have an additional docking position, deepen the access channel and the maneuvering dock, so it can receive Supramax ships. Additionally, warehouse no. 4 was mechanized to expand the storage capacity of food grains by 6,000 static tons.

In this way, we closed 2019 with a 99% advance in civil works, carried out in record time. With an additional berthing position, we will be able to mobilize other types of cargo and facilitate connectivity with Antioquia and the center of the country, generating considerable savings in transport freights. Once we obtain port equipment, we will present this work to the logistics sector in the first semester of 2020.

On the other hand, in June, we inaugurated the docks of our Barranquilla terminal, completing four berthing positions to serve up to four vessels simultaneously with an 800-meter long dock line. In this way, the port facility was ready to receive Panamax-type ships with an operating draft of up to 10 meters.

More than **US\$ 250 million** have been invested to provide terminals with the infrastructure required to face the challenges of foreign trade.

Community development

In terms of corporate social responsibility, Compas received an Acknowledgment for Good Practices in Sustainable Development, granted by the Global Compact Red Colombia and the Chamber of Commerce of Bogotá, for our Sustainable Agriculture program, developed in Sucre, Bolívar and Valle del Cauca. The program seeks to contribute to the food and nutritional security of the communities surrounding our port terminals, thus contributing to the achievement of Sustainable Development Goal number 2: Zero hunger. The initiative is developed in conjunction with the Canal del Dique - Compas Foundation and the Puerto Aguadulce - Compas Foundation, with the support of the CLAYUCA Corporation.

The company received two awards for its work with communities under the area of influence, one granted by **Global Compact** and the other one by the **Inter-American Committee on Ports**.

Likewise, the Puerto Aguadulce - Compas Foundation received the 2018 Maritime Prize of the Americas, awarded by the Secretariat of the Inter-American Committee on Ports (CIP) of the Organization of American States (OAS), for the implementation of the EMPRENDEPAZ program; based on the development and support of entrepreneurship within the communities as a strategy to promote peace and reconciliation in the intervened territories. This initiative has promoted the economic inclusion of 385 families, through the creation of enterprises and decent jobs.

Growing talent

The personal and professional development of our staff members is a priority and commitment. During 2019, we continued to strengthen our organizational culture with the implementation of the VALORarte program, in order to reinforce the knowledge and application of the six corporate values that guide our actions

Likewise, it should be noted that for the third consecutive year were granted the bid of SENA (National Apprenticeship Service) within the specialized continuous training program framework, for the individual company category; Thus, in partnership with EAN University, we developed two virtual training sessions where 73 employees from all locations participated. The first one was focused on the search for synergies among the work teams to increase productivity, and the second consisted of a diploma course that addressed the environmental responsibility of the port operation and the management of projects that allow mitigating related environmental impacts.

On the other hand, in line with our commitment to the 10 principles of the UN Global Compact, we make employees aware about Human Rights and how we can promote more peaceful and sustainable environments; this, within the framework of the month of sustainability that we celebrate annually.

Our perspectives

By 2020, we hope to continue growing with the launch of the expansion project for the terminal in Tolú, which will undoubtedly be a catalyst for the country's foreign trade and a development pole for the region. Our goal is to increase cargo volumes in all our port facilities, strengthen the provision of logistics services, as well as continue to contribute to the development of communities in our areas of influence and strengthen ties with all stakeholders.

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

Undoubtedly, the support and trust of our shareholders and other stakeholders have spearheaded the growth of Compas, we thank you for your long-standing support and for contributing to the generation of value. I would also like to acknowledge the human team that makes up this organization for its committed contribution to the accomplishments of 2019.

Andrés Osorio Barrera
CEO Compas S.A.

About COMPAS

(102-1) (102-2) (102-5) (102-6) (102-45) (102-7)
 COMPAÑÍA DE PUERTOS ASOCIADOS S.A. - COMPASS.A. is a Public Limited Company based in Colombia created in 2012. Its shareholders are Southern Port Holding Inc. (constituted by the Echavarría Obregón family from Colombia and the Ership Group from Spain), and West Street Infrastructure Partners III, which is the infrastructure investment fund, controlled and managed by the Banking division of Goldman Sachs businesses.

Through its network of multipurpose ports, Compas handles imports of food bulk, hydrocarbons, metallurgical products, steel, gypsum, clinker, slag, among others. As for exports, it mainly handles coal, coke, cement, among others. It connects through its network of port terminals routes to and from all of America, Europe and Asia.

The list of clients includes large wholesalers, marketers and distributors who supply their local markets.

In 2019, it mobilized 6,544,704 tons through its entire port network, with a record of 590 vessels serviced.

In 2019 COMPAS mobilized **6.5 million tons** through its entire port network.

(102-7) Relevant figures of the organization

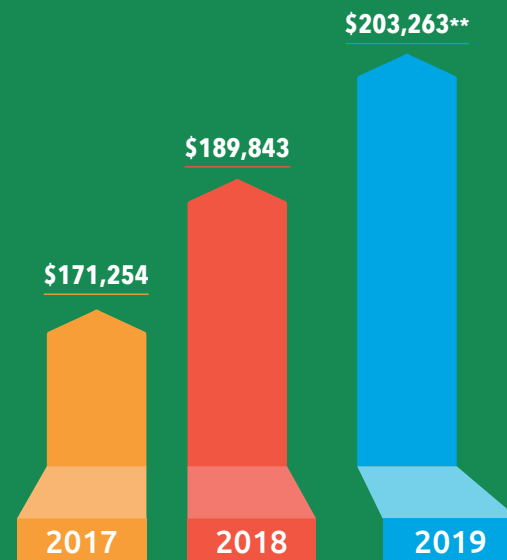
Number of employees



Number of port operations in Colombia



Net sales (Operational income)

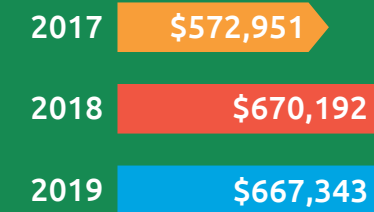


Capitalization

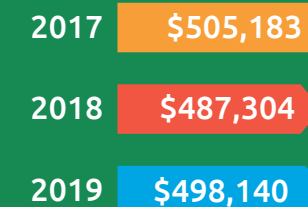


**Also applies for total assets.*

Debt



Capital



** All figures are expressed in million of Colombian Pesos – COP*

*** Does not include losses from financial derivatives.*

Source: Financial Statements audited by COMPAS S.A as of December 31, 2019

(102-12) (102-13)

The Organization joined the United Nations Global Compact initiative in 2016, and in 2017 it published its first Communication on Progress (COP); with the purpose of aligning its strategy and operations with the ten principles of the Pact, but also reporting its progress in each of the four areas that include it: human rights, labor standards, the environment and the fight against corruption.

Likewise, Compas supports the following unions or initiatives, in which it does not make additional financial contributions to the membership fee:

- ◆ **ANDI** – National Business Association of Colombia
- ◆ **ANALDEX** – National Association of Foreign Trade.
- ◆ **CAMACERO** – Colombian Chamber of Steel. Colombian American Chamber of Commerce.
- ◆ **FENALCO** - National Federation of Merchants.
- ◆ **CIP** - Inter-American Committee on Ports.
- ◆ **FITAC** - Colombian Federation of Logistics Agents in International Trade.
- ◆ **CCI** – Colombian Chamber of Infrastructure.
- ◆ **ACRIP Bolívar** – Colombian Association of Industrial Affairs.
- ◆ **BASC** – Business Alliance for Secure Commerce.
- ◆ Colombian Security Council.

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



Compas Aguadulce

2

Ports

- 🏗️ Sustainability approach
- 🏗️ Our multipurpose port network

- The Aguadulce Terminal
- The Cascajal Terminal
- The Barranquilla Terminal
- The Cartagena Terminal
- The Tolú Terminal

In 2019, 6.5 million tons were mobilized through the entire port network.

Sustainability approach



(102-46)

Compas provides port and logistics services through Colombia's only multipurpose port network, making it a strategic ally for foreign trade. The support of its shareholders, the experience of the human team, the sustained investment in the infrastructure of its terminals, as well as its ethical and social commitment to the stakeholders with which it interacts, confirm the Organization's determined contribution to the competitiveness of the country.

In order to identify relevant issues that should be prioritized and communicated over the next two years, in 2018, Compas carried out

a materiality assessment. This exercise was carried out following international guidelines such as the Global Reporting Initiative (GRI) and considering the context of the sector and the Company. The issues identified and analyzed evaluate the impacts that these may have for the organization and for stakeholders, as well as the communication needs between both parties.

In order to prioritize the issues, dialogues were held with the shareholders and with the management team of the Company and the issues were also rated, according to the risks and strategic objectives of the business. This allowed for this materiality matrix.

Priority Issues

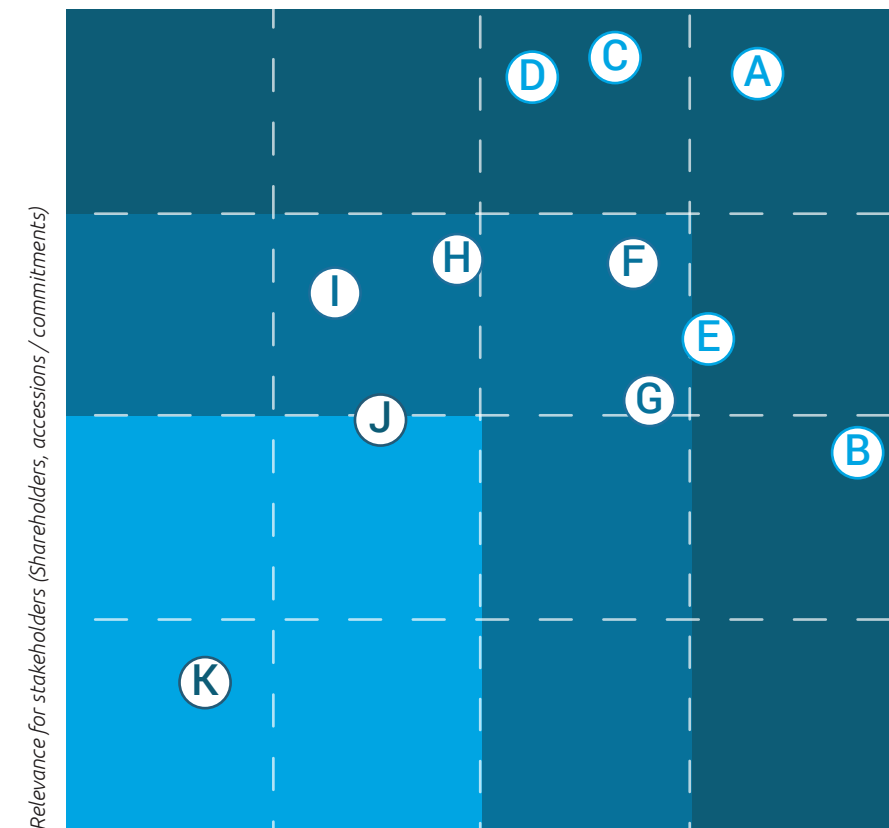
- A Talent development and management
- B Innovation for productivity
- C Ethics, transparency and governance Security and integrity of the corporate cargo
- D Health and Safety at Work
- E Profitability and Growth

Relevant Issues

- F Risk management
- G Gestión ambiental integral
- H Comprehensive environmental management
- I Relationships with customers

Emergent / Maintenance

- J Social management
- K Suppliers management



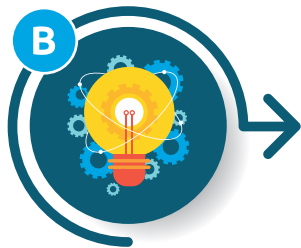
Relevance to the business (Executives, strategy and risks)





Talent development and management

Both the operation and the management of logistics and port services require specialized human talent that must be recruited, developed and retained. This can be done by offering opportunities for personal and professional growth, a pleasant and productive work environment, as well as fair, equitable and transparent work practices.



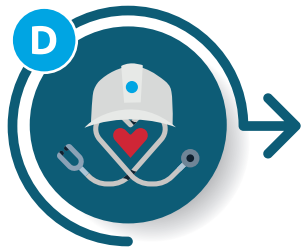
Innovation for productivity

Within the expansion context of the Company's facilities, there is an opportunity for optimizing the operation by deploying new technologies and processes and digitalizing administrative and commercial aspects. Regarding innovation, sustainability challenges related to the proper handling of cargo and a better relationship with clients and strategic allies can be solved.



Ethics, transparency and corporate governance

Given the change in the shareholding structure, the company must ensure an optimal transition in its corporate governance scheme and meet the expectations of the new shareholders. At the same time, it is necessary to maintain its regulatory compliance mechanisms, risk management and ethical and transparent conduct.



Health and safety at work

In an operation that involves the handling of port equipment to handle heavy loads, the occupational health and safety management system plays a fundamental role in preventing and reducing the risks of accidents and fatalities for employees, contractors and visitors.



Profitability and growth

The company is in a growth process that includes the development of new projects, an increase in income, as well as the incorporation of new shareholders from 2017. It is vital that this growth is managed in a responsible and efficient manner so as not to affect the company's profitability and economic sustainability. At the same time, in order to continue growing, it is essential to manage challenges and opportunities linked to trends in the sector and international trade, in particular, the problems of foreign trade and the generation of new businesses.



Risk management

The risk management system that incorporates the governance system, the identification and evaluation mechanisms and crisis response is essential to ensure the proper growth of the Company.



Comprehensive environmental management

The Company must ensure comprehensive environmental management of the impacts of the terminals on the environment. As part of the expansion of port facilities, a fundamental element is the design of infrastructures that are resilient to the effects of climate change and that enable the greatest possible eco-efficiency. Another fundamental aspect is the prevention of marine and atmospheric pollution.



Security and integrity of the cargo

The infrastructure, processes and personnel deployed to guarantee the security and integrity of the cargo are essential for the business success of the company, since this is critical for clients. In addition, there are risks associated with theft, incidents and contamination of the cargo, which represents a reputational and legal risk for the company.



Relationships with clients

The commercial success of the company depends largely on the satisfaction of its clients and the management of the relationship with them, focused on positioning Compas as the preferred logistics partner in its foreign trade operations.



Social management

The operation generates impacts and expectations in neighboring communities that need to be addressed. This management is enabled through a community relations strategy adjusted to local realities.



Supplier management

Supplier management plays a relevant role as it seeks to align third parties involved in the value chain, particularly port operators, so that they meet the conduct and operation standards required by the Organization. The coordination of initiatives and the development of capacities that allow generating long-term relationships and the generation of new businesses are also relevant.

Stakeholders

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

Compas, through the Communications and Sustainability Department and with the advice of an external consultant experts, engages in dialogues with its stakeholders every two years; the last one that was carried out in 2018, addressed social, economic and environmental issues. Based on these meetings, the expectations of the stakeholders regarding

the relevant matters of the Organization are validated, in addition to the permanent dialogue mechanisms that are in place.

Based on the stakeholders identified in the value chain, the organization prioritized the interest groups with whom it maintains and manages continuous relationships.

Stakeholder	Engagement mechanisms	Frequency
Shareholders	Shareholders assembly	Annual
	Materiality dialogues	Biannual
	Board meetings	Every quarter
Staff members	Newsletter "Bitácora" Infórmate (acrylic talkers)	Every 2 weeks
	Conexión Compas (printed newsletter)	Every quarter
	Bulletin boards Intranet Digital communications	Permanent
	Materiality dialogues	Biannual
	PQRS Module Ethical line	As needed
Customers	Materiality dialogues	Biannual
	Communications (mailing)	As needed
	Compas online (digital newsletter)	Monthly
	Web page/ customer portal	Permanent
	Satisfaction survey	Annual
	Follow-up meetings	As needed
	LinkedIn	Permanent
	Website/PQRS	As needed
Strategic partners	Materiality dialogues	Biannual
	Website	Permanent

Stakeholder	Engagement mechanisms	Frequency
Suppliers	Materiality dialogues	Biannual
	Email	Permanent
	Communications (mailing)	As needed
	Follow-up meetings	As needed
	Website/PQRS	Permanent
	Comprehensive audits	Annual
	Face-to-face care	Weekly
Groups and authorities	Materiality dialogues	Biannual
	Reports and answers to queries	As needed
	Meetings to deal with common interest issues	As needed
Communities	Materiality dialogues	Biannual
	Follow-up meetings	As needed
	Socialization of the Environmental Management Plan (PMA)	Annual
	Email	Permanent
	Website/PQRS	As needed

The following table summarizes the issues and concerns identified by each stakeholder:

Issues of Interest	Shareholders	Collaborators	Customers	Strategic partners	Suppliers	Groups and authorities	Communities
Talent development and management	x	x					
Innovation for productivity	x	x	x	x			
Health and safety at work	x	x	x		x		
Ethics, transparency and corporate governance	x		x	x	x	x	
Profitability and growth	x						
Risk management	x						
Security and integrity of the cargo		x	x		x		
Relationships with clients		x	x				
Comprehensive environmental management		x	x		x	x	x
Supplier management					x		x
Social management					x		x

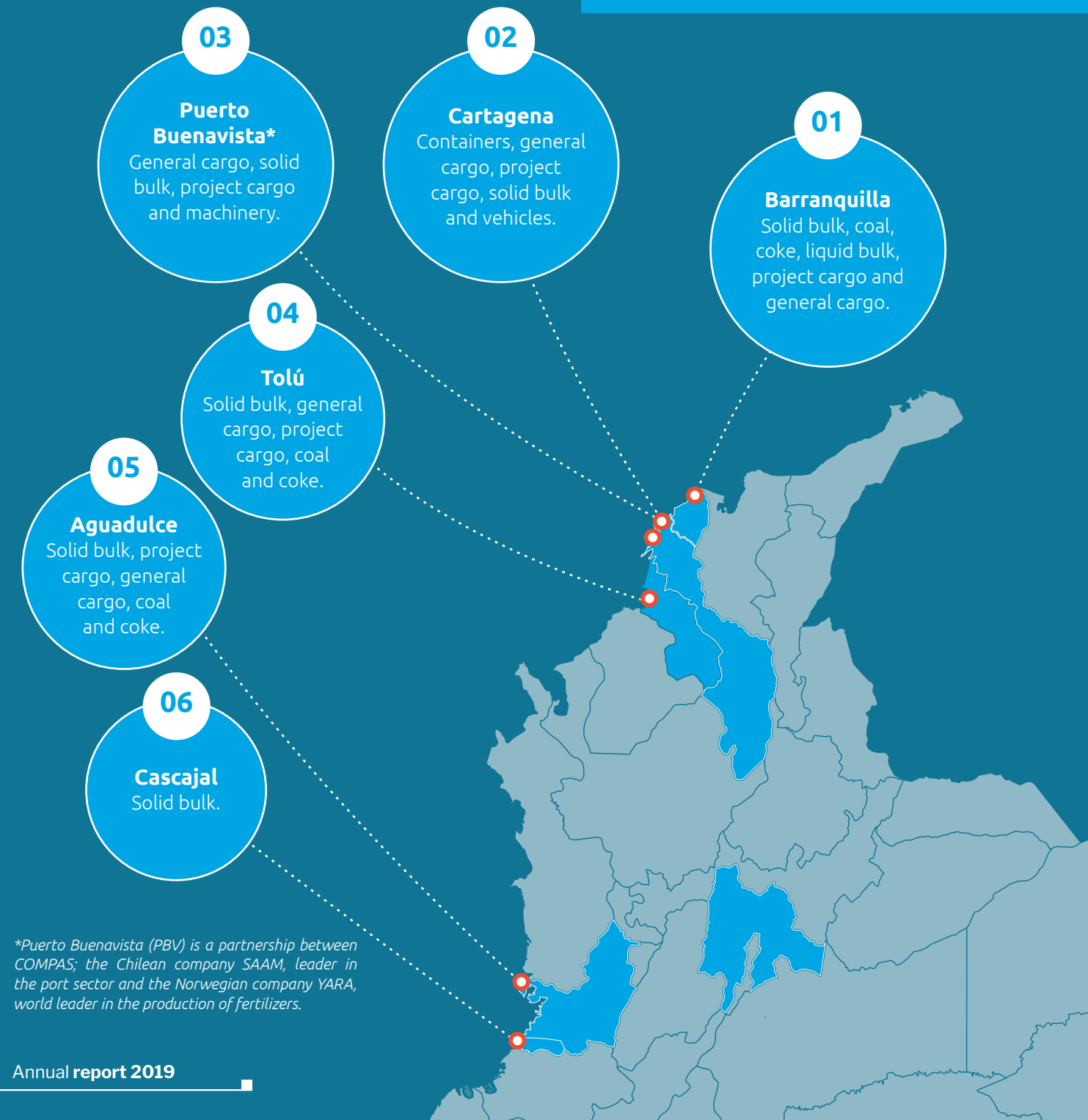
This report shall explain in a detailed manner the actions carried out by Compas to address the main stakeholders' concerns.

Our multipurpose port network

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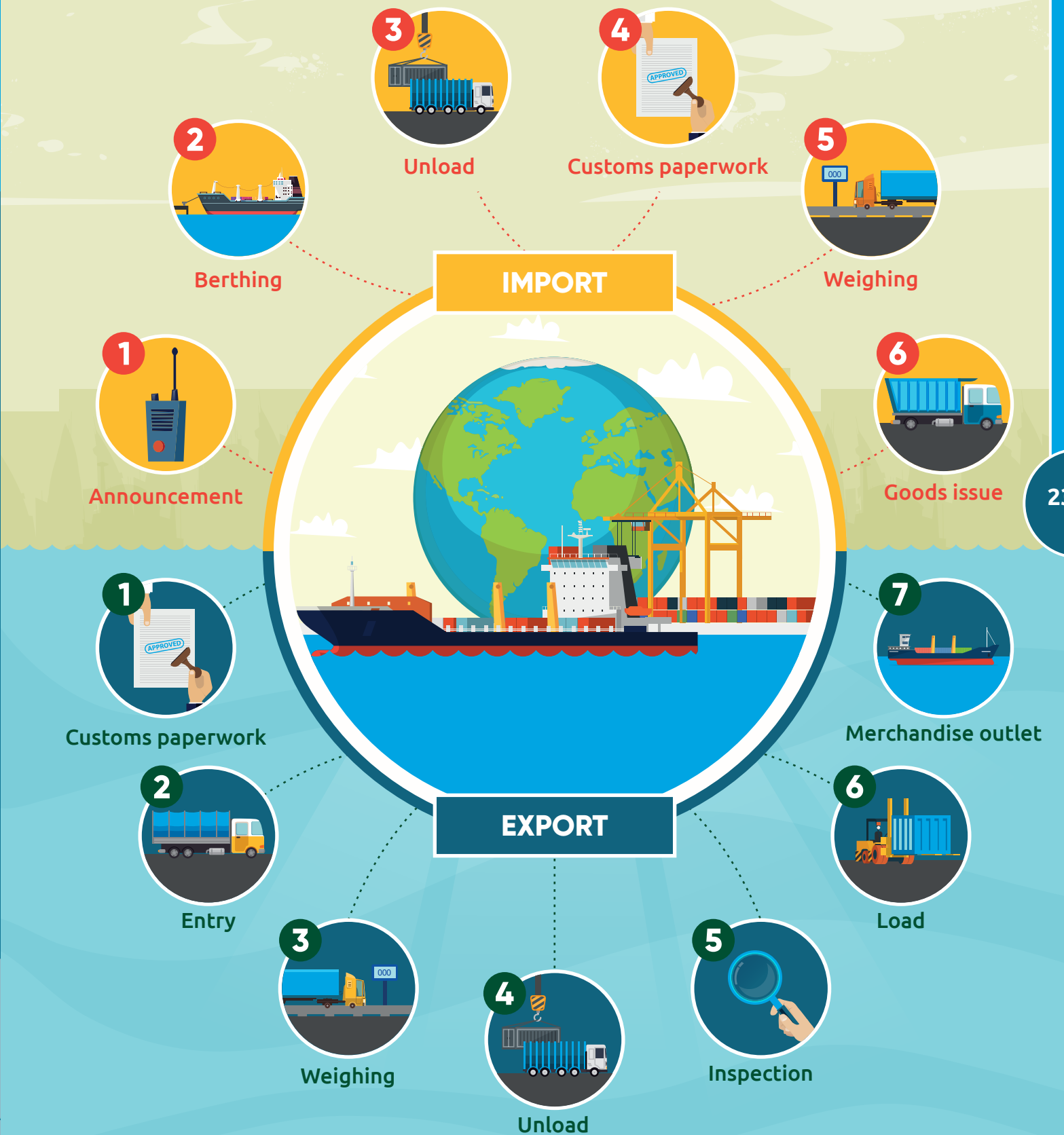
Compas is the only multipurpose port network with six terminals in Colombia and an international operation in Houston, TX, United States (South Central Cement Terminal owned by Argos). Port operations within the country are carried out with ports strategically located on both coasts: two in Cartagena, one in Barranquilla, one in Tolú and two more in Buenaventura. The administrative headquarters is located in Bogotá.

COMPAS features a multipurpose network with **6 facilities in Colombia** and one operation in Houston, TX, USA.



*Puerto Buenavista (PBV) is a partnership between COMPAS; the Chilean company SAAM, leader in the port sector and the Norwegian company YARA, world leader in the production of fertilizers.

Import and export process



1



Port Society

As the holder of the port concessions, it offers its customers dock services, use of facilities to the operator and storage in a public use area.

2



Port operator

Loading, unloading, movements in port, consolidation and deconsolidation of containers, and all actions on loading.

3



Logistical services

Covered and uncovered storage, stowage and unloading of cargo, international maritime transport, among others.

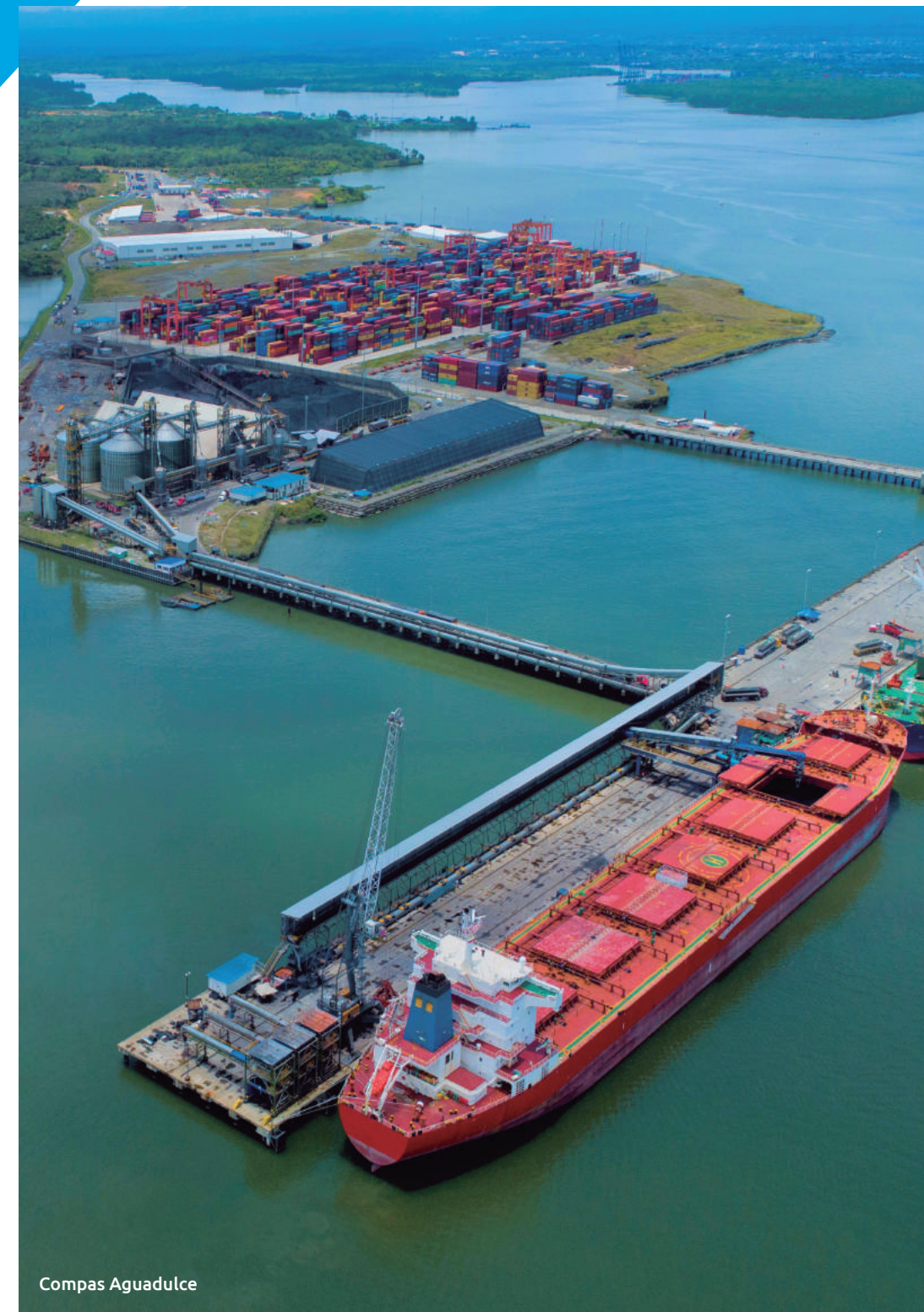
4



Chartering broker

Intermediary service between the shipping companies or ship owners, and the shippers (charterers) and final clients. Service provided through its affiliate **Comship Brokers**.

SERVICES PROVIDED



Compas Aguadulce

The Aguadulce Terminal



 **75** Total vessels served

(103-2)

The Compas Aguadulce terminal with three years of operation, projects itself as the best and largest multipurpose terminal in Buenaventura. In terms of infrastructure, the north wing of the coal yard was expanded by more than 7,000 m², thereby increasing storage capacity and optimizing the operational process for this type of cargo. The humidification system was also automated by coal in the dumping, crushing and transport stages to the storage area, thus reducing the emission of particulate matter.

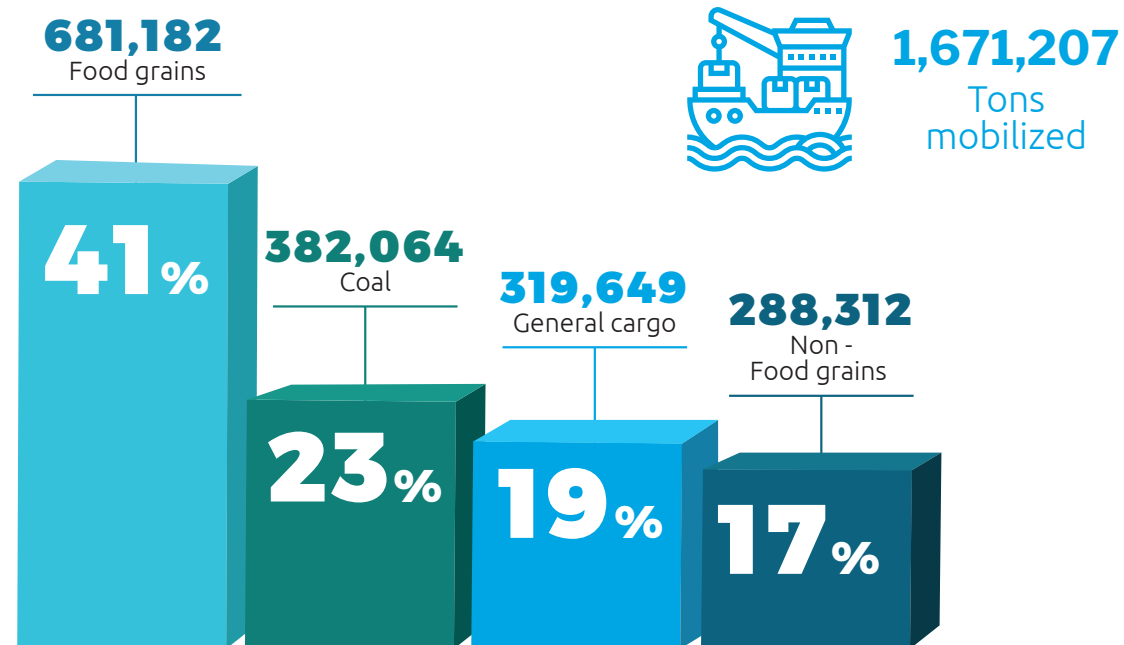
In association with the Puerto Industrial Aguadulce Society (SPIA), the area was adapted to install a compactor that seeks to compress the usable waste and deliver it to various business ventures in neighboring communities. To all this, the design and the application of a methodology for marking the spaces for storage of general cargo in the south patio (shed) were added.

Similarly, with the aim of providing functional spaces for terminal employees and facilitating the entry and placement of personal protective equipment, a locker room was built adjacent to the maritime access control. As a complement, rest areas were adapted for the staff of braceros who carry out activities of hornbeam and vehicle stripping.

Operationally, the heaviest vessel that has left the port of Buenaventura with this type of cargo was loaded with 77,018 tons of coal, likewise, the unloading of the vessel with the highest tonnage (43,842 tons) of general cargo was carried out and the largest food bulk ship that has touched Colombian port, with a total of 62,136 tons of wheat.

In 2019, the coal yard was expanded by more than **7,000 m²** to increase storage capacity.

Tons per type of cargo



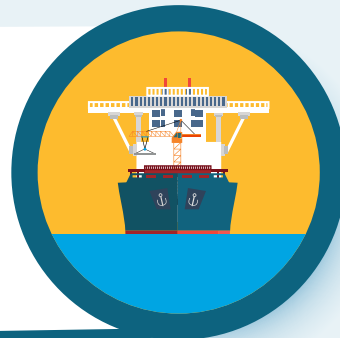
Results of 2019 management

(103-3)

There was a 38.6% increase in the volume of general cargo served and 8.2% of coal cargo. This was achieved thanks to the construction of the 5,000 m² general cargo warehouse, staff training, and the purchase of four forklifts.



The terminal served 75 vessels, this represented a decrease compared to 2018, in which 86 was received. Therefore, the port stopped receiving 127,223 tons, which represents 7.1% less total cargo compared to the previous year, for which reason it did not meet the revenue goal for the year.



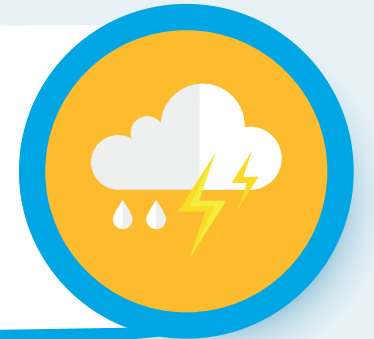
The goal of zero accidents to the load was achieved, thanks to the implementation of a training plan for the responsible human team.



The area of safety and health is the same as for the year 2020, while in 2019 the proposed goals in relation to accidents were not reached; the same number of accidents is recorded as the previous year, so there was no increase in this indicator. In 2020, the terminal will focus on strengthening the culture of self-care through training, programs, and OSH controls for contractors and own staff.



One area that requires improvement is the proper treatment of runoff waters from the coal yard in heavy rain events, to avoid traces of water with traces of coal into the sea.



Future challenges

(103-2)

Short term goals 0-2 years

- ◆ Automate the opening and closing of the gates in mechanized hoppers for the receipt of food grains.
- ◆ Perform technical modifications to the coal receiving system to ensure the availability of the system.
- ◆ Ground leveling works that separate rainwater from runoff water in the coal yard and hydraulic works that retain and separate the coal from the waters, optimizing the current treatment system.
- ◆ Define and build service areas for the terminal users.

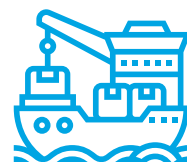
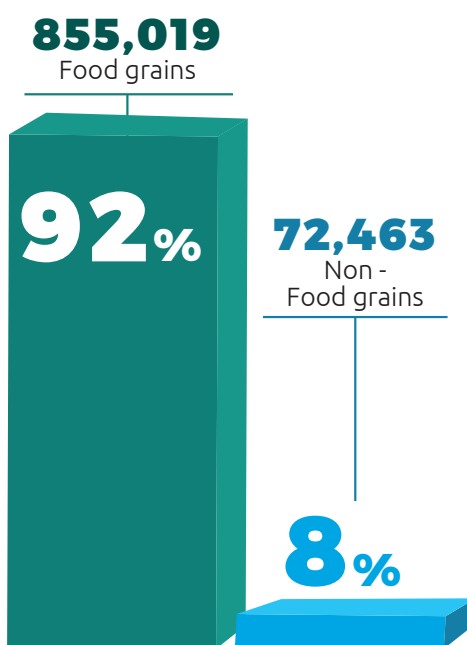
Middle term goals 3-5 years

- ◆ Expand the storage capacity in food grains silos by 50%.
- ◆ Paving the area of the North yard to improve the operation conditions and general cargo storage.

The Cascajal Terminal



Tons per type of cargo



927,482
Tons mobilized



33 Vessels served

(103-2)

In accordance with the goals set for 2019, the goal of zero protection events was met, in such a way that the safety and integrity of the cargo of our clients was guaranteed.

In terms of infrastructure, the new digital truck scale was installed and adapted, in order to have modern equipment with greater reliability in weighing the load and thus reduce equipment maintenance costs. The paving of the access of the port facility was also carried out for the recovery of the vehicular area, with which the generation of offensive odors was minimized, and the physical appearance of the terminal was improved.

Likewise, 100m² were paved in the patio area with a favorable impact on the operation, vehicle deterioration is avoided, truck load spills are prevented, and the deterioration of the surrounding infrastructure is minimized.

Furthermore, there was the remodeling of the warehouse area and the adaptation of a module for the storage of the staff of the port facility collaborators, with the aim of providing more comfortable workspaces.

Imports of non-Food grains products grew **27%** at the Compas Cascajal terminal.

Results of 2019 management

(103-3)

The operational efficiency goal was exceeded, achieving a performance of 103%.



The goal of zero cargo related accidents was reached.



A digital truck scale was installed.



Paving works were carried out at the access to the port facility and 100m² in the patio area.



Future challenges

(103-2)

Short term goals 0-2 years

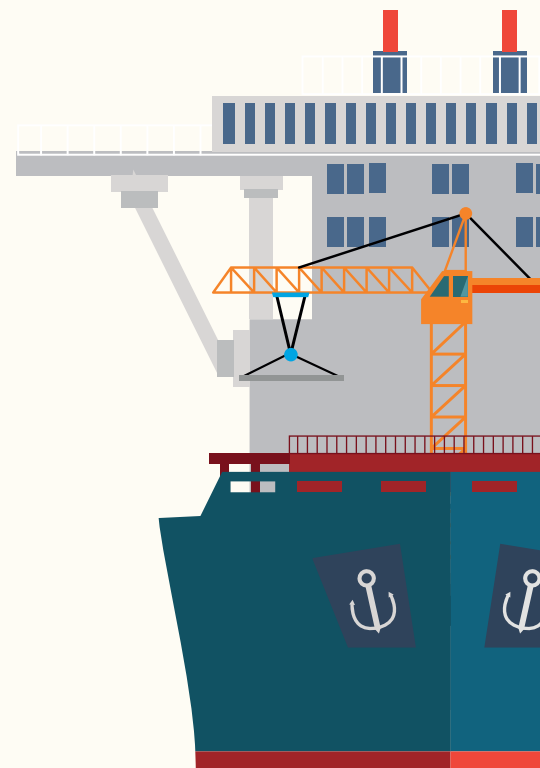
- ◆ Updating of the TERMEB system.
- ◆ Redesign of wastewater treatment systems.
- ◆ Expansion of the multiple room in order to improve the wellness spaces for collaborators.

Middle term goals 3-5 years

- ◆ Adapt the terminal infrastructure such as: the approach, the drivers waiting area, the space for contractors.
- ◆ Maintain preventive maintenance of the mechanized system.

Long term goals - 5 years

- ◆ Increase the installed capacity and discharge rate of vessels.



Compas Cascajal



The Barranquilla Terminal

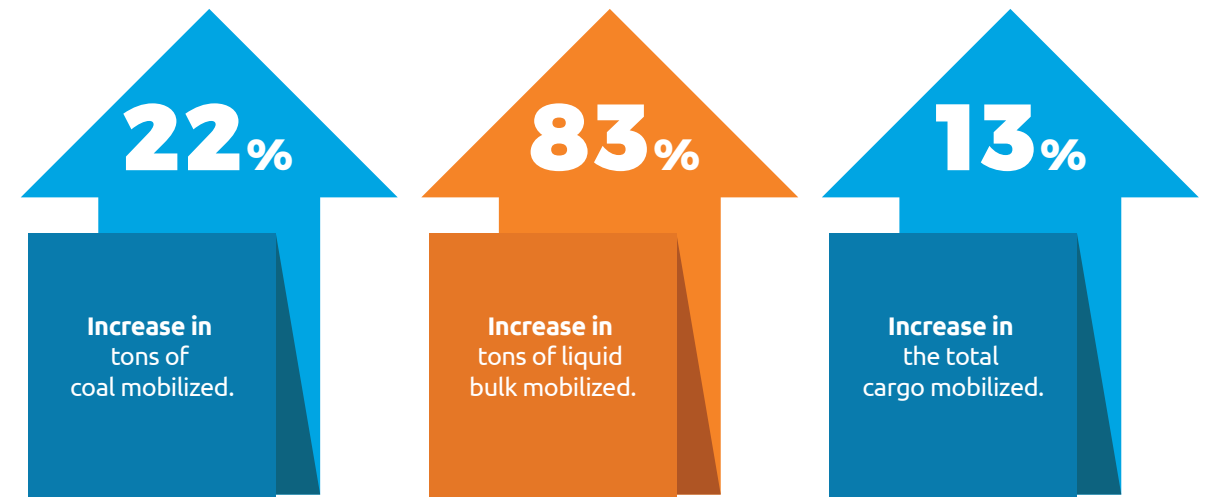


 **93** Vessels served

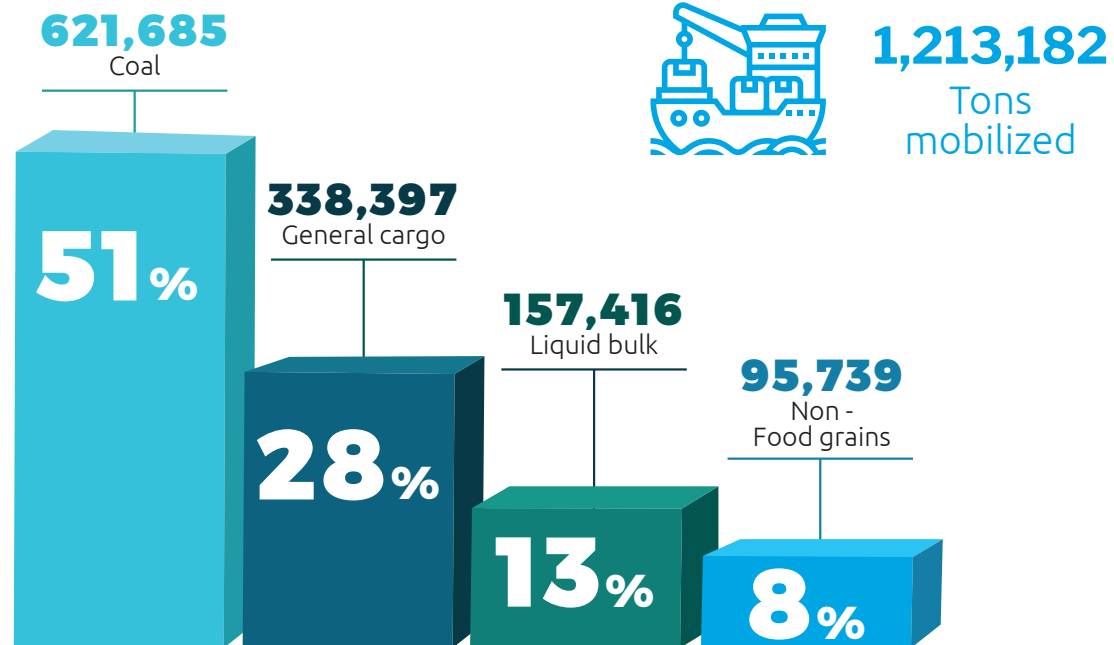
(103-2)

In 2019, the Compas Barranquilla terminal, was one of the leaders in the movement of coal for export in the city. Compared to last year, the mobilized tons of coal increased by 22% and liquid bulk by 83%. Both results generated that the total cargo mobilized at this terminal increased 13% despite the decrease in the mobilization of food grains and general cargo.

In 2019 this terminal increased the total volume of mobilized cargo, 13%.



Tons per type of cargo



During 2019, the authorizations for new areas such as port and public warehouse were processed before the DIAN (National Tax and Customs Directorate) in order to increase cargo storage capacity, thus achieving 198,075.4m².

In June, an 800-meter dock line was inaugurated, allowing up to four ships to be serviced simultaneously. The event was attended by businessmen from the logistics and port sector, authorities, clients and local government. Likewise, multimodal operations began with the receipt of coal and the loading of steel as compensation cargo for the barges transiting the Magdalena River.

The terminal has new international equipment

certifications; for 2019, all the bollards of the four docking positions were certified. Projects were developed to improve working conditions and streamline the operation, such as: the construction of a double tent structure located at a strategic point in the coal yard, which serves to tent and / or unload two trucks at the same time, providing the Safety worker by having specialized equipment against falls. Mobile booths were built for the use of the dock, which have solar panels and allow the connection of equipment for control and monitoring during operations. Lastly, an electronic scale was built, with the required technology in which it is possible to improve the flow of trucks in the coke yards.

Results of 2019 management

(103-3)

98% of the scheduled maintenance tasks were executed, **and 89% of the budget was used.**



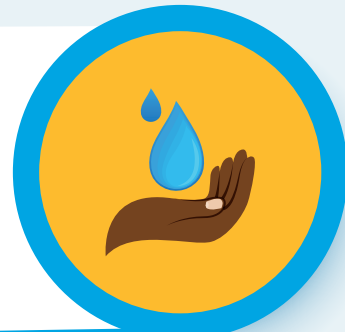
There were no environmental accidents.



During 2019 there **were no protection events.** In terms of the process, a restructuring of the security area was carried out, with the incorporation of two protection supervisors, which allowed for improved control and monitoring during the 24 hours of operation.



The **design and construction for the new wastewater treatment plant was contracted** in order to improve the physicochemical characteristics, reuse the residual water from the vehicle washing activity and thus decrease the risk of negative environmental impacts.



There was an investment made in LED lighting for the patio corresponding to three masts, which generates a reduction in the consumption of electrical energy.



Future challenges

(103-2)

Short term goals 0-2 years

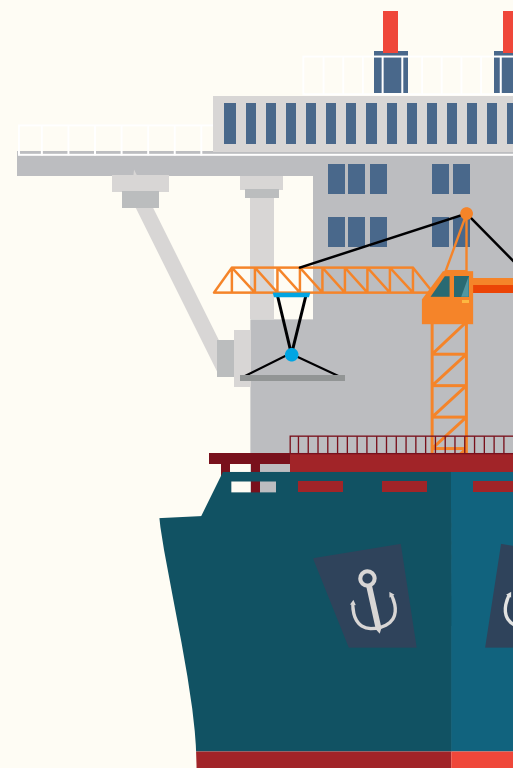
- ◆ Modernize the encapsulated coal loading system to increase the loading rate.
- ◆ Work in customer service management to create synergies that generate loyalty.
- ◆ Building of an administrative building.

Middle term goals 3-5 years

- ◆ Expansion and authorization of new storage areas to increase the volume of the cargo.
- ◆ Enabling of a new digital truck scale to decongest internal vehicle flow.

Long term goals >5 years

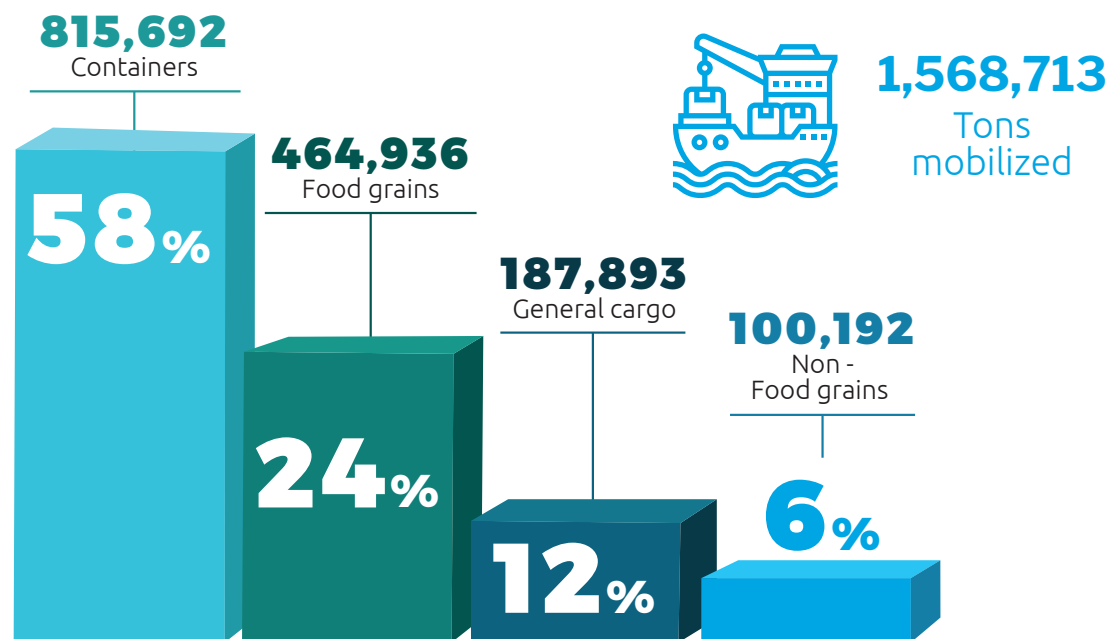
- ◆ Enter new markets to harness the power of the Compas brand.
- ◆ Increase the installed capacity and unloading/loading rate of vessels.



The Cartagena Terminal



Tons per type of cargo



 **317** Vessels served

(103-2)

The Compas Cartagena terminal is the main port for mobilization of network containers. This type of cargo represents 58% of the tons mobilized in this facility. During 2019, the total of tons mobilized decreased 4% due to the volume of containers being reduced by 15%. However, the mobilized tons of Food grains and non-Food grains increased by 18% and 7% respectively.

58% of the cargo at the Cartagena terminal is associated to the mobilization of containers.

Results of 2019 management

(103-3)

Complementary activities were structured to continue improving operational performance, focused on strengthening port infrastructure and empowering all its employees in leadership and functions.



In the terminal's road network, 468m² of pavement was recovered and maintained, with the aim of improving the operating conditions of the different areas, given the normal oceanographic and coastal processes and the impact of port machinery during operations.



A plan was designed and implemented to strengthen the working environment at the terminal; **thanks to this, the perception of the collaborators went from 59 in 2018 to 83 points in 2019**. It generated a better environment, empowerment and performance of the collaborators, vital aspects to improve customer service.



With the aim of improving the control conditions of the inventories of the cargoes received in bulk, **maintenance and calibration of the weighing system for both the receipt and delivery of cargo from the terminal were carried out**, renewing the certifications established in the current national regulations.



In compliance with the strategic road safety plan, the recovery, maintenance and updating of road signs in the patios was carried out, a factor that contributed to the operator of the container terminal and general cargo, Cartagena Container Terminal Operator (CCTO), participated and received an award for safe and sustainable mobility 2019, granted by the Occupational Risk Administration (ARL) Sura.



The plan for the **adaptation electrical**, mechanical and automatic control components of the bulk plant continued.



A plan focused on **mitigating crime associated risks**, especially drug trafficking, was designed and implemented, a threat that during 2019 significantly increased its actions in the city; These activities were carried out in conjunction with the National Police, the Anti-Narcotics Police, the National Navy, the Coast Guard and the Port Captaincy.

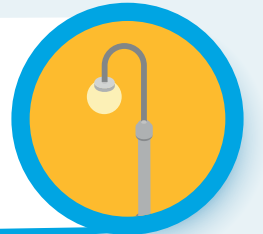


40 seedlings were planted, and the recovery of green spaces was achieved through volunteer days in which providers and communities from the area of influence also participated; emphasizing the importance of maintaining and preserving the environment.

It should also be noted that the **goal of zero environmental accidents** at the terminal was met; Although attention was given to an emergency caused by the IFO (fuel) spill from a motorboat docked at a port terminal next to Compas Cartagena, immediate and adequate action allowed managing and controlling the external incident.



77 luminaires of the masts located in the storage yards were replaced, with the aim of improving operational conditions, protection and safety and health at work.



As reported in previous years, Compas planned to make an investment of approximately US\$ 200 million for an expansion project for its terminal located in the El Bosque neighborhood of Cartagena, which sought to expand its infrastructure from two approaches: the first, modernize and increase the storage capacity, and the second, improve the efficiency and operation of containers. For this purpose, the Company obtained the corresponding permits, from the National Infrastructure Agency (ANI) and the National Agency for Environmental Licenses (ANLA). By virtue of an action for protection

Compas entered into a prior consultation process with four communities based on Tierra Bomba Island, that concluded with no agreement in early 2019, making the project unfeasible.

It should be noted that the Organization remains committed to the development of the infrastructure of its port network, therefore, it evaluates new projects and alternatives that allow it to grow and promote the competitiveness of the logistics industry in Cartagena and in the rest of the country.

Hitos 2019



Regarding the Operational Indicators, the average operating time of container and bulk cargo ships improved by **5% compared to the previous year**.

Future challenges

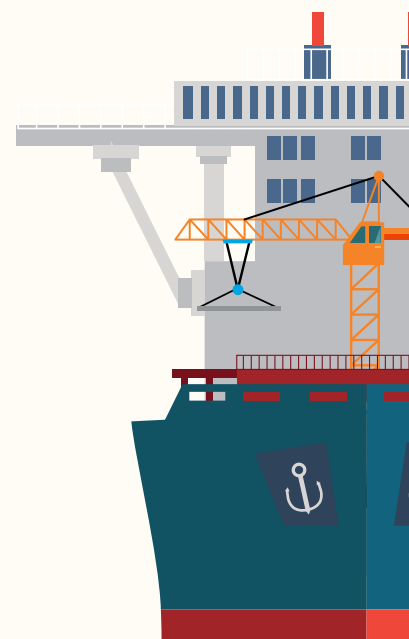
(103-2)

Short term goals 0-2 years

- ◆ Implement a commercial strategy aimed at strengthening the relationship with current customers and attract new companies at the end.
- ◆ Increase actions aimed at strengthening individual and collective awareness of health and safety risks at work, to comply with the established accident indicator.
- ◆ Maintain and improve operational rates at the port facility.

Middle term goals 3-5 years

- ◆ Achieve 90 points in the perception of the organizational climate in the terminal, an indicator measured by an external firm, which would achieve a level of excellence.
- ◆ Structure actions and protection measures within the terminal's strategic plan that mitigate the risks associated with crime.



The Tolú terminal



 **35** Vessels served

(103-2)

In 2019, Compas Tolú terminal met the expectations and proposals entrusted by the Organization's shareholders. In this sense, the project to extend the dock line was successfully completed, the dredging of the access channel, the dock and the docking area began to achieve a depth of 13 meters. All of the above was carried out with the support and participation of local, regional and national authorities, neighboring communities, business actors and other stakeholders.

The civil work was carried out in compliance with environmental and social standards; contemplated the hiring of more than 150 people during the construction phase from the local community (Santiago de Tolú, Sucre). Furthermore, the mechanization of the horizontal silo No. 4, with which it was able to expand the storage capacity from 4,000 to 8,000 tons.

During the expansion process, participation and relationship ties with of local, regional, environmental authorities and people from the communities surrounding the port facility were strengthened. Compas generated a differential building links process with the stakeholders

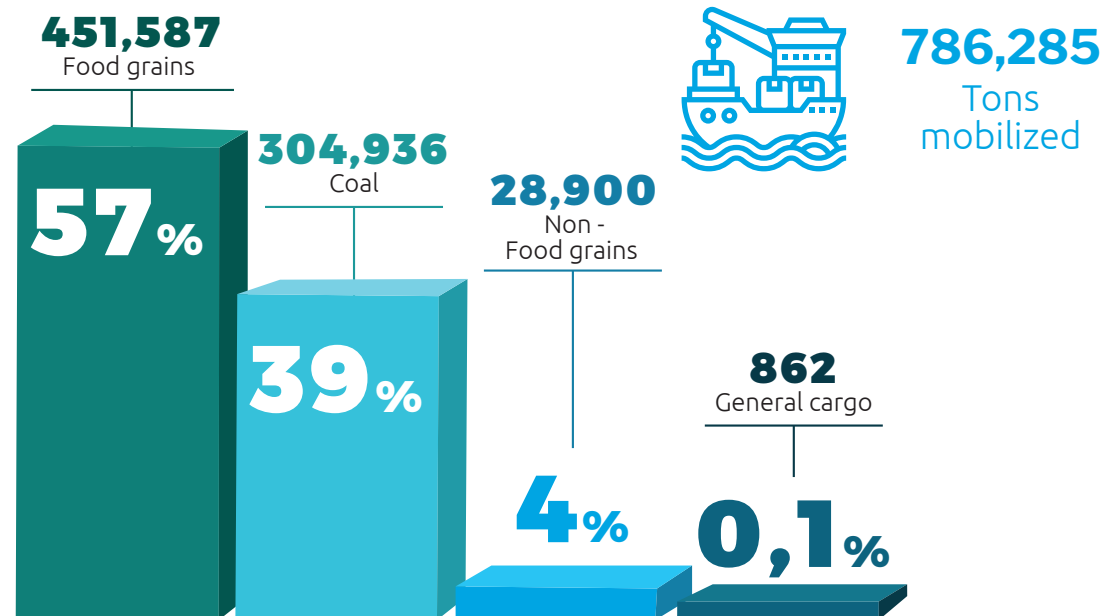
In addition to the expansion project, **mechanization of the horizontal silo No. 4** was carried out to expand storage capacity.

related to the terminal seeking the growth and sustainable development of the region, with an appropriate management of their expectations.

Regarding port management, there was a variation of -8% in the number of total tons mobilized in 2019, compared to 2018; because of the limitations caused in the terminal by the construction of the new platform.

At the institutional management level, there is still no updated land use plan (POT) for Santiago de Tolú, there are projects to carry out a POT that generates benefits for the municipality, community and that favors the port industry of the Gulf subregion from Morrosquillo.

Tons per type of cargo



Results of 2019 management

(103-3)

Initiation and end of construction work on the pier and viaduct.

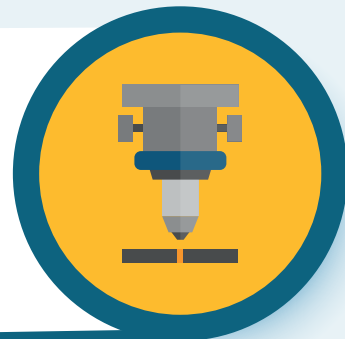


Contracts for the installation of electrical substation and buoys for navigation were made.



44

Dredging works began, as of December 2019 there was a 50% advancement, as well as a reinforcement for the deepening of the existing pier.



Additional works contracts were carried out: jetty and protection of the banks of the existing dock and purchase contract for the LHM 420 mobile port crane.



Future challenges

(103-2)

Short term goals 0-2 years

- ◆ Oversee the acquisition of the necessary port equipment in the operation of the expanded terminal.
- ◆ Initiate the project to expand the storage for food bulk cargo, which will be carried out in two phases: in 2020 three (3) vertical silos will be built, each with a capacity of 9 thousand tons. By 2021, another battery of silos will be built.

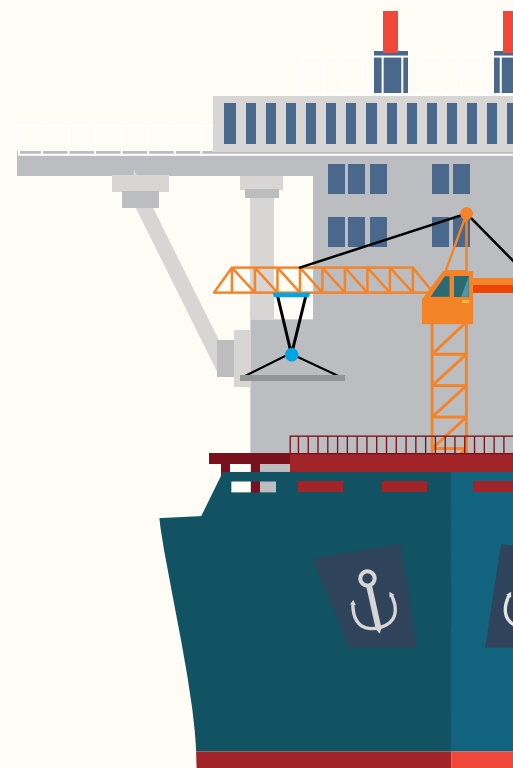
Middle term goals 3-5 years

- ◆ Promote the creation of appropriate conditions that allow a port and logistics territorial development for Santiago de Tolú and the Gulf of Morrosquillo subregion, taking advantage of the terminal's expansion land.
- ◆ Achieve negotiations with strategic allies, considering the competitive and comparative advantages offered by the geographical position of the Compas Tolú terminal.

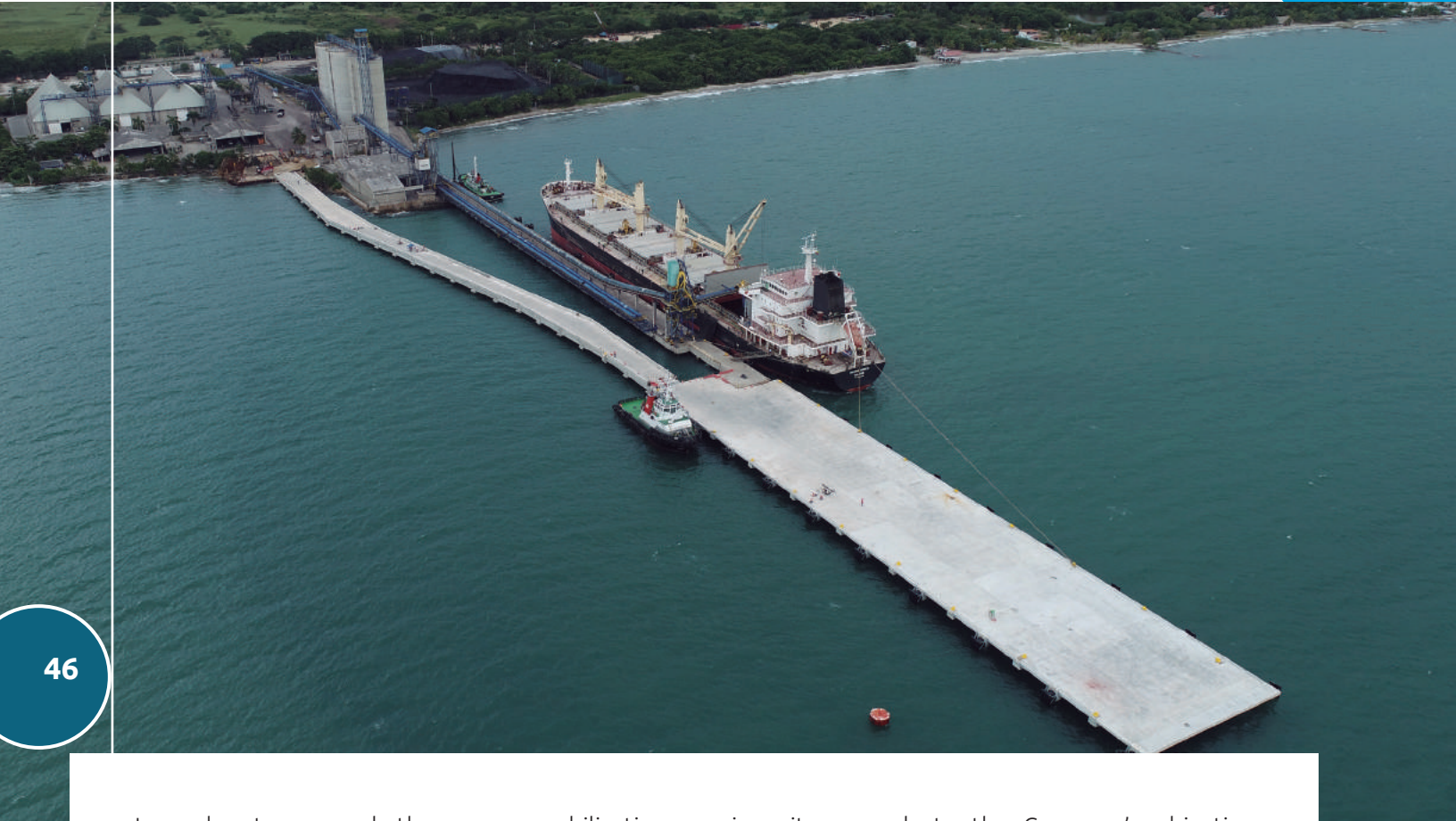
Long term goals >5 years

- ◆ Renew the port equipment to guarantee efficient, safe and reliable productions.

45



Expansion project Tolú facility



In order to expand the cargo mobilization capacity of the terminal located in the strategic geographical position provided by the Gulf of Morrosquillo, Compas opted for the modernization and expansion of its current dock and the deepening of the berthing positions, maneuvers dock and access channel to a depth of 13m. The work considered the extension of the current pier to 150m and 30m wide, in order to serve up to two Handymax-type ships simultaneously.

The expansion project responds to the region's port needs and demands and expands the city's port capacity with modern, state-of-the-art equipment, placed at the service of foreign trade in Colombia. In addition, it contributes to the strengthening of the logistics services network that Compas offers to its clients.

The management of this project contributes positively in the transformation of Compas,

since it responds to the Company's objective of strengthening the infrastructure of its port network and its multipurpose status. This work represents for the Tolú terminal the possibility of serving new types of cargo and increasing the annual operating volume.

The investment amount was US \$ 40 million of this, US \$ 30 million were allotted to infrastructure and US \$ 10 million to port equipment, the latter is projected to be fully operational at the end of the first quarter of 2020. It should be noted that the project complied 100% with the proposed schedule for the execution of the works and with the budget approved by the board of directors. In addition, in the follow-up visits made by the National Infrastructure Agency (ANI) to the terminal, the entity highlighted the performance and optimal progress of the project based on the investment commitments and deadlines acquired in Other No. 7 of the concession contract.

Investment in the terminal

US\$ 40 millions



As the only port company with a presence in Tolú, Compas is aware of its responsibilities and social commitment to the municipality and the region. For this reason, before initiating the expansion project, it developed a differential participation and socialization mechanism, where the community, local authorities, businessmen, and civil society organizations grouped together: farmers, fishermen, community action, among others. In this way, the Company worked hand in hand with them in the construction of a participatory process

from which social action routes were defined to benefit the territory.

Compas informed about the project's schedule and scope with the community and installed a management and social and community coordination table, which met periodically in 2019 to address issues of mobility, the environment and employability, and to report on the progress of the draft. The main social actions were oriented on four fronts in line with the Environmental Impact Study (EIS).



124 people

Socialization and community management.



105 fishermen

Support the development of fishing activities.



11 people

Improving the roads, vehicles and pedestrian dynamics.



149 people

Institutional and community environmental education.

During the construction phase of the expansion project, 116 jobs were created in Tolú, exceeding the initial forecast of 40 jobs; Once the second dock is fully operational, it is expected that 24 new jobs will be created in 2020. In this

way, Compas will continue to be an important driver of the local economy, where 70% of the collaborators are residents of Tolú, confirming the priority for the local hiring of skilled, semi-skilled and unskilled labor.



3

Prosperity

- 🏢 Corporative governance
- 🏢 Ethics and Transparency
- 🏢 Risk management
- 🏢 Cargo security and integrity
- 🏢 Profitability and growth

Ethics and integrity in all the actions carried out by COMPAS.

Corporate Governance



50

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

Compas is governed by a corporate governance system that has been designed to protect the interests of shareholders and stakeholders, as well as to generate certainty and trust in the actions of the company. This is achieved through internal transparency policies and good practices, which seek to strengthen administration, continually improve processes and decision-making, and fully

comply with applicable regulations and legislation, which has an impact on generating economic profitability, management social with communities of influence in the Company's areas of operation and the development of business relationships with suppliers and customers, based on high quality and service standards. The main bodies of the company are described below:



General meeting of shareholders:

(102-18, 102-22, 102-23)

It is the highest governance body of the company, in charge of approving the main policies and strategies of the Company. Compas currently has five shareholders, of these two hold the majority: West Street Infrastructure Partners (WSIP) Port Holdings II Ltd. –Investment fund managed by the Business Banking division of Goldman Sachs–, and Southern Ports Holdings S. de R. L. –company formed by the Echavarría Obregón family and the Ership Group of Spain. Each of the aforementioned controlling shareholders has a participation of nearly 50% in the Company's shareholding composition.



Board of Directors:

The Board of Directors is a social body whose main mission is to lead decision-making that leads to the achievement of corporate objectives, as well as to monitor strategic projects, ensuring the interests of the Company and its stakeholders. It is made up of six (6) main members, with the right to speak and vote, their respective personal alternates, and one (1) independent director, with the right to speak, but not to vote.

In 2019, the bylaws were amended to include an Independent Director as part of the Board of Directors, instead of the "Independent Observer", which was planned until then. Mr. Alberto Jiménez Rojas, former president of the Company, was appointed as the Independent Director of Compas, who, in his new role, continues to provide Compas with his valuable knowledge and experiences.

(102-24)

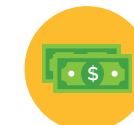
All the Directors (including the independent one) are elected by the General Assembly of Shareholders for periods of two (2) years, through the electoral quotient system provided for in article 197 of the Colombian Commercial Code, and are generally considered members of the Board

The highest governing body meets at least four (4) times a year, in meetings that may or may not be face-to-face.



Board committees:

The Board of Directors has the power to create the committees to support its functions. In 2019, the Board of Directors had two (2) committees:



Financial Committee:

Composed of four (4) members of the Board, elected from within it. The other directors may participate.



Auditing Committee:

Composed of four (2) members of the Board, elected from within it. The other directors are free to participate. The committee meetings are also attended by the external corporate auditor and the independent director.



Management of conflicts of interest:

(102-25)

The bylaws provide that the administrators of the company (including the members of the Board of Directors) must abstain from participating - either in person or through a third party, - in activities that imply competition with the Company or in acts where there is a conflict of interest, except with granted authorization of the General Assembly of Shareholders. In these cases, all the administrators of the Society shall provide the General Assembly of Shareholders the information that is relevant for the decision-making process. The vote of the administrator, if he/she is a shareholder, must be excluded from the determination. In any case, the authorization of the General Assembly of Shareholders may only be granted when the act does not harm the interests of the Company.

51



Authority for economic, environmental and social issues:

(102-19, 102-20)

Within the powers of the Board of Directors, established in the statutes of the company, this body directs the Company's business and actively participate in defining the strategy of the Company's activities. With this oversight, the President is primarily responsible for environmental, economic, and social affairs.



Executive Committee:

(102-21, 102-26, 102-29, 102-30, 102-31)

Supports the President of the Company in his duties. It includes the president and vice-presidents of the company; its main mission is to ensure that the Company's administration operates in accordance with the guidelines outlined by the Board of Directors and the Presidency. The Executive Committee meets weekly or when the needs of the Company require it, when summoned by the presidency of the Company. The Executive Committee identifies economic, social and environmental issues and their impacts, risks and opportunities, and follows them up.



Areas dedicated to environmental functions and sustainability:

The environmental and social functions are specific responsibilities assigned to the following areas within the Company:



Directorate of Environmental management



Directorate Communications and sustainability

All inquiries made by the community, suppliers, customers and other stakeholders to society are analyzed in principle by the vice president or manager of the respective area, who analyzes the request or inquiry and, if necessary, rises to the presidency. If deemed necessary, the presidency reports it directly to the Board of Directors, so that it may issue the instructions for the case.

Milestones of 2019

(102-31) (206-1) (307-1)



The Executive Committee identified and evaluated economic, environmental and social issues, as well as impacts, risks and opportunities during an occasion in 2019.



There were no legal actions related to unfair competition in which Compas was interested.



During 2019, Compas received no environmental sanctions or significant fines (greater than 50 million Colombian pesos) for non-compliance with environmental regulations.



During 2019, Compas received no administrative sanctions or fines for non-compliance with economic and social regulations

Ethics and transparency



Do the right thing, keep your word, be responsible, ethical and transparent.

INNACA
Character of VALORarte

(103-1)

Compas constantly strives to maintain and reinforce its commitment as an organization with ethics and integrity in all its actions, a clearly established guideline within the strategic definitions and main input of the Code of Ethics and Conduct, corporate values and the Integrated Company Policy. These three documents are the framework for the management of ethics, transparency and anti-corruption, just as they guide the development of the Organization and determine a code of conduct for each of the collaborators, strengthening corporate governance and business culture.

This management also includes other interest groups such as: suppliers, strategic allies, customers, communities of influence and shareholders, with whom Compas works as a team to strengthen a full and transparent relationship, based on the trust generated by the credibility and integrity shown.

The code of ethics and conduct, corporate values and the Integrated Policy are the reference framework for the **ethical and transparent management of the Company.**

This internal and external alignment to mitigate the risks associated with ethical and anti-corruption issues, contribute to achieving the Company's vision for 2022, so it can be recognized by the different interest groups as a provider of sustainable logistics services as a company that fulfills economic, environmental and social commitments.

Actions performed during 2019

(103-2) (103-3)



Strengthening of ethics and transparency management

Ethics and transparency management was strengthened through changes in the organizational structure, in order to reinforce the preventive approach and guarantee compliance with the guidelines through supervision and follow-up. For this purpose, the compliance position was created, which depends hierarchically of the presidency, guaranteeing its independence. The creation of this position is intended in the short and medium term, to strengthen management against money laundering and terrorist financing - LAFT, establish anti-fraud and anti-corruption schemes, and also, supervise legal compliance, among other functions.



Renewal of the members of the Ethics Committee

It includes: President, Financial Vice President, Legal Vice President, Vice President of Operations and Vice President of Shared Services.



Reinforcement of corporate values, the Code of Ethics and Conduct and the use of the ethical line.

We sought to internalize and give impulse to the canal lineaica@compas.com.co. Similarly, for new officers, the virtual induction process was strengthened with the inclusion of the modules: VALORarte, code of ethics and risks.

With the updating of the members of the Ethics Committee, the reengineering of those responsible for the management and control of ethical and anti-corruption issues, the prevention and mitigation measures of the risks of these issues were reinforced.

The external audit company made an evaluation of the operation of the ethics line and the Ethics Committee with a satisfactory result; It also presented the set of recommendations that will be adopted from February 2020 to provide greater formality to the processes.

Standards of Conduct

(102-16)

As the Code of Ethics and Conduct is the normative guide for conduct for employees and other stakeholders, the program for the dissemination and internalization of its content has been maintained, as well as recreational activities and workshops on corporate values within the framework of the program VALORarte.

These activities have reinforced the accountability of ethics, transparency and anti-corruption management officers. As the Ethics Committee is the body responsible for these matters and is supported at each headquarters by terminal managers and managers.

The Ethics Committee permanently reviews the contents of the code to, if necessary, update it accordingly. At the general induction, a hard copy of the code is delivered to each new member of the Company or when any change occurs to it, to all staff. It is also found on the website and the corporate intranet.

The virtual platform **ENSEÑarte** was strengthened and recreational workshops were held for employees on the Company's corporate values.





Responding to ethical concerns

(102-17)

In case of concerns about the understanding or implementation of the policies set forth in the Code of Ethics and Conduct, clarification may be requested from the following collaborators: manager or vice president of any area, members of the Organization's Ethics Committee. If situations arise that require reporting and you are not sure, or you are not clear about the ethical nature of the conduct, you can contact the Ethics Line (lineaetica@compas.com.co), where you will receive the appropriate guidance to address the case.

There is an ethical line (lineaetica@compas.com.co) through which stakeholders can report relevant situations.

RESTRIN
Character of VALORarte

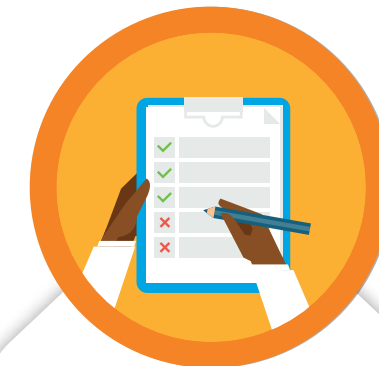
Anti-corruption risks and procedures

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

As mechanisms for the management of ethics, transparency and anti-corruption, COMPAS has:



Included issues related to ethics in updating and reviewing the Company's strategic guidelines.



Internal and external audits where compliance and commitment of each process in this aspect are reviewed.

Regarding the operations evaluated regarding risks involved with corruption, the results during 2019 were as follows:



374 Total operations



87% **326** Operations evaluated

Future challenges

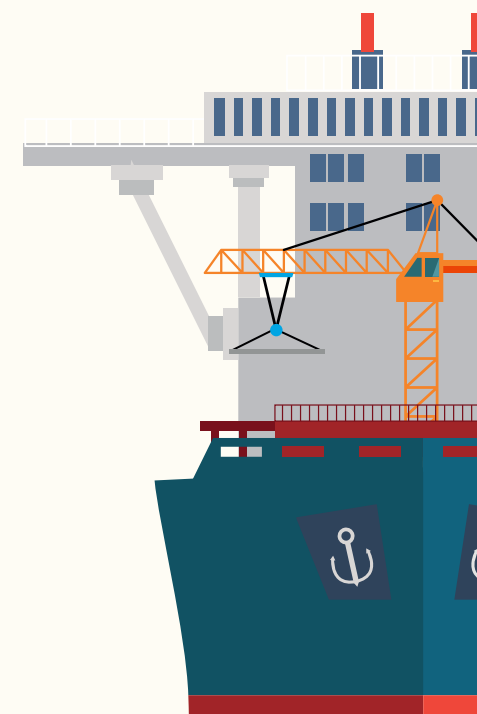
(103-2)

Short term goals 0-2 years

- ◆ Strengthen the synergies between functional areas, issue the necessary guidelines to establish the schemes and strengthen the anti-fraud and anti-corruption culture, through training and definition of roles and responsibilities that mitigate reputational risks.

Middle term goals 3-5 years

- ◆ Build an organizational culture based on transparency and the application of the ethical principles defined by the Organization to promote the responsible behavior of all its collaborators, regardless of their hierarchical level.
- ◆ Achieve a commitment and compliance with the ethical guidelines of the organization by the supply chain, strategic allies and customers.



Risk management



(103-1) (103-3)
 For Compas, risk management is a commitment, given the awareness that proper administration favors the identification of threats, obstacles and opportunities in a timely manner, increases the possibilities of achieving objectives and improves the adaptation of the company to the social and economic environment. Identifying and managing risks allows getting closer to the context, enhancing the confidence of stakeholders and facilitating decision-making.

Compas has had among its priorities to promote risk management in advance, under a control environment and that is why, during 2019, changes were generated at the level of the insurance structure, to achieve a more preventive approach and the strengthening of control operational through adequate risk management.

“One of COMPAS ‘priorities has been to **promote risk management** under a preventive approach and a control environment.”

In this way, the risk management and control model at Compas was based on the international model of three lines of defense proposed by the International Institute of Internal Audit.



In a complementary way, the Audit and Risks Committee included the first level of the organizational structure, thus constituting an administrative committee and a member of the Board of Directors, Mr. Alberto Jiménez Rojas, who also chairs it, was appointed. In this committee, all relevant matters of risk management and controls are reported by the risk management and control function and internal audit. Additionally, the Audit Committee of the Board of Directors was created, all the matters that the administrative committee considers relevant are taken and which will then be addressed by the Board of Directors.

As a general framework for risk management, Compas is guided by ISO 31001 standard, ISO 9001 (quality), ISO 14001 (environmental management), OHSAS 18001 (health and safety), PBIP (protection of ships and port facilities)

and BASC (anti-smuggling). These standards include risk analysis for the identification and prioritization of matters that require greater care; therefore, risk management is a vital aspect for the organization.

COMPAS is certified to ISO 9001, ISO 14001, OHSAS 18001, PBIP y BASC standards.





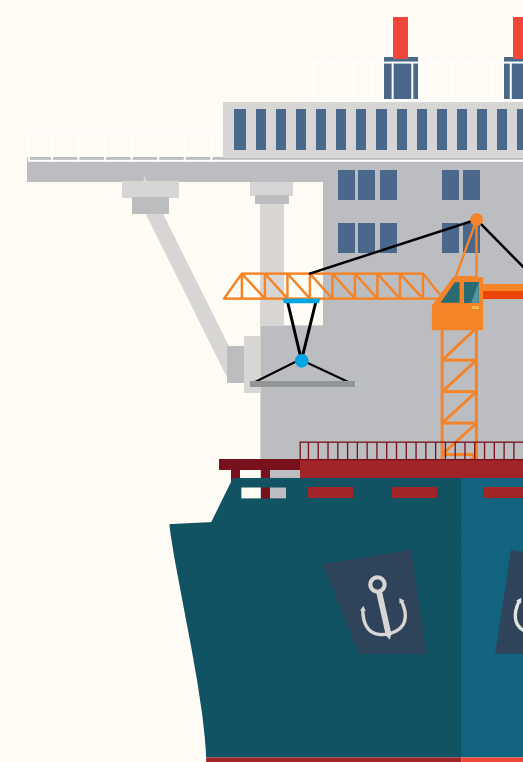
On the other hand, it is important to mention that the management of the business continuity plan was postponed by the Company's strategic decisions for 2020, the year in which the previously designed model will be replicated in one of the terminals and in accordance with the need it shall be implemented in other areas.

Future challenges

(103-2)

Short term goals- 0 to 2 years

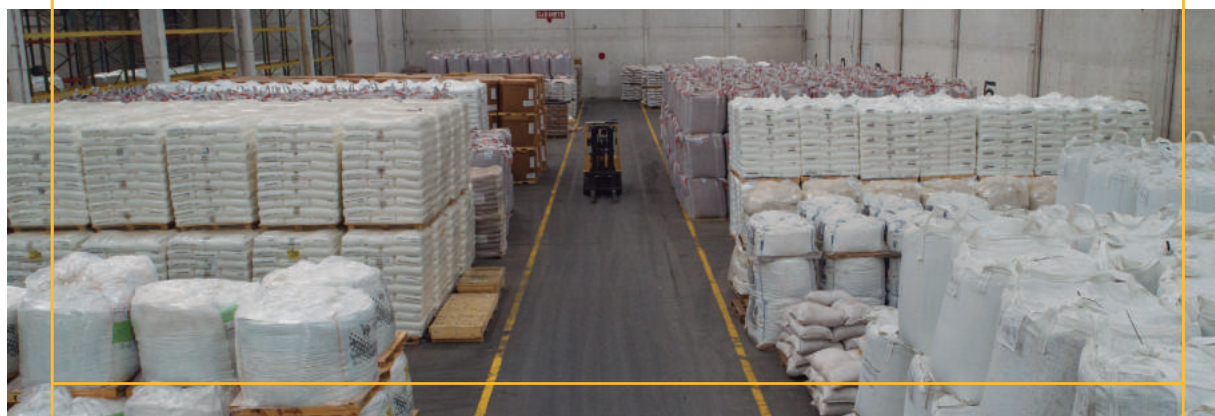
- ◆ Update the strategic risk management cycle by executing the identification, analysis, treatment and monitoring stages.
- ◆ Strengthen the risk management monitoring scheme by evaluating the effectiveness of its controls.
- ◆ Continue expanding the risk management coverage to processes that are not yet updated with the new methodology.
- ◆ Identify in the critical processes, for the anti-fraud and anti-corruption management, the relevant risks and establish the necessary controls to reduce the probability and materialization of these events.
- ◆ Strengthen the scheme for detecting materialized risks associated with fraud and corruption and take the necessary corrective actions to prevent them from reoccurring.
- ◆ Promote the risk culture at the corporate level.
- ◆ Expand the scope of the risk management software.



Cargo security and integrity



66



(103-1) (103-2)

The existing trust for the provision of quality logistics services for cargo handling becomes Compas' main motivation, to prioritize the care

and protection of the property of its clients, a goal achieved by strengthening three lines of defense in risk management.

There are three lines of defense:



One of the key factors of the process during 2019 was the creation of the Corporate Protection Directorate, in order to centralize the activities of this matter in an agile, standardized way and under a unit of criteria and effective decision-making. The standardization of technologies in access control and operation in Compas Tolú also stands out with a medium-term scope to the other terminals.

Additionally, continuous improvement was strengthened through the formation and training of the security team in disciplines associated with cargo protection and integrity, teamwork, hard and soft skills, leadership, integrity, protection of ships and port facilities (PBIP Code), business alliance for safe commerce (BASC) and authorized economic operators (OEA).

However, the indicators to monitor the management, the control and treatment measures implemented allowed to have an adequate administration of business risks, however, during 2019 there was a cargo contamination by criminal organizations in one of the terminals. Consequently, Compas' senior management defined new strategies with investments in cutting-

edge technology that creates a positive impact on the control and protection of cargo integrity.

In the medium term, Compas' protection strategy is to define an integration, information, incidents, traceability, predictive models, machine learning and big data project that contributes to the maintenance and defense of the value chain.

In 2019, the **Corporate Protection Directorate** was created in order to centralize activities in an agile, standardized way and with unification of criteria.

67

Results of 2019 management



Zero theft-related incidents.



An incident linked to cargo contamination.



Zero incidents associated with the entry of stowaways.

68

Future challenges

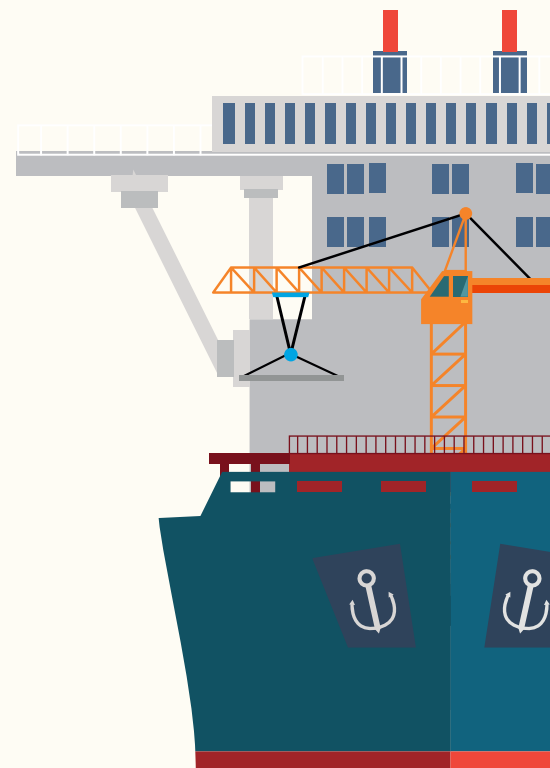
(103-2)

Short term goals 0-2 years

- ◆ Implementation of access controls at the Tolú, Barranquilla and Cartagena terminals.
- ◆ Strengthening of the Money Laundering and Terrorism Financing Risk Management System, expanding the number of analysts' officers.

Middle term goals 3-5 years

- ◆ Implementation of access control in other terminals.
- ◆ Integration of electronic systems, a process that consists of coordinating video surveillance with electronic access control.



69

Profitability and growth



70

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

For Compas, it is critical to manage profitability because the growth and sustainability of the Company depend on it. Each investment project seeks to satisfy the minimum expectations expected by the shareholders and by the country. To the

extent that the Organization is profitable, it will allow the fulfillment of the obligations that have with the stakeholders, understand projects with the communities, tax and labor obligations, commitments with suppliers and other actors in the process.

The Corporate values of Compas are the guide on which the employees and the Organization base their actions, this in order to achieve the strategic objectives. Integrity, agility, respect, innovation, quality and teamwork are the main framework for the decision-making process. This is how the Company seeks to provide innovative, quality and increasingly comprehensive logistics services that enable it to meet the needs of customers, who require rapid response capacity in an increasingly globalized world.

COMPAS manages profitability and growth in accordance with its commitments to its stakeholders and in line with its **six corporate values**.

During 2019, approximately US\$ 40 million were invested in the expansion of the terminal in Tolú, thereby complying with the commitments that had been agreed with the Central Government to guarantee the extension of the concession until 2036. Additionally, the works generated a positive impact for the region and its communities, bringing significant development around logistics and international trade. Maintenance works were also carried

out in all ports to continue with high service standards, which confirms its commitment to the development of the port sector in Colombia. Compas successfully concluded the process of refinancing its debt structure, obtaining better conditions that will allow it to continue with expansion and growth plans.

It should be noted that in 2019, Compas did not receive financial assistance from The Government

(201-1, 201-4)

Generated and distributed economic value	2017		2018		2019	
	Millions COP	Millions USD	Millions COP	Millions USD	Millions COP	Millions USD
Generated economic value	171,797	5.2	190,103	64.3	203,798	62.1
Operational income	171,797	58.2	190,103	64.3	203,798	62.1
Net income	171,254	58.0	189,843	64.2	203,263	62.0
Income from financial investments	543	0.2	260	0.1	535	0.2
Distributed economic value	198,939	67.4	231,036	78.2	232,559	70.9
Operational expenses	74,428	25.2	77,280	26.1	80,465	24.5
Procurement of supplies	74,088	25.1	76,894	26.0	79,854	24.3
Costs for training staff	340	0.1	386	0.1	611	0.2
Wages and benefits For employees	24,634	8.3	28,424	9.6	29,913	9.1
Payments to capital providers	31,761	10.8	36,518	12.4	37,283	11.4
Payments to governments	12,888	4.4	13,516	4.6	12,024	3.7
Community investments	55,228	18.7	75,298	25.5	72,874	22.2
Investment in social programs for communities in the area of influence	893	0.3	953	0.3	918	0.3
Infrastructure investments	54,335	18.4	74,345	25.2	71,956	21.9
Retained economic value	-27,142	-9.2	-40,933	-13.8	-28,761	-8.8

71



4

People

- 🏠 Human talent
- 🏠 Health and safety at work
- 🏠 Interactions with the community
- 🏠 Interactions with clients
- 🏠 Supplier management

Having better human talent at all levels ensures the achievement of the organization's growth goals, being a critical success factor.

Human talent



74

(103-1, 103-2)

At Compas all employees, especially leaders are committed to a pleasant and challenging work environment that contributes to the achievement of corporate objectives and to extraordinary results. There is a conviction that an engaging work environment accompanied by competent and committed collaborators, are vital as each person contributes their greatest effort in their daily work, taking care of themselves, of other people, of the environment, of infrastructure and cargo, with a view to exceeding the expectations of different stakeholders.

The goal is to improve the **wellness and development of employees.**

Development of comprehensive leaders:

The Compas Leader develops his/her skills so that, through the good management of his/her work team, he/she contributes to ensuring the business results.



Competent talent development:

Each collaborator appropriates the technical and soft skills for the proper execution of the functions of their position, in addition to growing personally and professionally aligned with the plans and strategies of the company.



Development of the COMPAS culture:

An organizational culture based on corporate values to create value relationships with all stakeholders is generated.



Fair labor relations:

It promotes fair labor relations to improve employee commitment and satisfaction, and to develop a harmonious company / employee relationship.



Having better human talent at all levels ensures the achievement of the organization's growth goals, being a critical success factor. Under this purpose,

Compas always seeks to preserve jobs, ensuring that the number and quality of collaborators necessary for a sustainable and efficient operation are available.

75

Main talent indicators

(202-2)



(401-1)



(102-41)



(410-1)



(404-1)



0,5 hour average for men
0,6 hours average for women

(406-1)



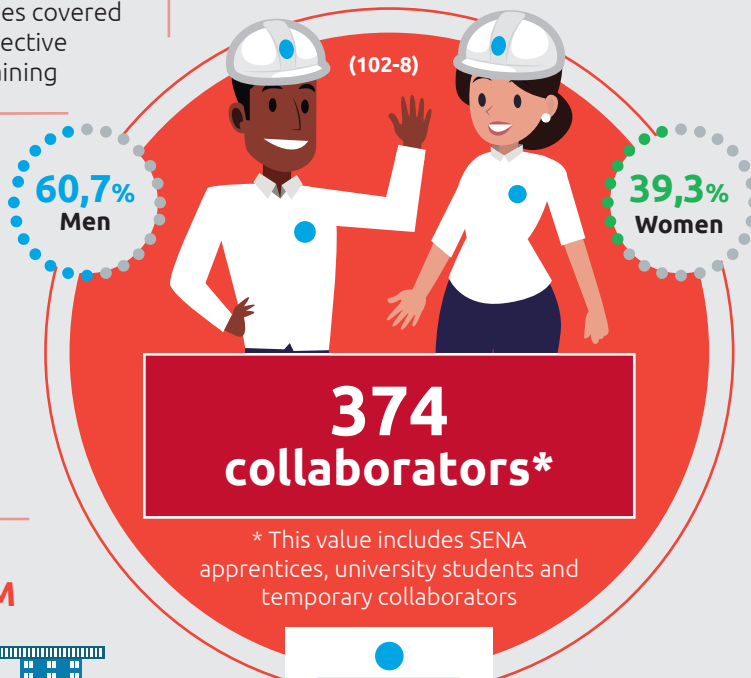
30 collaborators underwent performance evaluations



100% of the executive level

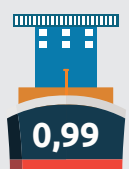


The performance of specialist and operational managers was not evaluated



(405-2)

SALARY RATIO H / M



Explanation: A ratio equivalent to 1 indicates that the wages of men and women are exactly the same in the same hierarchy. Ratios greater than 1 indicate that men have a higher salary than women (the higher the number, the greater the inequality). Ratios less than 1, mean that women have a higher salary (the lower the number, the greater the inequality). A ratio cannot be established in the category of managers, because there are no female managers.



(401-2)

EMPLOYEE BENEFITS

Employees have all the mandatory social benefits, and also have the following extralegal benefits:



Life insurance, medical insurance, health aid, food aid, vacation premium, study sponsorship, school kits, sickness aid, educational aid, assistance for notary expenses and registration for home purchase by company loan, home loan, loan to study languages.

Talent management in COMPAS

(103-3)

Talent management covers all aspects of the Company as defined in strategic planning and seeking that all leaders understand their role as relevant actors in the development of employees and the retention of competent talent. Thus, each year a human management strategic plan is presented to the executive team for approval and subsequent socialization to the leaders of the Organization, and along with the policies and procedures of the area that are part of the comprehensive management system, cover the most relevant aspects of human talent management; This ranges from the recruitment of personnel, talent administration and training and change management. In this way, the executive team, terminal managers and local managers of the human area are responsible for periodically monitoring the programs and schedules defined so to ensure their execution.

In November, the internal measurement of the work environment was carried out, which resulted in a favorability index of 78, very similar to what was obtained in 2018 and which meant not reaching the corporate goal of 81 points for 2019.

The annual measurement of the satisfaction of the internal clients of the human management area was also carried out, in which the participants positively rated the performance of the area with 84%, increasing 4% compared to the previous year and being the expected goal of 85%.

In 2019, there were no complaints, claims or disagreements in the channels that the Company has for this purpose, such as the Coexistence Committee, the Ethics Committee and the Ethics Line. However, there was a complaint from the Auditing Area and the Ethics Committee was involved and the pertinent investigations and actions were carried out.

Since the Company has identified human talent as one of the strategic risks, it is vitally important that the human management area develop plans and controls to manage the risks associated with this material matter.

44
In 2019, the work climate was measured with a result of 78 out of 100.

44
84% of internal clients rated their satisfaction with the service provided as positive.



Results of talent management

(103-3)

The main results of human management in 2019 for the four work fronts that make up its strategy and medium-term challenges were the following:

Development of comprehensive leaders:

For the fourth consecutive year, the LIDERarte program was implemented, focusing on working with leaders who report to terminal managers the competence "Compas leader has a vision and sense" was reinforced and the "Leader Compas: take care of your collaborators " competence was developed. Team building workshops were also held at all terminals with the managers and their work teams, where the challenges of each terminal and the projects to be developed aligned with the Company's strategy were defined.

In 2019, the development of human talent skills was a priority.

Risk	Existing controls
Lack of opportunity in the recruitment of personnel with the required competencies, to fill the vacancy	<ul style="list-style-type: none"> Publication of the vacancy in different public, private and social media where the organization is registered. Voice to voice, referrals from employees and acquaintances. Expand the offer to neighboring areas.
Breach of the quota for the generation of direct and indirect jobs required in port concessions	<ul style="list-style-type: none"> Specialized training in conjunction with SENA and Society Aguadulce Industrial Port (SPIA) for the communities of influence of Buenaventura. Definition of organization chart and profiles at each stage of the operation.
Failure to comply with the provisions of the programs and timelines of the human management plan	<ul style="list-style-type: none"> Presentation of human management plan to the executive team for approval. Accompaniment by local managers in the execution of the plan.
Lack of professional and personal development of employees	<ul style="list-style-type: none"> Identification and revision of the gap between the profile of the position and that of the collaborator, in order to prepare a development plan. Execution of the leadership training program.
Breach of labor obligations	<ul style="list-style-type: none"> Permanent update to process leaders on regulatory changes. Support and permanent consultation with external labor advisers and the fiscal auditor. Internal audits to verify full compliance with labor obligations.



Development of competent talent:

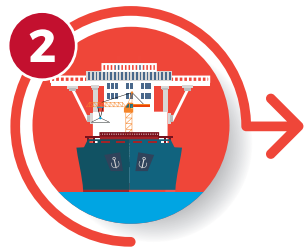
The training and development program of technical skills was executed in all the headquarters, the programs are developed based on the needs that each leader identifies in his work group and are based on the pillars: technical knowledge for the execution of the position and management systems, applicable regulations, personal growth and English language courses.

For the third consecutive year, COMPAS was awarded with the SENA - Continuous Training Program award under the specialized Individual Company category. Thanks to this accomplishment, the Human Management area, in partnerships with EAN University, launched two new virtual training sessions where which 73 collaborators from all locations registered:



Course "Construction of operational teams that increase productivity"

With a duration of 40 hours, it sought to reflect on the current organizational structures of Compas in its ports to generate value for its stakeholders, identifying opportunities for improvement that contribute to the generation of intra and inter-team synergies that lead to the increase in productivity and, therefore, differentiation in the market.



Graduate Diploma "Transition of operations, towards green ports"

With a duration of 80 hours, it sought to analyze in depth the harmful effects that port operations leave on the environment, promoting reflection on the type and nature of waste and contamination generated by port logistics activities in order to design improvement projects that correct risk aspects.

The English courses in Cartagena were maintained (for the staff that requires them) with the participation of 9 people; likewise, the program was extended to the two terminals of Buenaventura with 19 participants.

Continued strengthening of virtual training on the ENSEÑarte platform, which included the risk module and updated the first module, previously called "Organizational Philosophy" and currently known as "Who are we?"

In May, the succession of the presidency was finalized with the retirement of Mr. Alberto Jiménez Rojas and the appointment of Andrés Osorio Barrera, who had been serving as executive vice president.

To strengthen compliance issues, a redefinition of tasks and modification of the organizational structure was carried out, creating the position of "compliance officer" and transforming the area of "Audit and risks" into "Risks and internal control". In addition, the Safety and Health at Work (OSH) and Protection functions were separated into two directorates responsible for each process.

Likewise, the projects area was strengthened with the creation of the position of "Corporate project manager", as well as the maintenance area with the creation of the position of "corporate maintenance director".



Development of the Compas culture:

For the second year, workshops were held at all locations to continue internalizing corporate values. A permanent disclosure was made of the main aspects of the Code of Ethics and Conduct, as well as the ethical line, seeking that employees keep it in mind and use it if necessary.



Fair labor relations:

The third collective agreement was negotiated and agreed with the National Union of Branch Workers, Transport Industry Services and Logistics of Colombia (SNTT), which remained in force until March 2022, improving benefits not only for unionized workers but also for all employees of the Company.

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Future challenges

(103-2)

Middle term goals- 2-5 years

- ◆ Implementation of the performance management system for all collaborators.
- ◆ Definition and management of cultural characteristics to strengthen the Compas culture.
- ◆ Continue to improve the work environment and wellness programs.

Health and safety at work



(103-1) (103-3)

Employees are considered a fundamental asset for Compas and a key factor for the success of the company, for this reason, it actively manages health care and improves the quality of life of people who carry out their duties in the port facilities and administrative headquarters of the organization, including direct personnel, contractors and other interest groups.

The prevention of occupational risks is one of the ways in which the Organization promotes the safety and health of workers, this through the identification, evaluation, control of hazards and risks associated with a production process. In addition, it encourages the development of

The Compas Safety and Health Management system is aimed at providing a safe environment and improving the quality of life for its employees.

activities and measures to prevent the risks derived from missionary activity, with the aim of continuously improving the well-being of employees; This is a guarantee of an efficient and safe operation that adds value to the services provided to clients.

In general terms, the commitment of the occupational health and safety management system (OSH) in Compas, is oriented to the well-being of its employees so that they have an adequate work environment to carry out their activity, compliance with legal requirements, improving the quality of life of workers, as well as increasing competitiveness in the market and reducing costs; which also involves greater attention to the needs and expectations of internal staff and other interested parties in the matter.

In this order of ideas, continuous improvement is a fundamental pillar to lead the OSH process. Due to this, Compas has initiated the migration process from the OHSAS 18001 standard to the ISO 45001 standard, with a high-level scheme that allows it to be aligned with other standards of the comprehensive management system in order to reduce organizational risk. The 2019 risk analysis continued to direct its effort to strengthen contractor control, a segment that contributed 69%

of the accident events that occurred in the company. The reporting culture has increased, incorporating the record of events without disability by 18% with respect to these, by the mere fact of materializing a risk with possible affectation to the person, a record is generated as a major incident high.

Awareness is a primary objective to achieve the culture of self-care, a fundamental basis for the reduction of accidents, for this, with the direct participation of the managers of each terminal, communication and participation channels have been opened with contractor personnel. All this, with the aim of internalizing the importance of permanent compliance with the minimum standards in favor of improving security conditions within the terminals, an activity that will be carried out until a reliable and healthy behavior is achieved everywhere and moment.

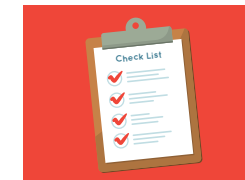
As mechanisms to ensure effective management of occupational safety and health, there are:



Leadership of the Occupational Safety and Health Directorate.



Identification procedure and evaluation of legal requirements applicable to the process and procedure for the identification and assessment of risks.



Indicators of the structure, process and result that are monitored monthly.

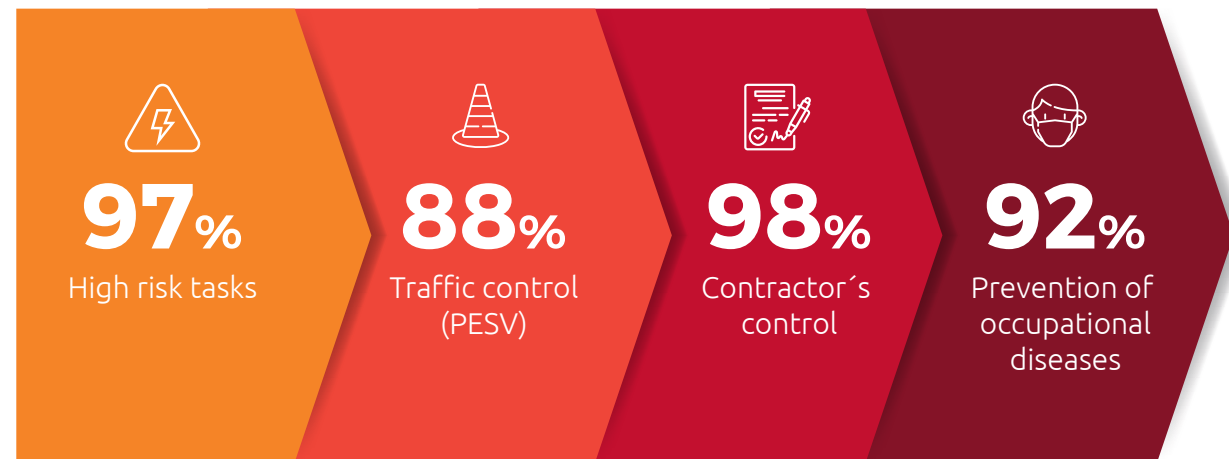


Presentation of results to the management of the ports, presidency, vice presidency of operations and board of directors.

Results of HSS 2019 management

In 2019, the strategy and application of the 5 lines of action (5LA) continued, which seeks to control the appearance of occupational disease and achieve awareness as a fundamental step in generating the culture of self-care; for this, there are determining factors such as: the participation and inclusion of all the organization's personnel,

planning, continuous improvement, monitoring, measurement and the commitment of senior management. The occupational health and safety department periodically measures the results in the application of the 5LA with the following percentages in its implementation and execution.



The line of action with the lowest percentage of compliance is Traffic Control (strategic road safety plan - PESV) because the infrastructure works in progress for the expansion of some of the port facilities made it difficult to carry out the tasks at the same time.

The Company has significantly increased the volume of operations and its operating capacity. The Tolú and Barranquilla port facilities carried out engineering projects that, due to their characteristics, required specific control of the hazards, such as prevention and minimization of the materialization of the risks associated with this type of works.

The accident rate for the year 2019 was 2.9, which indicates that for every 100 exposed workers, 2.9 events occurred.

In total, 55 events were recorded during the period. The administrative headquarters in Bogotá had one (1) accident with zero days

of disability; Cascajal four (4) events (one less than in 2018 and two of them with zero days of disability); in Tolú six (6) accidents occurred, one of them without disability (zero days), Aguadulce had 12 events, three (3) of them did not generate disability; Barranquilla 12 accidents and Cartagena with 20, of which three (3) did not generate disability. In total 10 of the accidents did not generate disability, that is, with the mere fact of materializing the risk, the event was reported regardless of the fact that it had not presented any severity.

Accident investigations provided important statistics to guide prevention tasks towards raising awareness and building a culture of self-care. With reference to contractor personnel, the accident rate in 2019 compared to that of 2018 went from 1.56 to 2.42. It should be noted that the number of contractors decreased by 2% compared to the previous year, a situation that impacts the result as there were fewer exposed workers.

Safety and health milestones at work



Future challenges

(103-2)

Short term goals 0-2 years

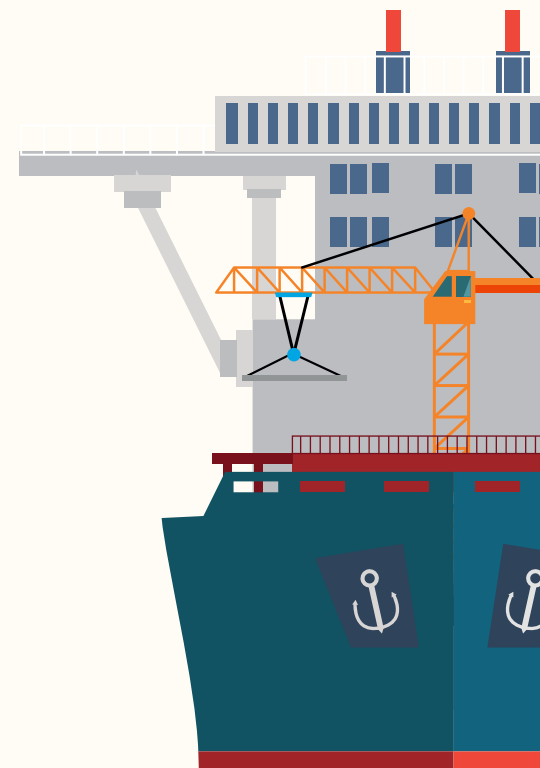
- ◆ ISO 45001 certification - Occupational health and safety management system.
- ◆ Increase the participation of the reporting of conditions and unsafe acts by all stakeholders.
- ◆ Keep occupational diseases at zero cases.
- ◆ Obtain an accident rate less than or equal to 2.
- ◆ Include the health and safety at work responsibilities in work profiles with their corresponding dissemination.
- ◆ Implement an incentive and recognition plan for the commitment to SG-SST for Compas and contractors.
- ◆ 50-hour virtual training in OSH for managers and members of the Joint Committee on Safety and Health at Work (COPASST) at all sites.

Middle term goals 3-5 years

- ◆ Implementation of an awareness program around the OSH issue.
- ◆ Update of the Epidemiological Surveillance Manual.
- ◆ Execution of the action plans in accordance with the results of the evaluation of the operation of the Strategic Road Safety Plan.

Long term goals >5 years

- ◆ Evidence of self-care culture.
- ◆ Renovation of the fire control system for maritime terminals.



(403-1)

In five of the six branches, there is a health and safety committee where there is joint representation of workers and the company, which is equivalent to 91% of the employees represented.



Interactions with the community

(103-1)

For Compas, social management is a high value component for the organization; it promotes the inclusion and socioeconomic development of the inhabitants and basic social organizations of the areas of influence of the terminals in operation. The social work is coordinated by the Communications and Sustainability Directorate, which has the synergies of the organization's personnel in terminals, social operators, the Canal del Dique - Compas Foundation, the Puerto Aguadulce -

Compas Foundation, allies and support entities.

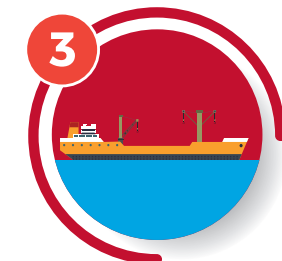
Compas identifies the expectations and needs of communities that include existing vulnerable groups, through characterizations and censuses, follow-up meetings, PQRS attention, materiality dialogues and direct contact with social leaders and other residents of the terminals; These activities allow managing three social risks that the Company has identified:



Poor relationship management with communities and their representatives.



Mobility obstruction when there are high peaks in the receiving and dispatch of cargo.



Presence of particulate material from food and non-food bulk in neighboring areas of port facilities.

When these last two risks materialize, it is reported to the operations area, responsible for adjusting the processes of entry of vehicles and dispatch of goods, bulk handling process in patios, including loading and unloading of vessels, trying to mitigate the impacts caused

Social management has allowed the organization to position itself as a company open to listening to the concerns that arise from the communities, which generates confidence in the people residing in the surroundings of the terminals.

No community concerns have been identified regarding collective or individual rights potentially violated by the organization's operations.

Social management has allowed the **Company to position itself as an open-door company for communities of influence.**



COMPAS social investment framework

Cartagena

Characterization findings:

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

Programs, projects and intervention actions:

- E** Technical education programs with SENA.
- E** Education: PRAE.
- O** Community strengthening and governance, comprehensive recovery of the environment.
- E** Prevention of sexual exploitation of children with ICBF.

Santiago de Tolú

Characterization findings:

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

Programs, projects and intervention actions:

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

Buenaventura / Cascajal

Characterization findings:

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

Programs, projects and intervention actions:

- O** Community infrastructure.
- E** Technical education with SENA.
- O** Health Day.

Barranquilla

Characterization findings:

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

Programs, projects and intervention actions:

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

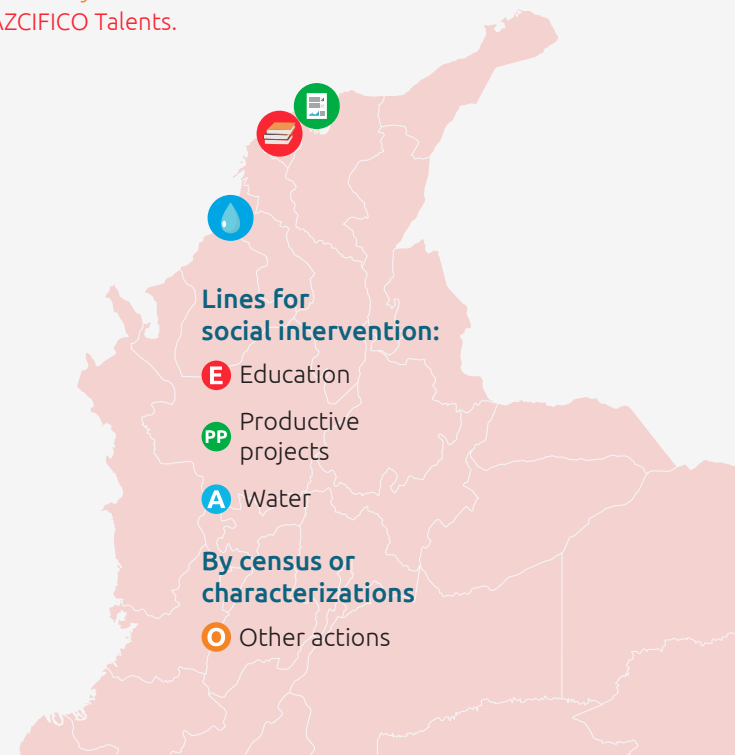
Buenaventura / Aguadulce

Characterization findings:

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

Programs, projects and intervention actions (through the Puerto Aguadulce - Compas foundation):

- E** School, trade and university education program.
- PP** EMPRENDEPAZ.
- E** Live dancing.
- O** Health Day.
- E** PAZCIFICO Talents.



203-1, 203-2

Social investment

Since its onset, Compas' social investment amounts have increased progressively. In 2019, an investment 11% greater than the previous year was made.

Social investment*			
Line of action	2017	2018	2019
Education	\$405,767,279	\$305,474,620	\$300,289,639
Water	\$600,000	\$60,700,000	\$86,554,979
Productive projects	\$552,614,441	\$755,193,059	\$872,371,131
Others	\$125,127,221	\$118,776,868	\$115,451,068
TOTAL	\$1,084,108,941	\$1,240,144,547	\$1,374,666,817

* Values in Colombian pesos (COP)

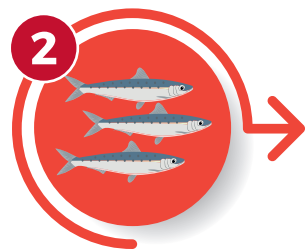
This amount was used for the development of the following socio-environmental programs:



Diáspora:

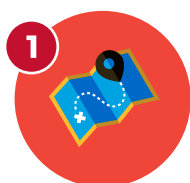
This program seeks to strengthen the marine and coastal ecosystems of the Gulf of Morrosquillo with the planting of more than 80 artificial reef structures. In 2019 in agreement with the Oleoductos de Colombia Foundation and with the participation of local mangrove and fishermen associations, the second planting phase of 10,615 mangrove seedlings and other native tree species in the selected estuarine and riverine areas began. from Santiago de Tolú (Caño Guacamayas and Pichilín stream) and in San Onofre (Rincón del Mar township). The global goal is to plant 30,000 trees and to plant 9,000 trees in 2020. This project seeks to support the recovery and protection of estuarine areas.

In 2019, more than **\$1,374 million Colombian pesos** were invested in initiatives that benefit the communities surrounding the COMPAS operation.



Support for traditional artisanal fishing activities in Santiago de Tolú:

Within the framework of the environmental management plan for the expansion project of the Compas Tolú terminal, activities were carried out to improve fishing activities, such as training workshops on artisanal fishing, implementation of a participatory fisheries monitoring program (workshops and follow-up sessions), talks on artisanal fishing, validation of the accident prevention plan, and meeting for the socialization of final results. These activities were attended by 649 people and a focused group of 102 fishermen, made up of members of the fishermen organizations COPESAR, APESCORDEL and ASOINPESMAR. The results of this participatory activity were reported in three documents:



Fishing Atlas of Santiago de Tolú and analysis of fishing efforts.



Community fisheries monitoring plan.



Maritime accidents prevention program.



Productive projects:



Sustainable farming

During 2019, it benefited 21 producers and their families in the El Palmar district (Tolú) and 35 hectares were planted. In addition, producers received machinery worth 43 million pesos with equipment to prepare the soil. This project seeks to generate food and nutritional security through planting and generating added value of traditional agricultural products such as cassava and sweet potatoes.



Sustainable Business Cooperation Network (Red-CES):

Accompaniment for the management of innovation and creation of strategic alliances that allow the sustainable development of productive units in Tolú. During 2019, the agreement with INCUBAR Sucre, an ally of Compas for the accompaniment and strengthening of 11 production units, was renewed.



Education



Accompaniment in the implementation of school environmental projects (PRAE):

Advice to the PRAE of three educational institutions in Tolú and one in Cartagena, in this way, Compas seeks to strengthen the environmental culture in educational institutions in the operational environment.



Citizen environmental education projects:

Implementation of three projects in Palo Blanco, El Palmar and with members of the Campomar de Tolú organization.



Food security and academic improvement programs:

Supports the work of the Fernando de la Vega Educational Institution in Cartagena, with the contribution of resources for the school feeding and academic improvement program.



Pa'lante Caribe:

Supports the higher education scholarship program led by the Universidad de Los Andes, Universidad del Norte and Universidad Tecnológica de Bolívar, aimed at low-income youth in the Colombian Caribbean.



Prevention of child sexual exploitation:

In partnership with the Colombian Institute of Family Welfare (ICBF) Bolívar Regional, a pilot intervention program was carried out with 302 children and adolescents (NNA) from public schools in the Bosque neighborhood in Cartagena.

Delivery of school kits as a way to encourage boys and girls in the communities of influence.



Evaluation and results of social management

103-2, 103-3

The effectiveness of the social management process is evaluated through the audit process of the integrated management system. In addition, the indicators of the social management process are monitored. Finally, the requests, complaints, claims and requests (PQRS) submitted by the communities are attended to, and the opinion of the interest groups is monitored through permanent relationships and during materiality dialogues.

Additionally, the sustainability process is evaluated by an integrated management system through the monitoring of two indicators: local employability (of Compas and contractors) and monitoring of budget execution, both with satisfactory compliance.

A space has been created for permanent support for the socio-environmental management of Compas and its contractors, thanks to the implementation of the community participation process carried out through the management and social coordination table. This action was stipulated in the Compas Tolú terminal expansion project and included the participation of civil society and community leaders, who expressed

their expectations regarding the actions carried out.

The Sustainable Agriculture project was also consolidated, it has 21 producers in Tolú, as well as a new bank of machinery for soil preparation and more than 35 hectares planted with cassava and sweet potatoes. In addition, the recognition granted by the Colombia Global Compact Network and the Bogota Chamber of Commerce was achieved, for its contribution to the Zero Hunger Sustainable Development Goal (SDG No.2).

For the first time, during the Sustainability Month, we worked with employees on human rights training, focused on sensitizing internal staff to raise interest in this topic and transmit essential knowledge about business cases that support the importance to manage human rights in the framework of business activities.

The characterization process of communities located in the surroundings of the Compas Cascajal terminal in Buenaventura began, in order to update the data of the residents and know the state of development of the resident population.

Social investment between 2013 and 2019 increased by 288%, from \$ 354 million to more than \$ 1,374 million during the reporting period.

The fishermen of Cartagena were not characterized due to the infeasibility of the project to expand this terminal. Work will continue with the fishermen in the area of influence of the port facility in order to generate greater confidence and link them to the programs implemented by Compas in the city.

Regarding the goals set in the medium term, the organization managed to include four (4) entrepreneurial units of community or local origin to its supply chain. Additionally, training on strengthening job skills for people from local communities was resumed, in order to improve their profiles to be employed in the organization or in other companies in the

Social investment has increased by **288%**, from **\$354 million in 2013** to more than **\$1,374 million in 2019**.

supply chain. Finally, Compas' goal of employing locally sourced labor was met with 54%, and the Company will continue working to increase this percentage. Finally, the employability goal of locally sourced labor of Compas with 73% and contractors with 87%, before which the Company will continue working to increase local contracting.



Future challenges

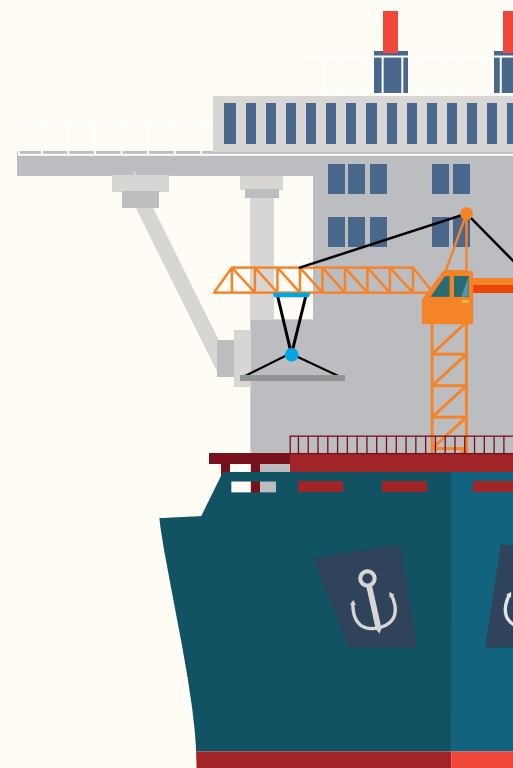
(103-2)

Short term goals 0-2 years

- ◆ Include two (2) new ventures of local or community origin to the Organization's supply chain.
- ◆ Present for approval to the steering committee a new line of intervention in community governance and strengthening.

Middle term goals 3-5 years

- ◆ Increase actions and investment in corporate volunteering.
- ◆ Implement a strategy aimed at managing the human rights issue in the Organization.



Canal del Dique Compas Foundation



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The Canal del Dique Compas Foundation initiated its activities in October 2010, coinciding with one of the largest emergencies in the country, caused by the La Niña phenomenon; This situation was decisive in defining the Foundation's activities. Today, the entity operates as a non-profit organization of Compas, which responds to the company's sustainability strategy and policy. The mission of the Foundation is to contribute

to the integral and sustainable development of the communities bordering the Canal del Dique, facilitate participatory processes through programs aimed at improving the quality of life of the Company's stakeholders.

In 2019, he worked on various fronts, among which the Sustainable Agriculture Program and the Cartagena Water Fund stand out.

Sustainable farming program

Although it is true that the organization has worked in different crops such as cassava, cowpea beans, sweet potatoes and rice, in which producers have actively participated, in the last two years the effort has focused on the cultivation of biofortified rice with the highest content of zinc, in order to reduce deficiency problems of this nutrient in vulnerable communities.

The project carried out by the Foundation within the biofortification strategy led by Harvest Plus-CIAT and other entities such as the University of Córdoba and SENA, aims to provide solutions to micronutrient deficiencies caused by the lack of access to basic

En 2019 se trabajó con comunidades productoras de arroz de la región Caribe, impactando en Bolívar a **69 familias de productores** del área de influencia de la Fundación.

foods with high content. of vitamins and minerals, as a response to a global problem called "hidden hunger", which is estimated to affect not only individuals living in a situation of food shortage, but also those who consume foods of low nutritional quality.



Direct benefits:

Communities of rice producers in the Caribbean region with significant levels of malnutrition due to lack of micronutrients, farmers, consumers and marketers, who benefit in a sustainable way in the medium and long term, through the intervention of the different actors in the chain, especially those small farmers.



Beneficiarios indirectos:

Vulnerable populations in the region that can benefit from the application of the demonstration project, universities, agribusiness, Colombian Institute of Family Welfare - ICBF, students, researchers and the Colombian Agricultural Institute - ICA.

Based on the results obtained, it was decided to recommend three lines for cooking and sensory tests with rice producers and consumers in the Canal del Dique sub region, work supported by the post-harvest group of the project led by HarvestPlus / CIAT . These lines are also

recommended to enter the agronomic efficiency testing process for the production of certified seeds, an activity that is currently supported by the University of Córdoba and the National Federation of Rice Producers of Colombia (Fedearroz).

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Cartagena's water fund

As a public-private partnership, it has allies such as the Grupo Argos Foundation, TNC, the Canal del Dique Compas Foundation, the Mario Santo Domingo Foundation, CARDIQUE, the Mayor's Office of Cartagena, Aguas de Cartagena - ACUACAR and the Cartagena Chamber of Commerce. The fund aims to strengthen financing mechanisms for the conservation and management of strategic areas of water resources in the Cartagena supply basin, through the strengthening of sustainable production systems, restoration and conservation of ecosystems, coordination institutional, basic sanitation and education for sustainable development.

The strategy seeks to preserve ecosystems and environmental services related especially to the water resource that supports the current supply

5,800 direct beneficiaries of the strategy that seeks to conserve and optimize the management of the water resource in the area.

of water for the city of Cartagena and impacts four communities, with a total of 5,800 direct beneficiaries located in the supplying basin.

25 community members trained in solid waste management.



150 filters delivered to Bocacerrada families.



Finally, as prelude to the pilot project for the restoration of 28 hectares of mangrove swamps and blue carbon, led by the Grupo Argos Foundation in association with the Canal del Dique Compas Foundation and executed by ONF Andina, 90 residents participated in nursery management and restoration activities.

2019 Results

As a result of the TNC monitoring project on freshwater and biodiversity, the following was achieved:

The design of the freshwater and biodiversity protocols developed by TNC technicians.






The participation of 45 community members in biodiversity monitoring (birds and aquatic diversity).



15 community members participate in freshwater monitoring.



Overcoming the challenges

Challenge	Results
 <p>Include new companies that allow the long-term financial sustainability of water resource with the support of the partners of Fondos de Agua de Cartagena.</p>	<p>Two companies were included via project; The participation and support of National Natural Parks is also highlighted, through the Corchal Mono Hernández Sanctuary.</p>
 <p>Obtaining the first variety of biofortified rice with zinc in Colombia, for the benefit of vulnerable populations.</p>	<p>The process is developing positively; The Foundation hopes, in coordination with the project's allies, to launch the first variety of biofortified rice with zinc in 2020, as foreseen in the schedule.</p>
 <p>Implement the follow-up and monitoring strategy for the projects developed by the Foundation.</p>	<p>In 2020 the Foundation expects to specify management indicators that allow it to monitor the execution of the projects developed.</p>

Puerto Aguadulce - Compas foundation



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Puerto Aguadulce - Compas Foundation was established on January 20, 2012 to manage programs and projects in the area of influence

of the Puerto Industrial Aguadulce Society, located in the Buenaventura district, through six programmatic lines:



Research and community development:

Population baseline as a starting point for participatory design of program and project interventions.



Health:

Support the families of the three community councils of the black communities and the community of fishermen and farmers of Pichidó, so that they can access state supply services once they are in SISBEN.



Education:

It provides access to schooling, literacy for non-educated persons, complementary courses to improve job skills, technical training and university scholarships.



Income generation and employment:

It promotes employment, strengthens and fosters local entrepreneurship, economic inclusion and the visibility of the local economy towards the rest of the country.



Housing:

Promotes employment, strengthens and fosters local entrepreneurship, economic inclusion and the visibility of the local economy towards the rest of the country.



Sports, recreation and culture:

Generates spaces for recreation, good use of free time for children and young people, and the rescue of local cultural practices.

It was possible to reduce the levels of school dropouts in agreement with the **Bolívar Foundation, Davivienda and through the EDUPAZ project.**

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Results of Puerto Aguadulce - Compas Foundation 2019:

Education



Schooling:

In partnership with Telefónica-Movistar, 80 adults from the communities of Bajo Calima and Córdoba were certified in the course "Management of information technologies - ICT" and in the "School of ICT Family" course.



Literacy:

In partnership with Fundación Bolívar Davivienda, the EDUPAZ 1 project ended, which reduced the conflict in educational settings from 77% to 23%. Dropouts rates decreased from 7% to 0%. EDUPAZ 2 was launched to create and strengthen 25 change managers.



Higher education scholarships:

4 youngsters completed their higher studies in sociology, maintenance and repair of port equipment, agronomy, and port and transport logistics.

Income generation and employment



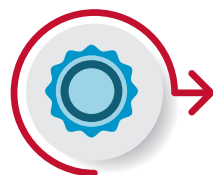
16 enterprises received socio-business support for their sustainability.



Resources from the Secretary of the Environment, Agriculture and Fisheries were approved and the Secretary of Economic Development of the Valle del Cauca Government, for the ASOCHIP project.



The Foundation was shortlisted within the framework of the Ninth Version of the 2019 National Prize for Corporate Social Responsibility of the Family: award for organizations that work for gender equality "Closing inequality gaps"; in which the work done with the women who carry out the transformation and cultivation of Chinese potatoes was presented.



The EMPRENDEPAZ project ended with the following accomplishments: fulfillment of the goals set in increasing jobs and income, 68 formal and 260 non-formal jobs were created; increase in cultivation hectares (132 Ha) and improvement in the perception of reconciliation that went from 77% to 80%.



Harvesting Knowledge:

In partnership with the Nelly Ramírez Moreno Foundation, four agricultural companies were strengthened to improve the processes of cultivation and artisanal transformation of cocoa, Chinese potatoes and bananas, through the provision of equipment and machines. Furthermore, due to self-construction, progress is being made in the adaptation of the cocoa processing plant in Bajo Calima. Beneficiaries 120 elders and their families

Sports, recreation and culture



PAZCIFICO Talents:

The project leaders received sports implementation, 12 of them were trained in technical competitions and sports legislation by INDERBUENAVENTURA and INDERVALLE. 325 boys, girls, adolescents and sports leaders receive uniforms (soccer shoes, t-shirts, shorts and socks). It was possible to coordinate with the Childhood and Adolescence Group of the local mayor's office to develop workshops on behavioral tools.



Vive Bailando:

120 children and adolescents participated in dance lessons and received training in topics related to Law 70 and fundamentals on musical rhythms; 40 of them were trained in cultural entrepreneurship. Through a flash mob carried out in the La Independencia neighborhood and which lasted 12 minutes, it was possible to capture the attention of approximately 200 people, articulating the urban and cultural genre.



A service day was held in the communities of Villa Estella, La Caucana, Córdoba, Citronela and La Brea, in which five emblematic places of the community and 18 facades of houses were painted.

40 youngsters formed a cultural entrepreneurship driven by dance classes and fundamentals on musical rhythms.

Overcoming the challenges



Achieve the social and economic sustainability of 100 jobs created through the EMPRENDEPAZ project, as well as strengthen agricultural ventures focused on the transformation of papachina and cocoa.

The social and economic sustainability of more than 68 jobs was achieved. At the same time, the need to continue with the accompaniment process is evident so that the ventures grow and generate more formal jobs. The agricultural projects dedicated to the transformation of papachina and cocoa were strengthened, reflecting on production and sales.



Provide to 318 children and adolescents from the PAZCÍFICO Talents project a protective environment through the good use of free time, school retention and positive parenting or caregivers.

Positive impacts were achieved in 325 minors and responsible attitudes in 287 parents and caregivers and the school retention of the minors.



Provide 300 youth and adults in the literacy program with tools for conflict management in educational settings to improve school coexistence.

Participation of 232 students in workshops with themes of communication and dialogue, which allowed improving relationships in schools, families and in community spaces.



Interactions with the clients



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(103-1)

Compas' vision is, by 2022, to be recognized for providing logistics services to foreign trade and for its sustainable management in the financial, environmental and social fields; The achievement of this vision is supported by various strategies, including sustainability, which seeks to create added value for all of the Organization's interest groups, ensuring the balance between business profitability, development and social inclusion, and control of environmental aspects.

Under this perspective, the Company's business process impacts the fulfillment of this goal, as it is defined as one of the five strategic processes that includes clients within the established interest groups and the main generator of the Company's income.

COMPAS' vision for 2022 is to be recognized for the provision of logistics services and for its sustainable management.

In this context, the business process, which generates the most significant part of Compas' income, is focused on creating added value to the management carried out on a day-to-day basis with customers to transcend the concept of service provider and position itself as a strategic ally.

In addition to generating income for the Company,

Customer Management 2019

(103-2)

2019 was a year for completing projects, the main objective being to position the Company as a strategic ally of its clients, for which it assumed a new role as an integrator of logistics services; This role also allowed Compas to interact with new suppliers and to strengthen itself more among existing ones. In line with this goal, in April, the largest volume of river shipments in the country's port history was carried out through the terminal in Barranquilla, with finished steel products (rods and wire rod). With this operation on the Magdalena River, a reduction of approximately 15% to 20% in freight was achieved.

This integration was developed seeking also to strengthen ties with Compas' subsidiaries; With a special emphasis on the Manzanillo Logistics Center - CLM- and the commercial managers. In October, another success case was the storage of 5,500 tons of food bulk in an external warehouse, this logistical integration operation included: urban transfer from the port facility to the external warehouse, storage, storage, dispatch and inventory management, and was under the supervision of the CLM.

Given that 2019 was the year in which the realization of this specific objective began, it is possible to speak of elements and/or activities that remained to be carried out, perhaps the

the commercial area does a coordinated job with the terminals and the other Compas areas with the aim of supporting increased efficiency and reducing operating costs (e.g. rental of a team for two operations, crews operating on a product that can serve two motor ships), the main source of these improvements being the information that is available as a consolidated area.

In April, the largest volume shipment in the country's port history, was carried out, by river, of finished steel product at the Barranquilla terminal, achieving a reduction of up to 20% in freight rates.

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Management assessment

(103-3)

Business processes have two approaches; the first, aimed at generating income for the Company, the other, and more importantly, is the development of a relationship of trust and credibility with clients and strategic allies who have made investments in the terminals.

The main focus in customer relationship management is building a personal relationship, based on trust, transparency and truth from part to part. The personal aspect is, therefore, a priority for the Organization and for this reason, each salesperson is in charge of a portfolio of products and clients to strengthen ties and build together.

As Compas is a company with low turnover within its teams, it is made easier for customers to establish a direct and long-term personal relationship with the representative of the commercial area. Apart from the human side that is reinforced through visits to customers, business meetings and / or trips to Compas

terminals, the other channels, and the most widely used, are communications via telephone or email.

In addition to direct communications with a client or company, other channels have been established to facilitate communication:

We seek to build a solid customer relationship with clients based on trust, transparency and truth from each side based on trust, transparency and truth from part to part.

PQRS:

Accessible platform from the website, in which the initial communication flows from customers - although the platform is broader and includes other interest groups and third parties - to Compas and they have the space to file a question, complaint, claim or request. These PQRS are channeled through the information system and receive a response through the same channel.

Compas newsletter online:

Monthly online newsletter that reaches customers and agents. It contains current information on the Company, news on the port infrastructure and information on corporate social responsibility programs.





LinkedIn:

Channel open not only to customers but to all kinds of users and is a means to communicate the news of the Organization. It is one more way to make a presence and get in touch with all the stakeholders.






Likewise, for the third consecutive year, Compas applied the customer satisfaction survey, which resulted in an indicator of 94% overall satisfaction,

that is, 5% more than in 2018. The survey analyzes three areas of the Company: commercial, operations and financial, the latter from the billing perspective.






Regarding the **commercial area**, the aspects evaluated were:

-  General satisfaction with the service provided: 100% (2% growth compared to 2018).
-  Consulting and business support: 98% (2% growth compared to 2018).
-  Follow up to the service offered 92% (1% less than in 2018).
-  Service attitude and kindness: 98% (2% growth compared to 2018).

The following results were obtained regarding the billing process (it should be said that this is the first time that this service has been evaluated and, therefore, it has no comparison with the previous year):

-  Agility in issuing invoices: favorable perception (between good and excellent) of 94%.
-  Ease for contacting representatives of this area: favorable perception of 92%.
-  Invoices contain the appropriate information, values and parameters: 92% favorable perception.
-  Kindness in the service provided and response to questions and requirements: 92% favorable perception.
-  Agility in the service provided and response to questions and requirements: 92% favorable perception.

The last aspect evaluated was the **operations area**, whose questions and answers are presented below:

-  Clear and detailed information about the service to be received: 93% favorability.
-  Service provided and agility in the documentation process: 92% favorability.
-  Efficiency 89% favorability.
-  Ease in communication with the operational area: 85% favorability.
-  Agility in the merchandise removal process: 65% favorability.

(418-1)

During 2019, there was no claim associated to privacy violations of Compas' clients, either by direct channel, third parties or regulatory authority.

Supplier management



(103-1)
Managing the supply chain is relevant for Compas because it allows generating value and guaranteeing the supply of goods and services for the effectiveness of the business, thus achieving cost efficiency and guaranteeing the continuity of the operation. Generating beneficial relationships with chain actors contributes directly to risk control, to the extent that possible failures in the supply and delivery process of products and services are anticipated, reducing the direct impact that would be generated on the operating cost.

Commercial relations with suppliers are framed in the guidelines established in the Contracting Manual and are based on ethical principles that ensure transparency and honesty for the mutual benefit, as well as high quality and service standards.

Thanks to the collaboration with the different contracting areas, purchases and suppliers, it was contributed to ensure that the projects planned for the year 2019 were carried out successfully and without setbacks, including the Compas Tolú expansion project and the works from the Compas Barranquilla mooring line, among others.

COMPAS is committed to **effective supply chain management** in order to increase efficiency, control risks and maximize productivity.

In an effort to improve services and efficiently manage communications with suppliers, Compas has a new space on the website for them to consult information of interest such as: legal documents of the Company and its subsidiaries, VAT withholding certificates and

ICA, requirements and schedules for filing invoices and delivery of goods and payment policy.

The Compas sourcing process consists of five stages as shown in the following graph:



At each stage of the supply chain there are risks as shown in the following table:

Stage	Description of the risk	Mitigation measure
1	Develop an inadequate supply plan.	Implementation of the procedures contemplated in the Contracting Manual.
	Incorrect definition of the object to be contracted and its scope.	
2	Acquire goods and services with suppliers that are in lists for the control of money laundering and terrorist financing.	Validation in restrictive lists during the registration and updating of suppliers.
	Commissions, privileges or gifts offered by the provider in exchange for obtaining benefits.	
	Unlawful activities by the supplier	
3	Trading in foreign currency without taking into account exchange fluctuations.	Implementation of the procedures contemplated in the Contracting Manual, chapter 4.8.2 Stipulation of the currency in the contract.
	Supplier selection with incorrect criteria.	
4	No assignment of policies and/or guarantees that are in accordance with the nature of the contract	Application of the procedures contemplated in the Contracting Manual, chapter 4.8.5 Policies and guarantees.
	That the contract does not adequately reflect the negotiation conditions	
5	Failure to properly evaluate providers.	Application of the evaluation criteria established in the purchasing procedure.

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

Compas stocks up on wide variety of goods and services. The main categories of suppliers involved in the supply chain are:

- ✓ Travel agencies
- ✓ Food
- ✓ General and industrial cleaning
- ✓ Access control
- ✓ Dredging or re-cleaning
- ✓ Infrastructure maintenance
- ✓ Equipment maintenance
- ✓ Metrology (operating equipment)
- ✓ Technological media operator
- ✓ Environmental monitoring
- ✓ Port operator:
- ✓ Equipment supplier for the operation
- ✓ Fuel supply
- ✓ Personal Protection Equipment
- ✓ Power supply
- ✓ Private security and surveillance

Local suppliers are essential to guarantee operations in Compas' areas of influence, as local those who provide their services in Colombia are identified, who meet the criteria of proximity, accessibility and level of service with respect to the coverage area of a terminal port or company office.

For 2019, 207 new local suppliers and 16 new foreign suppliers were registered in the supplier master document. None of the suppliers was registered in restrictive lists, nor did they present discrepancies in legal documentation.

The following table shows the total purchases made the previous year.



Domestic suppliers
\$90,118,947,326 *
 947 suppliers



Foreign suppliers
\$540,759,944 *
 35 suppliers

Total suppliers
\$90,659,707,270 *
 982 suppliers

* Amount purchased

Management of suppliers 2019

(103-2)

Compas ensures that it has suppliers that share its objectives and are aligned with the strategy; in compliance with the supplier management area, an evaluation system is carried out annually for those suppliers that have been classified as critical

Since 2014, the Organization has had a rigorous process, based on a methodology and fundamental criteria to identify critical suppliers, considered as those whose products or services have a great impact on the development of the port operation, affecting people, infrastructure, processes, technology and the environment. Based on this definition, for 2019, 13.8% of suppliers that had transactions in goods and services were registered as critical; 117 providers participated in the evaluation process.

This evaluation system allows verifying that suppliers fully comply with the requirements agreed in the contract and / or purchase order. The supplier is informed about the beginning of the evaluation process and the

COMPAS has an evaluation system that identifies that suppliers fully comply with the requirements agreed in the contract.

delivery of the results. In addition, if they present opportunities for improvement and / or breaches of the law, the supplier must present an action plan or, failing that, continue providing the service in Compas.



There are two mechanisms within the supplier evaluation process.



In the first case, there is the performance evaluation that applies to all critical suppliers, is carried out with the participation of the responsible user in requiring the good or service and includes criteria to evaluate such as: quality and opportunity, cost of good / service , service during and after sales, and management systems. 117 suppliers participated in the evaluation process with the following results:

86% of the critical suppliers registered in 2019 met the minimum requirements demanded by the Organization, therefore, they can remain for a further period. Only 14% of the critical vendors evaluated by users obtained a regular or low rating.



Secondly, there are evaluation visits, the scope of which is to critical suppliers who have a high level of risk. This process consists of an audit in its facilities in order to know and demonstrate current conditions, documentary review with interviews with the people responsible for the processes; The visit includes a tour of the facilities to observe and verify good practices.

The assessment of the supplier is carried out through the Compas supplier safety standards self-evaluation form, by an interdisciplinary group made up of personnel from human, environmental, health and safety at work, protection and management of suppliers, who rectify the related information in its corresponding aspects. For 2019, 15 critical suppliers were visited who provide their services inside the port facilities permanently and who have more than 10 linked workers. The supplier evaluation process has made it possible to optimize the uninterrupted delivery of the contracted services, obtain information on their performance and for future contracts.

In order to have a closer approach and meet the requirements of the terminals, regular meetings were scheduled with port managers, which contributed to the projects progressing as stipulated.

Management results with suppliers

(103-3)

To monitor these processes, the Company adopts several measures:



Rigorous supplier selection process in accordance with the Contracting Manual, which establishes internal rules, policies and procedures, and includes environmental and social criteria. For 2019, the manual was updated in accordance with the changes in the Company's organizational structure and the operation of purchases.



Monthly assessment of the level of delivery compliance by the supplier, of the economic benefit achieved by the purchases, of the level of satisfaction of the areas of the Company, plus annual evaluation of the level of performance with surveys that measure the degree of satisfaction



Periodic internal and external audits carried out by entities such as BASC - Business Alliance for Secure Commerce, Ernst & Young and the risk and internal control area of Compas. Also, through ICONTEC external auditing under the quality standards ISO 9001, ISO 14001 and ISO 18001 regarding the supply chain.



Benchmarking with national companies to renew good sourcing practices.



Additional mechanisms, such as the primary groups, generate direct communication spaces for team members to learn about the most important events of Compas, and to monitor the progress of projects in the area and the resolution of common issues that arise on the day to day.

The company has a space on the website (www.compas.com.co/es/pqrs) to effectively receive and manage the communications generated by its suppliers. The relationship is managed by

the purchasing area and both congratulations, suggestions, requests or complaints (PQRS) are received and managed, with the possibility of online monitoring by the supplier.

Suppliers figures 2019

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

96.4% of purchases of goods and services are local, that is, they are made within Colombia.

Corporate	Cartagena	Barranquilla	Cascajal	Aguadulce	Tolú	Total Compas
95.1%	96.4%	96.9%	97.2%	97.4%	95.7%	96.4%



223 new suppliers started working with Compas. However, none of them was evaluated and selected according to environmental or social criteria.



15 suppliers that had already been working with Compas were evaluated under social and environmental criteria, having identified 1 of them with possible negative socio-environmental impacts; before which an improvement plan was agreed.



In general terms, the suppliers' environmental management system must be strengthened as there has been a lack of monitoring in compliance with the requirements.



In the social area, Compas strictly monitors the payment of security and social benefits of its suppliers. In the audit carried out in 2019, delays in payments by 1 provider were identified.



For this same vendor, the absence of a health diagnosis of the workers was identified, as well as the lack of assessment of psychosocial risks.




During 2019, no case of violation of the right to freedom of association and collective bargaining was detected. There were also no identified cases of child labor or forced labor.





Planet

 Commitment with the environment

Commitment with the environment

(103-1,103-2)

Environmental management at Compas is fundamental as it allows the comprehensive compliance with the corporate objectives and the Company's vision, aimed at sustainability through the rational use of resources, the implementation of best operational practices, the minimization of possible environmental impacts generated by the operation, as well as the development of actions aimed at reducing operational risks and costs.

The development of environmental management is very important for relations with stakeholders: shareholders, customers, communities, collaborators and suppliers; Having a company that complies with regulations and environmental standards and that has a staff trained and sensitized on environmental issues, provides the certainty of carrying out processes, services that are clean and friendly to the environmental environment; which

(102-11)

Compas considers its precautionary principle through the implementation of its comprehensive policy, which sets out objectives focused on preventing environmental impacts that may become serious or that may cause

contributes to the Company's competitiveness, offers added value and contributes to the corporate reputation.

Environmental management not only seeks compliance with environmental regulations but also contributes to the administration of costs and income of the Organization; for example, through the integral management of solid waste, costs were reduced due to its final disposal and the activities of use of waste generated income. A clear example of this was presented in Compas Aguadulce, where scrap-type waste utilization activities during 2019 generated revenues of \$ 5,714,000. In addition, there was a 26.7% reduction in the generation of solid waste in this terminal, going from having 1,171 tons in 2018 to 857.6 in 2019; It should be noted that only 6.6% of total waste was finally disposed of, reducing costs for this concept.

irreversible damage to the environment. Said policy is based on environmental legal compliance, rational use of resources, use of waste and the implementation of a sustainable environmental culture.



Comprehensive environmental management



The efficient use and saving of water and energy among employees was encouraged and rewarded through contests that recognized the reduction in consumption by headquarters of these resources. This activity was developed comparing the consumption of two months with the following two months; in this way the savings in each case could be compared. In the water competition, the winning port facility was Cartagena with savings of 69.6% and in energy, the awarded venue was Cascajal with a reduction of 24.2%. These campaigns showed that all actions, even if small, add up.



As part of Tree day, planting days were held in each of the cities in which Compas has a presence, under the concept of commitment to the planet, the importance and benefits generated by the trees. The activities were carried out in the Páramo de Aguas vivas (50 trees) located on the outskirts of Bogotá; In Buenaventura, 40 succulent plants were delivered to the community of the Nueva Estación la Palera neighborhood and 76 ornamental coral plants were planted at the Vasco Núñez de Balboa Educational Institution; in Cartagena, at the Alberto Fernández Baena Educational Institution, 12 olive trees, 14 guayacán trees and 14 dust trees were planted. The student community, volunteers of the Company, some local companies and service providers were linked to these workshops.



During 2019 the elimination of single-use plastics was promoted and the use of water thermos was encouraged in order to eliminate the consumption and purchase of plastic bottles. At the Bogotá headquarters, for example, approximately 1,150 bottles a year were stopped consuming, 96 monthly on average, thanks to the installation of mineralized water dispensers.

From the environmental area, several actions carried out in 2019 stand out:

Leave your footprint:

The annual beach cleaning activity was carried out in July in areas near port facilities, within the framework of the celebration of the International Day of the Oceans. Collaborators such as volunteers, foundations, the National Police, educational institutions and tourists joined this initiative that seeks the protection of natural resources; resulting in the recovery of tourist areas and minimizing the impact of solid waste in the sea. In Tolú, it was held on the Manzanillo del Mar beach, continuing to the port facility; in Cartagena on Manzanillo beach, in Barranquilla on Puerto Mocho beach; and in Buenaventura on the Punta Soldado island; where a ton of ordinary waste was collected.



During the year there were no environmental accidents, with which the goal of zero accidents for this concept was met.



Direct and indirect GHG emissions (Ton CO₂eq) Port terminals comparative 2018-2019

GHG emissions (Ton CO ₂ eq)	Buenaventura		Aguadulce		Tolú		Cartagena		Barranquilla		Total	
	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019
Emissions scope 1	128	109	347.9	450.84	99.78	99.32	2,474	2,426	68	135	3,117	3,220
Emissions scope 2	158	143	429.6	519.31	312.1	559.89	923	1,039	115	259	1,937	2,520
Total GHG Emissions scope 1 and 2	286	252	778	970	412	659	3,397	3,465	183	394	5,055	5,740

Notes on GE Variations:

Aguadulce: The variations compared to 2018, are related to the increase in the consumption of inputs and / or resources related to the operation, which increased by 107.6%.

Barranquilla: There is an increase in scope 1 emissions due to the increased fuel consumption of the Terex crane, which is being used for coal stacking. The increase in tons mobilized generated greater energy consumption and, therefore, an increase in the calculation of the carbon footprint scope 2.

Tolú: There is an increase in Tolú due to the increase in electrical energy consumption due to construction and the number of personnel and activities that involved energy consumption.

Bogotá: Direct and indirect emissions in 2019.

Emissions scope 1: 4.14

Emissions scope 2: 7.33

* GHG - Greenhouse gases.

Energy

(302-1)

Energy consumption	Unit	2017	2018	2019
Total internal energy consumption	GJ	58,226	67,394	72,207
Energy consumption from non-renewable sources	GJ	36,230	40,169	38,337
Energía comprada	GJ	21,996	27,225	33,870

In addition to the awareness campaigns for responsible energy consumption, in 2019 a pilot project was initiated at the Cascajal port facility, based on the installation of a sensor system for turning on air conditioners, allowing a decrease in energy consumption and, therefore, a reduction in costs for this concept according to the results obtained, Compas will define if it is feasible to apply it in the other terminals.

Tolú had an increase of 57.9% in energy consumption compared to 2018, it went from 5,273 GJ to 8,328 GJ; This increase is justified due to the consumption generated by the expansion works of the terminal, the night lighting and the provisional offices (mobile containers), among others. The average monthly floating population at the work was 100 people.

Barranquilla had an increase in energy of 108.8% compared to 2018, it went from 2,181 GJ to 4,558 GJ; This generated by the increase in demand in the use of coal mechanization, the movement of coal increased the previous year by

42%. The aforementioned also had an impact on ACPM consumption, which grew by 82.9%, due to greater use of the Terex crane, dedicated to stacking coal; it went from an ACPM consumption of 729 GJ in 2018 to 1,334 GJ in 2019.

Water

(302-1)

Captured water (m ³)	Measured	2017	2018	2019
Total capture	m ³	192,980	169,757	258,736
Fresh water collected from surface sources		170,342	139,816	206,106
Groundwater		187	460	2,358
Rainwater		ND	4,336	9,250
Reused wastewater		ND	0	0
Wastewater from another organization		ND	0	0
Municipal water supplies or other public or private water services (includes tank car)		19,493	25,115	41,023

The goal is to increase the use and storage of rainwater in Compas Aguadulce, considering that the facility does not have an aqueduct and that all services depend on this process; in addition to the rainfall potential of the area 7,328 mm*.

Precisely, in this terminal the use of rainwater increased by 198% compared to the previous year, going from 2,416 m³ to 7,200 m³; These waters were used to supply the operations and administrative buildings.

Source <https://es.climate-data.org/america-del-sur/colombia/buenaventura/buenaventura-49743/>

In Tolú, a new groundwater consumption measurement system was implemented that allowed the consumption values to be adjusted for 2019, while in 2018 the previous system recorded a consumption of 460 m³, in 2019 it was 2,358 m³, indicator which is more in line

with the activity of the terminal. This port facility does not have an aqueduct, the entire port operation (including the humidification of coal), as well as consumption in sanitary units and the washing of common areas is carried out with groundwater.

(303-3)

The number of installations with recirculation of water remains the same as in previous years with 2 rainwater collection centers, equivalent to 33% of the total of 6 port terminals.

Reusage of water (m ³)	Measure	2017	2018	2019
Reused and / or recycled water	m ³	2,958	4,366	9,250
Reused and / or recycled water	%	2	3	4

Waste
(306-2)

Waste management (tons)	2017	2018	2019
Total hazardous waste by disposal method	41	18.5	22.5
Internal or external reuse	1.0	0	0
Incineration	16.0	14.8	21.6
Security fill-in	24.0	3.6	0.7
Total non-hazardous waste by disposal method	1,736	2,316	2,394
Internal or external reuse	119.5	-	80
Recycling	131.0	307	474.3
Compost	365.5	1,151	856.4
Landfill	1,120	858	615
Total waste generated by the organization	1,777	2,334.5	2,416

In Compas Aguadulce the use of recyclable waste increased by 108% compared to the immediately previous year, going from 64.4 tons in 2018 to 134 tons of recycled material in 2019. Similar

results were obtained in Compas Barranquilla where the increase was 87.9%, with a record of 84.3 tons in 2018 and 158.5 tons of recycled material in 2019.

Air
(305-7)

In Barranquilla, there were increases observed in the parameters of tropospheric ozone, carbon monoxide and particulate matter; this is mainly explained by the

atmospheric conditions in December, a period with a predominance of dry weather, and the resuspension of particles due to breeze.



Aguadulce

At the end of 2019, work began on the recirculation of water from the runoff of the coal yard, which will be used to wash vehicle tires; the initial projected storage is 20m³, by the end of 2020 it is intended to reach 100m³.



Cascajal

Implementation of the project for efficient use and energy saving, from the installation of sensors in air conditioners, which allow optimizing their use and being operational only in the required time. It is estimated that with the installation of these sensors the energy savings will be 68% as shown in the table, this will be reflected only until the end of 2020, as the devices were installed at the end of 2019.

	Average month		Average year	
	Power consumption (kW)	Payment energy (\$)	Power consumption (kW)	Payment energy (\$)
Current situation	11,304	5,878,080	135,648	70,536,960
Installation of sensors	7,776	4,043,520	93,312	48,522,240
SAVINGS	3,528	1,834,560	42,336	22,014,720



Barranquilla

The awareness among collaborators about the saving and efficient use of water resources achieved a decrease in water consumption of 29.8% compared to 2018. Likewise, this terminal registered a decrease in the generation of ordinary waste of 40.5% compared to the previous period.



Tolú

The repowering of the settler of the operational control of the runoff waters of the grain loading area was carried out, which was made up of an integrated system that removes and dissolves the organic matter particles (food bulk) that enter and decrease the concentration of BOD (biochemical oxygen demand), COD (chemical oxygen demand) and SST (total suspended solids) in the discharge. The settler is made up of several chambers that act as traps, an aeration system, an electrical pumping system and the application of anaerobic bacteria. At the end of 2019 this system was in the startup phase.



Aspects to improve



Some treatment system improvement works were not developed in 2019, because they are tied to monitoring and review processes by the competent environmental authority; Compas expects these reviews to take place in 2020 in order to continue the proposed improvement actions.

Evaluation of environmental management

(103-3)

At Compas, environmental management is ensured by monitoring environmental indicators, this monitoring is carried out on a monthly basis in order to establish action plans and implement improvement actions. In addition, the organization has an environmental aspects evaluation matrix that allows identifying the activities that may generate environmental risks, the controls developed for these activities and a dynamic evaluation of the effectiveness of these controls.

Other tools that help ensure compliance with environmental management are the legal matrices, which stipulate each of the legal instruments and obligations arising for the development of the activity under local, national, and even international regulations such as the International Convention to prevent pollution

from ships - MARPOL.

The Company has channels suitable for receiving PQRS by different stakeholders, there is a monitoring and response protocol for them. Annually, management activities framed in compliance with the legal instrument are socialized to the communities in the area of influence of each terminal and spaces are generated for the doubts and concerns that people may have about environmental management and compliance with regulations. environmental or projects that are developed in port facilities.

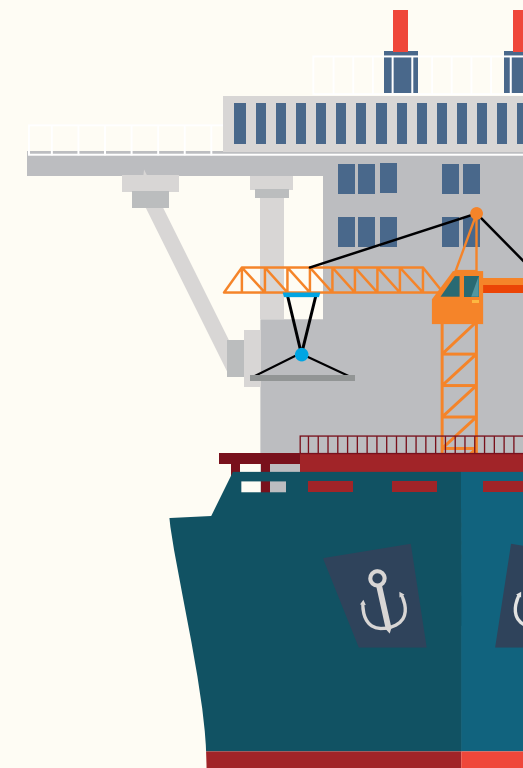
Compas is certified by ISO 14001: 2015 by ICONTEC, a certification that is maintained as a result of an annual recertification process subsequent to an external audit process carried out by the same entity.

Future challenges

(103-2)

Short term goals 0-2 years

- ◆ Eliminate the consumption of single-use plastics at 90% in 2020 and 100% by 2021; for which a strategy is being developed that seeks to replace disposable elements, plastic mixers, balloons, water bottles, among others, with biodegradable or reusable elements.
- ◆ Carry out the repowering of the water treatment systems in Barranquilla, in order to improve the indicators of intake water consumption. The water to be recirculated would be the effluent from the industrial waste water treatment plant as a result of washing plaza coal tires. It is expected to have availability of up to 10m³ of water (storage tank capacity), for reuse in vehicle washing and water supply to tank trucks for irrigation of roads and humidification of batteries.
- ◆ Complete the execution of the PML-cleaner production- in Compas Aguadulce and increase the storage of recirculated water from the runoff system of runoff from the coal yard to maximize its use.



GRI content index

GRI Standard	Content	Location	Global Pact
GRI 101: Basic concepts 2016			
General content			
GRI 102: General content 2016			
Profile of the organization			
102-1	Name of the organization	About Compas Page 12	
102-2	Activities, brands, products	Acerca de Compas. Págs. 12, 22	
102-3	Location of the site	Our multipurpose network. Page 22	
102-4	Location of the operations	Our multipurpose network. Page 22	
102-5	Property and legal structure	About Compas Page 12	
102-6	Markets served	About Compas Pages 12, 22	
102-7	Size of the organization	About Compas Page 12	Principle 6: Companies must support the abolition of discrimination practices in employment and occupation.
102-8	Information about employees and other workers	Human talent Page 76	
102-9	Supply chain	Supplier management Page 112	
102-10	Significant changes in the organization and its supply chain	Supplier management Page 112	Principle 7 Companies must support a precautionary approach to environmental challenges.
102-11	Precautionary principle or approach	Commitment with the environment. Page 121	
102-12	External initiatives	About Compas Page 13	
102-13	Membership of associations	About Compas Page 13	
Strategy			
102-14	Statement from senior executives responsible for decision-making	The CEO's report Page 9	
102-15	Main impacts, risks and opportunities	Risk management Page 64	
Ethics and integrity			
102-16	Values, principles, standards and norms Of conduct	Ethics and Transparency. Page 57	Principle 10 Companies must work against corruption in all its forms, including extortion and bribery.
102-17	Advisory mechanisms and ethical concerns	Ethics and Transparency. Page 58	
Governance			
102-18	Governance structure	Corporate Governance Page 50	
102-19	Delegation of authority	Corporate Governance Page 52	
102-20	Executive level responsibility for economic, environmental and social issues	Corporate Governance Page 52	
102-21	Consultation of interest groups on economic, environmental and social issues	Corporate Governance Page 52	
102-22	Composition of the highest governance body and its committees	Corporate Governance Page 50	
102-23	President of the highest governance body	Corporate Governance Page 50	
102-24	Nomination and selection of the highest governance body	Corporate Governance Page 51	

GRI Standard	Content	Location	Global Pact
Governance			
102-25	Conflicts of interest	Corporate Governance Page 51	
102-26	Role of the highest governance body in the selection of purposes, values and strategy	Corporate Governance Page 52	
102-29	Identification and management of economic, environmental and social impacts	Corporate Governance Page 52	
102-30	Effectiveness of risk management processes	Corporate Governance Page 52	
102-31	Evaluation of economic, environmental and social issues	Corporate Governance Page 53	
102-32	Role of the highest governance body in preparing sustainability reports	About this report. Page 6	
102-33	Communication of critical concerns	Any critical matter or important concern is first communicated to the Company's Presidency and this is directly reported to the Board of Directors or, in other cases, the Vice President of the respective area is invited to Board of Directors meetings, to be analyzed in said stage.	
Stakeholders participation			
102-40	List of groups of interest	Sustainability approach Page 20	
102-41	Collective bargaining agreements	Human talent Page 76	Principle 3 Companies must respect the freedom of Association and the effective recognition of the right to collective bargaining.
102-42	Identification and selection of groups of interest	Sustainability approach Page 20	
102-43	Approach for the engagement of groups of interest	Sustainability approach Page 20	
102-44	Key issues and concerns mentioned	Sustainability approach Page 20	
Practices for drafting reports			
102-45	Organizations included in the consolidated financial statements	About Compas Page 12	
102-46	Definition of the contents of the reports and the topic coverage	Sustainability approach Page 16	
102-47	List of material issues	Sustainability approach Pages 17, 18, 19	
102-48	Re-expression of information	About this report. Pages 6, 7	
102-49	Changes in report drafting	About this report. Page 6	
102-50	Reporting period	About this report. Page 6	
102-51	Date of last report	About this report. Page 6	
102-52	Report drafting cycle	About this report. Page 6	
102-53	Point of contact for questions about this report	About this report. Page 7	
102-54	Drafting statement of the report in accordance with the GRI Standards	About this report. Page 7	
102-55	GRI Content Index	GRI Content Index. Page 131	
102-56	External verification	This Management Report has not been subjected to external verification.	

GRI Standard	Content	Location	Global Pact	Pacto Global
Specific content - material topics				
Ethics, transparency and corporate governance				
GRI 103: Management approach 2016				
GRI 205: Anti-corruption 2016				
GRI 206: Unfair competition 2016				
GRI 415: Public policy 2016				
GRI 419: Socioeconomic compliance 2016				
103-1	Explanation of the material topic and its coverage	Corporate Governance Pages 50, 53		
103-2	Management approach and its components	Corporate Governance Page 53		
103-3	Assessment of the management	Corporate Governance Page 53		
205-1	Operations assessed for risks related to corruption	Ethics and transparency. Page 59	Significant risks related to corruption and identified through risk assessment are not reported.	Principle 10 Companies must work against corruption in all its forms, including extortion and bribery.
205-2	Communication and training on anti-corruption policies and procedures	Ethics and transparency. Page 59	Only information for employees is reported.	
205-3	Confirmed cases of corruption and measures taken	Ethics and transparency. Page 59		
206-1	Legal actions related to unfair competition and monopolistic practices and free competition	Corporate Governance Page 53		
415-1	Contribution to political parties and / or representatives	Compas made no political contributions during the period of the report.		
419-1	Breach of laws and regulations in the social and economic fields	During the period of the report, Compas did not receive significant monetary fines or sanctions for non-compliance with laws or regulations on social or economic matters. The company established as materiality criteria the sum of fifty million pesos (COP \$50,000,000).		
Profitability and growth				
GRI 103: Management approach 2016				
GRI 201: Economic performance:				
103-1	Explanation of the material issues and its coverage	Profitability and growth. Pages 70-71		
103-2	Management approach and its components	Profitability and growth. Pages 70-71		

GRI Standard	Content	Location	Global Pact	Pacto Global
GRI 201: Economic performance:				
103-3	Assessment of the management approach	Profitability and growth. Pages 70-71		
201-1	Generated and distributed economic value	Profitability and growth. Page 71		
201-4	Financial assistance received from the government	Profitability and growth. Page 71		
Risk management				
GRI 103: Management approach 2016				
103-1	Explanation of the material topic and its Coverage	Risk management Page 60		
103-2	Management approach and its components	Risk management Pages 60, 65		
103-3	Assessment of the management approach	Risk management Page 60		
Relationships with clients				
GRI 103: Management approach 2016				
GRI 418: Client privacy 2016				
103-1	Explanation of the material topic and its Coverage	Relationships with clients. Page 106		
103-2	Management approach and its components	Relationships with clients. Page 107		
103-3	Assessment of the management approach	Relationships with clients. Page 108		
418-1	Substantiated claims regarding breaches of customer privacy and loss of customer data	Relationships with clients. Page 109		
Propio	Results of the satisfaction survey	Relationships with clients. Pages 108, 109		

GRI Standard	Content	Location	Global Pact	Pacto Global
Supplier management				
GRI 103: Management approach 2016				
GRI 2014: Sourcing practices 2016				
GRI 308: Supplier environmental assessment 2016				
GRI 407: Freedom of association and collective bargaining 2016				
GRI 408: Child work 2016				
GRI 409: Forced or compulsory labor 2016				
GRI 414: Supplier environmental assessment 2016				
103-1	Explanation of the material topic and its Coverage	Supplier management Page 110		
103-2	Management approach and its components	Supplier management Page 113		
103-3	Assessment of the management approach	Supplier management Page 115		
204-1	Amount spent on local suppliers	Supplier management Pages 112, 116		
308-1	New suppliers that have passed evaluation and selection filters according to environmental criteria	Supplier management Page 116		
308-2	Negative environmental impacts In the supply chain and measures taken	Supplier management Page 116		
407-1	Operations and suppliers whose right to freedom of association and collective bargaining could be at risk	Supplier management Page 116		Principle 3 Companies must respect the freedom of Association and the effective recognition of the right to collective bargaining.
408-1	Operations and suppliers with significant risk of child labor cases	Supplier management Page 116		Principle 5 Companies must support the effective abolition of child labor.
409-1	Operations and suppliers with significant risk of forced or compulsory labor cases	Supplier management Page 116		Principle 4 Companies must support the elimination of all forms of forced or compulsory labor.
414-1	New suppliers that have passed evaluation and selection filters according to environmental criteria	Supplier management Page 116		
414-2	Negative social impacts in the supply chain and measures taken	Supplier management Page 116		
Security and integrity of the cargo				
GRI 103: Management approach 2016				
GRI 410: Security practices 2016				
103-1	Explanation of the material topic and its Coverage	Cargo security and integrity. Page 66		
103-2	Management approach and its components	Cargo security and integrity. Pages 66, 68		
103-3	Assessment of the management approach	Cargo security and integrity. Page 68		

GRI Standard	Content	Location	Omissions	Global Pact
GRI 410: Security practices 2016				
410-1	Security personnel trained in human rights policies or procedures	Cargo security and integrity. Page 68 Human Talent Page		Principle 1 Companies must support and respect the protection of internationally recognized fundamental human rights within their sphere of influence. Principle 2 Companies must ensure that they do not act as accomplices to human rights violations.
Own	Cargo security related incidents	Cargo security and integrity. Page 68		
Own	Incidents related to theft, stowaway entry and cargo contamination	Cargo security and integrity. Page 68		
Health and safety at work				
GRI 103: Management approach 2016				
GRI 403: Health and safety at work 2016				
103-1	Explanation of the material topic and its Coverage	Safety and health milestones at work. Page 82		
103-2	Management approach and its components	Safety and health milestones at work. Page 86		
103-3	Assessment of the management approach	Safety and health milestones at work. Page 82		
403-1	Representation of workers in formal worker-company health and safety committees Representation of workers on joint health and safety committees	Seguridad y salud en el trabajo. Pág. 87 Anexos - Seguridad y salud en el trabajo. Pág. 167		Principle 6 Companies must support the abolition of discrimination practices in employment and occupation.
403-2	Types of accidents and frequency rates of accidents, occupational diseases, days lost, absenteeism and number of deaths due to occupational accident or illness	Annexes-Safety and health at work Pages 168- 169	Accident types are not reported.	
Human talent				
GRI 103: Management approach 2016				
GRI 202: Presence in the market 106				
GRI 401: Employment 2016				
GRI 402: Worker-company relationship 2016				
GRI 404: Training and teaching 2016				
GRI 405: Diversity and equal opportunities 2016				
GRI 406: No discrimination 2016				
GRI 412: Human Rights Assessment 2016				
103-1	Explanation of the material topic and its Coverage	Human Talent Pages 74-75		
103-2	Management approach and its components	Human Talent Pages 74-75		
103-3	Assessment of the management approach	Human Talent Pages 77, 79		

GRI Standard	Content	Location	Omissions	Global Pact
GRI 412: Human Rights Assessment 2016				
202-1	Ratio of standard entry-level salary by gender Vs. local minimum wage	Annex- Human talent Page 155	It is not discriminated by terminal since the same minimum wage is used in all terminals in the country. There is no discrimination by direct / indirect employees as they all use the same minimum wage according to current national labor regulations.	Principle 6 Companies must support the abolition of discrimination practices in employment and occupation.
202-2	Ratio of senior executives recruited from the local community	Human Talent Page 76 Annex- Human talent Page 156	The definition for "senior executives" is not given.	Principle 6 Companies must support the abolition of discrimination practices in employment and occupation.
401-1	New collaborators hires and staff turnover	Human Talent Page 76 Annex- Human talent Page 156		
401-2	Benefits for full-time collaborators that are not given to part-time or temporary employees	Human Talent Page 76 Annex- Human talent Page 160	No se incluyen: Provisiones por jubilación y Permiso parental (porque se reporta en indicador aparte).	
401-3	Parental leave	Annex- Human talent Page 162		
402-1	Minimum notice terms on operational changes	Compas grants advance notice to workers before implementing significant operational changes that could substantially affect them. The minimum weeks of notice are made according to the minimum times required by the projects.	The minimum number of weeks' notice is not specified.	
404-1	Average hours of training per year per employee	Human Talent Page 76 Annex- Human talent Page 163		Principle 6 Companies must support the abolition of discrimination practices in employment and occupation.
404-2	Programs to improve employee skills and transition assistance programs	Annex- Human talent Page 165	The content of the transition assistance programs provided to facilitate continued employability and managing the end of careers by retirement or layoff is not detailed.	
404-3	Percentage of employees receiving regular performance and career development reviews	Annex- Human talent Page 166	Not discriminated by gender	

GRI Standard	Content	Location	Omissions	Global Pact
GRI 412: Human Rights Assessment 2016				
405-1	Diversity in governing bodies and employees	Annex- Human talent Page 166	No se reporta información por otros indicadores de diversidad, como grupos minoritarios o grupos vulnerables. La diversidad en empleados se reporta en el indicador 102-8.	Principle 6 Companies must support the abolition of discrimination practices in employment and occupation.
405-2	Ratio of base salary and compensation of women to men	Human Talent Page 76 Annex- Human talent Page 167	No se discrimina por terminal.	
406-1	Discrimination cases and corrective actions taken	Human Talent Page 76		
412-2	Security personnel trained in human rights policies or procedures	Human Talent Page 76 Annex- Human talent Page 164		Principle 1 Companies must support and respect the protection of internationally recognized fundamental human rights within their sphere of influence. Principle 2 Companies must ensure that they do not act as accomplices to human rights violations.
Propio	Diversity	Annex- Human talent Page 154		
Propio	Absenteeism	Annex- Human talent Page 154		
Interactions with the community				
GRI 103: Management approach 2016				
GRI 203: Indirect socioeconomic impacts 2016				
103-1	Explanation of the material topic and its coverage	Interactions with the community. Page 88		
103-2	Management approach and its components	Interactions with the community. Pages 94- 95		
103-3	Assessment of the management approach	Interactions with the community. Page 94		
203-1	Investments in infrastructure and supported services	Interactions with the community. Page 91		
203-2	Significant indirect economic impacts	Interactions with the community. Page 91	The importance of indirect economic impacts in the context of external benchmarks and the priorities of stakeholders, such as national and international standards, protocols and political agendas, is not	
Propio	Amount of social investment	Interactions with the community. Page 91		

GRI Standard	Content	Location	Omissions	Global Pact
Commitment with the environment				
GRI 103: Management approach 2016				
GRI 302: Energy 2016				
GRI 303: Water 2016				
GRI 305: Emissions 2016				
GRI 306: Effluents and waste 2016				
GRI 307: Environmental compliance 2016				
103-1	Explanation of the material topic and its Coverage	Commitment with the environment. Page 121		
103-2	Management approach and its components	Commitment with the environment. Page 121		
103-3	Assessment of the management approach	Commitment with the environment. Page 128		
302-1	Energy consumption within the organization	Commitment with the environment. Page 124		Principle 7 Companies must support a precautionary approach to environmental challenges.
303-1	Water extraction by fountain	Commitment with the environment. Page 125		
303-3	Recycled and reused water	Commitment with the environment. Page 125		
305-1	Direct GHG emissions (Scope 1)	Commitment with the environment. Page 124		Principle 8 Companies must encourage initiatives that promote greater environmental responsibility.
305-2	Indirect GHG emissions (Scope 2)	Commitment with the environment. Page 124		
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant air emissions	Annexes- Commitment with the environment. Pages 172- 173		Principle 9 Companies must promote the development and diffusion of environmentally friendly technologies.
306-1	Water discharge according to its quality and destination	Annexes- Commitment with the environment. Pages 174 - 175 - 176 -177		
306-2	Waste by type and disposal method	Commitment with the environment. Page 126		
307-1	Breach of environmental legislation and regulations	Corporate Governance Page 53		

Annexes

Annexes - Chapter 3P / PROSPERITY

Corporate Governance

(102-18) (102-22) (102-23)

Indicator composition Board of Directors:

Aspects Board of Directors:	Board Director No. 1	Board Director No. 2	Board Director No. 3	Board Director No. 4	Board Director No. 5
Name	Gabriel Hernán Echavarría Obregón	Gonzalo Alvar González Figaredo	Adam Beachamp	Jonathan Hunt	Michael Obhof
Company	Rosales S.A.	CEO ERSHIP SAU Vice President of the Association of Spanish Shippers (ANAVE, Madrid) President of the Platform of Spanish Investors in Ports (PIPE, Madrid)	Compas S.A.	Goldman Sachs' Merchant Banking	Goldman Sachs' Merchant Banking
Role	President	CEO	Senior Advisor and Board Member	Managing Director, responsible for transportation investments in the Americas for the Infrastructure Investment Group (IIG).	Vice president
Executive/Non-Executive	Non-Executive	Non-Executive	Non-Executive	Non-Executive	Non-Executive
Independent	No	No	No	No	No
Time in the Board	3/9/2015	3/9/2015	7/1/2019	8/22/2017	8/22/2017
Board Committee (s) to which he/she					
Other Boards of Directors to which he/her belongs	Fundación Natura, Fundación Islas del Rosario.	Ership Group/ Alvargonzález Dunas Capital/ Inverseguros		Western Highway Network Metropolitan Highways, Aviation Facilities Company (Afco), Avports	Metropolitan Highways Of Puerto Rico
Name of non-profit entities in which he/she participates as a member of management bodies				Metropolitan Highways	

Board Director No. 6	Board Director No. 7	Board Director No. 8	Board Director No. 9	Independent Director
Sebastián Echavarría Crespi	María Luz Salcedo	Romualdo Alvargonzález	Alejandro Echavarría Rodríguez	Alberto Jiménez Rojas
Managing Partner of Sa Factories Capital Management	Rosales S.A	President of ERSHIP, S.A., Member of the LLOYDS REGISTER committee, President of the FUNDACIÓN ALVARGONZÁLEZ	Urban Messengers	
Managing Partner	General Manager	President	President	Independent
Non-Executive	Non-Executive	Non-Executive	Non-Executive	Non-Executive
No	No	No		Yes
8/22/2017	8/22/2017	8/22/2017	8/22/2017	6/10/2019
				Corporate Audit Committee
Corona Organization, Falabella Colombia, CAIS, CarSaver, Compas S.A., Pérez Art Museum Miami and Henry Street Settlement Foundation, a New York-based non-profit organization.	Rosales S.A.S., Central Charter de Colombia S.A.S., Playa Blanca Baru S.A.S., Promotora La Enseñanza S.A., Altos De Mdey., Hmv Ingenieros Ltda., Mejía Villegas S.A.	Board Member of the Royal Board of Trustees of the Naval Museum -BBVA Regional Counselor / Advisor - Member of the Board of Directors of the Port Authority of Gijón - Counselor of various small-entity companies.	Pe SuperFuds, Central Charter Colombia.	CCTO S.A.S. ANALDEX Puerto Buenavista S.A.
Board Member of the Henry Street Settlement Foundation				Puerto Aguadulce - Compas Foundation Canal del Dique Compas Foundation

Aspects Board of Directors:	Board Director No. 1	Board Director No. 2	Board Director No. 3	Board Director No. 4	Board Director No. 5
Competences and experience related to economic, environmental and social impacts					
Is he/she a shareholder of a major supplier or customer?	No	No	No	No	No
Percentage of attended meetings vs. Meetings held	100%	83%	100%	50%*	83%
Academic Background	University of Heidelberg – West Germany (1968) Junior Year Columbia University – New York, USA (1969) B.A. Economics	Law Degree, Autonomous University of Madrid Diploma in Economic Sciences, Autonomous University of Madrid.	Michigan State University - Bachelor's degree, Finance - Eli Broad College of Business - BS Finance, General - 1996 - 2000	Bachelor of Political Studies - Dickinson College.	Bachelor of Economics - Ohio State University, MBA - Massachusetts Institute of Technology (MIT), where he was a graduate teaching assistant in Corporate Finance and Management Accounting.
Professional Experience			Julio 2019 - Actualmente - Compas S.A.- Senior Advisor and Board Member Junio 2019 - APM Terminals - Global Head of Corporate Development Agosto 2014 - 2017 - APM Terminals - Senior Director Corporate Development Agosto 2010 - 2014 - APM Terminals - Director of Strategic Planning and Development Año 2005- 2010 - APM Terminal - General Manager of Business Development Febrero 2003 - 2005 - Maersk Line - Business Controller Junio 2002 - 2003 - Maersk México - Finance Manager Julio 2000 - 2002 - Maersk Inc. - Financial Analyst.	Jonathan worked in Goldman's investment banking division. Prior to that, he was the CFO of the firm's Corporate Real Estate Group.	

Board Director No. 6	Board Director No. 7	Board Director No. 8	Board Director No. 9	Independent Director
No	No	No	No	No
100%	0%	0%	0%	50%*
Bachelor of Arts in Political Science and History from Tufts University.	Business Management- Universidad Autónoma De Bucaramanga	Navy Officer (M.N.S.) Bachelor of Economic and Business Sciences (UNED)	BS Economics - Northeastern University. BSIB Finance - D'Amore-McKim School of Business	Specialization in Markets master's in administration Specialization in Bank Operation Agricultural Engineering
Mr. Echavarria was Managing Director of Highbridge Capital Management, a multi-strategy hedge fund organization with \$ 45 billion under management in New York City. Prior to Highbridge, Mr. Echavarria was a partner in Renaissance Technologies, a \$ 50 billion hedge fund also based in New York City.				* June 2019 Currently- Independent Member - Audit Committee - Compañía de Puertos Asociados S.A. - Compas S.A * January 2012 - June 2019 Compañía de Puertos Asociados S.A. - Compas S.A. President * October 2003 - January 2012 Terminal Marítimo Muelles el Bosque S.A. General Manager * January 2002 - January 2003 OPP Granelera S.A. - Graneleros S.A. General Manager * August 1996 - January 2002 OPP Granelera S.A. General Manager * March 1974 - August 1996 Grupo Aval- Deputy General Manager Alpopular S.A. between 1992 to 1996- National Manager of Operations Almaviva S.A. between 1987 to 1992- Branch Manager B/tura, Cartagena and Bogotá Almaviva S.A. between 1979 to 1987- Deputy General Manager Banco Bogotá - Medellín between 1974 and 1979

Ethics and Transparency

(205-1)

Operations for corruption related risks

Total number and percentage of operations evaluated in relation to corruption risks and the main risks identified	2019*		
	Total operations	Operations evaluated	% Operations evaluated
	374	326	87%

*NOTE: This indicator corresponds to the total of security assessments carried out on Compas personnel.

(205-2)

Communication and training on anti-corruption policies and procedures

Members of the highest governance body informed and trained in anti-corruption matters	2019	
	No.	%
Total number and percentage of members of the highest governance body who have been informed about the organization's anti-corruption policies and procedures	1	14%
Total number and percentage of members of the highest governance body that have received training in the fight against corruption	0	0%

Informed and trained employees	2019				
	Total Empleados	Informed employees		Trained employees	
		No.	%	No.	%
Directors	17	17	100%		0%
Administrative staff	63	63	100%		0%
Others	249	249	100%		0%
TOTAL	329	329	100%	0	0%

Annexes - Chapter 4P / People

Information about employees and other workers

(102-8)

General labor indicators	2019						
	Adm Site	Cartagena	Barranquilla	Cascajal	Aguadulce	Tolú	Total Compas
Total number of employees	31	86	50	75	87	45	374
Number of indefinite-term employees	31	72	45	69	67	35	319
Number of fixed term employees	0	2	0	0	0	0	2
Number of employees with a different kind of contract	0	12	5	6	20	10	53
Percentage of fixed term employees	0.0%	2.3%	0.0%	0.0%	0.0%	0.0%	0.5%
Percentage of indefinite-term employees	100.0%	83.7%	90.0%	92.0%	77.0%	77.8%	85.3%
Total number of men	14	53	29	48	49	34	227
Total number of women	17	33	21	27	38	11	147
Percentage of men	45.2%	61.6%	58.0%	64.0%	56.3%	75.6%	60.7%
Percentage of women	54.8%	38.4%	42.0%	36.0%	43.7%	24.4%	39.3%
Employees in the organization by job category							
Number level 1 Executive	5	0	0	0	0	0	5
Number level 2 Managerial	5	3	1	1	1	1	12
Number level 3 Directors	6	5	0	1	1	0	13
Number level 4 Specialists	12	31	17	9	11	7	87
Number level 5 Other levels	3	47	32	64	74	37	257
TOTAL	31	86	50	75	87	45	374

Indicators general tasks	2019						
	Administrative site Bogotá	Cartagena	Barranquilla	Cascajal	Aguadulce	Tolú	Total Compas
Percentage level 1 Executive	16.1%	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%
Percentage level 2 Managerial	16.1%	3.5%	2.0%	1.3%	1.1%	2.2%	3.2%
Percentage level 3 Directors	19.4%	5.8%	0.0%	1.3%	1.1%	0.0%	3.5%
Percentage level 4 Specialists	38.7%	36.0%	34.0%	12.0%	12.6%	15.6%	23.3%
Percentage level 5 Other levels	9.7%	54.7%	64.0%	85.3%	85.1%	82.2%	68.7%
Employees in the organization per age	Administrative site Bogotá	Cartagena	Barranquilla	Cascajal	Aguadulce	Tolú	Total Compa
Range number 1: Under 30 years	5	14	21	15	35	15	105
Range number 2: Under 40 years	12	31	17	22	34	9	125
Range number 3: From 40 to 50 years	6	18	7	21	10	8	70
Range number 4: From 50 to 60 years	8	17	4	16	5	11	61
Range number 5: Over 60 years	0	6	1	1	3	2	13
Percentage number 1: Under 30 years	16.1%	16.3%	42.0%	20.0%	40.2%	33.3%	28.1%
Percentage number 2: From 30 to 40 years	38.7%	36.0%	34.0%	29.3%	39.1%	20.0%	33.4%
Percentage number 3: From 40 to 50 years	19.4%	20.9%	14.0%	28.0%	11.5%	17.8%	18.7%
percentage range 4: From 50 60 years	25.8%	19.8%	8.0%	21.3%	5.7%	24.4%	16.3%
Percentage range 5: Over 60 years	0.0%	7.0%	2.0%	1.3%	3.4%	4.4%	3.5%

Detail men	Administrative site (Bogotá)	Cartagena	Barranquilla	Cascajal	Aguadulce	Tolú	Total Compas
Broken down by job category							
Broken down by salary category							
Number level 1 Executive	5	0	0	0	0	0	5
Number level 2: Managerial	4	3	1	1	1	1	11
Number level 3 Directors	1	4	0	1	1	0	7
Number level 4 Specialists	2	14	9	4	5	4	38
Number level 5 Other levels	2	32	19	42	42	29	166
Percentage level 1 Executive	35.7%	0.0%	0.0%	0.0%	0.0%	0.0%	2.1%

150

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Detail men	Administrative site (Bogotá)	Cartagena	Barranquilla	Cascajal	Aguadulce	Tolú	Total Compas
Broken down by job category	Broken down by salary category						
Percentage level 2 Managerial	28.6%	5.7%	3.4%	2.1%	2.0%	2.9%	4.5%
Percentage level 3 Directors	7.1%	7.5%	0.0%	2.1%	2.0%	0.0%	2.9%
Percentage level 4 Specialists	14.3%	26.4%	31.0%	8.3%	10.2%	11.8%	15.6%
Percentage level 5 Other levels	14.3%	60.4%	65.5%	87.5%	85.7%	85.3%	68.3%
Broken down by age	Broken down by age						
Range number 1: Under 30 years	0	4	7	2	16	8	37
Range number 2: de 30 to 40 years	6	17	12	14	21	5	75
Range number 3: From 40 to 50 years	2	13	5	17	6	8	51
Range number 4: From 50 to 60 years	6	13	4	14	3	11	51
Range number 5: Over 60 years	0	6	1	1	3	2	13
Percentage number 1: Under 30 years	0.0%	7.5%	24.1%	4.2%	32.7%	23.5%	16.3%
Percentage number 2: From 30 to 40 years	42.9%	32.1%	41.4%	29.2%	42.9%	14.7%	33.0%
Percentage number 3: From 40 to 50 years	14.3%	24.5%	17.2%	35.4%	12.2%	23.5%	22.5%
Percentage range 4: from 50 to 60 years	42.9%	24.5%	13.8%	29.2%	6.1%	32.4%	22.5%
Percentage range 5: Over 60 years	0.0%	11.3%	3.4%	2.1%	6.1%	5.9%	5.7%
Broke down by type of contract	Broken down by type of contract						
Total number of men with an indefinite-term contract	14	50	26	46	36	29	201
Total number of men with a fixed-term contract	0	0	0	0	0	0	0
Total number of men with other types of contracts (specify other types of contracts such as apprentices, interns, among others).	0	3	3	2	13	5	26

Detail women	Administrative site (Bogotá)	Cartagena	Barranquilla	Cascajal	Aguadulce	Tolú	Total Compas
Broken down by job category	Broken down by salary category						
Number level 1 Executive	0	0	0	0	0	0	0
Number level 2: Managerial	1	0	0	0	0	0	1
Number level 3 Directors	5	1	0	0	0	0	6
Number level 4 Specialists	10	17	8	5	6	2	48
Number level 5 Other levels	1	15	13	22	32	9	92
Percentage level 1 Executive	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percentage level 2 Managerial	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%
Percentage level 3 Directors	29.4%	3.0%	0.0%	0.0%	0.0%	0.0%	4.1%
Percentage level 4 Specialists	58.8%	51.5%	38.1%	18.5%	15.8%	18.2%	32.7%
Percentage level 5 Other levels	5.9%	45.5%	61.9%	81.5%	84.2%	81.8%	62.6%
Broken down by type of contract	Broken down by type of contract						
Range number 1: Under 30 years	5	10	14	13	19	7	68
Range number 2: From 30 to 40 years	6	14	5	8	13	4	50
Range number 3: From 40 to 50 years	4	5	2	4	4	0	19
Range number 4: From 50 to 60 years	2	4	0	2	2	0	10
Range number 5: Over 60 years	0	0	0	0	0	0	0
Percentage number 1: Under 30 years	29.4%	30.3%	66.7%	48.1%	50.0%	63.6%	46.3%
Percentage number 2: From 30 to 40 years	35.3%	42.4%	23.8%	29.6%	34.2%	36.4%	34.0%
Percentage number 3: From 40 to 50 years	23.5%	15.2%	9.5%	14.8%	10.5%	0.0%	12.9%
Percentage number 4: From 50 to 60 years	11.8%	12.1%	0.0%	7.4%	5.3%	0.0%	6.8%
Range number 5: Over 60 years	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Broken down by type of contract	Broken down by type of contract						
Total number of women with an indefinite-term contract	17	22	19	23	31	6	118
Total number of women with a fixed-term contract	0	2	0	0	0	0	2
Total number of women with a different kind of contract	0	9	2	4	7	5	27

Own Diversity

Diversity	2019						
	Administrative site Bogotá:	Cartagena	Barranquilla	Cascajal	Aguadulce	Tolú	Total Compas
Number of employees with disabilities in the workforce	0	0	0	0	0	0	0
Percentage of employees with disabilities in the workforce	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Number of foreign employees in the company who work at the headquarters or branches located in Colombia.	1	0	0	0	0	0	1
Percentage of foreign employees in the company who work at the headquarters or branches located in Colombia.	3.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%

Collective agreements

(102-41)

Employees covered by collective agreements	2017	2018	2019
	Total		
Total number of employees in the organization	334	314	374
Total number of employees covered by collective agreements	31	29	37
Percentage of employees covered by collective agreements	9%	9%	10%
Number of inquiries or negotiations about changes in the company	2	0	1

Ratio of standard entry-level salary by gender vs. local minimum wage

(202-1)

Ratio between the internal minimum wage and the current legal minimum wage	2017		2018		2019	
	Men	Women	Men	Women	Men	Women
Legal minimum wage	\$737,717	\$737,717	\$781,242	\$781,242	\$828,116	\$828,116
Internal legal minimum wage	\$737,717	\$737,717	\$781,242	\$781,242	\$828,116	\$828,116
Ratio minimum wage	1	1	1	1	1	1

Human talent

202-2

Ratio of senior executives recruited from the local community

Executives from the local community in places where significant operations are carried out	2017	2018	2019						
	Total Compas	Total Compas	Administrative site	Cartagena	Barranquilla	Cascajal	Aguadulce	Tolú	Total Compas
Total number of high-level executives	18	17	9	3	1	1	1	1	16
Indicate the number of managers from the local community	18	16	8	3	1	1	1	1	15
Ratio of senior executives recruited from the local community	100%	94%	89%	100%	100%	100%	100%	100%	94%
Indicate the concept of local	From Colombia								

401-1

New employee hires and staff turnover

	2019							
	Administrative site		Cartagena		Barranquilla		Cascajal	
	Retirees	Total employees	Retiros	Total Colab.	Retiros	Total Colab.	Retiros	Total Colab.
TOTAL	5	31	8	86	7	50	5	75
Voluntary	2		4		4		4	

	2019					
	Aguadulce		Tolú		Total Compas	
	Retirees	Total employees	Retiros	Total Colab.	Retiros	Total Colab.
TOTAL	9	87	12	45	46	374
Voluntary	5		1		20	

Rotación de empleados	2019							Explique la variación con respecto al año anterior
	Administrative site	Cartagena	Barranquilla	Cascajal	Aguadulce	Tolú	Total Compas	
Staff turnover rate:	16%	9%	14%	7%	10%	27%	12%	
Staff turnover rate due to voluntary resignation	6%	5%	8%	5%	6%	2%	5%	
Number of employees retired by mutual agreement	0	0	0	0	0	0	0	Never showed up
Number of deceased employees	0	0	0	0	0	0	0	Never showed up
Number of employees retired due to retired retirement or contract expiration	1	0	1	1	0	2	5	4 people left the company because they retired
Number of employees with transfers between companies	1	0	0	0	0	0	1	The employer substitution of Patrick Clarkson from COMPAS to Comship is made as of Dec 31, 2019
Number of employees withdrawn by mutual agreement	2	4	4	4	5	1	20	
Number of dismissed employees	1	4	2	0	4	9	20	
Percentage of employees withdrawn by mutual agreement	0%	0%	0%	0%	0%	0%	0%	
Percentage of voluntary retirees / total retirees	40%	50%	57%	80%	56%	8%	43%	

Retirement	2019						
	Adm Site	Cartagena	Barranquilla	Cascajal	Aguadulce	Tolú	Total Compas
Under 30 years	3	3	2	0	3	0	11
30 to 40 years	1	3	3	2	4	7	20
40 to 50 years	0	1	1	2	1	3	8
50 to 60 years	0	0	0	0	1	0	1
Over 60 years	1	1	1	1	0	2	6
Female	2	2	1	0	1	2	8
Male	3	6	6	5	8	10	38

Staff turnover rate, distributed by age and gender	2019							Explain the variation with regards to the previous year
	Administrative site	Cartagena	Barranquilla	Buenaventura	Aguadulce	Tolú	Total Compas	
Under 30	150%	50%	67%	0%	5%	0%	34%	
30 to 40 years	50%	50%	100%	3%	7%	175%	63%	
40 to 50 years	0%	17%	33%	3%	2%	75%	25%	
50 to 60 years	0%	0%	0%	0%	2%	0%	3%	
Over 60	50%	17%	33%	2%	0%	50%	19%	4 people left the company because they retired
Female	100%	33%	33%	0%	2%	50%	25%	
Male	150%	100%	200%	8%	13%	250%	119%	

Contrataciones por edad	2019						
	Administrative site	Cartagena	Barranquilla	Buenaventura	Aguadulce	Tolú	Total Compas
TOTAL	5	9	9	10	15	4	52
Under 30	4	2	4	6	6	1	23
30 to 40 years	1	5	3	1	7	2	19
40 to 50 years	0	1	2	2	1	0	6
50 to 60 years	0	1	0	1	1	1	4
Over 60	0	0	0	0	0	0	0
Female	5	3	4	7	3	0	22
Male	0	6	5	3	12	4	30

Staff turnover rate, distributed by age and gender	2019						
	Administrative site	Cartagena	Barranquilla	Buenaventura	Aguadulce	Tolú	Total Compas
Under 30	80%	22%	44%	60%	40%	25%	44%
From 30 to 40 years	20%	56%	33%	10%	47%	50%	37%
From 40 to 50 years	0%	11%	22%	20%	7%	0%	12%
From 50 to 60 years	0%	11%	0%	10%	7%	25%	8%
Over 60	0%	0%	0%	0%	0%	0%	0%
Female	100%	33%	44%	70%	20%	0%	42%
Male	0%	67%	56%	30%	80%	100%	58%
Total number and rate of employee hires	5	9	9	10	15	4	52
	16%	10%	18%	13%	17%	9%	14%

Vacantes y promociones y antigüedad	2019						
	Administrative site	Cartagena	Barranquilla	Buenaventura	Aguadulce	Tolú	Total Compas
Vacancies	5	9	9	10	15	4	52
Number of vacancies filled by internal staff	2	5	2	2	11	3	25
Percentage of vacancies filled by internal staff	40%	56%	22%	20%	73%	75%	48%
Global number of staff promoted in the last year	2	5	2	2	11	3	25
Percentage of global number of staff promoted in the last year	6%	6%	4,0%	2,7%	13%	7%	7%
Number of women on the staff promoted in the last year					5		5
Number of women on the staff promoted the last year	0%	0%	0%	0%	45%	0%	20%
Number of men on the staff promoted in the last year	2	5	2	2	6	3	20
Percentage of men on the staff promoted during the last year	100%	100%	100%	100%	55%	100%	80%
Average age of promoted company employees (years)	4.0	11.0	3.0	8.0	2.0	8.0	6.0
Average age of promoted company employees (years)					4.0		4.0
Average age of the promoted men of the company (years)	4.0	11.0	3.0	8.0	1.0	8.0	5.8

NOTE: For this indicator, only direct staff are considered, not including interns, SENA students, or temporary staff. Only 2019 is reported.

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

Mandatory social benefits for full-time employees	2017	2018	2019
	Total Compas		
Do you have any of the following mandatory social benefits for all full-time employees?	Yes	Yes	
Social Security	Yes	Yes	Yes
Pension Fund	Yes	Yes	Yes
Other (specify) Severance Fund Service Premiums	Yes	Yes	Yes

Mandatory social benefits for full-time employees	2017	2018	2019
	Total Compas		
Do you have any of the following voluntary social benefits for all full-time employees?	Yes	Yes	Yes
Life Insurance	Yes	Yes	Yes
Medical insurance	Yes	Yes	Yes
Accidents insurance	No	No	No
Health aids	Yes	Yes	Yes
Marriage aid	No	No	No
Food aid	Yes	Yes	Yes
Holiday bonus	Yes	Yes	Yes
Flexible schedule	No	No	Yes
Study sponsorship	Yes	Yes	Yes
Shares	Yes	Yes	Yes
Other (specify) Extralegal Premiums (June and December) Bonuses (Bonus for completed year, Bonus for Climate and Bonus for results) Localization aid Availability aid	School kit, sickness aid, educational aid, aid for notary expenses and registration for home purchase by company loan, home loan, study languages loan		

NOTE: Benefits apply for all the sites of the organization

Usage of the benefits	2019						Total Compas
	Administrative site	Cartagena	Barranquilla	Buenaventura	Aguadulce	Tolú	
Total Employees	31	74	74	69	67	35	321
Number of employees that use The benefits	31	74	74	69	67	35	321
Percentage of benefits use	100%	100%	100%	100%	100%	100%	100%

Parental leave

Return to work after maternity or paternity leave, broken down by gender	2016		2017															
			Adm Site		Cartagena		Barranquilla		Cascajal		Aguadulce		Tolú		Total Compas			
	H	M	H	M	H	M	H	M	H	M	H	M	H	M	H	M		
Employees who were entitled to maternity or paternity leave	0	3	1	0	2	2	0	0	0	0	0	0	0	0	0	0	3	2
Employees who enjoyed maternity or paternity leave	0	3	1	0	2	2	0	0	0	0	0	0	0	0	0	0	3	2
Employees who returned to work after finishing their maternity or paternity leave	0	2	1	0	2	1	0	0	0	0	0	0	0	0	0	0	3	1
Employees who continue in the organization 12 months after ending their maternity or paternity leave	0	1	1	0	2	1	0	0	0	0	0	0	0	0	0	0	3	1
Return to work rate	No information		1		1	1											1	1
Retention rate	No information		1		1	1											1	1

Return to work after maternity or paternity leave, broken down by gender	2019															
	Adm Site		Cartagena		Barranquilla		Cascajal		Aguadulce		Tolú		Total Compas			
	H	M	H	M	H	M	H	M	H	M	H	M	H	M		
Employees who were entitled to maternity or paternity leave	0	1	0	2	1	3	0	1	1	4	1	1	3	12		
Employees who enjoyed maternity or paternity leave	0	1	0	2	1	3	0	1	1	4	1	1	3	12		
Employees who returned to work after finishing their maternity or paternity leave	0	1	0	2	1	3	0	1	1	4	1	1	3	12		
Employees who continue in the organization 12 months after ending their maternity or paternity leave	0	1	0	2	1	3	0	1	1	3	1	1	3	11		
Return to work rate	N/A	100%	N/A	100%	100%	100%	N/A	100%	100%	100%	100%	100%	100%	100%		
Retention rate	N/A	100%	N/A	100%	100%	100%	N/A	100%	100%	75%	100%	100%	100%	92%		

N/A: Non-Applicable

Average hours of training per year per employee

Average hours of training per year per employee, broken down by gender and by job category	2019						
	Adm Site	Cartagena	Barranquilla	Cascajal	Aguadulce	Tolú	Total Compas
Number of hours of training level 1 (Executive)	32.0	0.0	0.0	0.0	0.0	0.0	32.0
Number of hours of training level 2 (Managerial)	20.0	5.5	9.5	0.0	0.0	12.0	47.0
Number of hours of training level 3 (Mid-Level)	33.0	93.0	0.0	24.0	0.0	0.0	150.0
Number of hours of training level 4 (Specialists)	54.0	977.5	203.0	65.0	49.0	94.0	1442.5
Number of hours of training level 5 (Operational)	8.0	273.0	9.5	29.0	8.0	111.0	438.5
Average hours of training level 1 (Executive)	6.4	N/A	N/A	N/A	N/A	N/A	6.4
Average hours of training level 2 (Managerial)	4.0	1.8	9.5	0.0	0.0	12.0	3.9
Average hours of training level 3 (Mid-Level)	5.5	18.6	N/A	24.0	0.0	N/A	11.5
Average hours of training level 4 (Specialists)	4.5	31.5	11.9	7.2	4.5	13.4	16.6
Average hours of training level 5 (Operational)	2.7	5.8	0.3	0.5	0.1	3.0	1.7
Average hours of training per gender (female)	6.0	33.0	21.0	5.0	2.0	12.0	79.0
Average hours of training per gender (male)	8.0	53.0	29.0	15.0	11.0	25.0	141.0
Average hours of training per gender (female)	0.4	1.0	1.0	0.2	0.1	1.1	0.5
Average hours of training per gender (Male)	0.6	1.0	1.0	0.3	0.2	0.7	0.6
Total training hours	147.0	1349.0	222.0	118.0	57.0	217.0	2110.0
Average hours of training for job categories	29.4	269.8	44.4	23.6	0.0	43.4	422.0
Average hours of training per employee	4.7	15.7	4.4	1.6	0.7	4.8	5.6
Number of employees who have received training in the last year	14	86	50	20	13	37	220
% of employees who have received training in the last year	45%	100%	100%	27%	15%	82%	59%

N/A: Non-Applicable

Training in human rights policies or procedures.

Staff turnover	2019						Explain the variation with regards to the previous year
	Adm Site	Cartagena	Barranquilla	Cascajal	Aguadulce	Tolú	
Number of trained employees	19	37	20	36	20	132	There is no variation because in 2019 human rights training was first worked.
Number of total training hours	2	2	2	2	2	10	
Percentage of employees who received training	61%	43%	40%	48%	0%	44%	35%

Programs to improve employee skills and transition assistance programs

Continuing education and skills management programs that promote the employability of workers and help them manage the end of their professional careers.	2019					
	Adm Site	Cartagena	Barranquilla	Buenaventura	Aguadulce	Tolú
Indicate type and scope of programs that have been carried out to improve employee skills.	Skills training: technical and soft for 100% of the headquarters employees.	Continuation of English language training: 19 graduate employees, according to the language level required for certain positions. 8 employees continue to study additional to the skills training: technical and soft.	Skills training: technical and soft for 100% of the headquarters employees.	English training continues for 6 employees, according to the language level required for certain positions. In addition to the skills training: technical and soft.	Continúa la formación de inglés para 5 colaboradores, de acuerdo al nivel del idioma requerido para ciertos cargos. Adicional a los formaciones de competencias: técnicas y blandas.	Skills training: technical and soft for 100% of the headquarters employees.
Describe the aid programs aimed at promoting the employability of workers and the management of the end of their professional careers, whether due to retirement or termination of the employment relationship.	It continues with the support and guidance to people close to retirement.					

404-3

Percentage of employees receiving regular performance and career development reviews

Percentage of employees whose performance and professional development is regularly evaluated, broken down by gender and professional category	2019						
	Adm Site	Cartagena	Barranquilla	Cascajal	Aguadulce	Tolú	Total Compas
Total number of employees in level 1	5	0	0	0	0	0	5
Number of performance evaluations carried out at level 1	5	0	0	0	0	0	5
Nivel 1: Executive							100%
Total number of employees in level 2	5	3	1	1	1	1	12
Number of performance evaluations carried out at level 2	5	3	1	1	1	1	12
Nivel 2: Managerial							100%
Total number of employees in level 3	6	5	0	1	1	0	13
Number of performance evaluations carried out at level 3	6	5	0	1	1	0	13
Nivel 3: Mid-level							100%
Total number of employees in level 4	12	31	17	9	11	7	87
Number of performance evaluations carried out at level 4	0	0	0	0	0	0	0
Nivel 4: Specialists							0%
Total number of employees in level 5	3	35	27	58	54	27	204
Number of performance evaluations carried out at level 5	0	0	0	0	0	0	0
Nivel 5: Operational							0%
Total number of employees	31	74	45	69	67	35	321
Total number of women employees	17	24	19	23	31	6	120
Women							37%
Total number of employees	31	74	45	69	67	35	321
Total number of men employees	14	50	26	46	36	29	201
Men							63%

405-1

Diversity in governing bodies and employees

People belonging to a governing body	2019						People belonging to minority or vulnerable groups in the governing bodies
	Men	Women	Under 30	Between 30 and 40 years	Between 40 and 50 years	Over 50 years	
Number of people in the Board of Directors	3	-	-	-	1	2	
Percentage people in the Board of Directors	1	0	0	0.00%	33.33%	66.67%	0

405-2

Ratio of base salary and remuneration of women and men

Salary ratio men and women distributed by level of position	2019
Level 1: Executive (includes President)	N/A
Nivel 2: Managerial	1.0
Level 3: Mid-level	0.6
Level 4: Specialists	1.5
Nivel 5: Operative	1.3

	2019 - Pesos					
	No. Men	No. Women	Sum Salaries Men	Sum Salaries Women	Average Salaries Men	Average Salaries Women
Nivel 1: Executive	5	0	\$235,919,700	\$-	\$47,183,940	N/A
Nivel 2: Managerial	11	1	\$254,743,900	\$23,346,300	\$23,158,536	\$23,346,300
Level 3: Mid-level	7	6	\$79,815,200	\$56,235,400	\$8,033,629	\$13,302,533
Level 4: Specialists	38	48	\$195,221,800	\$163,694,000	\$5,137,416	\$3,410,292
Nivel 5: Operative	140	65	\$229,960,400	\$82,808,632	\$1,642,574	\$1,273,979

Health and safety at work

403-1

Representation of workers on joint health and safety committees

Representation of workers on joint health and safety committees (workers and management)	2019
Indicate the level at which formal worker-employer health and safety committees operate within the organization.	In five of the six headquarters, the company has a safety and health committee, in which there is joint representation of workers and the company.
The percentage of workers whose work or workplace is subject to control by the organization and who are represented by formal worker-company health and safety committees	91%

Injuries, occupational diseases, days lost, absenteeism and number of fatalities	Unit	2019							
		Adm Site		Cartagena		Barranquilla		Cascajal	
EMPLOYEES		H	M	H	M	H	M	H	M
Total number of employees	Number	14.0	17.0	53.0	33.0	29.0	21.0	48.0	27.0
Total accidents	Number	1.0	0.0	3.0	0.0	0.0	1.0	3.0	0.0
Accidents frequency rate	Indicator	7.1	0.0	5.7	0.0	0.0	4.8	6.3	0.0
Days of absence due to accidents *	Days	0.0	0.0	96.0	0.0	0.0	4.0	5.0	0.0
Rate of days lost	Index	0.0	0.0	181.1	0.0	0.0	19.0	10.4	0.0
Total of occupational diseases	Number	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Occupational disease frequency rate	Index	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Days of absence due to occupational diseases *	Days	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Number of disabilities due to common illness	Number	6.0	7	13	27.0	15.0	34.0	34.0	11.0
Days of disabilities due to common illness*	Days	21.0	80.0	171.0	173.0	50.0	137.0	317.0	6.0
Frequency rate of absenteeism due to common illness	Index	150.0	470.6	322.6	524.2	172.4	652.4	660.4	222.2
Fatalities	Number	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Injuries, occupational diseases, days lost, absenteeism and number of fatalities	Unit	2019						Explain the variation with regards to the previous year
		Aguadulce		Tolú		Total Compas		
EMPLOYEES		H	M	H	M	H	M	
Total number of employees	Número	49.0	38.0	34.0	11.0	227.0	147.0	
Total accidents	Número	2.0	5.0	1.0	1.0	10.0	7.0	* 14 Direct staff events * 3 Temporary staff events.
Accidents frequency rate	Índice	4.1	13.2	2.9	9.1	4.4	4.8	
Days of absence due to accidents *	Días	8.0	57.0	79.0	2.0	188.0	63.0	The 79 days of disability correspond to an event in 2017
Rate of days lost	Índice	16.3	150.0	232.4	18.2	82.8	42.9	
Total of occupational diseases	Número	0.0	0.0	0.0	0.0	0.0	0.0	
Occupational disease frequency rate	Índice	0.0	0.0	0.0	0.0	0.0	0.0	
Days of absence due to occupational diseases *	Días	0.0	0.0	0.0	0.0	0.0	0.0	
Number of disabilities due to common illness	Número	17.0	40.0	9.0	11.0	94.0	130.0	
Days of disabilities due to common illness*	Días	105.0	331.0	83.0	158.0	747.0	939.0	
Frequency rate of absenteeism due to common illness	Índice	214.3	871.1	244.1	1436.4	329.1	638.8	
Fatalities	Número	0.0	0.0	0.0	0.0	0.0	0.0	

Injuries, occupational diseases, days lost, absenteeism and number of fatalities	Unidad	2019							
		Adm Site		Cartagena		Barranquilla		Cascajal	
CONTRACTORS		H	M	H	M	H	M	H	M
Total number of contractor employees	Número	4.0	0.0	649.0	0.0	256.0	0.0	98.0	0.0
Total accidents	Número	0.0	0.0	17.0	0.0	11.0	0.0	1.0	0.0
Accidents frequency rate	Índice	0.0	N/A	6286.6	N/A	10312.5	N/A	2449.0	N/A
Days of absence due to accidents *	Días	0.0	0.0	116.0	0.0	84.0	0.0	6.0	0.0
Rate of days lost	Índice	0.0	N/A	17.9	N/A	32.8	N/A	6.1	N/A
Fatalities	Número	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Injuries, occupational diseases, days lost, absenteeism and number of fatalities	Unidad	2019						Explain the variation with regards to the previous year
		Aguadulce		Tolú		Total Compas		
CONTRACTORS		H	M	H	M	H	M	
Total number of contractor employees	Número	253.0	0.0	309.0	0.0	1569.0	0.0	
Total accidents	Número	5.0	0.0	4.0	0.0	38.0	0.0	
Accidents frequency rate	Índice	4743.1	N/A	3106.8	N/A	2.4	0.0	
Days of absence due to accidents *	Días	192.0	0.0	155.0	0.0	553.0	0.0	
Rate of days lost	Índice	75.9	N/A	50.2	N/A	35.2	N/A	
Fatalities	Número	0.0	0.0	0.0	0.0	0.0	0.0	

Supplier management

204-1

Proportion of spending on local suppliers

Proportion of spending on local suppliers	2019						
	Corporate	Cartagena	Barranquilla	Cascajal	Aguadulce	Tolú	Total Compas
Percentage of the budget for acquisitions of locations with significant operations that is used by suppliers in the locality of the operation (such as the percentage of products and services that are purchased locally).	95.1%	96.4%	96.9%	97.2%	97.4%	95.7%	96.4%
Geographical definition of the organization for "local"	The term local has been defined as the acquisition of goods and services in the country- Colombia.						
Definition used for "locations with significant operations".	The significant operations correspond to the terminals and office in Bogotá.						

308-2, 414-2

Negative impacts on the supply chain

Selection of suppliers	2019
Number of new suppliers	223
Percentage of new suppliers evaluated and selected according to environmental criteria	0%
Percentage of new suppliers evaluated and selected according to social criteria	0%

Negative impacts on the supply chain		2019
Environmental impacts	Number of suppliers evaluated in relation to environmental impacts	15
	Number of suppliers that were identified with possible negative environmental impacts	1
	Number of suppliers that were identified with possible negative environmental impacts with whom improvement plans were agreed	1
	Percentage of suppliers that were identified with possible negative environmental impacts with which improvement plans were agreed	7%
	Number of suppliers that were identified with possible negative environmental impacts with which the contractual relationship ended.	0
	Percentage of suppliers that were identified with possible negative environmental impacts with which the contractual relationship ended	0
	Describe the potential significant negative environmental impacts that have been identified in the supply chain	This information is not available in the suppliers' environmental management systems. This should be corrected for the following year.
	Describe the negative environmental impacts that have been identified in the supply chain	
Social impacts	Number of suppliers evaluated regarding social impacts	15
	Number of suppliers that were identified with possible negative social impacts	1
	Number of suppliers that were identified with possible negative social impacts with whom improvement plans were agreed	1
	Percentage of suppliers that were identified with possible negative social impacts with whom improvement plans were agreed	7%
	Number of suppliers that were identified with possible negative social impacts with whom the contractual relationship ended	0%
	Percentage of suppliers that were identified with possible negative social impacts with whom the contractual relationship ended	0%
	Describe the potential significant negative social impacts that have been identified in the supply chain	Compas strictly monitors the payment of contributions to social security and social benefits of its suppliers. The audit identified delays in payment from a provider in this matter.
	Describe the real significant negative social impacts that have been identified in the supply chain	This information is not available due to the absence of a health diagnosis and psychosocial risk assessment in the workers of our suppliers. This has to be corrected for the following year.

NOTE: During 2019, no risks have been reported in the freedom of association in operations or suppliers, as well as cases of child, forced or compulsory labor, neither in operations nor in suppliers.

Annexes - Chapter 5P / PLANET

Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant air emissions

305-7

Significant emissions to air, in kilograms or multiples	Unit of measurement (kilograms or multiples)	2019															
		Cartgena			Barranquilla				Cascajal			Aguadulce					
		Point 1	Point 2	Point 3	Point 1	Point 2	Point 3	Point 4	Point 1	Point 2	Point 3	Point 1	Point 2				
Nitrogen oxides (NOx)	ug/m3	18.03	17.43	19.69	35.55	59.05	44.86	35.15	0.77	0.6	<L.C	1.36	1.23				
Sulfur oxides (SOx)	ug/m3	22.64	29.76	32.44	0.015	0.0064	0.0069	0.0064	<L.C	<L.C	<L.C	Concentrations below the limit of quantification					
Persistent organic pollutants (POPs)		Not measured			Not measured				Not measured			Not measured					
Particles (PM)	ug/m3	39.59	39.49	37.24	PM 10	PM 2.5	PM 10	PM 2.5	PM 10	PM 2.5	PM 10	PM 2.5	42.8	34.9	316.4	13.5	23
					246 v88	134 .12	140 .34	136 .29	26 8	167 .5	140 .87	140 .52					
PST	ug/m3				261.6	142.5	275.79	152.61									
Other categories of air emissions identified in regulations (CO)	ug/m3	1520 .87	1448 .63	1586 .28	2990.47	3963.74	3546.85	2031.94									

Significant emissions to air, in kilograms or multiples	Unit of measurement (kilograms or multiples)	2019				Indicate the legal standard under which the measurement was made	Explain the source relative to the emission factors used	Explain what standards or methodologies used to perform the calculation
		Tolú			Total Compas			
		Point 1 Compas	Point 2 Cabaña el Maley	Point 3 Vereda el Palmar				
Nitrogen oxides (NOx)	ug/m3	13.65	16.69			Resolution 2254 of 2017	<p>Samplings standards demonstrate that the data is below the allowable limit stated by the standard</p> <p>Norm:PM 10-100ug/m3 200-NO2 ,50ug/m3 SO2 y CO-5000</p> <p>Tolú: According to Resolution 1473/2018 put into effect as of April 2019 with Resolution 419, measurements of 18 continuous days of PM10 and PM2.5 are required at three different points at three times of the year; The results of the last measurement of the year carried out in December 2019 are attached.</p>	<p>US-EPA N° EQN-1277-026: Sodium arsenite.</p> <p>EPA e-CFR Title 40, part 50, Appendix A Pararosaniline.</p>
		23.55	23.73	24.15				
Sulfur oxides (SOx)	ug/m3	Not measured				Resolution 2254 of 2017	<p>Barranquilla:</p> <p>NOx: Resolution 2254 of 2017, Article 2, 1-hour comparison</p> <p>SOx: Resolution 2254 of 2017, Article 2, 24-hour comparison</p> <p>CO: Resolution 2254 of 2017, Article 2, 8-hour comparison.</p> <p>PM10 y PM2.5: Resolution 2254 of 2017, Article 2-hour comparison</p>	
Particles (PM)	ug/m3	Point 1 Compas PM10 December	Point 2 Cabaña el Maley PM10	Point 3 Vereda el Palmar PM10		Resolution 2254 of 2017	<p>Barranquilla:</p> <p>NOx: Resolution 2254 of 2017, Article 2, 1-hour comparison</p> <p>SOx: Resolution 2254 of 2017, Article 2, 24-hour comparison</p> <p>CO: Resolution 2254 of 2017, Article 2, 8-hour comparison.</p> <p>PM10 y PM2.5: Resolution 2254 of 2017, Article 2-hour comparison</p>	
		41.09	39.77	40.13				
Particles (PM)	ug/m3	Point 1 Compas PM 2.5 December	Point 2 Cabaña el Maley PM2.5 December	Point 3 Vereda el Palmar PM2.5 December		Resolution 2254 of 2017	<p>Barranquilla:</p> <p>NOx: Resolution 2254 of 2017, Article 2, 1-hour comparison</p> <p>SOx: Resolution 2254 of 2017, Article 2, 24-hour comparison</p> <p>CO: Resolution 2254 of 2017, Article 2, 8-hour comparison.</p> <p>PM10 y PM2.5: Resolution 2254 of 2017, Article 2-hour comparison</p>	
		11.78	7.87	9.5				
PST	ug/m3					Resolution 2254 of 2017	<p>Samplings standards demonstrate that the data is below the allowable limit stated by the standard</p> <p>Norm:PM 10-100ug/m3 200-NO2 ,50ug/m3 SO2 y CO-5000</p>	

Water discharge according to its quality and destination

Download source (indicate the different download points by site)	Discharge destination (body of water, sewerage, etc.)	Discharged volume 2019 (m3)	Describe the characteristics of the treatment system	Indicate the quality of the dumping according to the following parameters (2019)		
				BOD allowable limit (mg / L)	Average BOD Results (mg / L)	DQO allowable limit (mg / L)
Administrative Site	It is discharged directly to the city sewer, therefore, there is no monitoring data for dumping into the network					
Cartagena	Sewerage	Information not available	N / A as there are no treatment systems	105.0	14.9	225.0
Barranquilla	Water body	Not available	Primary settler, grease trap	50	137.4	150
Cascajal	Estero el Piñal	551,4	For the domestic ones there is a septic tank with FAFA filters and for the non-domestic fat trap.	100.0	136.0	200.0
Aguadulce		121,05	N/A	N/A	N/A	N/A
Tolú	Water body	Non-domestic wastewater has a treatment system, this is a system consisting of 4 settlers at the end of the collection channels that run through the facility from north to south, and which discharge their water to two (2) bodies of water, located in the El Manglar and El Maley lots.	Settler 1 North -Warehouses yard	336.0	Allowable limit 150 mg O2 / L	416.00
			Settler 2 North -Plaster material yard	67.9	Allowable limit 150 mg O2 / L	97.10

Indicate the quality of the dumping according to the following parameters (2019)					Indicate if the discharged water was reused by another organization	Description of the procedure used to estimate the dumping
Average results (mg /L)	SST allowable limit (mg/L)	Average Results (mg/L)	Allowable limit fats and oils (mg/L)	Fats and oils results (mg/L)		
107.5	105.0	13.3	15.0	0.0	No	There is no dumping since the residual waters are directed to septic tanks where they are removed by suction by a third party However, discharge to the city sewer is carried out in compliance with the parameters established in Res 0631 of 2015.
1.476.0	50	1.173.6	10	41.0	NO	Composite samples were taken, with aliquots every hour for 4 hours for 3 days in a row.
372.0	100.0	<10	15.0	3.8	no	In the monitoring, aliquots are taken every 8 hours (this indicates the flow in l / s), then we move to l / day and then multiply by 365 to determine the volume of the year.
N/A	N/A	N/A	N/A	N/A	N/A	COMPAS AGUADULCE does not discharge wastewater. Volume of residual water delivered to the company in charge of cleaning the portable toilet units. To date, no fresh water is carried out in fresh water
416.00	Allowable limit 50 mg /L	26.4	Allowable limit 10 mg /L	<10	N/A	The procedure was carried out under the concentrations of wastewater with the values established in the national dumping standard of resolution 631/2015
97.10	Allowable limit 50 mg/L	11.6	Allowable limit 10 mg /L	<10	N/A	The procedure was carried out under the concentrations of wastewater with the values established in the national dumping standard of resolution 631/2016

Download source (indicate the different download points by site)	Discharge destination (body of water, sewerage, etc.)	Discharged volume 2019 (m3)	Describe the characteristics of the treatment system	Indicate the quality of the dumping according to the following parameters (2019)		
				BOD allowable limit (mg / L)	Average BOD Results (mg / L)	DQO allowable limit (mg / L)
Tolú	Cuerpo de Agua	Non-domestic wastewater has a treatment system, this is a system consisting of 4 settlers at the end of the collection channels that run through the facility from north to south, and which discharge their water to two (2) bodies of water, located in the El Manglar and El Maley lots.	Settler 1 South -Coal material yard	Allowable limit 50 mg / L	100,0	Allowable limit 150 mg O2 / L
			Settler 2 South -Cinder Material Yard.	Allowable limit 50 mg / L	41	Allowable limit 150 mg O2 / L
	N/A	Domestic wastewater is treated through three (4) equal septic tanks, which have the following design characteristics: A cylindrical tank with a capacity of 6,000 liters (2 wells), two wells with a capacity of 10,000 liters and a well Located in a control center with a capacity of 1000 liters, made of impact resistant tin linear polyethylene, with internal divisions that make up one (1) two (2) chamber septic tank and an up flow anaerobic filter (FAFA). These septic tanks are located; one (1) next to the casino, another behind the office area, one diagonal to the goal in the plaster yard, one behind the control center office and the last one behind the new offices.	Septic Tank New Offices (Entrance)	N/A	193	N/A
			Septic Tank New Offices (Exit)	N/A	25	N/A
			Septic Tank Front Door (Entrance)	N/A	181	N/A
			Septic Tank Front Door (Exit)	N/A	21	N/A
			Septic Tank Workshop (Entrance)	N/A	226	N/A
			Septic Tank Workshop (Exit)	N/A	117	N/A
			Septic Tank Mess room (Entrance)	N/A	413	N/A
			Septic Tank Mess room (Exit)	N/A	146	N/A

Indicate the quality of the dumping according to the following parameters (2019)					Indicate if the discharged water was reused by another organization	Description of the procedure used to estimate the dumping
Average results (mg / L)	SST allowable limit (mg/L)	Average Results (mg/L)	Allowable limit fats and oils (mg/L)	Fats and oils results (mg/L)		
215.00	Allowable limit 50 mg /L	51.0	Allowable limit 10 mg/L	<10	N/A	The procedure was carried out under the concentrations of wastewater with the values established in the national dumping standard of resolution 631/2017
70	Allowable limit 50 mg /L	17.0	Allowable limit 10 mg/L	<10	N/A	The procedure was carried out in cabao under the concentrations of wastewater with the values established in the national regulation of dumping of Decree 1594 of 1984, Articles 72 and 79 temporarily in force, according to Article 76 of Decree 3930 of 2010 - Transitional regime.
371	N/A	1,440	N/A	25	N/A	The procedure was carried out in cabao under the concentrations of wastewater with the values established in the national regulation of dumping of Decree 1594 of 1984, Articles 72 and 79 temporarily in force, according to Article 76 of Decree 3930 of 2010 - Transitional regime.
<50	N/A	<6	N/A	19		
686	N/A	2,500	N/A	11	N/A	The procedure was carried out in cabao under the concentrations of wastewater with the values established in the national regulation of dumping of Decree 1594 of 1984, Articles 72 and 79 temporarily in force, according to Article 76 of Decree 3930 of 2010 - Transitional regime.
75	N/A	7	N/A	<10		
338	N/A	1767	N/A	12.4	N/A	The procedure was carried out in cabao under the concentrations of wastewater with the values established in the national regulation of dumping of Decree 1594 of 1984, Articles 72 and 79 temporarily in force, according to Article 76 of Decree 3930 of 2010 - Transitional regime.
157	N/A	27.3	N/A	<10		
4556	N/A	2567	N/A	17	N/A	The procedure was carried out in cabao under the concentrations of wastewater with the values established in the national regulation of dumping of Decree 1594 of 1984, Articles 72 and 79 temporarily in force, according to Article 76 of Decree 3930 of 2010 - Transitional regime.
226	N/A	10	N/A	<10		