

ANNUAL REPORT 2021

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A Letter from the CEO

GRI 2-22

We closed a challenging 2021 year similar to 2020. During the previous period, we continued to deal with the pandemic effects. Also, the strikes and road blockades forced us to operate with limitations and be resilient when managing our clients' cargo. However, it was also the economic reactivation year for many vital sectors of the national economy. Therefore, this reactivation boosted international trade and maritime traffic growth.

As predicted, coal, general cargo, and specifically the steel industry had a significant upturn compared to 2020. The low consumption and all the stopped production in 2020 were activated in 2021. Countries increased consumption and vehicle production. Also, housing, roads, and large infrastructure construction projects restarted. Therefore, the demand for raw materials such as coal and steel raised.

The coal export growth in Colombia was for thermal\ (used for energy production) and metallurgical coal (used for coke production). This growth happened because of the demand increase in the steel mills and after China's announcement to stop selling its thermal coal to supply domestic demand for

electricity generation. Therefore, the coal price benefited, and our country is now one of the five largest producers globally.

This scenario demands the highest operational standards. Thus, COMPAS continues to be committed to investing in strengthening the infrastructure and equipment of the entire port network. For example, the Cartagena Container Terminal Operator (CCTO) and we acquired a scanner for the non-intrusive inspection of cargo containers. Likewise, we completed three warehouse constructions and mechanization for the grain storage with a capacity of 24,000 tons in our port facility in Barranquilla. Therefore, we expanded the options on the Caribbean Coast for our clients to decide which of our three terminals there suit their operations better.

We also started the expansion of the grain storage facilities in Tolú. With this project and horizontal warehouses in Barranquilla, we expect to complete an investment of USD 14 million. Thus, COMPAS would consolidate the country's North Coast industry. Furthermore, we obtained the extension for 20 more years of the Cascajal Terminal concession in Buenaventura.

COMPAS hopes to consolidate the Country's North Coast industry by expanding the grain storage capacity in Barranquilla and Tolú.

As a result of the infrastructure commitment, COMPAS won the 2021 Port Industry Award of Excellence in the port infrastructure development category. The award was granted by the American Association of Port Authorities (AAPA) and the Inter-American Committee on Ports (CIP) thanks to our continuous investment since 2012, which has caused positive, financial, specific, and measurable impacts.

Likewise, we received the National Export Award in the 2021 Titans of Logistics category. This recognition is annually awarded by Analdex and ProColombia to

Colombian companies that export goods and services and provide logistic services. The jury highlighted the network's connection with other regions in the country, the impact and development generated by the company in the communities, and the new business promotion. Also, the jury recognized the management of the sustainability strategy based on the 12 issues that we identified in the last materiality analysis and their alignment with the 17 Sustainable Development Goals (SDGs) of the United Nations and the 10 Principles of the Global Compact. We were the only Colombian port company that joined this global initiative.

VALUE CREATION AND GROWTH

COMPAS' consolidated operating income for 2021 followed the growth trend of 16.6% compared to last year.

In financial terms, 2021 was a year of recovery from the Covid-19 pandemic that had many challenges for the global and local economies, without forgetting the social impact generated by the national strike. Despite the mentioned above, the country had the highest growth in the region with [10.6%], where international trade was one of the lead actors. Exports grew by 32.7% between January and December, while imports grew by 37.5%. Both exceeded pre-pandemic levels. Despite solid export growth, the country's trade balance deficit increased by 52.3%, equivalent to [3.7%] of GDP compared to 3.7% a year ago. In this context, 2021 turned out to be the best year for COMPAS since it started. COMPAS reached mobilized cargo volumes of 6.9 million tons, 21.9% higher than 2020.

Most of our cargoes had double-digit growth above 20%. Non-food grains grew 88%, general cargo 45%, coal and coke 38%, and cargo containers 27%. On the other hand, the grains had a fall of -8%, affected mainly by the national strike and closures presented in Buenaventura.

COMPAS' consolidated operating income for 2021 followed the growth trend with an increase of 16.6% compared to the previous year. As a result, it exceeded COP 235,000 million. So, it was an outstanding performance superior to the country's overall economy. EBITDA closed at COP 99,928 million with a 23.7% growth attributed to positive operating leverage and excellent financial discipline in cost and expenses management and control.



OUR PERSPECTIVES

In 2022, we will complete our first decade of operations as Colombia's only multipurpose port network, which imposes exciting challenges on what we can build for the future. We are confident that, to enable growth, we must continue promoting the sustainable development of the business and supply chains conjointly with our stakeholders. We should base on the highest standards of quality, efficiency, ethics, and transparency.

For 2022, we have a challenging budget regarding revenue and cargo volumes for all our terminals. We expect to close the year with about 7.8 million mobilized tons.

Our most crucial infrastructure work will be the construction of two new vertical silos

for grain storage at the Cascajal terminal to obtain those results. This construction will help us expand the capacity throughout our port network for grain storage. In addition, it will position us as a lead actor in the handling of imported grains in Buenaventura.

We expect to close 2022 with about 7.8 million tons.

Finally, we invite you to check COMPAS's most relevant financial, social, and environmental achievements during the previous period. Everything we have achieved results from our employees' work and commitment, shareholders' support, clients' and strategic partners' trust, suppliers' professionalism, the communities' support, and the synergies built with all our stakeholders. This annual report reflects our commitment, results, and challenges in business sustainability.

Andrés Orlando Osorio Barrera
CEO

Organizational Profile

About us

GRI 2-1

COMPAS S.A.¹ is a company in the port and logistics sector, established in 2012 as the only multipurpose port network in Colombia, with six terminals strategically located on both coasts.

We also have an international operation in Houston, TX, USA (a terminal owned by Argos) and an administrative headquarters in Bogotá.



¹Compañía de Puertos Asociados S.A., a limited company created in 2012.



What do we do?

GRI 2-6

COMPAS is a strategic partner in the value chain of wholesale clients, marketers, producers, and distributors from different sectors that drive the country and region's economy.

Industry Sectors Assisted

Imports

- ✓ Food
- ✓ Hydrocarbons
- ✓ Metallurgy
- ✓ Steel
- ✓ Construction
- ✓ Energy
- ✓ Fertilizers



Exports

- ✓ Coal\coke
- ✓ Cement
- ✓ Self-propelled machinery
- ✓ Transformers
- ✓ Auto parts
- ✓ Accessories and spare parts
- ✓ Piping



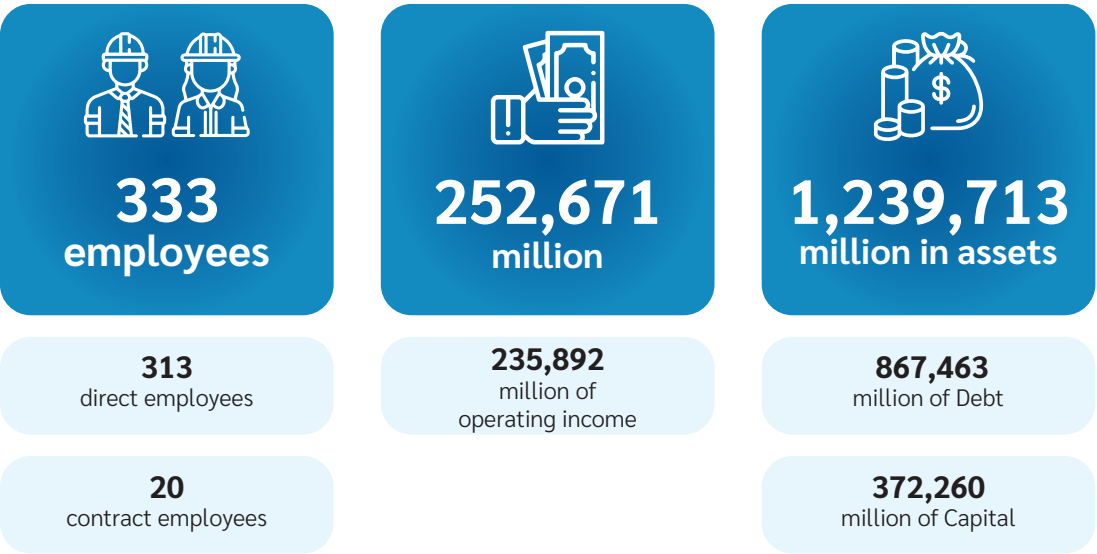
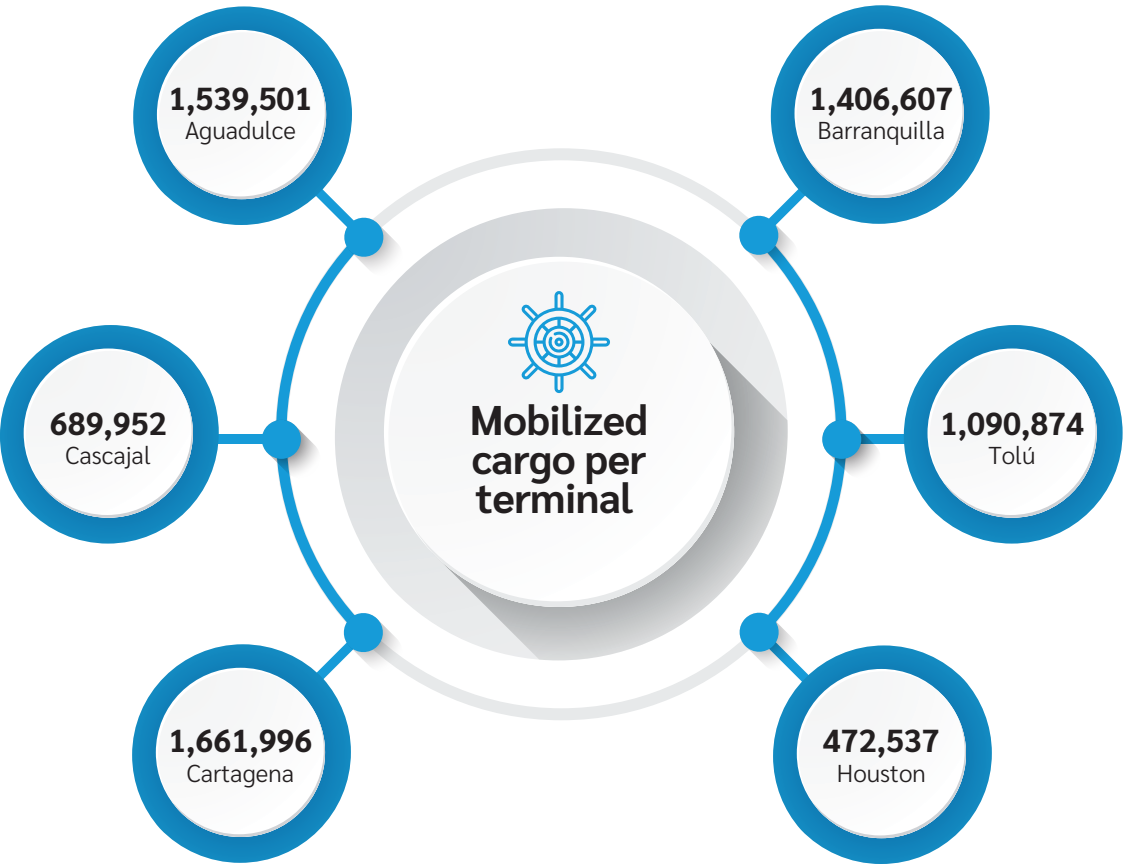
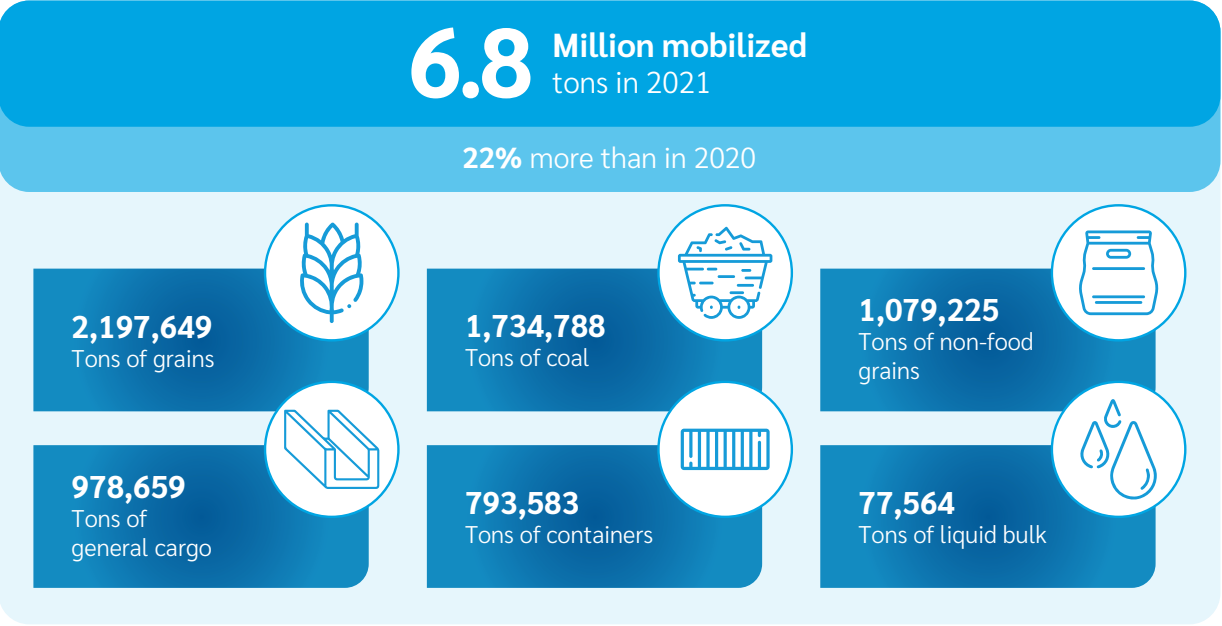
Services

GRI 2-6



Our dimensions

GRI 2-6



Our stakeholders

GRI 2-29

In developing its activities, COMPAS maintains stakeholders. The aim is to build relationships strategies for permanent interaction with its based on dialogue and trust.

Stakeholders	Participation mechanisms	Frequency
Shareholders	Shareholders' meeting	Annual
	Materiality dialogues	Biennial
	BOD meetings	Quarterly
Associates	Newsletter	Biweekly
	COMPAS Connection	Quarterly
	WhatsApp Communications Intranet Digital communications	Permanent
	Materiality dialogues	Biennial
	SCCS Module Ethics line Coexistence Committee	As needed
Clientes	Materiality dialogues	Biennial
	Communications (mailing)	As needed
	COMPAS online (digital newsletter)	Monthly
	Website / customer portal	Permanent
	Satisfaction Survey	Annual
	Follow-up meetings	As needed
	LinkedIn	Permanent
	Ethics line	As needed
	Website / SCCS	As needed
Strategic partners	Materiality dialogues	Biennial
	Website	Permanent

Strategic partners	Materiality dialogues	Biennial
	Website	Permanent
Suppliers	Materiality dialogues	Biennial
	Email	Permanent
	Communications (mailing)	As needed
	Website / SCCS	As needed
	Follow-up meetings	Permanent
	Comprehensive audits	As needed
	On-site support	Annual
Transporters ²	Communications (mailing)	As needed
Guilds and authorities ³	Materiality dialogues	Biennial
	Reports and answers to requirements	As needed
	Meetings to discuss issues of common interest	As needed
Communities	Materiality dialogues	Biennial
	Follow-up meetings	As needed
	Socialization of the Environmental Management Plan (EMP)	Annual
	Email	Permanent
	Website / SCCS	As needed

²In the materiality dialogues carried out in 2020, the Organization defined five interest groups to consult, within which the group of unions and authorities, nor the transporters, were not included.

³Although there is a constant relationship with the transport union and there are communication mechanisms, this actor had not been included within the prioritized interest groups.

Associations

GRI 2-28

Since 2016, COMPAS has joint to the UN Global Compact. It remains committed to aligning its strategy and operations with the ten principles that this initiative promotes and with the 2030 Agenda of the Sustainable Development Goals.

Likewise, the Company actively and voluntarily participates in guilds, associations, and initiatives that promote the joint agenda development at the sectoral and business level. The purpose is to deploy sustainable development and issues of common interest. The company does not make additional contributions to the membership fee.

- ANDI - Asociación Nacional de Empresarios de Colombia (National Business Association of Colombia).
- ANDI - Cámara Marítima Portuaria (Port Maritime Chamber).
- ANALDEX - Asociación Nacional de Comercio Exterior (National Association of International Trade).

- ASOPORTUARIA - Asociación Portuaria del Río Grande de la Magdalena (Port Association of the Magdalena River).
- CAMACERO - Cámara Colombiana del Acero (Colombian Steel Chamber).
- CIP - Inter-American Committee on Ports. Global Compact.
- AAPA - American Association of Port Authorities.
- FITAC - Federación Colombiana de Agentes Logísticos en Comercio Internacional (Colombian Federation of Logistic Agents in International Trade).
- BASC - Business Alliance for Secure Commerce
- Consejo Colombiano de Seguridad (Colombian Security Council).
- Comité Intergremial e Interempresarial de Buenaventura (Interunion and Interbusiness Committee of Buenaventura).
- Bloomberg.
- Instituto Colombiano de Derecho Tributario (Colombian Institute of Tax Law)

Sustainability diagnosis

In 2021, COMPAS carried out a diagnostic exercise to identify the progress and gaps in sustainability management. Besides, it establishes a short- and medium-term roadmap to incorporate sustainable practices into processes. Those practices should align with international reference standards such as the ISO 26000, Global Compact Principles, GRI Standards, and SDGs.

This process had the participation of the company's senior management and leaders

through structured methodologies that allowed them to analyze and evaluate the Company's current situation jointly. It verified the management and development of the different sustainability practices within the financial, environmental, and social areas.

Following the above, the development and management of practices were evaluated through seven essential categories:



Work
Practices



Operational
Practices



Practices followed with
communities



Practices followed
with clients



Human Rights
Practices



Governance
Practices

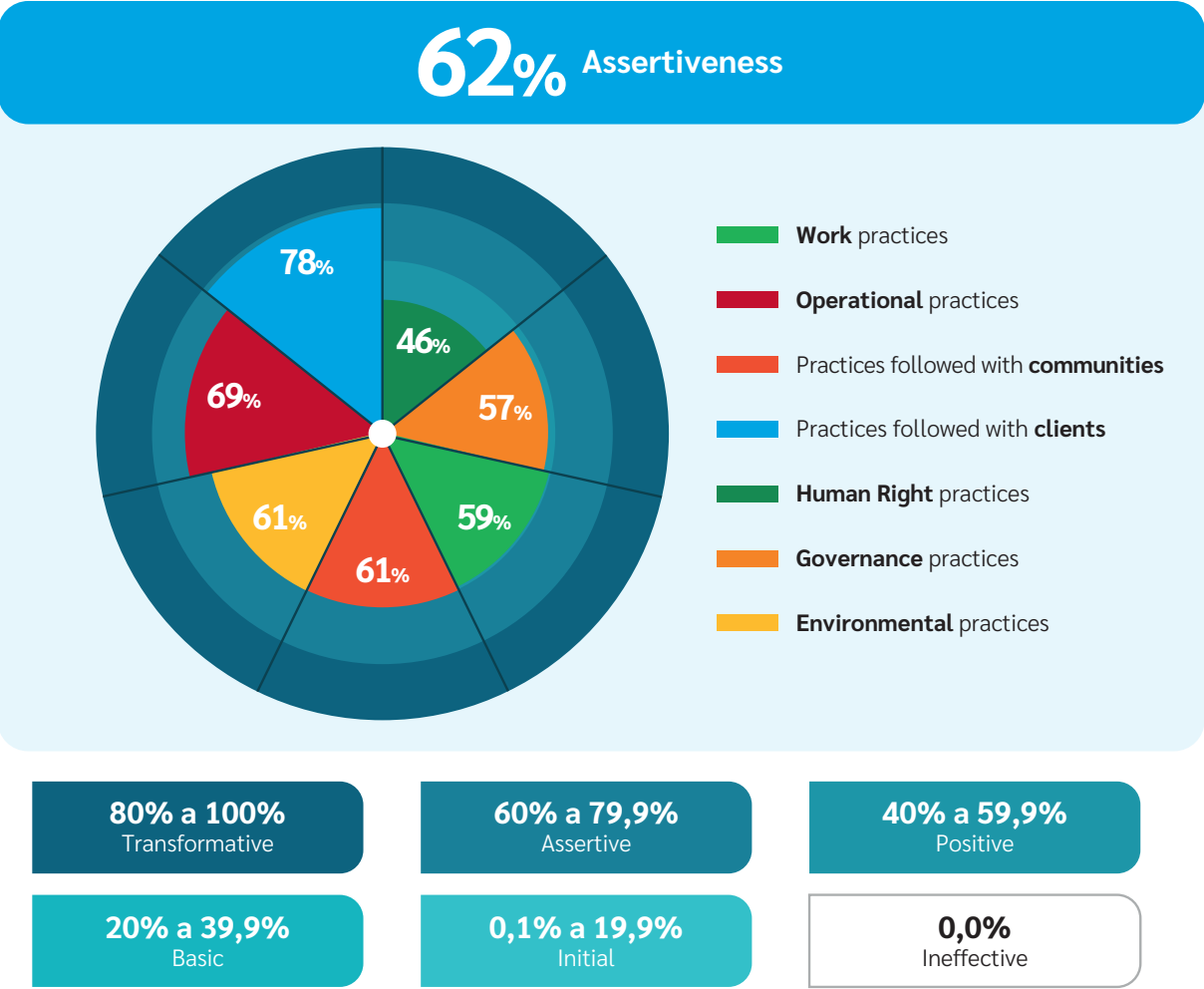


Environmental
Practices



As a result, a general and detailed view of the Company was obtained in each category analyzed. It facilitated recognizing the progress achieved in articulating sustainability within the systems and corporate governance. Also, it helped with gap identification for action plans structuring to 2025 that involve all areas and processes.

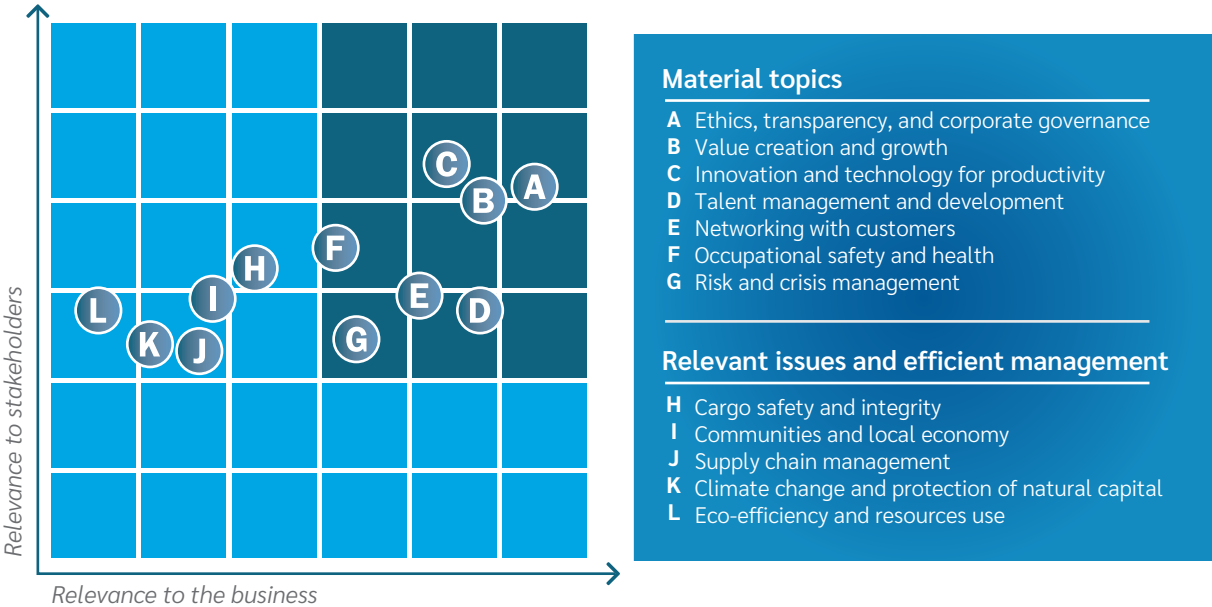
General COMPAS radiography



Issues we care about the most

GRI 3-1, 3-2

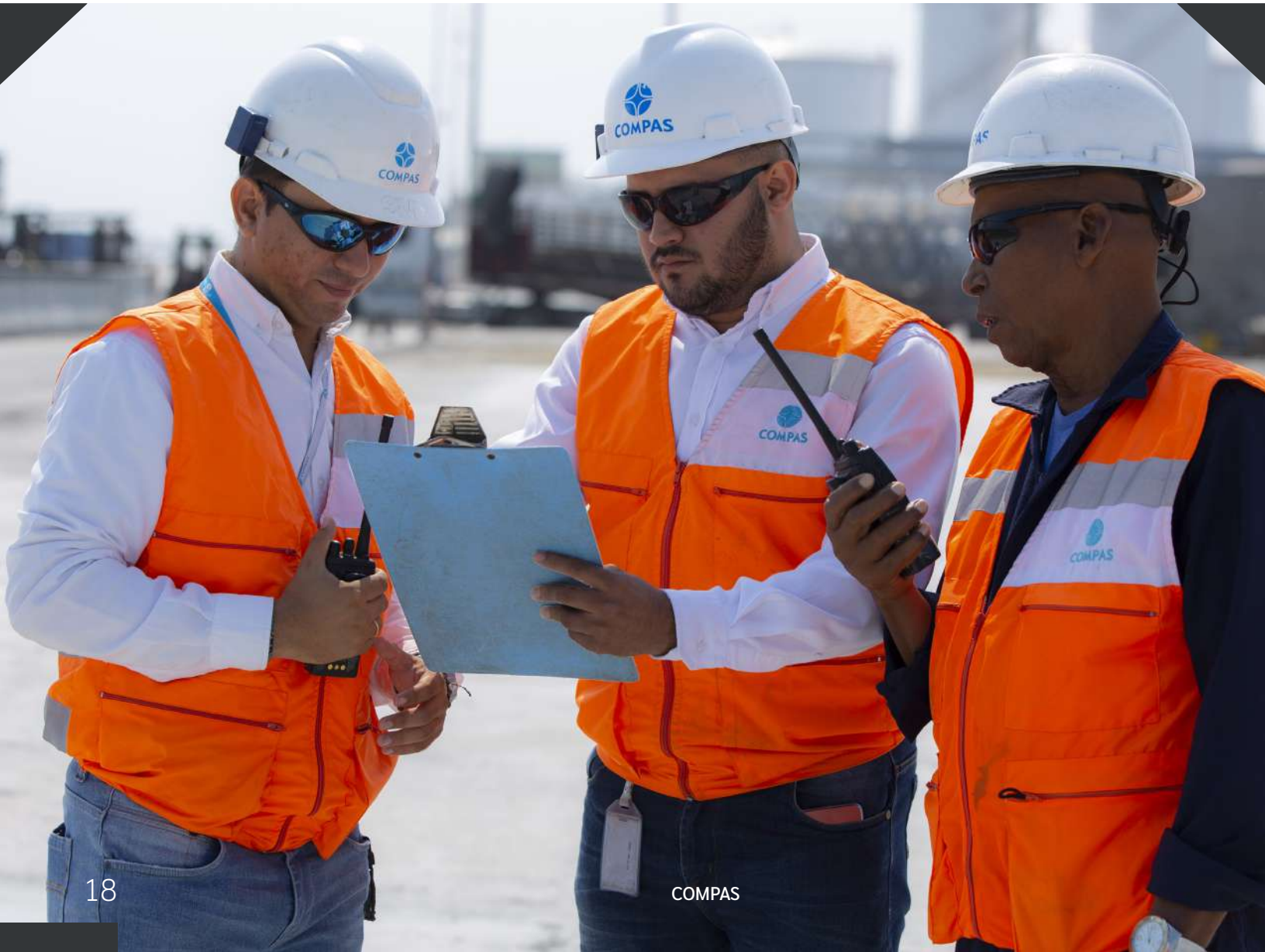
For 2021, we maintain the material topics and work approaches identified in the materiality exercise carried out in 2020. The aim was to strengthen its management in an economic and competitive context oriented to the recovery and consolidation of sustainability transversal approaches.



The 12 topics and issues included in this materiality matrix result from a structured reading of the Company’s sustainability context, the main interests, and expectations expressed by stakeholders through permanent mechanisms of interaction and relations.

This Annual Report is based on the results of the sustainability diagnosis to structure the contents. It links the analyzed material topics with each of the relevant issues identified in the materiality matrix.

Chapter	Material topics
Ethics and Transparency Management	<ul style="list-style-type: none">• Ethics, Transparency, and Corporate Governance• Risk and Crisis Management
Our Operations	<ul style="list-style-type: none">• Value Creation and Growth• Innovation and Technology for Productivity• Supply Chain Management
Our Clients	<ul style="list-style-type: none">• Networking with Customers• Cargo Safety and Integrity
Our People	<ul style="list-style-type: none">• Talent Development and Management• Occupational Safety and Health
Our Environment	<ul style="list-style-type: none">• Climate Change and Protection of Natural Capital• Eco-efficiency and Resources Use
Community Relations	<ul style="list-style-type: none">• Communities and Local Economy



Methodological note

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

COMPAS S.A. has reported following the GRI Standards between January 1 and December 31, 2021. The report is based on the GRI General Standards update made in 2021 (GRI 1: Foundation 2021; GRI 2: General Disclosures 2021; GRI 3: Material Topics 2021).

The information reported corresponds to the port network operating in Colombia and includes the international operation results from the terminal operating in Houston, TX, USA.

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

This report has been formally reviewed and approved by the Company’s CEO and Executive Committee. The latest version of this document was published in April 2021 and features the

2020 management and results. This report is issued annually.

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

The digital version of the report can be found on the Company’s website www.compas.com.co through the Sustainability/ Annual Reports section.

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

01 Ethics and Transparent Management

⋈ Ethics, Transparency, and Corporate Governance

⋈ Risk and Crisis Management



Corporate Governance

Material Topic: Ethics, Transparency, and Corporate Governance

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

GRI 3-3, 2-23

COMPAS seeks to foster a culture of transparency, integrity, and compliance with high ethical standards.

COMPAS seeks to foster a culture of transparency, integrity, and compliance with high ethical standards. The Company makes it possible through objectives, strategies, and indexes that maintain and strengthen its commitment to ethics and integrity in every action, which is the responsibility of all its associates, without exception.

The Company is committed beyond legal compliance, transcending moral commitments, and corporate social responsibility. It also meets the recommendations of the Financial Action Task Force (FATF).

The Code of Ethics guides the ethical and transparent behavior of all the Company’s employees through the permanent promotion of actions followed by corporate values:



Integrity



Respect



Teamwork



Promptness



Innovation



Quality

Likewise, the Company’s Integrated Policy and the procedure for the management of ethics, transparency, and anti-corruption guide the Company in managing ethics, transparency, corporate governance, and strengthening its business culture.

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

Ethics committee

GRI 2-26

It consists of the CEO, Vice-president of Finance, vice president of legal, Vice-president of Operations, and Vice-president of Shared Services. It is responsible for monitoring compliance with the principles established in the Code of Ethics, receiving, investigating, and listening to complaints about the employees’ ethical behavior and other stakeholders through the Ethics Line:

- lineaetica@compas.com.co
- Forms are available on the Company’s website (<https://www.compas.com.co/es/Nosotros/etica-y-valores>) and COMPAS intranet through the Ethics Line section.

The Committee assigns each issue to a team responsible for its clarification. Then, the situation is investigated impartially with documents and testimonies from people considered pertinent to contact.

The team will inform –promptly and in a reasonable period– about the existence or non-existence of the Code of Ethics violations. Next, they will make recommendations to the Ethics Committee to make the necessary determinations.

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

In 2021, the meetings of the Ethics Committee reviewed the issues received through the Ethics Line and the potential conflicts of interest stated by associates. They also decided to strengthen the activities related to the corporate value of Integrity.



Management highlights

Code of Ethics

During the year, the dissemination of the Ethics Line and the main aspects of the Code of Ethics continued.

Ethics management

The Ethics Line received four complaints eventually dealt with through the corresponding procedure: investigation, evaluation of the findings, and definition of the actions to be followed for each case.

The external audit company Audilimited reviewed the process showing a positive evolution.

Possible conflicts of interest statement

All the Company’s employees updated their statements of potential conflicts of interest. The Ethics Committee evaluated each situation presented by the associates. It defined the existence or non-existence of the conflict and the actions to eliminate or mitigate the corresponding risk.

Ethics committee

The Ethics Committee met four times during the year to review the complaints and statements of possible conflicts of interest presented, update its members, and know the external audit results of the ethics management process.

Code of Ethics for suppliers

The code of ethics for suppliers was developed and disseminated, seeking the alignment of entities in the supply chain with the Company’s definitions and policies. This document is for public consultation, suppliers, and other stakeholders on the Company’s website through the “suppliers” section.

GRI 2-9

Governance Structure



Shareholders’ General Meeting

COMPAS shareholders total five –two of them are majority shareholders:

- West Street Infrastructure Partners (WSIP) Port Holdings II Ltd. –an investment fund managed by Goldman Sachs’ Business Banking division.

- Southern Ports Holdings S. de R. L. – a corporation incorporated by the Echavarría Obregón family and the Ership Group of Spain.

Each majority shareholder above has shareholdings close to 50% of the Company’s shareholding structure.



Board of Directors

GRI 2-10, 2-11, 2-18

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

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


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

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

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


BOD Committee

The Board of Directors can establish Committees to support the performance of their duties. In 2021, the COMPAS BOD had two (2) committees:



Financial Committee

Composed of two members of WSIP and two members of Sothern Ports Holdings. The other directors are free to participate.



Corporate Audit Committee

Composed of a WSIP delegate and a Sothern Ports Holdings delegate. Other directors are free to participate. Besides, the external audit company (Audilimited S.A.S.) attends the meetings of this committee.

Executive Committee

GRI 2-12, 2-13, 2-14

The BOD commissions the Chairperson and the Executive Committee on the design and execution of projects that lead to the fulfillment of corporate objectives, ensuring that they are in line with the values established by this governing body

for the Company in terms of environmental, financial, and social matters.

In a broad sense, the Executive Committee identifies and monitors the main financial, social, and environmental impacts, risks, and opportunities. It consists of the CEO and Vice-presidents, as shown below:



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

The Executive Committee is in charge of accountability reporting regularly before the BOD on matters it delegated, including environmental, social, and financial issues. Accordingly, this Annual Report has been formally reviewed and approved by the Company’s CEO and Executive Committee.

Each Vice-president’s Office is also responsible for reporting directly to the BOD on issues relevant to fulfilling the Company’s objectives.

Corporate Audit and Risk Committee

Made up of a delegated member of the BOD (principal or alternate), who will attend the meetings, lead the Committee, and be in charge of informing the BOD about what is discussed and decided. Audilimited S.A.S.'s manager is also part of the Committee. This company exercises the role of external audit for COMPAS. In addition, the Ernst & Young

Tax Auditing Office participates as a guest but is not a member of the Committee. The members meet a minimum of three times a year. The Corporate Audit and Risk Committee carries out its duties according to the regulations approved by the BOD. The issues to be addressed are internal control, ethics, and risk management.

Responding to ethical concerns

GRI 2-26

As mentioned before, the COMPAS Integrated Policy, the Code of Ethics, and the ethics, transparency and anti-corruption management procedure are the guiding tools for ethics management. They apply to some of its stakeholders, as well as to the highest governing body.

The Ethics Line received ethical concerns of external stakeholders in the channels available for this purpose: the website by entering the Ethics Line section and the email lineaetica@compas.com.co. Also, a designated team analyzes each situation impartially and will submit the recommendations to the Ethics Committee.

Conflicts of interest

GRI 2-15

The corporate by-laws restrain company managers (including BOD members) from participating —themselves or using a proxy for any personal or third-party interest—in activities involving competition with the Company or in acts with any conflict of interest unless there is an express authorization of the Shareholders' General Meeting. Therefore, this is the only body authorized to evaluate the situation and provide the applicable instructions.

To this end, all the Company's managers will give the Shareholders' General Meeting information relevant to decision-making. The manager's vote shall be excluded from the respective decision if they are shareholders. In any case, the authorization of the Shareholders' General Meeting may be granted when the act does not compromise the Company's interests.

Our challenges

For 2022, we proposed the following challenges to continue the improvement of the Company's ethical actions:

- To update the Code of Ethics according to situations that have changed or need adjusting for better understanding and management.
- To continue strengthening the culture of ethics and transparency with all stakeholders. Also, to continue making the adjustments that will improve and expedite the assistance to complaints received.
- To evaluate if the actions determined by the Ethics Committee for the mitigation of conflicts of interest are being effective.



Timely Risk Management

Material Topic: Risk and Crisis Management

Continuous strengthening of the management system and consolidation of the risk culture that enables and supports the identification, evaluation, and monitoring of strategic risks meets the needs of stakeholders and becomes essential for the Company’s sustainable growth.

Diligent approach to risk management

GRI 3-3

The diligent and inherent risk management is a commitment of senior management that avoids the negative impacts and facilitates decision-making. It fulfills strategic objectives; strengthens the commitment to its shareholders, customers, and other stakeholders; and increases the Company’s resilience to the social, environmental, and financial environment.

This management is carried out prudently through a risk structure that extends to the different levels of the Company. The purpose is to guarantee its coverage and proper management.

COMPAS has established a five-stage methodology based on the ISO 31000 standard,

through which it monitors potential or actual events that may divert the Company from its objectives. Each identified risk’s causes and consequences are analyzed to establish preventive and corrective controls.

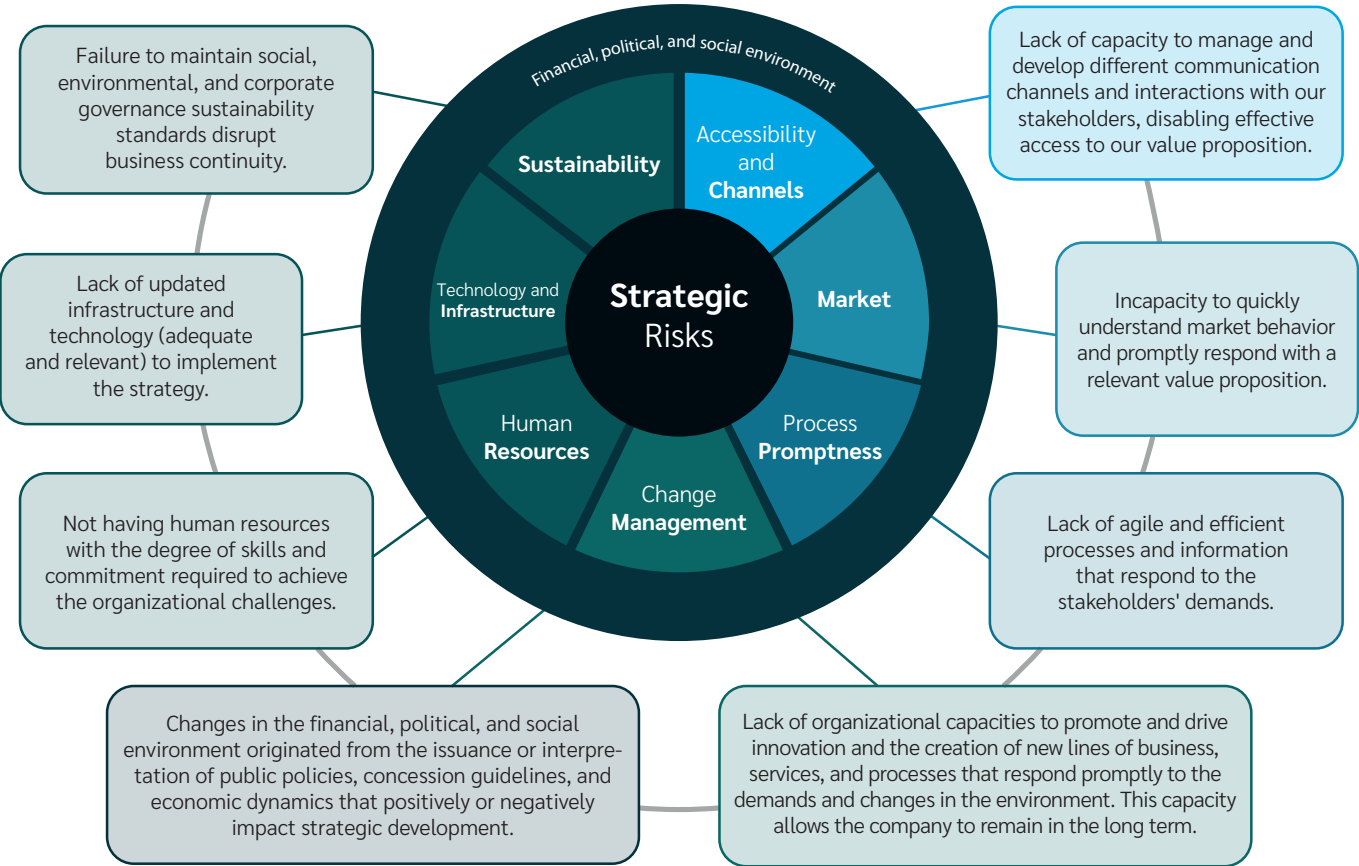
Risk Management and Internal Control coordinates the risk and crisis management at the corporate level. However, its managing effectiveness is based on the articulation between all the Company’s areas responsible for managing the risks under their charge, acting in a coordinated manner under the concepts and guidelines of corporate risks.

Highlights of the year

Strategic risks

An administration based on risk management offers visibility on the factors that may affect the Company and the achievement of its strategic objectives. It also allows for effectively managing events that generate uncertainty and handling the possibility of enhancing opportunities for a better result development.

Therefore, identifying possible events that could prevent the fulfillment of COMPAS’s strategic objectives was carried out. As a result, it identified eight strategic risks that must be managed along with the strategic project design to progress its management.



Process risks

In 2021, the risk work plan focused mainly on verifying the effectiveness of the controls identified to manage the risks of each of the Company’s processes.

This verification was effectuated through the cycle of comprehensive evaluations carried out

in the second half of the year. The results of the verified sample indicated that the established controls are being effectively executed. Furthermore, these results are very positive since it maintains the risks at acceptable levels. Thus, they can be appropriately managed.



Standardization of risk issues in the corporate methodology

In 2021, the Company made significant progress in standardizing the corporate risk methodology due that the Occupational Safety and Health process incorporated this guideline into its risk management cycle. Thus, it ensures that the way risks are identified, valued, and treated is unified with the corporate methodology. All of this is a breakthrough in the Company's risk language unification.

Additionally, the criteria have now been established for the progress of the Environmental Management process. The risk matrix is under construction with a planned completion date of 2022.

Compliance risks

The processes handled by some of the counterparties were addressed. Likewise, they were analyzed, and compliance risks were identified, such as money laundering, terrorist financing, the proliferation of weapons of mass destruction, fraud, and corruption. So, we identified critical aspects in the Company with these risk types.

Business Continuity Plan

The business continuity plan was initiated by taking the Tolú and Barranquilla terminals as a pilot. Two phases were carried out as follows:

✓ **First semester:** identification and documentation of the organizational context, where the project introduction was made, the objectives for business continuity were aligned with strategic

planning, the Stakeholders' needs and expectations were determined, and the objectives for the business continuity management were defined.

✓ **Second semester:** identify and document information with all critical processes and suppliers to generate the business continuity plan.

Anti-corruption risks and procedures

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

As part of COMPAS' commitment to fighting corruption, the Senior Management decided to broaden the scope of the legal responsibility in managing money laundering and terrorist financing. This way, it covers thoroughly based on the best practices and fraud and corruption risk management. Now, this is known as compliance management.

In 2021, the Company made a significant effort to strengthen the management of these issues by executing a demanding medium-term work plan that ensures their proper management.

On the other hand, to trace the data reported in previous periods, **1,290 operations analyzed for money laundering** were

reported in 2021, 52% less than the last year. This result was due to the improvement in the criteria for cargo inspections, which allowed the Company to be more effective in identifying and prioritizing the operations with the highest risk.

These analysis results showed that no corruption events were reported in any operation.

Likewise, the Company carried out training activities for 54 members regarding money laundering and terrorist financing. Members of the corporate governance body and employees of all areas, strategically selected considering the management of the topics above, attended the training.

The Company carried out training activities for 54 members concerning money laundering and terrorist financing.

Our challenges

To progress in the diligent management of the different risks to which the Company is exposed, we consider the following challenges for 2022:

✔ **Strategic risks.**

- To follow up on strategic projects.
- To implement the strategic risk deployment to processes.
- To disseminate the strategic risks to stakeholders.

✔ **Process risks.**

- To execute the Risk Management cycle for 2022.
- To evaluate the effectiveness of controls with a risk-based approach.
- To achieve full coverage of the process map in the risk matrix design.

✔ **Methodology standardization.**

- To complete the standardization of risk management methodology of the environmental management process.
- To standardize the risk management methodology of the protection process.

✔ **Compliance risks.**

- To design the compliance risk management methodology.

✔ **Business Continuity Plan.**

- To train employees so that they can respond to a possible crisis.
- To develop comprehensive strategies that consider the different resources at a process, human resources, and critical infrastructure level.





02 Our Operations

- Operational Efficiency
- Terminal Management
- Supply Chain Responsibility
- Innovation and Technology

Operational Efficiency

Material Topic: Value Creation and Growth

In the scenario of fluctuating international trade, it is vital to develop new projects to consolidate a model of comprehensive services in the logistics chain to guarantee profitability and the Company's financial sustainability.

GRI 3-3

Value creation and growth are managed through the project financial evaluation and the supervision and control of the operational and financial results.

For COMPAS, it is vital to manage profitability because the Company's growth and sustainability depend on it. Each investment project seeks to meet the minimum expectations contemplated by shareholders and the Nation through the different concession contracts signed. When the Company is profitable, it enables the fulfillment of its commitments to stakeholders: community projects, tax and labor obligations, commitments to associates, suppliers, clients, shareholders, and other business actors.

Value creation and growth are managed through the project financial evaluation and the supervision and control of the operational and financial results. The new projects seek to comply with the minimum profitability indexes to create value for all stakeholders.

Thus, the Financial Vice-president's office executes an evaluation together with different areas of the Company. Finally, the results are presented to the BOD for approval.

In 2021, the Company focused on the growth of revenues and operating profit and the investment execution of about USD 12 million for the port network's maintenance, improvement, and expansion.

Despite the different external difficulties the country had in 2021 (such as the national strike and the different draft problems in Barranquilla's port area), the financial results of the period were satisfactory, fulfilling the budget above 95%. During the year, all obligations to the different stakeholders were fulfilled promptly.

Highlights of the year

Grain storage expansion phase 1- Tolú

The foundation of the vertical silos and their mechanization progressed, achieving a percentage according to the work budget.

Cascajal port concession renovation

Approval of the port concession extension in Cascajal for additional 20 years, which began the expansion of the grain storage capacity in the port facility.

Grain storage in Barranquilla

The construction of 3 multipurpose vertical silos with a 24,000-ton capacity was completed. Progress was also made in their mechanization and complementary works.

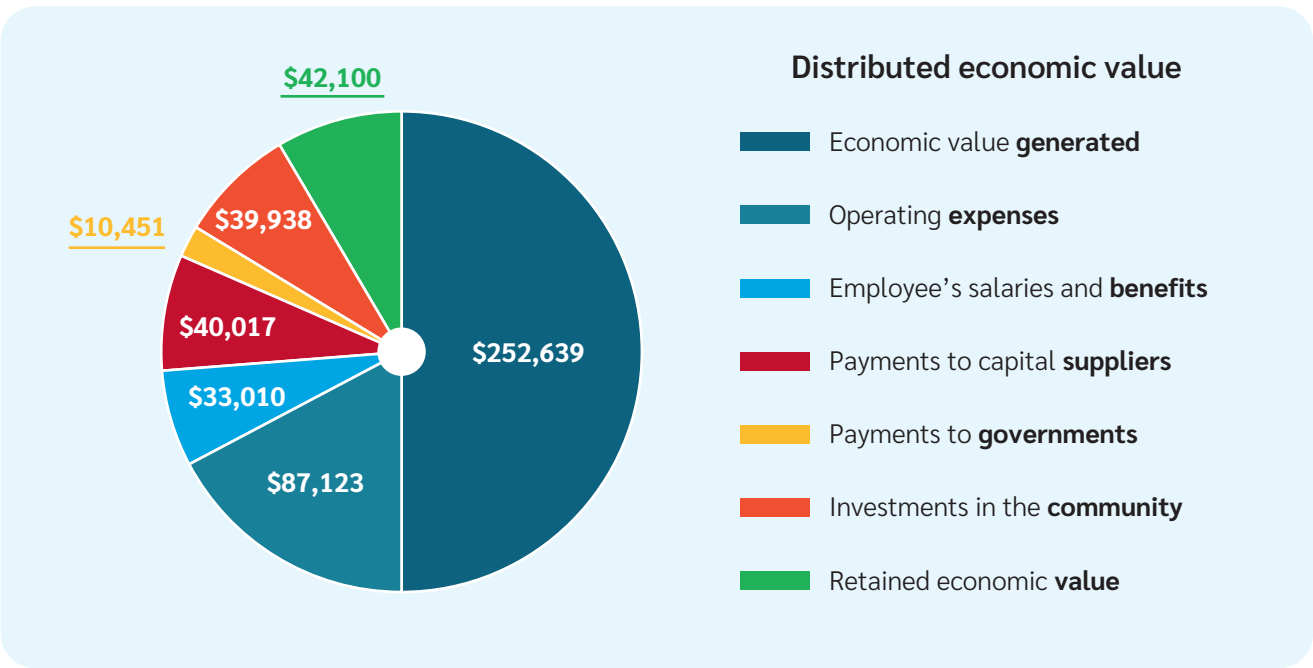


Financial Performance

GRI 201-1

Economic value generated and distributed	2019		2020		2021	
	COP Million	USD Million	COP Million	USD Million	COP Million	USD Million
Economic value generated	203,798	62.1	202,759	54.9	252,639	67.5
Operating income	203,798	62.1	202,759	54.9	252,639	67.5
Net Income	203,263	62.0	202,380	54.8	235,892	63.0
Income from financial investments	535	0.2	379	0.1	343	0.1
Assets sales					16,404	4.4
Distributed economic value	232,559	70.9	224,238	60.7	210,539	56.3
Operating Expenses	80,465	24.5	78,249	21.2	87,123	23.3
Purchase of input materials	79,854	24.3	77,803	21.1	86,768	23.2
Employee training costs	611	0.2	446	0.1	355	0.1
Employee's salaries and benefits	29,913	9.1	28,674	7.8	33,010	8.8
Payments to capital suppliers	37,283	11.4	40,348	10.9	40,017	10.7
Payments to governments	12,024	3.7	12,953	3.5	10,451	2.8
Investments in the community	72,874	22.2	64,014	17.3	76,914	10.7
Investment in community-oriented social programs in the area of influence	918	0.3	848	0.2	783	0.2
Infrastructure investments	71,956	21.9	63,166	17.1	39,155	10.5
Retained retained value	-28,761	-8.8	-21,479	-5.8	42,100	11.3

Economic value generated and distributed (figures in COP million)



Our Challenges

- ✔

To conclude the expansion of the grain storage capacity in Tolú and Barranquilla.
- ✔

To improve operational efficiency to reduce costs and increase profitability.
- ✔

To complete the expansion of the Cascajal port facility in Buenaventura.
- ✔

To continue to grow cargo volumes in all terminals of the port network.

Terminal Management



Cascajal Terminal



2020 27
2021 30



689,952
Mobilized Tons

Mobilized Tons

Cargo type	2020	2021	Variation
Grains	683,123	582,443	-15%
Non-food grains	49,705	107,509	116%
Total	732,828	689,952	-6%

Cargo type



Management Highlights

In 2021, 689,952 tons of cargo were mobilized through the COMPAS Cascajal terminal with 30 motor ships assisted. Grains were the main port facility driving. As a result, we reached 88.3% of expectations for the reporting period.

The reduction in the tons volume was mainly due to the national strike in May, primarily due to the road blockades and violent acts registered in

the district of Buenaventura. Also, the Covid-19 restrictions generated a cargo restrain in all Pacific port terminals, and it decreased the availability of cargo transport vehicles. Nevertheless, the Company continued the project implementation for the storage capacity expansion of the terminal and deployed an action plan that protects clients' cargo and makes storage spaces available.

In 2021, the following achievements stood out:

Supplementary agreement signature of the concession contract

The Company signed with the National Infrastructure Agency (ANI, Agencia Nacional de Infraestructura) the supplementary agreement No. 6 to the Concession Contract for COMPAS Cascajal. It means we have the opportunity to manage this port facility for 20 years more, that is, until 2041.

Therefore, the Company undertakes to invest in strengthening the current infrastructure to receive bulk carriers of 60,000 deadweight tonnage and expand the storage capacity by constructing two vertical silos. Also, the Company will implement a new mechanized system.

This is an excellent landmark for the Company because it ensures the permanence and sustainability of the business and operation in a crucial port area for the country. It also reaffirms the Organization’s commitment to strengthening the infrastructure and equipment of its entire port network, contributing decisively to the sector and the country’s competitiveness.

Local improvements

COMPAS made local improvements such as constructing a new workspace for the entrance truck scale, a new bathroom for the operations room staff, and the adaptation of the operations room for isolating hazardous energies. Likewise, a new rooftop enclosure was installed for the truck scale in dispatch number 5.

Storage capacity-expansion project

As mentioned above, two new vertical metal silos will be built in 2022. Each one will have an approximate capacity of 6,800 tons. These silos will be interconnected to the current infrastructure by extending the transfer systems available for filling and emptying silos. It also includes the construction of two mooring dolphins for the stern and bow, replacing the current mooring buoys.

The new mechanical system will have a capacity of 300 tons/h and a density of 720 kg/m.

This expansion project was essential for the growth of the Cascajal terminal in grain management. Therefore, the HSE management (Health, Safety, and Environment) area was vital to achieving the approval and modification of the Environmental Management Plan (EMP).

Improvements in critical equipment

COMPAS reconstructed bucket elevator number 3, the chain conveyors of the hoppers 1 and 3, and critical equipment used in the unloading of motor ships. The redesign, repair, and commissioning of the Hyster 330 forklift were achieved, and the repair and commissioning of the lifting platform (Manlift).

Dredging of the dock

In November, a remediation dredging in the dock was made, fulfilling the objective of guaranteeing the proper depth for motor ships of 12 meters of draft.

INSIDE Project

COMPAS held and led some meetings with associates, authorities, transporters, logistics service suppliers, and transport labor unions for the implementation of the INSIDE Module of the National Register Information System Load Dispatch (RNDC, Sistema de Información del Registro Nacional de Despachos de Carga) of the Ministry of Transport. Its purpose is to facilitate organizing turns in the port facility. Thus, it was achieved that there were no significant problems in operations in this process implementation.

Terminal protection

Following the goals set for 2021, the objective of zero protection events was met. Therefore, the safety and integrity of the infrastructure, the motor ships, the cargo, and the people were guaranteed. Likewise, the comprehensive internal and external audits of ISPS and BASC were carried out with positive results.

Resource management

COMPAS achieved a reduction 1,000m³ of drinking water compared to 2020 due to the project to expand the rainwater storage capacity and the high rainfall presented by Buenaventura.

With the extension of the Cascajal terminal concession for 20 years more, COMPAS undertakes to invest in strengthening infrastructure by constructing two new vertical silos.



Goals Follow-Up

Term	Goals	2021 Follow-up actions
Short-term (0-2 years)	To expand the capacity by building two new metal silos for grain storage.	The project to expand the storage capacity of the terminal is ongoing. It is in the planning progress management stage. Besides the fire system, the expansion project also includes the construction of two mooring dolphins for the stern and bow, replacing the existing mooring buoys.
	Construction of two mooring dolphins for motor ships on the border with Dock 14 and in the maritime area near Nueva Estación La Palera.	
	Construction of the fire system and mechanization of the two new vertical silos.	
Medium-term (3-5 years)	To adapt the infrastructure of the terminal: dock, waiting area for drivers, and space for contractors.	Due to budget limitations, it has not been developed. However, we expect to carry it out in 2022.
	To continue with the preventive maintenance of the mechanical system.	A maintenance budget was prepared for 2022, according to the needs of the port facility.

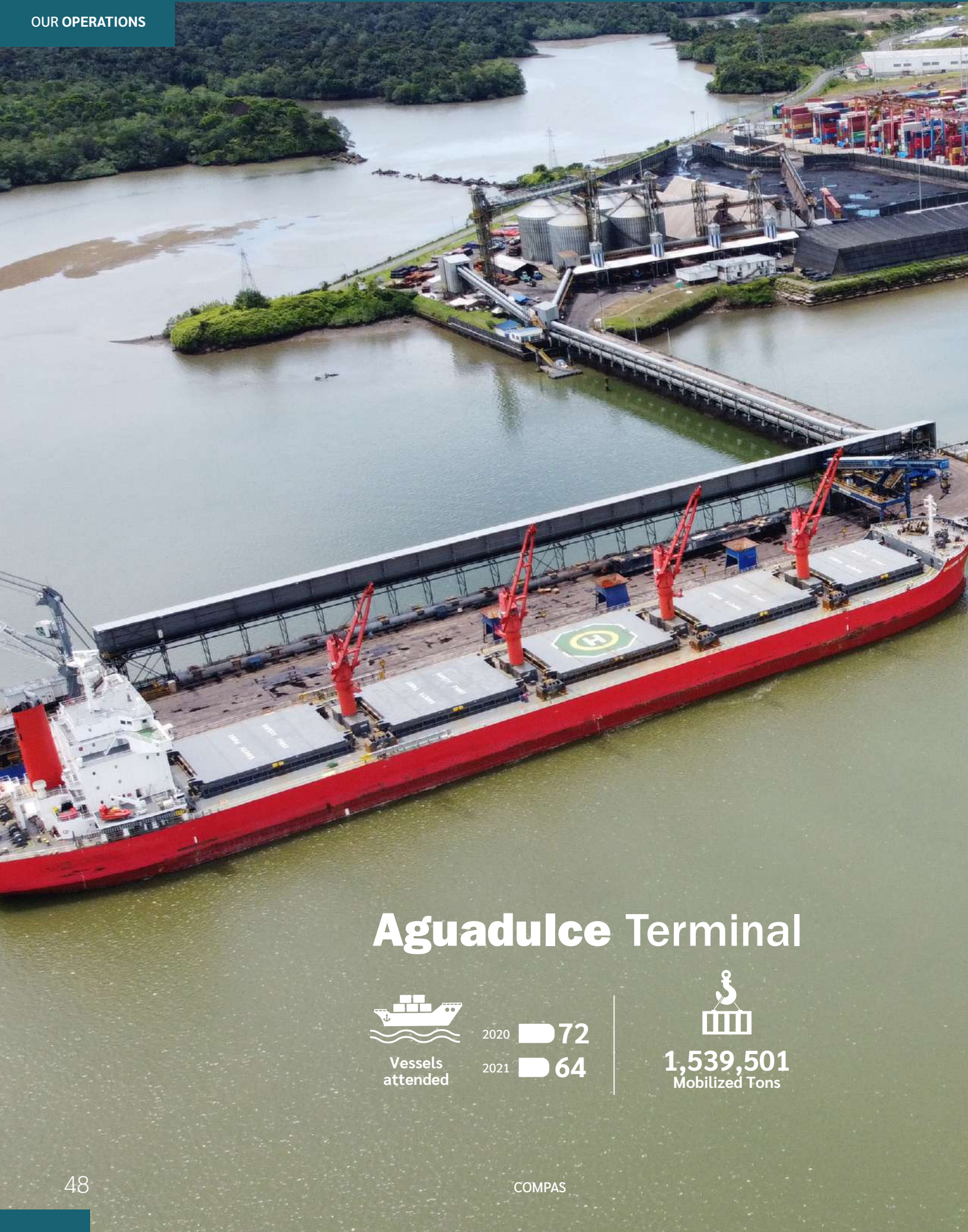
Challenges for 2022

COMPAS Cascajal contemplates the following challenges for the continuous process improvement:

- ✔ **Improvements in ceilings of the warehouses.**
To change the ceiling of the warehouse for grain storage by the sea.
- ✔ **Improvements in CCTV.**
To expand CCTV coverage by increasing the number of cameras in the areas that do not have video surveillance.
- ✔ **Improvements in the access control.**
To standardize the access control system for COMPAS terminals.
- ✔ **The enclosure of the truck scales.**
To install the truck scales enclosure in dispatch 4, 6, and 7.

- ✔ **Fall protection.**
To install fall protection systems to ensure employee protection in cleaning and maintenance tasks.
- ✔ **Strategic Road Safety Plan (SRSP).**
To implement the traffic signage plan, complying with the legal requirement to execute the SRSP.
- ✔ **Wastewater treatment plant.**
To build a wastewater treatment plant in order to comply with environmental regulations.





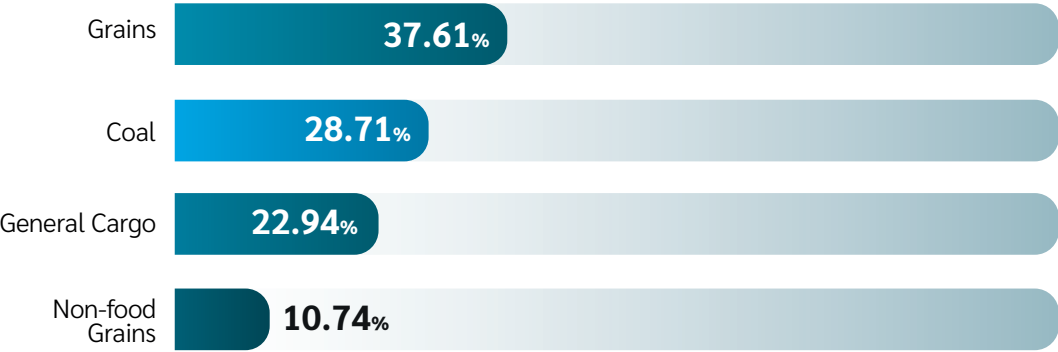
Aguadulce Terminal



Mobilized Tons

Cargo type	2020	2021	Variation
Coal	319,737	441,972	38%
Grains	595,630	578,984	-3%
General cargo	280,720	353,129	26%
Non-food grains	245,347	165,417	-33%
Total	1,441,434	1,539,501	6.8%

Cargo type



Management Highlights

In 2021, the operating results of the Aguadulce terminal remained on 1,539,501 tons of cargo mobilized and 64 motor ships assisted. In addition, the following management landmarks stand out:

Coal shipment

78,005 tons of coal were shipped on the Giacometti motor ship. It was possible thanks to the natural draft of 15 meters at the berth of the COMPAS Aguadulce terminal and for being a mechanical terminal for loading coal. In this way, COMPAS reached the record for the highest volume of coal shipment in a motor ship on the Colombian Pacific Coast.

78 thousand

Tons of coal loaded on the Giacometti motor ship, a record load of this mineral in the Colombian Pacific.

Vessel dwell time

There was a 42% decrease in the vessel dwell time. It is the time spent discharging or loading cargo in the terminal compared to the results in 2020. In addition, a reorganization of functions and staff in the operational area and a new way of cargo groupage were carried out.

Washing area and use of resources

A truck washing area was built in front of the coal reception area, having the availability to handle two vessels simultaneously. In this area, washing is done manually with pressurized water, and the liquid is recovered in the last phase of the process.

A water ionizer was implemented in the settling tanks to improve the recovered water acidity to reuse it for the coal reception and truck wash.

COMPAS saved 7.000 m³ of water with the water harvesting from the settling tanks for the wetting of coal in the truck dumper area.

Waste management

COMPAS achieved a 9% decrease in the generation and disposal of ordinary waste compared to 2020, while the use of recyclable waste was increased by 12%.

On the other hand, despite the security controls implemented, an accident caused an employee’s death in the coal yard in January. The occupational safety and health area and the ARL SURA investigated the accident and defined the action plan to prevent it happens again. So finally, 2021 ended without the occurrence of more accidents with deadly consequences.

On the other hand, the road blockades due to citizens’ strikes during the second quarter of 2021 generated heavy traffic of cargo that required more resources such as machines and staff and the sector adaptation for cargo reception. This caused the detour of some vessels and cargo that Buenaventura traditionally handles to the Colombian Caribbean Coast. Consequently, clients in Valle del Cauca were visited to make the Company’s multipurpose terminals available in the Caribbean and mitigate the adverse effects.

On the other hand, the yield increased 50% compared to the previous year.



Goals Follow-Up

Term	2020	2021
Short term (0-2 years)	To mitigate the environmental impact generated by particulate matter inside and outside the terminal.	Environmental measurements were continued under the commitments on licenses and permits. In 2021, the National Agency for Environmental Licensing (ANLA, Autoridad Nacional de Licencias Ambientales) visited the terminal and gave favorable comments.
	To modify the rooftop of the south yard shed to reduce the risk of accidents with trucks.	An extension was made at the entrance of the corridor-type shed, improving vehicle mobility.
	To improve the electrical substations’ isolation to avoid the entry of particulate matter and moisture from rainfall.	COMPAS carried out the maintenance and inspection of all the electrical substations in excellent condition. It will initiate the positive pressurization of the coal yard substation to ensure the reliability and condition of such equipment.
Medium-term (3-5 years)	To expand storage capacity in grain silos by 50%.	The conceptual engineering of this project was carried out, and the work will continue within the Company’s plans. This will be presented again within the 2023 Capex investments to manage the resources required.
	To pave the north yard to improve operating conditions and general cargo storage.	The floor of the north courtyard was improved by using compaction and a cement base, which improved the operating and loading conditions.
	Construction of dressing room for coal yard operators for 20 people per shift with showers, sinks, and toilets.	The design and contracting of the construction were carried out. This project will conclude in the first half of 2022.
Long term (more than 5 years)	Expansion of the berth platform by 227 meters of the dock and an additional mooring dolphin to allow the simultaneous berthing of two motor ships: one of 60 thousand and another of 80 thousand DWT (deadweight tons).	The conceptual engineering of this project was carried out, and the work will continue within the Company’s plans. This will be presented again within the 2023 Capex investments to manage the resources required.

Challenges for 2022

The COMPAS Aguadulce terminal contemplates the following challenges for the continuous process improvement:

✔ **To improve the efficiency of the grain discharge.**

To review the bottlenecks to improve the discharge route and bring it closer to the terminal’s installed capacity, mainly with the tidal changes (low tide) currently affecting productivity.

✔ **Implementation of the 5S program in the maintenance workshop.**

Improvement of the maintenance areas, managing a continuous order and cleaning. In addition, the terminal should have demarcated areas for washing and equipment maintenance.

✔ **Implementation of an automatic wetting system on the coal loading conveyors.**

The construction of an automatic system to dose the amount of water for wetting the coal to improve productivity during the shipping process and minimize lengthy suspensions of the operations due to cleaning the coal loading equipment.

✔ **Electronic scale tickets for vehicles picking up or bringing cargo into the terminal.**

To send the scale ticket to the driver, transport company, and client via email. Additionally, the information interaction through a web service is managed with the COMPAS’ IT area and three pilot clients (for grains, general cargo, and coal). Thus, the client receives the reports in files: information about vehicular movement and cargo.

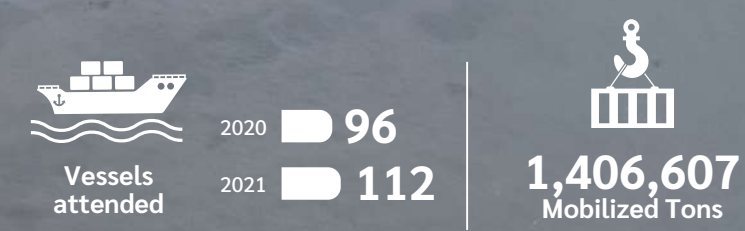
✔ **To increase rainwater storage.**

Construction of rainwater collection tanks to increase storage capacity and supply the demand for domestic and industrial liquid.





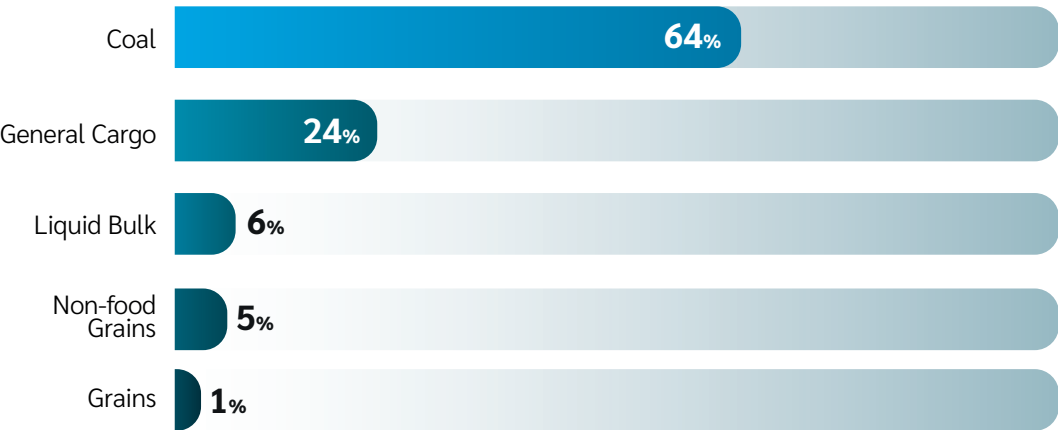
Barranquilla Terminal



Mobilized Tons

Cargo type	2020	2021	Variation
Coal	699,174	856,792	23%
Grains	13,318	9,454	-29%
General cargo	267,712	264,656	-1%
Non-food grains	47,107	218,091	363%
Liquid bulk	68,990	57,615	-16%
Total	1,096,301	1,406,607	28%

Mobilized Tons



Management Highlights

COMPAS Barranquilla terminal mobilized **1,406,607 tons of cargo** in 2021. These figures are historical for the terminal because they represent 28% more than 2020 and are 11% higher than expected. In addition, the months

of March and December were remarkable: 187,376 and 185,269 tons were mobilized, respectively. These periods had the highest volume mobilized in the terminal’s history.

The following are the highlights of the management of the COMPAS Barranquilla terminal during 2021:

New customer operating with COMPAS

Given the terminal’s strategic geographical location and operational conditions, an essential industrial customer (who traditionally handles its cargo through another local terminal) mobilized three ships with a volume of 73,308 tons of clinker. The client took advantage of the facilities’ proximity to the entrance of the access channel (10.5 Km). Also, due to the operational draft bigger than 10 meters, the ships that arrived with drafts of 9.8 meters were received without problem.

Grains

With the arrival of the Ananya Naree motor ship in October, **9,454 tons of Russian wheat** were received. This was the first official grain operation attended at the terminal and the first time that a ship arrived in Colombia with this Russian product.

In addition to the **6,969 tons of silica sand** in May, the storage operation in the grain silos started with high standards of safety and cargo management.

Liquid bulk

After several years of pause, the operation of bulk food liquid was reactivated with the arrival of the Celsius Malaga motor ship, which had 3,801 tons of soybean oil.

In November, the hydrocarbon operation was reactivated with the SEA ELEPHANT motor ship that mobilized 121,714 barrels of gasoline.

Coal and metallurgical coke

The worldwide price increase of coke and coal caused the movement rise by 22.5% of this cargo in the terminal.

In August, the loading was carried out by conveyors on the Navios Celestial motor ship. The cargo was 4,183 tons of metallurgical coke with 30 mm x 120 mm granulometry. This type of cargo was traditionally loaded via dock with buckets. These results open the possibility of increasing the loading rates of this material, using the conveyor, and increasing its adaptability.

River cargo

COMPAS reached a record in the mobilization of river cargo in July with the shipment of a convoy of barges that had finished steel products of more than 5,000 tons.

In November, 3,104 tons of gypsum were received by waterway from the COMPAS Cartagena terminal. It represented a multimodal operation between COMPAS terminals. The gypsum was loaded into a convoy of barges from the Rotterdam Pearl ship and transferred through the river connections between these two terminals.

Simultaneous operation

The dock line of the Barranquilla terminal with four berthing positions had never managed to have four vessels simultaneously. In September, this terminal achieved the simultaneous operation of the Michael A, Salamina, Santiago, and Tao Star ships. They mobilized industrial bulk and general cargo, demonstrating operational efficiency and reliability to clients.

Reliability in operations

COMPAS Barranquilla terminal purchased a front loader with a bucket capacity of 5 m³ to improve operational reliability and continuity. It was used for clean grain operations in horizontal silos.

In addition, COMPAS initiated the construction of two truck scales to improve the loading and dispatch circuit. It also started the modernization of the scale in the coal yard exit, moving to digital weighing equipment that increases the measured reliability.

Strengthening security

The Company acquired the Genetec Advantage license for CCTV software. It allows access to different benefits directly with the manufacturer, such as:

- Real-time telephone support for troubleshooting with the VMS (video management system).
- Free updates of software versions.
- Storage space in the cloud will expand the CCTV’s video storage capacity for free.
- CCTV system for smartphones.

Digital platform – INSIDE Project

All land cargo entering and leaving the terminal is managed through a digital platform with QR codes directly sent to drivers. This aligns with the execution of INSIDE Project by the Ministry of Transport to control the appointment scheduling and turn assignment for trucks.

These projects strengthen the terminal operational security by increasing levels of reliability and timeliness.

Construction of treatment plant

The environmental authority approved the construction start of the new industrial wastewater treatment system. It will be located in Plaza Carbón and will treat the water from washing coal and coke transport truck. It is expected to improve the quality of the disposal generated.

Renewal of the water concession permit

COMPAS renewed the water collection permit of the Magdalena River for 5 more years. Thus, ensuring the essential resource for the particulate matter emission management of the grain operation and wetting of grains and coke products according to the client’s needs.



Reduction of accident rates in operations

The accident frequency rate decreased by 21% compared to last year, from 3.5 in 2020 to 2.78 in 2021. Likewise, the severity index fell by 58%, going from 37.7 to 16, results lower than those expected.

To achieve these results, compliance with safety standards and risk identification in operational activities were reinforced. Also, the Company had strict monitoring by HSE and operations staff in all daily tasks. It gave special attention to activities with critical or high-risk tasks.

On the other hand, throughout the year, especially in October, very high levels of sedimentation in the river affected the docks. It decreased its operational capacity to receive ships and generated the diversion to other ports. As a result, in the last quarter of the year, seven motor ships were diverted with a volume of 94,758 tons. In addition, non-mobilized 7,403 tons of four motor ships were lightened.

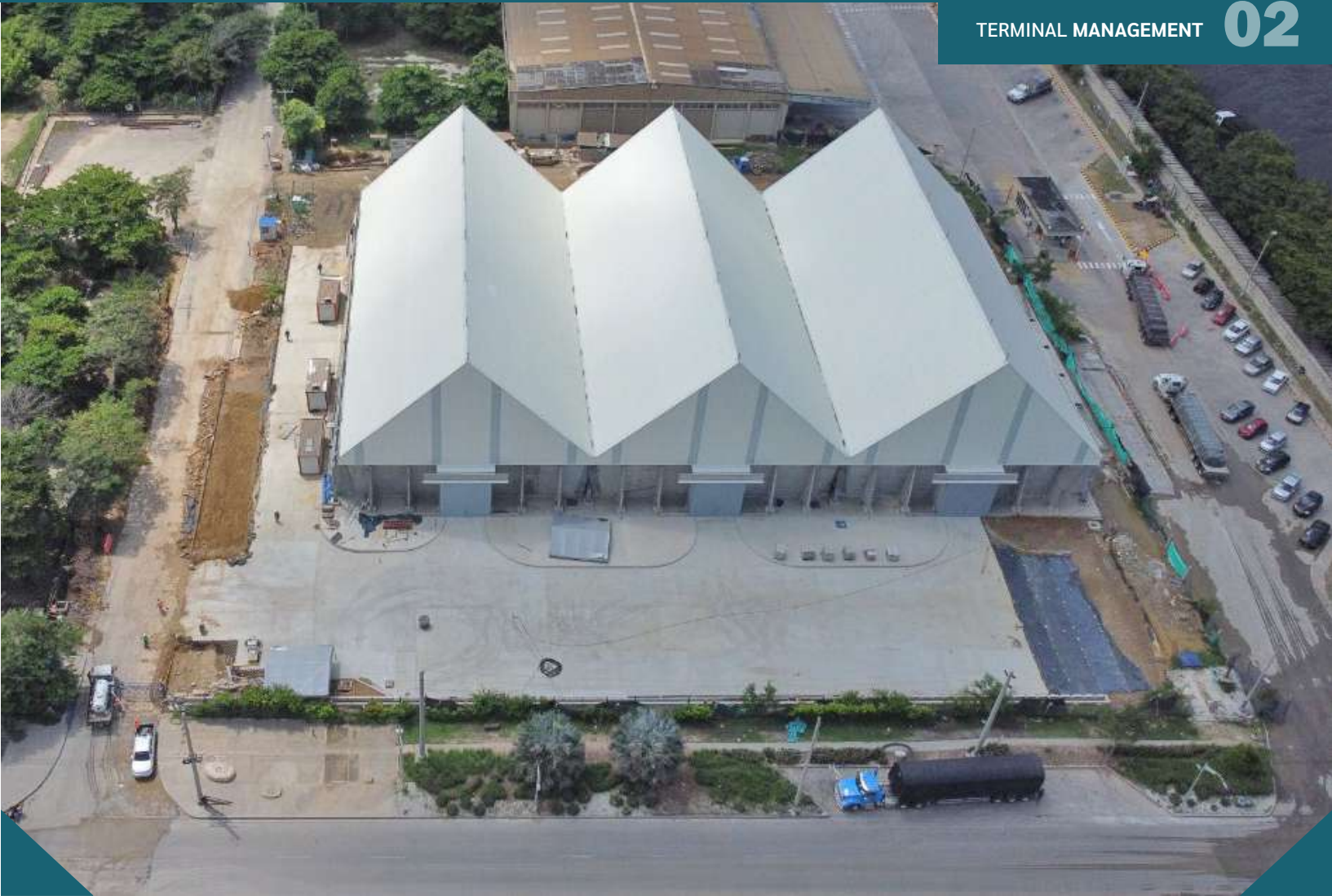
Since October 3, authorization was requested from Captaincy for an emergency cleaning process that was successfully executed. For 2022, extended authorization has been scheduled to make the necessary interventions throughout the year. On the other hand, the Management office actively participated in meetings with the local authorities to find definitive solutions. With the support of the COMPAS Cartagena terminal, Clients have been offered the possibility of directing their ships.

Besides, traditionally and by commercial agreements, coal and coke vehicles were

received without scheduling appointments and waited their turn in a public parking lot near the terminal. However, the increase in cargo entry caused damming and complaints from clients and transporters due to delays. Therefore, the turn and appointment system for coal and coke loading was implemented after an awareness and training process for users on the platform.

Also, some ships that did not comply with the agreed time due to non-compliance with programmed resources by the port operators were registered. As a result, new options have been explored in the local and regional markets. By 2022, a tender was opened for port operators that can timely meet the operational demand.

Finally, 2.7 tons of hazardous waste associated with the operation were generated, 31% more than the previous year. These results are related to the preventive maintenance of port equipment. Although the generation of hazardous waste cannot be mitigated in port equipment’s preventive and corrective maintenance activities, the staff is continuously trained in the proper handling of hazardous substances and waste to avoid excessive generation and any mismanagement that may occur. Likewise, all hazardous waste generated in the facility is managed by suppliers authorized by the environmental authority. This authorization certifies the proper disposal and use.



Goals Follow-Up

Term	2020	2021
Short term (0-2 years)	Construction of three warehouses for grain management.	The construction of the basic storage infrastructure was completed. The execution of mechanization is ongoing: two scales (entrance and exit) and control and laboratory offices. 55.4% progress.
Medium term (3-5 years)	Expansion and enabling of new storage areas to increase the cargo volume.	New areas were enabled above 25,000 m² (Patio Eucalipto, Patio Buenavista III, Patio Riomar) in Plaza Carbón.
Long term (>5 years)	Increase in the capacity and the motor ships unloading and loading.	The phases of tender, design, and proposals for the largest interventions have been advanced by the responsible areas and based on the market.

Challenges for 2022

The COMPAS Barranquilla contemplates the following challenges for the continuous process improvement:

✔ **To improve coal and coke loading and general cargo discharge rates.**

It is expected to reach the rates agreed with each of the clients in all operations with the reinforcement of port operators chosen through the tender process and operational adjustments.

✔ **Strengthening of security systems.**

Execution of all CCTV and radiocommunication expansion projects to strengthen terminal controls and keep indexes at zero protection events.

- To manage accident indexes in order to have frequency and severity indexes at zero (0.0) by 2022.
- We will work with all operational areas to strengthen the organizational culture in occupational health and safety that can be extended to contractors and suppliers. We will make it through the communication, application, and monitoring of safe work standards.
- Specific topics will be strengthened at all levels through training and courses focused on high-risk activities and their impact on the operation.

- To strengthen the reporting of almost-incidents and investigate properly, identifying the causes adequately. Thus, accurate and effective action plans are generated to prevent risks and avoid accidents with losses.
- To work together in the inspection program with leaders from the different areas of the port facility so that they are involved in the participation and monitoring of all inspection types (daily, routine, and cross inspections). The purpose is to identify deviations in the activities timely.
- Organize and land the behavior observation program so that it is executed by all direct collaborators, which serves as a tool for timely identification of substandard acts and conditions and, thus, controlling the risks correctly.

✔ **Complete mechanization of the conveyor system.**

In order to optimize the loading-ship mechanical operation, it is contemplated to improve the hopper loading. It goes from an approximate capacity of 35 m³ to 65 m³, increasing the maximum transport rate between 600 - 800 Ton/h through three feeders and changing 700 meters of conveyor with three feeders.





Cartagena Terminal



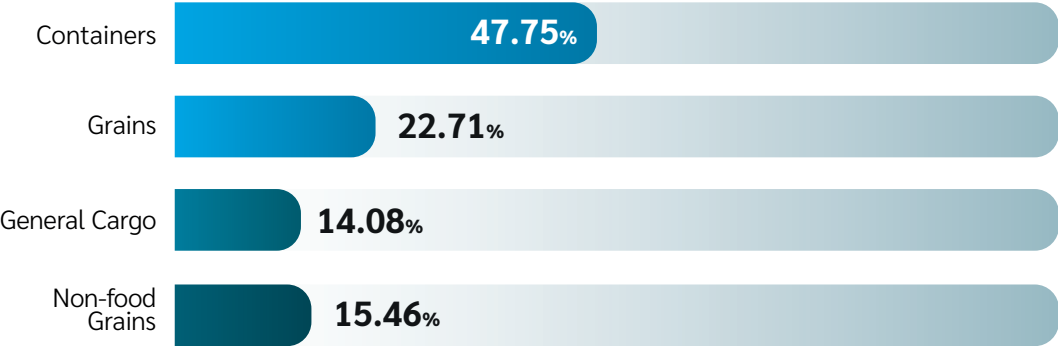
2020 286
2021 294

1,661,997
Mobilized Tons

Mobilized Tons

Cargo type	2020	2021	Variation
Containers	626,338	793,583	27%
Grains	319,048	377,430	18%
General cargo	70,022	234,073	234%
Non-food grains	140,183	256,911	83%
Total	1,155,591	1,661,997	44%

Cargo type



Management Highlights

The COMPAS Cartagena terminal is the **leading and only port for the mobilization of the Company’s containers**. It had 48% of the total tons mobilized. In 2021, the total

cargo increased by 44% compared to what was mobilized in 2020, reaching **1,661,997 tons**. These figures are a sign of the country’s economic and market recovery.

Some of the highlights were:

Acquisition of 100% of the Cartagena Container Terminal Operator (CCTO) port operator by COMPAS

After a successful six-year partnership, COMPAS and APM Terminals agreed to purchase APM Terminals’ 51% stake in CCTO by COMPAS. Therefore, the Company keeps 100% of the shares of the port operator, which both companies created together.

During the last years, thanks to the experience of APM Terminals in the port and logistics sector, CCTO has developed and strengthened operational efficiency with high standards of quality, safety, and integrity of the cargo. This premise will continue to prevail in the management of the Company.

In this way, the commercial and operational management will be led by COMPAS to provide a high-quality service to clients.

Strengthening of the security scheme

With an investment of more than USD 4 million, COMPAS and CCTO acquired a new container scanner. It is of the brand ASTROPHYSICS, model HXP75- TotalScan. It had a non-intrusive inspection system for the Cartagena terminal. Up to 150 containers and trucks can now be scanned per hour, strengthening the safety scheme and the goods inspection process. This also involved modifying the road plan where the scanner was installed.

Closure of the Manzanillo Logistics Center

After 10 years of operation, COMPAS closed the Manzanillo Logistics Center (MLC) operation as part of a decision aligned with the Company’s strategic route. The purpose is to strengthen the infrastructure of the port network. The staff working at MLC were transferred to the COMPAS Cartagena terminal.

COVID-19 vaccination campaign

Four days of vaccination against COVID-19 were carried out aimed at the staff of COMPAS Cartagena associates, CCTO, contractors, associates’ relatives, and communities. Somedyt IPS and Nueva EPS supported this campaign. As a result, 324 doses were injected as follows:

- 152 doses of Pfizer (first and second doses).
- 50 single doses of Janssen.
- 122 first doses of Moderna.

We reached 98% of CCTO associates vaccinated with at least one dose and 100% of COMPAS staff vaccinated with the complete doses.

324

COVID-19 vaccines were inoculated to associates, contractors, family members, and people from the neighboring communities of the COMPAS Cartagena terminal.

Environmental training for communities and associates

On-site environmental training was conducted for 20 people from the El Bosque neighborhood in the Manzanillo and Central Forest sectors. Also, virtual training for 39 associates of COMPAS Cartagena and CCTO. These were about coastal marine ecosystem services with the support of the Canal del Dique’s Regional Autonomous Corporation (CARDIQUE, Corporación Autónoma Regional del Canal del Dique).

This activity was carried out within the framework of the commitments of the environmental management plan (regulated by Resolution 364 of 2017) to raise communities’ awareness about the proper management of species in the area.

On the other hand, it was impossible to execute the maintenance dredging of the terminal, especially in dock area #4. However, this important activity will be carried out by 2022 to ensure compliance with the value offer.



Goals Follow-Up

Term	Goals	2021 Follow-up actions
Short term (0-2 years)	To continue implementing a commercial strategy to strengthen the relationship with current clients and attract new companies to the terminal.	It was possible to recover the business relationship with two crucial general cargo shipping organizations and containerized cargo import companies.
	To improve environmental management of the terminal in order to minimize associated risks.	In 2021, the unification process of environmental management began with the acquisition of all CCTO by COMPAS. In 2022, the improvement actions will continue.
	To increase actions to strengthen individual and collective awareness of occupational health and safety risks to comply with the established accident index.	Self-care campaigns were carried out aimed at employees, which allowed that no occupational accidents occurred during 2021.
Medium term (3-5 years)	To achieve 90 points in the perception of organizational climate (an index measured by an external firm), which would achieve excellence.	The goal set to 85 points in the perception of organizational climate is reformulated. In 2021, the goal improved 4 points, going from 67 points obtained in 2020 to 71 in 2021.
	To structure the actions and protection measures within the strategic plan to mitigate the risks associated with crime.	COMPAS developed the “success triangle” strategy to strengthen communication channels with stakeholders, check the employee’s loyalty, and improve electronic equipment that supports port security. As a result, we highlight 22 months without contamination to the cargo or other protection events.

Challenges for 2022

Seeking continuous process improvement and quality of the services, we contemplate the following challenges for 2022:

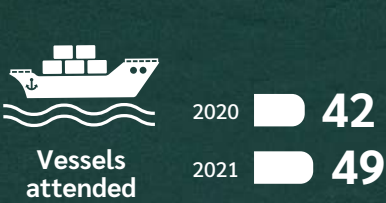
- ✔ **To unify the environmental management of the COMPAS Cartagena terminal.**
In 2022, the environmental management improvement will continue to unify this area’s processes in CCTO and COMPAS.

- ✔ **Maintain the operational standards of the COMPAS Cartagena terminal.**
To maintain the operational performance by COMPAS direct implementation of containers, general cargo, and grains.
- ✔ **To constitute at least one emergency committee in the area of influence of the terminal.**
To accompany the neighboring community in the constitution of the Neighborhood Emergency Committees (COMBAS, by its acronym in Spanish) with the support of Cartagena’s Advisory Office for Disaster Risk Management.





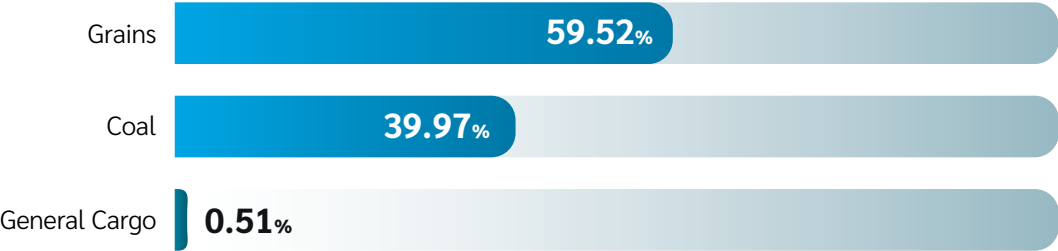
Tolú Terminal



Mobilized Tons

Cargo type	2020	2021	Variation
Coal	237,097	436,024	84%
Grains	774,378	649,339	-16%
General cargo	634	5,511	769%
Total	1,012,109	1,090,874	8%

Cargo type



Management Highlights

In 2021, the port facility mobilized a **record figure of 1,090,874 tons**. These results were thanks to the expansion of the terminal in 2020. Additionally, COMPAS obtained revenues

totaling \$641,507,000 in the load and unloading business. COMPAS received these resources benefiting the EBITDA results since they do not have operating or administrative costs.

Among the main operational results of the Tolú terminal in 2021 are:

Coal export:

The port facility achieved two historic landmarks in 2021 with **record export coal-loading operations**. The first was through the Feng Li Hai motor ship, which had **56,001 tons of thermal coal** with a final destination of Brazil. The efficiency was **9,757 tons per day**. The second was the Van Star motor ship, with **56,382 tons** of the same type of cargo and a daily efficiency of **10,782 tons**.

Extra-dimensional cargo unloading:

COMPAS Tolú terminal facilitated the construction of a significant power generation plant that will benefit the department of Córdoba through an extra-dimensional cargo unloading operation in three phases. It included the import of the pipeline for the gas supply and several accessories, generators, engines, transformers, and components for the assembly of the plant. It also supported the logistics associated with this transcendental energy generation project.

The Company made available all the necessary infrastructure such as cranes, equipment, and specialized staff to fully comply with the demands of efficiency and safety in this project. Thus, COMPAS ratifies its experience managing project cargo or oversized cargo that requires great care and precision.

Enabling of yards 5 and 6:

Yard number 5 was enabled for the reception and collection of coal, increasing the storage capacity and contributing to the growth of the country’s coal sector by developing new spaces for this cargo management.

Likewise, yard number 6 was enabled to store extra-dimensional cargo, strengthening the infrastructure and experience for managing project cargo. It is thought of as an ideal option for importers and exporters from the center of the country and Antioquia.

Land services:

The number of vehicles per day increased by 150%. As a result, the terminal was enabled to assist 80 vehicles per day and received 200 in 24 hours.

Despite these significant results, the ton budget for 2021 was not met due to delays in the new vertical silos project. In addition, it affected the cargo services that were expected to be stored. Therefore, we will promote efficient operations to generate more remarkable performance in loading and unloading and optimize the use of silos for grain storage.

On the other hand, for the project that enables a new coal yard in the lands adjacent to the terminal, it was impossible to start the earthwork because the required permit was not ready by the departmental environmental authority, CARSUCRE. Nevertheless, the application process was followed; thus, it is expected to receive this permit from the entity at the beginning of 2022.

Finally, suppliers’ accidents remained stable compared to 2020. In total, we registered four accidents: three corresponded to contractors and one to a terminal operator. COMPAS will strengthen occupational health and safety campaigns aimed at contractors and COMPAS staff through the HSE area.

Goals Follow-Up

Term	Goals	2021 Follow-up actions
Short term (0-2 years)	To start coal storage in the new external yard.	The construction to enable the new coal storage space in an external yard has not started due to the environmental authority's response time about forest use, CARSUCRE.
	To continue with the expansion project for grain storage in two phases: <ul style="list-style-type: none">• By 2021, we will build three vertical silos with a capacity of 9,000 tons.• By 2023, we will execute another silo construction similar to the one made in 2020. This will increase the storage capacity to 54,000 tons.	Due to the events presented during the execution of phase 1, it is expected to complete this project in the first half of 2022 to increase the terminal's storage capacity for this cargo type.
	To initiate the transport plan by adapting the roads, scales, entrances, and exits. It is expected to be completed in 2022.	The transport plan began at the end of the third quarter of 2021. The works on the yard 5 and the construction of a new truck scale were completed.
Medium term (3-5 years)	To promote the creation of appropriate conditions that develop the port and logistics of Santiago de Tolú and the sub-region of Golfo de Morrosquillo, taking advantage of the expansion land of the terminal.	Thanks to the construction execution in 2021, the hiring of local labor of 61% was achieved. It created employment and development opportunities for the municipality.
	To continue negotiating with strategic partners benefiting from the competitive advantages offered by the geographical position of the COMPAS Tolú terminal.	The Company continued negotiations with strategic allies during 2021, especially for the project of a new yard for the receipt and storage of coal in the outer area of the port.
Long term (>5 years)	To renew port equipment in order to ensure efficient, safe, and reliable productions.	Improvements were made to the infrastructure of the grain mechanical system (sensors and structural repair of towers TE-01 and TE-02) and the coal loading system.

Challenges for 2022

✔ **To improve coal loading efficiency.**

To invest in coal mechanical system infrastructure and equipment improvements in order to increase reliability and safety in loading operations.

✔ **To increase the grain storage capacity.**

To complete the construction of the grain storage system in the new vertical metal silos.

✔ **External coal yard project.**

To start the operations of coal reception and collection in the external yard.

✔ **A sump construction to manage grains.**

To execute the construction of a new grain sump located at the viaduct that will be connected through a mechanical system to the new and old silos.

✔ **Improvements in grain infrastructure.**

To execute infrastructure improvements in the mechanical grain system in order to improve the structure and cargo safety and the efficiency in the unloading operation.

✔ **Bitts and buoys in dock 2.**

Construction of two new bitts in dock 2 and a viaduct to improve the safety of the motor ships. Therefore, the ships are safe, and no mooring buoys are needed. Deep-sea pilots were not satisfied with the mooring buoys.



Supply Chain Responsibility

Material Topic: Supply Chain Management

The supply chain management includes mechanisms that align suppliers and contractors with COMPAS values and principles, an understanding of supplier criticality, and risk mitigation. All of the above was implemented with good sustainability practices.

GRI 102-9, 102-10

Supply chain management ensures greater profitability by acquiring quality products and services at the right time and place.

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

In this context, the strategic management of the actors in the supply chain is an element that contributes directly to the control of operational risks, facilitating the possible failure prevention in the delivery of goods and services. Also, it helps to contemplate efficiencies in operating costs. Likewise, this management ensures the Company's greater profitability with the acquisition of quality products at the right time and place, considering the best financial conditions in the market.



Main categories of suppliers involved in the COMPAS supply chain:

- Travel agency
- Feeding
- General and industrial cleaning + environmental cleaning
- Portable restrooms
- Fuel
- Equipment
- Hardware store elements
- Personal Protection Equipment - PPE
- Electrical elements
- Temporary Work Agency - TWA
- Unregulated energy
- Filters
- Fumigation
- Waste management and disposal
- Environmental audit
- Tires
- Lubricants
- Electrical and mechanical maintenance
- Metrology (scales)
- Environmental monitoring
- Air conditioner maintenance
- Generator maintenance
- Technological operator
- Logistics services and port operator
- Supply, maintenance, and fire extinguisher recharging
- Land and sea transport
- Physical surveillance

The selection and development of business relations with suppliers are carried out according to the established rules, policies, and procedures. It considers a thorough review of legal documents and detailed analysis for controlling money laundering and terrorist financing prior to registration and updating suppliers.

In the Annex of the contracting manual, the labor responsibility with employees, safety, health, protection, and environmental regulations are shared to avoid negative impacts.

COMPAS conducts a thorough review of suppliers' legal documents during the selection process and the development of business relations.

Highlights of the year

SDG 16: Peace, justice and strong institutions



COMPAS supplier's Code of Conduct

In 2021, this document was created to guide behaviors and principles that the Company expects from suppliers, employees, and contractors. The supplier's Code of Conduct reaffirms the corporate premise that ethics and integrity are core and non-negotiable values. It complements the judgment and

common sense of the supply chain actors to promote value generation responsibly.

The document is published on the COMPAS website in the suppliers' section through the following link: <http://www.compas.com.co/es/Proveedores-Compas/Politicasy-proveedores>

Contracting Manual and process formats

The seventh update of the Company's Contracting Manual was reviewed and published with improvements to make processes more efficient and secure.

Updating the website for suppliers

The suppliers' section on the COMPAS website was updated with information and guides on policies, requirements, and requests, among other topics relevant to this stakeholder.

A platform for electronic signatures of agreements with suppliers

A new COMPAS corporate technology solution was implemented to manage agreement signings with suppliers using ADOBE SIGN.



Execution of the 2021 procurement and contracting plan

The annual procurement and contracting plan is the management tool of the purchasing area. It is the basis for defining the actions carried out by managers throughout the year. The strategic acquisitions included in the document can be modified according to demand planning. In 2021, around 25 negotiations of a greater amount were developed. We can highlight the following:

- Contracting for the supply, installation, and beginning of the renovation plan for the Closed Circuit Television System.
- Negotiation of environmental monitoring services in COMPAS terminals.

- Pest control and fumigation.
- Contracting of services from a temporary work agency (assigned workers).
- Technical operator services.
- Beginning of the tender process for port services at the Barranquilla, Tolú, Cascajal, and Aguadulce terminals.

Performance evaluation of critical suppliers

120 critical suppliers were evaluated against HSE, timeliness, and quality criteria.

Our supply chain

(204-1)

	Suppliers	2020	2021	Variation
Amounts purchased	National	\$97,384,553,945	\$118,977,595,189	22.17%
	Foreign	\$25,979,376,182	\$122,313,647	-99.53%
	Total	\$123,363,930,127	\$119,099,908,836	-3.46%
Number of suppliers	National	856	812	-5.14%
	Foreign	27	13	-51.85%
	Total	883	825	-6.57%

Local suppliers provide their services in Colombia and meet the proximity, accessibility, and level of service in the port terminal areas or COMPAS office. Therefore, the acquisition of goods and services with suppliers is crucial to

guarantee operations in the areas of influence of the Company.

The estimated monetary value of the payments made to suppliers during 2021 was COP 86,594 million.

825 suppliers had business relations with COMPAS during 2021. 812 (98%) are local suppliers, and 12 (2%) are foreign.

A follow-up to suppliers and contractors

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

133 new local and 3 foreign suppliers were registered with the Company. None were registered in restrictive lists, nor did they present discrepancies in legal documentation.

Likewise, 120 new suppliers began to work in COMPAS. They were selected considering financial capacity, technical-financial evaluation, experience, environmental and social management systems, and others, depending on the nature of the service or to be supplied.

120 suppliers participated in a qualification process that considers compliance with environmental aspects.

A qualification process that considers compliance with regulatory environmental aspects, incidents, and requirements requested by COMPAS is carried out. In the follow-up of the 120 new suppliers, we identified:

- Two suppliers do not carry out adequate waste disposal of ordinary and coal-generated waste during the operation.
- Three suppliers with improvement actions in organization, cleanliness, and proper disposal of solid waste and wastewater disposal.

There is evidence of greater compliance by suppliers with the applicable legal and environmental regulations, highlighting compliance with legal requirements, standards, procedures, training, matrix of aspects and impacts, environmental management plan, and environmental impacts regarding the service provided in COMPAS. It also shows greater compliance in the control and proper waste management and reduction of emissions resulting from their operations.

On the other hand, there were no detected cases of violation of the right to freedom of association and collective bargaining; neither identified cases of child labor or forced labor.

COMPAS and its subsidiaries remain committed to creating and defending a work environment where employees are treated with dignity and respect. Suppliers are expected to act at all times and occasions according to the guidelines in the new supplier's Code of Conduct (published in September 2021).



Challenges for 2022

To implement technological solutions in order to automate procurements.

To execute the 2022 Procurement and Contracting Plan.

Supplier registration module:

To obtain centered, sufficient, timely, verified, approved, and updated information from potential and current suppliers. This provides security and effectiveness in contracting.

To support the execution of 62 projects.

To review the possible renewal or new negotiation of 46 goods and services procurement categories.

Tender module:

To obtain a tool for sending quotes or offers in order to facilitate a transparent process in which we guarantee the confidentiality of the information and that all suppliers compete on equal terms.

To standardize the purchase management in COMPAS Cartagena terminal of the port operator CCTO in all the Company. With the procurement of a 51% stake of the APM Terminals in CCTO, COMPAS retains 100% of the port operator's shares. Following this change, the challenge is standardizing the procurement processes of CCTO to those of COMPAS, maintaining operational continuity without difficulties.

Innovation and Technology

Material Topic: Innovation and Technology for Productivity

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

Innovation management

GRI 3-3

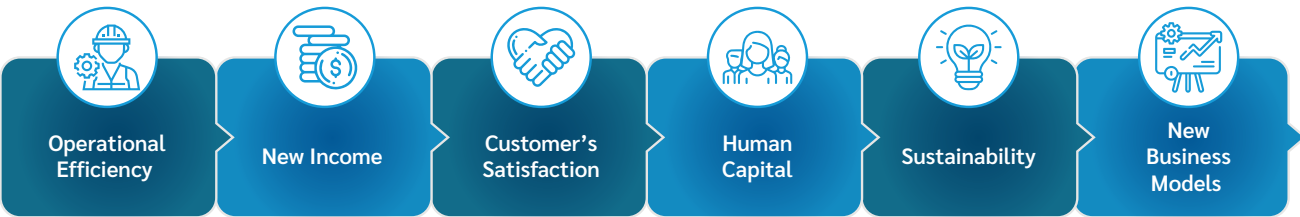
All processes constantly search for new resources and innovative ways to obtain solutions.

Innovation is one of the six corporate values of COMPAS, with management aligned with the business objectives established in the strategy for 2025. Therefore, all processes work permanently in the search for new resources and innovative ways to obtain solutions, achieve efficiencies in all operations, and add value to the services offered.

Its management is promoted in a decentralized way through leaders. The purpose is to generate a high-impact innovative culture and accelerate the adoption of new technological resources to meet market demands.

In 2021, COMPAS was defined as the leading company in the maritime-port sector, ensuring innovative processes and integrating new business models in the logistics chain through processes, people, and technology.

Likewise, we identified the areas to work with the innovation system, leaving the system and the technological supports ready for launch in 2022:



Highlights of the year

Innovation culture

Contracting a consulting service aimed at defining the intention of the innovation in COMPAS, implementing the system, and managing change to reinforce corporate culture.

IT management and digital Transformation

COMPAS contracted the review and diagnosis of the information technology environment and its ability to support the future. In addition, this contractor provided recommendations to transform information technology into a competitive advantage that ensures growth and achievement of corporate objectives.

Training on innovation

18 associates were trained in 11 topics related to innovation, and 3 people participated during the year in different meetings of the national innovation committee of the National Business Association of Colombia (ANDI). They were covered in the support fees and payments made to ANDI, SENA, and UBITS.

Challenges for 2022

For 2022, the following challenges are contemplated:

✔ **Innovation culture.**
To launch the innovation system with mechanisms for the reception and evaluation of ideas. Then, implement the viable ideas.

✔ **IT management and digital transformation.**
To define the medium-term roadmap for IT management and digital transformation by implementing comprehensive solutions. It results in greater operational efficiency, process digitalization, and stakeholders' satisfaction.



03 Our Clients

- ~~~~ We are Our Clients' Logistic Allied
- ~~~~ Security, Quality, and Customer Service

We are the Logistics Partner of Our Clients

Material Topic: Networking with Customers

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

GRI 3-3

Customers are one of the priority stakeholders because the business continuity depends on their satisfaction and experience.

For COMPAS, clients are one of the priority stakeholders because business continuity depends on their satisfaction and experience. Therefore, it has permanent networking processes and strategies to position itself as the logistics partner of excellence. These processes and strategies are based on innovation, quality, and safety procedures that provide confidence and satisfaction.

Within the COVID-19 context, COMPAS has been a relevant actor in the local and regional economy, maintaining its active operations in a scenario of uncertainty and supporting the timely delivery of the goods necessary for the Country's economic reactivation.



Highlights of the year

Record coal export

In June, the first record was broken with the loading of the Feng Li Hai motor ship at the Compas Tolú terminal. It had **56,000 tons of thermal coal exported from Puerto Libertador, Córdoba, to Brazil.**

In July, this record was surpassed with the loading of **56,400 tons of thermal coal to be exported to Brazil** in the Van Star motor ship.

Then, in October, a record was broken at the Aguadulce terminal when carrying out the loading operation of the **largest volume of export coal that the Colombian Pacific has managed.** The final destination was the Jingtang port, Tangshan, China. In total, **78,005 tons were mobilized.**

Simultaneous operations

During May, four motor ships were assisted simultaneously at the Aguadulce terminal within social protests and road blockades. This shows the Company and human team's commitment to the Country's stability. The ships brought imported cargo such as Canadian wheat, cement from Ecuador, and steel from Turkey and Japan.

Next, in September, the berth of **four motor ships was achieved simultaneously at the Barranquilla terminal.** This represents success for the Company and the city, taking into account the draft conditions. In total, **12,000 tons** of export coke were loaded. Also, 2,500 tons of urea, 3,400 tons of bauxite, and more than 20,000 tons of steel were unloaded.

Extra-dimensional cargo management

In August, a **business for managing import project cargo was completed** for the Tolú terminal. Furthermore, from this month until October, we obtained generators, accessories, transformers, and 11 engines of 280 tons each to construct a natural gas power plant in Córdoba.

In this same month, through the Cartagena terminal, a business was completed for the operation of unloading extra-dimensional and extra-heavy oil equipment with Courage motor ship, the North Coast South America service. In total, **108 pieces of 1,900 cubic meters were mobilized from Houston.**

Record steel shipment by river

In August, at the COMPAS Barranquilla terminal, the record was broken with a **shipment of 5,000 tons of steel for a Mexican Company through the Magdalena River.** This operation was carried out through barges with a final destination of Barrancabermeja.

Grain operation through Barranquilla

In October, grain ship **unloading operations began in Barranquilla** with the berth of the Ananya Naree motor ship. It arrived with **9,360 tons of Russian wheat.**



Business strategy

The Company's business strategy is led by the CEO and a qualified business team of four managers, a director, and a coordinator. This group meets every week to review progress in their responsibilities and coordinate the actions needed to promote the business strategy.

Each manager is responsible for a specific portfolio of products managed according to the goals defined in the annual budget. In addition, the meetings identify the impacts that specific actions may have on the normal development of activities and new business opportunities.

Commercial management with customers

In November, **more than 80 representatives of the leading steel companies in the country** visited the COMPAS Barranquilla terminal to introduce them to the port facility and the different areas enabled for the specialized steel management.

Lecture series

COMPAS continued to work together with ANDI in opening spaces of knowledge, information, and current affairs. For example, with the help of professionals from ANDI, webinars had a space reserved for solving doubts.

Additionally, an agreement was reached with ANALDEX in September to join this initiative.

The information sources for identifying new niche markets are the Company's strategic partners. We can highlight the shipping agents, the permanent monitoring of the economic news that presents the sector's behavior, new actors, and growth projections.

The customer service process is developed in cooperation with all the areas to maintain lasting links and deliver timely and accurate information from the operational process.

The Company has monitoring mechanisms such as internal and external audits; the annual measurement of customer satisfaction; budget compliance in terms of tons and revenues; customer feedback through the survey, complaints, claims, and suggestions system (SCCS); and materiality analysis carried out with stakeholders on a biennial basis.

Customer satisfaction

In 2021, the COMPAS customer satisfaction survey was applied. The remarkable aspects of management in this evaluation are:

- ▮ A rating above 85% in customer satisfaction.
- ▮ Positive perception of the service provided.
- ▮ General satisfaction with the accompaniment of the areas involved in the client's processes: operations, business, and documentation.
- ▮ Good service from the human team.

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

On the other hand, the aspects to be strengthened or improved are:

- ▮ To invest in infrastructure and increase the operational capacity of terminals.
- ▮ To increase the response time speed for clients' requirements.
- ▮ To be efficient in the operation process for loading/unloading vehicles.

It is the commitment of COMPAS to continuously improve its processes to operate according to the highest standards of quality and service. Year after year, the established goals are reviewed, and critical challenges are contemplated to strengthen the relationship with clients and deliver the Company's value proposition uninterruptedly.

Our Challenges

✔ In the grain operation.

- To position the COMPAS Barranquilla terminal as an alternative for managing grain cargo in the city, thanks to the new facility.
- To participate in developing and beginning the new constructions in the Cascajal terminal.
- To take advantage of the maximum potential of the capacity in silos and warehouses through a planning exercise.

✔ Liquid cargo management.

- To increase the volume of liquid cargo in the Barranquilla terminal and the exclusive port operator.

✔ Coal management.

- To optimize the storage space of the coal yard in the Barranquilla terminal in order to increase the volume of stored products and users.
- To optimize the use of the spaces available in the coal yard of the Aguadulce terminal in order to achieve an additional volume or client.
- To start the project for the coal yard expansion at the Tolú terminal.
- To improve the current operating conditions of the Tolú terminal yard and expand the area used for the storage of coal and coke in order to increase the volume of these products.

✔ General cargo management.

- To look for alternatives for cargo storage in bags and cold steel at the Barranquilla terminal.
- To optimize the available storage spaces for the increase of volume or users.
- To optimize the storage and dispatch processes of the merchandise.

✔ Industrial bulk management.

- To look for storage alternatives for this cargo type.

✔ Logistically.

- To strengthen strategic partnerships for the Clients' benefit: logistics corridors, cargo compensation, etc.
- To establish operational synergies involving clients and transporters in order to develop compensated corridors.
- To implement coverage and washing projects in COMPAS terminals.

- To continue searching for logistics alternatives for clients in order to optimize the management process (for example, river navigation, multimodal, etc.).
- To implement the business strategy for attracting and recovering new cargo businesses in containers, grains, general cargo, and project cargo in the Cartagena terminal.
- Simultaneously, starting the operation of the coal yard at the Tolú terminal and beginning the development and commissioning of the truck center.

✔ General business level.

- To optimize the operation of ships through joint planning exercises between the business and operational areas.

✔ Customer service management.

- To optimize communication channels with clients.
- To develop tools/services/products that facilitate processes for clients.
- To design a strategy focused on improving the customer service process.

✔ Client portfolio.

- To maintain the current client portfolio.
- Look for new potential clients.
- To recover lost clients.



Safety, Quality, and Service to Our Clients

Material Topic: Cargo Safety and Integrity

Mitigating theft, incidents, tampering, and cargo contamination risks is essential to the Company's management processes. It is vital for customers and a significant reputational and legal risk.

GRI 3-3

Cargo safety and integrity are crucial for clients and represent a significant reputational and legal risk to the Company. Therefore, the Company has a series of protocols, procedures, and consolidated processes to generate high safety, quality, and service levels. It transmits support, trust, and certainty to clients, suppliers, and other stakeholders involved in COMPAS operations.

These mechanisms efficiently integrate human elements with technological security schemes and devices. The purpose is to execute operational controls in all phases of managing different cargo types. Thus,

it minimizes the risks related to theft, incidents, improper cargo tampering, and contamination.

The teamwork carried out by the Company's internal areas, synergies achieved with authorities, and clients and business partners to achieve security throughout the supply chain stand out.

The clients and stakeholders' SCCS are assisted through the channels that COMPAS has enabled for this purpose, which highlights that in 2021 no complaints or claims were filed for situations that put cargo safety at risk.

The mechanisms efficiently and effectively integrate human elements with technological security schemes and devices.

Highlights of the year

Cooperation agreements for protection with shipping fleet

Considering the threat of narcotic contamination and the increase in this illicit activity in the country, it was sought to commit the ships' crews to protect against this risk. Now, not only do the terminals manage security, it is done conjointly.

This activity was received excellently by the shipping companies. Therefore, cooperation agreements were issued in which tasks were established for both parties.

Security training

With the support of senior management, we achieved training in supply chain security (ISO 28,000), risk analysis (ISO 31,000), and auditing by an Authorized financial Operator.

This training was not only for the protective equipment but also for staff from other areas participating in the operation. Thus, we achieved synergy, integrity, and commitment of all the dependencies to the cargo safety. It makes COMPAS increasingly competitive and efficient.

Certifications in safety and security

It was possible to maintain the certification of good practices and compliance with the ISPS Ship and Port Facility Security Code before the Maritime Authority. Therefore, we achieved the validation of compliance statements in all COMPAS terminals.

Similarly, recertification was maintained in compliance with the BASC standard, demonstrating the Company's high commitment to port terminals, ships, and cargo safety.



Security

Video analytics functions for CCTV were implemented in some of the terminals of the COMPAS network. This function optimizes the work of the Technological Operator. It automates the detection of security alterations thanks to the artificial intelligence of the equipment based on parameters established by the operator.

This achievement raises the levels of security efficiency.

In addition, COMPAS made a large investment in acquiring and implementing a container scanner of **last-generation technology**. This investment strengthens protection measures in the fight against drug trafficking and smuggling.

Strengthening cargo protection with clients

It was possible to reach a closer level with the security area of some clients to improve the safety of the cargo. Thus, they can have detailed information on the cargo status through the closed circuit television (CCTV) system.

CCTV modernization in Cartagena

The modernization of the security system in the Cartagena terminal began, strengthening the inspection area and updating the CCTV administration and storage system.

Therefore, it was possible to raise the safety indexes and mitigate the risk of contamination with narcotics and theft. Also, it improved the percentage of operational efficiency.

Support, trust, and certainty of our actions

GRI 410-1

More than 6.8 million tons of cargo were moved in 544 motor ships at the different COMPAS terminals. These motor ships had physical and electronic protection devices that resulted in **zero protective events related to cargo safety**.

Interdisciplinary work of risk analysis, adequate coordination, and commitment of local and foreign authorities, clients, shipping companies, and shipowners achieved the necessary synergy. Therefore, action plans are executed to allow the safety of the cargo

to be a priority; thus, we obtained excellent results of zero incidents.

On the other hand, COMPAS has three critical suppliers that carry out security work. In addition, 100% of the officials receive training in human rights.



In order to verify compliance with the International Ship and Port Facility Security Code adopted by the International Maritime Organization, the COMPAS Security process is subject to ongoing internal and external control activities. The activities included monitoring

carried out by the General Maritime Directorate (DIMAR) and the annual verifications of the integrated management system. They showed the Company's commitment to maintaining very high standards of safety and security for the clients and business partners' benefit.

Our challenges

To have more satisfied clients and be increasingly competitive, COMPAS

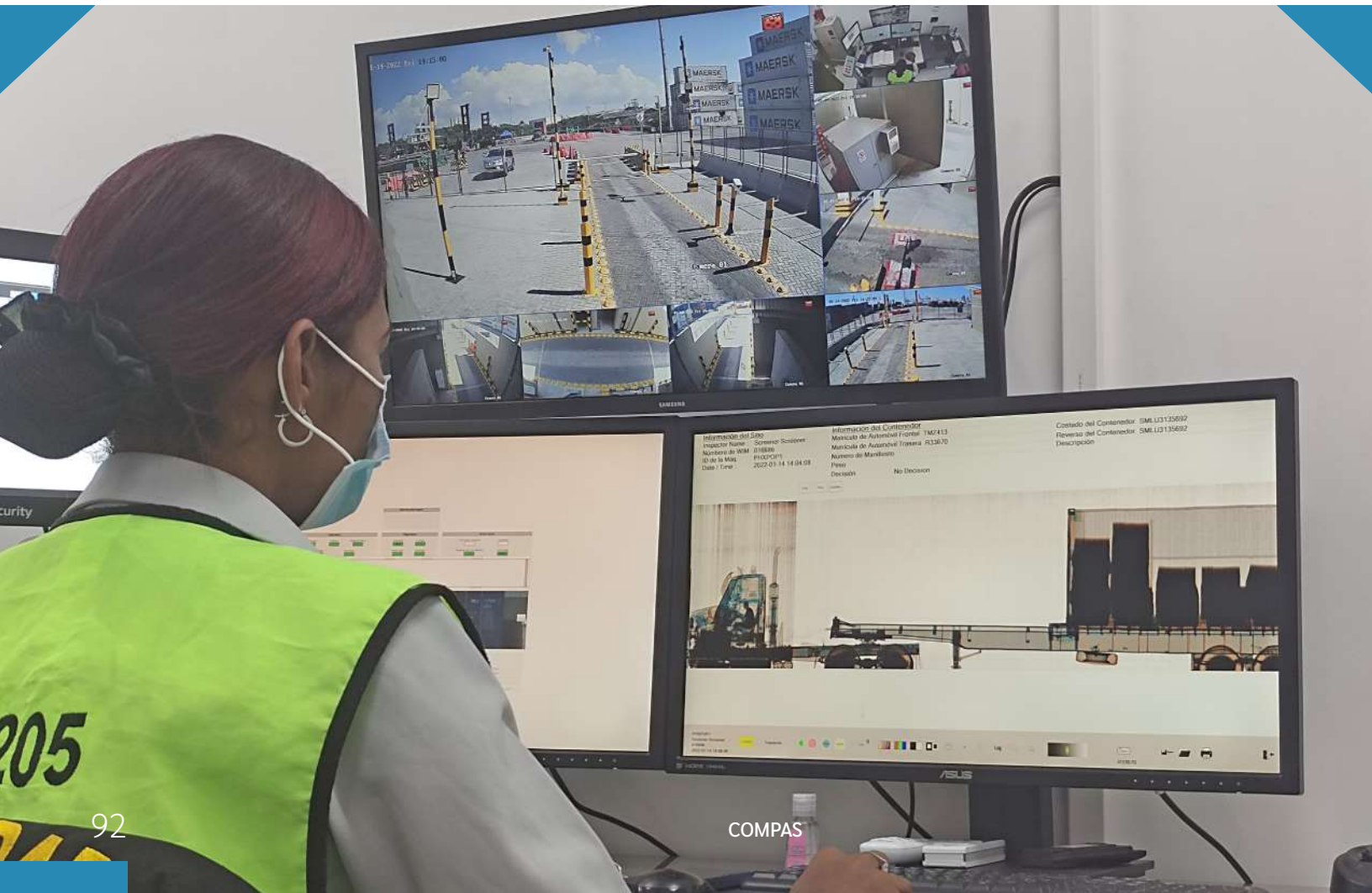
contemplates the following challenges for 2022:

Security strengthening.

The CCTV coverage of the COMPAS terminals will be expanded to shield port facilities from security risks associated with cargo.

Risk analysis.

The risk analysis of all COMPAS terminals will be updated to redefine protection plans and strengthen cargo security.



04 Our People

Engaged Human Resources

We Care For Our Teamwork



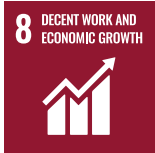
Committed Human Resources

Material Topic: Talent Development and Management

Sustainable human resource management includes offering personal and professional growth opportunities, creating a pleasant working environment, and balancing work and family life, among others.

Leadership, competence, and commitment

GRI 3-3



COMPAS has established four team works related to human resources to manage the organizational climate.

COMPAS employees are the fundamental pillar to successfully achieving the Company’s goals and results. Therefore, four team works have been established for human resources management. They align the profiles of COMPAS leaders, ensure talent retention, strengthen the culture, and achieve more outstanding employee commitment, as reflected in the

results of the organizational climate and internal client (employee) satisfaction. Under the direction of the Company’s leaders, strategies are implemented to have the best human resources in all areas and have a challenging and motivating work environment for people.





Development of integral leaders

COMPAS leaders develop their competencies through the good management of their team works to ensure business results.



Development of competent talent

Each employee takes ownership of the technical and soft skills for properly executing the functions. Also, the purpose is to grow personally and professionally in line with the Company's plans and strategies.



Development of COMPAS culture

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



Fair labor relations

The Company promotes fair labor relations to improve the employee’s commitment and satisfaction and develop a harmonious relationship.

Highlights of the year

In 2021, work continued on the four fronts established in the strategy and medium-term challenges of human resources management:

Development of integral leaders

In the sixth year of the **LIDERarte** program, we worked on the competency **“The COMPAS leader: client and service oriented”** with the 33 leaders who have been in the program since its inception. In addition to the accompaniment of the human resources managers for the program development, four talks were given to the leaders of the administrative areas and the employees in charge of staff, reinforcing customer service:

- ▮ The importance that customers have for the Company.
- ▮ How to attract and retain clients.
- ▮ How to manage employees so that their work exceeds customer expectations.
- ▮ Service excellence.

The leadership index was measured with the associate’s group for the second year. The results went from 78 points in 2020 to 89 points in 2021, close to the Company’s goal of 90 points. With the participation of outstanding leaders from different areas, the new program was defined starting in 2022. A second group of 41 leaders will work on this issue: **The network of leaders.**

Competent talent development

According to the established in the profile of each position and the training needs that leaders identified in their work team, the training and development program approved in 2021 for technical and self-awareness competencies was implemented in all terminals as follows:

- Technical knowledge for the execution of the position and management systems.
- Applicable regulations.
- Growth of being.
- English language.

Each employee received an average of 22.6 hours of training in the year. In addition, the performance management process for the directorate positions was strengthened and implemented in all the Company’s positions. Finally, the information in the talent planning system was updated for directorate positions due to staff changes in recent years.

Development of COMPAS’ culture

In the fourth year of this teamwork, the adoption activities of the six corporate values through on-site and virtual workshops led by SAM Consultores continued. As a result, overall satisfaction with the program went from 94% to 97%.

Regarding ethics management, four complaints were received through the ethics line. The cases were dealt with the corresponding procedure. We continued to disseminate the Ethics Line and the main aspects of the Code of Ethics.

Fair employment relations

The internal measurement of the work environment was carried out in November, resulting in a 79% favorability index of the employees’ perception, one percentage point lower than the previous year’s. Disclosing these results to senior management and terminal managers, the main aspects to work on in 2022 are being defined.

On the other hand, periodic meetings were held with the National Union of Workers, Transport and Logistics Services in Colombia (SNTT, by its acronym in Spanish). These meetings strengthen the relationship between both parties and attention to the situations expressed by its members.

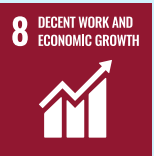
For the annual measurement of internal customer satisfaction in the Human Resources area, the result obtained was 86%. It had an increase of one point over the previous year’s result. Considering the results of each item evaluated and the comments received by the participants, the area will strengthen its processes, procedures, and competencies to continue maintaining the level of service provided.



Our team

GRI 2-7, 2-8

SDG 8: Decent work and economic growth



In 2021, the COMPAS work team was composed of **313 direct and 20 external employees**¹. Compared to 2020, a direct staff decrease of 7% was recorded, while external employees increased by 81%.

The reduction in direct staff is mainly due to people who left by pension, negotiation by mutual agreement, and restructuring of some areas that optimized the staff. Due to pandemic issues, some people requested a transfer, and there were internal changes.

Of the total number of direct workers, 310 were linked through indefinite employment contracts, and only three fixed-term.

In the case of external workers, 13 were linked to fixed-term contracts, corresponding to students in internships or formative stage from the SENA (National Learning Service). In addition, seven people were linked by employment contracts through the temporary work agency to meet specific needs for vacations and some work peaks.

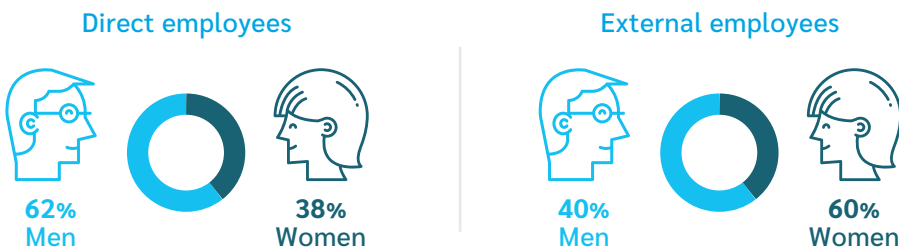
¹These data correspond to the payroll for December for direct employees and trainees and the employee report made monthly (in the case of temporary employees according to invoices).

GRI 405-1

Total of direct and external employees



Distributed by gender



Distribution by region



Distribution by cargo type

Cargo type	Men	Women	Total
Executive	5	0	5
Manager	12	2	14
Middle management	5	5	10
Specialist managers	44	50	94
Other	129	61	190
Total	195	118	313

In the Company's top management, we have the CEO, vice-president, manager, and director positions. Of these positions, 97% are Colombians.

Changes

GRI 202-2
51 new hires of direct staff were made, with a rate of new hires of 16.29%. 37% of these contracts were made at the Barranquilla terminal, followed by the Tolú terminal with 27%.

New employee hires

Region / Terminal	Men		Women	
	Between 18 and 30 years old	Between 31 and 50 years old	Between 18 and 30 years old	Between 31 and 50 years old
Bogotá	0	0	1	0
Barranquilla	5	7	3	4
Cartagena	1	2	1	1
Tolú	3	4	6	1
Aguadulce	3	3	0	2
Cascajal	1	2	1	0
Total	13	18	12	8

On the other hand, we registered that **65 direct employees** left with a **turnover rate of 20%**. We count voluntary retirements and dismissals without just cause, the latter corresponding to 8% only. The terminals with the highest rates were Aguadulce (29%), Cartagena (28%), and Tolú (17%).

Employees who left

Region / Terminal	Men			Women		
	Between 18 and 30 years old	Between 31 and 50 years old	Over 51 years old	Between 18 and 30 years old	Between 31 and 50 years old	Over 51 years old
Bogotá	0	2	1	0	1	0
Barranquilla	2	2	0	1	0	0
Cartagena	1	6	6	1	2	2
Tolú	1	3	6	1	0	0
Aguadulce	2	6	2	2	6	1
Cascajal	0	1	3	2	1	1
Total	6	20	18	7	10	4

Decent work

(202-1, 405-2)

Payment

All the Company’s employees receive salaries according to market dynamics. The minimum wage payment corresponds to the legal minimum wage in force for the entire national territory. For 2021, it was COP 908,526.

Average Salaries

Cargo type	Men	Women	Relation
Executive	\$49,724,520	--	--
Manager	\$24,295,467	\$20,735,450	17.2%
Middle management	\$11,680,920	\$11,680,920	0%
Specialist managers	\$5,159,934	\$3,698,074	39.5%
Other	\$1,727,387	\$1,432,079	20.6%

Benefits

(401-2)

The Company’s employees have benefits such as student loans with the option of forgiveness due to good grades, housing loans, and calamity loans. Besides, we have made new

agreements to expand the portfolio for employees. Also, we identified that some benefits, such as the day-off due to birthday and the family day, have had greater use.

Benefit	Description	Hierarchical level	Contract type	Employees benefited
Life Insurance	Life insurance is assumed 100% by the Company. It covers staff employees and trainees.	All	Fixed, indefinite trainees	326
Health Insurance	11 days of NMW per month for health coverage	CEO, Vice-president, Manager, Director	Indefinite	29
Disability coverage	Life insurance covers it. Additionally, suppose the staff employee has a severe or degenerative disease and disability of over 180 days. In that case, the Company grants aid of 1 NMW per semester and a maximum of 2 in the year. However, these aids do not constitute a salary.	All	Indefinite, fixed	0
Maternity and paternity leave	Once women finish the breastfeeding time, COMPAS provides an additional month, that is, until the baby turns 7 months old.	All	Indefinite, fixed	2
Actions	Company’s Shares	CEO, Vice-president, Manager	Indefinite	19
Marriage leave	If the employee marries (civil or religious), the Company grants 5 working days of paid leave.	All	Indefinite, fixed	4
Day-off due to birthday	During the employee’s birthday month, the Company grants a paid day leave.	All	Indefinite, fixed trainees	326
Feeding	Staff at the port are supported with food, either in kind or by cards, only for this purpose.	Staff located at ports	Indefinite, fixed, trainees, temporary	310
Vacation bonus	When enjoying vacations, the Company pays a bonus that is not included in the salary, based on seniority.	Boss, leader, coordinator, professional, assistant, technician, supervisor, analyst, operator, courier, driver	Indefinite	284

Use of employee benefits

Terminal	Total of employees	Employees using benefits	Percentage of benefit usage
Administrative headquarters	23	23	100 %
Cartagena	63	63	100 %
Barranquilla	62	62	100 %
Cascajal	61	61	100 %
Aguadulce	66	66	100 %
Tolú	58	58	100 %
Total	333	333	100 %

Parental leave
(401-3)

Index	Gender	2021
Number of employees who were entitled to maternity or paternity leave	Men	5
	Women	2
Number of employees who exercised their right to maternity or paternity leave	Men	5
	Women	2
Number of employees who returned to work after they completed their maternity or paternity leave	Men	5
	Women	2
Number of employees who returned to work after they completed their maternity or paternity leave and retained their employment twelve months after their return	Men	5
	Women	2
Return to work rate	Men	100%
	Women	100%
Retention rate	Men	100%
	Women	100%

Development of skills and competences

(404-1, 404-2)

7,413 training hours were developed for COMPAS employees. The Company promoted e-learning platforms (such as Ubits), law training, and self-formation.

Employees' training hours

Trained employees			Training hours		Average hours of training	
Labor Category	Men	Women	Men	Women	Men	Women
Executive	9	0	9	0	2.3	0
Manager	37	11	359	277.5	9.7	25.22
Middle management	44	42	1,620	1,326.5	36.81	31.58
Others	114	49	2,647	1,174	23.21	23.95
Total	204	102	4,635	2,778	22.72	27.23

The technical and soft skills training program for 100% of employees stands out. It is on-site and virtually. Its objective is to improve the employees' skills and leadership attributes.



Performance evaluation

404-3

The performance evaluation was carried out for positions such as boss, leader, coordinator, professional, assistant, analyst, technician, supervisor, operator, courier, and driver for the first year. This evaluation did not apply to

employees who, as of December 31, 2020, had less than 180 days in the Company. Likewise, it was carried out only for staff employees, not trainees or temporary staff.

Total number of people with performance evaluation

Labor Category	Men	Women
Executive	5	0
Manager	17	7
Middle management	38	48
Others	138	59
Total	198	114

Labor relations

Collective labor convention

GRI 2-30, 402-1

The Company has an industry union, in which there are unionized employees of the Cartagena, Tolú, and Cascajal terminals. In recent years, memberships have remained stable. They have exceeded 10% of staff employees.

In 2021, 6.7% of employees are unionized, corresponding to 21 people.

The Collective Labor Convention agreed within the union remained in force in 2021. The next negotiation will take place in 2022 due to the expiration of the convention in March.

Meetings for the review and follow-up of the agreements in the convention have been settled. They are held every two months.



Workplace harassment

(406-1)

The Company's Coexistence Committee reviewed two complaints of alleged workplace harassment by employees of the Cartagena terminal. These complaints were evaluated, and they were not classified as workplace harassment.

We carried out campaigns to prevent workplace harassment in all the Company's terminals. These campaigns are shared with employees in writing or on video.

Our challenges

Development of integral leaders.

- 1. Network of leaders: to launch the COMPAS leader development program for the second group of associates. Leaders of the first group will have a preponderant role in accompanying this new group.

Development of COMPAS' culture

- 5. Corporate values: to launch the innovation system for collecting, evaluating, and executing ideas or solutions considered relevant and that come from any associate.
- 6. Ethics management: to continue strengthening the ethics and transparency culture with all stakeholders.

Competent talent development.

- 2. Performance management: to strengthen the process of management and performance evaluation from directorate positions to all labor categories.
- 3. Talent planning: to define and implement action plans in order to ensure the consolidation of skilled talent, its development, and its retention.
- 4. Training and development: to continue ensuring the training required by each associate and the quality of the courses, closing the identified gaps. Also, to continue providing quality action plans to improve the staff's performance and competencies.

Fair employment relations

- 7. Work environment: to improve the work environment index in order to meet the 2025 goals by improving the employees' commitment and satisfaction with their jobs, team, and the Company.
- 8. Benefits: to strengthen the benefits offered to employees according to their sociodemographic conditions.
- 9. Management: to optimize the use of human management software in order to continue automating the processes of the area and promoting self-management.

We Care for Our Team

Material Topic: Occupational Safety and Health

For COMPAS, it is crucial to develop activities based on a culture of self-care and focus on preventing and mitigating occupational health and safety risks.



Highlights of the year

Certification in the technical standard ISO 45001

COMPAS updated its actions on the new occupational health and safety standard, ISO 45001 certification: 2018.

COMPAS achieved the recertification of quality management systems (ISO 9001) and environmental management system (ISO 14001). In addition, it was also certified under the ISO 45001 standard for occupational health and safety management systems. We also obtained these recertifications in Aguadulce Terminal. Therefore, the Company confirms its commitment to stakeholders on the path to excellence.

Strengthening fall protection systems

In 2021, fall protection was strengthened at the Tolú and Aguadulce terminals to increase operational efficiency and maintain the employees' safety during the execution of their tasks.

Covid-19 vaccination program "Company for vaccination"

The Company joined the ANDI program "Companies for vaccination," in which the purchase of 316 Sinovac vaccines was distributed in the different terminals. These vaccines were guarded and administered through the family compensation funds.

Restructuring of HSE management

In 2021, the occupational health and safety process was brought to the managerial level, strengthening the organizational structure by creating the HSSE Management's Office: health, safety, security, and environment and the HSE Directorate. This restructure generates synergy within the Company and unifies efforts between environmental and occupational health and safety processes.

Accident reductions

In 2021, accidents (direct employees and contractors) were reduced by 24% compared to 2020 records.



Occupational Health and Safety Management System (OSH-MS)

GRI 403-1, 403-2, 403-8

COMPAS remains committed to all its stakeholders and maintains its control mechanisms to prevent adverse impacts on health and safety. The Company fulfills international standards and certifications in ISO 45001 (International Standard for occupational health and safety management

systems) to protect employees and visitors from occupational accidents and diseases.

The ISO 45001 certification was adopted to mitigate any factor that may cause irreparable damage to employees or the business by meeting their requirements for clients, suppliers, and contractors.

The COMPAS' OSH-MS covers 100% of direct and external employees.



Employee Type	Number of employees covered	Percentage of total employees
Direct employees	332	100%
Employees who are not direct employees of the Company but whose work or the Company controls the workplace	1,358	100%

COMPAS updates and socializes the scheme that details suppliers and contractors’ general occupational safety and health requirements. It includes the following components:

- General requirements.
- Personal protection equipment.
- Handling of chemical products.
- Occupational medical examinations.
- Environmental measurements.
- High-risk tasks.
- Strategic road safety plan.
- Support providers of management system activities.
- Secondary port operators.

Besides, it keeps updated and trained its **Brigades for Emergency Care** in all terminals. Here, associates are duly identified, trained, and equipped to prevent, control, and react in high-risk situations. The aim is to safeguard the integrity of all stakeholders.

Senior management’s commitment and leadership in occupational safety and health is undoubtedly the main reason for the clients and stakeholders’ high level of trust and commitment to having business relations with the Company.

The HSE area is an entity that allows the optimal development of the system and constantly verifies that the procedures and protocols are met. For example:

- Validation of affiliations to the Comprehensive Social Security Program.
- Verification of minimum standards under the approach of Resolution 0312 of 2019. These standards apply to all employers and staff contractors. The resolution specifies regulations, requirements, procedures, and mandatory compliance documentation.
- Implementation of OSH Requirements for suppliers and contractors to monitor through a detailed analysis the requirements to be met and the execution of their activities during their stay at the Company’s terminals.

The OSH-MS is audited internally and externally:

- Internally, the Risk and Internal Control carry out comprehensive evaluations to add value and improve the Occupational Health and Safety process operations.
- Externally, certification audits are carried out with ICONTEC to determine the system requirement compliance.



Occupational Health Services

(403-3, 403-6)

SDG 3: Good Health and Well-being



COMPAS seeks to improve the staff’s work environment in order to prevent risks. Thus, it intervenes timely and facilitates the management of schedules, means of transport, and support technology use.

In 2021, we worked to meet the objectives established in each of the services provided, resulting in a decrease in accidents of 24.24% and zero reports of occupational disease.

The following are the main actions taken to protect the employees’ health and integrity:

Monitoring of the work environment

COMPAS works daily so that its employees have optimal jobs, ensuring that the risks associated with the activities generated in the Company are reduced. As a result, the following improvements were implemented in 2021:

- Implementation of biosecurity measures such as barriers in canteens to maintain distancing and safe food consumption.
- On-site workplace inspections with the help of a physiotherapist from ARL Sura at the port facilities to identify inadequate ergonomic conditions. According to the recommendations issued in the technical report, a furniture change (ergonomic chairs) was made, seeking to improve ergonomics in each workstation.
- Preventive maintenance on the sanitary stations and sink installation to ensure optimal compliance with biosecurity protocols.
- The supply of disinfectant liquids was continued to protect employees and comply with the biosecurity protocol in all areas of the port facilities.

- Technical support was continued to maintain the operation of the technological infrastructure and give continuity to virtual meetings, avoiding crowds in on-site meetings.
- Remote work and the alternation modality were continued for administrative positions that did not require to be present at the port facilities to reduce exposure to the virus.
- Establishing intensive cleaning plans in each area.
- Respiratory protection continued to be provided (medium-sized respirator masks with P-100, N95, and conventional surgical filters). The purpose is to continue complying with the measures indicated in the guidelines by the Ministry of Health and mitigate the exposure to particulate matter.

Surveillance of employees' health

COMPAS has programs focused on improving the quality of life and promoting healthy lifestyles to detect and prevent those factors that may generate a risk of contracting diseases. For example, myocardial infarction, stroke (thrombosis, embolism, and brain hemorrhage), obesity, hypertension, diabetes, and stress. There are several mechanisms to manage this surveillance:

- External partners.
- Health campaigns at the workplace.
- Periodic follow-up with a doctor on site.
- Promotion of physical activity.
- On-site physical activity programs: dance therapy.

By 2021, the health surveillance of the Company's employees was carried out through a platform provided by the ARL. The platform

aimed to identify those people who reported respiratory symptoms related to Covid-19. In addition, the in-house medical service was continued to verify the associates' health conditions.

Likewise, the Company carried out screening activities to diagnose Covid-19 through antigen tests, PCR tests, and serological tests to identify and manage possible infection focal points. Besides, the Company joined the ANDI program **"Companies for Vaccination,"** in which the purchase of 316 Sinovac vaccines was distributed in the different terminals. These vaccines were guarded and administered through the family compensation funds.

COMPAS accompanies occupational medical staff to guarantee the follow-up to the employees' cases impartially and with transparency. Additionally, it executes with suppliers authorized to provide occupational health services the commitment to confidentiality and the corresponding legal compliance [Resolution 1995,1999; Law 23, 1981; Law 1437, 2011 (Art 24. Ítem 4)].





Advice

COMPAS received advice from strategic partners of ARL Sura Company about occupational health, safety, and hygiene. For example:

- Participation in the danger identification methodology and risk assessment and control.
- Support during the execution of the training plan.
- Accompaniment in the investigation methodology of occupational incidents and accidents.
- Advice and support for the development of industrial safety, industrial hygiene, and occupational medicine programs.

Additionally, the Company has the advice of Mercer Marsh Beneficios on the updating of legal regulations.

First aid and emergency treatment services

The Company has a disaster and emergency risk management plan in each port facility that classifies events according to the nature of the threats. It ensures timely and effective attention to injuries so that the employees' integrity is protected within the facilities or neighboring companies that affect our infrastructure.

There is a comprehensive brigade for emergency care training with the standard first aid guidelines. This brigade performs practices through simulations, stretcher training, transport of injured people, essential life support, and use of an AED.

For the emergency care of associates and visitors, there is a protected area service that provides specialized support 24/7, 365 days a year.

Occupational health and safety training

GRI 403-4, 403-5

COMPAS has a procedure for danger identification and risk evaluation and control that leads to the definition of training topics, operational type, cargo to be managed, and equipment, among others.

Once these needs are defined, the training and awareness plan is developed and executed from the Human Resources area and the HSE area together with the ARL.

This training plan aims to improve the staff's skills (hard and soft skills) and raise awareness, having better control of the dangers and risks that may arise in daily activities.

The training topics are developed according to the needs described in the job profiles. For example:

- High-risk tasks.
- Industrial hygiene and safety.
- Strategic road safety plan.
- Healthy lifestyles.
- Epidemiological surveillance program.
- Safe handling and lifting cargo.
- Handling of chemical products.

The training frequency depends on the training plan aimed at direct associates and contractors. The effectiveness of the training

is evaluated through knowledge evaluations about the topics seen and the effectiveness of what has been learned.

In 2021, 58 training activities were carried out for direct employees and 50 for external employees, with the participation of 355 people and 332 training hours.

	Direct employees	External employees
Number of occupational health and safety training activities carried out	58	50
Total number of employees trained in occupational health and safety	198	157
Total of training hours developed	224	108



For this period, 50% of the training strictly applied biosecurity measures on-site. This training is the basis for improving competencies and compliance with regulations. The following are the topics addressed:

- ✚ Risk and danger identification.
- ✚ Importance of personal protection equipment usage.
- ✚ Safety in welding work and accident prevention in tasks with high temperatures.
- ✚ Danger control and accident prevention in confined spaces.
- ✚ Safety in lifting cargo work.
- ✚ Prevention of hand accidents and hand and power tool usage.
- ✚ Mechanical risk and crushing by hazardous energies.
- ✚ Handling of chemical substances.
- ✚ Training of supervisors and employees that work at heights.
- ✚ Awareness of road intelligence for drivers and pedestrians.
- ✚ Road safety policies.
- ✚ Prevention of musculoskeletal disorders.
- ✚ Training on healthy lifestyles.
- ✚ Respiratory and hearing health care.
- ✚ Basic first aid.
- ✚ CPR training.
- ✚ Training on the prevention of drug dependence, alcohol, drugs, and other addictions.
- ✚ Preventive measures in case of emergencies.

Work-related accidents

(403-9, 403-10)

Direct employees’ accidents increased by 25%, while contractors’ accidents decreased by 31.03%.

In January of 2021, a fatal accident occurred to a contractor at the Aguadulce terminal. The research generated an action plan that includes tasks such as: implementing a blocking and labeling program to control residual energy, executing tools for the risk

identification and control before maintenance of equipment, and disseminating procedures and programs. Through these and other actions, the Company continues to improve working conditions and reduce the occupational health and safety risks for direct associates and contractors.

The main accident types recorded in 2021 were falls, blows by or against, crushing, and falls from heights.

In 2021, work-related accidents decreased a 24.24% (33 accidents in 2020 and 25 accidents in 2021).

	Direct employees	Contractors
Number of work-related fatal accidents	0	1
Rate of work-related deaths	0	0.076
Rate of work-related accidents registered ¹	1.52	1.52
Number of work-related accidents registered	5	20
Total number of hours worked	886,847	3,638,052

On the other hand, the trend of occupational diseases derived from the own and contracted activities whose workplace is controlled by the Organization remains in zeros.

¹Calculation: (Number of events / Number of average employees per year) X 100

The following are the main activities carried out concerning the identified risks to the employees' health and safety:

Risk Type	Activities
Mechanical	<ul style="list-style-type: none">• Recruitment of competent staff to fulfill the profile of the required position.• Tool inspection program.• Manual tool management program.• Cargo management program.• Manual of high-risk tasks.• Permit to work procedure.• Risk assessment matrix and controls.• A follow-up to the annual OSH training plan.• Compliance with safe work procedures.• Procedure for reporting unsafe conditions.• Behavior observation program.• Proper use of personal protection equipment.
Lifting cargo	<ul style="list-style-type: none">• Manual of high-risk tasks.• Safe management of cargo.• Program of lifting equipment inspections.• Competent staff for the activity.• Procedure for reporting unsafe conditions.• Behavior observation program.• Proper use of personal protection equipment.
Electrical	<ul style="list-style-type: none">• Sharing safe procedures following RETIE (Technical Regulations for Electrical Installations) and legal regulations.• Manual of high-risk tasks.• Compliance with the permit to work program.• Risk assessment matrix and control.• Recruitment of competent staff for electrical tasks.
Falls and blows	<ul style="list-style-type: none">• Competent and certified staff for work at heights.• Risk assessment matrix and control.• Compliance with safe work procedures according to regulations.• Staff awareness of the risks associated with the tasks.• Manual of high-risk tasks and permit to work procedure.• Procedure for reporting unsafe conditions.• Behavior observation program.• Proper use of personal protective equipment and fall protection equipment.
Biomechanical	<ul style="list-style-type: none">• Performing occupational medical examinations focused on musculoskeletal risks.• A follow-up to the epidemiological surveillance system of biomechanical risk.• Workplace inspection.• Staff training on biomechanical risk and control methods.• Behavior observation focused on postural hygiene.
Chemical (particulate matter)	<ul style="list-style-type: none">• Performing spirometry during occupational medical examinations.• A follow-up to the Epidemiological Surveillance System for respiratory conditions.• Irrigation Systems in the storage areas and terminals control particulate matter emissions.• Training and awareness of the staff exposed to chemical risk by particulate matter.• Use respiratory protection, especially N95 type, and a half-face mask with filters.

Risk Type	Activities
Physical (noise)	<ul style="list-style-type: none">• Equipment maintenance to control abnormal noise.• Identification of tasks where the use of hearing protection is required.• A follow-up to the epidemiological surveillance system to prevent sensorineural hearing loss.• Exposed staff training on the risk and control methods.• Proper use of hearing protection according to exposure levels.
Other	<ul style="list-style-type: none">• Dissemination of general and specific updated HSE legal requirements.• Compliance with HSE regulations.• Danger identification, risk assessment, and controls.• Training and reinforcement of topics related to high-risk tasks.• Completion before the start of the risk analysis activities and permits to work under high-risk tasks.• Routine work inspections of locations, equipment, tools, PPE, and high-risk activities.

Our challenges

- ✔

To consolidate and unify the areas of environmental management and occupational health and safety in order to be functional for the Company.
- ✔

To maintain the accident reductions for direct employees and contractors by 20%. Also, to prevent occupational diseases by 2022 through the five lines of action in the risk treatment project.
- ✔

To train staff on HSE and soft and hard skills to meet the process's goals and objectives.
- ✔

To comply with all projects and strengthen operational controls, increasing our employees' safety in all terminals. Thus, it is reduced the possibility of accidents, and we contribute to the goals proposed for this period.

05 Our Environment

🌊 We Take Care of Natural Resources

🌊 Climate Resilience



We Care for Natural Resources

Material Topic: Eco-efficiency and Resources Use

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

Our approach to environmental care

GRI 3-3

The approach is based on the sector’s best practices through the application of a strong management system that identifies, avoids, minimizes, and mitigates the possible environmental risks associated with our

operations. Therefore, COMPAS’s main challenges are aligned with the Sustainable Development Goals (SDGs), including specific actions framed in contributing to the fulfillment of the 2030 Agenda.



Environmental challenges	Sustainable Development Goals
Circular Economy	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Climate Change	7 AFFORDABLE AND CLEAN ENERGY 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 13 CLIMATE ACTION
Sustainable Cities	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 11 SUSTAINABLE CITIES AND COMMUNITIES
Natural Capital	14 LIFE BELOW WATER 15 LIFE ON LAND

The Company has processes that ensure the efficient use and consumption of resources (water and energy) and the responsible consumption of goods and services with a circular economy approach. These processes

make it possible to progressively reduce waste generation and implement water recirculation projects, maximizing the storage and supply of rainwater.

Objectives

- 1. To increase the recovery of recycled material and decrease the generation and disposal of waste.
- 2. To give adequate management to water, reducing the environmental impact generated by the consumption and depletion of the natural resource. Also, to reduce the environmental damage by the disposal of industrial and domestic wastewater, avoiding the impact during the execution and development of port activities.

COMPAS has an environmental management system certified in the ISO 14001: 2015 standard. It allows the management of environmental impacts in a transversal and integral way.

This system has several elements, including:

- Environmental identification and assessment matrix.
- Environmental legal matrix.
- Environmental legal compliance assessment matrix.
- Environmental Management Plan (EMP), licenses, permits, water concessions, and sharing of the EMP with communities.
- Environmental indexes.
- Operational controls.



Highlights of the year

ODS 6: Clean water and sanitation



Water management:

Use of rainwater.

In the ports of COMPAS Cascajal and Aguadulce, 15,700 m³ of rainwater was collected and used for washing common areas and domestic use.

Water recirculation.

In the Aguadulce terminal, An average of 258 m³ of water were recirculated per month, that is, 3,096 m³ in the year. This water was used after passing the runoff through the settling tank that collects the resource from the coal storage yard. The physicochemical conditions of the resulting water allow reuse in the processes of carbon wetting and tire washing, reducing the purchase needs.

SDG 12: Responsible consumption and production



Waste management:

Waste separation and recycling.

In 2021, 706.39 tons of waste were recycled due to separation processes at the source, awareness of employees, and strengthening of the environmental culture.

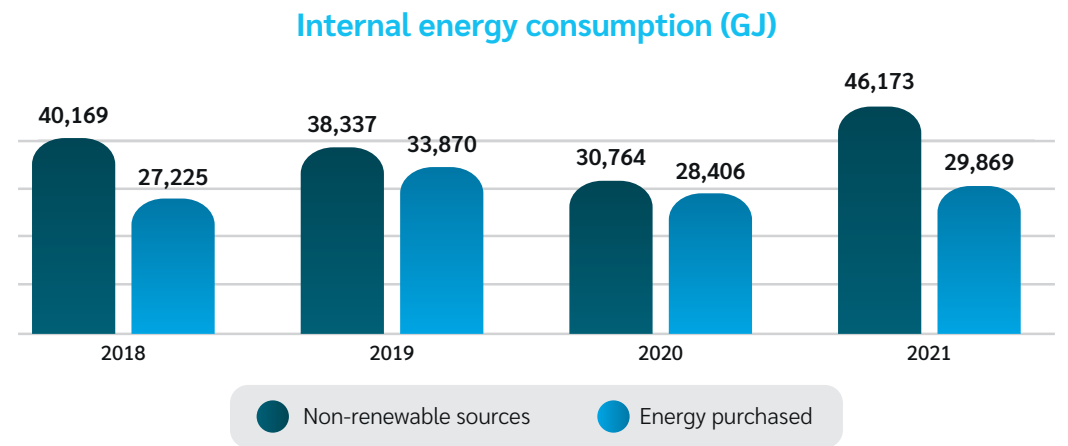
Donation of organic resources.

Within the circular economy framework, 1,260.31 tons of organic waste were donated as input for non-profit organizations that produce compost.

Energy efficiency

GRI 302-1, 302-3

The total energy consumption in 2021 was 76,042 GJ, 28% more than in 2020. This result is due to the greater use of fuels for operating machinery and equipment in the terminals. Also, it is due to the return to on-site work for some administrative positions.

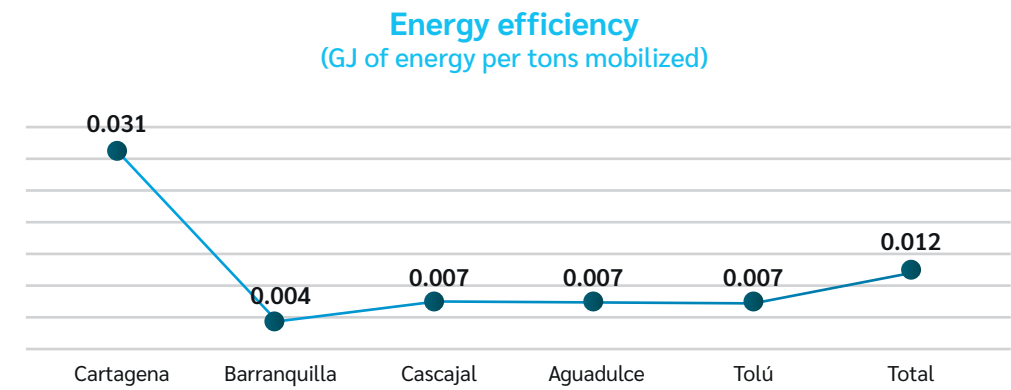


Terminals	Non-renewable sources	Energy purchased	Total
Administrative headquarters in Bogotá	71	62	133
Cartagena	36,028	12,269	48,297
Barranquilla	2,556	2,677	5,233
Cascajal	1,408	3,517	4,925
Aguadulce	3,427	6,702	10,129
Tolú	2,682	4,642	7,324
Total	46,173	29,869	76,042

- In 2021, awareness campaigns were carried out for responsible energy consumption inside the terminals. The only terminals that presented reduction were Barranquilla and Cascajal.
- Barranquilla presented an energy decrease of 7.8% compared to 2020. It went from 5,680 GJ to 5,233 GJ because the port facility has a direct energy contract with the service provider company, so the accuracy of the consumption measurement has improved. Likewise, there was no greater energy consumption generated by the expansion constructions.

- Cartagena increased 48% compared to 2020 and went from having consumption of 32,586 GJ to 48,297 GJ. This increase was due to the use of ACPM for the operation of equipment and machines, registering a growth of 62%. ACPM consumption went from 22,185 GJ in 2020 to 36,028 GJ in 2021.
- Cascajal registered a decrease of 2.7% compared to 2020 and went from consuming 5,063 GJ to 4,925 GJ in 2021. These results are due to the installation of sensor systems to ignite air conditioners and the decrease of mobilized cargo, which saves energy consumption.
- Aguadulce increased 10%, with record consumption of 9,206 GJ in 2020 and 10,129 GJ in 2021. This increase is linked to the volume of tons mobilized, which grew by 7%.
- Tolú presented a 10% increase in energy consumption compared to 2020 due to a 39% growth in ACPM consumption because of greater use of the power plant and the Volvo wheel loader.
- The energy consumption of some terminals increased due to the specific needs of each operation and the increase in the volume of tons mobilized.

The energy efficiency index closed the year at 0.012 GJ of energy consumed for each ton of cargo mobilized.



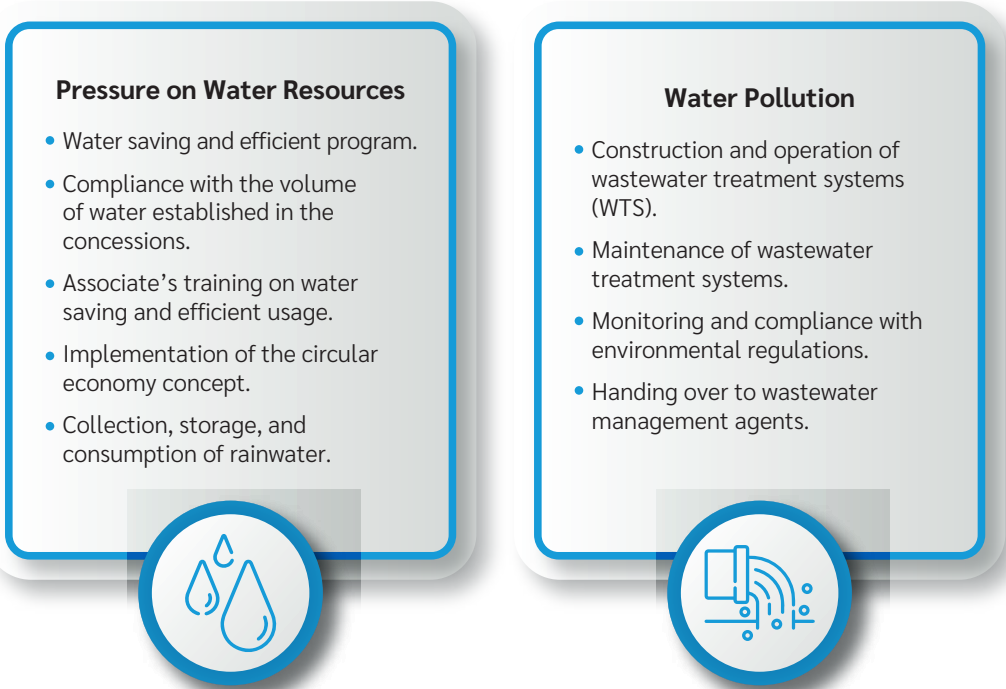
Water care

GRI 303-1, 303-2

COMPAS uses water resources mainly for direct consumption, cleaning, construction works, soil wetting, washing of equipment and vehicles, and wetting of coal piles.

The main impacts identified in these activities are related to the pressure and contamination of the water resource, for which specific actions have been established within the environmental management plans. Likewise, permanent monitoring of the parameters settled by the environmental authorities was established.

Mechanisms for impact management on water:



To monitor the impacts on water resources, we established the following evaluation mechanisms:

- ✓ Monthly monitoring through meters for water consumption:
 - Purchase of water (utilities).
 - Water procedures and concessions (surface and underground).
 - Rainwater harvesting and storage.

- ✓ Biannual environmental impact evaluation through a matrix of identification. Also, impact evaluations of biotic, abiotic, and social factors.
- ✓ Biannual analysis of scenarios by identifying the activities carried out in each area.
- ✓ Control, measurement, and recording of the volume of water collected in the Magdalena River, along with biannual monitoring and leak supervision.

Water collection and consumption

GRI 303-3

The water collected by the Company for domestic and industrial use has the following characteristics:

Use	Source of water resources
<ul style="list-style-type: none">• Soil and coal pile wetting• Washing of equipment and vehicles• Domestic use	<ul style="list-style-type: none">• Barranquilla Terminal: surface water of the Magdalena River basin, 8 km upstream of the estuary in the Caribbean Sea.• Tolú Terminal: groundwater wells.
<ul style="list-style-type: none">• Domestic use• Cleaning	<ul style="list-style-type: none">• Municipal aqueducts.
<ul style="list-style-type: none">• Carbon wetting• Tire washing	<ul style="list-style-type: none">• Aguadulce Terminal: rainwater harvesting.

In addition, bottled water (bottle dispensers) is used in the terminals for hydration and general consumption.

In 2021, we registered a total collection of 227,559 m³ of water, 1.5% less than the previous year. This result is due to the

execution of the expansion project in the storage capacity and rainwater harvesting in Aguadulce and Cascajal terminals. It is also related to the water consumption from municipal supplies. Additionally, coal wetting processes generated less water demand due to high rainfall.

Water collection per source (m³)

Source	2019	2020	2021
Fresh water collected from surface sources	206,106	181,151	174,283
Groundwater	2,358	8,579	14,728
Rainwater	9,250	15,403	15,700
Municipal water supplies or other public or private water services (it includes tank trucks)	41,023	25,840	22,848
Total collection	258,736	230,973	227,559

Recycled and reused water

	2020	2021
The volume of water recycled/reused (m³ / year)	660	1,000
Percentage of water recycled/reused about total water collected	2.87%	0.4%
Volume of water collected by rain (m³ / year)	14,743	15,700

Water disposal

GRI 303-2, 303-4

Wastewater from the operation of ports can lead to a decrease in the physical, chemical, and biological characteristics of the receiving water bodies and pollution of the water resource. There are several systems to treat wastewater before its disposal. The difference in the treatment types is determined by the characteristics and concentrations of the pollution:

Terminal	Treatment method
Barranquilla	• Treatment plant with concrete modules of sieve, grease trap, and settler.
Tolú	• Four septic tanks.
Cascajal	• 4 domestic WTS formed by a septic tank and upflow anaerobic filter (4.5 m³). • 1 non-domestic WTS with a grease trap.
Aguadulce	• Domestic wastewater is treated through four equal treatment systems, consisting of a grease trap, septic tank, and anaerobic filter that have the following design characteristics: • The Septic system and upflow anaerobic filter (2.4 m3) perform the processes of sedimentation, clarification, and upflow anaerobic filtration (UAF) in one unit. • It is made of Glass Reinforced Polyester (GRP).

The parameters evaluated for wastewater are based on the analytical methods of the Standard Methods for the Examination of Water and Wastewater 23rd, Edition 2017, and the sampling instructions of the laboratory accredited by the Institute of Hydrology, Meteorology and Environmental Studies (IDEAM). This evaluation relates the analytical parameters sampled with the analytical method and the limit of quantification according to the environmental regulations applicable to each port. It is explicitly based on Resolution 883/2018 for disposal of a marine water body and Resolution 0631/2015 for disposal of a sewerage system.

The characteristics evaluated are:

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

In 2021, 86.23 megaliters of previously treated wastewater were disposed of, 6% more than in 2020.

Wastewater disposal per source type (megalitres)

Source type	2020	2021
Surface sources	46.75	51.65
Seawater	17.39	17.18
Water from third parties (aqueduct and sewer systems)	17.49	17.49
Total	81.64	86.23



Efficient waste management

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

The main activities of COMPAS operation that generate waste are:

- Grain management.
- Operational activities that generate bulky waste.
- Maintenance activities that generate hazardous waste.
- Canteen for employees that generates ordinary waste.

The impacts associated with waste generation are:

- Soil resource pollution due to poor waste disposal.
- Water resource pollution due to poor waste disposal.
- Reduction of air quality due to offensive odors related to poor waste management.
- Damage to the landscape due to poor waste disposal.
- Vector proliferation.

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

- All operating permits and licenses (waste transport permits, landfill licenses, etc.) are requested during the purchasing process.
- There are procedures to avoid the generation of waste and for waste treatment.
- All waste must be weighed at departure and recorded in the established format.
- The generation of waste is permanently monitored. The Company presents biannual reports to the environmental authorities and annual reports to the IDEAM.
- There is an established procedure for donating waste from sweep to reuse.
- Non-profit institutions and organizations with access to this benefit must meet certain requirements.

Weight of waste generated (tons)

Waste composition	Waste generated	Waste used	Waste eliminated
Hazardous waste	46.5	14.9	31.59
Non-hazardous waste	3,110.7	2,296.8	813.9
Total waste	3,157.3	2,311.7	845.5

The hazardous waste includes lamps, electronic waste, waste impregnated with hydrocarbons, used oils, and packaging of hazardous substances.

scrap junk, wood, and usable organic waste. However, there is also unusable waste such as sweeps in poor conditions, logging waste, bulky waste without value, and waste generated by canteens.

Non-hazardous waste includes recyclable elements such as paper, cardboard, plastic,

In 2021, waste generation increased by 22% compared to 2020, with 61% more hazardous waste and 22% more non-hazardous waste. 73% ff the total waste generated was used.



Waste used

GRI 306-4

SDG 12: Responsible consumption and production



The total waste used during 2021 was 2,311 tons, 99% corresponded to non-hazardous waste (wood, scrap, sweeps, plastic, paper, cardboard, etc.), and the remaining 1% was hazardous waste (batteries, electronic equipment, used oils, etc.).

Weight of waste used (kg)

Waste type	Waste	Method of utilization	Weight (kg)
Hazardous waste	Used oils - Quicklime	Recovery	12,652
	Lamps	Recovery	641
	Batteries	Recovery	1,621
	Other	Recovery	2
	Total used		14,915
Non-hazardous waste	Plastic, paper, cardboard, glass, tetra pack, aluminum, scrap junk, wood, and big bags.	Recycling	967,410
	Non-recoverable organic and inorganic waste	Composting	1,263,090
	Rubbers and tires	Recycling	66,324
	Total used		2,296,824

Waste elimination

GRI 306-5

On the other hand, 845 tons of waste were disposed of, 96% were non-hazardous waste (ordinary, bulky, and sweeps, in poor condition), and the remaining 7% were hazardous waste (waste impregnated with hydrocarbons, oily waters, among others).

Weight of waste eliminated (kg)

Waste type	Waste	Method of elimination	Weight (kg)
Hazardous waste	Used oils - Quicklime	Treatment	380
	Other	Incineration	31,209
	Total dispuestos		31,589
Residuos no peligrosos	Non-recoverable organic and inorganic waste	Landfill	565,035
	Pruning and logging waste	Landfill	76,820
	Waste from adapting infrastructure	Landfill	60,000
	Sludge, powders, and process samples	Landfill	112,050
	Total		813,905

Our challenges

In order to advance in eco-efficiency and the proper use of resources, the following challenges are contemplated for 2022:

✔ **Management of 90% of the organic waste generated in operation.**

The proper management of the organic waste generated during the operation reduces disposal costs. When aligned with the circular economy concept, this waste will be donated to non-profit entities to be incorporated into production processes for compost and animal feed.

✔ **To reduce hazardous waste production by 1%.**

Sharing of operational controls and good practices during the performance of activities that can generate hazardous waste will tend to a gradual decrease in waste generation.

✔ **To increase recycled waste by 2.5%.**

Awareness of employees and contractors for constant separation at the source improves the percentage of the recycled material year after year.

✔ **To reduce by 1% the waste disposal.**

The concept of circular economy, responsible consumption, and recycling are practices that should lead to the reduction of waste sent for disposal. The decrease in the volume of waste is an index that shows the concepts apprehended and the associate's awareness.



We are Resilient to Climate Change

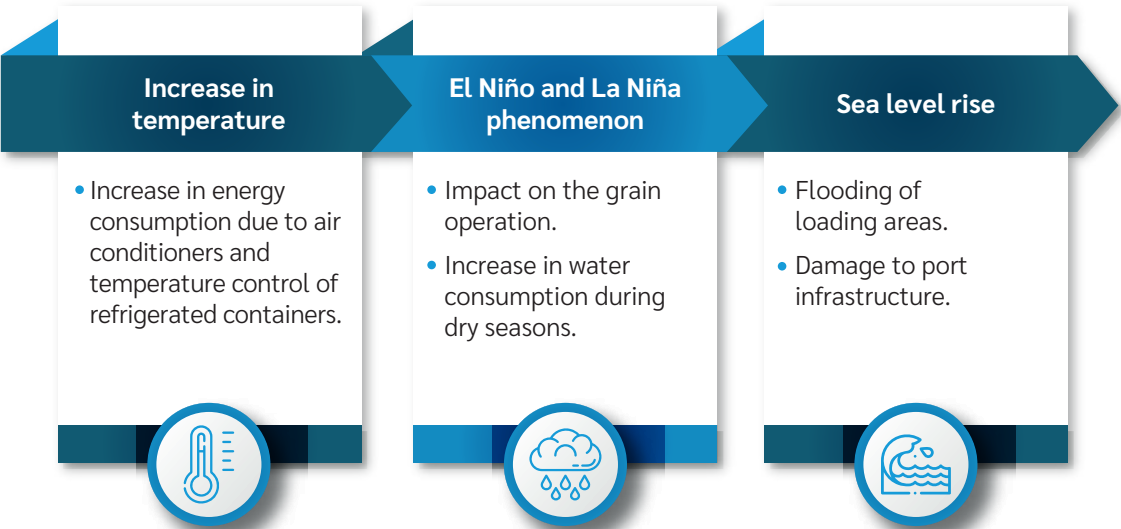
Material Topic: Climate Change and Protection of Natural Capital

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

Climate change management

GRI 3-3

The port sector is highly vulnerable to climate change because impacts can generate changes in the synergies of port operations that must be managed timely. These include:



For COMPAS, it is essential to identify the individual risks and opportunities in each terminal to check the resilience facing these alterations. Thus, achieving growth with a greater degree of planning and a safe and financial operation. Also, it helps to include adaptation measures that facilitate business continuity without risking investments, the business model, and sustainability.

Therefore, the Company's corporate strategy for mitigation and climate change aims to respond to the risks associated with this phenomenon and take advantage of the opportunities derived through the promotion of initiatives for adaptation and mitigation that make COMPAS more resilient in the short, medium, and long term.

Objectives of the strategy:

- To reduce the impacts caused by the emission generation and air quality because of the activities in each terminal.
- To moderate the pollution of the operation and damage to air quality that may impact the Company's staff, environment, products, and facilities.
- To identify priority actions in order to reduce the carbon footprint and increase the Company's resilience to climate change.



Highlights of the year

Actions were carried out in 2021 with outstanding results:

SDG 13: Climate action



Emission compensation.

We achieved a compensation of 50% of the carbon footprint generated during 2020, reaching 2,127 tons of CO₂ equivalent.

Adaptation to climate change.

We defined the methodological framework for calculating the vulnerability index to climate change in the COMPAS Tolú terminal.

SDG 7: Affordable and clean energy



Renewable energy.

The Company began the tender process for generating photovoltaic energy in Barranquilla, Cartagena, and Tolú terminals.

The purpose is to achieve higher levels of energy sufficiency and reduce the Company’s carbon footprint.

Our carbon footprint

GRI 305-1, 305-2

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

This measurement is focused on the six gases contemplated by the Kyoto Protocol and the

Intergovernmental Panel on Climate Change (IPCC): carbon dioxide (CO₂), nitrous oxide (N₂O), methane (CH₄), sulfur hexafluoride (SF₆), chlorofluorocarbons (CFCs) and perfluorocarbons (PFCs).

For 2021, **5,586.5 tons of CO₂** equivalent were generated, 31% more than before. These figures are due to the higher consumption of fuels and refrigerant gases during the terminal’s operations.

Direct emissions (scope 1)

Direct emissions generated by the Company fleet and refrigerant gases. Also, it is due to in the use of fuels for the operation of its wastewater treatment.

Source of emissions	2020	2021	Variation
ACPM	2,329.09	3,636.5	56%
Gasolina	4.25	13.7	222%
R-410A	40.94	120.9	195%
R-22	35.94	86.8	142%
Tratamiento aguas residuales (DQO)	1.42	0.7	-51%
Total	2,411.64	3,858.6	51%

Indirect emissions (scope 2)

They are generated by the electrical energy supply companies for each operating terminal. consumption with sources from the regional

Source of emissions	2020	2021	Variation
Energy acquired	1,859.31	1,953.2	5%
Total	1,859.31	1,953.2	5%

Emisiones por terminal

Terminal	Year	Scope 1	Scope 2	Total
Aguadulce	2018	347.9	429.6	777.5
	2019	450.8	519.3	970.1
	2020	302.3	224.8	527.1
	2021	318.5	253.18	571.3
Barranquilla	2018	67.9	114.9	182.8
	2019	135.1	258.8	393.9
	2020	170.9	286.4	457.2
	2021	181.5	211.9	393.3
Bogotá	2018	-	-	-
	2019	4.1	7.3	11.5
	2020	2.0	5.6	7.6
	2021	4.8	4.93	9.7
Cartagena	2018	2,474.0	923.0	3,397.0
	2019	2,426.0	1,038.9	3,464.9
	2020	1,669.1	823.1	2,492.2
	2021	2,819.1	970.9	3,790.0
Cascajal	2018	129.3	157.8	287.1
	2019	109.1	143.1	252.3
	2020	109.9	135.4	245.2
	2021	103.9	144.9	248.9
Tolú	2018	99.8	312.1	411.9
	2019	99.3	559.9	659.2
	2020	139.2	384.1	523.3
	2021	209.1	367.4	576.4

Scope 1 emissions:

- In 2021, there were increases compared to 2020 for the terminals of Tolú (50%), Cartagena (69%), Barranquilla (6%), and Aguadulce (5%). They also had an increase in operations between 8% and 29%.
- There is a 5% decrease in direct emissions from the Cascajal terminal due to lower levels of cargo mobilization.
- In the administrative headquarters of Bogotá, there is a decrease of 12%.

Scope 2 emissions:

- In Aguadulce, Cartagena, and Cascajal terminals, there were increases of between 7% and 18%.
- There was an emission increase in the administrative headquarters in Bogotá because part of the administrative staff returned to work on-site.
- In Barranquilla, a more accurate consumption record is kept due to the electricity independence executed at the end of 2020, demonstrating a lower consumption than the one registered.
- In Tolú terminal, there was a decrease of 4%, maintaining a generation of scope 2 emissions similar to the previous year.



We compensate our Footprint

SDG 13: Climate action



In 2021, 50% of the carbon footprint generated in 2020 was compensated, reaching 2,127 tons of CO₂ equivalents.

This voluntary compensation of the carbon footprint was carried out by acquiring carbon certifications. These certifications are one of the three mechanisms proposed in the Kyoto Protocol to compensate for emissions causing global warming and the greenhouse effect.

Some advantages of footprint compensation are:

- Reduction of earth pollution.
- Reduction in air pollutants other than CO₂.
- Stronger and healthier local communities.
- Generation of financial opportunities and jobs.

Therefore, the compensations were made through the EcRegistry and COLCX certification programs on the SKCARBONO project in Cauca and Sombrilla project on the North Coast. These programs comply with the requirements established in Decree 926, 2017, by the Ministry of Finance and Public Credit and in Resolution 1447, 2018, by the Ministry of Environment and Sustainable Development regarding:

- Use of methodologies for the formulation of GHG mitigation projects.
- Principles of the monitoring system, reporting, and verification of mitigation actions.
- Characteristics of GHG emission reductions and removals for carbon neutral certification.
- Criteria for validation and verification of sectoral mitigation projects.

Air emissions

GRI 306-5

The Ministry of the Environment controls and monitors the SO₂, NO₂, CO, O₃, and particulate matter PM10 and PM2.5 emissions following the Resolution 2245,2017. This resolution presents

the air quality standard and other regulations to ensure a healthy environment and reduce risks associated with exposure to pollutants in the atmosphere for human health.

Barranquilla

Barranquilla terminal has four points recorded in 2021 did not exceed the limits for monitoring air quality. The emissions set by the environmental authorities.

Air emissions by Barranquilla Terminal (µg/m³)

Emission type	Spot 1	Spot 2	Spot 3	Spot 4
Particles (PM ₁₀)	38.23	39.28	37.79	38.28
Particles (PM _{2.5})	13.39	13.61	13.15	12.90
SO ₂	19.22	22.21	16.71	21.93
NO ₂	31.36	35.43	31.36	35.38
O ₃	24.08	24.04	24.09	24.31
CO	971.07	968.82	964.57	972.10

Tolú

In Tolú, three spots have been set up for permanent air quality monitoring. The results recorded in 2021 did not exceed the limits allowed by the environmental authorities for the operation of the port.

Air emissions by Tolú terminal (µg/m³)

Emission type	Spot 1	Spot 2	Spot 3
Particles (PM ₁₀)	41.57	40.40	39.25
Particles (PM _{2.5})	13.68	13.47	13.28
SO ₂	18.82	20.98	19.12
NO ₂	44.88	45.23	45.12

Aguadulce

In this terminal, eight air quality measurements and monitoring spots are available. In 2021, they recorded measurements below the limits allowed by the environmental authorities.

Air emissions by Aguadulce Terminal (µg/m³)

Emission type	Spot 1	Spot 2	Spot 3	Spot 4	Spot 5	Spot 6	Spot 7	Spot 8
Particles (PM ₁₀)	16.9	19.9	12.6	12.2	16.2	17.3	22.4	26.2
Particles (PM _{2.5})	1.53	0.27	0.21	2.27	0.87	0.73	0.39	1.75

Cascajal

There are three spots for monitoring air emissions. Similar to the other terminals, in 2021, no measurements were recorded above the allowed limits.

Air emissions by Cascajal terminal (µg/m³)

Emission type	Spot 1	Spot 2	Spot 3
Partículas (PM ₁₀)	49.1	132.6	144.3
NO ₂	0.75	1.85	0.74
CO	386.39	665.45	353.47

Our challenges

In order to manage climate change and protect the natural capital, the following challenges are contemplated for 2022:

- ✔ To compensate 50% of the carbon footprint generated in 2021 through carbon certifications.
- ✔ To carry out a climate vulnerability assessment for the COMPAS Tolú terminal.
- ✔ To know the COMPAS employees' degree of environmental awareness through a survey that measures the knowledge of the Company's actions for environmental management commitments.
- ✔ To increase the storage capacity and rainwater harvesting. Rainwater is a free resource. Thus, the current needs for operation and domestic use in the ports consider rainwater harvesting as an activity of resource efficiency because it reduces water consumption from natural sources and the local aqueduct service.



06 Community Relations

- Corporate Management Model
- Social Impact Investment
- Community Empowerment



Community Relations

Material Topic: Communities and Local Economy



COMPAS promotes the inclusion and socio-economic development of the inhabitants and social organizations in the local communities of the area of influence.

Corporate Management Model

GRI 3-3

It identifies the expectations and needs of existing vulnerable communities and groups through strategies of a permanent relationship with characterizations, censuses, follow-up meetings, SCCS assistance, materiality dialogues, and direct contact with social leaders and other neighbors of the terminals.



Photo courtesy of CIAT

COMPAS

This management has positioned COMPAS as a company open to listening to the communities' concerns. Therefore, it generates confidence in the people who reside in the environment near

terminals. The main impacts identified that guide the Company's corporate management actions are:

Positives

- Employment generation.
- Development of economic dynamics.
- Direct social investment in local communities.
- Training for the communities' inhabitants.

Likewise, communities have not identified concerns regarding potential violations of

Negatives

- Poor relations management with communities and their representatives.
- Mobility obstruction when there are high peaks of cargo reception and dispatch.
- Particulate matter presence from grains and non-food grains cargo in neighboring areas of the port facilities.

their collective or individual rights by the Company's operations.

Highlights of the year

SDG 2: Zero hunger



Planning of solidarity pantries.

COMPAS supported food product delivery to 800 families in Las Flores neighborhood in partnership with the Tecnoglass y Monómeros organizations. The community leaders were in

charge of logistics. These solidarity pantries helped mitigate the economic effects caused by the second peak of COVID-19 in Barranquilla.

SDG 11: Sustainable cities and communities



Social intervention in community strengthening.

The CEO approved the social intervention aimed at strengthening neighboring communities. It seeks to generate a joint development of capacities and resources that allows the self-awareness in members of community action boards and social organizations. The purpose is to create a conscious and critical commitment to achieve the transformation of their environment and themselves according to their needs and aspirations.

Donation of the Casa Indígena, Puerto Viejo.

In alliance with Hocol, ACD Consultores, Argos and COMPAS, the Casa Indígena “Ana Beatriz Mercado” was delivered to the municipal council of Puerto Viejo. This space was created according to indigenous uses and traditions to preserve and share ancestral knowledge with the new generations in the municipal council.

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, in partnership with INCUBAR Sucre. In 2021, we worked on strengthening 12 productive units to provide environmental services; production and marketing of food based on fruits, dairy products, canned, and fruit candies; breeding farm animals, fish sale, and improvement of fishing activity. As a result, 250 people benefited from this project, with resources for advising and delivering seed money to the related productive units.



Social impact investments

GRI 203-1

The COMPAS social investment in 2021 was **COP 988,440,407**. It decreased by 17.7% compared to 2020 because some projects, activities, and actions were executed in partnership with business actors that have shared interests in the operational territories. This work is beneficial for all the actors involved.



The following describes the main activities and results achieved in each line of social investment.

Education



Activity	Description and results in 2021
Professional-Technical Degree in environmental monitoring	<ul style="list-style-type: none">Aimed at the communities of El Bosque and its sectors (Cartagena), including the population of artisanal fishermen with 16 students enrolled.It is carried out within the agreed framework between the COMPAS Organization Canal del Dique and the SENA Centro Agroempresarial y Minero in Bolivar.
Training on safe work at heights	<ul style="list-style-type: none">Aimed at community staff working with the contractors of the COMPAS Aguadulce terminal (secondary operators) to strengthen labor skills.Activity carried out in partnership with the SENA Centro Náutico Pesquero in Buenaventura. It had a duration of 24 hours and the participation of 13 people from the communities of Bajo Calima and La Brea.COMPAS assumed the cost of the medical examinations as a requirement for completing the course.

Activity	Description and results in 2021
Professional-Technical Degree in port logistics	<ul style="list-style-type: none">23 young people from Nueva Estación La Palera and other surrounding sectors completed the internship phase.Activity carried out with the support of SENA (Centro Náutico y Pesquero de Buenaventura).
Workshops on the prevention of commercial sexual exploitation of children and adolescents (CSEC) in Zapatero (Cartagena).	<ul style="list-style-type: none">The activity is carried out within the framework of the environmental management plan (regulated by Auto 6238, October 16, 2018, ANLA) to empower them with teachings and values to prevent factors that lead to the sexual exploitation of children.50 children participated.
Support for the sports training program in Las Flores.	<ul style="list-style-type: none">In Barranquilla, COMPAS continued to support the sports program of the FUNDEPCAR organization, working on the proper use of free time with 170 children.

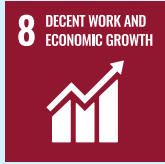


Water



Activity	Description and results in 2021
Safe and Responsible Fishing Program	<ul style="list-style-type: none">• A program aimed at artisanal fishermen located in the areas of influence to support them with actions focused on identifying problems and needs, the collective construction of intervention, and the implementation of fisheries and productive development actions.• The program was presented to the fishermen in Cartagena and Tolú. Training activities were carried out to prevent maritime accidents.
Diaspora	<ul style="list-style-type: none">• It seeks to strengthen the marine and coastal ecosystems of Golfo de Morrosquillo, planting more than 80 artificial reef structures.• In 2021, with the support of ACD Consultores and with the participation of local fishing associations, we began the third phase of planting mangrove seedlings and other native tree species in the selected estuary and river areas of Santiago de Tolú (Caño Guacamayas), San Onofre (Rincón del Mar), and Coveñas.• This third phase will be carried out in the first quarter of 2022 by planting 10,000 seedlings. It is expected to reach a total of 30,000 trees planted. This project seeks to support the recovery and protection of estuary areas.
2021 Go Green Volunteering	<ul style="list-style-type: none">• Cleaning of an estuary area in Zapatero neighborhood was carried out with the help of CCTO, the Zapatero Fishermen's Association (ASOPEZ), and the Community Action Board (JAC, by its acronym in Spanish).• More than 50 people participated (CCTO volunteers, COMPAS, fishermen, and residents). As a result, 12.35 tons of waste were collected.• The cleaning of a polluted area was planned with JAC, ASOPEZ, and PACARIBE company. Also, 32 trees donated by the ACUACAR company were planted.

Productive projects



Activity	Description and results in 2021
Sustainable Business Cooperation Network (Red-CES)	<ul style="list-style-type: none">• Accompaniment for the management of innovation and creation of strategic alliances that allow the sustainable development of productive units in Tolú, in partnership with INCUBAR Sucre.• In 2021, we worked on strengthening 12 productive units to provide environmental services; production and marketing of food based on fruits, dairy products, canned, and fruit candies; breeding farm animals, fish sale, and improvement of fishing activity.• 250 people benefited from this project, with resources for advising and delivering seed money to the related productive units.
Sustainable agriculture	<ul style="list-style-type: none">• In partnership with Hocol and ACD Consultores, COMPAS donated a tractor to the municipality of Santiago de Tolú to facilitate the development of agricultural activity in the rural sector and contribute to the agricultural revitalization.• This equipment joins the elements donated in 2019 to strengthen the machinery available in the southern area of the municipality, including the El Palmar village.

Our challenges

To continue strengthening corporate management and trust with communities, the following short- and medium-term goals are proposed:

Short-term (0-2 years):

- ✔ To link two new local startups to the Company's supply chain.
- ✔ To implement the contractual, corporate management plan for the COMPAS Cascajal terminal.

Medium-term (3-5 years):

- ✔ To increase actions and investment in corporate volunteering.
- ✔ To implement a strategy aimed at managing human rights issues in the Company.
- ✔ To implement actions for startups and strengthen productive units in communities.
- ✔ To implement community strengthening actions.



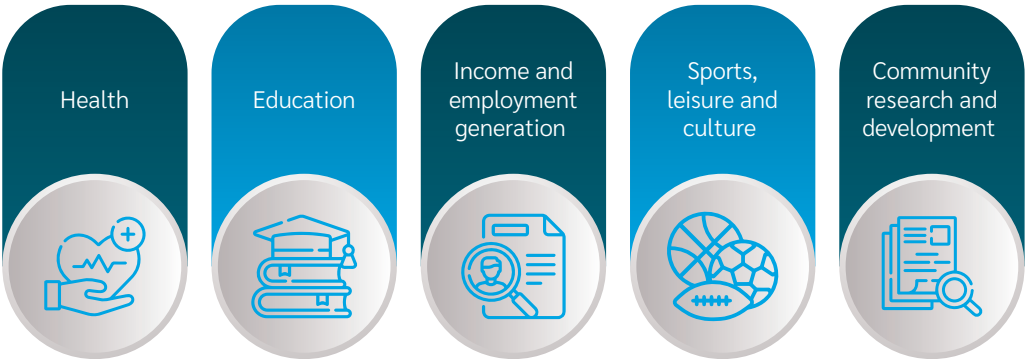
Community Empowerment

In addition to its direct corporate management, the Company channels efforts through the Puerto Aguadulce - COMPAS Organization and the Canal del Dique COMPAS Organization to empower communities to be managers of their development.

Fundación Puerto Aguadulce - Compas



In 2021, this Organization managed programs and projects in the communities of the area of influence located on the Aguadulce peninsula (Bajo Calima, Citronela, Córdoba, San Cipriano, and Santa Helena) in Buenaventura through five lines:



The following results stand out:

- We achieved the approval of national and international cooperation resources for **\$447,102,982** through two agreements signed with Fundación Bolívar Davivienda and two agreements with WFP (World Food Program).
- We achieved new alliances with Fundación Éxito for **\$10,000,000**, meaning 200 food product deliveries for communities.
- We collude a new partnership with WFP (World Food Program) for **\$185,070,000**, meaning **621 food product deliveries** to families in the communities assisted.

Health



Activities are carried out in partnership with public and private actors to reach vulnerable populations with difficulties accessing health services in the municipality. Due to the COVID-19 pandemic situation, health campaigns were vital in this program. Now, they were replaced by other actions in food security. Therefore:

- **207 families** in Bajo Calima, Citronela, and Córdoba-San Cipriano received food vouchers from Almacenes Éxito, in

partnership with the World Food Program, for three months (February, March, and April) as humanitarian aid because of the economic impact caused by COVID-19.

- In a strategic partnership with Fundación Éxito **200 food product deliveries** were given to three Community Councils in Bajo Calima, Citronela, and Córdoba-San Cipriano. The purpose was to assist children in early childhood and adolescence.



Education



Projects developed in coordination with educational institutions of the public sector and private sector partners whose purpose is to improve academic quality in educational institutions and the recovery of educational scenarios for reducing conflicts and access to higher education. In 2021, essential achievements were shown in the following actions:

• Literacy program.

A school permanence of 91% was achieved with 49 graduates through psychosocial accompaniment. The 9% quit due to health issues and changes of address.

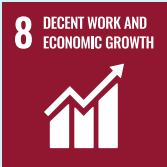
• Schooling program.

We agreed with Fundación Bolívar Davivienda and initiated the **EDUPAZ - Comprehensive Education for Peace**- a project with 200 young people from the ninth, tenth and eleventh grades to contribute to school permanence and implement conflict management strategies within educational institutions.

• Scholarship program.

A scholarship student from the community of Bajo Calima achieved her degree in Technology in Port and Transport Logistics from Universidad del Valle. The permanence of 100% of the scholarship students supported with the financial incentive of \$5,400,080 was achieved.

Income and employment generation



We implemented projects to strengthen community startups at a social and business level, guaranteeing their sustainability. The main results are:

- In partnership with the Chamber of Commerce, the INVIMA registration of two startups, ASOCHIP (cultivation and transformation of the Chinese potato) and ACABAC (cultivation and transformation of cocoa), was handled.
- An agreement was established with the Hotel and Tourism Association of Colombia (COTELCO) to train, promote, make visible, and provide two startups of tourist and cultural services.
- In a strategic partnership with Fundación WWBWWB, five startups graduated from Plan Reactivate and received financial support of \$2,500,000. Besides, 14 entrepreneurs completed the financial education course.

- COMPAS achieved the approval by INNPULSA (an entity of the National Government), and resources for \$ 12,000,000 were delivered directly to the ARMESAN startup. ARMESAN dedicates to the loading and unloading of tractor-trailers by donating elements such as equipment for employees and office equipment, among others.
- COMPAS obtained the approval of resources by the UNDP (United Nations Development Program) for \$167,250,402 allocated to the Community Councils of Bajo Calima and Citronela. Its purpose is to strengthen traditional agriculture practices, culture, traditional medicine, and environmental governance.
- The entrepreneurship week was developed in partnership with the Local Startup Network, and beneficiary organizations participated.



Sport, leisure, and culture



The actions seek to generate protective environments for children, adolescents, and young people in the communities to reduce their exposure to psychosocial risks such as the consumption of psychoactive substances, pregnancies at an early age, and forced recruitment, among others. The main results obtained are:

- COMPAS established an agreement with Fundación Bolívar Davivienda to develop the PEACEFUL ENVIRONMENTS project. The aim is to strengthen protective environments in 268 families for children (children and adolescents) inside home and community spaces. The above is achieved by strengthening soft skills, positive parenting guidelines at home, and family members' role significance.

Community research and development

We carried out our activities corresponding to characterization and follow-up of the executed projects.

- We established an agreement with Fundación Vive Bailando y Soñando to strengthen the personal, family, and social skills of 80 young people through the comprehensive pedagogy of dance as a tool for cognitive training. The aim is to promote the leadership of young people and strengthen their structure of regulations and values.

It was possible to make the initial baseline of the PEACEFUL ENVIRONMENTS project, which directed the actions to the needs of family strengthening.

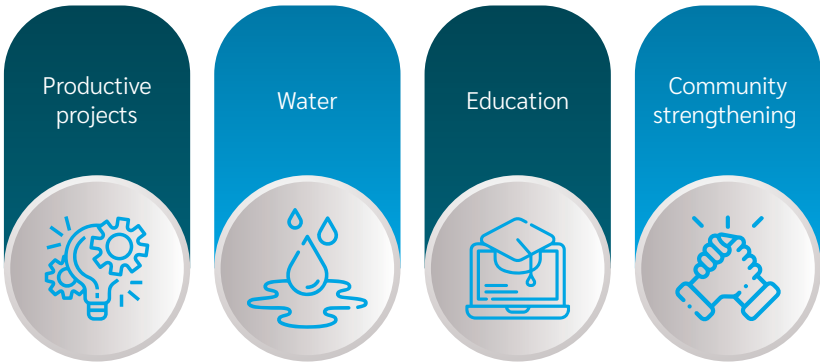


Fundación Canal del Dique - Compas



Its mission is to contribute to the comprehensive and sustainable development of the communities surrounding the Canal del Dique and facilitate participatory processes through programs to improve the quality of life of the Company’s stakeholders.

This organization operates as a non-profit organization of COMPAS, responding to the company’s sustainability strategy and policy defined in four strategic lines:



Productive projects



Food and nutrition security project in Bolivar Department based on biofortified crops	
Purpose	<ul style="list-style-type: none">• To contribute to improving food and nutritional security in rural communities through the promotion of production, self-consumption, and value addition of the main crops that constitute the agricultural systems of the region (rice, cassava, yam, sweet potato, beans, corn, vegetables, among others).
Strategy	<ul style="list-style-type: none">• It was developed under the leadership of HarvestPlus —within the framework of an interdisciplinary partnership of scientific and governmental institutions—, Universidad de Córdoba, the National Federation of Rice Growers (FEDEARROZ), Alliance of Bioversity, International Center for Tropical Agriculture (CIAT, by its acronym in Spanish), Fundación Canal del Dique- Compas, Center for International Cooperation in Agronomic Research for Development (CIRAD), Regional Bolívar SENA and National Navy through the Cartagena Coast Guard Station.• It seeks to provide solutions to micronutrient deficiencies caused by the lack of access to essential foods high in vitamins and minerals to respond to a global problem called hidden hunger.
Results	<ul style="list-style-type: none">• 25 members of the association of agricultural producers of Leticia and Canal del Dique participated in the process of research and evaluation of the biofortified rice seed. It was officially released in 2021 as a new commercial variety known as Fedearroz BIOZn035.• This new variety was improved conventionally through plant breeding techniques to increase the amount of zinc, a micronutrient essential for the proper functioning of people’s immune systems.• The production areas of this crop were increased by 35 hectares.• The associative startups for the transformation of rice were strengthened with the donation of a rice mill that has a production capacity of 500 Kg/hour by the Cartagena District through UMATA (Municipal Unit of Agricultural Technical Assistance) and the Development and Peace Corporation of Canal del Dique (management accompanied by the organization).• 50 producers of Asociación Integral de Emprendedores Sol Naciente (AIEMSOL) in Arjona municipality and members of the board of the Community Council in Zapatero, Cartagena, received 200 kilos of biofortified rice seeds.• 1,861 kg of biofortified corn seeds donated by HarvestPlus and the Alliance of Bioversity International —CIAT were delivered with the support of UMATA to a group of 259 small producers in Pasacaballos and Arroyo de Piedra, a rural area of Cartagena.• We delivered 835 cassava plants obtained by in vitro multiplication and micropropagation processes in agreement with SENA and with the support of UMATA to producers in Arroyo Grande, Bayunca, and Pontezuela.• 20 kilos of cowpea seeds were delivered to 50 producers of AIEMSOL, a social organization in Arjona municipality, and Zapatero Community Council in Cartagena.• 20 students from María la Baja began a professional-technical degree in agricultural machinery operation and the establishment of a productive food plot of corn. This training is developed based on the organization’s agreement with SENA Regional Bolívar.
Release of the first biofortified rice variety Fedearroz BIOZn035	

Productive yard project

Purpose	<ul style="list-style-type: none">Aware of the situation and difficulties in food supply and nutrition of poor and vulnerable families due to the pandemic, vegetable production in productive yards were encouraged to improve the family economy and the communities' quality of life.
Strategy	<ul style="list-style-type: none">It is going on in coordination with UMATA, which provides technical assistance and accompaniment. It included the management of the Social Economy Program of the Mayor's Office of Cartagena. This program joined the initiative by donating supplies for the yards.
Results	<ul style="list-style-type: none">145 seed kits were delivered for the establishment of the productive yards.45 productive yards were implemented in Leticia village.75 productive yards in an urban area, Olaya.5 productive yards in Bayunca village.105 productive yards received agronomic technical assistance.25 members of the Group of Women Fighters and Entrepreneurs in Puerto Badel received inputs and seeds to plant their community garden.The digital tools were designed and validated to initiate the baseline of the agricultural projects. As a result, 103 beneficiary families were characterized in the ArcGIS App.The course of home gardens aimed at 20 homes in Cartagena ended. This training was developed following the agreement of the organization and SENA Regional Bolívar and the support of COMPAS.

Community nursery project

Purpose	<ul style="list-style-type: none">To strengthen community management for the preservation of mangroves, generating local knowledge on the subject, preservation of this ecosystem, and the search for proper social and environmental alternatives for the sustainable use of this ecosystem.
Strategy	<ul style="list-style-type: none">It is developed by the Cartagena Coast Guard Station, Fundación Argos, and the active participation of the Leticia community.
Results	<ul style="list-style-type: none">Establishment of the Vivero Agroecológico de Leticia with a production capacity of 10,000 mangrove seedlings (Rhizophora mangle), benefiting 35 families responsible for the maintenance of the nursery.Participatory selection of restoration areas and planting of 8,170 mangrove seedlings.Accompaniment to the community for the sale of plant material to Fundación Argos.

Water



Together with the Cartagena Water Fund, actions were carried out for the preservation and management of the strategic areas of water resources of the Cartagena supply basin. These activities were based on strengthening sustainable production systems, the restoration and preservation of ecosystems, institutional coordination, basic sanitation, and education for sustainable development.

The pilot of Basic Sanitation in Boca Cerrada: A commitment from community strengthening and the appropriation of social technologies	
Purpose	<ul style="list-style-type: none">The project contemplated the implementation of a productive startup for recycling solid waste (plastic and paper) that is generated in Boca Cerrada. The process to fulfill the above mentioned is a knowledge transfer and capacity building in the community to dispose of waste and offer a productive alternative properly.
Strategy	<ul style="list-style-type: none">It is based on the strategic lines of the Cartagena Water Fund. It had resources donated by Fundación Bavaria, and it was operated by Fundación Canal del Dique - Compas.
Results	<ul style="list-style-type: none">60 community participants linked to solid waste management.Implementation of a production unit.An established collection site.Two market links were established with private sector companies to develop comprehensive processes in waste management.56 community members participated in three days of training and community strengthening.Delivery of t-shirts, vests, caps, and boots to facilitate the collection, classification, and storage of the material to be recycled.Delivery of a plastic compactor.Reduction of the entry of garbage into the marine environment in Boca Cerrada.The Association of Women Fighters was accompanied for the first sale of the material, achieving the commercialization of 650 kilos of recyclable material (plastic and scrap junk).

Project for the Strengthening of Good Fishing Practices as a Strategy to reduce fishing pressure in the flora and fauna sanctuary (SFF, by its acronym in Spanish) El Corchal “Mono Hernandez”

Purpose	<ul style="list-style-type: none">To improve the productive capacity and income generation of the artisanal fisherman’s community in Boca Cerrada, San Antonio, and Labarcé (San Onofre municipality, Sucre) to reduce fishing pressure in the SFF El Corchal “Mono Hernández.”
Strategy	<ul style="list-style-type: none">In coordination with Parques Nacionales de Colombia - SFF El Corchal “Mono Hernández” and KFW (German Development Bank), training was provided in responsible fishing techniques, handling of nautical charts, marine navigation equipment, fishing gear, and identification of fishing grounds.
Results	<ul style="list-style-type: none">57 fishermen participated in the training sessions.

On the other hand, 12 public and private organizations of Bolívar signed a MOU to create a collaborative platform that will help the recovery of the Canal del Dique basin.

This memorandum, convened by the Ministry of Environment and Sustainable Development, is an instrument of water resource governance that links the private sector with communities to ensure a joint intervention that impacts the inhabitants’ quality of life.



COMPAS

Environmental education



Expedition Project – Action for Cartagena’s canals and lakes

Purpose	<ul style="list-style-type: none">To strengthen the conceptual, methodological, and technological development aimed to preserve and sustain ecosystems and communities in the territories. Also, it protects water and water resource in the region with a focus on water governance and culture.
Strategy	<ul style="list-style-type: none">The program is carried out in partnership with the Environmental Public Establishment (EPA), technical advice of Fundación Ríos y Ciudades, and Plan de Desarrollo Distrital Salvemos Juntos a Cartagena (District Development Plan Saving Cartagena Together) as part of the Cartagena Resilient foundation.
Results	<ul style="list-style-type: none">Three tours with EPA teams and community leaders to identify potential activities to support the processes implemented by EPA in canals Juan Angola, Zapatero, and Ciénaga de la Virgen.The EPA prioritized three tours of the territories in Cartagena to identify socio-environmental projects that would be accompanied by the digital tools developed within the framework of the Expedition – Acción por los Lagos y Caños de Cartagena (Action for the Lakes and Canals in Cartagena).35 participants in four training workshops on using digital tools for monitoring socio-environmental initiatives.Development of a set of digital tools to strengthen governance processes in project implementations. These tools include:<ul style="list-style-type: none">Digital apps for the registration of problems and potentialities.Several actors promote apps for mapping and monitoring socio-environmental initiatives.Interactive GIS for the visualization of the compiled information.

Other activities

- 40 children from Institución Educativa de Leticia and 10 mothers who are heads of household participated in the workshop el arte transforma y comunica (art transforms and communicates). We emphasized the care of water and ecosystems present in this community in this recreational space.
- 40 school kits donated by COMPAS were delivered to the rice farmers’ children in Leticia.
- 250 children from the area of influence of the Canal del Dique received Christmas gifts, some of them donated by COMPAS.
- 60 children from the community participated in the painting of a school mural.

GRI Content Index

GRI Content Index

Statement of Use	COMPAS S.A. has reported following the GRI Standards between January 1 and December 31, 2021.
GRI 1 used	GRI 1: Fundamentals 2021
Applicable industry standards	Not applicable

GRI Standards / Other sources	Contents	Location
General contents		
GRI 2: General Disclosures 2021	2-1 Organizational details	p. 8
	2-2 Entities included in the organization's sustainability reporting	p. 19
	2-3 Reporting period, frequency and contact point	p. 19
	2-4 Restatements of information	There was no room for restatements of information contained in previous reports
	2-5 External assurance	p. 19
	2-6 Activities, value chain and other business relationships	p. 9 – 11, 75
	2-7 Employees	p. 99-101
	2-8 Workers who are not employees	p. 99-101
	2-9 Governance structure and composition	p. 25
	2-10 Nomination and selection of the highest governance body	p. 26
	2-11 Chair of the highest governance body	p. 26
	2-12 Role of the highest governance body in overseeing the management of impacts	p. 27
	2-13 Delegation of responsibility for managing impacts	p. 27
	2-14 Role of the highest governance body in sustainability reporting	p. 27

GRI Standards / Other sources	Contents	Location
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	p. 28
	2-18 Evaluation of the performance of the highest governance body	p. 26
	2-22 Statement on the sustainable development strategy	p. 5-7
	2-23 Policy commitments	p. 22
	2-26 Mechanisms for seeking advice and raising concerns	p. 23, 28
	2-27 Compliance with laws and regulations	No fines or penalties were received in 2021 for non-compliance with laws and regulations.
	2-28 Membership associations	p. 14
	2-29 Approach to stakeholder engagement	p. 12, 13
	2-30 Collective bargaining agreements	p. 106
Material topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	p. 17, 18
	3-2 List of material topics	p. 17, 18
Ethics, transparency and corporate governance		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 22
Risk and Crisis Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 30 - 34
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	p. 33
	205-2 Communication and training about anti-corruption policies and procedures	p. 33
	205-3 Confirmed incidents of corruption and actions taken	p. 33
Value Creation and Growth		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 38
GRI 201: Economic performance 2016	201-1 Economic value generated and distributed	p. 40, 41

GRI Standards / Other sources	Contents	Location
GRI 201: Economic Performance 2016	201-4 Financial assistance received from government	In the year no financial assistance was received from the National Government.
Own contents: Terminal management	Aguadulce Terminal	p. 48-52
	Barranquilla Terminal	p. 54-60
	Cartagena Terminal	p. 62-66
	Cascajal Terminal	p. 42-46
	Tolú Terminal	p. 68-72
Innovation and Technology for Productivity		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 80, 81
Own contents: Innovation	IP – INN: Innovation and Technology for Productivity	p. 81
Supply Chain Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 74-79
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	p. 77
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers evaluated using environmental criteria	p. 78
	308-2 Negative environmental impacts in the supply chain and actions taken	p. 78
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	p. 78
GRI 408: Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	p. 78
GRI 409: Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	p. 78
Networking with Customers		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 84-89
GRI 418: Customer Privacy 2016	418-1 Substantial complaints concerning breaches of customer privacy and losses of customer data	In 2021, no complaints were received for the reasons indicated.
Own contents: Clients	Customer Satisfaction Survey Results	p. 87

GRI Standards / Other sources	Contents	Location
Cargo Safety and Integrity		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 90-93
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies and procedures	p. 93
Own contents: Cargo Safety and Integrity	SEIDLC 1-IP Incidents related to cargo security	p. 93
	SEIDLC 2-IP Incidents related to theft, stowaway entry, and cargo contamination	p. 93
Talent Development and Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 96-107
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	p. 102
	202-2 Proportion of senior management hired from the local community	p. 101
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	p. 101
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 103
	401-3 Parental leave	p. 104
Own contents: Benefits	Percentage of profit usage	p. 104
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	p. 106
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	p. 105
	404-2 Programs for upgrading employee skills and transition assistance programs	p. 105
	404-3 Percentage of employees receiving regular performance and career development reviews	p. 106
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	p. 100-101
	405-2 Ratio of basic salary and remuneration of women to men	p. 102
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	p. 107

GRI Standards / Other sources	Contents	Location
Occupational Safety and Health		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 108-119
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p. 109, 110
	403-2 Hazard identification, risk assessment, and incident investigation	p. 109, 110
	403-3 Occupational health services	p. 111, 114
	403-4 Worker participation, consultation, and communication on occupational health and safety	p. 115, 116
	403-5 Worker training on occupational health and safety	p. 115, 116
	403-6 Promotion of worker health	p. 111, 114
	403-8 Workers covered by an occupational health and safety management system	p. 110
	403-9 Work-related Injuries	p. 117-119
	403-10 Work-related ill health	p. 117-119
Climate Change and Protection of Natural Capital		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 138-147
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	p. 140-142
	305-2 Energy indirect (Scope 2) GHG emissions	p. 140-142
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	p. 144-146

GRI Standards / Other sources	Contents	Location
Eco-efficiency and Resources Use		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 122-136
GRI 302: Energía 2016	302-1 Energy consumption within the organization	p. 126, 127
	302-3 Energy intensity	p. 126, 127
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	p. 128
	303-2 Management of water discharge-related impacts	p. 128
	303-3 Water withdrawal	p. 129
	303-4 Water discharge	p. 130, 131
	303-5 Water consumption	p. 130, 131
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	p. 132, 133
	306-2 Management of significant waste-related impacts	p. 132, 133
	306-3 Waste generated	p. 132, 133
	306-4 Waste diverted from disposal	p. 134
	306-5 Waste directed for disposal	p. 135
Communities and Local Economy		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 150-157
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	p. 154
Own content: Social investment	Amount of social investment	p. 154
	Fundación Puerto Aguadulce – Compas	p. 158-162
	Fundación Canal del Dique – Compas	p. 164-169



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