

27 March, 2020

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

Re: Gender Pay Gap Report Equion Energía Limited

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

At Equion, we uphold our commitment to develop initiatives on equal payment for women and men, guaranteeing compensation based on a bench market, skills, experience and performance of our employees.

Once the **Gender Equality Management System ("SGIG" for its acronym in Spanish) - "EQUIPARES" Seal** was implemented, we incorporated gender indicators to our various employee management processes. Similarly, in 2019 we conducted an internal SGIG audit to secure compliance with all SGIG requirements.

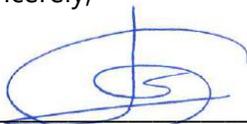
This year, Equion's commitment to gender equality was recognized by the consulting firm **Great Place to Work in Colombia**, being ranked fifth among the best companies for women to work in Colombia. Similarly, we maintained the **Sustainability Seal in the Essence+ Plus category**, which certifies, among others, compliance with human rights, equal rights for our collaborators and workplace wellbeing.

Other actions aimed at closing the pay gap were the following:

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

We hope that these actions and all the initiatives implemented continue influencing the reduction of the gender-based pay gap in the middle and long term.

Sincerely,



Luis Garcia
Director
EQUION ENERGIA LIMITED