

COMPREHENSIVE POLICY ECOPETROL

1. DECLARATION AND PURPOSE

We are energy that transforms Colombia

Ecopetrol S.A., is a company focused on discovering energy sources and converting them into wealth for all, make every effort to ensure its sustainability and continued growth.

Develop its activities according to applicable legal regulations, good corporate governance practices and industry best practices, the observance of human rights and corporate social responsibility commitments.

2. SCOPE

Applies to Ecopetrol S.A processes.

3. PRINCIPLES

The fundamental principles are:

3.1. ETHIC AND TRANSPARENCY

We frame our actions in ethics and transparency, therefore we have zero tolerance for the occurrence of acts constituting fraud, corruption, bribery, money laundering, financing of terrorist activities and FCPA violations, in compliance with applicable national and international laws.

3.2. LIFE COMMITMENT

Commitment to life, environmental protection and the prevention of injuries and illnesses are present in all our activities. As a result, we make every effort to protect people's lives and the environment by applying appropriate occupational health and safety standards, while we care for the environment and ensure the sustainability of the operations.

We take special care to treat water and our environmental wealth as essential elements of social well-being.

3.3. DEVELOPMENT AND EQUALITY

We promote the development and commitment of our employees, sowing leadership in them collective, excellence and humility, to achieve exceptional performance and standards of world class.

We promote diversity, inclusion, equal opportunities, respect and total respect of human rights, in an environment of harmonious work, wellness and quality of life for employees and our partners.

We embrace our purpose and superior values with enthusiasm to help transform the country.

3.4. OPERATIONAL EXCELLENCE

We set ambitious targets, based on high performance standards, effective resource management, continuous improvement in our processes and operations. We recognize and manage the existence of risks that may impact the achievement of our objectives and the

continuity of the enterprise, our reputation and permanency and enforce appropriate controls to mitigate them. Operational excellence is essential to building safe and environmentally sustainable environments.

We work together to execute and share the best operational and technological practices of energy management, increasing our competitiveness and generating value for our organization.

3.5. SUSTAINABLE DEVELOPMENT

We ensure the achievement of long- term business objectives based on economic balance, social and environmental. We generate shared prosperity in the territories in which we operate, creating relations of mutual respect, recognition, and dialogue with communities.

3.6. INFORMATION AND COMMUNICATION

We declare information as a key asset for management and decision making. We communicate and we disclose relevant information to our stakeholders, through proper treatment, complying with current regulations regarding quality, safety, intellectual property and privacy.

3.7. KNOWLEGDE AND INNOVATION

We consider knowledge management, technology, and innovation as fundamental factors for the generation of value and competitive advantages for the organization.

We strengthen organizational learning, incorporating new knowledge, best practices of the industry and forming interdisciplinary teams and intelligent networks so that they act in a coordinated.