Energy Transition Program

Capacity

Energy Transition
I create, develop and manage low-emission businesses and projects that accelerate the decarbonization and diversification of our activity.

Contribute to the organization's technical team having the skills required to meet corporate objectives in the five work fronts: Circular Economy, Renewable Energies, Decarbonization, Fuel Quality and Energy Efficiency.

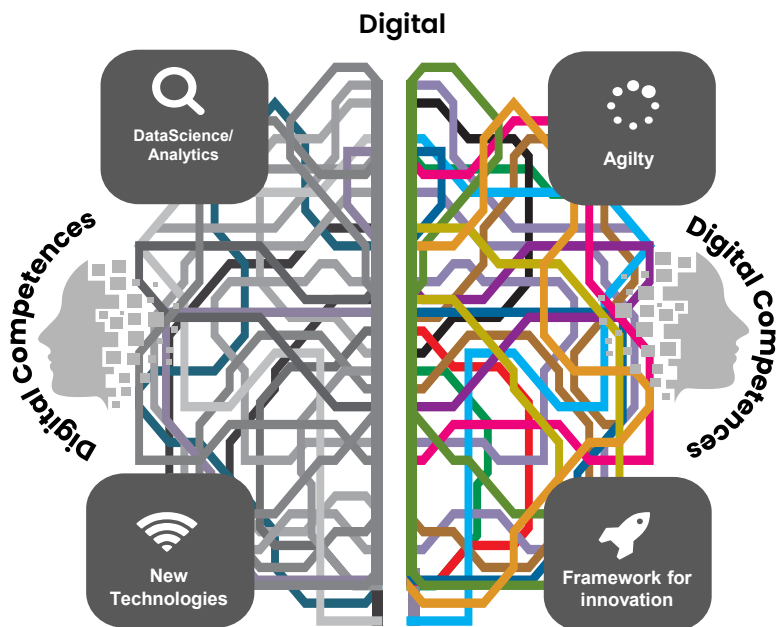|	Circular Economy	Renewables	Decarbonization	Fuel Quality	Energy Efficiency
Ecopetrol´s Goal	2050: Circularity Index Level 4	To 2030: 855 –1.000 MW	To 2030: Reduction 20% Ton co2 2050: Net Zero	2025:Diesel 10ppm 2030: Gas 10ppm	2028: 6% Energy Demand Optimization

number of people involve in 2022	Basic	4540 — ifp SCHOOL — ▪ Challenges of the Energy Transition. ▪ Renewable Energies and Energy Production. ▪ Natural Gas and Geothermal Energy. ▪ CCUS and Energy Storage. ▪ Energy Efficiency and Biofuels.				
	Intermediate	71	25	79		107
	Advance	33	--	28	--	26

Benefits

1. Development of circular thinking in the organization
2. Development of skills structuring renewable energy business cases
3. Contribute through the development of skills to the reduction of emissions in the organization and to the management of the greenhouse gas inventory
4. Optimization of energy demand

Digital and Innovation Program

- Develop digital skills in Ecopetrol to improve operational performance and enable the sustainability and growth strategy.
- Incorporate and develop knowledge or skills that are required according to the challenges, technologies and strategic decisions.

Digital Transformation

- Data Scientist
- Blockchain
- Hyperautomation

Innovation

Agility

- Product Owners
- Scrum Master
- Agile Teams

Digital Leadership

- **Basic Level: 2779 workers**
- **Intermediate Level: 120 workers**
- **Advanced Level: 10 workers**

Benefits

1. Reduce reprocesses with help information management actions
2. Eficiencies in Agility when developing projects and activities
3. Operational and financial improvements by incorporating metodologies of innovation