

APPENDIXES

OUR STAKEHOLDERS (102-43)

Stakeholders	Definition	Mechanisms	Frequency	Main areas of interest
Communities and neighbors	The people, organizations and groups that represent the interests of civil society, who live in the territories we operate in and with whom we establish neighborly relations. This group includes, among others, community representatives, non-governmental organizations, indigenous communities, civil society in general, social leaders, unions and productive associations.	<ul style="list-style-type: none"> » The Cuéntame Program, which collates and responds to requests and complaints. » Planning, agreeing and delivering Community Benefit Programs and social investment. » Conversation opportunities to follow up on agreements. » Follow-up days for social investment projects. » Discussing environmental impact studies. » Ethnic relations and prior consultation. » Cafés de la Amistad. » Cafés Empresariales. » Press releases, quarterly reports. » Corporate website and good neighbors website 	<ul style="list-style-type: none"> » Permanent as part of the development of each activity. » See Community Development chapter. 	<ul style="list-style-type: none"> » Engagement with local authorities. » Developing operations and activities. » Managing community agreements, risk and impacts. » Monitoring agreements. » Local hiring. » Developing social investment projects. » Help and support in managing Covid-19.
Local and national governments	The institutions, entities and authorities at national and territorial levels that we have relationships with, which direct, control and administer public power. This group includes law enforcement agencies, the administrative units of state institutions and all State control organizations.	<ul style="list-style-type: none"> » Meetings for Transparency » Accompaniment in follow-up instances with neighbors, authorities and suppliers/contractors. » Opportunities to present activities and suppliers. » Presentation of social investment and contractor plans. » Discussing environmental impact studies. » Release of information of interest to authorities. » Press releases and bulletins. » Results and ESG reports and the 20-F form. 	<ul style="list-style-type: none"> » Permanent in the development of activities. » Annual and quarterly information reports, according to what is required in contractual obligations. » Public statements and notices on activities. 	<ul style="list-style-type: none"> » Legal and regulatory fulfilment in each jurisdiction. » Fulfillment and verification of due diligence processes in territories. » Support for authorities' community relations and local development initiatives. » Support and accompaniment in instances of relations with communities, authorities and suppliers/contractors. » Help and support in managing Covid-19.

Stakeholders	Definition	Mechanisms	Frequency	Main areas of interest
Suppliers and contractors	People and organizations and their respective workforces that through a commercial relationship provide goods and services to our Company and allow us to fulfil our business goals. Suppliers and contractors that impact local, regional or national territories are relevant to us, and we pay special attention to those with significant social or environmental impacts.	<ul style="list-style-type: none"> » Internal induction of contractors. » Presenting contractors externally. » Juntos Sumamos - socio-labor dialogue meetings. » Implementation of an occupational administration program. » Results and ESG reports and the 20-F form. » Website. 	<ul style="list-style-type: none"> » Permanent with local teams and the Corporate Procurement team. » As needed for the presentation of contractors and the induction process (can be several times a year). » See Community Development chapter. 	<ul style="list-style-type: none"> » Local hiring processes. » Training events and GeoPark strategy presentations. » Billing and administrative and legal processes. » Fulfilment of legal labor obligations to guarantee all employees the right to decent and dignified work, promoted by the International Labor Organization. » Accompany and support in Covid-19 contingencies.
Employees	The team of men and women who work to generate value for our Company, applying excellence in discovery, operation and consolidation in the oil and gas industry.	<ul style="list-style-type: none"> » Strategy presentations, presenting results and meetings with the Management Team and the Board. » Performance management processes. » Cómo Estamos? work climate surveys » Communications and online activities for adaptation to business continuity in the context of Covid-19. » Community and health and safety committees. » Ethics Hotline. » Results and ESG reports and the 20-F form. » Website. 	<ul style="list-style-type: none"> » Permanent with the Ethics Hotline and People area. » On demand and according to initiatives: CEO and Management Team meetings, strategy development, launches of initiatives, e-mail communications and virtual events. » Annual: Work climate and satisfaction surveys, performance evaluations. » See People chapter. 	<ul style="list-style-type: none"> » GeoPark culture and commitment. » Retention, training and development strategies. » GeoPark benefits and well-being: Care and safety in work at home and in the field. » Occupational health and safety. » Work environment. » Covid-19 adaptation and support initiatives and programs. » Support and follow up on fulfilling work plans.
Partners	The team of men and women who work to generate value for our Company, applying excellence in discovery, operation and consolidation in the oil and gas industry.	<ul style="list-style-type: none"> » Dialogue and meetings on specific industry or community matters. » Planning, defining and following up on partnerships. » Results and ESG reports and the 20-F form. » Website » E-mail and communication campaigns. 	<ul style="list-style-type: none"> » According to needs and demand: dialogue and meetings to develop initiatives. » Annual and quarterly. » Permanent. 	<ul style="list-style-type: none"> » Impact initiatives for the industry and territories. » Management of social and environmental impact. » Partnerships and strategic relationships. » Covid-19 adaptation and support initiatives and programs.

Stakeholders	Definition	Mechanisms	Frequency	Main areas of interest
Investors	People or organizations that invest part or all of their capital in buying shares in the company, giving them political and economic rights.	<ul style="list-style-type: none"> » Corporate e-mail: ir@geo-park.com » Press releases » Corporate presentations. » Quarterly results calls. » Conferences. » Non-deal roadshows. » Deal-roadshows. » Investor Day. » Field visits. » Webinars. » Website. » Social media. » Articles in specialized sector media. 	<ul style="list-style-type: none"> » Permanent through digital channels. » We publish quarterly and annual updates on relevant Company information and our performance. » Other channels are activated as needed. 	<ul style="list-style-type: none"> » Performance of financial and non-financial variables and indicators (ESG). » Share liquidity, dividends and the emission of bonds and shares. » Company growth and new business. » Hydrocarbons sector corporate governance matters. » Evolution of hydrocarbons reserves.

BALANCED SCORECARD GEOPARK 2020

VALUE GENERATION AND RETURN	OPERATIONS AND EXECUTION	ASSET MANAGEMENT, PERFORMANCE AND QUALITY
<ul style="list-style-type: none"> » Adjusted EBITDA \$220 million » Cash reserves at December 31 \$150 million » Average share price to December \$10 per share » Increase in the net asset value per share (VIPS) \$ 5 per share 	<ul style="list-style-type: none"> » Production efficiency index 94% » Drilling efficiency index 94% » Lost time incidents per million hours worked (LTIR) 0.40 » Total recordable incidents per million hours worked (TRIR) 1.70 » Moving vehicle crashes per million kilometers driven (MVCR) 0.45 	<ul style="list-style-type: none"> » Annual average oil and gas production 40 - 42 (mboepd) » Operating cost per equivalent barrel sold (OPEX/boe) 6.9 (\$/boe) » Executed Capex vs. plan 100% » Make operations feasible in Putumayo/Ecuador 100%
NATURE AND NEIGHBORS	EXPLORATION AND SUBSURFACE	COMMITMENT AND CULTURE
<ul style="list-style-type: none"> » Sustainable Development: No socio-environmental projects / No beneficiaries 33 / 19,700 » Reduction of the Llanos 34 carbon footprint vs. 2019 3% » Conflicts with production losses greater than 1.0% annual 0 » Barrels spilled per million barrels produced (ratio) OSB 1.34 	<ul style="list-style-type: none"> » 2P reserves replacement rate (RRR) 1 » Exploration resources / 2P Reserves 3 » Addition of new reserves 3 (mmboe) » Execution of a new Play Concept 1 	<ul style="list-style-type: none"> » Employees taking on new roles and responsibilities 30% » Employees trained 90% » Innovation projects carried out 6 » Staff trained in Compliance (%) 90% » Team leaders trained in business continuity and crisis management 100%

SAFETY

Workers covered by an occupational health and safety management (403-8)

Coverage criteria	2018	2019	2020
Total number of employees	509	484	460
Total hours worked by employees and contractors	7,210,831	8,146,183	6,921,751
Percentage of workers and contractors covered by OHS system	7,210,831	8,146,183	6,921,751

Health and Safety indicators (403-8)

	2018	2019	2020
Total hours worked	7,210,831	8,146,183	6,921,751
Total fatalities because of occupational accidents or illness	0	0	0
Total incidents with injury	184	94	90
Total recordable incidents	9	15	6
Total lost time injury incidents	3	5	2
Kilometers travelled	11,089,391	16,126,920	15,900,505
Total recordable vehicle incidents	6	6	2
Total lost days through accidents	132	188	209
Total lost days through absence	1,152	2,516	1,293
TRIR (Total Recordable Incident Rate)	4.95	6.54	0.87
LTIR (Lost Time Incident Rate)	2.36	1.83	0.29
MVCR (Moving Vehicle Crash Rate)	2.28	1.13	0.13

At GeoPark we use the International Association of Oil and Gas Producers (IOGP) incident classification guide *Safety data reporting user guide - Scope and definitions*. Data includes direct personnel and contractors.

Business Continuity Master Plan (Proprietary indicator)

País	Indicador	2018	2019	2020
Colombia 	Number of risk analyses	30,929	32,693	27,910
	Number of safety inspections	5,369	8,058	16,027
	Number of emergency simulations addressing 100% of emergency and vulnerability scenarios	387	327	449
Ecuador 	Number of risk analyses	-	33	183
	Number of safety inspections	-	23	106
	Number of emergency simulations addressing 100% of emergency and vulnerability scenarios	-	-	2
Chile 	Number of risk analyses	698	657	237
	Number of safety inspections	1,865	2,143	1,203
	Number of emergency simulations addressing 100% of emergency and vulnerability scenarios	23	49	18
Argentina 	Number of risk analyses	2,228	2,714	921
	Number of safety inspections	736	1,006	461
	Number of emergency simulations addressing 100% of emergency and vulnerability scenarios	49	85	24
Brazil 	Number of risk analyses	94	131	4
	Number of safety inspections	166	286	120
	Number of emergency simulations addressing 100% of emergency and vulnerability scenarios	9	9	11





Road Safety in Colombia (Proprietary indicator)

	2018	2019	2020
Oil transportation drivers certified in the Safe Drivers program	3,266	3,604	2,411
Speeding incidences detected in speed checks	1,789	41,087	100
Participants in road safety micro-talks held for direct GeoPark staff and contractors	149	15,722	1,000
Special service drivers trained in the Safe Driver program	189	1,641	589
Students and teachers trained in the Road Safety Program for schools and colleges *	1,372	404	0
Road users trained in road safety campaigns	2,430	550	100

* In 2020 we did not undertake activities with students or teachers due to the suspension of classes in schools because of the Covid-19 pandemic, on the recommendation of health authorities.

PROSPERITY

102-9 GeoPark supply chain

	2018				
Supply chain	 Argentina	 Chile	 Colombia	 Ecuador	 Brazil
Total number suppliers	342	312	685	Not available	177
Estimated payments to suppliers	Not available	Not available	126	Not available	Not available
Local purchases as proportion of total procurement	43,382,000	33,947,000	266,630,509	Not available	15,994,000
Proportion of new suppliers that were screened using environmental criteria	29%	93%	13%	Not available	96%




2019					
Supply chain	 Argentina	 Chile	 Colombia	 Ecuador	 Brazil
Total number suppliers	404	301	733	32	259
Estimated payments to suppliers	26	282	134	Not available	256
Local purchases as proportion of total procurement	34,709,214	24,885,331	287,725,173	242,726	8,037,801
Percentage of total spending on local procurement	22%	89%	17%	2%	99%

2020					
Supply chain	 Argentina	 Chile	 Colombia	 Ecuador	 Brazil
Total number suppliers	360	284	864	124	164
Estimated payments to suppliers	91*	266	158	Not available	162
Local purchases as proportion of total procurement	15,244,346	22,735,396	232,064,993	1,184,640	2,398,867
Percentage of total spending on local procurement	33%	91%	15%	5%	97%




* 13 ENC (certified Neuquen companies) and 78 EPN (potential Neuquen companies) are added.

Description of suppliers	<p>The suppliers listed in this report are all those required to serve GeoPark's operations in the different countries it operates in, covering exploration, drilling, engineering and construction, production and reservoirs, operation and maintenance, logistics and transportation, industry support services, administrative services and compliance with HSE, Environmental and other guidelines, as well as the provision of products, materials and others. Our local procurement budget has significant differences between operations because the concept of "local provider" has a different scope in every operation. In Argentina, local companies are those that are part of the Buy from Neuquen Program that requires they are registered and meet certain conditions. In Brazil and Chile, they are companies from those respective countries and there are no special considerations of proximity to the operation. In Colombia, local suppliers are those that are headquartered in the municipalities of the areas of influence of our projects, as well as regional companies located in the departments we operate in (Casanare and Putumayo) and are members of the neighboring community.</p>
Description of supplier selection processes	<p>The current policy has defined contracting mechanisms for different scenarios such as direct contracting, and public and private tenders. In general terms, the minimum requirements for contracting are defined based on the nature of the goods and services to be acquired. Documents that demonstrate suppliers' financial health (financial statements, balance sheet, others), certificates of experience and track record, lists of machinery or equipment, assurance or certifications of different kinds, evidence of occupational health and safety, environmental and labor practice compliance, among others, can be required.</p>

204-1 Proportion of spending on local suppliers

	 Argentina	 Chile	 Colombia	 Ecuador	 Brazil
2018					
Total budget assigned to suppliers in locations that the Company has significant operations in (\$)	43,382,000	33,947,000	266,630,509	Not available	15,994,000
Total budget assigned to local suppliers in locations that the Company has significant operations in (\$)	12,364,000	31,490,000	35,604,894	Not available	15,406,000
Proportion of total budget in locations that the Company has significant operations in assigned to suppliers in the locality of the operation	29%	93%	13%	Not available	96%
2019					
Total budget assigned to suppliers in locations that the Company has significant operations in (\$)	34,709,214	24,885,331	287,725,173	242,726	8,037,801
Total budget assigned to local suppliers in locations that the Company has significant operations in (\$)	7,562,300	22,188,778	47,800,945	5,478	7,974,707
Proportion of total budget in locations that the Company has significant operations in assigned to suppliers in the locality of the operation	22%	89%	17%	2%	99%
2020					
Total budget assigned to suppliers in locations that the Company has significant operations in (\$)	15,244,346	22,735,396	232,064,993	1,184,640	2,398,867
Total budget assigned to local suppliers in locations that the Company has significant operations in (\$)	5,097,619	20,689,210	35,674,492	63,964	2,326,901
Proportion of total budget in locations that the Company has significant operations in assigned to suppliers in the locality of the operation	33%	91%	15%	5%	97%



308-1 New suppliers that were screened using environmental criteria

	 Argentina	 Chile	 Colombia	 Ecuador	 Brazil
2018					
Total number new suppliers	235	93	216	Not available	65
New suppliers that were screened using environmental criteria	37	13	34	Not available	11
Proportion of new suppliers that were screened using environmental criteria	16%	14%	16%	Not available	16%
2019*					
Total number new suppliers	180	74	222	Not available	131
New suppliers that were screened using environmental criteria	28	10	34	Not available	18
Proportion of new suppliers that were screened using environmental criteria	15%	14%	15%	Not available	14%
Proportion of spending on local suppliers	Not available	Not available	35%	Not available	Not available
2020**					
Total number new suppliers	90	53	337	Not available	53
New suppliers that were screened using environmental criteria	14	7	51	Not available	8
Proportion of new suppliers that were screened using environmental criteria	16%	14%	15%	Not available	15%
Proportion of spending on local suppliers	Not available	Not available	36%	Not available	Not available

* In 2019 the evaluation of suppliers in Colombia started with the environmental team assessing companies, emphasizing to our suppliers the importance of environmental criteria.

** In 2020 we periodically evaluated suppliers and the environmental team checked up on many agreements and suppliers, new or not. At end-2020 periodic evaluation of suppliers in other countries started (it had been recommended to start at the end of the agreements).

414-1 New suppliers that were screened using social criteria

	 Argentina	 Chile	 Colombia	 Ecuador	 Brazil
2018*					
Total number new suppliers	235	93	216	Not available	65
New suppliers that were screened using social criteria	Not available	Not available	Not available	Not available	Not available
Proportion of new suppliers that were screened using social criteria	Not available	Not available	Not available	Not available	Not available
2019**					
Total number new suppliers	180	74	222	Not available	131
New suppliers that were screened using social criteria	Not available	Not available	Not available	Not available	Not available
Proportion of new suppliers that were screened using social criteria	Not available	Not available	Not available	Not available	Not available
Proportion of new suppliers that were screened using social criteria	Not available	Not available	35%	Not available	Not available
2020***					
Total number new suppliers	90	53	337	Not available	53
New suppliers that were screened using social criteria	5	5	41	Not available	0
Proportion of new suppliers that were screened using social criteria	6%	9%	12%	Not available	0%
Proportion of new suppliers that were screened using social criteria	Not available	Not available	39%	Not available	Not available

* In 2018 we had social considerations for the selection and hiring of companies, but some procedures were different and the information is not available.

** In 2019 we had social considerations for the selection and hiring of companies, but some procedures were different and the information is not available.







In 2019 the evaluation of suppliers in Colombia started with the social team assessing companies, emphasizing to our suppliers the importance of environmental criteria.

*** In 2020 we periodically evaluated suppliers and the social team checked up on many agreements and suppliers, new or not.

At end-2020 periodic evaluation of suppliers in other countries started (it had been recommended to start at the end of the agreements).

EMPLEADOS

Information on employees and other workers (102-8)

Operation	2020		2019		2018	
	Total number direct employees	Proportion of each country in total number of employees	Total number direct employees	Proportion of each country in total number of employees	Total number direct employees	Proportion of each country in total number of employees
 Colombia	272	62.24%	202	46.01%	178	38.86%
 Argentina	96	21.97%	131	29.84%	140	30.57%
 Chile	57	13.04%	77	17.54%	100	21.83%
 Peru	5	1.14%	14	3.19%	28	6.11%
 Brazil	5	1.14%	13	2.96%	12	2.62%
 Ecuador	2	0.46%	2	0.46%	0	0.00%
Total	437	100%	439	100%	458	100%

General labor disclosures

	Men	Women	Total
2020			
Total number direct employees	303	157	460
Employees on permanent contracts	287	150	437
Employees on temporary contracts	14	4	18
Placements / Apprenticeships / SENA	2	3	5
Total number indirect employees	0	0	0
Proportion of employees on temporary contracts	4.62%	2.55%	3.91%
Proportion of employees on permanent contracts	94.72%	95.54%	95.0%
Proportion of men and women	65.87%	34.13%	
(405-1) Company employees by labor category *			
Directors	6	5	11
Managers and professionals with over 15 years' experience	49	21	70
Mid-seniority leaders and professionals	97	47	144
Operational professionals and workers	149	81	230
Proportion directors	55%	45%	2%
Proportion managers and professionals with over 15 years' experience	70%	30%	15%
Proportion mid-seniority leaders and professionals	67%	33%	32%
Proportion operational professionals and workers	65%	35%	51%

*Excludes Placements/Apprenticeships (5)
 (102-49) In 2020 the job categories presented were established; in previous years this information was not available
 GeoPark does not have part-time or partial-time employees; 100% of the team has a full-time contract





	Men	Women	Total
2019			
Total number direct employees	328	156	484
Employees on permanent contracts	298	141	439
Employees on temporary contracts	25	10	35
Placements / Apprenticeships / SENA	5	5	10
Total number indirect employees	0	0	0
Proportion of employees on temporary contracts	90.85%	90.38%	90.7%
Proportion of employees on permanent contracts	7.62%	6.41%	7.23%
Proportion of men and women	67.77%	32.23%	

GeoPark does not have part-time employees; 100% of the team has a full-time contract
 *Excludes Placements/Apprenticeships (5)







	Men	Women	Total
2019			
Total number direct employees	351	158	509
Employees on permanent contracts	314	144	458
Employees on temporary contracts	31	8	39
Placements / Apprenticeships / SENA	6	6	12
Total number indirect employees	0	0	0
Proportion of employees on temporary contracts	89.46%	91.14%	90.0%
Proportion of employees on permanent contracts	8.83%	5.06%	7.66%
Proportion of men and women	72.52%	32.64%	

GeoPark does not have part-time employees; 100% of the team has a full-time contract
 * Excludes Placements/Apprenticeships (5)

New employee hires and employee turnover (401-1)

Operation	N° hires 2020			N° hires 2019			N° hires 2018			Hiring		
	M	W	Total	M	W	Total	M	W	Total	2020	2019	2018
 Colombia	70	53	123	21	12	33	12	5	17	45.22%	16.30%	9.15%
 Argentina	0	0	0	9	3	12	35	11	46	0.00%	9.16%	32.86%
 Chile	0	0	0	0	0	0	1	1	2	0.00%	0.00%	2.00%
 Peru	0	0	0	0	0	0	3	2	5	0.00%	0.00%	17.86%
 Brazil	0	0	0	1	0	1	0	0	0	0.00%	7.69%	0.00%
 Ecuador	0	0	0	0	2	2	0	0	0	0.00%	0.00%	0.00%
Total	70	53	123*	31	17	48	51	19	70	28.15%	10.9%	15.28%

*In 2020 one hire was made in the UK, for a total of 124 hires

TURNOVER		Total exits 2020			Total exits 2019			Total exits 2018			Turnover rate		
Operation	Tipo	M	W	Total	M	W	Total	M	W	Total	2020	2019	2018
 Colombia	Total	26	24	50	10	5	15	10	5	15	18.38%	7.43%	8.43%
	Voluntary	1	1	2	3	0	3	1	0	1	0.74%	1.49%	0.56%
 Argentina	Total	17	12	29	12	6	18	1	4	5	30.21%	13.74%	3.57%
	Voluntary	1	1	2	3	0	3	0	1	1	2.08%	2.29%	0.71%
 Chile	Total	11	8	19	19	6	25	3	1	4	33.33%	32.47%	4.00%
	Voluntary	0	0	0	0	0	0	1	1	2	0.00%	0.00%	2.00%
 Peru	Total	0	0	0	10	5	15	2	0	2	0.00%	107.14%	7.14%
	Voluntary	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
 Brazil	Total	6	3	9	0	0	0	0	0	0	180.00%	0.00%	0.00%
	Voluntary	6	3	9	0	0	0	0	0	0	180.00%	0.00%	0.00%
 Ecuador	Total	0	0	0	0	0	0	0	0	0	0.00%	0.00%	n/a
	Voluntary	0	0	0	0	0	0	0	0	0	0.00%	0.00%	n/a
Total		60	47	107	51	22	73	16	10	26	24.49%	16.63%	5.68%
Voluntary		8	5	13	6	0	6	2	2	4	2.97%	1.37%	0.87%

Return to work after parental leave, by gender (401-3)

	2018	2019	2020
 Argentina	5	29	18
Men	1	12	6
Women	4	17	12
 Brazil	0	0	0
Men	0	0	0
Women	0	0	0
 Chile	2	8	6
Men	0	6	3
Women	2	2	3
 Colombia	18	18	36
Men	11	9	18
Women	7	9	18
 Ecuador	0	0	0
Men	0	0	0
Women	0	0	0
Total	25	55	60

Average hours of training per year per employee (401-3)

Training hours for employees	Measurement unit	2018	2019	2020
Total employees	Nº	458	439	437
Total women	Nº	133	124	122
Total men	Nº	278	291	257
Total training hours	FTE Hours	-	-	9,265
Average hours of training per employee	FTE Hours	-	-	21.2

Training hours for employees	Measurement unit	2018	2019	2020
Employees trained	Nº	411	415	379
Proportion of employees trained	%	90%	95%	87%
Male employees trained	Nº	278	291	257
Proportion of male employees trained	%	68%	70%	68%
Female employees trained	Nº	133	124	122
Proportion of female employees trained	%	32%	30%	32%

		2020
Total investment	USD	73,335
Average training investment per employee	USD	167.81

Percentage of employees receiving regular performance and career development reviews (404-3)

Employees evaluated	Employees evaluated	2020
2020 Employees evaluated by category.		
Total employees*	Nº	455
Total employees evaluated*	Nº	455
Proportion of employees evaluated	%	100%
Employees by labor category - Directors	Nº	11
Performance reviews by labor category - Directors	Nº	11
Proportion of employees evaluated by labor category - Directors	%	100%
Employees by labor category - Managers and professionals with over 15 years' experience	Nº	70
Performance reviews by labor category - Managers and professionals with over 15 years' experience	Nº	70
Proportion of employees evaluated by labor category - Managers and professionals with over 15 years' experience	%	100%
Employees by labor category - Mid-seniority leaders and professionals	Nº	144
Performance reviews by labor category - Mid-seniority leaders and professionals	Nº	144
Proportion of employees evaluated by labor category - Mid-seniority leaders and professionals	%	100%
Employees by labor category - Operational professionals and workers	Nº	230
Performance reviews by labor category - Operational professionals and workers	Nº	230
Proportion of employees evaluated by labor category - Operational professionals and workers	%	100%
2020 Employees evaluated by gender.		
Total women	Nº	154
Women evaluated	Nº	154
Proportion of women evaluated	%	100%
Total men	Nº	301
Men evaluated	Nº	301
Proportion of men evaluated	%	100%

*Excludes Placements/Apprenticeships (5)

ENVIRONMENT

(304-4) Species on the IUCN Red List and national conservation lists found in areas affected by our operations

Scientific name	Common name	Endangered level of the species on the IUCN Red List					Total
		Critically endangered	Endangered	Vulnerable	Near threatened	Least concern	
Putumayo - Colombia							
<i>Atelopus spumaruis</i>	Pebas stubfoot toad			X			
<i>Chelonoidis carbonaria</i>	Red-footed tortoise			X			
<i>Lagothrix lagothricha</i>	Brown woolly monkey			X			
<i>Myrmecophaga tridactyla</i>	Giant anteater			X			
<i>Priodontes maximus</i>	Giant armadillo		X				
<i>Alouatta palliata</i>	Mantled howler monkey			X			
<i>Inia geoffrensis</i>	Amazon river dolphin			X			
<i>Lontra longicaudis</i>	Neotropical river otter			X			
<i>Tapirus terrestris</i>	South American tapir	X					
<i>Pithecia monachus</i>	Monk saki			X			
<i>Panthera onca</i>	Jaguar			X			
<i>Pteronura brasiliensis</i>	Giant river otter		X				
<i>Leopardus wiedii</i>	Margay				X		
Llanos - Colombia							
<i>Chelus fimbriatus</i>	Mata mata				X		
<i>Odocoileus virginianus</i>	White-tailed deer				X		
<i>Tapirus terrestris</i>	South American tapir			X			
<i>Leopardus pardalis</i>	Ocelot			X			
<i>Myrmecophaga tridactyla</i>	Giant anteater			X			
<i>Lontra longicaudis</i>	Neotropical otter			X			
<i>Panthera onca</i>	Jaguar				X		
Argentina							
<i>Puma concolor</i>	Puma					X	
<i>Lycalopex griseus</i>	Patagonian fox					X	
<i>Zaedyus pichiy</i>	Dwarf armadillo				X		
<i>Chelonoidis chilensis</i>	Patagonian tortoise			X			
Chile							
<i>Lama guanicoe</i>	Guanaco					X	
Total		1	2	14	5	3	25

(306-4) **Waste diverted from disposal**

(306-5) **Waste directed to disposal**

Waste management by country	Type of waste	Category of waste	2017		2018		2019		2020		Final disposal method (with environmental licenses or permits for repurposing and management)	
			Amount of waste		Amount of waste		Amount of waste		Amount of waste			
			m ³	Ton	m ³	Ton	m ³	Ton	m ³	Ton		
Argentina	Hazardous - contaminated solids	Hazardous	0	0	0	0	0	21.9	160	0	Authorized third parties	
	Hazardous (tank bottoms)	Hazardous	397	0	437	0	641	0	303.9	8.9	Authorized third parties	
	Hazardous (oil absorbing blankets)	Hazardous	29.75	0	34.88	0	77.7	0	0	0	Authorized third parties	
	Conditioned waste	Hazardous	0	24.26	0	12.41	0	0	0	0	Authorized third parties	
	Solid waste comparable to urban	Non-hazardous	0	0	0	0	0	80.75	0	31.3	Authorized third parties	
	Unconditioned solid waste	Non-hazardous	0	90.88	0	58.57	0	0	0	0	Authorized third parties	
	Hazardous waste			426.75	24.26	471.88	12.41	718.7	21.9	463.9	8.9	
	Non-hazardous waste				90.88		58.57		80.75		31.3	
Chile	Used oils	Hazardous	0	0	0	0	0	4.14	0	0	Hazardous waste final disposal plant	
	Contaminated solids	Hazardous	0	0	0	0	0	21.21	0	105.6	Hazardous waste final disposal plant	
	Contaminated solids and soils	Hazardous	0	100.06	0	74.6	0	0	0	0	Hazardous waste final disposal plant	
	Contaminated substrate	Hazardous	0	0	0	0	0	89.06	0	0	Hazardous waste final disposal plant	
	Domestic	Non-hazardous	0	407.45	0	343.8	0	116.25	0	133.7	Landfill	
	Semi-industrial	Non-hazardous	0		0		0	228.8	0	0	Landfill	
	Hazardous waste				100.06	0	74.6		114.41		105.6	
	Non-hazardous waste				407.45	0	343.8		345.05		133.7	

Waste management by country	Type of waste	Category of waste	2017		2018		2019		2020		Final disposal method (with environmental licenses or permits for repurposing and management)
			Amount of waste		Amount of waste		Amount of waste		Amount of waste		
			m ³	Ton	m ³	Ton	m ³	Ton	m ³	Ton	
Colombia	Post-consumer	Hazardous	0	54	0	853	0	409.63	0	3.1	Third parties
	Hazardous	Hazardous	0	414.45	0	156.8	0	243.56	22.481*	254.1	
	Recyclable	Non-hazardous	0	59.57	0	86.89	0	74.34	0	309.4	
	Non-recyclable	Non-hazardous	0	239.49	0	84.49	0	126.1	0	679.6	
	Organic	Non-hazardous	0	225.53	0	277.966	0	430.63	0	0	
	Hazardous waste		468.45		1.009.8		653.19	22.481	257.2		
	Non-hazardous waste				449.35		631.07		989.00		
Brazil	Effluent	Non-hazardous	0	0	93	0	0	0	0	0	ETE
	Recyclable	Non-hazardous	0	0	0	0.071	0	1.56	0	0	Recycling
	Non-recyclable	Non-hazardous	0	0	0	1.44	0	0.16	0	0	Landfill type IIA
	Drill cuttings	Non-hazardous	0	0	0	296.42	0	46.97	0	0	Blending
	Organic	Non-hazardous	0	0	0	0	0	3.09	0	2.99	Co-processing
	Effluent	Hazardous	0	0	120	0	0	0	615	0	Co-processing
	Non-recyclable	Hazardous	0	0	0	0	0	4.43	0	27.59	Co-processing
	Contaminated drill cuttings	Hazardous	0	0	0	50.43	0	206.93	0	0	Landfill type IIA
	Hazardous waste				120	50.43		211.36	615	27.59	
Non-hazardous waste				93	297.94		51.78	0	2.99		

* The volume of hazardous waste reported corresponds to drilling sludge and includes those that were treated internally by dehydration and those given to third parties for final disposal.

(305-1)(305-2)(305-3) GHG direct and indirect emissions (Scope 1,2 and 3) (Ton CO₂e)

Direct and indirect emissions	2017 (Ton CO ₂ e)	2018 (Ton CO ₂ e)	2019* (Ton CO ₂ e)
Scope 1	215,012.52	251,661.33	323,422.05
Scope 2	8,662.67	9,975.30	22.89
Scope 3	8.91	14.89	10,356.30
Total Scope 1 and 2	223,684.09	261,651.53	323,444.94

Measurement for Colombia: Llanos 34. Although GeoPark has emissions information prior to 2020, the change of measurement scope means that it is not possible to compare this year with previous periods. Therefore, for future reports, the base year and the methodology will be those that we applied in 2020.

Emissions intensity (KgCO₂/BBL) (305-4)

Emissions intensity	2018* (KgCO ₂ e/boe)	2019* (KgCO ₂ e/boe)
	12.79	13.05

*Measurement for Colombia: Llanos 34. Although GeoPark has emissions information prior to 2020, the change of measurement scope means that it is not possible to compare this year with previous periods. Therefore, for future reports, the base year and the methodology will be those that we applied in 2020.