

# CLIMATE CHANGE

## CLIMATE CHANGE IMPACT ON OUR STAKEHOLDERS

(GRI 3-3)

The consequences of climate change have the potential to impact all our stakeholders, as well as our operations. Some of these potential impacts are:

- Physical effects related to the water cycle, with a possible increase in landslides and floods and greater restrictions on access to the water needed for our operation, the increase in associated industrial safety risks with strong winds, thunderstorms and extreme temperatures.
- Increased price volatility and potential restrictions of our products, and increased costs affecting our operations as a result of climate change-related regulations.
- Possible impacts on the communities in our areas of influence, who depend largely on agricultural activities and are very sensitive to variations in climatic cycles, and who have difficulties to access markets for their products that could increase due to atypical rain, snowfall or wind.

## RISKS AND OPPORTUNITIES ASSOCIATED WITH CLIMATE CHANGE

(GRI 201-2; GRI 11.2.2)

- 1. Physical risk of flooding, which may disrupt the Company's operations in Colombia and Ecuador, affecting production locations and/or access roads.** These events interrupt production and generate cost overruns for repairs. Management is based on continuously studying hydric and hydraulic matters, maintaining active meteorological monitoring and building ditches and defenses. We have invested more than US\$4 million in these prevention and mitigation actions.
- 2. Physical risk from extreme winds, which put the physical safety of workers and facilities at risk and affect the continuity of Company operations in Chile.**

These events can damage facilities, and force the suspension of work in open fields, with potential impact on production and costs. We have adapted our facilities in the area and have periodic monitoring plans to ensure their integrity.

- 3. Transitional (regulatory) risk arising from operational constraints due to new mandates and regulations coming into force, including increasing difficulty in obtaining environmental permits and social license to carry out projects.** This risk can translate into longer execution times of activities, increasing investment and operating costs, and the impossibility of realizing some of the projects in the portfolio. The management plan is based on implementing legislative follow-up and monitoring mechanisms and planning for long-term regulatory scenarios. Both actions are being executed, neither requires a specific budget and both are supported by continuous conversations with the associations of which GeoPark is part.
- 4. Opportunity to include new technologies and cutting-edge practices in operations to increase energy efficiency, reducing consumption in main equipment such as boilers and injection pumps. This will lower costs and make the operation less susceptible to impacts from the price and availability of energy.** At the same time, emissions related to the generation and consumption of electricity and heat are reduced. We have invested more than US\$1 million in energy efficiency initiatives in our main fields and although we do not have specific evaluations, we estimate that the financial effort is recoverable in the short term (<5 years).

We use scenario analysis for the quantitative and qualitative assessment of risks and opportunities presented by climate change. The scenarios we use are built in-house and have elements of the scenarios proposed by the International Energy Agency (IEA) and by the Intergovernmental Panel on Climate Change (IPCC). We analyze risks and opportunities and propose our adaptation plan, currently underway, accounting for Scope 1, 2 and 3 emissions.

## JUSTIFICATION FOR RECALCULATING HISTORICAL EMISSIONS DATA

Historical emissions are recalculated every year to ensure that they are comparable between reporting periods and consider the Company's current situation including greater precision and accuracy available in calculating methodologies (the principle of consistency). In 2022, historical data was recalculated due to:

01

Changes to the limit of the inventory (in line with the approach of consolidation by operating control), by including only emissions resulting from the one (1) operation in 2022 in Argentina (operation under GeoPark control).

02

Change in the calculation method of fugitive emissions in Llanos 34, from the indirect method used in previous years to the inclusion of direct measurements made in storage tanks and in the asset's process facilities.

03

Update of GHG global warming potential (GWP) values based on the most recent IPCC publication in its Sixth Assessment Report (AR6). The indicators that include recalculated historical data are Scope 1, 2 and 3 GHG emissions, the gases included in these calculations and emissions intensity.

## METHODOLOGY AND EMISSION FACTORS USED FOR SCOPES 1, 2 AND 3

For Scopes 1, 2 and 3, emission sources and emissions below the significance threshold shall be reviewed when the scope of the inventory is modified; or when equipment thought to produce emissions is bought or sold. The process for identifying emissions sources and compliance limits shall be reviewed at each internal audit or technical review, to verify the principle of total and relevance.

The scope of the inventory shall be reviewed if:

1. Structural changes occur in the Company, for example: the purchase or sale of facilities, incorporation (insourcing) or external transfer (outsourcing) of processes or activities that generate emissions or other changes in the Company's corporate structure.
2. There is a desire to change the approach selected to provide more adequate information.

For scopes 1, 2 and 3, the necessary records will be kept that come from consolidated reports, the tools defined by the Company or processes and validated by different positions associated with the respective process to demonstrate compliance with the requirements of ISO 14064:1.

For Scopes 1 and 3, **emission factors** will be taken from recognized sources such as IPCC reports, the Greenhouse Gas Protocol, the Colombian fuels emissions factors tool (FECOC) of the Colombian Mining and Energy Planning Unit (UPME), and own factors according to chromatography, generation variables and the Colombian electricity market of the Electric Energy Department, the Colombian Electricity Information System (SIEL), and the Ecoinvent database, among others.

**Scope 1:** To calculate Scope 1 emissions, the limits and facilities for carrying out the GHG inventory are defined, with consideration of the applicable GHG emission sites and sources, as well as the categories for the inventory of direct emissions.

We identify and detail the reasons for excluding GHG emissions sources from our quantification.

Direct GHG emissions include those derived from activities such as combustion and fugitive emissions, among others that belong to or are controlled by the Company.

The quantification of GHG emissions is proposed in two steps:

**(i)** .....

Obtaining GHG emissions (in tonnes of GHG) from data of the activity that produces the emission. It is applicable for emissions sources in which there is a chemical transformation process, fixed or mobile combustion, or process emissions.

$$\text{GHG emissions (t GHG)} = \text{Activity data} \times \text{Emission factor}$$

**Where: GHG emissions (t GHG):**  
**GHG emissions in tons.**

**Activity data:** A quantitative measure of the activity that produces an emission. In the case of combustion from stationary sources, it is usually expressed in units of energy (TJ) and calculated as the product of fuel consumption (by mass or volume) and the Lower Calorific Value (LCV).

**Emission Factor:** Normally this is expressed in tonnes of GHG of CO<sub>2</sub>eq/unit (depending on the activity data units). The emission factor depends on the type and characteristics of the chemical transformation process and the type of fuel.

**(ii)** .....

Conversion of emission data (in tonnes of GHG) to tonnes of CO<sub>2</sub>eq. It is applicable to emissions sources in which there is no chemical transformation process (fugitive emissions), or in which the primary data comes from a direct measurement of GHG mass or volume.

$$\text{Emissions (t CO}_2\text{-eq)} = \text{Emission data} \times \text{Global Warming Potential}$$

**Where: GHG emissions (t CO<sub>2</sub>-eq):**  
**GHG emissions in tonnes of CO<sub>2</sub> equivalent.**

**Emission data:** Quantitative measure of emissions produced. This data is available either because the mass of fugitive emissions is known or because a measurement is available.

**Global warming potential:** Factor that describes the impact of the radiation force of a unit based on the mass of a given GHG, relative to the unit equivalent of CO<sub>2</sub> over a period of 100 years. For the estimation of fugitive emissions, the methodology used was that established by the 2006 IPCC Guidelines, Chapter 4 Fugitive emissions.

For the calculation of GHG in GeoPark activities, the protocols defined by the IPCC GHG Accounting Guidance and stoichiometric reactions were used.

**GHG emissions (t GHG):**

Activity data x Emission factor

**For fugitive emissions:** Emissions (t CO<sub>2</sub>-eq) = Emission data x emission factor x Global Warming Potential.

**Note:** For the measurement of fugitive emissions from Llanos 34, there is a modification in the methodology. In this case, direct measurements are integrated, the result of an exercise undertaken in 2022 by a specialized supplier (GAS CDT).

**Scope 2:** To calculate Scope 2 emissions, applicable sources of GHG emissions (energy suppliers in the countries of operation) are identified.

Emission factors will be taken from recognized sources such as UPME in Colombia, Cammesa in Argentina, CENACE National Electricity Operator in Ecuador and the National Energy Commission in Chile.

The quantification of GHG emissions is proposed in two steps:

**(i)** .....

Obtaining GHG emissions (in tonnes of GHG) from data on the activity that produces the emission: consumption of kWh.

$$\text{GHG emissions (t GHG)} = \text{Activity data} \times \text{Emission factor}$$

**Where: GHG emissions (t GHG):**  
**GHG emissions in tonnes.**

In the case of electricity, the activity data will be the electricity consumption of the installation (expressed in kWh).

**Emission Factor:** It is normally expressed in tonnes of GHG of CO<sub>2</sub>eq /unit (depending on the units of the activity data).

**(ii)** .....

If necessary, emission data (in tonnes of GHG) are converted into units of tonnes of CO<sub>2</sub>e.

$$\text{Emissions (t CO}_2\text{-eq)} = \text{Emission data} \times \text{Global Warming Potential}$$

**Where: GHG emissions (t CO<sub>2</sub>-eq):**  
**GHG emissions in tonnes of CO<sub>2</sub> equivalent.**

**Emission data:** Quantitative measure of the emissions produced. This data is available either because the mass of fugitive emissions is known or because a measurement is available.

**Global warming potential:** Factor that describes the impact of the radiation force of a unit based on the mass of a given GHG, relative to the unit equivalent of CO<sub>2</sub> over 100 years. Expressed in tonnes of CO<sub>2</sub>e /t GHG (there is a factor for each type of GHG). The definition of global warming potential remains within the scientific domain and is subject to significant uncertainty. For the estimation of fugitive emissions, the methodology used was that established by the 2006 IPCC Guidelines, Chapter 4 Fugitive emissions.

**Scope 3:** To calculate Scope 3 emissions, applicable sources of GHG emissions are identified, mainly transformation and use of our products, although we also analyze emissions from transport and the production of inputs and goods that we consume.

Indirect GHG emissions include:

- ❑ Indirect emissions from energy imports.
- ❑ Indirect emissions from transport.
- ❑ Indirect emissions from products used by the Company.
- ❑ Indirect emissions associated with the use of the organization's products.
- ❑ Indirect emissions from other sources.

The quantification of GHG emissions is proposed in two steps:

**(i)** .....

Obtaining the GHG emission (in tonnes of GHG) from data of the activity that produces the emission. It is applicable to emissions sources where there is a process of chemical transformation, fixed or mobile combustion or process emissions.

$$\text{GHG emissions (t GHG)} = \text{Activity data} \times \text{Emission factor}$$

**Where: GHG emissions (t GHG): GHG emissions in tonnes.**

**Activity data:** Quantitative measure of the activity that produces an emission. In the case of combustion from stationary sources, it is usually expressed in units of energy (TJ) and calculated as the product of fuel consumption (by mass or volume) and the Lower Calorific Value (LCV).

For mobile combustion sources, activity data relating to distance traveled (km) or fuel consumption in gallons is used. In the case of process emissions, the activity data will be representative of the process such as the production (mass or volume) or consumption of raw material (mass or volume). For electricity, the activity data will be the electricity consumption of the facility (expressed in kWh).

**Emission Factor:** Normally expressed in tonnes of GHG of CO<sub>2</sub>eq/unit (depending on the units of the activity data). The emission factor depends on the type and characteristics of the chemical transformation process and the type of fuel. There are also emission factors per distance travelled for different types of vehicles. Sometimes, in order to match the units of activity data to the units of the available emission factor, it is necessary to use conversion factors such as density, or factors of unit changes within the same magnitude.

**(ii)** .....

Conversion of emission data (in tonnes of GHG) to tonnes of CO<sub>2</sub>eq. It is applicable to emission sources in which there is no chemical transformation process (fugitive emissions), or where the primary data comes from a direct measurement in mass or volume of GHG.

$$\text{Emissions (t CO}_2\text{-eq)} = \text{Emission data} \times \text{Global Warming Potential}$$

**Where: GHG emissions (t CO<sub>2</sub>-eq): GHG emissions in tonnes of CO<sub>2</sub> equivalent.**

**Emission data:** Quantitative measure of the emission produced. This data is available either because the mass of fugitive emissions is known or because a measurement is available.

**Global warming potential:** Factor that describes the impact of the radiation force of a unit based on the mass of a given GHG, in relation to the equivalent unit of CO<sub>2</sub> over a period of 100 years. Expressed in tonnes of CO<sub>2</sub>e /t GHG (there is a factor for each type of GHG). The definition of global warming potentials remains within the scientific domain and is subject to significant uncertainty. For the estimation of fugitive emissions, the methodology used was that established by the 2006 IPCC Guidelines, Chapter 4 Fugitive emissions.

## GASES INCLUDED IN GHG EMISSIONS CALCULATIONS

(GRI 305-1/2/3/4; GRI 11.1.5/6/7)

Country / Block	Tons of CO <sub>2</sub>	Tonne CH <sub>4</sub>	Tonne N <sub>2</sub> O	Tonne CO <sub>2</sub> eq
Colombia	198,483	1,242	1	235,706
Llanos 34	168,277	1,150	1	202,682
Platanillo	30,086	93	-	32,902
Llanos 87	120	-	-	121
Chile	27,650	89	-	34,843
Fell	27,650	89	-	34,843
Argentina	2,435	6	-	2,615
A. Baguales	1,240	3	-	1,329
El Porvenir	798	2	-	845
P. Touquet	397	1	-	441
Ecuador	162	2	-	216
Espejo	162	2	0	216
Administrative	198	-	-	198
<b>TOTAL</b>	<b>259,176</b>	<b>1,437</b>	<b>1</b>	<b>273,577</b>

**Note:** We report this indicator for Scope 1 and 2 emissions as the sources of information we use for Scope 3 emissions do not include this level of detail.

## FUEL CONSUMPTION BY FIELD

(GRI 302-1)

Country / Block	Gas (mcf)	Fuel oil (gal)	Diesel generation (gal)	Crude (gal)	Diesel transport (gal)	Biodiesel (gal)
Colombia	2,087,838	2,483,133	2,984,267	221,760	-	331,585
Llanos 34	1,963,735	803,055	2,331,355	-	-	259,039
Platanillo	122,598	1,680,078	649,055	221,760	-	72,117
Llanos 87	1,505	-	3,857	-	-	429
Chile	403,790	-	-	-	19,795	2,199
Fell	403,790	-	-	-	19,795	2,199
Argentina	36,977	-	1	-	14,043	1,915
A. Baguales	18,980	-	-	-	6,422	876
El Porvenir	12,203	-	-	-	3,776	515
P. Touquet	5,794	-	1	-	3,845	524
Ecuador	944	-	9,699	-	-	1,078
Espejo	944	-	9.99	-	-	1,078
Administrative	1,956	-	-	-	-	-
<b>TOTAL</b>	<b>2,973,217</b>	<b>2,483,133</b>	<b>3,003,668</b>	<b>221,760</b>	<b>67,675</b>	<b>341,970</b>

## OTHER EMISSIONS

[GRI 305-7; GRI 11.3.2]

Significant air emissions	Unit	2021	2022
NOx	kg	26,668.4	17,888
SOx	kg	205,445.4	230,206
Persistent organic pollutants (POPs)	kg	-	-
Volatile organic compounds (VOCs)	kg	-	-
Hazardous Air Pollutants (HAPs)	kg	-	-
Particulate Matter (PM)	kg	32,678.6	27,898
Other categories of air emissions identified in relevant regulations	kg	-	-

**Note I:** The reported data corresponds to the monitoring carried out on the boilers in the Llanos 34 block (Colombia). The production of this block corresponds to 92 % of the production operated by the Company. In the other assets, no measurements were made during 2022. Data coverage is 92 %.

**Note II:** The data reported in the previous report (2021) was in tonnes, and should however be in kg. The data is corrected in this new report.

The calculation of the reported annual emissions was based on the results of the isokinetic monitoring that is carried out periodically in the existing emission sources in the Llanos 34 block (Colombia), considering the hours of work per day and the number of days a year of operation of these sources.

For Colombia, the applicable emission standards correspond to the provisions of Resolution 909 (2008),

Article 8 Table 5, permissible emission standards of air pollutants for new external combustion equipment depending on the type of fuel. Additionally, Resolution 1309 of July 13, 2010 partially modifies Resolution 909 of 2008 which establishes the norms and standards of permissible emissions of pollutants by stationary sources, specifically for internal combustion engines with a capacity equal to or greater than 1MW.

## RESPECT FOR HUMAN RIGHTS

### HUMAN RIGHTS DISCUSSION SPACES IN WHICH WE TOOK PART IN 2022

- Guías Colombia, contributing to the construction of guides to improve due diligence in Human Rights and, by December 31, 2022, we were contributing to a Climate Change Guide.
- IPIECA Human Rights Working Group, contributing to the development of video material for contractors and suppliers.
- Human Rights Group of the National Business Association of Colombia (ANDI).
- Human Rights Working Group of the Ministry of Mines and Energy of Colombia to update the human rights policy of the sector.

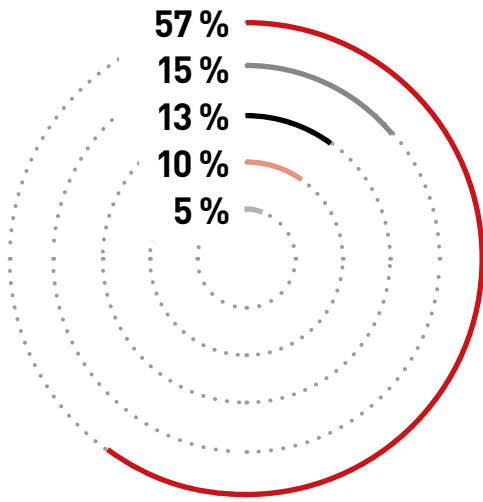
# CORPORATE GOVERNANCE

## OWNERSHIP STRUCTURE

Total number of GeoPark shares as of December 31, 2022:

 **TOTAL**  
**57,621,998**

- Renaissance Technologies LLC  
**3,106,263 shares**
- Gerald E. O’Shaughnessy  
**5,545,080 shares**
- Compass Group LLC  
**7,525,160 shares**
- James F. Park  
**8,817,251 shares**
- Other shareholders  
**32,628,244 shares**



## COMMITTEES

(GRI 2-9/12/20)

Roles and responsibilities of each of our Committees.



### AUDIT COMMITTEE:

The Committee is currently composed of three (3) independent Directors.

The main functions of the Audit Committee, notwithstanding the objectives or additional functions provided for in its Bylaws, are to assist the Board of Directors in overseeing:

- The integrity of the Company’s financial statements and of the accounting and financial reporting processes and their respective audits.
- The performance, qualifications and independence of the independent auditor.
- The Company’s compliance with legal and regulatory requirements and ethical standards.
- The performance of the Company’s internal audit function.
- The review of cybersecurity progress and level of risk.



### SPEED/SUSTAINABILITY COMMITTEE:

The Committee is composed of four (4) Directors, and is responsible for assisting the Board of Directors in its role of guiding and overseeing Company strategy with respect to the SPEED values and sustainability, including:

- The security of its operations.
- Initiatives to return value to its stakeholders.
- The well-being of employees.
- The preservation of the environment, including the actions we develop to face climate change.
- The development of communities and social groups.

This Committee meets at least two (2) times a year.



### **STRATEGY AND RISK COMMITTEE:**

The Committee is composed of six (6) Directors, and is responsible for:

- Advising the Board of Directors on the identification of risks and their interrelation with the Company's strategy.
- Comprehensively analyzing all the risks of the Company as a whole, including financial, social, environmental and political.
- Following up on the Company's risk management.



### **COMPENSATION COMMITTEE:**

The Committee is composed of four (4) independent Directors, and is responsible for:

- Reviewing and approving corporate goals and objectives for the compensation of the CEO and other executives, ensuring that they are adequately linked to the Company's strategy.
- Evaluating CEO performance in accordance with previously established goals and objectives.
- Recommending to independent members of the Board of Directors that they annually approve the level of CEO compensation, including salary, bonuses and incentive levels, deferred compensation, executive benefits, compensation in shares, and compensation agreements and other direct and indirect benefits.
- Annually review and recommend for approval by the Board of Directors the adoption, modification or termination of all incentive plans.
- Annually review the amount and form of remuneration paid (i) to non-executive directors for their services (a) as members of the Board of Directors and (b) as members and chairs of the committees of the Board of Directors; and (ii) to the Board Chair, making recommendations to the Chair on any changes, if appropriate.



### **TECHNICAL COMMITTEE:**

The Committee is composed of four (4) Directors, and is responsible for:

- Reviewing, when necessary, the main geological and geophysical works, as well as other technical exploration studies carried out by the Company.

- Evaluating exploration well results and post-drilling analyses in relation to pre-drilling predictions to assess subsurface performance and integration into future work.
- Discussing with the Executive Team the proposed exploration strategy and plans, including technical classification and prioritization of prospecting, seismic studies, as well as the drilling schedule.
- Reviewing safety and operational issues (drilling / facilities) and discussing incidents / accidents to support continuous performance improvement.
- Reviewing and analyzing the annual report submitted by the Executive Team regarding the oil reserves of GeoPark and its subsidiaries, and recommending to the Board of Directors that it approves its dissemination and publication.



### **NOMINATION AND CORPORATE GOVERNANCE COMMITTEE:**

The Committee is composed of three (3) independent members, and is responsible for:

- Identifying and recommending for approval by the Annual General Meeting the designation of:
  - Candidates to the Board of Directors to fill vacancies.
  - Candidates to the Board of Directors for election in the Company's Annual General Meeting.
  - Current Directors standing for re-election at the Company's Annual General Meeting.
- The Committee shall periodically monitor the size and structure of the Board of Directors and its committees, and make recommendations thereon to the Board.
- The Committee shall review the Company's Corporate Governance Guidelines, Code of Conduct, Bylaws, policy on the use of proprietary information and any other corporate governance policy that is not within the purview of another Committee, and shall propose any amendments thereto.



## BOARD OF DIRECTORS UNTIL JULY 18, 2022

Name	Tenure	Committees	Board or Committee Chair	Independent	Non executive	Participation in other boards of directors	Participation in Board Meetings
Carlos Gulisano	12 years (June, 2010–July, 2022)	-	-	No	Yes	No	100 %
Sylvia Escovar Gómez	2 years and 4 months (August 2020)	<ul style="list-style-type: none"> <li>Nomination and Corporate Governance</li> <li>SPEED</li> </ul>	Chair of the Board	Yes	Yes	<ul style="list-style-type: none"> <li>Bancolombia Group</li> <li>Empresa Telefónica de Bogotá – ETB</li> <li>Sanitas EPS Medicines Company</li> <li>Organización Corona S.A.</li> <li>Fundación Carolina</li> <li>Women in Connection (WIA)</li> <li>Fundación Fedesarrollo</li> </ul>	100 %
James F. Park	20 years (May, 2002)	<ul style="list-style-type: none"> <li>Strategy and Risk</li> <li>Technical</li> <li>SPEED</li> </ul>	Strategy and Risk Committee	No	No	Goodrock, LLC	100 %
Robert A. Bedingfield	7 years and 9 months (March, 2015)	<ul style="list-style-type: none"> <li>Audit</li> <li>Compensation</li> <li>Nomination and Corporate Governance</li> </ul>	Audit Committee	Yes	Yes	Science Applications International Corporation (SAIC)	100 %
Constantin Papadimitriou	4 years and 7 months (May, 2018)	<ul style="list-style-type: none"> <li>Compensation</li> <li>Audit</li> <li>Strategy and Risk</li> </ul>	Compensation Committee	Yes	Yes	<ul style="list-style-type: none"> <li>Cavamont Holdings Limited</li> <li>General Oriental Investments SA</li> <li>Capland SA</li> <li>Diorasis International SA</li> </ul>	100 %
Somit Varma	2 years and 4 months (August, 2020)	<ul style="list-style-type: none"> <li>Compensation</li> <li>Technical</li> <li>Nomination and Corporate Governance</li> <li>Strategy and Risk</li> </ul>	Nomination and Corporate Governance Committee	Yes	Yes	<ul style="list-style-type: none"> <li>Delonex Energy</li> <li>Zenith International</li> <li>Zenith US</li> <li>Apex Energy Casa</li> <li>Anemka</li> </ul>	100 %

**Note:** Participation in Boards of Directors of for-profit organizations is reported.

## CONFLICT OF INTEREST

(GRI 2-15)

Article 49 of the statutes provides that:

- 1.** Any member of the Board of Directors, or any company, partner or business with which any member is associated, may act in any capacity, be employed by or render services to the Company, and said Board member or company, partner or business shall be entitled to remuneration as if the Board member were not a member of the Board of Directors. However, under no circumstances may the aforementioned Board member, partner or company of the Director be authorized to act as Auditor of the Company.
- 2.** Any member of the Board of Directors who has a direct or indirect interest in a contract or proposed contract or agreement with the Company shall declare the nature of such interest and as required by law.
- 3.** Notwithstanding legal provisions and any other disclosure of information required by Law, general notification to the Board of Directors by a director or officer declaring that (s)he is a director or officer or that (s)he has an interest in any business and that

(s)he should be considered as an interested party in any transaction or agreement with a business entity shall be sufficient declaration of interest in relation to any transaction or agreement.

- 4.** A member of the Board of Directors may not vote or be counted in the quorum in relation with a resolution of any Board Committee in relation with a contract, agreement, transaction or proposal in which the Company is or will be part, and in which the member, to the best of his knowledge, will have an interest, a material interest (not derived from his participation in shares or actions or obligations or other values of the Company). This prohibition is not applicable to resolutions relative to certain events designated in Bylaws and to the benefit of the Company.

It is therefore important to clarify that, although the statutes of GeoPark Limited provide certain parameters to regulate situations of conflict of interest, they complement each other in accordance with the provisions of the Companies Act 1981, which in its section 97.1 establishes that members of the Board of Directors must act in good faith and in the interests of the Company.

# OPERATIONAL EXCELLENCE AND INNOVATION

## SPILL MANAGEMENT

(GRI 306-3; EM-EP-160a.2.; ENV-6)

We have prevention plans and we have structured procedures from the identification of risks to the activation of contingency and remediation plans in which we work with partners specialized in emergency response.

As a differential value in the management of oil spills, we involve our neighbors as overseers and guarantors of the processes, thus ensuring due citizen participation and permanent communication with communities on the measures and progress in dealing with this type of contingency. We have also planned actions for institutional coordination and immediate and timely responses to ensure that our neighbors can have continuous access to water in the event of a spill affecting this resource.

Spills are categorized as emergency disruptive events, that is, events that in addition to affecting or having the potential to affect operations also endanger the integrity of people, the environment or facilities.

For this we have created our Business Continuity Master Plan (PMCN), with which we seek the protection of facilities and their resources (people, environment, infrastructure and equipment), strategic, missional, support or control processes and the business environment and its engagement with our Company. We do this to ensure that each of the components of the model can act independently or simultaneously and coordinated, depending on specific cases.

### (GRI 306-3; ENV-6; EM-EP-160a.2.)

In 2022 we had three (3) significant oil spills in our operations. The increase in spill volume is due to the increase in events. One (1) occurred as a result of external events (sabotage) in Putumayo (Colombia) and two (2) were the result of operational failures in Fell (Chile).

The events totaled 9.4 barrels of crude oil spilled with damage to topsoil, and one spill caused minor damage to a body of water. In all cases, the emergencies were handled in accordance with the provisions of the Risk and Disaster Contingency and Management Plans and the affected areas were cleaned appropriately.

The event in Colombia did not generate a significant impact on the body of water or surrounding area, and the community and authorities were involved in the response. The corresponding authority followed up on the project, closed the event and did not generate any

requirement as it was evident from the reports presented and in the field visits that the area did not register any significant affectation or impact.

The Chile events occurred in storage tanks in the Fell block due to operational failures. Preventive and corrective actions were implemented to avoid it happening again. Additionally, and as part of the remediation plan, the following work was carried out:

- Replacement of the valves that failed.
- Reinforcement of the training plan for maintenance personnel.
- Update of the facilities' HAZOP risk analysis.
- Update of the procedure for inactive wells.
- Development of an inventory of facilities that have provisional or out-of-specification containment walls.

## RESPONSIBLE SUPPLY CHAIN MANAGEMENT

### IMPACTS OF OUR MANAGEMENT ON THE SUPPLY CHAIN

(GRI 3-3; GRI 203; GRI 414-2; GRI 11.14.5/11.12.3)

- Through the local procurement of goods and services for our operations, we contribute to boosting the economy in the areas of influence of our activities.
- We generate spaces and mechanisms of easy access for the attention and participation of the community and our suppliers that allow us to know the needs and expectations of our stakeholders, and keep them informed about our management.
- We have defined standards that exceed compliance with minimum legal obligations with regards to labor, environmental and social matters. In this way we contribute to generating awareness in our value chain (which includes small and medium-sized local entrepreneurs) on the responsible use and protection of natural resources.
- We support the capacity building processes of our current and potential suppliers by offering training on different topics and generating spaces for feedback and diagnosis of opportunities as part of competitive processes and market knowledge exercises (pre-qualifications or market intelligence).
- We forge alliances to contribute to our neighbors' social and economic development, and actively participate in local dialogue scenarios that promote sustainable conditions for the development of the local oil operation.

We have identified the following potential negative impacts arising from our operation. Identifying them allows us to design work plans to prevent their materialization.

- High dependence of the hydrocarbons sector in the business fabric of the areas of influence of our projects.
- Our actions and those of our suppliers have potential negative impacts on the environment, so we must be careful and continue working on choosing suppliers not only for their quality and price, but also for their environmental management, among other criteria.
- Possible effects on the health of our employees, suppliers and contractors. We are responsible for the people who work with us, for the people who work in the companies we hire and for all those who are part of our supply chain, which is why being attentive to people makes us better supply chain managers.

## DEFINITIONS OF LOCAL SUPPLIERS

(GRI 2-6; GRI 204-1; GRI 11.14.6)



### Colombia

Suppliers that can demonstrate, through their certificate of Existence and Representation issued by the Chamber of Commerce, that they have their main headquarters in the area of influence of our operations and have been established there for at least 12 months, counted from the date of registration in the certificate of the headquarters. The company must have physical headquarters in the area.

In Colombia, “zone of influence” corresponds to the geographical space, at the municipal level, where our operations are executed.



### Ecuador

Suppliers that can demonstrate through their registration document that they have their main headquarters in the area of influence of our operations and have been established there for at least 12 months, counted from the date of registration in the certificate of the headquarters. The company must have physical headquarters in the area.

In Ecuador, “zone of influence” corresponds to the geographical space, at the parish level, where our operations are executed.



### Chile

Suppliers with registration and presence in Chile. There are no special considerations of their proximity to the operation.



### Brazil

Suppliers with registration and presence in Brazil. There are no special considerations of their proximity to the operation.



### Argentina

Local companies are those that are part of the “Buy Neuquen” program and are registered on a list of companies that must meet certain conditions.

## SUPPLIERS EVALUATED ON SOCIAL AND ENVIRONMENTAL CRITERIA IN 2022

(GRI 308-1)

New suppliers evaluated on environmental criteria	Unit	2019	2020	2021	2022
New suppliers	#	686	536	413	220
New suppliers whose selection process has contemplated environmental criteria	#	90	81	39	23
New suppliers that have been evaluated taking into account environmental criteria	#	90	81	39	24
New suppliers evaluated and selected according to environmental criteria	%	15	15	18.9	21.4

## PERCENTAGE OF SPENDING ON LOCAL PROCUREMENT IN 2022 BY COUNTRY

(GRI 204-1 GRI 11.14.6)

Percentage of local procurement in total spend	Unit	2019	2020	2021	2022
Colombia	%	17	15	12	12
Ecuador	%	2	5	7	1
Chile	%	89	91	88	85
Brazil	%	99	88	96	99
Argentina	%	22	33	35	43

## TYPES OF CONTRACTOR EMPLOYMENT RELATIONSHIP AND TYPES OF CONTRACTORS

Country	Most common type of contractor employment relationship	Country	Types of contractor and most frequent types of contractor work
Colombia	Work or labor and fixed term	Colombia	Independent contractors that specialize in an activity. Civil works, drilling, production works, electrical and metalworking works, and transport.
Ecuador	Contract for certain work	Ecuador	For operational activities production crews, mechanical and electrical maintenance, and liquids transport are mainly contracted.
Chile	<ul style="list-style-type: none"> <li>Indefinite contracts, for permanent activities</li> <li>Contracts for work or projects, dependant on duration.</li> </ul>	Chile	

In the countries we operate in there are wage compensation benchmarks higher than the legal minimum wages established for hydrocarbons sector activities. To ensure decent and dignified labor conditions for workers in our value chain, we implement the following measures:

- 1.** We have established salary baselines based on the salaries of other operators in the same geographic area, trying to stay within the average range of these companies and also considering macroeconomic analysis and other indicators.
- 2.** In countries where the government has a wage benchmark for specific productive sectors, we carry out socio-economic context analyses of the regional environment of operations to evaluate possible adjustments that help balance the impact of external factors on workers' incomes.
- 3.** On an ongoing basis and considering that the dynamics of salary compensation are affected by agreements originating in collective bargaining with unions and some operators, we periodically evaluate the impact that such agreements may have on the management of expectations of workers in our activities in the value chain.
- 4.** All agreements with contractors have a labor annex, wage guidelines and clear provisions on the relationship between the contractor and its workers in the context of compliance with labor obligations, as well as respect for workers' human rights.
- 5.** In no case may contractors pay workers less than the basic minimum established by GeoPark for different respective activities. Basic wages are higher than minimum wages in all countries.

## DUE DILIGENCE AND MANAGEMENT OF ENVIRONMENTAL IMPACTS

### OTHER ACHIEVEMENTS OF OUR ENVIRONMENTAL VIABILITY MANAGEMENT IN 2022

(GRI 3-3)

- We conducted nine (9) multidisciplinary field visits in Llanos Exploration, Llanos Production and Putumayo (Colombia), to select the best location of future infrastructure to avoid environmental impacts.
- The environmental authority authorized 100 % of the minor changes we proposed for the viability of activities in the Llanos 34 and Llanos 124 blocks.
- The Colombian Institute of Anthropology and History (ICANH) approved seven (7) Archaeological Management Plans for construction projects in the Llanos basin.
- We created a Geovisor, an interactive tool to facilitate the analysis of relevant socio-environmental geographic data as a mechanism to optimize the early spatial management of projects and areas of interest.

### OTHER ACHIEVEMENTS OF OUR ENVIRONMENTAL MANAGEMENT IN 2022

(GRI 3-3)

- We conducted 19 second-party audits on critical contractors in environmental aspects in Colombia.
- More than 1,700 neighbors (children, youth and adults) participated in environmental awareness programs with differential methodologies in Llanos and Putumayo (Colombia).
- We developed five (5) surface water monitoring processes.

# INTEGRATED WATER MANAGEMENT

## POTENTIAL LONG-TERM IMPACTS ASSOCIATED WITH WATER RESOURCES

[GRI 3-3/303-1; GRI 11.6.2]

Situations associated with resource availability:



### Very little water (scarcity)

This could generate social conflict due to changes in the availability of water for users downstream of withdrawal points, in addition to the impossibility of withdrawing the water required for our operations being a potential long-term impact.



### Too much water (flooding)

This could generate negative impacts on installations, affecting facilities and stopping operations, in addition to affecting crops, road infrastructure and homes of neighboring populations.

Situations associated with the quality of the resource:



### Inadequate quality (contamination)

As a consequence of environmental conditions or situations associated with the operation, a change in the physicochemical quality of water bodies could be generated that could affect aquatic fauna and neighboring populations that use water sources, potentially leading to conflicts with communities at the operational level, and possible sanctions for legal non-compliance.

## WITHDRAWAL AND CONSUMPTION

[GRI 303-1/2/5; RT-CH-140a.3]

We had surface source withdrawal in permanent operations in Chile and Argentina, where we are implementing mechanisms to bring these withdrawals to zero (0) by 2025.

Water withdrawal by source - Colombia	Unit	2019	2020	2021	2022
Surface water	m <sup>3</sup>	-	6,930	3,385	-
Lateral borrow areas	m <sup>3</sup>	22,232	28,807	21,405	24,496
Groundwater	m <sup>3</sup>	222,811	193,408	272,661	286,209
Purchase from third parties	m <sup>3</sup>	-	-	-	6,661
Use of rainwater (or other)	m <sup>3</sup>	-	-	-	704
Water reuse	m <sup>3</sup>	-	-	-	-
Total volume	m <sup>3</sup>	245,043	229,145	297,451	318,070
Variation in water consumption vs previous year	%	11.93	-6.49	29.81	6.9



In **Colombia**, where we have most of our activity, we do not capture surface water. The main source of collection is underground (9.0 %) followed by lateral borrow areas (7.7 %), with the rest coming from purchases from third parties (2.1 %) and the use of rainwater (0.2 %).

Water collection by source - Chile	Unit	2019	2020	2021	2022
Surface water	m <sup>3</sup>	4,270	8,414	5,742	4,414
Lateral borrow areas	m <sup>3</sup>	-	-	-	-
Groundwater	m <sup>3</sup>	7,200	2,700	-	966
Purchase from third parties	m <sup>3</sup>	-	-	-	-
Use of rainwater (or other)	m <sup>3</sup>	-	-	-	-
Water reuse	m <sup>3</sup>	-	-	-	-
Total volume	m <sup>3</sup>	11,470	11,114	5,742	5,380
Variation in water consumption vs previous year	%	2.05	-3.1	-48.34	-6.3



In **Chile**, 82 % of water is captured from a surface source near the operation and the rest from an underground source through a deep well.

Water collection by source - Ecuador	Unit	2019	2020	2021	2022
Surface water	m <sup>3</sup>	-	-	-	-
Lateral borrow areas	m <sup>3</sup>	-	-	-	-
Groundwater	m <sup>3</sup>	-	-	-	-
Purchase from third parties	m <sup>3</sup>	-	-	-	11,763.8
Use of rainwater (or other)	m <sup>3</sup>	-	-	-	-
Water reuse	m <sup>3</sup>	-	-	-	-
Total volume	m <sup>3</sup>	-	-	-	11,763.8
Variation in water consumption vs previous year	%	-	-	-	100



In **Ecuador**, in 2022 we started exploration activities (seismic and drilling of exploration wells). 100 % of the water withdrawals for these activities was purchased from authorized third parties.

We record data of each of the water withdrawal points, allowing us to verify compliance with the withdrawal limits established in environmental permits.



To control water withdrawal, we have measuring instruments and we keep records of daily measurements, allowing us to verify compliance with the established collection limits.

The water withdrawn in our operations has two (2) main uses:



Industrial use: drilling activities (preparation of sludges), and production such as hydrostatic testing, boilers, refrigeration, equipment maintenance, civil works and road dampening to control particulate matter.

Domestic use: activities associated with the operation of camps, accommodation and food facilities.



## WATER DISPOSAL

(GRI 303-1/2; RT-CH-140a.3)

All the wastewater we generate is treated and disposed of in accordance with the environmental license of each project and in compliance with applicable environmental regulations, under the following premises:

- We do not make any direct discharges into surface water sources.
- The production waters that are disposed of by reinjection comply with established parameters to not affect the conditions of the receiving deposit.
- For the implementation of secondary recovery projects, using production water will be preferred over other sources authorized for water withdrawal. In 2022 in the Llanos 34 block and the projects in Argentina, we reinjected part of the production water for secondary recovery.
- We will seek to increase the percentage of water reuse and to implement projects to treat the wastewater generated.
- Effluents that are not injected are delivered to authorized third parties for treatment and disposal, preferring third parties that do not carry out final disposal in surface water bodies.

## WATER AVAILABILITY INDICATORS

(GRI 303-4; ENV-2; EM-EP-140a.2.)

Water disposal by method - Consolidated	Unit	2019	2020	2021	2022
Other type of disposal	m <sup>3</sup>	-	-	1,037	-
Water delivered to third parties	m <sup>3</sup>	51,433	23,575	128,669.5	185,002.3
Disposal Injection	m <sup>3</sup>	10,926,822	10,730,339	14,708,201.8	16,672,201.3
<b>Total</b>	<b>m<sup>3</sup></b>	<b>10,978,255</b>	<b>10,753,914</b>	<b>14,837,908.3</b>	<b>16,857,203.6</b>

Water Disposal by method - Colombia	Unit	2019	2020	2021	2022
Other type of disposal	m <sup>3</sup>	-	-	1,037	-
Water delivered to third parties	m <sup>3</sup>	51,433	23,535	128,508.5	176,949.1
Disposal Injection	m <sup>3</sup>	8,064,504	8,550,691.4	14,428,639.8	16,388,165.3
<b>Total</b>	<b>m<sup>3</sup></b>	<b>8,115,937</b>	<b>8,574,225</b>	<b>14,558,185.3</b>	<b>16,565,114.4</b>

<b>Water Disposal by method - Chile</b>	<b>Unit</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Other type of disposal	m <sup>3</sup>	-	-	-	-
Water delivered to third parties	m <sup>3</sup>	-	-	161	365
Disposal Injection	m <sup>3</sup>	226,709	108,921	158,872	284,036
<b>Total</b>	<b>m<sup>3</sup></b>	<b>226,709</b>	<b>108,921</b>	<b>159,033</b>	<b>284,401</b>

<b>Water Disposal by method - Ecuador</b>	<b>Unit</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Other type of disposal	m <sup>3</sup>	-	-	-	-
Water delivered to third parties	m <sup>3</sup>	-	-	-	7,688.2
Disposal Injection	m <sup>3</sup>	-	-	-	-
<b>Total</b>	<b>m<sup>3</sup></b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>7,688.2</b>

<b>Water Disposal by category</b>	<b>Unit</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Freshwater	m <sup>3</sup>	10,978,255	9,669,733	13,819,310	15,546,450.5
Other waters	m <sup>3</sup>	-	1,084,180	1,018,437	1,310,753.1
<b>Total</b>	<b>m<sup>3</sup></b>	<b>10,978,255</b>	<b>10,753,913</b>	<b>14,837,747</b>	<b>16,857,203.6</b>

**(GRI 303-4) NOTE:** The figure for “Other Waters” corresponds to the waters that are injected in Platanillo (Colombia) which have more than 1000 mg/l of dissolved solids.

## REUSE OF WATER WITHDRAWALS

(GRI 303-1; SASB EM-EP-140)

<b>Country</b>	<b>Unit</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Colombia	m <sup>3</sup>	17,849	9,258.6	-	914.6

Our operations in Colombia are the only ones with water reuse.

# BIODIVERSITY PROTECTION

## OUR POSITIVE AND NEGATIVE IMPACTS ON BIODIVERSITY

(GRI 3-3 ; GRI 304-2)

Some of the most relevant impacts on biodiversity that can be generated during the construction and operation of projects include:

- ❑ Change in plant biomass.
- ❑ Change in the composition of flora species.
- ❑ Fragmentation of ecosystems.
- ❑ Changes in the mobilization of terrestrial fauna.

These impacts are always managed by applying the mitigation hierarchy and taking all measures required so that their materialization generates the least possible alteration to flora, fauna and ecosystems. Our projects are planned considering the conditions of the natural

environment, prioritizing whenever possible the execution of activities in previously intervened areas which decreases the probability of the occurrence and intensity of such impacts.

Positive impacts on biodiversity within the framework of our projects include:

- ❑ Changes in awareness towards natural resources due to environmental education campaigns and programs implemented with Company personnel and neighboring communities.
- ❑ Favorable changes for the flora and terrestrial ecosystems when the recovery and restoration works of intervened areas are carried out.

## SPECIAL MANAGEMENT AND HIGH-VALUE BIODIVERSITY AREAS

(GRI 304-1)

Assets with overlap with areas of special management or of importance for biodiversity:

Block	Activity	Project area (ha)	Name of the biodiversity conservation area	Area that overlaps (ha)	Extention of conservation or protected area (ha)
Llanos 34 exploitation area	Production	33,181.65	Mata de Urama Integrated Management Regional District (DRMI)	4,727.56	20,133.68
Llanos 87 - Drilling Area	Exploration	43,460.87	Mata de Urama Integrated Management Regional District (DRMI)	806.91	20,133.68

Block	Activity	Project area (ha)	Name of the biodiversity conservation area	Area that overlaps (ha)	Extention of conservation or protected area (ha)
Put 8 – APE Nyctibius	Licensing	1,888.61	Buena Vista Civil Society Natural Reserve	15.02	15.02
			Hacienda Villa Mery Civil Society Natural Reserve	762.55	762.55
Andaquies – APE Andaquies	Abandonment	44,172.64	El Arrullo Civil Society Natural Reserve	22.05	22.71
			El Tigrillo Civil Society Natural Reserve	627.51	627.51
			Campoflorido Civil Society Natural Reserve	2,751.18	2,751.18
Llanos 86 and Llanos 104 – AD Golondrina	Licensing	144,678.67	La Reserva Civil Society Nature Reserve	16.35	16.35
			El Yucao Puerto Gaitán Municipal Nature Reserve	5,937.25	6,413.98
			El Yucao Puerto Lopéz Municipal Natural Park	7,717.67	68,935.66
Espejo Block	Exploration	6,334.34	SocioBosque program area	560	11,200

Assets adjacent to areas of special management or of biodiversity importance:

Block	Activity	Project area (ha)	Biodiversity conservation area to which it is adjacent	Extention of the conservation or protected area (ha)
Fell	Production	148,800	Pali Aike National Park.	5,030
Isla Norte Block	Exploration	395,000	Bordered to the north by the RAMSAR Lomas Bay wetland	58,946
Llanos 87	Exploration	43,460.87	La Algarabia Civil Society Natural Reserve	17.96
			Noel Parra Palacio Civil Society Nature Reserve	271.10
Llanos 86 and Llanos 104 – AD Golondrina	Licensing	144,678.67	Yurumi Civil Society Natural Reserve	553.99
			Maiciana Manacal Wetland Recreation Areas	128.07

Although we have projects that overlap with legally protected areas, special management areas or areas of high biodiversity importance, these become exclusion zones for hydrocarbons exploration and production activities. There are some areas such as the DRMI in Colombia that correspond to a legal category of protected area, but which allow the realization of activities in specific areas defined as “sustainable use.” The following describes the main characteristics and relevance of the DRMI, the civil society natural reserves and the Sociobosque area with which we overlap:

Mata de Urama Integrated Management Regional District:

- **Location:** Casanare (Colombia).
- **Value for biodiversity:** It is classified in preservation, restoration and sustainable use areas. The sustainable use zones are compatible with the development of oil industry activities, which is where the geographical area of the Llanos 34 and Llanos 87 blocks is partially located.
- **Value of biodiversity:** It is part of the National System of Protected Areas (SINAP) of Colombia and is registered with the Single National Registry of Protected Areas (RUNAP). The presence of numerous wetlands in the district highlights the importance of this protected area.

- **Actions:** We have a strategic partnership with environmental authorities to focus some of our environmental obligations and voluntary initiatives on the protection and conservation of biodiversity in this regional protected area. Within the framework of the plan to compensate for the loss of biodiversity of the Llanos 34 block, we will acquire landholdings and make conservation agreements with neighbors in the area of influence of more than 170 hectares, prioritizing properties in the DRMI.

Civil Society Natural Reserves (RNSC):

- **Location:** Putumayo, Caquetá, Casanare and Meta (Colombia).
- **Value for biodiversity:** Civil Society Natural Reserves were created in 1993. They are: *part or all of the area of a property that preserves a sample of a natural ecosystem and is managed under the principles of sustainability in the use of natural resources and that by the will of its owner is intended for sustainable use, preservation or restoration with a long-term vocation.* Civil society natural reserves correspond to a category of protected area of private governance that are part of Colombia's SINAP.

- **Value of biodiversity:** Their objective is integrated management under sustainability criteria that guarantees the conservation, preservation, regeneration or restoration of the natural ecosystems they contain and that allow the generation of environmental goods and services.

SocioBosque Program Area:

- **Location:** Sucumbios province (Ecuador).
- **Value for biodiversity:** It is a conservation and protection area of the SocioBosque project, which seeks the conservation of native forests or those with a good degree of conservation to avoid deforestation.
- **Value of biodiversity:** It has important native flora for conservation included in the Red Book of endemic plants of Ecuador.
- **Actions:** We implemented the biotic release plan, in line with the provisions of the project's Environmental Management Plan.

## PARTNERS IN PROTECTING BIODIVERSITY

(GRI 304-2)



### Colombia

- Orinoquia Biodiversa Foundation – FOB.
- Regional Autonomous Corporation of the Orinoquia – CORPORINOQUIA.
- Alexander Von Humboldt Institute and the Biodiversity Information System of Colombia - SiB Colombia.
- Corporation for Sustainable Development of the Southern Amazon – CORPOAMAZONIA.
- National Business Association of Colombia – ANDI.



### Ecuador

- Ministry of Environment, Water and Ecological Transition.
- National System of Protected Areas, Limoncocha Biological Reserve.

# CIRCULAR ECONOMY

## IMPACTS ASSOCIATED WITH WASTE GENERATION

(GRI 3-3; GRI 306-1)

The most relevant impacts associated with waste generation can be materialized in air, soil and water. Its scale and reversibility vary according to the characteristics of our projects and areas of operation, and most are punctual and recoverable through the application of identified environmental management measures.

The main impacts are:

- ❑ Changes in the physiochemical characteristics of the soil and change in the perception of offensive or unpleasant odors due to handling, storage and delivery of domestic and non-domestic wastewater to authorized third parties.
- ❑ Changes in the physicochemical and microbiological characteristics of surface water and change in the perception of offensive or unpleasant odors due to the handling, storage and delivery of solid waste to authorized third parties.

- ❑ Changes of the concentration of criteria pollutants for transporting liquid and solid waste.
- ❑ Changes in the chemical characteristics of groundwater because of the treatment and disposal of liquid waste in disposal areas by spraying treated wastewater (ZODAR), or by reinjection activities.
- ❑ Changes in the perception of offensive or unpleasant odors by industrial wastewater storage (ARI), reuse of treated waste water through dampening unpaved roads, locations and facilities to handle production fluids.
- ❑ Recovery, reshaping and improvement of soils.
- ❑ Reduction of the generation of organic waste and change in the perception of offensive or unpleasant odors due to composting activities.

## OTHER HIGHLIGHTS OF CIRCULARITY ACTIONS IMPLEMENTED IN 2022

(GRI 3-3; GRI306-2/3/5; ENV-7)

### Waste management circular model:

- ❑ We work with the Education and Extension Regional Research Center (CRIEET) and Santa Helena educational institutions in Tauramena and Villanueva (Colombia) in the construction and commissioning of composting modules to make use of organic waste. In addition to providing the modules, we carry out training aimed at students to ensure their operation.

### Waste Management:

We carry out campaigns and operational talks on waste management.

Regarding the assurance of waste management by our suppliers and contractors:

- ❑ We ensure compliance with the contractual obligations of suppliers that manage waste generated in our operations through technical specifications and environmental obligations in line with applicable regulations.
- ❑ We verify the environmental permits and authorizations required from the third parties to whom we entrust the management of our waste.

## WASTE MANAGEMENT

(GRI 306-3)

In **Colombia** waste management is implemented within the framework of our EMS. We have standardized formats which are filled out in the field every time waste is collected, and which is supported by cargo and transport manifests. Waste is subsequently delivered to authorized third parties for its management and/or final disposal.

Additionally, as a legal requirement, we report annually to the environmental authority through the Registry of Waste or Hazardous Waste Generators (RESPEL) on

information about the generation and management of hazardous waste from our operations.

Through Amatia, a software platform specialized in HSE (health, safety and environment) solutions, we record the information and data collected in the field by our environmental auditing team. This tool is in the process of being updated to improve the capture and detail of the information associated with our operations and extend its scope to assets in Ecuador and Chile.

(GRI306-3; GRI 306-4; GRI 306-5; ENV – 7) Hazardous waste generated - Colombia	Unit	2019	2020	2021	2022
Total hazardous waste	Tonne	653.2	257.2	2,190.58	1,240.7
Total hazardous waste	m <sup>3</sup>	34,828.4	22,480.76	-	-

**NOTE:** Since 2021 Colombia has not reported drilling cuts as hazardous waste, according to the guidance for the classification and reporting of hazardous waste generated by the hydrocarbons sector in exploratory drilling, production, refining and transportation activities 2021, in which these wastes are not considered to be hazardous.

(GRI306-3/4/5) We allocate hazardous waste for elimination. Its management is carried out outside our facilities. Most of the hazardous waste was disposed of through:

- Incineration and/or safety cell.
- Bioremediation, for the treatment of land or soil with hydrocarbons contamination.

Post-consumer waste was managed through processes of reincorporation into production chains of most of its

elements and subsequently the disposal of the materials that require it by incineration and/or safety cells.

In 2022 we had a 43.30 % decrease in the generation of hazardous waste, due to the fact that the previous year we dismantled water treatment pools that were in Platanillo (Colombia), which impacted this category with a reduction of 949.9 tonnes.

(GRI 306-3/4/5; ENV-6) Non-hazardous waste generated - Colombia	Unit	2019	2020	2021	2022
Recyclable	Tonne	74.34	309.41	76.01	1,203.11
Recyclable	m <sup>3</sup>	-	-	-	-
Non-recyclable	Tonne	126.1	194.22	207.84	1,009
Non-recyclable	m <sup>3</sup>	-	-	-	-
Drill cuts	Tonne	-	-	-	-
Drill cuts	m <sup>3</sup>	N/A	N/A	41,554	38,079.54
Organic waste	Tonne	430.63	485.39	611.5	472.6
Organic waste	m <sup>3</sup>	-	-	-	-
Total non-hazardous waste	Tonne	631.1	989.9	895.4	2,684.7
Total non-hazardous waste	m <sup>3</sup>	-	-	41,554	38,079.54



(GRI 306-3)

In **Colombia** we registered an increase of 1.48 % in the generation of recyclable waste compared to the previous year, resulting from the disposal of more than 1,000 tonnes of scrap (metal waste), an activity that did not occur in 2021.

Due to abandonment activities in the Andaquies block, we generated more than 526 tonnes of debris that affects the amount of non-hazardous waste reported, resulting from a one-off activity that did not occur the previous year.

In Colombia our hazardous and non-hazardous waste increased 27.20 %, due to the general increase in activities in the three (3) assets. Although it is an increase in the generation of waste, it can be interpreted as environmentally positive since we increased the generation of usable waste and reduced the generation of hazardous waste.

The definition we use for hazardous and non-hazardous waste in our operations can be found in the Glossary of this report.

(GRI 306-4) Type of waste	Non-Hazardous Waste Disposal Method - Colombia	Is it waste destined for disposal?	The management waste is carried out inside or outside facilities?
Recyclable	Reincorporated into productive cycles as raw materials.	No	
Non-recyclable	Disposed of in authorized landfills in the areas where the operations are located, or in landfills and safety cells in the case of construction and demolition waste (RCD).	Yes	
Drilling cuts	Water-based drilling cuts are processed by bioremediation techniques that allow the material to be stabilized and the parameters controlled to within regulatory requirements and are disposed of in external plants where they are treated to improve soils or simply to create soil.	Yes	<ul style="list-style-type: none"> <li>• All management is carried out outside our operations</li> <li>• Block Llanos 34 (Colombia) - Inside</li> <li>• In other fields - Outside</li> </ul>
Organic waste	<p>Disposed of in authorized landfills in the areas where the operations are located.</p> <p>In the Llanos 34 block there are two composters for the management of organic waste. In 2022 over 100 tonnes were treated on site.</p>	No	

(GRI 306-3-a) For blocks in **Argentina, Chile and Brazil**, waste quantification is carried out through the entry receipts to treatment plants.

The data associated with the generation of hazardous and non-hazardous waste from our operation in Chile is collected in the Pollutant Transfer and Emissions Registry (RETC), a platform of Chile's Environment Ministry. For this register we make monthly declarations

in the National Waste Declaration System (SINADER) for non-hazardous waste. We dispose of this waste in the municipal landfill.

Hazardous waste registration is done by making a declaration in the Hazardous Waste Declaration and Monitoring System (SIDREP) each time it is delivered to a third party authorized for its transport and final disposal.

<b>(GRI306-3/4/5; ENV – 7) Hazardous Waste Generated - Argentina</b>	<b>Unit</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Total hazardous waste	Tonne	21.9	8.9	3.2	-
Total hazardous waste	m <sup>3</sup>	718.7	463.9	40	-

**NOTE:** Blocks operated were divested on January 31, 2022 and there was no waste disposal by GeoPark.

<b>(GRI306-3/4/5; ENV – 7) Hazardous waste generated - Chile</b>	<b>Unit</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Total hazardous waste	Tonne	114.4	105.6	49.1	79,6
Total hazardous waste	m <sup>3</sup>	-	-	-	-

(GRI 306-3/4/5) We have a Hazardous Waste Management Plan approved by the health authority. The hazardous waste is stored in 200-liter drums and is later transferred to a RESPEL transient storage warehouse, from where it is removed and taken to final disposal outside the facilities.

In 2022 there was a 56 % increase in hazardous waste generation compared to the previous year because during this year two (2) wells were drilled and in 2021 none were drilled. The amount of waste was also affected by the two (2) significant spills that occurred (see Operational Excellence chapter for more details).

<b>(GRI 306-3/4/5; ENV-6) Non-Hazardous waste generated - Chile</b>	<b>Unit</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Recyclable	Tonne	-	-	-	-
Recyclable	m <sup>3</sup>	-	-	-	-
Non-recyclable	Tonne	-	-	72.8	72.8
Non-recyclable	m <sup>3</sup>	-	-	-	-
Drill cuts	Tonne	-	-	-	-
Drill cuts	m <sup>3</sup>	-	-	-	-
Organic waste	Tonne	-	-	75	93.75
Organic waste	m <sup>3</sup>	-	-	-	-
Total non-hazardous waste	Tonne	345.05	133.7	147.8	166.55
Total non-hazardous waste	m <sup>3</sup>	-	-	-	-

**NOTE:** No recyclable waste was generated, and (non-recyclable) domestic and semi-industrial waste was sent to landfill.

(GRI 306-3/4/5)	Method of disposal for this residue	Is the waste destined for disposal?	The management of waste is carried out inside or outside facilities?
Domestic / Organic		Yes	The waste is stored in 15 m <sup>3</sup> hoppers and a company with sanitary authorization then takes it to the Punta Arenas municipal landfill.
	Transfer to landfill		
Semindustrial		Yes	The waste is stored in 13 m <sup>3</sup> hoppers and a company with sanitary authorization then takes it to the Punta Arenas municipal landfill.

(GRI 306-3) In **Ecuador** we have records and manifests that allow us to control the type, quantity, transport and destination of the waste generated in the operation. We keep an up-to-date matrix to verify the generation of hazardous and non-hazardous waste, formation water and drilling waste. All waste is taken to an authorized third party that has a valid environmental license for transport and final disposal, and we report annually to the Ministry of Environment, Water and Ecological Transition (MAATE).

Hazardous waste is classified and stored according to C.R.E.T.I.B criteria: corrosive, reactive, explosive, toxic, inflammable and infectious biological, for delivery to and final disposal by the authorized third party.

Drilling cuts are treated in situ in waterproofed pools provided for each well. Once they are delivered to the authorized third party, compliance with the parameters established in the environmental regulations is ensured again through monitoring and treatment. As a result, depending on the composition resulting from the cuts, they are used in the manufacture of paving or building blocks.

Non-hazardous waste has the same control as hazardous waste. We ensure that Polyethylene Terephthalate (PET) is handled by recycling associations that have permits for this activity.

(GRI 306-3/4/5; ENV-7) Hazardous Waste Generated - Ecuador	Unit	2022
Total hazardous waste	Tonne	7.2
Total hazardous waste	m <sup>3</sup>	4,312.3

**NOTE:** In years 2019 – 2021 we did not have activities in Ecuador.

We do not eliminate hazardous waste in Ecuador. Disposal methods are physical, chemical and biological treatment, carried out outside our facilities by authorized third parties.

Data reported as hazardous waste in Ecuador includes waste generated and disposed of by contractors in our operations, in addition to hazardous waste directly disposed of by GeoPark.

<b>(GRI 306-3/4/5; ENV-6) Non-hazardous waste generated – Ecuador</b>	<b>Unit</b>	<b>2022</b>
Recyclable	Tonne	3.08
Recyclable	m <sup>3</sup>	0
Non-recyclable	Tonne	8.56
Non-recyclable	m <sup>3</sup>	0
Drill cuts	Tonne	0
Drill cuts	m <sup>3</sup>	0
Organic waste	Tonne	1.96
Organic waste	m <sup>3</sup>	0
Total non-hazardous waste	Tonne	13.6
Total non-hazardous waste	m <sup>3</sup>	0

**NOTE:** In Ecuador drilling cuts are considered as hazardous waste, and of the 4,312.3 m<sup>3</sup> hazardous waste reported, 4,114 m<sup>3</sup> corresponds to drilling cuts.

<b>Description waste management - Ecuador</b>	<b>Disposal method for this waste</b>	<b>Is the waste destined for disposal?</b>	<b>The management of waste is carried out inside or outside the facilities?</b>
Recyclable	Reuse	No	
Non-recyclable	Revaluation to create new raw material	No	Outside, with an environmental manager qualified by the Ministry of Environment, Water and Ecological Transition (MAATE)
Drilling cuts	Revaluation to create new raw material	No	
Organic waste	Livestock feed	No	

(GRI 306-2) Our waste is managed by authorized third parties. To ensure that these third parties comply with our management standards we have deployed a control process that covers all phases of the process, from waste generation to the transport, handling, treatment and final disposal.

# DUE DILIGENCE AND SOCIAL IMPACT MANAGEMENT

## SOCIAL IMPACTS IDENTIFIED IN THE FRAMEWORK OF OUR EARLY MANAGEMENT AND DUE DILIGENCE

(GRI 203-2; GRI 413-2; GRI 11.14.5)

The main negative social impacts identified within the framework of early management processes and socio-environmental due diligence in the different areas of operation are:

- ❑ Increased expectations of contractors, workers and local communities in general regarding the benefits that the Company will generate for the territories.
- ❑ Social divisions between or within communities, associations and other interest groups, generated by territorial or other disputes.
- ❑ Increase in local rates of services associated with the development of activities required in operations.
- ❑ Affectation to owners and impacts on productive activities due to land needs for the development of operational projects and construction of accesses.
- ❑ Expectations of workers' associations and unions regarding aspects associated with workers' compensation beyond what is legally established.
- ❑ Changes in socioeconomic activities as a result of population migration to active areas.
- ❑ Deterioration of the condition of public roads due to the impact of equipment traffic and transport of material for operations.
- ❑ Increase in conflict associated with stakeholder expectations.
- ❑ Transformations in the culture and customs of the communities neighboring the operations.

Similarly, we have identified the positive impacts that our operations have on their areas of influence. We highlight the following:

- ❑ Ensuring dignified conditions and decent work on the areas led by contractors and operators.
- ❑ Strengthening of local companies.
- ❑ Significant contracting of local goods and services for the execution of activities offered by our operations.
- ❑ Training opportunities for local qualified personnel with no experience in industry activities, and first chance for local professionals.
- ❑ Significant increase in job opportunities for local staff.
- ❑ Strengthening the institutional management of Municipal Administrations, Corporations, Municipal Councils and other entities, based on teaching and training processes.
- ❑ Strengthening of educational and productive infrastructure.
- ❑ Results of our social investment include:
  - Strengthening infrastructure, culture, education and sports.
  - Strengthening local institutions.
  - Improvement of our neighbors' quality of life and level of well-being.

# CONTRIBUTION TO SUSTAINABLE DEVELOPMENT

## SOCIAL INVESTMENT LINES

(GRI 413; SOC-9; SOC-10/11/12/18; EM-EP-210b.1; EM-EP-210b.2.)

**Well-being and quality of life:** We seek to contribute to the positive transformation of quality of life and the elimination of poverty in neighboring families and communities. We focus our efforts on:

- ❑ Improving housing.
- ❑ Improving tertiary road infrastructure.
- ❑ Improving access to and basic coverage of essential public services for communities.
- ❑ Construction and/or improvement of basic social infrastructure.
- ❑ Improving access to health services.

**Economic and productive development:** We promote the diversification of local economies and strengthen the competitiveness of the regions where we operate. Therefore, we make partnerships to strengthen:

- ❑ Urban and rural productive enterprises.
- ❑ Initiatives to revitalize the business landscape.
- ❑ Agricultural and livestock projects.
- ❑ Agricultural machinery banks.
- ❑ Local entrepreneurs for the revitalization of the local economy.

**Education, culture and sports:** We seek to promote quality education and strengthen and preserve the culture of neighboring communities, through:

- ❑ Improving infrastructure and equipping educational institutions and cultural and recreational spaces.
- ❑ Campaigns for children to stay enrolled at school.
- ❑ Support for cultural promotion programs and the recovery of traditions and customs.

**Institutional and community strengthening:** We seek to strengthen the management of public entities, as well as social organizations, workers and labor unions and contractors through:

- ❑ Supporting the management and development of projects aligned with development plans.
- ❑ Strengthening the skills of public-sector officials.
- ❑ Teaching and training leaders.
- ❑ Developing local workers' technical labor skills to enhance employability.
- ❑ Training processes in business management aimed at local companies.
- ❑ Programs to facilitate access to employment and first opportunities for qualified personnel and inexperienced local professionals.

## PDET MUNICIPALITIES IN COLOMBIA

PDET Pillars	Distribution of social investment efforts (%)
Infrastructure and land improvements	1 %
Health	5 %
Rural and early childhood education	9 %
Rural housing, drinking water and basic rural sanitation	42 %
Economic recovery and agricultural production	5 %
Other	38 %

84 % of our social investments in PDET municipalities benefited people in conditions of poverty, 10 % benefitted children, young people and adolescents, and 6 % benefitted ethnic communities.

## OTHER HIGHLIGHTS OF OUR MANAGEMENT IN 2022

(GRI 3-3)

### Well-being and Quality of Life

- We started the basic sanitation project for the village of Caribayona (Villanueva, Casanare).
- More than 500 women participated in our Women's Fun Run to enhance women's participation in sport.
- 800 women participated in our Cancer Prevention Day.
- We began supporting the construction of the Primary Health Care Center in the village of La Alea (Puerto Asis, Putumayo).

### Economic and Productive Development

- We benefited 80 families through a program to strengthen productive organizations in rural areas (Casanare).
- More than 60 productive units and companies benefited from our partnership with the Putumayo Chamber of Commerce, which seeks to strengthen productive organizations and promote the economic and productive development of the Department.

### Education, Culture and Sport

- 315 children participated in our environmental awareness training programs.
- We donated nearly 2,000 study kits to children in Casanare and Putumayo.
- We contributed to the adaptation of the Tauramena Sports Center (Casanare).
- We benefited 100 children and young people through the musical training program in Putumayo.

### Other

- We started planning for the SDG impact baseline for the municipalities of influence in our operations.
- We started planning the SDG awareness program for our stakeholders.

## PARTNERS CONTRIBUTING TO SUSTAINABLE DEVELOPMENT

- Communities in the area of influence of Villanueva and Tauramena, in Casanare.
- Communities in the area of influence of Cabuyaro, Puerto Lopez, Puerto Gaitan and Barranca de Upia in Meta.
- Minuto de Dios Corporation.
- Pan American Development Foundation (PADF).
- Colombian Federation of Cattle Ranchers (FEDEGAN).
- Putumayo Chamber of Commerce.
- Batuta Foundation.
- Foundation for Reconciliation.
- Colombian Civil Air Patrol.
- Municipal mayors: Villanueva and Tauramena, (Casanare), Puerto Asis (Putumayo).
- Externado de Colombia University.
- Colombian League Against Cancer.
- ANDI.
- Indigenous Reservations.
- University of Magallanes.
- Municipality of San Gregorio.
- Firefighters of Chile.
- Job training center.

# CITIZEN PARTICIPATION, DIALOGUE AND PRIOR CONSULTATION

## POTENTIAL IMPACTS FROM OUR OPERATIONS

(GRI 2-25)

- Anticipation, opportunity and access to information.
- Asymmetries in the knowledge and understanding of contents and information topics for participation in equal conditions.
- Participation in equal conditions by vulnerable population groups.
- Follow-up on commitments established in participation processes.
- Feedback of information to stakeholders, mainly in relation to concerns and expectations.
- Strengthening dialogue as a strategy for preventing social conflict.
- Greater involvement of leaders, activists and other social organizations in information and participation processes.
- Formality of dialogue processes in terms of regularity and compliance.

## CITIZEN PARTICIPATION SPACES AND PROCESSES

(GRI 3-3)

- Company-Community engagement.
- Internal processes of contractor induction and awareness of good neighborliness requirements and obligations in the territories.
- Consultation and follow-up meetings with communities and authorities for the identification and prioritization of PBC and voluntary social investments.
- “Friendship Coffees;” trust-building meetings with members of neighboring communities, leaders or authorities, to get to know their personal and family environment and go above the engagement of good neighborliness.
- “Business Coffees;” periodic meetings with local contractors to identify opportunities for growth and strengthen their companies, and other initiatives for business prosperity.

## OTHER STAKEHOLDER PARTICIPATION AND ATTENTION MECHANISMS

(GRI 3-3)

- Neighbor service office in Puerto Asis (Putumayo).
- Ongoing availability of neighbor engagement professionals in the territories we operate in.
- Email addresses for each block.
- Permanent attention through telephone and WhatsApp lines.
- Meetings with communities and authorities where grievances can be presented and received.
- Formats for written records.
- Face-to-face meetings.
- Ongoing visits to neighbors.



## SPACES AND EVENTS FOR DIALOGUE AND ATTENDEES

(GRI 413-1; SOC-9/10/13; EM-EP-210b.1.)

	Unit	2020	2021	2022
Meetings to attend to grievances	#	72	77	85
Attendees at grievances meetings	#	837	753	693
Meetings for Transparency	#	21	0	3
Attendees at Meetings for Transparency	#	312	0	51
Internal induction meetings for contractors	#	23	35	45
Attendees at internal induction meetings for contractors	#	142	361	263
Meetings on PBC and social investment	#	116	117	191
Attendees at PBC meetings	#	2,080	2,042	2,949
External contractor presentation meetings	#	48	121	101
Attendees at external contractor presentation meetings	#	791	2,383	2,390
Follow-up meetings with communities and authorities	#	157	63	244
Attendees at follow-up meetings with communities and authorities	#	1,692	1,471	2,782
Spaces for socialization of environmental studies / Stakeholder induction	#	628	475	289
Attendees at spaces for socialization of environmental studies	#	3,517	10,574	6,798
Ethnic engagement meetings and prior consultation	#	35	475	52
Attendees at ethnic engagement meetings and prior consultation	#	1,079	44	1,781
Friendship Coffee meetings	#	28	42	159
Attendees at Friendship Coffee meetings	#	113	174	520
Business Coffee meetings	#	5	6	120
Attendees at Business Coffee meetings	#	81	135	438
Other spaces for dialogue and engagement	#	0	16	59
Attendees at other spaces for dialogue and engagement	#	0	993	1,739
<b>Total dialogue, consultation and stakeholder engagement activities</b>	<b>#</b>	<b>1,133</b>	<b>996</b>	<b>1,348</b>
<b>Total attendees at dialogue, consultation and stakeholder engagement activities</b>	<b>#</b>	<b>10,644</b>	<b>20,414</b>	<b>20,404</b>

**Other:** Colombia - nine (9) Dialogue Roundtables in Villanueva (Casanare) with 516 attendees, ten (10) Dialogue Roundtables in Tauramena (Casanare) with 503 attendees; Ecuador – four (4) Building Good Neighborliness Workshops with 80 participants.

# ENGAGEMENT WITH ETHNIC GROUPS

## ETHNIC COMMUNITIES NEIGHBORING OUR OPERATIONS

(GRI 11.17.3)

Block	Communities	Peoples / Ethnicity	Location	Department
Terecay	Porvenir La Barrialosa Indigenous Reservation	Paez	Puerto Guzmán	Putumayo
Tacacho	El Libano Reservation	Paez	Solita	Caquetá
	Jericho Consaya Reservation	Koreguaje	Solano	Caquetá
	Nineras Reservation	Inga	Solano	Caquetá
	El Guayabal Reservation	Paez	Solano	Caquetá
PUT 12	Buenavista Indigenous Reservation	Siona	Puerto Asís	Putumayo
	Santa Cruz de Pinuna Blanco Indigenous Reservation	Siona	Puerto Asís - Puerto Leguizamo	Putumayo
	Bajo Santa Elena Indigenous Council	Siona	Puerto Asís	Putumayo
	Monaide Jitoma Indigenous Reservation	Murui Muina	Puerto Leguizamo	Putumayo
PUT 9	Villa Catalina Indigenous Reservation	Inga	Puerto Guzmán	Putumayo
PUT 14	El Tablero Indigenous Reservation	Siona	Puerto Leguizamo	Putumayo
	Nucanchipa Indigenous Reservation	Inga	Villagarzón	Putumayo
Coatí	Santa Rosa del Guamez Indigenous Reservation	Kofán	Valle del Guamuez	Putumayo
	Yarinal San Marcellin Indigenous Reservation	Kofán / Kichwa	San Miguel	Putumayo
	Campo Alegre del Afilador Indigenous Reservation	Kofán	San Miguel	Putumayo
	Nueva Palestina Indigenous Area	Nasa	Valle del Guamuez	Putumayo
	La Raya Indigenous Area	Awá	San Miguel	Putumayo
	Monterrey Indigenous Area	Awá	San Miguel	Putumayo
PUT 8	Alto Lorenzo Reservation	Nasa	Puerto Asís	Putumayo
	Awa Cabanas Reservation	Awá	Puerto Asís	Putumayo
Llanos 86 Llanos 104	El Turpial La Victoria Indigenous Reservation	Achagua / Piapoco	Puerto López	Meta
	Wacoyo Indigenous Reservation	Sikuaní	Puerto Gaitán	Meta
Espejo	Orahueaya Community of the Siona Nationality, Ecuador	Siona	Shushufindi	Sucumbios

# TALENT ATTRACTION, DEVELOPMENT AND RETENTION

## IMPACTS OF OUR TALENT MANAGEMENT

(GRI 3-3)

We are committed to generating value for all our stakeholders, which is why we strive for our talent management to maximize potential positive impacts and minimize the negatives. If our management is effective, we can:

- Contribute to the revitalization of the economies where we have operations, through hiring skilled and unskilled labor.
- Strengthen the capabilities of our employees and help them become better professionals.
- Contribute to reducing gender and age-related gaps in employee recruitment and remuneration.

- Generate well-being, motivation and satisfaction among our employees and their families.

Inadequate talent management can have negative consequences on the Company and its employees, including:

- Decreased productivity and greater inefficiency in recruitment, hiring and development processes.
- Increased turnover rate.
- Effects on the work environment.
- Potential effects on the fundamental rights of our employees.

## EMPLOYEES BY CONTRACT TYPE AND COUNTRY

(GRI2-7)

(GRI 2-7) Employees by country on indefinite contracts	Unit	Women	Men
Colombia	#	147	241
Ecuador	#	2	6
Chile	#	13	36
Brazil	#	2	2
Argentina	#	7	17
Other	#	6	3
<b>Total</b>	<b>#</b>	<b>177</b>	<b>305</b>
<b>TOTAL</b>	<b>#</b>	<b>482</b>	

**NOTE 1:** Other – Spain, United States and United Kingdom.

<b>(GRI2-7) Employees by country on fixed-term contracts</b>	<b>Unit</b>	<b>Women</b>	<b>Men</b>
Colombia	#	8	3
Ecuador	#	0	0
Chile	#	0	5
Brazil	#	0	0
Argentina	#	0	0
Other	#	0	0
<b>Total</b>	<b>#</b>	<b>8</b>	<b>8</b>
<b>TOTAL</b>	<b>#</b>	<b>16</b>	

<b>(GRI2-7) Employees by country with indirect contracts</b>	<b>Unit</b>	<b>Women</b>	<b>Men</b>
Colombia	#	7	11
Ecuador	#	0	0
Chile	#	0	0
Brazil	#	0	0
Argentina	#	0	0
Other	#	0	0
<b>Total</b>	<b>#</b>	<b>7</b>	<b>11</b>
<b>TOTAL</b>	<b>#</b>	<b>18</b>	

<b>(GRI2-7) Employees by country with internship contracts</b>	<b>Unit</b>	<b>Women</b>	<b>Men</b>
Colombia	#	4	1
Ecuador	#	0	0
Chile	#	0	0
Brazil	#	0	0
Argentina	#	0	0
Other	#	0	0
<b>Total</b>	<b>#</b>	<b>4</b>	<b>1</b>
<b>TOTAL</b>	<b>#</b>	<b>5</b>	

(GRI 2-7) For reporting information from Colombia and Chile, the population taken into account was people with fixed-term, indefinite and internship contracts. There was an increase in personnel and greater participation in Colombia because it has the largest operation and during 2022 new positions were opened to meet the needs of the operation and make replacements.

The cut-off of this report was at the end of the reporting period. The total number of direct employees does not take into account employees who have contracts in other countries (Spain, United States and United Kingdom), which are 9 and make a total of 482 employees.

## OTHER TURNOVER INDICATORS

### VOLUNTARY DEPARTURES BY AGE

Under 30	5
Between 30 and 45	3
Between 45 and 59	2
Total	10

### INVOLUNTARY DEPARTURES BY AGE

Under 30	3
Between 30 and 45	24
Between 45 and 59	17
>60	4
Total	48

### VOLUNTARY DEPARTURES BY JOB CATEGORY

Director	-
Coordinator	2
Manager	2
Professional	6
Total	10

### INVOLUNTARY DEPARTURES BY JOB CATEGORY

Director	1
Coordinator	8
Manager	14
Professional	25
Total	48

### VOLUNTARY DEPARTURES BY GENDER

Men	3
Women	7
Total	10

### INVOLUNTARY DEPARTURES BY GENDER

Men	29
Women	19
Total	48

## FREEDOM OF ASSOCIATION

(GRI 2-30/402-1/407-1; GRI 11.7.2/11.3.2)

We promote relations with trade union and employee organizations, under the prevalence of the principles of respect for different thinking, inclusive dialogue, productivity, sustainability and legitimacy.

Our operations in Chile have a Collective Bargaining Agreement that is based on current labor law regulations and which seeks to build dialogue and trust between parties, who verify the compliance and good use of the Agreement and its affiliates. This collective agreement sets out the provisions for the consultation of the agreements between the Company and affiliated employees. The benefits negotiated in these collective agreements are extended to personnel who are not covered by them.

In 2022 we renegotiated a new Collective Bargaining Agreement for the next three (3) years that benefits our employees and the Company, and that will allow us to

continue working in a motivating, diverse, cooperative and trusting environment with mutual respect.

In 2022, 5.2 % of our employees were covered by Collective Bargaining Agreements.

To prevent and mitigate risks associated with the right to free association and collective bargaining, we promote:

- ▣ Free expression based on mutual respect, non-violence and non-discrimination among all actors.
- ▣ Respect for the free expression of all unionized and non-unionized workers.

In addition, we have mechanisms to review and repair grievances (Cuéntame) ensuring that any worker, individually or collectively, can file grievances regarding their labor rights without suffering any detrimental effect. These grievances are rigorously reviewed within a procedure established by the Company.

## PARENTAL LEAVE

(GRI 401-3; GRI 11.10.4/11.11.3)

Parental Leave	Unit	2019	2020	2021	2022
Women who took maternity leave	#	11	11	16	6
Men who took paternity leave	#	15	8	14	8
Employees who took leave	#	26	19	30	14
Women who returned to work after maternity leave	#	11	11	16	4
Men who returned to work after paternity leave	#	15	8	14	8
Total employees who returned to work after parental leave	#	26	19	30	12
Return-to-work rate - Women	%	42.3	57.9	-	33.3
Return-to-work rate - Men	%	57.7	42.1	-	66.6
Women who continue in the Company 12 months after completing maternity leave	#	11	11	16	6

Parental Leave	Unit	2020	2020	2021	2022
Men who continue in the Company 12 months after completing paternity leave	#	15	8	14	5
Total employees who continue in the Company 12 months after completing parental leave	#	0	19	30	11
Employee Retention Rate - Women	%	42.3	57.9		54.6
Employee Retention Rate - Men	%	57.7	42.1		45.5

**Formulas for reincorporation and retention rates:** Return to work rate (Men or Women) = (Number of men or women who returned to work after completing their parental leave / Total number of employees returning to work after the end of their leave) \* 100

Employee retention rate (Men or Women) = (Number of men or women who remain in the organization 12 months after competing their parental leave / Total number of employees who remain with the organization 12 months after completing their parental leave) \* 100

## EDUCATING TALENTS AND UNIVERSITY SCHOLARSHIP PROGRAM FOR WOMEN IN SCIENCE AND ENGINEERING

{GRI 404-1/2; GRI 11.10.6/7; GRI 11.11.4; GRI 11.7.3}

**University Scholarship Program for Women in Science and Engineering:** We have run this program since 2014, supporting the university education of young women from our neighboring communities in STEM courses (science, technology, engineering and mathematics) in top-tier institutions.

At end 2022, 12 young women were beneficiaries of this program, which has been implemented in Argentina, Chile and Colombia, with the objective of offering young students the possibility of training in professional fields in which women are generally less represented. The

scholarship covers the expenses associated with the course and provides the scholars with a permanent support network to meet their needs and ensure their academic success.

**Educating Talents:** Since 2022 the Company has had a program focused on providing first job opportunities to young people in Colombia. During the first year of Educando Talentos, five (5) women did their internships and a further five (5) women had their first work experience in GeoPark.

## OTHER GOALS OF OUR TALENT MANAGEMENT

{GRI 3-3}

### SHORT TERM 0-3 years

- Grow leadership skills and techniques, and new competencies for today and the future. To achieve it we will:
  - Map technical competencies in key areas and develop training programs for each course.
  - Incorporate and train in future capacities to support the energy transition and innovation.
- Plan succession and develop leaders:
  - Evaluate internal candidates for critical roles, create a development plan to close gaps.

- Identify urgency gaps for certain roles, the development time of internal candidates and the need to incorporate external candidates.

### MEDIUM TERM 3-5 years

- Adopt best practices in benefits and compensation for our employees to attract and retain the best talent and be at the forefront.
- Strengthen the organizational structure to empower leaders of the Company and their work teams, through training, exchange of experiences and implementation of new tools that strengthen the role they play.

# EQUALITY, INCLUSION AND DIVERSITY

## AVERAGE CONTRACT TYPE, GENDER, AGE RANGE AND PROFESSIONAL CATEGORY

Average indefinite contracts by gender	Argentina	Brazil	Chile	Colombia	Ecuador	Other countries
Men	71 %	50 %	73 %	62 %	75 %	50 %
Women	29 %	50 %	27 %	38 %	25 %	50 %
<b>Total</b>	<b>100 %</b>	<b>100 %</b>	<b>100 %</b>	<b>100 %</b>	<b>100 %</b>	<b>100 %</b>

Average indefinite contracts by age range and gender	Women	Men	Total	Average indefinite contracts by professional category and gender	Women	Men	Total
Under 30	64 %	36 %	<b>100 %</b>	Geology and geophysics	18 %	82 %	<b>100 %</b>
Between 34 and 44	39 %	61 %	<b>100 %</b>	Technical engineering	8 %	92 %	<b>100 %</b>
Between 45 and 59	31 %	69 %	<b>100 %</b>	Other engineering	34 %	66 %	<b>100 %</b>
Over 60	33 %	67 %	<b>100 %</b>	Other professions	56 %	44 %	<b>100 %</b>

Temporary contracts by gender	Number of contracts	Average
Women	7	39 %
Men	11	61 %
<b>Total</b>	<b>18</b>	<b>100 %</b>



Temporary contracts by age range and gender	Age range	Number of contracts	Average
Women	Under 30	1	14 %
	Between 30 and 45	4	57 %
	Between 45 and 59	2	29 %
	<b>Total</b>	<b>7</b>	<b>100 %</b>
Men	Under 30	2	18 %
	Between 30 and 45	6	55 %
	Between 45 and 59	3	27 %
	<b>Total</b>	<b>11</b>	<b>100 %</b>

Temporary contracts by professional category and gender	Professions	Number of contracts	Average
Women	Other engineering	0	0 %
	Other professions	7	100 %
	<b>Total</b>	<b>7</b>	<b>100 %</b>
Men	Other engineering	5	45 %
	Other professions	6	55 %
	<b>Total</b>	<b>11</b>	<b>100 %</b>

**NOTE:** We do not report data on employees with part-time contracts because we do not hire employees on that type of contract.

## PROTECTION OF HEALTH AND LIFE

### PROACTIVE OBSERVATION PROGRAM (POP)

[GRI 403-7; GRI 11.9.8; SHS-2]

Number of cards per 1,000 hours worked	Unit	2019	2020	2021	2022
Colombia	#	0.4	0.54	0.66	0.9
Ecuador	#	0	0	0	0.32
Chile	#	0.89	1.76	2.31	2.63
Brazil	#	2.97	1.82	0	0
Argentina	#	1.07	1.03	0.73	0
Other	#	1.50	2.34	0	0
<b>Total</b>	<b>#</b>	<b>0.59</b>	<b>0.65</b>	<b>0.72</b>	<b>3.85</b>

**NOTE:** Other 2019 and 2020 – Peru

## THE AUTHORITY TO STOP AN ACTIVITY (ADA)

(GRI 403-2/7; SHS-2; GRI 11.9.3/8; EM-EP-320a.1.)

Observations with ADA application	Unit	2020	2021	2022
Colombia	#	1,213	1,990	1,981
Ecuador	#	0	0	67
Chile	#	107	32	82
Brazil	#	7	0	0
Argentina	#	95	52	0
Other	#	25	0	0
<b>Total</b>	<b>#</b>	<b>1,447</b>	<b>2,074</b>	<b>2,130</b>

## SAFETY OPERATIONAL STANDARD (SOS)

(GRI 403-7; GRI 11.9.8; SHS-29)

The existing SOS are:

- General requirements.
- Hazardous substances.
- Safe driving.
- Lifting.
- Work at height.
- Hot work.
- Confined spaces.
- Energized systems.
- Manual load lifting.
- Simultaneous operations.
- Excavations.
- Process safety.

## EMPLOYEES EXPOSED TO BREATHABLE HYDROCARBONS, UV RAYS, NOISE AND PSYCHOSOCIAL RISK

(GRI 403-7; GRI 11.9.8; SHS-29)

Employees and contractors exposed to breathable hydrocarbons	Unit	2019	2020	2021	2022
Colombia	#	889	553	258	461
Ecuador	#	-	-	-	16
Chile	#	24	19	60	102
Brazil	#	0	0	-	-
Argentina	#	0	35	55	55
Other	#	2	0	0	0
<b>Total</b>	<b>#</b>	<b>915</b>	<b>607</b>	<b>373</b>	<b>634</b>

**NOTE:** In the case of Argentina, the exposure was only in January. Then the operated asset was sold.

<b>Employees and contractors exposed to UV rays</b>	<b>Unit</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Colombia	#	1,820	1,613	1,612	3,326
Ecuador	#	-	3	-	205
Chile	#	34	27	146	181
Brazil	#	0	0	-	-
Argentina	#	0	60	122	122
Other	#	32	7	0	0
<b>Total</b>	<b>#</b>	<b>1,886</b>	<b>1,710</b>	<b>1,880</b>	<b>3,834</b>

**NOTE:** In the case of Argentina, the exposure was only in January. Then the operated asset was sold. In Colombia, drilling and civil works fronts were increased, increasing the number of people exposed.

<b>Employees and contractors exposed to noise</b>	<b>Unit</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Colombia	#	1,784	1,477	1,086	1,345
Ecuador	#	-	3	0	205
Chile	#	2	2	19	15
Brazil	#	0	0	-	-
Argentina	#	0	10	55	55
Other	#	32	7	0	0
<b>Total</b>	<b>#</b>	<b>1,818</b>	<b>1,499</b>	<b>1,160</b>	<b>1,620</b>

**NOTE:** In the case of Argentina, the exposure was only in January. Then the operated asset was sold. Colombia went from having 2 active drill rigs to 6, which has meant having more personnel exposed to this risk.

<b>Employees exposed to psychosocial risk</b>	<b>Unit</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Colombia	#	2,105	1,798	321	329
Ecuador	#	0	3	3	8
Chile	#	68	50	52	54
Brazil	#	0	0	4	4
Argentina	#	0	107	74	74
Other	#	32	7	9	13
<b>Total</b>	<b>#</b>	<b>2,205</b>	<b>1,965</b>	<b>463</b>	<b>482</b>

**NOTE:** Psychosocial risk is not measured for contractors as they serve multiple companies and assessment their exposure at only GeoPark is not possible.

## PREVENTIVE ROAD SAFETY ACTIONS

(SHS-4)

(SHS-4) Coverage Criteria	Unit	2019	2020	2021	2022
Speed readings captured in monitoring activities	#	41,087	100	34,949	101,990
Oil transport drivers certified in the Safe Driver program	#	3,604	2,411	386	1,901
Participants in road safety talks for direct GeoPark employees and contractors	#	15,722	1,000	605	771
Special service drivers trained In the Safe Driver program	#	1,641	589	726	1,470
Neighbors trained in the Road Safety Program for schools	#	404	0	207	334
Road users trained in Road Safety campaigns	#	550	100	200	318

(GRI 403-9; GRI 11.9.10; SHS-3; EM-EP-320a.1.)

In 2022 we reported 81 work accidents (15 women and 66 men)

Frequency indicators by gender - 2022	Women		Men		
	Women	Men	Women	Men	
LTIR	0	0.35	Severity Index by gender - 2022	0	2.99
TRIR	0	0.70			

**NOTE:** The incidents that occurred in 2022 to women required first aid. The LTIR indicator corresponds to incidents with lost time, that is, injuries with the consequence that the person is unable to work in the days following a work injury. TRIRs correspond to injuries that require medical treatment or restricted work activity. None of the incidents involving women were classified as LTIR or TRIR.

## TYPES OF INJURIES SUSTAINED IN 2022

(GRI 403-9; GRI 11.9.10)

Types of Injuries	Employees	Contractors
Colombia	<ul style="list-style-type: none"> <li>Struck by or against</li> </ul>	<ul style="list-style-type: none"> <li>Cuts / puncture wounds</li> <li>Struck by or against</li> <li>Projection of particles into the eyes</li> </ul>
Ecuador	<ul style="list-style-type: none"> <li>No injuries to employees were recorded</li> </ul>	<ul style="list-style-type: none"> <li>Struck by or against</li> <li>Over exertion</li> <li>Sprains</li> </ul>
Chile	<ul style="list-style-type: none"> <li>Struck by or against</li> </ul>	<ul style="list-style-type: none"> <li>Fall to the same level</li> <li>Fall to different level</li> <li>Cuts / puncture wounds</li> </ul>
Argentina	<ul style="list-style-type: none"> <li>No injuries to employees were recorded</li> </ul>	<ul style="list-style-type: none"> <li>No injuries to contractors were recorded</li> </ul>