131 | SPEED/Sustainability Report 2023

Letter from the CEO   We are GeoPark   Sustainability   Governance   Our value generation   Our environmental management   **Our social management**   Annexes

(PAR T6) We conduct staff exit interviews and/or surveys to learn the reasons behind their decision to leave the Company and identify potential gaps in our EID Commitment. We incorporate this feedback into our human talent processes to generate strategies that promote the retention and loyalty of the personnel that the Company requires to achieve its strategy.

Labor Standards
(PG-G4/G5; PG-L11)

Ethics and transparency are an integral part of the business strategy to achieve our objectives, and labor standards cover our employees and contractors alike.

We have an internal working group made up of the Compensation and Benefits Area, the Legal, Nature and Neighbors Area and the Sourcing and Sustainability Area that addresses issues related to labor standards; It ensures the monitoring and compliance with the laws and regulations that govern us, and analyzes the implementation of new regulations and the modification of existing ones.

Our labor standards are established and managed by different agencies, whose responsibility may vary depending on the subject. Some of the key instances that are usually involved are:

- **Leadership Team:** The CEO and the entire C-Level are responsible for setting the strategic direction in defining labor and ethical standards.

- **People Area:** In charge of drafting policies, communicating with workers, establishing promotion and development guidelines, managing performance, and resolving employment-related issues, among other responsibilities.
- **Legal Area:** Fundamental in defining labor standards, ensuring that the Company complies with the applicable laws and regulations on the subject in each country where we have a presence.

We have a Labor Management Program to verify compliance with labor and employment conditions by our contractors and subcontractors.

The Nature and Neighbors area has implemented a process aimed at encouraging the development of our contractors, in order to promote mutual benefit.

Working conditions
(GRI 402-1; EMP25; BGEI-4-E; OT3)

At GeoPark, talent management is based on well-being and work-life balance. Accordingly, we have a Work-Life Balance Guide that integrates best practices in finding equilibrium between our employees' work responsibilities and personal commitments.

Giving employees and their representatives advance notice of substantial operational changes is of paramount importance in ensuring a smooth transition and mitigating potential impacts. We are therefore committed to communicating effectively and opportunely with our employees at key moments, taking into account the details and nature of the changes.

(PG-L11) As there were no adverse impacts associated with the safe and healthy work environment in 2023, GeoPark had no involvement in their causes or remediation.

(GRI 401-2; DJSI 3.4.4) Below are some of the wellness programs and policies we implement in our company:

- Managing stress in the workplace
- Sports and health initiatives
- Self-care tools on mental health and sleep hygiene
- Flexible working hours
- Hybrid work covering face-to-face and remote work, according to the nature of duties involved and applicable in countries where GeoPark has offices
- Breastfeeding locations or benefits
- Extended family leave beyond parental leave for the care of a child, spouse, partner, sibling, dependent, or person with a physical or mental medical condition

(PAR C3.1; OT3) The benefits for work-life balance, maternity, paternity and welfare measures are detailed in the Work-Life Balance Guide. They include:

- Flexible working hours enabling employees to fulfill personal and family commitments during working hours
- Flexible schedules for each worker to coordinate with their leader how to manage their time: setting daily start and end times
- Parental leave and gradual return to work with flexible schedules and special leave
- Hybrid work format
- Temporary remote work
- Birthday day off
- Days off around emblematic dates such as Christmas and New Year's Day
- Ten working days of paid leave, in addition to the statutory maternity and paternity leave

(PAR C3.1) Click here for more information about other practices we develop for primary caregivers.