



We also promote free expression based on mutual respect, non-violence and non-discrimination, both within and beyond collective bargaining. We have maintained an open dialogue with the GeoPark Fell SPA Workers' Union in Chile, for the benefit of our workers and their families, mitigating impacts on the operation.

Compensation

We are committed to competitiveness and equality in compensation so that people receive fair remuneration aligned with the impact of their position on achieving corporate objectives.

Average pay by job category

(EMP21)

	Unit	2022		2023	
		Average pay/month	# employees	Average pay/month	# employees
G&A – Support areas	US\$	4,637	228	5,968	207
G&G – Geologists and Geophysicists	US\$	6,796	33	8,615	52
OPEX – Field operations	US\$	4,245	221	4,890	211
Average/Total	US\$	4,605	482	5,777	470

NOTE: Pay data refers to gross salaries, excluding benefits and variable remuneration.

We aim to generate economic well-being for employees and their families. To support every employee and create commitment, well-being, and peace of mind, the benefits that we offer go beyond the legal requirements.

GeoPark participates in annual market salary surveys by consulting firms that specialize in best compensation practices. This process allows us to review and define actions that contribute to establishing a competitive and equitable compensation scheme. As a result, we can attract and retain the talent necessary to achieve the Company's goals.

Average pay by age range

(EMP20)

	Unit	2022		2023	
		Average pay/month	# employees	Average pay/month	# employees
< 40 years	US\$	3,502	256	4,222	235
41 - 55 years	US\$	5,554	197	6,997	212
> 55 years	US\$	7,892	29	10,416	23
Average/Total	US\$	4,605	482	5,777	470

NOTE: Pay data refers to gross salaries, excluding benefits and variable remuneration.

Average pay (base + target annual bonus) by job category

(EMP21)

	Unit	2023	
		Average pay/month	# employees
G&A – Support areas	US\$	7,843	207
G&G – Geologists and Geophysicists	US\$	10,667	52
OPEX – Field operations	US\$	5,905	211
Average/Total	US\$	7,285	470

NOTE: Figures correspond to base salary + target annual bonus, all in gross values. This is the first year that information with these compensation components has been reported.