



## Employee training and development

(GRI 404-2; DJSI 3.3.2; FO1)

We are committed to providing training and learning opportunities for our staff. Our talents are a competitive advantage that set us apart in the industry and help us achieve our goals. We have a guide and a procedure to access different types of training and education.

**Leadership School (first phase):** This initiative seeks to strengthen leadership management capabilities through an applied training process, providing the necessary tools to collectively address the Company's challenges. It fosters team cohesion and helps strengthen cultural identity.

The Leadership School contributes to:

- Identifying key attributes and the essential qualities that will guide the actions and behaviors of leaders in GeoPark
- Defining the competencies necessary for leaders to perform effectively in their roles, as well as the behaviors we expect from them
- Ensuring that a standard training process for the management levels becomes part of the leadership model and the organizational culture

In 2023, 10.2% of the Company's total full-time employees participated in the Leadership School, which is targeted at and designed for leaders in GeoPark. More precise participation indicators are as follows:

- Leaders who actively participated in the Leadership School: 48

- Leaders in GeoPark: 88
- Full-time employees: 470

In 2023, 54.5% of total leaders 10.2% of total full-time employees took part in the Leadership School.

**Let's Learn with GeoPark:** The main objective of this learning program is to further the professional and personal development of our employees, as well as the recognition of their abilities, as our employees often speak at public events on their respective topics. This initiative provides a variety of educational activities such as talks, workshops, summits, hackathons, and courses adapted for specific teams. Through this initiative, our employees improve:

- Skills and know-how
- Efficiency and productivity
- Quality of work

The program also contributes to improving employee loyalty, recognition, integration between areas, and the Company's reputation.

In 2023, 77.66% of full-time employees participated in Let's Learn with GeoPark.

**Educating talents:** This program helps undergraduate students to meet their graduation requirements and start professional careers related to our operation. The program has two modalities:

- University internships
- First job opportunities

## Return on investment in human capital

(GRI 201-1; DJSI 3.3.3)

	Unit	2020	2021	2022	2023
(a) Revenue	US\$	393,692,000	688,543,000	1,049,57,000	756,625,000
(b) Operating expenses	US\$	125,072,000	212,790,000	359,779,000	232,906,000
c) Salaries + employee benefits	US\$	49,338,000	42,516,000	38,699,000	41,917,000
<b>Return on investment in human capital (a - (b-c)) / c</b>	<b>US\$</b>	<b>6.44</b>	<b>12.19</b>	<b>18.83</b>	<b>13.49</b>
Total Employees	#	437	463	482	470

(GRI 404-1; DJSI 3.3.1) In 2023, average training per full-time employees was 62 hours, and the average training investment per employee was US\$1,244.9.

## Investment in education and training

(GRI 201-1; DJSI 3.3.3)

	Unit	2021	2022	2023
Total amount invested in training and development	US\$	147,000	190,812	585,123.85
Average investment in training per employee	US\$	367	398	1,244.94