



- We joined the Chamber of Diversity to maintain best practice references
- We implemented the Ground Zero project in Llanos Production to improve the work environment of local suppliers, emphasizing competencies such as respect, solidarity and healthy coexistence
- We involved local people with disabilities in the workforce of contractors in the Llanos Exploration seismic project

Work Environment
(DJSI 3.4.6)

In the most recent work environment survey conducted with Great Place to Work® (GPTW), 483 workers participated, giving a 92% response rate. The study revealed that 9 out of 10 people think GeoPark is a great place to work. As a result of these favorable results, we obtained GPTW certification in the three countries where staff numbers are large enough for consideration in the survey: Argentina, Chile and Colombia. According to the survey, the percentage of employees engaged with the Company is 84%.

When breaking down the survey, the results we obtained in the five categories of this measurement were:

- Credibility: 82%
- Respect: 80%
- Fairness: 84%
- Pride: 88%
- Camaraderie: 88%

Percentage of employees who participated in the survey by country

Country	Unit	2023
Colombia	%	94
Ecuador	%	100
Chile	%	67
Brazil	%	-
Argentina	%	100

NOTE: For reasons of tool confidentiality, data for Brazil are not included in this table. The omission of this information is due to the fact that Brazil's total payroll in 2023 was four people, preventing the segmentation of demographic groups smaller than five individuals, according to the privacy policies established by the radar.

(DJSI 3.4.6) The most valued aspects of GeoPark's culture were:

- Close relationship with workers
- Support when times are difficult
- Accessibility of leaders
- Relationships in work teams
- The feeling of family
- The horizontal structure

Honesty, respect, responsibility, commitment and care for people were highlighted as values.

We must continue to work on communication, as well as work-life balance, workspaces and development opportunities.

2023 Highlights:

- We launched the Work-Life Balance Guide for workers
- We held a Leadership School in which we trained more than 40 leaders. We provided more than 60 hours of training and held two talks with international exhibitors
- We made 40 promotions in the year, meaning that 8.51% of employees earned new positions
- We made technical competencies glossaries in the areas of reservoir engineering, development geology and exploration, based on the identification of the levels of competencies required for each position and each person according to their role
- We evaluated technical competencies with expert leaders in the exploration area
- We continued to develop a training plan associated with the technical competencies map for the drilling and completion area
- We launched the GPTW survey, which had 92% staff participation and 84% average favorability. We were certified as a Great Place to Work in Colombia, Chile, and Argentina
- We defined three critical positions, with their respective competencies and knowledge, and identified potential successors for each of them
- We started an onboarding project with the creation of an interdisciplinary team to ensure the employee's experience from their application until they start their job
- Employee training: Let's Learn with GeoPark: 76.66% employee participation in 2023

MONITORING AND GOVERNANCE

(GRI 2-13; GRI 3-3)

- Periodic management reports to the leadership team and annually to the Board of Directors
- Gender Equality Management System (indicators, trends)
- Semi-annual monitoring of the EID action plan and its indicators by the Equality, Inclusion and Diversity Committee (CEID)
- Guidelines for selection, development and promotion, compensation and benefits, and work-life balance processes
- Digital tools on managing development and attraction processes
- Participation in equality, diversity, and inclusion measurements
- Restructured CEID to make it more efficient
- Templates to document person-hours in teaching and training
- Cuéntame grievance mechanism
- Ethics Hotline
- Work Coexistence Committee
- GPTW reports