



In 2023 there was a 38% increase in the total number of personnel hired by service providers (contractors) in Colombia compared to the previous year, mainly due to the start of exploration activities in the Llanos 123, Llanos 124, Llanos 86 and Llanos 104 blocks.

On the other hand, in Ecuador there was an 80% decrease due to fewer operational activities.

Job opportunities

(DS1)

	Unit	2020	2021	2022	2023
Number of job opportunities for our neighbors in Colombia	#	2,921	2,630	3,068	3,755

Labor management

In Colombia we are supported by a consulting company specialized in labor matters that every month compiles information about contractors in the operation through an application called ARCO, an administrative and accounting software for comprehensive management that has a specific module for human talent.

	Unit	2020	2021	2022	2023
Number of local businesses monitored	#	42	55	52	49
Number of follow-up meetings held	#	507	469	615	715
Labor obligations compliance of companies subject to monitoring and accompaniment by GeoPark within the framework of labor management	%	78	81	77	84

NOTE: this percentage refers to the level of compliance with the main milestones of labor obligations measured each month.



2023 Management Highlights

- We were continuously supported by the supply team attending to local suppliers in the field
- We streamlined the supplier registration process by integrating Ariba and SAP
- We implemented changes in procurement management to fulfill hundreds of orders per month. Over 80% were handled within 15 days
- We centralized the management of planning materials, inventories and warehouses in the Supply Area
- We launched the evaluation of material suppliers (spot purchases), as well as the improvement in the evaluation of service providers
- We improved the evaluation of suppliers, facilitating information usage through integration and ease of access
- We strengthened the contract settlement procedure, reducing outstanding matters in this process and protecting the Company
- We built a Business Intelligence portal with real-time procurement and contracting data
- We developed dashboards for contract management, and relevant indicators in the area. We approved a technological solution to reduce inventories and optimize material purchases

