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OCCUPATIONAL HEALTH AND SAFETY

Impacts: Employees
Neighbors
Suppliers & Contractors

SDGs: 3 GOOD HEALTH AND WELL-BEING

SPEED: SPEED

(GRI 3-3) In different work environments such as travel, operations and administrative tasks, there can be accidents with consequences for health and well-being. These events cause actual and potential negative impacts in the short and long term, affecting the health of our employees, contractors and neighbors, as well as the productivity of the Company. In some cases, there may also be negative environmental effects.

As we believe that all impacts on health and well-being are preventable, we are committed to ensuring safe working conditions and controlling operational risks to protect the physical and mental health, well being and lives of our employees and contractors.

POLICIES AND COMMITMENTS

(GRI 2-23; GRI 403-10; 403-8; 403-9; GRI 3-3; PGG2; DJSI 3.5.1; RS4)

Our SPEED Integrated Value System is the general framework covering all of the Company's policies and actions.

Our Commitment to Occupational Health and Safety determines the guidelines on the behaviors and practices we require of our employees, suppliers and contractors. The commitment:

- Defines priorities for the management of the Company
- Is applicable to all employees of the Company, and to contractors or persons under our supervision
- Is aligned with the regulations of the countries in which we operate and with international standards such as ISO 45001 and the International Association of Oil and Gas Producers (IOGP)
- Aims to continuously improve
- Supports the implementation of work plans and goals related to occupational health and safety
- Includes consultation with and the participation of workers and, where available, workers' representatives

In addition, we have specific commitments to:

- Create healthy spaces in our work days
- Promote road safety
- Establish parameters for healthy coexistence
- Ensure the preservation of Human Rights
- Implement the Supplier Code of Conduct

OUR APPROACH AND OUR MANAGEMENT

(GRI 3-3; GRI 403-1/2/3/5/6/7/8/10; GRI 11.9.2/3/4/6/8/9; DJSI 3.5.2; SHS-1/2/29; EM-EP-320 a.1)

Our Occupational Health and Safety Management System (MS-OHS):

- Is based on international standards such as ISO 45001:2021 and IOGP guidelines, and is aligned with the regulations of the countries we operate in
- Covers 100% of our employees and contractors across all processes and operation
- Is externally and independently verified

To ensure the correct implementation of the MS-OHS, we design specific requirements for contractors that govern all stages of contracting, and whose implementation is periodically audited.

In all our operations, we:

- Undertake workplace hazard and risk assessment
- Prioritize and integrate action plans with quantified objectives to address risks

- Integrate actions to prepare for and respond to emergency situations
- Assess progress in reducing/preventing health problems/risks in relation to goals
- Implement internal inspections
- Include occupational health and safety criteria in contractual and recruitment requirements

(GRI 403-8; GRI 11.9.9) Click here for information on other MS-OHS assurance and audit mechanisms.

Identification and management of occupational health and safety risks identified
(GRI 403-3)

We have designed management tools to identify hazards and impacts that may be generated in our operation and we apply control measures to stop them happening. Our process includes:

1

Risk analysis
At least once a year we conduct a hazard identification and risk assessment exercise in our workplaces. We use a recognized methodology (GTC 45) that quantitatively assesses frequency, probability, and consequence. The hierarchy of recommended controls is based on a scale of elimination, substitution, engineering control, administrative control, and personal protective equipment (PPE)

2

Job Safety Analysis (JSA)
We apply this methodology in all our workplaces to evaluate possible risk scenarios and determine preventative control measures. We run it continuously in operations and it is part of all work permits

3

Identification of hazardous energies
We constantly identify and monitor 10 energies in our workplaces to prevent them from coming into contact with people

4

Work permit system
We use an orderly and methodical system to coordinate the execution of high-risk work. We generate specific analyses of the risks associated with our activity and establish communication channels between groups

5

Operational risk analysis
Together with the Process Safety area, we apply a group of risk analysis methodologies, including a Hazard and Operability Study (HAZOP) and What if?, which from the design and construction stages analyze in detail potential hazards in our facilities

Furthermore:

- We maintain epidemiological surveillance programs in occupational health with training activities, and hygiene inspections and evaluation
- We implement a medical care system for emergencies and common illnesses
- We continuously carry out preventative activities for high-risk activities, including working at heights, confined spaces, handling chemical products, lockout tagout, hoisting and driving vehicles
- We provide medical care to communities around the operations

Our main occupational health and safety programs are:

Proactive Observation Program (POP)

An initiative that aims to identify hazards and act on and monitor the behaviors and conditions observed. It is based on a three-step cycle:

1. Observe
2. Intervene
3. Record

See the definitions of these methodologies in the Glossary.

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In 2023 we started the "POP in Action" strategy to strengthen GeoPark's safety culture, based on people's observation and intervention skills in tasks carried out on job sites. Workshops were held for employees and contractors on consciousness engineering and conscious observations.

We have software to monitor and generate traceability on reported observations. Any direct employee or contractor can enter the Program and/or create a written observation; anonymously if so desired.

POP empowers people to identify and report hazards or situations that create occupational health and safety risks.

Safety Observations
(GRI 403-7; GRI 11.9.8; SHS-2)

Country	Unit	2020	2021	2022	2023
Colombia	#	3,219	4,493	6,903	12,962
Ecuador	#	0	0	154	111
Chile	#	605	669	866	262
Brazil	#	87	0	0	0
Argentina	#	492	276	0	0
Other	#	133	0	0	0
Total		4,536	5,438	7,923	13,335

Additionally, through our Ethics Hotline, employees and contractors alike can report risk situations anonymously. For more information about the Ethics Hotline, go to the Ethics and Transparency chapter on or *click here.* 🖑

Employees can also raise their concerns with the Joint Committee on Occupational Health and Safety (COPASO/COPASST).

Operational Security Standards

The standards are operating models based on legal requirements and industry best practices, and consist of practical guides that can be implemented by any employee or contractor during the preparation and execution of high-risk work.

In 2023 we complemented the guides with simple and user-friendly checklists for anyone to verify that the job site safety conditions meet requirements.

Incident Reporting and Investigation (IRIS)

This program provides guidelines for reporting and investigating any incident in our operation, and has three stages:

- **Initial response:** We activate emergency and contingency plans when an incident occurs. If the incident is potentially high risk, we send a safety alert to all employees and contractors

- **Investigation:** We identify the causes and define corrective actions to prevent similar situations from happening

- **Communication and follow-up:** We consolidate incidents and communicate them, including action plans determined in the investigation phase. The area in charge presents the results and lessons learned in meetings involving employees, supervisors, superintendents, managers and GeoPark's Director of Operations

Road safety

We prioritize safety in our land transport processes for dry and liquid cargo, personnel, equipment, and materials, accounting for the risk posed to our employees, contractors, and neighbors.

Recordable Vehicle Incidents
(SHS-3/4; EM-EP-320a.1.)

Unit	2020	2021	2022	2023
#	2	3	2	2

In 2023 we travelled 17 million kilometers, 35% more than in 2022.

In June, there was an unfortunate traffic accident in which the driver of a water tanker died. The incident involved a water transport service contractor in Colombia.

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An investigation was conducted in 2023 in accordance with the Company's internal procedures and applicable legal recommendations for these cases. A work plan was generated with focuses on:

- Risk mitigation on internal roads (signage/warnings)
- Driver training and monitoring
- Continuous updating and communication of road hazards

The Company continues to work on vehicle accident prevention plans involving employees, contractors and neighbors.

Motor Vehicle Crash Rate (MVCR)

Country	Unit	2020	2021	2022	2023
Colombia	MVCR	0	0.3	0.2	0.1
Ecuador	MVCR	0	0	0	0
Chile	MVCR	1.2	0	0	0
Brazil	MVCR	0	0	NA	0
Argentina	MVCR	0	0	0	0
Other	MVCR	0	0	0	0
Total		0.1	0.2	0.2	0.1

Authority to Stop an Activity (ADA)

This is a risk prevention and task assurance tool that empowers employees and contractors to suspend activities in which risks have not been properly controlled and could cause an accident. It is developed in four stages:

- Stopping any unsafe activity
- Intervening to inform and establish actions that identify risks and correct their causes
- Resuming activities when risk conditions are under control
- Registering the incident in the POP system

> Regardless of their position or function, employees and contractors have the ability and responsibility to stop activities they deem unsafe

Health care
(GRI 403-6)

We give employees access to medical and health care services through:

- Participation in social security as a contractual and legal requirement
- Providing supplementary health plans (prepaid medicine/health policies and dental plans) covering employees and their families

We offer various services and programs to our employees and contractors to manage non-work-related risks, including:

- Periodic occupational health medical examinations
- Sports facilities in the field
- Gyms in the field and subsidized gym subscriptions in offices
- GeoTeCuida, a platform for psychological, legal, financial and nutritional consultations and advice
- Life insurance
- Recreational and leisure activities
- Infographics regarding the prevention of occupational or common illnesses
- Public health disease prevention campaigns
- Early identification of people who may cause occupational illnesses

Training

(GRI 403-5) We train employees and contractors on risks associated with the activities they perform, such as:

- Working at height
- Confined spaces
- Hoisting loads
- Lifting loads manually
- Hazardous Substance handling
- Electrical handling
- Driving

We also train employees and contractors in:

- Identification of radiological hazards
- Emergency preparedness & care
- Incident investigation

We implemented this program through virtual and face-to-face training at job sites.

Occupational health and safety indicators – Employees
(GRI 403-9; GRI 11.9.10; SHS-3; EM-EP-320a.1.)

Indicators	2020	2021	2022	2023
Hours Worked	1,206,330	1,158,864	1,218,406	1,144,508
Fatalities due to occupational accidents or illness	0	0	0	0
Incidents with injury	5	2	3	2
Recordable incidents	1	0	1	0
Lost time incidents	0	0	0	0
Days lost due to accidents	0	0	0	0
Days lost due to absenteeism	1,693	1,335	1,463	1,963
Hours lost due to absenteeism	13,544	10,680	11,704	15,704
Total Recordable Injury Rate (TRIR)	0.83	0	0.82	0
Lost Time Injury Rate (LTIR)	0	0	0	0

NOTE: *Indicators are calculated per million hours worked. Injury incident data includes all incidents, regardless of classification (first aid, recordable, lost time, and fatalities). In 2023, occupational accidents with injuries were due to same-level falls. The variation in absenteeism hours between 2022 and 2023 refers to the presentation of prolonged conditions, mainly maternity leave and musculoskeletal injuries.*

Occupational health and safety indicators for employees, by gender
(SS2/3/4/5)

Indicators	Unit	2022	2023
Occupational Accidents - Women	#	1	1
Occupational Accidents - Men	#	2	1
Total Employee Occupational Accidents	**#**	**3**	**2**
Frequency Indicator (LTIR) - Women	%	0	0
Frequency Indicator (LTIR) - Men	%	0	0
Frequency Indicator (TRIR) - Women	%	0	0
Frequency Indicator (TRIR) - Men	%	0	0
Seriousness/Severity Index - Women	%	0	0
Seriousness/Severity - Men	%	0	0
Occupational Illnesses – Women	#	0	0
Occupational Illneses – Men	#	0	0

NOTE: *From January 2020 to December 2023, there were 12 work incidents.*

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The incidents that occurred in 2023 to women and men were first aid. The LTIR indicator measures incidents with lost time, i.e. injuries as a result of which the person is unable to perform any work in the following days. TRIR incidents correspond to injuries that require medical treatment or restricted work activity. No incidents involving women or men were classified as either LTIR or TRIR.

Occupational health and safety indicators – Contractors
(GRI 403-9; GRI 11.9.10; SHS-3; EM-EP-320a.1.)

Indicators	2020	2021	2022	2023
Hours Worked	5,715,421	6,379,068	7,366,947	9,291,558
Fatalities due to occupational accident or illness	0	0	0	1
Injury Incidents*	85	77	78	95
Recordable Incidents	5	6	5	7
Lost Time Incidents	2	3	3	5
Days Lost to Accidents**	240	117	104	6,135
Total Recordable Injury Rate (TRIR)	0.87	0.94	0.67	0.75
Lost Time Accident Rate (LTIR)	0.35	0.47	0.40	0.53

NOTE: Indicators are calculated per million hours worked. Injury incident data includes all incidents, regardless of classification (first aid, recordable, lost time, and fatalities). The main types of accidents with injury were due to blows from objects or elements, falls to the same level, and cuts or puncture wounds.

* The greater number of incidents in 2023 compared to the previous year is due to more people exposed and hours worked.

** The difference in days lost due to accidents is because of the recommendations of the OSHA 300 standard and legal guidelines in the country of operation, meaning that 6,000 days due to the fatal incident must be included.

Occupational health and safety indicators for contractors, by gender
(SS2/3/4/5)

Indicators	Unit	2023
Occupational Accidents - Women	#	8
Occupational Accidents - Men	#	87
Total Contractor Occupational Accidents	**#**	**95**
Frequency Indicator (LTIR) - Women	%	0.11
Frequency Indicator (LTIR) - Men	%	0.43
Frequency Indicator (TRIR) - Women	%	0.11
Frequency Indicator (TRIR) - Men	%	0.65
Seriousness/Severity Index - Women	%	1.61
Seriousness/Severity Index - Men	%	658.66
Occupational Illnesses – Women	#	0
Occupational Illnesses – Men	#	0

NOTE: Gender segregation began in 2023, so data is reported only for that year.

There were 88 first aid incidents in 2023, 81 to men and 7 to women. There were 6 TRI incidents to men and 1 to a woman, of which 5 were cataloged as LTI (4 to men and 1 to a woman). The LTIR indicator measures incidents with lost time, i.e. injuries as a result of which the person is unable to perform any work in the following days. TRIR incidents correspond to injuries that require medical treatment or restricted work activity.

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Hours worked in 2023 totaled 10.4 million, 20% more than 2022 and making 2023 the year with the most hours worked in the Company's history.

Business Continuity Master Plan

Since 2018, we have implemented the Business Continuity Master Plan to handle disruptive events that may affect the Company. The Plan contemplates scaled responses ranging from tactical attention on site to the activation of the Crisis Management Team led by our CEO.

2023 Performance Highlights

- We received certification of our MS-OHS in Colombia under the ISO 45001:2021 standard
- We implemented POP in Action as a strategy to strengthen the prevention culture
- We started a psychosocial risk intervention work plan in Colombia and Chile
- We implemented Operational Security Standards checklists
- We implemented campaigns to prevent illnesses associated with public health:
  » Mental health self-care
  » Time management
  » Work-related stress
  » Postural hygiene
  » Breast cancer
  » Prevention of alcohol and psychoactive substance use

GOVERNANCE, FOLLOW-UP AND MONITORING

(GRI 3-3: MSCI 1.66)

Board of Directors SPEED Committee	Issues guidelines and monitors safety performance in our operations
CEO	Sets and oversees strategic guidelines and constantly monitors the Company's overall performance
Director of Operations, Execution & Assets	Defines operational and executive guidelines, and reviews and monitors their implementation and asset performance
H&S Manager	In charge of making specific health and safety guidelines, leads strategy implementation and monitors their management
Employees	Actively participate in implementing defined strategies, generating proposals to improve processes and contribute to the overall success of the Company

Monitoring Mechanisms

- **Corporate Scorecard:** Metrics such as the LTIR, TRIR and MVCR are part of the scorecard that determines the variable compensation of all employees, including the CEO and the Executive Team. These metrics are measured on a monthly basis. In 2023, the LTIR goal on the corporate scorecard was 0.24.
- **COPASO / COPASST:** In countries where applicable, these joint committees are made up of elected employees and persons designated by the Company. They meet regularly and monitor health and safety work done.
- **Management Report:** health and safety performance is presented annually to the Executive Team.
- **Performance dashboards:** Created to encourage employee and contractor participation in management programs. The data is systematized and taken to different dashboards where supervisors can check OHS performance.
- **Internal and external assurance systems for occupational health and safety management:**
  » Internal audit of the MS-OHS Colombia
  » Third-party MS-OHS audit based on ISO 45001:2021
  » Review of the implementation of standards required by Colombia's Ministry of Labor
  » Revision of the Occupational health and safety Program to meet the requirements of Ecuador's SUT health and safety platform
  » Review and inspection visits by Chile's national geology and mining service, SERNAGEOMIN
- Performance in indicators is compared with the metrics of international entities such as IOGP and ARPEL.

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0-3 YEARS

Short term

- By 2024, have employee and contractor accident rates no greater than the following maximum values: LTIR: 0,30 / TRIR: 0,72/ MVCR: 0,15
- Receive MS-OHS certification to the ISO 45001:2021 standard
- Maintain ISO 45001 certification for the MS-OHS in Colombia
- Implement 100% of the activities planned for the POP in Action strategy, as a pillar of preventative management, strengthening the focus on behavior
- Include all operational leaders under the performance guidelines in lagging indicators (leadership) in the Company's integral management

3-5 YEARS

Medium term

- Have lower employee and contractor accident rates than the regional average, as published annually by IOGP
- Retain ISO 45001 certification for MS-OHS for Colombia and achieve it in business units with active operations
- Evaluate the effectiveness of management tools and update them in line with Company developments

5 YEARS AND BEYOND

Long term

- Have lower employee and contractor accident rates than the regional average, as published annually by IOGP
- Have 100% of business units certified in ISO 45001
- Develop an interdependent prevention culture, where both GeoPark and its contractors have a sense of ownership and responsibility for safety
- We carry out a specialized survey every two years that collects information to evaluate the degree of our safety culture

GOALS

(GRI 3-3)