



GEOPARK

SPEED/ESG Report 2020

Creating Value and Giving Back




SPEED



SPEED = ESG+
2020



SAFETY

0.87 TRIR
Total Recordable
Incident Rate*

0.13 MVCR
Motor Vehicle
Crash Rate*

0.29 LTIR
Lost Time
Incident Rate*

*according to
IOGP criteria

ZERO
fatal incidents

6.9 MM
hours worked

17,991
safety
inspections

24,179,280
barrels of oil
produced and
transported
without third-
party incidents

515
emergency
simulations
addressing 100%
of vulnerability
scenarios

30,503
risk analyses

4,211
HS training
sessions



PROSPERITY

174.7
mmboe
2P
reserves
PRMS
certified

40.2
mboepd
average
daily
production

22 wells
drilled
(exploration
and
production)

13
new blocks
in the
Putumayo
and Llanos
basins in
Colombia

\$393.7 MM
revenue

\$6.5
operating
costs per boe

\$217.5 MM
adjusted EBITDA

\$35.9 MM
royalties

\$25.2 MM
income tax
payments

14% CAGR
in 2P reserves
(2009-2020)

18% CAGR
in oil and gas
production
(2009-2020)

>6 times
oversubscription
of a 2027 bond
at a record rate
for a B+ rated
Latin American
company

Consolidated figures for all GeoPark unless noted otherwise.

CORPORATE GOVERNANCE AND TRANSPARENCY



Independent chair of the
board and a majority of
independent directors*
*Effective June 2021



Audit, compensation, and nomination
and corporate governance* committees
with **100% independent members**
*Effective July 2021



97% of employees trained in
ethics and compliance.
Independent **Ethics Hotline**



EMPLOYEES

437

direct employees

100 %

of employees own shares in the company

42%

of our management team are women

34%

of our work team are women

43%

of new hires are women

0.9%

voluntary rotation rate in 2020

29%

of employees took on new roles and responsibilities

95%

of our work team received teaching and training (423 employees)

9,265

hours of professional training among all direct employees

100%

of workers entitled to parental leave took it and returned to their jobs (45% men and 55% women)



ENVIRONMENT

ZERO

environmental fines or sanctions

15.2 kg

CO₂e/boe

average intensity of Scope 1 and 2 greenhouse gas emissions. The 13.05 CO₂e/boe index in 2019 only covered Colombia

ISO

14001:2015

Environmental Management System in Colombia recertified through 2023

0.7 barrels

of oil spilled per million barrels produced. 35% lower than the 1.08 indicator in 2019

9.75 liters

of water captured per boe produced in Colombia

ZERO

direct discharges to surface water

8.2%

reduction in water consumption



COMMUNITY DEVELOPMENT

75%

local hiring at December 2020 versus 57% in January 2020 in Colombia

73%

of social investment focused on rural areas

58,069

beneficiaries of social programs

\$64 MM

in goods and services acquisitions from local suppliers

10,591

neighbors of operations took part in 1,141 meetings

3,464

participants in 634 meetings to identify environmental and social impacts in Colombia and Ecuador

92%

of request and complaints resolved by customer service system *Cuéntame*

39

Early Management and Due Diligence plans undertaken

\$3.24 MM

socioenvironmental investment for sustainable development

3

indigenous ethnic groups were consulted about the development of our projects



1,800 due diligence evaluations on 100% of our suppliers



NYSE-listed since 2014. Sox-compliant



Part of Extractive Industries Transparency Initiative (EITI) in Colombia



TRANSPARENCIA POR COLOMBIA

Participation in Transparencia por Colombia's survey of corporate management of corruption risks

Institutional Investor

LATIN AMERICA EXECUTIVE TEAM

Best ESG Metrics 2019/2020

GEOPARK

We are GeoPark

(102-1, 102-2, 102-3, 102-4, 102-5, 102-6, 102-7 and 102-10) We are a leading independent oil and gas exploration and production company in Latin America, with assets and growth platforms in Colombia, Ecuador, Chile, Brazil and Argentina.

GeoPark is a company designed for the long term that year after year has exceeded its performance record in sales, production, and environmental and social performance indicators, regardless of the economic or political context and the volatility of the oil industry. Our portfolio consists of multiple projects in different regions, managed by local teams with extensive international experience.

Our main asset is people, and we have consciously and deliberately recruited and trained one of the best teams in the region to capably develop energy resources in line with high standards on the surface and underground.

We were founded on the belief that energy is fundamental to human and economic progress. Creating Value and Giving Back is our essence and our fundamental value, and we generate true, transcendental and lasting value with and for our employees, shareholders, partners, neighbors and all those who are part of our value chain.

Our asset platform



COLOMBIA

Blocks 23

Operated by GeoPark

Llanos 34, Llanos 87, Llanos 104, Llanos 123, Llanos 124, VIM-3, Llanos 86, Andaquíes,* Coatí, Mecaya, Platanillo, PUT-8, PUT-9, PUT-12, PUT-14, PUT-30, PUT-36, Tacacho, Terecay.

*In contract resignation and liquidation process

Non-operated

Llanos 32, Llanos 94, Abanico, CPO-5

2P Reserves

141.0 mmboe

Production

- **33,039 bopd** average production.
- **1,133 mcfpd** average production.
- **33,228 boepd** average daily production

In one of the most challenging years in the history of our industry, our average **net production in Colombia increased by 3%**. Our capital expenditures decreased 20% and our operating costs per barrel remained stable compared to 2019.

We successfully completed the acquisition and integration of Amerisur, incorporating 12 operated blocks in the Putumayo basin and the non-operated CPO-5 block in the Llanos basin, the OBA (a crude oil export pipeline from Colombia to Ecuador) and valuable partnerships with ONGC and Oxy (now SierraCol Energy).



ECUADOR

Blocks 2

Operated by GeoPark

Espejo

Non-operated

Perico



CHILE

Blocks 4

Fell, Isla Norte, Campanario, Flamenco

2P Reserves

25.5 mmboe.

Production

- **395 bopd** average production.
- **17,084 mcfpd** average production.
- **3,242 boepd** average daily production.

Our Chilean assets give us access to 0.8 million acres of exploration and production in four blocks in the Magallanes basin, a region that has been in production for more than 60 years and that we believe is still underdeveloped.



BRAZIL

Blocks 7

Operated by GeoPark

REC-T-128*, POT-T-785,
REC-T-58, REC-T-67,
REC-T-77, POT-T-834

* In 2020 we initiated a farm-out process to sell our stake in the non-producing REC-T-128 block.

Non-operated

Manati** (BCAM 40 – Manati under concession to Petrobras and in the process of being sold)

** In 2020 we announced an agreement to sell interest in Manati, subject to regulatory approval.

2P Reserves

2.6 mmmboe

Production

- **62 bopd** average production
- **8,220 mcfpd** average production
- **1,432 boepd** average daily production



PERU

Blocks 1

Operated by GeoPark

Morona

On July 15, 2020 we announced our irrevocable decision to withdraw from the Morona block.



ARGENTINA

Blocks 7

Operated by GeoPark

Aguas Baguales, Puesto Touquet, El Porvenir

Non-operated

Puelen, Sierra del Nevado, CN-V, Los Parlamentos

2P Reserves

5,5 mmmboe.

Production

- **1,364 bopd** average production
- **5,556 mcfpd** average production
- **2,290 boepd** average daily production

Highlights

20_20



We signed a contract with PEL (Petroeléctrica de los Llanos) to connect the Llanos 34 block to Colombia's national power grid. This will diversify energy sources in the block, increase the reliability of power supply and significantly reduce our CO₂ emissions.



We drilled 22 wells (development and exploration).



We were the first hydrocarbons company in the world to be awarded the Bureau Veritas Safeguard Seal for our management of Covid-19.



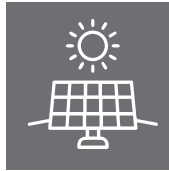
We lowered the costs of drilling two-phase wells: from \$3.6 million/well in 2019 to \$3.4 million/well in 2020.



48,143 boepd was our all-time production record. We reached it on February 2, 2020.



We connected the Tigana field in Llanos 34 to the Oleoducto del Casanare pipeline (ODCA) in Colombia, reducing truck journeys and associated operating risks, and we continued to reduce our CO₂ emissions.



We advanced in contracting a photovoltaic solar project that will be installed in Llanos 34.

This will diversify energy sources and further reduce greenhouse gas emissions.



We successfully integrated Amerisur, through which we acquired the attractive CPO-5 block in the Llanos basin and entered the Putumayo basin, in an accident-free process with no production losses.



We successfully placed a bond maturing in 2027

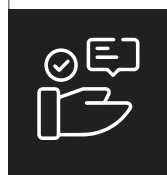
whose issue was over six times oversubscribed and which obtained the lowest interest rate for a Latin American company with a B+ credit rating.



We opened our *Cuéntame* community service office in Puerto Asis in Putumayo department, through which we addressed the concerns of 336 people.



0.7 barrels of oil spilled per million barrels produced: 35% less than the figure of 1.08 in 2019



For 8 consecutive years we have reached 90% effectiveness in closing and resolving complaints and requests presented by our stakeholders in Colombian operations.



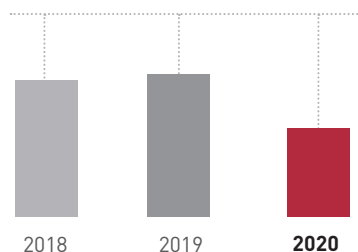
We continue to have good credit ratings from Fitch and Standard & Poor's for our financial obligations due in 2024 and 2027.

Our performance (GRI 102-7)

REVENUE OPERATING INCOME

Thousand \$

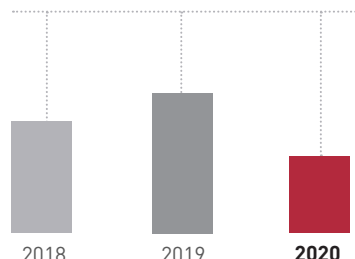
601,161 628,907 **393,692**



ADJUSTED EBITDA

Thousand \$

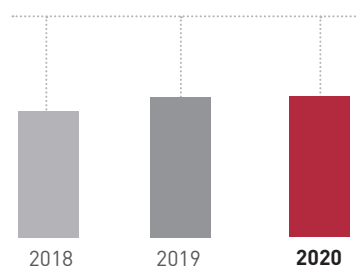
330,556 363,335 **217,531**



AVERAGE DAILY PRODUCTION

(mmboe)

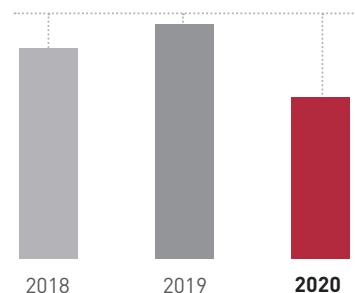
36.0 40.0 **40.2**



2P RESERVES*

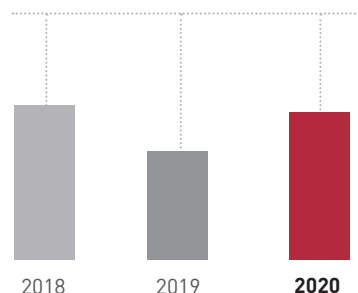
(mmboe)

189.3 197.3 **174.7**



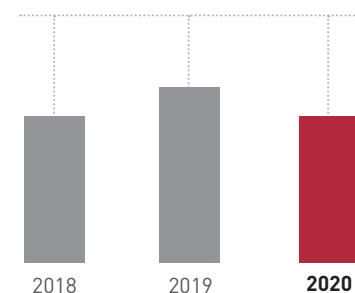
BLOCKS

44** 31*** **44**



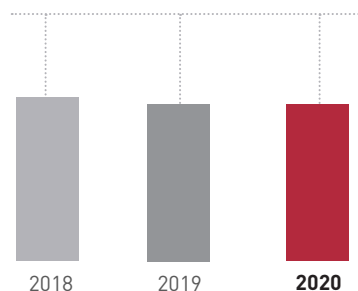
COUNTRIES WITH OPERATIONS

5 6 **5**



PERMANENT EMPLOYEES

457 439 **437**



* Reserves calculated according to PRMS criteria

**Includes working or economic interest and includes the Morena Block in Peru, which is in the process of being divested.

*** Blocks that are not subject to approval or confirmation by relevant authorities.



GEOPARK

ABOUT THIS REPORT

(102-32, 102-45, 102-48, 102-49, 102-50, 102-51, 102-52, 102-53, 102-54, 102-56)

Our 2020 SPEED Report is our third Sustainability Report prepared according to Global Reporting Initiative (GRI) standards, and follows the GRI Core option. It presents information about the Company's performance in accordance with the sustainability reporting guide of the Global Oil and Gas Association for Advancing Environmental and Social Performance (IPIECA, 2020), and the Sustainability Accounting Standards Board (SASB, 2018).

We share the report with our stakeholders as part of our commitment to transparency and the generation of value that our actions have always been known for. The report shows how we manage our operational, economic, environmental and social impacts. The report covers the results of GeoPark's performance in the fiscal year ended December 31, 2020, and its scope includes the Company's operations in Colombia, Ecuador, Chile, Brazil and Argentina.

The report is based on the content definition and quality principles of the GRI standard and the IPIECA reporting guide. It will be independently verified and validated by the GeoPark Management Team, guaranteeing its integrity and credibility. The report does not restate figures or information or express fundamental changes from the report on the previous reporting period.

For the consistency and continuity of information this report has the same structure as the previous edition, which reported on the fiscal year to December 31, 2019. The content is presented according to our SPEED Integrated Value System and details the performance of material issues that contribute to the sustainability of our business and sustainable development. It makes references to the GeoPark website for the convenience of readers.

Any doubts, questions or requests for additional information about this report can be sent to conexiones@geo-park.com.



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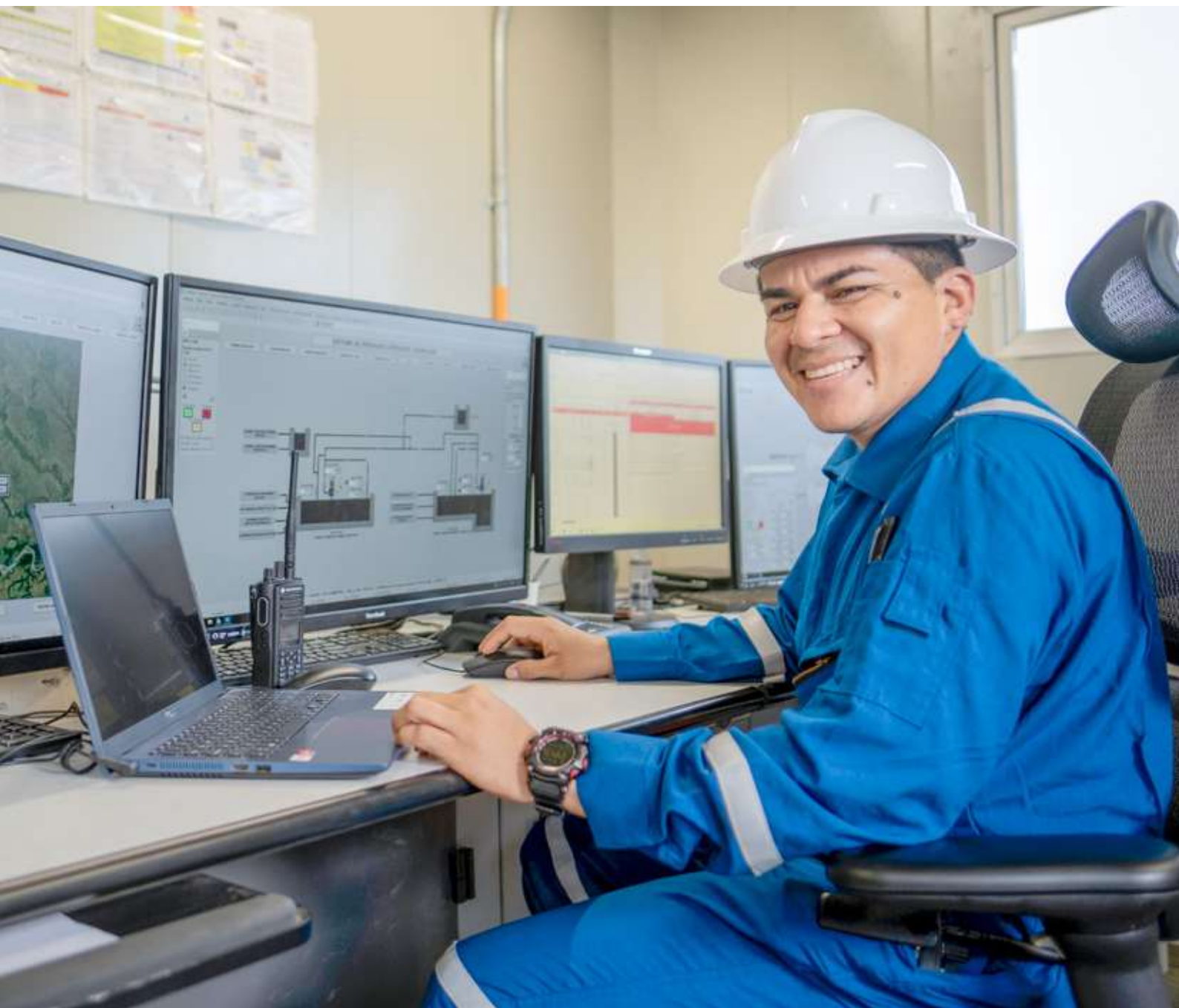
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www.buenosvecinos.com

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GeoPark

Nature and Neighbors Area
Connections Area
Shareholder Value Area

Design and editorial content

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Design and editorial development of content and layout

Contreebute: <https://www.contreebute.com/>
Taller de Edición: <https://tallerdeedicion.co/>

Photography

GeoPark photo library

The opinion of our stakeholders is essential for our continuous improvement. Please let us know your comments or suggestions on the content of the 2020 SPEED/ESG Report by writing to connections@geo-park.com

Message from the CEO

(102-14 and 102-16)



Dear Friends,

In 2020, the Covid-19 pandemic, the collapse in oil demand and the global economic recession were all formidable challenges to the well-being of our employees and their families, our neighbors and our Company. In a year full of unprecedented trials, GeoPark's response was equally extraordinary. If we needed more evidence that we are a Company designed for the long term, with the fundamentals, principles, assets and the team to handle the volatility of the hydrocarbon industry, last year was full of examples.

Our first priority was to protect the health and safety of our employees and their families. We implemented preventive measures in the countries in which we operate to ensure that all office personnel could work from home. Our teams in the field were scaled down and we developed contingency plans to ensure their well-being and guarantee operational continuity.

When the pandemic paralyzed global economic activity, we hit the brakes hard and fast on our work program while never interrupting production. And when oil prices began to recover, we increased our pace while continuing to implement the strict biosecurity protocols and robust safety and environmental standards for which we are known.

Not only did we support our teams, we consistently provided our neighbors with resources that were vital to meeting their needs. Together, collaborating with authorities in the territories in which we operate, we regularly delivered medical equipment and supplies, and helped ensure the food security of our most vulnerable neighbors.

In 2020 we once again proved that we are built and prepared to withstand the toughest crises. These challenges reinforced our environmental, social and corporate governance commitments towards achieving the Sustainable Development Goals (SDGs) set by the United Nations to end poverty, protect the planet and ensure that everyone enjoys peace and prosperity.

SPEED is ESG+

When we founded GeoPark in 2002 we set out to build a Company for the long term that would be the leading independent oil and gas E&P company in Latin America. We also wanted to create a different kind of company that emphasized our commitment to our shareholders, employees, communities and the environment — components we knew were essential to ensure our current and future success.

The best environmental, social and corporate governance practices, often summarized under the acronym ESG, are the values that have guided us every day for almost 20 years. At GeoPark we call them SPEED. This Integrated Value System defines what success is for us, and shapes the way we work in five fundamental areas:

Safety: We are committed to ensuring that we all return home to our families safely and in good health every day. As with any enterprise — and especially with the complex nature of oil and gas — keeping everyone free from injury and harm must be the top priority.

Prosperity: We are managed with the clear objective of achieving sustained economic success. Only an ethical, financially healthy and

transparent company with effective corporate governance can grow, attract the necessary resources and create real long-term benefits for its shareholders and all its stakeholders.

Employees: We want our employees to have a truly motivating, challenging and rewarding workplace. They have the right to share in the success of the Company, the opportunity to grow professionally and become leaders. In a market that competes for the best talent, the company that is able to attract, train and retain the best and most motivated team will always have a competitive edge.

Environment: We want to continuously and systematically minimize the impact of our projects on the environment. We need to invest and apply all available tools to make this possible and adjust our operations where necessary. As our footprint becomes smaller and cleaner, more areas and opportunities to work will open up to us. Our long-term well-being depends on us fitting comfortably within our natural surroundings.

Community Development: We want to be welcomed by the communities where we operate and become the preferred partner by creating a mutually beneficial exchange. We are grateful for the opportunity to work in new communities and we are committed to knowing, listening and learning from our neighbors. If our work helps meet their objectives, we can develop new projects and continue to create shared value.

Our Value System is a central tenet of our business and a key part of our culture. SPEED has allowed us to attract and build the highly trained and committed team that has developed our Company consistently and safely, amidst the ups and downs of the global economy and the volatility of the oil and gas industry.

The 2020 **SPEED/ESG** report we are publishing today follows the Global Reporting Initiative (GRI) guidelines, which we are using for the third consecutive year. It also incorporates indicators from the sustainability reporting guidelines developed by IPIECA, the global oil and gas industry association for advancing environmental and social performance, and by SASB, the Sustainability Accounting Standards Board. As always, our report is titled “Creating Value and Giving Back,” our corporate motto that gives meaning to our principles and guides our behavior.

Energy Transition and Emissions Reduction

Our job is to produce the energy that is essential for humanity. As the global population grows and the developing world becomes more prosperous, the demand for safe, affordable and reliable energy will increase, and hydrocarbons will continue to make up a significant percentage of the energy matrix.

As an oil and gas producer with a long-term plan, GeoPark recognizes the challenges of climate change and has responded by developing a comprehensive strategy that will mitigate and reduce greenhouse gas (GHG) emissions through specific and achievable goals. During 2020, the intensity of emissions from all of our operations was 15.2 kg CO₂e/boe, which is 28.3% lower than the global industry average. We not only expanded the scope of our GHG emissions baseline inventory to be fully consolidated (the 2019 index of 13.05 kg CO₂e/boe only included operations in Colombia), but we are also now reporting in accordance with the frameworks developed by GRI, IPIECA and SASB.

To continue working towards the world’s decarbonization targets and those of the countries in which we operate, we will connect our most important asset to Colombia’s power grid, whose generation capacity is 68% renewable. A PV solar energy project is also underway in the same asset.

In an increasingly competitive industry, with rapid technological innovation and greater demands from the market and society, we believe that the oil and gas producers that are continuously improving, and prioritizing responsibility and transparency, will be leaders and essential partners in the energy transition.

2020 Highlights

For GeoPark, this means we will continue to apply the core capabilities that enabled us to achieve the following in 2020:

- » No fines or penalties for environmental non-compliance.
- » ISO 14001:2015 Environmental Management System recertification through 2023 in Colombia.
- » Enhancement of the Board of Directors with the addition of two new independent directors — Sylvia Escovar and Somit Varma — in line with the best corporate governance practices

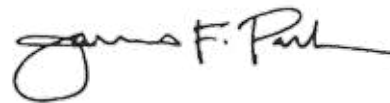
in Latin America and the industry. (In 2021, Sylvia Escovar was appointed independent Chair of the Board. In Latin America, only 2.1% of boards have female chairs).

- » Acquisition of goods and services from local suppliers totaling \$64 million.
- » Socioenvironmental investments benefiting over 58,000 of our neighbors.
- » First Company in the global hydrocarbon industry to receive the Bureau Veritas Safeguard Seal for handling Covid-19. (In 2021, we supported the “Companies for Vaccination” initiative of the National Business Association and the government of Colombia, to ensure that 100% of our Colombian employees were vaccinated).
- » Lowest-ever lost-time incident rate, even with production levels higher than in 2019.
- » First-time participation in the Bloomberg Gender-Equality Index, a global standard of best practices for inclusion and diversity. Successful implementation of the Equipares program promoted by Colombia’s Ministry of Labor and the Presidential Council for Women’s Equity (for which we received the Silver Seal in 2021). In 2020 women made up 42% of GeoPark’s Management Team and 34% of our total workforce, figures well above global industry averages.
- » Continued strengthening our culture of respect and human rights promotion, with technical support from the Fundación Ideas para la Paz think tank.
- » For the second consecutive year in 2020 (and for the third year in 2021) Institutional Investor, the international finance publication, recognized GeoPark for delivering the Best Environmental, Social and Corporate Governance metrics for a small-cap oil and gas company in Latin America.

After such a challenging year and the exceptional efforts made by our team, and their continued commitment to successfully grow our business, we want to express our gratitude and admiration to the women and men at GeoPark who made all of this possible. Thanks to their personal efforts and accomplishments, as described in this report, we are a better and stronger Company, every day and in every way.

We welcome comments on this report from all our stakeholders and feedback on the ways in which we can continue to improve and be worthy of the trust that you have placed in us.

Thank you and my best,



James F. Park
CEO

Awards and certifications

(102-12 and 102-13)



We integrated and unified GeoPark's Environmental Management system with Amerisur's and renewed the ISO 14001: 2015 certification of this system through 2023 for all our operations in Colombia.



The Colombian Institute of Technical Standards and Certification (Icontec) verified our 2020 greenhouse gas inventory in Colombia in accordance with the ISO 14064 standard for organizational carbon footprints.



We were the first oil and gas company in the world certified with Bureau Veritas' Safeguard Label for compliance with good practices, biosecurity standards and implementation of corporate protocols to prevent Covid-19.



We were certified by Equipares in Colombia for fulfilling our gender equality management system baseline, and immediately started work on the greater challenges of winning the Silver Award in 2021 and working towards the Gold Award. Equipares is an initiative of the Ministry of Labor that is supported of the Presidential Council for Equality for Women.



We won the Gold Award in the category of occupational health and safety management systems in the *Inspiradores de Tranquilidad* awards held by insurance company ARL Seguros Bolivar, showing our commitment to the health and safety of our workers and contractors in Colombia.



We were acknowledged by the Tauramena Mayor's Office in Casanare, Colombia for our contributions to caring for the health of the municipality's inhabitants during the pandemic. In 2020 we gave over 1,900 humanitarian aid parcels to neighboring communities in Casanare and 2,000 medical supplies for use in the health emergency.



US financial publication Institutional Investor awarded us prizes in its 2020 Latin American Executive Team. In the "Small-cap - Oil, Gas & Petrochemicals" category the awards were third best CEO; best CFO; third best IR Professional; second best Analyst Day and best ESG indicators. We also won the best IR Team award in the "All-cap - Oil, Gas & Petrochemicals" category.

We updated our Business Model

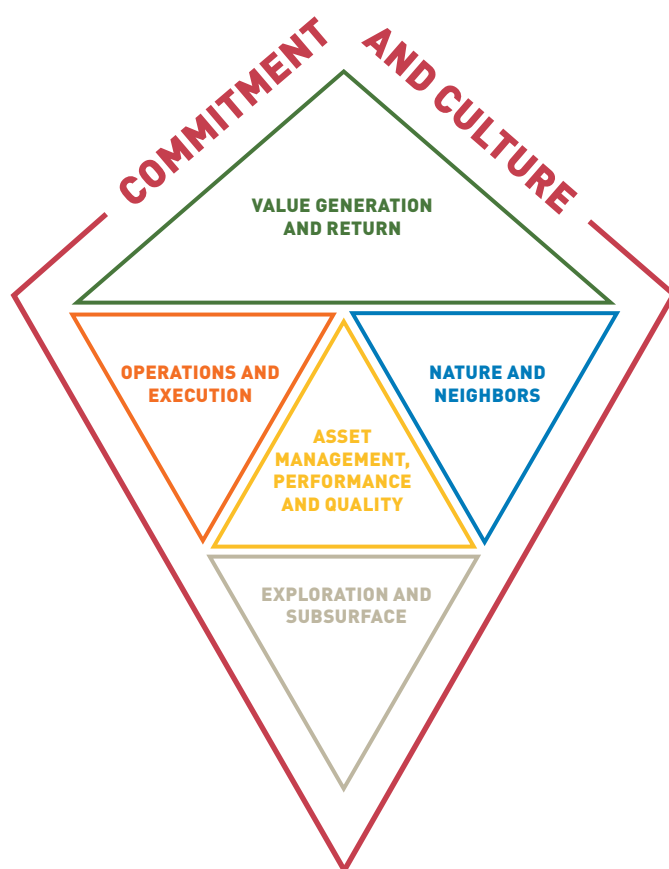
The drive to change, adapt to challenges and benefit from opportunities has been ever-present at GeoPark. This special quality has allowed us to act quickly and effectively, guaranteeing our safe and continuous growth for more than 18 years, amid changing global circumstances and the volatility of the industry.



The acceleration of the energy transition, variations in crude oil prices, rapid technological innovation and the imperative to be better and more competitive led us to update our Business Model in 2020, improving our performance in four capacities that are essential to continue supplying low-cost, safe and reliable energy to a growing global population. These capabilities are:

- » Being the best and most intelligent oil and gas explorers: having the scientific discipline, experience and creativity to know where to look for and find subsurface hydrocarbons.
- » Having the cleanest and most environmentally friendly hydrocarbons portfolio: protecting the environment and respecting and learning from our neighbors so that our assets create shared benefits.
- » Being the safest, lowest-cost and most efficient operators: having the means and knowledge to bring hydrocarbons to market efficiently and profitably.
- » Giving the greatest return possible to shareholders: having a low-cost and self-financed asset base with our own free cash flow, managing the volatility of our industry and delivering value to our shareholders.

Our Business Model is based on the interaction between six fundamental areas:



At the center of the model is Asset Management, Performance and Quality, consisting of effectively and profitably managing our portfolio and human resources, working productively with our partners, optimally complying with regulations and executing work programs for us to explore, develop and produce our oil and gas reserves and resources.

The Exploration and Subsurface area requires all our intellectual capacity, experience, creativity and discipline to find and develop new oil and gas reserves, supported by the best available science, solid economic calculations and the ability to assume and manage the necessary risks.

The **Operations and Execution** area ensures that we are as safe and low-cost a producer as possible, with the knowledge to profitably drill, produce, transport and sell our oil and gas, and the drive and creativity to find solutions, overcome obstacles, seize opportunities and achieve results.

Working in and around assets in coordination with these areas is **Nature and Neighbors**, which is responsible for minimizing the impact of our projects on the environment and making our operational footprint as clean and small as possible, as well as ensuring that we are the neighbor and partner of choice by creating a mutually beneficial exchange with the local communities where we work.

The **Value Generation and Return** area is responsible for creating constant value for our stakeholders through the disciplined allocation of capital, rigorous and comprehensive risk management, preparing flexible and self-financed work programs, and the efficiency of capital costs and operating costs. This maximizes the value of each barrel, increases our scale, protects the balance sheet, and returns tangible value to our shareholders.

Surrounding the Business Model and running through our entire management is the concept of **Commitment and Culture**, which summarizes our determination to continue being a trust-based company that consistently improves performance within the framework of our SPEED Value System. We are a Company that values and protects its communities and employees, the environment, and shareholders to strengthen and guarantee our long-term success.

We updated our Business Model in 2020 to be a better, safer and more efficient company that offers more growth to its employees, remains true to its character, and honors the trust that stakeholders have placed in it throughout its history.

Our stakeholders

(102-40, 102-42, 102-43, 102-44)

At GeoPark our stakeholders are those with whom we share territories, who have relationships with us, from whom we learn and with whom we build a sustainable future together.

We have prioritized five stakeholder groups, based on their importance to our operations and the extent of our business's socio-environmental impact on territories. These priority stakeholders are:



COMMUNITIES AND NEIGHBORS

The people, organizations and groups that represent the interests of civil society, who live in the territories we operate in and with whom we establish neighborly relations. This group includes, among others, community representatives, non-governmental organizations, indigenous communities, civil society in general, social leaders, unions and productive associations.

INVESTORS

Individuals or legal entities that invest part or all of their capital in buying shares in the Company, giving them political and economic rights.





SUPPLIERS AND CONTRACTORS

People and organizations and their respective workforces that through commercial relationships provide goods and services to our Company and allow us to fulfil our business goals. Suppliers and contractors that impact local, regional or national territories are relevant to us, and we pay special attention to those with significant social or environmental impacts.

LOCAL AND NATIONAL GOVERNMENTS

The institutions, entities and authorities at national and territorial levels that we have relationships with, and which direct, control and administer public power. This group includes law enforcement agencies, the administrative units of state institutions and all State control organizations.



PARTNERS

Entities and organizations that we coordinate with and share values to work together to develop our activities, creating value and possibilities of contributing to the sustainable development of communities and territories. This group includes non-governmental organizations, unions, associations, and international and multilateral cooperation organizations that we have agreements with.



EMPLOYEES

The team of men and women who work to generate value for our Company, applying excellence in discovery, operation and consolidation in the oil and gas industry.

Materiality

[102-44, 102-46, 102-47, 102-49]

Our value promise in the territories we operate in is based on securing a social license that allows the construction of good neighborly relations and the creation of differential value, and which allows us to contribute to sustainable development. These factors determine our long-term relationship with neighbors and nature.



■
**Managing our
ESG performance
belongs to us all,
and is something
we do under the five
components of SPEED.**

For GeoPark materiality is the principle that determines which relevant issues are so important that they help balance our business objectives with our stakeholders' expectations and concerns, and which are so relevant that we must provide information on them to keep strengthening bonds of trust that are based on transparency.

The content of our 2020 SPEED/ESG Report retains the materiality emphasis defined in 2017, adjusted in 2018, and presented in our 2019 SPEED/ESG Report.

To identify materiality, GeoPark considered internal and external factors including the Company's mission, strategy, stakeholder concerns, and the requirements of international standards that the Company complies with. The process included holding focus groups, participatory workshops and individual interviews with external stakeholders representing communities, organizations and authorities, as well as others within the Company.

From this exercise we defined 23 material topics related to the five elements of our SPEED Integrated Value System: Safety, Prosperity, Employees, Environment and Community Development.

Our material topics are framed within the SPEED Integrated Value System that we follow throughout this report, and are the following:



S

Safety

- » Health and safety management
- » Health and safety training
- » Road safety



P

Prosperity

- » Financial performance
- » Optimization of operations
- » Reserves management
- » Supplier management
- » Stakeholder relations
- » Corporate governance and legal compliance



E

Employees

- » Teaching, training, performance and development
- » Attraction, selection and rotation
- » Compensation and benefits
- » Diversity and inclusion



E

Environment

- » Environmental performance
- » Integrated water management
- » Energy efficiency
- » Emissions management
- » Waste management
- » Protecting biodiversity



D

Community development

- » Community development
- » Citizen participation
- » Identification of social risks
- » Relationships with indigenous communities

Our SPEED Integrated Value is the foundation that GeoPark has been built on and is a pillar of our sustainability management. SPEED allows us to deliver GeoPark's commitment to Nature and Neighbors, in line with our aspiration and decision to continue contributing to the goals defined by the United Nations in the 2030 Agenda, and which is summarized in the 17 Sustainable Development Goals (SDGs).



At the end of 2020 we started updating our materiality analysis to identify the most relevant and highest-impact matters for our Company and the prioritized stakeholders, based on dialogue and consultation with them and following guidelines proposed by the Global Oil and Gas Association for Advancing Environmental and Social Performance (IPIECA), the American Petroleum Institute (API) and the International Association of Oil & Gas Producers (IOGP). In 2021 we completed the analysis of our materiality, which will be presented in the 2021 SPEED/ESG Report.



GEOPARK



OUR COMPANY

GeoPark Culture

Corporate Governance

Ethics and Compliance

Human Rights

Digital Transformation

Connections

GeoPark Culture

Our culture is unique and is reflected in everything that we do. It can be seen mainly seen in the passion and human qualities of our people, and is based on ethics and trust. We believe in each other, and we strive to do the right thing in the best way and at the right moment. We are committed to working professionally and with integrity, seeking equality and transparency in all our actions.





OUR PRINCIPLES

DO IT NOW

Plan properly, then act - with passion, energy and persistence, and despite uncertainties.

DO IT RIGHT

Conduct all affairs lawfully, and with integrity, pride and personal responsibility. Measure information and report results accurately. Excel in safety and environmental practices.

DO IT EFFICIENTLY

Do more for less. Complete all jobs fully and on time. Focus on quality, eliminate waste and avoid bureaucracy. Spend each dollar wisely and as if it comes from your own pocket.

DO IT BETTER

Challenge the status quo. Create and embrace change. Our failures can be the path to unexpected solutions. Seek and use the best knowledge and unleash the team's potential. Improve every day.

DO IT BIG

Build for the long term. Be bold and imagine what could be. Success can be unlimited, and winning does not mean another's loss. Understand the big picture and seize the challenges we are given.

DO IT FOR EACH OTHER

Trust and support one another. We own the business together and we all own the results. Listen and give the opportunity to those above and below. Recognize and be thankful for our successes.

Corporate Governance

(102-5) Our group is headed by GeoPark Limited, a company incorporated in Bermuda and listed on the New York Stock Exchange (NYSE). Its legal and regulatory framework is governed by local law, regulations of the NYSE, the Securities Exchange Commission (SEC), and the Sarbanes-Oxley Act (SOX), establishing reporting, compliance and internal control guidelines.



(102-18, 102-19, 102-20, 102-22, 102-23, 102-24, 102-26, 102-29, 102-35)

IPIECA: GOV-1, GOV-2, GOV-3. In 2020 the Board of Directors adopted corporate governance measures to increase its levels of independence and improve its governance practices and processes. It also updated the bylaws of each of its committees, created the Risk Committee, reviewed the composition of each committee to align them closer to best practices, and appointed two new highly-qualified independent directors - Sylvia Escovar and Somit Varma - who both have extensive industry experience.

Together with the Management Team, the Board systematically supervises our employees' sustainability management and health and safety training, as well as the relationship between operations and the environment and communities through environmental, social and human capital development performance indicators.



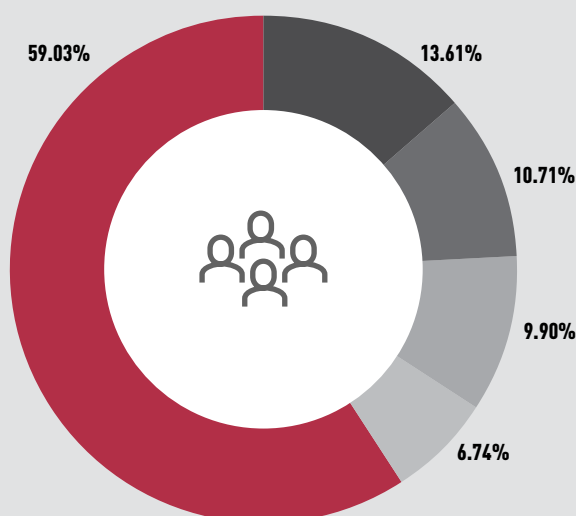
■ Scan this code to see details on our stock performance.

The mission of the Board of Directors and the Management Team is to promote and protect a culture based on collaboration and the development of all the employees that make up our Company. With the same conviction, they seek to lead the Company sustainably in accordance with environmental, social and corporate governance practices that allow GeoPark to achieve its long-term objectives through a clear business plan and awareness of the risks inherent to the industry.

ANNUAL GENERAL MEETING

GeoPark shareholders annually elect the members of the Board of Directors at the Annual General Meeting convened according to the Company's Bylaws and the criteria defined for the nomination and election of directors.

Shareholding structure



■ For more information on the GeoPark shareholding structure at December 31, 2020, see the 2020 audited financial statements - Note 34.

| Shareholders | Common shares |
|--------------------------------|-------------------|
| ● James F. Park | 8,307,416 |
| ● Gerald O'Shaughnessy | 6,538,220 |
| ● Compass Group LLC | 6,043,917 |
| ● Renaissance Technologies LLC | 4,112,342 |
| ● Other shareholders | 36,027,877 |
| Total shares | 61,029,772 |

■ Since 2014 GeoPark has been listed on the New York Stock Exchange (NYSE), one of the most important and demanding capital markets in the world, driving us to meet the highest standards of transparency and corporate governance.

■ In GeoPark, all our shareholders have one voting right per share. The main shareholders do not have different or special voting rights compared to others.

BOARD OF DIRECTORS

Our Board of Directors is focused on the best interests of GeoPark and its shareholders. In recent years it has worked to strengthen the Company's corporate governance profile through a series of high-impact changes. The appointment in August 2020 of two new independent members, Sylvia Escovar and Somit Varma, reflects the continuous evolution of the Board of Directors, which is aligned with the best corporate governance practices in Latin America and in our industry.

The fundamental directive of the Board of Directors is to maintain and continuously strengthen corporate governance structures and processes to meet the Company's objectives through efficient management. In doing so it must always act within the framework of the Bylaws and the Corporate Governance Guidelines, according to which the Board is responsible for establishing GeoPark's strategic goals, including the establishment and monitoring of environmental, social and corporate governance goals.

It must also review and approve financial statements, supervise the financial reporting risk mitigation and control systems, review the Company's ethical values, supervise compliance with the Code of Ethics, and define and approve the remuneration and succession plan of key members of the Company's Management Team and of the Board of Directors itself.

In the performance of its duties, the Board of Directors considers the sustainability and human capital management goals as essential elements of its risk assessment and strategy.

The Board had eight directors in 2020¹. Sylvia Escovar and Somit Varma were appointed to fill two vacancies in August 2020, and all other members were elected by majority vote at the Annual General Meeting held May 7, 2020.

Non-executive director pay is defined by the Compensation Committee and then approved by the Board of Directors. Compensation is partly in money and partly in shares of the Company.

Performance and results-based performance goals determine pay of key members of our Management Team. The Compensation Committee sets their total pay and benefits, for subsequent approval by the independent members of the Board.²

¹ GeoPark announced changes to its Board of Directors in 2021 with the appointment of Sylvia Escovar as independent Chair in June. From July 2021, the key Board committees (Audit, Compensation, and Nomination and Corporate Governance) have been made up solely of independent directors.

² For more information on the Board and Management Team pay, see section 6 of the Company's 2020 Form 20-F at <https://www.geo-park.com/en/investor-support/>



■ In 2021 the Board of Directors will continue to strengthen its commitments. Scan this code to see the 2021 Board.

■ Our Board was strengthened in 2020 with the appointment of Sylvia Escovar and Somit Varma as new independent directors.

■ The Board established GeoPark's mission as continuing to operate profitably and sustainably for shareholders, seeking the well-being of its employees, suppliers and customers, as well as the development of its neighboring communities, through open and transparent dialogue.



BOARD OF DIRECTORS 2020



Gerald O'Shaughnessy,
Chair of the Board



Sylvia Escovar,
Independent Director



Robert Bedingfield,
Independent Director



Constantin Papadimitriou,
Independent Director



Somit Varma,
Independent Director



Carlos Gulisano,
Director



Pedro Aylwin Chiorrini,
Legal & Governance
Director



James F. Park,
CEO and Director



Scan this code to see the GeoPark Bylaws concerning the procedures for the election of the members of our Board of Directors.

BOARD COMMITTEES

The Board of Directors has established four committees that define guidelines and recommendations for the proper implementation of its resolutions. They are the Audit, Compensation, Nomination and Corporate Governance, and Risk Committees, the latter of which was constituted in November 2020.

Audit Committee

The Audit Committee is made up of independent directors only. In 2020 the members were Robert Bedingfield (Chair), Constantin Papadimitriou and Sylvia Escovar.³

The committee's main objective is to support the Board of Directors in supervising the integrity of GeoPark's financial statements, the accounting and financial information processes and their respective internal and external audits, as well as compliance with legal and regulatory issues and the Company's ethics standards.

Compensation Committee

The Compensation Committee is made up of independent directors only. Its members are Constantin Papadimitriou (Chair), Robert Bedingfield and Somit Varma.

Its functions include evaluating and recommending the pay, benefits and compensation incentive scheme for the Board of Directors and the Management Team, establishing performance indicators and evaluating and monitoring succession plans for strategic roles.

Nomination and Corporate Governance Committee

In 2020 the members of this committee were Robert Bedingfield (Chair), Sylvia Escovar, Somit Varma, Gerald O'Shaughnessy and Pedro Aylwin.⁴

Its responsibilities include managing Board succession plans, selecting and recommending new candidates for Board positions, reviewing committee members and Chairs and making recommendations to the Board, monitoring Company processes and governance structures, and supervising the Board of Directors' annual evaluation process.

Risk Committee

In 2020 the members of this committee were Somit Varma (Chair), Constantin Papadimitriou, Gerald O'Shaughnessy and James F. Park.

The main objectives of the Risk Committee include advising the Board of Directors on identifying the various risks that are critical to GeoPark and their interrelation with Company strategy. It also reviews the management of the social and environmental risks GeoPark faces, and the mitigation measures adopted.



Scan this code to see the members of the four Board committees.



Scan this code to see the regulations of the four Board committees.

Management Team

Our Management Team is responsible for leading the Company.

- » James F. Park, CEO
- » Augusto Zubillaga, COO
- » Andrés Ocampo, CFO
- » Salvador Minniti, Exploration and Subsurface
- » Martín Terrado, Operations and Execution
- » Agustina Wisky, Capacities and Culture
- » Marcela Vaca, Asset Management
- » Adriana La Rotta, Connections
- » Norma Sánchez, Nature and Neighbors
- » Ignacio Mazariegos, New Business
- » Pedro Aylwin, Legal and Governance
- » Stacy Steimel, Shareholder Value

³ Sylvia Escovar resigned from this committee in June 2021 on becoming Chair of the Board.

⁴ Since July 2021 the Nomination and Corporate Governance Committee has been made up of independent directors only.



MANAGEMENT TEAM



JAMES F. PARK,
CEO



ANDRÉS OCAMPO,
CFO



AUGUSTO ZUBILLAGA,
COO



MARCELA VACA,
Asset Management



PEDRO E. AYLWIN,
Legal and Governance



AGUSTINA WISKY,
Capacities and Culture



ADRIANA LA ROTTA,
Connections



SALVADOR MINNITI,
Exploration and Subsurface



NORMA YOLANDA SÁNCHEZ,
Nature and Neighbors



MARTÍN TERRADO,
Operations and Execution



IGNACIO MAZARIEGOS,
New Business



STACY STEIMEL,
Shareholder Value



Scan this code to
see the members
of the GeoPark
Management Team.

Ethics and Compliance

(102-16, 102-17, 205-3) IPIECA: GOV-2, GOV-3, GOV-4

Transparency and the prevention of compliance risks are essential in achieving our goal of being a leading oil and gas exploration and production company in Latin America that always respects our principles and the regulations of the countries we operate in.



To uphold our character and honor our commitments we created our Code of Ethics, a document that different members of the Company contributed to and that provides guidelines for the day-to-day work of all employees, suppliers and partners.

We meet our objectives while respecting our principles and regulatory frameworks

To protect the value we create we have a solid **Compliance Program** with **prevention, detection and monitoring** as its three main components.

The program belongs to the Compliance and Internal Control area, which is independent and is supported by a structure directed and coordinated by the Director of Legal and Corporate Governance, and which also involves the Director of Compliance, the Compliance and Internal Control areas and the Ethics Committee. It reports to the Board of Directors' Audit Committee.



■ Scan this code to see the GeoPark Code of Ethics.

Spanish



English



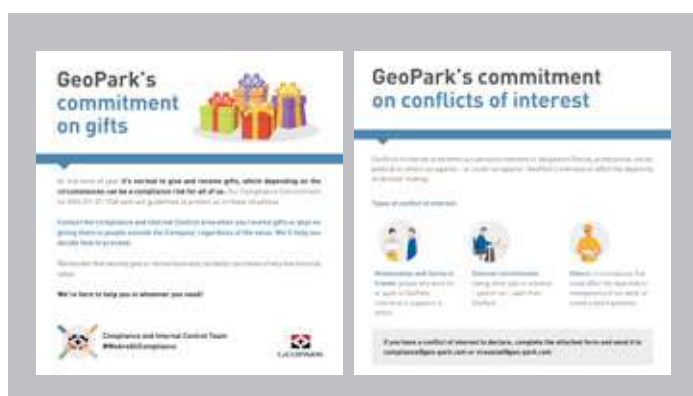
Portuguese

PREVENTION –CULTURE OF ETHICS

Promoting a Culture of Ethics is the main element in preventing compliance risks. Of the highest importance in this culture is the commitment of our leaders, who leading by example are the main ambassadors of our values. The Culture of Ethics also involves continuously training our people, transmitting our principles to different stakeholders, and having an Ethics Hotline that guarantees total confidentiality to employees wanting to make any observation about improper practices.

The indicators and management of our Compliance Program were communicated to all Company employees in a variety of ways.

All GeoPark employees are trained in our Compliance Program. **In 2020 we trained 97% of employees** through nine online sessions that included the induction of the new GeoPark team members who joined the Company through the acquisition of Amerisur.



We are part of EITI Colombia.

As a reflection of our commitment to transparency, since 2019 we have been part of the Extractive Industries Transparency Initiative (EITI) in Colombia. EITI is a standard that improves understanding of natural resource management, strengthens corporate governance in the public and private sectors, and promotes greater transparency and accountability in the extractive sector. Companies that are part of EITI commit to report accurate and relevant information to the country to strengthen trust between

the extractive sector and society. By 2020, 54 countries had voluntarily joined the initiative. For EITI's 2019 report, published by Colombia's Ministry of Mines and Energy in October 2020, GeoPark presented information about income tax payments, cash royalties and economic rights that matches the values reported by the Government. The accuracy in the comparison of the figures demonstrates the adherence to the law and the precision with which we handle the economic resources resulting from our activities.



In 2020 GeoPark Colombia took part in the Business Management Corruption Risks Survey, a pilot exercise independently carried out by the Colombian chapter of Transparency International among companies from the extractive sector with the aim of enhancing internal mechanisms to manage corruption risks.



97% of employees were trained in ethics and compliance in 2020, exceeding the goal set for the year.



We launched new awareness campaigns focused on **Conflicts of Interest and Gifts & Donations commitments**.



Scan this code to see the EITI Colombia 2019 report



(205-3) SASB: EM-EP-510a.2

IPIECA: GOV-3

There have never been cases of fraud or corruption in GeoPark's history.



Ethics Hotline

The hotline is our channel for reporting irregularities and behaviors contrary to our values, or to ask related questions. An independent third party runs the hotline, and when we receive notifications we activate our protocol that defines the procedures to manage the accusations. An Ethics Committee that supports the hotline is responsible for analyzing and investigating the accusations made and applying the relevant sanctions in accordance with protocols. The Committee is made up of directors of the Company, and its Secretary is the Director of Compliance.

In 2020, 100% of the accusations made through the Ethics Hotline were processed.

DETECTION – RISK ASSESSMENT AND EVALUATION

Assessment and evaluation focus on detecting certain risks that could endanger GeoPark's assets or reputation. Our commitments and procedures, the evaluation and impact of new regulations, and the adequate management of our risk profiles are some of the main components of assessment and evaluation.

Based on the Conflicts of Interest Commitment, in 2020 to mitigate potential risks **we analyzed and managed all declarations associated with such conflicts and notifications related to donations and gifts received.**

In line with our commitment to reinforce our Culture of Ethics, to comply with regulations in each country and to prevent and detect possible bribery and other related crimes, **at GeoPark we annually review and update the Compliance risk matrix** to manage risks related to corruption, fraud, money laundering and the financing of terrorism.

(415-1) IPIECA: GOV-5 Our Anti-Bribery, Corruption, Sponsorship and Donations Commitment prohibits direct or indirect contributions to political parties and candidates, political campaigning activities, and facilitation payments. It also establishes guidelines for donations and sponsorship. Following these guidelines, in 2020 we did not participate in any acts of political influence in any of the countries that we work in.

■ Scan this code to see our Ethics Hotline.



■ Scan this code to see our Compliance commitments.





MONITORING AND SUPERVISION

Our Compliance Program monitors and supervises our processes to ensure they work correctly and monitors the effectiveness of the measures taken.

The Compliance and Internal Control area is responsible for the necessary due diligence to initiate new business relationships with external partners, as well as for mergers or joint ventures and for contracting third parties such as suppliers, contractors, or agents. To do this, it has software that uses an extensive international database to review non-compliance, including corruption, financing of terrorism, and drug trafficking. Cases identified as presenting risks are analyzed individually to verify if the alert is justified. If necessary, we ask the third party to complete an enhanced due diligence questionnaire that includes detailed information on different aspects of corporate structure, relationships with government entities or officials, their Compliance Program, and other matters. In a final stage, the Compliance area can determine what corrective measures should be implemented or recommend the termination of the contract.

We conducted more than 1,800 due diligence evaluations on 100% of new suppliers and evaluated more than 110 other third party partners in 2020. More than 100 risk alerts resulted, classified as high, medium or low, and identified more than 70 PEPs (Politically Exposed Persons) or government entities, all of which we handled in accordance with the recommendations of the Compliance area.



■ We carried out over 1,800 due diligence evaluations on **100% of new suppliers** and we evaluated more than **110 third parties**.



■ In 2021 we aim to train **100%** of employees in Compliance.



■ In 2020 **GeoPark implemented a Continuous Monitoring Program that uses artificial intelligence tools** to review specific indicators in process systems in procurement, treasury, accounting and finance, to quickly identify deviations and prevent fraud.

Human rights

Guided by our commitment to human rights, at GeoPark we want everyone in all our operations and activities to be treated with respect, dignity and fairness, and without any kind of discrimination.



In our Company we promote and respect the human rights internationally recognized in the International Bill of Human Rights, in the ILO Declaration on Fundamental Principles and Rights at Work and all such documents relevant to our activities.

We believe every person has equal value, the freedom to express their ideas, and the support to develop their full potential as a person.

Our actions carefully align our principles and values with our objectives and responsibilities. This is not something recent, and is the first step we took when founding our Company to define who we are and how we act.



■ Scan this code to see our commitment to human rights.



At GeoPark we are committed to:

Creating a safe, open and inclusive workplace based on trust and mutual respect for employees and contractors.

Promoting dialogue and the participation of the neighbors we work with, including indigenous and ethnic communities, respecting their rights, culture and traditions, and valuing their aspirations and needs.

Working rigorously to prevent and mitigate our impact on the social environment we operate in.

Rejecting all forms of forced labor or exploitation that could affect the people and communities we have relationships with.

Rejecting any act that affects or threatens the life and safety of social and environmental leaders, activists and defenders of human rights.

- » Developing a human rights impact assessment for our Putumayo operations and an action plan for their management.
- » Starting human rights training processes for GeoPark employees.
- » Helping define a communication strategy with our stakeholders based on human rights due diligence.
- » Identifying progress and potential gaps in *Cuéntame*, our system for handling requests and complaints, in light of the effectiveness criteria set forth in the United Nations Guiding Principles on Business and Human Rights.

In 2020 we also made progress on making a business conduct annex to promote and ensure our suppliers' and contractors' compliance with our Human Rights Commitment. This annex will be included in the GeoPark Local Hiring Guide, which will be shared with these stakeholders in 2021.

OUR PROGRESS IN 2020

In 2020 we strengthened our culture of respecting and promoting human rights to further improve our practices and our commitment to build trust and good neighborliness. A step in that direction was strengthening our Legal team by hiring a human rights expert who contributes to aligning our due diligence and comprehensive risk analysis processes with international standards including the United Nations Guiding Principles for Business and Human Rights. We also made progress on our public commitment to the respect of human rights, which will be part of the framework of all our operations.

Considering that managing human rights issues and identifying opportunities for improvement requires objectivity and independence, we started a technical support partnership with the Ideas for Peace Foundation (FIP) in the following areas related to human rights due diligence:

- » Supporting the creation of our human rights policy commitment.
- » Design a robust management system for corporate due diligence on human rights.



Digital Transformation

We continued to adopt best practices in information security and incorporate state-of-the-art tools and applications to optimize our performance and the work between our teams.



2020 was marked by important changes in our Information Technology operating model, focused on capturing and sharing real-time operations information and making quick and accurate responses to changes. The identification of opportunities in accordance with our investment plans and with the new dynamics of our Business Model was a driver of this change, which came about amid the enormous increase in connectivity that was needed to face the new scenario of Covid-19.

IT OPERATING MODEL PILLARS



IT Operations



Digital Transformation



Digital Security



Digital Adoption

A highlight in our digital transformation was the implementation of next-generation cloud infrastructure with strategic partners that allowed transactional data to flow securely and in real time from our locations in Colombia, Ecuador, Chile, Brazil and Argentina.

In 2020 we also implemented:

- » A system to manage all geoscience applications in Colombia in the cloud.
- » A plug and play system that allows mobilizations in record time and the interconnection of electrical, production and flow line Scada to control key production indicators.
- » Innovation workshops in the Drilling team.
- » Concept testing seeking to incorporate new machine learning and artificial intelligence, guaranteeing greater efficiency and reducing drilling costs.

Among digital transformation goals for 2021 are the incorporation of inventive thinking to leverage increased production, cost reduction and risk mitigation.



90%

of our employees were trained on different digital aspects to increase productivity and at the same time contribute to mitigating information security risks in a context of greater online activity.

Connections

Communication and relations with our stakeholders are fundamental pillars of GeoPark's work. Every year we design strategies to strengthen Company culture, transmit our values to the value chain and consolidate relationships of trust with our external stakeholders.



365

employees took part
in 45 internal events
including getting
to know each other
events, Geocarnaval
and Management Team
breakfasts.

At the start of 2020 we focused on priorities that arose from the Company's growth the previous year. However, like other areas of the Company, we quickly had to adapt to the challenges posed by the pandemic.

Knowing the importance of communication in volatile and uncertain times, we created and reinforced spaces and processes for transparent, relevant and timely communication with all our stakeholders, both internal and external.

CORPORATE ALIGNMENT

Ensuring that all employees knew the measures they should take to protect their health and that of their families, as well as the importance of their different roles for the Company's business in unpredictable times, was a strategic focus and one of the main achievements of the Communications team.

■ In 2020 the Connections team sent 19 Covid-19 Circulars to all employees, reporting on official instructions for handling the pandemic and the Company's protocols during the public health emergency.

To communicate the decisions made by the Crisis Management Team to safeguard the health of employees and contractors, Covid-19 Circulars were sent regularly. This new tool informed all employees about critically important matters, such as working from home guidelines, the protocols for reporting symptoms associated with Covid-19, and channels for reporting emergencies.

Accordingly, we designed and delivered virtual leadership workshops to 50 GeoPark leaders in critical areas of the business, we produced video series and real time events about physical and mental health, and we developed outdoor recreational activities for our employees in the field to compensate for the restrictions brought by the public health emergency.

Together with the Health and Safety area, we updated the scope of wellbeing programs and access to them to ensure that our people had the right tools to adapt and succeed in new work formats.

■ In 2020 we launched the *Cómo Vamos?* conversation space, allowing us to consolidate GeoPark culture and stay connected. 87% of our employees attended the meetings, which were held throughout the year.



Virtual Town Halls called *Cómo Vamos?* were held throughout 2020 to communicate strategic decisions. Six of these meetings were held, informing employees of changes to the work plan resulting from fluctuations in international oil prices, giving them an opportunity to take in updates to the Business Model and on progress in meeting Company objectives. Holding the meetings virtually allowed us to reach larger internal audiences and increase interaction between employees and the Management Team.

To maintain transparent, regular, two-way communication all GeoPark employees attended a weekly two-hour Operations Meeting in which asset leaders reported on the main performance milestones in each block.

INNOVATION IN EXTERNAL COMMUNICATIONS

Fewer face-to-face occasions for more than half the year affected GeoPark's interaction processes with external stakeholders. This challenge prompted us to design mechanisms to maintain timely and transparent communication to strengthen good neighborliness and avoid the trust our neighbors place in us from being diminished.

Accordingly, we created communications proposals to ensure that messages reached as many neighbors as possible. We developed short videos and digital flyers for instant messaging, jingles for regional radio stations, GIFs for WhatsApp stories, and banners to be displayed on the streets in the areas of influence of our operations.

We also used virtual formats to strengthen digital communication channels and open new spaces for our audiences to access real time, reliable information on GeoPark. Accordingly, the Good Neighbors blog and the *La nueva Amerisur* website were created, reporting social, environmental and human rights advances.



■ During the pandemic we increased our capacity to make videos and audiovisual material for instant messaging, to stay close to our communities and be transparent **about measures to prevent the spread of the virus and mitigate its effects on health and the family economy of our neighbors.**

■ We used local media, digital channels and instant messaging networks **to share educational content and reinforce messages on preventing the spread of Covid-19.**



■ Scan these codes to see the Good Neighbors blog and the *La nueva Amerisur* website.

BUILDING REPUTATION IN PUTUMAYO

The acquisition of Amerisur meant integrating more than 45 employees to our work team and also took us into territory previously unexplored by GeoPark.

Motivated by the prospect of taking our good practices to Putumayo, the Colombian department where most of Amerisur's blocks lie, we increased our contact with local, regional and national decision makers and media with messages reinforcing GeoPark's long-term commitment to Colombia.

At the same time, we made sure that communication and information processes regards our neighboring communities were transparent, relevant and timely. In close coordination with the Nature and Neighbors team we helped publicize social initiatives and invitations, and we led campaigns to prevent the spread of Covid-19 in neighboring communities.

RELATIONSHIP AGENDA

We implement relationship agendas in the countries we have activities in to inform stakeholders about the progress of our projects and our initiatives to promote the development of our neighboring communities. Keeping this agenda active allows us to identify opportunities for synergies with different entities and increase the impact of our projects.

After the pandemic started, we made sure we gave timely information to national, regional and local authorities about the strict measures we were taking to protect our employees, contractors, and neighbors, and to evaluate opportunities to work together to slow the spread of Covid-19.

Based on permanent contact with decision makers in Colombia, Ecuador, Chile and Argentina, we continued to position GeoPark as a strategic ally of the countries for the sustainable development of the oil and gas industry in Latin America.

KNOWLEDGE TRANSFER

We recognize the great value that lies in the knowledge and experience of the people in our work team, and we encourage the exchange of that knowledge with our neighbors and other stakeholders.

To achieve this, in 2020 we made partnerships with institutions and educational centers that share our goal of further spreading knowledge.

In Argentina we held a series of training sessions for students, teachers and education authorities with the support of the Neuquen Province Ministry of Education. In total in 2020 we held 26 virtual meetings that fostered collective learning among the communities close to our areas of operations.

MOVING FORWARD

In 2021 we will continue working to strengthen our unique culture and align ourselves to continue to manage our assets in the safest, most efficient and responsible way, compatible with nature, our neighbors and all our stakeholders.

In the second year of the pandemic, we will work to communicate the importance of staying safe and healthy, and support the gradual return of our employees to their offices with effective communications to help them adjust to a new normal.

With our colleagues in Nature and Neighbors, Legal, People and other areas, we will continue communicating our sustainability practices and goals, our culture of respect and promotion of human rights, and the environment of equality, inclusion and diversity that has been fundamental to the success of our Company for almost two decades. Measuring the effectiveness of the channels and messages we use to communicate our values, principles, achievements and objectives will be one of the most important tasks in 2021.

Externally, we will continue working to maintain the trust of the different stakeholders through greater visibility of the attributes and actions that make GeoPark unique. Many of our efforts will be to ensure effective communication with communities and authorities during the critical upcoming environmental licensing processes in the Llanos Exploracion, Oriente and Putumayo assets in Colombia and Ecuador.



SPEED INTEGRATED VALUE SYSTEM

Our SPEED Integrated Value System

Safety

Prosperity

Employees

Environment

Community Development

SPEED and the Sustainable Development Goals

Our SPEED Value System

At GeoPark we embrace an integrated value system that we call SPEED, which defines success for us and governs our behavior in the fundamental areas of **Safety, Prosperity, Employees, Environment and Community Development.**

When we were created in 2002 we set ourselves the goal of Creating Value and Giving Back, in the belief that the only way to grow is by making sure that environment around us grows with us.

With the creation of the Company came the creation of SPEED, our integrated value system whose pillars - Safety, Prosperity, Employees, Environment and Community Development - have been the foundation on which we have built our Company and from which we keep learning every day how to be better.

S

Safety

Our commitment to Safety and Security:
To ensure everybody returns home safe and sound every day.



P

Prosperity

Our commitment to Prosperity:
To transparently create long-term economic value to give back to our shareholders and ensure our sustainable growth.



E

Employees

Our commitment to Employees: To create a motivating, fair and rewarding environment, without discrimination of any kind and with conditions and opportunities for the development of all our employees, who can share in the Company's success and have the opportunity to contribute and develop professionally.



E

Environment

Our commitment to the Environment: To value our natural resources and make every effort to avoid or reduce the impact of our projects on the environment, as well as give back to nature through using new technologies and operating methods.



D

Community Development

Our commitment to Community Development: To become the neighbor and partner of choice, based on a sustainable relationship of learning, exchange and mutual benefit in the local communities we operate in.







HEALTH AND SAFETY

Our commitment to the health and safety of our employees is that they all return home safely and in good health. Our people are the most valuable capital we have, and we are committed to protecting and guaranteeing their safety and their families' peace of mind.



Zero

fatalities in the operation of our assets



17,991

safety inspections made on operating processes in the assets



24,179,280

barrels of oil produced and transported by land without any third-party incidents



6.9 MM

hours worked (direct employees and contractors)



515

emergency simulations carried out, addressing 100% of emergency and vulnerability scenarios in our operational activities



30,503

risk analyses implemented for emergency and crisis response at all levels of the company



0.29 LTIR

Lost Time Incident Rate*



0.13 MVCR

Motor Vehicle Crash Rate*



4,211

H&S teaching and training sessions held



0.87 TRIR

Total Recordable Incident Rate*

Safety management

Occupational health management

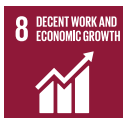
Preventive management and self-care

Our results in 2020

Future challenges



3 GOOD HEALTH AND WELL-BEING



8 DECENT WORK AND ECONOMIC GROWTH

Contribution to SDGs

* IOGP criteria

Committed to health and safety amid the pandemic

At GeoPark our speed and efficiency in identifying the challenges posed by the Covid-19 pandemic helped us to adapt our health and safety management to the new situation. This allowed us to guarantee the safe continuity of operations for employees, contractors and neighbors in 2020.



We applaud the commitment and effort of all teams, **employees, contractors and partners in facing the pandemic and guaranteeing business continuity.**

To adapt, we had to coordinate with contractors in the territories and with national authorities to interpret and understand the regulations of the countries we operate in, which are based on World Health Organization (WHO) guidelines.

Faced with an evolving scenario, along with the H&S, People and Connections areas we formed the Covid-19 Committee to define and implement prevention, mitigation and care measures that would allow informed decision-making by teams, always aligned with GeoPark Culture.

In our Covid-19 response plan we established which guidelines and directions to follow in our operations to minimize the contagion risk of our employees and neighboring communities. We also carried out actions to enable constant communication, integration and connectivity with all our stakeholders. These measures include:

- » Strictly applying a series of biosecurity controls and protocols in operations: Covid-19 detection and tracking tests; increased inspections in the processes of employees going to, staying in and leaving the fields; health checks; Covid-19 prevention and control training; and supplying personal protection equipment to our Changing shift patterns to reduce teams' rotation, reducing the number of personnel in operations to the minimum needed for business continuity, and ensuring that no employees with underlying health conditions went to the field.
- » Designing and implementing a "bubble strategy" that is still in effect, and which consists of creating work groups with up to five people, who during their shift do not come into contact with anyone outside of that unit.
- » Implementing the Covid-19 Prevention Leaders' Program in each of the work crews to reinforce care measures during all operational activities.

Defined in biosecurity protocols, these measures required some changes in field infrastructure and routines, including modifying the capacity of dorm rooms, adapting common areas to guarantee physical distancing, installing hand washing stations, and frequently and thoroughly disinfecting all common areas.

We understand the importance of protecting the mental and emotional health of our people and reducing the psychosocial impact that comes from isolation and circumstances of the pandemic. Accordingly, we implemented the *Geo Te Cuida* program, a benefit that gives GeoPark employees permanent access (24 hours a day, 365 days a year) to professional and specialized advice on matters such as psychology, finances, relationships, raising children, and others.

In our commitment to being the best partner, we work in coordination with the entire value chain, supporting contractors and their companies in implementing biosecurity protocols.

The balance of these strategies was very positive and its scope was very broad: in December 2020 we had 1,340 people working in the Llanos 34 and Platanillo blocks in Colombia, around 100 in blocks in Chile and 80 in Argentina.



We were the first oil and gas sector company in the world to obtain the Bureau Veritas Safeguard Label, thanks to our good practices and biosecurity standards to prevent Covid-19 in the Llanos 34 and Platanillo operations in Colombia.



We safeguarded the health of all the GeoPark team, protected direct and contracted jobs and achieved our best-ever safety indicators, despite increased production levels.



Scan this code to see all the public health emergency measures the Company took.

Committed to health and safety amid the pandemic

(103-1) Our range of actions is based on discipline and the careful implementation of prevention and promotion tools to safeguard health and life. Every day we aim to strengthen the culture of self-care in each of our employees and teams.



(403-8) **100% of employees and contractors are covered by the Occupational Health and Safety System.**

(103-2) (403-1) SASB EM-EP-320a.1 IPIECA: SHS-1 The culture of self-care is based on identifying, preventing and managing danger, task observation, stopping unsafe activities, assuring operations by applying industry best practices, and analyzing incidents. These actions are aligned with the legislation of each of the countries we operate in. We apply the highest national and international standards, thanks to which we have a world-class operation.

In 2020 we took on an additional challenge to meet our goal of protecting the health and lives of employees and neighbors: the Covid-19 pandemic prompted us to define and implement a series of actions to ensure the continuity of operations in a safe way for employees, contractors and neighbors. The Company was quick to instruct its teams to develop protocols that would allow them to face each phase of the pandemic and prevent contagion in operations and in neighboring communities.



Health and safety management indicators and results

(103-3) At GeoPark we guarantee health and safety management through the follow-up and monthly monitoring of the following health and safety indicators and goals:

(403-9) IPIECA: SHS-3 In the last four years the LTIR (Lost Time Incident Rate) for contractors and employees has steadily declined, to the point where we recorded the Company's lowest-ever rate in 2020. This reduction is due to coordinated management between the leaders of the Company's operation and health and safety professionals, in addition to having implemented management tools in the field and in offices to reduce risks and take appropriate measures in the event of unwanted incidents.

Health and safety indicators

| | 2018 | 2019 | 2020 |
|---|------------|------------|------------|
| Total person hours worked | 7,210,831 | 8,146,183 | 6,921,751 |
| Total fatalities because of workplace accidents or occupational illness | 0 | 0 | 0 |
| Total incidents with injury | 184 | 94 | 90 |
| Total recordable incidents | 9 | 15 | 6 |
| Total lost time injury incidents | 3 | 5 | 2 |
| Kilometers travelled | 11,089,391 | 16,126,920 | 15,900,505 |
| Total recordable vehicle incidents | 6 | 6 | 2 |
| Total days lost through accidents | 132 | 188 | 209 |
| Total days lost through absence | 1,152 | 2,516 | 1,293 |
| TRIR (Total Recordable Incident Rate) | 4.95 | 6.54 | 0.87 |
| LTIR (Lost Time Incident Rate) | 2.36 | 1.83 | 0.29 |
| MVCR (Motor Vehicle Crash Rate) | 2.28 | 1.13 | 0.13 |

Joint occupational health and safety committees

(403-4) SASB: EM-EP-320a.1. Employees are represented on joint occupational health and safety committees that help guide our programs. Fulfilling legal requirements in each of the countries we operate in, we created these joint committees in 2020 in Colombia and Chile. The committees met monthly.

In line with the legislation of each country, these committees' responsibilities are to propose and evaluate health measures and initiatives in the workplace, develop training, coordinate with authorities, mediate with work teams to resolve occupational health and safety disputes, analyze causes of accidents and illnesses and propose corrective measures, and check and monitor the management system.

At GeoPark we use the International Association of Oil and Gas Producers (IOGP) incident classification guide *Safety data reporting user guide - Scope and definitions*. Data includes direct personnel and contractors. See the Safety Appendix for detail of indicators 403-9 and 403-10.



As a contractual requirement, we audit contractors to guarantee the correct implementation of the **Occupational Health and Safety Management System**.

SAFETY MANAGEMENT

(403-2) SASB: EM-EP-320a.1 Strengthening the culture of self-care and proactively managing risks to the health and safety of teams and operations is based on processes headed by professionals in operations and the Safety area, who have proven experience in the oil industry. This team supervises various programs and tools and guarantees their implementation to preventively manage risks and promote safe behaviors.

Main safety management initiatives

Some of the most important programs are the Proactive Observation Program (POP), Authority to Stop an Activity (ADA), Safety Operational Standard (SOS) and Incident Recording Information System (IRIS).

Proactive Observation Program (POP)

Since its creation in 2016 and launch in 2017, POP has allowed us to channel efforts into preventive management that encourages the identification of safe and unsafe behaviors and conditions in all operations, with the active participation and leadership of employees and contractors.



POP follows a simple three-step cycle: observe, intervene and record. Through this we define methodology to identify hazards, act and monitor the behaviors and conditions observed.

The first step focuses primarily on observing different workplaces to identify hazards and hazardous energies. The second step is to be part of the solution so that unsafe acts or conditions do not cause injury or incident, and in this step ADA and the “you see it, you own it” concept both apply. Finally, recording consists of reporting observations of any act or risk factor in the system. Once the report is made, the act or risk factor is managed by the relevant area to guarantee its correct solution and follow-up.

In 2020 we held a comprehensive review of the observations registered in our system and closed 72% of them. We also held several campaigns in areas of operations to maintain our high capacity to detect opportunities and risk situations and to reinforce the implementation of Covid-19 protocols.

Number of safety observations registered

| | 2018 | 2019 | 2020 |
|---|--------------|--------------|--------------|
|  Argentina | 710 | 896 | 492 |
|  Chile | 731 | 497 | 605 |
|  Colombia | 2,797 | 2,476 | 3,219 |
|  Ecuador | - | 0 | 0 |
|  Brazil | 34 | 388 | 87 |
|  Peru | 397 | 537 | 133 |
| Total | 4,669 | 4,794 | 4,536 |

Proprietary indicator as part of Proactive Observation Program (POP)

Number of cards for every 1,000 work hours

| | 2018 | 2019 | 2020 |
|---|-------------|-------------|-------------|
|  Argentina | 1.19 | 1.07 | 1.03 |
|  Chile | 1.46 | 0.89 | 1.76 |
|  Colombia | 0.51 | 0.40 | 0.54 |
|  Ecuador | 0 | 0 | 0 |
|  Brazil | 0.78 | 2.97 | 1.82 |
|  Peru | 0.8 | 1.50 | 2.34 |
| Total | 0.65 | 0.59 | 0.65 |

Proprietary indicator as part of Proactive Observation Program (POP)

Authority to Stop an Activity (ADA)

ADA is a risk prevention and task assurance tool that gives all GeoPark employees and contractors, regardless of their position or duties, the power and responsibility to stop whatever activity they identify as unsafe or that has the potential to become an unwanted event.

All employees have full autonomy and the support of the Company's senior management when it comes to exercising ADA, as we must implement all actions that can prevent danger to employees and neighbors. In general terms, ADA has four stages: (i) stopping whatever unsafe action; (ii) intervening to report and establish actions to identify the risks and correct future events; (iii) restarting activities when the risk conditions are under control; and (iv) registering the situation in POP.

In 2020 we consistently strengthened the application of ADA and recognized the most significant ADAs in each GeoPark block. Implementing ADA requires the commitment, example and leadership of the different lines of Company supervision, and the importance of its implementation is emphasized in scenarios such as team meetings, security checks and town halls.

Number of observations where ADA was applied

| | 2020 |
|---|--------------|
|  Argentina | 95 |
|  Chile | 107 |
|  Colombia | 1,213 |
|  Ecuador | 0 |
|  Brazil | 7 |
|  Peru | 25 |
| Total | 1,447 |



Safety Operational Standard (SOS)

The Safety Operational Standard (SOS) is applicable to all our operations and is based on legal requirements and industry best practices. It consists of practical and easy-to-use guides for preparing and executing high-risk tasks and can be implemented by any employee or contractor.

We currently have standardized processes for actions in each of the Company's assets. We also have checklists for each SOS that allow the verification of safe working conditions and practices. The standard has 10 SOS or practices identified as the highest risk in our operations: simultaneous operations, confined spaces, hot work, change management, electricity, road safety, lifting, hazardous materials, ergonomics and heights. Thanks to their respective SOS, these operations are safer, and we can protect our people by taking care of GeoPark assets and preventing impacts on neighbors and the environment.



Incident Reporting and Investigation System (IRIS)

In the event of a workplace incident GeoPark has an incident reporting and investigation system and procedure called IRIS, which has three main phases: initial response, investigation, and communication and follow-up.

In the initial response, emergency and contingency plans are activated when the incident occurs and a report is made. If the incident is serious, a security alert is sent. In the investigation stage we identify root causes and define necessary corrective actions to avoid similar situations in the future. In the communication stage we consolidate incidents and disclose them, following up on the action plans determined in the investigation stage.

All incidents in operations or offices are currently reported through IRIS. After completing the investigation of a recordable or serious incident, the operational area in charge presents the results and lessons learned to the other assets, in a process involving workers, supervisors, superintendents, managers and the Director of Operations.





At GeoPark
occupational health
management
includes activities
to identify, prevent,
and provide care, to
improve the lives of
our employees.

OCCUPATIONAL HEALTH MANAGEMENT

Employees' health is a fundamental pillar of well-being and happiness at work. Although our biggest commitment in 2020 was to stop the spread of Covid-19, we also continued to strengthen the prevention of occupational and common diseases and so contributed to continuing a good work environment, reducing absenteeism, implementing epidemiological surveillance programs and, even more, to the objective of all our employees going home healthy every day.

(403-3)SASB:EM-EP-320a.1 At GeoPark we contract occupational health services in each of the countries we operate in, which support us by giving advice and accompanying us in implementing action plans. The external services are selected based on certified and proven experience in health issues and training courses, and are validated by relevant health organizations. We also strengthen our skills and acquire new knowledge continuously, according to our needs for professional refreshment in health care and emergencies.



Main occupational health management initiatives

The main actions to mitigate the highest occupational risks are the following:

- » Monitoring hygiene factors at work locations that may affect the health of employees, including sanitary facilities, dining rooms and accommodation, as well as work practices.
- » Accompanying employees at work locations to monitor their health.
- » Implementing a Health and Safety Management System that includes prevention and the promotion of health and safety at work.
- » Identifying risks and applying preventive measures against musculoskeletal diseases, as well as providing work tools and personal and collective protection equipment.
- » Implementing response teams for adequate emergency care.

Operations decreased because of the pandemic and mobility restrictions established by national authorities and territorial entities, and this impacted employees and contractors' level of exposure to occupational risk factors.

High-risk occupational activities

| Number of employees exposed to breathable hydrocarbons | 2019 | 2020 |
|---|------------|------------|
|  Argentina | - | 35 |
|  Chile | 24 | 19 |
|  Colombia | 889 | 553 |
|  Ecuador | - | 0 |
|  Brazil | - | 0 |
|  Peru | 2 | 0 |
| Total | 915 | 607 |

| Number of employees exposed to UV rays | 2019 | 2020 |
|---|--------------|--------------|
|  Argentina | - | 60 |
|  Chile | 34 | 27 |
|  Colombia | 1,820 | 1,613 |
|  Ecuador | - | 3 |
|  Brazil | - | 0 |
|  Peru | 32 | 7 |
| Total | 1,886 | 1,710 |



| Number of employees exposed to noise | 2019 | 2020 |
|--|--------------|--------------|
|  Argentina | - | 10 |
|  Chile | 2 | 2 |
|  Colombia | 1,784 | 1,477 |
|  Ecuador | - | 3 |
|  Brazil | - | 0 |
|  Peru | 32 | 7 |
| Total | 1,818 | 1,499 |



Zero

fatal incidents in the operation of our assets. **This is due to employees' commitment to self-care and implementation of a Health and Safety Management System that includes prevention and the promotion of occupational health and safety.**

| Number of employees exposed to psychosocial risk | 2019 | 2020 |
|---|--------------|--------------|
|  Argentina | - | 107 |
|  Chile | 68 | 50 |
|  Colombia | 2,105 | 1,798 |
|  Ecuador | - | 3 |
|  Brazil | - | 0 |
|  Peru | 32 | 7 |
| Total | 2,205 | 1,965 |

The factors that reduced the number of employees and contractors being exposed to occupational risk factors in 2020 compared with 2019 are the start of operations in the Llanos 34 oil pipeline in Colombia, the centralization of power generation in Llanos 34 and adjustments to operations and installations to reduce the probability of Covid-19 contagion. These measures reduced exposure to breathable hydrocarbons, UV rays, noise, and psychosocial risks.

Public health risks

Our Occupational Health area constantly monitors exposure to public health risks from tropical diseases such as dengue, chikungunya, yellow fever, Zika and malaria, as well as infectious diseases such as Covid-19, H1N1, influenza and hepatitis A and B, to create prevention plans for employees and neighbors. Occupational health management accompanies employees with activities designed to improve their living conditions that identify, prevent, and provide care.



30,503
risk analyses
implemented
in 2020 for
emergency and
crisis response at
all levels of the
company





4,211

H&S teaching and training sessions were held in 2020 with employees in the countries we operate in







PREVENTIVE MANAGEMENT AND SELF-CARE

(403-5) SASB: EM-EP-320a.1. Our main teaching and training objective is to generate a culture of self-care, prevention and co-responsibility in the processes that our people are part of. This is a permanent and cross-sector part of occupational health and safety management.

Health and safety training and awareness processes for employees at GeoPark start with general induction and continue with specific training on risks associated with the activities they carry out, such as work at heights, confined spaces, lifting materials, dangerous atmospheres, Lock Out – Tag Out (LO/TO), manual lifting of loads, handling of dangerous substances, electrical risks, safe driving, and others.

The 2020 training and awareness plan reinforced hazard identification, the Authority to Stop an Activity (ADA), task observation, change management and Incident Reporting and Investigation System (IRIS). We implemented this plan through virtual activities and training at work sites for employees and contractors.

Number of HSE teaching and training sessions

| | 2018 | 2019 | 2020 |
|---|--------------|--------------|--------------|
|  Argentina | 686 | 741 | 229 |
|  Chile | 886 | 1,834 | 1,026 |
|  Colombia | 1,298 | 2,054 | 2,851 |
|  Ecuador | - | 3 | 62 |
|  Brazil | 67 | 175 | 16 |
|  Peru | 61 | 71 | 27 |
| Total | 2,998 | 4,878 | 4,211 |

Our results in 2020

- » We carried out POP campaigns at work sites to improve the ability to detect opportunities. We also strengthened compliance with Covid-19 protocols.
- » We strengthened the application of ADA in all blocks in operation. This message has been emphasized in the supervision section of leadership meetings, and the most significant ADAs in each operating block were recognized.
- » We carried out over 30,503 risk analyses and 17,991 inspections, strengthening the base of the accident prevention pyramid.
- » We focused activities to broaden the Business Continuity Master Plan on training Continuity Management Teams, which were created in accordance with the new Business Model. All Asset managers and their support teams for disruptive event response and handling received training.
- » We advanced our occupational health and epidemiological surveillance program, focusing on hearing protection, exposure to breathable hydrocarbons and UV rays, and psychosocial risks.
- » We implemented programs and tools in the Company's new operations - the Putumayo Asset - allowing us to strengthen the commitments and participation of all parties. With the application of the POP, ADA, SOS and IRIS tools, we achieved safer activities, oriented towards self-care, injury prevention, environmental protection and asset preservation.
- » We continued the "Yo le apuesto a la seguridad vial" road safety campaign and implemented it in the Putumayo Asset operations to reduce or eliminate the possibility of traffic accidents and to protect pedestrians, the community, employees and drivers.

FUTURE CHALLENGES

- » Consolidate management tools with an ever-greater focus on prevention and safe behaviors.
- » Promote and strengthen the security management of operational leaders, both at GeoPark and our contractors.
- » Maintain permanent contact with industrial associations and the Government to opportunistically coordinate business sector benefits and streamline Covid-19 vaccination processes for employees.
- » Have an interdependent preventive culture in which all employees and contractors take on greater commitment and co-responsibility to strengthen the culture of safety.





PROSPERITY

Our commitment to prosperity: Acting transparently, we create long-term economic value to give back to our shareholders, ensure our sustainable growth and generate value for our stakeholders.



174.7
mmboe

2P reserves
(PRMS certified)



\$393.7 MM

annual revenue from
oil and gas sales



22 wells

drilled
(development
and exploration)



40.2
mboepd

average daily
production



\$25.2 MM

income tax
payments



18% CAGR

(compound annual
growth rate) in
2009-2020 oil and
gas production



\$217.5 MM

adjusted EBITDA



14%
CAGR

(compound annual
growth rate) in
2009-2020 2P net
reserves



\$35.9 MM

royalties



\$6.5

operating cost
per boe

Corporate Governance

Our Generation of Value

We manage our assets

New business

We manage the value chain

Future challenges



Contribution
to SDGs

2020, a chance to be better and more resilient

We showed our best in 2020 and made the best decisions to maintain production levels and so continued to be a financially sound Company that grows in the long term and creates benefits for its stakeholders.



■ In 2020 our results meant that we were the **second largest-producing oil operator Colombia.**

We are proud of our performance. In a year in which the hydrocarbon industry faced one of its greatest crises due to a historical fall in the price of oil, lower fuel demand and economic and social uncertainty caused by the public health emergency, at GeoPark we met and exceeded our operational and financial goals through the commitment and work of our people.

Despite the general decrease in oil and gas production in the countries we operate in and the industry slowdown leading to lower exploration and development of producing fields, at GeoPark we closed the year with an average daily production of over 40,000 barrels, breaking the record we set in 2019. We completed a 100% self-financed, efficient, risk-balanced work program that included drilling 22 exploration, and development wells, with an 87% success rate.



The combination of cost and investment reductions was over \$290 million in the whole regional platform. We also strengthened our portfolio through the total incorporation of Amerisur's assets and operations, and we improved our management structure by reorganizing based on the assets we have and not on the countries we operate in.

As a result of this financial and operational management, we were able to generate and preserve cash flow, and distribute dividends worth \$4.9 million to our shareholders. Furthermore, within the framework of our share buyback program, throughout 2020 we bought 418,431 shares for a total value of \$4 million.

Our financial strength was key in supporting suppliers and contractors in our value chain. We worked with them to help preserve their cash flow and their assets, helping them protect all their jobs and avoiding negative impacts on their local economies.

With a long-term business plan, the strong principles we established when we were founded and firm alignment between our stakeholders and our employees - who are all shareholders - we showed once again in 2020 the solidity of our model and gave clear evidence of our resilience and enduring value.



"After such a historically-complex year and the exceptional efforts by our team to prevail and succeed in 2020 we must again express our gratitude and admiration to the GeoPark women and men that made this all possible and continued us along our 18-year growth trajectory. We kept our teams safe and healthy, we operated in the field without interruption for 366 days, we grew production, we found more oil and gas, we beat down each and every cost, we funded all our work and obligations with our own cashflow, we acquired and integrated a new company, we completely restructured our asset portfolio and organization, we strengthened our balance sheet and almost doubled our cash, we provided aid and support to our neighboring communities, we moved to reduce our carbon footprint and social and environmental impacts, and we reinstated our shareholder value initiatives with share buybacks and cash dividends. Bottom-line: GeoPark is a better and stronger Company today and well-positioned for the promising opportunities ahead".

James F. Park
CEO



Our commitment to prosperity

Only a financially solid company can grow, attract resources, and create long-term benefits.

In 2020 the balance was positive: we met strategic objectives and positively impacted the regions we operate in. What made this possible was our ability to adapt, to analyze the macroeconomic context and the social environment of our operations, and to anticipate events to make the necessary decisions for our business to continue to grow and generate value.



Scan this code to see
GeoPark's Form 20-F



Scan this code to see
GeoPark's consolidated
financial results



CORPORATE GOVERNANCE

Our group is headed by GeoPark Limited, a company incorporated in Bermuda and listed on the New York Stock Exchange (NYSE). Its legal and regulatory framework is governed by local law, regulations of the NYSE, the Securities Exchange Commission (SEC), and the Sarbanes-Oxley Act (SOX), establishing reporting, compliance and internal control guidelines.

The mission of the Board of Directors and the Management Team is to promote and protect a culture based on collaboration and the development of all our employees. With the same conviction, they seek to lead the Company sustainably in accordance with environmental, social and corporate governance practices that allow GeoPark to achieve its long-term objectives through a clear business plan and awareness of the risks inherent to the industry.

In 2020 the Board of Directors adopted corporate governance measures to increase its levels of independence and improve its governance practices and processes. It also updated the bylaws of each of its committees, created the Risk Committee, reviewed the composition of each committee, and appointed Sylvia Escovar and Somit Varma as independent directors.

Together with the Management Team, the Board supervised sustainability management and health and safety training, as well as the relationship between operations and the social environment and our neighbors through environmental, social and human capital development indicators.



Our Board of Directors was strengthened in 2020 **with the appointment of Sylvia Escovar and Somit Varma** as independent directors.

Annual General Meeting

GeoPark shareholders annually elect the members of the Board of Directors at the Annual General Meeting convened according to the Company's Bylaws and the criteria defined for the nomination and election of directors.

Board of Directors

The fundamental directive of the Board of Directors is to maintain and continuously enhance corporate governance structures and processes to meet the Company's objectives. In doing so it always acts within the framework of the Bylaws and the Corporate Governance Guidelines, approved at end-2020 and according to which the Board is responsible for establishing GeoPark's strategic goals, including the establishment and monitoring of environmental, social and corporate governance goals.

It must also review and approve Financial Statements, supervise the control and risk mitigation systems of the financial report, review the Company's ethical values, supervise compliance with the Code of Ethics, and define and approve the remuneration and succession plan of key members of the Company's Management Team and of the Board of Directors itself.

■ The Board of Directors defined GeoPark's objective as continuing to operate profitably and sustainably for shareholders, **securing the well-being of its employees, suppliers and customers**, as well as the development of its neighboring communities, through open and transparent dialogue.



■ Scan this code to see GeoPark Bylaws, where the procedures for the election of the members of our Board are presented.



Board Committees

The Board of Directors has established four committees that define guidelines and recommendations for the proper implementation of its resolutions. They are the Audit, Compensation, Nomination and Corporate Governance, and Risk Committees, the latter of which was constituted in November 2020.



■ Scan this code to see the bylaws and members of the four Board committees.

OUR VALUE GENERATION

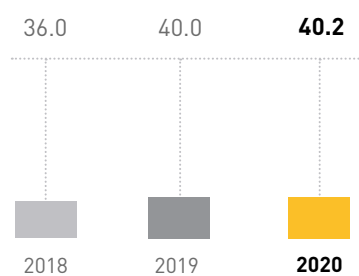
(103-1) and (103-2) At GeoPark we are financially disciplined and have a solid, conservative capital structure to continue accessing various sources of financing. We have efficient and responsible strategic plans to grow that are based on the most solid scientific, technical and economic foundations, guaranteeing transparency with our stakeholders.

Financial performance

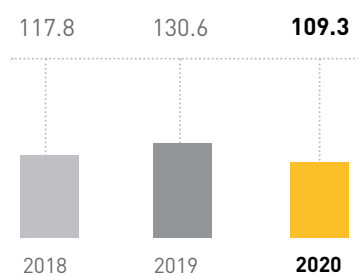
(103-3) The most important data and information regarding our financial indicators, income, operating costs, reserves and production, demonstrating the ability of our Company to give back to its different stakeholders, is presented below.



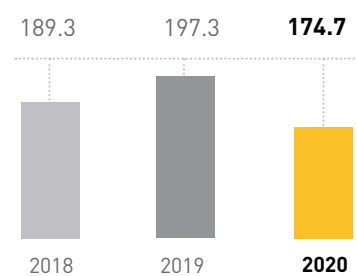
Oil and gas production
(mboepd)



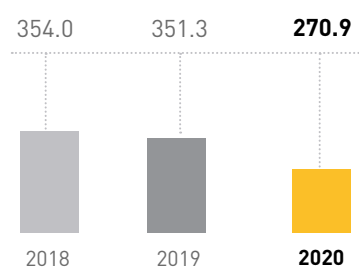
1P Reserves (mmboe)
as defined by PRMS



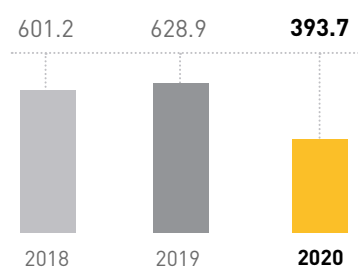
2P Reserves (mmboe)
as defined by PRMS



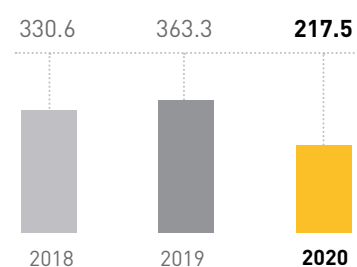
3P Reserves (mmboe)
as defined by PRMS



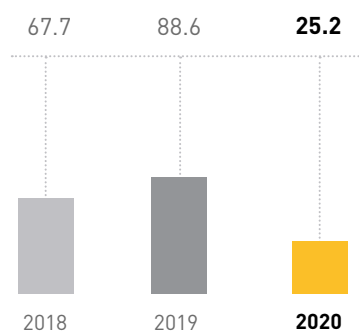
Operating revenue
Million \$



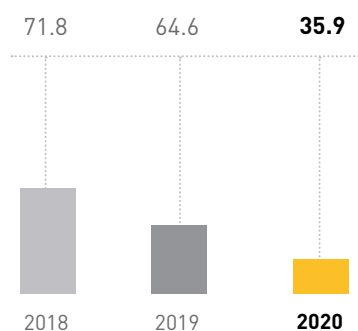
Adjusted EBITDA
Million \$



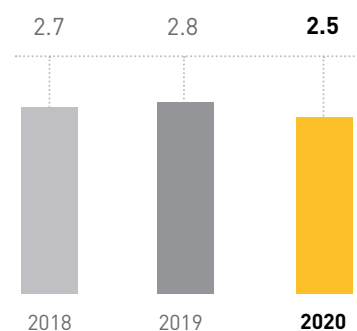
Income tax payments
Million \$



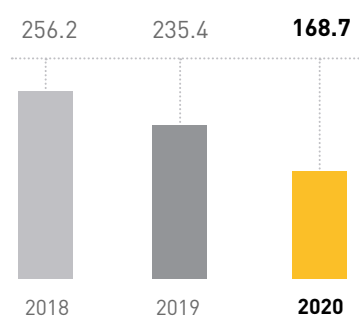
Royalties
Million \$



2P Reserves Net Present Value
Billion \$



Operating cash flow
Million \$



■ Bond issue maturing in 2027 used to finance the purchase of Amerisur at 5.5%, the lowest rate awarded in Latin America to a B+ rated company.




Production

Oil and gas reserves and production levels are influenced by drilling results, and hydrocarbons prices. Our commitment to growth means that we constantly increase production, which climbed from 40.0 mboepd in 2019 to 40.2 mboepd in 2020.

Our production and average oil and gas sales prices in the 2018-2020 period is shown in the following table.

Production* and costs by country

| | 2018 | | | | 2019 | | | | 2020 | | | |
|--|---|---|---|---|---|--|---|---|---|---|---|---|
| |  |  |  |  |  |  |  |  |  |  |  | |
| | Colombia | Chile | Brazil | Argentina** | Colombia | Chile | Brazil | Argentina** | Colombia | Chile | Brazil | Argentina** |
| Oil production | | | | | | | | | | | | |
| Average oil production (bopd) | 28,421 | 782 | 42.0 | 1,202 | 32,127 | 656 | 57.0 | 1,603 | 33,039 | 395 | 62.0 | 1,364 |
| Average oil sales price (\$/boe) | 52.6 | 62.3 | 79.1 | 65.0 | 50.4 | 56.6 | 70.3 | 53.1 | 30.6 | 38.0 | 39.6 | 42.0 |
| Natural gas production | | | | | | | | | | | | |
| Average natural gas production (mcfpd) | 740 | 11,640 | 17,300 | 3,796 | 1,063 | 14,917 | 12,806 | 4,834 | 1,133 | 17,084 | 8,220 | 5,556 |
| Average natural gas sales price (\$/mcf) | 2.6 | 5.4 | 5.0 | 5.0 | 5.7 | 4.2 | 5.1 | 3.4 | 5.5 | 2.7 | 4.3 | 2.3 |
| Oil and gas production costs | | | | | | | | | | | | |
| Average operating cost (\$/boe) | 5.6 | 22.8 | 6.1 | 31.2 | 5.4 | 17.7 | 5.6 | 26.7 | 5.4 | 8.2 | 5.8 | 19.8 |
| Average royalties and others (\$/boe)*** | 6.3 | 1.6 | 2.9 | 7.5 | 5.0 | 1.1 | 2.5 | 6.5 | 2.7 | 0.6 | 2.2 | 4.8 |
| Average production cost (\$/boe)**** | 11.9 | 24.4 | 9.0 | 38.7 | 10.4 | 18.9 | 8.1 | 33.2 | 8.1 | 8.8 | 8.0 | 24.5 |

* Production figures net of interest owed to others but before deducting royalties, as we consider that net production before royalties is more appropriate based on our foreign operations and their respective royalty regimes.

** We acquired the Neuquen blocks in March 2018. Production figures do not include production prior to our acquisition.

*** Calculated based on production sold.

**** Calculated based on ASC 932 of the FASB.

Oil and gas reserves and revenue by country

Our independent evaluation of oil and gas reserves was certified by DeGolyer and MacNaughton (D&M) according to PRMS¹ (Petroleum Resources Management System) methodology at December 31, 2020 and covers 100% of our assets in Colombia, Chile, Argentina and Brazil.

¹ This methodology is different to the use of U.S. Securities and Exchange Commission (SEC) criteria.



Consolidated reserves figures

58.5

mmboe PD reserves.

\$40.9

Net Present Value (PV10) of 2P reserves per share.

199%

2P reserve replacement in Colombia (including acquisitions).

\$2.493 MM

Net Present Value (after tax) of 2P reserves.

174.7

mmboe certified 2P reserves (PRMS criteria).

2P reserves by country

2P reserves (MMBOE) PRMS criteria






Oil



Total: 174.7

Our proven reserves (1P), proven and probable reserves (2P) and proven, probable and possible reserves (3P) as of December 31, 2020, based on the independent evaluation of D&M, are shown in the following table.

GeoPark consolidated reserves

| Country | Categories | Dec, 19 (mmboe) | Dec, 20 (mmboe) | % Change | % Oil |
|---|------------|--------------------|--------------------|----------|-------|
|  Colombia | PD | 42.4 | 48.0 | 13% | 99% |
| | 1P | 95.9 | 95.2 | (1%) | 100% |
| | 2P | 129.0 | 141.0 | 9% | 100% |
| | 3P | 168.9 | 216.4 | 28% | 100% |
|  Chile | PD | 3.4 | 5.1 | 50% | 20% |
| | 1P | 7.4 | 7.3 | (1%) | 33% |
| | 2P | 24.6 | 25.5 | 4% | 34% |
| | 3P | 41.1 | 44.2 | 8% | 34% |
|  Argentina | PD | 3.3 | 3.0 | (12%) | 57% |
| | 1P | 4.9 | 4.3 | (12%) | 68% |
| | 2P | 8.5 | 5.5 | (35%) | 66% |
| | 3P | 14.2 | 7.3 | (49%) | 60% |
|  Brazil | PD | 3.2 | 2.5 | (22%) | 1% |
| | 1P | 3.2 | 2.5 | (22%) | 1% |
| | 2P | 3.8 | 2.6 | (32%) | 1% |
| | 3P | 5.6 | 3.0 | (46%) | 1% |
|  Peru* | PD | - | - | - | - |
| | 1P | 19.2 | - | - | - |
| | 2P | 31.4 | - | - | - |
| | 3P | 121.4 | - | - | - |
| Total (2019, as reported) (Certified by D&M) | PD | 52.4 | 58.5 | 12% | 86% |
| | 1P | 130.6 | 109.3 | (16%) | 92% |
| | 2P | 197.3 | 174.7 | (11%) | 88% |
| | 3P | 351.3 | 270.9 | (23%) | 87% |
| Total (2019 Pro Forma)** Certified by D&M) | PD | 52.4 | 58.5 | 12% | 86% |
| | 1P | 111.4 | 109.3 | (2%) | 92% |
| | 2P | 165.4 | 174.7 | 6% | 88% |
| | 3P | 227.6 | 270.9 | 19% | 87% |

* Because of our irrevocable decision to withdraw from the Morona block (Peru), notified in July 2020, we did not certify reserves as of December 31, 2020.

**Does not include reserves from the Morona block (Peru) or the REC-T-128 block (Brazil).

PD: Proven developed

1P: Proven

2P: Proven and Probable

3P: Proven, Probable and Possible

Revenue

The pandemic slowed the world economy in 2020 and impacted hydrocarbons demand, increasing inventories and leading to a sharp drop in oil prices. Oil and gas sales subsequently fell, affecting industry revenue.

In this context, GeoPark revenue from oil and gas sales decreased compared to 2019.

Consolidated revenue from GeoPark oil and gas sales





| | 2018 | 2019 | 2020 | Percentage change 2019-2020 |
|----------------------|-------------|---------|---------|--------------------------------|
| | \$ Thousand | | | |
| Consolidated revenue | | | | |
| Net oil sales | 545,490 | 579,030 | 359,640 | (37.9%) |
| Net gas sales | 55,671 | 49,877 | 34,052 | (31.7%) |
| Total | 601,161 | 628,907 | 393,692 | (37.4%) |



Revenue from net oil sales made up 92% of GeoPark's total revenue in financial year 2020.

Our revenue decreased 37.4% from \$628.9 million in 2019 to \$393.7 million at December 2020, mainly because of lower oil and gas sales due to the hydrocarbons sector scenario in 2020.

GeoPark revenues by country, and the contribution of oil

| Country | % oil in total mmboe sold | Revenue (net sales) \$ Thousand | % total revenue |
|---|------------------------------|------------------------------------|-----------------|
|  Colombia | 100% | 334,606 | 85% |
|  Chile | 34% | 21,704 | 6% |
|  Brazil | 0% | 12,783 | 3% |
|  Argentina | 66% | 24,599 | 6% |
| Total | 92% | 393,692 | 100% |



Production and operating costs

Our production and operating costs are mainly those associated with oil and gas production.

Consolidated production and operating costs

(for the year ending December 31)

| | 2019 \$ Thousand | 2020 \$ Thousand |
|---------------------------------|---------------------|---------------------|
| Royalties | 64,576 | 35,875 |
| Staff costs | 14,542 | 15,217 |
| Operations and maintenance | 7,743 | 7,491 |
| Transportation costs | 2,941 | 5,622 |
| Well and facilities maintenance | 27,660 | 15,039 |
| Consumables | 17,625 | 16,776 |
| Equipment rental | 10,476 | 8,570 |
| Other costs | 23,401 | 20,482 |
| Total | 168,964 | 125,072 |

Our consolidated production and operating costs decreased 26%, from \$169 million in 2019 to \$125.1 million in 2020, mainly due to lower royalties and lower maintenance costs for wells and facilities. These results also reflect the impact that the Covid-19 pandemic had on our operations in the countries we operate in.

Production and operating costs in Colombia decreased 21% from \$116.9 million in 2019 to \$92.3 million in 2020, mainly due to the lower royalties that resulted from lower oil prices, as well as lower maintenance costs and decreased operations. Operating costs per boe in Colombia were relatively constant, at \$5.5/boe in 2020 and \$5.4/boe 2019.




Production and operating costs in Chile decreased 48% to \$10.2 million, due to lower maintenance expenses for the gas plant and fewer well intervention activities, with a consequent reduction in personnel. Operating costs per boe decreased from \$17.7 in 2019 to \$8.2 in 2020.

In Brazil, production and operating costs decreased 35% to \$3.9 million in 2020, mainly because of lower royalties resulting from lower oil prices, and lower costs at the gas plant. Operating costs per boe however increased from \$5.6 in 2019 to \$5.8 in 2020.

Finally, production and operating costs in Argentina decreased 29% to \$18.6 million in 2020 from \$26.3 million in 2019. This decrease was mainly due to lower personnel costs and lower operating and maintenance costs of facilities due to the reduction in activities because of the pandemic and the renegotiation of contracts. Operating costs per boe fell to \$19.8 in 2020 from \$26.7 in 2019.

Production and operating costs by country

(To December 31 of each year)

| | 2019 | | | | 2020 | | | |
|-------------------------------------|---|---|---|---|---|---|---|---|
| |  |  |  |  |  |  |  |  |
| | Colombia | Chile | Argentina | Brazil | Colombia | Chile | Argentina | Brazil |
| Royalties | 56,399 | 1,181 | 5,141 | 1,855 | 30,453 | 753 | 3,620 | 1,049 |
| Staff costs | 7,439 | 4,822 | 1,833 | 448 | 11,684 | 3,188 | 165 | 180 |
| Operations and maintenance | 4,280 | - | 3,454 | 9 | 2,538 | - | 4,885 | 68 |
| Transportation costs | 1,030 | 1,285 | 626 | - | 4,889 | 638 | 95 | - |
| Well and facilities maintenance | 13,868 | 4,823 | 7,742 | 1,227 | 8,694 | 1,607 | 3,536 | 1,202 |
| Consumables | 14,777 | 1,492 | 1,312 | 44 | 14,587 | 1,050 | 1,096 | 43 |
| Equipment rental | 7,684 | 940 | 1,502 | 350 | 6,834 | 516 | 903 | 317 |
| Other costs | 11,467 | 5,246 | 4,668 | 2,020 | 12,640 | 2,492 | 4,333 | 1,017 |
| Total (country) | 116,944 | 19,789 | 26,278 | 5,953 | 92,319 | 10,244 | 18,633 | 3,876 |
| Total (consolidated) GeoPark | 168,964 | | | | 125,072 | | | |

Taxes and royalties

We strictly ensure the correct payment of taxes and royalties in the countries we operate in, according to their respective regulations. We contribute to social benefit programs that governments lead with resources from taxes and royalties from the oil industry.

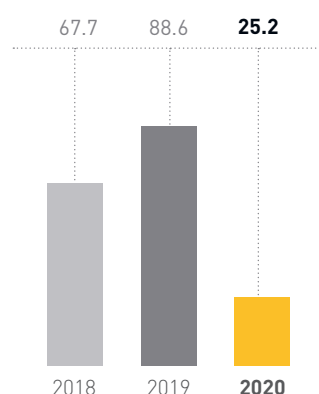


\$35.9 MM were the royalties of our Company.

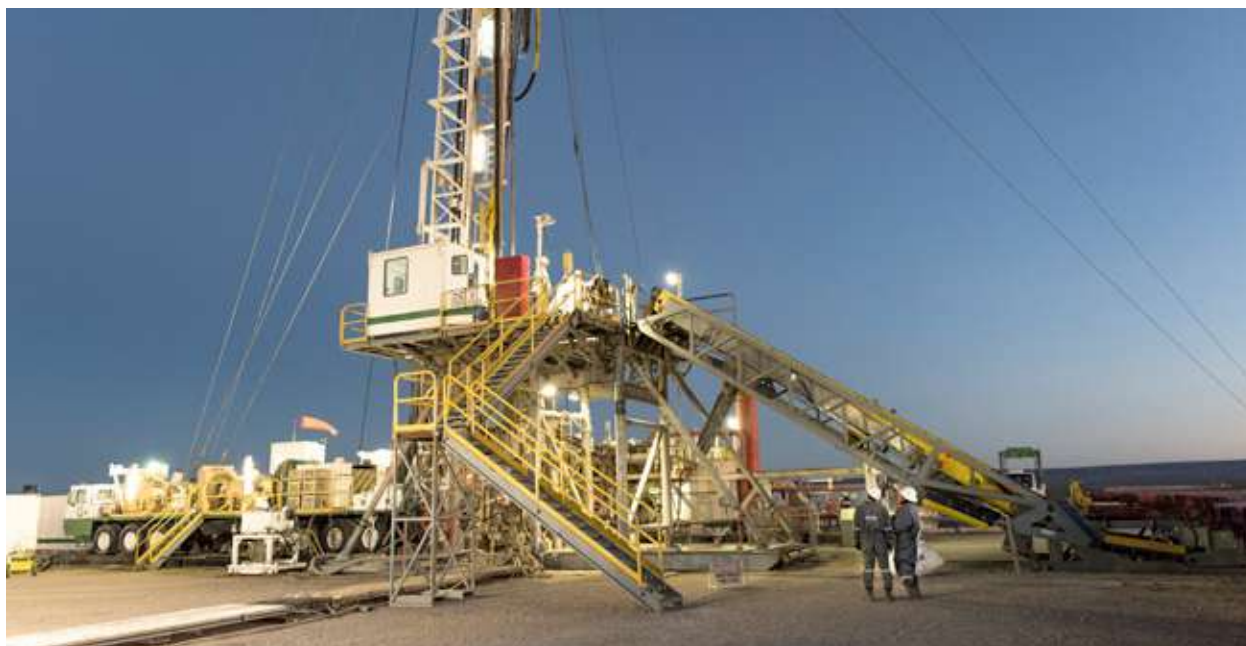
Income tax

The calculation of our income tax expense implies the interpretation of applicable tax laws and regulations in many jurisdictions.

Consolidated income tax payments (Million \$)



GeoPark calculates \$47.9 million income tax expenses for the year 2020. However, unlike previous years, through Decrees 766 and 688 issued in 2020 the Government of Colombia authorized taxpayers to (i) reduce the amount of income tax advances and (ii) establish agreements to defer income tax payments. These support measures in the context of the economic, social and ecological emergency related to the pandemic allowed the deferral of income tax from 2020 and 2021. In 2020, GeoPark paid of \$25.2 million.



Royalties by country

In Colombia, royalties on production are paid to the Colombian Government and are determined in accordance with the provisions of Law 756 of 2002 for each of the fields. Using a daily production scale, for production lower than 5 mbpd the royalty percentage is 6% for heavy crudes and 8% for light crudes. Colombia's National Hydrocarbons Agency (ANH) also has an additional economic right equivalent to a percentage of production, and other economic rights in accordance with the provisions of each exploration and production contract.

Royalties in Chile are paid to the Chilean government. In the Fell block they are calculated at 5% of crude oil production and 3% of gas production, while in the Flamenco, Campanario and Isla Norte blocks royalties are calculated at 5% of oil and gas production.

In Brazil, the National Petroleum, Natural Gas and Biofuels Agency (ANP) is responsible for determining the monthly minimum prices for hydrocarbons produced in concessions. Amounts are generally within a percentage range of 5%-10% applied to the reference prices of oil or natural gas, as established in the corresponding bidding rules and the concession agreement. To determine the percentage of royalties applicable to a concession the ANP considers, among other factors, the geological risks involved and expected production levels. In the Manati block, royalties are 7.5% of gas production.

Our oil and gas production in Argentina accumulates royalties that are paid to the province of Neuquen, equivalent to 15% of the estimated value of these products. This value is the final sales price minus the costs of transportation, storage, treatment and, in the case of oil, adjustment by API* gravity.

*API gravity refers to the American Petroleum Association standard to define different densities of crude

GeoPark royalty expenses by country

| Colombia | Chile | Argentina | Brazil |
|------------------|-------|-----------|--------|
| 2020 \$ Thousand | | | |
| 30,453 | 753 | 3,620 | 1,049 |
| 2019 \$ Thousand | | | |
| 56,399 | 1,181 | 5,141 | 1,855 |
| 2018 \$ Thousand | | | |
| 62,710 | 1,473 | 4,833 | 2,820 |



WE MANAGE OUR ASSETS

(103-1) We have leveraged our growth through exploring and developing prospects, executing drilling programs, making partnerships and strategic alliances with key players in the industry, and the work of a vastly experienced technical and professional team. As a result, we have a successful track record of finding and producing oil and gas in Latin America.

(103-2) The update of our Business Model in 2020 positioned the management, performance and quality of assets at the center of GeoPark to effectively and profitably manage our portfolio and our people, work productively with our partners, comply fully with regulations and execute the work programs that allow us to explore, develop and produce our oil and gas reserves and resources.

■ We have a balanced asset portfolio that includes commitments as operator or partner in 44 hydrocarbons blocks, of which 43 are onshore and 10 were producing at end-2020.

(103-3) Our assets give us access to more than 8.6 million acres for exploration and production. The blocks in Colombia, Chile, Brazil and Argentina that we have interests in have 174.7 mmbob of net proven and probable (2P) reserves.

■ Our average daily production was 40.2 mboepd in 2020. 87% of total production was oil.

Blocks with operating or economic interests at December 31, 2020



*Morona, Peru: On July 15, 2020, we gave notice of our irrevocable decision to withdraw from this block due to force majeure, which allows the termination of the license agreement.

*BCAM-40 Manati, Brazil: On November 22, 2020, we signed an agreement to sell our 10% non-operated interest in the Manati block in Brazil, subject to certain conditions and obtaining regulatory approval.

*REC-T-128: In July 2020, we started a process to sell our 70% stake in block REC-T-128 in Brazil, which had not become effective by the 20-F filing date. On March 1, 2021, the assignment agreement was signed. The closing of the transaction is scheduled for May 2021 after its regulatory approval.



The most important highlights of our main assets by country in 2020 were the following:



COLOMBIA

Llanos 34 Asset

- » This asset accounts for 85% of GeoPark production and 89% of our proven reserves.
- » We connected the Tigana field to the Oleoducto del Casanare oil pipeline (ODCA), reducing the number of truck journeys, emissions, and operating risk, and achieving higher cost efficiency.
- » We signed a contract with Petroleos de los Llanos to connect the block to Colombia's national power grid, which has 68% installed hydroelectric capacity. We expect the block to receive grid power in 2022, contributing to the important goal of reducing greenhouse gas emissions and energy costs.

Putumayo Asset

- » We acquired 100% of Amerisur: 12 production, development and exploration blocks in Colombia and the Oleoducto Binacional Amerisur (OBA) cross-border oil pipeline from Colombia to Ecuador.
- » We updated the exploration portfolio by cross-referencing Amerisur and GeoPark information to identify the most attractive and prospective blocks.
- » With the Amerisur acquisition we not only managed to enter a new basin and increase production, but also to develop exploration activities that will allow us to increase our production and reserves.

CPO-5 Asset in the Llanos Basin

- » We made important agreements with our partner in the operation, such as the approval of five of the 12 wells identified, and by year-end we had drilled two of them.
- » We got to know our partner ONGC Videsh better, improved relations with them and transferred GeoPark knowledge and experience to support the development of the asset, in which we have a 30% stake.



EXPLORATION ASSETS



In Colombia

- » We started activities to prepare environmental impact studies and obtain environmental permits for the execution of contractual commitments associated with seismic activities and the drilling of exploratory wells.
- » We continued reprocessing seismic from Llanos 87, 123 and 124.
- » We started a 3D seismic program in the PUT-8 block in Putumayo.



In Ecuador

- » In Ecuador we have participation contracts for hydrocarbons exploration and exploitation with our partner Frontera for the Espejo and Perico blocks, with a 50% interest in each. Frontera operates the Perico block and GeoPark operates the Espejo block.
- » As part of the contractual commitments, we are responsible for the surface geochemistry in both blocks.
- » We started preparing the environmental impact study for exploratory drilling in the Espejo block and advanced in the 3D seismic program licensing process



Chile



Brazil



Argentina

SUR Asset

- » We secured an extension for exploration commitment obligations that we had for 2022, as well as for the co-financing of assets.
- » In November we signed an agreement to sell our 10% stake in the Petrobras-operated Manati field. The transaction is subject to certain conditions, including the acquisition by the buyer of the remaining stakes and the operation.
- » We kept production steady despite fields' natural decline and without well intervention activities.
- » We discovered the new Jauke Oeste gas field in the Fell block in Chile.



Peru

- » We decided to withdraw from the license agreement for Block 64, in the Loreto region of Morona district, following an agreement with national oil company Petroperu. The announcement was made in the second semester of 2020 and the full withdrawal will be effective in 2021.



NEW BUSINESS

Managing New Business helps us to ensure that at GeoPark we always have a balanced portfolio of assets that contributes to the continuous growth of our Company.

(103-1) Inorganic growth directly contributes to the management of our Company's prosperity through the constant incorporation of assets that generate long-term value for our shareholders and other stakeholders.

We are in constant contact with different players in the hydrocarbon market, including national oil companies, regulators, industry peers and investment banks, as there are opportunities with all of them to help us create value.

(103-2) GeoPark's New Business management is an integral part of its corporate strategy as it contributes to the creation and achievement of long-term plans. Through it we define, for example, which basins and geological concepts in the region we want to explore for new opportunities.

In seeking to keep an optimal portfolio we define assets that could appropriately be divested, and we identify new strategic partners that provide knowledge or capital to balance the risk of our Company.

(103-3) In 2020 we were able to take advantage of opportunities that arose to optimize our portfolio, and agreed to divest two of our non-core assets in Brazil. This allows us to focus on blocks with the greatest generation of value for our shareholders and to receive funds to continue growing.



WE MANAGE THE VALUE CHAIN

Prosperity is an essential component of our SPEED Value System and goes beyond benefit to our business, generating direct and indirect value for our neighbors and to the economies of the territories and regions we operate in.

(103-1) The development of our operations requires goods and services with an important local component delivered by suppliers or contractors, who we consider as our strategic partners. As these partners are fundamental in GeoPark's development and growth we do not only invite them to participate in commercial processes for the execution of our operational projects, and we also implement programs to promote their growth and ongoing improvement.

(103-2) Our management of suppliers and contractors is defined in our Corporate Supply Commitment, which establishes the rules, standards, parameters and processes for contracting goods and services. Through this commitment, we have transparent, efficient and effective procedures to contract with others competitively.

We have initiatives to strengthen the competitiveness of the value chain and develop the best possible performance standards from suppliers and contractors. Similarly, we promote the creation of

decent employment opportunities, the payment of fair wages, the development of training and training processes, and programs that promote the growth of these important commercial partners and positively impact the economy of the territories we operate in.

At GeoPark we know that contracting goods and services creates high expectations in the areas we have activities in, so we focus on promoting the selection of local suppliers and contractors as part of our commitment to invigorate regional economies, boost competitiveness and promote sustainable development.

(103-3, 102-9, 204-1) IPIECA: SOC-14 and SOC-15 In 2020 we bought goods and services from 1,796 suppliers and contractors for approximately \$274 million. Within this amount, local goods and services totaled some \$64 million, of which 55% was in Colombia, 32.4% in Chile, 8% in Argentina, 3.6% in Brazil and 1% in Ecuador. By buying local goods and services in the territories we operate in, we invigorate economies and support local businesses.



Scan this code to see our Corporate Supply Commitment

GeoPark suppliers and contractors, 2018 - 2020

| Country | 2018* | | | | 2019 | | | | | 2020 | | | | |
|---------------------|-----------|-------|----------|--------|-----------|-------|----------|---------|--------|-----------|-------|----------|---------|--------|
| | Argentina | Chile | Colombia | Brazil | Argentina | Chile | Colombia | Ecuador | Brazil | Argentina | Chile | Colombia | Ecuador | Brazil |
| Number of suppliers | 342 | 312 | 685 | 177 | 404 | 301 | 733 | 32 | 259 | 360 | 284 | 864 | 124 | 164 |

*In 2018 GeoPark did not have any activities in Ecuador.



■ Our commitment to the value chain during the pandemic went beyond the minimums recommended by local authorities. In Colombia, we budgeted approximately \$470,000 for economic aid, allowing jobs to be protected and the payment of monthly wages and social security contributions for two months, benefiting 1,130 workers and their families.

(204-1) IPIECA: SOC-14 and SOC-15 In 2020 the acquisition of goods and services decreased to \$274 million from \$355.6 million in 2019, due largely to reduced operations as a consequence of the pandemic and the fall in oil prices.

(102-9) IPIECA: SOC-14 and SOC-15 Our commitment to the value chain is based on responsibly managing our suppliers and contractors, based on respect for the principles of decent, dignified work, a genuine interest in contributing to the growth and strengthening of local suppliers and contractors, and creating indirect benefits to the economies of the regions and countries we operate in.

Highlights in value chain management:

- » In 2020 we worked on making a Local Contracting Guide that aims to define rules for commercial relationships between GeoPark and local suppliers, to stimulate and ensure local participation in the development of our operations.
- » Creating employment opportunities for local workers is also an important objective in our value chain management for our operational activities in territories.

■ **2,921**
job opportunities were created for our neighbors through our contractors

- » In Colombia we comply with the legislation that defines the parameters for hiring local labor in the hydrocarbons sector. Local labor therefore makes up 100% of our unskilled labor force, and at least 30% of skilled labor are people who live in the municipalities that we have activities in.

For more information on the proportion of spending on local suppliers, see Appendix (204-1).

In our operations in Colombia we created 2,300 local job opportunities in 2020 for workers from communities neighboring the Llanos 34 and Platanillo blocks.



**Local labor:
Llanos 34 and Platanillo.**

Llanos 34

78%

of the local workforce was from Tauramena and Villanueva municipalities in Casanare.

Platanillo

62%

of the local workforce was from Puerto Asis municipality in Putumayo.

In the PUT-8 Norte 3D Seismic project, which started in fourth quarter 2020 in the PUT-8 block in Putumayo, 81% of the 540 job opportunities we created were filled by residents of local municipality Puerto Asis.



Juntos Sumamos

Juntos Sumamos is a socio-labor dialogue strategy that brings together representatives of contractor companies, local authorities, labor and social leaders to develop action plans that address the opinions and concerns of stakeholders regarding job development in our operations.

The strategy promotes agreements and partnerships to promote local employability, connecting different organizations and companies. More local labor has been hired because of these agreements and we have helped to standardize profiles of qualified labor, adjust working hours, and bring about greater equality and salary improvements. We also involved the Public Employment Service to a greater degree in the territories and made our Local Contracting Guide as a tool to standardize labor practices in accordance with the highest standards, such as those defined by the ILO.

Through our *Juntos Sumamos* strategy we seek to promote spaces for dialogue and direct, ethical, and transparent relationships with the business community and the local workforce. With these actions we can prevent and anticipate possible situations of social conflict.



Labor management for contractors

In 2020 GeoPark's labor management work aimed at ensuring that all contractors comply with their legal and labor obligations to guarantee their employees the right to decent and dignified work.

In Colombia, this program allowed us to follow up with and support more than 100 local GeoPark contractors, permanently monitoring their performance. We held 112 follow-up meetings with our local suppliers in 2020 and recorded 89% compliance in their labor obligations. When we identify opportunities for improvement, we always provide guidance to define the necessary actions and thus promote the growth of local employers.

- We supported nine local suppliers in their process of being certified under the Bureau Veritas Safeguard Label, which GeoPark has held since June 2020.

We support best-practice certification

A partnership between GeoPark and the Colombian Institute of Technical Standards and Certification (Icontec) led to five of the Company's most significant contractors being awarded the Icontec Seal of Good Labor Practices. The certification recognizes high labor management standards in areas including hiring, salary, payments of social benefits, social security, and labor regulations.

Elsewhere, to extend best labor practices and contribute to a safe economic recovery we worked with nine of our local suppliers in 2020 on their certification process for the Bureau Veritas Safeguard Label, which GeoPark has held since June 2020.



FUTURE CHALLENGES

Value Generation

- » Leveraging the generation of economic value with long-term strategic partnerships that provide us with additional financing flexibility and seek new acquisitions.
- » Increasing the net asset value per share (VIPS) to 10%.
- » Achieving an operating cash flow per barrel of \$11/boe.
- » Increasing the return to shareholders by 15%.
- » Continuing to monitor the potential impact of the pandemic on our financial situation, cash flows and operating results.

Value chain

- » Partnering with suitable entities to improve the labor participation of women in the value chain.
- » Ensuring that 100% of our contractors prioritize and implement good practices that respect human rights.
- » Implementing a scheduled program of direct attention and follow-up to the local contractor management and commercial relationships to reduce social conflict related to their expectations and incorporate better local supply practices.
- » Implementing good preventive management practices in the Oriente Asset (Ecuador) and supporting local contractors in other assets.

Asset management

- » Continuing to consolidate the new Business Model, based on the comprehensive management of our assets.
- » Continuing our exploration processes and knowledge of the deposits, maintaining the exploratory success and efficient costs and operations management of recent years.
- » Proving to Colombia's National Hydrocarbons Agency the exploratory potential of blocks, accelerating the pace of activities.
- » Achieving a 95% production efficiency index.
- » Achieving a 95% drilling efficiency index.
- » Lowering drilling and workover costs by 3% from 2020.

New business

- » Achieving the scale of production, reserves and resources that matches the long-term objectives of the Company and having alternatives for organic and inorganic growth.
- » Diversifying the portfolio of assets while balancing risk between countries and a mix of oil and gas.
- » Recommending five new projects with an IRR greater than 15%.





EMPLOYEES

At GeoPark we work to create a motivating, inclusive, diverse, fair and rewarding work environment, with opportunities, mutual respect and passion, and consisting of exceptional people. All our people can participate in the success of the Company, contribute and grow.



100%

of employees own shares in the company



0.9%

the voluntary rotation rate in 2020



95%

of our work team received teaching and training



29%

of our employees took on new roles and responsibilities



42%

of our management team are women



100%

employees entitled to parental leave took it and returned to their positions: 45% men and 55% women.



437

direct employees who are part of our work team



34%

of our work team are women

Our employees

Equality, inclusion and diversity

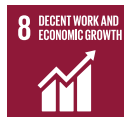
Compensation and benefits

Training and education

Performance management

Union agreements

Future challenges



Contribution to SDGs

2020: a year in which our culture and our people were key in continuing growth

Keeping our employees aligned, motivated, trained, connected, safe and healthy. That was our great achievement in the year in which we faced different challenges: the Covid-19 pandemic, virtual work patterns, the integration of a new company and the restructuring of our Business Model.



GeoPark's People area is a strategic and transversal partner to other areas of the Company, and we coordinate with different teams to implement actions aimed at our employees and their families.

Our first challenge was to join the Crisis Management Team (Covid-19 Committee) whose objective was to implement prevention, mitigation and care measures in line with the recommendations of international organizations and national and local authorities of the countries we have operations in.

With this focus, in the People area we concentrated on supporting employees in adapting to a new work model and keeping the GeoPark culture intact from their homes or from operational locations, always prioritizing the health, well-being and quality of life of our people and their families.

To achieve this, we made different technologies and communication tools available to employees to deliver messages about care, prevention and health. We also encouraged workers to participate in virtual events that we coordinated to promote physical activity, nutrition programs, emotional intelligence, sleep hygiene and good habits for working from home.



We transformed our *Aprendamos con GeoPark* training program by developing new content that was proposed and delivered by employees, taking advantage of virtual settings to share and transfer knowledge between our teams.

Together with the Management Team we decided to invite the entire Company to the Weekly Operations Meeting. In this event we not only discuss the important issues of each asset and operation, but also those of each area of the Company, and we go into projects and issues that are relevant to employees. Making the meeting more inclusive had a high impact through allowing closer communication in times of uncertainty and integrating all those in the Company.

Another big challenge we had in 2020 was the process of integrating Amerisur, whose asset portfolio is in Colombia's Putumayo and Llanos basins. The successful integration of GeoPark and Amerisur allowed us to end the year ensuring business continuity, promoting and protecting GeoPark culture and, most importantly, integrating a new group of experienced and dedicated employees into our work team.

The update of our Business Model promoted an organizational change aimed at designing a more efficient structure that would help us seek synergies, identify new leaders and generate growth opportunities for more people in the Company. This new structure has supported the generation of trust and autonomy, as well as the empowerment each employee regards their own leadership.

Together with other areas of the Company, the People area led this important change so that our people could keep working towards our fundamental purpose, which is to Create Value and Give Back.

■ In a year as complex and unique as 2020, all credit goes to our people. **Thanks to their effort, trust in GeoPark and capacity for teamwork**, we adapted to the challenges of the environment while demonstrating strength, resilience and leadership.



■ Scan this code to see the video "At GeoPark our hearts beat closer together."

Our commitment to employees

(103-1) At GeoPark we believe that people are the key to our long-term growth, and we have succeeded in attracting and training one of the best operational and professional oil and gas industry teams in the region, with a variety and depth of experience and knowledge that is greater than that of most companies of our size.



Employees participated in different integration opportunities, including 45 breakfasts with the Management Team (365 attendees); the year-end GeoCarnaval event (over 400 participants); 30 virtual events focused on sharing experiences, integrating as a group and learning about some employees' life stories, for the GeoPark Anniversary; and the GeoFit Week.

(103-2)(103-3) We seek to create a fair work environment, without discrimination and with conditions and opportunities to promote the growth of all our employees. We offer fair and equitable pay, with the best benefits for our people and their families and a stock plan that makes all employees participants in the Company's success.

Developing training and education programs, promoting the performance management process, respecting the rights of free association and collective negotiation, and commitment to diversity, gender equality and inclusion are the fundamental pillars that constantly contribute to achieving a motivating, challenging and rewarding work environment for all employees.

2020 was a challenging year for keeping our people together and motivated. We implemented actions to stay close and be connected, while protecting the physical and mental health of our employees and promoting their well-being and their families', providing support to overcome the possible difficulties of living through a pandemic.

OUR EMPLOYEES

We firmly believe that our people hold the Company together and are what drives it to continue growing and consolidating in the long term. We are proud to have innovative programs that allow us to provide development and growth opportunities for all our employees and that are competitive in attracting the best talent.

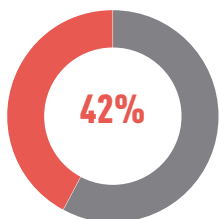
Our team (102-7) (102-8)

437

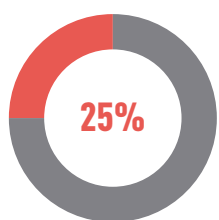
permanent
employees



34% 66%

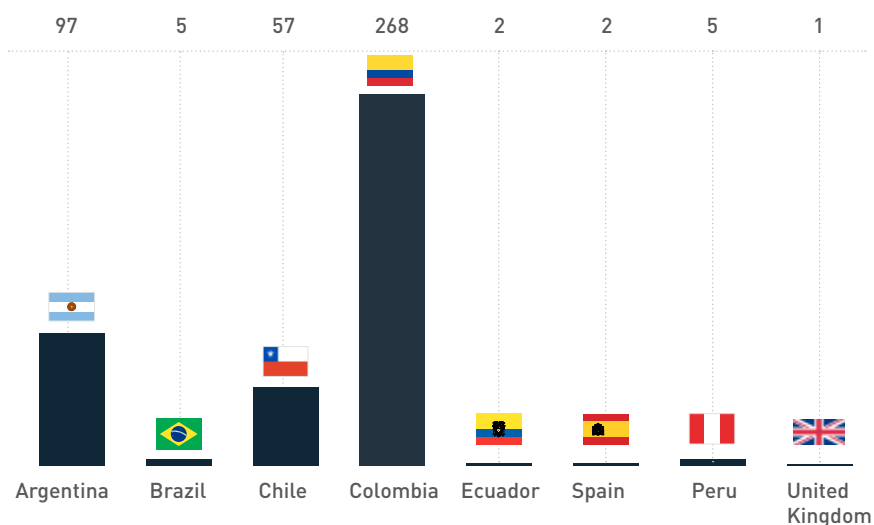


42%
of the Management
Team are women

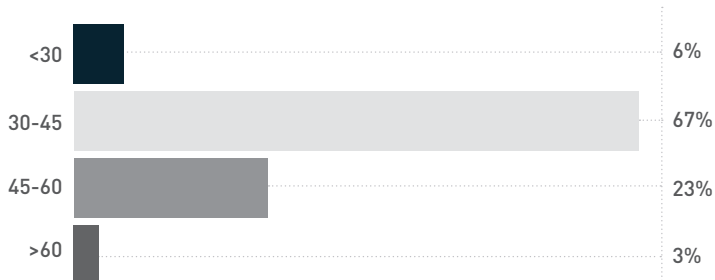


25%
(110 leaders)
People in charge
of teams

Total employees by country (only permanent)



Age groups



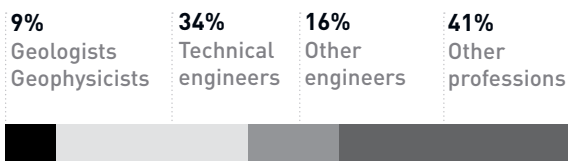
40

years
Average
age

Most of the 83% of our employees that have a university degree work in sector-related scientific and engineering careers.

83%

University
graduates





(401-1) Our strategies for attracting and retaining talent continue to get stronger. Despite the context of a pandemic and oil price volatility in 2020, the number of new hires increased and the voluntary rotation and movement rate decreased from 2019. In 2020 we continued to attract the best professionals and develop skills aligned with business growth: 124 people joined our team and we supported mobility and promotion within the Company.

Considering that at the beginning of 2020 we acquired Amerisur, one of the main challenges of the year was integrating this new team into our culture in an open and close way that did not affect business continuity.

■ The increase in our turnover rate was mainly due to our restructuring process after the update of the Business Model. The restructuring has resulted in more efficient management that enhances the strengths and competencies of our team.

(401-1) Rotation and movements*

| | Total employees (permanent) | New hires* | Exits** | Voluntary rotation rate*** | Growth index**** | Movement index***** |
|------|--------------------------------|------------|---------|----------------------------------|------------------|------------------------|
| 2020 | 437 | 124 | 132 | 0.9% | 29% | 2.1% |
| 2019 | 439 | 49 | 73 | 2.2% | 33% | 4% |

*New hires: 123 in Latin America and 1 in United Kingdom

**Exits: the figure includes GeoPark and Amerisur (Colombia, Ecuador and United Kingdom)

***Excludes voluntary rotation in Brazil

****127 employees with enhanced roles, responsibilities or line management.

*****9 workers taking on new roles and responsibilities.

See Employees Appendix for detail of the GeoPark Team (102-8 and 401-1).



EQUALITY, INCLUSION AND DIVERSITY

GeoPark culture is reflected in the diversity of contributions that each employee makes based on their personality, profession, experience, age range, ethnicity and gender, and an important part of this philosophy includes providing job opportunities to the communities in our areas of influence.

Having the best work team available is part of our formula for success. We have a diverse workforce and a percentage of women that is well above the industry average.

Our management team leads by example and, with the support and participation of everyone at GeoPark, we break paradigms and biases and generate an increasingly inclusive, diverse and equitable environment. This guarantees that we are a successful company.

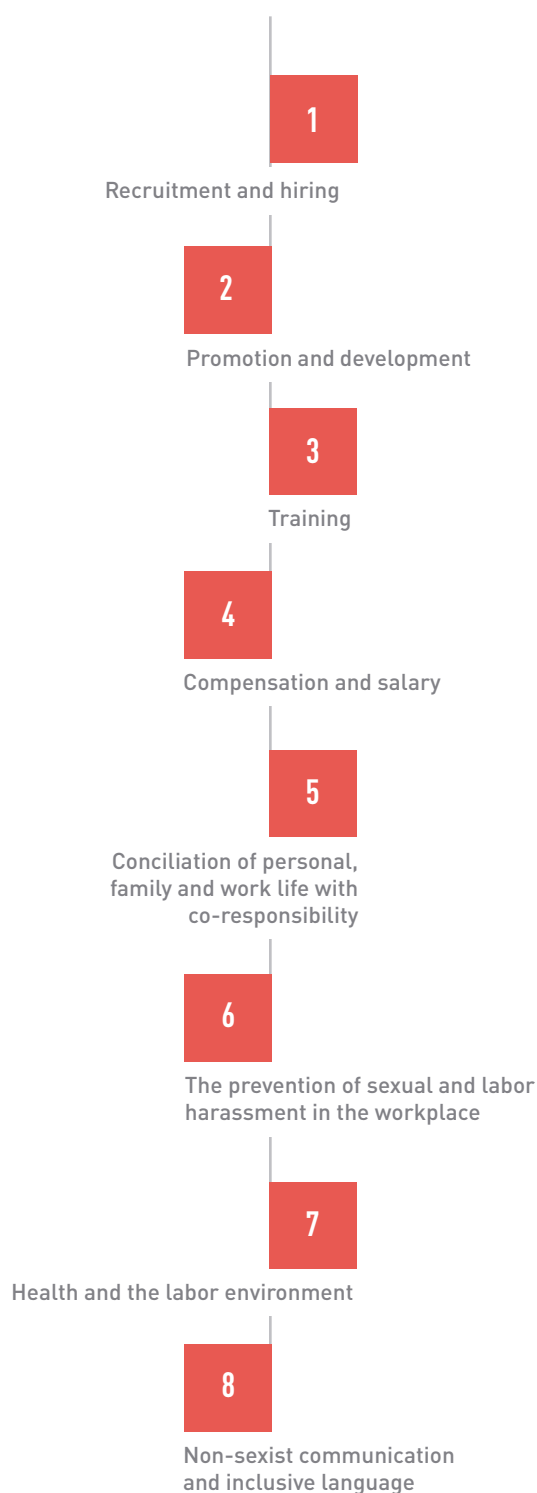
In line with best practice to promote equality, inclusion and diversity, in 2020 we furthered the implementation of the Gender Equality Management System (SGIG) to help secure Equipares certification. SGIG has eight dimensions with respective plans, actions, indicators and assurance mechanisms.

This system is the result of implementing requirements established by the Equipares program, which is promoted by the Ministry of Labor of Colombia with the support from the Presidential Council for Equality of Women of Colombia and technical support from the United Nations Development Program (UNDP).



We were certified by Equipares in Colombia in 2020 for fulfilling our gender equality management system baseline, and immediately started work on the greater challenges of winning the Equipares Silver Award in 2021 and working towards the Equipares Gold Award.

Gender Equality Management System



As part of this process, in November 2020 we created an Equality, Inclusion and Diversity Committee, which has 54% women members and 46% men. This committee has 11 members from GeoPark senior management, who are supported by a technical team of 18 employees from the countries we operate in.

In 2020 GeoPark ran its first Equality and Labor Harassment Survey, which had a gender perspective and which drew a 83% response rate among staff in Colombia. It allowed us to measure the value of our practices and consolidate a baseline to build an action plan and work towards closing gaps.

In 2021 we have the challenge of documenting policies to meet the requirements of the Equipares program and communicate them to our employees so that we each lead this process from our respective roles.



42%
of the Company's management team
and 35% of all staff are women. Of
all GeoPark's new hires in 2020, 43%
were women.



Scan this code for more
information on the
Equipares Program




BECAS
UNIVERSITARIAS
**Timothy
O'Shaughnessy**

University Scholarship Program for Women in Science and Engineering

We created this program in GeoPark in 2013 to provide opportunities for young women from the local communities in the territories where we operate to access university education in science and engineering courses.

The program currently runs in Argentina, Chile and Colombia, and aims to offer young women the possibility of learning professions in which women are generally less represented. The scholarship covers academic expenses and provides holders with a permanent support network to help with specific needs and guarantee their academic success.

With this program we have offered 13 scholarships: four in Casanare (Colombia), seven in Neuquen (Argentina), and two in Punta Arenas (Chile).

■ In a review of job descriptions in the People area we used inclusive language, helping us continue having a diverse work team.



To continue improving the implementation of diversity and inclusion practices, in 2020 we applied the Bloomberg Gender-Equality Index for the first time, revealing to the capital market our main indicators on this matter.

This evaluation allowed us to measure ourselves against an important group of listed companies, and although our capitalization at the time of calculating results was beneath that required to be part of the index, our equality metrics in 2020 were better than some companies that were in the ranking. Bloomberg highlighted GeoPark as a diversity success story, demonstrating the success of our ongoing work in closing equality and inclusion gaps. In 2021 we hope to apply to the index again.



As a Company that started in Chile with a long-term vision to capture an ambitious opportunity and work in a highly competitive world, we had no choice but to always attract the best people, both for their character and their capabilities.

Our formula for success always begins with great people. Not surprisingly, this approach to attracting the best has resulted in a highly diverse multi-country workforce and management team with a high percentage of women.

Since GeoPark's beginnings, we have created a culture of trust that empowers employees to develop and share in the success of the Company. All our employees are shareholders in GeoPark.

Throughout our history, in which we have grown in each of the last 18 years despite the volatility of the industry, we have learned that diversity is a special strength of GeoPark and is a powerful tool that has allowed us to achieve more and go further.

Our diversity is real and has created a valuable team of skilled and committed people who are ready and eager to meet every challenge, allowing us to be more aware of and sensitive to the world around us. Simply put, they have made us better.

We know that the Bloomberg Gender-Equality Index measures diversity and of course equality, values that are critical to us for the culture and future of GeoPark, so we wanted to measure our progress against the Index and our peers and to continually identify areas where we can improve.

James F. Park
CEO



■ Scan this code to learn more about our people profile on the GeoPark website



COMPENSATION AND BENEFITS

Wanting to attract and motivate staff and make them part of the Company's success, we have built our Compensation and Benefits Policy on the pillars of fair pay, annual bonuses based on individual employee performance and Company results, a Long-Term Stock Incentive Program, and benefits for employees and their families, parental leave, as well as opportunities to socialize, share and celebrate special occasions.

Fair pay – Relation to local minimum salaries

Our commitment has been designed under the concepts of competitiveness and equality so that people are paid fairly and in line with the impact of their position on the Company.

To be competitive with other companies, we participate in market surveys on wage issues, compensation, and benefits. We make internal adjustments based on survey results, aiming for better and more consistent wage conditions. This commitment means that the wage we pay to the starting category of our employees is above the local minimum wage in all our operations.

(202-1) Local wages*

| USD |  Argentina |  Chile |  Colombia |  Ecuador |  Brazil |
|---------------|---|---|--|---|--|
| Starting wage | 689 | 1,620 | 580 | 2,700 | 2,990 |
| Minimum wage | 236 | 441 | 229 | 400 | 207 |
| Ratio % | 1.92 | 2.67 | 1.53 | 5.75 | 13.44 |

*The differences compared to the same indicator in 2019 are due to the impact of variations in exchange rates against the US Dollar in each of the local currencies. Furthermore, GeoPark has no bottom-level positions in Chile, Ecuador or Brazil.



Through the Crisis Management Team (Covid-19 Committee), **the People area contributed to defining and implementing actions to promote wellness activities among employees and their families.** We also led efforts so that leaders and their teams working from home could maintain their quality of life, and that none of the conditions or work tools made them feel disconnected, unmotivated or affected their health.

Annual Bonus – Based on individual and Company performance

Our employees are paid annual bonuses based on individual performance and Company results. Each year's objectives are defined in our Scorecard (see Appendix) based on our Business Model, which includes operational, financial, social, environmental, safety and corporate governance targets.

Long-Term Stock Incentive Program

All our employees are shareholders in the Company, allowing them to share its financial success and to align their interests with the objectives of the business and of all the shareholders. Consistent with this objective, the implementation of a three-year share distribution plan started in January 2020 and is subject to the Company's operational and financial performance.

Benefits for employees and their families

We continuously seek new benefits to help build a great place to work. Our employees have first-rate medical plans, life insurance, gym membership plans, recreational activities and recreation rooms in the field, and gifts on special dates and occasions.

Employees from all our operations (Colombia, Ecuador, Chile, Argentina and Brazil) receive the same benefits package. There are only some access restrictions for part-time or temporary employees.

For greater connectivity in 2020 as part of working from home, we added a benefit to cover Internet expenses.

Employee Benefits

● No

● Yes

| | Permanent contracts | Temporary contracts |
|---------------------------------|---------------------|---------------------|
| Share ownership | ● | ● |
| Annual bonus | ● | ● |
| Health care / medical insurance | ● | ● |
| Disability coverage | ● | ● |
| Parental leave | ● | ● |
| Life insurance | ● | ● |
| Gifts for weddings and births | ● | ● |
| Christmas and birthday hampers | ● | ● |
| Home Internet connection | ● | ● |
| Gym | ● | ● |

Parental leave

(401-3) GeoPark encourages the use of parental leave, and 20 of our employees used it in 2020 (45% men and 55% women). All employees entitled to this leave resumed their position and duties on returning to the Company. Our commitment is that their reintegration continues to be gradual, considering each case on its own circumstances and being as flexible as necessary with schedules and absences. This support is collaborative and involves leaders and work teams.

TRAINING AND EDUCATION

(404-1) IPECA: SOC-7 (404-2) IPECA: SOC-6 Training and education are fundamental parts of GeoPark's objective of guaranteeing staff development and growth as a key part of achieving our strategic goals. In 2020, we held 202 training events and trained 95% of our employees, accounting for 9,265 hours of training with an investment of more than \$73,335.

Our programs are not just for internal teams, but include families, interns, indirect employees, students from our areas of operations and suppliers, among others. We are committed to continuous, quality and transversal training to promote the development of all those involved in our operations.

9,265
training hours



10%
Executive
Programs



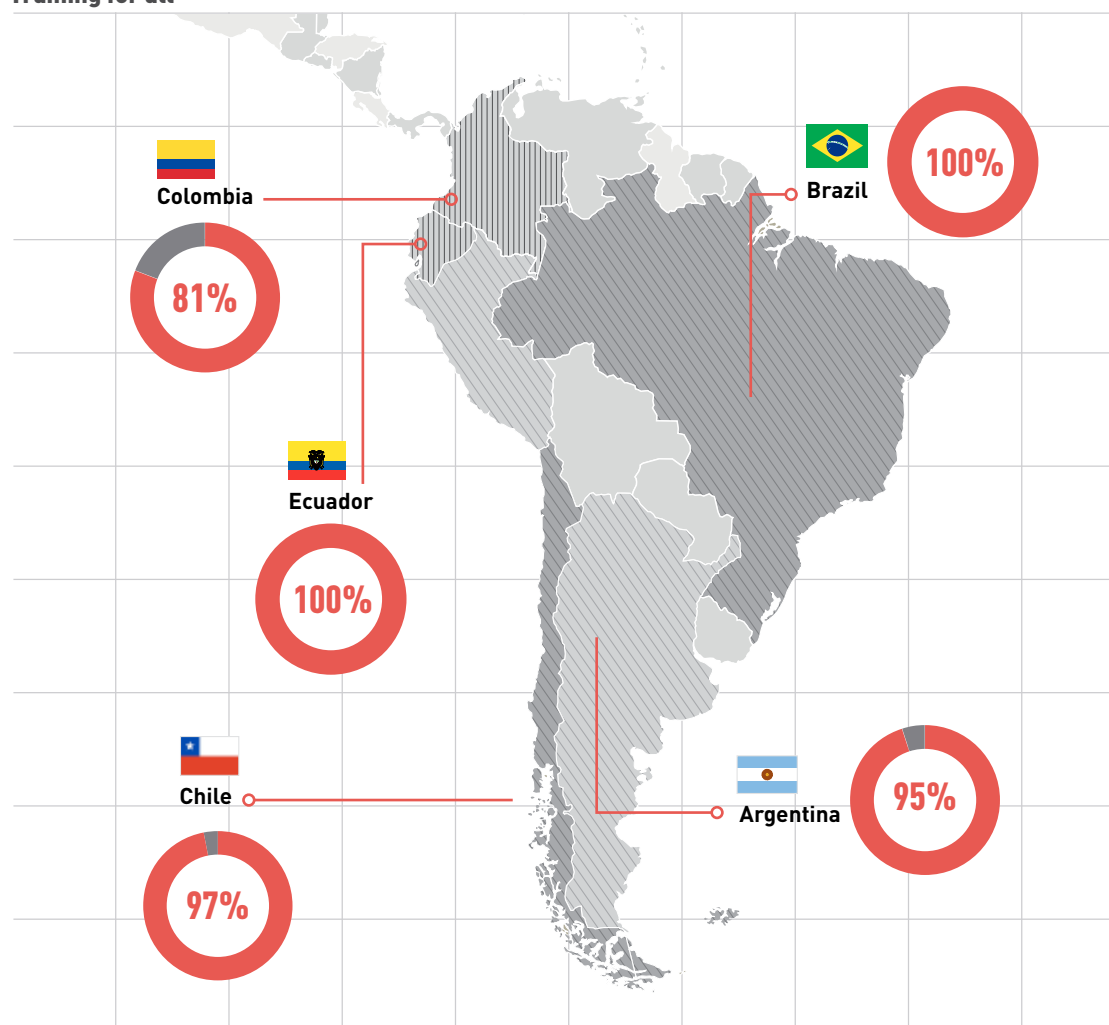
90%
Courses Workshops
Seminars



Figures use average staff levels in 2020.

| | Training events | People trained | Training hours | Staff trained | Investment |
|------|-----------------|----------------|----------------|---------------|------------|
| 2020 | 202 | 423 | 9,265 | 95% | \$73,335 |
| 2019 | 242 | 415 | 33,671 | 90% | \$583,500 |

Training for all



See Employees Appendix for detail of the GeoPark Team through GRI 404-1

In response to the needs of remote working and adapting to the changes that 2020 demanded of us, we took the opportunity of using virtual formats to transform our *Aprendamos con GeoPark* training program. The program offers courses taught by our own employees, and thanks to their experience we could stay connected, keep up to date on GeoPark news, and increase our knowledge of the industry and of tools used in daily tasks.

The results of this program help meet our goal of encouraging and supporting employee participation in international meetings and congresses, which helps keep us up to date with latest sector technologies and remain at the forefront of industry best practices.

The program in turn allowed us to stay connected, share with each other and acknowledge the talent of our colleagues. Although these meetings were optional, they were all widely attended.



Aprendamos con GeoPark Achievements

Eight subject topics

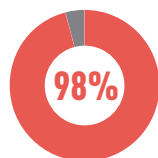
focused on drilling, geology, sourcing, business affairs, technology, communications, investor relations, performance management and asset management

22 training activities

with over 2,100 participants

48 employees

presented courses



62 hours

of training

satisfaction rate of the courses

We continued implementing the Technical Competences Project that strengthens the skills and knowledge of employees in the operational areas. For example, in the Drilling and Workover area, after identifying training plans in 2019 we delivered more than 1,900 hours of technical training in 2020, with an average of 17 hours per person and including everyone in the area.

In the Facilities area, we mapped six processes from the same number of areas, their different profiles and 89 pieces of critical knowledge. We also evaluated the entire population in a leader self-assessment and calibration exercise, to identify the best match between people and required positions. In both areas, this methodology complemented the selection processes.

We are committed to generating spaces for conversation, alignment and strengthening our culture, and we held leadership workshops in which 50 leaders participated.



Work environment

In 2020 we carried out work climate surveys to know the opinion of our workers and define strategic actions that allow us to continue improving every day. Our *Cómo estamos?* survey got an 82% response rate from staff, and confirmed a positive view of well-being programs practices, quality of life and internal communications. 93% said they had a positive opinion of GeoPark support and 81% were satisfied with leaders' management.

The survey got almost 400 responses and more than 1,900 comments, which were valuable in identifying the issues that have most impact on the team's work-life balance, their level of satisfaction with working conditions, and expectations regarding remote work.

Integration of the Amerisur team

In 2020 GeoPark completed the acquisition of British company Amerisur. Thanks to the management of the integration strategy and of the teams and leaders, we closed the year ensuring the continuity of the operation, the promotion of an efficient organizational structure and the integration of new employees into the GeoPark culture.

45 members

of the Amerisur team participated in the GeoPark Induction Program in 2020.

PERFORMANCE MANAGEMENT

(404-3) We have a Performance Management process that generates opportunities for discussions between employees and leaders on the advance and achievement of proposed objectives, identifies strengths and opportunistically defines improvements that contribute to employees' growth and to the achievement of Company objectives.

In 2020 we redesigned the Performance Management Program around the new challenges we faced, meeting employee expectations and responding to the permanent search for the best practices for the continuous improvement of our processes. The main changes we made were:

- » Adaptation and improvement of the Success Factors platform used to evaluate performance
- » Simplification of the evaluation scale
- » Adjustment of the objectives and competences weightings
- » Inclusion of other perspectives in our process (Ask for feedback and self-evaluation)
- » Strengthen communication between leaders and employees, in such a way that employees become responsible for their development.

■
100% of the GeoPark team had a performance evaluation in 2020

UNION AGREEMENTS

At GeoPark we have 21 union-affiliated employees in Chile and one in Argentina. We hold periodical meetings with union representatives to understand our people's concerns, needs and doubts, and jointly define the most appropriate and beneficial decisions for both parties.

In Colombia and Ecuador, the right to join unions is voluntary and we do not have any employees who have expressed their interest in exercising this right.



FUTURE CHALLENGES

Design a growth map for key positions

Teach and train 90% of our employees

Continue supporting the adaptation of our work team to the needs of the new Business Model

Define technical competences and career progression in all areas of the Company

Limit voluntary staff exits to <2%.

Continue implementing our Gender Equality Management System (SGIG) and earn the Equipares Silver Award.

Strengthen our employees' leadership through mentoring programs and the GeoPark Leaders' School

Train 100% of team leaders in crisis management and business continuity





ENVIRONMENT

Our commitment to the environment is to value our natural resources and make every effort to avoid or reduce the impact of our projects on the environment, as well as give back to nature through using new technologies and operating methods.



Zero

finances and penalties for environmental non-compliance.



100%

of our operated assets in production are included in the corporate GHG inventory, and we redefined 2020 as the reference year for calculating GHG emissions and intensity.



15.2 kg CO₂e/boe

was the emissions intensity index in the whole operation (Scope 1 and 2). The 13.05kg CO₂e/boe in 2019 was for Colombia only.



9.75

liters of water withdrawn per boe produced in Colombia.



ISO

14001:2015

Environmental Management System certification renewed through 2023 in Colombia



Zero

direct discharges to surface water sources in our corporate operations.



In Colombia, we started work on a project with the Institute of Hydrology, Meteorology and Environmental Studies (Ideam) to establish the first hydrometeorological monitoring network in the Orinoquía region, in the Meta river basin, which will help improve water management, comprehensive risk management and climate change adaptation.



8.2%

reduction in water consumption

Management of greenhouse gas emissions and energy

Protection of biodiversity

Responsible use of natural resources

Preventive management of socioenvironmental impacts

Future challenges



Contribution to SDGs

Our commitment to reducing greenhouse gas (GHG) emissions

Reducing greenhouse gas emissions is crucial in meeting the Sustainable Development Goals.



In 2020, our carbon intensity index was **15.2 kg CO₂e/boe**. This was **28.3%** below the **21.2 kg CO₂e/boe** industry average calculated in a comparative evaluation by Kearney based on public information from sector companies at a global level.

Our commitment to caring for and protecting the environment requires our utmost efforts to reduce the carbon footprint created by the development of our operations. This led us to make a corporate GHG reduction strategy in 2020, allowing us to create specific goals and initiatives and define a route map for our operated production assets.

After evaluating different proposals and potential partners, we started creating this strategy with consulting firm Kearney, which has advised international oil and gas companies on identifying and defining strategies and projects to reduce their carbon footprint.



Our main objectives in making our corporate GHG reduction strategy are the following:

- » Estimating our present-day corporate GHG inventory by using standardized principles and approaches.
- » Defining a route map for GHG management and reduction targets by country and at a consolidated level.
- » Establishing guidelines to coordinate the strategy with the Business Model and the organizational structure to guarantee that it is implemented and is sustainable. Accordingly, the strategy also aims to coordinate with our corporate governance.

Starting this project will require developing different activities involving all members of GeoPark's Management Team and the leading technical areas of processes related to reducing GHG emissions in our directly operated production assets.

The main activities that will help create this GHG emissions reduction strategy are the following:

- » Develop the corporate baseline and study trends and relevant reporting guidelines in the industry.
- » Define the general activities of the strategy and the key processes for its implementation.
- » Study feasibility and potential impact on profitability, energy consumption and GHG emissions of the prioritized initiatives.
- » Define an action plan for the strategy to be implemented in the near future.

We are committed to continuing to develop our hydrocarbon exploration and production businesses, becoming increasingly efficient and clean, and progressively reducing our carbon footprint.

At GeoPark we firmly believe that we will only have a future in the oil and gas industry if we can be one of the most efficient operators, with the highest social and environmental standards. Our commitment to reducing the impact of our operations on climate change matters.

OUR ENVIRONMENTAL COMMITMENT

(103-1) At GeoPark we work to preserve and protect nature in the areas we operate in. We value natural resources and implement all necessary preventive measures to reduce the probability of incidents happening and minimize their environmental consequences. In 2020, the new Business Model made managing the Nature and Neighbors area an essential part of growth and value generation. Our future and our success will not be possible without a true commitment to the well-being of our neighbors and the sustainable development of the planet.



MANAGEMENT OF GREENHOUSE GAS EMISSIONS AND ENERGY

(103-1) At GeoPark we understand and share the global concern about climate change and the importance of contributing to its mitigation. Our challenge is to maintain an efficient operation and commit ourselves to reducing greenhouse gas (GHG) emissions in our operations.



[103-2] We manage GHG emissions in GeoPark by measuring the organizational carbon footprint and identifying and implementing action plans to reduce our emissions, always focusing on opportunities to improve and control our processes.

Oil and gas companies that want to adapt to change and be competitive in the future by reducing their impact must develop GHG emissions management strategies.

With support from international consulting firm Kearney we therefore began to design a corporate strategy to guide us in our implementation of operational and environmental compensation initiatives to reduce the impact of GHG emissions from our activities.

Considering the subsequent recommendations, we decided to expand the scope of our GHG emissions inventory, helping us to update our corporate emissions baseline in 2020 for all operated assets in production. This process allows us to propose strategies that contribute to reducing emissions in the medium and long term.

Main initiatives to reduce greenhouse gas (GHG) emissions and energy

In 2020 we continued with important projects and promoted new ones to:

- » Continue the conversion of oil-fired steam boilers to natural gas in the Llanos 34 block in Colombia.
- » Build and starting operations of a pumping station in the Tigana field in Llanos 34, reducing tanker transport of hydrocarbons.
- » Start the socioenvironmental feasibility process of a project to connect to Colombia's national power grid and so reduce gas consumption in the Llanos 34 block (Colombia).
- » Complete a project to interconnect the most important fields in Llanos 34 (Colombia) through a 34.5 kV power network. As a result, the Jacana field will be 100% connected to the power grid in this block (Tigana power plant), reducing gas transport and the associated GHG emissions.
- » Participate in the implementation of the Comprehensive Climate Change Management Plan for the mining and energy sector in Colombia, led by the Ministry of Mines and Energy and the Colombian Petroleum Association (ACP).
- » Identify oil & gas industry decarbonization trends and carrying out a global strategy benchmarking.
- » Start the environmental feasibility phase for the construction of a PV solar plant in our Llanos 34 block. This will help us to diversify energy sources and reduce GHG emissions.

In 2021 we will have the chance to share the impact of these activities on reducing GHG emissions.

GHG emissions and intensity

[103-3] GeoPark has measured, reported and verified GHG emissions and carbon intensity with Scope 1, 2 and 3 since 2017. The GHG emissions inventory covered only the operations of the Llanos 34 block, which represents about 83% of the Company's total production, while Scope 3 included only transportation aspects of the production and the disposal of regular and hazardous waste.

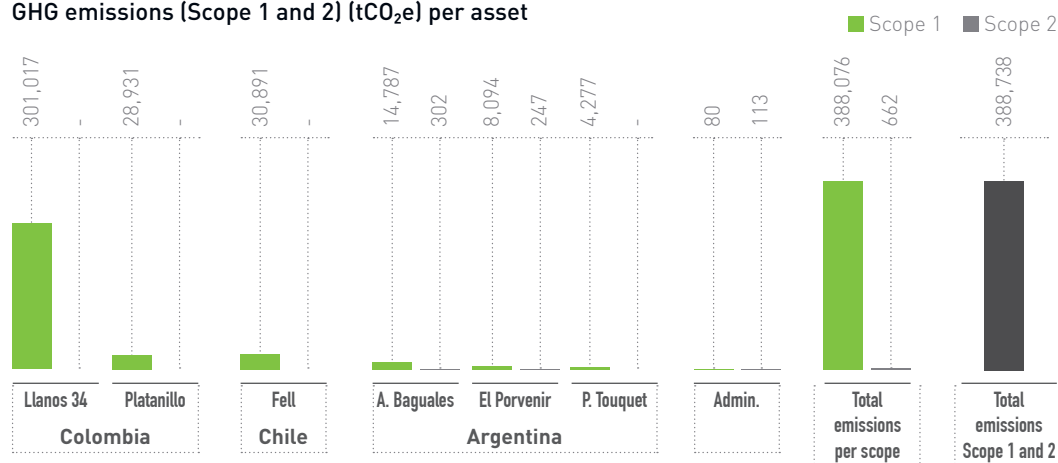


In 2020 we estimated corporate GHG emissions, considering six steps to define the scope of the inventory:

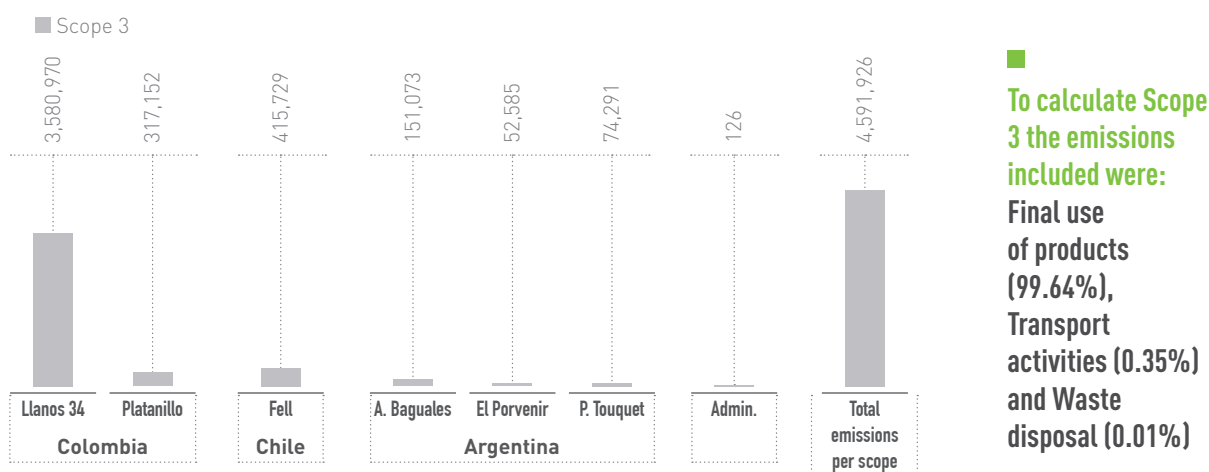
- » Determining which GHG to measure and the equivalence factors.
- » Selecting the consolidation approach and definition of operational limits.
- » Identifying emission sources by type and scope.
- » Defining the method for calculating emissions and data collection.
- » Calculating and consolidating emissions.
- » Presenting relevant indicators.

Through this exercise we estimated the 2020 emissions intensity baseline for all our corporate production assets (Colombia, Argentina and Chile) with Scope 1 and 2, using an operational approach. In addition, we estimated our Scope 3 CO₂e emissions, including emissions associated with the end use of products, transport activities contracted with third parties and final waste disposal.

(305-1) (305-2) SASB: EM-EP-110a.2. IPIECA: CCE-4 Direct and indirect GHG emissions (Scope 1 and 2) (tCO₂e) per asset



(305-3) Direct and indirect GHG emissions (Scope 3) (tCO₂e) per asset



At GeoPark we use the GHG Protocol as the standard for calculating the GHG emissions inventory. See historical GHG emissions information in the Environment Appendix.

Corporate Scope 1 and 2 GHG emissions in 2020 were 388,738 tons of CO₂e, of which the Llanos 34 block represented 77.4%. Power generation from natural gas accounts for most emissions on this asset.

Although GeoPark has earlier emissions information than 2020, the change in scope through including other assets in measurements means that that year cannot be compared to previous periods. In future reports, the base year and the methodology will therefore be those applied in 2020.

In 2020, our intensity index was 15.2 kg CO₂e/boe. This was 28.3% below the 21.2 kg CO₂e/boe industry average calculated in a benchmarking activity by Kearney based on information from annual and sustainability reports from companies analyzed.

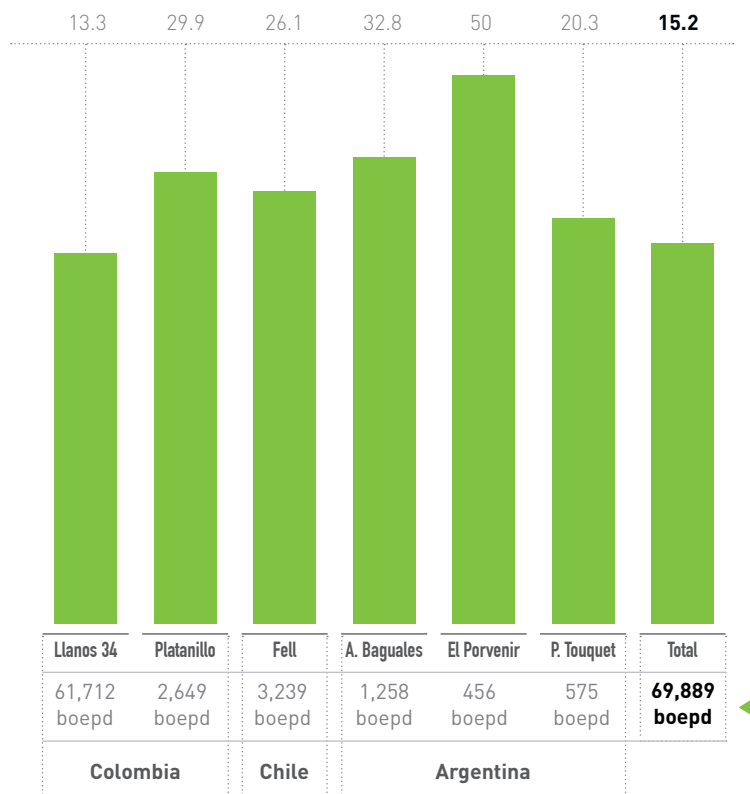
The GHG emissions intensity indicator for Platanillo was 29.9 kg CO₂e/boe, in this asset more than half of power is generated from fuel oil, and crude oil production corresponds to only 3.8% of the company's total.

The emissions intensity of El Porvenir in Argentina's Neuquen province was 50 kg CO₂e/boe. In this asset 98% of power is obtained from gas, and the production of crude oil is only 0.7% of the company's total.

In these cases the indicator was high due to the low production levels of the blocks.

(305-4) Emissions intensity

■ Emissions intensity GeoPark – Scope 1 and 2 (kg CO₂e/boe)



■ Llanos 34 represents 77.4% of GeoPark's total Scope 1 and 2 emissions. Power generation from natural gas accounts for most emissions. Fell is next with 7.9%, followed by Platanillo with 7.4%, Aguada Baguales with 3.9%, El Porvenir with 2.1% and finally Puesto Touquet with 1.1%.



Total emissions by source

Different emissions sources were considered in the exercise to define the 2020 baseline, including those associated with gas flaring, controlled emissions, and fugitive emissions.

Total emissions by source (t/CO₂e)

| Block | Generators | Boilers | Motors | Flaring | Controlled emissions | Fugitive emissions | Contracted energy | Total by block |
|------------------------------|------------------|-----------------|----------------|----------------|----------------------|--------------------|-------------------|------------------|
| Llanos 34 | 184,562.3 | 38,919.0 | - | 4,066.3 | - | 73,469.1 | - | 301,016.5 |
| Platanillo | 23,886.9 | - | - | 1,920.9 | - | 3,123.1 | - | 28,930.9 |
| Fell | 5,639.5 | 5,432.4 | 4,803.5 | 3,032.5 | 8,816.9 | 3,166.6 | - | 30,891.3 |
| Aguada Baguales | 12,545.0 | 780.2 | - | - | - | 1,461.5 | 302.4 | 15,089.1 |
| El Porvenir | 7,599.8 | - | - | - | - | 493.8 | 246.9 | 8,340.5 |
| Puesto Touquet | 0.4 | - | 3,728.3 | - | - | 548.3 | - | 4,277.0 |
| Administrative | 79.7 | | | | | | 112.8 | 192.5 |
| Total | 234,313.6 | 45,131.6 | 8,531.8 | 9,019.6 | 8,816.9 | 82,262.3 | 662.1 | 388,737.8 |
| % emissions by source | 60% | 12% | 2% | 2% | 2% | 21% | 0,2% | 100% |

Participation of GHG emissions source by block

| | Generators | Boilers | Motors | Flaring | Controlled emissions | Fugitive emissions | Contracted energy | Total by block |
|-----------------|------------|---------|--------|---------|----------------------|--------------------|-------------------|----------------|
| Llanos 34 | 61% | 13% | 0% | 1% | 0% | 24% | 0% | 100% |
| Platanillo | 83% | 0% | 0% | 7% | 0% | 11% | 0% | 100% |
| Fell | 18% | 18% | 16% | 10% | 29% | 10% | 0% | 100% |
| Aguada Baguales | 83% | 5% | 0% | 0% | 0% | 10% | 2% | 100% |
| El Porvenir | 91% | 0% | 0% | 0% | 0% | 6% | 3% | 100% |
| Puesto Touquet | 0% | 0% | 87% | 0% | 0% | 13% | 0% | 100% |
| Administrative | 41% | 0% | 0% | 0% | 0% | 0% | 59% | 100% |



(302-4) (305-5) SASB: EM-EP-110a.3. As part of the GHG Emissions Reduction Strategy GeoPark is implementing, we studied initiatives to improve energy efficiency and reduce energy consumption.

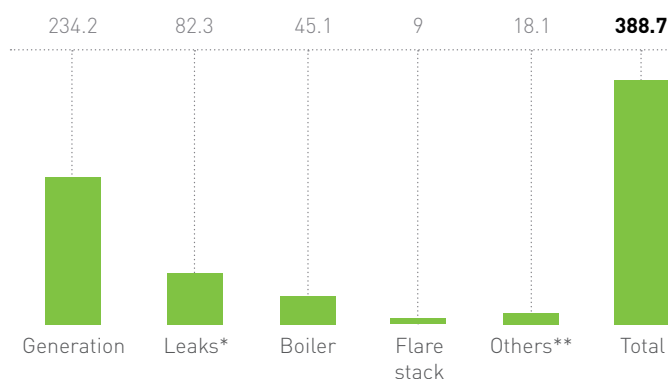
Fugitive emissions

Fugitive emissions arise from unintentional failures in equipment or systems: methane leaks in gas transport, low efficiency flare stacks, leaks in seals or gaskets, and integrity failures in treatment and pumping systems.

In 2020 fugitive emissions totaled 82,262.3 tCO₂e; 21% of total emissions.

Total emissions by source and gas type

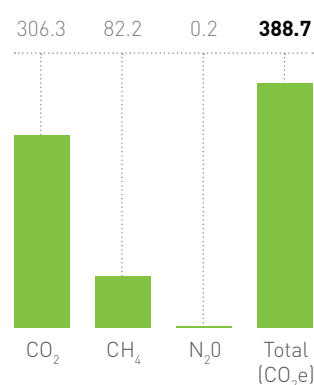
GeoPark emissions by source
(Scope 1-2 kilo tonnes CO₂e-2020)



* Methane intensity estimated at 1.7%

** Others: Motors, ventilated emissions, contracted energy

GeoPark emissions by gas type
(Scope 1-2 kilo tonnes)



Fugitive emissions by block and type of gas

The following table shows the data on GHG emissions by type of contaminant (CO₂, CH₄ and N₂O), associated with fugitive emissions.

| | CO ₂ (Ton) | CH ₄ (Ton) | N ₂ O (Ton) | CO ₂ e (Ton) |
|-----------------|-----------------------|-----------------------|------------------------|-------------------------|
| Llanos 34 | 343 | 2,612 | - | 73,469 |
| Platanillo | 14 | 111 | - | 3,123 |
| Fell | 5 | 113 | - | 3,167 |
| Aguada Baguales | 6 | 52 | - | 1,461 |
| El Porvenir | 2 | 18 | - | 494 |
| Puesto Touquet | 1 | 20 | - | 548 |
| Administrative | | | | |
| Total | 371 | 2,925 | - | 82,263 |




As part of our GHG emissions reduction strategy we will manage methane emissions through the implementation of initiatives based on the following actions:

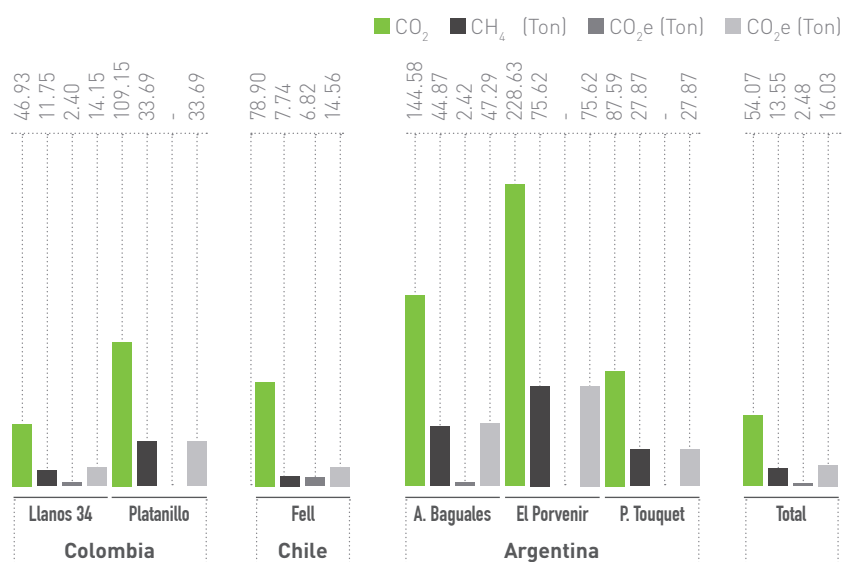
- » Risk assessment and mitigation plans
- » Direct or estimated measurement and monitoring methods
- » Specific indicators of methane emissions by source and activity in terms of total absolute emissions and emission intensity

Energy consumption

In defining the 2020 GHG emissions baseline, we consolidated total energy use, including energy consumption per application (generators and pumps) and the energy efficiency of applications that require energy (generators, boilers, pumps, transportation).

(302-1) IPIECA: CCE-6 and CCE-7 **Energy consumption**

| 2020 | | | | | | | | |
|---|-------------|--------------------------------|--------------|-----------|------------------|---------------------------------|---------------|----------------|
| Country/Asset | | Total energy consumption (MWh) | | | | Usable energy consumption (MWh) | | |
| | | Non-renewable | Contracted | Renewable | Total asset | Electricity | Heat | Total asset |
|  Colombia | Llanos 34 | 1,059,874 | - | - | 1,059,874 | 265,333 | 54,157 | 319,490 |
| | Platanillo | 105,530 | - | - | 105,530 | 32,572 | - | 32,572 |
|  Chile | Fell | 93,530 | - | - | 93,530 | 9,171 | 8,088 | 17,260 |
|  Argentina | A. Baguales | 65,916 | 652 | - | 66,568 | 20,658 | 1,114 | 21,772 |
| | El Porvenir | 37,594 | 533 | - | 38,126 | 12,610 | - | 12,610 |
| | P. Touquet | 18,444 | - | 1 | 18,445 | 5,869 | - | 5,869 |
| Administrative | | 334 | - | - | 729 | 334 | 118 | 453 |
| Total GeoPark | | 1,381,282 | 1,519 | 1 | 1,382,803 | 346,549 | 63,478 | 410,027 |






In 2020 we calculated our consolidated energy intensity for the first time: **54.1 kWh/boe.**

This calculation has helped us improve energy management and efficiency, and reduce our operating and production costs.

(302-3) Energy intensity 2020

Fuel consumption

| 2020 | | | | | | |
|---|-----------------|------------------|------------------|-------------------------|------------------|------------------------|
| Country/Asset | | Fuel consumption | | | | |
| | | Gas (mcft) | Fuel Oil (gal) | Diesel generation (gal) | Crude (gal) | Diesel transport (gal) |
|  Colombia | Llanos 34 | 2,965,495 | 17,388 | 1,332,484 | 2,691,660 | 718,647 |
| | Platanillo | 145,169 | 1,430,360 | 259,147 | | 24,428 |
|  Chile | Fell | 308,049 | - | - | | 27,580 |
|  Argentina | Aguada Baguales | 217,098 | - | - | | 47,085 |
| | El Porvenir | 123,817 | - | - | | 22,584 |
| | Puesto Touquet | 60,742 | - | 43 | | 46,758 |
| Total | | 3,820,370 | 1,447,748 | 1,591,674 | 2,691,660 | 887,082 |

We took several measures to increase energy efficiency in our assets in 2020, including the following:

Power generation and emissions reduction



Centralized power generation and conversion to natural gas in several fields in Colombia.



Construction of flow lines for transporting crude oil, avoiding emissions from vehicle transport.

Centralization of energy supply



Signing contracts to connect to Colombia's national power grid, which has almost 70% renewable installed capacity

Management of renewable sources



Structuring a photovoltaic solar energy project in Colombia to diversify energy sources.



WE PROTECT BIODIVERSITY

(103-1) Caring for biodiversity is a priority for GeoPark. We understand that a joint effort is needed to ensure that we all work to avoid, mitigate or eliminate any impact that puts the planet's biodiversity at risk.

Our contribution has focused on research and prevention programs with national and international experts that aim to preserve the natural heritage of the different territories we operate in.

(103-2) From the outset of our projects we therefore identify areas of environmental importance and high biodiversity value, and apply prevention criteria that guide our activities during the projects' execution and operation stages while constantly caring for and protecting nature. In addition, we carry out and promote ecosystem restoration and conservation programs that have shown positive impacts on animals and plants and biodiversity in general.

We seek to coordinate all our areas of operations and implement a prevention and mitigation approach, fulfil compensation measures, meet legal obligations and develop biodiversity research and conservation projects, as well as deliver voluntary projects that we plan as a Company.

Neighboring areas with significant biodiversity importance

GeoPark works under its Commitment to Nature, People and Neighbors that defines a concept of loving our planet and life in all its forms. The commitment declares the importance of protecting biodiversity and GeoPark's pledge not to disrupt the balance of nature in the areas we operate in.

(304-1) IPIECA: ENV-4 SASB: EM-EP-160a.3. Our assets that are adjacent to or within special environmental management areas and have biodiversity importance are the following:

In Colombia, our Llanos 34 block covers 4,738 hectares of the 33,253-hectare La Mata de La Urama Integrated Natural Resource Management District in Casanare. This type of environmentally important area has a management district with zones dedicated exclusively to environmental restoration, preservation and conservation. It also defines areas as compatible with industrial development, where part of our block is located.

Our Fell block in Chile is in San Gregorio, Magallanes region, covering 148,800 hectares and bordering the 5,030-hectare Pali Aike National Park to the north. GeoPark operations lie adjacent to the Park and does not carry out any activity inside it.




The Isla Norte block in Primavera, Magallanes region covers 395,000 hectares and borders the 58,946-hectare RAMSAR Bahía Lomas wetland to the north. GeoPark operations lie adjacent to the RAMSAR protected area and does not carry out any activity in it.



In our operations in Colombia, Argentina and Chile we identified 25 species that are on the Red List of the International Union for Conservation of Nature (IUCN) and on other national conservation lists. Of these, one species is critically endangered, two are endangered, 14 are vulnerable, five are near threatened and three are of least concern.

See the Environment Appendix for an IUCN list of species in danger of extinction.

(304-4) SASB: EM-EP-160a.3. Species on the IUCN Red List and national conservation lists whose habitats are in areas affected by operations

| Country | In critical danger | In danger | Vulnerable | Almost threatened | Least concern | Total |
|---|--------------------|-----------|------------|-------------------|---------------|-----------|
|  Colombia | 1 | 2 | 13 | 4 | 0 | 20 |
|  Argentina | 0 | 0 | 1 | 1 | 2 | 4 |
|  Chile | 0 | 0 | 0 | 0 | 1 | 1 |
| Total | 1 | 2 | 14 | 5 | 3 | 25 |



■ At GeoPark we have a real interest in **protecting and respecting the diverse ecosystems of the territories we operate in**. Our genuine commitment to minimize or eliminate the footprint left by our hydrocarbon exploration and production projects requires us to guarantee that operations meet high international standards.

Partnering for biodiversity and development in Putumayo

In coordination with the National Business Association of Colombia (ANDI) we took part in the Biodiversidad y Desarrollo por el Putumayo biodiversity and development initiative.

Participating in the initiative is a way of fulfilling GeoPark's Nature and Neighbors higher purpose, "To be our communities' neighbor of choice and the operator that most respects the natural wealth of the environment."

With the acquisition of Amerisur's assets at the beginning of 2020, we were able to continue the important challenge facing both the public and private sectors of strengthening partnerships and synergies that contribute to the protection and care of biodiversity in the Colombian Amazon in alignment with regional priorities and the conservation of Andean-Amazonian foothills.

Some of the main benefits of participating in this ANDI-led initiative are the following:

- » Working with other hydrocarbons sector companies operating in the region to create synergies and learning lessons under a single vision of protecting the environment.
- » The opportunity to work with nationally and internationally acknowledged institutions such as the Alexander von Humboldt Institute, with which



we have a participative monitoring strategy in blocks operated by GeoPark and Gran Tierra. Through these research efforts we can better understand the biodiversity and the state of animal and plant life in our areas of influence, and develop monitoring methodologies.

- » Creating new animal and plant records in the Colombian Biodiversity Information System (SiB Colombia) and the National Biodiversity Data Network.
- » Continuing the development of programs such as training environmental ambassadors, with an emphasis on ecotourism and birdwatching, and training multipliers in biodiversity protection for the region.



■ IPIECA: ENV-3

All of our projects, from the planning phase and preparation of environmental impact studies onwards, identify and construct a baseline of protected areas with high biodiversity value that fully respects legal and environmental conservation regulations in each country.

Main biodiversity initiatives and studies

(103-3) The main biodiversity management initiatives we implemented in 2020 include the following.

- » Taking part in the Biodiversidad y Desarrollo por el Putumayo biodiversity and development initiative, led by ANDI.
- » Partnering the Southern Amazon Sustainable Development Corporation Corpoamazonia in a sponsorship program in Suruma Park, contributing to the physical and nutritional care of eight animal species, of which five are ranked as vulnerable.
- » Helping 39 community environmental promoters trained by the Company to take part in global and national bird watching events such as Global Big Day and October Big Day.
- » Including special measures for sensitive areas of the Amazon in the Environmental Impact Studies (EIS) being developed and incorporating solid biodiversity criteria in the design and execution of GeoPark projects in the Amazon basin (platforms, access roads, linear projects and management measures) for Colombia and Ecuador.
- » Directly contributing to scientific findings through strategic partnerships with the Smithsonian Institute for the Morona (Peru) Biodiversity Project development and with the Humboldt Institute for the participatory monitoring project in the Platanillo block in Putumayo.
- » Planting trees for timber and fruit in deforested areas of communities in the Espejo block, in Ecuador, to recover vegetation and 15 kilometers of water courses, protect the ecosystem, landscape and basins and improve the balance of nature and biodiversity in Shushufindi.



RESPONSIBLE USE OF NATURAL RESOURCES

(103-1) GeoPark focuses its responsible resource use on appropriate water management, especially in operational efficiencies, reducing our environmental impact, and avoiding water-related conflicts and ensuring the water security in our neighboring areas.

(103-2) Our responsible use of natural resources in operations is through efficient water consumption, comprehensive waste management and proper disposal of residual effluents.

We know that water is a strategic and essential resource for sustainable development in the territories we operate in, and so for us it is one of the most important elements to control. We implement different water saving and efficient water consumption initiatives, we do not directly discharge into surface water courses, and we reuse wastewater.

Our Comprehensive Water Management Program gives us up-to-date information to control consumption in our operations, ensure compliance with our permits and take the necessary actions in the different activities that need water.

Rules in Colombia mean that companies such as GeoPark must invest at least 1% of the total cost of projects in the preservation of water resources. In Argentina and Chile, GeoPark fulfils all legal obligations regarding water use.

All wastewater generated from our operations is treated and disposed of in accordance with our environmental license.

We focus our solid waste management on reduction, reuse, recycling and recovery, and in full compliance with regulations we minimize, mitigate and compensate any potential environmental impact.

Comprehensive water management

(103-3) As water is one of the world's most important natural assets, we work to protect and preserve it. GeoPark is committed to innovation and implementing best practices in efficient water consumption and reuse, and discharges management.


Interaction with water as a shared resource

(303-1) The water we use in our operations comes mainly from underground sources, surface water bodies, lateral borrow areas, authorized third parties and water that we produced from the oil separation processes in batteries and water treatment plants, which is reinjected into wells for secondary oil recovery.

The volume of water by source withdrawn for our operations is shown below.

(303-3) (303-5) SASB: EM-EP-140a.1. IPIECA: ENV-1 **Water withdrawal and consumption by source in each asset**

| Water withdrawal (m³) |  Colombia | | |  Chile | | |  Argentina | | |
|---|--|----------------|----------------|---|---------------|---------------|---|---------------|---------------|
| | 2020 | 2019 | 2018 | 2020 | 2019 | 2018 | 2020 | 2019 | 2018 |
| Surface water | 6,930 | 0 | 0 | 8,414 | 4,270 | 4,040 | 24,951 | 26,160 | 12,111 |
| Lateral borrow areas | 28,807 | 22,232 | 48,333 | 0 | 0 | 0 | 0 | 0 | 0 |
| Underground water sources | 193,408 | 222,811 | 170,587 | 2,700 | 7,200 | 7,200 | 7,200 | 12,242 | 12,242 |
| Purchase from third parties | 0 | 0 | 0 | 0 | 0 | 0 | 36 | 0 | 0 |
| Total volume | 229,145 | 245,043 | 218,920 | 11,114 | 11,470 | 11,240 | 32,187 | 38,402 | 24,353 |
| Water consumption versus previous year | -6% | | | -3% | | | -16% | | |

| Water withdrawal (m³) |  Brazil | | | GeoPark Total | | |
|---|--|------------|----------|-------------------|-------------------|----------------|
| | 2020 | 2019 | 2018 | 2020 | 2019 | 2018 |
| Surface water | 0 | 0 | 0 | 40,295 | 30,430 | 16,151 |
| Lateral borrow areas | 0 | 0 | 0 | 28,807 | 22,232 | 48,333 |
| Underground water sources | 0 | 0 | 0 | 203,308 | 242,253 | 190,029 |
| Purchase from third parties | 384 | 560 | 0 | 420.08 | 560.23 | 0 |
| Total volume | 384 | 560 | 0 | 272,830.08 | 295,475.23 | 254,513 |
| Water consumption versus previous year | -31% | | | -8.2% | | |

Water consumption in Argentina and Chile decreased by 16% and 3% respectively in relation to 2019.

In Colombia there was water withdrawal from a surface source in 2020, equivalent to 3% of the total water withdrawn, due to the incorporation of the Platanillo field.



8.2%

In 2020 we reduced consolidated water consumption by 8.2% from 2019 through measures taken for more efficient water consumption and because of decreased activities resulting from the pandemic.



At GeoPark we control water consumption in each of our operations to ensure compliance with the maximum flows allowed by our environmental permits and to take appropriate measures for the different activities that need water.

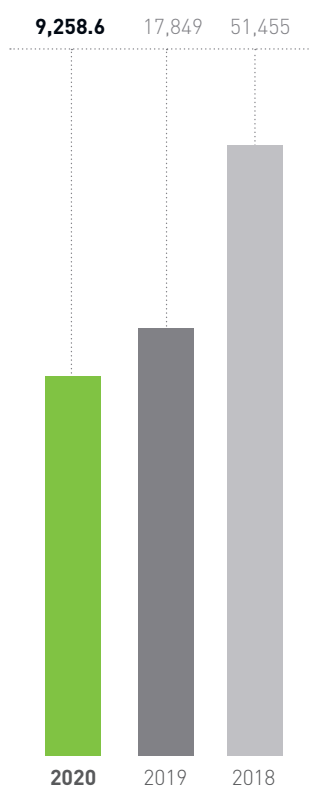
We permanently measure water withdrawal and verify that volumes are below the maximum authorized levels.

Water reuse

Water reuse is a priority for us in our daily operations. In 2020 we implemented measures to treat drilling waste effluents through a reverse osmosis process that allows us to reuse water in the preparation of drilling muds.

Reverse osmosis was implemented in the drilling of 17 wells, allowing us to reuse 4% of the total fresh water withdrawn in the Colombian operations.

SASB: EM-EP-140a.4
GeoPark water reuse (m³)



■ We have set ourselves a goal of eliminating all surface water withdrawal in GeoPark's permanent operations by 2025.

Discharge management

(303-2) Strategies for efficient water consumption as well as initiatives to avoid direct discharges and wastewater reuse show proper environmental management and lower demand for water compared to other economic sectors.

At GeoPark we develop wastewater treatment processes according to the legal standards in each country we operate in. We monitor the water prior to final disposal at the frequencies established in our environmental licenses or any other local provisions.



■
None of our operations directly discharges into surface water.

(303-4)* SASB: EM-EP-140a.2. IPECA: ENV-2 Water Discharge

| Water discharge (m ³) | Argentina | | Chile | | Colombia | |
|---|-----------|-----------|---------|---------|-----------|-----------|
| | 2019 | 2020 | 2019 | 2020 | 2019 | 2020 |
| Total water discharge in all areas by type of destination | 2,635,609 | 2,070,767 | 226,709 | 108,921 | 8,115,937 | 8,574,225 |
| Third-party water | - | 40 | - | - | 51,433 | 23,535 |
| Injection disposal | 2,635,609 | 2,070,727 | 226,709 | 108,921 | 8,064,504 | 8,550,690 |

* Blocks in Ecuador do not have operations.



Blue water footprint

In Colombia our blue water footprint for 2020 was 9.75 (l water withdrawn/boe produced), mainly due to the use of fresh water for camps, administrative headquarters, drilling, dust dampening on roads, civil works and other industrial uses.

Comprehensive solid waste management

(306-2) As part of our Environmental Management System, we have developed a solid waste monitoring system for all our operations, enabling us to monitor waste generation reduction measures.

We implemented a Comprehensive Waste Management Plan to ensure compliance with environmental legislation in the handling and final disposal of each type of waste generated. We also work with specialized waste recyclers.

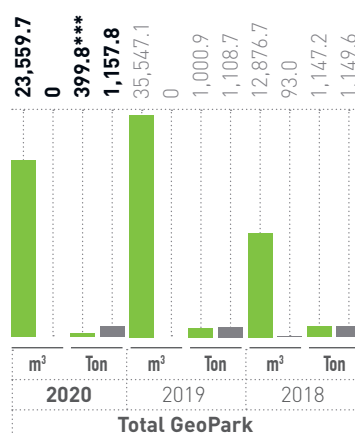
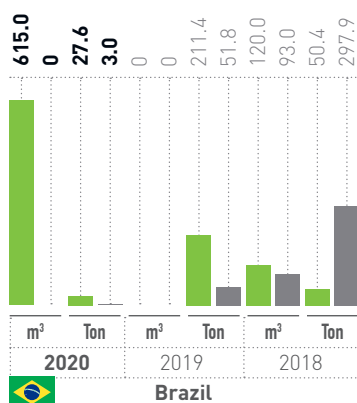
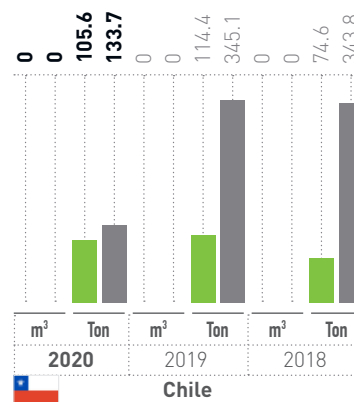
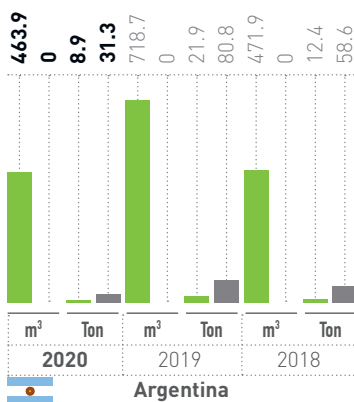
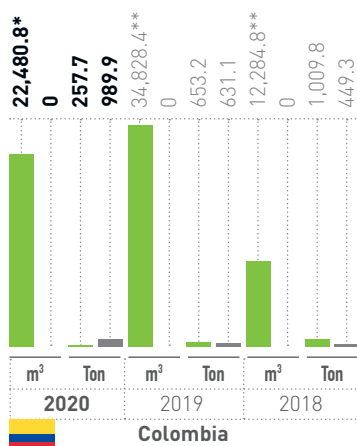
In Colombia, along with our contractors, we carry out audits on all types of waste disposal and the proper way to file reports, which are used to inform the environmental authorities of the actions we have taken.



The decrease in hazardous waste by weight from 2019 is mainly due to lower operations because of the pandemic.

IPIECA ENV-7 (306-3) Waste generated

■ Hazardous ■ Non-hazardous



*The volume of hazardous waste reported corresponds to drilling muds and includes what was treated internally by dehydration and what was handled by third parties for final disposal.

** Drilling mud data that was not previously reported in 2018 and 2019 is included.

*** The decrease in hazardous waste by weight and volume from 2019 is mainly due to lower operations because of the pandemic.



In 2020 there was a 60% reduction in the generation of hazardous waste reported by weight and a 34% reduction by volume from 2019, mainly due to the decrease in activities during the pandemic.

Of the total non-hazardous waste generated in 2020 (1,157.8 tonnes), 48% was organic, 27% was recyclable and 25% was non-recyclable solids sent to final disposal in sanitary landfills authorized by environmental authorities.

Of the total hazardous waste reported by weight (399.8 tonnes), 99% were solids and most were contaminated with hydrocarbons. 67% was incinerated and 33% was sent to sanitary landfill facilities authorized by environmental authorities. The remaining 1% was post-consumer waste.

Regarding the waste reported by volume (23,559.7 m³), most was drilling cuts and contaminated soils, 46% was internally treated by dehydration and 54% was handled by authorized third parties.



Our operations in Chile and Argentina saw respective

67% and 65%

decreases in hazardous and non-hazardous waste generation compared to 2019.

In Colombia the increase in the amount of non-hazardous waste in 2020 is mainly due to the disposal of ferrous material that was disposed of by a licensed third party that held the required environmental permits.

In Chile and Argentina, we measure waste generated in weight and volume controls at the final disposal sites, which are managed by third parties licensed by authorities. We tracked the final disposal of hazardous waste through the Chilean government's SIDREP contaminants emissions and transfer platform.

In Argentina, hazardous waste from hydrocarbon-contaminated soil was treated by bioremediation and physical, chemical and biological controls.

Waste generated in Brazil came from the extensive production testing activities in the Praia dos Castelhanos well in Block REC-T-128 between January and May 2020.

For more details of our waste indicators, see the Environment Appendix.

PREVENTIVE MANAGEMENT OF SOCIOENVIRONMENTAL IMPACTS

(103-1) At GeoPark we focus all our efforts on preventing, managing and responsibly reducing environmental impacts. We have important voluntary programs whose main purpose is to incorporate best practices at the early stages of our operational projects.

The adequate identification, evaluation and early management of the socioenvironmental impacts of our operations enables us to be accepted by local residents and authorities and secure a social license, as well as the legal environmental permits and the high standards we need for the socioenvironmental feasibility of our hydrocarbons exploration and production activities.

In line with our mission, our SPEED Integrated Value System and the new Business Model, we continue to strengthen our Environmental Management and Feasibility team and the internal coordination processes that impact our neighbors and nature. Only if we have the best socioenvironmental practices in the sector will we be able to satisfactorily and responsibly address the global challenge of climate change and other challenges in closing sustainable development gaps.

Our Commitment to Nature, People and Neighbors outlines our relationship with environmental protection, pollution prevention, compliance with environmental requirements and our commitment to continuous improvement of the EMS (Environmental Management System).

(103-3) We take a comprehensive and preventive approach to managing our socioenvironmental impact. We first assess the territory and diagnose its physical, biotic and social characteristics, to ensure that when designing and planning our operational projects we consider the environmental and social aspects of the areas that will be affected. We also account for the concerns of neighbors and authorities regarding the impacts that our operations may have.

Our environmental management goes beyond regulatory compliance and are directly related to our very essence as a company and our desire to establish good long-term relationships with the communities



Scan this code to see our Commitment to Nature, People and Neighbors

in the territories we operate in. Our ongoing research into new processes and technologies that contribute to environmental protection reflects our concern and interest in neighbors' wellbeing and our desire to be recognized as a responsible operator.

We understand that the only way to grow, and keep and enhance the acceptance and social license these communities and other stakeholders give us is to continue to be the best operators and neighbors. This requires more than strictly complying with legislation in the countries we operate in, and also involves a voluntary effort to help accelerate the work of countries and organizations to meet the United Nations' 2030 Sustainable Development Goals.



■ In 2020 we integrated the Amerisur and GeoPark environmental management systems and homologated the environmental practices and standards in the two basins (Llanos and Putumayo).



■ We renewed our Environmental Management System certification through 2023 for all our oil and gas exploration and production operations in Colombia, according to the ISO 14001: 2015 Standard.

SASB: EM-EP-160a.1. **Our Environmental Management System**

Our Environmental Management System encompasses programs for integrated water resource management, solid and liquid waste management, atmospheric and energy emissions, biodiversity and ecosystem services, and raising awareness (training and raising awareness of employees and suppliers). It also describes managerial-level roles and responsibilities for our environmental management.

Other company assets in countries such as Chile and Argentina do not have a certified Environmental Management System but have nonetheless implemented environmental management programs aligned with the same principles as those of the Colombian system, including integrated water, solid and liquid waste, energy and emissions management.

We have implemented permanent, cross-sector programs throughout the Company and its assets to raise awareness, train and educate our employees on the efficient use of natural resources and compliance with environmental regulations.

We know how important it is to balance the Company's management and sound environmental practices with the need for training and raising awareness in neighboring communities so that neighbors can play a more decisive role in protecting their natural resources and become more aware of the importance and benefits of recycling, the proper use of water and other practices.





(307-1)

We did not receive any fines or penalties in 2020 for non-compliance with environmental licenses and permits issued by governments in the countries we operate in.



At GeoPark our Environmental Management System has been 14001:2015-certified since 2017, covering all exploration and development activities in Colombia, where 85% of our company's total production comes from.

Environmental compliance

All our operations have the required environmental licenses and operations permits. These requirements are the framework on which we base our environmental management plans and, in turn, set down the necessary measures we need to take to guarantee optimal management of natural resources.

Through environmental auditing mechanisms we constantly follow up and monitor what is required in our licenses. Additionally, we report our performance transparently to the respective environmental authorities in all the countries we operate in.

SASB: EM-EP-160a.2. IPECA: ENV-6 Spill prevention

It is essential that we avoid any type of impact, even minimal, on the environment. Oil spills are one of the main risks associated with hydrocarbon exploration and production activities, so we pay special attention to doing everything possible to prevent them from happening. An operational excellence approach is vital in being able to reduce as much as possible the probability of such events happening.

We have prevention plans in place that include activities to avoid spills. We also have structured procedures ranging from risk identification to the activation of contingency plans, in which we work with partners specialized in emergency response.

As a differential value in oil spill management, we involve our neighbors to supervise and guarantee processes to ensure the comprehensive management of spill responses. This citizen participation ensures a permanent flow of information and the involvement of the affected communities in decision-making about response measures and progress. In addition, the Company has action plans for institutional coordination and immediate responses to incidents to guarantee that water supply to neighbors is not interrupted.

Spills are classified as disruptive emergency events meaning that as well as impacting operations or having the potential to do so, they can endanger lives, the environment and infrastructure.

Accordingly, we have created a Business Continuity Master Plan to protect our facilities and resources (people, environment, infrastructure, equipment); our strategic, mission-critical, and support and control processes; and our business environment and its relationship with the Company. The plan aims to ensure that each of its components, depending on circumstances, can act independently or simultaneously and in a coordinated manner.

Spills in 2020 were handled quickly by activating the contingency or risk management plans and implementing recovery and cleaning processes in the affected areas. In addition, we informed environmental authorities of the response to each event.



In 2020 our Total Corporate Spill Indicator was

0.7

barrels of hydrocarbons spilled for every million barrels produced.



The Total Corporate Spill Indicator was

35%



lower than 2019 (1.08) and was also lower than the established annual reference index of 1.34.

Corporate Indicator of Hydrocarbons Spills

| Spills | GeoPark | | |
|--|---------|------|------|
| | 2018 | 2019 | 2020 |
| Volume spilled (bls) | 3 | 29 | 17 |
| Barrels of hydrocarbon spilled per million barrels produced (osb)* | 0.13 | 1.08 | 0.7 |
| Reference value | 3 | 2 | 13.4 |

*Considers uncontained hydrocarbons spills with a volume greater than one barrel of oil.

Oil spills by country 2020

| Country | Barrels spilled | Date | Cause | Environmental Impact | Measures* |
|---|-----------------|---------|--|----------------------|--|
|  Colombia | 8 | 2/07/20 | Valve leak from a constant level tank containing fuel oil. | Reversible | We verified the integrity plans of the facilities. We activated contingency and prevention plans. |
|  Argentina | 9 | 8/10/20 | Flow line failure | | |

*Measures implemented to control the event.

FUTURE CHALLENGES

Management of greenhouse gas emissions and energy

Define a corporate GHG emissions reduction strategy to 2050, the definition of a leadership structure for its implementation and the involvement of Senior Management for its approval and implementation.

Biodiversity

Associate with a strategic partner to define a corporate protocol to care for and protect biodiversity in planning and operations in the Amazon.

Carry out baseline studies of biodiversity and natural protected areas for blocks in the Sur Asset.

Comprehensive water management

Develop the project to strengthen Ideam's hydrometeorological monitoring in the hydrographic area of the Meta River in Colombia. This initiative involves a mandatory 1% investment agreed upon with the environmental authority. It will allow us to strengthen the Ideam hydrometeorological monitoring network, adapt to climate change in Colombia and improve knowledge of extreme weather events and their consequences.

Guarantee the commitment of zero withdrawal of surface water for permanent operations.

Continue to ensure zero direct discharges to surface water sources or courses.

Comprehensive waste management

Start the implementation of a circular economy model in our operations.

Develop a sustainable camp project in the Llanos 34 block:

PHASE I

Use 100% of the organic waste generated in the initial stages of operation, using it as compost for soil improvement and geotechnical works.

Preventive management of socio-environmental impacts

Align the environmental management system with our 2021-2025 sustainability objectives (environmental programs, objectives, and indicators).

Spilled barrels per million barrels produced (osb) ≤ 1.1 .

Identify how other countries are performing relative to the environmental management system and define the actions required so that by 2022 the system is aligned and can be certified in our other assets.







COMMUNITY DEVELOPMENT

Our commitment to the development of communities is to become the neighbor and partner of choice, based on a sustainable relationship of learning, exchange and mutual public benefit in the local communities we operate in.



92%

of enquiries were resolved through the Cuéntame complaints and requests system.



39

social environment risk analyses on the feasibility of new projects.



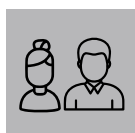
\$3.24 MM

was invested in socioenvironmental programs benefitting nature and our neighbors.



10,591

neighbors in our areas of operations attended 1,140 meetings



58,069

people benefited from social programs.



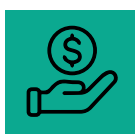
3

indigenous ethnic groups were consulted about the development of our projects.



73%

of social investment is in rural areas



\$64 MM

purchases of goods and services from local suppliers



75%

local hiring in Colombia in December 2020 versus 57% in January 2020

Community Development

Comprehensive Management of the Social Environment

We manage territories with a preventive approach

Ethnic Relationships with a differential approach

We promote dialogue and citizen participation

We generate territorial development

Future challenges



3,464

people took part in 634 meetings to identify environmental and social impacts in Colombia and Ecuador.



Contribution to SDGs

Building agreements for long-term Good Neighborliness in Putumayo, southern Colombia

The acquisition of Amerisur and its assets in Putumayo in 2020 gave us the opportunity to continue offering our proposal for Good Neighborliness.



Successful experiences in other regions of Colombia have shown us that the starting point in securing a solid social license lies in listening, understanding and discussing neighbors' concerns and expectations about our arrival and development of operational projects in their territories.

In agreement with the neighbors of the Platanillo block in Puerto Asis, Putumayo, and despite the difficulties caused by the pandemic, in 2020 we started direct conversations, in person rather than online, on each of the issues that they consider important for a good and harmonious relationship in the territory.



■ The process of dialogue with neighbors in Putumayo and progress in fulfilling the agreements made **was reflected in zero roadblocks since June 2020 resulting from disagreement with our operations in Putumayo.** We have held over 100 meetings with neighbors of the Platanillo and PUT 8 blocks, which were essential to reach mutual understanding and strengthen dialogue and citizen participation in the territory.

We call these conversations *Acuerdos por la Buena Vecindad* (Good Neighborliness Agreements), and they foster agreement and understanding with our neighbors, create trust, increase the feasibility of operations in the territory and help reduce social conflict.

Acuerdos por la Buena Vecindad have important benefits in the relationship between communities and our Company: they bring clarity to the expectations of the communities and GeoPark; we identify opportunities to improve and innovate in socio-environmental management; we have clear and open dialogue; we share objective, quality information that reduces tensions in the relationship; and, above all, these agreements guarantee a long-term sustainable relationship based on trust, transparency and the generation of trust in the territory.

Through developing *Acuerdos por la Buena Vecindad* we have also:

- » Agreed on clear and transparent rules of the game that represent and make legitimate community expectations regards the Company's operational presence in their territories.



What the *Acuerdos por la Buena Vecindad* have taught us

1. When we fulfil what we have agreed to, we transform skepticism into trust and open effective routes towards opportunities for dialogue, knowledge and improvement.
2. We show that we want long-term relationships, that we care about the lives of our neighbors and that in return for our growth and success we give back by creating shared value in well-being and social and economic development in the territories we operate in.
3. Good Neighborliness is built when we put effort and passion into achieving the objectives of social progress in the community and when we go to remote places to listen and understand our neighbors' concerns, without ever taking a backward step when contributing to their well-being.
4. *Acuerdos por la Buena Vecindad* generate benefits for everyone: we know and better understand our neighbors' expectations and concerns, allowing us to balance the feasibility of operations with an environment of trust and territorial peace. Communities feel respect and recognition and work together to contribute to shared objectives for sustainable development.



- » Identified situations that cause social conflict and recognized which ones are the responsibility of the Company and depend on its management, which correspond to the community, and which must be resolved by government institutions.
- » Defined a route map for each issue identified, with concrete and measurable actions in the short, medium and long term.
- » Made realistic and achievable agreements make coexistence, benefits and long-term synergies possible for both GeoPark and the communities.
- » Defined scenarios and methodologies to monitor and ensure compliance of the agreements between the communities and our Company.
- » Included the clear and specific definition of rules for the resolution of possible conflicts.
- » Involved institutions as guarantors to accompany agreements and resolve situations can help reconcile differences.
- » Built in trust and discipline to dialogue and agreements made

In carrying out the *Acuerdos de Buena Vecindad* process in Putumayo we defined eight main issues with community representatives in the Platanillo block area of influence. At the publication of this report and after several months' work, we have defined four agreements that are important for building peace, harmony and trust with the communities. Highlights of these agreements are:



- » Agreeing GeoPark biosecurity protocols to care for all employees, neighbors and their families. We also agreed on the support that we could give regional authorities on the same matter.
- » Increasing local participation in our hiring: we increased our 57% local hiring at the beginning of 2020 to 75% by year-end. We also made salary adjustments, homologated positions in accordance with Resolution 2616 (2016) and launched and implemented spaces for the *Juntos Sumamos* program.
- » Advancing the *Ponernos al Día* (Catching Up) initiative by carrying out 33 social projects the previous operator had committed to, and which benefit nearly 300 families through installing solar power systems in homes, developing productive projects in rural areas, providing access to water and improving rural road connectivity.
- » By creating processes to inform local suppliers and contractors about billing, sign-up and registration processes on the GeoPark platform, we stimulated and encouraged local participation in the acquisition of goods and services. We also defined the process to support strengthening local businesses and developing territorial capacities.

Our Good Neighborliness work continues with upcoming meetings to carry on important conversations on matters such as environmental management, information and participation processes, and expectations regarding high-impact projects with social benefits. We firmly believe that the best way to achieve Good Neighborliness is holding good dialogue.

Our commitment to community development

Our most important goal is to care for and protect our neighbors and nature, as only in this way will we achieve the success of our business. As we develop we want to leave a legacy of social progress in each place where our operations are welcome. Then we will be sure that our present-day decisions and actions will contribute to increasing well-being and making a fairer and more equal future for all.



Community Development is essential in our SPEED Integrated Value System to achieve business growth and sustainability in the long term. Securing a participatory social license with a differential approach that privileges the voice and decisions of our neighbors allows us to progress towards the objective of sustainable development.

We are a key player in territorial development and because our social commitment should contribute to the fight against social inequality and poverty, SPEED also reflects our commitment to the 2030 Agenda through which, in partnership with governments, civil society and communities, we work hard to give substance to the dream of a better planet for future generations.



GeoPark's Comprehensive Management of the Social Environment is an intrinsic part of our SPEED Integrated Value System, principles, respect for human rights and care of nature.

COMPREHENSIVE MANAGEMENT OF THE SOCIAL ENVIRONMENT

[103-1] We want to have a lasting presence in the territories we operate in, we are committed to and motivated by earning a genuine social license, based on the creation of solid and lasting relationships with neighbors and nature.

Although a fundamental pillar of our social commitment is the development and social progress of the communities, beyond this important commitment we must also guarantee that our presence in our neighbors' lives is harmonious and gives them the peace of mind and trust that we will avoid, mitigate or eliminate any possible impact or risk to the social environment or nature.

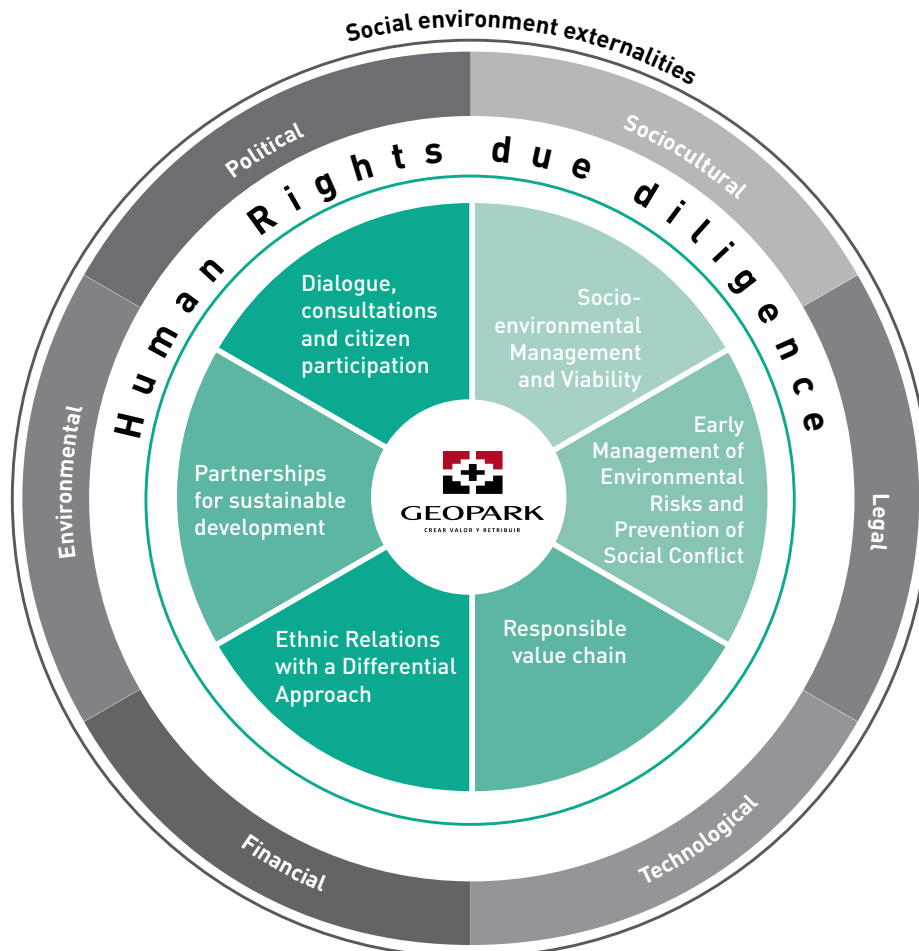
[103-2] The comprehensive management of the social environment allows us to make extensive, cross-sector early management plans for social, environmental and other matters that could impact neighbors and nature.

Our system allows us to identify the impacts of our activity and plan their early and preventive management, as well as integrating neighbors' concerns and expectations into management plans, information processes and citizen participation, and to create partnerships to develop social and community programs. Through this system we maintain a genuine and long-term social license, build differential value and materialize our value promise of Good Neighborliness.

The main pillars of the Comprehensive Management of the Social Environment are (i) Early Management of Environmental Risks and Prevention of Social Conflict; (ii) Socio-environmental Management and Viability (iii); Dialogue, Consultations and Citizen Participation; (iv) Partnerships for Sustainable Development; (v) Responsible Value Chain; and (vi) Ethnic Relations with a Differential Approach.

These pillars account for risks identified in the social environment that we classify as sociocultural, legal, technological, economic, environmental and political.

Comprehensive Management of the Social Environment





WE MANAGE TERRITORIES WITH A PREVENTIVE APPROACH

(102-11) Our proposal for operational feasibility is based on the early management of real or potential impacts that the operation may have on our neighbors' lives and nature. Through a participatory exercise and analysis with different areas of our Company, we therefore identify the main risks and impacts we will face in the execution of our operational projects.

In materializing our value proposition in territorial management with a preventive approach, we also integrate the results of evaluations of the impact of our management, monitoring the plans made and constantly communicating them to our stakeholders.

(103-3) In 2020 we continued to implement our value commitment with the early territorial management strategy, creating sustainable conditions and a balance between our operations -or future operational projects- and community dynamics.

Some of the main components of this pillar of the Comprehensive Management of the Social Environment are highlighted below:

Social Environment Risk Analysis

GeoPark has designed a tool for Social Environment Risk Analysis that allows the identification and quantitative weighting of situations that could potentially impact neighbors and nature, as well as for developing different operations. This exercise allowed us to:

- » Identify each project's associated risks and possible impacts.
- » Assess the probability of occurrence and impact on the project.
- » Determine how critical risks are and their impact on the different principal variables of environment, social environment and human rights.
- » Define specific action plans to minimize potential impacts.

We implement the good practice of risk analysis permanently and rigorously, with the participation of the whole organization. In 2020 we held 18 social environment risk analysis processes, of which 17 were in Colombia and one was in Ecuador.



Early Management of the Social Environment

From the Social Environment Risk Analysis, we define early management plans that allow us to ensure the social and environmental responsibility of our operational projects, reducing the impacts and risks to the environment and maximizing the benefits of our presence in the territories we operate in.

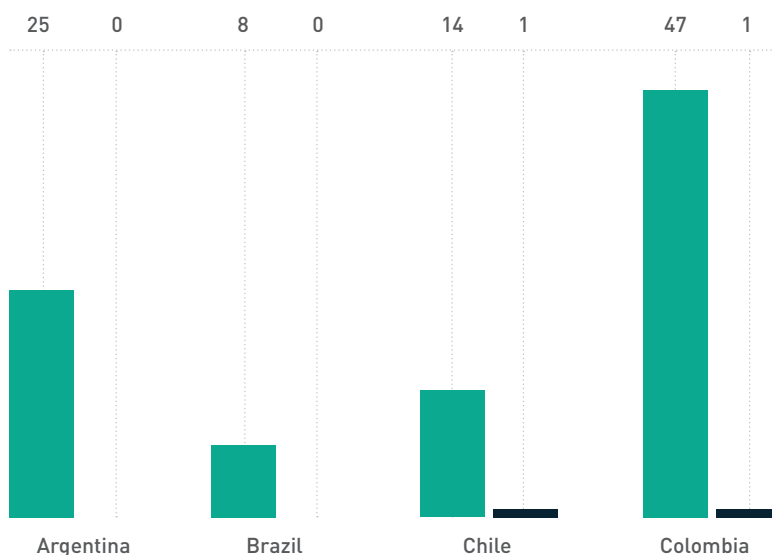
Our early management plans focus on ensuring informed conversations with stakeholders, to generate formal and informal two-way communication channels that prioritize relevant issues for all involved.

Internal and external audiences participate in this process, which recognizes and validates the importance of authorities and neighbors in the areas of operation to guarantee the viability and sustainability of GeoPark activities in the countries we work in.

These plans include monitoring and managing our neighbors' disagreements and expectations, which are identified through our relationships in the territory, to prevent these early warnings from affecting our operations.

In 2020 we reduced the possibility of social conflict through timely, early management of 47 alerts that mainly resulted from expectations of contracting goods and services, disagreements with the prioritization mechanisms of local labor through the Public Employment Service, and recruitment expectations.

Early warning management



In the last six years monitoring alerts and our early management of the social environment have enabled us to advance our exploration and production activities without significant effects due to situations of social conflict.

■ Early Warnings
■ Warnings / Operational impact



The *Cuéntame* Program

We use *Cuéntame* to register and manage all the requests and complaints made by our stakeholders in the territories we operate in. It incorporates a human rights approach and the value promise of being recognized as the neighbor and partner of choice.

In Colombia in 2020 we received and handled 512 requests and complaints flexibly, quickly and in close contact with neighbors, giving formal responses to those concerned. We resolved 92% of requests and complaints received during the year.

■ We have made a new *Cuéntame* office available to our neighbors in Puerto Asis, Putumayo to address community concerns and needs. Thanks to this exclusive space and efforts to improve every day for our neighbors, we handled 336 interactions with the public in 2020, face to face and with a personal emphasis.

ETHNIC RELATIONSHIPS WITH A DIFFERENTIAL APPROACH



To balance visions and earn our neighbors' acceptance of our development of exploration and production projects in their territories, within the framework of legal regulations and our Good Neighborliness guidelines we develop relationships with ethnic communities in GeoPark's areas of operation.

In 2020 we incorporated ethnic relations with a differential approach in the prior consultation processes developed for the exploration blocks in the Llanos and Putumayo basins, both in Colombia, as well as in the early management and relationship initiatives in Ecuador.

To make our differential approach with ethnic communities a reality, our actions included:

- » Training and education for our team to understand and act in accordance with our differential approach, respecting the worldview, customs and beliefs of neighboring ethnic communities.
- » We strengthened the ethnic relations capacities of our Nature and Neighbors area by hiring an expert and specialized advice to ensure due diligence and relationships with a differential approach in territories.

In Ecuador we are progressing our Dialogues and Citizen Participation with a Differential Approach strategy, based on the fundamental principle of respecting and acknowledging our neighbors and authorities. In 2020 we held Hydrocarbons Talks with our Neighbors, allowing us to share news of the progress of the operation and upcoming projects with the Siona community in the Espejo block, which lies in Shushufindi canton, Sucumbios province.

■ **We designed booklets in the paicoca language with information about seismic activity.** The booklets were prepared together with the leaders of the Organization of the Siona Indigenous Nationality of Ecuador (ONISE).



WE PROMOTE DIALOGUE AND CITIZEN PARTICIPATION

[103-1] We build relationships of trust with our neighbors based on dialogue, ethics and transparency; guaranteeing understanding and respect for their traditions and culture, as well as harmonious coexistence based on considering and including our stakeholders' expectations and necessities in our actions.

[103-2] We focus on promoting information, participation and respectful dialogue with our neighbors and authorities. We work to be welcomed by the local communities where we operate and to become their best partner based on a relationship of learning, exchange and mutual benefit.

Aware of the socioeconomic contexts of our operations' locations, we do not focus management only on complying with information disclosure regulations but also on our efforts aimed at promoting capacities and conditions for equal dialogue that enhances the equality and standard of citizen participation.

One of the important dialogue mechanisms that we have with our stakeholders in territories are the

Quarterly Meetings for Transparency, through which we share information on our operational results and socio-environmental management, and listen to our stakeholders' expectations or concerns regarding the development of our activities. Importantly, our teams of field-based community relations specialists give GeoPark permanent, accessible and expanded spaces in which to have direct conversations with our stakeholders in person.

As part of the strategy to promote citizen participation and to meet the growing needs of social dialogue based on principles of equality and respect between the industry and communities, we worked together with neighbors to create training and education processes that aim for better relationships regarding management and dispute resolution.

We promote citizen participation and a culture of peace. We see this process as strategic in the feasibility and continuous improvement of our operations, with respect for and in balance with the environment. Accordingly, we develop spaces that facilitate the participation of authorities, communities, social organizations and unions. These include:

Stakeholder dialogue and consultations

| Type of informative space | Total meetings | Total participants |
|--|----------------|--------------------|
| Handling complaints and requests | 73 | 837 |
| Transparency meetings | 21 | 312 |
| Internal induction of contractors | 23 | 142 |
| Community Benefit Programs (PBC) and social investment | 116 | 2,080 |
| External introduction of contractors | 48 | 791 |
| Follow-up meetings with communities and authorities | 157 | 1,692 |
| Socialization of environmental studies / Stakeholder induction | 634 | 3,464 |
| Ethnic relationships and pre consultations | 35 | 1,079 |
| Cafés de la Amistad | 28 | 113 |
| Cafés Empresariales | 5 | 81 |
| Total | 1,140 | 10,591 |

(103-3) As part of our Good Neighborliness strategy in Ecuador's Espejo block, we continued the dialogue and citizen participation process as part of our early management and ahead of seismic activity in the territory. In 2020 we held 98 meetings with our neighbors, which were attended by 1,425 people from pre-cooperatives and communities. We discussed the principles and the future of a harmonious coexistence, based on the value promises of our SPEED Integrated Value System.

1,692

of our neighbors in Ecuador and Colombia participated in 157 meetings we held at GeoPark in 2020 to monitor commitments.

3,464

people, including neighbors, authorities and social organizations, participated in 634 information spaces to identify impacts and monitor environmental and social issues of operations in Colombia.

2,080

people, including neighbors, authorities and social organizations, participated in the processes of defining and monitoring community benefit programs and social investment in Colombia and Ecuador.

(413-1) SASB: EM-EP-210b.1. IPIECA: SOC-9, SOC-12 y SOC-13

DIALOGUE AND COMMUNICATION WITH COMMUNITIES AND STAKEHOLDERS



Quarterly Transparency Meetings.

We meet with the local authorities of the territories where we operate and present information on our current operational activities, new projects, and the results of socio-environmental management. We also resolved concerns and established joint agendas for territorial development.

■
Despite the difficulties caused by Covid-19 we held virtual communication and information meetings with our neighbors.



Cafés de la Amistad. We promote get-together discussions with our neighbors and companies on topics of mutual interest, in which we identify potential risks and impacts, clarify concerns and establish friendships and neighborly relations.



Follow-up community meetings.

We hold community meetings to communicate everything related to our operation and clarify doubts. In doing so, we reach agreements and define joint actions that allow us to incorporate our neighbors' concerns into the GeoPark agenda.

■
In 2020 we held 157 community follow-up meetings, in which 1,692 neighbors took part.



Induction and external introduction of contractors to communities and authorities.

We ensure the correct performance of our value chain in its activities, which includes induction programs for our contractors on performance standards and obligations related to GeoPark's social, environmental, labor, human rights, and health and safety commitments.

After ensuring that our contractors have taken in these standards, we introduce them to communities, unions and authorities, announcing the scope of the work or activity the contractors will be responsible for.



Citizen participation in identifying risks and socio-environmental impacts. We involve our stakeholders at the start of exploration and production projects in identifying risks and impacts, and we have permanent participation and information spaces as well as environmental monitoring.

This allows us to integrate concerns and appropriate risk and impact management measures in project planning to develop an operation that protects neighbors and nature.



Prior Consultations. We balance expectations and our presence in territories to develop exploration and production projects with the acceptance of our neighbors, and we relate with ethnic communities in GeoPark's areas of operation within the framework of legal regulations and our Good Neighborliness principles.

In 2020 we incorporated ethnic relationships with a differential approach from the Prior Consultation processes developed for exploration blocks in Colombia's Llanos basin.



We make territorial plans participatively. We include the community and local authorities in social investment projects from the design stage to prioritization, selection, and execution.



Juntos Sumamos Socio-Labor Dialogue. We positioned a collaborative strategy that helped us reinforce the management, handling and prevention of labor conflicts through prompt responses to different requests and expectations of workers and labor collectives.

Partners in Colombia such as the Ministry of Labor, the Administrative Unit of the Public Employment Service (UASPE), local authorities, social organizations, unions, public agencies of the UASPE, contractors and labor agencies took part in these events.



WE GENERATE TERRITORIAL DEVELOPMENT

(103-1) We promote sustainable development partnerships and the positive transformation of people and the planet. We focus on the execution of programs and projects that reduce gaps in the Sustainable Development Goals (SDGs) in the territories we operate in, recognizing the active role that we have as a socially responsible corporate citizen.

(103-2) Community participation is a key factor in achieving our objectives, and at GeoPark we develop processes for the collective construction of a territorial vision as a planning tool for the social and economic development of the region, integrating the visions of each community.

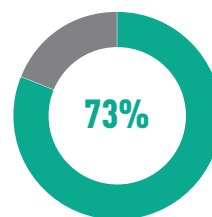
In our interest to be part of the growth and development of those who have shared their neighborhoods with us for our operations and of the territories we work in, we have identified significant opportunities for the positive transformation of our stakeholders' realities based on a participative and prospective approach that helps create a joint vision of the territory and prioritize the most-needed projects:

- » **We make territorial plans participatively.** We are committed to grassroot community involvement in participatory processes that prioritize needs to determine appropriate programs and social investment projects for local contexts.
- » **We undertake regional analysis.** In coordination with governments and local and regional development planning instruments, we identify priorities and possibilities for partnerships to generate high-impact projects.
- » **We execute programs and projects** that reduce SDG gaps in the territories we operate in.



Under the Works for Taxes scheme of the Government of Colombia we signed two important agreements that will allow us to make social investment of \$3.98 MM benefiting

8,449
children in Putumayo.



Our social investment in 2020 was concentrated in rural areas of Colombia.

In 2020 we invested

\$3.24 million
in social and environmental programs.



58,069
people benefitted from social programs.

(413-1) SASB: EM-EP-210b.1.

IPIECA: SOC-9, SOC-12 and SOC-13

100%

of GeoPark's operational activities have included information processes and local community participation.



(103-3) It gives us great satisfaction to work with our partners in territories with the objective of being part of the change and transformation in the areas we operate in, in a year that in a context of slowdown challenged us to make a greater impact.

We developed partnerships with public and private players to promote better living conditions and sustainable development. These partnerships come from identifying our stakeholders' needs and coordinating with organizations with experience and technical knowledge.

In Argentina we have partnered with third parties to promote development programs. In 2020, together with the Student Chapter of the Society of Petroleum Engineers (SPE), Comahue University in Neuquen, the Buenos Aires Technological Institute and the Argentinian Oil and Gas Institute, we created knowledge transfer opportunities directed at technical engineering students, oil industry professionals, representatives of companies that provide specialized services for the oil and energy sector, journalists and communicators. Among the topics we covered in presentations, talks and lectures, cybersecurity management and the presentation of practical case studies based on successful experiences of GeoPark stand out.



We also established partnerships with the Argentine Chamber of Suppliers to the Petro-Energy Industry (Capipe) to participate in the first online 3D oil and energy sector exhibition, and with the Neuquen province Ministry of Education, the Association of Patagonian Neuquen Information Technology Companies, the Siete Lagos Philharmonic Association and Plaza Huincul municipality, with whom we delivered teaching, training and collaboration programs for public health and emergency operations that were implemented as a result of the Covid-19 pandemic.

In Chile we partnered with Alberto Hurtado University to promote female participation in the workforce in Magallanes region, and with the Chilean Army and the University of Magallanes to implement responses to the pandemic. We also joined forces with the Industrial and Artisan Trade Association of Magallanes Region (AGIA) and the Ranchers' Association of Magallanes to promote exhibitions on topics relevant to productive projects in the region. Following guidelines from Chile's Ministry of Energy, we carried out seven technology transfer activities to strengthen local business management and knowledge. Finally, we promoted a drawing and culture competition for children from the school at Punta Delgada, a community that neighbors our operations.

In Ecuador we joined forces with Sucumbios Province Decentralized Autonomous Government to develop reforestation activities for the recovery of watersheds.

In Colombia we consolidated partnerships with the Reconciliation Foundation, the Batuta Foundation, the Minuto de Dios Corporation, the National Business Association of Colombia (ANDI) and regional development bank Findeter. With these organizations we carry out projects that help develop the skills of children, adolescents, women, indigenous communities and community leaders. These partnerships contribute to improving housing conditions, road connectivity, community infrastructure, productive projects and protecting biodiversity, among other outcomes.

We also partnered with territorial and national entities to promote programs to meet communities' expectations regards operations. We have agreements with Mayors' Offices, the Public Employment Service, the Comfacasanare compensation fund, the National Learning Service (SENA) and chambers of commerce with which work to strengthen the workforce and value chain, and to promote the development of best practices.

In 2020 Colombia's Territory Renewal Agency (ART) approved the signing of two Works for Tax projects in Putumayo which focus on providing equipment and materials to educational institutions in Puerto Guzman and infant development centers (CDI) of the Colombian Institute of Family Welfare (ICBF) in nine municipalities of the department.



FUTURE CHALLENGES

We manage territories with a preventive approach

- » Retain the social license in all our areas of operations.
- » Consolidate Good Neighborliness in all new GeoPark operations, making the Create Value and Give Back promise more real.
- » Uphold operational feasibility without losses from social environment conflict.
- » Enhance leadership training programs for development as a strategy for strengthening our neighbors' capacities and competencies.

Dialogue and citizen participation

- » Increase the number of women in political and citizen participation spaces through a differential focus on gender and ethnic conditions.
- » Improve Transparency Meetings through new meeting formats that guarantee stakeholder participation and consider the limitations caused by the pandemic.
- » Achieve 100% citizen participation in the processes for environmental licensing of exploration projects in Colombia and Ecuador.
- » Increase the number of neighbors involved in dialogue processes, strengthening access to information in formal and informal opportunities, in person or virtually, in our areas of direct and indirect influence.

We generate territorial development

- » Train stakeholders in the territory on SDGs and their role in closing gaps.
- » Structure new projects under the Works for Taxes format, preferring the development of Projects with a Territorial Approach (PDET) in Colombia.
- » Implement economic recovery programs that impact our neighbors' income generation in operations areas in Colombia, cushioning the economic effects of the pandemic.
- » Design and implement a strategy through which we can integrate our SPEED Integrated Value System with contributions to meeting the challenges of the Sustainable Development Goals.
- » Implement an information system that allows us to keep metrics updated and monitor the performance of the main GRI, IPIECA and SASB indicators, in real time and in accordance with our commitments to sustainable development.

Contribution of SPEED to the Sustainable Development Goals

Our mission as a Company is to Create Value and Give Back. We believe that it is essential to contribute firmly to changing the lives of people who see us as neighbors. Only in this way will we be successful and prepared to face the challenges posed by environmental and social issues.

We coordinate with governments and organizations to develop initiatives that improve living conditions and promote territories' sustainable development. With a focus on the 2030 Agenda and the Sustainable Development Goals, we plan our investments seeking to contribute to meeting our communities' needs, creating opportunities and closing social gaps and inequalities.

SPEED allows us to deliver GeoPark's commitment to Nature and Neighbors, in line with our aspiration and decision to continue contributing to the goals defined by the United Nations in the 2030 Agenda, and which are summarized in the 17 Sustainable Development Goals (SDGs).





End hunger, achieve food security and improved nutrition, and promote sustainable agriculture



At GeoPark we recognize the importance of promoting productive and community projects that strengthen our neighbors' skills.

With this in mind, we prioritize projects aimed at improving intervention in community structures, rural enterprises and agricultural production projects, using associative groups as a strategy to boost agricultural practices, thus favoring income generation and food production while strengthening associative community work.



» In collaboration with the Decentralized Autonomous Government of Ecuador's Shushufindi Canton, communities in the urban area, the Miss Ecuador, El Oro, La Pantera, Tahuantinsuyo, Rio Doch 1 and 2 pre-cooperatives, as well as the community of **Orahueya**, **directly benefited from support provided for the implementation of vegetable gardens** to guarantee food security for families in the Espejo block area of influence.

» We supported the establishment of 380 urban home gardens for vegetable planting, **raising awareness in 380 children and women regards urban vegetable gardens**, and promoting healthy eating habits among our neighbors in Casanare, Colombia.

» **We supported rural economic recovery** with consulting and specialized technical assistance for poultry raising projects in the Peneya, Zamora, El Quebradon and Bajo Mansoya villages in Putumayo.



This initiative promoted food security and benefited

231
families



Ensure healthy lives and promote well-being for everyone at all ages



GeoPark is committed to the health and well-being of its neighbors. In 2020, our main actions focused on responding to the effects of Covid-19 in coordination with regional governments and our communities.



- » Together with the Mayor's Office of Villanueva, in Casanare, **we contributed to the construction of the first Red Cross and Civil Defense headquarters**, essential for the operation of aid and relief agencies in the region.



Benefiting

45,000

residents

- » Isolation and lockdowns significantly impacted communities **during the pandemic**, reducing income and employability.

- » In Colombia, Argentina and Ecuador we delivered humanitarian aid packages **that benefited**

12,000**neighboring families in the areas we operate in.**

- » **We delivered more than**
14,500
biosecurity kits and 10,700 items of personal protection equipment to health centers, hospitals and communities in Argentina, Colombia, Chile and Ecuador.

- » **We contributed to supplies for and adaptations of medical centers** in our areas of operation, strengthening the installed health service capacity in Colombia, Argentina and Ecuador.

- » For the fourth consecutive year in Colombia **we supported the Assistance Program for People with Disabilities**, led by the Government of Casanare.

Some

200

people benefited from the donation of wheelchairs and accompaniment in therapeutic care.

- » In Tauramena, in Casanare (Colombia), we took part in Breastfeeding Day for the fifth consecutive year, delivering hygiene kits and items for newborns, **contributing to developing a strategy for pregnant and lactating mothers.**



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



For GeoPark, education is an essential component in overcoming poverty and achieving sustainable development. We believe that our neighbors deserve opportunities to positively transform their lives, with access to education being essential to achieve their well-being and a better future for their families.

- » In Putumayo, Colombia **we equipped educational centers in the neighboring communities** of Puerto Asis, San Miguel and Valle del Guamuez to re-start in-person education in rural areas.

A total of

319

families benefited.

- » We provided online training for

325

teachers and students from Neuquen province, Argentina, in partnership with the provincial Ministry of Education on cybersecurity and digital education.

- » 550 university students in Argentina benefited from a training and knowledge transfer series in industry practices and GeoPark success stories, which we led with the support of the Society of Petroleum Engineers (SPE), Universidad del Comahue in Neuquen and the Buenos Aires Technological Institute, strengthening their skills and sector knowledge.



- » For the eighth consecutive year in Colombia we led the School Kit Delivery Program for students. **In 2020 we delivered**

1,300

kits so that boys and girls have the necessary equipment for their education.

- » To promote and strengthen the children's cultural education and artistic development in Neuquen, Argentina, **we facilitated access to scholarships from the Siete Lagos Philharmonic Association.**

- » In Shushufindi, Ecuador, **we delivered**

600

school and biosecurity kits to children from pre-cooperatives and neighboring communities.

- » In Chile, in partnership with industrialists' association Sofofa, **we supported English language training in San Gregorio**, to broaden our neighbors' educational and professional opportunities.

- » In partnership with the Colombia Somos Todos James Rodriguez Foundation, **more than 200 children and adolescents in Casanare were trained in leadership and the healthy use of free time through recreation and sports.**

- » To improve the educational infrastructure and children's safety during the school week, **we supported the building of a perimeter fence at the Nuestra Señora de los Dolores de Manare Educational Institution, in the Santa Helena village of Villanueva municipality in Casanare (Colombia). This benefitted 75 students.**



Achieving gender equality and empowering all women and girls is essential to accelerate sustainable development



At GeoPark we seek to break paradigms and prejudices, promoting best practices for diversity, inclusion and equity. As such, we develop programs aimed at the continuous improvement of our practices, we have a diverse workforce and we have increasingly equal, inclusive and diverse environments.

- » In 2013 GeoPark created the **University Scholarship Program for Women in Science and Engineering** to provide access opportunities in university science and engineering education for young women from local communities in the areas we operate in.

- » We currently offer this scholarship in Argentina, Chile and Colombia. The goal is to offer young women the possibility to train in professional fields where women are generally underrepresented. The scholarship covers study-associated student expenses and gives the students a permanent support network to guarantee their academic success.

Through this program we have offered

13 scholarships

four in Casanare (Colombia), seven in Neuquen (Argentina), two in Punta Arenas (Chile).



BECAS
UNIVERSITARIAS

Timothy
O'Shaughnessy



- » **We furthered the implementation of a Gender Equality Management System (SGIG) to secure Equipares certification.** The SGIG has eight parts with respective plans, actions, indicators and assurance mechanisms: recruitment and selection; promotion and development; training; remuneration and salary; personal, family and work life balance with co-responsibility; prevention of sexual and labor harassment in the workplace; work environment and health; non-discriminatory communication and inclusive language.

- » **This system is the result of the implementation of the requirements established by the Equipares program,** promoted by Colombia's Ministry of Labor in conjunction with Colombia's Presidential Council for Equality for Women.



Ensure access to water and sanitation for all





At GeoPark we are committed to promoting access to drinking water and basic sanitation in the communities in our areas of influence.



- » In Villanueva, Casanare **we completed maintenance and repairs for village water supplies** to improve water access conditions through infrastructure, benefiting

1,123
neighbors

- » In 2020 we started preparing studies and designs for water access solutions in neighboring communities in the rural area of Puerto Asis, Putumayo (Colombia), which, due to its remote location, faces serious difficulties in accessing water. **This project will benefit**

170

families from the villages of Zamora, Chufiya, Belen, Comandante and Buen Samaritano.

- » In 2020 we implemented actions to treat residual drilling fluid through a reverse osmosis process that allows for water to be reused in preparing drilling muds. **We implemented this process in the drilling of 17 wells, which allowed 4% of the total fresh water withdrawn in Colombian operations to be reused.**



**Ensure access to affordable,
reliable, sustainable
and modern energy for all**



Recognizing the importance of promoting access to clean energy for families in off-grid areas in Colombia, GeoPark developed initiatives to expand networks to facilitate power access for communities that lacked this basic service.



» In Colombia, we equipped

460

homes, three community halls and a school with PV energy systems to provide electricity access for our neighbors in the rural area of Puerto Asis, Putumayo.



Promote inclusive and sustainable economic growth, employment and decent work for all



To drive inclusive growth and project development to promote regional economic diversification and encourage the development of entrepreneurship that contributes to increasing employability, at GeoPark we promote projects focused on strengthening local businesses and developing productive activities to increase sustainable production.

- » **We supported our neighbors in Casanare with the development of initiatives to promote livestock projects** by establishing 107 hectares of improved pastures for raising livestock. We also fostered cattle trade with the construction of 11 corrals and 50 kilometers of fencing, and promoted cattle ranching.

Benefitting
360
people

generating
424
temporary jobs

- » **Through the Cana Panalera project** we supported the creation of a sugar cane producers' association, the implementation of good production practices and the greater use of machinery.

Benefiting

22

producer families
in Puerto Asís,
Putumayo
(Colombia)

- » In Casanare (Colombia) **we supported initiatives to transform crop waste**, a production initiative focused on cattle and swine feed to promote associativity between neighboring producers and generate circular production.

This benefited

80

neighbors

- » In partnership with Comfacasanare, we contributed to the Casanare workforce being able to access our job vacancies, thus complying with the contract relationship process as defined by Colombian regulation. **Under this agreement, 1,005 resumes were registered and another 2,385 were updated.** We also held other activities such as the 1st Virtual Employment and Employability Fair “Working in unity for the recovery of Casanare - Virtuality as an opportunity.”
-
- » With training programs and the provision of equipment to the Villanueva municipality Metalworkers Association in Casanare (Colombia), **some 100 local employees were certified to work at heights and in confined spaces.**
 - » **In 2020 we supported some of our contractors in securing Icontec certification on Good Labor Practices (GLP).** As a result of this process, six of our contractors in Colombia were certified, giving them a competitive advantage in hiring processes, helping them improve performance and contributing to the correct hiring and treatment of the local workforce.
 - » With our Labor Management Program, we provided support and advice **to more than 100 local contractor companies from the municipalities neighboring our operations in Colombia.** We ensured that all contractors comply with their legal and labor obligations to guarantee their employees the right to dignified and quality work.
-
- » **We supported 10 contractors in certification of best practices and strict compliance** with biosecurity protocols to prevent and respond to Covid-19 under the Bureau Veritas Safeguard Label in Colombia.





Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation



Committed to the positive transformation of the areas we operate in, GeoPark implemented initiatives in 2020 for the adaptation, maintenance and improvement of roads in rural and remote areas, to favor connectivity with urban centers and communication with the rest of the country, which is a necessary condition to energize the rural economy and achieve prosperous and sustainable societies.

- » **We supported improved road connectivity** in the Bajo Mansoya, Zamora, Camelias, Monteverde and La Rosa villages, as well as rural roads of Puerto Guzman municipality in Putumayo (Colombia).

Benefiting

9,232

families

- » **We began the process of updating the studies and designs to pave 16 kilometers** of the El Quebradon-La Rosa corridor, in Putumayo (Colombia).

With this project
we expect to
benefit

750

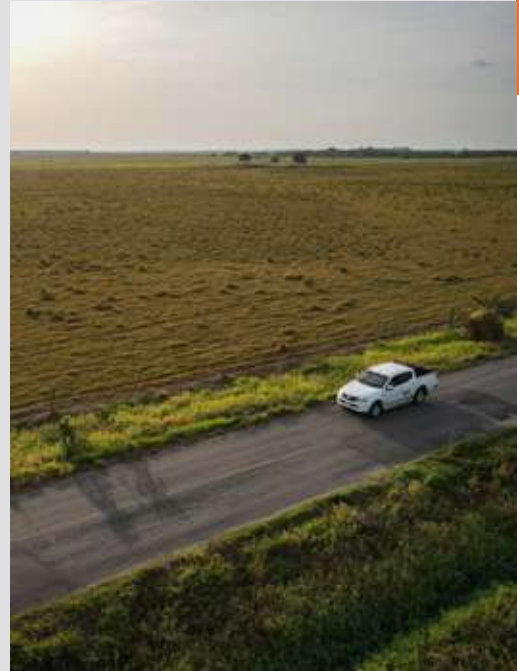
people

We promoted road connectivity by repairing and maintaining

18.4

kilometers of rural roads,

essential in providing families access to their homes at any time of the year. We directly benefited about 700 residents of neighboring communities in Puerto Asis, Putumayo (Colombia).



- » **We supported the maintenance of 35 kilometers of tertiary roads** for use in communities neighboring the Llanos 34 block, in Casanare (Colombia), to promote quality, sustainable infrastructure.

This project contributes to proper road mobility for

34,623

users per year.



- » **We improved eight kilometers of roads in Caribayona, Casanare (Colombia)**, mitigating particulate matter and improving road safety conditions in the area

Benefit of

800

families



Make cities and human settlements inclusive, safe, resilient and sustainable



At GeoPark we believe that providing access to infrastructure is a catalyst for change. Therefore, we support the development of infrastructure that favors and provides opportunities for families and communities.

- » We provided furniture to support the improvement of the communal halls in the villages of La Alea, Kanakas, El Quebradon, Cocaya and Jerusalem, in Putumayo (Colombia). **Through this initiative we looked to strengthen the social fabric and community participation,**

benefiting

335

families

- » **In partnership with the Mayor's Office of Tauramena and the community boards of Pinalito and Comuneros, we built the first phase of a sports center.** We also helped to adapt a park by providing benches, seesaws and a children's area for the development of recreational and sports activities, benefiting 7,000 neighbors.

Benefiting

7,000

neighbors

- » In Colombia, under the partnership with regional development bank Findeter, we advanced in the first phase of a participatory territorial planning process that looks to hone public and private sector capacities for the territorial development of Tauramena and Villanueva, in Casanare (Colombia),



- » **We implemented programs to improve living conditions in homes near our operations in Putumayo (Colombia) to increase the well-being of families.**

Through this initiative we improved areas for rest, recreation and dining.

Benefiting

218

families

- » In partnership with the Minuto de Dios Corporation, we improved the living conditions of our neighbors' homes in Tauramena and Villanueva, in Casanare (Colombia). **In total, we enhanced in 61 homes and a total constructed area of 1,464 square meters.**

- » **We supported the improvement of housing units in the Kanakas, Zamora, El Quebradon, Sinai II Baldio, Sinai Achapos, Camelias, La Alea, Mansoya 1 and Bajo Mansoya villages,**

Benefiting

34

families

- » **In partnership with authorities and neighbors, we worked to strengthen municipal organizations and institutions of Putumayo (Colombia)** through the delivery of materials to improve infrastructure in Puerto Asis, Puerto Guzman and San Miguel.



Take urgent action to combat climate change and its impacts



At GeoPark we continue to execute important initiatives and promoting new projects to mitigate greenhouse gas (GHG) emissions and properly manage those gases.



- » **We began the socioenvironmental feasibility** process for a project to interconnect with Colombia's national power grid, which will allow us to reduce gas consumption in the Llanos 34 block.



- » **We launched the environmental feasibility phase for the construction of a PV solar plant at our Llanos 34 block, in Colombia.**
This will help us to diversify energy sources and reduce GHG emissions.



- » **To reduce GHG emissions, in Colombia** we converted crude oil-fired steam boilers to gas at the Tigana field in Colombia, and we built and started operations of a pumping station in the Tigana field, reducing oil transport by road tanker.

- » **We interconnected the largest fields of the Llanos 34 block (Colombia) through a**

34.5 kV

power grid, through which the Jacana field will be fully connected to the block's grid (the Tigana power plant), allowing us to reduce gas transport and its associated GHG emissions.



- » **We decided to make a corporate strategy for reducing greenhouse gases** that will allow us to establish specific goals and initiatives and define a roadmap for production assets that we operate directly.

- » **We built and started operations of a pumping station and associated flow line in the Tigana field of the Llanos 34 block (Colombia)** connecting to the regional infrastructure for oil transport from any field in Llanos 34. This reduces tanker transport and its associated GHG emissions.



Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss



At GeoPark we are committed to conserving and protecting biodiversity in the areas we operate in through adopting good practices and implementing programs focused on protecting the natural environment.

» **In Colombia we continued our association with the Regional Agreement for Biodiversity and Development of Putumayo, headed by business association ANDI,** the Ministry of the Environment, environmental licensing agency ANLA, the Sinchi Institute and von Humboldt Institute. Under this partnership we realize synergies in carrying out participatory monitoring and consolidating records of animal and plant life in the area, as well as continuing the environmental promoter program with an emphasis on ecotourism and bird-watching tourism, contributing to the protection of biodiversity.

» **Within the framework of its**

1%

investment plan, in 2020 GeoPark signed an agreement with the Ideam Institute of Hydrology, Meteorology and Environmental Studies **to build the first regional center to receive meteorological information.**





- » Following work between Amerisur, Gran Tierra Energy and the Alexander von Humboldt Institute in Colombia, a project was launched for the **design and implementation of a plan to monitor biodiversity** in the area of influence of the Platanillo block, operated by Amerisur, and the Rumiyo, Venado and Burdine blocks, operated by Gran Tierra Energy Colombia.

- » With the Corporation for the Sustainable Development of the Southern Amazon (Corpoamazonia) we supported the care and protection of endangered species that currently inhabit the Suruma Park Amazon Experimental Center, located in Putumayo (Colombia).

- » In Ecuador and with the support and coordination of Sucumbios Province Decentralized Autonomous Government, we began the reforestation of

15

kilometers of riversides with native trees. We also promoted the controlled recovery of the normal courses of rivers and streams, in dynamic balance with the development of existing agricultural activities.

- » **In Putumayo (Colombia) we donated land for the expansion of the Amazon Experimental Center** to protect nature, Andean-Amazon connectivity and to develop diagnoses that allow the implementation of productive activities that contribute to the sustainable strengthening and diversification of the local economy.

- » **We trained**

39

community environmental ambassadors from Puerto Asis, Putumayo (Colombia) with an emphasis on bird watching. With this initiative we seek to promote nature tourism and train biodiversity protection multipliers in the region.





Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels



At GeoPark, one of the purposes of our social commitment is to guarantee that our presence in the lives of our neighbors is harmonious and based on trust and continuous and informed dialogue, allowing us to form solid and long-term relationships.

» **We implemented our Comprehensive Environmental Management System, which enabled early, quick, comprehensive and transversal coordination of social, environmental and other issues that may impact neighbors and nature.** As such, we were able to identify early and preventively manage our activities' impacts.

We also integrated our neighbors' concerns and expectations in management plans, information processes and citizen participation, and we jointly promoted the formation of partnerships for the development of social and community benefit programs.

With this system we could maintain a genuine and long-term social license, build differential value and live up to our Good Neighbor value promise.

» **Our Cuéntame program registered and managed all our stakeholders' complaints and requests in the areas we operate in,** incorporating the human rights approach and the value promise of being recognized as the neighbor and partner of choice. In 2020 in Colombia we received and attended to 512 complaints and requests quickly, flexibly and in close contact, providing formal responses to stakeholders.

We effectively
resolved

92%

of complaints and
requests.



- » Within the framework of our community dialogue and communication initiatives, every year we hold Transparency Meetings with our neighbors in which we present information on our operational activities under development, as well as on new projects and the results of socioenvironmental management. **We also clarify concerns and establish joint programs regarding territorial development.**



- » In Colombia, with our *Juntos Sumamos* strategy we sought to promote spaces for dialogue and direct, ethical and transparent relationships with the business community and the local workforce. **Thanks to these actions, we were able to anticipate and prevent possible situations of social conflict in the areas we operate in.**



Strengthen the global partnership for sustainable development, mobilizing and sharing knowledge, technical capacity, technology and resources



Looking to strengthen cooperation and articulate actions to join efforts to achieve sustainable development, we partner at the national, regional and local levels to initiate or consolidate agreements to develop projects, programs and initiatives that promote social progress and contribute to conserving and preserving nature.



ARGENTINA

- » Argentine Chamber of Suppliers of the Petro Energy Industry (Capipe)
- » Association of Neuquen Patagonian Infotechnology Companies (INFOTECH), IBM.
- » Challaco rural primary school
- » Memberships and active participation in work groups Argentine Institute of Petroleum and Gas and the Argentine Business Council for Sustainable Development
- » Ministry of Education of the province of Neuquen
- » Neuquen Regional Faculty of the National Technological University
- » Siete Lagos Philharmonic Association, Plaza Huincul Municipality and the Regional Hospital
- » Student Chapter of the Society of Petroleum Engineers (SPE), Comahue University in Neuquen and the Technological Institute of Buenos Aires.



CHILE

- » Alberto Hurtado University and the Magallanes regional office (Seremi) of the Labor Ministry
- » Chilean Army
- » Federico Santa Maria Technical University (Scholarship Program)
- » Industrial and Artisan Trade Association of Magallanes (AGIA).
- » Punta Delgada school
- » Ranchers Association of Magallanes.
- » University of Magallanes.



COLOMBIA

- » Cabuyaro Mayor's Office, Meta
- » Casanare Family Compensation Fund (Comfacasanare)
- » Colombia Somos Todos James Rodriguez Foundation
- » Colombian Institute of Family Welfare (ICBF)
- » Colombian Institute of Technical Standards and Certification (Icontec)
- » Colombian Occupational Safety Council (CCS)
- » Colombian Petroleum Association, ACP
- » First Lady of the Republic
- » Foundation for Reconciliation
- » Fundación Nacional Batuta
- » Governorship of Casanare
- » Governorship of Putumayo
- » Ideas for Peace Foundation (FIP)
- » Institute of Hydrology, Meteorology and Environmental Studies (Ideam)
- » La Macarena Special Sustainable Management Area Corporation (Cormacarena)
- » Ministry of Employment
- » Ministry of Environment and Sustainable Development.
- » Ministry of National Education
- » Minuto de Dios Corporation
- » National Business Association of Colombia (ANDI)
- » National Environmental Licensing Authority (ANLA)
- » National Training Service (SENA)
- » Orinoquia Biodiversa Foundation (FOB)
- » Puerto Asis Mayor's Office, Putumayo
- » Puerto Gaitan Mayor's Office, Meta
- » Puerto Guzman Mayor's Office, Putumayo
- » Puerto Lopez Mayor's Office, Meta
- » Regional Development Bank Findeter
- » San Miguel Mayor's Office, Putumayo
- » Sinchi Institute.
- » Society of Petroleum Engineers (SPE)
- » Solidarity for Colombia Foundation
- » Southern Amazon Sustainable Development Corporation (Corpamazonia)
- » Tauramena Mayor's Office, Casanare
- » The Autonomous Regional Council of La Orinoquia (Corporinoquia)
- » Upia Mayor's Office, Meta
- » Villanueva Mayor's Office, Casanare
- » Von Humboldt Institute.



ECUADOR

- » Environment Department - Sucumbios Province GAD
- » Ministry of Economic and Social Inclusion
- » Ministry of Education – Shushufindi District Office
- » Ministry of Employment – Employment Network
- » Ministry of Public Health – Shushufindi District Office
- » Shushufindi Municipal Decentralized Autonomous Government (GAD)
- » Society of Petroleum Engineers (SPE)
- » Sucumbios Provincial Decentralized Autonomous Government.

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GRI CONTENTS INDEX

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| GRI 102: General disclosures 2016 | | | | | |
| 102-1 | Name of the organization | WE ARE GEOPARK | | GeoPark Limited | |
| 102-2 | Activities, brands, products, and services | WE ARE GEOPARK | | | |
| 102-3 | Location of headquarters | WE ARE GEOPARK | | GeoPark Limited, a company incorporated in Bermuda and listed on the New York Stock Exchange (NYSE), which has assets and growth platforms in Colombia, Ecuador, Chile, Brazil and Argentina. | |
| 102-4 | Location of operations | WE ARE GEOPARK | | | |
| 102-5 | Ownership and legal form | CORPORATE GOVERNANCE | Page 20 | | |
| 102-6 | Markets served | WE ARE GEOPARK | | | |
| 102-7 | Scale of the organization | WE ARE GEOPARK OUR PERFORMANCE EMPLOYEES CHAPTER | Page 92 | | |
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| 102-10 | Significant changes to the organization and its supply chain | OUR ASSET PORTAFOLIO | | | |
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| 102-14 | Statement from the most senior decision-maker. | MESSAGE FROM THE CEO | Page 6 | | |
| 102-16 | Values, principles, standards, and norms of behavior | ETHICS AND COMPLIANCE MESSAGE FROM THE CEO | Page 6 | | |
| 102-17 | Mechanisms for advice and concerns about ethics | ETHICS AND COMPLIANCE | Page 26 | | IPIECA: GOV-2 Management systems, GOV-3 Preventing corruption, GOV-4 Transparency of payments to host governments |
| 102-18 | Governance structure | CORPORATE GOVERNANCE | Page 20 | | IPIECA: GOV-1 Governance approach. |
| 102-19 | Delegating authority | CORPORATE GOVERNANCE | Page 20 | | IPIECA: GOV-1 Governance approach. |
| 102-20 | Executive-level responsibility for economic, environmental, and social topics | CORPORATE GOVERNANCE | Page 20 | | IPIECA: GOV-1 Governance approach, GOV-2 Management systems, GOV-3 Preventing corruption. |
| 102-22 | Composition of the highest governance body and its committees | CORPORATE GOVERNANCE | Page 20 | | IPIECA: GOV-1 Governance approach. |
| 102-23 | Chair of the highest governance body | CORPORATE GOVERNANCE | Page 20 | | |
| 102-24 | Nominating and selecting the highest governance body | CORPORATE GOVERNANCE | Page 20 | | |
| 102-26 | Role of highest governance body in setting purpose, values, and strategy | CORPORATE GOVERNANCE | Page 20 | | |

| GRI STANDARD | CONTENT | LOCATION | PAGE | GRI COMMENTS AND OMISSIONS | RELATED STANDARDS |
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| 102-29 | Identifying and managing economic, environmental, and social impacts | CORPORATE GOVERNANCE | Page 20 | | |
| 102-32 | Highest governance body's role in sustainability reporting | ABOUT THIS REPORT | Page 3 | | |
| 102-35 | Remuneration policies | CORPORATE GOVERNANCE | Page 20 | | |
| 102-40 | List of stakeholder groups | OUR STAKEHOLDERS | Page 12 | | |
| 102-41 | Collective bargaining agreements | | | We have 21 union-affiliated employees in Chile and one in Argentina, representing 1.98% of the total. There are no collective bargaining agreements in the reporting period | |
| 102-42 | Identifying and selecting stakeholders | OUR STAKEHOLDERS | Page 12 | | |
| 102-43 | Approach to stakeholder engagement | OUR STAKEHOLDERS | Appendixes | | |
| 102-44 | Key topics and concerns that have been raised through stakeholder engagement | OUR STAKEHOLDERS | Appendixes | | |

| GRI STANDARD | CONTENT | LOCATION | PAGE | GRI COMMENTS AND OMISSIONS | RELATED STANDARDS |
|--------------|--|-------------------|---------|---|-------------------|
| 102-45 | Entities included in the consolidated financial statements | ABOUT THIS REPORT | Page 3 | GeoPark Limited (Bermuda) consolidates information from its subsidiaries: GeoPark Latin America Limited (Bermuda), GeoPark Latin America agency in Chile and GeoPark (UK) Limited. GeoPark (UK) consolidates GeoPark Latin America S.L.U. (España), GeoPark Argentina S.A.U., GeoPark Chile S.P.A., GeoPark Colombia S.L.U. (España), GeoPark Colombia E&P S.A., GeoPark Brazil Exploracao e Producao de Petróleo e Gas LTDA. and GeoPark S.A.C. (Peru) and their subsidiaries. Information available in Note 21, Subsidiary undertakings, of the 2020 20-F | |
| 102-46 | Defining report content and topic Boundaries | MATERIALITY | Page 14 | | |
| 102-47 | List of material topics | MATERIALITY | Page 14 | | |
| 102-48 | Restatements of information | ABOUT THIS REPORT | Page 3 | | |
| 102-49 | Changes in reporting | ABOUT THIS REPORT | Page 3 | | |
| 102-50 | Reporting period | ABOUT THIS REPORT | Page 3 | | |
| 102-51 | Date of most recent report | ABOUT THIS REPORT | Page 3 | | |
| 102-52 | Reporting cycle | ABOUT THIS REPORT | Page 3 | | |
| 102-53 | Contact point for questions regarding the report | ABOUT THIS REPORT | Page 3 | | |

| GRI STANDARD | CONTENT | LOCATION | PAGE | GRI COMMENTS AND OMISSIONS | RELATED STANDARDS |
|--------------|--|-------------------|----------------------|----------------------------|-------------------|
| 102-54 | Claims of reporting in accordance with the GRI Standards | ABOUT THIS REPORT | Page 3 | | |
| 102-55 | GRI content index | APPENDIXES | | | |
| 102-56 | External assurance | ABOUT THIS REPORT | Page 3 Appendixes | | |

Ethics and compliance

| | | | | | |
|-------|--|-----------------------|---------|--|--|
| 205-3 | Confirmed incidents of corruption and actions taken | ETHICS AND COMPLIANCE | Page 26 | | SASB: EM-EP-510a.2. Description of the management system for prevention of corruption and bribery throughout the value chain IPIECA: GOV-3 Preventing corruption. |
| 415-1 | Contribution to political parties and/or representatives | ETHICS AND COMPLIANCE | Page 28 | | IPIECA: GOV-5 Public advocacy and lobbying. |

MATERIAL TOPICS

SAFETY

GRI 103: MANAGEMENT APPROACH 2016

GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018

| | | | | | |
|-------|--|----------------|---------|--|--|
| 103-1 | Explanation of the material topic and its Boundary | SAFETY CHAPTER | Page 46 | | |
| 103-2 | The management approach and its components | SAFETY CHAPTER | Page 46 | | |
| 103-3 | Evaluation of the management approach | SAFETY CHAPTER | Page 47 | | |

Safety management

| | | | | | |
|-------|--|----------------|---------|--|---|
| 403-1 | Occupational health and safety management system | SAFETY CHAPTER | Page 46 | GeoPark uses the International Association of Oil & Gas Producers (IOGP) Safety data reporting user guide - Scope and definitions. | SASB: EM-EP-320a.1. (1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees IPIECA: SHS-1 Safety, health and security engagement |
|-------|--|----------------|---------|--|---|

| GRI STANDARD | CONTENT | LOCATION | PAGE | GRI COMMENTS AND OMISSIONS | RELATED STANDARDS |
|--------------|--|----------------|---------|----------------------------|--|
| 403-2 | Hazard identification, risk assessment, and incident investigation | SAFETY CHAPTER | Page 48 | | SASB: EM-EP-320a.1. (1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees |

Occupational health

| | | | | | |
|-------|---|----------------|---------|--|--|
| 403-3 | Occupational health services | SAFETY CHAPTER | Page 52 | | SASB: EM-EP-320a.1. (1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees |
| 403-4 | Worker participation, consultation, and communication on occupational health and safety | SAFETY CHAPTER | Page 47 | | SASB: EM-EP-320a.1. (1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees |

| GRI STANDARD | CONTENT | LOCATION | PAGE | GRI COMMENTS AND OMISSIONS | RELATED STANDARDS |
|-------------------------------|--|----------------|--------------------|--|--|
| Training | | | | | |
| 403-5 | Worker training on occupational health and safety | SAFETY CHAPTER | Page 56 | | SASB: EM-EP-320a.1. (1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees |
| Occupational health | | | | | |
| 403-8 | Workers covered by an occupational health and safety management system | SAFETY CHAPTER | Page 46 Appendixes | GeoPark uses the International Association of Oil & Gas Producers (IOGP) Safety data reporting user guide - Scope and definitions. | |
| 403-9 | Work-related injuries | SAFETY CHAPTER | Page 46 | GeoPark uses the International Association of Oil & Gas Producers (IOGP) Safety data reporting user guide - Scope and definitions. | IPIECA: SHS-3 Occupational injury and illness incidents |
| 403-10 | Work-related ill health | SAFETY CHAPTER | Page 47 | GeoPark uses the International Association of Oil & Gas Producers (IOGP) Safety data reporting user guide - Scope and definitions. | |
| Proprietary indicators | | | | | |
| Proprietary | Business Continuity Master Plan | SAFETY CHAPTER | Appendixes | | IPIECA: SHS-5 Product stewardship. SHS-6 Process safety. SHS-7 Security risk management. |
| Proprietary | Road safety in Colombia | SAFETY CHAPTER | Appendixes | | IPIECA: SHS-4 Transport safety. |

| GRI STANDARD | CONTENT | LOCATION | PAGE | GRI COMMENTS AND OMISSIONS | RELATED STANDARDS |
|--|---|--------------------|--|----------------------------|--|
| PROSPERITY | | | | | |
| GRI 103: MANAGEMENT APPROACH 2016 | | | | | |
| GRI 204: PROCUREMENT PRACTICES 2016 | | | | | |
| GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016 | | | | | |
| GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016 | | | | | |
| 103-1 | Explanation of the material topic and its Boundary | PROSPERITY CHAPTER | Page 64 Page 75 Page 80 Page 81 | | |
| 103-2 | The management approach and its components | PROSPERITY CHAPTER | Page 64 Page 75 Page 80 Page 81 | | |
| 103-3 | Evaluation of the management approach | PROSPERITY CHAPTER | Page 66 Page 76 Page 80 Page 81 | | |
| 204-1 | Proportion of spending on local suppliers | PROSPERITY CHAPTER | Page 81 | | IPIECA: SOC-14 Local procurement and supplier development SOC-15 Local hiring practices. |
| 308-1 | New suppliers that were screened using environmental criteria | PROSPERITY CHAPTER | Appendixes | | |
| 414-1 | New suppliers that were screened using social criteria | PROSPERITY CHAPTER | Appendixes | | |

| GRI STANDARD | CONTENT | LOCATION | PAGE | GRI COMMENTS AND OMISSIONS | RELATED STANDARDS |
|---|--|-------------------|---------------------|--|--|
| EMPLOYEES | | | | | |
| GRI 103: MANAGEMENT APPROACH 2016 | | | | | |
| GRI 202: MARKET PRESENCE 2016 | | | | | |
| GRI 401: EMPLOYMENT 2016 | | | | | |
| GRI 404: TRAINING AND EDUCATION 2016 | | | | | |
| 103-1 | Explanation of the material topic and its Boundary | EMPLOYEES CHAPTER | Page 90 | | |
| 103-2 | The management approach and its components | EMPLOYEES CHAPTER | Page 90 | | |
| 103-3 | Evaluation of the management approach | EMPLOYEES CHAPTER | Page 90 | | |
| We take care of our employees | | | | | |
| 202-1 | Ratios of standard entry level wage by gender compared to local minimum wage | EMPLOYEES CHAPTER | Page 96 | | |
| 401-1 | New employee hires and employee turnover | EMPLOYEES CHAPTER | Page 92 | Does not include disaggregation by age range. | |
| 401-3 | Parental leave | EMPLOYEES CHAPTER | Page 97 Appendixes | Does not include information on the retention rate for more than 12 months after parental leave. | |
| 404-1 | Average hours of training per year per employee | EMPLOYEES CHAPTER | Page 98 | | IPIECA: SOC-7 Workforce training and development |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | EMPLOYEES CHAPTER | Page 98 | | IPIECA: SOC-6 Workforce engagement |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | EMPLOYEES CHAPTER | Page 100 Appendixes | | |
| Proprietary indicators | | | | | |
| Proprietary | Proprietary indicator: remuneration and benefits | EMPLOYEES CHAPTER | Page 96 | | |

| GRI STANDARD | CONTENT | LOCATION | PAGE | GRI COMMENTS AND OMISSIONS | RELATED STANDARDS |
|--|---|---------------------|--|----------------------------|--|
| ENVIRONMENT | | | | | |
| GRI 103: MANAGEMENT APPROACH 2016 | | | | | |
| GRI 302: ENERGY 2016 | | | | | |
| GRI 303: WATER AND EFFLUENTS 2018 | | | | | |
| GRI 304: BIODIVERSITY 2016 | | | | | |
| GRI 305: EMISSIONS 2016 | | | | | |
| GRI 305: WASTE 2020 | | | | | |
| GRI 307: ENVIRONMENTAL COMPLIANCE 2016 | | | | | |
| Management of greenhouse gas and energy emissions | | | | | |
| 103-1 | Explanation of the material topic and its Boundary | ENVIRONMENT CHAPTER | Page 106 Page 115 Page 118 Page 125 | | |
| 103-2 | The management approach and its components | ENVIRONMENT CHAPTER | Page 107 Page 115 Page 118 Page 125 | | |
| 103-3 | Evaluation of the management approach | ENVIRONMENT CHAPTER | Page 108 Page 117 Page 119 Page 125 | | |
| 305-1 | Direct (Scope 1) GHG emissions (ton CO ₂ e) | ENVIRONMENT CHAPTER | Page 109 | | SASB: EM-EP-110a.2. Amount of gross global Scope 1 emissions from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions IPIECA: CCE-4: greenhouse gas (GHG) emissions |
| 305-2 | Energy indirect (Scope 2) GHG emissions (ton CO ₂ e) | ENVIRONMENT CHAPTER | Page 109 | | IPIECA: CCE-4: greenhouse gas (GHG) emissions |
| 305-3 | Other indirect (Scope 3) GHG emissions (ton CO ₂ e) | ENVIRONMENT CHAPTER | Page 109 | | IPIECA: CCE-4: greenhouse gas (GHG) emissions |
| 305-4 | GHG emissions intensity (ton CO ₂ e) | ENVIRONMENT CHAPTER | Page 110 | | |

| GRI STANDARD | CONTENT | LOCATION | PAGE | GRI COMMENTS AND OMISSIONS | RELATED STANDARDS |
|--------------|--|---------------------|----------|---|--|
| 305-5 | Reduction of GHG emissions | ENVIRONMENT CHAPTER | Page 111 | Considering that 2020 is the new base year, the reduction initiatives do not yet report the scope in which there was an impact, selected calculation methodologies. We will start reporting emissions reductions in the future. | SASB: EM-EP-110a.3. Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets |
| Proprietary | Fugitive methane emissions | | Page 112 | | SASB: EM-EP-110a.2. (5) fugitive emissions IPIECA: CCE-5: Methane emissions |
| 302-1 | Energy consumption within the organization | ENVIRONMENT CHAPTER | Page 113 | The energy consumption indicator is reported in MWh for renewable sources. The standards, methodologies, assumptions or calculation tools used are not included, and neither is the source of the conversion factors used. | IPIECA: CCE-6: Energy use. CCE-7: Flared gas. |
| 302-3 | Energy intensity | ENVIRONMENT CHAPTER | Page 113 | | |
| 302-4 | Reduction of energy consumption | ENVIRONMENT CHAPTER | Page 111 | This indicator does not include the energy consumption reduction achieved for each initiative, the basis for calculating the reduction in energy consumption, the base year or baseline, or the methodology used. | |

We protect biodiversity

| | | | | | |
|-------|---|---------------------|------------------------|--|--|
| 304-1 | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | ENVIRONMENT CHAPTER | Page 115 | | SASB: EM-EP-160a.3. Percentage of (1) proved reserves IPIECA: ENV-4 Protected and priority areas for biodiversity conservation |
| 304-4 | IUCN Red List species and national conservation list species with habitats in areas affected by operations | ENVIRONMENT CHAPTER | Page 116 Appendixes | | SASB: EM-EP-160a.3. (2) Probable reserves in or near sites with protected conservation status or endangered species habitat IPIECA: ENV-4: Protected and priority areas for biodiversity conservation |

| GRI STANDARD | CONTENT | LOCATION | PAGE | GRI COMMENTS AND OMISSIONS | RELATED STANDARDS |
|---------------------------------|---|---------------------|----------|---|--|
| Responsible resource use | | | | | |
| 303-1 | Interactions with water as a shared resource | ENVIRONMENT CHAPTER | Page 119 | Detailed information on the approach to identify impacts and their scope, the collaboration with stakeholders to respond to impacts and the process of defining goals is not available as work is still in progress for subsequent reports. | |
| 303-2 | Management of water discharge-related impacts | ENVIRONMENT CHAPTER | Page 121 | This indicator does not report if the profile of the receiving water body was taken into account. | |
| 303-3 | Water withdrawal | ENVIRONMENT CHAPTER | Page 119 | Information on water withdrawal is reported in m ³ and not ML and does not include detail by areas of water shortage. | SASB: EM-EP-140a.1. (1) Total fresh water withdrawn IPIECA: ENV-1: Freshwater. |
| 303-4 | Water discharge | ENVIRONMENT CHAPTER | Page 121 | Information on water withdrawal is reported in m ³ and not ML and does not include detail by areas of water shortage. It does not include the method used to define priority substances that cause concern, international standards used, the method used to establish the limits for the discharge of substances, or the number of incidents of non-compliance with discharge limits. | SASB: EM-EP-140a.2. Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water IPIECA: ENV-2: Discharges to water |

| GRI STANDARD | CONTENT | LOCATION | PAGE | GRI COMMENTS AND OMISSIONS | RELATED STANDARDS |
|--------------|---|---------------------|------------|---|---|
| 303-5 | Water consumption | ENVIRONMENT CHAPTER | Page 119 | Information on water withdrawal is reported in m ³ and not ML and does not include detail by areas of water shortage. | SASB: EM-EP-140a.1 (2) Total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress |
| Proprietary | Blue water footprint | ENVIRONMENT CHAPTER | Page 121 | | |
| Proprietary | Water reuse | ENVIRONMENT CHAPTER | Page 120 | | SASB: EM-EP-140a.4. Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline. |
| 306-2 | Management of significant waste-related impacts | ENVIRONMENT CHAPTER | Page 122 | Measures not reported include circularity measures taken to prevent the generation of waste from the Company's own activities, upstream and downstream activities in the value chain, as well as those to manage the significant impact of waste generated. | |
| 306-3 | Waste generated | ENVIRONMENT CHAPTER | Page 122 | | IPIECA: ENV-7: Materials management. |
| 306-4 | Waste diverted from disposal | ENVIRONMENT CHAPTER | Appendixes | | IPIECA: ENV-7: Materials management. |

| GRI STANDARD | CONTENT | LOCATION | PAGE | GRI COMMENTS AND OMISSIONS | RELATED STANDARDS |
|--------------|----------------------------|---------------------|------------|----------------------------|--|
| 306-5 | Waste directed to disposal | ENVIRONMENT CHAPTER | Appendixes | | "IPIECA: ENV-7: Materials management". |

Preventive management of socioenvironmental impacts

| | | | | | |
|-------------|---|---------------------|----------|--|--|
| Proprietary | Environmental Management System certified to ISO 14001:2015 | ENVIRONMENT CHAPTER | Page 126 | | SASB: EM-EP-160a.1. Description of environmental management policies and practices for active sites. |
| 307-1 | Non-compliance with environmental laws and regulations | ENVIRONMENT CHAPTER | Page 127 | | |
| Proprietary | Oil spills (barrels of oil / million barrels produced) | ENVIRONMENT CHAPTER | Page 128 | | SASB: EM-EP-160a.2. Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume impacting shorelines with ESI rankings 8-10, and volume recovered. IPIECA: ENV-6: Spills to the environment. |

COMMUNITY DEVELOPMENT

GRI 103: MANAGEMENT APPROACH 2016

GRI 413: LOCAL COMMUNITIES 2016

| | | | | | |
|-------|--|-------------------------------|------------------------|--|--|
| 103-1 | Explanation of the material topic and its Boundary | COMMUNITY DEVELOPMENT CHAPTER | Pages 137, 142 and 146 | | |
|-------|--|-------------------------------|------------------------|--|--|

| GRI STANDARD | CONTENT | LOCATION | PAGE | GRI COMMENTS AND OMISSIONS | RELATED STANDARDS |
|--|--|-------------------------------|------------------------|----------------------------|---|
| 103-2 | The management approach and its components | COMMUNITY DEVELOPMENT CHAPTER | Pages 137, 142 and 146 | | |
| 103-3 | Evaluation of the management approach | COMMUNITY DEVELOPMENT CHAPTER | Pages 137, 142 and 147 | | |
| We promote dialogue and citizen participation | | | | | |
| 413-1 | Operations with local community engagement, impact assessments, and development programs | COMMUNITY DEVELOPMENT CHAPTER | Page 144 and 147 | | SASB: EM-EP-210b.1. Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume impacting shorelines with ESI rankings 8-10, and volume recovered IPIECA: SOC-9 Community impacts and engagement SOC-10 Engagement with indigenous peoples SOC-12 Community grievance mechanisms SOC-13 Social investment |
| Proprietary indicators | | | | | |
| Proprietary | Proprietary indicator: Stakeholder dialog and consultations | COMMUNITY DEVELOPMENT CHAPTER | Pages 143 and 144 | | |

APPENDIXES

OUR STAKEHOLDERS (102-43)

| Stakeholders | Definition | Mechanisms | Frequency | Main areas of interest |
|--------------------------------|--|--|--|---|
| Communities and neighbors | The people, organizations and groups that represent the interests of civil society, who live in the territories we operate in and with whom we establish neighborly relations. This group includes, among others, community representatives, non-governmental organizations, indigenous communities, civil society in general, social leaders, unions and productive associations. | <ul style="list-style-type: none"> » The Cuéntame Program, which collates and responds to requests and complaints. » Planning, agreeing and delivering Community Benefit Programs and social investment. » Conversation opportunities to follow up on agreements. » Follow-up days for social investment projects. » Discussing environmental impact studies. » Ethnic relations and prior consultation. » Cafés de la Amistad. » Cafés Empresariales. » Press releases, quarterly reports. » Corporate website and good neighbors website | <ul style="list-style-type: none"> » Permanent as part of the development of each activity. » See Community Development chapter. | <ul style="list-style-type: none"> » Engagement with local authorities. » Developing operations and activities. » Managing community agreements, risk and impacts. » Monitoring agreements. » Local hiring. » Developing social investment projects. » Help and support in managing Covid-19. |
| Local and national governments | The institutions, entities and authorities at national and territorial levels that we have relationships with, which direct, control and administer public power. This group includes law enforcement agencies, the administrative units of state institutions and all State control organizations. | <ul style="list-style-type: none"> » Meetings for Transparency » Accompaniment in follow-up instances with neighbors, authorities and suppliers/contractors. » Opportunities to present activities and suppliers. » Presentation of social investment and contractor plans. » Discussing environmental impact studies. » Release of information of interest to authorities. » Press releases and bulletins. » Results and ESG reports and the 20-F form. | <ul style="list-style-type: none"> » Permanent in the development of activities. » Annual and quarterly information reports, according to what is required in contractual obligations. » Public statements and notices on activities. | <ul style="list-style-type: none"> » Legal and regulatory fulfilment in each jurisdiction. » Fulfillment and verification of due diligence processes in territories. » Support for authorities' community relations and local development initiatives. » Support and accompaniment in instances of relations with communities, authorities and suppliers/contractors. » Help and support in managing Covid-19. |

| Stakeholders | Definition | Mechanisms | Frequency | Main areas of interest |
|---------------------------|--|--|--|--|
| Suppliers and contractors | People and organizations and their respective workforces that through a commercial relationship provide goods and services to our Company and allow us to fulfil our business goals. Suppliers and contractors that impact local, regional or national territories are relevant to us, and we pay special attention to those with significant social or environmental impacts. | <ul style="list-style-type: none"> » Internal induction of contractors. » Presenting contractors externally. » Juntos Sumamos - socio-labor dialogue meetings. » Implementation of an occupational administration program. » Results and ESG reports and the 20-F form. » Website. | <ul style="list-style-type: none"> » Permanent with local teams and the Corporate Procurement team. » As needed for the presentation of contractors and the induction process (can be several times a year). » See Community Development chapter. | <ul style="list-style-type: none"> » Local hiring processes. » Training events and GeoPark strategy presentations. » Billing and administrative and legal processes. » Fulfilment of legal labor obligations to guarantee all employees the right to decent and dignified work, promoted by the International Labor Organization. » Accompany and support in Covid-19 contingencies. |
| Employees | The team of men and women who work to generate value for our Company, applying excellence in discovery, operation and consolidation in the oil and gas industry. | <ul style="list-style-type: none"> » Strategy presentations, presenting results and meetings with the Management Team and the Board. » Performance management processes. » Cómo Estamos? work climate surveys » Communications and online activities for adaptation to business continuity in the context of Covid-19. » Community and health and safety committees. » Ethics Hotline. » Results and ESG reports and the 20-F form. » Website. | <ul style="list-style-type: none"> » Permanent with the Ethics Hotline and People area. » On demand and according to initiatives: CEO and Management Team meetings, strategy development, launches of initiatives, e-mail communications and virtual events. » Annual: Work climate and satisfaction surveys, performance evaluations. » See People chapter. | <ul style="list-style-type: none"> » GeoPark culture and commitment. » Retention, training and development strategies. » GeoPark benefits and well-being: Care and safety in work at home and in the field. » Occupational health and safety. » Work environment. » Covid-19 adaptation and support initiatives and programs. » Support and follow up on fulfilling work plans. |
| Partners | The team of men and women who work to generate value for our Company, applying excellence in discovery, operation and consolidation in the oil and gas industry. | <ul style="list-style-type: none"> » Dialogue and meetings on specific industry or community matters. » Planning, defining and following up on partnerships. » Results and ESG reports and the 20-F form. » Website » E-mail and communication campaigns. | <ul style="list-style-type: none"> » According to needs and demand: dialogue and meetings to develop initiatives. » Annual and quarterly. » Permanent. | <ul style="list-style-type: none"> » Impact initiatives for the industry and territories. » Management of social and environmental impact. » Partnerships and strategic relationships. » Covid-19 adaptation and support initiatives and programs. |

| Stakeholders | Definition | Mechanisms | Frequency | Main areas of interest |
|--------------|--|--|--|--|
| Investors | People or organizations that invest part or all of their capital in buying shares in the company, giving them political and economic rights. | <ul style="list-style-type: none"> » Corporate e-mail: ir@geo-park.com » Press releases » Corporate presentations. » Quarterly results calls. » Conferences. » Non-deal roadshows. » Deal-roadshows. » Investor Day. » Field visits. » Webinars. » Website. » Social media. » Articles in specialized sector media. | <ul style="list-style-type: none"> » Permanent through digital channels. » We publish quarterly and annual updates on relevant Company information and our performance. » Other channels are activated as needed. | <ul style="list-style-type: none"> » Performance of financial and non-financial variables and indicators (ESG). » Share liquidity, dividends and the emission of bonds and shares. » Company growth and new business. » Hydrocarbons sector corporate governance matters. » Evolution of hydrocarbons reserves. |

BALANCED SCORECARD GEOPARK 2020

| VALUE GENERATION AND RETURN | OPERATIONS AND EXECUTION | ASSET MANAGEMENT, PERFORMANCE AND QUALITY |
|--|--|--|
| <ul style="list-style-type: none"> » Adjusted EBITDA \$220 million » Cash reserves at December 31 \$150 million » Average share price to December \$10 per share » Increase in the net asset value per share (VIPS) \$ 5 per share | <ul style="list-style-type: none"> » Production efficiency index 94% » Drilling efficiency index 94% » Lost time incidents per million hours worked (LTIR) 0.40 » Total recordable incidents per million hours worked (TRIR) 1.70 » Moving vehicle crashes per million kilometers driven (MVCR) 0.45 | <ul style="list-style-type: none"> » Annual average oil and gas production 40 - 42 (mboepd) » Operating cost per equivalent barrel sold (OPEX/boe) 6.9 (\$/boe) » Executed Capex vs. plan 100% » Make operations feasible in Putumayo/Ecuador 100% |
| NATURE AND NEIGHBORS | EXPLORATION AND SUBSURFACE | COMMITMENT AND CULTURE |
| <ul style="list-style-type: none"> » Sustainable Development: No socio-environmental projects / No beneficiaries 33 / 19,700 » Reduction of the Llanos 34 carbon footprint vs. 2019 3% » Conflicts with production losses greater than 1.0% annual 0 » Barrels spilled per million barrels produced (ratio) OSB 1.34 | <ul style="list-style-type: none"> » 2P reserves replacement rate (RRR) 1 » Exploration resources / 2P Reserves 3 » Addition of new reserves 3 (mmboe) » Execution of a new Play Concept 1 | <ul style="list-style-type: none"> » Employees taking on new roles and responsibilities 30% » Employees trained 90% » Innovation projects carried out 6 » Staff trained in Compliance (%) 90% » Team leaders trained in business continuity and crisis management 100% |

SAFETY

Workers covered by an occupational health and safety management (403-8)

| Coverage criteria | 2018 | 2019 | 2020 |
|---|-----------|-----------|-----------|
| Total number of employees | 509 | 484 | 460 |
| Total hours worked by employees and contractors | 7,210,831 | 8,146,183 | 6,921,751 |
| Percentage of workers and contractors covered by OHS system | 7,210,831 | 8,146,183 | 6,921,751 |

Health and Safety indicators (403-8)

| | 2018 | 2019 | 2020 |
|---|------------|------------|------------|
| Total hours worked | 7,210,831 | 8,146,183 | 6,921,751 |
| Total fatalities because of occupational accidents or illness | 0 | 0 | 0 |
| Total incidents with injury | 184 | 94 | 90 |
| Total recordable incidents | 9 | 15 | 6 |
| Total lost time injury incidents | 3 | 5 | 2 |
| Kilometers travelled | 11,089,391 | 16,126,920 | 15,900,505 |
| Total recordable vehicle incidents | 6 | 6 | 2 |
| Total lost days through accidents | 132 | 188 | 209 |
| Total lost days through absence | 1,152 | 2,516 | 1,293 |
| TRIR (Total Recordable Incident Rate) | 4.95 | 6.54 | 0.87 |
| LTIR (Lost Time Incident Rate) | 2.36 | 1.83 | 0.29 |
| MVCR (Moving Vehicle Crash Rate) | 2.28 | 1.13 | 0.13 |

At GeoPark we use the International Association of Oil and Gas Producers (IOGP) incident classification guide *Safety data reporting user guide - Scope and definitions*. Data includes direct personnel and contractors.

Business Continuity Master Plan (Proprietary indicator)

| País | Indicador | 2018 | 2019 | 2020 |
|--|--|--------|--------|--------|
| Colombia  | Number of risk analyses | 30,929 | 32,693 | 27,910 |
| | Number of safety inspections | 5,369 | 8,058 | 16,027 |
| | Number of emergency simulations addressing 100% of emergency and vulnerability scenarios | 387 | 327 | 449 |
| Ecuador  | Number of risk analyses | - | 33 | 183 |
| | Number of safety inspections | - | 23 | 106 |
| | Number of emergency simulations addressing 100% of emergency and vulnerability scenarios | - | - | 2 |
| Chile  | Number of risk analyses | 698 | 657 | 237 |
| | Number of safety inspections | 1,865 | 2,143 | 1,203 |
| | Number of emergency simulations addressing 100% of emergency and vulnerability scenarios | 23 | 49 | 18 |
| Argentina  | Number of risk analyses | 2,228 | 2,714 | 921 |
| | Number of safety inspections | 736 | 1,006 | 461 |
| | Number of emergency simulations addressing 100% of emergency and vulnerability scenarios | 49 | 85 | 24 |
| Brazil  | Number of risk analyses | 94 | 131 | 4 |
| | Number of safety inspections | 166 | 286 | 120 |
| | Number of emergency simulations addressing 100% of emergency and vulnerability scenarios | 9 | 9 | 11 |




Road Safety in Colombia (Proprietary indicator)

| | 2018 | 2019 | 2020 |
|---|-------|--------|-------|
| Oil transportation drivers certified in the Safe Drivers program | 3,266 | 3,604 | 2,411 |
| Speeding incidences detected in speed checks | 1,789 | 41,087 | 100 |
| Participants in road safety micro-talks held for direct GeoPark staff and contractors | 149 | 15,722 | 1,000 |
| Special service drivers trained in the Safe Driver program | 189 | 1,641 | 589 |
| Students and teachers trained in the Road Safety Program for schools and colleges * | 1,372 | 404 | 0 |
| Road users trained in road safety campaigns | 2,430 | 550 | 100 |

* In 2020 we did not undertake activities with students or teachers due to the suspension of classes in schools because of the Covid-19 pandemic, on the recommendation of health authorities.

PROSPERITY

102-9 GeoPark supply chain

| | 2018 | | | | |
|---|---|---|--|---|--|
| Supply chain |  Argentina |  Chile |  Colombia |  Ecuador |  Brazil |
| Total number suppliers | 342 | 312 | 685 | Not available | 177 |
| Estimated payments to suppliers | Not available | Not available | 126 | Not available | Not available |
| Local purchases as proportion of total procurement | 43,382,000 | 33,947,000 | 266,630,509 | Not available | 15,994,000 |
| Proportion of new suppliers that were screened using environmental criteria | 29% | 93% | 13% | Not available | 96% |






| 2019 | | | | | |
|--|---|---|--|---|--|
| Supply chain |  Argentina |  Chile |  Colombia |  Ecuador |  Brazil |
| Total number suppliers | 404 | 301 | 733 | 32 | 259 |
| Estimated payments to suppliers | 26 | 282 | 134 | Not available | 256 |
| Local purchases as proportion of total procurement | 34,709,214 | 24,885,331 | 287,725,173 | 242,726 | 8,037,801 |
| Percentage of total spending on local procurement | 22% | 89% | 17% | 2% | 99% |

| 2020 | | | | | |
|--|---|---|--|---|--|
| Supply chain |  Argentina |  Chile |  Colombia |  Ecuador |  Brazil |
| Total number suppliers | 360 | 284 | 864 | 124 | 164 |
| Estimated payments to suppliers | 91* | 266 | 158 | Not available | 162 |
| Local purchases as proportion of total procurement | 15,244,346 | 22,735,396 | 232,064,993 | 1,184,640 | 2,398,867 |
| Percentage of total spending on local procurement | 33% | 91% | 15% | 5% | 97% |






* 13 ENC (certified Neuquen companies) and 78 EPN (potential Neuquen companies) are added.

| | |
|---|---|
| Description of suppliers | The suppliers listed in this report are all those required to serve GeoPark's operations in the different countries it operates in, covering exploration, drilling, engineering and construction, production and reservoirs, operation and maintenance, logistics and transportation, industry support services, administrative services and compliance with HSE, Environmental and other guidelines, as well as the provision of products, materials and others. Our local procurement budget has significant differences between operations because the concept of "local provider" has a different scope in every operation. In Argentina, local companies are those that are part of the Buy from Neuquen Program that requires they are registered and meet certain conditions. In Brazil and Chile, they are companies from those respective countries and there are no special considerations of proximity to the operation. In Colombia, local suppliers are those that are headquartered in the municipalities of the areas of influence of our projects, as well as regional companies located in the departments we operate in (Casanare and Putumayo) and are members of the neighboring community. |
| Description of supplier selection processes | The current policy has defined contracting mechanisms for different scenarios such as direct contracting, and public and private tenders. In general terms, the minimum requirements for contracting are defined based on the nature of the goods and services to be acquired. Documents that demonstrate suppliers' financial health (financial statements, balance sheet, others), certificates of experience and track record, lists of machinery or equipment, assurance or certifications of different kinds, evidence of occupational health and safety, environmental and labor practice compliance, among others, can be required. |

204-1 Proportion of spending on local suppliers

| |  Argentina |  Chile |  Colombia |  Ecuador |  Brazil |
|---|---|---|--|---|--|
| 2018 | | | | | |
| Total budget assigned to suppliers in locations that the Company has significant operations in (\$) | 43,382,000 | 33,947,000 | 266,630,509 | Not available | 15,994,000 |
| Total budget assigned to local suppliers in locations that the Company has significant operations in (\$) | 12,364,000 | 31,490,000 | 35,604,894 | Not available | 15,406,000 |
| Proportion of total budget in locations that the Company has significant operations in assigned to suppliers in the locality of the operation | 29% | 93% | 13% | Not available | 96% |
| 2019 | | | | | |
| Total budget assigned to suppliers in locations that the Company has significant operations in (\$) | 34,709,214 | 24,885,331 | 287,725,173 | 242,726 | 8,037,801 |
| Total budget assigned to local suppliers in locations that the Company has significant operations in (\$) | 7,562,300 | 22,188,778 | 47,800,945 | 5,478 | 7,974,707 |
| Proportion of total budget in locations that the Company has significant operations in assigned to suppliers in the locality of the operation | 22% | 89% | 17% | 2% | 99% |
| 2020 | | | | | |
| Total budget assigned to suppliers in locations that the Company has significant operations in (\$) | 15,244,346 | 22,735,396 | 232,064,993 | 1,184,640 | 2,398,867 |
| Total budget assigned to local suppliers in locations that the Company has significant operations in (\$) | 5,097,619 | 20,689,210 | 35,674,492 | 63,964 | 2,326,901 |
| Proportion of total budget in locations that the Company has significant operations in assigned to suppliers in the locality of the operation | 33% | 91% | 15% | 5% | 97% |






308-1 New suppliers that were screened using environmental criteria

| |  Argentina |  Chile |  Colombia |  Ecuador |  Brazil |
|---|---|---|--|---|--|
| 2018 | | | | | |
| Total number new suppliers | 235 | 93 | 216 | Not available | 65 |
| New suppliers that were screened using environmental criteria | 37 | 13 | 34 | Not available | 11 |
| Proportion of new suppliers that were screened using environmental criteria | 16% | 14% | 16% | Not available | 16% |
| 2019* | | | | | |
| Total number new suppliers | 180 | 74 | 222 | Not available | 131 |
| New suppliers that were screened using environmental criteria | 28 | 10 | 34 | Not available | 18 |
| Proportion of new suppliers that were screened using environmental criteria | 15% | 14% | 15% | Not available | 14% |
| Proportion of spending on local suppliers | Not available | Not available | 35% | Not available | Not available |
| 2020** | | | | | |
| Total number new suppliers | 90 | 53 | 337 | Not available | 53 |
| New suppliers that were screened using environmental criteria | 14 | 7 | 51 | Not available | 8 |
| Proportion of new suppliers that were screened using environmental criteria | 16% | 14% | 15% | Not available | 15% |
| Proportion of spending on local suppliers | Not available | Not available | 36% | Not available | Not available |

* In 2019 the evaluation of suppliers in Colombia started with the environmental team assessing companies, emphasizing to our suppliers the importance of environmental criteria.

** In 2020 we periodically evaluated suppliers and the environmental team checked up on many agreements and suppliers, new or not. At end-2020 periodic evaluation of suppliers in other countries started (it had been recommended to start at the end of the agreements).

414-1 New suppliers that were screened using social criteria

| |  Argentina |  Chile |  Colombia |  Ecuador |  Brazil |
|--|---|---|--|---|--|
| 2018* | | | | | |
| Total number new suppliers | 235 | 93 | 216 | Not available | 65 |
| New suppliers that were screened using social criteria | Not available | Not available | Not available | Not available | Not available |
| Proportion of new suppliers that were screened using social criteria | Not available | Not available | Not available | Not available | Not available |
| 2019** | | | | | |
| Total number new suppliers | 180 | 74 | 222 | Not available | 131 |
| New suppliers that were screened using social criteria | Not available | Not available | Not available | Not available | Not available |
| Proportion of new suppliers that were screened using social criteria | Not available | Not available | Not available | Not available | Not available |
| Proportion of new suppliers that were screened using social criteria | Not available | Not available | 35% | Not available | Not available |
| 2020*** | | | | | |
| Total number new suppliers | 90 | 53 | 337 | Not available | 53 |
| New suppliers that were screened using social criteria | 5 | 5 | 41 | Not available | 0 |
| Proportion of new suppliers that were screened using social criteria | 6% | 9% | 12% | Not available | 0% |
| Proportion of new suppliers that were screened using social criteria | Not available | Not available | 39% | Not available | Not available |

* In 2018 we had social considerations for the selection and hiring of companies, but some procedures were different and the information is not available.

** In 2019 we had social considerations for the selection and hiring of companies, but some procedures were different and the information is not available.







In 2019 the evaluation of suppliers in Colombia started with the social team assessing companies, emphasizing to our suppliers the importance of environmental criteria.

*** In 2020 we periodically evaluated suppliers and the social team checked up on many agreements and suppliers, new or not.

At end-2020 periodic evaluation of suppliers in other countries started (it had been recommended to start at the end of the agreements).

EMPLEADOS

Information on employees and other workers (102-8)

| Operation | 2020 | | 2019 | | 2018 | |
|---|-------------------------------|---|-------------------------------|---|-------------------------------|---|
| | Total number direct employees | Proportion of each country in total number of employees | Total number direct employees | Proportion of each country in total number of employees | Total number direct employees | Proportion of each country in total number of employees |
|  Colombia | 272 | 62.24% | 202 | 46.01% | 178 | 38.86% |
|  Argentina | 96 | 21.97% | 131 | 29.84% | 140 | 30.57% |
|  Chile | 57 | 13.04% | 77 | 17.54% | 100 | 21.83% |
|  Peru | 5 | 1.14% | 14 | 3.19% | 28 | 6.11% |
|  Brazil | 5 | 1.14% | 13 | 2.96% | 12 | 2.62% |
|  Ecuador | 2 | 0.46% | 2 | 0.46% | 0 | 0.00% |
| Total | 437 | 100% | 439 | 100% | 458 | 100% |

General labor disclosures

| | Men | Women | Total |
|--|--------|--------|-------|
| 2020 | | | |
| Total number direct employees | 303 | 157 | 460 |
| Employees on permanent contracts | 287 | 150 | 437 |
| Employees on temporary contracts | 14 | 4 | 18 |
| Placements / Apprenticeships / SENA | 2 | 3 | 5 |
| Total number indirect employees | 0 | 0 | 0 |
| Proportion of employees on temporary contracts | 4.62% | 2.55% | 3.91% |
| Proportion of employees on permanent contracts | 94.72% | 95.54% | 95.0% |
| Proportion of men and women | 65.87% | 34.13% | |
| (405-1) Company employees by labor category * | | | |
| Directors | 6 | 5 | 11 |
| Managers and professionals with over 15 years' experience | 49 | 21 | 70 |
| Mid-seniority leaders and professionals | 97 | 47 | 144 |
| Operational professionals and workers | 149 | 81 | 230 |
| Proportion directors | 55% | 45% | 2% |
| Proportion managers and professionals with over 15 years' experience | 70% | 30% | 15% |
| Proportion mid-seniority leaders and professionals | 67% | 33% | 32% |
| Proportion operational professionals and workers | 65% | 35% | 51% |

*Excludes Placements/Apprenticeships (5)
 (102-49) In 2020 the job categories presented were established; in previous years this information was not available
 GeoPark does not have part-time or partial-time employees; 100% of the team has a full-time contract

| | Men | Women | Total |
|--|--------|--------|-------|
| 2019 | | | |
| Total number direct employees | 328 | 156 | 484 |
| Employees on permanent contracts | 298 | 141 | 439 |
| Employees on temporary contracts | 25 | 10 | 35 |
| Placements / Apprenticeships / SENA | 5 | 5 | 10 |
| Total number indirect employees | 0 | 0 | 0 |
| Proportion of employees on temporary contracts | 90.85% | 90.38% | 90.7% |
| Proportion of employees on permanent contracts | 7.62% | 6.41% | 7.23% |
| Proportion of men and women | 67.77% | 32.23% | |

GeoPark does not have part-time employees; 100% of the team has a full-time contract
 *Excludes Placements/Apprenticeships (5)







| | Men | Women | Total |
|--|--------|--------|-------|
| 2019 | | | |
| Total number direct employees | 351 | 158 | 509 |
| Employees on permanent contracts | 314 | 144 | 458 |
| Employees on temporary contracts | 31 | 8 | 39 |
| Placements / Apprenticeships / SENA | 6 | 6 | 12 |
| Total number indirect employees | 0 | 0 | 0 |
| Proportion of employees on temporary contracts | 89.46% | 91.14% | 90.0% |
| Proportion of employees on permanent contracts | 8.83% | 5.06% | 7.66% |
| Proportion of men and women | 72.52% | 32.64% | |

GeoPark does not have part-time employees; 100% of the team has a full-time contract
 * Excludes Placements/Apprenticeships (5)

New employee hires and employee turnover (401-1)

| | N° hires 2020 | | | N° hires 2019 | | | N° hires 2018 | | | Hiring | | |
|---|---------------|-----------|-------------|---------------|-----------|-----------|---------------|-----------|-----------|---------------|--------------|---------------|
| Operation | M | W | Total | M | W | Total | M | W | Total | 2020 | 2019 | 2018 |
|  Colombia | 70 | 53 | 123 | 21 | 12 | 33 | 12 | 5 | 17 | 45.22% | 16.30% | 9.15% |
|  Argentina | 0 | 0 | 0 | 9 | 3 | 12 | 35 | 11 | 46 | 0.00% | 9.16% | 32.86% |
|  Chile | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 0.00% | 0.00% | 2.00% |
|  Peru | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 2 | 5 | 0.00% | 0.00% | 17.86% |
|  Brazil | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0.00% | 7.69% | 0.00% |
|  Ecuador | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0.00% | 0.00% | 0.00% |
| Total | 70 | 53 | 123* | 31 | 17 | 48 | 51 | 19 | 70 | 28.15% | 10.9% | 15.28% |

*In 2020 one hire was made in the UK, for a total of 124 hires

| TURNOVER | | Total exits 2020 | | | Total exits 2019 | | | Total exits 2018 | | | Turnover rate | | |
|---|-----------|---------------------|----|-------|---------------------|----|-------|---------------------|----|-------|---------------|---------|-------|
| Operation | Tipo | M | W | Total | M | W | Total | M | W | Total | 2020 | 2019 | 2018 |
|  Colombia | Total | 26 | 24 | 50 | 10 | 5 | 15 | 10 | 5 | 15 | 18.38% | 7.43% | 8.43% |
| | Voluntary | 1 | 1 | 2 | 3 | 0 | 3 | 1 | 0 | 1 | 0.74% | 1.49% | 0.56% |
|  Argentina | Total | 17 | 12 | 29 | 12 | 6 | 18 | 1 | 4 | 5 | 30.21% | 13.74% | 3.57% |
| | Voluntary | 1 | 1 | 2 | 3 | 0 | 3 | 0 | 1 | 1 | 2.08% | 2.29% | 0.71% |
|  Chile | Total | 11 | 8 | 19 | 19 | 6 | 25 | 3 | 1 | 4 | 33.33% | 32.47% | 4.00% |
| | Voluntary | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 0.00% | 0.00% | 2.00% |
|  Peru | Total | 0 | 0 | 0 | 10 | 5 | 15 | 2 | 0 | 2 | 0.00% | 107.14% | 7.14% |
| | Voluntary | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.00% | 0.00% | 0.00% |
|  Brazil | Total | 6 | 3 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 180.00% | 0.00% | 0.00% |
| | Voluntary | 6 | 3 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 180.00% | 0.00% | 0.00% |
|  Ecuador | Total | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.00% | 0.00% | n/a |
| | Voluntary | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.00% | 0.00% | n/a |
| Total | | 60 | 47 | 107 | 51 | 22 | 73 | 16 | 10 | 26 | 24.49% | 16.63% | 5.68% |
| Voluntary | | 8 | 5 | 13 | 6 | 0 | 6 | 2 | 2 | 4 | 2.97% | 1.37% | 0.87% |

Return to work after parental leave, by gender (401-3)

| | 2018 | 2019 | 2020 |
|---|------|------|------|
|  Argentina | 5 | 29 | 18 |
| Men | 1 | 12 | 6 |
| Women | 4 | 17 | 12 |
|  Brazil | 0 | 0 | 0 |
| Men | 0 | 0 | 0 |
| Women | 0 | 0 | 0 |
|  Chile | 2 | 8 | 6 |
| Men | 0 | 6 | 3 |
| Women | 2 | 2 | 3 |
|  Colombia | 18 | 18 | 36 |
| Men | 11 | 9 | 18 |
| Women | 7 | 9 | 18 |
|  Ecuador | 0 | 0 | 0 |
| Men | 0 | 0 | 0 |
| Women | 0 | 0 | 0 |
| Total | 25 | 55 | 60 |

Average hours of training per year per employee (401-3)

| Training hours for employees | Measurement unit | 2018 | 2019 | 2020 |
|--|------------------|------|------|-------|
| Total employees | Nº | 458 | 439 | 437 |
| Total women | Nº | 133 | 124 | 122 |
| Total men | Nº | 278 | 291 | 257 |
| Total training hours | FTE Hours | - | - | 9,265 |
| Average hours of training per employee | FTE Hours | - | - | 21.2 |

| Training hours for employees | Measurement unit | 2018 | 2019 | 2020 |
|--|------------------|------|------|------|
| Employees trained | Nº | 411 | 415 | 379 |
| Proportion of employees trained | % | 90% | 95% | 87% |
| Male employees trained | Nº | 278 | 291 | 257 |
| Proportion of male employees trained | % | 68% | 70% | 68% |
| Female employees trained | Nº | 133 | 124 | 122 |
| Proportion of female employees trained | % | 32% | 30% | 32% |

| | | 2020 |
|--|-----|--------|
| Total investment | USD | 73,335 |
| Average training investment per employee | USD | 167.81 |

Percentage of employees receiving regular performance and career development reviews (404-3)

| Employees evaluated | Employees evaluated | 2020 |
|---|---------------------|------|
| 2020 Employees evaluated by category. | | |
| Total employees* | Nº | 455 |
| Total employees evaluated* | Nº | 455 |
| Proportion of employees evaluated | % | 100% |
| Employees by labor category - Directors | Nº | 11 |
| Performance reviews by labor category - Directors | Nº | 11 |
| Proportion of employees evaluated by labor category - Directors | % | 100% |
| Employees by labor category - Managers and professionals with over 15 years' experience | Nº | 70 |
| Performance reviews by labor category - Managers and professionals with over 15 years' experience | Nº | 70 |
| Proportion of employees evaluated by labor category - Managers and professionals with over 15 years' experience | % | 100% |
| Employees by labor category - Mid-seniority leaders and professionals | Nº | 144 |
| Performance reviews by labor category - Mid-seniority leaders and professionals | Nº | 144 |
| Proportion of employees evaluated by labor category - Mid-seniority leaders and professionals | % | 100% |
| Employees by labor category - Operational professionals and workers | Nº | 230 |
| Performance reviews by labor category - Operational professionals and workers | Nº | 230 |
| Proportion of employees evaluated by labor category - Operational professionals and workers | % | 100% |
| 2020 Employees evaluated by gender. | | |
| Total women | Nº | 154 |
| Women evaluated | Nº | 154 |
| Proportion of women evaluated | % | 100% |
| Total men | Nº | 301 |
| Men evaluated | Nº | 301 |
| Proportion of men evaluated | % | 100% |

*Excludes Placements/Apprenticeships (5)

ENVIRONMENT

(304-4) Species on the IUCN Red List and national conservation lists found in areas affected by our operations

| Scientific name | Common name | Endangered level of the species on the IUCN Red List | | | | | Total |
|--------------------------------|-------------------------|--|------------|------------|-----------------|---------------|-------|
| | | Critically endangered | Endangered | Vulnerable | Near threatened | Least concern | |
| Putumayo - Colombia | | | | | | | |
| <i>Atelopus spumaruis</i> | Pebas stubfoot toad | | | X | | | |
| <i>Chelonoidis carbonaria</i> | Red-footed tortoise | | | X | | | |
| <i>Lagothrix lagotricha</i> | Brown woolly monkey | | | X | | | |
| <i>Myrmecophaga tridactyla</i> | Giant anteater | | | X | | | |
| <i>Priodontes maximus</i> | Giant armadillo | | X | | | | |
| <i>Alouatta palliata</i> | Mantled howler monkey | | | X | | | |
| <i>Inia geoffrensis</i> | Amazon river dolphin | | | X | | | |
| <i>Lontra longicaudis</i> | Neotropical river otter | | | X | | | |
| <i>Tapirus terrestris</i> | South American tapir | X | | | | | |
| <i>Pithecia monachus</i> | Monk saki | | | X | | | |
| <i>Panthera onca</i> | Jaguar | | | X | | | |
| <i>Pteronura brasiliensis</i> | Giant river otter | | X | | | | |
| <i>Leopardus wiedii</i> | Margay | | | | X | | |
| Llanos - Colombia | | | | | | | |
| <i>Chelus fimbriatus</i> | Mata mata | | | | X | | |
| <i>Odocoileus virginianus</i> | White-tailed deer | | | | X | | |
| <i>Tapirus terrestris</i> | South American tapir | | | X | | | |
| <i>Leopardus pardalis</i> | Ocelot | | | X | | | |
| <i>Myrmecophaga tridactyla</i> | Giant anteater | | | X | | | |
| <i>Lontra longicaudis</i> | Neotropical otter | | | X | | | |
| <i>Panthera onca</i> | Jaguar | | | | X | | |
| Argentina | | | | | | | |
| <i>Puma concolor</i> | Puma | | | | | X | |
| <i>Lycalopex griseus</i> | Patagonian fox | | | | | X | |
| <i>Zaedyus pichiy</i> | Dwarf armadillo | | | | X | | |
| <i>Chelonoidis chilensis</i> | Patagonian tortoise | | | X | | | |
| Chile | | | | | | | |
| <i>Lama guanicoe</i> | Guanaco | | | | | X | |
| Total | | 1 | 2 | 14 | 5 | 3 | 25 |

(306-4) **Waste diverted from disposal**

(306-5) **Waste directed to disposal**

| Waste management by country | Type of waste | Category of waste | 2017 | | 2018 | | 2019 | | 2020 | | Final disposal method (with environmental licenses or permits for repurposing and management) |
|-----------------------------|------------------------------------|-------------------|-----------------|--------|-----------------|-------|-----------------|--------|-----------------|-------|--|
| | | | Amount of waste | | Amount of waste | | Amount of waste | | Amount of waste | | |
| | | | m³ | Ton | m³ | Ton | m³ | Ton | m³ | Ton | |
| Argentina | Hazardous - contaminated solids | Hazardous | 0 | 0 | 0 | 0 | 0 | 21.9 | 160 | 0 | Authorized third parties |
| | Hazardous (tank bottoms) | Hazardous | 397 | 0 | 437 | 0 | 641 | 0 | 303.9 | 8.9 | Authorized third parties |
| | Hazardous (oil absorbing blankets) | Hazardous | 29.75 | 0 | 34.88 | 0 | 77.7 | 0 | 0 | 0 | Authorized third parties |
| | Conditioned waste | Hazardous | 0 | 24.26 | 0 | 12.41 | 0 | 0 | 0 | 0 | Authorized third parties |
| | Solid waste comparable to urban | Non-hazardous | 0 | 0 | 0 | 0 | 0 | 80.75 | 0 | 31.3 | Authorized third parties |
| | Unconditioned solid waste | Non-hazardous | 0 | 90.88 | 0 | 58.57 | 0 | 0 | 0 | 0 | Authorized third parties |
| | Hazardous waste | | 426.75 | 24.26 | 471.88 | 12.41 | 718.7 | 21.9 | 463.9 | 8.9 | |
| | Non-hazardous waste | | | 90.88 | | 58.57 | | 80.75 | | 31.3 | |
| Chile | Used oils | Hazardous | 0 | 0 | 0 | 0 | 0 | 4.14 | 0 | 0 | Hazardous waste final disposal plant |
| | Contaminated solids | Hazardous | 0 | 0 | 0 | 0 | 0 | 21.21 | 0 | 105.6 | Hazardous waste final disposal plant |
| | Contaminated solids and soils | Hazardous | 0 | 100.06 | 0 | 74.6 | 0 | 0 | 0 | 0 | Hazardous waste final disposal plant |
| | Contaminated substrate | Hazardous | 0 | 0 | 0 | 0 | 0 | 89.06 | 0 | 0 | Hazardous waste final disposal plant |
| | Domestic | Non-hazardous | 0 | 407.45 | 0 | 343.8 | 0 | 116.25 | 0 | 133.7 | Landfill |
| | Semi-industrial | Non-hazardous | 0 | | 0 | | 0 | 228.8 | 0 | 0 | Landfill |
| | Hazardous waste | | | 100.06 | 0 | 74.6 | | 114.41 | | 105.6 | |
| | Non-hazardous waste | | | 407.45 | 0 | 343.8 | | 345.05 | | 133.7 | |

| Waste management by country | Type of waste | Category of waste | 2017 | | 2018 | | 2019 | | 2020 | | Final disposal method (with environmental licenses or permits for repurposing and management) |
|-----------------------------|-----------------------------|-------------------|-----------------|--------|-----------------|---------|-----------------|--------|-----------------|-------|--|
| | | | Amount of waste | | Amount of waste | | Amount of waste | | Amount of waste | | |
| | | | m³ | Ton | m³ | Ton | m³ | Ton | m³ | Ton | |
| Colombia | Post-consumer | Hazardous | 0 | 54 | 0 | 853 | 0 | 409.63 | 0 | 3.1 | Third parties |
| | Hazardous | Hazardous | 0 | 414.45 | 0 | 156.8 | 0 | 243.56 | 22.481* | 254.1 | |
| | Recyclable | Non-hazardous | 0 | 59.57 | 0 | 86.89 | 0 | 74.34 | 0 | 309.4 | |
| | Non-recyclable | Non-hazardous | 0 | 239.49 | 0 | 84.49 | 0 | 126.1 | 0 | 679.6 | |
| | Organic | Non-hazardous | 0 | 225.53 | 0 | 277.966 | 0 | 430.63 | 0 | 0 | |
| | Hazardous waste | | 468.45 | | 1.009.8 | | 653.19 | 22.481 | 257.2 | | |
| | Non-hazardous waste | | | | 449.35 | | 631.07 | | 989.00 | | |
| Brazil | Effluent | Non-hazardous | 0 | 0 | 93 | 0 | 0 | 0 | 0 | 0 | ETE |
| | Recyclable | Non-hazardous | 0 | 0 | 0 | 0.071 | 0 | 1.56 | 0 | 0 | Recycling |
| | Non-recyclable | Non-hazardous | 0 | 0 | 0 | 1.44 | 0 | 0.16 | 0 | 0 | Landfill type IIA |
| | Drill cuttings | Non-hazardous | 0 | 0 | 0 | 296.42 | 0 | 46.97 | 0 | 0 | Blending |
| | Organic | Non-hazardous | 0 | 0 | 0 | 0 | 0 | 3.09 | 0 | 2.99 | Co-processing |
| | Effluent | Hazardous | 0 | 0 | 120 | 0 | 0 | 0 | 615 | 0 | Co-processing |
| | Non-recyclable | Hazardous | 0 | 0 | 0 | 0 | 0 | 4.43 | 0 | 27.59 | Co-processing |
| | Contaminated drill cuttings | Hazardous | 0 | 0 | 0 | 50.43 | 0 | 206.93 | 0 | 0 | Landfill type IIA |
| | Hazardous waste | | | | 120 | 50.43 | | 211.36 | 615 | 27.59 | |
| | Non-hazardous waste | | | | 93 | 297.94 | | 51.78 | 0 | 2.99 | |

* The volume of hazardous waste reported corresponds to drilling sludge and includes those that were treated internally by dehydration and those given to third parties for final disposal.

(305-1)(305-2)(305-3) GHG direct and indirect emissions (Scope 1,2 and 3) (Ton CO₂e)

| Direct and indirect emissions | 2017 (Ton CO ₂ e) | 2018 (Ton CO ₂ e) | 2019* (Ton CO ₂ e) |
|-------------------------------|---------------------------------|---------------------------------|----------------------------------|
| Scope 1 | 215,012.52 | 251,661.33 | 323,422.05 |
| Scope 2 | 8,662.67 | 9,975.30 | 22.89 |
| Scope 3 | 8.91 | 14.89 | 10,356.30 |
| Total Scope 1 and 2 | 223,684.09 | 261,651.53 | 323,444.94 |

Measurement for Colombia: Llanos 34. Although GeoPark has emissions information prior to 2020, the change of measurement scope means that it is not possible to compare this year with previous periods. Therefore, for future reports, the base year and the methodology will be those that we applied in 2020.

Emissions intensity (KgCO₂/BBL) (305-4)

| Emissions intensity | 2018* (KgCO ₂ e/boe) | 2019* (KgCO ₂ e/boe) |
|---------------------|------------------------------------|------------------------------------|
| | 12.79 | 13.05 |

*Measurement for Colombia: Llanos 34. Although GeoPark has emissions information prior to 2020, the change of measurement scope means that it is not possible to compare this year with previous periods. Therefore, for future reports, the base year and the methodology will be those that we applied in 2020.



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