



GEO PARK



**COMPREHENSIVE
MANAGEMENT OF
THE SOCIAL
ENVIRONMENT**

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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.

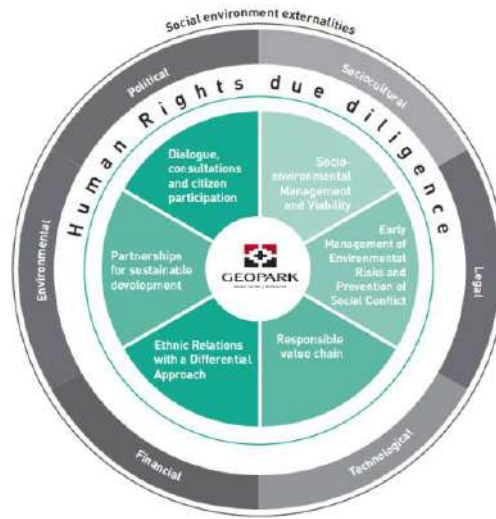
The comprehensive management of the social environment allows us to make extensive, cross-sector early management plans for social, environmental and other matters that could impact neighbors and nature.

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



EARLY MANAGEMENT OF ENVIRONMENTAL RISK AN PREVENTION OF SOCIAL CONFLICT

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.

In 2021 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.

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.

DIALOGUE, CONSULTATIONS AND CITIZEN PARTICIPATION

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.

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 to create training and education processes that aim for better relationships regarding management and dispute resolution with neighbors.

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:

- **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.
- **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.
- **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.
- **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.

- **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.
- **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.
- **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.

The viability of our operations is based on the anticipated management of the real or potential impacts on the lives of our Neighbors and Nature, due to the development of our projects.

In our Commitment to Nature, People and Neighbors we declare the criteria under which we generate transparent dialogues to build relationships of trust. This is how citizen participation supports the management of the relationship with our neighbors supported by dialogue and active listening, promoting understanding and respect among all the actors present in the territory. Some actions are:

- From our vision, SPEED Values System and commitment to Nature, Neighbors and People, we prioritize the communities that are in our areas of operation and define social management and relationship plans in order to guarantee compliance with the Good Neighborhood principle, integrate their concerns and concerns in impact management.
- We identify the potentially affected communities is carried out prior to the development of the projects, based on the preparation of the environmental impact studies.
- We prepare maps of actors on which we generate management plans related to the relevant issues identified in our materiality analysis.
- Our engagement and significant participation are based on extensive knowledge of our stakeholders and we guarantee compliance with the regulations of each country in our citizen participation processes.
- We have an engagement agenda in the territories where we operate,
- We guarantee that our stakeholders are kept informed about GeoPark's operational projects.
- Each year, we prepare a social and environmental investment plan with resources approved by senior management.

- We carry out environmental risk analysis and early management plans that involve information and communication processes prior to the start of operational projects.
- We prepare studies and environmental management plans for the development of operational projects that involve our neighboring stakeholders.
- Quarterly meetings held with stakeholders to render management accounts
- We guarantee access to relevant information by holding Transparency Encounters, follow-up meetings and information meetings that we hold periodically with local communities and authorities.
- We present to stakeholders' information on the social and environmental aspects of the projects to be carried out and also to the contractors who will carry out the different operational activities.
- We agree and periodically inform the stakeholders about the progress of the execution of socio-environmental initiatives
- Due to the expectations of local hiring stakeholders, we have some guidelines that define how we promote and encourage local hiring.

GeoPark has different channels and easily accessible spaces so that all stakeholders can express their opinions and points of view on operations, project risk, preservation of cultural heritage, socio-environmental impacts, and mitigation measures, such as following:

- Quarterly meetings for Transparency
- Requests, Complaints and Grievances management system (PQR-Cuéntame)
- Regular meetings with Community and Civil Society Organizations.
- Participatory workshops to identify socio-environmental impacts.
- Community socialization meetings on the Environmental Management Plans of operational projects
- It also has teams of professionals specialized in human sciences, with experience in the sector, who are permanently available in the areas of operation.

GeoPark also incorporates the concerns and recommendations of the communities and other stakeholders for the execution and operational performance as follows:

- Before to the execution of the projects, we develop the participatory formulation of socio-environmental management measures for the impacts identified in the Impact Identification Workshops, which are included in the Environmental Impact Studies
- Based on the analysis of trends and deviations from PQR management, decisions have been made to improve the management and operation of the company.
- As a result of risk analysis prior to project execution, early plans are defined that incorporate decisions to mitigate operational impacts.
- Based on participatory processes with the communities, material issues are identified, which are integrated into management plans.

- From the direct attention of the communities, opportunities for improvement are identified to mitigate perceived socio-environmental impacts.

GeoPark has an IPQR (concerns, requests, complaints, and claims) management system that facilitates timely and effective attention to concerns and concerns that arise from our neighbors. This mechanism allows us to achieve a comprehensive understanding and approach to the petitions, complaints and claims that arise in our areas of operation, prevent conflict, and strengthen long-term sustainable relationships:

- The company has “Cuéntame” offices in the areas of influence of our operations for direct attention to the communities.
- We have mail and telephone lines to receive PQR (Tell me).
- Our Cuéntame software guarantees that all Petitions, Complaints and Grievances (PQR) are registered, and that a care plan is in place until their closure and response.

Considering the levels of education, the difficult access to the internet and other remote conditions of the communities neighboring the operation, the main way of communicating relevant information and management results are:

- Community face-to-face meetings
- Channels like whatsapp
- Printed newsletters
- We prepare and present to the Environmental Authorities, socio-environmental compliance reports

The community participation consultation is focused on the assets operated by GeoPark. Information company's community consultation activities 2021:

ASSET PRODUCTION'S COMMUNITY CONSULTATION					
Asset	Projects	Total meetings	Total participants	Total meetings	Total participants
Llanos 34	Drilling and workover campaigns	16		515	
	Construction of a PV solar plant	3		15	
	Construction / adaptation of platforms and flow lines	56		1079	
Platanillo	Drilling and workover campaigns	18		223	
	Optimization of transfer lines	3		16	

ASSET DEVELOPMENT PROJECTS COMMUNITY CONSULTATION			
Asset	Projects	Total meetings Total participants	Total meetings Total participants
Putumayo: Bloques PUT 8, Coati,	Environmental Impact Studies for obtaining Environmental Licenses for exploratory drilling and development	50	1261
Llanos: Bloques Llanos 86, 87, 104, 123, 124	Environmental Impact Studies for obtaining Environmental Licenses for exploratory drilling and development	413	8732
Oriente: Bloque Espejo	Environmental Impact Studies for obtaining Environmental Licenses for exploratory drilling and development	12	632

Stakeholder dialogue and consultations

Type of informative space	Total meetings	Total participants
Handling complaints and requests	76	712
Internal induction of contractors	37	385
Community Benefit Programs (PBC) and social investment	117	2080
External introduction of contractors	110	2697
Follow-up meetings with communities and authorities	74	1621
Socialization of environmental studies / Stakeholder induction	475	10625
Ethnic relationships and pre consultations	37	1486
Cafés de la Amistad	42	174
Cafés Empresariales	6	135
Others	46	2366
Total	1020	22281

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.

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 2021 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.

The identification of indigenous communities potentially exposed to the impacts of future projects and the development of operations is defined by the Directorate of Prior Consultation of the National Government of Colombia, which indicates to the company the communities that may be likely to be affected by the execution of the projects.

In the early stages of different processes, GeoPark leads activities with its teams of local professionals to recognize indigenous communities and other aspects of the environment to identify the presence of different communities in the territory.

GeoPark has relationship plans in the Llanos 86, Llanos 104 and Coatí blocks. The main axis of the engagement with indigenous communities is the prior consultation process regulated by the Colombian State, which determines the process of dialogue and definition of agreements for relations and the development of future operation projects. In 2021, agreements were reached with the indigenous communities: Turpial La Victoria, Wacoyo, Campo Alegre -El Afiladora, in the Llanos 86, Llanos 104 and Coatí blocks.

Previous informed consulting process with ethics minorities that are taking		
Asset	In processs	Closed
COATÍ	5	-
LL104	1	-
LL86	1	-
TOTAL	7	-

During the consultative processes, baselines are built for the socio-cultural understanding of the indigenous peoples, impact assessment processes are carried out in a participatory manner with the peoples, and management measures are established for each of these.

Our relationship principles with indigenous communities are defined based on our commitment to human rights and the normative principles applicable to Prior Consultation. This is how we promote citizen dialogue, guaranteeing the participation of indigenous and ethnic communities, directly and through their representative institutions, respecting their right to maintain their culture and valuing their aspirations and needs.

From our commitment to Human Rights, we highlight an early and sustainable management of the environment that allows us to prevent, mitigate and remedy any impact of our activities on our hosting communities. Hence, within the framework of the Prior Consultation, we define actions to protect and preserve the cultural heritage of indigenous communities. This commitment is inherent in GeoPark's Human Rights policy.

We prioritize citizen dialogue and participation processes based on respect and recognition of our neighbors and authorities, eliminating barriers to participation by translating information into native languages. The grievance mechanisms have a differential approach and are designed for the easy identification of ethnic communities. Likewise, in the grievance registration stage, it is possible to identify the Human Rights of third parties that may be violated. The grievance mechanisms provided for indigenous communities are:

- The company has “Cuéntame” offices in the areas of influence of our operations for direct attention to the communities and the presence of professionals
- We have mail and telephone lines to receive PQR (Tell me).
- Our Cuéntame software guarantees that all Petitions, Complaints and Grievances (PQR) are registered, and that a care plan is in place until their closure and response.

RESPONSIBLE 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.

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.

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.

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.
- In Colombia we comply with the legislation that defines the parameters for hiring local labor in the hydrocarbons sector. At least 30% of skilled labor are people who live in the municipalities that we have activities in.
- 89% local hiring
- \$59 MM in goods and services acquisitions from local suppliers

PARTHERSHIPS FOR SUSTAINABLE DEVELOPMENT

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.

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 grassroots 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.

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 2021:

- USD \$6.1 MM socioenvironmental investment for sustainable development
- 288.113 beneficiaries of 212 social and environmental programs
- 86% of social investment focused on rural areas
- Under the Works for Taxes scheme of the Government of Colombia we started two important projects that allowed us to make social investment of \$3.6 MM benefiting 8,449.

OUR STAKEHOLDER

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.