

OUR COMMITMENT TO HEALTH AND SAFETY AT WORK

We are a leading independent Latin American oil and gas explorer, operator and consolidator, committed to the health and safety of all our employees and those involved in our operation. Therefore:

- **We comply with current regulations** and other requirements on health and safety at work.
- **We do due diligence** in our processes, enabling us to offer a safe and healthy work environment and working conditions, where the hazards and risks associated with all the activities we develop are identified, evaluated and controlled to prevent injuries and maintain healthiness.
- **We go beyond legal requirements**, by offering programs that create value for the operation, promote and respect the consultation, participation and commitment of all our employees and contractors, or their representatives. These programs are aligned with our Commitment to our SPEED Integrated Value System and our Commitment to Human Rights.

This enhances the culture of prevention, promotes continuous improvement of our processes, and supports the occupational health and safety management system.

HEALTHY SPACES FOR OUR ACTIVITIES



We respect individual rights by providing spaces that facilitate good work performance and promote the well-being of everyone.

Possession, use and consumption of alcoholic beverages, illegal and/or hallucinogenic drugs and tobacco increases the risks to the health and safety of our employees. Therefore:

- a We promote preventative activities** based on awareness of the risks and consequences of using these substances.
- b We do not allow the manufacture, possession, use, transport, storage, sale and/or distribution** of alcoholic beverages, psychoactive drugs and those not prescribed by a medical professional, in any of the company's facilities or in the vehicles, owned or otherwise, that are at our service.
- c We comply with the law** to ensure the fulfillment of this Commitment. We consider non-compliance to be serious misconduct.
- d We establish safe zones** for tobacco use.

ROAD SAFETY



We are committed to promoting safe behaviors and safe roads in our operations, involving the participation of our stakeholders.

In addition to complying with applicable regulations, we have a Road Safety Strategic Plan that includes actions and allocated resources to promote preventive activities that seek to reduce the probability of incidents that may impact the physical, mental, and social well-being of road users, thereby contributing to the continuous improvement of our performance.

HEALTHY COEXISTENCE



At GeoPark we are committed to generating a healthy and safe work environment, where we accept and value each other without discrimination, bullying or harassment, promoting equal treatment for women and men in our operation. In our culture, there is no action or behavior that limits our differential expression or promotes a discriminatory environment. Every day, we strive to create a work environment that upholds equal rights and opportunities.

To achieve this, GeoPark works within the framework of the law and makes all its resources available to prevent workplace harassment, creating a motivating, inclusive, fair, rewarding and mutually respectful work environment with the opportunity for personal and professional growth. Likewise, we are committed to creating healthy coexistence in the workplace, complying with the legal and disciplinary mandates and attending all concerns sent to the Coexistence Committee.