

Our Performance Management

At GeoPark, we implement a performance management system to:

1. Define goals
2. Set indicators
3. Provide feedback
4. Acknowledge our team
5. Align team efforts with business strategy



The performance management system is based on annual objectives and corporate competencies, which are divided into:

Consolidated:

Defined based on the Company's Scorecard.

Asset or Area:

Defined by the management of each Department or Asset.

Individual:

Agreed between the leader and the employee.

Competencies:

Defined by the Management Team.

CORPORATE COMPETENCIES

Corporate competencies are defined for each employee according to the needs of the position, the Department and the Company.

The Management Team defines three (3) competencies every year, based on the competencies that are part of GeoPark's skills:

- Learning and knowledge transmission
- Quality and excellence
- Effective communication
- Flexibility, impact and influence
- Employee Development
- Innovation, leadership, results orientation
- Proactiveness and initiative
- Teamwork
- Strategic vision