

DIVERSITY AND INCLUSION POLICY

FOR THE BOARD OF DIRECTORS OF GEOPARK LIMITED

AUGUST 2023

PURPOSE



GeoPark acknowledges the value of diversity and, as a result, has always promoted inclusive environments and processes, as well as structures that encourage equity and inclusion. The Diversity and Inclusion Policy for the composition of the Board of Directors of GeoPark Limited ("GeoPark" or the "Company") embodies the principles of our SPEED Integrated Value System and incorporates the guidelines of our Equity, Inclusion, and Diversity Pledge and our Human Rights Pledge (the "Policy"). This Policy documents the values and guidelines that have been promoted and safeguarded in GeoPark for many years.

SCOPE



The Policy, along with its criteria and guidelines, applies to GeoPark and its Board of Directors.

COMMITMENT OF THE BOARD OF DIRECTORS



The Board of Directors has the responsibility to ensure that the guidelines of GeoPark's Commitment to Equity, Inclusion, and Diversity are implemented in the board composition processes, as well as in its deliberation and decision-making processes.

The Board of Directors composition process considers the following diversity criteria to promote diversity among its members, with the intention of creating a decision-making process that incorporates different perspectives and enriches analysis. These criteria include:

- (i) Qualifications, experience and suitability; and
- (ii) Gender diversity, where desirable;
- (iii) Nationality, country of origin, and geographic background; culture; race or ethnicity; and disability; among others.

In any case, the criteria of qualification, experience, suitability, and meritocracy are the fundamental decision-making criteria, guided by an organizational commitment to non-discrimination. The profiles of individuals to be included in the Board are evaluated and proposed based on the Company's strategic objectives and needs.

The Board of Directors and its committees should foster spaces for respectful and constructive dialogue and debate that promote freedom of expression regardless of differences. They should encourage the exchange of ideas in a safe environment free from aggression or any form of discrimination. It is important that all individuals are valued and treated with respect and equality.

OBJECTIVES OF BOARD DIVERSITY



- To increase the participation of women and, as of 2023, to ensure compliance with the profile and requirements set forth in the current by-laws and corporate documents.
- Equal treatment and non-discrimination in the selection of candidates and nominees for election to the Board of Directors.
- In the medium and long term, efforts will be made to progressively enhance the diversity of the Board of Directors, in accordance with the previously defined criteria.
- The Board of Directors will support the Company's actions to promote diversity and inclusion within GeoPark's subsidiaries.

ROLE OF THE NOMINATION AND CORPORATE GOVERNANCE COMMITTEE



The procedure for nominating candidates to the Board of Directors is described in the Corporate Governance Guidelines. The Nomination and Corporate Governance Committee (the "Committee") is responsible for verifying that the profiles of the proposed candidates meet the requirements of the applicable regulations.

The initial evaluation of the resumes of the individuals included in the list of candidates for nomination to the Board of Directors will be conducted by the General Secretariat with the support of other departments of the Company. The results of this evaluation will serve as the basis for the subsequent review by the Board of Directors through the Committee. In this regard, the Committee will ensure that the Board of Directors maintains an appropriate balance of equality, inclusion and diversity criteria.

PROCEDURE



The Diversity and Inclusion Policy for the composition of the Board of Directors of GeoPark and its subsidiaries was approved by the Board of Directors on 8 August 2023.

