

TREND OF EMPLOYEE WELLBEING



For a second year in a row, GeoPark carried out its Climate & Culture Survey in 2024 to determine the level of employee satisfaction, team strengths and improvement opportunities.

- The results of this latest survey show that 85% of our employees consider GeoPark a great place to work.
- The average across the 28 questions that make up the survey was 81%.
- 94% of our employees participated in the survey.

	2023	2024
Survey results	84	81
Coverage (% of FTE)	92	94

Our employees highlighted the following company and workforce strengths:

- Accountability and results-driven commitment
- Understanding of Company Strategy
- Clear expectations for achieving goals
- Trust in employees without constant oversight from leadership
- Fair and equal treatment across position, gender, and sexual orientation

Looking forward we will focus on the following cross-cutting action lines:

- Promote frequent conversations and feedback between leaders, collaborators, and teams
- Improve coordination, planning, and task prioritization
- Challenge processes that do not add value