

Ethnic Engagement Protocol

WHAT IS IT?

It is a set of Company's guidelines for interacting with ethnic communities identified in the areas where GeoPark operates.

OBJECTIVES

- Establish clear guidelines that promote respectful engagement with ethnic communities.
- Ensure respect for the rights and cultures of ethnic communities in accordance with the applicable legal framework.
- Promote informed participation, intercultural dialogue and the joint construction of agreements.
- Strengthen trust, cooperation, and harmony between GeoPark and the communities.

SCOPE

- Applies to all project stages: before, during and after implementation.
- Complements but does not replace existing processes.

PRINCIPLES

This Protocol is based on our Human Rights Policy and inspired by our SPEED Values System to promote respect, cooperation, dialogue and commitment to ethnic communities.

It is also aligned with:

- The UN Guiding Principles on Business and Human Rights.
- Applicable regulations on Prior Consultation.
- International standards on the collective rights of ethnic peoples.



STAGES OF ENGAGEMENT

1. Before entering the territory:

- We analyze the social, cultural and environmental contexts.
- We identify ethnic authorities.
- We formally validate with the competent authority whether Prior Consultation is required.
- We identify potential project impacts, as well as environmental, social, and economic management measures.
- We provide information clearly and in accessible languages.
- We recognize traditional authority systems.
- We receive training in each community's worldview to foster understanding.

2. During the project:

- We appoint spokespersons to represent the company before the community, provide clear project information and respond respectfully and diligently to concerns.
- We disseminate the Cuéntame Program, a confidential and free channel with an ethnic differential approach that allows communities to submit concerns, complaints, or suggestions in a culturally appropriate way.
- We promote local employment and contracting without discrimination.
- We strengthen ongoing and transparent dialogue.
- We encourage participation of women, youth, and underrepresented individuals.
- We provide clear and timely information about the projects.

3. Upon leaving the territory:

- We communicate project closure in advance and respectfully, through transparent and culturally appropriate means.
- We facilitate farewell rituals or activities when requested by the communities.
- We assess the fulfillment of established agreements.
- We address any remaining impacts.

DIALOGUE AND GRIEVANCE MECHANISMS

- Cuéntame Program, with an ethnic differential approach.
- Information available in native languages.



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- Trained and accepted personnel interact with the community.
- Participatory and culturally appropriate processes.

At GeoPark, we believe in building relationships based on listening, respect, and collaboration as essential elements for sustainable development. This Protocol reflects our commitment to working hand in hand with communities, recognizing their identity, knowledge, and autonomy.

This Protocol was approved by the Strategy, Sustainability & Legal Division on March 27, 2025.

This document is an informative summary of the Ethnic Engagement Protocol. It does not replace the full content of the Official Protocol.