

# Protocol to Contribute to the Protection of People in Situations of Risk or Threat in Areas Where GeoPark Colombia S.A.S. Operates

## WHAT IS IT?

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A set of guidelines to prevent and respond to threats or situations that may compromise the lives, integrity, or safety of individuals in the areas where the company operates.

## OBJECTIVES

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- Contribute to the prevention and management of situations that pose risks to the life, integrity, or safety of people in the areas where GeoPark Colombia S.A.S. operates.
- Establish clear guidelines for employees, suppliers, contractors, and partners to respond diligently and respectfully in the face of possible human rights threats.
- Strengthen institutional capacity to identify, analyze, and respond promptly and responsibly to risk or threat situations.

## SCOPE

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- Applies to all operations of GeoPark Colombia S.A.S.
- Directed at employees, contractors, suppliers, and partners.
- Focused on individuals facing threats, imminent risk, or structural vulnerability.

## PRINCIPLES

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This Protocol is based on our Human Rights Policy and is inspired by our Integrated SPEED Values System to promote responsible, respectful, and timely action in response to risk situations that may compromise the human rights of individuals in the areas where the Company operates.

## The implementation of this Protocol is based on the following principles:

- **Confidentiality:** strict protection of information regarding individuals at risk.
- **Non-revictimization:** avoid any action that worsens risk situation of a person.
- **Informed consent:** all actions must be based on the free and voluntary consent of the affected person.
- **Differential approach:** recognition and attention to the specific vulnerabilities of women, ethnic communities, human rights defenders, LGBTIQ+ people, migrants, children, and people with disabilities.

## Aligned with

- The UN Guiding Principles on Business and Human Rights.
- The Voluntary Principles on Security and Human Rights.
- OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.
- International standards on human rights and responsible business conduct.

## IMPLEMENTATION GUIDELINES

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### 1. Preventive Approach

- Monitor the social and political context in operational areas.
- Promote dialogue through transparent communication spaces with communities.
- Regularly train employees, contractors, and suppliers in human rights.
- Include human rights provisions in contracts with suppliers and contractors to promote responsible practices along the value chain and ensure compliance with our standards.

### 2. Response Approach

- **Any GeoPark employee or contractor who identifies a risk or threat situation must report it through:**
  - The Cuéntame Program.
  - The Ethics Hotline.
  - Direct contact with the Sustainability Department.
- **We have a Technical Response Team for Risks and Threats (TRTRT) that is responsible for evaluating cases and defining measures such as:**
  - Public statements rejecting threats or situations that put people's lives, safety, or integrity at risk.

- Alerting competent authorities (only with prior consent of the victim).

- **Ongoing monitoring and follow-up:**

- Defining response timelines to ensure timely and effective action.
- Documenting cases responsibly, ensuring traceability, integrity, and information security.
- The Technical Response Team closes the case once all defined actions have been implemented, and no further measures are required.

## DISSEMINATION AND AWARENESS

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- We train employees, contractors, and suppliers in the implementation of the Protocol.
- We integrate the Protocol into onboarding processes for new employees.
- We disseminate the Protocol guidelines through corporate communication channels.

**At GeoPark, we are committed to acting respectfully and promptly in the face of any risk that may compromise the human rights of our stakeholders. This Protocol reflects our intent to build safe, respectful environments consistent with our principles and values.**

**This Protocol was approved by the Strategy, Sustainability & Legal Department on May 22, 2025.**

This document is an informative summary of the official Protocol for Contributing to the Protection of People in Risk or Threat Situations in the Areas Where GeoPark Colombia S.A.S. Operates. It does not replace the full content of the official Protocol.