

OUR COMMITMENT TO OCCUPATIONAL HEALTH AND SAFETY

We are a leading independent oil and gas explorer, operator and consolidator, and are committed to achieving the highest standards in the areas that make up our SPEED Value System: Safety, Prosperity, Employees, Environment and Community Development.

At GeoPark the health and safety of all our employees and those who participate in our operation is a priority, and we believe that all incidents are preventable by properly implementing our H&S management system. This is why we commit to:

- Comply with current regulations and other occupational health and safety requirements in all our operations.
- Undertake due diligence in our processes and allocate the necessary technical, economic and human resources to provide a healthy and safe work environment and working conditions.
- Identify, evaluate and control the hazards and risks associated with all the activities we perform, in order to prevent injury and protect physical and mental health.
- Provide control plans and programs, training, and safe behaviors to create value for the operation and stakeholders, with clear and measurable goals over time.
- Promote and respect consultation and participation spaces for all our employees and contractors, or their representatives, in line with our Commitment to Human Rights.

This is how we strengthen our culture of prevention, the continuous improvement of our processes, and our occupational health and safety management system.

HEALTHY WORK AREAS



We respect individual rights by offering work areas that facilitate good performance and everyone's well-being.

The possession, use and consumption of alcoholic beverages, illegal and/or hallucinogenic drugs and tobacco use increases the risks to our employees' health and safety. Accordingly:

- a** We hold prevention activities and promote mental and physical health based on awareness of the risks and consequences derived from the use of these substances.
- b** We do not permit the manufacture, possession, use, consumption, transportation, storage, sale, and/or distribution of alcohol, psychoactive drugs, and drugs not prescribed by a medical professional, in any of the company's facilities or in vehicles at our service in any capacity.
- c** We encourage the reduction of tobacco consumption and make all enclosed spaces and vehicles in the operation smoke-free spaces, establishing safe zones for tobacco consumption.
- d** We promote activities to guarantee compliance with this commitment, and we consider non-compliance to be a serious offense.



ROAD SAFETY



We commit to promoting safe conduct and roads for our operation, with the participation of all road users.

We have a Strategic Road Safety Plan that complies with applicable regulations and includes additional actions and assigned resources to promote prevention activities that reduce the probability of incidents that affect the physical, mental and social integrity of road users, contributing to the continuous improvement of our performance.



HEALTHY COEXISTENCE

At GeoPark we are committed to generating a healthy and safe work environment, where we accept and value each other without discrimination or harassment, promoting equal treatment of women and men in our operation. There are no actions or conducts in our culture that limit our differential expression, and neither is there an environment of discrimination. We work together every day to build a dignified work environment and equal rights and opportunities.

To achieve this, GeoPark works within legal frameworks and makes all its resources available to preventing workplace and sexual harassment and creating a motivating, inclusive, fair, rewarding, and mutually respectful work environment with opportunities for personal and professional growth. We are also committed to healthy coexistence in the workplace, complying with the legal and disciplinary mandates provided and considering all concerns raised to the Coexistence Committee.