

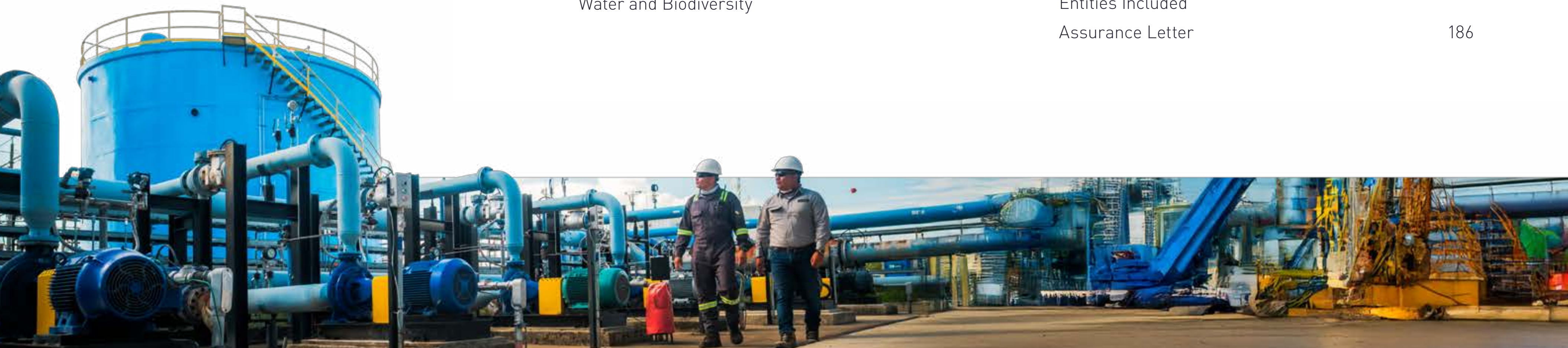
REPORT



SPEED SUSTAINABILITY | 2025

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MESSAGE FROM THE CEO

(GRI 2-22)

2025 was an inflection point for GeoPark. It was a year of lower prices, portfolio adjustments and operational challenges in a regional and international context that continues to demand reliable, competitive and increasingly sustainable energy.

Accordingly, and following our firm belief that we have a clear role in Latin America's development and energy security, we did precisely what we said we would: we protected what we have and we returned to growth.

Guided by our integrated SPEED value system and a sustainability framework that focuses on operational efficiency, risk management and creating positive impacts, we protected the value of the business, secured and started to develop a new growth platform in Argentina, met our 2025 decarbonization goal, and continued to strengthen our ethical and safety standards and our environmental and social performance.

Protecting what we have

Protecting what we have starts with what's most important: life. In 2025 we had zero fatalities and a total rate of recordable incidents of 0.57, the lowest in the last five years. This is due to the discipline and rigor of our performance, and our clear conviction that nothing is more important than the safety of our people.

We also continued to strengthen our culture and our integrity standards. In 2025 we did not negatively affect human rights, nor did we have any cases of corruption.

Operationally and financially, we acted with our characteristic discipline to protect the solidity of our core business. Our 28,233 boepd average production was above the upper range of our guidance, our EBITDA was US\$277.1 million with a 56% margin, and our cash position was US\$100.3 million. These results reflect our ability to protect the Company's productive and financial base, prioritizing the creation of value and adapting with agility.

Returning to growth

Our results in 2025 enable us to embark on a new stage of growth.

On one hand, we continue to capture value from our core business, with a 94% drilling success rate and a 38% increase in our 2P reserves from 87.6 to 121.3 million barrels of oil equivalent.

On the other hand, the entry into Argentina with two blocks in Vaca Muerta – Loma Jarillosa Este and Puesto Silva Oeste – establishes a new strategic platform with high potential for technical, orderly growth that is consistent with how we operate.

Creating long-term value

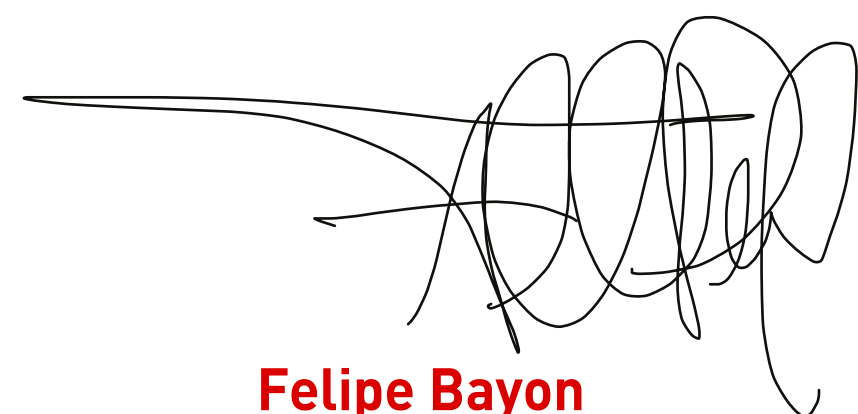
Being a responsible operator is the only way to contribute to the region's development and energy security. In 2025, we met our public goal of reducing the intensity of Scope 1 and 2 GHG emissions by 35% from 2020. We launched the Orinoquia Regenera regenerative livestock project in Meta and Casanare departments that could potentially generate up to 7.2 million carbon credits, and we also performed the first top-down methane measurements at our core assets in Colombia and Argentina.

Our Circular Economy Strategic Plan generated US\$2.3 million in savings and allowed us to recover 37% of our waste. We invested US\$10.4 million in the communities we operate in, benefiting more than 300,000 people.

We started the process of adopting the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD) in 2025, when for the second consecutive year we were included in the S&P Sustainability Yearbook.

Another highlight of 2025 was finalizing our Declaration of Culture, the result of a process of listening and shared construction throughout the organization. Through it, we reaffirm what defines us: we make things happen and we do them well; we grow with passion, courage and discipline; we make things simple with agility and innovation; we connect through trust and respect; and we are one GeoPark. This culture helps us perform more effectively, collaborate and coordinate more closely, and react more quickly to business challenges.

GeoPark's transformational stage is just beginning. In 2025, we showed that we can protect what sustains our value today while also building the foundation for future growth. That combination of clarity, discipline and accountability is what will continue to guide GeoPark towards a more resilient and competitive company that is better prepared to create sustainable long-term value.



Felipe Bayon
Chief Executive Officer



ABOUT GEO PARK

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About us

Integrated SPEED Value System

Main results

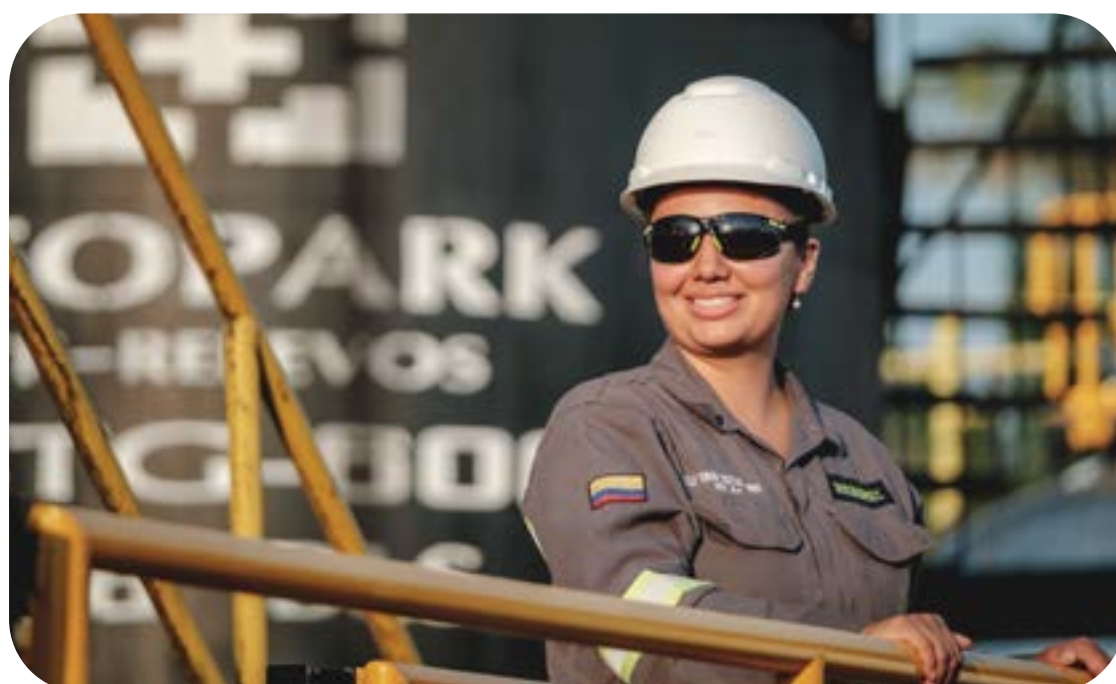
About this report

Risk management



ABOUT US

(GRI 2-1/6; GRI 207-4; GRI 11.21.7; MN 1.1)



GeoPark Limited is an exempted company limited by shares incorporated in Bermuda and listed on the New York Stock Exchange (NYSE).

We are an independent energy company with more than 20 years of successful operations across Latin America. Our purpose of “Creating Value and Giving Back” guides a long-term strategy that aims to protect our productive base and grow with responsibility and discipline.

This strategy is reflected in the rigorous management of our assets; adhering to high safety, efficiency, and sustainability standards; and in the disciplined development of new opportunities that integrate environmental, social, and governance criteria. Through this approach, we aim to create sustainable long-term value, strengthen the Company’s resilience, and make a positive contribution to the regions in which we operate.

¹ Llanos 32: In November 2025, the transfer of GeoPark’s interests to the partner was formalized through an addendum in the LLA³² E&P Contract.
² In the process of being returned.
³ A request for termination by mutual agreement was presented to the National Hydrocarbons Agency. Awaiting approval.

COMPANY OPERATIONS

(GRI 2-6)



Note 1: In December 2025 we closed the transaction for the divestment of the Espejo and Perico blocks in Ecuador.

Colombia¹

Operated blocks

Llanos 34
Llanos 86
Llanos 87
Llanos 104
Llanos 123
Llanos 124
Coatí
Mecaya
Platanillo
PUT-8
PUT-9
PUT-14²
PUT-36
Tacacho³
Terecay⁴

Non-operated blocks

CPO-5
CPO-4-1
Abanico

Brazil⁵

Operated blocks

REC-T-67
REC-T-58
REC-T-77
POT-T-834

Argentina⁶

Operated blocks

Loma Jarillosa Este
Puesto Silva Oeste

Our assets are in:



Colombia

Casanare: Villanueva and Tauramena
Putumayo: Puerto Asis
Meta: Puerto Lopez, Puerto Gaitan, Cabuyaro, Barranca de Upia



Argentina

Neuquén: San Patricio del Chañar



Ecuador (until December 9, 2025)

Sucumbios Province, Shushufindi Canton



Brazil

Reconcavo and Potiguar basins

We have offices in:

(GRI 2-1; MN1.2)



Colombia, Bogotá

Calle 94 N° 11- 30, 8th Floor
+57 601 7432337



Argentina, Buenos Aires

Av. del Libertador 2442 4th Floor, Olivos
+54 (11) 4711 8200 / +54 (11) 4711 8201



Argentina, Neuquén

Padre Jose Maria Brentana 635

approved. Pending formalization of the termination of the consortium contract.

⁶ Los Parlamentos: In October 2025, the transfer of GeoPark’s interests to the partner was approved. Puelen: The procedure for returning the contract was formalized before the authority.



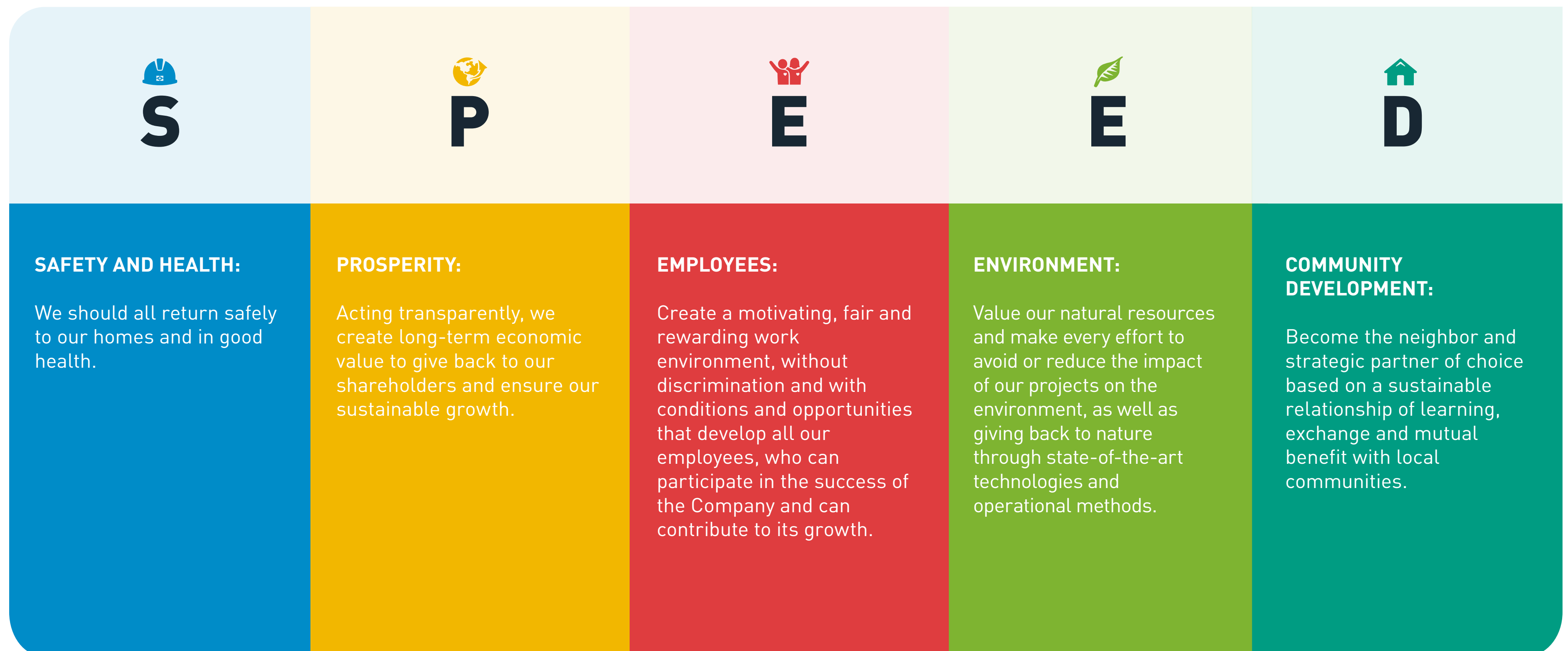
SPEED INTEGRATED VALUE SYSTEM

The SPEED integrated value system is the framework that guides how we manage our operations and create value responsibly. It combines culture, sustainability and operational standards to ensure a safe, efficient and long-term operation.

The system was created shortly after GeoPark was founded, as a commitment between managers and employees to guarantee a safe, responsible and sustainable operation in the long term.

Aligned with our corporate strategy, the system guides asset protection and sustainable growth and is used in materiality analyses, transforming expectations, risks and opportunities into concrete actions, indicators and commitments.

SPEED has consolidated into an adaptable and strategic system for facing stakeholder and social environment changes. It allows us to fulfil our purpose of *Creating Value and Giving Back* through five pillars.



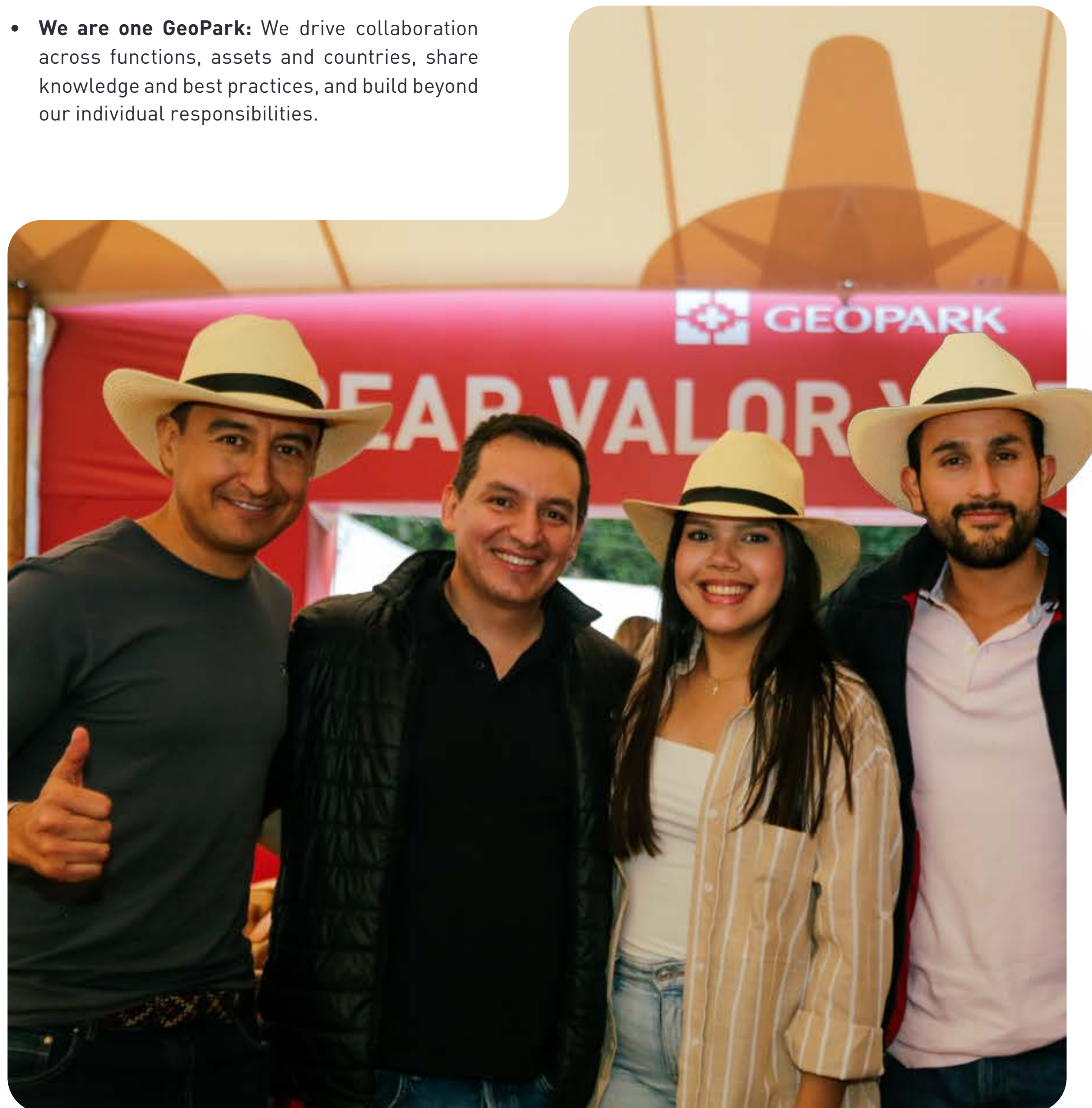


Our Culture

Our SPEED Value System sets the framework that guides our decisions and priorities. Our culture is the embodiment of this framework and how it translates into everyday actions at all levels of the Company and is the force that unites us and guides us in the day-to-day challenges. Our culture drives us to act with integrity, agility and purpose, and supports our ability to execute strategy, manage risks and adapt to changing operating environments and market conditions. This is expressed through the principles that guide our decisions and our daily actions, and that make us stronger as a Company:

- **We make things happen and we do them well:** We focus on clear objectives and execute them responsibly and efficiently. We always prioritize life, safety, health, and care for the environment.
- **We grow with passion, courage and discipline:** We understand growth as continuous improvement, turning challenges into opportunities through disciplined resource management, rigorous planning and capital discipline.
- **We simplify with agility and innovation:** We focus on what really drives value and we use technology and data to improve decision-making and operational performance.
- **We connect through trust and respect:** We build trust through consistency, open communication, constructive feedback, and valuing diversity of perspectives.

- **We are one GeoPark:** We drive collaboration across functions, assets and countries, share knowledge and best practices, and build beyond our individual responsibilities.





MAIN RESULTS



Occupational Health and Safety

Lost Time Incident Rate (LTIR)
Employees*: **0.0 LTIR**
Contractors*: **0.49 LTIR**

Recordable Incident Rate (TRIR)
Employees*: **0.0 TRIR**
Contractors*: **0.66 TRIR**

Vehicle Incident Rate (MVCR)
0.0 MVCR

6.99 MILLION hours worked by employees and contractors

9,288 TRAINING SESSIONS on occupational health & safety issues

*Under International Association of Oil & Gas Producers (IOGP) guidelines.



Energy Transition Responsible Management of Suppliers and Contractors

US\$ 492.5 million annual revenue from oil and gas sales

US\$ 277.1 million Adjusted EBITDA

US\$ 49.7 million net profit

52.9 MMBOE PD reserves

121.3 MMBOE 2P reserves certified under PRMS**

94% SUCCESS RATE of wells drilled***

75% reduction in energy intensity vs. 2021

270 agreements with local suppliers in areas of influence

100% of local sourcing processes evaluated under social criteria

US\$ 413.2 million in spending with suppliers in the countries we operate in

**Petroleum Resource Management System.

***Based on the U.S. Securities and Exchange Commission definition of dry and productive wells, as established in Item 1205 of Regulation S-K.



Talent Management and Equality, Inclusion and Diversity (EID)

382 direct employees

100% of employees are shareholders

37.7% of employees are women

28.40% of women in STEM (science, technology, engineering and mathematics) positions ****

23,818 hours of staff training

US\$ 516 average investment in training per employee

100% of employees have access to health insurance, parental leave, and life insurance

**** As a percentage of total STEM positions.



Climate Action Responsible Management of Water and Biodiversity

Milestone reached in GHG emissions intensity: a **35%** reduction versus the baseline (2020)

ZERO environmental fines or sanctions in the last 4 years*****

ZERO significant oil spills for 3 consecutive years *****

20% reduction in fresh water withdrawal per barrel produced vs. 2024

12 circularity projects implemented, with savings of **+ US\$2.3** million

US\$6 million in environmental investment, with **133,774** beneficiaries

FIRST TNFD report for GeoPark operations in Colombia*****

FIRST Nature-Based Solutions (NBS) project to generate **7.2 MILLION** carbon credits

***** Significant fines = >US\$10,000.

***** Spills of uncontained hydrocarbons, greater than or equal to one barrel.

*****Task Force on Nature-related Financial Disclosures.



Neighbor Relations

US\$ 4.3 million in social investment, with **190,682** beneficiaries

3,486 job opportunities generated in our value chain

95.60% of employment generated was local

15,956 residents of areas of operation took part in **1,197** dialogue and consultation activities

93.98% of grievances were resolved through the Cuéntame mechanism

ZERO confirmed cases of violations of indigenous peoples' rights

3 educational energy community projects delivered

CORPORATE GOVERNANCE

- Board of Directors with an independent chair
- 77.77% of the Board has sustainability experience
- 96% member participation in Board of Directors meetings

ETHICS AND TRANSPARENCY

- Independent ethics hotline
- 100% of our operations were subject to corruption risk assessment
- 100% of our employees informed in ethical culture
- ZERO confirmed cases of corruption or bribery

HUMAN RIGHTS

- Human Rights System aligned with the Guiding Principles on Business and Human Rights
- We launched the Ethnic Relations Protocol for and the Contribution to the Protection of People at Risk or Under Threat Protocol
- 100% of our physical security providers' staff are trained in human rights



ABOUT THIS REPORT

(GRI 2-3/4/5)

This SPEED/Sustainability Report describes our management between January 1 and December 31, 2025, the same reporting period we use for our financial statements. This is the ninth SPEED/Sustainability Report that we have shared with our stakeholders. The most recent version was published on April 27, 2025.

Verification and reporting guidelines

The Report was verified by Ernst & Young Spain. The limited assurance was based on the guidelines of the Global Reporting Initiative (GRI) and compliance with the disclosure requirements of Spain's Law 11/2018.

The report follows the guidelines of the Task Force on Nature-related Financial Disclosure (TNFD) and the Task Force on Climate Related Financial Disclosure (TCFD).

Information Updates and Changes

- The following indicators have been recalculated after job categories were modified:
 - Employees by job category
 - Annual average of contracts by job category
 - Average salary by job category
 - Wage segregation
 - Average hours of employee training by job category
 - Diversity indicators

- In information on the Company's energy consumption, the total energy consumption by energy type indicator has been modified

Approval of the SPEED/Sustainability Report

The Report is published after review and approval by the CEO. For questions or inquiries, please contact María Luisa Villa (mvilla@geo-park.com), Sustainability Leader at GeoPark.



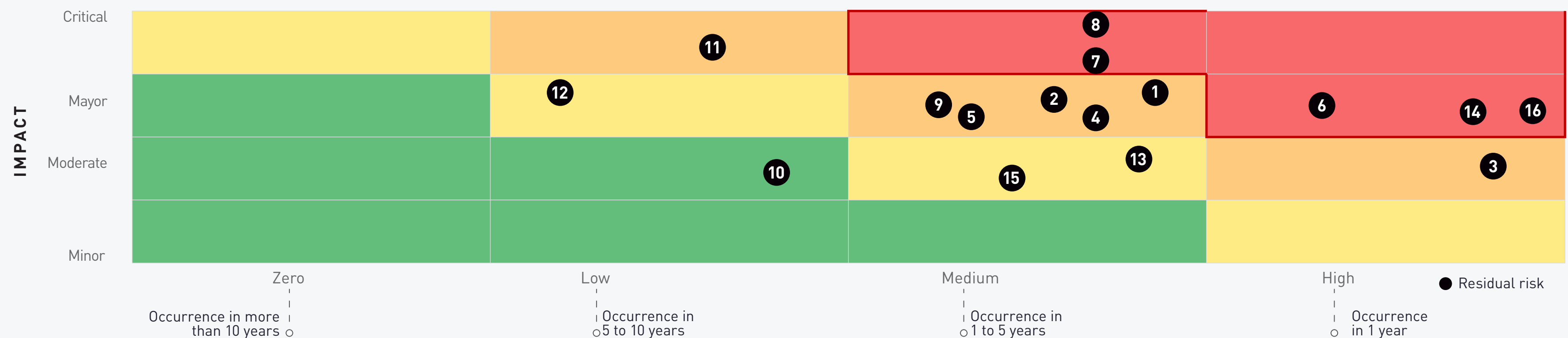


RISK MANAGEMENT

(GRI 403-2; EG3)

We have a corporate risk management framework that distributes responsibilities throughout the organization. The framework focuses on effectively identifying, evaluating, mitigating, monitoring, and communicating risks that could affect the fulfillment of strategic objectives associated with the long-term strategy. It uses systematic analysis, impact and probability assessment, and the application of mitigation measures and control indicators that facilitate a structured approach.

Corporate Risk Matrix



PROBABILITY

Protecting what we have

8 Risks

- 1 Failure to deliver production and reserves targets
- 3 Failure to execute approved plan due to operational, HSE and external causes
- 4 Lack of long-term alignment with shareholder base
- 6 Fluctuations in hydrocarbon prices, macroeconomic parameters and regulations
- 9 Disruptions in the supply and marketing chain
- 11 Ethical breaches and weak compliance environment
- 12 Failure to anticipate and adapt to regulations limiting the production and/or sale of hydrocarbons
- 13 Failure to make and fulfil appropriate environmental and community commitments

Returning to growth

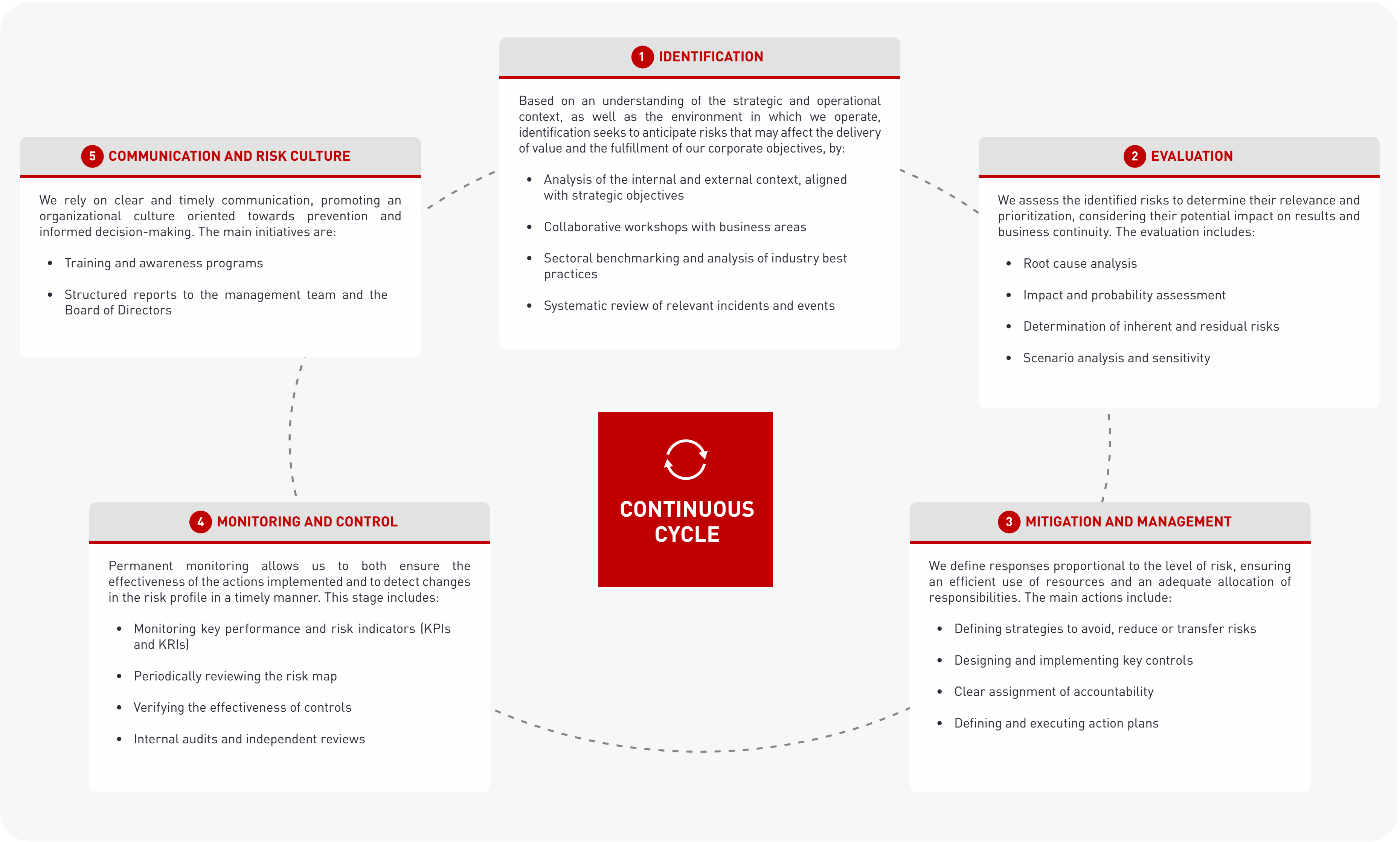
8 Risks

- 2 Failure to build a robust and diverse exploration and development portfolio
- 5 Failure to secure and retain the right talent, leadership and culture for our strategy
- 7 Failure to deliver sustainable returns
- 8 Failure to deliver value from acquisitions
- 10 Inadequate IT and innovation capabilities to carry out business, and inadequate controls to protect data and operations
- 14 Inadequate management of key external relationships
- 15 Security breach by third parties against individuals and facilities
- 16 Failure to preserve corporate governance stability in the context of external events

Note: Matrix updated in January 2026.

Risk management cycle

Risk management in our company is a continuous process that is integrated into the management model and organizational culture. As part of this approach, GeoPark periodically conducts exercises to update, review and recalibrate corporate risks to contribute to the protection and generation of value, support the execution of the strategy, and anticipate or reduce operational, financial and reputational impacts.





Risk culture

We have strategies to foster a solid and effective risk culture. These initiatives include:

Regular training programs for non-executive directors

Financial incentive schemes that incorporate risk management metrics. Variable compensation is aligned with compliance with the Corporate Balance Sheet, which incorporates KPIs associated with risk management, in accordance with the conditions applicable to each compensation scheme

We have an AI-based support tool that provides relevant risk information and encourages the consistent application of corporate methodology. It aids decision-making but does not replace professional judgment or existing supervision and control processes



For further information about our employees' variable remuneration scheme, click here

Risk review

Our process includes:

- Description of the specific risk exposure, considering both the probability of occurrence and the potential impact
- Description of the process or framework used to define the risk appetite associated with identified risks. Risk appetite is defined and approved by the Board of Directors and is established through qualitative and quantitative guidelines and thresholds by risk category, which guide decision-making

- Identification and description of mitigation actions applied for at least two relevant risks



(GM3/5) For further information about our provisions and warranties, click here

Risk exposure

The corporate risk profile is reviewed at least twice a year, or more frequently when required.

Audit of the risk management process

Periodic internal audits of the risk management process are carried out as part of the corporate audit plan. In 2025, this plan included specific reviews on the risk of non-compliance with production targets and reserves - as well as on risks associated with the ethics and control environment - to evaluate the effectiveness of the controls and processes implemented.

Governance

The Board of Directors assumes ultimate responsibility for the oversight of the risk management system, supported by the Risk and Strategy Committee, which periodically reviews the corporate risk profile and its alignment with strategy.

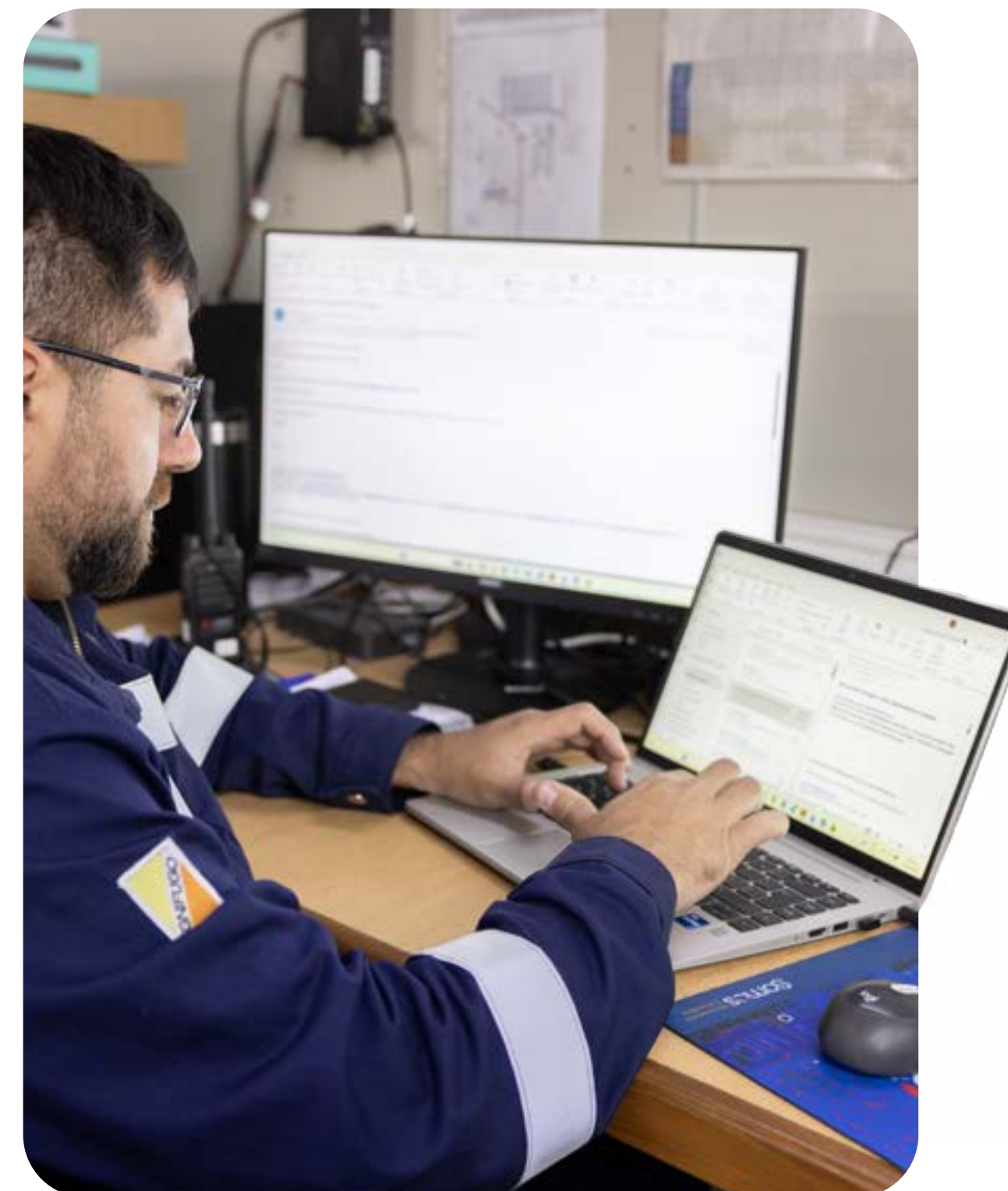


For further information about our Board of Directors' risk expertise, click here

- 1. Operational risk management:** Owns and manages risk and is responsible for specialized operational positions such as risk managers and business unit managers

- 2. Executive supervision and compliance:** Supervises and ensures compliance with risk management and is made up of specialized senior management committees different to the Board committees

- 3. Independent assurance:** Part of the Independent Audit Unit, which provides assurance on the effectiveness of risk management and regulatory compliance processes



SUSTAINABILITY

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Sustainability Framework

Materiality And Stakeholders

Human Rights System



SUSTAINABILITY FRAMEWORK

(GRI3-1/2; GRI 2-29; MA)

We have used the SPEED Integrated Value System¹ for over 20 years to guide how we make decisions in the Company and to drive our continuous and sustainable growth. The Sustainability Management

Framework aims to materialize the SPEED Value System in the eight priority issues.



For further information about the Double Materiality analysis, click here



¹Our SPEED Integrated Value System defines how we make decisions in the Company and how we have driven our continuous and sustainable growth for more than 20 years. The Sustainability Management Framework materializes our value system.



The Framework incorporates the following value creation levers:

Operational efficiency and decarbonization:

Seeks greater efficiency in water and energy use and in waste and materials management, as well as in reducing the carbon footprint of our operations.

Risk and opportunity management: It adequately addresses our exposure to climate, nature and social environment risks, allowing us to capture opportunities that generate long-term value and resilience.

Value chain impact multiplier: It extends sustainability initiatives beyond our operations - involving neighbors, partners, and companies in our supply chain - to generate positive impacts in the territories where we operate.

MATERIALITY AND STAKEHOLDERS

(GRI 2-14/29; GRI 3-1/2; MA)

Stakeholders

We have identified six stakeholder groups whose relationship with the Company is a priority. The most recent exercise was carried out in 2023, following the guidelines of the AA1000 methodology, which prioritizes stakeholders according to their level of influence and their dependence on GeoPark.

We involve our stakeholders in the process of prioritizing material topics to align with the double materiality methodology and to deliver our promise of creating shared value. Our material topics reflect the needs and realities of the Company, as well as those of its six priority stakeholder groups.

We have active communication channels for each of



our priority stakeholder groups and maintain a constant dialogue with them to build relationships based on trust, strengthen our Sustainability Framework, identify and take advantage of opportunities for joint work and collaboration, and manage and mitigate risks and impacts.

Double materiality

We prioritize sustainability issues that have the potential to positively or negatively affect stakeholders, the environment, and our performance.

The activities we carry out to identify material Impacts, Risks and Opportunities (IROs) are the following:

- Peer benchmarking
- Review of indices, reports, reporting guidelines, and other initiatives
- Review of regulations and draft regulations on sustainability management and reporting
- Media Analysis
- Review of internal documents (strategies, policies, commitments, processes, risk analysis, among others)

We grouped IROs into 31 issues and conducted a consultative exercise with priority stakeholders through surveys, focus groups and workshops. We refined the initial prioritization with rounds of interviews with members of the Board of Directors (BoD) and the Executive Team. We submitted the final material topics matrix to the Board of Directors' SPEED/Sustainability Committee, which recommended it to the full Board for approval in March 2024.



Double Materiality Matrix



In 2025, there was no change in material topics from the previous reporting period.

HUMAN RIGHTS SYSTEM

(GRI 11.12.2; GRI 2-23; GRI 409-1; EG1)

Our Human Rights system is designed to seamlessly bring together every process and commitment related to human rights and help to prevent negative impacts, manage risks, and ensure prompt responses to any issues that arise. By doing so, we strengthen trust with our employees, contractors, communities, partners, and authorities.

The system is aligned with the UN Guiding Principles on Business and Human Rights and the Voluntary Principles on Security and Human Rights (VPSHR or VPs).



¹Assets in Ecuador were divested from the portfolio at the end of 2025. For more details, see the Who We Are and Operational and Financial Performance chapters.

The system has six pillars:

1. Human Rights Policy:

(GRI 2-23; DH2; EG1)

Defines our corporate commitments to respect human rights and sets clear expectations for employees, contractors and partners.

 Our Policies are available for review here

 (GRI 2-23; EG1) To see which aspects our Policy focuses on, click here

2. Due diligence process

(GRI 2-23/25; GRI 407-1; GRI 408-1; GRI 409-1; GRI 411-1; GRI 414-1/2; DH1/2; EM-EP 201b.1; EM-EP 201a3; HR4; GMR3)

The continuous improvement cycle in which we identify potential and actual risks and impacts, define control and mitigation actions, and monitor the management and annual recalibration of the tools.

Over the past three years, we have conducted assessments in 50% of our controlled operations.

- 2023: Operations in the Llanos (Colombia) and Ecuador¹.
- 2021: Operations in Putumayo. We will update this analysis in 2026.
- Our operations in Vaca Muerta (Argentina) entered the Company's portfolio in October 2025. We will carry out the corresponding human rights impact analysis in 2026.

There are identified risks and mitigation plans in place in all the assets in which we analyzed impacts (Llanos, Ecuador and Putumayo).



GRI 2-23; GRI 407-1; GRI 408-1; GRI 409-1; GRI 412-1/2) For a list of stakeholders that were subject to our impact analyses as part of the due diligence process, click here

3. Grievance mechanisms

We have four mechanisms aligned with the Guiding Principles:

- Cuéntame grievance program



For information on Cuéntame, click here

- Ethics Hotline



For information on the Ethics Hotline, click here

- Labor Coexistence Committee



For information on the Labor Coexistence Committee, click here

- Equality, Inclusion & Diversity Committee (EIDC)



For information on the EIDC, click here

(DH3) In 2025 there were no confirmed cases of the Company affecting its stakeholders' human rights.

4. Governance

The Sustainability Area heads the management of human rights risks and impacts. The Board of Directors' SPEED Committee monitors the management on an annual basis.

5. Communication and reporting

We include the results of our human rights management in the SPEED/Sustainability Report, and we keep communication channels open with all our stakeholders.

6. Training and capacity building

We carry out human rights awareness-raising and capacity building actions with neighbors, employees, suppliers and contractors.

We participate in multi-stakeholder initiatives such as Guías Colombia and the Mining-Energy Committee (CME).

(GRI 2-23; GRI 11.12.2; GRI 409-1; DH6/7) No confirmed cases of forced labor or child labor were recorded in 2025, nor were they identified as real or potential risks in the impact analyses carried out on operated assets.

Although the Human Rights Policy does not explicitly mention human trafficking or collective bargaining rights, we acknowledge their relevance and take a proportionality approach that focuses on the most likely and serious human rights risks in the operational context of the Company.



(GRI 409-1; GRI 11.12.2) For information on how we strengthen the human rights, diversity, equity, and inclusion capacities and knowledge of our suppliers and contractors, click here





Physical Security Risk Management

(GRI 403-1; GRI 410-1; GRI 11.18.1)

We have a comprehensive risk assessment process that focuses on security and human rights and analyzes threats, vulnerabilities, and potential impacts on people, communities, and operations. The process covers:

- Analysis of illegal armed groups
- Local conflict
- Homicide and extortion indicators
- Institutional response capacity
- Risks derived from the relationship with public and private security

(GRI 410-1) Interaction with security forces. We have formal protocols for the responsible exchange of information, the coordination of risk-based preventive measures, respect for proportionality in the use of force, and the promotion of good operational practices. Our Security and Compliance areas regularly document, monitor, and review these interactions.

Interactions with authorities and law enforcement are carried out under the Company's human rights standards and the Voluntary Principles on Security and Human Rights

Physical security providers. Private security providers operate under strict contractual requirements aligned with the Voluntary Principles and with our Human Rights Policy. The contracts establish the following conditions:

- Annual training in human rights and the Voluntary Principles, focused on respectful interaction with communities, de-escalation, cultural sensitivity, and the management of risk situations
- Compliance with regulations on the use of force and rules of conduct

- Immediate reporting of incidents or suspected violations
- Access to the Company's grievance mechanism

Follow-up and monitoring. We apply a multi-layered monitoring system that ensures contractual compliance and suppliers' ethical performance. The system includes:

- Due diligence
- Monthly assessments with the participation of the Security, HSE, Communities and Operations areas
- Operational audits and document review
- Follow-up to disciplinary processes and corrective measures
- Verification of compliance with training commitments

We evaluate physical security suppliers in the following areas:

- Operational performance
- Compliance with human rights standards
- Adherence to the Voluntary Principles
- Results of performance indicators
- Verification of training and recruitment processes
- Review of incidents and implementation of corrective actions

The conclusions derived from these evaluations create mandatory improvement plans and are part of the monthly monitoring of the service.

Achievements in 2025

(GRI 2-23/25; GRI 407-1; GRI 408-1; GRI 410-1; GRI 414-2; GRI 11.18.1; EMEP 201a3; HR4; I4; GMR3)

- Update of the Human Rights Policy and its implementation in the GeoPark Colombia S.A.S. and Amerisur operations, aligning commitments with local risks
- The development and implementation of two key protocols: engagement with ethnic communities and protection of people at risk
- Training 58.9% of our employees (225 people) and 57.2% of our suppliers (615 suppliers) in the human rights system. The goal is to train 100% of employees, suppliers and contractors in 2026
- Certification of six suppliers in Bogota and Cundinamarca in Responsible Business Conduct (Guías Colombia)
- Training 100% of our physical security providers' employees (455 people) in human rights and the Voluntary Principles



GOVERNANCE

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Corporate Governance

Ethics and Transparency



CORPORATE GOVERNANCE

(GRI 2-1/9/10/11/12/14/17/16/18/20; GRI 405-1; GRI 11.11.5; GOV-1; TCFD-G1)

Our company is incorporated in Bermuda and listed on the New York Stock Exchange (NYSE). We are governed by local law and by the applicable regulations of the NYSE and the United States Securities and Exchange Commission (SEC), as well as by the Sarbanes-Oxley Act (SOX) which establishes reporting, compliance and internal control guidelines.

Annual General Meeting (AGM)

The AGM is our highest governing body. Its responsibilities include:

- Modifying the Company's Articles of Incorporation
- Appointing independent external auditors and determining their remuneration
- Electing, re-electing or removing the members of the Board of Directors (BoD)
- Increasing, dividing, consolidating, subdividing, changing the monetary denomination, reducing or modifying the share capital

The Board may call a Special Shareholders' Meeting whenever it considers necessary or when requested by shareholders representing at least one tenth of the paid-in share capital. Shareholders have the right to one vote per share, equitable treatment, to know the financial statements and the report of the independent external auditor, and to receive dividends when decreed by the Board of Directors.

Board of Directors

(GRI 2-9/10/14; G1/5)

The principle of the Board of Directors is to strengthen corporate governance to meet strategic objectives, acting in accordance with the Bylaws, corporate governance guidelines and fiduciary duties.

In 2025, the Board of Directors was made up of nine members, most of them independent, and was responsible for setting the direction of the Company during the year. The Board's most relevant responsibilities are to supervise and/or approve GeoPark's:

1. Strategic objectives
2. Financial statements
3. Strategic risk management
4. Work plan and annual budget
5. Core values, integrity, and ethical standards of corporate culture
6. Board of Directors and Management Team remuneration and succession plans
7. Environmental, social and governance goals and strategies
8. Most relevant transactions and businesses



For our definition of independence, click here (GRI 2-10)

GeoPark complies with the New York Stock Exchange (NYSE) and the Securities Exchange Commission (SEC) regulations applicable to Foreign Private Issuers.



For more information about our corporate governance guidelines, click here

Structure and Committees

(GRI 2-9/14/16; G1/5)

Our BoD has six committees that support the fulfillment of its responsibilities and mission. Each committee has a charter that regulates its operation and responsibilities. The committees of the Board are:

Audit Committee (AC)¹

The Audit Committee had four independent directors in 2025. Its duties are to:

- Supervise the integrity of the Company's financial statements, as well as the accounting and financial reporting processes and their respective audits
- Review the performance, qualifications, and independence of the independent auditor
- Verify compliance with legal requirements and ethical standards, and monitor the effectiveness of the compliance program
- Review the effectiveness of financial reporting, internal control, and internal audit systems
- Review the progress and level of risk in cybersecurity

¹Our CA complies with Rule 10A-3 of the Securities Exchange Act of 1934 (mandatory).





In 2025 the AC:

- Reviewed and recommended the approval of quarterly and annual financial statements to the Board of Directors
- Supervised the work, independence and remuneration of the external auditor
- Approved the annual internal audit plan, as well as the internal audit statute and manual
- Monitored financial risk management, internal controls, cybersecurity, ethics and compliance
- Analyzed legal and regulatory issues and recommended updates to its regulations and the Code of Ethics

Compensation Committee (CC)

The Compensation Committee had four independent directors in 2025. Its duties are to:

- Review and approve the overall Management Team compensation philosophy
- Recommend to independent members of the Board of Directors the approval of compensation of the CEO and the other members of the Management Team, including salary and incentives
- Annually review incentive plans and recommend to the Board for approval
- Annually review the amount and form of remuneration paid to non-executive directors (NEDs) for their services
- Enforce and administer the Company's compensation recovery policy and any other corporate policies related to compensation

In 2025 the CC:

- Reviewed and approved performance appraisal and variable executive compensation and incentives, as well as NED compensation
- Recommended to the Board that it update its regulations
- Approved the 2026 Scorecard aligned with the strategy

Nominating and Corporate Governance Committee (NCGC)

The NCGC had four independent members in 2025. Its duties are to:

- Evaluate, identify, and recommend to the Board of Directors for approval, the nomination or designation of candidates to fill vacancies on the Board of Directors, of candidates to the Board of Directors to be elected at the AGM, and of incumbent directors for re-election at the AGM
- Make recommendations on the succession plan of Directors
- Review Directors' continuity
- Recommend to the Board of Directors the determination of members' independence
- Conduct and oversee the biennial evaluation process of the Board of Directors
- Recommend the membership and Chair of each Board committee
- Recommend who chairs the Board of Directors

In 2025 the NCGC:

- Recommended proposing to the AGM the election of Board members
- Recommended the approval of the Board of Directors' Succession Policy, as well as amendments to Corporate Governance Guidelines, the Committee's bylaws, and the Insider Trading Policy
- Recommended to the Board the membership of committees to strengthen good governance, transparency, conflict of interest management and risk supervision

Technical Committee (TC)

The TC had four members in 2025. Its duties are to:

- Review principal geological and geophysical works, as well as other technical exploration studies

- Evaluate the results of exploration wells and subsequent analyses to estimate subsurface performance and its integration into future work
- Discuss exploration strategy and plans with the Management Team, including technical classification and prioritization of prospecting, seismic studies and the drilling schedule
- Review drilling/facilities safety and operational issues and discuss incidents/accidents to support continuous performance improvement
- Recommend for approval exploration, evaluation, and development projects for inclusion in the annual work plan
- Review and analyze the annual oil reserves report and recommend that the Board approve its disclosure and publication

In 2025 the TC:

- Validated the technical and operational program and the certification and growth of reserves, and participated in the transition to the long-term plan by incorporating improvements in performance, modeling and project prioritization
- Supported key decisions on strategic projects
- Participated in the reconfiguration of the Company's portfolio

Strategy and Risk Committee (SRC)

The SRC had six members in 2025. Its duties are to:

- Advise the Board of Directors on the identification of risks and how they relate to strategy
- Evaluate strategic and transactional opportunities to recommend them to the Board of Directors
- Oversee the insurance program
- Comprehensively analyze all risks: financial, social, environmental and political



In 2025 the SRC:

- Discussed and reviewed the growth strategy, the opportunity portfolio, and new business
- Prioritized high-impact investments and assessed strategic risks
- Analyzed acquisition offers and considerations regarding the value of the Company
- Recommended divestments of non-strategic assets to optimize capital allocation

SPEED/Sustainability Committee (CSPEED)

The CSPEED had four members in 2025. Its duties are to:

- Define and submit for BoD approval the sustainability strategy, policies and goals, including matters related to the SPEED value system such as safety of operations, employee welfare, environmental preservation, human talent management, human rights, climate change, development of communities and social groups, and material topics
- Review the SPEED/Sustainability Report

In 2025 the CSPEED:

- Oversaw performance in health, safety, environment and social affairs, as well as climate and sustainability risk management
- Reviewed and recommended the update of the Sustainability Framework and the development of sustainability roadmaps
- Participated in different aspects of the new Declaration of Culture
- Approved the optimization of the reporting cycle and strengthened the integration of sustainability, culture and leadership
- Reviewed the human rights system and recommended the corresponding Policy for approval





Board Members at end-2025 (GRI 2-9)

	Name	Tenure (since)	Board committees	Board committees chaired	Independent / Non-independent	Executive / Non-executive	Participation in other Boards of Directors
F	Sylvia Escovar	August 2020 5 years and 4 months	NCGC CSPEED	None	Independent	Non-executive	Grupo Cibest S.A. (public) Grupo de Energía de Bogotá (public) Empresa de Telecomunicaciones de Bogotá (ETB) (public) Organización Terpel (public) Organización Corona (private)
M	Robert A. Bedingfield	March 2015 10 years and 9 months	AC CC NCGC	AC	Independent	Non-executive	N/A
M	Constantin Papadimitriou	May 2018 7 years and 7 months	CC AC SRC	CC	Independent	Non-executive	Cavamont Holdings Limited (private) Diorasis International S. A. (private) Tellco AG (private) Capland S.A. (private)
M	Somit Varma	August 2020 5 years and 4 months	NCGC CC SRC AC	NCGC	Independent	Non-executive	N/A
M	Brian F. Maxted	July 2022 3 years and 5 months	TC CC SRC	TC	Independent	Non-executive	Triple 7 Energy Inc. (private) Lapis Carbon Solutions (private) Holdings LP (private)
M	James F. Park	May 2002 23 years and 7 months	SRC TC CSPEED	SRC	Non-independent	Non-executive	GoodRock LLC (private) Spark Resources LLC (private)
M	Felipe Bayon	June 2025 6 months	CSPEED SRC TC	None	Non-independent	Executive	LATAM Colombia (public) Parkland Corporation (public) Empresas Públicas de Medellín – EPM (private) Acerías Paz del Río (public)
F	Marcela Vaca	July 2022 3 years and 5 months	CSPEED CC NCGC	CSPEED	Independent	Non-executive	Corficolombiana (public)
M	Carlos E. Macellari	July 2022 3 years and 5 months	SRC TC AC	None	Independent	Non-executive	Olympic Peru Inc. (private)

A non-executive and independent woman chairs our Board of Directors

- 7.10 years is the average tenure of the members of the Board of Directors
- The Company has 7 members that participate in four or less other Boards of Directors



For further information about the resumes of the members of the Board of Directors, click here (public profiles reflect BoD membership as of the date of consultation)

Notes: Sylvia Escovar served as a member of the AC until August 28, 2025. Carlos Macellari was appointed as a member of the AC as of August 29, 2025. Marcela Vaca was appointed as a member of the NCGC and the CC on September 15, 2025. Felipe Bayon was appointed as a member of the Board of Directors on June 1, 2025 and a member of CSPEED, TC and SRC on June 20, 2025. Andrés Ocampo served as a member of the BoD until May 31, 2025, when he resigned. James Park served as the Company's CEO until June 2022, has a current consulting contract and has a material relationship with the Company as a founding member. Somit Varma served as a member of the BoD until January 19, 2026, when he resigned. Of the nine members that make up our Board of Directors, two are women, and it is chaired by a non-executive, independent woman.



Board Member Experience (GRI 2-9/17)

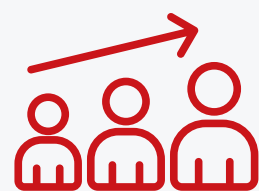
Member	Oil & Gas Industry	Finance	Sustainability	Risks	Climate change	Human Resources	Legal	Water	Cybersecurity
Sylvia Escovar	✓	✓	✓			✓			
Robert A. Bedingfield	✓	✓		✓		✓			✓
Brian F. Maxted	✓	✓	✓	✓		✓	✓		
Carlos E. Macellari	✓	✓		✓	✓	✓			
Constantin Papadimitriou	✓	✓	✓	✓		✓	✓		
Somit Varma	✓	✓	✓	✓	✓				
Marcela Vaca	✓		✓	✓	✓	✓	✓		
Felipe Bayon	✓	✓	✓	✓	✓	✓		✓	✓
James F. Park	✓	✓	✓	✓	✓	✓	✓	✓	

Board membership by age range (GRI 405-1)

0% Under 30 years

0% 31 - 50 years

100% Over 50 years



96%

was the participation of the board members in 2025.

Percentage of the Board of Directors with experience in:

77,77% sustainability

88,88% risks





Nomination and selection of the members of the Board of Directors (GRI 2-9)

The members of the Board of Directors are elected or re-elected by the AGM, in accordance with the Articles of Incorporation and the criteria defined for their nomination and election. The elected directors hold their positions for the terms determined by shareholders or, in the absence of such determination, until the next AGM or until their successors are elected.

The NCGC runs the nomination process and recommends to the Board the nomination of suitable candidates for election or re-election in the AGM. Prior to recommending candidates, the NCGC must consider:

- The minimum requirements for membership of the Board of Directors
- The minimum requirements for independence
- Any potential conflicts of interest
- The balance of skills, competencies, knowledge and desired experiences
- The desired balance of diversity
- The attributes for the development of their functions, as well as the highest standards of integrity, responsibility and good judgment
- The availability of candidates' time and any other appropriate criteria

The selection process is guided by the highest ethical standards and those established in the Bylaws, the corporate governance guidelines, the Diversity Policy of the Board of Directors and the NCGC regulations.

Diversity Policy of the Board of Directors (GRI 2-9/10; GRI 405-1)

In 2023, we adopted the Diversity and Inclusion Policy for the formation of our BoD. The policy refers to factors such as:

- Gender
- Race or ethnicity
- Nationality, country of origin and culture



For further information about the diversity and inclusion policy for the formation of the Board of Directors, click here

Conflicts of interest (GRI 2-15)

The Corporate Governance Guidelines provide that conflicts of interest or waiver requests must be reported to the Chair of the Audit Committee and the Corporate Governance Department, and that the interests of the members of the Board of Directors in transactions are managed in accordance with the Articles of Association (Art. 49) and the Bermuda Companies Act.

Evaluation of members and the Board of Directors

The NCGC leads the evaluation of the Board of Directors, its committees and its individual members every two years. This evaluation comprehensively analyzes the performance of the Board of Directors, its composition, its structure, its operating dynamics and its effective contribution to strategy, as well as the Company's risk supervision and sustainability.

In 2025, the NCGC began the new biennial evaluation cycle by hiring an independent external consultant with extensive experience in corporate governance

and advising boards of directors. The process will take place during 2026 and will include individual interviews, questionnaires and the review of corporate documentation.

The results will be presented and discussed by the NCGC and the Board of Directors, and will serve as a basis for defining action plans aimed at strengthening corporate governance and the role of the Board of Directors in the supervision and direction of the Company, with a view to fulfilling our medium and long-term goals.

Remuneration of the Board of Directors

(GRI 2-19; G-10)

NED remuneration is defined by the Board of Directors with a recommendation from the CC, accounting for the market, regulation and independence. The CC may hire external advisors to support these decisions.

The BoD receives annual compensation paid quarterly in cash and stock. Additional fees are awarded for the chairing the Board of Directors, chairing its committees, and for participating in committees. Board members can choose to receive the entirety of their compensation in stock. Executive Board members do not receive additional payments.



For information on the average remuneration of the Board of Directors in the 2025 Consolidated Financial Statements, click here (GRI 2-19)





ETHICS AND TRANSPARENCY (GRI 3-3)

STAKEHOLDERS:

- Employees
- Suppliers and contractors
- Local and national authorities
- Neighbors
- Partners



[GRI 3-3] We focus on ethics and transparency to strengthen our corporate culture, manage risks effectively, ensure regulatory compliance, communicate openly, and build stronger trust with our stakeholders.

Policies and commitments

(GRI 2-23; GRI 3-3; EG1)

- Code of Ethics
- Suppliers' Code of Ethics
- Anti-Corruption Policy
- Ethics and Compliance Program Manual
- Conflict of Interest Management Procedure
- Ethics Hotline Procedure
- Compliance Due Diligence Procedure



For further information about our policies and commitments, click here

Our policies and commitments cover the following:

- Corruption and bribery
- Discrimination
- Conflicts of interest
- Antitrust and anti-competitive practices
- Money laundering and/or insider trading
- Health, Safety, and Environment
- Whistleblowing

We also have the following mechanisms to identify, report, and investigate violations of our policies and commitments:

- Dedicated departments and/or people responsible for grievance mechanisms
- The Ethics Hotline reporting channel, operated by an independent third party
- Anonymous whistleblowers' channel
- Confidentiality of reports received
- Zero tolerance policy on retribution
- Regular training on the use of the reporting channel
- Disclosure of the process for investigating reports

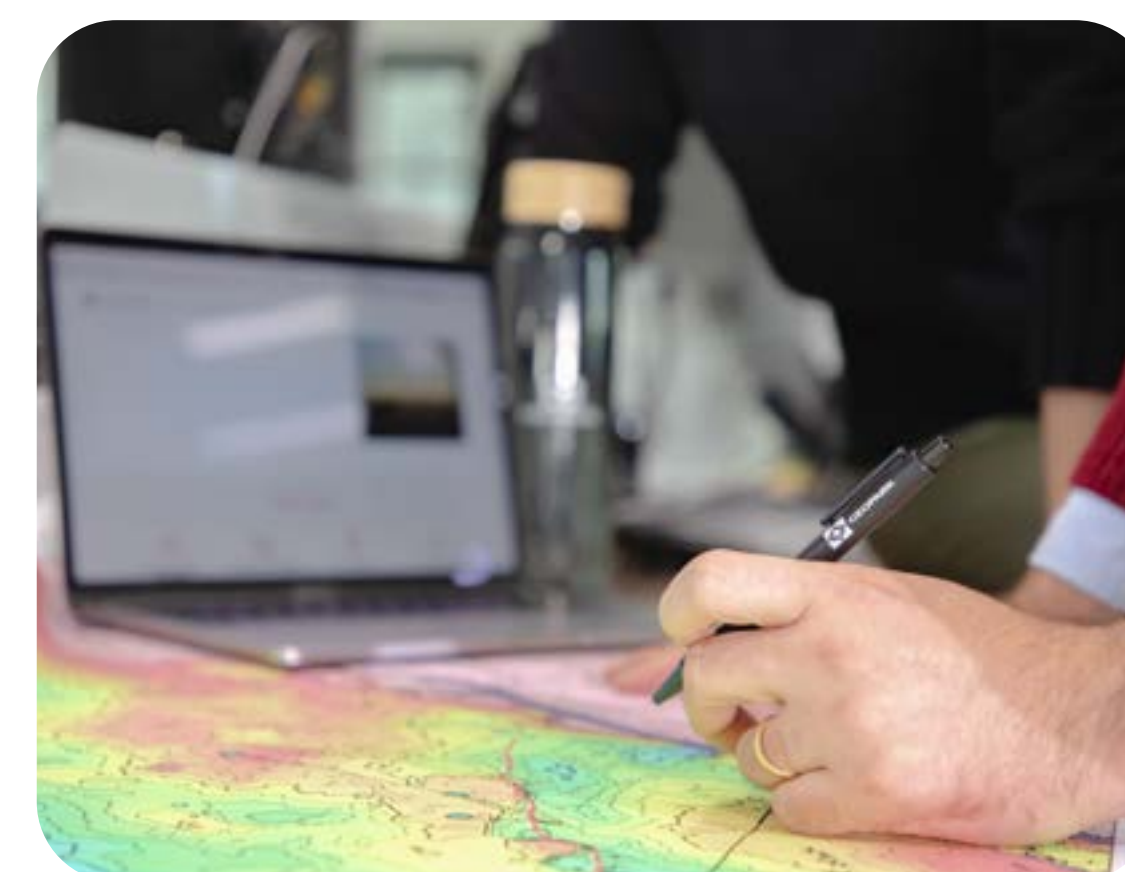
Our approach and our management

(GRI 3-3/2-24/6; LCS1/2; EG2)

In 2025 we:

- Executed 100% of the plan to strengthen ethical culture, training all employees in the process
- Reached 70% progress in our Ethics and Compliance Program improvement plan
- Scored 66/100 in the Dow Jones Sustainability Index, four points more than in 2024
- Updated the annual non-financial reporting cycle to optimize and focus reporting efforts
- Created the Institutional Relationship Model (IR) and a committee to centralize union management and regulatory monitoring

- Carried out our first Sustainability Week
- [GRI 205-1; LCS1/2] Informed 100% of our partners about our anti-corruption policies and procedures
- Updated our Code of Ethics and related policies to adapt them to applicable regulations, associated good practices and emerging risks
- Audited our Ethics and Compliance Program through an independent third party, which confirmed the suitability of its design and operation
- Strengthened the operation of our compliance due diligence controls, declarations of conflicts of interest, the registration of gifts and hospitality, as well as the reporting of interactions with government officials
- Developed a dashboard for monitoring the management indicators associated with the Ethics and Compliance Program
- To date, the Company is not subject to any investigation or fine for acts of corruption



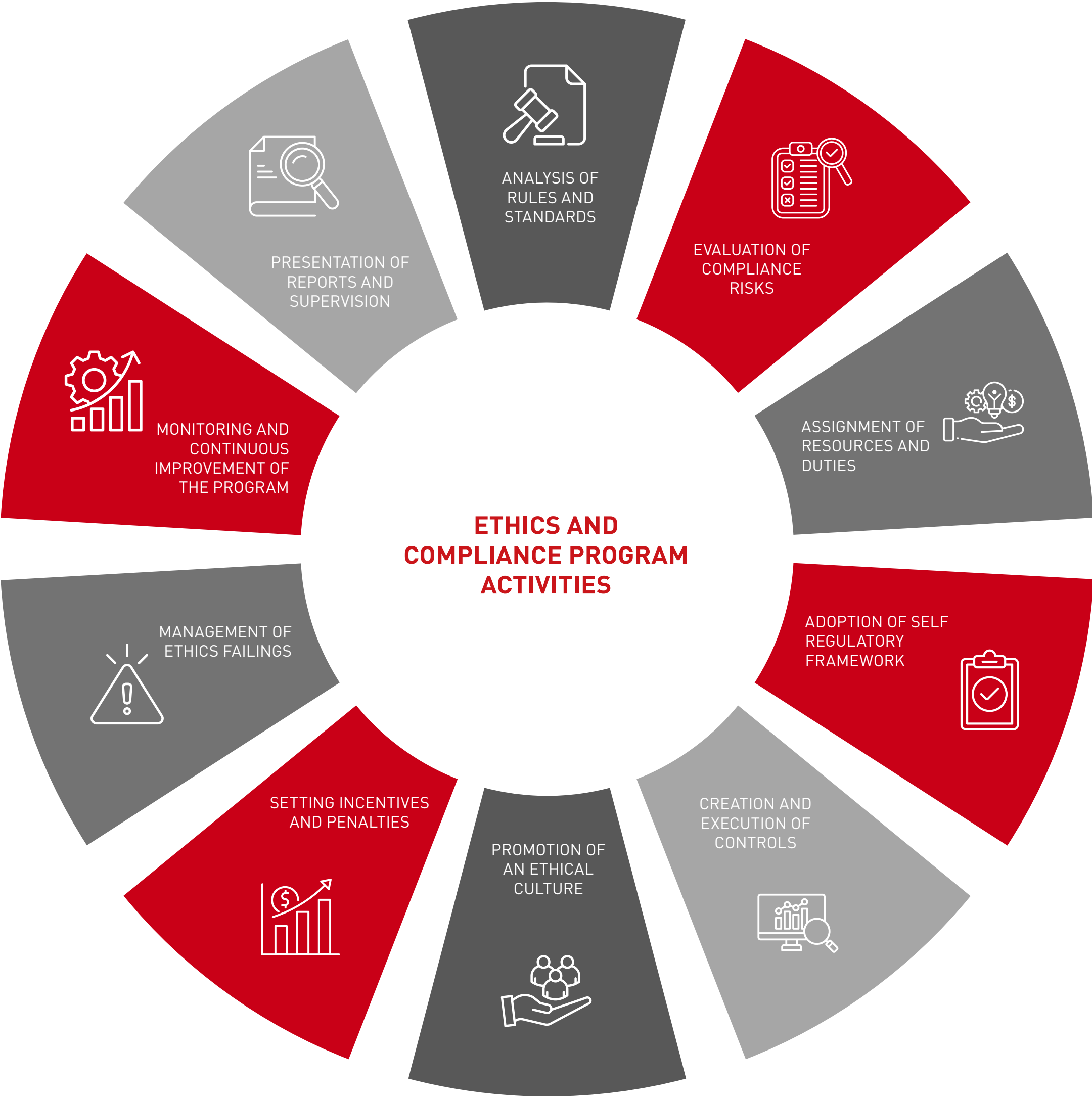


Main impacts identified and their management mechanisms (GRI 3-3)

+ POSITIVE IMPACT **+/-** MIXED IMPACT **-** NEGATIVE IMPACT

IMPACTS		ASSOCIATED INDICATORS	MANAGEMENT ACTIONS
	STRENGTHENING RELATIONSHIPS WITH STAKEHOLDERS	Level of stakeholder satisfaction with the quality and timeliness of the non-financial information reported (under construction)	- Optimization of the annual reporting cycle of non-financial information - Development of a sustainability communications plan for each stakeholder - Held Sustainability Week
	ENHANCED ETHICS CULTURE FOCUSED ON VALUE GENERATION	- Percentage of employees trained on ethics and compliance policies - Suppliers/partners/directors informed about ethics and compliance policies	100% execution of the annual disclosure plan - Training 100% of active employees - Informing 100% of partners - Informing 100% of directors - Informing 618 suppliers
	ORGANIZATIONAL BEHAVIOR IN ACCORDANCE WITH VOLUNTARILY ADOPTED REGULATIONS AND ETHICAL GUIDELINES	Number of reported and confirmed incidents by incident type	- During 2025 we received 23 reports from the Ethics Hotline - Evidence was found on three cases and we implemented corrective measures - None of the three cases involve material risks
	LOSS OF STAKEHOLDER CONFIDENCE IN THE COMPANY	Level of stakeholder satisfaction with the quality and timeliness of the non-financial information reported	- We created and activated a new Institutional Relationship Model (IR) with its corresponding committee - We developed a sustainability communications plan for each stakeholder
	PENALTIES AND FINES FOR REGULATORY NON-COMPLIANCE	Number of investigations/fines for acts of corruption in the reporting period	To date, the Company is not subject to any investigation or fine for acts of corruption
	DETERIORATION OF THE WORK ENVIRONMENT	Employees' perception of the ethical culture	- We conducted a culture survey among employees that included the validation of the values and principles that we should promote, preserve or eliminate - We built a new culture statement that incorporates ethics among the guiding principles

The Ethics and Compliance Program constitutes the comprehensive framework for systematically managing the risks of corruption, money laundering, terrorist financing, conflicts of interest and other conduct contrary to the law and the Code of Ethics. We implement it with a risk-based approach, through interrelated activities that guarantee its operation, supervision and continuous improvement, as illustrated below.





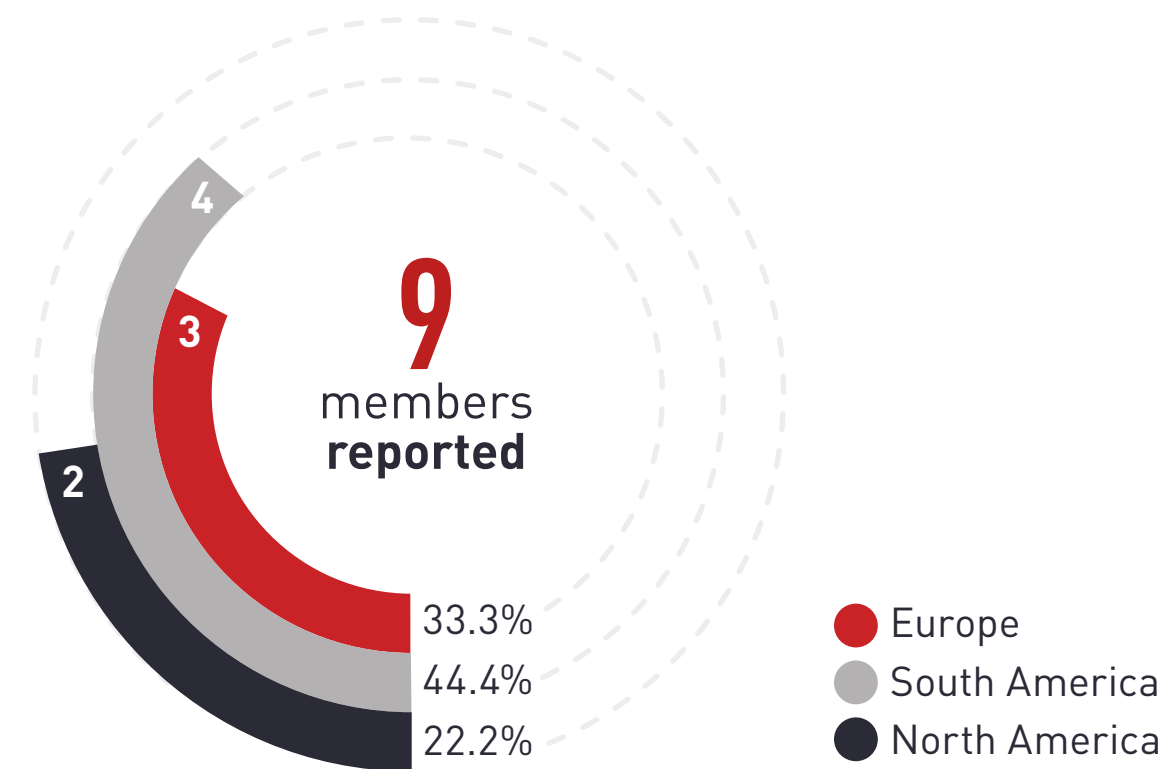
Promotion of ethical culture

(GRI 2-24/205-2; GRI 11.20.3; LCS1/2)

We develop training and communication plans supported by the ethical leadership of the Executive Team and the governing bodies that lead by example and become the main ambassadors of our values.

In 2025, all nine members of the Board of Directors received information about our anti-corruption policies and procedures. Likewise, 100% of direct employees (413) with indefinite and fixed-term contracts, by country, were informed and trained in these policies and procedures.

Board members informed and trained in anti-corruption policies and procedures by region (GRI 205-2)



Note: During 2025, no members of the Board of Directors received training on anti-corruption policies and procedures.



Full-time direct employees, with an indefinite term contract informed and trained in anti-corruption policies and procedures by country (GRI 205-2; LCS1/2)

Percentage of employees informed	Percentage of employees trained	Employees informed and trained
100	100	339
0	0	0
100	100	2
100	100	36
100	100	4
100	100	381



Note: Although employees in Ecuador took the course prior to divestment, they were not included because they were not active as of December 31, 2025. The "Other" category corresponds to employees in Spain and the United Kingdom.

Full-time, open-ended and fixed-term direct employees informed and trained in anti-corruption policies and procedures (GRI 205-2; LCS1/2)

Employees informed and trained	Percentage of employees informed	Percentage of employees trained
371	100	100
0	0	0
2	100	100
36	100	100
4	100	100
413	100	100

Note: Although employees in Ecuador took the course prior to divestment, they were not included because they were not active as of December 31, 2025. The "Other" category corresponds to employees in Spain and the United Kingdom.



Employees informed and trained in anti-corruption policies and procedures
by job category (GRI 205-2; LCS1/2)

Job category	Employees informed and trained	% of employees informed and trained
C-Level	5	100
Directors	22	100
Superintendents, Managers, Type I Coordinators	64	100
Type II Coordinators, Type I Leaders, Supervisors, Senior Professionals	155	100
Type II Leaders, Professionals, Operational Technicians I	114	100
*Junior Professionals, Operational Technicians II, Administrative Technicians, Assistants	53	100
Total	413	100

Note: *this category also includes interns.

Risk Management

(GRI 205-1)

To define policies, procedures and controls that mitigate risks and ensure regulatory compliance, we proactively identify new regulatory requirements as well as situations that may affect the Company's assets or reputation.

The most significant corruption-related risks we identified were bribery payments, influence peddling, obstruction of investigations, false accounting records, and misuse of contributions or donations.

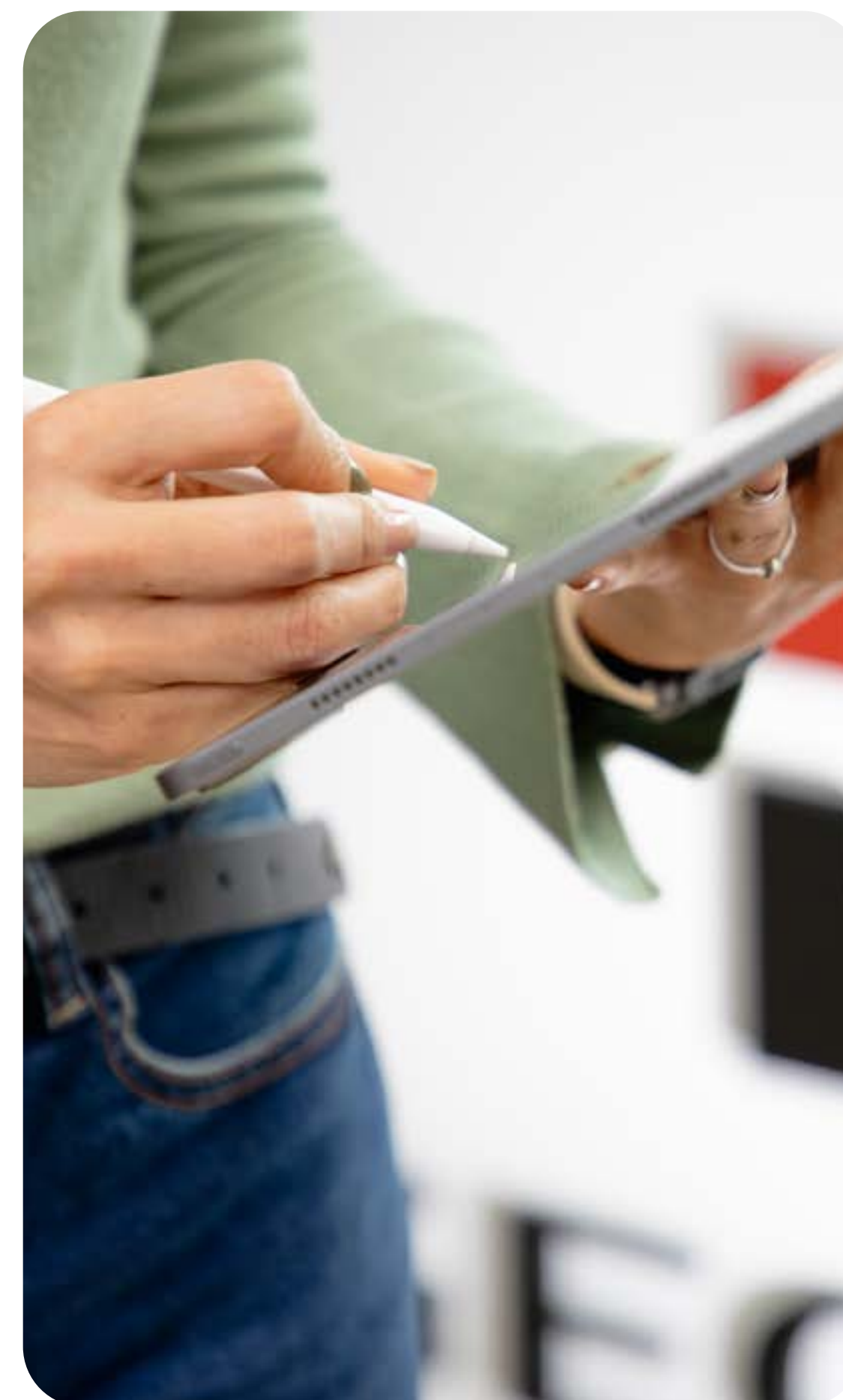
Ethics Hotline

We have an Ethics Hotline - operated by an external third party - through which inquiries about our conduct can be made and behavior that may be contrary to our values can be reported. This allows us to apply timely corrective measures or sanctions when necessary.



For further information about our Ethics Hotline, click here

In 2025, 100% of our operations were subject to corruption risk assessment.





Types of incidents reported through the Ethics Hotline

(GRI 205-3/406-1/11.20.4)

Report Category	Unit	2025
Corruption or bribery	#	0
Discrimination or Harassment		0
Customer Privacy Data		0
Conflicts of interest		2
Money laundering or insider trading		0



Monitoring and supervision

We have controls, risk mitigation measures and a monitoring system to evaluate the effectiveness of the Ethics and Compliance Program.

(GRI 2-27; GM 1.1/2)

In the last four years we have not received any significant fines (> US\$10,000) for environmental matters.



(GRI 2-27; GRI 206-1) For details of legal action related to unfair competition, click here

Political contributions, donations and sponsorships (GRI 415-1; LCS3)

In compliance with our Anti-Bribery and Corruption Policy, we do not make contributions to parties or individuals involved in political campaigns.

Note: the coverage of the data corresponds to 100% of our operations. We record contributions on a consolidated basis for all non-profit entities. Payments made to trade associations correspond exclusively to membership fees.



For the list of unions to which payments were made in 2025, click here

2023

Parties or individuals involved in political activities	0	\$m
Trade associations	364,210	
Non-profit organizations	6,037,280	
Total	6,401,490	

2024

Parties or individuals involved in political activities	0	\$m
Trade associations	369,769	
Non-profit organizations	3,531,521	
Total	3,901,290	

2025

Parties or individuals involved in political activities	0	\$m
Trade associations	352,359	
Non-profit organizations	5,180,696	
Total	5,533,055	



Transparency

We deliver on our commitment to transparency and accountability by implementing a communications plan with activities specifically designed for our stakeholders' needs.

We created Sustainability Week for our employees, offering opportunities for training and discussion on key business sustainability issues.

We also optimized the Company's annual reporting cycle, seeking to focus efforts and resources on those reporting initiatives that create the most value for both the Company and its stakeholders. This initiative reduced the number of work hours a year in reporting by approximately 50%.

Institutional relationship (GRI 11.21)

In 2025 we created the IR Model and Committee to get the greatest benefit from our participation in guilds and associations, and to ensure the coherence of the messages and narrative we share externally. The IR Committee:

- Defines governance parameters in our institutional relationship, including processes for decision-making related to membership and participation in guilds and initiatives, institutional positions and sponsorships
- Defines the annual work plan
- Coordinates participation in trade associations and organizations
- Monitors regulations and standards



(GRI 2-28) For further information about our approach to legislative and regulatory monitoring, [click here](#)



Governance (GRI 3-3)



Goals (GRI 3-3)

0-3 years Short-term

- Comprehensive evaluation of the Compliance Program in accordance with regulatory requirements and related international standards and construction of the roadmap of the Ethics and Transparency material issue, as well as its medium and long-term goals
 - Management:
 1. External Evaluation of the Compliance Program (2024-2025)
 2. Program audit conducted in 2025. Ongoing in 2026
 3. Roadmap under construction
 - Progress: 80%
- Review and update 100% of our compliance policies, integrating associated good practices
 - Management:
 1. Update of the Code of Ethics, the Anti-Corruption Policy, the Compliance Due Diligence Procedure, the Management of Conflicts of Interest and the Management of the Ethics Line
 2. Creation of the Ethics and Compliance Manual
 3. Creation of the LAFT-Sanctions policy and the update of the Supplier Code of Ethics, pending
 - Progress: 75%
- Implement the approved Institutional Relationship (IR) Model in 2025, define the model's KPIs, and monitor management
 - Management:
 1. IR Model created and approved
 2. IR Committee created and internal regulations formalized
 3. Development is underway of an AI agent for the evaluation of rules and regulations that could potentially impact the Company and the sector
 4. We launched a record of our employees' participation in meetings and events organized by unions
 - Progress: 50%

3-5 years Medium-term

- Determine the baseline for assessing stakeholder satisfaction with the disclosure of non-financial information
 - Management: To be developed in 2026
 - Progress: 0%
- Construction of a dashboard for the management of Compliance Program information and metrics, and the identification of key risk indicators
 - Management:
 1. Program information databases created
 2. Program's KPIs defined for manual monitoring
 3. Automation of indicator calculation is pending
 - Progress: 60%
- Apply 100% of the recommendations for improvement of the Ethics and Compliance Program identified from its external evaluation
 - Management:
 1. Progress made in the implementation of actions to improve the Ethics and Compliance Program identified in the evaluation
 - Progress: 70%

5 years and beyond Long-term

- Certify the Ethics and Compliance Program under recognized international indices or standards, such as ISO 37301, the WMEC index or their equivalents
 - Management: Has not started
 - Progress: 0%



OUR VALUE GENERATION

≡ Index

Operational Performance

Financial Performance

Responsible management
of suppliers and contractors

Energy transition



OPERATIONAL PERFORMANCE*

At GeoPark, we manage our business by exploring and developing oil and gas assets, obtaining new licenses, and acquiring strategic assets and businesses. In 2025, in line with the Company's principles and values, we focused on protecting the value of our assets and expanding the business, through both capital investment and inorganic growth.

At end-2025, our portfolio was composed of stakes in 24 hydrocarbon blocks in Colombia, Argentina and Brazil, of which 6 were in production. These assets cover areas of more than three million gross acres.

In October 2025, we became operators of the Loma Jarillosa Este and Puesto Silva Oeste blocks – with respective 100% and 95% stakes – located in Argentina's Neuquén province and within Vaca Muerta, one of the largest unconventional hydrocarbon formations in the world. In December 2025 these two blocks reached an average net production of 1,584 barrels of oil equivalent per day.

DeGolyer and MacNaughton (D&M) certified 2P PRMS reserves¹ totaling 121.3 million barrels of oil equivalent (mmboe) as of December 31, 2025, of which 70% are located in Colombia and 30% in Argentina. Those 2P reserves represent a net present value (after tax) of US\$1.3 billion.

During 2025 we reached an average net production of 28,200 barrels of oil equivalent per day (boepd).

*Rounding of figures: As amounts and percentages have been rounded for presentation purposes, totals may not match.

Reserves by country and category

Country	Category	2022 (mmboe)	2023 (mmboe)	2024 (mmboe)	2025 (mmboe)	Percentage of oil (2024)	Variation (2024-2025)
 Colombia	PD	50.4	46.7	55.3	51.0	100%	{8%}
	1P	69.9	63.9	62.1	57.9	100%	{7%}
	2P	109.9	106.4	84.8	84.6	100%	{0%}
	3P	163.6	155.0	106.2	102.3	100%	{4%}
 Argentina	PD	-	-	-	1.9	96%	>100%
	1P	-	-	-	11.1	96%	>100%
	2P	-	-	-	36.7	96%	>100%
	3P	-	-	-	71.1	97%	>100%
 Brazil ²	PD	1.7	1.6	1.1	-	-	{100%}
	1P	1.7	1.6	1.0	-	-	{100%}
	2P	2.0	1.6	1.1	-	-	{100%}
	3P	2.1	1.7	1.4	-	-	{100%}
 Ecuador ²	PD	0.5	1.5	0.5	-	-	{100%}
	1P	0.5	3.3	0.9	-	-	{100%}
	2P	1.8	7.1	1.6	-	-	{100%}
	3P	3.5	10.3	4.7	-	-	{100%}
 Chile ³	PD	3.4	-	-	-	-	0%
	1P	4.1	-	-	-	-	0%
	2P	14.6	-	-	-	-	0%
	3P	27.0	-	-	-	-	0%
Total		56.0	49.7	56.9	52.9	100%	{7%}
Certified by D&M	1P	76.1	68.8	64.0	69.0	99%	8%
	2P	128.4	115.1	87.6	121.3	99%	38%
	3P	196.3	167	112.3	173.4	99%	54%

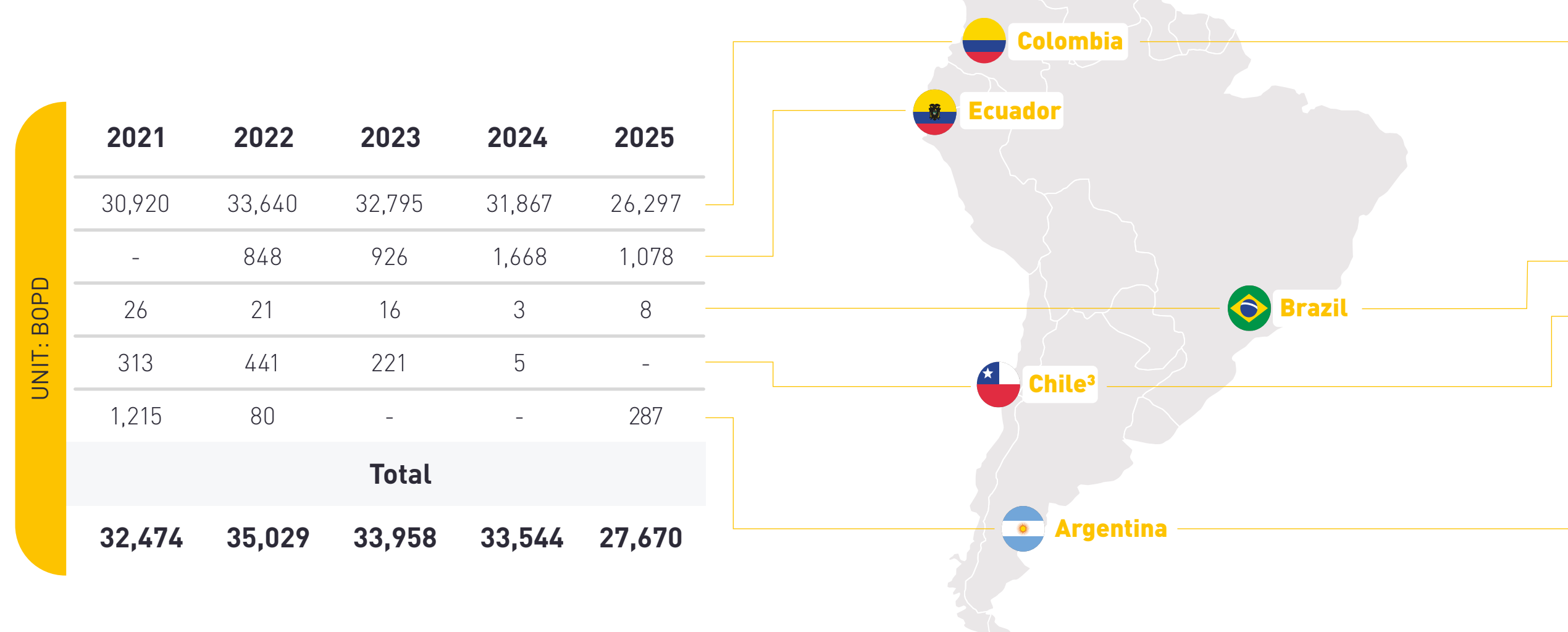
¹PRMS (Petroleum Resource Management System) is the accepted system and the most used in the world by companies to classify oil reserves.

²In December 2025, we completed the sale of our stake in the Manati gas field in Brazil and the Perico block in Ecuador.

³We completed the sale of our assets in Chile in January 2024.



Average oil production by country (EM-EP-000.A)



Average natural gas production by country (EM-EP-000.A)

2021	2022	2023	2024	2025
1,374	776	573	685	154
11,357	8,967	6,065	1,313	3,080
12,507	11,388	8,993	363	-
5,529	416	-	-	146
Total				
30,767	21,544	15,632	2,362	3,380

Oil and gas production declines as reserves are depleted, with the decline rate depending on the characteristics of each field. Accordingly, our proven, probable, and possible reserves will reduce as their development progresses. GeoPark prioritizes the efficient exploitation of current fields, exploration development, and portfolio expansion through acquiring stakes in hydrocarbon assets.

In 2025 we completed 6 development wells and 10 exploration and appraisal wells in Colombia (3 and 5 at our working interest), with a 94% success rate.⁴

Our corporate strategy is based on a balanced portfolio of assets that combines strong current cash flow generation with long-term growth opportunities. This approach allows us to protect value in the near term and maintain financial resilience while making the investments necessary to sustain the Company's future growth.

Colombia is GeoPark's operational and financial foundation, providing stable and predictable cash generation, supported by disciplined capital allocation, enhanced recovery initiatives, and high standards of operational excellence.

In parallel, we are advancing in the accelerated development of our unconventional position in Argentina, particularly in Vaca Muerta, as a long-term strategic growth platform that diversifies and expands our future production profile and cash flows.

We complement this two-pillar approach with a growth strategy based on the disciplined evaluation of new opportunities, considering the combination of three elements: (i) producing assets that generate cash flows, (ii) an inventory of adjacent low-risk prospects for medium-term growth, and (iii) higher-risk projects aimed at capturing value in the long term. Our current reserve base supports an efficient and low-cost development program aimed at a disciplined increase in production and cash flow.



³ We completed the sale of our assets in Chile in January 2024.

⁴ We use the US SEC (Securities Exchange Commission) definitions of dry wells and productive wells, established in item 1205 of Regulation S-K. These definitions can be consulted in the Glossary of this Report.



FINANCIAL PERFORMANCE

We ensure the economic profitability of our business and optimal financial performance, creating value for shareholders through responsible management. Our financial strength is a critical pillar of our strategy. Our high levels of solvency and liquidity are reflected in our investment grade. In 2025, we demonstrated a solid cash generation capacity that enabled us – among other things – to finance our exploration and development activities, meet our operational, fiscal and environmental commitments, return value to our shareholders, and address new businesses with high potential.

Operating cash flow generated for the year, excluding income tax payments of US\$96.9 million and the repayment of an advance received from Vitol C.I. Colombia S.A.S. (Vitol) for US\$149.8 million, amounted to US\$261.4 million. This flow was key to financing our equity investments, inorganic acquisitions, the deleveraging process, and to making returns to our shareholders. At the end of the year, we recorded US\$100.3 million in cash and cash equivalents, financial debt of US\$553.5 million, a net leverage ratio of 1.6 times – within acceptable debt levels – and 82% of financial debt with no principal maturity through January 2030.

This generation of free cash flow allowed us to advance value return initiatives for our shareholders, including the payment of US\$24.2 million dividends in 2025. Following the completion of the acquisition in Argentina, and considering its projected capital needs, we reduced dividends based on payments corresponding to 3Q2025 results and subsequently suspended them based on payments corresponding to 3Q2026 results. We will reevaluate the dividend strategy once positive free cash flow is restored.

We made capital investments of more than US\$98.3 million, including the completion of 13 wells in Colombia. Every dollar invested in our assets generated more than 2.8 times the annual Adjusted EBITDA, demonstrating the high quality of our assets, combined with our capital allocation methodology and cost discipline.

Our Adjusted EBITDA for the year was US\$277.1 million, with an EBITDA margin of 56% and a net profit of US\$49.7 million. The return on average capital employed was 18%.

Principal highlights

	2022	2023	2024	2025
Operating revenue	1,049.6	756.6	660.8	492.5
Adjusted EBITDA	540.8	451.9	416.9	277.1
Operating profit	429.1	270.9	273.5	110.5
Net profit	224.4	111.1	96.4	49.7

UNIT: MMUS\$

Principal balance sheet highlights

	2022	2023	2024	2025
Assets	974.0	1,016.5	1,200.1	1,040.4
Liabilities	858.4	840.5	996.8	794.7
Net equity	115.6	176.0	203.3	245.8
Financial debt	497.6	501.0	514.3	553.5
Cash and cash equivalents	128.8	133.0	276.8	100.3
Net financial debt	368.8	367.9	237.6	453.2

UNIT: MMUS\$

Principal cash flow highlights

	2022	2023	2024	2025
Cash flow from operations	467.5	300.9	471.0	14.7
Cash flow from investments	(153.7)	(198.6)	(226.9)	(155.5)
Financing Cash Flow	(286.6)	(98.7)	(99.2)	(36.1)

UNIT: MMUS\$



Markets and trading partners

(GRI 2-1/6; GRI 207-4; GRI 11.21.7; MN1.1)

The oil and gas we produce is primarily intended for sale to third parties, either for export or to the respective domestic markets in the countries where we operate.

- **Colombia:** In 2024 we entered into a commercial agreement with Vitol for the sale of production from the Llanos 34 block, for a term of up to 36 months from 1 July 2024. In 2025 we signed a commercial agreement with British Petroleum (BP) for the export of production from Blocks CPO - 5, Llanos 87 and Llanos 123, FOB at the Port of Coveñas, Colombia, for up to 12 months from August 1, 2025. In January 2026 we renewed the agreement with Vitol, extending its until December 31, 2028 and incorporating deliveries from January 2026 for production from the Llanos 34 block and from May 2026 for production from the CPO-5 and Llanos 123 blocks. We continue to deliver production from the Llanos basin at the wellhead and at strategic points of the Colombian pipeline system (ODL, ODCA, OCENSA), including the Port of Coveñas FOB. In addition, we maintained deliveries of production from Putumayo through the Ecuadorian pipeline transportation system.
- **Argentina:** We market the oil production of our assets operated in Argentina under price formulas referenced to Brent and adjusted according to the Neuquén Basin's Medanito differential and to quality and logistics factors. Since our assets are not yet connected to the pipeline network, crude oil is transported by land to regional centers. Following the acquisition, effective October 2025, we implemented a transitional marketing scheme with Pluspetrol, which ensures the placement of production while we advance in the development of direct commercial relationships and medium and long-term transportation solutions.
- **Ecuador:** Prior to the sale of our stake in the Perico and Espejo blocks in December 2025, oil production was transported through the Ecuadorian pipeline

system, with Esmeraldas as the delivery point. 100% of our sales were competitively exported to major industry participants, including traders, refiners, and other producers. The price of crude oil was linked to Brent and adjusted for a monthly variation differential similar to the reference price of Oriente crude.

- **Brazil:** Prior to the sale of our stake in the Manati field in December 2025, natural gas production was managed through a long-term extendable agreement with Petrobras, which included delivery and transportation to the EVF treatment plant in Bahia. The condensate produced was sold to DAX OIL Refino, also in Bahia.

Operating revenue

Our revenue is mainly derived from the sale of oil and gas production. In 2025, sales of own oil (including the result of price hedging contracts), which represent 99.9% of the Company's revenues, decreased from US\$648.7 million in 2024 to US\$485.8 million, mainly due to lower volumes sold and lower market prices. The volume traded fell from 9.8 million barrels in 2024 to 8.2 million in 2025, associated with operational factors – including the natural decline of the Llanos 34 block and blockades in the Llanos 34 and CPO-5 blocks – and portfolio factors, such as the divestment of Llanos 32 and the temporary suspension of production from the Platanillo block until it was reactivated in October 2025. Lower realized prices were furthermore recorded in line with the international environment, partially offset by hedging gains.

Gas sales increased from US\$5.1 million in 2024 to US\$6.3 million in 2025, driven by the reactivation of production from the Manati block (Brazil, non-operated; 10% working interest). GeoPark divested its stake in Manati in December 2025.





Operating revenue

	2022	2023	2024	2025	Change (2025-2024)
Sales of own crude	1,004.8	726.9	648.7	472.1	(27%)
Sales of purchased crude	9.4	5.5	7.2	0.4	(94%)
Sales of gas	35.4	25.0	5.1	6.3	24%
Commodity risk management contracts designated as cash flow hedges	-	(0.8)	(0.1)	13.7	>100%
Total Operating Revenue	1,049.6	756.6	660.8	492.5	(35%)

UNIT: MMUS\$

Neuquén Basin – and incorporates adjustments for quality and logistics, including API gravity, treatment costs and transportation expenses.

Market price is subject to significant variation and has historically fluctuated in response to minor global changes in oil and natural gas supply and demand, market uncertainty, economic conditions, and other factors. The average consolidated effective price of oil during 2025 was US\$57.4 per barrel, compared to US\$66.0 per barrel during 2024. The average consolidated effective gas price during 2025 was US\$4.2 per million cubic feet (mmcf) compared to US\$5.9 per mmcf during 2024.

Operating revenue by country (IF1)

	2022	2023	2024	2025	Change (2025-2023) (%)	Change (2025-2024) (%)
 Colombia	978.4	702.4	619.8	461.4	(34%)	(26%)
 Ecuador	10.7	19.1	30.6	18.5	(3%)	(40%)
 Brazil	19.9	14.0	2.9	6.4	(54%)	121%
 Chile	29.2	15.6	0.4	-	(100%)	(100%)
 Argentina	2.0	-	-	5.8	100%	100%
Others	9.4	5.5	7.2	0.4	(93%)	(94%)
Total Operating Revenue	1,049.6	756.6	660.8	492.5	(35%)	(25%)

UNIT: MMUS\$

Prices (MN1.4)

The effective price of oil is pegged to international crude oil benchmarks denominated in U.S. dollars. In Colombia – our main production source – the price is based on Brent crude, adjusted for regional differentials such as the Vasconia marker, widely used in the Llanos basin, or the Oriente marker – used for crude oil sales in Esmeraldas (Ecuador) – for crude

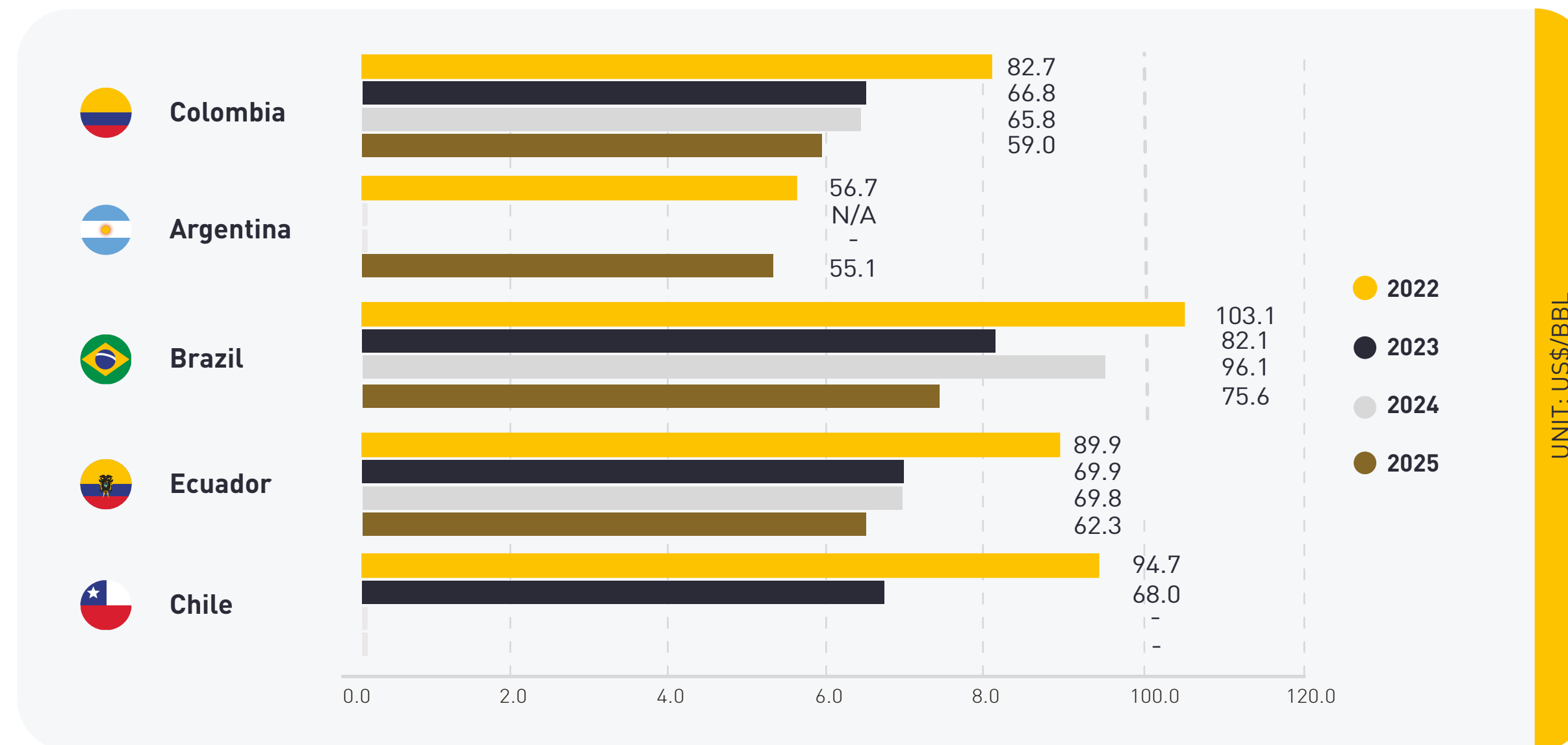
oil from the Putumayo basin transported through Ecuador. In both cases, the reference price is adjusted for marketing and quality discounts associated with, among other factors, API gravity, viscosity, sulfur content, delivery point and transportation costs.

In Argentina, the effective price of oil is based on the benchmark price of Brent crude oil, adjusted for the Medanito differential – the benchmark for the





Average oil sales price by country

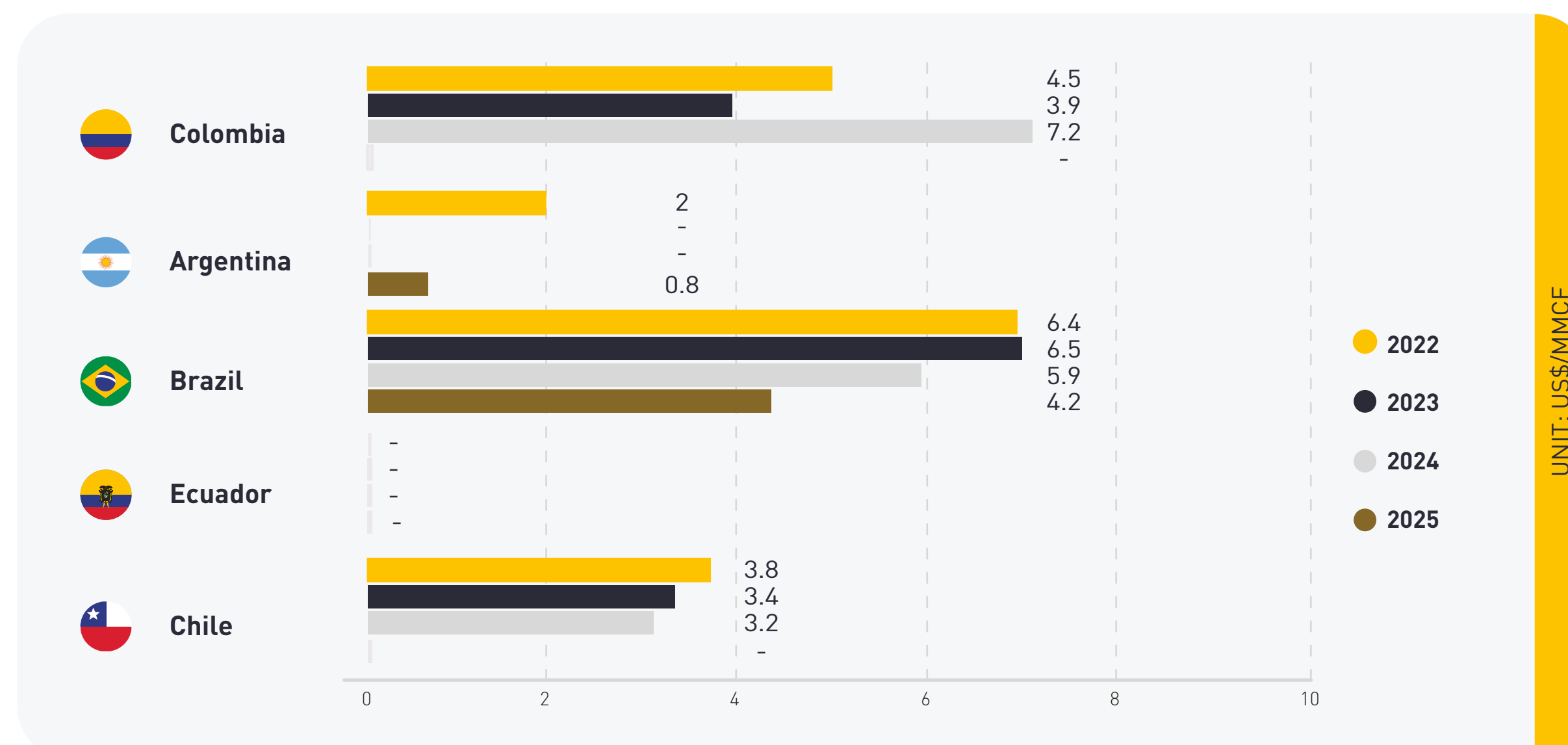


Economic value generated and distributed

(GRI 207-4; GRI 11.21.7)

In 2025 we generated economic value of US\$492.5 million, 25% less than in 2024. We distributed US\$474.0 million of this amount, 15% less than in 2024. This variation is mainly explained by structural efficiencies and a lower level of activity, which reduced items such as operating costs and payments to suppliers of goods, services and materials. This decrease was partially offset by higher payments to governments, especially for income taxes paid in 2025 associated with 2024 results, resulting in a retained economic value of US\$18.5 million in 2025 (compared to US\$103.8 million in 2024).

Average natural gas sales price by country





The following table shows the breakdown of the main components of the economic value generated and distributed:

	2022	2023	2024	2025
Operating revenue	1,049.6	756.6	660.8	492.5
Direct economic value generated	1,049.6	756.6	660.8	492.5
Payments to governments ⁵	33.4	115.6	66.8	96.9
Operational costs ⁶	343.5	214.8	145.2	123.6
Employee salaries and benefits	56.5	56.1	60.5	53.5
Payments made to suppliers of goods, services and materials	194.9	225.8	224.2	132.8
Payments to capital suppliers ⁷	60.8	57.2	57.8	65.7
Community investments	2.2	2.9	2.5	1.5
Economic value distributed	691.3	672.4	557.0	474.0
Retained Economic Value	358.3	84.2	103.8	18.5

UNIT: MMUS\$

⁵ Of the payments to governments, only income taxes are considered, aligned with the cash flow of the consolidated financial statements.

⁶ Including royalties and monetized economic rights.

⁷ Including interest paid plus dividends.

⁸ (GRI 207-2; GRI 11.21.5) The tax returns of the group's companies are prepared by the tax teams based on each company's accounting. The private settlements are then shared with external auditors, who sometimes sign the tax declarations after verifying the information in the declared accounting figures.

Taxes and royalties⁸

(GRI 207-1/2/3/4; GRI 11.21.1/5/6; IF2)

Fiscal management approach and commitments. In all the countries we operate in, the State is the exclusive owner of hydrocarbon resources and exercises full sovereignty to define taxes, royalties and other economic compensations applicable to exploration and production activities. In this context, for GeoPark, tax compliance is not only a legal obligation, but a central element of our commitment to sustainable value creation, institutional strengthening, and the economic and social development of host countries.

The Group's tax management is framed within the SPEED Integrated Value System and the Corporate Tax Commitment, aligned with the principles of good tax governance promoted by the OECD, the transparency standards of GRI 207 and the EITI practices for disclosing payments to governments. This framework defines the scope, impacts, and requirements for the implementation and compliance with the regulatory provisions applicable in each jurisdiction.

The tax strategy is led by the Corporate Tax Management, within the Value Generation Area, with direct supervision from the Executive Team and the Strategy and the Board of Directors' Risk Committee (SRC), in line with the principles of fiscal risk management and internal control recommended by the OECD and the COSO ERM framework.

Our tax approach is based on prudent and responsible management of tax risk, avoiding positions without sufficient regulatory support or that can be considered as abuse of structures. In line with the OECD's BEPS actions, the Group's tax strategy is guided by the following commitments:

- To fully comply with the letter and spirit of the law, ensuring that the taxation of the Group's companies faithfully reflects the economic reality of their

operations and the spirit of applicable tax rules.

- To comply in a timely and complete manner with formal and substantial tax obligations in all jurisdictions where we operate, basing our tax positions on reasonable and sustainable interpretations, without resorting to aggressive tax planning schemes.
- To maintain transparency and cooperation with the tax authorities, through clear and accurate reporting of the required tax information and active collaboration in audit processes, in accordance with the principles of cooperative compliance.
- To disclose payments made to the State, including taxes, royalties, and other economic contributions, in line with the standards of fiscal transparency and accountability promoted by GRI 207 and the EITI.
- To reject corporate structures without economic substance or legitimate commercial purpose, as well as the use of low or no taxation jurisdictions without a valid business reason, in accordance with international standards on economic substance.
- To strictly comply with the arm's length principle in all intra-group transactions, in accordance with the OECD Transfer Pricing Guidelines, guaranteeing transactions under market conditions.

In addition, the Group's tax management is subject to periodic external audits and continuous risk assessment processes, with the aim of strengthening internal controls, ensuring the reliability of tax information and promoting continuous improvement in our tax practices.

This approach underscores our commitment to ethical tax conduct, transparent and aligned with international standards, understanding the correct payment of



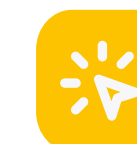
taxes as a fundamental pillar for sustainable development, investor confidence and the social license to operate.



For further details on our tax commitment, click here

Transparency and Engagement

- Through tax declarations and respective payments in all the countries where we operate, as well as in this Report, we inform our stakeholders about our approach and our tax management.
- We participate in the economic committee of the Colombian Oil and Gas Association (ACP), in which regulatory projects that affect the industry are analyzed, tax regulation initiatives are formulated aimed at improving and making tax compliance mechanisms viable, and the industry's relationship with the tax authorities is managed.
- Our stakeholders have at their disposal GeoPark's grievance reception and management platform Cuéntame, which has an email address for each block, in which we receive grievances and information requests from third parties, including issues related to withholdings, tax payments, and requests from our suppliers.



For more information about Cuéntame, click here.

Income tax paid by country

	2022	2023	2024	2025
Colombia	32.6	113.6	66.0	90.8
Ecuador	-	-	0.5	-
Brazil	0.7	0.6	0.2	2.3
Spain	-	1.4	0.1	3.8
Total	33.4	115.6	66.8	96.9

UNIT: MMUS\$



[GRI 207-2;GRI 11.21.5] For further information about GeoPark's tax return verification process, click here

Income tax

Our consolidated effective tax rate was -2% for the year ended December 31, 2025, compared to 60% in 2024. This variation mainly reflects lower pre-income income, the impact of the revaluation of the Colombian peso on the tax bases of property, plant and equipment, the recognition of deferred tax assets associated with accumulated tax losses in Argentina – which had not previously been recognized and which became recoverable after the acquisition in the Vaca Muerta formation – and the reversal of deferred tax liabilities in Spain derived from the transfer of GeoPark Colombia S. L. U. from Madrid to Bizkaia, Basque Country, in 2025.

In 2025, our effective income tax rate on an annual basis was -2% and, on a biannual basis, 50%.

These values consider income tax payments made during each of these years and not taxes due in the respective taxable period.

In Colombia, the amount paid in 2025 increased from 2024 due to the reduction in retentions at source practiced during 2024. This impacted cash disbursement in 2025 through: (i) a higher advance payment for the taxable year 2025 and (ii) a lower availability of withholding credits to be attributed to the 2024 tax year.

In Spain, in 2025, income tax associated with income from dividends generated in 2024 was paid. In Ecuador (Consortio Perico), the payment made in 2025 corresponds to 2024 taxable income.

For 2025, only GeoPark companies in Colombia registered taxable income, determining a tax payment against which the withholdings made during the period will be attributed. In contrast, companies in Argentina, Brazil and Spain, as well as the Espejo and Perico consortiums in Ecuador, did not generate taxable income during the year. Some of these entities have accumulated tax losses. In this context, we did not record income tax expense in these jurisdictions in 2025.

Works for Taxes

In 2025 we participated in a government initiative in Colombia that allows the payment of up to 50% of income tax through the Works for Taxes program in a fiduciary format.

Under this mechanism, we allocated about US\$4.4 million to projects mainly related to equipping schools in two municipalities in GeoPark's area of influence and the installation of photovoltaic solutions in two other municipalities.



For further information about our Works for Taxes investments, click here.

Royalties and economic rights

E&P contracts in Colombia require us to pay royalties to the government – like all companies in our sector – based on hydrocarbon production from the start of production in each field. According to Law 756 (2002), amended by Law 1530 (2012), these are calculated according to a scale defined by the Government based on oil production per field. In addition, the National Hydrocarbons Agency (ANH) receives a percentage of production and other economic rights, in accordance with the provisions of each E&P contract.

In Argentina, according to Hydrocarbons Law 17,319, amended by Law 26,197, provinces own hydrocarbon resources and receive royalties for their exploitation. In unconventional exploitation concessions, these generally correspond to 12% of the value of production at the wellhead, in accordance with current regulations. Natural gas production is subject to charges payable to the Trust Fund for Subsidies for Residential Gas Consumption (Decree 2067/2008), whose effective economic impact represents a charge of approximately between 6% and 7.5% of the sale value of the gas, depending on the applicable regulatory framework.

In Ecuador the figure of royalties does not exist. The State has a share in production, and the equivalent amount is delivered in barrels to the corresponding entities.

In Brazil, the National Agency for Petroleum, Natural Gas and Biofuels (ANP) determines the minimum monthly prices for oil produced in concessions. Generally, these correspond to a percentage ranging from 5% to 10%, applied to the reference prices of oil

or natural gas, as set out in the corresponding tender guidelines and in the concession agreement. When determining the percentage of royalties applicable to a concession, the ANP takes into consideration, among other factors, the geological hazards involved and the expected production levels. In the Manati block, royalties are calculated at 7.5% of gas production.

The following tables present the total value of royalties and monetized economic rights by country, as well as the unit value of royalties and average monetized economic rights per barrel sold:

Royalties and economic rights in cash by country

(GRI 201-1)

	2022	2023	2024	2025
 Colombia⁹	249.3	83.3	10.5	8.2
 Brazil	1.5	1.1	0.2	0.4
 Chile	1.2	0.5	-	-
 Argentina	0.3	-	-	0.7
Total	252.3	84.9	10.7	9.3

UNIT: MMUS\$

Note: The reduction in 2023 and 2024 is mainly due to a change in the payment scheme of royalties and economic rights in Colombia, in which the portion paid in kind was increased compared to what was paid in cash.

Average royalties and economic rights in cash

	2022	2023	2024	2025
 Colombia⁹	21.0	7.9	1.1	1.1
 Brazil	3.1	3.1	2.8	1.5
 Chile	1.5	0.9	0.6	-
 Argentina	5.0	-	-	6.5
Total	18.8	7.2	1.1	1.1

UNIT: US\$/BOE

⁹These values include royalties and monetized economic rights. The values delivered in kind are deducted directly from the production sold.



RESPONSIBLE MANAGEMENT OF SUPPLIERS AND CONTRACTORS

[GRI 3-3; GRI 414-2]

STAKEHOLDERS:

- Suppliers and contractors
- Employees
- Neighbors



To support the success of our long-term strategy and the sustainable development of the territories we operate in, we manage our relationships with suppliers and contractors responsibly and ensure compliance with high environmental, social and safety standards, as well as quality and performance throughout the supply chain.

Policies and commitments

[GRI 3-3; GRI 2-23; GRI 403-1/3; EG1; PR01; GRI 11.9.1]

- Code of Ethics
- Corporate Procurement Commitment
- Guide to Local Hiring
- Guidelines for Consortia with Local Suppliers
- Human Rights Policy

We have a Code of Conduct for suppliers that covers the following aspects of human rights and labor rights:

- Forced labor
- Child labor
- Working conditions

- Health & safety
- Discrimination and harassment
- Freedom of association and collective bargaining



For further information about our policies and commitments, click here

Our approach and our management

[GRI 3-3; GRI 414-2]

The responsible management of suppliers and contractors is fundamental to ensuring the efficient, safe and sustainable operation of our Company. This approach seeks to strengthen the competitiveness and resilience of the supply chain and to create shared value for suppliers and other stakeholders.

2025 Management Highlights:

- Evaluating the performance of 90% of the agreements (contracts, purchase orders or service orders formalized during the period with suppliers), putting action plans in place for 100% of the gaps
- Signing more than 270 agreements with local suppliers in areas of influence
- Applying social criteria and objective evaluation to 100% of local processes
- (PR03) 100% of our suppliers rated “not acceptable” have action plans in place



Main positive and negative impacts identified and their management mechanisms

+ POSITIVE IMPACT +/- MIXED IMPACT - NEGATIVE IMPACT

IMPACT		ASSOCIATED INDICATORS	MANAGEMENT ACTIONS
	• ACTIVATION OF LOCAL AND REGIONAL ECONOMIES • INCREASED ECONOMIC FLOW TO LOCAL COMPANIES AND ENHANCED BUSINESS ECOSYSTEM IN AREAS OF INFLUENCE	• Amount contracted with local suppliers • Percentage of local expenditure in the total • Number of active local suppliers • Number of agreements signed with local suppliers	• Implementation of the Guide to Local Hiring and objective priority rules • Constant spending with local suppliers through competitive processes • Elimination of bid bonds for contracts <US\$250,000 (and extensions)
	• GREATER SUPPLY CHAIN COMPETITIVENESS AND SUSTAINABILITY • INCORPORATION OF ENVIRONMENTAL, SOCIAL AND PERFORMANCE CRITERIA IN THE EVALUATION OF BIDS	• Number of processes with sustainability criteria • Number of agreements with circular economy components • Efficient management of operating costs • Percentage of agreements evaluated by performance	• Inclusion of sustainability and circular economy criteria (buy-back plans, final disposal, recycling) • Procedure for beyond-deadline bids to avoid financial risks and unfair competition • Performance evaluation
	• GREATER ACTIVITY AND HIRING OF LOCAL (AND REGIONAL) LABOR • DIRECT AND INDIRECT JOB CREATION	• Number of local suppliers hired • Local labor employed • Number of local service contracts	• Definition of smaller scopes and segmentation of contracts to facilitate the participation of small local companies • Promotion of local consortia in cases of insufficient plurality
	• REPUTATIONAL IMPACT ON THE COMPANY AND THE SECTOR DUE TO ENVIRONMENTAL, SOCIAL OR LEGAL BREACHES BY SUPPLIERS	• Number of critical suppliers with HS/environmental gaps • Number of compliance findings • Number of open/closed action plans	• Reinforced prequalification (legal, HS, environmental, Human Rights) • Performance evaluation and mandatory action plans for deficient evaluations • Implementation of the Pact for Responsible Business Conduct
	• INCREASED COSTS AND OPERATIONAL IMPACTS DUE TO POOR SUPPLIER PRACTICES (HS, ENVIRONMENTAL, SOCIAL OR COMMERCIAL)	• OPEX/bbl costs • Number of contractual disputes • Costs of non-compliance or fines avoided	• Application of beyond-deadline bid procedure to prevent economic imbalances • Technical and commercial negotiations to mitigate cost overruns • Greater contractual control and traceability
	• INCREASED SOCIAL CONFLICT DUE TO INAPPROPRIATE BEHAVIOR BY SUPPLIERS OR PERCEPTION OF EXCLUSION	• Number of deferred barrels due to conflict • Number of grievances related to suppliers • Conflict management and resolution costs	• Dialogue and territorial discussions with local suppliers and actors • Redefinition of invitation and rotation strategies for local suppliers • Centralized grievance handling procedure



Supplier classification

(GRI 2-6)

Depending on where they are based, suppliers are classified as local, regional, national or international, facilitating the promotion of local participation under criteria of free competition, technical capacity and regulatory compliance. Suppliers are also categorized according to their level of criticality (high, medium or low), which determines the intensity of monitoring, evaluation requirements and control mechanisms.

	Unit	2022	2023	2024	2025
Tier 1	#	720	1,343	1,024	1,021
Significant in Tier 1	#	67	68	549	428
Spending on significant suppliers in Tier 1	%	53	80	82	90
Significant in non-Tier 1 equipment	#	1,419	0	0	0
Significant in Tier 1 and non-Tier 1 equipment	#	1,486	68	549	428



For further details on the definitions used in supplier classification, click here

(PR02) We apply a systematic evaluation approach to identify significant suppliers based on the following aspects:

- Environmental
- Social
- Governance
- Business relevance

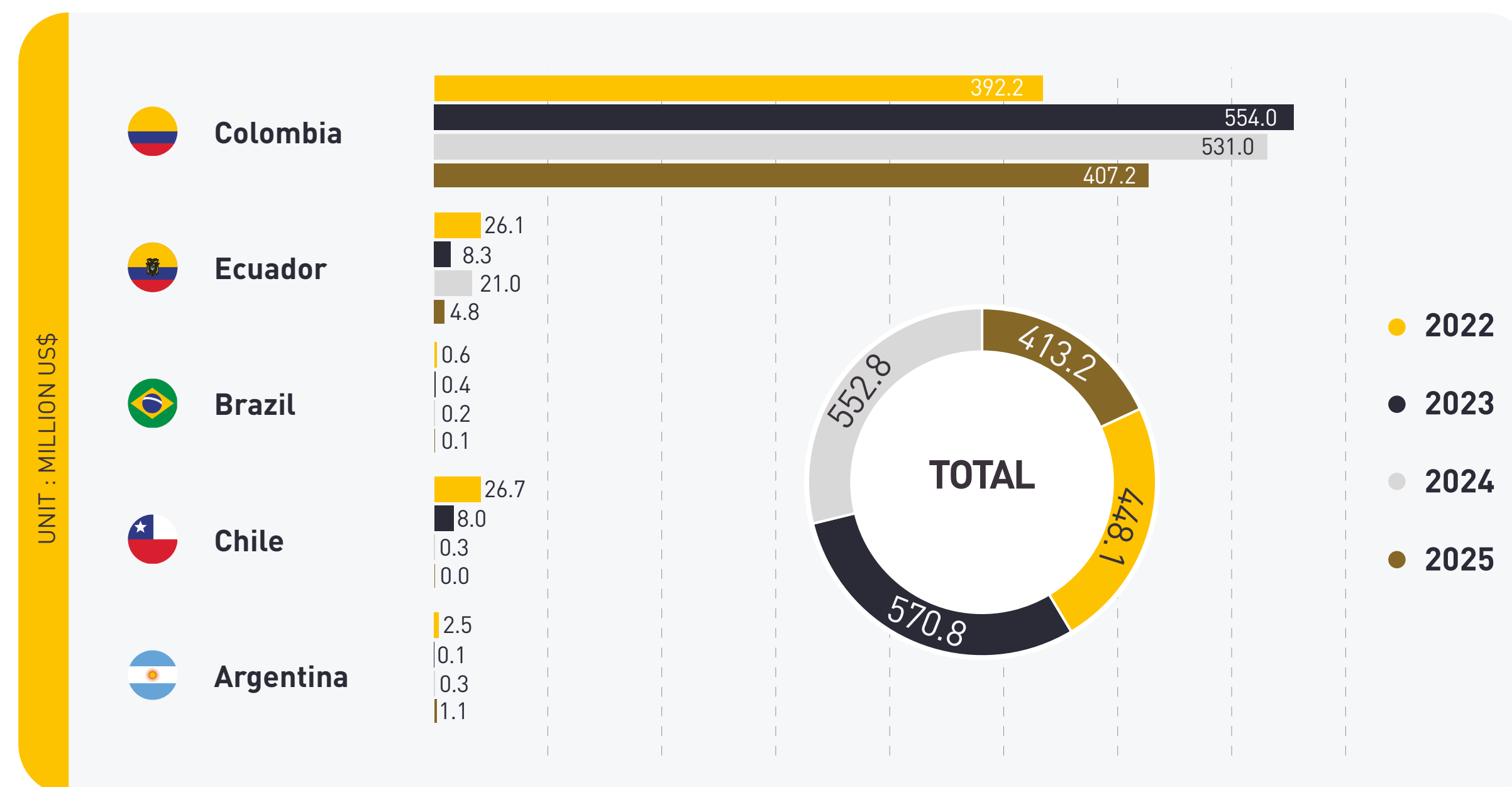
Suppliers by country (GRI 2-6)

Country	2022	2023	2024	2025
Colombia	986	1,036	1,029	941
Ecuador	88	96	82	69
Brazil	39	32	17	15
Chile	238	162	30	N/A
Argentina	135	17	9	50
Total	1,486	1,343	1,167	1,075

UNIT : #

Note: In January 2024, we completed the sale of our assets in Chile.

Supplier spending by country (GRI 2-6)





In 2025, our portfolio optimization included the divestment of non-strategic assets in Ecuador and the temporary closure of the Platanillo block in Putumayo, reducing the demand for goods and services associated with these assets and enabling us to focus the supply chain on priority operations.

We also completed the purchase of a 100% stake in two blocks of the Vaca Muerta formation in Argentina. This achievement involved new procurement and the progressive incorporation of suppliers in Neuquén province.



For further information about the changes to our asset portfolio, click here

Local suppliers by country (GRI 2-6)

Country	2022	2023	2024	2025
Colombia	156	155	158	176
Ecuador	11	20	25	22
Brazil	38	31	16	14
Chile	209	143	29	0
Argentina	33	0	0	13
Total	447	349	228	225

UNIT: #

Percentage of local procurement spending by country (GRI 2-6; GRI 204-1; GRI 11.14.6)

Country	2022	2023	2024	2025
Colombia	12	13	15	19
Ecuador	1	7	7	30
Brazil	99	99	98	98
Chile	85	88	89	0
Argentina	43	0	0	14

UNIT: %

In 2025 we had 1,075 suppliers, of which 225 were local.



(GRI 2-6) For the definitions of local suppliers in the countries where we operate, click here



For further information about local supplier involvement in significant operations, click here





Supplier selection and evaluation

(GRI 308-1/2; GRI 414-1/2; PRO1/2)

We have formal supplier selection and evaluation processes that are defined in our internal procurement policies and procedures.

Selection. For the acquisition of goods and services, we use different mechanisms that prioritize competitive processes, market surveys and commercial intelligence to promote free competition and transparency.

We base supplier selection on compliance with minimum qualifying requirements in legal, technical, environmental, labor, health & safety, human rights, sustainability and economic performance aspects. In exceptional cases, when there is not enough plurality or in restrictive markets, we can make a duly justified direct selection.

Evaluation. We evaluate suppliers according to the criticality of the agreements, considering variables such as contracts, the nature of the service, the place of execution, HS risks and the validity. In low-criticality contracts, the contract administrator (if determined) performs the evaluation. In medium and high criticality contracts, the administrator and the transversal areas (HS, Environmental, Labor, Administrative, Human Rights and Social) participate periodically, to evaluate performance in multiple dimensions. Based on the results, we define action plans for the correction of findings or activate the corresponding contractual mechanisms.

(PRO3) We undertake:

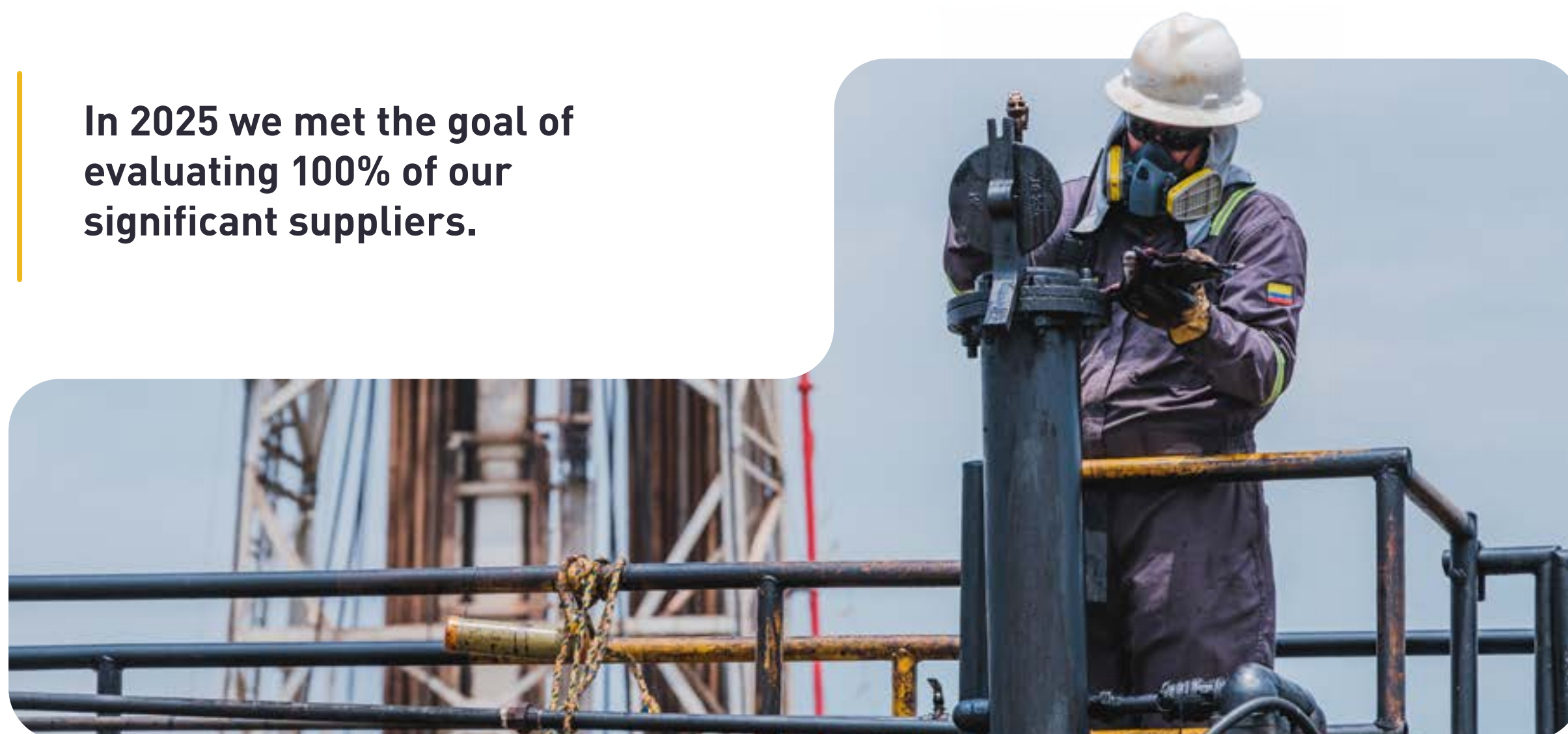
- Desktop evaluations through structured reviews of documentation and performance information. We partially report these evaluations in our sustainability reports and procurement guidelines
- On-site evaluations conducted by employees of the purchasing company or by external consultants. For selected suppliers, especially those deemed critical or higher risk, in-house teams undertake on-site evaluations when necessary

Supplier Evaluation (GRI 2-5; GRI 308-2; GRI 414-2)

	2024	2025	
Significant (Tier 1 and non-Tier 1) evaluated through desktop and on-site reviews	1,024	916	UNIT: #
Evaluated with substantial, actual or potential negative impacts	102	94	
Business relationships terminated as a result of the evaluation after substantial negative impacts, actual or potential, were identified	2	0	
Significant suppliers evaluated	100	100	%
Agreed improvement plans for suppliers with actual or potential negative impacts	100	100	

Note: This indicator began to be measured and reported from 2024.

In 2025 we met the goal of evaluating 100% of our significant suppliers.





Suppliers evaluated and selected according to social criteria (GRI 414-1)

	2022	2023	2024	2025	
New suppliers	220	192	165	137	UNIT: #
New suppliers whose selection process has included social criteria	24	42	27	29	
New suppliers whose evaluation process has included social criteria	40	57	53	61	
New suppliers evaluated and selected according to social criteria	29.10	51.60	48.50	65.70	%

The percentage of new suppliers evaluated and selected according to social criteria increased from 48.5% in 2024 to 65.7% in 2025.

Suppliers evaluated and identified for negative social impacts (GRI 414-2)

	2023	2024	2025	
Evaluated in relation to social impacts	546	1,004	807	UNIT: #
Identified as having significant, potential, and actual negative social impacts	6	12	13	

Note: This indicator began to be measured and reported as of 2023. In 2025 we identified negative social impacts associated with competitive practices in contracting, particularly in the participation of local companies in subcontracting schemes and in delays in payments by main contractors to local subcontractors in areas of influence. These risks, concentrated in local labor-intensive activities, are managed through action plans, spaces for dialogue and monitoring of critical contractors.





Suppliers evaluated and selected according to environmental criteria (GRI 308-1)

	2022	2023	2024	2025	
New suppliers	220	192	165	137	UNIT: #
New suppliers whose selection process has included environmental criteria	23	29	19	22	
New suppliers whose evaluation process has included environmental criteria	24	57	107	43	
New suppliers evaluated and selected according to environmental criteria	21.40	44.80	76.40	47.40	UNIT: %

Suppliers evaluated for negative environmental impacts (GRI 414-2)

	2023	2024	2025	
Evaluated for environmental impacts	553	885	711	UNIT: #
Identified as having significant, potential and actual negative environmental impacts	8	68	66	

Note: This indicator began to be measured and reported as of 2023.

Note 2: For suppliers identified with negative impacts, action plans are established based on the criticality of the findings, including formal notifications, follow-up meetings, and the application of non-conformance procedures. These plans are monitored until the identified gaps are closed.

Note 3: The negative environmental impacts that we identified were mainly associated with non-compliance in the delivery of environmental reports, non-conformities in waste management, delays in final disposal supports and isolated operational incidents by some suppliers.





Suppliers with significant negative social and environmental impacts with measures taken
(GRI 308-2; PRO-1/2)

	2023	2024	2025	UNIT: %
Having significant, potential and actual negative social and environmental impacts, with agreed improvements as a result of evaluation	100	100	100	
Having significant, potential and actual negative social and environmental impacts, with relationships terminated as a result of evaluation	0	0	0	

Note: This indicator began to be measured and reported as of 2023.

Evaluation of suppliers with corrective action plans
(GRI 2-5; GRI 308-2; GRI 414-2)

	2024	2025	UNIT: #
Supported by the implementation of a Corrective Action Plan	43	94	
Having significant negative impacts, actual and potential, addressed in the implementation of the Corrective Action Plan	100	100	%

Note: The information began to be reported from 2024. All suppliers that scored below the established performance thresholds were subject to corrective and follow-up actions.

We manage these cases through action plans, formal communications and environmental monitoring, without ending business relationships.

Corrective action plans. When we identify gaps or non-conformities in the evaluation results, we agree corrective actions and improvement plans. We monitor these plans through follow-up actions and performance evaluations.





Contractor Management

(GRI 2-8)

Our contractors play a key role in creating employment at the different sites of operation, providing job opportunities to local communities.



Hiring by contractors, by country

(GRI 2-8)

Country	2022	2023	2024	2025
 Colombia	2,119	2,923	2,160	1,469
 Ecuador	498	102	331	113
 Brazil	0	0	0	0
 Chile	66	92	N/A	N/A
 Argentina	0	0	0	137
Total	2,683	3,117	2,491	1,719

UNIT: #

Note: In January 2024, we completed the sale of our assets in Chile.

Colombia. We have mandatory remuneration guidelines for each operated block. These are based on regional market research and the experience gathered from industry partners with nearby operations, in order to maintain competitive remuneration.

Hiring of skilled and unskilled labor in Colombia

(DS1/2)

Qualified	2023	2024	2025
Local	827	646	538
Local + regional + national	1,470	1,007	798
Qualified local participation	56	64	67
Unqualified			
Local	1,371	1,089	2,463
Local + regional + national	1,453	1,153	2,529
Unqualified local participation	94	94	97

UNIT: #

%

UNIT: #

%



[DS1/2] For further information about contractor management in Colombia, click here

In 2025, contracting increased in the Llanos 86 and 104 exploration blocks in Meta department, associated with drilling activities. On the other hand, contracting decreased in the Llanos 34 block in Casanare, due to the execution of only one drilling campaign during the year.

Ecuador. Work activities are governed by the sectoral salary tables and by the unified basic salary, both of which are State-established parameters, effective for the year 2025 and issued by the Ministry of Labor.



Hiring of skilled and unskilled labor in Ecuador (DS1/2)

Qualified	2023	2024	2025	UNIT: #
Local	15	117	31	
Local + regional + national	17	253	80	
Qualified local participation	88	46	39	%
Unqualified				UNIT: #
Local	85	78	33	
Local + regional + national	100	78	33	
Unqualified local participation	85	100	100	%

We develop activities in the Espejo block by contracting goods and services through service orders, purchase orders and contracts, in accordance with the supply processes, guaranteeing competitive and fair conditions as well as compliance with the technical and competitive cost requirements for the market.



[DS1/2] For further information about contractor management in Ecuador, click here

Argentina. In Neuquén, agreements with contractors respect all current regulations in terms of labor and wages. Workers' salaries are governed by the collective bargaining agreements (CCT) of the activity to which they are engaged.

From the total number of suppliers, we select contractors, understood as those who assign personnel directly to the operational areas for the execution of services. Each contractor has its respective contract or service order.



Hiring Skilled Labor in Argentina (DS1/2)

Qualified	2023	2024	2025	UNIT: # %
Local (Neuquén)	N/A	N/A	87	
Local + regional + national	N/A	N/A	137	
Qualified local participation	N/A	N/A	64	%

Note: We consider the qualified workforce of the province of Neuquén as local. By 2025, no unskilled labor was hired (0 in all categories).



(DS1/2) For further information about contractor management in Argentina, click here

Local employment (GRI 202-2; DS3)

We coordinate with our contractors and suppliers in responsibly promoting local employment in our areas of influence. We train and develop local talent by including it in operations and supply chain selection processes, in line with projects' legal, technical and operational requirements.

We have a local employment policy and have designed training programs for personnel with no experience in operational activities. As a good practice, we report the proportion of local personnel employed in the operation; We do not report on the participation of local people in senior management positions.

Local employment created by GeoPark (DS1/2)

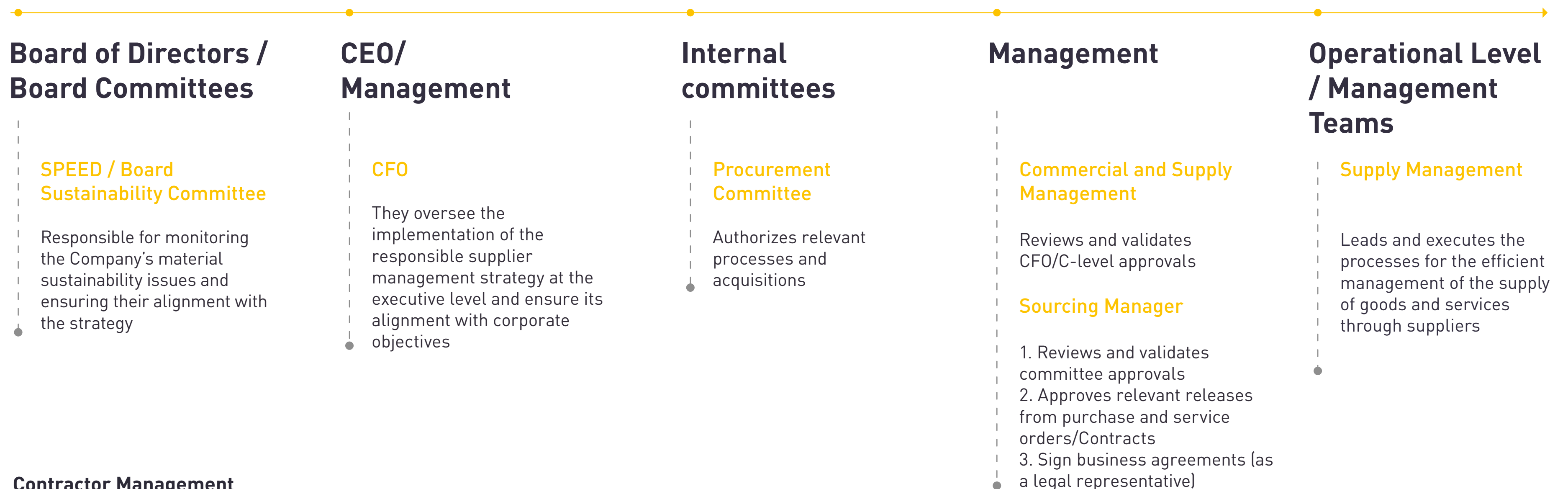
	2022	2023	2024	2025	# %
Local participation (qualified and unqualified)	2,151	2,391	2,491	2,975	
Local participation	80.20	76.70	100	95.60	%



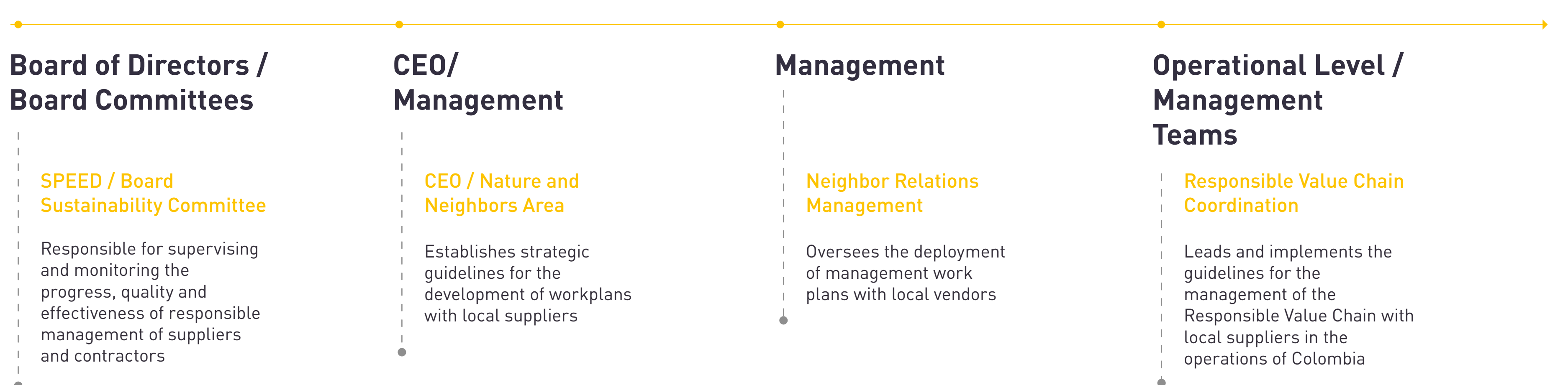


Governance, follow-up and monitoring

Supplier management (GRI 2-13; GRI 3-3)



Contractor Management (GRI 3-3; GRI 2-13)





Goals (GRI 3-3)

0-3 years short term

- Execute at least four annual awareness campaigns on sustainability and human rights aimed at critical suppliers and contractors
 - Management: We maintain the goal, and focus it on critical/restrictive suppliers, linking it to material risks (HR, Environmental)
 - Progress: 10%
- Ensure that at least 90% of critical suppliers have an acceptable or higher evaluation in terms of human rights, environmental, social and labor matters
 - Management: We require minimum compliance per ESG dimension, aligned with the roadmap
 - Progress: 100%
- Incorporate ESG criteria with explicit weighting in at least eight critical competitive processes during the year
 - Management: We moved from a general intent to a verifiable number of processes
 - Progress: 50%
- Train 100% of local contractors and suppliers on sustainable development and sustainability issues
 - Management: In 2025 we held planned campaigns on awareness of sustainability-related issues
 - Progress: 100%
- Continue to implement strategies in the value chain that strengthen the employer/worker relationship, with an emphasis on respect and good treatment in line with human rights
 - Management:
 1. We monitored the application of actions defined within the framework of the Zona SER program in 100% of local companies
 2. We held the first training session for administrative capacities in 17 local companies
 - Progress: 100%
- Close regulatory and technical gaps through training programs in at least one high-offer service area in our areas of influence
 - Management: We held the first training for local companies
 - Progress: 85%

- Implement the “Business Footprint” program to strengthen local contractors and suppliers in new territories of operations
 - Progress: 0%

3-5 years medium term

- Lead at least four projects per year with suppliers, aimed at sustainability, operational efficiency or the circular economy
 - Management: Target included in 2024 and revised in 2025
 - Progress: 50%
- Ensure that at least 25% of critical competitive processes (>US\$2M) integrate ESG criteria with an impact on the award decision
 - Management:
 1. Target included in 2024 and revised in 2025
 2. These aspects were included in some transport processes
 - Progress: 25%
- Ensure that at least 80% of critical purchasing contracts include options for repurchase, reuse or responsible final disposal
 - Management: We advance in the implementation of materials
 - Progress: 40%

5 years and beyond long term

- Progressively move towards a sustainable and responsible supply chain, strengthening ESG standards in critical suppliers
 - Management: Target included in 2024 and revised in 2025
 - Progress: 25%
- Ensure that sustainable issues have weight in decisions in critical competitive processes
 - Management: Target included in 2024 and revised in 2025
 - Progress: 25%

- Achieve 50% of key suppliers meeting prioritized sustainability and HR standards by 2030
 - Management: Target included in 2024 and revised in 2025
 - Progress: 0%
- Execute strategies to support local companies in Colombia that are still in the entrepreneurial stage (established within the last five years)
 - Management: We held the first training for administrative capacities of local companies
 - Progress: 85%



ENERGY

TRANSITION

STAKEHOLDERS:

(GRI 3-3)

• Employees

• Suppliers and contractors

• Local and national authorities

• Neighbors

• Partners

• Investors and shareholders

7 AFFORDABLE AND CLEAN ENERGY

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

13 CLIMATE ACTION

17 PARTNERSHIPS FOR THE GOALS



SPEED

We approach the energy transition as a strategic priority and an opportunity to create sustainable value, anticipate evolving market conditions, and enhance organizational resilience. We focus on identifying innovative business opportunities to diversify our portfolio, address climate change challenges effectively, and adapt to the dynamic energy landscape.

We implement our approach through three lines of action:

1. Transitioning to a low-carbon economy

by lowering emissions intensity, diversifying assets, and improving our energy transformation governance
2. Accessing and adopting cleaner, more cost-efficient and reliable energy sources,

through incorporating new technologies, innovating and creating new lines of business that contribute to decarbonization and security of energy supply

3. A fair energy transition that closes energy gaps, reskills the organization and integrates suppliers and contractors, generating shared value in our areas of influence

Policies and commitments

(GRI 3-3; GRI 2-23; EG1)

- Sustainability Framework
- Environmental commitment
- Decarbonization plan



For further details of our policies and commitments, click here





Our approach and our management

(GRI 3-2; EG2; USR4)

Main impacts identified and their management mechanisms

+ POSITIVE IMPACT +/- MIXED IMPACT - NEGATIVE IMPACT

(GRI 3-3)

IMPACT		ASSOCIATED INDICATORS	MANAGEMENT ACTIONS
	GENERATING VALUE THROUGH LOW-EMISSION BUSINESS MODELS	- Portfolio diversification - Revenue from low-emission business models	- We started the Orinoquia Regenera project, aiming to generate 7.2 million carbon credits that can be used for offsetting or marketing - We increased our revenue from the sale of gas (transition fuel) by 23% compared to 2024 - We undertook the first aerial methane measurements of our core assets in Colombia and Argentina
	REDUCING OPERATING COSTS BY IMPLEMENTING ENERGY EFFICIENCY PROJECTS	kWh per barrel of fluid (bf) produced	Comprehensive optimization of water injection and treatment processes, including operational adjustments, control of thermal variables and the application of chemicals, reducing energy demand by 0.3MW and contributing to the sustained improvement of the company's energy efficiency
	CLOSING ENERGY GAPS IN OUR COMMUNITIES	- Number of energy communities implemented - Individual photovoltaic energy solutions implemented	- We created three energy community projects for schools in Putumayo - We continued the implementation of individual photovoltaic energy solutions in isolated rural locations in Paz de Ariporo and Monterrey, Casanare, benefiting more than 360 homes and 1,472 families
	HIGHER ENERGY COSTS IN OUR OPERATIONS	Energy price (COP/kWh)	Our energy management targets efficiency and cost optimization through consumption reduction initiatives and making power purchase agreements to diversify power supplies. This approach uses economic dispatch and energy efficiency criteria to maximize operational and financial performance
	LOSS OF COMPETITIVE ADVANTAGE THROUGH NOT HAVING THE RIGHT STAFF	Employees trained in energy transition issues	To increase energy efficiency, we included information in induction process materials on how decarbonization, access to clean energy and energy efficiency can strengthen operational discipline
	EFFECTS ON THE COMPANY'S ENERGY SUPPLY	- Number of energy sources used - Use of each source in the Company's energy matrix	We updated the energy supply strategy to increase the security of supply and continue our decarbonization, incorporating low-emission initiatives. This strategy includes our second and third grid interconnections, as well as the development of a biomass generation plant aimed at reducing the demand for grid power



Our 2025 energy transition highlights include the following and align with our strategy and our SPEED value system:

- Completing and delivering three energy community projects in rural schools in Puerto Asis, Putumayo
- Starting the Company's first Nature-based Solutions (NBS) project - Orinoquia Regenera - to generate 7.2 million carbon credits
- Updating our energy strategy

Efficient management of energy consumption. We have an Energy Management System to optimize energy performance and reduce consumption, which is based on continuous monitoring, applying best practices and strengthening operational discipline. The system incorporates the determination of the minimum energy required per process and the permanent optimization of operations.

Implementation is carried out through activities including:

- Signals and equipment inventories
- Technical visits
- Field measurements
- Consumption analysis
- Baseline studies
- Identifying energy-intensive equipment
- Setting energy performance indicators

We also have energy management programs that facilitate the incorporation of clean energy. We publicly disclose progress in incorporating new energy sources and in executing efficiency strategies that reduce the energy intensity of our operations.

During 2025, we used 601,071 MWh to produce approximately 208,603,125 barrels of fluid (bf), with an intensity of 3.28 kWh/bf produced. This represents a 75% decrease from 2021, when the intensity was 13.2 kWh/bf, due mainly the optimization of gas use and the divestment of some assets.

Energy transition (energy consumption by type). We have shown that incorporating renewable energies and interconnection to the national power grid not only contributes directly to reducing emissions, but also

generates operational efficiency and lower costs. The following table shows energy consumption disaggregated by type of source.

Total energy consumption by source type (GRI 302-1; GRI 11.1.2; RT-CH-130a.1; USR5)

Energy consumption	2022	2023	2024	2025
Non-renewable	509,041	537,025	552,597.8	180,844
Grid energy: non-renewable	198,898	269,809.2	122,425.3	6,161.3
Total non-renewable energy	707,939	806,834.2	675,023.1	187,005.3
Grid energy: reclassified renewable*	0	0	0	410,000
Renewable	1,500	139,136.1	267,823	10,585.5
Total renewable energy	1,500	139,136.1	267,823	420,585.5
	709,439	945,970.3	942,846.1	607,590.8
Total energy consumption	709,439.000	945,970,300	942,846,100	607,590,800
	2,553,980.4	3,405,493.1	3,394,246	2,187,326.9

Note: Data in the table covers 100% of the controlled operations. Colombia's power grid is mostly made up of renewable sources, such as hydroelectric, and we have incorporated solar and wind energy in recent years. We use the energy we generate for self-consumption.

* In 2025, 98.6% of contracted energy purchases was of energy reclassified through buying renewable energy certificates (RECs).

We reduced our total energy consumption by 35.56% from 2024 to 607,590 MWh in 2025. We increased renewable energy consumption by 51% from 2024 to 420,585 MWh, mainly through renewable energy certificates (RECs). We consumed 187,005 MWh of non-renewable energy, 72% less than 2024.

No specific goals were set for 2025, although the results are in line with the trend of the last four years. Energy generated in different processes is mainly used for self-consumption, and in this context the use of our own gas together with the capture, treatment and recovery of emissions has enabled us to reduce our energy demand from the grid by approximately 1 MW.



(GRI 302-1; GRI 11.1.2. RT-CH 103a. 1)
For information on power consumption by source and by block, click here



Energy Uses

(GRI 302-1; GRI 11.1.2; USR3; RT-CH-130a.1)

Total usable energy consumption	2022	2023	2024	2025	UNIT: MWh kWh GJ
Electricity	481,782	531,202.8	564,559.6	600,773.8	
Heat	36,639	63,579.7	27,500.5	7,488.4	
	518,421	594,782.5	592,060.1	608,262.2	
Total	518,421,000	594,782,500	592,060,100	608,262,200	
	1,866,315.6	2,141,217	2,131,416.4	2,189,743.9	



(GRI 302-1; GRI 11.1.2; RT-CH-130a.1; USR5)
For information on energy use by block,
click here

Consumption of non-renewable fuels

(GRI 302-1; RT-CH-130a.1; URS3)

Fuel Type	2022	2023	2024	2025	UNIT: mcft gallons
Gas	2,302,785	1,670,848	1,714,625.1	1,583,873.2	
Fuel oil	2,483,133	2,298,992	3,736,022	1,493,875	
Generation diesel	3,629,265	1,603,842.1	772,123.9	468,720	
Oil	221,760	695,061.4	414,834.6	737,853	
Transport diesel	37,915	53,232.4	22,458	0	
Biodiesel	331,585	181,976.9	88,108.4	40,453	

Note: Variations in fuel consumption are due to the Platanillo block operating for only four months in 2025, reducing the consumption associated with its activities.



We consume fuel to generate:

- Electricity
- Heat



(GRI 302-1; RT-CH-130a.1)
For information on non-renewable
fuel consumption by block, click here



For information on methodologies and
conversion factors for calculating energy and
fuel consumption, click here



Energy intensity

(GRI 302-1/3; GRI 11.1.2/4)

To monitor energy consumption in hydrocarbon production –a material aspect due to its impact on our OPEX – we calculate the energy required for the lifting and treatment of a barrel of fluid. In 2025, we reduced the total energy intensity to 3.30 kWh/bf, a decrease of 37.74% from 2024. Disaggregated information by block is as follows:



Energy intensity

(GRI 302-1/3; GRI 11.1.2/4)

Block	2022	2023	2024	2025	
Power consumption	709,439	945,970.3	942,846.1	607,590.8	
	709,439,000	945,970,300	942,846,100	607,590,800	
UNIT: kWh/bf	Colombia				
	Llanos 34	7.9	4.7	4.7	3.3
	Platanillo	14.1	13.7	14.6	5.1
	Llanos 87	221.4	38.1	24.1	12.9
	Llanos 123	N/A	10.6	4.6	1
	Llanos 124	N/A	N/A	N/A	0
	PUT-8	N/A	N/A	N/A	0
	Argentina				
	Loma Jarillosa Este	N/A	N/A	N/A	0
	Puesto Silva Oeste	N/A	N/A	N/A	0
	Aguada Baguales	14.4	N/A	N/A	N/A
	El Porvenir	7.1	N/A	N/A	N/A
	Puesto Touquet	124.5	N/A	N/A	N/A
	Ecuador				
	Espejo	41.2	23.6	7.6	2.7
	Chile				
	Fell	46.4	28	50.1	0
	Total energy intensity				
		9.1	5.8	5.3	3.3

Note: We use bf (barrels of fluid) for the denominator of the energy intensity ratio and the total amount of energy used as the numerator. For Argentina (the Loma Jarillosa Este and Puesto Silva Oeste blocks) we will take 2026 as the base year for energy consumption and from 2027 we will define actions to reduce emissions.

Note 2: The Aguada Baguales, El Porvenir and Puesto Touquet blocks in Argentina were divested in 2023 and the divestment of Chilean assets was completed in 2024.



Reduction of energy consumption (GRI 302-4)

In 2025 we reduced energy consumption by 267,282.1 kWh compared to 2024, clearly demonstrating our firm commitment to energy efficiency and continuous improvement in the responsible management of our resources.

Block	2022	2023	2024	2025
Colombia				
Llanos 34	(636,599.7)	(477,283.3)	(3,800.5)	(249,403.5)
Platanillo	1,628.3	(3,710.9)	8,802.7	(11,245.7)
Llanos 87	670	(13,185.2)	(1,947.6)	(2,346.9)
Llanos 123	0	2,937.4	(9,306.3)	(2,952.8)
PUT-8	N/A	N/A	N/A	3.80
Argentina				
Loma Jarillosa Este	N/A	N/A	N/A	499
Puesto Silva Oeste	N/A	N/A	N/A	25.6
Aguada Baguales	3,261.7	N/A	N/A	N/A
El Porvenir	(82.2)	N/A	N/A	N/A
Puesto Touquet	514.1	N/A	N/A	N/A
Ecuador				
Espejo	718	(1,445.7)	(5,386.8)	(1,861.6)
Chile				
Fell	(37,350.6)	(61,997.2)	1,288.4	0
Total reduction	(667,240.4)	(554,684.9)	(10,350.1)	(267,282.1)
	(2,402.1)	(1,996.9)	(37,367)	(962.2)

UNIT: MWh

GJ | MWh

Just energy transition. At GeoPark we promote a just and inclusive energy transition that contributes to reducing energy gaps and generating economic opportunities in our communities. Accordingly, we have developed three energy community projects for rural schools in Putumayo and have continued the implementation of individual rural energy solutions in isolated rural areas of Paz de Ariporo and Monterrey, Casanare that will benefit more than 360 homes and 1,472 families.



Note: We calculate the reduction in energy consumption based on the immediately preceding year. The base year for the start of the calculations is 2021. The types of energy included in the reduction were fuel and electricity. For the Loma Jarillosa Este and Puesto Silva Oeste blocks, we consider that the base year for energy consumption will be 2026 and from 2027 we will define actions to reduce emissions.
Note 2: The Aguada Baguales, El Porvenir and Puesto Touquet blocks in Argentina were divested in 2023 and the divestment of Chilean assets was completed in 2024.



Governance, follow-up and monitoring (GRI 2-13; GRI 3-3)



Goals (GRI 3-3)

0-3 years **short term**

- Making the roadmap for the material issue of energy transition
 - Management: Advancing the diagnosis and the preparation of a proposed roadmap
 - Progress: 70%
- Design a Nature-based Solutions (NBS) project
 - Management: We developed the Orinoquia Regenera NBS project
 - Progress: 100%
- Constitute at least two energy communities
 - Management: We established three energy communities for rural schools in Putumayo
 - Progress: 100%
- Implement three strategic transmission projects that increase access to low-emission energy sources: Expanding the operating capacity of PEL by 6MW, Aguaclara (50MW) and Genera (10MW)
 - Management: We increased PEL's operational capacity by 6MW
 - Progress: 33%

3-5 years **medium term**

- Compliance with the work plan associated with the Orinoquia Regenera NBS project
 - Management: In December 2025 we began to implement the Orinoquia Regenera project
 - Progress: 3%
- Formulate at least five social or community initiatives for a just energy transition
 - Management: Two completed community projects associated with mandatory social investment, plus three projects in execution and two works for taxes projects also in execution
 - Progress: 40%
- Implement Biomass Generation Project (25MW)
 - Management: Continuing the project's feasibility assessment
 - Progress: 10%

5 years and beyond **long term**

- Become a benchmark low carbon intensity company in Latin America
 - Management: We met the carbon intensity reduction goal (9.3 kgCO₂e/boe), placing us well below the industry average (~23 kgCO₂e/boe)¹
 - Progress: 100%
- Issue carbon certificates from the Orinoquia Regenera project throughout its useful life
 - Management: We began development of the Orinoquia Regenera project
 - Progress: 0%
- Consolidate the energy transition as a community enabler
 - Management: We have integrated and scaled the effect on communities through the energy communities already implemented, mandatory social investment projects and works for taxes
 - Progress: 70%

¹BCG estimate in 2025

OUR ENVIRONMENTAL MANAGEMENT

≡ Index

Our Environmental Management System

Strategic Circular Economy Plan

Climate Action

Responsible Management
of Water and Biodiversity



OUR ENVIRONMENTAL MANAGEMENT SYSTEM (EMS)

(GRI 2-23; GRI 413-2; GM2/4; EM-EP-160a.1.)

We manage our operations' environmental impacts and risks through our Environmental Management System (EMS), which is based on the PDCA (Plan, Do, Check and Act) cycle. The EMS aligns with ISO 14001:2015 and defines responsibilities, operational controls, verification mechanisms and improvement actions to ensure consistent, preventive and risk-based environmental performance.

Our approach uses the precautionary principle of acting before impacts occur. It anticipates scenarios, incorporates controls from the design stage of projects and prioritizes decisions that avoid or reduce impacts rather than depending on subsequent remediation actions.

We implement this approach through:

- Application of the mitigation hierarchy, prioritizing the prevention and minimization of impacts
- Environmental management of material matters, incorporating the circular economy as an enabler to prevent impacts and use resources more efficiently
- Due diligence and early analysis of the social environment to acknowledge sensitivities, restrictions and risks in the areas of influence of our projects
- Plans and preventive measures that are integrated into the operation (procedures, controls, training and monitoring) to minimize impacts on water, soil, air and biodiversity

Identification and evaluation of environmental impacts

In the feasibility stage we carry out socio-environmental analyses that compare "no project" (baseline) and project scenarios. In the latter, we identify the potential impacts and the expected evolution of areas' environmental conditions, and we define management and monitoring plans in line with the mitigation hierarchy.

Once the operation begins, the EMS identifies and periodically updates the environmental impacts associated with activities, as well as operational changes and emergency situations.

To prioritize management measures, we apply a significance assessment process that considers criteria such as magnitude, likelihood, social environment sensitivity, existing controls, and applicable requirements. Our prevention work incorporates a life-cycle approach and integrates the potential impacts associated with inputs, logistics, waste and value chain.

In 2024-2025, in partnership with Colombia's Humboldt Institute, we applied a landscape approach to our analysis of nature-related issues in our areas of operation. Further details are available in the TNFD Annex. This input will allow us to strengthen the EMS by involving the management not only of impacts, but also of the nature risks and dependencies that are priorities for GeoPark.

Verification of the EMS

Our EMS is verified and audited in accordance with ISO 14001:2015.

In 2025 we carried out internal and external audits,

with the latter (achieving 99% coverage of our operated assets) to verify compliance with ISO 14001:2015. The recertification is valid until 2026.

EMS Governance



Our CEO is the head of our EMS. The Nature and Neighbors Area is responsible for the definition and monitoring of the EMS, while coordinators, leaders and specialized professionals head its implementation.



(GRI 2-23; GRI 413-2; GM2/4; EM-EP-160a.1.)
For further information about the monitoring and promotion of environmental culture in 2025, click here

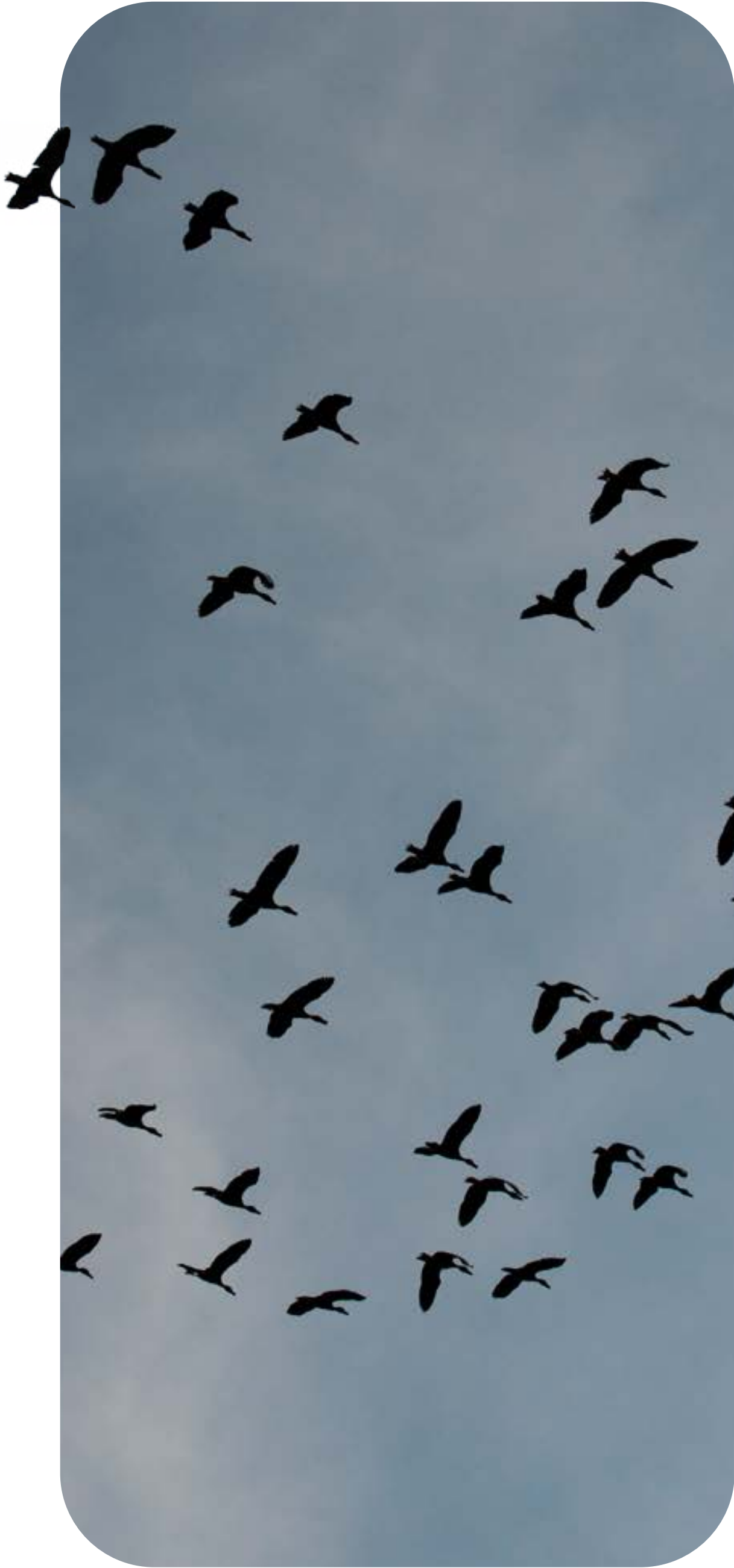
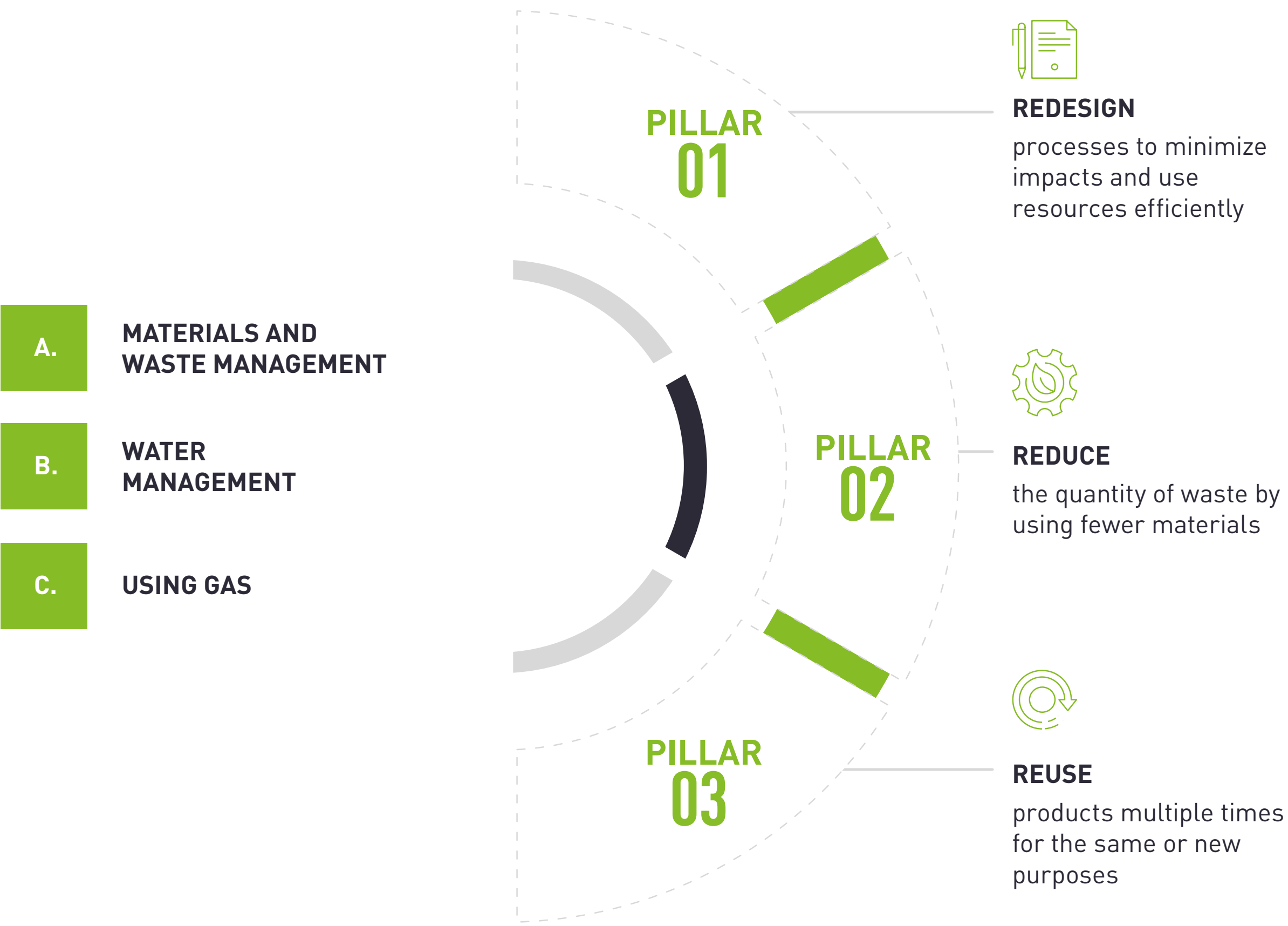


CIRCULAR ECONOMY STRATEGIC PLAN

[GRI 306-1/2/3; ECR1.2]

Our Circular Economy Strategic Plan (PEEC by its Spanish acronym) is a key tool for regenerating natural resources, managing water and tackling climate change and biodiversity loss. We focus on maintaining the value of products, materials, and resources for as long as possible, while minimizing waste generation.

The PEEC is based on three models of circularity:





Main circularity initiatives (GRI 306-2)

In **2025** we focused on the following strategic actions:

- 1. Comprehensive diagnosis** and the formulation of recommendations to incorporate the principles of **Circular Economy into the supply process**. This considered all the stages of the purchasing and contracting cycle: planning, identification of requirements, technical specifications, bidding, evaluation of suppliers, contract management and inventory management
- 2. Operational diagnosis** of the Llanos 34 block, allowing us to identify opportunities for efficiency in systems, determine risks, and define improvement cases for potential optimization projects. We see the use of production water as the main opportunity
3. Continuing the **identification and analysis of new circularity opportunities** in our operations, including performance contracting models and pre-feasibility of solutions for using production water

Model	Initiatives	2025 Results
Materials and waste management	Centrifugal decantation of oily water from the treatment of production water to separate water from sludge and reincorporate it into the system for subsequent injection	Reduction of 136,862 bbl/year of oily water sent to the external plant from Tigana Sur (Llanos 34); 58% less volume than in 2024 60 trips/month avoided 181.4 tCO₂e avoided by transport ~US\$702,200 annual savings on third party transport and disposal
	Oasis Plant: DAF plant for the treatment and reuse of oily water in the operation, reducing fresh water consumption and final disposal. The plant is operated under a performance contract (results-based)	Reduction of 87,170 bbl/year (49%) of oily water sent to an external plant from Jacana 40 trips/month avoided 173.82 tCO₂e avoided in transport ~US\$445,644 annual savings on treatment and third-party disposal
Water management	Water recirculation in exploration blocks	31,148 bbl of water treated by reverse osmosis in Llanos 123, reused for dust suppression on roads (95%) and preparation of drilling sludge (5%) ~173 trips avoided to the external plant 72.4 tCO₂e avoided in transport ~US\$159,227 saved in transportation to external plant and final disposal
Using gas	Use of production gas for power generation	We used 115,383.21 Mcft of associated gas in Llanos 34 and Llanos 123. 40% was used to fuel boilers and 60% for power generation, allowing us to reduce diesel purchases and flaring, and use a higher amount of a lower emissions intensity fuel 45,824.4 Mcft boiler heating: Llanos 34 (55%) and Llanos 123 (44%) 69,558 Mcft generators: Llanos 34 ~US\$144,218 savings through fuel substitution in power generation ~12,014 tCO₂e avoided by changing fuel

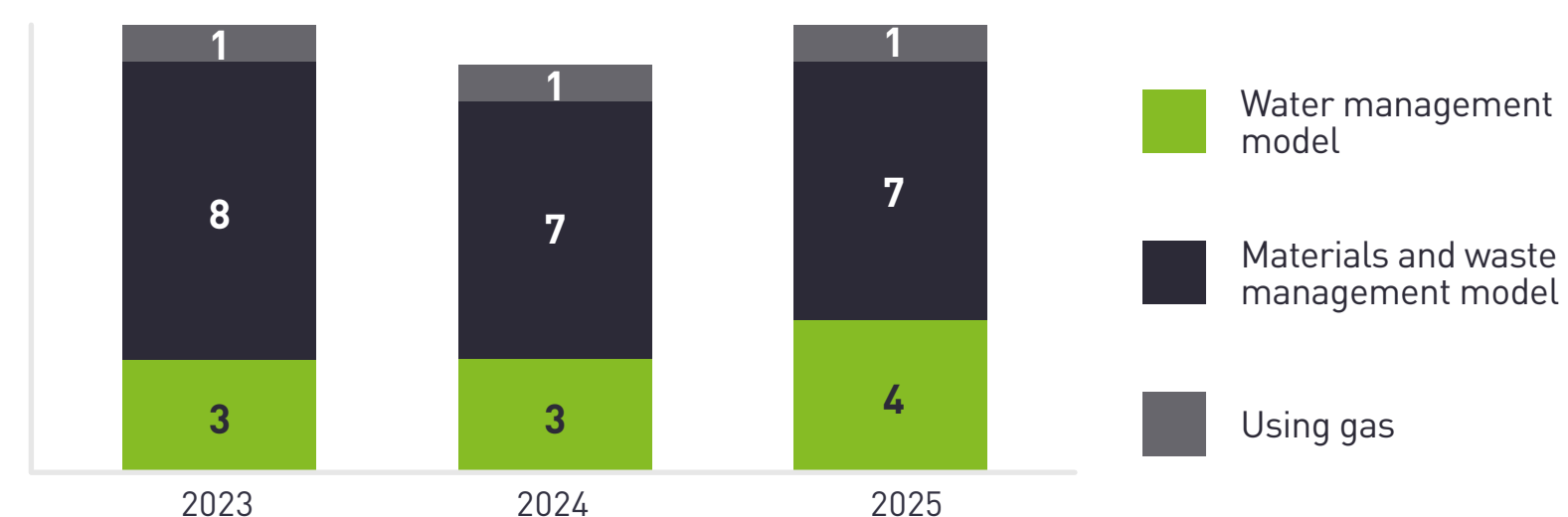
(GRI 306-2)

In 2025 we implemented 12 circularity initiatives (9 impact and 3 peripheral) that represented estimated savings of US\$2.3 million and avoided emissions of 12,847 tCO₂e.



(ECR1.2) For more detail about our circularity projects, click here

Circularity opportunities



~US\$2.3 million estimated savings

~12,847 tCO₂e avoided



(GRI 306-2/3/4/5; E3/4/5/22; ECR1.2) Click here to learn more about our waste management



CLIMATE ACTION

STAKEHOLDERS: (GRI 3-3)

- Employees
- Suppliers and contractors
- Neighbors
- Partners
- Local and national authorities
- Investors and shareholders



We take steps to reduce Greenhouse Gas (GHG) emissions in the aim of developing more competitive operations that generate less carbon. Additionally, implement adaptation strategies that increase our resilience to the physical and transitional risks resulting from climate change.

Policies and commitments

(GRI 3-3; GRI 2-23; EG1)

- Sustainability Framework
- Human Rights Commitment
- Environmental Commitment
- Emissions Reduction Plan
- Supplier Code of Conduct



For more information about our policies and commitments, click here

Our approach and our management

(GRI 3-3; GRI 2-22: EG2; CC3)

We focus our climate change management on preventing and mitigating impacts (adaptation),

identifying and reducing our emissions (decarbonization), and strengthening our governance to align efforts and make decisions consistent with our climate action.

Our achievements in 2025 include:

- Meeting the 2025 public decarbonization goal: We reduced emissions intensity by 35% compared to 2020
- Starting the first Nature-Based Solutions (NBS) project focused on the Orinoquía Regenera silvopastoral project, which could generate 7.2 million carbon credits
- Performing the first top-down methane measurements for our core assets in Colombia and Argentina





Main positive and negative impacts identified and their management mechanisms

+ POSITIVE IMPACT **+/-** MIXED IMPACT **-** NEGATIVE IMPACT

IMPACTS		ASSOCIATED INDICATORS	MANAGEMENT ACTIONS
	GENERATING OPERATIONAL EFFICIENCIES AND REDUCING OPERATING COSTS	- Carbon intensity - Energy intensity - Energy consumption - Methane emissions	- Optimization of water injection and treatment procedures - Handling and use of the gas produced - Feasibility analysis for diversification of the energy matrix from biomass - Measurement of top-down methane emissions
	ACCESS TO FINANCIAL PRODUCTS AND SERVICES AT PREFERENTIAL RATES	Initiatives for access to sustainable finance	Securing US\$3 million sustainable funding from Bancolombia for the Orinoquía Regenera silvopastoral project whose goals include the absorption of carbon emissions
	INCREASED RESILIENCE OF THE COMPANY AND ITS OPERATIONS	Implementation of adaptation actions	Identification and financial quantification of physical and transition risks associated with climate change for the entire Company
	EFFECTS OF WEATHER EVENTS ON INFRASTRUCTURE, OPERATIONS AND BUSINESS CONTINUITY	Materialization of physical risks and their costs for the operation	Starting to write the Climate Change Adaptation Plan, focusing on the Llanos 34 block in particular
	POTENTIAL LIMITATIONS TO THE GROWTH OF THE OPERATION RESULTING FROM NEW CLIMATE REGULATIONS	Identification of policy initiatives associated with climate change	We monitor regulatory developments that may impact our operations, such as the implementation of the National Program of Tradable Emission Quotas in Colombia or the GHG Measurement and Mitigation Program in the province of Neuquen, Argentina
	OPERATIONAL DISRUPTIONS	- Days of interruption - Barrels of deferred production	Application of flood adaptation measures for the Llanos 34 block such as increasing the height and construction of dikes around the variable speed drives (VSD) and elevation of access roads

Risks and opportunities

[GRI 201-2; GRI 11.2.2; CC2; TCFD - R1/2/3; TCFD-S1]

Climate risks are integrated into the Company's corporate risk management system and with the strategic planning, investment and insurance processes. We periodically assess risks and opportunities associated with climate change, with additional reviews when relevant events occur, such

as updating climate projections or strategic investment decisions.

In 2025, we updated the identification of risks and opportunities associated with climate change, considering its possible material impacts on financial performance and asset value in the short and long term. These impacts are primarily physical (acute and chronic) and transition risks, as well as

regulatory, financial, and reputational risks.



[GRI 201-2; CC2] For detail of the tools and methodologies used in the identification of risks and opportunities associated with climate change, click here

Management follows a hierarchical structure that combines operational measures, adaptation investments, financial strategies and portfolio decisions to strengthen climate resilience.

Risk and Opportunity Classification

- **Physical hazards:** Floods, droughts, and heat stress that affect infrastructure, operational continuity, and the safety of workers and communities
- **Transition risks:** Structural fall in oil prices in <2°C scenarios, reduced margins, changes in demand and possible devaluation of future assets
- **Regulatory and reputational risks:** Increased regulatory demands, climate litigation, and restrictions on access to capital
- **Opportunities:** Improved operational resilience, cost reduction through energy efficiency, access to sustainable financing and greater portfolio competitiveness

We have made relevant investments in adaptation such as infrastructure improvements, pumping systems and elevating electrical equipment, with specific costs already executed and others progressively incorporated into CAPEX and OPEX. We also allocate resources to mitigation through clean energy, methane management and energy efficiency.

Management of risks arising from climate change. We have a documented climate risk management process that considers risks and opportunities. The assessment covers the short, medium and long terms, and includes our own upstream operations and our downstream and/or customer activities.

Types of climate-related risk analysis:

- Current regulation
- Emerging regulation
- Technology risk
- Legal risk
- Market risk
- Reputational risk
- Acute physical risk
- Chronic physical risk



For further information on identifying and managing risks and opportunities associated with climate change, click here

(GRI 201-2) Financial impacts of identified climate risks. We identify risks related to climate change with a possible impact on our Company’s revenues or costs.

The most significant physical risk is associated with the increased frequency and intensity of extreme weather events—particularly floods, droughts, and heat stress—which can affect infrastructure, disrupt operations, lead to production losses, and increase operating and insurance costs.

We manage these risks through a comprehensive approach that combines operational measures, investments in adaptation, and strengthening risk management, including resilient infrastructure, early warning systems, automation, water management, and insurance optimization.

We carry out strategic planning processes for managing climate risks, for which we are developing an adaptation plan with particular focus on the Llanos 34 block, one of our core assets.



(GRI 201-2) For further information on the financial impacts of identified climate risks, click here

Climate change opportunities
(GRI 201-2; S1)

As well as identifying risks, we also find opportunities to potentially generate positive change in our activity.

Lowering the costs of low-emission technologies, particularly clean energy generation, allows for the diversification of our energy sources and the improvement of both efficiency and reliability as well as operational resilience.

In this context, our main asset in Colombia’s Eastern Plains is connected to the national power grid, in which there are high levels of renewable generation sources, allowing us to reduce emissions intensity, improve the stability of energy supply, and reduce costs.

We have a portfolio of mitigation actions that we update through the marginal abatement cost curve and execute continuously, including electrification, energy efficiency and methane management actions.



For further information on the financial impact of identified opportunities, click here

Scenario analysis (S3)

We carry out Company-wide climate scenario analyses with quantitative and qualitative approaches, based on IEA and IPCC scenarios, which consider both the energy transition and the physical impacts of climate change under different temperature increases. Our analysis covers at least one scenario of <2°C and high warming (~4°C).

The analysis of climate scenarios allows us, on the one hand, to assess how physical and transition risks may affect our operations, our financial performance and the value of our assets under different climatic circumstances, and, additionally, to identify actions to strengthen our resilience.

The analysis considers¹:

- Operational and financial impacts in orderly transition (<2°C) and high warming (~4°C) scenarios
- Assets’ exposure and vulnerability to acute and chronic physical risks
- Resilience of the current and future portfolio to changes in prices, demand and more extreme weather conditions

¹ Our climate risk analysis considers 1.5°C transition scenarios, however, we do not have a plan fully aligned with a 1.5°C world, in part because there is no widely accepted methodology for proposing and analyzing such alignment for the hydrocarbons sector.



For further information about our analysis of climate change risk scenarios, click here

(G-10; M1) Incentives for employees. Compliance with our public commitments to reduce GHG emissions intensity is part of the Long-Term Incentive Plan (LTIP) for all our employees in the 2023-2025 period, impacting directly on their variable remuneration.



For further information about the LTIP, click here

(GRI 201-2; GRI 11.2.2) Carbon price. We defined an internal carbon price, based on the social cost of carbon published by the U.S. Environmental Agency (EPA) in 2016 and regular comparisons with our peers.

The shadow price is used as an economic evaluation tool for scenario analysis in investment projects and is multiplied by the tons emitted or avoided from a project. These values are added to the financial flows of the project analysis.

The price covers Scope 1 and 2 emissions, and is currently US\$50, considerably higher than Colombia's reference price, which is determined by the carbon tax that is around US\$7 per metric ton of carbon.

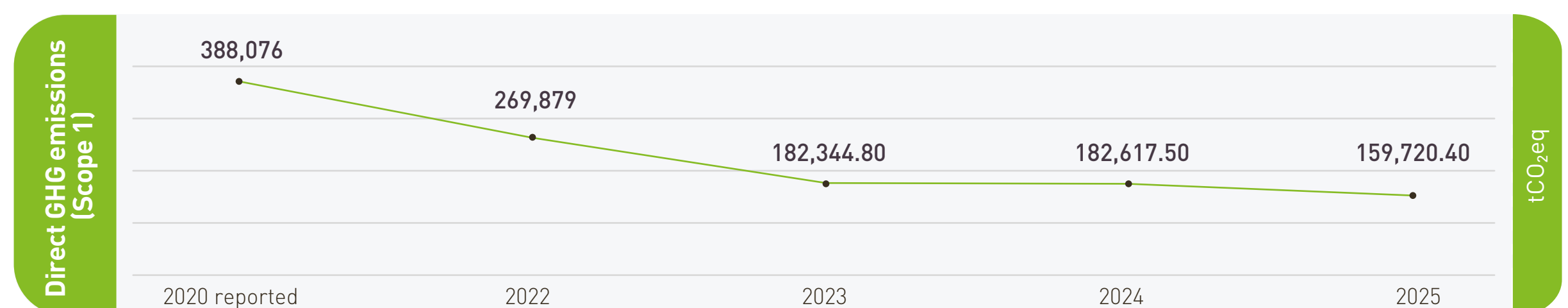


For information on how we incorporate carbon pricing into our decision-making processes, click here

Emissions reduction

In 2025 we recorded direct GHG emissions (Scope 1) of 159,720.43 tCO₂eq, a 12.54% year-on-year reduction, due to reductions in the operation in Colombia where most of our activity is focused. These results are explained by factors including lower emissions from generators and boilers, and greater control of methane emissions from operating assets.

Direct GHG emissions (Scope 1)
(GRI 2-5; GRI 305-1; CC1.1/2)



Note: It was not necessary to recalculate emissions data in 2025.
Note 2: The data covers 100% of assets with operational control.

GHG emissions (Scope 1) by country and venue (GRI 305-1; GRI 11.1.5; CC1.1/2; EM-EP110a.2)

Countries and venues	2020 reported	2022	2023	2024	2025
Colombia	329,947.38	232,100.00	157,187.10	180,251.49	153,930.31
Ecuador	-	216.00	792.30	1,735.88	1,938.19
Chile	30,891.27	34,843.00	24,314.00	630.13	0.00
Argentina	27,157.39	2,601.00	N/A	N/A	3,851.93
Administrative	79.68	120.00	50.90	0.00	0.00
Total	388,075.72	269,879.00	182,344.30	182,617.50	159,720.43
Total	388,075,720	269,879,000	182,344,761.10	182,617,500	159,720,430

Note: It was not necessary to recalculate the emissions data in 2025.
N/A indicates that the blocks were not active or within our portfolio during those years. Figures may not add up exactly due to rounding.



(GRI 305-1; GRI 11.1.5; CC1.1/2; EM-EP-110a.2) To view Scope 1 emissions by source type, click here

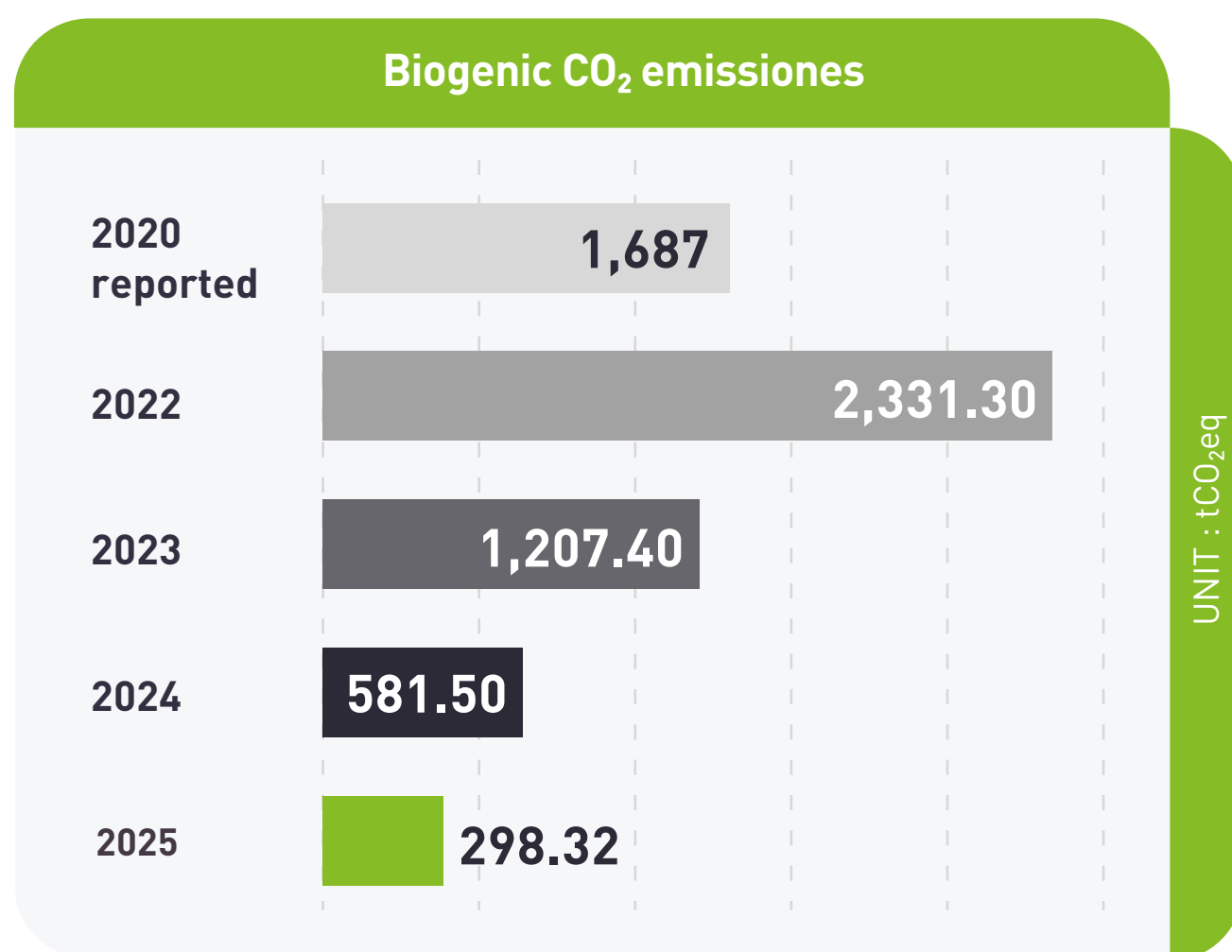


Gases included in the calculation of emissions at source (Scope 1) by country and block (GRI 305-1 / 11.1.5; CC1.2)

Unit	Colombia	Llanos 34	Platanillo	Llanos 87	Llanos 123	Llanos 124	PUT-8	Argentina	Loma Jarillosa Este	Puesto Silva Oeste	Ecuador	Espejo	Adminis-trative	Total
tCO ₂	150,509.38	128,338.96	4,452.33	2,234.57	15,390.19	0.00	93.33	3,846.91	3,846.91	0.00	1,933.67	1,933.67	0.00	156,289.96
tCH ₄ (methane)	111.51	2.41	108.58	0.07	0.46	0.00	0.00	0.11	0.11	0.00	0.08	0.08	0.00	111.70
tN ₂ O (nitrous oxide)	0.39	0.27	0.03	0.01	0.08	0.00	0.00	0.01	0.01	0.00	0.01	0.01	0.00	0.41
tCO ₂ eq Biogenic	270.66	80.35	1.53	12.17	170.50	0.00	6.11	0.00	0.00	0.00	27.67	27.67	0.00	298.32
tCO ₂ eq	153,930.31	128,477.75	7,694.21	2,239.41	15,425.30	0.00	93.64	3,851.93	3,851.93	0.00	1,938.19	1,938.19	0.00	159,720.43

Note: (GRI 305-2/3; GRI 11.1.6; GRI 11.1.7) The emission factors used in the calculation of our Scope 2 and 3 emissions do not always specify each type of gas, which is why we only present results in CO₂ equivalent. Figures may not add up exactly due to rounding.

Biogenic emissions (Scope 1) of CO₂eq
(GRI 305-1 / 11.1.5)



Note: It was not necessary to recalculate emissions data in 2025.

GHG emissions (Scope 2) contracted energy by country, field and venue
(GRI 305-2/ 11.1.6; CC1.1/3; EM-EP-110a.2)

Country/Block	2020 reported	2022	2023	2024	2025
Colombia	0.00	22,308.40	46,581.25	17,590	757.35
Llanos 34	0.00	22,308.40	46,581.25	17,540.50	757.35
Argentina	549.30	14.22	0.00	0.00	0.00
Aguada Baguales	302.38	6.07	N/A	N/A	N/A
El Porvenir	246.90	8.16	N/A	N/A	N/A
Administrative	112.83	78.24	42.88	51	20.61
Total	662.11	22,400.87	46,624.13	17,591.60	777.96
Total	662,110	22,400,870	46,624,130	17,591,600	777,960

UNIT: tCO₂eq

Note: Colombia: Llanos 34 is the only block that has reported Scope 2 GHG emissions from purchased electricity over the last four years. Platanillo, Llanos 87, Llanos 123, Llanos 124, and PUT-8 reported zero Scope 2 GHG emissions. Ecuador: Zero Scope 2 GHG emissions have been reported from blocks in Ecuador over the last four years. Argentina: The Aguada Baguales and El Porvenir blocks were divested from the portfolio in 2023. The Loma Jarillosa Este and Puesto Silva Oeste blocks, which were added to the portfolio in 2025, reported zero Scope 2 GHG emissions. Chile: Assets in this country were divested from the portfolio in 2023 and reported zero Scope 2 GHG emissions in 2022.



Indirect GHG emissions (Scope 2) (GRI 2-5 / 305-2; CC1.3)

	2020 reported	2022	2023	2024	2025
Location-based	662	22,401	68,224.30	81,007.70	39,287.18
Market-based	N/A	N/A	46,624.30	17,591.60	777,96

UNIT: tCO₂eq

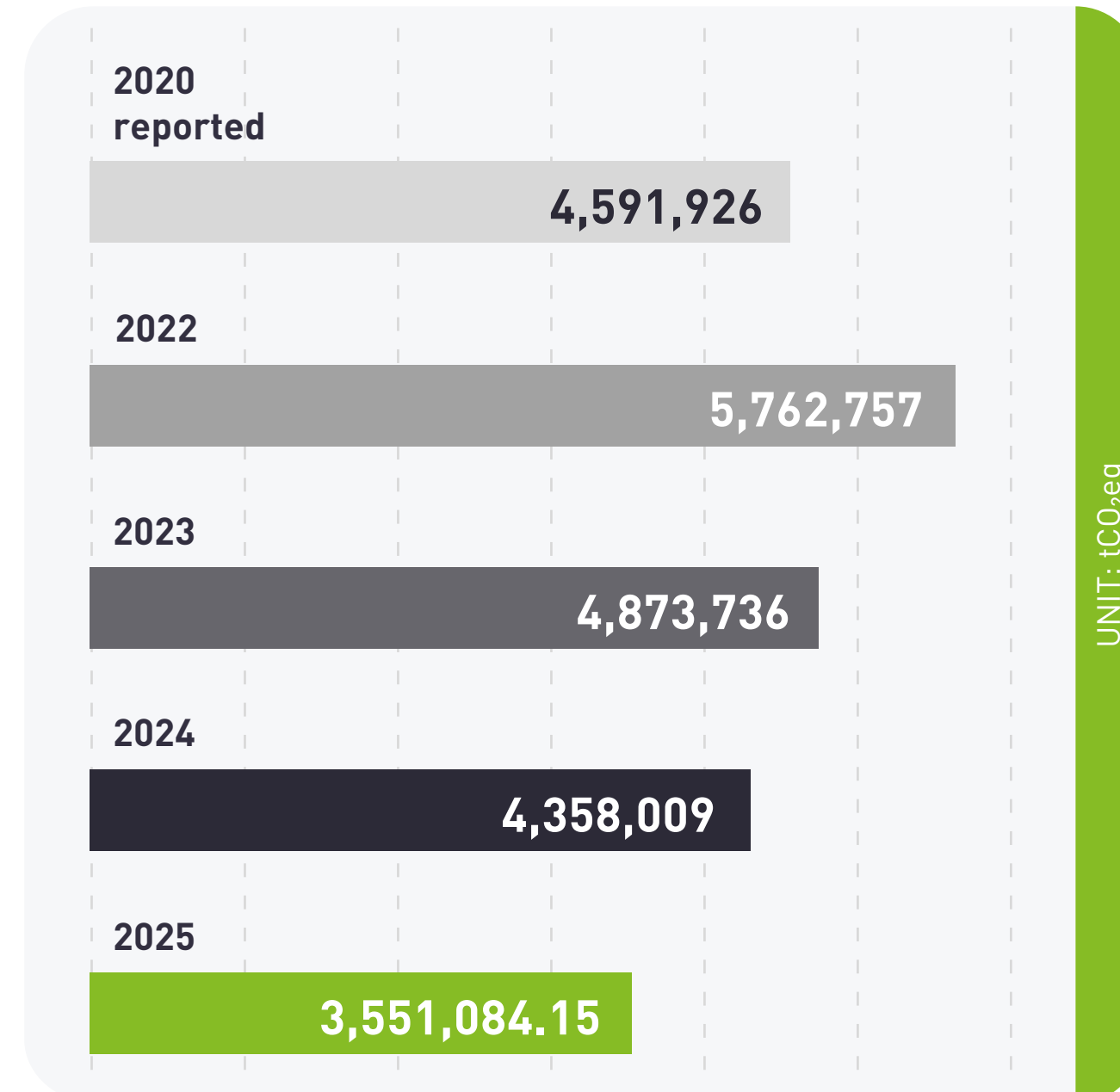
Note: The data refers to 100% of controlled operations.

Note 2: N/A indicates that no indirect market-based Scope 2 emissions were calculated in those years. It was not necessary to recalculate emissions data in 2025.

Note 3: Market-based emissions include the use of Renewable Energy Certificates (RECs).

Indirect GHG emissions (Scope 3)

(GRI 2-5 / 305-3; CC1.4)



UNIT: tCO₂eq

Note: It was not necessary to recalculate emissions data in 2025.





Indirect GHG emissions (Scope 3) by country (GRI 305-3 / 11.1.7/8; CC1.4)

Country/Block	2020 reported	2022	2023	2024	2025
Colombia	3,898,122	5,340,430	4,653,181	4,337,324.81	3,499,181.79
Llanos 34	3,580,969.79	4,714,993.18	4,226,111.20	3,729,112.93	3,027,598.75
Platanillo	317,152.05	621,508.66	297,100.10	273,871.76	27,722.77
Llanos 87	N/A	3,928.15	37,298.50	38,139.07	25,724.38
Llanos 123	N/A	N/A	84,084.90	292,901.25	407,862.47
Llanos 124	N/A	N/A	7,995.40	N/A	N/A
PUT-8	0.00	N/A	N/A	1,059.32	7,814.92
Llanos 86 + 104	N/A	N/A	591	2,240.48	2,458.51
Ecuador	N/A	10,221.37	11,317.10	6,694.52	22,915.62
Espejo	0.00	10,221.37	11,317.10	6,694.52	22,915.62
Argentina	277,949	21,400.54	N/A	0.00	28,086.02
Loma Jarillosa Este	N/A	N/A	N/A	N/A	28,086.02
Puesto Silva Oeste	N/A	N/A	N/A	N/A	0.00
Aguada Baguales	151,073.36	10,013.18	N/A	N/A	N/A
El Porvenir	52,584.72	6,232.73	N/A	N/A	N/A
Puesto Touquet	74,290.62	5,154.63	N/A	N/A	N/A
Chile	415,729	390,282.35	201,502.90	7,869.38	N/A
Fell	415,728.78	390,282.35	201,501.90	7,869.38	N/A
Administrative	126.30	423.07	7,736.30	6,120.13	900.72
Total	4,591,925.62	5,762,757	4,873,736	4,358,008.84	3,551,084.15
Total	4,591,925,620	5,762,757,000	4,873,736,420	4,358,008,840	3,551,084,15

tCO₂eq

kgCO₂eq

Note: N/A indicates that blocks were not active or within our portfolio during those years. It was not necessary to recalculate emissions data in 2025. Figures may not add up exactly due to rounding.



Indirect GHG emissions (Scope 3) by source
(GRI 11.1.8; CC1.1/4)

Sources	2022	2023	2024	2025
Goods and services purchased	24,658.63	189,151.05	123,373.39	77,452.89
Upstream transportation and distribution	4,665.91	3,987.72	3,556.09	2,380.93
Final disposal of waste generated	1,548.51	16,395.62	17,881.24	12,024.62
Business travel	2,167.89	3,099.97	1,984.37	1,103.76
Downstream transportation and distribution	9,492.93	5,484.73	11,764.48	9,527.57
Processing of products sold	432,889.09	528,675.26	480,626.51	409,721.42
End use of products sold	5,267,520.53	4,126,942.08	3,705,983.87	3,038,872.95
Third-party fuels	19,813.82	11,950.00	7,343.03	2,660.38
Total Scope 3 (upstream) emissions	52,854.76	224,584.36	154,138.12	92,962.20
Total Scope 3 (downstream) emissions	5,709,902.55	4,661,102.07	4,198,374.86	3,458,121.94
Total	5,762,757.31	4,885,686.43	4,264,964.33	3,551,084.15
Total	5,762,757,310	4,885,686,430	4,264,964,330	3,551,084,15

tCO₂e

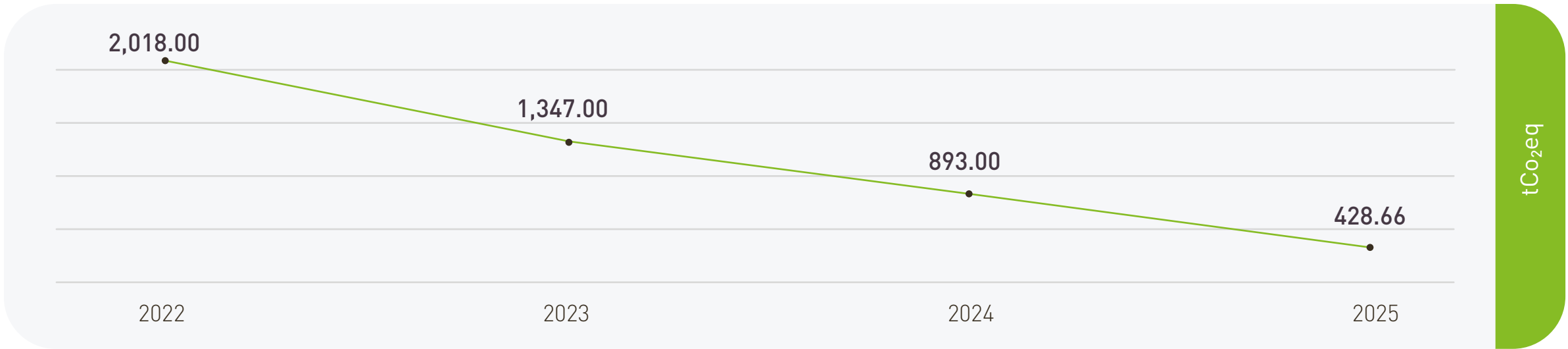
kgCO₂e

Note: The following sources do not apply to GeoPark as they are not material to the Company, either because we do not carry out such activities or because we estimate that they represent a very low percentage of total emissions: capital goods, fuel and energy-related activities not included in Scopes 1 or 2, employee travel, upstream leased assets, downstream leased assets and investments.

Note 2: The emission factors used for this calculation generally do not separately indicate the different greenhouse gases, which is why we only include CO₂ equivalent results. It was not necessary to recalculate emissions data in 2025.



Biogenic CO₂eq emissions (Scope 3) (GRI 305-1 / 11.1.5)



Percentage of Scope 3 emissions by source (GRI 305-3)

Sources	2022	2023	2024	2025
Goods and services purchased	0.40	3.60	3.00	2.18
Upstream transportation and distribution	0.10	0.10	0.10	0.07
Final disposal of waste generated	0.00	0.30	0.40	0.34
Business travel	0.00	0.00	0.00	0.03
Downstream transportation and distribution	0.20	0.10	0.30	0.27
Processing of products sold	7.50	10.80	11.00	11.54
End use of products sold	91.40	84.70	85.00	85.58
Third-party fuels	0.30	0.00	0.20	0.00

Note: The following sources do not apply to GeoPark as they are not material to the Company, either because we do not carry out such activities or because we estimate that they represent a very low percentage of total emissions: capital goods, fuel and energy-related activities not included in Scopes 1 or 2, employee travel, upstream leased assets, downstream leased assets and investments.

 **(GRI 305-3)** For information about the emission factors, standards, and methodologies we use to calculate the emissions of each of the scopes, click [here](#)

Emission reduction (CC3)

The following are our main GHG and energy reduction initiatives:

- Associated gas use in Llanos 34: We use the gas that we produce for self-supply power generation (about 6,094 MWh/year), which reduces flaring.
- Use of associated gas in Llanos 123: We use our own gas in boilers, which reduces flaring.
- Improved energy consumption in our operations: In 2025 we developed projects for the use of gas in boilers in Toritos and Saltador, and the use of

- flared gas in Llanos 34.
- Using power from the interconnection to the national grid in Llanos 34 and using power from the solar plant located in the block.
 - Optimization in the use of boilers and in the water injection and treatment processes.
 - Access to clean energy through market mechanisms in the Colombian national electricity grid (Renewable Energy Certificates; RECs).

(GRI 305-5) **Reduction of GHG emissions.** Supported by our commitment to mitigating the impacts of climate change, in 2021 we defined the following

emission intensity reduction targets²:

- **2025:** Reduce Scope 1 and 2 GHG emissions intensity by 35-40% compared to the 2020 baseline
- **2030:** Reduce Scope 1 and 2 GHG emissions intensity by 40-60% compared to the 2020 baseline
- **2050:** Achieve carbon neutrality in Scope 1 and 2 emissions

² Measured in metric tons of CO₂e per barrel of oil equivalent (boe). The emissions calculation considers the same gases: CO₂, CH₄, N₂O.

GHG emissions intensity per block (GRI 305-4 /11.1.8)

Indicators	2020 reported	2022	2023	2024	2025
Total emissions (Scopes 1 and 2)	388,738.00	292,280.00	228,969.90	200,209.14	160,498.39
Total emissions (Scopes 1 and 2)	388,738,000	292,280,000	228,968,901	200,209,140	160,498,390
Aguada Baguales	32.80	53.50	N/A	N/A	N/A
Porvenir	50.00	57.90	N/A	N/A	N/A
Puesto Touquet	20.30	29.70	N/A	N/A	N/A
Fell	26.10	39.80	38.5	26.20	N/A
Llanos 34	13.30	9.70	7.00	7.00	9.26
Platanillo	29.90	66.30	79.50	117.80	120.21
Llanos 87	N/A	477.10	19.50	21.40	24.04
Espejo	N/A	14.20	14.10	14.60	21.35
Llanos 123	N/A	N/A	3,400	10.20	9.99
Llanos 124	N/A	N/A	N/A	N/A	N/A
Total Intensity	15.20	13.00	10.60	10.30	10.12

UNIT

kgCO₂e/boe

tCO₂e

Note: N/A indicates that blocks were not active or within our portfolio during those years. By 2025, no recalculation of emissions data was necessary.

As part of its commitment to the decarbonization of its operations, the Company offset 8.2% of its Scope 1 and Scope 2 emissions in 2025 through the acquisition of 13,200 carbon credits from the

CULTIVO2 and ORINOCO2 projects. As a result, total Scope 1 and Scope 2 emissions were reduced to 147,298,390 kgCO₂e, and carbon intensity decreased to 9.3 kgCO₂e/BOE.



For more information on our 2025 GHG Emissions Verification Report, [click here](#)



Other air emissions (GRI 305-7; GRI 11.3.2)

Significant air emissions	2022	2023	2024	2025
NOx	17,888	24,716	21,852.45	12,829.60
SOx	230,206	17,682	35,619	6,769.20
Persistent organic pollutants (POPs)	0	0	0	0
Volatile Organic Compounds (VOCs)	0	7,398,180	3,011.34	20.50
Hazardous air pollutants (HAPs)	0	0	0	0
Particulate Matter (PM)	27,898	1,698	8,412.60	3,423.70
Other categories of air emissions identified in relevant regulations	0	0	0	0

UNIT : kg

The data we report corresponds to the isokinetic monitoring we carried out in Colombian blocks Llanos 34 (Boilers), Llanos 123 (Generators) and in the Platanillo field (CPP H-101 furnace pipe).

We estimate Volatile Organic Compound (VOC) emissions using emission factors for total VOCs, applied to the production of Llanos 34 and Platanillo-Llanos 123, which represent more than 99% of the Company's operated production.



(GRI 305-7; GRI 11.3.2) For further information on how we calculate other air emissions, click here



For other air emissions data in metric tons, click here

Governance (GRI 3-3)

Climate change issues have Board supervision through a specialized climate and sustainability committee. These issues are part of the agenda of the Board of Directors, ensuring proper governance and strategic alignment. We also have a Sustainability Area that is responsible for coordinating and implementing the strategy and actions in this field.

Board of Directors/Board Committees

SPEED/Sustainability Committee

- Meets at least twice a year and assists the Board of Directors in overseeing SPEED/Sustainability matters
- Reviews and recommends the Sustainability Strategy and Policies, in addition to monitoring performance and progress in climate action, including risks, opportunities and goals

CEO/Management

CEO Chief Sustainability Officer Chief Operating, Execution & Assets Officer

The most senior executive-level positions in the Company with responsibilities related to climate action, including regularly updating and managing risks and opportunities

Internal committees

Board Committee / Executive Committee

Meets weekly and aims to monitor the organization's performance, including climate action progress, challenges and opportunities

Management

Sustainability Area Facilities Area Asset Areas

Responsible for approving and overseeing the implementation of the decarbonization plan, the climate action roadmap and the corresponding measures

Operational Level / Management Teams

Sustainability, Facilities and Assets Teams

Responsible for carrying out the actions defined in the decarbonization plan and the climate action roadmap

Goals (GRI 3-3)

0-3 years Short-term

- Reduce the intensity of Scope 1 and 2 GHG emissions by 35-40% by 2025 compared to the 2020 baseline
 - Management:
 1. Access to cleaner energy
 2. Methane emissions management
 3. Energy efficiency and operational programs
 4. Use of renewable energy certificates and purchase of carbon credits for residual emissions
 - Progress: 100%
- By 2026, we plan to formulate an adaptation plan focusing mainly on Llanos 34 that aims to strengthen the management of the physical risks of climate change in one of the Company's main assets
 - Management:
 1. We completed the diagnosis
 2. We wrote the first draft of the plan
 - Progress: 60%

3-5 years Medium-term

- Reduce our Scope 1 and 2 emissions intensity by 40-60% by 2030 compared to the 2020 baseline
 - Management:
 1. We started "Orinoquía Regenera" -- our first SBN project – to generate 7.2 million carbon credits from 2030
 2. We began top-down methane measurements for our core assets in Colombia and Argentina
 3. We carried out a feasibility analysis for the diversification of the energy matrix from biomass and the expansion of the connection to the national power grid (SIN)
 - Progress: 50%

5 years and beyond Long-term

- Achieve carbon neutrality in Scope 1 and 2 emissions by 2050
 - Management:
 1. Monitoring technological developments that make emissions mitigation feasible
 - Progress: 30%



RESPONSIBLE MANAGEMENT OF WATER AND BIODIVERSITY

STAKEHOLDERS: (GRI 3-3)

- Employees
- Neighbors
- Suppliers and contractors



In line with our understanding of nature's relevance to business continuity and community well-being, we protect water resources and use them efficiently and responsibly, implementing measures to conserve biodiversity, ecosystems and natural resources based on the management of impacts, dependencies, risks and opportunities. In this way, we contribute to maintaining ecosystem services in our areas of influence.

Policies and commitments

(GRI 2-23; GRI 3-3; PB1; EG1)

- Sustainability Framework
- Environmental commitment
- Human Rights Policy



For further information about our policies and commitments, click here

Our approach and our management

(GRI 3-3)

Milestones reached in 2025:

- Adopting the TNFD framework and publishing the first report for our operations in Colombia



To read the TNFD annex, click here

- Investing over \$6.2 million in nature-related projects, benefitting more than 130,000 people
- Implementing 12 circularity initiatives with ~\$2.3 million savings and efficient use of natural resources





Main impacts identified and their management mechanisms

+ POSITIVE IMPACT **+/- MIXED IMPACT** **- NEGATIVE IMPACT**

IMPACT		ASSOCIATED INDICATORS	MANAGEMENT ACTIONS
	PROTECTION OF WATER AND BIODIVERSITY THROUGH COMPENSATION ACTIONS AND/OR LOCAL PARTNERSHIPS	• Number of consolidated partnerships • Environmental compensation and 1% investment projects executed • Investment in nature projects and beneficiaries • Registrations in the Colombian Biodiversity Information System (SiB)	• Socio-ecological Plan with the Humboldt Institute • Preservation and restoration of areas in Putumayo and Llanos • Support for conservation campaigns undertaken by the authorities • Domestic Wastewater Treatment Plant (WWTP) and IDEAM Project (1% investment) • Open access biodiversity data
	IMPROVED WATER EFFICIENCY AND REDUCED PRESSURE ON NATURAL RESOURCES	• Number of circularity projects developed • Number of projects that contribute positively to water and biodiversity issues • Investment in water and biodiversity protection • Number of beneficiaries	• More than US\$2 million in savings from circular and technological solutions • Socio-ecological plan as an input for the nature transition plan • Voluntary environmental investments such as wildlife crossings
	CAPACITY BUILDING IN COMMUNITIES AND LOCAL AUTHORITIES FOR RESPONSIBLE WATER MANAGEMENT AND BIODIVERSITY PROTECTION	• Number of community environmental training programs • Number of people involved • Number of projects managed from the tools provided	• Weaving Knowledge Program • Project for the social appropriation of biodiversity
	CHANGE IN VEGETATION COVER AND TERRESTRIAL WILDLIFE HABITATS	• Intervened natural areas • Spatial footprint of our facilities • Surface area controlled by the organization • Restored/conserved areas	• Application of mitigation hierarchy in project design • Establishment of minimum distances to sensitive areas • Restoration projects in the Amazon ecosystem and in the Eastern Plains • Wildlife crossings
	ALTERATION OF THE VISUAL QUALITY OF THE LANDSCAPE AND AMBIENT NOISE LEVELS	• Intervened natural areas • Spatial footprint of our facilities • Minimum distances to sensitive environmental and social elements • Restored/conserved areas	• Application of mitigation hierarchy • Establishment of minimum distances to sensitive areas • Restoration projects • Wildlife crossings • Noise control measures in facilities and monitoring
	CHANGE IN THE HABITAT OF AQUATIC SPECIES	• Threatened species identified in operated blocks • Minimum distance to bodies of water • Number of road and oil platforms projects • Volume of fresh water captured	• Comprehensive water resource management plan • Solid and liquid waste management programs • Hydraulic and hydrological designs of infrastructure • Control of water withdrawal levels • Monitoring water quality and hydrobiota

Risks, impacts, and dependencies

We have comprehensively assessed and prioritized impacts, dependencies, and risks related to nature - including water and biodiversity - incorporating structured processes that consider the location and

environmental sensitivity of our operations, as well as recognized methodologies for their identification and valuation. This analysis is aligned with corporate risk management processes to strengthen decision-making and the sustainability of our activities.

 To view our first-ever analysis of impacts, dependencies, risks, and opportunities of nature aligned with the Task Force on Nature Related Financial Disclosures (TNFD), [click here](#)



We have proposed to move towards becoming an operation capable of comprehensively managing physical and transition nature-related risks through structuring actions that contribute to meeting the global positive nature goal, under the following guiding principles:

- Mitigation hierarchy
- Conservation hierarchy
- Nature as a strategic asset
- Landscape Management Approach
- Shared management of the territory

Water

Water is a shared resource whose availability and quality directly influence our stakeholders. Accordingly, we promote efficient and responsible management that promotes sustainable development and well-being in the territories where we operate.

Water risk management measures include the following aspects:

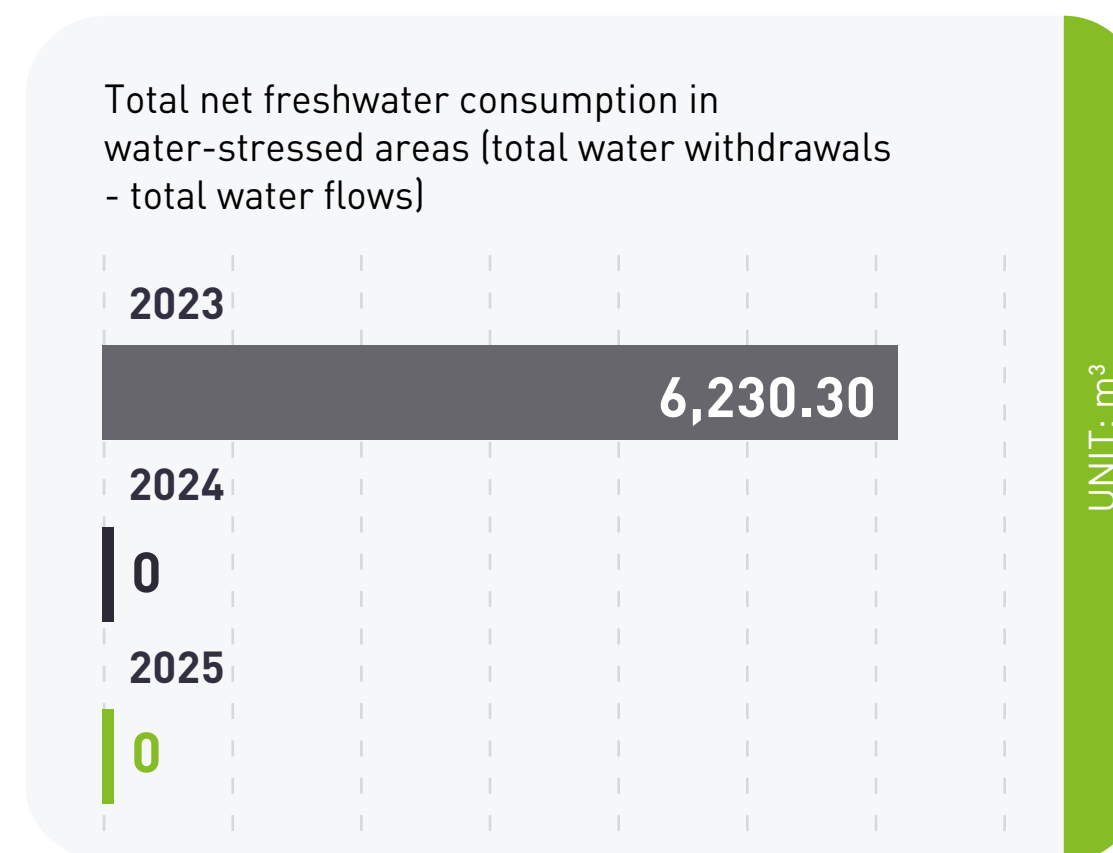
- In risk assessment, we consider the risk related to water dependence
- Impacts of water risk
- Estimates of future amounts of available water
- Assessing future risks related to water quality
- Analysis of impacts on local actors
- Study of possible future regulatory variations at the local level

Water stress

In 2024, in line with our Integral Water Management Strategic Plan (PEGIA), we assessed water risk in our operations in Colombia and Ecuador, based on environmental studies, projections from the Intergovernmental Panel on Climate Change (IPCC), and specialized tools such as WWF Risk Filter Suite and Aqueduct. The assessment confirmed that we do not operate in water-stressed areas in these countries.

In 2025, after entering Argentina, we assessed the risk of water stress using recognized international tools (Aqueduct), at the scale of the Vaca Muerta play and, specifically, in the Loma Jarillosa Este (LJE) and Puesto Silva Oeste (PSO) blocks. Aqueduct classifies the area as having low to medium water stress. Our conclusion is that no assets operated by GeoPark are in areas of water stress.

Water consumption in water-stressed areas



Note: The data covers 100% of operated assets. We have reported information for this indicator since 2023.

Water withdrawal (GRI 303-1)

Water has two main uses in our operations:

- e Industrial:** drilling (sludge preparation) and production activities (hydrostatic tests, boilers, refrigeration, equipment maintenance, civil works, secondary recovery), as well as dust suppression on roads
- e Domestic:** associated with camps, accommodation facilities and canteens

Water withdrawal by country (GRI 303-3; EM-EP-140a.1.)

	2022	2023	2024	2025
Colombia	18,415,618.30	22,334,237.10	25,698,941.80	26,741,986.90
Ecuador	12,116.50	6,130.30	39,508.30	46,853.50
Chile	289,539.50	191,800	N/A	N/A
Brazil	0	0	N/A	N/A
Argentina	150,479.90	N/A	N/A	4,513.40
Total	18,867,754.20	22,532,167.40	25,738,450.10	26,793,353.80
Change vs previous year	10.6	19.4	14.2	4.1

Note: There were no activities in Chile and Brazil in 2024 and 2025.

In our operations, we only withdraw water from authorized sources:

- 0.05% surface water: Includes river water (Ecuador and Llanos 104), rainwater and water from lateral borrow areas, the latter two in Colombia only
- 0.69% of groundwater: Withdrawals from authorized deep wells (Colombia)
- 0.07% from third parties: Water purchased from licensed water suppliers
- 99.2% from production water: Water associated with the production of crude oil

Of the total water withdrawn, 2% (440,229.30 m³) corresponds to “other waters” (total dissolved solids >1000 mg/l) and is associated with production water from the Platanillo, Llanos 123 and Llanos 87 blocks in Colombia, and the Espejo block in Ecuador.

94% of the total water used in operations in 2025 was recirculated water.



Water Withdrawal (Fresh Water + Other Waters) by Source (GRI 303-3; EM-EP-140a.1.)

Source	2022	2023	2024	2025
Surface water	29,614	12,312	15,039.70	12,146.80
Groundwater	287,445	365,581	285,262	184,263
Sea water	0	0	0	0
Third-party water	20,348.80	29,591.10	28,429	18,643
Production water	18,530,346.40	22,124,683.30	25,409,719.40	26,578,301
Total without production water	337,407.80	407,484.10	328,730.70	215,052.80
Total with production water	18,867,754.20	22,532,167.40	25,738,450.10	26,793,353.80
Variation vs. previous year (without production water)	3.20	20.80	-19.30	-34.60
Variation vs. previous year (with production water)	10.60	19.40	14.20	4.1

m³

%

In 2025, we reduced total water withdrawal (excluding production water) by 34.6% compared to 2024, reducing the pressure on the water sources that have multiple users.

Surface water withdrawal decreased 19% compared to 2024, mainly due to the reduction of activities in Ecuador. Groundwater withdrawal decreased by 35% due to lower activity in Llanos 34, and implementing more efficient drilling technology and water recirculation through reverse osmosis.

Water supplied from third parties decreased by 34% compared to 2024 due to lower activity in Colombia.

Production water increased 4.6% year-on-year due to higher water cuts in oil production at Llanos 34.



(GRI 303-3; EM-EP-140a.1.) For further information on water withdrawal by source and by country in cubic meters and megaliters, click here

Water Disposal (GRI 303-1/2)

We treat and manage our wastewater in accordance with the provisions of the environmental license of each project, complying with current regulations under the following premises:

- **We do not carry out surface discharges:** We re-inject production water in accordance with current authorizations. These waters comply with the established parameters so as not to affect the conditions of the receiving geological formation
- **We reuse wastewater:** We execute innovation projects to treat and recirculate wastewater, mainly in production and drilling
- **Effluent disposal:** Effluents that are not re-injected are delivered to authorized third parties for treatment and final disposal, preferring third parties that do not dispose into bodies of water
- Use of production water: We prefer to use production water rather than other authorized sources for secondary recovery

In 2025, 26,658,789.70 m³ of wastewater (4.4% more than in 2024) was disposed of in our operations in the following ways:

- Reinjection: 12.4% for secondary recovery and 86.5% for disposal
- Delivery to authorized third parties: 1.1%

In 2025, we had zero direct discharges to surface water sources in our operations.

We monitor the quality of our wastewater before and after treatment through laboratories certified in accordance with environmental permits. We also carry out external audits of the third parties authorized for water disposal.

Of the total water disposed, 1.7% corresponds to other waters (total dissolved solids > 1000 mg/l) and comes from the production waters of the Platanillo, Llanos 123 and Llanos 87 blocks in Colombia and the Espejo block in Ecuador. 98.3% corresponds to fresh water, mostly associated with production at Llanos 34.



Water disposal by country
(GRI 303-4)

	2022	2023	2024	2025
Colombia	18,066,776.5	22,111,398.6	25,486,587.6	26,612,902.6
Ecuador	7,688.2	5,891.6	38,623.8	44,101.10
Brazil	0	0	N/A	N/A
Chile	284,401	185,569.7	N/A	N/A
Argentina	149,230.5	N/A	N/A	1,786
Others	N/A	N/A	N/A	N/A
Total	18,508,096.2	22,302,859.9	25,525,211.3	26,658,789.7

m³

Water disposal by destination
(GRI 303-4; EM-EP-140a.2.)

Destination	2022	2023	2024	2025
Surface water	0	0	0	0
Soil	0	296	783.30	0
Groundwater	0	0	0	0
Disposal Injection	16,672,201.30	19,112,121.90	22,348,370.60	23,062,638.77
Secondary Recovery Injection	1,650,892.60	2,974,622.30	2,864,620	3,306,638.40
Sea water	0	0	0	0
Delivery to authorized third parties	185,002.30	215,819.60	311,437.40	289,512.50
Total water disposal	18,508,096.20	22,302,859.87	25,525,211.31	26,658,789.70
Variation in disposal vs. previous year	10	20.50	14.45	4.40
Percentage of injected water vs. total withdrawal	97	98.02	97.96	98.40

m³

%

Mitigation of impacts associated with wastewater management

(GRI 303-4; GRI 2-5; USR1.2)

We have identified total hydrocarbons, oils and fats, total suspended solids, benzene, toluene, ethylbenzene and xylenes (BTEX), phenols, chlorides, and some metals such as calcium, magnesium and barium in the production water from our operated blocks.

Uncontrolled discharges (spills) of untreated wastewater or effluents could generate:

- Alteration of the physical, chemical and biological composition of soils, bodies of water and surface and underground aquifers
- Alteration of aquatic biological communities

To mitigate adverse impacts, we:

- Assess the condition of critical and storage infrastructures (leaks, spills, pipe erosion, etc.) and their capacity for recovery
- Implement integrated waste management systems
- Prevent, prepare and respond to industrial and chemical accidents
- Recycle water
- Oblige suppliers to comply with regulatory requirements
- Improve equipment and effluents processing and treatment methods

As already stated, we do not carry out direct discharges into surface water sources. We carry out physiochemical and microbiological tests and analyses on wastewater, in line with parameters established by current regulations.

To control the situations associated with wastewater quality, we carry out:

- Periodic monitoring of domestic and industrial effluents before and after treatment systems, in line with regulatory parameters



(GRI 303-4; EM-EP-140a.2.) For further details on water disposal by destination, click here



(GRI 303-4) To view water data in megaliters, click here



- Inspection of nearby water bodies (rivers, streams, wetlands, etc.) We have piezometer networks around our production facilities to analyze surface and groundwater quality and identify any potential impacts

All of our water monitoring campaigns are conducted by certified laboratories.

We verify wastewater volumes with flow meters, the number of vehicles that transport wastewater, and registration forms. We also keep daily records of production water to verify the quality of disposal and avoid affecting the injection system.

Water treatment

We carry out secondary treatment of most of the water generated in all assets. During 2025, 26,612,902.57 m³ (including production water) were generated and treated directly, 4.26% more than in 2024, due to higher activity levels.

Water Treatment Level

Higher level of treatment within operations	2025	m ³ /year
Secondary treatment	26,612,902.57	
Delivery to a third party without treatment	45,887.02	

Note: In 2025, the categories of tertiary treatment, primary treatment, and discharge into the natural environment without treatment did not register any volumes (0 m³/year).

In Colombia, we treat the wastewater generated in all assets. Industrial wastewater in Argentina and Ecuador was delivered to third parties for subsequent treatment and final disposal. In Ecuador, the volume of water delivered to third parties

amounted to 44,101.03 m³/year. In Argentina, the volume was 1,786 m³/year, a figure that is not comparable with previous periods as it is the first year in which we carried out the measurement after acquiring assets in the country.

Water consumption

(GRI 303-5; USR 1.1/2; EM-EP-140a.1)

In 2025, water consumption was 134,564.10 m³, a decrease of 36.90% compared to the previous year due to lower operational activity. Similar consumption is projected for the coming years, although levels will depend on the incorporation of new assets into the operation.

Our goal is to maintain the water management strategy with reinjection projects, developing circularity initiatives for production water and using water efficiently to ensure an adequate balance and reduce losses in water withdrawal and disposal systems.

Water consumption by country

(GRI 303-5; USR 1.1; E13; EM-EP-140a.1.)

Country	2022	2023	2024	2025	UNIT: m ³
Colombia	348,841.80	222,838.50	212,354.20	129,084.30	
Ecuador	4,428.30	238.75	884.58	2,752.40	
Chile	5,138.30	6,230.30	N/A	N/A	
Brazil	0	0	N/A	N/A	
Argentina	1,249.40	N/A	N/A	2,727.40	
Total	359,658.10	229,307.55	213,238.78	134,564.10	

Water consumption

(GRI 303-5; USR 1.1; EM-EP-140a.1)

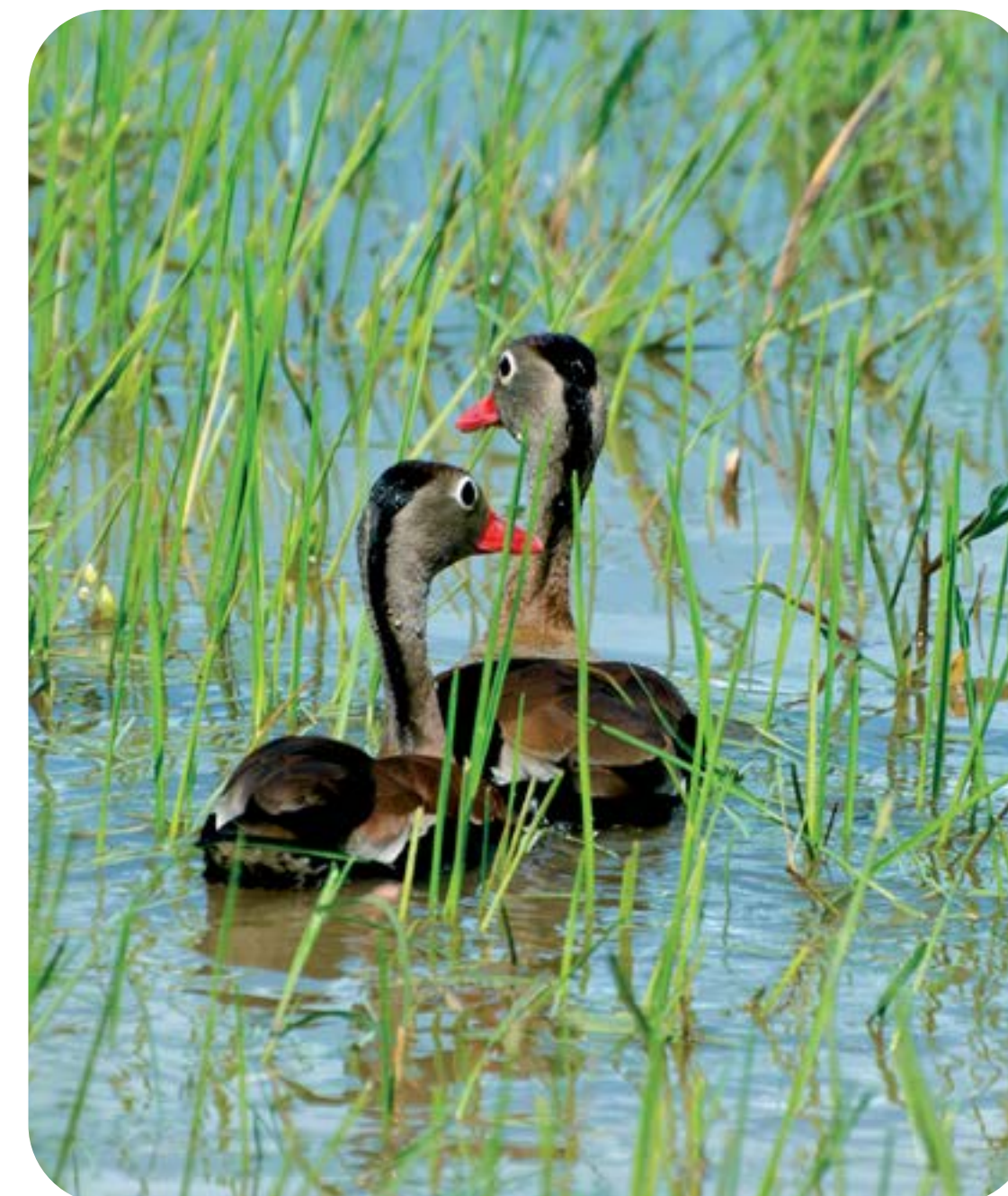
	2022	2023	2024	2025	m ³ %
Withdrawn	18,867,754.20	22,532,167.40	25,738,450.10	26,793,353.80	
Disposed	18,508,096.20	22,302,859.90	25,525,211.30	26,658,789.70	
Consumed	359,658.10	229,307.50	213,238.80	134,564.10	%
Variation vs previous year	42	-36.20	-7	-36.90	



For freshwater consumption data in millions of m³, click here



To view water consumption data in megaliters, click here





Water reuse

In our exploration blocks in Colombia, reverse osmosis is used to treat wastewater generated during drilling for use in dust suppression and sludge preparation. In 2025, the volume of reused water was 4,952.14 m³, a 60% increase from 2024.

We have used higher volumes of production water in secondary hydrocarbons recovery in recent years, enabling us to reduce demand on sources such as surface and groundwater. In 2025, 3,306,638.5 m³ of production water was used for secondary recovery, mainly in Llanos 34 (99%) and Llanos 123 (1%), thus avoiding the withdrawal of the same volume from other sources.

There was no water reuse in assets in Ecuador and Argentina in 2025.

Reused and recycled water (EM-EP-140a.1.)

	2022	2023	2024	2025	
Reused/ recycled water	1,502,576.7	2,982,876.4	2,867,718.1	3,311,590.6	m ³ %
Total water withdrawal	18,867,754.20	22,532,167.40	25,738,450.10	26,793,353.80	
% of water reused	8.0	13.2	11.1	12.4	

Note: (GRI 2-4) In 2025 the methodology for quantifying recirculated water was adjusted to include production water used for secondary recovery, so historical adjustments were also made in for the indicator.



To view reused and recycled water data in megaliters, click here

Water withdrawal and consumption rates

Based on the 2023 and 2024 water footprint studies, in 2025 we focused on identifying intervention points to prioritize integrated water management in the activities and processes with the highest water intensity and impact. Based on these diagnoses, more efficient technologies were adopted, mainly in drilling. These measures improved the intensity of water withdrawal per barrel produced, with a 20% reduction compared to 2024 (to 13.50l/bbl in 2025). In addition, in drilling activities we achieved a 35% reduction in the intensity of water use per foot drilled.

Economic impact of water-related risks

We monitor the economic impact of the materialization of water-related risks. In 2025, these events were mainly associated with the temporary closure of drilling platforms due to flooding and the overflow of nearby bodies of water. The economic impact was lower in 2025 due to adaptation measures such as eco-dikes and elevating critical equipment.



For details about the economic impact of water-related risks reported in 2025, click here

Spills

(GRI 306-3; GRI 2-5; EM-EP-160a.2)

In 2025, no significant oil spills (greater than or equal to 1 barrel) were recorded in our operated blocks, completing three consecutive years without this type of impact.

Spills are one of the main operational risks associated with hydrocarbon exploration and production activities; For this reason, we pay special attention to the prevention of this type of incident with a focus on operational excellence that allows us to reduce their probability of occurrence.

We have prevention plans and structured procedures that range from the identification of risks to the activation of contingency and remediation measures. They include the articulation with allies specialized in emergency care and the participation of neighboring communities as overseers of the process. They also contemplate institutional coordination actions to ensure a timely and effective response to any incident.

Barrels spilled per million barrels produced (GRI 306-3; GRI 2-5; EM-EP-160a.2.)

	2022	2023	2024	2025	
Spilled volume	9.40	0	0	0	bbl osb % osb
Barrels of hydrocarbon spilled per million barrels produced	0.40	0	0	0	
Change vs. previous year	834	-100	N/A	N/A	
Annual Goal	0.80	0.42	0.24	0.24	



Oil spills by country
(GRI 306-3; EM-EP-160a.2.)

UNIT: #	2022	2023	2024	2025
	1	0	0	0
	0	0	0	0
	0	N/A	N/A	N/A
	2	0	0	N/A
	0	N/A	N/A	0
	Total			
	3	0	0	0

Note: We started operations in Argentina in 2025.



Volume of oil spills by country
(GRI 306-3; EM-EP-160a.2.)

UNIT: bbl	2022	2023	2024	2025
	1	0	0	0
	0	0	0	0
	0	N/A	N/A	N/A
	8.40	0	0	N/A
	0	N/A	N/A	0
	Total			
	9.40	0	0	0

Note: We started operations in Argentina in 2025.

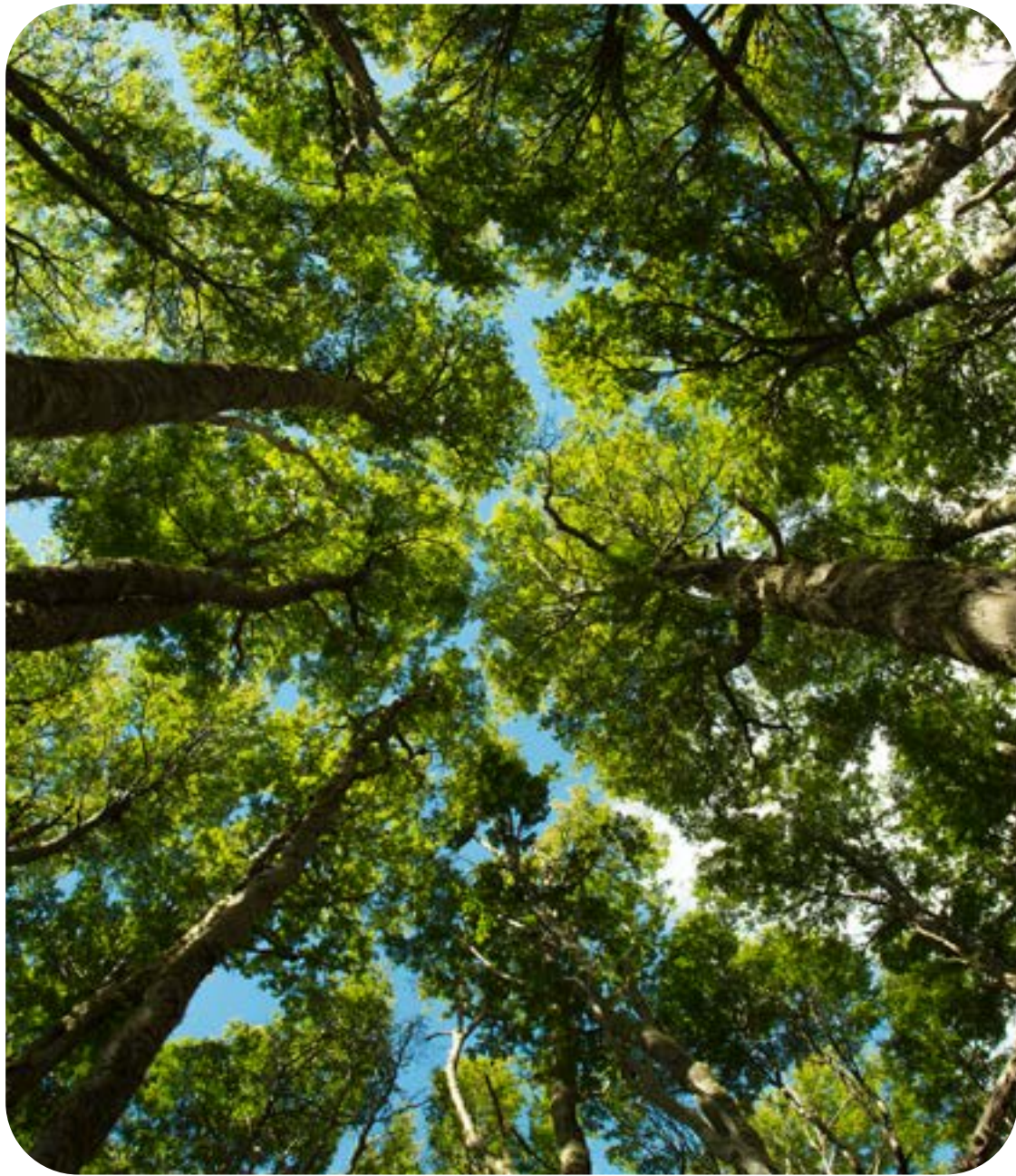
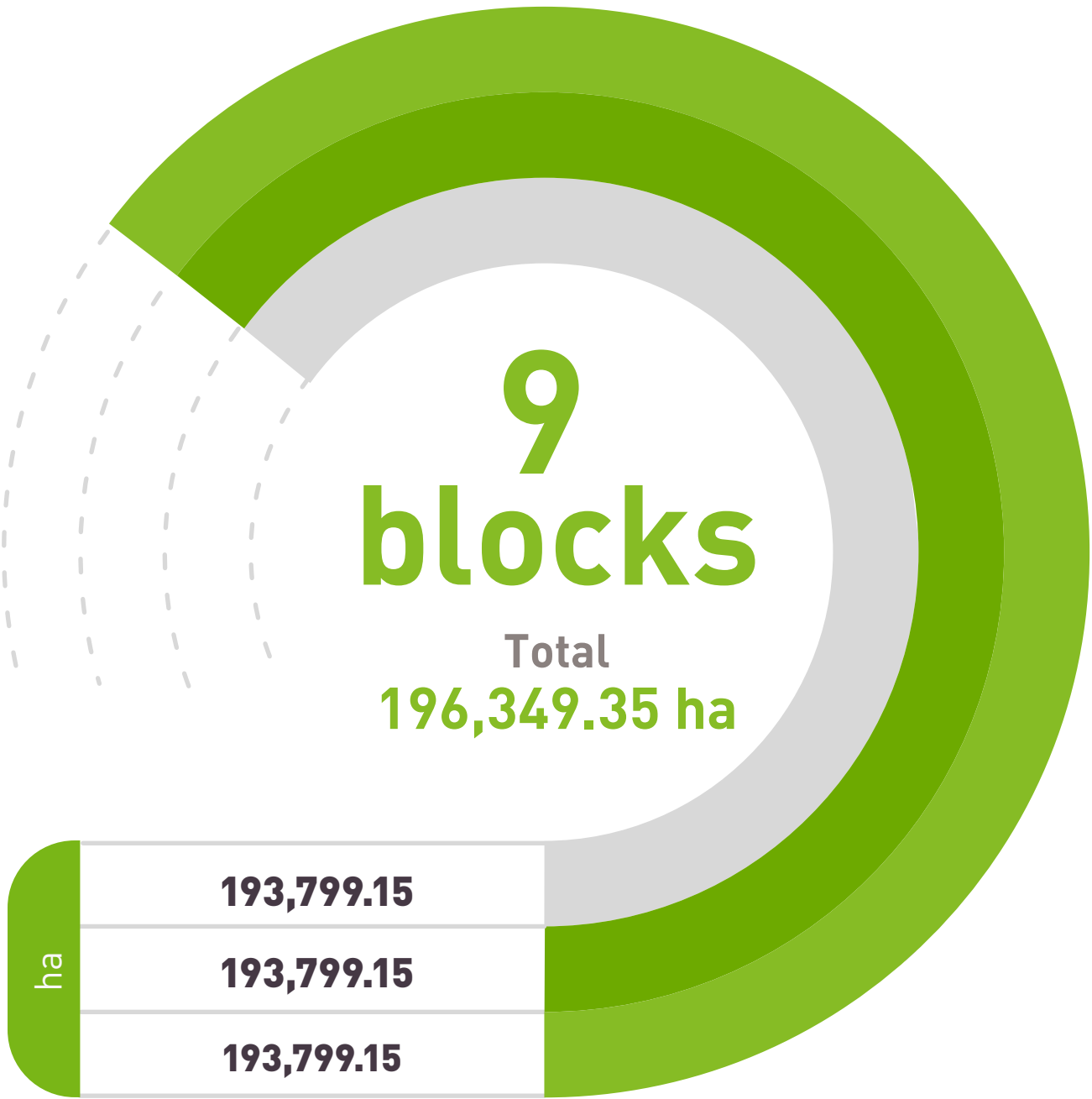
Biodiversity

We recognize that biodiversity conservation is critical to ensuring the sustainability of our own operations and the well-being of the communities where we operate.

Exposure of blocks to biodiversity-related risks
(PB2)

- 8 blocks evaluated
- 8 blocks with exposure
- 8 blocks with management plans

Note: The block pending evaluation in 2025 corresponds to the Puesto Silva Oeste block (Argentina), due to the fact that during the reported period it did not have an EIA.





Activities in or near areas important for biodiversity

(GRI 304-1; GRI 11.4.2; PB2)

Colombia - Tauramena (Casanare)

Protected area:
DRMI Mata de La Urama

**Area of operation
(exploration):** 43,460.87 ha

Size of protected area:
20,133.68 ha

Overlapping area:
4,727.90 ha and 806.87 ha

**Area of operation
(production):** 33,181.65 ha

Position with respect to the protected area:

- The Llanos 34 Block overlaps with the Mata de La Urama DRMI. Two platforms are in the DRMI in the area classified as sustainable use
- The Llanos 87 block overlaps with the DRMI. There is no operational infrastructure within the protected area

Biodiversity value: The presence of numerous wetlands in the district highlights the importance of this protected area, as these are fundamental strategic ecosystems in water regulation.

Potential impact: Temporary scaring away of wildlife due to noise from equipment and vehicles.

Ecuador - Sucumbios Province

Protected area:
SocioBosque - ONISE program area

**Area of operation:
(exploration):** 6,334.34 ha

Size of protected area:
9,349.5 ha

Overlapping area:
558 ha (Espejo block)

Position with respect to the protected area: Overlapping, however, no operational activities have been carried out within it.

Potential impact: Temporary scaring away of wildlife by operations near SocioBosque.

Actions to mitigate impacts in areas of high value for biodiversity:

- Exclusion of infrastructure within protected areas when prohibited by regulations
- Design of alternative routes to avoid strategic ecosystems
- Analysis of environmental restrictions and zoning (National System of Protected Areas - SINAP, protected areas, land next to bodies of water, forest reserves)
- Baseline studies in the EIA (biotic, physical and socioeconomic)
- Specific Environmental Management Plan (PMAE)
- Application of noise, emissions and dumping control measures
- Implementation of program to scare wildlife away
- Restoration and compensation measures
- Follow-up and monitoring of fauna, water quality and soils

Colombia - Puerto Lopez y Puerto Gaitan (Meta)

Protected area:
El Tigrillo, Campoflorido, La Reserva, Siare and Villa Valle nature reserves; El Yucao Municipal Nature Reserve and El Yucao Municipal Natural Park

Size of protected area:
79,411.01 ha

**Area of operation
(exploration):** 144678.67 ha
Llanos 86 and 104 blocks

Overlapping area:
17,716.3 ha

Position with respect to the protected area: We do not have wells or operational activity within the protected areas.

Biodiversity value: Areas of conservation and sustainable use, mostly private, that fulfill ecosystem function and water regulation.

Potential impact: Temporary scaring away of wildlife by operations near reserves.

Colombia - Puerto Asís (Putumayo)

Protected area:
Buena Vista Civil Society Nature Reserve

**Operation area
(exploration):** 1,888.61 ha

Size of protected area:
15 ha

Overlapping area:
15 ha

Position with respect to the protected area: The APE Nyctibius of Block PUT 8 overlaps with the reserve. However, there are currently no activities in this project.

Biodiversity value: It has a high valuation of its ecosystem services which offer basic research services, climate regulation, protection and conservation of water resources, regulation, soil protection and carbon sequestration.

In Argentina, where we began operations in October 2025, the Loma Jarillosa Este and Puesto Silva Oeste blocks do not overlap and are not close to protected natural areas. In Argentina, we did not carry out restoration activities during the reporting period.



Species identified in operated blocks that appear on the IUCN Red List and national lists of threatened species

(GRI 304-4; EM-EP-160a.3)

	CR	EN	VU	NT	LC	Total
Colombia	2	16	25	3	789	841
Argentina	0	2	12	3	93	110
Ecuador	0	0	9	4	141	154
Corporate	2	18	46	16	1,023	1,105

CR

 Critically Endangered

EN

 Endangered

VU

 Vulnerable

NT

 Near Threatened

LC

 Lesser Concern

Note: We obtained data for Argentina from the environmental study of the Loma Jarillosa Este block. In Colombia, accounting for the difference in the IUCN 2024 categories and the national lists (Resolution 0126, 2024), we took the highest category as a reference. There is an increase in the number of species in some degree of threat category considering the studies carried out in 2025 in Llanos and Putumayo (including bioacoustics and participatory monitoring in PUT8). In Ecuador, the determination of the conservation status has been carried out in accordance with the provisions of national regulations.



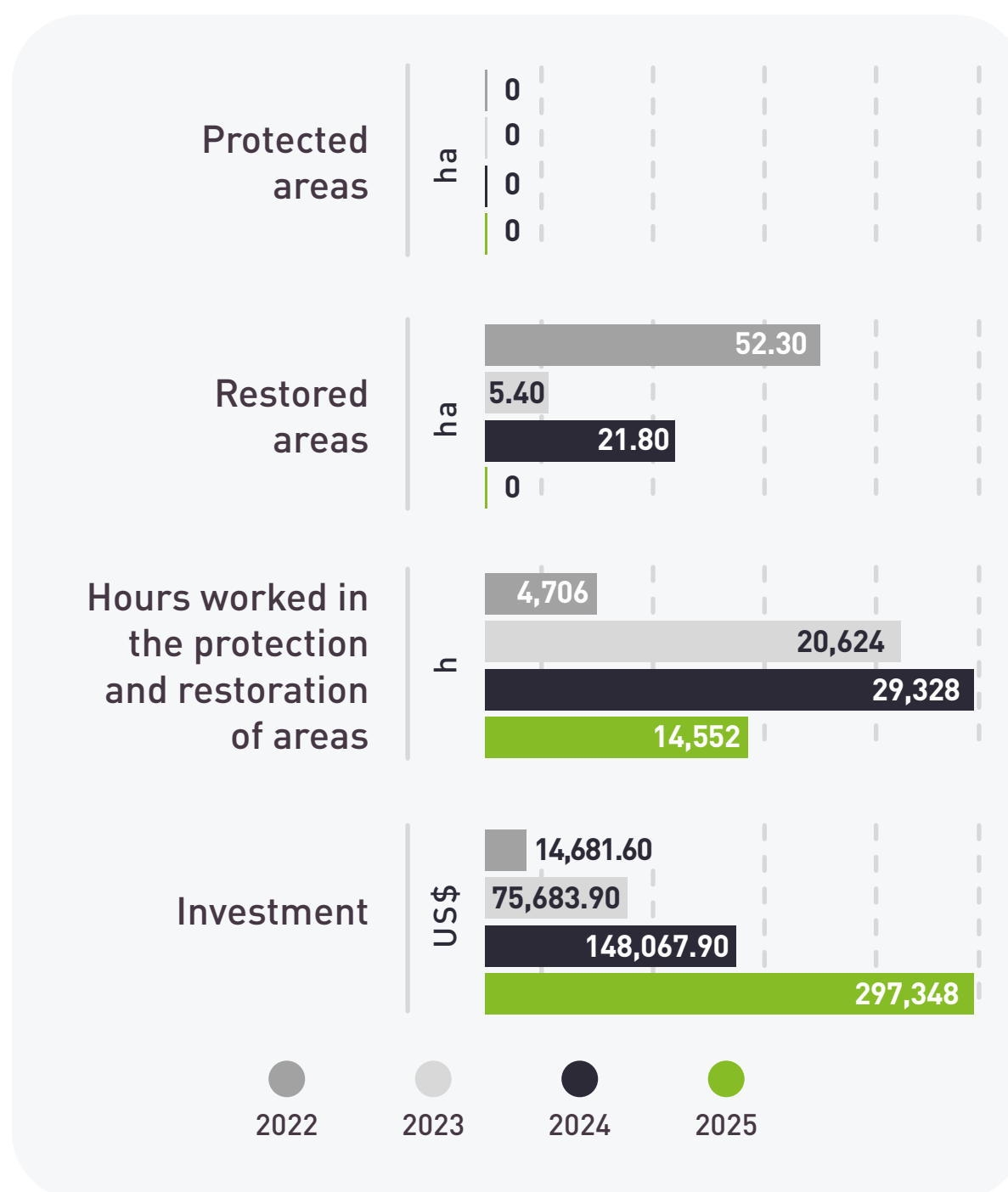
For further details about our biodiversity management, click here

Strengthening protected areas

(GRI 304-1/3)

In 2025, we allocated US\$297,348 to restoration and protection, a 100.8% increase versus 2024.

Protected and restored areas (GRI 304-1/3)



Note: Although we have areas in the process of restoration, no area concluded this type of action in 2025 with sign-off from environmental authorities.

We have been carrying out restoration and conservation processes as follows:

- 239.15 ha in the process of passive restoration and forest conservation through the elimination of stressors, as a compensation measure in the Platanillo - Putumayo AEH (Area of Hydrocarbons Exploitation) in Colombia
- 44.41 ha in Llanos and Putumayo (Colombia), in restoration through reforestation and protective rehabilitation of land next to bodies of water, as part of the compensation measures of AEH Platanillo and Llanos 34, respectively



For further information about our partnerships in biodiversity management, click here



Governance, follow-up and monitoring (GRI 2-13/26; GRI 3-3)





Goals (GRI 3-3)

0-3 years short term

- Finalize the formulation of the Socio-Ecological Plan and the biodiversity monitoring system according to the recommendations of the TNFD
 - Management. We:
 1. Made our first TNFD report in Colombia
 2. Designed a tool to prioritize NBS opportunities across GeoPark's three interaction landscapes
 3. Developed a strategy for the social appropriation of biodiversity
 4. Established inputs to consolidate the corporate nature transition plan
 5. Defined nature-related ambition and key indicators
 - Progress: 100%
- Maintain zero direct discharges to surface water bodies
 - Management. We:
 1. Achieved the goal of zero discharges in 2025 and secured the strategies to maintain this in coming years
 2. Set a corporate goal of uncontained spills by 2026. OSB: <0.2bbl spilled/MM barrels produced
 - Progress: 100%
- Apply flood prediction models in Llanos 34 to manage this priority physical risk
 - Management:
 1. We defined the technical scope and hired a partner for its development
 - Progress: 10%

3-5 years medium term

- Increase production water use and efficiency as a priority within the framework of the Circular Economy Strategic Plan
 - Management:
 1. Working with ANDI, we are advancing in the diagnosis and pre-feasibility analysis of potential solutions, focusing on Llanos 34
 - Progress: 15%
- Define water withdrawal assignments for blocks in permanent operation (usage limit)
 - Management:
 1. We established catchment intensity measurements for higher water use activities (such as drilling)
 - Progress: 40%
- Define and implement a specific work plan with the sectors of the value chain with the greatest impact on biodiversity and water that contributes to the improvement of biodiversity and water management
 - Progress: Not started

5 years and beyond long term

- Implement the nature transition plan to manage related risks
 - Management:
 1. We have the inputs from the identification and prioritization of dependencies and impacts carried out with the Humboldt Institute and the Integral Water Management Strategic Plan
 - Progress: Not started
- Include in the value chain our Company's sustainability practices associated with water and biodiversity
 - Progress: Not started



OUR SOCIAL MANAGEMENT

≡ Index

Occupational Health & Safety

Neighbor relations

Talent management and Equality,
Inclusion and Diversity (EID)



OCCUPATIONAL HEALTH & SAFETY

STAKEHOLDERS COVERED: (GRI 3-3)

- Employees
- Neighbors
- Suppliers and contractors



[GRI 3-3] We are committed to providing safe working conditions and controlling and managing operational risks to protect the physical and mental health, well-being, and lives of our employees and contractors.

Policies and commitments

[GRI 3-3/2-23; EG1; SS1]

- Sustainability Framework
- Human Rights Policy
- Occupational Health & Safety Commitment
- Occupational Health & Safety Management System (OH&S-MS), following the requirements of ISO 45001:2018

In July 2025 we updated our H&S Commitment – our policy – to reinforce the Company’s responsibility to mental health as an integral part of occupational well-being. Our Policy:

- Applies to all operations of the Company and its employees, as well as to contractors or persons under the Company’s supervision

- Complies with relevant international OH&S standards and regulations
- Provides for consultation with and participation of workers and their representatives (when applicable)
- Commits to the continuous improvement of the OH&S management system
- Establishes prioritization criteria and action plans



For further details of our policies and commitments, click here

Our approach and our management

[GRI 2-22/23; GRI 3-3; GRI 403-1/8; GRI 11.9.2/9; EG2; SHS-1; EM-EP-320a.1]

2025 Management Highlights

- We upheld our OH&S Management System certification under ISO 45001:2018
- 100% of the operating staff met lagging and leading indicator performance guidelines
- Sustained decrease in the TRIR recordable injury rate since 2021
- In the last two years, we travelled over 32 million kilometers with zero recordable vehicle incidents





Main impacts identified and their management mechanisms

+ POSITIVE IMPACT **+/- MIXED IMPACT** **- NEGATIVE IMPACT**

IMPACT		ASSOCIATED INDICATORS	MANAGEMENT ACTIONS
	INCREASED EMPLOYEE AND CONTRACTOR WELL]BEING	Leadership indicators (Participation/execution/monitoring/implementation) of the Company's OH&S strategies	- Psychosocial risk assessment - Wellness plan - Occupational medical examinations - Active breaks - Visual health - Alcohol and drug prevention - Leadership activities associated with H&S strategies
	INCREASED PRODUCTIVITY BY WORKING SAFELY AND RELIABLY	- Leadership indicators - LTIR - TRIR - MVCR - Process Safety Tier 1	- Pro Alliance Strategy with Contractors - Strengthening the chain of command performance program (Leadership) - POP in Action strategy - Line of Danger strategy - Work permit system update
	ACKNOWLEDGEMENT FROM COMMUNITIES, GOVERNMENT AND PARTNERS FOR OUR COMMITMENT TO EMPLOYEES' AND CONTRACTORS' HEALTH & SAFETY	Awards and recognition activities	- Participation in meetings where partners' H&S management is acknowledged - Participation in the Alianza Pro meeting for acknowledging contractors - Monthly acknowledgement of employees and contractors for their H&S management
	INCREASED FREQUENCY AND SEVERITY OF OCCUPATIONAL ACCIDENTS AND ILLNESSES AMONG EMPLOYEES AND CONTRACTORS	- Fatalities - Injury Incidents - Recordable Incidents - Lost Time Incidents - Days Lost to Accidents - LTIR, TRIR (Employees and Contractors)	- H&S work plan focused on leadership, people management, contractor management and operational management - Strategic Road Safety plan - Line of Danger strategy - Socialization of high-potential incidents - Work permit system
	EFFECTS ON THE MOTIVATION OF EMPLOYEES AND CONTRACTORS	- Great Place to Work survey - Psychosocial risk survey	- Work-life balance strategy - Wellness plan

Our Occupational Health & Safety Management System (OH&S-MS)

[GRI 403-1/8; GRI 11.9.2/9]

We develop and certify an OH&S Management System encompassing 100% of our employees and contractors in all our processes and operations.



For further information about the OH&S-MS in each country we operate in, click here

We have internal and external verification systems for the OH&S-MS:

- External certification audit every three years and annual monitoring of the Occupational Health & Safety Management System by certification company SGS Colombia S. A. S. (2024 and 2025)
- Annual internal audit of the OH&S-MS in Colombia
- Annual application of minimum standards in accordance with the requirements of the Ministry of Labor in Colombia

- Review of the Occupational Health & Safety Program according to the standards of the Single Secretariat of Labor (SUT) and the Ministry of Labor of Ecuador
- As we started our operation in Argentina in October 2025 we have not yet carried out inspections, which will be led by the Ministry of Labor and the Superintendence of Labor Risks (SRT)



Click here to learn more details about our OH&S-MS



Identification and management of occupational health & safety risks

(GRI 11.9.3. GRI 403-2/3/9; EM-EP 320a)

We base our actions on the correct identification, assessment and control of risks. We work with the operational and logistical areas to apply the best barriers to prevent the occurrence of events. This process is supported by the application of comprehensive management tools:

Hazard Identification

- Hazardous energies
- Cognitive biases
- SA (Job Safety Analysis)
- Risk assessment in the HIRA matrix

Safe behaviors

- Proactive Observation Program (POP)
- Safety Operating Standards (SOS) - guidelines and protocols aimed at ensuring a safe working environment
- Work permit system
- Management of Change (MOC) - risk control in operational changes
- Road safety
- Stop Work Authority (SWA)



Proactive Observation Program (POP)

(GRI 403-2/8; GRI 11.9.9.)

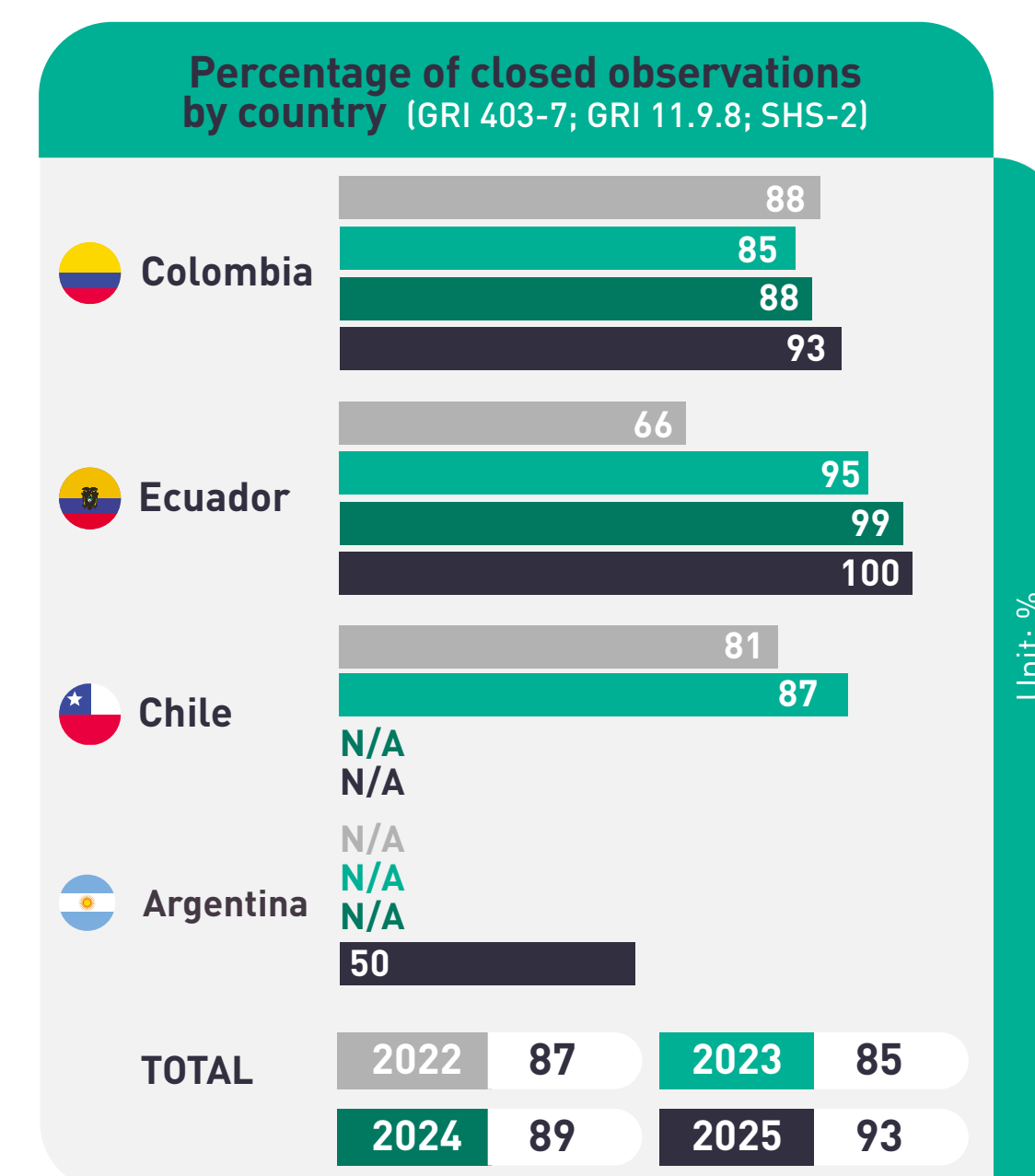
Promotes the identification of safe and unsafe behaviors and conditions throughout operations, with the participation and leadership of employees and contractors.

It is based on a simple three-step cycle: **Observe, Intervene and Record.**

In 2025 we updated the registration system, differentiating conditions and behaviors to improve the quality of information, trend analysis and preventive management. We implemented the POP in Action Challenge campaign to strengthen the application of health and safety tools through direct conversations and actions in the field.



Note: In January 2024 we completed asset divestment in Chile.

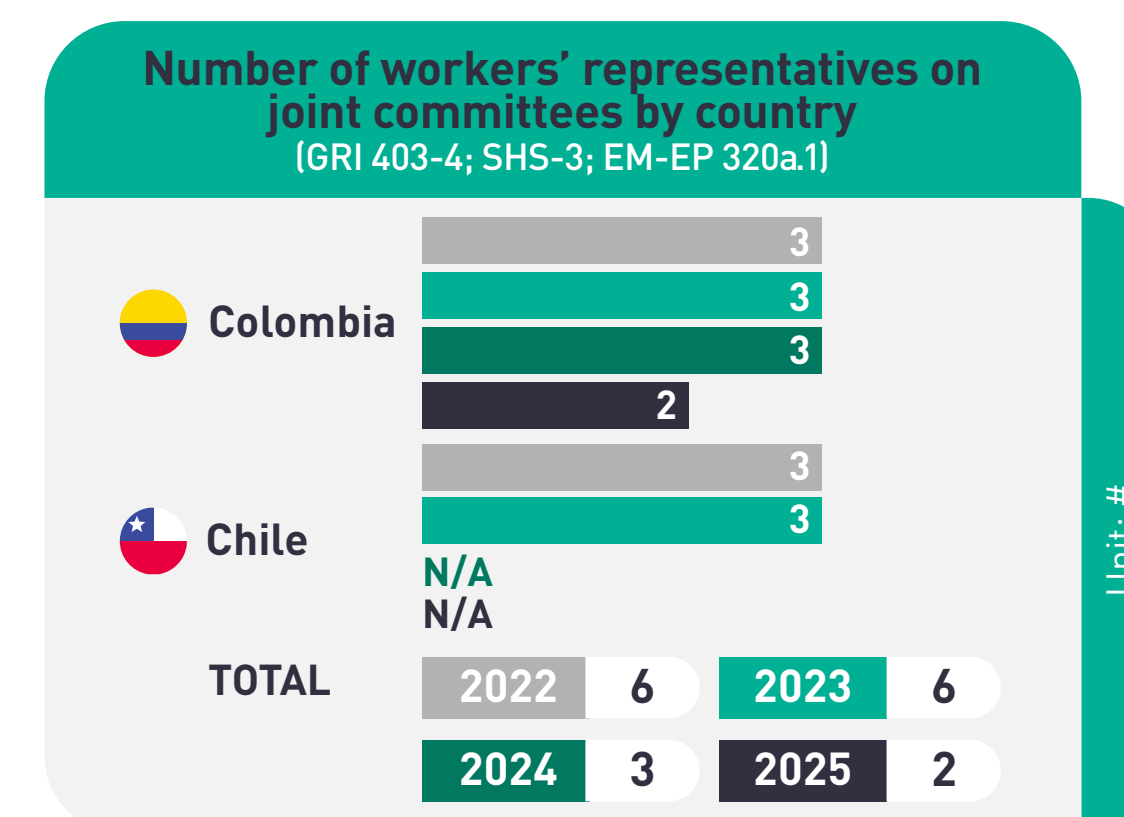


Note: In January 2024 we completed asset divestment in Chile.

In Colombia, our Joint Committee on Occupational Health & Safety (COPASST) is an open space to review the employees' contributions to the OH&S-MS.



(GRI 11.9.5; GRI 403-4) For information on COPASST responsibilities, click here





As well as COPASST, we have a Labor Coexistence Committee, an Equality, Inclusion and Diversity Committee (EIDC), an Ethics Hotline and our Cuéntame grievance mechanism through which our stakeholders can inform us of their needs and interests.



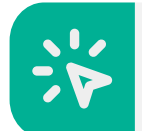
For further information about the Labor Coexistence Committee, click here



For further information about the EIDC, click here



For further information about the Ethics Hotline, click here



For further information about Cuéntame, click here

Incident Reporting and Investigation System (IRIS)

[GRI 11.9.3. GRI 403-2/3/9; EM-EP 320a)

To investigate occupational incidents we have IRIS, a procedure in three phases:

1. Initial Response
2. Research
3. Dissemination

All incidents are reported through IRIS. Once we complete the investigation of a recordable or high-potential incident, the operational area in charge presents the results and lessons learned to the rest of the assets and work teams, including employees, supervisors, superintendents, managers and the Company's Chief Operating Officer.

Recordable and high-potential incidents are discussed in a review and analysis meeting attended by all employees of the operation who were on shift at the time.

Any employee of GeoPark or contractors can report an incident.

Road Safety

[GRI 403-2]

In 2025 we traveled more than 16 million kilometers without recordable vehicle incidents.

[SHS-4]

There were no recordable vehicular incidents in 2024 or 2025



For kilometers traveled by country in 2025, click here

Recordable Vehicle Incident Rate (MVCR)

[SHS-4; GRI 403-2]

Colombia



2022

0.204529

2023

0.126761

2024

0

2025

0

Unit: MVCR

Note: The calculation methodology for this indicator is that of incidents due to vehicular accidents (recordable vehicular incidents *1,000,000) / kilometers traveled). The total value includes the kilometers travelled in all the countries in which we operate. Between 2022 and 2025, the MVCR rate in Ecuador, Brazil, and Argentina was 0. The rate is no longer applicable in Chile as we completed the divestment of our assets there in 2024.

Stop Work Authority (SWA)

[GRI 403-7; SHS-2]

All our employees and contractors have the right and obligation to stop activities that may create safety, health, environmental or asset hazards.

The SWA has four stages:

1. Stop any unsafe actions
2. Intervene to inform and establish actions to identify risks and correct future events
3. Resume activities when risk conditions are controlled
4. Record the situation presented

Number of observations recorded through SWA by country

[GRI 403-7; GRI 11.9.8; SHS-2]

	2022	2023	2024	2025
 Colombia	1,981	2,841	2,621	1,998
 Ecuador	67	48	154	13
 Chile	82	39	N/A	N/A
 Argentina	N/A	N/A	N/A	11
Total	2,130	2,928	2,775	2,022

Unit: #





Percentage of SWA observations resolved by country (GRI 403-7; GRI 11.9.8; SHS-2)

	2022	2023	2024	2025
Colombia	97	95	98	98
Ecuador	69	98	99	100
Chile	88	90	N/A	N/A
Argentina	N/A	N/A	N/A	82
Total	95	95	98	98

Unit: %

Promotion of Health (GRI 403-6)

We enroll employees and contractors in the social security system (legal requirement). For direct employees, we offer supplemental plans (prepaid medicine/health and dental policy) and a comprehensive wellness program:

- Physical activity (gyms/subsidies)
- Health surveillance (early screenings and follow-up)
- Psychosocial support (ARL line)
- Protection (life insurance) and preventive promotion (education and communications)

Employee participation

(GRI 403-4; GRI 11.9.5; RS4)

Our workers participate in the development, implementation and evaluation of the OH&S Management System through various tools, strategies and consultation and communication mechanisms. The main ones are:

- POP Program

- Application of SOS checklists with which we verify working conditions
- Disclosure of security alerts, pre-shift meetings and town hall
- Participation and consultation through COPASST
- Leader performance program in which operational personnel participate by applying the tools provided by H&S for the assurance of activities
- Participation and consultation in incident socialization meetings
- Training and training programs
- Internal and external audits, including interviews with employees and contractors
- Participation and consultation through the tools available on the Company's information portals

Training and awareness

(GRI 403-6/8/9/10; SHS-3; EM-EP-320a.1)

In 2025, we carried out 9,288 training sessions on occupational health & safety issues

Occupational health & safety training sessions by country (GRI 403-5; SHS-3; EM-EP-320a.1)				
	2022	2023	2024	2025
Colombia	5,817	7,698	9,035	8,919
Ecuador	440	200	715	298
Chile	995	730	0	N/A
Brazil	0	0	0	0
Argentina	0	0	0	71
Total	7,212	8,628	9,750	9,288

Unit: #

Note: The variation in the number of training sessions in Argentina between 2024 and 2025 is due to acquiring a new block in October 2025, reinitiating our operations in the country.



For the list of training topics, click here





Occupational health & safety indicators-employees

[GRI 403-8/9/10; GRI 11.9.9/10/11; OT2; SHS-3: EM-EP-320a.1]

Indicators	2022	2023	2024	2025	
Hours worked	1,218,406	1,144,508	1,177,553	890,776	H
Fatalities due to occupational accidents	0	0	0	0	
Occupational illness fatalities	0	0	0	0	#
Fatalities due to occupational accident or illness	0	0	0	0	
Fatal accident rate (excluding fatalities due to illness)	0	0	0	0	
Fatal disease rate (excluding fatalities due to accidents)	0	0	0	0	Index
Fatality rate	0	0	0	0	
Injury Incidents	3	2	1	5	
Recordable incidents	1	0	0	0	#
Lost Time Incidents	0	0	0	0	
Days Lost to Accidents	0	0	0	0	Days
Days lost due to absenteeism	1,463	1,963	1,137	533	
Hours of absenteeism	11,704	15,704	9,096	4,264	H
Total Recordable Injury Rate (TRIR)	0.82	0	0	0	
Lost Time Incident Rate (LTIR)	0	0	0	0	Index
Near misses	16	43	38	10	#
Near Miss Frequency Rate (NMFR)	13.13	37.57	32.27	11.23	Index

Note: In 2025, there were no incidents or occupational illnesses among our employees, which has kept the accident rate indicators at zero since 2022. Five first aid events were reported: three associated with falls at the same level during transit through locations, one associated with the departure of external personnel and one associated with a bite by a domestic animal, without affecting body segments. The hours of absenteeism reported correspond only to Colombia, in the other countries they were not recorded. The indicators are calculated for every million hours worked. All workers are included, with no exclusions.



Occupational health & safety indicators-employees
by gender
(GRI 403-10; GRI 11.9.11; SS2/3/4/5)

Indicators		2022	2023	2024	2025
Occupational accidents		1	1	0	4
		2	1	1	1
Total occupational accidents		3	2	1	5
Occupational illnesses		0	0	0	0
		0	0	0	0
Total occupational illnesses		0	0	0	0
Frequency Indicator (LTIR)		0	0	0	0
		0	0	0	0
Frequency Indicator (TRIR)		0	0	0	0
		0	0	0	0
Severity Index		0	0	0	0
		0	0	0	0

#

Index

Note: Frequency indicators are calculated based on recordable incidents (TRI/LTI). The reported incidents corresponded to first aid, without disability or lost days.

Following our system for identifying causes, we established the immediate and basic causes for all the incidents investigated:

Occupational health & safety indicators-contractors
(GRI 403-8/9/10; GRI 11.9.9/10/11; OT2; SHS-3; EM-EP320a.1)

Indicators	2022	2023	2024	2025	
Hours worked	7,366,947	9,291,558	8,256,559	6,099,468	H
Fatalities due to occupational accidents or illnesses	0	1	0	0	#
Fatality rate	0	0.11	0	0	Index
Injury Incidents	78	95	72	50	
Recordable incidents	5	7	6	4	#
Lost Time Incidents	3	5	3	3	
Days Lost to Accidents	104	6,135	128	150	days
Total Recordable Injury Rate (TRIR)	0.68	0.75	0.73	0.66	Index
Lost Time Incident Rate (LTIR)	0.41	0.54	0.36	0.49	
Near misses	15	38	33	24	#
Near Miss Frequency Rate (NMFR)	2.04	4.09	4	3.93	Index

Note: The number of injury incidents decreased from 2024. Of the total, there were four recordable cases, of which three were lost time, according to the IOGP classification. 98% of this type of incident occurred in Colombia, most of them in Llanos 34. The most affected body parts were the upper extremities (arms, hands, and fingers), followed by lower limbs (legs and feet). The most frequent incident was 'hit by or against' with 14 cases, followed by 'sprains' with 9, 'falls to the same level' with 6 and 'overexertion' with 5. The indicators are calculated for every million hours worked. All workers are included, with no exclusions.

- The most common immediate cause was related to inadequate safety and protection mechanisms or barriers
- The most common immediate cause of unsafe actions was the inadequate identification of hazards and risks
- The most common basic causes of work factors were leadership, supervision and standards, as well as procedures and guidelines
- The most common basic causes of personal factors were operational discipline and motivation

We recorded three incidents with disabling injuries, of which two were related to entanglement and one to a fall at the same level. We carried out two campaigns as a shock plan focused on the identification of the line of danger and the strengthening of the application of H&S tools and safe behaviors with the POP Challenge.



Occupational health & safety indicators -contractors by gender

[GRI 403-10; GRI 11.9.11; SS2/3/4/5]

Indicators		2023	2024	2025	
Occupational accidents		8	15	10	#
		87	57	40	
Total occupational accidents		95	72	50	
Total occupational illnesses		0	0	0	
Frequency Indicator (LTIR)		0.11	0	0	Index
		0.43	0.44	0.60	
Frequency Indicator (TRIR)		0,11	0	0	Index
		0.65	0.88	0.81	
Severity Index		1.61	0	0	Index
		658.66	18.83	30.20	

Note: Between 2022 and 2025 the number of occupational illnesses among our contractors, by gender, was 0. All recordable incidents involving men occurred in Colombia. The increase in the severity index is due to musculoskeletal limb injuries that affect movement, lifting, stability and strength and therefore require longer rest and rehabilitation times.

Occupational health & safety indicators -employees and contractors by gender

[GRI 403-10; GRI 11.9.11; SS2/3/4/5]

Note: The consolidated number of incidents decreased. The recurrence of recordable incidents also showed a reduction compared to 2024. The severity of incidents in 2025 increased compared to 2024 because disabling injuries were generated in body regions that cause functional impact and longer recovery time.

Occupational health & safety indicators -employees and contractors

[GRI 403-8/9/10; GRI 11.9.9/10/11; OT2; SHS-3; EM-EP-320a.1]

Indicators	2022	2023	2024	2025	
Hours worked	8,585,353	10,436,066	9,434,113	6,990,243	H
Fatalities due to occupational accidents or illnesses	0	1	0	0	#
Fatality rate	0	0.09	0	0	Index
Injury Incidents	81	97	73	55	#
Recordable incidents	6	7	6	4	#
Lost Time Incidents	3	5	3	3	Days
Days Lost to Accidents	104	6,135	128	150	Days
Total Recordable Injury Rate (TRIR)	0.69	0.67	0.64	0.57	Index
Lost Time Accident Rate (LTIR)	0.35	0.48	0.32	0.43	Index
Near misses	31	81	71	34	#
Near Miss Frequency Rate (NMFR)	3.61	7.76	7.53	5	Index

Note: The methodology used for calculating the reported indicators is based on guidelines from IOGP (International Association of Oil & Gas Producers)– Safety data reporting user guide – Scope and definitions (2024su).

Indicators		2023	2024	2025
Occupational accidents		9	15	14
		88	58	41
Total occupational accidents		97	73	55
Occupational illnesses		0	0	0
		0	0	0
Total occupational illnesses		0	0	0

Unit: #

Indicators		2023	2024	2025	Unit: %
Frequency Indicator (LTIR)		0.11	0	0	
		0.43	0.40	0.55	
Frequency Indicator (TRIR)		0.11	0	0	
		0.65	0.80	0.73	
Severity Index		1.61	0	0	
		658.66	17.07	27.27	

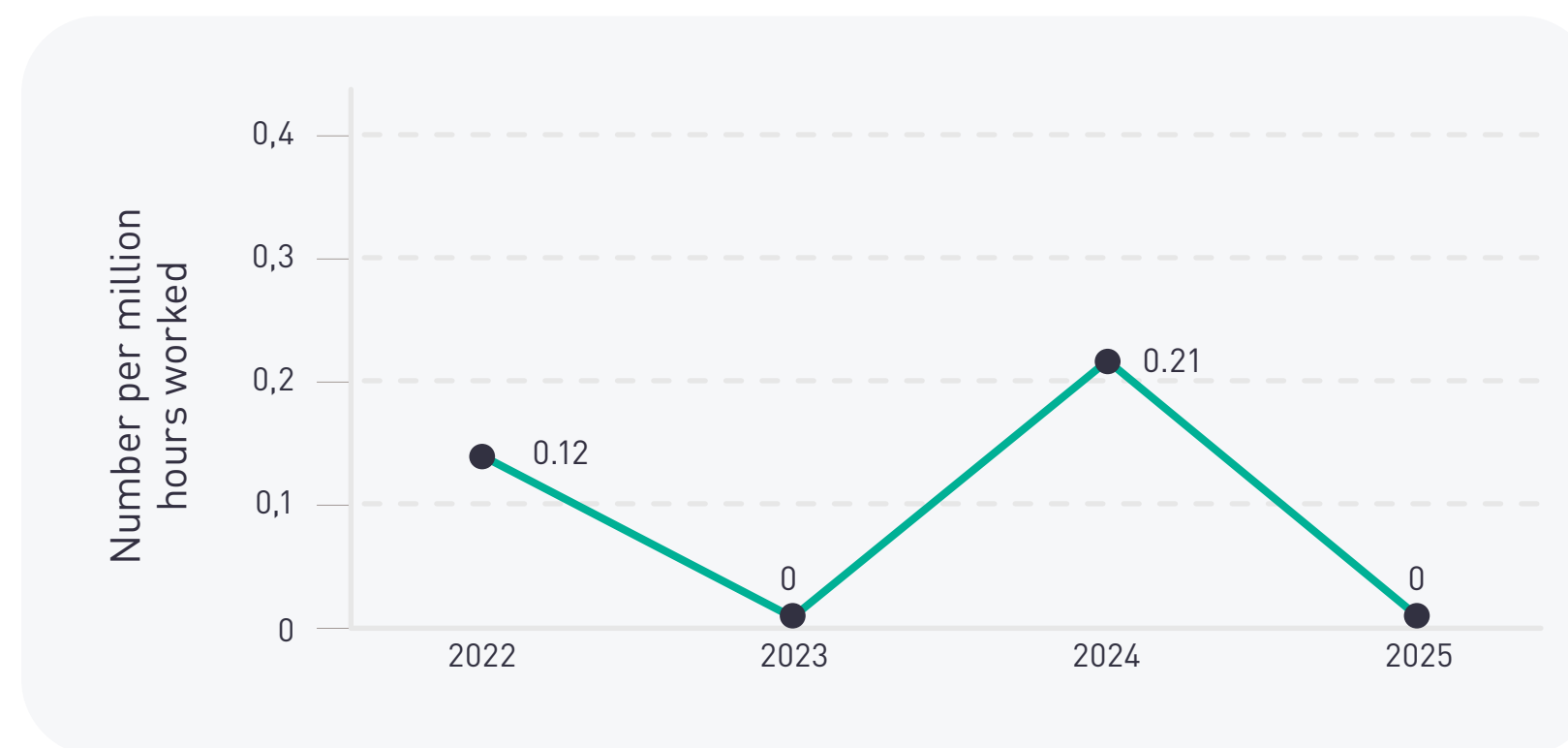


In 2025, there were no fatal accidents in the Company

Note: The concept of Tier 1 in process safety refers to the most serious incidents that can occur in a plant or industrial facility. These incidents are classified according to the ANSI/API RP 754 standard, which establishes process safety performance indicators for the refining and petrochemical industries. The number of incidents for 2025 Tier 01 was zero, compared to 2 incidents that occurred during 2024.

Note 2: The reported data covers 100% of operated assets.

Tier 1 Process Safety Incidents* (GRI 2-5; GRI 11.8/9; DJSI 3.5.8)



The 2025 goal for Tier 1 events per million hours worked was 0.12.

Business Continuity Master Plan (PMCN) (GRI 11.8)

The purpose of the Master Plan is to manage disruptive events that may affect the Company. The plan has graduated response levels, ranging from tactical on-site attention to the potential activation of the Crisis Management Team under the leadership of our CEO.

As part of its implementation, an annual activation drill is carried out. In 2025 we updated the plan, incorporating changes in leadership at the corporate level.

Governance (GRI 3-2/3/13/26)





Goals (GRI 3-3)

0-3 years

Short-term

- By 2026 we aim to achieve incident rates lower than: LTIR: 0.28 / TRIR: 0.50 / MVCR: 0.15
 - Management: We have defined management strategies for accident prevention based on four pillars:
 1. Implementing a standard for measuring and controlling corporate risks
 2. Incorporating AI and digital solutions that drive H&S management
 3. POP in Action - Conscious Observations
 4. Updating incident investigation methodology
 - Progress: 40%
- Develop and implement a 100% physical and mental well-being program
 - Management: In 2025 we completed occupational medical assessments. For the next few years, we will update the psychosocial risk analysis and with the results we will define strategies focused on physical and mental well-being
 - Progress: 30%
- Strengthen the Health & Safety Management System throughout the company:
 - Maintain ISO 45001 certification for OH&S Management in Colombia
 - Management:
 1. In August 2026 we will start the recertification cycle of our OH&S Management System
 2. Implement the Management System in new operations and countries
 - Progress: 20%

3-5 years

Medium-term

- Achieve 100% participation of administrative and operational personnel in the leadership performance program
 - Management: In 2025 100% of the operating staff in our business units in Colombia took part in the program. In following years, we will extend this strategy to all business units
 - Progress: 30%
- Standardize and systematize contractor management
 - Management: In 2025 we continued the Alianza Pro initiative and completed phase 1 of technology development for contractor management software. In following years, we will continue to deepen these two initiatives and implement a leadership ranking for contractors
 - Progress: 40%
- Strengthen the crisis plan
 - Management: Corporate crisis drill and permanent updating of crisis teams
 - Progress: 50%

5 years and beyond

Long-term

- Maintain accident rates below the average for the region published annually by IOGP
 - Management: We continuously monitor accident rates in the region and compare against the Company's results
 - Progress: 50%
- Have an interdependent preventive culture, in which each party has a sense of ownership and responsibility
 - Management: We carry out a specialized survey that collects information to diagnose the degree of safety culture and develop strategies that close identified gaps
 - Progress: 50%





NEIGHBOR RELATIONS

STAKEHOLDERS: (GRI 3-3)

- Neighbors
- Suppliers and contractors
- Local authorities
- Employees



Our commitment to the development of the territories where we operate is materialized in the construction of relationships of trust with stakeholders, based on dialogue, transparency, ethics and compliance with agreements that contribute to the viability of our operations, in a framework of respect for human rights and with a differential approach.

Policies and commitments

(GRI 3-3; GRI 2-23)

- Sustainability Framework
- Commitment to Human Rights
- Commitment to Nature, People and Neighbors
- Environmental commitment
- Commitment to EID



For more information about our policies and commitments, click here

Our approach and our management

(GRI 2-22; EG-2; UNGC-G6; GM2)

Management highlights in 2025:

- We launched the Social and Environmental Investment Information System
- We executed the Social Environment Monitoring and Management Strategy and disseminated the Protocol of Ethnic Relations

Main impacts identified and their management mechanisms

(GRI 3-3/203-2/413-2/414-2)



POSITIVE IMPACT



MIXED IMPACT



NEGATIVE IMPACT

DESCRIPTION		ASSOCIATED INDICATORS	MANAGEMENT ACTIONS
	JOB CREATION AND CONTRACTING OF LOCAL GOODS AND SERVICES	• Job opportunities created • Number of contracts with local suppliers (municipalities of influence) • Total of local suppliers (municipalities of influence)	• Inclusion in commercial contracts of the "General Guidelines on Labor and Employment Matters for Contractors and/or Subcontractors" annex • Due diligence to detect, prevent and mitigate potential impacts on the right to work
	IMPROVEMENT IN OUR NEIGHBORS' LIVING CONDITIONS	• Social and environmental investment • Amount in Works for Taxes	Strategic areas: • Social: Improved living conditions, works at the service of the community and economic autonomy • Environmental: Biodiversity, protection of forests and of water • Works for Taxes: Road infrastructure and improving educational quality
	STRENGTHENING LOCAL ACTORS' CAPACITIES	• Implementation of two training and capacity building programs • Training positions created	• Training and capacity building programs for leadership and community management
	POTENTIAL IMPACTS ON THE CULTURES, TRADITIONS AND CUSTOMS OF ETHNIC GROUPS	• Training for the application of the Protocol for Relations with Ethnic Groups • Number of grievances related to ethnic issues • Prior consultations carried out	• Disclosure of the Protocol for Relations with Ethnic Communities in Asset Llanos 104 due to the development of exploration activities in 2025 • Execution of trust agreements • Application of management, mitigation and compensation measures
	POTENTIAL IMPACTS ON LOCAL STAKEHOLDERS' HUMAN RIGHTS	• Training in the Human Rights System	• Development of training and awareness days for employees, suppliers, contractors, neighbors and authorities • GeoPark employees trained: 225 (58.9%) • Suppliers Colombia: 615 (57.21%) • Contractors Colombia: 191
	LOCAL ECONOMIC DEPENDENCE ON THE HYDROCARBON INDUSTRY	• Investment in economic autonomy projects	• Investment in projects to strengthen economic autonomy in Casanare, Meta and Putumayo

Integrated Social Environment Management Model

Our model determines the strategic focus of the relevant processes of socio-environmental management, which aims to strengthen the relationship with our neighbors and protect nature.

The pillars of the model include the following enablers:

- Early management of the social environment
- Permanent relations, social dialogue and citizen participation
- Responsible management of the value chain
- Implementation of the socio-environmental investment strategy



Risk identification and management

(GRI 3-3; GRI 413-1; GM3/4; EM-EP-210b.1/2)

We use risk analysis methodologies that enable us to identify and quantitatively evaluate situations of potential impact, both for neighbors and nature and for the development of our operations. From this exercise we:

- Identify each new project’s associated risks and potential impacts
- Assess the probability of occurrence and its impact on the project
- Determine the level of risk criticality and its impact on different variables, which are mainly environment, social environment and human rights
- Define specific action plans to minimize potential impacts

Risk analysis is a methodology that we implement from the beginning of each project and that we adjust throughout its development.

Precautionary approach. We identify and manage the actual or potential impacts of our operations on communities and the social environment at an early stage, based on environmental risk analysis. Based on this, we define management plans for each asset, which include mapping actors and designing relationship strategies. We also promote opportunities for permanent dialogue, we have diversified communication channels, and we follow up on commitments.

Early warning management. From the pre-feasibility and pre-operational stages to the operational stage of our projects, we analyze socio-environmental information to identify possible risks and impacts on the viability of our activities. This enables us to

manage alerts in advance, implement preventive measures or mitigate those alerts that cannot be avoided.

Early warnings identified and managed (EM-EP-210b.1)



Note: Zero early warnings were presented in Argentina in the three months of operation.



Dialogue and citizen participation

[GRI 413-1; RS1; EM-EP-210b.1]

Through citizen participation, dialogue and prior consultation, we involve our stakeholders from the initial phases of exploration and production projects in the identification of risks and impacts and thus contribute to project viability. This enables us to define and adopt management measures from the planning stages.

In the operational stages we maintain permanent spaces for participation and information, complemented by mechanisms for monitoring the social environment. These spaces include:

- Briefings on operational developments
- Friendship Coffees
- Business Coffees
- Meetings for Transparency
- Ethnic Relationship Encounters
- Institutional spaces with local authorities

Consultation and Participation Approach/Framework [GRI 413-1/2]

Within the operational stages, we promote information spaces for dialogue and participation, and we carry out permanent monitoring of the social environment.

Our approach to community consultations includes the following:

- Identification of affected communities and the stakeholders involved
- Implementation of a relationship plan with the stakeholders
- Provision of relevant information to affected communities and other stakeholders
- Promotion of dialogue in which communities can express their views on project risks, cultural heritage preservation and other social or environmental impacts, as well as mitigation measures

- Disclosure of grievance mechanisms
- Reporting to affected communities and other stakeholders

Relationship with vulnerable groups

[GRI 11.16.1; DS3]

Our relationship with vulnerable groups is based on dialogue on equal terms, based on trust and mutual respect.

We encourage broad participation of stakeholders in spaces coordinated with local authorities and with legitimate representatives of communities. The Cuéntame grievance mechanism's registration phase identifies vulnerable populations, such as women, children, adolescents and young people, people with disabilities, and diverse populations.

We begin the relationship with vulnerable groups with due diligence processes that ensure that neither their conditions nor their rights are affected. We integrate this approach into the risk analysis of the projects, the impact assessment and the relationship plans.

Cuéntame

[GRI 2-25/411-1; GRI 11.15.4; RS4; DS3]

Cuéntame is our main channel of access to information and participation for the communities located in the areas of influence of our operations. Through this mechanism we receive grievances, guaranteeing their opportune registration and the proper management of each case.

Grievances are presented through channels provided by the Company. Notifications of receipt are issued and, if additional information is required, we maintain interactions until the formal notification of the response and the closure of the case, via email, WhatsApp or in person. Stakeholders participate in the evaluation of the mechanism through surveys and workshops.

In 2025, we received 732 formal grievances through *Cuéntame*, of which we resolved 688 with an effectiveness rate of 93.98%.

[DS3] In 2025 there were no confirmed cases of affecting indigenous peoples' rights.

Apart from *Cuéntame*, other channels to receive and respond to grievances include email, contact with our neighbor relations professionals in the territory and telephone hotlines for Colombia, Ecuador and Argentina.





Number of formal grievances received and resolved through *Cuéntame* or other channels (GRI 11.15.4)

Formal grievances received and resolved	2022	2023	2024	2025
Received (annual cumulative)	511	768	855	732
Resolved	473	746	820	688
Blocks with grievance systems or mechanisms in place	10	10	9	9
Percentage of effectiveness in grievance resolution	92.6	97.1	95.9	93.9

#

%

In 2025, we carried out a total of 1,197 dialogue, consultation and relationship activities with stakeholders, in which 15,956 people participated.

Note: Between 2022 and 2025 we did not record grievances resolved through remediation mechanisms. The “blocks with grievance systems or mechanisms in place” refers to those with current operational activity.





Dialogue, consultation and participation activities, and number of attendees-GeoPark (GRI 413-1; EM-EP-210b.1)

	2022	2023	2024	2025
Meetings to handle grievances	85	96	123	78
Attendees at grievance meetings	693	783	732	744
Meetings for Transparency	3	3	4	1
Attendees at Meetings for Transparency	51	144	214	60
Internal contractor induction meetings	45	74	103	65
Attendees at internal contractor induction meetings	263	304	4,127	426
Meetings on Programs for the Benefit of the Community (PBC) and social investment	191	295	346	211
Attendees at meetings on Programs for the Benefit of the Community (PBC) and social investment	2,949	4,411	4,603	2,188
External contractor presentation meetings	101	115	123	97
Attendees at external contractor presentation meetings	2,390	2,695	2,158	2,218
Follow-up meetings with communities and authorities	244	344	493	365
Attendees at follow-up meetings with communities and authorities	2,782	5,996	6,750	6,121
Spaces for the socialization of environmental studies/induction to stakeholders	289	129	121	75
Attendees at spaces for the socialization of environmental studies/induction to stakeholders	6,798	2,073	2,820	1,562
Ethnic relations meetings and prior consultation	52	54	56	30
Attendees at ethnic relations meetings and prior consultation	1,781	784	2,659	1,038
Friendship Coffee meetings	159	76	133	145
Attendees at Friendship Coffee meetings	520	377	318	590
Business Coffee meetings	120	7	43	78
Attendees at Business Coffee meetings	438	377	385	356
Other spaces for dialogue and relationships	59	332	66	52
Attendees at other spaces for dialogue and relationships	1,739	6,718	880	653
Total stakeholder dialogue, consultation and relationship activities	1,348	1,525	1,611	1,197
Total attendees at stakeholder dialogue, consultation and relationship activities	20,404	24,662	25,646	15,956

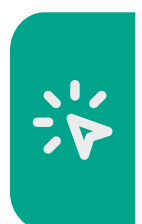
Unit: #



(GRI 413-1; EM-EP-210b.1) For further information on dialogue, consultation and participation spaces, and number of attendees by country, click here



[GRI 2-25] In the framework of relations with stakeholders, we have not identified impacts that require remediation processes in any of our operated assets. The impacts indicated in the EIAs have management measures to prevent, mitigate or correct, as appropriate.



For more information about our Cuéntame participation mechanism, click here.

Relations with ethnic groups

[GRI 411-1; GRI 11.17.1; DS3; EM-EP-210b.1]

Differentiated approach. Our approach is based on intercultural dialogue and the principles that govern the prior consultation process (good faith, effective participation, equality, flexibility and due diligence in human rights). Our approach is furthermore part of our Protocol of Ethnic Relations, in which participation criteria are established for women, older adults, young people and children.

Our Human Rights Policy governs our actions towards these groups and is based on the principles of:

- Respect and recognition
- Dialogue
- Cooperation
- Care
- Engagement and communication

We develop our process with ethnic communities as follows:

- Approach visit to the area of interest of the project to identify its characteristics, natural resources and the population susceptible to receiving potential impacts

- Formal request to the relevant authority to determine if prior consultation with the ethnic population identified in the area of interest is appropriate. Based on this concept, we develop a plan aligned with the Protocol of Ethnic Relations
- Participatory exercise with the community to identify potential impacts on environmental, social and economic aspects, as well as the associated risks for the parties
- During the interaction opportunities with each ethnic community we build baselines to provide greater sociocultural context, and we define actions aimed at preserving cultural heritage
- We permanently monitor operational activities and apply management measures for identified risks and impacts

To promote positive impacts on indigenous peoples in our areas of operation, we have programs aimed at:

- **Employment and procurement:** We hold differentiated information activities to promote the participation of ethnic groups in which we highlight employment opportunities and the potential supply of goods and services as well as the processes - aligned with current regulations - for commercial relationships
- **Training opportunities:** We help local suppliers belonging to ethnic communities to strengthen their business skills and expand their possibilities of commercial participation

In 2025 we undertook commercial processes for social projects with three indigenous organizations. We work with the company EKO MALEWA, which is headed by indigenous women from the Sikuani people.





Prior consultation

[GRI 413-1; GRI 11.17.4; DH2; DS3]

The prior consultation process is regulated by the State and determines dialogue and the conclusion of agreements for the relationship and development of future projects. It also establishes the necessary steps to ensure the effective, conscious and informed participation of ethnic groups.

In 2025, we carried out six prior consultation processes in Meta and Putumayo departments. Current progress is as follows:

1. La Victoria Turpial Reservation (Puerto Lopez, Meta): Follow-up
2. Campo Alegre del Afilador Reservation (San Miguel, Putumayo): Impact workshops and management measures
3. Yarinal Reservation (San Miguel, Putumayo): Pre-consultation and opening
4. San Marcelino Reservation (San Miguel, Putumayo): Pre-consultation and opening
5. La Raya Indigenous Partiality (San Miguel, Putumayo): Impact workshops and management measures
6. Monterrey Indigenous Council (San Miguel, Putumayo): Impact workshops and management measures

During the period, we concluded three methodological roadmap agreements for the consultative process.

Prior consultation agreements are available to the public at the Ministry of the Interior and at the Directorate of the National Authority for Prior Consultation. These agreements are contained in minutes shared with the communities consulted and the entities participating in the processes, are part of the environmental licensing procedures, and are available upon request to the National Environmental Licensing Authority (ANLA).



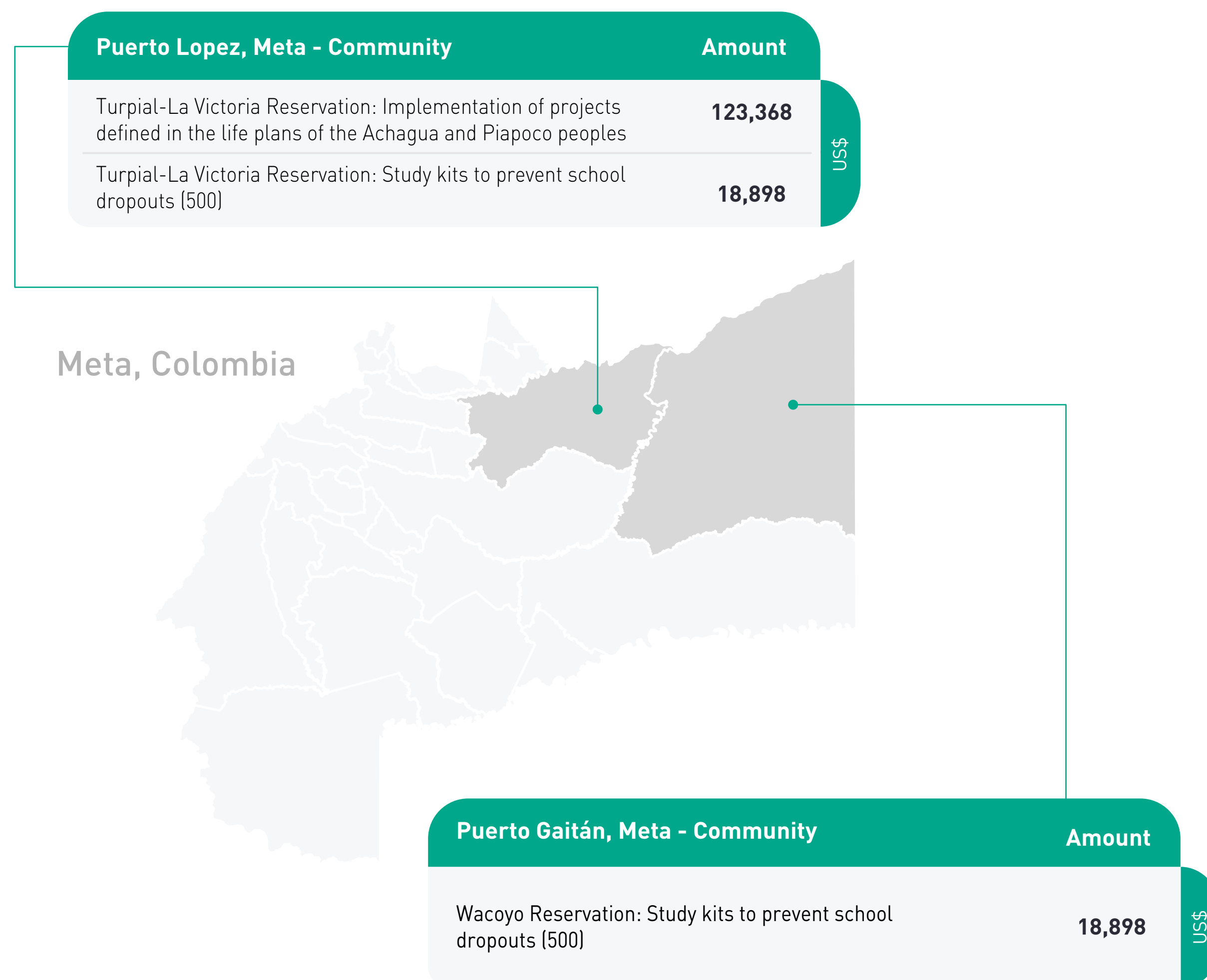
[GRI 413-1/11.17.4] For further information about our community consultation processes, click here

[GRI 11.16.1/2] In accordance with Company policy, GeoPark does not conduct involuntary resettlements and, to date, no resettlement of any kind, either voluntary or involuntary, has been carried out.

Development programs with ethnic communities [GRI 11.17.1]

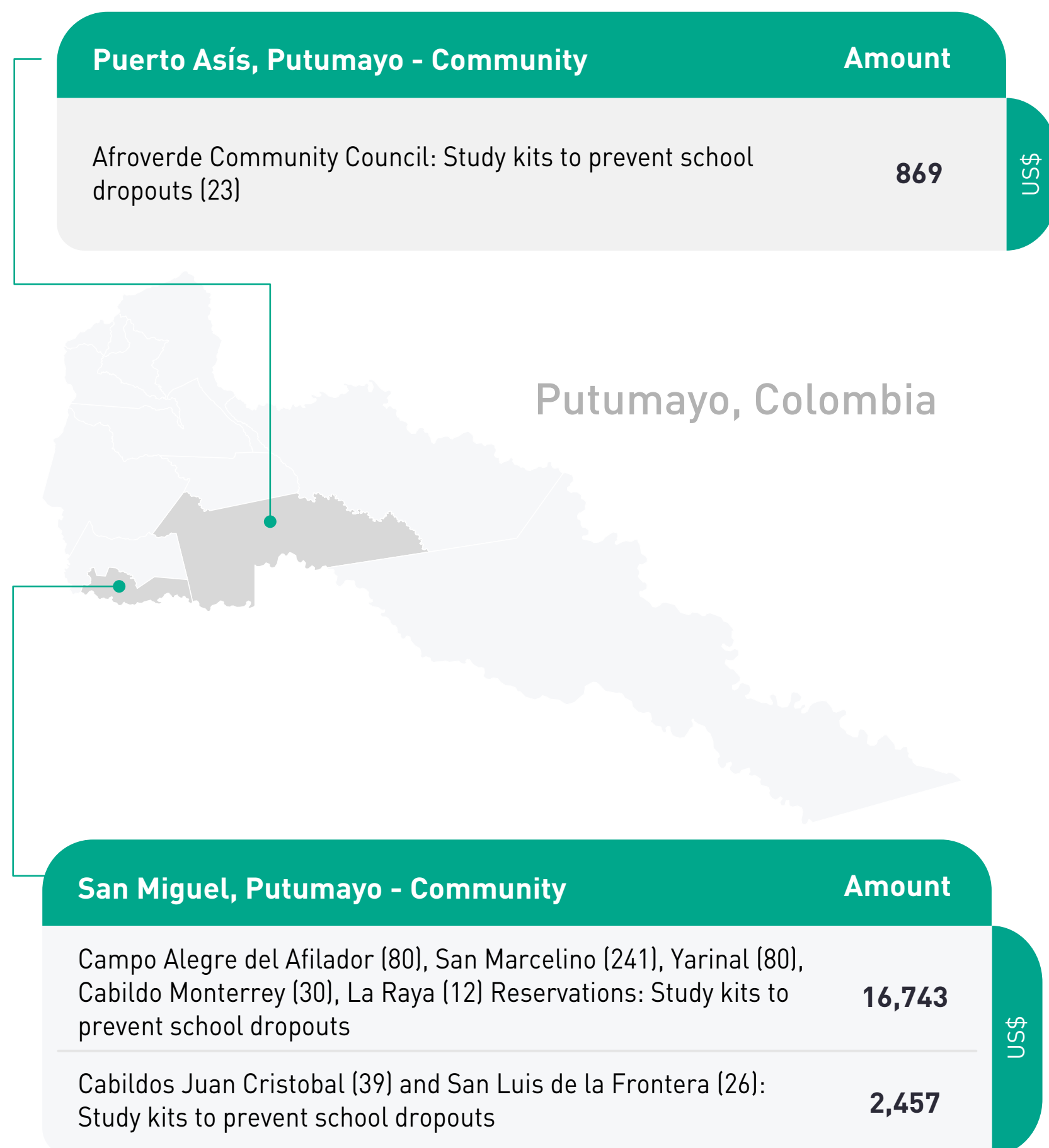
In 2025, we made voluntary investments with ethnic communities in six projects as part of prior consultation processes, although they do not correspond to protocolized agreements in Meta and Putumayo departments. Investments were in preventing school dropouts and reinforcing the life plans of these communities.

Voluntary Investments in Ethnic Communities-Colombia [GRI 11.17.1]





Voluntary Investments in Ethnic Communities-Colombia (GRI 11.17.1)



In 2025 we did not make voluntary investments in ethnic communities in Ecuador. In Argentina, there are no ethnic communities in our areas of operations.

Social and environmental investment

Measurements creating value: from social and environmental investment to territorial transformation

At GeoPark we have been transforming our social and environmental investment since 2023, through a structured measurement and management process that is

based on logical framework methodology and aims to maximize the creation of shared value in the territories we operate in. This approach has enabled us to evaluate the coherence, effectiveness and efficiency of our strategic projects in health, rural housing, economic autonomy, education, culture and environmental infrastructure, through incorporating indicators of inputs, outputs, results and impacts. This has strengthened our ability to understand what works, what we need to adjust, and how to scale those initiatives that generate the greatest transformation.

The results show concrete impacts such as the substantial improvement of living conditions, opportune access to health services for rural and vulnerable populations, and the strengthening of productive and educational capacities, as well as the consolidation of the data culture, the strengthening of evaluation capacity from the design, and the feedback from evidence-based decisions. This shapes our progress in consolidating social and environmental management that is more strategic, transparent and results-oriented, and not only optimizes resources but also contributes tangibly to the well-being, resilience and development of neighboring communities.

Within this framework, we defined a social and environmental investment strategy aligned with the needs of neighboring communities and with optimizing our operation. Our aim is that this strategy not only guides investment, but also generates lasting and sustainable impacts on the quality of life, leaving a legacy that transcends temporary employment and the attention to immediate needs.

The total socio-environmental investment (mandatory and voluntary) amounted to US\$10.4 million in 2025 and more than 304,000 beneficiaries, and was aimed at the strategies for better living conditions, works at the service of the community, economic autonomy and sustainable environment.





Mandatory and voluntary socio-environmental investment by area (DS2)

Strategic investment area	Mandatory investment amount	Voluntary investment amount
Better living conditions	604,305.50	1,129,674.70
Works at the service of the community	1,118,981.40	299,906.70
Economic autonomy	96,104.20	956,537.50
Sustainable environment	5,805,802.70	412,637.70
Total	7,625,193.80	2,798,756.60

UNIT: US\$

Beneficiaries of socio-environmental investment by area and investment type (DS2)

Strategic investment area	Number of beneficiaries-mandatory investment	Number of beneficiaries-voluntary investment
Better living conditions	9,236	58,532
Works at the service of the community	1,782	19,503
Economic autonomy	49	89,750
Sustainable environment	117,658	8,101
Total	128,725	175,886

Note: We define the coverage and scope of direct and indirect beneficiaries according to the registered projects and investment type. To measure it, we collect data on attendance, participation and results, through surveys, censuses or field reports.

Our social investment (GRI 3-3; GRI 413-1; SOC-9)

Is aimed at generating sustainable development in the territories where we operate through the strengthening of local capacities, the promotion of social and productive inclusion and environmental protection.

Amount and beneficiaries of GeoPark social investment (DS2)



Social investment and beneficiaries by investment type (GRI 203-1; GRI 11.14.4)

Types of social investment and beneficiaries	Investment/beneficiaries
Voluntary	2,512,417.99
Mandatory	1,819,391.29
Total	4,331,809.2
Beneficiaries of voluntary investment	167,785
Beneficiaries of mandatory investment	22,897
Total	190,682
Investment in rural areas	56,67
Investment in infrastructure and services	3,213,317.5

US\$

#

%

US\$

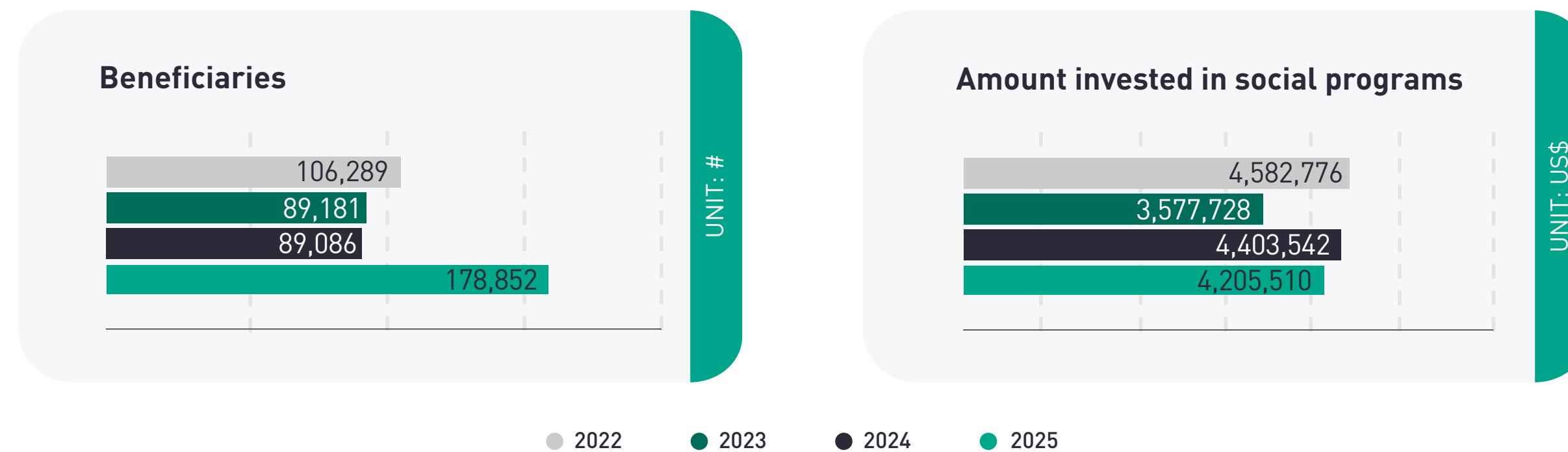
Note: We define the coverage and scope of direct and indirect beneficiaries according to the registered projects and investment type. To measure it, we collect data on attendance, participation and results, through surveys, censuses or field reports.



Colombia (GRI 413-1; GRI 11.17.1; GRI 3.3; SOC-9)

During 2025, our social investment in Colombia totaled US\$4.2 million and benefited 178,852 people, more than double the number covered in 2024. Projects were in the areas of health, education, energy and housing improvement, and 85.80% of the voluntary investment was aimed at vulnerable populations.

Social Investment-Colombia (GRI 203-1; DS2)



Social investment and beneficiaries by investment type -Colombia (GRI 203-1; GRI 11.14.4)

Types of social investment and beneficiaries	Investment Amount	
Social voluntary	2,386,118.99	US\$
Social mandatory	1,819,391.29	
Total social investment	4,205,510.28	
Beneficiaries of voluntary investment	167,785	#
Beneficiaries of mandatory investment	11,067	
Total beneficiaries	178,852	
Percentage of investment in rural areas	70	%
Investment in infrastructure and services	3,152,868.50	US\$

Our social investment was made in the following departments:

- **Casanare:** Works for Taxes projects in Hato Corozal, La Salina, Monterrey, Paz de Ariporo, Tauramena and Sabanalarga
- **Meta:** Barranca de Upia, Cabuyaro, Villanueva, Puerto Lopez and a Works for Taxes project in Puerto Gaitan
- **Putumayo:** Puerto Asis and Orito

Investment in PDET municipalities. We concentrate investment in the Development Programs with a Territorial Approach (PDET) in the municipalities of Orito and Puerto Asis, in Putumayo department. In total, we invested US\$1.6 million in initiatives aimed at closing structural gaps, mainly in rural housing, drinking water and basic rural sanitation (53.70%), reactivation of agricultural production (19.80%) and infrastructure and land adaptation (13.10%).

Works for Taxes. In 2025, through the Works for Taxes mechanism, investment of US\$6.4 million was approved to develop four projects in municipalities affected by poverty and violence, aimed at closing gaps and improving the living conditions of their communities.





Works for Taxes Projects approved

	Approved projects	Approved amount	Additional amount allocated by GeoPark for the projects
2022	2	0	0
2023	0	3,157,660.3	0
2024	4	4,481,858.2	0
2025	4	6,483,890.1	0
	#	US\$	

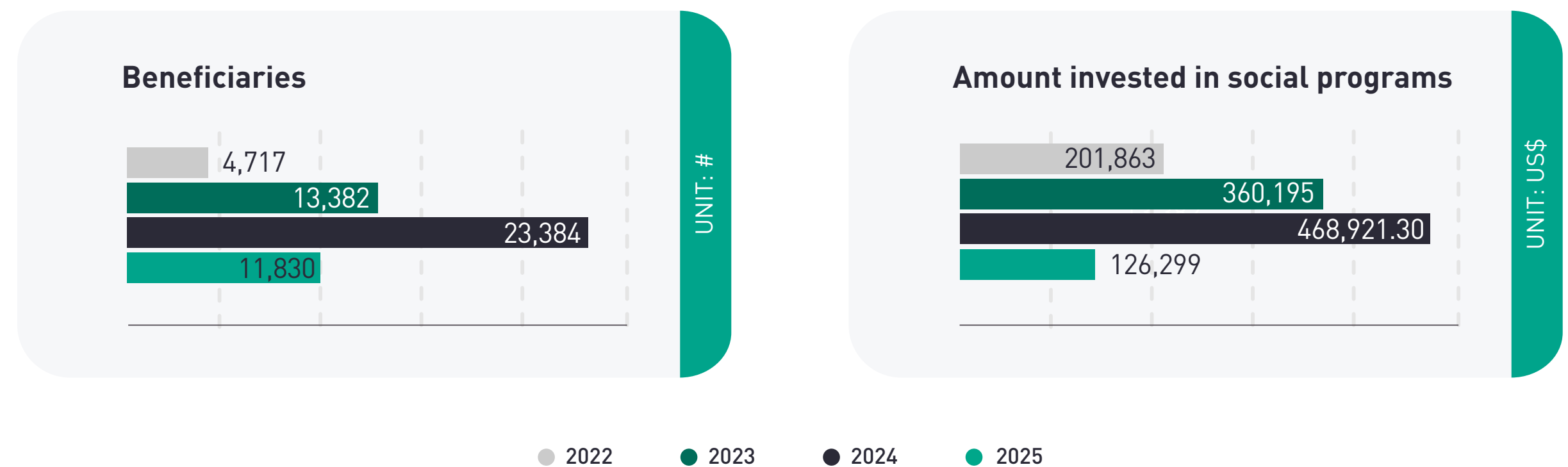
Ecuador (GRI 203-1/2/413-1/11.17.1)

In Ecuador, we contributed to local development and the improvement of the quality of life in the territories where we operate through initiatives aimed at improving indigenous housing, supporting school attendance and strengthening the local economy. We also promoted cultural identity and sport as factors of social cohesion.

In 2025, we invested US\$126,299 in social programs, benefiting 11,380 people. Both the amount of investment and the number of beneficiaries decreased by 73% and 49.41%, respectively, compared to the previous year.

Our investment was concentrated in the Province of Sucumbios, Shushufindi canton, in the parishes of San Roque and Shushufindi, in the communities of the Espejo Block: Miss Ecuador, Tahuantinsuyo, La Pantera, Rio Doch 1, El Oro and in the Siona communities: Orahueaya, Biana, Sototsiaya and Aboquehuira.

Social Investment-Ecuador (GRI 203-1; DS2)



Social investment and beneficiaries by investment type-Ecuador (GRI 203-1; GRI 11.14.4)

Types of social investment and beneficiaries	Investment/beneficiaries
Voluntary	126,299
Mandatory	0
Total amount invested	126,299
Beneficiaries of voluntary investment	11,830
Total beneficiaries	11,830
Investment in rural areas	100
Investment in infrastructure and services	60,449

Note: We define the coverage and scope of direct and indirect beneficiaries according to the registered projects and investment type. To measure it, we collect data on attendance, participation and results, through surveys, censuses or field reports.

Argentina (GRI 203-1/5/413-1/3-3/11.17.1)

With only three months of operation in Argentina in 2025, we did not identify significant impacts on communities or local economies during the reporting period. We foresee positive effects in terms of economic activity in the area of influence of our blocks once the diagnosis and prioritization of needs stage is completed, the results of which we will reflect in a social investment plan in 2026.

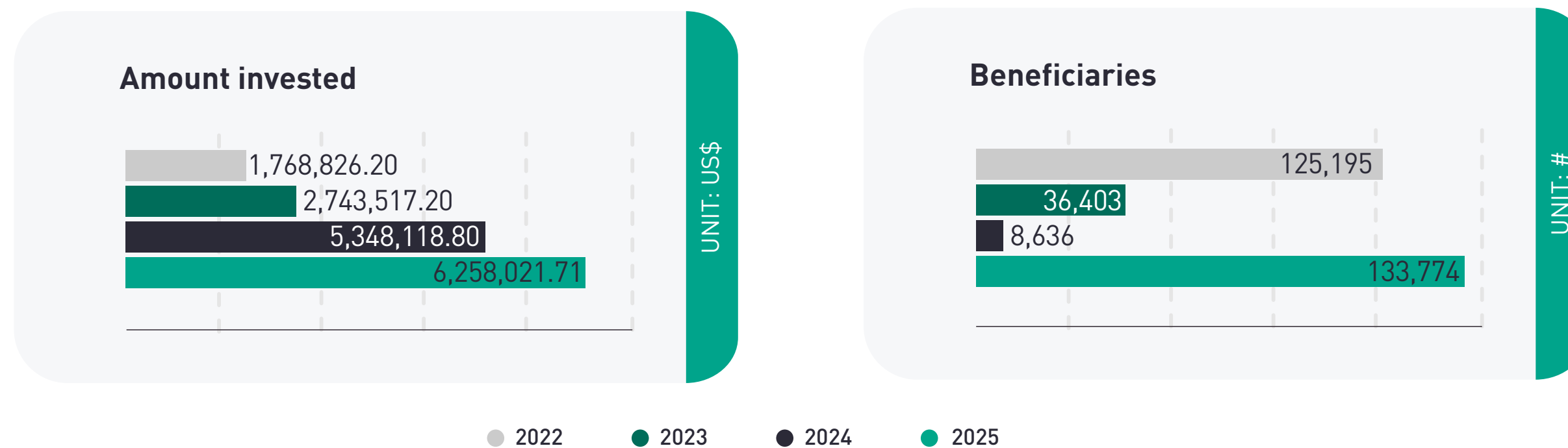


Environmental investment (GRI11.17.1; GRI 413-1)

Our environmental investments complement social investment and aim to contribute positively to nature, as well as improve the quality of life of our neighbors.

In 2025, our environmental investment amounted to US\$6,258,021.71, a 17.01% increase from 2024. The number of beneficiaries increased fifteenfold from 2024.

GeoPark environmental investment (GRI 203-1; DS2)



GeoPark environmental investment and beneficiaries by investment type (GRI 203-1; DS2)

2025		
Voluntary	451,883.33	US\$
Mandatory	5,806,138.39	
Total	6,258,021.71	
Beneficiaries	133,774	#
Amount allocated to compensation	872,828	US\$

Note: We define the coverage and scope of direct and indirect beneficiaries according to the registered projects and investment type. To measure it, we collect data on attendance, participation and results, through surveys, censuses or field reports.

Colombia (GRI 413-1; GRI 11.17.1)

We carried out environmental projects in Villanueva and Tauramena (Casanare); Villavicencio, Barranca de Upia and Cabuyaro (Meta), and Puerto Asis, Mocoa and Valle del Guamuez (Putumayo).

The projects with the greatest positive impact are in the following areas:

Water: Caribayona WWTP: Improvement of the quality of life of more than 1,300 inhabitants of the urban area of Caribayona, who will benefit from the sewerage system and the wastewater treatment plant. At end-2025 work execution had reached 100% progress, with an investment of US\$1.4 million.

Eastern Plains Regional Center for Forecasts and Alerts: Reached 95% completion of a project that can potentially generate a positive impact on the management of hydroclimatic events, strengthening the response capacity and resilience of all municipalities located in the hydrographic zone of the Meta River. Investment in 2025 was US\$3.3 million, with more than 110,000 beneficiaries.

Biodiversity: The impact of this area of projects is reflected in the preservation of natural areas, the restoration of transformed areas, the protection of flora and fauna and the dissemination of knowledge about biological diversity, made available to stakeholders for use in decision-making.



For further information about protected and/or restored areas, [click here](#)

Circular economy: We developed 12 circularity initiatives (9 impact and 3 peripheral), which represented estimated savings of US\$2.3 million and avoided the emissions of 12,847 tCO₂eq.

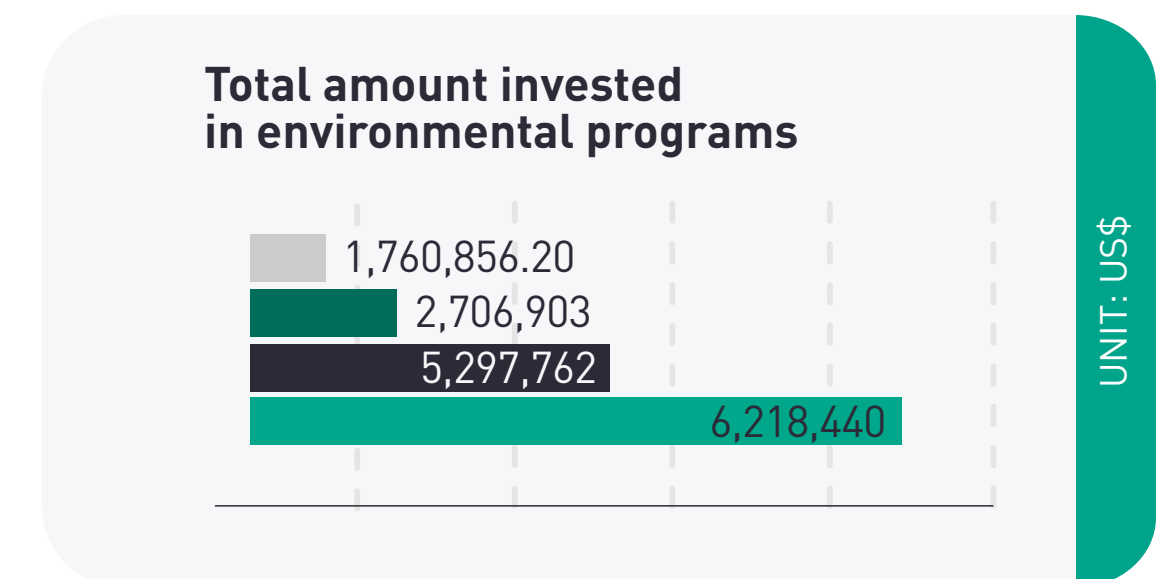
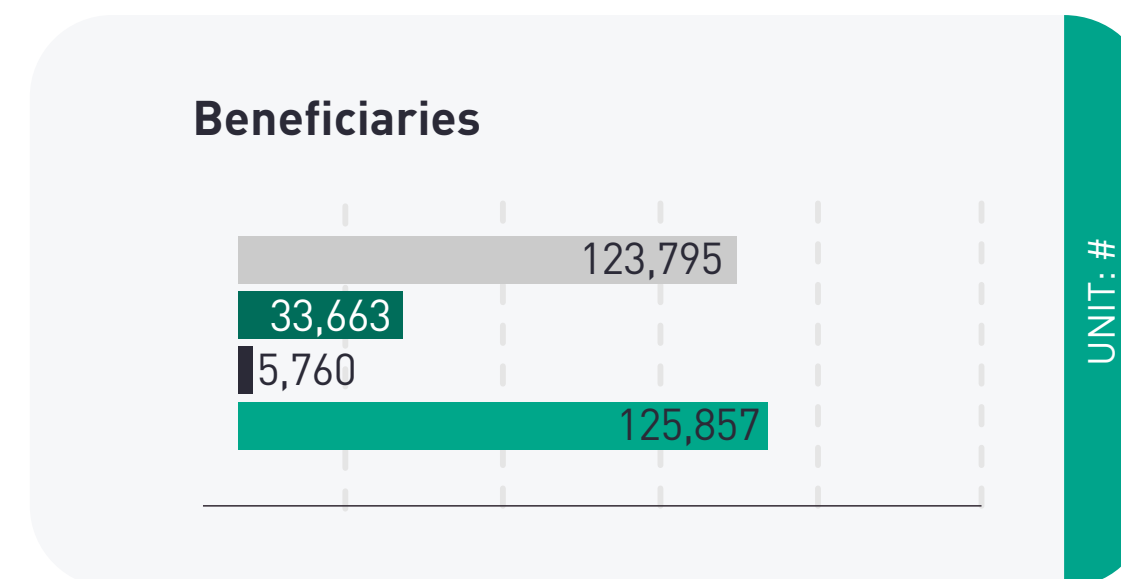


Environmental Investment-Colombia (GRI 203-1; DS2)



For further information about our circularity projects, click here

Environmental culture: From initiatives such as the Weaving Knowledge program and the program for the social appropriation of biodiversity, implemented in Llanos and Putumayo, our neighbors improve knowledge and management skills in environmental matters.



● 2022 ● 2023 ● 2024 ● 2025

Environmental investment and beneficiaries by investment type -Colombia (GRI 203-1; DS2)

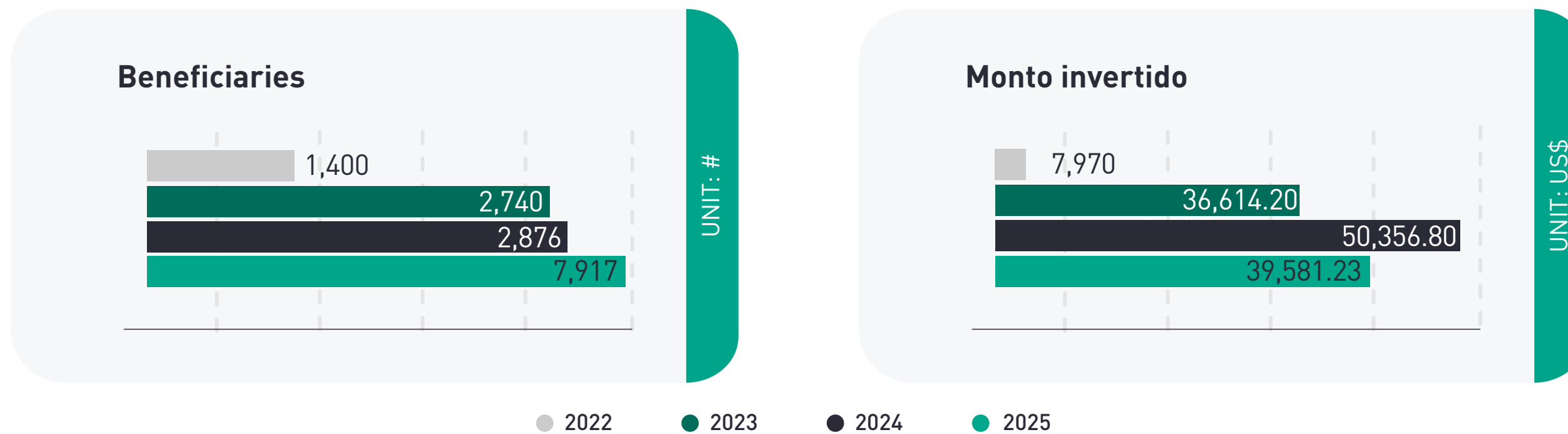
2025		
Voluntary	412,638	US\$
Mandatory	5,805,803	
Total	6,218,440	
Beneficiaries of voluntary investment	8,101	#
Beneficiaries of mandatory investment	117,756	
Total	125,857	
Investments in rural areas	72	%
Total voluntary environmental investment	412,638	US\$
Amount allocated to compensation	872,828	

Note: The information reported includes projects classified as benefiting both rural and urban areas. Rural projects account for 18%. The amount allocated to compensation is included in mandatory investments.





Environmental investment-Ecuador (GRI 203-1; DS2)



(GRI 413-1; GRI 11.17.1; SOC 9) We developed projects aimed at generating transformations that contribute to the improvement of the environment in the areas we operate in. The investment amounted to US\$39,581.23, with 7,917 beneficiaries.

We obtained relevant results in areas such as biodiversity conservation. We also contributed to the integrated management of water, supporting initiatives aimed at its care and preservation, especially in the protection of wetlands, with emphasis on RAMSAR sites.

We direct investments to reduce gaps linked to the fulfillment of the SDGs, through actions that fight climate change, promote the circular economy and promote environmental education. These initiatives strengthened knowledge, responsibility and the adoption of good practices in the population of the Espejo block area of influence.

The projects' locations are the following:

- Province: Sucumbios
- Canton: Shushufindi
- Parishes: Shushufindi and San Roque
- Communities: El Oro, La Pantera, Miss Ecuador, Tahuantinsuyo, Rio Doch 1 and Orahueaya

Argentina. In 2025 we did not make mandatory environmental investments and we did not execute voluntary initiatives. In 2026 we will evaluate environmental projects for development in the coming years.

Environmental investment and beneficiaries by investment type-Ecuador (GRI 203-1; DS2)

2025		
Voluntary	39,245.56	US\$
Mandatory	335.67	
Total	39,581.23	
Beneficiaries of voluntary investment	7,910	#
Beneficiaries of mandatory investment	7	
Total	7,917	
Investments in rural areas	100	%
Amount allocated to compensation	N/A	US\$

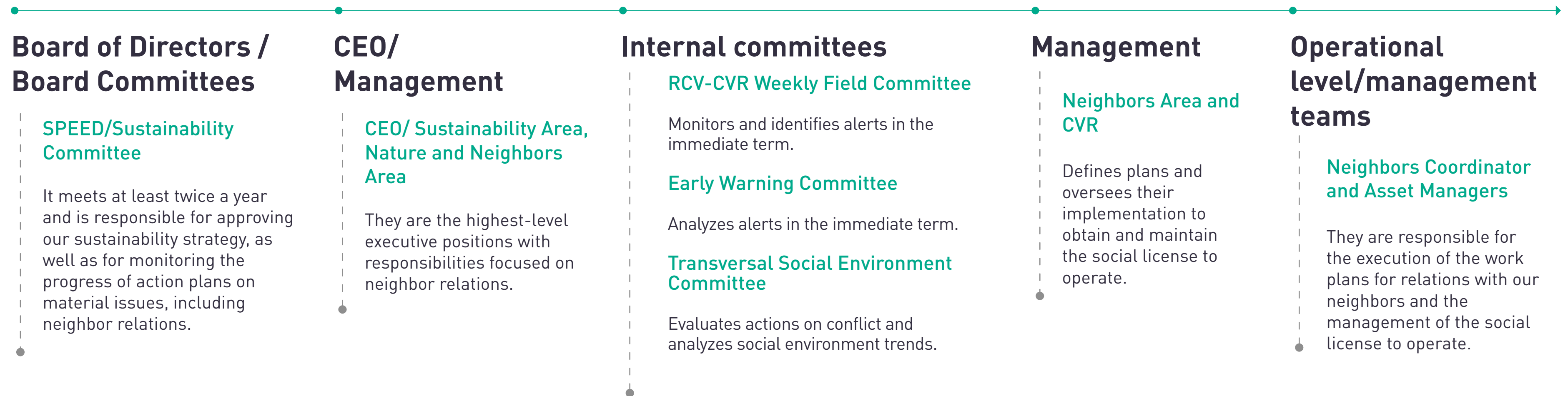
Job opportunities for our neighbors (DS1/2)

Country	2022	2023	2024	2025	
Colombia	3,068	3,755	3,551	3,327	#
Ecuador	0	0	20	22	
Argentina	N/A	N/A	N/A	137	





Governance, follow-up and monitoring (GRI 3-3/2-13/26)





Goals (GRI 3-3)

0-3 years Short-term

- Implement the Environment Monitoring and Management Strategy, in alignment with social dialogue, territorial relations and timely and constructive conflict management
 - Management:
 1. We developed and implemented the strategy, consolidating its application
 - Progress: 100%
- Design and implement the Company's Social and Environmental Investment Strategy in all the territories where we operate
 - Management:
 1. We designed, validated and comprehensively implemented the Social and Environmental Investment Strategy in 100% of the territories where we operate
 - Progress: 100%
- Implement an impact measurement model for social and environmental investment projects that optimizes results and strengthens decision-making
 - Management:
 1. We designed, validated and implemented an impact evaluation and measurement model for social and environmental investment projects, with defined indicators and monitoring mechanisms in operation
 - Progress: 100%
- Strengthen and update the Cuéntame program as a strategic mechanism for listening, trust, and conflict prevention in the territory
 - Management:
 1. We updated the Cuéntame program by incorporating technological tools and AI-based solutions to optimize the reception, analysis, and timely management of cases
 - Progress: 90%

3-5 years Medium-term

- Measure and evaluate the impact and results of strategic social and environmental investment projects, generating evidence for decision-making and continuous improvement
 - Management:
 1. In 2025, we evaluated and measured five social and environmental investment projects in education, health, housing, and economic autonomy
 - Progress: 40%
- Consolidate an social environment management model based on data analytics and predictive systems that allows anticipating risks, sustainably reducing conflict and strengthening long-term relationships of trust with strategic actors in the territory
 - Management:
 1. we created an Artificial Intelligence agent, Light-AI, which, based on data and information, maps actors and predictive models
 - Progress: 40%



5 years and beyond Long-term

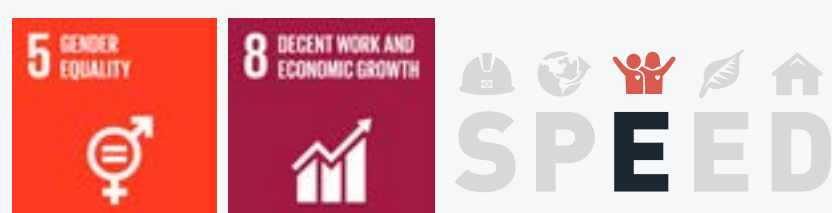
- Consolidate social and environmental investment as a driver of sustainable territorial development, with measurable structural impacts
 - Management. We:
 1. Implemented a robust impact measurement and evaluation system with indicators of results and territorial transformation
 2. Prioritized investments in high-impact projects
 3. Established strategic partnerships with the public sector, cooperation and local organizations, among others
 4. Developed long-term monitoring mechanisms to evidence structural changes in quality of life and local capacities
 5. Communicated and reported transparently the results and impacts generated in the territories
 - Progress: 20%
- Consolidate a preventive, participatory and sustainable territorial management model, which maintains high levels of trust and strengthens the social license to operate in all territories
 - Management. We:
 1. Implemented monitoring and predictive analysis systems for social and territorial risks
 2. Strengthened permanent spaces for social dialogue and participation with strategic actors in the territory
 3. Updated and optimized the *Cuéntame* program, as a channel for active listening and timely management of concerns
 4. Established conflict management and prevention plans with periodic monitoring and early warning indicators
 5. Trained territorial teams in anticipatory management, mediation and community relations
 6. Regularly measured and reported levels of trust, perception, and social license to operate
 - Progress: 20%



TALENT MANAGEMENT AND EQUALITY, INCLUSION AND DIVERSITY (EID)

STAKEHOLDERS: (GRI 3-3)

- Employees
- Suppliers and contractors



We firmly believe that our growth depends first and foremost on people. As a result, we have been able to attract, develop and consolidate one of the most outstanding teams in the region, with greater diversity and depth of experience and knowledge than most companies of similar size.

Policies and commitments

(GRI 3-3; GRI 2-23; G2; L1; EMP24; F01; EG1)

- Sustainability Framework
- Human Rights Policy
- Commitment to Equality, Inclusion, and Diversity (EID)
- Code of Ethics
- Declaration of Culture
- Work-Life Balance Guide



For more information about our policies and commitments, click here

Our approach and our management (GRI 3-3, EG2)

In line with our purpose of “Creating Value and Giving Back” we attract, develop and retain the best talent. We offer competitive and equitable compensation, benefits for employees and their families, and long-term incentive plans in Company stock, aimed at strengthening commitment and participation in the Company’s results. We also promote practices that support a healthy work-life balance.

2025 Management Highlights

- We built and deployed our Declaration of Culture collaboratively with board members, executive team, leaders and employees, supported by surveys, listening spaces and AI
- We consolidated the executive team, and aligned leadership with the strategic vision of our new CEO
- We established the improvement of the organizational climate and frequent conversations as strategic priorities, incorporating them as a goal in the Corporate Scorecard. At least three actions aimed at improving the work environment were implemented in each team, and each employee had at least two instances of formal feedback in the year
- We redesigned the organization and operating model for the acquisition of new assets in Vaca Muerta (Argentina), creating growth opportunities for our talent and incorporating key profiles to ensure a reliable, safe, and efficient operation
- We implemented two organizational restructuring processes aimed at aligning the organization with its current and future needs. These initiatives streamlined our structure and simplified processes for greater operational agility
- We defined a benefits plan for termination of employment without just cause for all non-executive employees, aimed at strengthening the attraction and retention of talent, guaranteeing fair, transparent and competitive treatment,

underscoring our commitment to the well-being of our employees and the sustainable growth of the Company in the long term

- We launched a share-based attraction and retention plan for employees in critical positions





Main positive and negative impacts identified and their management mechanisms

(GRI 3-3, GRI 203-2)

+ POSITIVE IMPACT +/- MIXED IMPACT - NEGATIVE IMPACT

IMPACT		ASSOCIATED INDICATORS	MANAGEMENT ACTIONS
	RECOGNIZE THE CONTRIBUTION OF OUR EMPLOYEES AND PROMOTE THEIR WELL-BEING THROUGH COMPETITIVE, FAIR AND EQUITABLE COMPENSATION THAT INCREASES THEIR COMMITMENT AND MOTIVATION	• Results of the salary competitiveness study • Percentage of variable compensation linked to corporate metrics • Voluntary staff turnover rate • Exit interviews • Internal vacancy coverage rate	• Participation in market salary competitiveness studies to define a competitive compensation scheme, aligned with best practices, that enables us to attract and retain the best talent • Tying annual variable compensation and long-term incentive plans to meeting Company goals, to increase teamwork and individual performance • Launching a share-based plan to attract and retain employees in critical positions • Defining a benefits plan to attract, retain and protect talent in the event of termination of employment without just cause • Holding exit interviews to find out the reasons for resigning from the Company and to identify opportunities for improvement in relation to our human talent processes • Filling 22% of vacancies with internal candidates
	PROMOTE THE GROWTH OF OUR EMPLOYEES THROUGH COMPREHENSIVE DEVELOPMENT MANAGEMENT, STRENGTHENING KEY CAPABILITIES AND ENSURING THE COMPANY'S SUSTAINABILITY AND COMPETITIVENESS IN THE LONG TERM	• Individual Performance Rating • Training Program Indicators • Internal promotions indicator • Leadership support programs	• Structuring strategic, technical, and soft skills training programs, with transversal and specific initiatives by role and level • Strengthening the succession model with development plans for identified talents and started mapping talent and its potential • Developing promotion and internal mobility programs • Designing the 2026 mentoring program • Developing future talent in the communities where we operate through the "Educating Talents" program
	STRENGTHEN PURPOSE AND A SENSE OF BELONGING BY ALIGNING CULTURE, LEADERSHIP AND PERFORMANCE TO CONTRIBUTE DIRECTLY TO BUSINESS STRATEGY AND SUSTAINABILITY	• Work environment indicators/pulses • Culture indicator • Voluntary turnover rate • Feedback indicator • Exit interviews	• Launching our Declaration of Culture and including the definition of expected principles and behaviors • Implementing work environment pulses • Holding team-building meetings • Defining challenging performance objectives aligned with strategy • Holding frequent conversations between leaders and employees, with a focus on the development, recognition and alignment of expectations • Launching the Digital Badge and Recognition Program • Aligning wellness initiatives with the new Declaration of Culture



Main positive and negative impacts identified and their management mechanisms (GRI 3-3, GRI 203-2)

+ POSITIVE IMPACT **+/- MIXED IMPACT** **- NEGATIVE IMPACT**

IMPACT		ASSOCIATED INDICATORS	MANAGEMENT ACTIONS
	DIFFICULTY IN ATTRACTING AND RETAINING SUITABLE TALENT DUE TO THE LACK OF PROGRAMS THAT ENSURE THE DEVELOPMENT AND CONNECTION OF EMPLOYEES WITH THE PURPOSE, STRATEGY AND ORGANIZATIONAL CULTURE	- Indicators of staff attraction: time to fill vacancies and quality in the selection of new positions - Voluntary turnover rate - Internal vacancy coverage rate - Training program indicators - Internal promotions indicator	Strengthening the employee experience, in line with the value proposition from attraction to disengagement, and integrated culture into development processes and actions
	INSUFFICIENT TECHNICAL, REGULATORY, AND ASSURANCE SKILLS CAN LEAD TO REGULATORY NON-COMPLIANCE, SANCTIONS AND REPUTATIONAL DAMAGE, AND CAN AFFECT OPERATIONAL CONTINUITY	- Coverage of training and development in technical and regulatory skills - Management of the risk associated with regulatory non-compliance - Compliance indicators of mandatory training and insurance	- Designing training programs to strengthen technical, regulatory and assurance competencies - Adopting an annual review of training needs for critical positions - Including all our direct employees in the performance management model - Monitoring training coverage indicators to prioritize preventive actions





Employees by country and gender (GRI 2-7; EMP1/3)

	2024						2025					
			Total						Total			
Colombia	268	60%	180	40%	448	94%	206	61%	133	39%	339	89%
Argentina	10	67	5	33	15	3	28	78	8	22	36	9
Ecuador	3	60	2	40	5	1	0	0	0	0	0	0
Brazil	1	33	2	67	3	1	1	50	1	50	2	1
Otros países	4	80	1	20	5	1	3	60	2	40	5	1
Total	286	60%	190	40%	476	100%	238	62%	144	38%	382	100%

Note: The information corresponds to permanent employees with indefinite/permanent contracts. During 2025 we carried out two restructuring processes, which significantly decreased staff numbers. Other countries: Spain, the United Kingdom and Bermuda. In 2025 we completed the divestment of assets in Ecuador.



(GRI 405-1) Click here for workforce by nationality

Employees by job category (GRI 405-1; EMP4)

Job category	2024		2025	
C-Level	4	2	4	1
Directors	16	8	15	7
Superintendents, Type I Manager-Coordiators	51	18	47	18
Type II Coordinators, Type I Leaders, Supervisors, Senior Professionals	120	80	90	65
Type II Leaders, Professionals, Operational Technicians I	72	72	64	47
Junior Professionals, Operational Technicians II, Administrative Technicians, Assistants	23	10	18	6

UNIT: #

Note: We modified job categories in 2025, and present 2024 information in line with these new categories to be able to make historical comparisons.

Employees by age range and gender (GRI 405-1; EMP1/2)

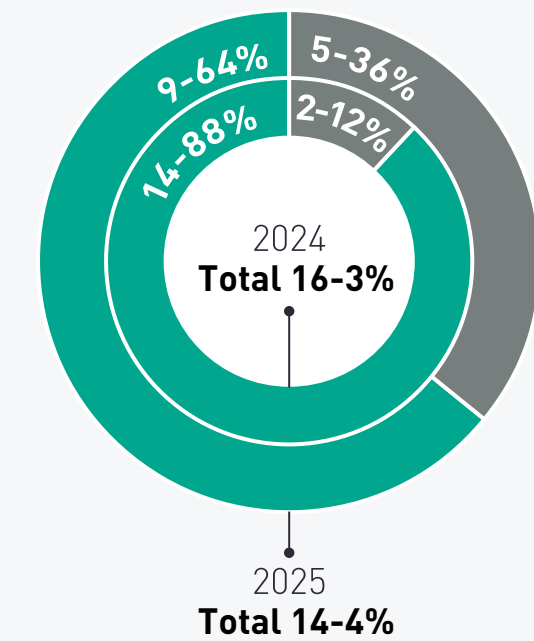


Men

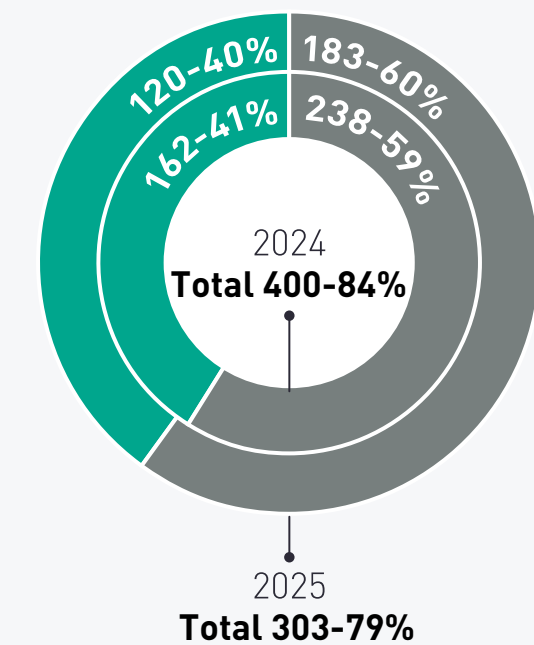


Women

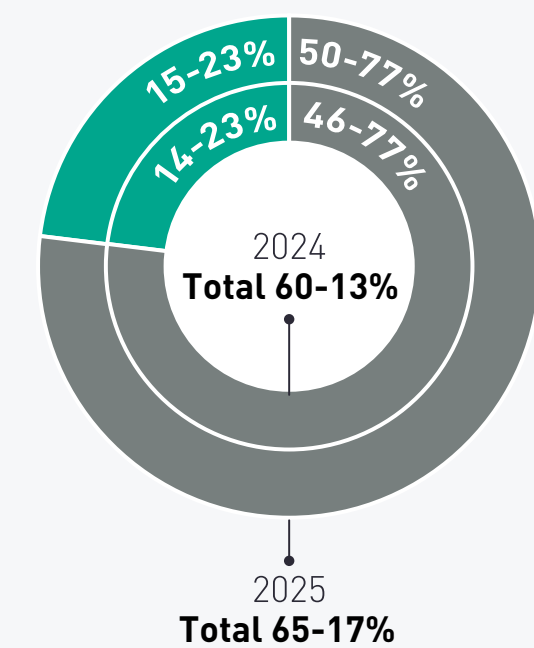
< 30 years



30-50 years



> 50 years



Note: We report the information for permanent employees with indefinite/permanent contracts.



Employees by contract type (GRI 2-7; EMP-1/3/5)

UNIT: #

Type of contract	2024			2025			
			Total			Total	
Indefinite term		268	180	448	206	133	339
		10	5	15	28	8	36
		3	2	5	0	0	0
		1	2	3	1	1	2
		0	0	0	0	0	0
		4	1	5	3	2	5
	Total	286	190	476	238	144	382
Fixed term		17	19	36	7	12	19
	Total	17	19	36	7	12	19
Internship		7	1	8	10	4	14
	Total	7	1	8	10	4	14
Indirect		3	3	6	2	2	4
	Total	3	3	6	2	2	4
Total	313	213	526	257	162	419	





Annual average of contracts by job category (EMP8/11/14)

Type of contract	Indefinite		Temporary	
Job category	2024	2025	2024	2025
C-Level	7.30	5.60	0	0
Directors	21.20	22.30	0	0
Superintendents, Type I Manager-Coordination	68.80	68.20	0	0
Type II Coordinators, Type I Leaders, Supervisors, Senior Professionals	194.50	170.30	0	0
Type II Leaders, Professionals, Operational Technicians I	142.80	119.10	1	1.10
Junior Professionals, Operational Technicians II, Administrative Technicians, Assistants	29.20	24.90	9	2.70

UNIT: #

Annual average of contracts by age range and gender (EMP6/7/9/10/12/13)

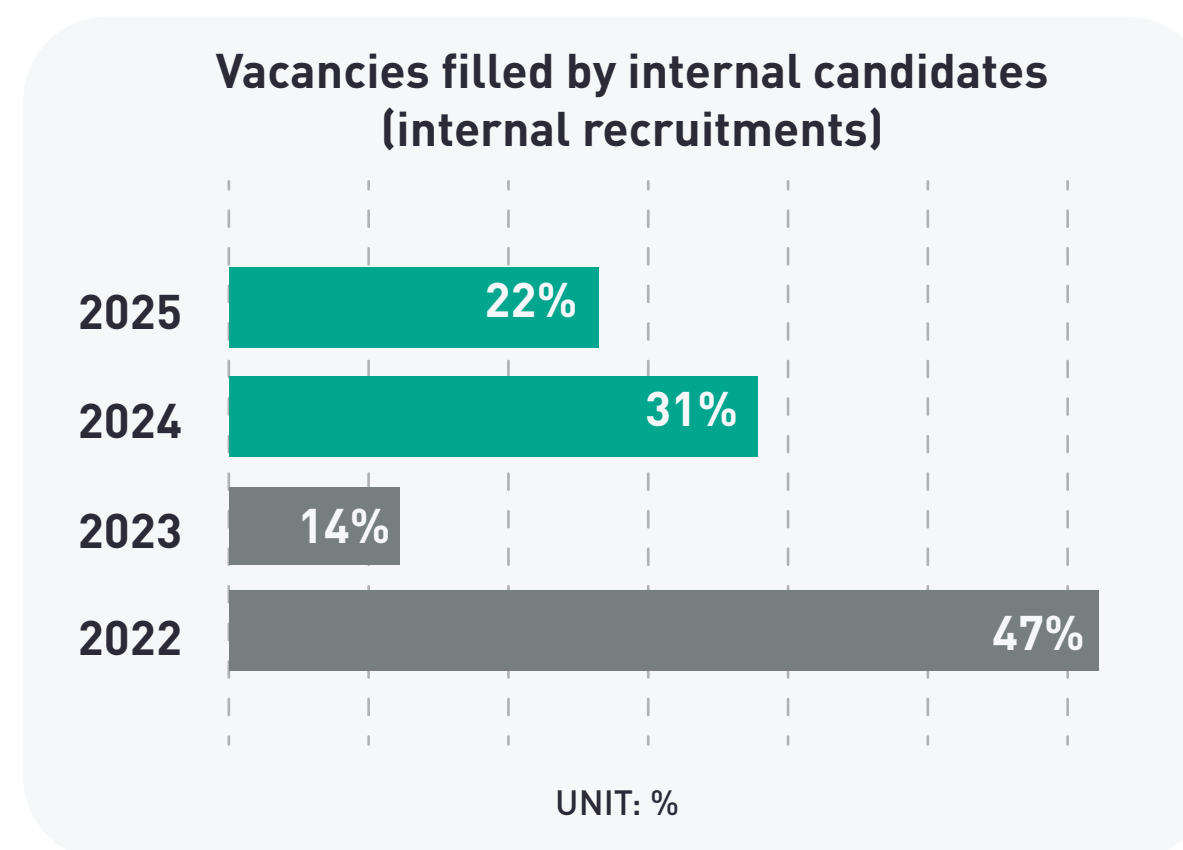
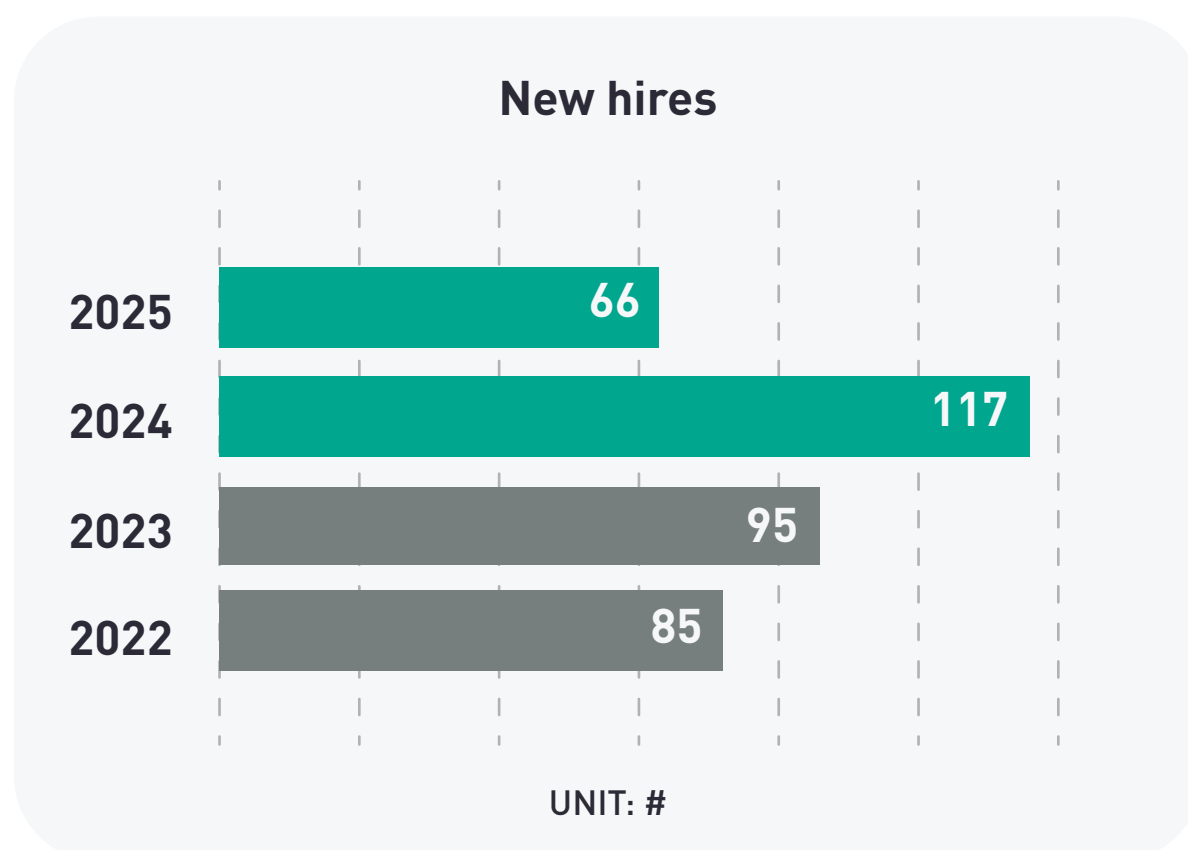
		Temporary		Indefinite term		Full-time	
Gender/Age Range		2024	2025	2024	2025	2024	2025
	< 30 years	3.7	3	280	249.2	306.7	272.4
	30-50 years	0.3	1.2	3.8	3.3	22.8	21.7
	> 50 years	2.9	1.3	228.9	201.8	236.1	206.1
	> 50 years	0.5	0.5	47.3	44.1	47.8	44.6
		6.2	1.5	183.5	161.2	212.2	180.9
	< 30 years	2.4	1.1	12.3	10.9	34.8	28.4
	30-50 years	3.8	0.4	156.9	133.8	163.1	136
	> 50 years	0	0	14.3	16.5	14.3	16.5

UNIT: #

Note 1: (GRI 2-4) We reclassified the information disaggregated by type of contract for 2024 and 2025, according to our job categories. GeoPark does not have part-time contracts.
Note 2: The values correspond to the annual average of contracts, calculated as the number of contracts per month divided by 12.

Note 1: GeoPark does not have part-time contracts.
Note 2: The values correspond to the annual average of contracts, calculated as the number of contracts per month divided by 12.

Recruitment (GRI 401-1)



(GRI 401-1/11.10.2) For further information about employees hired by gender, region, job category, and age, click here



(GRI 401-1) For data on our average annual number of employees, click here

Note: "New hires" includes employees with permanent contracts, fixed-term contracts, and internships. "Vacancies filled by internal candidates" corresponds to permanent contracts.



Hiring Rate (GRI 401-1/11.10.2)

Country	2022	2023	2024	2025
Colombia	22.4	22.1	24.1	10.7
Ecuador	57.1	0.0	0.0	0.0
Brazil	0.0	0.0	0.0	0.0
Argentina	0.0	0.0	5.9	105.3
Chile	1.9	5.1	N/A	N/A
Other countries	0.0	12.5	16.7	25.0
Total GeoPark	18.3	19.3	23.0	14.7

UNIT: %



Note: "Other countries" refers to Spain.

Rotation and movements

Country	Total Turnover Rate (GRI 401-1; GRI 11.10.2)				Voluntary Turnover Rate (GRI 401-1; GRI 11.10.2)				Involuntary Turnover Rate (GRI 401-1; GRI 11.10.2)			
	2022	2023	2024	2025	2022	2023	2024	2025	2022	2023	2024	2025
Colombia	6.1	12.9	8.6	30.7	2.5	6.0	2.9	4.3	3.6	7.5	5.7	26.4
Ecuador	14.3	40.0	0.0	162.2	14.3	0.0	0.0	0.0	0.0	33.3	0.0	162.2
Chile	11.3	74.1	N/A	N/A	0.0	0.0	N/A	N/A	11.3	52.6	N/A	N/A
Brazil	20.0	0.0	0.0	44.4	0.0	0.0	0.0	0.0	20.0	0.0	0.0	44.4
Argentina	121.2	33.3	23.5	16.1	0.0	0.0	5.9	0.0	121.2	24.4	17.6	16.1
Other countries	0.0	28.6	33.3	0.0	0.0	13.3	0.0	0.0	0.0	13.3	33.3	0.0
Total GeoPark	14.9	17.4	14.5	30.8	2.1	5.2	2.9	4	12.8	12.0	11.6	26.8

UNIT: %

Note: In 2025 we carried out two restructuring processes, explaining why the turnover rate increased significantly. In 2024, the "Other countries" category corresponded to Spain, the United States and the United Kingdom.

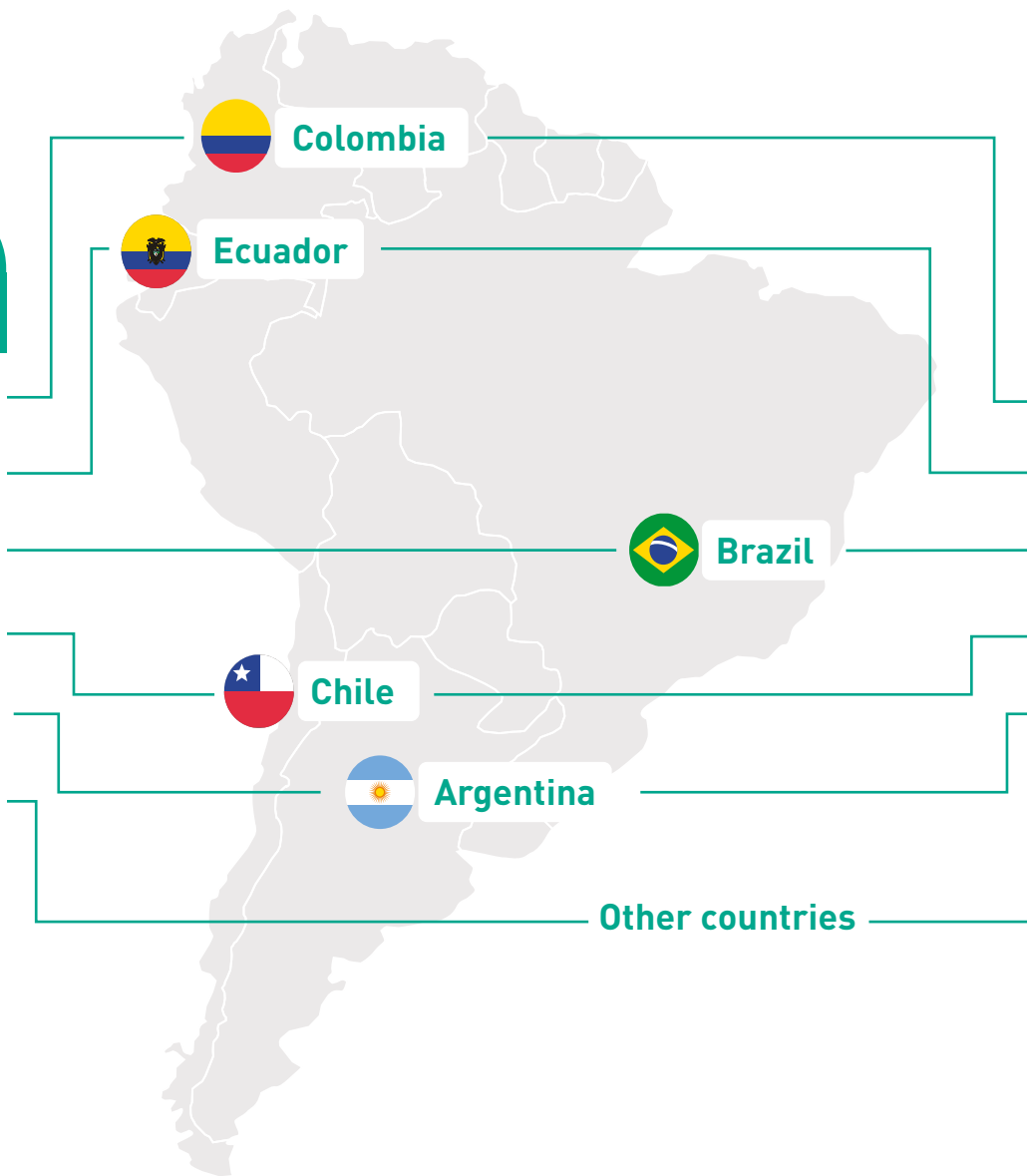
Note: 2025 was a challenging year, with much uncertainty and two restructuring processes that probably affected the voluntary turnover rate.

Note: In 2025 we carried out two restructuring processes, explaining why the involuntary turnover rate increased significantly.



Employee Departures by Country and Gender (GRI 401-1/ GRI 11.10.2)

UNIT: #	2024			2025		
			Total			Total
	23	18	41	76	53	129
	0	0	0	3	2	5
	0	0	0	0	1	1
	20	7	27	0	0	0
	4	0	4	3	0	3
	0	2	2	0	0	0
	47	27	74	82	56	138



Involuntary Departures by Country and Gender (GRI 401-1; GRI 11.10.2; EMP15)

UNIT: #	2024			2025		
			Total			Total
	13	14	27	64	47	111
	0	0	0	3	2	5
	0	0	0	0	1	1
	20	7	27	0	0	0
	3	0	3	3	0	3
	0	2	2	0	0	0
	36	23	59	70	50	120

Note: In 2025 we carried out two restructuring processes, significantly reducing the workforce. The information corresponds to permanent employees with indefinite/permanent contracts.

Employee Departures by Age Range (GRI 401-1; GRI 11.10.2)

UNIT: #	2024		2025	
	0	0	0	0
	32	23	60	46
	15	4	22	10
	47	27	82	56

Age Range

< 30 years

30-50 years

> 50 years

Total

Involuntary Departures by Age Range (GRI 401-1/11.10.2; EMP15/16)

UNIT: #	2023		2024		2025	
	0	0	0	0	0	0
	28	15	23	20	51	41
	11	3	13	3	19	9
	39	18	36	23	70	50

Note: In 2025 we carried out two restructuring processes in the Company. The information corresponds to permanent employees with indefinite/permanent contracts.

Note: In 2025 we carried out two restructuring processes in the Company. The information corresponds to permanent employees with indefinite/permanent contracts.



Involuntary Departures by Job Category (GRI 401-1/11.10.2; EMP15/17)

Job category	2024		2025	
C-level, directors	2	3	3	1
Superintendents, Type I Manager-Coordiators	7	3	9	4
Type II Coordinators, Type I Leaders, Supervisors, Senior Professionals	8	6	30	17
Type II Leaders, Professionals, Operational Technicians I	10	11	22	26
Junior Professionals, Operational Technicians II, Administrative Technicians, Assistants	9	0	6	2
Total	36	23	70	50

UNIT: #

Note: In 2025 we carried out two restructuring processes in the Company and also modified the job categories. The information corresponds to permanent employees with indefinite/permanent contracts.



(GRI 401-1) For the number of involuntary departures by nationality and gender, click here



Labor standards

The Board's SPEED/Sustainability and Compensation committees have the highest-level responsibility for monitoring the progress, quality and effectiveness of talent management and EID. Our Compensation and Organizational Design Area and Talent and Culture Area lead the design of talent strategies and compensation schemes.

We have initiatives to:

- Ensure competitive compensation
- Interact regularly with workers' representatives on working conditions
- Systematically monitor the gender pay gap to achieve equal pay between men and women
- Expand social protection coverage for workers beyond public programs

Working conditions

(GRI 402-1; EMP24; OT3)

We have a Work-Life Balance Guide and initiatives aimed at disconnecting from work, in order to ensure clear boundaries between the working day and personal time.

We are committed to promoting a healthy organizational culture, focused on well-being and mental health, work-life balance, and strengthening productivity. Among the alternatives available to favor this balance are modalities such as flexible hours, hybrid work and temporary remote work, among others.

Parental leave

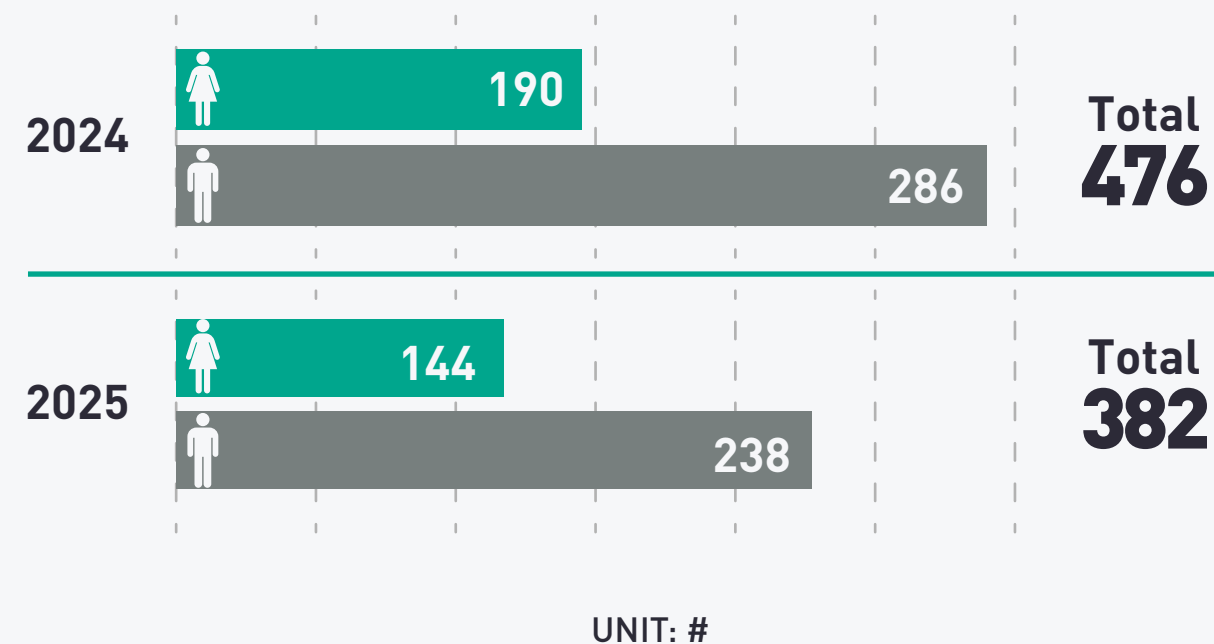
(GRI 401-3/11.10.4)

100% of our employees are entitled to parental leave. Paid maternity leave is twenty weeks and paternity leave is two weeks.

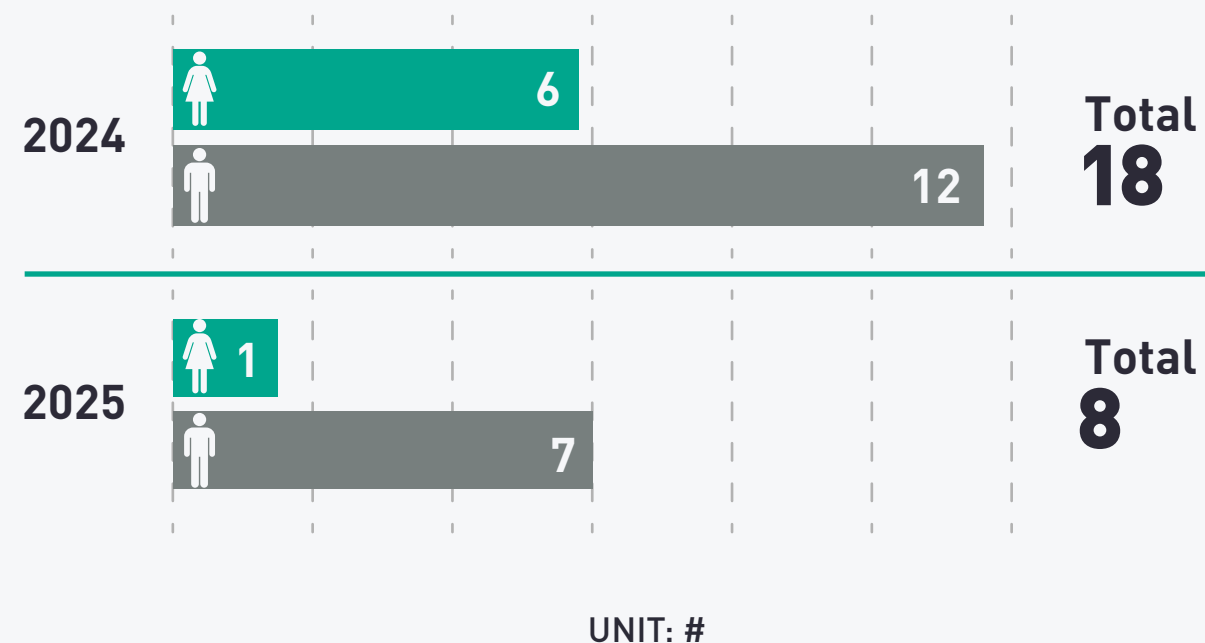
At GeoPark we grant 10 more working days of paid leave than the legal stipulation, both for maternity and paternity.



Employees entitled to parental leave (GRI 401-3/11.10.4)



Parental leave uptake (GRI 401-3/11.10.4)



[OT3] We encourage the uptake of parental leave and a gradual return to work with flexible schedules, special leave and accompaniment of leaders and the team. The Work-Life Balance Guide defines guidelines on this topic.

Return to work after parental leave (GRI 401-3)

	2024	2025	
Men who returned to work after paternity leave	12	7	#
Women who returned to work after maternity leave	6	0	
Employees who returned to work after parental leave	18	7	
Return to work rate: men	100	100	%
Return to work rate: women	100	0	

Note: The difference in the number of women who returned to work in 2025 is due to only one female employee taking maternity leave at the end of the year, meaning that her return to work is reflected in 2026.

Continuity after parental leave (GRI 401-3)

	2024	2025	
Men still in the organization 12 months after ending paternity leave	4	11	#
Women still in the organization 12 months after ending maternity leave	3	4	
Total number of employees still in the organization 12 months after ending parental leave	7	15	
Employee retention rate: men	80	92	%
Employee retention rate: women	75	67	



Collective agreements/freedom of association (GRI 407-1; RS3)

Both we and our contractor companies have mandatory guidelines on respecting the freedom of association and the right of association, which aim to guarantee that all employees - without distinction or discrimination of any kind - exercise freely, autonomously and voluntarily their right to join, not to join or to resign from a union organization.

We recognize and respect the right to collective bargaining and promote social dialogue as a mechanism for the peaceful resolution of labor disputes. We also promote free expression within a framework of mutual respect, non-violence and non-discrimination between the parties, both within and beyond collective bargaining processes.

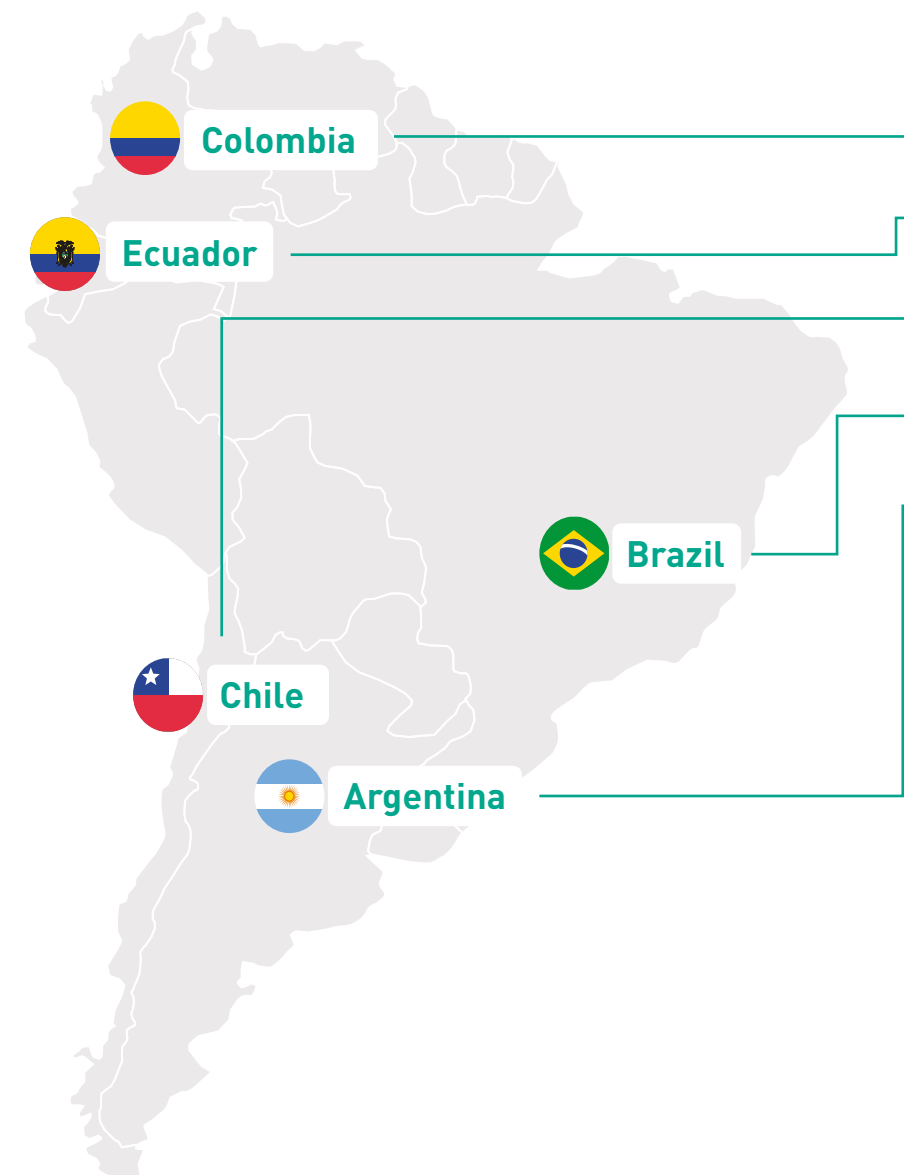
At end-2025, four workers at the operation in Argentina were members of a union organization with which the Company maintains respectful, transparent and permanent communication, aimed at strengthening labor relations and the continuous improvement of working conditions.

Chapter VIII of the “Jerárquicos 2011” collective agreement includes occupational health & safety standards, establishes safety committees with union and business participation, and provides for medical examinations, the use of protective elements and preventive policies.

GeoPark has internal mechanisms for managing risks associated with freedom of association and collective bargaining. In Colombia and Argentina we have the Ethics Hotline through which employees can report, confidentially and without retaliation, any situation that may affect the exercise of their labor rights, including the freedom of association.



[GRI 401-1] For further information about our Ethics Hotline, click here



Employees affiliated to unions (GRI 2-30; RS2)

	2024	2025	
	0	0	#
	0	0	
	N/A	N/A	
	0	0	
	0	4	
Other countries	0	0	
Total	0	4	
Employees covered by collective bargaining agreements	0	0.01	%
Operational time lost to strikes, labor disputes, or blockades related to union activity	0	0	h

In Argentina, union members can raise grievances through communication with union delegates. In the rest of the countries in which we operate, we mitigate the risks related to freedom of association and collective bargaining through internal communication mechanisms in the People area.

(DH4) During the reporting period, there were no incidents affecting the freedom of association.





Compensation (GRI 405; GRI 2-19)

We are committed to offering fair, competitive, and equitable compensation, aligned with the impact of each position and without distinction of gender or age. We seek to promote the economic well-being of our employees and their families through a portfolio of benefits that transcend legal requirements and strengthen their commitment, peace of mind and support.

To make this happen we participate in market salary surveys, carried out by firms specialized in best compensation practices, which guide our definition of actions to establish a competitive and equitable scheme.

We have an annual variable compensation scheme based on the Company's results, the objectives of which are defined in our Scorecard. This scheme considers the fulfillment of operational, financial, security and cultural goals, as well as individual performance.

Employees

In 2022, the Board approved a three-year, share-based incentive plan for employees with indefinite/permanent contracts and for new hires between 2023 and 2025, comprising of:

- 30% of the total shares, based on permanence in the Company, with annual maturity of shares prorated in three equal installments
- 30% of the shares, based on the Company's performance, measured over a period of 3 years (12/2022 - 12/2025)
- 40% of shares, based on the absolute return of the stock. The average share price on the maturity date (01/02/2026) had to be higher than the price on the grant date

The Long-Term Employee Incentive Plan involves financial, operational, and sustainability goals (GHG emissions reduction).



For further detail on the three-year employee incentive plan, click here.

Directors (GRI 2-10/19)

The CEO and other C-Level Executives receive an annual bonus based on the Company's results, the objectives of which are defined in our Scorecard, accounting for our business model - which includes operational, financial, safety and culture goals - and individual performance.

The long-term incentive plan (LTIP) for the CEO and C-Level is made up of:

- 20% of the total shares based on the permanence in the Company, maturing on a pro-rata basis in three equal installments on each of the first three anniversaries of the grant date
- 35% of total shares linked to the relative total return to shareholders and measured over a three-year period relative to a group of peer companies
- 45% of total shares determined by absolute total return to shareholders and measured over a three-year period



For further detail about the LTIP for the CEO and C-Level, click here

Executive Severance Plan

The executive shall have the right to participate in this plan in the event of termination of employment without just cause, resignation for cause, or termination due to death or disability.



Click here for provisions on the recovery of compensation

Gender pay gaps (GRI 405-2; 202-1; EMP18)

We firmly believe that promoting equal opportunities strengthens talent, drives innovation by incorporating diverse perspectives, and improves both the work environment and our corporate reputation.

Since 2024, we have been making progress in analyzing salary differentiation, to ensure that positions with equivalent responsibilities and impacts have fair remuneration consistent with their level of contribution. In Colombia, we monitor the wage segregation index, allowing us to identify the wage differences between men and women who hold the same position.





Average salary remuneration (salary + variable compensation for annual results) by age range (EMP20)

Age Range	2024		2025	
	# Employees	(US\$) Average salary/month	# Employees	(US\$) Average salary/month
< 30 years	16	3,981.5	14	3,198.4
30-50 years	400	7,943.6	303	9,028.5
> 50 years	60	11,859.7	65	12,006.0
Total	476	8,304.1	382	9,321.5

Average salary remuneration (salary + variable compensation for annual results) by job category (EMP21/23)

	2024		2025	
	(US\$) Average salary/month	Employees #	(US\$) Average salary/month	Employees #
Superintendents, Type I Manager-Coordination	13,901	69	14,945	65
Type II Coordinators, Type I Leaders, Supervisors, Senior Professionals	6,823	200	7,426	155
Type II Leaders, Professionals, Operational Technicians I	4,223	144	4,936	111
Junior professionals, operational technicians II, administrative technicians, assistants	2,767	33	2,533	24

Note: Remuneration figures correspond to salary + variable compensation for annual results, all in gross salaries.

Note: [GRI 2-4] In 2025 we redefined job categories, which led to re-expressing information corresponding to 2024 to adapt to these new criteria. Due to the political and social context of the countries where we operate, we do not include the remuneration information corresponding to C-Level and Directors.

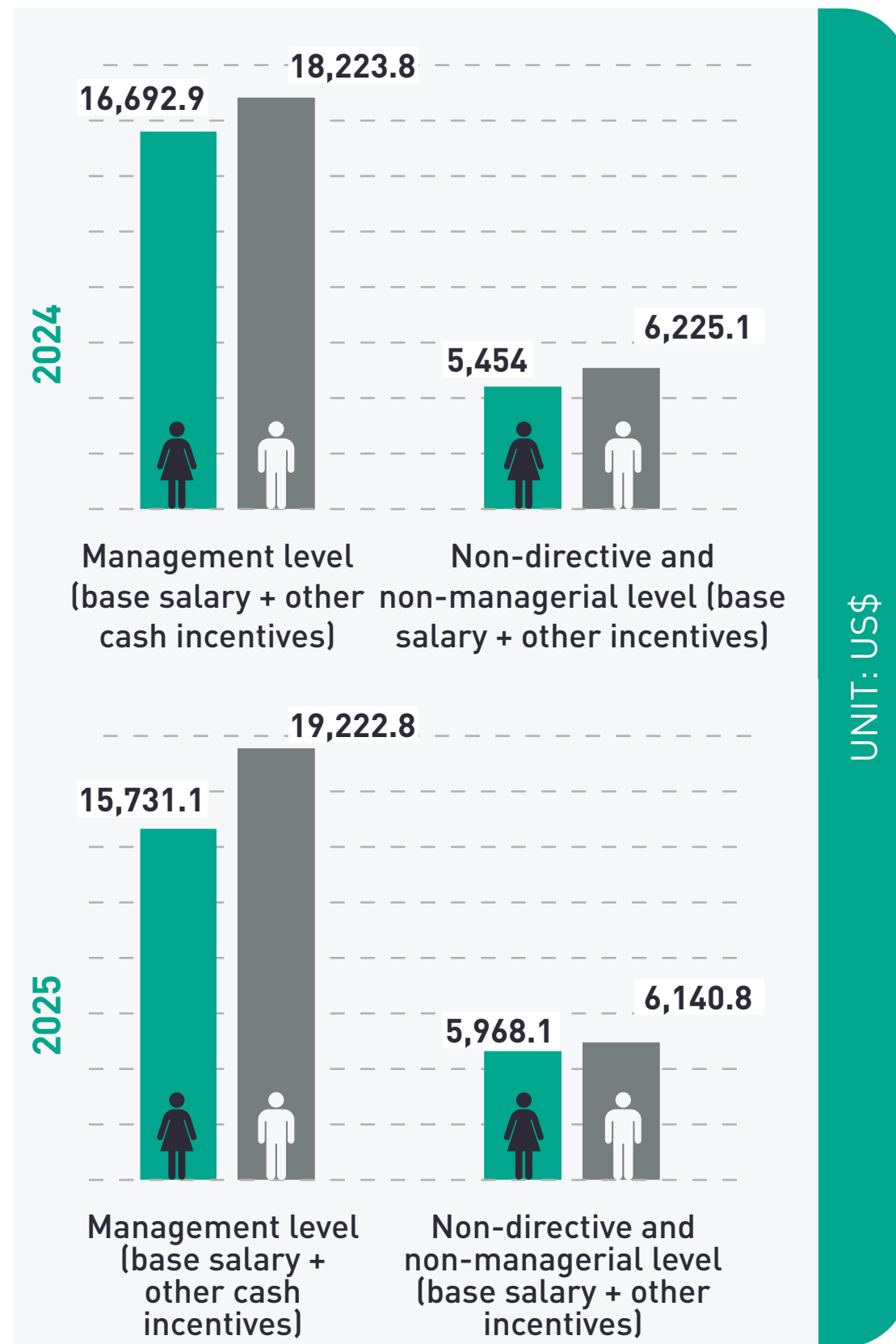
Wage segregation (GRI 405-2; EMP18/19)

Job category	2024			2025		
	(US\$) Average salary/month		Wage segregation	(US\$) Average salary/month		Wage segregation
	♀	♂		♀	♂	
Superintendents, Type I Manager-Coordination	11,504	14,746	0.2	11,752	16,168	0.3
Type II Coordinators, Type I Leaders, Supervisors, Senior Professionals	6,809	6,832	0.0	7,389	7,452	0.0
Type II Leaders, Professionals, Operational Technicians I	4,027	4,419	0.1	4,454	5,291	0.2
Junior professionals, operational technicians II, administrative technicians, assistants	2,285	2,976	0.2	2,375	2,586	0.1
Total	24,625	28,973	0.2	25,969	31,497	0.2

Note: [GRI 2-4] In 2025 we redefined job categories, which led to re-expressing information corresponding to 2024 to adapt to these new criteria. Due to the political and social context of the countries where we operate, we do not include the remuneration information corresponding to C-Level and Directors.



Average remuneration by executive, managerial, non-managerial level and by gender (GRI 405-2; EMP19)



Note: Reported coverage (as a percentage of full-time employees) is greater than 75%.

(GRI 202-1) Wage ratio between entry level and the minimum wage by country:



Colombia

2.90

Note: In Argentina and Brazil we do not have entry level employees.

Employee Benefits (GRI 401-2)

Benefits Granted to GeoPark Employees	Permanent contracts	Fixed-term contracts
Shares	Yes	No
Annual bonus	Yes	No
Healthcare/Health Insurance	Yes	Yes
Disability and disability coverage	Yes	Yes
Parental leave	Yes	Yes
Life Insurance	Yes	Yes
Gifts for births/marriages	Yes	Yes
Christmas/birthday hamper	Yes	Yes
Home Internet connection	Yes	Yes
Gym	Yes	Yes
Others	• Gifts for GeoParkinos (children from 0-12 years old) • Parking service • Five-year gift • Funeral policy • Food allowance	• Gifts for GeoParkinos • Funeral policy • Food allowance



Return on investment of human resources (GRI 201-1)

	2022	2023	2024	2025
a) Revenue	1,049,579,000	756,625,000	660,838,000	492,518,000
b) Operating expenses	359,779,000	232,325,000	164,034,000	141,059,000
c) Employee wages + benefits	38,699,000	41,917,000	46,542,000	41,098,000
Return on Capital Investment or [a - (b-c)] / c	18.8	13.5	11.7	9.6
Total Employees	482	470	476	382

Note: The above information reflects the first version of the group's financial statements for 2025. The variation from one year to the next was due to the measures we took to protect the cash flow and the two restructuring processes that we implemented in the Company.

Employee Training & Development (F01)

We have a Training Management Guide that establishes the guidelines of the training program, aimed at developing technical, organizational and leadership capabilities to protect the current business and grow sustainably.

Aligned with the new Declaration of Culture, the program drives disciplined, safe, and efficient execution, and promotes a growth mindset based on agility, innovation, collaboration, and trust.

During 2025, we taught and trained 536 employees. Training focused on efficiency and development of critical capacities, and total investment was US\$276,687.



For further information about our training scope and results, click here.

Amount in teaching and training (GRI 201-1)

	Total invested in training and development	Average per employee
2022	190,812	398
2023	585,123	1,283
2024	503,217	880
2025	276,687	516

UNIT: US\$

Note: The year-on-year variation was due to the measures we took to protect cash and the two staff restructuring processes.





Average hours of employee training by gender
(GRI 404-1/11.10.6)

	2022	2023	2024	2025
Women	18.7	70.1	54.1	37.8
Men	40.9	62.3	43.4	48.9
Employees	29.8	65.6	47.8	44.4

HOURS

Employees who received teaching and training
(GRI 404-1/11.10.6)

	2022	2023	2024	2025
Men	299	263	337	320
Women	180	193	235	216
Total	479	456	572	536
Men	62.42	57.68	58.92	59.70
Women	37.58	42.32	41.08	40.30

#

%

Total number of employee training hours by job category
(F02)

Average hours of employee training by job category
(GRI 404-1; GRI 11.10.6)

Job Category	2024	2025	2024		2025	
C-Level	261	156	16	82	7.8	58.3
Directors	1,441	648	23	109	28.1	28.4
Superintendents, Type I Manager-Coordination	4,571	4,271	52	72	48.0	52.5
Type II Coordinators, Type I Leaders, Supervisors, Senior Professionals	12,425	10,910	61	61	68.2	38.8
Type II Leaders, Professionals, Operational Technicians	6,260	4,774	30	46	33.3	24.9
Junior professionals, operational technicians II, administrative technicians, assistants	2,396	3,059	25	31	41.4	58.4
Total	27,354	23,818				

HOURS

Note: (GRI 2-4) We restated the 2024 figures considering the Company's new job categories. In 2025, we increased training hours at technical and operational levels to ensure the development of critical competencies for business continuity and maintenance.



(GRI 404-1; GRI 11.10.6) For further detail on average employee training hours by age range and nationality, click here

Average Employee Training Hours by Training Type and Gender
(GRI 404-1)

Type of training	2024		2025	
				
Sustainability	2.4	11.8	3.7	3.5
Digital	12.4	8.4	4.9	4.2
Equality, inclusion and diversity	1.0	1.0	1.0	1.0
Soft skills	8.7	10.7	7.7	7.5
Leadership	7.9	11	7.2	7
Occupational health & safety	7.6	2.9	8.4	5.1
Technical	34.4	40.6	33.9	22.3

HOURS





Topics covered by the “Let’s Learn with GeoPark” program (GRI 404-2/11.10.7)

Topic	Type of trainer	Number of learning activities held	Format	# Employees who participated	Training hours
Digital skills to strengthen knowledge in AI	Mixed: internal and external teams	22	Mixed (virtual and face-to-face)	488	2,588
Organizational Behaviors and Leadership	Mixed: internal and external teams	16	Mixed (virtual and face-to-face)	425	6,965
Sustainability and Human Rights	Mixed: internal and external teams	11	Virtual, with one-off face-to-face events	353	1,267
Knowledge applied to unconventional reservoirs and operational challenges	External with expert panel participation	3	Mixed (virtual and face-to-face)	140	204
Assurance to strengthen risk management, compliance and safety, HSE, compliance and cybersecurity capabilities	Mixed: internal and external teams	20	Mixed (virtual and face-to-face)	467	3,526

Note: Our external partners include Microsoft, TC1 Labs, CESA, Moncho Soluciones, Americancol, Mushaisa, goFLUENT, Berlitz, EF, Interfases; IAPG (E. Carrone) and EUNO.



(GRI 404-2/11.10.7) For detail of the main topics of technical training, [click here](#)



Performance Promotion and Evaluation (GRI 404-3)

Our individual performance evaluation process allows us to identify strengths and gaps, align expectations, recognize achievements, and define development plans that enhance talent. In addition, it facilitates results-based decision-making, strengthens team commitment, and contributes to more transparent, equitable, and sustainable growth-oriented management.

The types of individual evaluations we use are: management by objectives, multidimensional performance evaluation (360-degree feedback), and agile conversations.

Our performance cycle is annual and consists of the following stages:

1. Definition of individual objectives, aligned with the Corporate Scorecard and with each Area's priorities or projects
2. Follow-up and feedback: Session between the leader and the collaborator in which progress is reviewed and feedback is provided
3. Self-evaluation: Stage in which the employee performs his/her self-evaluation
4. Evaluation of objectives and behaviors by the leader
5. Pre-calibration and calibration sessions to unify views and evaluation criteria
6. Final feedback and feedforward: Session between the leader and collaborator to communicate the final result of the evaluation, provide feedback and plan the objectives for the following year

In turn, the evaluation considers five transversal behaviors for the entire Company:

- Improve every day and achieve excellent results
- Break down silos and promote synergies
- Accountability and ownership (Accountability for results)
- Innovate and contribute new ideas

- Build and develop extraordinary teams, with a differentiation in expected behaviors for employees and leaders

Individual objectives are weighted 70% to the overall evaluation and the remaining 30% to behaviors. The assessment scale consists of four levels: "in development"; "you did it"; "you did more"; and "exceptional."

Employee performance evaluation by gender (GRI 404-3)

Performance evaluation by gender		2022	2023	2024	2025	
	Men evaluated	286	253	286	219	#
	Women evaluated	159	165	199	153	
Total employees evaluated		445	418	485	372	
	Men evaluated	64.30	61	91	100	%
	Women evaluated	35.70	40	93	100	
Total employees evaluated		100	100	92	100	

Note: The employees evaluated do not correspond to 100% of the workforce, since the periodic performance evaluation applies only to employees with indefinite and fixed-term contracts who joined GeoPark before October 1 of the year being evaluated. The C-Level and students on placement are excepted; as the latter usually have six-month placement periods they are prevented from completing a meaningful performance cycle.





Equality, Inclusion and Diversity (EID)

(GRI 3-3; DH5; IG1/4; F01)

At GeoPark we promote gender equality, inclusion and diversity, eliminating any barrier that limits people's development. We also manage all processes of the talent lifecycle in line with this commitment.



(IG2) For further information about our Human Rights Policy and our commitment to equality, inclusion, and diversity, click here

We continuously hold awareness workshops, training or talks on gender equality and diversity aimed at our employees and suppliers.

In 2025, EID training focused on addressing the impact of diversity on business results from a comprehensive perspective, highlighting the human qualities that each person brings to the organization.

In our "Sustainability Week" we addressed topics such as unconscious biases and the "wheel of privilege", aiming to deepen understanding of the individual and organizational contexts that influence development, decision-making and collaboration. This initiative aimed to make culture more inclusive and conscious, aligned with our cultural principles and our sustainability strategy.

Combating Discrimination and Sexual Harassment

(GRI 2-26/406-1 IG4)

GeoPark has a public protocol on non-discrimination and the prevention of harassment, which explicitly prohibits any harassing behavior and has a zero-tolerance policy on discrimination.

The protocol includes the following topics:

- Specific classification of harassment and/or sexual harassment in the workplace and discrimination as offenses

- Sanction procedure established
- Protection measures for the complainant
- Mechanisms to maintain the confidentiality of the procedure and/or information
- A reporting channel or space identified by all staff (hotline, email, among others) to report harassment and/or discrimination based on sexual orientation and/or gender identity
- Inclusion of virtual harassment as a form of harassment



For further information on the Protocol on Non-Discrimination and Prevention of Harassment, click here

We conduct mandatory training for all employees, have a clear escalation and incident reporting process, and implement corrective or disciplinary action in the event of discriminatory or harassing behavior. Furthermore, we hold activities to raise awareness of manifestations of sexual harassment in the workplace and provide legal and psychological support to victims directly or through a third party.

Our prevention mechanisms or protocols for the resolution of possible conflicts due to discrimination include the Labor Coexistence Committee and the Equality, Diversity and Inclusion Committee, which have conciliation tools and mechanisms to manage and resolve situations within the competences of the Committees for victims. To meet the needs of reconciling personal, family, and work life, we have the Work-Life Balance Guide.

Diversity indicators (GRI 405-1; GRI 2-7)

Women in the total labor force (as a percentage of the total labor force)	37.70	PERCENTAGE (0-100%)
Women in all management positions, including junior, middle and senior positions (as a percentage of total management positions)	28.30	
Women in junior management positions, i.e. first level of management (as a percentage of all junior management positions)	27.70	
Women in senior management positions, i.e., within two levels of the CEO or comparable positions (as a percentage of total senior management positions)	29.60	
Women in managerial positions in revenue-generating roles as a percentage of all these managers (excluding support roles such as HR, IT, Legal)	12.50	
Women in STEM-related positions (as a percentage of total STEM positions)	28.40	

Note: Our job categories changed in 2025. Management: C-Level, Directors; Superintendents - Managers - Type I Coordinators. Junior Management: Superintendent - Manager - Type I Coordinator. Top Management: C-Level and Directors.



Governance, follow-up and monitoring (GRI 3-3; GRI 2-13)

Board of Directors/Board Committees

SPEED Committee Compensation Committee (CC)

Responsible for monitoring the progress, quality and effectiveness of human talent management and EID

CEO/Management

Chief People Officer (CPO)

It presents proposals for programs in attraction, development, training, succession, leadership, performance, competency-based management, compensation and benefits, payroll, welfare, organizational design, and labor relations

Internal committees

Equality, Inclusion and Diversity Committee (EIDC)

Encourages commitment to EID, supports action plans within the Company and among its stakeholders, and validates specific situations that may impact EID

Labor Coexistence Committee (LCC)

Receives and processes complaints describing situations that may constitute workplace harassment, as well as supporting evidence. In addition, it confidentially examines cases in which a complaint is made or that could represent workplace harassment

Management

Compensation and Organizational Design Management

- Designs competitive compensation schemes, including variable compensation programs for annual results, long-term incentives, and benefits
- Designs an agile and efficient organizational structure with the required staff

Talent and Culture Management

- Formulates the Talent and Culture strategy, advising leaders, and mobilizes the Company in the development of key capabilities
- Defines comprehensive strategies for attraction, inclusion and well-being

Operational Level/Management Teams

People Teams

- Design guides and procedures that ensure the execution of the processes
- Manage the implementation of organizational structures
- Implement and manage compensation programs
- Participate in expatriation, repatriation and location processes
- Structure development and training programs
- Manage the succession process and organize the talent map
- Manage the performance process
- Develop wellness activities
- Promote initiatives that strengthen behaviors and commitment to equality, inclusion, and diversity





Goals (GRI 3-3)

0-3 years Short-term

- Align structures, processes and roles with the Company's work plan, promoting efficiencies and an adequate distribution of workloads in critical areas
 - Management:
 1. We executed two organizational restructuring processes aiming to align the organization with the current and future needs of the business
 2. We are progressing organizational redesigns in some areas, clarity in roles and simplification of processes
 3. We have identified critical areas in need of workload analysis
 - Progress: 60%
- Design and implement a new long-term, stock-based incentive plan to provide all employees with permanent contracts with the opportunity to become shareholders of the Company and be part of its growth and success
 - Management:
 1. We defined the proposal of the new plan that seeks to promote teamwork and participation in the Company's results in the long term. Pending launch of the new plan in 2026
 - Progress: 80%
- Redesign employee benefits strategy, incorporating competitive solutions to promote their economic well-being and peace of mind
 - Management:
 1. We advance in the development of efficiency initiatives in the management and administration of current benefits
 2. We are making progress in the development of tax optimization alternatives for employees
 - Progress: 40%
- Continue with the process of closing wage gaps under parameters of equality and competitiveness
 - Management:
 1. Every year in the first half of the year, we conduct a comprehensive review of the compensation of all employees in terms of equality and competitiveness considering criteria of local inflation, market, and individual performance
 2. Additionally, we continuously review critical cases in

- terms of attraction and retention in order to have the best talent
 - Progress: 80%
- Design the organizational ecosystem that drives the adoption of the Declaration of Culture. Define and install the leadership model and strengthen the EID program with greater emphasis on gender, multiculturalism, and disability
 - Management:
 1. We collectively built the Declaration of Culture associated with the strategy
 2. We increased the alignment of leaders with the challenges of the business and the principles of the Declaration of Culture
 3. We defined the scope of the EID program and furthered the consolidation of partnerships
 4. We developed leadership and coaching programs and designed the mentoring program to strengthen leadership competencies
 5. We designed specific training activities for leaders, such as feedback and feedforward, change management, personal leadership and time management, among others
 - Progress: 25%
- Diagnose and enhance the key factors of the work environment through well-being and active listening mechanisms that strengthen the connection of employees with GeoPark's higher purpose of Creating Value and Giving Back
 - Management:
 1. We established the improvement of the organizational climate as a strategic priority and incorporated this objective into the Corporate Scorecard
 2. We conducted more than 50 diagnostic sessions and conversations between leaders and employees
 3. We designed 25 action plans throughout the Company, reaching all areas, with an emphasis on closeness to leadership, load distribution, inter-area coordination, role clarity and process improvement
 4. We made 38 work climate checks with cross-sectional coverage
 - Progress: 80%
- Continue to strengthen the appropriation of key organizational capabilities such as digital, sustainability and unconventional fields, as well as individual skills for the professional development of our employees
 - Management:
 1. We prioritized the development of technical, digital,

- assurance and leadership skills, focusing investment in training on efficiency and the strengthening of critical capabilities
 - 2. Our employees received a total of 23,818 hours of training; 536 participated in these initiatives, with cross-cutting coverage and a gender-balanced distribution
 - Progress: 80%
- Have easy-to-adopt and easy-to-use technological tools that allow for efficient talent management and promote timely and reliable decision-making
 - Management:
 1. Activation of additional modules in SuccessFactors for performance, compensation, or AI functionalities
 2. Benchmark of new talent management tools
 - Progress: 40%

3-5 years Medium-term

- Deepen the appropriation of the Declaration of Culture and promote innovation. Consolidate leadership capable of taking on the challenges of business growth with a succession program that acts as an enabler of the organization's development and sustainability
 - Progress: Not started
- Consolidate a positive and consistent work environment, in which welfare mechanisms are integrated into daily management and contribute in a sustained way to integral convenience
 - Progress: Not started
- Strengthen the effective use of organizational capabilities in business processes and decisions, strengthening professional development trajectories
 - Progress: Not started

5 years and beyond Long-term

- Position ourselves as a cultural benchmark that accompanies our sustainable growth. Promote the rotation and mobilization of leadership in the different businesses and geographies where we have a presence
 - Progress: Not started
- Position the work environment and well-being as competitive advantages, reflected in a solid employee experience
 - Progress: Not started
- Transform business capacities and skills according to the projections of evolution of the Oil & Gas sector. In parallel, review the benefits strategy to respond to a diverse and multigenerational workforce, and close internal pay gaps
 - Progress: Not started



ANNEXES

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Waste management

Glossary

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TNFD

Unions to Which Payments
Were Made

2023 and 2024 Financial Results and
Entities Included

Assurance Letter

WASTE MANAGEMENT

[GRI 306-2/3/4/5; E3/4/5/22; ECR1.2]

We carry out waste management within the framework of our EMS and PEEC. Our waste management programs include:

- Audits to identify opportunities for improvement
- Action plans
- Quantified targets to minimize waste
- Investment in innovation
- Training our employees and contractors
- Integrating recycling programs to reduce waste sent to landfill

GeoPark reports solid waste generated in units of weight (metric tons) and liquid or semi-solid waste in units of volume (m3).

Our management enabled us to recover 37% of total solid waste generated (by weight) in 2025.

Solid waste generation

[GRI 306-2/3/4/5; ECR1]

Type of waste	Unit	2022	2023	2024	2025
Hazardous	Metric ton	1,324.5	661.0	470.7	654.0
Non-hazardous		2,864.9	1,569.8	1,608.9	1,293.5

Note: Only the waste generated and reported by weight (metric ton). Assets in Chile were divested in 2024.

Semi-solid waste generation

[GRI 306-2/3/4/5; ECR1]

Type of waste	Unit	2022	2023	2024	2025
Hazardous	m³	4,312.3	0.0	3,031.0	0.0
Non-hazardous		38,079.5	95,073.1	31,674.5	23,210.0

Note: Only the waste generated and reported by volume (m³). Assets in Chile were divested in 2024.

Hazardous waste

Hazardous solid waste (reported in metric tons). In 2025 we disposed 90.2% of hazardous waste, doing so outside our facilities and mainly through:

- Bioremediation for the treatment of soils or soils with the presence of hydrocarbons (53%)
- Incineration and/or safety cells (38%)
- The remaining 10% corresponds to post-consumer waste destined for “non-elimination” that is reincorporated into production chains.

In 2025 we recorded a 39% increase in the generation of hazardous solid waste, due to a greater generation of hydrocarbons-impregnated solids and semi-solids as a result of non-routine activities such as the maintenance of treatment systems.

Hazardous Solid Waste by Disposal Type

[GRI 306-4/5]

Category	Unit	2022	2023	2024	2025
Total hazardous waste not destined for disposal	Ton	0.60	3.60	4.72	64.19
Recycled/reused		0.60	3.60	4.72	64.19
Total hazardous waste destined for disposal		1,326.90	657.40	466.00	589.87
Landfilled (*)		N/A	354.09	191.10	236.71
Incinerated without energy recovery		N/A	N/A	10.10	9.29
Other methods: bioremediation		1,326.90	303.30	264.80	343.87

Note: the coverage corresponds to 100% of operated assets. GeoPark does not dispose of hazardous waste using unknown methods.

Note 2: In 2025, there was a significant increase in the generation of reused recycled waste, from 4.72 to 64.19 t due to a greater generation of post-consumer waste in the operations in Colombia. In the case of hazardous waste managed through bioremediation, there was also an increase due to the generation of hydrocarbon-impregnated solids and semi-solids (e.g., soil and sand) from non-routine activities such as maintenance of treatment systems.

(*) Through safety cells



Hazardous semi-solid waste (reported in m3). In 2025 we had no drilling activities in Ecuador or Argentina, countries where drilling sludge is considered hazardous waste. Therefore, we did not report hazardous waste by volume (m3).

Non-hazardous waste

These include elements generated in the operation, such as ordinary, organic, recyclable or usable materials, among others, which we report by weight. In addition, we include waste such as drill cuttings (Colombia) that are reported in volume.

Non-hazardous solid waste (reported in metric tons). In 2025 we saw a 20% reduction in the generation of non-hazardous solid waste (reported by weight) compared to 2024, due to lower activity.

We disposed 49% of the total non-hazardous solid waste by weight (1,293.59 metric tons) outside our facilities, in landfills. We made use of the remaining 51% (non-elimination) through:

- Recycling: 547.15 tons
- Biodigestion/composting of organic waste: 112.28 metric tons

Non-hazardous solid waste by disposal type (GRI 306-4/5)

Category	Unit	2022	2023	2024	2025
Total Non-Hazardous Waste – not disposed	Metric ton	1,308.84	444.79	651.94	659.43
Recycled/Reused		1,308.84	444.79	651.94	659.43
Total non-hazardous waste disposed		1,556.03	1,125.06	957.00	634.10
Landfilled		1,556.03	1,125.06	951.75	628.80
Incinerated waste without energy recovery		N/A	N/A	5.20	5.31

Note: In 2025 our total goal for non-hazardous waste was 1,448.02 metric tons (10% reduction from 2024)

Non-hazardous semi-solid waste (reported in m³). Reported non-hazardous waste by volume decreased 27% due to a reduction in our well drilling activities (fewer drill cuts) in Colombia. In 2025 we did not generate waste from the dismantling/demolition of platforms.

Recycled waste (GRI 306-4)

Type of waste	Unit	2022	2023	2024	2025
Hazardous + non-hazardous	Metric ton	4,192.40	2,230.86	2,079.64	1,947.64
Hazardous + non-hazardous recycled		1,206.80	322.03	529.92	547.83
Recycled waste	%	28.80	14.40	25.48	28.13

We report to environmental authorities on an annual basis through the applicable registration platform in each country with information about the generation and management of hazardous waste derived from our operations.

- **Colombia:** Pollutant Release and Transfer Registry (PRTR)
- **Ecuador:** annual declaration of hazardous waste generation to the Ministry of Environment, Water and Ecological Transition
- **Argentina:** Annual Report on Special Waste, which annually consolidates all information contained in electronic manifests (MERE) for the reported period (October-December 2026)

We carry out the final disposal of waste through authorized managers who issue the corresponding certificates.



GLOSSARY

Authorized third-party sources: Third parties from which water is purchased. They include public or private suppliers that have environmental authorization and resource availability within approved limits

Carbon dioxide equivalent (CO₂eq): The metric tons of greenhouse gas emissions with the same global warming potential as one metric ton of CO₂

Carbon footprint: The amount of greenhouse gases produced directly or indirectly by an activity, operation, product, or organization, generally expressed in metric tons of carbon dioxide equivalent

Circular economy: A production and consumption model that seeks to maintain the value of products, materials and resources for as long as possible, minimize the generation of waste, and promote waste reuse

Civil Society Nature Reserves: A category of privately governed protected areas that are part of Colombia's National System of Protected Areas (SINAP)

Claw-back policy: A recovery policy aligned with SEC Rule 10D-1, which requires the recovery of compensation wrongly awarded and received by executive-level employees when there is a material breach of financial reporting requirements

Cuéntame: GeoPark's grievance mechanism

Decarbonization: The process of progressively reducing greenhouse gas emissions through operational improvements, energy efficiency and the adoption of low-emission technologies

Development Program with a Territorial Approach (PDET): A planning and management instrument of the Colombian government to prioritize the implementation of sectoral plans and programs within the framework of the Comprehensive Rural Reform

Disposal injection: Injection of treated water into deep underground formations authorized for disposal or final disposal

Double materiality: The combination of impact

materiality and financial materiality. A sustainability issue or information meets the criteria of double materiality if it is material from an impact perspective, from a financial perspective, or from both

Dry well: An exploration or development well that does not produce oil or gas in sufficient quantities to justify termination as an oil or gas well

Early warnings: Early identification of social, environmental or territorial risks that may affect the viability of projects and operations

Emissions intensity: The result of dividing the emissions of a field by the number of barrels equivalent produced during the same period. It is generally expressed in kilograms of carbon dioxide equivalent per barrel equivalent produced

Energy transition: The process of transformation towards a more sustainable energy system, aimed at reducing emissions intensity, diversifying energy sources and strengthening business resilience

Facilities: The Company's production fields and exploration areas

Freshwater: Total dissolved solids ≤ 1000 mg/l

Greenhouse gases (GHGs): Chemical compounds that retain heat and accumulate in the atmosphere

Groundwater: Water in underground formations that is recovered through authorized wells

Hazardous waste: Materials generated in the operation which due to their properties represent risks to health or the environment. It includes waste impregnated with hydrocarbons, chemicals, lubricating oils and other corrosive, reactive, explosive, toxic or flammable materials

HAZOP: A methodology that identifies significant deviations from the planned operation in a process, assessing consequences and proposing mitigation measures

Human rights due diligence: A continuous process to identify, prevent, mitigate, and account for actual and potential human rights impacts

Impacts, risks and opportunities (IRO): A set of effects, potential risks and identified opportunities that may influence the Company's sustainability and value creation

Independent Board Member: We have voluntarily

adopted independence criteria for all members of the Board of Directors, in line with best corporate governance practices that exceed the independence requirements legally required of foreign issuers of securities under applicable regulations
The members of the Board of Directors and its Committees shall be considered independent, unless:

- They have a material relationship with the Company other than their status as members of the Board or its Committees
- They are members of the Compensation Committee and receive material compensation from the Company or a subsidiary, which could affect their independence from management
- Currently, or within the three years prior to their appointment as a member of the Board or the Committee, they:
 - Have been employees of the Company or have an immediate family member who has been an executive officer of the Company
 - Have received more than US\$120,000 from the Company in any 12-month period, except for fees as directors or committee members
- They are partners or employees of the external auditor or have an immediate family member who is a partner or employee and directly participates in said firm
- In the last three years they have been or have an immediate family member who has been a partner or employee of the external auditor and has participated directly in the audit of the Company
- They are or have been employees of a company in which the Compensation Committee (or its equivalent) has or has had a member who is or has been simultaneously the principal executive of the Company
- They are a current employee of or have an immediate family member who is an executive officer of a company that has significant transactions with the Company exceeding \$1 million or 2% of its consolidated gross revenues

Inherent risk: The level of risk that exists before considering the effectiveness of the controls in place

Internal carbon pricing: A monetary value that the Company assigns internally to carbon emissions to



support project evaluation and decision-making

Lagging: Outcome indicators that measure events or performances that have already occurred, such as accidents, incidents, or losses

Leading: Preventive or management indicators that enable risks to be anticipated and that the implementation of preventive controls and actions is monitored

Local: The geographical space where operations are executed for the purposes of local contracting reported by the Company. In Colombia it is defined at a municipal level, in Ecuador at a parish level, and in Argentina it corresponds to Neuquén province

Mandatory investment: Socio-environmental investment that must be made to comply with a standard or an obligation imposed by the relevant authority

Members of the Audit Committee (AC): To be an independent member of the AC, such a person shall not:

- Accept, directly or indirectly, consulting, advisory fees, or other compensatory payments from the Company or its subsidiaries (other than those received in their capacity as a member of the Board or any Committee)
- Be an affiliate of the Company or a subsidiary

The criteria for the independence of the members of the Board shall comply with the independence requirements set forth in Rule 10A-3 of the Securities Exchange Act of 1934, or with any mandatory regulations applicable to Foreign Private Issuers, as applicable

Nature dependencies: Ecosystem services and natural resources on which the Company depends to develop its operations

Nature-based solutions (NBS): Actions aimed at protecting, sustainably managing and restoring natural or modified ecosystems to address environmental and social challenges and generate benefits for biodiversity and people

Near Miss: An unplanned and uncontrolled incident or series of events that did not cause injury or damage, but had the potential to have caused injury

or damage under slightly different circumstances

Neighbors: People, organizations and groups that live or operate in the territories where GeoPark operates and with whom the Company establishes neighborly relationships

Non-Tier 1 suppliers: Suppliers of products and services to the Company through Tier 1 suppliers and which are not Tier 1 themselves. They are, for example, Tier 2, 3, of the Company's supply chain

Top-tier suppliers (Tier 1): Direct suppliers of goods, materials, or services (including intellectual property and patents) to the Company

Significant suppliers: Suppliers identified as having substantial risks of negative ESG impacts or significant business relevance to the company, or a combination of both

Non-hazardous waste: Materials generated in the operation that do not pose risks to health or the environment, including ordinary, organic, recyclable or usable materials

Other waters: Waters with total dissolved solids > 1000 mg/l

Politically Exposed Person (PEP): A person who because of their prominent or influential position is more susceptible to being involved in bribery or corruption

Prior consultation: The fundamental right of ethnic groups to participate in decisions on measures or projects that may affect their territories, their cultural, social and economic integrity, and their right to participation

Priority issue: A relevant issue for the Company and its stakeholders due to its economic, social, environmental or governance impacts

Produced water: Water extracted from the producing formation together with the hydrocarbon

Productive well: An exploration, development or expansion well that is not a dry well

Protected area: A geographically defined area, designated, regulated, and managed to achieve specific conservation objectives

Protective reforestation: A type of reforestation that is established in protective strips around bodies of water to contribute to the protection, stabilization and restoration of land that has had vegetation loss,

soil erosion or other affectations

Recordable incident: An unplanned or uncontrolled event or chain of events that result in injury to persons, environmental impacts, damage to facilities or equipment, or loss of production, and that meets or exceeds criteria defined by international organizations

Recovery injection: Injection of production water into the authorized producing formation to maintain or increase the reservoir pressure and improve the final recovery of hydrocarbons

Regional Integrated Management District: A category of ecosystem protection within Colombian regulations that combines protection and conservation actions with possibilities of sustainable and compatible use and exploitation

Residual risk: The level of risk that remains after implementing controls and mitigation measures

Risk appetite: The level and type of risk that the Company is willing to assume in order to meet its strategic objectives

Roadmap: An action plan that outlines goals, objectives, milestones, and actions for a specific process or issue

Scope 1 greenhouse gas (GHG) emissions: Direct emissions generated by sources owned or controlled by the Company

Scope 2 greenhouse gas (GHG) emissions: Indirect emissions generated by the production of the energy purchased and consumed by the organization

Scope 3 greenhouse gas (GHG) emissions: Other indirect emissions generated in the value chain, both upstream and downstream

Scouting: Advanced multidisciplinary field visits to identify and analyze the socio-environmental conditions present in sites planned for project development

Significant operations: Assets under GeoPark's operational control at any stage of development, exploration or production

Significant spills: Oil spills greater than or equal to one barrel that cause environmental impact

Skilled labor: Positions with occupational profiles that require technical, technological, or professional training for their development



Social license to operate: Level of acceptance, legitimacy and trust granted by stakeholders, especially neighboring communities, to the Company's operations

SPEED Integrated Value System: Framework that guides how GeoPark manages its operations and creates value responsibly, integrating culture, sustainability and operating standards. Its pillars are Health and Safety, Prosperity, Employees, Environment and Community Development

Surface freshwater: Rainwater and water from rivers, lakes, wetlands, and lateral borrow areas

Sustainability framework: Management structure that materializes the SPEED Integrated Value System in the Company's prioritized matters

Tier 1: Incidents of greater severity that may occur in a plant or industrial facility, classified according to ANSI/API RP 754

Voluntary investment: Socio-environmental investment that is carried out freely and not imposed by law or regulation

Water stress: Capacity, or lack of capacity, to meet human and ecological demand for water. It refers to water availability, quality or accessibility

What if?: A risk analysis methodology that poses hypothetical questions to evaluate possible scenarios, deviations and hazards





ACRONYMS AND INITIALS

AC: Audit Committee
ACP: Colombian Oil and Gas Association
ADA: Authority to Stop an Activity
AI: Artificial Intelligence
AML/CFT: Anti-Money Laundering and Combating the Financing of Terrorism
ANDI: Colombia's National Business Association
ANH: Colombia's National Hydrocarbons Agency
ANLA: Colombia's National Environmental Licensing Agency
ANP: Brazil's National Oil, Natural Gas and Biofuels Agency
API: American Petroleum Institute
ARPEL: Association of Oil, Gas and Renewable Energy Companies of Latin America and the Caribbean
BBL: Barrel of oil
BCMP: Business Continuity Master Plan
BF: Barrel of fluid
BoD: Board of Directors
BOPD: Barrels of oil per day
BTEX: Benzene, toluene, ethylbenzene and xylene
CAPEX: Capital Expenditure
CC: Compensation Committee
CENACE: Ecuador's National Power Grid Operator
CEO: Chief Executive Officer
CERs: Certified Emission Reductions
CFO: Chief Financial Officer
CME: Mining-Energy Committee
COO: Chief Operating Officer
COPASST: Joint Committee on Occupational Health & Safety
CPO: Chief People Officer
CS: Council of State
CSPEED: SPEED/Sustainability Committee
DJSI: Dow Jones Sustainability Index
DRMI: Regional Integrated Management District
E&P: Exploration & Production
EBITDA: Earnings Before Interest Taxes Depreciation and Amortization
EIA: Environmental Impact Assessment

EID: Equality, Inclusion and Diversity
EIDC: Equality, Inclusion and Diversity Committee
EITI: Extractive Industries Transparency Initiative
EMS: Environmental Management System
EPA: U.S. Environmental Protection Agency
GBIF: Global Biodiversity Information Facility
GHG Protocol: Greenhouse Gases Protocol
GHG: Greenhouse Gases
GRI: Global Reporting Initiative
HS: Health & Safety
HSE: Health, Safety and Environment
IAPG: Argentinian Oil & Gas Institute
ICV: Inferior Calorific Value
IDEAM: Institute of Hydrology, Meteorology and Environmental Studies
IEA: International Energy Agency
IOGP: International Association of Oil and Gas Producers
IPCC: Intergovernmental Panel on Climate Change
IPIECA: International Petroleum Industry Environmental Conservation Association
IRIS: Incident Reporting and Investigation System
IRO: Impacts, Risks, and Opportunities
ISO: International Organization for Standardization
IUCN: International Union for Conservation of Nature
IWRM: Integrated Water Resources Management
KPI: Key Performance Indicator
KRI: Key Risk Indicator
LCC: Labor Coexistence Committee
LTIP: Long-term Incentives Plan
LTIR: Lost time incident rate
MCFPD: Thousand cubic feet per day
MMBOE: Million barrels of oil equivalent
MMUSD: Million US Dollars
MoC: Management of Change
MWh: Megawatt-hour
NbS: Nature-based Solutions
NOx: Nitrous oxide
NPV: Net Present Value
NYSE: New York Stock Exchange
OCENSA: Central Pipeline
ODCA: Casanare Pipeline
ODL: Llanos Orientales Pipeline
ONISE: Organization of the Indigenous Siona

Nationality of Ecuador
OPEX: Operating Expenses
ORM: Occupational Risk Manager (ARL by its Spanish initials)
PBC: Community Benefit Programs
PDCA: Plan-Do-Check-Act
PDET: Community Focus Development Programs
PEEC: Circular Economy Strategic Plan
PEGIA: Integral Water Management Strategic Plan
POP: Proactive Observation Program
PPE: Personal Protective Equipment
PTARD: Domestic wastewater Treatment Plan
RCP: Representative Concentration Pathways
RESPEL: Register of Hazardous Waste Producers
RPL: Recycled Plastic Lumber
SDGs: Sustainable Development Goals
SEC: U.S. Securities and Exchange Commission
SG-SST: Occupational Health & Safety Management System
SiB: Colombia's National Biodiversity Information System
SIC: Trade and Industry Superintendency
SINAP: National System of Protected Areas
SOS: Security Operations Standards
SOx: Sulfur oxides
SPEED: Safety, Prosperity, Employees, Environment and Community Development
SRC: Strategy and Risk Committee
SRT: Argentina's Superintendency of Occupational Hazards
SSP: Shared Socioeconomic Pathways
STEM: Science, Technology, Engineering and Mathematics
SUT: Online service platform of Ecuador's Labor Ministry
SWA: Safe Work Analysis
TCFD: Task Force on Climate-related Financial Disclosures
TNFD: Task Force on Nature-related Financial Disclosures
TRIR: Total Recordable Injury Rate
UN: United Nations
UNGPs: United Nations Guiding Principles on Human Rights

US\$: United States Dollar
VOCs: Volatile Organic Compounds
VPSHR (or VPs): The Voluntary Principles on Security and Human Rights
VSD: Variable Speed Drive
WIC: Women in Connection
WWF: Worldwide Fund for Nature





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	2-6 Activities, value chain and other business relationships	6 27 40 48 49	Ethics and transparency Financial and operational performance Responsible management of suppliers and contractors Definition of Local Suppliers by Country Colombia: Companies that present Chamber of Commerce accreditation of having their headquarters in the area of influence of one of our operations and that have been established for at least 12 months, as of the date of registration. Companies must have a physical branch in the area. The area of influence comprises the geographical area where GeoPark operations are carried out, at the municipal level Ecuador: Companies that can demonstrate, through their registration document, that they have their main headquarters in the area of influence of GeoPark operations and are at least 12 months old, as of the date of registration. Companies must have a physical branch in the area. The area of influence comprises the geographical area where GeoPark operations are carried out, at the parish level Brazil: Companies that are registered or represented in Brazil. There are no special considerations related to the proximity to our operation Argentina: Companies that are part of the 'Buy Neuquen' program and are registered on a list for which they must meet certain specific criteria

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	2-27 Compliance with laws and regulations	32	Ethics and transparency
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GRI 3-3: Management of material topics	Sector standard: 11.18.1 Describe the approach to ensure respect for human rights by public and private security providers SDGs: 16 IPIECA: SOC-3	17	Human Rights System

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GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices Sector standard: 11.19.2	32	Ethics and transparency On January 22, 2018, Holdeilam S.A.S. filed a lawsuit against GeoPark Colombia S.A.S. and others for unfair competition in cargo transportation. On November 29 of the same year, the Superintendence of Industry and Commerce (SIC) stated that it was not competent to hear the case and requested that it be referred to the Judicial Support Office of the Administrative Court of Casanare so that a competent judge could be assigned The Court rejected the claim and Holdeilam appealed this decision to the Council of State (EC). On August 26, 2020, the EC ruled on the appeal, stating that this matter was not within its competence On 28 January 2021, the EC referred the case to the Disciplinary Chamber to resolve the conflict of jurisdiction. By means of Order 1784 of November 23, 2022, notified on March 31, 2023, the Constitutional Court resolved the conflict of jurisdiction and indicated that the Delegation for Jurisdictional Affairs of the SIC was the competent authority



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GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria SDGs: 12/13/15 SASB: EM-EP-140a.1 IPEICA: SOC-2/14	50	Responsible management of suppliers and contractors
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	302-4 Reduction of energy consumption SDGs: 7/13 SASB: EM-EP-130a.1 IPIECA: CCE-3/6	64	Energy transition
	302-5 Reductions in energy requirements of products and services SDGs: 7/12/13 SASB: EM-EP-420a.1 IPIECA: CCE-3	64	Energy transition

GRI STANDARD	DISCLOSURE	PAGE	SECTION
OUR ENVIRONMENTAL MANAGEMENT CIRCULAR ECONOMY STRATEGIC PLAN (PEEC)			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts Sector standard: 11.5.2 SDGs: 12/15 SASB: EM-EP-150a.1 IPIECA: ENV-7	68 145	Circular economy strategic plan Annexes - Waste Management
	306-2 Management of significant waste related impacts Sector standard: 11.5.2 SDGs: 12 SASB: EM-EP-150a.1 IPIECA: ENV-7	68 145	Circular economy strategic plan Annexes - Waste Management
	306-3 Waste generated Sector standard: 11.8.2 SDGs: 12 SASB: EM-EP-150a.1 IPIECA: ENV-7	145	Annexes - Waste Management
	306-4 Waste diverted from disposal Sector standard: 11.5.5 SDGs: 12 SASB: EM-EP-150a.1 IPIECA: ENV-7	145	Annexes - Waste Management
	306-5 Waste directed to disposal Sector standard: 11.5.6 SDGs: 12 SASB: EM-EP-150a.1 IPIECA: ENV-7	145	Annexes - Waste Management
MATERIAL TOPIC: CLIMATE ACTION			
GRI 3: Material Topics 2021	3-3 Management of material topics	70	Climate action
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change Sector standard: 11.2.2 SDGs: 13 SASB: EM-EP-210a.2 / 420a.1 IPIECA: CCE-2	71	Climate action



GRI STANDARD	DISCLOSURE	PAGE	SECTION
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions Sector standard: 11.1.5 SDGs: 13 SASB: EM-EP-110a.1 IPIECA: CCE-4	73	Climate action
	305-2 Energy indirect (Scope 2) GHG emissions Sector standard: 11.1.6 SDGs: 7/13 SASB: EM-EP-110a.1 IPIECA: CCE-4	74-75	Climate action
	305-3 Other indirect (Scope 3) GHG emissions Sector standard: 11.1.7 SDGs: 12/13 SASB: EM-EP-110a.1 IPIECA: CCE-4	75-76	Climate action
	305-4 GHG emissions intensity Sector standard: 11.1.8 SDGs: 7/13 SASB: EM-EP-110a.1 IPIECA: CCE-4	79	Climate action
	305-5 Reduction of GHG emissions Sector standard: 11.2.3 SDGs: 7/13 SASB: EM-EP-110a.1/2 IPIECA: CCE-3/4/5	79	Climate action
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions Sector standard: 11.3.2 SDGs: 3/11/12 SASB: EM-EP-120a.1 IPIECA: ENV-5	80	Climate action We calculate annual emissions based on periodic isokinetic monitoring carried out in the direct sources of the Llanos 34, Llanos 123 and Platanillo blocks, considering hours and days of operation. This monitoring is carried out by external laboratories accredited by Colombian institute IDEAM We use the Isocalc program as a calculation tool for all the data and the results of the direct measurement, and for the calculation of emission factors we determine the mass balance with the formulas for each of its components and the value given by the AP-42 according to the process The applicable emission standards are defined by Resolution 909 of 2008 of the Ministry of Environment, Housing and Territorial Development (Article 8, table 5), which establishes the pollutant limits for new external combustion equipment according to the type of fuel Likewise, Resolution 1309 of 2010, also issued by the Ministry of Environment, Housing and Territorial Development, partially modifies this standard and sets emission limits for fixed sources, in particular for internal combustion engines with a capacity equal to or greater than 1 MW

GRI STANDARD	DISCLOSURE	PAGE	SECTION
MATERIAL TOPIC: RESPONSIBLE MANAGEMENT OF WATER AND BIODIVERSITY			
GRI 3: Material Topics 2021	3-3 Management of material topics	82	Responsible management of water and biodiversity
GRI 303: Water and effluents 2018 (1) Topic management disclosures (2) Topic disclosures	303-1 Interactions with water as a shared resource (1) Sector standard: 11.6.2 SDGs: 6/12 SASB: EM-EP-140a.1 IPIECA: ENV-1	83	Responsible management of water and biodiversity
	303-2 Management of water discharge related impacts (1) Sector standard: 11.6.3 SDGs: 6/12 SASB: EM-EP-140a.1 IPIECA: ENV-1/2	83	Responsible management of water and biodiversity
	303-3 Water withdrawal (2) Sector standard: 11.6.4 SDGs: 6/12 SASB: EM-EP-140a.2 IPIECA: ENV-1	85	Responsible management of water and biodiversity
	303-4 Water discharge (2) Sector standard: 11.6.5 SDGs: 6 SASB: EM-EP-140a.3 IPIECA: ENV-2	86	Responsible management of water and biodiversity
	303-5 Water consumption (2) Sector standard: 11.6.6 SDGs: 6/12 SASB: EM-EP-140a.2 IPIECA: ENV-1	87	Responsible management of water and biodiversity
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas Sector standard: 11.4.2 SDGs: 15 SASB: EM-EP-160a.2 IPIECA: ENV-4	90	Responsible management of water and biodiversity
	304-2 Significant impacts of activities, products and services on biodiversity Sector standard: 11.4.3 SDGs: 15 IPIECA: ENV-3/4	83	Responsible management of water and biodiversity



GRI STANDARD	DISCLOSURE	PAGE	SECTION
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored Sector standard: 11.4.4 SDGs: 15 IPEICA: ENV-3/4	91	Responsible management of water and biodiversity Our partners We have different types of partners to protect biodiversity: Colombia Alexander von Humboldt Institute • Definition of the Socio-Ecological Plan in priority areas of GeoPark's operation in Colombia - TNFD report • Bioacoustic monitoring of baseline and during operational activities to follow up on changes in habitat conditions and in the behavior of fauna species regarding noise • We executed a Plan for the social appropriation of biodiversity in Llanos and Putumayo under the principle of "training trainers"; More than 50 teachers participated and we delivered more than 150 science kits as a pedagogical tool to recognize the value of water, biodiversity and local traditions National Business Association (ANDI) • Participation in the Biodiversity and Development Initiative for Putumayo SiB Colombia • Corporate Management for Nature project that contributes to the management of knowledge on biodiversity in the industrial sector of Colombia • In 2025 we increased the biodiversity records in SiB Colombia and GBIF to more than 189,000. The information generated has had a high impact on the use of data Orinoquia Biodiversa Foundation • Scientific article "Dynamics of giant otters in Tauramena - Casanare" Government of Casanare and Corporinoquia • We support conservation initiatives of environmental authorities and territorial entities through the donation of nearly 20,000 trees and +2 metric tons of organic fertilizer produced by GeoPark from organic waste created in Llanos 34 Cataruben and Bancolombia • We started the first project in Nature-Based Solutions (NBS) focused on silvopastoral livestock (Orinoquia Regenera project) for the generation of 7.2 million carbon credits ABC Colombia • We implemented the last stage of the 'Weaving Knowledge' program strengthening territorial environmental governance in the Llanos area. Over 300 people participated • Given the recent nature of the operation in Argentina, we still do not have partners and biodiversity protection initiatives have not been launched
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations Sector standard: 11.4.5 SDGs: 15 IPEICA: ENV-3/4	91	Responsible management of water and biodiversity

GRI STANDARD	DISCLOSURE	PAGE	SECTION
GRI 306: Effluents and Waste 2016	306-3 Significant spills Sector standard: 11.8.2 SDGs: 6/14/15 SASB: EM-EP-160a.1 IPEICA: ENV-6	89	Responsible management of water and biodiversity
OUR SOCIAL MANAGEMENT MATERIAL TOPIC: OCCUPATIONAL HEALTH AND SAFETY			
GRI 3: Material Topics 2021	3-3 Management of material topics	95	Occupational health and safety
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system Sector standard: 11.9.2 SDGs: 3/8 SASB: EM-EP-320a.2 IPEICA: SHS-1	95	Occupational health and safety
	403-2 Hazard identification, risk assessment, and incident investigation Sector standard: 11.9.3 SDGs: 8/3 SASB: EM-EP-320a.2 IPEICA: SHS-1	97-98	Occupational health and safety
	403-3 Occupational health services Sector standard: 11.9.4 SDGs: 3/8 SASB: EM-EP-320a.2 IPEICA: SHS-2	97	Occupational health and safety
	403-4 Worker participation, consultation, and communication on occupational health & safety Sector standard: 11.9.5 SDGs: 8/16 SASB: EM-EP-320a.2 IPEICA: SHS-1	97 99	Occupational health and safety
	403-5 Worker training on occupational health and safety Sector standard: 11.9.6 SDGs: 4/8 SASB: EM-EP-320a.2 IPEICA: SHS-1	99	Occupational health and safety Training topics: • Working at height • Working in confined spaces • Lifting loads manually • Lifting loads • Handling hazardous substances • Electrical handling • Driving • Work permits system • Incident investigation • Visual health • Mental health



GRI STANDARD	DISCLOSURE	PAGE	SECTION
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health Sector standard: 11.9.7 SDGs: 3/8 SASB: EM-EP-320a.2 IPIECA: SHS-1	99	Occupational health and safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships Sector standard: 11.9.8 SDGs: 3/8 SASB: EM-EP-320a.2 IPIECA: SHS-1	97	Occupational health and safety
	403-8 Workers covered by an occupational health and safety management system Sector standard: 11.9.9 SDGs: 3/8 SASB: EM-EP-320a.2 IPIECA: SHS-1	100-112	Occupational health and safety
	403-9 Work-related injuries Sector standard: 11.9.10 SDGs: 3/8 SASB: EM-EP-320a.1 IPIECA: SHS-3	99-101	Occupational health and safety
	403-10 Work-related ill health Sector standard: 11.9.11 SDGs: 3/8 SASB: EM-EP-320a.1 IPIECA: SHS-2/3	101	Occupational health and safety
MATERIAL TOPIC: NEIGHBOR RELATIONS			
GRI 3: Material Topics 2021	3-3 Management of material topics	105	Neighbor relations
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported Sector standard: 11.14.4 SDGs: 8/9/11 SASB: EM-EP-210a.3 IPIECA: SOC-13	113-118	Neighbor relations
	203-2 Significant indirect economic impacts Sector standard: 11.14.5 SDGs: 8/9/10 SASB: EM-EP-210a.3 IPIECA: SOC-9/13	105	Neighbor relations

GRI STANDARD	DISCLOSURE	PAGE	SECTION
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples Sector standard: 11.17.2 SDGs: 10/16 SASB: EM-EP-210a.3 IPIECA: SOC-10	106	Neighbor relations
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs Sector standard: 11.15.2 SDGs: 10/11/16 SASB: EM-EP-210a.3 IPIECA: SOC-9/12/13	105	Neighbor relations
	413-2 Operations with significant actual and potential negative impacts on local communities Sector standard: 11.15.3 SDGs: 10/11/16 SASB: EM-EP-210a.3 IPIECA: SOC-9	105	Neighbor relations
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken Sector standard: 11.10.9 SDGs: 8/12/16 SASB: EM-EP-140a.1 IPIECA: SOC-2	105	Neighbor relations
GRI 11: Oil and Gas Sector 2021	11.15.4 Citizen participation, dialogue and prior consultation	107-108	Neighbor relations
	11.16.1 Describe the approach to providing remediation to local communities or individuals subject to involuntary resettlement, such as the process for establishing compensation for loss of assets or other assistance to improve or restore standards of living or livelihoods	111	Neighbor relations



GRI STANDARD	DISCLOSURE	PAGE	SECTION
GRI 11: Oil and Gas Sector 2021	11.16.2 List the locations of operations that caused or contributed to involuntary resettlement or where such resettlement is ongoing. For each location, describe how peoples' livelihoods and human rights were affected and restored	111	Neighbor relations
	11.17.1 Describe the community development programs that are intended to enhance positive impacts for indigenous peoples, including the approach to providing employment, procurement, and training opportunities	111	Neighbor relations
MATERIAL TOPIC: TALENT MANAGEMENT AND EQUALITY, INCLUSION AND DIVERSITY			
GRI 3: Material Topics 2021	3-3 Management of material topics	121	Talent management and EID
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed Sector standard: 11.14.2; 11.21.2 SDGs: 1/8/17	135	Responsible management of suppliers and contractors Talent management and EID
GRI 202: Market presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage SDGs: 8/10 IPIECA: SOC-4/5	132	Talent management and EID
	202-2 Proportion of senior management hired from the local community SDGs: 8/10 SASB: EM-EP-210a.3 IPIECA: SOC-15	132	In 2025 we did not make any senior management hires from the local community
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts SDGs: 8/9/11 SASB: EM-EP-210a.3 IPIECA: SOC-13	123	Talent management and EID

GRI STANDARD	DISCLOSURE	PAGE	SECTION
GRI 401: Employment 2016	401-1 New employee hires and employee turnover Sector standard: 11.10.2 SDGs: 5/8/10 IPIECA: SOC-4/6	126	Talent management and EID
	401-2 Benefits provided to full-time employees that are not provided to temporary or part time employees Sector standard: 11.10.3 SDGs: 3/5/8 IPIECA: SOC-4/6	134	Talent management and EID
	401-3 Parental leave Sector standard: 11.10.4; 11.10.3 SDGs: 5/8 IPIECA: SOC-4/5	129	Talent management and EID
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes Sector standard: 11.10.2; 11.7.2 SDGs: 5/8/10 IPIECA: SOC-4/6	129	Talent management and EID The notice we give to employees about significant operational changes depends on the nature of the change. In September 2025, we announced the acquisition of 100% of the operating interest in the Loma Jarillosa Este and Puesto Silva Oeste blocks in the province of Neuquén, Argentina. The respective organizational change occurred in approximately four weeks
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee Sector standard: 11.10.6; 11.11.4 SDGs: 4/8 IPIECA: SOC-7	136	Talent management and EID
	404-2 Programs for upgrading employee skills and transition assistance programs Sector standard: 11.7.3; 11.10.7 SDGs: 4/8 SASB: EM-EP-320a.2 IPIECA: SOC-7/16	138	Talent management and EID
	404-3 Percentage of employees receiving regular performance and career development reviews SDGs: 4/8 IPIECA: SOC-7	139	Talent management and EID



GRI STANDARD	DISCLOSURE	PAGE	SECTION
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees Sector standard: 11.11.5 SDGs: 5/10 SASB: EM-EP-330a.1 IPEICA: SOC-5	140	Talent management and EID As of December 31, 2025, there were two people with disabilities at GeoPark hired on fixed-term and indefinite contracts. To date it has not been necessary to make physical accessibility adaptations as they have not been required
	405-2 Ratio of basic salary and remuneration of women to men Sector standard: 11.11.6 SDGs: 5/8 IPEICA: SOC-5	132	Talent management and EID
GRI 406: Non discrimination 2016	406-1 Incidents of discrimination and corrective actions taken Sector standard: 11.11.7 SDGs: 4/8 IPEICA: SOC-6/7	140	Talent management and EID
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk Sector standard: 11.13.2 SDGs: 8/16 IPEICA: SOC-1/2	131	Talent management and EID



OMISSIONS				
GRI STANDARD	DISCLOSURE	OMITTED REQUIREMENT(S)	REASONS	EXPLANATION
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	The ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees	Confidentiality	Political and social context of the countries where we operate
GRI 401: Employment 2016	401-1 New employee hires and employee turnover Sector standard: 11.10.2 SDGs: 5/8/10 IPEICA: SOC-4/6	Turnover rate by age range and gender	Information unavailable	Only the total rate by region is reported and the breakdown into age group and gender categories is made in company exits
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Percentage of employees by job category for each of the following diversity categories: i. gender ii. age range: less than 30 years, between 30 and 50 years, more than 50 years iii. other diversity indicators, as appropriate (such as minority groups or vulnerable groups)	Confidentiality	Desegregation by age and job category is not reported due to confidentiality restrictions and the protection of personal data
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	All of the content required for this disclosure is omitted	Not applicable	This standard does not apply to the Company



GRI STANDARD	DISCLOSURE	OMITTED REQUIREMENT(S)	REASONS	EXPLANATION
GRI 417: Marketing and labelling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	All of the content required for this disclosure is omitted	Not applicable	This standard does not apply to the Company
	417-3 Incidents of non-compliance concerning marketing communications	All of the content required for this disclosure is omitted	Not applicable	This standard does not apply to the Company
GRI 418:Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	All of the content required for this disclosure is omitted	Not applicable	This standard does not apply to the Company
GRI 301: Materials	301-1 Materials used by weight or volume	Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period	Not applicable	Not a material topic for the Company

GRI STANDARD	DISCLOSURE	OMITTED REQUIREMENT(S)	REASONS	EXPLANATION
GRI 301: Materials	301-2 Recycled input materials used	Percentage of recycled input materials used to manufacture the organization's primary products and services	Not applicable	As the product is not transformed, no raw materials are used
	301-3 Reclaimed products and their packaging materials	Percentage of reclaimed products and their packaging materials for each product category	Not applicable	Not a material topic for the Company, whose products are transported by pipelines





INDEX OF CONTENTS REQUIRED BY LAW 11/2018

General Areas

AREAS		REPORTING FRAMEWORK	REFERENCE (CHAPTER) AND PAGE(S)	COMMENTS / REASON FOR OMISSION
Business Model	Description of the business model: Business environment Organization and structure Markets it operates in objectives and strategy Main factors and trends that may affect its future evolution	GRI 2-1 Organizational details	About Us pages 6-7 Operating Performance Financial Performance pages 31-41	
		GRI 2-2 Entities included in the organization's sustainability reporting		
		GRI 2-6 Activities, value chain and other business relationships		
		GRI 2-9 Governance structure and composition		
		GRI 2-23 Policy commitments		
Policies and their results	Description of the policies implemented by the group and the results of those policies, including relevant key indicators of non-financial performance	GRI 2-23 Policy commitments GRI 2-24 Embedding policy commitments	Human Rights System pages 17-19 Ethics and Transparency pages 27-28 Responsible Management of Suppliers and Contractors pages 46-47 Energy transition pages 59-60 Our Environmental Management System pages 67-68 Climate Action pages 70-71 Responsible Management of Water and Biodiversity page 82 Occupational Health & Safety pages 95-96 Neighbor relations pages 105-106 Talent Management and Equality, Inclusion and Diversity (EID) pages 121-122	
Main risks and impacts identified	Main risks relating to these matters and to the group's activities, including, where relevant and proportionate, its business relationships, products or services which may have negative effects in these areas	GRI 3-3 Management of material topics	Risk Management pages 11-13 Corporate Governance pages 21-23 Ethics and Transparency pages 28-33 Responsible Management of Suppliers and Contractors pages 47-49 Energy Transition page 59 Climate Action pages 71-73 Responsible Management of Water and Biodiversity pages 83-84 and 89-91 Occupational Health & Safety pages 95-97 Neighbor relations pages 105-106 Talent Management and Equality, Inclusion and Diversity (EID) pages 121-123	

Environmental considerations

AREAS		REPORTING FRAMEWORK	REFERENCE (CHAPTER) AND PAGE(S)	COMMENTS / REASON FOR OMISSION
Environmental management	Current and foreseeable effects of the company's activities on the environment, and, where applicable, health & safety	GRI 3-3 Management of material topics Internal criteria/GRI 201-2 Financial implications and other risks and opportunities due to climate change (accounting criteria) GRI 2-23 Policy commitments	Ethics and Transparency Our Environmental Management System Neighbor relations Pages 30-33, 64-65, 67, 105-106	(GM3/5) We have three corporate insurance policies that cover environmental risks: 1) Directors and Officers Policy (D&O) covers legal expenses, financial damages, and shareholder claims for pollution; an extra-contractual 2) Extra-contractual Civil Liability Policy protects the Company damages to third parties during the development of insured activities and contemplates damages due to contamination, pollution and accidental, sudden and unforeseen leakage 3) Energy Package Policy covers extra operator expenses for contamination, pollution, drilling and leakages All the aforementioned policies were valid through December 31, 2025. At end-2025 GeoPark also had three guarantees in force in Ecuador covering compliance with the Environmental Management Plan. The guarantees are held with Banco de la Producción S. A. (Produbanco) and are in the process of being cancelled once new guarantees by Gran Tierra are presented At present, GeoPark is gathering the original documentation regarding the guarantees, which is a necessary step for their definitive cancellation
	Environmental evaluation or certification procedures			
	Dedicated resources to prevent environmental risks			
	Application of the precautionary principle			
	Amount of provisions and guarantees for environmental risks			





AREAS		REPORTING FRAMEWORK	REFERENCE (CHAPTER) AND PAGE(S)	COMMENTS / REASON FOR OMISSION
Contamination	Measures to prevent, reduce or remediate carbon emissions (also including noise and light pollution)	GRI 3-3 Management of material topics	Index of Contents required by Law 11/2018	Although our facilities have lighting infrastructure to be able to operate at night to keep our employees safe, this is not considered a source of light pollution since the systems used are not oversized and are designed to maintain basic perimeter lighting of the areas of the CPFs (crude processing facilities) as well as to provide the minimum necessary conditions for the camp areas, where the staff spend the night. Our lighting meets legal requirements on efficiency and low consumption, and according to projects' aspect and impact assessments and the materiality exercises carried out it does not constitute a significant environmental impact and was not identified or prioritized by any of the stakeholders of these exercises. Due to the nature of our business, we do not use lighting infrastructure as such for our production processes or to promote our product, as our commercial approach is not based on top-of-mind. GeoPark implements measures to prevent and control noise generation in the facilities. These measures include: preventive and corrective maintenance program for engines, machinery and vehicles, installation of speed controls and road signs, soundproofing of electric motors and generators by means of cabins and screens. In addition, annual environmental noise monitoring programs are carried out
Circular economy and waste prevention and management	Prevention, recycling, and reuse measures, and other waste recovery and disposal methods	GRI 3-3 Management of material topics GRI 306-3 (2020) Waste generated	Strategic Circular Economy Plan page 68	
	Actions to reduce food waste	GRI 3-3 Management of material topics	Index of contents required by Law 11/2018	Considering the nature of our business, this indicator is not material to our organization

AREAS		REPORTING FRAMEWORK	REFERENCE (CHAPTER) AND PAGE(S)	COMMENTS / REASON FOR OMISSION
Sustainable use of resources	Water consumption and supply in accordance with local limitations	GRI 3-3 Management of material topics GRI 303-3 Water with-drawal	Responsible Management of Water and Biodiversity pages 82-88	Consumption of raw materials – Our organization is an oil exploration and production company, and both drilling and production activities require some chemical inputs (mainly to prepare sludges, and to treat crude oil and formation waters), as well as water and energy. In all cases, the consumption of these inputs is managed and the inputs are included in the Company's decarbonization strategy and are accounted for in greenhouse gas inventories and calculations, as well as in circular economy projects. Detailed analysis of water use is available in the environmental chapter of the SPEED report. Water use is one of the most closely managed aspects of the operations and is the area where most work is done to constantly improve our performance in the integral management of the resource. Notwithstanding this, and as we do not manufacture a product as such in our production process, the consumption of raw materials was not identified within our operation as a material topic, and none of our stakeholders identified or prioritized it in our materiality exercise. However, the comprehensive management of the inputs we use is framed in the Company's different programs and strategies for its environmental performance as mentioned above. It should also be noted that water and energy consumption are environmental aspects evaluated in all the matrices of environmental aspects and impacts of our projects, and have their controls and control measures, which are also framed within what has been previously reported
	Consumption of raw materials	GRI 3-3 Management of material topics GRI 301-1 Materials used by weight or volume		
	Direct and indirect energy consumption	GRI 302-1 Energy consumption within the organization		
	Measures taken to improve energy efficiency	GRI 3-3 Management of material topics		
	Use of renewable energy	GRI 302-1 Energy consumption within the organization	Energy transition pages 61-62	



AREAS		REPORTING FRAMEWORK	REFERENCE (CHAPTER) AND PAGE(S)	COMMENTS / REASON FOR OMISSION
Climate change	Important elements concerning greenhouse gas emissions	GRI 305-1 Direct (Scope 1) GHG emissions GRI 305-2 Energy indirect (Scope 2) GHG emissions GRI 305-3 Other indirect (Scope 3) GHG emissions	Climate Action pages 70-71	
	Measures taken to adapt to the consequences of climate change	GRI 3-3 Management of material topics	Climate Action page 79	
	Voluntary reduction goals	GRI 3-3 Management of material topics	Climate Action pages 70-71, 79, 81	
Protection of biodiversity	Measures taken to preserve or restore biodiversity	GRI 3-3 Management of material topics	Responsible Management of Water and Biodiversity pages 89-91	
	Impacts caused by activities or operations in protected areas			

AREAS		REPORTING FRAMEWORK	REFERENCE (CHAPTER) AND PAGE(S)	COMMENTS / REASON FOR OMISSION
Organization of work	Organization of work time	GRI 3-3 Management of material topics	Talent Management and Equality, Inclusion and Diversity (EID) pages 124-125	Working hours in the countries where we operate is as follows, and is in accordance with applicable legislation: Colombia: 44 hours a week, 220 hours a month and 2,294.2 hours a year Brazil: 40 hours a week, 200 hours a month and 2,085.6 hours a year Ecuador: 40 hours a week, 200 hours a month and 2,085.6 hours a year Argentina: 46 hours a week, 230 hours a month and 2,398.4 hours a year Hours a year are calculated by multiplying the hours a week in each country by the average number of weeks a year (52.14)
Health & safety	Number of work accidents and occupational illness by gender, frequency and severity rate by gender	GRI 403-9 Work-related injuries Frequency rate = N° of accidents with injury x 1,000,000/ N° hours worked (excluding accidents in itinere) Severity rate= N° days lost x 1,000,000/ N° hours worked (excluding accidents in itinere)	Occupational Health & Safety pages 100-102	

AREAS		REPORTING FRAMEWORK	REFERENCE (CHAPTER) AND PAGE(S)	COMMENTS / REASON FOR OMISSION
Employment	Total number and distribution of employees by gender, age, country and professional category	GRI 2-7 Employees GRI 405-1 Diversity of governance bodies and employees	Talent Management and Equality, Inclusion and Diversity (EID) pages 124-125	
	Total number and distribution of labor contract types		Talent Management and Equality, Inclusion and Diversity (EID) pages 126-127	
	Annual average of permanent, temporary and part-time contracts by gender, age and professional category	GRI 2-7 Employees	Talent Management and Equality, Inclusion and Diversity (EID) page 126	
	Number of dismissals by gender, age and professional category	GRI 401-1 New employee hires and employee turnover	Talent Management and Equality, Inclusion and Diversity (EID) pages 128-129	
	Pay gap	Internal framework: the calculation was made using the formula: (Av. wage women– Av. wage men) / Av. wage men	Talent Management and Equality, Inclusion and Diversity (EID) page 133	
	Average pay by gender, age and professional category	Internal framework: Average remuneration (includes the total annual remuneration, fixed salary and all variable remuneration (daily allowances, compensation, payment to savings pension schemes, etc.) obtained during the year.)	Talent Management and Equality, Inclusion and Diversity (EID) pages 132-134	
	Average pay of advisors by gender		Corporate Governance page 26	
	Average pay of directors by gender		Talent Management and Equality, Inclusion and Diversity (EID) pages 132-133	
	Implementation of policies to respect working hours	GRI 3-3 Management of material topics	Talent Management and Equality, Inclusion and Diversity (EID) page 129	
	Employees with disabilities	GRI 405-1 Diversity of governance bodies and employees	Talent Management and Equality, Inclusion and Diversity (EID)	As of December 31, 2025, there were two (2) people with disabilities hired on fixed-term and indefinite contracts and who do not physical accessibility requirements



AREAS		REPORTING FRAMEWORK	REFERENCE (CHAPTER) AND PAGE(S)	COMMENTS / REASON FOR OMISSION
Social relations	Organization of social dialogue	GRI 3-3 Management of material topics	Neighbor relations pages 105-106	In 2025 four employees in the Argentina operation were affiliated to a union. In Colombia, Ecuador and Brazil there is no union presence
	Percentage of employees in collective bargaining agreements by country	GRI 2-30 Collective bargaining agreements	Talent Management and Equality, Inclusion and Diversity (EID) pages 124-125	
	Assessment of collective agreements, particularly in the area of occupational health & safety	GRI 3-3 Management of material topics	Talent Management and Equality, Inclusion and Diversity (EID) page 131	
	Mechanisms and procedures that the company has to promote the involvement of workers in the management of the company, in terms of information, consultation and participation	GRI 2-29 Approach to stakeholder engagement	Ethics and Transparency Occupational Health & Safety Neighbor relations Pages 30 - 31, 95 - 99, 105 - 106	
Training	Training policies implemented	GRI 404-2 Programs for upgrading employee skills and transition assistance programs	Talent Management and Equality, Inclusion and Diversity (EID) pages 136-138	
	Total quantity of training hours by professional category	Internal framework		
Universal accessibility for people with disabilities	Physical measures to ensure accessibility to the Company's facilities for all individuals	GRI 3-3 Management of material topics		At December 31, 2025, there were two (2) people with disabilities on fixed and permanent contracts. To date it has not been necessary to implement physical access adaptations, as they are not needed
Equality	Measures taken to promote equal treatment and opportunities for women and men	GRI 3-3 Management of material topics	Talent Management and Equality, Inclusion and Diversity (EID) pages 129-139	
	Equality plans , measures taken to promote employment, protocols against sexual and gender-based harassment	GRI 3-3 Management of material topics GRI 2-23 Policy commitments		
	Integration and universal accessibility for persons with disabilities	GRI 3-3 Management of material topics		
	Policy regarding all types of discrimination and, where appropriate, diversity management	GRI 3-3 Management of material topics GRI 2-23 Policy commitments		

Information about respect for human rights

AREAS	REPORTING FRAMEWORK	REFERENCE (CHAPTER) AND PAGE(S)	COMMENTS / REASON FOR OMISSION
Implementation of human rights due diligence procedures	GRI 2-26 Mechanisms for seeking advice and raising concerns GRI 3-3 Management of material topics	Human Rights System pages 17-19	
Prevention of the risks of Human Rights violations and, where appropriate, measures to mitigate, manage and redress possible abuses committed	GRI 3-3 Management of material topics GRI 2-23 Policy commitments GRI 2-26 Mechanisms for seeking advice and raising concerns	Human Rights System page 19 Neighbor relations pages 21-22	
Reports of human rights violations	Internal framework: quantitative information on the number of reports made	Human Rights System page 18 Neighbor relations page 22	
Promotion and enforcement of the provisions of the ILO's core conventions relating to respect for freedom of association and the right to collective bargaining, the elimination of discrimination in employment and occupation, the elimination of forced or compulsory labor and the effective abolition of child labor	GRI 3-3 Management of material topics GRI 2-23 Policy commitments	Talent Management and Equality, Inclusion and Diversity (EID) pages 128-129	
Elimination of discrimination in employment and occupation	406-1 Incidents of discrimination and corrective actions taken	Talent Management and Equality, Inclusion and Diversity (EID) pages 129-130	
Elimination of forced or compulsory labor	GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights System pages 18-19	(GRI 2-23; GRI 11.12.2; GRI 409-1; DH6/7) In the reference period, no confirmed cases of forced or child labor were recorded, nor were they identified as real or potential risks in the impact analyses carried out on operated assets Although the Human Rights Policy does not explicitly mention human trafficking or collective bargaining rights, we are not unaware of their relevance and respond to a proportionality approach that prioritizes the most likely and serious human rights risks in the Company's operational context
Effective abolition of child labor	GRI 408-1 Operations and suppliers at significant risk for incidents of child labor	Human Rights System pages 18-19	

Information about the fight against corruption and bribery

AREAS	REPORTING FRAMEWORK	REFERENCE (CHAPTER) AND PAGE(S)	COMMENTS / REASON FOR OMISSION
Measures taken to prevent corruption and bribery	GRI 2-25 Processes to remediate negative impacts GRI 2-23 Policy commitments GRI 2-26 Mechanisms for seeking advice and raising concerns	Ethics and Transparency pages 30-32	
Measures to combat money laundering	GRI 2-25 Processes to remediate negative impacts GRI 2-23 Policy commitments GRI 2-26 Mechanisms for seeking advice and raising concerns	Ethics and Transparency pages 32-33	
Contributions to foundations and non-profit organizations	GRI 201-1 Direct economic value generated and distributed	Ethics and Transparency page 32 Annex/ Associations and affiliations page 185	

Information about the Company

AREAS		REPORTING FRAMEWORK	REFERENCE (CHAPTER) AND PAGE(S)	COMMENTS / REASON FOR OMISSION
Company commitments to sustainable development	Impact of company activity on employment and local development	GRI 3-3 Management of material topics	Responsible Management of Suppliers and Contractors pages 50-52	Contractor Management (DS1/2) Colombia A third party periodically carries out work including documentary verification to ensure compliance with labor and contractual obligations. On a monthly basis, we verify each of the contractors through ARCO software, which collects, processes and presents the information associated with assurance processes In Colombia, the most common type of employment relationship for contractors is the contract for work or labor The most common types of jobs are: • Civil works • Electrical works • Metalworking • Oilfield Services • Transportation Ecuador We validate with each contractor a table that will be applied in each project, comparing it with national legislation requirements. We then verify contracts and pay amounts to ensure fair remuneration In Ecuador, the most common type of employment relationship for contractors is the fixed-price contract. The most common services by type of service and operation are related to:
	Impact of company activity on local populations and territories	GRI 3-3 Management of material topics	Responsible Management of Suppliers and Contractors pages 54-56 Neighbor relations pages 105-107	

AREAS	REPORTING FRAMEWORK	REFERENCE (CHAPTER) AND PAGE(S)	COMMENTS / REASON FOR OMISSION
			• Operations and maintenance • Security • Transportation • Monitoring • Implementation of social projects Argentina Salary is defined by: • The applicable Collective Bargaining Agreement (CCT) (minimums per category/function) • Written minutes of agreements/agreements in force (raises, non-remunerative/remunerative sums, etc.) • Typical oil sector settlement components (as applicable) Contractors cannot pay less than the applicable agreement In Neuquen the two most typical agreements are: CCT 644/12 (oil workers) for operational personnel in fields in Rio Negro and Neuquen (in practice it is also usually referenced in the region) CCT 637/2011 (hierarchical and professional) for such personnel in Rio Negro, Neuquen and La Pampa The worker has a direct relationship with the company, whether it is an operator or a service provider, usually through a permanent contract However, Law 20,744 (Employment Contract Law, LCT by its Spanish acronym) contemplates other modalities, such as fixed-term or temporary contracts. The LCT is the basic norm that regulates private labor relations between employers and workers throughout Argentina, including Neuquen province. For activities in Argentina, the contractors worked on the following services: • Operation and maintenance of oil facilities • Transport of fluids, materials and people • Camp: catering, maintenance of treatment plants, fumigation, cleaning services • Civil works, well interventions • Security
Relations with local community actors and forms of dialogue with them	GRI 3-3 Management of material topics	Responsible Management of Suppliers and Contractors Neighbor relations pages 107-109	
Membership or sponsorship actions	GRI 3-3 Management of material topics GRI 2-28 Membership associations Internal framework: description of the membership or sponsorship actions.	Annex/ Membership organizations page 185	



AREAS		REPORTING FRAMEWORK	REFERENCE (CHAPTER) AND PAGE(S)	COMMENTS / REASON FOR OMISSION
Subcontracting and suppliers	Inclusion of social, gender equality and environmental issues in procurement policy	GRI 3-3 Management of material topics GRI 2-6 Activities, value chain and other business relationships GRI 2-24 Embedding policy commitments	Responsible Management of Suppliers and Contractors pages 46, 51, 52 y 53	
	Consideration in supplier and subcontractor relations of their social and environmental responsibilit			
	Supervision systems and audits, and their results			
Consumers	Measures for the health & safety of consumers	GRI 3-3 Management of material topics	Operating Performance Financial Performance pages 43-45	Measures for consumers' health and safety - This matter is not material for our organization as our product is not for public sale and the end-consumer is not our customer
	Grievance systems	GRI 2-16 Communication of critical concerns GRI 2-25 Processes to remediate negative impacts		
	Grievances received and their resolution	GRI 2-25 Processes to remediate negative impacts Internal framework: information on complaints and opportunities for improvement		
Tax information	Profits obtained by country	GRI 207-4 Country-by-country reporting	Operating Performance Financial Performance pages 43-44 Financial results and entities included pages 186-187	Public subsidies received: In 2023 and 2024 we did not receive subsidies from any government in the countries where we operate
	Taxes paid on profits	GRI 207-4 Country-by-country reporting		
	Public subsidies received	GRI 201-4 Financial assistance received from government		





TCFD INDEX

PILLAR	RECOMMENDED DISCLOSURES	LOCATION IN THE 2025 SPEED/SUSTAINABILITY REPORT
Governance	Board oversight	Climate Action page 80
	Management's role in assessing climate-related risks and opportunities	Climate Action page 80
Strategy	Climate-Related Risks and Opportunities	Climate Action page 70-71
	Impact of Climate-Related Risks and Opportunities on Business, Strategy, and Financial Planning	Climate Action page 72-73
	Scenario Analysis	Climate Action page 71-72
Risk Management	Risk and climate-related risk management system	Risk Management page 12-13 Climate Action page 70-71
	Management of climate-related risks	Climate Action page 70-71
	Integration of processes for identifying, assessing, and managing climate-related risks into the organization's overall risk management	Risk Management page 12,13 and 70
Metrics and Targets	Targets	Climate Action page 81
	Metrics	Climate Action page 73-78



TNFD

Analysis and guidelines for the management of nature-related impacts, dependencies, risks and opportunities

For GeoPark, responsible water management and biodiversity are priority issues. Accordingly - and considering that Colombia, where most of the Company's production is concentrated, is one of the most megadiverse countries in the world - we partnered with the Alexander von Humboldt Biological Resources Research Institute (IAvH) to better understand interaction with the environment and define management guidelines that enable us to make positive contributions to nature.

The project, which we developed in 2024-2025, was based on global and national technical and scientific findings, environmental studies previously developed by the Company and fieldwork carried out by IAvH experts aimed at recognizing the operation and its supporting ecosystems. It also incorporated the vision of social actors in the territories through over 40 dialogue workshops with communities, local authorities, leaders, associations, teachers and indigenous peoples.

This chapter presents the principal results of the exercise, which was prepared in line with the recommendations of the Task Force on Nature-related Financial Disclosures (TNFD). The structure follows the different stages of the LEAP approach¹, including the identification, evaluation, prioritization and definition of guidelines for the

¹ Guidance for the Identification and Analysis of Nature-Related Issues: The TNFD LEAP (Locate-Evaluate-Analyze-Prepare) Approach, October 2023.

management of nature-related impacts, dependencies, risks and opportunities.

We defined three landscapes (Llanos 1, Llanos 2 and Putumayo) in which we interact with nature. In these territories, the main dependencies are associated with key ecosystem services such as water supply, flood mitigation and climate regulation. We also identified priority impact drivers, including the use of terrestrial ecosystems associated with potentially high impacts. Materiality analysis of physical hazards showed that the higher frequency and intensity of floods is the most material for GeoPark.



Value chain and location of operations

Business model and value chain

Our value chain is concentrated in the upstream segment (hydrocarbon exploration and production), making it the focus of the analysis.

Location of operations

For the analysis, we included the **exploration and production blocks operated by the Company in the Llanos Orientales (Eastern Plains) and Putumayo areas of Colombia**, where most of our hydrocarbon production is concentrated and where our largest

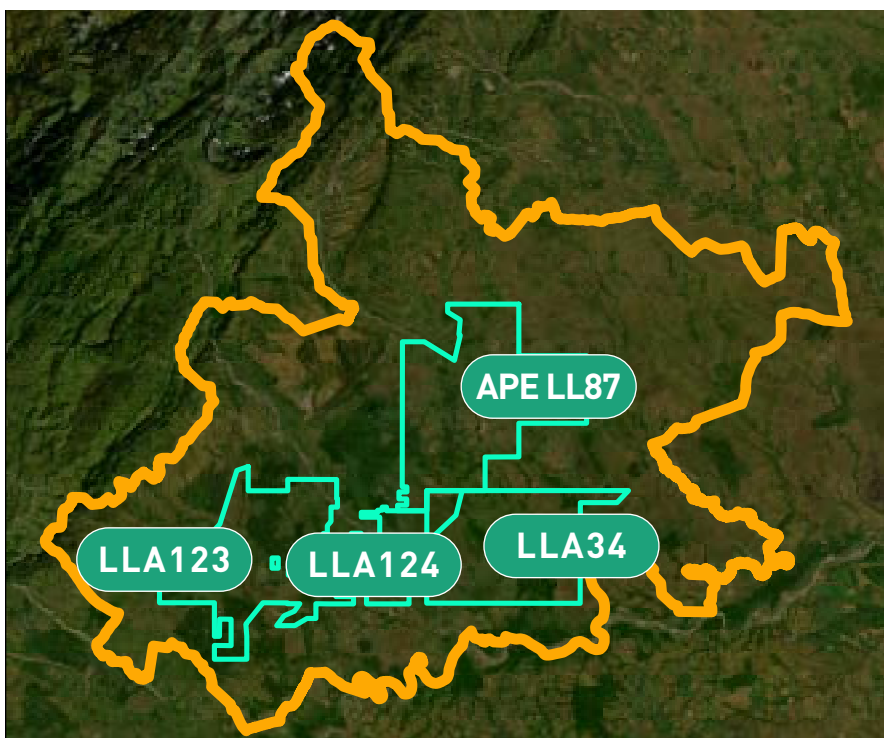
interactions with nature are, both in terms of impacts and dependencies.



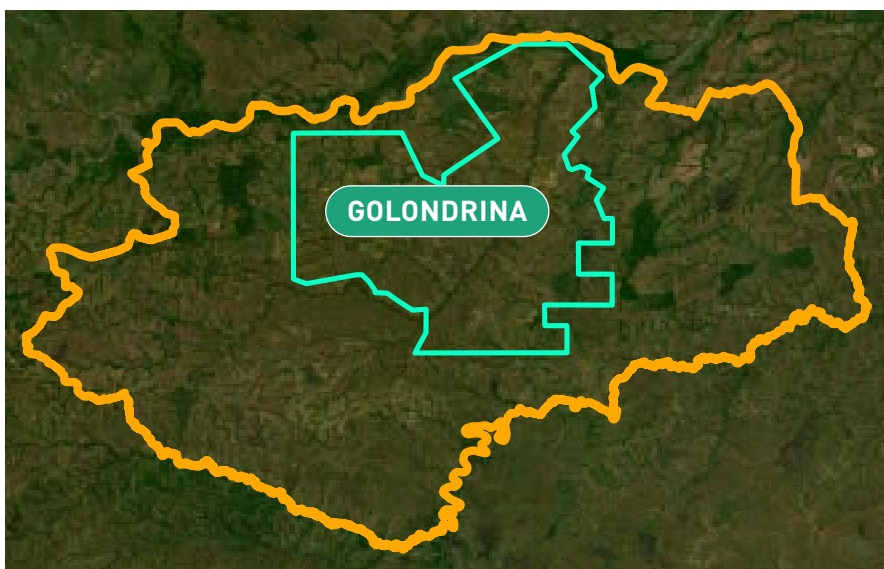
Interface with nature and interaction with sensitive areas

Delimitation of the geographical areas of analysis

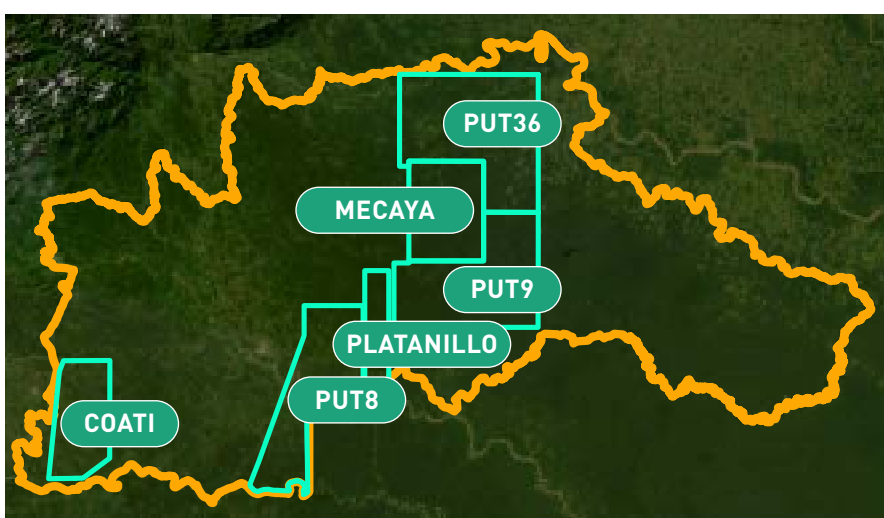
We define areas of analysis from a landscape perspective, including areas of operation and areas where our activities may generate impacts or have dependencies on nature. We delimit the analyzed areas, called **interaction landscapes (ILs)** considering the blocks in production and exploration, their areas of influence, the micro-basins associated with water catchment and the water bodies present, considering their importance in aquifer recharge and water regulation.



IL Llanos 1: Blocks LL-34, LL-87, LL-123 and LL-124, in Casanare, Meta and Cundinamarca departments.
Area: 499,549.49 ha



IL Llanos 2: Blocks LL-86 and LL-104 [Golondrina], in Meta department.
Area: 574,516.81 ha



IL Putumayo: Platanillo, PUT 8, PUT 9, PUT 36, Mecaya and Coati blocks, in Putumayo, Cauca and Caqueta departments.
Area: 860,848.95 ha

Characterization of interaction landscapes

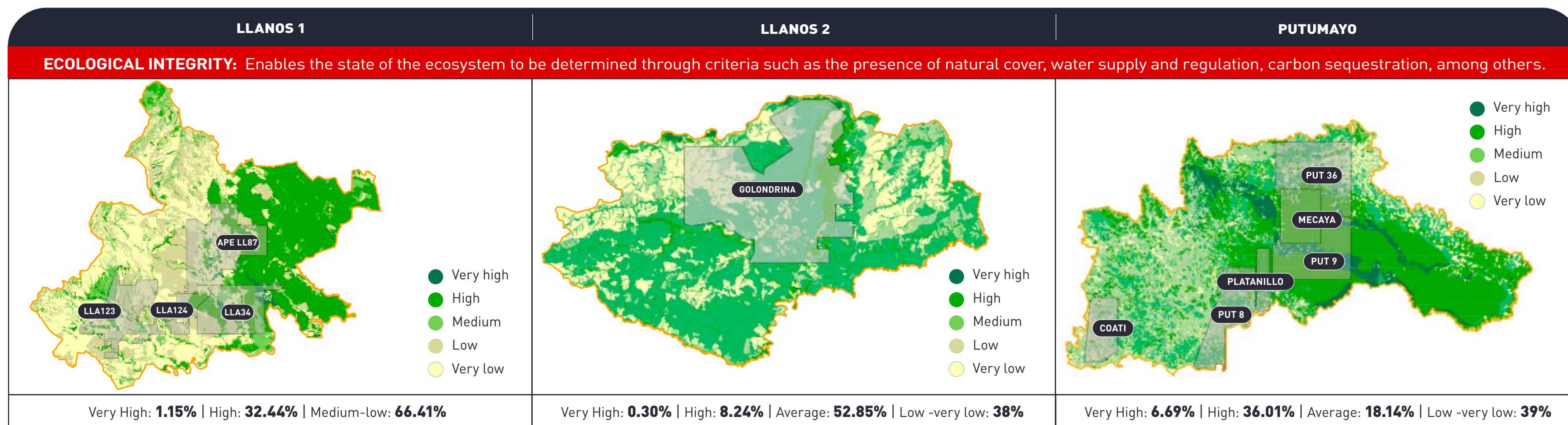
We characterize landscapes in detail to analyze their interaction with nature, their resilience and sensitive areas. This analysis considers multiple physical, ecological, and social variables that include, among

others: biomes (IDEAM, 2017), threatened IUCN ecosystems (Etter et al., 2017), protected natural areas, ethnic territories, hydrographic subzones and aquifers (ENA, 2022), and ecological integrity (Isaacs & Vélez, 2023), with field studies in the three landscapes.

LLANOS 1	LLANOS 2	PUTUMAYO
BIOMES: Enables the identification of the predominant biomes and their ecological relevance within each territory.		
19 biomes Predominance: - Casanare helobiome (49%) - Casanare and Villavicencio tropical humid zonobiome (26.1%)	11 biomes Predominance: - Highland humid tropical zonobiome (27.5% of the area) - Highland peino biome (47.17%)	9 biomes Predominance: - Alto Putumayo humid tropical zonobiome (76%) - Alto Putumayo helobiome (18.6%)
THREATENED ECOSYSTEMS: Enables the identification of the most vulnerable ecosystems and the prioritization of conservation actions.		
- Critically Endangered (CR): 2.7% - Endangered (EN): 3.9% - Vulnerable (VU): 12.2% - Least Concern (LC): 27.7%	- Endangered (EN): 6.4% - Vulnerable (VU): 2.1% - Least Concern (LC): 50.0%	Least Concern (LC): 65.8%



LLANOS 1	LLANOS 2	PUTUMAYO
PROTECTED AREAS: Enables the analysis of landscape interaction with protected natural areas and formally constituted indigenous and Afro territories, from an ecological and social perspective.		
- DRMI: 20,133.84 ha - RNSC: 339.36 ha	- RNSC: 5,504.9 ha - Recreation area: 128.24 ha - Indigenous reservations: 4,838.41 ha	- RNSC: 193.24 ha - Indigenous reservations: 30,838.8 ha - ZRC: 22,000 ha • Titled black communities: 4,274.7 ha
AQUIFER SYSTEMS AND HYDROGRAPHIC SUBZONES: Enables the interaction between landscapes, aquifer systems and relevant hydrographic subzones to be identified and analyzed.		
74.26% of the landscape area is within the SAP3.2 aquifer system. - SAP 3.1 - SAP 3.2	15.10% of the landscape area is within the SAP3.1 aquifer system. - SAP 3.1 - SAP 3.2	The largest hydrographic subzone is the Mecaya River, which covers 44.4% of the area, followed by the subzone of the upper Putumayo River (26.3%) - Upper Caqueta River - Middle Caqueta River - Middle Putumayo River - Upper Putumayo River - Mecaya River - San Miguel River



Source: Humboldt, 2025



Figure 1: Nature-Company interaction.



Identification of dependencies and impacts

Ecosystem Services Dependency Analysis

We undertake dependency analysis based on the ENCORE methodology². Later, these units were homologated to the categories of the TNFD framework. Although we started from the original ENCORE scores, we made specific adjustments through a technical criterion to better reflect the connection of each service with the most important physical risks for the operation.



² Exploring Natural Capital Opportunities, Risks and Exposure (ENCORE). <https://www.encorenature.org>.

ECOSYSTEM SERVICE	DEPENDENCY	MATERIALITY
Water supply	Ecosystems guarantee the quantity and quality of fresh water used, reducing the risk of water scarcity	
Soil and sediment retention	Vegetation cover maintains soil stability and controls erosion, mitigating risks of landslides and sedimentation that can affect wells, ducts and access roads	
Water flow regulation	Ecosystems regulate surface and groundwater flows, preventing the accumulation of pollutants in water	
Flood mitigation	Ecosystems regulate the flow and storage of water, decreasing the risk of flooding that could affect infrastructure or disrupt operations	
Local (meso and micro) climate regulation	Vegetation contributes to moderating temperature and humidity, mitigating the risk of prolonged heatwaves that affect equipment, materials, and working conditions	
Global climate regulation	Ecosystems store carbon, helping to mitigate climate change and the frequency and intensity of events that could affect operational continuity and facility safety	
Solid waste remediation	Biogeochemical processes in soil and wetlands facilitate the natural degradation of organic residues and chemical compounds, reducing the risk of accumulation of contaminants in soil	
Storm mitigation	Vegetation cover acts as a barrier against intense winds and rains, reducing their impact and protecting infrastructure	
Water purification	Ecosystems filter sediments and pollutants, improving water quality and reducing water pollution risks and treatment cost overruns	
Air filtration	Vegetation captures particles and gases, improving air quality and mitigating the risk of accumulation of air pollutants	
Noise Attenuation	Vegetation acts as a natural acoustic barrier, reducing noise pollution generated by machinery and drilling, minimizing its impact on workers, communities and fauna	
Other regulation and maintenance services	Natural ecosystems buffer visual and olfactory impacts associated with extractive operations	

Materiality

VH Very High H High M Moderate L Low VL Very Low

Source: ENCORE & Strata Advisors.

We prioritize four ecosystem services that our Company depends on (high and moderate materiality):

- Flood mitigation
- Local climate regulation
- Global regulation
- Fresh water supply

The first three maintain operational stability by moderating hydrometeorological events, buffering extreme variations in temperature and humidity, and reducing the frequency and intensity of severe events associated with climate change. They also have a direct impact on the integrity of infrastructure, working conditions and operational continuity in areas exposed to climate variability and hydrological risks. In terms of freshwater supply, ecosystems regulate both the availability and quality of water resources used in key operational processes.

Impact Analysis and Impact Drivers

Impact drivers generate impacts on different components of socio-ecological systems. To evaluate them, we initially identify and normalize the impacts from our Environmental Impact Studies in each landscape, before contrasting and linking these impacts with the impact drivers defined by TNFD and ENCORE.

The priority impact drivers for GeoPark are those with high and very high ENCORE categories and those associated with impacts with high and very high environmental importance.



IMPACT DRIVER	ENCORE MATERIALITY	SPECIFIC ENVIRONMENTAL IMPACT (STANDARDIZED)	GEOPARK IMPACT IMPORTANCE
Freshwater ecosystem usage	Very high	Change in the habitat of aquatic species	Moderate
	Very high	Change in the composition and structure of hydrobiota species	Low
	Very high	Alteration in the shape of the channel cross-section	Low
Light and sound disturbances	Very high	Alteration of ambient noise levels in the atmosphere	Moderate
	Very high	Alteration in the visual quality of landscapes	Moderate
	Very high	Changing the Incident Light Intensity	Low
	Very high	Alteration in non-ionizing radiation levels	Very low
Emissions into soil and water	Very high	Change in land use	Moderate
	Very high	Change in terrain morphology	Low
	Very high	Change in geomechanical characteristics of ground stability	Low
	Very high	Change in the physicochemical characteristics of groundwater	Low
	Very high	Change in the physical characteristics of surface waters	Low
	Very high	Change in the microbiological characteristics of groundwater	Very low
	Very high	Change in the microbiological characteristics of surface waters	Very low
	Very high	Change in the chemical characteristics of surface waters	Very low
	Very high	Change in the chemical characteristics of surface waters	Very low
GHG emissions	High	Alteration of greenhouse gases (GHG substances)	Very low
Non-GHG air emissions	Media	Change in the concentration of criteria contaminants	Moderate
	Media	Change in the concentration of toxic substances (gases)	Low
Water use	Low	Alteration in surface water availability	Low
	Low	Alteration in the supply and/or availability of groundwater resources	Low
Solid waste generation	Low	Change in the physical characteristics of soil	Moderate
	Low	Change in soil chemical characteristics	Low
	Low	Change in the biological characteristics of soil	Very low
Use of the terrestrial ecosystem	Low	Habitat change for terrestrial wildlife	High
	Low	Change in extent (area) of vegetation cover	High
	Low	Change in the composition and structure of animal species	Moderate
	Low	Change in functional connectivity	Moderate
	Low	Alteration in the dynamics of geomorphological processes	Low
	Low	Alteration in sedimentological dynamics	Low
	Low	Change of the organic horizon	Low
	Low	Change in areas of special environmental interest	Low
	Low	Change in the composition of wild flora species	Low
	Low	Change in the structure of flora species	Low
	Low	Change in the mobility of terrestrial fauna	Low
	Low	Change in plant biomass	Low
	Low	Fragmentation of terrestrial ecosystems	Low
	Low	Fragmentation of terrestrial ecosystems	Low

Source: ENCORE & Strata Advisors.

According to the above chart, the priority impact drivers for GeoPark are:

- Freshwater ecosystem usage
- Emission of pollutants into water and soil
- Noise and light disturbances

- Greenhouse gas emissions
- Terrestrial ecosystem usage

The latter is relevant to potential high importance impacts: change in the extension of vegetation cover and change in the habitat of terrestrial fauna.

Dependency Pathway

The dependency pathway articulates pressure levels, impact drivers, environmental assets, and material (high and moderate) ecosystem services. Our pressure levels are derived from the materiality score of the impact drivers, and the resulting chain summarizes how pressures (from GeoPark or third parties) on the landscape translate into changes in natural assets and dependencies that can create physical risks to the operation.

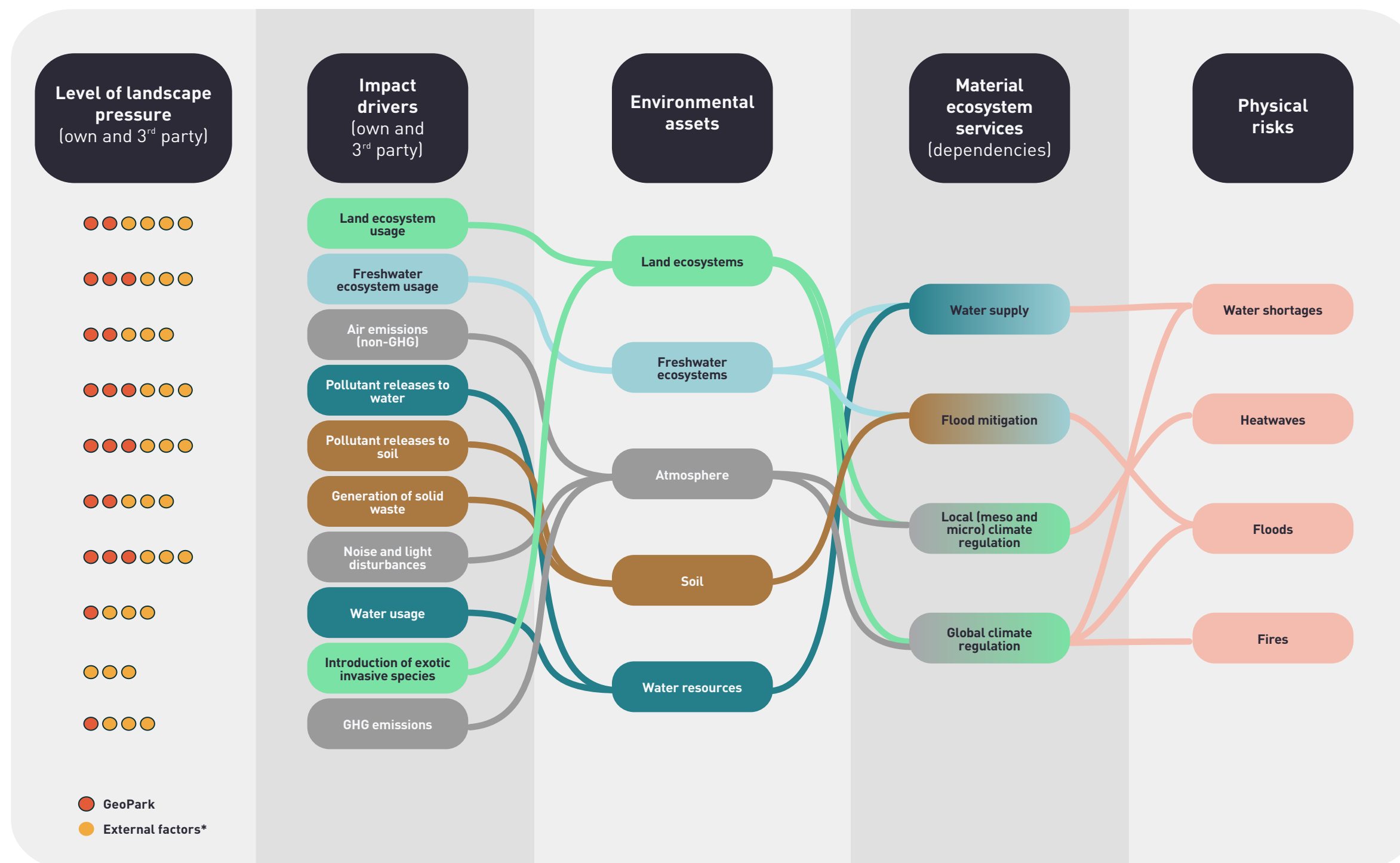


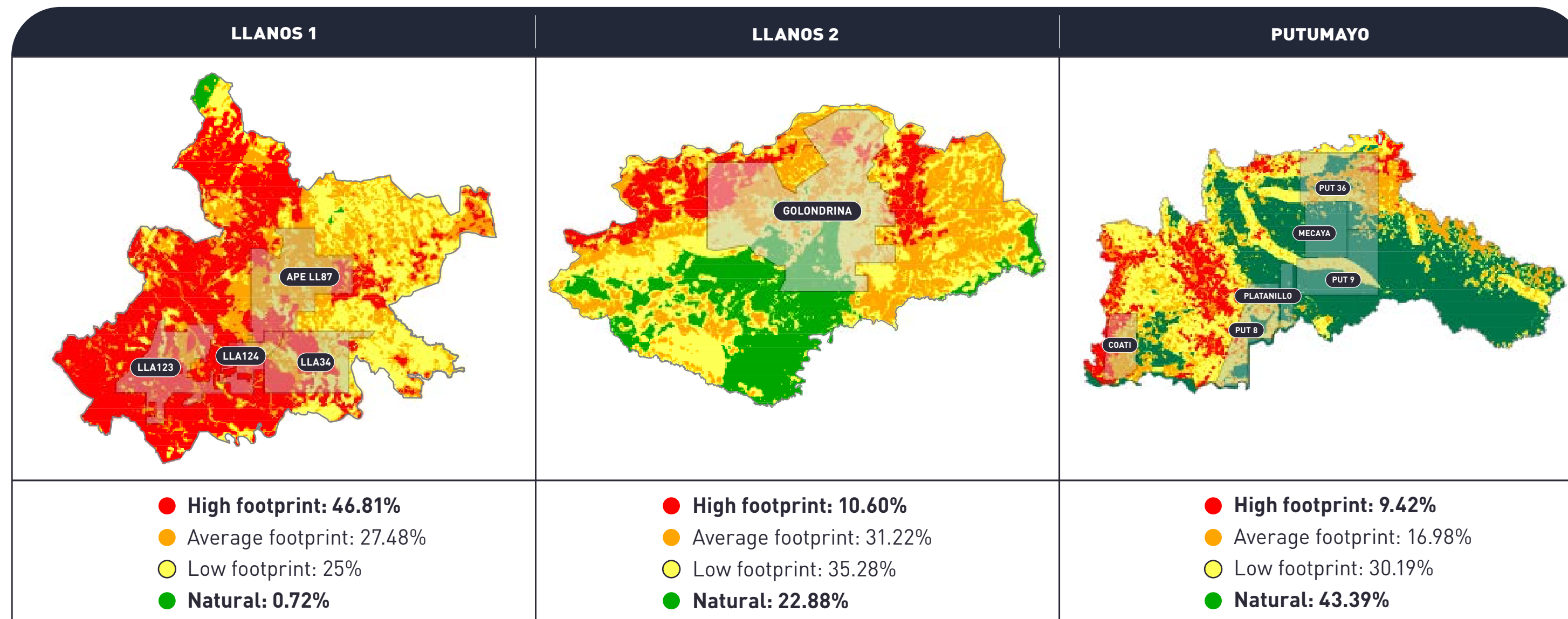
Figure 2. Examples of geospatial exposure analysis.

Notes: [1] External factors include: urban growth, cattle ranching, industrialized crops, land transportation, fires, and controlled burning [2] The generation of physical risks resulting from the degradation of nature is the result of both its own impact drivers and external factors, [3] Even when climate change is included, its analysis is carried out independently in GeoPark's climate management plan.



Measuring Impact Drivers

For cumulative impacts on nature, we calculated the Human Spatial Footprint for the year 2022, which integrates land use intensity, biophysical vulnerability, and intervention time as a proxy for the historical anthropic pressure exerted on ecosystems, thus offering an integrated view of the degree of transformation of our interaction landscapes.



Source: Humboldt, 2025.

The Llanos 1 landscape shows the greatest transformation of the territory over time, translating into a projection with high challenges in ecosystem conservation and restoration.



Identification, measurement and materiality of the physical risks of nature

Although the dependency pathway enables the identification of the most relevant physical risks, this exercise provides limited information on their level of importance for the Company. To determine this relevance, we created a materiality matrix of nature-related risks that considers a geospatial

analysis of exposure and the level of potential operational impact.

Results of the geospatial analysis of exposure to physical risks

We performed a geospatial analysis of the level of exposure to nine nature-related risks for the blocks in the three interaction landscapes. We standardized all scores on a single scale to ensure comparability. It should be noted that, unlike climate risks, nature-related risks associated with changes in the supply of inputs and removal of pollutants do not have geospatial modeling of future scenarios.





PHYSICAL RISK	LANDSCAPES			
	LLANOS 1	LLANOS 2	PUTUMAYO	
	Reduction of vegetation biomass Risk scores 1. Very Low 2. Low 3. Moderate 4. High 5. Very high Source: University of Maryland			
	Water shortages Risk scores 1. Very Low 2. Low 3. Moderate 4. High 5. Very high Source: WWF WRI			
	Heatwaves Risk scores 1. Very Low 2. Low 3. Moderate 4. High 5. Very high Source: World Bank			

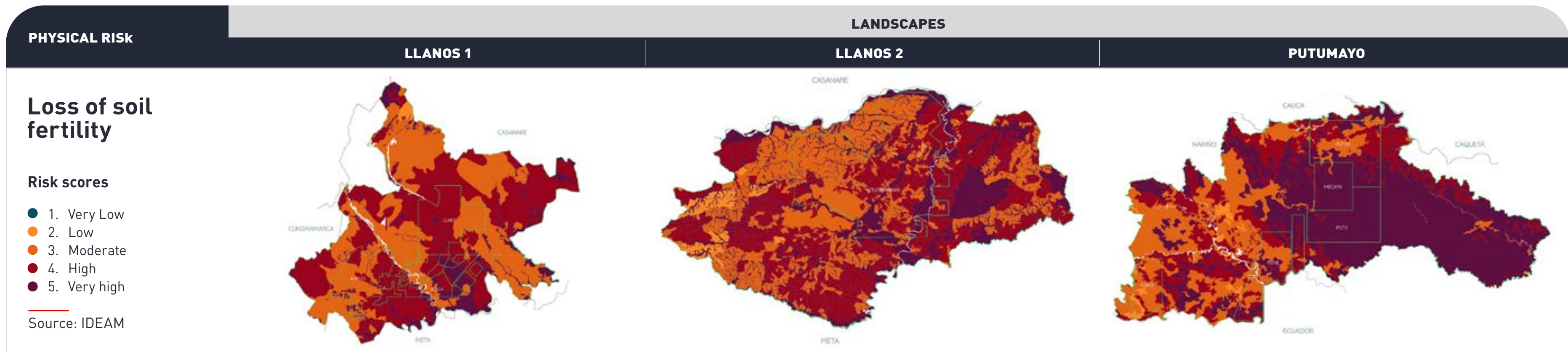


Figure 3. Examples of geospatial exposure analysis.
Source: Humboldt and Strata Advisors, 2025.

Level of operational impact due to physical nature-related risks

We analyzed the level of possible operational impact in the event of the materialization of the physical risks for the different stages and activities carried out by the company.

CATEGORY	COMPONENT	PHYSICAL RISKS	OPERATIONAL IMPACT
Change in the supply of inputs	Biotic	1. Lack of pollinators	0
	Biotic	2. Decrease in plant biomass	
	Biotic	3. Loss of genetic diversity	
	Abiotic	4. Water scarcity	2
	Abiotic	5. Loss of soil fertility	0
Change in contaminan removal	Water	6. Water pollution	1
	Air	7. Noise pollution	0
	Air	8. Air pollution	
	Soil	9. Soil contamination	
	Physical	10. Floods	3

CATEGORY	COMPONENT	PHYSICAL RISKS	OPERATIONAL IMPACT
Change in protection against extreme events	Physical	11. Storms	2
	Physical	12. Fires	
	Physical	13. Landslides and avalanches	3
	Physical	14. Heatwaves	2
	Biological	15. Epidemic outbreaks in humans	1
	Biological	16. Diseases in crops or species	0
	Biological	17. Invasive species	

Level of operational impact:

3 Severe 2 Moderate M Limited 0 No operational impact

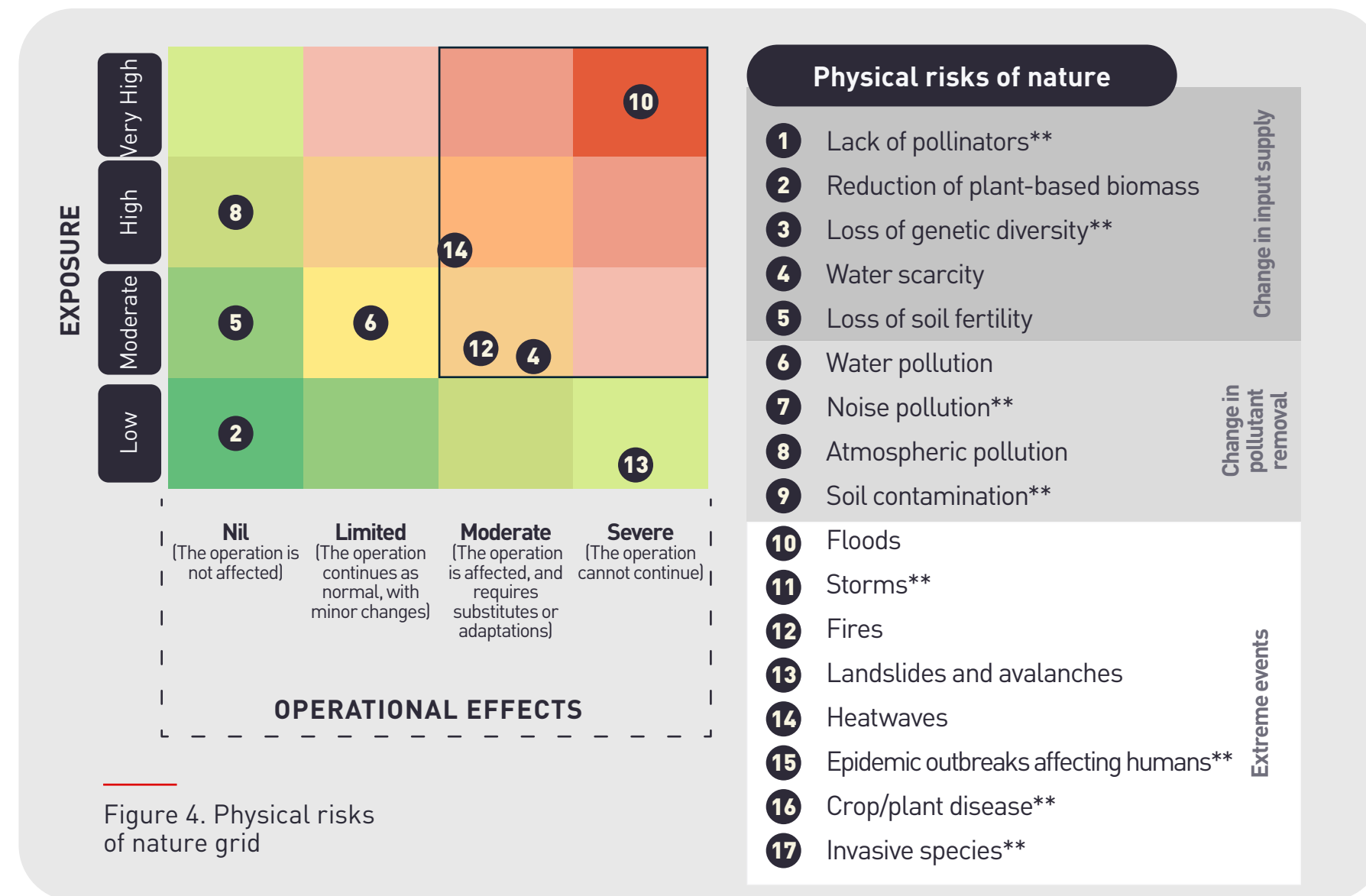
Materiality analysis of physical risks

The following grid shows the materiality analysis of physical risks, combining the operational impact and the geospatial exposure of the operations. It shows that flood risk is the most material for the Company, followed by heatwaves, water shortages and fires.





Physical risks of nature materiality grid



Note 1: ** These risks were not included in the grid due to the lack of databases with sufficient information on exposure levels. However, except for storms and epidemic outbreaks in humans, all have zero operational impact under current operating conditions.

Floods: Highly material, given their potential to generate direct effects on infrastructure, accesses and operational continuity.	Heatwaves: Moderately material due to their ability to alter working conditions, equipment performance and process stability in scenarios of increasing extreme temperatures.
Water scarcity: Moderately low material, in line with the degree of dependence identified for freshwater supply and the scenarios of pressure on water resources.	Fires: Moderately low material, considering their relative probability and the possible impact on ecosystems, soils and environmental assets that support essential services for the operation.

Identification, measurement and materiality of transition risks

Transition risks and business effects

We conducted a trend analysis that enabled us to identify the main transition risks and their potential effects on our operations and the business.

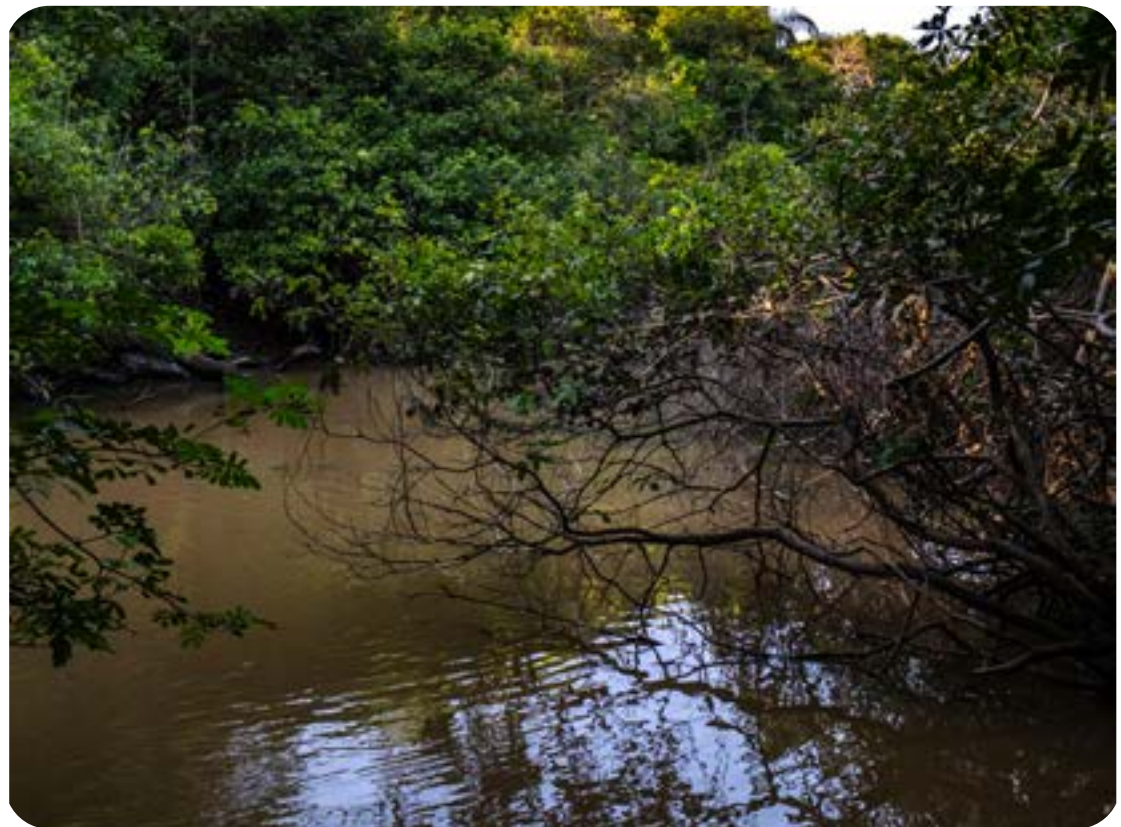
TRANSITION RISKS		POSSIBLE EFFECTS ON THE BUSINESS
Regulatory	Tougher environmental rules and sanctions that seek to internalize the value of nature	Higher costs and operational adaptation resulting from new environmental requirements, stricter standards and extended verification and compliance processes
	Faster transition to nature-sensitive markets and financing, focused on reducing impacts and managing critical dependencies	Lower demand and adjustments to commercial models associated with the transition to nature-sensitive goods, services and financing
Reputational	Greater public, institutional and community scrutiny of nature degradation and the perception of responsibility for damage	Greater scrutiny and transparency requirements that create additional management, monitoring and communication needs to maintain institutional confidence
	Escalation of legal disputes (civil, penal or group action claims) associated with real or perceived effects on nature	Higher legal expenses and documentation and defense requirements associated with legal disputes and processes related to real or perceived effects on nature
Blockades and protests	Increased protests about the perception of effects on nature or the responsibility of the Company	Lower productivity and higher costs resulting from interruptions, operational adjustments and additional social management efforts to respond to environmental demonstrations and perceptions of responsibility



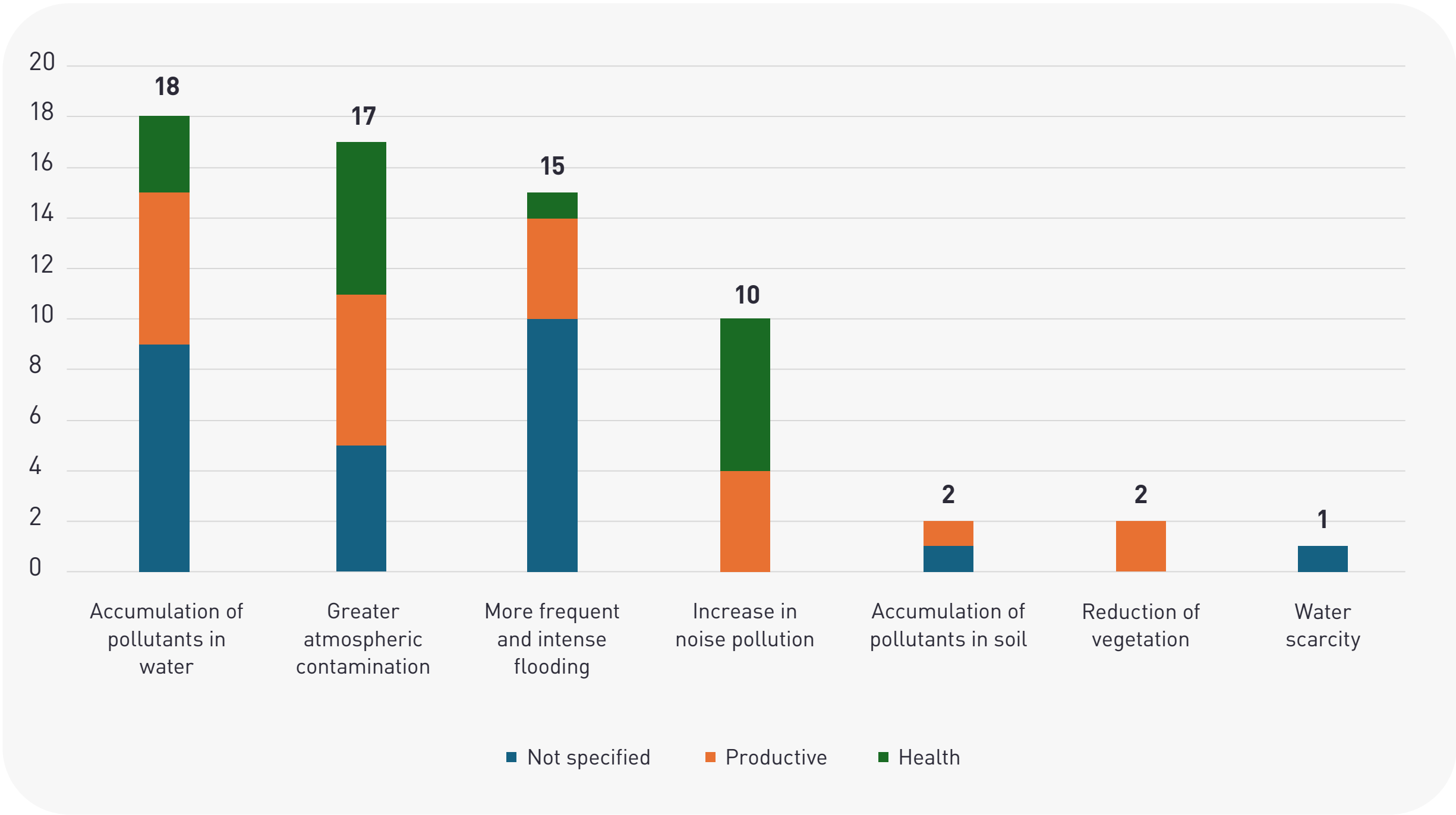
Analysis of transition risks related to blockades and protests

Based on the analysis of the grievances raised with GeoPark (2021-2024), we identified and classified those that mention nature-related risks.

Total grievances n=195	Analysis of the 195 grievances in 2021-2024 regarding all GeoPark areas
Grievances mentioning nature-related risks n=53	Identification of 53 grievances mentioning nature-related risks (one grievance can mention more than one risk)
Mentions of nature-related risks n=56	Number of mentions of nature-related risks (n=56) in the grievances that mention nature-related risks (n=53)
Mentions of effects n=65	Analysis of the 56 mentions of nature-related risks to identify the number of effects (one mention of a nature-related risk can have more than one effect)



Mentions of risks of nature, by dimension of impact



We demonstrated concerns about landscapes, mainly due to floods and the pollution of water, air, and soil. Floods, when more frequent and intense, are the only risk associated with extreme events: they are perceived as a growing problem that mainly affects productive activity.

With this input, we carried out a geospatial analysis of the level of exposure to nine nature-related risks for the productive blocks located in the interaction landscapes.

Furthermore, we developed an analysis of operational impact for the productive actors of the landscape.

Analyzing the materiality of physical risks for other actors in the landscape enables us to understand which physical risks pose a risk of greater social conflict.

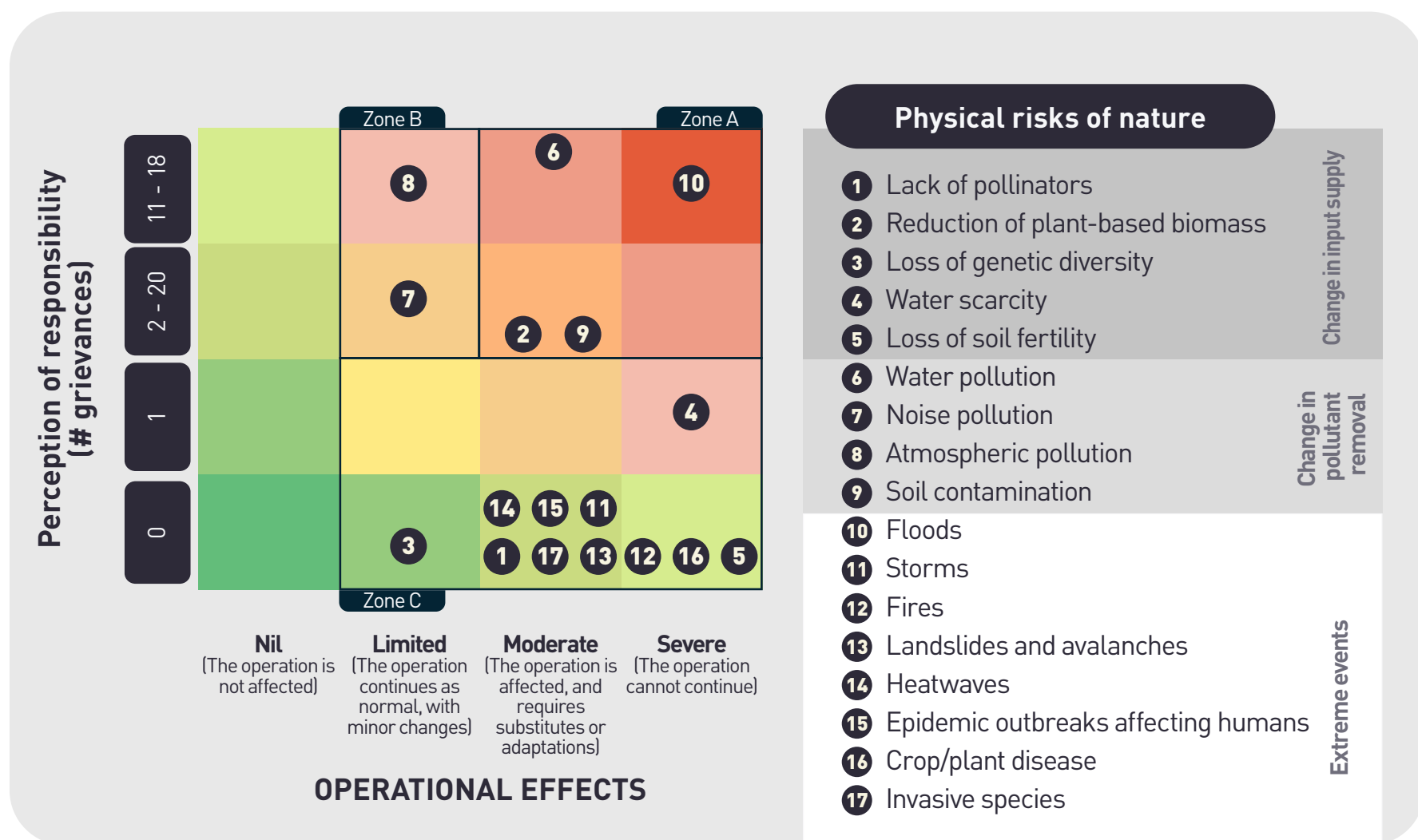


Figure 6. Landscape Physical Risks Grid and Perception of Responsibility.

Identifying nature-related opportunities

We mapped the Company's ongoing strategies that generate positive results for both GeoPark and nature, and highlight the following:

OPPORTUNITY	MATURITY	DESCRIPTION OF THE OPPORTUNITY
Strategic circular economy plan	3	The plan generates more efficient processes that reduce the use of natural resources and energy, as well as reducing pressures on nature. Its three management models can enhance risk, impact and dependency management actions.
Environmental Management System -EMS	3	We have an ISO 14001-certified EMS, which has enabled us to manage negative environmental impacts, enhance positive impacts and ensure continuous improvement. The system can be a platform for integrating the management of nature-related dependencies and risks.

OPPORTUNITY	MATURITY	DESCRIPTION OF THE OPPORTUNITY
Emissions mitigation plan	3	Launched in 2021, the plan has enabled us to implement energy efficiency and methane emissions reduction projects and to diversify the Company's energy matrix, which comes mostly from renewable sources. Integrating the assessment of the impact on nature in emission reduction projects will generate more comprehensive decision-making.
Strategic environmental offsets	3	Continue to implement projects that contribute to the management of risks and dependencies on nature, such as the strengthening of the hydrometeorological network of the Eastern Plains, the construction of the sewerage system and the WWTP in Caribayona (Casanare, Colombia), the habitat bank and the school energy communities.
Socio-environmental investment strategy	3	We have an investment strategy with four areas (Better Living Conditions, Economic Autonomy, Works at the Service of the Community and Sustainable Environment) and a methodology to measure its impact, which is an opportunity to demonstrate our positive contributions to nature.

OPPORTUNITY	MATURITY	DESCRIPTION OF THE OPPORTUNITY
Orinoquía Regenera Project	1	Carbon emissions offset project, which will begin in 2026, through the implementation of regenerative livestock systems in the Eastern Plains. It has the potential to issue carbon credits to offset residual GHG emissions. We anticipate that it will also generate social and environmental benefits.
Maturity: 1 In design, 2 In pilot, 3 Implemented.		



In summary, physical and transition risks can potentially generate the following effects:

- **Operational:** Increased costs/deferred production associated with disruptions or operational changes
- **Financial:** Increase in legal costs (fines, sanctions, legal processes, etc.)
- **Market:** Loss of demand/negative change in investor preferences



Based on the characterization of nature in the interaction landscapes and the prioritization of GeoPark's impacts, dependencies and risks, we have defined guidelines to strengthen the response to these challenges, considering the four pillars suggested by the TNFD: governance, strategy, management and metrics.

Governance

We have a multi-level structure that combines strategic supervision, operational management and technical monitoring of all sustainability matters, to which nature-related issues will be integrated to ensure that it is considered a cross-cutting strategic asset, integrated at all levels of decision-making.

LEVEL	INSTANCE/ROLE	KEY RESPONSIBILITIES
Board of Directors / Board Committees	Board of Directors and SPEED/ Sustainability Committee	Approve key goals and internal policies on nature-related issues, including water and biodiversity. Supervise the management of risks, dependencies and impacts on nature, ensure alignment with the sustainability framework.
CEO/ Management	CEO and Operations Divisions, Nature and Neighbors and Sustainability	Incorporate priority nature issues in corporate planning, CAPEX/OPEX, and investment processes; ensure sufficient financial and human resources, review TNFD reports.
Management	Sustainability and Environmental Management Area	Define and implement the nature action plan; consolidate metrics; coordinate restoration, monitoring and nature-based solutions, prepare progress reports and dissemination of the TNFD.

LEVEL	INSTANCE/ROLE	KEY RESPONSIBILITIES
Operational level/ management teams	Environmental and Social Teams: Environmental Asset Coordinators and Professionals	Execute environmental and field relationship projects; monitor local indicators, ensure environmental regulatory compliance and consistency with corporate goals.
Transverse support	Finance, Purchasing & Sourcing, Legal & Communications	Integrate criteria of nature into financial, procurement and corporate communication systems, ensuring consistency with ESG and disclosure policies.



For more information about our governance in nature, click here

Strategy

GeoPark recognizes that issues of nature, climate change, and social well-being are interconnected challenges that cannot be managed separately. In line with these principles, we consider their interdependencies in order to maximize synergies and opportunities and mitigate negative impacts and risks to the continuity and resilience of business and nature.



This approach is developed in greater detail in our SPEED/Sustainability Report. Click here to access it

Strategic Foundations

The management guidelines seek to connect with:

- GeoPark's SPEED Value System
- GeoPark's Sustainability Framework
- GeoPark's corporate risk matrix
- Five of the eight issues prioritized in the dual materiality matrix: Responsible management of water and biodiversity, Climate action, Ethics and transparency, Neighbor relations, and Management of suppliers and contractors

- National and international climate, water and biodiversity instruments and policies

Ambition and guiding principles

We establish as a level of ambition to move towards an operation capable of managing its physical and transition risks associated with nature, through the implementation of actions that contribute to the global goal of a positive nature. To this end, we define the following guiding principles:

- Hierarchy of mitigation
- Hierarchy of conservation
- Nature as a strategic asset
- Landscape management approach
- Shared management of the territory





Risk and impact management

Implementation strategy

We defined two complementary activity sets that strengthen future GeoPark actions and those already taken:

- **Enabling actions,** which strengthen the necessary internal capacities, corporate governance and external partnerships. These actions include:

Corporate	Update corporate policies to integrate nature-related issues
	Review and update corporate nature-related metrics
	Update the EMS to include management nature-related dependencies, risks and opportunities
	Incorporate nature criteria into investment decisions (CAPEX) and operating expenditure (OPEX) - internal carbon and water price
	Strengthen the internal environmental culture program with priority nature-related issues
	Evaluate the executive variable compensation for the fulfillment of nature-related strategic goals
	Integrate the results of nature-related risks into the corporate risk matrix
With third parties	Maintain active participation in nature-related business and trade spaces
	Continue to promote territorial co-financing mechanisms and collective environmental risk management, and explore new alternatives such as water funds, REDD+ schemes or parametric insurance
	Strengthen coordination mechanisms with environmental authorities, communities, academia and the productive sector for the shared management of risks, natural resources and strategic ecosystem services
	Continue to consolidate models of territorial co-management when there are enabling institutional and social conditions
	Continue publication of quality biodiversity information in SIB Colombia and Global Biodiversity Information Facility

- **Operational actions,** which focus on the direct management of impacts, risks, and opportunities in interaction landscapes. These actions include:

Impact Management	Promote initiatives for the use of production water in fields with high water cut-offs
	Implement Nature-Based Solutions that generate measurable co-benefits for climate mitigation, water and biodiversity conservation, and community well-being
	Reduce water consumption through water efficiency, recirculation and alternative sources
	Reduce energy consumption through operational efficiency and incorporation of renewable sources
	Minimize waste generation through process optimization and input substitution
	Implement circularity goals that increase the recovery of critical materials and waste
	Perform environmental audits of critical suppliers associated with waste, emissions and discharges
	Design specific plans with suppliers that have a greater impact on biodiversity and water
Risk Management	Implement restoration and preservation actions associated with offsets, meeting verifiable Net Biodiversity Gain goals
	Define operational limits of water withdrawal intensity based on water availability
	Reduce the operational footprint on critical terrestrial and freshwater ecosystems
	Apply flood prediction models in blocks at the highest risk
	Ensure alignment with the corporate Climate Adaptation Plan
	Monitor transition risks associated with environmental regulation, changing social expectations and market standards in biodiversity and water
	Estimate financial exposure from nature-related physical and transition risks

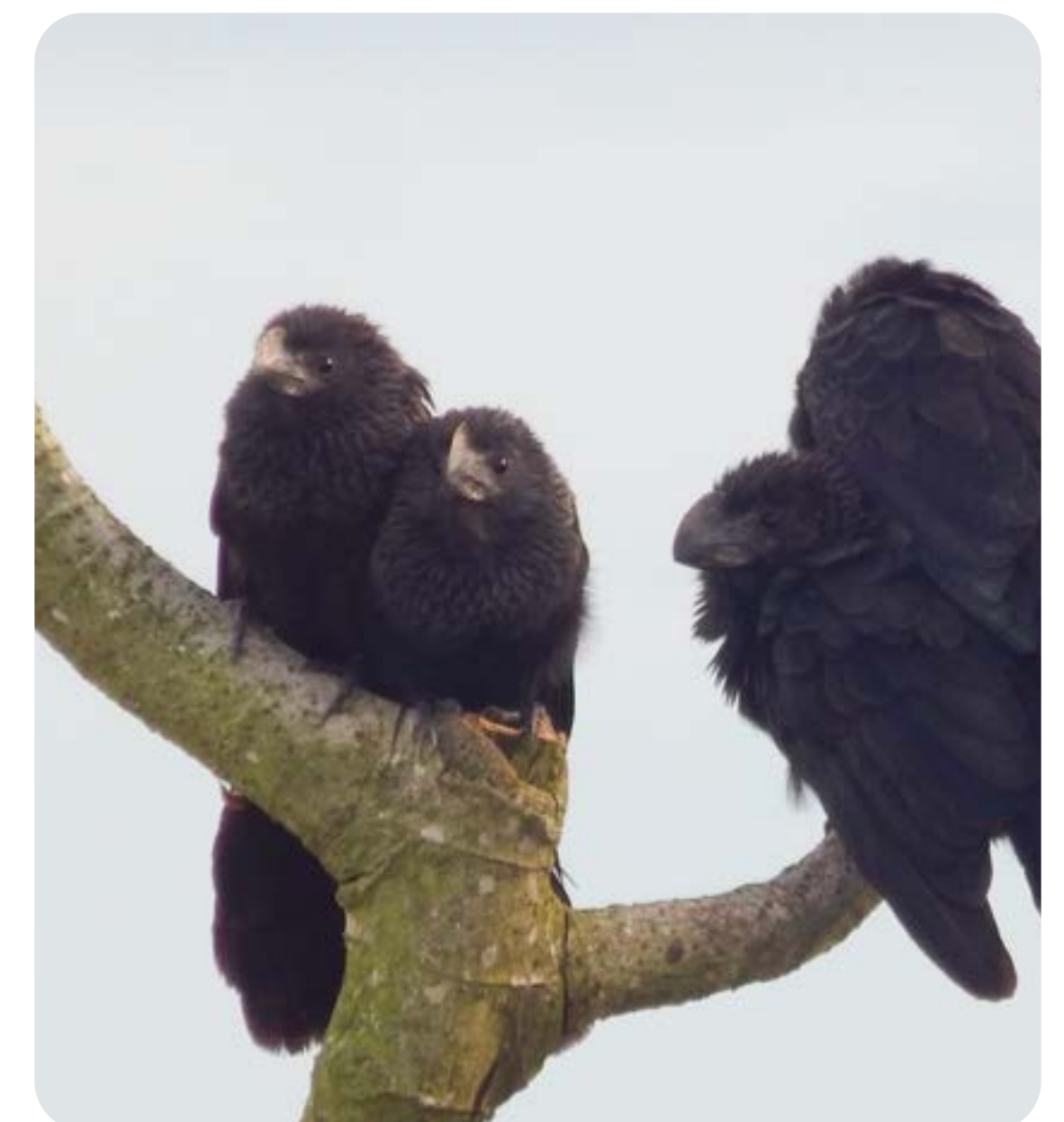
Additionally, within the framework of the project with the IAvH, we developed a portfolio of opportunities for nature-based solutions (NBS) and a tool for the prioritization of areas for their implementation, aimed at maximizing ecological impact, reducing

operational risks and optimizing voluntary and mandatory environmental investment. This tool, used by GeoPark in environmental decision-making in interaction landscapes, adopts the land sharing/land sparing (LSH/LSP) approach as an analytical framework, integrating ecological, productive and social criteria.

Engagement Strategy

The transition to an operation that contributes positively to nature is not possible through isolated actions at the Company level and requires **collective territorial management** with all actors that influence its ecological and social dynamics.

Accordingly, we consider that a relationship strategy is a critical social and institutional pillar, through which we articulate mechanisms for dialogue, cooperation and co-management in the landscapes where we operate.





Metrics

We carried out a detailed analysis of the global and sectoral metrics proposed by the TNFD, assessing their relevance to the company’s context. We also defined complementary metrics that will enable us to monitor GeoPark’s performance and response actions (enabling and operational) to priority nature-related matters.

Below, we relate the prioritized global and sectoral TNFD metrics and their outcome by 2025.

METRICS	RELATIONSHIP WITH TNFD METRICS	TNFD METRIC	CORPORATE RESULT 2025
Voluntary investment in water conservation and biodiversity	Global-CORE	C7.3	US\$428,275
Investment of resources in issues related to territorial planning and protected areas		C7.3	0
Number of biodiversity records published in SiB Colombia and GBIF		C5.0	189,000 data [cumulative to 2025]
Number and volume of oil spills greater than 1 bbl, volume affected in sensitive places and volume recovered [bbl]	Sectoral -CORE	OGC2.0	0 barrels
Volume of discharges and quality of effluents	Global-CORE	C2.1	0 direct discharges
Volume of freshwater withdrawn by source		C3.0	Surface sources: 12,146.8 m³ Underground sources: 184,263 m³ Third parties: 18,643 m³
Pollutants released to soil by type (metric tons)		C2.0	Zero direct ground discharges
Metric tons of waste generated (hazardous and non-hazardous) per year		C2.2	Hazardous: 654 Metric tons Non-hazardous: 1,293.5 Metric tons In addition, semi-solid waste is generated that is quantified in volume and can be consulted in our SPEED/Sustainability Report
Metric tons of air pollutants emitted per year		C2.4	NOx: 12.8 Metric tons SOx: 6.7 Metric tons VOCs: 0.002 Metric tons
Total spatial footprint (km²) (sum of): - total area controlled/managed by the organization, where the organization has control (km²) - total disturbed area (km²) - total rehabilitated/restored area (km²)		C1.0	Concession area/blocks in exploration and production: 1963.5 km² Area intervened with new works: 0.23 km² Area Dismantled/Refurbished: 0

METRICS	RELATIONSHIP WITH TNFD METRICS	TNFD METRIC	CORPORATE RESULT 2025
Percentage and extent of the operating area that overlaps with sensitive areas	Sectoral -CORE	OG.C1.0	23,824.3 overlapping operating ha*
Extent of conserved or restored terrestrial/freshwater/ocean ecosystem (km²), divided into: conservation or voluntary restoration, required by laws or regulations	Global-CORE	C1.1	Areas under restoration - mandatory: 2.8356 km²
Description and value of significant fines and penalties received and legal actions for the year due to negative nature-related impacts		C7.2	Zero nature-related fines or penalties
Number and area (km²) of operations in which indigenous peoples are present or affected by the organization’s activities	Sectoral - additional	OG A1.0	1 operation (Lla 104 – Colombia) in whose area of influence the Turpial – La Victoria indigenous community is located Infrastructure: 0.11km²

*The operational area corresponds to the assigned exploration and production polygon and with a valid environmental license.



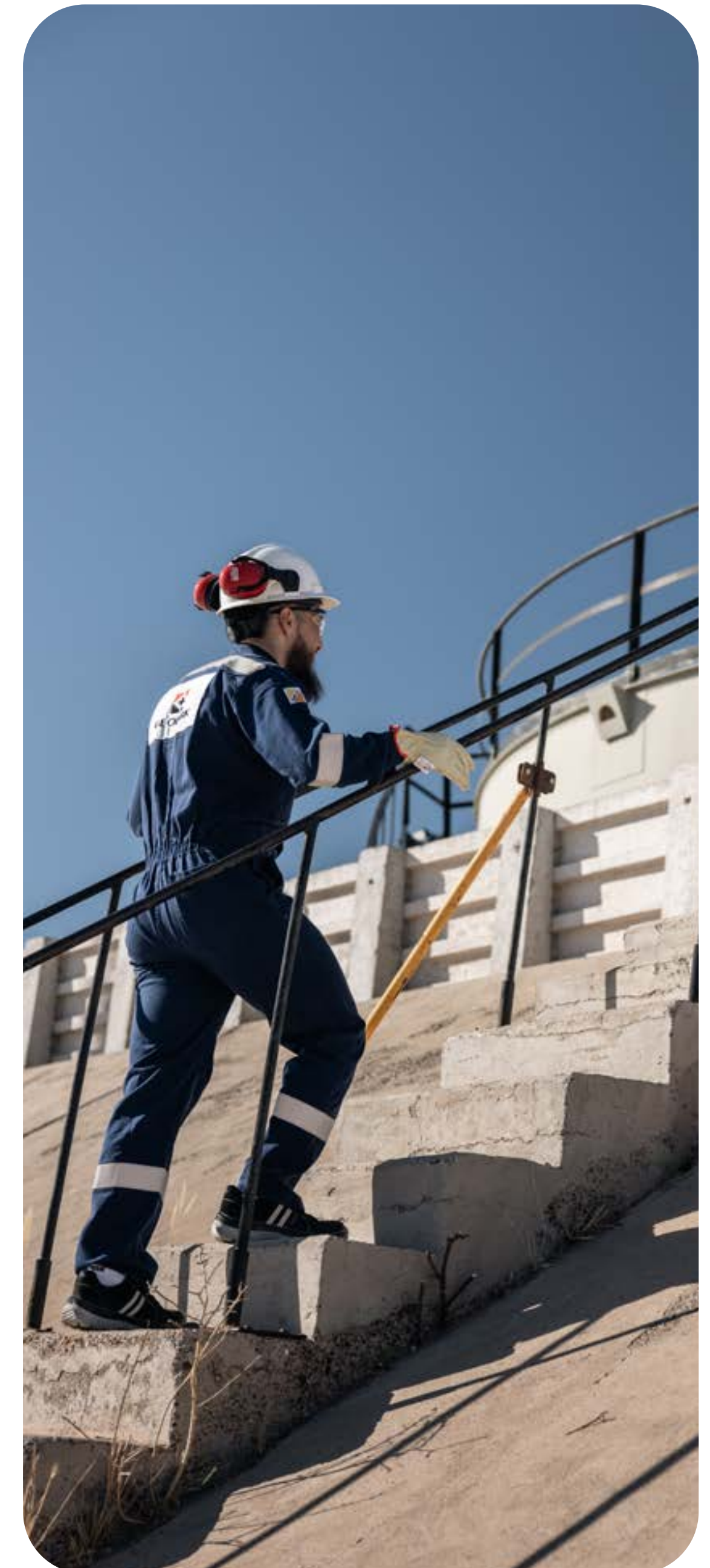
For further information about our nature-related goals, click here





MEMBERSHIP ORGANIZATIONS TO WHICH PAYMENTS WERE MADE IN 2025^(LSC3)

Membership Organizations	US\$
Colombian Oil and Gas Association (ACP)	148,451
IPIECA Limited	69,660
Colombia's National Business Association (ANDI)	51,999
Association of Oil, Gas and Renewable Energy Companies of Latin America and the Caribbean (ARPEL)	38,500
Colombian Mining and Energy Committee on Security and Human Rights (CME)	15,773
Guías Colombia	9,725
Women in Connection (WIC)	3,152
Colombian Institute of Corporate Governance	275
Chamber of Hydrocarbon Exploration and Production (CEPH)	10,182
Argentinian Oil & Gas Institute (IAPG)	4,642
Total	352,359





2024 AND 2025 FINANCIAL RESULTS AND ENTITIES INCLUDED

(GRI 207-4; IF1)

FINANCIAL RESULTS (GRI 207-4; IF1)

2025 RESULTS BY COUNTRY	UNIT	COLOMBIA	ECUADOR	BRAZIL	ARGENTINA	CORPORATE	TOTAL
Operating revenue	MMUS\$	461.4	18.5	6.4	5.8	0.4	492.5
Production and operating costs		(124.0)	(7.8)	(4.9)	(4.1)	(0.3)	(141.1)
Geological and geophysical expenses		(6.8)	(0.1)	—	(2.3)	(1.3)	(10.5)
Administrative expenses		(27.2)	(1.1)	(1.3)	(3.2)	(7.7)	(40.5)
Sales expenses		(18.0)	(2.2)	—	(0.7)	—	(20.9)
Depreciation		(110.1)	(4.8)	(0.2)	(2.1)	—	(117.2)
Write-off of unsuccessful exploration efforts		(13.4)	—	—	—	—	(13.4)
Impairment on non-financial assets		—	(31.0)	—	—	—	(31.0)
Other (Expenses)		(6.2)	(2.0)	6.2	(1.6)	(3.7)	(7.3)
Operating profit		155.6	(30.5)	6.1	(8.2)	(12.5)	110.5
Financial expenses		(11.8)	(0.2)	(1.0)	(0.4)	(62.9)	(76.3)
Financial income		5.3	—	0.6	5.2	10.6	21.7
Foreign exchange gain (loss)		(7.7)	—	1.4	(0.5)	(0.5)	(7.3)
Profit before income tax		141.5	(30.7)	7.2	(3.9)	(65.4)	48.7
Income tax		(10.3)	(0.2)	(1.3)	10.8	2.0	1.0
Profit for the period		131.3	(31.0)	5.9	6.9	(63.4)	49.7

2024 RESULTS BY COUNTRY	UNIT	COLOMBIA	ARGENTINA	BRAZIL	ECUADOR	CHILE	CORPORATE	TOTAL
Operating revenue	MMUS\$	619.7	—	2.9	30.6	0.4	7.2	660.8
Production and operating costs		(143.7)	—	(4.1)	(9.5)	(0.4)	(6.3)	(164.0)
Geological and geophysical expenses		(7.1)	(2.8)	(0.1)	(0.2)	—	(2.4)	(12.6)
Administrative expenses		(30.9)	(2.1)	(1.5)	(3.0)	(0.1)	(11.9)	(49.5)
Sales expenses		(11.8)	—	—	(3.1)	—	—	(14.9)
Depreciation		(121.2)	—	(1.2)	(8.3)	—	—	(130.7)
Write-off of unsuccessful exploration efforts		(6.9)	—	(0.2)	(7.7)	—	—	(14.8)
Impairment on non-financial assets		—	—	—	—	—	—	—
Other (Expenses)		0.1	(0.1)	(3.0)	0.1	—	2.2	(0.7)
Operating profit		298.2	(5.0)	(7.2)	(1.1)	(0.1)	(11.2)	273.6
Financial expenses		(15.9)	(0.1)	(1.1)	(0.4)	—	(34.1)	(51.6)
Financial income		5.6	0.4	1.5	—	—	0.5	8.0
Foreign exchange gain (loss)		14.4	0.6	(2.8)	—	—	—	12.2
Profit before income tax		302.3	(4.1)	(9.6)	(1.5)	(0.1)	(44.8)	242.2
Income tax		(141.6)	—	(0.2)	(2.7)	—	(1.3)	(145.8)
Profit for the period			(4.1)	(9.8)	(4.2)	(0.1)	(46.1)	96.4



Entities included in the financial statements

NAME	COUNTRY
GeoPark Limited	Bermuda
GeoPark Americas S. A. S.	Colombia
GeoPark Argentina S. A.	Argentina
GeoPark Brasil Exploração e Produção de Petróleo e Gás Ltda.	Brazil
GeoPark Colombia S. A. S.	Colombia
GeoPark Colombia S. L. U.	Spain
GeoPark Perú S. A. C.	Peru
GeoPark Ecuador S. A.	Ecuador
GeoPark México S. A. P. I. de C. V.	Mexico
GeoPark E&P S. A. P. I. de C. V.	Mexico
GeoPark (UK) Limited	United Kingdom
Amerisur Resources Limited	United Kingdom
Amerisur Exploration Colombia Limited	British Virgin Islands
Amerisur Exploration Colombia Limited Sucursal Colombia	Colombia
Yarumal S. A. S.	Colombia
Fenix Oil & Gas Limited	British Virgin Islands
Fenix Oil & Gas Limited Sucursal Colombia	Colombia
Amerisur S. A.	Paraguay
Market Access LLP	United States
GeoPark Colombia S. A. S. Panama Branch	Panama
GPK Panama, S. A.	Panama





VERIFICATION LETTER

**Independent Limited Assurance Report
on the Consolidated Non-Financial
Information Statement for the year
ended December 31, 2025**

GEOPARK LIMITED



Ernst & Young, S.L.
C/ Raimundo Fernández Villaverde, 65
28003 Madrid

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INDEPENDENT LIMITED ASSURANCE REPORT ON THE (CONSOLIDATED) NON-FINANCIAL INFORMATION STATEMENT

Translation of a report originally issued in Spanish. In the event of discrepancy, the Spanish-language version prevails

To the shareholders of GeoPark:

Pursuant to Article 49 of the Commercial Code we have performed a verification, with a limited assurance scope, of the Consolidated Non-Financial Information Statement (hereinafter NFIS) for the year ended December 31, 2025, of GeoPark and subsidiaries (hereinafter the Group) that forms part of the Consolidated Management Report of the Group.

The content of the NFIS includes additional information to that required by prevailing company law in respect of non-financial information that has not been subject to our verification. In this regard, our assignment has been exclusively limited to the verification of the information shown in the section 4 “Table of Contents – Spanish Law 11/2018” included in the accompanying NFIS.

Responsibility of the directors

The preparation of the NFIS included in the Consolidated Management Report of the Group, and its content, is the responsibility of the directors of the Group. The NFIS has been prepared in accordance with the content required by current company law and in conformity with the criteria outlined in the selected Sustainability Reporting Standards of Global Reporting Initiative (GRI standards), as well as other criteria described in accordance with that indicated for each subject in the “Table of Contents – Spanish Law 11/2018” of said NFIS.

This responsibility also includes the design, implementation and maintenance of such internal control as considered necessary to ensure that the NFIS is free from material misstatement, whether due to fraud or error.

The directors of the Group are also responsible for defining, implementing, adapting and maintaining the management systems from which the necessary information for preparing the NFIS is obtained.

Our independence and quality management

We have complied with independence and other ethical requirements of the International Code of Ethics for Accounting Professionals (including international independence standards) issued by the International Ethics Standards Board for Accountants (IESBA), which is based on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behaviour.

Our Firm applies International Standard on Quality Management 1 (ISQM 1), which requires us to design, implement and operate a system of quality management including policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

The engagement team consisted of experts in the review of non-financial information and, specifically, information on economic, social, and environmental performance.

Domicilio Social: Calle de Raimundo Fernández Villaverde, 65. 28003 Madrid - Inscrita en el Registro Mercantil de Madrid, tomo 9.364 general, 8.130 de la sección 3ª del Libro de Sociedades, folio 68, hoja nº 87.690-1, inscripción 1ª. C.I.F. B-78970506.

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The better the question.
The better the answer.
The better the world works.



Shape the future
with confidence



Our responsibility

Our responsibility is to express our conclusions on an independent limited assurance report based on the work performed. Our review has been performed in accordance with the requirements established in the current International Standard on Assurance Engagements 3000 “Assurance Engagements Other than Audits or Reviews of Historical Financial Information” (ISAE 3000 Revised) issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC) and the guidelines for verifying Non-Financial Statement, issued by the Spanish Institute of Chartered Accountants (ICJCE).

The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained is substantially lower.

Our work consisted of making enquiries of Management and the various Group units participating in the preparation of the NFIS, reviewing the process for gathering and validating the information included in the NFIS, and applying certain analytical procedures and performing tests of details on a sample basis as described below:

- ▶ Holding meetings with the Group personnel to obtain an understanding of the business model, the policies and management approaches applied, and the main risks related to these matters and to gather the information needed to perform the independent assurance work.
- ▶ Analyzing the scope, relevance and completeness of the content of the year ended December 31, 2025 NFIS based on the materiality assessment performed by the Group and described in section “Materiality and Stakeholders”, considering the content required in prevailing company law.
- ▶ Analyzing the processes used to compile and validate the data presented in the year ended December 31, 2025 Non-Financial Information Statement.
- ▶ Reviewing the disclosures relating to the risks, policies and management approaches applied with respect to the material matters presented in the year ended December 31, 2025 NFIS.
- ▶ Checking, through sample testing, the information underlying the content of the year ended December 30, 2025 NFIS and whether it has been adequately compiled based on data provided by information sources
- ▶ Obtaining a representation letter from the directors and management.

Conclusion

Based on the limited assurance procedures conducted and the evidence obtained, nothing has come to our attention that causes us to believe that the Group NFIS for the year ended December 31, 2025 has not been prepared, in all material respects, in accordance with the contents required by current commercial regulation and the criteria of the selected GRI standards, as well as other criteria, described as explained for each subject matter in the “Table of Contents – Spanish Law 11/2018” of said NFIS.



Use and distribution

This report has been prepared as required by current mercantile regulation in Spain, thus it may not be suitable for any other purpose or jurisdiction.

ERNST & YOUNG, S.L.

(Signature on the original in Spanish)

Elena Fernández García

May 4th, 2026



REPORT



SPEED
SUSTAINABILITY

2025



GEO PARK