





# COMMUNITY DEVELOPMENT

Our commitment to the development of communities is to become the neighbor and partner of choice, based on a sustainable relationship of learning, exchange and mutual public benefit in the local communities we operate in.



**92%**

of enquiries were resolved through the Cuéntame complaints and requests system.



**39**

social environment risk analyses on the feasibility of new projects.



**\$3.24 MM**

was invested in socioenvironmental programs benefitting nature and our neighbors.



**10,591**

neighbors in our areas of operations attended 1,140 meetings



**58,069**

people benefited from social programs.



**3**

indigenous ethnic groups were consulted about the development of our projects.



**73%**

of social investment is in rural areas



**\$64 MM**

purchases of goods and services from local suppliers



**75%**

local hiring in Colombia in December 2020 versus 57% in January 2020

## Community Development

### Comprehensive Management of the Social Environment

We manage territories with a preventive approach

Ethnic Relationships with a differential approach

We promote dialogue and citizen participation

We generate territorial development

Future challenges



**3,464**

people took part in 634 meetings to identify environmental and social impacts in Colombia and Ecuador.



Contribution to SDGs

# Building agreements for long-term Good Neighborliness in Putumayo, southern Colombia

The acquisition of Amerisur and its assets in Putumayo in 2020 gave us the opportunity to continue offering our proposal for Good Neighborliness.



Successful experiences in other regions of Colombia have shown us that the starting point in securing a solid social license lies in listening, understanding and discussing neighbors' concerns and expectations about our arrival and development of operational projects in their territories.

In agreement with the neighbors of the Platanillo block in Puerto Asis, Putumayo, and despite the difficulties caused by the pandemic, in 2020 we started direct conversations, in person rather than online, on each of the issues that they consider important for a good and harmonious relationship in the territory.



■ The process of dialogue with neighbors in Putumayo and progress in fulfilling the agreements made was reflected in zero roadblocks since June 2020 resulting from disagreement with our operations in Putumayo. We have held over 100 meetings with neighbors of the Platanillo and PUT 8 blocks, which were essential to reach mutual understanding and strengthen dialogue and citizen participation in the territory.

We call these conversations *Acuerdos por la Buena Vecindad* (Good Neighborliness Agreements), and they foster agreement and understanding with our neighbors, create trust, increase the feasibility of operations in the territory and help reduce social conflict.

*Acuerdos por la Buena Vecindad* have important benefits in the relationship between communities and our Company: they bring clarity to the expectations of the communities and GeoPark; we identify opportunities to improve and innovate in socio-environmental management; we have clear and open dialogue; we share objective, quality information that reduces tensions in the relationship; and, above all, these agreements guarantee a long-term sustainable relationship based on trust, transparency and the generation of trust in the territory.

Through developing *Acuerdos por la Buena Vecindad* we have also:

- » Agreed on clear and transparent rules of the game that represent and make legitimate community expectations regards the Company's operational presence in their territories.



### What the *Acuerdos por la Buena Vecindad* have taught us

1. When we fulfil what we have agreed to, we transform skepticism into trust and open effective routes towards opportunities for dialogue, knowledge and improvement.
2. We show that we want long-term relationships, that we care about the lives of our neighbors and that in return for our growth and success we give back by creating shared value in well-being and social and economic development in the territories we operate in.
3. Good Neighborliness is built when we put effort and passion into achieving the objectives of social progress in the community and when we go to remote places to listen and understand our neighbors' concerns, without ever taking a backward step when contributing to their well-being.
4. *Acuerdos por la Buena Vecindad* generate benefits for everyone: we know and better understand our neighbors' expectations and concerns, allowing us to balance the feasibility of operations with an environment of trust and territorial peace. Communities feel respect and recognition and work together to contribute to shared objectives for sustainable development.



- » Identified situations that cause social conflict and recognized which ones are the responsibility of the Company and depend on its management, which correspond to the community, and which must be resolved by government institutions.
- » Defined a route map for each issue identified, with concrete and measurable actions in the short, medium and long term.
- » Made realistic and achievable agreements make coexistence, benefits and long-term synergies possible for both GeoPark and the communities.
- » Defined scenarios and methodologies to monitor and ensure compliance of the agreements between the communities and our Company.
- » Included the clear and specific definition of rules for the resolution of possible conflicts.
- » Involved institutions as guarantors to accompany agreements and resolve situations can help reconcile differences.
- » Built in trust and discipline to dialogue and agreements made

In carrying out the *Acuerdos de Buena Vecindad* process in Putumayo we defined eight main issues with community representatives in the Platanillo block area of influence. At the publication of this report and after several months' work, we have defined four agreements that are important for building peace, harmony and trust with the communities. Highlights of these agreements are:



- » Agreeing GeoPark biosecurity protocols to care for all employees, neighbors and their families. We also agreed on the support that we could give regional authorities on the same matter.
- » Increasing local participation in our hiring: we increased our 57% local hiring at the beginning of 2020 to 75% by year-end. We also made salary adjustments, homologated positions in accordance with Resolution 2616 (2016) and launched and implemented spaces for the *Juntos Sumamos* program.
- » Advancing the *Ponernos al Día* (Catching Up) initiative by carrying out 33 social projects the previous operator had committed to, and which benefit nearly 300 families through installing solar power systems in homes, developing productive projects in rural areas, providing access to water and improving rural road connectivity.
- » By creating processes to inform local suppliers and contractors about billing, sign-up and registration processes on the GeoPark platform, we stimulated and encouraged local participation in the acquisition of goods and services. We also defined the process to support strengthening local businesses and developing territorial capacities.

Our Good Neighborliness work continues with upcoming meetings to carry on important conversations on matters such as environmental management, information and participation processes, and expectations regarding high-impact projects with social benefits. We firmly believe that the best way to achieve Good Neighborliness is holding good dialogue.

# Our commitment to community development

Our most important goal is to care for and protect our neighbors and nature, as only in this way will we achieve the success of our business. As we develop we want to leave a legacy of social progress in each place where our operations are welcome. Then we will be sure that our present-day decisions and actions will contribute to increasing well-being and making a fairer and more equal future for all.



Community Development is essential in our SPEED Integrated Value System to achieve business growth and sustainability in the long term. Securing a participatory social license with a differential approach that privileges the voice and decisions of our neighbors allows us to progress towards the objective of sustainable development.

We are a key player in territorial development and because our social commitment should contribute to the fight against social inequality and poverty, SPEED also reflects our commitment to the 2030 Agenda through which, in partnership with governments, civil society and communities, we work hard to give substance to the dream of a better planet for future generations.



**GeoPark's Comprehensive Management of the Social Environment is an intrinsic part of our SPEED Integrated Value System, principles, respect for human rights and care of nature.**

## COMPREHENSIVE MANAGEMENT OF THE SOCIAL ENVIRONMENT

[103-1] We want to have a lasting presence in the territories we operate in, we are committed to and motivated by earning a genuine social license, based on the creation of solid and lasting relationships with neighbors and nature.

Although a fundamental pillar of our social commitment is the development and social progress of the communities, beyond this important commitment we must also guarantee that our presence in our neighbors' lives is harmonious and gives them the peace of mind and trust that we will avoid, mitigate or eliminate any possible impact or risk to the social environment or nature.

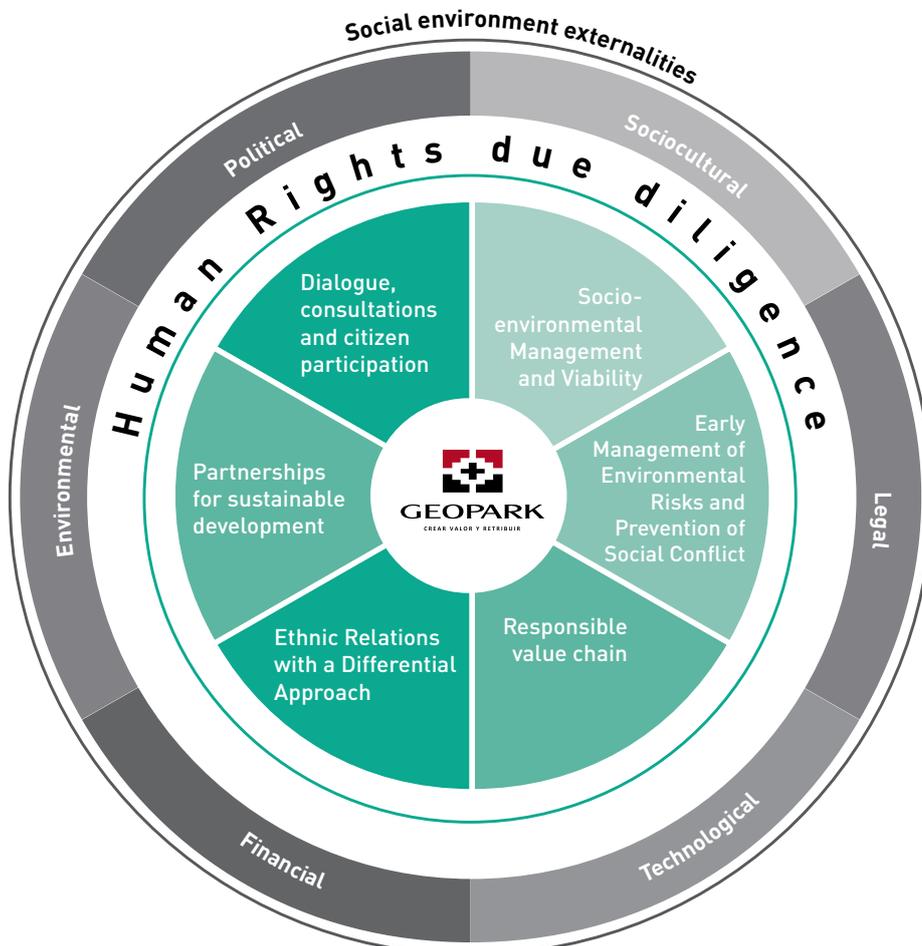
[103-2] The comprehensive management of the social environment allows us to make extensive, cross-sector early management plans for social, environmental and other matters that could impact neighbors and nature.

Our system allows us to identify the impacts of our activity and plan their early and preventive management, as well as integrating neighbors' concerns and expectations into management plans, information processes and citizen participation, and to create partnerships to develop social and community programs. Through this system we maintain a genuine and long-term social license, build differential value and materialize our value promise of Good Neighborliness.

The main pillars of the Comprehensive Management of the Social Environment are (i) Early Management of Environmental Risks and Prevention of Social Conflict; (ii) Socio-environmental Management and Viability (iii); Dialogue, Consultations and Citizen Participation; (iv) Partnerships for Sustainable Development; (v) Responsible Value Chain; and (vi) Ethnic Relations with a Differential Approach.

These pillars account for risks identified in the social environment that we classify as sociocultural, legal, technological, economic, environmental and political.

### Comprehensive Management of the Social Environment





## WE MANAGE TERRITORIES WITH A PREVENTIVE APPROACH

(102-11) Our proposal for operational feasibility is based on the early management of real or potential impacts that the operation may have on our neighbors' lives and nature. Through a participatory exercise and analysis with different areas of our Company, we therefore identify the main risks and impacts we will face in the execution of our operational projects.

In materializing our value proposition in territorial management with a preventive approach, we also integrate the results of evaluations of the impact of our management, monitoring the plans made and constantly communicating them to our stakeholders.

(103-3) In 2020 we continued to implement our value commitment with the early territorial management strategy, creating sustainable conditions and a balance between our operations -or future operational projects- and community dynamics.

Some of the main components of this pillar of the Comprehensive Management of the Social Environment are highlighted below:

### Social Environment Risk Analysis

GeoPark has designed a tool for Social Environment Risk Analysis that allows the identification and quantitative weighting of situations that could potentially impact neighbors and nature, as well as for developing different operations. This exercise allowed us to:

- » Identify each project's associated risks and possible impacts.
- » Assess the probability of occurrence and impact on the project.
- » Determine how critical risks are and their impact on the different principal variables of environment, social environment and human rights.
- » Define specific action plans to minimize potential impacts.

We implement the good practice of risk analysis permanently and rigorously, with the participation of the whole organization. In 2020 we held 18 social environment risk analysis processes, of which 17 were in Colombia and one was in Ecuador.



### Early Management of the Social Environment

From the Social Environment Risk Analysis, we define early management plans that allow us to ensure the social and environmental responsibility of our operational projects, reducing the impacts and risks to the environment and maximizing the benefits of our presence in the territories we operate in.

Our early management plans focus on ensuring informed conversations with stakeholders, to generate formal and informal two-way communication channels that prioritize relevant issues for all involved.

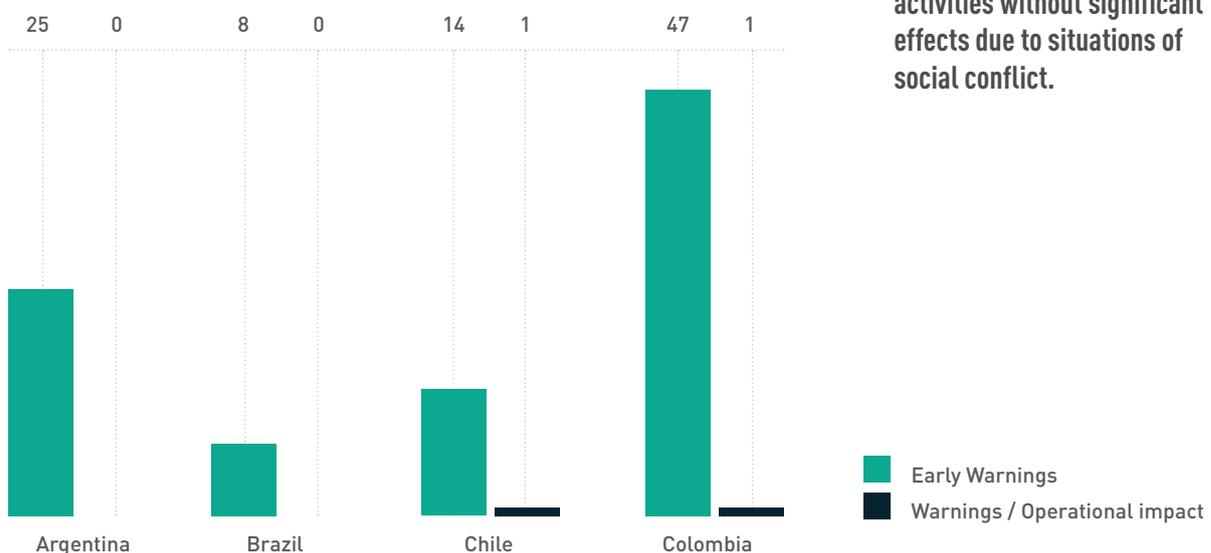
Internal and external audiences participate in this process, which recognizes and validates the importance of authorities and neighbors in the areas of operation to guarantee the viability and sustainability of GeoPark activities in the countries we work in.

These plans include monitoring and managing our neighbors' disagreements and expectations, which are identified through our relationships in the territory, to prevent these early warnings from affecting our operations.

In 2020 we reduced the possibility of social conflict through timely, early management of 47 alerts that mainly resulted from expectations of contracting goods and services, disagreements with the prioritization mechanisms of local labor through the Public Employment Service, and recruitment expectations.

**In the last six years monitoring alerts and our early management of the social environment have enabled us to advance our exploration and production activities without significant effects due to situations of social conflict.**

Early warning management





### **The *Cuéntame* Program**

We use *Cuéntame* to register and manage all the requests and complaints made by our stakeholders in the territories we operate in. It incorporates a human rights approach and the value promise of being recognized as the neighbor and partner of choice.

In Colombia in 2020 we received and handled 512 requests and complaints flexibly, quickly and in close contact with neighbors, giving formal responses to those concerned. We resolved 92% of requests and complaints received during the year.

■ **We have made a new *Cuéntame* office available to our neighbors in Puerto Asis, Putumayo to address community concerns and needs. Thanks to this exclusive space and efforts to improve every day for our neighbors, we handled 336 interactions with the public in 2020, face to face and with a personal emphasis.**

## ETHNIC RELATIONSHIPS WITH A DIFFERENTIAL APPROACH



To balance visions and earn our neighbors' acceptance of our development of exploration and production projects in their territories, within the framework of legal regulations and our Good Neighborliness guidelines we develop relationships with ethnic communities in GeoPark's areas of operation.

In 2020 we incorporated ethnic relations with a differential approach in the prior consultation processes developed for the exploration blocks in the Llanos and Putumayo basins, both in Colombia, as well as in the early management and relationship initiatives in Ecuador.

To make our differential approach with ethnic communities a reality, our actions included:

- » Training and education for our team to understand and act in accordance with our differential approach, respecting the worldview, customs and beliefs of neighboring ethnic communities.
- » We strengthened the ethnic relations capacities of our Nature and Neighbors area by hiring an expert and specialized advice to ensure due diligence and relationships with a differential approach in territories.

In Ecuador we are progressing our Dialogues and Citizen Participation with a Differential Approach strategy, based on the fundamental principle of respecting and acknowledging our neighbors and authorities. In 2020 we held Hydrocarbons Talks with our Neighbors, allowing us to share news of the progress of the operation and upcoming projects with the Siona community in the Espejo block, which lies in Shushufindi canton, Sucumbios province.

■ **We designed booklets in the paicoca language with information about seismic activity.** The booklets were prepared together with the leaders of the Organization of the Siona Indigenous Nationality of Ecuador (ONISE).



## WE PROMOTE DIALOGUE AND CITIZEN PARTICIPATION

(103-1) We build relationships of trust with our neighbors based on dialogue, ethics and transparency; guaranteeing understanding and respect for their traditions and culture, as well as harmonious coexistence based on considering and including our stakeholders' expectations and necessities in our actions.

(103-2) We focus on promoting information, participation and respectful dialogue with our neighbors and authorities. We work to be welcomed by the local communities where we operate and to become their best partner based on a relationship of learning, exchange and mutual benefit.

Aware of the socioeconomic contexts of our operations' locations, we do not focus management only on complying with information disclosure regulations but also on our efforts aimed at promoting capacities and conditions for equal dialogue that enhances the equality and standard of citizen participation.

One of the important dialogue mechanisms that we have with our stakeholders in territories are the

Quarterly Meetings for Transparency, through which we share information on our operational results and socio-environmental management, and listen to our stakeholders' expectations or concerns regarding the development of our activities. Importantly, our teams of field-based community relations specialists give GeoPark permanent, accessible and expanded spaces in which to have direct conversations with our stakeholders in person.

As part of the strategy to promote citizen participation and to meet the growing needs of social dialogue based on principles of equality and respect between the industry and communities, we worked together with neighbors to create training and education processes that aim for better relationships regarding management and dispute resolution.

We promote citizen participation and a culture of peace. We see this process as strategic in the feasibility and continuous improvement of our operations, with respect for and in balance with the environment. Accordingly, we develop spaces that facilitate the participation of authorities, communities, social organizations and unions. These include:

**Stakeholder dialogue and consultations**

Type of informative space	Total meetings	Total participants
Handling complaints and requests	73	837
Transparency meetings	21	312
Internal induction of contractors	23	142
Community Benefit Programs (PBC) and social investment	116	2,080
External introduction of contractors	48	791
Follow-up meetings with communities and authorities	157	1,692
Socialization of environmental studies / Stakeholder induction	634	3,464
Ethnic relationships and pre consultations	35	1,079
Cafés de la Amistad	28	113
Cafés Empresariales	5	81
<b>Total</b>	<b>1,140</b>	<b>10,591</b>

(103-3) As part of our Good Neighborliness strategy in Ecuador's Espejo block, we continued the dialogue and citizen participation process as part of our early management and ahead of seismic activity in the territory. In 2020 we held 98 meetings with our neighbors, which were attended by 1,425 people from pre-cooperatives and communities. We discussed the principles and the future of a harmonious coexistence, based on the value promises of our SPEED Integrated Value System.

# 1,692

of our neighbors in Ecuador and Colombia participated in 157 meetings we held at GeoPark in 2020 to monitor commitments.

# 3,464

people, including neighbors, authorities and social organizations, participated in 634 information spaces to identify impacts and monitor environmental and social issues of operations in Colombia.

# 2,080

people, including neighbors, authorities and social organizations, participated in the processes of defining and monitoring community benefit programs and social investment in Colombia and Ecuador.

(413-1) SASB: EM-EP-210b.1. IPIECA: SOC-9, SOC-12 y SOC-13

## DIALOGUE AND COMMUNICATION WITH COMMUNITIES AND STAKEHOLDERS



### Quarterly Transparency Meetings.

We meet with the local authorities of the territories where we operate and present information on our current operational activities, new projects, and the results of socio-environmental management. We also resolved concerns and established joint agendas for territorial development.

■ **Despite the difficulties caused by Covid-19 we held virtual communication and information meetings with our neighbors.**



**Cafés de la Amistad.** We promote get-together discussions with our neighbors and companies on topics of mutual interest, in which we identify potential risks and impacts, clarify concerns and establish friendships and neighborly relations.



### Follow-up community meetings.

We hold community meetings to communicate everything related to our operation and clarify doubts. In doing so, we reach agreements and define joint actions that allow us to incorporate our neighbors' concerns into the GeoPark agenda.

■ **In 2020 we held 157 community follow-up meetings, in which 1,692 neighbors took part.**



### Induction and external introduction of contractors to communities and authorities.

We ensure the correct performance of our value chain in its activities, which includes induction programs for our contractors on performance standards and obligations related to GeoPark's social, environmental, labor, human rights, and health and safety commitments.

After ensuring that our contractors have taken in these standards, we introduce them to communities, unions and authorities, announcing the scope of the work or activity the contractors will be responsible for.



**Citizen participation in identifying risks and socio-environmental impacts.** We involve our stakeholders at the start of exploration and production projects in identifying risks and impacts, and we have permanent participation and information spaces as well as environmental monitoring.

This allows us to integrate concerns and appropriate risk and impact management measures in project planning to develop an operation that protects neighbors and nature.



**Prior Consultations.** We balance expectations and our presence in territories to develop exploration and production projects with the acceptance of our neighbors, and we relate with ethnic communities in GeoPark's areas of operation within the framework of legal regulations and our Good Neighborliness principles.

■ **In 2020 we incorporated ethnic relationships with a differential approach from the Prior Consultation processes developed for exploration blocks in Colombia's Llanos basin.**



**We make territorial plans participatively.** We include the community and local authorities in social investment projects from the design stage to prioritization, selection, and execution.



**Juntos Sumamos Socio-Labor Dialogue.** We positioned a collaborative strategy that helped us reinforce the management, handling and prevention of labor conflicts through prompt responses to different requests and expectations of workers and labor collectives.

Partners in Colombia such as the Ministry of Labor, the Administrative Unit of the Public Employment Service (UASPE), local authorities, social organizations, unions, public agencies of the UASPE, contractors and labor agencies took part in these events.



## WE GENERATE TERRITORIAL DEVELOPMENT

(103-1) We promote sustainable development partnerships and the positive transformation of people and the planet. We focus on the execution of programs and projects that reduce gaps in the Sustainable Development Goals (SDGs) in the territories we operate in, recognizing the active role that we have as a socially responsible corporate citizen.

(103-2) Community participation is a key factor in achieving our objectives, and at GeoPark we develop processes for the collective construction of a territorial vision as a planning tool for the social and economic development of the region, integrating the visions of each community.

In our interest to be part of the growth and development of those who have shared their neighborhoods with us for our operations and of the territories we work in, we have identified significant opportunities for the positive transformation of our stakeholders' realities based on a participative and prospective approach that helps create a joint vision of the territory and prioritize the most-needed projects:

- » **We make territorial plans participatively.** We are committed to grassroots community involvement in participatory processes that prioritize needs to determine appropriate programs and social investment projects for local contexts.
- » **We undertake regional analysis.** In coordination with governments and local and regional development planning instruments, we identify priorities and possibilities for partnerships to generate high-impact projects.
- » **We execute programs and projects** that reduce SDG gaps in the territories we operate in.



Under the Works for Taxes scheme of the Government of Colombia we signed two important agreements that will allow us to make social investment of \$3.98 MM benefiting

**8,449**  
children in Putumayo.



Our social investment in 2020 was concentrated in rural areas of Colombia.

In 2020 we invested

**\$3.24 million**

in social and environmental programs.



**58,069**  
people benefitted from social programs.

(413-1) SASB: EM-EP-210b.1.  
 IPIECA: SOC-9, SOC-12 and SOC-13

**100%**

of GeoPark's operational activities have included information processes and local community participation.



(103-3) It gives us great satisfaction to work with our partners in territories with the objective of being part of the change and transformation in the areas we operate in, in a year that in a context of slowdown challenged us to make a greater impact.

We developed partnerships with public and private players to promote better living conditions and sustainable development. These partnerships come from identifying our stakeholders' needs and coordinating with organizations with experience and technical knowledge.

In Argentina we have partnered with third parties to promote development programs. In 2020, together with the Student Chapter of the Society of Petroleum Engineers (SPE), Comahue University in Neuquen, the Buenos Aires Technological Institute and the Argentinian Oil and Gas Institute, we created knowledge transfer opportunities directed at technical engineering students, oil industry professionals, representatives of companies that provide specialized services for the oil and energy sector, journalists and communicators. Among the topics we covered in presentations, talks and lectures, cybersecurity management and the presentation of practical case studies based on successful experiences of GeoPark stand out.



We also established partnerships with the Argentine Chamber of Suppliers to the Petro-Energy Industry (Capipe) to participate in the first online 3D oil and energy sector exhibition, and with the Neuquen province Ministry of Education, the Association of Patagonian Neuquen Information Technology Companies, the Siete Lagos Philharmonic Association and Plaza Huincul municipality, with whom we delivered teaching, training and collaboration programs for public health and emergency operations that were implemented as a result of the Covid-19 pandemic.

In Chile we partnered with Alberto Hurtado University to promote female participation in the workforce in Magallanes region, and with the Chilean Army and the University of Magallanes to implement responses to the pandemic. We also joined forces with the Industrial and Artisan Trade Association of Magallanes Region (AGIA) and the Ranchers' Association of Magallanes to promote exhibitions on topics relevant to productive projects in the region. Following guidelines from Chile's Ministry of Energy, we carried out seven technology transfer activities to strengthen local business management and knowledge. Finally, we promoted a drawing and culture competition for children from the school at Punta Delgada, a community that neighbors our operations.

In Ecuador we joined forces with Sucumbios Province Decentralized Autonomous Government to develop reforestation activities for the recovery of watersheds.

In Colombia we consolidated partnerships with the Reconciliation Foundation, the Batuta Foundation, the Minuto de Dios Corporation, the National Business Association of Colombia (ANDI) and regional development bank Findeter. With these organizations we carry out projects that help develop the skills of children, adolescents, women, indigenous communities and community leaders. These partnerships contribute to improving housing conditions, road connectivity, community infrastructure, productive projects and protecting biodiversity, among other outcomes.

We also partnered with territorial and national entities to promote programs to meet communities' expectations regards operations. We have agreements with Mayors' Offices, the Public Employment Service, the Comfacasanare compensation fund, the National Learning Service (SENA) and chambers of commerce with which work to strengthen the workforce and value chain, and to promote the development of best practices.

In 2020 Colombia's Territory Renewal Agency (ART) approved the signing of two Works for Tax projects in Putumayo which focus on providing equipment and materials to educational institutions in Puerto Guzman and infant development centers (CDI) of the Colombian Institute of Family Welfare (ICBF) in nine municipalities of the department.



## FUTURE CHALLENGES

### **We manage territories with a preventive approach**

- » Retain the social license in all our areas of operations.
- » Consolidate Good Neighborliness in all new GeoPark operations, making the Create Value and Give Back promise more real.
- » Uphold operational feasibility without losses from social environment conflict.
- » Enhance leadership training programs for development as a strategy for strengthening our neighbors' capacities and competencies.

### **Dialogue and citizen participation**

- » Increase the number of women in political and citizen participation spaces through a differential focus on gender and ethnic conditions.
- » Improve Transparency Meetings through new meeting formats that guarantee stakeholder participation and consider the limitations caused by the pandemic.
- » Achieve 100% citizen participation in the processes for environmental licensing of exploration projects in Colombia and Ecuador.
- » Increase the number of neighbors involved in dialogue processes, strengthening access to information in formal and informal opportunities, in person or virtually, in our areas of direct and indirect influence.

### **We generate territorial development**

- » Train stakeholders in the territory on SDGs and their role in closing gaps.
- » Structure new projects under the Works for Taxes format, preferring the development of Projects with a Territorial Approach (PDET) in Colombia.
- » Implement economic recovery programs that impact our neighbors' income generation in operations areas in Colombia, cushioning the economic effects of the pandemic.
- » Design and implement a strategy through which we can integrate our SPEED Integrated Value System with contributions to meeting the challenges of the Sustainable Development Goals.
- » Implement an information system that allows us to keep metrics updated and monitor the performance of the main GRI, IPIECA and SASB indicators, in real time and in accordance with our commitments to sustainable development.