





EMPLOYEES

At GeoPark we work to create a motivating, inclusive, diverse, fair and rewarding work environment, with opportunities, mutual respect and passion, and consisting of exceptional people. All our people can participate in the success of the Company, contribute and grow.



100%
of employees own shares in the company



0.9%
the voluntary rotation rate in 2020



95%
of our work team received teaching and training



29%
of our employees took on new roles and responsibilities



42%
of our management team are women



100%
employees entitled to parental leave took it and returned to their positions: 45% men and 55% women.



437
direct employees who are part of our work team



34%
of our work team are women

Our employees

Equality, inclusion and diversity

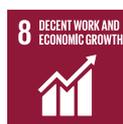
Compensation and benefits

Training and education

Performance management

Union agreements

Future challenges



Contribution to SDGs

2020: a year in which our culture and our people were key in continuing growth

Keeping our employees aligned, motivated, trained, connected, safe and healthy. That was our great achievement in the year in which we faced different challenges: the Covid-19 pandemic, virtual work patterns, the integration of a new company and the restructuring of our Business Model.



GeoPark's People area is a strategic and transversal partner to other areas of the Company, and we coordinate with different teams to implement actions aimed at our employees and their families.

Our first challenge was to join the Crisis Management Team (Covid-19 Committee) whose objective was to implement prevention, mitigation and care measures in line with the recommendations of international organizations and national and local authorities of the countries we have operations in.

With this focus, in the People area we concentrated on supporting employees in adapting to a new work model and keeping the GeoPark culture intact from their homes or from operational locations, always prioritizing the health, well-being and quality of life of our people and their families.

To achieve this, we made different technologies and communication tools available to employees to deliver messages about care, prevention and health. We also encouraged workers to participate in virtual events that we coordinated to promote physical activity, nutrition programs, emotional intelligence, sleep hygiene and good habits for working from home.



We transformed our *Aprendamos con GeoPark* training program by developing new content that was proposed and delivered by employees, taking advantage of virtual settings to share and transfer knowledge between our teams.

Together with the Management Team we decided to invite the entire Company to the Weekly Operations Meeting. In this event we not only discuss the important issues of each asset and operation, but also those of each area of the Company, and we go into projects and issues that are relevant to employees. Making the meeting more inclusive had a high impact through allowing closer communication in times of uncertainty and integrating all those in the Company.

Another big challenge we had in 2020 was the process of integrating Amerisur, whose asset portfolio is in Colombia's Putumayo and Llanos basins. The successful integration of GeoPark and Amerisur allowed us to end the year ensuring business continuity, promoting and protecting GeoPark culture and, most importantly, integrating a new group of experienced and dedicated employees into our work team.

The update of our Business Model promoted an organizational change aimed at designing a more efficient structure that would help us seek synergies, identify new leaders and generate growth opportunities for more people in the Company. This new structure has supported the generation of trust and autonomy, as well as the empowerment each employee regards their own leadership.

Together with other areas of the Company, the People area led this important change so that our people could keep working towards our fundamental purpose, which is to Create Value and Give Back.

■ In a year as complex and unique as 2020, all credit goes to our people. **Thanks to their effort, trust in GeoPark and capacity for teamwork**, we adapted to the challenges of the environment while demonstrating strength, resilience and leadership.



■ Scan this code to see the video "At GeoPark our hearts beat closer together."

Our commitment to employees

(103-1) At GeoPark we believe that people are the key to our long-term growth, and we have succeeded in attracting and training one of the best operational and professional oil and gas industry teams in the region, with a variety and depth of experience and knowledge that is greater than that of most companies of our size.



Employees participated in different integration opportunities, including 45 breakfasts with the Management Team (365 attendees); the year-end GeoCarnaval event (over 400 participants); 30 virtual events focused on sharing experiences, integrating as a group and learning about some employees' life stories, for the GeoPark Anniversary; and the GeoFit Week.

(103-2)(103-3) We seek to create a fair work environment, without discrimination and with conditions and opportunities to promote the growth of all our employees. We offer fair and equitable pay, with the best benefits for our people and their families and a stock plan that makes all employees participants in the Company's success.

Developing training and education programs, promoting the performance management process, respecting the rights of free association and collective negotiation, and commitment to diversity, gender equality and inclusion are the fundamental pillars that constantly contribute to achieving a motivating, challenging and rewarding work environment for all employees.

2020 was a challenging year for keeping our people together and motivated. We implemented actions to stay close and be connected, while protecting the physical and mental health of our employees and promoting their well-being and their families', providing support to overcome the possible difficulties of living through a pandemic.

OUR EMPLOYEES

We firmly believe that our people hold the Company together and are what drives it to continue growing and consolidating in the long term. We are proud to have innovative programs that allow us to provide development and growth opportunities for all our employees and that are competitive in attracting the best talent.

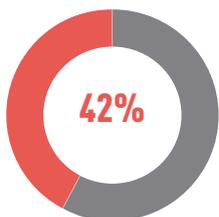
Our team (102-7) (102-8)

437

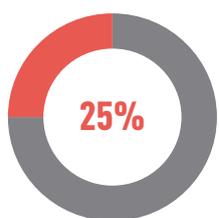
permanent employees



34% 66%

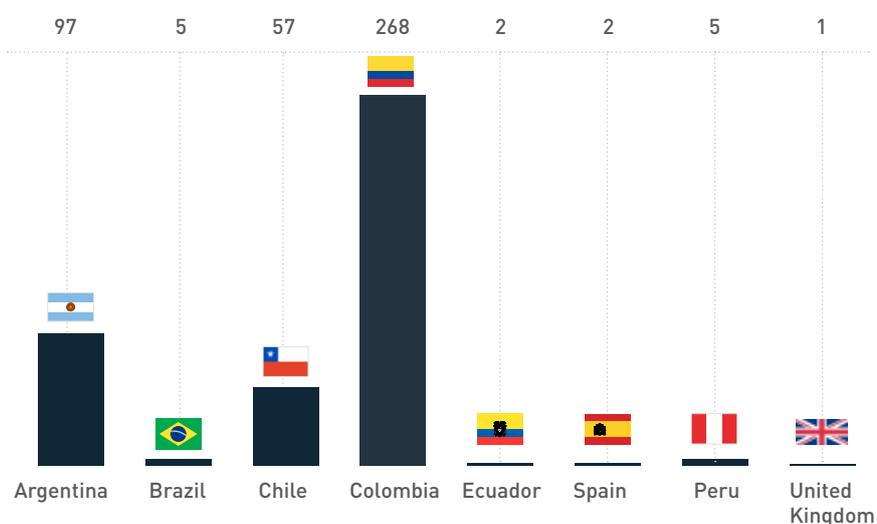


42%
of the Management Team are women

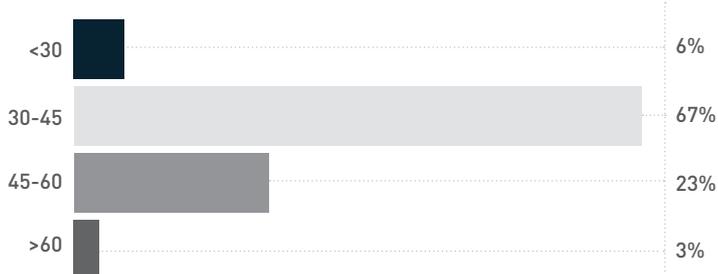


25%
(110 leaders)
People in charge of teams

Total employees by country (only permanent)



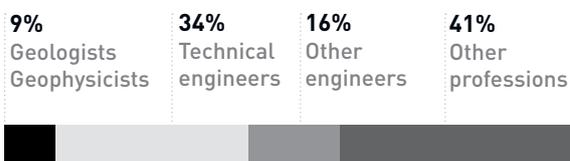
Age groups



40
years
Average age

Most of the 83% of our employees that have a university degree work in sector-related scientific and engineering careers.

83%
University graduates





(401-1) Our strategies for attracting and retaining talent continue to get stronger. Despite the context of a pandemic and oil price volatility in 2020, the number of new hires increased and the voluntary rotation and movement rate decreased from 2019. In 2020 we continued to attract the best professionals and develop skills aligned with business growth: 124 people joined our team and we supported mobility and promotion within the Company.

Considering that at the beginning of 2020 we acquired Amerisur, one of the main challenges of the year was integrating this new team into our culture in an open and close way that did not affect business continuity.

■ The increase in our turnover rate was mainly due to our restructuring process after the update of the Business Model. The restructuring has resulted in more efficient management that enhances the strengths and competencies of our team.

(401-1) Rotation and movements*

	Total employees (permanent)	New hires*	Exits**	Voluntary rotation rate***	Growth index****	Movement index*****
2020	437	124	132	0.9%	29%	2.1%
2019	439	49	73	2.2%	33%	4%

*New hires: 123 in Latin America and 1 in United Kingdom
 **Exits: the figure includes GeoPark and Amerisur (Colombia, Ecuador and United Kingdom)
 ***Excludes voluntary rotation in Brazil
 ****127 employees with enhanced roles, responsibilities or line management.
 *****9 workers taking on new roles and responsibilities.

See Employees Appendix for detail of the GeoPark Team (102-8 and 401-1).



EQUALITY, INCLUSION AND DIVERSITY

GeoPark culture is reflected in the diversity of contributions that each employee makes based on their personality, profession, experience, age range, ethnicity and gender, and an important part of this philosophy includes providing job opportunities to the communities in our areas of influence.

Having the best work team available is part of our formula for success. We have a diverse workforce and a percentage of women that is well above the industry average.

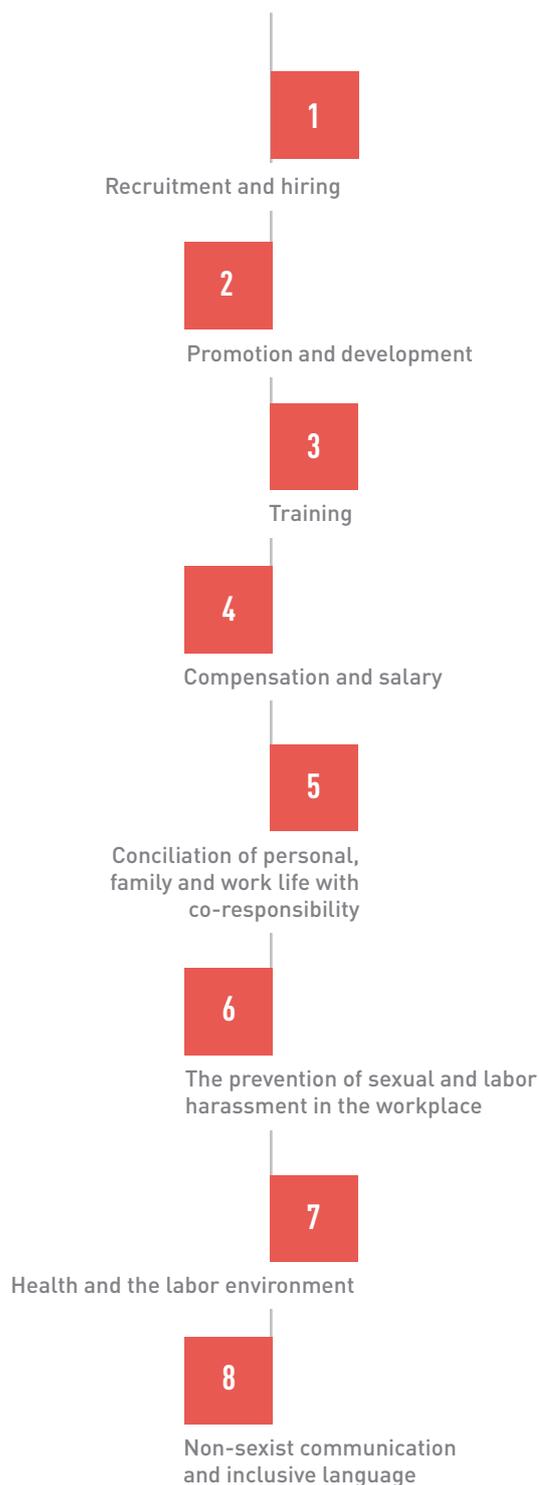
Our management team leads by example and, with the support and participation of everyone at GeoPark, we break paradigms and biases and generate an increasingly inclusive, diverse and equitable environment. This guarantees that we are a successful company.

In line with best practice to promote equality, inclusion and diversity, in 2020 we furthered the implementation of the Gender Equality Management System (SGIG) to help secure Equipares certification. SGIG has eight dimensions with respective plans, actions, indicators and assurance mechanisms.

This system is the result of implementing requirements established by the Equipares program, which is promoted by the Ministry of Labor of Colombia with the support from the Presidential Council for Equality of Women of Colombia and technical support from the United Nations Development Program (UNDP).

■ **We were certified by Equipares in Colombia in 2020 for fulfilling our gender equality management system baseline, and immediately started work on the greater challenges of winning the Equipares Silver Award in 2021 and working towards the Equipares Gold Award.**

Gender Equality Management System



As part of this process, in November 2020 we created an Equality, Inclusion and Diversity Committee, which has 54% women members and 46% men. This committee has 11 members from GeoPark senior management, who are supported by a technical team of 18 employees from the countries we operate in.

In 2020 GeoPark ran its first Equality and Labor Harassment Survey, which had a gender perspective and which drew a 83% response rate among staff in Colombia. It allowed us to measure the value of our practices and consolidate a baseline to build an action plan and work towards closing gaps.

In 2021 we have the challenge of documenting policies to meet the requirements of the Equipares program and communicate them to our employees so that we each lead this process from our respective roles.



42%
of the Company's management team and 35% of all staff are women. Of all GeoPark's new hires in 2020, 43% were women.



Scan this code for more information on the Equipares Program



University Scholarship Program for Women in Science and Engineering

We created this program in GeoPark in 2013 to provide opportunities for young women from the local communities in the territories where we operate to access university education in science and engineering courses.

The program currently runs in Argentina, Chile and Colombia, and aims to offer young women the possibility of learning professions in which women are generally less represented. The scholarship covers academic expenses and provides holders with a permanent support network to help with specific needs and guarantee their academic success.

With this program we have offered 13 scholarships: four in Casanare (Colombia), seven in Neuquen (Argentina), and two in Punta Arenas (Chile).



BECAS
UNIVERSITARIAS

**Timothy
O'Shaughnessy**

■ **In a review of job descriptions in the People area we used inclusive language, helping us continue having a diverse work team.**



To continue improving the implementation of diversity and inclusion practices, in 2020 we applied the Bloomberg Gender-Equality Index for the first time, revealing to the capital market our main indicators on this matter.

This evaluation allowed us to measure ourselves against an important group of listed companies, and although our capitalization at the time of calculating results was beneath that required to be part of the index, our equality metrics in 2020 were better than some companies that were in the ranking. Bloomberg highlighted GeoPark as a diversity success story, demonstrating the success of our ongoing work in closing equality and inclusion gaps. In 2021 we hope to apply to the index again.



As a Company that started in Chile with a long-term vision to capture an ambitious opportunity and work in a highly competitive world, we had no choice but to always attract the best people, both for their character and their capabilities.

Our formula for success always begins with great people. Not surprisingly, this approach to attracting the best has resulted in a highly diverse multi-country workforce and management team with a high percentage of women.

Since GeoPark's beginnings, we have created a culture of trust that empowers employees to develop and share in the success of the Company. All our employees are shareholders in GeoPark.

Throughout our history, in which we have grown in each of the last 18 years despite the volatility of the industry, we have learned that diversity is a special strength of GeoPark and is a powerful tool that has allowed us to achieve more and go further.

Our diversity is real and has created a valuable team of skilled and committed people who are ready and eager to meet every challenge, allowing us to be more aware of and sensitive to the world around us. Simply put, they have made us better.

We know that the Bloomberg Gender-Equality Index measures diversity and of course equality, values that are critical to us for the culture and future of GeoPark, so we wanted to measure our progress against the Index and our peers and to continually identify areas where we can improve.

James F. Park
CEO



■ Scan this code to learn more about our people profile on the GeoPark website



COMPENSATION AND BENEFITS

Wanting to attract and motivate staff and make them part of the Company's success, we have built our Compensation and Benefits Policy on the pillars of fair pay, annual bonuses based on individual employee performance and Company results, a Long-Term Stock Incentive Program, and benefits for employees and their families, parental leave, as well as opportunities to socialize, share and celebrate special occasions.

Fair pay – Relation to local minimum salaries

Our commitment has been designed under the concepts of competitiveness and equality so that people are paid fairly and in line with the impact of their position on the Company.

To be competitive with other companies, we participate in market surveys on wage issues, compensation, and benefits. We make internal adjustments based on survey results, aiming for better and more consistent wage conditions. This commitment means that the wage we pay to the starting category of our employees is above the local minimum wage in all our operations.

(202-1) Local wages*

USD	 Argentina	 Chile	 Colombia	 Ecuador	 Brazil
Starting wage	689	1,620	580	2,700	2,990
Minimum wage	236	441	229	400	207
Ratio %	1.92	2.67	1.53	5.75	13.44

*The differences compared to the same indicator in 2019 are due to the impact of variations in exchange rates against the US Dollar in each of the local currencies. Furthermore, GeoPark has no bottom-level positions in Chile, Ecuador or Brazil.



Through the Crisis Management Team (Covid-19 Committee), **the People area contributed to defining and implementing actions to promote wellness activities among employees and their families.** We also led efforts so that leaders and their teams working from home could maintain their quality of life, and that none of the conditions or work tools made them feel disconnected, unmotivated or affected their health.

Annual Bonus – Based on individual and Company performance

Our employees are paid annual bonuses based on individual performance and Company results. Each year's objectives are defined in our Scorecard (see Appendix) based on our Business Model, which includes operational, financial, social, environmental, safety and corporate governance targets.

Long-Term Stock Incentive Program

All our employees are shareholders in the Company, allowing them to share its financial success and to align their interests with the objectives of the business and of all the shareholders. Consistent with this objective, the implementation of a three-year share distribution plan started in January 2020 and is subject to the Company's operational and financial performance.

Benefits for employees and their families

We continuously seek new benefits to help build a great place to work. Our employees have first-rate medical plans, life insurance, gym membership plans, recreational activities and recreation rooms in the field, and gifts on special dates and occasions.

Employees from all our operations (Colombia, Ecuador, Chile, Argentina and Brazil) receive the same benefits package. There are only some access restrictions for part-time or temporary employees.

For greater connectivity in 2020 as part of working from home, we added a benefit to cover Internet expenses.

Employee Benefits

● No

● Yes

	Permanent contracts	Temporary contracts
Share ownership	●	●
Annual bonus	●	●
Health care / medical insurance	●	●
Disability coverage	●	●
Parental leave	●	●
Life insurance	●	●
Gifts for weddings and births	●	●
Christmas and birthday hampers	●	●
Home Internet connection	●	●
Gym	●	●

Parental leave

(401-3) GeoPark encourages the use of parental leave, and 20 of our employees used it in 2020 (45% men and 55% women). All employees entitled to this leave resumed their position and duties on returning to the Company. Our commitment is that their reintegration continues to be gradual, considering each case on its own circumstances and being as flexible as necessary with schedules and absences. This support is collaborative and involves leaders and work teams.

TRAINING AND EDUCATION

(404-1) IPECA: SOC-7 (404-2) IPECA: SOC-6 Training and education are fundamental parts of GeoPark's objective of guaranteeing staff development and growth as a key part of achieving our strategic goals. In 2020, we held 202 training events and trained 95% of our employees, accounting for 9,265 hours of training with an investment of more than \$73,335.

Our programs are not just for internal teams, but include families, interns, indirect employees, students from our areas of operations and suppliers, among others. We are committed to continuous, quality and transversal training to promote the development of all those involved in our operations.

9,265

training hours



10%
Executive Programs



90%
Courses Workshops Seminars



Figures use average staff levels in 2020.

	Training events	People trained	Training hours	Staff trained	Investment
2020	202	423	9,265	95%	\$73,335
2019	242	415	33,671	90%	\$583,500

Training for all



See Employees Appendix for detail of the GeoPark Team through GRI 404-1

In response to the needs of remote working and adapting to the changes that 2020 demanded of us, we took the opportunity of using virtual formats to transform our *Aprendamos con GeoPark* training program. The program offers courses taught by our own employees, and thanks to their experience we could stay connected, keep up to date on GeoPark news, and increase our knowledge of the industry and of tools used in daily tasks.

The results of this program help meet our goal of encouraging and supporting employee participation in international meetings and congresses, which helps keep us up to date with latest sector technologies and remain at the forefront of industry best practices.

The program in turn allowed us to stay connected, share with each other and acknowledge the talent of our colleagues. Although these meetings were optional, they were all widely attended.



Aprendamos con GeoPark Achievements

<p style="font-weight: bold; color: red; margin-bottom: 5px;">Eight subject topics</p> <p style="font-size: small; color: gray;">focused on drilling, geology, sourcing, business affairs, technology, communications, investor relations, performance management and asset management</p>	<p style="font-weight: bold; color: red; margin-bottom: 5px;">22 training activities</p> <p style="font-size: small; color: gray;">with over 2,100 participants</p>
<p style="font-weight: bold; color: red; margin-bottom: 5px;">48 employees</p> <p style="font-size: small; color: gray;">presented courses</p>	<p style="font-size: small; color: gray;">98% satisfaction rate of the courses</p>
<p style="font-weight: bold; color: red; margin-bottom: 5px;">62 hours</p> <p style="font-size: small; color: gray;">of training</p>	

We continued implementing the Technical Competences Project that strengthens the skills and knowledge of employees in the operational areas. For example, in the Drilling and Workover area, after identifying training plans in 2019 we delivered more than 1,900 hours of technical training in 2020, with an average of 17 hours per person and including everyone in the area.

In the Facilities area, we mapped six processes from the same number of areas, their different profiles and 89 pieces of critical knowledge. We also evaluated the entire population in a leader self-assessment and calibration exercise, to identify the best match between people and required positions. In both areas, this methodology complemented the selection processes.

We are committed to generating spaces for conversation, alignment and strengthening our culture, and we held leadership workshops in which 50 leaders participated.



Work environment

In 2020 we carried out work climate surveys to know the opinion of our workers and define strategic actions that allow us to continue improving every day. Our *Cómo estamos?* survey got an 82% response rate from staff, and confirmed a positive view of well-being programs practices, quality of life and internal communications. 93% said they had a positive opinion of GeoPark support and 81% were satisfied with leaders' management.

The survey got almost 400 responses and more than 1,900 comments, which were valuable in identifying the issues that have most impact on the team's work-life balance, their level of satisfaction with working conditions, and expectations regarding remote work.

Integration of the Amerisur team

In 2020 GeoPark completed the acquisition of British company Amerisur. Thanks to the management of the integration strategy and of the teams and leaders, we closed the year ensuring the continuity of the operation, the promotion of an efficient organizational structure and the integration of new employees into the GeoPark culture.

45 members

of the Amerisur team participated in the GeoPark Induction Program in 2020.

PERFORMANCE MANAGEMENT

(404-3) We have a Performance Management process that generates opportunities for discussions between employees and leaders on the advance and achievement of proposed objectives, identifies strengths and opportunistically defines improvements that contribute to employees' growth and to the achievement of Company objectives.

In 2020 we redesigned the Performance Management Program around the new challenges we faced, meeting employee expectations and responding to the permanent search for the best practices for the continuous improvement of our processes. The main changes we made were:

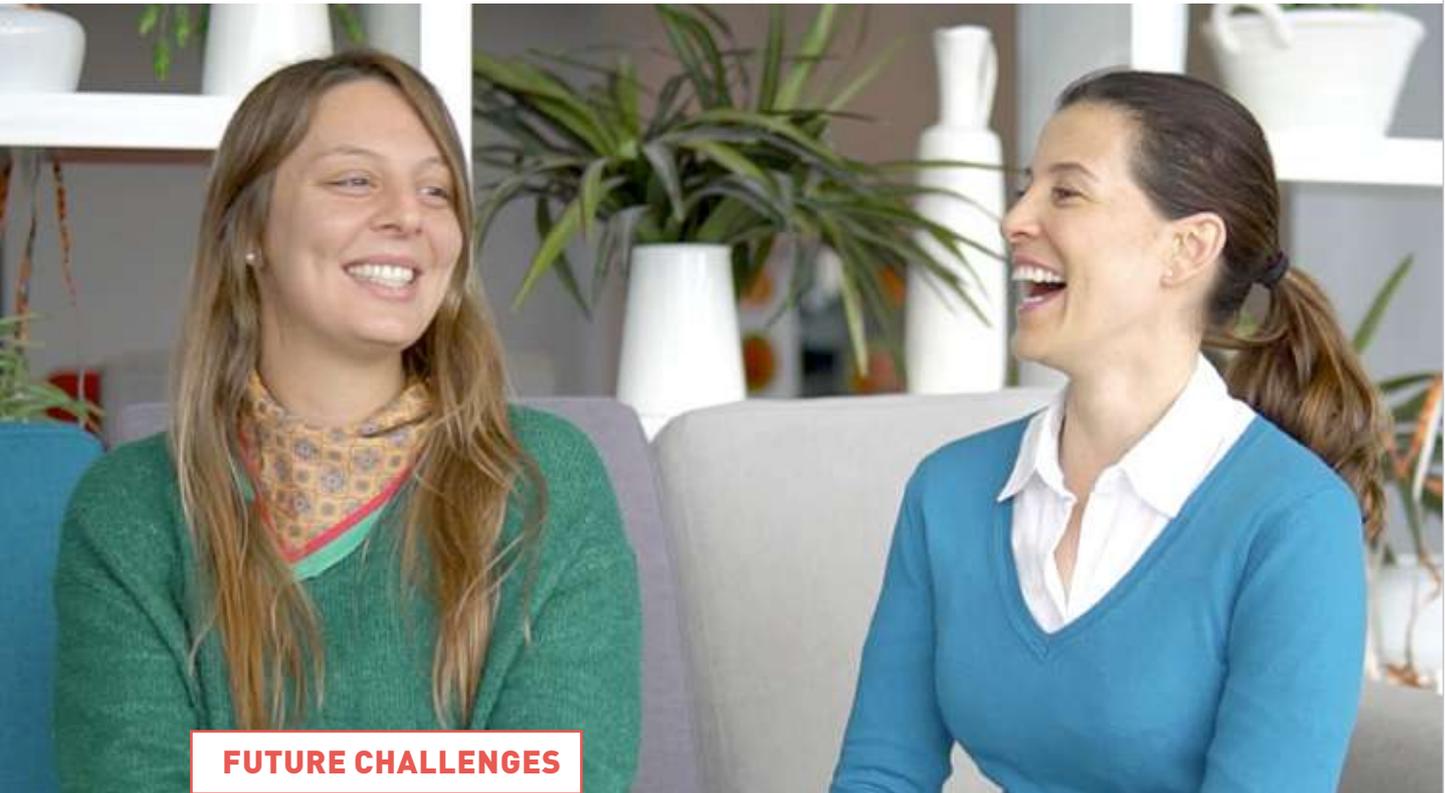
- » Adaptation and improvement of the Success Factors platform used to evaluate performance
- » Simplification of the evaluation scale
- » Adjustment of the objectives and competences weightings
- » Inclusion of other perspectives in our process (Ask for feedback and self-evaluation)
- » Strengthen communication between leaders and employees, in such a way that employees become responsible for their development.

■
100% of the GeoPark team had a performance evaluation in 2020

UNION AGREEMENTS

At GeoPark we have 21 union-affiliated employees in Chile and one in Argentina. We hold periodical meetings with union representatives to understand our people's concerns, needs and doubts, and jointly define the most appropriate and beneficial decisions for both parties.

In Colombia and Ecuador, the right to join unions is voluntary and we do not have any employees who have expressed their interest in exercising this right.



FUTURE CHALLENGES

Design a growth map for key positions

Teach and train 90% of our employees

Continue supporting the adaptation of our work team to the needs of the new Business Model

Define technical competences and career progression in all areas of the Company

Limit voluntary staff exits to <2%.

Continue implementing our Gender Equality Management System (SGIG) and earn the Equipares Silver Award.

Strengthen our employees' leadership through mentoring programs and the GeoPark Leaders' School

Train 100% of team leaders in crisis management and business continuity