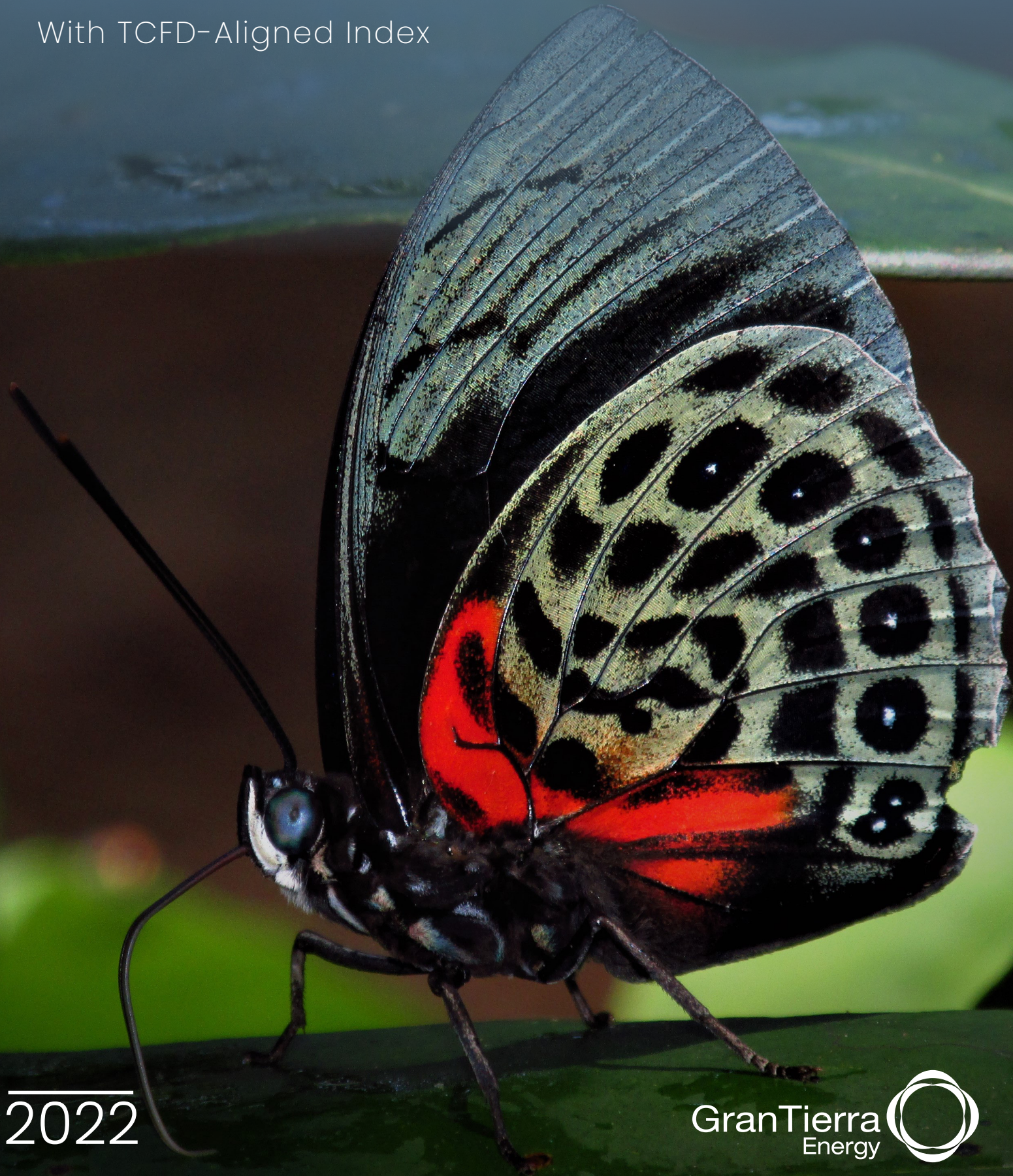


# SASB REPORT

With TCFD-Aligned Index



2022



# Contents

Message from Leadership	2
About Gran Tierra Energy	3
About this Report	5
ESG Materiality Assessment	5
Gran Tierra Energy's Approach to ESG	6
Governance	7
ESG Oversight	7
ESG-Related Policies	9
Board Diversity	10
Business Ethics and Transparency	10
Environment	12
Climate Change & Greenhouse Gas Emissions	13
Biodiversity Impacts	18
Water Management	23
Social	25
Community Relations	25
Security, Human Rights, and Rights of Indigenous Peoples	32
Workforce Health & Safety	37
Human Capital Management	41
ESG Performance Table	43
SASB Index	45
TCFD Index	52

# Message from Leadership

It is my pleasure to present Gran Tierra's 2022 Sustainability Accounting Standards Board (SASB) Report, which describes our performance on our environmental, social, and governance ("ESG") priorities. Building on our achievements described in our 2021 SASB Report released last year, this year's Report demonstrates our continued commitment to transparency and accountability to our investors and other stakeholders by detailing our progress on key ESG priorities in alignment with the Sustainability Accounting Standards Board (SASB) and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

2022 was an exciting year for Gran Tierra. The Company achieved several financial records in 2022, driven by our successful results from our development and exploration drilling, waterflooding programs, field performance, and disciplined cost management combined with strong oil prices. We believe our success on multiple fronts during 2022 demonstrates Gran Tierra's ability to be a full-cycle oil and gas exploration, development and production company focused on value creation for our stakeholders. The talent and dedication of our workforce and the trust we have built with local regional, and national stakeholders continue to be a key area of strength for the company.

At Gran Tierra Energy, ESG is built into our business, at the root of which is our ability to remain fiscally strong and organizationally resilient regardless of what is happening outside the Company. This strong foundation allows us to deliver value for all of our stakeholders and remain a positive presence within the communities where we work. Our ESG focus is achieved through our Going Beyond Compliance philosophy. Where Gran Tierra identifies significant opportunities and benefits to the environment and communities, we voluntarily strive to go beyond what is legally required to protect the environment and provide social benefits, because it is the right thing to do.

As a responsible energy producer, our goal is to create the most value with the least environmental impact possible. We do this by maintaining operational integrity across all our infrastructure, designing our processes to maximize efficiency and meet rigorous international standards. Since 2019, we have achieved a 39% reduction in absolute Scope 1 and 2 GHG emissions and a 32% reduction in Scope 1 and 2 GHG emissions intensity. Our signature reforestation initiative, NaturAmazonas, established in partnership with Conservation International, has planted over one million trees, restored degraded lands to their natural state and conserved thousands of hectares of the Amazon rainforest. This program's success has set a new Colombian standard for industry-led conservation.

We also remained focused on protecting the health and safety of our workforce. Over the past several years, Gran Tierra has consistently outperformed Latin and North American industry safety benchmarks. Our objective is to achieve zero incidents, and we work towards this goal by maintaining and strengthening a safety-focused culture where everyone is empowered, motivated, and prepared to recognize and report potential safety hazards.

Looking ahead, we will continue to develop our approach to ESG and enhance our ESG disclosure to drive stronger understanding of the ESG risks and opportunities that our business faces, and how we are positioning ourselves to mitigate key risks and capture opportunities.

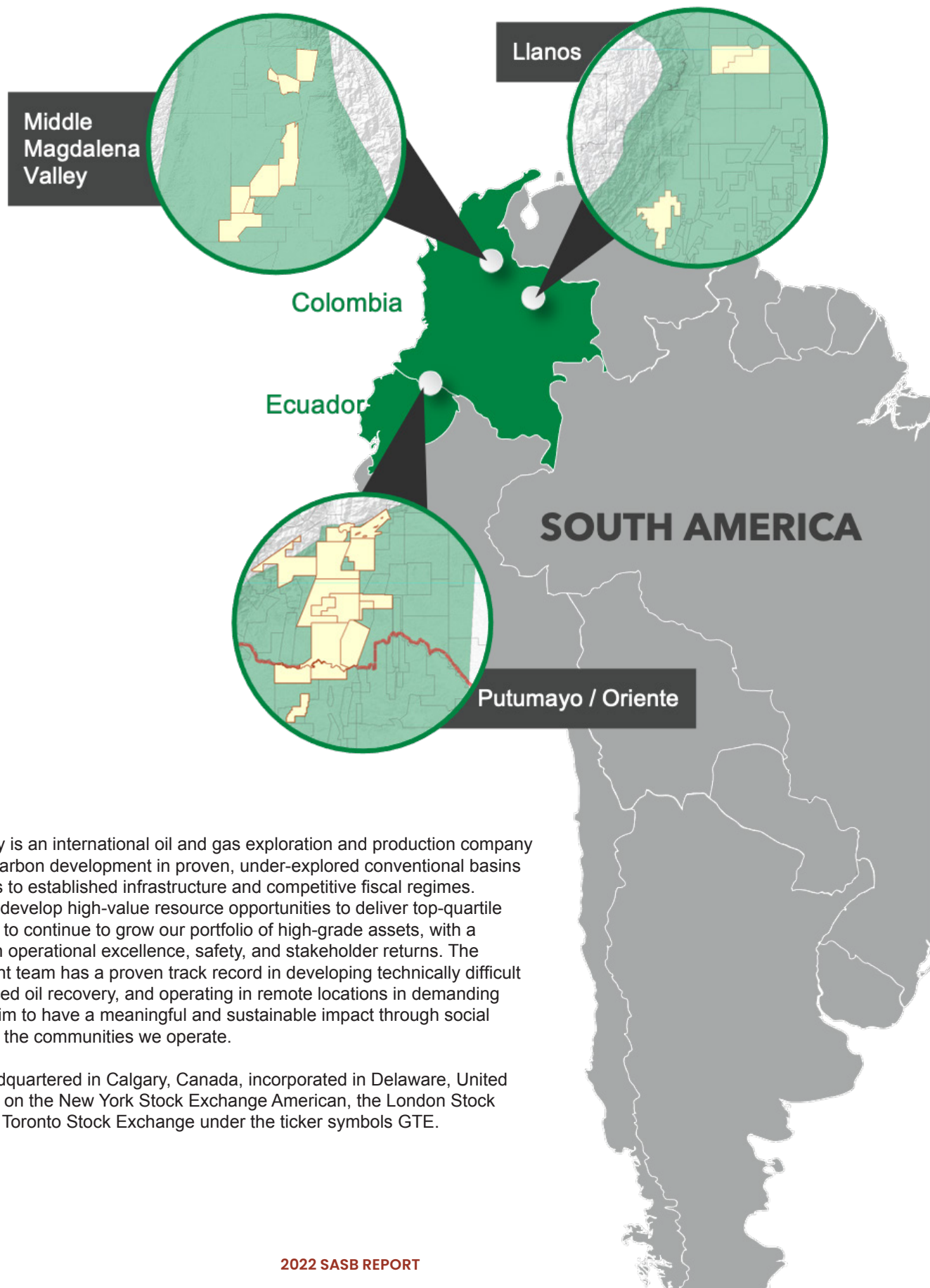
On behalf of our Board of Directors and the team at Gran Tierra Energy, we want to thank all of our stakeholders for their continued support.



GARY GUIDRY, PRESIDENT AND CEO,  
GRAN TIERRA ENERGY

*"As a responsible energy producer, our goal is to create the most value with the least environmental impact possible. We do this by maintaining operational integrity across all our infrastructure, designing our processes to maximize efficiency and meet rigorous international standards."*

# About Gran Tierra Energy



Gran Tierra Energy is an international oil and gas exploration and production company focused on hydrocarbon development in proven, under-explored conventional basins which have access to established infrastructure and competitive fiscal regimes. Our mandate is to develop high-value resource opportunities to deliver top-quartile returns. We intend to continue to grow our portfolio of high-grade assets, with a continued focus on operational excellence, safety, and stakeholder returns. The senior management team has a proven track record in developing technically difficult reservoirs, enhanced oil recovery, and operating in remote locations in demanding jurisdictions. We aim to have a meaningful and sustainable impact through social investments within the communities we operate.

Gran Tierra is headquartered in Calgary, Canada, incorporated in Delaware, United States, and traded on the New York Stock Exchange American, the London Stock Exchange and the Toronto Stock Exchange under the ticker symbols GTE.



# About Gran Tierra Energy

## Gran Tierra's Focused Strategy

### Proven, Under-Explored Conventional Hydrocarbon Basins

World-class exploration program targeting large prospect inventory across proven plays in Colombia & Ecuador

### Access to Established Infrastructure

Large spare capacity in pipelines & trucking, leads to strong oil prices linked to Brent, short cycle times & quick access to world markets

### Strong, Stable Economic Environment

Economic environments that include contract sanctity, rule of law & encourage foreign direct investment and resource development

### Highly Competitive Fiscal Regime

Flexible, progressive fiscal regimes with sliding scale royalty or contractor take that are among the best in the world

## STRATEGY

## TACTICS



### Apply Proven Technology

GTE has been able to reduce drilling times/costs by ~50% since 2018

### Focus On Balance Sheet Protection

2023 capital program provides profitable production growth while maintaining explorational upside

### Maintain Flexibility & Control the Allocation of Capital

~99% operated production base allows disciplined capital allocation, pace setting



Sustainable business model with significant value in booked reserves base

**1P reserves underpin value; clear path to 2P and 3P exploitation; world-class hydrocarbon basins**



Robust free cash flow and attractive returns in supportive fiscal regimes

**Continued growth in 2022, flexible, progressive fiscal regimes**



Disciplined financial strategy; prudent discretionary capital programs

**Focused on debt reduction, long-term value creation**



World-class development and low risk exploration in four proven onshore basins

**Extensive seismic and well data across expansive acreage position**



Going Beyond Compliance

**Meaningful and sustainable impact within the communities where we operate, with a continued focus on reducing emissions**

# About This Report

Gran Tierra Energy is committed to providing annual ESG reporting. In May 2023, we released our 14th annual [2022 Sustainability Report](#) which focuses on reporting on our corporate social responsibility and sustainability activities and targets our broader stakeholders. This ESG Disclosure Report is a supplement to the 2022 Sustainability Report and focuses on reporting on Gran Tierra's ESG factors with the greatest potential to impact our company's value to provide targeted ESG disclosure to the company's financial stakeholders.

Our [2022 Sustainability Report](#) highlights our commitment to creating opportunities for economic, professional and personal development, prioritizing local goods and services, and investing in social and environmental projects through the lens of our Beyond Compliance philosophy. The Sustainability Report is focused on communicating Gran Tierra's overall contributions on environmental protection and society and is targeted to our broader stakeholders. The 2022 Sustainability Report provides several case studies and examples of our Beyond Compliance philosophy in action and we encourage interested readers to explore its contents in more detail.

This report provides ESG performance results for 2022, and where available, presents data for three years to allow for trend analysis and to provide additional context for Gran Tierra's performance results. See [ESG Performance Data](#) for a consolidation of Gran Tierra's ESG performance data. Please note, certain data points for previous years have been restated as Gran Tierra works to enhance its data collection approach and alignment with leading ESG reporting frameworks. Certain scope, boundaries, definitions and calculation methods may have been updated and refined.

This report is aligned with the [Sustainability Accounting Standards Board's](#) Oil and Gas – Exploration & Production Sustainability Accounting Standard. We selected the SASB Standards as they have emerged as the investor preferred ESG reporting framework. For further details, see [SASB Content Index](#).

This report also provides a [TCFD Content Index](#) which sets out how our reporting aligns with the TCFD recommendations as the TCFD recommendations have emerged as the investor-preferred framework for climate-related disclosure. By aligning disclosure to the SASB Standards and the TCFD recommendations, GTE is positioning itself to prepare for potential future ESG and climate-related reporting standards and requirements, including those recently released by International Sustainability Standards Board (ISSB) and those under consideration by Canadian and U.S. securities regulators.

Data presented in this report includes data for the entire company. Gran Tierra started operations in Ecuador in late 2022 and data indicators are combined for both Ecuador and Colombia where available. Any data limitations are explicitly noted where relevant. Financial data is stated in U.S. dollars unless otherwise noted.

Additional ESG-related and company information can be found in the following documents: [Sustainability Report](#), Management's Discussion and Analysis, Financial Statements, Form 10-K, Management Information Circular, Extractive Sector Transparency Measures Act Report available on [Gran Tierra's website](#), on [SEDAR](#), or on [EDGAR](#).

## ESG Materiality Assessment

To inform Gran Tierra's approach to ESG and the contents of our ESG Disclosure Report, we conducted an ESG Materiality Assessment focused on identifying the ESG factors with the greatest potential to impact the value of our Company.

The ESG Materiality Assessment referenced leading ESG reporting frameworks, in particular SASB's Oil & Gas – Exploration & Production Sustainability Accounting Standard, and considered additional sources including the TCFD recommendations, ESG-related regulation, ESG trends, investor and industry initiatives, relevant ESG guidance, and peers' disclosure.



# ESG Materiality Assessment

In advance of the publication of this report, we reviewed and validated our ESG Materiality Assessment to ensure that the assessment of the potential impacts of ESG factors on Gran Tierra's value is current and reflects the rapidly evolving ESG landscape. The ESG factors included in this report represent those ESG factors identified in the ESG Materiality Assessment as having the greatest potential to impact the financial and operational performance of our company. The sustainability factors included in Gran Tierra's 2022 Sustainability Report represent the sustainability and corporate social responsibility activities of greatest interest to broader stakeholders.

Gran Tierra will periodically review and update the ESG Materiality Assessment as needed given the dynamic nature of materiality, changing market conditions and any future growth or diversification of the company.

## Gran Tierra Energy's Approach to ESG

ESG is an integral part of Gran Tierra's culture. We are committed to providing meaningful opportunities for economic growth, community development and local content development, prioritizing local goods and services, and investing in social and environmental projects.

Gran Tierra believes in creating value for all of our stakeholders through oil and gas exploration and production, capitalizing on the global operating experience of our team. We are building a record of success in Colombia and Ecuador in a transparent, safe, secure and responsible way. We aim to have a meaningful and sustainable impact through social impact management and community investments within the communities near our operations and focus our approach on mitigating risks and capturing opportunities associated with the ESG factors that have the greatest potential to impact company value.

A key pillar of our value creation narrative is Going Beyond Compliance and our philosophy of Going Beyond Compliance influences the decisions we make with respect to ESG. We voluntarily go beyond what is legally required to care for the environment and undertake respectful engagement with local communities. Gran Tierra strives to create a meaningful and sustainable impact within the communities where we operate, with a continued focus on reducing emissions and the protection or restoration of impacted biodiversity, including deforestation from illegal crop cultivation.

Gran Tierra recognizes that the energy transition is occurring with existing and developing technologies and that oil and gas remain essential to meet global energy demand, but that energy production needs to be adaptive, efficient and sustainable. Our approach is to develop high value resource opportunities, to have a meaningful and sustainable impact through social investments, contribute to local, regional and national economic development through taxes, royalties, jobs and local procurement, and to focus on operational excellence, safety, and reduction of emissions. We believe this approach positions us well to succeed as a business.

Throughout 2022, Gran Tierra continued to responsibly grow its development and exploration in Colombia and Ecuador while working within a disciplined fiscal framework to further improve the Company's resilience to external factors. Four of the Company's exploration wells that were drilled during the year resulted in commercial discoveries in Colombia and Ecuador, and additional wells are expected in 2023. In addition, strategic application of proven secondary and tertiary recovery technology is driving growth in Colombia, increasing oil recovery, and reducing drilling times.

# Governance

Gran Tierra Energy is committed to good corporate governance practices, which promote the long-term interests of shareholders and other stakeholders and strengthens Board and management accountability.

- **Independent, non-executive Board chair**
- **22% female representation on the Board**
- **89% of Board directors are independent**
- **7 of 9 directors have skills and experience related to ESG areas**
- **Annual elections of all directors**
- **Majority voting for directors with resignation policy**
- **100% independent Committee members**
- **Annual self-evaluation of the Board**
- **Stock ownership guidelines for directors and officers**
- **Clawback policy**

## ESG Oversight

**Gran Tierra Energy's Board of Directors has oversight of ESG, including climate change factors, with each committee playing a role in oversight of different aspects of ESG performance.** The full Board receives a quarterly update on ESG performance, including against established ESG KPIs, and approves all Corporate Policies [TCFD Governance a].

Gran Tierra Energy's [Board Skills Matrix](#) includes the skills and experience desirable to support the strategic direction of the Company. Not every director is expected to be skilled in every area; however, we aim for the Board to have a balance of skills and experience. 7 of 9 directors have skills and experience related to health, safety, and environmental issues. For more detail on the Board's additional skills and experience, see the Skills Matrix in the [Notice of 2023 Annual Meeting of Stockholders & Proxy Statement](#).

Each director is expected to maintain the necessary level of expertise to perform his or her responsibilities as a director. Continuing education is provided through a number of methods, including an annual dedicated strategy session, periodic field trips, presentations from senior management, employees, and outside experts to the Board and its Committees on topics of interest and developing issues, as well as the ongoing distribution of relevant information. These presentations, meetings and discussions serve to increase the Board's knowledge of the Company and its business, and assist the Board in the execution of its duties. During 2022, the Board attended a number of sessions relevant to our business and the regulatory environment presented by senior executives of the Company and our legal counsel.

Management is responsible for ensuring that the Board and its committees are kept well informed of changing risks. **The Vice President, Health Safety and Environment (HSE) & Corporate Social Responsibility (CSR) is responsible for identifying, assessing and managing ESG factors, including climate change factors, and reports to the Health, Safety & Environment Committee of the Board on a quarterly basis.** The Vice President, HSE & CSR is supported by all employees within the Health and Safety, Social Responsibility, and Environmental Compliance and Licensing teams [TCFD Governance b].

## Analyst Corner

- |   |   |   |                                   |
|---|---|---|-----------------------------------|
| + | <a href="#">Notice of 2023 Annual Meeting of Stockholders and Proxy Statement</a> | + | <a href="#">TCFD Governance a</a> |
|   |   | + | <a href="#">TCFD Governance b</a> |



# ESG Oversight

Accountable Parties	Summary of Responsibilities
<b>Board of Directors</b>	<ul style="list-style-type: none"> <li>The full Board is entrusted with the responsibility for overseeing the significant risks to which our company is exposed and ensuring that management has processes in place to effectively identify, monitor and manage them.</li> <li>The Board delegates responsibility for the execution of certain elements of risk oversight to the committees in order to ensure appropriate expertise, attention and diligence. The committees oversee the relevant risk areas and report to the Board regularly.</li> </ul>
<b>Health, Safety and Environment Committee</b>	<ul style="list-style-type: none"> <li>The Health, Safety and Environment Committee (HSE Committee) assists in overseeing the development, monitoring and effective implementation of systems, programs, and initiatives to promote the management of health, safety, and security at Gran Tierra and to address environmental, safety, and operational risks, including climate change risks.</li> <li>The HSE Committee is responsible for reporting to the Board on environmental, health and safety policies and activities, including with respect to climate change, approving Gran Tierra's environmental, health, and safety goals and objectives and monitoring company performance.</li> <li>The HSE Committee reports at least quarterly to the full Board on environmental, health and safety issues, trends, and risks and on the state of compliances with relevant laws, legislation and adherence to Gran Tierra's ESG-related policies.</li> </ul>
<b>Nominating and Corporate Governance Committee</b>	<ul style="list-style-type: none"> <li>The Nominating and Corporate Governance Committee assists in overseeing governance-related risks, including regulatory, reputation and other risks.</li> </ul>
<b>Compensation Committee</b>	<ul style="list-style-type: none"> <li>The Compensation Committee is responsible for oversight of compensation-related risks, including reviewing management's assessment of risks related to employee compensation programs.</li> </ul>
<b>Audit Committee</b>	<ul style="list-style-type: none"> <li>The Audit Committee is responsible for overseeing the integrity of Gran Tierra's financial statements, the independent auditor's qualifications and independence, the performance of our internal audit function and independent auditor, compliance with legal and regulatory requirements, major financial and information technology risk exposures and Gran Tierra's accounting and financing reporting processes.</li> </ul>
<b>Reserves Committee</b>	<ul style="list-style-type: none"> <li>The Reserves Committee assists in overseeing the risks related to Gran Tierra's estimates of Reserves of oil and natural gas.</li> </ul>

Table 1: Board Committees and Responsibilities

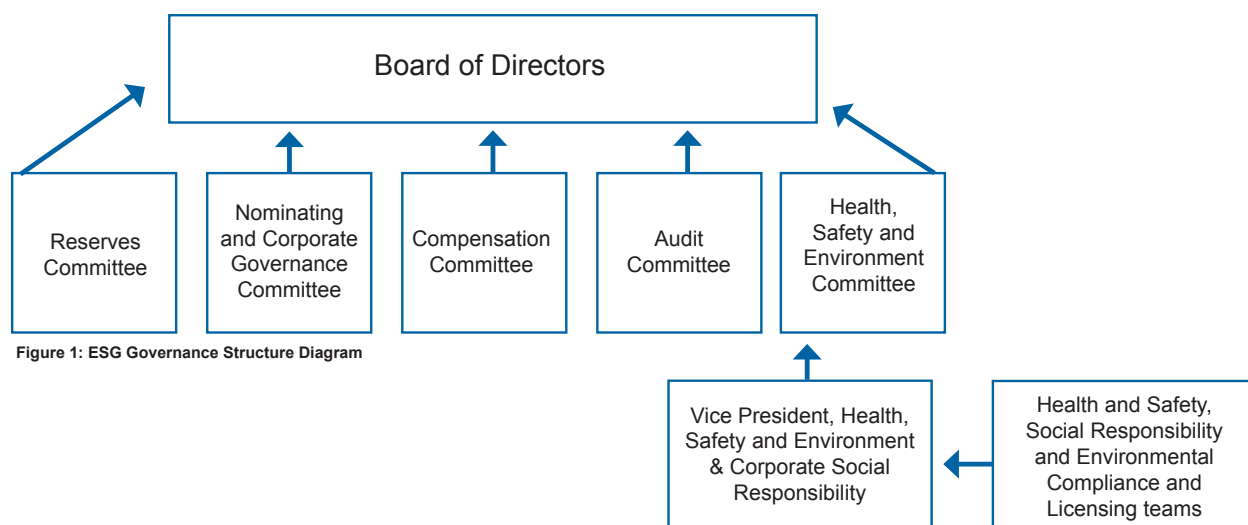


Figure 1: ESG Governance Structure Diagram

## Analyst Corner

- [+ Audit Committee](#)
- [+ Compensation Committee](#)
- [+ Nominating and Corporate Governance Committee](#)
- [+ Health, Safety and Environment Committee Charter](#)
- [+ Reserves Committee](#)

# ESG Related Policies

Gran Tierra is committed to conducting its business honestly, fairly and safely and has outlined these principles in a comprehensive, binding set of corporate policies. The Company carries out regular training to inform employees and contractors about all relevant policies and ensure compliance. All Policies are approved by the Board of Directors, with the exception of the Human Rights Policy which is approved at the CEO level.

Policy	Description
<a href="#">Code of Business Conduct and Ethics</a>	<ul style="list-style-type: none"> <li>• Outlines Gran Tierra's commitment to the highest standard of ethical business conduct</li> <li>• Applies to all our directors, officers, employees and every other person or entity representing Gran Tierra</li> </ul>
<a href="#">Compliance with Anti-Corruption Laws</a>	<ul style="list-style-type: none"> <li>• Intended to ensure that Gran Tierra does not seek or receive any improper advantage in the course of its business dealings and to ensure that all payments and expenses are properly recorded in our books and records</li> <li>• Applies to all Gran Tierra entities and all employees of each Gran Tierra entity conducting business in any location</li> <li>• Applies to all agents, suppliers, consultants and other providers of goods and/or services</li> </ul>
<a href="#">Corporate Security Policy</a>	<ul style="list-style-type: none"> <li>• Outlines Gran Tierra's commitment to the protection of our personnel, assets, and reputation</li> <li>• Signed by the President and CEO</li> </ul>
<a href="#">Health, Safety and Environment Policy</a>	<ul style="list-style-type: none"> <li>• Outlines Gran Tierra's commitment to the efficient and responsible development of hydrocarbon resources to the mutual benefit of the people of the countries where we operate and the employees and investors of Gran Tierra</li> <li>• Commits to ensuring that operations and activities are protective of human health and the environment and to set annual goals for Health, Safety and Environment performance which will be overseen by Gran Tierra's senior management and the Board</li> <li>• Signed by the President and CEO</li> </ul>
<a href="#">Human Rights Policy</a>	<ul style="list-style-type: none"> <li>• Outlines Gran Tierra's commitment to the respect and promotion of all human rights internationally recognized</li> <li>• Developed with the full commitment to respect the internationally recognized human rights incorporated in the International Bill of Human Rights and the International Labor Organization Conventions (ILO), including the fundamental rights principles established in the ILO Declaration on Fundamental Principles and Rights at Work</li> <li>• Developed with the commitment to apply relevant international standards including: the United Nations (UN) Guiding Principles on Business and Human Rights, the UN Voluntary Principles for Security and Human Rights, the OECD Guidelines for Multinational Companies, the OECD Due Diligence Guidance for Responsible Business Conduct, the UN 2030 Agenda for Sustainable Development and Gran Tierra's Code of Business Conduct and Ethics</li> <li>• Signed by the President and CEO</li> </ul>
<a href="#">Whistleblower Policy</a>	<ul style="list-style-type: none"> <li>• Outlines the company's commitment to providing a workplace conducive to open discussion of our business practices and to complying with the laws and regulations to which we are subject</li> <li>• Includes a hotline to anonymously report complaints and a policy of non-retaliation</li> </ul>

Table 2: ESG-Related Policies

## Analyst Corner

+ [Corporate Security Policy](#)

+ [Compliance with  
Anti-Corruption Laws](#)

+ [Human Rights Policy](#)

+ [Whistleblower Policy](#)

+ [Health, Safety and Environment Policy](#)

+ [Code of Business Conduct and Ethics](#)



# Board Diversity

Gran Tierra believes in the importance of diversity at all levels throughout the company. In addition to the traditional concepts of diversity (e.g., gender, culture, and geographic region), we believe it is important for the Board to achieve a diversity of knowledge, experience and capabilities that support Gran Tierra's strategic direction. Currently, Gran Tierra does not have a formal policy concerning the diversity of director nominees. However, when considering director candidates, the Board seeks individuals with backgrounds and qualities that, when combined with those of incumbent directors, provide a blend of skills and experience to further enhance the Board's effectiveness. As part of the annual self-evaluation, the Board assesses whether the directors, both individually and collectively, provide the integrity, experience, judgment, commitment, skills, and expertise appropriate for our Company.

Gran Tierra recognizes the benefits of increasing the diversity of our Board of Directors. In February 2021, the Board updated its Corporate Governance Guidelines to state that as part of the search process for each new director, the Nominating and Corporate Governance Committee will actively seek out women and minority candidates to include in the pool from which Board nominees are chosen. Female directors represent 22% of our Board of Directors, and 25% of independent directors.

## Business Ethics & Transparency

### Importance to Gran Tierra and Approach

It is important for Gran Tierra to maintain positive relationships with the governments of the countries in which we operate, while maintaining the highest levels of transparency and business ethics. Failure to comply with existing anti-corruption, anti-bribery and payments transparency laws and initiatives could lead to fines, increased compliance costs, and damage our reputation. We do not have any proved or probable reserves in countries that fall within the 20 lowest rankings in [Transparency International's Corruption Perception Index](#).

Gran Tierra is committed to conducting business honestly, fairly, and safely, and has outlined these principles in a comprehensive set of Corporate Policies which are binding for all employees. Gran Tierra's approach to upholding the highest standards of ethical business conduct is guided by our [Code of Business Conduct and Ethics](#), our [Compliance with Anti-Corruption, Laws Policy](#), and our [Whistleblower Policy](#). Refer to the ESG-related Policies section for an overview of the key commitments and scope of these three policies. **The Vice President, Corporate Services has ultimate accountability for business ethics, anti-corruption and transparency.**

### Analyst Corner

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+ [SASB EM-EP-510a.1](#)

+ [Compliance with Anti-Corruption Laws](#)

+ [SASB EM-EP-510a.2](#)

+ [Corporate Governance Guidelines](#)

+ [Whistleblower Policy](#)

+ [Code of Business Conduct and Ethics](#)

# Business Ethics & Transparency

## Highest Standards of Ethical Business Conduct

Gran Tierra Energy is committed to providing a workplace conducive to open discussion of our business practices and is committed to complying with the laws and regulations to which we are subject. All company personnel have a role in ensuring that any violations, imminent violations, or suspected violations are brought to our attention immediately so that they can be appropriately addressed. Personnel are encouraged to speak to their supervisor or manager about any conduct that may constitute a violation of Corporate Policies.

Employees can also report suspected violations to the company's Compliance Officer who is responsible for receiving, reviewing, and investigating (under the direction and oversight of the Audit Committee) complaints. We prohibit retaliation against any personnel who report or participate in an investigation of a possible violation of the [Code of Business Conduct and Ethics](#), other Corporate Policies, or the law.

Gran Tierra also carries out regular training to inform employees and contractors about all relevant policies and ensure compliance. We have obtained certification of the [Code of Business Conduct and Ethics](#) by 100% of our employees. New Board directors attend an orientation session where they review the company's compliance programs and the [Code of Business Conduct and Ethics](#).

## Transparency on Payments to Governments

Gran Tierra Energy has publicly disclosed payments to governments since 2016 as required by the Canadian Federal Government's Extractive Sector Transparency Measures Act (ESTMA). Our annual ESTMA filings can be found on [our website](#). For more details on Corporate Governance at Gran Tierra, see the [Notice of 2023 Annual Meeting of Stockholders and Proxy Statement](#).



## Analyst Corner

- + [Code of Business Conduct and Ethics](#)
- + [SASB EM-EP-510a.2](#)
- + [Notice of 2023 Annual Meeting of Stockholders and Proxy Statement](#)
- + [Extractive Sector Transparency Measures Act 2020 Report](#)



# Environment

Gran Tierra Energy's material environmental factors include:

- [Climate Change and Greenhouse Gas Emissions](#)
- [Biodiversity Impacts](#)
- [Water Management](#)

Protecting the environment is a key component of our development plans and operations. We attach great importance to minimizing our impact on the environment and voluntarily support environmental education, conservation, and prevention programs. 2022 further established Gran Tierra as an industry standard bearer for its net positive effect on Colombia's environment.

**The Vice President, HSE & CSR has the highest level of accountability for environmental factors at Gran Tierra, including climate change and GHG emissions, air quality, water management and biodiversity. This position reports directly to the CEO.**

Gran Tierra has two key environmental objectives: leverage our resources to meaningfully address some of the most pressing environmental challenges facing South America, while also minimizing the environmental impacts of our own operations. In addition to meeting regulatory requirements,

Gran Tierra will:

- Develop and implement an Environmental Management Plan (EMP) that addresses all aspects of environmental protection and sets out specific plans and measures to avoid or limit harmful impacts.
- Ensure that wastes are minimized and disposed of properly.
- Implement an effective spill prevention program and quickly and thoroughly clean up any spills that do occur.
- Track greenhouse gas (GHG) emissions and take steps to reduce them where economically feasible.
- Ensure consistent and capable environmental expertise and oversight to educate and train employees and contractors to properly implement the EMP.
- Voluntarily support projects and events focused on the protection of environmental resources such as water sources, native wildlife, forests and waste management.

Gran Tierra's [Health, Safety and Environment \(HSE\) Policy](#) guides all of our environmental efforts, including with respect to climate change and GHG emissions, air quality, water management and biodiversity.

Gran Tierra strategically aligns regulatory commitments and voluntary initiatives with the Colombian and Ecuadorian government's environmental protection and climate adaptation strategies to help mitigate our environmental impacts and maximize our contribution to protecting the country's air, land, and water.

Gran Tierra's company-wide EMP addresses how it handles environmental issues arising from its exploration and development projects and other operations. The Plan is based on the environmental performance standards of the World Bank's International Finance Corporation and reflects best industry practices. In any instances where local laws or regulations differ from the standards contained in Gran Tierra's EMP, the Company will adhere to the more stringent requirement.

Gran Tierra's EMP is managed through an Environmental Management System (EMS) that is ISO 14001:2015 certified.

We also conduct environmental impact assessments prior to entering any new areas. For more detail on Gran Tierra's EMP and our approach to conducting environmental impact assessments, see the [Biodiversity Impacts section](#).

## Analyst Corner

- +
- [Health, Safety and Environment \(HSE\) Policy](#)

# Climate Change and Greenhouse Gas Emissions

## Importance to Gran Tierra and Approach

For detail on our governance of climate change factors, see the [ESG Oversight section](#).

Our approach to ESG includes consideration of climate change factors. The ESG Materiality Assessment that we conducted (see the [ESG Materiality Assessment section](#) for more detail) included the consideration of GHG emissions, climate change transition and climate change physical risks. We assessed the potential impact and likelihood of these risks over the short (0 to 1 years), medium (1 to 3 years) and long term (greater than 3 years).

We identified GHG emissions and the climate change transition as important factors for Gran Tierra over the short, medium and long term. The transition to a lower carbon economy has the potential to reduce demand for hydrocarbons and impact our regulatory environment. GHG emissions regulations are being implemented or considered globally, which could increase operating costs and require additional capital expenditures. Companies that are not focused on reducing GHG emissions could face increased costs and reputational risk. Further, in recent years the investment community has increased their consideration of climate change factors when making investment decisions. To the extent financial markets view climate change and GHG emissions as a financial risk, this could negatively impact our cost of or access to capital.

Currently, none of our Scope 1 GHG emissions are covered under emissions-limiting regulations and existing GHG emissions legislation has not resulted in material compliance costs for our business. We are actively and regularly monitoring evolving regulatory frameworks and proposed regulations in the jurisdictions where we operate to ensure compliance and ability to protect value.

We identified climate change physical risks as an important factor for Gran Tierra over the medium and long term. Over the medium or long term, the physical impacts of climate change could impact the markets we serve or the areas where our assets reside, resulting in increased expenses and impacts to operations.

As a responsible energy producer, our goal is to create the most value with the least environmental impact possible. We do this by maintaining operational integrity across all our infrastructure, designing our processes to maximize efficiency and meet rigorous international standards.

In 2022, we undertook the following key actions:

- 1. Enhanced our understanding of emissions sources, both historic and projected emissions.**
- 2. Continued to evolve our understanding of our exposure to the TCFD's climate-related risks as well as our capacity to respond and potential adaptation opportunities. We undertook a more detailed climate risk management and climate resilience assessment.**
- 3. Started to build an inventory of GHG emissions reduction opportunities in order to assess potential mitigation actions and to prioritize measures to be considered in the coming years.**

Gran Tierra also released its first TCFD Index in 2022 alongside the 2021 SASB Report and will strive to enhance alignment of disclosure with the TCFD recommendations over time.

## Analyst Corner

+ [SASB EM-EP-420a.4](#)

+ [SASB EM-EP-110a.1](#)

+ [TCFD Strategy b](#)

+ [TCFD Strategy a](#)

# Climate Change and Greenhouse Gas Emissions

## Greenhouse Gas Management Plan

Finding ways to reduce our GHG emissions remains a priority for Gran Tierra. GTE supports the Colombian Government's Carbon Neutrality 2050 program and is in the process of developing actions to support and participate in that effort. To reduce GHG emissions from operations, we have developed a Greenhouse Gas Management Plan. The key elements of the plan are depicted in Figure 2 below and explained in greater detail.

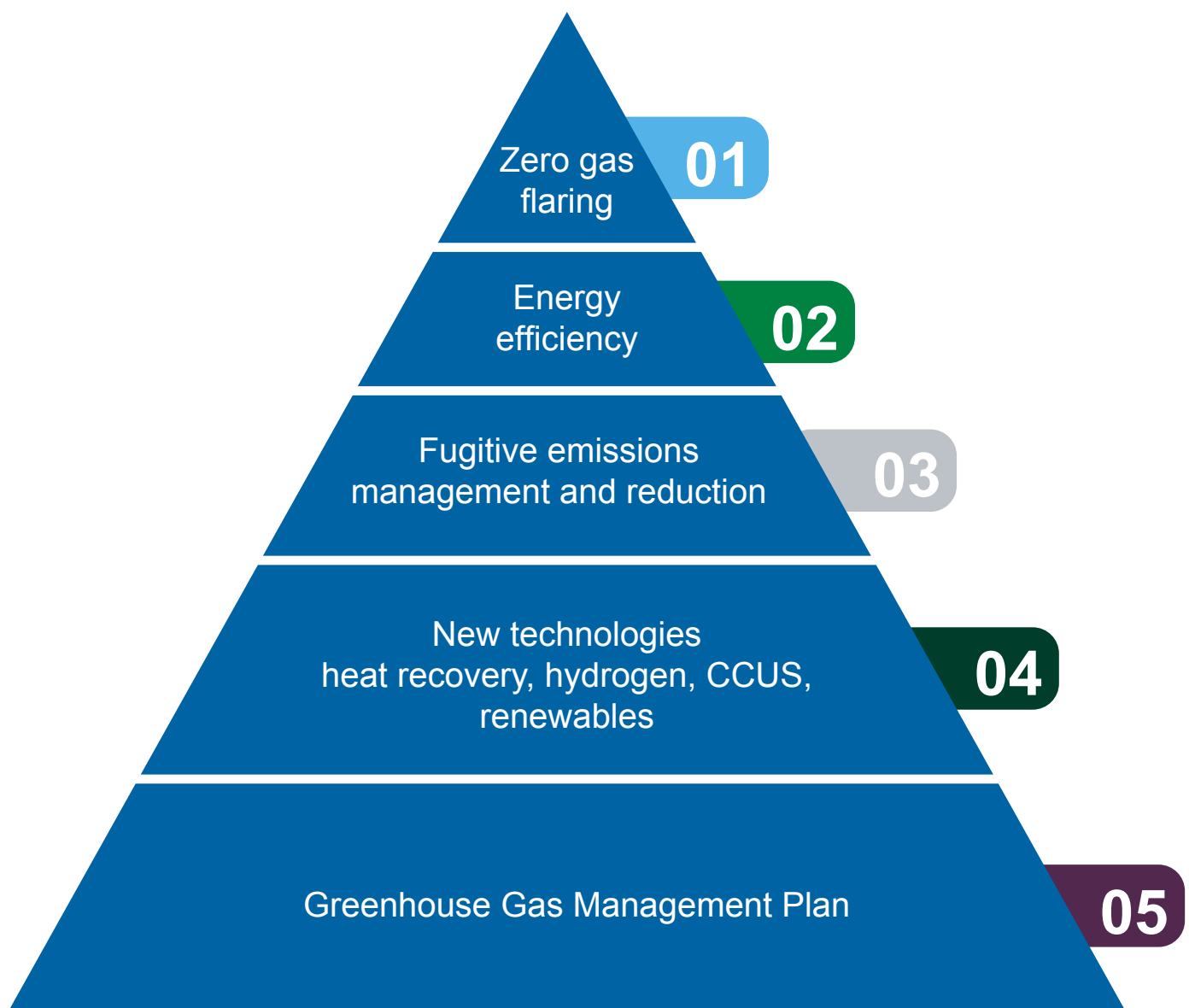


Figure 2: GTE's Emission Reduction and Compensation Plan

## Analyst Corner



# Climate Change and Greenhouse Gas Emissions

## Zero Gas Flaring

Gran Tierra has taken actions to lower GHG emissions by reducing the flaring of natural gas through major capital investments in voluntary “Gas-to-Power projects”. Instead of flaring excess gas, we convert gas into power at our fields. This reduces our reliance on diesel, reduces flare volumes and the associated GHG emissions, reduces GHG emissions associated with the transportation of diesel and reduces demand on National power grids. Technological advances in compact compressors allow the generation of power from gas at almost any scale, enhancing the applicability of these projects and further allowing us to reduce our GHG emissions.

Gran Tierra’s ongoing effort to reduce direct emissions by converting excess gas produced from our wells into an energy source for its operations continues to generate results. **The Gas-to-Power projects have significantly reduced gas flaring and the company’s use of electricity from the grid and diesel consumption, as well as resulted in cost savings.** Demand on municipal utilities has decreased, fiscal resilience has increased by lowering unit production costs, and we have access to a more stable energy supply, all while reducing flaring and GHG emissions.

In 2022, 69% of the total energy used in Gran Tierra’s total operations was generated through the Gas-to-Power projects. GTE’s energy consumption from the municipal grid has decreased by 50% since 2018. Gas to Power Projects have led to a 73% reduction in flaring since 2019. As of 2021, all major fields have been fully converted and we are now turning our attention towards generating gas power at our smaller locations, with service now in place at Cohembi and Los Angeles. The table below highlights the amount of power generated, gas used for power instead of being flared and the cost savings from Gran Tierra’s Gas-to-Power projects.

In the near future, we will seek to expand the capacity of Gas to Power projects, implementation of new projects and sell excess power to the local grid.

Field	Gas-to-Power (kWh)	Gas Used (SCF)	Savings (USD)
Costayaco <sup>1</sup>	79,562,938	649,779,000	\$884,003
Moqueta <sup>2</sup>	219,785	2,716,740	\$28,377
Acordionero <sup>3</sup>	98,736,770	1,235,245,205	\$17,421,555
Mono Araña <sup>4</sup>	799,403	14,820,920	\$59,333
Vonu <sup>5</sup>	10,937,911	76,350,700	\$862,880
Los Angeles <sup>6</sup>	374,004	6,962,115	\$37,224
Cohembi <sup>7</sup>	6,545,995	53,524	\$82,916
Juglar <sup>8</sup>	197,473	2,853	\$9,830

Table 3: Gas-to-Power chart

## Analyst Corner

+ [TCFD Strategy b](#)

+ [SASB EM-EP-110a.2](#)

+ [SASB EM-EP-120a.1](#)

+ [Metrics and Targets b](#)

+ [SASB EM-EP-110a.1](#)

+ [SASB EM-EP-110a.3](#)

+ [Metrics and Targets a](#)

# Climate Change and Greenhouse Gas Emissions

## Energy Efficiency

We are seeking continuous improvement of energy performance through our operations and plan to implement new energy efficiency projects to achieve this objective. These include using cleaner and more energy efficient fuel in our vehicles and the implementation of an energy management system in alignment with the ISO 50001 standard.

## Fugitive Emissions Management and Reduction

As part of our commitment to drive down GHG emissions where feasible, we are seeking to enhance our understanding of our fugitive emissions and have begun to measure potential fugitive emission sources at our three main producing facilities. We also aim to develop a fugitive emissions detection and repairing plan for key fields.

## Exploring New Technologies

Gran Tierra is looking to install solar energy in all our communication towers to reduce consumption of energy from Colombia's National Interconnected System and diesel. These panels have been installed at Quillacinga. We are also investigating the use of energy efficient vehicles and have conducted a study regarding the transition of fuels used in our fleet with the support of the Universidad de los Andes.

## Emissions Compensation Portfolio Development

Gran Tierra's efforts to lower emissions through nature-based projects is a top priority and we will continue to work Beyond Compliance, supporting environmental projects focused on reforestation, conservation, and carbon sequestration.

Examples of such environmental projects include the Costayaco Forestry Centre, the new Acordionero Forestry Centre (AFC) planned near Acordionero, and the NaturAmazonas program described in the [Biodiversity Impacts section](#) below.

The Company focuses on environmental offsets and voluntary socioenvironmental investment projects aimed at absorbing and sequestering significant volumes of carbon. Carbon sequestration describes the processes of capturing and storing atmospheric CO<sub>2</sub>. Through photosynthesis, forests and vegetation sequester carbon by capturing carbon dioxide from the atmosphere and converting it into organic matter as a fuel source.



## Analyst Corner

+ [SASB EM-EP-160a.3](#)

+ [SASB EM-EP-160a.1](#)

# 17 Climate Change and Greenhouse Gas Emissions

## Climate Resilience and Adaptation

With respect to physical climate risks and opportunities, Gran Tierra is evaluating adaptation actions to develop an action plan. In alignment with the key strategic actions outlined in the Colombian government's climate action plan for the mining and energy sectors, we have implemented the following adaptation measures:

- Prioritization of actions for emergency response and additional training for local firefighters. In 2022, we conducted four training sessions with local Putumayo firefighters.
- Pilot project to improve access to water to a community identified as being vulnerable to physical impacts of climate change.

We are also conducting a review of potential investments in meteorological stations to improve the meteorological monitoring network and a review of potential conservation areas to restore and enhance their carbon sequestration potential.

## Understanding our Air Emissions

Exploration and production activities can produce non-GHG air emissions (including hazardous air pollutants, criteria air pollutants and volatile organic compounds) that can impact the environment and communities.

Gran Tierra Energy has comprehensive air pollutant measurements in place as outlined by regulatory requirements in Colombia with which we comply. We are in the process of refining our approach to aggregate air pollutant measurements, analyzing the data and identifying opportunities for air emission reductions beyond regulatory requirements.

Air Emissions	2021	2022
NOx	568.47	950.53
SOx	15.79	28.71
Volatile Organic Compounds (VOCs)	31.49	45.53
Particulate Matter (PM10)	23.50	41.92

Table 4: 2022 Air Emissions in Metric Tons

## Performance

From 2019 to 2022, we have achieved a 39% reduction in absolute Scope 1 and 2 GHG emissions and a 32% reduction in Scope 1 and 2 GHG emissions intensity in large part due to our Gas-to-Power projects. Approximately 12% of our absolute Scope 1 GHG emissions are methane emissions. Gran Tierra continues to focus on GHG emissions reductions, including methane emissions, where possible.

### Key Highlights:

- 73% reduction in flaring emissions since 2019
- 50% reduction of energy from the Municipal Grid since 2018
- 69% of the total energy used in all of our operations was generated by our own produced gas in 2022

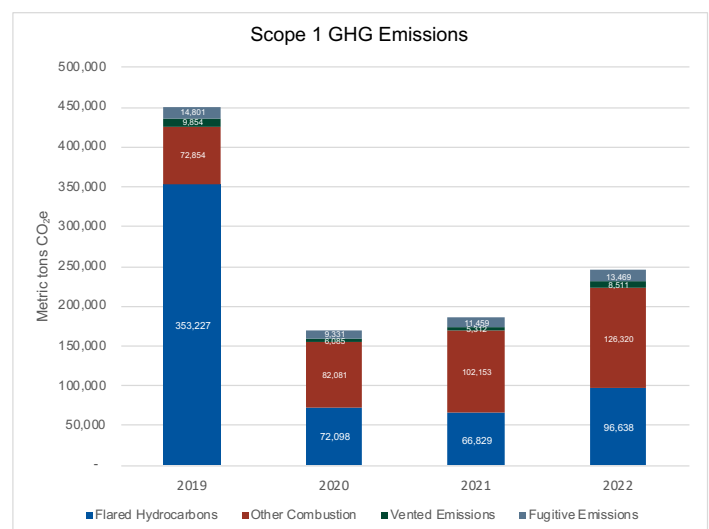


Figure 3: Scope 1 GHG Emissions

## Analyst Corner

+ [SASB EM-EP-110a.1](#)

+ [SASB EM-EP-110a.2](#)

+ [TCFD Metrics & Targets a and b](#)

+ [SASB EM-EP-120a.1](#)



# Biodiversity Impacts

## Importance to Gran Tierra and Approach

Exploration and production activities if not done correctly can have impacts on biodiversity. Gran Tierra operates in a region with highly biodiverse areas. The Andes - Amazonia corridor is a strategic zone in the Putumayo Department that hosts the greatest diversity of ecosystems in the Colombian Amazon. Significant negative impacts to biodiversity could result in fines, delays in obtaining permits, reputational risk, and opposition from stakeholders to operations.

Approximately 24% of Gran Tierra's proved reserves are in or near sites with protected consideration status of endangered species habitats. Approximately 20% of Gran Tierra's probable reserves are in or near sites with protected consideration status of endangered species habitats.

The Putumayo has been significantly impacted by deforestation and biodiversity loss due to coca cultivation. As the largest oil and gas operator in the Putumayo, Gran Tierra is committed to protecting the area's biodiversity and has adopted a strategy to coordinate our efforts with other organizations to maximize regional impact. **We bring a total-life-cycle perspective to our operations, with the goal of leaving a legacy of environmental protection.** Our voluntary environmental efforts are often linked with economic development because sustainably protecting sensitive natural resources is also in the interest of local residents and communities.

Gran Tierra Energy's [HSE Policy](#) includes commitments to conduct environmental impact assessments, develop and implement environmental management plans, and implement an effective spill prevention program (while quickly and thoroughly cleaning up any spills that do occur).

Our Environmental Management Plan (EMP) is based on the International Finance Corporation (IFC)'s [Environmental, Health, and Safety Guidelines for Onshore Oil and Gas Developments](#) and is managed through an EMS that is ISO 14001:2015 certified.

Certification has been granted to all of our operations and activities in Colombia. GTE anticipates achieving ISO 14001:2015 certification in Ecuador during 2024.

The Vice President, HSE & CSR is the ISO management system lead. The scope determined by Gran Tierra for the EMS under the ISO 14001: 2015 standard includes hydrocarbon exploration, production, treatment, transportation, distribution, sales and marketing activities.

The EMP addresses environmental issues arising from Gran Tierra's exploration and development projects and other operations.

### The following points are issues addressed by Gran Tierra's EMP

- Defining a code of conduct for all workers
- Conserving biodiversity
- Minimizing construction impacts, flaring and water use
- Controlling erosion
- Optimizing road and pipeline routing and construction
- Managing solid and liquid waste including hazardous substances
- Protecting and preserving cultural and archaeological resources



## Analyst Corner

+ [SASB EM-EP-160a.1](#)

+ [HSE Policy](#)

+ [SASB EM-EP-160a.3](#)

# Biodiversity Impacts

## Environmental Impact Assessments

Prior to entering any new areas, and in accordance with Colombian and Ecuadorian environmental regulations, we perform rigorous Environmental Impact Assessments of our proposed projects. These assessments enable project planners to understand the environmental conditions of the area, determine the interactions between a project and the ecosystem, identify potential impacts, and propose appropriate environmental strategies and any needed mitigation, correction, or compensation measures. In addition, during the environmental impact assessment process, Gran Tierra encourages the participation of the local communities and authorities.

## Leveraging Technology to Protect the Environment

The Chawar Project, completed in 2019 in partnership with Colombia's Alexander von Humboldt Biological Resources Research Institute, is a powerful tool that helps Gran Tierra make decisions that reduce the social and environmental impacts of well exploration and development projects. Chawar incorporates a wide range of data sets into a powerful technology platform that allows Gran Tierra to minimize our footprint, design smarter environmental mitigation and compensation strategies, reduce forest fragmentation and protect environmentally significant areas. Chawar was immediately applied to the Environmental Impact Assessment for the Cumplidor North development project, which requires a licence to operate in an environmentally important and biodiverse region connecting the Andes Mountain range to the Amazon rainforest.

## La Gran Tierra de las Mariposas (Amazon Butterfly Species Guidebook)

Butterflies are an important indicator for maintaining healthy ecosystems and are a critically important part of conservation and management practices in the area. An alliance of public and private institutions led by GTE and the industry group National Business Association of Colombia (ANDI), completed a study on the diversity of butterflies to better understand the role conservation, preservation and educational initiatives play in protecting the Andean-Amazonian piedmont region.

La Gran Tierra de las Mariposas (The Great Land of Butterflies) includes photographs of 250 species of diurnal butterflies. The alliance is also working on additional monitoring, educational, regulatory and community initiatives. To view the amazon butterfly species guidebook, [click here](#).



## Analyst Corner

# Biodiversity Impacts

## NaturAmazonas Conservation Program

*NaturAmazonas*, Gran Tierra's flagship, voluntary conservation program has successfully completed its initial five-year run. This large-scale project combats deforestation at strategic locations that connect the Amazon rainforest with the foothills of the Andes Mountain range; one of the most biodiverse ecosystems in the world. In its first six years, the USD \$13 million initiative has reforested over 1,400 hectares of land and secured more than 3,800 hectares for conservation<sup>10</sup>.

*NaturAmazonas*, originally conceived as a voluntary reforestation project to meet the needs of communities, regional ecosystems and contribute to Colombia's national reforestation goals, has developed a large alliance and built a new model for institutional coordination, creating conditions for transformative change in Colombia's Amazonia region.

*NaturAmazonas* also makes a significant contribution towards the 2030 emissions reduction and carbon sequestration targets established by the national government and the Ministry of Mines and Energy in Colombia. The project will sequester approximately 8.70 million tonnes of CO<sub>2</sub> through reforestation and conservation over its lifetime. The [2022 Sustainability Report](#) includes additional highlights from the *NaturAmazonas* program.

For more detail, see 2022 *NaturAmazonas* Highlights on p.21 of the 2022 Sustainability Report.

During 2023, Gran Tierra has extended the *NaturAmazonas* program another four years and is continuing its industry-leading reforestation efforts which will be implemented by Conservation International.

## An Alliance with ANDI

ANDI (the National Business Association of Colombia), Gran Tierra, the National Natural Parks of Colombia and the Humboldt Biological Research Institute, have partnered together in an alliance that is focused on ecosystem protection, restoration and connectivity, sustainable development of biodiversity and promoting sustainable development in the region.

### The alliance's accomplishments thus far include:

- Acquisition and legal delivery of 29.18 hectares of three properties delivered to three Indigenous families that promised to replace all their illicit crops through a conservation agreement between National Natural Parks of Colombia, the Indigenous families and Gran Tierra.
- Gran Tierra's Costayaco Forestry Centre has supported the ecosystem connectivity strategy by restoring and protecting 314.5 hectares.
- Ongoing coordination of environmental investments.



## Analyst Corner

- + [SASB EM-EP-160a.1](#)
- + [2022 Sustainability Report](#)



# Biodiversity Impacts

## The Costayaco Forestry Centre (CFC): A Plant & Animal Sanctuary

Gran Tierra established the Costayaco Forestry Centre (CFC) in coordination with the regional environmental regulator in the Putumayo Department. Through the Costayaco Forestry Centre, Gran Tierra has planted over 190,690 trees across the Putumayo and Cauca Departments and donated over 63,738 trees to local communities and educational centres. Gran Tierra's investments over the last ten years have increased the size and impact of the facility, which has become a model for public and private institutions interested in strategies for conservation investments.

Based on the CFC's success, plans to expand the facility and open similar forestry centres near Gran Tierra's operations in the Middle Magdalena Valley and Putumayo South are underway. The new centres will follow the CFC model, implementing medium and long-term projects, working closely with environmental institutions and local communities. For more detail on the CFC, see p.23 [2022 Sustainability Report](#).



### Project Highlights

**190,690 trees**

have been planted across Putumayo and Cauca Departments since 2010

**63,738 trees**

have been donated to local communities and educational centres since 2010

**71 native species of trees**

have been planted in the CFC

**2,026 visitors**

including students, local community leaders, and environmental organizations visited the Centre over the past seven years

The Costayaco Forestry Centre functions as a community learning space with programming for both youth and adults. Visitors can learn about GTE's operations and environmental stewardship activities. The Centre has welcomed government officials, scientists, community members, companies, academic institutions, students and is open to all.



Gran Tierra Energy's operating philosophy, Beyond Compliance, influences the decisions we make regarding how we meet our commitment to Corporate Social Responsibility. Beyond Compliance means that whenever possible Gran Tierra voluntarily goes beyond what is legally required to care for the environment and undertake respectful engagement with local communities.



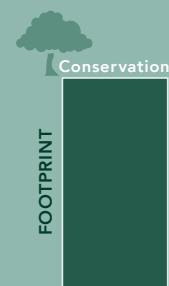
### GTE Footprint: Conservation vs. Operations

#### GTE CONSERVATION FOOTPRINT:

**3,875 Hectares<sup>1</sup>**  
Land Reforested, conserved, and protected

#### GTE OPERATIONAL FOOTPRINT:

**145 Hectares**  
Landscape used for all of GTE's operations in Colombia and Ecuador



<sup>1</sup>Total hectares reforested, conserved and protected as of 2022 through GTE's environmental initiatives including the Costayaco Forestry Centre and the NaturAmazonas project implemented by NGO Conservation International.

Figure 4: CFC Project Highlights

## Analyst Corner

+ [SASB EM-EP-160a.1](#)

+ [2022 Sustainability Report](#)

# Biodiversity Impacts

## Oil Spill Response and Pipeline Integrity

Prevention of spills is the ultimate objective. We have in place an automatic alerts system to detect pipeline leaks when they do occur. When a spill does occur, Gran Tierra works in consultation with nearby communities, social leaders, local and national authorities and regulatory agencies to coordinate emergency response activities.

The remediation of environmental impacts is a top priority. We conduct water monitoring tests and regulatory inspections to ensure there is no impact on fauna, flora, natural resources. In 2022, Gran Tierra completed a three-year initiative to remediate over 28 hectares of oil spills in water bodies in the Puerto Vega-Teteyé corridor in Colombia, caused by third parties during years of conflict in the region. The work, conducted using local companies and NGOs, was verified by environmental authorities.

Gran Tierra does not operate in the Arctic and had

no hydrocarbon spills impacting shorelines with ESI rankings 8-10.

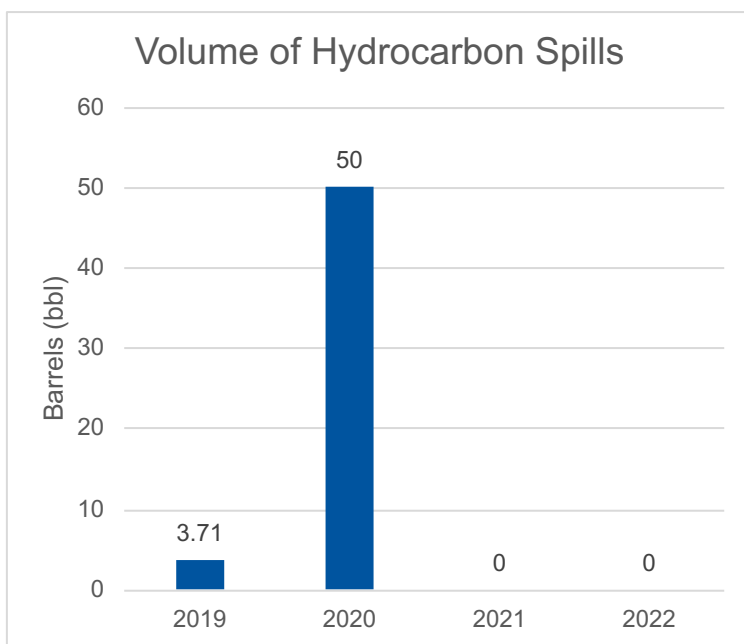


Table 6: Volume of Hydrocarbon Spills<sup>12</sup>

## Performance

In 2022, we had zero hydrocarbon spills. The table below shows the number of hydrocarbon spills over the past four years. 100% of the spills in 2019 and 2020 were recovered.

Year	Number of Spills
2019	2
2020	1
2021	0
2022	0

Table 5: Number of Hydrocarbon Spills<sup>11</sup>



## Analyst Corner

+ [SASB EM-EP-160a.1](#)

+ [SASB EM-EP-160a.2](#)

# Water Management

## Importance of Gran Tierra and Approaches

Exploration and production operations can consume significant quantities of water and can have impacts on local water resources. A lack of available water could impact production. Contamination of local water resources could result in fines, reputational damage, or opposition to operations. Gran Tierra does not perform any hydraulic fracturing as part of our operations. We do not withdraw or consume water in regions with high or extremely high baseline water stress as classified by the World Resources Institute's [Water Risk Atlas](#) tool.

Gran Tierra understands and shares our stakeholders' desires to protect rivers, lakes and other water resources and believes that the protection of freshwater is an essential part of responsible oil and gas production. With that in mind, we implement stringent water protection and remediation policies, which exceed regulatory requirements.

A comprehensive Water Management Program has been instituted to reduce the use of surface water where possible, with the goal of achieving zero surface water usage in the coming years. We manage our water use following a risk-based approach to ensure it is not placing stress on local surface water resources.

We are also committed to four priorities to ensure that our operations do not have an impact on groundwater and aquifers:

- **Proven Technology** to isolate drilling operations from the environment.
- **Constant Monitoring** of groundwater quality where the company operates.
- **Regular Testing** of groundwater monitoring wells on a regular basis.
- **Confirmed Results** – Independent monitoring and testing to confirm that Gran Tierra has fully safeguarded groundwater quality throughout its history of drilling operations in Colombia.

## Reducing Surface Water Use and Wastewater Discharges

Gran Tierra's ultimate objective is to reach 100% closed cycle water use for production. The Company is focused on methods and technologies to pull water from low quality, subterranean sources to reinject produced water into the reservoirs to maintain pressure and enhance oil recovery across all operations, while protecting surface water.

Fresh water is provided for domestic use at our camps and utilized for business operations including well maintenance and drilling activities in some locations. In pursuit of Gran Tierra's goal of reducing surface water use and to reduce wastewater discharges to as close to zero as possible, the water that is produced alongside crude from the deep underground wells is recycled and reinjected into the reservoirs to maintain pressure in many of the Company's fields. We also reuse rainwater collected at the San Alberto camp for domestic purposes to reduce the need to draw from local shallow aquifers.

A new project to harness and reuse rain and wastewater in Gran Tierra's Acordionero operations in Colombia will conserve resources in a region that experiences a high degree of seasonal water stress. Once the system is completed in 2023, the reused water will be used for irrigation and dust control.



## Analyst Corner

- + [SASB EM-EP-140a.1](#)
- + [SASB EM-EP-140a.4](#)
- + [SASB EM-EP-140a.3](#)



# Water Management

## Monitoring Water Sources

In accordance with company policy and Colombia regulations, Gran Tierra regularly monitors and analyzes surface and groundwater using an external lab certified by government authorities. We conduct regular testing of 472 groundwater and surface water monitoring wells on a regular basis, 111 in the Middle Magdalena Valley, 347 in Putumayo and 14 in Ecuador. We have collected and tested 1,000 water samples throughout our water monitoring programs in 2022.

During drilling, a formation integrity test is conducted to measure the strength and integrity of the formation. Well design incorporates measures to isolate production fluids and storage tanks are designed with level alarms and redundant concrete storage berms to prevent impact to the environment in the event of an unplanned discharge of fluids.

## Performance

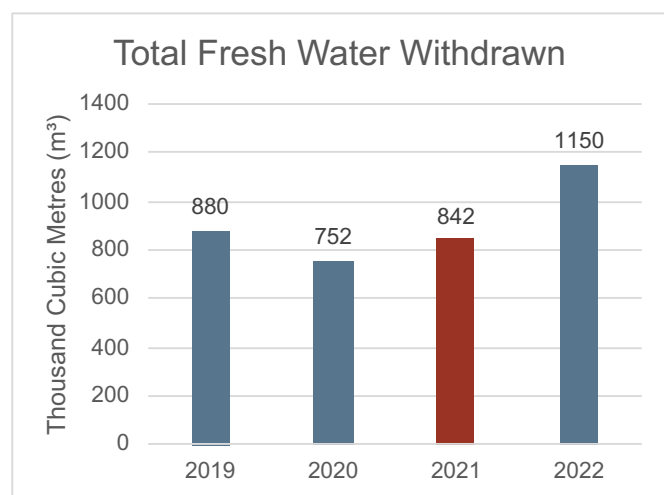


Figure 5: Total Fresh Water Withdrawn

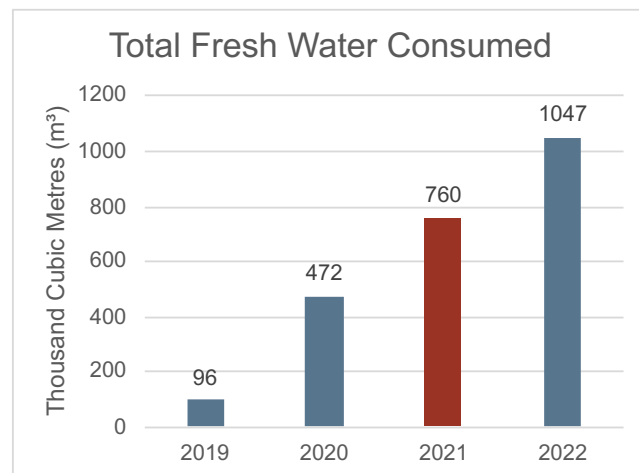


Figure 6: Total Fresh Water Consumed

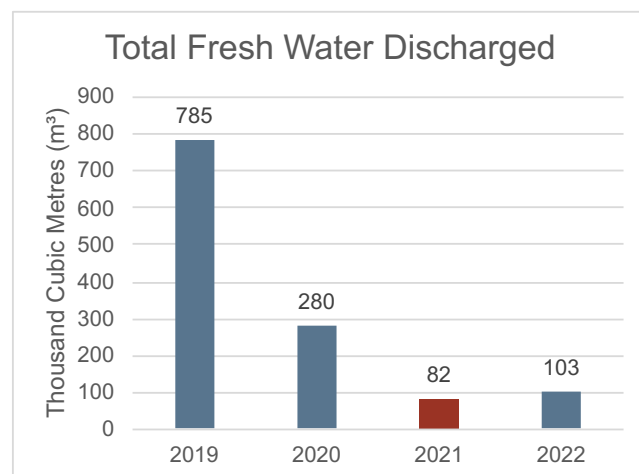


Figure 7: Total Fresh Water Discharged

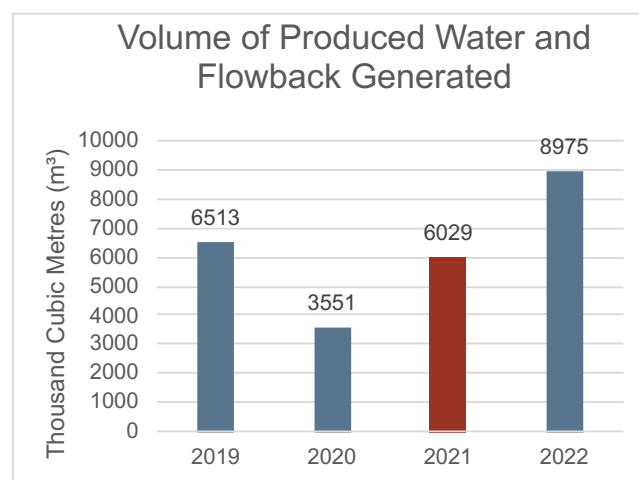


Figure 8: Volume of Produced Water and Flowback Generated

## Analyst Corner

+ [SASB EM-EP-140a.1](#)

+ [SASB EM-EP-140a.2](#)

+ [SASB EM-EP-140a.4](#)

# Water Management

Metric	2021	2022
Percentage of produced water and flowback fluid discharged <sup>13</sup>	8%	12%
Percentage of produced water and flowback fluid injected <sup>14</sup>	91%	88%
Percentage of produced water and flowback fluid recycled <sup>15</sup>	0.26%	0%
Hydrocarbon content in discharged water (Metric tons) <sup>16</sup>	0.22%	0.48%

Table 7: Produced Water and Flowback Generated Metrics

## Social

Gran Tierra Energy's material social factors include:

- [Community Relations](#)
- [Security, Human Rights and Rights of Indigenous Peoples](#)
- [Workforce Health and Safety](#)
- [Human Capital Management](#)

**We are committed to providing meaningful opportunities for economic growth, community development and local content development, prioritizing local goods and services, and investing in social and environmental projects.**

The position(s) with the highest level of accountability for each of the ESG factors included in the social section can be found within the Importance to Gran Tierra and Approach sub-sections.

## Community Relations

### Importance to Gran Tierra and Approach

Oil and gas exploration and production can have a range of environmental and social impacts that affect local communities.

Communities are a key partner and stakeholder, and we require their support to continue to operate. Opposition from local communities could increase costs, disrupt our operations, and significantly impact our reputation. Additionally, our workforce is primarily comprised of employees that come from local communities.

Engaging with communities is one of our most important activities as a long-term ally. The trust that the Gran Tierra team has built through years of meaningful engagement in Colombia has been an important factor in our success. This genuine respect and trust will continue to be earned by adhering to responsible business practices and understanding that communities are important stakeholders. Gran Tierra contributes to local, regional, and national economic development in Colombia and Ecuador in many ways, including through taxes, royalties, jobs, local procurement of supplies and services, social investments, training and education programs and voluntary social and environmental programs.

Gran Tierra's [Human Rights Policy](#) guides all our social efforts with communities. It commits Gran Tierra to contribute to the socioeconomic development of the communities where we operate to engage in open dialogue with communities, and to establish grievance and claim mechanisms that are transparent, culturally appropriate, and accessible that allow for the establishment of an immediate communication channel with the communities.

## Analyst Corner

+ [SASB EM-EP-140a.2](#)

+ [Human Rights Policy](#)

+ [SASB EM-EP-210b.1](#)

# Community Relations

Gran Tierra's community engagement efforts are targeted to meet one or more of the following strategic objectives:

- Providing consistent, accurate information about current activities and future plans to protect authorities and communities from misinformation.
- Building and maintaining strong and trusting relationships within the communities that are in close proximity to operations. All production and exploration activities rely upon the strength of our relationships among institutional, community and individual stakeholders.
- Being accessible to receive feedback about any and all topics related to the Company and our operations. It is important to be in the communities every day, listening, responding to concerns and ensuring people are heard. Staying connected creates transparent relationships that ensure GTE is aware of all issues.

Gran Tierra's social engagement programs are integrated with our Human Rights and HSE programs, with staff from each collaborating closely on strategy and implementation. This integrated approach has been built into GTE's culture. Simply put, engagement is at the heart of the Company's successful operations.

**The Vice President, HSE & CSR has ultimate accountability for community relations at Gran Tierra Energy.**

## Maintaining Channels for Constructive Engagement

Respectfully engaging with and listening to local communities that are part of the area of influence of our activities is a key priority. Trust, transparency, and respect are important pillars of our approach to social engagement. Gran Tierra has local offices that are part of a program called Gran Tierra Energy Te Escucha (Gran Tierra Energy Listens). The offices serve as an important focal point for community-based interactions and are cornerstones of our community engagement pillars. The role of each office is to create a physical, easily accessible channel for community members to engage in two-way communications with the company. As part of our efforts to maintain a strong, positive relationship with local communities.

Community members are encouraged to visit the offices in an effort to answer questions or uncover potential grievances. This important feedback from community partners can highlight opportunities for improvement or specific issues that the company must respond to.

Throughout 2022, more time was spent going into the field, to conduct active listening sessions to create deeper communication channels with community leaders, as part of the Company's new GTE Te Escucha Móvil (GTE Listens to You - mobile) program. Engagement activities involved creating spaces for listening, curating dialogues, and facilitating cultural, entertainment and learning experiences between Gran Tierra and communities.

## An Effective Grievance Management System

Gran Tierra seeks to provide quality, timely, coherent, efficient, and responsible responses that build trust, manage expectations, and minimize risks. Whether Gran Tierra has delegated an activity or performed it directly, we are committed to being responsible for how it is carried out. This procedure embodies principles recommended by the World Bank Group and performance criteria that are set forth in the UN's [Guiding Principles on Business and Human Rights](#).

Gran Tierra maintains multiple channels to manage complaints, questions, petitions or claims (known as PQRs in Spanish) through its Grievance Management System. The Company's strategy is focused on timely, high-quality responses and it views an increase in PQR's as a positive indicator of open engagement. There are four in-person and correspondence-based channels that people can use to file PQRs: local offices, email, designated employees, and mailbox. These are screened and go through the documentation centre and the coordination centre. Everything is coded with a report received in real time at Gran Tierra's headquarters in Canada and regular reports are sent to senior management.

An Effectiveness Committee meets every month, looking at trends. One database captures all of these interactions, and cases are expected to be addressed between 3 and 12 calendar days from when they were opened, if possible. To ensure that the system continues to improve, internal and external satisfaction surveys and performance statistics are reviewed by senior management team on a regular basis.

## Analyst Corner

# Community Relations

## Familiarization Trips

Gran Tierra has several programs that let people see first-hand what we are doing to minimize the impact of our operations on the environment. One program is called Familiarization Trips (Fam Trips), which involves encouraging stakeholders to visit production sites and observe our practices, particularly with respect to operations and the environment. This program has proved to be effective in countering myths some people have regarding industry practices, by providing basic information about hydrocarbons, and by providing basic information on how oil operations work. Some visitors come from areas near current operations and some are from areas where Gran Tierra is planning to operate.

In 2022, Gran Tierra hosted Fam Trips in the Middle Magdalena Valley and in Putumayo. Guests in attendance ranged from National and local government officials to local community members, including participants from Gran Tierra's Mentorship program.

## Local Content

In addition to jobs and employee development, providing opportunities for local businesses to participate and grow with Gran Tierra's operations is a fundamental company value. Gran Tierra continues to increase opportunities for local contractors and suppliers through a strategy focusing on putting local companies first to meet our needs for goods and services, only expanding the search beyond the locality if no qualified providers are available.

Gran Tierra is committed to ensure that economic benefits flow from our operations to local businesses and communities. Our Fair Bidding Process and other procurement procedures are designed to maximize opportunities for local and regional communities.

Driving Gran Tierra's competitive and transparent Fair Bidding Process for goods and services are the Company's commitments to:

- Comply with all national laws and nine relevant corporate policies.
- Share the same information with all potential bidders, including strong tender documents and clear and fair rules about the proposal process.



The contracting process is subject to regular internal and external audits in order to verify that the supply chain procedure and company policies are being followed.

Gran Tierra informs each vendor about the results of the bidding process, and bidders can request additional information to help them understand what they need to do to improve their chances in the future.

Gran Tierra is also focused on mitigating supply chain risks and streamlining the procurement process by creating a database of over 1,100 local companies that can bid on contracts. We require that national contractors to give preference to local suppliers. Vendors can go through a prequalification process which confirms eligibility and helps them increase their skills.



## Analyst Corner



# Community Relations

## Key Partners Program

Gran Tierra's successful Key Partners program has evolved from a simple award given to the best performing vendors into an integrated, multi-stage program. The program has led to significant growth in the capabilities and competitiveness of vendors and is comprised of five strategic areas: educational development/skills training, relationship building, supply chain connections, operational excellence, and economic growth.

Throughout 2022 and for the second year, the Company offered its Key Partners Training Centre, an online space providing training to suppliers around innovation, creativity, leadership and entrepreneurship. Access to the training centre is also granted to individuals and companies interested in providing services to Gran Tierra as well as businesses interested in expanding their expertise. Gran Tierra also encourages local providers to develop Human Rights focused policies, which is helping to mitigate risks throughout the supply chain.

For more on the Key Partners program including the components, expectations of members, see: [Key Partners](#).

## Local Suppliers Development Program

Also contributing to the increase in local economic benefits is the company's Local Suppliers Development Program. The main objective of the program is to transfer business knowledge and skills to local entrepreneurs in GTE's areas of operation through classes called "Diploma Courses." Focusing on important enabling areas like business skills, e-commerce and marketing, the goal of the program, which delivers over 200 hours of classroom and online training, is to raise the participants' commercial, legal and competitive capabilities to strengthen their businesses. The program has been conducted in the Putumayo for ten years and five years in the Middle Magdalena Valley.

### GRAN TIERRA'S COMMITMENT TO OUR KEY PARTNERS

#### 1 ECONOMIC GROWTH

Gran Tierra Energy promotes free competition as a constitutional right. This encourages local businesses to provide higher quality goods and services not only to our operations, but also to Colombia.

#### 2 EDUCATION DEVELOPMENT

Gran Tierra develops educational programs tailored to the needs of our local suppliers. Through these programs we are providing opportunities for educational advancement with well-respected academic institutions.

#### 3 IMPROVED NETWORKING

We provide our Key Partners with full access to the database for commercial opportunities with Gran Tierra and our contractors.

#### 4 SUSTAINABLE RELATIONSHIPS

Gran Tierra recognizes the importance of sustaining strong relationships with our suppliers and contractors through our Key Partners program. We are always willing to listen and assist our Key Partners.

## Investing in Local Communities

Works for Taxes (WFT) is a program created by the Colombian government that allows Gran Tierra to use up to 50% of our income tax contributions to directly develop and implement local projects that improve livelihoods, support economic development, and help stabilize territories most affected by poverty and the previous armed conflict.

WFT is also an important component of Colombia's Territorially Focused Development Programs (PDET) following the 2016 peace agreement signed between the FARC-EP guerrilla movement and the Colombian government. The PDETs are a vital tool for rural development and lasting territorial peace that empowers local communities to decide how funds should be invested in their territories. Through the WFT program, Gran Tierra has developed four projects targeting improvements of road infrastructure, education and housing in the Putumayo municipalities which experience high rates of poverty and food insecurity. Total investment for the first four projects were over COP \$14.1 billion.

Ten new WFT projects have been identified and will be further developed over the next two years. The projects have been chosen by local communities and in order to seek final approval from the Federal Government, Gran Tierra will invest COP \$5,300 million to undertake the technical studies required to make the projects viable.

## Analyst Corner

+ [SASB EM-EP-210a.1](#)

+ [SASB EM-EP-210b.1](#)

# Community Relations

## Gran Tierra's Social Investments Strategy

Gran Tierra has developed a social investments strategy that reflects the results of a broad study of community and Gran Tierra management. The strategy recognizes that two of our most important commitments are to build trusting relationships and to be a good neighbour. The objective is for the company to be a trusted partner with the communities near its operations. Among its many provisions, the strategy calls for social investments to:

- **Be tangible and measurable**
- **Align with business, Colombian and international social impact standards**
- **Improve community feedback**

To support the social investments strategy, GTE has developed a methodology and tools to track investments, set social, environmental and financial targets to make better informed, data driven decisions and ensure the Company is effectively delivering on its commitments. This strategy is already having an impact on shaping GTE's social program portfolio.

The [Economic Development](#) and [Beyond Compliance](#) pages on Gran Tierra Energy's website and the Social Impact section on p.43 of the [2022 Sustainability Report](#) contain many case studies that highlight our commitments and contributions to local communities via our social investments strategy.

## Effective Engagement Strategy in Ecuador

Years of operating in Colombia have given Gran Tierra knowledge of the foundational support required to integrate, communicate and measure our social, environmental, health and safety and Human Rights activities in Ecuador.

Even though Colombia and Ecuador are only separated by a river, the communities have their own cultures, customs and traditions.

We have spent the last two years ahead of our development and exploration activities to focus on providing consistent, accurate information about planned activities; building trust within communities; providing channels to receive feedback about the Company and our operations; and early management of impacts and address any community concern.

Gran Tierra is currently working hand-in-hand with reputable experts to design and implement social investment programs. In January 2022, Gran Tierra launched its flagship social investment project in Ecuador, Sustainable Sucumbíos, focused on transforming agricultural processes to make them more profitable, sustainable and inclusive of vulnerable populations in Ecuador.

Gran Tierra has initially committed USD \$2 million over three years in a partnership with Spanish NGO CODESPA, to train farmers through technical assistance and field training in livestock and cacao production. The Company has already delivered over one hundred cattle combined with veterinary assistance and 44,000 cacao plants to over two hundred families in the Province of Sucumbíos, Canton Lago Agrio, including the towns of 5 Aces, La Milagrefña, 15 de Octubre, Pio Jaramillo and Rey del Oriente.

As we began on-site activities, conversations with communities shifted towards concerns related to local hiring. GTE is committed to transparency and hiring locally to the maximum extent possible in Ecuador. The Company is also applying lessons learned, incorporating health, safety and human rights standards into contracts for vendors.

## Analyst Corner

- + [SASB EM-EP-210b.1](#)
- + [2022 Sustainability Report](#)

# Community Relations

Gran Tierra's engagement plan in Ecuador is structured around four pillars:

- **Dialogue:** The Company spent the last two years ahead of its development and exploration activities providing consistent, accurate information about planned activities; building trust within communities; providing channels to receive feedback about the Company and its operations; and early management of impacts to address any community concern.
- **Social Impact Management:** With the commencement of on-site operations, regular dialogue sessions with communities are conducted to detect and manage any issues that arise in relation to the Company's presence.
- **Social Investment:** One of Gran Tierra's first actions in Ecuador was to conduct a comprehensive baseline analysis involving hundreds of community members to better understand the region and the needs of its inhabitants, many of whom are Indigenous. Social investments are designed to address immediate needs and develop longer term, strategic objectives, and are focused on: economic development, community infrastructure, public health, education, food security, community empowerment and solidarity.
- **Transparency And Grievance Mechanisms:** Multiple processes, including regular meetings, communications and committees ensure local communities remain well-informed about project activities and facilitate spaces for two-way dialogue. Pathways for stakeholders to register PQRs help identify and resolve any issues swiftly.

## Performance

In 2022, Gran Tierra experienced 114 non-technical delays that lasted an aggregate of 130.80 days. Non-technical delays were caused by factors such as labour, road conditions, government issues and environmental topics.

For those factors within Gran Tierra's control, the Company continues to enhance its approach to engaging with stakeholders to minimize impacts on operations.

In 2022, Gran Tierra's social investment totalled USD \$5.10 million and the Company awarded over USD \$109 million to local companies and contractors for goods and services.

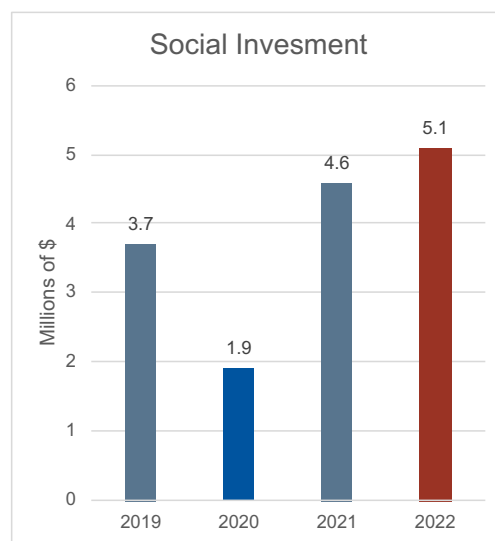


Figure 9: GTE's Social Investment



## Analyst Corner

# Community Relations

In 2022, Gran Tierra Te Escucha channels, including email and WhatsApp, received approximately 1,485 total PQRs (147 in Ecuador and 1,338 in Colombia) and 100% were resolved. Increased numbers of PQRs are considered a positive indicator of open engagement.



Location	Invited Companies	Locally Won	Contracts	Total Awarded
<b>Colombia</b>				
Cauca	97	6	13	\$150,655
Putumayo	1,317	151	618	\$20,427,269
Middle Magdalena Valley	570	50	393	\$12,984,722
Yopal	18	5	5	\$52,394
<b>Ecuador</b>				
Orellana	4	3	3	\$6,480,961
Sucumbios	34	12	18	\$447,442
National	492	78	181	\$68,815,803
<b>Total</b>				
	<b>2,532</b>	<b>306</b>	<b>1,231</b>	<b>\$109,360,246</b>

Table 8: GTE Contracts Awarded in 2022

## 2022 PQR Data

PQR BY TYPE	COLOMBIA	ECUADOR
Labour Practices	215	71
Environmental	100	5
Procurement of Goods and Services	144	33
Land Access	22	0
Human Rights	0	0
Social Investment	597	38
Information Processes with Interest Groups	92	0
Prior Consultation	13	0
Third Parties and Infrastructure	154	0
COVID-19	1	0
Total Number of PQRs	1,338	147
Resolved	1,338	147
In Progress	0	0

Figure 10: Maintaining Channels for Constructive Engagement

## Analyst Corner

+ [SASB EM-EP-210a.3](#)

+ [Case Study: Cultural Heritage](#)

+ [2021 Sustainability Report](#)



# Security, Human Rights and Rights of Indigenous Peoples

## Importance to Gran Tierra and Approach

Companies that contribute to human rights violations or fail to account for the unique rights and needs of Indigenous populations could be impacted by protests, increased costs, delayed operations, and significant impacts to reputation.

Through our operations in Colombia, Gran Tierra is exposed to a complex post-conflict situation. The country is striving towards achieving a successful reintegration and peace process which will help strengthen the civil society and the economic underpinnings of the country. 0% of Gran Tierra's proved and probable reserves are in or near areas of conflict.

Both Colombia and Ecuador's Constitutions grant Indigenous groups the right to prior consultation on projects affecting their territories. Indigenous communities can be found throughout Colombia and Ecuador, and there are a number of Indigenous communities and several Afro-Colombian communities near Gran Tierra's operations. Approximately 35% of Gran Tierra's proved reserves are in or near Indigenous land and 35% of probable reserves are in or near Indigenous. A respect for fundamental rights is an essential pillar of our vision and mission.

We are committed to respecting the rights of employees, contractors, suppliers, and communities (including Indigenous communities) within our area of influence in the development of all of our operations and activities.

We are committed to prevent and/or mitigate negative consequences on human rights that are caused, contributed to or directly linked to our operations, and to implement effective and appropriate remedies should any adverse event occur that affects fundamental rights as a result of our activities.

We are committed to prevent and/or mitigate negative consequences on human rights that are caused, contributed to or directly linked to our operations, and to implement effective and appropriate remedies should any adverse event occur that affects fundamental rights as a result of our activities.

Gran Tierra Energy's approach to Human Rights is guided by our [Human Rights Policy](#). The Human Rights Policy was developed with a full commitment to respect the internationally recognized human rights incorporated in the International Bill of Human Rights and the ILO (International Labour Organization) Conventions including the fundamental rights principles established in the ILO Declaration on fundamental principles and rights at work.

Additionally, the Policy was developed with the commitment to apply relevant international standards including:

- The UN [Guiding Principles on Business and Human Rights](#)
- The UN [Voluntary Principles for Security and Human Rights](#)
- The OECD [Guidelines for Multinational Companies](#)
- The OECD [Due Diligence Guidance for Responsible Business Conduct](#)
- The UN [2030 Agenda for Sustainable Development](#)
- Gran Tierra's [Code of Business Conduct and Ethics](#)

## Analyst Corner

- + [Human Rights Policy](#)
- + [SASB EM-EP 210a.2](#)
- + [SASB EM-EP-210a.1](#)
- + [SASB EM-EP 210a.3](#)

# Security, Human Rights and Rights of Indigenous Peoples

The Human Rights Policy applies to all company activities, covers all employees, and extends to Gran Tierra Energy's contractors. The Policy outlines our commitments to respecting human rights and articulates specific commitments to our key human rights stakeholders: 1) local communities, 2) employees, contractors and suppliers, and 3) state institutions.

Over the last five years, GTE's human rights work has focused on four primary pillars:

- Policies that integrate human rights into GTE's business culture.
- Developing research, analysis and strategies to manage human rights risks.
- Creating mechanisms to address any impacts on human rights from operations.
- Strengthening trust between communities and GTE regarding human rights.

Our multi-year strategy was designed and implemented in partnership with renowned experts [Shift](#), an organization with extensive experience embedding the UN's [Guiding Principles on Business and Human Rights](#) into corporate business practices around the world, and was informed by community input.

**The Vice President, HSE & CSR has ultimate accountability for security, human rights, and the rights of Indigenous peoples at Gran Tierra Energy.**

## A Holistic View of Human Rights

Through a Human Rights Risk Assessment process, Gran Tierra evaluates how our activities may impact communities. We engage with local communities to understand their human rights concerns and address incidents through dialogue and remedial action, if appropriate. We have established a culturally appropriate, accessible, responsive, and transparent grievance mechanism that enables us to a well-developed process for resolving any questions or concerns. See [Community Relations section](#) for more details.

We integrate human rights into our business strategy using regular training, surveys, and commercial tools to ensure policy compliance with respect to our employees, contractors, and local vendors. All employees and contractors receive human rights training. Employees are also trained in the prevention of human rights violations inside and outside the company. Contractors are required to train their employees to prevent such practices. Employees are supported by a full-time human rights attorney whose job is to ensure that the company's activities comply with the [Voluntary Principles for Security and Human Rights](#). All of our employees, contractors and suppliers have the obligation of knowing and respecting the [Human Rights Policy](#).

We conduct due diligence to understand the human rights factors that are material. Gran Tierra has put in place a high quality non-technical risk identification process, developed by Shift, as well as implementation plans for additional recommendations. Shift reviewed the national and local human rights context, company policies and previous social impact evaluations and then introduced our employees to a methodology for effectively assessing human rights risks. Gran Tierra is also participating in Shift's Business Learning Program, designed to support companies that are committed to working to fulfill their responsibility to respect human rights. Companies must qualify for the program based on commitment to human rights and then Shift helps the company build the internal capacity to enhance approach to human rights.

The [Human Rights](#) page on Gran Tierra Energy's website and the Human Rights section on p.37 of the [2022 Sustainability Report](#) contain additional case studies that highlight our approach to human rights in practice.

## Analyst Corner

- + [SASB EM-EP-210a.3](#)
- + [Human Rights Policy](#)
- + [2022 Sustainability Report](#)

# Security, Human Rights and Rights of Indigenous Peoples

## Protecting Human Rights in Ecuador

As an operator in a new country, Gran Tierra must contend with industry legacy impacts that the region may have had. While we are a new company for local Ecuadorian populations in the Sucumbíos province, Gran Tierra's international experience as a responsible business partner has prepared us well to meaningfully engage communities and manage Human Rights risks in Ecuador. Continued proactive relationship building efforts are key factors in the Company's ability to demonstrate our respect for protecting Human Rights and our commitment to protecting health safety and the environment to our neighbours.

Prior to any exploration and development work taking place in Ecuador, a Human Rights and Environmental training session was conducted for 35 leaders in the area of influence of GTE's operations. The session was intended to share knowledge and provide tools to better understand the international rules and regulations that exist to help protect human rights, the environment, and natural resources.

Access to information is a right that Gran Tierra promotes in the regions where we operate. In Ecuador, the Company has implemented a Transparency Committee as an innovative way to facilitate trust and relationship building between communities, local authorities, and GTE. The Committee guarantees a space for dialogue, transparency and community participation to validate regulations, agreements and commitments.

## Free, Prior and Informed Consent with Indigenous Communities

One of the most important mechanisms for mitigating potential human rights issues and/or issues with Indigenous communities in Colombia is called Consulta Previa, a formal process to ensure that officially recognized ethnic groups are adequately informed, consulted and provide consent about activities which

could impact them and their fundamental rights. We are committed to conducting Consulta Previa and engage with communities impacted by our operations to learn about their lives, beliefs, institutions, and spiritual well-being, as well as the lands that they occupy or use in any way. We are also committed to respecting their economic, social, and cultural development. At the heart of Gran Tierra's success in building strong relationships is respect for and understanding of the communities that we interact with.

Gran Tierra works with communities to design environmental, social, and cultural management measures to address potential issues, including infrastructure, conservation and development projects that would benefit the community. Industry and government authorities closely observe the process to determine long-term feasibility and best practices for future consultations.

In 2022, Gran Tierra Energy successfully concluded seven Prior Consultation processes. This important nationally mandated regulation is mainly intended to address the project's lifetime impacts, and devise mitigation strategies jointly with Indigenous communities within the project's area of influence. Prior Consultations are also opportunities to strengthen relationships with important stakeholders.

Participation in the Prior Consultation process provides a clear understanding of all the risks that communities may face in order to jointly develop strategies to address their issues and concerns before any exploration or development work is done. The resulting initiatives are often integrated with social and environmental investments, with ongoing project management led by GTE's social team.

GTE and participating communities agreed to COP \$2.4 billion of community development and infrastructure projects resulting from this process.

## Analyst Corner

# Security, Human Rights and Rights of Indigenous Peoples

## Continued Free, Prior and Informed Consent with Indigenous Communities

In 2022, Gran Tierra also provided valuable information to the Colombian Ministry of the Interior about the existence and possible direct impact on ethnic communities still unrecognized by the State. Thanks to the information shared by the Company in one of its most recent projects, entitled “GÉNESIS”, the Ministry of Interior was able to include several Indigenous communities to the Prior Consultation process. All eight Prior Consultation processes within the Génesis Project that were opened in 2022 have been successfully finalized.

[The Indigenous Development Programs](#) page on Gran Tierra Energy’s website and the Human Rights section on p.37 of the [2022 Sustainability Report](#) contain many additional case studies that highlight our approach to developing meaningful relationships with Indigenous communities.

## Strengthening Human Rights throughout the Supply Chain

Gran Tierra expects contractors and suppliers to maintain business practices consistent with its own standards for its employees and operations including respect for Human Rights. While these expectations are embedded into GTE’s corporate policies and practices, the supply chain is an important Human Rights risk factor, especially with the large number of local vendors without policies in place.

Gran Tierra implemented a program that helped five companies strengthen their knowledge and capacity to develop their own Human Rights policies to guide their operations and ensure responsible Human Rights practices are followed throughout their supply chain. The program, conducted in partnership with the Colombia University, Instituto Colombiano de Estudios Superiores de Incolda (ICESI), is the first of its kind in Colombia’s hydrocarbon sector.

The program will elevate Human Rights awareness, principles and protections to help partners and suppliers prepare for and respond to any scenario throughout GTE’s value chain. This program also improves and standardizes local business practices by incorporating Human Rights policies into operations across the value chain and will ripple through the industry, down into the communities.

## Protecting Cultural Heritage

As an operator in a country with significant cultural heritage and archaeological potential, Gran Tierra implements Colombia’s Preventive Archaeology Program in all of our projects. This allows us to identify and plan for the specific archaeological characteristics of the areas where we want to build new civil works or infrastructure. In turn, this helps to assure the protection, conservation, and recovery of the country’s archaeological heritage.

Gran Tierra Energy’s EMP calls for the following measures to be taken:

- Prior to the beginning of earthworks or excavation in any area that has not been disturbed earlier for the development of well pads or roads a preliminary assessment of cultural/archaeological values in the area to be disturbed will be conducted by a qualified specialist.
- If significant sites exist or are suspected, appropriate measures to protect or document these sites and recovery of any artifacts will be implemented.
- In areas of suspected high archaeological value, a local archaeologist will be employed to provide on-site support in identifying chance discoveries and developing an appropriate approach to avoiding or preserving them.

In addition, as a prerequisite to receiving an environmental license, Colombia authorities require developers to prepare a site-specific archaeological management plan.

## Analyst Corner

+ [SASB EM-EP-210a.3](#)

+ [2022 Sustainability Report](#)



# Security, Human Rights and Rights of Indigenous Peoples

## Training Private Security Contractors

Our [Human Rights Policy](#) commits the Company to implement policies and practices with private security contractors that enable the training of their employees with respect to human rights, so that their behaviors and actions are aligned with the Universal Declaration of Human Rights and the Voluntary Principles on Security and Human Rights, and other international standards related to the measured use of force. Gran Tierra is committed to comply in full with the due diligence standards enshrined in the Voluntary Principles on Security and Human Rights.

For more detail, see [What are the Voluntary Principles on Security and Human Rights?](#)

## Performance

Over the past four years, Gran Tierra has had 0 human rights-related grievances.

### Key Highlights

- Discovered and removed 285 antipersonnel mines, improvised explosives and unexploded munitions from approximately 4,300 hectares of land inspected in 2022.
- Approximately 380 employees, contractors and suppliers participated in Human Rights awareness training in 2022.
- 16 contractor companies participated in training to enhance their understanding of Human Rights practices throughout their supply chain.
- 15 contractors formalized their corporate human rights policies.

In 2022, Gran Tierra Energy successfully completed seven Prior Consultations. All eight Prior Consultation processes within the Génesis Project that were opened in 2022 were also successfully finalized.

Prior Consultation			
	2020	2021	2022
Total Number of Active Prior Consultations	4	13	16
Total Number of Prior Consultations Concluded	0	3	7
Total Number of Ethnic Communities Consulted	4	13	16

Table 9: GTE Prior Consultations



## Analyst Corner

+ [SASB EM-EP-210a.3](#)

+ [Human Rights Policy](#)

# Workforce Health & Safety

## Importance to Gran Tierra and Approach

A strong culture of health and safety leads to more efficient operations by reducing downtime, improving efficiency, and driving institutional learning. Thousands of workers at all levels identify risks and improve standard operating procedures, creating a safer work environment and reducing the time needed to carry out activities.

Additionally, it leads to more satisfied stakeholders and stronger relationships. Government, financial and community stakeholders see more efficient operations with less risk to health, safety and the environment, which contributes to the resilience of our business by increasing stakeholder support and attracting local workers.

**Gran Tierra has a simple objective with regard to health and safety: zero accidents to ensure that no one gets hurt as a consequence of our operations.**

To achieve this objective, we systematically identify and assess risks and take actions to eliminate or reduce areas of safety or occupational health concern. We implement proven safety management systems, procedures, and tools with the goal of reducing accident and injury rates to zero.

Placing a high value on safety comes from the very top of the company, is integrated into all company functions and is effectively communicated to all employees. Gran Tierra's [HSE Policy](#) guides all our efforts with respect to workforce health and safety.

Misión Vida, our overarching Health and Safety plan, standardizes safety protocols across Gran Tierra and outlines a comprehensive system of training, risk management, emergency response, event reporting and investigation. This framework has been in place for four years providing a consistent pathway towards safety improvement and performance.

## Misión Vida Program and Health and Safety Training

Oversight and accountability for Gran Tierra Energy's health and safety performance is driven by senior management and the Board of Directors. **The Vice President, HSE & CSR has ultimate accountability for health and safety at Gran Tierra Energy.**

Misión Vida's foundation is based on a framework for changing attitudes about safety by recognizing the impact that one's current mental and emotional condition can have on perception and decision-making. This understanding then leads to increased safety-consciousness on the job. Through Misión Vida, Gran Tierra developed a job-specific health and safety training plan, based on analysis of company and industry risks. It includes:

- Basic training for all employees, regardless of their position
- Additional training modules for workers involved in high-risk tasks
- Job-specific training modules that reflect the role being fulfilled
- Emergency response training for personnel designated as emergency responders



## Analyst Corner



# Workforce Health & Safety

The Misión Vida program helps Gran Tierra identify high impact areas and design tools and programs to improve them, all while changing hearts and minds about safety and includes the following key learning tools:

- **Emergency Response Training** includes weekly training, drills and refresher courses for first responders. In 2022, the Company conducted 408 tabletop or in-person emergency simulations which assessed preparedness to deal with various emergency scenarios.
- **The Hand Injury Prevention Program (HIP)** has reduced hand injuries significantly. HIP uses virtual reality training and an analysis of first-person video footage of real-life work activities to improve hand safety procedures and reduce the possibility of accidents.
- **HSE InfluenSER** showcases and celebrates leaders as safety advocates in communities and across the workforce, converting employees into ambassadors carrying this message across every touchpoint of the business.
- **Golden Rules** is a safety-based virtual reality video game created to simulate potentially hazardous situations. All field operations workers are required to complete the training modules as part of their safety induction. Golden Rules includes virtual reality training programs.
- **Safe Driving Program** mandates that everyone driving for GTE attend multiple courses covering defensive and preventative driving techniques for every foreseeable road situation. A comprehensive driving plan has been developed in addition to existing training that focuses on driver and instructor training, detailed planning before each trip, use of an in-vehicle monitoring system, random in-route audits, road hazard assessments and self-assessments for drivers.
- **The GPS Room** is located in GTE's Bogota's headquarters and provides an additional set of eyes on safety. Engineers are constantly on the lookout for potential hazards and opportunities to improve safe work management practices, watching live feeds across GTE's field operations from 50 different cameras streaming 24 hours a day, seven days a week.

- The GPS room has been at the heart of the Company's strong safety performance each year, driving forward the culture of safety. Since the GPS room was introduced the number of interventions, including those originating in the field, has increased.

Additional safety programs and practices include implementing management software for newly acquired facilities, psychosocial risk preventive activities (such as reducing workplace stress and maintaining a supportive workplace environment) and using a risk-based approach to direct resources to address risks where they are the greatest. The approach includes dozens of targeted audits and inspections, "Job Safety Analysis Meeting Reviews" with contractors and safety walk-arounds to different work sites.

## Standard Operations Procedures

Process Safety is one of the foundations of operational excellence focused on managing the risks associated with the industrial equipment and complex processes that GTE's business relies upon. Continued focus on operational excellence has led to safety becoming an integral part of GTE's culture.

GTE uses Standard Operating Procedures (SOPs), sets of written instructions that describe the steps required to safely perform work involving potentially hazardous conditions, to keep hydrocarbons and hazardous materials well controlled and safely managed at all times during operations. SOPs are a particularly useful tool in standardizing complex procedures to boost efficiency and safety for a diverse workforce operating in remote locations.

GTE maintains a constantly updated and growing SOP platform for workers to review before beginning any operations procedure. The SOPs are jointly created by leadership and front-line workers to account for all potential risks and respond to the hands-on realities of the procedures.

SOPs are reviewed during every pre-job meeting before any Permit-to-Work can be issued and provide a valuable resource in determining why a process safety incident may have occurred.

## Analyst Corner



# Workforce Health & Safety

## Education and Accountability Throughout the Supply Chain

Our safety culture is expanded to Gran Tierra Energy’s contractors and vendors who receive support to set expectations and help them meet safety objectives. We work closely with contractors on our sites and insist that they also implement effective safety management processes.

Monthly contractor safety meetings provide a forum to discuss safety issues, share best practices, and recognize outstanding safety performance among peers to foster a culture of pride and accountability with vendors. These monthly safety meetings for contractors have been an important tool for educating contractors about Gran Tierra’s safety policies and procedures. The meetings are attended by senior-level operations and health and safety staff of each contractor and during the meetings the previous month’s performance and safety efforts are discussed.

## Healthy Workforce

In order for the workforce to be safely, fully engaged and productive it must first be healthy. A fitness coach provides on-site personalized health information and guidance for employees and contractors stationed at the Colombian residential camps at Costayaco and Acordionero, each of which have exercise facilities and organized sporting activities. Over 90% of rotating workers living on-site participate in health-related activities.

## Performance

In 2022, we provided 6,288 hours of safety training for worksite supervisors and reported zero accidents during our exploration campaign in Ecuador.

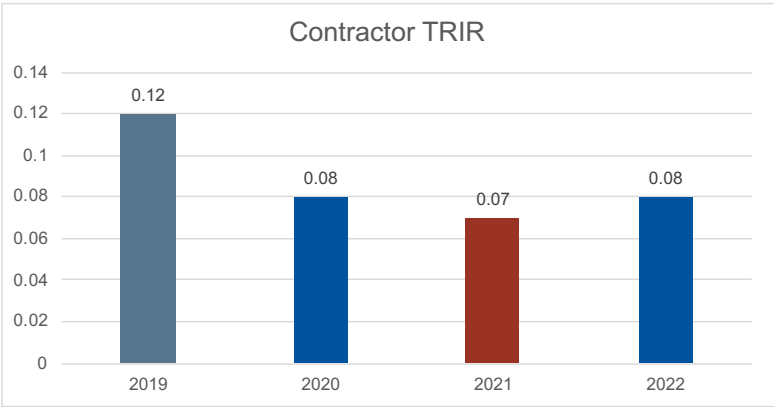


Figure 11: Contractor TRIR<sup>18</sup>

Over the past four years, we have maintained a Lost Time Injury Frequency (LTIF) for employees of 0. Gran Tierra’s Lost Time Incident Frequency (LTIF) continued to outperform the North American and Latin American benchmarks with a LTIF for employees and contractors of 0.06 per 200,000 work hours in 2022. The Company’s performance ranked in the top quartile in any region globally for exploration and production companies, as reported by the International Association of Oil and Gas Producers (IOGP).

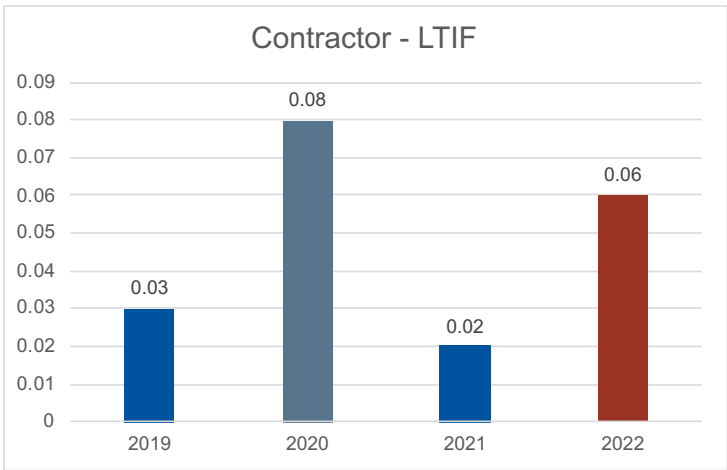


Figure 12: Contractor LTIF<sup>19</sup>

	2019	2020	2021	2022
Fatality rate – employees	0	0	0	0
Fatality rate – contractors	0.01	0.00	0.00	0.00

Table 10: Fatality Rates

# Workforce Health & Safety

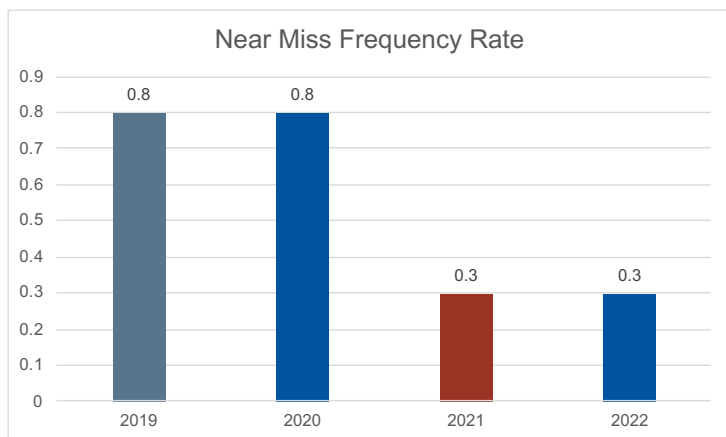


Figure 13: NMFR<sup>20</sup>



Figure 16: Safety Inspections Conducted

Our Near Miss Frequency Rate (NMFR), which includes employees and contractors, remained consistent in 2022.

The average hours of health and safety training per employee, which includes employees and contractors, has increased significantly since 2019 and in 2022, Gran Tierra maintained strong performance on average hours of health and safety training.

We have had no process safety events for Loss of Primary Containment (LOPC) of greater consequence (Tier 1) over the past four years.

2019	2020	2021	2022
0	0	0	0

Table 11: Tier 1 Process Safety Events Rates for Loss of Primary Containment

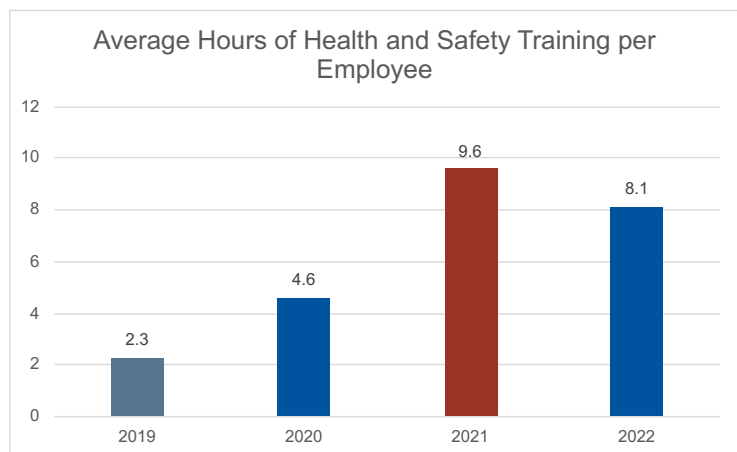


Figure 14: Average Hours of Health and Safety Training per Employee

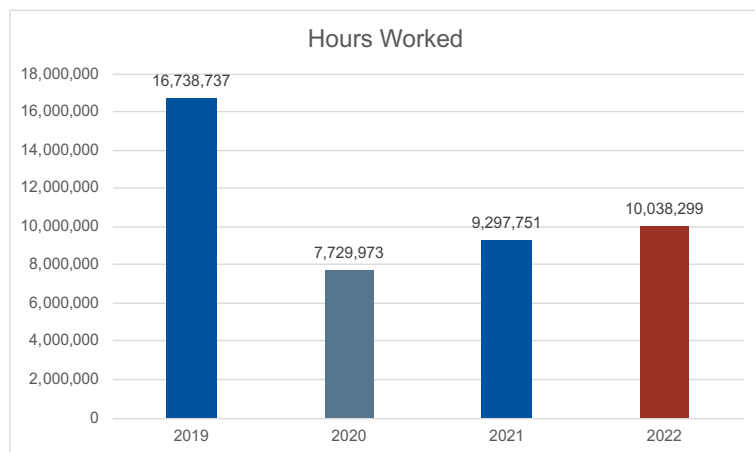


Figure 15: Hours Worked

## Analyst Corner

+ [SASB EM-EP-320a.1](#)

+ [SASB EM-EP-540a.1](#)

# Human Capital Management

## Importance to Gran Tierra and Approach

Gran Tierra's employees and contractors are, and always will be, the bedrock of the Company's success. The talent, dedication and effort of our staff is what enables GTE to develop and produce an important energy resource which will continue to fuel human progress for decades. The resilience of Gran Tierra's employees, and the relationships that have been created and maintained with communities have helped the Company come through very difficult operating environments stronger than ever.

After acquiring and integrating three Colombian oil companies, Gran Tierra has focused on building "one team" committed to fostering cohesion across all of the Company's operations with the goal of maximizing efficiency and prioritizing safety practices.

GTE works to create numerous economic development opportunities leading to life-improving changes for communities in Colombia's Middle Magdalena Valley and Putumayo regions, as well as in the Sucumbíos region of Ecuador as our operations become more established. Our focus is on attracting, recruiting and retaining employees that possess the required technical skills and are aligned with the GTE culture.

**The Vice President, Corporate Services has ultimate accountability for labour relations at Gran Tierra.**

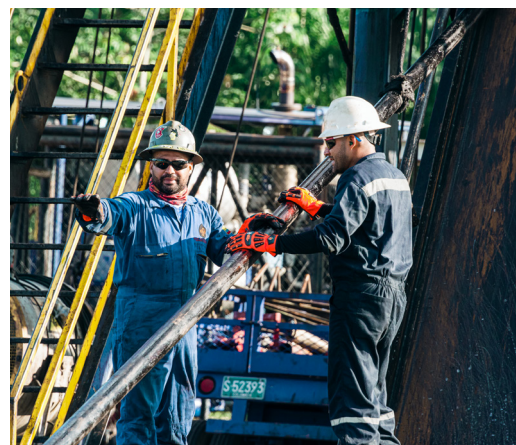
## Local Hiring and Workforce Development

In 2022, GTE continued to maximize local hiring of skilled employees from nearby areas. Colombian law requires 100% of unskilled workers and at least 30% of qualified skilled workers be local. We have not only met the unskilled workers target but also nearly tripled the level of skilled workers in our operations as well.

**89% of GTE's employees were local workers.** The high percentage of local workers is a testament to the training and certification programs GTE continues to invest in, along with three key Company values:

- Trust & transparency
- Treating all people with respect & dignity
- Respectful, two-way communication

In addition, the Company is focused on preparing promising employees to take on greater responsibility through development programs that open pathways for them to progress within the company, with a strong focus on training and developing women both inside and outside of the Company.



## Analyst Corner

# Human Capital Management

## Strengthening Leadership

An integral part of GTE's culture is centred around coaching and mentoring employees to help them grow within their roles so that they can advance in the company. Gran Tierra Te Enseña (Learn with Gran Tierra) is an important development program that evolved out of independent training sessions across several departments and increased the transfer of internal knowledge throughout the company to help other employees further develop their skills.

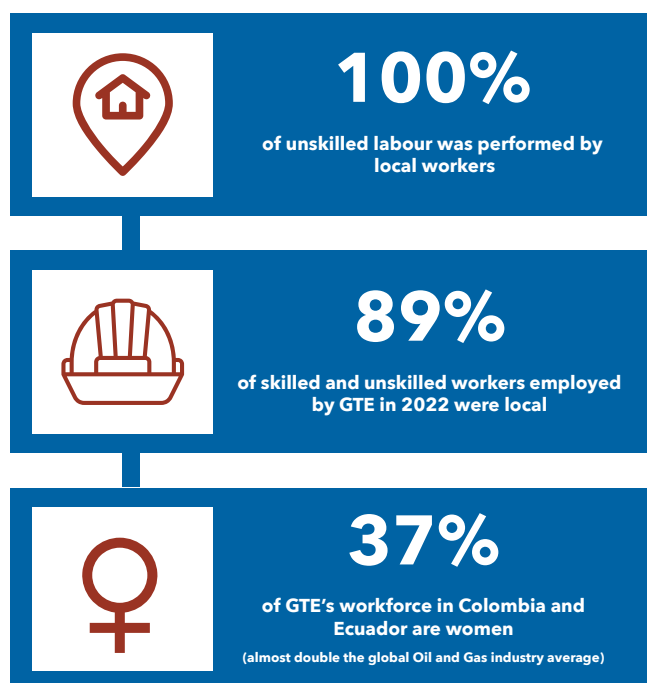
Gran Tierra Energy has profiled several employees on our website offering the employee perspective on what it's like to work at Gran Tierra Energy. See [Working for Gran Tierra Energy](#) for more information.



## Performance

89% of GTE's employees are local workers, which significantly exceeds the Colombian requirement.

Women make up 37% of Gran Tierra's employees, which is almost double the global oil and gas industry average.





# ESG Performance Table

ESG METRIC	ESG REPORTING FRAMEWORKS	UNITS	2020	2021	2022
<b>WATER MANAGEMENT</b>					
Total fresh water withdrawn	SASB EM-EP-140a.1	thousand m³	752	842	1,150
Percentage of total fresh water withdrawn in regions with High or Extremely High Baseline Water Stress	SASB EM-EP-140a.1	Percentage (%)	0	0	0
Total fresh water consumed	SASB EM-EP-140a.1	thousand m³	472	760	1,047
Percentage of total fresh water consumed in regions with High or Extremely High Baseline Water Stress	SASB EM-EP-140a.1	Percentage (%)	0	0	0
Volume of produced water and flowback generated	SASB EM-EP-140a.2	thousand m³	3,551	6,029	8,975
Percentage of produced water and flowback fluid discharged <sup>(26)</sup>	SASB EM-EP-140a.2	Percentage (%)	NRP	8.27	12.04
Percentage of produced water and flowback fluid injected <sup>(27)</sup>	SASB EM-EP-140a.2	Percentage (%)	NRP	91.47	87.96
Percentage of produced water and flowback fluid recycled <sup>(28)</sup>	SASB EM-EP-140a.2	Percentage (%)	NRP	0.26	0
Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used <sup>(29)</sup>	SASB EM-EP-140a.3	Percentage (%)	N/A	N/A	N/A
Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline <sup>(30)</sup>	SASB EM-EP-140a.4	Percentage (%)	N/A	N/A	N/A
Total fresh water discharged <sup>(31)</sup>		thousand m³	280	82	103
Hydrocarbon content in discharged water <sup>(32)</sup>	SASB EM-EP-140a.2	Metric tons	NRP	0.22	0.48
Water injected in active wells		thousand m³	3,899	6,071	8,677
Non-enterprise water consumption (head office)		thousand m³	1.41	1.42	3.17
Incidents of non-compliance with water quality or quantity permits, standards or regulations		Number	0	0	0
<b>BIODIVERSITY IMPACTS</b>					
Aggregate volume of hydrocarbon spills <sup>(33)</sup>	SASB EM-EP-160a.2	Barrels (bbls)	50	0	0
Volume of hydrocarbon spills in Arctic	SASB EM-EP-160a.2	bbls	0	0	0
Volume of hydrocarbon spills impacting shorelines with ESI rankings 8-10	SASB EM-EP-160a.2	bbls	0	0	0
Volume of hydrocarbon spills recovered	SASB EM-EP-160a.2	bbls	50	0	0
Oil or chemical spills < 1 bbl		Number	1	4	11
Oil or chemic spills > 1 bbl		Number	1	0	0
Proved reserves in or near sites with protected conservation status or endangered species habitat	SASB EM-EP-160a.3	Percentage (%)	25.06	25.17	24.05
Probable reserves in or near sites with protected conservation status or endangered species habitat	SASB EM-EP-160a.3	Percentage (%)	19.43	22.20	20.00
<b>ENVIRONMENTAL COMPLIANCE</b>					
Number of inspections by authorities		Number	37	48	86
Number of findings and non-compliances		Number	24	0	6
Number of findings that resulted in fines or non-monetary sanctions		Number	0	0	0
<b>WASTE</b>					
Total waste		KG	1,184,947	1,471,940	1,880,218
Hazardous waste <sup>(34)</sup>		KG	237,645	589,938	1,439,204
Non-hazardous waste		KG	947,301	882,001	441,013
Non-hazardous waste – percentage recycled		Percentage (%)	76	62	36
Non-hazardous waste – percentage incinerated		Percentage (%)	0	0	1
Non-hazardous waste percentage landfilled		Percentage (%)	24	38	63
<b>HUMAN CAPITAL MANAGEMENT</b>					
<b>SOCIAL</b>					
Total number of employees		Number	322	319	336
Female		Number	121	122	125
Male		Number	201	197	211
Employees in Colombia		Number	226	228	235
Employees in Canada		Number	95	90	96
Employees in Ecuador		Number	1	1	5
Employees covered by Collective Bargaining Agreements		Percentage (%)	0	0	0
Rate of new employee hires <sup>(35)</sup>		Percentage (%)	2.50	3.79	11.01
Voluntary turnover rates <sup>(36)</sup>		Percentage (%)	3.40	5.80	4.20
Total number of hours of training in the year <sup>(40)</sup>		Hours	1,851	1,865	5,551
Average hours of training per year per employee <sup>(41)</sup>		Hours/person	8	8.17	23.50

# ESG Performance Table

ESG METRIC	ESG REPORTING FRAMEWORKS	UNITS	2020	2021	2022
<b>HUMAN CAPITAL MANAGEMENT</b>					
Average hours of training per employee per female employee <sup>(41)</sup>		Hours/person	77	9.90	60
Average hours of training per employee per male employee <sup>(41)</sup>		Hours/person	53	6.90	38
Average age of employees in Colombia		Years	41	40	41
Average age of employees in Canada		Years	45	45	46
Average age of employees in Ecuador		Years	NA	NA	46
<b>SECURITY, HUMAN RIGHTS, AND RIGHTS OF INDIGENOUS PEOPLES</b>					
Proved reserves in or near areas of conflict <sup>(35)</sup>	SASB EM-EP-210a.1	Percentage (%)	11.74	11.34	0
Probable reserves in or near areas of conflict <sup>(35)</sup>	SASB EM-EP-210a.1	Percentage (%)	9.33	7.23	0
Proved reserves in or near Indigenous land	SASB EM-EP-210a.2	Percentage (%)	41.19	40.30	34.70
Probable reserves in or near Indigenous land	SASB EM-EP-210a.2	Percentage (%)	35.20	35.51	34.66
Total number of grievances		Number	217	961	1,485
Grievances resolved		Number	217	961	1,485
Grievances in progress		Number	0	0	0
Labour practices grievances		Number	75	166	286
Environmental impacts grievances		Number	1	53	105
Procurement of goods and services grievances		Number	95	139	177
Land access grievances		Number	5	26	22
Human rights grievances		Number	0	0	0
Other grievances <sup>(36)</sup>		Number	41	577	895
Total number of active prior consultations		Number	4	13	16
Total number of active prior consultations concluded		Number	0	3	7
Number of ethnic communities consulted		Number	4	13	16
<b>COMMUNITY RELATIONS</b>					
Number of non-technical delays	SASB EM-EP-210b.2	Number	58	81	81
Duration of non-technical delays	SASB EM-EP-210b.2	Days	179.70	270	270
Economic value generated and distributed <sup>(37)</sup>		Millions of \$	299.20	488.60	488.60
Payments to suppliers, contractors and other third parties		Millions of \$	181.20	218.50	218.50
Payments to governments (taxes, royalties)		Millions of \$	53	151.90	151.90
Payments to employees (salaries and benefits)		Millions of \$	18.90	18.60	18.60
Investment in communities		Millions of \$	4.10	5.20	5.20
Payments to providers of capital (debt, interest, dividends)		Millions of \$	0	0	0
Social investment		Millions of \$	1.90	4.60	4.60
Temporary local employment		Number of contracts	3,697	3,200	3,200
Spending on suppliers (Colombia only)		Millions of \$	175.80	212.80	212.80
Regional		Millions of \$	30.60	33.90	33.90
Country		Millions of \$	142.50	175.50	175.50
International		Millions of \$	2.70	3.30	3.30
<b>WORKFORCE HEALTH &amp; SAFETY <sup>(38)</sup></b>					
Total recordable incident rate (TRIR) - full time employees	SASB EM-EP-320a.1	Rate	0	0	0
Total recordable incident rate (TRIR) - contract employees	SASB EM-EP-320a.1	Rate	0.08	0.07	0.08
Near miss frequency rate (NMFR) - full time and contract employees	SASB EM-EP-320a.1	Rate	0.8	0.3	0.3
Fatalities – full time employees		Number	0	0	0
Fatalities – contract employees		Number	0	0	0
Fatality rate – full time employees	SASB EM-EP-320a.1	Rate	0	0	0
Fatality rate – contract employees	SASB EM-EP-320a.1	Rate	0	0	0
Lost time injury frequency rate (LTIFR) – full time employees		Rate	0	0	0
Lost time injury frequency rate (LTIFR) – contract employees		Rate	0.08	0.02	0.06
Average hours of health and safety training per employee	SASB EM-EP-320a.1	Hours	4.60	9.60	8.10
Hours worked		Hours	7,729,973	9,297,751	10,038,299
Safety inspections conducted		Number	2,888	3,270	7,185
Emergency simulations conducted (tabletop and in-person)		Number	250	345	408
Process Safety Event (PSE) rates for Loss of Primary Containment LOPC of greater consequence (Tier 1)	SASB EM-EP-540a.1	Rate	0	0	0

# SASB Index

Gran Tierra has aligned the 2022 ESG Disclosure Report with the Sustainability Accounting Standards Board's Oil and Gas – Exploration & Production Sustainability Accounting Standard as the SASB Standards have emerged as the investor-preferred ESG reporting framework. This SASB Index provides additional detail on the accounting metrics recommended for disclosure in the SASB Standard.

ESG TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	2022 PERFORMANCE DATA
Business activity	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas SASB EM-EP-000.A	Thousand barrels per day (Mbbbl/day); Million standard cubic feet per day (MMscf/day)	1) 30.74 Mbbbl/day 2) 0.05 MMscf/day 3) NA 4) NA
	Number of offshore sites SASB EM-EP-000.B	Number	0
	Number of terrestrial sites SASB EM-EP-000.C	Number	25 - operated fields in production in Colombia
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations SASB EM-EP-110a.1	Metric tons CO <sub>2</sub> -e (t), Percentage (%)	Gross global Scope 1 emissions: 258,189 tCO <sub>2</sub> -e Percentage methane: 11.85% Currently, none of our Scope 1 GHG emissions are covered under emissions-limiting regulations.  Gross global Scope 1 emissions include carbon dioxide (CO <sub>2</sub> ), methane (CH <sub>4</sub> ), nitrous oxide (N <sub>2</sub> O) and are calculated under operational control boundary.
	Amount of gross global Scope 1 emissions from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions, and (5) fugitive emissions SASB EM-EP-110a.2	Metric tons CO <sub>2</sub> -e	1) 96,638 tCO <sub>2</sub> -e 2) 126,320 tCO <sub>2</sub> -e 3) 0 4) 8,511 tCO <sub>2</sub> -e 5) 13,469 tCO <sub>2</sub> -e
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets SASB EM-EP-110a.3	Discussion and Analysis	Finding ways to reduce our GHG emissions remains a priority for Gran Tierra. GTE supports the Colombian Government's Carbon Neutrality 2050 program and is in the process of developing actions to support and participate in that effort. To reduce GHG emissions from operations, we have developed a Climate Action Plan which is focused on zero gas flaring, energy efficiency initiatives, fugitive emissions management and reduction, exploring new technologies and emissions compensation portfolio development. From 2019 to 2022, we have achieved a 39% reduction in absolute Scope 1 and 2 GHG emissions and a 32% reduction in Scope 1 and 2 GHG emissions intensity in large part due to our Gas-to-Power projects.  We have not yet set quantitative climate-related targets given our size and stage. Over time, we expect to evaluate the feasibility and relevance of setting climate-specific targets for our operations.  For more details, see the Climate Change and Greenhouse Gas Emissions section of the 2022 ESG Disclosure Report.
Air Quality	Air emissions of the following pollutants: (1) NOx (excluding N <sub>2</sub> O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM <sub>10</sub> ) SASB EM-EP-120a.1	Metric tons (t)	1) 950.53t 2) 28.71t 3) 45.53t 4) 41.92t

# SASB Index

ESG TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	2022 PERFORMANCE DATA
Water Management	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress SASB EM-EP-140a.1	Thousand cubic meters (m³), Percentage (%)	1) 1150.31m³ 2) Total fresh water consumed: 1047.29m³  We do not withdraw or consume water in regions with high or extremely high baseline water stress.
	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water SASB EM-EP-140a.2	Thousand cubic meters (m³), Percentage (%) Metric tons (t)	8975.21 m³ of produced water and flowback generated  1) 12.04% discharged 2) 87.96% injected 3) 0% recycled 4) 0.48 t of hydrocarbon content in discharged water  Gran Tierra's ultimate objective is to reach 100% closed cycle water use for production.
	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used SASB EM-EP-140a.3	Percentage (%)	NA - Gran Tierra does not perform any hydraulic fracturing as part of our operations.
	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline SASB EM-EP-140a.4	Percentage (%)	NA - Gran Tierra does not perform any hydraulic fracturing as part of our operations.  A comprehensive Water Management Program has been instituted to reduce the use of surface water where possible, with the goal of achieving zero surface water usage in the coming years. We manage our water use following a risk-based approach to ensure it is not placing stress on local surface water resources.  Gran Tierra is focused on methods and technologies to pull water from low quality, subterranean sources to reinject produced water into the reservoirs to maintain pressure and enhance oil recovery across all operations, while protecting surface water.  In accordance with company policy and Colombia regulations, Gran Tierra regularly monitors and analyzes surface and groundwater using an external lab certified by government authorities. We conduct regular testing of 472 groundwater and surface water monitoring wells on a regular basis, 111 in the Middle Magdalena Valley, 347 in Putumayo and 14 in Ecuador. We have collected and tested 1,000 water samples throughout our water monitoring programs in 2022.  For more details, see the Water Management section of the 2022 ESG Disclosure Report.
Management of the Legal and Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Discussion and Analysis	Discussion of the regulatory environment and Gran Tierra's approach can be found in the Importance to Gran Tierra and Approach sub-section for each ESG factor included in the 2022 ESG Disclosure Report.
	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	Rate	0



# SASB Index

ESG TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	2022 PERFORMANCE DATA
Biodiversity Impacts	Description of environmental management policies and practices for active sites SASB EM-EP-160a.1	Discussion and Analysis	<p>Protecting the environment is a key component of our development plans and operations. We attach great importance to minimizing our impact on the environment and voluntarily support environmental education, conservation, and prevention programs.</p> <p>Gran Tierra's Health, Safety and Environment (HSE) Policy guides all of our environmental efforts, including with respect to climate change and GHG emissions, air quality, water management and biodiversity. Gran Tierra's company-wide Environmental Management Plan (EMP) addresses how it handles environmental issues arising from its exploration and development projects and other operations. The EMP is based on the International Finance Corporation (IFC)'s Environmental, Health, and Safety Guidelines for Onshore Oil and Gas Developments and is managed through an EMS that is ISO 14001:2015 certified. The EMP addresses environmental issues arising from Gran Tierra's exploration and development projects and other operation, including defining a code of conduct for all workers, conserving biodiversity, minimizing construction impacts, flaring and water use, controlling erosion, optimizing road and pipeline routing and construction, managing solid and liquid waste including hazardous substances and protecting and preserving cultural and archaeological resources.</p> <p>For more details, see the Environment and Biodiversity Impacts section of the 2022 ESG Disclosure Report.</p>
	Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume impacting shorelines with ESI rankings 8-10, and volume recovered SASB EM-EP-160a.2	Number, Barrels (bbls)	<p>Number of hydrocarbon spills: 0 Aggregate volume of hydrocarbon spills: 0 bbls Volume in Arctic: 0 bbls (GTE does not operate in the Arctic) Volume impacting shorelines with ESI rankings 8-10: 0 Volume recovered: NA (no spills occurred)</p> <p>Only includes spills greater than 1bbl according to the SASB definition. Spills data does not include spills due to sabotage or in transportation as transportation is conducted by third party companies</p>
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat SASB EM-EP-160a.3	Percentage (%)	<p>(1) 24.05% (2) 20%</p>
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests SASB EM-EP-210b.1	NA	<p>For Gran Tierra, communities are a key partner and stakeholder, and we require their support to continue to operate. The Vice President, HSE &amp; CSR has ultimate accountability for community relations at Gran Tierra Energy.</p> <p>Our Human Rights Policy guides all our social efforts with communities. It commits Gran Tierra to contribute to the socioeconomic development of the communities where we operate to engage in open dialogue with communities, and to establish grievance and claim mechanisms that are transparent, culturally appropriate, and accessible.</p> <p>Gran Tierra's community engagement efforts are targeted to meet one or more of the following strategic objectives:</p> <ul style="list-style-type: none"> <li>• Providing consistent, accurate information about current activities and future plans to protect authorities and communities from misinformation.</li> <li>• Building and maintaining strong and trusting relationships within the communities that are in close proximity to operations. All production and exploration activities rely upon the strength of our relationships among institutional, community and individual stakeholders.</li> <li>• Being accessible to receive feedback about any and all topics related to the Company and our operations. It is important to be in the communities every day, listening, responding to concerns and ensuring people are heard. Staying connected creates transparent relationships that ensure GTE is aware of all issues.</li> </ul> <p>Gran Tierra has established a number of initiatives in this area including community engagement program, grievance management system, familiarization trips, a focus on local content and local supplier development and investments in the local community, including a social investments strategy. In 2022, Gran Tierra's social investment totalled USD \$5.10 million and the Company awarded over USD \$109 million to local companies and contractors for goods and services.</p> <p>For more details, see the Community Relations section of the 2022 ESG Disclosure Report.</p>
	Number and duration of non-technical delays SASB EM-EP-210b.2	Number, Days	<p>In 2022, Gran Tierra experienced 114 non-technical delays that lasted an aggregate of 130.80 days.</p> <p>Non-technical delays were caused by factors such as labour, road conditions, government issues and environmental topics. For those factors within Gran Tierra's control, the Company continues to enhance its approach to engaging with stakeholders to minimize impacts on operations.</p>

# SASB Index

ESG TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	2022 PERFORMANCE DATA
Security, Human Rights and Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near areas of conflict SASB EM-EP-210a.1	Percentage (%)	<p>(1) 0% (2) 0%</p> <p>Please note that in 2022, the Uppsala Conflict Database registered a conflict in the Puerto Oculto de San Martin Cesar corregimiento, which is within 5 kilometres of the Acordionero field. According to state data sources, the area is not considered a conflict area and the related situation is not identified as being common or recurrent.</p> <p>Gran Tierra worked to evaluate the relevance of the conflict registered by Uppsala to ensure the company had a full view of potential risk, including through engagement with local authorities and review of local media sources. The conflict is related to an alleged territorial dispute between community members over land issues. Gran Tierra does not have operations in the impacted corregimientos and the company does not have any relationship with the individuals involved in the conflict or the community where the events occurred. It is Gran Tierra's view that there is no connection or potential impact to the operation of the Acordionero field. Gran Tierra is in the process of engaging with the Uppsala Conflict Database on the nature of this conflict.</p>
	Percentage of (1) proved and (2) probable reserves in or near Indigenous land SASB EM-EP-210a.2	Percentage (%)	<p>(1) 34.70% (2) 34.66%</p> <p>For the purposes of this report, Indigenous communities includes both the Indigenous communities and the Afro-Colombian communities of Colombia.</p>
	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict SASB EM-EP-210a.3	Discussion and Analysis	<p>Workforce Health and Safety p.33-34 Gran Tierra is committed to respecting the rights of employees, contractors, suppliers, and communities (including Indigenous communities) within our area of influence in the development of all of our operations and activities. The Vice President, HSE &amp; CSR has ultimate accountability for security, human rights, and the rights of Indigenous peoples at Gran Tierra Energy.</p> <p>GTE's approach to Human Rights is guided by our Human Rights Policy. The Human Rights Policy was developed with a full commitment to respect the internationally recognized human rights incorporated in the International Bill of Human Rights and the ILO (International Labour Organization) Conventions including the fundamental rights principles established in the ILO Declaration on fundamental principles and rights at work. Additionally, the Policy was developed with the commitment to apply relevant international standards such as the UN Guiding Principles on Business and Human Rights, the UN Voluntary Principles for Security and Human Rights and the OECD Guidelines for Multinational Companies. The Human Rights Policy applies to all company activities, covers all employees, and extends to Gran Tierra Energy's contractors. The Policy outlines our commitments to respecting human rights and articulates specific commitments to our key human rights stakeholders: 1) local communities, 2) employees, contractors and suppliers, and 3) state institutions.</p> <p>Through a Human Rights Risk Assessment process, Gran Tierra evaluates how our activities may impact communities. We engage with local communities to understand their human rights concerns and address incidents through dialogue and remedial action, if appropriate. We have established a culturally appropriate, accessible, responsive, and transparent grievance mechanism that enables us to identify and address human rights incidents. Employees are also trained in the prevention of human rights violations inside and outside the company. Contractors are required to train their employees to prevent such practices. Employees are supported by a full-time human rights attorney whose job is to ensure that the company's activities comply with the Voluntary Principles for Security and Human Rights.</p> <p>As an operator in a new country, Gran Tierra must contend with industry legacy impacts that the region may have had. While we are a new company for local Ecuadorian populations in the Sucumbios province, Gran Tierra's international experience as a responsible business partner has prepared us well to meaningfully engage communities and manage Human Rights risks in Ecuador. Prior to any exploration and development work taking place in Ecuador, a Human Rights and Environmental training session was conducted for 35 leaders in the area of influence of GTE's operations.</p> <p>GTE engages with Indigenous communities in Colombia through Consulta Previa, a formal process to ensure that officially recognized ethnic groups are adequately informed, consulted and provide consent about activities which could impact them and their fundamental rights. We are committed to conducting Consulta Previa and engage with communities impacted by our operations to learn about their lives, beliefs, institutions, and spiritual well-being, as well as the lands that they occupy or use in any way.</p> <p>For more details, see the Security, Human Rights and Rights of Indigenous Peoples section of the 2022 ESG Disclosure Report.</p>

# SASB Index

ESG TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	2022 PERFORMANCE DATA
Workforce Health and Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees SASB EM-EP-320a.1	Rate, Hours (h)	1) (a) 0 (b) 0.08 - we do not track this data point for short-service employees. 2) (a) 0 (b) 0 - we do not track this data point for short-service employees. 3) 0.30, includes both full-time and contract employees as we do not collect this data broken down by employee type. 4) 8.10 hours, includes both full-time and contract employees as we do not collect this data broken down by employee type.
	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle SASB EM-EP-320a.2	Discussion and Analysis	<p>Gran Tierra has a simple objective with regard to health and safety: zero accidents to ensure that no one gets hurt as a consequence of our operations. A culture of health and safety at GTE is maintained through a variety of initiatives and programs.</p> <p>Misión Vida, our overarching Health and Safety plan, standardizes safety protocols across Gran Tierra and outlines a comprehensive system of training, risk management, emergency response, event reporting and investigation. This framework has been in place for four years providing a consistent pathway towards safety improvement and performance.</p> <p>GTE also uses Standard Operating Procedures (SOPs), sets of written instructions that describe the steps required to safely perform work involving potentially hazardous conditions, to keep hydrocarbons and hazardous materials well controlled and safely managed at all times during operations. SOPs are a particularly useful tool in standardizing complex procedures to boost efficiency and safety for a diverse workforce operating in remote locations.</p> <p>Our safety culture is expanded to Gran Tierra Energy's contractors and vendors who receive support to set expectations and help them meet safety objectives. We work closely with contractors on our sites and insist that they also implement effective safety management processes. Monthly contractor safety meetings provide a forum to discuss safety issues, share best practices, and recognize outstanding safety performance among peers to foster a culture of pride and accountability with vendors. These monthly safety meetings for contractors have been an important tool for educating contractors about Gran Tierra's safety policies and procedures. The meetings are attended by senior-level operations and health and safety staff of each contractor and during the meetings the previous month's performance and safety efforts are discussed.</p> <p>In 2022, we provided 6,288 hours of safety training for worksite supervisors and reported zero accidents during our exploration campaign in Ecuador. Over the past four years, we have maintained a Total Recordable Incident Rate (TRIR) for full-time employees of 0. During this same period, we have maintained a Lost Time Injury Frequency (LTIF) for employees of 0. Gran Tierra's Lost Time Incident Frequency (LTIF) continued to outperform the North American and Latin American benchmarks with a LTIF for employees and contractors of 0.06 per 200,000 work hours in 2022.</p> <p>For more details, see the Workforce Health and Safety section of the 2022 ESG Disclosure Report.</p>
Reserves Valuation and Capital Expenditures	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions SASB EM-EP-420a.1	Million barrels (MMbbls), Million standard cubic feet (MMscf)	NRP – We plan to collect and disclose this data in future years.
	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves SASB EM-EP-420a.2	Metric tons (t) CO <sub>2</sub> -e	NRP – We plan to collect and disclose this data in future years.
	Amount invested in renewable energy, revenue generated by renewable energy sales SASB EM-EP-420a.3	Reporting Currency	Amount invested: \$0 USD Revenue generated: \$0 USD

# SASB Index

ESG TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	2022 PERFORMANCE DATA
Reserves Valuation and Capital Expenditures	Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets SASB EM-EP-420a.4	Discussion and Analysis	<p>Through our ESG Materiality Assessment, we have identified GHG emissions and the climate change transition as important factors for Gran Tierra over the short, medium and long term. The transition to a lower carbon economy has the potential to reduce demand for hydrocarbons and impact our regulatory environment. GHG emissions regulations are being implemented or considered globally, which could increase operating costs and require additional capital expenditures. Companies that are not focused on reducing GHG emissions could face increased costs and reputational risk. Further, in recent years the investment community has increased their consideration of climate change factors when making investment decisions. To the extent financial markets view climate change and GHG emissions as a financial risk, this could negatively impact our cost of or access to capital. Currently, none of our Scope 1 GHG emissions are covered under emissions-limiting regulations and existing GHG emissions legislation has not resulted in material compliance costs for our business. We are actively and regularly monitoring evolving regulatory frameworks and proposed regulations in the jurisdictions where we operate to ensure compliance and ability to protect value.</p> <p>For more details, see the Climate Change and Greenhouse Gas Emissions section of the 2022 ESG Disclosure Report.</p>
Business Ethics and Transparency	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index SASB EM-EP-510a.1	Percentage (%)	<p>1) 0% 2) 0%</p> <p>Colombia ranks 91st out of 180 and Ecuador ranks 101st out of 180. Neither country is in the lowest 20 rankings in Transparency International's Corruption Perception Index.</p>
	Description of the management system for prevention of corruption and bribery throughout the value chain SASB EM-EP-510a.2	Discussion and Analysis	<p>Gran Tierra is committed to conducting business honestly, fairly, and safely, and has outlined these principles in a comprehensive set of Corporate Policies which are binding for all employees. The Vice President, Corporate Services has ultimate accountability for business ethics, anti-corruption and transparency at Gran Tierra Energy.</p> <p>Gran Tierra's approach to business ethics and transparency is guided by our Code of Business Conduct and Ethics, our Compliance with Anti-Corruption Laws Policy, and our Whistleblower Policy.</p> <p>All company personnel have a role in ensuring that any violations, imminent violations, or suspected violations are brought to our attention immediately so that they can be appropriately addressed. Personnel are encouraged to speak to their supervisor or manager about any conduct that may constitute a violation of Corporate Policies. Employees can also report suspected violations to the company's Compliance Officer who is responsible for receiving, reviewing, and investigating (under the direction and oversight of the Audit Committee) complaints. We prohibit retaliation against any personnel who report or participate in an investigation of a possible violation of the Code of Business Conduct and Ethics, other Corporate Policies, or the law. Gran Tierra also carries out regular training to inform employees and contractors about all relevant policies and ensure compliance. We have obtained certification of the Code of Business Conduct and Ethics by 100% of our employees. New Board directors attend an orientation session where they review the company's compliance programs and the Code of Business Conduct and Ethics.</p> <p>We also publicly disclose payments to governments as required by the Canadian Federal Government's Extractive Sector Transparency Measures Act (ESTMA).</p> <p>For more details, see the Business Ethics &amp; Transparency section of the 2022 ESG Disclosure Report.</p>



# SASB Index

ESG TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	2022 PERFORMANCE DATA
Critical Incident Risk Management	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1) SASB EM-EP-540a.1	Rate	0
	Description of management systems used to identify and mitigate catastrophic and tail-end risks	Discussion and Analysis	<p>A culture of health and safety at GTE is maintained through a variety of initiatives and programs. Misión Vida, our overarching Health and Safety plan, standardizes safety protocols across the company and outlines a comprehensive system of training, risk management, emergency response, event reporting and investigation. Through Misión Vida, Gran Tierra developed a job-specific health and safety training plan, based on analysis of company and industry risks. It includes:</p> <ul style="list-style-type: none"> <li>• Basic training for all employees, regardless of their position</li> <li>• Additional training modules for workers involved in high-risk tasks</li> <li>• Job-specific training modules that reflect the role being fulfilled</li> <li>• Emergency response training for personnel designated as emergency responders</li> </ul> <p>GTE also uses Standard Operating Procedures (SOPs), sets of written instructions that describe the steps required to safely perform work involving potentially hazardous conditions, to keep hydrocarbons and hazardous materials well controlled and safely managed at all times during operations. SOPs are a particularly useful tool in standardizing complex procedures to boost efficiency and safety for a diverse workforce operating in remote locations.</p> <p>Our safety culture is expanded to Gran Tierra Energy's contractors and vendors who receive support to set expectations and help them meet safety objectives. We work closely with contractors on our sites and insist that they also implement effective safety management processes. Monthly contractor safety meetings provide a forum to discuss safety issues, share best practices, and recognize outstanding safety performance among peers to foster a culture of pride and accountability with vendors. These monthly safety meetings for contractors have been an important tool for educating contractors about Gran Tierra's safety policies and procedures. The meetings are attended by senior-level operations and health and safety staff of each contractor and during the meetings the previous month's performance and safety efforts are discussed.</p> <p>For more details, see the Workforce Health and Safety section of the 2022 ESG Disclosure Report.</p>

# TCFD Index

The following Index sets out how our reporting aligns with the recommendations of the Task Force on Climate-related Financial Disclosures (“TCFD recommendations”) as the TCFD recommendations have emerged as the investor-preferred framework for climate-related disclosure. Gran Tierra is taking a phased approach to implementing the TCFD recommendations.

CATEGORY	RECOMMENDATION	SUPPORTING RECOMMENDED DISCLOSURES	2022 PERFORMANCE
GOVERNANCE	Disclose the organization's governance around climate-related risks and opportunities.	(a) Describe the board's oversight of climate-related risks and opportunities.	<p>Gran Tierra Energy's Board of Directors has oversight of ESG, including climate change factors, with each committee playing a role in oversight of different aspects of ESG performance. The full Board receives a quarterly update on ESG performance, including against established ESG KPIs, and approves all Corporate Policies.</p> <p>Gran Tierra Energy's Board Skills Matrix includes the skills and experience desirable to support the strategic direction of the Company. Not every director is expected to be skilled in every area; however, we aim for the Board to have a balance of skills and experience. 7 of 9 directors have skills and experience related to health, safety, and environmental issues.</p> <p>For more details, see the Governance section of the 2022 ESG Disclosure Report.</p>
		(b) Describe management's role in assessing and managing climate-related risks and opportunities.	<p>The Vice President, Health Safety and Environment (HSE) &amp; Corporate Social Responsibility (CSR) is responsible for identifying, assessing and managing ESG factors, including climate change factors, and reports to the Health, Safety &amp; Environment Committee of the Board on a quarterly basis. The Vice President, HSE &amp; CSR is supported by all employees within the Health and Safety, Social Responsibility, and Environmental Compliance and Licensing teams.</p> <p>For more details, see the Governance section of the 2022 ESG Disclosure Report.</p>
STRATEGY	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	(a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<p>The ESG Materiality Assessment that we conducted included the consideration of climate change factors such as GHG emissions, climate change transition and climate change physical risks. We assessed the potential impact and likelihood of these risks over the short (0 to 1 years), medium (1 to 3 years) and long term (greater than 3 years). We identified GHG emissions and the climate change transition as important factors for Gran Tierra over the short, medium and long term. We identified climate change physical risks as an important factor for Gran Tierra over the medium and long term.</p> <p>For more details, see the Climate Change and Greenhouse Gas Emissions section of the 2022 ESG Disclosure Report.</p>
		(b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	<p>The transition to a lower carbon economy has the potential to reduce demand for hydrocarbons and impact our regulatory environment. GHG emissions regulations are being implemented or considered globally, which could increase operating costs and require additional capital expenditures. Companies that are not focused on reducing GHG emissions could face increased costs and reputational risk. Further, in recent years the investment community has increased their consideration of climate change factors when making investment decisions. To the extent financial markets view climate change and GHG emissions as a financial risk, this could negatively impact our cost of or access to capital. Over the medium or long term, the physical impacts of climate change could impact the markets we serve or the areas where our assets reside, resulting in increased expenses and impacts to operations. In response to these potential impacts, we have developed a Climate Action Plan which is focused on zero gas flaring, energy efficiency initiatives, fugitive emissions management and reduction, exploring new technologies and emissions compensation portfolio development. With respect to physical climate risks and opportunities, Gran Tierra is evaluating adaptation actions to develop an action plan.</p> <p>For more details, see the Climate Change and Greenhouse Gas Emissions section of the 2022 ESG Disclosure Report.</p>
		(c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<p>We have not yet conducted scenario analysis given our size and stage. We are, however, committed to continuing to enhance our understanding of climate-related risks and opportunities and the ways in which they could impact our business, strategy and financial planning.</p>

## TCFD Index

CATEGORY	RECOMMENDATION	SUPPORTING RECOMMENDED DISCLOSURES	2022 PERFORMANCE
RISK MANAGEMENT	Disclose how the organization identifies, assesses, and manages climate-related risks.	(a) Describe the organization's processes for identifying and assessing climate-related risks.	<p>ESG factors, including climate change factors, were identified and assessed through the ESG Materiality Assessment. In advance of the publication of this report, we reviewed our ESG Materiality Assessment to ensure that the assessment of the potential impacts of ESG factors, including climate change factors, on Gran Tierra's value is current and reflects the rapidly evolving ESG landscape.</p> <p>For more details, see the ESG Materiality Assessment section and the Climate Change and Greenhouse Gas Emissions section of the 2022 ESG Disclosure Report.</p>
		(b) Describe the organization's processes for managing climate-related risks.	
		(c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	
METRICS & TARGETS	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	(a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	We have identified a set of climate-related metrics to track progress on climate change. These are provided in the ESG Performance Table of the 2022 ESG Disclosure Report under Climate Change and GHG emissions.
		(b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.	<p>Scope 1 GHG emissions: 258,159 metric tons of CO<sub>2</sub>-e</p> <p>Scope 2 GHG emissions: 133,953 metric tons of CO<sub>2</sub>-e</p> <p>For more details, see the Climate Change and Greenhouse Gas Emissions and ESG Performance Table of the 2022 ESG Disclosure Report.</p>
		(c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	We have not yet set quantitative climate-related targets given our size and stage. Over time, we expect to evaluate the feasibility and relevance of setting climate-specific targets for our operations.

# Footnotes

<sup>1</sup> Savings calculated from gas generation Vs National Power Grid 402-352=50 COP/kWh (0,01111 USD/kWh).

<sup>2</sup> Savings calculated from gas generation cost 581 COP/kWh (0,1291).

<sup>3</sup> Savings calculated from gas generation Vs Diesel generation 942-148=794 COP/kWh (0, 1764 USD/kWh).

<sup>4</sup> Savings calculated from gas generation Vs Diesel generation 967-633=334 COP/kWh (0,0742USD/kWh).

<sup>5</sup> Savings calculated from gas generation Vs Diesel generation 757-402=355 COP/kWh (0,0789USD/kWh).

<sup>6</sup> Savings calculated from gas generation Vs Diesel generation 863-369=494 COP/kWh (0,1098USD/kWh).

<sup>7</sup> Savings calculated from gas generation Vs Diesel generation 869-812=57 COP/kWh (0,0012USD/kWh).

<sup>8</sup> Savings calculated from gas generation Vs National Power Grid 707-483=224 COP/kWh (0,0498USD/kWh).

<sup>9</sup> The key strategic actions include resilient infrastructure, short- and long-term planning, environmental management and adaptation information.

<sup>10</sup> This figure also incorporates the conservation efforts through the Costayaco Forestry Centre described below.

<sup>11</sup> Spills data does not include spills due to sabotage or in transportation as transportation is conducted by third party companies.

<sup>12</sup> Spills data does not include spills due to sabotage or in transportation as transportation is conducted by third party companies.

<sup>13</sup> This percentage represents the amount of produced water that was discharged into surface water sources, disposal wells and delivered to third parties and excludes the freshwater injected.

<sup>14</sup> This percentage represents the amount of produced water that was reused for injection wells excluding water injected in disposal wells. The data collected excludes extracted fresh water used for injection and takes into consideration produced water from other fields.

<sup>15</sup> This percentage represents the amount of produced water that was recycled (including injected and reused water). Reused produced water refers to extracted water from active wells used in other operation activities (e.g., work-over, drilling).

<sup>16</sup> Total hydrocarbon content was calculated considering total discharged water and the average concentration of hydrocarbons as determined through water quality monitoring reports.

<sup>17</sup> For the purposes of this report, Indigenous communities includes both the Indigenous communities and the Afro-Colombian communities of Colombia.

<sup>18</sup> Per 200,000 work hours.

<sup>19</sup> Per 200,000 work hours.

<sup>20</sup> Includes employees and contractors. Rate is per 200,000 work hours.

<sup>21</sup> Please note, the SASB Oil and Gas – Exploration & Production Sustainability Accounting Standard was revised in June 2023 with the updated Standard becoming effective for reporting periods beginning on or after January 1, 2024. This SASB Index and the data provided is consistent with the previous version of the Standard.





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