

2021 Sustainability Report

creating long-term
value & delivering
on our environmental,
social & governance
commitments

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About Gran Tierra Energy Inc.

Gran Tierra Energy Inc. (GTE) is an independent international energy company focused on oil and natural gas exploration and production in Colombia and Ecuador. Its core assets are located in Colombia's Middle Magdalena and Putumayo basins. GTE is headquartered in Calgary, Canada, incorporated in Delaware, United States, and traded on the NYSE American, the London Stock Exchange and the Toronto Stock Exchange under the ticker symbols GTE.



“

Sustainability is inherently a long-term commitment and an integral part of our business. At GTE, important decisions about environmental stewardship, health and safety, Human Rights and relationships with communities were made years ago. The results are now becoming much more visible as our programs mature.”



DIEGO PEREZ-CLARAMUNT

VICE PRESIDENT, HEALTH, SAFETY AND ENVIRONMENT
AND CORPORATE SOCIAL RESPONSIBILITY



To Our Stakeholders

After a pivotal year of global disruption, 2021 continued to present challenges to markets, industries, companies and communities. However, our team's outstanding performance and skill allowed us to successfully navigate these challenges, resume our normal activities, and refocus on our long-term objectives.

Gran Tierra Energy's foundation is built on running a profitable and stable business while responsibly maintaining and growing a high quality portfolio. Our commitment to all stakeholders is to do this in a financially sustainable manner, providing the strength to reliably deliver on our Environment, Social and Governance commitments. Whether it's creating economic opportunity through jobs, strategic social investments, working to protect and restore vital ecosystems, or prioritizing Human Rights and respect for communities, we are focused on ensuring that people have better lives resulting from our presence.

Throughout this report we highlight key initiatives, investments, programs and people that bring our "Beyond Compliance" ethos to life. Underpinning our Environmental, Social and Governance performance indicators are the principles of character that run throughout our Company and drive us to make consistent, positive contributions to the societies within which we work and live.

Gran Tierra's employees and contractors are, and always will be, the bedrock of the Company's success. Our number one priority will always be to ensure a working environment

that allows them to do their jobs safely and return home to their families. For years we have focused on fostering a culture which has driven a consistent reduction of safety-related incidents, and we will always continue to look for ways to improve.

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've reduced our overall emissions by 55% and over the last five years we have decreased our surface water usage by more than 41%.

In addition to fully ensuring that we have more than offset our environmental footprint, we have voluntarily committed to addressing legacy environmental challenges within the regions where we operate. Our flagship conservation program, *NaturAmazonas*, which we conduct in partnership with Conservation International, has now completed its fifth year and has added more than one million trees and conserved, preserved or reforested over three thousand hectares of the Colombian Amazon rainforest. The program's success has set a new Colombian standard for industry-led conservation, with other businesses and institutions joining the effort to continue and scale this work.

Having a lasting and meaningful impact on people's lives in the communities we serve is just as important as our efforts to conserve

and protect the environment. After witnessing the pandemic's impact during its most critical phases, we are reminded that our socially oriented efforts are even more important, as people recover, rebuild and work to improve their lives and those of their families. In this report, you will read about how our social investment strategy is designed to help people do just that, notably by strengthening entrepreneurship and local agricultural enterprises and markets. This strategy also connects to and supports the efforts of local, regional and national authorities to improve conditions for the people they represent and secure a lasting peace. We are focused on creatively addressing some of the fundamental challenges that communities and institutions face to help them develop and implement solutions that remain intact.

I am very proud of the team that we've built within GTE — from Canada, across Colombia, and in Ecuador. 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. Our resilient team, and the successful resumption of our long-term strategy, means that our Company is stronger than ever, and the future we are building together is an exciting one.

Best,

Gary Guidry
President and Chief Executive Officer
Gran Tierra Energy



GARY GUIDRY, PRESIDENT
AND CHIEF EXECUTIVE OFFICER

“

Since 2019,
we've reduced our
overall emissions
by 55% and over
the last five years
we have decreased
our surface water
usage by more
than 41%.”

About This Report

GTE is committed to creating opportunities for economic and personal development, prioritizing local goods and services, and investing in social and environmental projects through the lens of our Beyond Compliance philosophy. This means that whenever possible, Gran Tierra voluntarily goes beyond what is legally required to maximize sustainable economic growth, protect the environment, and provide social benefits to the communities, because it's the right thing to do.

Many of GTE's stakeholders also attach importance to the Company's approach to managing the Environmental, Social and Governance (ESG) factors that are material to the business. Throughout this report, we use data, stories and images to show how addressing these ESG factors responsibly is a fundamental part of our corporate values. GTE aligns its approach to ESG reporting with the Sustainable Accounting Standards Board (SASB) and other globally-recognized ESG related frameworks. The Company released its first SASB specific annex in 2021. For more information, please visit www.grantierra.com/investor-relations/sasb-report.

Many of GTE's core business activities and voluntary investments contribute to the United Nations Sustainable Development Goals (SDGs). Throughout this report, we indicate the most relevant SDGs to which Gran Tierra makes significant contributions.

SUSTAINABLE DEVELOPMENT GOALS



MONETARY UNITS ARE EXPRESSED IN COLOMBIAN PESOS (COP) AND UNITED STATES DOLLARS (USD) BASED ON THE PREVAILING EXCHANGE RATE AT THE TIME OF CALCULATION THROUGHOUT THE REPORT.



ECONOMIC DEVELOPMENT

\$489M

USD ECONOMIC VALUE
GENERATED FOR
COLOMBIA & ECUADOR

COLOMBIA

ECUADOR

3,200

JOB OPPORTUNITIES
CREATED

221

LOCAL COMPANIES
HIRED

ENVIRONMENTAL STEWARDSHIP

50%

REDUCTION IN
GLOBAL CARBON
INTENSITY OVER 2 YEARS



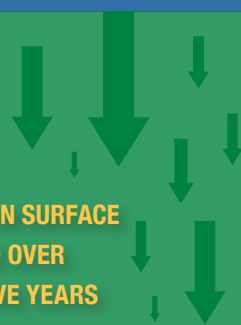
1.2M

TREES
PLANTED



41%

REDUCTION IN SURFACE
WATER USED OVER
THE LAST FIVE YEARS



HEALTH & SAFETY

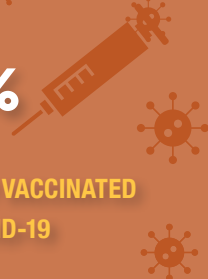
0.02

LOST TIME
INJURY
FREQUENCY



99.6%

WORKFORCE
VOLUNTARILY VACCINATED
AGAINST COVID-19



9M

WORK HOURS
OF EMPLOYMENT
CREATED



HUMAN RIGHTS

>1,000

STAKEHOLDERS
ATTENDED HUMAN RIGHTS
FOCUSED PROGRAMS



428,500

HECTARES CLEARED
OF ANTIPERSONNEL
MINES



854

YOUTH PARTICIPATED
IN A PROGRAM TO PREVENT
CHILD RECRUITMENT



SOCIAL IMPACT

\$4.6M

USD SOCIAL
INVESTMENTS



>50%

BENEFICIARIES OF
SOCIAL INVESTMENTS
ARE FEMALE



Suruma

OPENED AN
ARCHAEOLOGICAL
MUSEUM



OUR NEIGHBOURS

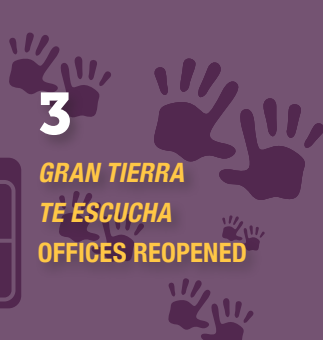
2,000

IN-PERSON &
VIRTUAL MEETINGS
WITH COMMUNITIES



3

GRAN TIERRA
TE ESCUCHA
OFFICES REOPENED



Engaged

WITH COMMUNITIES
IN ECUADOR



Economic Development

After successfully navigating the acute phase of the global pandemic and oil price crisis of 2020, GTE's focus returned to its long-term strategy to safely increase production volumes through development and exploration activities in Colombia and Ecuador throughout 2021.

These activities facilitated continued progress despite the challenges that remained within the operational and economic landscape. The team's resilience and ability to operate safely and profitably allowed the Company to go Beyond Compliance where possible, to maximize economic growth, further the implementation of Human Rights within our business, and protect biodiversity. The Company's voluntary environmental programs have created a new model for sustainable development that facilitates economic growth while preserving and restoring ecologically sensitive and biodiverse areas.

GTE's core business produces an important resource that helps power the global economy, creates thousands of job opportunities, and generates tens of millions of dollars in royalties, contracts and other important investments, for local, regional and national economies, supporting Colombia's economic development, peace building and social equity goals.



"Companies that operate with a profit-only mindset simply will not be successful. Our commitment is to be a good neighbour that profoundly respects and creates value for all of our stakeholders. We plan to be operating here for a long time and intend to build a lasting legacy by doing our part to help build resilient and sustainable communities near our operations."

**RYAN ELLSON, CHIEF FINANCIAL OFFICER
AND EXECUTIVE VICE PRESIDENT, FINANCE**

GENERATED

\$489M*
IN ECONOMIC VALUE (USD)



CREATED

3,200
JOB OPPORTUNITIES

85%
LOCAL
WORKERS

INVESTED

\$60M
INTO LOCAL ECONOMIES (USD)

INCREASED

39%
OF EMPLOYEES ARE FEMALE

*TOTAL INCLUDES ALL CAPEX,
OPEX, G&A, ACQUISITIONS, TAXES
AND ROYALTIES IN 2021.

Operations

Gran Tierra Energy resumed its trajectory of fiscally disciplined growth, delivering strong results in 2021. The Company's development and exploration of hydrocarbons is grounded in a financially robust business model that ensures continuity and profitability for its shareholders. Significant development opportunities exist within the portfolio, and the Company also plans to explore its four proven onshore basins in Colombia and Ecuador.

All of GTE's core producing assets utilize techniques to increase hydrocarbon recovery rates and lower natural declines. The Company also focuses on identifying opportunities to improve infrastructure integrity and efficiency across the business which strengthens its financial position and reduces emissions associated with each barrel of oil produced.

PRODUCTION HIGHLIGHTS



Total Proved Reserves of Oil & Gas (MMBOE)	81
Total Proved Plus Probability Reserves of Oil & Gas (MMBOE)	125
Total Proved Plus Probability Plus Possible Reserves of Oil & Gas (MMBOE)	162
Total Company Average (BOEPD)	26,507
Development Wells Drilled	22
Exploratory Wells Drilled	0
Total Wells Drilled	22

Improving Operational Efficiency & Integrity Through Culture

Mentoring young employees and fostering an open and supportive work culture has helped improve operational integrity and efficiency. This approach has enhanced communication and integration between departments and instilled beneficial habits to empower employees to become more proactive at identifying and reporting problems, while developing opportunities to find lasting solutions to operational challenges.

The maintenance and operational improvements across systems have unlocked additional efficiency, improved capacity, reduced its carbon footprint and supported the Company's growth by making more resources available for future projects.

“

We've found that mentorship, discussions and open dialogue really make a difference. Our whole team is proactively looking for opportunities to improve processes and efficiency every day.”

 **STEVE SMITHINSKY**
VICE PRESIDENT,
PRODUCTION OPERATIONS



146 GWh

**GENERATED BY
GAS-TO-POWER
PROGRAM IN 2021**



1.47

BILLION CUBIC FEET
OF GAS CONVERTED
INTO ELECTRICITY

Gas-to-Power Reduces Emissions

Gran Tierra's ongoing effort to reduce direct emissions by converting excess gas produced from its wells into an energy source for its operations, continues to generate results. Additionally, converting gas to electricity significantly reduces the demand on municipal utilities, increases fiscal resilience by lowering unit production costs, and provides a more stable energy supply, while reducing flaring and greenhouse gas emissions.

With all major fields fully converted, GTE has turned its attention towards generating gas power at its smaller locations, with service now in place at Cohembi and Los Angeles. In 2022, the Company expects to be able to sell excess power from its Costayaco facilities to supply the local grid.

SCOPE 1 & 2 EMISSIONS	FLARING EMISSIONS	GLOBAL CARBON INTENSITY	% ENERGY FROM MUNICIPAL GRID
↓ 55%	↓ 81%	↓ 40%	↓ 40%

(BETWEEN 2019-2021) CALCULATED USING NTC ISO 14064-1 METHODOLOGY.

For the last five years, Gran Tierra has voluntarily released an assessment of its Scope 1 greenhouse gas emissions and for the first time in 2021, extended it to cover Scope 2 emissions.

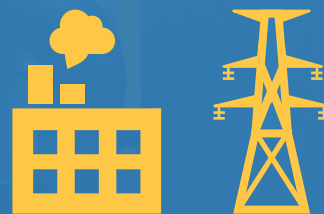
SCOPE 1



203,763

DIRECT EMISSIONS
FROM OPERATIONS

SCOPE 2



95,498

INDIRECT EMISSIONS
FROM PURCHASED ENERGY

MEASURED IN MG CO₂E

A Significant Growth Opportunity in Ecuador

In 2019, Gran Tierra acquired three blocks that cover approximately 56,000 hectares in Ecuador's Sucumbíos province, which is adjacent to its Colombian operations in Suroriente. The Company's extensive subsurface and drilling expertise in the area provides significant advantages to starting new operations on the other side of the border.

GTE advanced its exploration campaign in Ecuador with plans to drill its first two exploration wells in 2022, and an additional 12 more over the next four years, representing a significant growth opportunity. Activities at the community level have been steadily progressing for two years, while regulatory efforts including Ecuador's Community Participation Process (the official community consultation method in GTE's operational areas) have resulted in positive, respectful engagements that set up the foundation for long-term relationships.

GTE is committed to transparency and hiring locally to the maximum extent possible in Ecuador, just as it has done in Colombia. The exploration activities will provide jobs along with social and environmental investments to the area. All three of the projects (Charapa, Chanangue and Iguana blocks) merited full support from the government during their licensing phase as the Ecuadorian government continues its focus on strengthening the country's economy.



"The work our team has done over the last two years has built an important base of productive relationships with local communities and authorities. This is critical for all stakeholders as we transition into active exploration of this high potential geology in the Oriente basin, because we plan to generate significant economic and social opportunities that are meaningful for local communities, and Ecuador as a host Country."

ENRIQUE VILLALOBOS, PRESIDENT AND COUNTRY MANAGER, ECUADOR

Maximizing Economic Impact & In-Country Value

One of GTE's priorities is to work together with host governments to maximize local hiring and procurement of local goods and services, creating development opportunities for people and companies in the process. This is known as "In-Country Value" and generates millions of dollars in revenues that circulate within local communities and throughout Colombia, greatly impacting the country's immediate and long-term economy.

Additionally, our voluntary social investment programs further strengthen and diversify local economies by improving infrastructure, strengthening entrepreneurship, and promoting peacebuilding efforts. In 2021 GTE continued to be a driving force for the local economies in the surrounding communities and across the country through its core business operations and voluntary programs including:

- Between 2018 and 2021, Gran Tierra invested USD \$14.1 million in local communities in support of Development Programs with a Territorial Approach (PDETs) including four locally planned projects through the Work for Taxes program.
- Job Creation and Workforce Development: 77% of skilled personnel come from the local municipalities closest to its operations; more than double required under Colombian law (30%).
- Supply Chain Development: Awarded over USD \$53 million to local companies and contractors in 2021. Its *Key Partners* program was recognized as a finalist for the Emprender Paz Award — a first for an oil and gas company in the 14-year history of the award — for its role in providing economic opportunities to people in Colombian territories affected by historical conflict and contributing to a lasting peace in the country.

ECONOMIC IMPACT IN 2021

\$489M*

**ECONOMIC
VALUE GENERATED
& DISTRIBUTED**

\$218M

**PAYMENTS TO SUPPLIERS,
CONTRACTORS & OTHER
THIRD PARTIES**

\$152M

**PAYMENTS TO GOVERNMENTS
(TAXES, ROYALTIES)**

\$19M

**PAYMENTS TO EMPLOYEES
(SALARIES & BENEFITS)**

\$5M

**INVESTMENT
IN COMMUNITIES**

\$4.6M

**SOCIAL
INVESTMENT**

(USD) INCLUDES COLOMBIA & ECUADOR.

*TOTAL INCLUDES ALL CAPEX, OPEX, G&A, ACQUISITIONS, TAXES AND ROYALTIES.

Works for Taxes: Accelerating Local Infrastructure Investment

Colombia's Works for Taxes program allows GTE to invest up to 50% of its income tax obligations into local public works projects that directly benefit the communities near its operations. Since 2020, over COP \$10 billion has been invested through this program in four locally planned projects. This tax program is an important component of Colombia's PDETs and has become a pivotal mechanism for supporting rural development, especially in territories impacted by the country's historical conflict and poverty.



GTE'S WORKS FOR TAXES INVESTMENTS WILL BENEFIT HUNDREDS OF STUDENTS IN ORITO BY PROVIDING NEW KITCHEN AND CAFETERIA STRUCTURES, EQUIPMENT, AND SUPPLIES WHICH WILL REPLACE THE DATED EQUIPMENT PICTURED.



"As a rural community, Works for Taxes is so important to keep the benefits here, and allows us to focus on improving our transportation infrastructure. The project has had a huge impact, and we are looking forward to extending this collaboration to continue changing the lives of our people and helping them envision a different future."

**SEGUNDO RUBIEL SOLARTE
PRESIDENT, JAC SANTA MARIA MEDIO**



Building Local Capacity to Reactivate the Economy

Gran Tierra has unlocked over COP \$40 billion in funds for the municipalities of Rionegro, Rio de Oro, San Martín and Orito, through its *Bank of Projects* program which helps them meet the technical standards to qualify for grants and government funding to ensure proposals are compelling and compliant, clearing one of the biggest barriers for new development projects, especially in small communities.



 **COMPLETED**
147
PROJECTS
CONTRIBUTING TO
SIX KEY PILLARS

15
INFRASTRUCTURE
& LAND ADEQUACY

4
RURAL
HEALTH

10
RURAL
EDUCATION

51
RURAL HOUSING,
DRINKING WATER &
BASIC SANITATION

43
ECONOMIC
REACTIVATION &
AGRICULTURAL
PRODUCTION

24
RECONCILIATION,
COEXISTENCE &
PEACEBUILDING

IMPROVED



276KM
EXISTING ROADS

PAVED



3KM
NEW ROADS

A NEWLY PAVED ROAD HELPS CONNECT
RURAL COMMUNITIES WITH EACH OTHER
AND THE LARGER MUNICIPALITY OF
PUERTO ASÍS.

Job Creation & Workforce Development

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.

Seventy seven percent of skilled personnel come from the local municipalities closest to its operations; more than double the 30% required under Colombian law.

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



"The culture and character of our employees is what drives our achievements as a Company. I am proud of all the efforts our employees make to protect the environment and support people, all while they produce a critical resource for Colombia."

MANUEL BUITRAGO
PRESIDENT AND COUNTRY MANAGER, COLOMBIA

WORKFORCE



- 319 Direct Employees (All Regions)
- 1,806 Putumayo/Cauca
- 970 Cesar/Santander (MMV)
- 105 Bogotá



100%



UNSKILLED
LABOUR IS
PERFORMED
BY LOCAL
WORKERS

77%



SKILLED
WORKERS
IN 2021
WERE LOCAL

41%



GTE'S DIRECT
EMPLOYEES
IN COLOMBIA
ARE WOMEN

Supply Chain Development

In 2021, GTE awarded over USD \$53 million to local companies and contractors, despite market conditions temporarily reducing national and international contracts while the economy recovered from the pandemic. Local vendors are an important driver of the regional economies as GTE's contributions circulate well beyond its direct supply chain.

Providing opportunities for local businesses to participate and evolve with GTE's operations is a fundamental value. Significant investments have been made in training, education and operations to drive economic growth and build a reliable supply chain through its award-winning *Key Partners* program.

PURCHASES OF LOCAL GOODS & SERVICES

LOCATION	COMPANIES	COP	USD
Cauca	6	\$1.4B	\$377.5K
Putumayo	142	\$138B	\$36.5M
Middle Magdalena Valley	71	\$63B	\$16.8M
Yopal	2	\$36M	\$10K
TOTAL	221	\$202B	\$53.7M

INDIVIDUAL FIGURES ROUNDED.

Key Partners: Supporting Local Businesses

Key Partners helps GTE manage every aspect of the supply chain to identify, recognize and develop sustainable businesses throughout its value chain. The program has led to significant growth in the capabilities and competitiveness of its vendors and has greatly strengthened relationships with key stakeholders.

Key Partners was recognized as a finalist for the Emprender Paz Award — a first for an oil and gas company since the inception of the award, which is administered by an international alliance of foundations. The program was recognized for its role in providing economic opportunities to people affected by violence and contributing to peace in Colombia.

The Company constantly evaluates new business practices, methods and ideas to continue evolving the supply chain and its *Key Partners* program.



"Since my family started our business in 1995 as a simple transportation company, we've grown into other sectors, including oil transportation. Gran Tierra's clear communications, guidance and training has helped us easily integrate with the Company, and their support has helped us improve our own processes."

**WENDY LOZADO
LEGAL REPRESENTATIVE,
CONTRANSKILILI**





Making Training More Widely Available Online

In the wake of the COVID-19 pandemic, the Company realized the benefits of widening the availability of its online curriculum to provide local contractors more access to the *Key Partners* program's tools and resources.

GTE created a ten-month course offering educators from top universities to help companies innovate, better engage employees, manage COVID protocols and navigate government regulations and industry standards.

"Maintaining strong relationships with vendors is so important because we are each other's main allies. Vendors are basically our extended family and our success is inextricably linked."

 **VIVIANA RAMIREZ, CONTRACTING AND SERVICES LEADER**

“

The support GTE has provided to local businesses, including its *Key Partners* program, has given us an opportunity to find success as entrepreneurs."

PAULA ANDREA VARGAS, LEGAL REPRESENTATIVE AND FOUNDER, WITH HER HUSBAND, ANDERSON PEÑA PERDOMO, MANAGER, IMCOL GROUP

Environmental Stewardship

2021 further established Gran Tierra as an industry standard bearer for its net positive effect on Colombia's environment. Since 2015, GTE has remained committed to its overarching environmental strategy, aligning its mandatory compensatory programs with voluntary investments, creating significant benefits that establish the Company as a corporate citizenship leader in Colombia.

This strategy resulted in important accomplishments in reforestation and biodiversity programs, reduced water usage and GHG emissions intensity.

6 CLEAN WATER AND SANITATION



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



14 LIFE BELOW WATER



15 LIFE ON LAND



It's important to understand how people value their environment to manage impacts effectively, and this is why social engagement is crucial for achieving excellent environmental results."



**JORGE LEON REYES, DIRECTOR,
CORPORATE SOCIAL RESPONSIBILITY AND
HEALTH, SAFETY AND THE ENVIRONMENT**



"The success of GTE's various programs in providing environmental benefits is the result of a commitment to a long-term strategy and the integration of everything we do. We don't run programs without first understanding how they contribute towards our broader environmental objectives."

YANETH MANTILLA, ENVIRONMENTAL COMPLIANCE MANAGER



CONSERVED

3,103

HECTARES

PLANTED

**1.2M
TREES**

IN COLOMBIA

REDUCED

**SURFACE WATER
USAGE BY**

41%

OVER THE LAST FIVE YEARS

OPENED

**PERMANENT
ARCHAEOLOGICAL
MUSEUM**

***CORPOAMAZONIA IS A SUSTAINABLE DEVELOPMENT ORIENTED REGULATORY ENTITY OVERSEEING ENVIRONMENTAL ISSUES AND LICENSING AS WELL AS PROMOTING KNOWLEDGE ABOUT NATURAL RESOURCES FOR NEARLY ONE-FIFTH OF COLOMBIA'S TERRITORY. GTE COLLABORATES WITH CORPOAMAZONIA ON A NUMBER OF ENVIRONMENTAL INITIATIVES.**

Aligning Mandatory & Voluntary Actions to Maximize Environmental Benefits

Colombian law requires extractive companies to compensate for and offset potential impacts to the environment resulting from operations. This includes a regulatory requirement that producers designate 1% of their annual project development investments to activities that maintain the health and integrity of the country's important water resources. Gran Tierra's investments have involved reforestation, waste collection treatment projects and water monitoring infrastructure. Whenever possible the Company's investments are aligned with aspects of its voluntary programs to amplify the environmental benefits within the areas close to its operations.



SIDALY ORTEGA, DEPUTY DIRECTOR OF PLANNING AND ENVIRONMENTAL MANAGEMENT OF CORPOAMAZONIA*

“

There's no doubt that aligning the legal requirements with voluntary investments creates a wider impact within the Amazonia, one of the most important and biodiverse regions in the world. There are companies that are content simply to stay within the zone of compliance. But GTE's strategy is designed to go beyond this compliance to leave a permanent positive impact. The Company operates like they are part of the region and community and have an obligation to leave a lasting legacy.

The work that GTE has done with us has had a very important impact empowering communities and taking significant actions in the protection of these areas.

Gran Tierra has shifted community perception through their long-term approach of empowering local populations and developing trust by collaborating on initiatives born from the people and the local authorities.”

NaturAmazonas: A New Model for Conservation in Colombia



NaturAmazonas, GTE'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. The initiative, now entering its second phase, has reforested over 1,000 hectares of land and secured 2,400 hectares for conservation. The original five-year commitment has been extended by an additional two years and invested a total of USD \$13 million.

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. Additional private entities have shown interest in joining the coalition moving forward.

The initiative addresses the root causes of deforestation and strengthens the mechanisms needed for sustainable reforestation and large scale conservation. These include:

- Bringing numerous public and private institutions under an established framework to collaborate and increase their combined impact.
- Increasing knowledge of, and respect for, the value of forested areas.
- Implementing mechanisms for people and communities that reside in the area to make a sustainable living in harmony with nature.

As it continues to mature, the program has begun to serve as an increasingly effective environmental offset, contributing to global climate objectives and supporting the UN's Sustainable Development Goals.



"NaturAmazonas was the best opportunity we've had as a conservation organization to invest in this important part of Colombia. Having exceeded its original goals, this project has now opened the doors for other funders to amplify these efforts to the whole Colombian Amazon region. This has been absolutely massive from a conservation point of view. The multi-year investment that GTE made was very important and provides a roadmap for how other industrial companies can contribute to reforestation."

JOSE VICENTE RODRÍGUEZ MAHECHA
SENIOR SCIENTIFIC DIRECTOR, CONSERVATION INTERNATIONAL COLOMBIA

NaturAmazonas By the Numbers

RESTORATION

1,163

RESTORED
HECTARES

2,411

HECTARES WITH
CONSERVATION
AGREEMENTS

993,007

TREES PLANTED
IN RESTORED
AREAS

72

SPECIES
PLANTED

NURSERY PRODUCTION

1,408,850

SEEDLINGS PRODUCED
FOR RESTORATION
& COMMUNITIES



487,178

PRODUCTIVE
PLANTS
GROWN

BOTANICAL KNOWLEDGE

27,000

SPECIMENS
COLLECTED



1,404

SPECIES
COLLECTED



2

NEW SPECIES
DISCOVERED



11

SPECIES RECORDED
IN COLOMBIA FOR
THE FIRST TIME



SUSTAINABLE PRODUCTIVE LANDSCAPES

1,073

HECTARES
OF SUSTAINABLE
LANDSCAPES ESTABLISHED

786

BENEFICIARIES
OF SUSTAINABLE
LANDSCAPES PROGRAM

NaturAmazonas has built capacity to cultivate **2.5 million seedlings** annually and hires hundreds of local workers to manage production.

The NaturAmazonas alliance **empowers local communities** to declare their own protected areas in accordance with Colombian law.

NaturAmazonas is expected to capture **~8.7 million tonnes of CO₂** over the life of the project.

The Costayaco Forestry Centre: A Plant & Animal Sanctuary

In recent years, Gran Tierra's Costayaco Forestry Centre (CFC), strategically located in an important nature corridor, has blossomed into a substantial forested area and grown into a home for species of flora and fauna that are important to the region. The Centre is an important part of GTE's integrated environmental strategy and is a focal point for its voluntary activities as well as compensatory requirements. The combined 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 its 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. The CFC fulfills a number of important roles, including:

A Maturing Forest

The CFC contains 314.5 hectares of new and maturing forested areas, contributing to an important corridor that connects the Amazon rainforest to the nearby Andes Piedmont areas. These two ecosystems are some of the most biodiverse in the world. Many of the trees are planted as part of the Company's regulatory and compensatory obligations. Careful management ensures that the once-delicate saplings grow into sturdy, mature trees.

REFORESTED AREA

314.5
HECTARES

SPECIES OF TREES

71
VARIETIES



A Source of Seedlings

The Forestry Centre has cultivated hundreds of thousands of seedlings providing local communities the capability to reforest their land with native trees. Residents have begun planting seedlings on their land, which over the years had been degraded by agriculture, animal husbandry, and other industries that damaged the natural habitats and sensitive ecosystems. The Centre is located in close proximity to the Sacha Wasi nursery which has the capacity to produce over one million seedlings each year as part of *NaturAmazonas*.

A Space for Learning

The 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.

A Meaningful Animal Habitat

The Forestry Centre has grown large enough to become a safe habitat to numerous species of wildlife. Nineteen species of birds, turtles and mammals, including rare antbears/giant anteaters, and large felines have been documented at the Centre.



"As parents, our legacy is protecting the forest so our kids can have good oxygen, diversity of flora and fauna and clean water. It's incredible what the workers at the CFC have been able to do — now we see a huge amount of trees in what used to be empty lots. The animals have come back and the monkeys go through the trees to cross the road. The CFC helped me plant trees near my home, and people are more aware of the forest here because when they come to take trees to plant, they learn not to cut trees down. For me a place like this is incredible because I'm very concerned about climate change."

FABIO MONTENEGRO, MEMBER OF THE EL MESON VEREDA COMMUNITY ACTION BOARD (JAC)

CONSERVATION FOOTPRINT

3,103
HECTARES

OPERATIONS FOOTPRINT

135
HECTARES

A New Museum Opens in Putumayo

A first of its kind, permanent archaeological museum and conservation area opened its doors in Mocoa in November 2021. *Suruma, a museum thinking about Putumayo*, is a project 6 years in the making that features an educational space located between Mocoa and Villagarzón that preserves historical artifacts and tells the story of Putumayo's history and culture. The museum is a joint effort between the Colombia Institute of Anthropology and History (ICANH), Corpoamazonia, local communities, and Gran Tierra Energy.

On display at the museum are artifacts that were discovered over the course of four months by a team of 25 archaeologists and 160 local support staff working for GTE to excavate an area of more than 3,300 square metres. Among the hundreds of items discovered were Indigenous ceramics, lithic artifacts (two carved projectile points), complete pottery pieces, archaeological features (coal and fire pits) and a goldsmith's piece. The museum also provides guests with interactive spaces and activities to experience the excavation process firsthand.

Some of the findings from the archaeology work significantly contributed to the known history of the area, confirming that the region had been settled by civilizations 2,000 years earlier than previously suspected.

The opening of the Suruma Museum provides Colombian and international visitors with the opportunity to learn more about Amazonian history and explore one of the most diverse and rich biodiverse areas in the world.



"We celebrate that Gran Tierra has voluntarily built this museum helping to safeguard Colombia's anthropological and historical knowledge for the public. The project was designed and implemented with institutional collaboration, and built upon community ideas. It shows the Company is focused on creating social capital and considers how its actions can contribute to society in a positive way."

NICOLÁS LOAIZA, GENERAL MANAGER, ICANH



Conserving Wild Cats

Gran Tierra's pioneering initiative to promote wild cat conservation in the Colombian Amazon, has identified six feline species that use its Costayaco Forestry Centre as a habitat. The project, implemented by Corpoamazonia in partnership with Gran Tierra Energy, has achieved a number of accomplishments in the Alto Putumayo, Amazonian Andean Foothills and the Amazon Plain regions.

PARTNER



ALL



6 SPECIES OF WILD CATS

KNOWN TO EXIST IN COLOMBIA
HAVE BEEN RECORDED WITHIN
THE FORESTRY CENTRE

DESIGNATED

42

PRIORITY AREAS
FOR THE CONSERVATION OF WILD CATS

INSTALLED

>100

CAMERAS
TO MONITOR WILD CATS



Environmental Professional, Mario Chávez has been committed to biodiversity protection for his entire career before joining the GTE team in 2021. He has been working in the Putumayo region for more than seven years since completing service as a university researcher. He previously worked in biodiversity protection at Corpoamazonia and the National Authority of Environmental Licences (ANLA). As a result of Mario's research and thesis on wild felines, GTE decided to fund his project.

"Before I started working with Gran Tierra, I was very familiar with their work because the Company has always been serious about making a real impact in biodiversity protection. The CFC has had enormous results, and the facility has been an integral part of protecting the biodiversity of the region."



MARIO CHÁVEZ, ENVIRONMENTAL PROFESSIONAL

The Putumayo Biodiversity Initiative Enters a Second Phase

The *Putumayo Biodiversity Initiative*, a wide-ranging alliance of public and private institutions dedicated to preserving biodiversity in the Andean-Amazonian foothills in the department of Putumayo, entered its second phase in 2021. The initiative protects, conserves, and restores ecosystem connectivity and biodiversity through sustainable development. The initiative has become an important national benchmark for public-private investment in Colombia, creating new businesses and economic opportunities in biodiversity.

Gran Tierra is the first oil company to contribute environmental data to the Biodiversity Information System of Colombia (SIBColombia), providing researchers across Colombia access to thousands of records, images and videos from their biodiversity and conservation initiatives.

A reference book detailing the various butterfly species in the Putumayo region was also completed in 2021 and is expected to be published in 2022. Butterflies are an important bio-indicator as well as important protagonists in maintaining the health of local ecosystems.

The initiative will also contribute towards the Putumayo-Içá River Basin Integrated Management Project, a pioneering international collaboration by Brazil, Ecuador, Peru and Colombia, providing a baseline for the Putumayo River and formulating guidelines for watershed management.

Supporting the Environmental Film Festival of the Amazon

GTE contributed COP \$25,000,000 to The International Festival of Cinema and Itinerant Environment of the Amazon (Ficamazonia), an organization that gives voice to the Amazon jungle through cinema, environmental conservation and ancestral talks. This year's agenda included a guided tour of the Costayaco Forestry Centre and an information session about the *NaturAmazonas* project. The festival, attended by over 2,500 people, was held across multiple locations in Putumayo during November 2021.

PARTNERS





CONTRIBUTED
96%
OF THE TOTAL
\$1.6M
INVESTMENT



Recertifying a Rigorous Environmental Management System

ISO 14001 is an international, third-party certification standard that requires an organization to consider all environmental issues relevant to its operations like air, water and soil issues, waste management, climate change mitigation and resource efficiency. It also codifies continual improvement of an organization's systems and approach to environmental concerns, helping companies reduce energy and water consumption and improve overall environmental performance.

In 2018, Gran Tierra leveraged the ISO 14001 certification process to standardize all environmental processes and systems. In September 2021, after successfully completing a virtual audit, a subsequent physical recertification once again confirmed the Company's environmental management system meets rigorous international standards.

Stewardship of Natural Water Resources

Along with voluntary investments that conserve and protect the integrity of water sources near its operations, Gran Tierra continues to reduce freshwater consumption across the lifecycle of its operations. A comprehensive roadmap 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.

The Company manages its water use following a risk-based approach to ensure it is not placing stress on local surface water resources. Fresh water is provided for domestic use at its camps and utilized for business operations including well maintenance and drilling activities in some locations. 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.

Gran Tierra also records and reports water impacts and usage in alignment with international ESG reporting frameworks, including the International Petroleum Industry Environmental Conservation Association (IPIECA), the Sustainability Accounting Standards Board (SASB) and the Global Reporting Initiative (GRI).

WATER STEWARDSHIP DATA

FRESHWATER WITHDRAWAL INTENSITY

0.078 m³/bbl

REDUCTION IN SURFACE WATER COLLECTED & USED OVER LAST FIVE YEARS

41%

TOTAL SURFACE WATER COLLECTED

605,264 m³

TOTAL WATER CONSUMED

760,194 m³



Health & Safety

Health and Safety are integral parts of Gran Tierra's culture, and the cutting edge programs, tools and technology developed and implemented over the past few years continue to drive steady improvement in performance in these areas across the workforce. GTE's Lost Time Injury Frequency (LTIF) of 0.02 was well below the 2020 industry averages of 0.08 for Latin America and 0.04 for North America, and was 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). Gran Tierra continues to drive safety performance in 2021 through long-term planning and continuity of quality programs with a focus on human factors and the maturation of safety culture. Rigorous COVID-19 standards have enabled the Company to continue operating while ensuring a safe, COVID-free environment for employees and nearby communities.



ACHIEVED

LOWEST

**TOTAL RECORDABLE
INJURY FREQUENCY
SINCE 2016**

SURPASSED

LATIN & NORTH AMERICAN

LTIF

BENCHMARKS*

DELIVERED

12K+

**HOURS OF SAFETY
TRAINING ACROSS THE
ENTIRE WORKFORCE**

COMPLETED

9M

WORK HOURS

*INTERNATIONAL ASSOCIATION
OF OIL & GAS PRODUCERS (IOGP)

Mision Vida: **A Human-centered Approach to Safety**

Gran Tierra's health and safety strategy, made up of a series of initiatives called *Mision Vida*, has resulted in consistent improvement in safety performance over the last five years. *Mision Vida* combines a human-centred approach towards safety with a full complement of innovative programs and protocols, utilizing cutting edge technology. It has helped ingrain safety culture through a comprehensive system of training, risk management, emergency response, event reporting and investigations.



GERSON ESCORSIA, FIELD MANAGER, ACORDIONERO

“

**Safety is the first
and last thing I think
about every day. It's
important for all of
us to act safely, look
safely and talk safely.”**

Extensive Training: A Foundation for Safe Operations

The foundation of a safe operation is extensive training throughout the workforce to prevent incidents from occurring. However, through its Emergency Response Protocols, GTE ensures the team is prepared to mount a rapid, effective response to any incident. All scenarios are rigorously analysed to prevent similar incidents in the future.

Several new programs were added to *Mision Vida* in 2021 to complement its existing programs and address emerging safety trends with a focus on leaders and supervisors.

Mision Vida has integrated safety efforts across the entire operation and value chain, from supply to transportation. A renewed focus on developing a robust set of Standard Operating Procedures (SOPs) which are updated regularly based on ongoing HSE-oriented analysis, has been instrumental to reducing the number of incidents year over year.



2021 TRAINING TOOLS HIGHLIGHTS



**206 EMPLOYEES
& CONTRACTORS
USED GOLDEN
RULES**

GOLDEN RULES, a safety-based video game, has been integrated into employee onboarding required for all workers. The tool contains customized virtual reality modules so workers can simulate a variety of operational scenarios to sharpen their skills and learn how to prevent or respond to safety incidents.



**655 PEOPLE
ATTENDED HIP
SESSIONS**

THE HAND INJURY PREVENTION PROGRAM (HIP) has helped reduce hand injuries by 80%, achieving one year of operations without any hand injuries. 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.



**VIDEOS
SHOWCASING 9
LEADERS WERE
SHARED WITH
1,200 WORKERS**

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.



**97 COMPANIES
ATTENDING**

MONTHLY SAFETY CONTRACTOR MEETINGS continue to extend safety culture throughout the workforce and maintain a system of accountability across its contractor base.



**723 STAFF
TOOK DRIVING
SIMULATOR
TRAINING**

STRENGTHENING ROAD SAFETY
Driving simulators have been added to the Safe Driving Program, required for all drivers. The HSE driving plan is a multifaceted process which includes upgrading roads, making them safe for everyone to drive on.

**SAFETY
INDUCTION**

**4,599
SESSIONS**

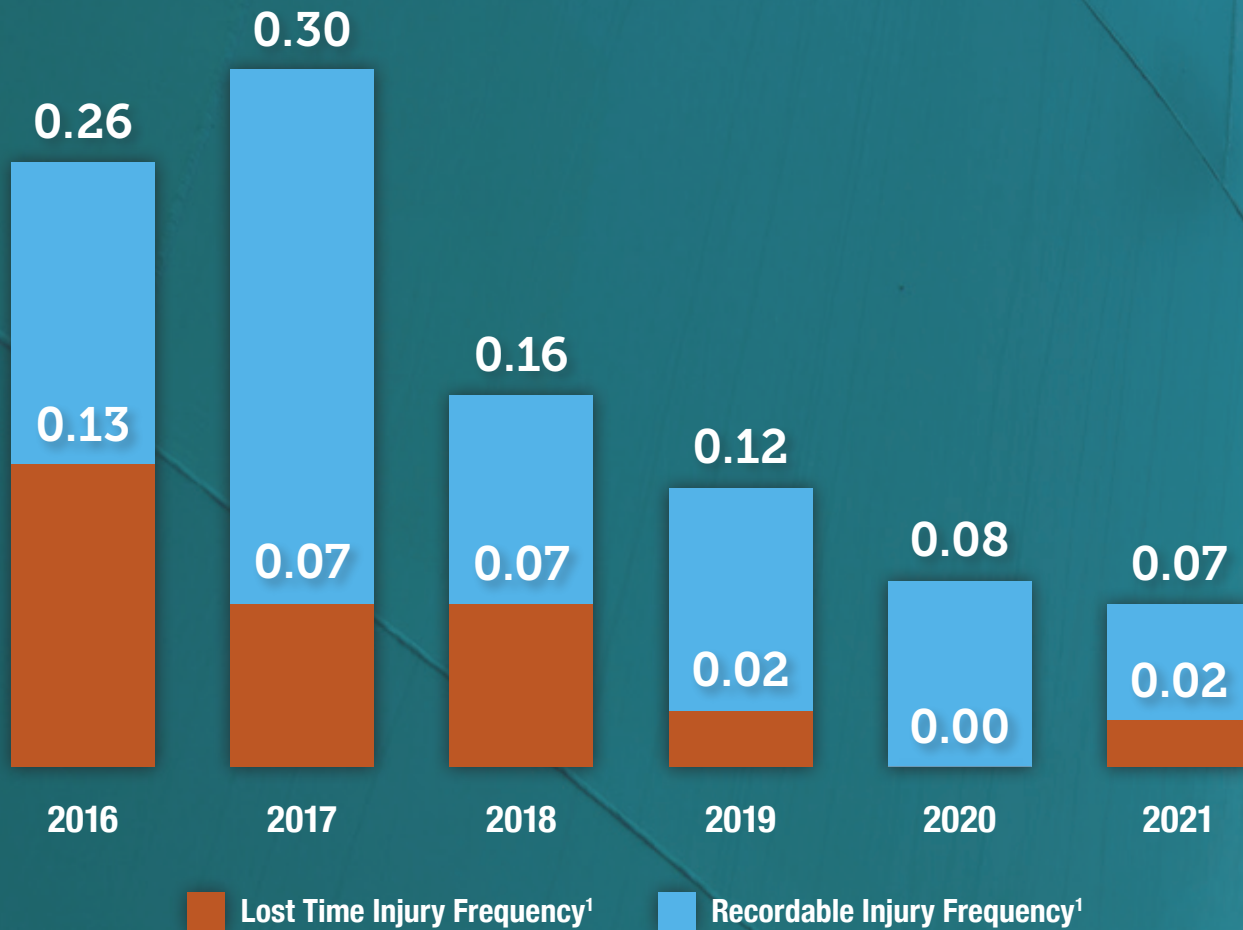
**HSE
SUPERVISOR
SCHOOL**

**250
ATTENDEES**

**SAFETY
TRAINING**

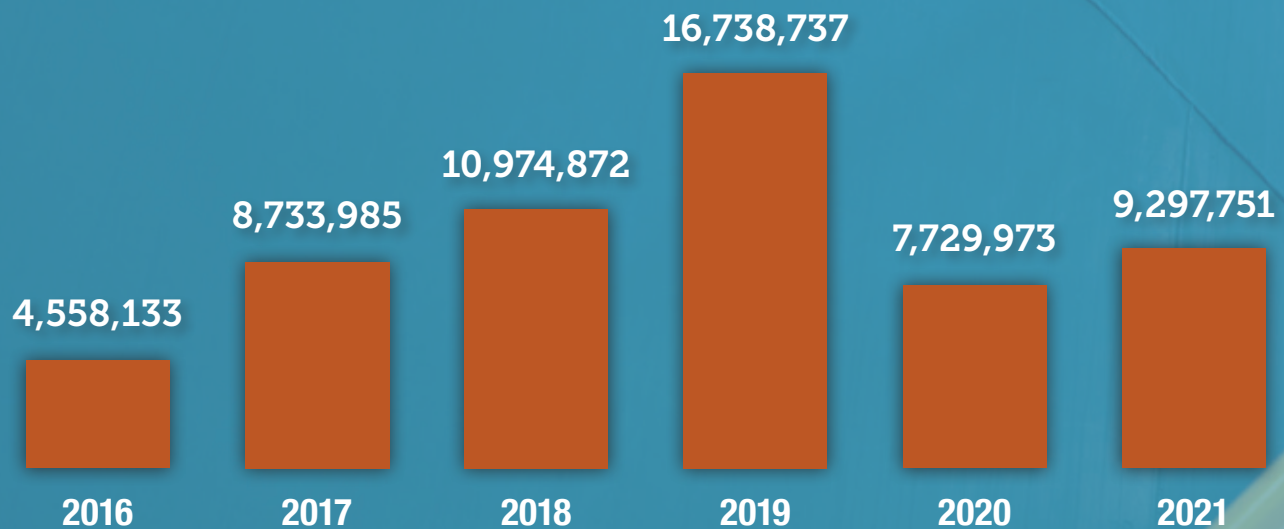
**12,138
HOURS**

SAFETY PERFORMANCE



¹ INCIDENTS PER 200,000 WORK HOURS. INCLUDES DIRECT EMPLOYEES AND CONTRACTORS.

WORK HOURS





99.6%

WORKFORCE VOLUNTARILY
VACCINATED IN 2021

COLOMBIA



"We use sophisticated metrics to measure our safety performance, but we must always remember that the data represents situations involving people. Our process is a long-term, human-focused effort to increase safety maturity with the ultimate goal of zero incidents across the organization."

MILTON GARCIA, MANAGER,
HEALTH & SAFETY

COVID-19 Management

Having implemented a robust COVID-19 response at the start of the pandemic, with a policy that encompasses Human Rights in line with the Inter-America Commission on Human Rights (IACHR) recommendations, Gran Tierra navigated 2021 with minimal impact on operations from COVID-19. As the public health situation shifts into more of an endemic scenario, operations have been adapted to allow business to resume while continuing to protect employees, contractors and the surrounding communities.

By December 2021, 99.6% of the workforce had been vaccinated on a voluntary basis. Hotels were dedicated quarantine centres ensuring employees received two negative tests before entering the field during the first half of the year. The Company developed a comprehensive system for managing COVID-19 including:

- Dedicating camps and hotels for isolating positive cases and close contacts.
- Purchasing vaccines for 1,523 inoculations across its workforce, prioritizing field workers in higher risk areas.
- Reporting and tracking any possible outbreaks to help support the health authorities and surrounding communities.
- Forming an expert medical team to provide counsel, including an epidemiologist, doctors and staff dedicated to testing and sampling in each major operation area.

Human Rights

Gran Tierra Energy is committed to respecting the rights of employees, contractors, suppliers and the communities near its operations. Gran Tierra's Corporate Policy on Business and Human Rights and Code of Business Conduct and Ethics are in accordance with International Human Rights Law, the International Convention of the Labour Organization Declaration on fundamental principles and rights at work, United Nations Guiding Principles on Business and Human Rights (UNGP) and the United Nations Voluntary Principles on Security and Human Rights.

Gran Tierra Energy does not tolerate any action against or intimidation of people who exercise their fundamental and legal rights, and the Company's Human Rights commitments are reinforced through regular training and are integrated into its practices and policies, including a Code of Business Conduct and Ethics for all employees and contractors. Senior leadership has prioritized integrating Human Rights work into every aspect of its core business.

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.

The strategy was designed and implemented in partnership with leading Human Rights expert advisor, Shift, an organization with extensive experience embedding the Guiding Principles on Business and Human Rights into corporate business practices around the world.





PROVIDED

>1,000

YOUTH, CONTRACTORS &
EMPLOYEES WITH HUMAN
RIGHTS FOCUSED PROGRAMS

PARTICIPATED

IN BUSINESS LEADERSHIP
PROGRAM LED BY HUMAN
RIGHTS EXPERT SHIFT

CERTIFIED

>428K

HECTARES OF LAND IN
SOUTHERN PUTUMAYO AS
CLEAR FROM LANDMINES

HOSTED

854

YOUTH IN A PROGRAM
FOR VULNERABLE CHILDREN



“

There are three main reasons why our Human Rights policies and actions are recognized as some of the best in Colombia.

First, we made a fundamental choice to work on issues that are directly related to our operations, which means that our work addresses critical rights such as security, economic development, the right to live a wholesome life and environmental rights.

Second, we have partnered with the Colombian government and relevant NGOs and aligned our strategies to widen our impact and influence other stakeholders.

Third, we have a real commitment from senior management to take action that demonstrates the Company's commitment to Human Rights. As a result, Human Rights is infused into everything we do: our contracts, partnerships, supply chain, logistics, security and HSE.”

LAURA CASTILLO, LEADER, HUMAN RIGHTS

Supporting our Stakeholders with Human Rights Training

One of the main pillars of GTE's Human Rights work involves integrating its policies and concepts into its business. This effort requires extensive training with internal stakeholders to ensure they understand and adhere to the Company's policies which are designed to protect rights, including:

- Environmental management and licensing, including rights to land, water and other natural resources.
- Health and safety, including right to life, physical integrity and security.
- Social freedom, including rights to protest and exercise legal rights.

Training sessions for a variety of external stakeholders focus on fundamental Human Rights concepts as well as GTE's policies and scope of responsibility to the community. These sessions look at GTE's Human Rights best practices and showcase the overall strategy for addressing and managing any Human Rights issues.

>1,000

YOUTH & ADULTS

145

VENDORS

“

Because of the history of the region, communities rightly have concerns about how companies intend to operate. Our responsibility is to communicate transparently and encourage community participation in all of our processes. Building capacity and a social investment program that generates sustainable benefits is an approach that may be new for some of the residents in these areas but it is correct for us as we are interested in developing strong relationships and making real, positive changes in the areas where we work.”

NILSA GARCIA
MANAGER SUSTAINABILITY, ECUADOR




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 it is a new company for local Ecuadorian populations in the Sucumbios province, its international experience as a responsible business partner has prepared it 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 its respect for protecting Human Rights and its commitment to protecting health, safety and the environment to its 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 areas 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 it operates. The Company has instituted 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 generated between the parties, and be a channel for continuous improvement in the relationship of corporate social responsibility.



**IN ECUADOR, CONTRACTORS
LOOKING TO WORK WITH GTE
ARE REQUIRED TO SUBMIT
THEIR HUMAN RIGHTS
CREDENTIALS WITH THEIR
PROPOSALS.**

Participating in Human Rights Business Learning Program

Shift

Gran Tierra is one of 19 companies that participate in Shift's Business Learning Program, which was designed to support companies that are committed to working to fulfill their responsibility to respect Human Rights. In order to qualify for the program participants must meet the following criteria:

- Evidence of high-level commitment to business and Human Rights.
- Demonstrated organizational capacity to drive the implementation process.
- Support for the broader, mission-driven learning approach.
- Coherence with Human Rights principles.

As part of the UN Guiding Principles for Business and Human Rights, Shift helps businesses build the internal capacity needed to meet their responsibility to respect Human Rights, transforming processes, structures and mindsets that instills coherent, long-lasting solutions in the Company's decision-making mechanisms. Participants benefit from dedicated workshops and resources, as well as cross industry learning from peers who are equally committed to meaningful Human Rights impacts.

Free, Prior & Informed Consent with Ethnic Communities

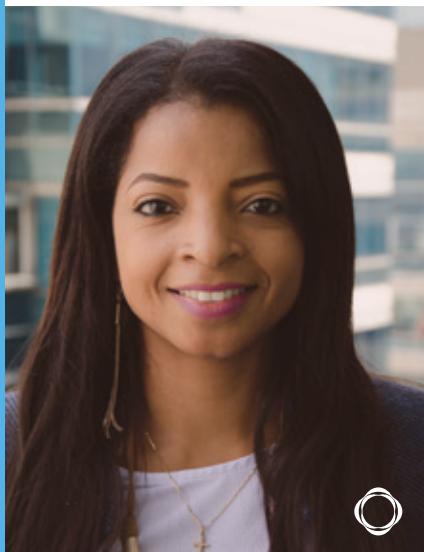
Gran Tierra Energy successfully restarted 13 Prior Consultation processes that were paused in 2020 due to the pandemic, thanks largely to the trust maintained with Indigenous groups and communities even during the worst stages of the pandemic.

Three Prior Consultation processes were successfully completed during 2021, including one with the Inga Reservation located in Puerto Limón. This two-year process was concluded in November with the completion of a new ancestral gathering space, administrative, residential and meeting building, along with community recreational facilities.

This was the end result of extensive community discussions regarding their desire to build facilities to support and encourage ethno-tourism while providing the capacity to host visitors interested in learning more about Indigenous culture.

Prior Consultation, one of the most important mechanisms for mitigating potential Human Rights issues in Colombia, is a formal process to ensure that officially recognized Indigenous and ethnic groups are consulted about activities which could impact them. Prior Consultations are not only nationally mandated regulatory processes, but, an opportunity to strengthen relationships with important stakeholders.

Participation in the Prior Consultation process provides a clear understanding of the Human Rights risks that communities are facing in order to develop strategies to address their issues and concerns before any exploration or development work is done. The resulting collaborations and initiatives can vary with the community and are often integrated with social and environmental investments. Ongoing engagement and project management is led by GTE's social team.



"Our strategy is to simply be as transparent and thorough as possible. If you are just trying to check the box to fulfill the regulation, it doesn't work. But if you understand the concerns of the people, then you can focus on things that make a difference and have a positive impact."

LADY IBARGÜEN
PRIOR CONSULTATION LEADER

87%
OF GTE'S PRIOR
CONSULTATION PROCESSES
END IN A SUCCESSFUL
AGREEMENT



854 YOUTH

AGES 6-16

PARTICIPATED IN THE CHILD RECRUITMENT
PREVENTION PROGRAM, INCLUDING CHILDREN
LIVING IN POVERTY & DESCENDANTS OF
AFRO-INDIGENOUS MINORITIES

Increasing Resilience in Vulnerable Children

In 2021, GTE's Child Recruitment Prevention program was expanded into the municipalities of Villagarzón, Putumayo and San Martín, Cesar based on its popularity and impact on the youth in Puerto Asís.

Financed by GTE, the program is implemented by the Youth Violence Prevention Program of the Barça Foundation and uses football as a unifying tool for children to learn about conflict resolution, prosocial behaviour development and other important life skills. Expected long-term outcomes include stronger, more stable communities, greater education attainment, employment and increased health indicators.

According to the Colombian Family Welfare Institute (ICBF), the project has been effective in preventing forced recruitment of minors, having documented multiple cases of preventions in program participants. The project also helps female victims of sexual and physical violence with psychiatric, emotional and legal support.



"My husband and I both work every day and we can't give our boys as much attention as we would prefer. We want their minds set around something positive to keep them away from negative influences, and we saw that this program could be that framework."

LUZ DARY LAZARO, PARENT OF JOHAN, 10,
& JEREMY HERNANDEZ, 15

Important Corridor in Putumayo Cleared of Anti-personnel Mines

Thousands can now move about freely along the Puerto Vega-Teteyé corridor without fear of legacy anti-personnel devices, thanks to an alliance led by Gran Tierra Energy and implemented by the Colombian Campaign Against Mines.

The alliance is comprised of Gran Tierra Energy and its partners: the Colombian Campaign Against Mines (CCCM), the Colombian High Commissioner of Peace, Ecopetrol, the United States Department of State and the Norwegian Ministry of Foreign Affairs.

This project addresses a legacy Human Rights threat from the decades-long conflict that has restricted the basic right to life, mobility, education and food security for local communities.

Over the past three years, hundreds of men and women from 36 local communities in the surrounding areas were hired to support this extensive effort which also includes remediating crude spills from the conflict, playing an important part of ridding their own territories of the contamination left behind.

To date, 285 anti-personnel mines, improvised explosive devices and unexploded munitions have been cleared with zero accidents and the full support of local communities. Nearly 3,000 residents of nearby towns have attended mine risk education workshops provided through this project.

Having accomplished its original goals, Gran Tierra will continue the project until all of Puerto Asís and the surrounding areas are free of mines. Demining is a critical first-step to enable community development and normalization and is an important priority of the Colombian government's efforts to enshrine a stable and peaceful society.

JOSE CORDOBA TALKS WITH KATERINA OTALORA AND SANDRA JANSASOY SALAZAR OF CCCM, IN FRONT OF A MURAL COMMEMORATING THE CERTIFICATION OF THE SURROUNDING AREA AS BEING MINE FREE.



"Companies have a responsibility to provide benefits to the communities that they work in, and this project with GTE is a perfect example of how a company can fulfill its responsibilities and give something important back to the communities that it works in."

KATERINA OTALORA, PROJECT ANALYST AND MONITOR, CCCM, FLORENCA LA CAQUETA

427,640

VOLUNTARY
HECTARES CLEARED

(MORE THAN 10X
BOGOTÁ'S URBAN
LAND AREA)

285

ANTIPERSONNEL
MINES CLEARED

860

REQUIRED
HECTARES CLEARED

3,000+

RESIDENTS OF THE
36 VILLAGES CLEARED
NOW HAVE FREEDOM
OF MOVEMENT

"Removing these explosives changes people's lives. It's very important that other companies follow GTE's lead to expand this important work."

SANDRA PATRICIA JANSASOY SALAZAR, HUMANITARIAN LIAISON,
FROM THE NEARBY NASA INDIGENOUS COMMUNITY KIWE NXUSXA



Jose Alfonso Yela Cordoba lives with his wife and teenage daughters on a farm in a small vereda of Progreso, about one hour from Teteyé. He stepped on a mine ten years ago having stepped off the road while helping build a fire during a community meeting. The incident almost took his life and left him with three damaged limbs.

"I was severely injured and confined to my bed for almost two years after stepping on a mine. I cannot ever work normally again — one cannot imagine how hard this setback was for me. This project saves a lot of lives and the people here are very happy knowing they are now free to work, move and live without constant worry."

JOSE ALFONSO YELA CORDOBA, PROGRESO

Social Impact

Gran Tierra's contributions to Colombia's development goes well beyond the jobs it provides and the revenue its core business generates. One of the Company's long-term objectives is meaningful and sustainable social impact, creating economic opportunities and ensuring communities are benefitting from its presence. This is a fundamental philosophy.

Gran Tierra focuses on the areas where it can have the most impact, often aligning with United Nations Sustainable Development Goals (UNSDGs). Many social issues are interconnected in complex ways, and social programs must be responsive to this reality to be successful. Environmental, economic, social and Human Rights issues are often very closely linked. Gran Tierra's portfolio of projects are designed to reinforce and integrate with each other over time to make a sustained impact.

The Company's longstanding social investment strategy continued throughout 2021, investing over COP \$17 billion into health, education and economic development-oriented initiatives. The support of an international alliance of partnerships maximizes social impact by combining resources and expertise.

The Company's social investments also targeted community-driven projects that strengthen relationships and address specific needs such as infrastructure improvements and training opportunities. The social team continues to look for ways to better measure the impact its investments have on the quality of peoples lives as well as their contributions to the UNSDGs.



INVESTED

COP \$17B
TOTAL SOCIAL INVESTMENT

BENEFITTED

255,834
PEOPLE THROUGH ITS
SOCIAL PROGRAMS
SINCE 2018

ENSURED

>50%
OF SOCIAL IMPACT
BENEFICIARIES ARE WOMEN

INVESTED

USD \$2.9M
INTO LOCAL COMMUNITY-
DRIVEN PROJECTS

"One of the most important roles that the social team has is aligning Company initiatives with the interests of communities and their representatives. We are able to digest information and translate perspectives to help all parties achieve their objectives."



CARLOS FONSECA, SOCIAL LEAD, PUTUMAYO



ANNIE BELTRAN
LEADER, SOCIAL INVESTMENT & MANAGEMENT

"We look to create alliances with quality partners that have some of the same shared goals that we do. In this way, we're able to combine our respective strengths and resources to create a greater impact. At the same time we are continuing to find new ways to understand, measure and communicate the impacts our programs are having in communities."

Entrepreneurship at the Core of Economic Development

Gran Tierra Energy's popular entrepreneurship-centred, social investment program has been updated and continues to support individual entrepreneurs in the Middle Magdalena Valley and Putumayo regions. *Emprender+* is focused on supporting Colombia's economic development and recovery goals by helping entrepreneurs further develop their businesses.

Originally designed for 100 participants, the program was tripled to 350 after receiving over 1,500 applications in 2021. Free online training sessions were created for the additional participants who were unable to join the full program.

Emprender+ selected 70 participants who gained access to additional support and seed capital. Also as a result of their participation the Putumayo graduates from the national program were able to access the Productive Entrepreneurships for Peace (EMPROPAZ) program, which is focused on developing microbusinesses and fostering financial inclusion for entrepreneurs.

PARTNERS



"This work can change lives. Many participants in this program never had the opportunity to go to school. We help them navigate the technical, accounting and administrative issues of starting and managing a legally registered company in Colombia."

KAREN SUÁREZ, BUSINESS ASSOCIATE, CREAMÉ



"When we started with *Emprender+* we actually restructured our business model based on a diagnosis that helps us understand and strengthen our weaknesses. When you are an entrepreneur, not only are you motivated by the economic side, but also the social side. We love providing jobs and business opportunities for farmers to earn a living away from illicit crops."

ZORAIDA NARVAEZ & ROSMIRA NARVAEZ, FOUNDERS, AGROINPA PUTUMAYO



"I don't know how to read or write, but I know business, numbers and shoes. *Emprender+* taught me how to better organize and analyse my business. I hope that someday I can help other entrepreneurs open their own businesses."

REUBÉN GUTIÉRREZ, RUBENCHOSPORT

"People often simply throw their used cooking oil away which can pollute the water and soil. We wanted to do something that would make a difference, environmentally, socially and healthwise, and that's where the idea for this business came from. The people at *Emprender+* really took me by the hand and dedicated their time to help me understand all the factors that go into the business which was a big reason for our success."

HEIDY QUIROGA, REACES S.A.S





"This program provided us with a lot of technical knowledge that helped us manage the plants through the full lifecycle. From the moment it was planted, cacao has been very profitable for me, and this project is going to help improve the quality of life for producers."

**ABOVE LEFT: NORALDO JAVIER RUIZ
FARMER AND MEMBER OF ASOPROCAVIP, VEREDA VILLARICA**





"GTE has been a strategic ally to the government of Putumayo in its efforts to support our producers. Successful projects like AgroEmprende are important models that help us attract additional public-private initiatives. The Company's efforts to help develop local infrastructure like roads is connected with its entrepreneurial and agricultural projects, which taken together are very important in territories where development is lagging."

HILIANA TORO, SECRETARY OF AGRICULTURAL DEVELOPMENT AND ENVIRONMENT, GOVERNOR'S OFFICE, PUTUMAYO DEPARTMENT

AgroEmprende Increases Profits for Local Cacao Farmers

Providing economic opportunities supports the growth of communities, creates stability and reinforces Colombia's peace process.

AgroEmprende makes it easier for farmers to earn more income producing cacao, a high-value crop that plays an important role in Colombia's efforts to achieve post-conflict stability as an alternative to illicit coca production. GTE has committed over USD \$5 million through 2025 to the initiative which supports cacao-growing family enterprises with equipment, seedlings, materials and training to help farmers.

The program improves income for farmers by developing regional cooperatives to consolidate produce and maintain consistent product pricing. Significant increases in cacao productivity have occurred across Puerto Asís, Puerto Guzman and Villagarzón since the program was first implemented three years ago. Profit margins have more than doubled during that time, in part due to the improved quality of the product and ability of farmers to demand more stable, fair pricing throughout the year.

Climate-smart agriculture, such as cacao production, can facilitate the transition to more productive, sustainable and climate friendly food systems, while also contributing to Colombia's National Climate Change Adaptation Plan.

AgroEmprende:

- Provides support and guidance to five regional agricultural associations in Putumayo, benefitting hundreds of farmers.
- Helped farmers cultivate more than 100 hectares of cacao.
- Aligned with GTE's agricultural and entrepreneurial programs increasing the total aggregate impact across all of its investments.

PARTNERS



Investing in Community Needs

Gran Tierra's engagement often results in requests to provide support for specific objectives or challenges facing a community. These projects can benefit from the added capacity, expertise and resources that the Company can provide.

Infrastructure Development in a Rural Community

A new playground installed in 2021 in La Banca, a town of about 500 people, is one of many projects carried out with the community. Other collaborations include a sewage system, a liquefied propane gas facility, solar panels that power a water well and holding tank system allowing access to fresh water all day, as well as improvements to school and health buildings.



"My vision for our community is that in the future we will have better roads, more teachers and professionals in our town, and I plan to work hand-in-hand with GTE and the mayor's office to accomplish this."

ROLANDO GUERRA, PRESIDENT, JAC LA BANCA





Expanding a Centre for Education in San Martín

The Centro de Formación Santiago Navarro had stood abandoned for years until GTE added an extension to it in 2021. The compound features six classrooms that will be used by universities and independent educators to host programs. The facility also features a building to hold events, meetings and other community gatherings.



"As Mayor, I appreciate Gran Tierra's contributions towards improving the conditions of the community. Whether it's providing a source of jobs, visible projects like the refurbishment and construction of this centre or donating food to the needy during the pandemic, GTE is trying to really listen to and help the people."

LEUSMAN GUERRA RICO, MAYOR, SAN MARTÍN

"GTE has always been a good neighbour, treating our requests seriously and never closing its doors to us. They have gone far beyond what was expected, and if it wasn't for their support, we wouldn't be able to carry out these projects. As a result, the quality of life here has improved a lot."

CAROLINA AGUAS, FORMER PRESIDENT, JAC LA BANCA





"This effort shows that if the private and public sectors join forces to look for solutions to meet the needs of the communities we can have success, and GTE has been an important teammate in this journey to build a sustainable and lasting economy."

ANDRÉS LÓPEZ
MAYOR, VILLAGARZÓN

"This association gives us the opportunity to move forward and provide a better life for our families without illicit crops and walk with our heads held high."

CARMEN CABRERA
VICE PRESIDENT, ASOCHON



Chontaduro: Fruit of the Amazon

Just off the main road to Villagarzón, a diverse group of single mothers work in a new facility transforming a local cash crop — the fruit of the chontaduro tree — into marketable food products that can be sold throughout the year. Chontaduro is a seasonal crop that grows across Putumayo, providing an important income source for farmers in the region.

In Villagarzón, farmers created an association, named ASOCHON, led mainly by women to consolidate their efforts producing more than half the Department's chontaduro yields.

Gran Tierra Energy helped build the processing facility to increase its value, and ensure food safety quality requirements are up to standard. The group has since been able to build a brand and export their products across and outside of the region, earning more income for association members.





"In our culture, the Embera community, the grandparents have left but the culture remains and handcrafts are always present. To be able to know and exchange with other cultures through this program is very appreciated. With this initiative, we can commercialize better and sell more products."

ALBERTO NIAZA NACAVERA
GOVERNOR, CAÑA BRAVITA COMMUNITY

"The program has been very helpful for us because the participants have been learning a lot of things and exchanging a lot of knowledge with other communities."

MARÍA ANITA SALCEDO CHÁVEZ
MEMBER, WASIPUNGO COMMUNITY

Hilos de la Tierra: Sharing Indigenous Artisanship

Hilos de la Tierra (Threads of the Earth) helps Indigenous communities adapt traditional artisanal approaches to producing and marketing unique handcrafts. The program brought four Indigenous communities together to collaborate creatively with a well-known Colombian fashion designer, developing lines of clothing and fashion accessories. Participants came from the Caña Bravita, Awá Blanca, Wasipungo and Los Pastos Indigenous communities.

PARTNERS



Corporación
Mujeres de la
Tierra



SOCARRÁS

Our Neighbours

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 its relationships among institutional, community and individual stakeholders.
- Being accessible to receive feedback about any and all topics related to the Company and its 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 its 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.





REOPENED

THREE

*GTE TE ESCUCHA** OFFICES

HOSTED

2000+

COMMUNITY MEETINGS
(IN-PERSON & VIRTUAL)

RESOLVED

100%

PQRs BY YE 2021
(CLAIMS, QUESTIONS OR COMPLAINTS)

ENGAGING

COMMUNITIES IN ECUADOR
PRIOR TO OPERATIONS

**GTE TE ESCUCHA* OFFICES
ARE LOCAL OFFICES THAT
SERVE AS A FOCAL POINT FOR
COMMUNITY ENGAGEMENT.



“

Our job is to maintain
different spaces for
communicating with
people. We do our
jobs based on GTE's
principles; taking care
of people transparently
and respectfully.”

YOJANA QUINTERO AMAYA
ENGAGEMENT PROFESSIONAL –
GTE TE ESCUCHA SAN MARTÍN

Gran Tierra Te Escucha Offices Reopen in Colombia

The reopening of three *Gran Tierra Te Escucha* (Gran Tierra Listens to You) offices in Villagarzón, San Martín and Puerto Asís signaled a return to normal, as the threat to public health from COVID-19 became manageable throughout the year.


The offices serve as an important focal point for community-based interactions and are cornerstones of its community engagement pillars: trust, transparency and open communication. The offices also provide opportunities for listening to individual and community questions and concerns about activities and help fulfill the Company's open-door policy.

Gran Tierra maintains multiple channels to manage petitions, questions, complaints or claims (known as PQRs in Spanish) through its Grievance Management System. Increased numbers of PQRs are welcomed by the Company and considered a positive indicator of open engagement.


Gran Tierra Te Escucha has been an important avenue for communities to communicate with the Company in Ecuador as well. Even though a physical office has not yet opened, *Gran Tierra Te Escucha* channels, including email and WhatsApp, received approximately 124 PQRs during 2021 which were resolved in an average of 1.5 days.

In a post-conflict environment, the offices also play an important role in community-building events, hosting programs like *Gran Tierra en Mi Comunidad*, *Cine en Mi Comunidad*, and *Fam Trips*.

“ This space is so important for building trust and providing accurate information, whether we are meeting face-to-face with people to address their concerns or carrying out our social program work.”

 LINA MARÍA BARACALDO MORENO
ENGAGEMENT PROFESSIONAL,
GTE TE ESCUCHA VILLAGARZÓN





GRAN TIERRA TE ESCUCHA
REPRESENTATIVE LINA MARÍA
BARACALDO MORENO FACILITATES A
FREE AFTER SCHOOL PROGRAM FOR
YOUNG CHILDREN AT THE RECENTLY
REOPENED VILLAGARZÓN OFFICE. THE
PROGRAM, "TALKING TO THE WATER,"
BUILDS CONFIDENCE IN CHILDREN
THROUGH CREATIVITY, WHILE
DEVELOPING PSYCHOMOTOR AND
LISTENING SKILLS.

Maintaining Channels for Constructive Engagement

Multiple channels to communicate and accept petitions, questions, complaints or claims (PQRs in Spanish) are maintained.

CHANNEL	PQRs
E-mail	714
Designated Employees	133
Office	109
Website Inquiry	5
TOTAL	961

PQR TYPE	
Social Investment	310
Labour Practices	166
Impacts on Third Parties & Infrastructure	152
Contracting Goods & Services	139
Stakeholder Information Requests	65
Environmental Impact	53
Land Access	26
COVID-19	20
Prior Consultation	16
Works for Taxes	14
Human Rights	0

**ALL PQRs OPENED IN 2021 HAVE
BEEN SUCCESSFULLY RESOLVED.**

2000+
COMMUNITY MEETINGS

**WITH COMMUNITY MEMBERS
& REPRESENTATIVES**



Gran Tierra in My Community

Gran Tierra en Mi Comunidad (Gran Tierra in My Community) strengthens community ties, by promoting spaces for recreation, community service and cultural exchanges in the areas near Gran Tierra's operations. The Company works hard to align these efforts with the priorities of local communities and their representatives.

Gran Tierra supported community-led activities such as environmental training, traditional games, theatre and music in communities across Putumayo, Cauca, Cesar and Santander departments. These events, attended by more than 4,900 kids, youth and adults, are also part of Colombia's national "Brújula" program which instills principles of personal, family and social coexistence. Out of more than three hundred participating municipalities, the program in Rionegro which is focused on victims of violence, was recognized as one of the top 20 in Colombia by Colombian NGO Corporacion Juego y Ninez (Game and Childhood Corporation), for the past two years.

"GTE's contributions to our community have made it into an incredible partner for us, and now we are seeing results materialize. Our municipality is stronger as a result of the dialogue, agreements and social endeavors that we have worked on together."

RUBÉN DARÍO VILLABONA PÉREZ, MAYOR, RIONEGRO

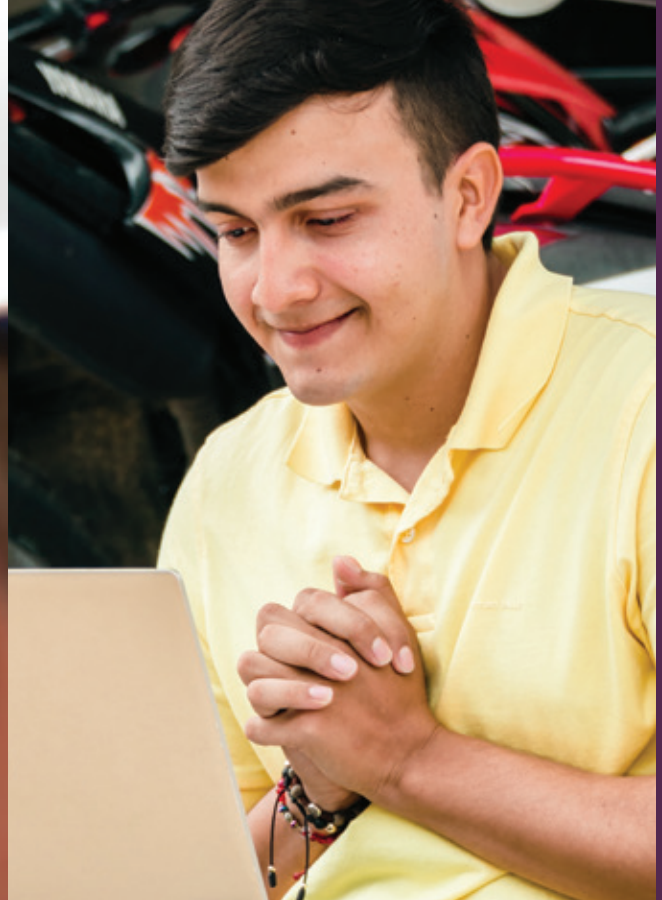
Effective Engagement Strategy in Ecuador

Years of operating in Colombia have given Gran Tierra knowledge of the foundational support required to integrate, communicate and measure its 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.

The Company spent the last two years ahead of its 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 its operations; and early management of impacts and address any community concern.

GTE is currently working hand-in-hand with reputable experts to design and implement social investment programs, and is committed to helping the communities regardless of its explorational success in the region. A sustainable, inclusive agriculture program that promotes biodiversity conservation is already underway.

As the Company 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.



Community Mentorship Program

Based on the success of its *Community Mentorship program*, first implemented in 2020 in partnership with the Society of Petroleum Engineers (SPE) Colombia, GTE extended the program for another year. This year's program connected students and social leaders with employees to share skills and discuss professional and life goals with each other.

"It's been incredible to be able to participate in this program. The relationship I had with my mentor was excellent — we talked often and it felt like we were brothers, talking every day as we carried out the various activities of the mentorship."

**ANDERSON GUTIÉRREZ BARREA
ENGINEERING STUDENT
UNAD UNIVERSITY**

Governance

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. To view these policies see www.grantierra.com/governance.

“

Our corporate culture is focused on responsible environmental and social principles, and this ethos is built directly into our governance frameworks.”



**RYAN ELLSON, CHIEF FINANCIAL OFFICER
AND EXECUTIVE VICE PRESIDENT, FINANCE**





**ANONYMOUS
WHISTLEBLOWER
REPORTING PROGRAM**



**CERTIFICATION OF
CODE OF CONDUCT BY
100% OF EMPLOYEES**



**PROMOTING DIVERSITY:
OUT OF 319 EMPLOYEES,
39% ARE WOMEN VS. THE
INDUSTRY AVERAGE OF 22%**



**HUMAN RIGHTS
AWARENESS & TRAINING
FOR EMPLOYEES**



**ENGAGED BOARD OF
DIRECTORS WITH MAJORITY
VOTING STANDARD**



**COMMITMENT TO
ETHICAL CONDUCT
& COMPLIANCE**



**FORMAL NOMINATING
COMMITTEE TO REVIEW
& RECOMMEND DIRECTOR
NOMINEES**



**ANNUAL
"SAY ON PAY"
VOTING**

Board of Directors

22%

FEMALE REPRESENTATION

88.9%

INDEPENDENT MEMBERS

7

**FORMAL BOARD
MEETINGS IN 2021**

INDEPENDENT CHAIR

The HSE Board Committee

The Health, Safety and Environment Committee assists the Board 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.

Compensation aligned with shareholder's interests

83.5% voted in
favour of 'Say on Pay'
at the Company's
2020 annual meeting

Transparency

Annually discloses payments
to governments (ESTMA)

Performance Data

INDICATOR	UNITS	2019	2020	2021
ECONOMY				
Economic Value Generated and Distributed ¹	MILLIONS OF \$	872.5	299.2	488.6
Payments to Suppliers, Contractors and Other Third Parties	MILLIONS OF \$	623.2	181.2	218.5
Payments to Governments (Taxes, Royalties)	MILLIONS OF \$	152.6	53.0	151.9
Payments to Employees (Salaries and Benefits)	MILLIONS OF \$	22.7	18.9	18.6
Investment in Communities	MILLIONS OF \$	8.8	4.1	5.2
Payments to Providers of Capital (Debt, Interest, Dividends)	MILLIONS OF \$	0.0	0.0	0.0
Social Investment	MILLIONS OF \$	3.7	1.9	4.6
Temporary Local Employment	CONTRACTS	6,669	3,697	3,200
Spending on Suppliers (Colombia Only)	MILLIONS OF \$	583.3	175.8	212.8
Regional	MILLIONS OF \$	103.2	30.6	33.9
Country	MILLIONS OF \$	476.9	142.5	175.5
International	MILLIONS OF \$	3.2	2.7	3.3
HUMAN RESOURCES				
Total Number of Employees	COUNT	362	322	319
Female	COUNT	134	121	122
Male	COUNT	228	201	197
Employees in Each Country				
Colombia	COUNT	258	226	228
Canada	COUNT	104	95	90
Ecuador	COUNT	0	1	1
Employees Covered by Collective Bargaining Agreements	%	0	0	0
Rate of New Employee Hires	%	17	2.5	3.79
Voluntary Turnover Rates	%	5	3.4	5.8
Total Number of Hours of Training in the Year (Colombia Only)	HOURS	14,167	1,851	1,865
Average Hours of Training per Year per Employee (Colombia Only)	HOURS/PERSON	55	8	8.2
Female	HOURS/PERSON	69	77	10
Male	HOURS/PERSON	46	53	7
Average Age of Employees (Colombia)	YEARS	40	41	40
Average Age of Employees (Canada)	YEARS	45	45	45
SAFETY				
Employee and Contractor Safety				
Lost Time Injury Frequency – Combined		0.02	0.00	0.02
Recordable Injury Frequency – Combined	COUNT PER 200,000 EXPOSURE	0.12	0.08	0.07
Recordable Injury Frequency – Employees		0	0	0
Recordable Injury Frequency – Contractors	HOURS	0.13	0.08	0.07
Lost Time Injury Frequency – Employees		0	0	0
Lost Time Injury Frequency – Contractors		0.03	0.08	0.02
Fatalities – Employees	COUNT	0	0	0
Fatalities – Contractors	COUNT	1	0	0
Hours Worked	HOURS	16,738,737	7,729,973	9,297,751
Public Safety and Emergency Preparedness				
Safety Inspections Conducted	COUNT	3,850	2,888	3,270
Number of Emergency Simulations (Tabletop and In-Person)	COUNT	450	250	345

ALL MONETARY VALUES ARE IN USD. FIGURES MAY DIFFER SLIGHTLY DUE TO ROUNDING.

¹ TOTAL INCLUDES ALL CAPEX, OPEX, G&A, ACQUISITIONS, TAXES AND ROYALTIES IN 2021.

² INCLUDES THE VOLUMES FROM INCIDENT DISCHARGES AND CONTAINED DISCHARGES.

³ NO UNTREATED WASTEWATER IS DISCHARGED.

⁴ CALCULATIONS ARE MADE UNDER OPERATIONAL CONTROL BOUNDARY.

INDICATOR	UNITS	2019	2020	2021
ENVIRONMENT				
Total Number of Spill Incidents	COUNT	194	75	54
Contained Discharges	COUNT	172	70	45
Environmental Incidents	COUNT	11	3	5
Oil or Chemical Spills < 1 bbl	COUNT	9	1	4
Oil or Chemical Spills > 1 bbl	COUNT	2	1	0
Volume of Spills ²	M ³	17.70	18.88	9.3
Percentage of Spills Recovered	%	100	100	100
Aggregate Quantity of Significant or Reportable Spills	M ³	0.59	8	0
Water Withdrawal	M ³	880,472	751,859	842,216
Water from Rivers and Creeks	M ³	672,527	612,725	605,264
Water Purchased from Third Parties	M ³	168,993	115,023	197,256
Water from Wells	M ³	38,952	24,111	39,696
Water Discharged ³	M ³	784,683	280,119	82,022
Other Water-Related Measures				
Produced Water	M ³	6,512,851	3,551,392	6,134,981
Water Injected into Active Wells	M ³	5,593,373	3,899,183	6,070,879
Non-Enterprise Water Consumption (Head Office)	M ³	3,452	1,412	1,414.6
Total Water Consumed	M ³	95,789	471,741	760,194.4
Total GHG Emissions (CO ₂ E) ⁴	TONNES	690,748	284,186	299,261.0
Scope 1	TONNES	550,506	221,232	203,763.0
Scope 2	TONNES	140,241	62,954	95,498.0
Regulatory Compliance				
Number of Inspections by Authorities	COUNT	60	37	48
Number of Findings and Non-Compliances	COUNT	19	24	0
Number of Findings that Resulted in Fines or Non-Monetary Sanctions	COUNT	0	0	0
Incidents of Non-Compliance with Water Quality or Quantity Permits, Standards or Regulations	COUNT	0	0	0
Total Waste	KG	1,343,738	1,184,947	1,471,939
Hazardous Waste (as defined in the Country)	KG	918,428	237,645	589,938
Non-Hazardous Waste	KG	425,309	947,301	882,001
Non-Hazardous Waste Include Percentage of Waste Recycled	%	25	76	62
Non-Hazardous Waste Include Percentage of Waste Incinerated	%	0	0	0
Non-Hazardous Waste Include Percentage of Waste Landfilled	%	75	24	38
Energy Derived from Renewable and Non-Renewable Sources	KWS	214,966,670	158,959,432	190,760,141
Energy Purchased	KWS	24,364,400	19,546,078	25,925,822
Total Electrical Power	KWS	239,331,070	178,505,510	216,685,964
Percentage of Consumed Energy from the Grid	%	10	11	12
COMMUNITIES & HUMAN RIGHTS				
Total Number of Grievances	COUNT	133	217	961
Resolved	COUNT	133	217	961
In Progress	COUNT	0	0	0
Grievances by Type/Subject				
Labour Practices	COUNT	48	75	166
Environmental Impacts	COUNT	10	1	53
Procurement of Goods and Services	COUNT	47	95	139
Land Access	COUNT	2	5	26
Human Rights	COUNT	0	0	0
Other Causes (Impacts on Third Parties, Infrastructure)	COUNT	26	41	577
Total Number of Active Prior Consultations	COUNT	24	4	13
Total Number of Prior Consultations Concluded	COUNT	8	0	3
Number of Ethnic Communities Consulted	COUNT	24	4	13

Senior Management

Executive Management

Gary S. Guidry

President and Chief Executive Officer

Ryan Ellson

Chief Financial Officer and Executive Vice President, Finance

Phillip Abraham

Vice President, Legal and Business Development

Muyiwa Akinyosoye

Vice President, Major Capital Projects

Jim Evans

Vice President, Corporate Services

Diego Perez-Claramunt

Vice President, Health, Safety and Environment
and Corporate Social Responsibility

Rodger Trimble

Vice President, Investor Relations

Lawrence West

Vice President, Exploration

Rob Will

Vice President, Asset Management



Colombia Management

Manuel Buitrago

President and Country Manager

Ron Hands

Vice President, Global Drilling
and Completions

Chris Metcalfe

Vice President, Finance

Steve Smithinsky

Vice President, Production
Operations



Ecuador Management

Enrique Villalobos

President and Country Manager

Pedro Zutara

Vice President, Finance



Board of Directors

Directors

Gary S. Guidry
President and Chief Executive Officer

Robert Hodgins
Independent Non-Executive Chairman

Peter Dey
Independent

Evan Hazell
Independent

Alison Redford
Independent

Ronald Royal
Independent

Sondra Scott
Independent

David Smith
Independent

Brooke Wade
Independent



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