

2022 Sustainability Report

CREATING LONG-TERM VALUE & DELIVERING ON OUR ENVIRONMENTAL, SOCIAL & GOVERNANCE COMMITMENTS

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One of our objectives as a responsible operator is to generate lasting benefits for people in the areas where we work.

This drives a large part of our culture of going Beyond Compliance which guides much of how we build transparent relationships; align investments with national priorities; minimize the impact of our operations on communities and the environment; and deliver opportunities, skills, technology, and development.



DIEGO PEREZ-CLARAMUNT

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

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About Gran Tierra Energy Inc.

Gran Tierra Energy Inc. together with its subsidiaries is an independent international energy company currently focused on oil and natural gas exploration and production in Colombia and Ecuador. The Company is currently developing its existing portfolio of assets in Colombia and Ecuador and will continue to pursue additional new growth opportunities. 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.



 **Gary Guidry**
President and Chief Executive Officer

To Our Stakeholders

It is my pleasure to share this year's sustainability report with you. At Gran Tierra Energy, sustainability is built into our business, at the root of which is our ability to remain fiscally strong and organizationally resilient regardless of what is happening outside the Company. This strong foundation allows us to deliver value for all of our stakeholders and remain a positive presence within the communities where we work.

One of the most important factors in GTE's success is the strength of the diverse team we've assembled since 2015. We are invested in training and mentoring programs that allow our people to develop to their full potential. These talented individuals have embraced our collaborative and proactive business culture designed to encourage meaningful collective contributions. This allows the organization to

consistently anticipate potential issues, adapt to changes in the operating environment and improve its processes. GTE's ethos of going "Beyond Compliance" has been fully adopted by our team and the results can be seen both inside and outside of the Company.

Protecting the health and safety of our workforce is fundamental to our business, and we've consistently outperformed Latin and North American industry benchmarks for the past several years. Our objective is to achieve zero incidents, and we work towards this goal by maintaining and strengthening a safety-focused culture where everyone is empowered, motivated, and prepared to recognize and report potential safety hazards.

Strict compliance with environmental regulations and international standards is fundamental to who we are. We pair this with voluntary initiatives to protect the environment and address important environmental issues. For example, efforts to increase efficiency within our operations have significantly reduced greenhouse gas emissions and surface water usage in recent years. Our climate adaptation and reforestation programs are carried out jointly with local authorities and communities to help address climate change. Our signature reforestation initiative, NaturAmazonas, established in partnership with Conservation International, has planted over one million trees, restored degraded lands to their natural state and conserved thousands of hectares of the Amazon rainforest.

We are committed to providing opportunities for local stakeholders, to create value as a stable partner regardless of global volatility. An aquaponics pilot program planned for 2023 in the Middle

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We are committed to providing
opportunities for local stakeholders,
to create value as a stable partner
regardless of global volatility.

Magdalena Valley is one example of how our team anticipates emergent issues like food, energy and water security and collaborates locally towards community-based solutions. Our business creates a variety of economic benefits for residents, most tangibly in the form of well-paying jobs, training and purchases of local goods and services. Making strategic and consistent social investments supporting rural economic development, entrepreneurship, peacebuilding, human rights and environmental conservation has led to aggregate impacts that grow every year. That these efforts remain aligned with the national agendas of our host countries confirms that we've correctly identified emergent issues early and are effectively listening and responding to community priorities.

GTE's ability to deliver on its environmental, social and governance (ESG) commitments is the basis for the trust that governments, regulators, employees, communities and shareholders have placed in the Company. Our accomplishments this year are largely the result of adhering to strategic principles, anticipating potential issues, staying proactive, always looking for opportunities to go Beyond Compliance, and simply trying to do the right thing at every opportunity. As we work to develop our current portfolio of assets and look for new opportunities, I invite anyone who wants to know how GTE will do business in the future to just look at our record. The following pages in this report are an excellent place to start.

About This Report

GTE is committed to creating opportunities for economic, professional and personal development, prioritizing local goods and services, and investing in social and environmental projects through the lens of our Beyond Compliance philosophy. 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. The data, stories and images throughout this report show how addressing these factors responsibly is a fundamental part of its corporate values. GTE's ESG reporting aligns with the Sustainable Accounting Standards Board (SASB) and other globally-recognized ESG related frameworks. The Company released its first SASB Report in 2021 and released its first Task Force on Climate Related Financial Disclosures (TCFD) annex alongside the 2022 SASB Report.

For more information, please visit www.grantierra.com/sasb

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.



*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.

2022 Highlights

ECONOMIC DEVELOPMENT

GENERATED

\$789 MILLION*

in Economic Value (USD)

CREATED

3,912

Local Job Opportunities
in Colombia

HIRED

228

Local Companies

*TOTAL INCLUDES ALL CAPEX, OPEX, G&A, ACQUISITIONS, TAXES AND ROYALTIES IN 2022.

ENVIRONMENTAL STEWARDSHIP

CONSERVED

3,800+ HECTARES

of Land

REDUCED

Emissions per Barrel by

32%*

*BETWEEN 2019-2022

PLANTED

259,944

Trees in Colombia
TOTALING 1.47 MILLION

HEALTH & SAFETY

COMPLETED

10 MILLION+

Work Hours

SURPASSED

LTIF

Industry Benchmarks
in North and Latin
America

RANKED

TOP 25%

of E&P Companies
Globally for Safety

HUMAN RIGHTS

DEMINED

35,000

Hectares of Land
surrounding Puerto Asís

HOSTED

OVER 100

Human Rights Sessions
for Employees,
Contractors &
Suppliers

HELPED

15

Contractors Develop
Human Rights Policies

SOCIAL IMPACT

INVESTED

COP \$18 BILLION

in Social Impact

GREW

Emprender+
TO OVER

300+

Participating
Entrepreneurs

SUPPORTED

1,120

Cacao Growers
Opening a Research
Centre in Putumayo

OUR NEIGHBOURS

CONDUCTED

1,787

Virtual and In-Person
Community Meetings

RESOLVED

1,400+

Complaints, Questions,
Petitions or Claims Across
Colombia & Ecuador

SPONSORED

OVER 900

Students in the
PetrolCopa Challenge

Economic Development

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

Having acquired multiple companies and assets in recent years, GTE has fully integrated the team’s diversity of experience and expertise, strengthening the Company. Gran Tierra has also worked diligently to build capacity with local vendors through training, leading to significant growth in their capabilities and strengthening the supply chain.

“

Our ability to adapt to changes in our operating environment has ensured a stable revenue source that contributes to local and national socioeconomic priorities. Our fiscal discipline and sustainable approach to growth have built a foundation to help address the issues that matter most to our community neighbours and host countries.

”

Ryan Ellson, Chief Financial Officer and Executive Vice President, Finance

*MANY LOCAL WORKERS ARE HIRED ON A TEMPORARY BASIS TO MATCH THE AMOUNT OF WORK REQUIRED TO SUPPORT OPERATIONS AS ANY GIVEN TIME. THEREFORE, WHILE THE NUMBER OF DIRECT EMPLOYEES WORKING FOR THE COMPANY HAS LARGELY REMAINED CONSISTENT, THE INCREASE IN LOCAL WORKFORCE NUMBERS IN 2022 DIRECTLY REFLECTS THE INCREASED OPERATIONAL ACTIVITIES ENGAGED IN BY THE COMPANY DURING THE YEAR.

GENERATED

\$789 MILLION
in Economic Value (USD)

PRODUCED

30,764
Barrels of Oil
Equivalent per Day

CREATED

3,912
Local Job Opportunities
in Colombia*

EMPLOYED

89%
Local Workers
(unskilled and skilled)

HIRED

228
Local Companies

Responsibly Developing Existing Assets

Gran Tierra's core producing assets are primarily located in Colombia's Middle Magdalena and Putumayo basins, with significant exploration activity occurring in the Suroriente block in Colombia and the Oriente basin in Ecuador. The Company's portfolio of 100% high-quality conventional oil assets comprises 1.6 million acres across 24 blocks.

GTE's Acordionero field, located in Colombia's Middle Magdalena Valley (MMV) has undergone extensive development, growing from 4 wells to 113 wells since its discovery in 2013. Over 100 wells have been drilled since GTE acquired the field in 2016. Drilling and completion costs have been cut in half over five years and utilization of waterflooding technology is increasing the overall percentage of crude that can be recovered from its Acordionero fields.

The Company continues to optimize its mature assets in Putumayo, driving down the cost without sacrificing safety or operational integrity.

Increasing Recovery from Mature Assets

Future growth of GTE's mature assets will be driven by secondary and tertiary recovery techniques. GTE utilizes waterflood technology where feasible to displace oil and drive it towards producing wells to maintain reservoir pressure. This widely practiced secondary recovery method can ultimately double recovery within existing wells. A tertiary method involves adding chemically inert polymers that increase the water viscosity and improves the efficacy of the waterflood.

Much of the water currently used for this process is sourced from a closed system that reinjects produced water back into the reservoir requiring no surface or freshwater usage.

Waterflooding is distinct from hydraulic fracturing, or fracking, which uses high pressure water or gas to alter subsurface geology to unlock trapped hydrocarbons.



GTE'S ECONOMIC IMPACT IN 2022

\$789 MILLION

in Economic Value
Generated and Distributed

Total includes all CAPEX, OPEX, G&A,
Acquisitions, Taxes, and Royalties

\$522 MILLION

Paid to Suppliers, Contractors
and Other Third Parties

\$314 MILLION

in Taxes and Royalties
Paid to Governments

\$20 MILLION

in Salaries and Benefits
Paid to Employees

\$8 MILLION

Invested in
Communities

\$5.1 MILLION

Invested in
Social Impact

*(USD) INCLUDES COLOMBIA AND ECUADOR

2022 PRODUCTION & EXPLORATION HIGHLIGHTS

6

Exploratory
Wells Drilled

30

Development
Wells Drilled

183

Total Proved Plus
Probable Plus
Possible Reserves
of Oil and Gas
(MMBOE)

84

Total Proved
Reserves
of Oil and Gas
(MMBOE)

130

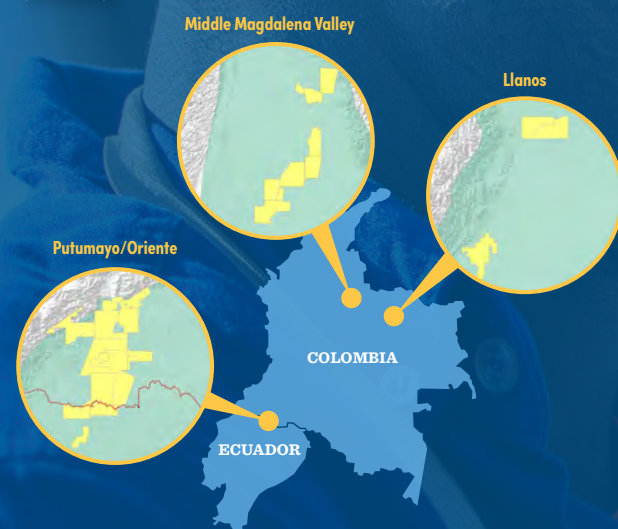
Total Proved Plus
Probable Reserves
of Oil and Gas
(MMBOE)

30,746

Total Company
Average Production
(BOEPD)

36

Total Wells Drilled



Exploring New Opportunities

Colombia's peace process has mitigated security issues in recent years, opening more areas within the Putumayo basin to exploration and creating a more stable and secure business environment throughout the region.

GTE holds drilling rights to a largely contiguous area in the Putumayo and Oriente basins in Colombia and Ecuador. Three exploration licenses were approved in Ecuador during 2022 and with the Company's expertise with geographically similar areas in Colombia, four successful exploration wells were drilled contributing to an increase in reserves with plans in place for additional exploration wells in 2023.



“As we continue to achieve exploration successes and start producing from our assets in Ecuador, the resulting revenues will contribute to the Country's strategic objectives to address urgent issues like poverty and education. We hold ourselves accountable to ensure we always go Beyond Compliance to meet Ecuador's stringent regulations and standards.”

Enrique Villalobos
President and Country Manager,
Ecuador

Integrating Sustainability into GTE's Core Business

GTE designs projects that integrate environmental and social investments with operations, maximizing community benefits. Achieving this requires a cross-functional team that fosters productive relationships with communities and creatively incorporates sustainability objectives into operational requirements. These efforts often lead to improved economics and efficiency companywide. For example in 2022:

- Gran Tierra's environmental goal to reduce flaring to zero drove the Company to utilize the excess gas it produced to power operations and supply the local power grid with electricity, increasing community access to reliable power while reducing Company costs.
- Gran Tierra's welder training program develops the local workforce, shortens the supply chain and reduces shipping costs while providing local employment opportunities.
- Integrating the social team into maintenance planning and the company's Works for Taxes projects has led to improved roads and increased local participation in repair efforts. GTE created 2.5 km of new roads and improved 360 km of existing roads during the year.
- Increasing the pool of qualified local workers through training, certification and mentorship has created opportunities and reduced labour costs.

“When it comes to our operations, communities come first. We must ensure everyone returns safely to their families and that our operations do not negatively impact the environment. Then we spend time actively listening to understand how we can effectively contribute to peace, stability and prosperity.”

 **Manuel Buitrago**
President and Country Manager,
Colombia



“Integrating social and environmental goals into our operations has improved efficiency, protected the environment, benefited communities and become a fundamental part of our business.”

 **Steve Smithinsky**
Vice President, Production Operations



100%

of Unskilled Labour
Was Performed by
Local Workers

89%


of Skilled & Unskilled
Workers Employed
by GTE in 2022
were Local

37%

of GTE's Workforce in
Colombia & Ecuador
are Women
(almost double the global
Oil & Gas industry average)

“As we build a local workforce
around discoveries in new areas,
we have an opportunity to
make a positive impact in
those communities.”

○ **Karol Barrera**
Human Resources and
Administrative Director



“GTE is an exciting
new company
in Ecuador, and
working here
has been a great
experience.
Colleagues
generously share
their time and
knowledge, and
there are many
opportunities
to grow.”

○ **Carolina Calupina**
Regulatory Procedures
Leader, Ecuador

Maintaining a Productive, Purposeful Workplace

At the heart of everything GTE does is a talented, dedicated, fully trained workforce that delivers value to all the Company's stakeholders. GTE is committed to providing a workplace that instills a sense of belonging and pride that allows its employees to thrive, supporting their personal and professional growth across Canada, Colombia and Ecuador.

GTE is committed to enabling its people to reach their full potential, and more than 67% of employees participated in training programs during the year. GTE guarantees transparent hiring processes and good working conditions for its local staff, including providing sufficient training and guidance to enable optimal job performance.

"We believe in the talent that we have, and it's our duty to help our employees and contractors grow and reach their potential."

🕒 **Sylvia Garcia**
Human Resources and
Administrative Coordinator

"GTE's presence has been a blessing for the community not just because of the opportunities it provides, but because of its approach to social investment. I've seen from different angles how they are willing to help both employees and communities."

🕒 **Marlon Ballena**
Rig Floor Hand

SKILLS STRENGTHENING PLAN

This program was created to develop the local labour force, share knowledge and enhance the skills of promising locally based operational personnel, who often receive promotions after completing the six-month program.

THE POLYMER DEVELOPMENT PLAN

Provides specialized training for local personnel working in the Middle Magdalena Valley to help with implementation of the highly technical polymer injection program. The program prioritizes developing the local workforce over bringing in outside labour and resulted in the promotion of nine workers.

THE LOCAL LABOUR DIVERSIFICATION PLAN

A voluntary initiative that helps local workers qualify for other roles if their current positions are no longer required. The program worked with Colombian professional education institution SENA, to train 15 workers, all of whom are now integrated into new roles at the Company.

Strengthening the Supply Chain

A vibrant local economy is a fundamental building block of strong communities. GTE builds its supply chain by prioritizing local goods and services wherever possible and distributes these investments throughout the local economy, allowing more suppliers to participate in GTE's projects. The Key Partners Program, which helps supply chain partners develop their technical and administrative capabilities, has greatly strengthened relationships in Colombia and Ecuador.

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

Purchasing of Local Goods and Services

COLOMBIA

LOCATION	LOCAL COMPANIES HIRED	PURCHASES OF LOCAL GOODS & SERVICES (USD)
Cauca	6	151.7 Thousand
Putumayo	151	20.4 Million
Middle Magdalena Valley	50	13 Million
Yopal	5	52.4 Thousand
Total	212	33.6 Million

ECUADOR

LOCATION	LOCAL COMPANIES HIRED	PURCHASES OF LOCAL GOODS & SERVICES (USD)
Lago Agrio	13	500 Thousand
Orellana	3	6.5 Million
Total	16	7 Million

INDIVIDUAL FIGURES ROUNDED



“The training that is part of Key Partners has been really helpful for us not only for the work we are doing with GTE but with other clients that we’ve been able to attract. We now have a broader client base because we’re able to show our expanded technical and management capacity.”

Andrés Tapias
Integral Services Group, San Martín (third from left)

565
Beneficiaries from the Supplier Development Programs were Awarded Diplomas

620
Local Suppliers in Colombia and Ecuador Participated in Training Programs

60%
of Key Partners Training Centre Participants were Women

Environmental Stewardship

Gran Tierra has maintained a long-term commitment to responsible resource development, requiring that its activities support a healthy environment and prosperous communities.

GTE stands proudly as an industry leader in Environmental Stewardship, both in its compliance with regulations and international best practices, and through its voluntary initiatives that address local, national and international environmental issues.

GTE works within the regulatory framework of the jurisdictions where it operates, designing projects that integrate compensatory obligations and voluntary activities to minimize adverse impacts and maximize environmental benefits.

“

Our long-term commitment to environmental investments has increased their impact year after year. The decisions we made nearly a decade ago to address future challenges are now starting to have the material results that we were hoping for.



Yaneth Mantilla, Environmental Manager

CONSERVED

3,800+
Hectares of Land

PLANTED

259,944
Trees in Colombia
Totaling 1.47 Million

DECREASED

Carbon Emissions by
39%
Since 2019

REDUCED

Carbon Intensity by
32%
Between 2019 – 2022

SEQUESTERING

22
Years Worth of GTE’s
Emissions Over the Life
of NaturAmazonas

NaturAmazonas: A Reforestation Model for the Future

NaturAmazonas, the flagship conservation program started by GTE and Conservation International, has grown into an alliance of public and private institutions working together to address the root causes of deforestation. It works to develop solutions for reversing the process, while increasing the well-being of nearby communities. NaturAmazonas is expected to capture and sequester approximately 8.7 million tonnes of CO₂ over the life of the project, equivalent to 22 years of GTE's Scope 1 and 2 emissions from 2022.

GTE's program has grown into a joint effort between the Colombian Ministry of the Environment and Sustainable Development, regional environmental agency, Corpoamazonia, and NGO Conservation International which oversees the project. The overall objective is to create the conditions required to protect and conserve Colombia's Amazonia region by planting millions of trees and restoring important forested lands. This helps residents live and work in greater harmony with the forest and fosters partnerships amongst the institutions needed to effect long-term change at scale.

In its first six years, this USD \$13 million initiative has reforested and ecologically restored over 1,400 hectares of land and has attracted additional partners interested in moving this revolutionary program forward. In 2023, Gran Tierra will extend the NaturAmazonas program another four years and continue its industry-leading reforestation efforts which will be implemented by Conservation International.

Conservation and Prosperous Communities

An extension of NaturAmazonas, Conservation and Prosperous Communities promotes economic sustainability and conservation for rural communities in Putumayo. In 2022, 210 hectares of crops in sustainable agroforestry systems; 183 hectares of cacao and 27 hectares of palm hearts associated with acai were planted. In addition, technical and maintenance support was provided to 439 hectares of cacao trees that the beneficiaries had already established, 80% of which are in production.

Protecting Biodiversity in the Amazon

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

La Gran Tierra de las Mariposas (The Great Land of Butterflies) includes photographs of 250 species of diurnal butterflies. The alliance is also working on additional monitoring, educational, regulatory and community initiatives. To view the amazon butterfly species guidebook please visit: www.grantierra.com/mariposas



DEFORESTATION
CONTRIBUTES

1/3

of the Country's
Total Greenhouse
Gas Emissions*

“We began our reforestation work nearly a decade ago because one of our longstanding goals has been to leave the environment in a better condition than when we arrived. Consistent implementation of our conservation strategy, which aligns with national and international initiatives, will continue to have a significant positive impact.”

 **David Perefán**
Environmental Lead

2022 NATURAMAZONAS HIGHLIGHTS

HELPED

300

 Farmers Sustainably Cultivate Cacao, Sugar Cane, Honeybees and Acai

PRODUCED

 855,621 SEEDLINGS

INSTALLED

A NEW NURSERY IN CAQUETA

INSTALLED

NEARLY 40

Motion Sensor Cameras in Piamonte and Cauca to Monitor Fauna

Conservation
Footprint

3,800+
Hectares



Operational
Footprint

145
Hectares

PLANTED OVER
1.47 MILLION
TREES

*ACCORDING TO THE THIRD BIENNIAL UPDATE REPORT OF COLOMBIA TO THE UNITED NATIONS FRAMEWORK CONVENTION ON CLIMATE CHANGE (UNFCCC) FROM 2021.

Forestry Centres Play an Important Role

The Costayaco Forestry Centre (CFC) is one of the most innovative reforestation efforts in South America that now covers more than 314 hectares near the Company’s production facilities in Putumayo. Established in 2010 in coordination with regional environmental regulator Corpoamazonia, the facility has grown into a significant habitat for butterflies, birds, large felines and other wildlife.

The Centre is strategically located in an important environmental corridor connecting the Andean foothills and Amazonian forest ecosystems, serving as a focal point for the Company’s compensatory requirements as well as many of its voluntary environmental activities. After ten years, the Company is very close to achieving its long-term goal of connecting the corridor to the foothills. The Centre, which was recently officially designated as a protected habitat and has been replicated around the country, also serves as a hub for nearby communities, hosting educational sessions, presentations and briefings.

“Since the Costayaco Forestry Centre opened we have witnessed the increase in animal activity and improvement in water quality first hand.”

Wilson Jimenez
Neighbouring Community Member
and Costayaco Forestry Centre Worker

Pictured: Members of GTE’s Environmental team adjust a motion-activated camera monitor in the Costayaco Forestry Centre.

A New Forestry Centre Planned Near Acordionero

GTE purchased 11 hectares in a mountainous region eight kilometres from San Martín, located near a river-based water source to develop the Acordionero Forestry Centre (AFC). The AFC will adopt a similar model to the CFC, serving as a focal point for the Company’s required 1% investments and compensation as well as its voluntary efforts to address regional environmental challenges.

Nature-Based Solutions to Protect Biodiversity

GTE’s operations in Putumayo Department are in proximity to some of the most biodiverse regions in the world which have been historically vulnerable to deforestation. The Andean-Amazonian Piedmont region of the Colombian Amazon is a complex set of ecosystems that provide important environmental resources and services to the area.

GTE is committed to mitigating potential impacts to these ecosystems and has identified specific protective measures which are incorporated into the Company’s Environmental Management Plan. The Company’s forestry programs are aligned with the Colombian government’s environmental objectives to mitigate climate change and stop deforestation.

The Costayaco Forestry Centre, NaturAmazonas and the Acordionero Forestry Centre are all part of GTE’s Climate Action Mitigation Plan to continue to find nature-based solutions to preserve and conserve these important environments and natural resources. The Company’s mitigation plan also provides environmental offsets and voluntary socioenvironmental investment projects aimed at absorbing and sequestering significant volumes of carbon.

Monitoring the Restoration of Animal Life

The motion sensor camera and monitoring stations at CFC have successfully identified 121 species of birds, 15 species of amphibians and 11 mammal species. This is a significant increase from the last wildlife monitoring program in 2016, which shows that the Company’s conservation and reforestation efforts are restoring these natural habitats and attracting wildlife back to these regions.

“It is our responsibility to regularly communicate our processes and prove the integrity of our operations to the communities with which we share air, land and water. Communities should not only take our word, but they should see and understand what we actually do to steward the environment.”

 **Ximena Troya**
HSE Leader, Ecuador



Several members of the 5 Aces Transparency Committee review results from an emissions analyzer during air monitoring activities at the Charapa Norte (B) drilling site in Ecuador.

Transparency Builds Credibility

GTE is responsible for managing, testing, conserving and preserving the air, land and water near its operations. However, responsible stewardship of natural resources requires a combined effort involving regulators, communities, political leaders and stakeholders concerned about environmental integrity.

Transparency builds credibility with GTE's stakeholders and free information access to communities is a priority. Communities and local leaders must have the opportunity to observe, review, and verify data and results to further ensure GTE is doing its part to protect public health and the environment.

The Company has established Transparency Committees that provide training, designed by the University of Calgary and local universities, to ensure participating members of the public are equipped to help monitor and verify environmental and social performance.

CONVENED

371
MEETINGS
to date, with
neighbouring
communities
in Ecuador

Environmental Tours

The recently opened Suruma Museum, which was funded by GTE and is filled with archeological materials discovered during exploration activities in Putumayo, sits inside a nature preserve and wildlife rehabilitation facility run by Corpoamazonia. The museum, visited by 15,000 people last year, serves as a valuable focal point for sharing sustainability awareness and learning about the remarkable cultural heritage of the area. Gran Tierra has transported more than 1,200 people from communities around Putumayo to visit the museum.

“We have been fortunate to have a partner like GTE focused on biodiversity and restoration of the Amazon region for years, before others were even having those conversations. Our collaboration around the Suruma Museum has made the history and archeological artifacts of the Amazon region available to the public, and the Company continues to share their knowledge with anyone who wants to listen. Suruma offers a unique experience for farmers, children and other visitors from the area who leave with their minds filled with information.

Initiatives like NaturAmazonas, the Costayaco Forestry Centre and the ANDI Biodiversity Alliance have all been very valuable in strengthening local economies, highlighting the importance of the region's biodiversity and creating new, sustainable value chains which will help these communities remain resilient and not dependent on oil in the future.”

Alex Mejia
Director General, Corpoamazonia



“For many years we made mistakes with flora and fauna and we are learning how to avoid them in the future. It's nice to have contact with nature and visit the animals, see how ancient people lived, and learn that we can protect the forest and the mountains.”

Julio Octavio Fajardo
Porvenir JAC in Villagarzon



Converting Gas to Power Operations and Communities

Reducing Greenhouse Gas (GHGs) emissions is one of the Company’s most important and successful, ongoing operational objectives. GHG emissions are often classified into three scopes: Scope 1 emissions are direct emissions from owned or controlled sources; Scope 2 emissions are indirect emissions from the generation of purchased energy; and Scope 3 emissions are all indirect emissions that occur throughout the value chain.

GTE’s Climate Action Mitigation Plan defines a multifaceted approach to reducing emissions. For the last seven years, Gran Tierra has voluntarily released an inventory of its Scope 1 greenhouse gas emissions and for the first time in 2021, included its Scope 2 emissions. GTE consistently looks for opportunities to improve efficiency and reduce emissions by improving processes, retrofitting existing facilities and installing new equipment.

The Company’s Gas-to-Power program (G2P) has significantly reduced Scope 1 and 2 emissions over the last few years by cutting flaring, utilizing more produced natural gas for combustion, consuming less power from municipal sources and eliminating the need to purchase, transport and combust diesel. When excess power is produced, GTE can provide additional electricity to the local grid helping residents and stabilizing energy sources.

GTE joined the Colombian Government’s Carbon Neutrality 2050 program which was created during the 26th Session of the Conference of the Parties (COP 26) to the UN Framework Convention on Climate Change (UNFCCC). GTE will measure and mitigate emissions, as well as take concrete actions to address climate adaptation as part of this program.



Gran Tierra is Focused on Emissions Reductions in Three Key Areas:

- | | | |
|---|--------------------------------|-------------------------------|
| 1
Consistent,
Transparent &
Expanded Reporting | 2
Nature-Based
Solutions | 3
Gas-to-Power
Projects |
|---|--------------------------------|-------------------------------|

Results*

- 39% Decrease in Scope 1 & 2 Carbon Emissions since 2019
- 32% Decrease in Carbon Intensity since 2019
- 73% Decrease in Flaring Emissions since 2019
- 50% Decrease of Energy from Municipal Grid since 2018

*EMISSIONS REDUCTION, SCOPE 1 AND SCOPE 2 STATISTICS REFLECT GRAN TIERRA'S 2022 DATA

ISO 14001

Environmental protection and pollution prevention are key components across all of GTE's operations. GTE is committed to comply with all legal requirements, achieve environmental objectives, improve environmental performance and contribute to sustainable development through the Company’s environmental management system which is ISO 14001:2015 compliant, as certified by Bureau Veritas.

Protecting Water Sources

Gran Tierra’s Water Management Program ensures its water use does not adversely impact access to water by residents and businesses in communities near its operations.

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

Gran Tierra 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).



Remediating Historically Polluted Water Sources

In 2022, GTE completed a three-year initiative to remediate over 28 hectares of oil spills in water bodies in the Puerto Vega - Teteyé corridor in Colombia, caused by third parties during years of conflict in the region. The work, conducted using local companies and NGOs, was verified by environmental authorities. Stakeholder involvement included environmental regulator National Authority of Environmental Licences (ANLA), Corpoamazonía, Colombia’s National Hydrocarbon Agency (ANH), the Governor’s Office of Putumayo, the Mayor’s Office of Puerto Asís, Administrative Court of Nariño, Ombudsman’s Office, Ecopetrol, several local social interest NGOs and the affected communities themselves.

Reusing Rain and Wastewater

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

1,000
Water Samples
Collected

ZERO
Contamination
Confirmed at
450 GROUND
& Surface Water
Monitoring Points

0.01 M³
of Freshwater Used
per Barrel of Oil
Produced in MMV

25%
Reduction in
Surface Water Usage
(since 2016)

Health & Safety

Gran Tierra’s approach to safety starts with leadership and is reinforced by training, technology, experience and practice. Mision Vida, GTE’s overarching health and safety framework, has centred safety in daily activities across all aspects of operations, integrating a human-centred approach with a comprehensive set of programs, protocols and behaviours.

GTE is committed to protecting the health and safety of everyone involved in or near its operations, including employees, contractors and the public. This discipline has resulted in a long-term improvement of the Company’s safety record, which regularly exceeds North American and Latin American industry benchmarks.

“

Safety is a daily discipline and training is a constant process that the workers, managers and supervisors have to go through to keep themselves and their colleagues safe.



Milton Garcia, Safety Manager

RANKED

TOP 25%

Globally of E&P
Companies for Safety

SURPASSED

LTIF

Industry Benchmarks in
North and Latin America

COMPLETED

10 MILLION+

Work Hours

PROVIDED

MOBILE HEALTH
SERVICES

to Rural Communities

OVER

90%

of rotating workers living
on-site participate in
health related activities

Safety Performance

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

	2016	2017	2018	2019	2020	2021	2022
Local Time Injury Frequency ¹	0.13	0.07	0.07	0.024	0.00	0.02	0.06
Recordable Injury Frequency ¹	0.26	0.30	0.16	0.12	0.08	0.07	0.08
Work Hours	4,558,133	8,733,985	10,974,872	16,738,737	7,729,973	9,297,751	10,038,299

¹ Incidents per 200,000 work hours. Includes direct employees and contractors

6,288 HOURS
of Safety Training for Worksite Supervisors

ZERO ACCIDENTS
During The Entire 2022 Exploration Campaign In Ecuador

Standard Operating Procedures

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

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

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

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

Contractor Safety

GTE is committed to seeking continuous improvement in workplace and contractor safety. The Company sets forth clear expectations for how workers manage safety risks, and helps its contractors improve their safety programs through daily supervision and safety meetings to focus on practices and performance.

Extensive training of the largely local workforces is an important contributor to GTE’s overall safety record. These efforts have accounted for a reduction in safety incidents and near misses over the last year.

“For a local business, the initial investment in a quality HSE management system can be significant, but worth it to create a safer work environment for everyone. GTE’s high standards have created a baseline that we apply to every client. The entrepreneurial growth here has been incredible and a lot of this is due to the presence and relationships with GTE.”

Alexander Polo
PetroTec



Providing Mobile Health Services in Rural Ecuador

Health is also a critical focus for Gran Tierra's community development efforts. Public health facilities can be lacking in remote parts of Colombia and Ecuador, with the nearest health centre often over an hour away. Officials do their best to provide public health services to local populations but budgetary constraints, lack of medicine and up-to-date equipment can make it difficult to fulfill their mission.

GTE deployed two medical outreach teams in coordination with the Ministry of Public Health and with the participation of doctors from the Dureno Health Centre in the nearby municipality of Lago Agrio to address this critical community need in Ecuador. The teams provide a wide range of services including general medicine, obstetrics, dentistry, mental health, and vaccinations.

A Healthy Workforce

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



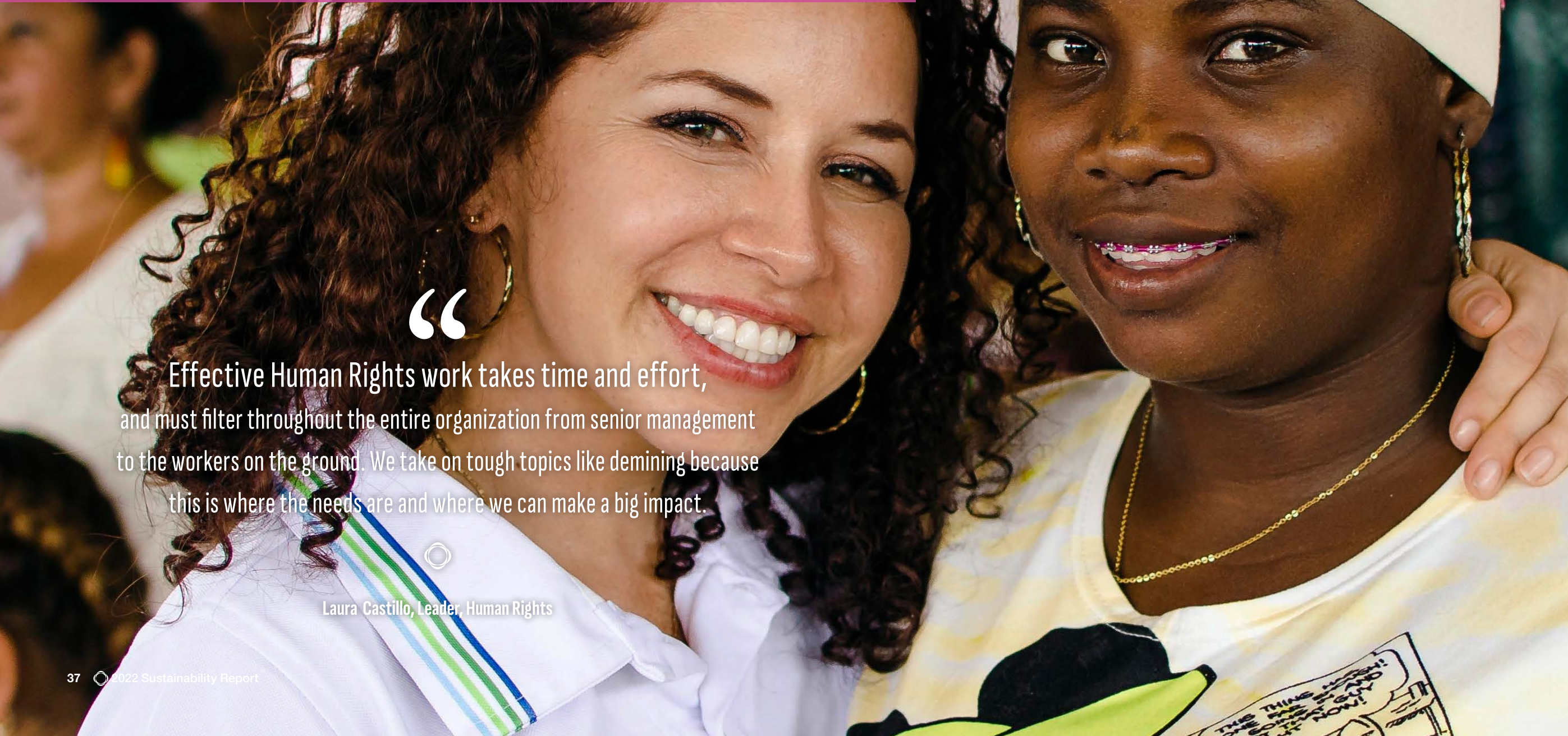
“The medical outreach teams help us carry out our mission by providing access to healthcare for people in rural communities with few other options.”

Sylvia Remache
Nurse, Lago Agrio District
Health Department



Human Rights

Gran Tierra Energy is committed to respecting and protecting the Human Rights of its employees, contractors, suppliers, and the communities neighbouring its operations. At the core of GTE's Human Rights work is the goal of ensuring the people and regions are more safe, more secure and more prosperous as a result of the Company's presence. GTE's practices are in accordance with universally recognized Human Rights principles and aligned with Human Rights-related efforts in Colombia and Ecuador. The Company has developed and adheres to a multiyear strategy, informed by community input and Human Rights experts, that focuses on specific issues that are critically important to the communities near its operations.



“

Effective Human Rights work takes time and effort, and must filter throughout the entire organization from senior management to the workers on the ground. We take on tough topics like demining because this is where the needs are and where we can make a big impact.

Laura Castillo, Leader, Human Rights

DEMINED

35,000

Hectares of Land surrounding Puerto Asís

HELPED

15

Contractors Develop Human Rights Policies

HOSTED

100+

Human Rights Trainings for Employees, Contractors & Suppliers

PARTICIPATED

in Global
HUMAN RIGHTS
Forums

TRAINED

380

of GTE's Employees, Contractors & Suppliers in Human Rights Policies

Working with Global Human Rights Experts

GTE operates in highly complex, sociopolitical and economic environments. The Company regularly conducts assessments to understand, prioritize and address Human Rights risks with the guidance of global Human Rights expert, Shift.

GTE works with Human Rights focused institutions and NGOs and regularly reports on its Human Rights activities to external stakeholders. In 2022, the Company presented its work in this area to the Canadian extractives industries Ombudsperson, Colombia’s National Hydrocarbons Agency (ANH), the Presidential Advisory Office on Human Rights (Office of the President of the Republic of Colombia), and the Ministry of Mines and Energy.

Sharing Human Rights Experience to Inform Global Best Practices

Over the last year, GTE participated in several Human Rights focused workshops and gatherings to share the Company’s experience in dealing with various challenges, their solutions and the knowledge gained from managing these situations:

- Shift’s Business Learning Program workshops in New York and Amsterdam.
- Invited by the Human Rights Council to participate as a panelist in the VII Regional Forum on Business and Human Rights for the Americas of the United Nations in Bogotá.
- Invited by the Presidency of the Republic of Colombia to participate as a panelist in the Second International Seminar of the Alliance of Responsible Territories Latin-America-Europe (ATRAE), in Medellín.
- GTE organized a Human Rights workshop for the Ecuadorian Ministry of Energy and Non-Renewable Natural Resources early in the year.

GTE’s Corporate Policy on Business and Human Rights and Code of Business Conduct and Ethics include strategies and plans that are in accordance with International Human Rights Law, the International Convention of the Labour Organization Declaration on Fundamental Principles and Rights at Work, UN Guiding Principles on Business and Human Rights (UNGPs) and the UN Voluntary Principles on Security and Human Rights.

GTE does not tolerate any action against or intimidation of people who exercise their fundamental and legal rights. The Company’s Human Rights commitments are reinforced through regular training and integrated into its practices and policies, including a Code of Business Conduct and Ethics for all employees and contractors.

35,000 Hectares of Land Decontaminated

285 Antipersonnel Mines, Improvised Explosives & Unexploded Munitions Cleared

15 Affected Communities Involved, Including Afro-Colombian & Indigenous Communities

36 Mine Risk Education Workshops Convened

972 People Participated in Demining Activities

380 of GTE’s Employees, Contractors & Suppliers have Received Human Rights Training offered by the Company

Demining Work Expands to Make New Areas Safer

The alliance created by GTE which includes the Colombian Campaign Against Mines (CCCM), the Colombian High Commissioner of Peace, Ecopetrol, the US Department of State and the Norwegian Ministry of Foreign Affairs, continued its demining work in 2022, adding two additional townships to the 36 previously cleared of antipersonnel explosive devices. To date, the alliance has demined 25% of the rural territory surrounding Puerto Asís, including 38 of the 152 townships in the municipality. In addition, new activities in the municipality of Orito are freeing new areas from antipersonnel devices which include land mines and unexploded munitions.

The multiyear project is intended to help stabilize the territory which was impacted by the decades-long conflict that restricted basic rights to life and mobility for local communities. This legacy threat to Human Rights was identified during GTE’s assessment as it expanded its operations into the Suroriente region of Putumayo, and the Company has been addressing it ever since to reduce risks for employees and nearby communities.

GTE sponsored the Camina 2022 Award, recognizing the work of local organizations that help victims and survivors of antipersonnel mines in Colombia through activities and projects focused on the empowerment, promotion and protection of rights.



“We’ve worked with GTE in several ways, but one of the most impactful activities has been the demining of our region, which has dramatically changed the way people live and move in this area.”

Luz Deifi Velazquez
President, La Carmelita JAC



Vulnerable Groups: Reducing Forced Recruitment of Children

GTE signed a new agreement in 2022 with the Barça Foundation to continue their partnership to build stronger, more stable communities, by increasing resilience in vulnerable children in Colombia. The program uses football as a tool to teach important life skills to reduce gang recruitment, consumption of illicit substances, domestic violence and human trafficking. The World Vision International Foundation, which has extensive experience in the transformation and development of children in vulnerable situations, has joined GTE and the Barcelona Foundation to implement the program in the municipalities of Mocoa, Villagarzón and Puerto Asís in the department of Putumayo, and in the municipalities of San Martín and la Banca de Tocaroma in the department of Cesar.



Strengthening Human Rights throughout the Supply Chain

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

Gran Tierra implemented a program that helped 5 companies strengthen their knowledge and capacity to develop their own Human Rights policies to guide their operations and ensure responsible Human Rights practices are followed throughout their supply chain. The program, conducted in partnership with the Colombia University, Instituto Colombiano de Estudios Superiores de Incolda (ICESI), is the first of its kind in Colombia's hydrocarbon sector.

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

“Human Rights is highly relevant in our region but the issue wasn’t even on our radar before we started working with GTE. This shows us that GTE is not just interested in extraction but in the well-being of those who are truly vulnerable.”

Carlos Garzon
Ingecol Services, S.A.S.,
Puerto Asís



15
CONTRACTORS
Formalized Their Corporate
Human Rights Policies

100+
Human Rights Training
Sessions Conducted in
Colombia & Ecuador

Successful Prior Consultations Result in Beneficial Agreements

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

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

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

GTE believes the culture, beliefs, and worldview of ethnic communities represent a great value. At all stages of the Company's projects, it seeks to go Beyond Compliance, applying the highest national and international standards in terms of prior consultation, respecting, and welcoming the world view of ethnic communities. In 2022, GTE provided valuable information to the Colombian Ministry of the Interior about the existence and possible direct impact on ethnic communities still unrecognized by the State. Thanks to the information shared by the Company in one of its most recent projects, entitled "GÉNESIS", the Ministry of Interior was able to include several Indigenous communities to the Prior Consultation process. All eight Prior Consultation processes within the Génesis Project that were opened in 2022 have been successfully finalized.

Reducing Security Risks for Colombian Social Leaders

Violence against environmental, social and Human Rights leaders has increased in Colombia with advocates facing physical risks to their safety and security. GTE, in alliance with Fundación Ideas Para La Paz, has focused on developing internal protocols and providing training to staff for responding to potential threats to ensure the Company and its collaborators in Putumayo and the Middle Magdalena Valley are helping local civic, social, Human Rights and environmental leaders stay secure.

Social Impact

One of Gran Tierra’s long-term objectives is to create shared value for the communities near its operations. GTE has developed an effective social strategy that creates economic opportunities that go well beyond the Company’s core operations. Through the fluctuations of the global commodities market, GTE has been and will continue as a stable, reliable partner for the people and institutions in its host countries. The Company's Social Investment Program has consolidated its investments into key areas that deliver meaningful and sustained results for beneficiaries.

The Company’s social investment strategy aligns with Ecuadorian and Colombian government priorities for peace and stability that are focused on strengthening local economies, entrepreneurship, housing, and incomes unrelated to the oil industry. GTE often develops public-private partnerships to implement a portfolio of strategic social investments, while standing ready to deliver humanitarian aid during moments of crisis and supporting community-led priorities.

“Our stakeholder relations work is rooted in a genuine interest in the development of the regions where we work, respecting the dignity of the people and their cultures, and implementing a consistent and coherent portfolio of programs all aligned in the direction of territorial development.



Gloria Larotta, Social Lead



Pictured: Mayerly Julieth Forero Morales, founder of Arilu Aloha, a fresh fruit restaurant in San Martín, and participant in GTE's Emprender+ program.

INVESTED

COP \$18 BILLION

in Social Impact

GREW

Emprender+ to over

300

Participating Entrepreneurs

SUPPORTED

1,120

Cacao Growers in Putumayo by Opening a Research Centre

CONTRIBUTED

COP \$4+ BILLION

to Help Grow Putumayo's Cacao Industry

“We want to develop long-term, trust-based relationships and leave a legacy of good works that improves quality of lives regardless of our presence. The right way to do things is often not the easiest way to do things, but we live this philosophy, so for us there is no other option.”

 **Nilsa Garcia**
Manager Sustainability, Ecuador



Measuring the Impact of GTE's Social Efforts

Gran Tierra's social investments are focused on areas where it can have the most impact and contribute towards the United Nations Sustainable Development Goals (SDGs). Social, environmental, economic and Human Rights issues are often interrelated, and the Company's portfolio of projects is designed to reinforce and integrate with each other to make a sustained impact over time.

GTE's Social Investment Program improves socioeconomic conditions and relationships through strategic and results-based investments in social infrastructure, economic development and community wellbeing.

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

“Quantitative data that is tied to the UN Sustainable Development Goals increases our transparency and provides a common language that helps stakeholders clearly understand the impact of our social investments.”

 **Ana Saavedra**
Social Manager



100%
Profit Margin
for Participants

401
Participating
Cacao Growers
in Putumayo

33%
Increase in
Productivity
per Hectare

2X
Cacao Sold
Over the
Previous Year

Putting Putumayo Cacao on the Map

A new, first of its kind Cacao Research Centre opened in 2022. The centre provides local producers access to technology, resources and training to strengthen their production and expand their market opportunities. The centre, located at the El Cuembi Rural Ecological Educational Institution in La Carmelita, was developed through a partnership between the Colombian National Apprenticeship Service (SENA), Gran Tierra Energy and USAID.

The centre features a state-of-the-art lab to test and improve the cacao quality for all 1,120 growers in the region and enhance crop production as part of a joint partnership through the AgroEmprende program, between GTE, Ecopetrol and the Government of Canada.

Over the last 4 years, GTE has contributed over COP \$4 billion to AgroEmprende which is improving the quality and resilience of cacao produced in the region while helping local growers organize into an industry to more effectively distribute their product.

In 2022, Putumayo cacao was sold for the first time ever at the Chocoshow, an international exhibition in the city of Bogotá, changing the narrative that Putumayo cacao could not compete with quality standards from other regions.



“With cacao, we are selling more than just a product; we are selling a story of resilient people, forest conservation and rural development for a positive future. More than 40% of development here is linked to the oil and gas industry and we are seeing the positive impacts of their investments coming to fruition as well.”

Ricardo Castro
Leader, AgroSENA



Strengthening Pathways to Prosperity

Emprender+, GTE's signature entrepreneurship-based social investment, is a critical component of GTE's efforts to address local economic challenges to lift people out of poverty. For the last several years, the program has created opportunities for people to strengthen their businesses and launch new companies while bolstering local economies in Colombia's Middle Magdalena Valley and Putumayo regions.

Emprender+ provides technical training, business management guidance, and seed capital along with recognition for innovative business ideas and execution. The program, carried out in partnership with the World Corporation for Women in Colombia (CMMC), also helps entrepreneurs navigate the technical, administrative and management challenges of operating a small business. The popularity of the program has grown steadily and rapidly from 30 to over 300 participating entrepreneurs since its inception, and over 1,500 people registered to participate since the program started in 2021.



Funding New Businesses

Eighty-two entrepreneurs and micro entrepreneurs received grants through USAID's Productive Entrepreneurships for Peace (EMPROPAZ) program, as a result of their participation in Emprender+. EMPROPAZ provides business plan development microloans and financial literacy training to help rural micro entrepreneurs and microenterprises grow.



Neila Preciado is one of the founders of Shushka, the 16-woman strong collective dedicated to the design of apparel and bio jewellery. The collective integrates Afro-Indigenous and Indigenous culture into its designs and won the 2022 Emprender+ Ethnic Challenge.

“There is so much diversity and cultural richness here in our territory. We want to be part of building a fair and equitable world and help change the story of our territory from the social, environmental, cultural and economic side. The work of GTE and its people have changed my preconceptions and we see them as being OF the territory; not here to impose their will upon us.”



Hernán Mattos Mejía, founder of EnerSol, won the Emprender+ Community Challenge in the Middle Magdalena Valley for building solar lamps that provide rural residents access to electricity.

“If it wasn’t for Emprender+, my idea would still be on standby. The program helped me build a brand and reach more customers which kickstarted the business. Now I’m now designing additional products that run on solar power to serve rural communities.”



Mayerly Julieth Forero Morales had been working and saving for years and with the help of Emprender+ was able to open Arilu Aloha, a fresh fruit restaurant in San Martín.

“I’d had this dream for many years, but no opportunity to do it. I would have continued working to reach my goals, but the training, raw materials and seed capital provided by Emprender+ helped me open my business sooner.”

“Emprender+ taught me a lot about trade, sales and business.”

Franz Angarita Rincón
Founder of Superfrank Asadores,
Winner of the Emprender+ Community Challenge
for Creating Custom Grills Out of Reused Materials

“It’s a really exciting time for micro entrepreneurs throughout the territory because young people see a lot of opportunities around them and are starting to get involved in Emprender+.”

 **Jairo Óscar Córdoba**
Senior Social Professional



Claribel Rosero Lopez, founder of Killari Crafts Workshop Centre (Killari Centro Taller de Artesanias), also participated in GTE’s Hilos de la Tierra program along with a group of Indigenous artisans. She learned how to sell handicrafts and teach artisans through GTE’s Emprender+ program.

“The Emprender+ and Hilos de la Tierra programs have had a huge impact. They helped me make the jump and leave behind my fears about starting my own business. Now the ideas are just exploding throughout our whole group because recovering our lost works and culture is critically important.”



Jacinta Calderon and her partner Sergio Luis Jimenez Rendon opened their business, Comercializador de Productos de Aseo & Aromas, because they saw a market for natural aromas in the region as an opportunity to support their family.

“We were about to close our family business due to the effects of the pandemic, but the training, equipment, and connections provided by the program enabled us to save and even grow our business so that now we have a great economical base for our family. We feel that we have an ally right next to us that improves the relationship between the Company and community.”



“Weaving is like a representation of our community—we have a beginning but we weave without an end, as we focus on the present and work toward our future. This program has motivated us to strengthen our identity, bringing our culture and knowledge out into the world to exhibit our own products to be sold at good prices.”

Andres Caviche
Governor, Cabildo Kiwe Nxusxa,
La Carmelita

Hilos de la Tierra: Rescuing Traditions and Generating Income

The Hilos de la Tierra (Threads of the Earth) program works with artisans and ethnic women’s groups to design handicrafts using natural fibers, dyes, seeds and recycled goods to help facilitate the recovery of ancestral practices in Putumayo. In the Middle Magdalena Valley, the program works with vulnerable women dedicated to fashion. The project is aimed at improving the incomes of participants and is implemented through a partnership between GTE and the World Corporation for Women in Colombia. The program addresses gender bias in traditional family dynamics with women making up 78% of the participants.

The handcrafted products reflect the culture, traditional practices and history from local Indigenous, Afro-Caribbean and rural communities. Traditional artisans preserve their culture through their handcrafted artifacts and share stories about their lived experiences and their territories as a way to inform and educate others at local fairs.



“This program helps us go back into ancestral time and create things that help us recover our history and customs.”

Zaydy Gallindo

“We had only seen ourselves as buyers in today’s society, but we learned that we can be creators, sellers and entrepreneurs.”

Claudia Galindo

“The moment GTE arrived we’ve seen more interaction with and support towards the community. They’ve helped us with investments in cultural areas like the arts, entertainment and sports. Historically, we’ve had a mixed experience with previous oil industry operators in this area. While there were jobs and work for everyone, it came with environmental damage as well as impacts on the community. Things changed as the armed conflict went away before GTE’s arrival and now we have a really nice relationship with them.”

Gloria Margoth Lopez Fuentes

Responding to Community Needs

GTE regularly engages in results-based social investment to address and respond to specific needs while improving living conditions in the communities surrounding its operations areas. These efforts are often part of regulatory processes such as Prior Consultations and community benefit programs, coordinated with national and local authorities, and implemented in partnership with community leaders.

Making Sustainable Farming Profitable in Ecuador

In January 2022, GTE launched its flagship social investment project, Sustainable Sucumbíos, focused on transforming agricultural processes to make them more profitable, sustainable and inclusive of vulnerable populations in Ecuador.

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

Improving an Important Rural Road in Putumayo

A much-needed road improvement project in the municipalities of Puerto Vega and Campo Alegre in Puerto Asís, Putumayo is the latest example of GTE’s contributions to communities through Colombia’s Works for Taxes mechanism. The company invested COP \$7.5 billion to improve 3.2 km of road that will greatly improve the quality of life for more than 15,300 people connected by this road in the surrounding villages.

Works for Taxes is an important component of Colombia’s Territory-Focused Development Plan, which has become a pivotal mechanism for supporting rural development and a sustainable peace in territories impacted by the country’s historical conflict and poverty.

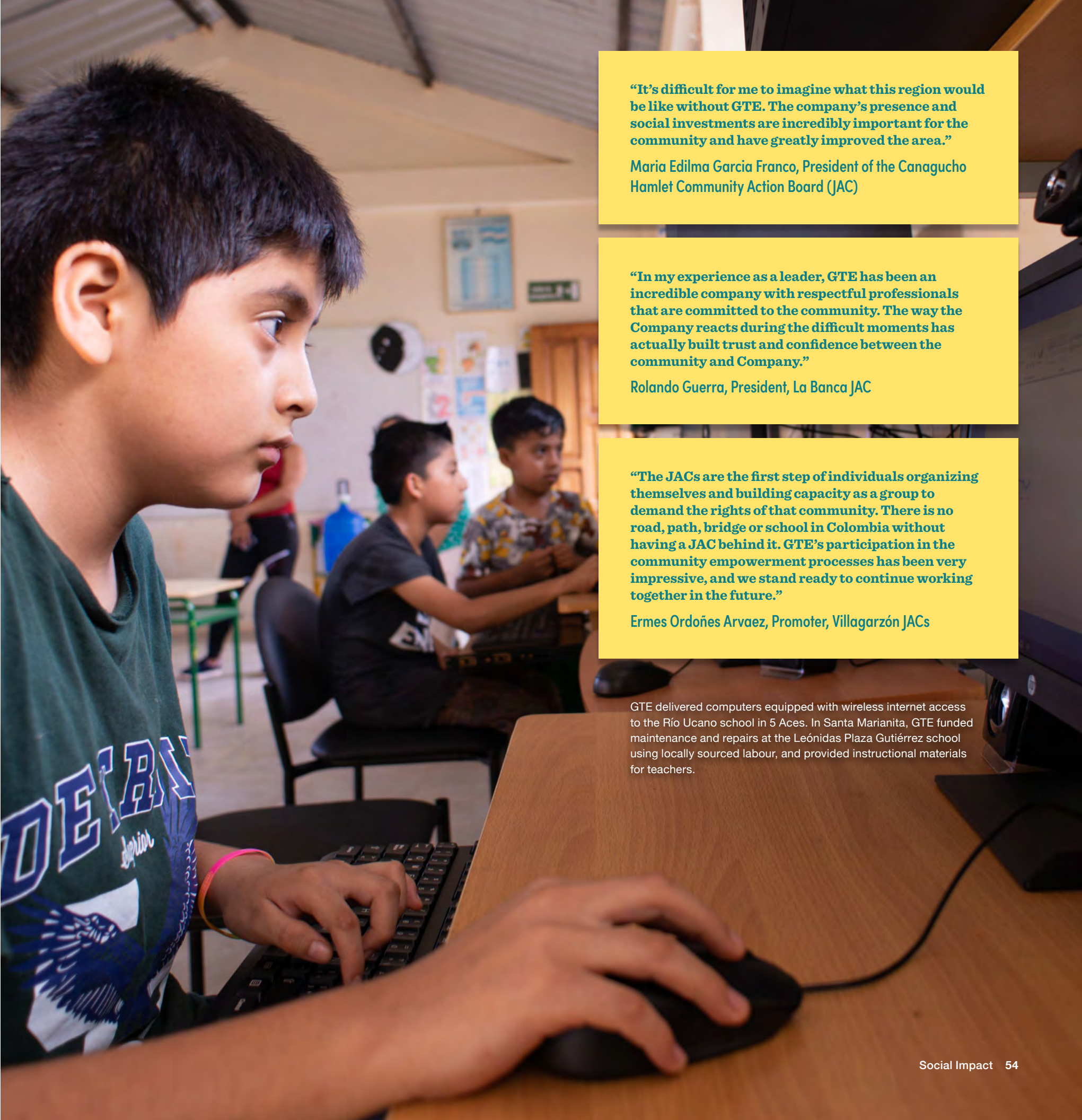
Delivering New Roofs and Electricity

One such project was to provide roofing and solar panels for communities located in the rural Sucumbíos region of Ecuador. Due to the location of the communities where there is limited state capacity, GTE’s baseline research found high rates of poverty and residents with unsatisfied basic needs, including poor quality homes with ineffective roofs and no electricity.

To address these issues, in consensus with local community leaders, GTE delivered 6,925 sheets of dura-roofs, enough for approximately 170 homes, and 10 solar panel kits to communities in the parish of General Farfán. The roofs are designed to last for decades.

Investing in Culture Through the Arts

GTE is the largest non-government supporter of the community cultural space in Puerto Asís, and regularly invests in a wide variety of performing arts programming in the municipality.



“It’s difficult for me to imagine what this region would be like without GTE. The company’s presence and social investments are incredibly important for the community and have greatly improved the area.”

Maria Edilma Garcia Franco, President of the Canagucho Hamlet Community Action Board (JAC)

“In my experience as a leader, GTE has been an incredible company with respectful professionals that are committed to the community. The way the Company reacts during the difficult moments has actually built trust and confidence between the community and Company.”

Rolando Guerra, President, La Banca JAC

“The JACs are the first step of individuals organizing themselves and building capacity as a group to demand the rights of that community. There is no road, path, bridge or school in Colombia without having a JAC behind it. GTE’s participation in the community empowerment processes has been very impressive, and we stand ready to continue working together in the future.”

Ermes Ordoñez Arvaez, Promoter, Villagarzón JACs

GTE delivered computers equipped with wireless internet access to the Río Ucano school in 5 Aces. In Santa Marianita, GTE funded maintenance and repairs at the Leónidas Plaza Gutiérrez school using locally sourced labour, and provided instructional materials for teachers.

Our Neighbours

Transparency is a key component of GTE's communications with its stakeholders. This includes sharing knowledge and informing communities about operations. Regular engagement creates strong relationships which facilitate productive dialogue. The engagement process is tailored to ensure members of local communities have opportunities to freely exchange information, raise issues or express concerns. The Company continually evaluates the most effective methods for engaging local groups and individuals with fresh ideas, while addressing the most pressing community needs and concerns.



“

Transparency and listening are key to successful long-term engagement.

Two-way dialogue is essential to effectively communicate with our stakeholders, and the information we receive from

the field plays a large role in our planning and development work.



Carlos Fonseca, Social Leader



Pictured: The winning team from the PetrolCopa Reto Escolar 2022- Institución Educativa Juan Pablo II, Rionegro - Santander

RESOLVED

1,400+

Complaints, Questions, Petitions or Claims (PQRs) Across Colombia & Ecuador

CONDUCTED

1,787

Virtual and In-Person Community Meetings

SPONSORED

900+

Students Participating in the PetrolCopa Challenge

FACILITATED

DOZENS

of Cultural Strengthening Events

Maintaining Channels for Regular Engagement

Gran Tierra's community engagement efforts are intended to provide transparent communications regarding operational activities to build and maintain strong and trusting relationships with communities. It is equally as important for GTE to receive feedback related to the Company and its operations to foster a healthy two-way flow of communications with all of its stakeholders, including Afro-Colombian and Indigenous communities. A structured engagement model is tailored to fit the unique cultures, traditions and practices of the regions where it operates in Colombia and Ecuador.

Gran Tierra's Te Escucha offices serve as an important focal point for community-based interactions and are a foundational pillar for community engagement reinforcing trust, transparency and open communication. The offices ensure a mechanism for an effective open-door policy to address specific community questions and concerns locally.

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

GTE Conducted
1,787
Virtual and In-Person Community Meetings in 2022



Managing Grievances

Gran Tierra maintains multiple channels to manage complaints, questions, petitions or claims (known as PQRs in Spanish) through its Grievance Management System. The Company's strategy is focused on timely, high-quality responses and it views an increase in PQR's as a positive indicator of open engagement.

This process serves as an early warning system for potential emerging community concerns providing the Company an opportunity to anticipate and analyze issues, assess impacts, and appropriately respond to situations.

2022 PQR Data

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

Petrolcopa: Students Solving Environmental Challenges

More than 900 Colombian students participated in the 2022 Petrolcopa School Challenge, which was offered as an extracurricular activity to students interested in exploring conservation and preservation projects.

Since the program began in 2018, more than 4,000 students from 38 public educational institutions located in rural areas and urban centres in the departments of Putumayo, Cauca, Cesar, Santander and Casanare have participated. The challenge, implemented by the Society of Petroleum Engineers (SPE Colombia), was developed to promote teamwork and problem solving skills to address environmental issues in the students' communities.

The challenge is conducted in phases with each school working together to develop their projects with support from their instructors and SPE volunteers. The schools compete regionally, with the top submissions competing as national finalists in Cartagena, Colombia. First place winners received an award of COP \$12M, second place received COP \$8M and third place received COP \$4M to invest in improvements.

Petrolcopa has also been a very effective social participation initiative, helping to dispel misinformation and educate participants about the oil and gas industry and GTE's role as a responsible operator.



Implementing a Comprehensive Engagement Plan in Ecuador

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

DIALOGUE

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

SOCIAL IMPACT MANAGEMENT

With the commencement of on-site operations, regular dialogue sessions with communities are conducted to detect and manage any issues that arise in relation to the Company's presence.

SOCIAL INVESTMENT

One of GTE's first actions in Ecuador was to conduct a comprehensive baseline analysis involving hundreds of community members to better understand the region and the needs of its inhabitants, many of whom are Indigenous. Social Investments are designed to address immediate needs and develop longer term, strategic objectives, and are focused on: economic development, community infrastructure, public health, education, food security, community empowerment and solidarity.

TRANSPARENCY AND GRIEVANCE MECHANISMS

Multiple processes, including regular meetings, communications and committees ensure local communities remain well-informed about project activities and facilitate spaces for two-way dialogue. Pathways for stakeholders to register petitions, complaints and claims (commonly known as PQRs) help identify and resolve any issues swiftly.



“When GTE arrived they helped us understand what their plans were and how we could work together. The transparency committee is an effective tool to work through issues and has helped reach agreements with the community.”

Jessica Bautista

Transparency Committee Secretary, La Milagreña

“Knowledge is power and by sharing information we empower the entire community. As a new operator, it is important to build trusting relationships and demonstrate that we are serious about fulfilling our commitments over time.”

Esteban Olalla

Social Coordinator, Ecuador

Facilitating Cultural Connections

GTE regularly hosts a variety of community-based activities to strengthen ties with communities, leaders and institutions in the areas where Gran Tierra operates. The events cover a wide variety of topics, including operational, educational and cultural.

One of the most effective engagement programs in Colombia is GTE en Mi Comunidad (GTE in My Community), in which more than 15,000 people from four departments: Putumayo, Cauca, Santander, and Cesar, participated in 2022. Dozens of cultural and community-building events are hosted for people of all ages through the program throughout the year.

Cinema in My Community

GTE sponsors movie days to bring films to these regions that are traditionally passed over by the global film industry. These events create spaces for interaction and recreation, building additional bonds of trust with the community.

A First Hand Look Inside GTE's Operations

Guided/educational tours at GTE worksites called Fam Trips help build trust and address misinformation regarding Gran Tierra's operations. The trips give community members a first hand view of GTE's operational facilities, behaviours, and operational practices.



“These activities get the whole community involved and help us all connect with ourselves and each other again.”

Carlos Cobos
Culture Coordinator, San Martin

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.

BOARD OF DIRECTORS

Led by
Independent
Chair

88.9%
Independent
Members

22%
Female
Representation

25
Formal Board
Meetings in 2022

CODE OF CONDUCT

Gran Tierra's code of conduct sets forth the commitment of the Company to upholding the highest ethical standards. 100% of GTE's employees have adopted the Company's Code of Conduct.

TRANSPARENCY

Transparency is a critical business value and builds credibility with Gran Tierra's stakeholders. It is the Company's responsibility to regularly and transparently communicate about its operations and governance. As part of that process, the Company discloses all payments made to governments in a yearly report submitted to the Canadian government called the Extractive Sector Transparency Measures Act (ESTMA).

HUMAN RIGHTS AWARENESS & TRAINING

Respect for Human Rights is a fundamental pillar. Gran Tierra conducted over 100 Human Rights training sessions throughout 2022.

DIVERSITY

Gran Tierra is committed to maintaining a diverse workplace. 37% of GTE's employees are women.

ANTI-CORRUPTION

Gran Tierra and its affiliated entities may not seek or receive any improper advantage in the course of its business dealings with government officials.

ANONYMOUS WHISTLEBLOWER REPORTING

Gran Tierra is committed to providing a workplace conducive to open discussion of its business practices.

HSE BOARD COMMITTEE

The Health, Safety and Environment Committee assists the Board in overseeing the management of health, safety and security and addressing environmental, safety and operational risks.

FORMAL NOMINATING COMMITTEE TO REVIEW & RECOMMEND DIRECTOR NOMINEES

The Nominating Committee is responsible for assisting the board in overseeing the Company's corporate governance functions.

SAY-ON-PAY COMMITTEE

Gran Tierra believes that executive compensation should be aligned with its shareholders' interests. 88.95% voted in favour of Say-on-Pay at the Company's 2022 annual meeting.

ENGAGED BOARD OF DIRECTORS WITH MAJORITY VOTING STANDARD

Gran Tierra's bylaws provide for a majority voting standard for election of directors in uncontested elections.

Performance

INDICATOR	UNITS	2020	2021	2022
ECONOMY				
Economic Value Generated and Distributed ^{1,2}	MILLIONS OF \$	299.2	488.6	789.0
Payments to Suppliers, Contractors and Other Third Parties ²	MILLIONS OF \$	181.2	218.5	522.0
Payments to Governments (Taxes, Royalties) ²	MILLIONS OF \$	53.0	151.9	314.0
Payments to Employees (Salaries and Benefits) ²	MILLIONS OF \$	18.9	18.6	20.0
Investment in Communities ²	MILLIONS OF \$	4.1	5.2	8.0
Payments to Providers of Capital (Debt, Interest, Dividends) ²	MILLIONS OF \$	0.0	0.0	0.0
Social Investment ²	MILLIONS OF \$	1.9	4.6	5.1
Temporary Local Employment ²	CONTRACTS	3,697	3,200	4,213.0
Spending on Suppliers (Colombia + Ecuador) ²	MILLIONS OF \$	175.8	212.8	295.6
Regional ²	MILLIONS OF \$	30.6	33.9	40.5
Country ²	MILLIONS OF \$	142.5	175.5	247.8
International ²	MILLIONS OF \$	2.7	3.3	7.3
SAFETY				
Employee and Contractor Safety ²				
Lost Time Injury Frequency – Combined ²	COUNT PER 200,000 EXPOSURE HOURS	0.00	0.02	0.06
Recordable Injury Frequency – Combined ²		0.08	0.07	0.08
Recordable Injury Frequency – Employees ²		0	0	0
Recordable Injury Frequency – Contractors ²		0.08	0.07	0.08
Lost Time Injury Frequency – Employees ²		0	0	0
Lost Time Injury Frequency – Contractors ²		0.08	0.02	0.06
Fatalities – Employees ²	COUNT	0	0	0
Fatalities – Contractors ²	COUNT	0	0	0
Hours Worked ²	HOURS	7,729,973	9,297,751	10,038,299
Public Safety and Emergency Preparedness ²				
Safety Inspections Conducted ²	COUNT	2,888	3,270	7,185
Number of Emergency Simulations (Tabletop and In-Person) ²	COUNT	250	345	408

ALL MONETARY VALUES ARE IN USD. FIGURES MAY DIFFER SLIGHTLY DUE TO ROUNDING.
¹TOTAL INCLUDES ALL CAPEX, OPEX, G&A, ACQUISITIONS, TAXES AND ROYALTIES IN 2022.
²GTE STARTED OPERATIONS IN ECUADOR IN LATE 2022. DATA INDICATORS ARE COMBINED FOR BOTH ECUADOR AND COLOMBIA WHERE AVAILABLE.

³INCLUDES THE VOLUMES FROM INCIDENT DISCHARGES AND CONTAINED DISCHARGES.
⁴NO UNTREATED WASTEWATER IS DISCHARGED.
⁵CALCULATIONS ARE MADE UNDER OPERATIONAL CONTROL BOUNDARY.

INDICATOR	UNITS	2020	2021	2022
ENVIRONMENT				
Total Number of Spill Incidents (Colombia & Ecuador) ²	COUNT	75	54	89
Contained Discharges ²	COUNT	70	45	62
Environmental Incidents ²	COUNT	3	5	16
Oil or Chemical Spills < 1 bbl ²	COUNT	1	4	11
Oil or Chemical Spills > 1 bbl ²	COUNT	1	0	0
Volume of Spills ³	M ³	18.88	9.3	11.2
Percentage of Spills Recovered ²	%	100	100	100
Aggregate Quantity of Significant or Reportable Spills ²	M ³	8	0	0
Water Withdrawal ²	M ³	751,859	842,216	1,151,713
Water from Rivers and Creeks ²	M ³	612,725	605,264	814,765
Water Purchased from Third Parties ²	M ³	115,023	197,256	318,106
Water from Wells ²	M ³	24,111	39,696	18,842
Water Discharged ^{2,4}	M ³	280,119	82,022	81,699
Other Water-Related Measures				
Produced Water ²	M ³	3,551,392	6,134,981	6,372,852
Water Injected into Active Wells	M ³	3,899,183	6,070,879	6,036,335
Non-Enterprise Water Consumption (Head Office)	M ³	1,412	1,415	3,168
Total Water Consumed	M ³	471,741	760,194	1,042,480
Total GHG Emissions (CO ₂ E) ^{2,5}	TONNES	284,186	299,261	390,061
Scope 1 ²	TONNES	221,232	203,763	265,108
Scope 2 ²	TONNES	62,954	95,498	133,953
Regulatory Compliance				
Number of Inspections by Authorities ²	COUNT	37	48	86
Number of Findings and Non-Compliances ²	COUNT	24	0	6
Number of Findings that Resulted in Fines or Non-Monetary Sanctions ²	COUNT	0	0	0
Incidents of Non-Compliance with Water Quality or Quantity Permits, Standards, or Regulations ²	COUNT	0	0	0
Total Waste ²	KG	1,184,947	1,471,939	1,880,218
Hazardous Waste (as defined in the Country) ²	KG	237,645	589,938	1,439,204
Non-Hazardous Waste ²	KG	947,301	882,001	441,013
Non-Hazardous Waste Include Percentage of Waste Recycled ²	%	76	62	36
Non-Hazardous Waste Include Percentage of Waste Incinerated ²	%	0	0	1
Non-Hazardous Waste Include Percentage of Waste Landfilled ²	%	24	38	63
Energy Derived from Renewable and Non-Renewable Sources	KWS	158,959,432	190,760,141	257,075,796
Energy Purchased	KWS	19,546,078	25,925,822	29,377,750
Total Electrical Power	KWS	178,505,510	216,685,964	286,453,546
Percentage of Consumed Energy from the Grid	%	11	12	10.0

INDICATOR	UNITS	2020	2021	2022
HUMAN RESOURCES				
Total Number of Employees	COUNT	322	319	336
Female	COUNT	121	122	125
Male	COUNT	201	197	211
Employees in Each Country				
Colombia	COUNT	226	228	235
Canada	COUNT	95	90	96
Ecuador	COUNT	1	1	5
Employees Covered by Collective Bargaining Agreements	%	0	0	0
Rate of New Employee Hires (Colombia & Canada)	%	2.5	3.79	11.01
Voluntary Turnover Rates (Colombia & Canada)	%	3.4	5.8	4.2
Total Number of Hours of Training in the Year (Colombia and Ecuador) ²	HOURS	1,851	1,865	5,551
Average Hours of Training per Year per Employee (Colombia Only)	HOURS/PERSON	8	8.2	23.5
Female	HOURS/PERSON	77	10	60
Male	HOURS/PERSON	53	7	38
Average Age of Employees (Colombia)	YEARS	41	40	41
Average Age of Employees (Canada)	YEARS	45	45	46
Average Age of Employees (Ecuador)	YEARS	N/A	N/A	46
COMMUNITIES & HUMAN RIGHTS				
Total Number of Grievances ²	COUNT	217	961	1,485
Resolved ²	COUNT	217	961	1,485
In Progress ²	COUNT	0	0	0
Grievances by Type/Subject ²				
Labour Practices ²	COUNT	75	166	286
Environmental Impacts ²	COUNT	1	53	105
Procurement of Goods and Services ²	COUNT	95	139	177
Land Access ²	COUNT	5	26	22
Human Rights ²	COUNT	0	0	0
Other Causes (Impacts on Third Parties, Infrastructure) ²	COUNT	41	577	895
Total Number of Active Prior Consultations	COUNT	4	13	16
Total Number of Prior Consultations Concluded	COUNT	0	3	7
Number of Ethnic Communities Consulted	COUNT	4	13	16

² GTE STARTED OPERATIONS IN ECUADOR IN LATE 2022. DATA INDICATORS ARE COMBINED FOR BOTH ECUADOR AND COLOMBIA WHERE AVAILABLE.

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 (HSE)
and Corporate Social Responsibility (CSR)

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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