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# 2020 SASB Report

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# Message from Leadership

Gran Tierra Energy Inc. (Gran Tierra) has been moving at a rapid pace over the last five years, integrating multiple acquisitions into our organization, building a portfolio of high-quality assets and strengthening our team. The dual economic and public health crises of 2020 created critical challenges around the world and presented a stress test for our entire industry. Our teams in Colombia, Ecuador and Canada rose to meet the many challenges of 2020 and through their diligent management of COVID-19 safety protocols and sharp focus, the company maintained and increased the value of our assets. Throughout the course of the first half of 2020, we took quick decisive action to protect our balance sheet by deferring our capital program, reducing our well workover activities, implementing cost-saving initiatives, and shutting in higher-cost, lower-production minor fields, all while preserving the long-term value of our asset base.

During the second half of 2020, we realized and solidified our many cost saving initiatives, while cautiously planning a restart of our workovers and minor fields, as well as our development drilling program which commenced during the fourth quarter of 2020. Our key objective during the second half of 2020 was restarting our workover and drilling operations to economically rebuild production to achieve strong 2020 reserves replacement. With our workover and drilling campaigns charging ahead, production growing, and a new lower cost structure in place, we believe we have successfully positioned the company to thrive in 2021 and beyond.

As a result, we are now an even better, safer, and more efficient organization that is well positioned to withstand challenging operating and market conditions. The talent and dedication of our workforce and the trust we have built with local, regional, and national stakeholders were all crucial contributors to our ability to move forward through a difficult year.

As difficult as 2020 was, Gran Tierra never faltered in its commitment to ESG and [Going Beyond Compliance](#). We remained focused on the safety of our operations, being an excellent partner to our communities and stakeholders, and maximizing our

environmental and social contributions. Over the past 4 years \$518.5 million in taxes and royalties have been paid and \$2,564.3 million of economic value has been created and distributed in Colombia alone.<sup>1</sup> This ethos has become a fundamental part of our culture and business strategy, and is a source of great pride across the company. In 2020, we achieved our best safety year on record with a Lost Time Injury Frequency of zero, we generated and distributed USD \$299.2 million in economic value, created 3,697 job opportunities (92% for local workers), and converted and used 1.3 billion standard cubic feet of natural gas for power instead of being flared.

Our industry and operations continue to face headwinds, with social unrest growing in South America and the progression of the energy transition. Our commitment to ESG positions us well to succeed in challenging environments and we will continue to go Beyond Compliance, because it is the right thing to do for our business and for our stakeholders. This approach will continue as we start activities in Ecuador, finding new ways to engage meaningfully with communities and protect the natural environment.

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

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

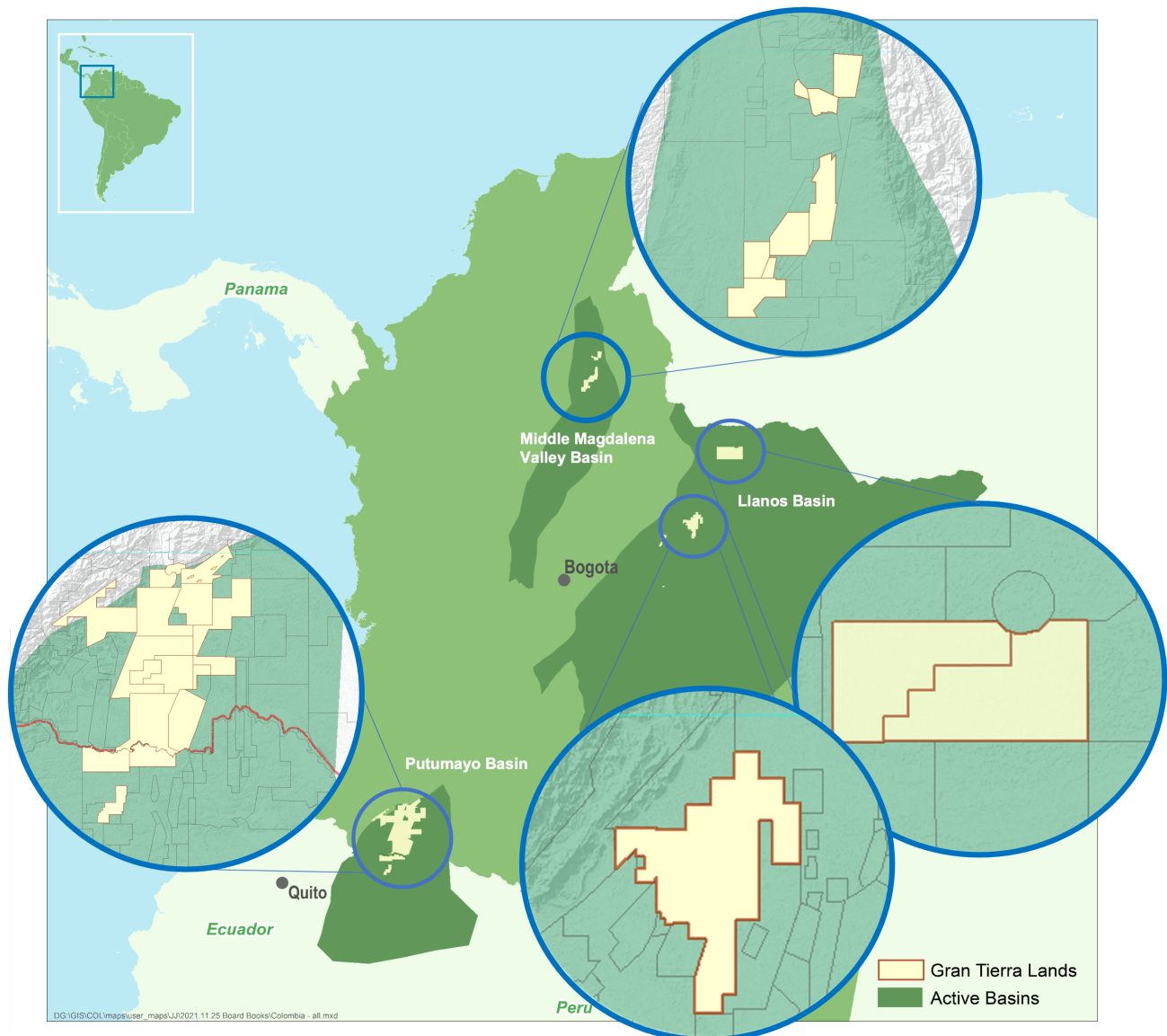
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**GARY GUIDRY**, *PRESIDENT AND CEO,*  
*GRAN TIERRA ENERGY*



# About Gran Tierra Energy

Gran Tierra Energy is an international oil and gas exploration and production company focused on hydrocarbon development in proven, under-explored conventional basins which have access to established infrastructure and competitive fiscal regimes. The Gran Tierra team has a proven track record in developing technically difficult reservoirs, enhanced oil recovery and operating in remote locations in demanding jurisdictions. We are focused on oil and gas exploration and production in Colombia and Ecuador. Gran Tierra is headquartered in Calgary, Canada, incorporated in Delaware, United States, and traded on the New York Stock Exchange American, the London Stock Exchange and the Toronto Stock Exchange under the ticker symbols GTE.



**Graphic 1: Map of Operations**



# About Gran Tierra Energy

## Gran Tierra's Focused Strategy

### STRATEGY

#### Proven, Under-Explored Conventional Hydrocarbon Basins

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



#### Access to Established Infrastructure

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



#### Strong, Stable Economic Environment

Pro-Western governments that ensure contract sanctity, rule of law & encourage foreign direct investment and resource development



#### Highly Competitive Fiscal Regime

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



### TACTICS

#### Apply Proven Technology

GTE has been able to reduce drilling times/costs by ~40%



#### Focus On Balance Sheet Protection

2021 capital program is a balanced, returns-focused program, hedges in place, and significant reduction in operating and G&A costs in 2020



#### Maintain Flexibility & Control the Allocation of Capital

95%+ operated asset base allows disciplined capital allocation, pace setting



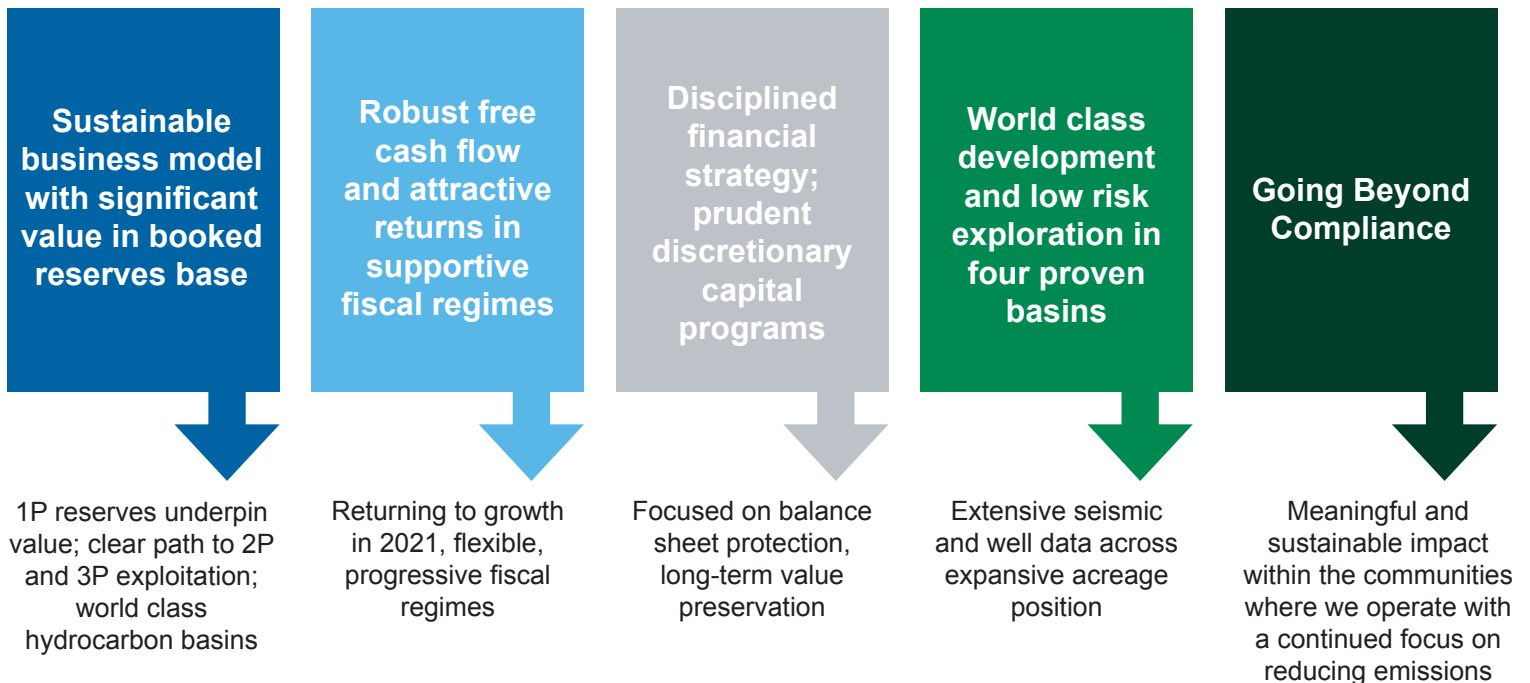
# About Gran Tierra Energy

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## Top-tier Conventional Assets in World Class Basins

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*Graphic 2: Gran Tierra Energy Uniquely Positioned for Value Creation*





# About Gran Tierra Energy

## 2020 Company Highlights

**\$299.2 MILLION**

\$299.2 million in economic value generated and distributed

## RESERVES (MMBOE)

1P	2P	3P
79	133	174d

**100%**  
Oil

**DIVERSIFIED**  
High-quality asset base

**30**  
Blocks

**+95%**  
Operated Production

**REDUCED CAPITAL COSTS** at Acordionero by 18% and 52%, respectively, compared to 2019

**LOST TIME INJURY FREQUENCY OF ZERO**, during which Gran Tierra logged 15 million lost time injury-free person-hours

**322 EMPLOYEES, 38% ARE WOMEN**, compared to industry average of 22%

**DILIGENT MANAGEMENT OF COVID-19 SAFETY** protocols helped keep our people and the communities near where we operate safe, which allowed Gran Tierra to continue to operate in 2020

# About This Report

Gran Tierra Energy is committed to providing annual ESG reporting.

In April 2021, we released our 12th annual [2020 Sustainability Report](#) which focuses on reporting on our corporate social responsibility and sustainability activities and targets our broader stakeholders. **This ESG Report is a supplement to the 2020 Sustainability Report and focuses on reporting on Gran Tierra's ESG factors with the greatest potential to impact our company's value to provide targeted ESG disclosure to the company's financial stakeholders.**

This report provides performance results for 2020, and where available, presents data for the previous three years to allow for trend analysis and to provide additional context for Gran Tierra's performance results. See ESG Performance Data for a consolidation of Gran Tierra's ESG performance data.

This report is aligned with the [Sustainability Accounting Standards Board's](#) Oil and Gas – Exploration & Production Sustainability Accounting Standard. We selected the SASB Standards as they have emerged

as the investor-preferred ESG reporting framework. For further details, see SASB Content Index.

Data presented in this report includes data for the entire company. Any data limitations are explicitly noted where relevant.

Financial data is stated in U.S. dollars unless otherwise noted.

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

## ESG Materiality Assessment

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

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

The ESG factors included in this ESG Report represent those ESG factors identified in the ESG Materiality Assessment as having the greatest potential to impact the financial and operational performance of our company. The sustainability factors included in Gran Tierra's 2020 Sustainability Report represent the sustainability and corporate social responsibility activities of greatest interest to broader stakeholders.

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

## Analyst Corner

- + [Form 10-K](#)
- + [Management's Discussion and Analysis](#)
- + [Financial Statements](#)
- + [Notice of 2021 Annual Meeting of Stockholders and Proxy Statement](#)
- + [Sustainability Report](#)
- + [Extractive Sector Transparency Measures Act 2020 Report](#)



# Gran Tierra Energy's Approach to ESG

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

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

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

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



## Maximize Value

GTE's mandate is to develop high value resource opportunities in order to deliver top-quartile returns



## Continuous Improvement

Continued focus on operational excellence, safety, and reduction of emissions



## Social Investments

GTE aims to have a meaningful and sustainable impact through social investments within the communities near where it operates

# Governance

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

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

## ESG Oversight

**Gran Tierra Energy's Board of Directors has oversight of ESG, with each committee playing a role in oversight of different aspects of ESG performance.**

The full Board receives a quarterly update on ESG performance, including against established ESG KPIs, and approves all Corporate Policies.

Gran Tierra Energy's [Board Skills Matrix](#) includes the skills and experience desirable to support the strategic direction of the company. Not every director is expected to be skilled in every area; however, we aim for the Board to have a balance of skills and experience. **7 of 9 directors have skills and experience related to health, safety and environmental issues.** For more detail on the Board's additional skills and experience, see the Skills Matrix in the [Notice of 2021 Annual Meeting of Stockholders and Proxy Statement](#).

Each director is expected to maintain the necessary level of expertise to perform his or her responsibilities

as a director. Continuing education is provided through a number of methods, including an annual dedicated strategy session, periodic field trips, presentations from senior management, employees, and outside experts to the Board and its Committees on topics of interest and developing issues.

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

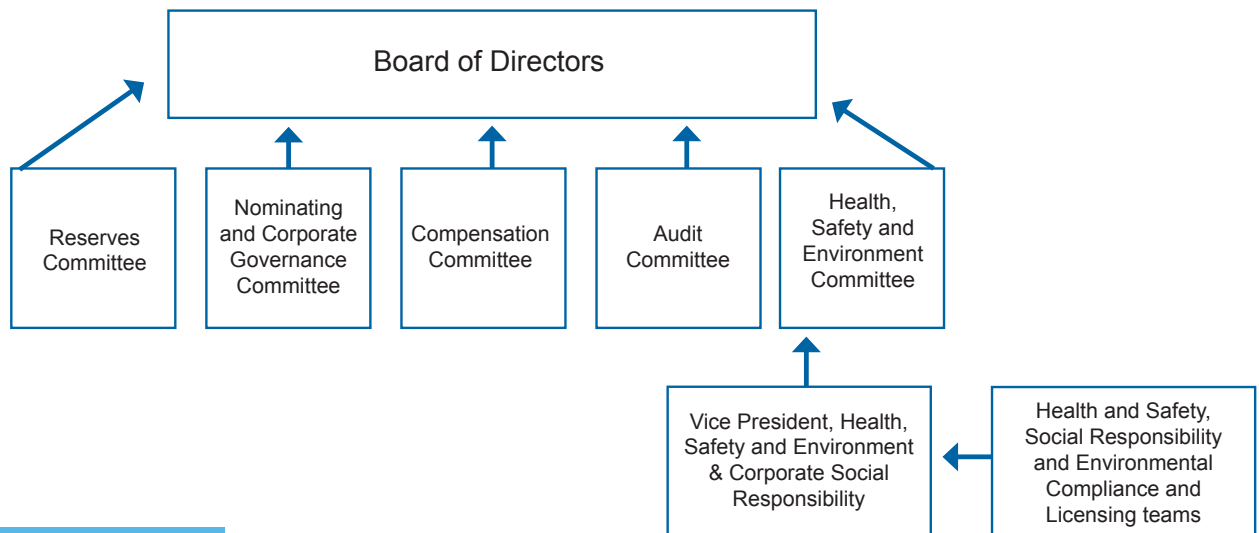
## Analyst Corner

- + [Audit Committee](#)
- + [Compensation Committee](#)
- + [Reserves Committee](#)
- + [Health, Safety and Environment Committee Charter](#)
- + [Notice of 2021 Annual Meeting of Stockholders and Proxy Statement](#)
- + [Nominating and Corporate Governance Committee](#)



## ESG Oversight

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



## Analyst Corner

- + [Audit Committee](#)
- + [Health, Safety and Environment Committee Charter](#)
- + [Compensation Committee](#)
- + [Notice of 2021 Annual Meeting of Stockholders and Proxy Statement](#)
- + [Reserves Committee](#)
- + [Nominating and Corporate Governance Committee](#)

# ESG-Related Policies

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

This table provides an overview of the key commitments and scope of Gran Tierra Energy's Corporate Policies. All Policies are approved by the Board of Directors, with the exception of the Human Rights Policy which is expected to receive Board approval by the end of 2021.

## Analyst Corner

- + [Corporate Security Policy](#)
- + [Human Rights Policy](#)
- + [Health, Safety and Environment Policy](#)
- + [Compliance with Anti-Corruption Laws](#)
- + [Whistleblower Policy](#)
- + [Code of Business Conduct and Ethics](#)

# Executive Compensation

Gran Tierra Energy's compensation philosophy and programs are based on the following core principles:

- Attract and retain highly capable individuals and offer competitive compensation opportunities
- Pay for performance
- Align the interests of management with our shareholders

Our equity compensation program is designed to be aligned with the interests of our shareholders and focus on pay-for-performance:

- The majority of 2020 executive compensation was considered to be "at risk" because its value is based on specific performance criteria and/or stock price appreciation and payout is not guaranteed.
- In 2020, 80% of the value of equity awards granted to the Named Executive Officers (NEOs) consisted of performance share units (PSUs) and 20% consisted of stock options.
- The target for base salaries is approximately the 50th percentile as compared to our compensation peer group.

Individual performance has a significant impact on the annual cash bonus for NEOs (other than the Chief Executive Officer) and is weighted between 20% and 40% of the award, with the remaining amount being driven by Gran Tierra's performance relative to corporate performance measures. 2020 corporate performance goals and scores were tied to some qualitative ESG objectives including the diligent management of COVID-19 safety protocols to help keep our personnel and the communities near where we operate safe.

For more details on executive compensation at Gran Tierra, see the [Notice of 2021 Annual Meeting of Stockholders and Proxy Statement](#).

# Board Diversity

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

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

## Analyst Corner

+ [Corporate Governance Guidelines](#)

+ [Notice of 2021 Annual Meeting of Stockholders and Proxy Statement](#)

# Business Ethics & Transparency

## Importance to Gran Tierra Energy and Approach

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

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

## Gran Tierra Energy EthicsPoint Hotline

Individuals also have the option to submit information anonymously through the Gran Tierra EthicsPoint hotline, which is then forwarded to the Compliance Officer and/or the Chair of the Audit Committee. The hotline can be found on [our website](#).

## Highest Standards of Ethical Business Conduct

Gran Tierra Energy is committed to providing a workplace conducive to open discussion of our business practices and is committed to complying with the laws and regulations to which we are subject. All company personnel have a role in ensuring that any violations, imminent violations, or suspected violations are brought to our attention immediately so that they can be appropriately addressed. Personnel are encouraged to speak to their supervisor or manager about any conduct that may constitute a violation of Corporate Policies. Employees can also report suspected violations to the company's Compliance Officer who is responsible for receiving, reviewing, and investigating (under the direction and oversight of the Audit Committee) complaints.

We prohibit retaliation against any personnel who report or participate in an investigation of a possible violation of the [Code of Business Conduct and Ethics](#), other Corporate Policies, or the law.

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

## Transparency on Payments to Governments

Gran Tierra Energy has publicly disclosed payments to governments since 2016 as required by the Canadian Federal Government's Extractive Sector Transparency Measures Act (ESTMA). Our annual ESTMA filings can be found on [our website](#).

For more details on Corporate Governance at Gran Tierra, see the [Notice of 2021 Annual Meeting of Stockholders and Proxy Statement](#).

## Analyst Corner

- + [SASB EM-EP-510a.1](#)
- + [Compliance with Anti-Corruption Laws](#)

- + [SASB EM-EP-510a.2](#)
- + [Notice of 2021 Annual Meeting of Stockholders and Proxy Statement](#)

- + [Whistleblower Policy](#)
- + [Extractive Sector Transparency Measures Act 2020 Report](#)
- + [Code of Business Conduct and Ethics](#)



# Environment

Gran Tierra Energy's material environmental factors include:

- Climate Change and Greenhouse Gas Emissions
- Air Quality
- Water Management
- Biodiversity Impacts

Protecting the environment is a key component of our development plans and operations. We attach great importance to minimizing our impact on the environment and voluntarily support environmental education, conservation, and prevention programs.

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

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

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

Gran Tierra strategically aligns regulatory commitments and voluntary initiatives with the Colombian government's environmental protection and climate adaptation strategy to help mitigate our environmental impacts and maximize our contribution to protecting the country's air, land, and water. Gran Tierra has implemented environmental management policies and procedures that are managed through an Environmental Management System (EMS) that is ISO 14001:2015 certified. We have defined seven environmental objectives through our EMS which relate to our material environmental factors.

We also conduct environmental impact assessments prior to entering any new areas. For more detail on the EMS, Gran Tierra's significant environmental aspects and our approach to conducting environmental impact assessments, see the Biodiversity Impacts section.

Contribute to the conservation and efficient use of water.

Reduce the amount of solid waste at GTE facilities.

Monitor and reduce greenhouse gas emissions in all of GTE's operations.

## Gran Tierra's Environmental Objectives

The company has defined seven environmental objectives aligned with its commitment to the Environmental Management System (EMS), the applicable legal requirements and the significant environmental aspects.

Prevent and reduce environmental incidents resulting from GTE's activities.

Develop projects that will benefit the region with a focus on ecosystem restoration and conservation.

Promote and generate environmental awareness among all GTE personnel and contractors to improve an overall better environmental performance.

Achieve environmental compliance throughout all GTE projects.

## Analyst Corner

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

# Climate Change and Greenhouse Gas Emissions

## Importance to Gran Tierra and Approach

Climate change poses risks to the global economy, our operations, and the communities in which we operate. The transition to a lower carbon economy has the potential to reduce demand for hydrocarbons and impact our regulatory environment. GHG emissions regulations are being implemented or considered globally, which could increase operating costs and require additional capital expenditures. Companies that are not focused on reducing GHG emissions could face increased costs and reputational risk.

Currently, none of our Scope 1 GHG emissions are covered under emissions-limiting regulations. We are actively and regularly monitoring evolving regulatory frameworks and proposed regulations in the jurisdictions where we operate to ensure compliance and ability to protect value. We are committed to tracking GHG emissions and to take steps to reduce them where we can do so in a cost-effective manner.

## Energy Efficiency Program

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

**The Gas-to-Power projects have significantly reduced gas flaring and the company’s use of electricity from the grid and diesel consumption, as well as resulted in cost savings.** For example, at the Acordionero field, diesel consumption has decreased by 85%. We continue to expand our efforts to implement Gas-to-Power projects at additional fields. The table below highlights the amount of power generated, gas used for power instead of being flared and the cost savings from Gran Tierra Energy’s Gas-to-Power projects. A priority for 2021 has been to utilize all available solution gas for process optimization and Gas-to-Power projects in all fields across our portfolio.

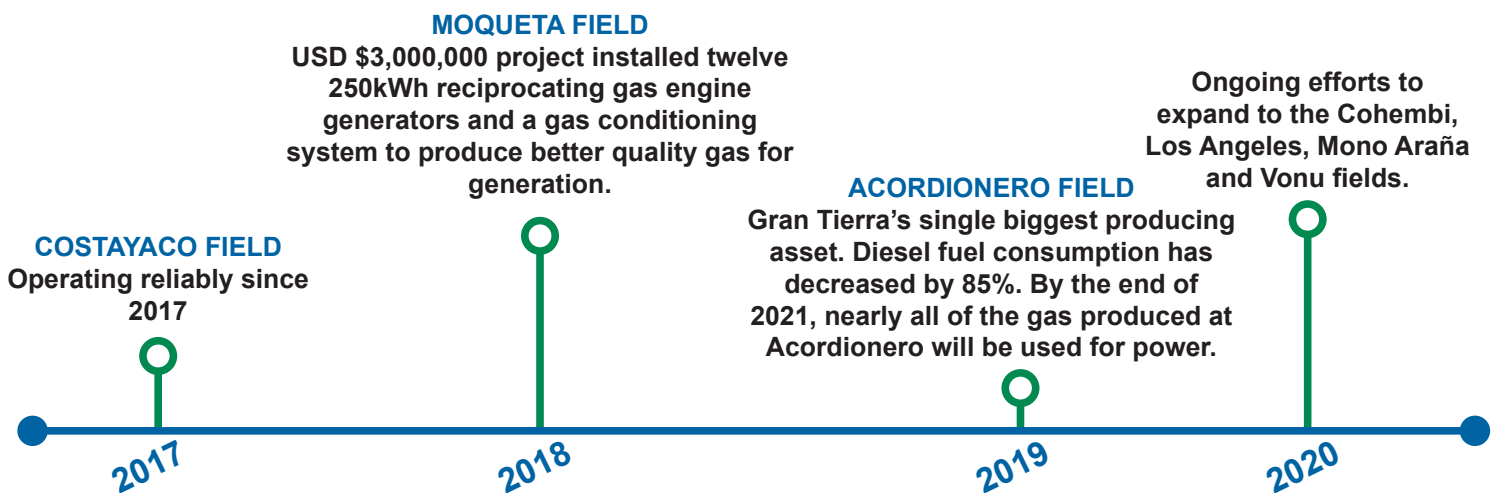
Field	Gas-to-Power (kWh)	Gas Used (SCF)	Savings (USD)
Costayaco <sup>2</sup>	73,828,461	427,339,260	\$1,302,854
Moqueta <sup>3</sup>	807,417	5,084,000	\$25,410
Acordionero <sup>4</sup>	56,153,601	822,873,900	\$12,238,182
Mono Araña <sup>5</sup>	201,499	2,732,380	\$67,206
Vonu <sup>6</sup>	3,362,125	36,066,400	\$129,541

*Estimated Savings*

## Analyst Corner

# Climate Change and Greenhouse Gas Emissions

## Implementation of Gas-to-Power Projects



## Analyst Corner

# Climate Change and Greenhouse Gas Emissions

## Understanding Our Air Emissions

Exploration and production activities can produce non-GHG air emissions (including hazardous air pollutants, criteria air pollutants and volatile organic compounds) that can impact the environment and communities. Gran Tierra Energy has comprehensive air pollutant measurements in place as outlined by regulatory requirements in Colombia with which we comply. We are in the process of refining our approach to aggregate air pollutant measurements, analyze the data and identify opportunities for air emission reductions beyond regulatory requirements.

## Performance Highlights

From 2019 to 2020, we achieved a **59% reduction in absolute Scope 1 and 2 GHG emissions** and a **32% reduction in Scope 1 and 2 GHG emissions intensity** in large part due to our Gas-to-Power projects. 12% of our absolute Scope 1 GHG emissions are methane emissions. Gran Tierra continues to focus on GHG emissions reductions, including methane emissions, where possible.



**+134 million kWh**

generated to power its operations in 2020



**1.3 billion scf**

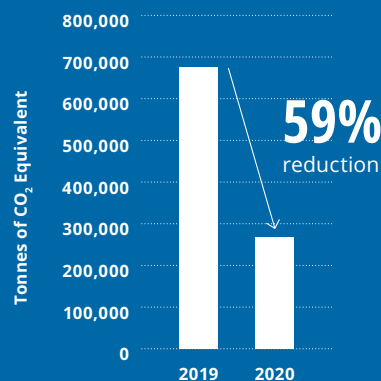
of gas has now been used for **power** instead of being flared



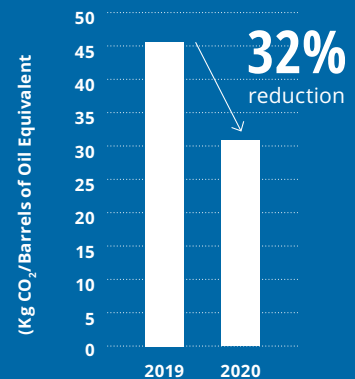
**85% decrease**

in **diesel fuel consumption** thanks to the gas-to-power project at Acordionero

### GHG Emissions



### Carbon Intensity



## Analyst Corner



# Water Management

## Importance to Gran Tierra and Approach

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

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

**Gran Tierra Energy has a goal of reducing surface water use and reducing wastewater discharges to the environment to as close to zero as possible.**

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

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

## Reducing Surface Water Use and Wastewater Discharges

In pursuit of Gran Tierra Energy's goal of reducing surface water use and to reduce wastewater discharges to as close to zero as possible, we place priority on the treatment of produced water for use in processes and injection for pressure maintenance.

We also reuse rainwater collected at the San Alberto camp for domestic purposes to reduce the need to draw from local shallow aquifers. Accordingly, we have significantly reduced our discharge of water over the past two years.

## Monitoring Water Sources

In accordance with company policy and Colombia regulations, Gran Tierra regularly monitors and analyzes surface and groundwater using an external lab certified by government authorities. We conduct regular testing of 105 groundwater monitoring wells on a regular basis, 35 in the Middle Magdalena Valley, and 70 in Putumayo. We have collected and tested over 1,100 water samples throughout our water monitoring programs in the past two years. In 2020, we collected more than 400 samples of ground water and surface water, all of which tested negative for the presence of hydrocarbons.

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

## Analyst Corner

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

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

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

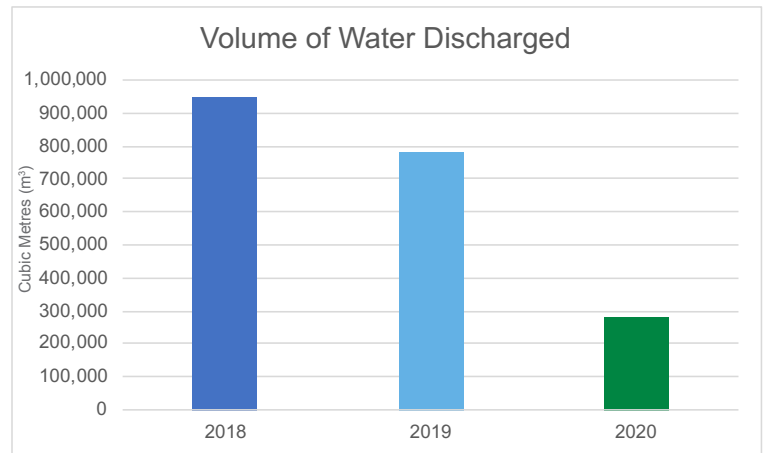
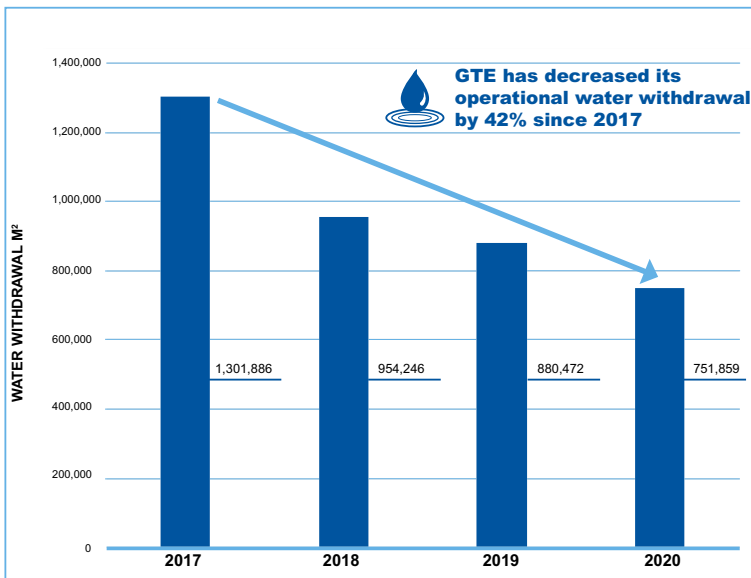
# Water Management

## Case Study: Water Monitoring

Gran Tierra Energy funds additional independent water studies for local communities if they want to hire their own laboratory to build trust with communities and promote transparency. For more detail see: [Inviting Communities to Participate in Water Monitoring](#).

## Performance Highlights

Our water management efforts have resulted in significant reductions of surface water per barrel of oil produced, even as overall production has increased. In 2020, **we decreased our operational water withdrawal by 14.6% as compared to 2019 water withdrawal.**



Gran Tierra has significantly reduced our discharge of water over the past two years, from 948,791 m<sup>3</sup> in 2018 to 280,119 m<sup>3</sup> in 2020.

## Analyst Corner

- + [SASB EM-EP-140a.1](#)
- + [SASB EM-EP-140a.2](#)

# Biodiversity Impacts

## Importance to Gran Tierra and Approach

Exploration and production activities can have impacts on biodiversity. Gran Tierra operates in a region with highly biodiverse areas. The Andes - Amazonia corridor is a strategic zone in the Putumayo Department that hosts the greatest diversity of ecosystems in the Colombian Amazon. Significant negative impacts to biodiversity could result in fines, delays in obtaining permits, reputational risk, and opposition from stakeholders to operations. Approximately 6.2% of Gran Tierra's proved reserves are in or near sites with protected consideration status of endangered species habitats. Approximately 6.7% of Gran Tierra's probable reserves are in or near sites with protected consideration status of endangered species habitats.

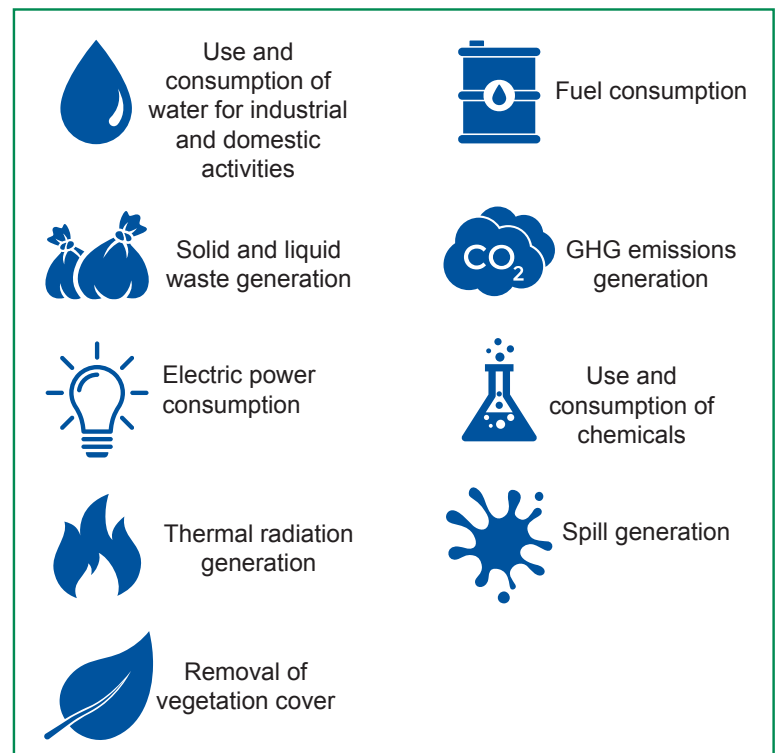
The Putumayo has been significantly impacted by deforestation and biodiversity loss due to coca cultivation. More than 60% of cocaine production comes from Colombia and more than 230,000 families depend on coca cultivation as their main source of income. For Colombia as a whole illicit crops took up 145,000 hectares of land in 2020 and are focused in areas that previously didn't have a strong government presence including the Putumayo.

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

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

Our environmental management policies and procedures are designed based on the International Finance Corporation (IFC)'s [Environmental, Health, and Safety Guidelines for Onshore Oil and Gas Developments](#). These policies and procedures are managed through an EMS that is ISO 14001:2015 certified. Certification has been granted to all of our operations and activities in Colombia (where all of our current operations are). The Vice President, HSE & CSR is the ISO management system lead. The scope determined by Gran Tierra for the EMS under the ISO 14001: 2015 standard includes hydrocarbon exploration, production, treatment, transportation, distribution, sales and marketing activities.

The EMS identifies nine significant environmental aspects that form the basis of Gran Tierra's commitment to environmental protection:



## Analyst Corner

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

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

+ [HSE Policy](#)

# Biodiversity Impacts

## Environmental Impact Assessments

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

## Leveraging Technology to Protect the Environment

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

## Reducing Deforestation

In 2020, NaturAmazonas, Gran Tierra Energy's flagship voluntary environmental program in partnership with the non-profit Conservation International, continued to exceed its original objectives. The project is focused on combating deforestation in Colombia's Amazonia region where the Amazon rainforest connects with the foothills of the Andes Mountain range, home to one of the most sensitive and biodiverse ecosystems in the world. The Putumayo is significantly impacted by deforestation and biodiversity loss due to coca cultivation. Gran Tierra will have contributed USD \$13 million to NaturAmazonas over its eight-year lifecycle.

NaturAmazonas also makes a significant contribution towards the 2030 emissions reduction and carbon sequestration targets established by the national government and the Ministry of Mines and Energy. The project will sequester approximately 8.7 million tonnes of CO<sub>2</sub> through reforestation and conservation over its lifetime.

Gran Tierra also established the Costayaco Forestry Centre in coordination with the regional environmental regulator in the Putumayo Department. Through the Costayaco Forestry Centre, Gran Tierra has planted over 200,300 trees across the Putumayo and Cauca Departments and donated trees to local communities and educational centres.

## Case Studies: Environmental

Corpoamazonia is the presiding regional environmental authority that oversees environmental management in Colombia's Amazonia region. Corpoamazonia has identified Gran Tierra as a strategic ally in protecting the biodiversity of Amazonia. For more detail see Perspective from Corpoamazonia on p.26 [2020 Sustainability Report](#).

The 2020 Sustainability Report includes highlights from the NaturAmazonas program. For more detail see NaturAmazonas' accomplishments on p.25 [2020 Sustainability Report](#).

## Analyst Corner

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

+ [2020 Sustainability Report](#)

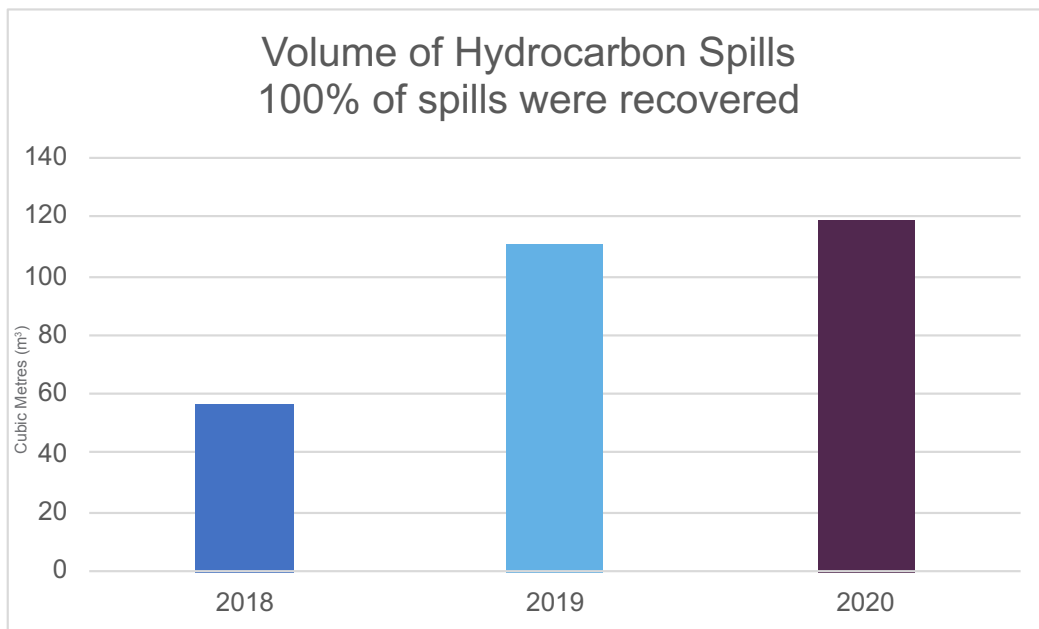


# Biodiversity Impacts

## Oil Spill Response and Pipeline Integrity

Prevention of spills is the ultimate objective. We have in place an automatic alerts system to detect pipeline leaks when they do occur. When a spill does occur, Gran Tierra works in consultation with nearby communities, social leaders, local and national authorities and regulatory agencies to coordinate emergency response activities. The remediation of environmental impacts is a top priority. We conduct water monitoring tests and regulatory inspections to ensure there is no impact on fauna, flora, natural resources.

## Performance Highlights



These figures represent the aggregate volume of small spills.

## Analyst Corner

# Social

Gran Tierra Energy's material social factors include:

- Security, Human Rights and Rights of Indigenous Peoples
- Community Relations
- Health and Safety

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

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

## Security, Human Rights and Rights of Indigenous Peoples

### Importance to Gran Tierra and Approach

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

Through our operations in Colombia, Gran Tierra is exposed to a complex post-conflict situation. The country is striving towards achieving a successful reintegration and peace process which will help strengthen the civil society and the economic underpinnings of the country. 9% of Gran Tierra's proved reserves are in or near areas of conflict and 9.8% of probable reserves are in or near areas of conflict. Many of the conflicts included in this calculation are related to historic conflicts between the state and armed illegal groups. As a result of the ongoing Peace Process in Colombia, the number of these types of conflicts has dropped dramatically in recent years and does not currently represent a material impact on Gran Tierra's business in the country.

Colombia's Constitution grants Indigenous<sup>7</sup> groups the right to "Free Prior Informed Consultation" or Consulta Previa (PC) before any project is considered near Indigenous land.

Indigenous communities can be found throughout the country, and there are a number of Indigenous groups and several Afro-Colombian groups in the Putumayo near Gran Tierra's operations. **24.3% of Gran Tierra's proved reserves are in or near Indigenous land and 26.4%** of probable reserves are in or near Indigenous land. For the purposes of this calculation, Indigenous land is land where Indigenous people or groups reside, they do not however, necessarily hold title or formal ownership rights. Gran Tierra adheres to the Consulta Previa requirements.

### Analyst Corner

+ [Human Rights Policy](#)

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

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

+ [SASB EM-EP-210a.2](#)

# Security, Human Rights and Rights of Indigenous Peoples

A respect for fundamental rights is an essential pillar of our vision and mission. We are committed to respecting the rights of employees, contractors, suppliers, and communities (including Indigenous communities) within our area of influence in the development of all of our operations and activities. We are committed to prevent and/or mitigate negative consequences on human rights that are caused, contributed to or directly linked to our operations, and to implement effective and appropriate remedies should any adverse event occur that affects fundamental rights as a result of our activities. **Our objective is to become the national industry leader in Colombia in our approach to human rights.**

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

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

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

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

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

## Analyst Corner

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

# Security, Human Rights and Rights of Indigenous Peoples

## A Holistic View of Human Rights

Through a Human Rights Risk Assessment process, Gran Tierra evaluates how our activities may impact communities. We engage with local communities to understand their human rights concerns and address incidents through dialogue and remedial action, if appropriate. We have established a culturally appropriate, accessible, responsive, and transparent grievance mechanism that enables us to identify and address human rights incidents. Gran Tierra also has an open-door policy for dialogue with communities near its operations and a well-developed process for resolving any questions or concerns.

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

We conduct due diligence to understand the human rights factors that are material. Gran Tierra has put in place a high quality non-technical risk identification process, developed by renowned experts [Shift](#), as well as implementation plans for additional recommendations.

Shift reviewed the national and local human rights context, company policies and previous social impact evaluations and then introduced our employees to a methodology for effectively assessing human rights risks. Shift also facilitated discussions with Gran Tierra's management, corporate social responsibility employees and other field staff at operations sites in Putumayo and the Middle Magdalena Valley, in order to build additional capacity within the company for managing human rights issues.

Finally, we are engaging with Colombian and Canadian government authorities, the international human rights community, and industry associations on human rights and our approach.

## Case Studies: Human Rights

Gran Tierra Energy has built a strategic alliance with the FC Barcelona Foundation and Colombia's Agency for Reincorporation and Normalization (ARN) to increase resilience in vulnerable children and reduce their susceptibility to two key human rights concerns in the Putumayo area: substance abuse and militia recruitment. To learn more about the Sports as a Guarantee for Human Rights project and the strategic alliance see: [Preventing Child Recruitment in Putumayo](#).

## Analyst Corner

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



# Security, Human Rights and Rights of Indigenous Peoples

## Case Studies: Human Rights

Gran Tierra Energy has launched a Humanitarian Demining Pilot Project as a significant human rights threat throughout Colombia is the prevalence of anti-personnel mines or other explosives devices that are legacy threats from the previous conflict. To learn more about the project and the company's efforts to demine Putumayo see: [Addressing Legacy Threats to Human Safety](#).

## Prior Consultation and Engaging with Indigenous Communities

One of the most important mechanisms for mitigating potential human rights issues and/or issues with Indigenous communities in Colombia is called Consulta Previa, a formal process to ensure that officially recognized ethnic groups are adequately informed, consulted and provide consent about activities which could impact them and their fundamental rights. We are committed to conducting Consulta Previa and engage with communities impacted by our operations to learn about their lives, beliefs, institutions, and spiritual well-being, as well as the lands that they occupy or use in any way. We are also committed to respecting their economic, social, and cultural development. At the heart of Gran Tierra's success in building strong relationships is respect for and understanding of the communities that we interact with.

Gran Tierra works with communities to design environmental, social, and cultural management measures to address potential issues, including infrastructure, conservation and development projects that would benefit the community.

Industry and government authorities closely observe the process to determine long-term feasibility and best practices for future consultations.

## Case Study: Indigenous Consultation

Gran Tierra Energy and the Cabildo Tordua Kidua from the Embera Chamí ethnic group, a small Indigenous community near Puerto Asís in Putumayo, had begun a consultation before it was paused to due the COVID-19 pandemic. To learn more about how this process was restarted, see: [Advancing Prior Consultation During the Pandemic](#) on p.36 of the 2020 Sustainability Report.

## Analyst Corner

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

# Security, Human Rights and Rights of Indigenous Peoples

## Protecting Cultural Heritage

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

Gran Tierra Energy's Environmental Management Plan calls for the following measures to be taken:

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

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

## Case Study: Cultural Heritage

Gran Tierra Energy in partnership with Corpoamazonia, the Colombia Institute of Anthropology and History (ICANH) and the Friends Foundation of the Art Collections of the Bank of the Republic built a museum in Putumayo that will serve local communities as a permanent archaeological exhibition to preserve and protect artifacts and present the cultural diversity and history of the Putumayo department. To learn more, see: [Suruma Museum](#).

## Analyst Corner

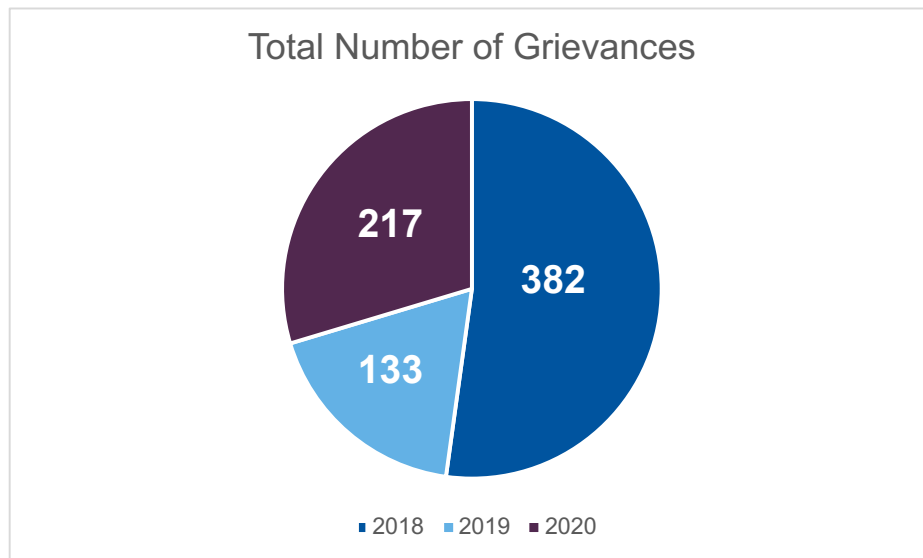
# Security, Human Rights and Rights of Indigenous Peoples

## Training Private Security Contractors

Gran Tierra Energy's Human Rights Policy commits us to implement policies and practices with private security contractors that enable the training of their employees with respect to human rights, so that their behaviors and actions are aligned with the Universal Declaration of Human Rights and the Voluntary Principles on Security and Human Rights, and other international standards related to the measured use of force. Gran Tierra is committed to comply in full with the due diligence standards enshrined in the Voluntary Principles on Security and Human Rights. In 2020, 295 employees took part in human rights workshops.

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

## Performance Highlights



Over the past 3 years, Gran Tierra has had 0 human rights grievances.

Over the past 4 years, Gran Tierra has successfully concluded 86% of all prior consultations undertaken. In 2020, 4 active prior consultations were undertaken and 4 ethnic communities were consulted.

## Analyst Corner

# Community Relations

## Importance to Gran Tierra and Approach

Oil and gas exploration and production can have a range of environmental and social impacts that affect local communities. Communities are a key partner and stakeholder, and we require their support to continue to operate. Opposition from local communities could increase costs, disrupt our operations, and significantly impact our reputation. Additionally, our workforce is primarily comprised of employees that come from local communities.

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

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

Gran Tierra has developed a strategic engagement approach to social investment that reflects the results of a broad study of community and Gran Tierra's management. The strategy recognizes that two of our most important commitments are to build trusting relationships and to be a good neighbour.

**The objective is for Gran Tierra to be a trusted partner with the communities near our operations.**

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

## Maintaining Channels for Constructive Engagement

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

Community members are encouraged to visit the offices in an effort to answer questions or uncover potential grievances, which are referred to as Petitions, Complaints and Grievances (PQRs). This important feedback from community partners can highlight opportunities for improvement or specific issues that the company must respond to.

We also launched the *Gran Tierra Energy Te Escucha* program in Quito, Ecuador to support our future operations there and we are receiving and responding to inquiries. We have been sharing our experiences and best practices in operations and sustainability with the Ecuadorian authorities to show how our approach to being a responsible operator will be applied in Ecuador.

## Analyst Corner

+ [Human Rights Policy](#)

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

# Community Relations

## An Effective Grievance Management System

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

There are four in-person and correspondence-based channels that people can use to file PQRs (petitions, questions, complaints or claims): local offices, email, designated employees, and mailbox. These are screened and go through the documentation centre and the coordination centre. Everything is coded with a report received in real time at Gran Tierra's headquarters in Canada and regular reports are sent to senior management. An Effectiveness Committee meets every month, looking at trends. One database captures all of these interactions, and cases are expected to be addressed between 3 and 12 calendar days from when they were opened, if possible. To ensure that the system continues to improve, internal and external satisfaction surveys and performance statistics are reviewed by senior management team on a regular basis.

## Local Hiring and Workforce Development

Colombian law requires 100% of unskilled workers and at least 30% of qualified skilled workers be local. As a result of Gran Tierra Energy's training, certification, mentorship, and workforce development programs, we have not only met the unskilled workers target but also nearly tripled the level of skilled workers in our operations as well.

An integral part of Gran Tierra Energy's culture is centred around coaching and mentoring employees to help them grow within their roles so that they can advance within the company. *GTE Te Enseña* (Learn with Gran Tierra Energy) evolved out of independent training sessions across several departments and increased the transfer of internal knowledge throughout the company to help other employees further develop their skills. Virtual training sessions were led by employees and allowed dozens of people from around the company to attend the lessons simultaneously during the pandemic. In addition to promoting individual growth, the program fostered interdepartmental connections between employees, many of whom were working remotely. Through the *GTE Te Enseña* program, 837 participants engaged in nearly 3,000 hours of training in Colombia, Ecuador, and Canada. In 2021, planned courses will include more technical training and soft skills coaching.

## Case Study: Our People

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

## Case Study: Developing Talent

Gran Tierra Energy has started welding and electrician certification programs, as skilled welding and skilled electricians are required to conduct our operations and it is often difficult to find local employees who possess these technical skills. To learn more, see [Certifications for Aspiring Electricians](#) on p.19 2020 Sustainability Report and [Qualifying Welders for Job Opportunities: Certification Training](#).

## Analyst Corner



# Community Relations

## Local Content

In addition to jobs and employee development, providing opportunities for local businesses to participate and grow with Gran Tierra's operations is a fundamental company value. Gran Tierra continues to increase opportunities for local contractors and suppliers through a strategy focusing on putting local companies first to meet our needs for goods and services, only expanding the search beyond the locality if no qualified providers are available. Local companies receive support through our Entrepreneurship program *Emprender+*, with access to a unique entrepreneurial ecosystem to progress their businesses.

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

## Investing in Local Communities

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

We make the following commitments to local businesses:

- Execute all contracting processes based on both national laws and international standards.
- Share the same information with all potential bidders, including strong tender documents and clear and fair rules about the proposal process.
- Inform each vendor about the results of the bidding process, and bidders can request additional information to help them understand what they need to do to improve their chances in the future.

The contracting process is subject to regular internal and external audits in order to verify that the supply chain procedure and company policies are being followed. In 2020, Gran Tierra continued building our Key Partners program to further strengthen and diversify our local suppliers. The program has led to significant growth in the capabilities and competitiveness of vendors and is comprised of five strategic areas: educational development/skills training, relationship building, supply chain connections, operational excellence, and economic growth. For more on the Key Partners program including the components, expectations of members and key commitments, see: [Key Partners](#).

Even during the COVID-19 pandemic, Gran Tierra continued to provide business education through the Key Partner's program via virtual development courses offered to local companies in Putumayo and the Middle Magdalena Valley. Topics are specifically tailored to the current situation suppliers are facing, and include finance, taxes, and management.

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

WFT is also an important component of Colombia's Territorially Focused Development Programs (PDETs) following the 2016 peace agreement signed between the FARC-EP guerrilla movement and the Colombian government. The PDETs are a vital tool for rural development and lasting territorial peace that empowers local communities to decide how funds should be invested in their territories. Through the WFT program, Gran Tierra is developing four projects targeting improvements of education, housing and road infrastructure in the Putumayo municipalities, which experience high rates of poverty and food insecurity. Total investment for the first four projects will be over COP \$10 billion.

## Analyst Corner

# Community Relations

In 2020, we completed construction on sanitary units for families in Villagarzón, installing toilets, showers, sinks and laundry areas. Additional projects include the provision of cafeteria supplies for educational centres in the municipalities of Orito and Puerto Caicedo and upgrading roads between the towns of Puerto Vega and Campo Alegre, near Puerto Asís.

Gran Tierra Energy is also focused on developing other social investment programs that impact and benefit thousands of local people, including:

- Creating a community mentorship program (see: [Community Mentorship Program](#) on p.33 of the 2020 Sustainability Report)
- Multiple programs that support the Colombian government’s strategy for sustainable territorial peace by focusing on local and regional development of the cacao sector (see: [Creating Markets for Local Farmers](#) and [Supporting the Peace Process](#))
- A gender diversity program focused on empowering women in the oil and gas industry (see: [Prioritizing Gender Diversity](#) on p.20 of the 2020 Sustainability Report)
- Economic opportunities for ex-combatants (see: [Creating Opportunities for Ex-Combatants to Reintegrate](#) on p.39 of the 2020 Sustainability Report)
- A program to foster local business development through entrepreneurship and self-employment (see: [Entrepreneurship Pays](#))

The COVID-19 pandemic presented new challenges, interfering with face-to-face interactions and many of our social investment and community engagement programs were paused to protect public health. Gran Tierra Energy’s social teams innovated to discover new ways to stay connected and support communities on critical issues they faced.

[The Economic Development](#) and [Beyond Compliance](#) pages on Gran Tierra Energy’s website contain many additional case studies that highlight our commitments to local communities.

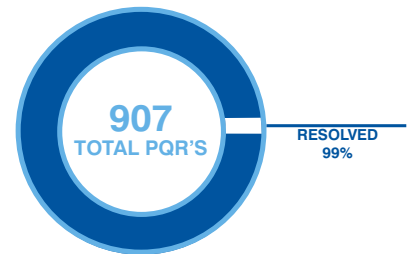
In 2020, Gran Tierra Energy received 907 total PQRs and 99% were resolved. Increased numbers of PQRs are considered a positive indicator of open engagement. However, in 2020 the number of PQRs decreased because of the temporary closure of the company’s community-based Te Escucha offices due to COVID-19.

## Performance Highlights

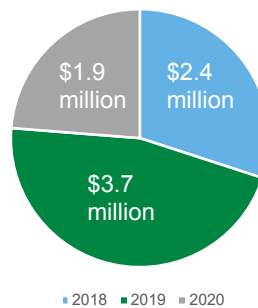
In 2020, Gran Tierra awarded over USD \$39 million in contracts to local companies for goods and services.

Women make up 38% of Gran Tierra’s direct employees. The number of female employees has increased by 39% between 2018 and 2020. The percentage of women of women working for Gran Tierra’s contractors and subcontractors has increased 33%.

2020 PQR'S RESOLUTION STATUS:

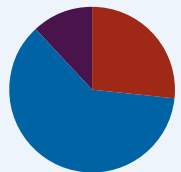


GTE's Social Investment



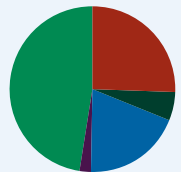
Channels for receiving PQRs

Office:	243
Email:	557
Designated Employees:	107
Mailbox:	0
<b>TOTAL</b>	<b>907</b>



PQR topics

Labour practices:	204
Environmental:	52
Contracting goods & services:	183
Land access:	20
Other causes:	448
Human Rights:	0
<b>TOTAL</b>	<b>907</b>



## Analyst Corner

# Health and Safety

## Importance to Gran Tierra and Approach

A strong culture of health and safety leads to more efficient operations by reducing downtime, improving efficiency, and driving institutional learning. Thousands of workers at all levels identify risks and improve standard operating procedures, creating a safer work environment and reducing the time needed to carry out activities. Additionally, it leads to more satisfied stakeholders and stronger relationships. Government, financial and community stakeholders see more efficient operations with less risk to health, safety and the environment, which contributes to the resilience of our business by increasing stakeholder support and attracting local workers.

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

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

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

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

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

## Misión Vida Program and Health and Safety Training

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

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

Under this training program that started in 2017, 32 health and safety training modules have been developed, with more than 62,000 hours of training completed by thousands of Gran Tierra Energy employees.

## Analyst Corner

+ [HSE Policy](#)

+ [SASB EM-EP-320a.2](#)

+ [SASB EM-EP-540a.2](#)

# Health and Safety

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

- Emergency Response Training includes weekly training, drills and refresher courses for first responders.
- The Hand Injury Prevention Program (HIP) has reduced hand injuries by 80% compared to 2019. 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.
- Atento Voice Messages Project is focused on making it easier for our employees and contractors to communicate about safety. Kiosks with touchscreens and recording capabilities make it faster and easier for workers to make safety observations and streamlines the process of collecting and analyzing observations, generating data, and gathering feedback.
- Golden Rules is a safety-based virtual reality video game created to simulate potentially hazardous situations. All field operations workers are required to complete the training modules as part of their safety induction. Golden Rules includes virtual reality training programs.
- Safe Driving Program mandates that everyone driving for us attend multiple courses covering defensive and preventative driving techniques for every foreseeable road situation. A comprehensive driving plan has been developed in addition to existing training that focuses on driver and instructor training, detailed planning before each trip, use of an in-vehicle monitoring system, random in-route audits, road hazard assessments and self-assessments for drivers.
- The Getting Performance Standard (GPS) Room dedicates a central surveillance team to remotely monitor all operations with potential safety risks. When operators identify potential hazards, they can immediately call their on-site colleagues to inform them and discuss the situation.
- Online Permit to Work System is a new online system implemented in 2020 as the latest innovation to help Gran Tierra and our contractors manage safety protocols. The system ensures work is conducted efficiently and, most importantly, safely, specifying the task to be performed, foreseeable hazards and the safety measures required to mitigate risks. Checklists ensure that no control mechanism is bypassed or missed ensuring proactive safety measures for front line workers. Additionally, the online system improves tracking and transparency of contractor safety performance, establishing a unified information set across all companies and contractors.
- Safety School for Managers where company managers complete hands-on safety leadership training. The training which is focused on educating managers on risk factors and safe practices for the highest risk activities. The curriculum is in alignment with Colombian Technical Standards and standards set by international organizations.

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

## Analyst Corner

+ [SASB EM-EP-320a.2](#)

+ [SASB EM-EP-540a.2](#)

# Health and Safety

## Education and Accountability Throughout the Supply Chain

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

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

## Impacts of a Global Pandemic

As the extent of the COVID-19 pandemic became clear, our top concern was to protect the health and safety of our employees, their families, and the communities near our operations. Even before the Colombian government ordered a nationwide shutdown in March, we took decisive actions to protect our workforce and to support health authorities by helping keep local populations safe. By quickly adding an epidemiologist to the medical team, developing and implementing rigorous health protocols, sharing information and making humanitarian donations to local communities, we were able to help manage this critical situation and operate without interruption. Gran Tierra's quick response was recognized by local and national authorities, including the Ministry of Mining and Energy.

Gran Tierra implemented four primary coordinated health controls for all employees and contractors to mitigate COVID-19 health and safety risks:

1. Risk controls such as expanding rapid testing capacity and strict hygiene protocols for people, infrastructure and equipment. We conducted 12,607 tests for COVID-19 in 2020.
2. Quarantines in dedicated hotels and camps for field staff before entering operations areas.
3. Medical controls including a system for workers to immediately report potential symptoms, daily temperature and medical checks, and onsite doctors and lab analysts.
4. Social support for public health efforts within local communities, including sharing information with local authorities, and donations of food, water and medical supplies, all of which had become scarce from strained supply chains.

Our approach was successful and we effectively controlled COVID-19 despite moving thousands of workers across our operations. This enabled uninterrupted production for Gran Tierra and our crude shipments without impacting community health. Gran Tierra shared our approach in detail with other operators and health authorities.

Our COVID-19 standards also include human rights protection, through the adoption of the Inter-American Commission on Human Rights' Human Rights of Persons with COVID-19 RESOLUTION No 4/2020.

## Analyst Corner



# Health and Safety

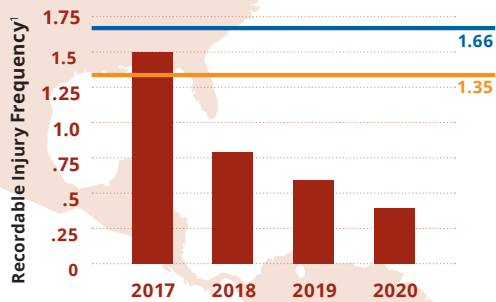
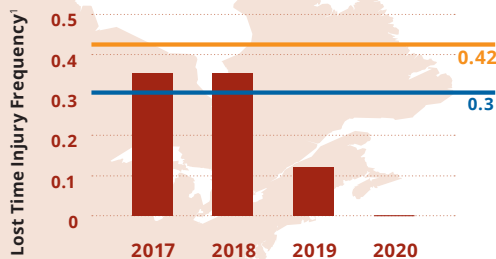
## Performance Highlights

Years of experience, innovation, and hard work to improve safety systems, tools and culture culminated in **2020 becoming the safest year in our company history with zero Lost Time Injuries**, while recording only three incidents that required medical treatment. This record is based on long-term, steady improvement in company-wide safety performance and was achieved despite an increase in higher-risk shutdown and start-up activities related to commodity prices and the pandemic. Our LTI frequency of 0.00 was well below both the most

recent industry averages of 0.42 for Latin America and 0.30 for North American exploration and production companies, as reported by the International Association of Oil and Gas Producers, and was in the top percentile in any region globally.

Gran Tierra Energy's **Total Recordable Injury Frequency (TRIF)** has also been steadily decreasing for years.

 **2020 Lost Time Injuries: Zero**



North America  
2019 average<sup>2</sup>

Latin America  
2019 average<sup>2</sup>

<sup>1</sup>Injuries per million work hours. Includes direct employees and contractors.

<sup>2</sup>International Association of Oil and Gas Producers (IOGP) 2019 data.

### Fatality Rates

	2018	2019	2020
Fatality rate – employees	0	0	0
Fatality rate – contractors	0	0.011	0

### Tier 1 Process Safety Event Rates for Loss of Primary Containment

2018	2019	2020
0	0	0



**15 million**

work hours have been completed without a Lost Time Injury

## Analyst Corner

# ESG Performance Table

This ESG Report provides performance results for 2020, and where available, presents data for the previous three years to allow for trend analysis and to provide additional context for Gran Tierra Energy's performance results. All ESG data is consolidated in this ESG Performance Table. Data presented in this report includes data for the entire company. Any data limitations are explicitly noted where relevant. Financial data is stated in U.S. dollars unless noted otherwise.

The SASB Indicator Code has been included in the table for ESG metrics that are included as recommended accounting metrics in the Sustainability Accounting Standards Board's Oil and Gas – Exploration & Production Sustainability Accounting Standard.

ESG Metric	UNITS	2018	2019	2020
<b>Activity</b>				
Oil production	BBL	13,174,922	12,642,468	8,241,066
Gas production	MCF	247,620	393,330	235,422
Production of oil and gas	BOE	13,216,192	12,708,023	8,280,303
Production of oil and gas SASB EM-EP-000.A	BOE/day	36,209	34,817	22,624
Number of offshore sites SASB EM-EP-000.B	Number	0	0	0
<b>Governance</b>				
<b>Business Ethics and Transparency</b>				
Proved reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index SASB EM-EP-510a.1	Percentage (%)	0%	0%	0%
Probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index SASB EM-EP-510a.1	Percentage (%)	0%	0%	0%
<b>Environment<sup>8</sup></b>				
<b>Climate Change and GHG Emissions<sup>9</sup></b>				
Total GHG emissions	Metric tons	590,240	690,748	284,186
Gross global scope 1 emissions SASB EM-EP-110a.1	CO <sub>2</sub> -e	590,240	550,506	221,232
Percentage of gross global scope 1 emissions that are methane SASB EM-EP-110a.1	Percentage (%)	NRP	13.14%	11.92%
Percentage of gross global scope 1 emissions covered under emissions-limiting regulations SASB EM-EP-110a.1	Percentage (%)	0%	0%	0%
Amount of gross global scope 1 emissions from flared hydrocarbons SASB EM-EP-110a.2		NRP	373,674	72,118
Amount of gross global scope 1 emissions from other combustion SASB EM-EP-110a.2		NRP	75,802	9,301
Amount of gross global scope 1 emissions from process emissions SASB EM-EP-110a.2	Metric tons	NRP	0	0
Amount of gross global scope 1 emissions from vented emissions SASB EM-EP-110a.2	CO <sub>2</sub> -e	NRP	9,854	6,085
Amount of gross global scope 1 emissions from fugitive emissions SASB EM-EP-110a.2		NRP	14,983	9,301
Global gross scope 2 emissions	Metric tons	NRP	140,241	62,954
Amount invested in renewable energy SASB EM-EP-420a.3	Reporting	\$0	\$0	\$0
Revenue generated by renewable energy sales SASB EM-EP-420a.3	currency	\$0	\$0	\$0
Energy derived from renewable and non-renewable sources	KWs	100,272,371	214,966,670	158,959,432
Energy purchased	KWs	7,429,134	24,364,400	19,546,078
Total Electricity power	KWs	107,701,505	239,331,070	178,505,510
Percentage of consumed energy from the grid	Percentage (%)	20%	10%	11%

# ESG Performance Table

ESG Metric	UNITS	2018	2019	2020
<b>Water Management</b>				
Total fresh water withdrawn SASB EM-EP-140a.1		954.25	880.47	751.85
Water from rivers and creeks	thousand m <sup>3</sup>	827.64	672.53	612.73
Water purchased from third parties		46.89	168.99	115.02
Water from wells		79.72	38.95	24.11
Percentage of total fresh water withdrawn in regions with High or Extremely High Baseline Water Stress SASB EM-EP-140a.1	Percentage (%)	0%	0%	0%
Total fresh water consumed SASB EM-EP-140a.1	thousand m <sup>3</sup>	5.45	95.78	471.74
Percentage of total fresh water consumed in regions with High or Extremely High Baseline Water Stress SASB EM-EP-140a.1	Percentage (%)	0%	0%	0%
Volume of produced water and flowback generated SASB EM-EP-140a.2	thousand m <sup>3</sup>	3,456.98	6,512.85	3,551.39
Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used SASB EM-EP-140a.3	Percentage (%)	0%	0%	0%
Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline SASB EM-EP-140a.4	Percentage (%)	0%	0%	0%
Water discharged <sup>10</sup>	thousand m <sup>3</sup>	948.79	784.68	280.12
Produced water SASB EM-EP-140a.2	thousand m <sup>3</sup>	3,465.98	6,512.85	3,551.39
Water Injected into active wells	thousand m <sup>3</sup>	3,445.92	5,593.37	3,899.18
Non-enterprise water consumption (head office)	thousand m <sup>3</sup>	3.27	3.45	1.41
Incidents of non-compliance with water quality or quantity permits, standards or regulations	Number	0	0	0
<b>Biodiversity Impacts</b>				
Aggregate volume of hydrocarbon spills SASB EM-EP-160a.2	Barrels (bbls)	56.6	111.3	118.75
Volume of hydrocarbon spills in Arctic SASB EM-EP-160a.2		0	0	0
Volume of hydrocarbon spills impacting shorelines with ESI rankings 8-10 SASB EM-EP-160a.2	bbls	0	0	0
Volume of hydrocarbon spills recovered SASB EM-EP-160a.2		56.6	111.3	118.75
Total number of spills		137	194	75
Contained discharges		116	172	70
Environmental incidents	Number	6	11	3
Oil or chemical spills < 1 bbl		15	9	1
Oil or chemic spills > 1 bbl		0	2	1
Volume of spills <sup>11</sup>	m <sup>3</sup>	9	17.70	18.88%
Percentage of spills recovered	Percentage (%)	100%	100%	100%
Aggregate quantity of significant of reportable spills	m <sup>3</sup>	0.41	0.59	8
Proved reserves in or near sites with protected conservation status or endangered species habitat SASB EM-EP-160a.3	Percentage (%)	5.7%	6.2%	6.2%
Probable reserves in or near sites with protected conservation status or endangered species habitat SASB EM-EP-160a.3		5.6%	6.4%	6.7%

# ESG Performance Table

ESG Metric	UNITS	2018	2019	2020
<b>Environmental Compliance</b>				
Number of inspections by authorities	Number	46	60	37
Number of findings and non-compliances		24	19	24
Number of findings that resulted in fines or non-monetary sanctions		0	0	0
<b>Waste</b>				
Total waste	KG	732,929	1,343,738	1,184,947
Hazardous waste		482,270	918,428	237,645
Non-hazardous waste <sup>12</sup>		250,659	425,309	947,301
Non-hazardous waste – percentage recycled	Percentage (%)	31%	25%	76%
Non-hazardous waste – percentage incinerated		21%	0%	0%
Non-hazardous waste percentage landfilled		48%	75%	24%
<b>Social</b>				
<b>Security, Human Rights and Rights of Indigenous Peoples</b>				
Proved reserves in or near areas of conflict SASB EM-EP-210a.1	Percentage (%)	9%	8.8%	9%
Probable reserves in or near areas of conflict SASB EM-EP-210a.1		8.8%	9%	9.8%
Proved reserves in or near Indigenous land SASB EM-EP-210a.2	Percentage (%)	25%	24.2%	24.3%
Probable reserves in or near Indigenous land SASB EM-EP-210a.2		24.3%	24.9%	26.4%
Total number of grievances	Number	382	133	217
Grievances resolved		374	124	213
Grievances in progress as of Dec 31, 2020		8	9	4
Labour practices grievances		149	48	75
Environmental impacts grievances	Number	10	10	1
Procurement of goods and services grievances		140	47	95
Land access grievances	Number	45	2	5
Human rights grievances	Number	0	0	0
Other grievances <sup>13</sup>	Number	38	26	41
Total number of active prior consultations	Number	38	24	4
Total number of active prior consultations concluded	Number	30	8	0
Number of ethnic communities consulted	Number	38	24	4
<b>Community Relations</b>				
Number of non-technical delays SASB EM-EP-210b.2	Number	89	101	58
Duration of non-technical delays SASB EM-EP-210b.2	Days	38.1	74.9	179.7
Economic value generated and distributed <sup>14</sup>	Millions of \$	\$791.1	\$872.5	\$299.2
Payments to suppliers, contractors and other third parties		\$468.4	\$623.2	\$181.2
Payments to governments (taxes, royalties)	Millions of \$	\$192.9	\$152.6	\$53.0
Payments to employees (salaries and benefits)		\$24.7	\$22.7	\$18.9
Investment in communities	Millions of \$	\$9.1	\$8.8	\$4.1
Payments to providers of capital (debt, interest, dividends)	Millions of \$	0	0	0
Social investment	Millions of \$	\$2.4	\$3.7	\$1.9
Temporary local employment	Number of contracts	5,086	6,669	3,697
Spending on suppliers (Colombia only)	Millions of \$	\$314.7	\$583.3	\$175.8
Regional		\$44.0	\$103.2	\$30.6
Country		\$248.2	\$476.9	\$142.5
International		\$22.4	\$3.2	\$2.7

# ESG Performance Table

ESG Metric	UNITS	2018	2019	2020
<b>Health and Safety<sup>15</sup></b>				
Total recordable incident rate (TRIR)	Rate	0.16	0.12	0.08
Total recordable incident rate (TRIR) - full time employees SASB EM-EP-320a.1		0	0	0
Total recordable incident rate (TRIR) - contract employees SASB EM-EP-320a.1		0.16	0.13	0.08
Near miss frequency rate SASB EM-EP-320a.1		0.87	0.8	0.8
Fatalities – full time employees	Number	0	0	0
Fatalities – contract employees	Number	0	1	0
Fatality rate – full time employees SASB EM-EP-320a.1	Rate	0	0	0
Fatality rate – contract employees SASB EM-EP-320a.1		0	0.011	0
Lost time injury frequency rate (LTIFR)	Rate	0.07	0.02	0
Lost time injury frequency rate (LTIFR) – full time employees		0	0	0
Lost time injury frequency rate (LTIFR) – contract employees		0.07	0.03	0.08
Average hours of health and safety training per employee SASB EM-EP-320a.1	Hours	3.6	2.3	4.6
Hours worked	Hours	10,974,872	16,738,737	7,729,973
Safety inspections conducted	Number	2,950	3,850	2,888
Emergency simulations conducted (tabletop and in-person)	Number	295	450	250
Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1) SASB EM-EP-540a.1	Rate	0	0	0
<b>Human Resources</b>				
Total number of employees	Number	334	362	322
Female		126	134	121
Male		208	228	201
Employees in Colombia	Number	240	258	226
Employees in Canada	Number	94	104	95
Employees in Ecuador	Number	N/A	0	1
Employees covered by Collective Bargaining Agreements	Percentage (%)	0	0	0
Rate of new employee hires		38	17	2.5
Voluntary turnover rates		11	5	3.4
Total number of hours of training (Colombia Only)	Hours	10,229	14,167	1,851
Average hours of training per employee (Colombia Only)	Hours/person	43	55	8
Average hours of training per employee per female Employee (Colombia Only)		43	69	77
Average hours of training per employee per male Employee (Colombia Only)		42	46	53
Average age of employees (Colombia)	Years	38	40	41
Average age of employees (Canada)		45	45	45



# SASB Index

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

ESG TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	LOCATION OF DISCLOSURE
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations SASB EM-EP-110a.1	Metric tons CO <sub>2</sub> -e (t), Percentage (%)	ESG Performance Table p.37 Climate Change and Greenhouse Gas Emissions Importance to Gran Tierra Energy and Approach p.15 Climate Change and Greenhouse Gas Emissions Performance Highlights p.16-17
	Amount of gross global Scope 1 emissions from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions, and (5) fugitive emissions SASB EM-EP-110a.2	Metric tons CO <sub>2</sub> -e	ESG Performance Table p.37
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets SASB EM-EP-110a.3	N/A	Climate Change and Greenhouse Gas Emissions Energy Efficiency Program p.15
Air Quality	Air emissions of the following pollutants: (1) NO <sub>x</sub> (excluding N <sub>2</sub> O), (2) SO <sub>x</sub> , (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10) SASB EM-EP-120a.1	Metric tons (t)	NRP – This data is not available for 2020. We plan to disclose it for the 2021 year.
Water Management	1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress SASB EM-EP-140a.1	Thousand cubic meters (m <sup>3</sup> ), Percentage (%)	ESG Performance Table p.38 Water Management Importance to Gran Tierra Energy and Approach p.18 Water Management Performance Highlights p.19
	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water SASB EM-EP-140a.2	Thousand cubic meters (m <sup>3</sup> ), Percentage (%), Metric tons (t)	ESG Performance Table p.38  We did not collect data on the percentage of water discharged, injected, recycled and the hydrocarbon content in discharged water for 2020. We plan to collect and disclose this data in future years. The ESG Performance Table p.38 has the volume of water discharged and the volume of water injected in active wells.
	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used SASB EM-EP-140a.3	Percentage (%)	ESG Performance Table p.38 Water Management Importance to Gran Tierra Energy and Approach p.18
	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline SASB EM-EP-140a.4	Percentage (%)	ESG Performance Table p.38 Water Management Reducing Surface Water Use and Wastewater Discharges, Monitoring Water Sources p.18

# SASB Index

ESG TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	LOCATION OF DISCLOSURE
Biodiversity Impacts	Description of environmental management policies and practices for active sites SASB EM-EP-160a.1	N/A	Biodiversity Impacts Importance to Gran Tierra Energy and Approach p.20 Biodiversity Impacts Environmental Impact Assessments p.21
	Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume impacting shorelines with ESI rankings 8-10, and volume recovered SASB EM-EP-160a.2	Number, Barrels (bbls)	ESG Performance Table p.38 Biodiversity Impacts Performance Highlights p.22
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat SASB EM-EP-160a.3	Percentage (%)	ESG Performance Table p.38 Biodiversity Impacts Importance to Gran Tierra Energy and Approach p.20
Security, Human Rights and Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near Indigenous land SASB EM-EP-210a.2	Percentage (%)	ESG Performance Table p.39 Security, Human Rights and Rights of Indigenous Peoples Importance to Gran Tierra Energy and Approach p.23
	Percentage of (1) proved and (2) probable reserves in or near areas of conflict. SASB EM-EP-210a.1	Percentage (%)	Security, Human Rights and Rights of Indigenous Peoples Importance to Gran Tierra Energy and Approach p.23 For the purposes of this calculation, Indigenous land is land where Indigenous people or groups reside, they do not however, necessarily hold title or formal ownership rights.
	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict SASB EM-EP-210a.3	N/A	Security, Human Rights and Rights of Indigenous Peoples Importance to Gran Tierra Energy and Approach p.23 Security, Human Rights and Rights of Indigenous Peoples A Holistic View of Human Rights, Prior Consultation and Engaging with Indigenous Communities, Training Private Security Contractors p.24-28
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests SASB EM-EP-210b.1	N/A	Community Relations Importance to Gran Tierra Energy and Approach p.29 Community Relations Maintaining Channels for Constructive Engagement, Responding to Petitions, An Effective Grievance Management System, Local Hiring and Workforce Development, Local Content, Investing in Local Communities p.29-32
	Number and duration of non-technical delays SASB EM-EP-210b.2	Number, Days	ESG Performance Table p.39

# SASB Index

ESG TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	LOCATION OF DISCLOSURE
Workforce Health and Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees SASB EM-EP-320a.1	Rate, Hours (h)	Health and Safety Performance Highlights p.36 ESG Performance Table p.40 We disclose TRIR and fatality data broken down by full-time employees and contract employees, however we do not track the data for short-service employees. We disclose NMFR and average hours of health and safety training but we did not collect this data broken down by full-time employees, contract employees, and short-service employees.
	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle SASB EM-EP-320a.2	N/A	Health and Safety Importance to Gran Tierra Energy and Approach p.33 Health and Safety Mision Vida Program and Health and Safety Training, Education and Accountability Throughout the Supply Chain p.33-36
Reserves Valuation and Capital Expenditures	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions SASB EM-EP-420a.1	Million barrels (MMbbls), Million standard cubic feet (MMscf)	NRP – We plan to collect and disclose this data in future years.
	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves SASB EM-EP-420a.2	Metric tons (t) CO <sub>2</sub> -e	NRP
	Amount invested in renewable energy, revenue generated by renewable energy sales SASB EM-EP-420a.3	Reporting currency	ESG Performance Table p.37
	Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets SASB EM-EP-420a.4	N/A	NRP
Business Ethics and Transparency	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index SASB EM-EP-510a.1	Percentage (%)	ESG Performance Table p.37 Business Ethics and Transparency Importance to Gran Tierra Energy and Approach p.13
	Description of the management system for prevention of corruption and bribery throughout the value chain SASB EM-EP-510a.2	N/A	Business Ethics and Transparency Highest Standards of Ethical Business Conduct, Gran Tierra Energy EthicsPoint Hotline, Transparency on Payments to Governments p.13

# SASB Index

ESG TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	LOCATION OF DISCLOSURE
Management of the Legal and Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry SASB EM-EP-530a.1	N/A	Discussion of regulations and Gran Tierra Energy's approach can be found in the Importance to Gran Tierra Energy and Approach sub-section for each ESG factor included in the ESG Report.
Critical Incident Risk Management	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1) SASB EM-EP-540a.1	Rate	Health and Safety Performance Highlights p.36
	Description of management systems used to identify and mitigate catastrophic and tail-end risks SASB EM-EP-540a.2	N/A	Health and Safety Mision Vida Program and Health and Safety Training p.33-34
Activity	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas SASB EM-EP-000.A	Thousand barrels per day (Mbbbl/day); Million standard cubic feet per day (MMscf/day)	ESG Performance Table p.37
	Number of offshore sites SASB EM-EP-000.B	Number	ESG Performance Table p.37
	Number of terrestrial sites SASB EM-EP-000.C	Number	15 (defined as producing blocks)

<sup>1</sup>Total includes all Capex, Opex, G&A, Acquisitions, Taxes and Royalties from 2017-2020.

<sup>2</sup>Savings are calculated vs. National Power Grid 383 - 214 = 169 COP/kWh (0,051 USD/kWh)

<sup>3</sup>Savings are calculated vs. National Power Grid 372 - 321 = 51 COP/kWh (0,015 USD/kWh)

<sup>4</sup>Savings are calculated vs. Diesel operation until August 900-311 = 589 COP/kWh (0,178 USD/kWh)

<sup>5</sup>Savings are calculated vs. Diesel operation until August 900-311 = 589 COP/kWh (0,178 USD/kWh)

<sup>6</sup>Savings are calculated vs. National Power Grid 383 - 214 = 169 COP/kWh (0,051 USD/kWh)

<sup>7</sup>For the purposes of this report, Indigenous communities includes both the Indigenous communities and the Afro-Colombian communities of Colombia.

<sup>8</sup>Environmental data does not include the Quito office

<sup>9</sup>GHG emissions calculations are made under operational control boundary

<sup>10</sup>No untreated wastewater is discharged

<sup>11</sup>Includes the volumes from incident discharges and contained discharges

<sup>12</sup>As defined in the country

<sup>13</sup>Impacts on third parties, infrastructure

<sup>14</sup>Total includes all Capex, Opex, G&A, Acquisitions, Taxes and Royalties in 2020

<sup>15</sup>Rates calculated as (statistic count × 200,000) / hours worked



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