

SASB Report

With TCFD-Aligned Index

GranTierra
Energy



2021

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Message from Leadership

After the many challenges in 2020 that the world faced, 2021 was a year of strong recovery for the energy industry and Gran Tierra. Our teams' excellent work throughout 2021 has strongly positioned Gran Tierra for the continued development and enhanced oil recovery activities in 2022, to optimize value from each of our assets. The talent and dedication of our workforce and the trust we have built with local regional, and national stakeholders continue to be a key area of strength for the company.

Gran Tierra Energy's foundation is built on running a profitable and stable business while responsibly maintaining and growing a high-quality portfolio. Our commitment to all stakeholders is to do this in a financially sustainable manner, providing the strength to reliably deliver on our ESG commitments. Our ESG focus remains strong and is achieved through our [Going Beyond Compliance philosophy](#). Where Gran Tierra identifies significant opportunities and benefits to the environment and communities, we voluntarily strive to go beyond what is legally required to protect the environment and provide social benefits, because it is the right thing to do.

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. As a responsible energy producer, our goal is to create the most value with the least environmental impact possible. We do this by maintaining operational integrity across all our infrastructure, designing our processes to maximize efficiency and meet rigorous international standards. Since 2019, we've reduced our overall emissions by 55% and over the last five years we have decreased our surface water usage by more than 41%. In this report, we provide a TCFD Index which sets out how our ESG reporting aligns with the recommendations of the Task Force on Climate-related Financial Disclosures as this framework has emerged as the investor-preferred framework for climate-related disclosure.

Our flagship conservation program, NaturAmazonas, which we conduct in partnership with Conservation International, has now completed its fifth year and has added more than one million trees and conserved, preserved or reforested over three thousand hectares of the Colombian Amazon rainforest. The program's success has set a new Colombian standard for industry-led conservation, with other businesses and institutions joining the effort to continue and scale this work.

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

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



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

About Gran Tierra Energy



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

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

About Gran Tierra Energy

Gran Tierra's Focused Strategy

Proven, Under-Explored Conventional Hydrocarbon Basins

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

Access to Established Infrastructure

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

Strong, Stable Economic Environment

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

Highly Competitive Fiscal Regime

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



Apply Proven Technology

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

Focus On Balance Sheet Protection

2023 capital program provides profitable production growth while maintaining explorational upside

Maintain Flexibility & Control the Allocation of Capital

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

Sustainable business model with significant value in booked reserves base

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

Robust free cash flow and attractive returns in supportive fiscal regimes

Continued growth in 2022, flexible, progressive fiscal regimes

Disciplined financial strategy; prudent discretionary capital programs

Focused on debt reduction, long-term value creation

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

Extensive seismic and well data across expansive acreage position

Going Beyond Compliance

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

About This Report

Gran Tierra Energy is committed to providing annual ESG reporting.

In May 2022, we released our 13th annual [2021 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 2021 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 ESG performance results for 2021, 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](#).

This report also provides a [TCFD Content Index](#) which sets out how our reporting aligns with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD recommendations) as the TCFD recommendations have emerged as the investor-preferred framework for climate-related disclosure.

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 the TCFD recommendations, ESG-related regulation, ESG trends, investor and industry initiatives, relevant ESG guidance, and peers' disclosure.

In advance of the publication of this report, we reviewed and refreshed our ESG Materiality Assessment to ensure that the assessment of the potential impacts of ESG factors on Gran Tierra's value is current and reflects the rapidly evolving ESG landscape. The ESG factors included in this report represent those ESG factors identified in the ESG Materiality Assessment as having the greatest potential to impact the financial and operational performance of our company. The sustainability factors included in Gran Tierra's 2021 Sustainability Report represent the sustainability and corporate social responsibility activities of greatest interest to broader stakeholders.

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

Gran Tierra Energy's Approach to ESG

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

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

A key pillar of our value creation narrative is Going Beyond Compliance and our philosophy of Going Beyond Compliance influences the decisions we make with respect to ESG. We voluntarily go beyond what is legally



required to care for the environment and undertake respectful engagement with local communities. Gran Tierra strives to create a meaningful and sustainable impact within the communities where we operate, with a continued focus on reducing emissions and the protection or restoration of impacted biodiversity, including deforestation from illegal crop cultivation.

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



Maximize Value

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



Social Investments

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



Continuous Improvement

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

Governance

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

- **Independent, non-executive Board chair**
- **22% female representation on the Board**
- **88.9% of Board directors are independent**
- **7 of 9 directors have skills and experience related to ESG areas**
- **Annual elections of all directors**
- **Majority voting for directors with resignation policy**
- **100% independent Committee members**
- **Annual self-evaluation of the Board**
- **Stock ownership guidelines for directors and officers**
- **Clawback policy**

ESG Oversight

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

Gran Tierra Energy's [Board Skills Matrix](#) includes the skills and experience desirable to support the strategic direction of the Company. Not every director is expected to be skilled in every area; however, we aim for the Board to have a balance of skills and experience. 7 of 9 directors have skills and experience related to health, safety, and environmental issues. For more detail on the Board's additional skills and experience, see the Skills Matrix in the [Notice of 2022 Annual Meeting of Stockholders & Proxy Statement](#).

Each director is expected to maintain the necessary level of expertise to perform his or her responsibilities as a director. Continuing education is provided through a number of methods, including an annual dedicated strategy session, periodic field trips, presentations from senior management, employees, and outside experts to the Board and its Committees on topics of interest and developing issues.

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

Analyst Corner

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

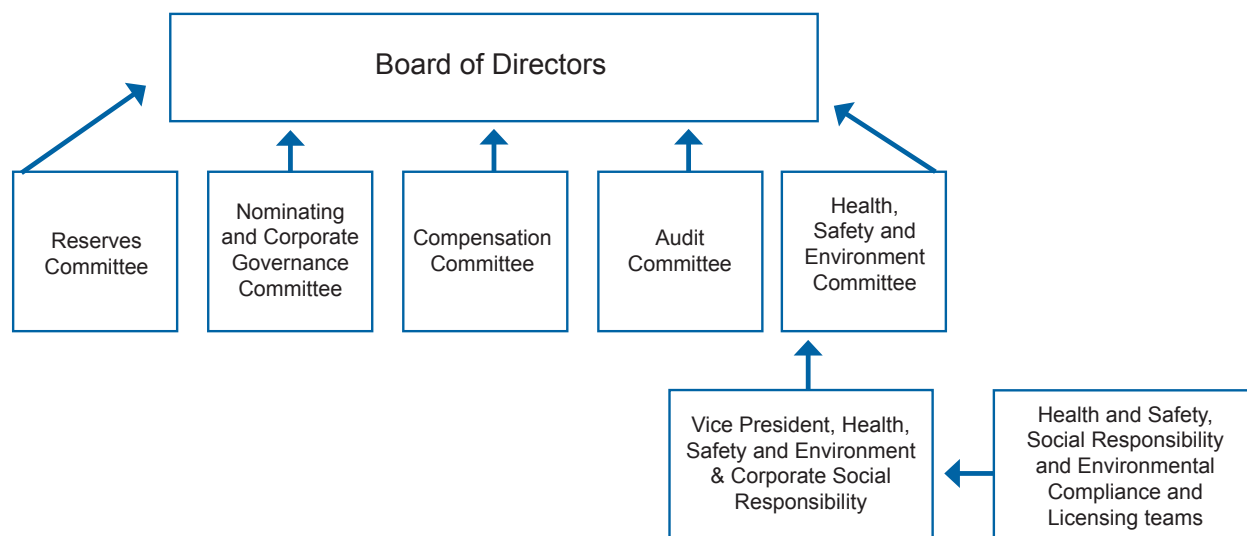
+ [TCFD Governance a](#)

+ [TCFD Governance b](#)

ESG Oversight

Table 1: Board Skills and Responsibilities Matrix

Accountable Parties	Summary of Responsibilities
Board of Directors	<ul style="list-style-type: none"> 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. 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.
Health, Safety and Environment Committee	<ul style="list-style-type: none"> The Health, Safety and Environment Committee (HSE Committee) assists in overseeing the development, monitoring and effective implementation of systems, programs, and initiatives to promote the management of health, safety, and security at Gran Tierra and to address environmental, safety, and operational risks, including climate change risks. The HSE Committee is responsible for reporting to the Board on environmental, health and safety policies and activities, including with respect to climate change, approving Gran Tierra's environmental, health, and safety goals and objectives and monitoring company performance. 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.
Nominating and Corporate Governance Committee	<ul style="list-style-type: none"> The Nominating and Corporate Governance Committee assists in overseeing governance-related risks, including regulatory, reputation and other risks.
Compensation Committee	<ul style="list-style-type: none"> The Compensation Committee is responsible for oversight of compensation-related risks, including reviewing management's assessment of risks related to employee compensation programs.
Audit Committee	<ul style="list-style-type: none"> 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.
Reserves Committee	<ul style="list-style-type: none"> The Reserves Committee assists in overseeing the risks related to Gran Tierra's estimates of Reserves of oil and natural gas.



Analyst Corner

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

ESG- Related Policies

Table 2: ESG-Related Policies

Policy	Description
Code of Business Conduct and Ethics	<ul style="list-style-type: none"> • Outlines Gran Tierra's commitment to the highest standard of ethical business conduct • Applies to all our directors, officers, employees and every other person or entity representing Gran Tierra
Compliance with Anti-Corruption Laws	<ul style="list-style-type: none"> • 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 • Applies to all Gran Tierra entities and all employees of each Gran Tierra entity conducting business in any location • Applies to all agents, suppliers, consultants and other providers of goods and/or services
Corporate Security Policy	<ul style="list-style-type: none"> • Outlines Gran Tierra's commitment to the protection of our personnel, assets, and reputation • Signed by the President and CEO
Health, Safety and Environment Policy	<ul style="list-style-type: none"> • 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 • 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 • Signed by the President and CEO
Human Rights Policy	<ul style="list-style-type: none"> • Outlines Gran Tierra's commitment to the respect and promotion of all human rights internationally recognized • Developed with the full commitment to respect the internationally recognized human rights incorporated in the International Bill of Human Rights and the International Labor Organization Conventions (ILO), including the fundamental rights principles established in the ILO Declaration on Fundamental Principles and Rights at Work • Developed with the commitment to apply relevant international standards including: the United Nations (UN) Guiding Principles on Business and Human Rights, the UN Voluntary Principles for Security and Human Rights, the OECD Guidelines for Multinational Companies, the OECD Due Diligence Guidance for Responsible Business Conduct, the UN 2030 Agenda for Sustainable Development and Gran Tierra's Code of Business Conduct and Ethics • Signed by the President and CEO
Whistleblower Policy	<ul style="list-style-type: none"> • 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 • Includes a hotline to anonymously report complaints and a policy of non-retaliation

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

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+ [Corporate Security Policy](#)

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

+ [Human Rights Policy](#)

+ [Whistleblower Policy](#)

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

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

Board Diversity

Gran Tierra 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. **Female directors now represent 22% of our Board of Directors, and 25% of independent directors.**

Business Ethics & Transparency

Importance to Gran Tierra and Approach

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

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

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

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

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

+ [Corporate Governance Guidelines](#)

+ [Whistleblower Policy](#)

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

Business Ethics & Transparency

Highest Standards of Ethical Business Conduct

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

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

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

Transparency on Payments to Governments

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

For more details on Corporate Governance at Gran Tierra, see the [Notice of 2022 Annual Meeting of Stockholders and Proxy Statement](#)



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- + [Code of Business Conduct and Ethics](#)
- + [SASB EM-EP-510a.2](#)
- + [Notice of 2021 Annual Meeting of Stockholders and Proxy Statement](#)
- + [Extractive Sector Transparency Measures Act 2020 Report](#)

Environment

Gran Tierra Energy's material environmental factors include:

- [Climate Change and Greenhouse Gas Emissions](#)
- [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. 2021 further established Gran Tierra as an industry standard bearer for its net positive effect on Colombia's environment.

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

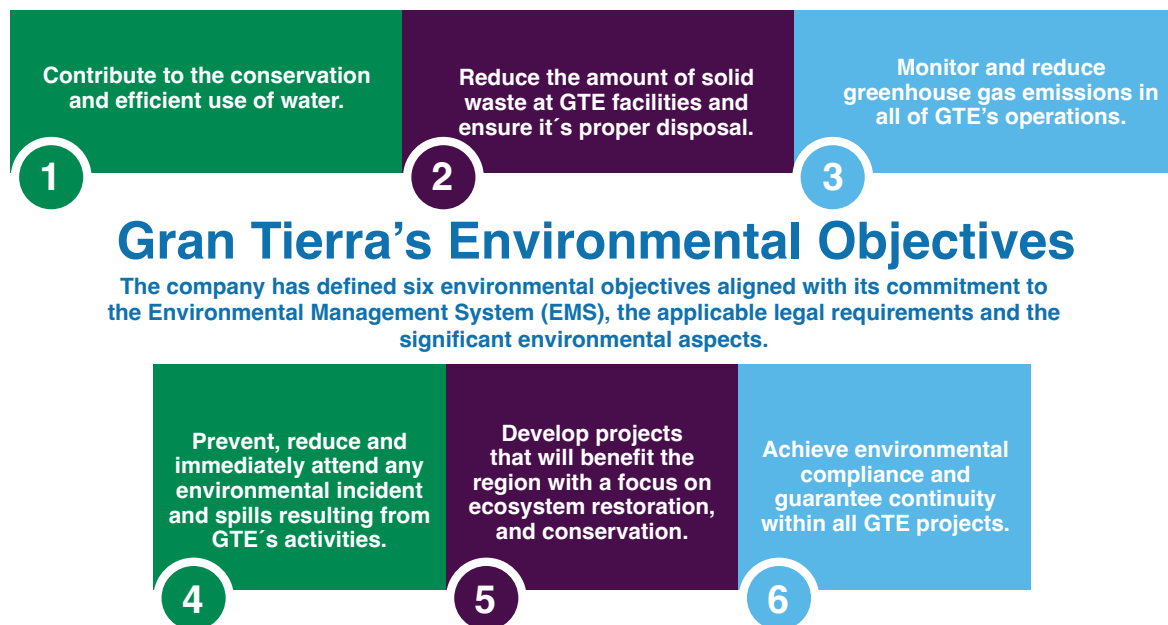
Gran Tierra has two key environmental objectives: leverage our resources to meaningfully address some of the most pressing environmental challenges facing South America, while also minimizing the environmental impacts of our own operations.

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. Our EMS was recertified in 2021 after successfully completing a virtual audit and a physical recertification. 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](#).

Figure 1: Gran Tierra Energy's 6 Environmental Objectives



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Climate Change and Greenhouse Gas Emissions

Importance to Gran Tierra and Approach

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

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

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

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

We are committed to tracking GHG emissions and to take steps to reduce them where we can do so in a cost-effective manner.

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

As a responsible energy producer, our goal is to create the most value with the least environmental impact possible. We do this by maintaining operational integrity across all our infrastructure, designing our processes to maximize efficiency and meet rigorous international standards. **Finding ways to reduce our GHG emissions remains a priority for the company. Gran Tierra's emissions reduction strategy focuses on three key areas:**

1. **Consistent, transparent and expanded reporting**
2. **Gas-to-power projects**
3. **Nature-based solutions**

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

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

+ [SASB EM-EP-530a.1](#)

+ [TCFD Strategy a](#)

+ [TCFD Strategy b](#)

Climate Change and Greenhouse Gas Emissions

Consistent, Transparent and Expanded Reporting

As part of our commitment to drive down GHG emissions where feasible, we have contracted external experts to begin in-person measurements of potential fugitive emission sources at our three main producing facilities. An additional understanding of fugitive emissions will allow us to focus reduction efforts where they will have the biggest impact.

We are also undertaking real-time tracking and internal reporting approaches to integrate GHG emissions data into ongoing Environmental Information Management systems.

Finally, we are aligning our corporate GHG emissions reduction activities with the Government of Colombia's plan to meet its emissions reduction targets and participate in meetings with Colombia's Ministry of Mines and Energy on an ongoing basis. We are building an inventory of GHG emissions reduction opportunities in order to assess potential mitigation actions and to prioritize measures to be considered in the coming years.

Gas-to-Power Projects

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

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

For example, at the Acordionero field, diesel consumption has decreased by 85%. A priority for 2021 was to implement Gas-to-Power projects at additional fields. All major fields have been fully converted and we are now turning our attention towards generating gas power at our smaller locations, with service now in place at Cohembi and Los Angeles. In 2022, we expected to be able to sell excess power from our Costayaco facilities to supply the local grid. The table below highlights the amount of power generated, gas used for power instead of being flared and the cost savings from Gran Tierra's Gas-to-Power projects.

Table 3: Gas-to-Power chart

Field	Gas-to-Power (kWh)	Gas Used (SCF)	Savings (USD)
Costayaco ²	68,781,969	468,745,820	\$1,272,466
Moqueta ³	148,827	1,479,600	\$18,864
Acordionero ⁴	69,731,909	932,986,000	\$17,467,843
Mono Araña ⁵	978,559	8,505,848	\$50,885
Vonu	4,142,465	30,743,300	\$405,474
Los Angeles	218,396	4,293,200	\$393,550
Cohembi	1,594,924	18,225,670	-

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Climate Change and Greenhouse Gas Emissions

Nature-Based Solutions

Gran Tierra's efforts to lower emissions through nature-based projects is a top priority and we will continue to work Beyond Compliance, supporting environmental projects focused on reforestation, conservation and carbon sequestration. Examples of such environmental projects include the Costayaco Forestry Centre and the NaturAmazonas program described in the [Biodiversity Impacts](#) section.

Carbon sequestration describes the processes of capturing and storing atmospheric CO₂. Through photosynthesis, forests and vegetation sequester carbon by capturing carbon dioxide from the atmosphere and converting it into organic matter as a fuel source. The NaturAmazonas program will sequester approximately 8.7 million tonnes of CO₂ through reforestation and conservation over its lifetime.

Understanding Our Air Emissions

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

Gran Tierra Energy has comprehensive air pollutant measurements in place as outlined by regulatory requirements in Colombia with which we comply. We are in the process of refining our approach to aggregate air pollutant measurements, analyzing the data and identifying opportunities for air emission reductions beyond regulatory requirements. We are pleased to be able to report our air emissions data for the first time in 2021.

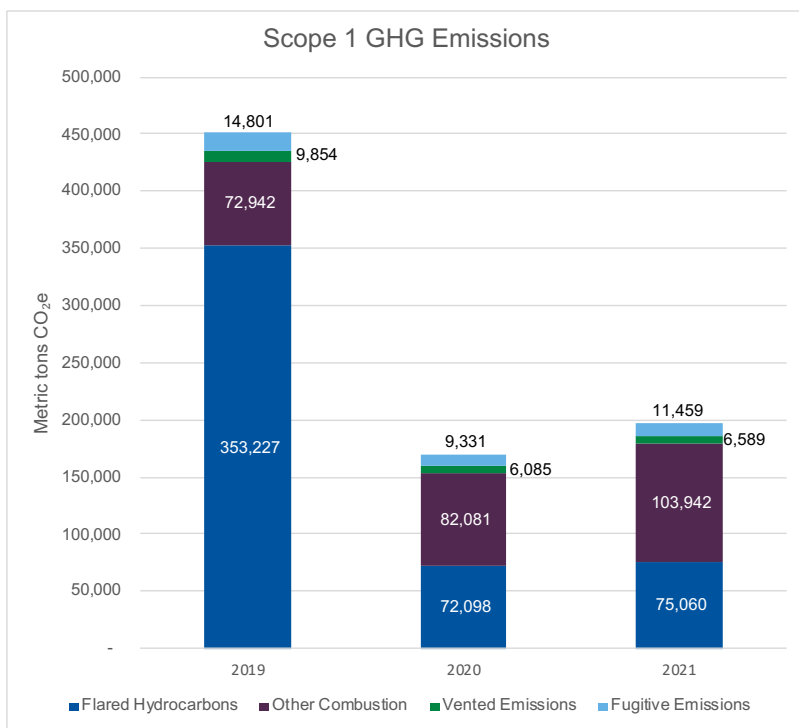
Performance

From 2019 to 2021, we have achieved a 55% reduction in absolute Scope 1 and 2 GHG emissions and a 46% reduction in Scope 1 and 2 GHG emissions intensity in large part due to our Gas-to-Power projects. 11% of our absolute Scope 1 GHG emissions are methane emissions. Gran Tierra continues to focus on GHG emissions reductions, including methane emissions, where possible.

Table 4: Air Emissions chart

Air Emissions	Metric Tons
NOx	576.74
SOx	14.98
Volatile Organic Compounds (VOCs)	31.16
Particulate Matter (PM10)	23.11

Figure 2: Scope 1 GHG Emissions



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+ [TCFD Strategy b](#)

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

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

+ [Metrics and Targets b](#)

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

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

+ [Metrics and Targets a](#)

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 7% of Gran Tierra's proved reserves are in or near sites with protected consideration status of endangered species habitats. Approximately 7.2% of Gran Tierra's probable reserves are in or near sites with protected consideration status of endangered species habitats.

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

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

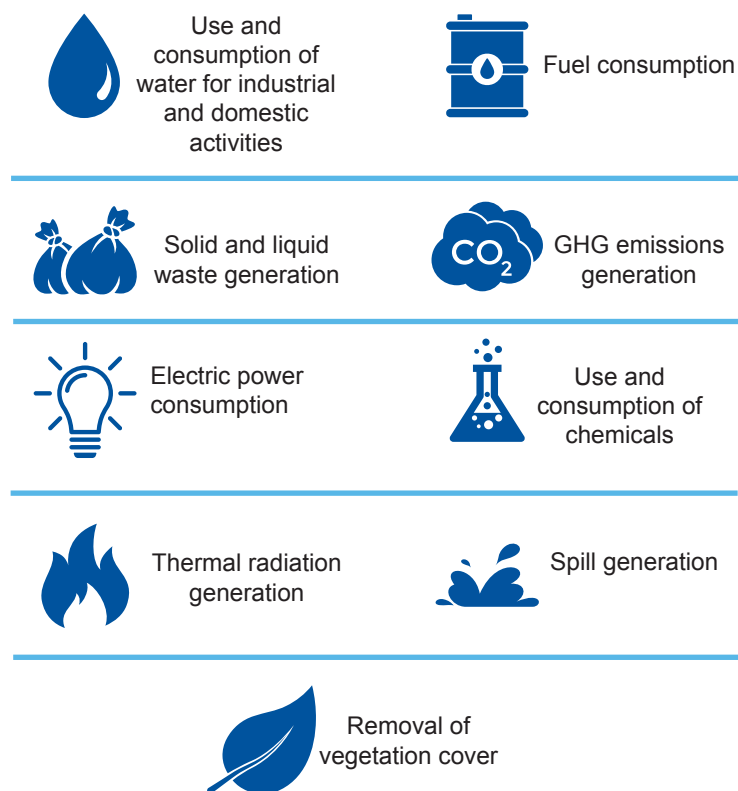
Our environmental management policies and procedures are designed based on the International Finance Corporation (IFC)'s [Environmental, Health, and Safety Guidelines for Onshore Oil and Gas Developments](#).

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 operations were in 2021).

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.

Figure 3: Environmental Management System Environmental Aspects



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+ [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 our footprint, design smarter environmental mitigation and compensation strategies, reduce forest fragmentation and protect environmentally significant areas. Chawar was immediately applied to the Environmental Impact Assessment for the Cumplidor North development project, which requires a licence to operate in an environmentally important and biodiverse region connecting the Andes Mountain range to the Amazon rainforest.

NaturAmazonas Conservation Program

NaturAmazonas, Gran Tierra's flagship, voluntary conservation program has successfully completed its initial five-year run. This large-scale project combats deforestation at strategic locations that connect the Amazon rainforest with the foothills of the Andes mountain range; one of the most biodiverse ecosystems in the world. The initiative, now entering its second phase, has reforested over 1,000 hectares of land and secured 2,400 hectares for conservation. The original five-year commitment has been extended by an additional two years and has invested a total of USD \$13 million.

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

NaturAmazonas also makes a significant contribution towards the 2030 emissions reduction and carbon sequestration targets established by the national government and the Ministry of Mines and Energy in Colombia. The project will sequester approximately 8.7 million tonnes of CO₂ through reforestation and conservation over its lifetime. The 2021 Sustainability Report includes additional highlights from the NaturAmazonas program. For more detail, see NaturAmazonas By the Numbers on p.21 [2021 Sustainability Report](#).

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- + [SASB EM-EP-160a.1](#)
- + [2021 Sustainability Report](#)

Biodiversity Impacts

An Alliance with ANDI

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

The alliance's accomplishments thus far include:

- **National Parks of Colombia and Gran Tierra are currently working together to create a framework for conservation agreements in protected areas.**
- **Gran Tierra's Costayaco Forestry Centre has supported the Andean-Amazon ecosystem connectivity strategy by restoring and protecting 314.5 hectares.**
- **Ongoing coordination of environmental investments.**

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

Gran Tierra established the Costayaco Forestry Centre (CFC) in coordination with the regional environmental regulator in the Putumayo Department. Through the Costayaco Forestry Centre, Gran Tierra has planted over 200,300 trees across the Putumayo and Cauca Departments and donated trees to local communities and educational centres. Gran Tierra's investments over the last ten years have increased the size and impact of the facility, which has become a model for public and private institutions interested in strategies for conservation investments.

Based on the CFC's success, plans to expand the facility and open similar forestry centres near Gran Tierra's operations in the Middle Magdalena Valley and Putumayo South are underway. The new centres will follow the CFC model, implementing medium and long-term projects, working closely with environmental institutions and local communities. The 2021 Sustainability Report includes additional information on the CFC. For more detail, see p.22-24 [2021 Sustainability Report](#).

Case Study: Amazon Butterfly Species Guidebook

Gran Tierra partnered with Corpoamazonia, the Corporation for the Sustainable Development of the Southern Amazon, to produce the first guidebook of the approximately 145 species of butterflies that exist in the Amazon piedmont. This study and cataloguing are a significant step in developing management and conservation practices for these species with high potential for scientific research and tourism.



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- + [SASB EM-EP-160a.1](#)
- + [2021 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

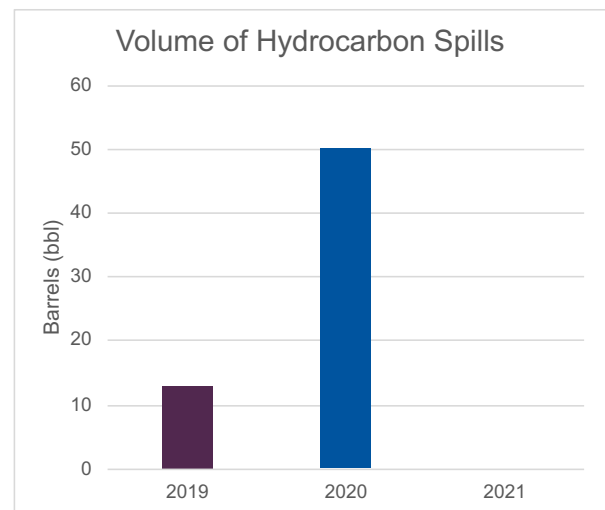
In 2021, we had zero hydrocarbon spills. The table below shows the number of hydrocarbon spills over the past three years.

Table 5: Number of Hydrocarbon Spills⁷

Year	Number of Spills
2019	2
2020	1
2021	0

100% of the volume of spills in 2019 and 2020 were recovered.

Figure 4 : Volume of Hydrocarbon Spills⁷



Gran Tierra does not operate in the Arctic and had no hydrocarbon spills impacting shorelines with ESI rankings 8-10.

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

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

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 regulatory 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.

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

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

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

Reducing Surface Water Use and Wastewater Discharges

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

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 176 groundwater monitoring wells on a regular basis, 38 in the Middle Magdalena Valley, and 136 in Putumayo. We have collected and tested over 1,100 water samples throughout our water monitoring programs in 2021.

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.

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

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

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

Water Management

Case Study: Water Monitoring

Gran Tierra Energy funds additional independent water studies for local communities in Colombia 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

Figure 5: Total Fresh Water Withdrawn

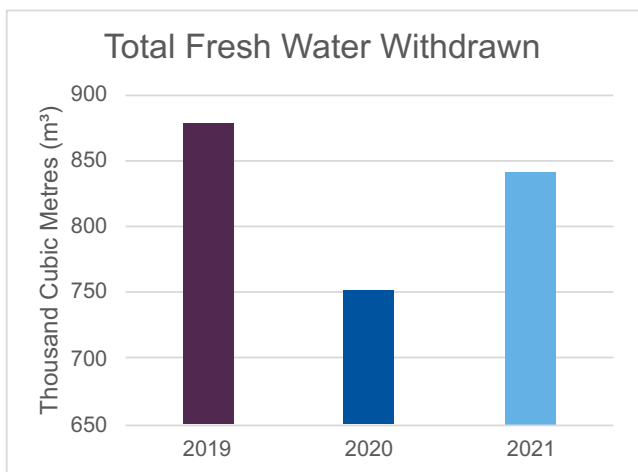


Figure 6: Total Fresh Water Consumed

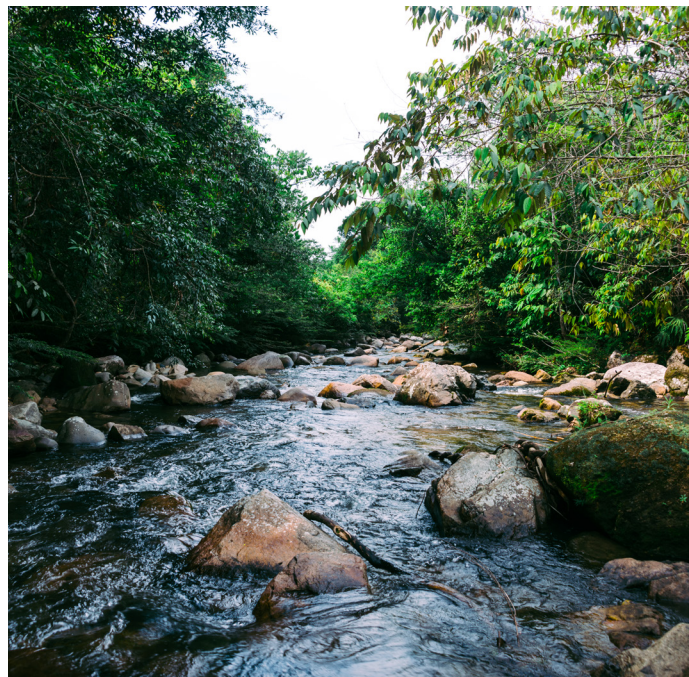
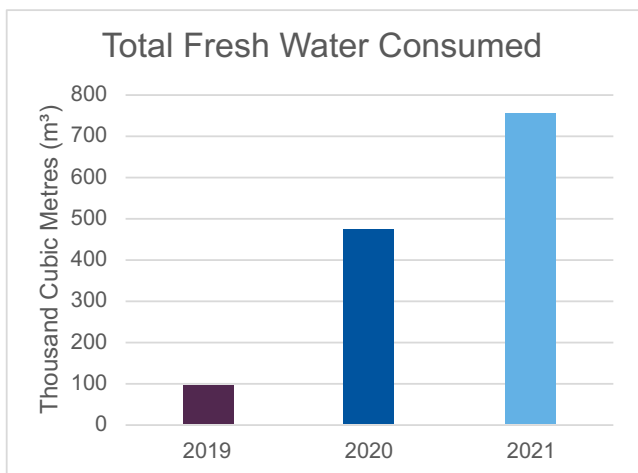
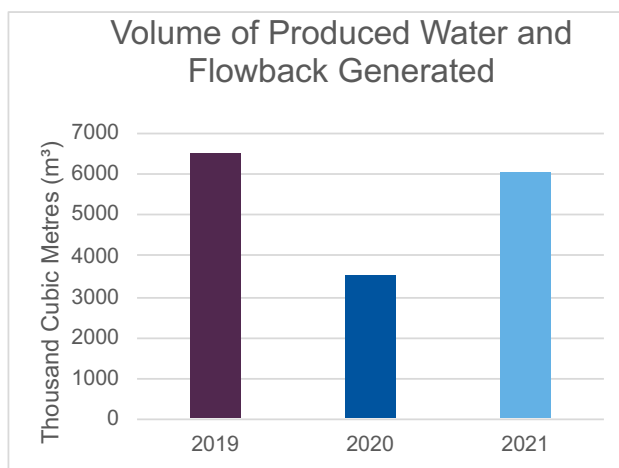


Figure 7: Volume of Produced Water and Flowback Generated



In 2021, 8.27% of produced water and flow black generated was discharged, 91.47% was injected and 0.25% was recycled. The hydrocarbon content in discharged water was 0.22 metric tons.

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

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

+ [Case Study: Water Monitoring](#)

Social

Gran Tierra Energy's [material social factors](#) include:

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

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

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

Community Relations

Importance to Gran Tierra and Approach

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

Engaging with communities is one of our most important activities as a long-term ally. The trust that the Gran Tierra team has built through years of meaningful engagement in Colombia has been an important factor in our success. This genuine respect and trust will

continue to be earned by adhering to responsible business practices and understanding that communities are important stakeholders. Gran Tierra contributes to local, regional, and national economic development in Colombia in many ways, including through taxes, royalties, jobs, local procurement of supplies and services, social investments, training and education programs and voluntary social and environmental programs.

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

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

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

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

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

Analyst Corner

+ [Human Rights Policy](#)

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

Community 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 offices serve as an important focal point for community-based interactions and are cornerstones of our community engagement pillars. The role of each office is to create a physical, easily accessible channel for community members to engage in two-way communications with the company. In 2021, three offices in Colombia were reopened as the threat to public health from COVID-19 became manageable throughout the year.

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

We also launched the 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.

An Effective Grievance Management System

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

Gran Tierra maintains multiple channels to manage petitions, questions, complaints, or claims (known as PQRs in Spanish) through our Grievance Management System. Increased numbers of PQRs are welcomed by the Company and considered a positive indicator of open engagement. There are four in-person and correspondence-based channels that people can use to file PQRs: local offices, email, designated employees, and mailbox. These are screened and go through the documentation centre and the coordination centre. Everything is coded with a report received in real time at Gran Tierra's headquarters in Canada and regular reports are sent to senior management.

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

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+ [Human Rights Policy](#)

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

Community Relations

Familiarization Trips

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

Local Content

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

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

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

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

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

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

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



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

Community Relations

Key Partners Program

GTE's successful Key Partners program has evolved from a simple award given to the best performing vendors into an integrated, multi-stage program. The program has led to significant growth in the capabilities and competitiveness of vendors and is comprised of five strategic areas: educational development/skills training, relationship building, supply chain connections, operational excellence, and economic growth. For more on the Key Partners program including the components, expectations of members, see: [Key Partners](#).

The main objective of the program is to transfer business knowledge and skills to local entrepreneurs in GTE's areas of operation through classes called "Diploma Courses." Focusing on important enabling areas like business skills, e-commerce and marketing, the goal of the program, which delivers over 200 hours of classroom and online training, is to raise the participants' commercial, legal and competitive capabilities to strengthen their businesses. The program has been conducted in the Putumayo for 10 years and 5 years in the Middle Magdalena Valley.

Figure 8: Key Partners Program

GRAN TIERRA'S COMMITMENT TO OUR KEY PARTNERS

1. ECONOMIC GROWTH

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

2. EDUCATIONAL DEVELOPMENT

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

3. IMPROVED NETWORKING

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

4. SUSTAINABLE RELATIONSHIPS

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

Investing in Local Communities

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

WFT is also an important component of Colombia's Territorially Focused Development Programs (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 has implemented 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 is over COP \$10 billion.

Local Suppliers Development Program

Also contributing to the increase in local economic benefits is the company's Local Suppliers Development Program.

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

Community Relations

Gran Tierra's Social Investment Strategy

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

- **Be impactful and measurable**
- **Align with business, Colombian and Ecuadorian government priorities and international Sustainability Development Goals (SDGs)**
- **Ensure that a % of beneficiaries belong to vulnerable groups within the community**

The [Economic Development](#) and [Beyond Compliance](#) pages on Gran Tierra Energy's website and the Social Impact section of the 2021 Sustainability Report contain many case studies that highlight our commitments and contributions to local communities via our social investments strategy.

Effective Engagement Strategy in Ecuador

Years of operating in Colombia have given Gran Tierra knowledge of the foundational support required to integrate, communicate and measure our social, environmental, health and safety and Human Rights activities in Ecuador. Even though Colombia and Ecuador are only separated by a river, the communities have their own cultures, customs and traditions.

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

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

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



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

Community Relations

Performance

In 2021, Gran Tierra had 81 non-technical delays that lasted an aggregate of 270 days. Non-technical delays were driven by a range of different factors including related to environment, government issues, and labour, roads. For those factors within Gran Tierra's control, the Company continues to enhance its approach to engaging with stakeholders to minimize impacts to operations.

In 2021, Gran Tierra received 961 total PQRs and 100% were resolved. Increased numbers of PQRs are considered a positive indicator of open engagement.

Figure 9: GTE's Social Investment

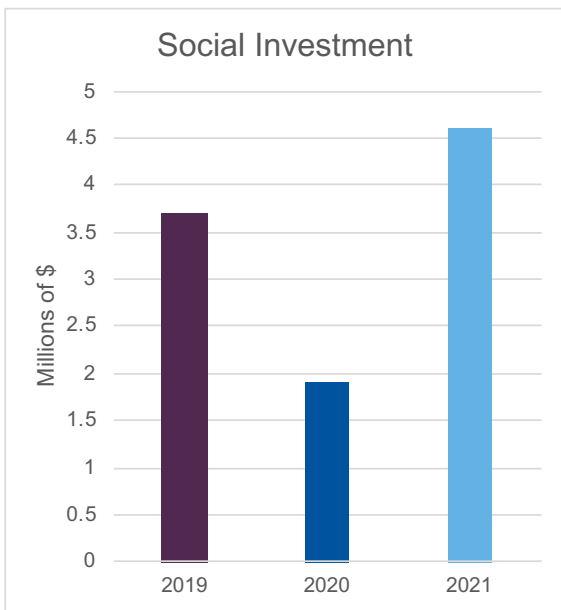


Figure 10: PQR's Resolution Status- 2021



In 2021, Gran Tierra awarded over USD \$53 million to local companies and contractors for goods and services

Figure 11: Maintaining Channels for Constructive Engagement

Maintaining Channels for Constructive Engagement

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

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

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

ALL PQRs OPENED IN 2021 HAVE BEEN SUCCESSFULLY RESOLVED.

2,000+
COMMUNITY MEETINGS

WITH COMMUNITY MEMBERS &
REPRESENTATIVES

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

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 and delayed operations, that translate into increased costs and significant impacts to reputation.

Through our operations in Colombia, Gran Tierra is exposed to a complex post-conflict social context. The country is striving towards achieving a successful reintegration and peace process which will help strengthen civil society and the economic underpinnings of the country. 8.2% of Gran Tierra's proved reserves are in or near areas of conflict and 8.5% 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 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. 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.

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

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

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

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.

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

Security, Human Rights and Rights of Indigenous Peoples

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

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

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

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

A Holistic View of Human Rights

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

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

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

[Human Rights](#) page on Gran Tierra Energy's website and the Human Rights section of the [2021 Sustainability Report](#) contain additional case studies that highlight our approach to human rights in practice.

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

+ [2021 Sustainability Report](#)

+ [Human Rights Policy](#)

Security, Human Rights and Rights of Indigenous Peoples

Protecting Human Rights in Ecuador

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

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

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

Free, Prior and Informed Consent with Indigenous Communities

One of the most important mechanisms for mitigating potential human rights issues and/or issues with

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

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

In 2021, Gran Tierra Energy successfully restarted 13 Prior Consultation processes that were paused in 2020 due to the pandemic, thanks largely to the trust maintained with Indigenous groups and communities even during the worst stages of the pandemic.

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

Analyst Corner

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

Security, Human Rights and Rights of Indigenous Peoples

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

[The Indigenous Development Programs](#) page on Gran Tierra Energy's website and the Human Rights section of the [2021 Sustainability Report](#) contain many additional case studies that highlight our approach to developing meaningful relationships with Indigenous communities.

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](#).



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

+ [Case Study: Cultural Heritage](#)

+ [2021 Sustainability Report](#)

Security, Human Rights and Rights of Indigenous Peoples

Training Private Security Contractor

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

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

Workforce Health & Safety

Importance to Gran Tierra and Approach

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

A safe working environment leads to the strengthening of a culture of zero injuries, or accidents and stronger community relationships. Government, financial and

Performance

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

In 2021, Gran Tierra Energy successfully restarted 13 Prior Consultation processes that were paused in 2020 due to the pandemic, thanks largely to the trust maintained with Indigenous groups and communities even during the worst stages of the pandemic. Three Prior Consultation processes were successfully completed during 2021, including one with the Inga Reservation located in Puerto Limón.



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.**

Analyst Corner

+ [Human Rights Policy](#)

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

Workforce Health & Safety

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

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

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 employees.



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

+ [HSE Policy](#)

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

Workforce Health & Safety

Misión Vida Program and Health and Safety Training

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

- **Emergency Response Training** includes weekly training, drills and refresher courses for first responders. In 2021, the Company conducted 345 tabletop or in-person emergency simulations which assessed preparedness to deal with various emergency scenarios.
- **The Hand Injury Prevention Program (HIP)** has reduced hand injuries by 80%, achieving one year of operations without any hand injuries. HIP uses virtual reality training and an analysis of first-person video footage of real-life work activities to improve hand safety procedures and reduce the possibility of accidents.
- **HSE InfluenSER** showcases and celebrates leaders as safety advocates in communities and across the workforce, converting employees into ambassadors carrying this message across every touchpoint of the business. Videos showcasing 9 leaders were shared with 1,200 workers.
- **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.

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.

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.

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

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

Workforce Health and Safety

Continued Management of COVID-19

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

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

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

Performance

Over the past three years, we have maintained a Total Recordable Incident Rate (TRIR) for employees of 0. TRIF for contractors has been steadily decreasing.

Figure 12: Contractor TRIR⁹

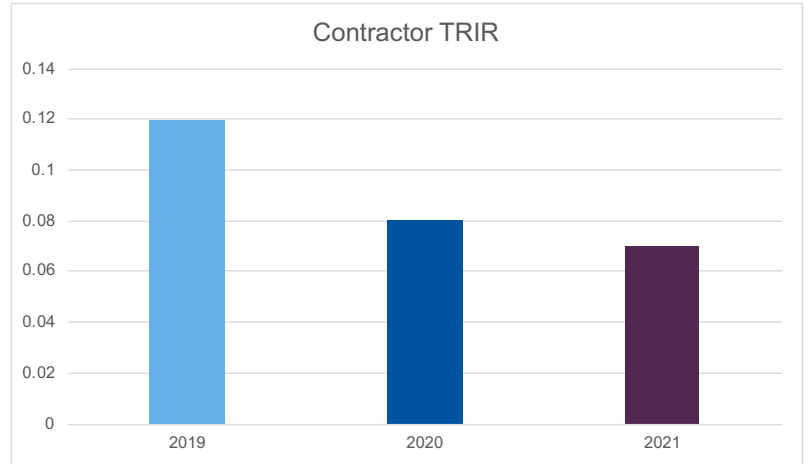


Figure 13: Contractor LTIF¹⁰

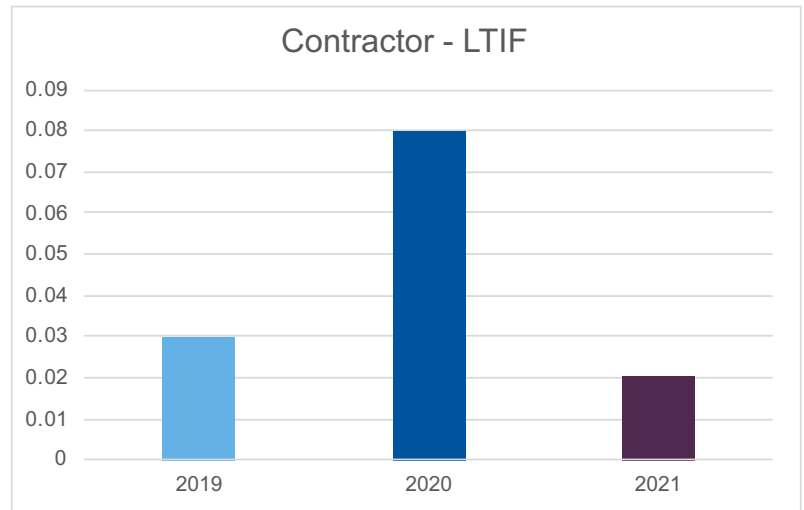


Table 6: Fatality Rates

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

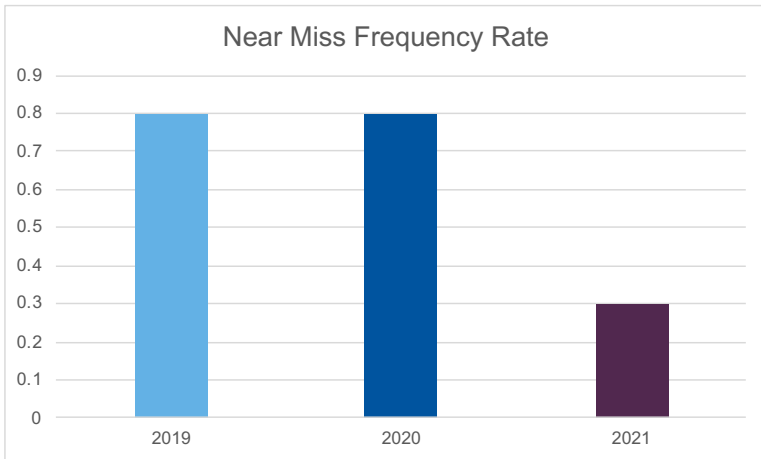
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+ [SASB EM-EP-320a.1](#)

Workforce Health and Safety

Our Near Miss Frequency Rate (NMFR), which includes employees and contractors, decreased in 2021.

Figure 14: NMFR¹¹



The average hours of health and safety training per employee, which includes employees and contractors, has been increasing steadily over the past three years.

Figure 15: Average Hours of Health and Safety Training per Employee

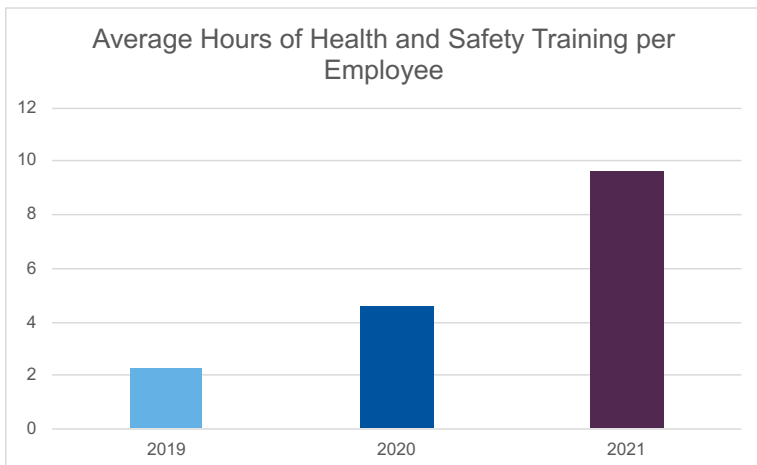


Figure 16: Hours Worked

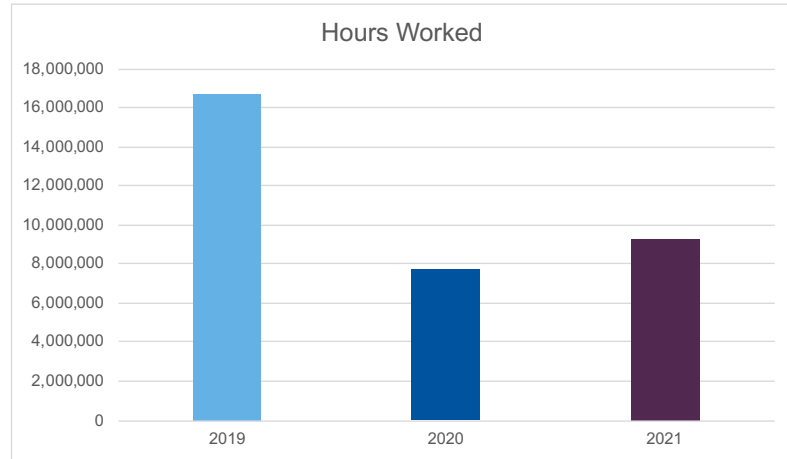
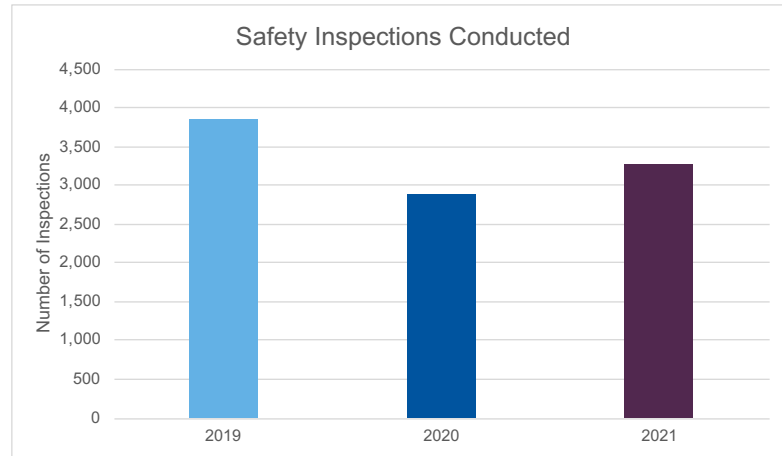


Figure 17: Safety Inspections Conducted



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

Table 7: Tier 1 Process Safety Events Rates for Loss of Primary Containment

2019	2020	2021
0	0	0

Analyst Corner

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

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

Human Capital Management

Importance to Gran Tierra and Approach

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

After acquiring and integrating three Colombian oil companies, Gran Tierra has focused on building "one team" committed to fostering cohesion across all of the Company's operations with the goal of maximizing efficiency and prioritizing safety practices. Our focus is on attracting, recruiting and retaining employees that possess the required technical skills and are aligned with the GTE culture.

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

Local Hiring and Workforce Development

In 2021, GTE continued to maximize local hiring of skilled employees from nearby areas. Colombian law requires 100% of unskilled workers and at least 30% of qualified skilled workers be local. We have not only met the unskilled workers target but also nearly tripled the level of skilled workers in our operations as well.

77% of skilled workers come from the local municipalities closest to our operations. The high percentage of local workers is a testament to the training and certification programs GTE continues to invest in, along with three key Company values:

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

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

Strengthening Leadership

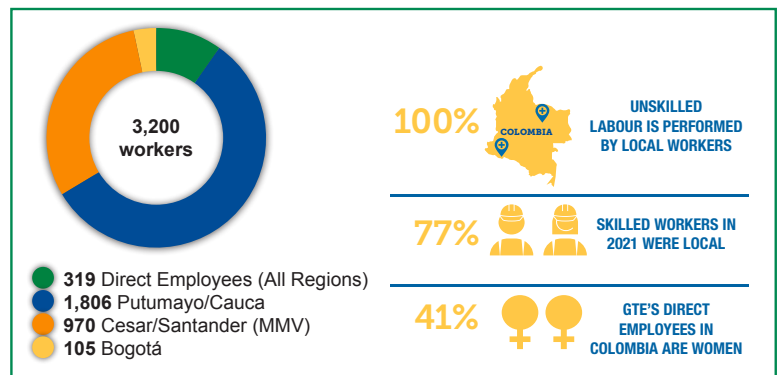
An integral part of GTE's culture is centred around coaching and mentoring employees to help them grow within their roles so that they can advance in the company. Gran Tierra *Te Enseña* (Learn with Gran Tierra) is an important development program that evolved out of independent training sessions across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

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

Performance

77% of skilled personnel come from the local municipalities closest to our operations; more than double the 30% required under Colombian law.

Women make up 39% of Gran Tierra's employees, compared to an industry average of 22%. In Colombia, women make up 41% of Gran Tierra's employees in the country.



Analyst Corner

ESG Performance Table

This SASB Report provides performance results for 2021, and where available, presents data for the previous two 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 and TCFD Recommended Disclosure have 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 and the TCFD Recommendations.

ESG Metric	ESG REPORTING FRAMEWORK	UNITS	2019	2020	2021
Activity					
Oil production	SASB EM-EP-000.A	Thousand barrels per day (Mbbl/day)	36.64	22.58	26.45
Gas production	SASB EM-EP-000.A	MCF	393,330	235,422	132,722
Synthetic oil production	SASB EM-EP-000.A	Thousand barrels per day (Mbbl/day)	N/A	N/A	N/A
Synthetic gas production	SASB EM-EP-000.A	Million standard cubic feet per day (MMscf/day)	N/A	N/A	N/A
Number of offshore sites	SASB EM-EP-000.B	Number	0	0	0
Number of terrestrial sites	SASB EM-EP-000.C		23	15	23
Governance					
Business Ethics and Transparency					
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
Community Relations					
Number of non-technical delays	SASB EM-EP-210b.2	Number	101	58	81
Duration of non-technical delays	SASB EM-EP-210b.2	Days	74.9	179.7	270
Economic value generated and distributed ²⁴			\$872.5	\$299.2	\$488.6
Payments to suppliers, contractors and other third parties		Millions of \$	\$623.2	\$181.2	\$218.5
Payments to governments (taxes, royalties)			\$152.6	\$53.0	\$151.9
Payments to employees (salaries and benefits)		Millions of \$	\$22.7	\$18.9	\$18.6
Investment in communities		Millions of \$	\$8.8	\$4.1	\$5.2
Payments to providers of capital (debt, interest, dividends)		Millions of \$	0	0	0
Social investment		Millions of \$	\$3.7	\$1.9	\$4.6
Temporary local employment		Number of contracts	6,669	3,697	3,200
Spending on suppliers (Colombia only)			\$583.3	\$175.8	\$212.8
Regional		Millions of \$	\$103.2	\$30.6	\$33.9
Country			\$476.9	\$142.5	\$175.5
International			\$3.2	\$2.7	\$3.3

ESG Performance Table

ESG Metric	ESG REPORTING FRAMEWORK	UNITS	2019	2020	2021
Social					
Security, Human Rights and Rights of Indigenous Peoples					
Proved reserves in or near areas of conflict	SASB EM-EP-210a.1	Percentage (%)	8.8%	9%	8.2%
Probable reserves in or near areas of conflict	SASB EM-EP-210a.1		9%	9.8%	8.5%
Proved reserves in or near Indigenous land	SASB EM-EP-210a.2		24.2%	24.3%	25.6%
Probable reserves in or near Indigenous land	SASB EM-EP-210a.2	Percentage (%)	24.9%	26.4%	25.6%
Total number of grievances		Number	133	217	961
Grievances resolved			124	213	961
Grievances in progress as of Dec 31, 2021			0	0	0
Labour practices grievances			48	75	166
Environmental impacts grievances			10	1	53
Procurement of goods and services grievances		Number	47	95	139
Land access grievances		Number	2	5	26
Human rights grievances		Number	0	0	0
Other grievances ²³		Number	26	41	577
Total number of active prior consultations		Number	24	4	13
Total number of active prior consultations concluded		Number	8	0	3
Number of ethnic communities consulted		Number	24	4	13
Workforce Health and Safety²⁵					
Total recordable incident rate (TRIR)		Rate	0.12	0.08	0.07
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		0.13	0.08	0.07
Near miss frequency rate (NMFR)	SASB EM-EP-320a.1	Rate	0.8	0.8	0.3
Fatalities – full time employees		Number	0	0	0
Fatalities – contract employees		Number	1	0	0
Fatality rate – full time employees	SASB EM-EP-320a.1	Rate	0	0	0
Fatality rate – contract employees	SASB EM-EP-320a.1		0.011	0	0
Lost time injury frequency rate (LTIFR)			0.02	0	0.02
Lost time injury frequency rate (LTIFR) – full time employees			0	0	0
Lost time injury frequency rate (LTIFR) – contract employees			0.03	0.08	0.02
Average hours of health and safety training per employee	SASB EM-EP-320a.1	Hours	2.3	4.6	9.6
Hours worked		Hours	16,738,737	7,729,973	9,297,751
Safety inspections conducted		Number	3,850	2,888	3,270
Emergency simulations conducted (tabletop and in-person)		Number	450	250	345
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
Environmental Compliance					
Number of inspections by authorities		Number	60	37	48
Number of findings and non-compliances			19	24	0
Number of findings that resulted in fines or non-monetary sanctions			0	0	0
Waste					
Total waste		KG	1,343,738	1,184,947	1,471,939
Hazardous waste ²²			918,428	237,645	589,938
Non-hazardous waste			425,309	947,301	882,001
Non-hazardous waste – percentage recycled		Percentage (%)	25%	76%	62%
Non-hazardous waste – percentage incinerated			0%	0%	0%
Non-hazardous waste percentage landfilled			75%	24%	38%

ESG Performance Table

ESG Metric	REPORT REPORTING FRAMEWORK	UNITS	2019	2020	2021
Environment¹²					
Climate Change and GHG Emissions¹³					
Gross global scope 1 emissions ¹⁴	SASB EM-EP-110a.1 TCFD Metrics & Targets a) and b)	Metric tons CO ₂ -e	450,874	169,693	208,714
Percentage of gross global scope 1 emissions that are methane	SASB EM-EP-110a.1 TCFD Metrics & Targets a)	Percentage (%)	13.68	12.24	11
Percentage of gross global scope 1 emissions covered under emissions-limiting regulations	SASB EM-EP-110a.1 TCFD Metrics & Targets a)	Percentage (%)	0	0	0
Amount of gross global scope 1 emissions from flared hydrocarbons	SASB EM-EP-110a.2 TCFD Metrics & Targets a)	Metric tons CO ₂ -e	353,227	72,098	75,060
Amount of gross global scope 1 emissions from other combustion	SASB EM-EP-110a.2 TCFD Metrics & Targets a)	Metric tons CO ₂ -e	72,942	82,081	103,942
Amount of gross global scope 1 emissions from process emissions	SASB EM-EP-110a.2 TCFD Metrics & Targets a)		0	0	0
Amount of gross global scope 1 emissions from vented emissions	SASB EM-EP-110a.2 TCFD Metrics & Targets a)		9,854	6,085	6,589
Amount of gross global scope 1 emissions from fugitive emissions	SASB EM-EP-110a.2 TCFD Metrics & Targets a)		14,801	9,331	11,459
Global gross scope 2 emissions	TCFD Metrics & Targets a) and b)		140,241	62,954	95,498
Amount invested in renewable energy	SASB EM-EP-420a.3 TCFD Metrics & Targets a)	Reporting currency	\$0	\$0	\$0
Revenue generated by renewable energy sales	SASB EM-EP-420a.3 TCFD Metrics & Targets a)	Reporting currency	\$0	\$0	\$0
Energy derived from renewable and non-renewable sources	TCFD Metrics & Targets a)	KWs	NRP	NRP	190,760,141
Percentage of energy derived from renewable sources	TCFD Metrics & Targets a)	Percentage (%)	8.26	9.04	10.52
Percentage of energy derived from non-renewable sources	TCFD Metrics & Targets a)	Percentage (%)	91.74	90.96	89.48
Energy purchased	TCFD Metrics & Targets a)	KWs	24,364,400	19,546,078	25,925,822
Total electrical power	TCFD Metrics & Targets a)	KWs	NRP	NRP	216,685,964
Percentage of consumed energy from the grid	TCFD Metrics & Targets a)	Percentage (%)	10%	11%	12%
NOx (excluding N2O)	SASB EM-EP-120a.1	Metric Tons	NRP	NRP	576.47
SOx			NRP	NRP	14.98
Volatile organic compounds (VOCs)			NRP	NRP	31.16
Particulate matter (PM10)			NRP	NRP	23.11
Biodiversity Impacts					
Aggregate volume of hydrocarbon spills ²¹	SASB EM-EP-160a.2	Barrels (bbls)	13	50	0
Volume of hydrocarbon spills in Arctic	SASB EM-EP-160a.2	bbls	0	0	0
Volume of hydrocarbon spills impacting shorelines with ESI rankings 8-10	SASB EM-EP-160a.2		0	0	0
Volume of hydrocarbon spills recovered	SASB EM-EP-160a.2		NRP	NRP	N/A
Oil or chemical spills < 1 bbl		Number	9	1	4
Oil or chemic spills > 1 bbl		Number	2	1	0
Proved reserves in or near sites with protected conservation status or endangered species habitat	SASB EM-EP-160a.3	Percentage (%)	6.2%	6.2%	7.04%
Probable reserves in or near sites with protected conservation status or endangered species habitat	SASB EM-EP-160a.3		6.4%	6.7%	7.22%

ESG Performance Table

ESG Metric	REPORT REPORTING FRAMEWORK	UNITS	2019	2020	2021
Water Management					
Total fresh water withdrawn	SASB EM-EP-140a.1	thousand m ³	880	752	842
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 ³	96	472	760
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 ³	6,512.85	3,551.39	6,028.51
Percentage of produced water and flowback fluid discharged ¹⁵	SASB EM-EP-140a.2	Percentage (%)	NRP	NRP	8.27
Percentage of produced water and flowback fluid injected ¹⁶	SASB EM-EP-140a.2		NRP	NRP	91.47
Percentage of produced water and flowback fluid recycled ¹⁷	SASB EM-EP-140a.2		NRP	NRP	0.26
Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used ¹⁸	SASB EM-EP-140a.3		N/A	N/A	N/A
Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline ¹⁹	SASB EM-EP-140a.4		N/A	N/A	N/A
Water discharged ¹⁰		thousand m ³	785	280	82
Hydrocarbon in discharged water	SASB EM-EP-140a.2	Metric tons	NRP	NRP	0.2172
Water Injected into active wells		thousand m ³	5,593.37	3,899.18	6,070.88
Non-enterprise water consumption (head office)		thousand m ³	3.45	1.41	1.41
Incidents of non-compliance with water quality or quantity permits, standards or regulations		Number	0	0	0
Human Capital Management					
Total number of employees		Number	362	322	319
Female			134	121	122
Male			228	201	197
Employees in Colombia		Number	258	226	228
Employees in Canada		Number	104	95	90
Employees in Ecuador		Number	0	1	1
Employees covered by Collective Bargaining Agreements		Percentage (%)	0	0	0
Rate of new employee hires		Percentage (%)	17	2.5	3.79
Voluntary turnover rates		Percentage (%)	5	3.4	5.8
Total number of hours of training (Colombia Only)		Hours	14,167	1,851	1,865
Average hours of training per employee (Colombia Only)		Hours/person	55	8	8.17
Average hours of training per employee per female Employee (Colombia Only)			69	77	9.9
Average hours of training per employee per male Employee (Colombia Only)			46	53	6.9
Average age of employees (Colombia)		Years	40	41	40
Average age of employees (Canada)			45	45	45

SASB Index

Gran Tierra has aligned the 2021 SASB 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 ₂ -e (t), Percentage (%)	Climate Change and Greenhouse Gas Emissions p.13, p.15
	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 ₂ -e	Climate Change and Greenhouse Gas Emissions p.15
	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 p. 13-15
Air Quality	Air emissions of the following pollutants: (1) NOx (excluding N ₂ O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM ₁₀) SASB EM-EP-120a.1	Metric tons (t)	Climate Change and Greenhouse Gas Emissions p.15
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 ³), Percentage (%)	Water Management p.21-22
	(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 ³), Percentage (%)	Water Management p.20-21
	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 ³), Percentage (%), Metric tons (t)	Water Management p.20-21
	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used SASB EM-EP-140a.3	Percentage (%)	Water Management p.20-21 Gran Tierra does not perform any hydraulic fracturing as part of our operations.
	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline SASB EM-EP-140a.4	Percentage (%)	Water Management p.20-21 Gran Tierra does not perform any hydraulic fracturing as part of our operations.

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 p.16-19
	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)	Biodiversity Impacts p.20
	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 (%)	Biodiversity Impacts p.16
Security, Human Rights and Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near areas of conflict EM-EP-210a.1	Percentage (%)	Security, Human Rights and Rights of Indigenous Peoples p.28
	Percentage of (1) proved and (2) probable reserves in or near Indigenous land SASB EM-EP-210a.2	Percentage (%)	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.
	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 p.28-32
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 p.22-26
	Number and duration of non-technical delays SASB EM-EP-210b.2	Number, Days	Community Relations p.27

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)	Workforce Health and Safety p.35-36 ESG Performance Table p.38 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	Workforce Health and Safety p.33-34
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 ₂ -e	NRP – We plan to collect and disclose this data in future years.
	Amount invested in renewable energy, revenue generated by renewable energy sales SASB EM-EP-420a.3	Reporting currency	ESG Performance Table p.38
	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 – We plan to collect and disclose this data in future years.
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 (%)	Business Ethics and Transparency p.10
	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 p.10-11

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's approach can be found in the Importance to Gran Tierra 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	Workforce Health and Safety p.36
	Description of management systems used to identify and mitigate catastrophic and tail-end risks SASB EM-EP-540a.2	N/A	Workforce Health and Safety 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.38
	Number of offshore sites SASB EM-EP-000.B	Number	ESG Performance Table p.38
	Number of terrestrial sites SASB EM-EP-000.C	Number	ESG Performance Table p.38

¹ Savings are calculated vs. National Power Grid 383 - 214 = 169 COP/kWh (0,051 USD/kWh)

² Savings are calculated vs. National Power Grid 372 - 321 = 51 COP/kWh (0,015 USD/kWh)

³ Savings are calculated vs. Diesel operation until August 900-311 = 589 COP/kWh (0,178 USD/kWh)

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

⁵ Savings are calculated vs. National Power Grid 383 - 214 = 169 COP/kWh (0,051 USD/kWh)

⁶ Spills data does not include spills due to sabotage or in transportation as transportation is conducted by third party companies.

⁷ Spills data does not include spills due to sabotage or in transportation as transportation is conducted by third party companies.

⁸ For the purposes of this report, Indigenous communities includes both the Indigenous communities and the Afro-Colombian communities of Colombia.

⁹ Per 200,000 hours

¹⁰ Per 200,000 hours

¹¹ Includes employees and contractors. Rate is per 200,000 hours.

¹² Environmental data does not include the Quito office.

¹³ GHG emissions calculations are made under operational control boundary

¹⁴ Scope 1 GHG emissions data from 2019 and 2020 has been restated as the emissions factor for the Colombian grid was restated.

¹⁵ This percentage represents the amount of produced water that was discharged into surface water sources, disposal wells and delivered to third parties and excludes the freshwater injected.

¹⁶ This percentage represents the amount of produced water that was reused for injection wells excluding water injected in disposal wells. The data collected excludes extracted fresh water used for injection and takes into consideration produced water from other fields.

¹⁷ This percentage represents the amount of produced water that was recycled (including injected and reused water). Reused produced water refers to extracted water from active wells used in other operation activities (e.g., work-over, drilling).

¹⁸ Gran Tierra does not conduct hydraulic fracturing activities.

¹⁹ Gran Tierra does not conduct hydraulic fracturing activities.

²⁰ No untreated wastewater is discharged

²¹ SASB defines spills as greater than 1 barrel. 2019 and 2020 data for volume of hydrocarbon spills has been restated as these figures have been recalculated to align with the definition of spills from the SASB Oil & Gas – Exploration & Production Standard.

²² As defined in the country

²³ Impacts on third parties, infrastructure

²⁴ Total includes all Capex, Opex, G&A, Acquisitions, Taxes and Royalties in 2021

²⁵ Rates calculated as (statistic count × 200,000) / hours worked

TCFD Index

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

CATEGORY	RECOMMENDATION	SUPPORTING RECOMMENDED DISCLOSURES	RESPONSE
GOVERNANCE	Disclose the organization's governance around climate-related risks and opportunities.	(a) Describe the board's oversight of climate-related risks and opportunities.	Governance p.7
		(b) Describe management's role in assessing and managing climate-related risks and opportunities.	Governance p.7 Environment p.12
STRATEGY	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	(a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Climate Change and Greenhouse Gas Emissions p.13
		(b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Climate Change and Greenhouse Gas Emissions p.13-15
		(c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	We have not yet conducted climate change scenario analysis given our size and stage.
RISK MANAGEMENT	Disclose how the organization identifies, assesses, and manages climate-related risks.	(a) Describe the organization's processes for identifying and assessing climate-related risks.	ESG Materiality Assessment p. 5 Climate Change and Greenhouse Gas Emissions p.13
		(b) Describe the organization's processes for managing climate-related risks.	Climate Change and Greenhouse Gas Emissions p.13-15
		(c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	NRP - We plan to disclose this information in future years
METRICS & TARGETS	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	(a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Climate Change and Greenhouse Gas Emissions p.15 ESG Performance Table p.40
		(b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Climate Change and Greenhouse Gas Emissions p.15 ESG Performance Table p.40
		(c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Climate Change and Greenhouse Gas Emissions p.13-15 We have not yet set quantitative climate-related targets given our size and stage.



GranTierra
Energy