

# Sustainability Report

BUILDING LONG-TERM VALUE AND DELIVERING ON OUR COMMITMENTS



“ Whenever possible, Gran Tierra Energy voluntarily goes beyond what is legally required to maximize sustainable economic growth, protect the environment, and provide social benefits to communities.

**Gary Guidry**

President and Chief Executive Officer





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## **ABOUT GRAN TIERRA ENERGY INC.**

Gran Tierra Energy Inc., together with its subsidiaries, is an independent international energy company currently focused on oil and natural gas exploration and production in Colombia and Ecuador. The Company is currently developing its existing portfolio of assets in Colombia and Ecuador and will continue to pursue additional new growth opportunities. GTE is headquartered in Calgary, Canada, and incorporated in Delaware, United States. GTE is traded on the NYSE American, the London Stock Exchange, and the Toronto Stock Exchange under the ticker symbol GTE.



## To Our Stakeholders

In 2023, Gran Tierra Energy continued its track record of meeting its business, environmental, social, and governance (ESG) performance standards while maintaining fiscal discipline and operational excellence. These are some of the factors we balance as we strive to be a reliable partner that creates value for our stakeholders in Colombia, Ecuador, and worldwide. Our team applies its technical expertise to maximize efficiency, production volumes, and revenues from our existing assets as we explore and invest in new areas.

This year, the team successfully achieved its targets for production, funds flow from operations and free cash flow. These achievements are a testament to our world class assets while also showcasing our commitment to operational excellence. In 2023, Gran Tierra also demonstrated its confidence in our future prospects by repurchasing 6.8% of our outstanding shares, showing our dedication to long-term shareholder value creation.

At the heart of our identity is the way we accomplish our objectives. We steadfastly adhere to our guiding principles, which include strict compliance with all relevant regulatory frameworks and, wherever possible, going Beyond Compliance

to protect the environment, strengthen communities, keep people safe, respect Human Rights, and contribute to peace and stability. These priorities align with those of our employees, governments, financial, and community partners.

Serving as a steward of the land, water, and air surrounding our operations is integral to protecting communities. We continue to make progress towards our goal of zero surface water usage or discharge for operations, avoiding competition with communities for this precious resource. Investments in energy efficiency have significantly curtailed non-essential flaring, with operations often generating surplus power used to supply and stabilize energy grids. Our operating footprint is less than 1/30<sup>th</sup> the area of lands we have conserved by planting millions of trees, preserving biodiversity, and contributing to Colombia's goal of achieving net-zero deforestation by 2030.

In 2023, the Company achieved its safest year, with over 16 million hours worked without a Lost-Time Injury. This performance has established GTE as one of the safest operators in the world and results from our efforts to foster a robust safety culture among leadership, employees, and contractors. We are committed to continuously reinforcing this culture to ensure our operations remain amongst the safest in our industry.

GTE's core business creates opportunities for thousands of local workers, and our contracting practices empower local businesses and ensure everyone gets a fair chance. Royalties generated from our operations are invested directly back into communities through Colombia's Works for Taxes program.

Earning the trust of communities every day, month, and year requires thoughtfulness, care, and the patience to listen. Continuous, authentic, productive engagement has resulted in strengthened community relationships and solid partnerships. Strategic and stable social investments have strengthened local economies, agriculture, and education, yielding impressive results that positively impact thousands of families. One of the highlights from last year for our team was seeing clothing made by Colombian artisans and designers participating in our *Hilos de la Tierra* program, showcased on the global stage during Vancouver's Fashion Week.

An essential element of doing business the right way is keeping Human Rights at the forefront of every action our employees and contractors take. Our support of Human Rights defenders has saved lives, and we work daily with government officials in Colombia and Ecuador to develop and implement our Human Rights program. We are proud to have been accepted by the Voluntary Principles on Security and Human



**Gary Guidry**

President and  
Chief Executive Officer

Rights global initiative, which will further support our commitment to maintaining strong Human Rights policies and practices across our operations.

I want to thank our talented and dedicated teams in Canada, Colombia, and Ecuador for their efforts to effectively produce a vital energy source that supports global development while meeting our environmental, social, and governance commitments. It is crucial to allow interested stakeholders to transparently learn about how we fulfill this mission. Our team has prepared this twelfth consecutive Sustainability Report to accomplish this goal. I invite you to learn more about this work in the following pages.



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Continuity is core to our sustainability strategy, which is based on achieving long-term objectives that directly address important social and environmental issues facing the communities near our operations. Our activities remain stable regardless of external factors, leading to greater impacts that could not be achieved with short-term projects.

**Diego Perez-Claramunt**

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

## Pillars of GTE's ESG Strategy



designed around a long-term and high impact sustainability strategy



based on direct engagement with communities



intended to meet and exceed legal and regulatory requirements



structured to address large-scale issues and focused on areas of maximum impact



## About This Report

Many of GTE's stakeholders are interested in understanding the Company's approach to engagement around the Environmental, Social, and Governance (ESG) factors that are material to the business. The stories, images, and data in this report are part of GTE's effort to show how responsibly addressing these factors is fundamental to the Company's corporate values. The report provides relevant, credible, and transparent information to interested parties.

GTE's ESG reporting aligns with the Sustainable Accounting Standards Board (SASB) and other globally recognized ESG frameworks. The Company released its first SASB Report in 2021 and its first Task Force on Climate-Related Financial Disclosures (TCFD) annex alongside the 2022 SASB Report. For more information, please visit [grantierra.com/investor-relations/reports-filings](https://grantierra.com/investor-relations/reports-filings).

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



“Productive relationships with communities enable us to create value for all of our stakeholders, support the national priorities of our host countries, and contribute towards the United Nations Sustainable Development Goals. The revenues generated from our operations are invested back into the business, which supports local economies and makes a real difference in people's lives.”

### Ryan Ellison

Chief Financial Officer and  
Executive Vice President, Finance



# 2023 HIGHLIGHTS

## Industry-Leading Technical Expertise and a Culture of Going Beyond Compliance

Gran Tierra Energy's workforce's capability to apply its best-in-class technical expertise and drive for constant improvement has made the Company an industry leader. The Company rigorously complies with all laws and regulations and meets widely accepted international ESG standards. GTE is also committed to creating economic, professional, and personal development opportunities, prioritizing local goods and services, and investing in social and environmental projects through its Beyond Compliance ethos.



### ECONOMIC

*created value for communities, governments, and other partners*

**\$748M USD\*** in economic impact

**87.5%** of GTE's workforce is local

**5,748** job opportunities created

**481** local companies contracted



### ENVIRONMENT

*reduced emissions and protected air, land, water, and biodiversity*

**1.6M** trees planted to date

**4,500** total hectares conserved

**76%** reduction in flaring since 2019

**92%** of GTE's operational injected water was recycled in 2023



### HEALTH AND SAFETY

*protected workers and communities*

**ZERO** lost time incidents

**115** rural households provided with water filters

**INCREASED** access to health services in rural Ecuador



### HUMAN RIGHTS

*worked to ensure Human Rights, peace, and stability*

**ACCEPTED** into the Voluntary Principles Initiative

**PROTECTED** Human Rights defenders

**574 km<sup>2</sup>** of land certified as free of antipersonnel mines/explosive devices



### SOCIAL INVESTMENT

*invested in sustainable economic growth and improved quality of life*

**354,000** people benefitted since 2019

**SUPPORTED** over 200 local entrepreneurs

**HUNDREDS** of farmers received agricultural training



### OUR NEIGHBOURS

*meaningfully engaged the communities neighbouring GTE's operations*

**1,400+** complaints, questions, petitions or claims (PQRs) resolved

**TRANSPARENCY COMMITTEES** newly formed in Ecuador

**STRENGTHENED** dozens of community leaders

\*Total includes all CAPEX, OPEX, G&A, Acquisitions, Taxes and Royalties in 2023.

Monetary units are expressed in Colombian Pesos (COP) and United States Dollars (USD) based on the prevailing exchange rate at the time of calculation throughout the report.



“ We strive to maintain a culture of excellence based on setting challenging goals, implementing sound processes, and building teams of highly competent individuals who are aligned with our vision of continuous improvement of safety and operational standards. This allows us to reliably create value for all of our stakeholders, including the local communities near our operations.

**Sebastien Morin**  
Chief Operating Officer



# ECONOMIC DEVELOPMENT



# HIGHLIGHTS



**\$748M USD\***  
in economic impact



**32,647**  
barrels of oil per day



**87.5%**  
local workers employed



**5,748**  
job opportunities created



**481**  
local companies  
contracted

\*Total includes all CAPEX, OPEX, G&A, Acquisitions, Taxes and Royalties in 2023.

Responsible resource development requires that production activities support a healthy environment and prosperous communities. GTE invests in communities through community-based social investment programs that contribute to economic well-being, peace and stability; rigorous adherence to environmental regulations; and large-scale, nature-based solutions to address regional environmental challenges. The Company also maintains a culture of safety throughout the workforce, while structuring its core business to create value for all of its stakeholders including the communities nearest its operations.

The Company's approach to maintaining fiscal discipline and striving for operational excellence has ensured that it remains a sustainable and reliable stakeholder, thus benefitting the regions where it operates. The Company has leveraged the technical expertise of its talented workforce to enhance oil recovery from GTE's existing assets, maximizing the value generated. With an eye toward the future, the Company continues to explore and invest in new regions of Colombia and Ecuador. Effective integration of GTE's teams, culture, and structures has driven long-term improvements in the Company's operations and ESG performance.



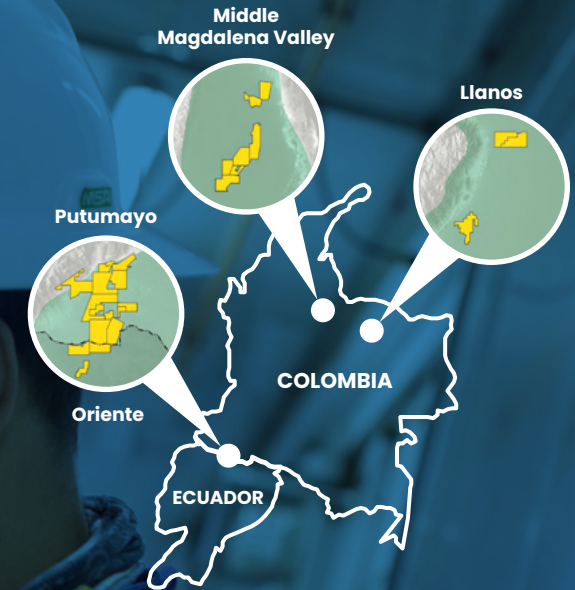
## Operations

Gran Tierra Energy's portfolio of high-quality conventional oil assets comprises 1.6 million acres in Ecuador and Colombia. The Company allocates capital towards long-term efforts to optimize its existing operations, explore new territories, and evaluate opportunities to operate in new areas.

### PRODUCTION: DEVELOPING AND OPTIMIZING EXISTING FIELDS

GTE's primary producing assets are located in the Colombian Putumayo and Middle Magdalena Valley basins. The Company's Acordionero field has grown from 4 to more than 120 wells and has already produced over double the proved reserves initially assigned to the reservoir when acquired in 2016. GTE has improved oil recovery factors, increased efficiency, and cut production costs nearly in half in its Colombian fields, all without compromising safety or environmental integrity.

In Ecuador, GTE has already begun optimizing its two successful exploration wells, thus increasing production volumes and lowering operating costs as permanent equipment is installed in the Charapa and Chanangue blocks.



“ In Ecuador, our commitment is for the long term: We're here to learn, support, and invest in these territories. We do this while protecting the environment, delivering impactful social programs, and respecting Human Rights.

### Enrique Villalobos

President and Country Manager,  
Gran Tierra Energy, Ecuador



“ Our core business increases economic activity in the areas near our operations. But our work of dedicating resources and building programs that contribute to peacebuilding, entrepreneurship, stability, and infrastructure—these are equally responsible for the clusters of economic development that have been created in the areas where we operate.

### Manuel Buitrago Vives

President and Country Manager,  
Gran Tierra Energy, Colombia

### MAXIMIZING RECOVERY FROM MATURE ASSETS

GTE's strategy for future growth in mature assets includes implementing secondary and tertiary recovery techniques. Waterflood technology displaces oil to maintain reservoir pressure and can increase recovery from existing wells. Adding polymers to enhance the viscosity of the reinjected water can further increase the amount of oil recovered through reinjection. Closed-cycle implementation of these technologies allows the Company to reduce its surface water withdrawal and discharge even as production increases.

### EXPLORATION: BUILDING ON RECENT SUCCESSES

Increasing stability in Colombia over the past few years has opened historically underexplored regions and improved the business environment within the Putumayo Basin, and prospects in South Putumayo and Ecuador are key areas for growth.

GTE holds drilling rights to a largely contiguous area in the Putumayo and the adjacent Oriente basin in northern Ecuador that the Company is actively exploring. A successful exploration campaign in 2022 resulted in two exploration discoveries in Ecuador that have already produced over half a million barrels of crude. A follow-up exploration campaign planned for 2024 will involve drilling up to five new exploration wells and conducting a significant seismic survey to evaluate underground reservoirs.



## 2023 Production and Exploration Highlights

<b>Total Proved Reserves of Oil and Gas (MMBOE)</b>	90 (↑ 7%)
<b>Total Proved Plus Probable Reserves of Oil and Gas (MMBOE)</b>	147 (↑ 13%)
<b>Total Proved Plus Probable Plus Possible Reserves of Oil and Gas (MMBOE)</b>	207 (↑ 13%)
<b>Total Company Average Production (BOEPD)</b>	32,647 (↑ 6%)
<b>Development Wells Drilled</b>	25
<b>Exploratory Wells Drilled</b>	0
<b>Total Wells Drilled</b>	25

## GTE's Economic Impact in 2023\*

<b>Economic Value Generated and Distributed**</b>	748
<b>Payments to Suppliers, Contractors, and Other Third Parties</b>	452
<b>Payments to Governments (Taxes, Royalties)</b>	274
<b>Payments to Employees (Salaries and Benefits)</b>	23
<b>Investment in Communities</b>	11
<b>Social Investment</b>	6.5

\*In millions of USD. Includes Colombia and Ecuador

\*\*Total includes all CAPEX, OPEX, G&A, Acquisitions, Taxes and Royalties in 2023





## Works for Taxes

### Four New Projects Identified

GTE's participation in Colombia's Works for Taxes program allows income taxes to be invested directly into priority areas that address social inequality—such as food security, health, education, and road enhancements—in the communities nearest the Company's operations. The program is a component of Colombia's Territory-Focused Development Plan (PDET), which has become an important tool to support rural development and sustainable peace in areas impacted by the country's historical conflict and poverty.

Since 2018, Gran Tierra Energy has invested more than \$3.6 million USD in the PDET municipalities of Putumayo. In 2023, GTE identified four new Works for Taxes projects to be developed over the next two years. The projects, with an aggregate value of \$14.2 million USD, were chosen by local communities in consultation with GTE employees, and are awaiting final Government approval. The projects will be implemented in Villagarzón, Mocoa, Puerto Asís, Orito, and Valle del Guamuez municipalities, and are estimated to benefit more than 22,000 people. Previous Work for Taxes projects implemented by Gran Tierra Energy have included providing cafeteria upgrades to hundreds of schools, improving food security for thousands of children, improving sanitation infrastructure in multiple communities, and upgrading roads to connect thousands in the rural communities between Campo Alegre and Puerto Vega-Teteyé.



**GTE HAS INVESTED OVER \$3.6M USD  
IN PUTUMAYO, COLOMBIA THROUGH  
ITS WORKS FOR TAXES PROGRAM.**

### Upcoming Works for Taxes projects



**22,000**

people will benefit



**4**

projects planned



**\$14.2M**

In value (USD)





## Our People

At the heart of GTE's successes are its people. For the past eight years, the Company has built a high-quality team of dynamic and highly talented employees. GTE guarantees transparent hiring processes and excellent working conditions for its local staff. This includes providing training and guidance to enable optimal job performance and help qualify individuals for new opportunities.

GTE's focus on promoting from within has resulted in significant female leadership throughout the Company. Women comprise 21% of Directors, 32% of Managers, and 30% of Supervisors. Across all departments, women make up 36% of all positions within the Company.

GTE's local hiring practices maximize opportunities for local workers, far exceeding Colombian and Ecuadorian legal and regulatory requirements. The Company holds workshops to prepare job applicants with the necessary capabilities for roles, and its mentoring program helps employees develop their careers.

## GTE's Workforce



**5,265**  
Colombia job  
opportunities



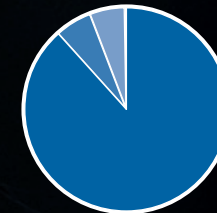
**483**  
Ecuador job  
opportunities



**100%**  
of Unskilled labour  
was sourced locally

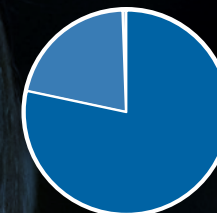


**36%**  
of direct employees  
are women



### Colombia Workforce

■ **Local: 88%**  
■ **Regional: 6%**  
■ **National: 6%**  
■ **Expatriate: < 1%**



### Ecuador Workforce

■ **Local: 78%**  
■ **National: 21%**  
■ **Expatriate: < 1%**

**LOCAL WORKER REQUIREMENTS**  
**COLOMBIA: Non-Skilled 100% / Skilled 30%**  
**ECUADOR: 70%**



“

The maturity and expertise our team has developed over the years has been instrumental in safely maximizing production. Key to this is consistent mentoring and training of our people so they can contribute and grow with the Company.

### Ricardo Diaz

Field Manager, Putumayo

## Integrating Cultures and Teams Drives Success

With offices in three countries and operations in numerous locations, GTE effectively integrates its teams, cultures, and structures to drive the Company's long-term operations and ESG performance. Members of GTE's dynamic workforce of individuals from diverse backgrounds take pride in learning from one another and sharing solutions, challenges, and best practices.

### COLLABORATION

GTE's cross-functional and cross-cultural teams have fostered productive relationships with communities and have incorporated sustainability objectives into operational requirements. These efforts have led to improved economics and efficiency within the Company and better relationships with external stakeholders.

### LEADERSHIP

Senior leadership works closely to encourage integration across the Company to keep all employees informed, aligned, and engaged.

### TRAINING

Ongoing training is critical, and continuous on-the-job training for workers is centred on the principles of competency, safety, discipline, and operational excellence. This ensures workers are empowered to discharge their duties safely and expertly.

### COMMUNICATION

Open internal communications result in better business practices and greater success in achieving the Company's core objectives. Frequent contact between supervisors, managers, and front-line staff ensures everyone is accessible, aligned, engaged, and accountable.

## Building a Strong Team in Ecuador

With recent discoveries and the country's most extensive seismic and exploration drilling program planned for 2024, GTE has quickly emerged as one of Ecuador's most successful explorers. The team in Ecuador grew from a single employee to over 20 in just four years, with hundreds of contractors contributing to the effort. GTE's strong record, respect for Human Rights, care for communities, growth prospects, and business standards has attracted top talent in the country.



## Building Supply Chain Capacity

Gran Tierra Energy believes free competition is a fundamental right, and it encourages local businesses to compete to provide higher-quality goods and services. GTE prioritizes local suppliers wherever possible and has for years hired hundreds of local companies to support its operations in Colombia. It is now doing the same in Ecuador, helping local suppliers build their capacity to support the Company's operations in the province of Sucumbíos.

### KEY PARTNERS

In 2023, 182 Company vendors spanning various sectors participated in GTE's *Key Partners* program, which helps supply chain partners develop their technical and administrative capabilities. *Key Partners* has strengthened relationships and supported tremendous growth in local capabilities, capacity, and has taken many of these local companies to the next level.

*Key Partners* includes educational programs tailored to the needs of local suppliers in partnership with well-respected academic institutions and regional Chambers of Commerce. *Key Partners* also facilitates relationships between contractors and local suppliers, fostering a growing ecosystem of opportunities for area businesses. Performance evaluations measure, recognize, and reward outstanding vendors.

“One of the best ways to generate value in the areas where we operate is to give preference to providers in the communities, which will improve livelihoods and increase the capacity of local suppliers. We can collaborate productively with even very small businesses that are open to feedback and willing to improve.

**Augusto Vasquez**

Vendors Coordinator

“It is so exciting to have this opportunity with GTE. I've learned so much, and the patience and guidance from their people have helped my business incredibly.

**Carolina Aguas**

Owner, Servicio Integrado de La Banca, Cesar (pictured)





## KEY PARTNERS COMPANIES



**481**  
local companies  
contracted

“

When we first started, the idea of working for GTE was unthinkable. But the Company helped us grow, the doors kept opening, and we've had to step up to match the opportunities. It's been one of the most wonderful things to happen to us.

### Leonel Erazo

Owner, Induley SAS, Putumayo

“

GTE recognized our capability to take on more responsibilities and gave us the training we needed to grow. After GTE arrived, people moved from illegal crops and armed groups to finding jobs and educating themselves to become businessmen, doctors, and technicians. Before we had wood shacks with thatched roofs, and now we have cement houses, paved roads, community and health centres.

### John Jairo Meza Cabezas

Partner, Soluciones Integrales J.M., Puerto Limón, Putumayo

“

It was a GTE employee who first told me I had the skills to start a business, and thanks to GTE, I had the opportunity to build and grow a company. Everybody in the area knows that if GTE grows, we all have more opportunities.

### Edwin Mosquera

MYC Construcciones, La Carmelita, Putumayo



## Helping Small Vendors Grow

GTE frequently connects established companies with smaller, emerging organizations to foster growth within the region's business sector. These partnerships allow the firms to focus on growing their standards and capabilities, qualifying to bid for more complex activities, and attracting new clients. As part of this initiative, prospective vendors receive six months of courses focused on personal and professional growth strategies for their business representatives with LaSalle University, a private Colombian institution of higher learning.

### CONNECTING SUPPLIERS

TRASERCOL, a family company based in San Martín, has years of experience working with GTE and has grown into a major vendor in the region. In 2023, this company formed joint venture partnerships with three smaller transportation companies to help them learn, grow their businesses, and ultimately bid for contracts with GTE and other companies.

“ Our success has largely been due to the importance of GTE as a client. We're grateful for its investment in us, and we're here to help other companies grow as well.

**Delia Carolina Coronel**  
Owner, TRASERCOL, Cesar



“ There haven't been any major companies in this part of Ecuador for 40 years, and working with GTE has changed life for me and my colleagues. We're grateful for the opportunities they've created because there are lots of young people without work here.

**Marlene Machay**  
Administrator, 14th February Association  
Food Service, Sucumbíos



## Working with Local Chambers of Commerce

GTE works with Chambers of Commerce in its areas of operations to support local businesses and their leaders. The *Innovating to Keep Growing* program, implemented with the Putumayo Chamber of Commerce, helped 86 participating companies to improve competency, communication, collaboration, and cohesion among area suppliers. A new program, *San Martín Diversifies*, was also rolled out in partnership with the Aguachica Chamber of Commerce, and aimed to broaden vendors' abilities to service clients outside the hydrocarbon sector by providing training and fostering partnerships.

### A SURORIENTE SUCCESS STORY

Edwin Mosquera (pictured, center), an entrepreneur from the Putumayo town of La Carmelita used his welding and pipefitting experience to start a fabrication company in 2019. The company participated in various business and leadership-strengthening activities with *Key Partners* and the Putumayo Chamber of Commerce, which helped them qualify to bid for work with the Company. GTE staff also connected Edwin with established area companies to help him successfully launch his business.

## 2023 PURCHASING OF LOCAL GOODS AND SERVICES

### Colombia

LOCATION	LOCAL COMPANIES HIRED	PURCHASES OF LOCAL GOODS AND SERVICES (USD)
Cauca	15	\$483,637
Putumayo	297	\$53,298,647
Middle Magdalena Valley	122	\$33,296,179
Yopal	6	\$874,035
<b>Total</b>	<b>440</b>	<b>\$87,952,498</b>

### Ecuador

LOCATION	LOCAL COMPANIES HIRED	PURCHASES OF LOCAL GOODS AND SERVICES (USD)
Orellana	5	\$4,369,494
Sucumbios	36	\$2,697,230
<b>Total</b>	<b>41</b>	<b>\$7,066,724</b>



“ Any trust we receive from regulators, NGOs, research institutes, communities, and individuals must be earned. We achieve this by operating responsibly every day; being transparent about our procedures, practices, and performance; and allocating resources to address pressing problems in the areas where we’re operating.

**Yaneth Mantilla**  
Environmental Compliance Manager



# ENVIRONMENTAL STEWARDSHIP



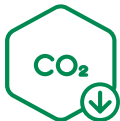
# HIGHLIGHTS

**1,254**

hectares of land conserved  
4,514 to date

**172,914**

trees planted  
1.64M to date

**26%**

reduction in emissions  
per barrel produced  
since 2019

**92%**

of operational injected  
water recycled

GTE is committed to serving as a steward for the air, land, and water near its operations. The most fundamental of the Company's responsibilities is rigorous adherence to all relevant regulatory frameworks within the jurisdictions in which it operates, including all Colombian and Ecuadorian environmental laws. Wherever there may be gaps in local regulatory guidelines, GTE defaults to the highest international standards available, often adhering to established North American environmental standards.

One of the Company's longstanding goals is to leave the environment in a better condition than when it arrived. The Company leverages its technical expertise to structure its regulatory obligations and voluntary investments for maximum impact, thus turning complex challenges like water scarcity, deforestation, and emissions reduction efforts into opportunities to model innovative operational and nature-based solutions that benefit the environment and communities.



## Using Innovation, Technology, and Vision to Reduce Surface Water Interactions

Clean water is a vital, limited resource everywhere in the world, and fundamental to healthy, thriving communities in Colombia and Ecuador. GTE's goal is to maintain efficient and responsible water usage throughout the life cycle of its operations and to achieve zero surface water usage.

GTE implements multiple strategies to reduce the use of surface water for industrial processes. The Company has updated its existing operations and implemented new project design requirements that minimize surface water use, making significant progress towards its objective of 100%, closed-cycle production water use.

### UTILIZING NON-POTABLE WATER SOURCES

Enhanced oil recovery methods, including water and polymer injection, return the water produced alongside hydrocarbons into the same subsurface zone it originated from to maintain pressure and increase recovery from reservoirs. The Company leverages technologies to enable the use of highly saline, non-potable water from subsurface formations, thousands of feet deep for operations, instead of drawing from surface and freshwater sources. Pilot projects are currently underway to investigate the feasibility of transporting excess produced water by pipeline from the Company's surrounding assets to support the waterflood program at Costayaco and further limit surface water usage.

### CONSERVATION AND RECYCLING

GTE conserves and recycles water to minimize domestic water usage at its facilities in Colombia. A new pilot project, which will be further implemented in 2024, saw the Company collect rainwater for domestic use. Once treated, the domestic wastewater can be recycled for other purposes, such as dust control.

“Our team in Colombia has successfully updated legacy industry practices and addressed environmental challenges by adhering to a consistent sustainability strategy. In Ecuador, we are building an operation that meets our own rigorous requirements from day one. The team is open to new ways of using cutting-edge technology to design projects to exceed industry standards and further reduce environmental impacts and risks.”

**Ron Hands**

Vice President, Operations

## Surface Water Management



**92%**

of operational injected water recycled



**10%**

reduction in surface water usage  
since 2016, despite increasing production



## MONITORING AND REPORTING

GTE records and reports water usage in alignment with international ESG reporting frameworks, including the International Petroleum Industry Environmental Conservation Association (IPIECA), the Sustainability Accounting Standards Board (SASB), and the Global Reporting Initiative (GRI). The Company collected over 1,300 water samples during the year from over 600 ground and surface water points to ensure zero impact on water sources near its operations in Colombia and Ecuador.

## IMPACT

Gran Tierra Energy's Water Management Program ensures its water use does not adversely impact access to water by residents and businesses in communities near its operations. Any water discharged from GTE's operations must meet high-level, internationally accepted quality standards before release.

## TRANSPARENCY

Multiple layers of monitoring and transparency confirm the integrity of the Company's water management practices, including internal monitoring and environmental audits, regulatory inspections, and transparency committees in Colombia and Ecuador.

## GTE'S WATER STEWARDSHIP

GTE is working towards achieving water neutrality as soon as possible by reducing its water footprint and offsetting any remaining usage by implementing sustainable water projects. GTE has engaged a consortium of independent agencies in a pilot project to comprehensively evaluate its water footprint to ensure the Company has the appropriate water management strategies to manage this critical resource effectively. According to the World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct, all of GTE's water withdrawals are located in areas with low water stress and low to medium overall water risk. Over the last six years, GTE has kept its average water withdrawal intensity below 0.09 m<sup>3</sup>/bbl and its average surface water withdrawal intensity below 0.07 m<sup>3</sup>/bbl.

 **GTE's objective is to reach 100 %, closed-cycle production water use.**

## Water Monitoring



**1,300+**  
water samples collected



**600+**  
water sampling points



## Reducing Emissions and Supporting Community Power

While GTE's emissions have always been within the limits of regulatory frameworks in Ecuador and Colombia, the Company is actively developing solutions that further reduce greenhouse gas emissions. *GTE's Energy Transition, Emissions Reduction and Climate Adaptation Strategy (TEREAC Strategy)* defines a multifaceted approach to reducing emissions intensity, which is an important operational objective.

Close collaboration between environmental and operations teams helps identify opportunities to improve efficiency and reduce emissions by improving processes, retrofitting existing facilities, and installing new equipment. The Company's *Gas-to-Power (G2P)* program has significantly reduced emissions intensity over the last few years by using produced natural gas to generate electricity, reducing flaring, and significantly reducing the need to purchase, transport, and burn diesel fuel.

Having significantly reduced flaring at its more extensive operations in Costayaco and Acordionero, the Company is now focused on securing gas availability and storage to support similar processes and eliminate diesel usage at its smaller distributed facilities. Company leadership continues to evaluate new technologies and fuels that can drive further emissions reductions in the future.

## 2023 G2P Program Highlights



**REDUCED FLARING:**  
**Costayaco ↓79%**  
**Acordionero ↓94%**  
since 2019



**68%**  
of total energy used  
generated by G2P



**91%**  
of power at  
Acordionero supplied by  
gas from GTE's facilities



**19%**  
increase in electricity  
generated from gas from  
GTE's operations



### ACCESS TO ENERGY FOR COMMUNITIES

GTE has been working to increase power availability to rural communities near operations lacking sufficient access to electricity. New equipment and agreements with the national government and local power companies allow excess power to supply and balance loads on local energy grids.

The Company is evaluating opportunities to create similar arrangements in additional fields with sufficient associated gas. The Teteyé Power Project, an innovative public-private collaboration between GTE and the Colombian government, will install and upgrade electricity infrastructure along the Puerto Vega-Teteyé corridor, providing multiple communities with life-changing access to basic electricity.

### EMISSIONS REPORTING

GTE has released an inventory of its Scope 1 (direct emissions from owned or controlled sources) greenhouse gas emissions for the last eight years, and it began including Scope 2 (indirect emissions from the generation of purchased energy) emissions in 2021. Since 2019, GTE has reduced its Scope 1 and 2 emissions intensity by 26%.

#### GTE'S TEREAC STRATEGY

GTE's TEREAC Strategy specifies how the Company measures and reduces its emissions and helps integrate mitigation and adaptation measures with its environmental and strategic policy. The Company's zero flaring and emissions reduction efforts support its host countries' targets, including the Government of Colombia's stated objective of a 51% reduction in GHG emissions by 2030 and net zero by 2050, and in Ecuador an emissions target reduction of 20.4-25% by 2030. These activities are also in alignment with NTC ISO-14064-1:2020, the World Resources Institute (WRI), the World Business Council for Sustainable Development (WBCSD), and the Task Force on Climate-Related Financial Disclosures (TCFD).



**GTE's goal is  
zero excess flaring.**







**1.6 MILLION**  
trees planted to date



**TWO FORESTRY  
CENTRES**  
established



**PARTICIPATED**  
in innovative  
conservation agreements

## Protecting the Biodiversity of the Amazon Rainforest

Gran Tierra Energy's long-term conservation strategy is responsible for developing solutions to significant and complex local, regional, and national ecological challenges while mitigating potential environmental impacts from its activities. The Company's operations in Putumayo are in proximity to the Colombian Andean-Amazonian Piedmont region, one of the planet's most biodiverse areas, which is filled with complex ecosystems.

Initiatives such as the Costayaco Forestry Centre, NaturAmazonas, and the soon-to-be-opened Acordionero Forestry Centre, exemplify the Company's dedication to finding nature-based solutions to protect critical ecosystems and natural resources. These initiatives, contained within the framework of GTE's Environmental Management Plan and *Energy Transition, Emissions Reduction and Climate Adaptation Strategy (TEREAC Strategy)* align with the Colombian government's objectives to address climate change and deforestation. GTE's *TEREAC Strategy* also includes environmental offsets and voluntary socio-environmental projects to absorb and sequester carbon.



## NaturAmazonas

### Extending a Large-Scale Reforestation and Conservation Collaboration

In July 2023, Gran Tierra Energy announced an agreement to commit an additional \$4 million USD to NaturAmazonas, a multi-year collaboration with renowned NGO Conservation International, to safeguard Colombia's Andean-Amazon rainforest. Established in 2017, NaturAmazonas addresses the root causes of deforestation and develops nature-based solutions for reversing the process while increasing the well-being of nearby communities.

NaturAmazonas has established GTE as an industry leader in reforestation and conservation in Colombia. It has created an effective model for creating change at scale by engaging communities in protecting their environment and securing partnerships with public and private institutions, as well as stakeholders in long-term reforestation and conservation efforts.

The project extension includes \$4 million USD in new funds and will focus on strengthening networks of tree nurseries, developing stronger ties with communities, offering training to cacao producers, monitoring and maintaining conserved land, and establishing a four-year pathway toward the effort's fiscal sustainability.

**NaturAmazonas is projected to sequester approximately 8.7 million tonnes of CO<sup>2</sup>, equivalent to mitigating 20 years of GTE's 2023 Scope 1 and Scope 2 emissions.**

### Project Highlights



GTE COMMITTED  
**\$18M USD**



PLANTED  
**1.38M TREES**



DISTRIBUTED  
**3.4M  
SEEDLINGS**



CONSERVED  
**1,700+  
HECTARES**



BENEFITTED  
**3,800+  
PEOPLE**



BENEFITTED  
**1,460  
FARMERS**



TRAINED  
**300+  
BEEKEEPERS**



DISCOVERED  
**PREVIOUSLY  
UNKNOWN  
PLANT SPECIES**



## Forestry Centres

### Expanding A Proven Model for Conservation

Colombian regulations mandate that extractive companies address and offset potential environmental impacts arising from their operations, allocating 1% of their annual project development budget to environmental protection and conservation initiatives. In Ecuador, companies must compensate the government for every tree removed, each of which must also be replaced. GTE has invested in various projects to satisfy these requirements, including conservation-oriented “forestry centres” which exemplify how the Company aligns voluntary initiatives with government mandates to maximize their impact and longevity.

#### A PROVEN MODEL IN PUTUMAYO

The Costayaco Forestry Centre (CFC) is an innovative project near GTE’s Costayaco operations in Putumayo, fulfilling and expanding on the Company’s compensatory and voluntary environmental obligations. Established in 2010 in collaboration with regional environmental regulator Corpoamazonia, the Centre has grown to 335 hectares and is close to achieving its long-term goal of connecting a critical ecological corridor linking the Andean foothills with the Amazon Rainforest. It also functions as a community and local research hub.

The CFC’s wildlife-monitoring stations have identified a significant increase in wildlife activity, including 121 species of birds, amphibians, and mammals within the area, including endangered species. The Centre also functions as an educational resource for nearby communities, offering courses and training to those interested. A graduate course, entitled *Sustainable Territories, Connected Communities* helped participants develop new sustainable businesses to increase harmony between society and wildlife in the region. Participants attended two months of classes, learning about a number of topics related to business development and sustainability.



**The Costayaco Forestry Centre  
has grown to 335 hectares.**

**GTE OPERATIONS  
FOOTPRINT**

**144**  
HECTARES



**GTE CONSERVATION  
FOOTPRINT**

**4,500**  
HECTARES





## EXPANDING THE FORESTRY CENTRE MODEL

Located on 11 hectares in a mountainous region eight kilometres from San Martín and near the Company's operations in the Middle Magdalena Valley, the Acordionero Forestry Centre will adopt a similar model to the CFC. It will be a focal point for the Company's required 1% investments and compensation, as well as its voluntary efforts to address regional environmental challenges. The Centre is located between two interconnected, biodiverse forested areas, through which more than 100 bird species have been recorded travelling. While the geography and ecosystems are different from Costayaco, the location will allow the Centre, which is scheduled to open in 2024, to restore and protect a river-based water source for nearby towns.

### ISO 14001 CERTIFICATION

GTE remains ISO 14001:2015 compliant, as certified by Bureau Veritas. The standard is recognized globally and validates an organization's commitment to environmental responsibility and sustainability. In 2023, GTE recertified compliance in Colombia and started the certification process in Ecuador. The Company uses the certification process as a comprehensive framework to manage and continuously improve its environmental performance, efficiency, sustainability practices, risk management, and legal and regulatory compliance.

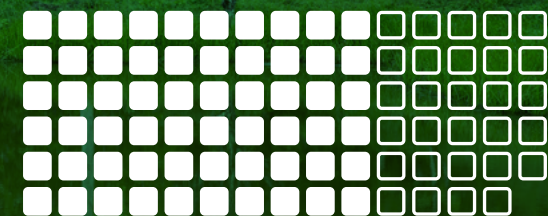


## Continuing the Cleanup of Historic Environmental Damage in Southern Putumayo

Having completed a three-year effort to remediate over 28 hectares of oil spills caused by illegal armed groups during years of conflict in the Puerto Vega—Teteyé corridor in Colombia, Gran Tierra Energy voluntarily extended the work in 2022, identifying an additional 61 hectares for remediation. In 2023, 30 hectares were remediated and by the end of the year, work on the new areas was nearly 65% complete.

The project, which complements GTE's extensive demining efforts in the area, works with affected communities, landowners, businesses, and social organizations in the Puerto Vega—Teteyé corridor and aligns with the Colombian government's remediation strategy. The effort is funded through a collaboration between Ecopetrol and Gran Tierra and is implemented directly by GTE's social, environmental and Human Rights teams. The cleanup has turned this long-term challenge into employment opportunities for close to 300 people per month, providing the experience required to qualify for skilled jobs and building capacity within the workforce in the region.

### Results



**58**  
completed  
hectares

**89**  
total planned  
hectares



## Putumayo Biodiversity Initiative Continues to Make an Impact

The Putumayo Biodiversity and Development Initiative (an alliance of public and private institutions within the industry group National Business Association of Colombia (ANDI)) has continued its work to protect and restore important ecosystems and biodiversity in the Andean-Amazonian foothills.

### 2023 ACHIEVEMENTS



completed agreements to conserve hundreds of hectares, establish seedling nurseries, monitor biodiversity, and promote agroforestry practices



implemented a biological wastewater treatment system as an alternative to septic tanks



hosted a birdwatching festival near the Orito Ingi Ande Flora and Medicinal Plants Sanctuary



completed an ecotourism course to exchange relevant knowledge, tools, and experiences



continued an ongoing study on the Caquetá River's aquatic ecosystem





## Innovative Conservation Agreements Protect Sensitive Areas

One of the highlights of GTE's work this year with the Putumayo Biodiversity and Development Initiative was the restoration of 29 hectares within the Orito Ingi-Ande Flora Sanctuary for Medicinal Plants.

Dialogue with 15 families who were living in the protected zone and cultivating coca, resulted in important conservation agreements to protect the land. As part of the agreements, Gran Tierra Energy helped relocate the families, providing land and training to help them maintain their livelihoods. This allowed the environmental authorities, including the National Parks and the Ministry of Environment, to replace the illegal crops with native vegetation and preserve the integrity of the entire protected area of more than 100 square kilometres.



**29 Hectares of land were protected and restored.**



GTE's role was critical in restoring those degraded areas, creating synergy with the government, and helping all the families improve the quality of their lives. This represents a new way of understanding what is possible with innovative thinking about the environment. There is a huge difference between a company like GTE which has a holistic view and tries to make a real impact, versus one that looks to comply with the least effort.

**Walker Hoyos**

Wildlife Sanctuary Leader, Orito Ingi-Ande Flora Sanctuary for Medicinal Plants



We look for opportunities to make the greatest social, environmental and Human Rights impact possible rather than just checking a box.

**Eduar Mendoza**

Environmental Compliance Coordinator





## Protecting Colombia's Cultural Heritage

More than 28,000 people visited the Suruma Museum during its third year open. Located near Mocoa, Putumayo the museum contributes to the social growth of these territories and their communities by allowing visitors to explore and celebrate the cultural diversity of Putumayo and the Colombian Amazon.

The museum was made possible with funding by Gran Tierra Energy and guidance from Corpoamazonia and the Colombian Institute of Anthropology and History (ICANH). The museum, filled with archaeological materials discovered during GTE's exploration activities in Putumayo, sits inside a nature preserve and wildlife rehabilitation facility run by Corpoamazonia. Suruma not only displays objects; it also represents practices, concepts, and histories.

From its inception, Suruma was conceived to have potential also as a travelling museum that can bring its exhibits, cultures, and traditions to other communities. In June 2023, the temporary exhibit "People of Putumayo Narrate: Journeys, Exchanges, and Claims" began travelling across the country, including to the National Museum of Colombia in Bogota and UNESCO-declared World Heritage Site, San Agustín Archaeological Park in the department of Huila.

### SUPPORTING COMMUNITY ENVIRONMENTAL MONITORING IN ECUADOR

GTE maintains transparency about its environmental practices by ensuring stakeholders are well-equipped to understand, analyze, and respond to the information they receive, some of which can include highly technical data.

In 2023, GTE offered an Environmental Monitoring Training workshop to help people living in the community of Unión Balsareña, who live near the Company's operations in the Chanangue block in Sucumbíos, Ecuador, more effectively observe and provide feedback about GTE's environmental monitoring procedures. The workshop covered regulations, studies, surveys and management, and ecological monitoring methodology and practices.

Seventeen community members participated in the workshop, and the Company will also provide ongoing support to ensure community leaders and program participants can continue to engage environmental experts to support their oversight role.





“GTE’s strong safety culture, well-defined processes and innovative tools have all helped us ensure worker safety, reduce incidents and improve results year over year. We know what our north star is and organize our processes towards those objectives.

**Jackeline Lopez**

HSE Coordinator

3 GOOD HEALTH  
AND WELL-BEING



6 CLEAN WATER  
AND SANITATION



11 SUSTAINABLE CITIES  
AND COMMUNITIES



# HEALTH AND SAFETY



## HIGHLIGHTS



**ZERO**

lost time incidents



**ONE OF THE SAFEST**

oil and gas companies



**SUPPORTED**

mobile health  
services in Ecuador



**PROVIDED**

access to potable water  
for rural residents  
in southern Putumayo

A long-term effort to prioritize safety among employees and contractors and implement its Health, Safety, and Environmental (HSE) plan, has resulted in GTE's best-ever safety performance. In 2023, the Company recorded more than 16 million worker hours without a Lost Time Incident (LTI), highlighting the team's success at growing a culture prioritizing safety amongst its workforce and contractors. In Ecuador, the Company recorded 464 days without an incident as of the publication of this report.

GTE's overall safety record continues a long-term trend of improvement, regularly exceeding industry benchmarks and making GTE one of the safest companies within the industry to work for in anywhere in the world. Because GTE's workforce is comprised predominantly of local employees, company safety is community safety. Driven by its Beyond Compliance ethos, the Company leverages all resources at its disposal, including culture, innovation, and the latest technologies, to ensure a safe working environment for everyone.



## Safety Performance

### Driven by People, Process, and Technology

The Company's Lost Time Incident Frequency (LTIF) of 0.00 per 200,000 work hours outperformed all relevant benchmarks and ranked in the top quartile in any region globally for exploration and production companies, as reported by the International Association of Oil and Gas Producers (IOGP).

Every aspect of GTE is involved in its safety performance, which is driven by adherence to the Company's Mision Vida safety framework. This framework combines a human-centred approach with comprehensive training, emergency response protocols, reporting and analysis, and innovative programs and technologies.

#### CULTURE

The Company's safety culture starts with senior management embodying safe behaviours and practices. Workers at all levels are empowered to share ideas, suggest improvements, and stop work if conditions appear unsafe. Open communications encourage approachability and accountability for every contributor.

#### PROCESSES

A process safety event, which involves a serious release or loss of containment of hazardous materials, can potentially impact the workforce, the community, and the environment. GTE employs a wide variety of techniques to manage the risks associated with exploration and production. Standard Operating Procedures, Permits-to-Work, walkaround inspections of job sites, and safety drills all help GTE's workforce safely carry out the steps required to perform complex and potentially hazardous work.

#### TRAINING AND MONITORING PROGRAMS

Continuously running training programs for everyone involved in operations, guided by analysis of safety incidents, near misses, and other leading indicators, helps GTE effect long-term improvement. Remote monitoring of job sites from the Company's "GPS" (Generating Performance Standard) system uses real-time video monitoring rooms, providing oversight and support for onsite workers and supervisors and assists safety learning.

#### TOOLS AND TECHNOLOGY

GTE regularly creates video, virtual reality, gaming, mobile, online training and platforms for risk controls. The goal is to take a proactive and predictive approach for safety in operations by not only training but also using data and analytics that predict failures before they happen.







“ Safety is a daily discipline, and training is a constant process that our employees, managers, and supervisors must go through to keep themselves and their colleagues safe. Our challenge is to avoid complacency and maintain a laser focus on outstanding performance so that every employee returns to their families safely every single day.

### Milton Garcia

Health and Safety Manager

#### SAFETY PROGRAMS

GTE implements many safety tools and programs across its operations that work together to keep its operations and workers safe. Below are some examples:

##### SMART CHECKLISTS

SMART Checklists help supervisors analyze critical activities for workover operation, assuring operational control and discipline. Instead of checklists requiring a simple, yes or no checkmark answer to indicate completion of a procedure or precaution, SMART checklists explain the required control factors and assign a score associated with the approval level to proceed. Safety officials can compare metrics for each worker and type of operation to ensure consistent decision-making across the Company.

##### VIRTUAL REALITY ON A RIG

A Virtual Reality Simulator has been developed to ensure applicants for key positions on drilling rigs can perceive potential risks, correctly sequence procedures, and identify even minor errors.

##### SAFETY FAMILY MONTH

Historically, December is a month that sees elevated rates of safety incidents. Safety Family Month has helped increase overall awareness by putting safety front and centre during this time. Each day for the last six weeks of the year, a special activity or workshop has been held in Colombia and Ecuador to re-focus awareness and reinforce adherence to safety procedures to keep people safe.



**GTE'S SAFETY RECORD IN ECUADOR**

The team in Ecuador applies the same tools, programs, and industry standards for safe operations as all other GTE operations, keeping the focus on safety and sharing knowledge amongst the entire group to ensure the safety of the operation and its workers, who have varying degrees of experience. The Ecuador operation has recorded over 450 days without a reportable lost time safety or environmental incident, which is an excellent performance for a new operation, where risks can be higher with a more dynamic and uncertain working environment.

	2016	2017	2018	2019	2020	2021	2022	2023
<b>Lost Time Frequency*</b>	0.13	0.07	0.07	0.02	0.00	0.02	0.06	0.00
<b>Recordable Injury Frequency*</b>	0.26	0.30	0.16	0.12	0.08	0.07	0.08	0.04
<b>Work Hours</b>	4,558,133	8,733,985	10,974,872	16,738,737	7,729,973	9,297,751	10,038,299	10,563,154

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



## Extending Safety Culture through Our Supply Chain

Committed to ongoing improvement in workplace and contractor safety, GTE establishes clear expectations for risk management and supports contractors in improving their safety programs through daily supervision, training, regular safety meetings, and the expectation of accountability for safety performance. Extensive training for local workforces (who are often new to the industry) has also significantly contributed to the Company's long-term trend of improving safety performance and reduced incidents.

### Risk Control Tools in the Field

TOOLS	COLOMBIA	ECUADOR
Permits to Work	20,893	996
Safety Walkarounds	8,474	750
Permits to Work Audits	5,490	523
Safety Drills	372	15
Training Hours	19,733	9,072



## Clean Water Flows in Rural Putumayo

With a lack of potable water services where they live, the residents of Campo Alegre, located near GTE's Cohembi operations in south Putumayo, have always relied upon untreated water from streams and shallow wells for household and drinking uses, sometimes boiling it for purity.

After conducting an in-depth analysis, the Company partnered with the Australian SkyJuice Foundation to install commercial-grade water filtration and treatment systems in the La Libertad and Campo Alegre schools, ensuring students would have access to clean drinking water. During the process, it became clear that the entire community lacked clean water, so GTE also provided residential water filters to each of the approximately 115 households. Since the filtration equipment was installed, water-quality-related illnesses have been reduced to virtually zero.



“

A company like GTE plays such an important role for communities like ours by filling that void which other institutions have left. We knew GTE would answer our call, and the water filters have fundamentally changed the quality of life here.

**Elin Renia**

Principal, Institución Educativa  
Rural La Libertad, Campo Alegre, Putumayo



**115**

residential water  
filters installed



**2**

schools received  
commercial-grade  
systems





## Strengthening Health Services for Rural Ecuadorian Communities

Accessing public health facilities remains a persistent challenge in remote areas near GTE's operations in Ecuador. Residents often live over an hour away from the closest health centre which is often only reachable via unpaved roads. Despite the efforts of government officials to deliver public health services to local populations through highly trained doctors and staff, budgetary constraints limit access to equipment and supplies in these regions.

An initial baseline analysis of the region showed that GTE could help address critical needs for local populations by coordinating with the Ministry of Health to improve access to healthcare for these populations. For the second consecutive year, the Company provided the local health centre in General Farfán with medicine, equipment, and supplies, and partnered with health authorities to organize mobile medical outreach teams, providing vehicles, personnel, medicine, and logistics to allow the teams' health professionals to provide vital health services for those in need.

“GTE's support has allowed us to reach patients who had never received any type of health service. We've found extreme untreated conditions when we visit these communities—the outreach teams have saved lives.

### Dr. Mikaela Sigcha

Physician, General Farfán Health Centre  
(Pictured, third from left), Sucumbíos



“ Respect for the right to life, liberty, and human dignity is a fundamental part of our corporate culture, from senior management to the field. This is how we’ve always operated, and these principles have enabled our teams to carry out impactful Human Rights work.

**Laura Castillo**  
Human Rights Leader



# HUMAN RIGHTS



# HIGHLIGHTS



## ACCEPTED

to join the global initiative  
Voluntary Principles on Security  
and Human Rights



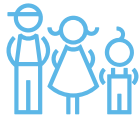
## 22,400 HECTARES OF LAND

near Puerto Asís and Orito  
certified free of antipersonnel  
mines/explosive devices



## 383 SUPPLY CHAIN PARTNERS

trained on how to identify and  
manage risks to social leaders



## OVER 950 YOUTHS

participated in the Preventing  
Child Recruitment Program

Respecting and protecting Human Rights remains one of Gran Tierra Energy's foundational priorities and at the heart of the Company lies a fundamental philosophy: the presence of the Company should help enhance, promote and respect the Human Rights of the people near its operations. The Company's practices are in accordance with universally recognized Human Rights principles including the UN Guiding Principles for Businesses and Human Rights and are aligned with Human Rights-related efforts in Colombia and Ecuador. This foundation enables the Company to focus on preventing risks from a Human Rights perspective.

Multiple community members, government and institutional partners, NGOs, and global Human Rights leaders—all have recognized GTE's commitment to Human Rights. This includes the multi-stakeholder global initiative Voluntary Principles on Security and Human Rights, which in 2023 accepted GTE to join its limited cohort of participating companies.



#### HUMAN RIGHTS POLICY

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

The Company's corporate policy on Business and Human Rights and its Code of Business Conduct and Ethics are in accordance with International Human Rights Law, the International Convention of the Labour Organization Declaration on Fundamental Principles and Rights at Work, United Nations Guiding Principles on Business and Human Rights, and the United Nations Voluntary Principles on Security and Human Rights. These policies are publicly accessible through the Company's website.



Our Human Rights work addresses the risks in the region based upon our due diligence and risk analyses. While long-term solutions to Human Rights risks will come primarily from structural changes, we believe it is our responsibility to help decrease risks throughout the territory and contribute towards stability and security.

#### Angelica Perilla

Human Rights Coordinator



## A Comprehensive Approach to Addressing Human Rights Risks

A fundamental part of GTE's commitment to respect and promote Human Rights is the integration of the Company's Human Rights Policy at all levels. Gran Tierra conducts many different activities aimed at strengthening and enhancing the knowledge of Human Rights and the corporate Human Rights policy among its employees, contractors and those in its supply chain.

Training is an important part of that strategy, whereby the Company is focused on creating a business culture based on respect for Human Rights. By offering regular training opportunities and creating internal tools and protocols for due diligence, the Company ensures that its team and contractors can understand and adhere to its Human Rights policy, which aligns with international standards as well as the regulations of the countries in which the Company operates.

Gran Tierra also believes in the importance of strengthening Human Rights management in its supply chain. That's why, since 2021, the Company has implemented a program focused on its contracting companies to strengthen their understanding and implementation of good Human Rights practices. This work has been done in collaboration with two key partners, Hemisferio Consultores and ICESI University. More than 20 local companies adjacent to Gran Tierra's operations in southern and northern Colombia have participated in the program, receiving training and education on Human Rights and business. In addition, participants have been provided with continuous support to create and formalize Human Rights policies of their own. This has translated into an increased commitment among Gran Tierra's suppliers to respect and promote Human Rights in their businesses.

With new operations in Ecuador currently growing, in 2023, the Company carried out training led by renowned Human Rights experts *Shift*, on the standards of the Guiding Principles of Human Rights and Business. This training workshop was attended by 60 people, most of whom were supply chain partners. Government officials and civil society organizations were also in attendance. In addition, the Company held a session with 19 local supply chain partners in Lago Agrio, communicating its Human Rights Policy, operating philosophy, and the requirements to apply its corporate policies and contractual clauses that speak to the respect and protection of Human Rights.



**GTE carried out a comprehensive Human Rights risk analysis for the first time on its operations in Ecuador.**



## Building Youth Resilience

Approximately 1,000 youth from the Putumayo and Cesar departments in Colombia participated in GTE's Preventing Child Recruitment Program in 2023, a 29% increase over previous years. Financed by GTE and implemented in partnership with the Barça Foundation and World Vision International Foundation, the program's success has led to a three-year extension. The program uses sports as a platform to build more stable communities by helping at-risk kids gain healthy, real-life, conflict-resolution experiences through games they can relate to. By addressing the risk factors that affect children and their families, the goal of the program is to keep young students in school and away from gang activity, illicit substances, human trafficking, and domestic and sexual violence.

The program is being implemented in areas that have experienced decades-long regional conflict with a history of forced recruitment into illegal groups and adolescent substance abuse. According to the Colombian Family Welfare Institute (ICBF), eight cases of forced recruitment and two cases of gender-based domestic violence have been directly prevented since the program began.



The kids love the program—they've become less aggressive and more nurturing, and I've seen improvements in their handling of interpersonal conflicts. And the kids can use the skills they're learning in this program in other parts of their lives.

**Cindy Miranda**

Guidance Counselor, Cohembi Ecological School, Putumayo



**950**  
youth  
participated  
in 2023



**8**  
cases of  
forced recruitment  
prevented



## Restoring Rights to Freedom of Movement in Southern Putumayo

The right to move freely is enshrined in the Universal Declaration of Human Rights. However, anti-personnel mines and other explosive devices left over from decades of armed conflict in Colombia has caused thousands of casualties and prevented residents of rural areas from moving safely throughout the region long after the conflict ended.

A multi-year, humanitarian demining effort funded by GTE and in alliance with Ecopetrol, the Colombian Campaign Against Mines, the US State Department, the Norwegian Ministry of Foreign Affairs, and the Colombian High Commissioner of Peace has for several years been addressing this critical Human Rights issue in southern Putumayo. Nearly 300 landmines, unexploded ordinance, and improvised explosive devices have been identified and removed since 2021. In 2023, more than 22,400 additional hectares in the municipalities of Puerto Asís and Orito were certified free from antipersonnel mines and explosive devices, restoring mobility and removing a substantial barrier to development in the area.



### GTE sponsored the Camina 2023 Award

along with the Canadian and Belgian Embassies, to recognize the work of local organizations that help victims and survivors of antipersonnel mines in Colombia.



## Demining Putumayo



**574**  
KM<sup>2</sup> OF LAND  
have been cleared  
in total



**285**  
EXPLOSIVE DEVICES AND  
ANTIPERSONNEL MINES  
removed



**44**  
COMMUNITIES  
made safer



## Supporting Rights Defenders

Local environmental, social, and Human Rights defenders can face significant risks to their safety in some parts of Colombia, including some areas where GTE operates. In alliance with Fundación Ideas Para La Paz, GTE focused on developing its internal protocols and providing training to over 300 employees and local collaborators to effectively respond to potential risks and help local civic, social, Human Rights, and environmental leaders remain safe while freely expressing their ideas.

The Company donated funds to allow seven locally elected public officials who are responsible for protecting and promoting Human Rights at the local level to pursue a Human Rights and International Law degree at Rosario University. By increasing access to continuing education, GTE hopes to help these Municipal Ombudspersons increase their positive impacts in their regions, manage risks more effectively, and gain a deeper understanding of the theoretical and legal aspects that underpin their actions in the territories.



FUNDACIÓN IDEAS PARA LA PAZ

“

This program provides us with the tools and resources to effectively respond to situations and protect the lives of people under threat. If more companies mirror GTE's Human Rights policies, we could transform the territory.

**Gabriel Yella**

Ombudsperson, Villagarzón, Putumayo



**300+**

participants trained to  
identify and manage risks  
to social leaders

“

Our work to guarantee Human Rights is life-saving work. Many social leaders, including ourselves, face threats, and GTE's support of Human Rights work within the territories is highly impactful. It's clear the Company is interested in supporting regional stability and facilitating better relationships.

**Felipe Bucheli**

Ombudsperson, Orito, Putumayo



## Implementing the Escazú Agreement: Scaling up Transparency and Community Participation

One of Gran Tierra Energy's core values is transparency, which is reflected in the Company's efforts to keep stakeholders informed about all aspects of its activities. GTE's transparency and engagement efforts support Ecuador and Colombia in implementing the principles of the Regional Agreement on Access to Information, Public Participation and Justice in Environmental Matters in Latin America and the Caribbean, better known as the Escazú Agreement. The agreement, a binding international treaty that originated at the 2012 UN Conference on Sustainable Development, concerns the rights of access to information about the environment, public participation in environmental decision-making, environmental justice and protection. GTE is taking concrete actions in order to implement the Escazú Agreement, including creating internal protocols and tools that will encourage the Company's teams to incorporate into their work the principles of the agreement and the rights that it outlines.

### GTE MECHANISMS FOR ACCESS TO INFORMATION AND PARTICIPATION

1. GTE Te Escucha Offices offer an accessible ongoing physical space for open two-way communications
2. GTE social teams are in constant contact with communities to discuss issues and address concerns
3. Prior Consultations allow the Company and communities to jointly develop strategies to address the potential impacts of planned activities on Afro-Colombian, Indigenous, and underserved communities within the project's area of influence
4. Training of community members equips them to review environmental compliance onsite
5. GTE maintains formal guidelines on transparency and citizen participation
6. Environmental Impact Assessments (EIAs) are available to communities in multiple languages
7. Increased community participation is promoted during the development of EIAs
8. A Human Rights lens is included within EIAs
9. Regular evaluation of internal practices helps improve Human Rights compliance

### GTE Accepted into the Voluntary Principles Initiative

In November 2023, GTE became the latest member of the Voluntary Principles on Security and Human Rights, a multi-stakeholder initiative composed of governments, international organizations, and select companies committed to sharing and learning from their Human Rights experiences. Together, its members strengthen their capacity to address complex security and Human Rights issues in business operations worldwide. Membership is a recognition of GTE's efforts at respecting and promoting human dignity and provides support to improve the Company's security and Human Rights performance.

The initiative's participants have engaged in collective dialogue and effort to develop a set of voluntary principles that assess and address risks surrounding the relationships between companies and public and private security forces. GTE is committed to working with private security companies, communities, and local army and police forces in the implementation of the principles.



“

We take a local approach to designing our strategy of engaging and investing in communities. The teams on the ground are empowered to develop the strategies that they believe are most responsive to the issues communities are facing.

**Ana Saavedra**

Director, Health, Safety, Environment  
and Corporate Social Responsibility

1 NO  
POVERTY



4 QUALITY  
EDUCATION



5 GENDER  
EQUALITY



7 AFFORDABLE  
AND  
CLEAN ENERGY



8 DECENT WORK AND  
ECONOMIC GROWTH



9 INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



10 REDUCED  
INEQUALITIES



11 SUSTAINABLE CITIES  
AND COMMUNITIES



16 PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



17 PARTNERSHIPS  
FOR THE GOALS



# SOCIAL INVESTMENT



# HIGHLIGHTS



**\$6.5M USD**  
contributed to  
social investments



**354,770**  
people benefitted from  
social investment programs  
since 2018



**52% FEMALE**  
beneficiaries



**SOCIAL  
INVESTMENTS**  
aligned with  
Colombia's PDET Pillars

Gran Tierra Energy's social investments target areas where they can significantly impact and contribute to the United Nations Sustainable Development Goals. Recognizing the interconnected nature of social, environmental, economic, and Human Rights issues, the Company's portfolio of projects is meticulously designed to reinforce and integrate with one another, to increase the impact over time.

GTE has developed a methodology to measure the efficacy of its social investments, which focus on economic development, entrepreneurship, and capacity-building in communities. These tools help track investments and establish social, environmental, and financial targets, allowing the Company to make informed, data-driven decisions. This approach helps ensure that GTE meets its commitments while making a real impact. Since 2016, the Company's social investment programs in Colombia and Ecuador have benefitted over 350,000 people, equivalent to the entire population of Putumayo.



## Emprender+

### Entrepreneurship Program Delivering Results

More than 1,000 people applied in 2023 for Gran Tierra Energy's popular entrepreneurship-oriented program, Emprender+. Administered in partnership with the World Corporation for Women in Colombia (CMMC), Emprender+ has helped hundreds of entrepreneurs navigate the practical challenges of growing a small business by offering essential support, including technical training, business management guidance, and seed capital. Many of the businesses strengthened through this and GTE's other current and former entrepreneurship-focused programs have improved profitability, viability, and sustainability of local businesses. They have also contributed significantly to local economic activity and deepened community relationships.

Over the past several years, the program has been focused on Colombia's Middle Magdalena Valley and Putumayo regions, developing pathways to prosperity unrelated to the oil production business.



New businesses can be very positive for a community as everyone sees the impact on the entrepreneurs' lives. Now there is a huge demand for the program. And people are thinking about their own ability to start a business.

**Alfonso Carreño**

Social Investment Consultant



**ALL**  
program participants  
have received seed  
capital for their  
businesses



**79%**  
of Emprender+  
participants  
are women







“ Emprender+ made me decide to start my own business and gave me what I needed to start farming my first hectare of rice. We thank GTE for staying present and doing important things with the community.

### **Claudia Barragán**

Agricultural Entrepreneur  
Vereda La Válvula, Santander

“ The program helped me immensely with all the aspects of a small business and the support helped me grow my ice cream business. Since then, I've been able to expand and buy better equipment, and I hope to build my own shop someday.

### **Johann Alvarez**

Owner, Win Win Helados Artesanales,  
Villagarzón, Putumayo

“ This collaboration pushed us to think and dream big. We hope GTE will keep strengthening us women here, because there are many who depend on this.

### **Fabiola Mejia**

Artisan, San Martín, Cesar



## Hilos de la Tierra Debuts at Vancouver Fashion Week

A clothing collection created by Colombian artisans from Indigenous and Afro-Colombian communities, single mothers and women impacted by the country's historical conflict, and renowned Colombian designer Juan Pablo Socarrás, took centre stage on the runway during North America's third-largest fashion show, Vancouver Fashion Week 2023.

The partnership between GTE and the World Women's Corporation of Colombia has involved nearly 250 artisans from the Putumayo and Middle Magdalena regions, helping them acquire new knowledge, improve their skills, preserve their cultures and traditions, increase their incomes, and even connect local artists with national and international buyers. Three of the artisans were sponsored by GTE to travel to Vancouver, Canada, to participate in the entire fashion week experience. The artisans prepared for the show with Socarrás and his team, observed their work on a major international runway, and connected with international sellers following the show.



**SOCARRÁS**

“ Hilos de la Tierra is designed to improve the quality of life, emotional health, and dignity of the participants. We are focused on bringing the community out of its comfort zone and creating a product with an aesthetic that is truly local but global enough so that any man or woman can wear it. When we achieved this, we decided as a collective to put the collection in front of the whole world. It was inspiring not only for them but for me and for anyone who has dreams.

**Juan Pablo Socarrás**

Designer and UN Goodwill Ambassador

### Hilos de la Tierra Participants



**246**  
people



**11**  
communities



**91%**  
female

**60%** Afro-Colombian and Indigenous participants



“ Through this project, GTE has opened a window into our Indigenous soul and character and opened many doors for us to strengthen ourselves and connect with what our grandfathers have done.

**Dayana Mamian**

Artisan, San Miguel de la Castellana, Putumayo

“ Hilos de la Tierra helped us see that if many talented artisans work together in the same direction, we can make an impact. We learned so much by travelling to Vancouver and it is my responsibility to share that knowledge with my community and the other participants.

**Francisco Jansasoy**

Artisan, Resguardo Wasipungo, Putumayo





## Agroemprende Meets its Objectives

In 2023, Agroemprende surpassed its four-year goal to fortify over 400 cacao farmers in Putumayo and contribute to regional peace and stability by helping develop a thriving cacao industry as an alternative to illicit crops. GTE has committed over \$5 million USD through 2025 to the initiative which supports cacao-growing family enterprises with equipment, seedlings, materials, and training.

The program, which is aligned with the Colombian government's objective to bolster the cacao industry nationally (particularly in former conflict zones), provides support to help farmers improve the quality of their lives by stabilizing and increasing incomes from cacao cultivation. Key elements involve providing technical training to produce more sustainable, better quality cacao and establishing local and regional cooperative associations that enhance competitive market access so local farmers can negotiate pricing more favourably.

“

Five years ago cacao was a failure in this area because there was no coordination or oversight. But when GTE brought Agroemprende to us, it was beneficial in increasing the producers' knowledge, and we've become serious about improving the quality and price of our cacao.

**Jesús Antonio Toro Martinez**

Representative, AGROPAL Farmers Association, Putumayo

“

Our work goes way beyond compliance and KPIs—we are in relationship with these communities, and the work has an emotional impact on us.

**Deyanira Contreras**

Social Investment Consultant

### Four-Year Program Results

(since 2020)



**419**  
total  
participants



**119%**  
increase in  
producer productivity



**100%**  
increase in quantity  
of cacao produced



**100%**  
increase in  
profit margins



## Teaching Youth About Cacao

In 2023, Agroemprende hosted a competition to encourage students to learn about cacao cultivation. The winners were selected to attend an all-expenses paid trip to visit The Salon du Chocolat, a massive trade fair in Paris that welcomes more than 100,000 global visitors. Jhency Pesillo, member of Villagarzón cacao association ASOPROCAVIP, was one of the 2023 winners of the competition.

“Most of the producers in this region participate in Agroemprende because they recognize the power of sustainable cacao production to improve their quality of life.”

**Jesus Arbey  
Guerrero Ruales**

Manager of the Kausai  
Sachi Cooperative, Putumayo

“

In Paris, I learned and experienced too much for words! The cacao program taught the farmers a lot about growing quality products and kept us standing strong. I'm excited to use this opportunity to cultivate high-quality cacao to continue to be able to support my studies and future career.

**Jhency Pesillo**

Villagarzón, member ASOPROCAVIP and winner of the AgroEmprende Youth Competition, Putumayo

**(S)OCODEVI**

**pot**  
PROGRAMA  
DE DESARROLLO Y  
EMPLOO TERRITORIAL

**Canada**

**ecoPETROL**



## Community Infrastructure Improvements


Each year, many communities near GTE's operations receive compensation for potential impacts related to GTE's development and production activities. The funds are usually delivered in the form of community development projects that are decided upon through formal dialogue with communities.

### REDUCING ROAD SAFETY RISKS FOR YOUNG STUDENTS IN ECUADOR

Social investment agreements in Ecuador resulted in the installation of two fences at the Rio Ucano school in the 5 Ases community and at the Rafael Larrea school in Unión Balzareña. The fences will prevent children from wandering onto the nearby road and risking dangerous interactions with passing vehicles.

### NEW SCHOOL BUILDINGS IMPROVE PRIMARY EDUCATIONAL ACCESS

New classrooms, rehabilitated school buildings, and on-site water wells are just some of the improvements GTE made to community schools near the Company's operations in Colombia during 2023. These and additional projects to support schools are planned in coordination with local mayors and communities, and managed through GTE's Community Benefit Program, overseen by National Hydrocarbon regulator ANH.



“GTE has created a 180-degree shift in the quality of life here. You can see the improvements throughout the community, including this school, which has been so beneficial for the students and educators. We feel so blessed.”

**Saddy Medina**

Principal, Montecitos School, Rio de Oro, Cesar



## Investing in the Performing Arts

This year, funds from GTE's compensation commitments associated with its Acordionero development activities have transformed San Martín's Casa de Cultura (culture house) with the addition of a modern auditorium, classrooms, practice spaces, bathrooms, and a locker room. Next year, the town plans to construct a second floor, complete with a recording studio, with anticipated funds.

“ This is an excellent and permanent symbol of GTE's allyship, which has helped us advance the community so much over the years.

**Leusman Guerra Rico**

Mayor (2020-2023), San Martín, Cesar

“ Improvements like these can have a snowball effect on a community. This has given dignity to performing arts education for teachers and students, and parents are grateful to have this facility.

**Carlos Cobos**

Culture Coordinator, San Martín, Cesar



## Social Investment in Ecuador

As a new operator in Ecuador, GTE's social strategy balances the desire for long-term, high-impact results with immediate support for communities with acute, urgent needs and for whom working with GTE is new. The Ecuadorian social team has developed a three-pronged strategy to engage and support community stakeholders. Most funds involve potentially transformative long-term strategic initiatives and productive projects to increase incomes and build the local economy. The remainder of social investment funds are allocated to addressing immediate community needs and helping communities attract outside capital to fund special projects.

### **SUSTAINABLE SUCUMBÍOS: IMPROVING RURAL AGRICULTURAL PRODUCTIVITY IN ECUADOR**

GTE's flagship social investment project in Ecuador, *Sustainable Sucumbíos*, integrates environmental objectives with existing local economic activities, helping improve economic outcomes and self-reliance while training farmers to protect and preserve natural resources through agricultural techniques focused on long-term sustainability, food security, and economic development.

In just two years, the \$2 million USD partnership with Spanish NGO CODESPA has already provided over two hundred farmers in the communities of 5 Aces, La Milagreña, 15 Octubre, and Pio Jaramillo, with financial training, livestock, seedlings, and equipment. CODESPA has worked in remote and rural regions around the world in agro-development and entrepreneurship focused on helping people living in poverty unlock their highest potential to become self-reliant.



“ The training we received has given us what we need to begin to plant, maintain and harvest our cacao more productively. It's early in the process, but I'm already implementing the new techniques and I'm confident they will be beneficial.

**Jose Luiz Tacuri,**

Farmer, 15 Octubre, Sucumbios (left)



“The program has already taught us new things we can do for our cows and helped increase our income. Of course, we have so much more to learn, but we’re thankful to have been considered for this program.”

### Holguer Lauisa

Farmer, Pio Jaramillo, Sucumbíos

“We believe in the power of private companies to facilitate community-based social development. Our team is inspired to interact every day with extraordinary families who are excited to move forward.”

### Ferrán González Ribeiro

Country Director, CODESPA, Ecuador

## SUSTAINABLE SUCUMBÍOS



**\$2M USD**

three year investment



**59,000**

cacao plants delivered



**70**

agricultural machinery  
delivered



**616**

head of cattle  
delivered



**170+ PEOPLE**

attended 6 workshops,  
which focused on  
gender inclusivity and  
financial guidance.



**142 PEOPLE**

trained in agricultural  
and livestock field  
schools



“ Transparency and genuine interest in communities are key to successful long-term engagement. Two-way dialogue is essential to communicating effectively with our stakeholders, and the information we receive from the field plays a large role in our planning and development work.

**Ligia Gonzalez**

Social Coordinator



# OUR NEIGHBOURS



# HIGHLIGHTS



**1,400+ PQRS**

(questions, complaints, petitions or claims)  
resolved across  
Colombia and Ecuador



**FORMED**

transparency committees  
in Ecuador



**STRENGTHENED**

community leaders  
and advocates



**2,101**

community meetings  
conducted

Gran Tierra Energy engages with all of its stakeholders, including employees, civil society organizations, supply chain partners, government institutions, regulatory agencies, and financial communities, in various ways. Some of GTE's most important stakeholders are the communities and individuals located nearest the Company's operations.

GTE's engagement strategy with communities is based on transparency, dialogue, and understanding. These values are foundational for building and maintaining trust, which is facilitated through formal programs and physical spaces for proactive conversations, learning, and sharing. The Company recognizes that operational and environmental factors are often closely linked with social issues, and GTE's teams are structured to allow cross-functional integration to address these challenges effectively.



## Earning Trust through Transparency

One of the most important factors in GTE's ability to operate is the trust that the Company earns with each of the communities near its operational areas. In Colombia and Ecuador, regular meetings, programs, communications, committees, and other formal processes ensure local communities remain well-informed about project activities. Mechanisms for stakeholders to register questions, complaints, and claims (commonly known as PQRs) help swiftly identify and resolve issues in both countries.

### TRANSPARENCY COMMITTEES

Gran Tierra has established Transparency Committees to ensure communities are well informed about GTE's operations and foster trust and accountability. These committees play an important role in GTE's stakeholder engagement, helping communities understand the implications of GTE's activities and contributing to sustainable development by encouraging responsible practices and integrating local perspectives into the decision-making process.

### HELPING LEADERS REPRESENT THEIR COMMUNITIES EFFECTIVELY

An important element of transparency is ensuring communities are equipped to understand and respond to the information they receive, some of which can be highly technical. To this end, GTE and Insuco, an independent international consulting firm specialising in social sciences and sustainability, have partnered to offer the CAVA program, a culturally appropriate leadership and citizenship capacity-building program in the General Farfán parish in the province of Sucumbíos in Ecuador. Graduates of the program are well-prepared to participate effectively in monitoring processes like transparency committees. Thirty-two individuals from the General Farfán parish participated in 2023.



“

Transparency is how we can verify that GTE is meeting its obligations. We meet with the Company regularly and share what we learn with our communities, keeping written minutes so everyone can see what was discussed.

**Jessica Herrera**

President, 5 Ases Transparency Committee, Sucumbíos  
(Pictured Right)



## EMPOWERING COMMUNITY ACTION BOARDS

GTE supports community empowerment by helping strengthen local community associations, called Community Action Boards (JACs). These local civic groups are comprised of residents who join forces and resources to represent their communities effectively. The Company offers training to help these organizations understand how to use relevant Colombian legislation to benefit their communities, strengthen their governance and decision-making processes, help them apply for government funding, and improve their capacity to assess and manage community-related matters.

“ GTE is a great ally of ours, and our community is well-harmonized with the Company. Their investments in La Banca have been important, impactful, and have strengthened the community. Perhaps most important is that there has been a lot of communication, which keeps us aligned.

### Rolando Guerra

President, La Banca JAC, Cesar

“ From the beginning, we could see that GTE was different from companies that had been in this area before. We believe that significant benefits will come to our community from the Company's presence, but there is a long road ahead and we must continue building a long-term relationship based on trust.

### Darwin Vergara

President, Patria Nueva, Sucumbíos  
(pictured center, yellow shirt)



## GTE Te Escucha

### An Open-Door Policy for Communities

*Gran Tierra Energy Te Escucha (Gran Tierra Listens to You)* offices are an important tool for an effective Grievance Management System. This improves community engagement, promoting transparency and open communication. The offices serve as permanent, accessible spaces that support the Company's open-door policy. The professionals in charge of the offices participate in community activities to ensure that people are aware of the offices, remain accessible, and gather grievances.

Mobile *GTE Te Escucha* offices in Ecuador ensure the residents of the more remote communities near the Company's Charapa and Chanangue operations have the opportunity to be heard and regularly engage directly with the Company each month.

**GTE Conducted**  
**2,101**  
virtual and in-person  
community meetings in 2023



“

This space is important for citizens to understand the current regulatory framework to protect people and the environment, GTE's operations, and the Company's role as a source of responsible development for the region and the country.

**Omar Flores**

Parish President, General Farfán, Sucumbíos



## GRIEVANCE MANAGEMENT SYSTEM

Gran Tierra's Grievance Management System strives to provide timely, high-quality responses and views higher numbers of questions, complaints, and claims (commonly known as PQRs) as a positive indicator of open communication.

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



# 57

**GTE TE ESCUCHA MOBILE**  
community visits  
in 2023

## 2023 PQR OVERVIEW

	Colombia	Ecuador
<b>In Progress</b>	0	0
<b>Resolved</b>	1,268	193
<b>Total</b>	1,268	193

## 2023 PQRS BY TYPE/SUBJECT

	Colombia	Ecuador
<b>Environmental Impact</b>	109	10
<b>Human Rights</b>	1	0
<b>Impacts on Third-parties and Infrastructure</b>	139	18
<b>Labour Practices</b>	196	34
<b>Land Access</b>	30	0
<b>Prior Consultation</b>	11	0
<b>Procurement</b>	140	25
<b>Project Information</b>	77	14
<b>Social Investment</b>	565	92
<b>Total</b>	1,268	193

## 2023 PQRS BY CHANNEL

	Colombia	Ecuador
<b>Designated Employees</b>	321	117
<b>E-Mail</b>	596	28
<b>Mobile Office</b>	22	48
<b>Offices</b>	325	N/A
<b>Webpage</b>	4	0
<b>Total</b>	1,268	193



A photograph of four students, two girls and two boys, standing outdoors and holding large golden trophies. They are all wearing white polo shirts with logos. The trophies have blue ribbons. The background is slightly blurred, showing a brick wall and some greenery.

## ***PetrolCopa: Students Solving Community Environmental Challenges***

In just four years, the *PetrolCopa School Challenge* has reached over 5,000 students- from the Cesar, Cauca, Santander, and Putumayo departments. The challenge, implemented by GTE and the Society of Petroleum Engineers (SPE) was developed to teach STEM (Science, Technology, Engineering, Arts & Mathematics) and Project-based learning skills, strengthen research capabilities, develop teamwork, and reduce misinformation about the oil industry in the students' communities. The Switch Energy Alliance is a critical component of the energy education that is used in *PetrolCopa*.

This year's competition had two components: the design of ecologically innovative projects relevant to their communities, and a trivia-based knowledge contest. Finalists participated in a national competition in Bogotá. The participants earned monetary prizes and the winning teams received laptops and seed capital to implement their projects in the following year.

“ This enriching experience has been the most important thing I've done in my life. Through the process we became more than just a team; we became a family.

**Nelly Estefany Duarte Vargas**

“ We learned much about the petroleum industry, and we had the opportunity to visit new places, meet new friends, and discover new things.

**Miguel Angel Caro Zuñiga**

Pictured, Left to Right: Students Nelly Estefany Duarte Vargas, Miguel Angel Caro Zuñiga, Jorge Luis Melendez Garcia, and Hernan Guillermo Tolaza Vargas from the Educational Institution Juan Pablo II from Rio Negro, Santander were national winners of the 2023 Petrol Copa School Challenge.



## Laughing, Dancing, Playing and Learning with *GTE in My Community*

In 2023, more than 11,000 men, women and children participated in games, arts and crafts, theatre, dance, movie productions, and community lunches—all at events organized and hosted by GTE in collaboration with local artists. Designed to strengthen bonds with local communities, leaders, and institutions in Putumayo, Cauca, Santander, and Cesar departments, *GTE In My Community* (*GTE En Mi Comunidad*) hosted recreational and educational activities with themes that reinforced shared values, healthy coexistence, and the value of living in community.







## Road Maintenance Addressing Road Safety with Communities

With its workforce making hundreds of daily trips in light, medium, and heavy vehicles, GTE's business requires well-maintained roads to run efficiently and safely. Due to limited government resources in some remote areas of the country, GTE was required to conduct major road maintenance several times yearly. After hearing several communities' frustration about road conditions and safety, GTE's social and maintenance teams realized that increasing the maintenance frequency would result in the need for less significant repairs—which local workers could complete, thus increasing their employment opportunities. GTE hired community road inspectors to alert the Company when repairs were needed. These changes resulted in lower overall maintenance costs and much higher community satisfaction.



GTE IMPROVED  
**OVER 200 KM**  
of existing roads in 2023



## FamTrips Open Doors and Build Trust

Several times during the year, GTE invites community stakeholders to visit its operations so it can share information about the industry, its operations, and practices. These “FamTrips” seek to build trust, address misinformation, and strengthen relationships with community stakeholders. In Colombia, more than 80 individuals including local school teachers, volunteers from the Society of Petroleum Engineers and members of the Indigenous Cabildo Kiparadó Community, got a first-hand view of Company facilities at the Costayaco Forestry Centre, and the Costayaco and Acordionero operations facilities.

## Chambira Weaving Trust

In Ecuador, nearly 700 people participated in four sessions of GTE's Chambira Weaving Trust community relations program. Chambira is one of several spaces the Company utilizes to encourage ongoing communication with local community members. The program, delivered in partnership with the Ecuadorian Ministry of Economic and Social Inclusion and Ministry of Public Health, creates a recreational space for discussions on community strengthening, health, aging, and other relevant issues. The program is open to all residents of the Sucumbíos province.

## Prior Consultation

Colombia's Constitution grants Indigenous groups the fundamental right to “Free Prior Informed Consultation” or Prior Consultation (PC). These communities are found all over the country, including various Indigenous and Afro-Colombian groups near Gran Tierra's operations in Putumayo. With increased exploration and development activities in Putumayo, where interactions with these protected communities are common, GTE has set up a dedicated department focused solely on managing the Prior Consultation process.

Prior Consultations serve as a mechanism to preserve the ethnic, social, economic, and cultural integrity for Indigenous and Afro-Colombian communities by establishing a formal process for dialogue between ethnic communities and companies. The process ensures these communities are adequately consulted about activities that might affect them and how impacts will be mitigated, compensated, or prevented. GTE, along with other companies in Colombia involved in the Prior Consultation (PC) process, collaborates with Colombia's Ministry of the Interior, which oversees the formal process and ensures that representatives from the Public Ministry, local government, and environmental authorities are present during each community interaction.

GTE believes that the culture, beliefs, and worldview of Indigenous and ethnic communities offer immense value to society, and Prior Consultations are opportunities to strengthen relationships with these important stakeholders. In 2023, GTE made progress in 13 Prior Consultation processes, five of which are still ongoing. Since 2016, GTE has initiated 57 Prior Consultation processes, 86% of which resulted in successful agreements.



“ Our governance policies are the foundation of the culture we strive to create at GTE. They set a framework and a tone for how we intend to conduct every aspect of our business. Doing business the right way and maintaining transparency in our communications results in the best outcomes for all our stakeholders. This is what we’ve been doing since arriving in Colombia and Ecuador.

**Gary Guidry**

President and Chief Executive Officer



# GOVERNANCE



# HIGHLIGHTS



## BOARD

led by  
independent  
chair



**88.9%**

independent  
board members



**22%**

female representation  
on board



**10**

formal board meetings  
in 2023

Gran Tierra Energy is committed to fostering a culture of doing business the right way. This means that the Company, its leadership, and its employees conduct business honestly, fairly, and safely, complying with all laws and regulations in the jurisdictions where it operates. Whenever possible, Gran Tierra Energy voluntarily goes beyond what is legally required to maximize sustainable economic growth, protect the environment, and provide social benefits to the communities.

GTE identifies, communicates, and addresses its risks, and it incorporates Environmental, Social, and Governance (ESG) criteria into strategic planning and investment decisions.

The Company has outlined these principles in a comprehensive, binding set of corporate policies. It also conducts regular training to inform employees and contractors about all relevant policies and ensure compliance. To view these policies, visit [www.grantierra.com/governance](http://www.grantierra.com/governance).



# GTE's Overarching Governance Principles and Policies

## CODE OF CONDUCT POLICY

Gran Tierra Energy's Code of Conduct outlines the Company's commitment to upholding the highest ethical standards. All of GTE's employees have adopted the Code and do yearly online training to ensure knowledge of and compliance with its contents and compliance of its contents.

## TRANSPARENCY

Transparency is a critical aspect of GTE's business and builds credibility with GTE's stakeholders. It is the Company's responsibility to communicate about its operations and governance regularly and transparently. As part of that process, the Company discloses the following throughout the year:

- Financial and Operational Press Releases: [grantierra.com/news-releases/press-releases](https://grantierra.com/news-releases/press-releases)
- Environmental, Social and Governance News: [grantierra.com/news-releases/esg-news](https://grantierra.com/news-releases/esg-news)
- SASB and TCFD Report: [grantierra.com/books/2022-sasb-en/#page=1](https://grantierra.com/books/2022-sasb-en/#page=1)
- Extractive Sector Transparency Measures Act reports, a yearly report that shows all payments made to governments: [grantierra.com/sustainability/reporting](https://grantierra.com/sustainability/reporting)

## HUMAN RIGHTS AWARENESS AND TRAINING

Respect for Human Rights is a fundamental pillar. Gran Tierra Energy is committed to offering formal Human Rights training for its employees and contractors.

## DIVERSITY

Gran Tierra Energy is committed to maintaining a diverse workplace. Women make up 36% of GTE's employees.

## ANTI-CORRUPTION

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

## ANONYMOUS WHISTLEBLOWER REPORTING

Gran Tierra Energy is committed to providing a workplace conducive to open discussion of its business practices and has an anonymous whistleblower hotline (<https://secure.ethicspoint.com/domain/media/en/gui/19355/index.html>) where complaints are received and addressed.

## HSE BOARD COMMITTEE

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

## FORMAL NOMINATING COMMITTEE TO REVIEW AND RECOMMEND DIRECTOR NOMINEES

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

## SAY-ON-PAY

Gran Tierra Energy believes that executive compensation should be aligned with its shareholders' interests. At the Company's 2023 annual meeting, 88.45 percent voted in favour of Say-on-Pay.

## ENGAGED BOARD OF DIRECTORS WITH MAJORITY VOTING STANDARD

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





# Senior Management and Board of Directors

## SENIOR MANAGEMENT

### Gary S. Guidry

President and Chief Executive Officer

### Ryan Ellson

Chief Financial Officer and Executive Vice President, Finance

### Sebastien Morin

Chief Operating Officer

### Phillip Abraham

Vice President, Legal and Business Development

### Ron Hands

Vice President, Operations

### Muyiwa Akinyosoye

Vice President, Major Capital Projects

### Jim Evans

Vice President, Corporate Services

### Chris Metcalfe

Vice President, Finance

### Diego Perez-Claramunt

Vice President, Health Safety and Environment (HSE)  
and Corporate Social Responsibility (CSR)

### Lawrence West

Vice President, Exploration

### Rob Will

Vice President, Asset Management

### Pedro Zutara

Vice President, Finance, Ecuador

### Manuel Buitrago

President and Country Manager, Colombia

### Enrique Villalobos

President and Country Manager, Ecuador

## BOARD MEMBERS

### Gary S. Guidry

President and Chief Executive Officer

### Robert Hodgins

Chairman

### Peter Dey, King's Counsel

Board Member

### Evan Hazell

Board Member

### Alison Redford, King's Counsel

Board Member

### Ronald W. Royal

Board Member

### Sondra Scott

Board Member

### David Smith

Board Member

### Brooke Wade

Board Member



## Performance Data

INDICATOR	UNITS	2020	2021	2022	2023
<b>ECONOMY</b>					
Economic Value Generated and Distributed <sup>1,2</sup>	millions of \$	299.2	488.6	789.0	748.0
Payments to Suppliers, Contractors and Other Third Parties <sup>2</sup>	millions of \$	181.2	218.5	522.0	452.0
Payments to Governments (Taxes, Royalties) <sup>2</sup>	millions of \$	53.0	151.9	314.0	274.0
Payments to Employees (Salaries and Benefits) <sup>2</sup>	millions of \$	18.9	18.6	20.0	23.0
Investment in Communities <sup>2</sup>	millions of \$	4.1	5.2	8.0	11.0
Payments to Providers of Capital (Debt, Interest, Dividends) <sup>2</sup>	millions of \$	0.0	0.0	0.0	0.0
Social Investment <sup>2</sup>	millions of \$	1.9	4.6	5.1	6.5
Temporary Local Employment <sup>2</sup>	contracts	3,697	3,200	4,578	5,748
Spending on Suppliers (Colombia and Ecuador) <sup>2</sup>	millions of \$	175.8	212.8	295.6	459.8
Regional <sup>2</sup>	millions of \$	30.6	33.9	40.5	103.8
Country <sup>2</sup>	millions of \$	142.5	175.5	247.8	353.1
International <sup>2</sup>	millions of \$	2.7	3.3	7.3	2.9
<b>ENVIRONMENT</b>					
Total Number of Spill Incidents (Colombia and Ecuador) <sup>2</sup>	count	75	54	81	59
Contained Discharges <sup>2</sup>	count	70	45	58	55
Environmental Incidents <sup>2</sup>	count	3	5	16	3
Oil or Chemical Spills < 1 bbl <sup>2</sup>	count	1	4	7	1
Oil or Chemical Spills > 1 bbl <sup>2</sup>	count	1	0	0	0
Spills caused by third parties (vandalism, theft, or tanker truck accidents)	count	0	0	0	8
Volume of Spills <sup>3</sup>	m <sup>3</sup>	18.88	9.3	11.2	5.0
Percentage of Spills Recovered <sup>2</sup>	%	100	100	100	100
Aggregate Quantity of Significant or Reportable Spills <sup>2</sup>	m <sup>3</sup>	8	0	0	0
Water Withdrawal <sup>2</sup>	thousand m <sup>3</sup>	751.86	842.22	1,150.31	1,280.27
Water from Rivers and Creeks <sup>2</sup>	thousand m <sup>3</sup>	612.73	605.26	854.81	949.11
Water Purchased from Third Parties <sup>2</sup>	thousand m <sup>3</sup>	115.02	197.26	276.54	311.08
Water from Wells <sup>2</sup>	thousand m <sup>3</sup>	24.11	39.70	18.96	20.08
Water Discharged <sup>2,4</sup>	thousand m <sup>3</sup>	280.12	82.02	84.56	58.57



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INDICATOR	UNITS	2020	2021	2022	2023
<b>Other Water-Related Measures</b>					
Produced Water <sup>2</sup>	thousand m <sup>3</sup>	3,551.39	6,028.51	8,918.41	11,142.98
Water Injected into Active Wells	thousand m <sup>3</sup>	3,899.18	6,070.88	8,622.08	10,804.15
Non-Enterprise Water Consumption (Head Office)	thousand m <sup>3</sup>	1.41	1.41	3.10	2.99
Total Water Consumed	thousand m <sup>3</sup>	472.74	760.19	1,065.75	1,221.71
Total GHG Emissions (CO <sub>2</sub> E) <sup>2, 5</sup>	Metric tonnes CO <sub>2</sub> -e	248,123	294,934	392,374	450,519
Scope 1 <sup>2</sup>	Metric tonnes CO <sub>2</sub> -e	169,712	197,447	258,406	273,975
Scope 2 <sup>2</sup>	Metric tonnes CO <sub>2</sub> -e	78,411	97,487	133,968	176,544
<b>Regulatory Compliance</b>					
Number of Inspections by Authorities <sup>2</sup>	count	37	48	88	64
Number of Findings and Non-Compliances <sup>2</sup>	count	24	0	6	4
Number of Findings that Resulted in Fines or Non-Monetary Sanctions <sup>2</sup>	count	0	0	0	0
Incidents of Non-Compliance with Water Quality or Quantity Permits, Standards, or Regulations <sup>2</sup>	count	0	0	0	0
Total Waste <sup>2</sup>	Tonnes	1,185	1,472	1,880	5,541
Hazardous Waste (as defined in the Country) <sup>2</sup>	Tonnes	238	590	1,439	5,226
Non-Hazardous Waste <sup>2</sup>	Tonnes	947	882	441	305
Non-Hazardous Waste Include Percentage of Waste Recycled <sup>2</sup>	%	76	62	36	7
Non-Hazardous Waste Include Percentage of Waste Incinerated <sup>2</sup>	%	0	0	0	0
Non-Hazardous Waste Include Percentage of Waste Landfilled <sup>2</sup>	%	24	38	64	93
Energy Derived from Renewable and Non-Renewable Sources	kWh	155,578,108	189,396,548	257,075,796	325,070,749
Energy Purchased	kWh	27,722,893	25,925,823	29,377,750	32,681,004
Total Electrical Power	kWh	183,301,001	215,322,371	286,453,546	357,751,753
Percentage of Consumed Energy from the Grid	%	15.1	12.0	10.3	9.1
<b>SAFETY</b>					
<b>Employee and Contractor Safety <sup>2</sup></b>					
Lost Time Injury Frequency – Combined <sup>2</sup>	per 200k exposure hrs	0.00	0.02	0.06	0.00
Recordable Injury Frequency – Combined <sup>2</sup>	per 200k exposure hrs	0.08	0.07	0.08	0.04



## Performance Data

INDICATOR	UNITS	2020	2021	2022	2023
Recordable Injury Frequency – Employees <sup>2</sup>	per 200k exposure hrs	0	0	0	0
Recordable Injury Frequency – Contractors <sup>2</sup>	per 200k exposure hrs	0.08	0.07	0.08	0.04
Lost Time Injury Frequency – Employees <sup>2</sup>	per 200k exposure hrs	0	0	0	0
Lost Time Injury Frequency – Contractors <sup>2</sup>	per 200k exposure hrs	0.08	0.02	0.06	0.00
Fatalities – Employees <sup>2</sup>	count	0	0	0	0
Fatalities – Contractors <sup>2</sup>	count	0	0	0	0
Hours Worked <sup>2</sup>	hours	7,729,973	9,297,751	10,038,299	10,563,154
Public Safety and Emergency Preparedness <sup>2</sup>					
Safety Inspections Conducted <sup>2</sup>	count	2,888	3,270	7,185	5,490
Number of Emergency Simulations (Tabletop and In-Person) <sup>2</sup>	count	250	345	408	487
<b>HUMAN RESOURCES</b>					
Total Number of Employees	count	322	319	336	352
Female	count	121	122	125	128
Male	count	201	197	211	223
Employees in Each Country					
Colombia	count	226	228	235	235
Canada	count	95	90	96	94
Ecuador	count	1	1	5	23
Employees Covered by Collective Bargaining Agreements	%	0	0	0	0
Rate of New Employee Hires (Colombia and Canada)	%	2.5	3.8	11.0	12.0
Voluntary Turnover Rates (Colombia and Canada)	%	3.4	5.8	4.2	4.0
Total Number of Hours of Training in the Year (Colombia and Ecuador) <sup>2</sup>	hours	1,851	1,865	5,551	8,721
Average Hours of Training per Year per Employee (Colombia Only)	hours/person	8	8.2	23.5	36.5
Female	hours/person	77	10	60	90
Male	hours/person	53	7	38	61
Average Age of Employees (Colombia)	years	41	40	41	42
Average Age of Employees (Canada)	years	45	45	46	46
Average Age of Employees (Ecuador)	years	N/A	N/A	46	37



# Performance Data

INDICATOR	UNITS	2020	2021	2022	2023
<b>COMMUNITIES AND HUMAN RIGHTS</b>					
Total Number of Grievances <sup>2</sup>	count	217	961	1,485	1,461
Resolved <sup>2</sup>	count	217	961	1,485	1,461
In Progress <sup>2</sup>	count	0	0	0	0
Grievances by Type/Subject <sup>2</sup>					
Labour Practices <sup>2</sup>	count	75	166	286	230
Environmental Impacts <sup>2</sup>	count	1	53	105	119
Procurement of Goods and Services <sup>2</sup>	count	95	139	177	165
Land Access <sup>2</sup>	count	5	26	22	30
Human Rights <sup>2</sup>	count	0	0	0	1
Other Causes (Impacts on Third Parties, Infrastructure) <sup>2</sup>	count	41	577	895	916
Total Number of Active Prior Consultations	count	4	13	16	13
Total Number of Prior Consultations Concluded	count	0	3	7	3
Number of Ethnic Communities Consulted	count	4	13	16	13

All monetary values are in USD. Figures may differ slightly due to rounding.

1 Total includes all CAPEX, OPEX, G&A, Acquisitions, Taxes and Royalties in 2023.

2 Data indicators are combined for both Ecuador and Colombia where available.

3 Includes the volumes from incident discharges and contained discharges.

4 No untreated wastewater is discharged.

5 Calculations are made under Operational Control Boundary.

**As we navigate through the landscape of energy production, our commitment to sustainability remains. Our 2023 sustainability report reflects our commitment towards responsible practices, transparent operations, and environmental stewardship.**

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