ANNUAL

SASB Report

With TCFD-Aligned Index

2025

GranTierra Energy



Contents

Message from Leadership 2

About Gran Tierra Energy 3

About this Report 5

Gran Tierra Energy's Approach to ESG 6

ESG Materiality Assessment 7

Governance 9

- ESG Oversight 9
- ESG-Related Policies 11
- Board Diversity 13
- Business Ethics and Transparency 13
- Cybersecurity 15

Environment 16

- Climate Change & Greenhouse Gas Emissions 17
- Zero Excess Gas Flaring 19
- Nature-Based Solution 21
- GHG Emissions Metrics 22
- Understanding Our Air Emissions 24
- Biodiversity Impacts 25
- Water Management 29

Social 32

- Community Relations 33
- Security, Human Rights, and Rights of Indigenous Peoples 40
- Workforce Health & Safety 44
- Human Capital Management 47

ESG Performance Table 49

SASB Index 55

TCFD Index 60

Endnotes 61

Message from Leadership



It is my pleasure to present Gran Tierra's 2025 Sustainability Accounting Standards Board (SASB) Report, which describes our performance on our environmental, social, and governance (ESG) priorities. This year's Report demonstrates our continued commitment to transparency and accountability to our investors by detailing our progress on key ESG priorities in alignment with the SASB Standards and the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD).

For more than a decade, Gran Tierra has followed a consistent and disciplined strategy focused on maximizing the long-term value of our assets through changing commodity cycles, political environments, and operating conditions. However, doing business the right way matters just as much as what we deliver. We pay close attention to how we operate and to the impact our activities have on our people, communities, and the environment. This approach has been deliberate and sustained, and its impact is increasingly evident across the Company and in the results presented in this year's Report.

Our approach to environmental stewardship reflects this same long-term perspective. For years, we have invested in subsurface, non-potable water solutions rather than relying on rivers or other freshwater sources, even where regulations may permit their use. We have also continued investing in technologies and infrastructure that reduce emissions and improve operational efficiency. Since 2019, flaring-related greenhouse gas emissions across Gran Tierra's operations, companywide have declined by 75%, supported by continued investment in gas-to-power infrastructure that captures gas that would otherwise be flared and uses it to generate electricity for field operations. In Canada, ongoing efforts to detect and reduce fugitive emissions are contributing to lower overall emissions intensity. In Colombia, our water initiatives support the conservation and restoration of local water resources while helping expand access to safe drinking water for rural communities.

Over the past decade, Gran Tierra has grown from operating in a single basin to exploring and developing oil and gas assets across three countries and two continents, and we are now expanding into a fourth country with our entry into Azerbaijan. As our business has grown, one principle has remained constant: people are at the heart of everything we do. Operating across diverse regions and environments requires strong teams, shared standards, and a culture where people are encouraged to speak up, challenge assumptions, take ownership, and contribute ideas.

One of the clearest expressions of this culture is our commitment to safety. Gran Tierra has achieved 37.2 million cumulative person-hours worked without a Lost Time Incident. This milestone reflects our belief that safety is everyone's responsibility – whether in an office, on a rig, or on the road. Protecting our people is fundamental to how we operate, and we work every day to integrate safety into every aspect of our business while maintaining rigorous compliance with the legal and regulatory requirements in each country where we operate.

I want to thank our talented and dedicated team for their efforts to effectively produce a vital energy source that supports global development while meeting our ESG commitments. It is crucial to allow investors and other stakeholders to transparently learn about how we fulfill this mission. Our team has prepared this 2025 SASB Report to accomplish this goal.

I invite you to learn more about this work in the following pages.

Gary Guidry, President and CEO
Gran Tierra Energy

About Gran Tierra Energy

Gran Tierra Energy, together with its subsidiaries, is a publicly listed diversified exploration and production Company, with assets in Canada, Colombia and Ecuador, and new business in Azerbaijan. The Company's corporate strategy is to focus on proven, under-explored hydrocarbon basins which have access to established infrastructure and competitive fiscal regimes.

Following its entry into Western Canada in late 2024, Gran Tierra continued to integrate and optimize its Canadian operations throughout 2025. The addition of these assets has further diversified the Company's portfolio, expanded its production base, and strengthened its technical capabilities across multiple operating environments. Colombia remains a key operating region for Gran Tierra, providing a strong foundation of production, infrastructure, and technical expertise developed over many years. In Ecuador, the Company has advanced from exploration into development activities following a successful multi-year exploration program, further contributing to reserves growth and long-term value creation.

Gran Tierra aims to generate a meaningful and sustainable impact through social investments within the communities we operate. Our "Beyond Compliance Policy" influences the decisions we make on how we meet our commitment to Corporate Social Responsibility and our commitments to ESG excellence.

For 2025, Gran Tierra reported average working interest production of approximately 45,709 barrels of oil equivalent per day (BOEPD), reflecting continued growth supported by its diversified asset base. The Company maintains a balanced portfolio of oil and natural gas assets across its operating regions, positioning it to respond to changing market conditions and support long-term operational resilience.

This year's report reflects companywide data for Gran Tierra's operations in Canada, Colombia and Ecuador, providing a comprehensive view of the Company's performance across its operating regions. Where data does not reflect all three countries, the scope is noted accordingly.

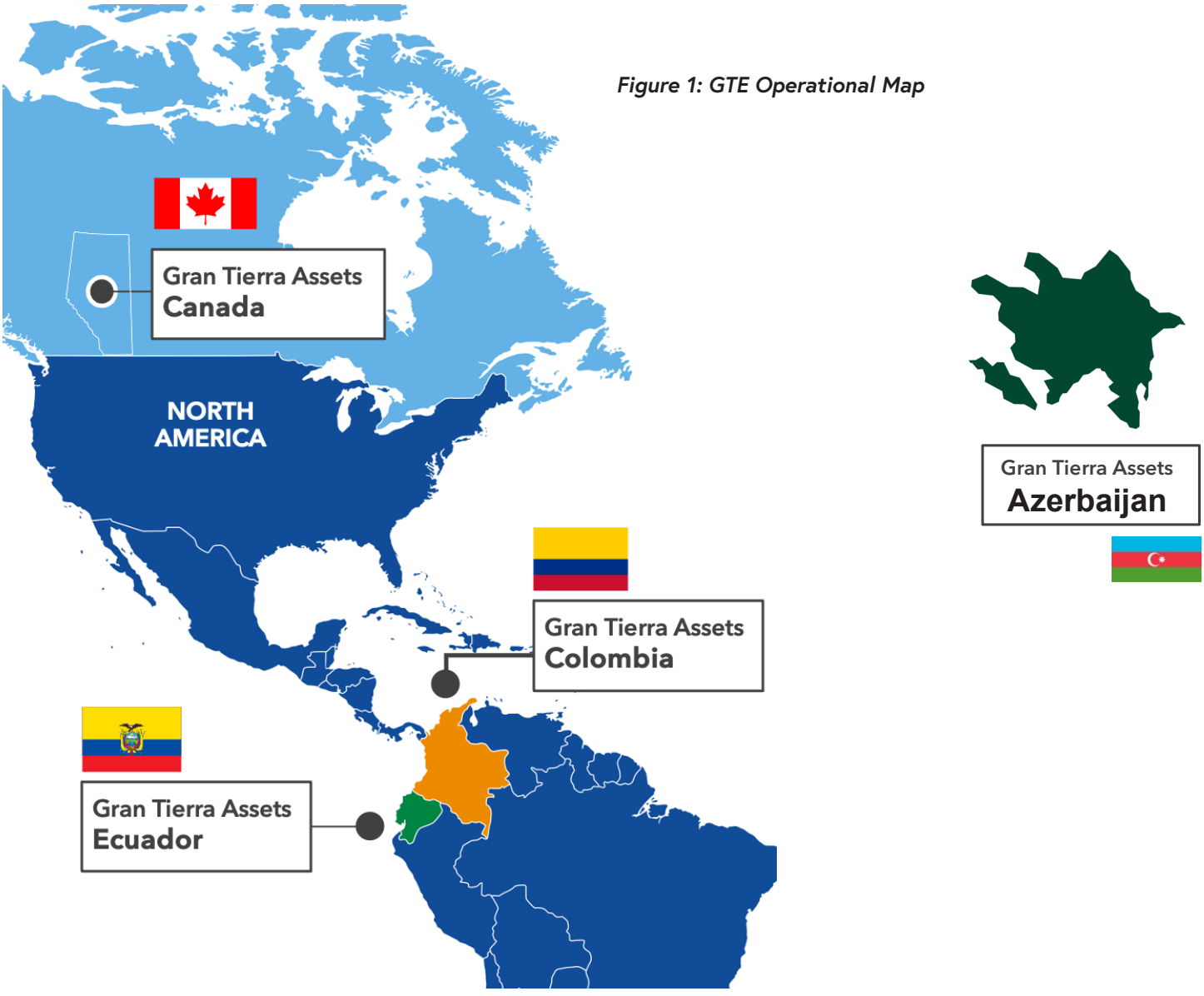


Figure 1: GTE Operational Map

Gran Tierra's Focused Strategy

FULL CYCLE COMPANY

- **FIND:** Discover high-quality barrels through disciplined, focused exploration.
- **DEVELOP:** Efficiently drill, enhance recovery, and maximize asset value.
- **PRODUCE:** Operate as a full-cycle company, replacing reserves and optimizing performance.

LOW-COST OPERATOR

- Benchmarking against peers underpins our cost discipline across operations.
- Focused on continuous improvement through the application of technology.
- A simpler corporate structure with substantially lower overhead following the closing of the transaction announced on August 5, 2026.

FOCUSED PORTFOLIO

- Two core areas: producing assets in Canada and an operated exploration position in Azerbaijan.
- In Canada, approximately 12,000 to 13,000 boepd, over 500,000 net acres and 86 MMBOE[1] of 2P reserves, 80 MMBOE unrisked gross bestestimate (2C) contingent resources and 67 MMBOE[2] unrisked gross best-estimate (P50).

CAPITAL DISCIPLINE

- Maintaining strict capital allocation discipline in all price environments.
- Capital directed to the retained assets offering the most attractive risk adjusted returns.
- Proven track record of operating within cash flow regardless of commodity cycle.



DIVERSIFIED PORTFOLIO

- GTE's portfolio is diversified across multiple geographies and supported by a balanced product mix.
- Strong asset portfolio offers an attractive mix of growth and mature assets that are regionally diverse.
- Top quartile safety performance.[4]



FREE CASHFLOW

- In 2026, GTE exchanged the 2029 Notes with 88% participation, pushing out maturities and cutting debt.
- Accelerating debt reduction with stronger free cash flow in current price environment.
- Using free cash flow and asset sale proceeds for bond buybacks and deleveraging.

About This Report

Gran Tierra Energy is committed to providing annual Environmental, Social and Governance (ESG) reporting. This 2025 SASB Report is a supplement to the Company's 2025 Sustainability Report and focuses on ESG factors that have the greatest potential to impact Gran Tierra's financial performance and long-term value. This report has been prepared in alignment with the Sustainability Accounting Standards Board (SASB) Oil & Gas – Exploration & Production Standard and incorporates the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

Gran Tierra uses an operational control approach to define reporting boundaries for ESG data, consistent with its financial reporting. Unless otherwise noted, the data presented in this report reflects companywide operations across Canada, Colombia, and Ecuador for the period ending December 31, 2025. Historical data does not include Canada operations as they were acquired late 2024 and were not fully accounted for until this years report.

The Company continues to enhance ESG data processes, and certain historical data may be refined or restated to improve consistency and alignment with leading frameworks. Where applicable, previously reported data may be restated to ensure consistency and comparability.

Financial data in this report is presented in U.S. dollars unless otherwise noted.

Additional ESG-related information can be found in the Company's 2025 Sustainability Report, Management's Discussion and Analysis, Financial Statements, Annual Report on Form 10-K, Management Information Circular, and other public disclosures available on the Company's website and through SEDAR and EDGAR.



Gran Tierra Energy's Approach to ESG

ESG is an integral part of Gran Tierra Energy's culture and business strategy. The Company is committed to creating long-term value through responsible oil and gas exploration and production, while supporting economic development, protecting the environment, and maintaining strong, transparent relationships with stakeholders. Gran Tierra's core values and approach to business are closely aligned with the priorities of local and national governments focused on peace, stability, and sustainable development. These priorities include strengthening local economies, improving quality of life, and promoting diversified income opportunities.

A key pillar of Gran Tierra's approach is its "Beyond Compliance" philosophy, which guides decision-making across all operations. This philosophy reflects the Company's commitment to not only meet applicable regulatory requirements, but also apply internal standards and international best practices to proactively manage environmental and social impacts. By going beyond minimum compliance, Gran Tierra seeks to enhance operational performance, reduce risks, and identify opportunities to deliver sustainable long-term value.

Gran Tierra focuses on ESG factors that have the greatest potential to impact its business performance and long-term value creation. Key factors include:

- Energy Management and Greenhouse Gas Emissions
- Water Stewardship
- Biodiversity Protection
- Workforce Health and Safety
- Community Relations
- Business Ethics and Transparency
- Corporate Governance and Risk Management

The Company's approach emphasizes operational discipline, efficiency, and risk management, supported by initiatives such as gas-to-power projects, recycling produced water, and continuous improvement in field operations. Gran Tierra recognizes the evolving energy transition and the continued role of oil and gas in meeting global energy demand. The Company focuses on operating efficiently, reducing its environmental footprint, and adapting to changing regulatory and market expectations while maintaining disciplined capital allocation.

Gran Tierra is positioned to manage risks and capture opportunities across different operating environments. ESG considerations are integrated into planning, operations, and performance monitoring, supported by companywide systems, governance structures, and cross-functional collaboration.





ESG Materiality Assessment

Gran Tierra's ESG Materiality Assessment informs the Company's approach to ESG and the content of this SASB Report by identifying the ESG factors with the greatest potential to impact financial and operational performance.

In 2025, Gran Tierra completed a comprehensive update to its ESG Materiality Assessment, reflecting the Company's expanded operational footprint and evolving ESG landscape. The assessment remains aligned with the company's outlook and key ESG frameworks, including the SASB Oil & Gas – Exploration & Production Standard, the TCFD recommendations, and relevant regulatory guidance.

Gran Tierra applies a consistent methodology to assess materiality based on the likelihood of occurrence and the potential magnitude of impact over defined time horizons:

- Short term (0–2 years)
- Medium term (3–5 years)
- Long term (5+ years)

The ESG factors included in this report represent those identified as having the greatest potential to impact the Company's value. While the overall structure of the assessment remains consistent with prior years, certain factors have evolved in importance, reflecting changes in operations, market conditions, and stakeholder expectations.

Gran Tierra will continue to periodically review and update its ESG Materiality Assessment to ensure it remains relevant and aligned with the Company's strategy, changing market conditions, and any future growth or diversification of the Company.

The Updated ESG Materiality Assessment Considered the Following Key Inputs:

- **Market-leading ESG reporting frameworks, in particular SASB's Oil & Gas – Exploration & Production Sustainability Accounting Standard, the TCFD recommendations, and the Canadian Sustainability Standards Board's Canadian Sustainability Disclosure Standards**
- **ESG priorities of investors and peers**
- **ESG-related regulation and guidance**
- **Direct input from key internal stakeholders gathered through interviews**
- **Methodologies of ESG research and ratings providers**



ESG Materiality Assessment

ENVIRONMENT

- A Air Quality
- B Biodiversity Impacts
- C Climate Change –Physical
- D Climate Change – Transition
- E Energy Management
- F GHG Emissions
- G Waste Management
- H Water Management

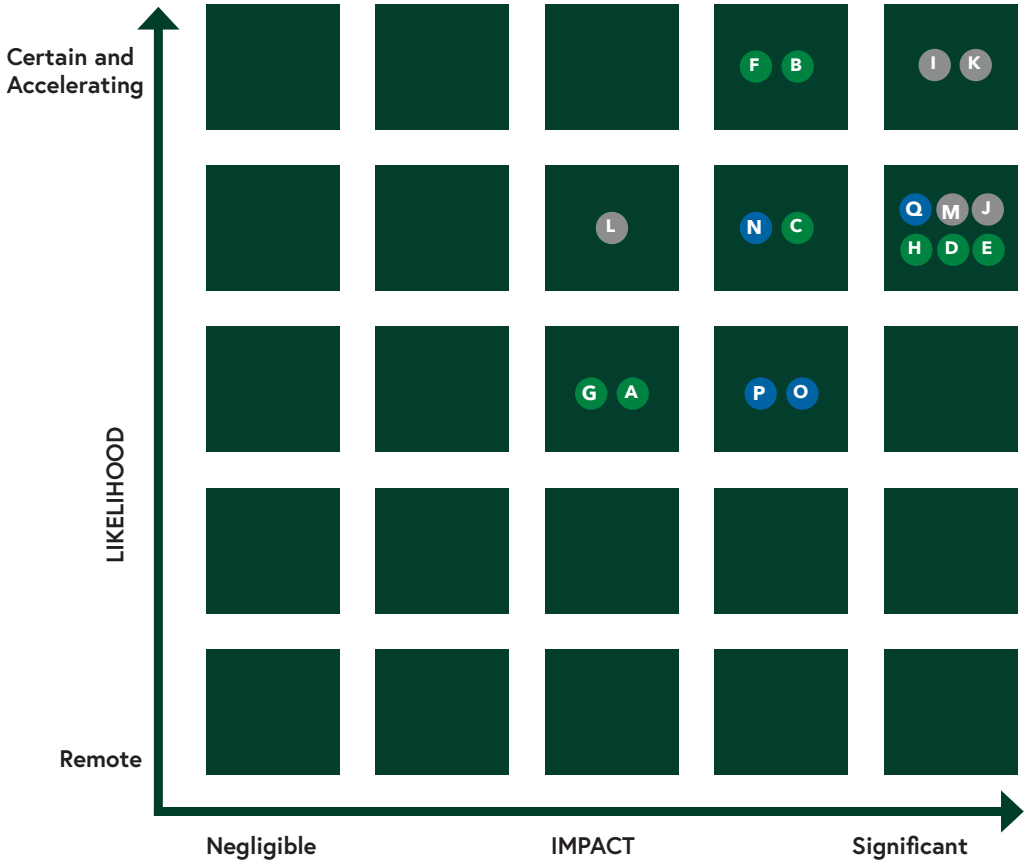
SOCIAL

- I Community Relations
- J Human Capital Management & Labour Relations
- K Security, Human Rights & Rights of Indigenous Peoples
- L Supply Chain Management
- M Workforce Health & Safety

GOVERNANCE

- N Business Ethics & Transparency
- O Critical Incident Risk Management
- P Cybersecurity
- Q ESG Governance

Figure 2: 2025 Materiality Assessment



Governance

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

- 1 Independent Board Chair
- 80% Independent Directors
- Annual elections of all directors
- Majority voting for directors with resignation policy
- 100% Independent committee members
- Annual self-evaluation of the Board and Committees
- Stock ownership guidelines for directors and officers
- 20% female representation on the Board
- Clawback policy

Note that the governance data reflects information as published in our Notice of Annual Meeting 2026.

ESG Oversight

Gran Tierra Energy's Board of Directors has oversight of ESG factors, including climate change–related risks and opportunities. ESG oversight is integrated into the Company's governance structure, with specific responsibilities allocated across the Board and its committees. The Board receives regular updates on ESG performance, including progress against key ESG indicators, and reviews relevant risks and opportunities as part of its broader risk oversight responsibilities. ESG considerations are incorporated into strategic decision-making and operational planning.

Gran Tierra Energy's Board Skills Matrix includes the skills and experience desirable to support the strategic direction of the Company. Not every director is expected to be skilled in every area; however, we aim for the Board to have a balance of skills and experience. 3 of 5 directors have skills and experience related to health, safety, and environmental issues. For more detail on the Board's additional skills and experience, see the Skills Matrix in the Notice of 2026 Annual Meeting of Stockholders and Proxy Statement

Each director is expected to maintain the necessary level of expertise to effectively perform their responsibilities. Continuing education is supported through a range of initiatives, including an annual strategy session, periodic field visits, and presentations to the Board and its Committees from senior management, employees, and external experts on relevant and emerging topics. In addition, directors receive ongoing updates and materials to support their understanding of the Company's operations, risks, and regulatory environment. These activities enhance the Board's knowledge of the business and support the effective execution of its duties. During 2025, the Board participated in sessions addressing key business developments and regulatory matters, presented by senior executives and external advisors.

All directors are members of the Institute of Corporate Directors (ICD) and the National Association of Corporate Directors (NACD), which provide continuing education through publications, seminars, and conferences. During 2025, a number of directors participated in programs offered by these organizations.

Management is responsible for ensuring that the Board and its Committees are kept informed of evolving risks. The Vice President, Corporate HSE & Sustainability is responsible for identifying, assessing, and managing ESG factors, including climate-related risks, and reports quarterly to the Health, Safety and Environment Committee of the Board. This role is supported by employees across the Health and Safety, Social Responsibility, and Environmental Compliance and Licensing functions.

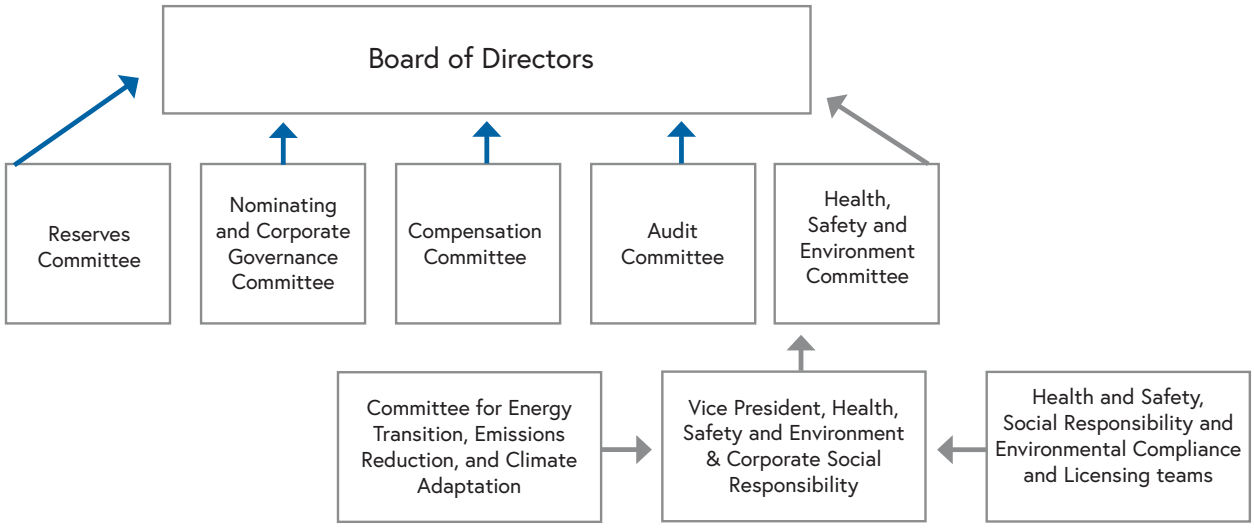
The Board has five standing committees: the Audit Committee, Compensation Committee, Health, Safety and Environment Committee, Nominating and Corporate Governance Committee, and Reserves Committee. Each committee operates under a Board-approved charter and regularly reports its activities and recommendations to the full Board, typically at the next scheduled Board meeting. Current committee charters are available on the Company's website.

Accountable Parties	Summary of Responsibilities
Board of Directors	• The full Board is entrusted with the responsibility for overseeing the significant risks to which our company is exposed and ensuring that management has processes in place to effectively identify, monitor and manage them. • The Board delegates responsibility to the execution of certain elements of risk oversight to the committees in order to ensure appropriate expertise, attention, and diligence. The committees oversee the relevant risk areas and report to the Board regularly.
Health, Safety and Environment Committee	• The Health, Safety and Environment Committee (HSE Committee) assists in overseeing the development, monitoring and effective implementation of systems, programs, and initiatives to promote the management of health, safety, and security at Gran Tierra and to address environmental, safety, and operational risks, including climate change risks. • The HSE Committee is responsible for reporting to the Board on environmental, health and safety policies and activities, including with respect to climate change, approving Gran Tierra's environmental, health, and safety goals and objectives and monitoring company performance.
Nominating and Corporate Governance Committee	• The Nominating and Corporate Governance Committee assists in overseeing governance-related risks, including regulatory, reputation and other risks.
Compensation Committee	• The Compensation Committee is responsible for oversight of compensation-related risks, including reviewing management's assessment of risks related to employee compensation programs.
Audit Committee	• The Audit Committee is responsible for overseeing the integrity of Gran Tierra's financial statements, the independent auditor's qualifications and independence, the performance of our internal audit function and independent auditor, compliance with legal and regulatory requirements, major financial and information technology risk exposures and Gran Tierra's accounting and financial reporting processes.
Reserves Committee	• The Reserves Committee assists in overseeing the risks related to Gran Tierra's estimates of Reserves of oil and natural gas.

Table 1: Board Committees and Responsibilities

ESG Oversight

Figure 3: Governance Structure



ESG-Related Policies

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

Policy	Description
Code of Business Conduct and Ethics	• Outlines Gran Tierra's commitment to the highest standard of ethical business conduct • Applies to all our directors, officers, employees and every other person or entity representing Gran Tierra
Compliance with Anti-Corruption Laws	• Intended to ensure that Gran Tierra does not seek or receive any improper advantage in the course of its business dealings and to ensure that all payments and expenses are properly recorded in our books and records • Applies to all Gran Tierra entities and all employees of each Gran Tierra entity conducting business in any location • Applies to all agents, suppliers, consultants and other providers of goods and/or services

Table 2: ESG-Related Policies

Analyst Corner

TCFD Governance a)

TCFD Governance b)

Notice of 2026 Annual Meeting of Stockholders and Proxy Statement

Audit Committee Charter

Health, Safety and Environment Committee Charter

Compensation Committee Charter

Reserves Committee Charter

Nominating and Corporate Governance Committee Charter

ESG-Related Policies

Policy	Description
Corporate Security Policy	• Outlines Gran Tierra's commitment to the protection of our personnel, assets, and reputation • Signed by the President and CEO
Health, Safety and Environment Policy	• Outlines Gran Tierra's commitment to the efficient and responsible development of hydrocarbon resources to the mutual benefit of the people of the countries where we operate and the employees and investors of Gran Tierra • Commits to ensuring that operations and activities are protective of human health and the environment and to set annual goals for Health, Safety and Environment performance which will be overseen by Gran Tierra's senior management and the Board • Signed by the President and CEO
Human Rights Policy	• Outlines Gran Tierra's commitment to the respect and promotion of all human rights internationally recognized • Applies to all company activities and covers all employees and contractors • Developed with the full commitment to respect the internationally recognized human rights incorporated in the International Bill of Human Rights and the International Labor Organization Conventions (ILO), including the fundamental rights principles established in the ILO Declaration on Fundamental Principles and Rights at Work • Developed with the commitment to apply relevant international standards including: the United Nations (UN) Guiding Principles on Business and Human Rights, the UN Voluntary Principles for Security and Human Rights, the OECD Guidelines for Multinational Companies, the OECD Due Diligence Guidance for Responsible Business Conduct, the UN 2030 Agenda for Sustainable Development and Gran Tierra's Code of Business Conduct and Ethics • Signed by the President and CEO
Whistleblower Policy	• Outlines the company's commitment to providing a workplace conducive to open discussion of our business practices and to complying with the laws and regulations to which we are subject • Includes a hotline to anonymously report complaints and a policy of non-retaliation
Insider Trading Policy	• Ensures compliance with Canadian, U.S., and U.K. insider trading laws and prohibits trading or tipping based on material non-public information • Applies to all employees, directors, officers, consultants, and closely associated persons • Sets trading windows and requires pre-clearance for officers, directors, and designated persons • Prohibits speculative transactions, hedging, margining, and pledging Company securities
Personal Data Policy	• Ensures compliance with Colombian data protection laws • Applies to employees, suppliers, clients, contractors, and third parties whose personal data is processed • Collects and manages general and sensitive data; prohibits processing of sensitive/minor data without explicit consent and legal safeguards • Covers the full data lifecycle (collection, storage, use, transfer, and deletion) for legitimate corporate, legal, or contractual purposes

Table 2: ESG-Related Policies

Analyst Corner

Code of Business Conduct and Ethics
Compliance with Anti-Corruption Laws
Corporate Security Policy
Health, Safety and Environment Policy
Human Rights Policy
Whistleblower Policy
Insider Trading Policy
Personal Data Policy
Governance webpage (for all Company policies)

Board Diversity

Gran Tierra believes in the importance of diversity at all levels throughout the Company. In addition to the traditional concepts of diversity (i.e., gender, culture and geographic region), we believe it is important for the Board to achieve a diversity of knowledge, experience and capabilities that support the Company's strategic direction.

Currently, Gran Tierra does not have a formal policy concerning the diversity of director nominees. However, when considering director candidates, the Board seeks individuals with backgrounds and qualities that, when combined with those of incumbent directors, provide a blend of skills and experience to further enhance the Board's effectiveness. As part of its annual self-evaluation, the Board assesses whether the directors, both individually and collectively, provide the integrity, experience, judgment, commitment, skills and expertise appropriate for the Company.

Gran Tierra recognizes the benefits of increasing the diversity of its board of directors. The Corporate Governance Guidelines state that as part of the search process for each new director, the Nominating and Corporate Governance Committee will actively seek out women and minority candidates to include in the pool from which Board nominees are chosen.

Business Ethics & Transparency

Importance to Gran Tierra and Approach

Maintaining high standards of business ethics and transparency is fundamental to Gran Tierra Energy's operations and relationships with stakeholders, including governments, partners, and local communities. Failure to comply with applicable laws and regulations related to anti-corruption, anti-bribery, and transparency could result in financial penalties, reputational damage, and increased compliance costs. We do not have any proved or probable reserves in countries that fall within the 20 lowest rankings in the Transparency International Corruption Perceptions Index.

Gran Tierra is committed to conducting its business honestly, fairly, and in compliance with all applicable legal and regulatory requirements. This commitment is supported by a comprehensive framework of corporate policies, including the Code of Business Conduct and Ethics, Compliance with Anti-Corruption Laws Policy, and Whistleblower Policy, which apply to all employees, directors, and third parties acting on behalf of the Company. **The Executive Vice President, Corporate Services has ultimate accountability for business ethics, anti-corruption and transparency.**

Highest Standards of Ethical Business Conduct

The Company provides regular training to employees and contractors to ensure awareness of these policies and to promote a culture of ethical conduct and accountability. Employees and contractors are encouraged to report any actual or suspected violations through established reporting channels, including a confidential whistleblower mechanism. Gran Tierra maintains processes to receive, review, and investigate reported concerns, under the oversight of the Audit Committee. The Company also supports transparency in its operations through compliance with applicable disclosure requirements, including reporting under the Extractive Sector Transparency Measures Act (ESTMA).

Gran Tierra Energy is committed to providing a workplace that promotes integrity, accountability, and open communication regarding business practices and compliance matters. Employees and contractors are encouraged to report actual or suspected violations of corporate policies, legal requirements, or ethical standards through established reporting channels.

Analyst Corner

SASB EM-EP-510a.1

SASB EM-EP-510a.2

In addition, the Compliance Officer's receipt and handling of ethics and compliance complaints or concerns is audited by external auditors. Gran Tierra also maintains a whistleblower hotline (Ethicspoint), where individuals can anonymously and confidentially communicate issues and concerns.

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

Ethics Training

The Company requires completion of ethics training for all employees annually: Code of Business Conduct and Ethics every two years, and other specific risk-based training in the alternating years. In addition, all relevant employees, Senior Management, and the Board of Directors receive additional anti-corruption training. Course completion is monitored and audited by external auditors. **We have obtained certification of the Code of Business Conduct and Ethics by 100% of our employees.** The Ethics training is reviewed annually and updated as appropriate.

Transparency on Payments to Governments

Gran Tierra supports transparency and accountability in the extractive sector through compliance with the Canadian Federal Government's Extractive Sector Transparency Measures Act (ESTMA). The Company publicly reports payments made to governments in the jurisdictions where it operates, including taxes, royalties, fees, and other reportable payments. Gran Tierra's annual ESTMA filings are publicly available on the Company's website as part of its commitment to transparency and responsible resource development.



Analyst Corner

SASB EM-EP-510a.1

SASB EM-EP-510a.2

Code of Business Conduct and Ethics

ESTMA Reports

Compliance with Anti-Corruption Laws

Whistleblower Policy

Corporate Governance Guidelines

Notice of 2026 Annual Meeting of Stockholders and Proxy Statement (for more details on Corporate Governance)

Governance webpage (for all company policies)

Cybersecurity

Importance to Gran Tierra and Approach

Gran Tierra Energy recognizes that cybersecurity risks have the potential to impact business operations, financial performance, and the confidentiality, integrity, and availability of the Company's information systems. As the Company continues to expand and integrate operations across multiple jurisdictions, maintaining effective cybersecurity controls and oversight remains an important component of enterprise risk management.

The Board of Directors has delegated primary oversight of cybersecurity risks to the Audit Committee. The Board and Audit Committee receive periodic updates regarding the Company's cybersecurity program, including relevant risks, trends, internal security initiatives, and significant developments related to information technology and cybersecurity threats. The Board and Audit Committee are also informed of material updates to cybersecurity policies, procedures, and controls.

Management is responsible for day-to-day oversight and management of cybersecurity risks. The Executive Vice President, Corporate Services, supported by relevant personnel, oversees the Company's cybersecurity program and related processes, including prevention, detection, mitigation, and response activities.

As part of the Company's broader enterprise risk management framework, management regularly assesses cybersecurity risks and reports relevant matters to the Audit Committee and the Board. The Company also maintains processes intended to escalate and respond to cybersecurity incidents, where appropriate.

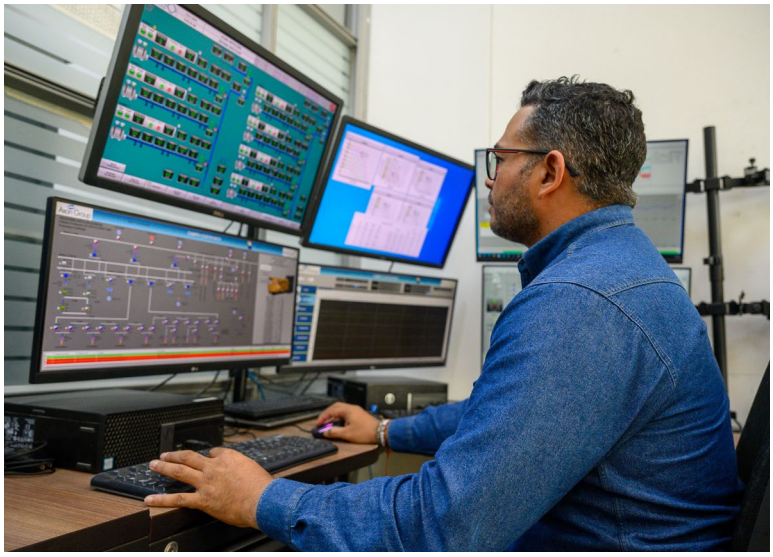
Risk Management & Cybersecurity Program

Gran Tierra maintains a cybersecurity program intended to assess, identify, manage, and mitigate risks associated with cybersecurity threats and unauthorized access to Company systems and information assets. The program includes a combination of internal processes, technologies, employee awareness initiatives, and third-party support designed to strengthen cybersecurity resilience across operations.

The Company conducts periodic cybersecurity training, assessments, testing activities, and monitoring processes as part of its ongoing risk management efforts. Gran Tierra also uses systems and procedures intended to manage cybersecurity risks associated with third-party service providers and external systems supporting business operations.

Cybersecurity considerations are integrated into the Company's information technology governance processes, including oversight of changes to systems, controls, and security infrastructure. The Company continues to review and enhance its cybersecurity practices in response to evolving threats, operational requirements, and industry practices.

To the Company's knowledge, no cybersecurity incidents materially affected the Company's operations, financial condition, or business strategy during the reporting period.



Analyst Corner

2025 Annual Report

Environment

Gran Tierra Energy's material environmental factors include:

- **Climate Change and Greenhouse Gas Emissions**
- **Energy Management**
- **Biodiversity Impacts**
- **Water Management**
- **Waste Management**

Protecting the environment is a key component of Gran Tierra's operations and development activities. The Company is committed to minimizing environmental impacts, maintaining regulatory compliance, and supporting environmental protection initiatives in the regions where it operates.

The Vice President, Corporate HSE & Sustainability has overall accountability for environmental matters at Gran Tierra, including climate change, greenhouse gas emissions, biodiversity, water management, waste management, and environmental compliance. This role reports directly to the Chief Executive Officer.

Gran Tierra's environmental approach is guided by its Health, Safety and Environment (HSE) Policy and supported by environmental management systems, operational procedures, and monitoring programs across all operating regions. The Company's approach emphasizes operational discipline, risk management, prevention, and continuous improvement. Compliance with regulatory requirements is fundamental to Gran Tierra's environmental stewardship practices.

Gran Tierra develops and implements Environmental Management Plans (EMPs) for its operations and projects, including measures intended to prevent, mitigate, and manage potential environmental impacts. The Company also maintains spill prevention and emergency response programs, contingency plans, and ongoing environmental monitoring activities, including air, soil, and water monitoring where applicable.

Environmental priorities include reducing greenhouse gas emissions, improving energy efficiency, minimizing freshwater use through produced water recycling, managing waste responsibly, and protecting biodiversity in areas near operations. Environmental impact assessments are conducted prior to operating in new areas, and environmental considerations are integrated into operational planning and decision-making processes. For more details on Gran Tierra's EMP and our approach to conducting environmental impact assessments, see the Biodiversity Impacts section.

Gran Tierra continues to maintain and strengthen its environmental management systems across its operations. Following the ISO 14001 recertification of its Colombian operations in 2024, which accounted for 46% of the company's proved reserves, Gran Tierra began the ISO 14001:2015 certification audit for its Ecuadorian operations in late 2025, which are 16% of the proved reserves, and was subsequently certified in March 2026. These processes and a regular quarterly reporting system to Executive Management as well as the Health Safety and Environment Committee of the Board, support the Company's commitment to maintaining consistent environmental management standards and continuous improvement across its operations.

Gran Tierra continues to evaluate opportunities to improve environmental performance across its diversified operations in Canada, Colombia, and Ecuador, while integrating environmental considerations into planning, operations, and performance monitoring.



Analyst Corner

Health, Safety and Environment (HSE) Policy

SASB EM-EP-160a.1

Climate Change and Greenhouse Gas Emissions

Climate Change Governance

Gran Tierra Energy's Board of Directors has oversight of ESG factors, including climate change–related risks and opportunities. Management is responsible for ensuring that the Board and its Committees are informed of evolving climate-related risks, regulatory developments, and ESG performance.

The Vice President, Corporate HSE & Sustainability is responsible for identifying, assessing and managing ESG factors, including climate change factors, and reports to the Health, Safety & Environment Committee of the Board on a quarterly basis.

To support the implementation of Gran Tierra's climate-related strategy and emissions reduction initiatives, the Company maintains cross-functional collaboration across operational, environmental, engineering, and corporate functions. These efforts support the evaluation and advancement of initiatives related to emissions reduction, energy efficiency, operational reliability, and climate adaptation.

Climate-related performance, including greenhouse gas emissions trends, emissions reduction initiatives, and relevant regulatory developments, is periodically reviewed by senior management and the Board as part of the Company's broader ESG oversight processes.

Climate Change Strategy

Gran Tierra's approach to climate-related matters focuses on operational efficiency, emissions reduction, energy management, and risk mitigation, while continuing to responsibly develop oil and gas resources that remain important to meeting global energy demand for the foreseeable future.

The Company's approach emphasizes operational excellence, reliability, and continuous improvement across its asset base. Emissions reduction initiatives are integrated into operational planning and include:

- gas-to-power projects
- energy optimization initiatives
- reduction in diesel consumption
- infrastructure and equipment improvements
- reductions in routine flaring
- continuous improvement in fugitive and venting emissions management

These initiatives support both environmental performance and operational efficiency.

Gran Tierra continues to evaluate opportunities to improve energy efficiency and reduce emissions intensity across its operations. **Since 2019, the Company has reduced GHG emissions intensity by 23% through operational improvements and energy management initiatives[16].** The Company also continues to monitor evolving regulatory frameworks, reporting requirements, and stakeholder expectations related to emissions management and energy transition matters in the jurisdictions where it operates.

Energy Transition Risks

Gran Tierra recognizes that evolving energy transition policies, emissions-related regulations, and stakeholder expectations may present operational, financial, and regulatory risks and opportunities over time. The Company continues to monitor these developments while focusing on operational efficiency, emissions management, and disciplined capital allocation across its operations.

Potential risks and considerations include:

- Evolving greenhouse gas emissions regulations, carbon pricing mechanisms, and energy-related policies that could increase operating costs, compliance requirements, or capital expenditures

Analyst Corner

TCFD Governance a)
TCFD Governance b)
SASB EM-EP-110a.3
SASB EM-EP-420a.4

- Increased stakeholder, investor, and regulatory expectations related to ESG performance, emissions reduction, and climate-related disclosures
- Expanding reporting obligations and disclosure frameworks that may increase compliance complexity and administrative requirements
- Changing market conditions and energy demand trends that could affect commodity prices, investment decisions, and long-term planning
- Reputational and financing-related risks associated with ESG performance and evolving market expectations regarding emissions management and sustainability practices

Approximately 34% of Gran Tierra's Scope 1 greenhouse gas emissions are currently subject to emissions-limiting regulations. To date, applicable emissions-related regulations have not resulted in material compliance costs or operational impacts for the Company. Gran Tierra continues to monitor evolving regulatory requirements across the jurisdictions where it operates and assess potential impacts on operations, costs, and long-term business planning.

Climate Change and Greenhouse Gas Emissions

Climate Change Physical Risks

Gran Tierra recognizes that changing climate conditions may affect operations, infrastructure, logistics, and surrounding communities over the medium and long term. Potential impacts may include extreme rainfall events, flooding, drought conditions, wildfires, changes in water availability, and disruptions to transportation and access routes in areas where the Company operates. These events could result in increased operating costs, temporary operational disruptions, delays in field activities, or impacts to infrastructure and logistics. In certain operating regions, weather-related events have periodically affected road access and operational activities. Gran Tierra incorporates physical risk considerations into operational planning, environmental management programs, infrastructure design, and emergency preparedness processes where applicable. The Company maintains contingency and emergency response plans intended to support operational resilience and mitigate potential impacts associated with environmental and weather-related events.

Impact of Climate Change Factors on Business, Strategy and Financial Planning

As a responsible energy producer, our goal is to create the most value with the least environmental impact possible. We do this by maintaining operational integrity across all our infrastructure, designing our processes to maximize efficiency and meet rigorous international standards.

As part of its ongoing emissions management and climate-related planning efforts, Gran Tierra developed and implemented an Energy Transition, Emissions Reduction and Climate Adaptation Strategy (TEREAC), which establishes a multifaceted approach to reducing emissions intensity, an important operational objective for the Company. TEREAC supports operational planning and emissions management initiatives and does not include public companywide emissions reduction targets or scenario analysis. The framework also contributes to the Company's broader understanding of operational and regulatory risks associated with climate-related matters and supports applicable climate-related objectives and regulatory frameworks in host countries.

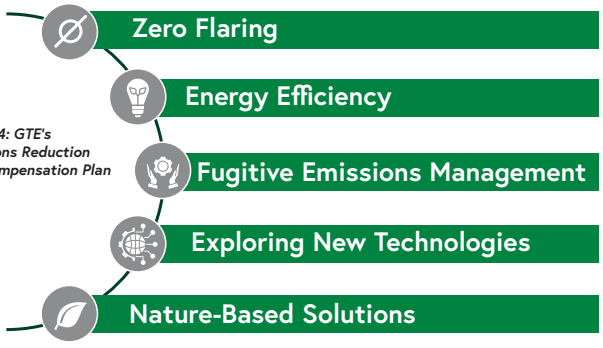


Figure 4: GTE's Emissions Reduction and Compensation Plan

We align the disclosure in this report with the TCFD recommendations (see the TCFD Index) and strive to enhance alignment of disclosure with this market-leading ESG reporting framework over time.

Finding ways to reduce our GHG emissions remains a priority for Gran Tierra, and as such Energy Management is a key element of Gran Tierra's climate and operational strategy. To date, climate-related factors and emissions-related regulations have not resulted in material impacts to the Company's business strategy or financial condition. Our main strategies to reduce GHG emissions, promote energy efficiency and mitigate transition-related climate risks include zero flaring, energy efficiency, fugitive emissions management, exploring new technologies and nature-based solutions.

Zero Excess Gas Flaring

Gran Tierra has taken actions to lower GHG emissions by reducing the flaring of natural gas through major capital investments in voluntary "Gas-to-Power" projects. Instead of flaring excess gas, we convert gas into power at our fields wherever feasible, which reduces our reliance on diesel, reduces flare volumes and the emissions associated with the transportation and consumption of diesel. Technological advances in compact compressors allow the generation of power from gas at almost any scale, enhancing the applicability of these projects and further allowing us to reduce our GHG emissions. **As of 2025, Gas-to-Power projects were operating in 6 of the Company's 23 producing fields in Colombia, representing approximately 93% of the Company's Colombia production. In Ecuador, the installation and commissioning of these projects were completed in 3 of the Company's 5 producing fields,** and Gran Tierra continues to evaluate opportunities to expand gas utilization initiatives where feasible.

Gran Tierra's ongoing effort to reduce emissions by converting excess gas produced from our wells into an energy source for its operations continues to generate results. The Gas-to-Power projects have significantly reduced gas flaring and the company's diesel consumption, as well as resulted in cost savings. Fiscal resilience has increased by lowering operating costs, and we have access to a more stable energy supply, all while reducing flaring and GHG emissions. **Since 2019, the Company has reduced flaring by 75% companywide and decreased flaring emissions by 99% at Acordionero, its largest producing field. In 2025, approximately 83% of the total energy used across all Company assets was generated from Gas-to-Power.**

Gran Tierra continues to implement additional initiatives intended to reduce routine flaring and improve operational reliability across its operations. These initiatives include:

- Infrastructure and equipment improvements
- Operational optimization initiatives
- Energy efficiency programs
- Enhanced maintenance and monitoring practices
- Initiatives to reduce venting and improve gas utilization where feasible





Energy Efficiency

Gran Tierra continues to implement initiatives intended to improve energy efficiency and optimize energy use across its operations. These initiatives include infrastructure and equipment upgrades, higher-efficiency generators and turbines, operational optimization programs, and enhanced monitoring and maintenance practices.

As part of its energy management system, aligned with the principles of the ISO 50001 standard, the Company developed a customized efficiency dashboard that helps identify major contributors to flaring and power intensity, improves operational visibility down to the individual well level, and supports the identification of opportunities to improve operational efficiency.

The Company also continues to evaluate opportunities to improve operational performance and reduce emissions intensity through ongoing infrastructure optimization and operational improvements across its diversified operations in Canada, Colombia, and Ecuador.

Fugitive Emissions Management and Reduction

Gran Tierra continues to implement initiatives intended to detect, monitor, manage, and reduce fugitive and vented methane emissions across its operations. The Company conducts routine monitoring using a combination of:

- Ground-based surveys
- Optical gas imaging (OGI) technologies
- Aerial LiDAR monitoring systems
- Direct measurement campaigns through accredited third parties

These monitoring activities support the identification and repair of methane leaks in accordance with applicable regulatory requirements and internal standards.

The Company continues to implement infrastructure and equipment upgrades intended to reduce methane emissions, including replacement of older pneumatic devices with solar-powered alternatives, generator and compressor upgrades, improved system integrity, and initiatives to reduce venting and improve gas utilization where feasible.

Since 2019, Gran Tierra has reduced fugitive emissions by approximately 49% and venting emissions by approximately 33% through operational improvements, enhanced monitoring practices, equipment upgrades, and emissions management initiatives. In Canada, aircraft-mounted LiDAR-based monitoring systems and direct measurement campaigns continue to support fugitive methane reduction efforts across operations.

Spotlight: Canadian Operations

Established pipeline infrastructure in Western Canada allows associated gas to be transported and sold with most facilities maintaining safety flares only. In addition to successfully reducing methane emissions across its portfolio, the Company has modernized equipment—replacing older, less efficient pneumatic devices with solar-powered alternatives, and upgrading generators and compressors. Several initiatives also support compliance with Canada's Multi-Sector Air Pollutant Regulation (MSAPR).

Nature-Based Solutions

Nature-based solutions remain an important component of Gran Tierra's broader environmental stewardship and emissions management efforts. The Company supports environmental conservation, restoration, and reforestation initiatives intended to contribute to biodiversity protection, ecosystem restoration, carbon sequestration, and long-term environmental resilience in the regions where it operates.

Gran Tierra continues to implement nature-based solutions through initiatives including the NaturAmazonas Program, the Costayaco Forestry Centre, and the Acordionero Forestry Centre, which support reforestation, conservation, ecological restoration, and sustainable land-use practices in environmentally sensitive regions. The Company's biodiversity and conservation initiatives continue to support the protection and restoration of forested areas and ecosystems in regions including the Colombian Amazon. Several of these initiatives have also contributed to local employment generation, environmental education, and community participation in conservation and restoration activities.

Gran Tierra recognizes that forests, wetlands, and vegetation contribute to natural carbon sequestration through the capture and storage of atmospheric carbon dioxide. The Company continues to evaluate opportunities to support nature-based initiatives that align with its environmental stewardship objectives and broader sustainability efforts.

Climate Resilience and Adaptation

Climate adaptation is an important pillar to support communities with a focus on helping people be prepared to mitigate climate impacts. Gran Tierra Energy is leading important partnerships that give people the tools and ability to adapt and thrive while addressing a dynamic global climate system.

With respect to physical climate risks and opportunities, GTE previously completed the development of the Gran Tierra Adaptation Plan in alignment with the key strategic actions outlined in the Colombian government's climate action plan for the mining and energy sectors.

In 2025, we made progress on key projects including:

BRINGING SAFE DRINKING WATER

In remote villages of Putumayo, Colombia, where government support is limited, access to clean water remains a persistent challenge, exposing families to waterborne diseases and other health risks. To help close this gap, GTE undertook a new project called Agua de Mi Tierra.

For the first time, safe drinking water will soon flow consistently to 10 rural communities in the Puerto Vega–Teteyé Corridor of southern Putumayo, providing reliable access for approximately 1,000 families. Through the program, Gran Tierra is installing community water systems designed to bring treated water directly to homes, reflecting a broader focus on improving access to essential services in its areas of operation. Each system begins with an intake structure that gathers water from a nearby natural source. The water then passes through a treatment process that cleans and disinfects it, before being stored and distributed to households, ensuring dependable access for everyday use. The systems will improve overall community health by reducing water-related illnesses. Upon completion in 2026, approximately 5,000 people will have dependable access to safe water.

The Company continues to monitor evolving environmental conditions and climate-related risks across its diversified operations in Canada, Colombia, and Ecuador as part of its ongoing operational and environmental management processes.



GHG Emissions Metrics

Since 2019, Gran Tierra has reduced its Scope 1 (direct) and 2 (indirect) emissions by 24% and reduced its Scope 1 and 2 greenhouse gas emissions intensity, which is the measurement of a greenhouse gas release per unit of activity by 23%[16].

Approximately 30% of our absolute Scope 1 GHG emissions are methane emissions[16]. Gran Tierra continues to focus on GHG emissions reductions, including methane emissions, where possible. In 2025, the Company conducted a third-party verification of its 2024 GHG emissions inventory in South America, in accordance with ISO 14064-1 and ISO 14064-3. By the time this report was published, the third-party verification processes for South American operations for 2025 data was ongoing; therefore, some GHG data for 2025 may vary slightly.

Key Highlights[16]

- 37% decrease in absolute Scope 1 GHG emissions since 2019
- 23% decrease in Scope 1 and 2 GHG emissions intensity since 2019
- 75% reduction in flaring since 2019
- 49% reduction in fugitive emissions since 2019
- 33% reduction in venting since 2019

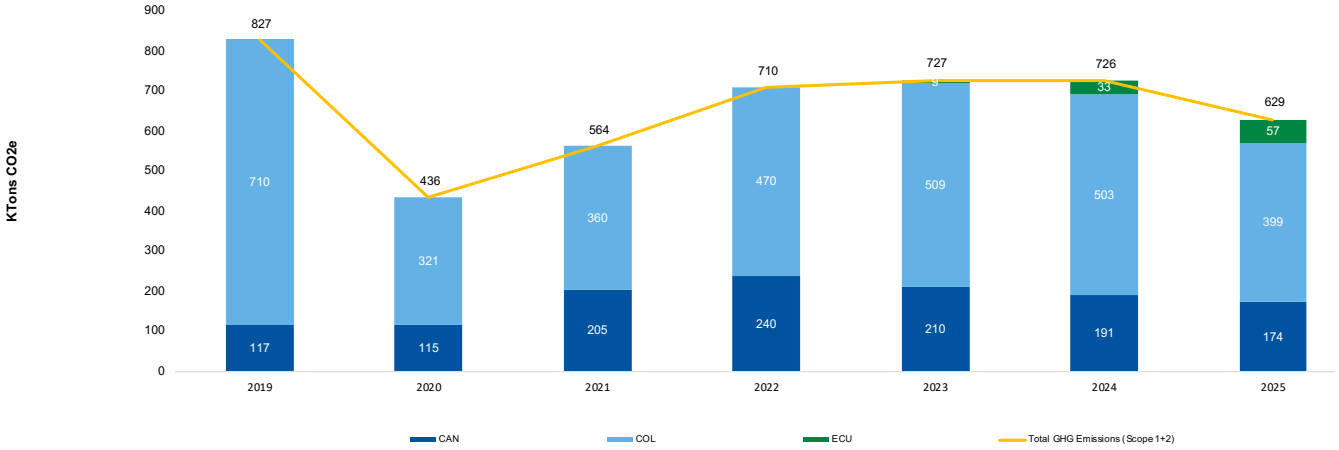


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TCFD Metrics and Targets a)
TCFD Metrics and Targets b)
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GHG Emissions Metrics

Figure 5: Total GHG Emissions (Scope 1+2) 2019 - 2025



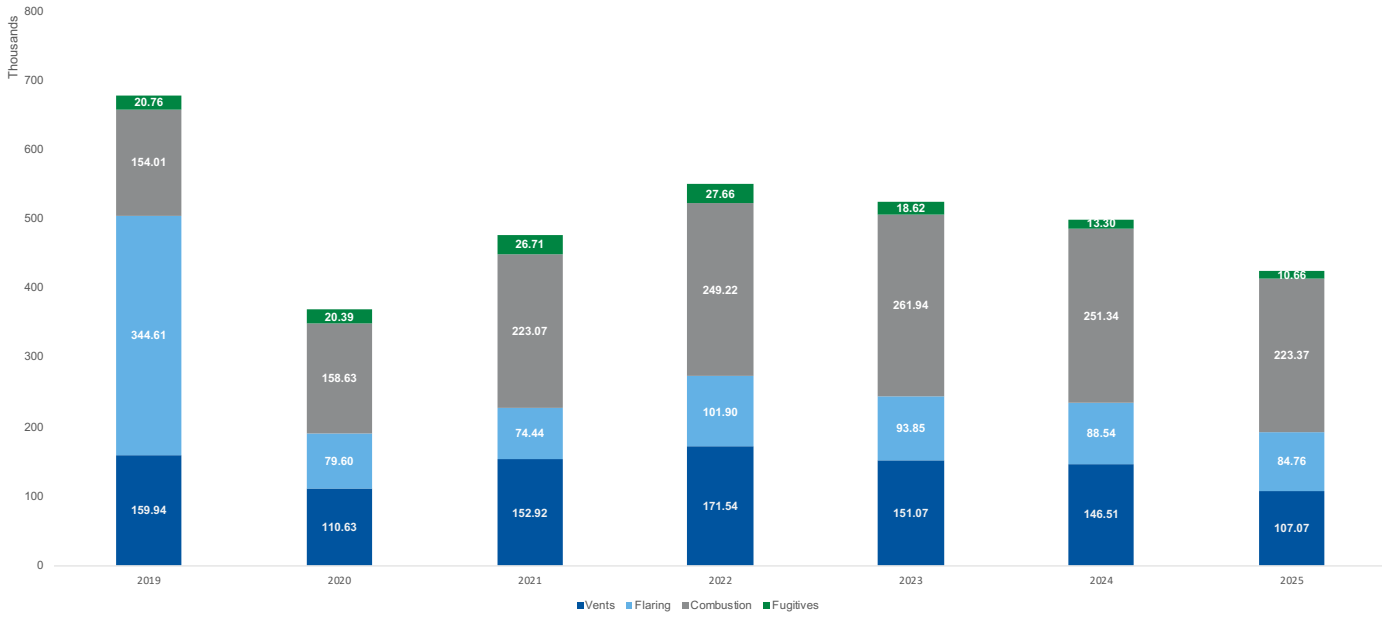
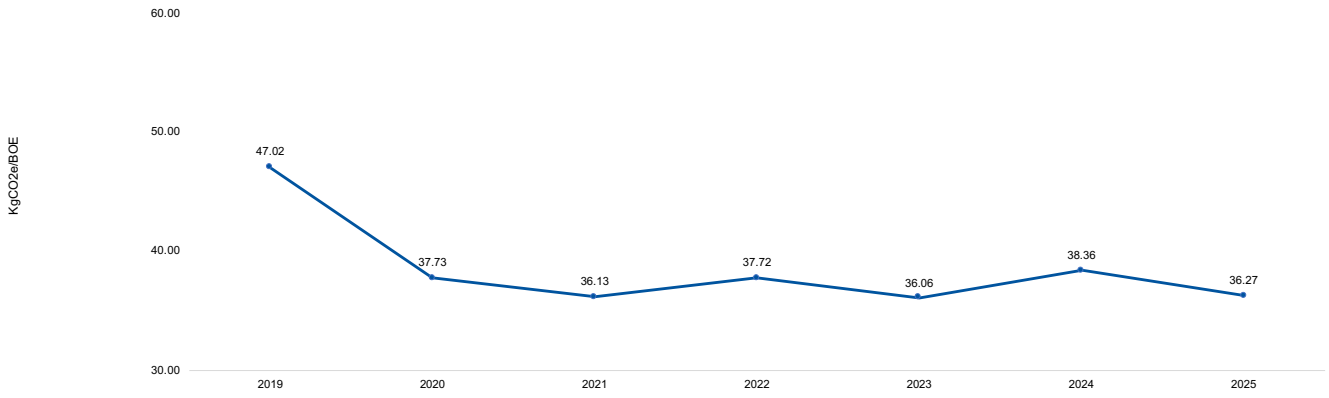


Figure 7: GHG Emissions Intensity



Understanding Our Air Emissions

Exploration and production activities can produce non-GHG air emissions (including hazardous air pollutants, criteria air pollutants and volatile organic compounds) that can impact the environment and communities. Gran Tierra has comprehensive air pollutant measurements in place as outlined by regulatory requirements for the countries we operate and that we comply with. Additionally, GTE's operational sites are localized in rural areas.

As part of our air management activities, we continue to analyze the data and identify early opportunities for air emission reductions.

Air Emissions	2021	2022	2023	2024	2025
Nitrous Oxides (NOx- excluding N_20)	2039.86	1776.89	2427.22	1720.203	1461.4
Sulfur Oxides (SOx)	93.65	117.5	165.82	203.797	315.13
Volatile Organic Compounds (VOCs)	280.22	128.37	147.34	1163.17	579.07
Particulate Matter (PM10)	58.2	41.74	59.82	56.897	42.83

Table 3: Air Emissions in Metric Tons [5, 16]

	Metrics	2021	2022	2023	2024	2025
Total Energy consumption within the organization	kWh	215,322,371	286,453,546	357,751,753	463,835,759	840,903,579
Total Energy consumption that is derived from non-renewable sources (Fossil Fuels)	kWh	193,695,049	261,362,010	332,613,525	438,933,769	802,811,915
Total Energy consumption that is derived from renewable sources	kWh	21,627,322	25,091,536	25,138,228	24,901,990	38,091,663
Percentage of energy used that is derived from non-renewable sources	Percentage (%)	90.0%	91.2%	93.0%	94.6%	95.5%
Percentage of energy used that is derived from renewable sources	Percentage (%)	10.0%	8.8%	7.0%	5.4%	4.5%
Percentage of consumed energy from the grid	Percentage (%)	12.0%	10.3%	9.1%	8.7%	8.8%

Table 4: Energy Consumption Metrics [16]

Analyst Corner

SASB EM-EP-120a.1
TCFD Governance a)
TCFD Governance b)
TCFD Strategy a)
TCFD Strategy b)
TCFD Metrics and Targets a)
TCFD Metrics and Targets b)
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SASB EM-EP-110a.2
SASB EM-EP-110a.3
SASB EM-EP-120a.1
SASB EM-EP-420a.4

Biodiversity Impacts

Importance to Gran Tierra and Approach

As one of the largest oil and gas operators in the Putumayo region of Colombia, the Company has adopted a collaborative and long-term approach to biodiversity conservation, environmental restoration, and sustainable development. This approach aligns with Gran Tierra's "Beyond Compliance" philosophy and emphasizes coordination with environmental authorities, research institutions, local communities, and other stakeholders to maximize regional environmental impact. Working collaboratively with communities, authorities, research institutions, and other stakeholders, Gran Tierra has developed and supported long-term biodiversity and conservation initiatives in environmentally sensitive regions of Colombia. **Biodiversity programs such as the Company's Forestry Centres and NaturAmazonas have protected thousands of hectares of forest and are advancing regional conservation and restoration. The Company has also led the development of biodiversity and nature-based solutions in critical regions such as the Colombian Amazon, with several initiatives now serving as reference models for peer companies and government institutions.**

Gran Tierra recognizes the importance of coordinating environmental efforts with local stakeholders and institutions to maximize regional impact. The Company applies a life-cycle approach to its operations, integrating environmental management, biodiversity protection, and restoration considerations into operational planning and project development. Approximately 15% of Gran Tierra's proved reserves are in or near sites with protected consideration status of endangered species habitats. Approximately 11% of Gran Tierra's probable reserves are in or near sites with protected consideration status of endangered species habitats. These percentages only cover GTE's South American reserves.

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

Our Corporate Environmental Management Plan (EMP) is based on the International Finance Corporation (IFC)'s Environmental, Health, and Safety Guidelines for Onshore Oil and Gas Developments and is implemented through an ISO 14001-certified EMS. The Vice President, Corporate HSE & Sustainability is the ISO management system lead. The scope determined by Gran Tierra for the EMS under the ISO 14001 standard includes hydrocarbon exploration, production, treatment, transportation, distribution, sales and marketing activities.

The EMP addresses environmental issues arising from Gran Tierra's exploration and development projects and other operations.

The following are issues addressed by Gran Tierra's EMP:
- Defining a code of conduct for all workers
- Conserving biodiversity
- Minimizing construction impacts, flaring and water use
- Controlling erosion
- Optimizing road and pipeline routing and construction
- Managing solid and liquid waste including hazardous substances
- Protecting and preserving cultural and archaeological resources

Environmental Impact Assessments

Prior to operating in any new areas, we perform rigorous Environmental Impact Assessments of our proposed projects. These assessments enable project planners to understand the environmental conditions of the area, determine the interactions between a project and the ecosystem, identify potential impacts, and propose appropriate environmental strategies and any needed mitigation, correction, or compensation measures. In addition, during the environmental impact assessment process, Gran Tierra encourages the participation of the local communities and authorities. These project-specific assessments form part of Gran Tierra's broader environmental management framework, which provides a consistent approach to managing environmental risks and performance across its operations.

The Company's environmental management approach is supported by its Corporate Environmental Management Plan (EMP), which is based on the International Finance Corporation (IFC) Environmental, Health, and Safety Guidelines for Onshore Oil and Gas Developments and implemented through an Environmental Management System (EMS) aligned with the ISO 14001 standard. In 2025, Gran Tierra completed the ISO 14001:2015 audit process for its Ecuadorian operations, which achieved certification in March 2026. The Company has been ISO 14001:2015 certified in Colombia since 2018.

Analyst Corner

SASB EM-EP-160a.1

SASB EM-EP-160a.3

NaturAmazonas Conservation Program

NaturAmazonas, Gran Tierra Energy's flagship conservation program with Conservation International, has grown into a powerful alliance of public and private institutions tackling the root causes of deforestation. NaturAmazonas has been at the forefront of Colombian conservation and reforestation efforts for eight years. With an $18 million investment, GTE has created a model for protecting the Colombian Amazon's land, water, air, and biodiversity. In partnership with Conservation International, the Colombian Ministry of Environment and Sustainable Development, and Corpoamazonia, the program has restored ecosystems, fortified biodiversity and advanced sustainable agriculture. It has also driven critical advancements in ecological restoration, significant biodiversity research publications, and land management.

Equally important, NaturAmazonas strengthens the connection between people and nature, supporting lasting impact in one of the world's most biodiverse regions. NaturAmazonas continues to support sustainable production initiatives linked to biodiversity protection and forest conservation, including organic cacao agroforestry and meliponiculture programs. These initiatives are intended to strengthen local economic opportunities while promoting long-term ecosystem resilience and reducing pressures associated with deforestation. The program has also contributed to the restoration of more than 2,100 hectares, planted approximately 3.77 million plants, and reforested, conserved and preserved over 5,600 hectares of forest. NaturAmazonas has also supported more than 4,400 beneficiaries through conservation, agroforestry, environmental training, and sustainable livelihood initiatives.

The 2025 Sustainability Report includes additional highlights from the NaturAmazonas program.







Our Forestry Centres in Colombia

Colombian regulations require extractive companies to allocate a portion of defined project investments toward environmental protection, conservation, and watershed restoration initiatives. Gran Tierra has implemented several projects to support these requirements, including conservation-oriented Forestry Centres that combine regulatory obligations with the Company's broader biodiversity conservation and environmental stewardship objectives.

The Costayaco Forestry Centre (CFC), established in 2010 near Gran Tierra's operations in Putumayo, Colombia, continues to serve as one of the Company's flagship environmental conservation and restoration initiatives. Developed in collaboration with regional environmental regulator Corpoamazonia, the Centre has evolved from a forest compensation initiative into a 335-hectare biological corridor connecting the Andean foothills with the Amazon rainforest. Today, the CFC functions as a wildlife refuge and transit corridor, as well as a research, environmental education, and restoration hub supporting long-term ecosystem conservation in the region.

As of 2025, the CFC supports conservation activities across approximately 335 hectares and biodiversity conservation initiatives involving more than 20 protected and endangered species. The Centre's certified nursery produces approximately 11,300 seedlings per month to support restoration activities in environmentally sensitive areas, and more than 111,000 trees across 71 native species have been planted through associated restoration initiatives. Since its establishment, the CFC has welcomed more than 2,400 visitors, including students, researchers, environmental organizations, and community members, supporting environmental awareness and conservation education efforts in the region.

Building on the experience and long-term conservation approach developed through the CFC, Gran Tierra established the Acordionero Forestry Centre (AFC) in the Middle Magdalena Valley region of Colombia. The Centre supports ecosystem restoration, biodiversity conservation, and water resource protection initiatives in environmentally sensitive areas associated with the Lebrija River sub-basin. During its initial implementation phase, the AFC contributed to the conservation of approximately 185 hectares and the planting of more than 10,000 trees, supporting lasting environmental restoration and stewardship efforts in the region.

Gran Tierra's Forestry Centres continue to support the Company's broader approach to biodiversity protection, ecosystem restoration, environmental education, and long-term environmental stewardship in regions near operations.



Acordionero Forestry Centre



Costayaco Forestry Centre

An Alliance with ANDI

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. Key accomplishments include:

- Launching an "Open Data on Biodiversity" strategy to showcase how the hydrocarbon sector contributes to biodiversity conservation.
- Creating a public-private partnership to develop joint biodiversity compensation efforts in key areas that connect the Andes and the Amazon. This includes working on land-use planning strategies that support both conservation and sustainable development in the Amazon region.
- Responsible for managing the progress, communication, and successful completion of projects such as 'Aquatic Diversity in the Interfluvial Area of the Sub-basins of the Putumayo and Caquetá Rivers in the Putumayo Department,' including reviewing and providing feedback on biodiversity standards issued by the Ministry of Environment and Sustainable Development (MADS).
- Establishing ANDI's biodiversity office in Putumayo to support public sector efforts, with plans to expand to the Colombian Caribbean region and build new partnerships between Gran Tierra Energy and key allies for projects in the Middle Magdalena Valley.

Transforming Residual Wastewater into Biogas

In many rural Colombian villages, untreated wastewater flows through open sewers, creating serious health and environmental risks—especially during the rainy season. At the same time, limited access to propane forces many households to rely on firewood, contributing to deforestation, air pollution, and causing significant adverse health effects.

To tackle these dual challenges, GTE partnered with Antonio Nariño University to install residential-scale anaerobic biodigesters in Putumayo villages near its operations. The systems, each of which can capture and treat organic household waste for up to five households, naturally produce biogas for cooking, lighting, and other uses in rural communities with scarce energy sources and fertilizer. Some families have been able to eliminate propane purchases entirely while others have reduced wood consumption, contributing to lower deforestation pressure and improved indoor air quality.

Nearly 1,000 residents currently benefit from the installed biodigesters, which require minimal maintenance and can be repaired using local materials. As additional communities have expressed interest, further expansion of this program is being assessed. This technology demonstrates how a thoughtful design can create lasting environmental, social, and economic impacts.

Oil Spill Prevention, Response and Remediation

Prevention of spills remains a key operational and environmental objective for Gran Tierra. The Company maintains monitoring and operational control systems intended to support the early detection of pipeline leaks and other potential spill events. Likewise, proper training and drills are conducted to prepare for emergencies.

When spills occur, Gran Tierra works in coordination with nearby communities, social leaders, local and national authorities, and regulatory agencies to support emergency response activities and environmental remediation efforts. The remediation of environmental impacts remains a priority, supported by environmental monitoring, regulatory inspections, and site recovery activities intended to minimize impacts on fauna, flora, water resources, and surrounding ecosystems.

Performance

In 2025, we had zero hydrocarbon spills greater than 1 barrel. The table below shows the number of hydrocarbon spills greater than 1 barrel over the past five years. Gran Tierra does not operate in the Arctic and had no hydrocarbon spills impacting shorelines with ESI rankings 8-10.

Year	Number of Spills
2021	0
2022	0
2023	0
2024	7
2025	0

Table 5: Number of Hydrocarbon Spills[6]

Analyst Corner

SASB EM-EP-160a.2

Water Management

Importance to Gran Tierra and Approach

Gran Tierra recognizes the importance of protecting freshwater resources and believes that responsible water management is an essential component of sustainable oil and gas operations. Exploration and production activities can require substantial quantities of water and may impact local water resources if not properly managed. To mitigate this impact, the Company implements operational and environmental practices intended to reduce freshwater withdrawals, optimize water use, and protect water resources in the regions where it operates.

Gran Tierra's operations do not withdraw, consume or discharge water in regions with high or extremely high baseline water stress as classified by the World Resources Institute's Aqueduct Water Risk Atlas.

Gran Tierra has implemented a comprehensive Water Management Program to reduce reliance on surface freshwater and promote responsible water stewardship across its operations. Using a risk-based approach, the Company focuses on protecting local water resources, optimizing water use, and minimizing impacts on surrounding ecosystems and communities. Key measures include operational efficiencies, produced water reuse, and the use of non-potable subsurface water where appropriate, while continuing to pursue opportunities to further reduce freshwater withdrawals.

The Company is also committed to protecting groundwater and aquifers through the following priorities:

- Application of proven technologies intended to isolate drilling and operational activities from the surrounding environment
- Continuous groundwater quality monitoring in areas where the Company operates
- Regular testing and monitoring of groundwater and surface water systems in accordance with environmental regulations and project-specific requirements
- Independent monitoring and verification processes intended to support the protection of groundwater quality across the Company's operations

Gran Tierra's comprehensive water risk management approach evaluates physical, regulatory, and reputational risks associated with water use and water availability. Water risk screening activities are conducted using the World Wildlife Fund's Water Risk Filter methodology and support operational planning and environmental risk management across the Company's operations, including Colombia, Ecuador, and Canada. Additionally, water monitoring activities are conducted through surface water and groundwater monitoring programs implemented in accordance with applicable environmental regulations and project baseline requirements.



Analyst Corner

HSE Policy
Environmental Management Plan
SASB EM-EP-160a.1
SASB EM-EP-160a.2
SASB EM-EP-160a.3
SASB EM-EP-140a.1
SASB EM-EP-140a.2

Water Stress Maps

Figure 8: Putumayo Water Stress Map

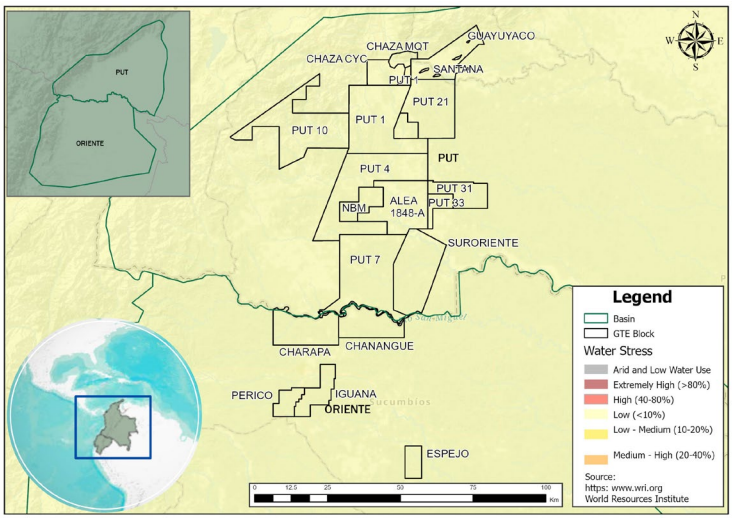
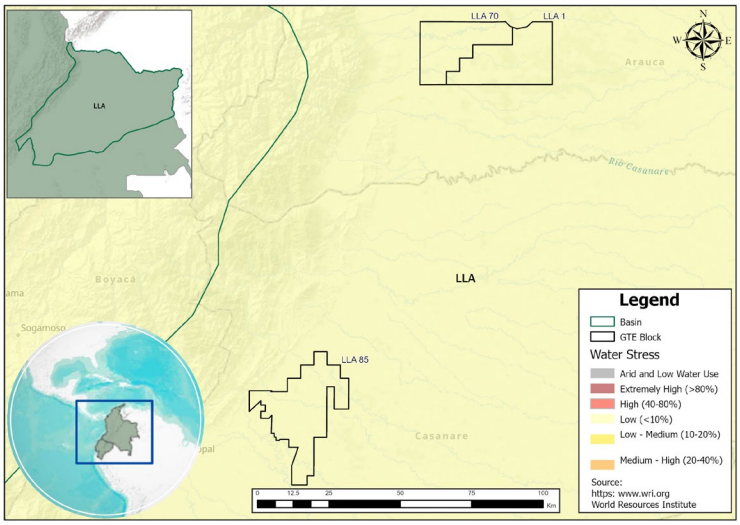


Figure 9: Llanos Water Stress Map



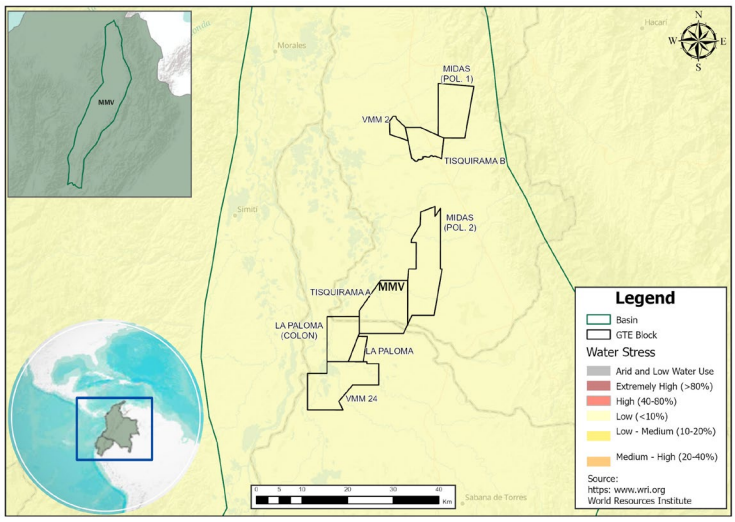
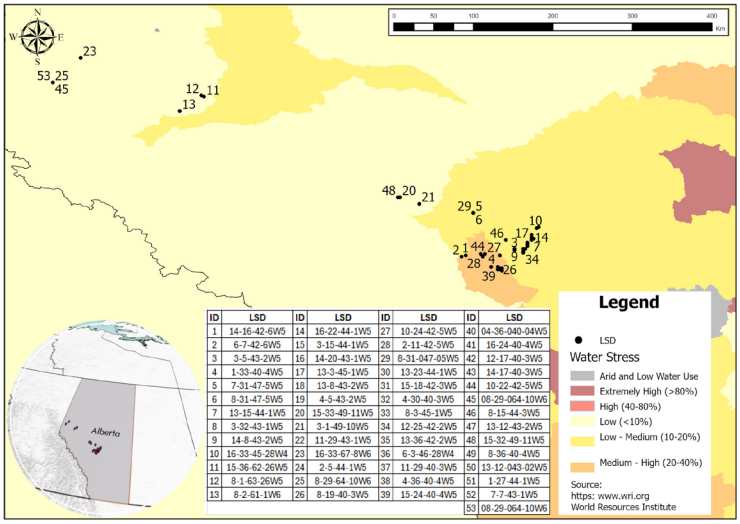


Figure 10: Middle Magdalena Valley Water Stress Map



ID	LSD	ID	LSD	ID	LSD	ID	LSD
1	14-16-42-6W5	14	16-22-44-1W5	27	10-24-42-5W5	40	04-36-040-04W5
2	6-7-42-6W5	15	3-15-44-1W5	28	2-11-42-5W5	41	16-24-40-4W5
3	3-5-43-2W5	16	14-20-43-1W5	29	8-31-047-05W5	42	12-17-40-3W5
4	1-33-40-4W5	17	13-3-45-1W5	30	13-23-44-1W5	43	14-17-40-3W5
5	7-31-47-5W5	18	13-8-43-2W5	31	15-18-42-3W5	44	10-22-42-5W5
6	8-31-47-5W5	19	4-5-43-2W5	32	4-30-40-3W5	45	08-29-064-10W6
7	13-15-44-1W5	20	15-33-49-11W5	33	8-3-45-1W5	46	8-15-44-3W5
8	3-32-43-1W5	21	3-1-49-10W5	34	12-25-42-2W5	47	13-12-43-2W5
9	14-8-43-2W5	22	11-29-43-1W5	35	13-36-42-2W5	48	15-32-49-11W5
10	16-33-45-28W4	23	16-33-67-8W6	36	6-3-46-28W4	49	8-36-40-4W5
11	15-36-62-26W5	24	2-5-44-1W5	37	11-29-40-3W5	50	13-12-043-02W5
12	8-1-63-26W5	25	8-29-64-10W6	38	4-36-40-4W5	51	1-27-44-1W5
13	8-2-61-1W6	26	8-19-40-3W5	39	15-24-40-4W5	52	7-7-43-1W5
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Figure 11: Canada Water Stress Map

Monitoring Water Sources

Gran Tierra implements groundwater and surface water monitoring programs intended to support the protection of water resources in areas near operations. Monitoring activities are conducted in accordance with applicable environmental regulations, environmental management plans, operating permits, and project-specific baseline requirements.

We have collected and tested thousands of water samples throughout 762 monitoring locations in South America and 532 in Canada, as part of our water monitoring programs in 2025. To protect groundwater sources, our well design incorporates measures to isolate production fluids during drilling and completion activities. Additionally, our storage tanks in production facilities are equipped with level alarms and redundant storage berms to prevent environmental impact in the event of an unplanned discharge of fluids.

Gran Tierra's monitoring approach includes periodic sampling, laboratory analysis, field inspections, and regulatory reporting intended to identify potential changes in water quality and support the timely implementation of mitigation measures where necessary. These activities are supported by internal technical teams, accredited laboratories, and independent specialists where appropriate.

Reducing Surface Water Use and Discharges

Gran Tierra has established a target of zero surface water withdrawals for operational processes and zero direct discharges to surface watercourses where feasible and technically practicable.

Gran Tierra continues implementing initiatives intended to reduce reliance on surface freshwater sources and minimize operational discharges through produced water reuse, reinjection practices, and the use of non-potable subsurface water sources. The Company's water management approach focuses on operational efficiency, water stewardship, and reducing potential impacts on freshwater resources in areas near operations.

Companywide, produced water generated from operations is primarily reinjected for secondary recovery and reservoir pressure maintenance activities or managed through approved disposal systems in accordance with applicable regulatory requirements. In 2025, approximately 95% of the water used for secondary recovery operations was recycled produced water, supporting reductions in freshwater withdrawals associated with operations.

In Colombia, produced water from the Company's major producing fields continued to be fully reinjected, resulting in zero produced water discharges to surface water bodies from these operations.

In 2025, Gran Tierra achieved a 37% reduction in surface water withdrawals companywide compared to 2024 levels. Likewise, companywide freshwater consumption decreased by 40% compared to 2024. In the Middle Magdalena Valley region of Colombia, the Company reported zero surface water withdrawals for operational activities during 2025. Regarding discharges, the Company reduced effluent volumes by 9.9% compared to 2024 and continues working toward further reducing these discharges, even where such discharges are authorized and conducted in compliance with applicable regulatory requirements.

Gran Tierra also continues expanding the use of non-potable subsurface water sources from non-oil-bearing formations where permitted by applicable regulations. This approach reduces reliance on rivers and other surface freshwater sources while supporting operational reliability and broader water stewardship objectives. The Company continues evaluating opportunities to reduce freshwater.

2025 Key Highlights

- **1,294 water monitoring locations tested in South America and Canada**
- **1,343 water monitoring samples have been tested in South America**
- **95% of water used for secondary recovery operations was recycled produced water**

Analyst Corner

SASB EM-EP-140a.1

SASB EM-EP-140a.2

Waste Management Strategy

Gran Tierra Energy's Integral Waste Management strategy is designed to minimize environmental impact by managing the life cycle of materials throughout the value chain. This approach considers the most effective methods to implement waste management practices intended to minimize potential environmental impacts associated with exploration, development, production, and maintenance activities across its operations.

Gran Tierra's waste management strategy is supported by three key pillars:

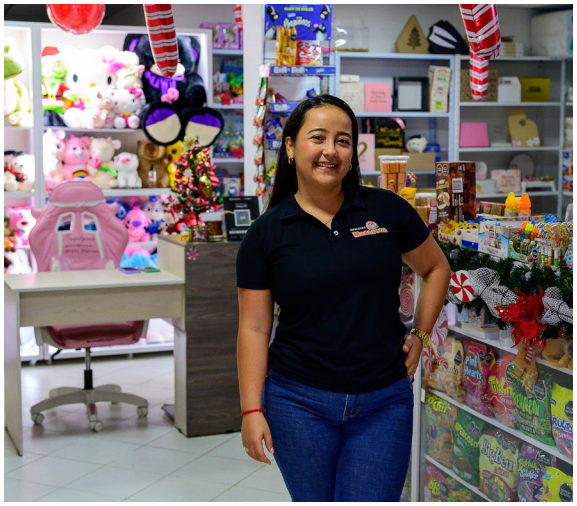
- **Efficient Production –** focused on optimizing the use of materials, energy, and operational resources through initiatives such as Gas-to-Power projects, operational efficiency improvements, equipment reliability programs, and other sustainability initiatives intended to reduce waste generation and resource consumption.
- **Circular Economy –** focused on reducing reliance on new materials through circular supply practices, collaboration with suppliers, and the integration of circular economy principles into procurement and operational processes where appropriate.
- **Value Capture of Materials –** focused on increasing opportunities to recover, repurpose, and recycle operational materials and waste streams, including organic waste management and recycling initiatives intended to support resource recovery and operational efficiency.

The Company continues evaluating opportunities to improve waste minimization, recycling, material reuse, and operational efficiency practices as part of its broader environmental stewardship approach.

Social

Gran Tierra's approach to social performance emphasizes responsible operations, respectful engagement, transparency, safety, and long-term partnership development.

As Gran Tierra continues to expand its operations across multiple jurisdictions, the Company remains focused on maintaining consistent standards for community relations, and stakeholder engagement. Maintaining trust and social acceptance requires continuous engagement, operational discipline, and responsiveness to evolving stakeholder expectations. The Company's social performance priorities are informed by its ESG Materiality Assessment, operational experience, applicable regulatory requirements, and ongoing engagement with internal and external stakeholders.





Community Relations

Importance to Gran Tierra and Approach

Through years of consistent commitment and investment, Gran Tierra Energy's community programs have generated compounding benefits for hundreds of thousands of people in communities near its operations. Gran Tierra's social investment strategy is designed for continuity, maintaining a steady presence in host communities, building trust between the community and the Company, and strengthening relationships over time.

Many of the regions where the Company operates are rural or geographically remote and may face economic, infrastructure, or social challenges. As a result, community expectations regarding employment, local procurement, infrastructure, environmental stewardship, and long-term economic opportunity remain important considerations for the Company's operations.

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

Gran Tierra's Human Rights Policy guides the Company's social engagement strategy. It commits Gran Tierra to contribute to the socioeconomic development of the communities where it operates, engage in open dialogue with stakeholders, and maintain grievance and claim mechanisms that are transparent, culturally appropriate, and accessible to local communities.

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

- Providing consistent, accurate information about current activities through meaningful and transparent dialogue.
- Building and maintaining strong and trusting relationships with the communities that are in close proximity to operations. All production and exploration activities rely upon the strength of our relationships among institutional, community and individual stakeholders.
- Being accessible to receive feedback about any and all topics related to the Company and our operations. It is important to be active in the communities, listening, responding to concerns and ensuring people are heard. This approach creates transparent relationships that ensure Gran Tierra is aware of all issues.

The Vice President, Corporate HSE & Sustainability has ultimate accountability for community relations at Gran Tierra Energy and is supported by multidisciplinary teams responsible for social management, stakeholder engagement, Human Rights, Security, and Health, Safety and Environment (HSE) management across the Company's operations.

Works for Taxes

Gran Tierra Energy contributes to public finances through royalties, income taxes, and other fees. These payments help support government budgets and contribute to spending on infrastructure, education, healthcare, and security. Colombia's Works for Taxes mechanism, established under the country's 2016 Peace Accords, allows companies operating in designated regions most affected by conflict and economic hardship to allocate a portion of their income tax toward approved public infrastructure projects in municipalities historically affected by conflict and poverty.

In 2025, Gran Tierra invested nearly $13 million USD in three major Works for Taxes projects that will benefit 21 communities in Putumayo. These include constructing an 11-kilometre rural aqueduct system in La Carmelita (Puerto Asís) — expanding access to potable water for more than 1,300 people. The projects also improved transportation and mobility for more than 20,000 residents by upgrading ~12 kilometres of rural roads near Puerto Asís, Puerto Limón, and Valle del Guamuez.

Since first participating in 2018, Gran Tierra has become one of the largest private contributors to the program, directing nearly $18 million USD toward public infrastructure in southern Colombia over time. These investments generate local construction employment, engage regional contractors, and expand access to essential services.

Analyst Corner

SASB EM-EP-140a.1
SASB EM-EP-140a.2
SASB EM-EP-140a.3
SASB EM-EP-140a.4
2025 Sustainability Report
SASB EM-EP-210b.1

Maintaining Channels for Constructive Engagement

Gran Tierra maintains engagement and grievance mechanisms designed to facilitate two-way communication with stakeholders and provide opportunities for communities and other interested parties to raise questions, concerns, requests, petitions, or claims (known as PQRs in Spanish) related to the Company's operations and activities. The Company seeks to provide timely, coherent, respectful, efficient, and responsible responses that support trust-building, stakeholder engagement, and the effective management of social risks and expectations. These processes embody principles recommended by the World Bank Group and performance criteria set forth in the United Nations Guiding Principles on Business and Human Rights.

In South America, the Company's program, Gran Tierra Te Escucha (Gran Tierra Listens to You) serves as a structured engagement and grievance management platform designed to strengthen dialogue with communities and support the timely management and resolution of stakeholder concerns and requests. Through this framework, Gran Tierra also manages PQRs through multiple communication and engagement channels, including local offices, designated employees, email, correspondence, and community mailboxes.

The Company views stakeholder feedback and the reporting of concerns as an important component of maintaining open engagement and strengthening communication with communities. Information received through these channels is documented, tracked, evaluated, and escalated internally where appropriate to support timely follow-up, trend analysis, and operational decision-making. The process also serves as an early warning mechanism for identifying emerging community concerns and assessing potential social or operational risks.

An internal Effectiveness Committee periodically reviews grievance trends, response performance, and stakeholder feedback to support continuous improvement of the system and engagement processes. One database captures all of these interactions, and cases are expected to be addressed between 3 and 12 calendar days from when they were received, if possible. Gran Tierra also reviews internal and external satisfaction surveys and performance statistics as part of its ongoing evaluation of stakeholder engagement and grievance management effectiveness.

In Canada, Gran Tierra maintains engagement processes aligned with applicable regulatory requirements and industry practices, including direct engagement with landowners, local communities, Indigenous groups, regulators, and other stakeholders. These activities support operational planning, transparency, relationship-building, and the management of concerns associated with the Company's operations.

Stakeholder engagement activities across the Company's operations may include community meetings, participatory engagement processes, information-sharing sessions, site visits, formal correspondence, grievance mechanisms, and direct engagement with community leaders, local authorities, landowners, contractors, Indigenous groups, and other stakeholders.

Gran Tierra periodically reviews and adapts its engagement processes, grievance mechanisms, and communication channels to reflect operational changes, stakeholder feedback, evolving community priorities, and regulatory requirements across its operating jurisdictions.

Familiarization Trips



Familiarization Trips, or FamTrips involves encouraging stakeholders to visit production sites and observe the Company's practices, particularly with respect to operations and the environment. These trips also give community members opportunities to see operations up close and engage directly with Company personnel. They create spaces for conversation, learning, and transparency, helping participants better understand how operations work. In Colombia, guided visits educate community members and leaders about industrial safety, environmental protection, and day-to-day field activities, while Ecuador's Community Experience Exchange program invites participants to visit community-led entrepreneurship and tourism projects to explore ideas they might adopt in their own communities.

The Company believes initiatives like FamTrips contribute to open dialogue, operational transparency, and informed stakeholder engagement by helping address misconceptions and improving understanding of the potential impacts, risks, and management practices associated with oil and gas operations. Participants may include community leaders, local authorities, landowners, educational institutions, contractors, Indigenous groups, and other stakeholders, depending on the operational context and objectives of the engagement activity.

Analyst Corner

SASB EM-EP-210b.1

Gran Tierra in My Community

Gran Tierra Energy regularly supports community-based activities designed to strengthen relationships with local communities, leaders, educational institutions, and other stakeholders in the areas where the Company operates. These initiatives support community engagement, cultural exchange, education, recreation, and ongoing dialogue with stakeholders.

One of the Company's principal engagement initiatives in Colombia is Gran Tierra in My Community, which supports cultural, educational, recreational, and community-building activities throughout the year in areas near the Company's operations. Initiatives may include environmental education activities, traditional games, sports activities, theatre, music, and other community-led programs aligned with local priorities and stakeholder feedback.

In 2025, the Gran Tierra in My Community program offered a special children's edition for over 940 Colombian children and adolescents who explored conflict prevention and resolution through film, storytelling, puppetry, and crafts. The sessions provided age-appropriate tools to build emotional awareness, empathy, and positive communication–helping strengthen relationships at home and across the community. Gran Tierra also hosted a special Christmas edition and welcomed over 4,600 children and their families in December.

Local Content

GTE's activities often make it one of the most significant drivers of growth in the areas near its operations. The Company's supply chain strategy emphasizes close engagement and capacity development to promote fair labour practices and generate economic opportunities, particularly in local communities where the Company works.

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

Gran Tierra is committed to ensure that economic benefits flow from our operations to local businesses and communities. Our Fair Bidding Process and other procurement procedures are designed to maximize opportunities for local and regional communities. Driving Gran Tierra's competitive and transparent Fair Bidding Process for goods and services are the commitments to:

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

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

In 2025, Gran Tierra paid $68 million to 384 companies in Colombia, $23 million to 54 companies in Ecuador and $58 million to 703 companies in Canada.



Key Partners Program

Prioritizing local suppliers means recognizing the reality that some businesses are still building experience to compete effectively in a formal procurement process.

Since 2013, GTE's Key Partners program has strengthened local supply networks by identifying promising suppliers and helping them build the capacity to more fully participate in competitive contracting processes. Participating companies also receive Human Rights training to reduce risks throughout the supply chain. Many participating suppliers can now provide goods and services independently–including to companies beyond Gran Tierra–and contribute more broadly to their regional business ecosystems. Key Partners expanded to Ecuador in 2023, integrating local entrepreneurs into the supply chain using the same model as in Colombia.

To help suppliers gain practical experience before competing independently, Key Partners connects some smaller firms to larger companies as subcontractors. These collective efforts have expanded the pool of capable suppliers, creating a more competitive local marketplace and diversifying local economies beyond the oil and gas industry.

The Company seeks to establish long-term, collaborative relationships with suppliers, contractors, and service providers that support operational reliability, responsible business practices, and local economic participation. While supplier development initiatives are more extensive in South American operations due to the region's operational and socioeconomic context, Gran Tierra also seeks to maintain strong partnerships with local and regional suppliers and contractors in Canadian operations.

In 2025, 127 companies participated in the Key Partners program, contributing to a total of 1,771 registered suppliers since the program's inception. The program has also supported 909 graduates in Colombia and 48 graduates in Ecuador, helping strengthen supplier competitiveness, local capabilities, and long-term business development in the regions where the Company operates.

Gran Tierra's Commitment to our Key Partners

ECONOMIC GROWTH

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

EDUCATION DEVELOPMENT

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

IMPROVED NETWORKING

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

SUSTAINABLE RELATIONSHIPS

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

Community Investment

Gran Tierra Energy's community investment strategy focuses on creating long-term social and economic value in the regions where the Company operates. Through ongoing engagement with communities, local authorities, educational institutions, and other stakeholders, the Company supports initiatives focused on economic development, education, entrepreneurship, environmental stewardship, youth development, infrastructure, and community wellbeing.

Gran Tierra seeks to align its community investment activities with local priorities and stakeholder feedback while supporting sustainable development opportunities and strengthening long-term relationships with communities near its operations.

As of 2025, the Company reached more than 400,000 people through social programs since 2018 and invested approximately $7.1 million USD in community initiatives in 2025 alone.

Growing Colombia's Cacao Sector





Agriculture remains one of the most viable pathways to improve rural livelihoods in southern Colombia and Ecuador. Contributing to legal and sustainable agricultural value chains also aligns Colombian priorities related to peacebuilding and economic stability, particularly in regions historically impacted by illicit crop cultivation.

Since 2016, Gran Tierra Energy has supported efforts to strengthen the cacao sector in Putumayo. Over the past decade, these investments have contributed to a 10-fold increase in organic cacao production, improved farmer income, enhanced product quality, attracted international buyers, and reinforced Putumayo's reputation as a source of sustainably produced, high-quality cacao. These efforts have also laid the foundation for producers to access and compete in international markets.

Since 2019, Agroemprende Cacao has helped rural families establish cacao farming as a reliable source of legal income. **Over 400 participating families more than doubled their productivity thanks to investments, technical training, and capacity-building with producer organizations.** The program promotes agroforestry systems that integrate cacao with native and productive tree species, improving biodiversity, soil health, and long-term productivity.

The initiative's success reflects its focus on the full value chain. In addition to establishing hundreds of hectares of cacao cultivation, the program has helped farmers achieve organic certification and expanded processing and commercialization infrastructure, building the conditions required for market access at scale.

Building on years of investment in production, training, and infrastructure through AgroEmprende and other efforts, NaturAmazonas now plays a central role in connecting this system to international markets. In 2025, the NaturAmazonas program exported 50 tons of deforestation-free organic amazonian cacao to Europe. These efforts have enabled small cacao producers in Putumayo to work as a coordinated regional network controlling more of the value chain and positioning them to compete in international markets on their own terms. Organic certification has further strengthened this position by allowing participating farmers to access premium markets, reinforcing cacao's viability as a stable and competitive legal economic alternative.

ASOPROCAVIP, one such farmer-led association, recently built a hub to consolidate cacao from nine local associations across Colombia's Putumayo, Cauca, Huila, and Caquetá departments. At this hub, cacao from across the region is weighed, tested, and separated according to physical characteristics and quality standards. The farmer-created organization is self-sustaining, with farm monitoring, technical assistance, and certification processes embedded inside its operations. It also promotes gender equity and encourages young people to engage in technical and administrative roles. **Women also continued to play an important role in the program, representing more than 30% of leadership positions within participating organizations and 36% of program participants.**

2025 Key Highlights

- 926 families producing deforestation-free organic cacao
- More than 300 hectares certified as organic cacao production
- Over 500 tonnes of cacao commercialized
- 439 farmers trained in sustainable agricultural practices
- 50 tonnes of organic cacao exported to Europe

Gran Tierra also continued supporting the long-term sustainability of the cacao sector through youth education and technical training initiatives. Through the Sowing the Future program at the Rural Ecological Educational Institution El Cuembí in Putumayo, students received hands-on technical training across the cacao value chain, including cacao processing and product transformation. The program builds on previous Company investments, including a cacao processing laboratory and demonstration cacao plots used for practical instruction and entrepreneurial development opportunities.



In 2025, local educators and technical specialists delivered more than 30 student-focused workshops covering cacao production, processing, commercialization, and value-added product development. These initiatives are intended to support knowledge transfer, strengthen long-term agricultural capacity, and create sustainable economic alternatives for younger generations in rural communities near the Company's operations.

Connecting Rural Communities to the Grid

In some rural areas near Gran Tierra Energy's operations in Putumayo, Colombia, access to reliable electricity remains limited due to geographic conditions, infrastructure constraints, and the distance from the national electrical grid. In response, Gran Tierra has supported infrastructure initiatives designed to improve electrical connectivity and reliability in areas near its operations while also supporting operational efficiency.

In the Costayaco–Moqueta corridor, the Company is constructing transmission lines connecting its facilities to Colombia's national interconnected electrical grid (Sistema Interconectado Nacional – SIN). These projects are intended to improve power reliability for operations while also expanding network capacity that may support local utility efforts to extend access to nearby communities.

Gran Tierra implemented a similar initiative in Colombia's Suroriente Block, where the Company installed several kilometres of electrical infrastructure that local utility providers may also use to expand electricity service to surrounding rural communities. Through these initiatives, Gran Tierra seeks to support infrastructure development, strengthen relationships with local stakeholders, and contribute to improved living conditions in regions near its operations.

Emprender+

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

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 Gran Tierra'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.

Since 2021, the initiative has supported more than 700 entrepreneurs in Santander, Cesar, Cauca, and Putumayo, Colombia. This contributed to a 34% increase in sales among participating businesses, with women representing 74% of participants.

Gran Tierra believes initiatives such as Emprender+ help strengthen local economic resilience, create employment opportunities, and support sustainable community development in regions near the Company's operations.

Hilos de la Tierra

The Hilos de la Tierra program launched in 2021 to promote economic empowerment and cultural preservation for Indigenous communities, Afro-Colombian groups, and women in vulnerable situations. Having started in Putumayo and later expanded into the Middle Magdalena Valley, the program, implemented by NGO World Women's Corporation Colombia (CMMC) works with these groups to transform traditional artisanship into income-generating collectives.

Since its inception, approximately 255 artisans with women representing 89% of participants –have participated in Hilos de la Tierra. The program focuses on design development, business skills, and market access; enabling participants to move from occasional sales toward more consistent and diversified income streams.

2025 Key Highlights

- More than 3,520 training hours delivered
- More than 130 product lines launched
- 132 artisans connected to global buyers

In Putumayo, Indigenous artisans have collaborated to develop clothing and accessories that retain traditional symbolism while meeting contemporary market standards. In the Middle Magdalena Valley, women dedicated to fashion and textile work have improved their technical and product standards.

Investing in Local Partnerships

Gran Tierra Energy continues to support partnership-based community investment initiatives focused on infrastructure development, rural livelihoods, education, economic development, and community wellbeing in the regions where the Company operates. Through collaboration with local communities, authorities, institutions, and development partners, the Company seeks to strengthen long-term social and economic development outcomes aligned with local priorities.

In Colombia, Gran Tierra has supported the construction and improvement of homes, schools, roads, small business facilities, and community infrastructure projects intended to improve quality of life in rural communities with limited access to public investment and services. In 2025, the Company reported:

- **744 housing improvements supported**
- **203 agricultural management strengthened**
- **42 community assets improved**
- **309 kilometres of rural roads upgraded**

Gran Tierra supports rural livelihoods through its Sustainable Sucumbíos program, which has helped nearly 1,000 farming families near Ecuador's Chanangué, Iguana, and Charapa Blocks develop effective agricultural activities since its 2021 launch. Implemented in partnership with Ecuador's Ministry of Agriculture, the program evolved from the initial distribution of livestock and cacao seedlings into a broader, capacity-building initiative in which farmers receive practical agricultural training, tools, and equipment to improve farm management and productivity. Training areas include livestock management, sustainable agriculture, and business skills. In 2025, the Company reported:

- **944 families supported since 2021**
- **466 beneficiaries trained in agriculture, livestock management and business management**







Analyst Corner

SASB EM-EP-210b.2

Security, Human Rights and Rights of Indigenous Peoples

Importance to Gran Tierra and Approach

Respect for Human Rights is fundamental to Gran Tierra Energy's operations and relationships with employees, contractors, suppliers, communities, Indigenous Peoples, Afro-Colombian communities, and First Nations. The Company recognizes that inadequate management of Human Rights risks can result in operational disruptions, reputational impacts, project delays, and increased costs.

Gran Tierra's operations continue to involve areas with Indigenous populations and regions affected by historical conflict dynamics. Approximately 23% of Gran Tierra's proved reserves in Colombia and Ecuador are located in or near Indigenous lands, while 21% of probable reserves are in or near Indigenous lands. In addition, 0.3% of proved reserves and 5.8% of probable reserves are located in or near areas affected by conflict.

Gran Tierra's Human Rights approach is guided by its Corporate Human Rights Policy and supported through proactive due diligence, stakeholder engagement, risk assessment, and transparent grievance mechanisms. Human Rights considerations are integrated into business planning and operational decision-making from the outset, with an emphasis on prevention and early identification of risks.

The Company's approach aligns with internationally recognized standards and frameworks, including:

- The UN Guiding Principles on Business and Human Rights
- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- The UN Voluntary Principles for Security and Human Rights
- The OECD Guidelines for Multinational Companies
- The OECD Due Diligence Guidance for Responsible Business Conduct
- United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)
- Escazú Agreement principles related to access to information, participation, and environmental justice

Gran Tierra identifies Human Rights risks through formal due diligence processes and direct engagement with employees, contractors, communities, Indigenous groups, and external stakeholders. Where regulatory frameworks may not fully capture local realities, the Company undertakes additional consultations and assessments to better understand potential impacts and determine appropriate mitigation actions. Human Rights risk considerations include:

- Labour conditions
- Supply chain standards
- Security-related risks
- Land access and Indigenous rights
- Community health, safety, and environmental impacts
- Freedom of association and expression
- Access to information and grievance mechanisms
- Child protection and conflict-related risks

The four pillars of Gran Tierra's Human Rights Strategy are:

1. DUE DILIGENCE: Identification and management of priority human rights risks through rigorous due diligence processes. These analyses are conducted on average every three years by an external, accredited and independent party.

2. TRAINING –BUILDING A CULTURE OF HUMAN RIGHTS: Strengthening employees, contractors, and suppliers' skills and knowledge about human rights and its connection to the Company's business operations. This is a fundamental pillar because it works to prevent potential violations of fundamental rights by those involved in executing our operations, including our supply chain partners.

3. MONITORING SYSTEMS & REMEDIATION: The Company has a comprehensive grievance management system whereby; all stakeholders are encouraged to communicate any concerns or alerts to the Company. All communications received through this channel result in follow-ups by the appropriate teams and written responses to all inquiries. In the case of a human rights violation, a response would be followed by the execution of timely and proper remedial actions, in accordance with the UN Guiding Principles.

4. TRANSPARENCY AND STAKEHOLDERS: Building trust and legitimacy through transparency with our stakeholders is another important priority for GTE. This pillar is based on the fundamental rights of Participation and Access to public information.

Analyst Corner

Human Rights Policy
2025 Sustainability Report
SASB EM-EP-210b.1
SASB EM-EP-210b.2

Human Rights Governance & Accountability

Gran Tierra Energy strictly prohibits intimidation or retaliation against individuals exercising fundamental legal and human rights. These commitments are reinforced through the Company's Code of Business Conduct and Ethics, Corporate Human Rights Policy, regular employee training, and contractor requirements applicable across all operations.

Gran Tierra's governance framework aligns with internationally recognized human rights standards, including the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the Voluntary Principles on Security and Human Rights.

In 2025, Gran Tierra Energy was reviewed and accepted as a member in the Voluntary Principles on Security and Human Rights, a multi-stakeholder initiative bringing together a select group of civil society, governments, and companies to guide responsible security practices. The Company has presented its human rights and due diligence approach to the Voluntary Principles forum, and its feedback informs the Company's internal practices.

The initiative provides a unique platform for external input and peer exchange with organizations with deep human rights expertise– something not typically available through regulatory processes alone. This input sets a high bar for engagement, creates a higher level of accountability, aligns the Company's approach with global best practices, and helps the Company effectively manage human rights risks.

To further strengthen implementation and maintain alignment with evolving international expectations, the Company engages with governments, human rights institutions, civil society organizations, and external experts. For example, Gran Tierra continued collaborating with Shift, an independent non-profit centre of expertise on human rights and business practices, to support human rights due diligence processes and internal capacity building. Recognizing that human rights risks can arise in any jurisdiction, in 2025, Gran Tierra Energy extended its human rights due diligence approach to Canada through a Risk Assessment conducted with Shift– an independent, non-profit centre of expertise on the United Nations Guiding Principles on Business and Human Rights.



The assessment included site visits, interviews with employees and external stakeholders, and human rights workshops. The workshops involved both Calgary-based staff and field teams, and strengthened shared understanding of human rights risks in day-to-day operations. This included how decisions related to land access, contractor management, and community interaction can create or mitigate potential impacts. While Canada operates within a strong institutional framework, its federal system creates regulatory complexity– with workplace rights, land access, and Indigenous rights varying by province and project location. The due diligence review enabled a deeper understanding of the local operating context and informed the identification of actions for monitoring, mitigation, and engagement. It also supported the identification of relevant internal functions and stakeholder groups as a foundation for strengthening corporate commitments.

The Vice President of Corporate HSE & Sustainability maintains ultimate accountability for security, human rights, and the rights of Indigenous Peoples across the Company's operations.



Analyst Corner

SASB EM-EP-210a.1

SASB EM-EP 210a.2

SASB EM-EP-210a.3

Due Diligence and Risk Assessment

Gran Tierra applies a proactive human rights due diligence process to identify, assess, monitor, and mitigate potential impacts associated with its operations and business relationships. Human rights due diligence begins through engagement with employees, contractors, communities, and external stakeholders to better understand local conditions and concerns. While laws and regulations provide the foundation for human rights protection, the Company recognizes that additional engagement and assessment may be required to identify context-specific risks.

Gran Tierra conducts additional consultations and assessments where necessary, resulting in prioritized human rights risk matrices tailored to each operating area, together with monitoring, mitigation, and engagement actions.

The Company's due diligence approach varies according to the local operating environment:

- In Colombia and Ecuador, assessments focus primarily on conflict dynamics, security conditions, child protection risks, and community impacts.
- In Canada, assessments focus on landowner rights, Indigenous engagement, transparency, and contractor management.

Gran Tierra continued strengthening internal human rights awareness and implementation during 2025 through workshops, employee engagement activities, and contractor outreach programs. Human rights expectations are integrated into supplier contracts and operational procedures, supported by training and practical guidance for employees and contractors.

Engagement with Indigenous Peoples and First Nations

Gran Tierra Energy operates in regions that include Indigenous Peoples, Afro-Colombian communities, and First Nations. The Company recognizes the importance of respecting community governance systems, cultural identities, treaty rights, collective rights, and Traditional Territories.

The Company's engagement approach is guided by:

- ILO Convention 169
- United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)
- Principles of Free, Prior and Informed Consent (FPIC)
- Escazú Agreement principles in Colombia and Ecuador

Canada – Duty to Consult

In Western Canada, Gran Tierra applies a proactive engagement approach beginning during early project planning and continuing throughout project execution. The Company prioritizes transparent communication, information sharing, responsiveness to concerns, and collaboration with Indigenous communities and stakeholders.

Gran Tierra also supports Indigenous-owned businesses, workforce development, local vendors, and capacity-building initiatives wherever possible.

Colombia – Prior Consultation

In Colombia, Indigenous and Afro-Colombian communities have constitutionally protected rights to Free, Prior and Informed Consent regarding projects that may affect their territories or collective rights. Gran Tierra maintains dedicated personnel to manage prior consultation processes across operating areas, particularly in Putumayo. These consultation processes provide forums to discuss project impacts and establish mitigation, compensation, development, and partnership measures with communities.

Since 2015:
- 53 consultation processes have been completed
- All but eight concluded with agreements
- Nine consultation processes remain active

Ecuador – Consultation and Consent

In Ecuador, the Company aligns its practices with constitutional consultation requirements applicable to extractive activities affecting Indigenous lands. Gran Tierra emphasizes early dialogue, respect for traditional governance structures, and ongoing engagement with communities throughout project development.

Promoting Human Rights Awareness

Gran Tierra's Preventing Child Recruitment Program addresses risks facing Colombian children and adolescents affected by armed conflict, criminal groups, domestic violence, and substance abuse. Implemented in partnership with the FC Barcelona Foundation and World Vision Colombia, the program contributes to safer school and community environments. The initiative operates in Putumayo and the Middle Magdalena Valley, providing educational and sports-based programming to promote children's rights, emotional well-being, teamwork, and constructive conflict management.

The program works directly with schools, teachers, families, and caregivers to reinforce protective practices at school and home. Prevention efforts focus on building awareness and support systems in the environments where children spend the most time. The program has also resulted in a decrease of school dropout rates in the municipalities where it is delivered.

Key Highlights

- More than 5,500 children, families and caregivers participated
- 47% reduction in school dropout rates
- 10 cases of child recruitment prevented
- More than 40 teachers trained in child protection methodologies

Strengthening Human Rights Throughout the Supply Chain

Gran Tierra has procedures in place for our supply chain partners that establish the commitments required from the companies working with us. This includes their obligations related to human rights, to avoid any practice associated with promoting child labour or forced labour, which is prohibited in all of our operations and in those of our partners. These requirements are included within contracts that our supply chain partners agree to when they choose to work with Gran Tierra. The contracts include human rights clauses and also a document called *"The Responsible Practices for the Respect of Human Rights (RPPRHR)"*. The RPPRHR is a part of the contractual requirements that all contractors must abide by when doing business with GTE.

As described previously, Gran Tierra's human rights due diligence process is the Company's main tool to identify and address potential risks related to child or forced labour in the Company and its supply chain. For the past two years, the Company publicly released its Forced Labour Report in accordance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (Bill S-211), outlining measures implemented to prevent and mitigate risks associated with forced and child labour throughout its operations and supply chain. Read our latest Forced Labour in Canadian Supply Chains: 2025 Annual Report here.

Gran Tierra also employs early detection tools in the transport supply chain and promotes human rights awareness throughout its workforce. With hundreds of trucks transporting GTE's oil every day, human rights risk awareness and accessible early reporting channels within the transport supply chain are essential. To address this, the Company introduced a digital training and engagement tool helping drivers and transport partners recognize and report risks related to forced and child labour. **The WhatsApp-based tool includes educational modules, practical scenarios, reminders, and 24/7 anonymous counselling. In South America, 800 drivers in 21 transportation companies have participated in the program.**

Additionally, Gran Tierra supports suppliers through practical human rights training and capacity-building initiatives focused primarily on small and medium-sized local businesses. **During 2025, 30 supplier companies in Colombia and Ecuador participated in Human Rights training initiatives.** Suppliers received guidance on responsible labour practices and business visibility tools and several participating companies formalized internal Human Rights policies after completing the training.

Security and Human Rights

Gran Tierra Energy's Human Rights Policy commits the Company to implementing responsible security practices aligned with international human rights standards. The Company requires private security contractors to receive human rights training and to operate in accordance with:

- Universal Declaration of Human Rights
- Voluntary Principles on Security and Human Rights
- International standards related to the measured use of force

Since 2020, Gran Tierra Energy has collaborated with Colombian Campaign Against Mines (CCCM) to restore safe access to land in Putumayo. In parts of southern Putumayo, Colombia, freedom of movement, a fundamental human right, has been constrained for decades by anti-personnel landmines and unexploded ordnance abandoned by armed conflict. Rural communities continue to bear the social and economic consequences. Humanitarian demining is meticulous, high-risk work carried out by specialized teams working under strict safety protocols. In areas shaped by conflict, demining teams must build community trust before clearance can proceed.

The work begins with visits to explain the process to residents and establish themselves as humanitarians rather than authorities. Workshops help adults and children in these communities recognize hazards and report suspected devices. Because injuries from unexploded devices often result in permanent economic disruption, demining efforts also include projects to help survivors generate income with agricultural and commercial initiatives.



Key Highlights

- More than 300 explosive devices removed
- More than 22,400 hectares cleared
- 1,500 m^2 cleared during 2025
- Six years of survivor support initiatives

Workforce Health & Safety

Importance to Gran Tierra and Approach

Providing a safe workplace is a fundamental operating principle at Gran Tierra Energy. Gran Tierra's safety culture begins with thoughtful planning before work starts. The Company's expectations are clear: it is mandatory to carry out each job the right way to protect people and ensure safety. It also leads to more satisfied stakeholders and stronger relationships. Government, financial and community stakeholders see more efficient operations with less risk to health, safety, and the environment, which contributes to the resilience of our business by increasing stakeholder support and attracting local workers. **Gran Tierra has a simple objective with regard to health and safety: zero accidents to ensure that no one gets hurt as a consequence of our operations.**

Gran Tierra's health and safety management approach is guided by its HSE Policy and our overarching Health and Safety program Misión Vida. This combined framework, integrates risk management, training, emergency preparedness, incident investigation, and continuous improvement into daily operations.

Through Misión Vida, hazards are identified before work begins, controls are reinforced through established procedures, and employees and contractors are empowered to stop and reassess work whenever conditions change. **This approach has contributed to a strong safety performance, including 37.2 million cumulative work hours without a Lost-Time Incident (LTI) companywide and six consecutive years without an LTI in Ecuador.**

Analyst Corner

Human Rights Policy
2025 Sustainability Report
SASB EM-EP-210a.1
SASB EM-EP-210a.2
SASB EM-EP-210a.3

Governance, Leadership and Accountability

Health and safety oversight is exercised by the Board of Directors and led by senior management through regular reviews of both leading and lagging performance indicators. **The Vice President, Corporate HSE & Sustainability maintains ultimate accountability for health and safety performance across the organization.**

Safety leadership is embedded throughout the business, with accountability shared across all levels of the organization. Comprehensive management systems govern hazard identification, risk assessment, incident investigation, and emergency preparedness. Emergency response planning follows the P.E.A.R. principle: prioritizing People, then Environment, Assets, and Reputation. This framework is applied consistently across Canada, Colombia, and Ecuador, with implementation aligned to local regulatory requirements and operating conditions. Gran Tierra's safety commitments are also reinforced through regular field engagement, leadership walkarounds, performance reviews, and continuous monitoring of operational risks. **During 2025, leaders conducted 9,688 safety inspections to reinforce safe behaviours, identify improvement opportunities, and strengthen engagement with workers across operations.**

Building a Safety Culture

Gran Tierra's safety culture has developed over time through a series of practical actions and continuous reinforcement, rather than a single initiative, with leadership engagement and field-level execution working together to strengthen consistency across operations. Central to the safety culture is a dedication to continuous improvement. Field observations, feedback from the workforce, and performance data all inform procedural updates. Digital assurance tools–including smart checklists used in drilling and workover activities–allow supervisors to verify compliance with standards and identify potential gaps before work begins. Lessons learned from incidents, observations, and field activities are incorporated into operational practices to strengthen prevention and improve consistency across all jurisdictions.

Gran Tierra continues to promote safety awareness through initiatives such as Safety Month. The initiative was introduced in 2020, as a response to increased risks during the holiday season. Recognizing that travel, celebrations, and shifting routines can heighten distraction during this time of year, Safety Month plans daily field activities for leaders, teams, and contractors to reinforce safe behaviours at work and at home. Tools are updated and refreshed yearly to maintain relevance and reflect lessons learned.

Managing Risk and Process Safety

Gran Tierra maintains comprehensive systems for hazard identification, risk assessment, incident investigation, permit-to-work management, and emergency preparedness. Hazards are evaluated before work begins and operational controls are continuously reviewed to ensure risks remain effectively managed. Emergency response planning follows the P.E.A.R. principle, prioritizing People, Environment, Assets, and Reputation. This framework is applied consistently across Canada, Colombia, and Ecuador while remaining aligned with local regulatory requirements and operating conditions.

The Company's preventive safety programs are supported by extensive operational controls and verification processes. **During 2025, Gran Tierra issued 23,912 work permits and completed 5,045 permit-to-work audits to verify compliance with safety requirements and strengthen risk management across operations.**



Analyst Corner

SASB EM-EP-320a.1

SASB EM-EP-540a.2

Safety Training and Workforce Development

Training is a core component of Gran Tierra's safety management approach. Employees and contractors receive training appropriate to their responsibilities and risk exposure, including job-specific programs, emergency response training, leadership development initiatives, and behavioural safety programs.

In 2025, Gran Tierra continued to strengthen workforce capabilities through immersive learning approaches, including virtual reality simulations designed to improve hazard recognition and risk perception, the 16-hour Communication Lab program for HSE personnel, and the Safety Excellence program introduced in Canada to strengthen leadership accountability across field operations.

The Company delivered 791 safety training sessions and recorded 7,290 safety training hours during the year. In addition, Fire Brigade members from Colombian and Ecuadorian operations participated in an advanced 40-hour emergency response training program featuring live fire simulations to strengthen readiness in remote operating environments.

Contractors are also fully integrated into Gran Tierra's health and safety management systems and are expected to meet the same safety standards as employees. Contractors participate in mandatory training, safety meetings, field inspections, performance reviews, and shared reporting systems designed to support consistent safety performance across operations.

The Company's contractor management approach emphasizes accountability, collaboration, and continuous improvement. Therefore, contractor performance trends are reviewed regularly and discussed with management and safety personnel to identify opportunities for improvement and reinforce safety expectations throughout the supply chain.

Emergency Preparedness and Response

Gran Tierra maintains emergency preparedness programs across all operations to ensure readiness for potential incidents. Emergency response capabilities are supported through training, drills, simulations, specialized response teams, and regular testing of emergency procedures.

During 2025, the Company conducted 387 emergency response drills across its operations. These exercises help verify preparedness, strengthen coordination among response teams, and ensure personnel remain familiar with emergency procedures and response expectations.

Employee Health and Wellness

Gran Tierra recognizes that employee health and wellness contribute directly to safe and effective operations. Occupational health programs focus on the prevention and early identification of workplace health risks, including psychosocial risk management, hearing conservation, and occupational health monitoring programs.

The Company also promotes healthy lifestyles through wellness initiatives such as the Energy Challenge, which encourages physical activity among employees and contractors. **In 2025, more than 200 participants collectively exceeded 20,000 kilometres of walking and running activities.** These initiatives support employee well-being, improve physical readiness for work, and contribute to a healthier and more engaged workforce.





Human Capital Management

Importance to Gran Tierra and Approach

Gran Tierra's employees and contractors are the foundation of the Company's success. The talent, dedication, and expertise of its workforce enable the safe and responsible development of energy resources while supporting long-term value creation for stakeholders.

The Company's Human Capital Management approach focuses on attracting, developing, and retaining a skilled workforce while fostering a culture of safety, accountability, collaboration, and continuous learning. Gran Tierra is committed to providing employees with opportunities for professional growth, promoting local employment, and building diverse teams capable of supporting operations across Canada, Colombia, and Ecuador.

As of year-end 2025, Gran Tierra employed 470 employees globally, including 248 in Colombia, 165 in Canada, and 57 in Ecuador. The Executive Vice President, Corporate Services maintains ultimate accountability for labour relations and workforce management across the organization.

Local Hiring and Workforce Development

Gran Tierra prioritizes local hiring and workforce development in the communities where it operates. Through training, mentoring, and qualification programs, the Company seeks to increase local employment opportunities and provide workers with the technical and professional skills required to advance their careers.

Training and qualification programs include classroom instruction, field-based experience, mentoring opportunities, and practical development initiatives designed to prepare employees for increasingly complex roles. These efforts support workforce capability while contributing to local economic development and long-term community resilience.

The Company continues to exceed local hiring requirements across its South American operations. **In 2025, approximately 90% of the workforce hired across our operations in South America is local. 91% of the unskilled and skilled workers in Colombia are hired locally and 88% of the skilled and unskilled workers in Ecuador are Amazonian.**

Gran Tierra also remains committed to supporting employee development at all stages of their careers. Workforce development initiatives focus on preparing employees for new responsibilities, strengthening leadership capabilities, and creating opportunities for internal advancement. The Company promotes continuous learning through technical training, leadership development, mentoring, and knowledge-sharing programs. These initiatives help strengthen organizational capability while supporting succession planning and long-term workforce retention.

In our South America offices, Gran Tierra delivered 3,024 hours of employee training during 2025 and provided development opportunities to 305 direct employees. These programs support both technical competency and professional growth while reinforcing the Company's culture and operational standards.





Analyst Corner

SASB EM-EP-320a.1

SASB EM-EP-540a.1

Talent Attraction and Early Career Development

Gran Tierra supports the development of future industry professionals through internship and early-career programs across its operating regions. These initiatives provide practical experience, structured learning opportunities, and exposure to different areas of the business.

In 2025, the Company welcomed 47 interns across a range of disciplines and operating locations. Internship participants worked closely with experienced professionals, established development objectives, and gained hands-on experience supporting operational and corporate activities. Five interns were hired into permanent roles within the Company.

These programs contribute to workforce renewal while helping attract and develop future talent aligned with Gran Tierra's culture and values.

Diversity, Inclusion and Advancement

Gran Tierra believes that diverse perspectives strengthen decision-making, innovation, and organizational performance. The Company is committed to creating an inclusive workplace where employees are treated with respect and provided with opportunities to develop and succeed. The Company's focus on professional development, internal advancement, and equal opportunity supports a diverse leadership pipeline and contributes to a more inclusive workplace across all jurisdictions.

Women represented 40% of the Company's workforce in 2025. Gran Tierra continued to strengthen female representation in leadership positions, with women comprising 46% of supervisors, 33% of managers, and 29% of directors.

Building One Global Team

As Gran Tierra's operations continue to evolve across Canada, Colombia, and Ecuador, the Company remains focused on fostering collaboration and knowledge sharing across its global workforce.

Employees are encouraged to exchange technical expertise, operational experience, and best practices across regions, strengthening organizational capability while supporting consistent operational standards. This approach helps create a unified culture while enabling employees to benefit from exposure to different operating environments, technologies, and regulatory frameworks.

By investing in people, professional growth, and local workforce development, Gran Tierra continues to strengthen the capabilities of its workforce while supporting sustainable business performance and long-term value creation.







Analyst Corner

HSE Policy

SASB EM-EP-320a.1

SASB EM-EP-320a.2

SASB EM-EP-540a.1

SASB EM-EP-540a.2

ESG Performance Table

The ESG Performance Table provides key environmental, social, governance, and operational performance indicators for Gran Tierra Energy for the year ending on December 31, 2025. Where available, five years of historical data are presented to support trend analysis and provide additional context regarding the Company's performance.

Unless otherwise stated, data presented in this report reflects Gran Tierra's operations under the operational control boundary and includes the Company's operations in Canada, Colombia, and Ecuador. As 2025 represents the first full year of companywide reporting including Canadian operations, all metrics include a full year of Canadian data unless otherwise noted.

Gran Tierra continues to enhance its data collection, management, and reporting processes to improve consistency, accuracy, and alignment with leading ESG reporting frameworks. Where applicable, previously reported data may have been updated to reflect improvements in methodologies, definitions, boundaries, or calculation approaches.

At the time of publication, third-party verification of the Company's 2025 greenhouse gas (GHG) emissions inventory for Colombia and Ecuador was ongoing. Accordingly, certain GHG emissions metrics may be subject to minor adjustments following completion of the verification process.

The SASB Indicator Code and TCFD Recommended Disclosure references have been included for applicable ESG metrics that align with the Sustainability Accounting Standards Board (SASB) Oil & Gas – Exploration & Production Sustainability Accounting Standard and the TCFD Recommendations.

ENVIRONMENT	ESG REPORTING FRAMEWORKS	UNITS	2021	2022	2023	2024	2025
WATER MANAGEMENT							
Total fresh water withdrawn	SASB EM-EP-140a.1	Thousand m^3	842	1150	1280	1341	839
Water withdrawal intensity		m^3/ boe	0.08	0.09	0.09	0.07	0.05
Total Volume of freshwater withdrawn from water courses (surface water)		Thousand m^3	605	854	949	1070	676
Surface Water withdrawal intensity		m^3/ boe	0.05	0.06	0.07	0.06	0.04
Total Volume of freshwater withdrawn from water wells (groundwater)		Thousand m^3	39.70	18.96	20.08	18.66	14.18
Total Volume of freshwater bought from a third party		Thousand m^3	197	276	311	252	149
Total fresh water consumed	SASB EM-EP-140a.1	Thousand m^3	760	1,044	1,206	1,222	733
Water consumption intensity		m^3/ boe	0.07	0.08	0.09	0.06	0.04
Percentage of total water withdrawn in regions with High or Extremely High Baseline Water Stress	SASB EM-EP-140a.1	Percentage (%)	0	0	0	0	0
Percentage of total water consumed in regions with High or Extremely High Baseline Water Stress --	SASB EM-EP-140a.1	Percentage (%)	0	0	0	0	0
Volume of produced water and flowback generated	SASB EM-EP-140a.2	Thousand m^3	6,029	8,918	11,143	13,540	12,896
Volume of produced water and flowback fluid injected for Secondary Recovery	SASB EM-EP-140a.2	Thousand m^3	5,514	7,844	10,028	11,072	10,580
Percentage of produced water and flowback fluid injected [8]	SASB EM-EP-140a.2	Percentage (%)	91	88	90	82	82
Percentage of produced water and flowback fluid discharged [9]	SASB EM-EP-140a.2	Percentage (%)	9	12	10	18	18
Percentage of produced water and flowback fluid recycled [10]	SASB EM-EP-140a.2	Percentage (%)	91	88	90	82	82
Hydrocarbon content in discharged water [7,11]	SASB EM-EP-140a.2	Metric tons	0.22	0.48	0.50	0.55	0.54
Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	SASB EM-EP-140a.3	Percentage (%)	NA	NA	NA	100	100
Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	SASB EM-EP-140a.4	Percentage (%)	NA	NA	NA	NRP	NRP
Total freshwater discharged Freshwater (≤1,000 mg/L Total Dissolved Solids)		Thousand m^3	82.02	105.86	74.03	118.74	106.96
Total other water discharged Other water (>1,000 mg/L Total Dissolved Solids)		Thousand m^3	0	0	0	0	0
Total water injected in wells for Secondary Recovery purposes		Thousand m^3	6,070.88	8,622.08	10,804.15	11,926	11,124
Percentage of produced water related to the total injected water		Percentage (%)	91	91	93	93	95
Total water discharged (not consider the injection and produced water)		Thousand m^3	82.02	105.86	74.03	118.74	106.96
Total water discharged in areas of high water stress [7]		Thousand m^3	0.00	0.00	0.00	0.00	0.00
Incidents of non-compliance with water quality or quantity permits, standards or regulations		Number	0	0	0	1	0

ENVIRONMENTAL COMPLIANCE							
Number of inspections by authorities		Number	48	86	64	193	181
Number of findings and non-compliances		Number	0	6	4	55	27
Number of findings that resulted in fines or non-monetary sanctions		Number	0	0	0	0	0
AIR QUALITY							
NOx (excluding N_2O)	SASB EM-EP-120a.1	Metric tons	2039.86	1,776.89	2,427.22	1720.203	1461.4
SOx	SASB EM-EP-120a.1	Metric tons	93.65	117.5	165.82	203.797	315.13
Volatile organic compounds (VOCs)	SASB EM-EP-120a.1	Metric tons	280.22	128.37	147.34	1166.17	579.07
Particulate matter (PM10)	SASB EM-EP-120a.1	Metric tons	58.2	41.74	59.82	56.897	42.83
BIODIVERSITY IMPACTS							
Total Number of spill incidents (Operational Control Boundary)		Number	54	87	59	71	62
Contained Discharges		Number	45	60	55	41	52
Environmental Incidents		Number	5	16	3	9	2
Number of hydrocarbon spills < 1 bbl		Number	4	11	1	14	8
Number of hydrocarbon spills > 1 bbl [6]	SASB EM-EP-160a.2	Number	0	0	0	7	0
Aggregate volume of hydrocarbon spills > 1 bbl	SASB EM-EP-160a.2	bbls	0	0	0	7.60	0
Volume of hydrocarbon spills in Arctic	SASB EM-EP-160a.2	bbls	0	0	0	0	0
Volume of hydrocarbon spills impacting shorelines with ESI rankings 8-10	SASB EM-EP-160a.2	bbls	0	0	0	0	0
Number of hydrocarbon spills to soil > 1 bbl		Number	NRP	0	0	7	0
Number of hydrocarbon spills to water > 1 bbl		Number	NRP	0	0	0	0
Proved reserves in or near sites with protected conservation status or endangered species habitat [14]	SASB EM-EP-160a.3	Percentage (%)	25	23	22	19	15
Probable reserves in or near sites with protected conservation status or endangered species habitat [14]	SASB EM-EP-160a.3	Percentage (%)	22	23	15	13	11
ENVIRONMENT	**ESG REPORTING FRAMEWORKS**	**UNITS**	**2021**	**2022**	**2023**	**2024**	**2025**
WASTE							
Total waste generated		Tonnes	1,472	1,541	5,546	11,506	10,635
Total Hazardous waste generated		Tonnes	590	1,124	5,226	3,939	3,735
Total Non-hazardous waste generated		Tonnes	882	417	320	7,567	6,900
CLIMATE CHANGE AND GHG EMISSIONS [15]							
Total GHG Emissions (CO_2e)		Metric Tonnes CO_2-e	564,428	710,034	727,357	726,284	629,080
Gross global scope 1 emissions	SASB EM-EP-110a.1 TCFD Metrics & Targets a) and b)	Metric Tonnes CO_2-e	477,200	550,380	525,533	499,754	425,922
Percentage of gross global scope 1 emissions that are methane	SASB EM-EP-110a.1 TCFD Metrics & Targets a)	Percentage (%)	37.69	39.33	35.01	34.13	30.56
Amount of gross global scope 1 emissions that are methane	TCFD Metrics & Targets a)	Metric Tonnes CO_2-e	179,868	216,482	183,979	170,544	130,141
Amount of gross global scope 1 emissions that are methane	TCFD Metrics & Targets a)	Metric tons CH4	6,424	7,732	6,571	6,091	4,648
Percentage of gross global scope 1 emissions covered under emissions limiting regulations [16]	SASB EM-EP-110a.1 TCFD Metrics & Targets a)	Percentage (%)	42	40	36	34	36
Amount of gross global scope 1 emissions from flared hydrocarbons	SASB EM-EP-110a.2 TCFD Metrics & Targets a)	Metric Tonnes CO_2-e	74,438	101,901	93,847	88,537	84,759
Amount of gross global scope 1 emissions from other combustion	SASB EM-EP-110a.2 TCFD Metrics & Targets a)	Metric Tonnes CO_2-e	223,073	249,223	261,934	251,345	223,375
Amount of gross global scope 1 emissions from process emissions	SASB EM-EP-110a.2 TCFD Metrics & Targets a)	Metric Tonnes CO_2-e	NA	NA	NA	NA	NA
Amount of gross global scope 1 emissions from other vented emissions	SASB EM-EP-110a.2 TCFD Metrics & Targets a)	Metric Tonnes CO_2-e	152,923	171,544	151,071	146,509	107,071
Amount of gross global scope 1 emissions from fugitive emissions	SASB EM-EP-110a.2 TCFD Metrics & Targets a)	Metric Tonnes CO_2-e	26,713	27,657	18,625	13,302	10,657
Global gross scope 2 emissions	TCFD Metrics & Targets	Metric Tonnes CO_2-e	87,228	159,654	201,824	226,530	203,158
Emissions Intensity (Scope 1 and 2 / BOE)	a) and b)	Kg Co2e / BOE	36.13	37.72	36.06	38.36	36.27
Amount invested in renewable energy	TCFD Metrics & Targets	Reporting currency	$0	$0	$0	$0	$0
Revenue generated by renewable energy sales	a) and b)	Reporting currency	$0	$0	$0	$0	$0
Total Energy derived from non-renewable sources [16]	SASB EM-EP-420a.3 TCFD Metrics & Targets a)	kWh	189,396,548	257,075,796	325,070,749	423,352,006	766,996,499
Energy purchased [16]	SASB EM-EP-420a.3 TCFD Metrics & Targets a)	kWh	25,925,823	29,377,750	32,681,004	40,483,753	73,907,080
Total Energy consumption within the organization [16]	TCFD Metrics & Targets a)	kWh	215,322,371	286,453,546	357,751,753	463,835,759	840,903,579
Total Energy consumption that is derived from non-renewable sources (Fossil Fuels) [16]	TCFD Metrics & Targets a)	kWh	193,695,049	261,362,010	332,613,525	438,933,769	802,811,916
Total Energy consumption that is derived from renewable sources [16]	TCFD Metrics & Targets a)	kWh	21,627,322	25,091,536	25,138,228	24,901,990	38,091,663
Energy Intensity - per BOE [16]	TCFD Metrics & Targets a)	kWh / BOE	19.35	21.57	25.42	32.06	48.48
Percentage of energy used that is derived from non-renewable sources	TCFD Metrics & Targets a)	Percentage (%)	90.0	91.2	93.0	94.6	95.5
Percentage of energy used that is derived from renewable sources	TCFD Metrics & Targets a)	Percentage (%)	10.0	8.8	7.0	5.4	4.5
Percentage of consumed energy from the grid	TCFD Metrics & Targets a)	Percentage (%)	12.0	10.3	9.1	8.7	8.8
Amount of Exported Energy or Electricity sold	TCFD Metrics & Targets a)	kWh	NA	NA	248,744	111,118	3,352

SOCIAL	ESG REPORTING FRAMEWORKS	UNITS	2021	2022	2023	2024	2025
COMMUNITY RELATIONS							
Number of non-technical delays	EM-EP-210b.2	Number	81	114	115	141	135
Duration of non-technical delays	EM-EP-210b.2	Days	270	130.80	186.86	282.92	129.34
Investment in communities		Millions of $	5.2	8.0	11.0	11.4	7.1
Economic value generated and distributed		Millions of $	488.60	789	748	690	713
Payments to suppliers, contractors and other third parties		Millions of $	218.50	522	452	490	530
Payments to governments (taxes, royalties)		Millions of $	151.90	314	274	214	122
Payments to employees (salaries and benefits)		Millions of $	18.60	20	23	43	51
Social investment		Millions of $	4.60	5.10	6.50	7.00	6.5
Temporary local employment		Number of contracts	3,200	4,578	5,748	5,932	4,549
Spending on suppliers [16]		Millions of $	212.80	295.60	459.80	476.60	485.50
Regional [7]		Millions of $	33.90	40.50	103.80	99.70	100.0
Country [7]		Millions of $	175.50	247.80	353.10	367.70	322.0
International [7]		Millions of $	3.30	7.30	2.90	1.50	6.0
SECURITY, HUMAN RIGHTS AND RIGHTS OF INDIGENOUS PEOPLES							
Proved reserves in or near areas of conflict [14]	SASB EM-EP-210a.1	Percentage (%)	11.34	0.00	0.00	1.27	0.27
Probable reserves in or near areas of conflict [14]	SASB EM-EP-210a.1	Percentage (%)	7.23	0.00	0.00	5.09	5.79
Proved reserves in or near Indigenous land [12]	SASB EM-EP-210a.2	Percentage (%)	40	35	47	43	23
Probable reserves in or near Indigenous land [12]	SASB EM-EP-210a.2	Percentage (%)	36	35	50	46	21
Total number of grievances		Number	961	1,485	1,461	1,527	1,525
Grievances resolved		Number	961	1,485	1,461	1,527	1,525
Grievances in progress		Number	0	0	0	0	0
Labour practices grievances		Number	166	286	230	205	230
Environmental impacts grievances		Number	53	105	119	106	104
Procurement of goods and services grievances		Number	139	177	165	188	258
Land access grievances		Number	26	22	30	41	43
Human rights grievances		Number	0	0	1	1	3
Other grievances		Number	577	895	916	986	887
Total number of active prior consultations		Number	13	16	13	6	9
Total number of active prior consultations concluded		Number	3	7	3	0	1
Number of ethnic communities consulted		Number	13	16	13	6	9
WORKFORCE HEALTH & SAFETY							
Total recordable incident rate (TRIR) - full time employees [13]	SASB EM-EP-320a.1	Rate	0	0	0	0	0
Total recordable incident rate (TRIR) - contract employees [13]	SASB EM-EP-320a.1	Rate	0.07	0.08	0.04	0.03	0.02
Near miss frequency rate (NMFR) - full time and contract employees [13]	SASB EM-EP-320a.1	Rate	0.3	0.3	0.28	0.24	0.20
Fatalities – full time employees		Number	0	0	0	0	0
Fatalities – contractors		Number	0	0	0	0	0
Fatality rate – full time employees	SASB EM-EP-320a.1	Rate	0	0	0	0	0
Fatality rate – contract employees	SASB EM-EP-320a.1	Rate	0	0	0	0	0
Lost time injury frequency rate (LTIFR) – full time employees		Rate	0	0	0	0	0
Lost time injury frequency rate (LTIFR) – contractors [13]		Rate	0.02	0.06	0	0	0
Average hours of health and safety training per employee	SASB EM-EP-320a.1	Hours	9.6	8.1	9.0	31.5	13.50
Hours worked		Hours	9,297,751	10,038,299	10,563,154	11,440,456	10,740,675
Safety inspections conducted		Number	3,270	7,185	5,490	6,338	9,688
Emergency simulations conducted (tabletop and in-person)		Number	345	408	487	448	387
Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	SASB EM-EP-540a.1	Rate	0	0	0	0	0

SOCIAL	ESG REPORTING FRAMEWORKS	UNITS	2021	2022	2023	2024	2025
HUMAN CAPITAL MANAGEMENT							
Total number of employees		Number	319	336	351	431	470
Female		Number	122	125	128	165	186
Male		Number	197	211	223	266	284
Employees in Canada		Number	90	96	94	146	165
Employees in Colombia		Number	228	235	234	243	248
Employees in Ecuador		Number	1	5	23	42	57
Employees covered by Collective Bargaining Agreements		Percentage (%)	0.0	0.0	0.0	0.0	0.0
Rate of new employee hires		Percentage (%)	3.8	11.0	12.0	29.2	12.74
Voluntary turnover rates		Percentage (%)	5.8	4.2	4.0	4.4	3.18
Total number of hours of training in the year (Colombia and Ecuador)		Hours	1,865	5,551	8,721	3,044	3,024
Average Hours of Training per Year per Employee (Colombia Only)		Hours/person	8.20	23.50	36.50	12.02	8.57
Average Hours of Training per Year per Employee (Ecuador Only)		Hours/person	0.00	2.50	6.10	3.40	24
Average age of employees in Colombia		Years	40	41	42	43	44
Average age of employees in Canada		Years	45	46	46	46	46
Average age of employees in Ecuador		Years	N/A	46	37	39	41
GOVERNANCE							
BUSINESS ETHICS AND TRANSPARENCY							
Proved reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	SASB EM-EP-510a.1	Percentage (%)	0	0	0	0	0
Probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	SASB EM-EP-510a.1	Percentage (%)	0	0	0	0	0
OPERATIONAL ACTIVITIES							
Oil production	SASB EM-EP-000.A	Thousand barrels per day (Mbbl/day)	29.23	34.62	36.58	35.95	36.39
Gas production	SASB EM-EP-000.A	Million standard cubic feet per day (MMscf/day	7.17	10.09	11.21	20.65	64.26
Number of offshore sites	SASB EM-EP-000.B	Number	0	0	0	0	0
Number of terrestrial sites	SASB EM-EP-000.C	Number	22	25	21	45	44

SASB Index

The Sustainability Accounting Standards Board (SASB) publishes industry-specific sustainability accounting standards, intended to help companies disclose financially material, decision-useful ESG information to investors cost-effectively and comparably.

Gran Tierra has aligned this report with the SASB's 2025 Oil & Gas Exploration & Production Standard. We have explained any deviations from the Standard, where relevant.

This SASB Index provides additional detail on the accounting metrics recommended for disclosure in the SASB Standard.

ESG TOPIC	SASB CODE	ACCOUNTING METRIC	UNIT	2025 PERFORMANCE
ACTIVITY METRICS				
Activity	SASB EM-EP-000.A	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	Thousand barrels per day (Mbbl/day); Million standard cubic feet per day (MMscf/day)	1) 36.39 Mbbl/day 2) 64.25 MMscf/day 3) NA 4) NA
	SASB EM-EP-000.B	Number of offshore sites	Number	0
	SASB EM-EP-000.C	Number of terrestrial sites	Number	44
GREENHOUSE GAS EMISSIONS				
Greenhouse Gas Emissions	SASB EM-EP-110a.1	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	Metric tons CO_2-e (t), Percentage (%)	Gross global Scope 1 emissions: 425,922 tCO_2e Percentage methane: 30.56% 36% of our Scope 1 GHG emissions are covered under emissions-limiting regulations. Gross global Scope 1 emissions include carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O) and are calculated under operational control boundary.
	SASB EM-EP-110a.2	Amount of gross global Scope 1 emissions from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions, and (5) fugitive emissions	Metric tons CO_2-e	1) 84,759 tCO_2-e 2) 223,375 tCO_2-e 3) 0 4) 107,071 tCO_2-e 5) 10,657 tCO_2-e
	SASB EM-EP-110a.3 combustion, (3) process emissions, (4) other vented emissions, and (5) fugitive emissions	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	Our TEREAC Strategy specifies how Gran Tierra measures and reduces our emissions and helps integrate mitigation and adaptation measures with our environmental and strategic policy. The TEREAC Strategy is designed to support our host countries' climate-related targets. We align the disclosure in this report with the TCFD recommendations and strive to enhance alignment of disclosure with this market-leading ESG reporting framework over time. Finding ways to reduce our GHG emissions remains a priority for Gran Tierra. Our main strategies to reduce GHG emissions and mitigate transition-related climate risks include: > Zero Flaring > Energy Efficiency > Fugitive Emissions Management > Exploring New Technologies > Nature Based Solutions For more details, see the Climate Change and Greenhouse Gas Emissions section of the 2025 SASB Report.
AIR QUALITY				
Air Quality	SASB EM-EP-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10)	Metric tons (t)	1) 1,461.40t 2) 315.13t 3) 579.07t 4) 42.83t

ESG TOPIC	SASB CODE	ACCOUNTING METRIC	UNIT	2025 PERFORMANCE
WATER MANAGEMENT				
Water Management	SASB EM-EP-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m^3), Percentage (%)	1) 839.54m^3, 0% 2) 732.58m^3, 0% GTE operations do not withdraw, consume or discharge water in regions with high or extremely high baseline water stress as classified by the World Resources Institute's Aqueduct Water Risk Atlas (wri.org).
	SASB EM-EP-140a.2	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	Thousand cubic meters (m^3), Percentage (%), Metric tons (t)	12,896 m^3 of produced water and flowback generated 1) 18% discharged 2) 82% injected 3) 82% recycled 0.54t of hydrocarbon content in discharged water - 2025 data for this metric does not include Canadian operations. Gran Tierra's ultimate objective is to reach 100% closed cycle water use for production.
	SASB EM-EP-140a.3	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	Percentage (%)	100% As of December 31, 2025, GTE conducted hydraulic fracturing only in its Canadian operations, where 100% of the information is publicly available and disclosed in detail on the AER website. Hydraulic Fracture Fluid Data | Alberta Energy Regulator
	SASB EM-EP-140a.4	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	Percentage (%)	GTE complies with the regulations established for hydraulic fracturing operations, including Directive 083 for managing subsurface integrity and reporting communication events with water wells or aquifers, and Directive 059 for the disclosure of fracturing fluid chemicals and fluids. Moreover, we apply our operational standards in all our fields, ensuring the protection of natural resources and compliance with all legal requirements for our various activities.
BIODIVERSITY IMPACTS				
Biodiversity Impacts	SASB EM-EP-160a.1	Description of environmental management policies and practices for active sites	Discussion and Analysis	Protecting the environment is a key component of our development plans and operations. We attach great importance to minimizing our impact on the environment and voluntarily support environmental education, conservation, and prevention programs. Gran Tierra's Health, Safety and Environment (HSE) Policy guides all of our environmental efforts, including with respect to climate change and GHG emissions, air quality, water, waste and biodiversity. As the largest oil and gas operator in the Putumayo, Gran Tierra is committed to protecting the area's biodiversity and has adopted a strategy to coordinate our efforts with other organizations to maximize regional impact. We bring a total-life-cycle perspective to our operations, with the goal of leaving a legacy of environmental protection. Our voluntary environmental efforts are often linked with economic development because sustainably protecting sensitive natural resources is also in the interest of local residents and communities. Gran Tierra Energy's HSE Policy includes commitments to conduct environmental impact assessments, develop and implement environmental management plans, and implement an effective spill prevention program (while quickly and thoroughly cleaning up any spills that do occur). Our Corporate Environmental Management Plan (EMP) is based on the International Finance Corporation (IFC)'s Environmental, Health, and Safety Guidelines for Onshore Oil and Gas Developments and is managed through an EMS that is ISO 14001. In 2025, Gran Tierra Energy achieved ISO 14001 recertification with zero non-conformities in its Colombian operations, reflecting its strict compliance with international environmental standards. Likewise, GTE achieved the ISO 14001 certification with zero non-conformities in its Ecuadorian operations. These rigorous processes involve detailed audits and evidence of effective environmental controls, demonstrating GTE's commitment to minimizing its environmental impact, managing risk, and meeting regulatory requirements. The Vice President, Corporate HSE & Sustainability is the ISO management system lead. The scope determined by Gran Tierra for the EMS under the ISO 14001 standard includes hydrocarbon exploration, production, treatment, transportation, distribution, sales and marketing activities. The EMP addresses environmental issues arising from Gran Tierra's exploration and development projects and other operations. For more details, see the Environment and Biodiversity Impacts section of the 2025 SASB Report.
	SASB EM-EP-160a.2	Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume impacting shorelines with ESI rankings 8-10, and volume recovered	Number, Barrels (bbls)	Number of hydrocarbon spills: 0 Aggregate volume of hydrocarbon spills: 0 bbls Volume in Arctic: 0 bbls (GTE does not operate in the Arctic) Volume impacting shorelines with ESI rankings 8-10: 0 Volume recovered: NRP Only includes spills greater than 1bbl according to the SASB definition. Spill data does not include spills due to sabotage or during transportation, as third-party companies conduct transportation. Consistent with our efforts to avoid spills, in 2025, we had no spills that exceeded one barrel or breached our initial containment barriers without exceeding the one-barrel limit.
	SASB EM-EP-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Percentage (%)	(1) 14.9% (2) 10.8% 2025 data for this metric does not include Canadian operations.

ESG TOPIC	SASB CODE	ACCOUNTING METRIC	UNIT	2025 PERFORMANCE
SECURITY, HUMAN RIGHTS AND RIGHTS OF INDIGENOUS PEOPLES				
Security, Human Rights and Rights of Indigenous Peoples	SASB EM-EP-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Percentage (%)	(1) 1.3% (2) 5.1% These percentages only cover South American reserves and exclude Canadian reserves.
	SASB EM-EP-210a.2	Percentage of (1) proved and (2) probable reserves in or near Indigenous land	Percentage (%)	(1) 42.9% (2) 45.5% These percentages only cover South American reserves and exclude Canadian reserves. For the purposes of this report, Indigenous communities include both the Indigenous communities and the Afro-Colombian communities of Colombia.
	SASB EM-EP-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict	Discussion and Analysis	Through our operations in Colombia, Gran Tierra faces a complex post-conflict situation. The country is striving to achieve successful reintegration and a peace process that will strengthen civil society and the country's economic foundations. Colombia's Constitution grants Indigenous groups the right to prior consultation on projects affecting their territories. The Ecuador government doesn't require prior consultations; however, GTE still engages in open dialogue with all communities, including Indigenous and ethnic groups, throughout each phase of its projects. Indigenous communities can be found throughout Colombia, and there are a number of Indigenous communities and several Afro-Colombian communities near Gran Tierra's operations. Approximately 23% of Gran Tierra's proved reserves in Colombia and Ecuador are in or near Indigenous land, while 21% of probable reserves are in or near Indigenous land[12]. In addition, 0.3% of proved reserves and 5.8% of probable reserves are located in or near areas of conflict. A respect for fundamental rights is an essential pillar of our vision and mission. We are committed to respecting the rights of employees, contractors, suppliers, and communities (including Indigenous communities) within our area of influence in the development of all our operations and activities. We are committed to prevent and/ or mitigate negative consequences on human rights that are caused, contributed to, or directly linked to our operations, and to implement effective and appropriate remedies should any adverse event occur that affects fundamental rights as a result of our activities. Gran Tierra Energy's approach to Human Rights is guided by our Human Rights Policy. The Human Rights Policy was developed with a full commitment to respect the internationally recognized human rights incorporated in the International Bill of Human Rights and the ILO (International Labour Organization) Conventions including the fundamental rights principles established in the ILO Declaration on fundamental principles and rights at work. For more details, see the Security, Human Rights and Rights of Indigenous Peoples section of the 2025 SASB Report.

COMMUNITY RELATIONS				
Community Relations	SASB EM-EP-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	N/A	Engaging with communities is one of our most important activities as a long-term ally. The trust that the Gran Tierra team has built through years of meaningful engagement in Colombia has been an important factor in our success. This genuine respect and trust will continue to be earned by adhering to responsible business practices and understanding that communities are important stakeholders. Gran Tierra contributes to local, regional, and national economic development in Colombia and Ecuador in many ways, including through taxes, royalties, jobs, local procurement of supplies and services, social investments, training and education programs and voluntary social and environmental programs. Gran Tierra's Human Rights Policy guides all our social efforts with communities. It commits Gran Tierra to contribute to the socioeconomic development of the communities where we operate to engage in open dialogue with communities, and to establish grievance and claim mechanisms that are transparent, culturally appropriate, and accessible that allow for the establishment of an immediate communication channel with the communities. Gran Tierra's social engagement programs are integrated with our Human Rights and HSE programs, with staff from each collaborating closely on strategy and implementation. This integrated approach has been built into Gran Tierra's culture. Simply put, engagement is at the heart of the Company's successful operations. For more details, see the Community Relations section of the 2025 SASB Report.
	SASB EM-EP-210b.2	Number and duration of non-technical delays	Number, Days	In 2025, Gran Tierra experienced 135 non-technical delays that lasted an aggregate of 129.34 days. Non-technical delays were caused by factors such as labour, public road and infrastructure conditions, government issues and environmental topics. For those factors within Gran Tierra's control, the Company continues to enhance our approach to engaging with stakeholders to minimize impacts on operations.

ESG TOPIC	SASB CODE	ACCOUNTING METRIC	UNIT	2025 PERFORMANCE
WORKFORCE HEALTH AND SAFETY				
Workforce Health and Safety	SASB EM-EP-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) direct employees and (b) contract employees	Rate, Hours (h)	(1) (a) 0 (b) 0.02 (2) (a) 0 (b) 0 (3) 0.20, includes both full-time and contract employees as we do not collect this data broken down by employee type. (4) 13.50 (h)
	SASB EM-EP-320a.2	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	Discussion and Analysis	Gran Tierra has a simple objective with regard to health and safety: zero accidents to ensure that no one gets hurt as a consequence of our operations. To achieve this objective, we systematically identify and assess risks and take actions to eliminate or reduce areas of safety or occupational health concern. We implement proven safety management systems, procedures, and tools with the goal of reducing accident and injury rates to zero. Placing a high value on safety comes from the very top of the company, is integrated into all company functions and is effectively communicated to all employees. Gran Tierra's HSE Policy guides all our efforts with respect to workforce health and safety. Gran Tierra's overall safety record continues a long-term trend of improvement, regularly exceeding industry benchmarks and making Gran Tierra one of the safest companies within the industry to work for in anywhere in the world. Because Gran Tierra'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. Misión Vida, our overarching Health and Safety plan, standardizes safety protocols across Gran Tierra and outlines a comprehensive system of training, risk management, emergency response, event reporting and investigation. For more details, see the Workforce Health and Safety section of the 2025 SASB Report.
RESERVES VALUATION AND CAPITAL EXPENDITURES				
Reserves Valuation and Capital Expenditures	SASB EM-EP-420a.1	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	Million barrels (MMbbls), Million standard cubic feet (MMscf)	NRP – We plan to collect and disclose this data in future years.
	SASB EM-EP-420a.2	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves	Metric tons (t) CO_2-e	NRP – We plan to collect and disclose this data in future years.
	SASB EM-EP-420a.3	Amount invested in renewable energy; revenue generated by renewable energy sales	Reporting currency	Amount invested: $0 USD Revenue generated: $0 USD
	SASB EM-EP-420a.4	Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets	Discussion and Analysis	Our ESG Materiality Assessment identified GHG emissions, energy management and the climate transition as important considerations for Gran Tierra over the short, medium and long term. The shift toward a lower-carbon economy could reduce demand for hydrocarbons and affect the regulatory environment in which we operate. GHG emissions regulations are being introduced or considered worldwide and may increase operating and compliance costs, require additional capital investment and/or place restrictions on operations. Companies that do not focus on reducing GHG emissions may face higher costs and reputational risks. In recent years, the investment community has increasingly incorporated climate change considerations into investment decisions. If financial markets regard climate change and GHG emissions as financial risks, our cost of capital or access to funding could be affected. Greater attention to climate change risks has also increased the possibility of public and private entities bringing lawsuits against oil and natural gas companies in relation to their GHG emissions. Climate change concerns have led, and are expected to continue to lead, to the introduction of regulatory requirements for climate-related disclosures. As a result, we may face growing pressure regarding our ESG disclosures and practices, while mandatory reporting requirements could add to our compliance burden and costs. Failure to achieve goals or meet evolving stakeholder expectations for ESG practices and reporting could harm our reputation and affect employee retention, customer relationships and access to capital. 36% of our Scope 1 GHG emissions are covered by emissions-limiting regulations. Existing GHG emissions legislation has not resulted in material compliance costs for our business. We actively and regularly monitor evolving regulatory frameworks and proposed alternatives in the jurisdictions where we operate to ensure compliance and maintain our ability to protect value. For more details, see the Climate Change and Greenhouse Gas Emissions section of the 2025 SASB Report.

ESG TOPIC	SASB CODE	ACCOUNTING METRIC	UNIT	2025 PERFORMANCE
BUSINESS ETHICS AND TRANSPARENCY				
Business Ethics and Transparency	SASB EM-EP-510a.1	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Percentage (%)	1) 0% 2) 0% We do not have any proved or probable reserves in countries that fall within the 20 lowest rankings in Transparency International's Corruption Perception Index.
	SASB EM-EP-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	Discussion and Analysis	Gran Tierra is committed to conducting business honestly, fairly, and safely, and has outlined these principles in a comprehensive set of Corporate Policies which are binding for all employees. Gran Tierra's approach to upholding the highest standards of ethical business conduct is guided by our Code of Business Conduct and Ethics, our Compliance with Anti-Corruption Laws, and our Whistleblower Policy. The Company carries out regular training annually to inform employees and contractors about all relevant policies and ensures compliance throughout the entire organization. Gran Tierra Energy is committed to providing a workplace conducive to open discussion of our business practices and is committed to complying with the laws and regulations to which we are subject. All company personnel have a role in ensuring that any violations, imminent violations, or suspected violations are brought to our attention immediately so that they can be appropriately addressed. Personnel are encouraged to speak to their supervisor or manager about any conduct that may constitute a violation of Corporate Policies. The Company requires completion of ethics training for all employees annually: Code of Business Conduct and Ethics every two years, and other specific risk-based training in the alternating years. In addition, all relevant employees, Senior Management, and the Board of Directors receive additional anti-corruption training. Course completion is monitored and audited by external auditors. We have obtained certification of the Code of Business Conduct and Ethics by 100% of our employees. The Ethics training is reviewed annually and updated as appropriate. We also publicly disclose payments to governments as required by the Canadian Federal Government's Extractive Sector Transparency Measures Act (ESTMA). For more details, see the Business Ethics & Transparency section of the 2025 SASB Report.
MANAGEMENT OF THE LEGAL AND REGULATORY ENVIRONMENT				
Management of the Legal and Regulatory Environment	SASB EM-EP-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Discussion and Analysis	Discussion of the regulatory environment and Gran Tierra's approach can be found in the Importance to Gran Tierra and Approach sub-section for each ESG factor included in the 2025 SASB Report.
CRITICAL INCIDENT RISK MANAGEMENT				
Critical Incident Risk Management	SASB EM-EP-540a.1	Process Safety Event (PSE) rates for Loss of Primary	Rate	0
	SASB EM-EP-540a.2	Description of management systems used to identify and mitigate catastrophic and tail-end risks	Discussion and Analysis	A culture of health and safety at GTE is maintained through a variety of initiatives and programs. Misión Vida, our overarching Health and Safety plan, standardizes safety protocols across the company and outlines a comprehensive system of training, risk management, emergency response, event reporting and investigation. Through Misión Vida, Gran Tierra developed a job-specific health and safety training plan, based on analysis of company and industry risks. It includes: • Basic training for all employees, regardless of their position • Additional training modules for workers involved in high-risk tasks • Job-specific training modules that reflect the role being fulfilled • Emergency response training for personnel designated as emergency responders GTE also uses Standard Operating Procedures (SOPs), sets of written instructions that describe the steps required to safely perform work involving potentially hazardous conditions, to keep hydrocarbons and hazardous materials well controlled and safely managed at all times during operations. SOPs are a particularly useful tool in standardizing complex procedures to boost efficiency and safety for a diverse workforce operating in remote locations. Our safety culture is expanded to Gran Tierra Energy's contractors and vendors who receive support to set expectations and help them meet safety objectives. We work closely with contractors on our sites and insist that they also implement effective safety management processes. Monthly contractor safety meetings provide a forum to discuss safety issues, share best practices, and recognize outstanding safety performance among peers to foster a culture of pride and accountability with vendors. For more details, see the Workforce Health and Safety section of the 2025 SASB Report.

TCFD Index

The Task Force on Climate-related Financial Disclosures (TCFD) developed a framework to help companies and investors disclose decision-useful, forward-looking information on climate-related risks and opportunities.

The following Index sets out how our reporting aligns with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD recommendations). GTE is taking a phased approach to implementing the TCFD recommendations. As the leading investor-preferred framework for climate-related disclosure, we are committed to enhancing alignment with the TCFD recommendations as our approach to climate change progresses over time.

CATEGORY	RECOMMENDATION	RECOMMENDED DISCLOSURES	REFERENCE
GOVERNANCE			
Governance	Disclose the organization's governance around climate-related risks and opportunities.	(a) Describe the board's oversight of climate-related risks and opportunities.	Gran Tierra Energy's Board of Directors has oversight of ESG, including climate change factors, with each committee playing a role in oversight of different aspects of ESG performance. The full Board receives a quarterly update on ESG performance, including against established ESG KPIs, and approves all Corporate Policies. Gran Tierra Energy's Board Skills Matrix includes the skills and experience desirable to support the strategic direction of the Company. Not every director is expected to be skilled in every area; however, we aim for the Board to have a balance of skills and experience. 3 of 5 directors have skills and experience related to health, safety, and environmental issues. For more detail on the Board's additional skills and experience, see the Skills Matrix in the Notice of 2026 Annual Meeting of Stockholders & Proxy Statement. Each director is expected to maintain the necessary level of expertise to perform his or her responsibilities as a director. Continuing education is provided through a number of methods, including an annual dedicated strategy session, periodic field trips, presentations from senior management, employees, and outside experts to the Board and its Committees on topics of interest and developing issues, as well as the ongoing distribution of relevant information. These presentations, meetings and discussions serve to increase the Board's knowledge of the Company and its business and assist the Board in the execution of its duties. During 2025, the Board attended a number of sessions relevant to our business and the regulatory environment presented by senior executives of the Company and our legal counsel. All of our directors are members of the Institute of Corporate Directors (ICD) and the National Association of Corporate Directors (NACD), which provide continuing education for directors through publications, seminars and conferences. For more details, see the Governance section of the 2025 SASB Report.
		(b) Describe management's role in assessing and managing climate-related risks and opportunities.	Management is responsible for ensuring that the Board and its committees are kept well informed of changing risks. The Vice President, Corporate HSE & Sustainability is responsible for identifying, assessing, and managing ESG factors, including climate change factors, and reports to the Health, Safety & Environment Committee of the Board on a quarterly basis. The Vice President, Corporate HSE & Sustainability is supported by all employees within the Health and Safety, Social Responsibility, and Environmental Compliance and Licensing teams. To support with the oversight and execution of Gran Tierra's Energy Transition, Emissions Reduction and Climate Adaptation Strategy, the Committee for Energy Transition, Emissions Reduction, and Climate Adaptation was established. The Committee includes cross-functional representation from across Gran Tierra's key operational areas. Its main objective is to advance energy transition actions, emissions reductions, and climate change adaptation at the Company. The committee's results are presented quarterly to the Executive team, in addition to updates on previous and projected GHG emissions performance, planned actions and initiatives related to GHG emissions and climate change, and relevant updates on external climate-related developments and the regulatory environment. For more details, see the Climate Change & Greenhouse Gas Emissions section of the 2025 SASB Report.
STRATEGY			
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	(a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	The ESG Materiality Assessment that we conducted included the consideration of climate change factors such as GHG emissions, energy management, climate change transition and climate change physical risks. We assessed the potential impact and likelihood of these risks over the short (0 to 2 years), medium (3 to 5 years) and long term (greater than 5 years). We identified GHG emissions, energy management and the climate change transition as important factors for Gran Tierra over the short, medium and long term. We identified climate change physical risks as an important factor for Gran Tierra over the medium and long term.
		(b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	As a responsible energy producer, our goal is to create the most value with the least environmental impact possible. We do this by maintaining operational integrity across all our infrastructure, designing our processes to maximize efficiency and meet rigorous international standards. Gran Tierra'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. Our TEREAC Strategy specifies how Gran Tierra measures and reduces our emissions and helps integrate mitigation and adaptation measures with our environmental and strategic policy. The TEREAC Strategy is designed to support our host countries' climate-related targets. Finding ways to reduce our GHG emissions remains a priority for Gran Tierra. Our main strategies to reduce GHG emissions and mitigate transition-related climate risks include: Zero Flaring Energy Efficiency Fugitive Emissions Management Exploring New Technologies Nature Based Solutions For more details, see the Climate Change and Greenhouse Gas Emissions section of the 2025 SASB Report.
		(c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	We have not yet conducted scenario analysis given our size and stage. We are, however, committed to continuing to enhance our understanding of climate-related risks and opportunities and the ways in which they could impact our business, strategy and financial planning.

CATEGORY	RECOMMENDATION	RECOMMENDED DISCLOSURES	REFERENCE
RISK MANAGEMENT			
Risk Management	Disclose how the organization identifies, assesses, and manages climate-related risks.	(a) Describe the organization's processes for identifying and assessing climate-related risks.	ESG factors, including climate change factors, were identified and assessed through the ESG Materiality Assessment. For more details, see the ESG Materiality Assessment section and the Climate Change and Greenhouse Gas Emissions section of the 2025 SASB Report.
		(b) Describe management's role in assessing and managing climate-related risks and opportunities.	
		(c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	

METRICS & TARGETS			
Metrics & Targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	(a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	We have identified a set of climate-related metrics to track progress on climate change. These are provided in the ESG Performance Table of the 2025 SASB Report under Climate Change and Greenhouse Gas Emissions.
		(b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Scope 1 GHG emissions: 425,922 tCO_2-e Scope 2 GHG emissions: 203,158 tCO_2-e GHG emissions data has been independently verified in accordance with ISO 14064. For more details, see the Climate Change and Greenhouse Gas Emissions and ESG Performance Table of the 2025 SASB Report.
		(c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	We have not yet set quantitative climate-related targets given our size and stage. Our TEREAC Strategy is designed to support our host countries' climate-related targets. Over time, we expect to evaluate the feasibility and relevance of setting climate-specific targets for our operations.

End Notes

[1] Reserves estimates per GTE McDaniel December 31, 2025 Reserves Report. As of December 31, 2025.
[2] Resources estimates per GTE McDaniel Contingent Resources Report and GTE McDaniel Prospective Resources Report, respectively. There is no certainty that it will be commercially viable to produce any portion of the contingent resources or that any portion of the prospective resources will be discovered and, if discovered, commercially viable to produce. As of June 30, 2026.
[3] See the "Presentation of Oil & Gas Information" in our Corporate Presentation.
[4] South America and North America benchmark for 2025 is utilizing the currently available IOGP 2025 Performance Data Adjusted for North and South America.
[5] Historical air emissions data was re-stated to enhance alignment with leading standards as part of the third-party verification process.
[6] Spills data does not include spills due to sabotage or during transportation of products as transportation is conducted by third party companies.
[7] 2025 data for this metric does not include Canadian operations.
[8] This percentage represents the amount of produced water that was reused for injection wells excluding water injected in disposal wells. The data collected excludes extracted fresh water used for injection.
[9] This percentage represents the amount of produced water that was discharged into surface water sources, disposal wells and delivered to third parties. The data collected excludes extracted fresh water used for injection.
[10] This percentage represents the amount of produced water that was recycled (including injected and reused water). Reused produced water refers to extracted water om active wells used in other operation activities (e.g., work-over, drilling, EOR). Please note that data from previous years has been updated as GTE has updated its approach to calculating this data point to enhance alignment with the definition of recycled included in the SASB Standard.
[11] Total hydrocarbon content was calculated considering total discharged water and the average concentration of hydrocarbons as determined through water quality monitoring reports.
[12] For the purposes of this report, Indigenous communities includes both the Indigenous communities and the Afro-Colombian communities of Colombia.
[13] Per 200,000 work hours.
[14] These percentages only cover South American reserves and exclude Canadian reserves.
[15] GHG emissions cover the entire company, following the Operational Control approach. The presented data has been refined after third-party verification.
[16] Data reflects companywide information, including the first full year of reporting for the Canadian assets.



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