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23

ANNUAL REPORT

VOLUNTARY PRINCIPLES ON SECURITY AND HUMAN RIGHTS



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The present report for 2023 addresses the participation of Frontera Energy in the Voluntary Principles of Security and Human Rights Initiative, consolidating its commitment to security, responsible management and respect for human rights.

Frontera Energy is a Canadian public company engaged in exploration, development, production, transportation, storage and sale of oil and natural gas in South America, including related investments in upstream and midstream facilities. The Company has a diversified portfolio of assets, comprising 27 exploration and production blocks in Colombia, Ecuador and Guyana, as well as pipelines and port facilities in Colombia.

It is committed to excellence in its business, as well as to the creation of short, medium and long-term value for its investors, employees, the communities in which it operates and the other stakeholders with whom it interacts, through responsible management of environmental, social and corporate governance issues, as well as its commitment and efforts in promoting and adhering to the highest standards of safety and respect for Human Rights in all its operations.

Frontera operates its business ethically and transparently, complying with regulations and its corporate values, respecting human rights throughout its operation, promoting a culture of integrity and implementing exceptional good governance practices.

With the aim of establishing a strategy focused on Human Rights, the Company has covered different relevant issues in the due diligence, which may have an impact on the operation of the business. The purpose of the Company is to apply a transversal and strategic approach in Human Rights management. This will enable a permanent process of improvement in the governance of the Company to respond effectively, truthfully and proactively to the environment, the different company's stakeholders and any initiative that promotes Human Rights, such as the commitment to the Voluntary Principles on Security and Human Rights.

COMMITMENT TO VOLUNTARY PRINCIPLES OF SECURITY AND HUMAN RIGHTS



Public declaration of commitment to the Voluntary Principles, participation in the Initiative and transparency.

Public declaration of commitment

Taking into account the different international frameworks and treaties related to the protection of Human Rights, that is, Universal Declaration of Human Rights; United Nations Guiding Principles on Business and Human Rights; Voluntary Principles of Security and Human Rights; International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work; Fundamental ILO Conventions, including the Forced Labour Convention, the Worst Forms of Child Labour Convention and the Minimum Age for Admission to Employment; United Nations Declaration on the Rights of Indigenous Peoples; Organization for Economic Cooperation and Development Guidelines for Multinational Enterprises; United Nations Sustainable Development Goals; United Nations Global Compact, and the standards under which Frontera reports on its sustainability performance, such as the Sustainability Accounting Standards Board ("SASB"), the Global Reporting Initiative (GRI), among others, Frontera confirms its commitment to respect and promote respect for Human Rights in the countries where it operates, through its Human Rights Policy [POL-GC-025-1-POL-GC-025 CORPORATE HUMAN RIGHTS POLICY](#) approved by the organization's highest level, the Board of Directors.

In this Policy, Frontera declares ZERO tolerance for human rights violations by its partners, contractors, subcontractors, suppliers, distributors, managers, advisers and other representatives acting on behalf of the Company, especially any kind of child labour, forced labour or trafficking in human beings, and recognizes its responsibility in the promotion and protection of Human Rights, as well as in the prevention of activities that directly generate negative consequences in this area.

In 2023, Frontera participated actively in capacity building programs associated with good management of human rights issues within its operations and its value chain. These programmes include "The Business & Human Rights Accelerator" of the Global Compact Network, which enabled an understanding of the United Nations Guiding Principles; and the "Business for Business" programme promoted by the German embassy in Colombia through Alliance for Integrity and its implementing partner, the Colombo-German Chamber of Commerce (AHK); this training helped build the foundation of dissemination to carry out an adequate promotion of Human Rights in the supply chains.

Likewise, Frontera initiated the due diligence process in Human Rights through Pacto Global Red Colombia, with which information was collected and analyzed to achieve an approach to the identification of risks and impacts on Human Rights and perform a transversal analysis of the matter throughout the organization.

Frontera's applies a comprehensive approach to Human Rights management, which also involves the Company's value chain in the process. Through its policy, Frontera spreads this commitment in all locations where it operates, using internal and external communication channels to ensure a complete understanding of these issues both within the organization and among external stakeholders.

In relation to the Voluntary Principles of Security and Human Rights, the Company manages and maintains close relationships with the security forces and its private security providers, promoting respect for human rights and ensuring permanent compliance with its Security Policy, [POL-SEG-001 PHYSICAL SECURITY POLICY](#).

Top management demonstrates a strong understanding and commitment to the Voluntary Principles. This commitment is founded on the belief that responsible management of security and human rights is essential for the sustainable and ethical success of the Company. Frontera promotes awareness of the Voluntary Principles throughout the organization, focusing on its fundamental pillars and ensuring their application in its operations. The main target also includes security employees and public and private security providers, managing these relationships in a respectful and empathetic manner. Accordingly, we ensure that the military and police units assigned to our operating environments follow the protocols of respect to International Humanitarian Law.

Commitment to the Voluntary Principles Initiative

In 2023, Frontera participated actively in the different discussions and training promoted by the Initiative. Andrés Sarmiento, Director of Sustainability and Corporate Affairs, and Fernando Pineda, manager of Physical Security, participated in the annual plenary of Voluntary Principles in London, as well as in specialized training sessions and workshops, such as security practices and indigenous peoples.

The Company's security manager participated in the meeting of security officers.

Likewise, Frontera representatives participated in decision-making plenary sessions, approval of the work plan and the request for the inclusion of new participants; as well as in meetings convened by the corporate pillar of Voluntary Principles (the Steering Committee approves new VPI members) and the presentation of companies verification report.

Participation in annual and extraordinary plenary meetings, as well as pillars, working groups and dialogues with other participants, has been sustained. The Company has demonstrated its commitment to dialogue and collaboration, actively participating in national meetings and contributing to the development of responsible business practices. In addition, the promotion of cross-pillar application to support the Voluntary Principles is evidenced by participation in networking exercises and the identification of good practices at the 7th Regional Forum on Business and Human Rights.

Frontera has worked hard to maintain the Voluntary Principles as a leading multi-stakeholder initiative, aligned with international standards and best practices in business and human rights. The Company confirms its commitment to provide timely responses to reasonable requests for information from other participants, thus facilitating a better understanding of issues related to the implementation of the Voluntary Principles.

Examples of collaboration include participation as panel members representing Frontera Energy at key events, showing the active collaboration with UN Global Compact and other initiatives.

Transparency

Frontera has carried out significant communication efforts on the Voluntary Principles in its security operations. These efforts include spreading its Human Rights Policy and regularly assessing its CONTRACTUAL SECURITY ANNEX, so as to ensure the general understanding and commitment of contracting companies.

A proactive transparency policy was adopted by disclosing its annual reports on the implementation of the Voluntary Principles. These reports are accessible to the public and contain detailed information on progress, challenges and measures taken to improve security and respect human rights in all company operations.

The Company has focused its attention on the three (3) pillars of Voluntary Principles (risk assessment, relations with the security forces and relations with private security companies), ensuring that military forces and private security protect their operations and act under the framework of Human Rights and the Corporate Security Management System. That is why private security companies are not allowed to use firearms in our facilities.

The Physical Security Management Office has promoted the implementation of the pillars of the Voluntary Principles of Security and Human Rights through the "Plan Maestro" (Master Plan) tool, in which the security and human rights activities carried out in operations are recorded.

Frontera openly communicates its commitment to the Voluntary Principles and Human Rights in Security and extends it to all stakeholders, including contractors of security companies and the law enforcement personnel in charge of asset protection and security activities, with the purpose of engaging in dialogues and developing plans that involve best practices and lessons learned on Human Rights management, and allow a coordinated work for the self-sustainability of the operation.

02

Examples of promoting awareness of the Voluntary Principles throughout the organization including the value chain.

Promotion of Voluntary Principles among contractors and subcontractors

Frontera Energy has implemented a comprehensive approach to promote awareness and adherence to the Voluntary Principles among its contractors and subcontractors.

The Company, through the Security Annex of contractor and subcontractor agreements, conducts training programs and information sessions for suppliers highlighting the Voluntary Principles of Security and Human Rights. Ongoing collaboration with contractors includes conducting regular audits to assess compliance with the Voluntary Principles and providing feedback for continuous improvement.

Promotion of Voluntary Principles among Governments and host authorities

Frontera Energy recognizes the importance of working with host governments and authorities to strengthen the implementation of the Voluntary Principles in the territories where it operates. The Company actively participates in dialogues with government authorities, both nationally and locally, sharing best practices in security and human rights. Working groups have been set up with Government representatives to jointly address challenges and opportunities in this area.



COLOMBIA

The Colombian State committed to this voluntary initiative since 2003, and works with sector companies (including Frontera Energy) to achieve mutual objectives following the recommendations of the Mining Energy Committee (CME); identify best practices in Human Rights related to security, and increase awareness-raising actions on Voluntary Principles throughout the national territory.

Frontera Energy actively participates in different committees that promote human rights, such as the Asociación Colombiana del Petróleo y Gas (Colombian Oil and Gas Association, ACP), which is the union of the hydrocarbon industry in Colombia and brings together companies engaged in exploration and production of oil and gas, transport of hydrocarbons and distribution of liquid fuels and lubricants, especially those of the private regime.

Likewise, the Company participates in the Comité Minero Energético (Energy Mining Committee, CME), being an active member in the working groups "Companies and Public Force" and "Context Analysis and Risk Management". During 2023, Frontera participated in all scheduled sessions, not only contributing to the drafting of documents, but also actively engaging in analysis, discussions, dialogues and contributions to manage and mitigate risks in Human Rights.

Its major contributions include:

- Development of the guides that make up the Tool Box for the implementation of the protocol on the identification and management of risks in security and human rights: Guide 1: Planning, Guide 2: Risk Identification, and Guide 3: Treatment Measures.
- Participation in dialogues with the Human Rights Secretariat of the Ministry of National Defence.
- Workshop on Business Conduct as a responsible party in the Mineral Supply Chain.
- Presentation of the Security, Defence and Citizen Coexistence Policy by the Ministry of National Defense.
- Multi-stakeholder dialogue: challenges and lessons learned from the implementation of the pilot project "Protocol for the Identification and Management of Security and Human Rights Risks".
- Revision of the updating of the Manual of Procurement and Agreements of the Ministry of National Defence.
- Opportunities and challenges of signing collaboration agreements with the National Police.
- Exchange of experiences and lessons learned on restorative actions of the energy mining sector for the consolidation of peace in territories.
- Dialogue with the head of the National Police Planning Office on collaboration agreements.
- Analysis of the 2023 Orinoquía Risk Index report
- Analysis of the implementation of the Critical Infrastructure Protection Plan by the Ministry of National Defence.

In addition, the Company participates in the regional security committees of the departments of Casanare and Meta, where it operates. Through the participation in these committees, Frontera seeks to coordinate and define responsibilities for Public Forces actions, normative protocols, regulations and due diligence that public security must attend to and, at the same time, fulfill the responsibilities of the operation, respecting the rights of first and second generation.

These regional committees strategically supported the decisions that communities and operators must address from the framework of responsibility in public security.

On the other hand, the Centro de Operaciones Especiales para la Protección de la Estructura Crítica (Special Operations Centre for the Protection of the Critical Structure, COPEI) for mining-energy affairs, led by the military forces, the National Army in particular, determined to provide cooperation and support in areas that, in one way or another, have a significant impact on crimes that threaten dignity, freedom and integrity.



ECUADOR

During 2023, the Geopark Frontera Consortium developed several projects for the benefit of communities in the area of direct and indirect influence of the Perico Block, through the signing of cooperation agreements with local Autonomous Governments at the cantonal level (Lago Agrio Municipality) and provincial level (Sucumbíos Prefecture), for the execution of social compensation works:

Construction, improvement and extension of the road connecting Perico 1 with Perico 3, through a tripartite agreement with the Provincial Decentralized Autonomous Government (GAD) of Sucumbíos, the Kichwa Piedra Dura Community and the Consortium. A tripartite agreement was also signed for the execution of a project for the construction of a multiple-use coliseum between the Cantonal GAD of Lago Agrio, the Community of Yanayacuy and the Consortium.

In coordination with the Ministry of Agriculture and Livestock, an agro-productive project was implemented with the Community of Yanayacu.

In compliance with the Ley Orgánica para la Planificación Integral de la Circunscripción Territorial Especial Amazónica (Organic Law for the Integral Planning of the Special Amazonian Territorial Constituency), the recruitment of 662 persons was reported during 2023, 620 of which are Ecuadorians and the rest are foreigners. Of the 620 Ecuadorians, 476 were hired to work in the Perico Block and 412 contracts belonged to the Amazonian Territorial Constituency, resulting in a 87% compliance with the Amazon Law. Additionally, 87 companies were hired, 86 national and one international, thus favoring the hiring of local companies.

Within the framework of our operations in the Espejo Block, social activities were carried out with the aim of strengthening relations with the local community and contributing to the sustainable development of the region.

The main actions taken include:

- Initiatives to involve residents of the area of direct influence (AID) in the activities and projects of the Company.
- Implementation of an efficient system for early detection and management of possible problems or conflicts in the community.
- Comprehensive follow-up of Petitions, Complaints and Claims (PQRs), ensuring their prompt resolution and satisfactory closure.
- Monthly meetings with managers to maintain a fluid and transparent communication.
- Development of support programmes in both education and health, contributing to the well-being of the community.
- Implementation of a comprehensive information and communication program to keep the community informed about our activities and projects.
- Prioritization of labour recruitment and the acquisition of local goods and services, thus promoting the economic development of the region.
- Workshops to improve supply systems and a census of local businesses to encourage collaboration and business development in the area.
- Anthropological study to better understand the needs and social dynamics of the community, as well as a census of pre-cooperatives and communities in the area of direct influence.

In addition, significant progress has been made in specific areas:

- Local labour force: 86 jobs have been created, 92 % of which are performed by local labour force.
- Local goods and services: 37 local services have been generated, with a total investment in Shushufindi canton of USD 294,384.84 and 100 % fulfillment of the social obligations of contractors.
- Attention to neighbors: 11 PQRs have been attended and closed, as well as 132 requests, in addition to holding 43 meetings with communities.
- Projects implemented: 16 projects have been implemented, benefiting a total of 6,278 people.

In the area of welfare and quality of life, several enhancements have been made, including improvements in housing, improvements in water and sanitation infrastructure, and various initiatives to strengthen institutional and community management.

In addition, educational, cultural and sports programmes were implemented, highlighting the improvement of educational units, support for sports and cultural activities and the promotion of social leadership.

The Company works to strengthen good neighbourliness by implementing a social leadership school and organizing community events, such as Christmas festivities and Children's Day.

These actions have strengthened the reputation and positive image that Frontera has in territory, improving the relationship and trust between the Company, local authorities and community leaders.

Progress in the implementation of the Voluntary Principles in local facilities.

In 2023, the Company continues implementing the follow-up mechanism to the commitments to the Voluntary Principles designed in 2020, that is, the Human Rights Master Plan, which includes action lines based on systematic risk assessment, relationships with security forces and private security and allows controlling the security risk and promoting respect for human rights.

A corporate management methodology was established for the prevention of risks associated with Human Rights caused by suppliers (in operations, supply chain and business relations) acting on behalf of Frontera, implementing the application of a Human Rights Risk Matrix that is evaluated through the Security Annex.

In 2023, Frontera made 120 revisions to operational partners' compliance with the Security Annex at the Company's field, which allowed to generate a culture of responsibility and preventive commitment in terms of management, attention to and assessment of human rights environments. The purpose of the Company is to lead the promotion of the Voluntary Principles and show its responsibility to formulate actions (through the Human Rights policy) that positively impact the territories and relations established in its operation. In turn, the Annex made it possible to assess the degree of commitment of contractors and subcontractors and to prevent the risks associated with human rights.

These reviews promote the Human Rights Culture in the Company's environment, develop and improve the safety management procedures applied to protect the integrity of communities, and the dimension of management processes between institutions and the Company.

03

Examples of advocacy and progress in the implementation of the Voluntary Principles at the international level.

The commitment to the Voluntary Principles Initiative is established in all countries where Frontera operates: Colombia and Ecuador. The Company promotes its membership in countries where it has a presence with partners: Guyana.

Collaboration with Civil Society Organizations, Local NGOs and Partners

Frontera Energy has led significant efforts to work closely with key organizations and partners to promote and understand human rights and the Voluntary Principles. The Company has established strategic alliances with organizations dedicated to the promotion of human rights and security in the regions where it operates.

In 2023, Frontera issued its Communication on Progress to show corporate action and performance related to the Ten Principles of the UN Global Compact. The Company's annual Sustainability Report highlights the most representative actions taken in Human Rights, Environment, Labor Standards and Anti-Corruption, the strategic approaches to sustainability of the UN Global Compact. Besides, this document presents the strategies adopted to manage other issues of relevance to operation and sustainability, such as the reference frameworks used for management and the guidelines for multinational companies of the Organization for Economic Cooperation and Development (OECD).

In 2023, the Company worked with different organizations to contribute to the development of the territories where it operates. Some of the entities with which activities were carried out are:

- **Fundación Amanecer**, an entity that accompanied the Company in the development of social investment projects in the department of Casanare.
- Center for International Private Enterprise (CIPE), an entity with which Frontera offered training for local entrepreneurs in Casanare to promote ethics and compliance in business development.
- **Fundación Catalina Muñoz**, a non-profit organization, which acts as an inter-company articulator between Frontera and Sodimac to deliver ceramic material and promote projects to improve the quality of life in Casanare.
- **Tecpetrol**, an hydrocarbon company, located in Puerto Gaitán, Meta, which co-financed the construction of a sports space in one of the areas of direct influence of Frontera, as a place for the cultural and sporting development of the community.

Collaboration with Civil Society Organizations, Local NGOs and Partners

Frontera recognizes the importance of involving communities in the promotion and understanding of the Voluntary Principles. The Company has conducted dialogue and consultation sessions with communities close to its operations. Frontera has maintained open and transparent communication with communities, addressing concerns and encouraging participation.

To work hand in hand with the communities of the areas of influence where it operates is of utmost importance to the Company, so relationships are based on an empathetic attitude towards the environment and a careful monitoring of policies on engagement with shareholders and sustainability.

The territories where Frontera operates have been exposed to fragile institutional frameworks, which translates into unmet basic social needs. Therefore, the Company, which is aware of its possibility to contribute to sustainable development due to its presence in the territory, has established a social investment framework, which allows boosting competitiveness and strengthening its institutional framework, through the development of sustainable projects with high social, environmental and economic impact.

In order to build a close, empathetic, open, respectful, clear and transparent relationship with neighbouring communities, indigenous groups and local and regional authorities, Frontera has focused its relationship strategy on four principles which allow tracking its management, impact and contribution to the territory, while supporting communities as agents of its own development.



In Frontera, acting with integrity means respecting legal, regulatory and stakeholder agreements, and generating value for the parties, through ethical compliance and transparent communication of progress.

The Company protects and promotes respect for human rights and a friendly social interaction, in order to be recognized as a legitimate and trustworthy partner.



The Company seeks to build strong relationships based on dialogue, honesty, accountability, fairness and transparency.

Frontera is aware of the impact of their actions and decisions as well as the limited resources, so they promote efficient and high impact projects.



The social investment strategy is a fundamental tool to guide the actions that the Company implements with the purpose of promoting the sustainable development of the communities in which it operates.



Inclusive economic development

Frontera provides opportunities for productivity and entrepreneurship as an engine for communities to generate income and achieve autonomous and sustainable socio-economic development.



Education

Frontera contributes with access to quality education based on technical skills, as the foundation of a sustainable future for future generations.



Ethnic development

Frontera respects and recognizes cultural differences as the core of dialogue, consultation and assertive relationship with its stakeholders.



Quality of life

Frontera promotes conditions for communities to access basic services as a key factor for poverty eradication and long-term socio-economic growth.

On the understanding that communities are also responsible for their development, the Company promotes transparent business relationships to contribute to the economic development of local entrepreneurs in its areas of influence. To this end, the program "FronteraPro" promotes the inclusion of companies from the regions where Frontera operates and contributes through training processes to close gaps that hinder the competitiveness of local entrepreneurs.

In the field of labour, the Company promotes the connection between local workforce from different areas of influence, generating employment opportunities offered by the Company's contractors and subcontractors in the different regions where it operates, in accordance with the provisions of current labour legislation and the Public Employment Service, among others.

Similarly, Frontera creates opportunities to review contractors and subcontractors' compliance with current legal obligations regarding labor and local labor ties, generating additional updating forums and meetings with suppliers and promoting the right to decent and quality work in the territories of operation.

Participation in Dialogue with Other Participants and External Stakeholders

Frontera Energy has been proactive in engaging in ongoing dialogues with other participants, including hydrocarbon companies and government actors, as well as external stakeholders, such as international organizations and human rights experts. The Company has participated in meetings, forums and events where experiences, challenges and good practices in the application of the Voluntary Principles are discussed, sharing lessons learned and contributing to the development of common standards and policies in the field of security and human rights.

International forums and conferences:

Frontera has been an active participant in international forums and conferences on business and human rights. For example, the Company has contributed to panel discussions at the United Nations Annual Forum on Business and Human Rights, sharing experiences on the implementation of Human Rights and Voluntary Principles in specific contexts and participating in discussions on best practices.



Alliances with other sector companies:

Frontera Energy has forged strategic alliances with other companies in the hydrocarbon sector to collectively address human rights and security challenges. The Company has shared good practices and contributed to building a unified approach, thus strengthening cohesion and shared responsibility in the industry.



RELATED POLICIES, PROCEDURES AND ACTIVITIES



04

Relevant policies, procedures and guidelines for implementing the Voluntary Principles.

Incorporation of the Voluntary Principles into the Policy Framework and Business Practices

Frontera Energy has integrated the Voluntary Principles into its policy framework through the formulation and adoption of a corporate human rights policy. This policy reflects the commitment of senior management to the Voluntary Principles, establishing clear guidelines on the protection, respect and remediation of human rights in all Company operations. In addition, operating procedures have been adapted to reflect these commitments and business practices, which stress the importance of human rights due diligence throughout the value chain.

The Sustainability Policy also reflects the Company's strategy and commitment to protecting human rights:

Sustainability Policy.

Frontera Sustainability Policy is the mechanism that provides visibility to the strategic commitments promoted by the Company in relation to environmental, social and governance issues. These commitments promote respect for Human Rights and framework initiatives to which the Company joins in order to ensure the impact and scope of its actions.

The policy ensures that actions and efforts are guided by the main sustainability and human rights reference frameworks adopted globally, such as:

Principles of the Global Compact, United Nations Sustainable Development Goals, United Nations Guiding Principles on Business and Human Rights, United Nations Entity for Gender Equality Women's Empowerment Principles.

Other policies

There have been no changes since the last annual report, but it is worth mentioning that the guiding documents (Code of Business Conduct and Ethics, Human Talent Policy, Diversity Policy, Equity and Equality, Sustainability Policy, Corporate Security Policy, Human Rights Policy and Contractor Security Annex) represent the foundation of our commitment to the Voluntary Principles on Security and Human Rights, which are managed and updated by Frontera.

Through the Security Annex (at the signing of the contract), we expand the knowledge of contractors and subcontractors on policies and guidelines, mainly, Corporate Principles and Values, Human Rights Policy (aligned with the Voluntary Principles), Code of Conduct and Ethics, Anti-Corruption Policy and Prevention of Money Laundering and Sustainability Policy and Risk Matrix in Human Rights. All these documents allow us to control risks, monitor implementation and results, and ensure compliance with them, generating a corporate environment of effectiveness and efficiency.

RISK ASSESSMENT

05

Company procedure for conducting security and human rights risk assessments; and integrating findings.

Procedure for conducting security and human rights risk assessments and integrating findings.

Frontera follows a process to assess security and human rights risks, aligned with the criteria of the Voluntary Principles. Risk identification is done through a thorough analysis that considers different factors, such as track record on human rights of security providers, analysis of the rule of law in areas of operation, analysis of local conflicts and transfer of equipment. The Company also assesses the potential for violence in the operating environment.

The aim of this comprehensive approach is to understand and mitigate the risks associated with its operations. The findings of these evaluations are directly integrated into the Company's management systems. The findings are translated into actions and strategies to address and mitigate the identified risks.

Frontera Energy is committed to implementing corrective and preventive measures, establishing specific protocols to ensure operations comply with the Voluntary Principles and International Human Rights Standards.

The methodological guidance that the Company has adopted for security processes responds to the identification, analysis, assessment and treatment of physical security risks present in the development of operations.

The process requires the knowledge and application of formats to define which risks to analyze, possible causes and events that could increase and impact our objectives.

Safety risk management involves the following activities:

- Contextualization: We establish the context of the Company in terms of macro process and security policy.
- Identification and assessment of security risks.
- Classification of safety risks.
- Prioritization of risks.
- Socialization of risks.
- Definition of mitigation activities to minimize the likelihood of occurrence and indicators for monitoring.
- Defining the situation of each risk over time through a clear process.

The Comprehensive Safety Risk Matrix identifies (5) major risks:

- Legal breach in the assurance of the operation and projects.
- Violation of the Voluntary Principles and Human Rights in the assurance of the operation and projects.
- Physical security incidents that affect people's lives or Frontera environment, operation or inventories (e.g. terrorist attacks, theft, kidnapping)
- Exposure to threats and vulnerabilities related to our strategic allies that increase the risk of our operation. Contractual commitments that may impact us from the legal perspective in relation to public security.
- Establish or maintain relationships with security and surveillance companies and/or law enforcement, violating compliance policies (Fraud and LAFT) and Frontera regulations; fraudulent payments or delivery of items in kind to fulfil agreements; collaboration with security forces; private security and surveillance contracts, seeking a benefit of their own or for a third party.

According to Risk 2 and under the three pillars of the Voluntary Principles, the "Human Rights Master Plan" tool records risk identification and assessment memories in each block of the operation. This is carried out through the assessment and identification of risks in Security and Human Rights; the implementation of a Comprehensive Physical Security Risk Matrix, guided by asset security leaders and supervised by Frontera Physical Security Manager, and the development of a Security Plan, based on analysis results.

The following safety-related risks are identified:

- Theft of copper.
 - Social protest.
 - Extortion and kidnapping.

The Human Rights Risk Matrix involves the following activities:

- Identification of risks associated with Human Rights in the operation of contractors linked to Frontera.
- Human Rights risk assessment according to established criteria.
- Probability and impact of risk.
- Residual risk: a risk that remains after having implemented controls.
- Control measures.

The Human Rights Risk Matrix assesses the following risks:

- Abduction or death of persons at work.
- Mistreatment or harassment by colleagues or superiors.

- Discrimination in recruitment processes.
- Dismissal of employees for belonging to a trade union group.
- No affiliation to or lack of timely payment of social security.
- No equitable payment of wages.
- Do not allow the enjoyment or payment of holidays to your employees.
- Access to adequate quantity and quality of food for a healthy and active life.



In 2023, none of the companies evaluated presented incidents in Human Rights.

Incorporation of the Voluntary Principles into the Policy Framework and Business Practices

Frontera Energy recognizes and addresses legitimate concerns related to confidentiality, security, legal and policy matters, as well as impacts on the local community. Evaluation results are handled sensitively and measures are implemented to ensure confidentiality where necessary. The Company is committed to transparency and the protection of critical information, ensuring the integrity of its operations and respect for human rights.



COMMITMENTS WITH THE SECURITY FORCES



06

Company procedure to report security-related incidents with human rights implications by public/private security forces in connection with the Company's activities.

To file a complaint, people can use any of the following channels:

- Through the confidential and anonymous Frontera ethics line, NAVEX Global, an independent external provider, will receive complaints and reports using the EthicsPoint platform.
- Contact the supervisor, manager or executive responsible for the department. However, this depends on the seriousness and sensitivity of matters involved and the persons suspected of malpractice.
- Contact the Ethics and Compliance officer or the Audit Committee Chair. The Chair of the Audit Committee may be contacted by email with the word "Confidential" in the subject line at: AuditCommitteeChair@fronteraenergy.ca
- You can visit the website: www.fronteraenergy.ethicspoint.com

These reports are treated with the highest standards of security and confidentiality.

In accordance with the Policy of Submission of Complaints or Concerns, all complaints received through our channels will be studied and analyzed objectively and independently, respecting the confidentiality of the person involved and ensuring a response on the action taken.

Recording and reporting of incidents

Frontera records and reports credible complaints of security and human rights incidents perpetrated by public security forces in areas linked to the Company's operations.

These allegations are referred to the relevant Government authorities in the host country, urging proper investigation of the facts and taking corrective measures to avoid their recurrence. The Company undertakes to cooperate fully with the authorities and provide the necessary information to facilitate investigations.

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In the context of the procedures developed to manage relationships with Public Forces, Frontera Energy Corp. respects the procedural and judicial autonomy of democratic institutions defined by the country. However, it is essential for the Company to apply preventive policies so that all procedures are in line with the Voluntary Principles regarding respect and guarantee of human rights.

— Recording and reporting of incidents

Frontera actively monitors the status of public security investigations related to reported incidents. The Company presses to ensure that these investigations are conducted in a proper and transparent manner. This continuous monitoring is essential to ensure that human rights violations are addressed responsibly and that effective corrective measures are taken.

As a victim, Frontera Energy Corp. assumes, under Article 32 of the National Constitution and Law 906 of 2004, the responsibility of protecting its assets, instituting its complaints and restoring the affected protected legal assets, permanently accompanying the processes to define the evidentiary support and the determination of

responsibilities. In addition, the Company fosters the regulatory compliance of public policy with respect to hydrocarbons production control and the collateral effects that may alter the business.

— Relevant results of security-related incidents and human rights implications reported to authorities

During the year 2023, the crimes of greatest impact were theft of copper, extortion, micro-trafficking and homicide to control the invisible borders in our area of operation. All of the above is fostered by the management of informal economies in the area to influence the laundering of assets in the illegal economy generated said crimes. The presence of the state in issues related to migration, violence and influence of illegal armed groups in the area and their control has always been a concern for Frontera Energy. Complaints have been filed before the Office of Migration Affairs; the Office of the People's Advocate delegated to the Personality of Puerto Gaitán, and the police authorities delegated to the Personality.

Public Forces work has been permanent and achieved positive results both in their intent to strike a balance between security and peaceful coexistence and in the judicial context, through the Attorney General's Office. However, the issue of illegal migration and recruitment of children by illegal armed groups is still pending.

07

Company's procedure to take the Voluntary Principles into account when engaging with private security providers.

Frontera is committed to conducting its business ethically and honestly. It values integrity and transparency and has a policy of **"zero tolerance"** for corrupt activities of any nature, whether committed by its personnel, by third parties acting on behalf of the Company or by any other party having a business relationship with the Company.

To fulfil this commitment, Frontera performs a due diligence procedure on all third parties prior to the establishment of commercial relations.

This procedure aims to prevent the Company from compliance risks related to money laundering, terrorist financing and proliferation of weapons mass destruction, fraud, corruption and transnational bribery (collectively referred to as "risks") in the conduct of their business activities.

Frontera performs due diligence procedures that include verifying information related to the reputation of third parties by reviewing articles published in the media, litigations, sanctions lists, disciplinary measures, social networks, among others.

The objective of Frontera is to mitigate the possibility of engaging in commercial relations with third parties that involve any of the risks.

Once the supplier has been selected in the supply chain, we request their compliance with the Security Annex, as a follow-up to sensitive procedures. Human Rights, Voluntary Principles and the Code of Ethics are integrated into the supplier procedures, according to the management system, and incorporated into the evaluation protocols. In this regard, partner companies present certifications support and a Commitment Compliance Act.

In addition, providers should provide proof of training and good practices in quality management within the legal context of human rights. Monitoring and verification procedures and compliance protocols are included in training sessions. Frontera assesses and verify compliance with these practices.

As for background research, we request and verify that:

The supplier or associate contractor, under its corporate protocols, validates the legal background of the personnel who will perform tasks at our facilities, in compliance with the constitutional right to Habeas Data.

It is essential that the persons to be hired have not been under investigation for crimes against humanity and that, as per their legal background, they have not performed relevant terrorist actions against society or have been involved in justice and reparations processes.

In Frontera (including all its subsidiaries), we are committed to operating the business following the highest standards of excellence, while we interact with our different stakeholders under the values of transparency and honesty, managing different communication mechanisms that favor timely accountability of the management of the Company, providing useful, comprehensive and sufficient information for each interested party.

The Company, in addition to their own analysis and response strategy, requests that national bodies take actions, within the scope of their legal powers, to guarantee the protection of Human Rights holders perceived to be at risk.

In addition, providers should provide proof of training and good practices in quality management within the legal context of human rights. Monitoring and verification procedures and compliance protocols are included in training sessions. Frontera assesses and verifies compliance with these practices.

The grievance mechanism invites all those who are part of the Company to work towards generating value for all. In that sense, the management of PQRs in Frontera covers different action fronts and is not limited to specific issues. In 2023, no requests were received that could reveal the alleged violation of Human Rights. Likewise, the interdisciplinary group (Physical Security, Legal, Corporate Social Responsibility, Compliance and others, as the case may be) in charge of analyzing and answering to the requests received, has agreed that authorities, such as the Office of the Ombudsman, the National Police, the Communal Action Boards and the municipal authorities should be notified, as part of the relevant actions to be taken in the field of human rights and apart from the actions taken internally, should a human rights situation arise.

During 2023, no complaints or allegations were filed against security forces.



08 Company procedure to investigate and remedy security-related incidents with human rights implications by public/private security forces in connection with the Company's activities.

Company complaint process to respond and remedy adverse impacts.

At present, Frontera Energy has a procedure for dealing with petitions, complaints and claims of interest groups in the operating territories. These channels are available through professionals in the area of Corporate Social Responsibility, who have direct relations with communities and local authorities and channel the petitions, complaints and claims (PQR) for their management and closure.

Besides, Frontera has an Ethics Line through which anyone can anonymously report cases of human rights violations, which are considered to be the result of the Company operation.

Response and remediation of identified adverse impacts

According to the attention, management and closure procedure of PQR, once the request is received by the area of Social Responsibility, it is registered and evaluated and, depending on the reason, referred to the area of the Company in charge of giving response. Once the response has been provided and has been validated by the legal area of the Company, it is submitted to the petitioner and closed.

Examples of results on how human rights incidents have been addressed.

It is worth noting that by 2023, Frontera Energy did not record petitions, complaints or claims related to Human Rights incidents.

COUNTRY IMPLEMENTATION

09

Overview of operations selected for the report, by country



ECUADOR

In 2023, drilling activities continued in the Perico Block, as well as the updating of the prospective in the Espejo Block.

The relevant aspects of each block are:

Contractual Aspects



CONTRACT	PERICO	ESPEJO
TYPE OF CONTRACT	Exploration & Production	Exploration & Production
AREA IN ACRES	8859	7826
FEC PARTICIPATION	50 %	50 %
COMPROMISES	<ul style="list-style-type: none"> -Drilling of 4 exploratory wells - -Reprocessing of 72 km² of 3D seismic - Purchase of 72 km² of magnetometry and gravimetry Note: all commitments were executed 	<ul style="list-style-type: none"> -Drilling of 4 exploratory wells - -Acquisition of 55 km² of 3D seismic - Reprocessing of 74 km² of seismic - Acquisition of 63 km² of magnetometry and gravimetry
OPERATOR	Frontera	Geopark



In the Perico block, Frontera drilled the Perico Centro-1 exploratory well, the fourth and last well agreed upon at the signing of the contract. Appraisal wells Perico Norte 3 (Yin-2) and Perico Norte-4 were also drilled. All three wells were successful and are currently in production. An updated assessment of exploration potential was completed, and a comprehensive field development plan for the Jandaya-1 exploration well was also defined for the acquisition of additional information at the Tui exploration well.

10 Commitments with stakeholders in national implementation.

COLOMBIA

Frontera Energy reaffirms its commitment to respect the cultural diversity and rights of the ethnic communities present in the areas where it operates. The Company carries out prior consultation processes, complying with the legislation and guidelines established by the Ministry of the Interior. Although some prior consultations are not according to the initial interpretation of the authorities, Frontera Energy recognizes the importance of addressing the concerns of ethnic communities and, if necessary, seeks modifications in the ministerial decision to ensure a meaningful post-consultation process. The acknowledgement and respect of human rights are at the heart of Frontera Energy processes.

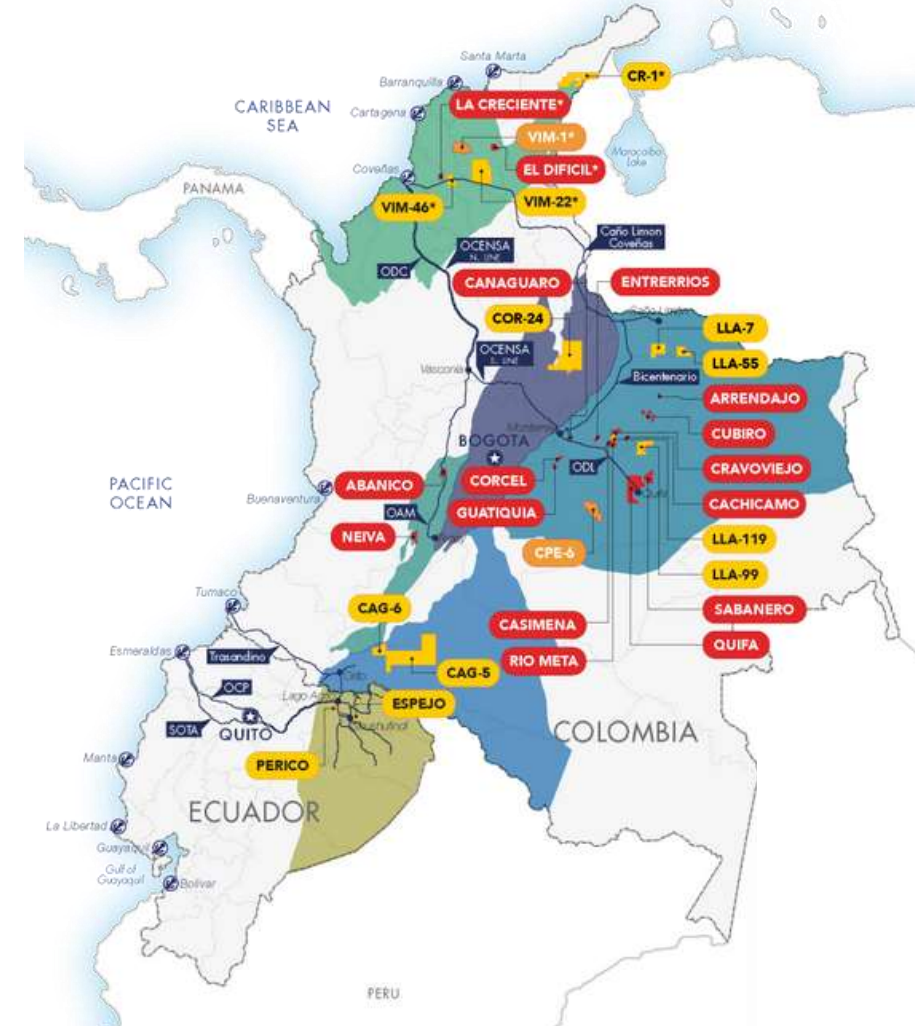
In the Espejo Block, the 3D seismic acquired in 2022 was processed and interpreted. Technical workshops were held to share interpretations between Frontera and Geoapark. An agreement on the two exploratory wells to be drilled to meet outstanding commitments is still pending.

On the other hand, in order to focus on the opportunities described above, we decided to make a transition to close operations in Peru and renounced the extraction of some of the most expensive barrels.

In this regard, during 2023, the Company issued alerts to the Human Rights and Police authorities, participated in judicial units to protect affected rights and led training activities on Human Rights, focused on security and integral respect. Frontera Energy, in compliance to the constitutional precept, denounces and adopts the protection of its communities and permanently ensures access to justice for our communities.

In addition, the Company developed prevention campaigns against extortion and kidnapping, in collaboration with the groups Guala Militar Meta and Guala Police.

Frontera Energy is committed to promoting human rights and participating in consultation and dialogue processes with local communities and government authorities. This approach reflects the Company's ongoing commitment to social responsibility and respect for human rights throughout its operations.



ECUADOR

In Ecuador, since its development in 2019, the Social Baseline is continuously updated to each actor and stakeholders with whom Frontera interacts, not only from civil society, but also from communities in areas of direct and indirect influence, and local authorities, parishes, cantons and provinces. Having this updated information allows the Company to be closer to its related parts and articulate efforts aimed at strengthening communication and good neighbourliness, seeking to address the immediate needs of these actors.

The Ecuadorian Government, through international legal instruments such as conventions, covenants, agreements and declarations, reaffirms its commitment to the recognition and guarantee of the rights of its citizens. These documents represent the obligation of States to fulfil this primary task.

In cases of non-compliance, States submit themselves to specialized supra-state bodies, both in the Inter-American human rights protection system and the United Nations system. These bodies have the function of establishing responsibility for violations of human rights, whether by action or omission, of persons acting in the exercise of State power, in the absence or deficiency of public services, and in the performance of their official duties. This commitment reflects the will of the Ecuadorian Government to ensure the protection and respect of the fundamental rights of its citizens, in line with international standards.

JARA SEGURIDAD, the private security company operating in operation, has its own corporate social responsibility policy, [P-MC-06 P-MC-06 RESPONSABILIDAD SOCIAL EMPRESARIAL.pdf](#), which defines how the company contributes to the development of communities, external customers, internal customers and the environment. Jara Seguridad promotes these rights through compliance with the laws of the Republic of Ecuador, as well as policies and procedures for the fulfillment of these rights and principles.

11

Voluntary principles, considerations in the selection of private security providers, formulation of contractual agreements with private security providers and agreements with public security forces.

Frontera Energy has implemented plans and efforts to integrate the Voluntary Principles into its relationships with private security providers, developing training plans, establishing objectives and signing agreements with public security forces.

The Company has established procedures to manage interactions with public safety providers, including explicit references to the Voluntary Principles in relevant agreements, where possible, demonstrating its commitment to the application of these principles in all security matters.

However, in 2023, no collaboration agreements were signed with public security units. The Company ensures that human rights are promoted and respected through a permanent relationship with said units.

Frontera Energy has also implemented efforts and controls (Contractual Security Annex) to prevent the employment of persons involved in human rights abuses when providing public security services.

Appropriate measures have been put in place to encourage the use of force only when strictly necessary and in proportion to the threat, ensuring that the rights of individuals are not violated. These principles are fundamental to Frontera Energy's ethical and responsible conduct in its operations.

We also hold strategic meetings to validate and generate permanent commitments to respect and ensure their fulfilment.

In addition, our Corporate Social Responsibility Department involves local, departmental and national authorities in the relevant discussions so as to rely on competent guarantors on our topics of interest, to resolve any concerns raised by shareholders from the private sector and institutions, and to ensure that all actions are carried out within the law and that they are part of the solutions proposed.

No incidents related to human rights abuses or use of force were recorded in 2023.

12

Examples of support to outreach, training of relevant personnel, private security, public security and civil society.

As regards collaboration with Civil Society Organizations, Local NGOs and partners, Frontera Energy is committed to leading strategic efforts to promote knowledge and respect for Human Rights and advance the implementation of the Voluntary Principles in its operation.

The Company has established collaboration programs with local NGOs and community groups for workshops, talks and awareness events. These events seek not only to inform civil society about ethical business practices, but also to encourage open and participatory dialogue.

During 2023, the Company socialized its corporate Human Rights policy, which impacts employees, contractors, partners, subsidiaries, among other actors with whom the Company relates. This policy is also guided by the update of the corporate and ethical code of conduct, that governs the conduct and culture of the parties around the relations and promotion of Human Rights.

The Company presented its annual report on progress, compliance and contribution to the 10 Principles of the Global Compact, incorporating significant aspects in human rights, environment, labor standards and anti-corruption in its annual sustainability report.

They highlighted the most representative and strategic actions, including the specific focus on Human Rights. The paper also highlighted strategies adopted to address critical issues, using benchmarks such as the OECD guidelines for multinational enterprises.

In collaboration with various organizations, Frontera Energy has contributed to the development of the territories where it operates. In 2023, the Company carried out key initiatives with entities such as Fundación Amanecer, which accompanied the Company in social investment projects in the department of Casanare. In addition, they collaborated with the CIPE (International Center for Private Enterprise), facilitating training spaces for local entrepreneurs in Casanare, focused on promoting ethics and compliance in business development.

The collaboration with Fundación Catalina Muñoz, a non-profit organization that acts as an inter-business articulator, was another important milestone. Together with Sodimac, Frontera Energy participated in projects that delivered ceramic material to improve the quality of life in Casanare.

In addition, it is worth noticing the collaboration with Tecpetrol, a hydrocarbon company located in Puerto Gaitán, Meta. Together, these companies co-financed the construction of a sports space in a zone of direct influence of Frontera, contributing to the cultural and sporting development of the local community.

These examples illustrate Frontera Energy's dedication to establishing effective partnerships and collaborations with diverse organizations, thus promoting respect for Human Rights and compliance with the Voluntary Principles throughout its operations.

Training of private security providers.

In 2023, 2491 hours of training were provided to Honor & Laurel's human rights contractor staff. The sessions, distributed between 510 classroom hours and 1981 virtual hours, reflect the commitment to the integral training of external collaborators, ensuring the alignment of business practices with the highest standards in Human Rights.

Total hours	2491
Man hours	7,7
Average training Male	3,5
Total training	33

323 people were trained in human rights.

- **Harassment at work:** 15 people.
- **Code of ethics:** 19 people.
- **Various human rights concepts:** 20 people.
- **Compliance with code of ethics and conduct:** 6 people.
- **Virtual course: code of ethics -** 80 people.
- **Virtual course: commitment to the fulfillment of Human Rights:** 104 people.
- **Virtual course - Human Rights due diligence:** 84 people.
- **Virtual course - Human Rights:** 300 people.
- **Virtual course - Human Rights II:** 72 people.
- **Virtual course: Human Rights and Voluntary Principles:** 100 people
- **Virtual course: gender equity and human rights:** 424 people
- **Virtual course: code of ethics and workplace harassment:** 144 people
- **Human Rights:** 132 people.
- **Human Rights and Gender Equity:** 30 people.
- **Human Rights and the use of force:** 118 people.



- **Political dissemination of respect for, protection and promotion of human rights:** 7 people.
- **Risk management module II (physical security functions as a prevention and human rights strategy):** 24 people.
- **Risk management module IV - Risk scenarios, application of public risk procedures and Human Rights:** 68 people.
- **Social inclusion:** 20 people.
- **Mi compromiso Honor (My Honor Commitment) to compliance with the code of ethics and conduct:** 63 people.
- **Policy on respect for, protection and promotion of human rights:** 17 people.
- **Prevention of workplace and sexual harassment:** 533 people.
- **Reinduction: Compromiso Honor (honor commitment), overtime, payroll and human rights:** 51 people.
- **Forced labour:** 20 people.
- **Child labour:** 20 people.

2491 Overall number of persons trained.

Between November and December, the Company held the Human Rights Week with the participation of all staff, where different activities focused on the following topics:

- Human Rights and the use of force.
- Human Rights (forced labour).
- Human Rights (child labour).
- Collecting evidence (photos and sending of physical supports).

In addition, a successful implementation of the human rights training program was carried out with the contractor, **Prosegur Servicios de Seguridad**. In this process, 25 members of its operational team in the northern region of Colombia and in the department of Sucre participated actively, thus strengthening their skills and knowledge in the field, while carrying out their work responsibilities.

During this week the activities had a practical theoretical methodology, each worker will be able to perform learning exercises of different tasks such as:

- Synchronous training.
- Crossword puzzle.
- Alphabet soup.
- Drawings.



13

Company's procedure to review progress in the implementation of Voluntary Principles at local facilities.

To review progress in the implementation of the Voluntary Principles, Frontera Energy has implemented a comprehensive and proactive approach, supported by specific indicators and processes established in a "Master Plan in Voluntary Principles" on security and human rights, as a comprehensive system for monitoring annual activities aligned with three fundamental pillars: risk assessment, relationship with public security, and relationship with private security.

- Risk Assessment: the Company carries out a detailed risk analysis in each area of operations, identifying and addressing potential security threats and possible human rights violations. This analysis includes assessment of the rule of law, analysis of local conflicts and review of the human rights record of security providers. It also assesses the capacity of local authorities to prosecute human rights offenders.
- Relations with public security: Frontera Energy maintains close relations with law enforcement units that have mission responsibility in their areas of operation. This coordination of efforts makes it possible to monitor the commitment, both to training in human rights and to promoting and respecting them.

- Relations with private security: To ensure adherence to the Voluntary Principles, Frontera Energy implements conduct reviews, good practices and human rights training for private security personnel. These reviews and training are carried out with a perspective of prevention of abuses and respect for human rights.

Frontera Energy has trained internal staff and external collaborators of private security contractors, addressing fundamental human rights issues. This comprehensive and detailed approach reflects the Company's serious and sustained commitment to the application of the Voluntary Principles in all its operations, promoting a culture of respect for human rights and the prevention of possible violations.

In compliance with the "Human Rights Master Plan", the Company carried out activities in relation to security forces, security companies and private security companies, and held local committees with security forces, officials and ombudsmen, and meetings with operators. Besides, the Company fostered the relationship with private security through managerial visits at the operating sites.

During 2023, we showed the human rights training of the personnel of the National Army that accompanies the operation of the Company.



In the units, officers, non-commissioned officers and soldiers are immersed in this theme in a transversal manner at the three levels of education: formation, training and specialization, throughout their stay in the forces.

During this period, the members of the National Army units that accompany the operation of the Company received training in each of the sites where we are accompanied by military personnel, by specialized instructors of the "Escuela de Derechos Humanos del Ejército" (Army Human Rights School).

National Police personnel accompanying Frontera operations receive human rights training through the National Directorate of Schools. They apply a policy of online training and professional foundation for the different grades and promotions. Annually, police personnel should make a certified update and arrange it in their resume, and then deliver it to the operating units, where they are filed for the integral management system.

These trainings are structured in the same academic methodological program that defines in the legal framework the fundamental principles of the constitutional block, the application of human rights, and the normative impact in the country, as well as the structural form of application in procedures for the various specialities.

- Citizen Security.
- Judicial Police (specialized units).
- Intelligence.
- Rural Citizen Security.
- Special and Interdiction Task Forces.

LESSONS AND OPPORTUNITIES

14

Lessons and opportunities from the report year, and plans and opportunities to advance the Voluntary Principles for the organization.

Lessons learned in the operation of the Company.

During 2023, a total of 188 security events materialized, excluding blockades and demonstrations, which significantly impacted the Company's operations. During these events, all established protocols were followed, demonstrating due diligence in the management of these events and always respecting the human rights of all involved.

Despite the absence of formal agreements with the Public Forces, Frontera Energy achieved a solid accompaniment in 1487 occasions, which resulted in 390 preventive actions supported by the Company's security scheme. Operational efficiency was also optimized by strengthening relations with the Office of the Prosecutor and the security forces.

However, during the year the Company faced significant challenges related to the theft of copper cable in its facilities, which led to a decrease in the production of its fields. This challenge highlighted the importance of implementing additional security and asset protection measures. In response to these challenges, Frontera Energy implemented an Incident Force, highlighting synergies between areas and focusing on asset assurance.

Measures included the installation of electromagnetic padlocks, the reinforcement of mechanical metal securing, the installation of safety bars on doors and transformer caps, the placement of cups in transformer drains and the installation of cameras in 16 clusters with which preventive actions were achieved. In addition, a constant monitoring of the migration of copper-to-aluminum cable was carried out, adjusting strategies as necessary to ensure an operational, safe and protected environment in all the Company's facilities.

Lessons for Advancing the Voluntary Principles:

During 2023, Frontera Energy identified valuable lessons that strengthened the implementation of the Voluntary Principles. Some of these lessons include:

- Need for continuous adaptation to the changing dynamics of the operating environment and local communities. Flexibility in the implementation of the Voluntary Principles is essential to address changing and emerging situations.
- Effective communication, both internal and external, is essential to ensure that operations personnel understand the importance of the Voluntary Principles.

- Continued collaboration with civil society organizations, local NGOs and strategic partners enriches commitments to the Voluntary Principles and perspectives and strategies to address challenges.
- Optimizing strategic coordination with the security forces is essential to increase the deployment of personnel (police and army) and ensure a more active judicial presence in critical areas, with the aim of improving the effectiveness in the fight against criminal gangs and the management of migrants in the region.

Lessons for Advancing the Voluntary Principles:

Pilot Energy Mining Committee (CME) project for environmental due diligence measurement:

The pilot project for the implementation of the protocol for the identification and management of security risks and human rights was carried out during 2023.

The CME, as part of the International Initiative of Voluntary Principles jointly with the Government of Colombia (member of the Steering Committee), being our international reference in the implementation of this standard, identified the main challenges and the need to advance in the construction of standard protocols on security and human rights issues, and in conjunction with the Regional Center for Responsible Business and Entrepreneurship (CREER) developed the protocol for the identification and management of security risks and human rights.

The need to implement the toolbox for the application of the protocol was determined, in order to facilitate its implementation in the territories, through a series of guides and tools that allow companies and the security forces to guide its proper use.

In this way, the CME and CREER, with the support of the DCAF, Geneva Center for the Governance of the Security Sector, invited us to participate as a Company of the hydrocarbon sector in conjunction with the Ministry of Defense of Colombia, in the implementation of the protocol and its toolbox, whose purpose in the territory is to facilitate collaborative work and articulate dialogue between the security forces and companies, with the support of civil authorities, civil society and other actors, strengthening security conditions and respect for human rights.

By December 2023 the first two phases were completed:

Phase 1: Planning of the Protocol implementation.

Phase 2: Identification of security and human rights risks (Visit to Cajua by the facilitator team). **CME scheduled the completion of Phase 3 by 2024.**

The following security risks were identified:

- Presence of groups outside the law, illegal occupation of land, low performance of government entities and their performance in justice and minor crimes against the Company's assets.



Frontera Energy is committed to further strengthening the implementation of the Voluntary Principles through continuous adaptation, effective communication, ongoing collaboration and strategic coordination with security forces and other relevant actors.

These actions are essential to ensure operations that promote security, responsibility and respect for human rights in all areas of operation of the Company.

