



SierraCol
energy

Sustainability Report 2022

**A year of
sustainable
progress**

A year of operational excellence, outstanding economic performance, and significant progress on our ESG objectives



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A year of sustainable progress:

A year of operational excellence and outstanding economic performance and significant progress in our ESG objectives



Chipiron T-02 Well, Arauca



A message from Tony and Bernardo

GRI 2-22

2022 was yet another year in which we were able to deliver very strong operational and financial performance despite significant challenges.



Tony Hayward
Executive Chairman
SierraCol Energy

We are very pleased to present the 2022 Sustainability Report. This is our third sustainability report since the creation of the company following the acquisition of Oxy's onshore assets in Colombia.

2022 was yet another year in which we were able to deliver very strong operational and financial performance despite significant challenges. In addition, we were able to make great progress with respect to our key sustainability objectives.

In terms of operational performance, in 2022 our Share Before Royalties production was 44.3 kboed, up 2% from last year, and within guidance of 43 – 45 kboed that we provided to investors. This performance was delivered within the highest operational standards. Our sustainability goals start within our own operations with our most valuable asset, our people. Accident-free operations and the well-being of our workforce are essential elements of our business. In 2022, our recordable injury frequency rate was 0.6, better than 2021 by 30%.

Our robust operational performance, coupled with high oil prices, which averaged US\$99/bbl Brent in 2022, translated into a very strong

financial performance. EBITDAX was US\$810m and free cash flow was US\$398m for the year. We were able to fund all our operational requirements, continue to invest in the business, execute our social investment programme, pay our financial costs, taxes, royalties, remunerate our shareholders via a dividend, and preserve strong liquidity for the business.

In terms of our sustainability objectives, we achieved some very important goals. In December 2022, SierraCol Energy received an ESG Risk Rating of 27.3 from Sustainalytics and was assessed to be at medium risk of experiencing material financial impacts from ESG factors. We are very pleased with this result as it ranked us as a Top-Rated Company in Colombia and Latin America and placed us 8th out of 158 companies in the exploration and production subsector globally¹. This rating highlights the quality of our ESG management and the robustness of our processes and systems. We remain committed to further improving our ESG performance going forward.

In 2021 we committed to reducing by year-end 2023 our CO₂ emissions by 50% against the 2020

baseline. We are pleased to report that we are well underway to deliver this ambitious objective. By the end of 2022 we achieved a reduction of 40% and have made significant progress towards our commitment of 50% reduction. This has been possible as a result of replacing oil based power generation in the Caño Limón field with clean electricity purchased from the grid, as well as a number of energy efficiency initiatives across the business.

In terms of governance, we established an ESG committee within the board of directors, providing the board with detailed insights into our ESG plans and performance. We operate in full compliance with regulations and set ourselves very high standards for business ethics and transparency.

During 2022, we paid US\$132.1m in income tax and an estimated US\$118.1m of royalties to the regions where we operate². We are also delighted that our social investment programme continued to grow which, in 2022, amounted to US\$6.3m. Our social investment programmes have contributed to a reduction in several aspects of the multi-dimensional poverty index.

¹ Sustainalytics data, December 2022.

² Net data



Bernardo Ortiz
CEO
SierraCol Energy



Chipiron Island, Lipa Swamp, Arauca

We are very pleased to be able to contribute and be aligned with the government's objectives in terms of development and poverty reduction.

We would like to emphasise our commitment to respect of human rights, as a fundamental cross-cutting material topic in all our processes, as well as the principles of diversity, equity, and inclusion to support not only professional, but also personal growth.

Financial performance, operational excellence, and ESG advancement

all went hand-in-hand this year and demonstrated how aligning the company's incentives across these dimensions has made the business stronger and more sustainable moving forward.

Finally, our many achievements in 2022 would not have been possible without the efforts of our dedicated and committed workforce, employees and contractors, the communities in which we operate and the support from local, regional and the national government. A big thank you to all of them.

"We operate in full compliance with regulations and set ourselves very high standards for business ethics and transparency"

"We would like to emphasise our commitment to respect of human rights as a fundamental cross-cutting topic"



Highlights of our operation in 2022



Production (share before royalties) was **44.3 kboed**, in line with guidance.



Largest independent producer in Colombia.³



EBITDAX of **US \$810m.**



Free cash flow of **US\$398m.**



Sustainalytics rating of **27.3** (8th out of 158 companies in E&P Subsector as of December 2022).



40% reduction of CO₂ emissions vs 2020 baseline, significant progress towards our 50% reduction by 2023.



US\$132.1m paid in income tax.



\$118.1m paid in royalties.



US\$6.3m social investment programme.



Conservation agreements for **190** hectares of natural ecosystems.



76% of total energy consumption from renewable energy.



Female recruitment increased by **7%**.

³ measured as gross operated/ joint operated production



About this report

GRI 2-2, 2-3

This is our third annual Sustainability Report in which we share our ESG performance results, for the period from January 1 to December 31, 2022.

In this report, we show continued progress in key areas, demonstrating the Company's commitment to sustainability from a dual materiality approach.

The report has been prepared in accordance with the Global Reporting Initiative (GRI) standards, specifically GRI 11 for the Oil and Gas Sector, and the Exploration and Production standard of the Sustainability Accounting Standards Board (SASB).

In addition, we have voluntarily decided to align ourselves with the global standards of reporting bodies such as the World Bank's International Finance Corporation, the Equator Principles, IPIECA and EITI, as well as considering the risks highlighted by the World Economic Forum.

If you have any concerns or questions about the content of this report, please contact us comunicaciones@sierracol.com.

Our 2022 Sustainability Report can be found on our website at www.sierracolenergy.com.



Caño Limón field, Arauca

Scope of report

This report focuses mainly in the areas where SierraCol Energy has operational control.

- Caño Limón Area
- Central Llanos
- Bolivar Contract

Note: Reported data, related to TRIR, safety, social investment, employment and financial performance, includes data from La Cira Infantas. Data that varies in the indicators throughout the report will be clarified in the GRI and SASB indicator table.

External verification process

GRI 2-5

To guarantee the reliability and transparency of the information to our stakeholders, PricewaterhouseCoopers S.A.S independently verified this report.



About SierraCol Energy

GRI 2-1, 2-6

For three consecutive years, SierraCol Energy has maintained its position as the leading independent oil and gas Company in Colombia

2022 was yet another year where we were able to deliver very strong operational and financial performance despite significant challenges.

Throughout these three years we have managed to continue to build excellence and professionalism in the development of all our processes. We are consolidating our position as the best partner for the development of energy resources in a socially and environmentally responsible way.

Our mission, vision and values



Develop energy resources in a responsible manner to create value for our stakeholders.

Mission



Become the leading independent energy company in Colombia and Latin America.

Vision



Sustainability

We provide a safe and healthy workplace; we are committed to protecting the environment and promoting the wellbeing of our communities.



People

People are our most valuable asset; we value a diverse workforce; everyone has an equal opportunity to learn and succeed.



Results-oriented

We seek excellence in our results; we strive to exceed expectations; we leverage our strong technical capabilities and apply new technologies.



Collaboration

We achieve more as a team than as individuals. Working together we are successful; we support our colleagues and proactively communicate with them.



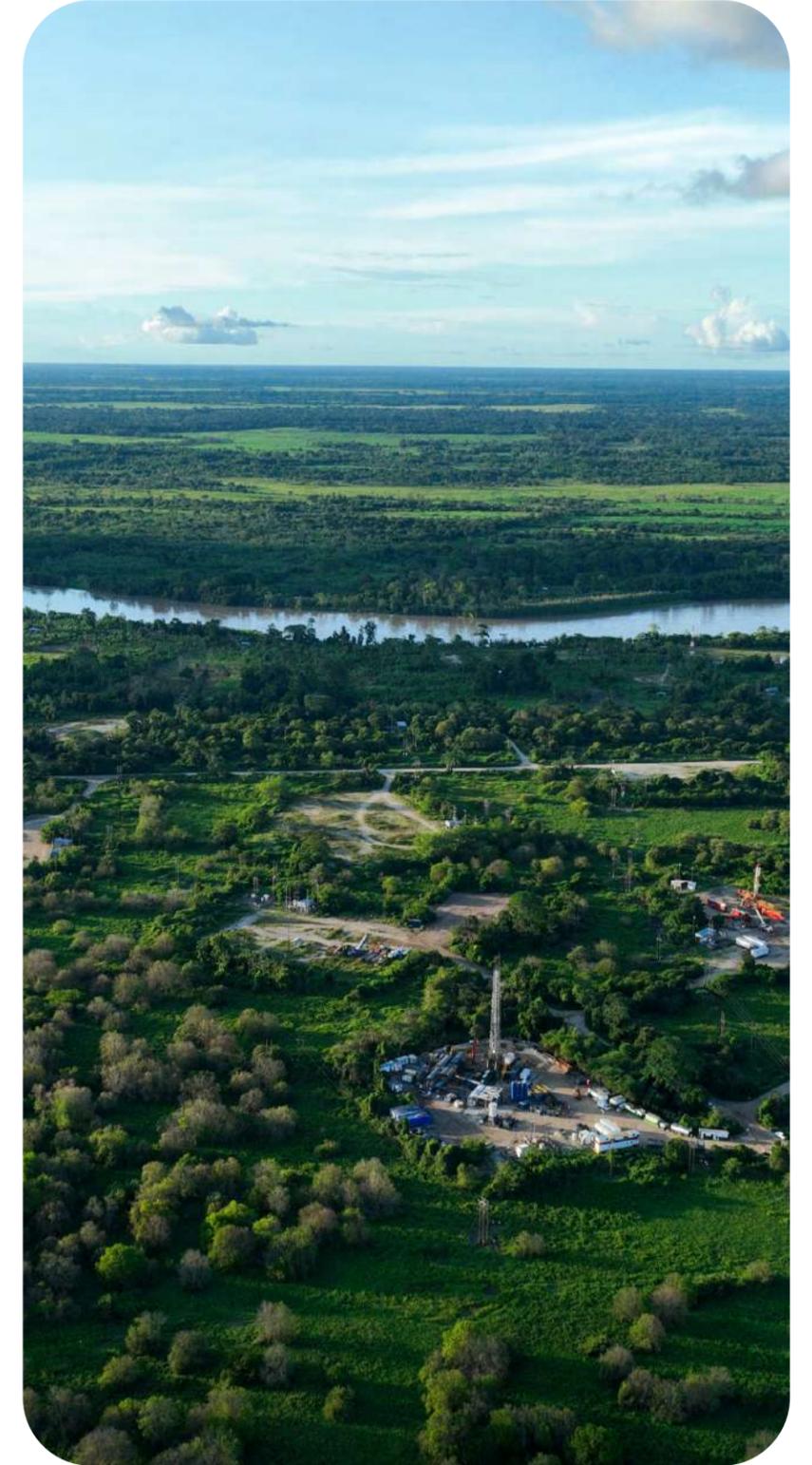
Simplicity

We work efficiently, focused on what is important; we adapt quickly to change; we aim to do things right the first time.



Integrity

We always do the right thing; we are transparent, honest and ethical.



Caño Limón field, Arauca



Our operations

GRI 2-2

SASB EM-EP-000.C

We are headquartered in Bogotá. Our portfolio consists of nineteen onshore blocks, of which eleven are producing and eight are in exploration phase. The blocks are located in the three most prolific basins in Colombia: Llanos, Middle Magdalena and Putumayo.

Our key assets are Caño Limón and La Cira Infantas, both giant and iconic fields in Colombia. Caño Limón has been in production for 40 years with total cumulative production of over 1.5 bn barrels. La Cira Infantas is the oldest field in Colombia, in production since 1918 and with total cumulative production of over 0.9 bn barrels.

Caño Limón and La Cira Infantas have strong competitive advantages in terms of proximity to infrastructure, low transportation cost and high quality of production. 94% of our production has API of 25 – 35 and low sulphur.

Middle Magdalena:

- La Cira Infantas is the oldest field in Colombia, in production since 1918.
- Total cumulative production of over 900 million barrels of oil (MM bbls).
- Enhanced water injection oil recovery project.

SierraCol Energy operational control area:

"Department of César: Bolivar contract.

Putumayo:

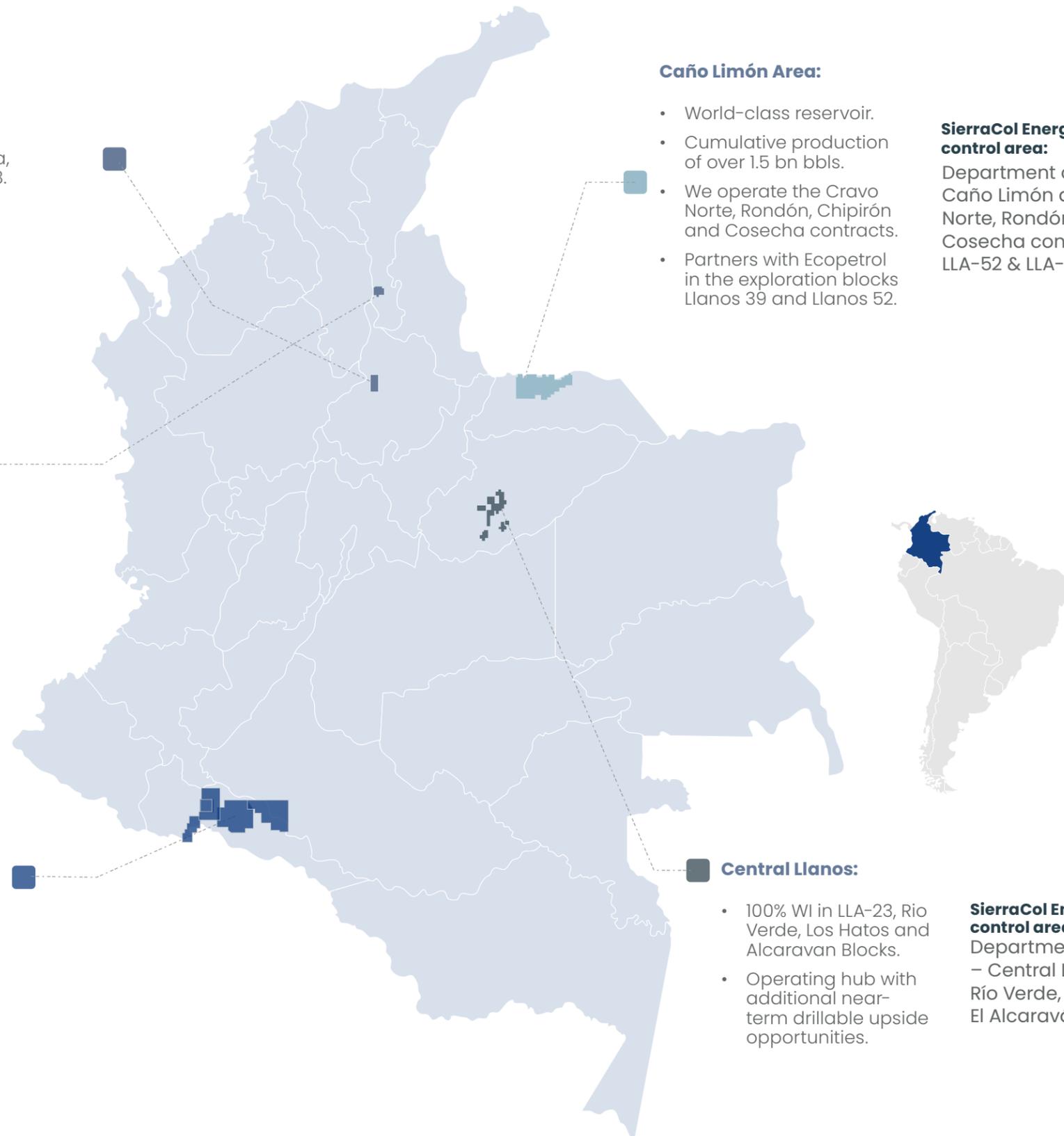
- Exploration activities in 6 blocks in association with GeoPark.
- Proximity to existing production facilities and evacuation routes.

Caño Limón Area:

- World-class reservoir.
- Cumulative production of over 1.5 bn bbls.
- We operate the Cravo Norte, Rondón, Chipirón and Cosecha contracts.
- Partners with Ecopetrol in the exploration blocks Llanos 39 and Llanos 52.

SierraCol Energy operational control area:

Department of Arauca: Caño Limón area with Cravo Norte, Rondón, Chipirón and Cosecha contracts, and LLA-52 & LLA-39 blocks



Central Llanos:

- 100% WI in LLA-23, Rio Verde, Los Hatos and Alcaravan Blocks.
- Operating hub with additional near-term drillable upside opportunities.

SierraCol Energy operational control area:

Department of Casanare – Central Llanos: Llanos 23, Río Verde, Los Hatos and El Alcaraván contracts.



Our value chain

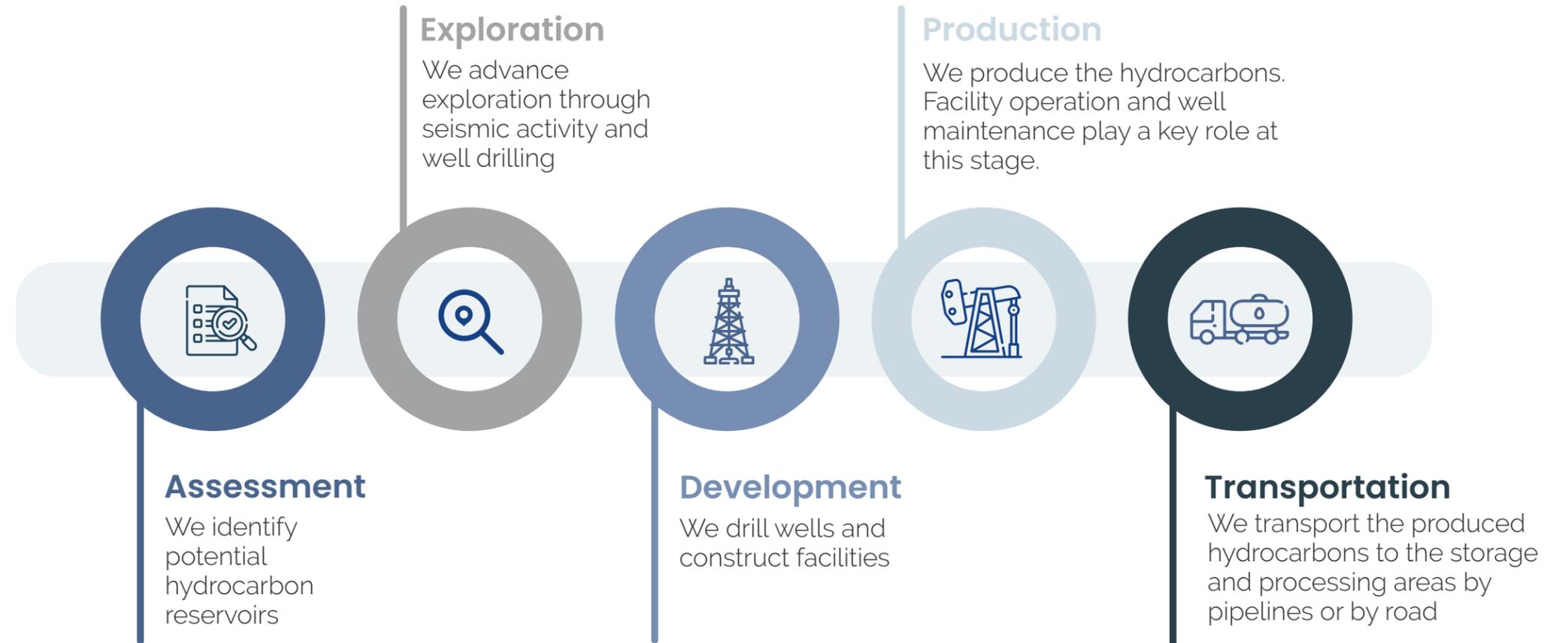
GRI 2-6

SASB EM-EP-000.A

The hydrocarbon production process is complex and includes a series of diverse companies providing goods and services to deliver the scope of our operations. We are aware of the positive impact we provide on local and national employment and we encourage our contractors to meet high quality standards and comply with Colombian regulations.

Our gross production was 81.4 kboed, of which 44.3 kboed was our net production before royalties ⁴.

⁴ Includes royalties to government and high-price-clause participation royalties



PF1, Caño Limón field, Arauca



Our ESG strategy

At SierraCol Energy we are committed to achieving sector leading ESG performance, creating value for all our stakeholders. In 2022, the ESG Committee was formalised to strengthen the Company's sustainability strategy and align us with the highest global ESG standards and frameworks.

Sustainability for SierraCol Energy means operating responsibly and generating economic, social and environmental value in a consistent way. We maximise the value delivered to our stakeholders by proactively managing a safe and healthy operation, protecting the environment and our assets, respecting and promoting human rights and generating wellbeing for neighbouring communities.

We are aware of our responsibility and our ESG strategy includes five pillars: Climate action, Action for the planet, Communities and society, Solid governance and Operational excellence.

ESG



Climate Action

Ambitious goals related to energy efficiency, low-carbon transition programmes, and emissions reduction



Action for the Planet

Protect the environment and promote sustainable usage of natural resources



Communities and Society

Invest and work to improve the social prosperity, diversity, equity, inclusion and human rights around our operations



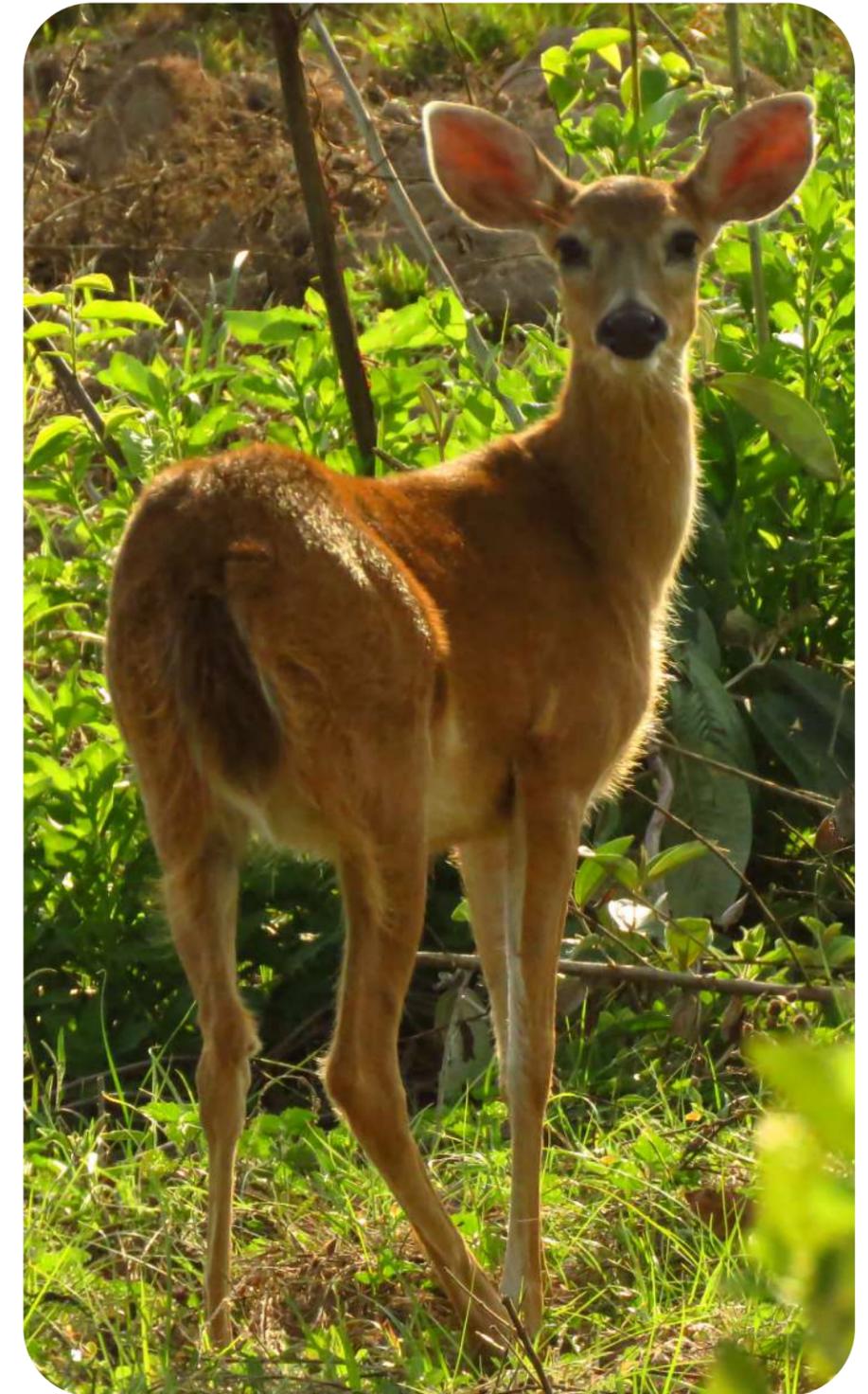
Solid Governance

Create value ensuring compliance on what we do and how we do it



Operational Excellence

Highly qualified personnel to achieve high operational efficiency and integrity, while maintaining a robust Risk Management System



Deer, *Odocoileus cariacou* Casanare



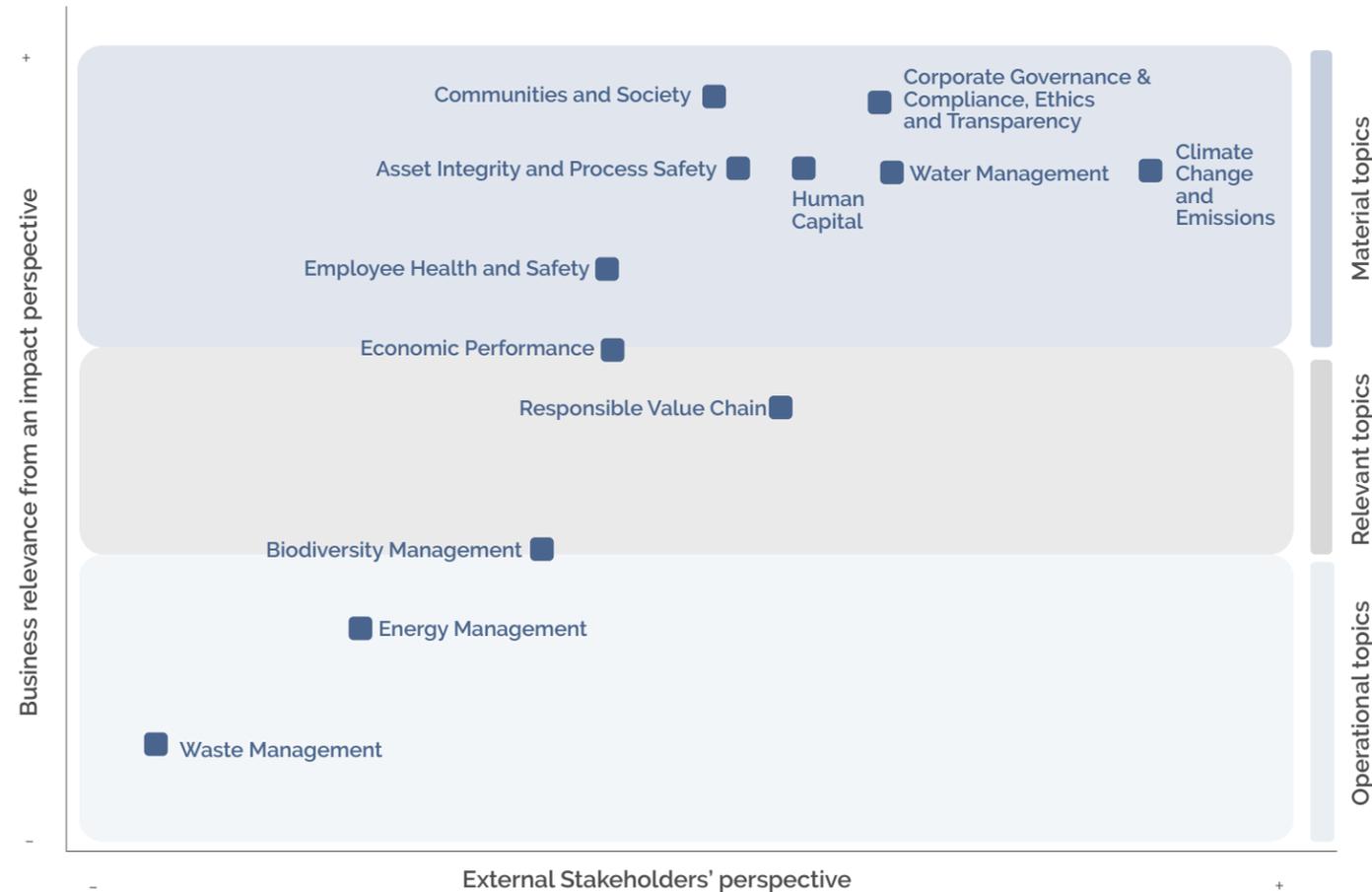
Our materiality

GRI 2-4, 3-1, 3-2

For the 2022 Sustainability report, we have conducted our dual materiality analysis in line with the GRI standard 3: Material Topics (2021). GRI specifies that the process for determining material topics is based on the organisation's impact identification and assessment processes. In this way our materiality process is aligned to the due diligence process on human rights.

- **Dual materiality standard considers both financial and non-financial issues, as well as our stakeholders' perception of material topics, which involves the participation of at least 180 external stakeholders, 30 internal collaborators, the Management Team and the Board of Directors.**
- **We have included human rights impacts as an issue that cuts across the ESG dimensions. In this way, the human rights perspective has not been evaluated as an independent process, but linked to human capital, environmental, supply chain, occupational health and safety, social and general corporate governance issues.**
- **We believe this is a more robust approach, a more comprehensive analysis weighting items according to whether they were positive or negative, internal or external, and actual or potential impacts.**
- **This process has led to some adjustments to our material topics, which were subsequently reviewed by the Chairman, the CEO and by the members of the Management Team.**
- **The process to determine materiality consisted of four steps: 1. ESG Context Benchmarking; 2. Stakeholders engagement; 3. ESG topics prioritization; 4. Materiality matrix update & Validation.**

Materiality Matrix



Note: Human Rights was considered as a cross cutting material topic according to GRI 2021.

As a result of this analysis, we have incorporated several changes to the material topics and their placement compared to where they were in 2021:

- **"Compliance, ethics and transparency" and "Corporate Governance" were merged to form "Corporate Governance & Compliance, Ethics and Transparency", taking on a much more important role in material topics, especially from a business perspective.**
- **"Human capital" assumes a more significant role compared to the previous materiality, with People as our main asset.**
- **"Climate change and GHG emissions" plays a more decisive role in the perception of stakeholders, and as a result is placed in a more critical area of the matrix.**
- **"Responsible Value Chain" which was considered an operational issue in the previous materiality, becomes a relevant issue in this new materiality. This issue is perceived as more important both from the perspective of external stakeholders and from a business perspective"**

As a result of the dual materiality analysis, eight material topics were identified. These topics shape the roadmap of our ESG strategy:

1. Corporate Governance & Compliance, Ethics and Transparency
2. Communities and Society
3. Climate Change and Emissions
4. Water Management
5. Human Capital
6. Asset Integrity and Process Safety
7. Employee Health and Safety
8. Economic Performance



An outstanding achievement in our ESG Goals

Sustainalytics recognised SierraCol as a top-rated Company.

In December 2022, Sustainalytics gave us a rating of 27.3 and assessed we were at medium risk of experiencing material financial impact from ESG factors. This is a great result and ranked us 8th out of 158 companies from the exploration and production subsector and 15th out of 270 oil and gas companies.

This rating by a specialised and renowned third party ratifies the Company's commitment to sustainability. This achievement highlights the quality of our management of ESG and robustness of our processes and systems.

This is also the result of the implementation of a comprehensive action plan to close the ESG gaps previously identified, and the completion of 2022's scope of work of our Environmental and Social Action Plan (ESAP).



Memberships and associations

GRI 2-28

We are voluntarily aligned with international standards and frameworks in order to strengthen our values under ethical and transparent business conduct.



Colombian Safety Council



Colombian Petroleum Association



Mining and Energy Committee for Security and Human Rights



Colombian Council of American Companies



Extractive Industries Transparency Initiative led by the Ministry of Mines and Energy



UN Global Compact



Amcham (Cámara de Comercio Colombo Americana)

External initiatives

We are voluntarily aligned with international standards and frameworks in order to strengthen our values under ethical and transparent business conduct.



Sustainable Development Goals (SDGs)

Paris Agreement



Equator Principles



Task Force on Climate-related Financial Disclosures (TCFD)



Global Reporting Initiative (GRI)



Sustainability Accounting Standards Board (SASB)



International Finance Corporation (IFC) standards



International Petroleum Industry Environmental Conservation Association

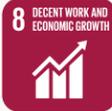


ESG results highlights

E		SDG	KEY RESULTS IN 2022	PLANS FOR FUTURE
Climate Action	Climate change and greenhouse gases		<ul style="list-style-type: none"> 57 ktCO₂e reduction at Caño Limón area. 40% reduction in net carbon emissions achieved vs. 2020 baseline year. Measurement of methane baseline, ahead of regulatory requirements. Estimated Scope 3 emissions. 	<ul style="list-style-type: none"> Reduce GHG emissions in SierraCol Energy operations by 50% by 2023 against the 2020 baseline. Eliminate routine gas flaring by 2025. Aspire to carbon neutral by 2030. Continue reporting Scope 3 emissions. Implement a mitigation plan for reducing methane emissions by 2030. Reduce non-GHG emissions by 2023 as follows: NO_x 24%, SO_x 70%, VOC 1% and PM 42%.
	Energy efficiency		<ul style="list-style-type: none"> 1.6 MW average reduction per day. 76% of total energy consumption comes from renewable energy. 15% energy efficiency with the implementation of Permanent Magnet Motors (PMM). 	<ul style="list-style-type: none"> Fully replace crude oil self-generation with clean electricity purchased. Install battery energy storage systems in Central Llanos.
Action for the Planet	Water management	 	<ul style="list-style-type: none"> Reused 27,028 barrels of water in drilling operations. Executed engineering and procurement of water potabilisation plants for 14 shallow wells previously drilled by the company. Evaluated innovation initiatives to promote continuous improvement of water treatment systems. Implemented an environmental control programme to include rainwater in our monitoring. 	<ul style="list-style-type: none"> Evaluate our water footprint to define the goals for 2030. Conduct pilot projects to promote improvement of water treatment systems and water recycling. Disclose the water security report based on CDP guidelines.
	Biodiversity		<ul style="list-style-type: none"> Conservation agreements for 190 hectares of natural ecosystems for compensation of environmental permits in Caño Limón area and Caricare. 	<ul style="list-style-type: none"> Develop a biodiversity programme and monitoring plans for Caño Limón area. Prepare the first report to the Taskforce on Nature Related Financial Disclosures (TNFD).
	Circular Economy		<ul style="list-style-type: none"> Implementation of circular economy initiatives prioritised in 2020. More than 2,000 kg of food was purchased from local farmers. 1,073 drilling pipe joints and 1,232 linear metres of pipe were donated for social infrastructure. 322 ton of ferrous material and copper were recycled. 24 ton of hazardous waste (plastic casing protectors) were recycled. 	<ul style="list-style-type: none"> Consolidate and expand the scope of our circular economy programme.

⁵ CREO (Centres for the Regionalisation of Education and Opportunities) is an initiative for youth and Araucan women where they can develop professional and social skills through different courses.



S	SDG	KEY RESULTS IN 2022	PLANS FOR FUTURE	
Communities & Society	Engagement & communication	<ul style="list-style-type: none"> 98% enquiries resolved and closed. 	<ul style="list-style-type: none"> Strengthen the Company's approach through the implementation of 13 engagement plans. 	
	Social investment	  	<ul style="list-style-type: none"> U\$ 6.3 million community investment. 100% implementation of the CREO initiative activities. 69% of the Microfinance programme surplus were reinvested. Coverage was extended to Casanare. Basic health services were provided to 12,825 people: 61% women and 39% men. Investment of U\$ 1.5 million in 2022 for the construction of 192 housing units. 	<ul style="list-style-type: none"> Create indicators to measure the impact of social investment programmes. Reinforce of CREO social strategy focus on well being lines. Strengthen the Company's legacy in the areas of operation through the Annual Social Investment Plan. Implement the integral intervention strategy in 24 rural schools in Caño Limón area.
	Human rights		<ul style="list-style-type: none"> Human Rights Impact Assessment (HRIA) was carried out in cooperation with Ecopetrol to La Cira Infantas. 	<ul style="list-style-type: none"> Conduct a HRIA in Central Llanos.
	Diversity and inclusion		<ul style="list-style-type: none"> Female recruitment increased by 7% DEI policy, statement and committee were created. 	<ul style="list-style-type: none"> Develop a gender focused DEI strategy. Implement the ALMA Women leadership programme.
	Human capital development		<ul style="list-style-type: none"> 18,550 hours of training achieved. 9 soft skills courses with a total of 257 attendees. 7 courses for our petro-technical staff with the participation of 105 professionals. 	<ul style="list-style-type: none"> Conduct 20 soft skills and 7 technical courses for around 90 employees.



G		SDG	KEY RESULTS IN 2022	PLANS FOR FUTURE
Operational Excellence	Asset integrity and process safety		<ul style="list-style-type: none"> An external audit was conducted in September. 1 Tier 1 event 2 Tier 2 events 	<ul style="list-style-type: none"> Compliance with the new Decree Major Accident Prevention Programme Update the "Process safety KPIs" according to API 754 RP. Maximum one event Tier 1 per year. Maximum three events Tier 2 per year.
	Spill management		<ul style="list-style-type: none"> Zero significant spills. 	<ul style="list-style-type: none"> Zero significant spills per year.
	Occupational health safety		<ul style="list-style-type: none"> Total Recordable Injury Rate ("TRIR") at 0.61. Zero fatalities at managed operations. 40 OSHMS audits of contractors were conducted. 	<ul style="list-style-type: none"> Keep TRIR consistently below 1.0. Conduct OSHMS audits of 20 contractors. Update our Behaviour-Based-Safety Programme.
	Cybersecurity		<ul style="list-style-type: none"> Zero cases of data leakage, theft, or loss of information. 	<ul style="list-style-type: none"> Deployment of the awareness program for users accessing our systems. Testing and updating our incident response plan and backup strategy. Execution of penetration testing and ethical hacking exercises.
Solid Governance	Corporate governance		<ul style="list-style-type: none"> Two ESG committee meetings were held. Ranked medium risk by Sustainalytics' ESG risk rating with a score of 27.3 	<ul style="list-style-type: none"> Four ESG Committees per year. Maintaining the medium risk range at Sustainalytics ESG risk rating.
	Compliance, ethics and transparency		<ul style="list-style-type: none"> 97% employees were trained in policies and procedures. 100% of our employees were informed about the Code of Conduct. 	<ul style="list-style-type: none"> Train at least 90% of contractors in compliance policies and procedures.
	Economic performance		<ul style="list-style-type: none"> Royalties increased from US\$91.2 to US\$118.1 net million. Income tax paid also increased from US\$56.3 to US\$132.1 net million. 	<ul style="list-style-type: none"> Continue to deliver excellent operational performance that translates into financial performance and value to all stakeholders.
	Responsible supply chain management		<ul style="list-style-type: none"> 174 profiles of local suppliers were evaluated. 	<ul style="list-style-type: none"> Increase local participation in the procurement lines by 10%. Update 100% of processes, procedures, manuals, formats, etc. by 2023.



Climate action

Our approach to climate action

GRI 3-3

At SierraCol Energy we are conscious of climate change and its relationship with human rights. We focus our efforts on contributing to prevent, mitigate and adapt to climate change and its negative impacts on the well-being of people and the environment. We have taken significant steps to raise awareness and create a culture of engagement on climate-related issues among all our employees. We have set ourselves the ambitious target of reducing 50% of our net Greenhouse Gas (GHG) emissions by 2023, eliminating routine gas flaring by 2025, and aspiring to achieve carbon neutrality by 2030⁶.

Our Board of Directors has established a climate change governance framework involving the Board, SierraCol Energy's CEO and the Management Team. Specific roles exist within the organization with dedicated accountability to deliver our Climate Change Strategy, including our Carbon Footprint Reduction Plan and Climate Change Management Plan.

Throughout 2022, we continued the implementation of the projects defined in our Climate Change Strategy, based on the following action lines: mitigation, adaptation and governance.



⁶ This target includes Scope 1 and 2 emissions under the operational control approach.



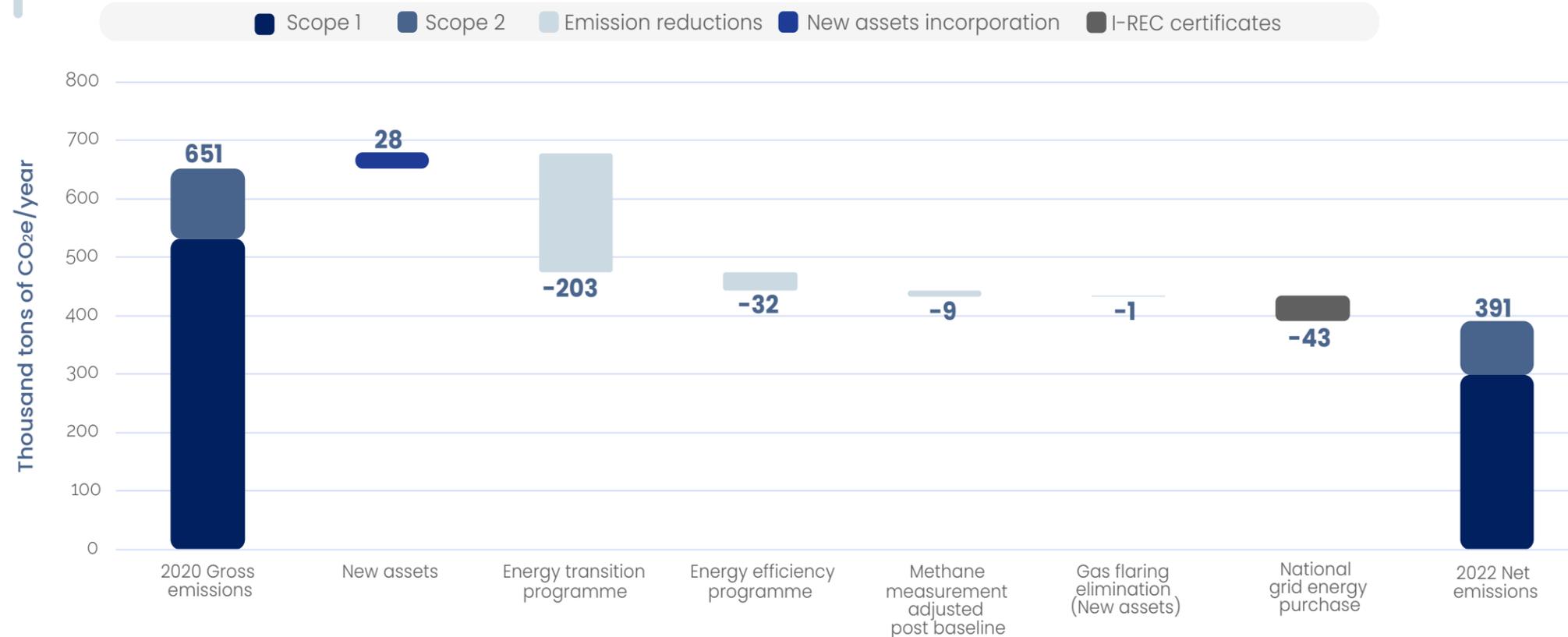
Progress in reducing our carbon footprint

GRI 302-4, 11.1.1, 11.1.2, 11.1.4, 11.2.4

During 2022, we made significant progress towards our goal of delivering a 50% reduction of net carbon emissions by 2023. By the end of 2022 our reduction of net carbon emissions was 40% versus the 2020 baseline. We achieved this through our four pillars: energy transition, energy efficiency, gas flaring elimination and methane measurement.

The graph below shows the reductions achieved against the 2020 base line including the effect of acquisition of new assets. We have made progress in reducing our carbon footprint due to the following key actions:

Carbon footprint progress



- Energy Transition Programme:**
 We replaced self-generated energy from crude oil with clean energy from the Colombian National Interconnected System (SIN by its acronym in Spanish) in the Caño Limón area. Additionally, we obtained Guarantee of Origin certificates from ISAGEN⁷ for acquiring 100% clean energy for the Caño Limón area operations from renewable sources.
- Energy Efficiency Projects:**
 We continued the implementation of the Permanent Magnet Motors (PMM) project and the water production control strategy installing seals in non-producing areas. In addition, we reduced 5 MW of energy consumption with different operational strategies including production control.
- Gas Flaring Elimination:**
 We started the programme to eliminate gas flaring by 2025 with the installation of facilities in Labrador (Central Llanos area) to replace 0.3 MW of crude oil self-generation.
- Methane measurement and mitigation:**
 We developed a programme to establish the baseline of fugitive methane emissions in the Caño Limón area by in situ measurements rather than estimates using emission factors. We achieved this one year earlier than the deadline established by the regulator.

⁷ Private energy generation and commercialisation company.



Railroad Chipirón island, Lipa Swamp, Arauca

Energy transition programme

GRI 11.1.4

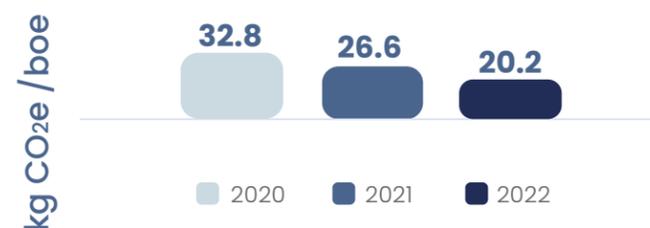
During the year, we continued with the implementation of programmes to reduce our carbon footprint. In addition, we estimated our Scope 1, 2 and 3 emissions, as well as our non-GHG and biogenic emissions in order to set reduction targets and improve our monitoring and control systems.

Substitution of energy sources is one of our objectives to achieve the emission reduction targets set by our Board of Directors as part of the Energy Transition Programme.

In 2022, we continued with our process of replacing self-generated energy from crude oil by purchasing an additional 4 MW of clean (hydro generated) energy from the SIN, allowing us to reduce our emissions and to complete the replacement of 41 MW. This was possible due to the design and implementation of a new load sharing scheme which allowed stable operating conditions. In addition, in Central Llanos area, 0.3 MW of crude oil self-generation was replaced by associated gas-based generation, enabling the Company to move towards new energy sources in the fields and starting the gas flaring elimination in the operation, aligned with the World Bank initiative and the third pillar of the Carbon Footprint Reduction programme.

Our estimate of carbon intensity⁸ by operational control resulted in a value of 20.2 kgCO₂e in 2022. This calculation includes Scope 1 and 2 emissions, CO₂, CH₄, N₂O gases and considers our total annual gross production of 19,374,631 boe (including the Caño Limón area and COG). In 2022, we reduced 43 ktCO₂ through the redemption of 388 GWh of I-REC certificates for the purchase of energy from ISAGEN during the period July to December.

Emissions intensity rate by operational control



The Company has also calculated Scope 1 and 2 emissions and carbon intensity per equity, corresponding to 199 and 65 ktCO₂e, and 19.7 kgCO₂e/boe respectively.

⁸ To determine our performance relative to peers, the Company measured our carbon intensity normalised by revenue and obtained the values 1,170; 726 and 364 tCO₂e/USD million for 2020, 2021 and 2022 respectively.



Energy efficiency programme

GRI 302-4, 11.1.2, 11.1.3

In 2022, we continued with our energy efficiency programme

As part of our Carbon Footprint Reduction Plan, we identified opportunities to further reduce our carbon footprint through energy efficiency initiatives, using innovative technologies such as:

- **The implementation of Permanent Magnet Motors (PMM) for artificial lift system. PMM technology is more efficient than induction motors, as magnets are permanently magnetised and the rotor runs synchronously, improving mechanical and thermal efficiency.**
- **Water production reduction workover programme in producing wells, that not only reduce water but also increase oil production and overall reducing energy consumption on the fields.**
- **Reduction of our energy consumption by 5 MW in crude oil self-generation and 2 MW in energy purchased from the SIN as a result of production control operations.**

Restatement of information

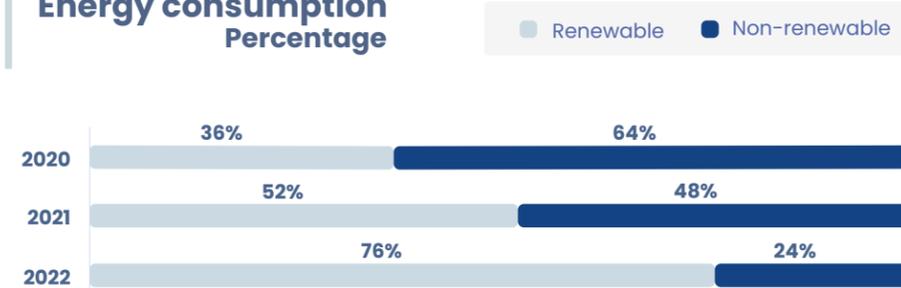
GRI 2-4

Energy consumption and gross production from Central Llanos operations were included in 2020 to recalculate the energy intensity for trend analysis.

Energy consumption Terajoules



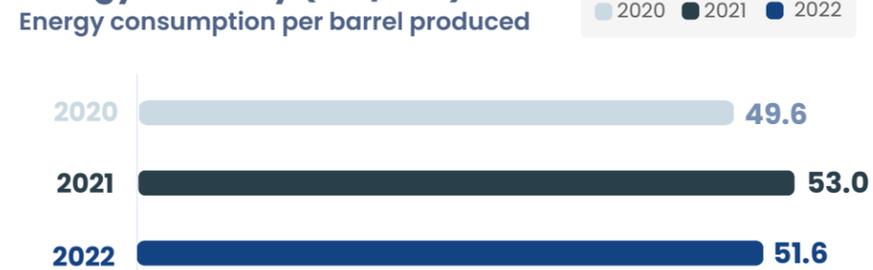
Energy consumption Percentage



The calculation for 2022 includes the annual consumption of Central Llanos and Caño Limón areas and Bogotá offices. Non-renewable energy includes gas, diesel, fuel oil-diesel and crude oil generation. Renewable energy includes hydro and solar generation. MW to terajoules conversion factor: 0.0036.

Energy intensity is associated with energy consumption per barrel produced, which represented 49.6 kW/boe in 2020, 53 kW/boe in 2021 and 51.6 in 2022.

Energy intensity (kW/boe)



Energy intensity improved from 2021 to 2022 as a result of the various energy efficiency projects and an increase in production. From 2020 to 2021 the increase was driven by a slight reduction in production as a result of lower prices during the pandemic.



Caricare Field, Arauca

Gas flaring elimination

Furthermore, in 2021, we set out a strategy to eliminate routine gas flaring by 2025. In 2022, we initiated the installation of facilities in Labrador (Central Llanos area) to replace 0.3 MW of oil generation with associated gas generation. We also conducted engineering studies to eliminate gas flaring in the Caño Limón area: one medium-quality gas flaring at the Caricare facility and two low-quality gas flaring at the PF1 and PF2 facilities. The activities included preliminary market research of suppliers. Implementation has been scheduled for 2023.

Methane measurement and mitigation in the Caño Limón area

Finally, during 2022 we established a methane measurement baseline at our Caño Limón area operations, in line with the recently issued Resolution 40066 issued by the Colombian government. To achieve the measurement baseline, the Company partnered with Decimetrix®, acquiring its Green Dragon® Suite of Solutions. A total of 2,273 equipment and components were inspected, distributed in 3 facilities and approximately 700 wells. OGI (Optical Gas Imaging) was the technology used in the project for the detection and quantification of fugitive methane emissions. A total of 3,513 OGI inspections for fugitive methane emissions were conducted and 36 leaks were detected. A mitigation plan will be conducted in 2023.



Metrics and methodology of calculation

GRI 11.1.5, 11.1.6, 11.1.7, 11.1.8, 11.2.3, 11.3.2

SASB EM-EP-110a.1, EM-EP-110a.2, EM-EP-110a.3, EM-EP-120a.1

Calculation of GHG emissions is carried out using the SANGEA® tool, developed to estimate hydrocarbon sector emissions.

The inventory baseline year is 2020 and is prepared under the methodology of the GHG Protocol and ISO 14064-1.

The inventory is consolidated under the operational control approach, including all emissions generated at the fields operated by the Company.

With the aim of ensuring the accuracy of the information, our emission inventories for years 2020, 2021 and 2022 (scope 1 and 2) were verified by Bureau Veritas. Scope 1 and 2 emissions estimated at the different operated fields are based on the emission factors included in the American Petroleum Institute's (API) Compendium of Greenhouse Gas emissions methodologies for the natural gas and oil industry 2021 and include emissions from:

- **Stationary combustion sources.**
- **Mobile and transportation.**
- **Routine gas flaring.**
- **Process and venting emissions.**
- **Fugitive emissions.**
- **Purchased energy.**



PF2 Caño Limón area field, Arauca

Our energy transition efforts are based on rigorous regulatory compliance monitoring and close collaboration with the authorities.

Gases included in the calculation: CO₂, N₂O, CH₄.

Global warming potentials used from the IPCC Fifth Assessment Report (CO₂ = 1, CH₄ = 28, N₂O = 265).

Total uncertainty of the GHG emission inventory Scope 1 and 2 was estimated at 4% according to IPCC guidelines.



We have also applied the recommendations of the World Resources Institute in its GHG Protocol Scope 2 Guidance document and consolidated the calculation of our emissions from energy purchases (electricity only) as follows:

- **Location-based approach:** total emissions of 47 ktCO_{2e}.
- **Market-based method:** total emissions equivalent to 92 ktCO_{2e}.



Caño Limón area field, Arauca

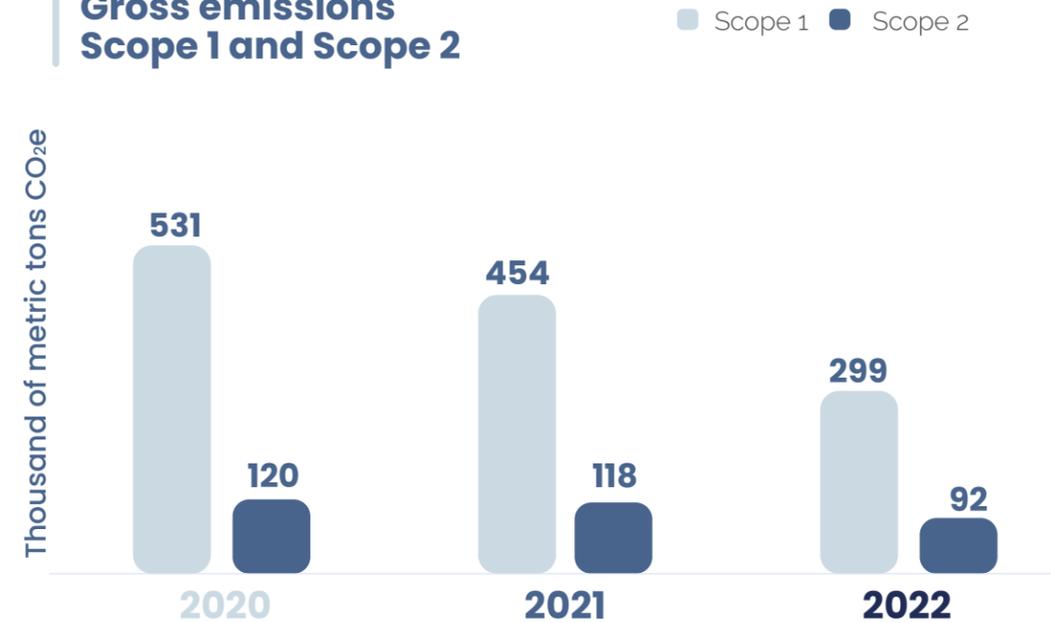
The Company adopts the market-based method for the calculation of Scope 2 emissions as it uses the emission factor associated with the characterisation of individual sources. It is important to highlight that energy from our Bogotá offices is not included in Scope 2 due to its low materiality in the inventory.

⁹ Acronym for Colombian Fuels Emission Factors.

¹⁰ Operator of the SIN and administrator of the Colombian wholesale energy market.

¹¹ Contractor for gas self-generation gas at the Caricare field.

Gross emissions Scope 1 and Scope 2



Methodologies: API Compendium of Greenhouse Gas Emissions Methodologies for the Natural Gas and Oil Industry (2021) – IPCC 2006 Volume 2 Energy.

Assumptions: Emission factors for the different sources are specified in the inventory design document. For domestic fuels, the factors provided by FECOC⁹ are used.

Scope 2 standards: GHG Protocol Scope 2 Guidance (2015).

Assumptions: The emission factor provided by XM¹⁰ is used to calculate emissions from energy purchased from the SIN. For energy supplied by Genser Power¹¹, an emission factor is estimated based on the gas characterisation, the volume of gas used and the energy supplied.

Scope 2 emissions represent the results obtained by the market-based approach.

Scope 1 standards: Greenhouse Gas Protocol Corporate Standard (2005).

Methane accounts for only 10% of total Scope 1 emissions

Restatement of information

GRI 2-4

Greenhouse gas emissions from previous years were adjusted to the API Compendium 2021 version. In addition, emissions from Central Llanos were included in the 2020 emissions to recalculate the historical series for the assessment of goals and targets.

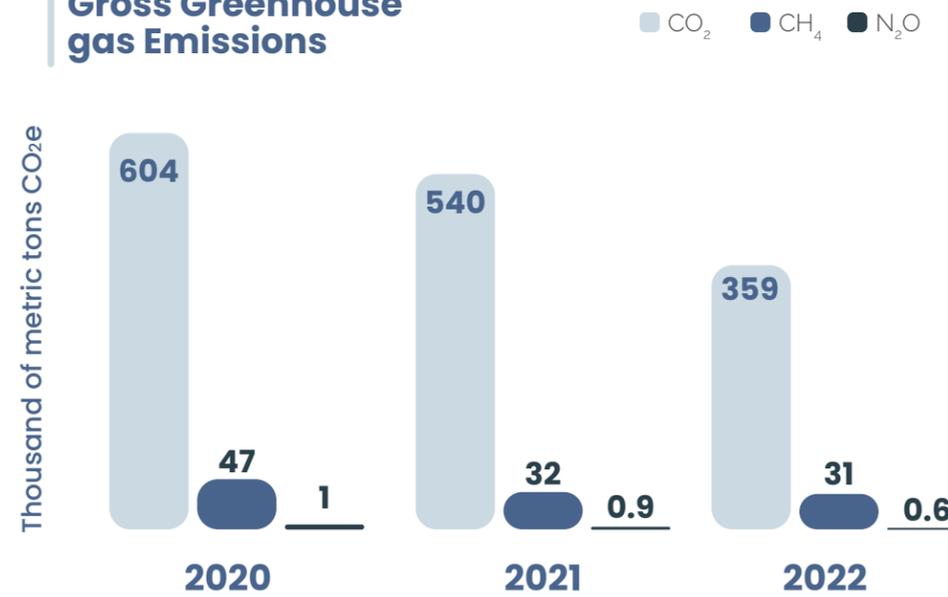


In 2022, we started the estimation of Scope 3 emissions following the guidelines of the Corporate Value Chain (Scope 3) Accounting and Reporting Standard and ISO 14064-1. Scope 3 emissions for 2022 were estimated at 9,354 ktCO₂e as follows¹².

Scope 3 category	Description	Emissions (ktCO ₂ e)
C1	Purchased goods and services	236.1
C2	Capital goods	0.3
C3	Fuel and energy-related activities	2.7
C4	Upstream transportation and distribution	1.7
C5	Waste generated in operations	8.2
C6	Business travel	0.4
C7	Employee commuting	0.9
C9	Downstream transportation and distribution	4.6
C10	Processing of sold products	758.9
C11	Use of sold products	8,271.3
C15	Investments	68.5
Total		9,353.6
Biogenic emissions (tCO₂e)		535

A total of 96.5% of the estimated Scope 3 emissions are related to the use and processing of sold products (categories C10 and C11) emissions. As an upstream company we see less opportunities to reduce these emissions but have disclosed the Scope 3 emissions to provide additional transparency with respect to the footprint of our products.

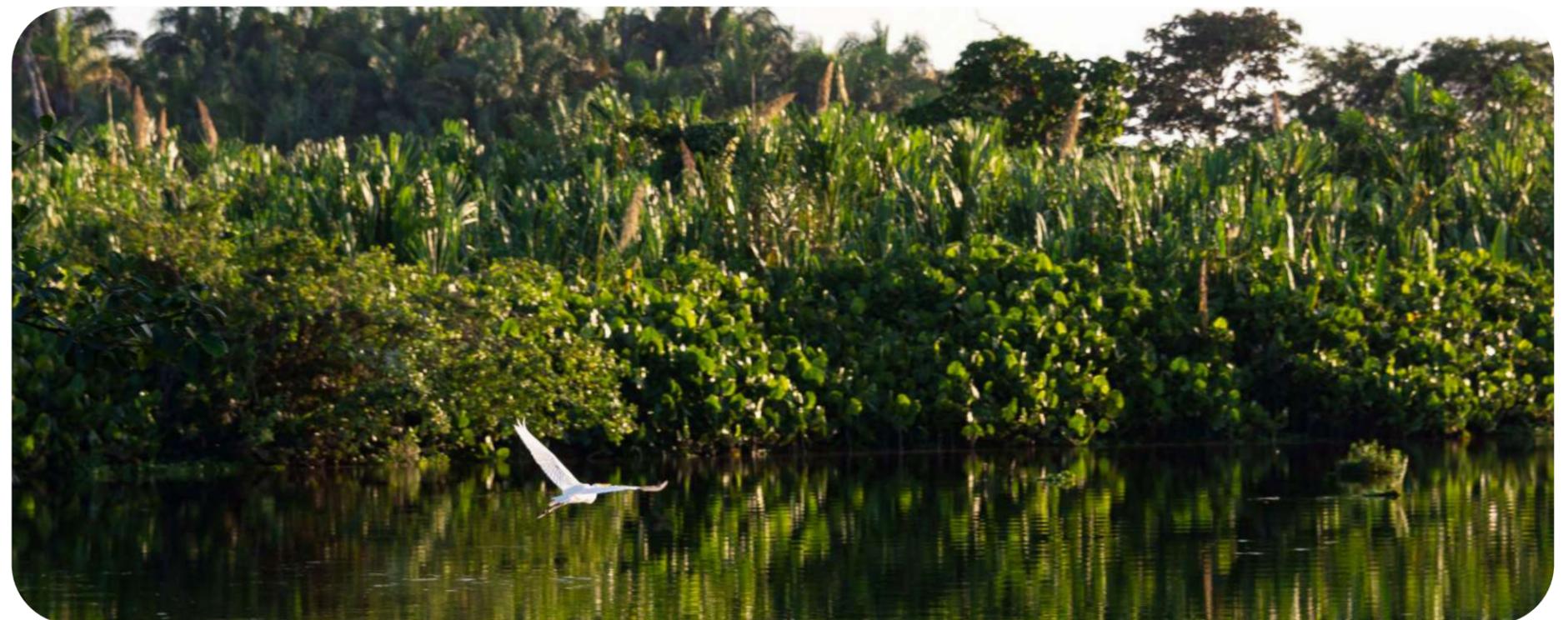
Gross Greenhouse gas Emissions



PF1, Caño Limón, Field Arauca.

The main sources of emission factors are the API Compendium 2021, FECOC and UPME¹³.

¹³ Spanish acronym for Colombia's Mining and Energy Plan Unit.



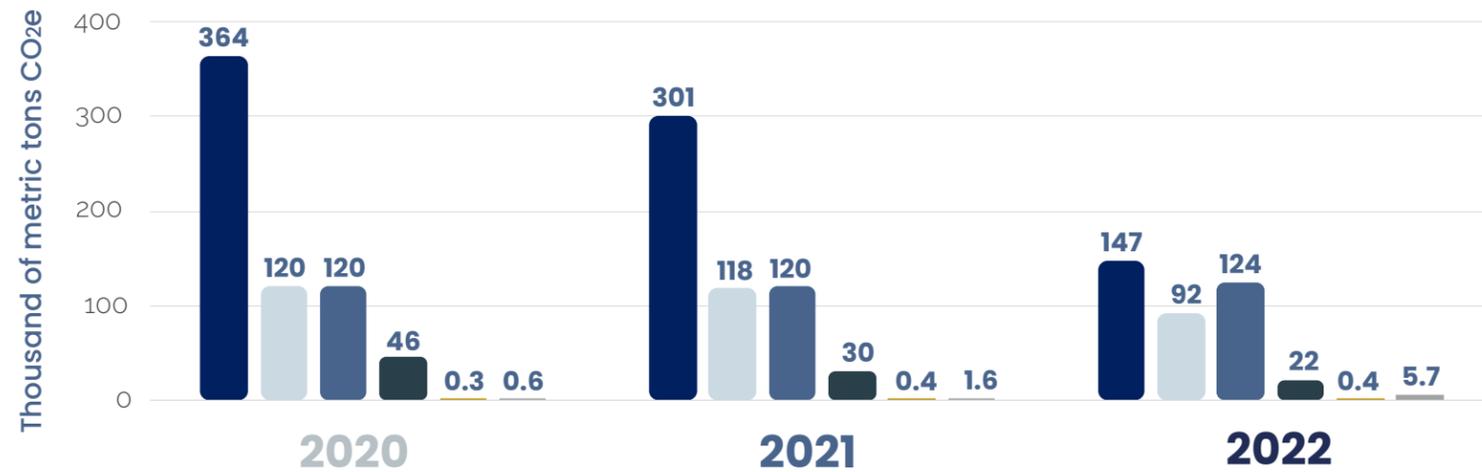
La Draga lagoon Caño Limón area, Arauca

¹² Emissions associated with leased assets, End-of-life treatment of sold products, and franchises were not included due to their low materiality and not representativeness of the Company's operations.



Gross GHG Emissions by Source Emission values include Scope 1 and Scope 2

- Stationary combustion
- Energy purchases
- Routine gas flaring
- Fugitive emissions
- Mobile and transportation
- Process and venting emissions



Methodologies: API Compendium of Greenhouse Gas Emissions Methodologies for the Natural Gas and Oil Industry (2021) – IPCC 2006 Volume 2 Energy.

Assumptions: Emission factors for the different in the inventory design document. For domestic fuels, the factors provided by FECOC are used.

Scope 2 Standards: GHG Protocol Scope 2 Guidance (2015).

Assumptions: For the calculation of emissions from the purchase of energy from the SIN the emission factor provided by XM is used. For the energy supplied by Genser Power, an emission factor is estimated based on the gas characterisation, the volume of gas used and the energy supplied. In 2022, the measurement of fugitive emissions in the Caño Limón area was carried out by direct measurements.

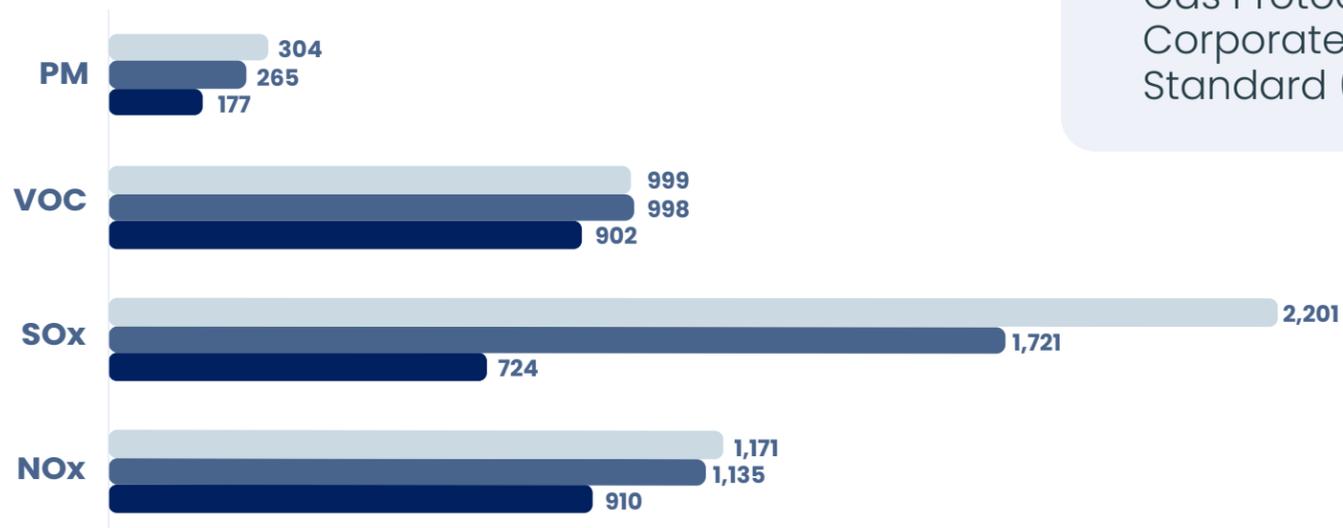
Restatement of information

GRI 2-4

Non- GHG air emissions from previous years were adjusted to the API Compendium 2021 version. In addition, emissions from Central Llanos were included in the 2020 emissions. Furthermore, in 2022, VOC emissions associated to fugitive sources were updated using the OGI technology and we have adjusted the values for 2020 and 2021 accordingly.

Non- GHG Air Emissions

Metric tons
2020 2021 2022

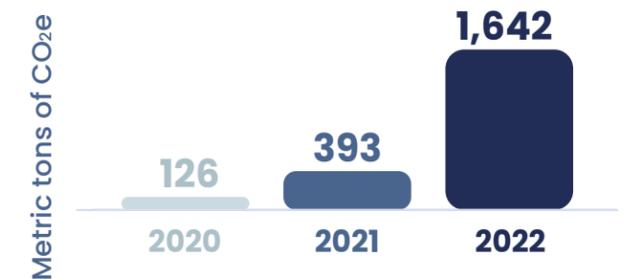


Standards Scope 1: Greenhouse Gas Protocol Corporate Standard (2005).

In line with our commitment to reduce non-GHG air emissions, the Company has significantly reduced its emissions through its Climate Change Strategy projects as shown in the graph. The Company is working on implementing measures to improve emissions monitoring and control systems and to reduce non-GHG emissions by 2023 as follows: NOx 24%, SOx 70%, VOC 10% and PM 42%.

The emission factors were taken from the API Compendium 2021 and API Compilation 42 Air Pollutant Emission Factors. The calculation tool used for the estimation is the SANGEA® software, distributed by the API.

Biogenic emissions



Biogenic CO₂e emissions from our operations come from the combustion of palm oil and anhydrous ethanol in diesel and gasoline. These biofuels represent a percentage of the total fuels used, which are established by UPME. The graph shows an increase in emissions by 2022, which was due to an increase in the biofuel content in the fuels distributed in Arauca and an increase in the use of diesel in the Central Llanos area as a replacement for fuel oil.



Acting decisively to tackle climate change

SASB EM-EP-110a.3

In 2022, we continued assessing climate risks and opportunities following the TCFD guidelines.

The effects of climate change remain a global concern. At SierraCol Energy we assess climate-related risks and opportunities as an integral part of our business growth plan as the frequency and magnitude of extreme weather events continues to increase. In 2022, we adopted additional measures to increase the resilience of our operations based on a physical and transitional risk assessment. As part of our climate strategy, we also assessed climate risks and opportunities following the TCFD guidelines, which, in 2022, included the analysis of the Central Llanos area operations added through the acquisition of COG Energy Limited (COG).

A Climate Change Risk Assessment (CCRA) were carried out at the different decision-making levels of La Cira Infantas, with the aim of determining our Company's capacity to adapt to climate change and developing a plan to respond to its impacts.

Trends evaluated:

- **Precipitation**
- **Temperature**
- **Droughts**
- **Forest fires**
- **Floods**
- **Land cover change**

This assessment allowed the identification of physical and transitional risks and potential opportunities defined along the lines of:

- **Water resource management**
- **Restoration and conservation of natural capital**
- **Resilient infrastructure**
- **Climate-compatible operation**

The assessment also provides the determination of the expected consequences according to the degree of importance, magnitude or severity that are expected to result from the occurrence of the impacts arising from the identified risks.



Caño Limón area, Arauca



Action for the planet

Water protection, a top priority

GRI 3-3, 11.6.1, 11.6.4, 11.6.5, 11.6.6

Our main objective is to ensure the rational use of water resources and that discharges from our operations meet the highest standards of quality and become environmental assets, enabling their subsequent use, especially for the protection of the fauna and flora of the surrounding ecosystems.

All our activities comply with water protection standards at every stage. Although water scarcity is not considered as a material risk to our operations, we recognise that it is vital to our local communities, therefore it is one of the issues that requires particular attention and management priority¹⁴.

At SierraCol Energy, we have implemented specific procedures to protect water quality and comply with stringent regulatory requirements for freshwater, surface water, groundwater and wastewater and in many cases go over and above the regulatory requirements. The main source of water supply for our operations is groundwater, while we use surface water to a much lesser extent.



PF2, Caño Limón area, Arauca

We do not extract water from the sea or receive it from third parties¹⁵

We do not operate in water-stressed areas

We do not affect the availability of water resources for neighbouring communities

¹⁴ The Company has calculated its water intensity per revenue for 2020, 2021 and 2022 which equates to 421, 284 and 171 m³ / USD million respectively. Water intensity per revenue defined as water consumption (m³) divided by annual revenue (USD).

¹⁵ Organisations involved in the provision, transport, treatment, disposal, or use of water and effluents.



During 2022 we made progress in defining an Integrated Water Strategy as follows:

1. Water quality

During 2022, we continued to further improve our water quality procedures per our Integrated Water Resources Management Programme (PGIRH by its Spanish acronym). In doing so we ensure the correct use, treatment, management and disposal of water resources in all our projects. In Caño Limón area, as part of the production operation process we produce fresh water (chloride content below 30 ppm) free of metals and NORM (Naturally Occurring Radioactive Materials). We treat production water rigorously and in full compliance with existing regulations. Treatment starts in the Free Water Knock Out tanks (FWKOs) and finishes in the stabilisation lagoons. Along the way, the water is treated by physical, chemical and biological processes.

Through our PGIRH, which is part of our Environmental Management System, we ensure compliance and guarantee the correct use, treatment, management and disposal of water resources in all our projects. In addition, we have a robust programme to monitor and control the quality of groundwater and surface water, industrial and domestic effluents and surface water bodies in our areas of operation. Furthermore, to conserve and make optimal use of water resources, we have a Water Efficiency and Saving Programme (PUEAA by its Spanish acronym) as an integrated management process in industrial activities. We have also implemented an environmental control programme to include rainwater in our monitoring, in line with the standards of the World Bank's International Finance Corporation (IFC).

By 2023, we expect to define new targets and goals for continuous improvement in our water management processes.



PF2, Caño Limón area, Arauca

2. Water use efficiency

We have implemented measures to reduce water use, including the use of recycled water in some of our operations. In 2022, a total of 27,028 barrels of water were recycled, avoiding 147 water tanker truck trips across our activities in the Caño Limón area. In 2023, our goal will be to evaluate our water footprint to define the 2030 goals and conduct pilot projects to promote continuous improvement of water treatment systems and water recycling.

Water Intensity

In 2022, our consumption water intensity per barrel of oil equivalent was 9.5 litres / boe. The methodology used was the Water Footprint Assessment with an organizational level approach so all water inputs and outputs in the system were evaluated.

3. Water access and sanitation for communities

We are aligned with the United Nation Sustainable Development Goals of providing equitable access to safe and affordable drinking water for the communities in the areas where we operate. We do so by executing potable water and adequate and equitable sanitation and hygiene engineering projects aligned with technical regulations of Colombian government.

During 2022 we executed two projects:

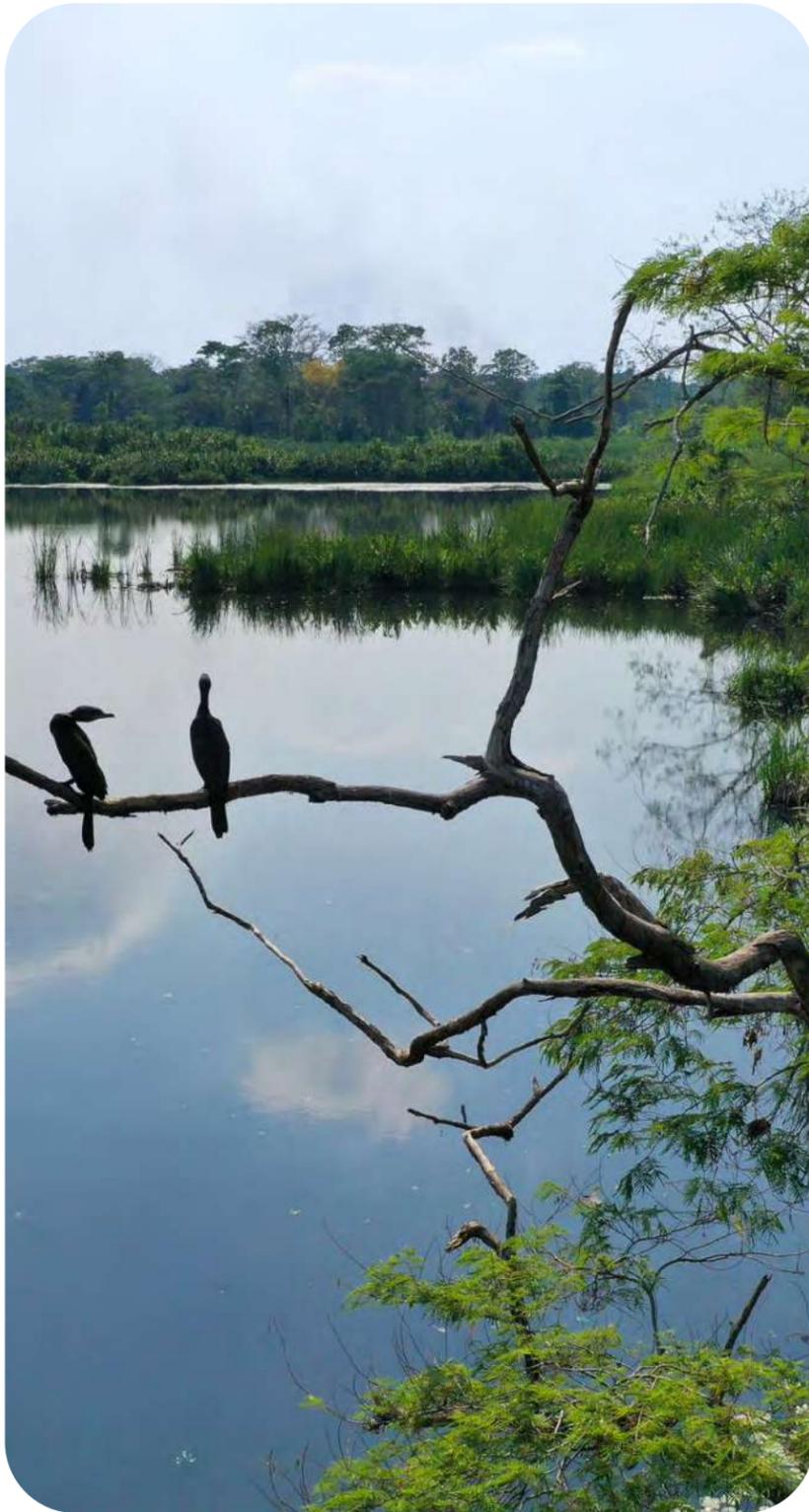
- **Engineering and procurement of water potabilisation plants for 14 shallow wells drilled by the Company in the past. Installation of the potable water plants will be made in 2023.**
- **For waste management and collection project for communities in Arauquita municipality which was technically**

approved by National Government Institutions to be performed through Work for Taxes programme. Between 2023 and 2024 the project will be executed and will benefit a population of 21,036 from 33 villages of Arauquita.

In 2023 we will continue formulating and executing potable water and sanitation projects, promoting dialogue and excellent relationships with the communities of our operations influence area.

4. Research and development

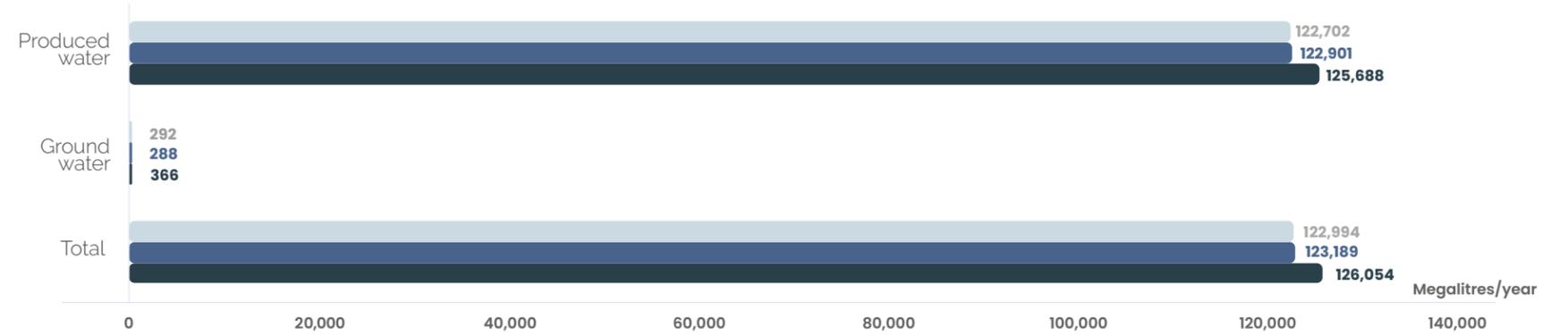
We are always searching for innovations and technology that will enable us to have better processes. Several innovation initiatives to promote continuous improvement of our water treatment systems were evaluated in 2022, and some of them were then chosen to conduct pilot projects in 2023.



Agua Verde swamp, Caño Limón Arauca

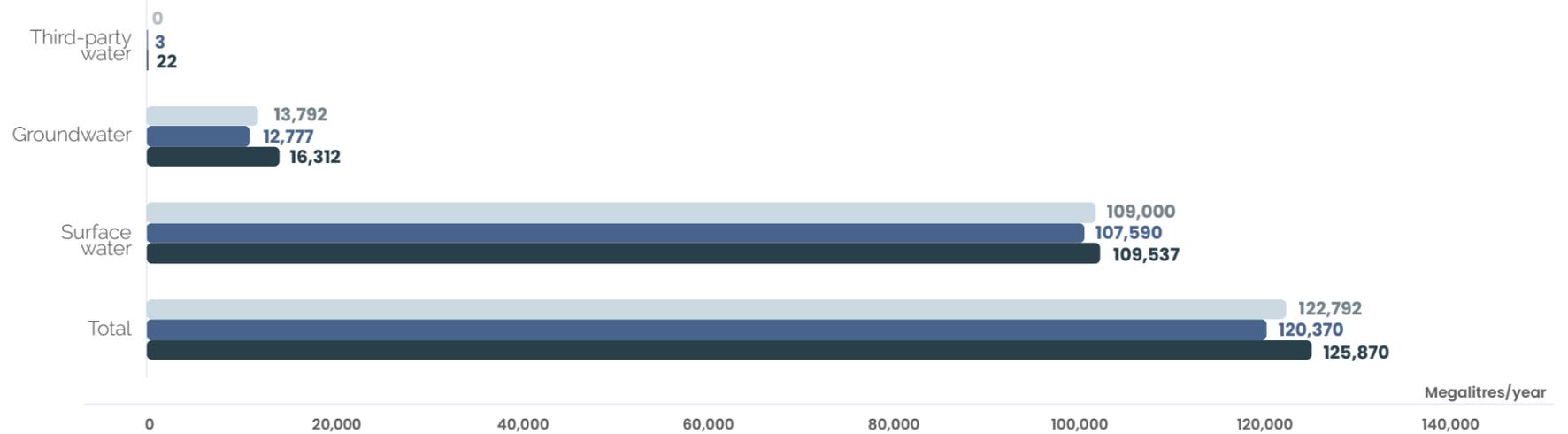
Water withdrawal by source

2020 2021 2022



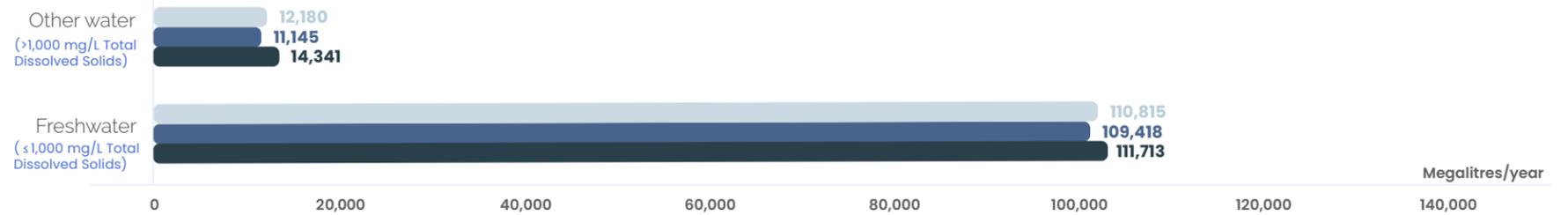
Water discharge by destination

2020 2021 2022



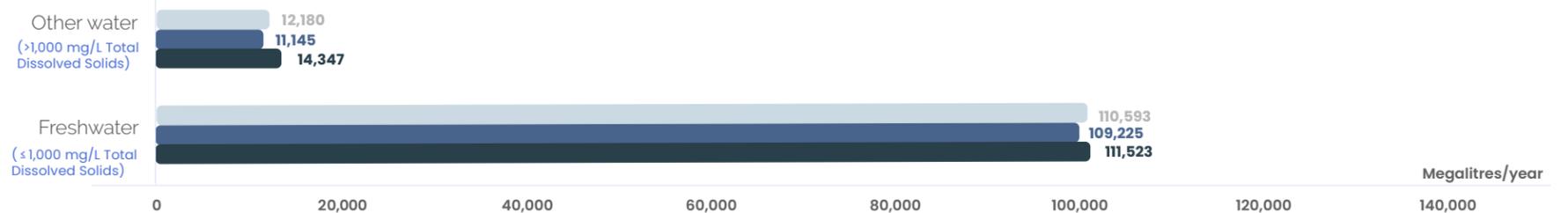
Water withdrawal by quality parameters

2020 2021 2022



Water discharge by quality parameters

2020 2021 2022





Biodiversity: preserving wildlife and the environment

GRI 3-3, 11.4.1

In 2022, we reduced our environmental impact by protecting strategic ecosystems. As an example of this, we developed the biodiversity management programme to improve biodiversity management in our operations, harmonising our environmental responsibility with the protection of human rights.

In 2022, we introduced stringent biodiversity protection strategies.

We are aware of the value of ecosystems in the natural environment and the importance of biodiversity to both our business and our stakeholders. We ensure that we monitor our impact on the environment by developing a mitigation strategy for nature-related risks and by collecting accurate and consistent information on the environment we work within.

We work hand-in-hand with our stakeholders to protect sensitive ecosystems.

We seek to prevent and mitigate environmental impacts by applying different measures, based on the Precautionary Principle. We aim to reduce our environmental impacts by protecting sensitive ecosystems and their biodiversity, as well as generating sustainable development practices. We operate in areas of biodiversity importance in the department of Arauca and Casanare and strictly follow applicable regulations.

None of our operations in the Caño Limón or Central Llanos areas are in protected areas.

We work to contribute to a safe, clean and healthy environment that balances the interests of the communities with the Company's corporate values. In this way, the participation of communities is an essential element for SierraCol Energy in the identification of possible risks and impacts of operations on the environment. This allows us to harmonise our environmental responsibility with the protection of human rights.



Corcoras *Eudocimus ruber*, Caño Limón, Arauca



Our approach to biodiversity management

GRI 11.4.5

SASB EM-EP-160a.1

In 2022, the Biodiversity Management Programme (PGB by its Spanish acronym) was developed to integrate the Company's strategy and vision to comply with national regulations and requirements for the alignment of different international standards and frameworks (IFC ND6, SDGs, Equator Principles, among others). The PGB seeks to reduce risk and improve biodiversity management in all our operations. Key activities include:

- **Baseline of our operations in terms of their impact on the environment, nature and biodiversity.**
- **Involvement of local, national and organisational stakeholders.**
- **Definition of goals and actions.**
- **Creation of an action plan with specific performance indicators and goals.**
- **Evaluation and adaptation of our plan and transparent disclosure of our results.**

This programme includes the formalisation of a range of actions that we at SierraCol Energy have already put into implementation:

- **Development of specific forest inventories and reports for forest harvesting.**
- **Management of closed species.**
- **Biodiversity monitoring plans.**
- **Related compensation activities and 1% investment activities¹⁶.**

In addition, there are new activities planned in the PGB, such as:

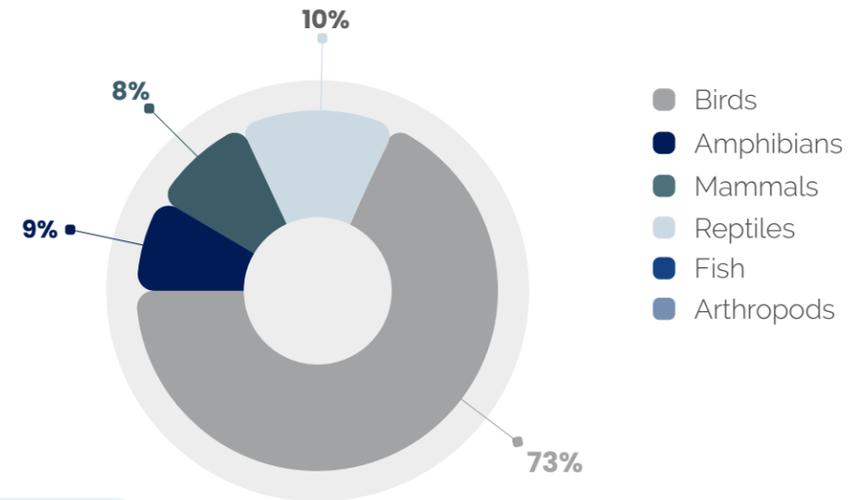
- **Identification of the biodiversity status of ecosystems.**
- **Monitoring of specific interventions in ecosystems.**
- **Analysis of connectivity and fragmentation.**
- **Implementation of vector, undergrowth and invasive species control.**
- **Evaluation of eco-reserves and monitoring of targets.**

Wildlife and flora species outlined using the International Union for Conservation of Nature (IUCN) threat category and by National Listing, at or near Caño Limón and Central Llanos.

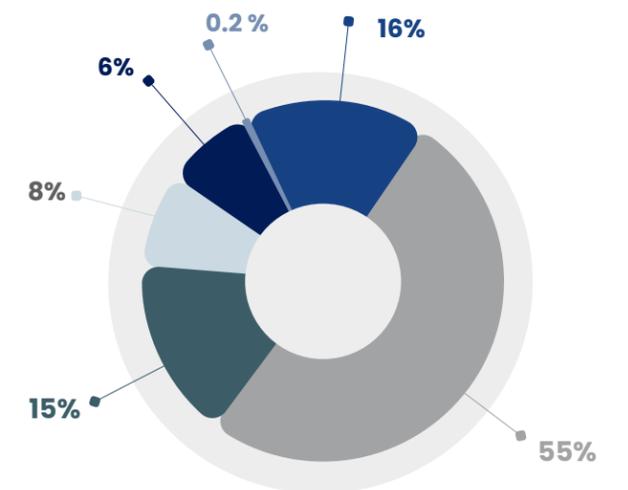


Tingua, *Porphyrio martinica*, Arauca

Percentage of wildlife in or near SierraCol Energy's projects in Central Llanos area



Percentage of wildlife in or near SierraCol Energy's projects in Caño Limón area



Category	Caño Limón area wildlife		Central Llanos area wildlife		Caño Limón area flora		Central Llanos area flora	
	IUCN	National ¹⁷	IUCN	National ¹⁸	IUCN	National ¹⁹	IUCN	National ²⁰
Critically endangered	1	2	0	1	0	1	0	0
Endangered	3	2	1	0	1	3	1	0
Vulnerable	11	13	2	3	4	0	2	0
Near threatened	1	0	3	0	4	-	0	-
Least concern	0	-	189	0	237	-	73	-

In Central Llanos and Caño Limón area operations, four and nine new wells were drilled, respectively, for a total of thirteen new wells. Twelve of these were drilled from existing platforms and only one was drilled from a new platform, which consists of 3.04 Ha of natural cover.

¹⁶ The obligation of compulsory investment of not less than 1% is generated from the capture of water resources from water sources - surface or underground - carried out by projects, works or activities subject to environmental licensing, in accordance with the provisions of paragraph 1 of Article 43 of Law 99 of 1993, which was regulated by Decree 1900 of 2006, compiled in Chapter 3 of Title 9 of Part 2, Part 2 of Book 2 of Decree 1076 of 2015 and subsequently amended by Decrees 2099 of 22 December 2016, Decree 075 of 20 January 2017 and Decree 1120 of 29 June 2017

¹⁷ As established in Resolution 1912 of 2017 of the Ministry of Environment and Sustainable Development.

¹⁸ Idem

¹⁹ Idem

²⁰ Idem



Success story

Caño Limón Bio reserve, an example of passive conservation

Deforestation and loss of natural forest cover in Arauca, as well as in the wider country, has increased. According to the Ministry of Environment, in the first quarter of 2022 a total of 50,400 hectares were deforested in Colombia. This has relevance to the current situation in the Department of Arauca.

According to studies carried out by SierraCol Energy, the loss of natural cover has been accelerating in association with the establishment of pastures and transitory crops.

In response to this situation, and as part of our Biodiversity Management Programme, at SierraCol Energy we aim to conserve areas of importance and ecosystem services within our areas of influence. The area known as “Caño Limón Bio reserve”, located in the La Arenosa village in the municipality of Arauquita, is part of this programme. Through passive restoration processes, an area of approximately 223 hectares has been conserved and more than 80% of this area has reverted to natural and semi-natural cover, including Zural forest, gallery forest, dense flooded grassland, “Arracachales” and secondary vegetation.

In order to achieve a better understanding of the state of conservation of biodiversity in the area, we carried out a detailed survey of the area and found the following:

COMPONENT	CONSGA ²¹ (2022)
FLORA	Fifty-nine species recorded (2 VOC*)
AMPHIBIANS	Nine species recorded (1 VOC)
REPTILES	Eleven species recorded (2 VOC)
BIRDS	Sixty-five species recorded (5 VOC)
MAMMALS	Eight species recorded (4 VOC), seventeen with the 2021 study
FISH	Fourteen species recorded (2 VOC aquatic mammal “Commerson’s Dolphin” and semi-aquatic “River Otter”)

*VOC: Values to be conserved.

These species include the Jaguar (*Panthera onca*), the Giant Otter (*Pteronura brasiliensis*), Royal Turpial (*Icterus icterus*), Commerson’s dolphin (*Inia geoffrensis*), Caiman Crocodile (*Caiman crocodilus*), Anteater (*Myrmecophaga tridactyla*) and Tamandua Tetractyla (*Tamandua tetractyla*), among others.

The result of this survey shows typical processes of the dynamics of natural restoration of ecosystems. This has been achieved thanks to the efforts of SierraCol Energy to protect the area, by promoting and counteracting the growth of a matrix of pastures and crops and our determination to protect the biodiversity in the areas in which we operate.



Chigüiros, *Hydrochaeris hydrochaeris*, Arauca



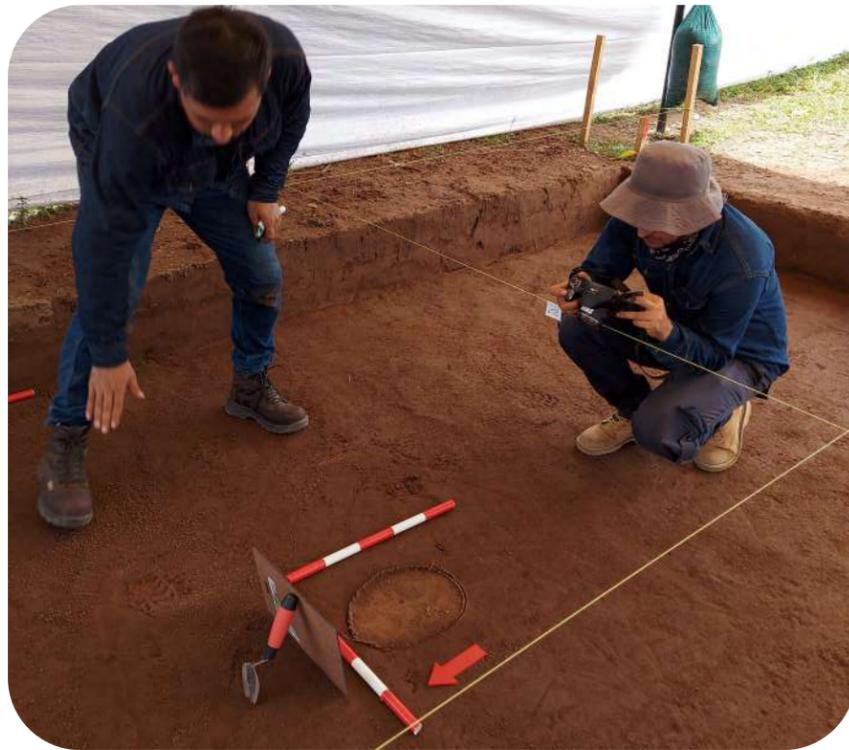
Babillas, *Caiman crocodilus*, Casanare

²¹ Company that offers consultancy and auditing services related to the development of socio-environmental studies.



Success story

Preventive archaeology programme: Objects, history and heritage



Archaeological exploration activities and public exhibition in Caricare, Arauca

SierraCol Energy, committed to the protection of archaeological heritage in each of its operations, has rescued and safeguarded the assets found in the areas of influence of the projects in the department of Arauca, contributing to the reconstruction of the historical and cultural heritage of the eastern plains' region and the Colombian Orinoquía.

The Preventive Archaeology Programme (PAP) is the scientific research aimed at identifying and characterising the material remains or vestiges rescued in the areas of projects, works or activities that require an environmental licence (Decree 138 of 2019). The PAP also aims at describing and interpreting socio-cultural processes of a past society.

The archaeological research work was carried out within the framework of a Preventive Archaeology Programme approved by the Colombian Institute of Anthropology and History (ICANH). This met all the technical, scientific and academic standards required by Colombian legislation on the protection of archaeological heritage in order to safeguard and protect archaeological patrimony and provide elements of historical significance of archaeological sites and materials.

The tasks of the PAP consisted of archaeological reconnaissance, sampling, prospecting, rescue and monitoring in the areas of the Caño Limón, Primavera, Caricare and Cosecha fields.

The chronology of the sites ranges from the 7th century A.D. to the post-Hispanic colonial period. The information from the archaeological site located during the excavation suggests the existence of a settlement from the pre-Hispanic and even the colonial period. It is possibly a small village composed of several dwelling structures, and it is likely to have been occupied on several occasions.

Comparison with other archaeological findings from the municipality of Arauquita and the Lipa and Caño Caranal river basins suggests the use of natural structures slightly higher than the rest of the plain for the location of houses and crops. Their manufacturing technology and decoration is similar to that of other ceramic assemblages found in the Orinoco and Amazon regions. Pots, bowls, plates, "múcuras" and other pottery forms were made from coils of clay and then polished to give the surfaces a better finish. Once the piece was finished, it was fired in ovens made of wood and stones.

As part of the commitment and responsibility that SierraCol Energy has with the history of the region and the country, during the months of November and December 2022, public archaeology activities were carried out through recreational activities. These included the exhibition of some of the rescued pieces in four educational institutions with the participation of 500 students, followed by the exhibition of these pieces in the main square of the municipality of Arauquita where the inhabitants were able to observe and understand the importance of these findings. Finally, the activities culminated in the house of culture of the city of Arauca, where an exhibition and discussion with the experts took place.

As stated by Dr. Alejandro Bernal, coordinator of the archaeology team, "The opportunity offered by SierraCol Energy to coordinate the work of the Caño Limón area Preventive Archaeology Programme has been personally, professionally and academically rewarding (...) Professionally, the opportunity to implement a Preventive Archaeology Programme in the SierraCol Energy fields in the department of Arauca has allowed me to develop new knowledge and has strengthened my ability to relate to a work team and a multidisciplinary network of professionals from many areas of expertise. On an academic level, the archaeological experience in Caño Limón area has been fundamental in broadening my perspectives on the archaeology and history of the tropical lowlands of northern South America".



Waste management, circular thinking from the ground up

GRI 3-3, 11.5.1, 11.5.2, 11.5.3, 11.5.4, 11.5.5, 11.5.6

2022 represents the third year of developing actions in our circularity pathway, which includes the Circular Economy Programme for our Caño Limón area. We promoted the monitoring processes with audits, inspections and extensive controls to assure the proper disposal of waste.

We are committed to circular economy initiatives that go beyond waste management.

At SierraCol Energy we promote the circularity strategy to improve the efficient use of natural resources. This involves the planning of procurement, the efficient use of energy and the proper use of materials until their final disposal. In this manner, we can get the most out of materials and extend their useful life.

After developing the diagnosis with four phases (flow circularity analysis, map of identified opportunities, prioritisation of initiatives and strategic recommendations) we developed the Circular Economy Programme for our Caño Limón area operations. This programme allows us to draw a circularity strategy around clear goals and, additionally, to follow up on each of the initiatives that are or should be prioritised by the Company.

Some highlights include:

Purchase of local agricultural products:

We introduced the first farmers' markets to supply the food court in our fields in Caño Limón area. More than 2,000 kg of food was purchased directly from local farmers as part of this project. We also developed the evaluation of technical and economic proposals for the use of organic material to be implemented in 2023.

Manufacture of products from the extrusion of plastic waste:

We developed a partnership with a local company that allowed us to manage the transport, collection, washing and shredding of our plastic waste. The company is able to develop a wide range of products made from plastic wood (playgrounds, bridges, fences, posts, pallets, etc.). Through this initiative, the disposal of around 24 tons of hazardous waste has been avoided while working with the company to decide the best use for the recycled plastic that comes from our operations.

Electrical and electronic waste:

Through El Alcaraván Foundation, we donated 66 PC towers, 43 screens and 31 laptops to schools nearby our Caño Limón area operations. When the donation was made, we considered the usability of the equipment, that's why each set has its

own Windows Licences and the computers to Schools also have their own Office Licences.

Metal waste:

1,073 drilling pipe joints and 1,232 linear metres of pipe were donated for the construction of social infrastructure; 322 ton of ferrous material and copper were recycled in collaboration with iron and steel companies and around 800 ton of pipes were sold for recycling.

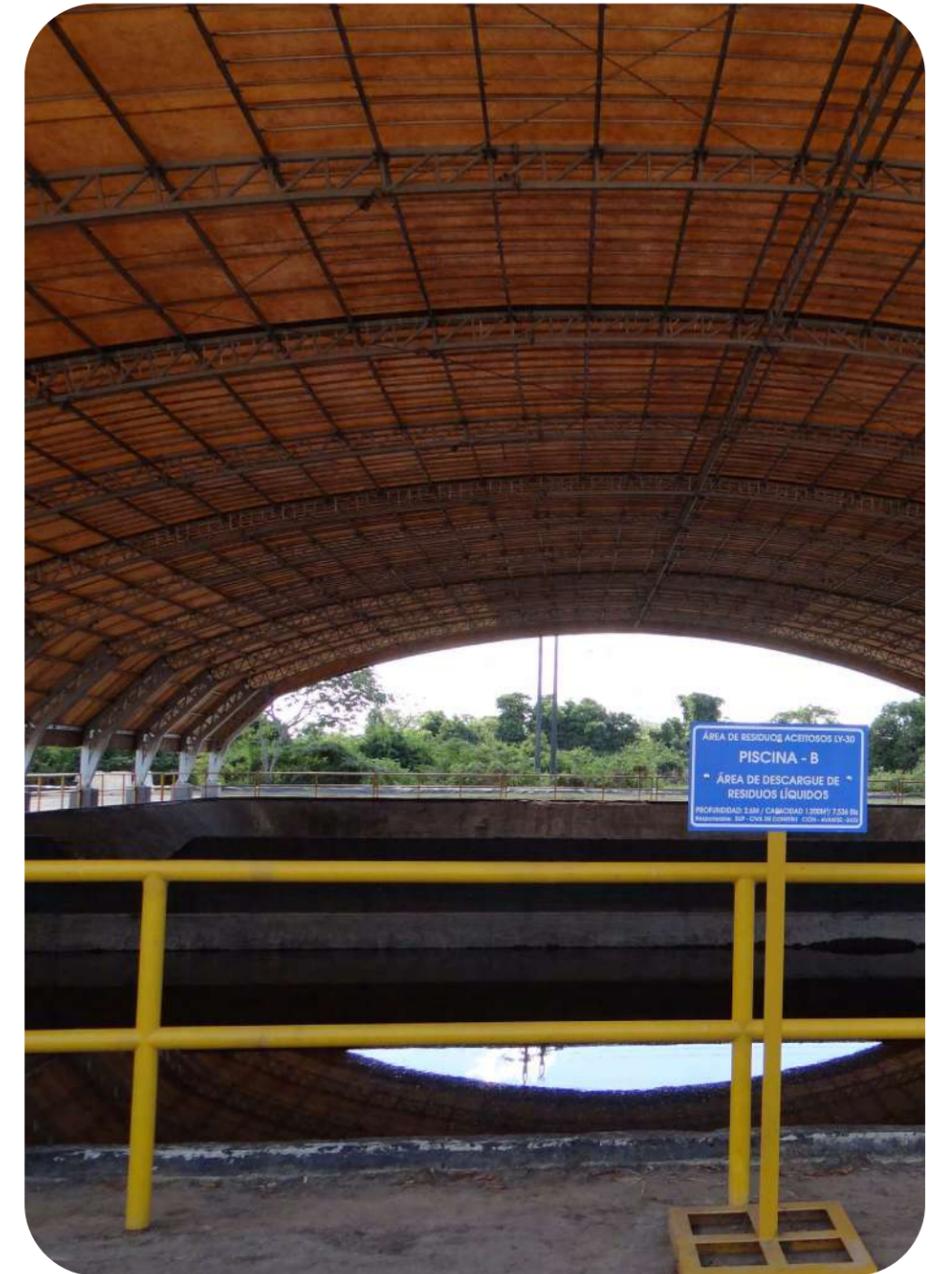
Cuttings and drilling muds:

We proposed a way of modifying our cuttings and drilling muds, so that it could be used to stabilise civil works, such as road building projects. Laboratory tests were conducted to verify the mechanical and chemical properties. of the material

Our integrated waste management approach is a fundamental part of our circular economy initiative. We recognise the value of proper waste separation, reduction of waste generation and the proper identification, handling and disposal of waste with hazardous characteristics.

Hazardous waste: 18,220 ton/ year

Non- hazardous waste: 266 ton/ year

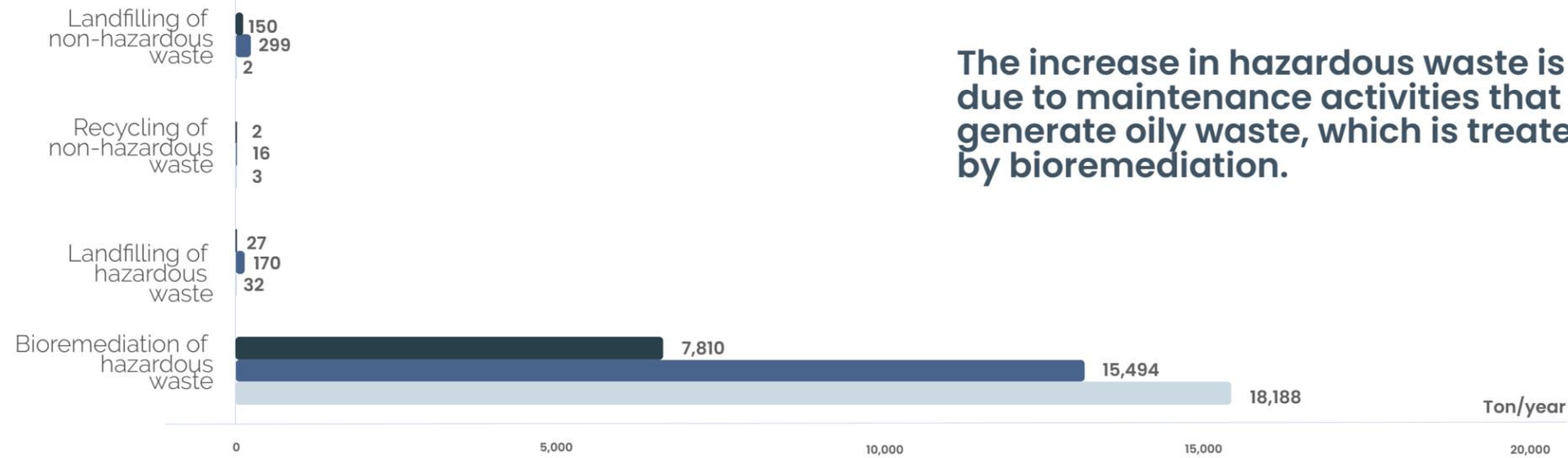


Oily waste treatment facility, Arauca



Waste by type and destination

2020 2021 2022



The increase in hazardous waste is due to maintenance activities that generate oily waste, which is treated by bioremediation.



Plastic recycling, Casanare

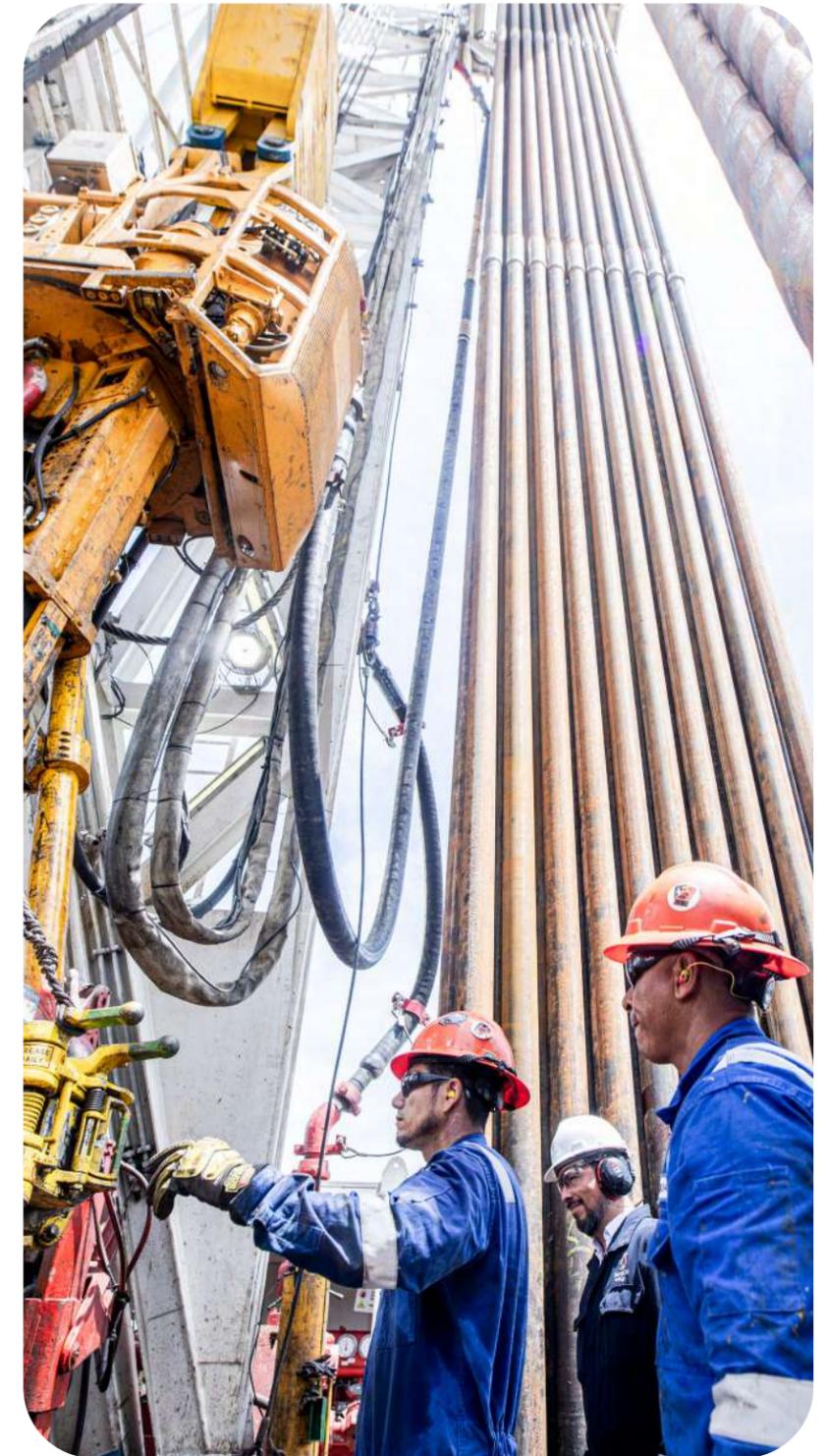
Although we have our own landfill authorised by the environmental authority²², we limit its use to contingency activities. We work through partnerships and contracts with transport and waste management companies to manage our waste in strict compliance with applicable regulations. Waste generation is controlled and monitored through audits from generation to final disposal, with evidence collected throughout the process, including volumetric measurements, detailed records and the issue of disposal or recycling certificates. All information is regularly submitted to the environmental authority. In 2021, we began to detail the registration of waste generated by each of our contractors through a Single Contractor Register (RUC), where we monitor and ensure that the waste generated is properly managed.

We also carry out inspections and audits of companies responsible for the collection, transport and final

disposal of solid waste to ensure compliance with regulations and our environmental standards.

Cuttings and drilling muds generated during the drilling phase of our operations are managed by a specialised third party authorised by the environmental authority. This third party ensures the correct treatment, reuse and disposal of cuttings. We monitor and record the volumes delivered by treatment method and type of disposal and report this information regularly to the environmental authority.

122,592 bbls of drilling cuts were handled in Caricare and Caño Limón area and Central Llanos operations



Drilling activities, Catalina well, Cesar

²² Autoridad Nacional de Licencias Ambientales -ANLA



Communities and society

GRI 3-3, 11.15.1, 11.15.2, 11.15.3, SC01

SASB EM-EP-210b.1

Our neighbours and their territories inspire us to create a legacy of lasting social progress while developing energy resources responsibly.

We are a neighbour and ally of the communities where we operate as we understand the environment and its needs. With the aim of creating value through genuine and transparent dialogue as the cornerstone of our management with all our stakeholders.

In SierraCol Energy we have strengthened and enriched our inclusive approach with the communities, public and private organisations around us through dialogue based on values and principles. This has allowed us to build vicinity and at the same time social viability to operate in a responsible manner, building authentic relationships and mutual growth and trust. To achieve this, we have defined four pillars based on an understanding of the needs and interests of our stakeholders and territories, which we believe to contribute to generating a long-term vision and sustainable social development.



Cocoa project, Arauca



We are implementing a comprehensive community management strategy, ranging from social investment to local capacity building programme.

As we have made clear in our human rights policy, we strongly believe our actions can generate significant positive impact, not only in the vicinity of our operations, but more broadly in society. For this reason, we are committed to engage with strategic national and local partners to implement human rights and social initiatives that contribute to advance in the Sustainable Development Agenda.

Social Investment



We create a mutually beneficial relationship, where our presence in the area has a positive impact on the lives of our neighbouring communities, with investments that enable growth opportunities.

US\$6.3m

116,508
Beneficiaries
of programmes, projects and specific social investment activities in all operations.

93,560
Caño Limón area

18,878
Central Llanos

4,070
Lago Sur

Stakeholder Engagement



We build relationships based on trust and mutual growth with our key stakeholders.

110
Local department authorities

63
Caño Limón area

33
Central Llanos

14
Lago Sur

348
Strategies for the viability of projects and activities

123
Caño Limón area

99
Central Llanos

126
Lago Sur

107
Environmental warnings

111
Meetings for social viability projects in all operations

Land and Resettlement



We manage the acquisition of land for our operations in a fair and respectful manner.

49
Property rights obtained

5
Resettlement - temporary relocations

49
Easement and release of access by recognition of damage

37
Caño Limón area

9
Central Llanos

3
Lago Sur

Local Content



We promote local hiring opportunities in our operations, creating synergies with our contractors, positive actions that promote local development.

1,947
Local labour contracted by contractors in Caño Limón area

37
Companies trained in Sierracol's direct contracting lines.

187
Companies were strengthened in the business sector, in collaboration with CREO

137
financial, legal and administrative criteria

50
personalised consultancies

Note: Includes data from La Cira Infantas



We generate value for our neighbours and stakeholders

GRI 3-3, 11.14.2, 11.14.4, 11.14.5

Our lines of action in the 2022 flagship projects are to support the basic needs of the communities, giving them the opportunity to study and to have access to dignified housing. In this way we contribute to improving the quality of life of our neighbours.

We know and understand the needs of our neighbours and the communities. We have developed strategies that focus on overcoming barriers development as a way to generate opportunities, based on the premise of improving the quality of life is essential to human development.

We work through responsible business practices. In this regard, as part of our human rights due diligence, we analyse the contexts in which we operate, identifying the complexity of the environment and the history of adverse impacts, as well as the different existing risks. We also conduct stakeholder group mapping to identify among our stakeholders those rights holders who may be impacted by the development of our activities. Our social investment guidelines are based on local understanding and analysis, the benefits available to our communities and a long-term commitment to the territory.



Vereda La Ceiba, La Cira Infantas

We act to help overcome development barriers as a mechanism for opportunity generation and peacebuilding.

Our social investment principles and policies have been fundamental in restoring the social cohesion of our neighbouring communities. We have successfully implemented socio-economic development initiatives that have strengthened the organisation's trust with the communities, through communication based on values and the ethical and transparent work of our team.

- **Development infrastructure:** Intervening in physical works of public use that also create synergies and accelerate projects underway in the territory.
- **Entrepreneurship and income generation:** Strengthening the promotion of productive projects based on the local economy and potential.
- **Education and social inclusion:** Comprehensive intervention of the educational pathway to improve quality and include STEAM components. Implementation of community education programmes.
- **Improving the quality of life and well-being:** Improving the environment close to each person in aspects that contribute to personal and family wellbeing.

Social investment guidelines



Development infrastructure

135

kilometers of rural community roads intervened.



Entrepreneurship and revenue generation

+100

producers improved their practices with the livestock and cocoa programmes.



Education and social inclusion

Start-up of the first **techno academy** in the Orinoquia.

1,759

students with rural connectivity services in **24** schools.



Quality of life improvement

194

new rural housing units were constructed



Success story

Tecno-Academy, our commitment to the future of Arauca



Tecnoacademia El Alcaraván Foundation, Arauca

The Tecno-Academy is an innovative and successful educational programme in which children and young people from primary, secondary and high schools develop skills in science and cutting-edge technologies such as biotechnology, nanotechnology, robotics, engineering and others. In addition to creating competitiveness and strengths for the new technological economy, the Tecno-Academy strengthens the participants' communication skills, flexible thinking, leadership and teamwork.

The first Tecno-Academy in Colombia's Orinoquia, inaugurated in Arauca in 2022 at the facilities of El Alcaraván, the social foundation of Ecopetrol and SierraCol Energy, was made possible thanks to our strategic alliance with the National Learning Service (SENA by its acronym in Spanish) and the Government of Arauca. In this first year of operation, 809 students from 11 public and private schools in Arauca had the privilege of receiving high-quality training in biotechnology, engineering, basic sciences, robotics, ICT, electronics and precision agriculture.

Mid-year, at the end of the first semester 144-hour competency-based training, the partners held the Tecno-Science Arauca 2.0 event, where students presented the results of their immersive experiences in technology, research and innovation. Referring to the displays prepared by the students, Maria de la Paz Garcia, Social Responsibility Manager of SierraCol Energy, said: *"The dedicated work of each of the parties contributes to meeting the goals that we have set to make the Department of Arauca a national benchmark in technology, research and innovation. For SierraCol Energy, this is not just a learning scenario in science, engineering, or mathematics. We are convinced that the more than 400 students who have passed through our classrooms during this first semester have found, in our El Alcaraván Foundation, a scenario of peace, where knowledge coexists with dialogue, values and healthy coexistence"*.

The 2022 Tecno-Academy produced some incredible projects, including:

- **Robotics and electronics: integration of STEAM (Science, Technology, Engineering, Arts and Mathematics) in the development of robotics and electronics through the implementation of technological tools.**
- **ICT (Information and Communication Technology): the development of an orchard in controlled environments through precision agriculture.**
- **Engineering: prototype monitoring and control system in urban agriculture based on the Internet of Things (IoT).**
- **Biotechnology: physicochemical and microbiological characterisation of the lentic system in El Alcaraván lagoon.**

In addition, a research workshop of the Arauca Fixed Tecno-Academy was established and an article on "Urban gardens with precision agriculture in controlled environments" was published in the Journal of the Science, Technology and Innovation System two notable achievements that reflect the transformative potential of the programme for the next generation of Araucanian innovators.



Tecnoacademia El Alcaraván Foundation, Arauca



Success story

Transforming realities: Rural Housing Programme in Caño Limón area

The Rural Housing Programme, funded by SierraCol Energy since 2013, provides housing solutions to those most affected by poverty in the municipalities of Arauca and Arauquita. With the clear purpose of leaving our legacy of well-being, shelter, and peace of mind to our neighbours wherever we operate.

In 2022 the collaboration between SierraCol Energy, the leaders of JUNCALI, (Spanish for: "Juntas de Acción Comunal de Caño Limón y Laguna del Lipa") and (Spanish for "Juntas de Acción Comunal de Panamá de Arauca") and El Alcaraván Foundation was able to deliver 194 houses, for a total of 764 houses since 2013. Houses are 81 m², with three-bedrooms, living room, dining area, bathroom with veneer covering and kitchen with dishwasher. The homes fully comply with construction standards, guaranteeing the safety and well-being of all the beneficiaries of the project.

Through this programme, SierraCol Energy invested US\$ 2.5m 2022 for the well-being of our neighbours contributing to the economic reactivation of the territory, creating 200 jobs and the purchase of materials and services from 14 local suppliers.

Of the 194 houses, 61% of the beneficiaries are under the age of 18 and 37% are single mothers. The programme has had a positive impact on the well-being of families, with significant disadvantages in the following four dimensions:

- **100% of the houses lacked water facilities and adequate waste disposal, which was resolved through the programme.**
- **85% of the houses used for living were made with substandard materials like cardboard, wood, plastic, and fabric, with cloth, or wood. These now have brick walls.**
- **44% of the houses were built on dirt or sand floors. These have now been replaced with brick walls and concrete floors.**
- **14% of the houses were in overcrowded conditions.**

New home owners are very grateful for the houses, some of them expressing "this is a new beginning".



Housing programme beneficiaries, Arauca



Engagement and communication with our stakeholders

GRI2-25, 2-29

In 2022, it was very important to understand the perceptions of our stakeholders, so that we can adjust our tool "Conectémonos" ("Let's Connect" in English) to consolidate our relationship through value-based communication. The relationship with stakeholders is the cornerstone for the development of SierraCol Energy's operations. Our objective is to engage in an organic, society-oriented dialogue, where we work on building transparent and responsive relationships.

Purpose of stakeholder engagement



Together with our stakeholders, we have built ten relationship principles that allow us to engage in a warm and continuous social dialogue.

Engagement principles





To exercise due diligence and improve our communication mechanisms with different stakeholders, we have developed and installed the System of Attention to Concerns (SAI by its Spanish acronym) a programme that we adopted in 2022 and is now called “Conectémonos”. This reaffirms our commitment to listening and address the concerns of our neighbours, which is in line with our firm intention to protect the human rights of the communities we work with.

In this way, through Conectémonos, we are able to gather the concerns, worries or possible impacts perceived, especially by our neighbouring communities. This is in addition to another important element we have been working on, which is the participation of the communities near our areas of operation to jointly identify possible social and environmental impacts and give them priority attention, so that they do not become materialised risks.

Thus, “Conectémonos” becomes our community participation programme, developed and implemented by utilising:

- **International standards: including IFC, UN Guiding Principles on Business and Human Rights and IPIECA (the global oil and gas association).**
- **Lessons learned from the System of Attention to Concerns (SAI).**

369 requests, claims and petitions were received and processed during 2022.



Casanare

TOPIC	Requests	Complaints or claims	Rights to petition	Commitments	TOTAL
Social investment and community contributions	239	2	2	0	243
Private property <small>(real estate and personal property)</small>	3	0	1	0	4
Labour and employment	26	4	2	0	32
Road aspects	17	2	0	0	19
Environmental	8	0	0	0	8
Procurement of goods and services	5	1	1	0	7
Security and Human Rights	2	2	0	0	4
Others	45	4	3	0	52
TOTAL	345	15	9	0	369



Conectémonos reached 78 villages of direct influence, gathering community perceptions and concerns

The number of requests increased in 22% versus 2021, showing an improvement in the communication with the communities.



Human rights

GRI 3-3, 408-1, 2-30, 11.12.1, 11.12.2

Our Code of Business Conduct firmly supports our commitment to respect and promotion Human Rights.

In 2022, we assured that our initiatives were supported by the United Nations Guiding Principles on Business and of Human Rights, making a difference in how we operate and conduct our business. Working hand in hand with our operational partners to ensure the implementation and understanding of the rights of our neighbours and employees.

At SierraCol Energy, we work constantly towards the implementation of the best practices in human rights. We reaffirm our human rights commitment to our strategic partners at an international and national level. Through our due diligence process we prevent, mitigate and remedy, where appropriate, human rights impacts, as well as promoting and contributing to the sustainable development agenda.

Our recently updated **Human Rights Policy**, is aligned with international standards and initiatives including the Extractive Industries Transparency Initiative (EITI) and the guidance and recommendations of organisations such as the UN Global Compact and IPIECA.



Casanare operations

Our approach to human rights draws on the following international standards:

- **ILO Declaration on Fundamental Principles and Rights at Work**
- **ILO Convention Concerning Indigenous and Tribal Peoples (ILO 169)**
- **UN Global Compact Principles**
- **UN Guiding Principles on Business and Human Rights (UNGPs)**
- **Voluntary Principles on Security and Human Rights**

• **Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises**

This policy covers key human rights issues including the respect and recognition for the work of community leaders, environmental activists and human rights defenders. It also promotes social dialogue with the communities to understand their concerns and establishes the commitment to provide an accessible grievance mechanism to engage them through an effective and inclusive system to manage their requests, claims or complaints related to human rights.

At SierraCol Energy, we focus on improving our positive impact on our employees, communities and the environment. We promote diversity, equity and inclusion, with particular focus on gender equality. We prioritise the health and safety of our employees and our supply chain and the prevention of risks related to child labour, forced labour and modern slavery practices. There were no cases identified and/or reported in 2022 relating to the above-mentioned issues.



By supporting social initiatives, we contribute to the sustainable development agenda in the operation areas in which we operate. Engage in multi-stakeholder initiatives aim at respecting human rights and improve our best practices.

Our efforts include strengthening our culture of respect for human rights to integrate this commitment into our social, environmental and governance priorities. This year, we reinforced this purpose through and internal communication campaign, including key messages from the CEO and the Management Team.

We continue to strengthen our human rights performance and to work with our business partners to ensure the respect of human rights aligns with international standards and our core values. We also ensure our updated human rights policy was shared with all our contractors with training provided to understand our expectations regarding the respect of human rights and due diligence to manage of specific risks, especially those related with security.

In line with the UNGPs, we maintain a due diligence process to identify adverse human rights impacts in our operations. In coordination with our partner Ecopetrol, we conducted a Human Rights Impact Assessment (HRIA) for La Cira Infantas

operation in 2022. This assessment was conducted in accordance with the UNGPs and relevant international standards and best practices. The HRIA in La Cira, which was carried out by an independent external consultancy, has helped to identify areas for improvement and the key issues that could have an impact through our operations or business relationships. We will prioritise actions based on these findings and continue to strengthen our human rights due diligence.



Catalina project, Cesar

Success story

We are committed to the well-being of our neighbours

As neighbours and allies of the Arauca community, we've seen that one of the main need is access to health care services. This is made difficult by long distances, low family incomes and lack of transport; the nearest health care centre is 96 Km away, and the nearest hospital is 41 Km away. SierraCol Energy set up two community health centres in Nubes and San José la Pesquera villages. In these centres, healthcare is offered to people of all ages with periodic prevention and promotion campaigns, serving 28 rural villages and giving priority attention to improving the well-being of our Araucanian neighbours.

With each step we take towards improving the living conditions of the community, we develop better relations with our neighbours. Thanks to this mindset, heralded by our "Quality of life and well-being" initiative, we have increased health coverage in our neighbouring communities, with the aim to contribute to the comprehensive development of a disadvantaged territory.

As a new initiative, we include a dental care service registering 6,054 patients by the end of 2022. Women's health care was highlighted and promoted through programmes in breast cancer prevention, promotion of healthy sexuality and reproduction, monitoring of children's growth indices, and physiotherapy incentives for the elderly community. This programme makes us at SierraCol Energy very proud, and hopeful of achieving our goals, and cementing our legacy.



Cocoa chain, Arauca



Communities, Arauca



Security in our operations

GRI 3-3, 11.18.1, 11.18.2

At SierraCol Energy we believe that security is a relevant issue for sustainable development and peacebuilding. We conduct our security operations while respecting and working hard to implement the best practices on security human rights. Indeed, we are member of the Mining and Energy Committee on Security and Human Rights (by its Spanish acronym CME), a multi stakeholder platform that aim to promote and respect security- related human rights.

It is of great importance for us to protect the security of our employees and contractors. In this sense, we carried out workshops with our employees to manage the risks of extortion and kidnapping; promoting human rights training with our security provider, in line with our commitment to Voluntary Principles on Security and Human Rights.

At SierraCol Energy, we take pride in our commitment to security and human rights.

Due to the geopolitical risks in the area where we operate, we rely on the support on Police to comply with their constitutional obligations concerning security in the areas of our operations. In addition, to strengthen the physical security of our employees and the operation, we also hire private security and employ electronic security and CCTV (Close Circuits Television) equipment to support perimeter infrastructure which works with an analysis unit in charge of monitoring public information sources.

As part of our due diligence process, we conduct Human rights impact and risk assessments, including security, when engaging with public forces. We also carried out different workshops with our employees and contractors to manage the risks of extortion and kidnapping.

Our Security Department conducts a comprehensive risk analysis process to ensure the safety of our operations and we mitigate all identified risks to create safe environments for all involved.

We have an internal platform that provides access to human rights training.



Caño Limón area, Arauca



Human capital

GRI 404-3, 2-8, 2-19, 2-20, 2-30, 3-3, 11.7.1, 11.7.3, 11.10.1, 11.10.2, 11.10.3, 11.11.6, 11.13.1, 11.13.2

Our human talent strategy ensures that everyone has an equal opportunity to learn, grow and succeed.

In 2022 we reaffirmed that our workforce is the key driver of our operations, so we created recognition and growth programmes as a source of motivation and continuous growth, in line with the approved collective bargaining agreement.

It is vital to us that our workforce sees the Company as a support for their personal and professional growth. One of our main objectives is to create a sense of belonging through the incorporation of corporate values. To strengthen the commitment of our human talent, we have developed a Talent Management Strategy with five key pillars:

Key pillars



Career and development opportunities



Total compensation



Work environment



Wellbeing



Culture



Town Hall 2022

Through the “Leading my Career” programme, in SierraCol Energy we seek to enhance the skills of our employees through experiences that allow them greater understanding and professional growth while being aware of their own capabilities. The leaders of the organisation have also been trained to guide employees through their development process.

In order to integrate and apply our corporate values in the daily work of all employees in the Company, we have implemented our “On the Spot” recognition programme, which allows employees to send recognition messages to their colleagues through a specially designed website, as well as supervisors

to send monetary rewards to their team members and the rest of the organisation for their daily extra efforts and contributions. The monetary rewards received by employees are expressed in COP (Colombian pesos) and can be redeemed by selecting vouchers from a catalogue of a wide range of brands.

Through this programme, 1,450 recognitions were identified, achieving a direct impact on 74% of employees. In addition, through our Wellable platform, which gives employees access to health content through an on-demand library, we have identified trends in the wellness habits of users who have recorded their daily challenges.



At SierraCol Energy we do not directly have part time employees. However, we do receive temporary support for certain activities where these employees are included in the legal compensation.

In addition, in 2022 a new Collective Labour Agreement was successfully negotiated and signed a Collective Labour Agreement with the Workers' Trade Union (USO by its acronym in Spanish) from the hydrocarbon industry Arauca sub directive, valid from 2022 to 2026.

This agreement was reached in the first quarter of 2022 during the initial negotiation period allowed by the law, demonstrating the capacity for dialogue between the parties and thus not escalating to arbitration.

This Collective Bargaining Agreement establishes above-market wages, which increases annually above the Cost-of-Living Adjustment (COLA) and covers a variety of benefits such as: housing loans, medical coverage, educational subsidy, among many others.

Our compensation philosophy is designed to support and align people with our culture, values, operational strategy and financial needs. It aims to compensated for performance and it focuses on attracting and retaining the best talent.

To achieve this, we have a Total Remuneration Programme which is a balance between the different aspects related to remuneration in cash and in quantifiable and

intangible benefits or quality of life which. This is based on comparative market studies with companies in the sector and permits us to determine the levels of payment, ensuring we are among the best practices in the country.

We also have an Internal Remuneration Guide that summarises:

- **The conceptual framework and represents the decisions taken by the Company.**
- **The operation of the compensation programme under a methodology for calculating salary increases and variable compensation.**
- **The guidance to which the Management Team adheres and which specifies performance measurement through the Balance Score Card that incorporates our economic, environmental and social values and results.**

We also conduct analysis across our business to ensure that women and men are paid equally or similarly for the same or similar work. Compensation decisions in relation to bonus, recognitions and salary increases are reviewed carefully to ensure equity across gender groups.

The total turnover rate was 10.8% and the voluntary turnover rate was 4.8% for this reporting year, which increased compared to 2021 (6.6% and 2.5%) and 2020 (7.7% and 2.8%) respectively.



Company Townhall 2022

We delivered 11 workshops with 94% of programme overall acceptance from 232 participants, including 75 supervisors.

12% of employees were covered by collective bargaining agreements.

We achieved a total of 18,550 hours of training

We conduct annual performance appraisals of 100% of our employees²³, where they receive feedback from their supervisor.

450 "recognitions" were identified, achieving a direct impact on 74% of employees.

²³ Unionized employees are not included



Diversity, Equity and Inclusion

GRI 2-7, 3-3, 11.10.1, 11.10.2, 11.10.4, 11.11.1

In 2022, one of our biggest achievements was working together to close gender gaps. During the year we increased our recruitment of women by 7% and created the Diversity, Equity and Inclusion committee.

Diversity, Equity and Inclusion (DEI) is a fundamental pillar of how we develop energy resources responsibly and create value for our stakeholders.

People are one of the most important priorities for SierraCol Energy, which is why we are committed to promoting a working environment that allows us to integrate differences, generate a sense of belonging and develop a culture based on respect and inclusion. In addition,

we have processes and policies that promote equal treatment and respect to facilitate a culture of labour equity.

At SierraCol Energy we are aware of the importance of strengthening success practices in diversity, equity and inclusion as a factor of competitiveness and sustainable development. The Company has decided to prioritise the gender issue and join the national government's efforts to promote, strengthen and articulate initiatives in the oil and gas sector that aim to integrate the gender approach from the labour and community dimensions.

In Colombia, the representation of women in the total employment generated by the hydrocarbon sector reached 27% in 2020 (ACP²⁴, 2021).

The public policy on equity and guidelines for gender equity in the mining and energy sector was created and is the basis for the development of our initiatives. Likewise, our efforts are coordinated with the sector, working hand in hand with the

²⁴ Colombian Oil Association (ACP by its Spanish acronym)



Women in our operations, Casanare

Colombian Petroleum Association, through the gender working group to make visible and promote initiatives that contribute to closing the gaps in the industry.

Through our **Equal Opportunities Policy**, we establish guidelines to achieve equality of treatment and access to employment opportunities that promote transparency and fairness within the Company. Thus, we reaffirm our intentions to respect human rights of our workforce in line with our human rights policy and the Company's corporate values.

The Company is strongly supportive of women's career progression. In 2022, 44% of promotions were awarded to women, compared to 40% in 2021.

At SierraCol Energy, we are living up to our commitment to gender equality, with our female recruitment increasing by 7% in 2022.

Our human talent-related guidelines and tools include our:



Code of Business Conduct



Recruitment Policy



Diversity, Equity and Inclusion Policy



Equal Opportunity Policy



Integrity Helpline



Coexistence Committee

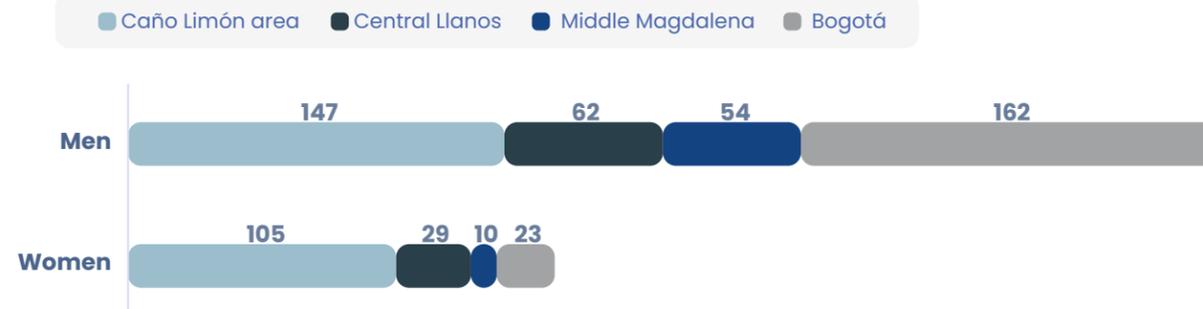


Success Factors Platform

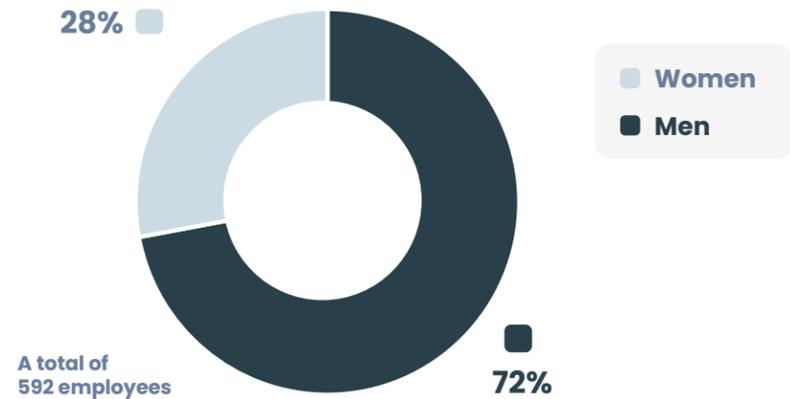


Casanare, operations

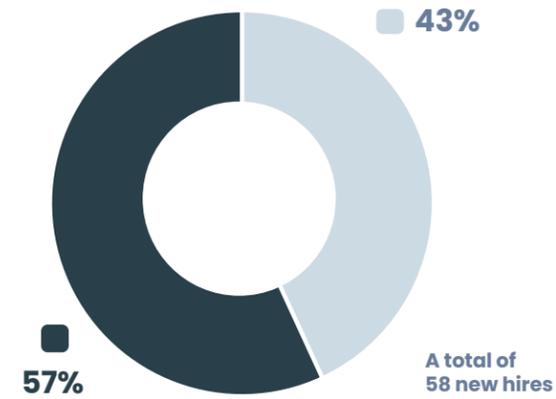
Number of employees by operation and by gender



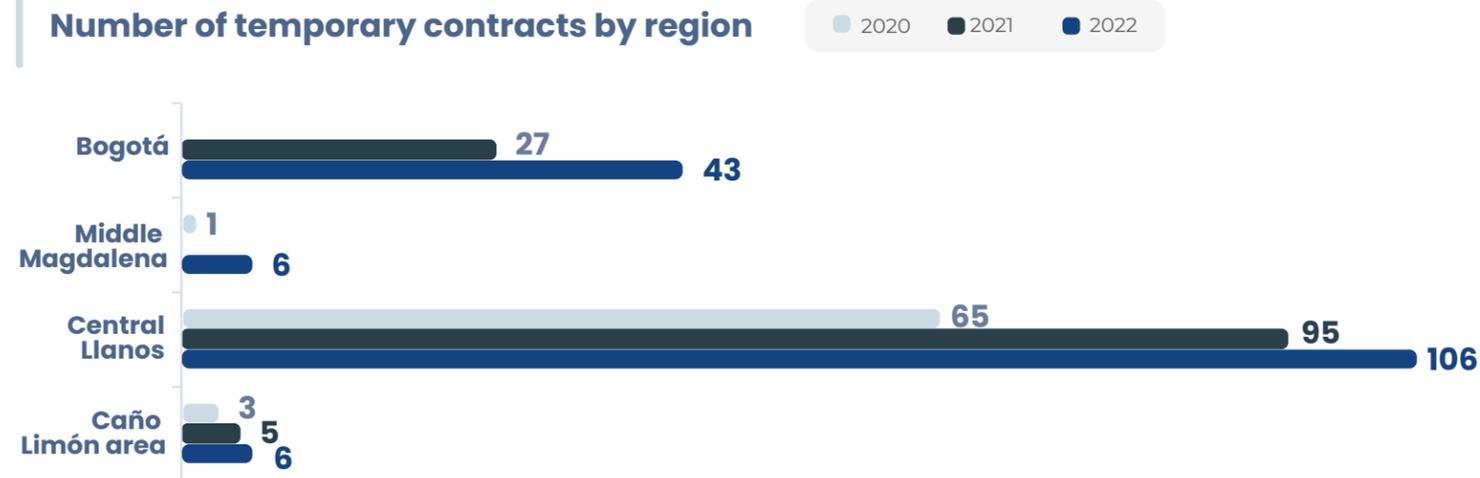
Proportion of employees by gender



Hiring rate by gender



Number of temporary contracts by region



Our **Diversity, Equity and Inclusion Policy** and **DEI statement** are part of the SierraCol Energy governance mechanisms, the aim of which is to contribute to building a more inclusive and sustainable Company. For this reason, the Diversity, Equity and Inclusion Committee was created, which introduced a strategy based on three pillars:

- Accountability and culture**
- Talent and measurements**
- Indicators**

With the aim of encouraging leadership in the Company, the Committee is made up of employees from different areas where they can act as multipliers of information across the business.

This group contributes ideas for the implementation of programmes and strategies, so playing an active role in pre-activity analysis and in the decisions and proposals the Company makes in terms of diversity, equity and inclusion.

14 employees took parental leave: eight women and six men.



Success story

DEI: the core of organisational wellbeing



Alejandra Castaño - VP people, culture and services

The issue of Diversity, Equity and Inclusion (DEI) is central to the organisation. It is high on SierraCol Energy's corporate strategic agenda and one of the key drivers of the evolution of the organisation's culture.

In 2022, the Company trained 12 women in Women's Leadership with Oxford and



DEI Work team

Yale Universities and that group is now developing a Women's Leadership Programme tailored to the challenges facing the oil and gas industry in Colombia. The programme has three audiences, SierraCol Energy employees, our contractors and members of the communities where we operate.

This programme is led by our Vice President of People, Culture and Services, Alejandra Castaño, who is part of our Management Team and is the standard bearer of the DEI programme for the organisation. Alejandra

is the Company's representative internally and externally for all initiatives aimed at fostering and promoting a diverse and inclusive work ecosystem. In 2022, she was recognised at the 100 Successful Women in Business Event and was featured in the magazine "100 Mujeres Exitosas en los Negocios" – 100 Successful women in business–, and in the "Diario La República", a Colombian newspaper for her contribution to the HR arena, the industry and the business community at large. Additionally, she was internationally recognised by the Global International Alliance with an

Honorary Doctorate in Humanitarianism for her contribution to the community.

For SierraCol Energy, this is a success story that demonstrates the value of preparation, lays the foundation for better DEI-related programmes and sets an important precedent by having one of the most celebrated women in the industry lead the way in our business.



Solid governance

Through our governance system, we monitor our activities to ensure compliance with the law and adherence to high international standards.

Corporate governance

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-17, 11.11.5

The excellent performance in 2022 reflects the extensive experience of our Board and its decision-making capacity. On top of that, we strengthened the governance of ESG dimensions through the ESG Committee.

The Board is our highest governance body, which is composed of six highly qualified members with an average of more than 20 years of experience in the energy sector. The Board committee met every two months in 2022.

Board functions:

- Approves the company's annual scorecard.
- Oversees the development of the business and leads actions to ensure its viability and sustainability.
- Sets the Company's ESG objectives annually.
- Monitors and evaluates progress.
- Leads our Management Team through active communication and reporting channels.



Caño Limón area, Arauca

Tony Hayward

Independent Executive Chairman.

Marcel van Poecke

Chairman of CIEP

Bob Maguire

Head of CIEP

Heather Mitchell

Partner, Managing Director and General Counsel for Investments

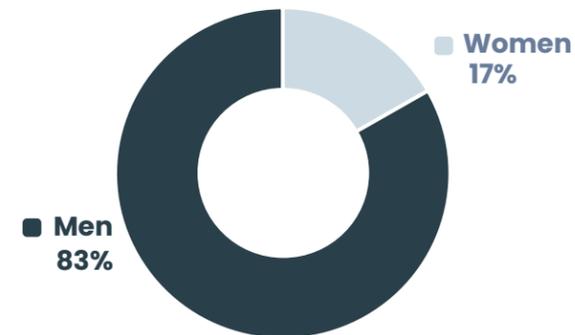
Eric Faillenot

Director at CIEP

Felipe Posada

Independent board member, Chairman of the Finance and Audit Committee

Board composition by gender



None of the Company's Board Directors is a member of the Management Team

We recognise the importance of environmental, social and governance issues in our operations. Therefore, to review and adjust the execution of the Company's sustainability strategy, the ESG committee was created with the purpose of monitoring and supporting the identification and control of non-financial risks, impacts and opportunities, approving ESG policies; it is composed of at least three members, who are appointed by

the Board. The committee meetings are used to disseminate the Company's sustainability management information, so that knowledge about management, risks and opportunities for improvement is communicated by the Management Team. In the event of requiring the opinion of experts on a specific topic, their presence may be requested during the meeting.

ESG committee functions:

- Set the organizational tone related to ESG topics, including ESG Policies approvals and ESG culture promotion.
- Review progress on climate action, setting challenging targets to achieve a favourable energy transition.
- Review the sustainability strategy periodically and approve projects ensuring its alignment with ESG criteria and SCE's mission and vision.
- Review SCE's annual sustainability report, TCFD report, ESG policies or any other material intended for disclosure or publication related to ESG topics.

In addition, the vice-presidency of sustainability reports directly to the CEO and the board on the Company's sustainability management, based on the five pillars of the ESG strategy as well as policies, programmes and initiatives.



Compliance, ethics and transparency

GRI 2-15, 2-16, 2-23, 2-24, 2-26, 3-3, 11.19.1, 11.19.2, 11.20.1, 11.20.3, 11.20.4, 11.22.1, 11.22.2

SASB EM-EP-510a.2

We are known for building relationships based on our corporate values. Integrity is one of our core pillars.

2022 was guided by our corporate values, with integrity at the core of our stakeholder engagement strategy. We are also guided by our policies and programmes, such as our code of business conduct, our **Anti-bribery and corruption (ABC) policy** and our commitment to transparency in all our activities.

At SierraCol Energy we have deeply held corporate values and see integrity as the path that allows us to build relationships, based on transparency, with all our stakeholders. Our compliance with Colombian legislation, applicable national environmental regulations and respect for the covenants and agreements established by the country, allow the viability of our operations and support our intention to operate in a sustainable manner in Colombia.

Through our **Code of Business Conduct (the Code)** we mandate all those who represent the Company to act ethically and in accordance with our established policies and procedures. We have built our corporate governance tools according to our commitment to ethical and legal compliance, our work environment, the



La Cira Infantas, Barrancabermeja Santander

Company and the communities where we operate. The President and CEO, as the most senior officer of the Company, provides final approval and signs our public commitments and policies. The Code embodies the Company's undivided commitment to the principles we use to conduct our business. The Code affirms the Company's obligation to high standards of conduct and, in many instances, the Code goes beyond the requirements of the law because we value the Company's reputation and sets the Company's standard requirement from all employees to act with honesty and strong moral principles while conducting business dealings with colleagues, vendors, partners, government officials and others.

Employees at SierraCol Energy are encouraged to ask questions and to speak up on any possible law violations, bribery, fraud, misconduct or other areas of concern. For this reason, the Company has a **Speak-up and Non-retaliation Policy**

supported by several channels of reporting and communication, including an independent third-party helpline that guarantees an individual's confidentiality. The Company also has a **Conflict-of-Interest Policy**, which establishes guidelines and expectations for the Company's Directors, officers and employees. This explains what constitutes an actual or perceived conflict of interest and is intended to provide transparency, such as the disclosure of any personal relationships that might present biases within the Company's personnel, customers, business partners, suppliers and other third parties.

We engage a third-party independent contractor to manage our anonymous and independent whistle-blower line, Lighthouse, which is available 24/7:

- **Website:** <https://www.lighthouse-services.com/sierracol>

- **Phone:** from Colombia in Spanish dial 01-800-911-0011, the operator will ask you to dial your number, enter 800-603-2869 and follow the instructions. From Colombia in English dial 01-800-911-0010, the operator will ask you to dial your number, enter 800-603-2869 and follow the instructions.
- **Email:** reports@lighthouse-services.com (please include SierraCol Energy's name in the subject line of the report).

As an internal control, we have an **Anti-Bribery and Corruption Policy** designed to reiterate the Company's commitment to conducting its business with honesty and integrity and set forth requirements for the prevention of illegal payments, bribery, kickbacks and any other improper gift, hospitality or payment. This enables the Company to respond promptly to any inquiries about its conduct. When reports of potential corruption are received through any of the reporting mechanisms, an investigation is initiated and conclusions are based on the evidence collected in the investigation. The Company does not have any confirmed corruption cases.



The Company has no pending cases in relation to antitrust/anticompetitive and monopoly issues identified as a participant or party.

SierraCol Energy has not made any contributions to any political parties or candidates.

100% of our Management and 97% of our employees were trained on our anti-corruption policies and procedures in 2022.

Our culture is based on the embodiment of our corporate values, where the knowledge and execution of our policies is essential to the development of our activities. In our success factors platform, we provide open or assigned training programmes, where staff are trained in the Company's programmes and policies. The modules of the training programmes are developed according to the policies.

Regulatory compliance

GRI 2-27

SASB EM-EP-530a.1

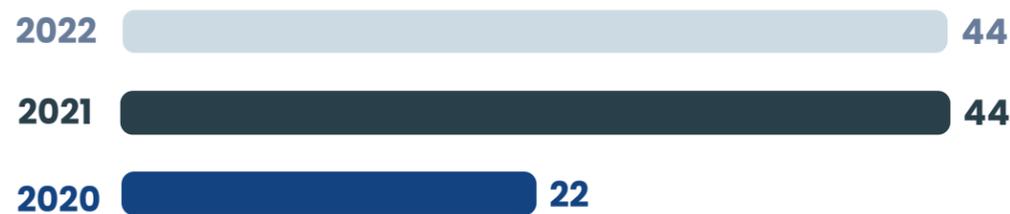
2022 was notable for the rigour of our legal and environmental compliance. Indeed, compliance with Colombian legislation is our standard, which is demonstrated by the fact that we are fully in line with our Annual Compliance Reports.

We develop work with rigorous mechanisms that support the development of energy resources in compliance with the relevant environmental licences and permits, ensuring our commitment to the efficient use of natural resources through sustainable operations. The success of our management is reflected in the maintenance of licences and permits and the record of zero legal sanctions.



Production facilities, Arauca

Currently active environmental licences and permits



We are equipped with software to follow up on the requirements of the environmental authorities. In our management of environmentally approved facilities, we performed environmental inspections and also established specific schedules for the Environmental Management Plans to manage natural resources and wastes. In addition, to assure the compliance with Colombian legislation, we annually submit the Environmental Compliance Reports (ICA by its Spanish acronym).



Economic performance

GRI 2-4, 3-3, 11.2.1, 11.21.3, SC02

In 2022 we were able to deliver outstanding financial results despite significant social and environmental challenges. By aligning ourselves with international standards, we managed to generate benefits for the neighbouring communities.

We base our business model and strategy on the potential of our assets in the country, a solid reserves foundation, stable oil and gas production with long-term prospects and cash generation. Our approach revolves around efficiency and low operating costs, as well as addressing social and environmental challenges to ensure that production is aligned with the highest sustainability standards. In this manner, we aim to meet our stakeholders' expectations, while adapting to a changing energy market, adding value for our investors and generating employment and benefits for our communities.

Outstanding economic performance.

- **Certified 2P reserves of 116 million boe, with an R/P ratio of 10.1 years and a reserves replacement ratio of 102%.**
- **Net sales volumes decreased by 0.4 kboepd, from 33.3 kboepd for the year ended December 31, 2021, to 32.9. kboepd for the year ended December 31, 2022.**
- **Over the same period, royalties increased from US\$91.2 to US\$118.1 million, a 29.5% increase predominantly attributable to the higher oil price environment. Income tax paid also increased from US\$56.3 to US\$132.1 million.**



PF2 Production facilities Caño Limón area, Arauca

Restatement of information

We introduced Share Before Royalties (SBR) production, a metric that tracks share of production before the impact of royalties and price effects to align disclosure with industry practice and improve market disclosure.

During 2022, income tax paid, and estimated paid royalties added up to US\$250.2 million.

SierraCol Energy did not receive any financial assistance during the Covid-19 pandemic from the Colombian government in 2020, 2021, or 2022.

Financial and Operational Results (US\$ million - unless otherwise stated)

	2020 ²⁵	2021 ²⁶	2022 ^{27,28}
Share Before Royalties and Price Clauses (kboepd)	44.8	43.3	44.3
Oil and gas net sales (kboepd)	37.3	33.3	32.1
Income tax paid	53.8	56.3	132.1
Royalties ^{29,30,31}	69.2	91.2	118.1

Our UK Annual Report was audited by Price Waterhouse Coopers LLP. KPMG audited previous years' financial statements S.A.S.

- ²⁵ 2020 results from Combined Financial Statements December audited by KPMG S.A.S
- ²⁶ 2021 results from SierraCol Energy Limited Consolidated Financial Statements audited by PWC LLP
- ²⁷ Financial Statements audited by PWC LLP
- ²⁸ Average market exchange rate of US\$ 1= COP\$ 4,255.44
- ²⁹ For 2020, were 1.8 million barrels paid in kind and estimated at an average price of US\$ 39.1 per barrel this equates to US\$ 69.2 million.
- ³⁰ For 2021, were 1.4 million barrels paid in kind and in cash and estimated at an average price of US\$ 64.9 per barrel this equates to US\$ 91.2 million.
- ³¹ For 2022, 1.3 million barrels paid in kind and in cash and estimated at an average price of US\$ 92.1 per barrel this equates to US\$ 118.4 million.



Operational excellence

We were able to deliver very strong operational performance despite significant challenges.

Asset integrity and process safety

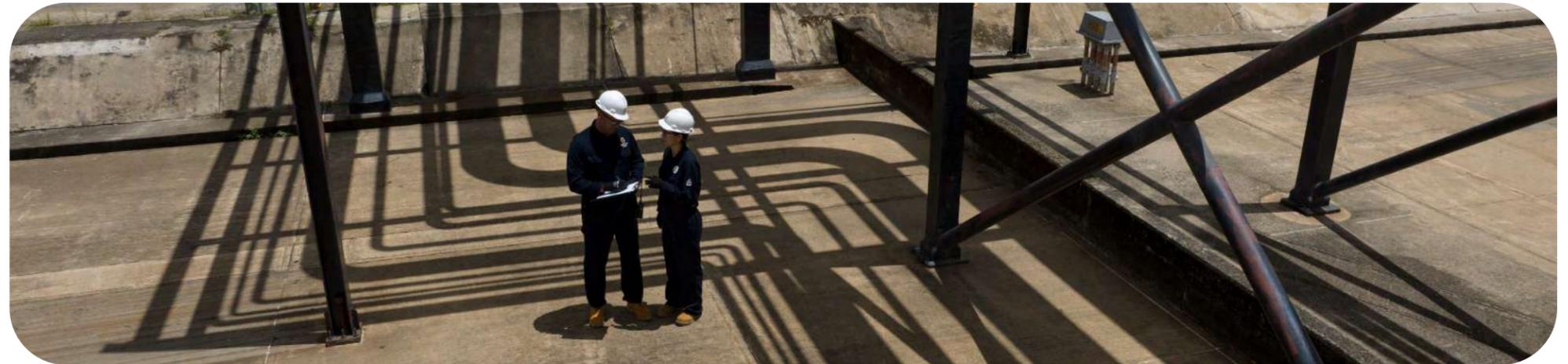
GRI 3-3, 11.8.3, 11.9.1, 11.9.2, 11.9.3

SASB EM-EP-540a.2

In 2022 we continued to demonstrate our operational excellence by ensuring the safety of our employees and our operations. Furthermore, we complied with OSHA practices, met spill regulations and confirmed our transparency by reporting Tier 1 and Tier 2 incidents.

For SierraCol Energy, asset integrity represents the opportunity for our employees to continue working safely, allowing the continuity of the business in an efficient way, through the fulfilment of production goals and the reduction of costs associated with corrective actions. In addition, compliance with specifications reduces the materialisation of risks that may impact the environment and our people.

Our risk management system is based on results-oriented excellence to leveraging, leveraging our technical skills. Our approach leads to decision-making and risk management that prioritises a prevention and mitigating actions.



PF2 Caño Limón area, Arauca

We operate under the principles of our corporate values such as integrity, sustainability, collaboration and simplicity. This approach allowed us to align our processes and procedures effectively during the integration of COG Energy's management system.

We have a maintenance standards programme which sets out the work plan for our operations, including maintenance routines, according to pre-identified and anticipated future needs. Our performance indicators allow us to identify opportunities for improvement and continue our pursuit of operational excellence. Thanks to teamwork in the execution of the maintenance plan, the established schedule was met with no major impact on maintenance costs per barrel of oil produced.

- **Implementation of the strategy for building a framework contract for the maintenance programme.**
- **Implementation of the SAP platform for the maintenance of Caño Limón area and COG operations.**
- **In line with our energy supply strategy, negotiation was concluded with ISAGEN, extending our energy supply contract to 10 years from 2024.**
- **Our main maintenance contractor started a pilot of electric SUV's for Caño Limón area.**

We have a risk management standard comprised of interlinked programmes that identify multiple risk elements, from cross-business change management to individual station risk assessment.

Our standard applies to all business units where SierraCol Energy is an operator.

Our strategy and the maturity of the Caño Limón area field has positioned SierraCol Energy as one of the most efficient and low-cost operators in the oil and gas industry.

Hazardous process analyses are conducted at all facilities to identify hazards, quantify risks and make recommendations for minimisation and mitigation.

In accordance with industry best practices and the US Occupational Safety and Health Administration (OSHA) standards, we align our procedures with our commitment to continuous improvement and risk management assurance.

Process risk management procedures are comprised of:





Each procedure has a monitoring method: the main risk management objectives are evaluated through the monitoring of a set of Process Safety KPIs and the procedure, which is based on the API recommended procedure (API RP 754 V.2) that establishes the monitoring and classification criteria for process incidents.

As a responsible and transparent company, we have been reporting our critical incidents (Tier 1/2) since 2021, as a key indicator of the performance in our operations.

We have also been developing our process safety approach for more than five years and continue to improve our programmes based on lessons learned. In 2022, one Tier 1 and two Tier 2 events were reported in the Caño Limón area.

As a Company, we strive to operate without causing adverse effects on the environment or to our neighbouring communities.

We strictly comply with all applicable spill regulations. Our underlying premise is to operate without causing adverse effects on the environment. We work daily to prevent spills and other containment issues from occurring and, if they do occur, to control their potential effects in a timely and effective manner through ongoing programmes to ensure adequate safety conditions, as well as measures to prevent flow line failures. Each field has its own Risk Management Plan (PGR by its Spanish acronym), which is activated based on emergency assessments, the environmental sensitivity analysis and an assessment of the overall potential damage impact and likelihood.

In addition, through our mechanical integrity programmes, we conduct regular reviews of our flow lines and process equipment, which is critical for determining any need for replacement or repair. Our safety protocols include inspections to generate action plans linked to a predetermined

There were no significant spills³² in 2020, 2021, or 2022.

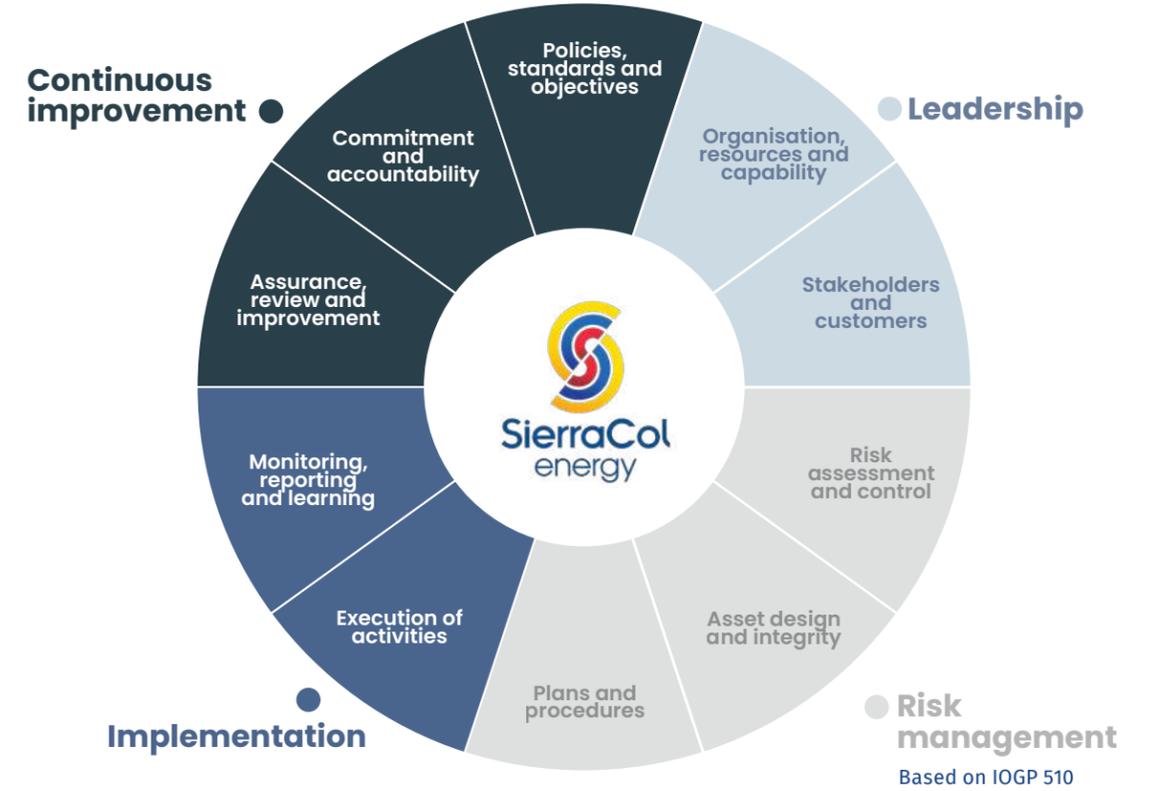
alarm level. Examples of mitigating measures include the installation of physical barriers and the activation of alarms in the event of a pressure drop or anomaly detected in the process. Working in parallel, our emergency response systems group, involving different areas of SierraCol Energy, oversees the actions required to control, contain, recover and clean up any spills that may occur.

Our Company's Management Team monitors the safety indicators of our processes, including the prevention, avoidance and control of industrial incidents and spills that may affect the continuity of our operations and have an adverse impact on the natural environment. In addition, we have implemented world-class engineering procedures and mechanical integrity programmes in our safety protocols, which form the basis of our spill control assurance processes. Risk assessment best practices are also applied to consider the various scenarios associated with accidental fluid spills before they occur.

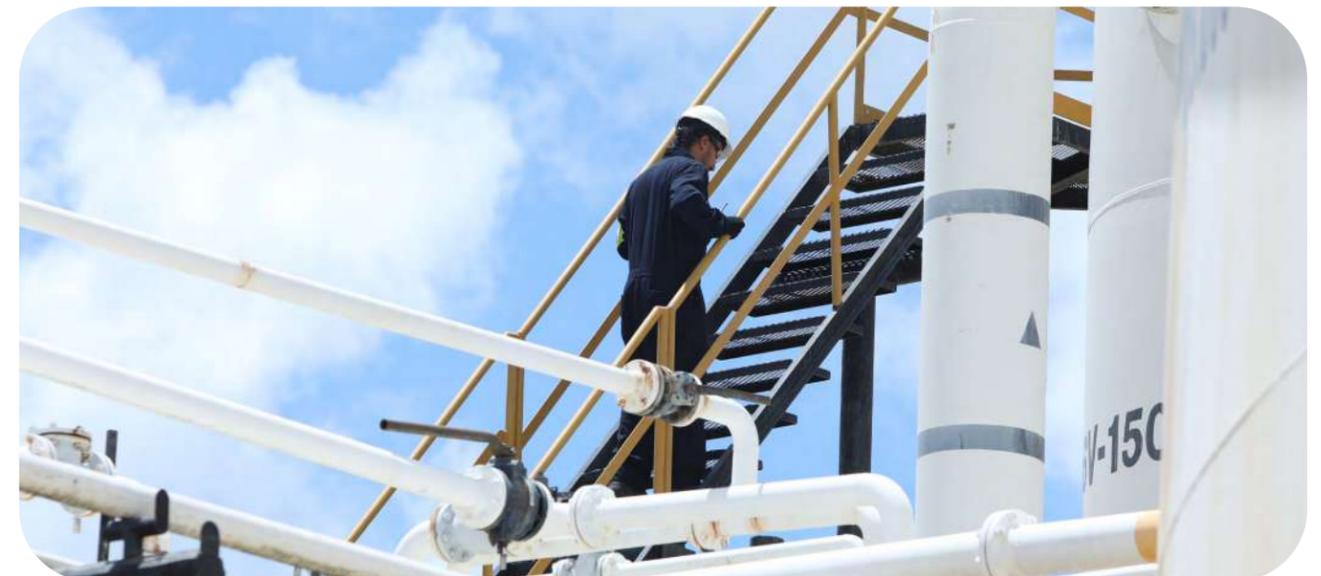
In 2022, we carried out a process to disseminate the Risk and Disaster Management Plans (PGRD by its Spanish acronym) for the Caño Limón area, the Cosecha and Caricare fields, as well as for the Caricare - Caño Limón area pipeline. We also conducted drills with resource mobilisation and desktop drills to test our plans, resources and personnel against potential emergencies that may arise in the operation.

The construction of the Integrated Operational Management System (SIGO by its Spanish acronym) is based on the standards IOGP 510, ISO 14001/2015 and ISO45001/2018, as well as legal requirements such as Decree 1072/2015. This is a practical guide that makes all stakeholders aware of the management system used by SierraCol Energy and the mechanisms used to achieve greater efficiency.

Integrated Operational Management System



³² For SierraCol Energy, significant spills are those events that occur due to operational failures that affect natural soil or bodies of water and that cannot be addressed with the Company's own resources.



PF1 Caño Limón area, Arauca



Occupational health and safety

GRI 3-3, 11.9.1, 11.9.5, 11.9.6, 11.9.9, 11.9.10, 11.9.11

SASB EM-EP-320a.1, EM-EP-320a.2, EM-EP-530a.1

In 2022 we ensured that our employees feel confident to report anything they feel may affect their safety. Indeed, our TRIR remained below 1, at 0.61, thanks to the strengthening of our Occupational Health and Safety Plan.

Our commitment to occupational health and safety is one of the pillars on which we seek to ensure that our employees return home safely. Through our integrated management system and our integrated **Safety, Occupational Health, Environment, Risk Management and Social Responsibility Policy**, we aim to ensure that we support our employees to manage health and safety risks responsibly and respect the human rights of our workforce.

Throughout 2022, we continued unifying standards and procedures as part of the integration of COG Energy with SierraCol Energy. We aim at ensuring stringent adequate rigorosity in the process of building the new integrated management system, which we expect to complete in 2023.

Our operations have a procedure for hazard identification, risk assessment and determination of required controls, which allows us to establish appropriate intervention measures to reduce the level of risk in our operations. This procedure also allows us to evaluate risks, prevent human rights impacts and establish control measures according to the role of our employees.

We have a Stop Work Authority programme, which allows workers to suspend activities that could compromise their safety, without retaliation.

We have a programme through which employees can report any acts or operational conditions which they believe to be unsafe. Additionally, in compliance with Colombia's Decree 1072, employee surveys are conducted annually to identify opportunities for improvement and take corrective actions.

In addition, employees can participate in consultation development and report issues related to occupational health and safety through:

- **Joint health and safety committee (COPASST by its Spanish Acronym).**
- **Line of command inspections.**
- **Unsafe conditions report form.**
- **Direct engagement with supervisors and managers.**
- **WhatsApp channel for HSE supervisors.**
- **Hazard and risk matrix periodic update.**
- **Induction and training processes.**

We hold bimonthly meetings at the Caño Limón area and La Cira Infantas operations to investigate labour incidents.

Our committees are a management support body for SierraCol Energy's Management Team. Their objective is to recommend the adoption, monitoring and improvement of occupational health and safety practices across all operations.



Catalina operations, Cesar

COPASST:

three committees formed (Caño Limón area, Central Llanos and Bogotá) following the legal guidelines. They meet monthly. Concerns and recommendations are submitted to the HSE department.

HSE Committee of contractor managers:

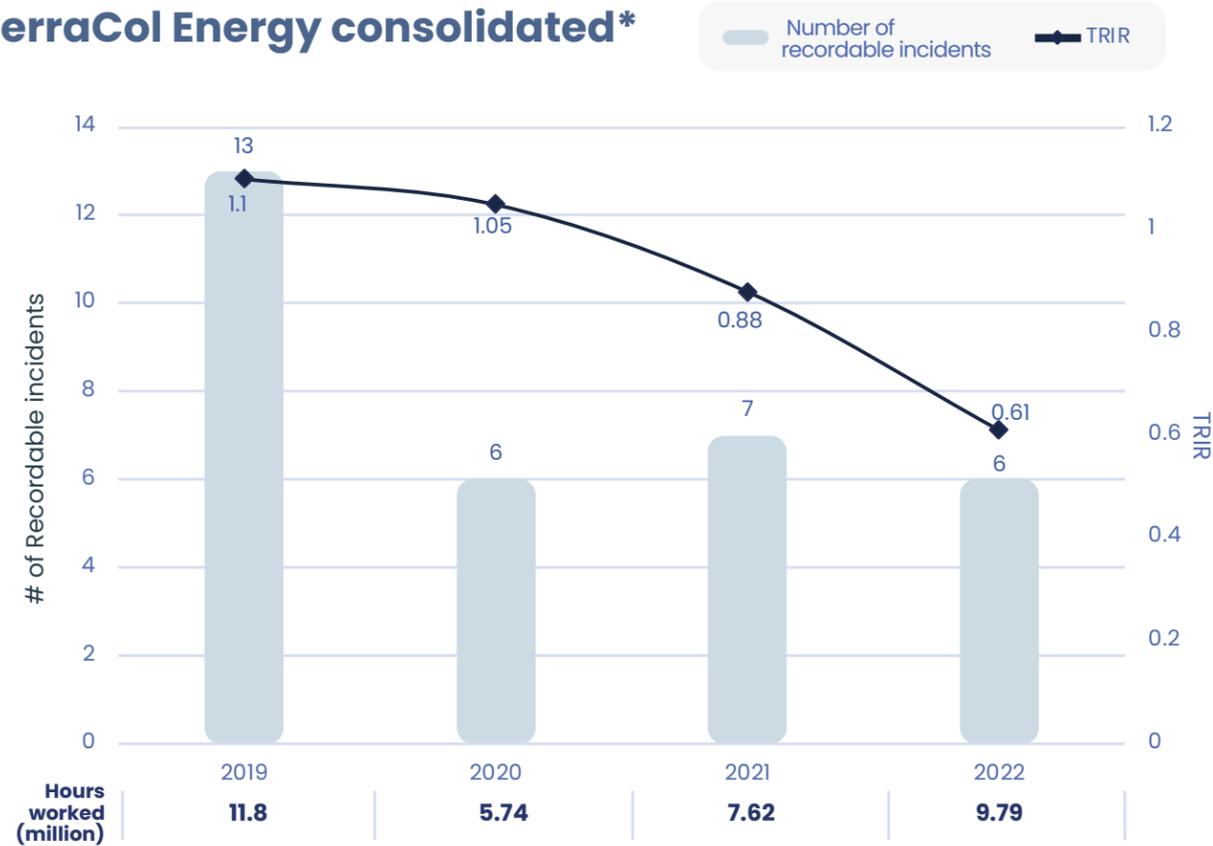
this committee is chaired by the CEO. It is convened every six months with the purpose of sharing the HSE business strategy, HSE performance indicators, results of field committees and KPI's and awarding contractors with the best HSE performance.

Central HSE Committee:

This committee, chaired by the Vice President of Operations, deals with all matters related to health, safety, process risks and facilities integrity. It meets every three months and has decision-making authority.



SierraCol Energy consolidated*



* Note: Includes data from La Cira Infantas

- 1.66 million hours worked by employees
- 8.13 million hours worked by contractors
- Average of 575 employees based on the number of hours worked ³³
- Average of 2,824 contractors based on the number of hours worked ³⁴
- Zero fatalities
- LTIF employees 0³⁵
- LTIF contractors 0.61
- LTIF combined 0.51
- TRIR employees 0 ³⁶
- TRIR contractors 0.74
- Total TRIR Consolidated 0.61

³³ The average number of employees per month was calculated by dividing the total hours of the month (240 hours/worker x 12 months).

³⁴ Idem.

³⁵ LTIF (lost time incident frequency) = number of LTI incidents x (1 million hours worked).

³⁶ TRIR (total recordable incident rate) = number of recordable incidents x (1 million hours worked).

100% of our direct and contractor employees are covered by our Occupational Health and Safety System.



Caño Limón area, Arauca

In compliance with Colombian legislation as established by the Ministry of Labour, workers are trained according to their job function. Through the succes factors platform, staff have access to training programmes and information related to the prevention of occupational health and safety risks.

Our occupational annual work plan is consistent with the requirements identified in our management indicators. Where the most frequent types of occupational injuries identified were shocks, sprains, fractures, electrical burns and falls.



Our workers' wellbeing

GRI 11.9.4, 11.9.7, 11.9.8

The prevention principle has been the key to ensuring a safe environment for our employees.

In 2022 we reaffirm that protecting our employees is our top priority. We ensure this through our appropriate incident prevention and mitigation programmes, as well as through the continuous promotion of healthy lifestyles to reduce injuries and incidents.

The health and wellbeing of our employees is crucial to the Company, so we integrate programmes to prevent and mitigate incidents and reduce health risks. To prevent the occurrence of musculoskeletal injuries, we conducted a workstation evaluation to determine ergonomic hazards and solutions and we assessed body segments of our workforce. We did not diagnose any occupational illnesses such as hearing loss and musculoskeletal disorders throughout 2022.

In our commitment to preventing occupational hazards related to hearing loss and musculoskeletal injuries, we have epidemiological surveillance programmes through which data is collected and any anomaly in the data is analysed to take the appropriate medical and occupational health actions. In addition, the recorded employee's medical history is collected through periodic occupational medical examinations and consultations. Our employees and contractors have access to medical consultations, where they receive advice and treatment for common illnesses. If there is any need for specialised consultation, the employee is referred to the health Services Provider Institution (IPS by its Spanish acronym).



Senior leadership team at the Company's Townhall

SierraCol Energy's Vision on HSE: SierraCol Energy will be recognised as leader in HSE in Colombia and Latin America, maintaining operations free of recordable incidents, through the development of a culture based on organisational commitment, visible leadership, risk management and continuous improvement, which inspires and motivate not only our entire organisation, but also our contractors and other stakeholders.



Success story

Stop Work Authority A case study in practice

At SierraCol Energy, Stop Work Authority gives any employee the power to stop work if they identify a risky situation, regardless of their position in the Company and without fear of retaliation for doing so as part of our fundamentals. Our Caño Limón area fields represents one of the safer and stronger operations in the industry. As a practical demonstration of this empowerment to employees and as part of Company commitment to continual improvement, in March 2022, upon identifying a recurrent root cause in recent safety incidents, we decided to conduct a Stop Work Authority action, which spanned several days and covered most of the activities in the field. In this scenario we had the opportunity to reflect and review our processes, systems and programs, additionally to regroup as a team, in a constructive way, and correct the shortcomings we had missed.

As result of this action, and after conducting several workshops in the different operations, we redefined our process, adjusted the proper use of resources, reinforced strict compliance with procedures and adopted a zero-tolerance approach, but most important, we created a new, solid and strengthened Safety vision, based on five pillars:



We achieved the following results from this initiative:

- **Closed the year with no new recordable incidents in Llanos Norte asset.**
- **Developed improvements in our risk analysis, in our Behaviour-Based-Safety program, in our operational discipline and in our permit to work system.**
- **Promoted the development of visible leadership activities in all operational areas.**
- **Achieved 31% reduction in TRIR, compared to 2021.**
- **Built a new and inspiring HSE vision together with employees from SierraCol Energy and its contractors and with direct involvement from different levels of the organisation (from upper management to first line supervision).**

Success story

HSE has no colour

Since 2019, together with some of our contractor companies, we have developed an iconic programme, by which workers jointly with visible leaders of SierraCol Energy and its allies come together to demonstrate that safety does not depend on companies or brands, on the contrary, it is a fundamental value for everyone.

During 2022, aligned with our safety topics of the month, we made 19 short videos, where direct and contractor employees shared safety recommendations based on their own experience. In this way, we shared knowledge across our operations and we were able to hear recommendations from those who work with us on a daily basis.

They were authentic and touching videos, generally recorded with mobile devices, which allowed us to get to know the creativity and resourcefulness of our workforce to promote a culture of protection of the integrity of our most important asset: people.

Some highlights of this programme in 2022 include:



1 hour
and **22 minutes**
of amateur filming



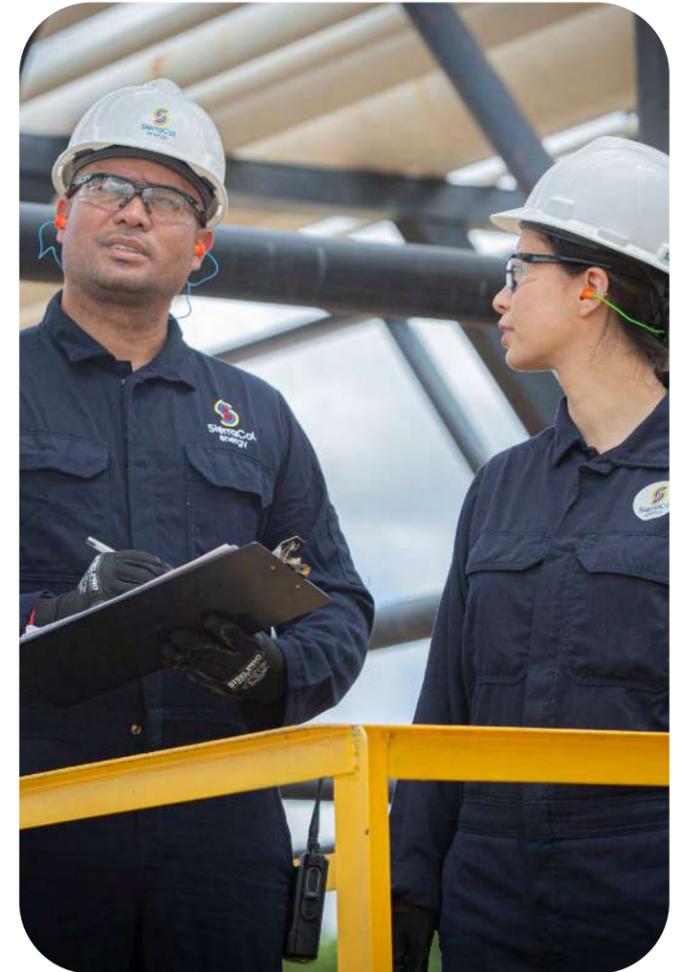
19
videos



147 workers
speaking and
211 on screen



10 topics
covered
throughout
the year



Arauca operations

Our preventive medicine programme implements healthy lifestyle campaigns to promote healthy habits among employees and contractors who also have access to medical consultations, where they receive advice and treatment for common illnesses. If there is any need for specialised consultation, the employee is referred to the health Services Provider Institution (IPS by its Spanish acronym) where they are affiliated.



Success story

Healthy organisation: The Colombian Heart Foundation

As part of our commitment to the health and safety of our employees, over time we have developed programmes aimed at improving health and wellbeing. In 2022, to strengthen our programmes, the Colombian Heart Foundation awarded us the certification as a Healthy Organisation, making SierraCol Energy the first oil producing Company in Colombia to receive this accreditation.

Going further has always been one of our key objectives and this recognition allows us to ratify our commitment to the prevention of cardiovascular diseases and chronic non-communicable diseases among our employees. We do this by promoting health as a lifestyle, as highlighted in our Integrated Policy on Occupational Health and Safety, Environment, Social Responsibility and Risk Management (HSE-SR-RM).

At SierraCol Energy, we understand that high level performance is achieved by ensuring healthy and safe workplaces for workers as a top priority.



Sports activities Caño Limón area, Arauca

Cybersecurity

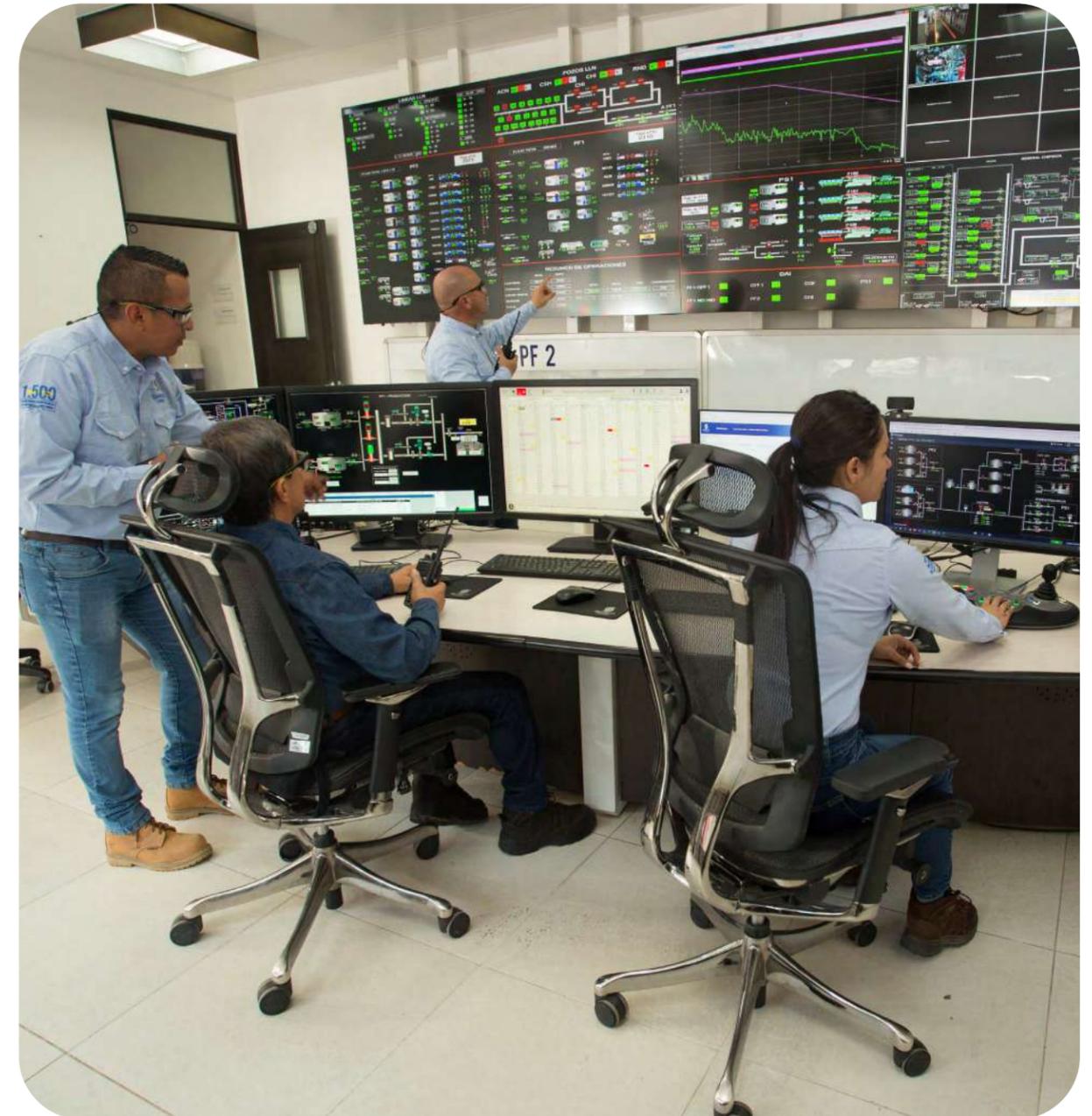
GRI 3-3, 418-1

The appropriate use of information resources and assets is set out in our Information **Security and Cybersecurity Policy**, in which we emphasise the importance of compliance with information security and cybersecurity guidelines.

Our strategy to mitigate the impacts of these types of events consider the alignment with the National Institute of Standards and Technology framework to help to manage and reduce cybersecurity risk in our environment. We have purchased dedicated cyber insurance to address these risks.

During 2022, we consolidated and improved capabilities across systems and processes, such as EDR (Endpoint Detection Response), antimalware, antivirus, vulnerability management, incident response and SOC (Security Operations Center). To increase cybersecurity awareness at all levels of the organization, training sessions and phishing campaigns were conducted throughout the year. In 2023, we have prioritised our agenda based on the principle of continual improvement towards a higher level of maturity. Our efforts will mainly focus on implementing the awareness programme for users accessing our systems, testing and updating our incident response plan, backup strategy and the execution of penetration testing and ethical hacking exercises.

100% committed to maintaining a secure environment and enhancing our cybersecurity capabilities.



Control room, Arauca



Responsible supply chain management

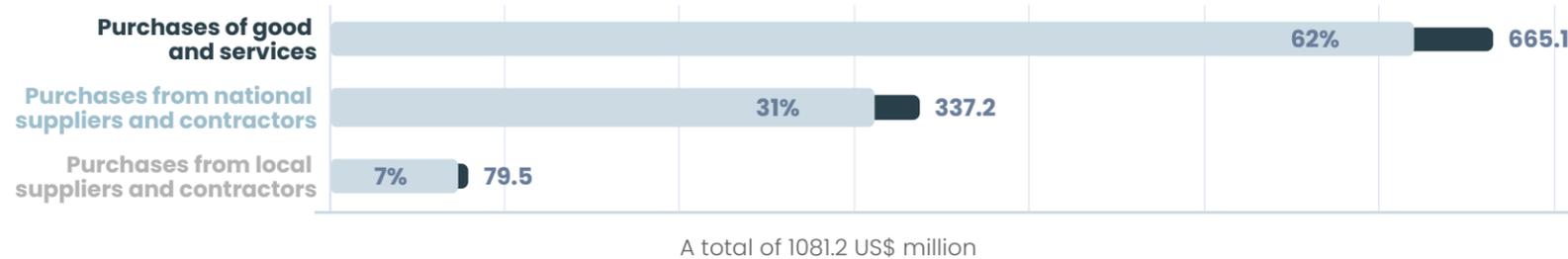
GRI 3-3, 11.14.2, 11.14.6, SC03

We recognise that our suppliers are a fundamental part of our business, so we manage our supply chain responsibly to promote local development and encourage respect for human rights.

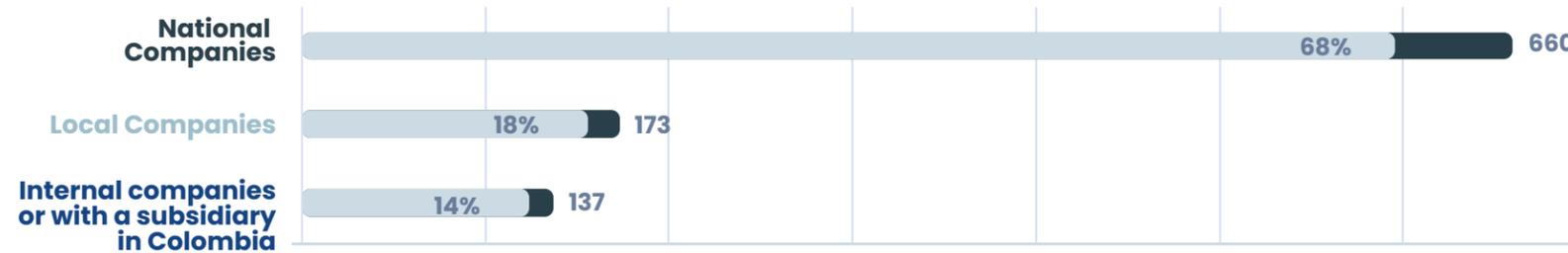
In 2022, we strengthened our relationship with local suppliers and contractors. To this end, we established environmental, labour and occupational health criteria in our selection processes. We also reaffirmed our cross-cutting approach to human rights by ensuring due diligence in our supply chain.

We are proud of the support we receive from our suppliers and contractors who provide the goods and services needed throughout the lifecycle of our exploration and production projects. It is our suppliers and contractors who help us achieve our business objectives within the framework of legislation, ESG standards and industry best practices.

SierraCol Energy purchase of goods and services in 2022



SierraCol Energy Suppliers and Contractors in 2022*



Note: Includes data from La Cira Infantas

Our supplier and contractor relationship strategy focuses on the following key aspects:

- Promote local development in the vicinity of our operations and identify local contracting opportunities.
- Create accompanying processes for the development of local companies that support our activity.
- Proper contracting of local labour and services based on business ethics.
- Due diligence process for all contractors.
- Maintain open and constant communication with all our contractors.

Our aim is to identify and strengthen the local companies that are our greatest allies for the success of our business. We work closely with them to improve our operations day-by-day, always seeking to develop activities in a responsible manner, minimising our impact on the environment and ensuring compliance with contractual obligations.

As part of our supplier selection and evaluation processes, we establish environmental, labour and occupational health and safety criteria that are aligned with our ESG strategy. We also know that employment generation has a positive impact on the development of the quality of life of the communities in which we operate, so the majority of those who accompany us in our day-to-day operations are local people.

The total number of our suppliers and contractors increased by 46% compared to 2020.

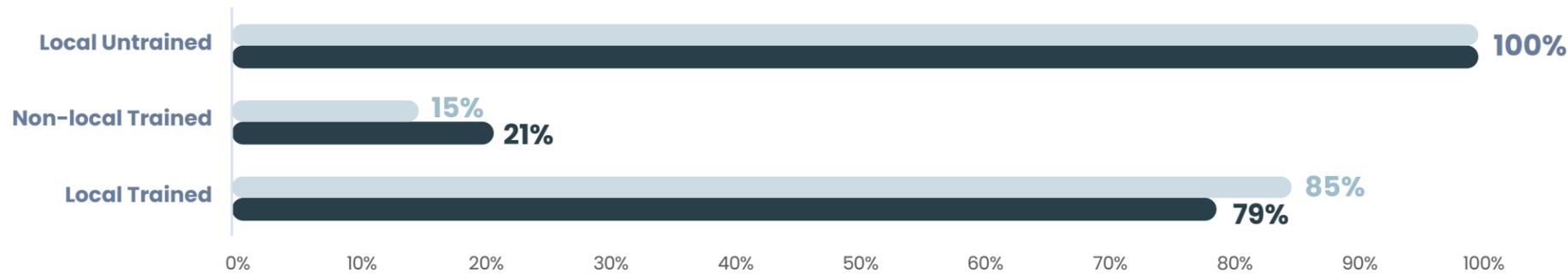
62.7% of goods and services were purchased from national and local suppliers and contractors in 2022.

We are committed to local development in Colombia, which is why 68% of our suppliers are from our home country.



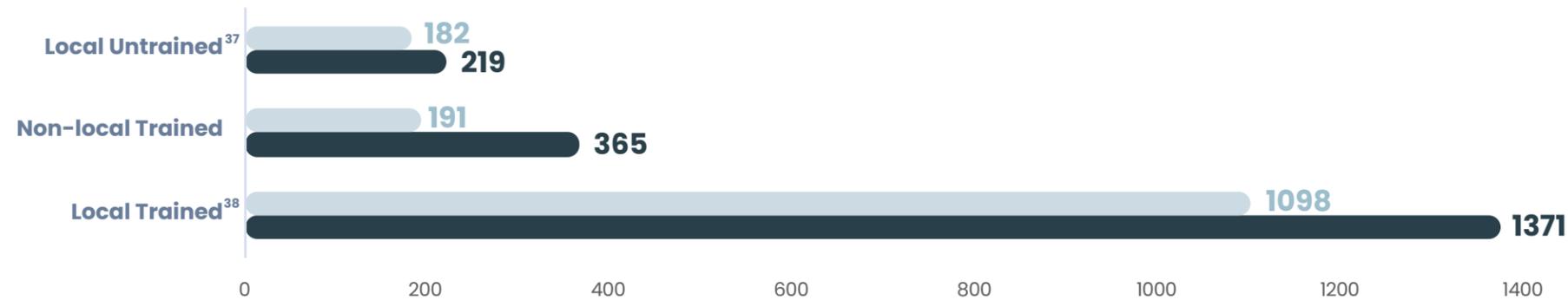
Proportion of work force trained and untrained

■ La Cira infantas
■ Caño Limón area



Work force trained and untrained

■ La Cira infantas ³⁹
■ Caño Limón area ⁴⁰



³⁷ Untrained labour is all personnel who do not require technical, technological, professional training or previous experience in the performance of their tasks.

³⁸ Trained labour is all personnel who require higher education or previous experience in the performance of their duties.

³⁹ La Cira Infantas refers to the average number of employees that are residents of the municipality of Barrancabermeja.

⁴⁰ Caño Limón area refers to the average number of employees that are residents of the municipalities of Arauca and Arauquita.

Note: There were non-local untrained personnel at Caño Limón area or La Cira infantas

We have labour and social audit groups that oversee processes where we prioritise local labour, and we help our contractors develop their local labour participation statistics and define skills development programmes for untrained labour. Additionally, based on the risk identification and evaluations carried out by the Company in 2022, we have also started to include human rights criteria related to the prevention of hiring minors.

As part of our responsibility and commitment to respect human rights, we have focused our efforts on strengthening our due diligence processes, particularly along our supply chain. In this way, we share our expectations with our contractors about human rights due diligence and we conduct training workshops on business and human rights. Furthermore, we are committed to the principles of decent and dignified work for the promotion of local opportunities and we continuously evaluate our approaches to achieve these results.



Caño Limón area operations, Arauca



GRI

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION	GRI SECTOR STANDARD REF. NO.
General disclosures				
GRI 2: General Disclosures 2021	2-1 Organizational details	Page 7		
	2-2 Entities included in the organization's sustainability reporting	Page 6, 8 Entities included in the organization's consolidated financial statements are: SierraCol Energy Limited that includes SierraCol Energy Andina, LLC, SierraCol Energy Arauca, LLC, SierraCol Energy Condor, LLC, Colombia Energy Development Co., Cinco Ranch Petroleum Colombia Inc., Lagosur Petroleum Colombia Inc. and Global Energy Management Resources Colombia Inc. and their respective branches in Colombia		
	2-3 Reporting period, frequency and contact point	Page 6		
	2-4 Restatements of information	Page 19, 21, 23, 52		
	2-5 External assurance	Page 6		
	2-6 Activities, value chain and other business relationships	Page 7, 9		
	2-7 Employees	Page 47 There is no significant variation in the numbers reported. The data have been compiled from company and contractors' records. All employees are full time		
	2-8 Workers who are not employees	Page 45		
	2-9 Governance structure and composition	Page 49		
	2-10 Nomination and selection of the highest governance body	Page 49		
	2-11 Chair of the highest governance body	Page 49		
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 49		
	2-13 Delegation of responsibility for managing impacts	Page 49		
	2-14 Role of the highest governance body in sustainability reporting	Page 49		
	2-15 Conflicts of interest	Page 50		
	2-16 Communication of critical concerns	Page 50		
	2-17 Collective knowledge of the highest governance body	Page 49		
	2-18 Evaluation of the performance of the highest governance body	Performance evaluation are not made for the governance body		
	2-19 Remuneration policies	Page 45		
	2-20 Process to determine remuneration	Page 45		



	2-21 Annual total compensation ratio	This information is not revealed, due to confidentiality and security matters		
	2-22 Statement on sustainable development strategy	Page 3		
	2-23 Policy commitments	Page 50		
	2-24 Embedding policy commitments	Page 50		
	2-25 Processes to remediate negative impacts	Page 40		
	2-26 Mechanisms for seeking advice and raising concerns	Page 50		
	2-27 Compliance with laws and regulations	Page 51		
	2-28 Membership associations	Page 12		
	2-29 Approach to stakeholder engagement	Page 39		
	2-30 Collective bargaining agreements	Page 45		
Material topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 11		
	3-2 List of material topics	Page 11		
Economic performance				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 52		11.2.1
GRI 201: Economic Performance 2016	SC02- Royalties (US Million)	Page 52		
	SC02- Income tax paid (US Million)	Page 52		
	SC02- Share Before Royalties (SBR) production (kpoepd)	Page 52		
	SC02- Oil and gas net sales (kpoepd)	Page 52		
	201-2 Financial implications and other risks and opportunities due to climate change	TCFD report		11.2.2
	201-4 Financial assistance received from government	Page 52		11.21.3
Indirect economic impacts				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 36, 60		11.14.2
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Page 36		11.14.4
	203-2 Significant indirect economic impacts	Page 36		11.14.5
	SC01 Total community investment	Page 35		
Procurement practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 36, 60		11.14.2
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Page 60		11.14.6
Anti-corruption				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 50		11.20.1
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	100% of our operations are assessed for corruption risk		11.20.2
	205-2 Communication and training about anti-corruption policies and procedures	Page 51		11.20.3
	205-3 Confirmed incidents of corruption and actions taken	Page 51		11.20.4



Anti-competitive behavior

GRI 3: Material Topics 2021	3-3 Management of material topics	Page 50		11.19.1
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Page 50		11.19.2

Energy

GRI 3: Material Topics 2021	3-3 Management of material topics	Page 16		11.1
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 19		11.1.2
	302-2 Energy consumption outside of the organization	Page 19		11.1.3
	302-3 Energy intensity	Page 18		11.1.4
	302-4 Reduction of energy consumption	Page 19		

Water and effluents

GRI 3: Material Topics 2021	3-3 Management of material topics	Page 25		11.6.1
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 26		11.6.2
	303-2 Management of water discharge-related impacts	Page 26		11.6.3
	303-3 Water withdrawal	Page 27 The 2020 values correspond to information from the Caño Limón area. For the calculations for years 2021 and 2022, Central Llanos was included.		11.6.4
	303-4 Water discharge	Page 27 The 2020 values correspond to information from the Caño Limón area. For the calculations for years 2021 and 2022, Central Llanos was included.		11.6.5
	303-5 Water consumption	Page 27 The 2020 values correspond to information from the Caño Limón area. For the calculations for years 2021 and 2022, Central Llanos was included.		11.6.6

Biodiversity

GRI 3: Material Topics 2021	3-3 Management of material topics	Page 28		11.4.1
GRI 304: Biodiversity 2016	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Page 29		11.4.5

Emissions

GRI 3: Material Topics 2021	3-3 Management of material topics	Page 16		11.1
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 21		11.1.5
	305-2 Energy indirect (Scope 2) GHG emissions	Page 21		11.1.6
	305-3 Other indirect (Scope 3) GHG emissions	Page 22		11.1.7
	305-4 GHG emissions intensity	Page 23		11.1.8
	305-5 Reduction of GHG emissions	Page 23		11.2.3
	305-6 Emissions of ozone-depleting substances (ODS)	SierraCol Energy does not produce emissions of ozone-depleting substances as part of its operations		
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Page 23		11.3.2



Waste

GRI 3: Material Topics 2021	3-3 Management of material topics	Page 32		11.5.1
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 32		11.5.2
	306-2 Management of significant waste-related impacts	Page 32		11.5.3
	306-3 Waste generated	Page 32 The 2020 values correspond to information from the Caño Limón area. For the calculations for years 2021 and 2022, Central Llanos was included.		11.5.4
	306-4 Waste diverted from disposal	Page 32 The 2020 values correspond to information from the Caño Limón area. For the calculations for years 2021 and 2022, Central Llanos was included.		11.5.5
	306-5 Waste directed to disposal	Page 33 The 2020 values correspond to information from the Caño Limón area. For the calculations for years 2021 and 2022, Central Llanos was included.		11.5.6

Employment

GRI 3: Material Topics 2021	3-3 Management of material topics	Page 44, 46		11.10.1
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 45, 47		11.10.2
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 45		11.10.3
	401-3 Parental leave	Page 47		11.10.4
	SC03 Local employment	Page 61		

Labor/management relations

GRI 3: Material Topics 2021	3-3 Management of material topics	Page 44		11.7.1
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	before the changes become official.		11.7.2

Occupational health and safety

GRI 3: Material Topics 2021	3-3 Management of material topics	Page 53, 55		11.9.1
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 54		11.9.2
	403-2 Hazard identification, risk assessment, and incident investigation	Page 53		11.9.3
	403-3 Occupational health services	Page 57		11.9.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 55		11.9.5
	403-5 Worker training on occupational health and safety	Page 56		11.9.6
	403-6 Promotion of worker health	Page 57		11.9.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 57		11.9.8
	403-8 Workers covered by an occupational health and safety management system	Page 56		11.9.9
	403-9 Work-related injuries	Page 56		11.9.10
	403-10 Work-related ill health	Page 56		11.9.11



Additional sector disclosures	The total number of Tier 1 and Tier 2 process safety events, and a breakdown of this total by business activity	Page 54		11.8.3
Training and education				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 44		11.7.1
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	339 employees completed workshops on occupational health and safety issues. Each workshop lasted approximately one hour.		11.10.6
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 45		11.7.3
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 45		
Diversity and equal opportunity				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 46		11.11.1
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 49		11.11.5
	405-2 Ratio of basic salary and remuneration of women to men	Page 45		11.11.6
Non-discrimination				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 46		11.11.1
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No incidents of discrimination were reported		11.11.7
Freedom of association and collective bargaining				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 45		11.13.1
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 45		11.13.2
Child labor				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 41		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Page 41		
Forced or compulsory labor				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 41		11.12.1
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 42		11.12.2
Security practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 43		11.18.1
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Page 43		11.18.2
Rights of indigenous people				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 41		11.17.1
GRI 411: Rights of indigenous people 2016	411-1 Incidents of violations involving rights of indigenous peoples	We do not operate within the territories of indigenous communities.		11.17.2
Local communities				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 34		11.15.1
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Page 35		11.15.2
	413-2 Operations with significant actual and potential negative impacts on local communities	Page 35		11.15.3



Public policy

GRI 3: Material Topics 2021	3-3 Management of material topics	Page 50		11.22.1
GRI 415: Public Policy 2016	415-1 Political contributions	Page 51		11.22.2

Customer privacy

GRI 3: Material Topics 2021	3-3 Management of material topics	Page 59		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 59		

Topics in the applicable GRI Sector Standards determined as not material



SASB

SASB code	Metric	Unit of measure	2022
EM-EP-110a.1	Gross global Scope 1 emissions	Metric tons of CO ₂ e	298.817
EM-EP-110a.2	Percentage methane of gross global Scope 1 emissions	Percentage (%)	10
EM-EP-110a.3	Percentage covered under emissions-limiting regulations	Percentage (%)	0
EM-EP-110a.2	Amount of gross global Scope 1 emissions from:		
	(1) Flared hydrocarbons	Metric tons of CO ₂ e	124.104
EM-EP-110a.2	(2) Other combustion – Emissions from stationary devices	Metric tons of CO ₂ e	147.051
EM-EP-110a.2	(2) Other combustion – Emissions from mobile sources	Metric tons of CO ₂ e	393
EM-EP-110a.2	(3) Process emissions	Metric tons of CO ₂ e	1
EM-EP-110a.2	(4) Other vented emissions	Metric tons of CO ₂ e	5.745
EM-EP-110a.2	(5) Fugitive emissions	Metric tons of CO ₂ equivalent	21.523
EM-EP-110a.3	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emission reduction targets, and an analysis against those targets	N/A	Page 21
EM-EP-120a.1	Air emissions of the following pollutants:		
	(1) NOx (excluding N ₂ O)	Metric tons (t)	910
EM-EP-120a.1	(2) SOx	Metric tons (t)	724
EM-EP-120a.1	(3) Volatile Organic Compounds (COVs)	Metric tons (t)	4.581
EM-EP-120a.2	(4) Particulate Matter (PM10)	Metric tons (t)	177
EM-EP-140a.1	Total fresh water withdrawn	Thousands of cubic meters (m ³)	111,712.87
EM-EP-140a.1	Total fresh water consumed	Thousands of cubic meters (m ³)	366.32
EM-EP-140a.1	Percentage of fresh water withdrawn in regions with high or extremely high baseline water stress	Percentage (%)	0
EM-EP-140a.1	Percentage of fresh water consumed in regions with high or extremely high baseline water stress	Percentage (%)	0
EM-EP-140a.2	(1) Discharged	Percentage (%)	87.03
EM-EP-140a.2	(2) Injected	Percentage (%)	11.97
EM-EP-140a.2	(3) Recycled	Percentage (%)	1



EM-EP-140a.2	Hydrocarbon content in discharged water	Metric tons (t)	54.8
EM-EP-140a.2	Volumen of produced water	Thousands of cubic meters (m ³)	125,686.5
EM-EP-140a.2	Flowback generated	Thousands of cubic meters (m ³)	n.d.
EM-EP-140a.3	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	Percentage (%)	n.d.
EM-EP-140a.4	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	Percentage (%)	n.d.
EM-EP-160a.1	Description of environmental management policies and practices for active sites	N/A	Page 29
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	4
		Volume in barrels (bbl)	18.66
EM-EP-160a.3	(1) Percentage of proved reserves in or near sites with protected conservation status or endangered species	Percentage (%)	0
EM-EP-160a.3	(2) Probable reserves in or near sites with protected conservation status or endangered species	Percentage (%)	0
EM-EP-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Percentage (%)	0
EM-EP-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	Percentage (%)	0
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	N/A	N/A
EM-EP-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	N/A	Page 34
EM-EP-210b.2	Number of non-technical delays	Number, days	90; 57
EM-EP-320a.1	(1) Total recordable incident rate (TRIR) contracts / full-time employees	Rate/hours	0.15 / 0
EM-EP-320a.1	(2) Fatality rate contracts / full-time employees	Rate/hours	0 / 0
EM-EP-320a.1	(3) near miss frequency rate (NMFR) contracts / full-time employees	Rate	0.44 / 0.36
EM-EP-320a.1	(4) average hours of health, safety, and emergency response training for (a) full-time employees	Hours	339
EM-EP-320a.1	(b) contract employees	Hours	N/A
EM-EP-320a.1	(c) short-service employees	Hours	N/A
EM-EP-320a.2	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	N/A	Page 55



			N/A
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)	N/A
EM-EP-420a.2	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves	Metric tons of CO ₂ e	N/A
EM-EP-420a.3	Amount invested in renewable energy, revenue generated by renewable energy sales	Reporting currency	N/A
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	N/A	N/A
EM-EP-510a.1	(1) Percentage of proved reserves	Percentage (%)	0
EM-EP-510a.1	(2) Percentage of probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Percentage (%)	0
EM-EP-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	Discussion and analysis	Page 50
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	Page 51 and 55
EM-EP-540a.1	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	Rate	1
EM-EP-540a.2	Text of management systems used to identify and mitigate catastrophic and tail-end risks	Discussion and analysis	Page 53
EM-EP-000.A	Production of natural gas	Million standard cubic feet per day (MMscf/day)	0.9
EM-EP-000.A	Production of oil (net)	Thousand barrels per day (Mbbl/day)	27.8
EM-EP-000.A	Production of Synthetic oil	Million barrels (MMbbls)	N/A
EM-EP-000.C	Number of offshore sites	Number	0
EM-EP-000.C	Number of terrestrial sites	Number	19