



Sustainability Report

2023

**We continue on
the path of ESG
excellence**

**A year of outstanding
performance and
sustainable value
creation**

A message from leadership

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- Pathway to governance leadership
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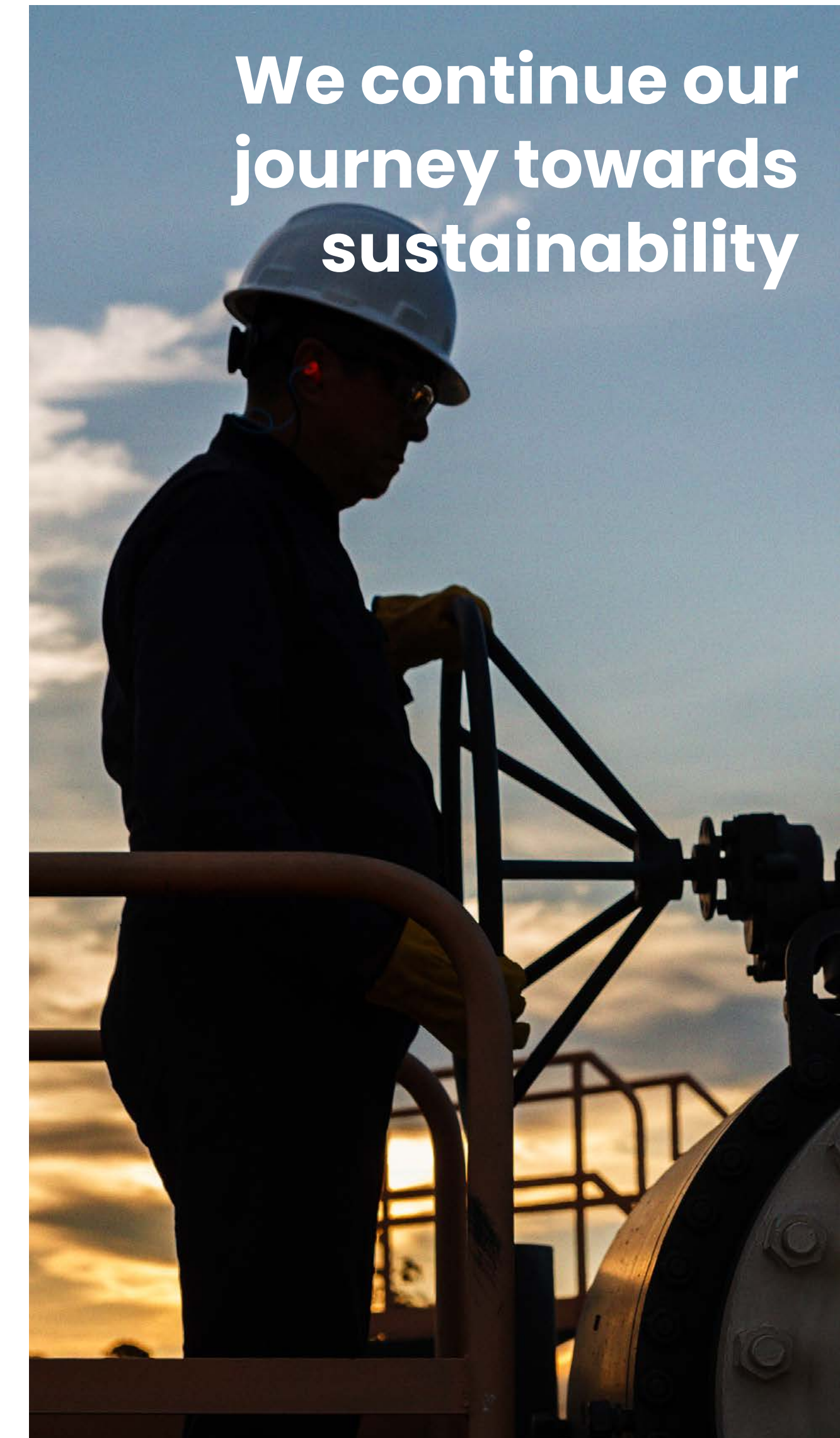
Operational excellence



- Preserving assets, ensuring safety: a holistic approach to process integrity
- Committed to the protection and empowerment of our workforce
- Prioritising employee health: prevent incidents and enhance wellbeing
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- Strengthening cybersecurity

Appendices

- GRI
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Caño Limón area



Chairman and CEO letter

We are delighted to present the 2023 Sustainability Report.

2023 was a year where once again we were able to deliver strong operational and financial results, together with significant progress with respect to our sustainability objectives.

Our Share Before Royalties production for 2023 was 43 mboed, which was within guidance provided to investors. Our operations were safe, and the recordable injury frequency rate was 0.55, a 10% improvement versus last year and the lowest in 5 years.

Brent price averaged US\$ 82 per barrel in 2023, 17% lower than in 2022. Despite lower prices, the business generated strong EBITDAX of US\$ 647 million and cash flow of US\$ 170.8 million. Once again, 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 key sustainability objectives, by the end of 2023 we delivered a 47% reduction in CO₂e emissions versus our 2020 baseline, and

we are on track to deliver a 60% reduction by the end of 2024. This was possible as a result of switching from power self-generation with crude oil and diesel in the Caño Limon area to purchasing clean power (hydro based) from the national grid, together with a number of energy efficiency initiatives and a solid methane emissions measurement and mitigation programme.

During 2023 we measured our methane and fugitive emissions well ahead of the timeline established by the regulator and started to implement mitigating actions. We remain committed to eliminating routine gas flaring by 2025.

In the area of biodiversity, we pioneered in Colombia, the adoption of the Task Force on Nature-related Financial Disclosures (TNFD) providing transparent disclosure on how we manage and protect the ecosystems we interact with.

In 2023 we invested US\$ 4.7 million in social programmes that benefit the communities where we operate, focused primarily on infrastructure for development, improving quality of life, education, and entrepreneurship and income generation. We also paid US\$ 197.1 million in income taxes and an estimated US\$ 103.0 million of royalties.

In the area of Diversity and Inclusion we launched the Leadership Academy for High Impact Women (ALMA), which has been a great success.

Our Board of Directors continue to support our sustainability objectives and this year our ESG Committee met twice to review progress.

In 2023 Sustainalytics updated our ESG risk rating with a significant improvement from 27.3 to 19.9 in 2023, ranking us 5th out of 315 global oil and gas companies. The rating highlighted our strong management of material ESG issues and transparency in our ESG disclosure.

These are just a few of the exciting achievements during 2023. We encourage you to read the report in detail and find more success stories underlining our commitment to excellence in delivering strong operational, financial and sustainability performance.

These results reflect the efforts of our dedicated workforce. Their unwavering commitment to maintaining high standards of ethics, transparency and governance is the foundation of our success.



Tony Hayward
Executive Chairman
SierraCol Energy

Bernardo Ortiz
CEO SierraCol Energy



La Cira Infantas field

About this report

We are pleased to present our fourth Sustainability Report, which outlines the results of our ESG performance for the year 2023.

This document reflects our efforts to create value for our business, our stakeholders and the regions in which we operate. It reinforces our commitment to corporate responsibility by balancing economic development with the conservation of natural resources and the reduction of our environmental impact.

Reporting frameworks

This report refers to and/or is aligned with standards and reporting frameworks that are relevant to the oil and gas sector:

- Sustainability Accounting Standards Board (SASB).
- Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).
- Task Force on Nature-related Financial Disclosures (TNFD) recommendations.

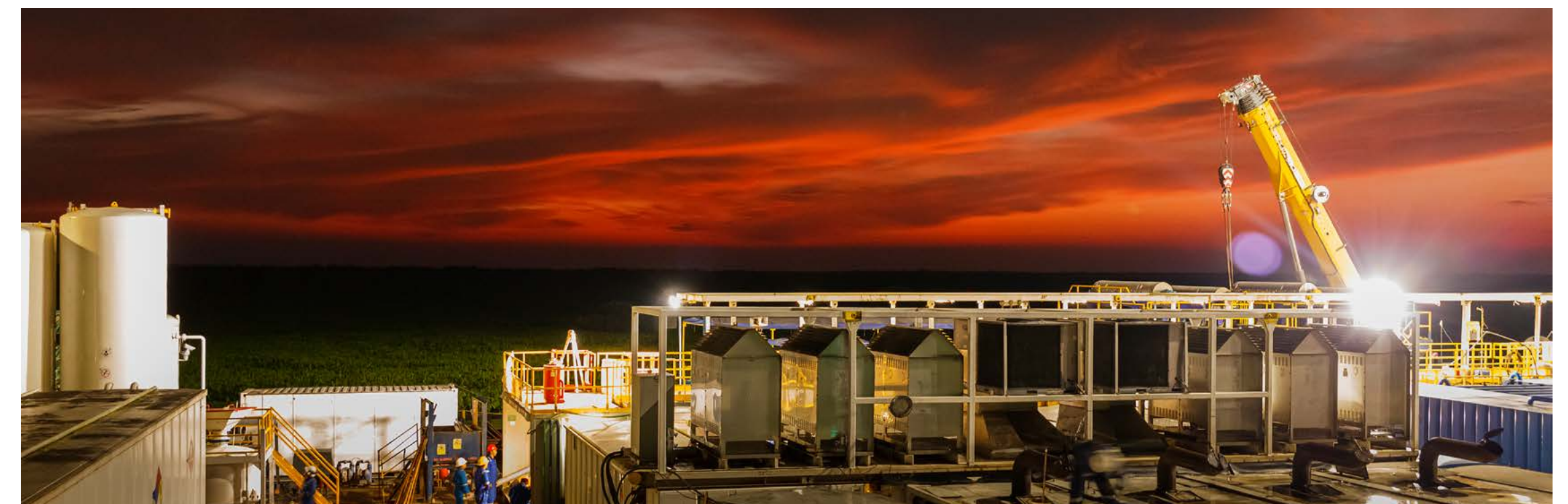
- International Petroleum Industry Environmental Conservation Association (IPIECA) recommendations.
- Global Reporting Initiative (GRI).

Scope

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

- Caño Limón area
- Central Llanos

Note: Reported data related to TRIR, safety, social investment, employment and financial performance, includes data from La Cira Infantas. Where applicable, any restatements of information were clarified in the respective disclosures or in the index tables, in accordance with GRI standards.



Central Llanos

Verification process

Prior to approval by the Board of Directors, this report was reviewed by relevant area managers and the ESG Committee. In addition, PricewaterhouseCoopers S.A.S. has independently verified this report to ensure the reliability and transparency of the information provided to our stakeholders.

[Limited assurance report](#)

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

Our 2023 Sustainability Report is available on our website at www.sierracolenergy.com



About SierraCol Energy

Area in territory
950,000
hectares

Blocks
19
(8 blocks are in exploration and 11 in production phases)

Share before royalties production
43
Kboepd

Share of oil production in the country*
10%

Direct employees
555

Caño Limón area
* Operated/jointly operated production.



About SierraCol Energy

SierraCol Energy is an independent hydrocarbon exploration and production company. We are committed to corporate social responsibility, operational excellence and the protection of the environment and biodiversity. Our operations are characterised by technical efficiency, transparency and the adoption of sustainable practices.

Our mission, vision and values



SierraCol Energy people

Mission



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

Vision



Become the leading independent energy company in Colombia and Latin America

Values



Sustainability

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



Results-oriented

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



Simplicity

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



People

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



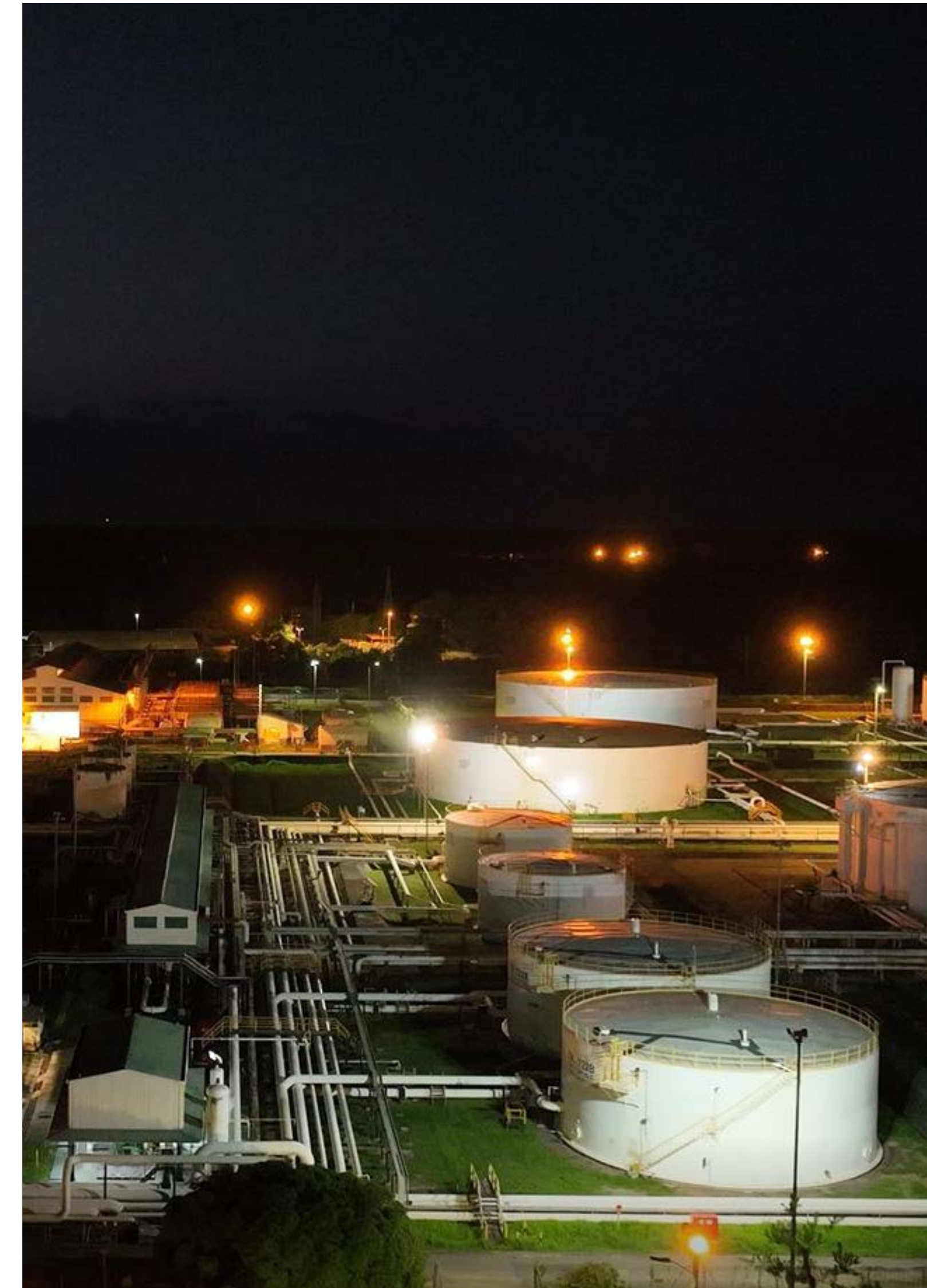
Collaboration

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



Integrity

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



Caño Limón area



Our operations

SierraCol Energy is headquartered in Bogotá, Colombia, with operations and interests in some of the most prolific basins in the country: Llanos, Middle Magdalena and Putumayo. Our key assets are Caño Limón and La Cira Infantas, which have strong competitive advantages in terms of proximity to infrastructure, low transportation costs and high production quality.

Caño Limón has been in operation for 40 years with total cumulative production of over 1.5 bn bbls. La Cira Infantas is the oldest field in Colombia, operating since 1918, with a cumulative total production of more than 930 million bbls. Ninety-four percent of our production has an API grade of 25-35 and low sulphur content.

➤ **The Caño Limón area and Central Llanos comprise 100% of SierraCol Energy's operated facilities, accounting for 69% of our production**

Middle Magdalena

La Cira Infantas is the oldest field in Colombia, in production since 1918

Total cumulative production of more than 930 million barrels of oil (MM bbls)

Enhanced water injection oil recovery project

Colaboration between Ecopetrol (operator) and SierraCol Energy

Department of Santander: La Cira Infantas collaboration contract

Department of Antioquia: Teca-Cocorná collaboration contract

Department of Cesar: Bolivar contract

Putumayo

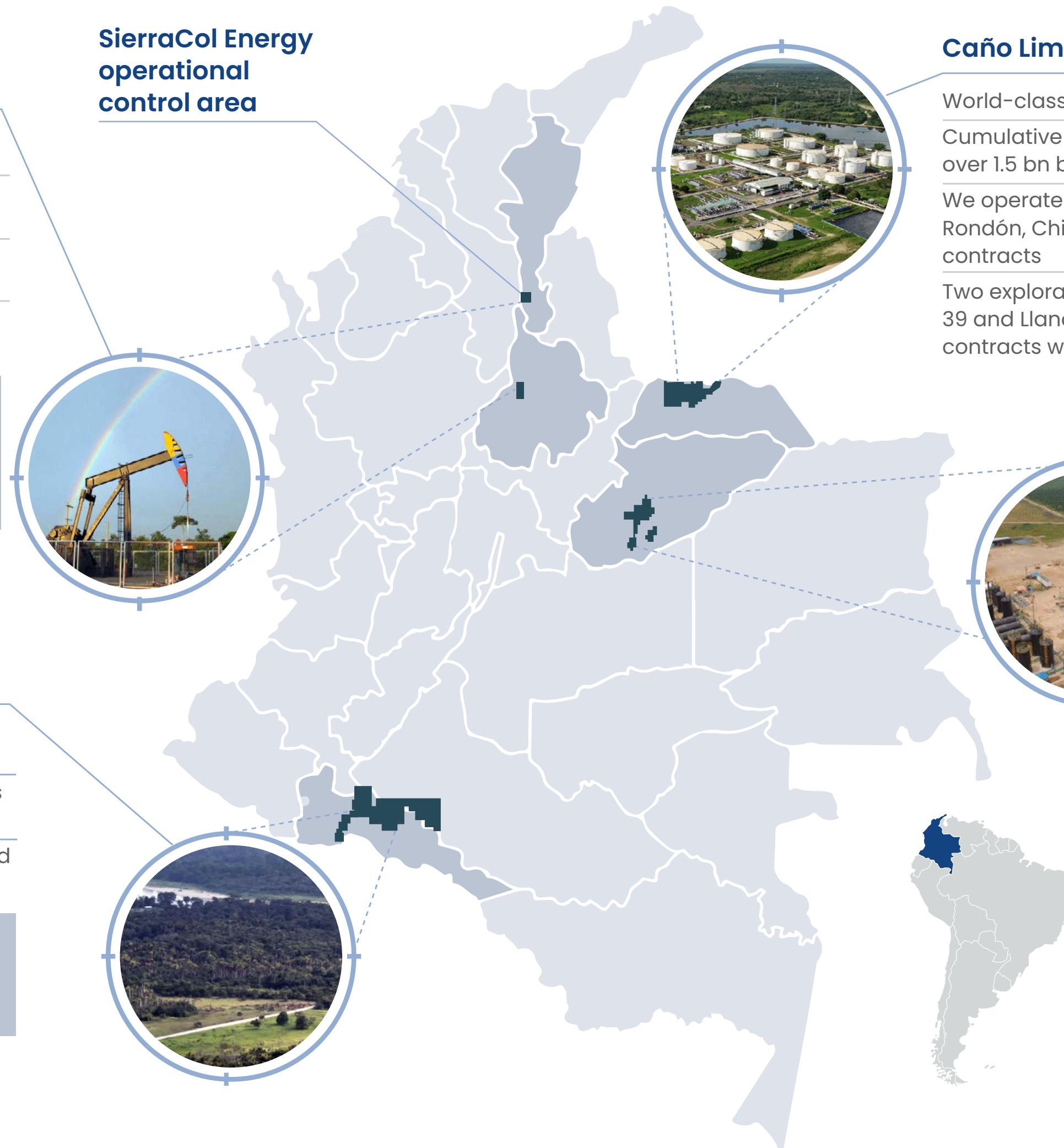
Exploration activities in 6 blocks in association with GeoPark

Proximity to existing production facilities and evacuation routes

Geopark is operator of the contracts and SierraCol Energy (Andina) as partner

Department of Putumayo Putumayo-8, Putumayo-9, Putumayo-36, Mecaya, Terecay and Tacacho contracts

SierraCol Energy operational control area



Caño Limón Area

World-class reservoir

Cumulative production of over 1.5 bn bbls

We operate the Cravo Norte, Rondón, Chipirón and Cosecha contracts

Two exploration blocks, Llanos 39 and Llanos 52. Partners in all contracts with Ecopetrol

SierraCol Energy (Arauca) 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, Río Verde, Los Hatos and Alcaravan Blocks

Operating hub with additional nearterm drillable upside opportunities

CEDCO operational control area

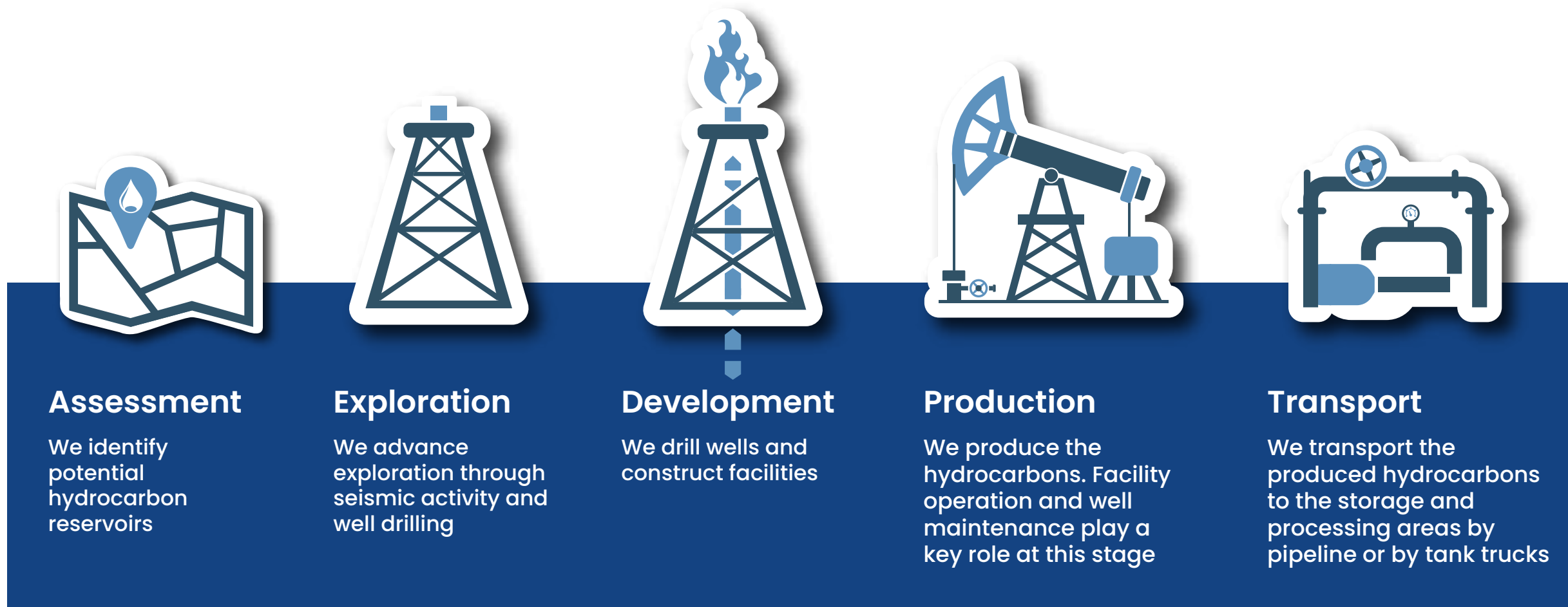
Department of Casanare Central Llanos: Llanos 23, Río Verde, Los Hatos and El Alcaraván contracts.



Our value chain

➤ A story of hydrocarbons production

The production of hydrocarbons is a complex process involving several diverse companies that provide products and services to support our operations. We are aware of the positive impact we have on local and national employment. We demand our contractors to comply with Colombian regulations and encourage them to adhere to high quality standards and a responsible supply chain structure.



Our ESG Strategy

At SierraCol Energy, we are committed to achieving ESG industry leading results and becoming the preferred partner in energy resource development.

We focus on making a positive contribution to the regions in which we operate, with a

proactive approach to our impact and legacy. From the highest technical standards, including the best environmental stewardship, to the pursuit of the well-being of local communities through our social responsibility programmes, we demonstrate our commitment to human rights and sustainable development.

Our ESG strategy is based on five pillars aimed at enhancing our capabilities and achieving our objectives, while addressing the concerns and priorities of our stakeholders.



Our materiality

For the 2023 Sustainability Report, we conducted a dual materiality exercise that considers financial and non-financial issues, in line with the GRI standard 3: Material Topics (2021). This process was carried out in three stages and is aligned with the due diligence process on human rights.



Overview of the Company's sustainability criteria by identifying and creating a catalogue of preliminary ESG issues following the three steps described below:

1. Review of the Company's previous materiality assessments.
2. Review of our peers' materiality assessments
3. Review of sector-specific sustainability frameworks, standards, surveys and indices.



Prioritisation of issues by internal and external stakeholders through surveys to understand the potential impact for SierraCol Energy. This involved the participation of 187 external stakeholders, 30 employees and collaborators and 10 members of the management team and the Board of Directors.



The Company's senior management is responsible for the review and approval of the information reported, including our material issues.

This approach constitutes a robust and comprehensive analysis, meticulously assessing elements according to their nature (positive or negative), their internal or external origin, and both actual and potential impacts.

Material topics

We have eight material topics that relate to Environmental, Social and Governance matters, including human rights which are connected to all ESG dimensions. As a result, the human rights perspective has not been examined separately, but instead has been connected to human capital, environmental, supply chain, security and occupational health and safety, as well as social and general corporate governance issues.

Human rights

E

Environmental

- Climate Change & Emissions
- Water Management

S

Social

- Community & Society
- Human Capital
- Employee Health & Safety

G

Governance

- Asset Integrity, Process Safety & Security
- Corporate Governance & Compliance, Ethics and Transparency
- Economic Performance

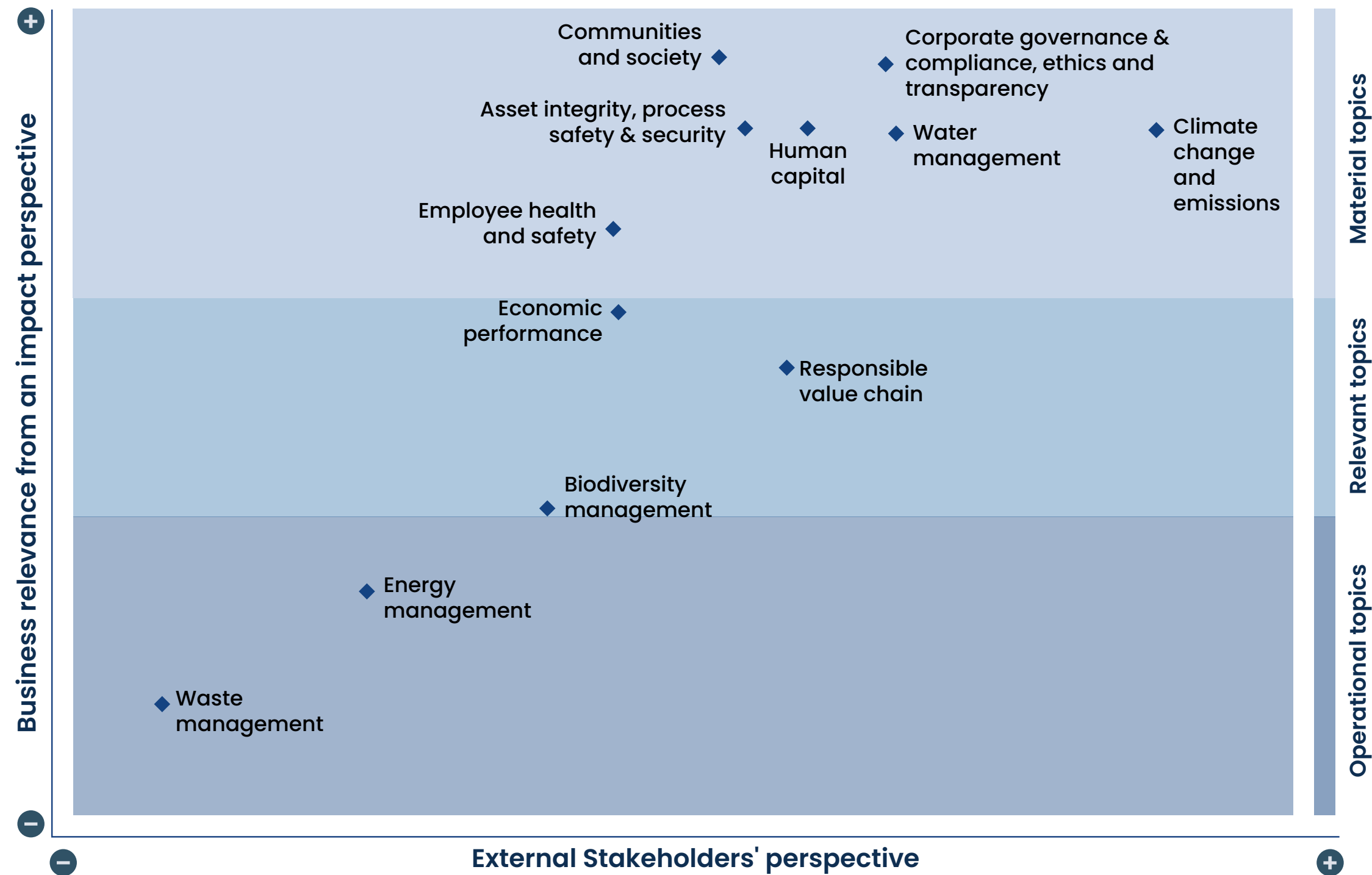


Chipirón project



Materiality matrix

As part of our commitment to human rights in the value chain, based on the best practices of multistakeholder or sectoral initiatives on Human Rights, at SierraCol Energy we actively participate in the human rights and hydrocarbons working group led by the Ministry of Mines and Energy, whose objective is to improve human rights management in the hydrocarbons industry to comply with international and national standards and address business impacts in this area.



Note: Human Rights was considered as a cross cutting material topic according to GRI 2021
 In 2023 we reviewed the material topics, and no significant changes were identified in the business or through stakeholders

Memberships, associations and external initiatives

We voluntarily adhere to international standards, frameworks, and external initiatives to reinforce our commitment to conducting business with ethical and transparent practices, further strengthening our core values.

	Colombian Safety Council		Sustainable Development Goals (SDGs)
	Mining and Energy Committee for Security and Human Rights		Equator Principles
	Colombian Council of American Companies		Global Reporting Initiative (GRI)
	Extractive Industries Transparency Initiative led by the Ministry of Mines and Energy		International Finance Corporation (IFC) standards
	UN Global Compact		Paris Agreement
	National Association of Colombian Businessmen		Task Force on Climate - related Financial Disclosures (TCFD)
	National Association of Colombian Businessmen		Task Force on Nature - related Disclosures (TCFD)
	British Colombian Chamber of Commerce in Colombia		Sustainability Accounting Standards Board (SASE)
	Colombian American Chamber of commerce		International Petroleum Industry Environmental for Security and Human Rights



Our 2023 ESG results highlights

		Our goals	2023 key results
Climate action	Climate change and greenhouse gases 	<ul style="list-style-type: none"> Reduce 50% of scope 1 and 2 emissions by 2023 vs the 2020 baseline of 663 kt CO₂e. Reduce atmospheric emissions associated with NO_x, SO_x, VOC and PM vs the baseline. Eliminate routine gas flaring by 2025. Maintain a leak detection and repair programme to reduce methane fugitive emissions. Aspire to carbon neutrality by 2030. 	<ul style="list-style-type: none"> 47% reduction in scope 1 and 2 emissions. On track for a 60% reduction in 2024. Carried out emissions inventory verification under ISO 14064 standard. Reduction of non-GHG emissions with the following results: SO_x=70%; PM=45% and NO_x=20%. On track to eliminate routine gas flaring by 2025. We implemented key projects to enable this result. Completed a methane fugitive measurement emissions baseline for Central Llanos operations. Carried out repairs of fugitive emissions at the Caño Limón operations, reducing 5ktCO₂e.
	Energy efficiency 	<ul style="list-style-type: none"> Fully replace crude oil self-generation in Caño Limon area with clean electricity purchased. Install battery energy storage systems in Central Llanos. 	<ul style="list-style-type: none"> Replaced 41 MW of crude oil self-generation with energy from the SIN. On track for 57MW replacement by end of 2024. Finalised installation of a power line for switching 11 diesel engines at Rex Platform. A 1 MW, 1 hour battery storage system + UPS was manufactured for Pointer station in Central Llanos. All purchased energy, corresponding to 763,968 MWh, received I-REC certificates. The installation of 185 new permanent magnet motors led to a reduction of 1.5MW in total energy consumption. To date, around 220 permanent magnet motors have been installed.
Action for the Planet	Integral water management 	<ul style="list-style-type: none"> 0 megalitres/year surface water used in water-stressed areas. 100% of construction activities with produced water recirculation by 2025 100% firefighting test with recirculated produced water by 2025. 	<ul style="list-style-type: none"> No surface water used in water-stressed areas. Advanced in engineering and contract development for the implementation of 3 pilots aimed at improving produced water treatment. 80% of the water needed for construction from produced water.
	Biodiversity protection 	<ul style="list-style-type: none"> Establish 30 conservation agreements with local communities by 2024 for the conservation and/or rehabilitation of strategic ecosystems in our areas of influence. Implement projects for conservation of strategic ecosystems and species of interest. At least one project to be implemented by 2024 	<ul style="list-style-type: none"> Signed 18 conservation agreements with local communities for 5 years, for the protection of 75.6 hectares and rehabilitation of 39 hectares of strategic ecosystems. Carried out 2 studies to generate knowledge on umbrella species. Payment for Environmental Services project regarding sustainable livestock systems was approved by the environmental authority to be developed in 2024. Published our first Task Force on Nature-related Financial Disclosures (TNFD) report.

		Our goals	2023 key results
Action for the Planet (cont.)	Circular economy 	<ul style="list-style-type: none"> 25% reduction of conventional waste to disposal by 2024. Consolidate and expand the scope of the circular economy programme. 	<ul style="list-style-type: none"> Established an alliance with a company that uses Waste Electrical and Electronic Equipment. Initiated a project to utilise organic material for composting, achieving a reuse of 67.8 tonnes. Recycled 22 tonnes of material (paper, cardboard, etc.). Defined and strengthened the principles of the circular economy programme in the Environmental Management System (EMS).
	Environmental planning and control 	<ul style="list-style-type: none"> Monitor new legislation to anticipate potential impacts to the operation and establish mitigation measures. Maintain our environmental licences and permits. 	<ul style="list-style-type: none"> Assessed new environmental legislation for licensing and reporting, finding no significant impact on operations. Managed 43 environmental licences and permits without material non-compliance issues. Secured approval from environmental authorities for 8 projects related to 1% investment and compensation.
	Socio-environmental management 	<ul style="list-style-type: none"> Establish a long term SierraCol Energy's communication and environmental education strategy for internal and external audiences. Ensure a swift implementation of the Escazú Agreement once it becomes mandatory. 	<ul style="list-style-type: none"> Conducted 35 environmental awareness campaigns with workers and communities in our projects' areas of influence. Identified process improvement opportunities and prepared an Environmental Impact Assessment (EIA) following Escazú Agreement guidelines.
		Our goals	2023 key results
Communities & Society	Engagement & communication 	<ul style="list-style-type: none"> Identify and proactively manage concerns from stakeholders to ensure a timely and appropriate response. 	<ul style="list-style-type: none"> Successfully handled 615 queries with an efficiency rate of 98% in their management and resolution.

	Our goals	2023 key results
Social investment 	<ul style="list-style-type: none"> Strengthen the Company's legacy in our areas of operation. 	<ul style="list-style-type: none"> US\$4.7 million allocated to social programmes, focusing on infrastructure development, enhancing quality of life, education, and entrepreneurship. 2,498 loans totalling US\$3.2 million were disbursed under the microcredit programmes administered by the El Alcaraván Foundation. 1,056 youths engaged in the 'Tecnoacademia' program, offering them opportunities for skill development, and hands-on training in basic and applied sciences.
Human rights 	<ul style="list-style-type: none"> Conduct a Human Rights Impact Assessment (HRIA) in all our operated assets. 	<ul style="list-style-type: none"> Advanced in closing the follow-up actions for the Caño Limón area HRIA carried out in 2021. Started an analysis of risks and bidirectional impacts on human rights for Central Llanos through and independent organisation.
Diversity and inclusion 	<ul style="list-style-type: none"> Improve gender equity in the selection and recruitment process by increasing the representation of women in the Company. 	<ul style="list-style-type: none"> 50% of new hires in all selection processes for full-time positions were women, compared to a sector-wide ratio of 27%.
People, culture and services 	<ul style="list-style-type: none"> Improve attraction of talent and increase the uptake of employment opportunities offered by the Company. Improve employee skills through training. 	<ul style="list-style-type: none"> Talent attraction: 96% acceptance of the job offers. 24,324 training hours (24% soft skills and 76% technical skills).
Supply chain 	<ul style="list-style-type: none"> Promote economic development and sustainability through the procurement of local and national goods and services. 	<ul style="list-style-type: none"> 65.7% of goods and services were purchased from national, regional, and local suppliers and contractors.

		Our goals	2023 key results
Operational Excellence	Assets integrity and spill management 	<ul style="list-style-type: none"> Maintain an optimal level of operational safety through effective prevention and mitigation of Tier 1 and Tier 2 events. Ensure zero significant spills in our operations. 	<ul style="list-style-type: none"> Zero Tier 1 and 2 events. No significant spills in any of our operated assets.
	Occupational health and safety 	<ul style="list-style-type: none"> Maintain Total Recordable Incident Rate (TRIR) below 1.0. Implement preventive and safety measures to avoid fatalities. 	<ul style="list-style-type: none"> TRIR of 0.55, lowest in the last 5 years. Zero fatalities since 2021.
	Cyber-security 	<ul style="list-style-type: none"> Maintain a zero-material cybersecurity incident index. Maintain a comprehensive cybersecurity system. 	<ul style="list-style-type: none"> Zero reported cases of information loss. A crisis management drill was carried out to test and update our cybersecurity incident response plan and backup strategy.
Solid Governance	Corporate governance 	<ul style="list-style-type: none"> Ensure a positive risk level in Sustainalytics' ESG risk rating. 	<ul style="list-style-type: none"> Improved Sustainalytics ESG rating from 27.3 to 20.3.
	Compliance, ethics and transparency 	<ul style="list-style-type: none"> Assess to identify and mitigate corruption risks in our operations. Ensure regulatory compliance. Consistently enhance the organisation's commitment to responsible and transparent business practices. 	<ul style="list-style-type: none"> 100% of our operation assessed for corruption risks. No regulatory compliance issues. 97.4% of the employees received training on ABC policies.
	Economic performance 	<ul style="list-style-type: none"> Achieve outstanding operational performance that directly translates into financial success and creates value for all stakeholders. 	<ul style="list-style-type: none"> US\$ 300.1 million paid in income taxes and estimated royalties. SBR production was 43 mbd for 2023.

Climate action

Scope 1 emissions

302

ktCO₂e

Scope 2 emissions

52

ktCO₂e

47%

reduction of our CO₂e emissions vs 2020 baseline

Renewable energy consumption

76%

Carbon intensity

18.8

(kgCO₂e / boe)

Energy intensity

53.3

kW/boe

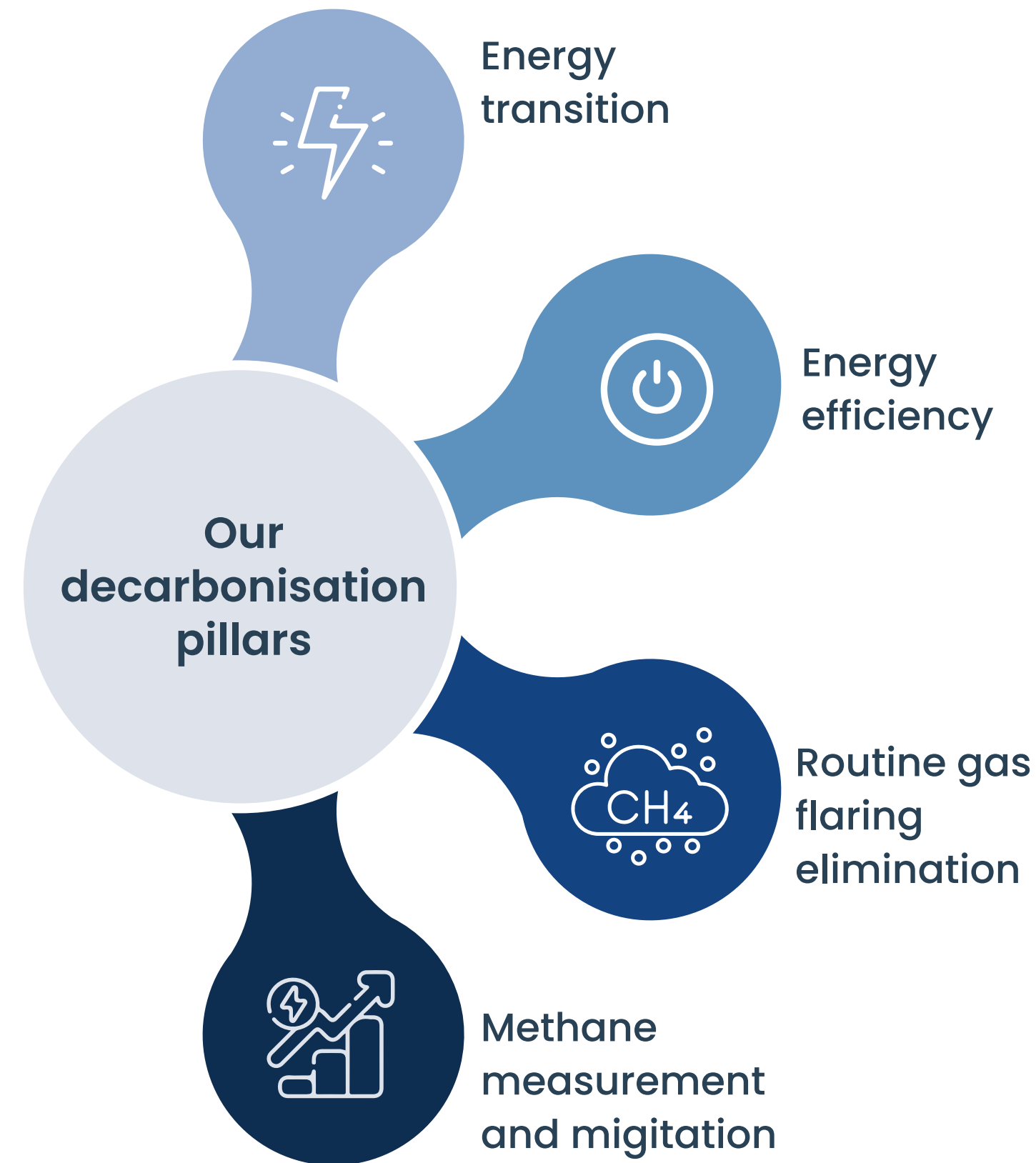


Athene cunicularia, Central Llanos

Our approach to decarbonisation

At SierraCol Energy we recognise the challenges posed by climate change. We set ourselves ambitious targets to significantly reduce our carbon footprint and are successfully delivering towards them. By the end of 2023, we have achieved a 47% reduction in CO₂e emissions vs our 2020 baseline, and are on track for a 60% reduction by the end of 2024. We remain committed to the elimination of routine gas flaring by 2025 and have started measuring and mitigating fugitive and methane emissions.

This approach aims to build a corporate culture enhancing our organisational capabilities to achieve our goals of promoting the right to a healthy environment for all.



SierraCol Energy is committed to transparency and accountability in addressing climate-related risks by aligning with the TCFD recommendations.



Caño Limón area

Progress in reducing our carbon footprint

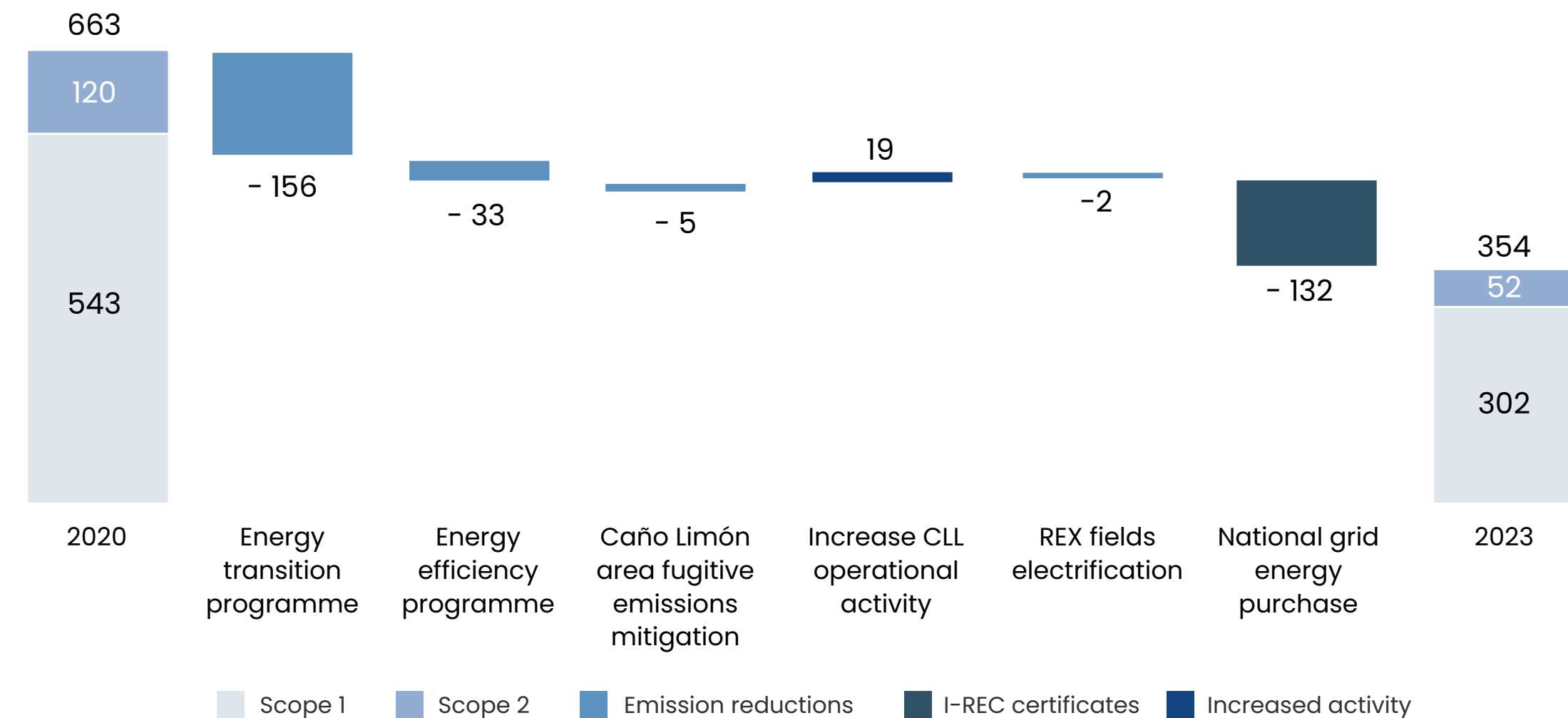
In 2023, we made significant progress towards our goal of reducing estimated annual greenhouse gas emissions.

Restatement

GHG emissions from previous periods were adjusted using Optical Gas Imaging (OGI) data in Central Llanos and Caño Limón area. This technology is accurate and has lower uncertainty compared to emission factors used before.

Carbon footprint progress

Thousand tons of CO₂e / year



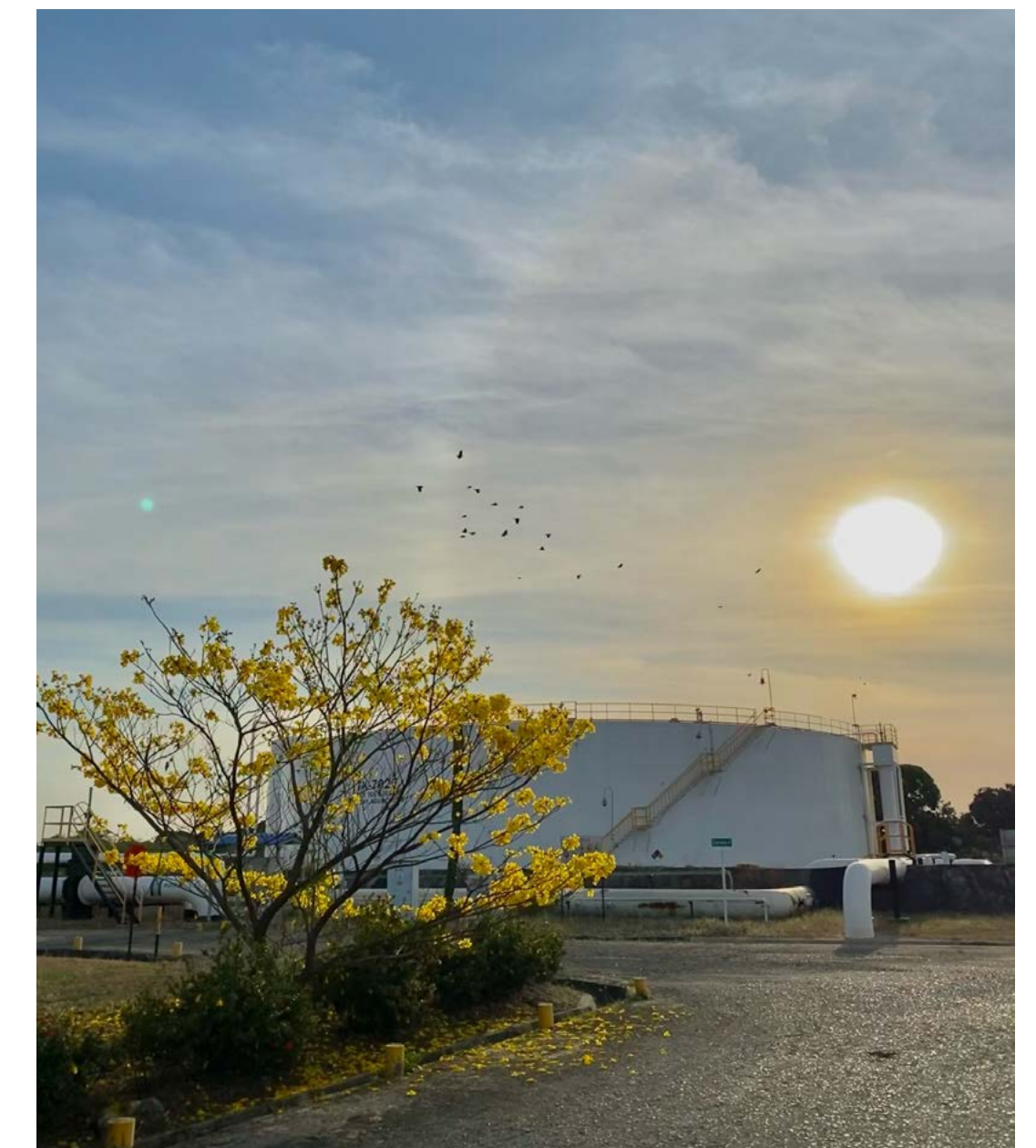
We have made progress in reducing our carbon footprint through the following projects and actions:

- **Energy transition:** shutting down oil and diesel-based power generation in the Caño Limón area and replacing it with clean renewable certified energy (hydro based) from the Colombian national grid (National Interconnected System – SIN by its Spanish acronym).
- **Energy efficiency:** implementation of energy efficient projects, including the installation of Permanent Magnet Motors (PMM) in artificial lift systems, a water production control strategy, enhancing well-design components and acting in surface operation opportunities to optimise power consumption.
- **Fugitive emissions mitigation:** conducting in-situ methane measurements at Central Llanos and establishing the route map to significantly reduce these emissions and implementing leak repair of methane and fugitive emissions at Caño Limón area operations.
- **Rex field electrification:** electrifying Rex platform adding 7.0 Km of power line at 34.5 kV and switching off 11 diesel engines.
- **Validating I-RECs (International Renewable Energy Certificates)** received by ISAGEN, our hydro based energy supplier, and granted by the international REC standard foundation.

Additionally, in 2023 we incorporated climate-related risks and opportunities into our business strategy and management plan, controlling and monitoring our greenhouse gas emissions with third-party verification.

Other projects and initiatives were undertaken in 2023 with positive results expected in 2024:

- Starting the installation of a fourth transformer (50MVA's) to eliminate residual crude oil self-generation.
- Initiating the installation and commissioning of gas-to-liquids equipment to reduce emissions and recover fully stabilised hydrocarbons as a part of the end routine gas flaring project in the Caño Limón area.
- Assessing alternatives for gas usage in Central Llanos operation.

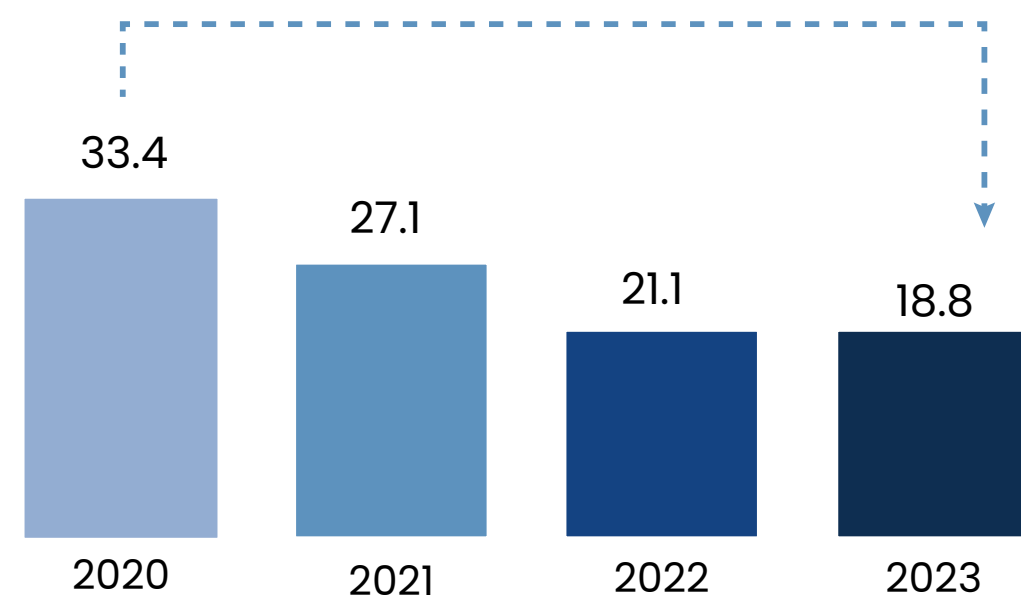


Caño Limón area

Our efforts to reduce our carbon footprint have enabled us to maintain a sustained decline in carbon intensity¹ as measured by the operational control approach. In 2023, we achieved 18.8 kgCO₂e/boe for this metric. This calculation covers Scope 1 and 2 emissions, accounting for CO₂, CH₄ and N₂O gases, and considers our total annual gross production of 18,809,006 boe in Caño Limón area and Central Llanos operating areas.

CO₂ Emissions intensity rate by operational control

kg CO₂e/boe



As Colombia's leading independent oil producer, we are committed to ensuring accuracy and transparency in our greenhouse gas emissions management and reporting process. Emissions inventories for the current

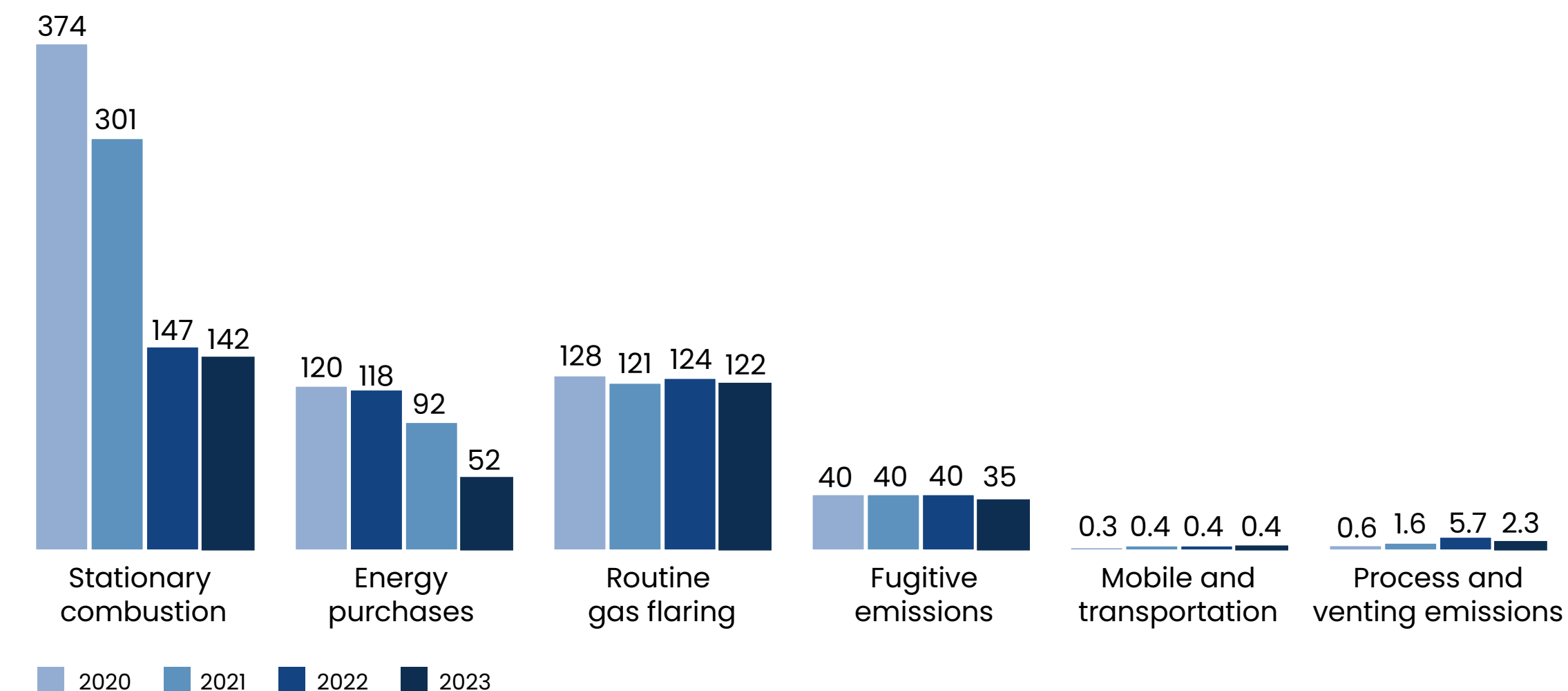
¹ We measured our carbon intensity normalised by revenue and obtained the values 1,190; 739; 381 and 384 tCO₂e/USD million for 2020, 2021, 2022 and 2023 respectively.

and previous reporting periods are verified by a third party in accordance with ISO 14064-3, the American Petroleum Institute's (API) Compendium of greenhouse gas emissions methodologies for the natural gas and oil industry 2021 and the GHG Protocol Corporate Accounting and Reporting Standard. Scope 1 and 2 emissions include the following categories:

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

Gross GHG emissions by source

Thousand metric tons of CO₂e/year



PF2, Caño Limón area

The inventory is consolidated under the operational control approach and includes all emissions from fields operated by the Company.

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

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

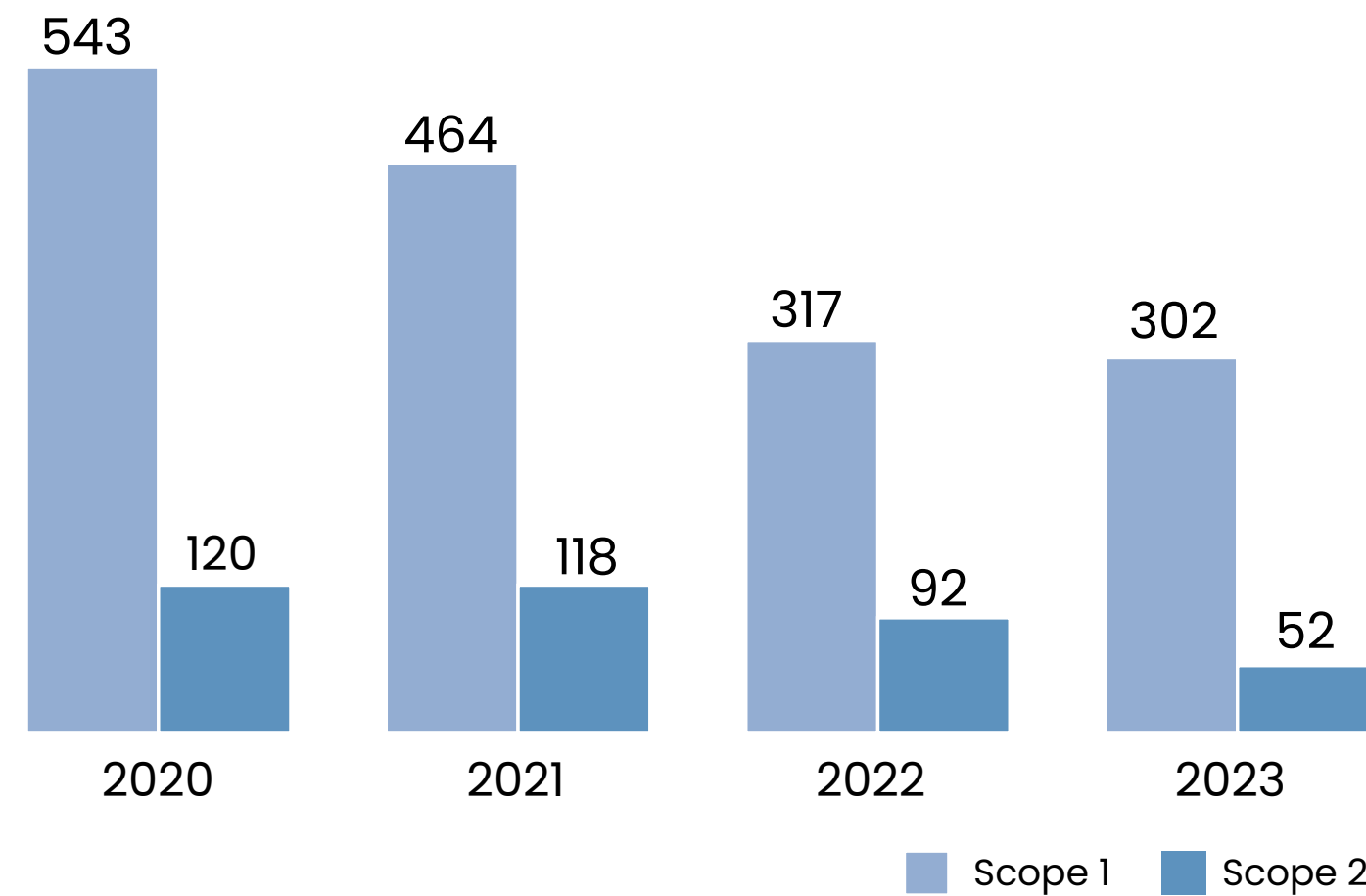
➤ **The total uncertainty of the Scope 1 and 2 GHG emission inventory has been estimated at 2% according to IPCC guidelines.**



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

Gross emissions Scope 1 and Scope 2

Thousands metric tons CO₂e



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, factors provided by FECOC are used

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

Assumptions: The emission factor provided by XM is used to calculate emissions from energy purchased from the SIN. For energy supplied by

Genser Power, an emission factor is estimated based on the gas characterisation, gas volume used and energy supplied.

Following World Resources Institute guidelines featured in GHG Protocol Scope 2 Guidance document, we consolidated energy purchases (electricity only) emissions quantification as follows:

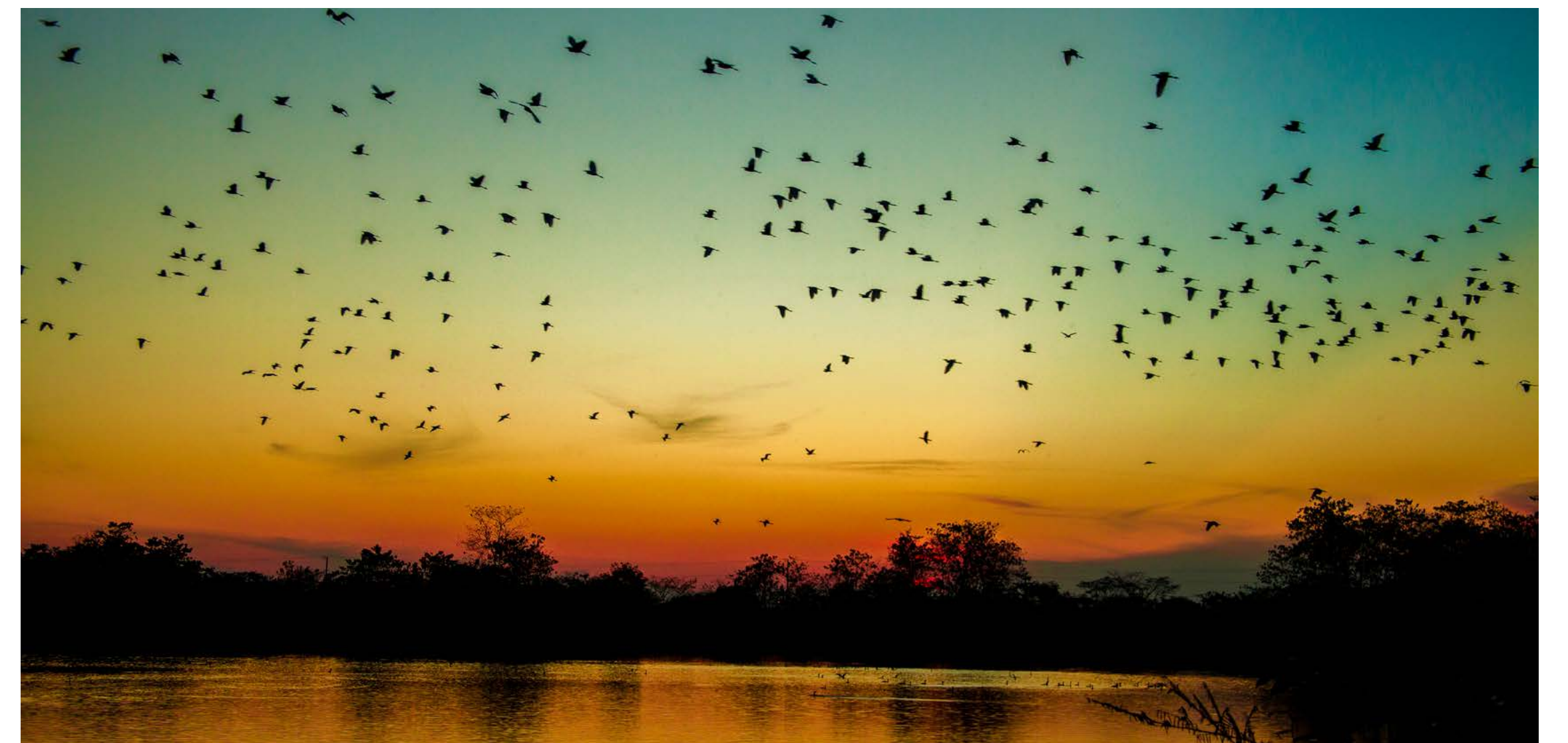
- Location-based approach: 9 ktCO₂e.
- Market-based method: 52 ktCO₂e.

The Company adopts the market-based method to report Scope 2 emissions as it uses

the emission factor associated with individual sources' characteristics.

In 2023 we continued to measure Scope 3 emissions, recording 8,892.2 ktCO₂e. This measure was 9,285 kt CO₂e in 2022.

Scope 3 Category	Description	Emissions (ktCO ₂ e)
C1	Purchased goods and services	189
C2	Capital goods	25
C3	Fuel and energy related activities	7.7
C4	Upstream transportation and distribution	8.1
C5	Waste generated	0.4
C6	Business travel	0.5
C7	Employee commuting	5.1
C8	Upstream leased assets	0.03
C9	Downstream transportation and distribution	9.3
C11	Use of sold products	8,647
Total		8,892.2
Biogenic emissions (tCO₂e)		1,661



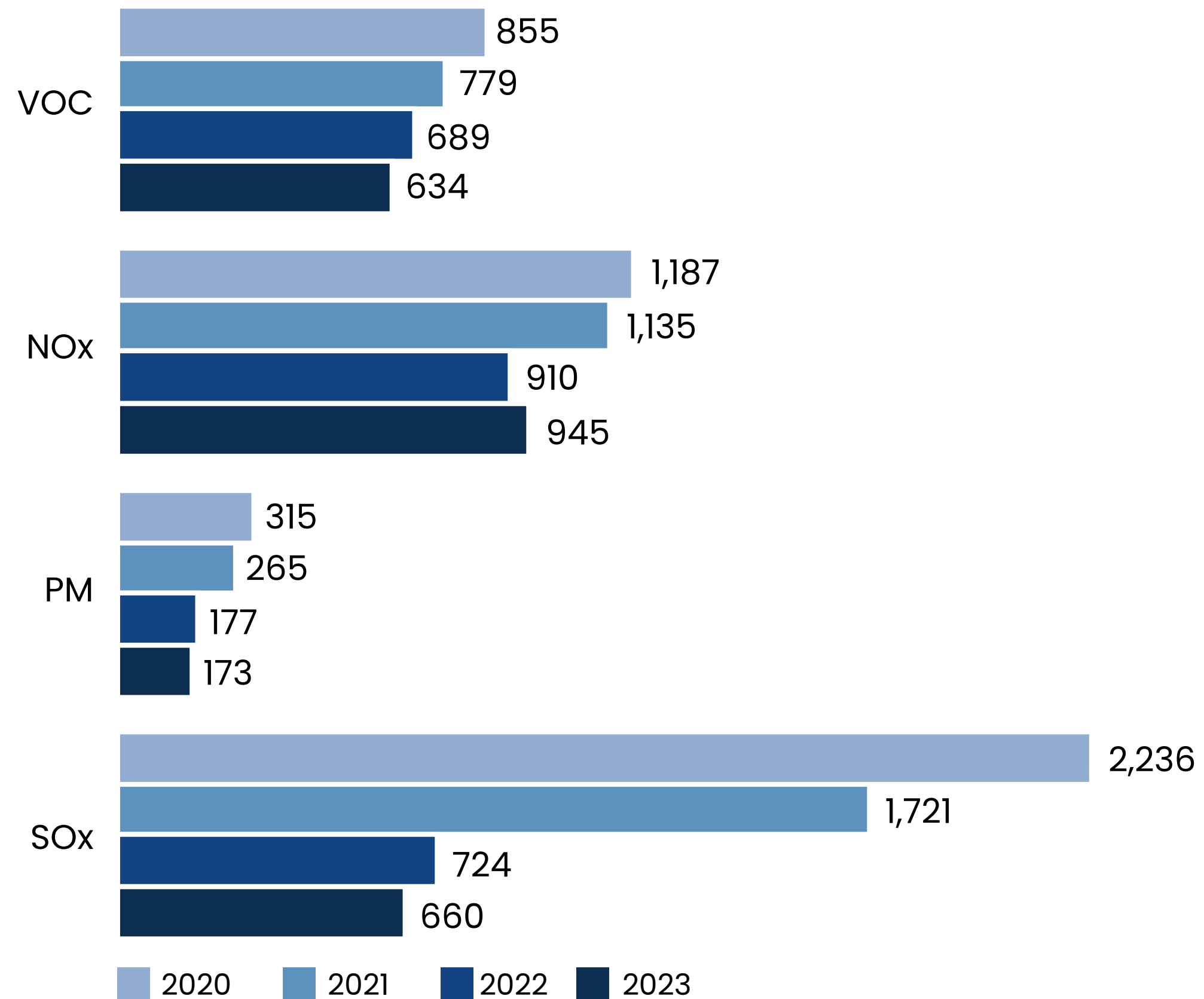
Caño Limón area

During this reporting period, we continue the accounting of other indirect emissions to understand emissions distribution variations due to operational activity changes.

As an upstream Company, we see less opportunities to reduce Scope 3 emissions but have disclosed them to provide additional transparency with respect to the footprint of our products.

Non - GHG air emissions

tCO₂e



Caño Limón area

As part of our commitment to reduce air quality impacts, we significantly reduced non-GHG air emissions through the implementation of emission reduction measures.

Emissions associated with NOx experienced a slight increase due to the necessity of ramping up diesel generation, involving the addition of four generators for the new and successful wells at Rex. In December 2023 we made a major investment to electrify this platform and successfully shut down the 11 diesel units. The reduction impact on NOx and CO₂e resulting from this project will be reflected in 2024.

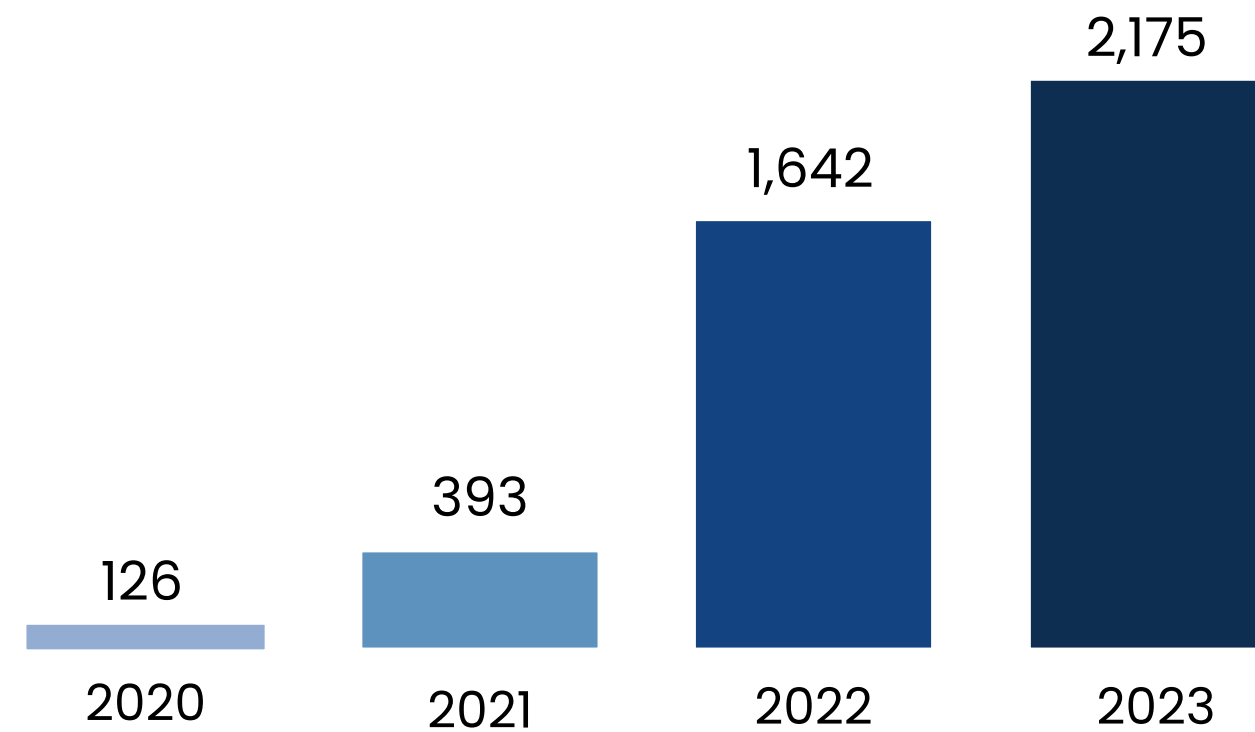


PF2, Caño Limón area



Biogenic emissions

Metric tons of CO₂e



Biogenic emissions refer to carbon from organic materials initially absorbed and released back to the atmosphere. These emissions are considered carbon neutral as they reflect previously absorbed CO₂. In our operations, these emissions come from palm oil and anhydrous ethanol present in specific percentages in diesel and gasoline distributed in Colombia.

As explained in the previous page, due to the necessity to increase use of diesel in our Rex operations, biogenic emissions quantification shows an increasing trend in the past two years.



Central Llanos

Our energy transition and efficiency programmes

We seek alternatives to increase renewable energy consumption from the National Interconnected System (SIN). Our goal is to significantly reduce our emissions and fully replace oil-based self-generation in the Caño Limón area. This commitment involves the installation of a fourth additional 50 MVA's transformer, increasing the power consumption from the SIN. Installation activities started in 4Q of 2023, with plans to commission operations in 2Q of 2024.

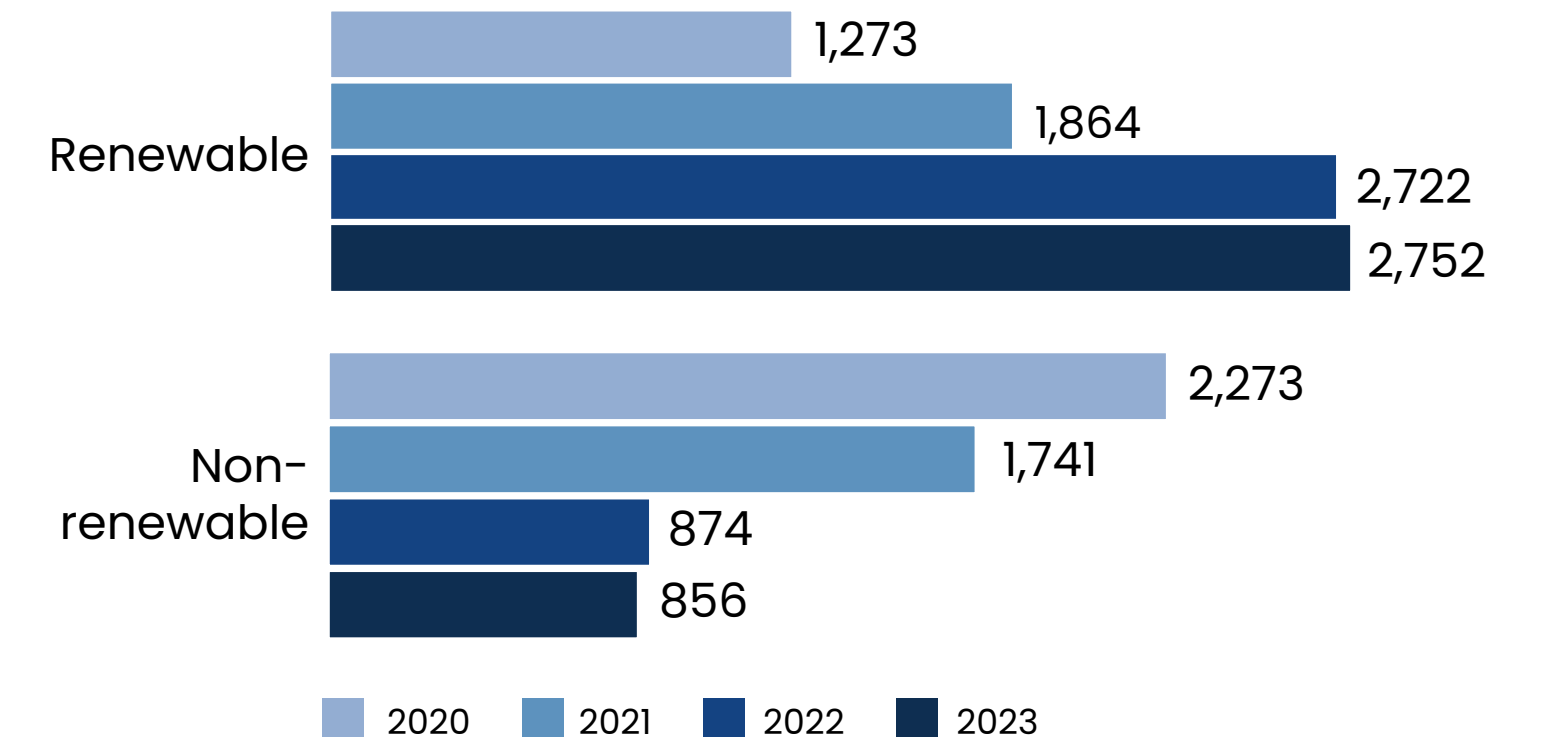
Energy consumption plays an important role in the development of our operations. Our renewable energy consumption accounts for more than 76% of our total energy consumption.

In 2023, we continued the implementation of mitigation initiatives in energy transition and efficiency



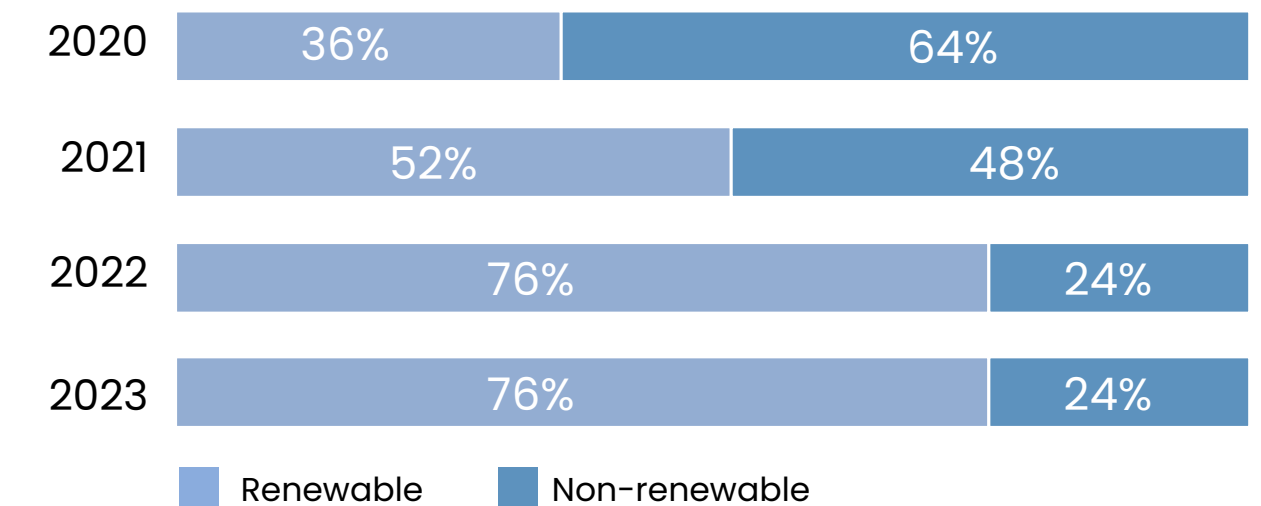
Energy consumption

Terajoules



Energy consumption

Percentage





PF2, Caño Limón area

Reported energy consumption includes total/annual consumption in Central Llanos, Caño Limón area, and Bogotá offices. Non-renewable energy includes gas, diesel and crude oil generation. Renewable energy includes mainly hydroelectric power from the SIN.

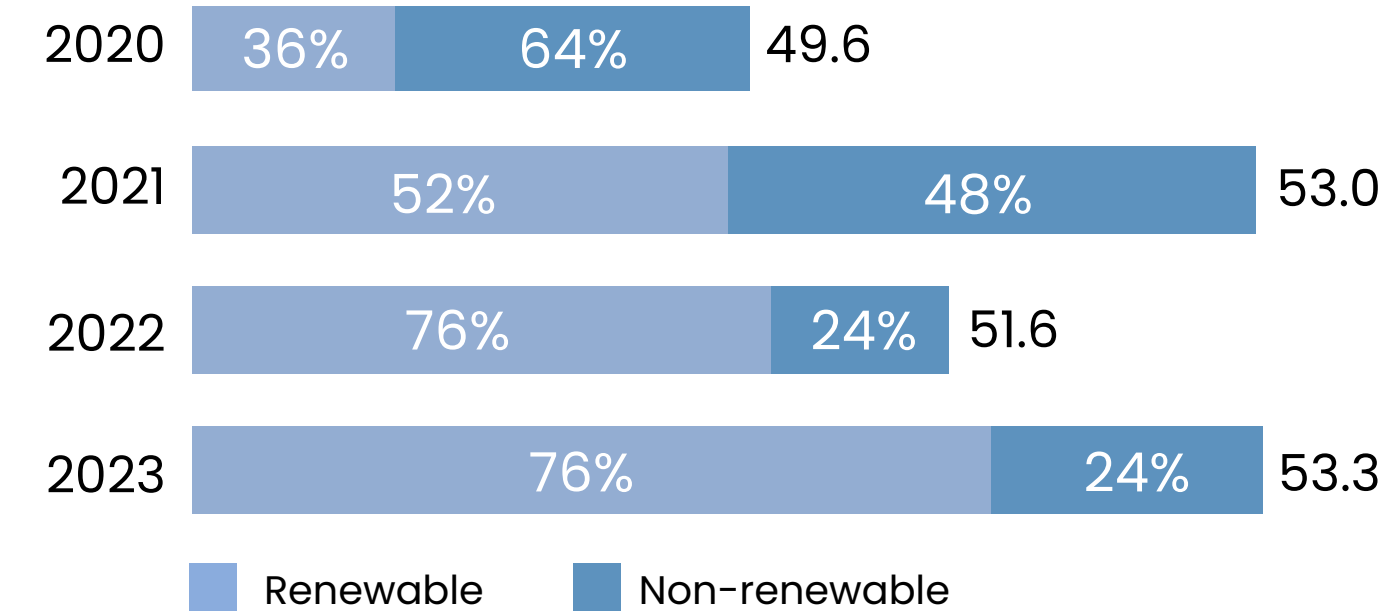
The Company is also evaluating opportunities for gas-based generation in Central Llanos, aiming to further replace crude oil and diesel self-generation and work towards ending routine gas flaring in all operations. Also, as part of our Carbon Footprint Reduction Plan, we continue implementing energy efficiency alternatives such as:

- Installation of Permanent Magnet Motors (PMM) in artificial lift systems to reduce energy consumption through more efficient equipment. Ongoing implementation will continue in the coming periods.
- Implementation of a water production control strategy involving the installation of seals to reduce energy consumption in Caño Limón area operations.
- Optimisation of the design of subsurface lifting equipment.
- Rigorous wells frequency control and other surface power consumption optimisations.



Energy intensity (kW/boe)

Energy consumption per barrel produced*



* The bars represent the ratio of renewable and non-renewable energy relative to the total energy consumption in the period.

► **Energy intensity is associated with energy consumption per barrel produced. The increase in our energy intensity in 2023 is associated with a slightly lower production. However, we have reduced our total energy consumption and increased the use of renewable energies**

Includes total annual energy consumption in operated areas and gross production of 18,809,006 boe in Caño Limón area and Central Llanos operational areas.



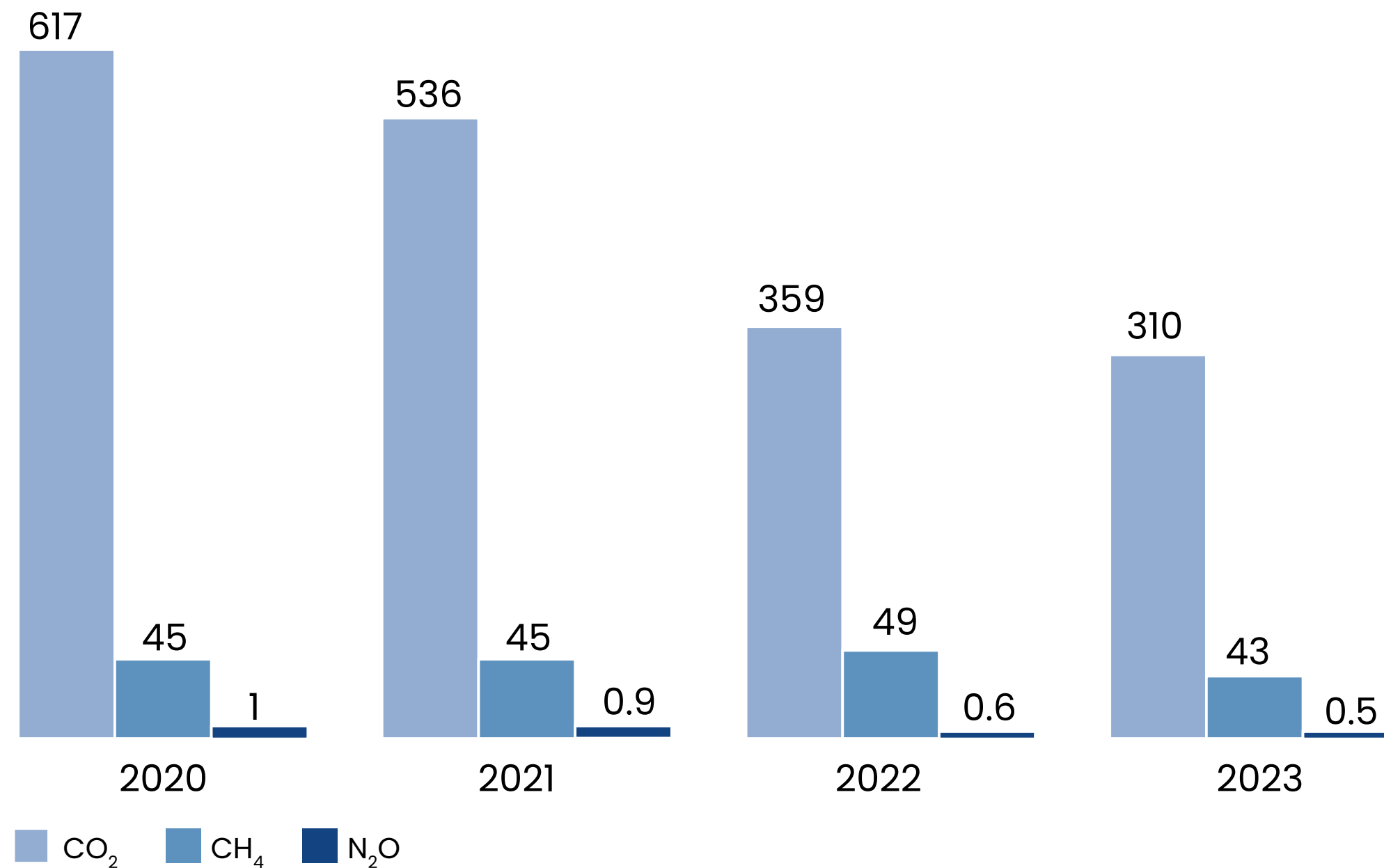
PF2, Caño Limón area



Methane emissions measurement and mitigation

Gross Greenhouse gas emission by gas type
Thousand metric tons CO₂e

➤ **Methane accounts for 14% of total Scope 1 emissions.**



As the primary component of natural gas, methane emissions not only impact climate change due to its higher warming potential compared to carbon, but also affect air quality. Recognising this concern, SierraCol Energy has made fugitive emissions management and routine flaring elimination a top priority. To address this, we began quantifying 100% of our fugitive emissions in the Caño Limón area using Optical Gas Imaging (OGI) technology in 2022 and 2023. Additionally, we established a

methane measurement baseline at our Central Llanos operations in 2023. Throughout the same year, we conducted OGI measurements across all our operations to establish a precise baseline compared to previous estimations using emission factors. Furthermore, we identified and repaired leaks while implementing corrective actions at various emission sources in the Caño Limón area, which account for over 80% of our total methane emissions.

These efforts led to a significant annual reduction of 11 ktCO₂e. However, due to the phased implementation throughout the year, the specific reduction in the fugitive emissions category for 2023 amounted to 5 ktCO₂e. This result was verified through continuous quantification using OGI technology.



PF2, Caño Limón area



Central Llanos

Success story Integrated fugitive emissions management



Caño Limón area



Emission monitoring and reduction



Arauca and Casanare community



Climate action

Establishment of a fugitive emissions baseline covering all corrective actions in line with SierraCol Energy's emissions reduction targets and the requirements of Colombia's Ministry of Mining and Energy. Resolution 40066.

Project objectives

- Establish a fugitive emissions baseline throughout the operation in accordance with the requirements of Resolution 40066 by Colombian Ministry of Mining and Energy.
- Repair leaks and upgrade equipment to reduce fugitive and methane emissions.

Highlights

- SierraCol Energy uses OGI technology to diagnose fugitive methane emissions at all operations and achieves timely compliance with the requirements of Resolution 40066.
- Data management is conducted using cloud technologies to store, track, and visualise the collected information securely and easily, supporting a rapid decision-making process.
- Integrated field training and augmented reality technology to optimise personal skills in the measurement process.
- Implemented a routine OGI inspection schedule to proactively identify and address potential methane leaks, contributing to ongoing emissions reduction efforts.
- SierraCol Energy uses OGI technology to diagnose fugitive methane emissions at all operations and achieves timely compliance with the requirements of Resolution 40066.

Achievements

- Completed the quantification of fugitive emissions from all operations at Central Llanos Central to cover 100% of existing operations.
- 3,513 inspections were carried out, covering 100% of the field equipment identified as potential sources of methane emissions.
- Thirty-five emission points were detected, all of which are reportable as baseline leakage in accordance with Resolution 40066.
- Carried out repairs and corrective actions on identified emissions sources in the Caño Limón area, resulting in an annual reduction of 11 ktCO₂e, with a total reduction of ~5 ktCO₂e in 2023 due to phased implementation over the period (July 2023).



Caño Limón area



Routine gas flaring elimination

As we move towards eliminating routine gas flaring by 2025, the Company has completed the installation of equipment at our facilities in the Caño Limón area to initiate gas-based generation and gas flaring liquid extraction projects:

- The medium pressure gas flaring was mixed with high pressure gas used for self-generation, installing new facilities increasing the power capacity provided and utilising the energy resource.
- The reduction of low-quality gas flaring at PF1 and PF2 involves two phases:
 1. First phase: gas-to-liquid process to convert natural gas into fully stabilised liquid hydrocarbons, reducing emissions by approximately 30%, with the added benefit of capitalising on the sale of liquid volume.
 2. Second phase to be implemented: utilise the remaining gas for power generation to complete the end routine gas flaring project in both production facilities.
- In Central Llanos fields we conducted engineering analysis to increase gas-based generation seeking to replace oil-based self-generation.

These projects and new alternatives are part of our ongoing efforts to achieve the routine gas flaring elimination target, while reducing our methane emissions associated to incomplete combustion by taking advantage of cleaner solutions.



Gas-based generation project, Central Llanos



Gas to liquid project



Phalacrocorax olivaceus, Caño Limón area

Acting decisively to tackle climate-related risks

At SierraCol Energy we have an ongoing commitment to identify and address climate related risks. Our strategy includes identifying potential risks and implementing specific mitigating solutions. This enables the Company to make proactive informed and strategic decisions in a business environment that is constantly evolving due to climate change.

As part of this initiative, we have implemented engineering work to improve drainage management at our Caño Limón area operations to prevent flooding. This project demonstrates how our overall climate risk management strategy works to prevent disruption to our operations, whilst contributing to our wider commitment to sustainability and environmental responsibility.

In addition, we have undertaken a climate-related risks and opportunities analysis, according to the principles and recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). This analysis assesses the potential impact of climate change on our operations. Through this process, we are increasing our resilience and aligning ourselves with global best practice in climate risk disclosure and management.

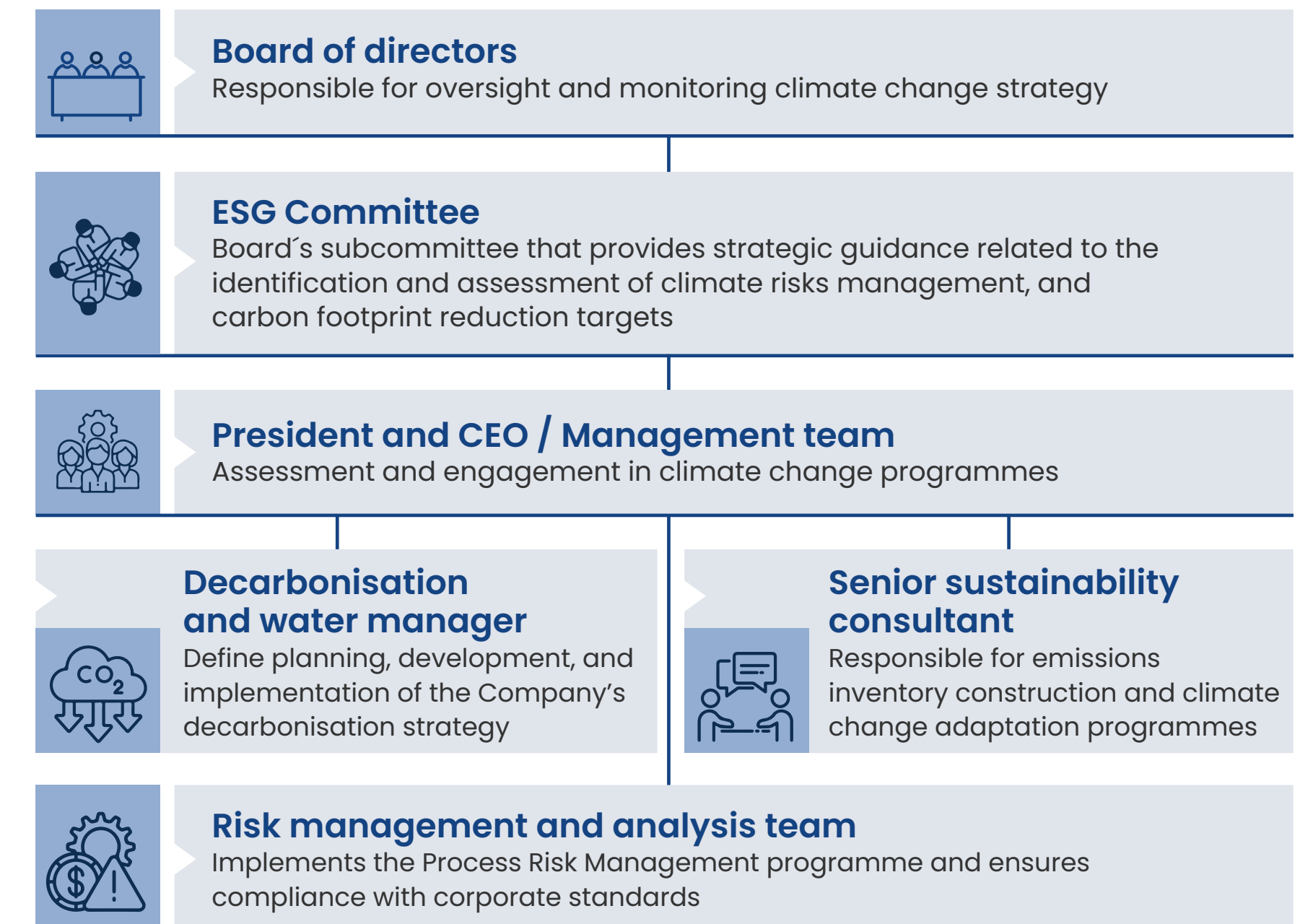
➤ **Climate-related risks and opportunities assessment support our climate change strategy to create value to stakeholders**



Climate governance

The integration of climate change governance into our corporate framework and overall strategy is a key priority for SierraCol Energy. We continually review our strategy in order to strengthen our response to market challenges, taking actions such as making sustainability a fundamental pillar and considering regulations that may affect our operations.

The Board oversees management of climate-related risks and opportunities, which is embedded in the management team and relevant business units involved to promote an organisational culture committed to mitigating and adapting to climate change. The Board and the ESG Committee have assessed mitigation projects, reviewed GHG emissions targets, approved investment and revised our business plan. This process is supported by the Management Team and business units, who report on performance and progress against climate targets at regular meetings. This integrated approach underscores our commitment to not only meet, but if possible, exceed climate-related challenges and move towards a more sustainable and resilient future.





PFI, Caño Limón area

Climate strategy

At SierraCol Energy we reinforce our sustainability strategy focusing efforts on established goals aligned with Colombian reduction targets, current regulations, and stakeholders increasing expectations. This strategy is supported by sustainable plans and initiatives aimed at mitigating emissions, reducing climate change effects, and improving adaptation capacities to take advantage of climate opportunities.

As an indication of our strategic approach, initiatives such as gas-to-liquid and gas based generation aimed at eliminating gas flaring, along with the implementation of OGI technology for precise quantification of fugitive emissions, drive us toward achieving operational excellence. Our projects, activities, and goals are focused on achieving energy efficiency, establishing a low-carbon business, and implementing alternatives to reduce GHG emissions. This integrated approach underscores our commitment to not only meet environmental objectives but also to engage collaboratively with broader stakeholders for sustainable impact in different periods.

Furthermore, to achieve carbon neutrality aspirations we will continue to evaluate new technologies including carbon capture and consider potential compensation mechanisms.



Dasyprocta punctata, Caño Limón area

- Short term** Evaluate and implement alternatives to achieve our emissions reduction and routine gas flaring elimination goals.
- Medium term** Evaluate climate-related risks and opportunities to implement adaptation and mitigation alternatives to reduce climate change effects and develop a resilient business.
- Long term** Continue evaluating and implementing innovative projects to reduce emissions and improve business resilience.

Finally, in line with our strategy we incorporated physical and transition risks assessment based on external variables associated with the operation that allows us to evaluate the impacts, scope, and opportunities for the development of strategic responses.

Physical risks and opportunities

The Company has conducted a physical risk assessment based on geographical conditions, the impact of past events and the likelihood of extreme weather events in the surrounding area. In addition, we consider external variables by analysing precipitation, temperature, and vegetation cover to address the potential associated impacts.

At SierraCol Energy we have several opportunities to innovate, adapt, and increase our resilience to counter future physical risks. By taking advantage of these opportunities, we can develop strategies to mitigate the impact of these risks, safeguarding local communities, the environment, and our operations. This commitment positions the Company as an industry leader in the Colombian oil sector

Type of risk	Potential impacts	Mitigation measures and opportunities
<p>Floodings</p>	<ul style="list-style-type: none"> • Infrastructure damage and costs increases • Operations disruption • Reduced production capacity • Conflicts with our neighbouring communities 	<ul style="list-style-type: none"> • Monitoring and early warning • Infrastructure resilience improvement • Implementation of flood protection projects
<p>Droughts</p>	<ul style="list-style-type: none"> • Reduction in water availability • Conflicts related to water resources access • Water bodies depletion 	<ul style="list-style-type: none"> • Implementation of water resource management programmes • Engagement with local communities
<p>Wildfires</p>	<ul style="list-style-type: none"> • Infrastructure damage and loss • Production loss • Operations disruption 	<ul style="list-style-type: none"> • Implementation and updating of risk management plans • Facilities adaptation measures such as firebreak construction in surrounding areas



La Conquista waterbody, Caño Limón area



La Cira Infantas

Transition risks and opportunities

We are aware that transition risks require careful consideration in implementing our business strategy. During the period under review, we conducted an assessment and addressed external variables and scenarios that could directly affect our Company's activities in the short and medium term. These factors include environmental regulations, market trends, capital investment allocation, oil and gas demand, business opportunities, and others.

Regulatory compliance in response to climate change

Emerging climate regulation seek to drive GHG emissions reduction and effective climate management. In this sense, compliance with new requirements and emerging regulations by governments and investors may result in increased to costs associated to acquiring low-carbon technology, decommissioning equipment, and lower business growth forecasts.

Stakeholder's expectation and new regulations led us to address alternatives in energy transition and energy efficiency.

Implementation of low-carbon technologies and energy transition

The heightened expectations for a low-carbon world, driven by climate change goals, entail increased financing costs to achieve SierraCol Energy carbon neutrality goal. In this regard, insufficient support for policies promoting low carbon alternatives, strong market competition, or high costs associated to emerging technologies such as carbon capture and storage (CCS) may pose challenges in the short to medium term for achieving carbon neutrality goals.

At the Company we have made measurable efforts to reduce greenhouse gas emissions through our programmes, investments in process efficiencies, and the evaluation of carbon credits alternatives. These initiatives aim to make a meaningful contribution to the development of emission reduction projects.

Oil and gas demand

Over time, the demand for oil may decrease in line with global emission reduction targets, introducing uncertainties that could impact profitability and reduce attractiveness for potential investors.

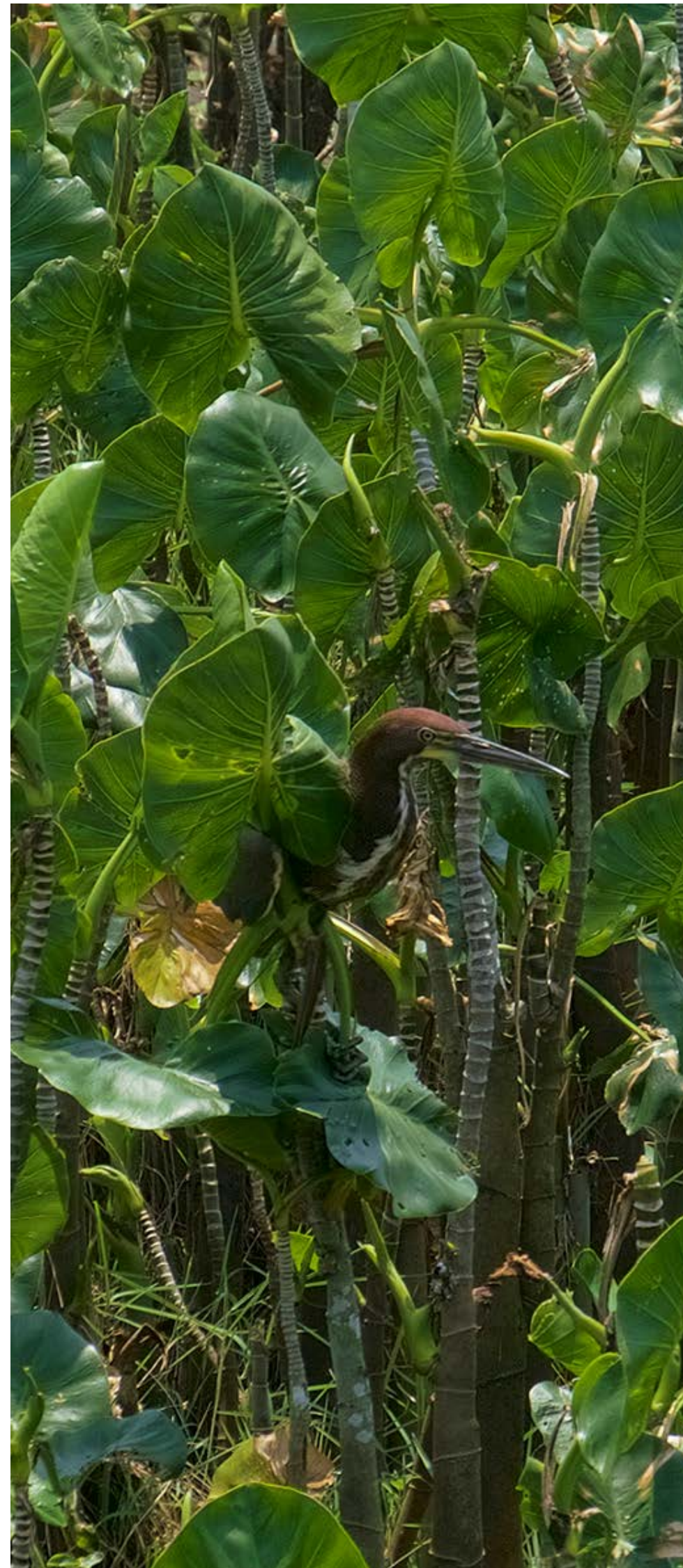
At SierraCol Energy we have taken steps to enhance business resilience through regulatory compliance and cost-effective mitigation projects.

Concerns about environmental performance

As demands from investors and stakeholders concerning climate change and environmental compliance rise, continual assessment of emission reduction alternatives and new technologies is essential. Additionally, social engagement becomes imperative in this dynamic landscape to avoid conflicts that could disrupt our operations.

At SierraCol Energy we have implemented multiple alternatives to reduce GHG emissions and improve business resilience. Additionally, the Company engages in activities and meetings with local communities to effectively address risks management and prevent negative perceptions of the energy sector.





Tigrisoma lineatum, Caño Limón area

Scenario analysis

We conducted a thorough analysis of both physical and transition risks, greatly enhancing our climate risk management efforts. This analysis has enabled us to identify and address the exposure and vulnerability of our assets, operations, and value chain. We are actively working to reduce risks and ensure the long-term resilience of our business.

As part of our commitment, we are focused on improving the Company's ability to adapt to climate change, by developing comprehensive and targeted strategies that specifically address climate-related risks and opportunities. In line with this objective, we selected scenarios aligned with Socioeconomic Pathways (SSP) to assess the potential impacts on our business, obtaining the following results:

	Sustainable development	Carbon neutrality	Emissions increase
Shared Socioeconomic Pathways (SSP)	SSP 2-4.5 – moderate policies to reduce emissions gradually	SSP 1-2.6 – ambitious policies to promote diversified energy matrix	SSP 5-8.5 – continuity scenario leading to rapid economic growth
Temperature	Increase below 0.28 and 0.30 Celsius in Caño Limón area and Central Llanos respectively	Increase below 0.11 and 0.14 Celsius in Caño Limón area and Central Llanos respectively	Increase below 0.44 and 0.41 Celsius in Caño Limón area and Central Llanos respectively
Precipitation	Variations about -1.42% to +0.85% for Caño Limon and Central Llanos respectively.	Variations about +0.21% to -0.17% for Caño Limon and Central Llanos respectively.	Variations about -0.8% to -0.1% for Caño Limon and Central Llanos respectively.
AFOLU* measures	Restoration of 117 ha of deforested areas with a mitigation potential of 7,833 tCO ₂ e	Restoration of 130 ha of deforested areas with a mitigation potential of 8,704 tCO ₂ e	Restoration of 50 ha of deforested areas with a mitigation potential of 3,348 tCO ₂ e
Policies	Policies that promote the use of renewable sources, energy efficiency and energy transition.	Ambitious policies promoting alternative energy sources such as hydrogen, biogas, biomethane, and CCUS projects implementation.	Introduction of moderate policies regarding climate change, with a primary focus on ensuring the competitiveness of the sector.
Nationally Determined Contributions goals	51% GHG reduction by 2030	75% GHG reduction by 2030 and SierraCol Energy goal to achieve carbon neutrality	15% GHG reduction by 2030
Non-AFOLU measures to be applied	<ul style="list-style-type: none"> • Energy efficiency programme • Energy transition programme • Methane emissions reduction • Gas flaring elimination 	<ul style="list-style-type: none"> • Energy efficiency programme • Energy transition programme • Methane emissions reduction • Gas flaring elimination • CCUS implementation • Hydrogen harnessing 	<ul style="list-style-type: none"> • Energy efficiency programme

*Agriculture Forestry and Other Land Use

➤ **The outcomes of the scenario analysis evidence that SierraCol Energy climate strategy is aligned to capitalize opportunities and mitigate risks, ultimately enhancing the robustness and resilience of our business**



Climate risk management

We recognise the importance of understanding climate-related risks and have therefore undertaken activities to integrate climate-related risk management into our process risk programme. The analysis of climate risks requires the active participation of business units at various stages for assessing these risks.

The Company implements climate trends analysis, and physical and transition risks assessment considering their occurrence probability.

- Risk analysis provide a detailed and quantified understanding of potential impacts to support climate strategy establishment and decision-making process to develop a resilient business.
- We are developing and updating an adaptation plan in line with the strategic guidelines of the Mines and Energy Ministry for climate change management.
- We aim to ensure the resilience of our business and make informed and strategic decisions in an ever-changing climate environment.
- We take a comprehensive approach to managing climate risks, preparing the business to meet challenges and capitalise on opportunities.

Metrics and targets

We presented the principal Company-wide metrics and targets used to assess and manage climate-related risks and opportunities in line with our strategy in the Climate Action section on pages 18 to 24.



Central Llanos

Action for the planet

Water withdrawal
128,687
Megalitres/year

Water intensity
313.6
m³/USD million

Waste generation
14,213
Ton/year

TNFD
alignment

Conserved and restored areas
114.5
Hectares

Escazú
Agreement
alignment





Ortalís ruficauda, Caño Limón area

Our approach to environmental protection

At SierraCol Energy we recognise our role in preserving the environment by developing and implementing practices that minimise the impact of our operations on the surrounding ecosystems.

Our environmental management pillars focus on the responsible and efficient management of natural resources and the protection of biodiversity at all levels (from species to habitats) through appropriate planning and integration of environmental management with local communities.



Integral water management

- Water quality
- Water use and efficiency
- Equitable access to water
- Research and development



Biodiversity protection

- Actions leading to contribute to “Nature-Positive”
- Knowledge management
- Mitigation hierarchy



Circular economy

- Keeping products and materials in use
- Plan before starting in order to prevent waste and pollution
- Recovery and regeneration of materials



Environmental planning and control

- Feasibility of new projects
- Follow-up, monitoring and control of licences and permits



Socio-environmental management

- Access to information
- Public participation
- Environmental education



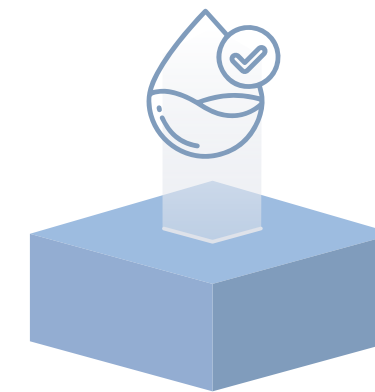
Theobroma cacao, Caño Limón area

Integral water management

Through our Integrated Water Resources Management Programme, the Company ensures that every stage of the operations is in strict compliance with water protection regulations. In addition, we have a Water Management Strategy which is based on developing and implementing practices to reduce our water consumption and to preserve the quality and availability of water sources. During 2023, we made progress in defining the targets of our strategy, which is based on our Integral water strategy pillars:



Ardea alba, Caño Limón area

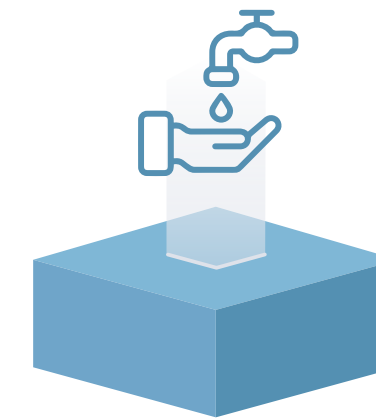


Water quality

This element includes measures to conserve water quality, prevent contamination and mitigate any adverse impacts on water sources in the vicinity of our operations. In 2023, we outlined pilot programmes to further improve water quality above legal requirements and evaluated and established goals.

Furthermore, during 2023 we improved various water treatment system facilities, increasing pumping capacity in PF2 receiving pits and upgrading cooling pools.

Additionally, we advanced in engineering and contract development for the implementation of three pilots (ultrafiltration, ionic degradation and microbubbles system) aimed to improved produced water treatment.

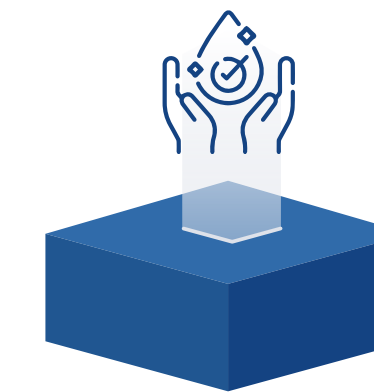


Water efficiency

At SierraCol Energy, we are committed to optimising water consumption at all stages of operations. This commitment involves implementing technologies and practices to maximise efficiency in the use of water resources. These practices include the use of recycling systems, the re-circulation of treated wastewater in internal processes and the adoption of more efficient water-management technologies.

In 2023, 80% of the water used for construction activities in facilities was produced water. The goal is to increase water recirculation for facility construction activities to 100% by 2025. Additionally, tests are under evaluation in our operations to exclusively use 100% production water during firefighting systems testing instead of groundwater, with implementation scheduled for 2025.

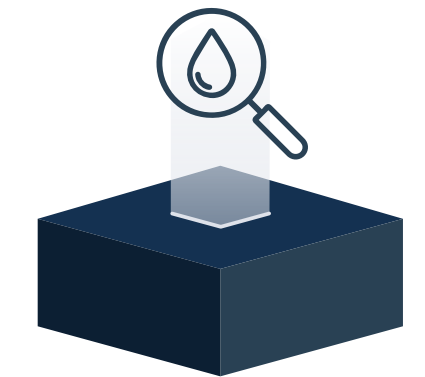
In addition, in 2023 we established the roadmap for treating 80m³/d of produced water to feed a new potable water plant in PF1. This plant would include ionic electro-oxidation, osmosis and others tested technologies.



Water access and sanitation for communities

We promote the active participation of local communities in water related initiatives. This element focuses on collaboration with local authorities to ensure equitable access to the resource and the implementation of projects that benefit communities in terms of access to drinking water and sanitation. In 2023, we successfully completed the construction of 14 drinking water plants in the communities of Arauca and Arauquita and we obtained approval from the Colombian Ministry of Housing, City, and Territory for the implementation of 72 new drinking water plants and 127 sanitation units.

Looking ahead to 2024, through the works for taxes mechanism, we are committed to expanding these projects, including beneficiaries in the rural areas of the PDET (Territorial Focus Development Programme) and ZOMAC (Zones Mostly Affected by Armed Conflict) municipalities, reaffirming our commitment to sustainable access to basic services in the region.



Research and development

We seek to improve existing practices and develop innovative solutions in water management. This element focuses on continuous research and development of advanced technologies, methodologies, and practices to optimise the use of water resources throughout our operations. In 2023, we evaluated water risks using an international framework, and we are defining actions to improve our processes. Additionally, we are evaluating alternatives to reuse produced water for nature-based solutions focused on irrigation for reforestation.



Water protection regulations are strictly adhered to at every stage of our operations. A recent water study carried out by IDEAM (Colombian Institute of Hydrology, Meteorology and Environmental Studies) showed that Cravo Sur is in an area of water stress, but we do not extract surface water from this site, nor do we intend to do so for any of our operations. In addition, we are actively engaged in addressing water scarcity and its impact on the environment and our neighbouring communities.

➤ ***In SierraCol Energy we do not extract water from third parties or from the sea***

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

Our operations are primarily dependent on groundwater, with surface water playing a much smaller role in our processes

In 2023 we developed the Water Risk Assessment for the Caño Limón area, which evaluates the external impact of the risks generated by the Company and the opportunities related to the water sources affected by the project. In addition, it examines

the potential impact of changes in these sources and the effect on communities and the environment.

For this study, the GEMI® Local Water Tool for Oil and Gas was used and with the help of a multidisciplinary team, an inventory of the water produced and consumed by the Company was carried out to establish a weighting model.

This, together with an assessment of external and Company-specific impacts, identify the main risks associated with water management. By evaluating these risks, the Company can develop action plans to mitigate and control the most significant risks identified in the assessment.



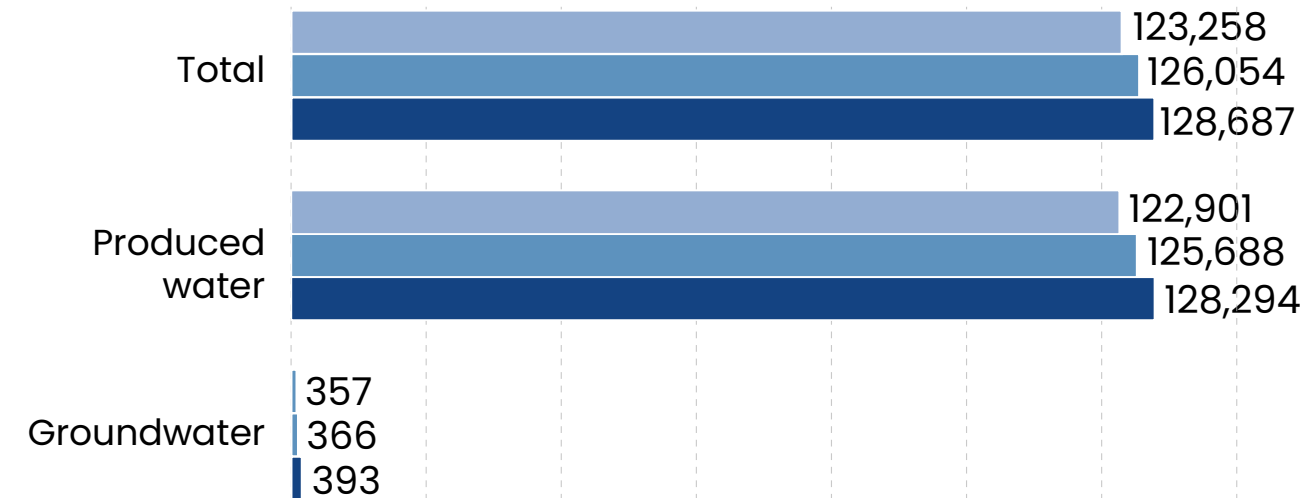
PF2, Caño Limón area



Drinking Water Treatment Plant (DWTP) for communities, Caño Limón area.

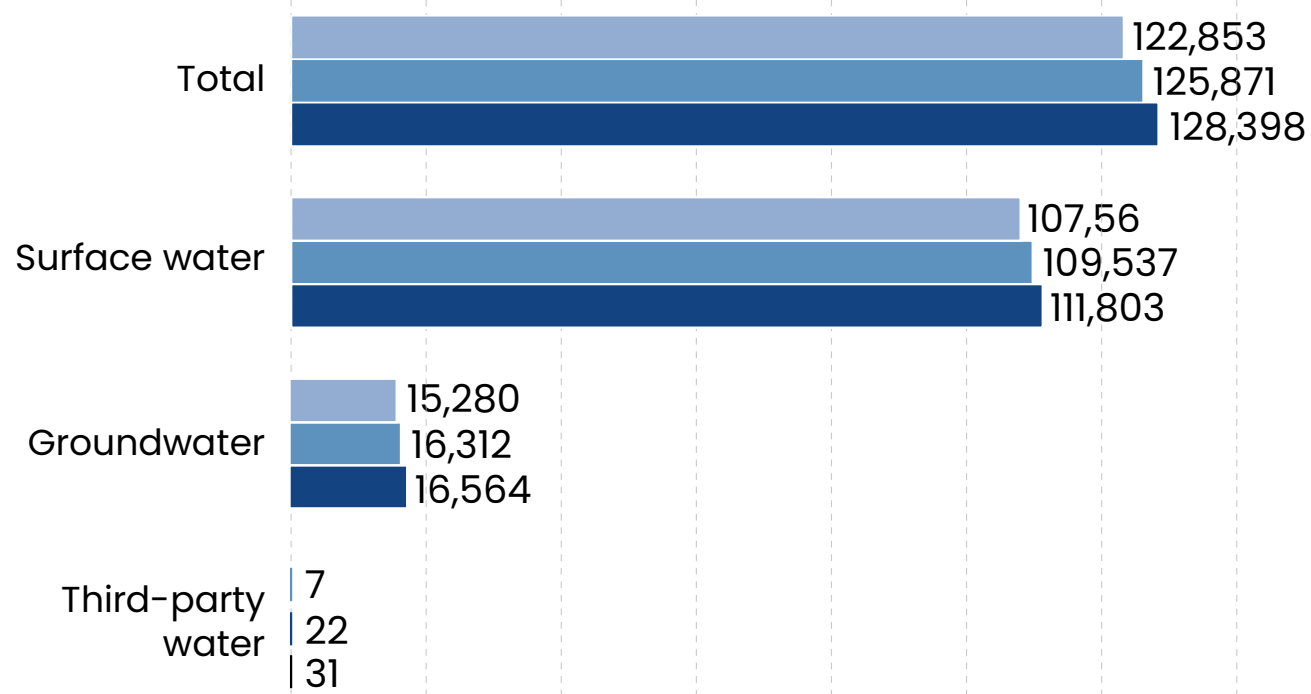
Water withdrawal by source

Megalitres/year



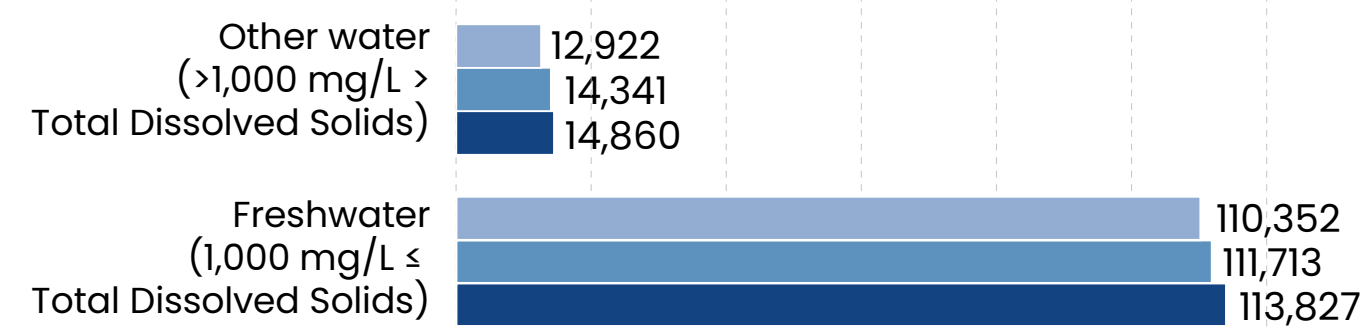
Water discharge by destination

Megalitres/year



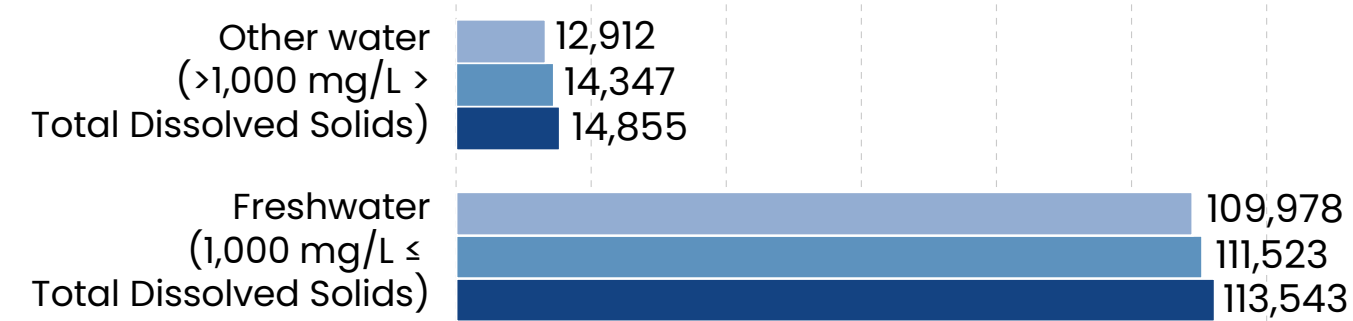
Water withdrawal per quality parameters

Megalitres/year



Water discharge per quality parameters

Megalitres/year



0 20,000 40,000 60,000 80,000 100,000 120,000

■ 2021 ■ 2022 ■ 2023

We are committed to improving the levels of water reuse and recycling. By reusing produced water from our operations, we reduce the extraction of water from groundwater sources. In addition, we ensure that there is no discharge of untreated water into groundwater or freshwater sources.

Our approach is to manage wastewater responsibly, ensuring that it is disposed in certified facilities that comply with applicable regulations.

In 2023, our water intensity per barrel of oil equivalent was 5.74 l/boe. The Water Footprint Assessment technique was used, using an organisational-level approach so that all water inputs and outputs in the system were assessed.



PFI, Caño Limón area



Biodiversity protection

Significantly contributing to the conservation and sustainable use of natural capital is one of our corporate commitments, which is reflected in the development of relevant and positive actions that contribute to the effective management of biodiversity. As a Company, we aim to operate in a responsible and sustainable manner. Therefore, we conduct comprehensive assessments on the impact of our operations on biodiversity, using tools and methodologies based on the Precautionary Principle and the Mitigation Hierarchy to identify conservation risks and opportunities in our areas of influence.

We are committed to contributing to a safe, clean and healthy environment balancing the interests of communities and our values. Working closely with local communities, environmental organisations and government authorities is essential in order to develop and implement conservation strategies that are socially inclusive and environmentally effective.

We operate in areas of high biodiversity value in the departments of Arauca and Casanare, strictly complying with applicable regulations



Hydrochoerus hydrochaeris, Central Llanos



Dendrocygna autumnalis, Caño Limón area



Porphyrio martinica, Caño Limón area

Our Biodiversity Management Programme

In 2023, we took significant steps to minimise our impact on the environment by protecting strategic ecosystems. In SierraCol Energy we are committed with the protection of the environment, respect for life, and ecosystem services through the implementation of the Biodiversity Management Programme (BMP).

This programme is based on conservation actions, strategies for sustainable use of natural resources, contribution to knowledge, risk management, and alignment with international and national standards. The pillars of our BMP are:



Our projects

- The identification of sensitive ecosystems in the Caño Limón area following the TNFD framework.
- Studies related to the umbrella species were developed: Howler Monkey and Orinoco Crocodile.
- The project "Protecting the jaguar together" was initiated with the regional environmental authority and the communities.
- Implementation of Payment for Environmental Services (PES) through the mechanism of Works for Taxes in the Estero Lipa protection area: agreements with the community that commit to protect ecosystems in exchange for economic remuneration.



We monitor any adverse impacts on biodiversity caused by our operations and identify potentially threatened species by mapping fauna and flora at or near Caño Limón area and Central Llanos, using the International Union for Conservation of Nature (IUCN) threat category and the National Listing.

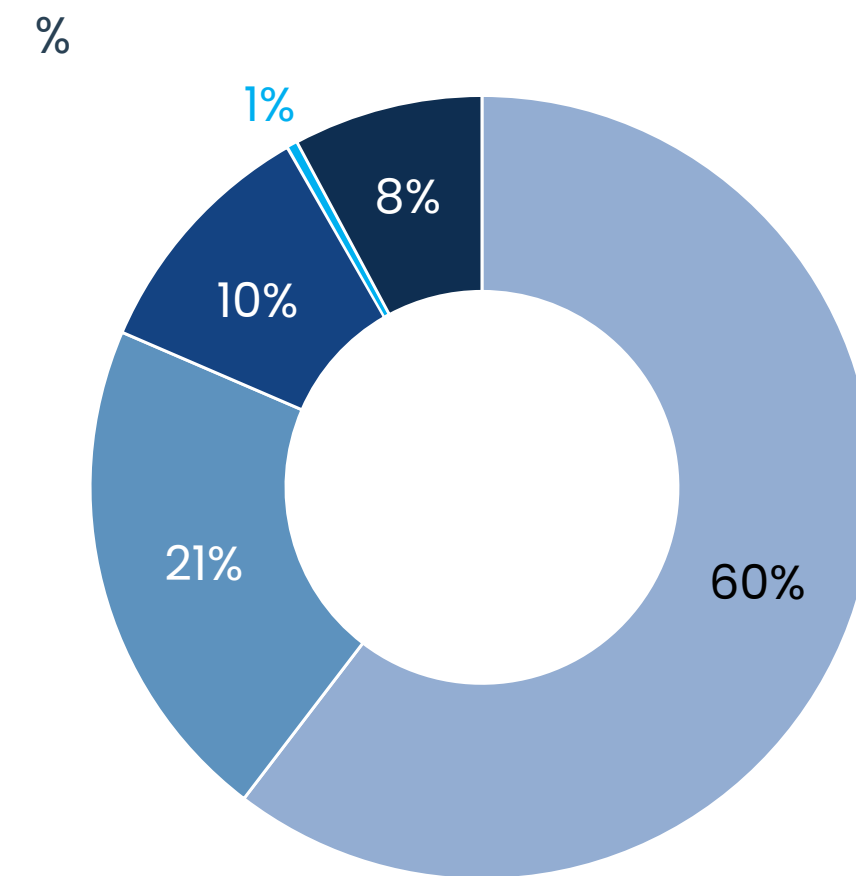
None of our operations in Caño Limón area or Central Llanos are in protected areas.*

During 2023, we also undertook our first analysis under the framework of the Taskforce on Nature-related Financial Disclosures (TNFD) to continue our corporate commitment to contribute to the sustainable management of natural resources and to provide transparent information about our Caño Limón area operations.

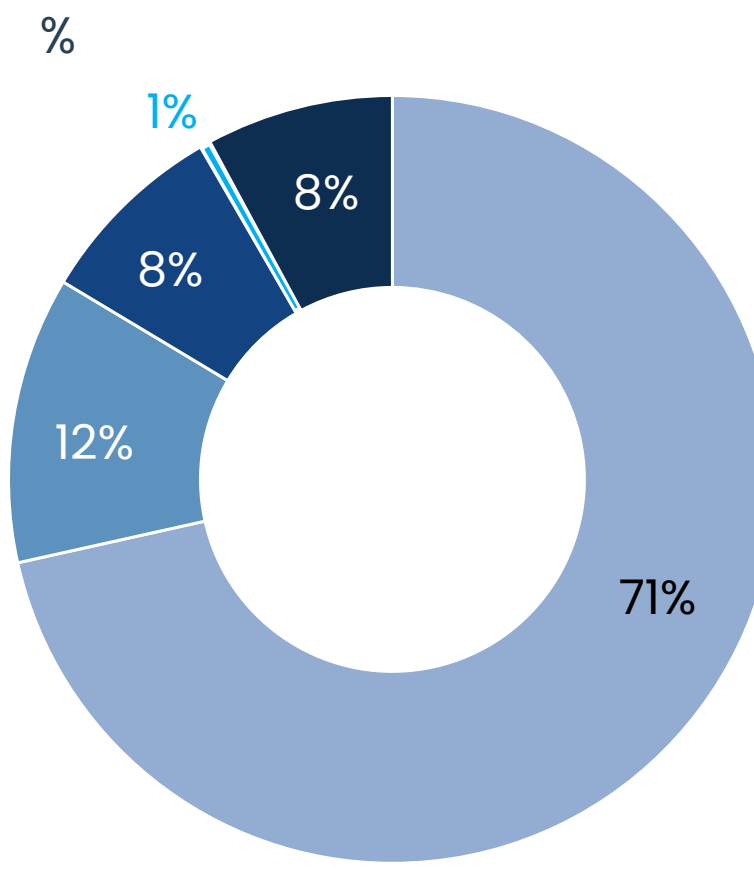


Cnemidophorus lemniscatus, Caño Limón area

Wildlife in or near SierraCol Energy's projects in Caño Limón area



Wildlife in or near SierraCol Energy's projects in Central Llanos



➤ *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 area and Central Llanos.*



Hummingbird, Central Llanos

Category	Caño Limón area wildlife		Central Llanos area wildlife		Caño Limón area flora		Central Llanos area flora	
	IUCN	National listing	IUCN	National listing	IUCN	National listing	IUCN	National listing
Critically endangered	3	3	0	0	0	1	0	0
Endangered	3	3	1	1	3	3	1	2
Vulnerable	11	13	2	5	6	1	6	5
Near threatened	10	0	3	0	5	0	4	0
Least Concern	595	0	251	50	271	1	350	117

➤ *In Central Llanos and Caño Limón area operations, two and seven new wells were drilled, respectively, for a total of nine new wells, drilled from existing platforms. Only 0.16 ha of natural cover were used in the extension of one platform.*

* In Central Llanos, there are several civil society reserves, however, this figure allows our productive activities.



Taskforce on Nature-related Financial Disclosures (TNFD)

The TNFD report is a resource that allow us to assess, disclose, and manage nature-related dependencies, impacts, risks, and opportunities more effectively, ensuring the protection of human rights and the environment in our operations. Transparent disclosure is essential to promote corporate responsibility, improve decision making and support long-term sustainability in the energy sector.

➤ **We evaluate nature-related risks and opportunities as an integral part of our Biodiversity Management Programme.**



Hyla crepitans, Caño Limón area

Nature-related governance

Our Company integrates nature-related governance at several key levels. The Board of Directors, which is responsible for setting the Company sustainability strategy, incorporates these issues as a central part of our governance approach. The Management Team is actively involved in driving environmental protection, while the ESG Committee provides strategic guidance on identifying and managing nature-related risks.

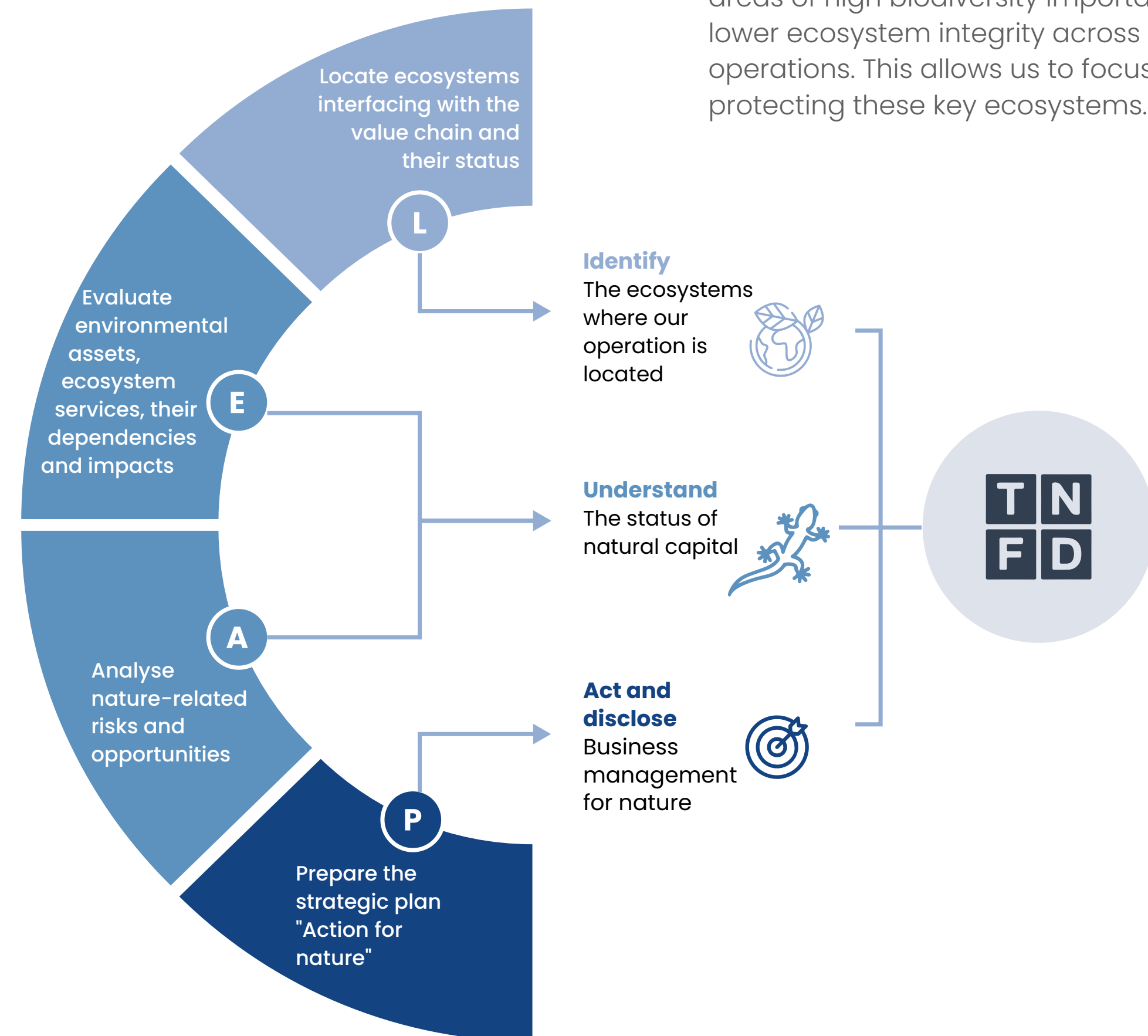
The Sustainability VP plays a key leadership role in promoting and implementing strategies to ensure the sustainability of our operations. In addition, the Environmental Management Department oversees and manages strategic planning focused on the protection of our environmental assets, their biodiversity and the comprehensive management of relevant risks.

Nature strategy

We have applied the LEAP (Locate- Evaluate- Analyse- Prepare) methodology, through which we analysed the environment where our operations are located. We examine the richness of the biodiversity in the area and the impact of the various anthropic activities that occur in the territory to strengthen our risk management strategy.

➤ **The Caño Limón area coexists with forest cover, grasslands, semi-natural areas, agricultural lands and wetlands.**

By understanding the natural capital environment and the demographic and economic dynamics of the territory, we are able to develop a strategic plan that guides our decisions towards the sustainable development of the region. Using data from a variety of sources, including national, regional and local geographic information, we identify areas of high biodiversity importance and lower ecosystem integrity across our operations. This allows us to focus our efforts on protecting these key ecosystems.



Risk and impact management

The assessment and management of climate, nature and socio-economic risks is part of SierraCol Energy's commitment to sustainability and corporate responsibility.

According to the results of the analyses, the high priority areas have largely disappeared due to the expansion of the agricultural frontier. In addition, the demographic trends in the rural areas of the department of Arauca and the municipalities where the operations are located, show a very different evolution to that recorded for Colombia. According to DANE (National Department of Statistics), growth rates are up to 700% higher for Arauca than those observed nationally. This would affect the transformation of the natural cover and the change in land use.

As a Company, we recognise the need to adopt practices that encourage the conservation of forests and vegetation, whilst promoting sustainable agricultural practices that avoid uncontrolled expansion into natural areas. We have therefore helped to plant more than 12,000 trees and have established 14 conservation agreements with community members in the Caño Limón area to contribute to responsible land management*.

In this section of the TNFD report, we address the risks identified in our operations that have

* As a Company we planted a total of 33,000 trees and established 18 conservation agreements. The information presented in the TNFD refers to Caño Limón area only.

direct and indirect impact on the environment, biodiversity and local communities. Additionally, we present the strategies and actions implemented to mitigate these risks and manage the impacts, reaffirming our commitment to environmental protection, biodiversity preservation and the well-being of the communities where we operate.

Metrics and targets

In this section of the TNFD report, we describe the specific metrics we use to assess our environmental impact, the targets we have set to reduce this, and relevant information regarding our "Action for Nature" Strategic plan.

These indicators and targets not only reflect our commitment to transparency and accountability, but also our drive to achieve tangible results in environmental management and risk mitigation in our operations. Click [here](#) for more information.



Central Llanos



Syntheosciurus granatensis, La Cira Infantas

Success story

Care of wildlife in the activities carried out at LCI management

- 
La Cira Infantas
- 
Biodiversity protection
- 
La Cira Infantas wildlife and communities
- 
Action for the planet

Activity focused on eliminating any negative impact on wildlife populations, their establishment, development, and ecological function of different groups, such as amphibians, reptiles, birds and mammals.

Project objectives

Prevent and mitigate any impact on wildlife as a result of LCI activities.

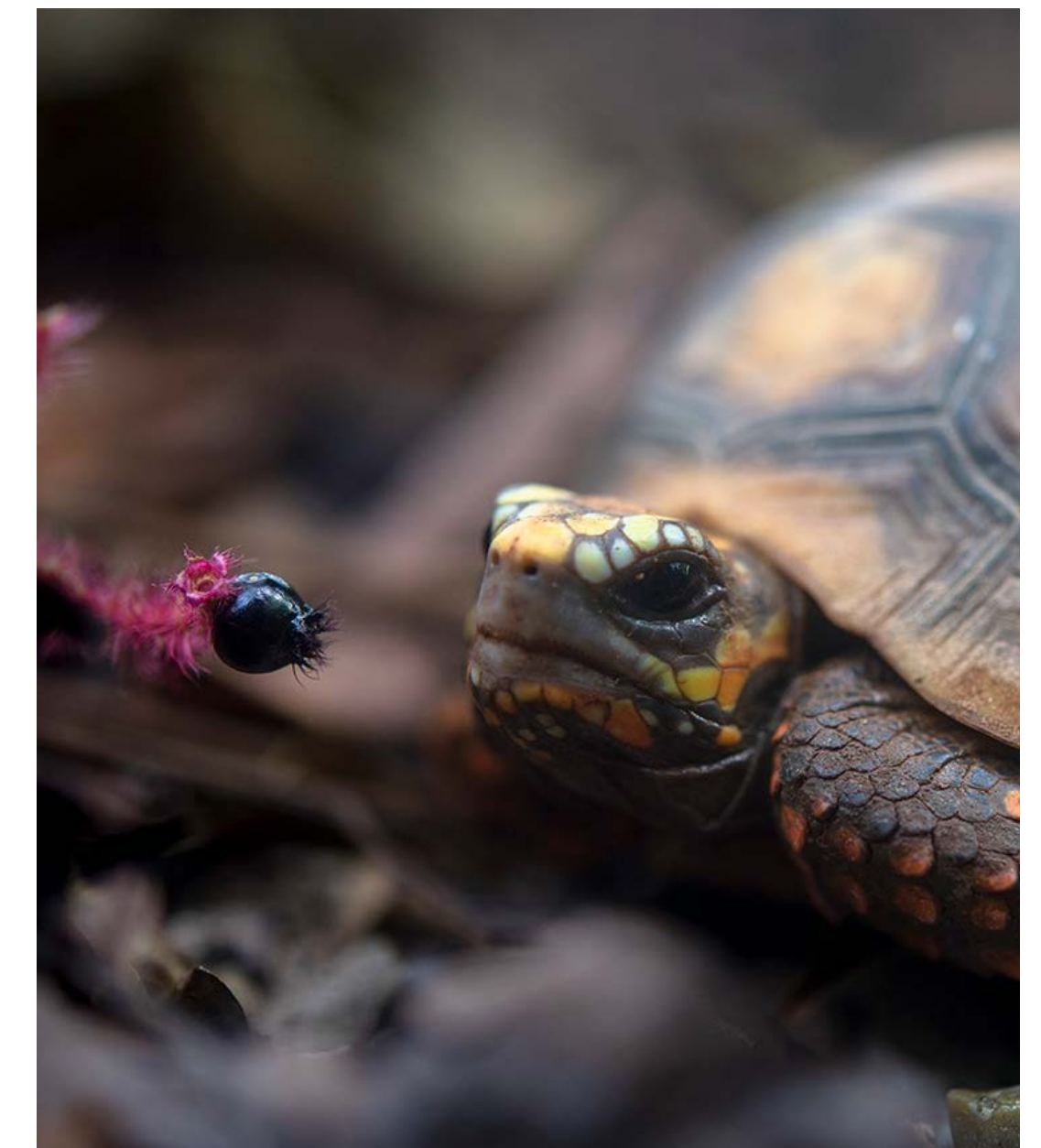
Provide medical and veterinary care and assessment of the wildlife present in the areas where LCI activities take place.



La Cira Infantas

Highlights

1. Repelling of a total of 4,522 individuals (birds, reptiles, mammals) belonging to 140 species.
2. Capture, rescue, assessment, and release of 58 individuals (reptiles, mammals, amphibians, birds) belonging to 32 species.
3. The vertebrate group was the most sensitive by the biannual repelling activities representing 93% of the total number reported; followed by reptiles with 6% and, finally, a smaller proportion of mammals with 1%.



Chelonoidis carbonaria, La Cira Infantas



Alliance between universities and SierraCol Energy

Success story Participatory and inclusive environmental management



Caño Limón area



Promote participatory and inclusive environmental management



Community (13 villages) in the CLM area of influence



Action for the Planet

Renewal of the discharge permit for non-domestic wastewater (NWW) from the Caño Limón area oil field, in the department of Arauca. This refers to proceedings before the Corporación Autónoma Regional de la Orinoquía- Corporinoquia.

Project objectives

Renew wastewater discharge permit from the Caño Limón area oil field in the department of Arauca.

Strengthening the right of access to environmental information.

Participation of local communities in the production of technical information for decision-making by the environmental authority.

Achievements

- Two dialogue assemblies in the area, with the participation of 320 people living in the villages.

- Thirteen workshops to identify the impact of landfill.
- Seven spaces for consultation, planning and implementation of activities.
- Permanent accompaniment of community observers during all the activities in the villages.
- Three hundred and twenty-two perception surveys were conducted with 12 questions on the SierraCol Energy activity.
- Sixty water points in the community were mapped between groundwater and surface water.

Community participation in environmental management was promoted through inclusive educational activities.



Community visit, Caño Limón area








| *Alouatta seniculus*, Caño Limón area


Success story

Species-specific studies in Caño Limón

- 

Caño Limón area
- 

To understand how the terrestrial and aquatic ecosystems are formed in the SierraCol Energy impact areas
- 

Caño Limón wildlife
- 

Action for the planet

Over the years, SierraCol Energy has carried out biodiversity research in the areas where it operates and has been a pioneer in contributing to scientific knowledge about the flora and fauna present in the Orinoco region of Colombia at local and regional levels. During these studies, biodiversity monitoring plans have been implemented aiming to understand the general structure and composition of the ecosystems, as well as focusing on specific research on umbrella species and the operation.

Project objectives

Developing an understanding of how terrestrial and aquatic ecosystems are formed.

Consolidate the studies carried out up to 2023 related to the records of species of mammals, birds, reptiles, amphibians, fish, plants, among other group, inhabit the areas of influence of our projects.

Understanding which species are endemic, migratory, and how many face some degree of threat to their survival.

Provide robust and up-to-date scientific knowledge and develop strategies to promote biodiversity conservation in each project.

Achievements

The results of the Howler Monkey study showed a density of 13.98 individuals/km² and 2.49 groups/km², mostly by adult females (35%), followed by juveniles (22%), adult males (21%), sub-adults (17%), and finally infants (0.3%). From these results it can be concluded that the population density of the Howler Monkey is stable, it is reproductively active and has an adequate reproductive potential.

Regarding the study of the Orinoco Crocodile and the Babilla, the highest number of nests were recorded in the Cravo Norte River 15 nests, followed by the Ele River with 7 nests and finally the Lipa River with one (1) nest. In terms of



| *Caiman crocodilus*, Caño Limón area

density, in 2023 the Ele River had the highest number of Babillas (1.6 Ind/km) and Orinoco Crocodiles (0.56 Ind/km), the Cravo Norte River had the second highest number of Babillas (1.4 Ind/km), and the Ele River had the second highest number of Orinoco Crocodiles (0.58 Ind/km). In terms of developmental stages, the highest percentage corresponded to juveniles (51.2%), followed by sub-adults (37.5%) and adults (11.1%). These figures indicate that Arauca is one of the most important refuges for these species, and highlight the positive results associated with awareness-raising strategies for communities and local organisations.

These biodiversity studies are through regular field monitoring by professional experts in the area.





Warehouse, Caño Limón area

Circular economy

We conduct activities according to the principles of the circular economy. This system ensures the reuse and regeneration of products and materials. We seek to proactively reduce waste generation at the source, promoting reuse, recycling and efficient resource management at all stages of our value chain. We work closely with our suppliers, giving priority to those who are committed to circular principles. To achieve this, we have developed several initiatives aimed at diverting waste from landfills.

Our circular economy principles

Plan before starting in order to prevent waste and pollution

Development of strategies to reduce waste and pollution from the source

Recovery and regeneration of materials

Implementation of a system to value and recover materials to reintegrate them into the value chain

Keeping products and materials in use

Extending the life of our materials through maintenance and repair practices



Our Circular Economy pillars are aligned with the National Circular Economy Strategy (ENEC) and the Ellen McArthur Foundation



Circular economy actions implemented

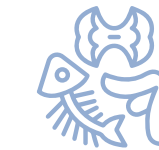
In 2023, at SierraCol Energy we proactively undertook a series of strategic initiatives aimed at fostering a circular economy within our operations. Designed to transform traditional linear models into more sustainable and resource-efficient frameworks, these initiatives reflect our Company's commitment to minimise waste, maximise resource utilisation, and promote long-term environmental stewardship.

2023 marks the fourth year of our ongoing efforts to address the challenges of circularity, including the implementation of the Circular Economy Programme in our Caño Limón area. To ensure responsible waste management, we have actively promoted monitoring procedures that include audits, inspections, and rigorous controls.



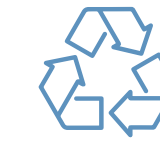
Local markets

We purchased more than 66 tons of local produce. This has allowed us to support local businesses while reducing emissions caused by transporting food purchased in more remote locations



Use of organic material

In partnership with a local company (SACOO), the waste transformation process was initiated, producing more than 67 tons of organic compost



Reuse and recycling of WEEE

In 2023, more than 26 tons of WEEE was recycled by separating ferrous, non-ferrous and plastic elements, diverting it from landfill. We are looking for different partners to help us reduce the cost of disposal and the use of this waste



Recycling of conventional waste and HDPE

We have a partnership with the Arauca Recyclers Association for the management of recyclable waste. By 2023, we recycled around 22 tons of recyclable material. In addition, together with our partners, we transport, wash, shred and sell the casing for recycling. More than 33 tons have been recycled to date



Hazardous waste recovery

Through organisational alliances we seek to bring to zero the cost of disposal of different hazardous wastes (RESPEL), as well as their cycle closure. Cycle closure is developed through synergies between industries by incorporating the waste generated by SierraCol Energy in other production processes



Remanufactured pipes

In 2023, pipe thread remanufacturing was carried out for more than 19,000 pipes used in the year, saving 62 % in the purchase and processing of materials



SACOOP composting centre



Our integrated approach to waste management

As a Company, we recognise the importance of proper waste separation, reduction of waste generation and efficiently managing the identification, handling and disposal of waste with hazardous properties. We work with transport and waste management companies through partnerships and contracts to ensure strict compliance with current regulations in the management of our waste. We monitor and

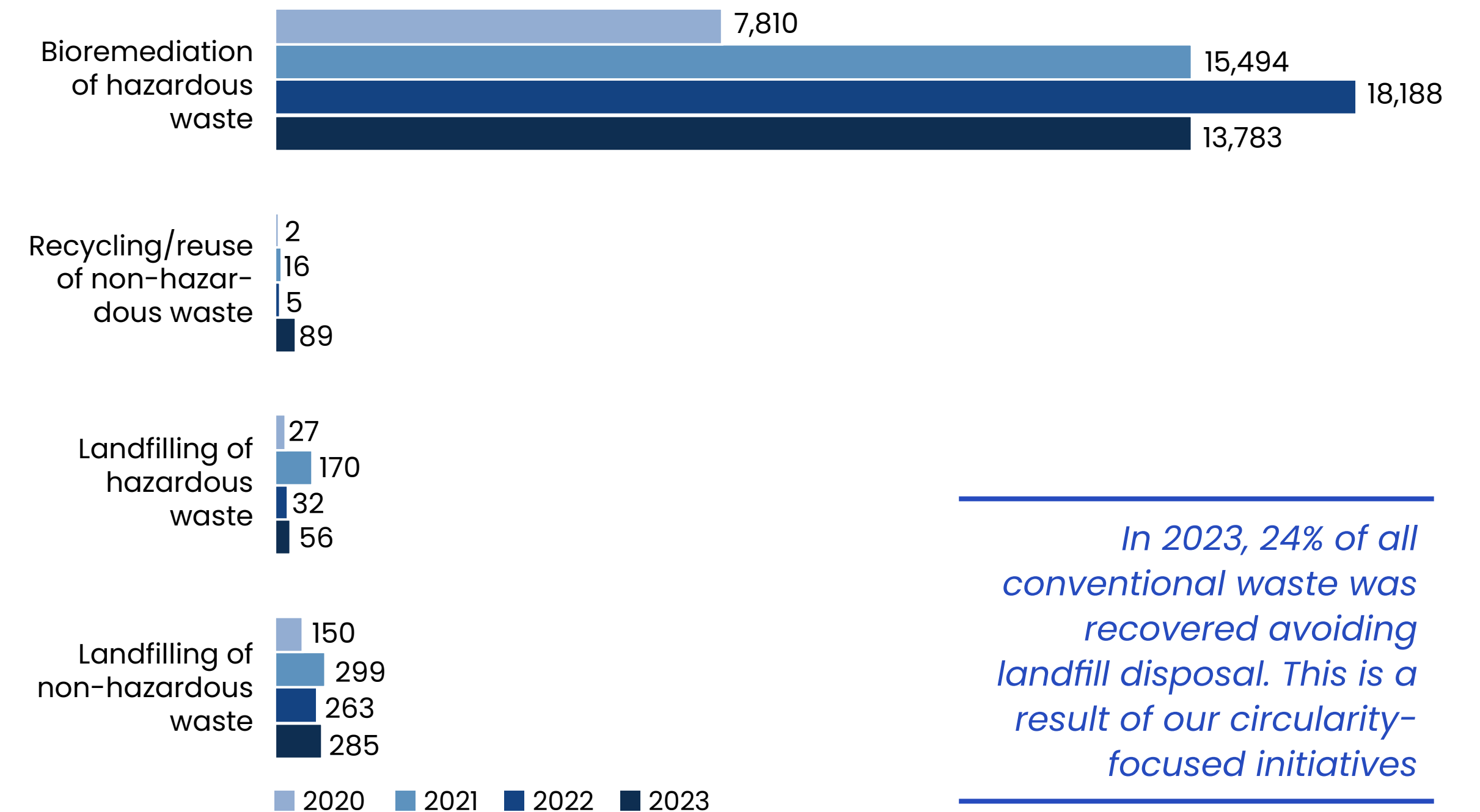
control waste generation through audits from source to final disposal, gathering evidence throughout the process, such as volumetric measurements, detailed records and the issuance of disposal or recycling certificates.

Waste generated from cuttings and muds during the drilling phase of our operations is managed by a specialist third party to ensure correct treatment, reuse and responsible disposal of the waste.



Landfill, Caño Limón area

Waste by type and destination Ton/year



➤ Non-hazardous waste 374 Ton/year

➤ Hazardous waste 13,839 Ton/year

➤ 195,418 bbls of drilling cuts were handled in Caricare and Caño Limón area and Central Llanos operations

In 2023, 24% of all conventional waste was recovered avoiding landfill disposal. This is a result of our circularity-focused initiatives

Environmental planning and control

At SierraCol Energy we focus on assessing potential impacts, anticipating risks and designing strategies to minimise the environmental impact of our operations. We implement preventive and corrective measures, ensuring ongoing compliance with regulations and allowing for necessary adjustments in response to environmental

changes. We not only seek regulatory compliance, but also drive the adoption of innovative technologies and practices.

During 2023, we achieved the following results, and we will continue monitoring the new legislation, to anticipate potential impacts on the operation and to establish mitigation measures:

	Caño Limón area	La Cira Infantas	Central Llanos	Total
Number of licences and permits to operate /year	22	12*	21	55
Number of projects made feasible/year	5	37	1	43
Number of EMPs completed/year	3	20	1	24
Number of compliance reports/year	48	10	71	129
Number of responses to environmental requirements/year	666	116	629	1,411
Number of socialisations of licences and permits/year	48	64	72	184
Number of environmental inspections/year	249	187	102	538
Number of environmental awareness campaigns/year	8	12	15	35
Number of 1% investment and compensation projects/year	15	0	22	37
Number of visits by authorities attended/year	15	11	14	40

* Under ECP responsibility.

Socio-environmental management

At SierraCol Energy we believe it is important, within our environmental management, to guarantee access to information and to allow public participation in our projects. We also create strategies that allow us to develop environmental education in our communities and workforce.

In 2023, we conducted a gap analysis between the Company's socioenvironmental matters and the guidelines and philosophy of the Escazú Agreement. This is part of the process of continuous improvement and a genuine interest to ensure access to information, citizen participation and respect for environmental justice.

In this way, with the support of consultants who have full knowledge of the Agreement, we identified opportunities to improve the current processes, which allowed us to initiate an EIA formulation exercise aligned with the guidelines of the Agreement. This means incorporating the differentiated approach, meaningful participation, inclusion and listening to different sectors as a central element. The results of the

actions undertaken will be presented in our 2024 report.

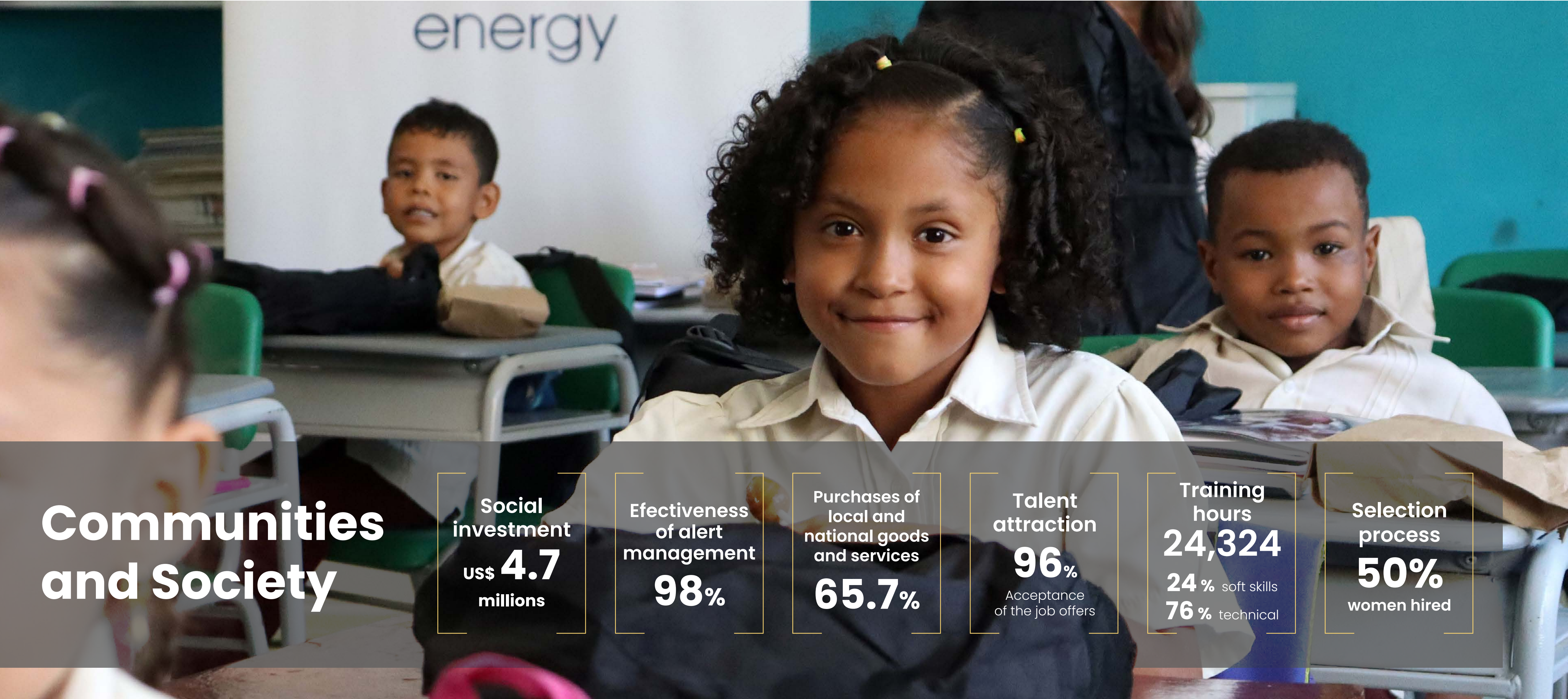
- Conducted around 30 environmental awareness campaigns with workers and communities.
- Signed 18 conservation agreements with communities to protect ecologically important areas and promote biodiversity conservation.
- Established an environmental committee with Jacup and Juncali².



Community leader, Caño Limón area

² Junta de Acción Comunal Unida de Panamá and Juntas de Acción Comunal de Caño Limón, Colombian Community Action Boards (JACs by its Spanish acronym) aimed to help community members in Colombia to meet, plan, and discuss ways to develop their communities.





Communities and Society

Social investment
US\$ **4.7** millions

Efectiveness of alert management
98%

Purchases of local and national goods and services
65.7%

Talent attraction
96%
Acceptance of the job offers

Training hours
24,324
24% soft skills
76% technical

Selection process
50%
women hired

Educational programmes, Caño Limón area

Our legacy approach

Our legacy approach at SierraCol Energy involves working closely with neighbouring communities, their leaders, authorities, workers, unions, partners, peers, and other stakeholders. We've developed a Sustainable Social Development Strategy centred on common purposes and shared goals. This strategy, focused on coordinating efforts and resources, aims to enhance well-being and quality of life in local communities across all our operations.

The five pillars of our strategy are:

5 pillars of the sustainable social development strategy



One indicator of the success of our strategy is evident in the outcomes of a 2023 survey conducted in the municipalities of Arauca and Arauquita, where SierraCol Energy is the sole oil and gas operator. The survey, undertaken by the consulting firm Jaime Arteaga & Asociados and the Centro Nacional de Consultoría (a leading market research firm), yielded positive results that underscore the citizens' perception of the oil industry. Four noteworthy results include:

- **Positive impact:** 85% of the surveyed population views the oil industry positively for their municipality, a notable increase from 61% in 2019.
- **Support for activities:** 74% of respondents expressed agreement with oil and gas exploration, production, and transportation activities being conducted in their municipality, up from 52% in 2019.
- **Perception of necessity:** The average perception regarding the oil and gas industry's necessity to finance state social and public investment programmes stands at 83%, a slight increase from 82% in 2022.
- **Socially responsible operations:** A significant 75% believe that socially responsible oil operations are feasible, marking an improvement from 65% in 2022.



Educational programmes, Caño Limón area





Cocoa project, Caño Limón area

Genuine and meaningful engagement with our stakeholders

By actively engaging with our stakeholders, we aim to comprehend and address their perceptions and interests. This approach enables us to foster authentic relations and facilitate mutual development. Our stakeholders are categorised into these main groups:

Our stakeholders



Communities & Civil society



Employees



Authorities



Partners



Contractors & suppliers



Media

As a component of our strategy, we have established a system for the identification and proactive management of concerns. Our practices are designed to responsibly enhance relationships with stakeholders, guided by 10 fundamental principles:

1. Respect
2. Materiality
3. Search for mutual benefit
4. Timely & transparent information
5. Inclusivity
6. Bi-directional dialogue
7. Compliance with commitments
8. Peaceful resolution of conflicts
9. Continuity
10. Good faith



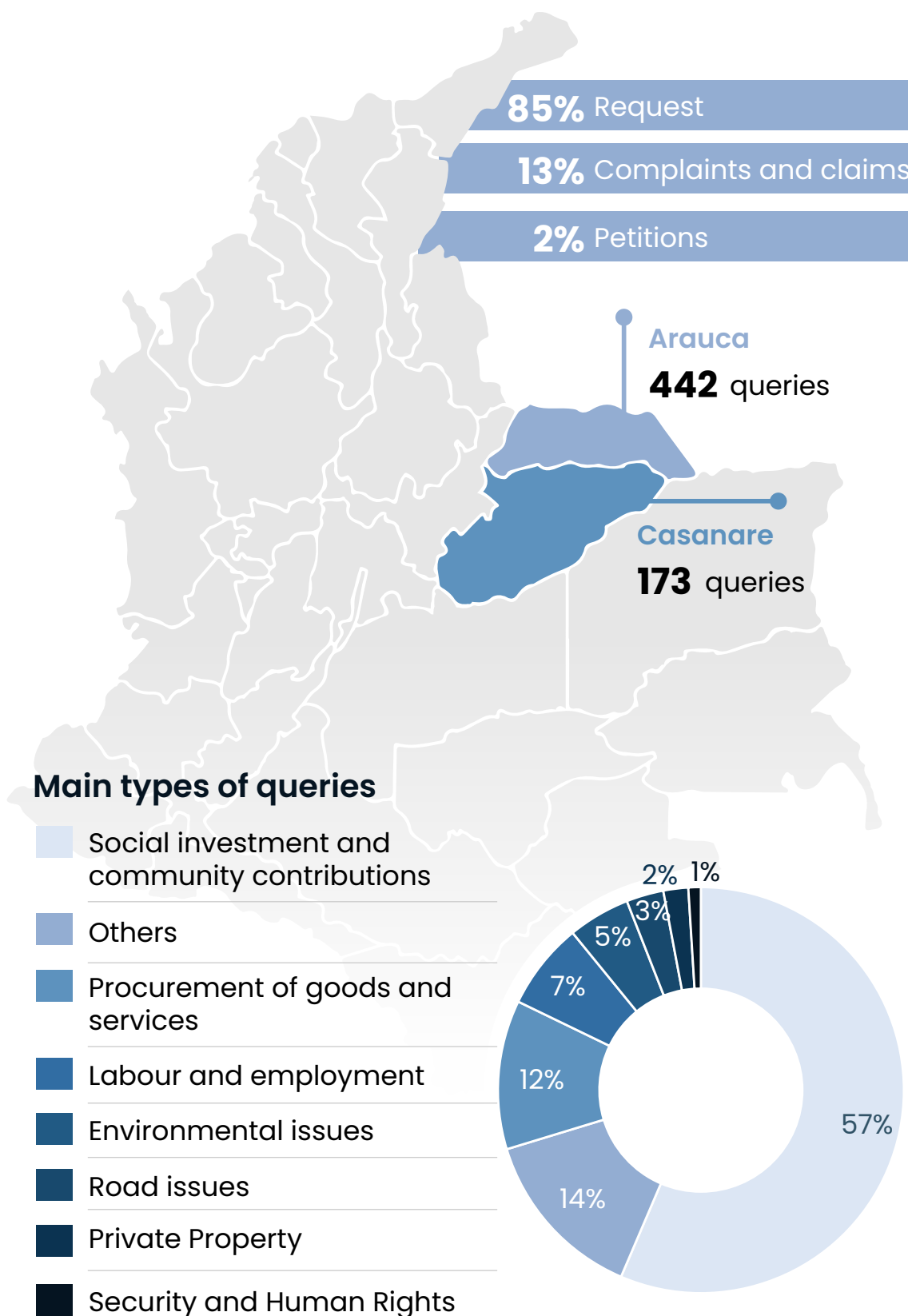
Dental brigade, Caño Limón area

Our system for attending to requests, complaints, claims, suggestions, and congratulations is managed through the “Conectémonos” (Let’s connect) tool, which has four communication channels to provide answers and solutions in a quick and simple manner :

- ✉ Email: conectemonos@sierracol.com
conectemonoscedco@cedco.com
- 📄 Form: [Conectémonos | Vecinos Arauca](#)
- 📞 Phone: +57 316 018 1815 / +57 320 322 7598
- 🗣️ Verbally via our territory managers



➤ **In 2023, we successfully handled 615 queries with an efficiency rate of 98% in their management and resolution.**



Strengthening the cocoa chain, Chocoshow

Understanding the social dynamics of the territory

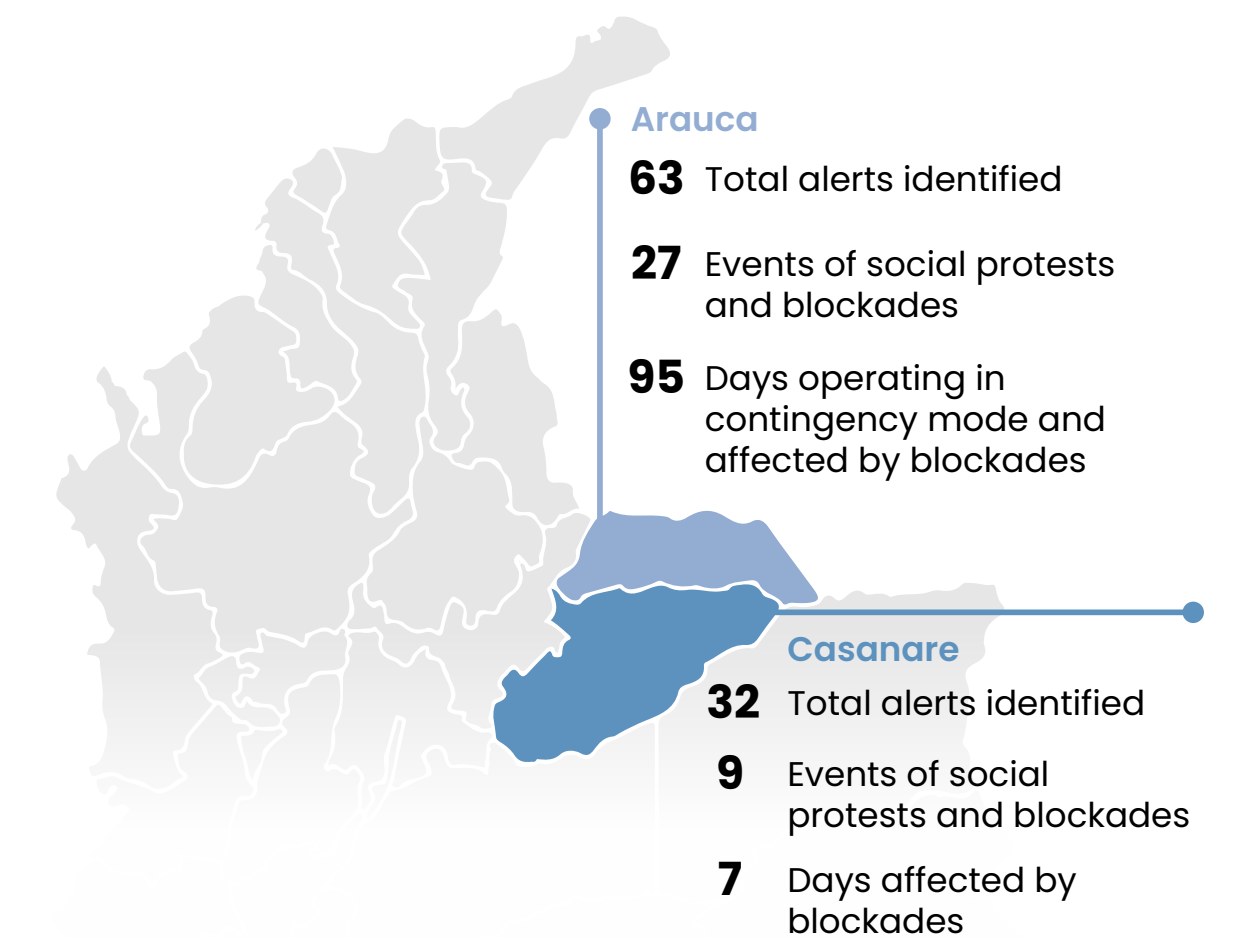
Effective social conflict management is a core element of our business philosophy. We recognize that each social conflict is unique and requires a specific resolution strategy using context-specific measures. In 2023, we held an average of 30 meetings per month with stakeholders in the territory to discuss issues, social conflicts, and concerns.

Main strategies for managing events in the territory

- Continuous monitoring through a real-time alert system
- Engaging in purposeful dialogue and creating listening spaces with the community and local authorities
- Analysing the specific and unique particularities of each situation
- Constructing agreements through consensus for mutual benefit

At SierraCol Energy, we manage a monitoring and alert system to supervise situations that may generate social conflicts in the field. In 2023, 95 alerts were identified in our operations, and we successfully prevented about 90% of potential protests or blockades associated with those alerts. On the other hand, our monitoring system did not anticipate 16 social protests during the same period.

➤ **2023 was a year full of social challenges due to community dynamics and socio-political changes in the regions**



➤ **90% of alerts were effectively managed and did not materialize in blockages in 2023**



We are confident in our ability to reach agreements in the face of adversity, reflecting our collaborative work with our neighbouring communities and other stakeholders



Mr. Carlos Payares

President of the Community Action Board of Vereda Caño Limón

“This Company has come closer to the community, we can already see the change, we have dealt with several issues that we have had to resolve together, we have to continue working on this relationship because it brings us good things”.

“We respect the position of each one of you and we must all listen to each other in order to become allies and move forward, understand each other, communicate and discover how we have to do things”.

Fair, equitable, and respectful land management

Our land management strategy focuses on four aspects:

- Ensuring permanent dialogue and effective communication channels.
- Giving precedence to consultation processes with landowners rather than resorting to legal actions for entry into operational areas.
- Adopting a one-to-one dialogue strategy with neighbours to prevent construction within a buffer zone around oil infrastructure (installations, power lines, platforms). This minimises technological risks, including electrocution, spills, explosions, and fires.
- Enclosing the perimeters of operational areas (installations) in consensus with the Caño Limón community. This approach ensures the safeguarding of infrastructure and the restoration of deforested areas, with 37 enclosures implemented in the past two years.

The implementation of this strategy contributed to the absence of third-party blockages at the Caño Limón area and Central Llanos operations in 2023, attributed to occupancy issues.



Social infrastructure inauguration, Caño Limón area



Sustainable alliance: permanent commitment to territorial development

As part of our value proposition in promoting progress in neighbouring communities, over the last three years, we focused on implementing an integrated management strategy with communities to build sustainable territories. Through coordinating opportunities, efforts, and resources, we aim to generate progress, well-being, and the quality of life of local communities. The strategy includes three main lines of work: i) Voluntary social investment projects, ii) Strategic alliances and agreements to leverage additional resources, and iii) Projects through the Works for Taxes mechanism.

➤ **During 2023 we invested US\$4.7 million in social programmes and secured an agreement with the Housing Ministry to co-finance housing construction and improvements for up to US\$16 million during 2024 and 2025**

Our voluntary social investment in the territories in 2022 reached US\$6.3 million, and for 2023, the initial budget was estimated at US\$5.8. During the year, the opportunity arose to sign a co-financing agreement with the Ministry of Housing to increase the availability of resources and the coverage of rural housing construction and improvement programmes. According to the agreement, the construction program had to be executed during 2024 and 2025.

To capitalize on this development, we agreed with local communities to reallocate a portion of the social investment budget to the fiscal year 2024.

As a result, our final social investment for 2023 amounted to US\$4.7 million, applied to various projects in our four lines of social investment. It is worth noticing that most of our initiatives in Arauca are developed with our partner El Alcaraván Foundation (a non-profit organisation created by SierraCol Energy and Ecopetrol), which operates directly in the territory.



Social programmes agreements between SierraCol Energy, community leaders and Colombian Ministry of housing, City and Territory

In October 2023, we achieved a significant milestone by entering into a collaboration agreement worth US\$16 million through the El Alcaraván Foundation with the Ministry of Housing, City, and Territory. This agreement aims to facilitate the construction of over 650 houses and the improvement of an additional 150 residences in the municipalities of Arauca and Arauquita throughout 2024 and 2025.

A third of the agreement funds will come from our social investment plans, while the Ministry will allocate the remaining resources. This strategic alliance is set to directly benefit over 800 families, and all labour, goods, and services will be contracted locally.

This agreement will enhance our existing housing programme, where we have invested in the construction of 764 new homes over the past ten years. With this effort, by the end of 2025 we will have contributed to the reduction of the rural housing deficit of Arauquita and Arauca.



2023 social investment lines and projects

Investment impact

Investment Line	Project Description	Investment Impact
Infrastructure for development	Improvement of sports facilities	330 families in 4 villages
	Improvement of community spaces	1,440 families in 20 villages
	Studies, designs and provision of machinery and materials for road works	1,080 families in 23 villages
	Studies and designs of an aqueduct and sewerage system and supply of materials for deep well maintenance	190 families in 2 villages
	Civil works for the installation of telecommunications antennas	170 families in 3 villages
	Maintenance of 17 km of a main road in the Arauca municipality	40,000 people in transit, approximately
Improving quality of life	General medical and dental services covering 43 villages through 2 community health centres and 36 days of mobile healthcare activities	8,647 medical and dental appointments
	Housing improvements in 11 villages	264 houses
	Due to a heavy rainy season, regional flooding occurred in Arauca and Casanare. We assisted communities with 2,102 humanitarian aid kits and helped regional authorities with 361 hours of heavy machinery for riverbanks containment.	More than 2,000 families
Education	Improvement of infrastructure at 12 rural schools	408 students
	Provision of internet service to 24 rural schools	1,183 students
	Music programme for disadvantaged, vulnerable and/or marginalized children and adolescents in alliance with Batuta (a renowned national non-profit foundation conceived to materialize the National System of Symphony Orchestras)	70 students
	"Tecnoacademia", a programme in alliance with the Arauca branch of SENA (Colombian National Learning Service), where middle and high school students complement their studies to develop their skills and experimental training, in one or more branches of basic and applied sciences.	1,056 students
	Training in clothing manufacturing and applied computer skills, in alliance with the Arauca branch of SENA (Colombian National Learning Service).	69 adults
Entrepreneurship and income generation	Provision of supplies and tools for agricultural producers	97 producers in 8 villages
	Provision of tools and construction of spaces for livestock improvement	198 families in 4 villages

In 2023, we sustained our collaboration with the El Alcaraván Foundation, investing US\$168.324 in the Foundation's chocolate workshop. The programme aims to enhance the cocoa-chocolate value chain, promoting their proprietary brand, El Alcaraván. The initiative also seeks to elevate the visibility of cocoa from Arauca (the second-largest cocoa producer in the country).

Top results of the cocoa-chocolate value chain of the last 3 years

- Purchase of 14,381 kg of cocoa from local associations and suppliers.
- Transformation of 13,909 kg of cocoa into chocolate.
- Sale of 48,300 units between 2022 and 2023.
- Alliance with Lök Food (brand that promotes the marketing and exports of 100% Colombian origin products) to position Araucanian origin cocoa.

We also support a microcredit programme operated by the El Alcaraván Foundation, to strengthen the commercial, service, and productive activities of Araucanians who have difficulty accessing the banking system. This microcredit programme emerges as an effective resource to promote gender inclusion and equity, while boosting local economic development. It also promotes strong financial discipline and facilitates more informed decision-making. During 2023, 2,498 loans were disbursed worth US\$3.2 million. In total, since 2007, the Foundation has disbursed 27,837 loans worth US\$27 million.



Community engagement, Caño Limón area

Success story

Extending financial products for our communities

- Arauca, Casanare, and Boyacá**
- Social prosperity**
- Community in area of influence**
- Communities and society**

Small rural producers, women, workers in the informal sector, and, in general, the most vulnerable individuals with fewer opportunities encounter barriers that hinder their access to the formal financial system. In response to this challenge, the microcredit programme was established in 2007 in collaboration with the Alcaravan Foundation. Microcredit is a financing modality that involves granting loans, typically of low amounts, to individuals without collateral, guarantees, or credit history. It has emerged as a vital mechanism for extending financial products and services to underprivileged segments, fostering economic growth, generating employment, and reducing poverty.

Project Objectives

Promote access to financial services and products for the general population without creditworthiness, with special attention to micro-entrepreneurs.

Achievements

Disbursed resources	2007 - 2023: USD 27 million 2023: USD 3.2 million
Number of loans	2007 - 2023: 27,837 loans 2023: 2,498 loans
Number of active clients as of 2023	3.750: 52% female and 48% male
Types of loan activities	Production: 28% Services: 34% Trade: 38%

Highlights

Carlos Mora

CALMOR INDUSTRIES, RICAPASTA

Company dedicated to the production and distribution of dough ready to prepare empanadas and other snacks.

Since 1996, the Mora family consolidated the traditional recipe of "RicaPasta" where Carlos Mora has maintained the family business from a very young age, being today the legal representative.

The increase in sales, the emergence of new companies in the same sector and technological advances encouraged Carlos to make a substantial turnaround in his business,

which he achieved thanks to the Financial Inclusion Unit of the El Alcaraván Foundation. With his first loan, he was able to acquire new and modern machinery, such as a dough sheeter, kneading machine, tables, moulds, separators and other supplies that led him to market his brand in all the supermarkets in Arauca.

"With Microfinanzas El Alcaraván we were able to become more technical. Since we started we have had free assistance in accounting training. In addition, the interest rates have been low. The treatment is very humane, especially during the pandemic when they gave us extensions, with them I was able to have that relief".

Sandra Patricia Coa Moreno

CRIZDY BEAUTY SALON

A stylist by profession and mother by vocation, she is a woman who from a young age dreamed of being an entrepreneur and running her own business.

Ten years ago, she set up her microenterprise, a manicure, haircut, hairdresser, and waxing salon, among other services. She has been a client of Microfinanzas El Alcaraván for eight years, which has allowed her to expand and improve her business, which now serves an average of 40 people a day.

"I started from scratch and today I have the space well set up, and I have three people employed. That means it's no longer a small personal business and I give other people the opportunity to work as well".





Dental brigade, Caño Limón area

Success story

Quality and accessible health care for our communities



Arauca



Social prosperity



Community in area of influence: women, men, children, young people, and older adults, including foreigners as it is a border area



Communities and society

Aligned with our aim to enhance the well-being and quality of life in local communities, we have identified one of the primary needs in the territories: the challenge of accessing health services. The distance between health centres and challenging geographical conditions can pose insurmountable obstacles to receiving timely medical care. Moreover, inadequate information on healthy practices and limited disease prevention awareness contribute to a lack of understanding regarding the importance of self-care.

Project Objectives

Contribute to the strengthening of the community health service in our area of influence by addressing the primary health needs of the community..

Highlights

In 2020, we initiated a community health programme in two health centres situated in the rural areas of San José de La Pesquera and Nubes A townships. The primary objective was to offer basic health services and general medical care to the surrounding communities within our areas of influence, encompassing 43 rural zones in the municipalities of Arauca and Arauquita.

Since its inception, the programme has been progressively strengthened by the inclusion of additional services, such as dental care, mobile community healthcare activities, promotion of healthy lifestyles, and education in oral and personal hygiene.

Accessible to the community at large, the programme has facilitated over 23,000 general medical and dental consultations in the past three years. This has involved direct follow-ups and the implementation of educational processes to impart knowledge about preventive care, establishing a robust foundation for long-term health improvement within the community.

Achievements

- 8,647 consultations were conducted at the Nubes A and La Pesquera health centres, including mobile healthcare activities during health days. 996 of those services were extended to foreigners.
- There were 36 mobile community healthcare activities with general medicine, nursing, and dentistry services.
- A total of 1,382 general dentistry consultations were provided as part of the pilot plan in the first year.
- Special attention was given with a gender focus during 8 designated days for women care.
- Distribution of 1,180 feminine care and children's oral hygiene kits took place.
- A health brigade in collaboration with Fundación Cardio Infantil attended to 309 children aged between 0 and 13 years, focusing on possible diagnoses associated with heart disease.

Testimony

Mileidis Ramirez

Inhabitant of the rural area El Sinaí Nubes A health centre.

"I think it is a good opportunity that has been given to the rural areas, because we didn't have the good service that they are giving us at the health centre in Las Nubes. Besides, we have it so close that we can walk to it".





Warehouse, Caño Limón area

Responsible supply chain management

We value the support of our local suppliers and contractors, crucial for providing products and services essential to our exploration and production activities throughout their lifecycle. In 2023, we reinforced collaboration with local partners, enhancing selection procedures to incorporate assessment criteria aligned with ESG (Environmental, Social, and Governance) principles. Emphasis was placed on environmental, labour, and occupational health and safety standards to ensure compliance with legal requirements and industry regulations.

We reaffirmed our commitment to a human rights approach by improving and conducting comprehensive due diligence processes throughout our supply chain. Priority is the health, safety, and ethical treatment of both our employees and those within our supply chain, with a specific focus on preventing child labour, forced labour, and modern slavery practices. Notably, no cases related to these issues were identified or reported in 2023.

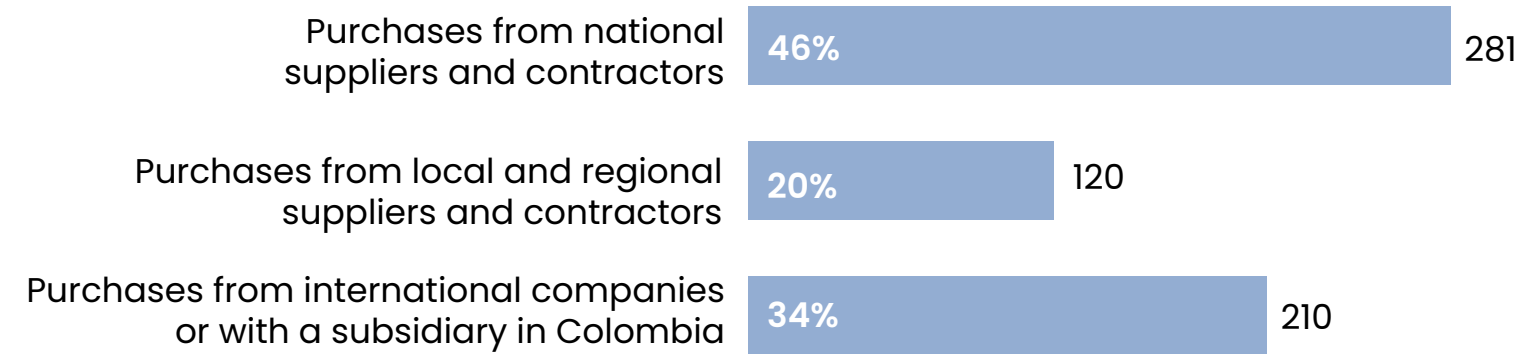
Local suppliers and contractors play a pivotal role as key partners in helping us achieve business objectives. We aim to identify and strengthen our most valuable local business partners, maintaining a collaborative relationship to continuously enhance operations. We are committed to the responsible development of local suppliers, and we strive to meet contractual obligations in all endeavours.

Recognising that creating employment opportunities positively impacts the quality of life in communities where we operate, we maintain a significant percentage of our workforce comprising local individuals. This underscores our dedication to sustainable and responsible business practices.



SierraCol Energy purchase of goods and services in 2023

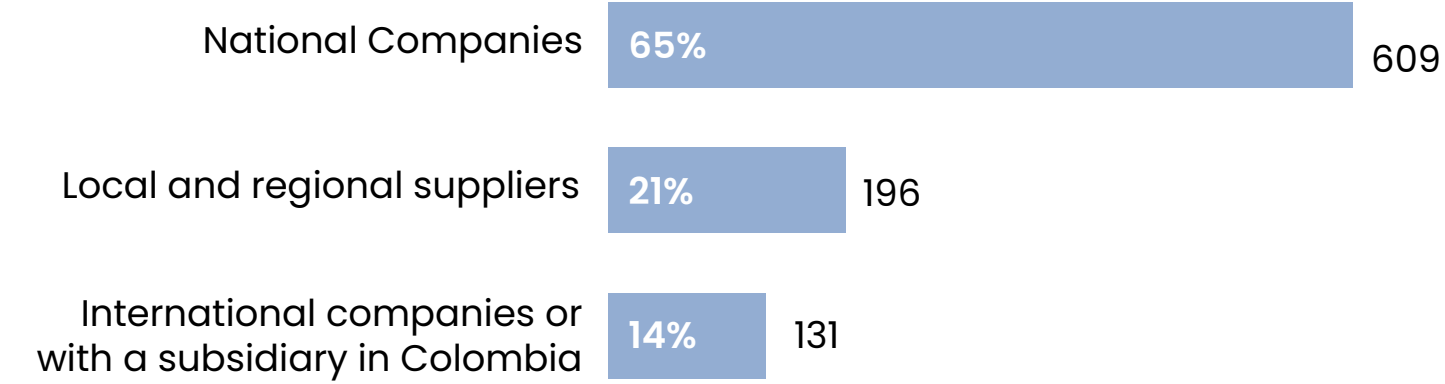
A total of 611 US\$ million



65.7% of goods and services were purchased from national and local suppliers and contractors in 2023

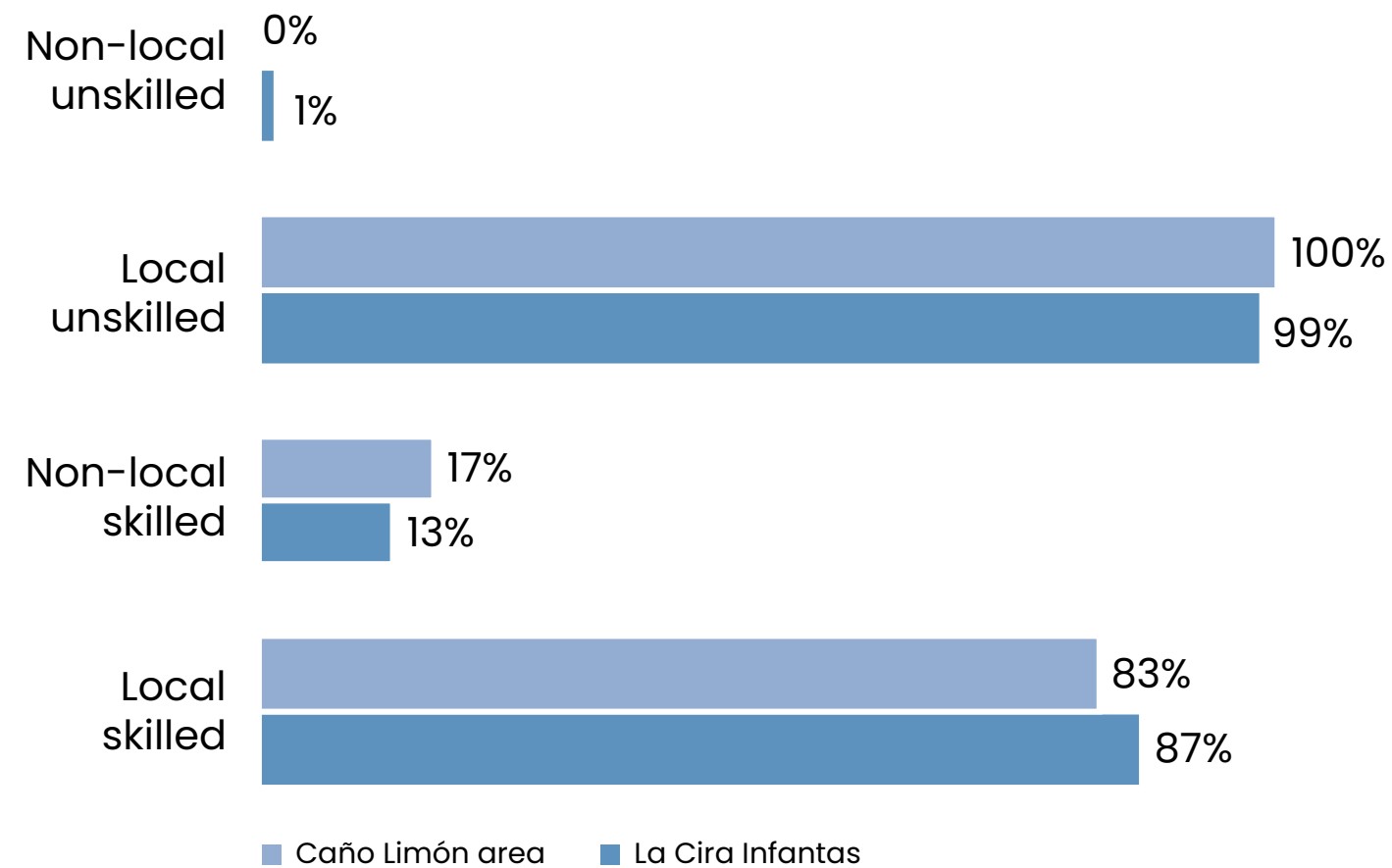
SierraCol Energy suppliers and contractors in 2023

Total of 936 contractors companies

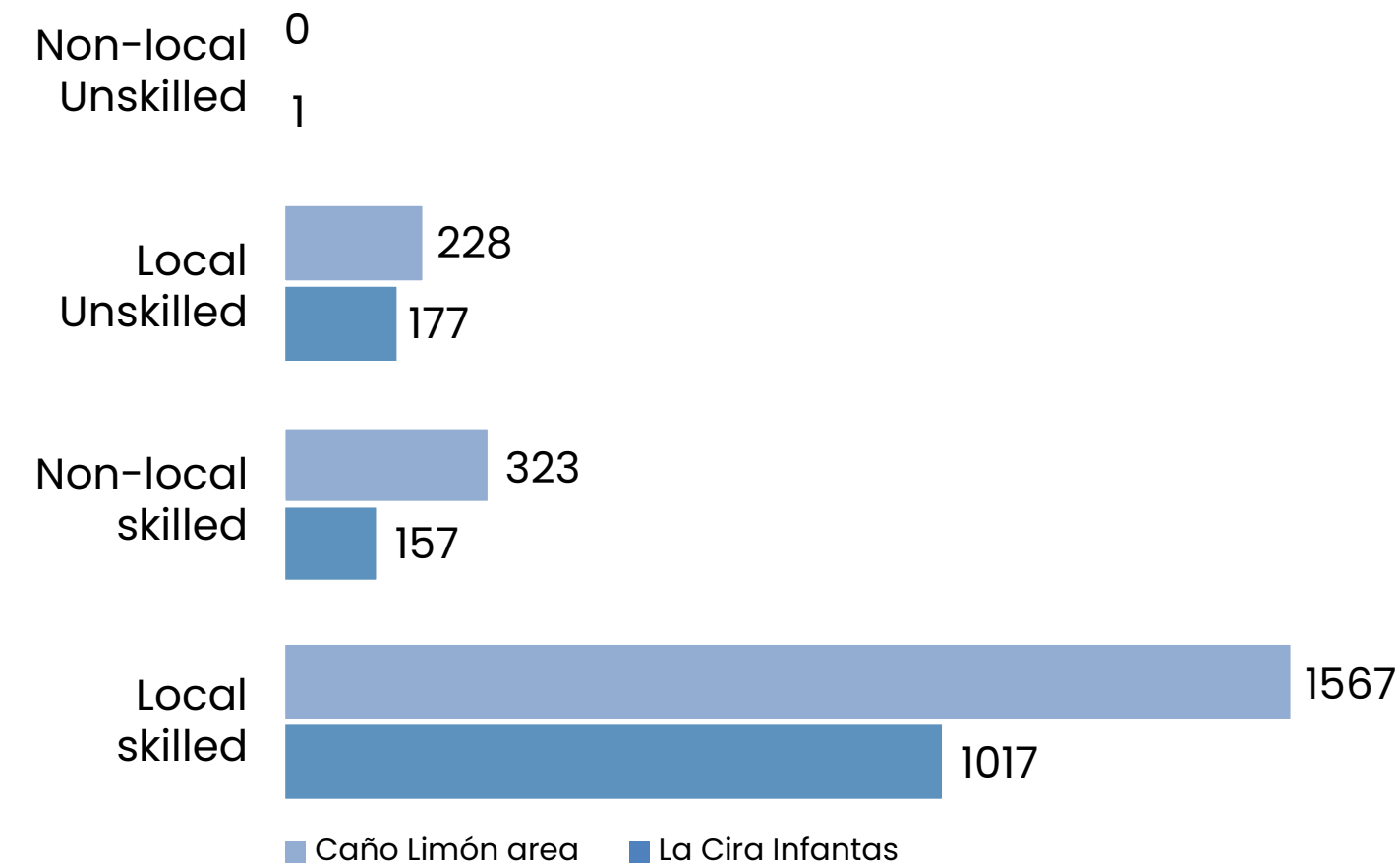


The total number of our suppliers and contractors **936**

Proportion skilled and unskilled workers



Total of skilled and unskilled workers



Caño Limón area operators

Empowering futures through talent transformation

At SierraCol Energy, we consider our workforce to be our most valuable resource. That is why we nurture a skilled, diverse and thriving team, where everyone has the same opportunities to progress, learn and achieve. Our main objective is to deepen our people's dedication and connection to the Company, based on strong organisational values.

We have crafted a Talent Management Strategy encompassing five key pillars:



Developing leaders for tomorrow's success

We are committed to the growth and development of our employees, recognizing that the heart of any successful organisation is its people – their capacity for adaptation, transformation, innovation, and effective collaboration.

In 2023, with the aim of fostering a simpler, more agile, diverse, inclusive, and adaptable culture, we launched several leadership

initiatives: the Transcending and Transforming Mindset Programme, the Leadership with Purpose, and the ALMA Programme (Academy for High Impact Women).

These programmes represented 1,933 hours of training for our workforce.



➤ **Leading with safety, applying standards and refusing complacency in the case of deviations.**

The “Leadership with Purpose” programme is part of SierraCol Energy’s cultural transformation. It aims to improve effectiveness in the implementation of HSE standards by the operation’s leaders and through our Company’s values. During the programme, 400 hours of coaching were carried out with the participation of 61 Company leaders.

MENTALIDAD
QUE TRASCIENDE Y TRANSFORMA

➤ **Provide agile, delegation and emotional intelligence tools and methodologies.**



Bogotá offices



The objective of the programme is to strengthen among supervisors the necessary competencies to consolidate a more agile, risk-tolerant, decisive, innovative, diverse and inclusive culture.

- Agile mindset
- Accountability & Empowerment
- Intrapreneurship
- Agile methodology – SCRUM
- Digital fluency
- Emotional intelligence
- Transcend with empathy
- Inspire and transform
- Delegation & Empowerment

In 2023, 150 employees participated in the programmes.



Our recognised women

Competence development: skills for retaining talent



Further, we expanded our training portfolio to include a comprehensive range of soft skills. This training covered a variety of topics, such as Power BI, Scrum, agile mindset, accountability & empowerment, project management, petroleum engineering for non-petroleum professionals, creativity and risk-taking, career leadership, and emotional intelligence.



It seeks to strengthen a leadership style and to identify women with high potential to make a significant impact on the organisation and our communities.

Find more information about this programme on page 67.

SierraCol Energy success at technical events:



Several of our employees participated in national and international technical and non-technical events in 2023. These engagements have been instrumental in enabling us to discover new technologies and best practices, propelling us on our path of continuous improvement.

In the area of technical skills, we conducted 18,568 hours of training through individual courses and hands-on sessions with international experts in specialised fields such as cementing, industry decision analysis and the value of information, petroleum economics, reservoir model design, capillarity with GEO2Flow and drill string failure prevention.

We foster a sense of belonging in our employees through our corporate values and our human talent guidelines and tools, which include:

1. Code of business conduct
2. Recruitment policy
3. Diversity, equity and inclusion policy
4. Equal opportunities policy
5. Integrity helpline
6. Coexistence committee
7. Success factors platform

Commitment to employee welfare and labour relations

At SierraCol Energy we prioritise outplacement services for our employees in case of business imperatives. We seek to ensure that our employees receive the resources, guidance and support needed to transition to new opportunities.

We have a Trade Union Relations Policy that forms part of our [Human Rights Policy](#), which is based on local and international ILO labour standards, including freedom of association and collective bargaining rights. This policy applies to all employees, contractors and suppliers.

In 2023, we implemented a Labour Relations Plan to strengthen our link with the Workers' Trade Union (USO by its Spanish acronym) and to ensure the sustainability of the business. This included the successful negotiation of a new collective bargaining agreement for the Arauca sub-directorate of the hydrocarbon industry, effective from 2022 to 2026.

In addition, through our internal labour audit programme, 181 possible cases of non-compliance with the collective bargaining agreement by contractors operating in the Caño Limón area, were addressed and resolved.

Collective bargaining agreements covered 12% of the employees.



Equitable compensation: aligning values and performance

At SierraCol Energy we recognise the importance of establishing appropriate remuneration that is aligned with our organisational culture, values, operating strategy and financial objectives. Our remuneration philosophy focuses on performance-based pay and, through our total rewards programme, we seek to balance the multiple elements of remuneration, combining cash rewards with quantifiable and intangible benefits. This approach, backed by industry-specific market research, places us among the best practices in the industry.

We conduct regular comparative market studies to ensure pay equity between men and women. By meticulously reviewing compensation decisions related to bonuses, awards and salary increases to maintain equity between the gender groups.

2022 - 2023 Gender representation

	Board of Directors		Management team				All employees					
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023		
	#	%	#	%	#	%	#	%	#	%	#	%
Female	1	17%	2	33%	2	18%	2	18%	166	28%	161	28%
Male	5	83%	4	67%	9	82%	9	82%	421	72%	419	72%
Total	6	100%	6	100%	11	100%	11	100%	587	100%	580*	100%

➤ **Closing gaps, building bridges to a more equitable and prosperous future**

* Note: In accordance with the instructions for the presentation of the "Gender Report", the information presented on active employees and gender percentage is as of 5 April 2023.



Our people, Bogotá offices

Our internal remuneration guidelines outline:

- Operates under a methodology for salary increases and variable compensation.
- The Management team follows Balanced Scorecard guidelines for measuring ESG performance.
- The conceptual framework embodies the Company's decisions.

Thriving together: balance and benefits

Our compensation structure is determined by two main groups of tangible and intangible benefits. This structure has allowed us to be highly effective in attracting key talent, with 96% of salary offers made in 2023 being accepted. Additionally, it also provides us with a high capacity for retaining key talent, as demonstrated by the voluntary turnover rate.

Wellbeing

- Health and dentistry
- Life insurance (group, voluntary, educational)

Rewarding excellence

- Annual Bonus



Labour flexibility

- Health Days off
- Days off for marriage

Empowering growth

- Partial coverage of loan interests" (for home mortgages, free investment, house improvement)
- Assistance (eyeglasses, transport, gym)
- Educational assistance (for children, employees)
- Programmed savings plan

Additionally, at SierraCol Energy we offer a non-monetary benefits programme which includes:

- On-site medical care.
- 4 days off per year in addition to legal vacations.
- A comprehensive health and wellness programme.
- Recreational activities throughout the year.

We encourage a flexible working environment adapted to the family needs of our employees, including the provision of parental leave. This

allows our team members to balance their professional responsibilities with their personal commitments, fostering a supportive and inclusive work culture.



Turnover performance

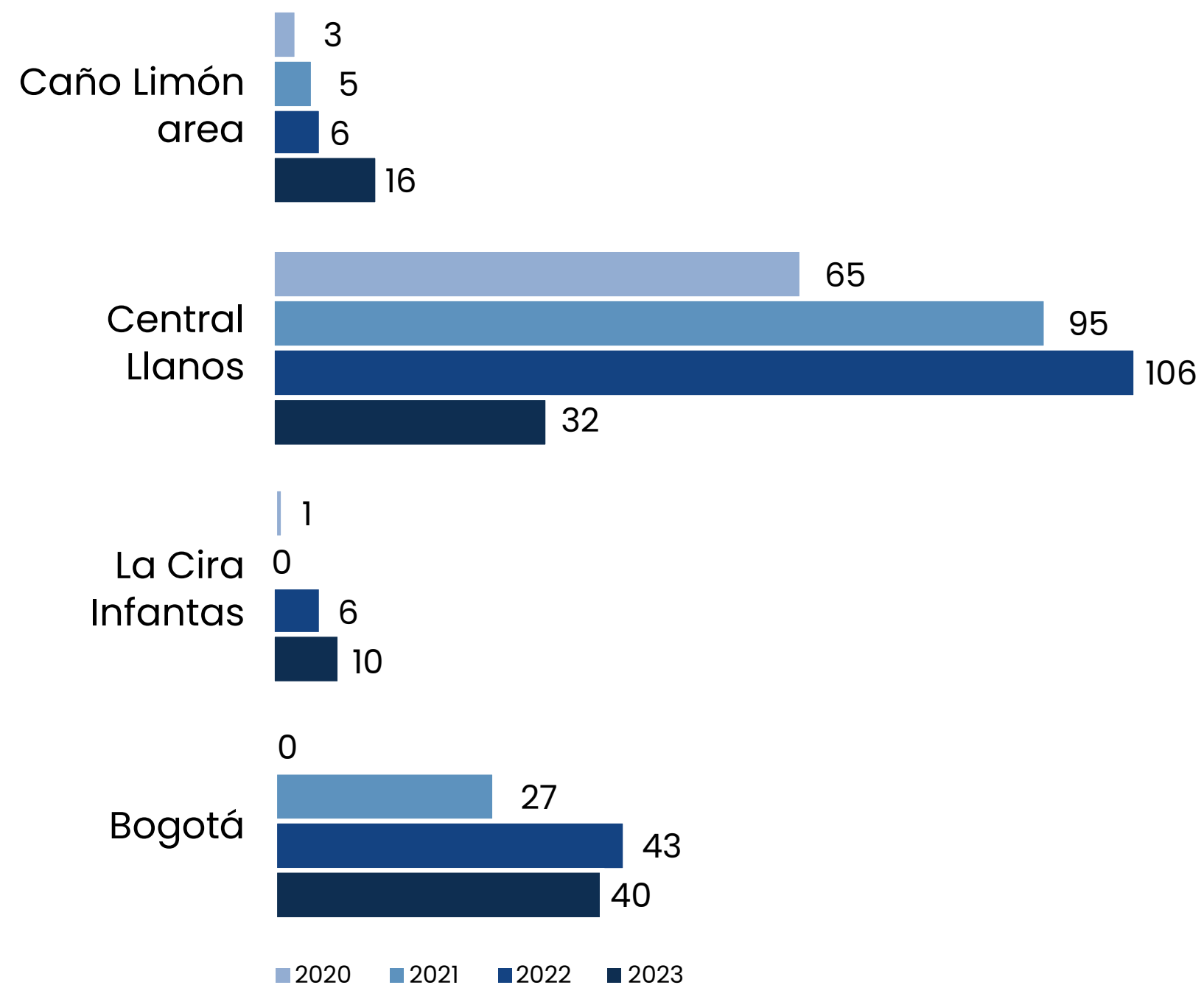
In 2023, we recorded a total turnover rate of 14.02%, with a voluntary turnover of 3.22%. Towards the end of the year, a structural optimisation plan was implemented, which accounted for 3.92% of the turnover rate.

It is noteworthy that voluntary turnover experienced a significant decrease of 33% during this period.

Flexibility and fair compensation

At SierraCol Energy we operate without a direct workforce of part-time employees. Despite this, we maintain flexibility in our approach to employing staff by occasionally hiring temporary support for specialised tasks. It is essential for us to ensure that all hired temporary staff receive appropriate legal compensation, consistent with our commitment to fair employment practices and regulatory compliance.

Number of temporary contracts by region



Bogotá offices



Community member, Caño Limón area

Essence of diversity: cultivating equality and inclusion

Our strong commitment to Diversity, Equality and Inclusion (DEI) is expressed below in [DEI Statement](#), which also forms the basis for a discussion of the actions the Company has taken to promote this culture:

“At SierraCol Energy, Diversity, Equity, and Inclusion (DEI) are not just ideals— they are an integral part of our daily operations. We’re committed to creating a work environment that celebrates differences and fosters belonging. Through concrete actions, we’re deepening our DEI culture and setting a benchmark for industry-wide change”.

As part of the implementation of the [DEI policy](#), a Diversity, Equity and Inclusion council/committee has been established, led by our Vice President of People and Corporate Affairs. This committee is charged with driving the Company’s DEI initiatives.

Our DEI strategy is based on three main objectives:

- Strengthening workplace representation.
- Ensuring equal opportunities.
- Strengthening the sense of belonging at work.

Empowering connections, building bridges

We actively participated in a number of networking events, such as the “She Is Forum” at the Women’s Economic Forum, the International OHS Congress in Bilbao and the VI International Oil and Gas Congress and Exhibition in Colombia. These events provided valuable development opportunities for our female employees and served as a platform for us to showcase our successful gender equality practices.

Raising DEI awareness

At SierraCol Energy we have an [Equal Opportunities Policy](#) that establishes procedures to promote a corporate culture where all employees are treated equally in all aspects of their work and where external audiences can apply and be considered for employment opportunities. This policy covers all our employment practices in its subsidiaries.

In 2023, we made a concerted effort to enforce the Equal Opportunity Policy throughout the Company by implementing several activities:

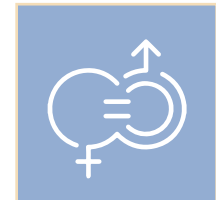


Launching an internship campaign to provide opportunities for young professionals from different backgrounds, regions and universities across the country. The job advertisements used neutral language, reflecting our interest for a non-discriminatory culture.

The job advertisements used neutral language, reflecting our interest for a non-discriminatory culture.



The internship programme attracted 39 students, 35% of whom were women, demonstrating our intent to attracting diverse talent despite the market shortage of female candidates in technical fields.



We conducted 28 selection processes for full-time positions, ensuring that at least one female candidate was interviewed in 26 of them. At the end, the positions were filled equally by both genders, with 14 men and 14 women selected. To address the shortage of young petrotechnical professionals, we hired 6 young professionals specialising in the disciplines of production engineering and geology. Notably, half of these hires were women, indicating our strong commitment to promoting diversity and equality in the workforce.

To raise awareness of the importance of a diverse, equitable, and inclusive workforce, our DEI committee has introduced a training and education programme focusing on the following areas:

- DEI Workshop, attended by 99 participants.
- Creating an environment free of sexual harassment with 190 participants.
- Deconstructing stereotypes and unconscious biases with 130 participants.
- Preventing workplace harassment with 236 participants.

Performance management reinforcing DEI

At SierraCol Energy, our performance management process is designed to ensure that employees undertake the correct functions, executing the right tasks, at the right time. In line with our commitment to fair treatment and equality in all aspects of work, we conducted a comprehensive performance appraisal process for our entire workforce.

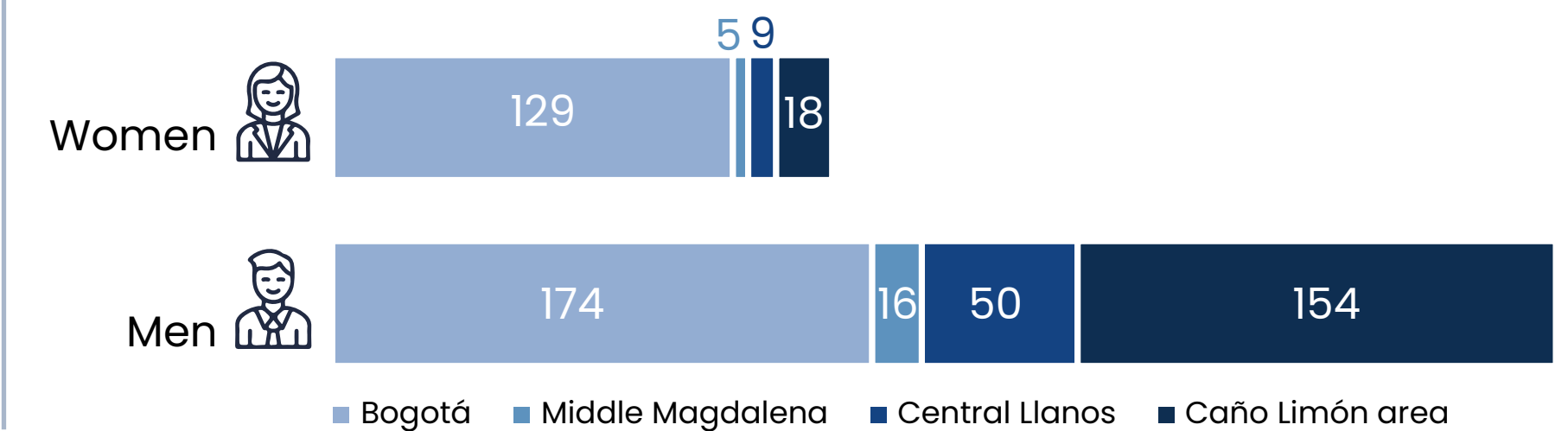
This multi-stage process included:

- **Self-assessment:** Employees assessed their own performance.
- **Pre-assessment by line managers:** Direct supervisors conducted initial reviews.
- **Calibration process with managers and vice presidents:** Ensure consistency and fairness across divisions.
- **Specialised calibration for third level employees with Vice Presidents:** Specific assessment for specific roles.
- **Final calibration with the CEO and Culture of People and Services (HR):** Conclude the assessment process with a top-level review.

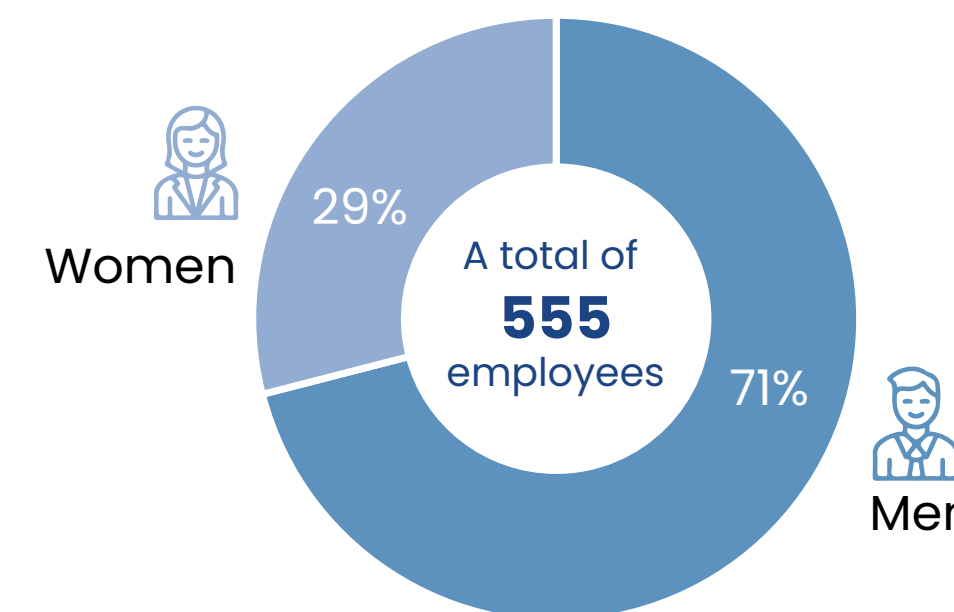
This meticulous process ensures that performance appraisals are based on sound arguments, facts and data. Evaluations carried

out in 2023 will be used in 2024 for compensation planning and to identify opportunities for career advancement. For example, as a result of the 2022 performance management process, at SierraCol Energy, we granted 60 career promotions in 2023, of which 26 were for women, representing 46% of the total.

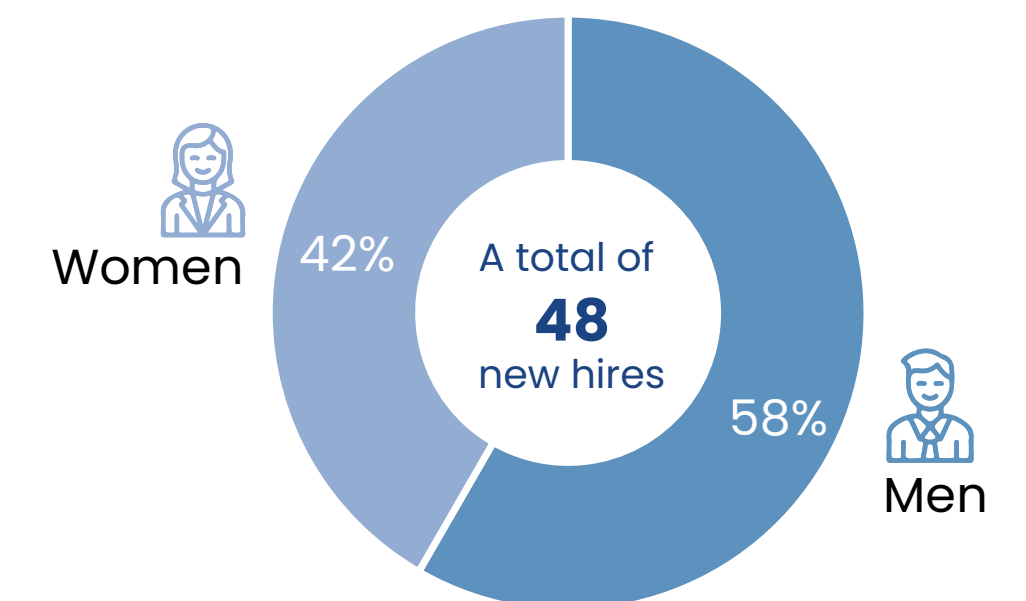
Number of employees by operation and by gender



Proportion of employees by gender



Hiring rate by gender





First female operators, Bogotá offices

Success story Women daily role operators

-  Caño Limón area
-  Diversity, equity and inclusion
-  Employees
-  Communities and society

On August 16th, two female operators joined SierraCol Energy, taking on daily shift roles directly for CLM operations.

Project objectives

- Promote gender equity in positions traditionally occupied by men.
- Create equal employment opportunities.

Highlights

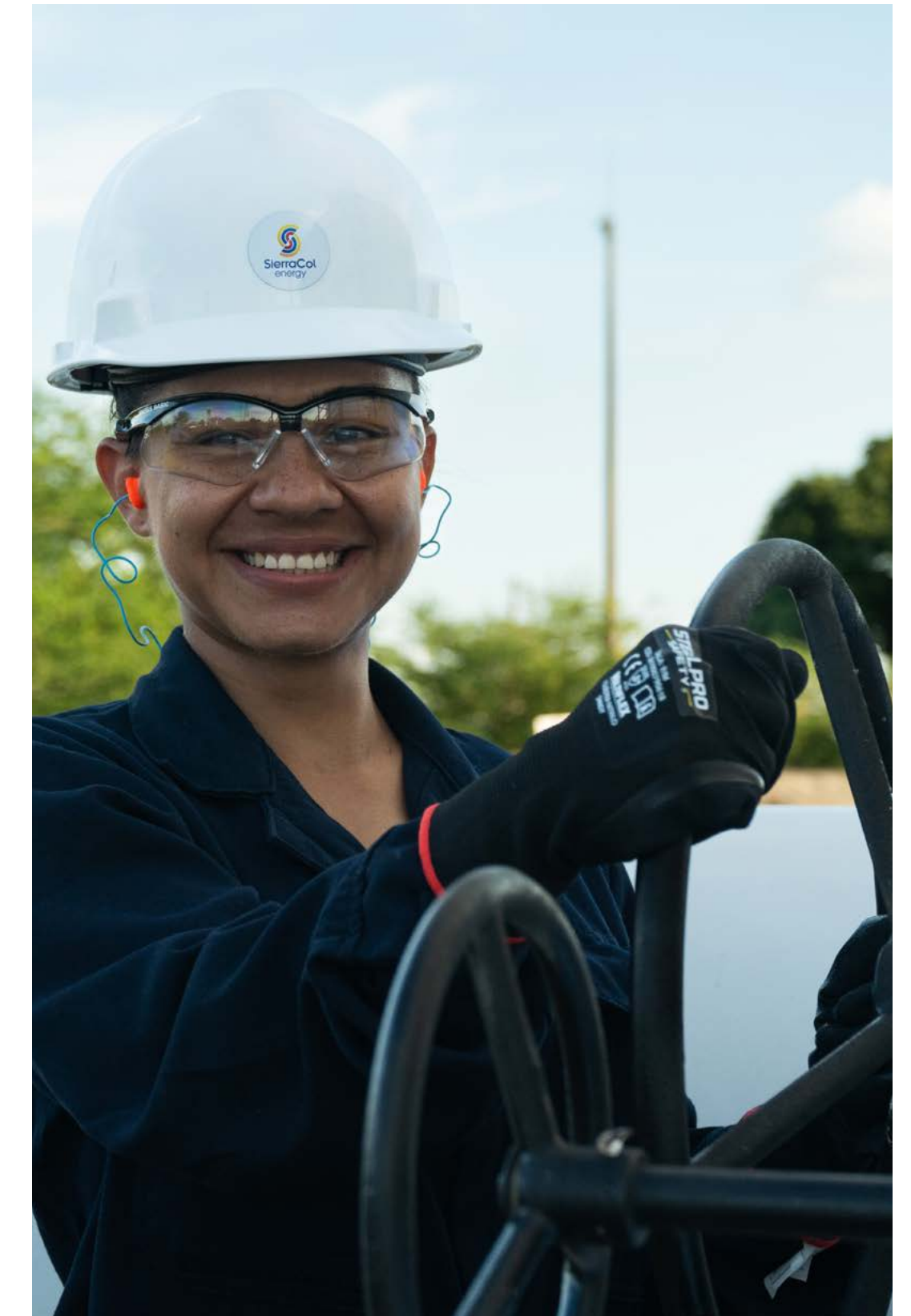
In 2023, for the first time, we will have women in roles previously reserved for men, such as day shift operators in the Operations, People, Culture & Services and district management teams. The professionals who hold these positions today are originally from Arauca and have worked in shifts as rig operators, a role that has been predominantly male for the past four decades.

Looking ahead to 2024, there are plans to work with the Servicio Nacional de Aprendizaje (SENA by its Spanish acronym) on a programme to further develop their technical skills. These women have demonstrated leadership during the recruitment process and have shown a clear vision for personal and professional development. They have also demonstrated high performance in health and safety and self-care.

SierraCol Energy is committed to reducing the gender gap, promoting equal opportunities and inspiring more women to explore new career opportunities.

Achievements

Actions taken to close gender gaps, create equal opportunities, encouraging other women to take an interest in the role of daily role operator.



First female operator, Caño Limón area





Our people, Alejandra Castaño, People & Corporate Affairs Vicepresident

Success story

ALMA – Leadership academy for high-impact women

-  SierraCol Energy offices and Facilities
-  Diversity, equity and inclusion
-  Employees
-  Communities and society

ALMA (by its Spanish acronym), an intrapreneurship initiative by and for women at SierraCol Energy, is a women's leadership programme crafted and executed by a dedicated group of 15 SierraCol Energy women. This programme aims to foster the professional and personal growth of women within the SierraCol Energy ecosystem, including employees, contractors and women from the community. It strives to create a balance between feminine and masculine energies within each community, empowering women across diverse roles.

Project objectives

- Position SierraCol Energy within the industry as a benchmark for gender-inclusive DEI initiatives that attract investors and enable the achievement of the company's strategic objectives.
- Foster the integral development of women's leadership in the organisational and community environment of the Company.
- Identify women with high impact potential both within SierraCol Energy and in the neighbouring communities.

Highlights

In 2022, we created a team of 15 women and provided them with leadership training through programmes at Yale and Oxford Universities. These 15 SierraCol Energy women subsequently developed the SierraCol Women's Leadership Programme, called ALMA – Academy of High Impact Women, which was launched in September 2023. The programme, with its educational approach, seeks to foster the integral development of women's leadership in the organisational and community spheres of our Company, our contractors and communities of direct influence. It seeks to strengthen a leadership style aligned with our cultural values and identify women with high

potential to generate a significant impact on the organisation and communities.

The first iteration of the programme concluded with 17 women from SierraCol Energy. It will be extended to women from our contractors and the communities in which we operate from 2024. The goal is to reach 500 women from these groups in the next two years. In this context, we proudly received an award from the ACP for the ALMA gender initiative..

Achievements

- 1,933 training hours
- First group of 17 SierraCol Energy women.



Solid Governance

19.9
sustainalytics
ESG risk rating

100%
of the
operations
assessed for
corruption risks

97.4%
of the
employees
received
training on
ABC policies

100%
of the
mangement
team received
training on ABC
policies

33.1
kboepd
the total net
sales volume

US\$300.1
million
was paid in
income taxes
and estimated
royalties

Our senior leadership team



Pathway to governance leadership

At SierraCol Energy, we have a corporate governance framework, based on the principles of transparency and integrity. We comply with all applicable laws and regulations in our operations, prioritising ethics in every action. Through the President and CEO, the code of business conduct and our day-to-day management are closely monitored to ensure alignment with our values and strategy.

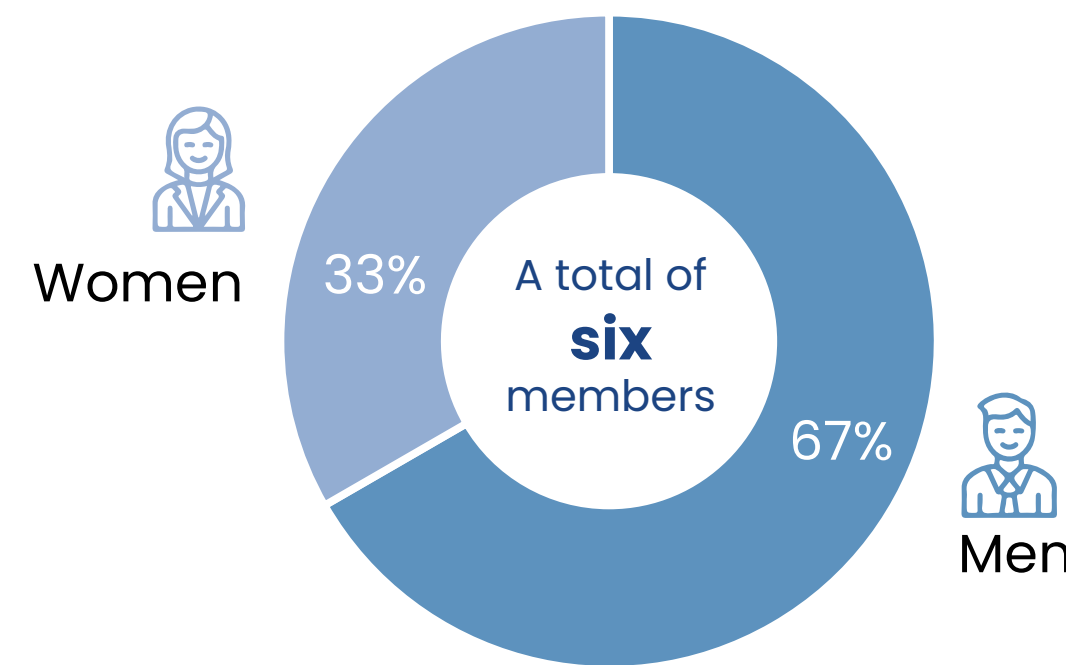
Board

In 2023, our Board, with over 20 years of industry expertise, functioned as the highest governing body, addressing critical matters, ESG actions, and providing strategic guidance in bi-monthly meetings.

- **Tony Hayward** – Independent Executive Chairman
- **Marcel van Poecke** – Chairman of Energy at Carlyle
- **Bob Maguire** – Managing Director, Co-Head of CIEP*
- **Heather Mitchell** – Partner, Managing Director, and General Counsel for Investments
- **Alix Borch** – Director at CIEP
- **Felipe Posada** – Independent SierraCol Energy Board member

* Carlyle International Energy Partners

Board composition by gender



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.

➤ **Vice-presidency of Sustainability reports directly to CEO and board on sustainability management, following the five pillars of the ESG strategy and related policies, programmes, and initiatives.**

The ESG committee is in charge of environmental, social and governance aspects, and oversees the company's sustainability strategy, with a focus on non-financial risk management that actively supports the identification and control of risks. Made up of at least three members appointed by the board, it plays a key role in approving ESG policies.

The committee's meetings are vital for disseminating sustainability information and

facilitating communication within the Management Team about risks and opportunities for our business improvement. In addition, it is flexible in soliciting expert opinions, which enhances the effectiveness of decision-making during its meetings.

ESG committee functions:

- Set ESG tone with policy approvals and culture promotion.
- Evaluate climate action progress, setting ambitious transition targets.
- Periodically review and approve projects aligning with ESG criteria and the Company's mission.
- Review SierraCol Energy's annual sustainability and TCFD reports, ESG policies, or any disclosure material related to ESG topics.



Carlyle International Energy Partners, Caño Limón area





Operational centre, PFI, Caño Limón area

Ethical vision: the core of compliance and transparency

We reaffirm our corporate values with a central focus on integrity guiding interactions with stakeholders. Transparency and ethical conduct are ingrained in policies such as the [Code of Business Conduct](#) and the [Anti-Bribery and Corruption \(ABC\) policy](#), demonstrating an unwavering commitment to the highest standards. This dedication extends to compliance with Colombian legislation, environmental regulations and honouring agreements, forming the basis of responsible business in the region. The President and CEO, as the Company's senior officer, approves and signs the public commitments and policies, exemplifying our dedication to elevated business principles beyond legal requirements. The Code establishes a universal requirement for integrity in all interactions, while a [Conflict-of-Interest Policy](#) establishes clear guidelines for personal relationships and transactions, focused on maintaining transparency among directors, officers and employees by guiding their interactions with our stakeholders, to avoid conflicts of interest.

Our culture prioritises corporate values, emphasizing knowledge and adherence to policies. Through our training platform, we provide training programmes aligned with Company policies for staff development.

➤ **At the company, we have not presented any cases related to antitrust, anti-competitive or monopoly issues, neither as a participant nor as an involved party.**

We encourage employees and third parties to report any concerns, including law violations, bribery, fraud, or misconduct. The Company has a [Speak-up and Non-retaliation Policy](#) with multiple reporting channels, including a confidential helpline.

A third-party independent contractor manages our anonymous and independent whistleblower line, Lighthouse, which is available 24/7

- Website: <https://www.lighthouse-services.com/sierracol>
- Phone: from Colombia in Spanish dial 01-800-9110011, 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).

➤ **We did not receive any financial assistance from the Colombian government in 2023, nor in previous years.**

During 2023, we conducted a comprehensive risk assessment of our compliance programme, with an emphasis on regulatory compliance and maintaining an optimal framework to prevent risks such as money laundering, terrorist financing, proliferation of weapons of mass destruction, bribery and corruption. The assessment discloses that the Company has effective high-level controls in place to prevent bribery and corruption, including a strong governance structure to support the compliance programme, clear responsibilities for risk management, mechanisms that foster an anti-fraud culture and additional risk management and audit/review mechanisms that strengthen our risk prevention efforts.

➤ **We have not made any contributions to political parties or candidates.**



Upholding Human Rights across the industry

At SierraCol Energy, we align our initiatives with the UN Guiding Principles on Business and Human Rights, shaping our operations and partnerships. We prioritise the human rights of our neighbours and employees working closely with our operational partners to ensure their understanding and implementation. Our commitment extends globally and drives us to prevent, mitigate and remedy human rights impacts, while promoting sustainable development programmes.

We base our human rights approach 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

We prevent and remedy human rights violations in our operations, integrating the UN Guiding Principles and maintaining zero tolerance for violations by contractors.

Through our participation in national and international initiatives, we aim to promote human rights standards. Our efforts generate positive impacts, which are reported annually to stakeholders.

We seek to understand and manage risks, taking into consideration the impact of both business and human rights through participatory processes and socialisation of results with key stakeholders

- During 2023 we continued in the process of closing process the action plan to follow-up action for the Caño Limón area on the HRIA (Human Rights Impact Assessment) of the Caño Limón area carried out in 2021.
- The HRIA for our operations in La Cira finalized in December 2022. A multi-year action plan was established and shared with key stakeholders in June 2023, with recommendations for SierraCol Energy and Ecopetrol's strategic decision-making regarding human rights management.
- In the second half of 2023 we started an analysis of risks and bidirectional impacts on human rights for Central Llanos through and independent organisation. As of December 2023, the first two phases of the project were completed: Phase 1 - information collection, included review of bibliographic sources and official databases; conversations with community members, community boards presidents, and local authority officials; and interviews with direct employees and contractors. While Phase 2 consisted of the information

analysis to identify and define the relevant territorial dynamics. Steps scheduled for 2024 include advancing in the identification of potential risks and impacts on human rights, and the development of the relevant action plan.

Throughout this report, we detail our contribution to different multi-stakeholder initiatives in which our company actively participates. These partnerships reflect our strong commitment to promoting and

implementing human rights throughout our operations. The following is a summary of these important partnerships:

- Participation in the working group on human rights and hydrocarbon of the colombian Mining and Energy Ministry.
- Mining and Energy Committee on Security and Human Rights (CME by its Spanish acronym).



Townhall, Bogotá offices

Thriving on economic performance

At SierraCol Energy, our business strategy is based on the potential of our assets, supported by a strong reserve base, stable oil and gas production with long-term prospects, and efficient cash generation. This enables us to deliver an economic return to shareholders, create employment, support local businesses, pay taxes and generate long-term benefits for communities.

We focus our operations on efficiency and cost optimisation, while addressing social and environmental challenges to ensure that our production meets the highest sustainability standards. We seek to exceed the expectations of our stakeholders, adapting to an energy market in constant transformation. This approach not only adds value for our investors, but also helps to generate employment and benefits for our communities.

Throughout 2023, we achieved exceptional financial results. Despite an average Brent price of US\$ 82 per barrel in 2023, 17% lower than in 2022, the business generated solid EBITDA of US\$ 543 million and cash flow of US\$ 110 million, allowing us to continue to invest in our business, execute our social investment programme, pay our finance costs, taxes, royalties, remunerate our shareholders and keep generating value for all our stakeholders.

Financial and operational results (US\$ million - unless otherwise stated)

	2020 ³	2021 ⁴	2022 ⁵	2023 ^{6,7}
Share Before Royalties and Price Clauses (kpoepd)	44.8	43.3	44.3	43.0
Oil and gas net sales (kboepd)	37.3	33.3	32.1	33.1
Income tax paid	53.8	56.3	132.1	197.1
Royalties^{8, 9, 10, 11}	69.2	91.2	118.1	103.0

³ 2020 results from Combined Financial Statements December audited by KPMG S.A.S.

⁴ 2021 results from SierraCol Energy Limited Consolidated Financial Statements audited by PWC LLP.

⁵ 2022 results from SierraCol Energy Limited Consolidated Financial Statements audited by PWC LLP.

⁶ 2023 results from SierraCol Energy Limited Consolidated Financial Statements audited by PWC LLP.

⁷ Average market exchange rate of US\$ 1= COP\$ 4,325.05.

⁸ 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.

⁹ 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.

¹⁰ For 2022, were 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.

¹¹ For 2023, were 1.3 million barrels paid in kind and in cash and estimated at an average price of US\$ 76.4 per barrel this equates to US\$ 103.0 million.



Control room, Caño Limón area

Outstanding performance

- Certified 2P reserves of 118.0 million boe, with an R/P ratio of 9.9 years and a reserves replacement ratio of 113%.
- Net sales volumes increased by 1.0 kboepd, from 32.1 kboepd for the year ended December 31, 2022, to 33.1 kboepd for the year ended December 31, 2023.
- Over the same period, royalties decreased from US\$ 118.1 to US\$ 103.0 million, a 17.79% decrease predominantly attributable to lower oil prices in 2023 compared with 2022. Income tax paid increased from US\$ 132.1 to US\$ 197.1 million.

➤ **In 2023, income tax paid, and estimated paid royalties totalled US\$300.1 million**

As a company in the extractive industry, we know our commitment to transparency and accountability. We participate in the Extractive Industries Transparency Initiative (EITI): Global standard for open natural resource management, headed in Colombia by a national tripartite committee.



Operational Excellence

0.55

Total recordable incidents rate

Zero

Tier 1 and tier 2 events

5,207

Health and safety employee training hours

Zero

Fatalities

Zero

Reported cases of loss of information

4%

Reduction of musculoskeletal symptoms

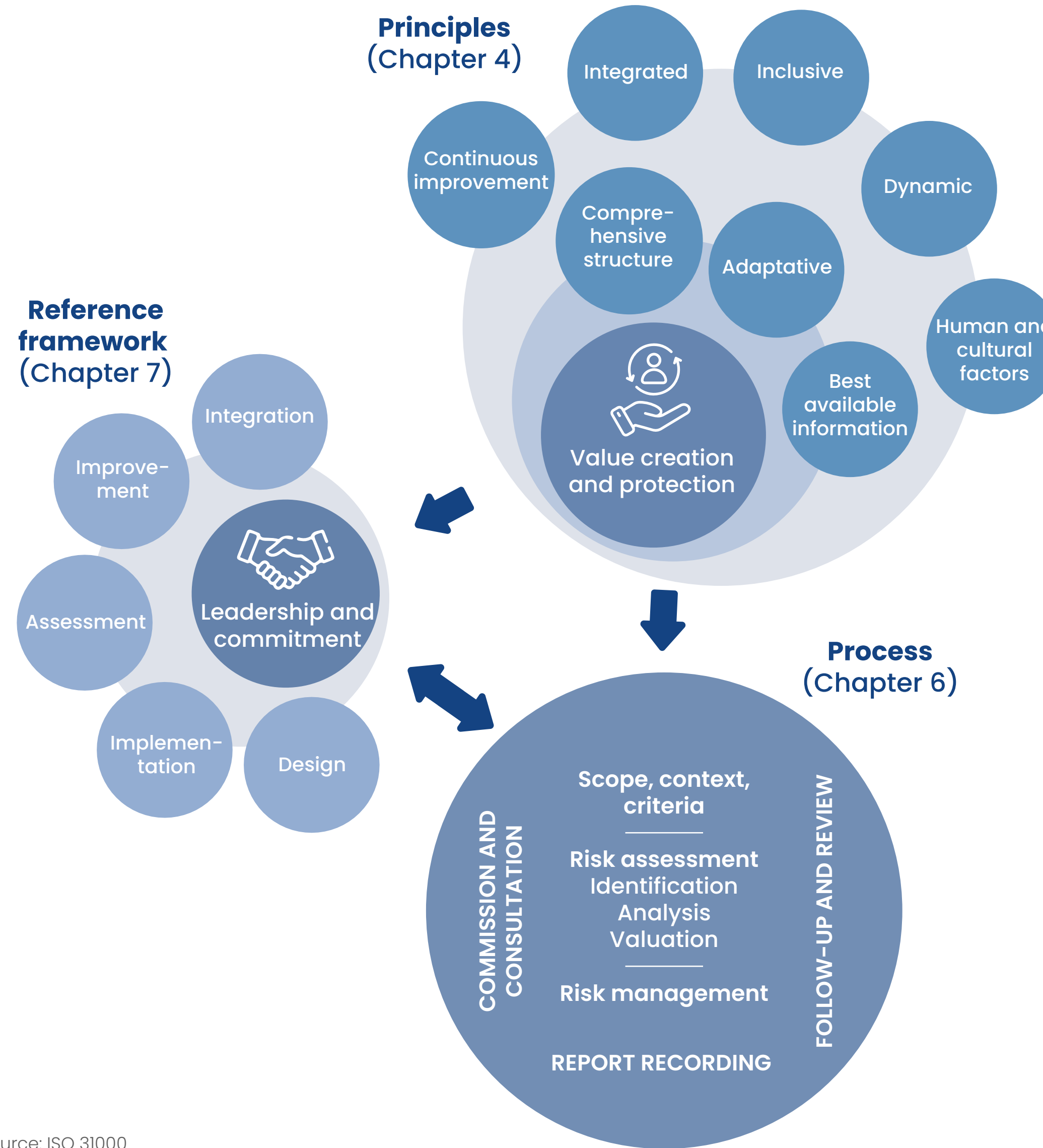
Preserving assets, ensuring safety: a holistic approach to process integrity

At SierraCol Energy, we prioritise safety overall, complying with US Occupational Safety and Health Administration (OSHA) standard and spill regulations. Our commitment to asset integrity ensures safe operations, business continuity, and cost efficiency. Risk management is essential for our operations, accordingly we identify hazards and apply controls to prevent their occurrence. This assessment is based on the consequence and probability of the event occurring. After assessing the risks, we establish a response plan that includes prioritisation, measures and approvals required for each identified risk.

Each procedure incorporates a monitoring method. The assessment of the primary risk management objectives involves the monitoring of a defined set of process safety Key Performance Indicators (KPIs). This procedure adheres to API recommended practice (API RP 754 V.2), providing criteria for the tracking and classification of process incidents.

We currently unify the risk matrix to consistently compare, prioritise and identify all risks in different areas of our business.

Source: ISO 31000



This process allows us to direct resources towards the areas and processes with the highest risks, generating visibility, control and feedback at all levels in the face of possible events that the Company may encounter.

The model used enables us to implement additional preventive measures to mitigate, eliminate or replace identified risks. This proactive process allows us to manage risks effectively, controlling threats that could affect the achievement of our goals and strategies, thus generating greater value for the Company.

Effective collaboration in executing the maintenance plan has enabled us to adhere to the established schedule with minimal impact on maintenance costs. This achievement emphasizes our commitment to efficient and cost-effective operations while upholding the highest maintenance standards.

We comply with approved engineering standards to ensure the ongoing safety of our facilities throughout their life cycle.

- The Process Hazard Review (PHR) ensures a systematic approach to identify, assess, and report risks, enhancing safety and the performance of new facilities and equipment.
- The Engineering and Design Quality Assurance Guide ensures efficient design processes, minimizing changes during construction and reducing future operational hazards.
- The Quality Assurance Guide for equipment, tanks, and pipes ensures the implementation of a quality control plan during installation, aligning with design specifications and manufacturer instructions.



Through our systematic procedure for hazard identification, risk assessment and determination of controls, we implement specific intervention measures to minimize operational risks. This comprehensive approach not only allows us to evaluate and prevent the impact on human rights, but also establishes specific control measures for each function of our employees.

Incident transparency: reporting critical events since 2021

Over the past six years, we have consistently enhanced our process safety approach, refining programmes based on valuable insights.

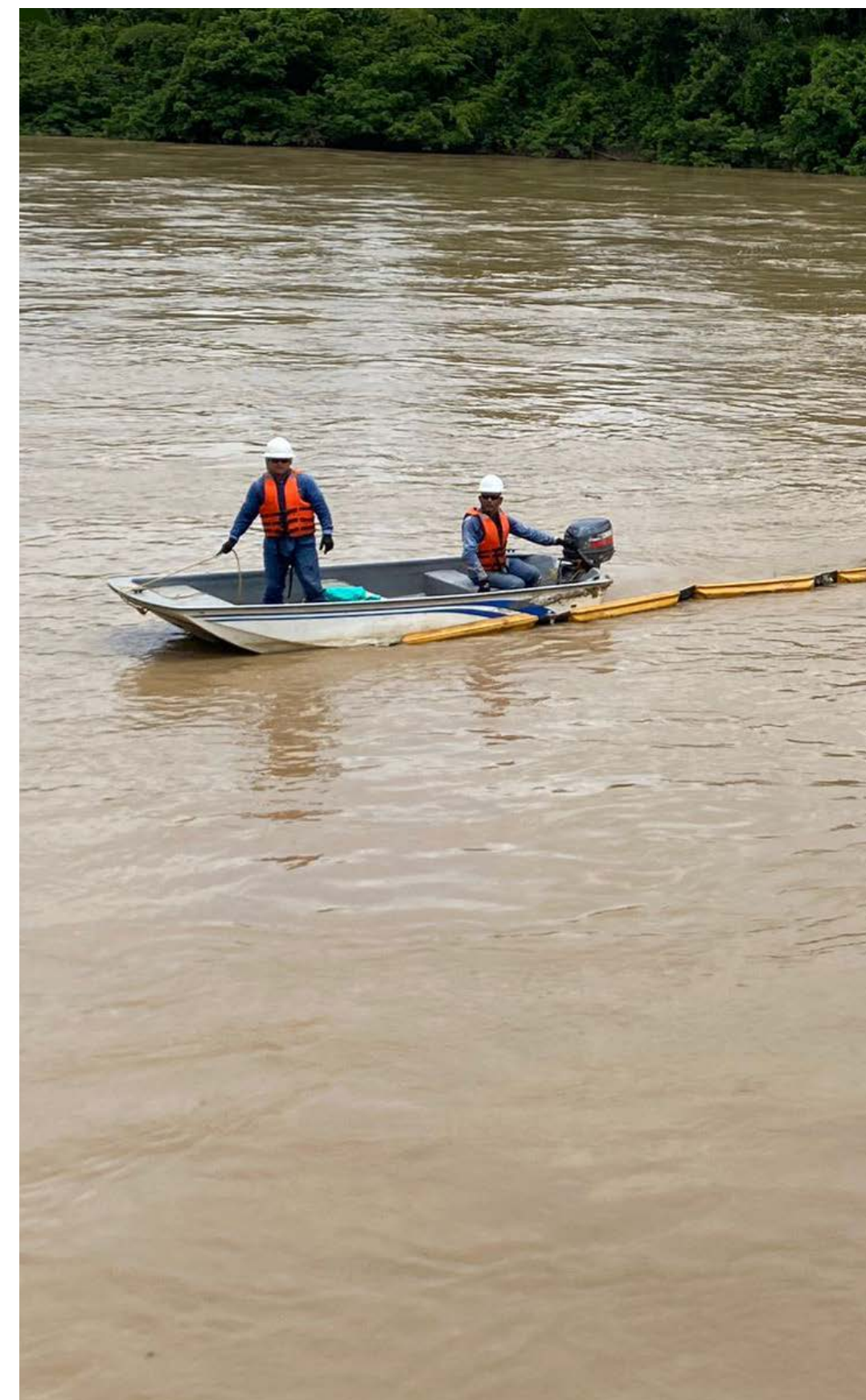
- 0 Tier 1 events
- 0 Tier 2 events

Sustainable operations

We are committed to compliance with spill regulations and to maintaining an environmentally responsible business. Our proactive approach includes daily spill prevention efforts, comprehensive risk management plans for each site and ongoing mechanical integrity assessments. We conduct regular inspections and implement safety measures, such as the installation of physical barriers and alarms, to address potential risks.

In the event of a spill, our emergency response team acts quickly to control, contain and mitigate any environmental impact.

➤ **No significant spills occurred during 2020 to 2023**



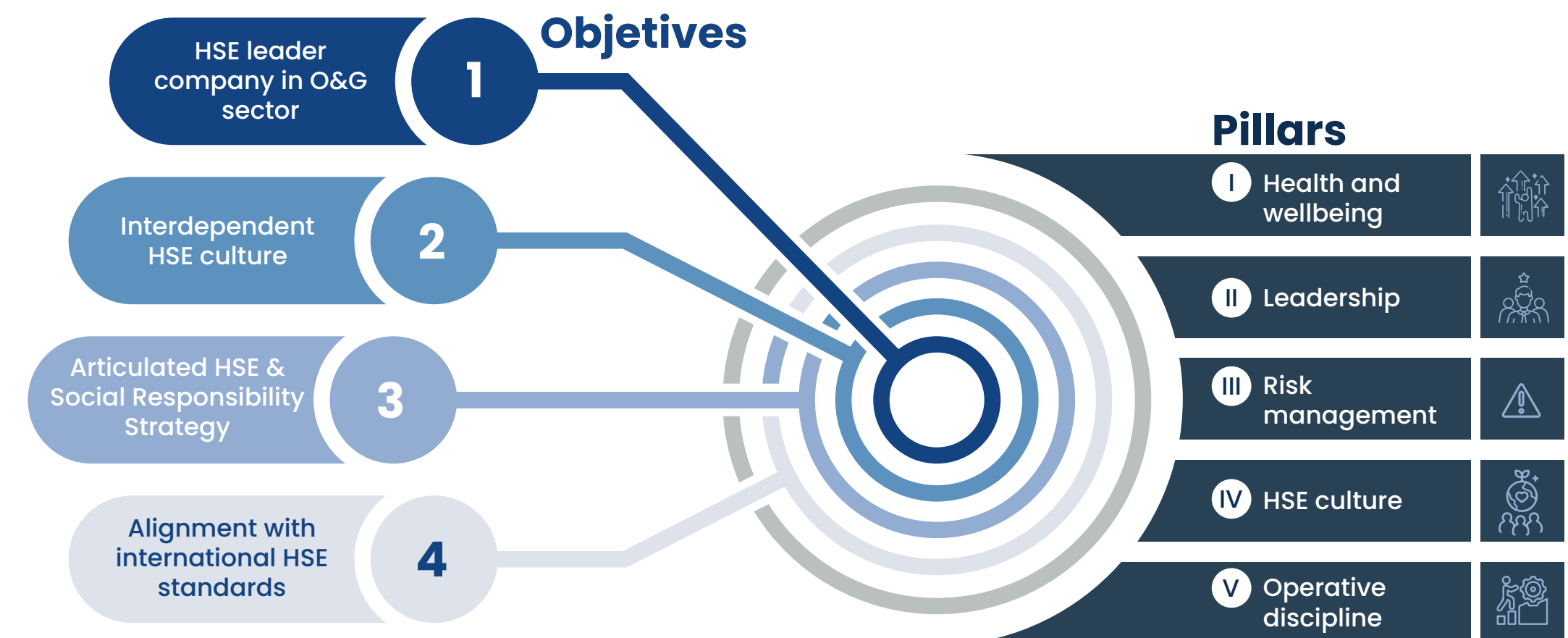
Spill control training, Caño Limón area

Committed to the protection and empowerment of our workforce

At SierraCol Energy we prioritise the safety and well-being of our employees. Our integrated management system, guided by a comprehensive [Safety, Occupational Health, Environment, Risk Management and Social Responsibility Policy](#), is designed to ensure a safe working environment and uphold the human rights of our employees.



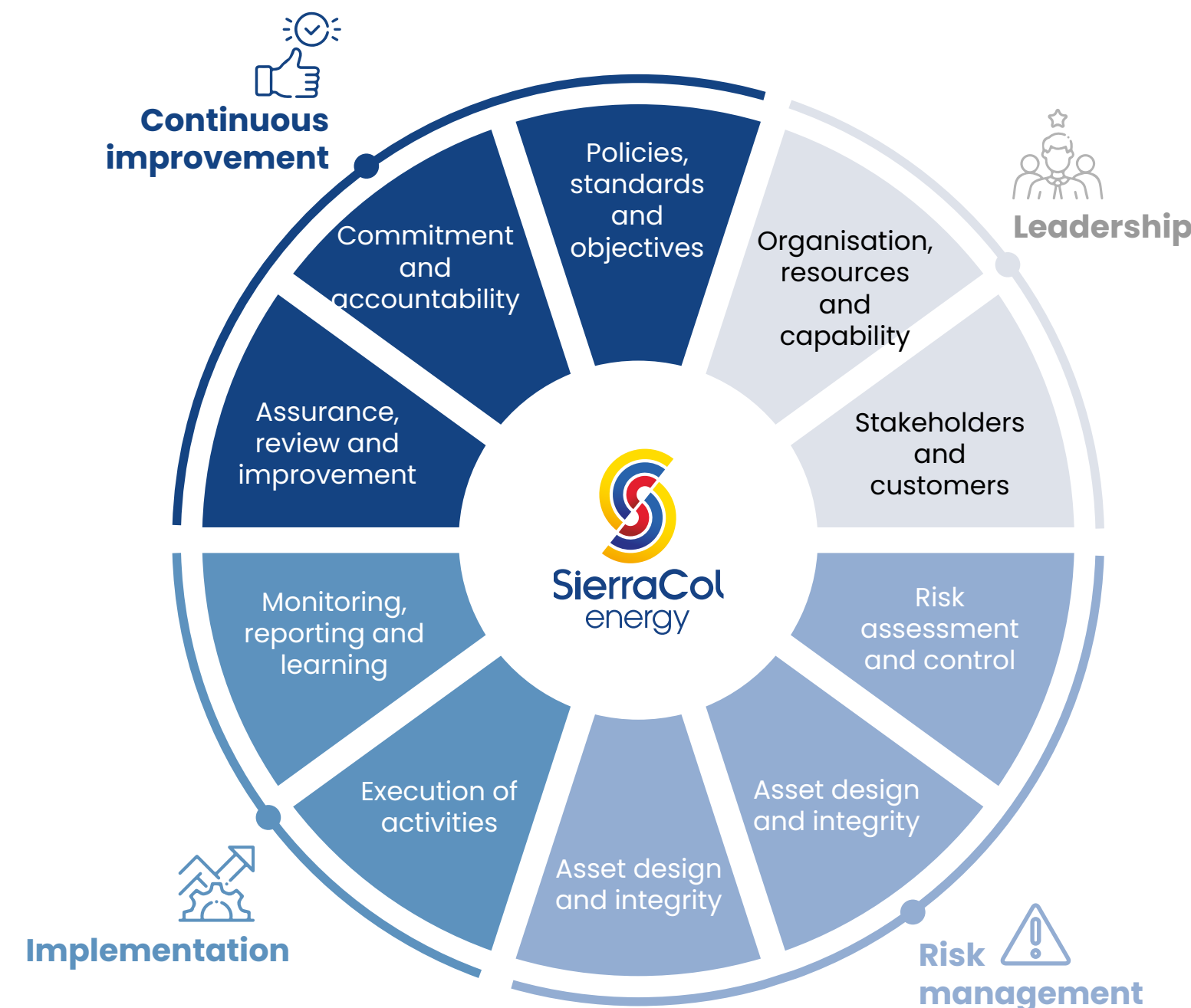
Operator, Caño Limón area



Increased oversight

Our SierraCol Energy's Integrated [Operational Management System \(SIGO\)](#) is structured under IOGP 510, ISO 14001/2015, ISO 45001/2018, and under regulatory requirements such as Decree 1072/2015 and Resolution 0312/2019. This is a vital communication tool for stakeholders. While it provides a high-level overview of the SIGO, detailed specifications can be found in the accompanying documents. The scope of the system covers oil, gas and hydrocarbon exploration, exploitation, refining, sales and transportation activities. Additionally, the SIGO covers safety, occupational health, environment (HSE), risk management (RM) and social responsibility (SR), extending to all stakeholders and their operations, encouraging adherence to SierraCol Energy's policies and objectives.

Integrated operational management system



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

During 2023, SierraCol Energy achieved ISO 14001 and 45001 certification, reflecting our commitment to international environmental management and occupational health and safety standards

Based on IOGP 510

Empowering reporting for a safe workplace

Our employees and contractors play an active role in reporting health and safety issues using written forms accessible on the intranet or directly at the work fronts. This proactive reporting system is reinforced by the completion of job safety analyses, where all tasks at the operation must be submitted to the supervisor. In the event of incidents, investigations are carried out with action plans managed through a dedicated intranet application, ensuring a systematic and effective approach to addressing and resolving issues.

In addition, employees actively contribute to discussions on occupational health and safety and report issues thorough:

- 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.
- Auditing and inspection programmes.

We empower our employees through our Stop Work Authority programme, which allows them to suspend activities that present safety risks without fear of retaliation. Our hazard identification programmes enable employees to participate in updating the Company's overall risk matrix and identify opportunities for improvement and guide corrective actions in compliance with Colombia's Decree 1072.

We have tools and committees that allow for direct and proactive interaction, ensuring a safe working environment and fostering a culture of compliance.

- Through COPASST
- Annual update of the risk matrix
- Life programme participation (reporting of unsafe acts and conditions)
- Stop Work Authority
- Workplace coexistence committee
- Road safety committee
- Electrical safety committee

In exceptional situations, the compliance line is available as an additional resource to ensure the integrity and wellbeing.

Driving excellence in occupational health practices

Our committees support the Management Team as a key unit to recommend, monitor and improve occupational health and safety practices at all operations.

COPASST (Joint health and safety committee)

- Three committees formed (Caño Limón area, Central Llanos and Bogotá) following the legal guidelines
- Monthly meetings
- Concerns and recommendations are submitted to the HSE department

Contractors managers' HSE Committee

- Chaired by the CEO
- Convened every six months with the purpose of sharing the business HSE strategy and good practices
- Include HSE performance indicators
- Contractors with the best HSE performance are rewarded

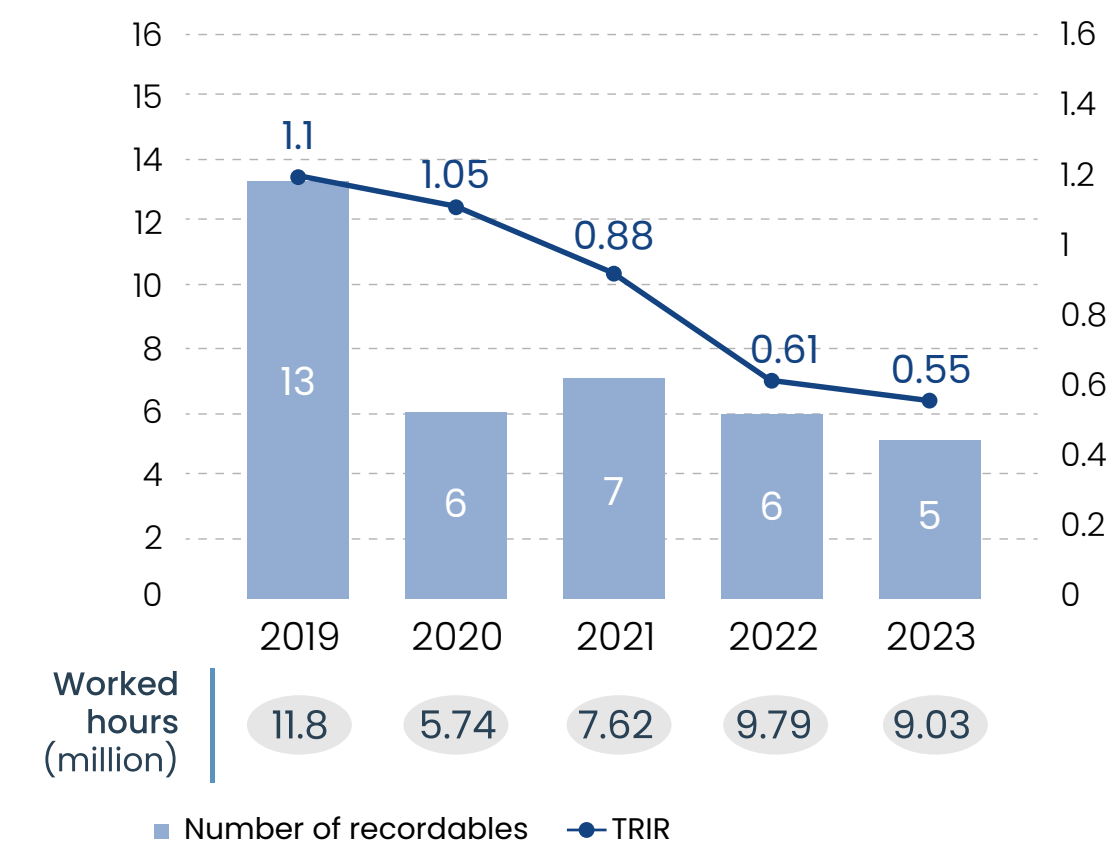
Central HSE committee

- Chaired by the senior operations Vice President
- Handles all matters related to health, safety, process risks and facilities integrity
- Meets quarterly
- Has decision-making authority

Our commitment to safety is reflected in different practices and tools. We conduct field surveys to assess workers' direct perception of safety conditions and we implement safe work analyses to identify and mitigate specific risks at operations. We also have a robust system for reporting unsafe acts and conditions, allowing employees to actively contribute to identifying and correcting situations that may compromise safety. These combined practices strengthen our safety culture and ensure a healthy work environment.

We implement annual measures to eliminate occupational hazards and minimise risks by updating our hazard identification and control matrix. In addition, we adjust measures following major accidents in compliance with the law.

SierraCol Energy consolidated TRIR



Caño Limón area

- 1.61 million hours worked by direct employees
- 7.45 million hours worked by contractors
- Average of 558 direct employees based on the number of hours worked ¹²
- Average of 2,586 contractors based on the number of hours worked ¹³
- Zero fatalities
- LTIF direct employees 1.25 ¹⁴
- LTIF contractors 0.50
- LTIF combined 0.44
- TRIR direct employees 1.25 ¹⁵
- TRIR contractors 0.40

Total consolidated TRIR 0.55

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

¹³ Idem.

¹⁴ LTIF (lost time incident rate frequency) = number of LTI incidents x (1 million hours worked).

¹⁵ TRIR (total recordable incident rate) = number of recordable incidents x (1 million hours worked).

In 2023 we have had the best TRIR performance of the last 5 years.

Safe Learning: Our comprehensive training

We conduct comprehensive occupational health and safety training courses through our Success Factors platform, ranging from induction programmes to specialised training in occupational hazards and process management. Our commitment to safety is reflected in the 50-hour OSH certification required by the Ministry of Labour, applicable to key roles such as representatives of COPASST and the work-life balance committee, as well as people with specific responsibilities in the system.



Prioritising employee health: prevent incidents and enhance wellbeing

Ensuring the well-being of our employees remains a top priority. We achieve this through robust prevention, mitigation programmes and the promotion of healthy lifestyles. Our integrated initiatives prioritise employee health and safety, minimising incidents and associated risks.

Health and wellbeing initiatives

Our employees and contractors have access to medical consultations for common ailments, and specialised needs are referred to the Health Service Provider Institution (IPS by its Spanish acronym). Our medical department actively promotes healthy lifestyles through campaigns aimed at cultivating positive habits among all members of our workforce. In addition, our systematic approach includes routine occupational medical examinations, that ensure comprehensive data collection on employee illnesses, which are documented in individual medical records.

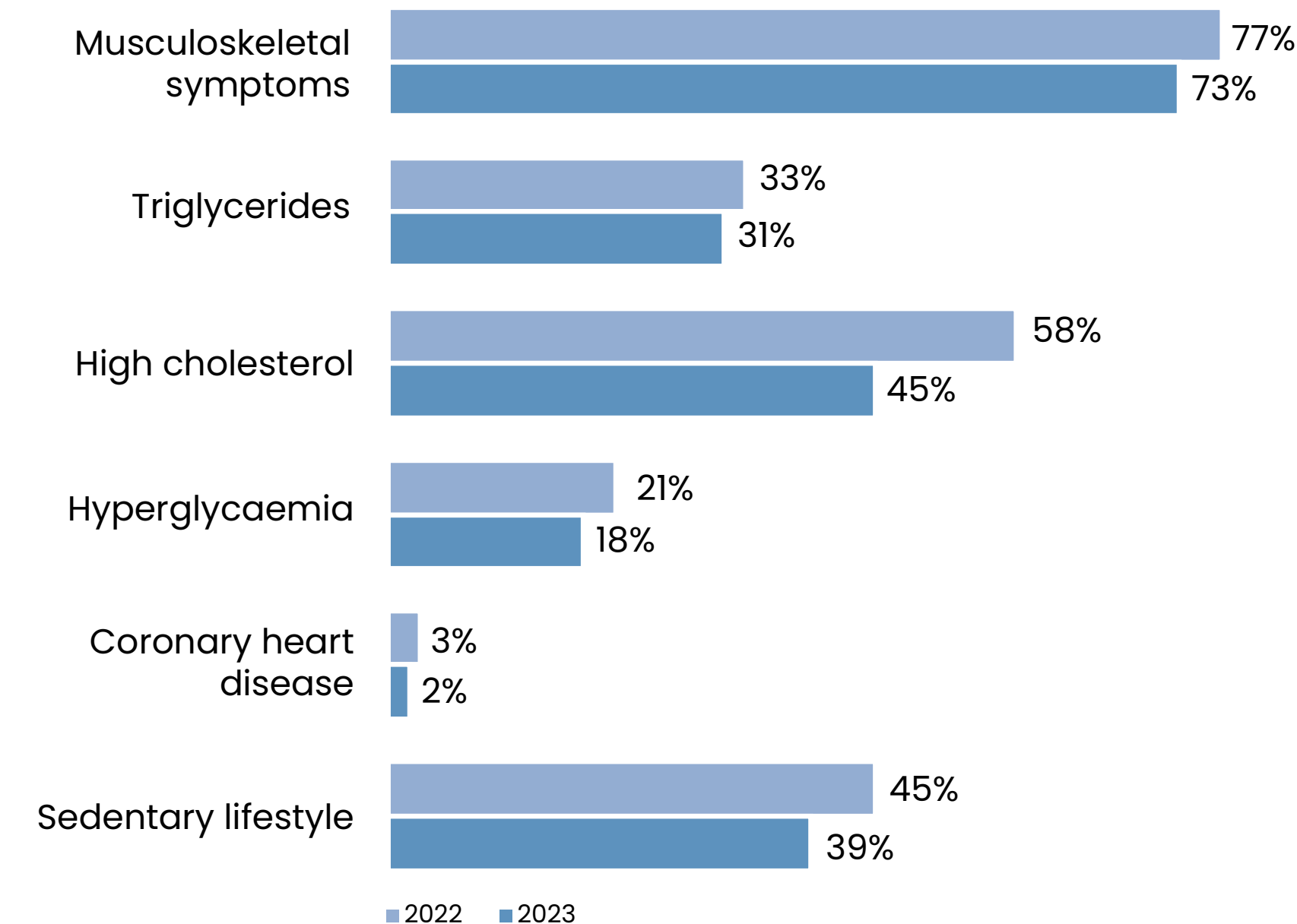
Periodic occupational medical examinations were carried out in October and November for the Caño Limón area and La Cira Infantas.

The following examinations were carried out:

- Physical condition
- Musculoskeletal health
- Nutritional control

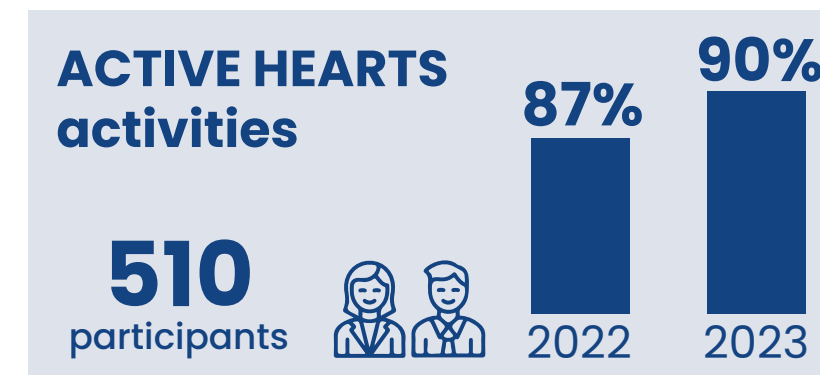
175 workers were assessed, corresponding to 92% of the employees.

To prevent musculoskeletal injuries, we conduct systematic body segment and hygiene assessments in areas with similar disease exposure.



Our epidemiological surveillance programmes for hearing loss and musculoskeletal injuries facilitate rapid responses with appropriate occupational health interventions. Through comprehensive workplace assessments, we identify ergonomic risks and implement tailored solutions and by assessing specific body segments of our workforce, we tailor our preventive measures to ensure effective protection.

Crush injuries, sprains, fractures, electrical burns and falls are among the most common types of occupational injuries recorded. At sites not directly managed by our Company, such as leased premises, the predominant risk relates to biomechanical issues, particularly musculoskeletal problems.



► **We are the first exploration and production Company in the oil and gas sector in Colombia to receive initial certification and recertification as a healthy organisation. This achievement is particularly noteworthy in the Caño Limon area**

At Sierracol Energy we were recertified in 2023 by the Colombian Heart Foundation as a Healthy Organisation for the Caño Limon area and La Cira Infantas fields, demonstrating our commitment to employees for the prevention of cardiovascular diseases and non-communicable diseases, through the adoption of healthy habits among employees. It is worth highlighting the commitment of the leaders in the implementation and management of the programme.



Protecting lives: commitment to security and human rights

At SierraCol Energy, we prioritise security for sustainable development and peacebuilding. Our operations adhere to the Voluntary Principles on Security and Human Rights, reflecting our commitment to the highest standards of human rights practice.

As part of our due diligence, we assess the impact and risks to human rights, including security, when we engage with exterior enforcement bodies. Our comprehensive security approach involves employing private security companies, using electronic measures such as CCTV (Close Circuit Television) and working with local law enforcement to address operational risks. In the same way, we use specialised surveillance unit analyses information from public sources to support our security infrastructure.

Raising awareness: Training and initiatives

Ensuring the safety of our employees and contractors is essential. We organise workshops to address and manage the risks of extortion and kidnapping, through an internal platform.

120 hours of training on human rights issues

99.3% of direct employees were trained in human rights

95.5% of security employees received human rights training

We understand the importance of being part of initiatives that promote dialogue so that security personnel guarantee human rights to all stakeholders. Therefore, we are part of:

- **Mining and Energy Committee on Security and Human Rights (CME by its Spanish acronym) has been a key platform in Colombia since 2003, bringing together diverse actors to protect human rights in the hydrocarbon sector. As a national initiative, its value resides in proactive dialogue, the identification of risks and the promotion of responsible practices. It also strengthens the relationship between companies and authorities, facilitates conflict resolution and promotes continuous improvement through an annual verification mechanism.**

[Learn more about the initiative](#)

Find more information about this achievement on page 83.



Our commitment to supply chain security is evidenced by our ISO 28001 certification, which demonstrates our competence in risk management for our operations in the Caño Limón area.

Strengthening cybersecurity

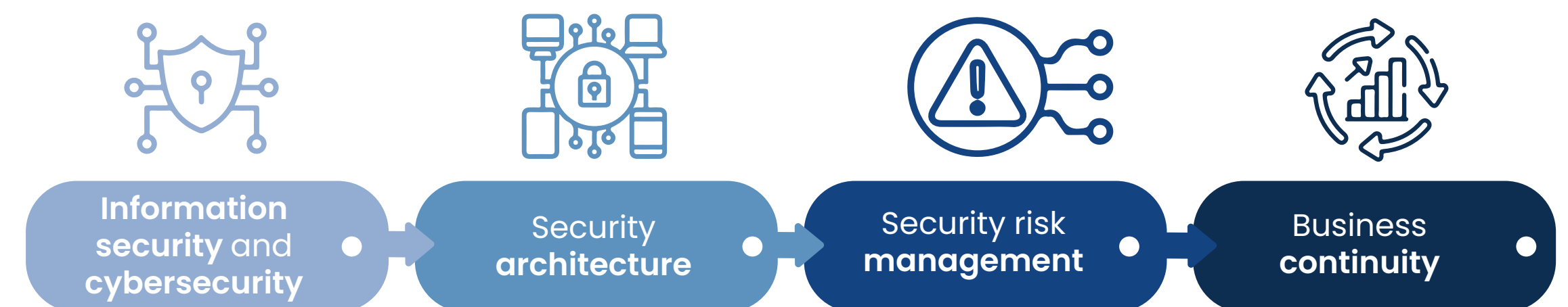
The oil and gas sector faces complex challenges, which highlight the critical importance of information security and cybersecurity. For this reason, in SierraCol Energy, our strategy focuses on safeguarding confidential information, ensuring data integrity and maintaining business continuity. Our proactive measures include security controls, comprehensive cybersecurity training and strategic collaboration which, mitigate risk and improve resilience to evolving threats. Our investment in information security goes beyond



Control room, Caño Limón area

asset and reputation protection to safeguard stakeholder interests, while reinforcing our commitment to operational excellence and reliability.

The Information Technology Management and Cybersecurity team plays a pivotal role in the effective protection and management of information assets, guaranteeing the confidentiality, integrity and availability of data. Using advanced technology to safeguard our information systems, this team specialises in:



Cybersecurity strategic framework: aligning policy, practice and protection

Aligned with our strategic objectives, we have developed an information security and cybersecurity framework based on industry policies, standards and guidelines. This framework guarantees active engagement with executive management and board members, ensuring effective execution and regulatory compliance. Our Information Security and Cybersecurity Policy emphasises, responsible use of information resources and compliance with security guidelines.

To mitigate potential impacts, we follow the principles established by the National Institute of Standards and Technology and have taken out specific cyber insurance for comprehensive risk coverage.

During 2023, our Information Security and Cybersecurity Strategic Plan was strengthened, establishing a clear and cohesive vision for our Company's approach to information security in line with our strategic objectives:

- Definition and execution of an annual awareness scheme on information security and cybersecurity for employees and contractors with access to information systems, including phishing event simulations.

- Periodic risk analysis through ethical hacking tests and vulnerability scanning to assess the level of exposure of information assets, followed by the execution of mitigation plans based on the results obtained.
- Update and testing of corporate backup procedures, incident management and the automation network protection strategy, conducted by both technical and management team.
- Execution of internal and external audits of processes related to the certification of ISO 27001:2022.
- Security visits to partners to study internal processes to determine compliance levels with information security requirements, risks, and continuity.

These objectives are subject to quarterly monitoring by the Cybersecurity Strategic Committee, focusing on the progress and implementation of related projects and initiatives. Assessing the efficacy of our approach to manage information security and confidentiality has been paramount, facilitating:

- Consolidation of the information security and cybersecurity governance framework through policies, standards, and guidelines across our operations.
- Definition and implementation of the Information Security Management System within SierraCol Energy.
- Completion of the ISO 27001:2022 certification audit process.

- Supporting the continuous improvement processes of our contractors.
- Transition to production of services/ platforms to those with mitigation procedures already in place.

We have key performance indicators to measure the compliance of defined objectives, among which are:

- Systems covered by Security Baseline (LBS).
- Execution of ethical hacking and penetration testing.
- Systems with vulnerability analysis.
- Cybersecurity incidents.
- Implementation of risk treatment plans.
- Execution of phishing simulations.
- Cybersecurity certification execution.



Control room, Caño Limón area



Control room, Caño Limón area

Cybersecurity milestones: achievements and successes

By 2023, we accomplished the following goals through our Information Security and Cybersecurity initiatives:

- Secured a Level 3 rating out of a possible four in the Marsh McLennan cybersecurity maturity assessment model. This rating denotes that our cybersecurity programme is not only mature but also incorporates features of cyber resilience, highlighting our preparedness and strategic approach to cybersecurity challenges.
- Successfully achieved 100% implementation of the Information Security Management System (ISMS), fully integrating a comprehensive framework to manage information security policies, procedures, and controls across the organisation.
- Fully deployed the Information Security and Cybersecurity Awareness Programme, ensuring all employees are educated and vigilant about the latest cybersecurity practices and threats.
- Achieved certification for 100% of employees and contractors with access to our information systems in cybersecurity.
- Completed 100% of risk exercises of defined processes within the scope of ISO 27001:2022, ensuring full compliance with the latest international standards for information security management.
- Executed the technological vulnerability analysis plan for over 1,000 information assets, reinforcing our commitment to maintaining a comprehensive cybersecurity defence system.
- Provided specialised cybersecurity risk-based training for executives and vice presidents, focusing on crisis management for cybersecurity incidents.
- Renewed the cybersecurity policy for the 2023 - 2024 term. This renewal reflects our dedication to adapting and evolving our cybersecurity framework to meet all future challenges.
- Fully executed the third-party/contractor security guideline validation and compliance programme, ensuring that external partners adhere to our cybersecurity standards.
- Maintained a zero-material cybersecurity incident index.

Our commitment to proactive risk management, security awareness and compliance ensures stakeholder confidence and safeguards our information. We will continually upgrade security measures for continuous improvement.



Operator, Caño Limón area

Success story Leadership with purpose HSE & situational awareness management

- 
SierraCols Office and Facilities
- 
Leadership in HSE
- 
Employees
- 
Operational Excellence

Implementation of an HSE cultural transformation programme, which is based on appropriating our corporate values, to generate a genuine commitment to lead by example, in all aspects related to performance and specifically in the protection of life and integrity of each and every one of the people who work in our companies. Example, in all aspects related to performance and specifically in the protection of the life and integrity of each and every person working in our operations.

Project objectives

Adapt SierraCol Energy's leadership programme to HSE-purposed leadership, framed in a philosophy of HSE cultural transformation.

Highlights

In 2023, we reached an important milestone in our organisational journey, aligned with our commitment to adopt HSE Leadership with Purpose as a cornerstone of our corporate culture. To drive this transformation, we implemented an HSE cultural transformation programme rooted in our corporate values. Aiming to instil a genuine commitment at all levels of the organisation to lead by example, and in particular to safeguard the lives and well-being of all people involved in our operations.

A key aspect of this process was the adaptation of the Leadership with Purpose programme towards an HSE focus. In this regard, our 60 mid- and senior-level leaders from the Caño Limón area participated in an intensive purposeful leadership coaching course. This group included members from human resources, contractors, company employees and members of our senior management team. During this process, these leaders learned how to integrate and adapt corporate values into the HSE context, strengthening our situational awareness across operations and our commitment to the safety

and wellbeing of all those who work with us. We are convinced that this transformative initiative will position our company as an exemplary leader in the field of safety and corporate responsibility.

Achievements

60 Caño Limón Leaders participated in HSE Purposeful Leadership Coaching, adapting SierraCol Energy values in HSE.

Components

- Integrity
- Simplicity
- People
- Results driven
- Collaboration
- Sustainability





Operator, Caño Limón area

Success story

Raising security standards

SierraCol Energy offices and Facilities

Security

Security Department

Operational Excellence

The ISO 28001:2007 certification obtained by SierraCol Energy in September 2023 represents an important milestone, highlighting the quality of our risk analysis process and security plan in Arauca. This achievement reinforces our position as a leader in safety and demonstrates our commitment to excellence. ISO 28001 is essential for effective supply chain security management, ensuring legal compliance and strengthening stakeholder confidence.

Project objectives

Certify our security department risk management system to meet industry international standards.

Highlights

In September 2023, SierraCol Energy reached an important milestone by achieving ISO 28001:2007 certification for our safety management system. This achievement highlights the exceptional quality of our Safety Risk Analysis Process and the effectiveness of our site safety plan implemented at Caño Limón area in Arauca. Despite the security challenges in the region, our commitment to mitigate has been strengthened through comprehensive analysis and strategic planning that has allowed us to provide continuity of operation, ensuring the safety of our personnel and assets.

This certification reflects our dedication to excellence, which also reaffirms our position as an industry leader in security management. It is a recognition of the dedicated work of our team, whose collective efforts have resulted in this remarkable achievement

Achievements

ISO 28001:2007 certification awarded to our Security Department for its Risk Management system and Site Security Plan in the Llanos Norte Operation.



Or ISO 28001 certification

Appendices

Icterus icterus, Caño Limón area



GRI

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION	GRI SECTOR STANDARD REF. NO.
General disclosures				
GRI 2: General Disclosures 2021	2-1 Organisational details	Page 6		
	2-2 Entities included in the organization's sustainability reporting	Page 7 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 4		
	2-4 Restatements of information	Page 17		
	2-5 External assurance	Page 4		
	2-6 Activities, value chain and other business relationships	Page 8		
	2-7 Employees	Page 63 and 65		
	2-8 Workers who are not employees	Page 63		
	2-9 Governance structure and composition	Page 69		
	2-10 Nomination and selection of the highest governance body	Page 69		
	2-11 Chair of the highest governance body	Page 69		
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 69		
	2-13 Delegation of responsibility for managing impacts	Page 69		
	2-14 Role of the highest governance body in sustainability reporting	Page 69		
	2-15 Conflicts of interest	Page 70		
	2-16 Communication of critical concerns	Page 70		
	2-17 Collective knowledge of the highest governance body	Page 69		
	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 62		
	2-20 Process to determine remuneration	Page 62		
	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 8		
	2-23 Policy commitments	Page 70		



GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION	GRI SECTOR STANDARD REF. NO.
GRI 2: General Disclosures 2021 (cont.)	2-24 Embedding policy commitments	Page 70		
	2-25 Processes to remediate negative impacts	Page 52 and 70		
	2-26 Mechanisms for seeking advice and raising concerns	Page 70		
	2-27 Compliance with laws and regulations	Page 70		
	2-28 Membership associations	Page 10		
	2-29 Approach to stakeholder engagement	Page 52		
	2-30 Collective bargaining agreements	Page 61		
Material topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 9		
	3-2 List of material topics	Page 10		
Economic performance				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 72		11.2.1
GRI 201: Economic Performance 2016	SC02- Royalties (US Million)	Page 72		
	SC02- Income tax paid (US Million)	Page 72		
	SC02- Share Before Royalties ("SBR") production (kpoepd)	Page 72		
	SC02- Oil and gas net sales (kpoepd)	Page 72		
	201-2 Financial implications and other risks and opportunities due to climate change	Pages 26 to 31		11.2.2
	201-3 Defined benefit plan obligations and other retirement plans	Page 62		
	201-4 Financial assistance received from government	Page 70		11.2.1.3
Indirect economic impacts				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 50		11.14.2
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Page 55		11.14.4
	203-2 Significant indirect economic impacts	Page 54 to 57		11.14.5

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION	GRI SECTOR STANDARD REF. NO.
Procurement practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 58		11.14.2
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Page 59		11.14.6
Anti-corruption				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 70		11.20.1
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 68		11.20.2
	205-2 Communication and training about anti-corruption policies and procedures	Page 68		11.20.3
	205-3 Confirmed incidents of corruption and actions taken	Page 70		11.20.4
Anti-competitive behaviour				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 70		11.19.1
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Page 70		11.19.2
Energy				
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 21 and 22		11.1.1
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Page 22		11.1.2
	302-2 Energy consumption outside of the organisation	N/A		11.1.3
	302-3 Energy intensity	Page 22		11.1.4
	302-4 Reduction of energy consumption	Page 21		
	302-5 Reductions in energy requirements of products and services	N/A		
Water and effluents				
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 34 to 36		11.6.1

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION	GRI SECTOR STANDARD REF. NO.
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Pages 34 to 36		11.6.2
	303-2 Management of water discharge-related impacts	Pages 34 to 36		11.6.3
	303-3 Water withdrawal	Page 36		11.6.4
	303-4 Water discharge	Page 36		11.6.5
	303-5 Water consumption	Page 36		11.6.6
Biodiversity				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 37 to 44		11.4.1
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page 37 to 44		11.4.2
	304-2 Significant impacts of activities, products and services on biodiversity	Page 37 to 44		11.4.3
	304-3 Habitats protected or restored	Page 37 to 44		11.4.4
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Page 39		11.4.5
Emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 16 to 31		11.1.1
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 19		11.1.5
	305-2 Energy indirect (Scope 2) GHG emissions	Page 19		11.1.6
	305-3 Other indirect (Scope 3) GHG emissions	Scope 3 emissions for 2022 were adjusted as ISO 14064 guidelines were followed, which does not include category C15 (Investments).		11.1.7
	305-4 GHG emissions intensity	Page 18		11.1.8
	305-5 Reduction of GHG emissions	Page 18		11.2.4
	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), sulphur oxides (SOx), and other significant air emissions	The VOC value was adjusted in the areas and does not include emissions associated with fugitive sources.		11.3.2
Waste				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 45 to 47		11.5.1

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION	GRI SECTOR STANDARD REF. NO.
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 45 to 47		11.5.2
	306-2 Management of significant waste-related impacts	Page 45 to 47		11.5.3
	306-3 Waste generated	Page 47		11.5.4
	306-4 Waste diverted from disposal	Page 48		11.5.5
	306-5 Waste directed to disposal	Page 49		11.5.6
Employment				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 60		11.10.1
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 65		11.10.2
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 62		11.10.3
	401-3 Parental leave	Page 62		11.10.4
Labor/management relations				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 60		
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Before the changes become official.		
Occupational health and safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 75 and 76		11.9.1
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 76		11.9.2
	403-2 Hazard identification, risk assessment, and incident investigation	Page 74		11.9.3
	403-3 Occupational health services	Page 76		11.9.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 76 and 77		11.9.5
	403-5 Worker training on occupational health and safety	Page 73		11.9.6
	403-6 Promotion of worker health	Page 78		11.9.7

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION	GRI SECTOR STANDARD REF. NO.
GRI 403: Occupational Health and Safety 2018 (cont.)	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 78		11.9.8
	403-8 Workers covered by an occupational health and safety management system	Page 76		11.9.9
	403-9 Work-related injuries	Page 78		11.9.10
	403-10 Work-related ill health	Page 78		11.9.11
Training and education				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 61		11.7.1
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 61		11.10.6
	404-2 Programmes for upgrading employee skills and transition assistance programs	Page 61		11.7.3
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 61		
Diversity and equal opportunity				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 64		11.11.1
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 65		11.11.5
	405-2 Ratio of basic salary and remuneration of women to men	Page 62		11.11.6
Non-discrimination				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 64		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 61		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 61		11.13.2
Child labour				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 58		

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION	GRI SECTOR STANDARD REF. NO.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	Page 58		
Forced or compulsory labour				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 58		11.12.1
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Page 58		11.12.2
Security practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 79		11.18.1
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Page 79		11.18.2
Rights of indigenous peoples				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 50		11.17.1
GRI 411: Rights of Indigenous Peoples 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 50		11.15.1
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	Page 53 to 55		11.15.2
	413-2 Operations with significant actual and potential negative impacts on local communities	Page 53 to 55		11.15.3
Public policy				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 70		11.22.1
GRI 415: Public Policy 2016	415-1 Political contributions	Page 70		11.22.2
Customer privacy				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 80		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 73		

➤ *Topics in the applicable GRI Sector Standards determined as not material*

SASB

SASB code	Metric	Unit of measure	2023
EM-EP-110a.1	Gross global Scope 1 emissions	Metric tons of CO ₂ e	301,283
EM-EP-110a.2	Percentage methane of gross global Scope 1 emissions	Percentage (%)	14
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	121,925
EM-EP-110a.2	(2) Other combustion	Metric tons of CO ₂ e	141,692
EM-EP-110a.2	Stationary devices	Metric tons of CO ₂ e	141,316
EM-EP-110a.2	Mobile sources	Metric tons of CO ₂ e	376
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	2,343
EM-EP-110a.2	(5) Fugitive emissions	Metric tons of CO ₂ equivalent	35,322
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	Text	Pages 16-25
EM-EP-120a.1	Air emissions of the following pollutants:		
	(1) NO _x (excluding N ₂ O)	Metric tons (t)	945
EM-EP-120a.1	(2) SO _x	Metric tons (t)	660
EM-EP-120a.1	(3) Volatile Organic Compounds (COVs)	Metric tons (t)	634
EM-EP-120a.2	(4) Particulate Matter (PM ₁₀)	Metric tons (t)	173
EM-EP-140a.1	Total fresh water withdrawn	Thousands of cubic meters (m ³)	1,080.44
EM-EP-140a.1	Total fresh water consumed	Thousands of cubic meters (m ³)	288.86
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 (%)	89.57



SASB code	Metric	Unit of measure	2023
EM-EP-140a.2	(2) Injected	Percentage (%)	99.43
EM-EP-140a.2	(3) Recycled	Percentage (%)	1
EM-EP-140a.2	Hydrocarbon content in discharged water	Metric tons (t)	0
EM-EP-140a.2	Volume of produced water	Thousands of cubic meters (m ³)	128,294.00
EM-EP-140a.2	Flowback generated	Thousands of cubic meters (m ³)	1,060.90
EM-EP-140a.3	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	Percentage (%)	0
EM-EP-140a.4	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	Percentage (%)	0
EM-EP-160a.1	Description of environmental management policies and practices for active sites	Text	Pages 33-48
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	3
		Volume in barrels (bbl)	1.57
EM-EP-160a.3	(1) Percentage of proved reserves	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	Text	Page 71
EM-EP-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Text	Page 52
EM-EP-210b.2	Number of non-technical delays	Number	102
EM-EP-320a.1	(1) Total recordable incident rate (TRIR) contracts / full-time employees	Rate/hours	0.40 / 1.25
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	1.07 / 0.62
EM-EP-320a.1	(4) average hours of health, safety, and emergency response training for (a) full-time employees	Hours	66,680 for Caño Limón area
EM-EP-320a.1	(b) contract employees	Hours	N/A
EM-EP-320a.1	(c) short-service employees	Hours	N/A

SASB code	Metric	Unit of measure	2023
EM-EP-320a.2	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	Text	Page 76
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 CO2 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	Text	N/A
EM-EP-510a.1	(1) Percentage of proved reserves	Percentage (%)	0
EM-EP-510a.1	(2) Percentage of proved and probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Percentage (%)	0
EM-EP-510a.2	Text of the management system for prevention of corruption and bribery throughout the value chain	Text	Page 70
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	Text	Pages 33-48
EM-EP-540a.1	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	Rate	0
EM-EP-540a.2	Text of management systems used to identify and mitigate catastrophic and tail-end risks	Text	Page 74
EM-EP-000.A	Production of natural gas	Million standard cubic feet per day (MMscf/day)	5.6 for Central Llanos and Caño Limón area
EM-EP-000.A	Production of oil (net)	Thousand barrels per day (Mbbbl/day)	19.9 for Central Llanos and Caño Limón area
EM-EP-000.A	Production of Synthetic oil	Million barrels (MMbbls)	N/A
EM-EP-000.C	Number of terrestrial sites	Number	19
EM-EP-000.C	Number of offshore sites	Number	0

TCFD

Recommended disclosure	Reference
Governance: disclose the organisations' governance around climate-related risks and opportunities	Page 26
a) Description of the management team's view (Board of Directors) on climate-related risks and opportunities	Page 26
b) Describe the management roles for the evaluation and management of climate-related risks as well as opportunities identified	Page 26
Strategy: disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's business, strategy, and financial planning where such information is material.	Page 27
a) Describe the climate-related risks and opportunities that the organisation has identified in the short, medium, and long term.	Page 27
b) Describe the impact of climate-related risks and opportunities related to the organisation's business, strategy, and financial planning	Page 27
c) Describe the resilience of the organisation's strategy, taking into consideration different climate scenarios, including 2°C or lower	Page 27
Risk management: Disclose how the organization identifies, assesses, and manages climate-related risks	Pages 28 to 31
a) Describe the organisations' processes for identifying and assessing climate-related risks.	Pages 28 to 31
b) Describe the organisation's processes for managing climate-related risks.	Pages 28 to 31
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisations' overall risk management.	Pages 28 to 31
Metrics and targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Pages 18 to 30
a) Disclose the metrics or objectives used to measure and manage relevant climate risks and opportunities	Page 30
b) Disclose Scope 1, Scope 2, and if appropriate Scope 3 GHG emissions and related risks	Pages 18 and 19
c) Describe the objectives used by the organisation to manage climate-related risks and opportunities and the presentation of progress against the proposed objectives	Pages 18 to 30

TNFD

Recommended disclosure	Reference
Governance: Disclose the organisation's governance of nature-related dependencies, impacts, risks and opportunities.	Page 40
a) Describe the board's oversight of nature-related dependencies, impacts, risks and opportunities.	Page 40
b) Describe management's role in assessing and managing nature-related dependencies, impacts, risks and opportunities.	Page 40
c) Describe the organisation's human rights policies and engagement activities, and oversight by the board and management, with respect to Indigenous Peoples, Local Communities, affected and other stakeholders, in the organisation's assessment of, and response to, nature-related dependencies, impacts, risks and opportunities.	Page 40
Strategy: Disclose the effects of nature-related dependencies, impacts, risks and opportunities on the organisation's business model, strategy and financial planning where such information is material.	Page 40
a) Describe the nature-related dependencies, impacts, risks and opportunities the organisation has identified over the short, medium and long term.	Page 40
b) Describe the effect nature-related dependencies, impacts, risks and opportunities have had on the organisation's business model, value chain, strategy and financial planning, as well as any transition plans or analysis in place.	Page 40
c) Describe the resilience of the organisation's strategy to nature-related risks and opportunities, taking into consideration different scenarios.	Page 40
d) Disclose the locations of assets and/or activities in the organisation's direct operations and, where possible, upstream and downstream value chain(s) that meet the criteria for priority locations.	Page 40
Risk & impact management: Describe the processes used by the organisation to identify, assess, prioritise and monitor nature-related dependencies, impacts, risks and opportunities.	Page 41
a) Describe the organizations' processes for identifying and assessing climate-related risks.	Page 41
b) Describe the organization's processes for managing climate-related risks.	Page 41
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organizations' overall risk management.	Page 41



Recommended disclosure	Reference
Metrics and targets: Disclose the metrics and targets used to assess and manage material nature-related dependencies, impacts, risks and opportunities.	Page 41
a) Disclose the metrics used by the organisation to assess and manage material nature-related risks and opportunities in line with its strategy and risk management process.	Page 41
b) Disclose the metrics used by the organisation to assess and manage dependencies and impacts on nature.	Page 41
c) Describe the targets and goals used by the organisation to manage nature-related dependencies, impacts, risks and opportunities and its performance against these.	Page 41