

An aerial photograph showing a long, straight asphalt road with a dashed yellow center line, stretching from the foreground into the distance. The road is flanked on both sides by dense, lush green forests. A single white car is visible on the road, driving away from the viewer. In the far distance, a small town or industrial area is visible under a clear blue sky with some light clouds.

# **Driving Progress:**

## 2023 Sustainability Report





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# About this Report

GRI 2-1, 2-2, 2-3, 2-4, 2-5

**Parex Resources' annual sustainability report provides an overview of the Company's Environment, Social and Governance (ESG) strategy, performance, and activities for the reporting period of January 1 to December 31, 2023 and includes historical performance data.**

## Scope and Boundary

The information published in this report pertains to Parex Resources Inc. and its Colombian subsidiaries: Parex Resources (Colombia) AG Sucursal and Verano Energy (Switzerland) AG Sucursal, together hereinafter referred to as "Parex, the Company, or We". Unless otherwise stated, the report covers Parex's operated assets and activities (operational control basis reporting).

Monetary values are reported in US dollars (US\$), unless otherwise stated in Canadian dollars (CAD) or Colombian Pesos (COP). The average exchange rates for the reporting period were US\$/COP 4,325 and US\$/CAD 1.35.

## Reporting Frameworks

This report is prepared with reference to the 2021 Global Reporting Initiative (GRI) Standards, including the GRI 11 Oil and Gas Sector 2021.

In addition, the report also references and/or aligns with other frameworks and standards relevant to the energy sector, including the:

- Sustainability Accounting Standards Board (SASB);
- Task Force on Climate-related Financial Disclosures (TCFD) Recommendations; and,
- UN Sustainable Development Goals (SDGs).

## Additional Reporting


The 2023 sustainability report references:

[Several corporate policies;](#)  
[The Q4 2023 MD&A and Financial Statements;](#)  
[The 2023 Annual Information Form \(AIF\); and,](#)  
[The 2024 Information Circular.](#)

## External Assurance

Selected information in the 2023 Sustainability Report has been verified to a limited level of assurance by PricewaterhouseCoopers AG (PwC), in accordance with the International Standard on Assurance Engagements, for non-assurance engagements or for review of historical financial information ISAE 3000 (Revised). The 2023 greenhouse gas (GHG) emissions have been verified to a reasonable level of assurance in accordance with International Standard on Assurance Engagement 3410, Assurance Engagements on Greenhouse Gas Statements issued by the International Auditing and Assurance Standards Board.

This is our sixth annual sustainability report to undergo such assurance, see independent limited assurance report.

 **Access the limited assurance statement and the reasonable assurance statement.**

## Internal Review

This report has been reviewed by the heads of the relevant business units, the ESG Steering Committee consisting primarily of executives and chaired by the President & CEO, and the Corporate Governance and Nominating Committee prior to approval by the Board of Directors (Board).





## Environmental Information & Claims

Parex remains committed to taking actions that aim to reduce our impact on the environment. Progressing work to manage GHG emissions intensity and related ambitions represents an important component of our efforts. This report contains information related to our past performance as well as progress we are making on current projects that are making a difference in managing our emissions intensity.

In June 2024, the Canadian Government passed amendments to the Canadian Competition Act, which has created significant uncertainty for how companies with environmental targets can publicly communicate their progress. Until more clarity is provided by the Canadian Competition Bureau about how the new law will be interpreted and enforced, we have made the decision to temporarily omit information related to forward looking GHG reduction targets from our 2023 report.

GHG emissions are calculated in accordance with the GHG Protocol and IPCC (2006) Guidelines for National Greenhouse Gas Inventories and Colombia's Technical Standard ISO 14064-1; reported intensities are based on gross operated annual production or working interest annual production.

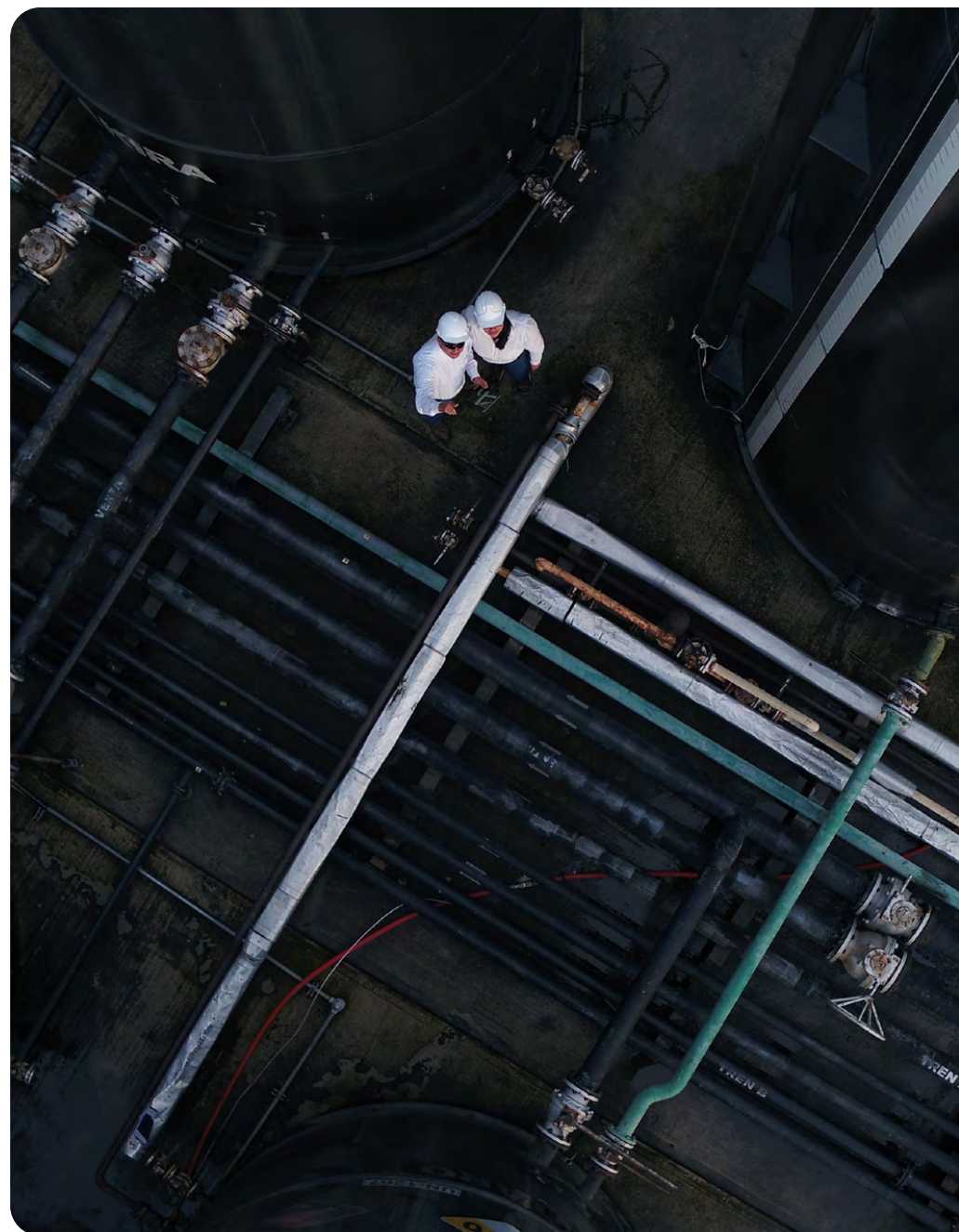
Please refer to the Advisories section for additional information on environmental information, claims, and all forward-looking statements.

## Legal Disclaimer

This report has been prepared and made publicly available to comply with our legal requirements in Colombia. Readers are cautioned that the information contained in this report may not be appropriate for other purposes. This report is not intended to be a marketing tool or advertisement in Canada or in any other jurisdiction. This report is meant to be read in its entirety, and readers should not rely on parts of the information contained in this report to the exclusion of others.

## Additional Information

Restatements of information are presented from page 139. For additional information regarding this report, email [Investor.Relations@parexresources.com](mailto:Investor.Relations@parexresources.com).





# Message from Management

GRI 2-22

## Letter from the President & CEO

Parex is committed to driving meaningful change in the communities where we operate, and progressing our ESG commitments is foundational to this. It's why we take proactive steps every day to reduce our impacts on the environment and maximize the shared benefits we create for local communities.

In 2023, we made gains across our environmental, social and governance priorities, which are reflected throughout this report. I'm proud of the work our organization continues to deliver, and I invite you to learn more about our progress and contributions in our 2023 Sustainability Report.

### Highlighting our Progress

In our 2022 Report, we rolled out our ESG strategy, which strives to continuously improve ESG performance in four key areas:

1. Community
2. Greenhouse Gases (GHG) Emissions & Climate
3. People & Culture
4. Water

As we track our performance in 2023, I'm pleased to say that we have delivered many of our short-term commitments and made progress on our longer-term targets. Let's look at some of our accomplishments.

### Community

Sharing benefits with the communities where we operate is embedded in how we work. During the year, Parex maintained its leadership in the *Work for Taxes* Program. I'm proud to say that since the program's inception in 2017, the Company has been awarded nearly 14% of total funds available through the program, enabling Parex to make improvements to infrastructure that effects over 470,000 community members throughout Colombia. We also continued to progress our flagship *Water for All* and *Energy for All*

programs, focused on improving access to basic water and energy needs in seven communities near our operations.

In total, in 2023, Parex invested US\$20.7MM in local communities, demonstrating our commitment to building shared benefits through resource development.

### Environment

While our scope 1 and 2 GHG absolute emissions increased proportionate to production growth in 2023, we continued to make progress on our environmental commitments. With investments in new technologies and alternative fuel sources such as cogeneration, we reduced our year over year (YoY) Scope 1 & Scope 2 emissions intensity by 4%, resulting in a cumulative emissions intensity reduction of 39% since 2019.

The year was also marked by many firsts:

- We connected our Cabrestero field to the national electricity grid, primarily composed of renewable energy sources (70% hydroelectric), thereby avoiding ~5,300 tCO<sub>2</sub>e in 2023;
- We completed a water footprint assessment, marking the first step to build a strategic plan for water consumption and management; and,
- We progressed our memorandum of understanding (MOU) with Ecopetrol S.A. (Ecopetrol), which culminated in the signing of definitive agreements in 2024 to explore the Llanos Foothills, known for its high potential natural gas reservoirs. As the operator, we look forward to unlocking this vast potential resource and supporting the Colombian government's energy security plan.

### People & Culture

Each of these achievements are possible because of our people, who are our most important asset. Ensuring their safety is our top priority; with the

enhanced visibility of our Life Saving Rules and by empowering our staff through our Stop Work Authority, we delivered strong safety performance across all key metrics in 2023. Building a safe workplace is also core to our culture, and throughout 2023, we continued to build on employee programs that enable our talent to grow and develop, ensure an inclusive work environment, and consistently recognize individual and team contributions. With inclusion on Bloomberg's 2023 Gender Equity Index, our actions are being recognized.

### Building on our Performance

We are focused on being a partner, operator, and employer of choice, and having strong ESG practices rooted in the way we work is central to continuing to achieve this goal. As we focus on future performance, I am confident that we will continue to see many more milestones achieved. The steps we are taking today are not only allowing us to help meet energy needs, but also allowing Parex to take a leading role in investing in people and technology to advance ESG initiatives for long-term success.



**Imad Mohsen**  
President & CEO



## Letter from the President & Country Manager, Parex Resources Colombia

As we issue our 2023 Sustainability Report, we celebrate 15 years of operations in Colombia where we have built a reputation as a safe, reliable operator as well as a partner and employer of choice. Our commitment to Colombia is reflected every day, through our strategic growth plans, which are aligned with the country's needs, our relationships with Colombian-based partners, and our community initiatives where we share benefits derived from operational activities.

### Safety First

Operating safely and providing a healthy work environment for our staff is our top priority. Through embedded processes and policies, and rigorous health, industrial safety, and risk management programs, we work to ensure everyone goes home safely, every day. I'm proud of the work our team is doing to continuously improve performance; in 2023, we reduced our Lost Time Injury Frequency (LTIF) rate by 43% and ended 2023 with only one Motor Vehicle Accident (MVA). This progress can be attributed to our safety first mindset and robust programs, such as our Contractor Management Process and Road Safety Program, which continually build safety awareness and mitigate risk.

### Initiatives to Mitigate our Impact on the Environment

Through investments in technology, Parex continues to deliver projects that reflect our commitment to the environment near our operations. Previous renewable projects such as a solar farm in Cabrestero and a geothermal pilot in Rumba and Maracas, have been complemented with the construction of a co-generation facility at our Capachos gas plant. This facility, which was completed in 2023, will enable the asset to use its own heat as an energy source, partially offsetting our reliance on natural gas and leading to annual avoided emissions of ~3,000 tCO<sub>2</sub>e. It's innovative investments such as these, that help Parex drive continuous improvement in our environmental management – be that in emissions intensity, water usage or biodiversity initiatives.

These technical projects happen in parallel with projects that provide renewable energy and access to high quality water for local communities. I'm pleased to say that during the year, we continued to progress our Water for All and Energy For All programs, investing in eight community infrastructure projects in Colombia.

### Operating Across Colombia

An important operational priority in 2023 was to expand our operations into new regions, previously reticent to oil and gas development, particularly in the Arauca Department. As part of this growth, we faced temporary blockades and operational suspensions, driven by external demands not necessarily related to our operations. These challenges gave us the opportunity to strengthen our relationships with local communities and authorities, understand their concerns and find win/win solutions that allowed operations to proceed while also supporting local development. We firmly believe that our activities in regions across Colombia will bring progress and an improved quality of life for our neighbors.

### Leaving a Trademark where we Operate

An important element of our community investment strategy is Colombia's Work for Taxes program. Parex is a strong proponent of the program, and I'm proud to say that in 2023 we executed US\$15.7 million in projects. During the year, we were also granted the country's largest Work for Taxes project to date, where machinery sets will be provided to five municipalities of the Arauca department to help the community enhance and maintain local road infrastructure, especially during the winter season. We envision that our Work for Taxes participation will continue to grow, and I am looking forward to surpassing US\$100 million in cumulative investment through this program in the coming years.

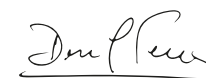
### Rising to the Challenge

I would like to express my gratitude to each member of our Parex team. Their commitment, tireless effort, and dedication throughout 2023

has been extraordinary. The first half of the year presented significant challenges, particularly with the suspension of our operations in the department of Arauca due to external factors. While some of us focused on engaging stakeholders at various levels to find a solution, others ensured safe operational continuity in other regions of the country. This level of commitment is invaluable and has been a cornerstone of our success, paving the way for new projects and opportunities.

### Building on our Reputation

The results achieved by Parex in the last 15 years have been made possible by our talented team, the trust of our partners and investors, and the support of the authorities and local communities. The way we have executed those activities has shaped our reputation and become one of our most valuable assets. I invite you to read more about our commitment to the community and the environment in this report, and I look forward to growing our operations in Colombia; continuing to deliver positive results in the coming years.

**Daniel Ferreiro**  
President & Country Manager  
Parex Colombia



# ESG Performance Highlights

## 2023 Performance at a Glance

At Parex, we are committed to driving continuous improvement in our ESG performance. To do this, we are committed to transparent disclosure on our health, safety, environmental and social performance, which outlines how we are doing, and where we need to improve.

### Environment

Investments in technology across our operations improved methane emissions monitoring, reduced GHG emissions intensity and enabled the application of renewable energy solutions.

In 2023, we decreased flaring by 5%; achieved a 4% YoY reduction in emissions intensity; and reduced both freshwater withdrawal and consumption volumes. We also invested in community infrastructure, enabling greater access to clean water and energy for local communities.

**39%**

cumulative reduction in scope 1 & 2 GHG emissions intensity from 2019 level

**4,700+**

community members gained access to clean water & power from renewable energy

**6%**

annual reduction in fresh water consumption

**98%**

YoY reduction in oil spills from operations

### Social

Parex achieved new health and safety milestones throughout the year, and enhanced our internal and external programs to engage our employee population and community stakeholders.

In 2023, we progressed our Contractor Management Health and Safety Process, ensuring all third party vendor practices align with the Company's health and safety standards. We continued to invest in our people and local stakeholders, increasing our employee population by 5% and investing \$20.7MM<sup>1</sup> US in the communities where we operate.

**43%**

YoY decrease in lost-time injury frequency

**102,000+**

people benefitted from our social investments

**24%**

of Parex leaders were women

**43**

prior consultation meetings held with over 1,300 members from local indigenous and ethnic communities

### Governance

In 2023, Parex demonstrated governance progress in Board diversity and policy management.

In line with our commitment to drive strong corporate governance and transparency, Parex made significant improvements to its Whistleblower Program, ensuring employees and stakeholders are aware of, and know how to, submit their concerns.

**50%**

of Board committee chairs are women<sup>2</sup>

**25%**

of short-term incentives linked to ESG performance metrics

**500+**

hours of employee cybersecurity awareness training

**\$400MM US**

paid in royalties and taxes

For our 2023 financial and operating results, we refer all interested parties to our [Q4 2023 Financial Statements and MD&A](#), accessible via the corporate website and SEDAR+.

<sup>1</sup>Includes \$4.97MM in social investment and \$15.7MM in Work for Taxes projects; and is the finalized number.

<sup>2</sup>50% currently and at December 31, 2023.



**ESG Performance Ratings<sup>3</sup>**

We are recognized as a top-tier ESG performer:

**Morningstar Sustainalytics**

As of July 2024, Parex received an ESG Risk Rating of 21.7 from Morningstar Sustainalytics and was assessed to be at Medium Risk of experiencing material financial impacts from ESG factors [on a scale of 0 (negligible risk) to 40+ (severe risk)].

**21.7**

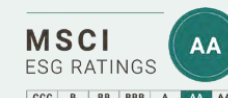
Top Quartile Global Exploration and Production (E&P) companies  
(6 of 166)

**Morgan Stanley Capital International (MSCI)**

As of July 2024, Parex received a rating of AA (on a scale of CCC-AAA) in the MSCI ESG Ratings assessment.

**AA**

80<sup>th</sup> Percentile MSCI ACWI Index constituents, Oil & Gas E&P

**S&P Corporate Sustainability Assessment (CSA)**

As of December 26, 2023, Parex scored 56 out of 100 in the 2023 S&P Global Corporate Sustainability Assessment. The Company performed in the 90<sup>th</sup> percentile of the OGX Oil and Gas Upstream and Integrated Industry.

**56**

Top Quartile of OGX Oil & Gas Upstream & Integrated



**Casanare**  
LLAN-32, Kananaski



<sup>3</sup>As of July 17, 2024. For additional information, see advisory note.



# About Parex

GRI 2-1, 2-6, 2-7 • SASB EM-EP-000.A, EM-EP-000.C

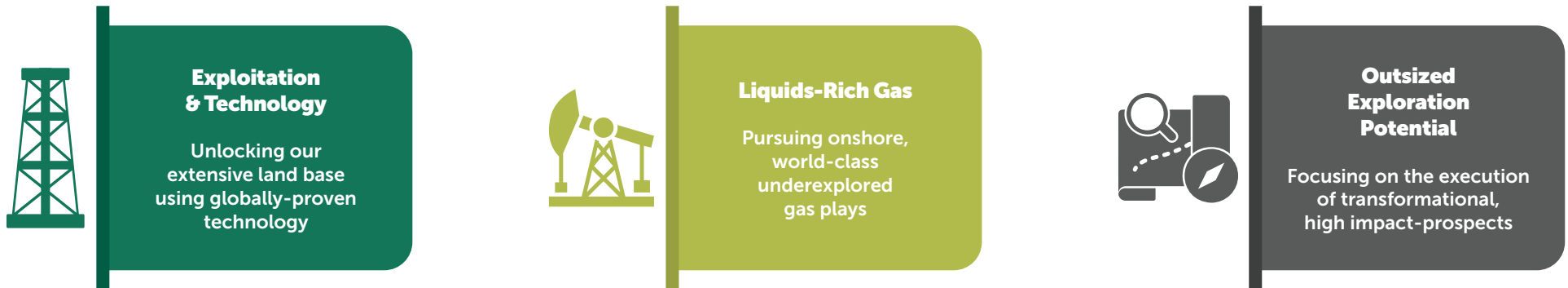
## Delivering Safe, Sustainable Operations

Parex Resources is the largest independent E&P company in Colombia, focused on sustainable, conventional oil and gas production. With headquarters in Calgary, Canada, and an operating office in Bogota, Colombia, Parex has a track record of partnering with community stakeholders to achieve lasting local benefits and strong total shareholder returns.

We are members of Jantzi Social Index (JSI) and the S&P/TSX Composite ESG Index and we are listed on the Toronto Stock Exchange under the symbol PXT.

## Our Growth Strategy

At Parex, we are committed to delivering on our track record of total shareholder returns while providing long-term benefits to the communities where we operate. We do this by executing on all three elements of our growth strategy:



## Parex at a glance (as of December 31, 2023)



**5.71 million**  
gross acres  
of land



**39**  
exploration and  
development blocks



**54,356<sup>4</sup>**  
**boe/d**  
produced



**449**  
total  
employees



**1,288**  
contractors and  
suppliers in the  
supply chain

[See our Corporate Profile to learn more.](#)

<sup>4</sup>Includes light crude oil and medium crude oil: 8,417 bbl/d; heavy crude oil: 45,163 bbl/d; and conventional natural gas: 4,656 mcf/d. Production mix: 99% oil and 1% natural gas.



# Our Operations

## Diversified Portfolio with Running Room for Growth

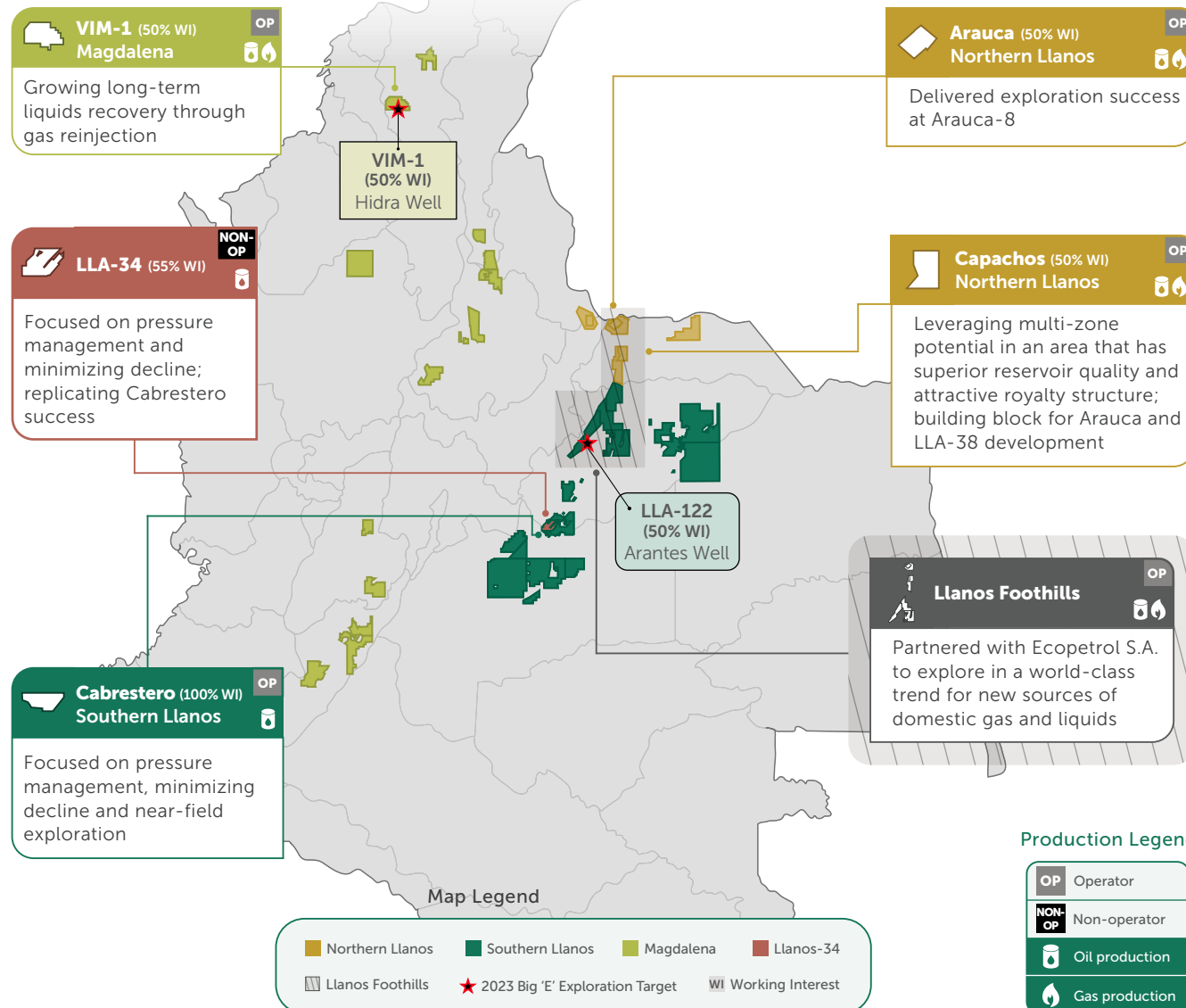
We are committed to strategically growing our business in Colombia and have taken decisive steps to transform the Company into a Colombia-wide operator. By expanding our portfolio across product types and investing in a pipeline of current and future projects, we are delivering the energy people need, while generating shared benefits for our communities and stakeholders. The Company's assets and activities are located onshore in the Llanos and Magdalena basins.

## Growing our Footprint

In 2023, Parex achieved another milestone in the Northern Llanos, making a discovery at Arauca-8 and delivering first production from the region. By working collaboratively with local communities, we continue to diversify our portfolio across Colombia into new, exciting plays in high-potential regions.

## Becoming a Strategic Partner

In 2023, we continued to progress our strategic partnership with Ecopetrol, Colombia's national oil company, which culminated in the signing of definitive agreements to explore the country's high-potential Llanos Foothills trend in April 2024. These agreements consolidate Parex's and Ecopetrol's position along the Foothills, through the creation of a mutual area of interest, to explore for new sources of domestic gas across eight blocks. Importantly, the agreements are in alignment with current Colombian government objectives to secure gas supply and support their country's energy security initiatives.

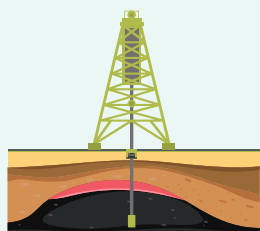


# Our Value Chain

GRI 2-6



We strive to ensure that the activities and processes within our value chain meet industry best practices, from the evaluation of a hydrocarbon project's potential to the sale of crude oil and natural gas to domestic and international markets.



## Project Evaluation & Exploration

### PARTICIPATED IN

**4** gross exploration wells

**112.5 MMboe**  
in gross proved reserve

### ENGAGED

**9** indigenous ethnic communities in prior consultation processes



## Development & Production Operations

### PRODUCED

**19.8 MMboe**  
(54,356 boe/d)<sup>5</sup>

### PRODUCTION MIX

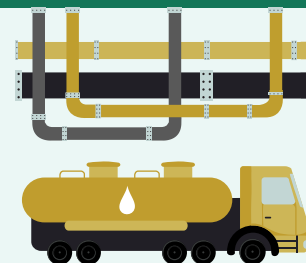
**99% oil 1% gas**

### SPENT

**US\$650 MM**  
in goods and services in Colombia

### EVALUATED

**125** contractors against safety, technical, and and environmental and social key performance indicators (KPIs)



## Transportation & Marketing

### DELIVERED

**17.5 MMbbls<sup>6</sup>**  
of crude oil to transfer points by pipeline (75%) and trucks (25%)

**13.5 MMbbls**  
of crude oil sold to domestic market crude

and

**4.0 MMbbls**  
sold to international market

### SOLD

**283 Mboe**  
of natural gas



## Decommissioning & Abandonment

### RECLAIMED

**5.8 hectares**

### ABANDONED

**13**  
wells

### DECOMMISSIONED

**4**  
pads

### REMEDIED

**0** oil spills

<sup>5</sup>Includes light crude oil and medium crude oil: 8,417 bbl/d; heavy crude oil: 45,163 bbl/d; and conventional natural gas: 4,656 mcf/d. Production mix: 99% oil and 1% natural gas.

<sup>6</sup>Volume of transported and sold crude oil excludes 2.1 MMbbls in royalties, high price share royalty, and X-factor, which if included result in 19.6 MMbbls of crude oil sales



# Our Approach to Sustainability

GRI 2-22

**At Parex, we are taking active steps with the aim to reduce our GHG emissions intensity while supporting the delivery of global energy needs and shared benefits to the communities where we operate.**

## Overview of ESG Strategy

Our ESG strategy focuses on four areas that support our ability to meet our goals, while addressing stakeholder concerns and priorities.

ESG Focus Areas	Goals & Targets	Status	2023 Progress	Page
<b>Strengthening Communities</b> <i>Invest 1-2% of yearly capital in community initiatives and local economic development projects (including Work for Taxes)</i>	<b>2023 Goal:</b> Launch Community Investment (CI) Program across all locations.	Achieved	Launched our Calgary-based "Parex Shares" CI program, which was built on our Colombia-based CI program.	45
	<b>2024 Goal:</b> Measure the impact of selected community projects and assess potential targets for enhancing the impact of investments (based on results of pilot in progress).	On track	Evaluated the social return on investment on 13 community initiatives in the Casanare and Magdalena departments.	48
	<b>2025 Goal:</b> Complete human rights due diligence (pilot project in progress), expand risk assessment and outline plan to address findings.	On track	Completed a Human Rights Impact Assessment Pilot Project and outlined a work plan to address identified potential negative impacts.	62
	<b>2025+ Goal:</b> Assess initiatives to promote economic development within communities after closures.	Under evaluation		–
<b>GHG Emissions &amp; Climate Strategy</b> <i>Manage GHG emissions intensity rate while meeting global energy needs</i>	In June 2024, the Canadian government passed amendments to the Canadian Competition Act which has created significant uncertainty for how companies with environmental targets can publicly communicate their progress. Until more clarity is provided by the Canadian Competition Bureau about how the new law will be interpreted and enforced, we have made the decision to temporarily omit certain information related to forward looking GHG reduction targets from our 2023 Sustainability Report.			19-31
<b>People &amp; Culture</b> <i>Foster an engaged workforce; achieve year-over-year improvements in annual employee engagement score</i>  <i>Build a diverse and inclusive work environment; maintain inclusion in Bloomberg's Gender-Equality Index</i>	<b>2023 Goal:</b> Enhance YoY DE&I awareness, delivering two training sessions per office location on inclusion in 2023.	Achieved	Approximately 20% of employees participated in cross-cultural awareness training. In addition, all our employees have access to a wide range of DE&I programs through Parex's learning platform.	56
	<b>2024 Goal:</b> Develop succession plans for all senior leadership roles; 100% of succession candidates for senior leadership roles will have individual development plans (IDPs) by end of 2024.	On track	Completed our first formal Talent Review & Succession planning exercise. Outputs from this activity will inform the 2024 IDP requirement.	52
	<b>2024 Goal:</b> Achieve ISS Board Racial/Ethnic Diversity disclosure requirements.	Achieved	Parex's directors voluntarily self-disclosed if they identified as being ethnically and/or racially diverse. When combined with gender diversity, 40% of the Parex Board identifies as diverse (gender or racial/ethnic, or both).	70
	<b>2025+ Goal:</b> Continued external assessment of regulatory trends and practices on DE&I to improve strategy and approach to disclosure.	Ongoing	We continue to stay informed on regulatory trends through employment law updates and partnerships with external experts (Chamber of Diversity – Colombia).	–
<b>Water Stewardship</b> <i>Use water responsibly as a trusted neighbour</i>	<b>2023 Goal:</b> Complete water footprint assessment and develop management plan.	Achieved	Completed water footprint assessment; currently reviewing results and undergoing assurance process.	33
	<b>2024 Goal:</b> Set water management objectives and associated action plans.	On track		
	<b>2025 Goal:</b> Implement water management initiatives to make progress against established objectives.	On track		

# Materiality and Stakeholder Engagement

GRI 2-29, 3-1, 3-2

**At Parex, we are committed to building long-term relationships with our stakeholders, rooted in meaningful dialogue, trust, and respect as outlined in our Corporate, Social & Responsibility (CSR) Policy.**

 See our CSR Policy.

## Process for Determining Material Topics

The 2023 sustainability report is based on the results of a materiality assessment carried out in 2022. This assessment consisted of a four-step process:

Defining a long list of ESG topics through desktop research, including the:

- Review of Parex's previous materiality assessments
- Sector-specific peer benchmarking of ESG reports released in 2022
- Review of sector-specific sustainability frameworks, standards, surveys, and ratings

Validating the results of the assessment with Senior Management, including overall topic prioritization



*Parex's Board, the highest governance body, is responsible for reviewing and approving the reported information, including Parex's material topics.*

## ESG Material and Relevant Topics

Our materiality assessment highlights the increasing significance of two topics: Greenhouse Gas Emissions (GHG) and business continuity. GHG Emissions are covered under Greenhouse Gases and Climate Strategy, and business continuity is covered under Risk Management. In addition to the material topics identified in the materiality assessment, other topics have been included in the report to align with internationally recognized standards and frameworks relevant to the energy industry.

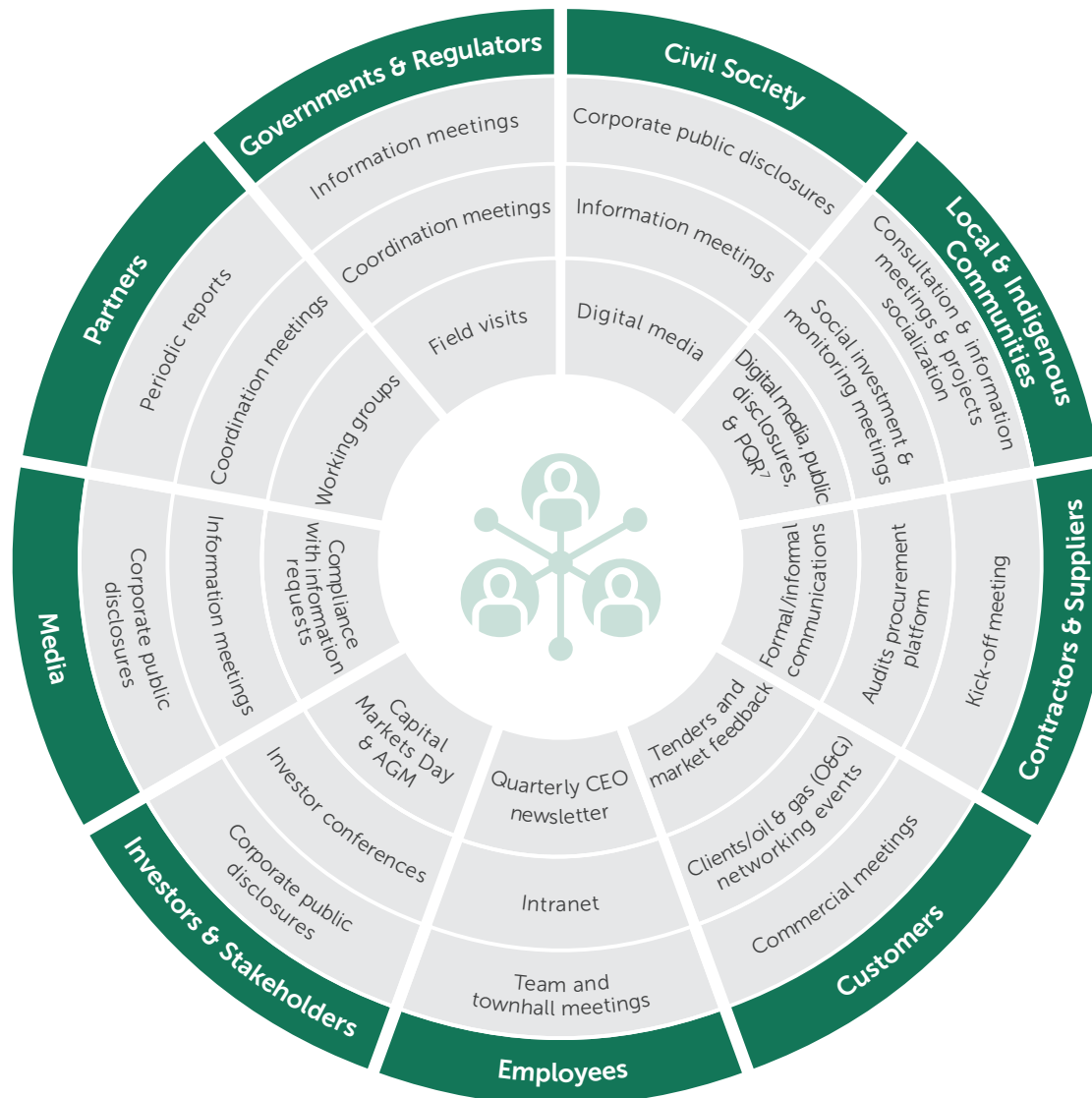
	Environment	Social	Governance
Material Topics (ESG Focus Areas)	<ul style="list-style-type: none"> <li>• GHG emissions and climate strategy</li> <li>• Water stewardship</li> </ul>	<ul style="list-style-type: none"> <li>• Strengthening communities</li> <li>• People and culture</li> </ul>	
	<ul style="list-style-type: none"> <li>• Biodiversity, land use and reclamation</li> </ul>	<ul style="list-style-type: none"> <li>• Health and safety</li> <li>• Human rights and labour relations</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate governance and ethics</li> <li>• Business continuity</li> <li>• Cyber security and data privacy</li> <li>• Economic performance</li> </ul>





## Our Stakeholders

We identify stakeholders based on specific criteria including proximity, responsibility, tension, (inter)dependence, influence, and representation. We review our stakeholder list periodically, taking our business and social dynamics into context to ensure we are proactively updating our list of stakeholders and effectively addressing their expectations. We have dedicated communication channels for our stakeholders as outlined below.

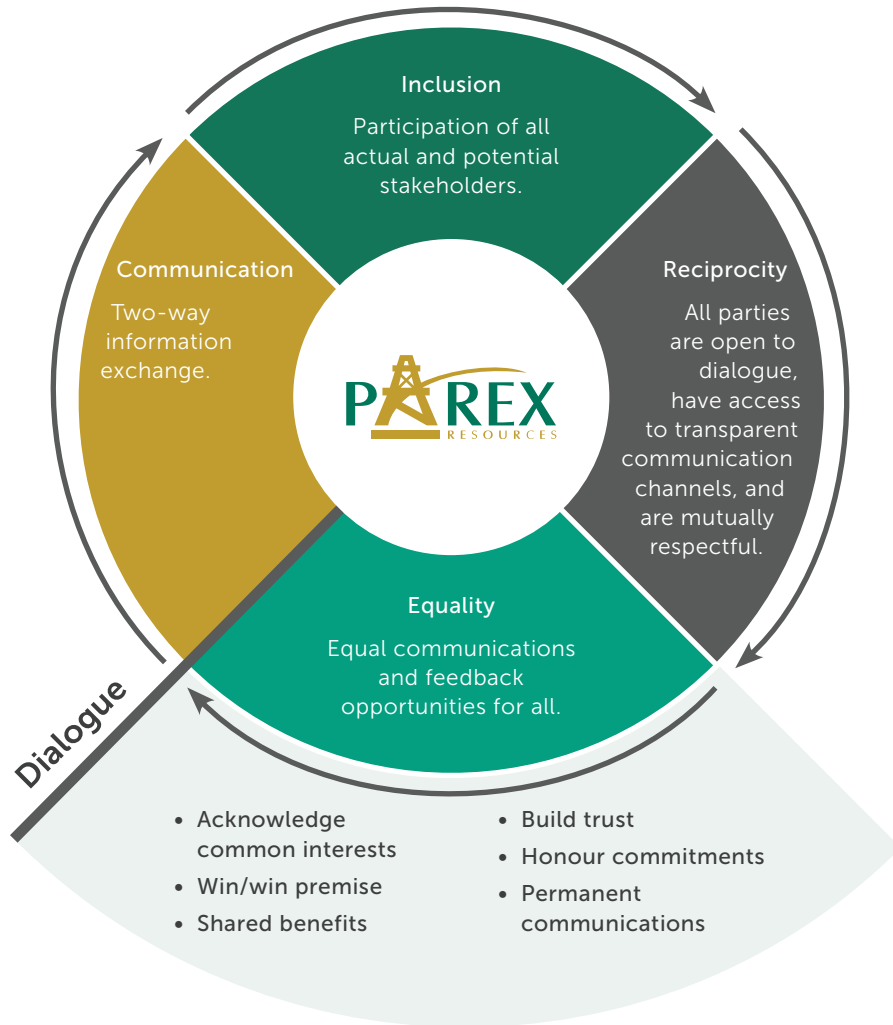


<sup>7</sup>Peticiones, quejas y reclamos (PQR grievance mechanism). In English: "Petitions, complaints & claims."

## Valuing Participation and Dialogue

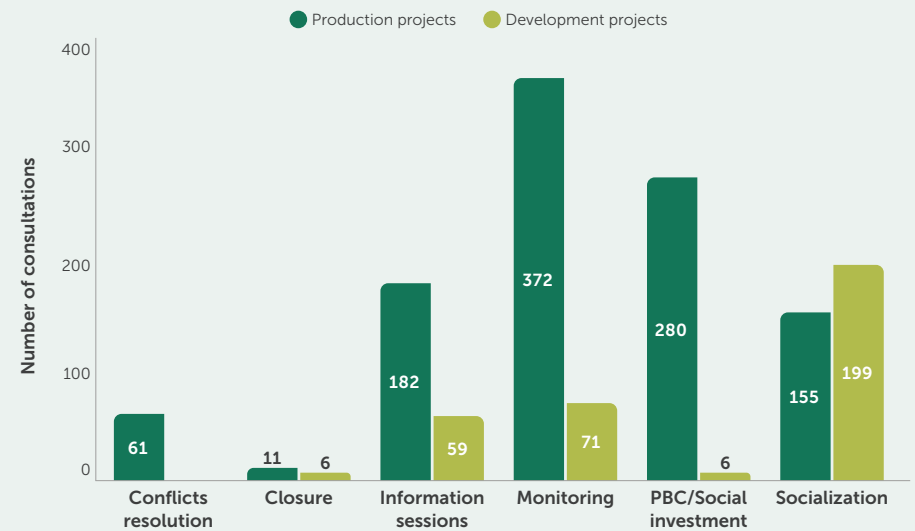
When working with local stakeholders, we tailor our approach to engagement based on their needs and the nature of our interactions, including topics discussed and key priorities of each group. This allows us to best understand stakeholders' interests, concerns, and expectations around project(s), which helps inform our approach to identify shared opportunities and effectively address potential impacts.

**Internally, we use the following communication practices when engaging with our stakeholders:**



In 2023, we held 1,402 community consultations with local stakeholders; 76% of the consultation meetings were carried out in 21 blocks with active production, and 24% in 12 blocks with active development projects.

Number & Type of Consultation Meetings Held with Community Stakeholders





# Our Contribution to SDGs

As member of the United Nations Global Compact, our ESG strategy, including environmental and social investment projects, are aligned with the Sustainable Development Goals (SDGs). This enables us to prioritize and measure our contributions towards local, national and global targets, and to understand our impact in the regions in which we operate and invest.



Approximately **~500,000** people benefited from programs that are aligned with Sustainable Development Goals

In 2023, we invested in projects that reached **~500,000 community members** while progressing our contributions to the Sustainable Development Goals.

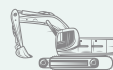
## Top 5 2023 SDG Activities



**~369,000** people benefited from projects completed under the national government's Work for Taxes program 17.17



Projects that promote peaceful and inclusive societies in Colombia, working in partnership with the national government



Construction equipment



Equipment for Child Development Centers (CDI)



Rural water infrastructure



**~9,500** people benefited from home improvements, water access and facility improvements 11.1



**~26,200** people benefited from community and government infrastructure improvements 11.3



### Other Projects



**695** people benefited through the *Energy for All* program 7.1



**21,300+** students benefited from equipment for Casanare and Arauca Child Development Centers (CDI) 4.2



**~47,500** people benefited gaining access/improved supply to safe water supplies 6.1 6.1.1 6.2.1

Part of the total beneficiaries

**~4,000** people benefited Volunteer project *Water for All* program 6.1.1



**~27,700** trees planted in reforestation programs 15.2.1



### Biodiversity Efforts

**600**

Turtles released An endangered species according to IUCN Red List 15.5



**~550,000**

Hectares Monitored Jaguar Conservation and Management Plan Project 15.5



**~25,000**

Hectares Study of ichthyic fauna (fish) 15.1



**US\$~20,700,000**

Total investment in programs that impact Sustainable Development Goals

94%

**US\$~19,500,000**

Total resources per commitments

**US\$~1,200,000**

Total voluntary resources 6%

# Environment

Ensuring that we manage our environmental impacts in the communities where we operate is foundational to how we work. By investing in new technology, engaging community stakeholders, and creating robust business plans, we are committed to continuously improving our environmental performance.

## In this section

Greenhouse gases and climate strategy	19
Water stewardship	32
Biodiversity, land use, and reclamation	38

## 2023 Performance Results

**39%**

cumulative reduction in  
scope 1 & 2 GHG emissions  
intensity from 2019 level

**4,700+**

community members gained  
access to clear water & power  
from renewable energy

**6%**

annual reduction in fresh  
water consumption

**98%**

YoY reduction in oil spills  
from operations



1

### Implementing a robust environmental management system

- 100% of operating activities<sup>8</sup> are [ISO 14001:2015](#) certified and audited annually
- Our Integral Health, Safety, and Environment (HSE) Policy outlines our commitment to mitigating and managing the environmental impacts associated with our operations
- We develop environmental management plans for each of our projects to ensure responsible resource development

2

### Continuously exploring and implementing opportunities that aim to reduce the carbon intensity of our exploration and development activities by:

- Driving operational efficiency across our operations
- Investing in new technologies, infrastructure, and solutions
- Identifying opportunities for grid connectivity and renewable power generation

3

### Minimizing our water intake while maximizing clean water access by:

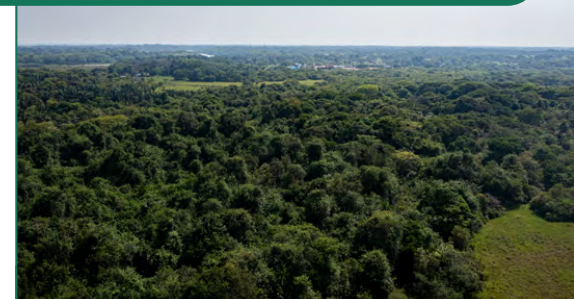
- Introducing new technology to improve water reuse and recycling levels across our business
- Investing in water services and infrastructure projects to enhance community access to safe and clean water

4

### Fostering the promotion, protection, and preservation of biodiversity in the areas where we operate by:

- Gaining insights and building community awareness of species at risk near our operations
- Partnering with local stakeholders and NGOs to establish conservation plans that promote biodiversity and habitat restoration
- Investing in education (for employees and stakeholders) to support long-term conservation efforts

## Relevant Policies & Documents



Environmental Impact Assessments

Integral HSE Policy

ISO 14001:2015

Water Policy

<sup>8</sup>Include all Parex's exploration, production, commercialization, and transportation of oil and gas products.

# Greenhouse Gases and Climate Strategy

GRI 3-3, 11.1.1 • SASB EM-EP-110a.3

**We are taking active steps with the aim of reducing our GHG emissions intensity (scope 1 & 2) while supporting the delivery of global energy needs.**

Our approach to emissions management is founded in our corporate emissions reduction targets set in 2021. By developing new processes to drive operational efficiencies, investing in new technology to manage emissions, and identifying opportunities for grid connectivity and renewable power generation, we are actively working to progress our emissions management mandate. In addition, we continue to invest in technology and infrastructure to reduce routine flaring across our operations.

## **Our Commitment to Managing Emissions**

GRI 305-5, 11.2.3 • TCFD Metrics and Targets Recommended Disclosure (c)

Parex remains committed to taking actions that aim to reduce our impact on the environment. Progressing work to manage our GHG emissions intensity and related ambitions represents an important component of our efforts. This report contains information related to our past performance as well as progress we are making on current projects that are making a difference in managing our emissions intensity.

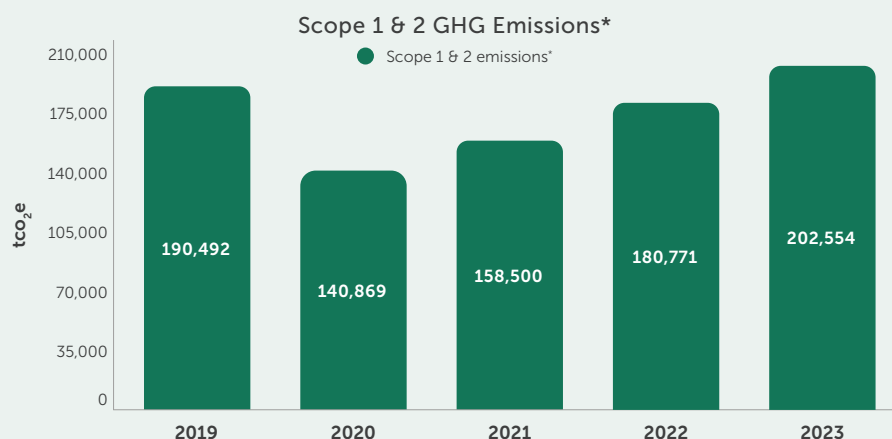
In June 2024, the Canadian government passed amendments to the *Canadian Competition Act* which has created significant uncertainty for how companies with environmental targets can publicly communicate their progress. Until more clarity is provided by the Canadian Competition Bureau about how the new law will be interpreted and enforced, we have made the decision to temporarily omit certain information related to forward looking GHG reduction targets from our 2023 Sustainability Report.



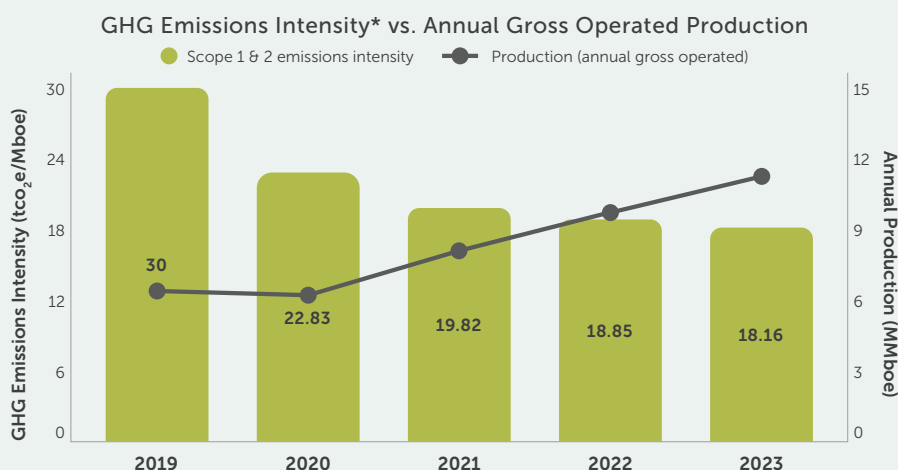
## Emissions Performance<sup>9</sup>

GRI 305-1, 305-2, 305-4, 11.1.5, 11.1.6, 11.1.8 • TCFD Metrics and Targets Recommended Disclosure (a), Metrics and Targets Recommended Disclosure (b)

In 2023, operated scope 1 and 2 absolute emissions were 202,554 tCO<sub>2</sub>e, representing a 12% YoY increase, due to production growth compared to 2022. While our absolute emissions increased YoY, Parex's operated scope 1 and 2 GHG emissions intensity declined 4% YoY; resulting in a cumulative reduction of 39% compared to 2019.



\*2019-2021 emissions are factor based; whereas, 2022 onward are based on OGI measurements



\*2019-2021 emissions are factor based; whereas, 2022 onward are based on OGI measurements

In 2023, we experienced a YoY decline in GHG emissions intensity at our Capachos and Cabrestero blocks, the two largest producing assets in our portfolio. At Capachos, we reduced flaring volumes by increasing natural gas processing and treatment capacity. At Cabrestero, GHG emissions intensity declined due to higher energy consumption from the national electricity grid, offsetting natural gas consumption.

While we also reduced our emissions intensity from LLA-26, LLA-32 and Los Ocarros through operational efficiencies, higher production at other blocks increased their emissions intensity YoY.

Area	Block and Facility	Scope 1 Emissions (tCO <sub>2</sub> e)	Scope 2 Emissions (tCO <sub>2</sub> e)
Arauca	Capachos & Arauca	36,312.8	70.4
Casanare	Cabrestero, LLA-26, LLA-30, LLA-40 & Los Ocarros	105,799.6	2,750.9
Cesar	Fortuna	40.4	0
Magdalena	VIM-1	42,471.5	0
Santandar	Aguas Blancas & Boranda	14,538.1	0
Offices	Calgary & Colombia	287.0	283.2
<b>Total</b>		<b>199,449</b>	<b>3,105</b>

In 2023, 25% of direct GHG emissions came from gas flaring. Through our proactive efforts to reduce flaring emissions, we have achieved a 48% reduction in flaring emissions from 2019 levels of 96,410 tCO<sub>2</sub>e to 2023 levels of 50,630 tCO<sub>2</sub>e. We have accomplished this by increasing gas treatment to avoid flaring.

### Distinguishing emissions

- Absolute emissions:** Represent the actual GHG emissions released into the atmosphere as a result of the Company's activities.
- GHG intensity:** Represent GHG emissions per unit of production (per boe) to measure performance over time. GHG intensity can also be used to benchmark performance comparative to our peers.

<sup>9</sup>Emissions calculated in accordance with GHG Protocol and IPCC guidance; reported intensities are based on gross operated production or working interest production; Scope 1, 2 and 3 emissions externally verified (reasonable assurance) in accordance with ISAE 34010 verification standard.



## A Closer Look at Our Direct Emissions

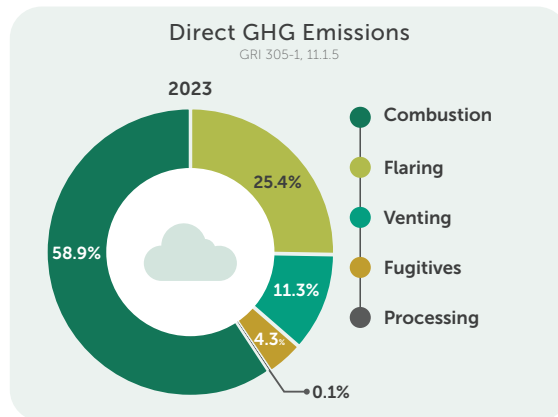
Increased production in 2023 resulted in direct emissions from most sources increasing YoY. Two sources where we did not experience increases were flaring and fugitive emissions:

- **Flaring volumes**

Parex achieved a 5% decrease YoY. This is mainly attributed to infrastructure upgrading and expansion at our Capachos gas processing plant and the introduction of gas reinjection at our La Belleza field.

- **Fugitive emissions**

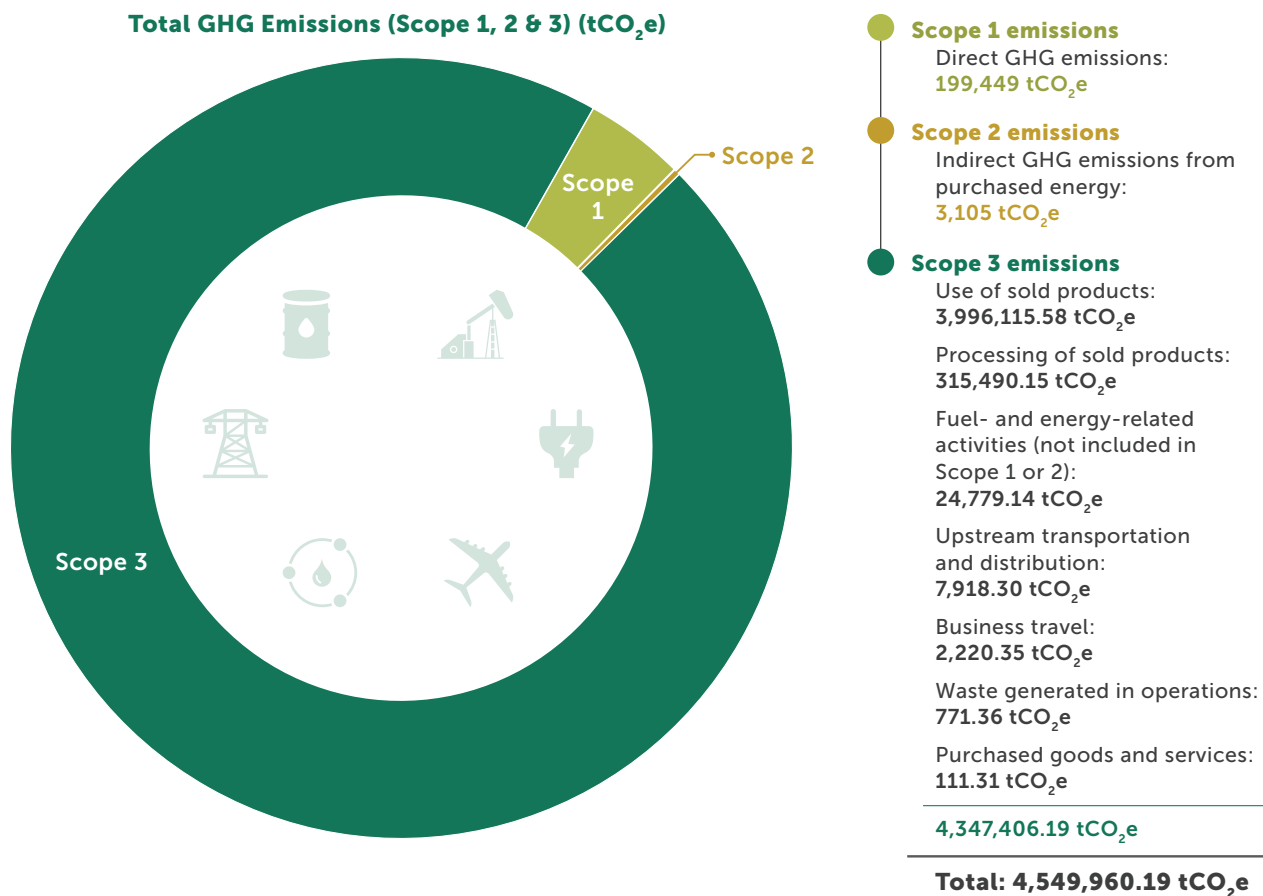
Parex achieved a 3% decrease YoY, which can be attributed to commencing repair leak activities across the majority of our operations.



## Understanding Scope 3 Emissions<sup>10</sup>

GRI 305-3, 11.1.7 • TCFD Metrics and Targets Recommended Disclosure (a) Metrics and Targets Recommended Disclosure (b)

Scope 3 emissions represent other indirect emissions from sources not owned, but linked to our business (e.g. crude transportation and use of sold products). While Parex's priorities are focused on managing GHG emissions intensity within our own business (scope 1 & 2), we continue to work to expand our understanding of our indirect emissions (Scope 3). In 2023, we saw a 19% YoY increase in Scope 3 emissions, which can be attributed to production growth.



In 2023, we progressed our understanding of indirect GHG emissions (scope 3) and conducted an analysis to validate the coverage of scope 3 emission categories that Parex accounts for. This exercise is aligned with ISO 14064-1 recommendations; the results showed that eight out of 14 indirect emissions categories are significant to the Company's current business model and strategy.

In addition, we have included ozone precursor gases in our reasonable assurance process of GHGs and other emissions. We initiated this process to better understand how gases such as NO<sub>x</sub>, SO<sub>x</sub>, and VOCs affect air quality in our operations and identify opportunities to ensure air quality levels meet current regulatory framework recommendations.

<sup>10</sup>Emissions calculated in accordance with GHG Protocol and IPCC guidance; reported intensities are based on gross operated production or working interest production; Scope 3 emissions externally verified (reasonable assurance) in accordance with ISAE 34010 verification standard.

## Taking Action: Managing Emissions Intensity

GRI 305-5, 11.2.3

We are continuously exploring opportunities and implementing initiatives to manage the carbon intensity of our exploration and development activities. Our GHG Projects' Team is responsible for evaluating new technologies and testing their feasibility. Ongoing studies range from assessing the feasibility of new alternative energy sources to nature-based solutions; results are reviewed and moved into pilot programs as deemed appropriate. To date, the Company has implemented a number of successful emissions reduction programs, including cogeneration as an alternative fuel source, transitioning specific facilities to natural gas, and introducing renewable power installation where viable (solar and geothermal).

In 2023, the GHG Projects' Team evaluated the marginal abatement carbon cost to identify and prioritize emission management projects based on a technical and economic feasibility.

Initiatives under consideration include:

- Gas recovery from venting;
- The use of residual heat as an energy source;
- Increasing gas treatment to reduce gas flaring;
- Integrating renewable energy in our operations; and,
- Evaluation of nature based solutions such as agroforestry projects, carbon sequestration, hydrogen production, and carbon capture use and storage system.

Several emission management initiatives carried out and/or completed before or during 2023 have enabled Parex to reduce its emissions intensity levels. In 2023, we avoided 188,473 tCO<sub>2</sub>e of scope 1 and 3 emissions largely due to increasing our gas processing capacity at Capachos and connecting our Cabrestero field to the electricity grid.

**During 2023, we progressed two initiatives that, if successful, will improve our emissions footprint:**

- Using cogeneration as an alternative fuel source
- Transforming residual gas that is flared into a fuel



Learn more about cogeneration in this report.

Reduction initiatives	Projects	Estimated GHG Emissions Avoided (tCO <sub>2</sub> e)
Scope 1		
Use of produced gas	Continued initiatives in Capachos, La Belleza & Aguas Blancas fields that are enabling the processing and treatment of natural gas to sell compressed natural gas (CNG) and avoid flaring.	176,681
Renewable energy	Brought the first solar farm in the Casanare department on stream from Parex's Cabrestero block to supply part of the facility's energy demand.	2,479.4
Electrification	Cabrestero's grid connection displaced need for natural gas as a fuel by connecting field to Colombia's national electricity grid (primarily composed of renewable energy sources: ~70% hydroelectricity).	5,343.2
Permanent Magnet Motors (PMM)	Energy efficiency pilot: reduced the energy demand from oil wells by replacing conventional induction motors with permanent magnetic motors in electro-submersible pumping systems (ESP).	337.3
Total scope 1 emissions avoided		184,840.9
Scope 3		
Flowlines	Introduced connection lines at Capachos and Llanos 32. Started up the ODESCA flowline to sell oil produced from Cabrestero.	2,779
Efficient lighting	Reduced fuel consumption in drilling rigs from light fixtures replacements.	853
Total scope 3 emissions avoided		3,632



## Managing Methane Across our Operations

Our methane reduction plan utilizes new technology to detect and control fugitive and venting emissions, enhance leak condition monitoring, and introduce better preventative maintenance of facility equipment. Following progress made in 2022, in 2023, we invested in engineering and design equipment.

In 2023, we finalized the first phase of our methane detection program by measuring and quantifying fugitive and venting emissions using Optical Gas Imaging (OGI) and Quality Optical Gas Imaging (QOGI) technology across our operations. We also commenced the second phase of the project by installing venting recovery systems in economically viable facilities. We expect this work to be completed in 2024. Upgrading these facilities is expected to reduce methane emissions, which represents one of the main sources of scope 1 emissions.

During the year, Parex also made advancements to comply with Resolutions 40066/22 and 40317/23, introduced in Colombia in 2022. The resolutions require oil and gas companies to manage and reduce fugitive, venting and flaring emissions by 2024. Our activities included:

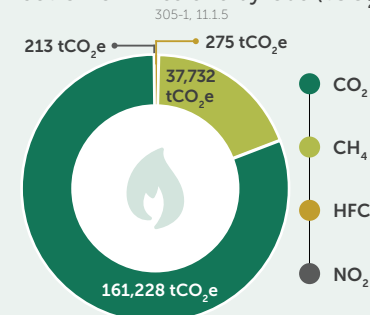
1. **Proactively developing a Leak Detection and Repair (LDAR) Program:** This program and action plan was prepared in 2023 and submitted to regulators in May 2024. The report, which is based on results from the 2022 OGI/QOGI detection and quantification, discloses Parex's fugitive emissions baseline and outlines steps the Company is taking to reduce leaks from operations.
2. **Improving methane emissions detection:** Parex in partnership with Ecopetrol, ran a pilot program to carry out aircraft-based detection of fugitive and venting emissions in an effort to improve accounting accuracy.
3. **Initial assessment for measuring flare combustion efficiency:** In October 2023, our first diagnostic report on the operational status of flares in production fields was submitted to the regulators. It established a theoretically calculated flaring efficiency rate based on the [Methane Flaring Toolkit](#) guide. As we acquire access to technology that more accurately measures flaring efficiency, we will use this theoretical rate as a operational baseline for benchmarking our performance. In 2024, Parex is undertaking a review of existing technologies and methodologies.
4. **Recovering venting emissions:** In 2023, Parex installed venting gas recovery systems on four of 10 existing facilities to reduce atmospheric vents.

Methane represented 19% of our scope 1 emissions in 2023, compared to 20% in 2022. The reduction can mainly be attributed to Capachos, where we upgraded the facility's gas processing plant and at La Belleza, where we initiated gas reinjection. We also reduced methane from fugitive sources through our leak repair activities.

Key priorities going forward include:

1. Full and continuous implementation of our program to minimize leaks and emissions
2. Completing venting gas recovery systems installation in existing facilities
3. Improving flaring efficiencies based on measuring results in existing facilities

Direct GHG Emissions by Gas (tCO<sub>2</sub>e)



### Integral Climate Change Management Plan (PIGCCe)

#### Demonstrating Industry Leadership in Climate Commitments

In 2023, Parex was one of the first mining and energy companies to sign a Memorandum of Understanding (MOU) with the Colombian government to mitigate the impacts of climate change. The MOU, which is in support of the Comprehensive Climate Change Management Plan for the mining-energy sector (PIGCCe 2050), is aimed at establishing concrete actions and strategies that will contribute to Colombia's national climate change goals.



#### What's the PIGCCe?

PIGCCe 2050 is an instrument through which the Colombian Ministry of Mines and Energy identifies, evaluates, and guides the integration of GHG emissions management strategies into sectoral planning in support of Colombia's policies, regulations, and targets for 2050. As part of this program, the Ministry will require natural resource companies to submit their emissions reduction plans in support of PIGCCe targets for 2050. Parex has taken a proactive approach to consolidate the Company's emissions management initiatives and projects. In 2023, the Company developed the plan for submission to the Ministry in early 2024.

## Managing Routine Flaring

In 2023, we continued to categorize and monitor the volume of gas flared by type between “non-routine,” “safety” and “routine.” By improving our tracking of flaring type, we are building a better understanding of flaring from our operations, which will inform future behaviours. Categorizing flaring type is a critical first step in positioning Parex to control routine flaring in existing facilities.

### How do you differentiate flaring types?

Flaring occurs when excess gas from operations is burned. It is categorized into routine flaring, non-routine flaring, and safety flaring. Each type of flaring serves a different purpose and occurs under different operational circumstances.

**Routine flaring:** The controlled burning of natural gas that is produced as a byproduct during the extraction of oil and gas.

**Non-routine flaring:** The intermittent and unexpected burning of natural gas during events that disrupt normal operations in the oil and gas industry. Unlike routine flaring, which occurs regularly, non-routine flaring is typically associated with operational upsets or emergencies. Non-routine flaring can occur due to several reasons, including equipment malfunctions, maintenance and repairs, process upsets and emergency situations.

**Safety flaring:** A crucial process in the oil and gas industry, designed to manage and dispose of excess gases safely. Safety flaring is exercised to relieve pressure, in emergency response instances and during maintenance and shutdowns.

*(Source: World Bank and other industry sources)*

**In 2023, we estimated that approximately 43% of total flaring from operations were classified as “routine.”**

## Routine Flaring Action Plan

2022



### Classification of Flaring

- Assessed Parex’s operations
- Classified flaring into non-routine, safety and routine gas flaring volumes

2023



### Infrastructure Investment

- Expanded gas treatment capacity at Capachos
- Introduced Parex’s first gas reinjection project at VIM-1. This approach reduces flaring and improves the project net present value
- Continued to evaluate additional technologies and solutions to manage remaining gas flaring

2024

### Build on Progress

- Expand investment in gas facilities, both gas treatment and reinjection
- Implement identified solutions where applicable
- Evaluate economic and technical feasibility of initiatives to recover gas flaring in existing fields
- Continual improvement of engineering and design equipment on future gas recycling projects and other available solutions (e.g. portable CNG/Gas to Power)





## Scenario Analysis

GRI 11.2.1 • TCFD Strategy Recommended Disclosure (c)

We initiated a qualitative climate scenario analysis in 2021 as part of our efforts to publish our Inaugural TCFD Report. Using climate scenario analysis, we aim to enhance our understanding of risks, opportunities, and the potential financial impacts under different climate-related scenarios to test and inform our strategic planning, as well as provide insight into the resilience of the business.

In 2023, we updated and extended the 2021 climate scenario analysis to quantify potential financial impacts under different climate scenarios and to continue strengthening the Company's associated TCFD disclosure capabilities. The analysis focused on detailed Colombian variables from the 2022 IEA World Energy Outlook of the scenarios below as well as financial modelling to better understand the potential impact of selected climate-related risks and opportunities to corporate funds flow provided by operations under a range of assumptions, guided by scenario data. We are currently reviewing the quantitative scenario analysis' findings and plan to update our disclosures in the future.

Qualitative scenario analysis	Assumptions
Low emissions scenario	<ul style="list-style-type: none"> <li>Aligned with the IEA Net Zero Emissions by 2050 (NZE2050) scenario, the Intergovernmental Panel on Climate Change's (IPCC) Shared Socioeconomic Pathways (SSP) 1.9 scenario, and the Representative Concentration Pathway (RCP 2.6) scenario</li> <li>Global energy systems undergo significant transformation to limit climate change and global temperature increase to 1.4°C by 2100</li> <li>These transformations include widespread and stringent energy and climate regulations standards, developments in clean fuels and carbon capture technologies, and massive behavioural changes related to transportation (e.g., reduced air travel and full EV penetration)</li> <li>Colombia meets its net-zero target by 2050</li> </ul>
Moderate emissions scenario	<ul style="list-style-type: none"> <li>Aligned with the IEA Stated Policies scenario (STEPS), and the IPCC's SSP 4.5, and RCP 4.5-6.0 scenarios</li> <li>Global temperature rises above pre-industrial levels to 2.5°C by 2100</li> <li>Transition to low carbon and renewable technologies is slow and there is minimal behavioural change as global reliance on fossil fuels continues</li> </ul>





## Climate Risks and Opportunities

GRI 11.2.2 • TCFD Strategy Recommended Disclosure (a), Strategy Recommended Disclosure (b), Risk Management Recommended Disclosure (a), Risk Management Recommended Disclosure (c)

Recognizing the climate-related risks and opportunities that Parex may be exposed to, we are taking proactive steps to better understand how to increase the resilience of our business and strategy. Through our ERM process as well as climate scenario analysis, we identify the climate risks we consider to have the greatest potential impact on our business. For each risk listed below, key internal stakeholders at Parex help identify and articulate mitigation measures to put in place.

Physical risks		
Risk	Potential impacts on Parex	Current mitigation measures
Extreme weather events	<ul style="list-style-type: none"> <li>Stalled or reduced production and/or sales flow resulting from restricted access to operations and disruptions to Parex's supply chain and transportation networks</li> <li>Higher energy costs due to power supply system failures</li> <li>Repair and replacement costs associated with infrastructure and equipment damage</li> <li>Higher ongoing operating expenses due to insurance premiums</li> <li>Delays in payback and/or increased costs associated with exploration, development, and construction activities</li> <li>Obligations to ensure community access to essential resources</li> </ul>	<ul style="list-style-type: none"> <li>Robust Environmental Impact Assessments (EIA) to identify vulnerabilities within Parex's operational environment and supply chain, and opportunities to improve infrastructure and equipment resiliency</li> <li>Social programming to avoid risk of resource competition and retain social license to operate</li> <li>Programs aimed at promoting efficient use of water, including techniques to reuse water</li> <li>Emergency response plans which include the consideration of HSE, Parex's exposure to natural disasters</li> </ul>
Increased variability in precipitation patterns	<ul style="list-style-type: none"> <li>Higher costs of exploration, development, and construction due to longer execution times in wet conditions and/or disrupted supply chains</li> <li>Lost revenue potential resulting from operational shut-downs due to heavy rainfall and/or shorter operating seasons due to drought</li> <li>Higher water input costs due to baseline water stress</li> <li>Higher energy costs due to power supply system failures</li> <li>Repair and replacement costs associated with infrastructure and equipment damage</li> </ul>	
Increased average temperatures and frequency of extreme heat waves	<ul style="list-style-type: none"> <li>Higher operating expenses due to increased energy consumption for space cooling</li> <li>Compromised health, safety and well-being of Parex's workers resulting from extreme heat exposure</li> <li>Social unrest and/or competition for resources in surrounding communities resulting from water, energy, or food scarcity</li> </ul>	

## Climate Risks and Opportunities (cont'd)

Transition risks		
Risk	Potential impacts on Parex	Current mitigation measures
Changes in demand for oil and gas products	<ul style="list-style-type: none"> <li>Decreased revenue and/or volatility due to fewer and/or shorter-term purchasing contracts</li> <li>Projected return on investment for lower carbon energy investments become more attractive than for investments in oil and gas projects, reducing the availability of capital for future oil and gas related projects</li> <li>Reduced skilled candidate pool due to sector stigmatization</li> <li>Long-term asset devaluation</li> </ul>	<ul style="list-style-type: none"> <li>Parex's three-fold strategy will prepare the company for shifts in demand for oil and natural gas products, including exploration and technology, onshore liquids and gas potential, and outsized exploration potential</li> <li>Increasing the proportion of natural gas in Parex's product mix to capture a portion of growing demand</li> </ul>
Restrictive decarbonization mandates from investors, credit rating agencies, lenders, and insurers	<ul style="list-style-type: none"> <li>Reduced access to existing or prospective capital and insurance due to misaligned strategic priorities and objectives</li> <li>Increased human and financial capital requirements to articulate concrete decarbonization plans and meet other climate-related disclosure requirements and expectations</li> <li>Higher costs of debt due to debt interest rates being tied to environmental performance</li> </ul>	<ul style="list-style-type: none"> <li>Transparent disclosure of climate-related strategies, metrics, and targets</li> <li>On-going engagement with market stakeholders</li> <li>Collaboration with suppliers and business partners to identify and implement carbon reduction initiatives</li> <li>Review of emissions reduction technologies and renewable energy implementation opportunities on an on-going basis</li> </ul>
Changes to policies and/or regulations	<ul style="list-style-type: none"> <li>Decreased demand for products due to reduced competitiveness of oil and gas in the energy market resulting from regulations and/or incentives that favour low carbon energy sources</li> <li>Increased human and financial capital requirements to meet additional licensing, reporting, and GHG abatement/offsetting requirements</li> <li>Exposure to higher carbon taxes and higher direct and indirect energy costs</li> <li>Reduced levels of government support due to misaligned strategic priorities and objectives</li> </ul>	<ul style="list-style-type: none"> <li>On-going engagement with regulatory agencies and experts to remain aware of upcoming changes</li> <li>Exploring shadow carbon prices to new project planning</li> <li>Operational level energy source switching to solar energy, etc.</li> <li>Review of renewable energy implementation opportunities on an on-going basis</li> </ul>
Increased legal action on climate-related grounds	<ul style="list-style-type: none"> <li>Increased legal fees/fines associated with third-parties seeking compensation for losses, claims against Parex of inadequate disclosure of climate risks, public nuisance, etc.</li> <li>Legal action against key stakeholders impacting Parex's supply and value chain</li> <li>Higher ongoing operating expenses due to liability insurance premiums</li> </ul>	<ul style="list-style-type: none"> <li>Robust EIA</li> <li>TCFD-aligned reporting of climate-related risks and short- and long-term climate-related strategies</li> </ul>



For more information on how risks, including ESG risks, are identified and assessed, see our **Risk Management** section.

## Energy Management

GRI 3-3, 11.1.1

We recognize the important role that energy efficiency plays within our operations and the positive impact increasing renewable energy sources can have on our carbon footprint. That's why we continue to prioritize our consumption of renewable energy, which in 2023 grew by 232% YoY.

Shifting our energy consumption mix improves operational efficiency and enables investments in new technology. Four examples of how we're putting our words into actions are in Cabrestero and Capachos.

### Cabrestero: Connecting to the electricity grid

Parex's power line connecting the Cabrestero block to the Colombian electricity grid became operational in August 2023 following permit approval to consume

power generated from the grid. With a maximum initial power draw of 4.5 MW, by connecting to the grid that is primarily composed of renewable energy sources (~70% hydroelectricity<sup>11</sup>), we have an opportunity to avoid approximately 18,000 tCO<sub>2</sub>e annually. In 2023, we were connected to the grid for a total of five months. During that time, the electricity grid connection supplied ~17% of the Cabrestero field's energy demand and allowed us to avoid ~5,300 tCO<sub>2</sub>e. We are proactively integrating additional renewable energy sources into the facility, and expect that by early 2025, we will expand power supply capacity from the grid up to 10 MW.

#### Did you know?

In 2023, the Colombian national grid supplied ~17% of the Cabrestero field's energy demand, and in 2024, we expect this figure to grow to 30%.

## Capachos: Cogeneration for alternative fuel sources

At Capachos, we continued to advance our investment in cogeneration technology to increase our use of renewables. In 2023, we completed the installation of a heat exchanger to convert heat from the facility's turbine exhaust into an energy source that will be used to replace natural gas during the oil treatment process. The cogeneration unit, which came onstream in January 2024, is expected to reduce emissions annually by ~3,000 tCO<sub>2</sub>e. We are currently monitoring the unit's performance to ensure operational reliability and accurately quantify emissions reductions.

During 2023, the GHG project team started evaluating the technical and economic feasibility of taking advantage of the residual heat from fuel gas in the Cabrestero boilers and gas injection compressors at La Belleza to generate power using organic ranking cycle (ORC) units that are currently located in fields with declining production. The team expects to complete this evaluation, including a risk analysis to decide on the project's implementation, in 2024.



"Through the application of cogeneration technology, we have utilized an innovative and economically efficient process that is aligned with our objectives to manage emissions intensity in our operations. Additionally, this project is forward thinking in that its use of waste heat to replace the natural gas is an example of how we can apply circular economy initiatives within our operations. We are encouraged by the results of this pilot and look forward to assessing how we can apply similar technology across our operations."

**Alvaro Calderon**  
Environment & Sustainability Lead

### Performance Highlights

- 150,000 standard cubic feet/day of natural gas avoided through technology application
- Achieving emissions reductions of ~3,000 tCO<sub>2</sub>e per year
- Replaces ~10% of gas consumption needed to fuel operations
- Installation is 100% complete

### Leveraging our Progress

Colombia's Unidad de Planeación Minero Energética (UPME), the government department responsible for planning the development of mineral and energy resources, has approved the use of cogeneration for the application of tax benefits supporting energy efficiency projects. In light of the positive results at Capachos, we are exploring the feasibility of applying this technology at additional facilities such as La Belleza.



<sup>11</sup>The remaining 30% is split between gas, coal, other fossil fuels, bioenergy, solar and wind.



## Energy Management (cont'd)

### Cabrestero Solar Farm

In 2023, our solar field at Cabrestero generated 4,256 MWH of energy, avoiding ~2,479 tCO<sub>2</sub>e. The produced solar energy contributed to ~1.2% of our annual GHG emissions intensity reduction, enabling the company to avoid a 2% increase in combustion emissions. Recognizing the value of integrating renewable energy sources into our operations, in 2023, Parex began evaluating additional fields where solar power generation could be used. In 2024, these projects are expected to undergo further feasibility assessments.

### Introduced Permanent Magnet Motors to Drive Energy Efficiency

We carried out a pilot on the artificial lift systems at three producing wells in Cabrestero, by replacing the conventional motors of electro-submersible pumps with a permanent magnet motor (PMM). This technology reduces the pump's power demand and improves its performance, increasing the equipment's useful life, guaranteeing continuous well operation and enhancing oil production. With this pilot, we decreased gas fuel consumption by ~6 MMSCF and avoided ~337 tCO<sub>2</sub>e. In 2024, we will evaluate the feasibility of implementing this pilot in other producing wells.



## Energy Performance

GRI 302-1, 302-2, 302-3, 11.1.2, 11.1.3, 11.1.4 • TCFD Metrics and Targets Recommended Disclosure (a), Metrics and Targets Recommended Disclosure (b)

In 2023, 3% of the Company's total energy consumption came from renewable sources, up from 1% in 2022. Due to the company's production growth in 2023, Parex consumed 26% more energy from all sources, leading to a higher energy intensity of 13.98 KWh/boe in 2023 compared to 11.77 KWh/boe in 2022.

The 19% YoY increase in energy intensity was due to a higher power demand to treat and process oil and water production across our operations. In 2023, gross annual operated oil production including gas sales, increased by 16% and water production increased by 58%, resulting in a growth in the total volume of fluids needing proper treatment and disposal. Notwithstanding these increases, Parex was more efficient in its energy consumption for oil treatment and water production. The Company required 2.8 kWh/barrel of fluid produced in 2023 compared to 3.1 kWh/barrel of fluid produced in 2022, representing a 8% YoY decrease in energy consumption.

Energy consumption	Unit	2023	2022	2021
Energy consumption within the organization, by source				
Non-renewable	Terajoules	2,224.40	1,809.47	1,268.99
Renewable	Terajoules	77.09	23.22	4.49
Total energy consumption per type				
Electricity	Terajoules	77.09	23.22	4.49
Heating	Terajoules	0.69	1.1	0.57
Steam	Terajoules	75.40	109.88	57.76
Total energy consumption within the organization	Terajoules	561.52	406.29	366.70
Total energy consumption outside the organization	Terajoules	474.14	606.41	409.20
Energy intensity ratio within the organization	KWh/Boe	13.98	11.77	12.74

## Energy for All

In 2021, Parex launched the Energía para Todos ("Energy for All") program, providing neighbouring communities and local schools lacking power sources with access to solar energy. To date, this program has invested approximately US\$227,000 in several projects for the benefit of over 1,600 community members.



### Delivering "Energy for All"

In 2023, Parex invested ~US\$92,000 in four Energy for All projects:

**Kerkaskuta School in Saravena, Arauca:** Installed an off-grid solar photovoltaic system at an U'wa Indigenous community school, which previously lacked access to the electrical grid (62 students).

**El Consuelo School in Tenerife, Magdalena:** Installed a solar photovoltaic system at a San Gabriel community school, which previously lacked access to the electrical grid (360 students).

**La Esperanza Village in San Luis de Palenque, Casanare:** Installed a solar photovoltaic system, needed to power the demand of the community's water treatment plant (126 beneficiaries).

**El Garrancho Village in San Luis de Palenque, Casanare:** Installed a solar photovoltaic system, needed to power the demand of the community's water treatment plant (147 beneficiaries).



*Energy for All Program in Colombia (2021 - 2023)*

**Magdalena**  
470 beneficiaries

**Arauca**  
462 beneficiaries

**Casanare**  
673 beneficiaries

Over **1,600 people** have benefited from our Energy for All program since 2021



# Water Stewardship

GRI 3-3, 303-1, 11.6.1, 11.6.2

**Parex is committed to the conservation, efficient and sustainable use of natural resources, and considers water a vital resource and point of interaction between the environment, the communities, and the Company's operating activities.**

## Water Policy

Water is an important resource, used throughout our operations for civil works, drilling, completion, and full operations. Our operations rely on a sufficient amount of quality water, which is why our Water Policy promotes the responsible use, management, and disposal of water. We are committed to identifying and implementing practices that minimize our water consumption, which is why we have integrated control measures, monitoring systems, and water management strategies into our risk and opportunity assessments.

We also recognize that water is a vital resource for communities in the areas where we operate. As such, enhancing community access to fresh and reliable water is a key focus area in our water stewardship strategy. We are committed to addressing and mitigating water security issues and challenges in areas near our operations and encourage the improvement of water services and infrastructure.

## Water Risk Management and Monitoring

Consistent with our Water Policy, we integrate water management into risk and opportunity assessments to support decision-making and drive continuous process improvement. When working for Parex, our suppliers and contractors are expected to follow our established water management guidelines.

Parex prioritizes having robust water management processes, including an environmental management system based on ISO 14001:2015. In 2023, we continued implementing and utilizing controls, as well as monitoring measures, focused on improving water conservation and efficiency in our operations, including:

- Ensuring no direct discharge to surface water sources by disposing wastewater through authorized third parties and by re-injecting produced water into the formation;
- Capturing 5,147 water quality monitoring samples; and,
- Submitting 412 water-related compliance reports to conform with environmental license requirements.

Through these controls, we quantify and monitor surface water withdrawals and track both the availability and quality of water sources near our operations. This ensures that water resource availability and potability for local communities is not affected, based on the authorized limits outlined by Colombian regulatory authorities.

### Involving stakeholders in water monitoring

In 2023, Parex worked to grow local awareness around water monitoring by sharing best practices on environmental monitoring and compliance with several communities near our Cabrestero and Aguas Blancas blocks. Through this initiative we were able to strengthen local stakeholders' understanding of the steps we take to ensure proper water management near our operations.





## Understanding our Water Footprint

In 2022, we launched an initiative to review best practices and methodologies to account for water use. Following this work, in 2023, Parex adopted the Water Footprint Network's (WFN) approach to water accounting. The WFN is a non-profit multi-stakeholder network that identifies the dependency and risks related to water usage, and focuses on helping companies overcome the challenges of unsustainable water usage.



To create a benchmark for Parex's water footprint usage, we undertook the following assessments:

- Established an understanding of our water consumption footprint (water accounting);
- Determined a water accounting scope and the potential gaps associated with our water accounting process; and,
- Reviewed potential risks and opportunities to reduce our water usage and associated impacts.

### How do you differentiate water footprint categories?



**Blue:** The volume of surface and groundwater consumed as a result of the production of goods or services. Consumption refers to the volume of freshwater used and then evaporated or incorporated into a product.



**Green:** The volume of rainwater consumed during the production process.



**Gray:** The volume of freshwater that is required to assimilate the load of pollutants based on natural background concentrations and existing ambient water quality standards.

Source: Water Footprint Network's Manual

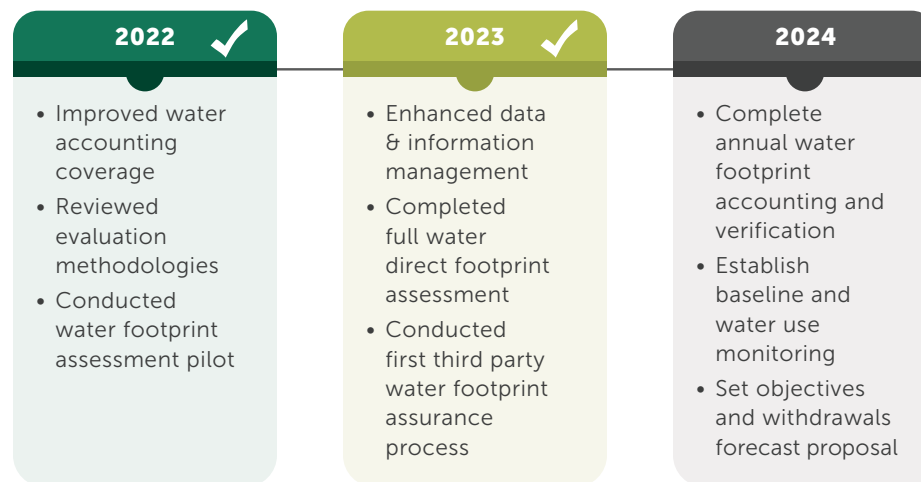
As part of this assessment in 2023, we identified that the usage and consumption of water in Parex's operations should be categorized within the blue and grey footprint categories. The green water footprint category was not considered as the Company's water consumption is not associated with agricultural, horticultural, or forestry products or activities.

In 2024, Parex is preparing its inaugural water footprint report. This report will provide a comprehensive overview of our water consumption and identify water management next steps, including:

- Establishing a water footprint baseline;
- Enhancing water accounting practices; and,
- Structuring efficient water usage plans and initiatives.

The preparation of the water footprint report represents an important step that will help inform Parex's strategy on future potential water reduction targets. Our goal is to continuously optimize our water usage and enhance our approach to water management.

### Water Footprint Timeline



### Water stress zones

We rely on the [Aqueduct Water Risks Atlas](#) from the World Resources Institute to identify any "water stressed zones" in regions near our operations where water withdrawal occurs. Through our analysis, in 2023, none of our operations sourced water from regions identified as a water stressed zone.



Learn more about our operations' proximity to water stress zones.

## Continuing Onsite Water Treatment to Reduce our Footprint

### Wastewater treatment steps



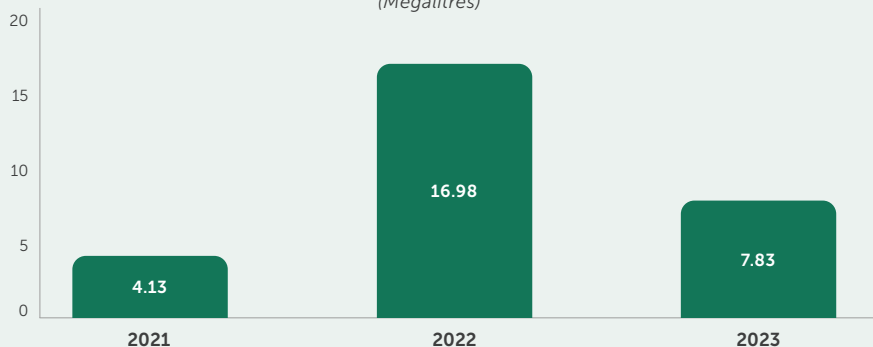
1. Domestic wastewater
2. Filtration
3. Ultrafiltration
4. Recycled water

Parex has water treatment plants at the majority of our operations, where generated wastewater undergoes double treatment. Treatment of wastewater reduces our water withdrawals from surface, purchased or groundwater sources, while ensuring the required quality of water to be reused.

Since 2020, we have been utilizing emerging water treatment technologies to recycle domestic wastewater produced in our drilling and workover operations' campsites. Recycled water volumes can be consumed at our campsites for non-domestic activities. In 2023,

our volume of recycled water decreased YoY from 17 megalitres (ML) in 2022 to 7.8 ML. This decrease was the result of changes to our drilling and completion programs where oil-based muds replaced water-based muds, significantly reducing captured water for usage in industrial activities. The volume of recycled water represents approximately 4% of total 2023 water withdrawal volumes.

Volume of Reused Water  
(Megalitres)



## Water Discharge

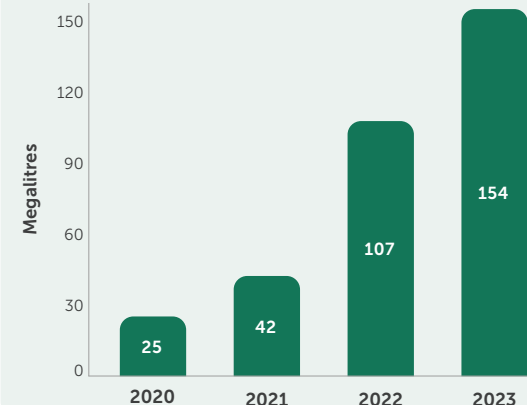
GRI 303-4, 303-2, 11.6.3, 11.6.5 • SASB EM-EP-140a.2

Parex does not discharge untreated water into subsoil or freshwater streams.

Wastewater is disposed of through verified facilities that comply with regulatory disposal requirements. We always prioritize reinjection as a method of produced water disposal. During 2023, only 1% of produced water was delivered to third parties for treatment, with the remaining 99% disposed through re-injection.

In 2023, we delivered 154 ML of wastewater to third parties for disposal, including 38 ML of domestic wastewater and 116 ML of non-domestic wastewater. This represents an increase of 45% from 2022 levels, when we disposed a total of 107 ML of wastewater, including 36 ML of domestic wastewater and 71 ML of non-domestic wastewater. This increase was due to operating conditions that limited our water treatment capability, particularly at our La Belleza facility, where we do not have water injection wells. However, approximately 19% (22 ML) of the non-domestic wastewater produced in 2023 was re-injected by our third party partners.

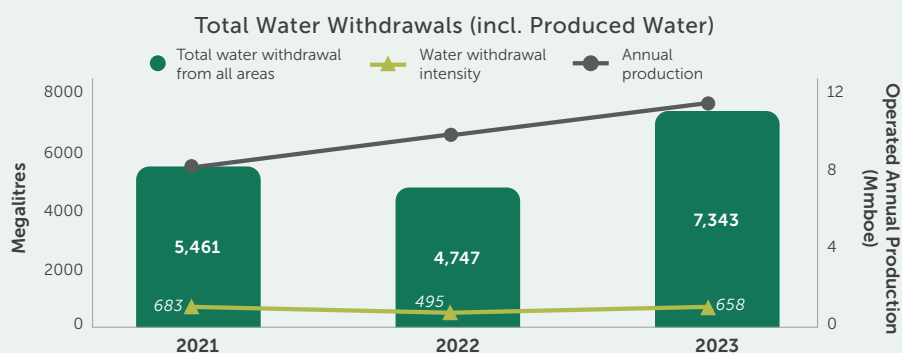
Wastewater for Disposal  
(Transfer of Wastewater to Third Parties)



## Water Use Performance

GRI 303-3, 303-5, 11.6.4, 11.6.6 • SASB EM-EP-140a.1

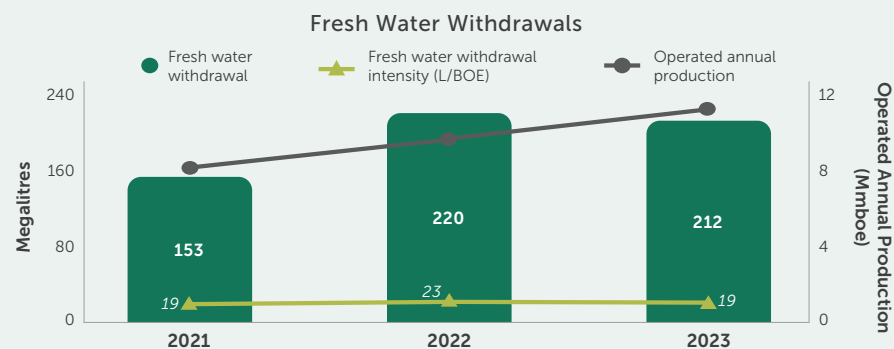
In 2023, total water withdrawals increased by 55% YoY. The majority of this increase can be attributed to higher produced water volumes associated with production growth. Produced water volumes, which accounted for 97% of total water withdrawals, were re-injected into the formation.



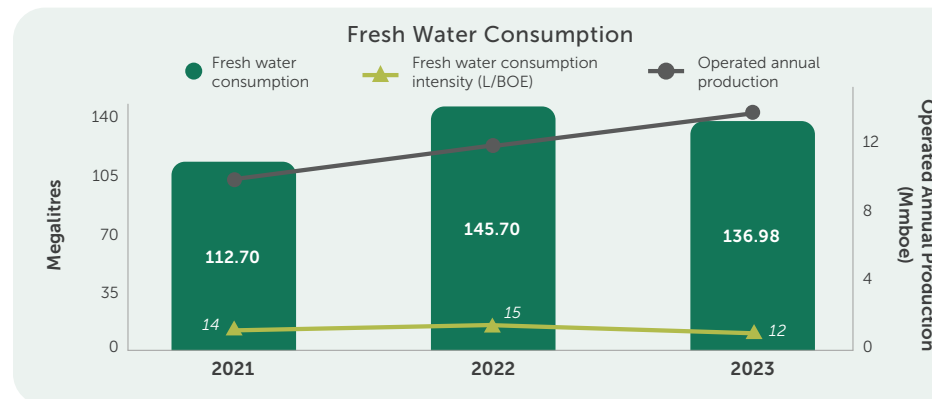
Notwithstanding the increase in total water withdrawals, our freshwater withdrawals decreased by 4% YoY and freshwater withdrawal intensity declined by 17%, from 23 L/boe in 2022 to 19 L/boe in 2023.

Our ability to reduce freshwater withdrawals resulted from:

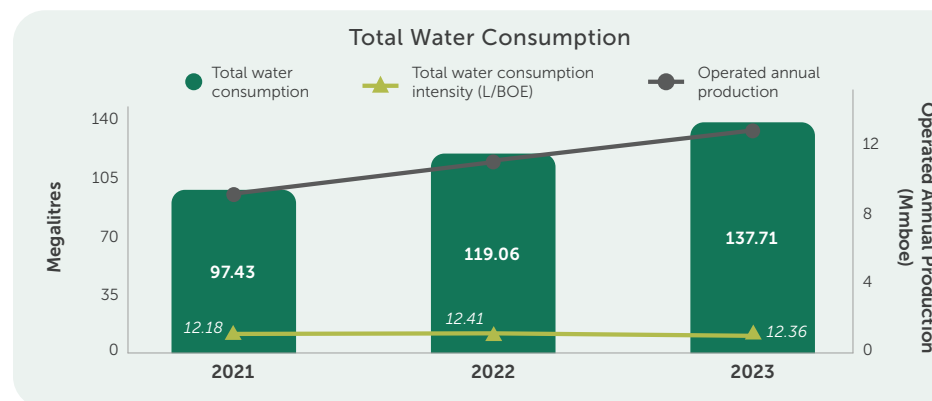
- Better water management due to improved processes for tracking consumption volumes;
- Reduced water usage from production, drilling and completion activities;
- Improved verification processes that water withdrawals do not exceed authorized limits; and,
- Continued wastewater treatment and recycling.



We also reduced our freshwater consumption by 6% YoY, which resulted in a lower freshwater consumption intensity of 12 L/boe in 2023 compared to 15 L/boe in 2022.



However, our total water consumption increased by 16% YoY due to production growth.





## Water for All

At Parex, water stewardship includes supporting improvements to infrastructure and services that provide access to clean and safe water sources. In 2018, we launched our “Water for All” program, focused on improving water access and quality for communities near our operations. This program aligns with our Corporate Social Investment policy, which promotes shared benefits between Parex and communities near our operations and directly contributes to SDG 6. By the end of 2023, Parex’s cumulative investment in the program was approximately US\$1.5 million, which has improved both access and quality of water for more than 36,500 local community members.



### Delivering “Water for All”

In 2023, we delivered four Water for All projects:

**Centro Gaitán Village in Paz de Ariporo, Casanare:** Installation of photovoltaic solar panels to make a previously unoperational community water treatment facility operational in the Southern Llanos (~340 beneficiaries).

**Mata de Limon Village Schools in Yopal, Casanare:** Installation of drinking water systems and storage tanks to improve water quality for schools in four communities in Yopal (~168 students).

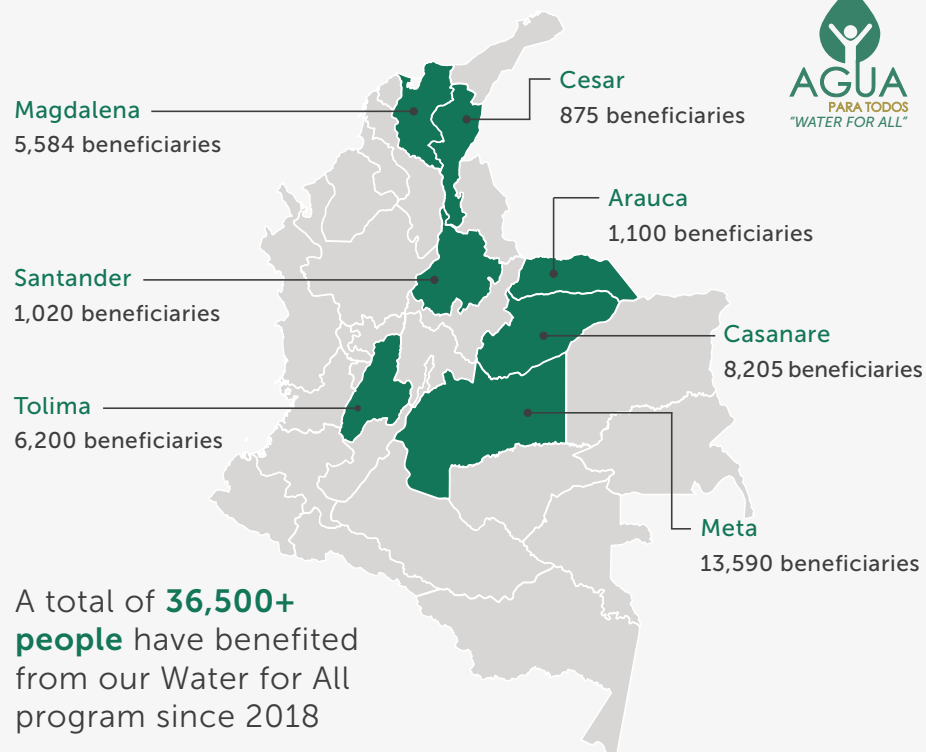
**Pachiaquiario Village in Puerto Lopez, Meta:** Drinking water treatment plant upgraded to improve water quality and supply to the community near Cabrestero (~1,750 beneficiaries).

**El Paraíso Village in Pivijay, Magdalena:** Completed upgrades and maintenance of the community’s water treatment plant. The project is located in Magdalena and supplies clean water to ~1,800 people.



[▶ Learn more about our Water for All program.](#)

### Water for All Program in Colombia (2018 - 2023)



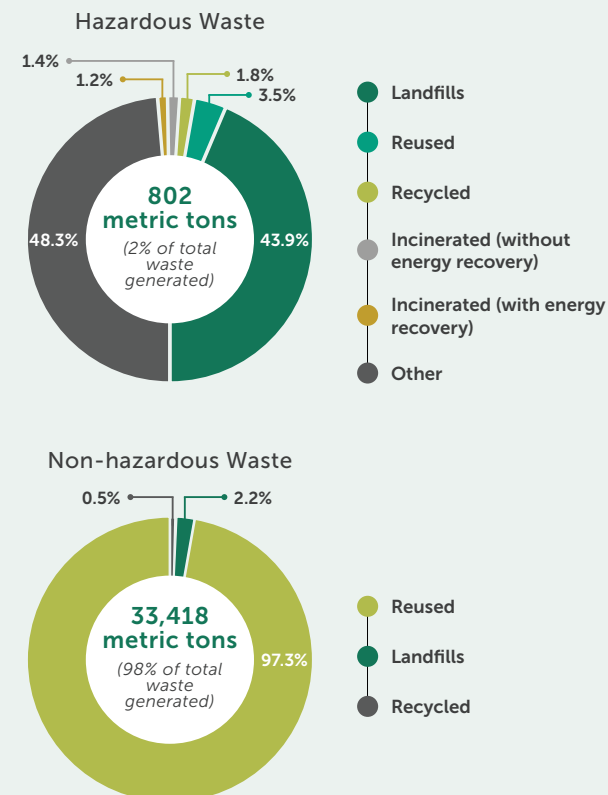
## Waste Management

GRI 3-3, 306-1, 306-2, 306-3, 11.5.1, 11.5.3, 11.5.4

We are committed to minimizing waste generation. As a Company, we manage and monitor our waste disposal practices under our Solid Waste Management Plan. We rely on licensed third parties for responsible waste disposal that minimizes environmental and community impact. To comply with reporting requirements, we have implemented a robust system that tracks the processing and transfer of waste disposal.

In 2023, the total amount of waste generated increased significantly YoY, from 2,820 metric tons to 34,220 metric tons, 95% of which was recovered. Our waste management performance showed some positive developments; compared to 2022, we reused more waste and sent less waste to landfills as a percentage of total waste generated in 2023. These improvements are a result of Parex reusing quarry materials, associated with the dismantling of the Humea pad on the Llanos 94 block, to upgrade approximately 35 km of public roads serving the municipalities of Cumaral and Paratebueno.

Through lessons learned from past performance, we are strengthening our policies and procedures to leverage opportunities for additional recycling in the future. We are also improving our waste data collection processes so that we can apply those learnings to our Solid Waste Management Plan.



**Casanare**  
Arantes



# Biodiversity, Land Use and Reclamation

GRI 3-3, 11.4.1 • SASB EM-EP-160a.1

**Our approach to biodiversity is rooted in the Precautionary Principle, which supports applying preventive measures to mitigate environmental impacts and protect ecosystems, species, and biodiversity.**

We follow all environmental regulations and restrictions within the jurisdictions where we operate and are guided by industry best practices to ensure we address any adverse effects our operations may have on land and/or biodiversity. Additionally, we align our biodiversity management measures with Resolution 1912 (2017) and the National Restoration Plan (2015) methodology of the Colombian Ministry of Environment and Sustainable Development (MADS) and the International Union for the Conservation of Nature (IUCN).

We strive to exceed industry standards and legal requirements expected from environmental impact assessments. Included in our approach is the use of drone imaging, which allows us to map out real time biodiversity data, which is used to inform all phases of our impact assessments.

## Areas of Focus

Parex's biodiversity initiatives are focused on four key priorities:

1. Agricultural and forestry development;
2. Monitoring, protecting and repopulating endangered species;
3. Conserving ecologically sensitive areas; and,
4. Raising environmental awareness.

To ensure our programs and initiatives create shared benefits and are sustainable in the long-term, we work collaboratively with local communities and stakeholders.

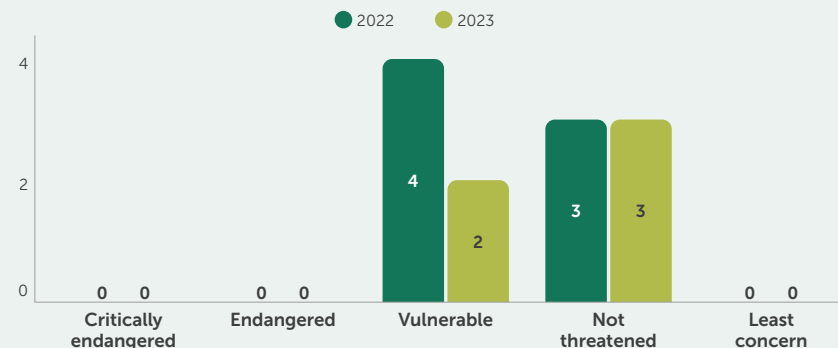
## Monitoring Endangered Species

GRI 11.4.4, 11.4.5

By mapping fauna (animal life) near our operations, we monitor potential impacts our operations may have on biodiversity, identify any potentially endangered species near our operations, and ensure that we develop mitigation plans to address potential impacts. Our monitoring process is in accordance with MADS as the IUCN's lists of species, and we apply lessons learned as part of our biodiversity strategy.

To mitigate our impact on ecosystems near our operations, Parex has implemented a rigorous environmental risk analysis into our processes. In 2023, we identified five species, compared to seven species in 2022, with varying degrees of conservation status near our operations.

Species by Conservation Status Near Parex's Areas of Operations





## Biodiversity Initiatives

Our biodiversity initiatives are focused on preserving ecosystems near Parex's operating areas while promoting income generation for local communities and scientific research. In 2023, we partnered with conservation groups to sponsor new biodiversity initiatives, which were comprised of environmental obligations and voluntary initiatives. These included:

### 1. Copaiba Tree VOLUNTARY

Parex has partnered with the Colombian Regional Environmental Authority to develop a conservation and management plan in support of the Copaiba tree. The project has three objectives:

- Understanding the tree's population status;
- Identifying the threats and stresses faced by the tree in different ecosystems; and,
- Working with communities to enhance awareness of the tree's value and build a sustainable-use plan to ensure it continues to flourish.

The Copaiba Tree has many local cultural and economic benefits, with oil produced from the tree providing medicinal remedies, fuel for cooking, wood for infrastructure, and local income.

### 2. Chocolate Production from Agroforestry Systems ENVIRONMENTAL OBLIGATION

In an effort to restore damaged land, in 2019, we partnered with the National Environmental Licensing Authority, the Orinoquia Regional Autonomous Corporation, and the National Federation of Cocoa Growers to cultivate a local cacao plantation. In 2023, local communities had their first cacao harvest from the plantation. This activity has grown local capacity, driven regional economic value and created local employment. Parex has provided funding for the plantation until 2025 and has donated 215 hectares to the community to establish long-term capacity building and economic growth in the region.



Learn more about how we are helping to preserve this tree and its local habitat.



### 3. United for Fish Project ENVIRONMENTAL OBLIGATION

In 2023, in partnership with the Orinoquia Biodiversa Foundation, we began a study

assessing the composition, structure, and socio-economic and cultural importance of fish fauna present in Arauca. The study is focused on generating local knowledge on the richness of fish species and their migration and population levels during different seasons. The study also assessed the main threats to this group of fauna, and possible mitigation techniques. The results of this study will be used to develop a conservation plan for fish species in Arauca, and will be shared with local communities to improve their understanding of fish diversity in the region.



Learn more about the United for Fish Project.



### 4. Protecting the Jaguar VOLUNTARY

In the departments of Arauca, Casanare and Vichada, the *Panthera Onca* (Jaguar) species is categorized as "near threatened". This is mainly due to hunting, indiscriminate logging, deforestation and human-feline conflict, resulting from the Jaguar being a livestock predator. Recognizing the importance of the Jaguar in maintaining regional biodiversity, in 2023, Parex

funded a study to evaluate the species' current population status and better understand local threats to the species. From this study, Parex will develop a conservation plan to protect the Jaguar, which includes engaging local stakeholders to gain alignment in the species' protection.

## An Update on Past Biodiversity Initiatives:



### Giant Anteater

In 2023, Parex supported the development of a field manual for research on the Giant Anteater to continuously enhance our understanding of the species. The manual outlines the different species of anteaters, their migration patterns as well as recommendations for conservation practices.



### Andean Condor

Following the development of a conservation plan for the Andean Condor in 2022, Parex and its partners socialized the plan with environmental authorities in 2023 to ensure broad alignment and acceptance. With alignment achieved, all parties are now working on implementation.



### Galápagos Turtle

Parex continued to support the conservation of the Galápagos Turtle in 2023, releasing ~600 turtles into the wild. Since the project's inception in 2015, we've helped release ~3,500 turtles into their natural habitat.



### Voluntary Tree Planting Program

In 2023, we continued our reforestation efforts, planting more than 27,700 native tree species within Colombia. We hope to strengthen this voluntary tree planting program in the coming years and contribute to the reforestation goals proposed by Colombia.

## Land Use and Reclamation

### Spill Prevention

GRI 306-3, 11.8.2 • SASB EM-EP-160a.2

Spills of crude or any hazardous material and/or products are some of the operational risks we seek to avoid and limit in order to mitigate their potential negative impact(s) on the environment. To prevent these risks, we regularly upgrade and maintain our equipment and facilities, and continuously monitor our activities. Our contingency plans enable us to respond quickly and effectively, minimizing and/or avoiding impacts.

In 2023, Parex experienced zero oil spills in operations or transportation and one chemical spill of 0.29 barrels.

### Reclamation

GRI 304-3, 11.4.4 • SASB EM-EP-160a.1

We restore land according to the Environmental Authorities' standards, unless:

- Landowners request for structures such as access roads, pads or water ponds to remain for possible usage as water storage or pisciculture facilities; or,
- Environmental authorities approve the infrastructure remains on the land.

Since 2013, we have decommissioned and restored 149 wells, 72 pads, and 117 hectares of land. In 2023, our reclamation activities included abandoning, decommissioning, and reclaiming 13 wells, 4 pads and 5.8 gross hectares of land.

Steps in our reclamation process include:

1

Abandon wells



2

Retire equipment from facilities and flowlines



4

Remove and reuse quarry materials on community access road



3

Demolish & dispose or reuse concrete structures



5

Cleaning of land



6

Plant native grass





# Social



At Parex, we are focused on building a culture that is inclusive, based on respect and committed to safe operations. Core to how we work, is our commitment to foster relationships with local communities based on trust and shared benefits.

## In this section

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## 2023 Performance Results

**43%**

YoY decrease in lost-time injury frequency

**102,000+**

people benefited from our social investments

**24%**

of Parex leaders were women

**43**

prior consultation meetings held with over 1,300 members from local indigenous & ethnic communities



- 1** Invest in community initiatives that enhance access to Unsatisfied Basic Needs (UBNs) in areas such as housing, water, sanitation, education, and income generation.
- 2** Build a work environment that fosters an engaging culture and promotes diversity, equity & inclusion.
  - Developing our People: Continue to provide formal and informal career development opportunities and succession planning across the organization
  - Enhance employee engagement: Build an engaged workforce, achieving year-over-year improvements in annual employee engagement
  - Create a diverse and inclusive work environment: Enhance year-over-year DE&I awareness training
- 3** Be the safe operator of choice, working to ensure strong health and safety practices are in place to protect our people, local community stakeholders and the environment.
  - Ensure compliance with our HSE policy, which guides operational processes to prevent workplace injuries, illnesses and accidents across our operations
- 4** Build trust with Indigenous and ethnic communities in the areas where we operate, through long-term relationships and transparent communications.

### Relevant Policies & Documents



#### Diversity Policy

Guidelines for Relationships with Ethnic Communities

Guidelines for Stakeholder Consultation and Engagement

Human Rights

Integral HSE Policy

ISO 45001:2018

CSR Policy

Violence & Harassment Prevention

# Strengthening Communities

GRI 11.14.1, 11.15.1

**At Parex, we are focused on building a culture that is inclusive, based on respect and committed to safe operations. Core to how we work, is our commitment to foster relationships with local communities based on trust and shared benefits.**

## How we Engage

GRI 11.15.2 • SASB EM-EP-210b.1

Parex's CSR policy provides the foundation for how we engage, collaborate and generate positive impacts for local stakeholders and neighbouring communities. Through open and transparent dialogue, Parex continuously works with communities to build lasting relationships based on trust, respect and a mutual commitment to enhance local well-being and development. To this end, Parex, with the support and engagement of community members, focuses on enhancing access to UBNs in areas such as housing, water, sanitation, education, and income generation.



CSR Policy.



## Community Investment



Social  
Investment:  
**US\$4.97MM**  
(COP 20,612MM)

**Total Community Investment (including Work for Taxes):**  
**US\$20.7MM (COP 87,112MM)**

## Our Community Investment Strategy

GRI 201-1, 203-1, 203-2, 11.14.2, 11.14.4, 11.14.5, 11.15.2

Our Community Investment Strategy, based on three pillars, creates shared benefits with local communities where we work. All investments are aligned with local sustainable development goals and reference the United Nations 2030 Agenda for Sustainable Development as a guide.

Three categories make up Parex's total annual investment in communities:

1. Voluntary community investment programs: Parex driven and initiated programs
2. Community benefit programs: Mandatory social investment programs
3. Other initiatives/programs: (e.g. Work for Taxes)

Our approach emphasizes the active participation of local communities in identifying and planning potential projects to ensure stakeholder preferences and needs are well understood and integrated where possible. Additionally, we collaborate with local governments during the project planning process, to ensure Parex sponsored programs are aligned with and, where possible, support local government-sponsored programs.

Parex's commitment to local development helps transform communities.

### Sustainable Communities

We contribute to making the regions and settled areas where we operate inclusive, resilient, and sustainable, by ensuring people have access to clean water and affordable, safe housing.

Program	Improved water access	Quality education	Health & wellness	Housing	Community & gov't infrastructure	Culture, sports & recreation
Impact	1,756 people	17,927 people	16,511 people	7,696 people	26,254 people	21,792 people

### Actions for the planet

We champion environmental protection and conservation initiatives that contribute to the equilibrium and sustainability of the natural resources in the areas surrounding our operations.

Program	Water for All	Energy for All	Biodiversity	Reforestation
Impact	4,058 people	695 students	600 tortoises	27,730 trees

### Economic Development

We contribute to the promotion and growth of local businesses, suppliers, and/or service providers that enhance local capability and create new sources of employment and living wages.

Program	Strengthening farming/agriculture	Local business development support
Impact	5,916 people	80 businesses

### Pillars of Parex's Community Investment Strategy





## 2023 Highlights

### Building community

We're committed to making a positive impact and sharing the benefits of



**Parex Shares**  
SHARING BENEFITS

our success in the communities where we live and work. Building on our Colombia-based community investment program, in 2023 we launched our Calgary-based 'Parex Shares' CI program, designed to uplift and transform communities through three core components:



**Giving:** Enriching lives through corporate investments in not-for-profit organizations and community initiatives. All investments align with one of our three strategic pillars.



**Matching:** Amplifying impact by matching employee contributions dollar for dollar to any registered charity, up to a maximum of CAD\$1,000/employee/year.



**Helping:** Empowering and encouraging community involvement through volunteer team building opportunities.

### Did you know?

#### November Matching:

Parex's Calgary office hosted a matching month where the company doubled the match of any employee who donated during the month of November. Overall, we had 39 employees and board members donate a total of CAD\$22,500 to 19 different charities. With the additional match from Parex of CAD\$28,687, we were able to give a total of ~CAD\$51,000 in November and ~CAD\$75,000 in 2023! That represents a **55% YoY increase in employee giving!**



### Lifting up local communities

We know that investing in education and training helps build local capability and empowers community stakeholders. One way we supported our economic development pillar in 2023 was through a US\$75,000 (COP\$300M) investment made in the Casanare province in support of a women's growth centre. This centre provides



training for local women and their families to support local entrepreneurship. Included in the investment was needed technology and equipment to support with training initiatives.



Learn more about how Parex's investment is supporting local entrepreneurship.

### Investing in biodiversity

Since 2015, Parex has actively worked to help protect, repopulate and promote the conservation of the Galápagua Turtle through the Huella Galápagua (Galápagua Footprint) Program. This program, which is focused on growing local turtle populations in the La Paz de Ariporo region of Casanare, is delivered in partnership with La Esperanza Nature Reserve, the Orinoquia Biodiversa Foundation, and the Regional Autonomous Corporation of the Orinoquia (Corporinoquia).

As a critically endangered species with a high risk of extinction, the Huella Galápagua Program is playing an important role to support the species population growth.



In 2023, approximately 600 turtles were released back into the wild in the El Mangon estuary, and since the program began, it has cared for and released over 3,500 turtles.



Watch this short clip to understand the program's commitment to conservation of the Galápagua Turtle.

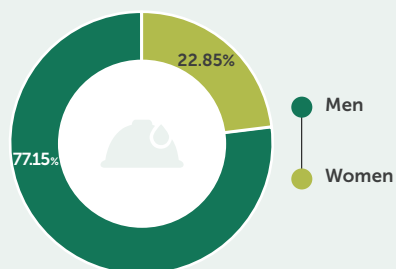
## Contributing to Employment

GRI 203-2, 11.14.5

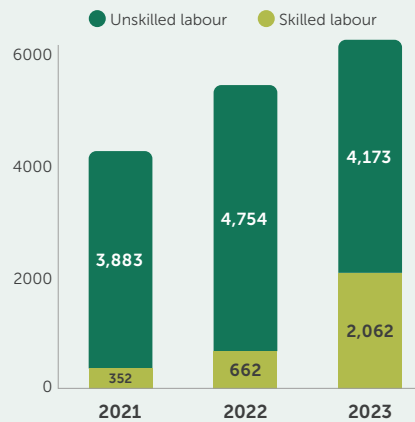
One way that Parex ensures benefits from our operations are shared with local communities is through employment. By integrating skilled and unskilled labour throughout our operations, we create economic benefits for local stakeholders, and help develop local capability, knowledge, and expertise in the short- and long-term, which contributes to overall regional prosperity. 5,007 of the 6,235 skilled and unskilled employment opportunities went to local stakeholders.

The Colombian government operates the Public Employment Service (SPE) program, which facilitates timely access to employment opportunities for Colombians and ensures transparency in the hiring process. Parex is a proud participant of this program. Once hired, we create training opportunities focused on continuously improving individuals knowledge and skill sets to enable professional growth. Ensuring we can provide employment opportunities to local stakeholders at our operations is just one way we are committed to creating shared value from our assets.

Skilled and Unskilled Labour by Gender



Total Skilled and Unskilled Labour



In 2023, Parex grew its skilled and unskilled workforce in operations by **15%**, including an **11% increase in females**.



## Work for Taxes: Creating Meaningful Local Impacts

Through the Work for Taxes program, Parex is helping build needed infrastructure and supplying resources to support the development of local communities. Since 2017, the Company has been granted approximately US\$71 million (COP 298,905 million) worth to invest in projects that will benefit over 470,000<sup>12</sup> community members; this represents nearly 14% of the total amount awarded between 2018 and 2023 under this program in Colombia.

### What is the Work for Taxes Program?

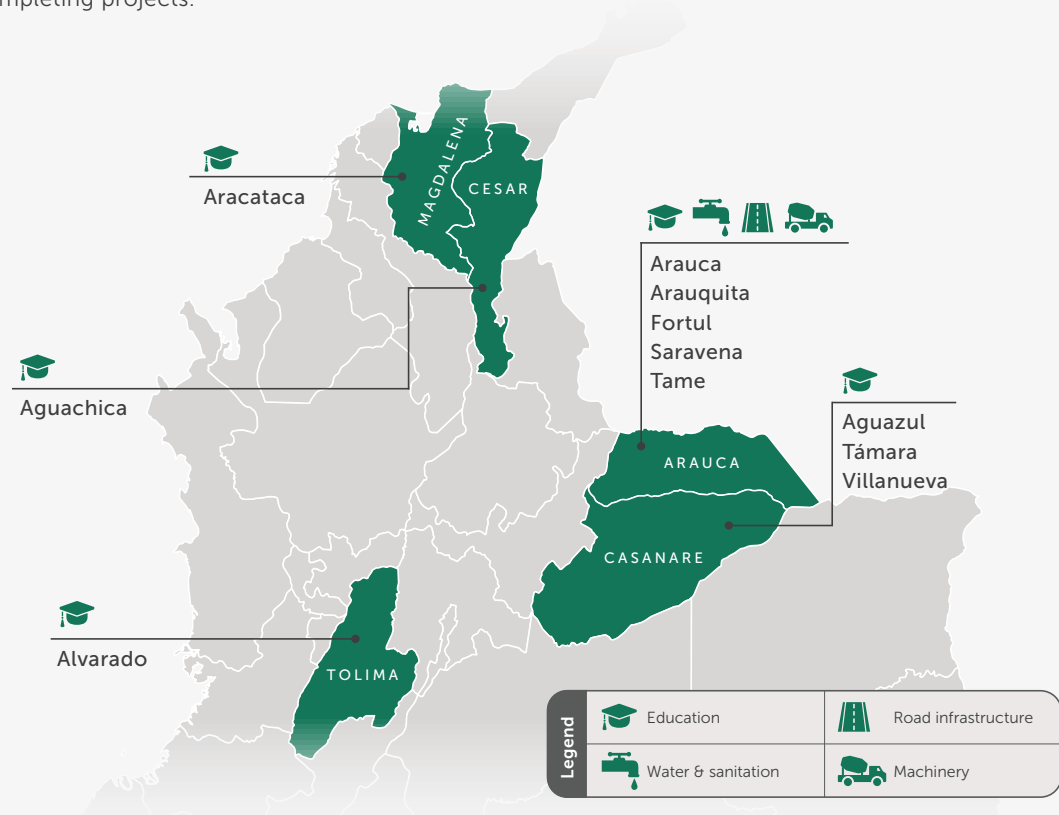
In 2017, the Colombian Government instituted the Work for Taxes program to jumpstart development in zones that needed rebuilding following decades of armed conflict. These zones are known as ZOMACs (Zones most Affected by the Armed Conflict). Companies located in ZOMACs can apply through the program to undertake infrastructure projects to improve local conditions.



Learn more about our 2023 investment in Arauca through the Work for Taxes program.

In 2023, Parex was awarded approximately US\$33 million (COP 145,555 million) in investments, representing ~22% of total 2023 awards granted by the Colombian Government. The funds were allocated to numerous projects, including in Arauca, where machinery was delivered to support the community with needed road maintenance. In total, during 2023, Parex executed ~US\$15.7 million (COP 66,500 million) in projects that started in the previous years.

**Programs Underway:** Parex has multiple projects underway, with the majority expected to be completed in 2025. This map highlights regions where the Company has completed or is currently completing projects.



<sup>12</sup>The same individual may have benefited from several Work for Taxes initiatives.



## Assessing our Impact

GRI 413-1, 11.15.2

In 2023, Parex expanded its Social Return on Investment (SROI) pilot program to 13 projects in the Casanare and Magdalena department. The program seeks to measure the levels of benefits created and validate our SROI on community projects. Where there is a meaningful difference between the perception of impact and actual SROI, the program seeks to understand why this gap exists and build best practices to improve future outcomes.

Projects evaluated in 2023 impacted over 1,500 community members and included:

- Solar energy projects for schools
- Household improvements
- Water treatment facilities for local communities
- Livestock and machinery enhancements for agriculture development

Our 2023 findings highlighted that projects with the highest SROI are often in areas where established infrastructure and capability are in place to support ongoing project activity. In instances where there are interdependencies with other external factors (e.g. reliance on technology adoption, infrastructure availability for long-term maintenance, etc.), a project's SROI may be reduced. This analysis continues to provide meaningful lessons learned that Parex is incorporating into the Company's community investment strategy going forward.

### Parex's SROI Principles

- Involve all stakeholders
- Understand key changes/impacts stemming from project
- Value what matters
- Include all relevant/material information
- Be transparent
- Verify results





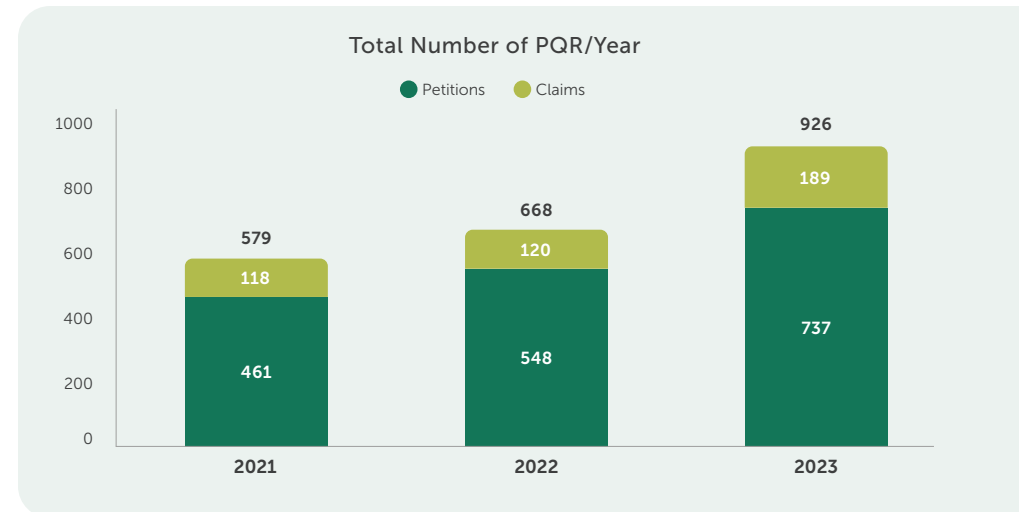
## Managing Petitions, Complaints, and Claims (PQR)

GRI 2-25, 11.15.4 • SASB EM-EP-210b.1

Addressing and resolving petitions and requests from communities and other stakeholders in a timely manner is essential to maintain good stakeholder relations and represents an opportunity to assess potential operational risks. At Parex, we have a robust PQR management system, which can be easily accessed by local stakeholders. A PQR report can be submitted verbally to a field social responsibility representative or by email: [quejasyreclamos@parexresources.com](mailto:quejasyreclamos@parexresources.com). Our Sustainability team manages the PQR reporting and response process and works with relevant internal departments as required.

We are focused on continuously improving our PQR process. In 2023, we received a total of 926 PQRs and 100% were resolved by year-end. We saw a YoY increase of 42% in PQR submissions as a result of:

- Increasing pressure from local communities and stakeholders on companies to act and address socio-economic challenges;
- Expanding our operational footprint to new regions in Colombia; and,
- Improved communication channels through a dedicated digital platform that collects, tracks, and addresses grievances in a timely manner.





## Addressing Local Blockades & Protests

SASB EM-EP-210b.2

Creating local community opportunities and benefits from resource development is an important business consideration and priority for Parex. This process begins by building relationships that are rooted in trust and respect and a deep understanding of the priorities, needs and expectations of communities where we operate.

In some instances, a community's expectations exceed prior agreement(s) with Parex, and can result in a localized blockade/protest. In these instances, Parex's Committee for the Management of Social Conflict proactively addresses concerns by convening a "Meeting for Dialogue." During this meeting, key decisions-makers from all parties participate in a dialogue to resolve the issue at hand. Once a resolution has been achieved, Parex completes a root cause analysis to better understand the blockade/protest and develop mitigation plans for future scenarios.

In 2023, Parex recorded 45 blockades resulting in 47 days lost; representing a decline from 55 days for a similar number of blockades (42) recorded in 2022. This decrease can be partially attributed to Parex's proactive identification and management of early warning signs to resolve grievances prior to operations being impacted. Labour and purchases of good and services were the key issues needing resolution in 2023.

In addition, we recorded 4 suspensions during 2023 which impacted 98 days of production; investment in local development constituted the key issue needing resolution. During each blockade and suspension, the Company applied a consistent engagement approach with communities, focused on maintaining open communication and using dialogue as the primary mechanism for resolving differences and identifying win/win solutions.

The Company also proactively works with communities to prevent blockades/protests from occurring. Some of the ways we do this include:

- Creating forums for formal and informal dialogue
- Weekly status meetings with community members
- Identifying early warning signs and engaging communities on solutions
- Following through on Company commitments

Parex works to proactively manage community concerns, but sometimes localized issues can arise that impact operations.

### Blockades

Represent **short and localized events** where community concerns need to be addressed (often relating to employment opportunities, good and services, procurement issues, etc.). Impacts to operations are minimal, lasting less than 24 hours on average.

### Differentiating a blockade & suspension

### Suspensions

Represent instances where **community concerns take longer to resolve**. Impacts to operations can span multi-days prior to resolution.

### How did Parex address its 2023 operational suspensions?

In 2023, community concerns in Saravena, Arauca (Northern Llanos) region accounted for 75% of operational suspensions. This region has historically been reticent to natural resource development, and Parex's entry in 2023 represented the first time in approximately 10 years that an operator successfully commenced production. This achievement was the result of a multi-year effort from Parex's Community Relations team to establish trust-based relationships with local community stakeholders.

While we experienced initial setbacks as operations commenced, over time we worked with the community to align their interests with Parex's through creative win/win mechanisms. Examples include investing in a Work for Taxes program which enabled Parex to:

- Support the community with potable water treatment facilities;
- Provide upgrades for local schools; and,
- Fund needed machinery to improve local infrastructure.

Our next major step will be focused in utilizing gas produced at our field to fuel local homes. Frequent dialogue and engagement has helped improve the community's trust, reduce operational volatility and build shared benefits from our operations. This approach to consultation is a key differentiator for Parex and is enabling our growth across Colombia.



Learn more about our Work for Taxes programs in Arauca.



# People and Culture

GRI 3-3, 11.10.1, 11.11.1

**At Parex, our people are the foundation of our success. By building a workforce that is engaged, inclusive, and diverse, every employee is empowered to deliver their best.**

## Developing Our People

GRI 404-1, 404-2, 11.10.6, 11.10.7

At Parex, we offer a diverse range of developmental initiatives adapted to various career stages, ensuring we provide opportunities for our employees to grow both professionally and personally. From tailored early career programs and hands-on technical training to international talent exchanges and immersive leadership development initiatives, we prioritize investing in our people. These opportunities not only enrich our employees' skills and expertise but also complement the skills needed to grow our business, fostering a culture of continuous learning and development throughout our organization.

### Strengthening Leadership Effectiveness

Enhancing leadership capability is instrumental in driving exceptional performance across our organization.

Additionally, it cultivates promising talent, preparing them for future leadership roles.

In 2023, Parex:

- Took a bottoms-up approach, collaborating with leaders across the organization to develop Parex's Leadership Expectations, intended to enhance leadership capabilities throughout the business, ensure consistency in our leadership approach and drive personal accountability.
- Developed a plan to conduct mini 360 assessments for leaders across the organization as part of embedding our Leadership Expectations. Feedback on their performance from peers, direct reports and supervisors, provided leaders with greater awareness of their strengths and development areas. As of July 2024, 100% of senior leaders have had assessments conducted.
- Held our annual Strategic Leadership Session with senior leaders from both Colombia and Canada to clarify and align on our strategy, discuss challenges



and opportunities and collaborate across the organization on tactics for embedding our culture and delivering our plan. In 2023, 100% of female senior leaders were in attendance.

- Concluded the second cohort of our Calgary Leadership Development program with 17 participants in the cohort and 26 total participants. To date, approximately 30% of employees in Canada have participated.

"The Leadership Development Program at Parex gave me greater insight and awareness of my leadership style as well as the diversity of styles among my peers. This program has laid the foundation for leaders to improve communication, collaboration and how to work as one team to deliver superior results."

**Christa Welsh**  
Sr. Exploration Geologist



### Growing our Talent

In 2023, we launched Parex Learning, an in-house platform to provide enhanced, real-time learning. Our content partnership with LinkedIn Learning gives employees the opportunity to access thousands of business and technology related courses to support their individual learning needs, aligned with their individual development plan (IDP).

Also, to ensure readiness and a strong talent pipeline tied to our business strategy, in 2023, we strengthened our annual Talent Review and Succession Planning exercise, which assesses talent and identifies potential successors for key leadership positions within the organization.

### Talent Exchange Program

In 2023, we had six Parex employees participate in our Talent Exchange Program. This program, which enables employees to take short-term assignments in either the Canada or Colombia office, aims to foster cross-cultural and regional collaboration, encourage robust employee development, deepen functional relationships and promote a One Parex Mindset. All employees are eligible to apply for this development program, and in 2024, we plan on expanding this program, facilitating additional talent exchanges between our locations.



### Performance Management Process

Parex follows a robust performance management process centred around continuous, two-way conversations. Each year, employees and leaders set personal objectives aligned to our corporate objectives, hold a mid-year check-in and have a formal year-end performance review discussion. Feedback and coaching conversations occur throughout the year, where leaders support employees in achieving their objectives in addition to identifying strengths, development opportunities and experiences to build capability that drives performance.

In 2023, 80% of Parex employees worked on an IDP. In 2024, we will be focused on building meaningful, actionable IDPs to ensure talent readiness with an objective of 100% completion of plans for employees identified as succession candidates for senior leadership roles.

### Early Career Development

At Parex, we are committed to developing a strong and diverse pipeline of talent, which begins with investing in early career development opportunities. Annually, we welcome a cohort of summer interns across various functional teams at our Calgary office. In 2023, we had five summer students working in Geoscience, Engineering, Corporate Planning, Communications, and Exploration disciplines.

In Colombia, in addition to our longstanding partnership with SENA, an institution which offers vocational training at no cost to eligible students, we also offer the Jovenes Talento Program and Recien Egreados (new graduate program). Through these programs, we support young students with training and development opportunities to grow their careers.

Parex allocates a generous **~4% of its total annual base salary budget** for employee development.

Employees in Calgary and Colombia spent **>47,000 hours on training** in 2023.

"The Talent Exchange Program was an incredible opportunity to build connections with my colleagues and leaders in Canada. Stronger relationships have led to greater collaboration and enabled greater ease in sharing ideas and driving better outcomes for the business. The Talent Exchange was a positive experience professionally and personally."

**Tatiana Calle**  
Senior Drilling Engineer





## Enhancing Employee Engagement

At Parex, we're committed to creating an environment where employees feel engaged and valued. Annually, we administer a comprehensive company-wide employee engagement survey to hear employee perspectives. This helps leadership prioritize areas that will enhance the employee experience and think creatively on how we can continue to improve engagement at Parex.

Since conducting our initial survey, we've taken a number of actions to enhance employee engagement:

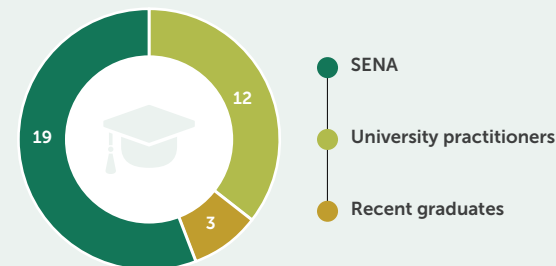
- Continued to promote Parex Gracias, a program that gives leaders and individual contributors the opportunity to recognize one another for strong performance and celebrate successes within our business. In 2023, 79% of our employees in Canada and Colombia used Parex Gracias to give a recognition.
- Supported leaders in better understanding the role they play in coaching and developing talent – this was identified as a key component of our Leadership Expectations.
- Formalized our Flexible Workplace Practice in 2023, which supports a hybrid work model and provides options for flexibility across the business. This was in recognition that flexibility and the option to work from home periodically provides benefits for employee health and work-life balance.
- Developed action plans with the business to effectively address areas of improvement identified through the employee engagement survey and strive to continuously improve engagement levels. Examples of a few of the action plans that were developed are:

"My time at Parex was an enriching experience in every way. It allowed me to acquire knowledge and practical skills, develop my capacity for teamwork, and enrich my social skills. Additionally, it gave me the opportunity to meet professionals who were passionate about their work, which motivated me even more to move forward in my petroleum engineering career."

**Paula Lorena Parra Paez**  
Professional Program  
(Petroleum Engineer)

- **Technical Assurance:** Our new assurance road map will help increase efficiency and consistency in our technical and approval process. Through early collaboration and engagement, we can identify critical risks earlier in projects and develop solutions including deploying effective technologies to help mitigate risk.
- **Supply Chain & Procurement:** In 2023, Supply Chain was identified as an area where we could improve business processes to achieve better business outcomes. In response, we launched Project Boost at the mid-point of 2024 to enhance our work processes and support delivery of improved business outcomes.
- **Planning & Budget Process:** We learned from our 2023 planning and budget planning process and made adjustments to the 2024 process, making it more fit-for-purpose, providing more clarity on roles and responsibilities and developing a clear timeline of deliverables and key dates.

Students by Program in Colombia



### Employee Engagement Survey Results

In our 2023 employee engagement survey we sought to understand employees' views on job satisfaction, purpose, leadership and stress.

Parex

61%

North America  
Oil & Gas

63%

LATAM O&G/  
Metal & Mining

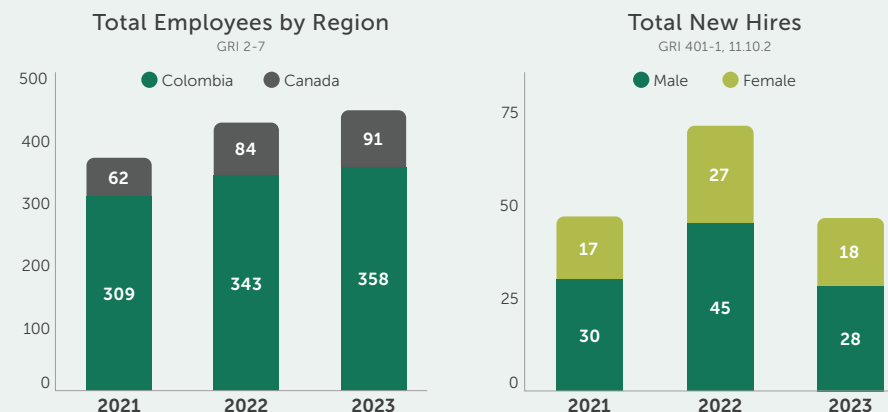
66%







## Employees at a Glance



Our total employee count **increased by 5%** across Parex year-over-year. We are actively growing our full-time employee base to align with Parex's work commitments and long-term strategy.

In 2023, 39% of new hires were women; and the rate of attrition for women was 1.88%.<sup>13</sup> As shown below, Parex continues to trend well below industry average, a metric that is generally consistent YoY.

Turnover & Attrition (Corporate)	2023	2022	2021
Employee voluntary turnover rate	2.90%	1.87%	n.d
Employee involuntary turnover rate	2.45%	1.87%	n.d
Employee attrition rate	5.57%	3.75%	6.47%
Female employee attrition rate	1.88%	4.14%	5.60%
Male employee attrition rate	7.27%	3.55%	9.76%
Percentage of open positions filled by internal candidates (Internal hires)	0%	2.70%	0%

In 2023, 2.3% of employees took parental leave with **100% returning to work** (who were due to return). At Parex, we are committed to fostering a workplace that offers the support families need, including offering a flexible work schedule, where possible.

<sup>13</sup>Our attrition rate is low compared to a combined rate of approximately 12.3% for Canada Energy Sector based on the Mercer Canada Turnover Survey (July 2023).

## Sustaining our Culture

Through our nine cultural behaviours, we strive to build common beliefs and experiences about who we are and how we work at Parex, which helps drive alignment and deliver results. In 2023, we continued to embed our cultural behaviours in our day-to-day work, company-wide communications, and team meetings. In addition, we held leadership training focused on specific behaviours to encourage leaders to actively live our culture. All employees were also encouraged to include up to two cultural behavioural focus areas when setting their 2023 objectives.

Following success in 2022, we continued to feature leaders across the Company, highlighting examples of how we're putting our culture into action, and why embedding our cultural behaviours is critical to our success.



### Culture Spotlight!

Hear from Parex's executive leadership team on why culture is important, how they've seen culture impact performance, and what we are focused on as a team going forward.

In 2023, we offered a leadership workshop in Canada focused on our **Trusted Communicator** cultural behaviour. This session, **Driving Business Results Through Healthy Challenge**, included strategies on working effectively together and creating healthy challenge tools for Parex.



In our 2023 employee engagement survey, Cultural Behaviours was the second highest scoring category indicating:

- Employees know and understand what our cultural behaviours are
- How their demonstration of our cultural behaviours will drive organizational success, and
- That they see their leader consistently demonstrating the behaviours.

## CULTURAL BEHAVIOURS



INNOVATIVE  
& CREATIVE



TAKE CALCULATED  
RISKS



ONE PAREX  
MINDSET



VALUE DIVERSITY  
& INCLUSION



ADAPTABLE  
& RESILIENT



TRUSTED  
COMMUNICATOR



ACCOUNTABLE



GROW RELATIONSHIPS  
& BUILD COMMUNITY



PROACTIVE

## Building a Diverse and Inclusive Work Environment

GRI 2-7, 405-1, 11.11.5

We aim to create a diverse and inclusive workplace by providing educational learning opportunities for all of our staff as well as continuously enhancing our policies, programs and practices. In support of our commitment, some of the efforts we took in 2023 to build a more inclusive organization included:

- Offering unlimited access to courses on DE&I for all employees through Parex Learning.
- In 2023, we held meetings in preparation for signing an alliance with Colombia's Chamber of Diversity, a partnership that will give us access to learning programs and resources which support our DE&I initiatives, strengthen our knowledge, foster collaboration, and obtain insights on DE&I matters.
- Instituted an annual anti-sexual harassment training aligned with our efforts to create a safe and respectful workplace. Overall, 100% of employees completed this training.

### Parex's Diversity Dashboard

In 2022, we rolled out our Diversity Dashboard which provides a snapshot of our gender and generational diversity as well as talent distribution demographics. This dashboard is updated annually to drive accountability and transparency.

In 2023, we saw an increase in women employees from 34% to 36%, and females in Science, Technology, Engineering and Mathematics (STEM) roles increased from 21% to 22% from the year prior. As part of our DE&I journey, in 2023, Parex's directors voluntarily self-disclosed if they identified as being ethnically and/or racially diverse. When combined with gender diversity, 40% of the Parex Board identifies as diverse (gender or racial/ethnic, or both).

## 2023 Diversity Dashboard

### Parex Headcount

**20%**  
Canadian  
(91 employees)

**80%**  
Colombian  
(358 employees)

### Generational Diversity

By utilizing the expertise and experiences of multiple generations, we are strategically growing our talent base to capitalize on the business opportunities and technology of today and the future.



**2% Gen Z**  
1996 - 2015

**56% Millennial**  
1981 - 1996

**38% Gen X**  
1965 - 1980

**4% Baby Boomer**  
1946 - 1964

\*We understand that some individuals may identify their gender beyond male/female. We commit to evolving our data and collection practices considering industry best practices, legislation in the jurisdictions where we operate and the privacy of our employees.  
DATA AS OF DECEMBER 2023

### Gender Diversity\*

Parex values diversity of thought and the improved decision making that results from a diverse and inclusive organization. As we grow, we are seeking gender representation through Parex.

Female ♀

Male ♂

36%

Corporate

64%

37%

Canada

63%

35%

Colombia

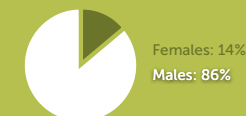
65%

### Talent Distribution

#### STEM



#### CEO & Executive



#### Leaders



#### Board of Directors\*



\*Includes Imad Mohsen



## Compensation

GRI 405-2, 11.11.6

At Parex, we are committed to ensuring our compensation is competitive and provides the right incentives to attract and retain top talent. We continue to subscribe to a pay-for-performance compensation philosophy whereby base compensation is competitive with the external market. Short-term and long-term incentives provide the opportunity to earn above-market total compensation for superior corporate and personal performance as awarded during our annual performance management program. The performance program is rigorously calibrated for all employees across the organization to maintain a high degree of fairness and transparency.<sup>14</sup>

This table outlines women to men's base salary ratios across our workforce in 2023 and is broken down by employee level.

Base salary ratio of women to men by employment level	Canada	Colombia
Executive	0.82	n/a
Senior leaders	0.91	1.02
Leaders	0.97	0.85
Senior professionals	0.83	1
Professionals	1.03	0.86
Technical support	n/a	–
Business support	–	0.83



<sup>14</sup>In 2023, 0% of employees were part of an independent trade union.

## Total Rewards

GRI 2-19, 2-20, 401-2, 11.10.3

At Parex, alongside a competitive total compensation approach, we provide rewards that underscore our commitment to employee health and well-being. Our approach to total rewards is comprehensive, encompassing various facets of the employee rewards experience.



**Base Salary:** Parex utilizes third party market data to determine and ensure the competitiveness of each employee's base salary. In 2023, Parex partnered with a global compensation consultant to initiate our work on fair pay.



**Annual Performance Bonus:** At Parex, we follow a pay-for-performance philosophy, where employees are measured on their individual performance and can share in organizational success through our annual bonus program.



**Long-term Incentives:** All active employees are eligible to participate in our Long-Term Incentive ("LTI") program. In 2023, 100% of active employees received grants.



**Health and Wellness Benefits:** At Parex, we provide comprehensive health and wellness benefits that include dental, physical, mental well-being and therapeutic services.



**Vacation:** We actively promote that employees take their vacation every year, to ensure they are taking time to relax and recharge. In addition, from June 1 to September 1, our full-time Calgary based employees receive every Friday afternoon off work, and all employees receive one flex day per quarter.



**Flexible Work:** Understanding that the option to work from home periodically provides benefits for employee health and work life balance, in 2023, we formalized our Flexible Workplace Practice, adding clarification details to the practice to ensure consistency of our philosophy across the business.

# Workplace Health and Safety

GRI 3-3, 403-1, 11.9.1, 11.9.2

**At Parex, the health and safety of our workforce is our top priority, and is firmly established in our Workplace Health and Safety Management System. We aim to be the preferred operator for our partners, contractors, and the communities where we operate and we recognize that achieving this goal depends on ensuring foundational health and safety practices are in place to protect all of our stakeholders.**

## 2023 Efforts to Improve Safety Performance

To improve the Company's safety performance and management, in 2023 Parex undertook the following activities:

- Updated the HSE Policy
- Implemented our Contractor Management Process
- Initiated the evaluation of contractors' performance against high and extreme risk to inform development of corresponding action plan
- Reinforced our Stop Work Authority
- Transitioned to a digital work permit process
- Carried out a coordinated emergency response exercise with local and national community stakeholders to test established procedures
- Achieved 89% progress in the implementation of the 2023 Process Safety Management Plan

### Employees Engaged in Safe Operations

Employees in Colombia are expected to submit a minimum of 10 SOS cards annually. These cards empower employees to highlight unsafe conditions, near-misses and recognize safe behaviours. Depending on the risk identified, the employee or their supervisor is expected to take actions to eliminate the risk. In 2023, a total of **62,257 SOS cards were submitted**, with 98% of the reports closed.



## Taking Accountability for Safety

GRI 403-2, 11.9.3 SASB EM-EP-320a.2

Following a successful communication campaign in 2022 to reinforce our Life Saving Rules and Stop Work Authority (SWA) protocol across our field operations and office environments, we saw an increased use of these protocols in 2023. During the year, 850 SWAs were actioned from employees and contractors who spoke up when they saw work being done in an unsafe way. This represents a 70% YoY increase in SWA usage and highlights our commitment to ensuring the safety of all of our stakeholders. By exercising our SWA, Parex saw a correlation with our Lost Time Injury Frequency rate, which was down 43% YoY.

### Stop Work Authority



*You have the authority and responsibility to stop and/or refuse to start work that may pose danger to yourself or others.*

*There will be no repercussions – that is our commitment to you.*

*We each have a responsibility to act.*



Imad Mohsen  
President & CEO



## LIFE SAVING RULES



VALID WORK PERMIT



HOT WORK SAFETY



ENERGY ISOLATION



CONFINED SPACE ENTRY



WORKING AT HEIGHTS



SAFE MECHANICAL LIFTING



FIT FOR DUTY



LINE OF FIRE



DRIVE SAFELY



BYPASSING SAFETY CONTROLS

### Did you know?

Our Life Saving Rules are based on industry best practices focused on ensuring the safety of our workforce by reducing risks that could present serious harm.

## Contractor Safety

GRI 403-7, 11.9.8

In 2022, Parex introduced a new Contractor Management Health and Safety System (CMHSS). This system carries out assessments on all contractors looking to partner with Parex to ensure their safety standards and protocols are aligned with Parex's. Only companies who pass our CMHSS assessment are awarded work, thereby enhancing the overall safety of work done across our operations.

As part of this process, in 2023, 125 contractors were evaluated to determine their risk levels and ensure compliance with Parex's CMHSS. Evaluations are based on criteria including but not limited to occupational health and safety practices, environmental & social measures, technical safety measures and contract management. Overall, 88% of the contractors evaluated were rated as reliable or highly reliable; the remaining 12% were rated as partially reliable or unreliable. With the latter group, Parex developed a joint action plan to effectively address the improvement of these contractors' performance against the safety risks presented through the CMHSS evaluation. Over a three month process, Parex worked with each contractor to develop, monitor and execute their safety action plan and, following an internal audit, 92% of contractors strengthened their practices and were awarded work with the company. This evaluation process and subsequent action plan have improved controls, reduced the level of risk and strengthened relationships, all contributing to safer operations.

### Top of the Class on Safety

"At the beginning of the project, the implementation of Parex Health & Safety (H&S) standards was a significant task and required additional unforeseen efforts on our part. With the support of Parex's H&S and project management teams, we were able to enhance process standards, improve our learning curve, and deliver continuous improvement in process safety management. Today, thanks to Parex, our company has a clear commitment to good H&S practices, which have become fundamental to the sustainable progress of GT in Colombia."



To encourage the adoption of strong safety practices by contractors in our operations, annually our H&S department recognizes leaders in the field who deliver high performance inline with their KPIs. In



2023, Geofizyka Torun Sucursal Colombia (GT)

was one contractor recognized, demonstrating that when there is a commitment to meeting standards, excellent results materialize. [Learn more here.](#)

**Diana Sanchez**  
HSE Director, GT Services

## Health & Safety in the Workplace

GRI 11.9.5, 403-4

To ensure employees and management continue to discuss health and safety issues that arise in the workplace, Parex has Joint Health and Safety committees in our Calgary and Bogotá offices.

- In Bogotá, COPASST is a joint committee who meets monthly to address issues and concerns related to occupational health and safety issues or concerns.
- In Calgary, the Health and Safety Committee is made up of employees and company representatives and meets quarterly to discuss any health and safety-related issues or concerns.

### Employee Health and Well-being

GRI 403-6, 11.9.7

In 2022, Parex implemented Cuidándote de Corazón (Taking Care of You from the Heart) to promote the prevention of cardiovascular diseases and other chronic non-contagious diseases. Since its inception, 226 participants (or 77% of our Colombian workforce) have joined the program.



Accomplishments from this program include:

- Sura Award winner in the Safety and Health at Work Category: "Conservation of Cardiovascular Health For the Transformation of Healthy Habits and Lifestyles: Care for Your Heart Program"
- Four strategies were developed to promote the prevention of heart diseases and diseases derived from lifestyles (movement, learning to eat well, caring for women and heart numbers)
- Improved people's energy level and teamwork in and out of the office





## Road Safety

GRI 403-7, 11.9.8

Building off our Road Safety Program launched in 2021, as well as the programs and action plans put into motion in 2022 on accident prevention, Parex continued to invest in road safety training in 2023.

As part of our transportation initiative, Parex facilitated a meeting between diverse transport contractors in Yopal, Casanare, to encourage knowledge exchange on road safety best practices. The event included discussions on legislation, maintenance, tires, and trucking, and had a survivor of a transport-related accident share their story, highlighting the importance of transportation safety. These sessions provided valuable insights into industry challenges and emphasized the need for proactive safety measures.

By facilitating these discussions and working collectively, we empowered stakeholders to address regional needs and shape effective public policies in the communities that surround our operations. By embracing a culture of continuous learning, these engagements enable us, as industry leaders and business owners, to critically assess our practices, identify areas for enhancement, and reinforce our commitment to safety.



## Leading on Safety

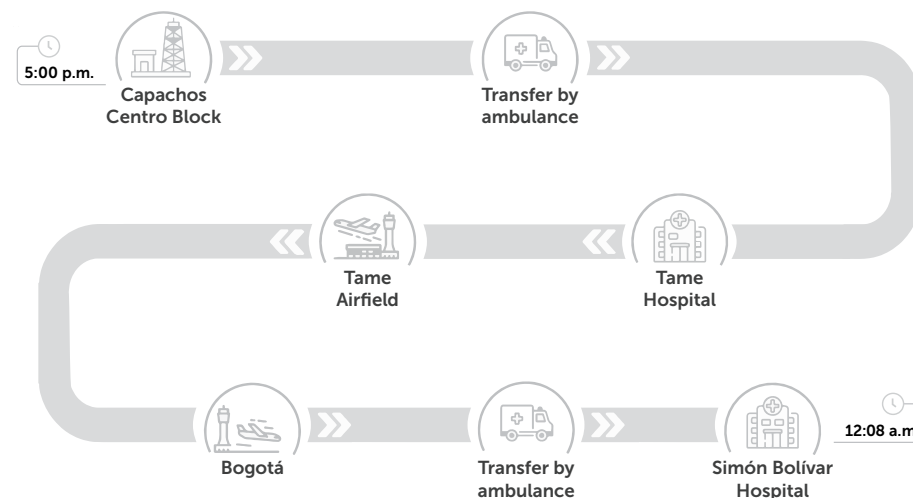
At Parex, the health and safety of our workforce is our top priority. One way we demonstrate this is by taking proactive steps to help reduce the potential impact of safety events. In 2023, teams across the organization came together to carry out our first emergency response aero-medical evacuation exercise at night. A first of its kind, this exercise drove collaboration between internal departments within Parex and external organizations including ARL SURA, Tame Hospital, Civil Aeronautics and the SARPA Aviation Company.

The simulation, beginning at the Capachos Centro platform and ending at the Simón Bolívar Hospital in Bogotá, included a test of operating procedures, response times and communication practices during an emergency. The exercise simulated a worker being injured while carrying out work at the Capachos facility, which required emergency evacuation and airlift to the Simón Bolívar hospital in Bogotá.

The exercise was seen as a success, and teams continue to meet and discuss lessons learned to ensure continuous improvement.

"By completing exercises like this, we can anticipate the unexpected, and incorporate lessons learned to improve. With strong communication and coordination between Parex and the external organizations, we were able to simulate an exercise that better prepares us to reduce injury and save lives."

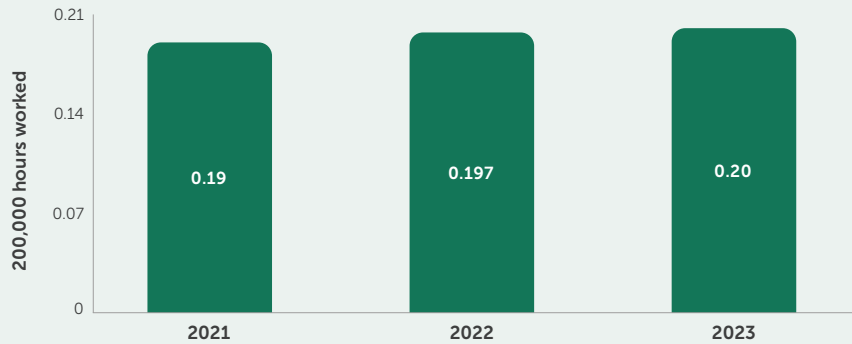
**Henry Tocaruncho**  
Safety Manager



## Assessing our Results

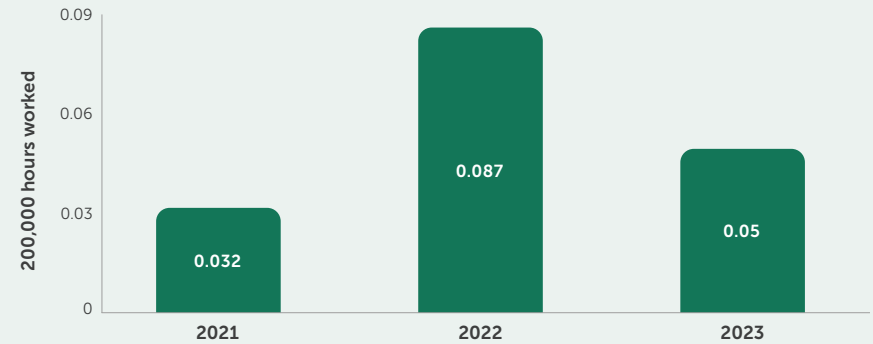
GRI 403-9, 11.9.10 • SASB EM-EP-320a.1, EM-EP-540a.1

Total Recordable Injury Frequency (TRIF)



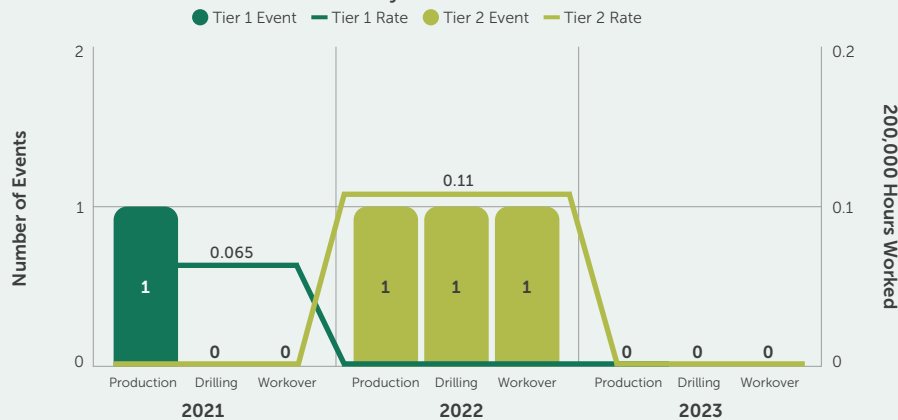
TRIF: 2023 performance was inline with 2022, demonstrating our continued commitment to promote safe operations and a safety first mindset across our business.

Total Lost-time Injury Frequency (LTIF)



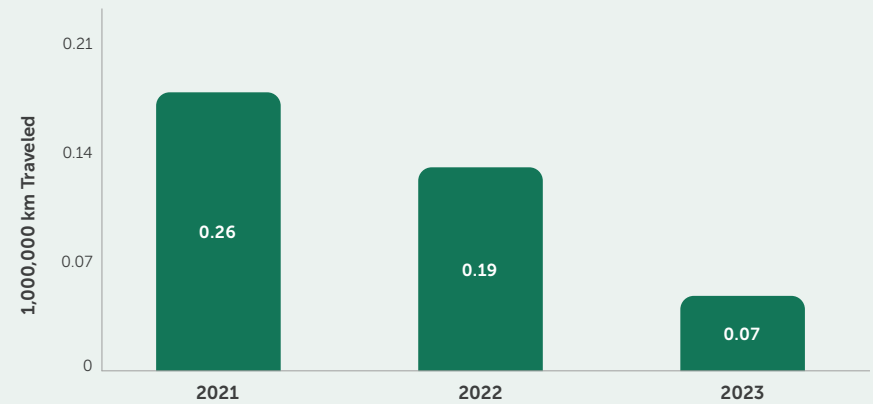
LTIF: Improved LTIF performance YoY by 43%, driven by enhancing leading safety indicators and the implementation of our Process Safety Program.

Process Safety – Events & Rates



Tier 1 & 2: Maintained exceptional performance of 0 Tier 1 process safety events, and Tier 2 decreased YoY to 0 from 0.11.

Motor Vehicle Accidents (MVA)



MVA: Achieved the lowest MVA since our Road Safety Program was introduced, resulting in a YoY decrease of 63%.

# Human Rights and Labour Rights

GRI 2-23 • SASB EM-EP-210b.1, EM-EP-210a.3

**Respecting and upholding the rights of all stakeholders, including indigenous and ethnic minorities, is foundational to the way we work at Parex. By adhering to both national and international human right declarations, we are committed to ensuring how we do business is aligned with global human right provisions.**

## Progressing our Commitment in 2023

GRI 2-24, EM-EP-210a.3

We are committed to progressing initiatives and oversight pertaining to human rights across our operations. Following a Human Rights Gap Analysis conducted in 2022, which compared Parex's practices and approaches to international standards, the Company completed a Human Rights Impact Assessment Pilot Project in the Middle Magdalena in 2023. This assessment enabled deeper analysis into Parex's and its third-party contractors' processes in the field, and provided clear findings on potential human rights-related improvements that the Company could make to its processes and within its supply chain.

Consistent with results of the 2022 gap analysis, the pilot program identified a set of opportunities that the Company could address to minimize the negative impact on a person's human rights. As an outcome, a work plan to address these impacts was developed and is being implemented in 2024. Key elements include:

- Reinforcing the human rights due diligence process and working with suppliers to integrate Parex's process into their practices through communication and training programs;
- Providing human rights training for security personnel;
- Strengthening contractor and vendor verification and evaluation processes to ensure alignment with Parex's standards and policies on human rights; and,
- Training contract administrators on Parex's expectations of suppliers to ensure compliance.

### Human Rights Training GRI 2-23

We require all employees to complete our annual Human Rights training. In 2023, Parex achieved a **100% completion rate**. Our employees in Colombia participated in an additional one-hour training on business and human rights.







## Supply Chain Management

GRI 3-3, 1110.1, 1112.1

### Our Management Approach

We are dedicated to sourcing goods and services from local partners in order to stimulate the local economy, foster local employment, promote community development, and secure our social license to operate. Throughout our operating activities, we rely on local and global contractors and suppliers to gain access to raw materials, equipment, unskilled and skilled labour, and technical and professional expertise and services. This reliance on third parties may link the Company to potential negative impacts on human rights and labour rights within our operations and supply chain and we work to proactively mitigate against such risks. We undertake due diligence to ensure we only conduct business with well established companies that demonstrate a strong history of compliance with labour laws and the Company's corporate policies, standards, procedures, and practices.

In 2023, our supply chain included 1,288 contractors and suppliers from across the globe for a total spend of US\$650 million. Approximately 90% of the companies were Colombian-based or Colombian subsidiaries of international companies; the remaining were international companies.

### Assessing and Managing Risks in our Supply Chain

We have a rigorous due diligence process that includes carrying out risk assessments on our counterparts in different phases of our operational life-cycle.

- i. Pre-contract: We complete a credit risk analysis and conduct screening of fraud, bribery, corruption, money laundering, and the financing of terrorism risks, through a specialized third-party, as part of our compliance process. When contracting high-risk activities, business units in charge of those activities conduct additional health and safety verifications at counterpart's facilities.
- ii. During contract execution: Our contract and agreement templates include standard clauses on audit, ethics, and compliance, as well as the commitment that contractors abide by the Company's policies and comply with all applicable laws, rules, and standards.

Business units assess contractors' practices and performance. During the audit at the beginning of the contract, we collect information about a contractor's compliance with labour laws, employment welfare standards and specific local requirements to hire or contract local people and/or procure goods and services at the local level. These risk assessments include a review of certain labour practices, such as minimum wage compliance, payment practices, and community grievances.

In 2023, we enhanced and increased the frequency of labour audits to identify improvement opportunities and promote labour-related best practices with contractors.

## Building Common Expectations with Third Parties

GRI 2-24

Our suppliers and contractors must adhere to all applicable laws and regulations pertaining to human rights and conduct all Parex-related business activities in alignment with our human rights standards and policies. All suppliers and contractors must guarantee that they conduct business in accordance with standards set out by the International Labour Organization and respect the rights and freedoms of their employees. This includes respecting and promoting cultural and ethnic diversity, gender equality, as well as the rights of local and indigenous communities.

To ensure broad awareness of Parex's commitment to human rights, we include our Corporate Policy on Human Rights as one of the appended documents in all the contractual agreements. In 2023, we launched our [Supplier and Contractor Guidelines](#), which clearly communicate the Company's expectations on ethics and compliance, human rights and labour rights, safety, and environmental management to our suppliers and contractors. This document includes key human rights commitments that we expect contractors and suppliers to observe. In addition, we worked with a number of local Chambers of Commerce to train our contractors and vendors on responsible business conduct and human rights due diligence in the supply chain to mitigate potential negative impacts on human rights.



Read Parex's inaugural 2023 Modern Slavery Report.

## Supplier Assessment and Development

Through a preliminary risk assessment, we identify high-risk suppliers based on factors such as local/national news and report sources stability, financial health, and historical performance. Following the initial assessment, we verify all certifications, licenses, and financial documents to reduce and mitigate supplier risk.

In addition, we carry out comprehensive, on-site audits to assess the performance of suppliers against KPIs related to operational capabilities, quality control processes, and HSE practices. This monitoring is completed at least annually for high and extreme risk level suppliers.

We work to develop long-term, collaborative relationships with key suppliers by providing technical training to enhance their capabilities, and delivering HSE training to ensure our suppliers meet industry safety standards. After conducting regular performance reviews and providing constructive feedback, we establish and implement corrective action plans for addressing identified issues.



Enhancing our suppliers' safety standards.





## Engaging with Indigenous & Ethnic Communities

GRI3-3, 411-1, 11.17.1, SASB, EM-EP-210a.3, EM-EP-210b.1

Parex respects and is committed to safeguarding the ethnic and cultural identity of Colombia's ethnic minorities. When engaging with ethnic minorities, we follow robust due diligence and consultation processes to ensure the rights of ethnic and Indigenous communities are respected and protected.

During a project's exploration and development phases, the Company identifies all ethnic communities that are present and/or recognized and assesses the potential impacts our activities could have to their lands, natural resources, and/or socioeconomic and cultural structure. Based on these outcomes, the Company requests the Ministry of the Interior to approve consultation prior to commencing operations, in accordance with Colombian regulatory requirements.

With the Ministry's approval, Parex carries out consultation with identified communities, and adheres to the guiding principles that recognize the fundamental rights of Black and Indigenous communities to be included in environmental licensing procedures.

 [Learn about our consultation guidelines.](#)

Parex follows established guidelines as required:



### Value Proposition

We consult, agree on, and develop social programs that improve living conditions; and we audit their implementation with the aim of safeguarding the customs, knowledge, and traditions of Indigenous people and ethnic communities.



### Building Trust

We strive to prevent mistrust by communities or any misconceptions of the Company's social responsibility practices.



### Dialogue & Relationships

We create spaces for open, inclusive dialogue where all opinions can be heard. This enables discussion and alignment on the methodology for prior consultations, and for the validation of information, identification of impacts, and formulation of agreements that are in line with communities' world views and life plans.





In 2023, Parex led several consultation processes prior to operations, to ensure compliance with Colombian regulations and corporate guidelines regarding indigenous and ethnic communities. The Company held 43 meetings as part of our consultation processes, engaging approximately 1,353 individuals. These included:

- Arauca & Llanos-38:** Parex held eight meetings with 110 participants in relation to the Banadia 3D seismic programs, which were finalized, and the Saravena 3D seismic, where the intercultural dialogue was initiated.
  - Consultation with the Afro COCOSAR community commenced in April 2023 and concluded with a compensation agreement in September 2023.
  - Consultation process with the U'wa Community began in 2023 with Parex initiating dialogue and building relationships with the Uncacias, Calafitas 1 and Calafitas 2 communities, of the U'wa ethnic group, in the municipality of Saravena. Through dialogue, the U'wa community agreed to consultation, understanding that it is their fundamental right. Consultation is expected to start in 2024.
- VSM-13-2:** Parex initiated consultation with three communities on two projects related to licensing for the development area and 3D Seismic. The communities involved were the La Gabriela and Dujoz Tamá Caguan, of the Tamá ethnic group, and the Sek Fiw Paez indigenous community of the Nasa ethnic group.
- VSM-14-1:** Parex began engagement with a community of the Huila Indigenous Reserve, of the Nasa Paez ethnic group. Through ongoing relationship building, the community agreed to participate in the consultation process, which is expected to commence in 2024.
- VSM-36:** Parex continued consultation with three communities of the Pijao ethnic group to conclude the consultation process with the Coyaima, Natagaima and Prado municipalities.

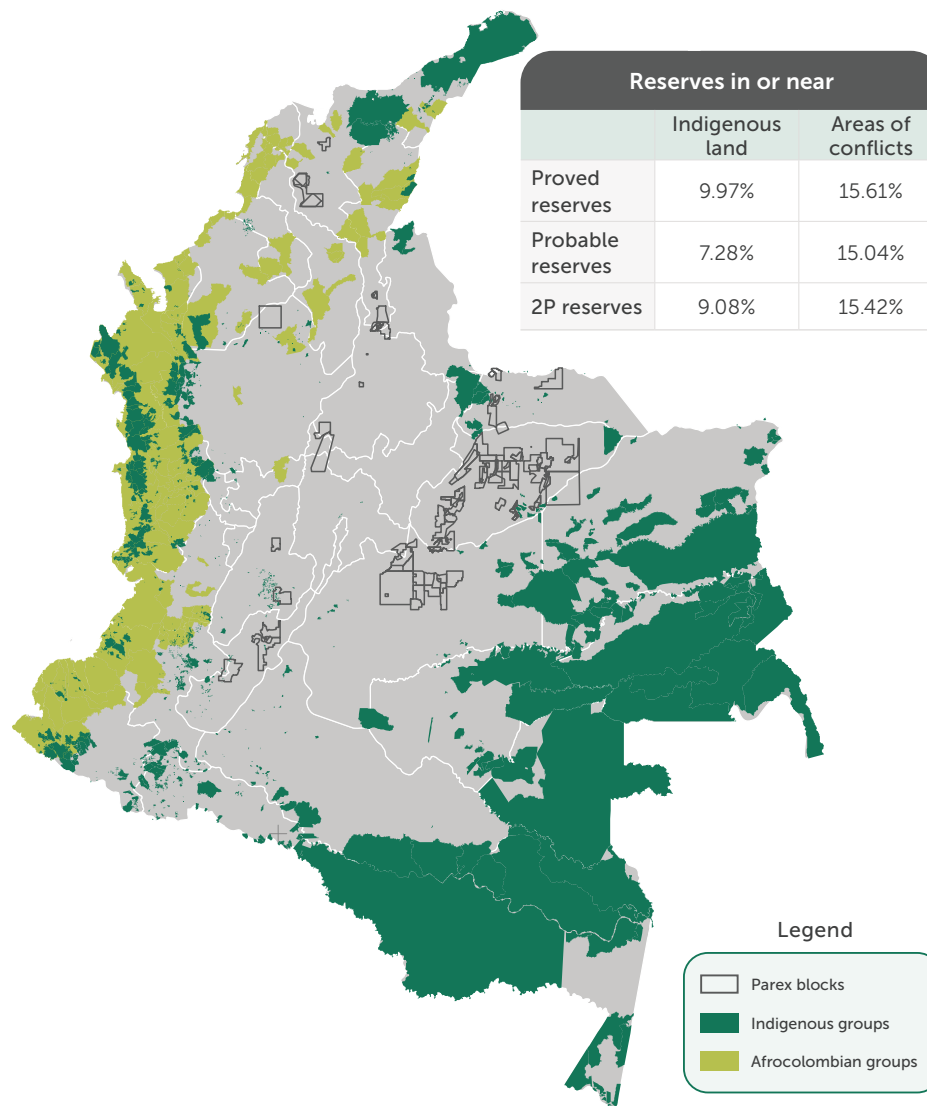
At Parex, we are proud of our approach and track record of engaging ethnic communities. By focusing on proactively addressing the petitions, claims and concerns from ethnic communities, we generate trust and help safeguard the ethnic and cultural identity of Colombia's ethnic minorities.

#### Prior consultation includes:

- the recognition and identification of communities,
- respecting the communities' lands, territories, and natural resources, and
- timely consultation with communities.

#### Parex's Colombian Properties in or near Ethnic Groups & Conflict Areas

SASB EM-EP-210a.1, EM-EP-210a.2



## Broadening our Reach: Building New Practices to Comply with the ESCAZU Agreement

In November 2022, Colombia became a signatory to the ESCAZU Agreement, a regional Latin America and Caribbean agreement that guarantees stakeholder rights to obtain environmental information and participate in decision-making that affects their lives and local environment. As a signatory, community consultation requirements in Colombia are in the process of being updated and enhanced, and though it has not been implemented by Law, Parex has anticipated the compliance of the ESCAZU agreement.

"We see Parex as a pioneer, building a more interactive EIA process for resource developers in Colombia. By being proactive, we've leveraged best practices in this space and are seeing positive support and engagement from the community. By maximizing access to project information we're enabling greater conversations and local value creation. Sharing benefits from our projects with local communities is foundational to how we work, and the EIA is one example of this."

**Damian Fernandez**  
Vice President, New Projects

With a strong commitment to active listening and stakeholder engagement, in 2023, Parex took a proactive approach, elevating its consultation and EIA practices to voluntarily comply with the ESCAZU Agreement. Prior to this agreement, companies were required to engage with stakeholders in three instances for an EIA: ahead of, during and after a project. In 2023, we significantly expanded how information was made accessible to stakeholders, improving our reach by creating awareness campaigns that ensured broader circulation.

### Actions included:



Building interactive websites for each EIA the company was undertaking



Door-to-door campaigns to reach those without access to the internet



Hosting open town halls & fairs in local communities



Inquiry hotlines to help answer community questions



Creating extensive social media and marketing campaigns to reach more stakeholders through QR codes, mobile phones and other media outlets

Through the course of the year, Parex's EIA webpages received over 270,000 visits. As a leader in the field for enhancing our consultation practices in-line with ESCAZU, Parex was the only operator in Colombia to be granted EIA permits from the government in 2023.



Visit our EIA websites to better understand how we are actively engaging our stakeholders.

## Case Study: Llanos 38 Project

GRI 11.17.4

The U'wa community has historically been reticent to natural resource development, and has rejected consultation. However, given Parex's responsible management and track record as a trusted community partner in Arauca, through proactive and ongoing engagement, this community has agreed to participate in consultation. This represents the first time the U'wa will engage directly in consultation with an oil and gas company.



# Governance

Solid corporate governance is foundational to how we work. The Board of Directors oversees Parex's business activities, and through our Code of Conduct, ensures we conduct our business in an ethical and transparent manner. We strive to meet and exceed local laws and regulations in the jurisdictions where we operate, while also taking into consideration the values of local customs in our decision making process.



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Economic performance	79

## 2023 Performance Results

**50%**

of Board committee chairs are women

**25%**

of short-term incentives linked to ESG performance

**500+**

hours of employee cybersecurity awareness training

**\$400MM US**

paid in royalties and taxes



# Governance

## Our Approach

1

### We uphold a corporate governance framework based on transparency, honesty, and integrity

- Our Code of Conduct Policy instills our corporate expectations and values and supports our commitment to maintaining a culture of transparency and compliance at Parex.

2

### The Board, in collaboration with management, oversees our ESG and climate performance

- It considers ESG risks and opportunities in decision-making, quarterly reviews, ESG-related issues, and assesses performance against metrics, targets, benchmarks, and goals.

3

### We prioritize stakeholder commitments and operate in an ethical and transparent manner, earning trust and respect as a responsible corporate citizen

- Our approach focuses on finding synergies with local community stakeholders and creating shared benefits from natural resource production.

4

### We ensure compliance with laws, regulations, and policies, considering associated risks in our Enterprise Risk Management (ERM) process

## Our Governance Policies



#### Board Mandates

Code of Conduct

ESG Steering Committee Mandate

2023 ESTMA Report

2024 Information Circular

Human Rights Policy

Anti-Bribery and Anti-Corruption Policy

# Corporate Governance, Ethics and Transparency

GRI 3-3

**At Parex, we believe that a solid corporate governance framework is foundational to maintaining a positive reputation and delivering long-term business success.**

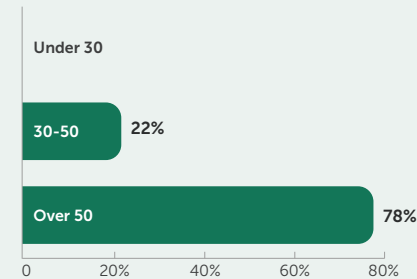
Our corporate governance framework guides how we work and is based on the principles of transparency, honesty, and integrity. As outlined in our Code of Conduct, we conduct all business in an ethical and transparent manner, and ensure we meet or exceed compliance with respect to applicable laws and local regulations in jurisdictions where we operate. As a responsible operator that seeks to grow relationships and build community, consideration for local customs and traditions also represent an important part of our decision-making process.

## Board Governance and Composition

GRI 2-9, 2-12, 405-1 11.11.5

Parex's Board is responsible for fostering the Company's long-term success. It oversees our overall strategic direction and management with the assistance of four Board committees to which it delegates responsibilities, including reviewing and making recommendations on policies and performance measures related to sustainability. Through the President and CEO, the Board oversees Parex's business conduct and the management of business activities.

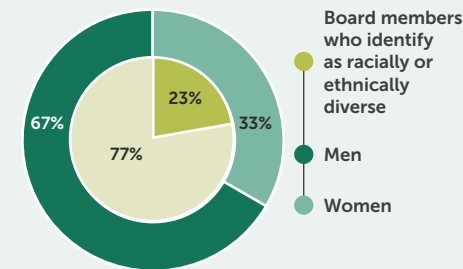
Directors by Age



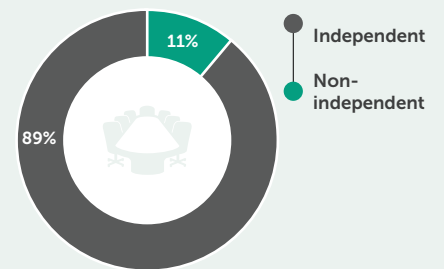
Directors by Tenure



Gender Diversity



Board Independence



### Magdalena

VIM-1, La Belleza



## ESG and Climate Governance

GRI 2-13, 2-14, 11.2.1 • TCFD Governance Recommended Disclosure (a), Governance Recommended Disclosure (a)

### Board Oversight

In alignment with management, the Board is responsible for the strategic direction of the Company, including oversight of our ESG and climate performance. Key accountabilities include, but are not limited to:

- Considering ESG-related risks when reviewing and approving the strategic plan, operating and capital budgets, acquisition and divestiture activities, investor relations activities and general corporate strategy;
- Reviewing ESG-related issues, risks, and opportunities relevant to the business, strategy and risk management processes on a regular basis with management; and,
- Reviewing and assessing performance against ESG metrics, targets, benchmarks and goals.

### Management's Accountabilities

Management is responsible for reviewing the Company's ESG strategies and policies, including those related to climate-related risks and opportunities. It provides quarterly updates on ESG to the Board through the Board committees.

### ESG Steering Committee (ESG SC)

This committee, chaired by the President & CEO, is responsible for setting the Company's sustainability strategy, performance and disclosures. Meetings are held quarterly and important outcomes are reported to the Board.

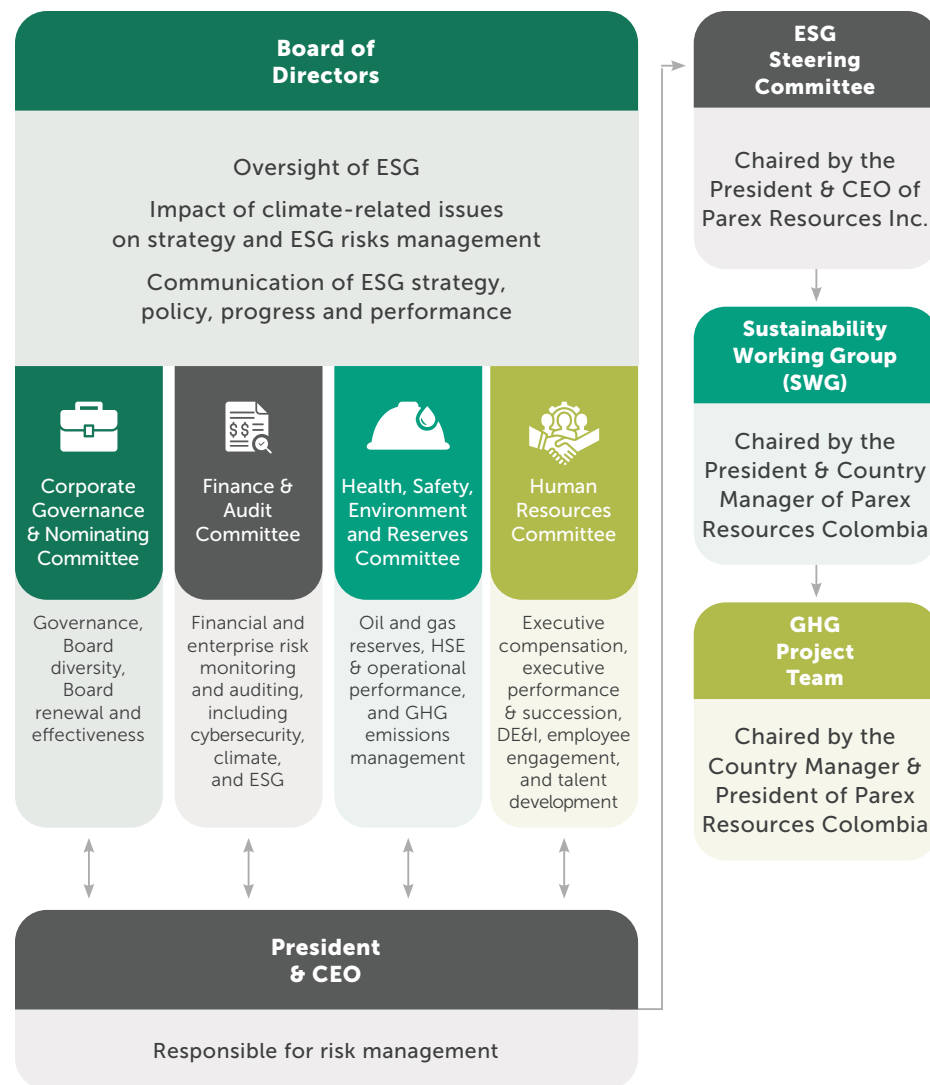
The ESG SC assists the Board, its Committees, and Management with:

- Undertaking materiality assessments;
- Preparing, reviewing, and providing oversight over processes and practices used to identify, assess, manage, and monitor ESG risks and opportunities; and,
- Identifying, assessing, and managing emerging ESG related risks, including physical and transition climate-related risks, and the consideration of plausible future climate related macro scenarios.

For more information on the roles and responsibilities of the ESG SC, see the [committee mandate](#).

### 2023 ESG SC Activities

- Approval of ESG strategy
- Monitoring performance against Parex's public ESG goals and targets
- Approval of 2022 sustainability report prior to publication
- Monitoring of regulatory development, including Canada's *Fighting Against Forced Labour and Child Labour in Supply Chain Act*





## Ethics and Transparency

GRI 207-4, 415-1, 11.21.7, 11.22.2

We fulfill our commitments to stakeholders while working in an ethical and transparent manner. This approach differentiates Parex as a responsible community partner that is trusted and respected and is foundational to maintaining our reputation as a good corporate citizen.

The principles of transparency are rooted in the way we work. We have implemented the Transparency and Business Ethics Program (PTEE) as an integral part of our management system to prevent corruption and bribery across our entire value chain. This program is built on clear and robust policies, including our Anti-Bribery and Anti-Corruption Policy, supported by detailed procedures. We actively work to foster an organizational culture that promotes ethics and transparency in all our operations. Additionally, we manage a Self-Control System and conduct comprehensive risk management related to money laundering, terrorism financing, and proliferation of weapons of mass destruction (SAGRILAFIT). Our annual disclosure on taxes and payments to governments are aligned with the Extractive Sector Transparency Measures Act (ESTMA).

### 2023 Payments to Governments:

- \$244.70 million in royalties
- \$155.60 million in taxes

### Ethical Conduct

At Parex, our actions are guided by corporate policies that establish a framework for how we work. These policies are reviewed and approved bi-annually by our Board and ensure that we maintain the highest level of ethical conduct and corporate governance.

- [Anti-Bribery and Anti-Corruption Policy](#)
- [Code of Conduct](#)
- [Human Rights Policy](#)
- [Whistleblower Policy](#)

## Code of Conduct and Compliance Training

GRI 2-23, 2-24 • SASB EM-EP-510a.1, EM-EP-510a.2

Parex expects each of our employees, officers, directors and representatives working on behalf of the Company to adhere to the principles set out in our Code of Conduct when dealing with stakeholders.

Annually, we assess the knowledge and understanding of employees and of those conducting Parex's business of our key corporate policies, including Anti-bribery and Anti-corruption, the Code of Conduct, and Human Rights. Through our learning platform, employees are assessed on the key elements of each policy and must obtain a 100% score prior to signing our annual certification of acknowledgment to successfully satisfy the Company's compliance requirements. In 2023, 100% of Parex's employees signed-off on all the key corporate policies following self-directed training.



**Paula Quintero, Compliance Officer, Colombia, discusses how Parex works to promote a culture of transparency through our corporate governance policies.**

## Reporting of Concerns

GRI 2-26

Our Whistleblower Hotline provides an anonymous mechanism for both internal and external stakeholders to report their concerns to the Board about allegations of misconducts within Parex and/or along the Company's value chain without fear of reprisal. In 2023, we made several improvements to the Whistleblower reporting mechanism, including:

- Updating the Whistleblower Policy, improving simplicity of access for employees and/or stakeholders to raise a concern;
- Redeveloped the external Whistleblower website, streamlining relevant information for Parex's stakeholders; and,
- Increasing the accessibility and visibility of the Whistleblower Hotline on our internal and external websites.



Read our most recent ESTMA Report dated May 28, 2024.

### Know your options!

In 2023, to improve employee awareness on all options available to report a concern, we launched a “Know your Options” campaign across the organization. In addition to highlighting improvements made to our Whistleblower Policy, we also **encouraged employees to speak up when they had a concern** by reaching out to their manager, a leader, the Colombia compliance officer or a member of the HR team.

Learn more about our Whistleblower Policy.

A whistleblower concern can be submitted verbally or in writing to a Parex representative or confidentially by phone or online through our reporting system, EthicsPoint, managed by an independent third-party firm. All submissions are promptly reviewed, and appropriate action, including investigation, is taken as necessary. Any reported concern that is substantiated as a case of misconduct results in disciplinary actions, including and up to termination of employment or contract.

In 2023, there were 14 reports of potential misconducts, which included four confirmed violations of the corporate Code of Conduct. We saw a significant YoY increase in the number of concerns (600%) submitted, in part due to improved accessibility and visibility of this reporting mechanism and our proactive engagement with employees to speak up and report concerns as necessary. While the YoY increase was substantial, 50% of the total reports were related to the same incident, which was resolved in the year. By the end of 2023, we resolved 100% of the concerns reported to the Company.

Beyond disclosing the number and type of concerns reported, we do not disclose additional details or identifiable information to preserve the anonymity and privacy of people involved.

### 2023 Whistleblower Reports



## Anti-Bribery and Anti-Corruption

GRI 205-1, 205-3, 11.20.2, 11.20.4 • SASB EM-EP-510a.1, EM-EP-510a.2

Our Anti-bribery and Anti-corruption Policy prohibits Parex representatives from engaging in and/or tolerating any form of corruption or bribery. Practices constituting corruption and bribery are clearly outlined in our policy.

Annually, we conduct detailed background checks on potential business partners and contractors to minimize the potential risks of money laundering and terrorist financing to avoid risks within our supply chains that could impact Parex’s reputation. In 2023, 100% of our operations in Colombia were evaluated for the prevention of risks related to corruption, fraud, bribery and we communicated our policy and procedures to our partners.

In 2023, we ensured that 100% of our employees signed-off on the Anti-bribery and Anti-corruption following self-directed training. In addition, we carried out several training sessions for over 70% of our employees on topics related to the Anti-bribery and Anti-corruption Policy. We emphasized the importance of compliance within the organization’s leadership and held specific sessions targeting groups responsible for due diligence. General training covered aspects of business transparency programs, including crucial topics such as conflict of interest, the relevance of compliance areas, and the conceptualization of risks including but not limited to money laundering, terrorism financing, corruption, and bribery, as well as prevention activities.

In Colombia, we ran monthly communication campaigns to provide relevant information and tips to employees to keep our staff informed and aware of best practices and risks associated with unethical behaviours.

We also carry out continuous monitoring of the Company’s business units to verify their compliance with controls related to due diligence, competitive processes, payments and legalization of expenses, among other critical aspects. This comprehensive approach allows us to ensure that our processes align with the highest ethical and legal standards.

### In 2023, there were no:

- Significant cases of non-compliance with regulations involving non-monetary sanctions and/or fines
- Public legal cases related to corruption brought against Parex or its employees
- Operations within the lowest-ranked countries on the Transparency International’s Corruption Perceptions Index

## Regulatory Compliance and Public Policy

GRI 2-27, 415-1, 1122.2 • SASB EM-EP-530a.1

Complying with laws, regulations, and policies is part of Parex's commitment to being a responsible operator. As such, risks associated with current and emerging regulations relevant to Parex are always considered when updating and reviewing the Company's ERM risk registry.

We rigorously track our compliance with regulatory requirements and legislative initiatives to identify potential risks and opportunities. This process ensures that relevant employees are aware of upcoming regulatory and policy changes that may impact our business.

Through active engagement with external regulatory agencies and industry associations, we share our views on policies impacting our sector. This includes participating in public consultation and review of public policies and regulatory processes.

Parex supports Colombia's National Climate Change Management Plans (PIGCCe). The Company is the first energy company in Colombia to submit a Climate Change Integral Management Plan.



Learn more  
about PIGCCe in  
this report.

## Membership Associations

GRI 2-28

We maintain memberships to local and global industry associations, which drive the oil and gas industry's knowledge, best practices, technical expertise, and positions on public policy. In 2023, Parex was an active member of several organizations and to date the Company has not assessed nor identified any material misalignment on climate policies with the following organizations:

- Canadian Association of Petroleum Producers (CAPP)
- National Business Association of Colombia (ANDI)
- Colombian Oil and Gas Association (ACP)
- Colombian Canadian Chamber of Commerce
- Human Rights and Hydrocarbons Working Group (Colombia-based initiative led by national authorities, including the Ministry of Mines and Energy, the Agencia Nacional de Hidrocarburos (ANH), and the Office of the Presidential Advisor on Human Rights)

We adopted the Extractive Industries Transparency Initiative (EITI) Standard and are a signatory to the United Nations Global Compact.

In 2023, we spent **US\$183,214 in fees and other spending** on industry associations. We did not make any monetary or in-kind political contributions.





# Risk Management

TCFD Strategy Recommended Disclosure (a), Risk Management Recommended Disclosure (a), Risk Management Recommended Disclosure (b)

**The Company's ERM process aims to identify all business and operational risks, including ESG and climate related risks. The ERM is made up of a Risk Management Framework and Risk Matrix which outlines the Company's risk management principles as well as employees' roles and responsibilities. The Risk Management Framework contains the key attributes recommended by the International Standards Organization (ISO) in its ISO 31000 – Risk Management Guidelines (2017).**

## Assessing & Managing Risks

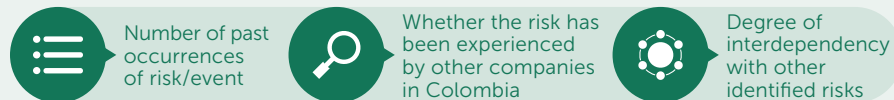
Parex prioritizes risks based on likelihood and impact. Semi-annually, leaders review Parex's ERM risk register to assess risk scores and mitigation strategies, and updates as required. Following a comprehensive review by the executive, identified risks are then reported to the appropriate Board committee.

The top risks (determined by the greatest combined likelihood and impact scores) are submitted by the committees to the Board for full review. For each of the top enterprise and business risk identified, responsibility for management is assigned to an executive and action plans are developed.

### Prioritizing Risk

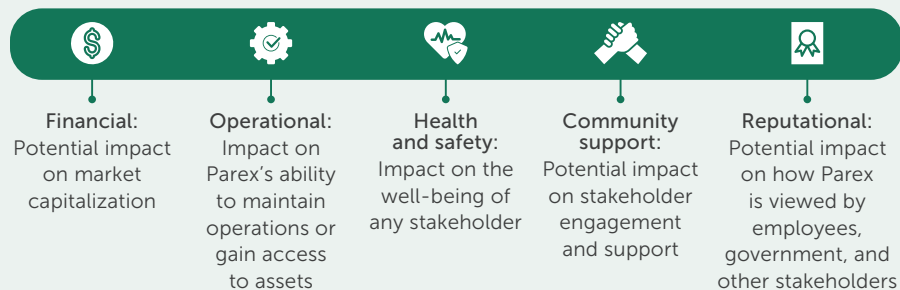
#### Likelihood:

Considers over a dozen factors (see below) and is assessed on a scale of 1 to 5, ranging from rare (1) to almost certain (5).



#### Impact:

Considers five key dimensions and is assessed on a scale of 1 to 5, from negligible (1) to severe (5).



## Business Continuity

SASB EM-EP-540a.1, EM-EP-540a.2

Parex has a Business Continuity Management (BCM) plan in place which prepares the Company in the event of extended crisis situations or other type of business disruption that cannot immediately be brought under control. A number of key drivers can affect our BCM plan and Parex takes each of these factors into consideration in the development and maintenance of business continuity planning. These include reputation protection, revenue and asset protection, operational risk reduction and impact mitigation, enhancing technology response, corporate governance, supply chain and customers, insurers, and personal liability.

All Parex sites implement preventative measures where possible to minimize operational disruptions and to recover as rapidly as possible when an incident occurs. The Company supports a business continuity model that establishes and implements procedures based on a strategy that is developed from a Business Impact Analysis (BIA) of Parex's key business activities.

The main elements of the Parex BCM model include BIA and risk assessment, business continuity strategy, establishing and implementing business continuity procedures, and training and exercises for business continuity.

In addition, our Prevention, Preparedness, and Emergency Response Plan allows us to respond in a timely and effective manner to incidents and events that have the potential to harm our people or damage the environment or our assets. We review our emergency response procedures monthly to ensure our preparedness in the event of an emergency. For example, the execution of our Evacuation Plan requires that we identify probable threats, such as fire, civil protest, road accidents, explosion, earthquake, flooding, or gas leaks, as well as the resources required to overcome the emergencies and reduce vulnerabilities.

We also conduct regular emergency response training exercises to allow responders to practice and familiarize themselves with their responsibilities and to identify opportunities for improving emergency preparedness.



See "Addressing Local Blockades & Protests" for information on Parex's early warning indicators.



## Cybersecurity and Data Privacy

At Parex, we understand the importance of having a robust cybersecurity system in place and we are continuously improving our practices and approach to help ensure our information environment is protected.

### Risk Management

Our cybersecurity management framework is designed to enable effective risk management decisions by identifying potential cyber-related security risks and taking actions to reduce risk to an acceptable level. We take a risk-based approach to identify, assess, and manage threats to Parex's information assets to provide a secure, vigilant, and resilient organization. By partnering with our business stakeholders to cultivate a risk-aware culture, we provide the appropriate protection of Parex's information assets.

The primary goal of the security risk assessment process is to actively evaluate our IT and Operational Technology (OT) infrastructure and ensure any threats within the changing cyber landscape are remediated. We do this by maintaining a consistent method by which risk to new or existing services (systems/applications) are formally identified, quantified, and managed during the service lifecycle.

The key objectives of the security risk assessment process are to:

- Identify potential security risks to Parex's systems, applications, and information;
- Assess potential risks identified, considering potential threats, the likelihood of occurrence, existing safeguards and business impact;
- Take action to address risk treatment activities; and,
- Monitor and review residual risk.

### Security Awareness Training

Parex leverages industry frameworks and best practices in designing the security awareness and training program. The training, which is focused on promoting a risk-aware culture, highlights key elements outlined in the infographic, to ensure a comprehensive overview of cybersecurity and risks. We aim to educate employees, contractors and third parties on their responsibility to protect the confidentiality, availability and integrity of the organization's assets and information by ensuring they understand current and evolving threats and applying proper judgement in their daily activities.

We conduct simulated phishing campaigns on a regular basis and provide quarterly cybersecurity training to all staff using our self-directed online learning and assessment tools. In 2023, our staff participated in **over 500 hours of cybersecurity awareness training** or an average of 1+ hour training per employee.

## Using Industry Best Practices to Manage Cyber Risk

Parex's cybersecurity program is based on the US National Institute of Standards & Technology (NIST) cybersecurity framework (CSF), enabling a holistic approach to managing cyber risks.

The CSF is organized into five functions:



This framework broadens Parex's operational security controls to enterprise-wide cybersecurity governance and helps define:

- Organizational context (threats facing the organization), business requirements and cybersecurity scope;
- Enterprise level leadership and commitment, roles, responsibility; and authority;
- Prioritization of the company's portfolio of cybersecurity initiatives and actions to achieve our strategic goals and objectives;
- Operational planning, cyber risk assessments and treatment plans; and,
- Cybersecurity program performance evaluation and continual improvements.



### Cybersecurity 2023 Progress

Following a fulsome evaluation of the Company's Cybersecurity Program in 2022, we updated specific policies and standards, and launched our updated multi-year roadmap. We continued this work in 2023, with a goal of continuously improving our advanced cyber risk detection and prevention capabilities. Some actions taken throughout the year included formalizing a partnership with a third party vendor for managed security services, enhancing email security to address improvements in AI simulated phishing and reviewing and updating our cyber incident response plan using a third party that specializes in this area.

### Continuously Improving our Approach: Priority Actions for 2024

Technology is constantly evolving; we continually monitor changes in this space and apply new learnings and best practices to our cybersecurity program. Some actions we are prioritizing for 2024 include:

- Network security enhancements across Field Operational Technology (OT) sites;
- Enhancements in vulnerability management processes and remediation plans;
- Web Application Firewall e-Enhancements and greater protection coverage of public facing web applications;
- Conducting a third-party led cybersecurity-related incident response tabletop exercise; and,
- Further enhancements and updates to our Business Continuity Plans and Disaster Recovery Plans.

### Board Oversight

The Audit & Finance Committee of the Board has oversight of cybersecurity matters including evolving risk and business considerations and receives regular updates, on behalf of the Board, from Management on matters related to cybersecurity and data privacy. In July 2023, the Corporate IT Manager presented to the Board, updating them on Parex's metrics on the Company's cybersecurity program, milestones completed, and planned work. During this session the Board was provided with general industry updates, and risk areas of concern that pertain to the industry or our regions. Parex has a robust cybersecurity program in place to mitigate risk; the Company did not experience any notable cybersecurity issues in 2023.



# Economic Performance

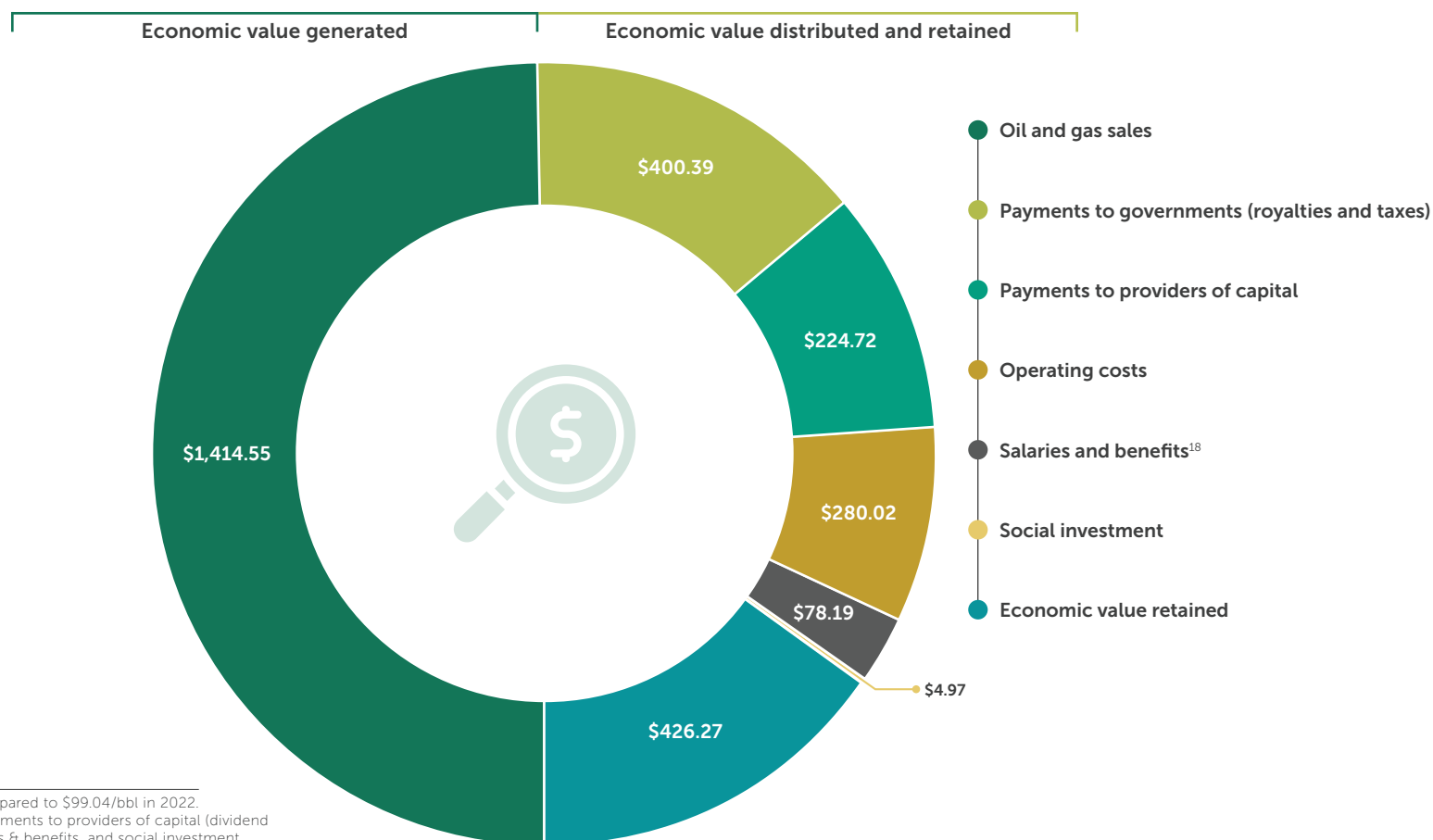
GRI3-3, 11.14.1 201-1, 11.14.2

**Our investments in oil and gas development activities generate economic value. This enables us to deliver shareholder returns, create employment, support local businesses, pay taxes and generate long-term benefits for communities.**

Driving safe and sustainable operations as well as delivering return of capital, are core business fundamentals of our corporate strategy. By focusing on these fundamentals, we are positioned to generate cash flow in various commodity price environments and meet our capital allocation targets.

In 2023, we generated \$1,415 million in economic value, which decreased 14% YoY as a result of lower oil prices.<sup>15</sup> We distributed<sup>16</sup> 70% of the generated value to multiple stakeholders and retained<sup>17</sup> 30%.

## Direct Economic Value Generated, Distributed and Retained in 2023 (US\$MM)



<sup>15</sup>2023 Brent reference price was \$82.18/bbl compared to \$99.04/bbl in 2022.

<sup>16</sup>Economic value distributed: royalties, taxes, payments to providers of capital (dividend plus shares repurchase), operating costs, salaries & benefits, and social investment.

<sup>17</sup>Economic value retained: economic value generated less economic value distributed.

<sup>18</sup>Payments to providers of capital: interest payments on bank note, dividends paid and buybacks.



# Appendices

This report was prepared in alignment and with reference to voluntary sustainability reporting frameworks and standards that are relevant to the O&G sector. We strive to transparently report our sustainability practices and performance, disclosing 3-year sustainability metrics, so that our stakeholders can not only evaluate our performance and progress overtime but also find information about our sustainability practices on issues that are material to them.

## In this section

How we engage stakeholders on their priorities	81
Content indices	83
Performance metrics	100
Advisories	140
External assurance	142



# How We Engage Stakeholders on Their Priorities

Stakeholders and their priorities	Communication channels	Parex's Responses
<b>Government and regulators</b>		
<ul style="list-style-type: none"> <li>• Economic benefits and local development</li> <li>• Responsible operations</li> <li>• Transparency and regulatory compliance</li> <li>• Working with communities</li> <li>• Innovation - energy transition</li> <li>• Management of the business environment</li> </ul>	<ul style="list-style-type: none"> <li>• Information meetings</li> <li>• Coordination meetings</li> <li>• Field visits written information</li> </ul>	<ul style="list-style-type: none"> <li>• Pay taxes &amp; royalties; and invest in communities</li> <li>• Deliver safe and reliable operations</li> <li>• Field visits with authorities</li> <li>• Response to queries</li> <li>• Introducing existing technology but new to Colombia</li> </ul>
<b>Civil society</b>		
<ul style="list-style-type: none"> <li>• Human rights &amp; indigenous people</li> <li>• Management of E&amp;S impacts</li> <li>• Ethical conduct and transparency</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate public disclosures</li> <li>• Information meetings</li> <li>• Digital media</li> </ul>	<ul style="list-style-type: none"> <li>• Grievances (PQR) mechanism</li> <li>• Partnership with local stakeholders</li> <li>• E&amp;S integrated in Enterprise Risk Management</li> <li>• EITI membership</li> <li>• Public information (Reports)</li> </ul>
<b>Local and indigenous communities</b>		
<ul style="list-style-type: none"> <li>• Local employment and contracting opportunities</li> <li>• Procurement of local goods and services</li> <li>• Community investment, economic development, and public infrastructure</li> </ul>	<ul style="list-style-type: none"> <li>• Consultation and information meetings</li> <li>• Projects socialization</li> <li>• Social investment monitoring meetings</li> <li>• Digital media – public disclosures</li> <li>• PQR mechanism</li> </ul>	<ul style="list-style-type: none"> <li>• Open and ongoing dialogue</li> <li>• Regular consultation</li> <li>• Investment in the community, local development, and infrastructure improvements</li> <li>• Timely response to PQR submissions</li> </ul>
<b>Contractors and suppliers</b>		
<ul style="list-style-type: none"> <li>• Long-term contracts</li> <li>• Efficient contract process</li> <li>• Local suppliers support and development</li> <li>• Training opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Kick off meeting</li> <li>• Audits procurement platform</li> <li>• Formal and informal communications</li> </ul>	<ul style="list-style-type: none"> <li>• Competitive and transparent bidding process</li> <li>• Up-to-date supplier database</li> <li>• Community communication strategy</li> <li>• Training: United to Grow</li> </ul>

Stakeholders and their priorities	Communication channels	Parex's Responses
<b>Customers</b>		
<ul style="list-style-type: none"> <li>• Crude quality, quantity and timely delivery</li> <li>• Business ethics and transparency</li> <li>• Compliance with international crude market standards, regulations, warnings, and policies</li> </ul>	<ul style="list-style-type: none"> <li>• Commercial meetings</li> <li>• Clients / O&amp;G networking events</li> <li>• Tenders and market feedback sessions</li> </ul>	<ul style="list-style-type: none"> <li>• Available crude oil in the necessary quality and quantity to allow timely delivery</li> <li>• Trustworthy commercial relationships based on ethical behaviour and adherence to contract terms</li> <li>• Due diligence processes to maintain safe and reliable relationships</li> </ul>
<b>Employees</b>		
<ul style="list-style-type: none"> <li>• Career development opportunities</li> <li>• On-going performance feedback</li> <li>• Compensation and benefits</li> <li>• Inclusive work environment</li> </ul>	<ul style="list-style-type: none"> <li>• Internal communication channels</li> <li>• Team and townhall meetings</li> <li>• Quarterly CEO's newsletter</li> <li>• Joint H&amp;S Committee</li> </ul>	<ul style="list-style-type: none"> <li>• Individual development plan</li> <li>• Annual and mid-year reviews</li> <li>• Employee engagement surveys</li> <li>• Competitive compensation package</li> <li>• Execution of Parex' DEI Plan</li> </ul>
<b>Investors and shareholders</b>		
<ul style="list-style-type: none"> <li>• Financial results</li> <li>• Robust governance structure</li> <li>• Health &amp; safety performance</li> <li>• Management of financial and non-financial risks</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate public disclosures</li> <li>• Investor conferences</li> <li>• Capital Markets Day</li> <li>• Annual General Meeting</li> </ul>	<ul style="list-style-type: none"> <li>• Execution of corporate strategy</li> <li>• Aligned compensation structures</li> <li>• Board independence</li> <li>• Safe operations</li> <li>• Board oversight of financial and ESG risks</li> </ul>
<b>Media</b>		
<ul style="list-style-type: none"> <li>• Local employment</li> <li>• Procurement of local goods and services</li> <li>• Investment in the community, local economic development, and public infrastructure</li> <li>• Training</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate public disclosure</li> <li>• Information meetings</li> <li>• Compliance with information requests</li> </ul>	<ul style="list-style-type: none"> <li>• Publicly available projects' information</li> <li>• Community investment strategy</li> <li>• Training for local journalists</li> <li>• Collaborate on the delivery of projects to communities</li> </ul>
<b>Partners</b>		
<ul style="list-style-type: none"> <li>• Oil &amp; Gas information and operational update</li> <li>• Health and safety management</li> <li>• Management of E&amp;S impacts</li> <li>• Business sustainability</li> <li>• Governance and transparency</li> </ul>	<ul style="list-style-type: none"> <li>• Periodic reports</li> <li>• Coordination meetings</li> <li>• Working groups</li> </ul>	<ul style="list-style-type: none"> <li>• Periodic production, activities, and execution reports</li> <li>• Robust HSE policy and management system</li> <li>• E&amp;S integrated in Enterprise Risk Management</li> <li>• Execution of budgets and capital programs</li> <li>• EITI membership</li> </ul>

# Content Indices

## GRI Index

GRI Standard	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	

### General Disclosures

#### The Organization and its Reporting Practices

2-1	Organizational details	SR: 3 & 9-10				
2-2	Entities included in the organization's sustainability reporting	SR: 3				
2-3	Reporting period, frequency and contact point	SR: 3				
2-4	Restatements of information	SR: 3 & 139				
2-5	External assurance	SR: 3 & 142				

#### Activities and Workers

2-6	Activities, value chain and other business relationships	SR: 9-11 & 100				
2-7	Employees	SR: 54, 56 & 101-103				
2-8	Workers who are not employees	SR: 103				

#### Governance

2-9	Governance structure and composition	2024 Infocirc: 11-21 & 40-43; SR: 70 & 103				
2-10	Nomination and selection of the highest governance body	2024 Infocirc: 11 & 41				
2-11	Chair of the highest governance body	2024 Infocirc: 12 & 17				
2-12	Role of the highest governance body in overseeing the management of impacts	2024 Infocirc: 36 & SR: 71				
2-13	Delegation of responsibility for managing impacts	2024 Infocirc: 36				
2-14	Role of the highest governance body in sustainability reporting	SR: 71				
2-15	Conflicts of interest	2024 Infocirc: 40 & COC: 2-3				
2-16	Communication of critical concerns	SR: 72-73 & Whistleblower: 4 & 6				
2-17	Collective knowledge of the highest governance body	2024 Infocirc: 43				
2-18	Evaluation of the performance of the highest governance body	2024 Infocirc: 36-37				
2-19	Remuneration policies	2024 Infocirc: 45-46 & 58-71				
2-20	Process to determine remuneration	2024 Infocirc: 45-46 & 58-71				
2-21	Annual total compensation ratio	SR: 103				



GRI Standard	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
Strategies, Policies, and Practices						
2-22	Statement on sustainable development strategy	SR: 5-6, 12-13				
2-23	Policy commitments	SR: 72 & 104; website				
2-24	Embedding policy commitments	SR:72-73				
2-25	Processes to remediate negative impacts	SR: 49-50, 72-73 & 104-105				
2-26	Mechanisms for seeking advice and raising concerns	SR:72-73 & 105-106				
2-27	Compliance with laws and regulations	SR:74 & 106				
2-28	Membership associations	SR: 74				
Stakeholder Engagement						
2-29	Approach to stakeholder engagement	SR: 13-15,43 & 65-67				
2-30	Collective bargaining agreements	SR: 57 & 106				

## Material Topics

3-1	Process to determine material topics	SR: 13				
3-2	List of material topics	SR: 13				

## GRI 11.1 GHG Emissions

### GRI 3: Material Topics 2021

3-3	Management of material topics	SR: 18-30 & 112				11.1.1
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### GRI 302: Energy 2016

302-1	Energy consumption within the organization	SR: 30 & 112				11.1.2
302-2	Energy consumption outside of the organization	SR: 112				11.1.3
302-3	Energy intensity	SR: 30 & 112				11.1.4

### GRI 305: Emissions 2016

305-1	Direct (Scope 1) GHG emissions	SR: 20 & 116				11.1.5
305-2	Energy indirect (Scope 2) GHG emissions	SR: 20 & 116				11.1.6
305-3	Other indirect (Scope 3) GHG emissions	SR: 22 & 117				11.1.7
305-4	GHG emissions intensity	SR: 20 & 117				11.1.8

GRI Standard	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	

## GRI 11.2 Climate Adaptation, Resilience and Transition

### GRI 3: Material Topics 2021

3-3	Management of material topics	19 & 26-28				11.2.1
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### GRI 201: Economic Performance 2016

201-2	Financial implications and other risks and opportunities due to climate change	SR: 26-28 & 108				11.2.2
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### GHG Emissions 2016

305-5	Reduction of GHG emissions	SR: 23 & 118				11.2.3
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### Additional Sector Disclosures

	Organization's approach to public policy development and lobbying on climate change	SR: 74				11.2.4
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## GRI 11.3 Air Emissions

### GRI 3: Material Topics 2021

'3-3	Management of material topics				Not identified as material topic	11.3.1
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### GRI 305: GHG Emissions 2016

305-7	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	SR: 118				11.3.2
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### GRI 416: Customer Health and Safety 2016

416-1	Assessment of the health and safety impacts of product and service categories	SR: 138			Not identified as material topic	
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## GRI 11.4 Biodiversity

### GRI 3: Material Topics 2021

3-3	Management of material topics	SR: 38				11.4.1
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### 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	SR: 38 & 95				11.4.2
304-2	Significant impacts of activities, products and services on biodiversity	SR: 38 & 95				11.4.3
304-3	Habitats protected or restored	SR: 38-40 & 114				11.4.4
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	SR: 38 & 113-114				11.4.5

GRI Standard	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
GRI 11.5 Waste						
GRI 3: Material Topics 2021						
3-3	Management of material topics	SR: 37				11.5.1
GRI 306: Waste 2020						
306-1	Waste generation and significant waste-related impacts	SR: 37				11.5.2
306-2	Management of significant waste-related impacts	SR: 37				11.5.3
306-3	Waste generated	SR: 37 & 118				11.5.4
306-4	Waste diverted from disposal	SR: 37 & 119-120				11.5.5
306-5	Waste directed to disposal	SR: 37 & 120-121				11.5.6
GRI 11.6 Water and Effluents						
GRI 3: Material Topics 2021						
3-3	Management of material topics	Water Policy & SR: 32-36				11.6.1
GRI 303: Water and Effluents 2018						
303-1	Interactions with water as a shared resource	Water Policy & SR: 32-36				11.6.2
303-2	Management of water discharge-related impacts	Water Policy & SR:34				11.6.3
303-3	Water withdrawal	SR: 35 & 113				11.6.4
303-4	Water discharge	SR: 34 & 112-114				11.6.5
303-5	Water consumption	SR: 35 & 114				11.6.6
GRI 11.7 Closure and Rehabilitation						
GRI 3: Material Topics 2021						
3-3	Management of material topics	–			Not identified as material topic	11.7.1
GRI 402: Labor/Management Relations 2016						
402-1	Minimum notice periods regarding operational changes	SR: 125				11.7.2
GRI 404: Training and Educations 2016						
404-2	Programs for upgrading employee skills and transition assistance programs	SR: 131				11.7.3
Additional Sector disclosures						
	List of operational sites that have closure and rehabilitation plans in place, are closed, and are in the process	n.d.				11.7.4
	List of decommissioned structures left in place and describe the rationale for leaving them in place.	n.d.				11.7.5
	Monetary value of financial provisions for closure and rehabilitation made by the organization	n.d.				11.7.6



GRI Standard	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	

## GRI 11.8 Asset Integrity and Critical Incident Management

### GRI 3: Material Topics 2021

3-3	Management of material topics	SR: 61				11.8.1
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### GRI 306: Effluents and Waste 2016

306-3	Significant spills	SR: 40 & 121				11.8.2
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### Additional Sector disclosures

	Tier 1 and 2 process safety events	SR: 61 & 122				11.8.3
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## GRI 11.9 Occupational Health and Safety

### GRI 3: Material Topics 2021

3-3	Management of material topics	HSE Policy & SR: 58-61				11.9.1
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### GRI 403: Occupational Health and Safety 2018

403-1	Occupational health and safety management system	SR: 58 & Website				11.9.2
403-2	Hazard identification, risk assessment, and incident investigation	SR: 58				11.9.3
403-3	Occupational health services	SR: 59				11.9.4
403-4	Worker participation, consultation, and communication on occupational health and safety	SR: 59				11.9.5
403-5	Worker training on occupational health and safety	SR: 96				11.9.6
403-6	Promotion of worker health	SR: 59				11.9.7
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR: 59-60				11.9.8
403-8	Workers covered by an occupational health and safety management system	SR: 126				11.9.9
403-9	Work-related injuries	SR: 61 & 127-129				11.9.10
403-10	Work-related ill health	SR: 61 & 129-130				11.9.11

GRI Standard	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	

## GRI 11.10 Employment Practices

### GRI 3: Material Topics 2021

3-3	Management of material topics	SR: 51-57				11.10.1
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### GRI 401: Employment 2016

401-1	New employee hires and employee turnover	SR: 54 & 122-124				11.10.2
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR: 57 & 124				11.10.3
401-3	Parental leave	SR: 54 & 124-125				11.10.4

### GRI 402: Labour/Management Relations 2016

402-1	Minimum notice periods regarding operational changes	SR: 125				11.10.5
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### GRI 404: Training and Education 2016

404-1	Average hours of training per year per employee	SR: 130-131				11.10.6
404-2	Programs for upgrading employee skills and transition assistance programs	SR: 131				11.10.7

### GRI 414: Supplier Social Assessment 2016

414-1	New suppliers that were screened using social criteria	SR: 137				11.10.8
414-2	Negative social impacts in the supply chain and actions taken	SR: 137				11.10.9

## GRI 11.11 Non-discrimination and Equal Opportunity

### GRI 3: Material Topics 2021

3-3	Management of material topics	-	-	Not applicable	Not identified as material topic	11.11.1
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### GRI 202: Market Presence 2016

202-2	Proportion of senior management hired from the local community	SR: 108				11.11.2
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### GRI 401: Employment 2016

401-3	Parental leave	SR: 54 & 124-125				11.11.3
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### GRI 404: Training and Education 2016

404-1	Average hours of training per year per employee	SR: 130-131				11.11.4
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### GRI 405: Diversity and Equal Opportunity 2016

405-1	Diversity of governance bodies and employees	SR: 56, 70 & 132				11.11.5
405-2	Ratio of basic salary and remuneration of women to men	SR: 57 & 133-134				11.11.6

### GRI 406: Non-discrimination 2016

406-1	Incidents of discrimination and corrective actions taken	SR: 72-73 & 134				11.11.7
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GRI Standard	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
GRI 11.12 Forced Labour and Modern Slavery						
GRI 3: Material Topics 2021						
3-3	Management of material topics	Human Rights Policy: 1-2 & 2023 Modern Slavery Report				11.12.1
GRI 409: Forced or Compulsory Labour 2016						
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	SR: 135				11.12.2
GRI 414: Supplier Social Assessment 2016						
414-1	New suppliers that were screened using social criteria	SR: 137				11.12.3
GRI 11.13 Freedom of Association and Collective Bargaining						
GRI 3: Material Topics 2021						
3-3	Management of material topics	Human Rights Policy: 1-2				11.13.1
GRI 407: Freedom of Association and Collective Bargaining						
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	SR: 134				11.13.2
GRI 11.14 Economic Impacts						
GRI 3: Material Topics 2021						
3-3	Management of material topics	SR: 79				11.14.1
GRI 201: Economic Performance 2016						
201-1	Direct economic value generated and distributed	SR: 79 & 106-107				11.14.2
GRI 202: Market Presence 2016						
202-2	Proportion of senior management hired from the local community	SR: 108				11.14.3
GRI 203 Indirect Economic Impacts 2016						
203-1	Infrastructure investments and services supported	SR: 108		Information unavailable/incomplete		11.14.4
203-2	Significant indirect economic impacts	SR: 44-46 & 108				11.14.5
GRI 204: Procurement Practices 2016						
204-1	Proportion of spending on local suppliers	SR: 109				11.14.6



GRI Standard	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	

### GRI 11.15 Local Communities

#### GRI 3: Material Topics 2021

3-3	Management of material topics	SR: 43-50				11.15.1
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#### GRI 413: Local Communities 2016

413-1	Operations with local community engagement, impact assessments, and development programs	SR: 136				11.15.2
413-2	Operations with significant actual and potential negative impacts on local communities	SR: 137				11.15.3

#### Additional Sector Disclosures

	Number and type of grievances from local communities	SR: 44 & 106				11.15.4
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### GRI 11.16 Land and Resources Rights

#### GRI 3: Material Topics 2021

3-3	Management of material topics	Human Rights Policy				11.16.1
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#### Additional Sector Disclosures

	Locations of operations that caused or contributed to involuntary resettlement or where such resettlement is ongoing	n.d.				11.16.2
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### GRI 11.17 Rights of Indigenous Peoples

#### GRI 3: Material Topics 2021

3-3	Management of material topics	Guidelines for ethnic & minority community engagement & SR: 39, 65-67				11.17.1
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#### GRI 411: Rights of Indigenous Peoples 2016

411-1	Incidents of violations involving rights of indigenous peoples	SR: 135				11.17.2
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#### Additional Sector Disclosures

	Locations where indigenous peoples are present or affected by the organization's activities	SR: 54				11.17.3
	Report if the organization has been involved in a process of seeking free, prior and informed consent (FPIC) from indigenous peoples for any of the organization's activities	SR: 55				11.17.4

GRI Standard	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	

## GRI 11.18 Conflict and Security

### GRI 3: Material Topics 2021

3-3	Management of material topics	Human Rights Policy: 1-2 & 2023 Modern Slavery Report				11.18.1
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### GRI 410: Security Practices 2016

410-1	Security personnel trained in human rights policies or procedures	SR: 135				11.18.2
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## GRI 11.19 Anti-competitive Behaviour

### GRI 3: Material Topics 2021

3-3	Management of material topics	COC: 8	-	-		11.19.1
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### GRI 206: Anti-competitive Behaviour 2016

206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	SR: 110	-	-		11.19.2
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## GRI 11.20 Anti-corruption

### GRI 3: Material Topics 2021

3-3	Management of material topics	SR: 72-73				11.20.1
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### GRI 205: Anti-corruption 2016

205-1	Operations assessed for risks related to corruption	SR: 109				11.20.2
205-2	Communication and training about anti-corruption policies and procedures	SR: 73 & 109-110				11.20.3
205-3	Confirmed incidents of corruption and actions taken	SR: 110				11.20.4

### Additional Sector Disclosures

	Describe the approach to contract transparency	n.d.				11.20.5
	List the organization's beneficial owners and explain how the organization identifies the beneficial owners of business partners, including joint ventures and suppliers	n.d.				11.20.6

GRI Standard	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	

## GRI 11.21 Payments to Governments

### GRI 3: Material Topics 2021

3-3	Management of material topics	-	-	Information unavailable/incomplete	Not available for public release	11.21.1
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### GRI 201: Economic Performance 2016

201-1	Direct economic value generated and distributed	SR: 79 & 106-107				11.21.2
201-4	Financial assistance received from government	SR: 108				11.21.3

### GRI 207: Tax 2019

207-1	Approach to tax	-	-	Information unavailable/incomplete	Not available for public release	11.21.4
207-2	Tax governance, control, and risk management	-	-	Information unavailable/incomplete	Not available for public release	11.21.5
207-3	Stakeholder engagement and management of concerns related to tax	-	-	Information unavailable/incomplete	Not available for public release	11.21.6
207-4	Country-by-country reporting	SR: 111-112				11.21.7

### Additional Sector Disclosures

	For oil and gas purchased from the state, or from third parties appointed by the state to sell on their behalf, report volumes and types, buying entity and recipient of payment, and payments made	n.d.				11.21.8
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## GRI 11.22 Public Policy

### GRI 3: Material Topics 2021

3-3	Management of material topics	SR: 74				11.22.1
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### GRI 415: Public Policy 2016

415-1	Political contributions	SR 74 & 137				11.22.2
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## SASB Index

Metric Name	Category	Unit of Measure	2023	2022	2021	SASB Disclosure
<b>Environment</b>						
<b>Greenhouse Gas Emissions (Equity Share)</b>						
Gross global scope 1 emissions	Quantitative	tCO <sub>2</sub> e	202,295.94	232,650.44	306,988.74	EM-EP-110a.1
Percentage scope 1 emission from methane emissions	Quantitative	Percentage	0.16	0.19	0.15	EM-EP-110a.1
Percentage of scope one emission under emissions-limiting regulations	Quantitative	Percentage	n.d.	n.d.	n.d.	EM-EP-110a.1
<b>Greenhouse Gas Emissions (Equity Share)</b>						
Flared hydrocarbons	Quantitative	tCO <sub>2</sub> e	40,506.59	31,189.981	37,976.13	EM-EP-110a.2
Other Combustion	Quantitative	tCO <sub>2</sub> e	132,749.8	159,907.45	227,278.27	EM-EP-110a.2
Process emissions	Quantitative	tCO <sub>2</sub> e	249.05	177.29	141.97	EM-EP-110a.2
Other vented emissions	Quantitative	tCO <sub>2</sub> e	23,118.81	3,5154.9	40,206.21	EM-EP-110a.2
Fugitives emissions	Quantitative	tCO <sub>2</sub> e	5,671.69	6,220.82	1,386.16	EM-EP-110a.2
Discussion of the long-term and short-term strategy or plan to manage Scope 1 emissions, the emissions reduction targets, and the analysis of performance against those targets	Discussion & Analysis	Description	SR: 19-30	SR: 19-24	SR: 24-27	EM-EP-110a.3
<b>Air Quality</b>						
NO <sub>x</sub> emissions	Quantitative	Metric tons	576.97	522.51	297.66	EM-EP-120a.1
SO <sub>x</sub> emissions	Quantitative	Metric tons	94.35	131.84	63.58	EM-EP-120a.1
VOC emissions	Quantitative	Metric tons	257.24	221.66	135.01	EM-EP-120a.1
Particulate matter (PM 10)	Quantitative	Metric tons	n.d.	n.d.	n.d.	EM-EP-120a.1
POP persistent organic pollutants	Quantitative	Metric tons	n.d.	n.d.	n.d.	EM-EP-120a.1
HAP hazardous air pollutants	Quantitative	Metric tons	n.d.	n.d.	n.d.	EM-EP-120a.1
<b>Water Management</b>						
<b>Water withdrawn and consumed</b>						
Total water withdrawn from all sources	Quantitative	Thousand m <sup>3</sup>	211.64	n/a	n/a	EM-EP-140a.1
Total water consumed in operations	Quantitative	Thousand m <sup>3</sup>	130.09	n/a	n/a	EM-EP-140a.1
Percentage of total water consumed in operations in regions with high or extremely high baseline water stress	Quantitative	Percentage	0	n/a	n/a	EM-EP-140a.1
Percentage of total water withdrawn from all sources in regions with high or extremely high baseline water stress	Quantitative	Percentage	0	n/a	n/a	EM-EP-140a.1

Metric Name	Category	Unit of Measure	2023	2022	2021	SASB Disclosure
Total fresh water withdrawn (megalitres)	Quantitative	Thousand m <sup>3</sup>	211.64	219.81	152.52	EM-EP-140a.1
Total fresh water consumed (megalitres)	Quantitative	Thousand m <sup>3</sup>	136.98	145.70	112.70	EM-EP-140a.1
<b>Produced water</b>						
Produced water	Quantitative	Thousand m <sup>3</sup>	7,131.37	4,527.30	5,308.77	EM-EP-140a.2
Volume of produced water discharged	Quantitative	Percentage	1.03%	0.20%	0.10%	EM-EP-140a.2
Produced water injected	Quantitative	Percentage	98.97%	99.80%	100%	EM-EP-140a.2
Produced water recycled	Quantitative	Percentage	0%	0%	0%	EM-EP-140a.2
Hydrocarbon content in discharged water	Quantitative	Metric tons	15.65	12.58	19.82	EM-EP-140a.2
<b>Flowback generated</b>						
Flowback generated	Quantitative	Thousand m <sup>3</sup>	0	0	0	EM-EP-140a.2
Volume of flowback generated discharged	Quantitative	Percentage	0%	0%	0%	EM-EP-140a.2
Flowback generated injected	Quantitative	Percentage	0%	0%	0%	EM-EP-140a.2
Flowback generated recycled	Quantitative	Percentage	0%	0%	0%	EM-EP-140a.2
<b>Hydraulically fractured wells &amp; sites</b>						
Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	Quantitative	Percentage	0%	0%	0%	EM-EP-140a.3
Percentage of hydraulically fractured sites where ground or surface water quality deteriorated compared to a baseline	Quantitative	Percentage	0%	0%	0%	EM-EP-140a.4
<b>Biodiversity Impacts</b>						
Description of environmental management policies and practices for active sites	Discussion & Analysis	Description	SR: 38-40	SR: 35-37	SR : 7-8	EM-EP-160a.1
<b>Number of hydrocarbon spills</b>						
Number of hydrocarbon spills in operations	Quantitative	Number	0	2	2	EM-EP-160a.2
Number of hydrocarbon spills in transportation	Quantitative	Number	0	0	0	EM-EP-160a.2
<b>Volume of hydrocarbon spills</b>						
Volume of hydrocarbon spills in operations	Quantitative	Barrels	0	12.9	4.42	EM-EP-160a.2
Volume of hydrocarbon spills in transportation	Quantitative	Barrels	0	0	0	EM-EP-160a.2
Volume of hydrocarbon spills in the Arctic	Quantitative	Barrels	0	0	0	EM-EP-160a.2
Volume of hydrocarbon spills impacting shorelines with ESI rankings 8-10	Quantitative	Barrels	0	0	0	EM-EP-160a.2
Volume of hydrocarbon spills recovered	Quantitative	Barrels	0	0	0	EM-EP-160a.2

Metric Name	Category	Unit of Measure	2023	2022	2021	SASB Disclosure
<b>Reserves in or near sites with protected conservation status or endangered species habitat</b>						
Percentage of proved reserves in or near sites with protected conservation status or endangered species	Quantitative	Percentage	99.28%	99.77%	99.81%	EM-EP-160a.3
Percentage of probable reserves in or near sites with protected conservation status or endangered species	Quantitative	Percentage	99.28%	99.44%	99.86%	EM-EP-160a.3
Percentage of 2P reserves in or near sites with protected conservation status or endangered species	Quantitative	Percentage	99.28%	99.13%	99.80%	EM-EP-160a.3

## Social Capital

### Security, Human Rights & Rights of Indigenous Peoples

#### Reserves in or near areas of conflict

Percentage of proved reserves in or near areas of conflict	Quantitative	Percentage	15.61%	14.37%	10.83%	EM-EP-210a.1
Percentage of probable reserves in or near areas of conflict	Quantitative	Percentage	15.04%	15.36%	18.84%	EM-EP-210a.1
Percentage of 2P reserves in or near areas of conflict	Quantitative	Percentage	15.42%	14.72%	13.78%	EM-EP-210a.1

#### Reserves in or near indigenous land

Percentage of proved reserves in or near areas of indigenous land	Quantitative	Percentage	9.97%	13.68%	9.44%	EM-EP-210a.2
Percentage of probable reserves in or near areas of indigenous land	Quantitative	Percentage	7.28%	12.49%	14.07%	EM-EP-210a.2
Percentage of 2P reserves in or near areas of indigenous land	Quantitative	Percentage	9.08%	13.24%	11.15%	EM-EP-210a.2
Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Discussion & Analysis	Description	SR: 62, 65-67	SR: 53-54	SR: 46-47	EM-EP-210a.3

### Community Relations

Discussion of process to manage risks and opportunities associated with community rights and interests	Discussion & Analysis	Description	SR:15, 43-50, 62-67	SR: 15, 40-44, 53-54	SR: 13, 39-45	EM-EP-210b.1
Number of technical delays	Quantitative	Number	45	42	20	EM-EP-210b.2
Duration of technical delays	Quantitative	Days	47.03	55.4	n.d	EM-EP-210b.2
Number of suspensions affecting production	Quantitative	Number	4	n.d	n.d	EM-EP-210b.2
Duration of suspensions affecting production	Quantitative	Days	98.38	n.d	n.d	EM-EP-210b.2



Metric Name	Category	Unit of Measure	2023	2022	2021	SASB Disclosure
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## Human Capital

### Workforce Health & Safety

#### Total recordable incident rate (TRIR)

TRIR employees	Quantitative	200,000 hours worked	0.263	0.275	0.30	EM-EP-320a.1
TRIR contractors	Quantitative	200,000 hours worked	0.193	0.190	0.180	EM-EP-320a.1
TRIR employees and contractors	Quantitative	200,000 hours worked	0.200	0.197	0.190	EM-EP-320a.1

#### Rate and number of fatalities

Fatality rate	Quantitative	200,000 hours worked	0	0.022	0	EM-EP-320a.1
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#### Number of fatalities

Employees	Quantitative	200,000 hours worked	0	0	0	EM-EP-320a.1
Contractors	Quantitative	200,000 hours worked	0	1	0	EM-EP-320a.1
Employees and contractors	Quantitative	200,000 hours worked	0	1	0	EM-EP-320a.1
Third-party	Quantitative	200,000 hours worked	0	0	0	EM-EP-320a.1

#### Near Miss Frequency Rate (NMFR)

NMFR	Quantitative	200,000 hours worked	5.94	3.87	5.59	EM-EP-320a.1
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#### Average hours of health, safety, and emergency response training

Full time employees	Quantitative	Hours	6.12	8.97	13.9	EM-EP-320a.1
Contract employees	Quantitative	Hours	n.d.	26.56	18.8	EM-EP-320a.1
Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	Discussion & Analysis	Description	SR: 58-61	SR: 50-52	SR: 53-55	EM-EP-320a.2

## Business Model & Innovation

### Reserves Valuation & Capital Expenditures

Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	Quantitative	Million barrels & Million standard cubic feet	See end of table	See 2021 SR	See 2020 SR	EM-EP-420a.1
Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves (millions)	Quantitative	Metric tons of carbon dioxide equivalents	50.76	61.92	59.5	EM-EP-420a.2
Amount invested in renewable energy, revenue generated by renewable energy sales	Quantitative	MM USD	n.d.	n.d.	n.d.	EM-EP-420a.3
Discussions of how price and demand for hydrocarbons or climate regulation influence the capital expenditure strategy for exploration, acquisition and development assets	Discussion & Analysis	Description	n.d.	n.d.	n.d.	EM-EP-420a.4

Metric Name	Category	Unit of Measure	2023	2022	2021	SASB Disclosure
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## Leadership & Governance

### Business Ethics & Transparency

Percentage of proved reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Index	Quantitative	Percentage	0%	0%	0%	EM-EP-510a.1
Percentage of probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Index	Quantitative	Percentage	0%	0%	0%	EM-EP-510a.1
Description of the management system for the prevention of corruption and bribery throughout the value chain	Discussion & Analysis	Description	SR: 72-75	SR: 60	SR: 19-20	EM-EP-510a.2

### Management of the Legal & Regulatory Environment

Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	Discussion & Analysis	Description	SR: 74	SR: 60	SR: 18	EM-EP-530a.1
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### Critical Incident Risk Management

Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	Quantitative	200, 000 hours worked	0	0	0.065	EM-EP-540a.1
Description of management systems used to identify and mitigate catastrophic and tail-end risks	Discussion & Analysis	Description	SR: 58-61	SR: 50-51, 60- 61	SR: 18, 20, 54	EM-EP-540a.2

Metric Name	Category	Unit of Measure	2023	2022	2021	SASB Disclosure
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## Activity Metrics

### Oil & Gas Production

#### Average production of

Oil	Quantitative	Bbl/d	53,580	50,479	45,280	EM-EP-000.A
Natural gas	Quantitative	Mcf/d	4,656	9,420	10,308	EM-EP-000.A
Oil and natural gas	Quantitative	Boe/d	54,356	52,049	46,998	EM-EP-000.A

### Number of Blocks

Number of offshore sites	Quantitative	Number	0	0	0	EM-EP-000.B
Number of terrestrial sites	Quantitative	Number	39	40	41	EM-EP-000.C
Llanos Basin	Quantitative	Number	25	26	26	EM-EP-000.C
Lower Magdalena Basin	Quantitative	Number	3	3	3	EM-EP-000.C
Middle Magdalena Basin	Quantitative	Number	6	6	7	EM-EP-000.C
Upper Magdalena Basin	Quantitative	Number	5	5	5	EM-EP-000.C

EM-EP-420a.1	Proved Reserves			Probable Reserves		
Price Case	Oil	Gas	O&G Total	Oil	Gas	Total
(Scenario)	(MMbbls)	(MMcft)	(MMboe)	(MMbbls)	(MMcft)	(MMboe)
IEA 2023 Stated Policies Scenario	108.33	23,477	112.25	51.00	28,962	55.82
IEA 2023 Announced Pledges	107.92	23,303	111.80	50.86	28,873	55.67
IEA 2023 Net Zero by 2050	100.71	22,886	104.52	45.97	28,531	50.73

Parex' WI per the independent reserve report prepared by GLJ Petroleum Consultants ("GLJ") effective Dec. 31, 2023.



## TCFD Index

Throughout the current report, we have integrated the TCFD disclosure recommendations as outlined in this TCFD Index.

Disclosure	Sustainability Report (2023)
<b>Governance</b>	
Describe the board's oversight of climate-related risks and opportunities.	71
Describe management's role in assessing and managing climate-related risks and opportunities.	71
<b>Strategy</b>	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	27-28
Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	27-28
Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	26
<b>Risk Management</b>	
Describe the organization's processes for identifying and assessing climate-related risks.	75
Describe the organization's processes for managing climate-related risks.	23-25, 27-30 & 75
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	75
<b>Metrics &amp; Targets</b>	
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	19-25
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	20-22
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	19

# Performance Metrics

	Metric Name	Unit	2023	2022	2021	Restated
<b>Activities and Workers</b>						
<b>Activities, value chain and other business relationships</b>						
2-6	Exploration and production blocks	Number	39	40	41	
	Land holdings	MM gross acres	5.71	5.86	6.5	
	Wells drilled	Number	59	66	49	
	Producing wells drilled	Number	47	45	34	
	Non-producing wells drilled	Number	12	21	15	
	Exploration success rate	Percentage	80%	87%	85%	
	Average oil and natural gas production	boe/d	54,356	52,049	46,998	
	Average O&G production variance	Percentage	6.14%	10.75%	1.03%	
	Annual oil and natural gas production	MMboe	19.56	19.00	17.15	
	Average oil and natural gas operated production (boe/d)	Boe/d	24,529	20,690	16,214	Restated
	Annual operated oil and gas production	MMboe	8.95	7.55	5.92	Restated
	Proved plus probable (2P) reserves	MMboe	168.625	200.704	198.83	
	Annual 2P reserves variance	Percentage	(15.98%)	0.94%	2.23%	
	Abandonment and decommissioning (pads/year)(gross)	pads/year	4	7	13	
	Inactive wells (gross)	Number	65	61	n.d	
	Active wells (gross)	Number	118	91	n.d	
	Abandoned wells (gross)	Number	13	27	n.d	
	Active reclamation area (gross)	Hectares	5.8	9	n.d	
	Number of contractors in the supply chain	Number	1,288	843	538	
	Number of national companies in the supply chain	Number	920	592	339	
	Number of regional companies in the supply chain	Number	327	213	156	
	Number of international companies or subsidiaries in Colombia	Number	41	38	43	

	Metric Name	Unit	2023	2022	2021	Restated
2-7	<b>Employees</b>					
	Total number of full-time employees (Corporate)	Number	445	424	371	
	Total number of full-time female employees (Corporate)	Number	157	142	124	
	Total number of full-time male employees (Corporate)	Number	288	282	247	
	Total number of part-time employees (Corporate)	Number	4	3	0	
	Total number of part-time female employees (Corporate)	Number	3	3	0	
	Total number of part-time male employees (Corporate)	Number	1	0	0	
	Total number of temporary employees (Corporate)	Number	37	15	8	
	Total number of female temporary employees (Corporate)	Number	30	11	6	
	Total number of male temporary employees (Corporate)	Number	7	4	2	
	Percentage of employees on permanent contract (Corporate)	Percentage	100%	100%	100%	
	Total number of employees under 30 years old (Corporate)	Number	24	29	31	
	Total number of employees between 30 and 50 years old (Corporate)	Number	348	331	286	
	Total number of employees over 50 years old (Corporate)	Number	77	67	54	
	Total number of full-time employees (Canada)	Number	87	81	62	
	Total number of full-time female employees (Canada)	Number	31	28	24	
	Total number of full-time male employees (Canada)	Number	56	53	38	
	Total number of part-time employees (Canada)	Number	4	3	0	
	Total number of part-time female employees (Canada)	Number	3	n.d	n.d	
	Total number of part-time male employees (Canada)	Number	1	n.d	n.d	
	Total number of temporary employees (Canada)	Number	6	6	5	
	Total number of female temporary employees (Canada)	Number	3	4	4	
	Total number of male temporary employee (Canada)	Number	3	2	1	
	Percentage of employees on permanent contract (Canada)	Percentage	100%	100%	100%	
	Total number of employees under 30 years old (Canada)	Number	4	3	0	
	Total number of employees between 30 and 50 years old (Canada)	Number	62	61	48	
	Total number of employees over 50 years old (Canada)	Number	25	20	14	
	Total number of full-time employees (Colombia)	Number	358	343	309	
	Total number of full-time female employees (Colombia)	Number	126	114	100	
	Total number of full-time male employees (Colombia)	Number	232	229	209	
	Total number of part-time employees (Colombia)	Number	0	0	0	
	Total number of part-time female employees (Colombia)	Number	0	n.d	n.d	



	Metric Name	Unit	2023	2022	2021	Restated
2-7	Total number of part-time male employees (Colombia)	Number	0	n.d	n.d	
	Total number of temporary employees (Colombia)	Number	31	9	3	
	Total number of female temporary employees (Colombia)	Number	27	7	2	
	Total number of male temporary employees (Colombia)	Number	4	2	1	
	Percentage of employees on permanent contract (Colombia)	Percentage	100%	100%	100%	
	Total number of employees under 30 years old (Colombia)	Number	20	26	31	
	Total number of employees between 30 and 50 years old (Colombia)	Number	286	270	238	
	Total number of employees over 50 years old (Colombia)	Number	52	47	40	
	Total number of employees (Bogotá)	Number	344	328	291	
	Total number of temporary employees (Bogotá)	Number	30	7	2	
	Total number of female temporary employees (Bogotá)	Number	26	7	1	
	Total number of male temporary employees (Bogotá)	Number	4	2	1	
	Total number of employees under 30 years old (Bogotá)	Number	20	25	23	
	Total number of employees between 30 and 50 years old (Bogotá)	Number	276	259	231	
	Total number of employees over 50 years old (Bogotá)	Number	48	44	37	
	Total number of employees (Barranca)	Number	5	6	6	
	Total number of temporary employees (Barranca)	Number	0	0	1	
	Total number of female temporary employees (Barranca)	Number	0	0	1	
	Total number of male temporary employees (Barranca)	Number	0	0	0	
	Total number of employees under 30 years old (Barranca)	Number	0	0	0	
	Total number of employees between 30 and 50 years old (Barranca)	Number	3	4	4	
	Total number of employees over 50 years old (Barranca)	Number	2	2	2	
	Total number of employees (Tame)	Number	0	0	0	
	Total number of female temporary employees (Tame)	Number	0	0	0	
	Total number of temporary employees (Tame)	Number	0	0	0	
	Total number of male temporary employees (Tame)	Number	0	0	0	
	Total number of employees under 30 years old (Tame)	Number	0	0	0	
	Total number of employees between 30 and 50 years old (Tame)	Number	0	0	0	
	Total number of employees over 50 years old (Tame)	Number	0	0	0	
	Total number of employees (Yopal)	Number	9	9	12	
	Total number of temporary employees (Yopal)	Number	1	0	0	
	Total number of female temporary employees (Yopal)	Number	1	0	0	

	Metric Name	Unit	2023	2022	2021	Restated
Employee by job level						
2-7	Executive	Number	8	n.d.	n.d.	
	Senior leaders	Number	33	n.d.	n.d.	
	Leaders	Number	62	n.d.	n.d.	
	Senior professionals	Number	119	n.d.	n.d.	
	Professionals	Number	206	n.d.	n.d.	
	Technical support	Number	7	n.d.	n.d.	
	Business support	Number	14	n.d.	n.d.	
Workers who are not employees						
2-8	Total number of consultants/contractors (Corporate)	Number	16	11	n.d.	
	Total number of consultants/contractors (Canada)	Number	16	11	n.d.	
	Total number of consultants/contractors (Colombia)	Number	0	0	n.d.	
Governance						
Governance structure and composition						
2-9	Female members of the board of directors	Number	3	3	2	
	Male members of the board of directors	Number	6	7	7	
	Tenure of members of the board of directors 0-4 years	Number	3	3	n.d.	
	Tenure of members of the board of directors 5-9 years	Number	4	4	n.d.	
	Tenure of members of the board of directors >9 years	Number	2	3	n.d.	
	Average board members tenure	Years	7.22	6.6	n.d.	
	Percentage of independent members of the board of directors	Percentage	89%	90%	n.d.	
	Executive members of the board of directors	Number	1	1	n.d.	
	Non-executive members of the board of directors	Number	8	9	n.d.	
Annual total compensation ratio						
2-21	The ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees(excl. the highest-paid individual)	Percentage	n.d.	n.d.	n.d.	
	Ratio of the percentage increase in total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excl. the highest-paid individual)	Percentage	n.d.	n.d.	n.d.	

	Metric Name	Unit	2023	2022	2021	Restated
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## Strategy, Policies and Practices

### Policy commitments

2-23	Number of board members to whom the organization's policies and procedures have been communicated	Number	9	10	9	
	Percentage of board members to whom the organization's policies and procedures have been communicated	Percentage	100%	100%	100%	
	Number of employees to whom the policies and procedures have been communicated (Corporate)	Number	449	n.d.	n.d.	
	Percentage of employees to whom the policies and procedures have been communicated (Corporate)	Percentage	100%	n.d.	n.d.	
	Number of partners to whom the policies and procedures have been communicated (Corporate)	Number	588	n.d.	n.d.	
	Percentage of partners to whom the policies and procedures have been communicated (Corporate)	Percentage	54%	n.d.	n.d.	
	Number of employees trained on human rights policies or procedures (corporate)	Number	449	n.d.	n.d.	
	Percentage of employees trained on human rights policies or procedures (Corporate)	Percentage	100%	n.d.	n.d.	
	Total number of hours of employee training on human rights policies or procedures (corporate)	Hours	403.50	n.d.	n.d.	
	Percentage of employees trained on violence and harassment prevention policy	Percentage	100%	n.d.	n.d.	
	Annual anti-sexual harassment training	Description	Yes	n.d.	n.d.	
	Unconscious bias training	Description	Offered to all employees but not mandatory	n.d.	n.d.	

### Process to remediate negative impacts

2-25	Total petitions, complaints and claims	Number	926	668	579	
	Environmental issues	Number	93	73	26	
	Ethnic communities issues	Number	11	4	5	
	Ethnic communities issues: PQR from indigenous people	Number	11	3	3	
	Ethnic communities issues: PQR from Afro-descendant communities	Number	0	1	2	
	Ethnic communities issues: PQR from ROM-Gypsies	Number	0	0	0	
	Ethnic communities issues - PQR from Raizal communities	Number	0	0	0	
	Financial issues	Number	0	3	4	
	Good and services issues	Number	231	133	140	



	Metric Name	Unit	2023	2022	2021	Restated
2-25	Government issues	Number	3	2	0	
	Labour issues	Number	280	208	142	
	Land issues	Number	24	32	14	
	Legal issues	Number	2	8	1	
	Occupational safety issues	Number	13	12	8	
	Operations issues	Number	168	89	82	
	Security issues	Number	2	1	9	
	Social issues	Number	98	96	147	
	Sustainability issues	Number	1	7	1	
	Total petitions	Number	737	548	461	
	Total claims	Number	189	120	118	
	Total petitions, complaints & claims finalized and filed	Number	926	654	571	
	Complaints pending closure	Number	0	14	8	
<b>Mechanism for seeking advice and raising concerns</b>						
2-26	Number of concerns raised during the reporting period	Number	14	2	1	
	Percentage of concerns addressed during the reporting period	Percentage	100%	n.d.	n.d.	
	Percentage of concerns found to be unsubstantiated	Percentage	79%	n.d.	n.d.	
	Percentage of concerns about responsible business conduct resolved during the reporting period	Percentage	21%	n.d.	n.d.	
	Types of concerns raised during the reporting period	Description	Bribery and corruption; theft; suggestion and concerns; falsification of contracts, reports or records; conflict of interest; discrimination or harassment	n.d.	n.d.	
	Reports of violations to the code of conduct and ethics	Number	4	n.d.	n.d.	
	Violations involving corruption or bribery	Number	0	n.d.	n.d.	
	Violations involving discrimination or harassment	Number	1	n.d.	n.d.	
	Violations involving customer data privacy	Number	n/a	n.d.	n.d.	
	Violations involving conflict of interest	Number	0	n.d.	n.d.	
	Violations involving money laundering or insider trading	Number	0	n.d.	n.d.	
	Claims concerning violation of human rights	Number	0	n.d.	n.d.	
	Claims due to unjustified layoffs / harassment Parex (HR)	Number	0	n.d.	n.d.	

	Metric Name	Unit	2023	2022	2021	Restated
2-26	Number of request for advice received during the reporting period	Number	2	n.d.	n.d.	
	Types of request for advice received during the reporting period	Description	Conflict of interest and due diligence process	n.d.	n.d.	
<b>Compliance with law and regulations</b>						
2-27	Number of significant instances of non-compliance with laws and regulations during the reporting period	Number	0	n.d.	n.d.	
	Total number of significant non-compliance by instances for which fines were incurred	Number	0	n.d.	n.d.	
	Total number of significant non-compliance by instances for which non-monetary sanctions were incurred	Number	0	n.d.	n.d.	
	Number of fines for significant instances of non-compliance with laws and regulations that occurred in the current reporting period	Number	0	n.d.	n.d.	
	Monetary value of fines for significant instances of non-compliance with laws and regulations that occurred in the current reporting period	USD	0	n.d.	n.d.	

## Stakeholder Engagement

### Collective Bargaining agreements

2-30	Percentage of total employees covered by collective bargaining agreements	Percentage	0	0	0	
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## Economic Performance 2016

### Direct economic value generated and distributed

201-1 11.14.2	Direct economic value generated (revenues)	MM USD	1,414.55	1,643.59	1,057.18	
	Direct economic value distributed	MM USD	988.29	1,241.29	771	Restated
	Economic value retained	MM USD	426.26	402.30	618.34	Restated
	Capital expenditures	MM USD	483.34	512.25	277.0	
	Payments to providers of capital	MM USD	224.72	296.96	266.1	
	Total payments to government (audited taxes and royalties)	MM USD	400.39	678.93	267.05	
	Net income from operations	MM USD	459.31	611.37	303.10	
	Funds flow provided by operations (FFO)	MM USD	667.80	724.89	577.55	
	Annual variance in FFO	Percentage	(7.88)%	25.52%	95%	
	Shares issued (TSX:PXT)	Number	103,811,718	109,112,290	120,265,664	
	Share price (closing)	CAD	24.95	20.15	21.61	

	Metric Name	Unit	2023	2022	2021	Restated
201-1 11.14.2	Funds flow provided by operations per basic share	USD	6.29	6.38	4.61	
	Working capital surplus (deficit)	MM USD	79.03	84.99	326.78	
	Gross operating costs (opex, transportation, and purchase of crude oil)	MM USD	280.02	201.15	171.63	
	Finding development and acquisition costs (1P reserves)	\$/boe	197.09	25.92	24.46	
	Realized sale price	\$/boe	71.00	86.88	60.97	
	USD/CAD (annual average closing rate)	Rate	1.35	1.30	1.25	
	USD/COP (annual average closing rate)	Rate	4,325.05	4255	3,743	
<b>Payments to the government</b>						
201-1	Taxes paid to the government	MM USD	437.55	132.61	53.73	
11.14.2	Royalties paid	MM USD	278.99	345.62	147.36	
<b>Salaries and benefits</b>						
201-1 11.14.2	Salaries and benefits, including share-based compensation (Corporate)	MM USD	78.19	58.87	62.40	
<b>Community and environmental investments</b>						
201-1 11.14.2	Community investment (USD)	MM USD	4.97	5.38	3.97	
	Annual variation of community investment (USD)	Percentage	(7.62)%	36%	(13)%	
	Community investment (COP)	MM COP	20,612	24,223	15,204.23	
	Investment in environmental programs	MM USD	3.70	0.82	3.56	
	Works for taxes - grants (USD)	MM USD	33.40	n.d	n.d	
	Works for taxes - executed projects (MM USD)	MM USD	15.70	n.d	n.d	
<b>Financial implications and other risks and opportunities due to climate change</b>						
201-2 11.2.2	Emissions potential for proven and probable reserves (millions)	MM tCO <sub>2</sub> e	75.28	94.49	n.d	
	Internal carbon-pricing (\$/boe)	\$/boe	n.d	n.d	n.d	
	O&G pricing assumptions that have informed the identification of risks and opportunities due to climate change	\$/boe	n.d	n.d	n.d	
	Percentage of Capex allocated to investment in prospection, exploration, and development of new reserves	Percentage	n.d	n.d	n.d	
	Percentage of Capex allocated to investment in energy from renewable sources (by type of source)	Percentage	n.d	n.d	n.d	
	Percentage of Capex allocated to investment in technologies to remove CO <sub>2</sub> from the atmosphere and nature-based solutions to mitigate climate change	Percentage	n.d	n.d	n.d	



	Metric Name	Unit	2023	2022	2021	Restated
201-2	Percentage of Capex allocated to investment in other research and development initiatives that can address the organization's risks related to climate change	Percentage	n.d	n.d	n.d	
11.2.2	The net mass of CO <sub>2</sub> in metric tons captured and removed from the atmosphere (CO <sub>2</sub> stored less the GHG emitted in the process)	Metric tons	n.d	n.d	n.d	

#### Financial assistance received from government

201-4 11.21.3	Total monetary value of financial assistance received by the organization from any government during the reporting period	MM USD	n/a	n/a	n/a	
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### Market Presence 2016

#### Proportion of senior management hired from the local community

202-2 11.11.2	Percentage of senior management at significant locations of operation that are hired from the local community	Percentage	57.14%	63%	n.d	
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### Indirect Economic Impacts 2016

#### Infrastructure investments and services supported

203-1	Cost of infrastructure investment	MM USD	n.d	n.d	n.d	
	Duration of infrastructure investment	Days	n.d	n.d	n.d	
11.14.4	Cost of service supported	MM USD	n.d	n.d	n.d	
	Duration of service supported	Days	n.d	n.d	n.d	

#### Significant Indirect Economic Impacts

203-2	Total families benefited	Number	25,689	13,741	7,240	
11.14.5	Total projects executed	Number	285	184	143	

#### Local Employment

	Total employment generated	Number	6,235	5,416	4,235	
	Total employment generated by female	Number	1,425	1,609	1,288	
	Total employment generated by male	Number	4,810	3,807	2,947	
203-2	Total local employment generated	Number	5,007	n.d	n.d	
11.14.5	Local employment generated by female	Number	1,319	n.d	n.d	
	Local employment generated by male	Number	3,688	n.d	n.d	
	Total skilled labour	Number	2,062	662	352	
	Total unskilled labour	Number	4,173	4,754	3,883	

	Metric Name	Unit	2023	2022	2021	Restated
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## Procurement Practices 2016

### Proportion of Spending on Local Suppliers

204-1 11.14.6	Proportion of spending on local suppliers (% of procurement budget)	Percentage	7%	7%	n.d.	
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### Local Purchases

204-1 11.14.6	Total procurement of goods and services	MM USD	650.0	802.60	309.95	
	Total spending on local suppliers	MM USD	47.50	58.65	41.51	
	Total procurement of local goods and services for civil works	MM USD	13.44	16.60	12.41	
	Total procurement of local goods and services for engineering and workover	MM USD	0.19	0.23	0.54	
	Total procurement of local goods and services for maintenance	MM USD	2.71	3.35	1.47	
	Total procurement of local goods and services for dry load transportation	MM USD	3.71	4.58	4.08	
	Total procurement of local goods and services for environment, health and safety	MM USD	1.61	1.99	0.77	
	Total procurement of local goods and services for passenger transport	MM USD	1.67	2.06	1.59	
	Total procurement of local goods and services for the transport of crude oil	MM USD	8.16	10.08	12.89	
	Total procurement of local goods and services for water and waste management and disposal	MM USD	4.23	5.23	3.28	
	Total procurement of local goods and services for facilities	MM USD	9.67	11.94	3.11	
	Total procurement of other local goods and services	MM USD	2.11	2.60	1.37	

## Anti-corruption 2016

### Operations assessed for risks related to corruption

205-1	Number of operations assessed for corruption-related risks	Number	12	11	n.d.	
11.20.2	Percentage of operations assessed for corruption-related risks	Percentage	100%	100%	n.d.	

### Communication and training about anti-corruption policies and procedures

205-2	Number of members of the board directors who have received training in anti-corruption	Number	9	10	9	
11.20.3	Percentage of members of the board directors who have received training in anti-corruption	Percentage	100%	100%	100%	

	Metric Name	Unit	2023	2022	2021	Restated
205-2 11.20.3	Number of employees who have received anti-corruption training (Corporate)	Number	449	427	371	
	Percentage of employees who have received anti-corruption training (Corporate)	Percentage	100%	100%	100%	
	Number of employees who have received anti-corruption training (Canada)	Number	91	84	62	
	Percentage of employees who have received anti-corruption training (Canada)	Percentage	100%	100%	100%	
	Number of employees who have received anti-corruption training (Colombia)	Number	358	343	309	
	Percentage of employees who have received anti-corruption training (Colombia)	Percentage	100%	100%	100%	
	Number of business partners that the organization's anti-corruption policies and procedures have been communicated	Number	410	n.d	n.d	
	Percentage of business partners that the organization's anti-corruption policies and procedures have been communicated	Percentage	100%	n.d	n.d	
<b>Confirmed incidents of corruption and actions taken</b>						
205-3 11.20.4	Total number of confirmed incidents of corruption and actions taken	Number	0	0	0	
	Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	Number	0	0	0	
	Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption or not renewed due to corruption	Number	0	0	0	
	Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	Number	0	0	0	
<b>Legal Actions for Anti-competitive Behaviour, Anti-trust, and Monopoly practices</b>						
206-1 11.9.2	Number of legal actions pending or completed during the reporting period regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.	Number	0	0	0	



	Metric Name	Unit	2023	2022	2021	Restated
<b>Tax 2019</b>						
<b>Country-by-country reporting</b>						
207-4 11.21.7	Revenue from third-party sales by jurisdiction (Canada)	MM USD	Due to be filed by December 31, 2024	2.68	n/a	
	Revenues from intra-group transactions with other tax jurisdictions (Canada)	MM USD		90.15	n/a	
	Profit/loss before tax by jurisdiction (Canada)	MM USD		31.48	n/a	
	Tangible assets other than cash and cash equivalents by jurisdiction (Canada)	MM USD		7.95	n/a	
	Corporate income tax is paid on a cash basis by jurisdiction (Canada)	MM USD		0.34	n/a	
	Corporate income tax accrued on profit/loss by jurisdiction (Canada)	MM USD		6.19	n/a	
	Number of employees	Number		84	n/a	
	Revenue from third-party sales by jurisdiction (Bermuda)	MM USD		0.18	n/a	
	Revenues from intra-group transactions with other tax jurisdictions (Bermuda)	MM USD		4.03	n/a	
	Profit/loss before tax by jurisdiction (Bermuda)	MM USD		3.74	n/a	
	Tangible assets other than cash and cash equivalents by jurisdiction (Bermuda)	MM USD		0.00	n/a	
	Corporate income tax is paid on a cash basis by jurisdiction (Bermuda)	MM USD		0.00	n/a	
	Corporate income tax accrued on profit/loss by jurisdiction (Bermuda)	MM USD		0.00	n/a	
	Number of employees (Bermuda)	Number		0	n/a	
	Revenue from third-party sales by jurisdiction (Barbados)	MM USD		0.00	n/a	
	Revenues from intra-group transactions with other tax jurisdictions (Barbados)	MM USD		0.00	n/a	
	Profit/loss before tax by jurisdiction (Barbados)	MM USD		-0.03	n/a	
	Tangible assets other than cash and cash equivalents by jurisdiction (Barbados)	MM USD		0.00	n/a	
	Corporate income tax is paid on a cash basis by jurisdiction (Barbados)	MM USD		0.00	n/a	
	Corporate income tax accrued on profit/loss by jurisdiction (Barbados)	MM USD		0.00	n/a	
	Number of employees (Barbados)	Number		0	n/a	
	Revenue from third-party sales by jurisdiction (Switzerland)	MM USD		0.04	n/a	
	Revenues from intra-group transactions with other tax jurisdictions (Switzerland)	MM USD		0.61	n/a	

	Metric Name	Unit	2023	2022	2021	Restated
<b>Country-by-country reporting (cont'd)</b>						
207-4 11.21.7	Profit/loss before tax by jurisdiction (Switzerland)	MM USD	Due to be filed by December 31, 2024	39.33	n/a	
	Tangible assets other than cash and cash equivalents by jurisdiction (Switzerland)	MM USD		0.00	n/a	
	Corporate income tax is paid on a cash basis by jurisdiction (Switzerland)	MM USD		0.00	n/a	
	Corporate income tax accrued on profit/loss by jurisdiction (Switzerland)	MM USD		5.74	n/a	
	Number of employees (Switzerland)	Number		3	n/a	
	Revenue from third-party sales by jurisdiction (Colombia)	MM USD		1,649.35	n/a	
	Revenues from intra-group transactions with other tax jurisdictions (Colombia)	MM USD		559.06	n/a	
	Profit/loss before tax by jurisdiction (Colombia)	MM USD		1,280.66	n/a	
	Tangible assets other than cash and cash equivalents by jurisdiction (Colombia)	MM USD		2,674.36	n/a	
	Corporate income tax is paid on a cash basis by jurisdiction (Colombia)	MM USD		57.96	n/a	
	Corporate income tax accrued on profit/loss by jurisdiction (Colombia)	MM USD		333.67	n/a	
	Number of employees (Colombia)	Number		345	n/a	

## Energy 2016

<b>Energy consumption within the organization</b>						
302-1 11.1.2	Total fuel consumption within the organization from non-renewable sources (include fuel types used)	Terajoules	2,224.40	1,809.47	1,268.99	
	Total fuel consumption within the organization from renewable sources (include fuel types used)	Terajoules	77.09	23.22	4.49	
	Total electricity consumption	Terajoules	77.09	23.22	4.49	
	Total heating consumption	Terajoules	0.69	1.10	0.57	
	Total cooling consumption	Terajoules	n/a	n/a	n/a	
	Total steam consumption	Terajoules	75.40	109.88	57.76	
	Total energy sold	Terajoules	n/a	n/a	n/a	
	Total heating sold	Terajoules	n/a	n/a	n/a	
	Total cooling sold	Terajoules	n/a	n/a	n/a	
	Total steam sold	Terajoules	n/a	n/a	n/a	
	Total energy consumption within the organization (field energy)	Terajoules	561.52	406.29	366.70	

	Metric Name	Unit	2023	2022	2021	Restated
<b>Energy consumption outside of the organization</b>						
302-2 11.1.3	Energy consumption outside of the organization	Terajoules	474.14	606.41	409.20	
<b>Energy intensity</b>						
302-3 11.1.4	Energy intensity rate for the organization (absolute energy consumption/organization specific metric)	kw.hr/boe	13.98	11.77	12.74	
	Organization-specific metric (the denominator) chosen to calculate the ratio	Boe	11,154,468	9,591,937	7,995,924	
	Types of energy included in the energy intensity ratio, whether fuel, electricity, heating, cooling, steam, or all.	Description	Fuels & electricity	Fuels & electricity	Fuels & electricity	
<b>Reduction of energy consumption</b>						
302-4	Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives	Joules	11,327,625,462,719	9,545,478,455,115	5,644,174,599,859	
	Base year for calculation	Year	2023	2022	2021	

## Water and Effluents 2018

<b>Water withdrawals</b>						
303-3 11.6.4	Total volume of water withdrawal	Megaliters	7,343.01	4,747.11	5,461.29	
	Surface water withdrawal	Megaliters	80.60	105.73	55.36	
	Groundwater withdrawal	Megaliters	62.42	15.02	27.04	
	Seawater withdrawal	Megaliters	0	0	0	
	Produced water	Megaliters	7131.37	4527.30	5308.77	
	Third-party water (municipalities or other companies)	Megaliters	68.62	99.06	70.12	
	Total water withdrawal from areas of water stress	Megaliters	0	0	0.017	
	Surface water extraction in areas with water scarcity	Megaliters	0	0	0	
	Groundwater extraction in areas with water scarcity	Megaliters	0	0	0	
	Seawater extraction in areas with water scarcity	Megaliters	0	0	0	
	Produced water in areas with water scarcity	Megaliters	0	0	0	
	Third-party water from areas with water scarcity and breakdown by withdrawal sources	Megaliters	0	n.d	n.d	
	Breakdown of total freshwater withdrawal (total dissolved solids <1000 mg/l)	Megaliters	4,174.80	1,899.43	1,353.95	
	Breakdown of total other water withdrawal (total dissolved solids >1000 mg/l)	Megaliters	3,168.21	2,847.68	4,107.34	



	Metric Name	Unit	2023	2022	2021	Restated
<b>Water discharge</b>						
303-4 11.6.5	Water with hydrocarbon content discharged to the environment	Barrels	15.65	12.58	19.28	
	Total water discharge in all areas	Megaliters	7,205.30	4,628.05	5,363.86	
	Total water discharge to surfacewater	Megaliters	0	0	0	
	Total water discharge to groundwater	Megaliters	n/a	n/a	n/a	
	Total water discharge to seawater	Megaliters	n/a	n/a	n/a	
	Total water discharge to third parties	Megaliters	n.d	n.d	n.d	
	Total water discharge in formation water (reinjection)	Megaliters	7,051.19	4,521.12	5,321.68	
	Breakdown of water discharge to all areas as freshwater (total dissolved solids <1000 mg/L)	Megaliters	n.d	n.d	n.d	
	Breakdown of water discharge to all areas as other water (total dissolved solids >1000 mg/L)	Megaliters	n.d	n.d	n.d	
	Breakdown of water discharge to all areas with water stress in megalitre as other water (>1,000 mg/L total dissolved solids)	Megaliters	n.d	n.d	n.d.	
	Breakdown of water discharge to all areas with water stress in megalitre as Freshwater ( $\leq$ 1,000 mg/L total dissolved solids)	Megaliters	n.d	n.d	n.d.	
	Volume of produced water discharged	Megaliters	7,131.37	4,527.30	n.d	
	Volume of process water discharged	Megaliters	7,167.77	4,591.94	n.d	
	Concentration of hydrocarbons discharged in produced water	mg/L	2.14	2.71	n.d	
	Concentration of hydrocarbons discharged in process wastewater	mg/L	5	5	n.d	
	Number of incidents of non-compliance with discharge limits	Number	0	0	n.d.	
	Percent flowback discharged	Percentage	0	0	0	
	Percent flowback reinjected	Percentage	0	0	0	
	Percent flowback recycled	Percentage	0	0	0	
<b>Water consumption</b>						
303-5 11.6.6	Total water consumption in all the areas	Megaliters	137.71	119.06	97.43	
	Total water consumption in all the areas with water stress	Megaliters	0	0	0.017	
	Water consumption per unit of production	L/Boe	12.36	12.41	12.18	
	Change in water storage if water storage has been identified as having a significant water-related impact	Megaliters	n.d	n.d	n.d	

	Metric Name	Unit	2023	2022	2021	Restated
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## Biodiversity 2016

### Habitats protected or restored

304-3 11.4.4	Size of all habitat areas protected or restored and whether the success of the restoration measure was or is approved by independent external professionals (km2)	km <sup>2</sup>	0	0.36	2.49	
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### IUCN Red List species and national conservation list species with habitats in areas affected by operations

304-4 11.4.5	Total number of species appearing on the red list of the IUCN and on domestic conservation lists whose habitats are located within areas affected by the operations	Number	5	7	15	
	Total number of critically endangered species appearing on the red list of the IUCN and on domestic conservation lists whose habitats are located within areas affected by the operations	Number	0	0	1	
	Total number of endangered species appearing on the red list of the IUCN and on domestic conservation lists whose habitats are located within areas affected by the operations	Number	0	0	2	
	Total number of vulnerable species appearing on the red list of the IUCN and on domestic conservation lists whose habitats are located within areas affected by the operations	Number	2	4	6	
	Total number of not threatened species appearing on the red list of the IUCN and on domestic conservation lists whose habitats are located within areas affected by the operations	Number	3	3	4	
	Total number of species that are of least concern appearing on the red list of the IUCN and on domestic conservation lists whose habitats are located within areas affected by the operations	Number	0	0	2	

	Metric Name	Unit	2023	2022	2021	Restated
<b>Direct (Scope 1) GHG emissions</b>						
305-1 11.1.5	Gross direct (Scope 1) GHG emissions	tCO <sub>2</sub> e	199,449.44	180,136.44	158,324.11	
	CO <sub>2</sub>	tCO <sub>2</sub> e	161,228.16	143,658.41	140,436.77	
	CH <sub>4</sub>	tCO <sub>2</sub> e	37,732.49	36,063.72	17,455.77	
	NO <sub>2</sub>	tCO <sub>2</sub> e	213.73	208.79	252.37	
	HFC	tCO <sub>2</sub> e	275.05	205.52	179.2	
	Gross direct (Scope 1) GHG emissions (equity share)	tCO <sub>2</sub> e	202,295.94	232,650.44	306,988.74	
	Biogenic CO <sub>2</sub> (Scope 1) emissions	tCO <sub>2</sub> e	1,491.14	1,449.43	868.44	
	Base year for calculation (scope 1)	Year	2023	2022	2021	
	<b>GHG emissions by source</b>					
	Flared emissions	tCO <sub>2</sub> e	50,630.11	53,317.56	69,885.15	
	Combustion emissions	tCO <sub>2</sub> e	117,493.43	97,577.89	80,000.0	
	Fugitive emissions	tCO <sub>2</sub> e	8,477.32	8,773.24	1,844.57	
	Process emissions	tCO <sub>2</sub> e	278.91	205.57	179.2	
	Vented emissions	tCO <sub>2</sub> e	22,569.67	20,262.17	6,415.19	
	Flared gas	ft <sup>3</sup> *10 <sup>3</sup> /year	781,853.78	823,354.69		
<b>Energy indirect (Scope 2) GHG emissions</b>						
305-2 11.1.6	Gross location-based energy indirect (Scope 2) GHG emissions (operational control)	tCO <sub>2</sub> e	3,104.54	634.57	176.29	
	CO <sub>2</sub>	tCO <sub>2</sub> e	3,104.54	634.0	175.75	
	CH <sub>4</sub>	tCO <sub>2</sub> e	-	0.0015	0.0014	
	NO <sub>2</sub>	tCO <sub>2</sub> e	-	0	0	
	HFC	tCO <sub>2</sub> e	n/a	n/a	n/a	
	Gross market-based energy indirect (Scope 2 ) GHG emissions (operational control)	tCO <sub>2</sub> e	n/a	n/a	n/a	
	Base year for calculation (scope 2)(operational control)	Year	2023	2022	2021	



	Metric Name	Unit	2023	2022	2021	Restated
<b>Other indirect (Scope 3) GHG emissions</b>						
305-3 11.1.7	Gross other indirect (Scope 3) GHG emissions	tCO <sub>2</sub> e	35,800.48	44,821.00	29,569.76	
	Gross other indirect (Scope 3) GHG emissions - use and processing of sold products	tCO <sub>2</sub> e	4,311,605.74	3,614,447	2,798,863.77	
	Biogenic CO <sub>2</sub> (Scope 3) emissions	tCO <sub>2</sub> e	3,439.57	4,414.56	3,030.72	
	Total gross indirect (scope 3) GHG emissions	tCO <sub>2</sub> e	4,347,406.21	3,659,267.35	2,828,434.0	
	CO <sub>2</sub>	tCO <sub>2</sub> e	4,342,523.83	3,654,642.40	n.d	
	CH <sub>4</sub>	tCO <sub>2</sub> e	3,922.57	3,789.67	n.d	
	NO <sub>2</sub>	tCO <sub>2</sub> e	850.59	566.53	n.d	
	HFC	tCO <sub>2</sub> e	109.22	268.75	n.d	
	Base year for calculation (scope 3)	Year	2023	2022	2021	
	<b>Scope 3 emissions by category</b>					
	Scope 3 category 1: purchased goods and services	tCO <sub>2</sub> e	111.31	268.75	82.67	
	Scope 3 category 2: capital goods	tCO <sub>2</sub> e	n.d	n.d	n.d	
	Scope 3 category 3: fuel-and-energy-related activities (not included in Scope 1 or 2)	tCO <sub>2</sub> e	24,779.14	31,869.01	18,429.54	
	Scope 3 category 4: upstream transportation and distribution	tCO <sub>2</sub> e	7,918.30	10,377.32	9,490.59	
	Scope 3 category 5: waste generated in operations	tCO <sub>2</sub> e	771.36	434.35	596.82	
	Scope 3 category 6: business travel	tCO <sub>2</sub> e	2,220.35	1,871.28	970.13	
	Scope 3 category 7: employee commuting	tCO <sub>2</sub> e	n.d	n.d	n.d	
	Scope 3 category 8: upstream leased assets	tCO <sub>2</sub> e	n.d	n.d	n.d	
	Scope 3 category 9: downstream transportation and distribution	tCO <sub>2</sub> e	n.d	n.d	n.d	
	Scope 3 category 10: processing of sold products	tCO <sub>2</sub> e	315,490.15	272,726.63	227,656.51	
	Scope 3 category 11: use of sold products	tCO <sub>2</sub> e	3,996,115.58	3,341,720.01	2,571,207.27	
	Scope 3 category 12: end-of-life treatment of sold products	tCO <sub>2</sub> e	n.d	n.d	n.d	
	Scope 3 category 13: downstream leased assets	tCO <sub>2</sub> e	n.d	n.d	n.d	
	Scope 3 category 14: franchises	tCO <sub>2</sub> e	n.d	n.d	n.d	
	Scope 3 category 15: investments	tCO <sub>2</sub> e	n.d	n.d	n.d	
<b>GHG emissions intensity</b>						
305-4	GHG emissions (scope 1 and 2) intensity	tCO <sub>2</sub> e/boe	0.0182	0.0189	0.0198	
11.1.8	Organization-specific metric (the denominator) chosen to calculate the ratio (GHG intensity) (boe)	Boe	11,154,467.96	9,591,936.50	7,995,924.0	

	Metric Name	Unit	2023	2022	2021	Restated
<b>Reduction of GHG emissions</b>						
305-5 11.2.3	GHG (Scope 1) emissions reduced as a direct result of reduction initiatives	tCO <sub>2</sub> e	184,841.0	268,610.70	130,424.71	
	GHG (Scope 3) emissions reduced as a direct result of reduction initiatives	tCO <sub>2</sub> e	3,632.0	2,854.50	1,998.75	
	GHG emissions intensity reduction target (annual)	Percentage	n.d.	n.d.	n.d.	
	GHG emissions intensity reduced year-over-year as a direct result of reduction initiatives (tCO <sub>2</sub> -e/Boe)	tCO <sub>2</sub> e/boe	n.d.	n.d.	n.d.	
	Base year for calculation or baseline for absolute GHG emissions reduction target	Year	n.d.	n.d.	n.d.	
<b>Emissions of ozone-depleting substances (ODS)</b>						
305-6	Production, imports, and exports of ODS (metric tons of CFC-11)	Metric tons	0	0	0	
<b>Nitrogen oxides (NO<sub>x</sub>), sulfur oxides (SO<sub>x</sub>), and other significant air emissions</b>						
305-7 11.3.2	NO <sub>x</sub> emissions	Metric tons	8,343.01	7,081.33	5,419.15	
	SO <sub>x</sub> emissions	Metric tons	53,618.18	46,255.49	35,876.53	
	VOC emissions	Metric tons	630.19	353.88	1,597.58	
	POP persistent organic pollutants	Metric tons	n.d.	n.d.	n.d.	
	Particulate matter (PM10)	Metric tons	n.d.	n.d.	n.d.	
	HAP hazardous air pollutants	Metric tons	n.d.	n.d.	n.d.	
<b>Waste 2020</b>						
<b>Waste generated</b>						
306-3 11.5.4	Total waste generated	Metric tons	34,220.06	2,820.48	6,144.74	
	Total weight of hazardous waste	Metric tons	802.0	733.91	2,061.24	
	Total weight of hazardous waste that has been recovered	Metric tons	28.10	0	0	
	Total weight of non-hazardous waste	Metric tons	33,418.06	2,086.57	4,083.50	
	Total weight of non-hazardous waste that has been recovered	Metric tons	32,512.91	0	0	
	Drilling waste generated - muds and cuttings	Barrels	407,080.73	525,935.09	n.d.	
	Drilling waste generated - cuttings	Barrels	280,400.08	378,747.23	n.d.	
	Drilling waste generated - scale and sludges	Barrels	126,680.65	147,187.86	n.d.	
	Drilling waste generated - tailings	Barrels	n/a	n/a	n/a	

	Metric Name	Unit	2023	2022	2021	Restated
<b>Waste diverted from disposal</b>						
306-4 11.5.5	Total weight diverted from disposal	Metric tons	32,717.04	464.1	3,309.49	
	Total weight of hazardous waste diverted from disposal	Metric tons	42.22	50.83	26.7	
	Total weight of hazardous waste diverted from disposal and prepared for reuse	Metric tons	28.1	27.83	15.69	
	Total weight of hazardous waste diverted from disposal and prepared for recycling	Metric tons	14.13	23.00	11.01	
	Total weight of hazardous waste diverted from disposal and prepared for other recovery operations	Metric tons	0	0	0	
	Total weight of non-hazardous waste diverted from disposal	Metric tons	32,674.83	413.27	3,282.79	
	Total weight of non-hazardous waste diverted from disposal and prepared for reuse	Metric tons	32,512.91	0.82	0.39	
	Total weight of non-hazardous waste diverted from disposal and prepared for recycling	Metric tons	161.92	412.45	3,282.41	
	Total weight of non-hazardous waste diverted from disposal and prepared for other recovery operations	Metric tons	0	0	0	
	Total weight of hazardous waste diverted from disposal and prepared for reuse on-site	Metric tons	0	0	0	
	Total weight of hazardous waste diverted from disposal and prepared for reuse off-site	Metric tons	28.10	27.83	15.69	
	Total weight of hazardous waste diverted from disposal and prepared for recycling on-site	Metric tons	0	0	0	
	Total weight of hazardous waste diverted from disposal and prepared for recycling off-site	Metric tons	14.13	23.0	11.01	
	Total weight of hazardous waste diverted from disposal and prepared for other recovery operations on-site	Metric tons	0	0	0	
	Total weight of hazardous waste diverted from disposal and prepared for other recovery operations offsite	Metric tons	0	0	0	
	Total weight of non-hazardous waste diverted from disposal and prepared for reuse on-site	Metric tons	0	0	0	
	Total weight of non-hazardous waste diverted from disposal and prepared for reuse off-site	Metric tons	32,512.91	0.82	0.39	
	Total weight of non-hazardous waste diverted from disposal and prepared for recycling on-site	Metric tons	0	0	0	
	Total weight of non-hazardous waste diverted from disposal and prepared for recycling off-site	Metric tons	161.92	412.45	3,282.41	

	Metric Name	Unit	2023	2022	2021	Restated
306-4 11.5.5	Total weight of non-hazardous waste diverted from disposal and prepared for other recovery operations on-site	Metric tons	0	0	0	
	Total weight of non-hazardous waste diverted from disposal and prepared for other recovery operations off-site	Metric tons	0	0	0	
	Volume of drilling waste (muds and cuttings) diverted from disposal	Barrels	0	0	n.d	
	Volume of drilling waste (cuttings) diverted from disposal	Barrels	0	0	n.d	
	Volume of drilling waste (scale and sludges) diverted from disposal	Barrels	0	0	n.d	
	Volume of waste (tailings) diverted from disposal	Barrels	n/a	n/a	n/a	
<b>Waste directed to disposal</b>						
306-5 11.5.6	Total weight of waste directed to disposal	Metric tons	1,503.01	2,356.38	2,835.25	
	Total weight of hazardous waste directed to disposal	Metric tons	759.78	683.08	2,034.54	
	Total weight of hazardous waste directed to disposal for incineration (with energy recovery)	Metric tons	9.27	6.54	0	
	Total weight of hazardous waste directed to disposal for incineration (without energy recovery)	Metric tons	10.97	37.90	42.56	
	Total weight of hazardous waste directed to disposal for landfilling	Metric tons	351.81	289.34	130.31	
	Total weight of hazardous waste directed to disposal for other disposal operations	Metric tons	387.72	349.31	1,861.66	
	Total weight of non-hazardous waste directed to disposal	Metric tons	743.24	1,673.30	800.71	
	Total weight of non-hazardous waste directed to disposal for incineration (with energy recovery)	Metric tons	0	0	0	
	Total weight of non-hazardous waste directed to disposal for incineration (without energy recovery)	Metric tons	0	0	0	
	Total weight of non-hazardous waste directed to disposal for landfilling	Metric tons	738.28	1,636.18	798.89	
	Total weight of non-hazardous waste directed to disposal for other disposal operations	Metric tons	4.96	37.12	1.81	
	Total weight of hazardous waste directed to disposal for incineration (with energy recovery) on-site	Metric tons	0	0	0	
	Total weight of hazardous waste directed to disposal for incineration (with energy recovery) off-site	Metric tons	9.27	6.54	0	
	Total weight of hazardous waste directed to disposal for incineration (without energy recovery) on-site	Metric tons	0	0	0	
	Total weight of hazardous waste directed to disposal for incineration (without energy recovery) off-site	Metric tons	10.97	37.90	42.56	
	Total weight of hazardous waste directed to disposal for landfilling on-site	Metric tons	0	0	0	



	Metric Name	Unit	2023	2022	2021	Restated
306-5 11.5.6 306-5 11.5.6	Total weight of hazardous waste directed to disposal for landfilling off-site	Metric tons	351.81	289.34	130.31	
	Total weight of hazardous waste directed to disposal for other disposal operations on-site	Metric tons	0	0	0	
	Total weight of hazardous waste directed to disposal for other disposal operations off-site	Metric tons	387.81	349.31	1,861.66	
	Total weight of non-hazardous waste directed to disposal for incineration (with energy recovery) on-site	Metric tons	0	0	0	
	Total weight of non-hazardous waste directed to disposal for incineration (with energy recovery) off-site	Metric tons	0	0	0	
	Total weight of non-hazardous waste directed to disposal for incineration (without energy recovery) on-site	Metric tons	0	0	0	
	Total weight of non-hazardous waste directed to disposal for incineration (without energy recovery) Off-site	Metric tons	0	0	0	
	Total weight of non-hazardous waste directed to disposal for landfilling on-site	Metric tons	0	0	0	
	Total weight of non-hazardous waste directed to disposal for landfilling off-site	Metric tons	738.28	1,636.18	798.89	
	Total weight of non-hazardous waste directed to disposal for other disposal operations on-site	Metric tons	0	0	0	
	Total weight of non-hazardous waste directed to disposal for other disposal operations off-site	Metric tons	4.96	37.12	1.81	
	Volume of drilling waste (muds and cuttings) directed to disposal	Barrels	407,080.73	525,935.09	n.d	
	Drilling waste (oil based cuttings) directed for disposal	Barrels	39,528.24	29,150.00	n.d	
	Drilling waste (oil based muds) directed for disposal	Barrels	3,503.00	1,440.00	n.d	
	Drilling waste (water based cuttings) directed for disposal	Barrels	240,871.84	349,597.23	n.d	
	Drilling waste (water based muds) directed for disposal	Barrels	123,177.65	145,747.86	n.d	
	Volume of drilling waste (tailings) directed to disposal	Barrels	n/a	n/a	n/a	

## Effluents and Waste 2016

### Significant spills

306-3 11.8.2	Number of hydrocarbon spills in operations	Number	0	2	2	
	Number of hydrocarbon spills in transportation	Number	0	0	0	
	Number of chemical spills	Number	1	n.d	n.d	
	Volume of hydrocarbon spills in operations	Barrels	0	12.9	4.42	
	Volume of hydrocarbon spills in transportation	Barrels	0	0	0	
	Volume of chemical spills	Barrels	0.29	n.d	n.d	

	Metric Name	Unit	2023	2022	2021	Restated
<b>Additional sector disclosures</b>						
11.8.3	Total number of Tier 1 and Tier 2 process safety events	Number	0	3	n.d	
	Total number of Tier 1 and Tier 2 process safety events by business activity - exploration	Number	0	1	n.d	
	Total number of Tier 1 and Tier 2 process safety events by business activity - development	Number	0	1	n.d	
	Total number of Tier 1 and Tier 2 process safety events by business activity - production	Number	0	1	n.d	
	Total number of Tier 1 and Tier 2 process safety events by business activity - closure and rehabilitation	Number	0	0	n.d	
	Total number of Tier 1 and Tier 2 process safety events by business activity - transportation	Number	0	0	n.d	
	Total number of Tier 1 and Tier 2 process safety events by business activity - storage	Number	0	0	n.d	

## Employment 2016

<b>New employee hires and employee turnover</b>						
401-1 11.10.2 CSA 3.3.4 3.3.8	Total number of new employees hires (Corporate)	Number	46	72	47	
	Total number of new female employee hires (Corporate)	Number	18	27	17	
	Total number of new male employee hires (Corporate)	Number	28	45	30	
	Total number of new employee hires under 30 years old (Corporate)	Number	6	10	2	
	Total number of new employee hires between 30 and 50 years old (Corporate)	Number	31	55	40	
	Total number of new employee hires over 50 years old (Corporate)	Number	9	7	5	
	Total number of new employee hires (Canada)	Number	8	21	16	
	Total number of new female employee hires (Canada)	Number	2	8	12	
	Total number of new male employee hires (Canada)	Number	6	13	12	
	Total number of new employee hires under 30 years old (Canada)	Number	1	3	0	
	Total number of new employee hires between 30 and 50 years old (Canada)	Number	4	13	13	
	Total number of new employee hires over 50 years old (Canada)	Number	3	5	3	
	Total number of new employee hires (Colombia)	Number	38	51	31	
	Total number of new female employee hires (Colombia)	Number	16	19	13	
	Total number of new male employee hires (Colombia)	Number	22	32	18	

	Metric Name	Unit	2023	2022	2021	Restated
401-1 11.10.2 CSA 3.3.4 3.3.8	Total number of new employee hires under 30 years old (Colombia)	Number	5	7	2	
	Total number of new employee hires between 30 and 50 years old (Colombia)	Number	27	42	27	
	Total number of new employee hires over 50 years old (Colombia)	Number	6	2	2	
	Percentage of new employee hires (Calgary)	Percentage	17.39%	29.17%	34.04%	
	Percentage of new employee hires (Bogotá)	Percentage	82.61%	70.83%	61.70%	Restated
	Percentage of new employee hires (Yopal)	Percentage	0%	0%	2.13%	Restated
	Percentage of new employee hires (Tame)	Percentage	0%	0%	0%	Restated
	Percentage of new employee hires (Barranca)	Percentage	0%	0%	2.13%	Restated
	Total number of employee turnover (Corporate)	Number	24	16	24	
	Total number of female employee turnover (Corporate)	Number	3	6	7	
	Total number of male employee turnover (Corporate)	Number	21	10	17	
	Total number of employee turnover under 30 years old (Corporate)	Number	0	0	1	
	Total number of employee turnover between 30 and 50 years old (Corporate)	Number	14	11	18	
	Total number of employee turnover over 50 years old (Corporate)	Number	10	5	5	
	Total number of employee turnover (Canada)	Number	2	2	5	
	Total number of female employee turnover (Canada)	Number	0	1	1	
	Total number of male employee turnover (Canada)	Number	2	1	4	
	Total number of employee turnover under 30 years old (Canada)	Number	0	0	1	
	Total number of employee turnover between 30 and 50 years old (Canada)	Number	1	2	2	
	Total number of employees turnover over 50 years old (Canada)	Number	1	0	2	
	Total number of employee turnover (Colombia)	Number	22	14	19	
	Total number of female employee turnover (Colombia)	Number	3	5	6	
	Total number of male employee turnover (Colombia)	Number	19	9	13	
	Total number of employee turnover (Bogotá)	Number	22	13	17	
	Total number of employee turnover (Yopal)	Number	0	1	2	
	Total number of employee turnover (Barranca)	Number	0	0	0	
	Total number of employee turnover (Tame)	Number	0	0	0	
	Total number of employee turnover under 30 years old (Colombia)	Number	0	0	0	

	Metric Name	Unit	2023	2022	2021	Restated
401-1 11.10.2 CSA 3.3.4 3.3.8	Total number of employee turnover between 30 and 50 years old (Colombia)	Number	13	9	16	
	Total number of employees turnover over 50 years old (Colombia)	Number	9	5	3	
	Employee turnover rate (Corporate)	Percentage	5.57%	3.75%	6.47%	
	Employee turnover rate (Canada)	Percentage	2.2%	2.38%	8.06%	
	Employee turnover rate (Colombia)	Percentage	6.42%	4.08%	6.15%	
	Employee voluntary turnover rate (Corporate)	Percentage	2.90%	1.87%	n.d	
	Employee voluntary turnover rate (Canada)	Percentage	2.20%	n.d	n.d	
	Employee voluntary turnover rate (Colombia)	Percentage	3.07%	n.d	n.d	
	Employee involuntary turnover rate (Corporate)	Percentage	2.45%	1.87%	n.d	
	Employee involuntary turnover rate (Canada)	Percentage	-	n.d	n.d	
	Employee involuntary turnover rate (Colombia)	Percentage	3.07%	n.d	n.d	
	Percentage of new hires who are women	Percentage	39%	38%	36%	
	Percentage of new hires who are men	Percentage	61%	63%	64%	
	Employee attrition rate (Corporate)	Percentage	5.57%	3.75%	6%	
	Female employee attrition rate (Corporate)	Percentage	1.88%	4.14%	6%	
	Male employee attrition rate (Corporate)	Percentage	7.27%	3.55%	10%	
	Percentage of open positions filled by internal candidates (internal hires) (Corporate)	Percentage	0%	2.7%	0%	
<b>Benefits provided to full-time employees but not to temporary or part-time employees</b>						
401-2 11.10.3	Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation	Description	SR: 57	SR: 49	n.d	
<b>Parental Leave</b>						
401-3 11.10.4 11.11.3	Total number of employees that were entitled to parental leave (Corporate)	Number	449	427	371	
	Total number of female employees that were entitled to parental leave (Corporate)	Number	160	145	124	
	Total number of male employees that were entitled to parental leave (Corporate)	Number	289	282	247	
	Total number of employees that took parental leave (Canada)	Number	3	2	2	
	Total number of female employees that took parental leave (Canada)	Number	2	2	2	
	Total number of male employees that took parental leave (Canada)	Number	1	0	0	
	Total number of employees that took parental leave (Colombia)	Number	7	8	7	
	Total number of female employees that took parental leave (Colombia)	Number	1	2	1	
	Total number of male employees that took parental leave (Colombia)	Number	6	6	6	



	Metric Name	Unit	2023	2022	2021	Restated
401-3 11.10.4 11.11.3	Total number of employees that returned to work in the reporting period after parental leave ended	Number	7	10	9	
	Total number of female employees that returned to work in the reporting period after parental leave ended	Number	1	4	3	
	Total number of male employees that returned to work in the reporting period after parental leave ended	Number	6	6	6	
	Total number of employees that are still on parental leave (Corporate)	Number	4	n.d	n.d	
	Total number of employees that are still on parental leave (Canada)	Number	3	n.d	n.d	
	Total number of employees that are still on parental leave (Colombia)	Number	1	n.d	n.d	
	Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	Number	7	10	9	
	Total number of female employees that returned to work after parental leave ended that were still employed 12 months after their return to work	Number	2	4	3	
	Total number of male employees that returned to work after parental leave ended that were still employed 12 months after their return to work	Number	5	6	6	
	Return to work rate of employees that took parental leave	Percentage	100%	100%	100%	
	Return to work rate of female employees that took parental leave	Percentage	100%	100%	100%	
	Return to work rate of male employees that took parental leave	Percentage	100%	100%	100%	
	Retention rate of employees that took parental leave	Percentage	100%	100%	100%	
	Retention rate of female employees that took parental leave	Percentage	100%	100%	100%	
	Retention rate of male employees that took parental leave	Percentage	100%	100%	100%	
	Number of weeks of fully paid primary parental leave offered	Weeks	Payment is by gov't not company	n.d	n.d	
	Number of weeks of fully paid secondary parental leave offered	Weeks	Payment is by gov't not company	n.d	n.d	

### Labour/Management Relations 2016

402-1 11.7.2 11.10.5	Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them (weeks)	Weeks	2	2	n.d	
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	Metric Name	Unit	2023	2022	2021	Restated
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## Occupational Health & Safety 2018

### Workers covered by an occupational health and safety management system

403-8 11.9.9	Number of all employees and contractors covered by an occupational health and safety management system (Corporate)	Number	n.d	n.d	n.d	
	Number of all employees and contractors covered by an occupational health and safety management system that has been internally audited (Corporate)	Number	n.d	n.d	n.d	
	Number of all employees and contractors covered by an occupational health and safety management system that has been audited or certified by an external party (Corporate)	Number	n.d	n.d	n.d	
	Number of all employees and contractors covered by an occupational health and safety management system (Colombia)	Number	n.d.	n.d	n.d.	
	Number of all employees and contractors covered by an occupational health and safety management system that has been internally audited (Colombia)	Number	n.d.	n.d	n.d.	
	Number of all employees and contractors covered by an occupational health and safety management system that has been audited or certified by an external party (Colombia)	Number	n.d.	n.d	n.d.	
	Number of employees covered by an occupational health and safety management system (Corporate)	Number	n.d	n.d	n.d	
	Percentage of employees covered by an occupational health and safety management system (Corporate)	Percentage	n.d	n.d	n.d	
	Number of employees covered by an occupational health and safety management system that has been internally audited (Corporate)	Number	n.d	n.d	n.d	
	Percentage of employees covered by an occupational health and safety management system that has been internally audited (Corporate)	Percentage	n.d	n.d	n.d	
	Number of employees covered by an occupational health and safety management system that has been audited or certified external party (Corporate)	Number	n.d	n.d	n.d	
	Percentage of employees covered by an occupational health and safety management system that has been audited or certified external party (Corporate)	Percentage	n.d	n.d	n.d	
	Number of employees covered by an occupational health and safety management system (Colombia)	Number	347	329	300	
	Percentage of employees covered by an occupational health and safety management system (Colombia)	Percentage	100%	100%	100%	

	Metric Name	Unit	2023	2022	2021	Restated
403-8 11.9.9	Number of employees covered by an occupational health and safety management system that has been internally audited (Colombia)	Number	347	329	n.d.	
	Percentage of employees covered by an occupational health and safety management system that has been internally audited (Colombia)	Percentage	100%	100%	100%	
	Number of employees covered by an occupational health and safety management system that has been audited or certified external party (Colombia)	Number	347	n.d	n.d.	
	Percentage of employees covered by an occupational health and safety management system that has been audited or certified external party (Colombia)	Percentage	100%	n.d	0%	
	Number of contractors covered by an occupational health and safety management system (Corporate)	Number	n.d	n.d	n.d	
	Percentage of contractors covered by an occupational health and safety management system (Corporate)	Percentage	n.d	n.d	n.d	
	Number of contractors covered by an occupational health and safety management system that has been internally audited (Corporate)	Number	n.d	n.d	n.d	
	Percentage of contractors covered by an occupational health and safety management system that has been internally audited (Corporate)	Percentage	n.d	n.d	n.d	
	Number of contractors covered by an occupational health and safety management system that has been audited or certified by an external party (Corporate)	Number	n.d	n.d	n.d	
	Percentage of contractors covered by an occupational health and safety management system that has been audited or certified by an external party (Corporate)	Percentage	n.d	n.d	n.d	
	Number of contractors covered by an occupational health and safety management system (Colombia)	Number	247	222	185	
	Percentage of contractors covered by an occupational health and safety management system (Colombia)	Percentage	100%	100%	100%	
	Number of contractors covered by an occupational health and safety management system that has been internally audited (Colombia)	Number	247	117	151	
	Percentage of contractors covered by an occupational health and safety management system that has been internally audited (Colombia)	Percentage	100%	19%	30%	
	Number of contractors covered by an occupational health and safety management system that has been audited or certified by an external party (Colombia)	Number	54	n.d	n.d	
	Percentage of contractors covered by an occupational health and safety management system that has been audited or certified by an external party (Colombia)	Percentage	22%	n.d	n.d	

	Metric Name	Unit	2023	2022	2021	Restated
<b>Work-related Injuries</b>						
403-9 11.9.10	The number of fatalities as a result of work-related injury for employees	Number	0	0	0	
	Rate of fatalities as a result of work-related injury for employees	200,000 hours worked	0	0	0	
	The number of high-consequence work-related injuries (excluding fatalities) for employees	Number	1	0	0	
	Rate of high-consequence work-related injuries (excluding fatalities) for employees	200,000 hours worked	0.26	0	0	
	The number of recordable work-related injuries for employees (excluding high frequency injuries and fatalities)	Number	0	1	0	
	Rate of recordable work-related injuries for employees (excluding high frequency injuries and fatalities)	200,000 hours worked	0	0.27	0	
	The number of recordable work-related injuries for employees	200,000 hours worked	1	1	1	
	Rate of recordable work-related injuries for employees	200,000 hours worked	0.26	0.28	0	
	The number of hours worked for employees	Hours	759,339	728,460	663,399	
	Main types of work-related injury for employees	Description	Bumps & bruises	n.d	n.d	
	The number of fatalities as a result of work-related injury for contractors	Number	0	1	0	
	Rate of fatalities as a result of work-related injury for contractors	200,000 hours worked	0	0.02	0	
	The number of high-consequence work-related injuries (excluding fatalities) for contractors	Number	1	2	0	
	Rate of high-consequence work-related injuries (excluding fatalities) for contractors	200,000 hours worked	0.028	0.050	0	
	The number of recordable work-related injuries for contractors (excluding high frequency injuries and fatalities)	Number	6	5	5	
	Rate of recordable work-related injuries for contractors (excluding high frequency injuries and fatalities)	Number	0.166	0.120	0.180	
	The number of recordable work-related injuries for contractors	Number	7	8	5	
	Rate of recordable work-related injuries for contractors	200,000 hours worked	0.028	0.190	0.180	
	The number of hours worked for contractors	Hours	7,250,035	8,415,673	5,525,543	
	Main types of work-related injury for contractors	Description	Bumps & wounds	n.d	n.d	
	The number of fatalities as a result of work-related injury for employees and contractors	Number	0	1	0	



	Metric Name	Unit	2023	2022	2021	Restated
403-9 11.9.10	Rate of fatalities as a result of work-related injury for employees and contractors	200,000 hours worked	0	0.02	0	
	The number of high-consequence work-related injuries (excluding fatalities) for employees and contractors	Number	2	2	0	
	Rate of high-consequence work-related injuries (excluding fatalities) for employees and contractors	200,000 hours worked	0.050	0.040	0	
	The number of recordable work-related injuries for employees and contractors (excluding high frequency injuries and fatalities)	Number	6	6	6	
	Rate of recordable work-related injuries for employees and contractors (excluding high frequency injuries and fatalities)	200,000 hours worked	0.15	0.13	0.19	
	The number of recordable work-related injuries employees and contractors	Number	8	9	6	
	Rate of recordable work-related injuries for employees and contractors	200,000 hours worked	0.050	0.197	0.190	
	The number of hours worked for employees and contractors	Hours	8,009,374	9,144,133	6,188,942	
	Explanation of whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.	Number	200,000	200,000	200,000	
	Rate of incidents with lost time employees (LTIF)	200,000 hours worked	0.260	0	0	
	Rate of incidents with lost time contractors (LTIF)	200,000 hours worked	0.030	0.095	0.036	
	Rate of incidents with lost time total (LTIF)	200,000 hours worked	0.050	0.087	0.032	
EM-EP-320a.1	Near miss rate (NMFR) for employees	200,000 hours worked	4.21	1.65	5.41	
	Near miss rate (NMFR) for contractors	200,000 hours worked	6.12	4.06	5.61	
	Total near miss rate (NMFR)	200,000 hours worked	5.94	3.87	5.59	
EM-EP-320a.2	Road accident frequency (MVA)	1,000,000 km	0.07	0.19	0.26	
<b>Work-related ill health</b>						
403-10	The number of fatalities as a result of work-related ill-health for employees	Number	0	0	0	
11.9.11	The number of cases of recordable work-related ill-health for employees	Number	0	0	0	

	Metric Name	Unit	2023	2022	2021	Restated
403-10 11.9.11	The main types of work-related ill health for employees	Description	Diseases caused by exposure to physical agents: noise, thermal stress and chemicals: organic vapours.	n.d.	n.d.	
	Describe the work-related hazards that pose a risk of ill health	Description	Hazards related to occupational diseases, which are mainly physical, chemical and inadequate ergonomic conditions	n.d.	n.d.	
	The number of fatalities as a result of work-related ill-health for contractors	Number	n.d.	n.d.	n.d.	
	The number of cases of recordable work-related ill-health for contractors	Number	n.d.	n.d.	n.d.	
	The main types of work-related ill health for contractors	Description	n.d.	n.d.	n.d.	

## Training and Education 2016

### Average hours of training per employee

404-1 11.10.6 11.11.4	Total hours of training (Corporate)	Hours	47,573	52,481	n.d.	
	Total hours of training for female workers (Corporate)	Hours	26,382	24,743	n.d.	
	Total hours of training for male workers (Corporate)	Hours	21,188	27,738	n.d.	
	Total hours of training (Canada)	Hours	5,771	6,590	6,246	
	Total hours of training for female workers (Canada)	Hours	2,057	2,432	2,418	
	Total hours of training for male workers (Canada)	Hours	3,715	4,158	3,828	
	Total hours of training (Colombia)	Hours	41,802	45,891	39,853	
	Total hours of training for female workers (Colombia)	Hours	24,328	22,311	21,895	
	Total hours of training for male workers (Colombia)	Hours	17,473	23,580	17,958	
	Average number of hours of training for all employees (Corporate)	Hours	181.47	211.0	n.d.	
	Average hours of training for female employees (Corporate)	Hours	257.56	274.0	n.d.	
	Average hours of training for male employees (Corporate)	Hours	140.35	180.0	n.d.	
	Average number of hours of training for all employees (Canada)	Hours	66	78	101	
	Average hours of training for female employees (Canada)	Hours	66	78	101	
	Average hours of training for male employees (Canada)	Hours	66	78	101	

	Metric Name	Unit	2023	2022	2021	Restated
404-1 11.10.6 11.11.4	Average number of hours of training for all employees (Colombia)	Hours	115.47	133.0	129.0	
	Average hours of training for female employees (Colombia)	Hours	191.56	196.0	217.0	
	Average hours of training for male employees (Colombia)	Hours	74.35	102.0	86.0	
	Average number of hours of training for executive	Hours	18	n.d.	n.d.	
	Average number of hours of training for senior leaders	Hours	51	n.d.	n.d.	
	Average number of hours of training for leaders	Hours	145	n.d.	n.d.	
	Average number of hours of training for senior professionals	Hours	130	n.d.	n.d.	
	Average number of hours of training for professionals	Hours	85	n.d.	n.d.	
	Average number of hours of training for technical support	Hours	24	n.d.	n.d.	
	Average number of hours of training for business support	Hours	89	n.d.	n.d.	
<b>Investment in employee training and career development</b>						
201-1 11.14.2 CSA 3.3.1	Investment in employee training and career development (Corporate)	MM USD	0.47	0.29	0.775	
	Average spent per employee on training and development (Corporate)	USD	1,310.53	n.d.	n.d.	
	Average amount spend per FTE on training and development (corporate)	USD	1,310.53	n.d.	n.d.	
	Average amount spend per FTE on training and development (Canada)	USD	1,777.80	n.d.	n.d.	
	Average amount spend per FTE on training and development (Colombia)	USD	843.26	n.d.	n.d.	
<b>Programs for upgrading employee skills and transition assistance program</b>						
404-2 11.7.3 11.10.7	Type and scope of programs implemented and assistance provided to upgrade employee skills.	Description	n.d.	n.d.	n.d.	
	Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	Description	Outplacement provided in Canada	Outplacement provided in Canada	n.d.	
<b>Employees receiving regular performance and career development reviews</b>						
404-3	Percentage all employees who received a regular performance and career development review (Corporate)	Percentage	100%	100%	100%	

	Metric Name	Unit	2023	2022	2021	Restated
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## Diversity and Equal Opportunity 2016

### Diversity of governance bodies and employees

405-1 11.11.5	Percentage of women within the organizations' governance bodies	Percentage	33%	30%	22%	
	Percentage of men within the organizations' governance bodies	Percentage	67%	70%	78%	
	Gender of chairperson	Description	Male	Male	n.d	
	Percentage of board committees chaired/co-chaired women	Percentage	50%	n.d	n.d	
	Percentage of individuals in the governance bodies under 30 years old	Percentage	0%	0%	0%	
	Percentage of individuals in the governance bodies between 30 and 50 years old	Percentage	22%	20%	11%	
	Percentage of individuals in the governance bodies over 50 years old	Percentage	78%	80%	89%	
	Percentage of female employees (Corporate)	Percentage	35.63%	33.96%	33.69%	
	Percentage of male employees (Corporate)	Percentage	64.37%	66.04%	66.31%	
	Percentage of female employees under 30 years old (Corporate)	Percentage	3.12%	4.22%	4.58%	
	Percentage of female employees between 30 and 50 years old (Corporate)	Percentage	29.62%	27.4%	26.42%	
	Percentage of female employees over 50 years old (Corporate)	Percentage	2.9%	2.34%	2.7%	
	Percentage of male employees under 30 years old (Corporate)	Percentage	2.23%	2.58%	1.89%	
	Percentage of male employees between 30 and 50 years old (Corporate)	Percentage	47.88%	50.11%	50.12%	
	Percentage of male employees over 50 years old (Corporate)	Percentage	14.25%	13.35%	n.d	
	Number of indigenous or other minority group employees where relevant	Number	n.d.	n.d	n.d.	
CSA 3.1.2 & GEI	Percentage of women in non-managerial positions	Percentage	39.31%	n.d	n.d	
	Percentage of women in all management positions, including junior, middle and top management (as % of total management positions)	Percentage	24.21%	20%	n.d	Restated
	Percentage of women in junior management positions, i.e. first level of management (as % of total junior management positions)	Percentage	22.58%	17%	n.d	Restated



	Metric Name	Unit	2023	2022	2021	Restated
CSA 3.1.2 & GEI	Percentage of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	Percentage	22.22%	31.0%	n.d.	Restated
	Percentage of women in executive positions	Percentage	14.29%	12.5%	n.d.	
	Percentage of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excl. support functions such as HR, IT, Legal, etc.	Percentage	0%	0%	n.d.	
	Percentage of women in STEM-related positions (as % of total STEM positions)	Percentage	22.32%	21%	n.d.	
	Gender of president & CEO	Female or male	Male	Male	n.d.	
	Gender of chief financial officer (CFO)	Female or male	Male	Male	n.d.	
	Chief diversity officer (CDO)	Yes or no	n/a	n.d.	n.d.	
Ratio of basic salary and remuneration of women to men						
405-2 11.11.6 CSA 3.1.4	Ratio of base salary of women to men - executive (Canada)	Ratio	82%	n.d.	n.d.	
	Ratio of base salary women to men - executive (Colombia)	Ratio	n/a	n.d.	n.d.	
	Ratio of base salary of women to men - executive (Corporate)	Ratio	n.d.	n.d.	n.d.	
	Ratio of base salary women to men - senior leaders (Canada)	Ratio	91%	n.d.	n.d.	
	Ratio of base salary of women to men - senior leaders (Colombia)	Ratio	102%	n.d.	n.d.	
	Ratio of base salary of women to men - senior leaders (Corporate)	Ratio	n.d.	n.d.	n.d.	
	Ratio of base salary of women to men - leaders (Canada)	Ratio	97%	n.d.	n.d.	
	Ratio of base salary women to men - leaders (Colombia)	Ratio	85%	n.d.	n.d.	
	Ratio of base salary of women to men - leaders (Corporate)	Ratio	n.d.	n.d.	n.d.	
	Ratio of base salary women to men - senior professionals (Canada)	Ratio	83%	n.d.	n.d.	
	Ratio of base salary women to men - senior professionals (Colombia)	Ratio	100%	n.d.	n.d.	
	Ratio of base salary women to men - senior professionals (Corporate)	Ratio	n.d.	n.d.	n.d.	
	Ratio of base salary of women to men - professionals (Canada)	Ratio	103%	n.d.	n.d.	
	Ratio of base salary of women to men - professionals (Colombia)	Ratio	86%	n.d.	n.d.	
	Ratio of base salary of women to men - professionals (Corporate)	Ratio	n.d.	n.d.	n.d.	

	Metric Name	Unit	2023	2022	2021	Restated
405-2 11.11.6 CSA 3.1.4	Ratio of base salary of women to men - technical support (Canada)	Ratio	n/a	n.d.	n.d.	
	Ratio of base salary of women to men - technical support (Colombia)	Ratio	0%	n.d.	n.d.	
	Ratio of base salary of women to men - technical support (Corporate)	Ratio	n.d.	n.d.	n.d.	
	Ratio of base salary of women to men - administrative support (Canada)	Ratio	0%	n.d.	n.d.	
	Ratio of base salary of women to men - administrative support (Colombia)	Ratio	83%	n.d.	n.d.	
	Ratio of base salary of women to men - administrative support (Corporate)	Ratio	n.d.	n.d.	n.d.	
<b>Pay Gap</b>						
	Adjusted mean gender pay gap	Percentage	n.d.	n.d.	n.d.	
	Global mean (average) raw gender pay gap	Percentage	n.d.	n.d.	n.d.	
	Time-bound action plan to close its gender pay gap	Description	n.d.	n.d.	n.d.	

## Non-discrimination 2016

### Incidents of discrimination and corrective actions taken

406-1 11.11.7	Total number of incidents of discrimination during the reporting period.	Number	1	n.d.	n.d.	
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## Freedom of Association and Collective Bargaining 2016

### Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

407-1 11.13.2	Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of type of operation (such as manufacturing plant) and supplier	Description	n.d.	n.d.	n.d.	
	Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of countries or geographic areas with operations and suppliers considered at risk	Description	n.d.	n.d.	n.d.	
	Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining	Description	n.d.	n.d.	n.d.	

	Metric Name	Unit	2023	2022	2021	Restated
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## Child Labour 2016

### Operations and suppliers at significant risk for incidents of child labour

408-1	Report how the organization manages child labor using Disclosure 3- 3 in GRI 3: Material Topics 2021	Description	See Human Rights Policy and Contractors & Suppliers Guidelines	n.d	n.d	
	Operations and suppliers considered to have significant risk for incidents of child labour	Description	No significant risks for incident of child labour identified	n.d	n.d	
	Operations and suppliers considered to have significant risk for incidents of young workers exposed to hazardous work	Description		n.d	n.d	
	Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: type of operation and supplier	Description		n.d	n.d	
	Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: countries or geographic areas with operations and suppliers considered at risk	Description		n.d	n.d	
	Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor	Description	<a href="#">See 2023 Modern Slavery Report</a>	n.d	n.d	

## Forced Labour or Compulsory Labour 2016

### Operations and suppliers at significant risk for incidents of forced or compulsory labour

409-1 11.12.2	Report the operations and suppliers considered to have significant risk for incidents of forced or compulsory labour either in terms of type of countries or geographic areas with operations and suppliers considered at risk.	Description	No significant risk for incidents of forced or compulsory labour identified	n.d	n.d.	
	Describe the operations and suppliers considered to have significant risk for incidents of forced or compulsory labour either in terms of type of operation (such as manufacturing plant) and supplier	Description	No significant risk for incidents of forced or compulsory labour identified	n.d	n.d.	
	Describe the measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labour	Description	<a href="#">See 2023 Modern Slavery Report</a>	n.d	n.d.	

## Security Practices 2016

### Security personnel trained in human rights policies and procedures

410-1 11.18.2	Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security	Percentage	94%	100%	100%	
	Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security. (security contractor)	Percentage	80%	n.d.	n.d.	

	Metric Name	Unit	2023	2022	2021	Restated
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## Rights of Indigenous People 2016

### Incidents of violations involving rights of indigenous peoples

411-1 11.17.2	Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period	Number	0	0	0	
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## Local Communities

### Operations with local community engagement, impact assessments, and development

413-1 11.15.2	Percentage of operations with implemented local community engagement, impact assessments, and/or development programs	Percentage	n.d.	n.d.	n.d.	
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of social impact assessments, including gender impact assessments, based on participatory processes	Percentage	n.d.	n.d.	n.d.	
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programs including the use of environmental impact assessments and ongoing monitoring	Percentage	n.d.	n.d.	n.d.	
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programs including the use of public disclosure of results of environmental and social impact assessments	Percentage	n.d.	n.d.	n.d.	
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programs including the use of local community development programs based on local communities' needs	Percentage	n.d.	n.d.	n.d.	
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programs including the use of stakeholder engagement plans based on stakeholder mapping	Percentage	n.d.	n.d.	n.d.	
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use broad based local community consultation committees and processes that include vulnerable groups	Percentage	n.d.	n.d.	n.d.	
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programs including the use of works councils, occupational health and safety committees and other worker representation bodies to deal with impacts	Percentage	n.d.	n.d.	n.d.	
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programs formal local community grievance processes.	Percentage	n.d.	n.d.	n.d.	



	Metric Name	Unit	2023	2022	2021	Restated
<b>Operations with significant actual and potential negative impacts on local communities</b>						
413.2	Describe impacts on the health of local communities as a result of exposure to pollution caused by operations or use of hazardous substances	Description	n.d	n.d	n.d	
11.15.3	Significant actual and potential negative impacts of operations	Description	n.d	n.d	n.d	
	Location of the operations with significant actual and potential negative impacts on local communities	Description	n.d	n.d	n.d	

## Supplier Social Assessment

### New suppliers that were screened using social criteria

414-1	Percentage of new suppliers that were screened using social criteria.	Percentage	n.d	n.d.	n.d.	
11.10.8						
11.12.3						

### Negative social impact in the supply chain and action taken

414-2 11.10.9	Number of suppliers assessed for social impacts	Number	n.d	n.d	n.d	
	Number of suppliers identified as having significant actual and potential negative social impacts	Number	n.d	n.d	n.d	
	Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment	Percentage	n.d	n.d	n.d	
	Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why	Percentage	n.d	n.d	n.d	

## Public Policy 2016

### Political Contributions

415-1 11.22.2	Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary	MM USD	n/a	n/a	n/a	
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	Metric Name	Unit	2023	2022	2021	Restated
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## Customer Health and Safety

### Assessment of the health and safety impacts of product and service categories

416-1 416-2 11.3.3	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Percentage	n.d.	n.d.	n.d.	
	Describe actions taken to improve product quality to reduce air emissions	Description	n.d.	n.d.	n.d.	
	Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period	Number	n.d.	n.d.	n.d.	
	Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, resulting in fine or penalty	Number	n.d.	n.d.	n.d.	
	Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, resulting in a warning	Number	n.d.	n.d.	n.d.	
	Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, with voluntary-codes	Number	n.d.	n.d.	n.d.	

## Restatements

GRI & SASB Standard	Page	Metric Name	Unit	2022		2021		Reason
				Original	Correction	Original	Correction	
Activities, value chain and other business relationships								
'2-6	100	Average oil and gas operated production	Boe/d	26,279	20,690	21,907	16,214	Correction of error
		Annual oil and gas operated production	MMboe	9.59	7.55	8.00	5.92	
Direct economic value generated and distributed								
201-1	106	Economic value distributed	MM USD	1,041.29	1,241.29	439	771	Report taxes and royalties on on accrual basis instead of cash basis
		Value retained	MM USD	603.00	402.30	618.00	618.34	
Water withdrawn and consumed								
EM-EP-140a.1	94	Total fresh water consumed (megalitres)	Thousand m³	112.88	145.70	110.34	112.70	Accounting method changed
New hires and employee turnover								
401-1	123	Percentage of new employee hires (Bogotá)	Percentage	11.94%	70.83%	7.82%	61.70%	Denominator changed from total employees to total new hires
		Percentage of new employee hires (Yopal)	Percentage			0.27%	2.13%	
		Percentage of new employee hires (Barranca)	Percentage			0.27%	2.13%	
Diversity of governance bodies and employees								
CSA 3.1.2 & GEI	132	Percentage of women in all management positions, including junior, middle and top management (as % of total management positions)	Percentage	3.75%	20.0%			Correction of error
		Percentage of women in junior management positions, i.e. first level of management (as % of total junior management positions)	Percentage	0.94%	17.0%			
	133	Percentage of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	Percentage	17.65%	31.0%			

# Advisories

## Advisory on Forward Looking Statements

Certain information regarding Parex set forth in this document contains forward-looking statements that involve substantial known and unknown risks and uncertainties. The use of any of the words “plan”, “expect”, “prospective”, “project”, “intend”, “believe”, “should”, “anticipate”, “estimate”, “forecast”, “guidance”, “budget”, “goal” or other similar words, or statements that certain events or conditions “may” or “will” occur are intended to identify forward-looking statements. Such statements represent Parex’ internal projections, estimates or beliefs concerning, among other things, future growth, results of operations, production, future capital and other expenditures, environmental matters, business prospects and opportunities. These statements are only predictions and actual events or results may differ materially. Although the Company’s management believes that the expectations reflected in the forward-looking statements are reasonable, it cannot guarantee future results, levels of activity, performance or achievement since such expectations are inherently subject to significant business, economic, competitive, political, environmental and social uncertainties and contingencies. Many factors could cause Parex’ actual results to differ materially from those expressed or implied in any forward-looking statements made by, or on behalf of, Parex.

In particular, forward-looking statements contained in this document include, but are not limited to, statements with respect to the Company’s focus, plans, priorities and strategies, and the benefits to be derived therefrom; the components of the Company’s growth strategy; implementation of initiatives and technologies and the benefits to be derived therefrom; the Company’s ESG strategy or goals, the timing to achieve such targets or goals; and the benefits to be derived therefrom; the development strategies and focus of the Company’s operated and non-operated assets; plans for managing climate-related risks; implementation of environmental, social and governance related projects, the project plans and goals and the timing to implement such projects and the benefits to be derived therefrom; initiatives being taken in 2024 with respect to flaring and the benefits to be derived from such initiatives; benefits to be derived from 2023 initiatives to reduce flaring; Parex’s qualitative climate emissions scenarios; Parex’s climate-related risks and opportunities; implementation of environmental, social and governance related pilot projects, the pilot project plans, priorities and goals and the timing to implement such pilot projects and benefits to be derived therefrom; plans being undertaken in 2024 for Parex to better understand its water footprint; the timing of funding by Parex of certain projects and pilot projects; the development of conservation plans and the timing thereof; Parex’s ability to strengthen the voluntary tree planting program; the next steps in Parex’ climate management journey; the Company’s continued investment in its social and governance programs and the benefits to be derived therefrom; the next steps in Parex’s social and governance pilot programs and the timing to achieve such steps; the Company’s ability to generate cash flow; the development of IDPs and the benefits to be derived therefrom; and cybersecurity milestones and the timing to achieve such milestones. These forward-looking statements are subject to numerous risks and uncertainties, including but not limited to, the impact of general economic conditions in Canada and Colombia; industry conditions including changes in laws and regulations including adoption of new environmental laws and regulations (including uncertainty with respect to the interpretation of omnibus Bill C-59 and the related amendments to the Competition Act (Canada)), and changes in how they are interpreted and enforced, in Canada and Colombia; competition; lack of availability of qualified personnel; the results of exploration and development drilling and related activities; risks related to obtaining required approvals of regulatory authorities, in Canada and Colombia and partner and community approvals in Colombia; risks associated with negotiating with foreign governments as well as country risk associated with conducting international activities; environmental risks; changes in income tax laws, tax rates and/or incentive programs relating to the oil industry; ability to access sufficient capital from internal and external sources; failure of counterparties to perform under the terms of their contracts; that Parex will be unable to meet its ESG goals and plans; and other factors, many of which are beyond the control of the Company. Readers are cautioned that the foregoing list of factors is not exhaustive. Additional information on these and other factors that could affect Parex’ operations and financial results are included in reports on file with Canadian securities regulatory authorities and may be accessed through the [SEDAR+ website](http://www.sedarplus.com) ([www.sedarplus.com](http://www.sedarplus.com)).

Although the forward-looking statements contained in this document are based upon assumptions which Management believes to be reasonable, the Company cannot assure investors that actual results will be consistent with these forward-looking statements. With respect to forward-looking statements contained in this document, Parex has made assumptions regarding, among other things: current and anticipated commodity prices; availability of skilled labour; timing and amount of capital expenditures; conditions in general economic and financial markets; effects of regulation by governmental agencies; future operating costs; uninterrupted access to areas of Parex’ operations and infrastructure; that Parex will have sufficient cash flow, debt or equity sources or other financial resources required to fund its capital and operating expenditures and requirements as needed; that Parex’ conduct and results of operations will be consistent with its expectations; that Parex will have the ability to develop its oil and gas properties in the manner currently contemplated; current or, where applicable, proposed industry conditions, laws and regulations will continue in effect or as anticipated as described herein; that the ESG estimates of Parex’ and the assumptions related thereto are accurate in all material respects; ability to achieve ESG goals and plans; and other matters.

## GHG Emissions

GHG emissions and emissions savings estimates that are provided herein have been calculated with a third party’s assistance, as is further described below. These measures do not have standardized meanings or standard methods of calculation and therefore such measures may not be comparable to similar measures used by other companies and should not be used to make comparisons. Parex quantifies and reports its GHG emissions using the operational control approach; but uses equity control approach when reporting scope 1 GHG emissions under the SASB Standards. Its organizational boundary includes the Company’s offices in Colombia and Canada and all operated oil and gas exploration and productions facilities. Parex has elected to report Scope 1, 2 and 3 GHG emissions.

For the purposes of the Company’s GHG emissions reporting:

- Scope 1 emissions are defined as direct emissions from GHG sources that it owns or controls.
- Scope 2 emissions are defined as indirect GHG emissions that result from Parex’ consumption of energy in the form of purchased electricity from the Colombian national grid and Alberta Interconnected Electric System; and
- Scope 3 emissions are defined as Parex’ indirect emissions other than those covered in Scope 2. They are from sources not owned or controlled by Parex, but which occur because of the Company’s activities. Particularly, Parex’ drilling and completions activities conducted by third parties are deemed to be Scope 3.

Parex used a third party to help quantify its GHG emissions. For the 2023 reporting year, Parex retained Conservación & Carbono S.A.S to evaluate GHG emissions from all operated facilities located in Colombia in accordance with IPCC (2006) Guidelines for National Greenhouse Gas Inventories and Colombia’s Technical Standard ISO 14064-1. Verification of Scope 1, 2 & 3 GHG emissions was conducted by PricewaterhouseCoopers in Colombia in accordance with International Standard on Assurance Engagement 3410, Assurance Engagements on Greenhouse Gas Statements (“ISAE 3410”) issued by the International Auditing and Assurance Standards Board.



### Calculation of GHG Emissions by Source

The uncertainty of the total GHG inventory for 2023 has been estimated at 1.4%. The calculation by emission source was completed in accordance with IPCC guides (2006). For Scope 1 emissions, we used direct emission sources associated with the burning of fuels (diesel, gas, crude, COESGEN, LPG) as a reference, as well as flaring and fugitive and venting emissions. The gases estimates include CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, and HFCs.

Scope 2 GHG emissions are calculated based on energy consumption from the power grid in the areas of Arauca and Casanare plus energy consumption in the offices located in Colombia and Canada.

Scope 3 GHG emissions include data associated with transportation, paper consumption, employee travel, stationery, refrigeration, air conditioning, waste treatment, use and processing of products sold.

### Oil & Gas Matters Advisory

"Boes" may be misleading, particularly if used in isolation. A Boe conversion ratio of six thousand cubic feet of natural gas to one barrel of oil equivalent (6 Mcf: 1 bbl) is based on an energy equivalency conversion method primarily applicable at the burner tip and does not represent a value equivalency at the wellhead. As the value ratio between natural gas and crude oil based on the current prices of natural gas and crude oil is significantly different from the energy equivalency of 6:1, utilizing a conversion on a 6:1 basis may be misleading as an indication of value.

### Reserve Advisory

Certain reserves information contained in this sustainability report is based upon an evaluation (the "GLJ Report") prepared by GLJ Ltd. ("GLJ") dated February 29, 2024 and effective December 31, 2023 and an evaluation prepared by GLJ dated February 2, 2023 and effective December 31, 2022. Each report was prepared in accordance with the standards contained in the Canadian Oil and Gas Evaluation Handbook and the reserves definitions contained in National Instrument 51-101 - Standards of Disclosure for Oil and Gas Activities. All December 31, 2023 reserves presented are based on GLJ's forecast pricing effective January 1, 2024 and all December 31, 2022 reserves presented are based on GLJ's forecast pricing effective January 1, 2023.

### Non-GAAP and Other Financial Measures Advisory

This Sustainability Report uses a "capital management measure" (as such term is defined in NI 52-112 – Non-GAAP and Other Financial Measures Disclosure), which is described in further detail below. Such measure is not a standardized financial measure under IFRS and might not be comparable to similar financial measures disclosed by other issuers. Investors are cautioned that non-GAAP financial measures should not be construed as alternatives to or more meaningful than the most directly comparable GAAP measures as indicators of Parex' performance.

These measures facilitate management's comparisons to the Company's historical operating results in assessing its results and strategic and operational decision-making and may be used by financial analysts and others in the oil and natural gas industry to evaluate the Company's performance. Further, management believes that such financial measures are useful supplemental information to analyze operating performance and provide an indication of the results generated by the Company's principal business activities.

Set forth below is a description of the capital management measure used in this document.

#### Capital Management Measures

Funds flow provided by operations, is a capital management measure that includes all cash generated from operating activities and is calculated before changes in non-cash working capital. The Company considers funds flow provided by operations to be a key measure as it demonstrates Parex' profitability after all cash costs.

A reconciliation from cash provided by operating activities to funds flow provided by operations is as follows:

	For the year ended December 31		
(\$000s)	2023	2022	2021
Cash provided by operating activities	376,471	983,602	534,301
Net change in non-cash working capital	(291,311)	(258,712)	43,244
Funds flow provided by operations	667,782	724,890	577,545

### ESG Performance Ratings

As of July 2024, Parex received an ESG Risk Rating of 21.7 from Morningstar Sustainability and was assessed to be at Medium Risk of experiencing material financial impacts from ESG factors (6th Percentile). In no event this sustainability report shall be construed as investment advice or expert opinion as defined by the applicable legislation. Such information and data are proprietary of Sustainability and/or their third-party suppliers and are provided for informational purposes only.

As of July 2024, Parex received an MSCI ESG Rating of AA (on a scale of AAA-CCC). The use by Parex of MSCI ESG Research LLC or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks service marks or Index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of Parex by MSCI. MSCI services and data are the property of MSCI or its information providers and are provided "as-is" and without warranty. MSCI names and logos are trademarks or services marks of MSCI.

### Third-party Information

Certain market, independent third party and industry data contained in this report is based upon information from government or other independent industry publications and reports or based on estimates derived from such publications and reports. Government and industry publications and reports generally indicate that they have obtained their information from sources believed to be reliable, but none of Parex or its affiliates have conducted their own independent verification of such information. While Parex believes this data to be reliable, such data is subject to variations and cannot be verified with complete certainty due to limits on the availability and reliability of raw data, the voluntary nature of the data gathering process and other limitations and uncertainties inherent in any statistical survey.

### Legal Disclaimer

This report has been prepared and made publicly available to comply with our legal requirements in Colombia. Readers are cautioned that the information contained in this report may not be appropriate for other purposes. This report is not intended to be a marketing tool or advertisement in Canada or in any other jurisdiction. This report is meant to be read in its entirety, and readers should not rely on parts of the information contained in this report to the exclusion of others.

# External Assurance



## Parex Resources (Colombia) AG Sucursal

Independent practitioner's limited assurance report on the identified sustainability information in Parex Resources Inc.'s Sustainability Report for the year ended 31 December 2023



### Independent practitioner's limited assurance report on the identified sustainability information in Parex Resources Inc.'s Sustainability Report

To the Board of Directors of  
Parex Resources Inc.

We have undertaken to perform a limited assurance engagement in respect of the selected social, economic, and environmental information included in the Parex Resources Inc.'s Sustainability Report for the year ended 31 December 2023 (hereinafter 'Sustainability Report 2023') (the 'Identified Sustainability Information'). This engagement was conducted by a multidisciplinary team including assurance practitioners, engineers and environmental experts.

#### Identified sustainability information

The Identified Sustainability Information for the year ended 31 December 2023 is summarized below:

- Total number of Tier-1 and Tier-2 process safety incidents [GRI 11.8.3]
- Communication and training about anti-corruption policies and procedures [GRI 205-2]
- Water consumption [GRI 303-5]
- GHG emissions intensity [GRI 305-4]
- Reduction of GHG emissions [GRI 305-5]
- Significant spills [GRI 306-3 (2016)]
- Parental Leave [GRI 401-3]
- Community investment (social investment and sustainability initiatives) [Entity-developed criteria]
- Local work opportunities generated [Entity-developed criteria]
- Number and duration of non-technical delays [Entity-developed criteria]

Our assurance was with respect to the year ended 31 December 2023 information only and we have not performed any procedures with respect to earlier periods or any other elements included in the Sustainability Report 2023 and, therefore, do not express any conclusion thereon.

#### Criteria

The criteria used by Parex Resources Inc. to prepare the Identified Sustainability Information is set out in section I "Criteria for the Sustainable development review – 31 December 2023", within this report (the "Criteria").

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To the Board of Directors of  
Parex Resources Inc.

#### Parex Resources Inc.'s responsibility for the identified sustainability information

Parex Resources Inc. is responsible for the preparation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of Identified Sustainability Information that is free from material misstatement, whether due to fraud or error.

#### Inherent limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities. In addition, Greenhouse Gases (GHG) quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

#### Our independence and quality management

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

#### Our responsibility

Our responsibility is to express a limited assurance conclusion on the Identified Sustainability Information based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised), *Assurance Engagements other than Audits or Reviews of Historical Financial Information*, and, in respect of greenhouse gas emissions, International Standard on Assurance Engagements 3410, *Assurance Engagements on Greenhouse Gas Statements*, issued by the International Auditing and Assurance Standards Board. These standards require that we plan and perform this engagement to obtain limited assurance about whether the Identified Sustainability Information is free from material misstatement.



**To the Board of Directors of  
Parex Resources Inc.**

A limited assurance engagement involves assessing the suitability in the circumstances of Parex Resources Inc.'s use of the Criteria as the basis for the preparation of the Identified Sustainability Information, assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Identified Sustainability Information. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above we:

- Understanding of the tools used to generate, add, and report the selected sustainability information through inquiries with those responsible for the processes listed, carried out virtually.
- Limited substantive testing, on a random selective basis of the selected sustainability information by the Company, to determine the indicators subject to limited assurance and verify that data have been appropriately measured, recorded, collated and reported through:
  - a) Inspection of policies and procedures established by the Company.
  - b) Inspection of internal and external supporting documentation.
  - c) Arithmetical calculations in accordance with formulas previously defined in the reporting criteria included in its Sustainability Report 2023.
  - d) Comparison of the contents presented by the Management in its Sustainability Report 2023 with what is established in this regard in the "Core" option of the GRI Standards of the Global Reporting Initiative.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether Parex Resources Inc.'s Identified Sustainability Information has been prepared, in all material respects, in accordance with the Criteria.



**To the Board of Directors of  
Parex Resources Inc.**

**Limited assurance conclusion**

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that Parex Resources Inc.'s Identified Sustainability Information for the year ended December 31, 2023 is not prepared, in all material respects, in accordance with the Criteria.

**Restriction on distribution and use**

This report, including the conclusion, has been prepared solely for the Board of Directors of Parex Resources Inc. as a body, to assist them in reporting on Parex Resources Inc.'s sustainable development performance and activities. We permit the disclosure of this report within the Sustainability Report 2023, to enable the directors to demonstrate they have discharged their governance responsibilities by commissioning an independent assurance report in connection with the Sustainability Report 2023. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Board of Directors as a body and Parex Resources Inc. for our work or this report save where terms are expressly agreed and with our prior consent in writing.



Judith Chica M.  
Accountant  
Professional License No. 47884-T  
PwC Contadores y Auditores S. A. S.  
July 31, 2024

Note: The maintenance and integrity of the Parex Resources Inc. website ([www.parexresources.com](http://www.parexresources.com)) repository of the Sustainability Report 2023, is the responsibility of the Company's Administration. The work carried out by PwC does not involve the consideration of these matters and, accordingly, PwC accepts no responsibility for any differences between the information presented on the website and in the Sustainability Report 2023 issued by the Company on which said assurance was made and the conclusion was issued.

**Parex Resources (Colombia) AG Sucursal**

Independent practitioner's limited assurance report on the identified sustainability information in Parex Resources Inc.'s Sustainability Report for the year ended 31 December 2023

**Section I**
**Criteria for the Sustainable development review – 31 December 2023**

Subject Matter Indicator (Selected information)	Criteria
<b>Total number of Tier-1 and Tier-2 process safety incidents</b>  <b>(GRI 11.8.3)</b>	<p>The Company's Management included in their SR23, the result of the GRI 11.8.3 indicator which refers to the total number of Tier 1 and Tier 2 process safety incidents of their operations for Parex Resources Inc. And its subsidiaries (hereinafter, the reporting companies), for the period between January 1 and December 31, 2023, (hereinafter the reporting period), based on the provisions of page 31 of GRI 11 - Oil and Gas Sector 2021, in said 11.8.3. standard. The company's management defines Tier 1 and Tier 2 events based on the API RP 754 - Process Safety Performance Indicators for the Refining and Petrochemical Industries (2nd edition) guideline, and discloses them in paragraph 3.2 "Performance Indicators / Process Safety KPIs" of its internal procedure COL-SP-PR-002 "Process Safety Incident Reporting Procedure", as shown below:</p> <ul style="list-style-type: none"> <li>• <b>Tier 1:</b> is an unplanned or uncontrolled release of any material (LOPC – Loss of Primary Containment), including nontoxic and non-flammable materials (for example, steam, hot water, nitrogen, Compressed CO<sub>2</sub> or compressed air), of a process recorded in form COL-HSEQ-FT-223 "Incident matrix" for 2023 provided by Parex's Health &amp; Safety - HS department, resulting in one or more of the following consequences:             <ol style="list-style-type: none"> <li>1. Lost time injury LTI and/or fatality of an employee, contractor or subcontractor.</li> <li>2. Hospitalization and/or fatality of a third party.</li> <li>3. Official community evacuation declaration or onsite community shelter declaration, including preventive community evacuation or onsite preventive community shelter.</li> <li>4. Damage due to fire or explosion greater than or equal to USD \$100,000 in direct costs for the company.</li> <li>5. Discharging of a pressure relief design (for example, use of a pressure relief device (PRD), safety instrumented system (SIS), or manually activated emergency depressurization), of an amount greater than or equal to the threshold defined in Table 1 "Nontoxic material release threshold amounts for LOPC" of the COL-SP-PR-002 "Process Safety Incident Reporting Procedure" procedure, for Tier 1, in a period of one (1) hour, and released to the atmosphere directly or through a device located downstream, resulting in one or more of the following consequences:                 <ol style="list-style-type: none"> <li>i. Rain.</li> <li>ii. Discharge on a potentially unsafe area.</li> <li>iii. Onsite shelter or evacuation, not including onsite preventive shelter or onsite preventive evacuation.</li> <li>iv. Public protection measures (for example, road closures).</li> </ol> </li> </ol> </li> </ul>



**Parex Resources (Colombia) AG Sucursal**

Independent practitioner's limited assurance report on the identified sustainability information in Parex Resources Inc.'s Sustainability Report for the year ended 31 December 2023

Subject Matter Indicator (Selected information)	Criteria
	<p>6. An unexpected emission from a permitted or regulated source, of an amount greater than or equal to the threshold defined in Table 1 "Nontoxic material release threshold amounts for LOPC" of the COL-SP-PR-002 "Process Safety Incident Reporting Procedure" in a period of one (1) hour, resulting in one or more of the following consequences:</p> <ul style="list-style-type: none"> <li>i. Rain.</li> <li>ii. Discharge on a potentially unsafe area.</li> <li>iii. Onsite shelter or evacuation, not including onsite preventive shelter or onsite preventive evacuation.</li> <li>iv. Public protection measures (for example, road closures).</li> </ul> <p>7. A release of material greater than or equal to the threshold defined in Table 1 "Nontoxic material release threshold amounts for LOPC" of the COL-SP-PR-002, for Tier 1, in a period of one (1) hour.</p> <ul style="list-style-type: none"> <li>• <b>Tier 2</b> – Is an unplanned or uncontrolled release of any material LOPC (Loss of Primary Containment) with minor consequence, is an unplanned or uncontrolled release of any material, including nontoxic and nonflammable material (for example, steam, hot water, nitrogen, Compressed CO<sub>2</sub> or compressed air), of a process recorded in form COL-HSEQ-FT-223 "Incident matrix" for 2023 provided by Parex's Health &amp; Safety - HS department, resulting in one or more of the following consequences:             <ul style="list-style-type: none"> <li>1. Recordable injury of an employee, contractor or subcontractor (worker suffering injuries, the consequences of which correspond to a restricted work case RWC or medical treatment case MTC).</li> <li>2. Damages due to fire or explosion greater than or equal to USD \$2,500 in direct costs for the company.</li> <li>3. Discharging of a pressure relief design (for example, use of a pressure relief device (PRD), safety instrumented system (SIS), or manually activated emergency depressurization), of an amount greater than or equal to the threshold defined in Table 1 "Nontoxic material release threshold amounts for LOPC" of the COL-SP-PR-002 "Process Safety Incident Reporting Procedure", for Tier 2, in a period of one (1) hour, and released to the atmosphere directly or through a device located downstream, resulting in one or more of the following consequences:                 <ul style="list-style-type: none"> <li>i. Rain.</li> <li>ii. Discharge on a potentially unsafe area.</li> <li>iii. Onsite shelter or evacuation, not including onsite preventive shelter or onsite preventive evacuation.</li> <li>iv. Public protection measures (for example, road closures).</li> </ul> </li> </ul> </li> </ul>

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Subject Matter Indicator (Selected information)	Criteria
	<p>4. An unexpected emission from a permitted or regulated source, of an amount greater than or equal to the threshold defined in Table 1 "Nontoxic material release threshold amounts for LOPC" of the COL-SP-PR-002 "Process Safety Incident Reporting Procedure" in a period of one (1) hour, resulting in one or more of the following consequences:</p> <ul style="list-style-type: none"> <li>i. Rain</li> <li>ii. Discharge on a potentially unsafe area.</li> <li>iii. Onsite shelter or evacuation, not including onsite preventive shelter or onsite preventive evacuation.</li> <li>iv. Public protection measures (for example, road closures).</li> </ul> <p>5. A release of material greater than or equal to the threshold defined in Table 1 "Nontoxic material release threshold amounts for LOPC" of the COL-SP-PR-002 "Process Safety Incident Reporting Procedure", for Tier 2, in a period of one (1) hour.</p> <p>Note: Some nontoxic and nonflammable materials (for example, steam, hot water and compressed air) that have no threshold amounts are included in this definition only as a result of their potential to cause damage. An internal fire or explosion causing an LOPC of a process implies an assessment of the consequences. LOPCs do not have to occur first.</p> <p>The Health &amp; Safety - HS department of Parex Resources Colombia AG Sucursal is responsible for properly applying the requirements for reporting Process Safety Incidents and consolidating them in form COL-HSEQ-FT-223 "Incident matrix" for 2023, for incidents occurred in Parex Resources Inc. and its subsidiaries (Verano Energy Limited Sucursal) (hereinafter the reporting companies).</p> <p>The scope of the assurance work is limited to cross-referencing the information disclosed in the SR23 and the information provided by the Risk Management Department for reporting this indicator in the reporting year, to the sample-based validation of the existence and accuracy of the data recorded in the documents used for calculation; and an integrity assessment of the supporting documentation of the reporting year. It does not include a reasonability assessment of the sources mentioned in the criteria or an assessment of the occurrence of the events that gave rise to the report.</p>

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Subject Matter Indicator (Selected information)	Criteria
<b>Communication and training about anti-corruption policies and procedures (GRI 205-2)</b>	<p>The Company's Management included in their SR23, the result of the indicator corresponding to communication and training about anti-corruption policies and procedures for the period between January 1 and December 31, 2023, (hereinafter, the reporting period) for Parex Resources Inc. and its subsidiaries (hereinafter, the reporting companies), based on the provisions of page 8 of the "GRI 205: Anticorruption" section of the Global Reporting Initiative Standard (GRI)(2018), as shown below:</p> <p><b>1. The number and percentage of members of the Board of Directors of the reporting companies who have been informed about the organization's anticorruption policies and procedures, listed by region.</b></p> <p>Corresponds to the total number of members of the Board of Directors of the reporting companies who have been informed about the following anticorruption policies and procedures in place as of the closing of the reporting year:</p> <ul style="list-style-type: none"> <li>• Antibribery and anticorruption policy in its most recent version approved on November 7, 2023.</li> <li>• Code of Conduct in its most recent version approved on November 7, 2023.</li> <li>• Disclosure, confidentiality, use of inside information, blockage period and anti-hedging policy and procedures in their version approved on August 2, 2023.</li> <li>• Whistleblower policy in its version approved on November 7, 2023.</li> <li>• Human Rights policy in its version approved on August 2, 2023.</li> <li>• Violence and Harassment Prevention policy in its version approved on May 28, 2020.</li> </ul> <p><b>Number of people in the Board of Directors:</b></p> <p>Corresponds to the total number of people members of the Board of Directors in 2023 of the reporting companies who were subject to the aforementioned assessments, listed by country, as set forth in the "Notice of Annual General and Special Meeting of Shareholders" document included in the companies' website and produced by the Board of Directors.</p> <p><b>Percentage:</b></p> <p>Corresponds to the application of the following formula:</p> $= \frac{\text{Members of the Board of Directors who were informed about the anticorruption policies and procedures during 2023}}{\text{Total number of members of the 2023 Board of Directors}} \times 100$

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Subject Matter Indicator (Selected information)	Criteria
	<p><b>2. The number and percentage of employees of the reporting companies who have been informed about the organization's anticorruption policies and procedures, listed by employment category and region.</b></p> <p>Corresponds to the total number of employees of the reporting companies who have been informed about the following anticorruption policies and procedures in place as of the closing of the reporting year:</p> <ul style="list-style-type: none"> <li>• Antibribery and anticorruption policy in its most recent version approved on November 7, 2023.</li> <li>• Code of Conduct in its most recent version approved on November 7, 2023.</li> <li>• Disclosure, confidentiality, use of inside information, blockage period and anti-hedging policy and procedures in their version approved on August 2, 2023.</li> <li>• Whistleblower policy in its version approved on November 7, 2023.</li> <li>• Human Rights policy in its version approved on August 2, 2023.</li> <li>• Violence and Harassment Prevention policy in its version approved on May 28, 2020.</li> </ul> <p><b>Number of employees:</b></p> <p>Corresponds to the total number of employees employed by the reporting companies as of December 31, 2023, who were informed about the aforementioned policies and procedures, listed by type of employee (Direct/Expat) and by country, as shown in the file that may be downloaded from SuccessFactors "report_Quarterly_Exec_Dashboard_Report___Parex_All--parexres01--80000134.xlsx" which is operated by HR/ICT&amp;ADMIN (Human Resources) for employees located in Colombia and Calgary, Canada.</p> <p><b>Percentage:</b></p> <p>Corresponds to the application of the following formula:</p> $= \frac{\text{Employees who were informed about the anticorruption policies and procedures during 2023}}{\text{total number of employees employed as of the closing of 2023}} \times 100$



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Subject Matter Indicator (Selected information)	Criteria
	<p><b>3. The number and percentage of business partners of the reporting companies who have been informed about the organization's anticorruption policies and procedures, listed by region.</b></p> <p>Corresponds to the number of business partners of the reporting companies who were informed about the anticorruption policies and procedures related to business relationships between companies as set forth in the Procurement and Contracting Manual established by the reporting companies for 2023.</p> <p><b>Business partners:</b></p> <p>Corresponds to the total number of companies having an agreement for the supply or provision of goods and/or services related to the operation of the reporting companies during 2023 (hereinafter, "Suppliers" or "Business partners") and which included a standard clause related to anticorruption procedures as established in the Procurement and Contracting Manual and the use of proforma models approved by the reporting companies, listed by type of contracting (purchase of goods or provision of services) and by country, as shown in the "Contratos Vigentes de 01-01-23 a 31-12-23.xlsx" document, which is operated by the Supply Chain department.</p> <p><b>Percentage:</b></p> <p>Corresponds to the application of the following formula:</p> $= \frac{\text{Business partners who were informed about the anticorruption policies and procedures during 2023}}{\text{Total number of business partners engaged by the company during 2023}} \times 100$ <p><b>4. The number and percentage of members of the Board of Directors who have received anticorruption training, listed by region.</b></p> <p>They received the following trainings during 2023 which summarize the main policies and procedures established by the company on antibribery and anticorruption topics:</p> <ul style="list-style-type: none"> <li>• 2023 Code of Conduct Annual Sign Off</li> <li>• 2023 Anti-bribery Anti-Corruption Policy Annual Sign Off</li> </ul> <p>These courses and evaluations are conducted through the "SuccessFactors Learning" platform.</p>

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Subject Matter Indicator (Selected information)	Criteria
	<p><b>Number of people in the Board of Directors:</b></p> <p>Corresponds to the total number of people members of the Board of Directors in 2023 of the reporting companies who were subject to the aforementioned assessments, listed by country, as set forth in the "Notice of Annual General and Special Meeting of Shareholders" document included in the companies' website and produced by the Board of Directors.</p> <p><b>Percentage:</b></p> <p>Corresponds to the application of the following formula:</p> $= \frac{\text{Members of the Board of Directors who completed and passed the anticorruption course during 2023}}{\text{Total number of members of the 2023 Board of Directors}} \times 100$ <p><b>5. The number and percentage of employees who have received anticorruption training, listed by type of employee and by country.</b></p> <p>Corresponds to the total number of employees of the reporting companies to whom the reporting companies provided the following training during 2023 and which summarize the main policies and procedures established by the company on antibribery and anticorruption topics:</p> <ul style="list-style-type: none"> <li>• 2023 Code of Conduct Annual Sign Off</li> <li>• 2023 Anti-bribery Anti-Corruption Policy Annual Sign Off</li> </ul> <p>These courses and evaluations are conducted through the "SuccessFactors Learning" platform.</p> <p><b>Number of employees:</b></p> <p>Corresponds to the total number of employees employed by the reporting companies as of December 31, 2023 who were informed about the aforementioned policies and procedures, listed by type of employee (Direct/Expat) and by country, as shown in the file that may be downloaded from SuccessFactors "report_Quarterly_Exec_Dashboard_Report__Parex_All--parexres01--80000134.xlsx" which is operated by HR/ICT&amp;ADMIN (Human Resources) for employees located in Colombia and Calgary, Canada.</p> <p>(*) Corresponds to the date of the single exam about anticorruption topics taken by employees of the reporting companies during 2023.</p>

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Subject Matter Indicator (Selected information)	Criteria
	<p><b>Percentage:</b></p> <p>Corresponds to the application of the following formula:</p> $= \frac{\text{Employees who completed and passed the anticorruption course during 2023}}{\text{total number of employees employed as of the closing of 2023}} \times 100$ <p>The scope of the assurance work is limited to cross-referencing the information disclosed in the SR23 against the sources mentioned in the criteria, provided by the Human Resources and Supply Chain departments, to the sample-based validation of the communication of the policies and procedures, the successful completion of the course by the members of the board of directors and employees; and the existence of the clause in agreements with suppliers in source documents and the recalculation of the formulas set forth in the criteria, based on the information included in said sources, and it did not include an assessment of the occurrence of the events that gave rise to the report, a reasonability assessment of the sources mentioned in the criteria, or an integrity assessment of the supporting documentation of the reporting year.</p>
<b>Water consumption (GRI 303-5)</b>	<p>The Company's Management included in their SR23, the result of the GRI 303-5 indicator corresponding to "Water consumption" in the reporting year, for the Parex Resources Colombia AG Sucursal, Parex Verano Limited Sucursal and Parex Resources Inc. companies (hereinafter, the reporting companies), based on the provisions of page 18 of GRI Topic Standard 303: Water and Effluents (2018), as shown below:</p> <p><b>a. Total water consumption (in megaliters) from all areas:</b></p> <p>Total water consumption (in megaliters) is defined by the following formula:</p> $\text{Total water consumption from all areas ML} = \text{Total water withdrawal from all areas ML (i)} - \text{Total water discharge from all areas ML (ii)}$ <p><b>i. Total water withdrawal from all areas (in megaliters)</b></p> <p>The calculation of the total water withdrawal value corresponds to the sum of the withdrawal data (in megaliters) from each block during the reporting year, consolidated in the "GRI AMBIENTAL_23.xlsx" document, which is managed by the Environmental Viability and Monitoring Department. The data are recorded internally in cubic meters, but for the purpose of reporting this information in the SR23, the figure is translated into megaliters (ML), the translation factor used is <math>1 \text{ m}^3 = 0.001 \text{ ML}</math>. The above does not include water produced, as it is reported internally in barrels and translated into megaliters for SR23 reporting purposes, the translation factor used is <math>1 \text{ barrel} = 0.16 \text{ m}^3</math> and <math>1 \text{ m}^3 = 0.001 \text{ ML}</math>.</p>

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Subject Matter Indicator (Selected information)	Criteria
	<p>The indicator reports information from 16 operating areas (withdrawal blocks) withdrawing water for household and industrial use of the reporting companies during the reporting year; and the "GRI AMBIENTAL_23.xlsx" document lists the following areas:</p> <ul style="list-style-type: none"> <li>○ Arauca Block</li> <li>○ Boranda Block</li> <li>○ Cabrestero Block</li> <li>○ Capachos Block</li> <li>○ Mares Block</li> <li>○ Fortuna Block</li> <li>○ Llanos 16 Block</li> <li>○ Llanos 26 Block</li> <li>○ Llanos 30 Block</li> <li>○ Llanos 32 Block</li> <li>○ Llanos 40 Block</li> <li>○ Los Ocarros Block</li> <li>○ Tangara Block</li> <li>○ Totumal Block</li> <li>○ VIM-1 Block</li> <li>○ VIM-43 Block</li> </ul> <p>The water related to household consumption of the supply network of the administrative offices of the reporting companies is not included in the calculation of this indicator.</p> <p><b>ii. Total water discharge from all areas (in megaliters)</b></p> <p>The calculation of the total water discharge value corresponds to the aggregate data of effluents, used water and unused water released in surface water, groundwater, seawater or third-party water, and which the organization is not going to use (in megaliters) from each block during the reporting year, consolidated in the "GRI AMBIENTAL_23.xlsx" document, which is managed by the Environmental Viability and Monitoring Department. The data are recorded internally in barrels; the translation factor used is 1 barrel = 0.16 m<sup>3</sup> and 1 m<sup>3</sup> = 0.001 ML, but for SR23 reporting purposes, the figure is translated into megaliters (ML).</p>



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Subject Matter Indicator (Selected information)	Criteria
	<p>The indicator reports information from 18 operating areas (operating blocks) and the administrative area discharging surface water, groundwater, seawater or third-party water for household and industrial use of the reporting companies during the reporting year; and the "GRI AMBIENTAL_23.xlsx" document lists the following areas:</p> <ul style="list-style-type: none"> <li>○ Administrative area</li> <li>○ Arauca Block</li> <li>○ Boranda Block</li> <li>○ Cabrestero Block</li> <li>○ Capachos Block</li> <li>○ CPO4 Block</li> <li>○ Mares Block</li> <li>○ Fortuna Block</li> <li>○ Llanos 16 Block</li> <li>○ Llanos 26 Block</li> <li>○ Llanos 30 Block</li> <li>○ Llanos 32 Block</li> <li>○ Llanos 40 Block</li> <li>○ Llanos 94 Block</li> <li>○ Los Ocarros Block</li> <li>○ Rumba Block</li> <li>○ Tangara Block</li> <li>○ Totumal Block</li> <li>○ VIM-1 Block</li> <li>○ VIM-43 Block</li> </ul> <p>The water related to household discharge of the supply network of the administrative offices of the reporting companies is not included in the calculation of this indicator.</p> <p><b>b. Total water consumption (in megaliters) from all areas with water stress.</b></p> <p>El total water consumption (in megaliters) from all areas with water stress is defined by the following formula:</p> <p>Water consumption from all areas with water stress ML = Total water withdrawal from areas with water stress ML (i) – Total water discharge from areas with water stress ML (ii)</p>

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Subject Matter Indicator (Selected information)	Criteria
	<p><b>i. Total water withdrawal from all areas with water stress (in megaliters):</b> corresponds to the sum of the withdrawal data (in megaliters) from all areas with water stress.</p> <p><b>ii. Total water discharge from all areas with water stress (in megaliters):</b> corresponds to the aggregate water discharged from all areas with water stress (in megaliters).</p> <p><b>c. Change in water storage (in megaliters), as long as it has been identified that the water storage causes a significant water-related impact.</b> Corresponds to the calculation of change in water storage using the following formula:</p> <p>Change in water storage = Total water stored at the end of the reporting period - Total water stored at the beginning of the reporting period For 2023, there were no changes in water storage.</p> <p><b>d. Any contextual information needed to understand how the data (such as standards, methodologies and assumptions used) have been collected, as well as whether the information is calculated, estimated, obtained from a model or from direct measurements, and the method used for it, as well as the use of industry-specific factors sector.</b></p> <p>Corresponds to the additional contextual information from the sources mentioned in this criteria, which explains the necessary procedures to collect and compute the information.</p> <p>The scope of the assurance work is limited to cross-referencing the information disclosed in the SR23 against the sources mentioned in the criteria, provided by the Environmental Viability and Monitoring Department and the Operations Department, to the validation and recalculation of the formulas set forth in the criteria based on the information included in said sources, and it does not include the a reasonability assessment of the sources mentioned in the criteria, an integrity assessment of the supporting documentation in the reporting year, or an assessment of the occurrence of the events that gave rise to the report.</p>

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Subject Matter Indicator (Selected information)	Criteria
<b>GHG emissions intensity (GRI 305-4)</b>	<p>The Company's Management included in their 2023 Greenhouse Gas Inventory (hereinafter, Inventory), the result of quantifying the intensity of greenhouse gas GHG emissions within the framework of its activities, for the period between January 01 and December 31, 2023, (hereinafter, the reporting year or the assurance year), for the Parex Resources Colombia AG Sucursal, Parex Verano Limited Sucursal and Parex Resources Inc. companies, , according to the IPCC GHG emissions estimation methodology (2006), under the guidelines of Colombian Technical Standard ISO 14064-1, and supplemented by the definitions established by management, as shown below:</p> <p>The calculation of the indicator corresponds to the intensity of GHG emissions per production unit, which is defined as follows:</p> $\text{Emissions intensity in tCO}_2\text{e/MBOE} = \text{Total emissions in tCO}_2\text{e (a)} / \text{Total production in MBOE (b)}$ <p>a) Emissions included in the intensity ratio in tons of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e) which are defined as:</p> <p>Total emissions in tCO<sub>2</sub>e = Scope 1 emissions in tCO<sub>2</sub>e (i) + Scope 2 emissions in tCO<sub>2</sub>e (ii)</p> <p>i) Scope 1 of the inventory refers to direct emissions generated by production and administrative activities of the facilities within the organizational limits of the companies, reporting information of operating areas (withdrawal blocks) and offices, where activities related to the emission of Scope 1 Greenhouse Gases (GHG) by the reporting companies during the reporting year.</p> <p>ii) Scope 2 of the inventory refers to indirect emissions from the external generation of electricity consumed in the organization, as part of the operating and administrative activities of the facilities within the organizational limits of the companies.</p> <p>b) Total production in thousands of barrels of oil equivalent (MBOE) is defined as:</p> <p>Total production = Barrels of oil produced (i) + gas for sale equivalent (ii) + transformed target product (iii)</p> <p>i) Barrels of oil produced refer to barrels the company's entire oil production made up by light, medium and heavy crude oil in barrels, which correspond to a volume of 0.16 m<sup>3</sup>.</p> <p>ii) Gas for sale equivalent, which refers to the volume of gas sold by the company in barrels of oil equivalent - BOE.</p> <p>iii) Transformed target product, which refers to the product obtained from processing gas obtained from commercial products (LPG and Nafta) in barrels of oil equivalent - BOE.</p>

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Subject Matter Indicator (Selected information)	Criteria
	<p>The supporting documentation of production values used for calculating this indicator correspond to the ministry forms or ANH forms submitted by the organization.</p> <p>The scope of the assurance work is limited to cross-referencing the information disclosed in the GHG Inventory and the sustainability report against the sources mentioned in the criteria, provided by the Sustainability Department, to the validation and recalculation of the formulas set forth in the criteria based on the information included in said sources, and it does not include the a reasonability assessment of the sources mentioned in the criteria, an integrity assessment of the supporting documentation in the reporting year, or an assessment of the occurrence of the events that gave rise to the report.</p>
<b>Reduction of GHG emissions (GRI 305-5)</b>	<p>The Company's Management included in their 2023 Sustainability Report (hereinafter, Inventory), the result of quantifying the reduction of greenhouse gas GHG emissions within the framework of their activities, for the period between January 01 and December 31, 2023, (hereinafter, the reporting year or the assurance year), for the Parex Resources Colombia AG Sucursal, Parex Verano Limited Sucursal and Parex Resources Inc. companies, according to the IPCC GHG emissions estimation methodology (2006), under the guidelines of Colombian Technical Standard ISO 14064-1, and supplemented by the definitions established by management, as shown below:</p> <p>The calculation of the indicator for 2023 corresponds to the sum of avoided GHG emissions, as a result of the emission reduction initiatives implemented by the organization for the reporting year. It is worth noting that the scope of review for 2023 is given only for reductions reached in scope 1, where the reduction initiatives have been presented. Reported figures are given in metric tons of CO<sub>2</sub> equivalent, which are determined as follows:</p> <p><b>a) Scope 1 emission reduction in tCO<sub>2</sub>e = Avoided emissions in tCO<sub>2</sub>e by initiative 1 (i) + Avoided emissions in tCO<sub>2</sub>e by initiative 2 (ii) + Avoided emissions in tCO<sub>2</sub>e by initiative 3 (iii) + Avoided emissions in tCO<sub>2</sub>e by initiative 4 (iv)</b></p> <p>Scope 1 of the inventory refers to direct emissions generated by production and administrative activities of the facilities within the organizational limits of the companies, reporting information of operating areas (withdrawal blocks) and offices, where activities related to the emission of Scope 1 Greenhouse Gases (GHG) by the reporting companies during the reporting year. The scope 1 emission reduction initiatives for 2023 are:</p> <p><b>i) Gas plant:</b> With the purpose of taking advantage of the gas that is not consumed, a portion of the production gas is transformed and sold. This means that the company includes GHG emissions caused by the consumption of gas in the field and gas flaring, in its scope 1 emissions; this is for the gas plants present in the blocks of Aguas Blancas, Capachos and La Belleza. This way, it only reports those emissions for which it is responsible, and which are accounted for in scope 1.</p> <p><b>ii) Solar Farm:</b> At the Cabrestero Block, a solar farm was installed to supply part of the energy consumed by the block. This way, they quantify the GHG emissions that would have been produced if natural gas had been used instead of this power generation source.</p>



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Subject Matter Indicator (Selected information)	Criteria
	<p><b>iii) PMM Motors:</b> At the Bacano 5, Akira 34 and Bacano 11 wells, they used Permanent Magnet Motors, which are more efficient than traditional induction motors. There are energy savings as a result of using these motors, which are expressed as avoided emissions by quantifying the natural gas volume required to generate this saved energy.</p> <p><b>iv) Electrification:</b> Cabrestero Block was connected to the national power grid, which prevents the consumption of natural gas for generating power in the block, reducing the organization's direct GHG emissions.</p> <p>The scope of the assurance work is limited to cross-referencing the information disclosed in the sustainability report against the sources mentioned in the criteria, provided by the Sustainability Department, to the validation and recalculation of the formulas set forth in the criteria based on the information included in said sources, and it does not include the a reasonability assessment of the sources mentioned in the criteria, an integrity assessment of the supporting documentation in the reporting year, or an assessment of the occurrence of the events that gave rise to the report.</p>
<b>Significant spills (GRI 306-3 2016)</b>	<p>The Company's Management included in their SR23 the result of the GRI 306-3 indicator corresponding to "Significant spills" for the period between January 01 and December 31, 2023, (hereinafter, the reporting year or the assurance year), for the Parex Resources Colombia AG Sucursal, Parex Verano Limited Sucursal and Parex Resources Inc. companies (hereinafter the reporting companies), based on the provisions of page 9 of GRI Topic Standard 306: Effluents and waste (2016), as shown below:</p> <p><b>a. The total number and volume of significant spills recorded.</b></p> <p>The calculation of this indicator corresponds to the number of events and quantity of barrels related to spills of oil, fuel, waste, chemical substances and other products which directly affect environmental resources and/or cause damage to third parties, without a minimum spill limit, as established by management, and which takes into account the number of events and volume of spills in barrels of oil, fuel, waste, chemical substances and other products occurred in all the production areas within the reporting period, including transportation of barrels of oil, the documentary record of which are the preliminary reports of the event consolidated on a monthly basis by the environmental professional, Diana Amaya, on the Environmental Contingency viewer (available at the company's SharePoint), managed by the Environmental Management department, the information which is congruent with that recorded on the document called "Matriz eventos 2023.xlsx", as well as the documents of the contingency presented "COL-HSEQ-FT-168 Reporte Inicial de Contingencias Ambientales 2023 - Capachos" y "Reporte final Contingencia LIPESA Capachos C.", which are managed by the company's HSEQ department.</p> <p><b>b. The following additional information for each spill, to be reported by the organization on its financial statements:</b></p> <p>Corresponds to the location, date, volume, product, description and classification information of the spill for events related to significant spills reported on the financial statements. The term significant spill is understood as any spills affecting environmental resources and/or causing third-party damages, as shown in the "Matriz eventos 2023.xlsx" document, managed by the Occupational Health and Safety Department, along with the Environmental Contingency viewer (available at the company's SharePoint), managed by the Environmental Management department.</p>

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Subject Matter Indicator (Selected information)	Criteria
	<p><b>c. Impacts of significant spills:</b></p> <p>Correspond to the information of the impact derived from significant spills generated by the reporting companies, as detailed in the "COL-HSEQ-FT-168 Reporte Inicial de Contingencias Ambientales 2023 - Capachos" y "Reporte final Contingencia LIPESA Capachos C.", documents managed by the company's HSEQ department.</p> <p>The scope of the assurance work is limited to cross-referencing the information disclosed in the SR23 against the sources mentioned in the criteria, provided by the Environmental Department, to the validation and recalculation of the formulas set forth in the criteria based on the information included in said sources, and it does not include the a reasonability assessment of the sources mentioned in the criteria, an integrity assessment of the supporting documentation in the reporting year, or an assessment of the occurrence of the events that gave rise to the report.</p>
<b>Parental leave (GRI 401-3)</b>	<p>The Company's Management included in their SR23, the result of the GRI 401-3 corresponding to "Parental leave" for Parex Resources Inc. and its subsidiaries (hereinafter, the reporting companies), for the period between January 1 and December 31, 2023, (hereinafter, the reporting period), based on the provisions of page 11 of GRI Topic Standard 401: Employment (2016), and in line with the procedures established by the company's management as shown below:</p> <p>a) The total number of employees who have been entitled to parental leave, by gender.</p> <p>It is calculated as the sum of the total number of employees who have been entitled to parental leave which is determined by filtering the cumulative payroll report called "Parex 202312 Acumulado anualV3.xlsx" of the corresponding year, which may be downloaded from SAP for Parex Colombia by leave codes:</p> <ul style="list-style-type: none"> <li>- Maternity: 001156</li> <li>- Paternity: 001154</li> </ul> <p>For Parex Canada, it corresponds to the total number of employees who have been entitled to parental leave, provided through the "AbsenceFrequenciesandDuration-Component1.xlsx" document, which may be downloaded from SuccessFactors.</p> <p>b) The total number of employees who have taken parental leave, by gender.</p> <p>This information is taken from the cumulative payroll report called "Parex 202312 Acumulado anualV3.xlsx" which may be downloaded from SAP using the aforementioned codes. The data are verified through the "REPLICON" absenteeism platform, where the initial and end dates of leaves are recorded for Parex Colombia.</p> <p>For Parex Canada, it corresponds to the number of employees who have taken parental leave by gender, which is found in the "AbsenceFrequenciesandDuration-Component1.xlsx" file, which may be downloaded from SuccessFactors.</p>

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Subject Matter Indicator (Selected information)	Criteria
	<p>c) The total number of employees who have returned to work in the reporting period after completing parental leave, by gender.</p> <p>The review of employees who returned to work after completing their parental leave is done by using the "REPLICON" information system to verify the return dates for Parex Colombia, and for Parex Canada, it corresponds to the review done through the SuccessFactors system, where you may consult the return date of the employee.</p> <p><b>Note:</b> It is important to highlight that regulations may significantly vary from one country to another. According to this, in the case of Canada, maternity and paternity leaves, known as parental leave, may last up to 18 months.</p> <p>d) The total number of employees who have returned to work in the reporting period after completing parental leave and who were still employees 12 months after returning to work, by gender.</p> <p>For this point, we used the information of the cumulative payroll report called "Parex 202312 Acumulado anualV3.xlsx" and confirmed that all the people who took maternity or paternity leave in 2022 are still employed as of December 31, 2023; this applies both for Parex Colombia and Parex Canada.</p> <p>e) Return-to-work and retention rates of employees who took parental leave, by gender.</p> <p>Return-to-work and retention rates are calculated by using the consolidated information from the previous points and the applicability of the formula for Parex Colombia and Parex Canada as detailed below:</p> <ul style="list-style-type: none"> <li>• <b>Return-to-work rate:</b> <math display="block">= \frac{\text{total number of employees who returned to work after parental leave during 2023}}{\text{total number of employees who must return to work after parental leave during 2023}} \times 100</math> </li> <li>• <b>Retention rate:</b> <math display="block">= \frac{\text{total number of employees retained 12 months after returning to work from parental leave during 2023}}{\text{total number of employees who returned from parental leave in previous reporting period(s) during 2023}} \times 100</math> </li> </ul> <p>The scope of the assurance work is limited to cross-referencing the information disclosed in the SR23 and the information provided by the EQ Management System for reporting this indicator in the reporting year, to the sample-based validation of the existence and accuracy of the data recorded in the documents used for calculation; and an integrity assessment of the supporting documentation of the reporting year. It does not include a reasonability assessment of the sources mentioned in the criteria or an assessment of the occurrence of the events that gave rise to the report.</p>

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Subject Matter Indicator (Selected information)	Criteria
<b>Community investment (social investment and sustainability initiatives) (Entity-developed criteria)</b>	<p>The Company's Management included in their SR23, the result of the own indicator corresponding to "Community investment (social investment and sustainability initiatives)" for Parex Resources Inc. and its subsidiaries (hereinafter, the reporting companies), for the period between January 1 and December 31, 2023, (hereinafter, the reporting period), taking as source of information the local audited figures and, as reference, the parametrized information in SAP, included in the "CAPEX_RSE_ENE_DIC_2023.XLSX", "OPEX_RSE_ENE_DIC_2023.XLSX", "CAPEX_SUS_ENE_DIC_2023.XLSX" and "G&amp;A_SUS_ENE_DIC_2023.XLSX" documents provided by the VP of Environment and Communications, as follows:</p> <p><b>Community investment (social investment and sustainability initiatives) 2023:</b> corresponds to the sum given in millions of Colombian pesos (COP) and in millions of United States dollars (USD) of the following balances:</p> <p>a. The following accounting items related to the CSR department, obtained from the following modules:</p> <p>i. <b>OPEX:</b> corresponds to accounts 761917936, 761917937, 761917938, 761917939, 761917940, 761917941, 761917942, 761917943, 761917944, 761917945 related to community investment (social investment and sustainability initiatives) expenses. In order to show only the values having an entry sheet in SAP for the 2023 period, the following was done on the "OPEX_RSE_ENE_DIC_2023.XLSX" document:</p> <ul style="list-style-type: none"> <li>Filter by the "Cost class" field, the aforementioned accounts were selected. Upon application of this filter on the "Descrip.clases coste" field, it was given the name "social investment".</li> <li>A dynamic table was generated to obtain the summary. A filter was applied on the "Document class" field without selecting the "SP" and "SA" values, which contains provisions and reclassifications (which are not entry sheet) for the 2023 period.</li> <li>Finally, the line label of the dynamic table was allocated the "Descrip.clases coste" field, and for the values field we chose "Val/Mon.so.CO", which shows the USD amounts and "Valor/Moneda objeto" which shows COP amounts. There, you can see the value of community investment (social investment and sustainability initiatives) for the item discussed herein.</li> </ul> <p>ii. <b>CAPEX:</b> corresponds to accounts 715840055, 715810530, 715810535, 715810540, 715810545, 715810550, 715810555, 715810560, 715810565, 715810570, 715810575 related to community investment (social investment and sustainability initiatives) expenses. In order to show only the values having an entry sheet in SAP for the 2023 period, the following was done on the "CAPEX_RSE_ENE_DIC_2023.XLSX" document:</p> <ul style="list-style-type: none"> <li>Filter by the "Cost class" field, the aforementioned accounts were selected. Upon application of this filter on the "Denom.cost class" field, it was given the name "community investment (social investment and sustainability initiatives)" (not including the accrual).</li> <li>A dynamic table was generated to obtain the summary. A filter was applied on the "Document class" field without selecting the "SP" and "SA" values, which contains provisions and reclassifications (which are not entry sheet) for the 2023 period.</li> </ul>



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Subject Matter Indicator (Selected information)	Criteria								
	<ul style="list-style-type: none"><li>Finally, the line label of the dynamic table was allocated the “Denom.cost class”, field, and for the values field we chose “Val/Mon.so.CO”, which shows the USD amounts and “Valor variable/MonO” which shows COP amounts. There, you can see the value of community investment (social investment and sustainability initiatives) for the item discussed herein.</li></ul> <p>a. The following accounting items related to the Sustainability department, obtained from the following modules:</p> <ul style="list-style-type: none"><li>CAPEX (document called “CAPEX_SUS_ENE_DIC_2023.XLSX”): corresponds to accounts 715810155, 715810410, 715810530, 715810595, 715810600 related to community investment (social investment and sustainability initiatives) expenses.</li><li>Internal G&amp;A orders in the sustainability report (document called “G&amp;A_SUS_ENE_DIC_2023.XLSX”). The following table shows a list of the documents related to community investment (social investment and sustainability initiatives) expenses:</li></ul> <table><tr><th>Related Document</th></tr><tr><td>4400000197</td></tr><tr><td>5536111176</td></tr><tr><td>5536111177</td></tr><tr><td>5536111180</td></tr><tr><td>5536111182</td></tr><tr><td>5536111184</td></tr><tr><td>5536111185</td></tr></table> <p>The scope of the assurance work is limited to cross-referencing the figures taken for computing the “Community investment (social investment and sustainability initiatives) 2023” indicator against the figures included in the sources quoted in this criteria for the reporting year, and it did not include a reasonability assessment of the sources mentioned in the criteria or an assessment of the occurrence of the events that gave rise to the report.</p>	Related Document	4400000197	5536111176	5536111177	5536111180	5536111182	5536111184	5536111185
Related Document									
4400000197									
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Subject Matter Indicator (Selected information)	Criteria
<b>Local work opportunities generated (Entity-developed criteria)</b>	<p>The Company's Management included in their SR23, the result of the own indicator corresponding to "Local job opportunities generated" for Parex Resources Inc. and its subsidiaries (hereinafter, the reporting companies), for the period between January 1 and December 31, 2023, (hereinafter, the reporting period), based on the provisions of Decree 1668 of 2016 and Decree 2616 of 2016 and their internal procedures, for calculating this indicator, we considered the local job opportunities generated through contractors who worked with the reporting companies between January and December 2023, both for local skilled labor and local unskilled labor for job opportunities located in Colombia, as described below:</p> <p>The calculation was independently done as follows:</p> <ul style="list-style-type: none"> <li>• Number of job opportunities generated: It is calculated by adding the total number of job opportunities generated by the reporting companies during the reporting period registered in the "REPORTE CONSOLIDADO MOL AÑO 2023.xlsx" file provided by the Communications and Environment department.</li> <li>• Number of local job opportunities generated: It is calculated by adding the number of local job opportunities generated by the reporting companies during the reporting period registered in the "REPORTE CONSOLIDADO MOL AÑO 2023.xlsx" file provided by the Communications and Environment department.</li> <li>• Number of local female job opportunities generated: It is calculated by adding the total number of local female job opportunities generated by the reporting companies during the reporting period registered in the "REPORTE CONSOLIDADO MOL AÑO 2023.xlsx" file provided by the Communications and Environment department.</li> <li>• .Number of local male job opportunities generated: It is calculated by adding the number of local male job opportunities generated by the reporting companies during the reporting period registered in the "REPORTE CONSOLIDADO MOL AÑO 2023.xlsx" file provided by the Communications and Environment department.</li> <li>• Number of local skilled labor job opportunities generated: It is calculated by adding the number of local skilled labor job opportunities generated by the reporting companies during the reporting period registered in the "REPORTE CONSOLIDADO MOL AÑO 2023.xlsx" file provided by the Communications and Environment department.</li> </ul>

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Independent practitioner's limited assurance report on the identified sustainability information in Parex Resources Inc.'s Sustainability Report for the year ended 31 December 2023

Subject Matter Indicator (Selected information)	Criteria
	<ul style="list-style-type: none"> <li>Number of local unskilled labor job opportunities generated: It is calculated by adding the number of local unskilled labor job opportunities generated by the reporting companies during the reporting period registered in the "REPORTE CONSOLIDADO MOL AÑO 2023.xlsx" file provided by the Communications and Environment department.</li> <li>Percentage (%) of female employment opportunities generated: To calculate the percentage of employment opportunities generated for women by the reporting companies, the following formula is used:   <math display="block">\text{Percentage of employment opportunities granted to women} = (\text{Number of employment opportunities generated for women during the year under review} / \text{Total number of employment opportunities generated during the year under review}) * 100</math>           The percentage of employment opportunities generated for women during the year under review is calculated from the sum of the total employment opportunities generated by the reporting companies during the year under review and recorded in the file "REPORTE CONSOLIDADO MOL AÑO 2023.xlsx" supplied by the Environment and Communications area.         </li> <li>Percentage (%) of male employment opportunities generated: To calculate the percentage of employment opportunities generated for men by the reporting companies, the following formula is used:   <math display="block">\text{Percentage of employment opportunities given to men} = (\text{Number of employment opportunities generated for men during the year under review} / \text{Total number of employment opportunities generated during the year under review}) * 100</math>           The percentage of employment opportunities generated for men during the year under review is calculated from the sum of the total employment opportunities generated by the reporting companies during the year under review and recorded in the file "REPORTE CONSOLIDADO MOL AÑO 2023.xlsx" supplied by the Environment and Communications area.         </li> </ul> <p>Where:</p> <ul style="list-style-type: none"> <li>Local job opportunities generated: refers to all the job opportunities generated for people certifying their residence in the areas of influence where the reporting companies have located their projects through the certificates issued by the relevant authorities. However, pursuant to the provisions of Decree 1668 of 2016, for local job opportunities generated in connection with the local level of prioritization and certification through the certificate of inexistence therein, there may be a broader spectrum in neighboring municipalities, in the departments or in the nation.</li> </ul>

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Subject Matter Indicator (Selected information)	Criteria
	<ul style="list-style-type: none"> <li>• Skilled labor: refers to any job requiring submission and certification of technical, technological, professional certifications or experience. The skilled labor category considers the Jobs referred to in Decree 2616 of 2016 within its "Standardization of job profiles for oil and gas exploration and production activities" technical schedule. For the sector in which the company operates, the main supply to identify the type of labor is the aforementioned annex. However, if the position is generic and common in the workplace, its identification is made based on the prior knowledge and experience of those responsible in relation to the requirements of the position.</li> <li>• Unskilled labor: refers to any job that does not require certification of previous experience or education. The unskilled labor category considers the Jobs referred to in Decree 2616 of 2016 within its "Standardization of job profiles for oil and gas exploration and production activities" technical schedule. For the sector in which the company operates, the main supply to identify the type of labor is the aforementioned annex. However, if the position is generic and common in the workplace, its identification is made based on the prior knowledge and experience of those responsible in relation to the requirements of the position.</li> <li>• Area of influence: Area of influence shall be understood as the municipality or municipalities where the exploration or exploration activities (Projects) of reporting companies take place</li> </ul> <p>The scope of the assurance work is limited to cross-referencing the information disclosed in the SR23 and the information provided by the Labor Professional of Parex Resources Colombia AG Sucursal and Verano Energy Limited Sucursal, to the sample-based validation of the existence and accuracy of the data recorded in the documents used for calculation; to the recalculation of final values according to the formulas established in the criteria, and an integrity assessment of the supporting documentation of the reporting year. It does not include a reasonability assessment of the sources mentioned in the criteria or an assessment of the occurrence of the events that gave rise to the report.</p>



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Subject Matter Indicator (Selected information)	Criteria
<b>Number and duration of non-technical delays (Entity-developed criteria)</b>	<p>The Company's Management included in their SR23, the result of the "Number and length of non-technical delays" indicator for Parex Resources Inc. and its subsidiaries (Verano Energy Limited Sucursal) ((hereinafter, the reporting companies), in the period between January 1 and December 31, 2023, (hereinafter, the reporting period), based on the provisions of their internal procedures, as described below:</p> <p><b>Number of events and hours of blockage affecting the projects of the companies:</b></p> <p>The calculation of the indicator corresponds to the number of events and the number of hours related to nontechnical delays such as the known or evident de facto situations that affected the viability, access, continuity and sustainability of the operations of the reporting companies, and which affected the operation for more than two hours. For which we considered:</p> <ol style="list-style-type: none"> <li>The number of events related to nontechnical delays occurred within the reporting period in all the production areas of the reporting companies, the record of which are the reports of consolidated events in the "20231231 CONFLICT MATRIX 2023" document, which is managed by the Corporate Social Responsibility Department.</li> <li>The total number of lost hours related to nontechnical delays occurred within the reporting period in all the production areas of the reporting companies, the record of which are the reports of consolidated events in the "20231231 CONFLICT MATRIX 2023" document, which is managed by the Corporate Social Responsibility Department.</li> </ol> <p>The scope of the assurance work is limited to cross-referencing the information disclosed in the SR23 against the sources mentioned in the criteria, provided by the Social Responsibility Department, to the recalculation of the formulas set forth in the criteria, based on the information included in said sources, and it did not include an assessment of the occurrence of the events that gave rise to the report, a reasonability assessment of the sources mentioned in the criteria, or an integrity assessment of the supporting documentation of the reporting year.</p>



## **Parex Resources Inc.**

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