

2024

Annual Report for the Voluntary
Principles Initiative

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Introduction

This report for 2024 details Frontera Energy's continued participation in the Voluntary Principles on Security and Human Rights Initiative, reaffirming its commitment to security, responsible business conduct, and respect for human rights.

Frontera Energy is a publicly traded Canadian company engaged in the exploration, development, production, transportation, storage, and sale of oil and natural gas in South America.

Its highly diversified asset portfolio includes 22 exploration and production blocks in Colombia, Ecuador, and Guyana, as well as pipelines, port facilities, reverse osmosis water treatment infrastructure, and palm plantations in Colombia.

The company is committed to operational excellence and to creating short, medium, and long-term value for all stakeholders. It works to meet the highest standards of security and human rights in all its operations.

In carrying out its business activities, Frontera Energy adheres to principles of ethics and transparency, ensuring compliance with applicable regulations and upholding its corporate values while respecting human rights throughout its value chain.

In line with its Corporate Human Rights Due Diligence Strategy, Frontera has identified risks in its macro-processes that may negatively impact individuals, with particular attention to those directly related to its operations.

To operationalize this framework, in 2024, the company developed a manual for managing human rights due diligence, highlighting the role of each internal function in protecting human rights.



COMMITMENT TO THE VOLUNTARY
PRINCIPLES ON SECURITY AND
HUMAN RIGHTS



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

Public commitment statement

Frontera Energy reaffirms its commitment to the protection and promotion of human rights in the countries where it operates, aligning itself with relevant international frameworks and treaties, including the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the Voluntary Principles on Security and Human Rights, and various regulatory frameworks adopted by the company as part of its sustainability management.

In 2024, Frontera continued to strengthen its capacity for responsible business conduct within its operations and throughout its supply chain. This commitment extended to its affiliates and subsidiaries in Ecuador and Guyana, where Frontera ensured the consistent application of corporate sustainability policies and human rights due diligence standards.

Key initiatives included:

- **Dissemination of the Corporate Human Rights Policy** throughout the organization, accompanied by an awareness-raising video promoting respect for human rights as a factor contributing to fair and equal work environments, innovation, growth, and a culture of dignity, respect, and impartiality within the organization.
- **Awareness-raising training on the commercial sexual exploitation of children and adolescents** for personnel managing logistics and transportation-related contracts within Frontera's supply chain.
- **Awareness-raising training on labor best practices within the framework of the Frontera Pro Contractors Forum**, led by Frontera's Labor Relations team.
- **Disclosure of the Labor Annex** in informational meetings, socialization sessions, and labor forums with contractor companies, emphasizing compliance with labor obligations and the prohibition of forced labor and child labor.
- **Awareness-raising training on human rights as a business practice** within the Frontera Pro Contractors Forum, involving Frontera's Contract Administration team.
- **Human Rights Due Diligence Training in the supply chain:** Through CECODES, Frontera conducted a 16-hour training session on human rights due diligence and its implementation in the special passenger transport sector.
- **To promote ethical conduct, anti-corruption measures, and respect for human rights, Frontera organized a "C&D (Compliance and Human Rights) Week."** This event included two awareness-raising sessions for employees on human rights, the importance of visibility in everyday decision-making, and the impact of human rights violations, encouraging responsible consumption practices and a culture of respect for human rights.

This commitment is expressed in its **Corporate Human Rights Policy (POL-GC-025-1)**, which was approved by the Board of Directors and aims to ensure respect for human rights throughout the value chain.



Participation in training programs

In 2024, Frontera joined the Alliance for Integrity National Hub in Colombia as a private sector representative. This initiative is aimed at improving corporate integrity through multi-stakeholder collaboration. It fosters collective action among the private sector, public sector, and civil society, offering practical solutions to strengthen compliance capabilities and human rights due diligence management in business and supply chains. Through these efforts, Frontera contributes to improving business conditions via cross-sector dialogue and facilitates peer learning and the exchange of knowledge and best practices.

Frontera also participated as an invited candidate in the Guías Colombia Initiative, a multi-stakeholder initiative involving the public sector, civil society, and businesses. The initiative aims to create dialogue spaces, discuss public policies, and develop methodological guides for implementing corporate actions that promote human rights due diligence in the business sector.

Human rights due diligence process

Frontera made progress in developing its human rights due diligence roadmap, identifying operational risks with an impact on individuals within its macro-processes, and determining key aspects of control management.

In line with its commitment to the **Voluntary Principles on Security and Human Rights**, Frontera Energy also maintains responsible relationships with public security forces and private security providers, ensuring strict compliance with its **Physical Security Policy (POL-SEG-001)**. The company integrates the Voluntary Principles into its security management, promoting respect for human rights and ensuring that personnel assigned to public security comply with the protocols of international humanitarian law.



Frontera Energy’s senior management demonstrates a strong and ongoing commitment to promoting the Voluntary Principles, with the conviction that responsible security and human rights management is essential for the company’s sustainable and ethical development.

Commitment to the Voluntary Principles Initiative

In 2024, Frontera Energy actively participated in various bodies of the Voluntary Principles Initiative, strengthening its presence in key forums:

VPI 2024 annual plenary: The company was represented at the Initiative’s annual plenary by the physical security manager, Fernando Pineda. It also took part in specialized workshops on security and privacy rights, as well as the security managers’ meeting.

Meetings of the pillars and working groups: Frontera representatives contributed to decision-making meetings, including the VPI and VPA annual general meetings, strategy reviews, and the approval of the Initiative’s work plan. The company also participated in the request for new member inclusion and in monitoring corporate verification processes.

Promotion and application of the Voluntary Principles: The company strengthened its positioning in the security and human rights sphere through networking efforts, promoting the adoption of best practices among peers and key stakeholders.

Transparency

In 2024, Frontera Energy developed communication and outreach strategies to reinforce the application of the Voluntary Principles in its security operations. Key initiatives included:

- **Disseminating its Human Rights Policy through ongoing evaluation of the Contractual Security Annex**, ensuring that contractor companies understand and embrace its commitment to the Voluntary Principles.
- Maintaining a **proactive transparency policy** by publishing its annual reports on the implementation of the Voluntary Principles. These publicly accessible documents provide details on progress, challenges, and measures taken to enhance security and respect for human rights in its operations.
- Strengthening the implementation of the three fundamental pillars of the Voluntary Principles: risk assessment, engagement with public security forces, and engagement with private security, ensuring that public security forces and security providers operate within the framework of respect for human rights and the corporate security management system. As part of this commitment, private security services at its facilities continue to operate under the principle of **non-use of firearms**.
- **Integrating the Voluntary Principles into daily management through the “Master Plan for Human Rights and Voluntary Principles” tool**, which allows for the recording and monitoring of security and human rights activities within its operations.
- **Ensuring open communication with all stakeholders**, including private security contractors and public security personnel involved in the protection of the company’s assets. This interaction facilitates strategic dialogues and action plans based on best practices and lessons learned in human rights management, promoting a sustainable security approach aligned with the Voluntary Principles.



Examples of promoting awareness of the Voluntary Principles throughout the organization and value chain

Promoting the Voluntary Principles among contractors and subcontractors

Frontera Energy takes a comprehensive approach to promoting awareness and adherence to the Voluntary Principles among its contractors and subcontractors. In 2024, the company continued to strengthen its implementation mechanisms by incorporating specific criteria in the Security Annex, ensuring that all suppliers and strategic partners adhere to security and human rights standards.

Through training programs and information sessions for contractors and subcontractors, the company has ensured the effective dissemination of the Voluntary Principles. Moreover, Frontera Energy has implemented regular audits to assess compliance with these guidelines, providing feedback for continuous improvement and reinforcing a culture of human rights risk prevention.

Promoting the Voluntary Principles among governments and host authorities

Frontera Energy recognizes the importance of collaborating with governments and host authorities to strengthen the application of the Voluntary Principles in the regions where it operates. In 2024, the company reinforced its commitment to promoting best practices in security and human rights by actively participating in working groups and dialogue forums with government authorities at both the national and local levels.

These platforms have facilitated the exchange of experiences, the coordination of efforts, and the development of joint initiatives to foster a security approach that respects human rights, in line with applicable national and international standards.

COLOMBIA



The Government of Colombia has maintained its commitment to the Voluntary Principles since 2003. Although there is no formal public policy in place for their implementation, the State has actively participated in dialogue and

cooperation spaces with the private sector, civil society, and international organizations. Through various entities, it has contributed to awareness-raising efforts and the promotion of best practices in security and human rights, particularly within the extractive sector, through the Mining and Energy Committee on Security and Human Rights (CME). Additionally, through the Ministry of the Interior and the Ministry of Defense, the government has worked on developing guidelines for the Public Security Forces, which include protocols with human rights components.

Frontera Energy actively participates in various committees that promote human rights, including

The National Business Association of Colombia (ANDI), Llanos Orientales and Orinoquía Chapter, has played an active role in security-related matters in the region, particularly in the departments of Meta and Casanare. As a member of the association, Frontera has participated in meetings convened by ANDI, as well as in security councils and conferences led by civil and military authorities in both Villavicencio and Yopal. These actions reflect the association's commitment to fostering a safe and enabling environment for industrial activity in the Eastern Plains region.

- **The Colombian Petroleum and Gas Association (ACP):** The leading industry association in Colombia, bringing together companies engaged in oil and gas exploration and production, hydrocarbon transportation, and the distribution of liquid fuels and lubricants, particularly within the private sector framework.

- **The Colombian Business Council for Sustainable Development (CECODES):** A leading business organization in sustainability that helps companies implement sustainable practices to improve profitability, quality of life, and efficient resource use.

- **Guías Colombia Multi-Stakeholder Initiative:** Through this initiative, Frontera participates in discussions on the development of public policies on human rights with a business approach, as well as in reviewing and updating business guidelines for implementing actions that promote due diligence processes in the private sector.

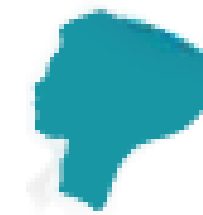
Additionally, the company is actively involved in the regional security committees of the Casanare and Meta departments, where it operates.

These regional committees strategically support decision-making regarding security responsibilities from both community and operator perspectives.



Through its participation in these committees, Frontera seeks to coordinate and define responsibilities regarding the actions of public security forces, regulatory protocols, and public security-related due diligence requirements, while ensuring operational responsibilities are met in full respect of first- and second-generation human rights.

ECUADOR



In 2024, the Frontera GeoPark Perico Block Consortium developed several projects benefiting communities in direct and indirect areas of influence of the Perico Block. These projects were carried out through cooperation d agreements with local autonomous governments at the cantonal (Lago Agrio municipality) and provincial levels (Sucumbíos prefecture). Key social compensation initiatives included:

- **Construction of the Multipurpose Coliseum**, inaugurated in June 2024, under an agreement between the Lago Agrio municipal government, the Yanayacu community, and the Consortium.
- **Maintenance of local roads**, executed through an agreement with the Sucumbíos provincial government.

In compliance with the Organic Law for Comprehensive Planning of the Special Amazonian Territorial Circumscription, the company reported the hiring of 1,132 employees in 2024, of which 1,058 were Ecuadorian nationals (93%). Of this number, 816 employees were hired within the Amazonian Territorial Circumscription, with 586 of them residing in the area (72%), ensuring compliance with the Amazonian law. Additionally, 30 companies were contracted directly (29 domestic and one international), prioritizing local business engagement.

Frontera carried out **36 community investment projects** within the Perico Block area of influence, with a total contribution of **USD \$74.34K**, benefiting **14,046 people directly**. Notable initiatives included:

- **Poultry farming project** for the “Lucha y Progreso” Association of the Los Puruháes Pre-Cooperative

- **Agricultural support programs**, including the distribution of motorized sprayers to farmers in Piedra Dura Livestock and poultry projects for families in Yanayacu and the “12 de Febrero” community
- **Distribution of agricultural kits** to residents of the Nuevo Amanecer Los Puruhâes Pre-Cooperative
- **2024 Christmas Campaign**, among other initiatives

Community relations and sustainability initiatives in Espejo Block

Frontera efficiently managed 68 community requests, complaints, and grievances related to social, environmental, and service contracting issues through its Contract Administration team.

Key social initiatives in Espejo Block aimed at strengthening local community relations and sustainable development included:



- **Education and environmental programs:** Environmental education initiatives and wildlife rescue efforts
- **Community engagement strategies:** Communication programs, community monitoring, and social integration activities
- **Local economic development:** Hiring local labor and suppliers to boost the regional economy
- **Environmental management and compliance:** Conducting **audits, waste management, and environmental monitoring** to minimize operational impact

Key advances in strategic areas

- **Community engagement:** Strengthened trust and community involvement through transparent information, communication, and monitoring strategies.
- **Local economic development:** Boosted the regional economy by prioritizing the hiring of local labor and suppliers.
- **Environmental sustainability:** Promoted wildlife conservation, environmental education, and waste management programs to protect the ecosystem.



These actions have enhanced Frontera Energy’s reputation and positive image, improving relations and trust between the company, local authorities, and community leaders.

Progress in implementing the Voluntary Principles in local operations

In 2024, Frontera Energy continued implementing the Human Rights Master Plan, developed in 2020, which establishes systematic risk assessment, public and private security engagement, and risk mitigation strategies for security and human rights.

The company has reinforced its corporate risk prevention methodology concerning human rights risks associated with suppliers and contractors by applying the Human Rights Risk Matrix. In 2024, 121 compliance reviews of the Security Annex were conducted, consolidating a corporate culture based on prevention and respect for human rights.

These actions have strengthened Frontera Energy’s human rights culture, improved security management protocols, and enhanced cooperation with key stakeholders to ensure compliance with the Voluntary Principles.

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Examples of promotion and progress in the implementation of the Voluntary Principles at an international scale

Frontera Energy remains committed to the Voluntary Principles Initiative across all countries where it has an operational presence: Colombia and Ecuador. The company also continues to promote adherence to the principles in countries where it operates in partnership, such as Guyana.

Collaboration with civil society organizations, local NGOs, and partners

Frontera Energy has strengthened its commitment to promoting respect for human rights by implementing initiatives in collaboration with key stakeholders to contribute to the development of the territories where it operates, consolidating its security strategy based on the Voluntary Principles.

In 2024, Frontera will present its Sustainability Report, highlighting its progress in contributing to the Ten Principles of the UN Global Compact, with a focus on human rights, the environment, labor standards, and anti-corruption. This document also details the strategies adopted to manage key operational aspects, including the monitoring of standards and recommendations made by internationally recognized entities such as the OECD Guidelines for Multinational Enterprises.

Throughout the year, Frontera Energy worked with various organizations to strengthen institutional and social structures in its areas of operation. Some of these collaborations included:

- **Fundación Amanecer:** Supporting the implementation of **social investment projects in Casanare.**
- **Fundación Éxito:** Designing and co-financing a **project to combat malnutrition** among young children and pregnant women in indigenous communities near its operational areas.
- **CECODES:** Delivering a **16-hour training program on human rights due diligence and its implementation in the special passenger transport sector.**



Frontera Energy also conducted **dialogue sessions** with communities near its operations, ensuring transparent communication and the active participation of local stakeholders in promoting human rights and the Voluntary Principles. The company remains committed to engagement based on respect, inclusion, and sustainable development.

Recognizing the social challenges in its operational areas—where institutional frameworks have had limited success in addressing unmet social needs—**Frontera has developed a robust social investment framework** to complement local government efforts. **The company's community engagement strategy, which includes interactions with indigenous groups and local authorities, is based on key principles that ensure traceability, impact, and contribution to local development, positioning communities as active agents in their own progress.**



Acting with integrity: Upholding legal and regulatory agreements while promoting transparent and ethical communication.



Promoting respect for human rights: Strengthening trust and engagement with communities, establishing Frontera as a leading and responsible stakeholder.



Efficiency and high-impact initiatives: Implementing sustainable projects that maximize social and economic benefits for communities.



Responsibility and sustainability: Ensuring that employees understand the impact of their decisions and the importance of efficient resource management, driving high-impact sustainable projects.

Frontera's social investment strategy is a fundamental tool guiding the company's actions to encourage sustainable development in the communities where it operates. As part of this strategy, Frontera has promoted:

Inclusive economic development:

- The "FronteraPro" program, which facilitates the integration of local businesses into the company's supply chain and bridges competitiveness gaps.
- Projects aimed at contributing to community economic development.
- Job creation in coordination with contractors and subcontractors, ensuring compliance with labor regulations and transparency in recruitment processes.

Quality of life:

- Implementation of initiatives that improve living conditions in vulnerable communities.

Quality education:

- Training programs focused on technical skills development, fostering sustainable growth for future generations.
- Bridging educational gaps in vocational training programs.

- Strengthening skills and competencies that facilitate access to employment opportunities.

Ethnic development:

- Projects aimed at promoting, respecting, and strengthening indigenous culture.
- Facilitating initiatives that support community life plans.

Engagement with other participants and external stakeholders

Frontera Energy actively participates in dialogue spaces with industry peers, government actors, and international organizations specializing in human rights and corporate security. The company has shared its experience in implementing the Voluntary Principles and has contributed to the development of common industry standards.

Frontera Energy strengthened its cooperation with other companies in the hydrocarbons sector to address common challenges in applying the Voluntary Principles in Security and Human Rights. This collaborative approach has facilitated the promotion of a coordinated strategy and the creation of improvement opportunities in relationships with authorities and communities.

In 2024, six meetings were held with physical security representatives from various operators in light oil assets, focusing on sharing best practices and enhancing the implementation of the Voluntary Principles.

Through these initiatives, the company reaffirms its commitment to sustainable development and the consolidation of an environment that is safer, more equitable, and more respectful of human rights.



POLICIES, PROCEDURES, AND RELATED ACTIVITIES



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

Integration of the Voluntary Principles into the policy framework and business practices

Frontera Energy has integrated the Voluntary Principles into its policy framework by formulating and adopting its Corporate Human Rights Policy. This policy reflects senior management’s commitment to protecting and respecting human rights across all operations. Likewise, operational procedures have been adapted to reflect these commitments, incorporating business practices that emphasize human rights due diligence throughout the entire value chain.

Corporate Human Rights Policy

Frontera Energy is committed to ensuring respect for human rights in its operations and across its value chain, maintaining a zero-tolerance policy for violations and adopting a proactive approach to risk prevention, risk management, and the promotion of international standards. This policy aligns with the company’s sustainability strategy, Code of Business Conduct and Ethics, and internationally recognized frameworks.

Key guidelines:

- **Community relations:** Open dialogue and prevention of negative impacts.

- **Indigenous peoples:** Free, prior, and informed consultation before undertaking activities that may affect them.
- **Forced labor and human trafficking:** Total prohibition within the value chain.
- **Child labor:** Absolute rejection of any form of child labor.
- **Diversity and inclusion:** Equal opportunities without discrimination.



Security: Application of the Voluntary Principles on Security and Human Rights.

- **Freedom of association:** Respect for unionization and collective bargaining rights.
- **Risk management system:** Development of the Human Rights Risk and Impact Management Manual for risk prevention and mitigation.
- **Non-judicial grievance mechanisms:** Confidential reporting channel via the ethics hotline, with oversight by the **Board of Directors**. Frontera has also established various mechanisms for receiving complaints to **identify human rights vulnerabilities**.

Sustainability Policy

Frontera Energy’s Sustainability Policy is the framework that provides visibility to the company’s strategic commitments on environmental, social, and corporate governance (ESG) matters. This policy ensures that best practices are integrated across its operational and administrative performance,

safeguarding business continuity while following annual operational guidelines based on global sustainability frameworks and corporate best practices.

Applicable policies and guidelines

Frontera Energy’s commitment to the Voluntary Principles on Security and Human Rights is based on a comprehensive set of policies and guidelines, including:

- Code of Business Conduct and Ethics
- Human Talent Policy
- Diversity, Equity, and Inclusion Policy
- Sustainability Policy
- Corporate Security Policy
- Human Rights Policy
- Contractor Security Annex

These policies and directives are actively managed and updated by Frontera Energy to ensure alignment with international standards and best practices.

Through the Security Annex (A-ABAS-CC-005), which is included in contracts with suppliers and contractors, Frontera reinforces awareness of corporate policies and guidelines, ensuring alignment with the Voluntary Principles on Security and Human Rights. This mechanism enables effective risk control and continuous monitoring of the implementation of commitments, guaranteeing a corporate environment based on efficiency and respect for human rights.

These policies and directives are actively managed and updated by Frontera Energy to ensure alignment with international standards and best practices.



RISK ASSESSMENT



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

Frontera Energy continues to implement a robust risk assessment procedure for security and human rights, aligned with the Voluntary Principles and aimed at identifying, assessing, and mitigating risks associated with its operations. This process is carried out in strict compliance with established principles, with the company’s Risk Department serving as the guiding entity to ensure effective integration of findings into its management systems, and therefore, compliance with international standards.

Risk assessment process

Frontera Energy’s security and human rights risk assessment follows a comprehensive methodology based on the following key criteria:

- **Risk identification:** A thorough analysis is conducted, considering factors such as the human rights track record of security providers, the rule of law in operational areas, the local conflict environment, the potential for violence, and the transfer of equipment.
- **Risk assessment:** Once identified, risks are assessed based on their likelihood of occurrence and their potential impact on operations and human rights.
- **Integration of findings into management systems:** The findings from risk assessments are integrated into the company’s management systems, generating specific actions and strategies to address the identified risks. This includes the application of corrective and preventive measures to ensure compliance with the Voluntary Principles and international human rights standards.

Security risk management

Frontera Energy employs a meticulous security risk management process, which includes the following phases:

- **Contextualization:** Defining the company’s security context, taking into account macro-processes and security policies.
- **Risk identification and assessment:** Determining physical security risks within operations.
- **Risk classification and prioritization:** Evaluating the importance and urgency of each identified risk.
- **Risk communication:** Disseminating risk information within the organization to ensure employee awareness and engagement in risk mitigation.
- **Mitigation strategy development:** Implementing measures to minimize risk occurrence to the greatest extent possible.

The **Comprehensive Security Risk Matrix** identifies Frontera Energy’s **main operational risks**, including:

- Legal non-compliance through third parties
- Human rights violations
- Physical security incidents
- Fraudulent payments or unauthorized asset transfers
- Operational continuity risks due to inadequate alert management within the IMS

As part of the Human Rights Risk Management Framework, and in alignment with the three pillars of the Voluntary Principles, Frontera Energy uses tools like the “Human Rights Master Plan” to document risk identification and assessment for each operational block. Key risks include:

- Copper theft
- Social protests
- Extortion and kidnapping

Human rights risk management

To manage human rights risks, Frontera Energy maintains a Human Rights Risk Matrix, which evaluates critical aspects such as:

- **Kidnapping or loss of life:** Risks of fatalities due to work-related situations.
- **Workplace harassment or abuse:** Incidents of violence or abuse in the workplace, either by colleagues or supervisors.
- **Discrimination:** Risks related to unfair hiring processes or wrongful dismissals due to union membership.
- **Inadequate working conditions:** Risks associated with delayed salary payments, lack of social security affiliation, or poor working and health conditions.

According to the 2024 risk assessment results, none of the evaluated companies reported significant human rights incidents.

Review, oversight, and integration of the Voluntary Principles into risk assessment

Risk assessments at Frontera Energy are overseen by senior executives, including the Risk Management Department, Physical Security Management, and the Director of Sustainability and Corporate Affairs. These leaders ensure the proper implementation of risk-related actions.

The company handles all information confidentially and responsibly, with respect for legitimate concerns regarding security, privacy, and legal compliance.

Frontera Energy is firmly committed to integrating the Voluntary Principles into its policy framework and business practices. Through a systematic approach to risk identification, assessment, and mitigation, the company ensures that its operations comply with the highest security and human rights standards, while also safeguarding operational integrity and the well-being of local communities and employees.



This approach reflects Frontera Energy’s ongoing commitment to continuous improvement in risk management, ensuring that operations are conducted responsibly and with full respect for human rights. The company continuously updates its risk identification, assessment, and mitigation measures to address both existing and emerging human rights risks.



**COMMITMENTS WITH
SECURITY FORCES**



Company procedure for reporting security-related incidents with human rights implications involving public and private security forces in connection with the company’s activities

To ensure security and the protection of human rights in the context of its operations, Frontera Energy has established various reporting channels for security-related incidents. The available reporting mechanisms include:

- **Confidential and anonymous ethics hotline:** Through an independent third-party provider, NAVEX Global, Frontera uses the EthicsPoint platform to receive complaints and reports regarding security and human rights violations.
- **Contacting supervisors or responsible executives:** Depending on the severity of the incident and the required level of confidentiality, employees may report concerns to their supervisor, manager, or relevant company executive.
- **Ethics and Compliance Office:** Reports may also be submitted to the Ethics and Compliance Officer or the Chair of the Audit Committee. The Audit Committee Chair can be contacted via email with “Confidential” in the subject line at: AuditCommitteeChair@fronteraenergy.ca.
- **Web portal:** The platform www.fronteraenergy.ethicspoint.com is available to facilitate **easy access** to these reporting channels.

All reports are handled with the highest standards of security and confidentiality, ensuring that each complaint is analyzed objectively while respecting the anonymity and privacy of the whistleblowers. The findings of the analysis and the subsequent incident management process ensure an appropriate response.

Incident recording and reporting

Frontera Energy records and reports verifiable complaints related to security incidents and human rights violations committed by security forces in areas where the company operates. These reports are submitted to relevant government authorities to encourage thorough investigations and the adoption of corrective measures to prevent the recurrence of such incidents.

The company **is fully committed to cooperating with authorities** to facilitate investigations and ensure that appropriate measures are taken. While Frontera Energy strictly respects the procedural autonomy and jurisdiction of democratic and national institutions, it remains committed to legal frameworks and the Voluntary Principles, promoting practices that safeguard and guarantee human rights in all its operations.

Monitoring and oversight of investigations

Frontera Energy maintains ongoing oversight of investigations related to security incidents that may impact human rights, ensuring that they are conducted in compliance with due process and in accordance with the constitutional framework. This monitoring is essential to ensure that human rights concerns are addressed responsibly and that adequate legal protection measures are implemented for law enforcement personnel, institutional management, and private security compliance.

Furthermore, in compliance with national legislation, particularly Articles 28-32 of the Constitution, and other laws that uphold corporate ethics, values, and due process, Frontera adheres to regulations for the prevention of money laundering,

counterterrorism financing, and the protection of individual freedom, dignity, and integrity. These principles guide Frontera Energy’s operational conduct, influence, and commitment to social and economic growth. The company assumes responsibility for asset protection, files complaints when necessary, and ensures the restoration of violated rights.

Frontera Energy also provides legal support throughout the entire investigative process, offering evidentiary documentation and contributing to identifying responsible parties.



Key findings from reported incidents

- In 2024, the primary crimes affecting Frontera Energy’s operational areas included:
- Transnational crimes involving copper trafficking, possession, and theft.



Throughout 2024, no complaints or reports were filed with public security forces in relation to Frontera Energy’s operations.

- Extortion linked to the control of areas influenced by drug trafficking and illegal mining, impacting informal economies
- Micro-trafficking and homicides, as collateral consequences of violent events stemming from illicit activities, including territorial disputes over “invisible borders”

Frontera Energy has expressed concern over migration-related issues, violence, and the growing presence of illegal armed groups that contribute to these criminal activities.

The company has filed formal complaints with the Office of Migration Affairs, the Ombudsman’s Office, the Puerto Gaitán municipal prosecutor, and local law enforcement authorities. Public security forces have responded actively, working in coordination with the Office of the Attorney General to achieve progress in maintaining a balance between security and peaceful coexistence in the region.

However, significant challenges persist, particularly concerning illegal migration and the recruitment of minors by illegal armed groups, which remain top priorities for the company’s approach to human rights and security risk management. Frontera Energy will continue to strengthen its collaboration with competent authorities and enhance monitoring efforts to ensure compliance with security and human rights commitments, guaranteeing a safe and just environment for all stakeholders. The company remains dedicated to upholding the highest ethical standards and corporate social responsibility principles.

7 Procedure for incorporating the Voluntary Principles when engaging with private security providers

Frontera Energy is committed to conducting its operations ethically, transparently, and with integrity. As part of this commitment, the company has a zero-tolerance policy for any form of corruption, whether perpetrated by its personnel, third parties acting on behalf of the company, or any other business partners. This comprehensive approach extends to all engagements with private security providers to ensure that **all interactions comply with the highest integrity standards and the Voluntary Principles on Security and Human Rights.**



Due diligence and selection process for private security providers

Before establishing business relationships with private security providers, Frontera carries out a comprehensive due diligence process to mitigate risks associated with illegal or unethical activities, including:

- Money laundering
- Terrorism financing
- Proliferation of weapons of mass destruction
- Fraud, corruption, and transnational bribery

This process includes **reputation verification** using various sources, such as media reports, litigation records, sanction lists, disciplinary measures, social media, and other relevant public records. Through this approach, **Frontera ensures that selected providers do not pose risks that could compromise the company’s integrity or violate fundamental ethical principles.**

During the selection and contracting process for private security providers, Frontera consults relevant international guidelines, such as the International Code of Conduct for Private Security Service Providers (ICoC), which establishes fundamental ethical standards for private security companies. These guidelines, together with the Voluntary Principles on Security and Human Rights, shape Frontera’s interactions with security providers, ensuring that all operations are conducted with full respect for human rights and in compliance with applicable legislation.

Training and capacity-building requirements for private security providers

Frontera requires that all contracted private security providers undergo regular training on human rights, professional ethics, and quality management. The training must include:

- A comprehensive understanding of the legal framework on human rights.
- Best practices to ensure integrity and security within their operational activities.

Additionally, security providers must comply with Frontera’s Security Annex, which is aligned with the Voluntary Principles, the company’s Code of Ethics, and international regulations. To ensure effective implementation, Frontera requires documentary evidence, including training records and compliance certifications, to verify that providers adhere to best practices.

Background checks on security personnel

One of the key aspects of contracting private security providers is the verification of the legal background of personnel assigned to the company’s operations. This procedure is conducted in compliance with constitutional regulations and data protection laws (habeas data).

It is critical that security personnel are not linked to investigations involving:

- Crimes against humanity
- Terrorism
- Other serious offenses that could affect the company’s integrity and security
-

Frontera requires its security providers to conduct the necessary background checks to ensure that their personnel are not involved in judicial proceedings that could compromise the company’s reputation or pose risks to its operations. This requirement is established and governed by the Physical Security Contractual Annex (A-ABAS-CC-005-9), Section 6, which outlines the obligations of contractors and subcontractors in this regard. It mandates that all personnel provided by contractors and their subcontractors must not be subject to arrest warrants or legal proceedings, and must comply with Frontera’s corporate standards and internationally

recognized principles, including the UN Guiding Principles on Business and Human Rights, the Voluntary Principles on Security and Human Rights, and the company’s ethics, sustainability, anti-corruption, and human rights policies.

Annual security screenings and monthly updates of personnel information are required. Frontera reserves the right to verify this information and to request the replacement of personnel when necessary

Commitment to oversight and ongoing compliance

Frontera Energy conducts **a quarterly performance evaluation of its private security providers, focusing particularly on procedures with potential human rights risks.**

Through the contractual security annex, the company verifies compliance with the established requirements regarding:

- Training
- Operational procedures
- Respect for human rights

By conducting periodic evaluations, Frontera ensures that interactions with private security providers remain within legal and ethical frameworks, upholding the highest standards of corporate social responsibility.



Company procedure for investigating and remediating security-related incidents with human rights implications involving public and private security forces

Company grievance procedure for addressing and remedying adverse impacts

Frontera Energy has established a **formal and transparent procedure to handle requests, complaints, and grievances (PQR)** submitted by communities and stakeholders in the areas where it operates.



This process is designed to effectively respond to and remediate any identified adverse impacts related to the company's activities, with a particular emphasis on human rights protection.

All requests are processed through Corporate Social Responsibility (CSR) professionals, who maintain ongoing relationships with communities and local authorities. The CSR team is responsible for receiving, registering, and managing PQRs, ensuring that all concerns are addressed promptly and effectively. Frontera Energy also provides a confidential ethics hotline, allowing any individual to anonymously report potential human rights violations linked to the company's operations.

Incident investigation and remediation process

When a human rights-related incident is identified, Frontera Energy activates its investigation and

remediation procedure. Upon receiving a PQR, the CSR team registers the request and assesses its nature and severity. Depending on the complexity and specifics of the case, the request is escalated to the appropriate department within the company for further analysis and resolution.

Each case is evaluated and validated by Frontera Energy's legal team, ensuring that the response is appropriate, complies with applicable laws, and aligns with human rights principles. Once a solution is determined, the response is communicated to the complainant, and the case is closed upon reaching a satisfactory resolution. This process ensures that each situation is thoroughly assessed and that necessary corrective measures are implemented where applicable.

Examples of incident resolution in human rights cases

In 2024, Frontera Energy did not receive any complaints or claims related to human rights incidents in its operations. This outcome reflects the company's commitment to responsible business practices and respect for human rights across all its activities.

Despite the absence of reported incidents, Frontera Energy maintains a proactive approach to human rights management. The company actively collaborates with national and local authorities, including the Ombudsman's Office, the national police, community action boards, and municipal ombudsman offices, to ensure that any human rights incident is appropriately addressed.

Commitment to transparency and accountability

Frontera Energy and its subsidiaries operate under the highest standards of excellence, fostering empathetic relationships with stakeholders based on transparency and integrity. The company has implemented various communication mechanisms to facilitate timely

accountability and clear, comprehensive information-sharing with stakeholders.

The grievance and inquiry mechanism promotes a culture of value creation for all involved parties. Within this framework, Frontera Energy's PQR management system covers a wide range of topics with no thematic limitations.



Throughout 2024, no grievances or reports were received regarding alleged human rights violations in company operations.

Frontera Energy has established an interdisciplinary team, composed of the Physical Security, Legal, Corporate Social Responsibility (CSR), and Compliance departments, among others, to analyze and respond to requests received. In the event of a human rights incident, Frontera follows a structured protocol, which includes notifying competent authorities such as the Ombudsman's Office, the national police, community action boards, and municipal ombudsman offices, in addition to implementing internal corrective actions.

Through this approach, Frontera Energy ensures that, beyond internal analysis and response strategies, national authorities take the necessary legal actions to guarantee the effective protection of human rights.

Frontera Energy ensures that all suppliers, contractors, and employees involved in security and incident management activities receive ongoing training on human rights legislation and best practices in the field. The training program includes:

- Implementation of internal protocols
- Verification of compliance with human rights standards
- Regular audits to ensure adherence to the Voluntary Principles and corporate policies

These measures help ensure that all personnel involved in security operations uphold human rights principles in their daily activities.

Frontera Energy ensures that, beyond internal analysis and response strategies, national authorities take the necessary legal actions to guarantee the effective protection of human rights.



APPLICATION BY
COUNTRY



9 General overview of selected operations by country

ECUADOR



In 2024, drilling and well reconditioning activities continued in Perico Block, along with updates to the prospective analysis in Espejo Block.

Below are the key aspects of each block:

CONTRACT	PERICO	ESPEJO
CONTRACT TYPE	Exploration & Production	Exploration & Production
AREA (ACRES)	8,859	7,826
FEC PARTICIPATION	50%	50%
COMMITMENTS	- Drilling of 4 exploratory wells - Reprocessing of 74 km² of 3D seismic - Acquisition of 72 km² of magnetometry and gravimetry Note: All commitments were fulfilled.	- Drilling of 4 exploratory wells - Acquisition of 55 km² of 3D seismic - Reprocessing of 72 km² of seismic data - Acquisition of 63 km² of magnetometry and gravimetry Note: All commitments were fulfilled.
OPERATOR	Frontera	Geopark

The exploratory commitments for both blocks have been fulfilled.

In Perico Block, Frontera drilled three appraisal wells:

- Perico Norte A5
- Perico Norte A6
- Perico Centro-2

The Perico Norte A5 and Perico Centro-3 wells were successful.

However, Perico Norte A6 was drilled in an area with lower reservoir quality, showing very limited potential. A sidetrack operation is currently under evaluation.

In Espejo Block, the operator Geopark drilled two exploratory wells:

- Espejo Sur B3, which was successful in production
- Espejo Norte A1, which showed low potential and has been temporarily suspended.



Stakeholder commitments for national implementation

COLOMBIA



In 2024, Frontera Energy reaffirmed its commitment to respecting cultural diversity and the rights of ethnic communities in the areas where it operates. In compliance with applicable legislation and the guidelines established by the Ministry, of the Interior, the company carried out prior consultation processes, ensuring the protection of community rights. In cases where authorities determined that a prior consultation was not required, Frontera Energy prioritized open dialogue with affected communities, exploring alternative solutions to address their concerns. When necessary, the company also advocated for modifications to ministerial decisions to ensure a meaningful post-consultation process.



The principles of inclusion, recognition, and respect for the rights of these communities remain fundamental pillars in the company's management approach.

Regarding human rights, Frontera Energy maintained a proactive approach, issuing alerts to the relevant authorities, participating in judicial units dedicated to rights protection, and leading human rights-focused meetings, emphasizing security and comprehensive rights protection.

In line with constitutional principles, the company reported any violations of community rights and facilitated access to justice and protection mechanisms.

Additionally, in collaboration with Gaula Militar Meta and Gaula Policía, the company developed prevention campaigns against extortion and kidnapping, strengthening security strategies and community protection measures.

Frontera Energy reaffirms its commitment to promoting human rights and strengthening dialogue with communities and authorities. The company's comprehensive approach reflects a corporate social responsibility vision, focused on building sustainable and respectful relationships with its surroundings, consolidating a management approach based on transparency, legality, and respect for fundamental rights.

ECUADOR



In 2024, the company updated its social baseline as part of the Environmental Impact Assessment (EIA) process for obtaining an environmental license for the exploitation phase.

This update provided current and comprehensive information on the social stakeholders and interested parties with whom Frontera interacts, including:

- Civil society
- Communities in direct and indirect areas of influence
- Local authorities, parishes, municipalities, and provincial governments

By maintaining proximity to stakeholders, Frontera Energy aims to strengthen communication channels and foster positive community relations, ensuring that the immediate needs of these stakeholders are addressed.

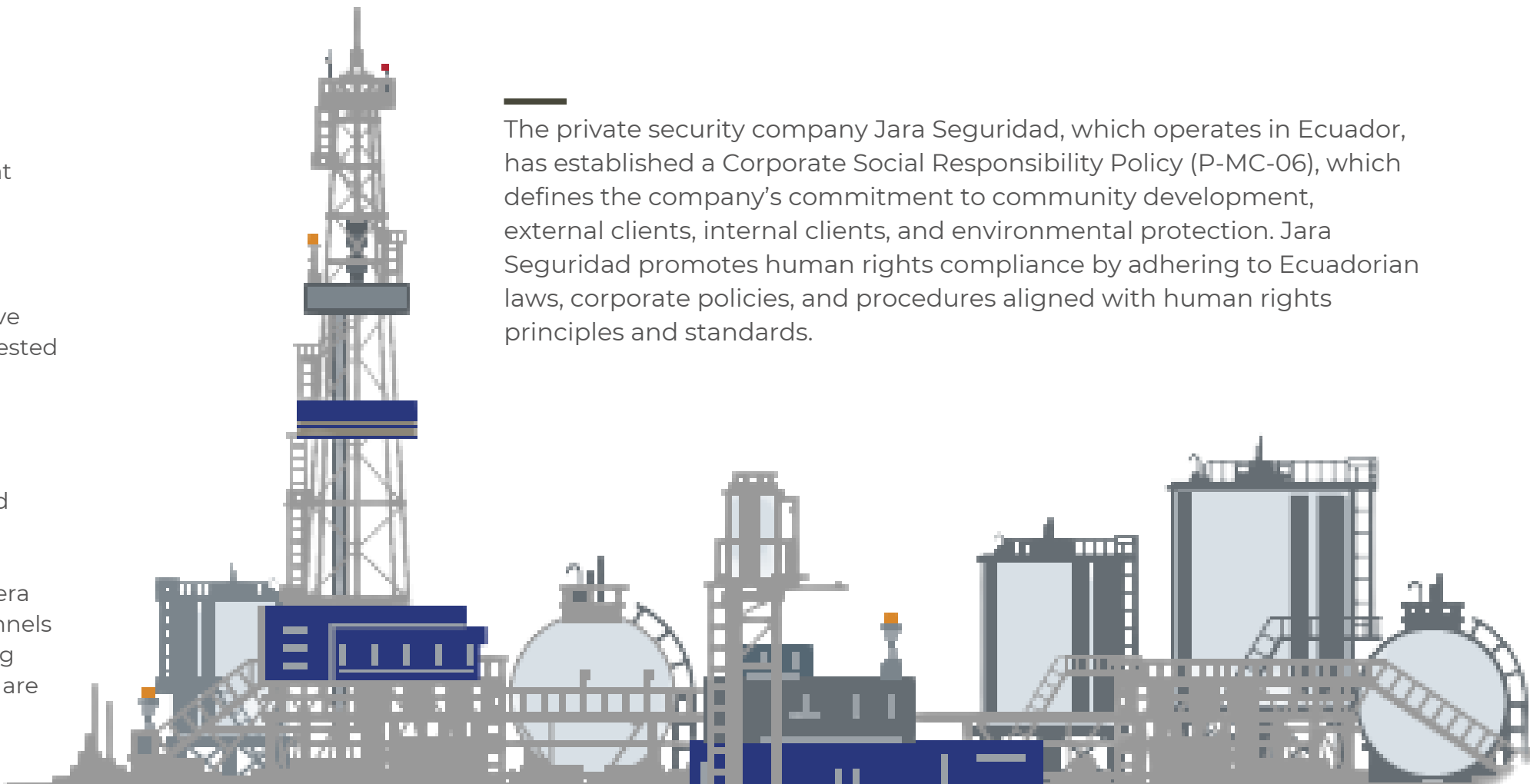
The Ecuadorian government, through international legal instruments such as conventions, pacts, agreements, and declarations, reaffirms its commitment to recognizing and guaranteeing the rights of its citizens. These legal frameworks represent the state's self-imposed obligation to uphold and protect fundamental rights.

In cases of non-compliance, Ecuador submits to supranational human rights bodies, including those within the Inter-American Human Rights System and the United Nations System. These oversight bodies are responsible for determining accountability for human rights violations, whether due to:

- Actions or omissions by state actors
- Deficiencies in public services
- Failures in the performance of official duties



This commitment demonstrates the Ecuadorian government's dedication to protecting and respecting fundamental rights in accordance with international standards.



Voluntary Principles: Considerations in the selection of private security providers, contractual agreements with private security providers, and agreements with public security forces

Frontera Energy reaffirms its commitment to implementing the Voluntary Principles on Security and Human Rights in managing its relationships with private security providers and public security forces. This commitment is reflected through rigorous procedures, specialized training, and the inclusion of explicit references to the Voluntary Principles in relevant agreements whenever possible.

Managing interactions with public security providers

Frontera Energy maintains ongoing dialogue with public security authorities, ensuring that these interactions align with the Voluntary Principles. While no new collaboration agreements were signed with public security units in 2024, the company continues to monitor compliance with human rights standards in all its engagements with security forces.

Preventing the hiring of individuals involved in human rights abuses

To prevent the hiring of individuals with credible records of human rights abuses in security services, Frontera Energy has implemented strict selection controls through the Contractual Security Annex.

This annex establishes rigorous selection criteria, ensuring that security providers meet the company's ethical and corporate responsibility standards.

Promoting the proportional use of force

Frontera Energy has adopted concrete measures to ensure that the use of force by security providers is strictly necessary and proportional to the existing threat, in compliance with:

- The Voluntary Principles on Security and Human Rights.
- Applicable legal frameworks.

These guidelines have been reinforced through:

- Periodic training programs.
- Contractual clauses promoting unwavering respect for human rights.

Results and commitments

As part of its responsible security strategy, Frontera Energy has held strategic meetings with key stakeholders to validate and strengthen its commitments to security and human rights.



Additionally, in coordination with the Corporate Social Responsibility (CSR) department, Frontera Energy has facilitated dialogue spaces with local, regional, and national authorities. These engagements foster consensus-building, address stakeholder concerns, and ensure that all security-related actions comply with the applicable legal framework.



Frontera Energy will continue strengthening its security practices under the guidelines of the Voluntary Principles, reaffirming its commitment to human rights protection and responsible security management across its operations.

Examples of support for dissemination, training of relevant personnel, private security, public security, and civil society

In 2024, Frontera Energy continued its collaboration with civil society organizations, local NGOs, and other strategic partners to strengthen its awareness-raising initiatives, knowledge sharing, and respect for human rights, further advancing the implementation of the Voluntary Principles across its operations.

Through collaborative programs, Frontera Energy conducted workshops, talks, and events targeting civil society, to raise awareness about responsible business practices. These activities facilitated open and participatory dialogues with communities and key stakeholders, promoting human rights protection within the framework of company operations.

Throughout the year, Frontera Energy also disseminated its Corporate Human Rights Policy, which is aligned with the updated Code of Business Conduct and Ethics. This policy establishes the principles that govern the company's organizational culture and stakeholder relations.

Additionally, awareness-raising sessions on human rights in community management were conducted in the Santa Helena, Rubiales, and Puerto Triunfo rural areas, within the municipality of Puerto Gaitán.

In terms of reporting and compliance, Frontera Energy publishes an Annual Sustainability Report, which highlights key aspects related to human rights, environmental protection, labor practices, and anti-corruption efforts, in alignment with international frameworks.

As part of its social development commitment, the company implemented various initiatives in collaboration with allied organizations, including:

- A strategic alliance with Fundación Amanecer to execute social investment projects in the department of Casanare.
- An ongoing collaboration with Fundación Éxito in the department of Meta, supporting indigenous Sikuani communities near the company's operational areas.



These actions reflect Frontera Energy's dedication to fostering partnerships and strategic collaborations, ensuring compliance with the Voluntary Principles and promoting human rights in the regions where it operates.



Training of Private Security Providers

In 2024, a total of **4,831 training hours** were delivered to personnel from **Honor and Laurel**, Frontera Energy Colombia COPR's security contractor, including **932 hours of in-person sessions and 3,899 hours of virtual training**.

The training sessions focused on critical topics such as **human rights, use of force, non-discrimination, prevention of child and forced labor, gender equity, workplace harassment**, and the **Voluntary Principles on Security and Human Rights**.

A total of **1,411 participants** were trained throughout the year.

As part of the company's ongoing efforts, awareness activities were conducted during Human Rights Week, covering topics such as the history of human rights, international humanitarian law, and reporting mechanisms via the Ethics Line.

Additional training programs were also implemented by **Prosegur**, covering **20 members of the operational team** in the departments of Magdalena and Sucre (Colombia), and by **Jara Seguridad**, which trained **10 staff members** in the province of Sucumbíos (Ecuador).



Frontera Energy's ongoing commitment to fostering a security culture grounded in respect for human rights, professional ethics, and international best practices.

13 **Company procedure for reviewing progress in the implementation of the Voluntary Principles at local facilities**

In line with its commitment to the Voluntary Principles on Security and Human Rights, Frontera Energy has developed a comprehensive approach to evaluating and monitoring their implementation across local facilities.

This procedure is supported by a set of key performance indicators and defined processes outlined in the “Voluntary Principles Master Plan,” which establishes a structured monitoring system aligned with three fundamental pillars:

Risk assessment



Frontera Energy conducts detailed risk analyses in each of its operational areas to identify and mitigate potential security threats and risks of human rights violations. This assessment includes:

- Evaluation of the rule of law
- Analysis of local conflict dynamics
- Review of the human rights compliance history of security providers
- Examination of local authorities’ capacity to investigate and sanction potential human rights violations

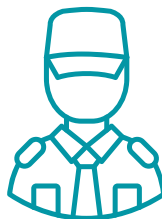
Engagement with public security forces



Frontera Energy maintains active and collaborative dialogue with public security forces operating in its areas of influence. Through these engagements, the company promotes:

- Human rights training programs
- Strengthening of security practices that ensure the protection and respect of human rights

Engagement with private security providers



To ensure adherence to the Voluntary Principles, Frontera Energy has implemented monitoring mechanisms, including:

- Periodic reviews of security personnel conduct
- Promotion of best practices
- Specialized training sessions for private security personnel

Activities implemented in 2024

As part of the “Human Rights Master Plan,” Frontera Energy carried out various initiatives to strengthen relationships with public security forces, private security providers, and other relevant stakeholders. The main activities included:

- Local committees with the public security forces, Ombudsman’s Offices, and local human rights defenders
- Meetings with private security contractors and operating companies
- Executive site visits to operational locations for oversight and monitoring of human rights commitments

In 2024, Frontera Energy continued to strengthen its human rights training program, targeting both internal personnel and employees of contracted security companies. The initiatives implemented included:

Training for Private Security Providers

Review and oversight of human rights awareness and training programs implemented by contracted security providers, ensuring the practical application of the Voluntary Principles.

Implementation of monitoring and evaluation mechanisms to assess human rights performance and compliance within security operations.

Verification of Public Security Forces’ Human Rights Training

As part of its commitment to human rights promotion and protection, Frontera Energy verifies that personnel from the National Army assigned to support company operations have received continuous human rights training.

- This verification is conducted through the institutional training programs of the National Army’s Human Rights School.
- In coordination with battalion commands operating in Frontera Energy’s areas of operation, the company ensures that deployed personnel have completed the required human rights training, guaranteeing compliance with national and international standards.
- The National Police provides certified human rights training through its National Directorate of Schools, with records maintained in officers’ personnel files.

Lessons learned and opportunities





14

14

Lessons and opportunities from the reporting year, and plans and opportunities to advance the Voluntary Principles within the organization

Lessons learned in company operations.

In 2024, **Frontera Energy operated in a dynamic and complex security environment, recording a total of 155 security events that impacted production.** In all cases, the company implemented established protocols, ensuring compliance with due diligence standards and safeguarding the human rights of all parties involved.



Despite the absence of formal agreements with public security forces, the company successfully secured strategic support on 3,565 occasions, facilitating 278 preventive actions through its corporate security framework.

Operational efficiency was also improved by strengthening inter-institutional relationships with the Attorney General's Office and public security forces, which enhanced incident response and reinforced security measures. **These strategies led to a 17.5% reduction in production-impacting incidents compared to 2023.**

One of the primary challenges throughout the year was to reduce incidents related to copper theft at company facilities, which affected production in some operational fields. To address this issue, Frontera Energy continued enhancing security and asset protection strategies through the Theft Task Force, established in 2023. This multidisciplinary initiative fosters effective synergies across different company departments, optimizing response capacity and risk mitigation.

Measures implemented included:

- Installation of electromagnetic locks.
- Strengthening of metal-mechanical security systems.
- Implementation of security bars on doors and transformer covers.
- Installation of protective caps in transformer drainage systems.
- Deployment of security cameras in strategic clusters.

These actions contributed to preventing incidents and enhancing operational security. The company also established constant monitoring of the transition from copper to aluminum cabling, adapting mitigation strategies to address the evolving operational environment.



Lessons learned for advancing the Voluntary Principles

In 2024, Frontera Energy identified key lessons that strengthened its implementation of the Voluntary Principles. These include:

Adaptability and flexibility

The ever-evolving operational environment and social dynamics require agile adaptation to ensure the effective application of the Voluntary Principles in response to emerging challenges.



Importance of communication

Effective communication, both internally and externally, is critical to ensuring that operational personnel fully understand and consistently apply the Voluntary Principles in their daily management.



Collaboration with strategic stakeholders

Continuous engagement with civil society organizations, local NGOs, and strategic partners, including industry peers, has strengthened the company's commitment to the Voluntary Principles and improved strategies to address security and human rights challenges



Coordination with security forces

Optimized coordination with police and military forces has been key to improving personnel deployment in critical areas and strengthening judicial presence in the field, contributing to more effective security management and human rights protection.



Plans and opportunities for 2025

In line with the Voluntary Principles, Frontera Energy will continue reinforcing its security and human rights strategies through the following key actions:

Establishing structured dialogue spaces with local communities in operational areas to build trust, prevent conflicts, and strengthen company-community relations.

Implementing conciliation and mediation channels to foster mutual growth opportunities for sustainable development.

Promoting **new strategic alliances** with government entities and civil society organizations to enhance the impact of security and human rights initiatives in operational areas.

Collaborating with the Ombudsman's Office to define the scope of structural alerts within company operations, allowing for improved understanding and management of support processes within operational frameworks.



Developing ongoing training programs for security and operations personnel and staying up to date on best practices in human rights and corporate security.

Implementing the Genpatia Project, which emphasizes the recognition of rights, guarantees, and sustainable impact actions within security processes with public sector engagement.

Continuing to collaborate with industry peers, government agencies, and international organizations to share best practices and develop joint security and human rights strategies.

Focusing on inclusive and socially responsible governance to ensure safe and stable environments in vulnerable areas.



Frontera Energy reaffirms its commitment to security and human rights through the effective implementation of the Voluntary Principles across all its operations. In 2024, we strengthened our due diligence processes, risk management strategies, and collaboration with communities and key stakeholders, ensuring a responsible and transparent approach. We will continue to advance these efforts to maintain a safe environment that is respectful of human rights, reinforcing our industry leadership and commitment to sustainable development.

