



2025

VOLUNTARY PRINCIPLES ON  
SECURITY AND HUMAN RIGHTS  
ANNUAL REPORT



FRONTERA  
ENERGY



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**Frontera Energy Corporation**  
1030, 140 - 4 Avenue SW  
Calgary, Alberta T2P 3N3 Canada



**Frontera Energy Corporation**  
Colombia Branch  
Calle 110 # 9-25 piso 16  
Bogotá, Colombia

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# ABOUT THIS REPORT

This 2025 report details the ongoing participation of **Frontera Energy Colombia Corp.** – Colombia Branch (the Company) in the **Voluntary Principles on Security and Human Rights Initiative (VPI)** and how we integrate these principles into our management practices to ensure safe, responsible operations that respect human rights. Our commitment is reflected in **human rights due diligence, transparency, and accountability** as core pillars to build trust, protect people, and strengthen our relationships with stakeholders.

Frontera Energy is a Canadian company listed on the **Toronto Stock Exchange ("TSX")** under ticker symbol "FEC" and engaged in the exploration, development, production, transportation, storage, and marketing of oil and natural gas in South America. In line with our **Respect for Human Rights Management System**, the Company's approach is grounded in due diligence and aligned with the **Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the Voluntary Principles on Security and Human Rights**. It incorporates the identification and assessment of risks and impacts in consultation with stakeholders. In 2025, we strengthened this process by prioritizing impacts on people arising from our operations.

To operationalize this framework, the Company relies on tools and guidance that consolidate human rights due diligence management and define the role of internal functions in preventing, mitigating, and managing risks and impacts, ensuring consistency between our corporate practices and on-the-ground performance.

## IMPORTANT NOTICE TO READERS

On March 10, 2026, Frontera, Parex Resources Inc. ("Parex") and Parex Acquisitionco Inc., a wholly-owned subsidiary of Parex ("Purchaser" and, together with Parex, the "Purchaser Parties"), entered into an arrangement agreement pursuant to which Parex has agreed to acquire, through Purchaser's acquisition of all of the outstanding shares of common stock of Frontera Petroleum International Holdings B.V., all of Frontera's Colombian oil and gas upstream business, which consists of all of Frontera's oil and gas exploration and production assets in Colombia, its reverse osmosis water treatment facility and its palm oil plantation pursuant to a court-approved plan of arrangement under the Business Corporations Act (British Columbia) (the "Parex Transaction"). The

transaction has an effective date of January 1, 2026, and is anticipated to close in the second quarter of 2026. For additional information, see the material change report of Frontera dated March 13, 2026, a copy of which is available on Frontera's SEDAR+ profile at [www.sedarplus.ca](http://www.sedarplus.ca). Additionally, all of Frontera's crude oil assets and interests in Ecuador were sold effective December 9, 2025. As a result of the above matters, if the Parex Transaction is completed as anticipated, Frontera's ongoing business will consist of its Colombian infrastructure business.



# EXECUTIVE SUMMARY

In 2025, Frontera Energy continued implementing actions related to the **Voluntary Principles on Security and Human Rights**, reinforcing a **responsible security approach** integrated with **human rights due diligence and continuous improvement**.

The Company maintains its public commitment to protecting and promoting human rights, supported by its **Corporate Human Rights Policy** approved by the Board of Directors and a **zero-tolerance stance** toward any human rights violation by shareholders, directors, employees, contractors, subcontractors, suppliers, and other representatives.

In line with its corporate due diligence strategy, Frontera continued to seek out any risks within its macro-processes that may negatively impact people and developed tools to operationalize its corporate framework, including a **human rights due diligence management manual**.

## Key results and management highlights



**Participation and transparency:** Participated in Initiative forums (annual Plenary Meeting, pillar meetings, and working groups) and published annual implementation reports as part of the Company's transparency policy.



**Integrated management and tracking:** Integrated the Voluntary Principles into day-to-day management through the "Master Plan on Human Rights and Voluntary Principles" tool to record and monitor security and human rights activities.



**Incident management and due diligence:** Responded to 86 production-impacting security events under established procedures and protocols.



**Prevention and operational outcomes:** Reduced production-impacting incidents by 44.5% compared to 2024 thanks to greater coordination and preventive actions.



**Engagement with public security forces (Voluntary Principles approach):** Maintained an open dialogue with public security authorities; although no new formal agreements were executed in 2025, the Company secured strategic support on 2,256 instances and facilitated 284 preventive actions.



**Private security management and proportional use of force:** Applied selection and management controls through the **Contractual Security Annex**, including criteria to prevent hiring personnel with credible histories of abuse and measures to promote the use of proportionate force only when strictly necessary.



**Training and awareness (private security contractor):** Delivered **3,260** training hours to private security contractor personnel (**1,124** in-person and **2,136** virtual), ensuring



**100% coverage** of contractor personnel trained to strengthen implementation of the Voluntary Principles, respect for human rights, and standards of conduct in service delivery.



**Training and awareness (contractors): 175 companies** received training led by the **National Police GAULA** to prevent and build capacity on anti-extortion and kidnapping, as well as to understand the context of collateral violence and the influence of these crimes on operations from a human rights perspective.



**Grievance and response channels:** Maintained mechanisms to receive and manage concerns and reports; no complaints were reported regarding alleged human rights impacts associated with security management during the reporting period.

This report consolidates Frontera Energy's actions and results across the three pillars of the Voluntary Principles—**risk assessment, engagement with public security forces, and engagement with private security providers**—highlighting evidence of governance, oversight, prevention, preparedness, and continuous improvement.

A photograph of three construction workers in grey uniforms and white hard hats, looking upwards against a cloudy sky. The image is partially obscured by a white bar on the left and a dark purple bar at the bottom containing the text.

2025 **PERFORMANCE**

# 2025 PERFORMANCE



The following indicators summarize Frontera Energy's quantitative performance in implementing the **Voluntary Principles** during 2025, based on internal security management records, contractor oversight, and training logs. This section highlights key results in prevention, response, oversight, and capacity-building, demonstrating the application of a **security and human rights due diligence** approach.

## Security performance

Production-impacting security events managed under due diligence protocols

86 events

44.5%  
reduction

Reduction in production-impacting incidents vs. 2024

## Engagement with public security forces

Instances of strategic support secured with public security forces

2,256  
occasions

Preventive actions facilitated through the corporate security framework

284 actions

## Private security oversight

Compliance reviews of the Contractual Security Annex

210 reviews

## Training (private security contractors)

2025

Total training hours delivered

3,260 hours -100%  
of contractor  
personnel trained

## Training (contractors) – Human Rights, anti-extortion and kidnapping prevention

2025

Total companies trained on security and Human Rights as a complementary support to Corporate Security in the protection of asset-protection processes

175 companies trained prior to field entry by the National Police – GAULA, as part of Corporate Security

## Grievances and remediation

2025

Human rights-related complaints/claims received in the Company's operations

0

## Incidents involving public security forces

2025

Complaints/reports filed with public security forces related to the Company's operations

0

## Strengthening preventive and capacity-building efforts

In line with the Company's human rights management approach, Frontera reinforced its preventive component through communication and training initiatives for employees and contractors

on the **Human Rights Policy** and its application through contractual annexes and maintained indicators to track the effectiveness of the preventive approach within security management. In addition, **100% of security personnel** were trained on human rights policies, and no impacts or complaints were recorded regarding alleged human rights violations associated with operations or security management.

In 2025, in partnership with **Guías Colombia**, the Company delivered **12 hours** of training on **human rights due diligence** for companies within its supply chain and conducted 1,295 third-party due diligence processes, reinforcing the consistency of the **human rights** approach beyond direct operations. Likewise, **RedPro** was created as a network of suppliers committed to human rights.



A photograph of two men in a modern office setting. They are both wearing light blue button-down shirts and are smiling and looking towards the right side of the frame. The man on the left is resting his chin on his hand. In the foreground, a silver thermal mug and a notebook are on a white desk. The background shows a whiteboard and a window with blinds. A dark blue banner with white text is overlaid on the left side of the image.

GOVERNANCE, POLICY COMMITMENTS  
AND TRANSPARENCY


# GOVERNANCE, POLICY COMMITMENTS AND TRANSPARENCY

Frontera Energy's commitment to the **Voluntary Principles on Security and Human Rights** is grounded in a corporate governance framework and **Board-approved policies**, supported by senior management oversight and accountability mechanisms that ensure security is provided in a **preventive and lawful manner, respecting human rights**.

## CORPORATE POLICY AND CONTROL FRAMEWORK



## PARTICIPATION IN THE VOLUNTARY PRINCIPLES INITIATIVE



**2025 Annual Plenary:** Frontera was represented by the Physical Security Manager, Fernando Pineda, and participated in technical sessions (workshops on security and privacy rights) and the security managers' meeting.



**Pillar and working group meetings:** Participation in decision-making spaces (VPI/VPA AGMs), strategy reviews, and approval of the Initiative's work plan.



**Latin America Security Forum:** Participated in a coordination space among Corporate Pillar members aimed at: (i) connecting regional and global security leaders operating in Latin America; (ii) sharing information on risks, incidents, and trends with potential regional impact; (iii) analyzing strategic implications (beyond local tactical details); and (iv) facilitating cooperation among country teams, strengthening regional and local connections, when needed. The forum helps identify common challenges and good practices in corporate security management and functions as a strategic exchange network to improve risk understanding and coordination among companies.



**Peer learning:** Six exchange meetings were held with peer companies in the hydrocarbons and mining sectors (including E&P operators) to share implementation practices and lessons learned.

## TRANSPARENCY AND ACCOUNTABILITY

### Public reporting

The Company maintains a proactive transparency policy through the publication of its annual report on the implementation of the Voluntary Principles, providing visibility into progress, challenges, and measures adopted.

### Consultation and grievance mechanisms (PQR) and system improvement

In 2025, the petitions, complaints, and claims mechanism was digitized as a grievance channel, and its performance continued to be monitored, incorporating effectiveness criteria.

### Reporting channels and non-retaliation

Frontera has expedited channels to report concerns or sensitive situations (including an **Ethics Line** with an anonymous reporting option), supported by a **non-retaliation** principle.

## PROMOTING THE VOLUNTARY PRINCIPLES ACROSS THE VALUE CHAIN AND WITH AUTHORITIES

- **Contractors and subcontractors:** Dissemination of the Voluntary Principles is reinforced through training, information sessions, and audits/follow-up activities to assess compliance and inform improvements.
- **National and local authorities:** Participation in forums and dialogue spaces with authorities to promote good practices in security and human rights, improve coordination, and foster prevention.
- **Communities and civil society:** Ongoing dialogue spaces with communities, civil society partners, and local authorities to build trust, prevent conflict, and reinforce the protection of human rights.

Overall, this governance framework ensures coherence between the corporate framework and on-the-ground performance, integrating the Voluntary Principles with broader due diligence and risk management processes to consolidate consistent controls across operations and the supply chain.



MANAGEMENT SYSTEM FOR IMPLEMENTING  
THE VOLUNTARY PRINCIPLES

# MASTER PLAN, MONITORING AND CONTINUOUS IMPROVEMENT



Frontera Energy integrates the Voluntary Principles into day-to-day management through the **Master Plan on Human Rights and Voluntary Principles tool**, which enables the Company to record, monitor, and ensure traceability of security and human rights activities across operations. This plan supports an **evidence-based** approach with a preventive focus and the ability to adjust changes in the operating context.

## Core elements of the Master Plan

The system is built on four components that ensure coherence between policies, field execution, and accountability:

### Structured monitoring aligned with the three pillars

Risk assessment, engagement with public security forces, and engagement with private security, ensuring consistent implementation across operations.

### Contractual mechanisms across the value chain

The Contractual Security Annex transfers requirements and expectations to contractors and suppliers, enabling periodic compliance reviews and feedback for continuous improvement.

### Security and human rights risk management

Use of block/operational-area risk matrices to identify, prioritize, and manage key risks, defining mitigation measures and follow-up actions.

### On-site oversight and executive validation

Site visits and verification of assets in service and out of service to identify vulnerabilities and improvement opportunities, design strategies, and counter threats.

## How the management cycle works

Implementation is coordinated through an annual Master Plan supported by indicator tracking and documentary evidence. The system is designed to:

**PLAN** priorities based on risk (actions, owners, and deliverables by pillar).

**MONITOR** performance through oversight mechanisms such as incident records, Annex reviews, training logs and compliance verification.



**EXECUTE** controls and engagement actions with public, private, and community stakeholders.

**IMPROVE** by incorporating lessons learned from incident analysis, operational feedback, and oversight findings.

## EVIDENCE AND TRACEABILITY

Verifiable evidence is consolidated to ensure consistency and control, including

- records and analysis of incidents and preventive actions;
- contract compliance documentation and Security Annex review records;
- training and awareness records (hours, reach, topics, and attendance); and
- follow-up reports and cross-functional coordination records to ensure alignment between security management and human rights due diligence.

Overall, this system enables the Voluntary Principles to be managed as a cross-cutting component of corporate performance—**planned, measured, overseen, and continuously improved**—with a preventive approach and traceability throughout the value chain.

A close-up photograph of a person's hand reaching out towards a body of water. The hand is positioned just above the surface, and its reflection is clearly visible in the water below. The person is wearing a light-colored, long-sleeved shirt. The background shows green foliage and a blurred view of the water's surface. A teal-colored banner is overlaid on the left side of the image, containing the text 'IMPLEMENTATION ACROSS THE THREE PILLARS'.

IMPLEMENTATION ACROSS  
THE THREE PILLARS

# IMPLEMENTATION ACROSS THE THREE PILLARS



Frontera Energy implements the Voluntary Principles through a **preventive, due diligence-based** approach, integrating security risk management with the protection of human rights. Execution is anchored in the **Master Plan** and the tracking of supporting evidence (risk matrices, contractual controls, training records, incidents, and reporting mechanisms), ensuring consistency between the corporate framework and on-the-ground performance.

## Risk Assessment (Security and Human Rights)

Frontera Energy maintains a structured process for assessing security and human rights risks, aligned with the **Voluntary Principles on Security and Human Rights**, to identify, assess, prioritize, and mitigate risks associated with its operations, the context surrounding its assets, and engagement with contractors, security providers, communities, and authorities. This process is carried out through periodic field or block assessments, risk matrices, and treatment plans that link physical security management with human rights considerations.

### Methodology (preventive approach)

- **Contextualization** of each asset's operational, social, and security environment.
- Identification of **threats, vulnerabilities, critical assets**, and potential impacts on people, operations, infrastructure, and stakeholders.
- **Risk assessment and prioritization** are based on likelihood and impact criteria, including heat maps and inherent/residual risk analysis.
- Definition of action lines, controls, mitigation measures, institutional coordination, and follow-up.

- Integration of findings into physical security plans, prevention routines, and coordination spaces with public security forces, private security, and internal functions.

### Risk coverage

Operational/block-level assessments and matrices cover, among others, risks related to:

- **Security and operational continuity:** theft, sabotage, attacks, kidnapping, extortion, blockades, land invasions, impacts to critical assets, and operational disruptions.
- **Social and community environment:** social conflict, community pressure, demonstrations, de facto actions, engagement with Indigenous communities, and territorial escalation risks.
- **Human rights and security conduct:** risks linked to engagement with public security forces and private security, the need for training and awareness on human rights and the Voluntary Principles, and the prevention of impacts to communities, employees, contractors, and other stakeholders.
- **Third parties and contractors:** risks arising from the conduct of security providers, contractors, and other third parties interacting with operations.

## Focused mitigation example (2025): Theft Task Force – Copper theft

To prevent production impacts associated with copper theft, Frontera kept active a multidisciplinary team (the Theft Task Force, established in 2023) and implemented targeted asset protection measures in 2024, including:

- installation of electromagnetic locks on facility doors;
- reinforcement of metallurgical/mechanical security systems on shelter doors; and
- installation of protective covers and transformer drainage protections.

## 2025 Result

In 2025, no significant human rights incidents were reported by the companies assessed.

## Engagement with Public Security Forces

Frontera maintains a preventive and collaborative relationship with public security forces in its areas of influence, aimed at protecting people and assets, preventing incidents, and complying with human rights standards.

### Key controls and practices:

- Verification of **human rights training** for deployed personnel through institutional programs (Army Human Rights School and Police Directorate of Schools).
- Documentation and monitoring of relevant interactions to support accountability and continuous improvement.
- Cooperation with competent authorities when investigations are required, recording and reporting verifiable complaints when applicable.

## 2025 Result

- In 2025, **no complaints or reports were filed with public security forces** in relation to the Company's operations.
- **Prevention and operational coordination:** despite the absence of formal agreements (collaboration agreements), the Company secured strategic support on **2,256** instances and facilitated **284** preventive actions; strengthened coordination (including links with the Attorney General's Office and public security forces) contributed to a **44.5% reduction** in production-impacting incidents compared to 2024.

- In compliance with the constitutional framework and its ethics policy and legal criteria, the Company informed the competent authorities of all alleged criminal conduct associated with criminal economies that could affect operations, activating the corresponding judicial investigation channels. This contributed to ensuring due legal compliance and safeguarding the Corporation's strategic assets, including the protection and preservation of human rights.

## Engagement with Public Security Forces

Private security providers are selected and managed under a framework of **due diligence, contractual controls, and continuous oversight** to ensure alignment with the Voluntary Principles, integrity standards, and human rights requirements.

### Due diligence and controls for selection and operations

- Comprehensive checks related to money laundering, terrorism financing, fraud and corruption, as well as reputational screening (sanctions, litigation, media, and public records).
- Requirement for background checks of assigned personnel, in line with applicable data protection regulations.
- Periodic performance evaluations, focusing on procedures with potential human rights risks.

### Contractual framework and oversight:

- The Contractual Security Annex transfers expectations and requirements, enabling periodic compliance verification and corrective actions.

- Requirements include recurring training on human rights, the Code of Ethics and Conduct, and operational procedures, with documentary evidence requested for validation.

## Differentiating preventive control

- Private security services at Company facilities continue to operate under the principle of **non-use of firearms** as a core measure to prevent escalation, guide use-of-force parameters, and ensure any escalation is properly justified.



A group of women are sitting on the floor in a traditional setting, working with long, thin strips of yellow-green material, likely palm fronds or similar natural fibers. They are focused on their work, with some holding the strips and others using tools. The background shows a simple wooden structure, possibly a workshop or a traditional building. The women are dressed in casual clothing, including t-shirts and patterned skirts. The overall scene depicts a traditional craft or agricultural activity.

GRIEVANCE MECHANISMS,  
INVESTIGATIONS, AND REMEDIATION

# GRIEVANCE MECHANISMS, INVESTIGATIONS, AND REMEDIATION

Frontera Energy maintains **formal, accessible, and traceable mechanisms** to receive, assess, investigate, and remediate any potential or actual adverse impact related to security and human rights. These mechanisms apply to employees, contractors, communities, and other stakeholders, and are designed to enable timely reporting, confidential handling of information, and the application of corrective actions when required.

## Channels and intake pathways



### Petitions, Complaints, and Claims (PQR/PQRF)

Requests, complaints, and claims are managed through on-the-ground teams (CSR/Community Affairs), Frontera's website, and —specifically for labour-related PQRs—through the **UTIPEC union "Member Support/Service" system (Atención al Afiliado)**. Cases are logged and routed according to their nature, with escalation to the relevant internal functions when appropriate. Responses are communicated to stakeholders within **15 business days**, and cases are closed once resolution is achieved, maintaining evidence of the process and the management actions taken.



### Complementary labor-related mechanisms

As part of its commitment to respecting and promoting human rights, the Company has implemented mechanisms and due diligence processes aimed at preventing, identifying, and managing labour-related and human rights risks in its operations and across its value chain. These mechanisms are intended to ensure that the activities of both the organization and its contractor companies are carried out in compliance with applicable labour legislation and Frontera's standards.



### Ethics Line and confidential reporting (NAVEX / EthicsPoint)

The Company has an **Ethics Line** administered by an independent third party, which enables confidential reporting (including an anonymous reporting option). Cases are routed to the corresponding internal instances and may be escalated to **Ethics & Compliance** and to the governance of the **Audit Committee**, as applicable.



Frontera promotes and requires its contractors to observe the highest standards in the fulfillment and respect of labour rights, diversity, equity and inclusion, and sustainability. This entails not only compliance with regulations, but also a commitment to:



Respecting and protecting the human and labor rights of all workers.



Promoting inclusion and gender, ethnic, and cultural equity, as well as the participation of diverse populations on equal terms.



Fostering safe, dignified workplaces free from any form of discrimination, harassment, or violence.



Contributing to sustainability by aligning operations with social, environmental, economic, and governance criteria.

As part of this approach, the Company conducts periodic pre-audits and labour audits of contractor companies to verify compliance with labour and social security obligations, as well as additional requirements established by the Company. Likewise, mechanisms are in place to receive and manage petitions, complaints, and claims (PQRs) submitted by workers and labour unions, enabling timely attention to concerns or situations

related to the work environment for both direct employees and workers engaged through contractor companies providing services to operations.

From a cultural perspective, the Company develops training and awareness programs for its own workers and contractors aimed at promoting respectful, violence-free workplaces, including initiatives such as “**Respect in Action**” (**Respeto en Acción**) focused on preventing workplace and sexual harassment. The Company also has **Workplace Coexistence Committees**, which are intended to prevent conduct associated with workplace harassment and manage related complaints, promoting workplaces free from any acts of violence.

Additionally, the Company has incorporated explicit provisions into its **Labor Annex for contractors** aimed at protecting human rights, including the prohibition of child labor and forced labor, as well as guidelines that promote **Diversity, Equity and Inclusion (DEI)** in the workplace. These instruments seek to extend standards of conduct and respect for fundamental rights across the organization’s entire value chain.

Frontera has also consolidated respectful relations with the **Union of Workers of the Petroleum and Energy Industry of Colombia – UTIPEC**, the Company’s majority union, through the execution of a **Collective Labor Agreement** (direct em-

ployees) and a **Single Labor Agreement** (workers of contractor companies), both in force through 2031. These six-year agreements not only provide legal certainty but also dignified extra-legal conditions for workers and their families, reduce conflict, and strengthen a strategic relationship with the union, reinforcing workers’ commitment to production targets and HSEQ standards.

In addition, the Company maintains a **Labor Relations and Union Follow-up Committee** that meets periodically to monitor the labor climate and proactively manage any labor-related concerns. Respect for **Freedom of Association** is a non-negotiable pillar of our Human Rights Policy.

Taken as a whole, these mechanisms strengthen the preventive management of labor and human-rights risks and promote responsible, transparent labor relations aligned with the Company’s corporate principles of respect and dignity at work.

### Investigation, validation, and remediation process

These mechanisms are designed to ensure consistency and due diligence throughout the management cycle:

- Receipt and registration of the case (PQR or Ethics Line).

- Initial assessment and risk classification (including identification of potential human-rights implications and/or security arrangements).
- Escalation to responsible functions and cross-functional coordination for investigation and analysis.
- Legal validation to ensure legality, confidentiality, and alignment with corporate standards and human rights principles.
- Definition and implementation of corrective/remedial actions, where applicable, and closure with communication to the interested party and documentary traceability.

### Integrity safeguards for the mechanism

- Confidentiality and responsible handling of sensitive information, respecting privacy and appropriate data protection.
- A non-retaliation approach to protect those who report in good faith.
- Escalation and oversight, where applicable, to Ethics & Compliance and the Audit Committee.

## 2025 Result

During 2025, no complaints or claims were received related to alleged human rights violations associated with the Company’s operations.



## TRAINING AND CAPACITY BUILDING

# TRAINING AND CAPACITY BUILDING

Training is a central component of Frontera Energy's preventive approach to implementing the Voluntary Principles. In 2025, the Company strengthened internal capabilities and those of key contractors—particularly private security providers—to ensure that security management is delivered consistently with corporate human rights standards, responsible conduct, and due diligence.

During 2025, the following training processes were carried out:

**Internal training** for Frontera's internal functions responsible for PQR handling, delivered with the **CREER Centre**, focused on grievance mechanisms.

In August, an **expert panel** was held to engage Frontera employees on the importance of managing supply chain practices aligned with **Responsible Business Conduct** and a **commitment to human rights**.

In collaboration with the **Ombudsman's Office (Defensoria del Pueblo)**, Frontera led a training process for **municipal authorities (Personeros)** in Casanare on human rights with a business-focused approach. Likewise, together with other companies in the sector, the same training process was delivered to **public security forces** in the same department.

## Scope and results (2025)

As part of the private security contractor training program, in 2025 the Company consolidated a systematic training effort aimed at reinforcing the implementation of the Voluntary Principles, respect for human rights, and professional conduct standards in service delivery.

In total, 3,260 training hours were delivered, with 100% coverage of contractor personnel trained, broken down as follows: 1,124 in-person hours and 2,136 virtual hours.

These results reflect a preventive approach that strengthens capabilities, reduces conduct-related risks, and ensures consistency in applying corporate standards within security arrangements.

## Priority topics (Voluntary Principles approach)

Training programs included critical topics for the implementation of the Voluntary Principles and the prevention of human rights risks, such as:

- Human rights and due diligence are applied to operational contexts.
- Voluntary Principles on Security and Human Rights: fundamental and practical application.
- International Humanitarian Law (IHL) and standards of conduct in scenarios involving engagement with public security forces and communities.
- Ethics, integrity, and professional conduct, including reinforcement of the Code of Conduct and reporting mechanisms.
- Prevention of harassment and violence, gender equality, inclusion, and respectful workplace environments.

- Socialization of reporting channels (including the Ethics Line) and escalation pathways, as part of strengthening a culture of non-retaliation and responsible reporting.

### Contribution of the program to preventive management

Training is integrated into the management system (Master Plan and Contractual Security Annex) as implementation evidence and as a preventive lever to:

- reduce escalation of risk and incidents associated with security arrangements;
- ensure consistency in standards of conduct and human rights across the security value chain; and
- strengthen capabilities to identify and report potential risk situations in a timely manner, enabling early corrective actions.

## COUNTRY HIGHLIGHTS



Colombia is the core of Frontera's operations. The Company maintains a diversified footprint with **17 exploration and production blocks** in the country and interests in **pipelines and port facilities**. In particular, **Sociedad Portuaria Puerto Bahía S.A.** is a key logistics node in the value chain; its sustainability plan is aligned with the corporate plan and incorporates perimeter technology capabilities and risk management (including cybersecurity) relevant to business continuity and the protection of people and assets. Operations in Colombia also include associated assets and infrastructure such as **reverse osmosis water treatment facilities and a palm plantation**.

## COLOMBIA

### 2025



#### UPSTREAM / EXPLORATION

[SASB EM-EP-000.B] [SASB EM-EP-000.C]

- 4** Onshore blocks in exploration phase
- 1** Onshore block in exploration and production phase
- 1** Offshore block in exploration/assessment phase

(Data as of 12/31/2024)

**94.4** Gross proved reserves (P1) MMbbl

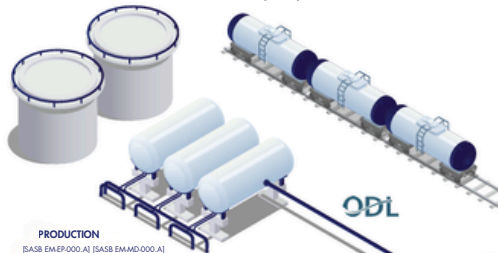
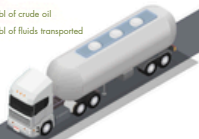
**133.8** Gross reserves P1 + probable P2 (P2) MMbbl



Tanker

**10,581,265** bbl of crude oil

**3,007,344** bbl of fluids transported



#### PRODUCTION

[SASB EM-EP-000.A] [SASB EM-MD-000.A]

<b>12</b>	Crude oil onshore blocks in production phase
<b>36,499<sup>a</sup></b>	Crude oil production (MM/d)
<b>2</b>	Gas blocks in production phase
<b>3,773</b>	Conventional natural gas production mcf/d
<b>1,850</b>	Natural gas liquids production boe/d

<sup>a</sup> Includes 2024 P1 and P2 blocks of heavy crude oil.

Pipeline (bbl/d)

**63,000** ODL

**30,000** Ocenasa

**40,000** OGD

**5,450** OAM

**2,360** ODC

#### Puerto Bahía

Coveñas Terminal Sociedad Portuaria Puerto Bahía S.A. terminal

**2.4** Domestic sales of crude oil (MMbbl)

**0.28** Natural gas and gas liquids sales



COLOMBIA INFRASTRUCTURE / TRANSPORTATION AND MARKETING

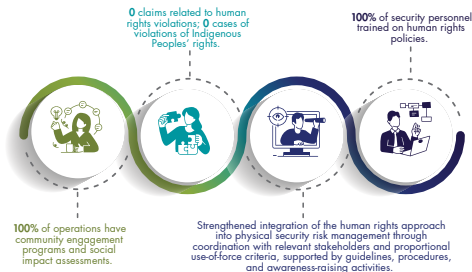
Port crude oil exports

**12.7** MMbbl

## Human rights and security management

In Colombia, implementation of the Voluntary Principles is supported by the Company's corporate **human rights due diligence** approach, aligned with international standards (including the Voluntary Principles). In 2025, the Company updated its process for identifying and assessing risks and impacts, prioritizing direct and indirect impacts associated with operations. This approach strengthens prevention, risk-based decision-making, and coherence between the corporate framework and on-the-ground performance.

### Evidence of a preventive approach and traceability



### Engagement and channels in the field

Operations in Colombia are supported by expedited mechanisms to listen to, address, and manage stakeholder concerns, including the **PQRS platform**, on-the-ground teams (CSR/labour relations), the **Ethics Line**, and other internal pathways, under a **non-retaliation** approach and due management. This framework reinforces trust, enables early identification of risks, and consolidates a culture of human rights prevention associated with operations and security arrangements.

## ECUADOR



Additionally, Frontera reports that **all of its crude oil assets and interests in Ecuador were sold effective December 9, 2025**. As a result, any reference to Ecuador in this report is provided solely for context and to explain the change in the operating perimeter in light of the portfolio transition.

A photograph of two women in an office environment. The woman on the left has long brown hair, wears red-rimmed glasses, a white patterned sweater, and a dark scarf. She is smiling and looking down at a laptop. The woman on the right has dark hair, wears glasses, a green blazer, and a blue lanyard with a badge. She is also smiling and looking at the laptop. The background is a bright, out-of-focus office space with a window. A teal banner is overlaid on the left side of the image, containing white text.

2025 LESSONS LEARNED  
AND 2026 PRIORITIES

# LESSONS LEARNED (2025) AND 2026 PRIORITIES



At year-end 2025, Frontera Energy consolidated a set of lessons learned drawn from field management, Master Plan monitoring, and feedback from key stakeholders. These lessons will guide adjustments to the management system, training, and stakeholder engagement throughout 2026, with the objective of strengthening a more consistent, preventive, and risk-based implementation of the Voluntary Principles.

## Lessons learned (2025)

- **Adaptability and flexibility:** Implementation must evolve in response to changing operational, social, and security dynamics, adjusting controls, priorities, and response mechanisms to the context.
- **Effective communication:** Consistent internal and external communication is critical to embed the Voluntary Principles into day-to-day management, particularly with operational teams and contractors, ensuring uniform understanding and application of standards.
- **Sustained collaboration:** Ongoing work with communities, civil society/local NGOs, industry peers, and authorities strengthens risk prevention and improves the capacity to anticipate and respond in complex environments.

- **Optimized institutional coordination:** More efficient coordination with Police and Military Forces—supported by clear roles, traceability, and appropriate documentation—enables more effective deployment, strengthens judicial presence in the field, and enhances preventive management.

## Priorities and opportunities (2026)

### Integrated Risk Assessment (Security + Human Rights) by critical asset and operating block

- Standardize the annual “Assessment → Plan” cycle by block, strengthening the integrated reading of context, recent events, vulnerabilities, asset criticality, and the integrated risk matrix to prioritize events with the greatest potential impact on people, continuity, critical infrastructure, reputation, and compliance with the Voluntary Principles.
- Incorporate an explicit “critical assets” layer (e.g., electrical systems, stations, highest-production clusters, and essential components), expanding prioritization to address not only copper theft but also theft of fundamental production equipment parts (e.g., **Master Pack** or other critical control/power components) that directly affect continuity and production.

- Update and prioritize risks by facility/block considering trends such as systematic theft of infrastructure, extortion, sabotage, attacks, blockades/de facto actions, and escalation; and translate these into action lines with a preventive, deterrent, and responsive approach, consistently applying criteria of legality, proportionality, prevention, and strict respect for human rights/Voluntary Principles.

- Ensure traceability: each prioritized risk will be linked to measures, owners, minimum evidence, and KPI tracking within the Master Plan (connecting risk matrices, contractual controls, site visits/oversight, and operational records).

### Incident analytics and early warnings (intelligence for prevention)

Implement a dashboard that consolidates recorded security events, their location, time, and operational impact, while also making visible the preventive actions executed by the security scheme. This tool will strengthen analytical capability and enable the anticipation of risk trends to mitigate impacts.

Frontera Energy reaffirms its commitment to implementing the **Voluntary Principles on Security and Human Rights** as a strategic pillar to operate safely, responsibly, and in alignment with respect to human rights. Throughout the reporting period, the Company consolidated a **preventive, risk-based approach**, integrating human rights due diligence into security management, engagement with public security forces, oversight of private security, and dialogue with stakeholders.

This report demonstrates material progress in **governance, transparency, monitoring, and continuous improvement**, as well as strengthened capabilities and mechanisms for reporting and addressing concerns. Building on the lessons learned, Frontera is directing its forward-looking priorities toward reinforcing **integrated risk assessment** and **trend anticipation** to reduce impacts, protect people, and strengthen operational resilience.

Frontera will continue to promote collaboration with authorities, communities, civil society, and industry peers, firmly convinced that **prevention, accountability, and unwavering respect for human rights** are essential conditions for building safer, more stable, and more sustainable environments in the territories where it operates.