



## FRONTERA ENERGY CORPORATION

### SUSTAINABILITY POLICY

#### 1. BACKGROUND

Frontera Energy Corporation's (the "**Corporation**"), vision of success is focused on sustainable growth in production & reserves and cash generation. Frontera is committed to conducting business safely, in a socially and environmentally responsible manner.

The purpose of this Sustainability Policy (the "**Policy**") is to define our strategy for suitable stakeholder engagement based on respect, integrity, commitment and sustainability. This will allow us to become partners with our stakeholders and thereby achieve a competitive advantage where we operate.

#### 2. POLICY

This Policy is based on our corporate values and our declarations on Human Rights and Gender. In this Policy, we ratify our conviction to promote and encourage our sustainable management, generating wellbeing for all stakeholders including our employees, shareholders, contractors and the communities in which we operate.

In line with our objective to create value with our stakeholders, we defined six (6) commitments:

- **We operate with excellence and ensure the health and well-being of our employees:** creating value through efficient processes to maximize our economic performance, in alignment with the highest health and safety standards.
- **We act consistently and transparently:** in accordance with our corporate values, internal rules and the law.
- **We work in harmony with the environment:** ensuring preservation and protection of natural resources within our operation.
- **We contribute to the sustainable development of communities:** through creating competitive territories in the areas where we operate and performing shared value initiatives with our communities.
- **We have the best talent and promote respect of human rights for our internal and external stakeholders:** guaranteeing the welfare and holistic development of people, including our Personnel.
- **We promote a sustainable supply chain:** with suppliers as the best allies for a sustainable and efficient operation.

The six (6) commitments listed above comprise the framework of the Corporation's sustainability model, and they are associated to the actions and activities that our Personnel must know, understand and carry out to encourage and maintain respect and trust relations with our stakeholders.

#### 3. SCOPE AND MONITORING

The Board of Directors of the Corporation approves the Policy, based on the review and recommendations provided by the Corporate Governance, Nominations and Sustainability Committee.

The Corporate Affairs Directorate continuously monitors and evaluates the adherence to this Policy and annually reports the results of compliance through the Sustainability Report.

#### **4. COMPLIANCE**

The Policy applies to all Personnel (as such term is defined in the Code of Business Conduct and Ethics) and compliance is mandatory for all Personnel.

Any person who believes that the Corporation has participated or is about to participate in activities which, in any way, violate this Policy, can immediately report to their supervisor or through the procedures provided for in the Code of Business Conduct and the Whistleblowing Policy.

#### **5. CURRENCY OF POLICY**

This is a Board Policy and it was last revised as of December 4, 2019.