



HSEQ POLICY
FRONTERA ENERGY AND SUBSIDIARIES
(The Company or Frontera)

1. ANTECEDENTS

The HSEQ policy “**The Policy**” includes Frontera’s commitments in matters related to safety, health, environment and quality, based on the following fundamental pillars:

- Caring for life is part of our corporate culture through the corporate value of Sustainability.
- We believe that all incidents can be avoided; therefore, we manage risks to prevent work injuries and occupational diseases and operate in harmony with the environment.
- We believe in continuous improvement; we learn from our mistakes and work everyday towards achieving excellence.
- We respect and comply with legal requirements, particularly those related to HSEQ.

2. POLICY

In Frontera Energy, we are committed to protecting the life of people, working in harmony with the environment and promoting a HSEQ culture permanently. For this reason, we manage the risks and opportunities associated with HSEQ in the hydrocarbon exploration and production processes in the different locations where we operate.

We encourage a transformative HSEQ leadership at all levels in the organization, which has an impact on the way we behave and execute our processes, in line with corporate values.

For Frontera, the specific commitments regarding of safety, workplace health and environmental management are:

- We promote the continuous improvement of our processes and permanent updating of the Comprehensive Management System in order to manage risks, protect the health and safety of workers and promote the environmental sustainability of our operations, guaranteeing the continuity of the business and contributing to the Company’s performance excellence.
- We comply with the corporate objectives agreed upon with the Board of Directors
- We provide safe and healthy work conditions, avoiding accidents and incidents and preventing harm or impairment of people’s health, in accordance with the work control standard applicable to the Company’s operations.
- We ensure the wellbeing of our employees and contractors, promoting self-care and maintaining an optimal level of safety in all our facilities, equipment and processes through operational excellence practices.
- We provide our workers adequate channels for consultation and participation.
- We comply with the legislation and other requirements in the countries where we operate, as well as the commitments agreed with our clients.
- We actively prevent and manage emergencies to provide an effective response to any contingency.
- We prepare complete and transparent reports on all HSE incidents and accidents. Recordable accidents shall be formally investigated, with lessons learned shared throughout the company.
- We protect the environment through the sustainable use of resources, caring for the biodiversity of

ecosystems and preventing pollution at the locations where we operate.

- We support innovation as part of Frontera's future growth strategy, incorporating new sustainable technologies and managing productivity, as well as the risks associated to its application.

3. COPE AND FOLLOW UP

The HSE Committee shall be the body responsible for preparing and periodically reviewing this Policy and recommending its approval to the CEO. The Senior HSEQ Office shall be responsible for establishing the strategy for its implementation and monitoring throughout the Company. The Vice-presidents and Directors are responsible for adequate and rigorous application in their respective area.

4. COMPLIANCE

This policy applies to all Personnel (directors, officers, employees, consultants, contractors, subcontractors, apprentices, seconded staff, remote workers, volunteers, interns, agents, sponsors, o any other person or persons that carry out activities for Frontera Energy) and shall be available for consultation and information of stakeholders.

Any person that believes that the Company has participated, or is about to participate in activities, which somehow affect the principles established in this Policy, must immediately report the situation to his supervisor. In addition, you may use the channels established by the Company in the Code of Corporate Conduct and Ethics.

5. CURRENCY

This Policy was approved by the HSE committee on June 21st, 2019.

RICHARD HERBERT
C.E.O