

FRONTERA
ENERGY

2022

ESG REPORT

2023 Senior Management Team

GRI: 2-9

CSA

Orlando Cabrales, Chief Executive Officer (CEO)

René Burgos, Chief Financial Officer (CFO)

Alejandra Bonilla, General Counsel and Secretary

Iván Arévalo, Operations VP

Renata Campagnaro, Marketing, Logistics, and Business Sustainability VP

Víctor Vega, Field Development, Reservoir Management, and Exploration VP

Xavier García, Human Talent Director

Andrés Palacios, HSEQ Director

Andrés Sarmiento, Sustainability and Corporate Affairs Director

Luz Maria Zea, Chief Compliance Officer



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May 2023

2022 ESG Report Frontera Energy Corporation

GRI: 2-1/ 2-2/ 2-3/ 2-4/ 2-28

- This report presents the social, environmental, and governance performance of Frontera Energy Corporation¹, covering the period between January 1 and December 31, 2022 (unless otherwise stated).
- It includes data on Frontera's operations and finances in Canada, Colombia, Ecuador, Guyana, and Peru. It is clarified when data is presented separately for each country.
- It includes the 10 universal principles of the United Nations Global Compact and is the basis for the Global Compact's progress report (CoP).
- It is aligned with:
 - Sustainability Accounting Standards Board (SASB) standards for the oil and gas sector.
 - Task Force on Climate-Related Financial Disclosures (TCFD).
 - In reference to Corporate Sustainability Assessment (CSA) by S&P Global.
 - Carbon Disclosure Project (CDP).
 - Sustainable Development Goals (SDGs).
 - Global Reporting Initiative (GRI) standards GRI 1: Foundation 2021 and GRI 11: Oil and Gas Sector 2021.
- All monetary figures are reported in United States dollars (USD), unless otherwise stated. The average exchange rate used for 2022 was COP 3,850 per USD.
- The Company is listed on the Toronto Stock Exchange (TSX) in Canada under the trading symbol "FEC".
- See legal advisories on page 146.
- See ESG indexes by 2022 in <https://www.fronteraenergy.ca/sustainability-reports/>

Contact for more information

GRI: 2-3



<https://www.fronteraenergy.ca/our-esg-strategy/>



sustainability@fronteraenergy.ca

¹ Frontera Energy Corporation, hereinafter Frontera Energy, Frontera, or the Company, including, where the context requires, its subsidiaries.

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Moving forward to building a sustainable future

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We promote diversity and contribute to social progress and inclusive development

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We work for a greener and cleaner planet

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We act with integrity, consistency, and transparency

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Legal advisories

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01

**Moving forward
to building a
sustainable
future**





Moving forward to Building a Sustainable Future

GRI: 2-1/ 2-2/ 2-3/ 2-4/ 2-28
SASB: EM-EP-420a.3

At Frontera Energy we are driven by our passion for what we do. Our mission is to be more than a company that generates energy, our goal is to be a force that contributes to the sustainable development of the regions where we operate.

At Frontera Energy, we are committed to have a positive impact on society through our daily work to build a sustainable future in the business and the articulated work with our subsidiaries as Puerto Bahía and other stakeholders. We are aware that different stakeholders have increasing demands for companies including that, in addition to being profitable, they should demonstrate in practice their actual commitment to the development of communities and the protection of the environment.

As members of the United Nations Global Compact, we are committed to contributing to the achievement of the Sustainable Development Goals (SDGs) and responding to global agendas.

We have been working tirelessly for 3 years in the materialization of our environmental, social, and corporate governance (ESG) strategy, which determines that the fulfillment of our business goals and of our ESG goals is equally relevant and requires our full attention and commitment.

This is why today we present our 2022 ESG report **“Building a Sustainable Future”**, which describes how our values inspire the decisions we make and how we give our best to operate successfully.

We contribute to building value in the short, medium, and long term.

We are very pleased with the important operational and financial achievements we made in 2022:

Our average production was 41,382 barrels of oil equivalent per day (boe/d²), meeting the year’s target of 41,000-43,000 boed, and 9.4% more compared to 37,818 boe/d in 2021.

Our EBITDA increased by 70%, from \$378.2 million in 2021 to \$641.9 million in 2022. Our netback was US\$59.78 per barrel, an increase of 60% compared to \$37.26 per barrel in 2021.

The Company executed approximately US\$417.6 million in capital expenditures in 2022 compared to US\$314.3 million in 2021. The increase was mainly due to the greater drilling in the Quifa, CPE6, and Cubiro blocks, the favourable conditions in the development of the Quifa, CPE6, and Guatiquía blocks, our exploration activities in Colombia and Ecuador, as well as the expenses for drilling Wei-1 and Kawa-1 wells in Guyana.

In addition, in 2022, we delivered gross 2P reserves of 175 million barrels of oil equivalent (MMboe) with a present net value of US\$3,700 million. We also increased our crude reserves of natural gas and natural gas liquids by 11% year on year to 21 MMboe, supporting our efforts to diversify our future production matrix.

We are building a sustainable future

Our operations are supported by the challenges we have assumed by making our sustainability strategy core to our business. This is evidenced by the 102% compliance with our ESG goals in 2022, compared to 98% in 2021.

In the **Environmental** area, our purpose is to work for a greener and cleaner future, so we are committed to the strategy to mitigate the effects of climate change.

At Frontera, we believe that our role is not only to generate financial resources to leverage the energy transition, but also to be part of a solid and dynamic collaboration with the national government, the oil and gas industry, and other industries and stakeholders to find solutions that contribute to that great goal of generating cleaner energy.

In this regard, we aim to increase gas production and strengthen models of energy self-sufficiency based on alternative sources and low emissions, as we are doing through the solar project at CPE6. We started the implementation of a pilot test for the SAARA Project, which is at the center of our circular economy strategy, focusing on reusing water derived from the production of crude oil for the agricultural irrigation of non-

² Consisting of 21,441 bbl/d of heavy crude oil, 17,274 bbl/d of light and medium crude oil, 9,741 mcf/d of conventional natural gas and 958 boe/d of natural gas liquids.

We are advancing in the development of a solar farm in the CPE6 block (Puerto Gaitán, Meta) with an estimated reduction of 8,500 tonnes of CO₂ year.

food crops and reducing our energy intensity and CO₂ emissions to the atmosphere.

In addition, since 2019, we have reforested, restored and conserved 4,047 hectares equivalent to approximately 4.5 million trees in natural areas to protect mammals like jaguars, lowland tapirs, giant river otters, and howler monkeys. In 2022, we neutralized 52% of our emissions through carbon credits, and recycled 15% of the water used for operations and 17% of solid waste.

In the **Social** area, our efforts are aimed at achieving a thriving tomorrow for all, that is why our priority is the development of the social fabric and the growth of the places where we operate. We are convinced that with opportunities, territories are strengthened and become environments of peace.

This is why in 2022 we implemented our relationship strategy: **Genpathy**. It reflects our DNA and vocation to generate empathy with the

environment, create long-term relationships, and contribute to their development in a sustainable manner.

In 2022, Frontera benefited 73,101 people with 218 social projects and invested nearly US\$4.6 million in education, inclusive economic development, and initiatives to improve the quality of life, including the actions carried out by the Puerto Bahía Foundation. Likewise, in 2022, we purchased goods and services for more than US\$70.3 million from local suppliers in our areas of influence, with an increase of 33% with respect to 2021.

Our ESG strategy also aims to consolidate us as an inspiring place to work. In 2022, we managed to be listed in the 20 Best Places to Work in Colombia by the Great Place to Work Institute and received the Friendly Biz certification from the LGBT Chamber of Businesses of Colombia for being a friendly business with the LGBTQ+ community. We continuously strengthen our strategy to close gaps around gender equality in the oil and gas industry through our program Grow with Frontera (Crece con Frontera).

Our priority in Frontera is people and life care; therefore, we are very proud to have achieved in 2022 the best performance in industrial safety in the history of the Company, with a total recordable incident rate of 0.82 and zero fatalities.

In the **Governance** area, our purpose is to reaffirm ourselves as integrity influencers. Therefore, I'm pleased to share with you that, in 2022, we were recognized for the second consecutive year as one of the most ethical companies in the world by the Ethisphere Institute and subsequent to year end 2022, were recognized for the third consecutive year. Thus we confirm that, in Frontera, we live our commitment to transparency, ethics, and compliance in all our actions.

Vision for 2023

At Frontera Energy, we are proud to contribute to the protection of the environment, the development of territories, and a fair, just and coherent energy transition. In 2023 we will continue working on the search and implementation of energy efficiency initiatives in the processes that we advance in our operations, such as SAARA and our solar farm at CPE6.

We are also allies of our stakeholders to work hand in hand in the achievement of the goals we have set for ourselves. Among them, we continue strengthening our strategy for purchasing goods and services from suppliers in our areas of influence, and the implementation of sustainable projects that benefit the communities.

We are convinced a circular economy strategy should form the basis of our operating model, through which we will optimize resources and efficiencies throughout all our activities, protecting the environment, reducing our emissions and the amount of waste we generate, and promoting production models based on innovation and reuse.

I invite you to read our ESG report and get to know the details of each of the advances we made in 2022 and the goals we set for 2023 to continue **building a sustainable future**.

Orlando Cabrales Segovia
CEO

02

Frontera Energy Corporation

Frontera Energy Corporation

GRI: 2-1/ 2-6 / 2-7 / 2-8
 SASB: EM-EP-000.C / EM-EP-210A.1/
 EM-EP-210A.2 / EM-EP-000.A

We are a Canadian public company dedicated to the exploration, development, production, transportation, storage, and sale of crude oil and natural gas in South America, including related investments in both upstream and midstream facilities.

We are committed to excellence in our business as well as to the creation of creating short, medium, and long term value for our investors, employees, the communities where we operate and other stakeholders with whom we interact through the responsible management of environmental, social, and corporate governance (ESG) matters.

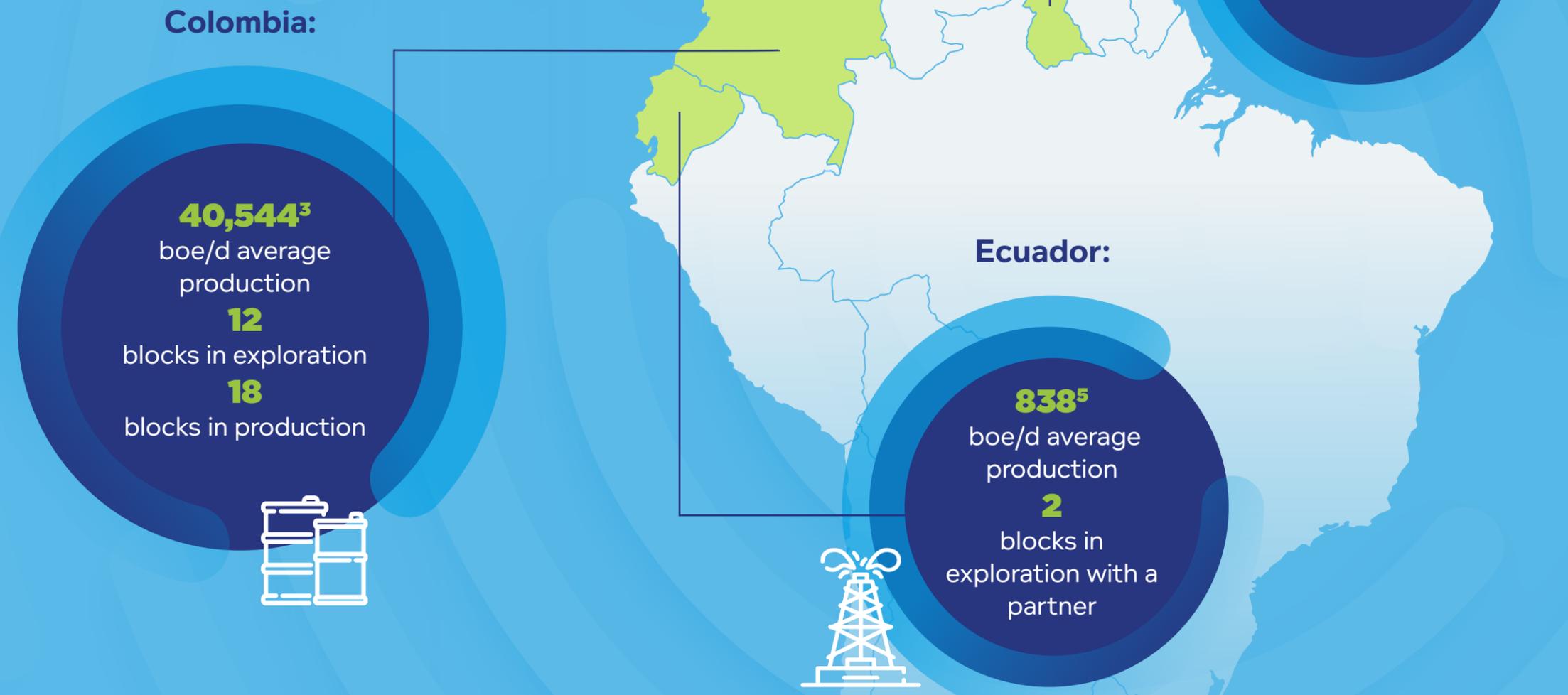
Our values inspire the decisions we make and our resources leverage future projects to ensure a planned, steady, and secure progress.

We ensure high levels of production, strong cash flows, increased asset value, continuous operational improvements, cost efficiencies, and the creation of growth opportunities through the advancement of our exploration portfolio on the basis of a permanent review of our strategy and for the purpose of effectively meeting market trends, the needs of our environment, and the development of a sustainable future for all.

We recognize the importance of supporting a planned and comprehensive energy transition; therefore, we work extensively to make circular economy the ideal business model, while managing timely operational risks presented to us, including climate risks.

Our operations

We have a diversified asset portfolio, comprised of interests in 32 exploration and production blocks in Colombia, Ecuador, and Guyana, and in pipelines and port facilities in Colombia.



³ Consisting of 21,441 bbl/d of heavy crude oil, 16,436 bbl/d of light and medium crude oil, 9,741 mcf/d of conventional natural gas and 958 boe/d of natural gas liquids.

⁴ Subsequent to year end 2022, the Government of Guyana and CGX Energy Inc. (joint venture partner of Frontera in the Demerara block off-shore Guyana) finalized a surrender deed to relinquish the Demerara block, leaving Frontera with interests in 1 block in Guyana.
⁵ Consisting of 838 bbl/d of light and medium crude oil.

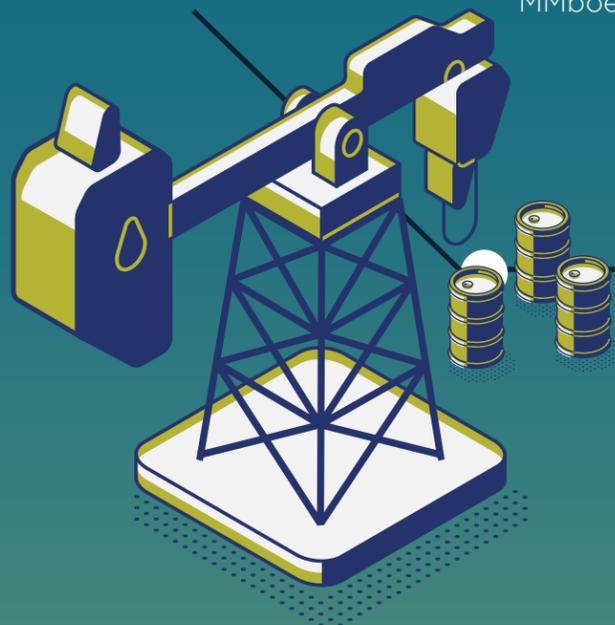
Our value chain

SASB: EM-EP-000.A / EM-EP-000.B / EM-EP-000.C

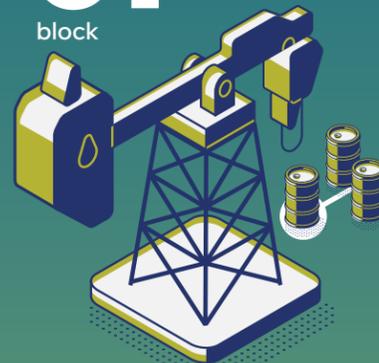
15
blocks in exploration

14
ONSHORE blocks

- 1P reserves: Net proved reserves of 98.6 MMboe
- 2P reserves: 1P + probable gross reserves of 175 MMboe



01⁶
OFFSHORE block



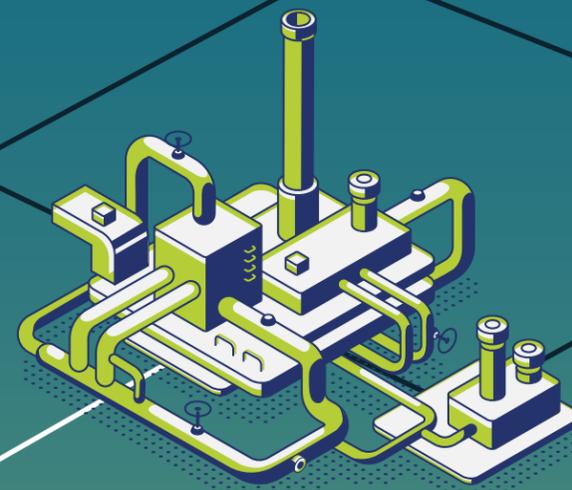
ONSHORE

02

gas blocks production
9,741 mcf/d natural gas
and 958 boe/d natural gas liquids

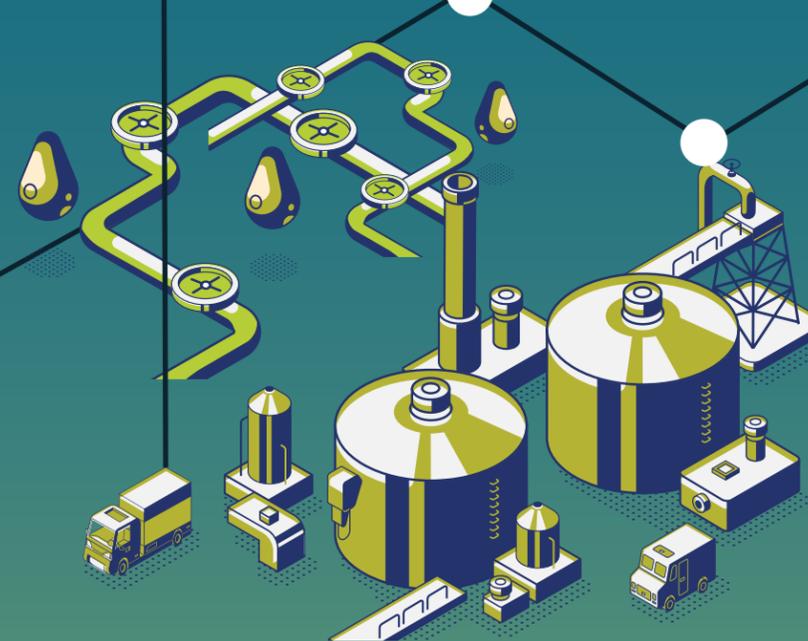
16

Crude oil blocks in production
38,715 bbl/d crude oil production



DOMESTIC MARKET
CRUDE OIL SALES

1.1
MMbbl



10,663,081

bbls of crude oil and

10,303,231

bbls of fluids transported

PIPELINE CAPACITY

- ODL: **63,000** bbl/d
- Ocensa: **30,000** bbl/d
- OGD: **40,000** bbl/d
- OAM: **5,450** bbl/d
- ODC: **2,360** bbl/d

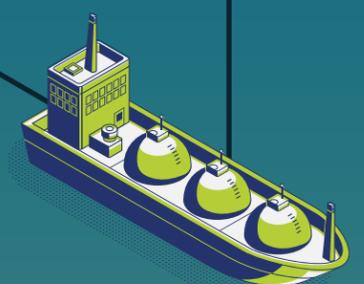
NATURAL GAS AND
GAS LIQUIDS SALES

0.6
MMbbl

PORT
CRUDE OIL EXPORTS

12.4
MMbbl

- Coveñas terminal
- Sociedad Portuaria Puerto Bahía terminal



EXPLORATION

PRODUCTION

TRANSPORTATION AND MARKETING

UPSTREAM

MIDSTREAM

⁶ Subsequent to year end 2022, the Government of Guyana and CGX Energy Inc. (joint venture partner of Frontera in the Demerara block off-shore Guyana) finalized a surrender deed to relinquish the Demerara block, leaving Frontera with interests in 1 block in Guyana.

Building a sustainable future: Environmental, social, and corporate governance (ESG) strategy

We have positioned sustainability as a guiding principle of our corporate culture. In this regard, we work in a committed and tireless way to achieve operational excellence and create value in the short, medium, and long term through our activities.

To this end, we operate safely, making ethical decisions, respecting and promoting human rights, responsibly caring for life in all its forms and in the natural environments that we impact.

We ensure the continuous improvement of our ESG strategy with a management model

that allows us to make timely decisions and implement actions that respond to the needs and expectations of our business and stakeholders, as well as global trends in corporate sustainability.

We have defined three major commitments that have guided our framework of action in recent years, allowing us to achieve corporate goals, while promoting the protection and preservation of the environment.

GRI: 2-22 / 2-23 / 2-24 / 2-28
SASB: EM-EP-530a.1

BUILDING A SUSTAINABLE FUTURE



Materiality analysis

GRI: 3-1 / 3-2

During 2022, we updated our materiality analysis according to the double impact methodology. We assessed the opportunities and risks to which the Company is exposed in light of the issues that influence Frontera’s share value, as well as the important issues for achieving the strategic and financial results of the business and the effects on the environment and human rights. This materiality analysis will be the reference of the strategies implemented in sustainability issues in 2022 and to implement in 2023.

With an assessment of mapped impacts and opportunities contrasted with the organizational data identified, analyzed, and validated, we build a list of material issues in sustainability, taking into account the importance of the issue for Frontera and for the different stakeholders.



Based on an analysis of primary information, we identified the issues that are being managed internally at the Company and that generate a relevant impact on the share value, our relationship with our stakeholders, and our business reputation. We also reviewed secondary sectoral information and trends in international sustainability so as to establish a frame of reference and triangulation for material information established by the Company internally.

Based on identified impacts, these were validated through dialogue with different Frontera’s stakeholders (employees, suppliers, and thematic authorities for each issue), assessing aspects such as relevance in the management of the issue, the validity and importance of these in the Company’s value, relationship with stakeholders, and reputation, and the process ended with a categorical prioritization of each issue.

Factor	Issues	SDG goals
 Environmental	Climate action	7.2, 13.1, 13.2
	Life and ecosystems	12.2, 12.4, 12.5, 15.1, 15.2, 15.4, 15.5, 15.8
	Clean water and sanitation	6.3, 6.4, 6.5, 6.6
	Responsible consumption and production	12.4, 12.5, 12.6
 Social	Diversity, equity, and inclusion (DEI) and human talent management	5.1, 5.5, 5.a, 8.5, 8.8, 10.2
	Work health and safety	3.4, 3.5, 3.9, 3.d
	Community engagement	1.2, 1.4, 3.8, 5.4, 5.a, 6.2, 6.b, 7.1, 11.1, 14.b
	Responsible management of the supply chain	5.1, 5.2, 5.a, 8.2, 8.3,
 Corporate	Compliance, ethics, and transparency	16.5, 16.6, 16.7, 16.10, 17.14
	Good corporate governance	16.10, 17.14, 17.16
	Comprehensive risk management	3.9, 3.d, 8.8, 10.5, 13.1, 16.5, 17.14
	Cybersecurity	16.10
	Human rights	17.14, 17.16
	Innovation and competitiveness	9.2, 9.4, 9.b
Financial performance and operational excellence	8.1, 8.2, 8.3, 16.10, 16.b, 17.3, 17.14, 17.16	

2022 ESG milestones

We are making progress in achieving milestones relevant to our ESG strategy, which reflect our commitment to sustainably operate our business and generate value.

Environmental 2022 ESG milestones

Climate action

- We neutralized 52% of our GHG emissions through carbon credits
- We structured, contracted, and prepared for the development of our first solar farm in CPE6

Clean water and sanitation

- We reduced 21% of the average water consumption in our operation

Life and ecosystems

- We reforested and restored 1,747 hectares and carried out maintenance activities on 699 hectares, to complete 4,057 cumulative hectares preserved and conserved since 2018

Responsible consumption and production

- We recycled and used 17% of the solid waste sent for final disposal

Work health and safety

- We achieved a TRIR of 0.82
- We maintained a zero incident rate in our operations
- Our HSEQ management achieved the "Honoris Esmeralda" recognition from the Colombian Safety Council

Diversity, equity, and inclusion (DEI) and human talent management

- We received the Friendly Biz certification from the Chamber of LGBT Businesses of Colombia for being a LGBT+ friendly business
- We were recognized as one of the top 20 companies to work for in Colombia in 2022 according to Great Place To Work in the category of companies with 300 to 1,000 employees

Community engagement

- We invested US\$4.3 million in the development of 218 projects to benefit more than 73,100 people in the areas of direct influence in our Colombia, Ecuador, and Peru operations
- We implemented two women initiatives; one to mobilize indigenous women of the Sikuani ethnic group for the marketing of crafts, and another to close gaps in the role of hydrocarbon operation in Puerto Gaitán

Responsible management of the supply chain

- We made direct purchases of local goods and services for a total of US\$51.3 million and local purchases of goods and services for US\$19 million as reported by our contractors

Social 2022 ESG milestones

Corporate governance 2022 ESG milestones

Compliance, ethics, and transparency

- We were recognized as one of the World's Most Ethical Companies by Ethisphere, for the second consecutive year

Comprehensive risk management

- We made progress in linking ESG risks and climate risks in the corporate risk strategy

Cybersecurity

- We maintained a rate of zero material incidents without information or financial loss

Human rights

- No human rights violations were detected in our operations

Innovation and competitiveness

- We trained 38 employees as agile coaches
- We identified 256 initiatives proposed by our employees to achieve a cost reduction of US\$39.8 million

Financial performance and operational excellence

- By monitoring high standards of governance and transparency, we executed a total expenditure of US\$417.6 million on exploration activities to deliver gross 2P reserves of 175 MMboe and on the average production of 41,382 boe/d⁷, optimizing capital efficiency and cash flow

⁷ Consisting of 21,441 bbl/d of heavy crude oil, 17,274 bbl/d of light and medium crude oil, 9,741 mcf/d of conventional natural gas and 958 boe/d of natural gas liquids.

2023 ESG goals

Environmental a greener and cleaner future

Climate action

- Neutralize 50% of GHG emissions through carbon credits (annual average)
- Start-up the solar farm at block CPE6

Clean water and sanitation

- Recycle 15% of the water required in the operational activities

Life and ecosystems

- Preserve 1,000 new hectares of biological corridors in Casanare and Meta to protect 4 representative mammal species
- Protect, restore, and maintain cumulative 5,057 hectares at the close of 2023

Responsible consumption and production

- Reuse at least 17% of solid waste sent for final disposal

2023 ESG goals



- Social**
a thriving tomorrow for all
- Work health and safety**
 - Improve health and safety indicators by 10% (TRIR target of 0.74)
- Diversity, equity, and inclusion and human talent management**
 - Improve our performance on diversity, equity, and inclusion indicators
 - Improve Great Place to Work results towards an “excellence” category
- Community engagement**
 - Increase the scope and impact of social investment projects
 - Implement the Mobilizing Women program in at least 2 blocks
- Responsible management of the supply chain**
 - Increase direct purchases of local goods and services to US\$55 MM

Cybersecurity

- Maintain a rate of zero material cybersecurity incidents

Compliance, ethics, and transparency

- Continuously improve our culture of ethics and compliance, evidenced by external assessments (Ethisphere)

Comprehensive risk management

- Link ESG risks and opportunities in operational risk management for critical macro processes

Human rights

- Ensure adequate human rights due diligence in Frontera’s operations

Innovation and competitiveness

- Achieve US\$30MM in cost reduction
- Implement 6 innovation initiatives
- Implement 4 initiatives of the environmental challenge (Waste Management)
- Consolidate 25 agile initiatives with the Coach Agile tribe, under agile methodologies

2023 ESG goals



- Corporate governance**
Integrity influencers
- Financial performance and operational excellence**
 - Achieve a daily crude oil production between 40,000 boe/d and 43,000 boe/d.
 - Continue the timely and efficient supply of diluent for the Company’s blends and fuel for power generation.
 - Maintain transportation costs between US\$10.5/boe and US\$11.5/boe.
 - Achieve capital expenditures between US\$385 million and US\$455 million.

2022 Global agenda commitments

GRI 2-28

Within our ESG management strategy and model, we are guided by different sustainability frameworks, control frameworks, and international sustainability disclosure standards, which contribute to the fulfillment of the goals defined in the 2030 Global Agenda.

Sustainability frameworks



Control frameworks



Disclosure standards



Awards

In Frontera, we have managed to position ourselves as a company that takes on challenges and commitments in search of continuous improvement, an optimal reputation, and the fulfillment of corporate goals that positively impact our stakeholders and the environment. In 2022, we received a series of awards from entities specialized in multiple issues that strengthen us as a reference for the development and revitalization of alliances that aim to achieve joint results, improving our business ecosystem and building a sustainable future for all.

We were recognized as one of the World's Most Ethical Companies by Ethisphere for the second consecutive year.



We achieved the Honoris Esmeralda recognition from the Colombian Safety Council, highlighting our management in occupational health and safety and environmental protection.

We were recognized by Jaime Arteaga y Asociados for the index of private social investment thanks to our social investments focused on rural populations.



Our initiative "Frontera's Compliance Ambassadors: Integrity influencers due to excellence" was selected as a good anti-corruption practice by Global Pact and was published in Good Anti-Corruption Practices "Innovating in Business Integrity in Colombia," second edition.

Legal 500 included our General Counsel in the "GC Powerlist: Colombia 2022." This list recognizes vice presidents of legal affairs who have been instrumental in driving their companies forward in an innovative way.



At the SPE WIN awards, we were awarded in the categories of diversity, equity, and inclusion for optimal management and daily commitment to these issues. Likewise, Chief Compliance Officer Luz Maria Zea and Lightweight Implementation and Growth Manager Eliana León were recognized for their leadership in the hydrocarbon industry.

We were recognized as one of the top 20 companies to work in Colombia in 2022 according to Great Place To Work in the category of companies with 300 to 1,000 employees.



We were recognized as one of the best places to work for women in Colombia in 2022 according to Great Place To Work



We received the Friendly Biz certification from the Chamber of LGBT Businesses of Colombia.

Our operations in Ecuador received the ISO certifications: 9001, ISO:14001, ISO:45001.



Ratings

We strengthened our market positioning by providing our stakeholders with useful information for ratings and rankings of greater relevance.

MSCI ESG RATINGS

Our rating is BBB.



We obtained a 33.1 ESG rating.



We kept the C rating on ISS ESG corporate rating.



We obtained a C rating in the climate questionnaire.

Fitch Ratings

We obtained a B rating in the Issuer Default Rating (IDR) on long-term default in local and foreign currency rating. We also confirmed the B/RR4 rating for our Unsecured Notes due in 2028. The rating outlook is stable.

S&P Global Ratings

We obtained a B+ rating in the Issuer Default Rating (IDR) on long-term default in local and foreign currency rating. We also confirmed the B+ rating for our Unsecured Notes due in 2028. The rating outlook is stable.

03

**We work for
a greener and
cleaner planet**

“

At Frontera, we know we play an active role in the care of the planet; to this end, we ensure to operate our business so that we contribute to the improvement of the soil, the maintenance of water and air quality, and the preservation of life in the different ecosystems near our areas of operation.

”

Climate action

MATERIAL ISSUE: CLIMATE CHANGE
 SASB: EM-EP-110A.3
 GRI: 305-5 / 11.2.1. / 11.2.3
 UNGC: Principles 7 / 8 / 9

2022 performance:



We neutralized 52% of direct emissions of greenhouse gases (GHG) through carbon credits.



We continue to work to reduce direct GHG emissions through energy efficiency and compensation strategies.



We structured, contracted, and prepared for the development of the solar farm in CPE6.



We included gas tankers in our oil transportation, shifting the paradigm of crude oil transport and promoting cleaner transportation.



In the CDP⁸ Climate Change questionnaire, we are considered category C.⁹



There were zero registrable oil spills in our operations.

⁸ Carbon Disclosure Project

⁹ Each CDP questionnaire, following submission, is assessed by accredited rating partners who rate the quality of the data presented to assess the company's progress towards optimal environmental management categorized into eight categories, where D - reflects a basic disclosure effort, up to A, which represents a sectoral leadership in the environmental management related to the questionnaire submitted.



Recent climate change phenomena have affected populations, species, and ecosystems. Many of these phenomena associated with changes in temperatures and the duration of weather seasons have increased the probability of impacts of high economic, ecological, and social cost due to the materialization of flood risks and mass evacuations; droughts that result in fires and affect air quality, with effects on health, the quality of life of people, and fauna, among others.

The recurrence of these phenomena has led governments and companies to urgently define climate strategies to identify, assess, and establish plans for the prevention, mitigation, and control of climate risks, including physical and transition risks to low-carbon economies, their impact on workers, local communities, the economy, the market, the environment, and economic dynamism in the regions where they operate. In Frontera, we have not been oblivious to this trend and have strengthened our strategy in this regard.

Climate action strategy

GRI 11.1.1
 TCFD

Our commitment is to build a sustainable future for all our stakeholders and the environment. We are aware of the complexity of climate change as a challenge we have to face within our business operation, which requires a transformation of our relationship with physical and financial resources, and understanding the associated opportunities and risks.

In 2019, we established a "Climate action" strategy, which includes ESG criteria for evaluating the viability of investment projects, allowing us to contribute to the responsible transformation of the sector and stay on track towards outstanding business conduct.

“ We are committed to developing our activities in a responsible and clean manner by defining clear goals and actions to reduce the impact of our operations on the environment. ”

We have worked with conviction to promote energy efficiency and the use of renewable sources in our activities. At the same time, we have gradually improved our performance in relation to meeting the goals and milestones set in our strategic framework towards a carbon-neutral operation supported by energy efficiencies that favor the reduction of emissions.

For the management of our Climate action strategy, we leverage our culture of innovation, continuous improvement, and the following three pillars:



Monitoring and control of emissions in operations

Our strategy has been based on a holistic analysis required to address the challenge of climate change. Therefore, our starting point is **the measurement of direct emissions of GHG¹⁰** (scope 1) and those associated with electricity and/or steam consumption generated by third parties (scope 2), as well as emissions of nitrogen oxides (NOx) and sulphur oxides (SOx). In this way, we identify processes where there is opportunity to implement innovative actions aimed at reduction and compensation.

¹⁰ Greenhouse gases

Energy efficiency and transformation

We work to use energy efficiently and gradually incorporate renewable sources in our own and third-party energy matrix, allowing us to reduce the environmental footprint and impact on energy and water resources.

Based on the fulfillment of annual goals, we have ensured the safety and reliability of our operations, facilitating the development of energy efficiency projects in the areas of influence, which promote the reduction of operating costs and boost the investments required in technology and services for a controlled internal energy transition.

Comprehensive risk management

TCFD

MATERIAL ISSUE: COMPREHENSIVE RISK MANAGEMENT
 SASB: EM-EP-420a.4 /EM-EP-540a.2
 GRI 2-25 / 11.2.2
 SDG: 3.9, 3.D, 8.8, 10.5,13.1, 16.5, 17.14

Process for identifying and managing¹¹ climate risks

At the strategic risk level of Frontera’s Integrated Risk Management System, we monitor, among others, the risk of Climate Change, since in the long term it could generate significant impacts on the Company’s operations and the development of projects in the geographic areas where it operates, including physical infrastructure and land affected by more frequent extreme weather events (storms, floods, temperature fluctuations), increasing operational costs.

Based on a process of analysis of the operational context and the probability¹² and impact¹³ assessment provided by the risk management methodology, we identified three assessment scenarios for the management of climate risks in our operations, considering the existing background of materialization for each risk to be assessed:

- 01** Assessment of the materialization of an inherent risk, without conducting control or mitigation actions.
- 02** Assessment of the risk once the minimum set of effective mitigation measures are carried out to reduce the risk, residual risk.
- 03** Assessment following the implementation of the control plan and mitigation activities, after the review of the risk scenario assessment, objective risk.

¹¹ Same managing process applies to the management of all the Company’s strategic risks.
¹² Probability: Assessment of the possibility of materialization of risk; it may be measured with qualitative or quantitative criteria in the same way that impact risks are assessed.
¹³ Impact: Severity of the alteration caused by the risk materialization, according to the criteria established methodologically for the risk assessment.



Climate governance

TCFD

Our Board of Directors recognizes the importance of managing climate-related risks and impacts throughout our operations.

As a result, climate became part of the 17 risk priorities managed in 2022. Accordingly, all employees are involved in the implementation and development of innovative strategies that allow us to make achievements and obtain results with a direct effect on the mitigation and control of climate-related risks and impacts.

We implement methodologies aligned with corporate objectives to provide a timely and efficient management of identified climate risks, which are assessed and monitored within our strategic risk matrix, which is simultaneously draws on the matrix of environmental issues and impacts; key inputs to ensure the optimization strategy and business continuity.

Process for managing the Climate action strategy

We allocated

part of our capital in investing redundant systems to improve our performance.

We mitigated

the disruption of the electrical system and its effect on oil production.

We recognized

the impact of power generation in the field.



We included

the risks and opportunities associated with climate change in our financial planning.

We invested

time, talent, and resources to materialize efficiencies.

We guaranteed

operational viability.

Metrics and goals

Efficient energy use¹⁴

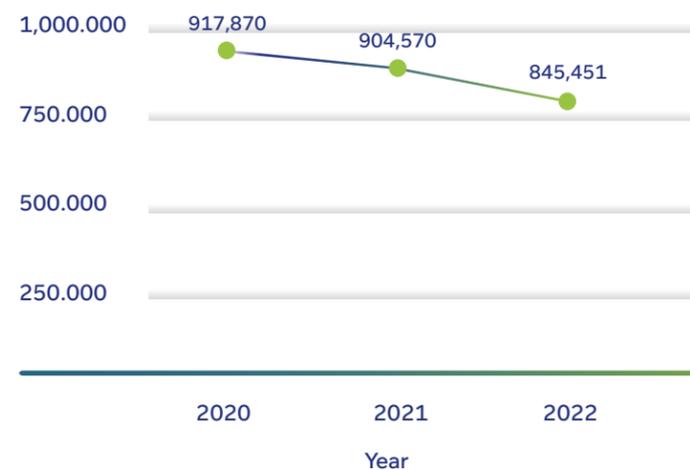
GRI: 302-1 / 302-2 / 302-3 / 11.1.2 / 11.1.3 / 11.1.4
 CSA: 2.3.3
 SASB: EM-EP-110a.2
 TFCO

We ensure the implementation of actions that contribute to the reduction of energy consumption in our operations and promote an efficient energy use.

Electric and thermal energy generated by type of fuel

Type of fuel	2020	2021	2022
Gas (mcf)	1,727,029	1,852,853	1,425,125
Crude oil (gal)	11,020,183	10,007,773	5,543,976
FO4 (gal)	23,736,736	25,554,116	29,355,913
Biodiesel (gal)	720,738	708,772	1,087,877

Consumption of electric and thermal energy generated (MWh)



In 2022, we continued with the trend of reducing the consumption of electric energy generated from fuel burning, such as gas and crude oil, achieving a 6.5% reduction compared to 2021.

¹⁴ The figures shown relate to our operations in Colombia.

Energy by origin and use (MWh)

Use	2020	2021	2022
Administrative offices in Bogotá: power purchased from utilities	2,369	1,820	- ¹⁵
Field operations: power purchased from utilities based on operations location	273,352	271,881	515,323
Field operations: power generated by fuel	642,149	632,689	330,128

We increased energy consumption from the National Interconnected System (SIN) of energy, with the subsequent increase of 89.5% in the consumption of energy purchased from utilities in field operations and a 47.8% reduction in the use of energy generated by fuels also in field operations.

Energy intensity: consumption of electric and thermal energy in and out of the fields, including administrative offices

Energy intensity	2020	2021	2022
Total production (boe)	23,191,298	18,618,519	17,696,731
Total energy consumption (MWh)	917,870	904,570	845,451
Intensity (MWh/boe)	0.03958	0.04858	0.04859

¹⁵ In 2022, we agreed to a fixed payment plan that includes the energy facilities to the owners of the building where the offices are located in Bogotá, which means that we cannot track consumption of this energy and that the emissions produced by this consumption become indirect.

The energy intensity per barrel of oil produced in our activities remained relatively stable despite a lower production (-4.9%) and energy consumption (-6.5%) compared to 2021.

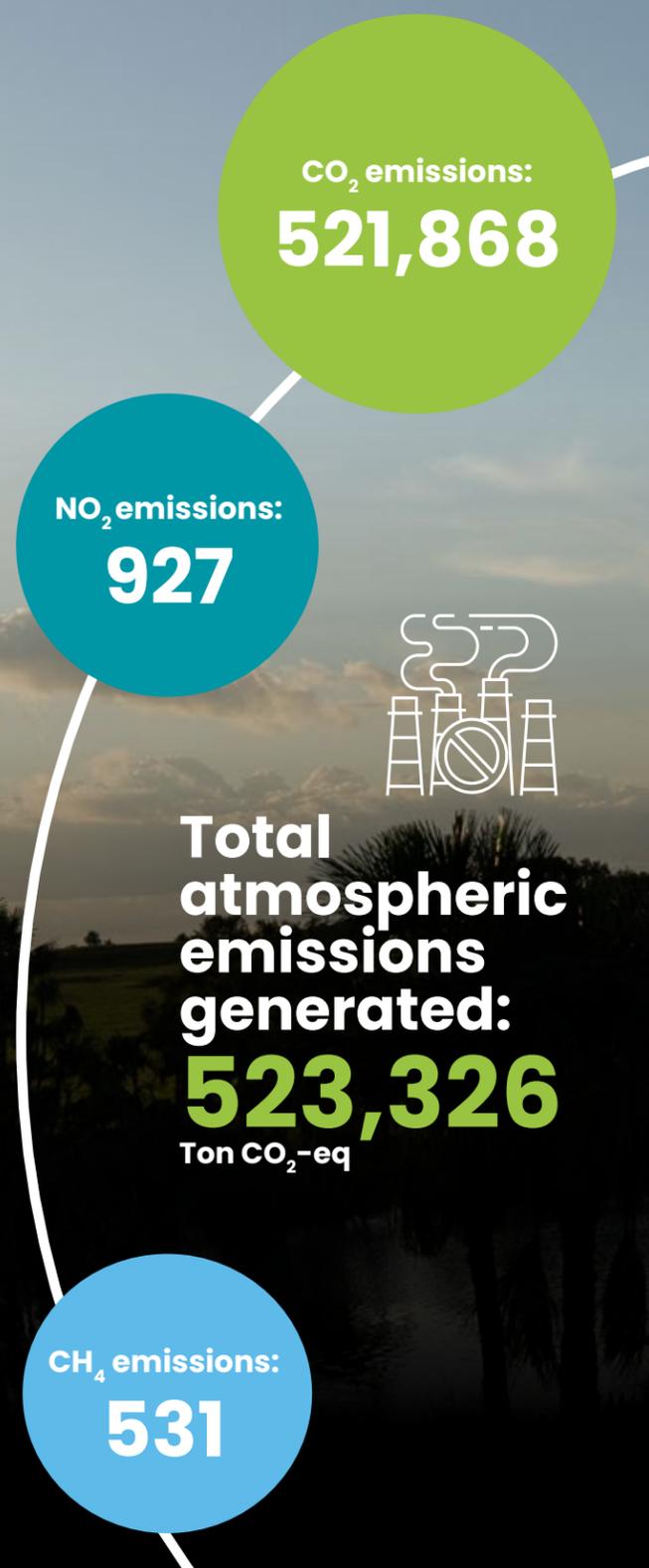
For the purpose of consolidating our permanent measurement of emissions, in 2022 we developed the **GHG emissions calculator**, which records the total generated and estimated emissions in our operations.

The development of this tool strengthens our decision-making process to timely manage our field operations in relation to GHG emission sources.

Emissions and carbon footprint

GRI: 305-1 / 305-2 / 305-3 / 305-4 / 11.1.5 / 11.1.6 / 11.1.7
SASB: EM-EP-110a.2 / EM-EP-120a.1

In accordance with our strategic plan, in 2022 we verified the emission measurement methodology with a third party. As a result, we confirmed that the transportation of crude oil within the operation generates scope 1 emissions, rather than scope 3 emissions, as had been recorded since 2019. In line with ISO standards and international methodologies, we will make the shift in the allocation of transportation emissions as of 2023 to provide the market with more accurate data on our impact from emissions.



GHG emissions (ton of CO2 eq)	2020	2021	2022	Variation (%) 2022-2021
Scope 1 emissions: direct emissions from operations (e.g., fuel consumption and methane leakage)	497,266	485,673	434,631	-10.51%
Scope 2 emissions: indirect emissions from purchased electricity (derived from grid)	57,901	45,434	41,464	-8.74%
Scope 3 emissions: other indirect emissions (transport and emissions from product use)	45,163	32,214	47,231	46.62%
Total emissions	600,545	563,451	523,326	-7.12%

We achieved a 7.1% reduction in total emissions, a 10.5% reduction in scope 1 emissions, and an 8.7% reduction in scope 2 emissions.

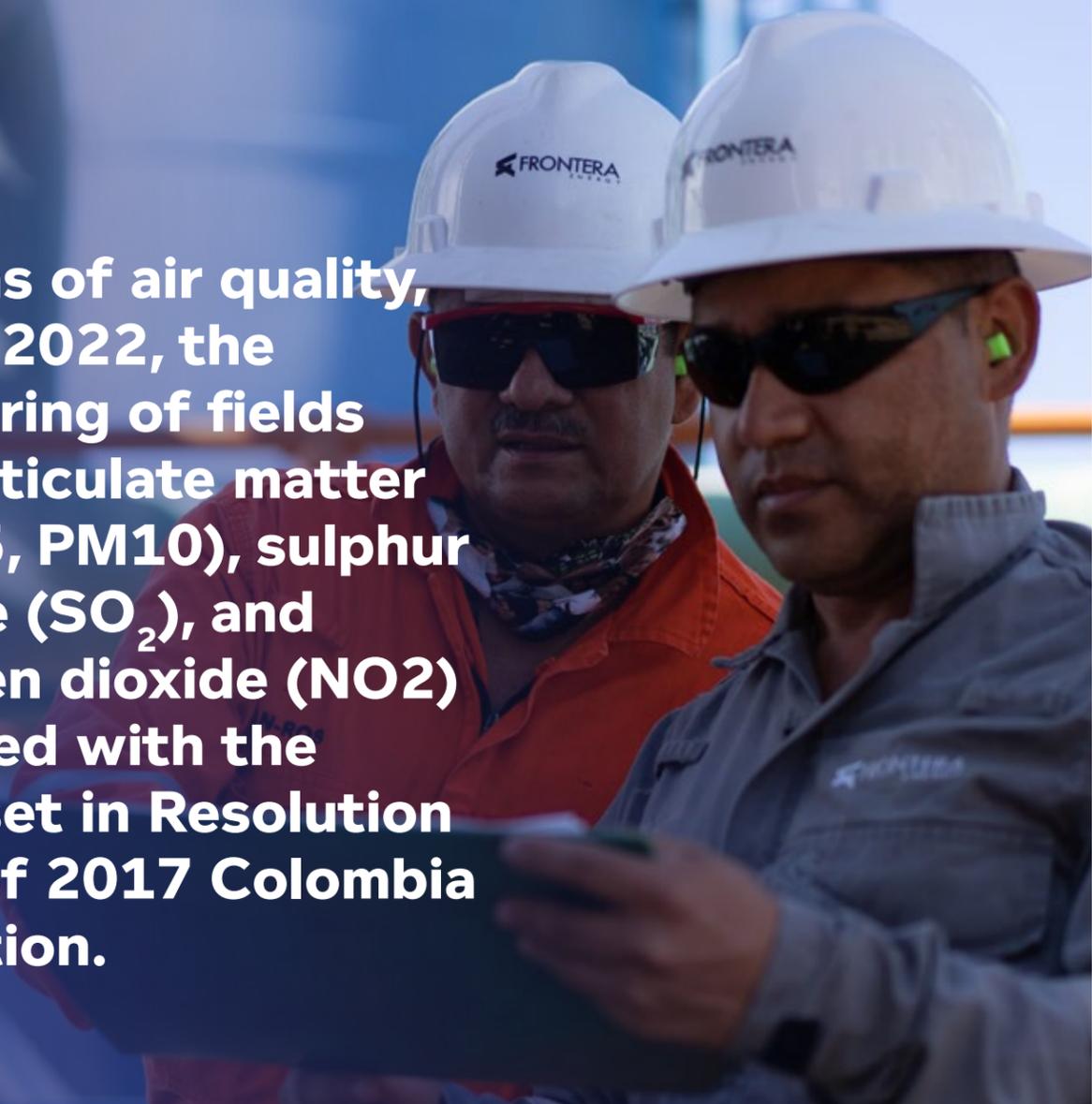
In addition, we have observed a 46.6% increase in scope 3 emissions corresponding to transportation processes.

Emission intensity remained stable.

Intensity of greenhouse gas emissions per barrel of oil equivalent produced

	2020	2021	2022
Total production (boe)	23,191,298	18,618,519	17,696,731
Field emissions (ton of CO2 eq)	599,833	563,019	523,326
GHG emission intensity (ton of CO2 eq/boe)	0.020	0.030	0.030

In terms of air quality, during 2022, the monitoring of fields for particulate matter (PM2.5, PM10), sulphur dioxide (SO₂), and nitrogen dioxide (NO₂) complied with the limits set in Resolution 2254 of 2017 Colombia regulation.



Clean water and sanitation

MATERIAL ISSUE: CLEAN WATER AND SANITATION

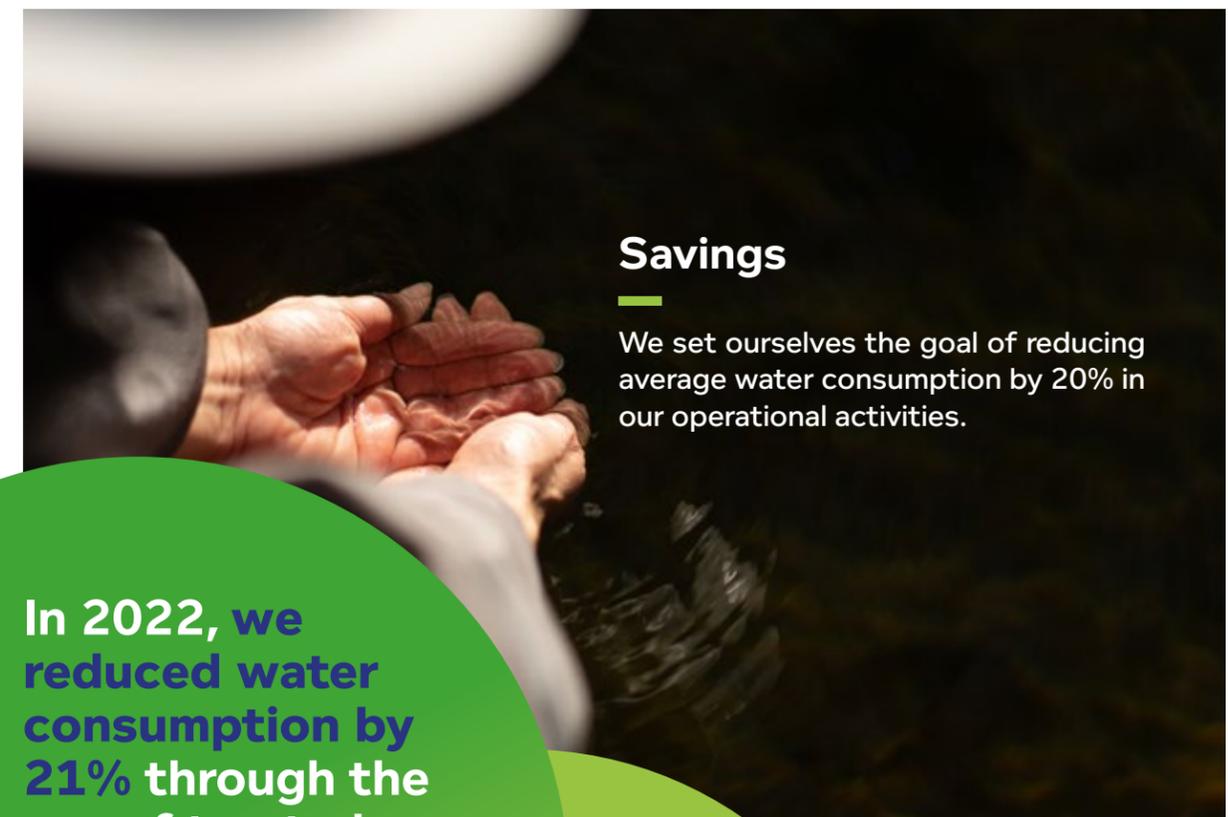
GRI: 3-3 / 11.6.1 / 303-1 / 11.6.2 / 303-2 / 11.6.3 / 303-3 / 11.6.4 / 303-4 / 11.6.5

UNGC: Principles 7 / 8 / 9

SDG: 6

Frontera considers it essential to ensure the protection of water resources. Therefore, we focus on responsible water management in all our operations through eco-efficient initiatives.

We continue to make progress in the implementation of practices that not only allow us to comply with current standards, but also to achieve the reduction goals that we have set ourselves within the framework of our Comprehensive Water Savings and Efficient Use Policy.



Savings

We set ourselves the goal of reducing average water consumption by 20% in our operational activities.

In 2022, we reduced water consumption by 21% through the use of treated produced water and rainwater.

2023 goals:

TCFD
GRI: 3-3/11.1.1/11.2.1/11.3.1.



Neutralize 50% of emissions through carbon credits (annual average).



Start-up the solar farm at block CPE6.

Water collection by supply source (m³/year) ¹⁶

SASB: EM-EP-140A.1 / EM-EP-140A.2
GRI: 303-3 / 11.6.4 CSA: 2, 3, 4

	2020	2021	2022
Total water demand in Colombia	260,832	264,570	248,940
Groundwater	185,619	176,518	157,593
Surface water	61,922	81,099	79,807
Water supply system	7,789	5,086	6,842
Other	5,502	1,867	4,698
Total water demand in Ecuador	0	421	17,086¹⁷

Total water consumption by type of use

SASB: EM-EP140A.1/ EM-EP-140A.2
GRI: 303-5 / 11.6.6
CSA: 2, 3, 4

Country	Use	2020		2021		2022	
		(m3/year)	%	(m3/year)	%	(m3/year)	%
Colombia	Industrial	100,597	39	55,070	21	59,695	24
	Household	160,234	61	209,500	79	189,245	76
Ecuador	Industrial	0	0	215	100	11,547	100

¹⁶ As of 2021, figures from Peru are not included because the blocks are in relinquished process.

¹⁷ Water collected from surface sources.

Reuse

By 2022, Frontera eliminated all its water discharge permits to surface water sources (rivers, streams, and others).

Our efficient water resource strategy includes the development of the **SAARA project (Water use for agricultural reuse system)**, formulated under the principles of sustainability and within the framework of the circular economy model as a basis for its operational development.

2021-2023 management:

2021

Assessment of the feasibility of SAARA

Projected processing capacity of 125,000 barrels of water per day.

Scope perspective: irrigation of 3,000 hectares of oil palm crops adjacent to the operation.

With the SAARA project, we plan to reduce our energy consumption in the process of sustainable produced water management, have a positive impact on the development and production of oil palm crops through permanent water resource assurance all year round on cultivated fields, and create employment opportunities in palm crops for communities in the operational environment:

2022

Plant preparation to start up the system and be able to manage 125,000 barrels of water per day by 2023.

Start tests with water from the Rubiales and Quifa fields for the preparation of operation of 125,000 barrels of water per day, starting in January 2023.

Preparation of the first phase of activation of palm crop irrigation for 410 hectares of sown field.

01 Ensure water permanently to adjacent crops

Environmental social contribution

02 Decrease energy use in sustainable water management

Sustainable water management

03 Creation of local employment

Reduction of carbon footprint



Wastewater generation (m³/year)¹⁸

SASB: EMP-EP-140A.2
GRI: 303-4 / 11.6.5

	2020	2021	2022
Colombia			
Industrial	7,056	42,865	1,419,414
National	107,169	125,768	124,420
Ecuador			
National	0	157	3,751

Water discharged in all areas by category (megaliters)

GRI: 303-4 / 11.6.5
SASB: EM-EP-140a.2

	2021	2022
Fresh water (total dissolved solids ≤ 1000 mg/l)	0 ¹⁹	0

¹⁸As of 2021, figures from Peru are not included because the blocks are in relinquished process.
¹⁹In 2021, 18 mg/l were reported discharged to fresh water; however, after verification of the event and impact, it was observed to be 0 mg/l. This restatement data does not imply any economic or socio-environmental impact on the company's operation.

In 2022, we had two incidents of produced water discharge, but this did not result in risks or impacts to the environment or people. These incidents were managed in a timely manner; appropriate mitigation actions were carried out and permanently monitored after the event. The efficient tracking and management of these incidents is evidence of the sensitivity of our monitoring in relation to this issue.



We conduct a comprehensive biological and physico-chemical treatment of water from operations. We also make sure that the companies working with us comply with this parameter.

2023 goals:

GRI: 3-3/11.6.1

-  Maintain or reduce average water consumption.
-  Recirculate 15% of the water required in the operational activities.
-  Manage 125 KBWPD through SAARA.

Life and ecosystems

MATERIAL ISSUE: LIFE AND ECOSYSTEMS

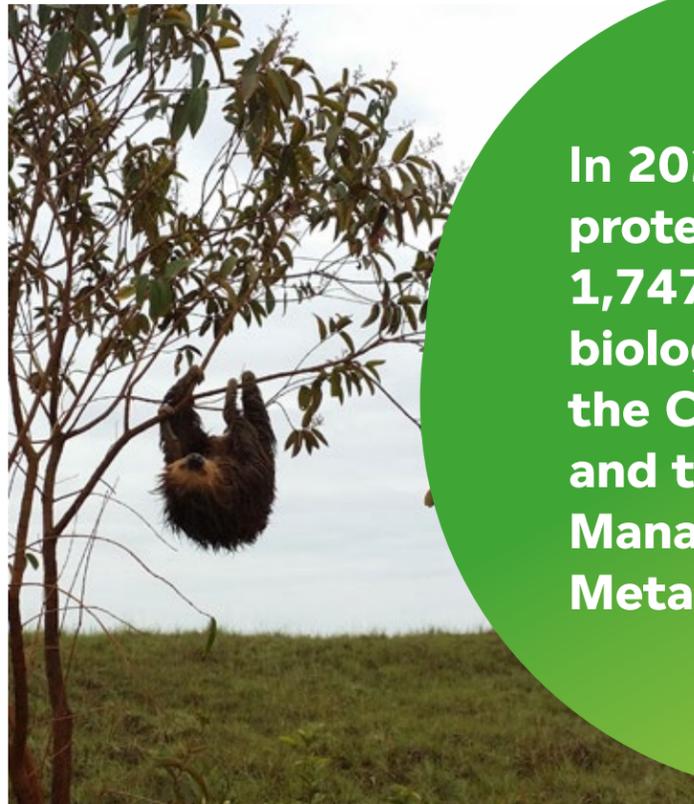
SASB: EM-EP-160A.1 / EM-EP-160A.3 / EM-MD160A.1

GRI: 3-3 / 11.4.1 / 304-1 / 11.4.2 / 304-2 / 11.4.3 / 304-3 / 11.4.4 / 304-4 / 11.4.5

SDG: 12 / 15

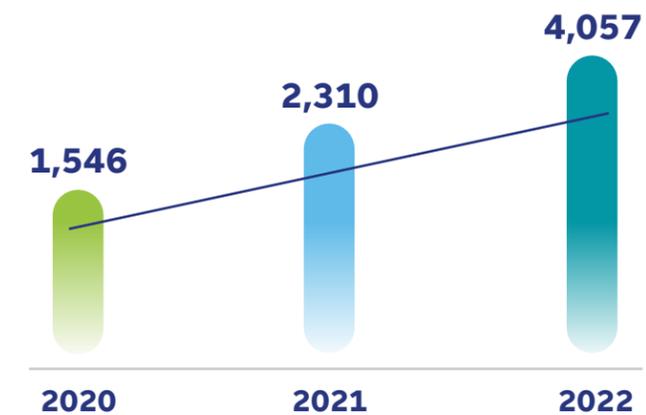
UNGC: Principles 7 / 8 / 9

Biodiversity provides a wide range of ecosystem services that contribute to human well-being and economic development. At Frontera, we believe that the responsible management of our operations may contribute to protect and preserve biodiversity by working with local authorities and implementing reforestation projects, the purchase of sites for preservation of continuous plant mass, and passive and/or active restoration processes. In addition, we carry out different actions of recovery, promotion, and preservation of headwaters.



In 2022, we managed to protect and preserve 1,747 hectares in biological corridors of the Casanare department and the Serranía de Manacacías region in the Meta department.

Preserved and conserved areas (ha)²⁰



Areas reforested and restored (ha)

Life and ecosystems	2021	2022
Number of reforested and restored hectares	764	1,747
Number of hectares where maintenance was carried out	783	698.6

In 2022, we increased reforested and restored hectares by 129%. As part of our strategic plan, we have conducted negotiations with Natural Parks (Serranía de Manacacías and Alto de Fragua) and other protected natural areas to support the development of these parks

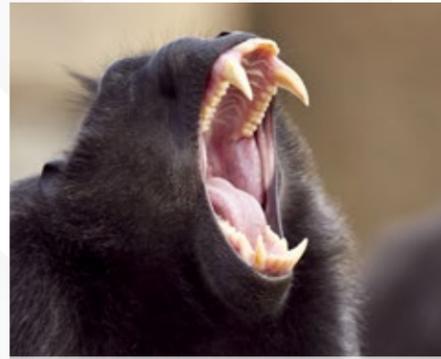
²⁰ Mandatory reforestation. Reforestation data are cumulative.

In compliance with our environmental strategy implemented in the Life and ecosystems program, we have worked for the establishment of biological corridors in Casanare and Meta, seeking the care and preservation of the four (4) umbrella species, which are emblematic of these areas of operation:



Lowland tapir

Image by vladimircech on freepik



Howler monkey

Image by wirestock on Freepik



Giant river otter

Image by vladimircech on freepik



Jaguar

Image by vladimircech on freepik

We understand that these types of umbrella species require large areas of land to survive naturally, so we have gradually increased the hectares of preserved areas to generate a significant impact on their natural development. Besides, we are stimulating the pollination and reception of other species of fauna and flora in these hectares.

Our great challenge is to design and implement sustainable land use projects on the sites of watershed subzones of the operation areas as well as with Civil Society Nature Reserves, so that these projects favor the connectivity of forest fragments in Casanare and Meta to contribute to the protection, mobility, and reproduction of umbrella species in the area.

Incident management

GRI: 403-2 /11.9.3
SASB: EM-EP-160A.2 / EM-MD-540A.1

In order to be prepared for any disruptive event, we frequently perform a specific analysis and review of the risks that may arise during normal business operations, considering potential effects of natural and anthropic phenomena, whether intentional or not, as well as the operational causes that lead to potential incidents, due to the operational and technical complexity associated with the handling of hazardous substances (Oil and Gas) with high pressure, as well as the geographic range with sensitive environments.

At Frontera, under the Enterprise Risk Management (ERM) methodology, we identify, assess, mitigate and monitor the risks, and manage all opportunities and risk in a systematic manner. Meanwhile, through the Incident Management System (IMS), we implement relevant plans for the mitigation of these events in all their phases.

We have set ourselves the challenge of improving our management of unrecorded spills different from the oil spills that are precursors of an environmental impact, tracking those ones and not only crude oil spills.

2021 2021 2020

Goal	Performance	Percentage improvement
10	3	70%
3	2	67%
2	0	100%

2023 goals:

GRI: 3-3/11.4.1



Preserve 1,000 new hectares of biological corridors in Casanare and Meta to protect 4 representative mammal species.



Protect, restore, and maintain cumulative 5,057 hectares.

Responsible consumption and production

MATERIAL ISSUE: RESPONSIBLE CONSUMPTION AND PRODUCTION

GRI: 306-1 / 11.5.2 / 306-2 / 11.5.3 / 306-3 / 11.5.4 / 306-4 / 11.5.5 / 306-5 / 11.5.6 / 3-3 / 11.5.1

UNGC: Principles 7 / 8 / 9

SDG: 12

Given the dynamics of the environment, global energy demand is expected to triple or even quadruple by 2050. In the short and medium term, a significant part of this demand will have to be covered with oil or gas, as bridging fuels for the energy transition. For this reason, at Frontera, we remain committed to contributing to the needs of this demand and do it in the best possible way, leaving a positive impact on people and the environment.

At Frontera, we want to promote the circular economy as the economic model on which our operations are based.

In 2022, we set out to consolidate knowledge about the circular economy following the implementation of three training modules open to all employees, with the participation of an average of 158 people; and we have moved forward in our efforts to extend the life cycle of the resources we use in our operations and give economic value to our waste. Within the framework of our Responsible consumption and production program, we have managed to reuse 17% of solid waste. We mapped the sources of all the waste we generate and undertook the search for allies and initiatives for its proper management in the following years; in this way, we may increase our rate of reuse and recycling.

Managed waste (tons)²²

GRI: 306-3

	Location	2020	2021	2022
Hazardous waste: includes batteries, grease, oil filters, paint, solvents, used oil, and others	Colombia	3,700	61,432	9,037
	Peru	8	0	0
	Ecuador	0	2,141	27,152
Ordinary or inert waste	Colombia	439	654	1,350
Organic waste: food scraps	Colombia	434	534	963
Recyclable materials	Colombia	86	36	107
Materials reused to generate biodiesel	Colombia	0.8	0	1.06
Household inorganic: plastic, cardboard, paper, cans, glass, ceramics, and consumer product packaging in general	Ecuador	0	5.9	65.06

²² As of 2021, figures from Peru are not included as the Company is in the process of exiting Peru.



2023 goals:

GRI: 306-4/11.5.5



Reuse at least 17% of solid waste sent for final disposal.



Design the circular economy plan, focused on two aspects (1) education in circular economy and (2) identification of circular economy opportunities (Frontera LAB).

Environmental compliance

GRI: 304-1 / 11.4.2 / 304-2 / 11.4.3 / 304-4 / 11.4.5

In 2022, we continued to strengthen our efforts to timely comply with environmental standards.

	2021 Goal	2021 performance	2021 Goal	2022 performance
Number of requirements filed with the National Environmental Licensing Authority (ANLA) that evidence our management and compliance with obligations	4,099	4,003	2,682	3,039
Number of ANLA follow-up visits ²³	42	42	48	48
Number of oral meetings ²³	37	37	56	56
Number of environmental compliance reports (ICAS) filed	90	90	79	79
Number of requirements declared as met in follow-up records and minutes ²³	2,243	2,243	2,884	2,884
Number of internal findings closed	212	148	62	63

Ecuador

In 2021, we expanded our operation to Ecuador and, in 2022, we carried out the exploration of 3 wells in a manner that is responsible with the environment and communities. This was confirmed by obtaining certifications for quality (ISO 9001), environmental management (ISO 4001), and occupational health and safety (ISO 45001).

Additionally, we increased our operational performance, achieving production peaks of 838 barrels/day²⁴. Although no significant incidents occurred, nor did any climate-related risks materialize, we set ourselves the goal of improving our Environmental Management Plan and assessing it through audits submitted to the Ministry of Environment. The following are some challenges of our operations in Ecuador:

²⁴ Consisting of 838 bbl/d of light and medium crude oil.

²³ There is no annual management goal for the number of ANLA follow-up visits, oral meetings and the number of requirements declared as met in follow-up records and minutes. The schedules established during the year with the authority are complied with.



Create a stronger environmental management system that allows us to respond to operational growth in Ecuador.



Create a baseline of consumption of natural resources, in order to find opportunities for improvement that guarantee our operational excellence.



Use internal platforms implemented in Colombia for the monitoring, management, and assessment of environmental information.



Puerto Bahía²⁵

In 2022, we began an alignment plan to ensure that Frontera’s ESG principles permeate Puerto Bahía’s sustainability strategy.

Regarding the environment in Puerto Bahía, based on the performance assessment carried out under the Environmental Management System (EMS) certified by ISO 14001, in 2022, we carried out actions that give account of our commitment and that of our subsidiaries to properly manage environmental issues, and continue to advance our effort for a greener and cleaner planet.

²⁵ Sociedad Portuaria Puerto Bahía, a midstream subsidiary of Frontera, has been the vehicle to guarantee part of our hydrocarbon exports.

2022 performance:

- We successfully implemented environmental quality monitoring (physical, chemical, bacteriological, fauna, flora, forestry, etc.) within the framework of current regulations, demonstrating that the operation in Puerto Bahía was carried out with the best standards and that any resulting impact was mitigated.
- Zero requirements filed with the National Environmental Licensing Authority (ANLA)
- Zero significant oil spill events below 1 as per the TRIR, on the land and in the water.
- A 10% reduction in greenhouse gas (GHG) emissions at the port, thanks to:
 - Control of energy consumption
 - Improvement in waste management
 - Waste water treatment strategy
 - Decrease in biochemical oxygen demand (BOD) and chemical oxygen demand (COD) in treated water
- Successful compliance with environmental standards since 2010 without environmental fines or sanctions.
- Utilization of 95% of hazardous waste generated at the port, which were used in energy processes of the cement industry.

In 2022, we demonstrated that Sociedad Portuaria Puerto Bahía does not generate effects on the ecosystem.

2023 goals

GRI: 3-3



Guarantee the protection and preservation of biodiversity through ecosystem impact projects for the area of influence (Cartagena Bay, Honda Bay, and Dique canal).



Target carbon neutral port operation in the medium term through energy efficiency projects and rational use of natural resources to mitigate GHG emissions, as well as projects that promote CO2 capture and compensation strategies to unavoidable emissions.

04

**We promote diversity
and contribute to
social progress and
inclusive development**

People are our most important asset. Therefore, building and maintaining strong relationships with our employees and the communities in our environment is essential to ensure exceptional performance in the operation and especially to contribute towards the sustainable development of the business and the territories where we operate.

We generate quality, inclusive and transformative employment

MATERIAL ISSUE: DIVERSITY, EQUITY AND INCLUSION, AND HUMAN TALENT MANAGEMENT
 GRI: 2-23 / 2-25 / 3-3 / 11.9.1 / 11.11.1
 SDG: 3 / 5 / 8
 CSA: 1.2
 UNGC: PRINCIPLES 1 / 6

2022 Performance:



- We were recognized as one of the top 20 companies to work at in Colombia in 2022, according to Great Place To Work in the category of 300 to 1,000 employees.



- We received the Friendly Biz Corporate "Friendly Establishment" certification granted by the Colombian LGBT Chamber of Merchants as evidence that, in Frontera, we respect and promote sexual orientation diversity in the work environment.



We know and evaluate the impact of our business on our employees and their families, and for this reason, we strive to generate quality jobs that guarantee the protection of life, well-being, balance between personal and professional life, the constant development of competencies, and the strengthening of skills such as leadership in our employees; all while giving continuity to the business through the materialization of relevant succession plans that are connected to our corporate values strategic positions and in the attraction and retention of the best talent.

We know that our actions reflect our decisions, and that is why we are constantly working to make the oil and gas industry a diverse, equitable, and inclusive industry ensuring equal access to opportunities, and good treatment based on respect for the rights of all people.

We build strong and fair relationships with the aim of working articulately towards achieving business objectives and the construction of a better society.

Diversity, equity and inclusion

GRI: 3-3 / 405-2 / 11.11.1 / 11.11.6
 SDG: 5
 UNGC: PRINCIPLE 6
 CSA: 1.2



We advance in the appropriation of a diverse, equitable and inclusive (DEI) culture among our employees, and want this to also be alive in the relationships with our suppliers, contractors and other stakeholders

In 2021 and 2022 we adjusted our human talent processes to ensure a culture experience that promotes diversity, equity and inclusion, as well as practices for the promotion of discrimination-free and harassment free work environments, both with employees and other stakeholders, and boost productivity and relationship benefits by integrating diversity into the Company.

We work to eliminate conscious and unconscious gender biases, and to correct behaviors that limit a full and open exchange of ideas, and the development of each individual's potential.

We join internal efforts with different entities to strengthen diversity and inclusion, and the quality of life of our employees through spaces of dialogue, recreation and by designing guidelines that favor the balance of work and personal life while enhancing physical and mental well-being.

Cultural transformation program

Together with Corewoman²⁶, we developed this program to promote diversity, equity and inclusion focusing on gender within the Company's Culture and Leadership Model.

Program implementation in 2022 focused on three components:

01. Awareness-raising and training: implementation of training spaces for employees on issues such as the removal of internal barriers to women's empowerment. This training process involved 35 employees.



02. Diagnosis: identification of unconscious biases and barriers present in Frontera around gender equity through a survey applied to 772 employees.



03. Structuring the action plan: designing a roadmap for the implementation of actions that contribute to closing cultural gaps in terms of diversity, equity and inclusion. An example of this was structuring the contractor labor annex that promotes culture diversity, equity and inclusion based on addressing issues such as workplace sexual harassment, and human rights in the development of employees who are part of the contracting companies.



²⁶ A firm that specializes in carrying out applied, gender-focused research, using quantitative, qualitative, and artificial intelligence methodologies.



Diversity, equity and inclusion committee

In 2022, we established a Diversity, Equity and Inclusion Committee, which is composed of 17 members elected by vote among our employees and aims to ensure compliance and implementation of Frontera's diversity, equity and inclusion policy, in addition to promoting different initiatives that strengthen the DEI culture and the relationship with the different internal and external interest groups under this premise.

Metrics associated with diversity and equity

GRI 405-2 / 11.11.6

We evaluate management through logs that account for our annual progress and we monitor indicators that allow us to know our performance in relation to compliance with the wage policy, where remuneration is established by position, roles and merit, regardless of gender.

Our wage segregation performance is highly competitive in the hydrocarbon industry.



GRI: 11.11.1 / 11.11.5
CSA: 3.2.2

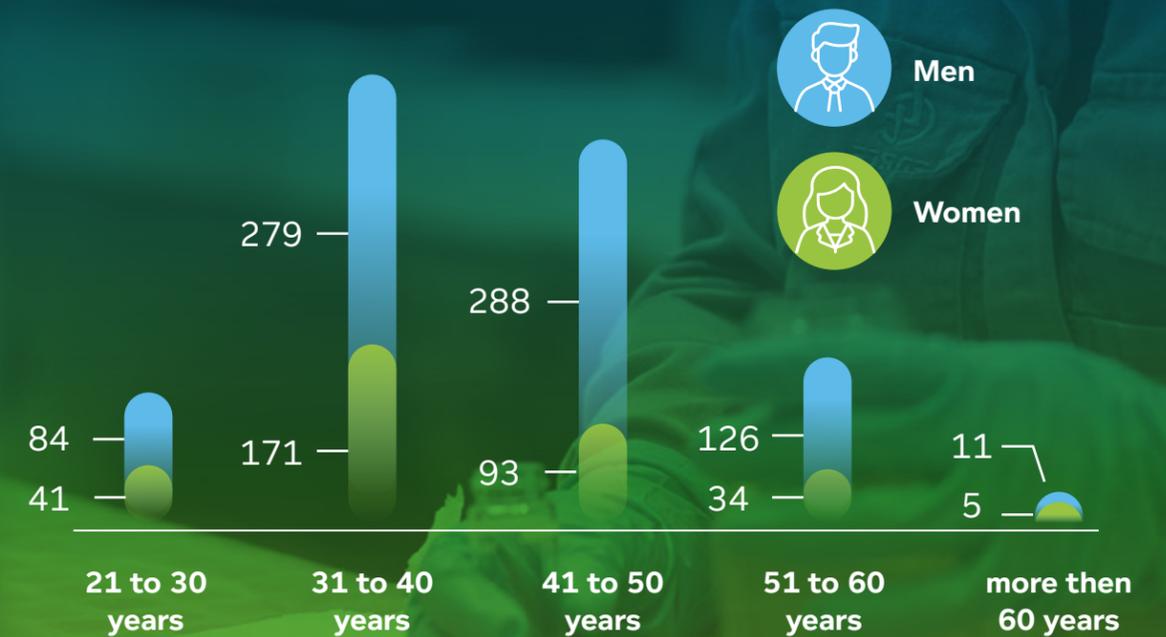


GRI: 405-1 / 11.11.5
CSA: 3.2.2

Proportion of women in the workforce	2020	2021	2022
Proportion of women in total staff (as percentage of total staff)	31%	32%	30%
Proportion of women in all management positions, including junior, middle and senior management (as a percentage of total management positions)	29%	30%	27%
Proportion of women in junior management positions, including the first management level (as a percentage of total junior positions)	34%	36%	36%
Proportion of women in senior management positions, maximum at two levels from executive director (as a percentage of all senior management positions)	13%	22%	21%
Proportion of women in managerial positions in income-generating functions (as a percentage of total directors)	7%	11%	11%
Proportion of women in science, technology, engineering and mathematics positions (STEM) (as a percentage of total STEM positions)	39%	38%	38%

Regarding generational diversity, 73.4% of our employees are between 31 and 50 years old, 15.5% are over 50 years old and 11% are under 30 years old. In addition, 49.7% of women at Frontera are between the ages of 31 and 40, followed by 27% between the ages of 41 and 50.

Number of employees by age and gender in 2022



We attract and retain the best talent

We methodically follow the processes we have established to attract and incorporate the right people to perform the vacant roles in the business, offering them competitive and valuable opportunities for their professional and personal development. This, added to our Culture and Organizational Leadership Model leverages the retention and development strategy.

GRI: 2-7 / 202-2 / 405-1 / 11.11.2 / 11.11.5
CSA

Number of people by type of employment contract and gender ²⁷	Gender	Type of contract			Locations:		Total employed by gender
		Payroll	Temporary	Interns	Colombia	Other countries (Canada, Ecuador and Peru) ²⁸	
2020	Women	321	9	32	296	25	321
	Men	722	49	28	675	47	722
2021	Women	317	13	28	306	11	317
	Men	766	39	33	749	17	766
2022	Women	278	28	55	331	12	343
	Men	577	73	29	765	24	789

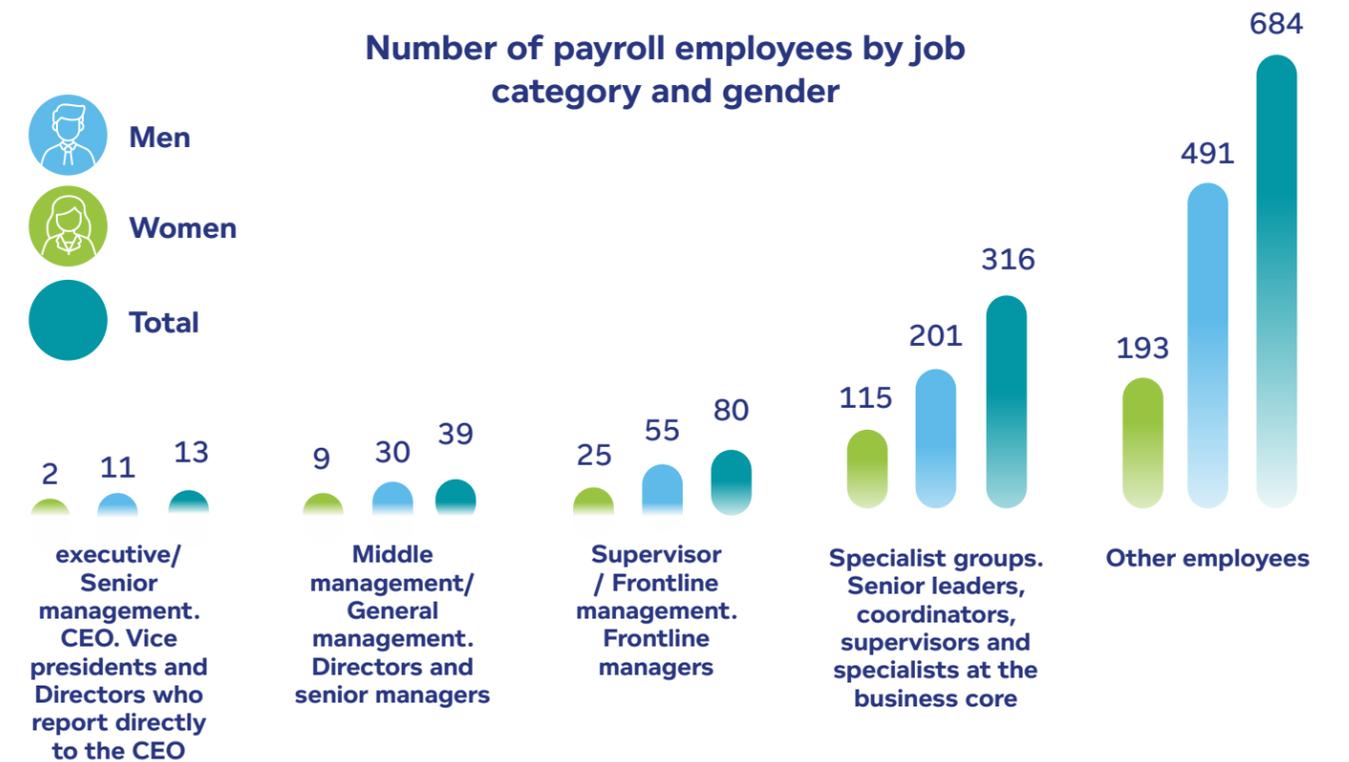
²⁷ The data includes employees of Puerto Bahia, a midstream subsidiary of Frontera.
²⁸ The data does not include employees of CGX Energy Inc. ("CGX"), a subsidiary of Frontera in Guyana, are not included. As of December 31, 2022, CGX had 62 employees, with 14 located in the United States of America, 1 in Canada and 47 in Guyana.

GRI: 401-1 / 11.10.2
CSA

	New hires	2020	2021	2022
Total number of people		73	160	112
Total percentage of the payroll		7%	15%	10%

In 2022, the total number of payroll employees increased by 4.5% compared to 2021. 96.8% of our employees are located in Colombia.

GRI: 2-7/ 202-2/405-1/11.11.2 / 11.11.5



60.4% of the payroll corresponds to employees in the job category of "Other employees," followed by 27.9% of employees categorized as "specialists / senior Leaders / coordinators / supervisors and specialists related to the core of the business."

We offer valuable work experience

We know that the interconnection and coherence between purpose - passion, doing and thinking - is essential for the development and growth of our employees.

To ensure we meet these expectations and offer differential opportunities for the talent we attract, we have designed our Retention Strategy considering four factors of value for our employees and maintaining our competitive position in the labor market.

01

Culture and Leadership Model: we act according to our values and a solid cultural model based on propositional leadership where we promote diversity, equity and inclusion, and results-oriented teamwork.

02

Professional and personal development: we offer opportunities for training, innovation and constant growth.

04

Competitive compensation: we ensure wage equity and value our talent by offering an attractive compensation package that follows best work practices.

Value proposal

03

Integral well-being and flexibility: we seek a work and personal life balance for each of our employees. We are operating under a hybrid working model which implies a one-to-one relationship to understand the moments of life, and provide health, safety and well-being for all.

We promote the professional and personal development of our talent

GRI: 404-1 / 11.11.4 / 11.10.6
CSA

At Frontera, we promote continuous improvement, development and strengthening of competencies. In 2022, we achieved a total of 31,902 hours of training at the Corporate University as part of our Competency Development Model 70/20/10.

Canada, Colombia, Ecuador and Peru	2020	2021	2022
Total number of training hours	53,375	30,360	31,902
Number of in-person and remote training hours²⁹	42,096	23,258	25,530
Number of hours of virtual training	11,297	5,608	6,372
Number of people trained	817	797	855
Number of training hours: average per person (percentage)	65%	38%	37%
Percentage of coverage	100%	95%	96%
Total investment (USD)	\$426,400	\$209,839	\$530,043
Average investment in training per employee (USD)	\$522	\$263	\$620

²⁹The training hours in 2020 and 2021 were delivered remotely due to the confinements under COVID-19. For 2022, training processes continued to be delivered remotely and in person, thanks to the hybrid work model adopted by Frontera. The restatement data doesn't imply economic or social-environmental impact to the Company's operation.

We increased the investment dedicated to employee training and training processes by 152%, showing our commitment to personal and professional development.

Average training hours by job category and gender

Employment category / Gender	2020		2021		2022	
						
Executive / Senior management	5	4	10	8	15	17
Middle management / General management	22	37	20	20	7	33
Supervisor / First line management	36	64	38	32	45	38
Specialist groups	49	68	33	35	40	47
Other employees	45	82	36	40	30	35



We increased the mean employee training hours employees

Your Path at Frontera

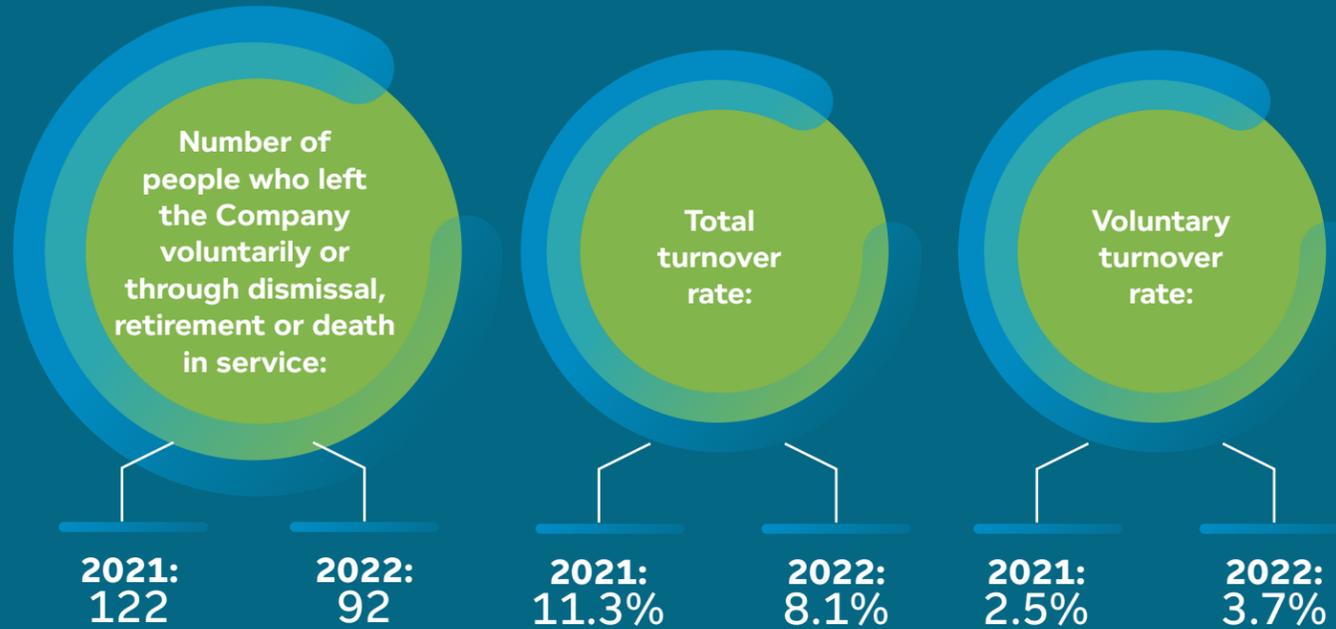
GRI: 405-1 / 404-2 / 11.10.7

As part of the development and strengthening of competencies and skills, we continue to implement the "Your Path at Frontera" program, through which temporary assignments are offered³⁰ in all Company job profiles.

Movements and promotions by gender

Number of people by gender and movement	Gender	Horizontal movements	Temporary assignments	Promotions
2020		27	0	14
		31	0	21
2021		3	4	19
		24	3	25
2022		3	5	38
		11	49	58

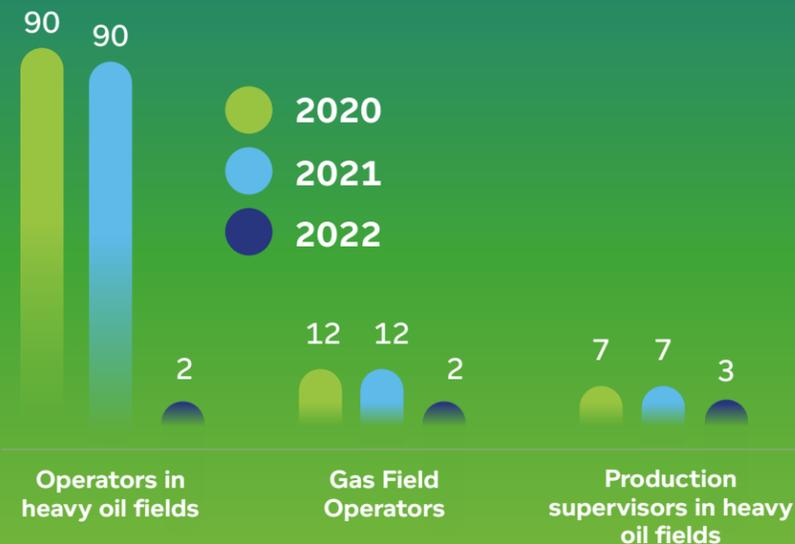
³⁰ The temporary assignment has a salary impact and once it ends, there is a commitment to return the employee to their original position.



Technical career of operators

In 2022, within the framework of the Technical Operator Career program, we began levelling basic competencies to structure the foundation for closing gaps. Thanks to this program, we strengthen the skills of our operators in the field to play their role in a timely, safe, reliable and ethical manner.

Number of people assessed in technical skills



Performance reviews

CSA

In 2022, we continued to follow our six-phase Performance Model, used annually to set goals, periodically review progress performance, and to strengthen corporate performance calibration and feedback processes.

Number of employees who received performance evaluations

GRI: 404-3

Job category	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Executive / Senior management	2	6	2	6	2	4
Middle management / General management	4	21	5	21	6	27
Supervisor / First line management	27	51	25	49	25	55
Specialist groups	77	158	86	155	107	157
Other employees	146	327	137	311	137	327
Total	256	563	255	542	277	570

We live the Culture and Leadership Model

Our Culture and Leadership Model, based on our values, is the basis for building strong, ethical and transparent relationships with different stakeholders, and is the center of all strategies we implement, being the mainstay of our actions and decisions.

GRI: 11.7.3 / 404-2
CSA

Self Awareness

- Emotional intelligence
- Conflict management
- Caring consciousness

Empower

- Agile culture
- Be accountable
- Proactivity facing change
- Act as owner

Results-Oriented

- Orientation to results
- Decisions making
- Strategic vision

Value

- Diversity and inclusion
- Assertive communication
- Collaborative work

I AM
FRONTERA
I LEAD BY
EXAMPLE

- Integrity
- Commitment
- Respect
- Sustainability



Industrial relations / freedom of association³¹

GRI: 2-30
UNGC: PRINCIPLE 3
CSA

Following our Culture Model, at Frontera we lead by example, ensuring strength, communication and attention to the interests of our employees, and the organizations that represent them; promoting respect for workers' rights and the labour welfare of both direct staff and human capital who - through their connections with third parties - provide services to the Company, seeking to improve their working conditions under strict compliance with the applicable laws in each country where we operate.

In view of this protection and commitment to labour rights, we promote the right of association as a basic principle for the alignment of actions and policies, within the framework of respect and transparency for the affiliation and non-affiliation to the different trade union organizations present in Frontera, which are, Unión de Trabajadores de la Industria Petrolera

y Energética de Colombia - UTIPEC, and the Unión Sindical Obrera - USO.

By 2022, 88% of our direct employees had coverage of the benefits and rights enshrined in the Collective Labour Agreement (CCT, for its acronym) signed with the majority trade union organization UTIPEC³² on April 1, 2019, valid until 2025. In addition, after two years of the CCT being in force, the Company negotiated the improvement of working conditions for its employees in its dialogs with the trade union, related to the annual salary increase, in the value of welfare assistance, extra-legal holiday payment - but encouraging the enjoyment of these conditions as a premise of the employee's effective rest - Christmas bonus, educational assistance for employees, improvement of loans, among others.

³¹ The data presented are rounded.

³² UTIPEC is an alternative trade union organization of the Colombian energy sector, affiliated to the CGT (General Labor Confederation).

	2020	2021	2022
Percentage of unionized employees in UTIPEC / total employees	83%	82%	88%
Percentage of employees excluded by the CCT / total employees ³³	17%	18%	3%
Percentage of employees unionized with USO / total employees	8%	7%	5% ³⁴

Likewise, during 2022, Frontera defined the labor dispute with USO, resulting in the definition of the arbitration award with the trade union organization through the relevant process, establishing the framework governing labour relations between the members of the trade union and the Company.

Regarding the process of ensuring compliance with labor and welfare obligations, both those stipulated by law and those determined in our policies and collective agreements, Frontera continued implementing and executing labor and public employment service audits aimed at contractors and subcontractors commercially

linked to the Company; seeking to constantly improve relations with companies and their employees, as well as the respect for their labor rights³⁵.

In a collaboration between the trade union organization UTIPEC, the contractors and subcontractors, and the Company; we have managed to address the various labor claims raised by the communities, their representatives and workers; improving communications, responses and conditions, resulting in reduced inquiries and complaints associated with labor issues, while showing our commitment to comply with the agreements reached.

Inquiry and complaint management

	2020	2021	2022
Total number of questions and complaints	548	352	340
Number of questions and complaints resolved	428	158	109
Number of questions and complaints ongoing	120	194	231

³³ Signing the Collective Labour Agreement between UTIPEC and Frontera implies that certain positions are excluded from application by express provision.

³⁴ Employees affiliated to USO are also affiliated to UTIPEC.

³⁵ The subchapter "We promote and mobilize the local economy", which deals with the material issue of Responsible supply chain management, this management is discussed in greater depth.

In 2022 in Ecuador, 34 petitions, complaints and claims were processed efficiently and in accordance with standard resolution times.

We have a ZERO tolerance policy for any form of workplace sexual harassment; therefore, we promote and urge direct employees and contractors to promote safe and professional environments, in which we promote diversity, inclusion, and actions to eradicate these kinds of situations; including this premise as an obligation within the Labor Annex; therefore employees of contracting companies should take the virtual course "Promoting Healthy Environments," a program that is within the entry requirements, before initiating Company field work, .



Likewise, we promote meetings with different oil operators in the country, in order to find opportunities for improvement and best practices in the relationship with communities and trade union organizations.

We provide comprehensive wellness and flexibility

GRI: 401-2 / 11.10.3
CSA

To develop actions that comply with our value proposition we carried out actions in 2022 aimed at protecting the physical and mental health of our employees.

- Sports and leisure activities with trainers in the field
- Recreational practices to reduce stress levels in field employees
- Spaces for integration with families.
- Implementation of the Recognition Program for employees who have been with Frontera for more than 15 years.
- Labor flexibility under a hybrid work scheme for specific positions.

Our wellness activities covered 100% of employees



The daily experience of our Culture and Leadership Model has been the basis for continuing to build a working environment where all employees feel at ease at Frontera.

Well-being perception Indicators	2019	2021	2022
Perception percentages work-life balance	75%	84%	84%
Fair and respectful treatment perception percentage	95%	95%	96%

We offer a competitive compensation package

In addition to offering competitive salaries, we are sure that the well-being of our employees implies additional efforts that contribute not only to their financial, but comprehensive peace of mind.

Social benefits

Life insurance

Policy with coverage for each employee in all countries.

Health insurance

Medical insurance services for 100% of employees in all countries of operation. In Colombia we offer prepaid medicine service through Colsanitas or Sura, in Canada we do it through Manulife, and in Ecuador through BMI.

Disability and/or impairment insurance

Within the scope of the life policy, 100% of employees are covered for disability and/or long-term disability.

Maternity and paternity leave

Maternity: Colombia: 18 weeks / Possibility to work 100% remotely until the baby is 6 months old / Canada: 50 or 76 weeks / Salary Top-Up of 12 weeks / Ecuador: 12 weeks.
Paternity Leave: Colombia: 2 weeks / Canada: 40 or 69 weeks (shared between parents) / Ecuador: 10 days.
In 2022, 23 employees enjoyed these benefits.

Contributory savings programme

Contribution of up to 7% of the employee's monthly salary to a voluntary pension fund in which the company contributes 100% of the employee's contribution.

WE PROMOTE DIVERSITY AND CONTRIBUTE TO SOCIAL PROGRESS AND INCLUSIVE DEVELOPMENT



2023 goals

GRI: 3-3/11.11.1

- ✓ Improve performance on diversity, equity and inclusion indicators.
- ✓ Improve Great Place to Work results towards the 'excellence' category.

Health and safety at work³⁶

MATERIAL ISSUE: HEALTH AND SAFETY AT WORK
 GRI: 3-3 / 11.9.1 / 403-1 / 11.9.2 / 403-3 / 11.9.4
 SASB: EM-EP-320A.2
 SDG: 3

2022 Performance:

-  We achieved a 0.82³⁷ TRIR, our best performance in recent years.
-  We maintained a **zero fatality rate** in our operations.
-  Our HSEQ management was recognized by the Colombian Safety Council who acknowledged us with the "Honoris Esmeralda" in the continuous improvement category of the industrial safety management system and environmental management.
-  We obtained certifications under ISO 9001, ISO 14001 and ISO 45001 in our operations in Ecuador.
-  We obtained certification under ISO 39001:2012 for our internal and external transportation operations of hydrocarbons, fluid, dry cargo and transportation of people in Colombia.
-  We recertify operations in Colombia under ISO 9001, ISO 14001 and ISO 45001 standards.
-  Our contractors earned an 85% performance rating in the internal HSEQ ranking that evaluates HSEQ leadership and results.

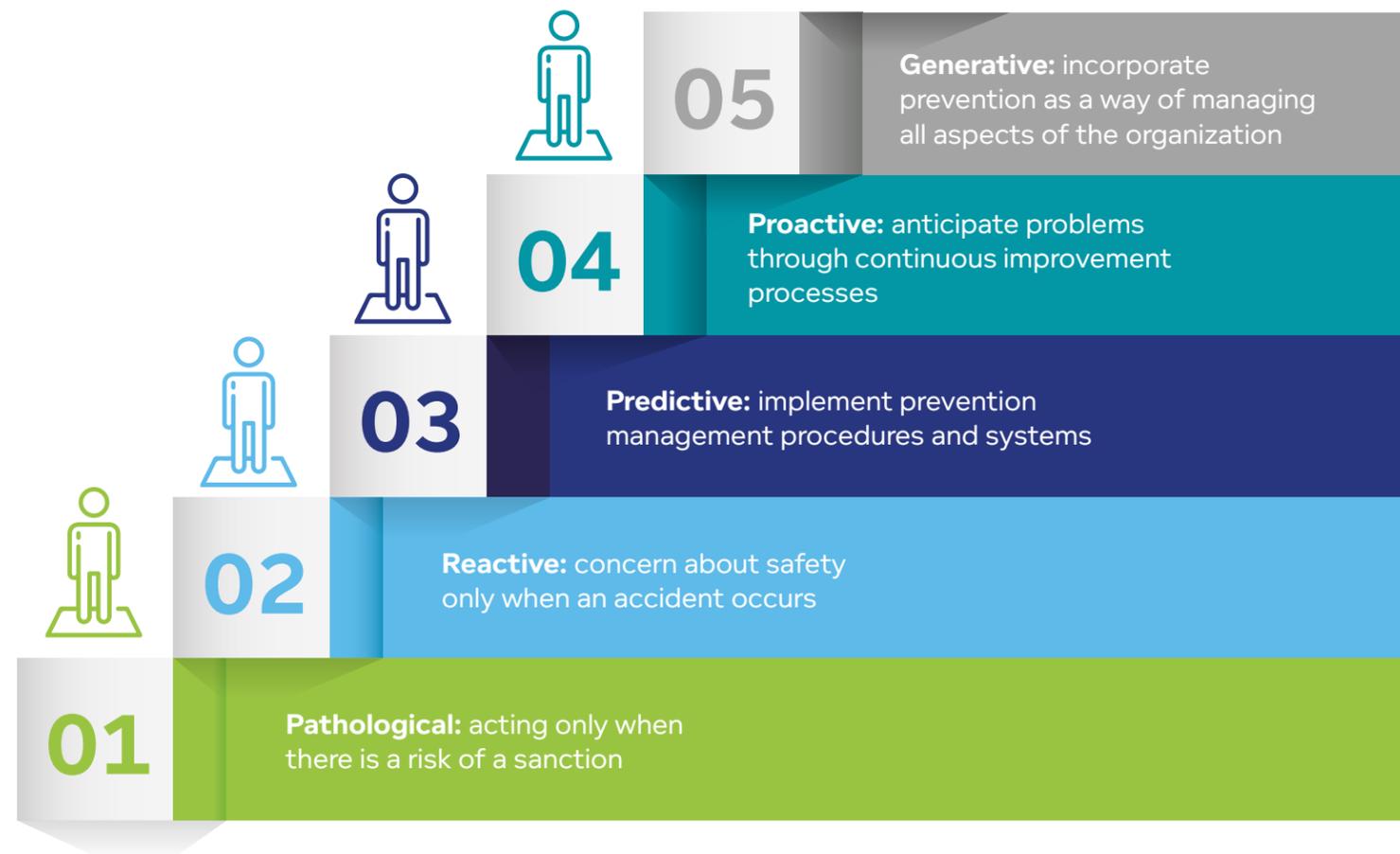
Life first

SASB: EM-EP-540a.2
 GRI: 403-4 / 11.9.5 / 403-5 / 11.9.6

Caring for life is a priority in our operations. We work hard to preserve and care for the lives of those involved in our oil and gas exploration and production activities. The health and safety of our employees and the environment are a priority that is part of our value proposition and our most important action, as evidenced by our HSEQ culture

measurement under the NOSACQ-50³⁸ standard (culture evaluation standard), which positioned us as a company with a proactive culture regarding the safety of those who work in our operations.

We have structured a work plan to ensure that we move ever closer to get a generative culture.



³⁸ Nordic Workplace Safety Climate Questionnaire to assess workplace safety.

³⁶ All figures include our operations in Colombia, Ecuador and Peru.
³⁷ The calculation of the TRIR includes direct Frontera employees and contractors.

SASB: EM-EP-320A.1 / EM-MD-540a.1
 GRI 403-8 / 403-9 / 11.9.9 / 11.9.10 / 403-10 / 11.9.4 / 11.9.11
 CSA

	2020			2021			2022		
	Goal	Performance	Percentage improvement	Goal	Performance	Percentage improvement	Goal	Performance	Percentage improvement
LTIFR. Frequency rate of injuries with loss of time or disability	0.32	0.7	0%	0.32	0.57	0%	0.32	0.46	12.28%
TRIR. Total rate of recordable incidents	1.7	1.7	16%	1.5	1.7	16%	1.4	0.82	41%
VIFR. Vehicle Incident frequency rate	0.1	0.1	0%	0.1	0.0	0%	0	0.05	0%

In 2022, we first evaluated the performance of our actions in light of the NOSACQ-50 score and Parker’s safety culture levels (2006).

Cultural indicators	Element	Score	Category
HSEQ culture measurement	01. Management commitment	3.27	Proactive
	02. Promotion of safety by management	3.23	Proactive
	03. Fair application of safety by management	3.19	Proactive
	04. Employees’ commitment to safety	3.4	Generative
	05. Safety as a priority for employees	3.21	Proactive
	06. Peer safety communication and trust	3.38	Generative
	07. Employees’ confidence in the effectiveness of the safety system	3.47	Generative

Our work plan includes three permanent phases of action and continuous improvement:

Phase 1. Strengthening technical skills and acknowledgment in face of safety awareness

Leadership indicators	2020	2021	2022
Transformative conversations: led by the manager on safety aspects	584	840	608
Management visits: guided safety tours led by the HSEQ manager to facilitate the management review of HSEQ aspects	271	262	404
Life-saving actions: responding to accident analysis and management visits	278	115	168



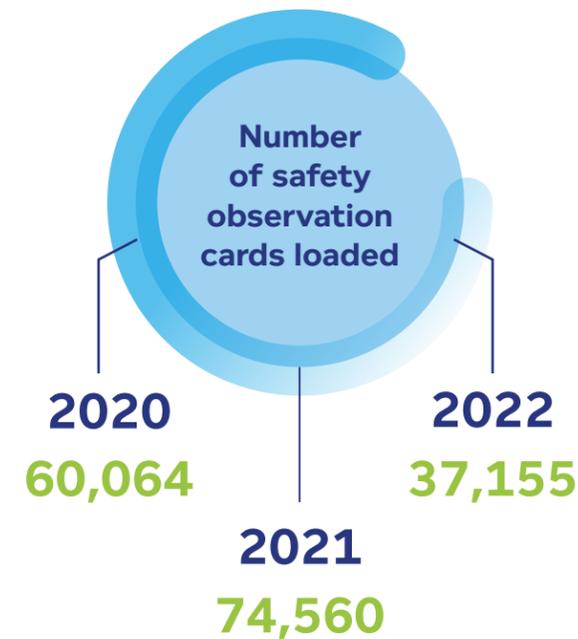
Skill strengthening indicators	2020	2021	2022
Executive / Senior management training hours	5	6	8
Number of people trained Executives / Senior management	2	3	4
Middle management / General management training hours	164	37	35
Number of people trained Middle management / General management	21	16	16
Supervisor / First line management training hours	1,388	241	283
Number of people trained Supervisor / First line management	73	55	60
Specialist groups training hours	6,791	2,115	1,691
Number of people trained Specialist groups	238	180	254
Other employees training hours	23,303	5,330	4,592
Number of people trained Other employees	491	345	459

Phase 2. Work control to ensure an effective appropriation of knowledge.

In 2021 and 2022, we implemented the work control plan in general and in the field, and in 2022 we evaluated the compliance of that field plan and obtained a score of 75%.

Phase 3. We encourage the appropriation of the HSEQ culture among contractors through the implementation of the HSEQ Control Annex that promotes HSEQ prevention, control and risk assessment practices in operations. We also evaluate the contractor performance in the process of appropriating Frontera’s HSEQ culture based on the quality of the observations they make.

Cultural indicators



Annex HSEQ Indicators	2020	2021	2022
Number of contractors who regularly recorded their actual and potential performance and impacts	153	171	197
Average Performance Ranking HSEQ Contractors	64%	78%	85%

In 2022, we carried out awareness-raising campaigns against the impacts of alcohol, tobacco and psychoactive substances on health, sensitizations that inform the diagnostic, prevention and intervention actions to be carried out in the coming years, among other actions that contribute to the Frontera Health Organization Model.

2023 goals

GRI: 3-3/11.9.1



To improve health and safety indicators by 10% (TRIR goal 0.74).



To demonstrate operational excellence through external recognition.

We are development partners

MATERIAL ISSUE: COMMUNITY COMMITMENT
 GRI: 3-3 / 11.15.1 / 413-1 / 11.15.2
 SASB: EM-EP-210B.1-EM-EP-210B.2
 UNGC: Principle 1,2

2022 Performance:



We invested USD 4.3 million dollars in the development of 218 projects to benefit over 73,100 people in the areas directly influenced by our operations in Colombia, Ecuador and Peru.



We implemented two initiatives within the framework of Women Mobilizers, one to mobilize indigenous women of the Sikuni ethnic group for the commercialization of handmade items, and another to close gaps in the role of hydrocarbon operation in the municipality of Puerto Gaitan.

Our actions are based on a full and comprehensive empathic understanding of our environment, so that our decisions ensure the well-being of all.

We are responsible for the impact we have on development, especially in territories that are directly influenced by our operations.

Aware of the role we play as a company, we work within the framework of our Sustainability Policy that integrates, strengthens and drives transformation.

We carry out a comprehensive analysis of the territory, where through a close, responsible, respectful and transparent relationship, we identify the most felt needs of the communities, and through constructive dialogue, we agree on the projects to be implemented to strengthen the economic and social development of communities, leveraging their autonomy, respect and integrity as pillars that allow us to efficiently contribute to sustainability.

Social investment lines

During 2022, we integrated a new line of social investment to strengthen the cultural, social and governance practices of indigenous communities settled in the territories where we operate, which will have trackable reporting by 2023. Our social investment plans were executed during 2022 within the framework of the three social

investment lines previously established in accordance with the directive drawn up by the Executive Social Investment Committee, the highest control body of the Company's social investment made up of members of the management team and headed by the CEO (Chief Executive Officer), who reports directly to the Board of Directors.



Our social investment lines: education, quality of life, inclusive economic development and ethnic development, are designed to generate long-term impacts and leave installed capacities in communities, so that they may be the builders of their progress and future.

In 2022, to fulfil the commitments set out in the sustainability policy, we executed the processes, programmes and projects taking into account three management pillars.



01. Empathy: the social investment made is aligned with community expectations, seeking to respond to their needs from our capacities and scope of action, coordinating with local development plans to enhance positive impacts.

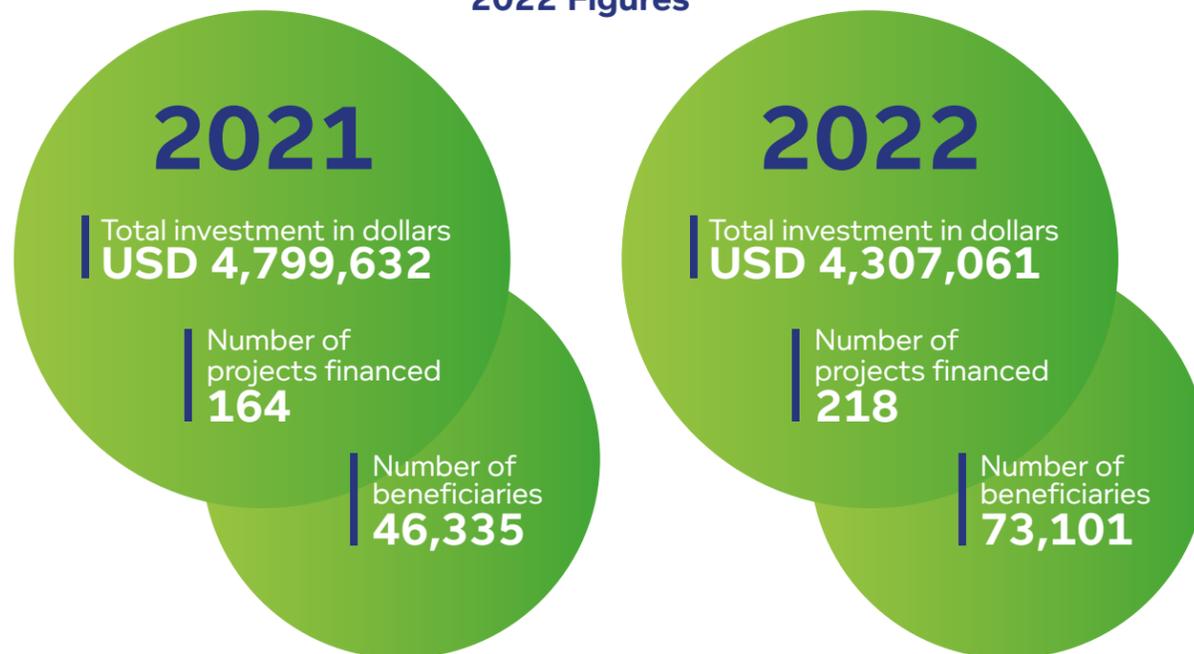


02. Sustainability: we implement projects within the established social investment lines, seeking to leverage those initiatives with socioeconomic viability in the short, medium and long term. At Frontera, we believe that social sustainability is not only what we can do as a company, but what we can do hand in hand with other actors, which represents an opportunity for alliances and articulated work between the community, the public and private sectors.



03. Collective benefit: we support initiatives that generate collective benefits in the communities, so that the impact of projects has the principle of promoting participatory social development with a significant scope, mediated by the needs and/or expectations identified in our relationship processes.

2022 Figures³⁹



³⁹ The data presented include projects carried out in Colombia by Frontera Energy Corp. branch Colombia and Fundación Puer-to Bahía, as well as projects executed by Frontera Energy Corp. in Ecuador and Peru.

We increase the number of people directly and indirectly benefited through our investments, increasingly positioning ourselves as a company that bets on the development of communities.

Although we maintained our level of investment in Colombian pesos, there is a difference in the total amounts in dollars associated with the

exchange rate applied in 2022 due to market fluctuations.

These results have been possible thanks to the commitment of everyone at Frontera, to the conscious work, and focus on seeking the collective benefit of more people, but also, to the Operational Investment Strategy in which we define five major focuses.

Types of social investment

- **Voluntary social investment (VSI):** activities and projects implemented to contribute to the sustainable development of communities.
- **Community benefit programmes (CBPs):** compulsory social investments implemented to reduce extreme poverty within the framework of contracts and agreements signed with the National Hydrocarbons Agency (ANH, or Agencia Nacional de Hidrocarburos).
- **Environmental management plans (EMPs):** actions resulting from a social evaluation are aimed at preventing, mitigating, correcting or compensating for the social impacts and effects caused by the development of a project, work or activity. They are made in compliance with the socioeconomic requirements of environmental licenses issued by the National Environmental Licensing Authority (ANLA).
- **Strategic social investment plans:** voluntary investments managed in partnership with hydrocarbon companies in the fields in which we are partners.
- **Prior consultation:** projects and actions established through agreements within the framework of prior consultations with the ethnic communities present in the territories where we operate.
- **Relationship Fund:** voluntary actions carried out in favor of the communities with the purpose of satisfying specific, low-cost and high-community interest needs related to health, food safety, environment, improvement of community spaces, recreation and sports, and sanitation.

Projects financed by type of investment⁴⁰

	2021	2022
Voluntary social investment	21	39
Programmes for the benefit of communities	59	92
Environmental management plans	13	13
Strategic social investment plans	45	53
Prior consultation	26	21
Total	164	218

We fulfilled 100% of the social obligations required by the authorities in 2022.

⁴⁰ Each project developed within the framework of social obligations contracted by the Company can fulfill several obligations, terms, communities and commitments acquired.

Empathic relationship strategy with the environment

GRI: 413-1 / 11.15.2

Since 2021, as a result of the lessons learned from COVID-19, we structured our **Genpathy** relationship strategy based on four dimensions that seek a close relationship, related and transparent to the communities of our operating environment.



We are aware of the importance of knowing the needs of the communities and responding to their doubts and/or complaints as a fundamental criterion to ensure a harmonious two-way relationship.

Based on *Genpatia* and our social investment lines, we managed to advance in the effective management of applications and activities of community interest, in addition to strengthening the relationship through the execution of the different social investment projects, and the development of 78 low-cost, high community impact activities through relationship fund in the lines of *Genpathy*: recreation and sport, food security, environment among others.

Distribution of main claims	2021	2022
Procurement of local goods and services	28%	19%
Recruitment of local labour force	17%	11%
Road maintenance	15%	12%

In 2022, we decreased the percentage of communities' principal claim to the operation in relation to management matters that exceed Frontera's capacity, but that we attend to the extent of our possibilities by coordinating with other public and private actors in the territories.

Education⁴¹

SDG: 4

In 2022, we supported the improvement of the Colgio de Centro Gaitán - Paz de Ariporo infrastructure, enabling school classrooms that will benefit more than 120 students, teachers and the educational community in general.



⁴¹ The data presented include the management carried out in Colombia by Frontera Energy Colombia Corp. (Colombia branch) and the Puerto Bahia Foundation.

Quality of life⁴²

SDG: 1, 3, 6, 7, 11

We contributed to the construction of the natural gas reception and delivery station, "City Gate," in the Vereda Surimena of the district of Meta, a project from which 190 people from the community benefit.



Our efforts to address the most pressing needs of the community are not limited to the economic investments we can make in projects that meet those needs. Our medical personnel in the fields annually provide primary emergency care to people from neighbouring communities, given their distance, to populated centers with medical centers authorized by the National Health Network.

⁴² The data presented include the management carried out in Colombia by Frontera Energy Colombia Corp. (Colombia branch) and the Puerto Bahía Foundation, as well as the management of Frontera Energy Corporation in Ecuador and Peru.

Number of community medical care services provided

Inclusive economic development⁴³

SDG: 1, 5, 8, 14



During 2022, we provided training in cultural care practices and techniques to strengthen the marketing of handmade items to 68 indigenous women in Colombia.

⁴³ The data presented include the management carried out in Colombia by Frontera Energy Colombia Corp. (Colombia branch) and the Puerto Bahía Foundation, as well as the management of Frontera Energy Corporation in Ecuador and Peru.





Mobilizing Woman

Within the framework of our 2021 economic development social investment line, we structured the socio-economic strengthening program of the competencies and skills of women in our areas of influence, taking into account five dimensions of work to ensure a transformative experience that enhances their economic mobilization and promotes equal opportunities.



Grows with Frontera (Crece con Frontera)

Objectives:

To encourage the participation of women operators in the oil and gas industry, through technical training processes and strengthening their socio-emotional skills.

To contribute to closing gender gaps in the hydrocarbon sector.

In our commitment to diversity, equity and inclusion we consider it important to close the gaps that have kept women from accessing operating positions in the hydrocarbon industry, in that sense, we developed Grows with Frontera in 2021, a training program for women in the oil and gas well production technical fields, in partnership with SENA (National Learning Service) complemented by a process of strengthening women's empowerment, life project and socio-emotional skills for employability.

Year of implementation	Phase	Participants
2021	Search and selection	60 selected
2022	Training to develop technical and leadership skills.	24 end the process
2023	Productive to put the acquired technical knowledge into practice and continue strengthening their socio-emotional skills through the female empowerment program.	24 begin their practice

Anidar

For the second time we took the women participants to Expoartesánías for the commercialization of their products and the exchange of artisanal and ancestral knowledge with other communities in Colombia.

Knowing the prospective vocation of the territories, in 2019 we identified the leader of the Sikuni community located in the district of Meta, the opportunity to make the role of ethnic women in the development and marketing of handmade items visible.

Together with Ecopetrol and Artesanías de Colombia we developed the Anidar

project as a mark in mobilizing women to promote and market the handmade items that they make from the fabric of moriche palm and cumare fibers. We also monitor the process by strengthening your business skills, leadership, and establishing the community's life project. In 2022, we resumed the implementation of this initiative in the territory.



Year of implementation



We build trust through communication

Based on Genpatía, we frequently approach the communities where we operate maintaining open spaces of permanent dialogue that allows us to connect from a place of empathy and build trust.

Through "Frontera Escucha" (Frontera Listens), an initiative aligned with our relationship and communication strategy, we managed to be closer to the communities, learn more about their needs and respond better to their concerns.

Frontera Escucha	2021	2022
In-person visits	332	547
Telephone contacts	519	896
Total	851	1,443

Puerto Bahia Foundation⁴⁵

Committed to the development of the communities in our environment and that of our subsidiaries and branches, in 2022, we contribute to the implementation of entrepreneurship programs and projects that allow improving the living conditions of communities in the area of influence⁴⁶, through income generation, autonomy strengthening, skill and competency development and leadership promotion processes, as strategic pillars that establish the raison d'être of the Puerto Bahía Foundation.

In 2022, we continue to collectively build the sustainability and social transformation we dream of, contributing more than 288k dollars for the development of 29 programs that benefited about 8 thousand people. These results commit us and drive us to continue building a sustainable future

We showed the value of acting jointly with other organizations, reaching, in 2022, leveraging our resources from 1 to 1.02, therefore achieving greater impact.

Puerto Bahia Foundation



⁴⁵ Social branch of the Sociedad Portuaria Puerto Bahía S.A. (Puerto Bahía Port Society), a midstream subsidiary of Frontera.

⁴⁶ Puerto Bahía Foundation: It contributes to the local development of the communities of Pasacaballos, Ararca, Santa Ana, Barú, Bocachica and Caño del Oro.

Our most outstanding programs of 2022

Sustainable Barú

We trained a total of 24 recyclers, aiming to designate the recycling route in Barú Island for the recovery of usable material. Impacting recyclers and their families by generating income and encouraging a culture of environmental care.

The project was carried out in partnership with the Santo Domingo Foundation, the Hernan Echavarría Foundation, and Veolia.

\$ 130 million Colombian pesos contributed by the alliance.

\$ 40 million Colombian pesos contributed by the Puerto Bahía Foundation.

Baru to the U

In an alliance with the Santo Domingo Foundation, the Argos Group Foundation, the Hernán Echavarría Foundation, and the Minuto de Dios Educational Corporation, we carried out an exercise to strengthen literacy skills and competencies, mathematics and preparation for the 11th Saber Tests in the Island of Barú; process through which 252 students benefited from the educational institutions of the area.



\$ 270 million Colombian pesos contributed by the alliance.

\$ 30 million Colombian pesos contributed by the Puerto Bahía Foundation.



100% of students read more than one book for pleasure.

45% of students went from a "poor" reading level to an "optimal" level.

#Yotransformo: corporate volunteering

GRI CONTENT: 413-1 / 11.15.2

As part of the relationship with communities and the consolidation of the Frontera Culture and Leadership Model, since 2021 we have consolidated our **#YoTransformo** Corporate Volunteer Program, an initiative that allows us to reinforce the principles of our sustainability strategy, generate a sense of co-responsibility and empathy with other social groups, stimulate the sense of belonging in our employees, and present a space for participants to strengthen interpersonal skills.

Together with our employees and their families we did 401 hours of corporate volunteering in 2022

Through the 4 activities developed throughout 2022, 80% of the participants strengthened their leadership skills, dialogue and teamwork in a context outside of work.

#YoTransformo: corporate volunteering		2021	2022
Number of people impacted through knowledge transference and mentoring		104	23
Number of volunteers #YoTransformo		13	27
		43	22
Total number of volunteer hours		444	401
Number of activities supported by the Corporate University		3	2



2023 goals

GRI: 3-3



To increase the scope and impact of social investment projects.



To implement the "Mobilizing Woman" program in at least 2 blocks of the operation.

We promote and mobilize the local economy

MATERIAL ISSUE: RESPONSIBLE SUPPLY-CHAIN MANAGEMENT

GRI: 3-3 / 11.15.1
SDG: 5, 8
CSA

2022 Performance:



We directly purchased local goods and services totalling USD 51.3 million and USD 19 million in local purchases of goods and services reported by our contractors.



We identified competitiveness gaps for 102 local companies.

Promoting the sustainable development of local communities where we operate is one of our differentiating factors. In this sense, we consider that having a competitive, efficient and secure supply chain is essential to ensure compliance with our principles of excellence and shared value, because it allows us to leverage and strengthen the economic growth of the territories.



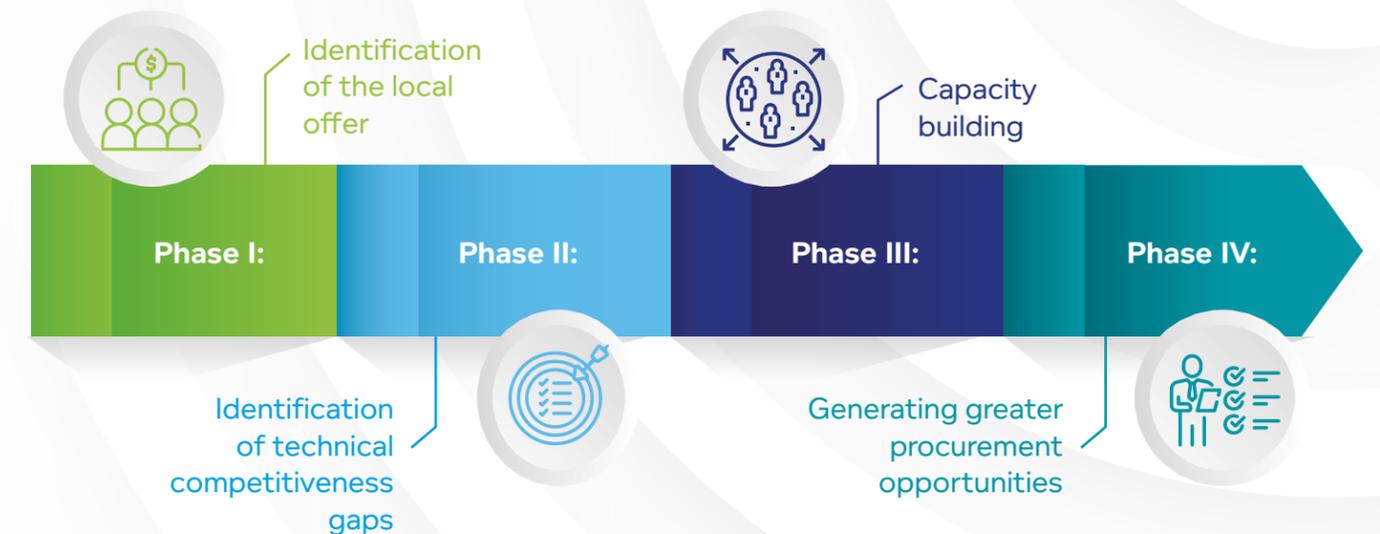
Supply, competitiveness and value-sharing model

GRI: 3-3 / 413-1 / 11.15.2

In order to promote economic inclusion and improve the productivity and competitiveness of companies located in the regions where we operate, we have developed a 4-phase program to ensure: i) value creation by contributing to the development and strengthening the technical skills of local enterprises in the territories where we operate; ii) the creation of opportunities to promote the procurement of goods and services provided by local enterprises; iii) effective coordination among entrepreneurs; iv) the generation of synergies that favour regional development; v) the mitigation of risks inherent to the operation and which we can manage jointly with suppliers and contractors.

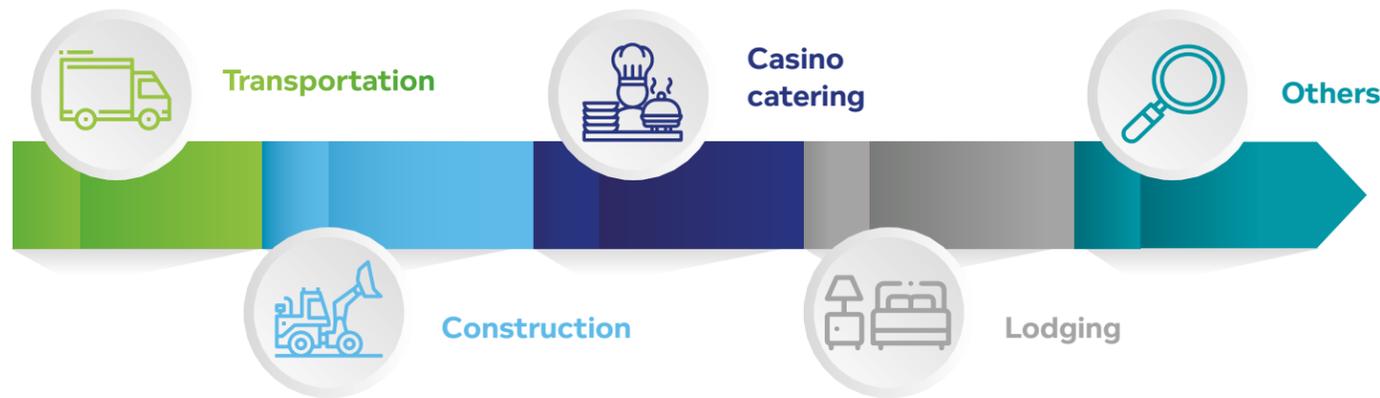
Ensuring a high performance culture and working collectively, ethically and responsibly, recognizing the strategic role our contractors and suppliers occupy, is one of the ways in which we generate value to the territories where we operate.

Phases of the programme for strengthening local enterprises



Phase I: identification of local offer

By 2022 we have a total of 578 local companies located in the 17 municipalities where we operate in the districts of Casanare, Meta and Sucre



Type of goods and services offered by local companies located in our catchment area

Good or service	2021	2022
Transportation	18%	29%
Construction	18%	18%
Casino catering	8%	4%
Lodging	14%	15%
Environmental services ⁴⁷	-	11%
Social follow-up	-	4%
Others	42%	20%

⁴⁷ By 2021, no such disaggregated services were identified

Phase II: identification of technical competitiveness gaps

In 2022, in partnership with the Chamber of Commerce of Casanare we diagnosed 102 companies to identify the gaps in competitiveness that they may have when offering goods and services to the hydrocarbon industry and other companies present in the territories.

In 2023 we will continue this exercise with the purpose of being able to offer a relevant and useful closing program to local entrepreneurs who decided to participate in this strengthening process offered by us.

Phase III: capacity building

GRI: 2-30
UNGC: PRINCIPLE 3
CSA

In 2022, we provided training spaces to suppliers and strategic contractors of the health and safety related operation, offering updates in labor law, diversity, equity and inclusion, and proper management of human talent, within the framework of the annual contractors' forum that the Company held.

In addition, we perform a series of labor and public employment service interventions, as a mechanism for the promotion and protection of labor and welfare rights of employees who are part of our supply chain, in order to strengthen their work skills as employers:

- We evaluate management through audits that include a rating according to compliance.
- We extend fair labor practices to contractors and promoted their implementation to their subcontractors.
- We monitor compliance with labor and public employment service obligations.
- We evaluate compliance with the Single Labor Agreement signed with the trade union organization UTIPEC, and the labor policies established by the Company, under which we manage minimum agreements and identify compliance with regulations and all labor issues agreed with our contractors.



In 2023, we will continue to develop the interventions, the execution of the annual forum of contractors and we will accompany the local business with training spaces to close technical gaps.

Phase IV: generating greater procurement opportunities

GRI 204-1 / 11.14.6

From all areas, processes and procedures we work to offer contracting opportunities for goods and services to the local business fabric of the areas of operation following our hiring principles.

In 2022 we promoted different mechanisms to promote the segregation of services in operation.

Principles of competitiveness, quality of service and risk-free efficiency for the operation.

Decision making based on the best proposals.

Competitive prices produced by a free market.

Integration of local suppliers into the supply chain, without compromising our quality standards.

- In Quifa we implement a local contracting strategy to meet the lodging and laundry needs with the 33 hotels identified in the area of operation. This plan has been developed since the second quarter of 2022 with 8 contracted hotels, the objective is to finish 2023 with the participation of 25 hotels.
- We continue with the growth and development of the consortium for food in Quifa, who have also become a key ally for the expansion project of CPE6 to be developed during 2023.
- With regard to the plans for abandoning wells, we have been advancing a competitiveness and quality strategy, for which we have invited 39 local companies to present offers that cover this service, which we regularly contract with regional or national companies.

2022 Figures

Year	Total purchases from local suppliers (USD million)	Percentage of purchases from local suppliers / total purchases
2020	28.9	7%
2021	39.9	9%
2022	51.3	18%

Total purchases of goods and services outsourced by suppliers and contractors according to assets (Figures in millions of dollars)

Active	2021	2022
Growth	0.3	0.7
Heavy	6.4	12.6
Light	5.7	5.7
TOTAL	12.4	19.0

The share of local suppliers in the procurement of goods or services doubled in 2022, growing from 9% in 2021 to 18% by the end of 2022. Figures that reflect the commitment we have to contribute to the economic reactivation of the areas where we operate, support local growth and generate long-term value.

Supporting the progress of SMEs

At Frontera, we not only connect small and medium-sized enterprises (SMEs) in our supply chain, but we also contribute to their strengthening and growth as a strategy that generates the development of best administrative, commercial, management practices, quality, among others. Aspects that undoubtedly leverage competitiveness, professionalism, responsiveness and the provision of excellent services not only in front of us, but throughout the business chain of the industry and others.

Number of suppliers by company size

Year	Company size	# of suppliers
2021	SMEs	293
	Big	558
2022	SMEs	381
	Big	526



Purchases from suppliers according to company size (millions of dollars)

Company size	2021	2022
SMEs	74.8	168.8
Big	360.0	447.65
Total	434.8	616.45



During 2022, the number of SMEs that participated in our supply chain and the percentage of purchases from SMEs increased, evidencing the economic recovery that is taking place in the areas where we operate, strengthening the premise of the importance of the participation of small and medium-sized enterprises in our supply chain and in the economies of the regions.

Recruitment of local labour force

Our commitment to consolidate transformation processes in the supply chain is an integral part of the principles that move us. In this way, during 2022, we continue to promote the participation and hiring of qualified and unskilled local labor in the areas where we operate, by contractors and/or suppliers who accompany us.



Local workforce contracted by suppliers (Number of people)

Active	Unqualified		Qualified		Total	
	2021	2022	2021	2022	2021	2022
Growth	240	72	35	15	275	87
Light	1,078	808	126	199	1,204	1,007
Heavy	833	1,088	147	195	980	1,283

In relation to the community in Ecuador, we have met the requirements of the Law for the planning of the Amazon territorial district, which establishes a percentage of hiring local labor and services of no less than 70%. In 2022, 403 people were hired as local labor, representing 76% of local labor in the Perico Block, with 231,600 accumulated man-hours of local labor.

In addition, 54 commercial relationships were established with local services through contractors and directly, representing 83% of local services contracted.

2023 goals

GRI: 3-3/ 11.15.1



Increase local purchases of goods and services contracted directly to USD 55MM.

05

**We act with
excellence, integrity,
consistency,
and transparency**

GRI: 2-23 / 2-25 / 3-2/ 3-3 / 11.20.1
SDG: 16/ 17
UNGC: PRINCIPLES 1 / 2/ 10
CSA

We recognize the importance of deciding and acting coherently in all the processes we run along the oil and gas exploration and production chain to be ambassadors of integrity and sustainability in the industry.

We have established operational strategies aligned with international good governance practices in relation to corporate governance, ethics, compliance and within the framework of applicable legislation; we have a structured ethics and compliance system to guide all aspects of integrity in our relationships with different stakeholders, with prevention, detection, mitigation, monitoring, and continuous improvement processes, and we monitor these actions frequently.

Good corporate governance

MATERIAL ISSUE: CORPORATE GOVERNANCE
GRI: 2-12 / 2-13 / 2-14 / 3-3
SDG: 17

We have a solid organizational structure that supports the achievement of business goals. It guides us in setting the right parameters to take into account in the strategic decision-making process and urges us to protect the interests and expectations of our investors and shareholders at all times in the promotion of fair and efficient capital markets. In addition, it encourages us to create value, maintain competitiveness, and improve our profile in national and international markets.

We work hard to strengthen our control and management bodies, through the strengthening of leadership competencies and an integral action plan, building open and trustworthy relationships with our stakeholders to encourage their participation.

Our corporate governance is aligned with global best practices and trends. We follow standards and procedures and establish controls that protect and promote human rights in our business.



Board of Directors

TCFD

GRI: 2-10 / 2-11 / 2-12 / 2-13 / 2-14 / 2-17 / 2-18

Our shareholders delegate management of our business to our Board of Directors. The Board makes critical and strategic decisions, meets at least four times a year, and reports on its work on an annual basis.

The Board of Directors has independent standing committees for the management of Frontera's material issues.

Audit Committee

The Audit Committee ensures that the Company's management has designed and implemented an effective system of internal financial controls, as well as a plan to review and report the completeness of the Company's consolidated financial statements and relevant financial information.

It oversees audit functions and the preparation of financial statements and reviews other regulatory documents.

Compensation and Human Resources Committee

The Compensation and Human Resources Committee determines the CEO's compensation and monitors the compensation for other senior executives, and makes recommendations to the Board of Directors.

It reviews and makes recommendations on compensation policies, including defining incentive programs for all Frontera employees.

Corporate Governance, Nominations, and Sustainability Committee

The Corporate Governance, Nominating and Sustainability Committee issues recommendations to the Board of Directors on matters related to corporate governance, including matters regarding strategic compliance of corporate commitments, progress on the sustainability strategy, and the issues dealt with therein, including environmental, social, health, safety, ethics, and sustainability risk management, including climate risks.

It advises the Board of Directors and gives recommendations regarding its size and composition and the processes and policies for the effective and efficient functioning of the different control bodies of Frontera.

Diverse Board

GRI 405-1 / 11.11.5



Our governance structure



Transparency

GRI: 2-26 / 2-29

We understand transparency as our purpose to publicly declare our commitments and progress, while communicating our decision-making cornerstones, aimed at building relationships of trust with our stakeholders, acting with integrity, commitment, respect, and sustainability, according to our culture and leadership model.

We are systematically accountable to our stakeholders, through various channels.

Shareholders and bondholders:

Website for filing information on Canadian public companies (www.sedar.com), Extractive Sector Transparency Measures Act (ESTMA), Consolidated Financial Statements and Management's Discussion and Analysis (MD&A) quarterly and annually, ESG report (annual), Frontera's website, annual shareholders' meeting, regularly scheduled meetings.

Employees:

Frontera's website, Puerto Bahia's website⁴⁸, email, corporate events, website for Frontera's employees, ESG report (annual), regularly scheduled meetings with employees led by our senior management, events scheduled by the Corporate University, Compliance Ambassadors' meetings, integrity culture survey, conflict of interest survey, gifts and invitations reporting tool, Frontera's social media, ethics channels, SPPB business coffee⁴⁹.

⁴⁸ Accountability channels for Puerto Bahia's specific stakeholders are listed.
⁴⁹ Initiative developed by Puerto Bahia for accountability to its employees.



• **Trade unions:**

Regularly scheduled meetings, ESG report (annual), ethics channels, regular occupational well-being and employee relations meeting, perception survey on ethics and compliance issues.

• **Suppliers and contractors:**

Regularly scheduled meetings, email, ESG report (annual), ethics channels, perception survey on ethics and compliance issues, biannual contractor forums.

• **Buyers:**

Regularly scheduled meetings, ESG report (annual).

• **Joint ventures partners:**

EITI, Frontera’s website, ESG report (annual), ethics channels, perception survey on ethics and compliance issues.

• **Neighboring communities (rural and ethnic):**

Frontera Escucha (Frontera listens) program, press releases,⁵⁰ regularly scheduled meetings, Frontera’s social media, ESG report (annual), ethics channels, community service office, newsletters, community supervisor/monitor.

• **Local workforce:**

Frontera Escucha (Frontera listens) program, press releases, regularly scheduled meetings, Frontera’s social media, ESG Report (annual), Public Employment Service platform.

• **Guilds:**

Regularly scheduled meetings, Frontera’s website, ESG report (annual), email, participation in task forces or workgroups on specific topics.

• **Local and national government:**

EITI, regular reports to the authorities (ANH, ANLA, Ministry of the Interior, DIAN, ANI,⁵¹ Transportation Superintendence), regularly scheduled meetings, ESG report (annual), perception survey on ethics and compliance issues.

• **Civil society (NGO's and general public):**

Regularly scheduled meetings, Frontera’s website, ESG report (annual), Puerto Bahia’s website.

• **Analysts and industry:**

Frontera’s website, regularly scheduled meetings, ESG report (annual).

• **Mass media:**

Regularly scheduled meetings, Frontera’s social media, press releases.

• **Banks/insurance companies:**

Consolidated Financial Statements and Management discussion and analysis (MD&A) (quarterly), regularly scheduled meetings, ESG report (annual), perception survey on ethics and compliance issues.

• **Academy:**

ESG report (annual).

Financial performance and operational excellence

MATERIAL ISSUE: FINANCIAL PERFORMANCE AND OPERATIONAL EXCELLENCE

GRI: 3-3 / 201-1 / 11.14.2 / 11.21.2
SASB: EM-EP-000.A
SDG: 8

2022 performance:



We executed a total expenditure of US\$417.6 million in exploration and production activities to deliver gross 2P reserves of 175 MMboe and average production of 41,382⁵² boe/d, optimizing at all times the efficiency of capital and cash flow.

Our corporate strategy of delivering value to our investors through a stable production, available cash flow, and consolidated reserves materialized during 2022 thanks to the fact that we operate our business in a safe, responsible, and ethical manner, achieving continuous operational improvements throughout the business, and advancing the creation of an independent and growing midstream business.

⁵⁰ Communication channel used by Puerto Bahia with the surrounding communities.

⁵¹ National authority to which Puerto Bahia is accountable.

⁵² Consisting of 21,441 bbl/d of heavy crude oil, 17,274 bbl/d of light and medium crude oil combined, 9,741 mcf/d of conventional natural gas and 958 boe/d of natural gas liquids.

Operational and financial results⁵⁵

Production ⁵³	2021	2022
Total production (boe ⁵⁴ /d)	37,818	41,382
heavy crude oil (boe/d)	19,326	21,441
light and medium crude oil combined (boe/d)	17,218	17,274
Conventional natural gas production	5,022 (mcf/d) or 881 (boe/d)	9,741 (mcf/d) or 1,709 (boe/d)
Natural gas liquids (boe/d)	393 boe/d	958 boe/d

We increased our annual production by 9.5%, maintaining a similar distribution of the composition of our hydrocarbons by 2022 compared to what was reported in 2021.

Production by type of hydrocarbon:	2021	2022
Heavy crude oil	51%	52%
Light and medium crude oil	46%	42%
conventional natural gas	2%	4%
natural gas liquids	1%	4%

⁵³ Production figures are reported for Colombia and Ecuador.

⁵⁴ Boe stated using the 5.7 to 1 Mcf/bbl Colombian conversion standard, as required by the Colombian Ministry of Mines and Energy.

Operational results	2021	2022
Heavy crude oil production (bbl/d)	19,326	21,441
Light and medium crude oil combined production (bbl/d)	17,218	17,274
Total crude oil production (bbl/d)	36,544	38,715
Production of conventional natural gas (mcf/d)	5,022	9,741
Natural gas liquids (boe/d)	393	958
Total production ^{56 57 58} (boe/d)	37,818	41,382
Oil and gas sales, net of purchases(\$/boe)	67	92
Realized loss on risk management contracts ⁵⁹ (\$/boe)	(4)	(1)
Royalties ⁶⁰ (\$/boe)	(3)	8
Dilution costs ⁶¹ (\$/boe)	1	0
Net sales realized price ⁶² (\$/boe)	59	83
Production costs ⁶³ (\$/boe)	(11)	(12)
Transportation costs ⁶⁴ (\$/boe)	(10)	(10)
Operating netback (\$/boe) ⁶⁵	37	60

⁵⁵ See more information related with the Company Performance to 2022. In our Annual Information Form (<https://www.fronteraenergy.ca/content/uploads/2023/03/FEC-YE2022-Annual-Information-Form.pdf>), Management Discussion & Analysis document (<https://www.fronteraenergy.ca/content/uploads/2023/03/FEC-MDA-Q4-2022.pdf>) and Consolidated financial statements (<https://www.fronteraenergy.ca/content/uploads/2023/03/FEC-FS-Notes-FY-2022.pdf>)

⁵⁶ Represents W.I. production before royalties and total volumes produced from service contracts.

⁵⁷ Boe has been expressed using the 5.7 to 1 Mcf/bbl conversion standard required by the Colombian Ministry of Mines & Energy.

⁵⁸ Reference to heavy crude oil, light and medium crude oil combined, conventional natural gas and natural gas liquids in the above table and elsewhere in this ESG Report refer to the types of heavy crude oil, light and medium crude oil combined, conventional natural gas and natural gas liquids product types, respectively, as defined in National Instrument 51-101 - Standards of Disclosure for Oil and Gas Activities ("NI 51-101").

⁵⁹ Supplementary financial measure (as defined in NI 52-112). Refer to the "Non-IFRS Measures" in the Advisories section of this ESG Report.

⁶⁰ Supplementary financial measure (as defined in NI 52-112). Refer to the "Non-IFRS Measures" in the Advisories section of this ESG Report.

⁶¹ Supplementary financial measure (as defined in NI 52-112). Refer to the "Non-IFRS Measures" in the Advisories section of this ESG Report.

⁶² Non-IFRS ratio (equivalent to a "non-GAAP ratio", as defined in NI 52-112). Refer to the "Non-IFRS Measures" in the Advisories section of this ESG Report.

⁶³ Supplementary financial measure (as defined in NI 52-112). Refer to the "Non-IFRS Measures" in the Advisories section of this ESG Report.

⁶⁴ Supplementary financial measure (as defined in NI 52-112). Refer to the "Non-IFRS Measures" in the Advisories section of this ESG Report.

⁶⁵ Non-IFRS ratio (equivalent to a "non-GAAP ratio", as defined in NI 52-112). Refer to the "Non-IFRS Measures" in the Advisories section of this ESG Report.

Financial results	2021	2022
Oil and gas sales, net of purchases⁶⁶ (thousands of dollars)	815,793	1,109,602
Gain (loss) on risk management contracts (thousands of dollars)	(49,119)	(14,733)
Royalties (thousands of dollars)	(32,572)	(94,709)
Dilution costs (thousands of dollars)	(8,773)	(1,132)
Net sales⁶⁷ (thousands of dollars)	725,329	999,028
Net income (net loss)⁶⁸ (thousands of dollars)	628,133	286,615
Per share - basic (\$)	6	3.16
Per share - diluted (\$)	6	3.08
General and administrative (thousands of dollars)	52,134	55,063
Operating EBITDA⁶⁹ (thousands of dollars)	378,179	641,877
Cash provided by operating activities (thousands of dollars)	327,380	620,479
Capital expenditure⁷⁰ (thousands of dollars)	314,257	417,563
Cash and cash equivalents – unrestricted (thousands of dollars)	257,504	289,845
Restricted cash short and long-term⁷¹ (thousands of dollars)	63,321	23,202
Total cash⁷² (thousands of dollars)	320,825	313,047

⁶⁶ Non-IFRS ratio (equivalent to a "non-GAAP ratio", as defined in NI 52-112). Refer to the "Non-IFRS Measures" in the Advisories section of this ESG Report.

⁶⁷ Non-IFRS financial measure (equivalent to a "non-GAAP financial measure", as defined in NI 52-112). Refer to the "Non-IFRS Measures" in the Advisories section of this ESG Report.

⁶⁸ Non-IFRS financial measure (equivalent to a "non-GAAP financial measure", as defined in NI 52-112). Refer to the "Non-IFRS Measures" in the Advisories section of this ESG Report.

⁶⁹ Non-IFRS financial measure (equivalent to a "non-GAAP financial measure", as defined in NI 52-112). Refer to the "Non-IFRS Measures" in the Advisories section of this ESG Report.

⁷⁰ Non-IFRS financial measure (equivalent to a "non-GAAP financial measure", as defined in NI 52-112). Refer to the "Non-IFRS Measures" in the Advisories section of this ESG Report.

⁷¹ Capital management measure (as defined in NI 52-112). Refer to the "Non-IFRS Measures" in the Advisories section of this ESG Report.

⁷² Capital management measure (as defined in NI 52-112). Refer to the "Non-IFRS Measures" in the Advisories section of this ESG Report.

Financial results	2021	2022
Total debt and lease liabilities⁷³ (thousands of dollars)	560,135	511,552
Consolidated total indebtedness (excluding Unrestricted Subsidiaries)⁷⁴ (thousands of dollars)	416,883	407,808
Net debt (excluding Unrestricted Subsidiaries)⁷⁵ (thousands of dollars)	207,578	178,534

Our operational and financial performance in 2022 is attributed to an exceptional team executing the strategy, added to the effort made in the different business activities to protect the interests of stakeholders and shareholders, optimizing the available resources and, at all times, ensuring to maintain a status of excellence and efficiency in the processes of exploration, production, digital transformation, transport, marketing, development, and business growth.

Through our own and purchased light crude oil refinery for fuel generation, we managed to save US\$4.8 million compared to fuel purchases.

We also saved US\$0.14 million through the purchase of CO₂ credits against the payment of carbon taxes.

In addition, we managed to keep our transportation costs at the same level as 2021, thanks to the route optimization strategy we implemented, despite the start of the Bicentenario/CLC liquidation, and the increase of a 1,000 barrels of crude oil per day in production.

Through our cost optimization strategy in the diluent, we reduced 14% of this cost thanks to:

- The new segregations made in Puerto Bahia that require less dilution.
- Additional volumes purchased from third parties at a lower purchase price and logistical cost to reduce imported natural gasoline.
- Purchases of medium crude oil from the national market to feed the Hidrocasanare refinery, which allows the use of our own light crude oil for dilution in the pipeline system.

⁷³ Capital management measure (as defined in NI 52-112). Refer to the "Non-IFRS Measures" in the Advisories section of this ESG Report.

⁷⁴ "Unrestricted Subsidiaries" as of December 31, 2022, include CGX Energy Inc. ("CGX"), listed on the TSX Venture Exchange under the trading symbol "OYL", Frontera ODL Holding Corp., including its subsidiary Pipeline Investment Ltd. ("PIL"), Frontera BIC Holding Ltd., and Frontera Bahia Holding Ltd. ("Frontera Bahia"), including its subsidiary Sociedad Portuaria Puerto Bahia S.A. ("Puerto Bahia"). On April 11, 2023, Frontera Energy Guyana Holding Ltd. and Frontera Energy Guyana Corp. were designated as unrestricted subsidiaries.

⁷⁵ "Unrestricted subsidiaries" include CGX Energy Inc. ("CGX"), listed on the TSX Venture Exchange under the trading symbol "OYL", Frontera ODL Holding Corp., including its subsidiary Pipeline Investment Ltd. ("PIL"), Frontera BIC Holding Ltd., and Frontera Bahia Holding Ltd., including its subsidiary Sociedad Portuaria Puerto Bahia S.A. ("Puerto Bahia").

Reserves

SASB: EM-EP-420a.1

Composition of the reserve portfolio:	2021	2022
Heavy crude oil	62%	64%
Light and medium crude oil	27%	22%
Natural gas	7%	9%
Natural gas liquids	4%	5%

In 2022, we replaced 77% of our reserves against our 2021 reserves. Our gross proved and probable reserves as of December 31, 2022 were 174.8 MMboe with a life index of 11.6 years.

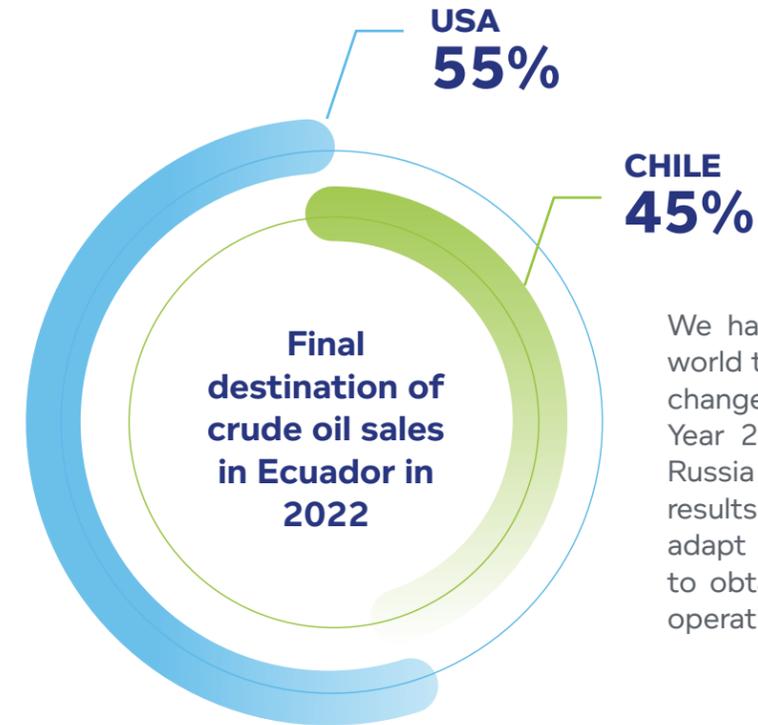
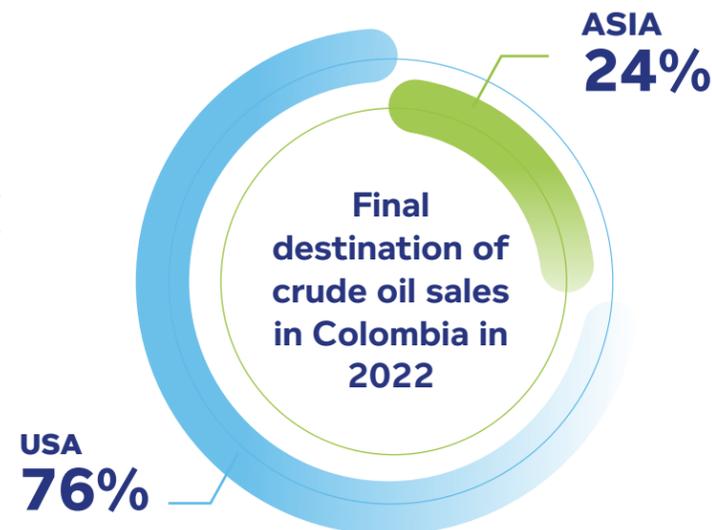
	Volume (millions of barrels)	Sales (millions of dollars)
Gas	0.6	16.5
Exports	12.4	1,193.8
Domestic market	1.1	107.3
Total	14.2	1,317.6

Marketing

Regarding the marketing of our hydrocarbons, the sales we made were distributed 91% in the international market and 9% in the local market.

In 2022, we promoted crude oil sales to local bunker companies, taking advantage of market prices and implementing strategies that allowed a timely supply for these.

In addition, we implemented market-specific blends in the facilities of Puerto Bahia, thus favoring the sale of crude oil.



We have a broad customer base around the world that allows us to adapt quickly to market changes and natural and geopolitical events. Year 2022 was marked by the war between Russia and Ukraine; despite this, our business results indicate that we were not only able to adapt to the changes of the market, but also to obtain additional profits from our business operations.

Business resilience

As a result of the management of control measures in transportation processes, we kept losses at -0.07%, below the industry standard of 0.5%, achieving economic savings.

In the operation of the Guaduas and OGD station, we achieved a record of 1,768 days without safety accidents.

We continued with the strategy of "in house" projects and repairs for the Guaduas Station and the Guaduas-La Dorada Pipeline. This

allowed the Company to save costs up to 40% compared to using an external contractor, as well as benefiting the local community population.

We leveraged the operational flexibility of the Guaduas Station and have positioned it in the market as a "boutique station" which offers an off-spec crude discharge and treatment service so that it may meet the minimum quality and specifications to join the pipeline systems.

Land transportation

Our transportation activities are critical for the hydrocarbon marketing and transformation process, and contribute to our model of operational excellence.

In 2022, in addition to obtaining the ISO 39001:2012 certification, we continued to make progress in the implementation of the road safety management system to prevent deaths and injuries related to traffic accidents. We achieved a land operation without any fatalities in 2022.

We transported 10,663,081 barrels of crude oil and 10,303,231 barrels of fluids, achieving economic savings through the optimization of the land transportation operation. Our transports traveled almost 23 million kilometers, equivalent to 575 trips around the world.

As part of the Company's shared value strategy, we run the land transportation operation with 32% of local community carriers, through constant improvement work with these companies to reach the quality and service standards of Frontera's suppliers.

Through the "Women at the Wheel" initiative, which seeks the participation of women in the driving profession for personnel transport, we traveled 7,783 kilometers. This initiative will be part of the program "Mobilizing Women" by 2023.

Based on our energy and economic efficiency plan, we advanced in requiring contractors to use certain models of vehicles and conduct preventive and adequate maintenance in order to minimize vehicle emissions in the environment and ensure their safety.

We also launched the "Clean Transport" initiative, which aims to use environmentally friendly vehicles to reduce greenhouse gas emissions compared to diesel vehicles. The purpose of this initiative is to reduce the carbon footprint of transportation by up to 40%, reduce fine particles by more than 95%, and reduce noise by up to 40%. As part of the program, Frontera conducted the first national driving test with 100% electric vehicles and transported 29,000 kg with vehicles powered by CNG covering 23,129 km.



2023 goals

GRI: 3-3

-  Continue the timely and efficient supply of diluent for the Company's blends and fuel for power generation.
-  Maintain transportation costs between US\$10.5/boe and US\$11.5/boe.
-  Achieve a daily crude oil production between 40,000 boe/d and 43,000 bod/d.
-  Achieve capital expenditures between US\$385 million and US\$455 million.

Innovation and competitiveness

MATERIAL ISSUE: INNOVATION AND COMPETITIVENESS
 GRI: 3-3
 SDG: 9

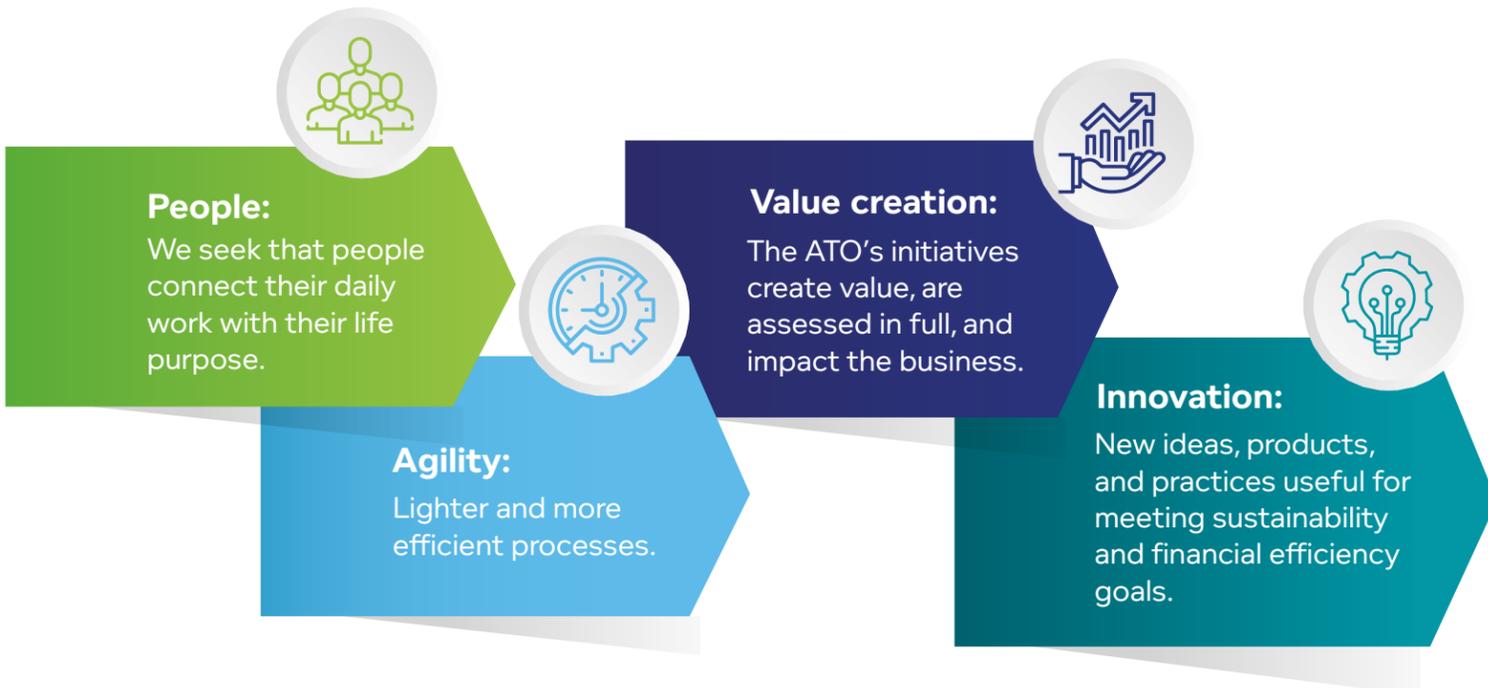
2022 performance:

 We trained 38 employees as agile coaches.

 We identified 263 initiatives proposed by our employees to achieve a cost reduction of US\$39.6 million.

Innovation is the competition that leverages the processes of efficiency and competitiveness in our sector. We are convinced of the power to unite efforts around disruptive ideas that improve our daily processes, positively impact our operation, efficiency, the barrel cost, the welfare of our employees and ecosystem (team, shareholders, and environment), scaling-up agile practices, optimizing the use of digital technologies, and driving Frontera's data orientation.

Through our Agile Transformation Office (ATO) created in 2021, we centralized all the initiatives proposed by our employees and that contribute to innovation, efficiency, agility, and effective transformation in our processes and operations.



In 2022, the ATO was consolidated within Frontera thanks to the ideas provided by 515 employees who proposed their ideas and also worked in an articulated manner to materialize 263 of these in the Efficient Frontera programs, FronteraLab, and Digital and Agile Transformation.



Efficient Frontera:

This program allows us to focus the efforts associated with the look for efficiency, opportunities for improvement, and optimization from innovation in all the activities we carry out.

In 2022, 143 initiatives were materialized, which helped us to achieve significant cost reductions, cash flow release and protection, liability reductions through important negotiations, in addition to contributing to the fulfillment of the 2022 ESG goals in relation to waste reuse, water conservation, water resource reuse, energy efficiencies, and maximization of the social impact of our social investment.

FronteraLab:

It is our innovation laboratory where we meet the requirements of operation-related corporate challenges.

In 2022, we launched 2 innovation challenges:

- 01.** Reduced costs associated with managing produced water.
- 02.** Waste reuse.

We received different innovative initiatives, and implemented 3 of them; in 2023, we will continue to materialize some of the initiatives already identified.



Illuminate Solar

We made the transition from traditional to solar lighting systems for the Quifa and CPE6 camp, mitigating electrical risk by substandard installations, in addition to contributing to the reduction of emissions related to local power generation.

Digital and agile transformation:

This initiative groups the set of tools that we developed to improve and optimize our processes through the use of digital technologies and the implementation of agile methodologies.

In 2022, we launched the innovation club and established the agile coach tribe. Here employees trained on agile methodologies will lead and strengthen Frontera's future innovation processes, while promoting a culture of collaboration and efficient management of teams and people, strengthening Frontera's culture and leadership model.

We opened the Innovation room, a space to stimulate creativity and promote the use of methodologies for the management of innovation projects, such as kanban, scrum, design thinking, among others.

We held our first innovation week, during which we promoted creativity; we had speakers and developed activities that guided employees to think and do things differently; we also provided useful tools to contribute to the performance of their activities in an agile and innovative manner and thus, together improve the competitive performance of Frontera.



2023 goals

GRI: 3-3



Achieve US\$30MM in cost reduction



Implement 6 innovation initiatives



Implement 4 initiatives of the environmental challenge (Waste Management)



Consolidate 25 agile initiatives with the Coach Agile tribe, under agile methodologies

We are integrity influencers

MATERIAL ISSUE: COMPLIANCE, ETHICS, AND TRANSPARENCY
 SASB: EM-EP-510a.2
 GRI: 3-3 / 11.20.1
 SDG: 16

2022 performance:



In 2022, we were recognized by Ethisphere as one of the world's most ethical companies for the second year in a row, as evidence of our commitment and management in matters related to culture, environmental and social practices, diversity, initiatives that support a strong value chain, the implementation and monitoring of high standards of corporate governance, and for having an ethics and compliance program that exceeds mandatory standards. Subsequent to year end 2022, we were recognized by Ethisphere as one of the world's most ethical companies for the third consecutive year.

Global challenges during times of crisis call for governance structures able to make decisions that advance collective well-being in the short, medium, and long term, as well as cultural models that promote business resilience and adaptability that result in a positive transformation and actual value for our stakeholders.

At all Frontera levels, we adhere to the greatest international standards of ethics

and compliance while also being aware of the role we play in society. We've consolidated a culture where our corporate values, ethics, honesty, and transparency serve as a guiding for all of our decision-making and action procedures. to effectively respond to the market, protect life in all of its forms, strengthen our economic model, and create value in our relationships with various stakeholders.

⁷⁶ Frontera's corporate values: Commitment, respect, sustainability, and integrity.

Our structure to leverage the culture of integrity and compliance

GRI: 2-9 / 2-27 / 205-1 / 11.20.2 / 205-2 / 11.20.3
 SASB: EM-EP-530a.1

Our ethics and compliance system has structured prevention, detection, mitigation, monitoring, and continuous improvement processes to ensure all instances of stakeholder engagement following our regulations, such as the Code of Business Conduct and Ethics⁷⁷ and local regulations of all jurisdictions where Frontera operates.

At Frontera, we recognize that the culture of integrity is not a single team responsibility, it belongs to each individual. Together we are integrity influencers.

- **Ethics and compliance area:** This area manages compliance risks independently and supports the establishment of a value-based culture as a corporate strategic pillar, provides support and guidance to the Company to detect and mitigate compliance risks. The structure is defined according to the Company's risks, size, industry, and jurisdictions; this area has a Chief Compliance Officer (CCO) and a team dedicated to the management of these issues.
- **Chief Compliance Officer:** The Chief Compliance Officer is the area leader appointed by the Board of Directors, and regularly reports to the Chairman of the Audit Committee on the progress in the execution of the annual ethics and compliance program. The CCO leads decision-making on compliance matters, with the support of the Ethics Committee, which she preside over.
- **Ethics Committee:** This group provides support and guidance to the CCO. The Ethics Committee is led by the CCO and its active members include the Chief Executive Officer, the Chief Financial Officer, the General Counsel & Secretary, and the senior manager of Internal Audit, with the permanent participation of the Director of Human Talent.

⁷⁷ Available at: <https://www.fronteraenergy.ca/content/uploads/2016/10/Code-of-Business-Conduct-and-Ethics-3.pdf>

Awareness, communication, and training

Processes of cultural transformation demand ongoing measures that increase not just ethical business conduct but also employee behavior. This behavior should be focused on ethics and adherence to the Company's standards and rules, permanently reinforcing important management signals. Frontera has established a strong culture of integrity, and every year we take steps and put instruments in place to enhance how important company culture and values are for preventing compliance issues.

Our program Frontera's Compliance Ambassadors: Ultimate Integrity Influencers has been recognized as one of the best anti-corruption practices in Colombia, at the second edition of Good Anti-Corruption Practices - Innovating in Business Integrity in Colombia, published by Pacto Global Red Colombia (Global Compact Colombia) together with Alliance for Integrity and UNODC.

Awareness

The awareness pillar of our culture of integrity and compliance strategy involves all initiatives and activities that we conduct annually with the purpose of leading by example, permanently disseminating our policies, and consolidating work and support cells to address integrity dilemmas that may arise in our operations, and preventing the occurrence of compliance risks.



In 2022, we highlighted the actions by our Compliance Ambassadors and established spaces for dialogue from middle and high management to the whole Company.

Training

The fundamental ideas of the Company's ethics and compliance system are strengthened through training, which is a crucial component of our plan to promote a culture of integrity and compliance.

Every year, we establish a training strategy, determine the areas that require more training due to increased compliance concerns, and also have meetings with external parties that are a part of our value chain.

We allocated 3,063 hours in 2022 of awareness and/or training on topics including ethics, compliance, risk of fraud and corruption, money laundering, financing of terrorism, and the spread of armaments, among others, for various internal audiences and our value chain.

We took part in Frontera's 4th Contractor Forum, which provides a venue for education and knowledge about the advantages of acting honorably in the workplace.

Survey of stakeholders

For the third year in a row, we administered a survey to stakeholders to know their perception of Frontera's (and Frontera's employees) behavior in daily business activities, from a reputational and relational perspective of ethics and compliance.



Survey of stakeholders on their perception of the ethics and compliance system

2020 2021 2022

Number of respondents	100	92	142
Response rate	73%	76%	65%
Percentage of positive responses	80%	83%	86%

The improvement in stakeholder's perception of the ethical behavior of our employees reflects that the effort of strengthening the culture of integrity has been effective and fulfils its function as a mechanism for the prevention of compliance risks.

Negative responses, which account for less than 5%, are analyzed in detail, presented to the Board of Directors, the Ethics Committee, and areas involved in the issues identified in order to establish improvement strategies for stakeholders and related processes.

C Day

We continued having our "C Day" (Compliance Day), with the participation of the entire Company, including office and field staff. On this date, we celebrate the integrity that characterizes us and highlight the importance of ethics and compliance in our professional and personal development, through different activities that highlight the importance of ethics and compliance.

We lived the experience of the ethical shop "Donde Clara (Chez Clara)".

Communication

We have positioned ourselves as **#Influencers of Integrity** in terms of ethics and compliance; for this reason, we conducted more than 39 internal events, participated in more than 27 external activities where we have been able to share the best practices we carry out within the Company to other organizations, thus promoting a more ethical business ecosystem.

- Our Compliance Officer was a speaker at the Ethisphere ESG Forum, at the panel titled "Employee engagement: Where culture and ESG factors lie".
- Pacto GLOBAL GUATEMALA and the ICC invited our Compliance Officer to the No Ethics, No Sustainability forum to share best practices in promoting integrity as a sustainability tool.
- We participated in the 7th Regional Business Integrity Week organized by Alliance for Integrity sharing best practices in integrity and compliance in the energy sector.
- In the Latin American Compliance Network, we share the lessons learned from the process of identification, disclosure, and management of conflicts of interest.
- We participated in the discussion on "Challenges in the Identification of Final Beneficiaries," conducted by PWC.
- We shared Frontera's anti-corruption practices and integrity perspective for the oil and gas industry.

Our prevention and detection actions

MATERIAL ISSUE: COMPREHENSIVE RISK MANAGEMENT.
GRI: 3-3 / 205-3 / 11.20.3

Management of compliance risks

Our Comprehensive Risk Management System works at all levels of the Company, which is mainly supported by the risk management cycle set for the international standard ISO:31000 to fulfillment Frontera's objectives (strategic, processes and projects).

The Comprehensive Risk Management System established the strategic risk level of the strategic risk matrix, which includes the risk of fraud, transnational bribery, corruption, money laundering, financing of terrorism and financing of the proliferation of weapons of mass destruction. As part of the risk management process and based on the risk management methodology implemented by Frontera, we design and implement controls to reduce and mitigate risk level. Some of these controls include:

- Ethic and compliance processes, procedures and protocols documented.
- Actions to promote Frontera's culture of integrity and compliance.
- Implementation of risk identification and assessment processes through the strict implementation of third-party due diligence procedures in accordance with applicable laws and best practices; the detection, analysis, and reporting of unusual events and suspicious operations to the Financial Intelligence and Analysis Unit (UIAF) Colombia; and the establishment of intensified due diligence processes and payment control to Politically Exposed Persons (PEP) and control of cash transactions and reporting to the UIAF as appropriate.

Management of conflicts of interest

GRI: 2-15

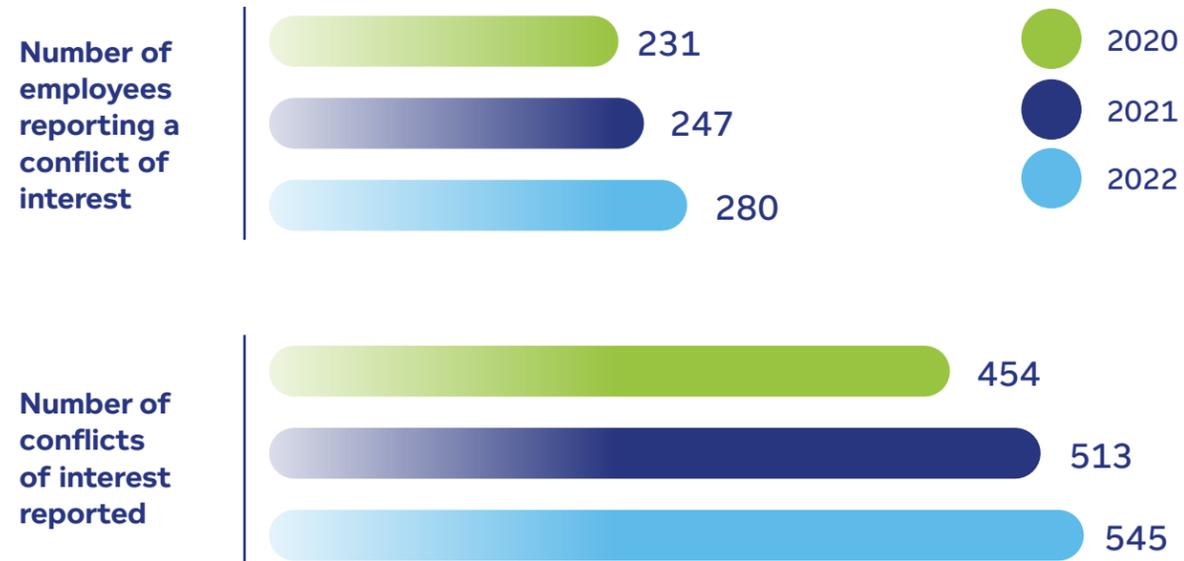
Each year, our employees make a declaration of conflicts of interest, which allows us to warrant and strengthen the knowledge and understanding about how to manage any conflicts of interest in the performance of their daily work.

We are aware that with the knowledge of our Conflict of Interest Policy by our employees, the management of direct supervisors, the ethics and compliance team support, criteria based on

corporate values, and with the commitment of disclosure and timely management of conflicts, we are taking care of the Company's interests and the maintenance of competitiveness.

In 2022, a total of 811 persons participated in the conflict of interest survey, which accounted for 98% of all employees.

Figures related to disclosure of conflicts of interest

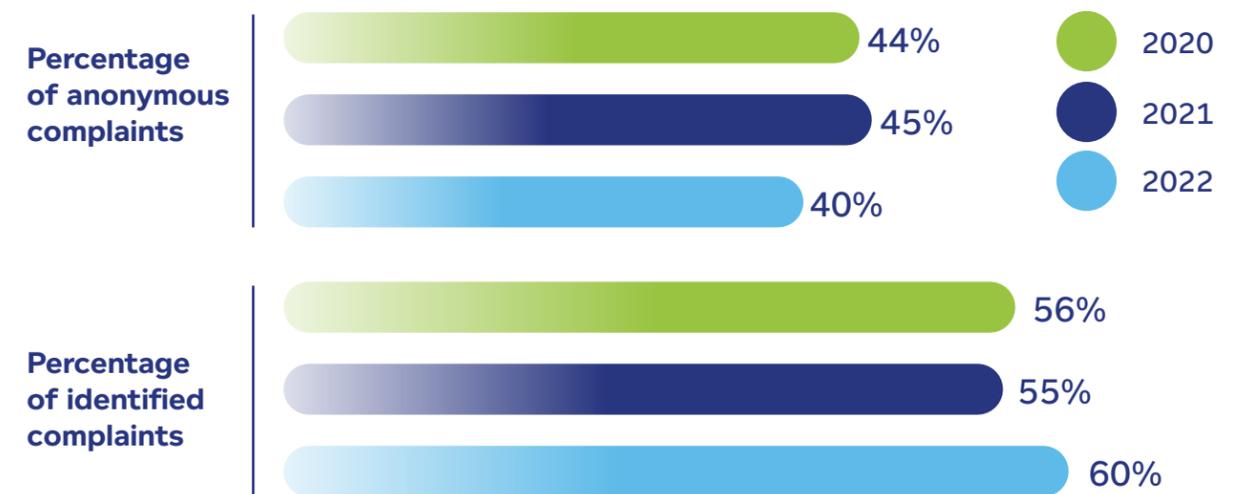


Management of complaints

GRI: 2-16 / 2-25 / 2-26

The complaints management process is based on the analysis of the root causes of substantiated cases. This enables the identification of potential sanctions due to violations, opportunities for improving Company's processes, and establishing a management plan for ongoing investigations to report progress to the Ethics Committee or the Audit Committee in a timely manner, as appropriate, presenting them with statistics, trends, and lessons learned.

Characterization of complainants



2023 goals

GRI: 3-3



Continuously improve our culture of ethics and compliance, evidenced by external assessments (Ethisphere).

Cybersecurity

MATERIAL ISSUE: CYBERSECURITY / COMPREHENSIVE RISK MANAGEMENT
 SASB: EM-EP-540a.2
 GRI 3-3 / 2-25
 SDG: 8.8, 10.5, 16.5, 16.10, 17.14

2022 performance:



We maintained a rate of zero material incidents without information or financial loss.

We are a company that cares about cybersecurity and information security, as a practice to protect the value of the Company's assets because information is an asset of vital importance for the business.

The digital transformation in which companies have been immersed has been an opportunity to optimize management processes within companies, but has also opened a window for risks and opportunities in relation to information security.

In Frontera, we are convinced of the value of collaborative work, the benefits of the hybrid work model, and the value of interactivity; therefore, we are committed to protecting information and its integrity, which is why we have established a strategy to protect the digital infrastructure of the Company and its subsidiaries based on our Information Security Policy, which establishes the basic protection principles of our cybersecurity strategy and was approved by the Board of Directors.

Principles of our cybersecurity strategy

- 01.** Use information and the media that support it in a safe and adequate manner, ensuring integrity and confidentiality.
- 02.** Identify and assess the different threats and vulnerabilities to which information may be exposed, including industrial control systems.
- 03.** Protect copyright and intellectual property.

Cybersecurity strategy



Strengthening knowledge and skills development

The ITS area develops awareness-raising campaigns and training for employees periodically to strengthen the culture of information security.

Establishment of control and information processing measures

At the strategic risk level of the Comprehensive Risk Management System, we monitor, among others, the Cybersecurity risk, due to the Company relies on technology for day-to-day business operations, we works on various information technology systems to manage reserves, production, process financial data, manage contracts and communicate with employees and third parties.

Within the Company, we have established a risk management process that identifies, analyzes, and assesses cybersecurity risks.

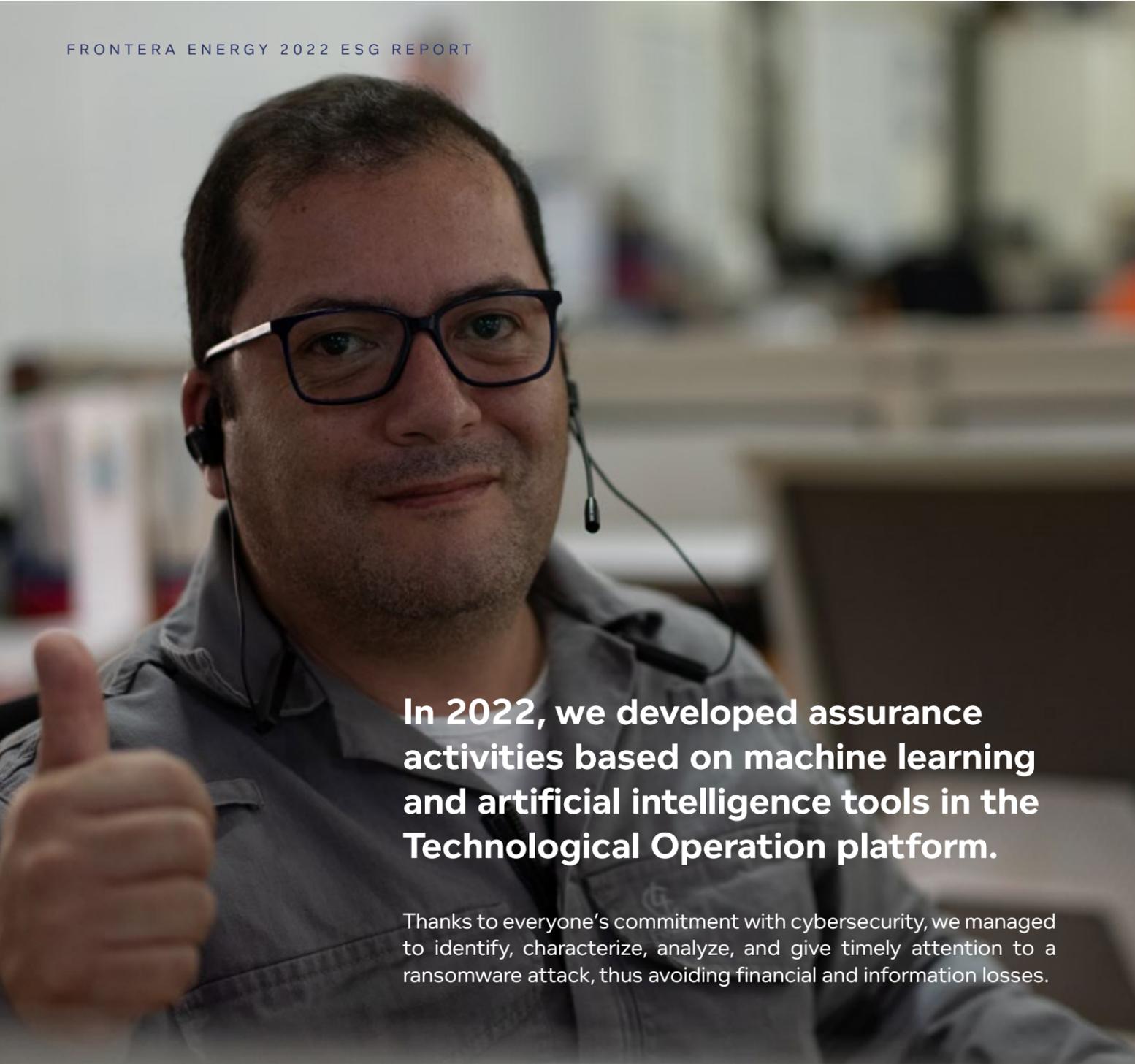
To manage this timely and efficiently, we have defined control and processing measures to comply with the applicable requirements regarding information security, mitigate risks, and strive for the continuous improvement of digital and technological processes in operation within Frontera, involving all employees in its management.



Implementation of domestic policies and local and international regulations

Working together with different areas and people makes it possible to continue our business, provided that we join efforts to protect the Company's assets. For this reason, monitoring best practices in cybersecurity and following internal policies is everyone's business and strengthens our governance structure and culture of integrity and compliance. Our employees are the first line of defense against any cyber-attack.





In 2022, we developed assurance activities based on machine learning and artificial intelligence tools in the Technological Operation platform.

Thanks to everyone's commitment with cybersecurity, we managed to identify, characterize, analyze, and give timely attention to a ransomware attack, thus avoiding financial and information losses.

2023 goals



Maintain a rate of zero material cybersecurity incidents.

GRI: 3-3

Promoting respect for human rights

MATERIAL ISSUE: HUMAN RIGHTS
 GRI: 3-3 / 406-1/ 11.11.7
 SASB: EM-EP-210A. 3
 UNGC: PRINCIPLES 1 / 2 / 6
 SDG: 17

2022 performance:



No human rights violations were detected in our operations.

At Frontera, we are committed to the respect and promotion of human rights in all our operations, by turning our Declaration of Human Rights (adopted in 2017) into the road map to implement policies, processes, standards, and management systems aimed at avoiding, mitigating, and compensating for associated impacts.

Part of our human rights due diligence process seeks to strengthen the identification and timely management of risks and impacts caused by our operations and improve spaces for dialogue with communities, address complaints about potential impacts, and establish mechanisms for the periodic assessment of the Company's human rights performance; understanding that respect for these is critical to building a sustainable future.

Our commitment to respect human rights is reflected in all our actions, in accordance with the principles of the Global Pact, the guidelines of the Organization for Economic Co-operation and Development (OECD) for multinational corporations, and also the Voluntary Principles on Security and Human Rights and the Guiding Principles on Business and Human Rights for the implementation of the United Nations "Protect, Respect, and Remedy" framework.

Convinced of the transformative power of access to knowledge, in 2022, we carried out basic training activities on human rights to strengthen our employees' knowledge on this issue.

Basic training and certification in relation to human rights

Modules	Number of participants
Protected communities (Indigenous peoples) and the use of force	252
Due diligence in human rights	163
Territorial organization to warrant human rights within the framework of social disruption	117
Addressing security and human rights risks in Latin America	58 (staff of the Physical security management office)

Within the framework of the global Voluntary Principles on Security and Human Rights, to which we are committed, we carry out training on human rights policies and procedures for the security personnel working in our operations.

	2021	2022 ⁷⁸
Urban security	10	19
Heavy asset security	115	131
Light asset security, CP&GAS, OGD transport	106	180
Colombia	231	330
Ecuador	5	11

⁷⁸ Data related to security providers' training



2023 goals



Ensure adequate human rights due diligence in Frontera's operations.

GRI: 3-3

06

Legal advisories

Cautionary Note Concerning Forward-Looking Information

This Sustainability Report (this "Report") contains forward-looking information within the meaning of Canadian securities laws. Forward-looking information relates to activities, events or developments that Frontera Energy Corporation (the "Company" or "Frontera") believes, expects or anticipates will or may occur in the future. Forward-looking information in this Report includes, without limitation, statements regarding the Company's corporate strategy, guidance, reserves and resources information and sustainability objectives in the areas of environmental, social and governance, our business plans, initiatives and objectives, new areas of operations, supplier development, social investment matters, environmental stewardship matters (including the climate change action plan), safety and risk management matters, local development matters, corporate culture and human talent matters, and the Company's exploration and development plans and objectives. All information other than historical fact is forward-looking information. In particular, statements relating to "reserves" are deemed to be forward-looking information since they involve the implied assessment, based on certain estimates and assumptions, that the reserves described exist in the quantities predicted or estimated and that the reserves can be profitably produced in the future.

Forward-looking information reflects the current expectations, assumptions and beliefs of the Company based on information currently available to it and considers the Company's experience and its perception of historical trends, including expectations and assumptions relating to commodity prices and interest

and foreign exchange rates; the current and potential adverse impacts of the COVID-19 pandemic, including the status of the pandemic and future waves and any associated policies around current business restrictions; reserves and resources estimates; the performance of assets and equipment; the sufficiency of budgeted capital expenditures in carrying out planned activities; the availability and cost of labour, services and infrastructure; and the development and execution of projects.

Although the Company believes that the assumptions inherent in the forward-looking information are reasonable, forward-looking information is not a guarantee of future performance and accordingly undue reliance should not be placed on such information. Forward looking information is subject to a number of risks and uncertainties, some that are similar to other oil and gas companies and some that are unique to the Company. The actual results of the Company may differ materially from those expressed or implied by the forward-looking information, and even if such actual results are realized or substantially realized, there can be no assurance that they will have the expected consequences to, or effects on, the Company. Factors that could cause actual results or events to differ materially from current expectations include, among other things: volatility in market prices for oil and natural gas (including as a result of demand and supply shifts caused by the war in Ukraine, the sustained COVID-19 pandemic and the actions of the Organization of Petroleum Exporting Countries ("OPEC") and non-OPEC countries and the procedures imposed by governments in response thereto);

the extent and duration and spread of the COVID-19 pandemic and its severity, the success of the Company's program to manage COVID-19; uncertainties associated with estimating and establishing oil and natural gas reserves; liabilities inherent with the exploration, development, exploitation and reclamation of oil and natural gas; uncertainty of estimates of capital and operating costs, production estimates and estimated economic return; increases or changes to transportation costs; expectations regarding the Company's ability to raise capital and to continually add reserves through acquisition and development; the Company's ability to access additional financing; the ability of the Company to maintain its credit ratings; the ability of the Company to: meet its financial obligations and minimum commitments, fund capital expenditures and comply with covenants contained in the agreements that govern indebtedness; political developments in the countries where the Company operates; the uncertainties involved in interpreting drilling results and other geological data; geological, technical, drilling and processing problems;

timing on receipt of government approvals; fluctuations in foreign exchange or interest rates and stock market volatility. The Company's annual information form dated March 1, 2023, its management's discussion and analysis for the year ended December 31, 2022 ("MD&A"), and other documents it files from time to time with securities regulatory authorities describe the risks, uncertainties, material assumptions and other factors that could influence actual results and such factors are incorporated by reference herein. Copies of these documents are available without charge by referring to the Company's profile on SEDAR at www.sedar.com. All forward-looking information speaks only as of the date it is made and, except as may be required by applicable securities laws, the Company disclaims any intent or obligation to update any forward-looking information, whether as a result of new information, future events or otherwise. Furthermore, information contained in or otherwise accessible through the Company's website does not form part of this Report and is not incorporated by reference into this Report.

Non-IFRS and Other Measures

This Report contains various "non-IFRS financial measures" (equivalent to "non-GAAP financial measures", as such term is defined in NI 52-112), "non-IFRS ratios" (equivalent to "non-GAAP ratios", as such term is defined in NI 52-112), "supplementary financial measures" (as such term is defined in NI 52-112), and "capital management measures" (as such term is defined in NI 52-112), which are described in further detail below and do not have standardized IFRS definitions. The Company's determination of these non-IFRS financial measures may differ from other reporting issuers and they are therefore unlikely to be comparable to similar measures presented by other companies. Furthermore, these financial measures should not be considered in isolation or as a substitute for measures of performance or cash flows as prepared in accordance with IFRS. These financial measures do not replace or supersede any standardized measure under IFRS. Other companies in our industry may calculate these measures differently than we do, limiting their usefulness as comparative

measures. The Company discloses these financial measures, together with measures prepared in accordance with IFRS, because management believes they provide useful information to investors and shareholders, as management uses them to evaluate the operating performance of the Company. These financial measures highlight trends in the Company's core business that may not otherwise be apparent when relying solely on IFRS financial measures. Further, management also uses non-IFRS measures to exclude the impact of certain expenses and income that management does not believe reflect the Company's underlying operating performance. The Company's management also uses non-IFRS measures in order to facilitate operating performance comparisons from period to period and to prepare annual operating budgets and as a measure of the Company's ability to finance its ongoing operations and obligations. Non-IFRS financial measures included in this

Report include operating EBITDA, capital expenditures, net sales and operating netback; supplementary financial measures included in this Report include production cost per boe, transportation cost per boe and dilution cost per boe; and capital management measures included in this Report include total cash. These measures are described in further detail below, and in the MD&A which is incorporated by reference into this Report under the heading "Non-IFRS and Other Financial Measures".

EBITDA is a commonly used non-IFRS financial measure that adjusts net (loss) income as reported under IFRS to exclude effects of income taxes, finance income and expenses, and depletion, depreciation and amortization expenses. Operating EBITDA is a non-IFRS financial measure that represents the operating results of the Company's primary business, excluding the following items: restructuring, severance and other costs, post-termination obligation, payments of minimum work commitments and

certain non-cash items (such as impairments, foreign exchange, unrealized risk management contracts and share-based compensation) and gains or losses arising from the disposal of capital assets. In addition, other unusual or non-recurring items are excluded from operating EBITDA, as they are not indicative of the underlying core operating performance of the Company. Refer to the "Operating EBITDA" section on page 25 of the MD&A for a reconciliation of net income (loss) to operating EBITDA and a description of each component of the Company's Operating EBITDA and how it is calculated. Since the three and six months ended June 30, 2022, the Company changed the composition of its operating EBITDA calculation to exclude certain unusual or non-recurring items as post-termination obligations and payments of minimum work commitments, which could distort future projections as they are not considered part of the Company's normal course of operations. Capital expenditures is a non-IFRS financial measure that reflects the cash and non-cash items used by a company to invest in capital assets. This financial measure considers oil and gas properties, plant and equipment, infrastructure, exploration and evaluation assets. Net sales is a non-IFRS financial measure that adjusts revenue to include realized gains and losses from risk management contracts while removing the cost of dilution activities, including the cost of any volumes purchased from third parties. This is a useful indicator for management, as the Company hedges a portion of its oil production using derivative instruments to manage exposure to oil price volatility. This metric allows the Company to report its realized net sales after factoring in these risk management activities. The deduction for dilution costs and cost of purchases is helpful to understand the Company's sales performance based on the net realized proceeds from its own production net of dilution, the cost of which is partially recovered when the blended product is sold. Net sales also exclude sales from port services, as it is not

considered part of the oil and gas segment. Refer to the reconciliation in the "Sales" section on page 13 of the MD&A. Operating netback is a non-IFRS financial measure and operating netback per boe is a non-IFRS ratio. Operating netback per boe is used to assess the net margin of the Company's production after subtracting all costs associated with bringing one barrel of oil to the market. It is also commonly used by the oil and gas industry to analyze financial and operating performance expressed as profit per barrel and is an indicator of how efficient the Company is at extracting and selling its product. For netback purposes, the Company removes the effects of any trading activities and results from its midstream segment from the per barrel metrics. Refer to the reconciliation in the "Operating Netback" section on page 12 of the MD&A. Production costs mainly include lifting costs, activities developed in the blocks, and processes to put the crude oil and gas in sales condition. Production cost per boe is a supplementary financial measure that is calculated using production cost divided by production (before royalties). A reconciliation of this calculation is provided on page 28 of the MD&A. Transportation costs include all commercial and logistics costs associated with the sale of produced crude oil and gas such as trucking and pipeline. Transportation cost per boe is a supplementary financial measure that is calculated using transportation cost divided by net production after royalties.

reconciliation of this calculation is provided on page 28 of the MD&A. Dilution costs include all costs associated with the dilution services. Dilution costs per boe is a supplementary financial measure that is calculated using the dilution costs divided by total sales volumes, net of purchases. Total cash is a capital management measure used to describe the total cash and cash equivalents, restricted and unrestricted, available, and is comprised of the cash and cash equivalents and the restricted cash short and long-term.

Consolidated Total Indebtedness and Net Debt

Consolidated Total Indebtedness and Net Debt are used by the Company to monitor its capital structure, financial leverage, and as a measure of overall financial strength. Consolidated Total Indebtedness is defined as long-term debt, plus liabilities for leases and net position of risk management contracts, excluding the Unrestricted Subsidiaries. "Unrestricted Subsidiaries" include CGX, Frontera ODL, including its subsidiary PIL, Frontera BIC, and Frontera Bahía, including its subsidiary Puerto Bahía. This metric is consistent with the definition under the Indenture (as defined in the MD&A) for the calculation of certain conditions and covenants. Net Debt is defined as consolidated total indebtedness less cash and cash equivalents. Both measures are exclusive of non-recourse subsidiary debt and certain amounts attributable to the Unrestricted Subsidiaries.

Oil and Gas Information Advisories

For the year ended December 31, 2022, the Company's reserves were evaluated by DeGolyer and MacNaughton ("D&M"), in accordance with the definitions, standards and procedures contained in the Canadian Oil and Gas Evaluation ("COGE") Handbook maintained by the Society of Petroleum Evaluation Engineers

(Calgary Chapter), National Instrument 51-101 - Standards of Disclosure for Oil and Gas Activities ("NI 51-101"), and CSA Staff Notice 51-324 and are based on the Company's 2022 year-end estimated reserves as evaluated by D&M in their report dated February 15, 2023, with an effective date of December 31, 2022 (the "Reserves Report"). D&M is an independent qualified reserves evaluator as defined in NI 51-101. Additional reserves information as required under NI 51-101 is included in the Company's statement of reserves data and other oil and gas information on Form 51-101F1, which is available under the Company's profile on SEDAR at www.sedar.com. The reserves and resources information contained in this presentation has been prepared in accordance with NI 51-101, but only presents a portion of the disclosure required thereunder. All comparative percentages are between the years ending December 31, 2021 and 2022, unless otherwise noted and are based on the Company's 2022 year-end estimated reserves as evaluated by D&M in the Reserves Report. All reserves presented are based on forecast pricing and estimated costs effective December 31, 2022 as determined by the Company's independent reserves evaluators. Actual oil and natural gas reserves and future production may be greater than or less than the estimates provided in this Report. There is no assurance that forecast prices and costs assumed in the Reserves Report, and presented in this Report, will be attained and variances from such forecast prices and costs could be material. The estimated future net revenue from the production of the disclosed oil and natural gas reserves in this Report does not represent the fair market value of these reserves.

The estimates of reserves for individual properties may not reflect the same confidence level as estimates of reserves for all properties, due to the effects of aggregation. In addition, possible reserves are those additional reserves

that are less certain to be recovered than probable reserves. There is a 10% probability that the quantities actually recovered will equal or exceed the sum of proved plus probable plus possible reserves. Reported production levels may not be reflective of sustainable production rates and future production rates may differ materially from the production rates reflected in this Report due to, among other factors, difficulties or interruptions encountered during the production of hydrocarbons.

Boe Conversion

The term "boe" is used in this Report. Boe may be misleading, particularly if used in isolation. A boe conversion ratio of cubic feet to barrels is based on an energy equivalency conversion method primarily applicable at the burner tip and does not represent a value equivalency at the wellhead. In this Report, boe has been expressed using the Colombian conversion standard of 5.7 Mcf: 1 bbl required by the Colombian Ministry of Mines and Energy. All production volumes are expressed before royalties unless otherwise stated. Some figures presented are rounded and data in tables may not add due to rounding.



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