



BUSINESS CONTINUITY POLICY

1. BACKGROUND

Frontera Energy Colombia Corp. Colombia Branch (the "Company") during its activities, is exposed to the possibility of various types of events or scenarios that could potentially disrupt the company's operations. Such events may result in losses, emergencies, disasters or catastrophes, crises, and even business continuity disruptions. Therefore, it is essential to ensure the ability to execute a structured, standardized, and well-planned response to these types of incidents.

Through this policy, we express our commitment to ensuring the effective planning and management of the necessary actions necessary to respond appropriately to any incident or unexpected situation that threatens life, the environment, business, and/or the continuity of our operations. This commitment extends from the declaration of an emergency to the return to normal operations, to minimize the impact of such events.

2. POLICY

This commitment encompasses a set of principles, guidelines, and decisions formulated based on an understanding of business risks and needs, in accordance with ISO 22301 and other applicable requirements. These are:

- The Company recognizes the importance of having a Business Continuity Management System (BCMS) that ensures the safety and security of its employees and other stakeholders. Additionally, the Company reaffirms its commitment to responsible operations that protect the environment, surrounding communities, and safeguard the Company's reputation.
- Frontera Energy is committed to defining, implementing, operating and continuously improving a Business Continuity Management System (BCMS) that is driven by senior management.
- The Company is committed to the continuous delivery of quality products and services to its customers, even in the event of a disaster scenario, while maintaining acceptable levels and capacity.
- The company's values and principles must be consistently reflected and demonstrated during the response to any event or incident. Therefore, the response priorities in a disaster situation will always be in the following order:

ASG

JEP

- The lives of those affected by the situation.
- The environment.
- The company's reputation.
- The company's assets and business.



- Comply with all laws, regulations, contractual requirements, and internal guidelines established for the management and operation of the Business Continuity Management System.
- The company's critical personnel must be trained and knowledgeable about the established procedures and be aware of their roles and responsibilities within the business continuity management system. This applies to those responding to an incident, their level of involvement, and the delegation of authority in decision-making. This shall be achieved through regular training, dissemination, and testing of relevant plans.
- The Business Continuity Management System shall be supported by well-defined and appropriate plans, procedures, protocols, and resources, tailored to each facility and operation, and applicable throughout the organization.
- Where a critical operation, process, or service for the company is provided or developed by a third party, the contractual agreement must ensure that relevant emergency, crisis, and business continuity management plans are in place, consistent with the principles outlined in this policy.
- Conduct periodic testing of the procedures established in the continuity and contingency plans, considering identified critical areas, suppliers, and services, to validate their applicability and to maintain the commitment to continuous improvement of the system.

3. SCOPE AND MONITORING

The Sustainability and Corporate Affairs Department leads the Business Continuity Management System (BCMS) and is responsible for overseeing its proper implementation. This includes preparing and periodically reviewing this policy and submitting it to the CEO for approval. The department is also required to keep senior management informed of the status and implementation of the system.

HSEQ and Security areas are responsible for ensuring the development of relevant plans for emergency management, crisis management, and business continuity management, respectively.

ASG

JEP

Each Vice President, department, and management team is responsible for ensuring that their processes comply with this policy and the applicable requirements of the Business Continuity Management System (BCMS).



All company personnel are responsible for being familiar with the Business Continuity Management System (BCMS) policy. They must be aware of their roles and responsibilities before, during, and after an incident and participate in all relevant system activities such as training, exercises, and drills.

4. **COMPLIANCE**

In the event of non-compliance, the Company reserves the right to enforce the disciplinary measures and sanctions provided for in the Labor Law, the Internal Work Regulations, the Code of Conduct, and Business Ethics, or in the terms and conditions of the contracts entered with the Company's employees.

ASG

JEP

This Policy applies to all direct employees and third parties who perform activities for the Company and is available for consultation and awareness by all stakeholders.

5. **VALIDITY**

This Policy is effective from the date of its approval.

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke.

Firmado por el CEO / Alta Dirección