
Sustainability Policy (HSEQ)

CANACOL ENERGY LTD. is committed to building and implementing a Comprehensive Management System that promotes a culture of Health and Safety at Work, care for the Environment, Quality, and Management of risks and opportunities. This system involves employees, partners, customers, suppliers, contractors, and other stakeholders, in the development of Exploration, Drilling, and Production activities, wherever the Company has partnerships or operates.

Canacol Energy and its Employees are Committed to:

1. Seek business excellence through a competitive approach that considers the creation of shared value with every stakeholder.
2. Promote continuous improvement in all direct and contracted activities, reliability in all corporate processes, the satisfaction of stakeholders, as well the financial sustainability of the business by acquiring qualified human talent and innovative technological equipment. Achieve growth in the national and international market while protecting the environment, workers' safety and health, and the protection of information assets.
3. Identify and eliminate hazards, evaluate, and reduce occupational safety and health and environmental risks and impacts, which may affect the Company's operations. Use adequate controls and measures to prevent damages, protect natural resources, equipment, facilities, and public infrastructure, and respond effectively to emergencies.
4. Provide safe and healthy working conditions to prevent injuries, deterioration of health, and illnesses related to on-site work and teleworking.
5. Ensure compliance with the Company's biosafety protocol.
6. Ensure compliance with applicable local, national, and international codes, standards, regulations, physical security, and information security laws by adopting the best industry practices that apply to its projects and operations.
7. Promote the participation and commitment of the workforce in HSEQ activities and training to encourage employees and contractors to be responsible for developing clean, safe, and healthy operations and continuous improvement.
8. Report and disclose periodically environmental and occupational health and safety issues to contractors and other stakeholders.
9. Conduct operational control of our suppliers and contractors through contractor monitoring, ensuring compliance with the environmental policies, commitments, management plans, and addendums established by the Company.
10. Share and raise awareness among internal and external stakeholders about the content, objectives, and commitments established in the policy through communication, training, and engagement strategies that strengthen its ownership and effective implementation.
11. Implement strategies, processes, and indicators to ensure the sustainability of our operations. To achieve this, we manage our environmental footprint through rigorous monitoring of goals and

objectives to reduce the organization's environmental impact. This monitoring will be reflected in performance reports that address the following aspects:

- a. **Waste management**, guaranteeing the efficient use of resources and preventing pollution, applying circular economy principles and reverse logistics.
- b. **Preservation of biodiversity**, assuming the responsibility of contributing to biological protection within operational areas and the commitment not to operate, explore or drill in areas recognized as World Cultural and Natural Heritage Sites or in protected natural areas.
- c. **Adaptation to climate change and air quality**, implementing actions to reduce Greenhouse Gas (GHG) emissions, minimize leaks and vents, optimize methane combustion, promote the use of renewable energies, and continuous energy and operational efficiency.
- d. **Integrated water management**, optimizing the use of water required for operations, implementing measures to prevent contamination of water sources, and promoting water-saving and efficient use .

Both the Board of Directors and Senior Management are responsible for ensuring compliance with the HSEQ Sustainability Policy and are committed to working and investing the necessary resources for the performance, monitoring, and continuous improvement of the Integrated Management System. This is achieved through the identification of risks and opportunities, as well as the internal and external communication of performance and the achievement of its objectives.

This policy applies to all workplaces and work modalities, and to all workers regardless of their type of contract or engagement, including contractors, subcontractors, visitors, business partners (non-operated ventures, joint ventures), mergers, and/or acquisitions.