



2025



Human Rights Report

CEO Message

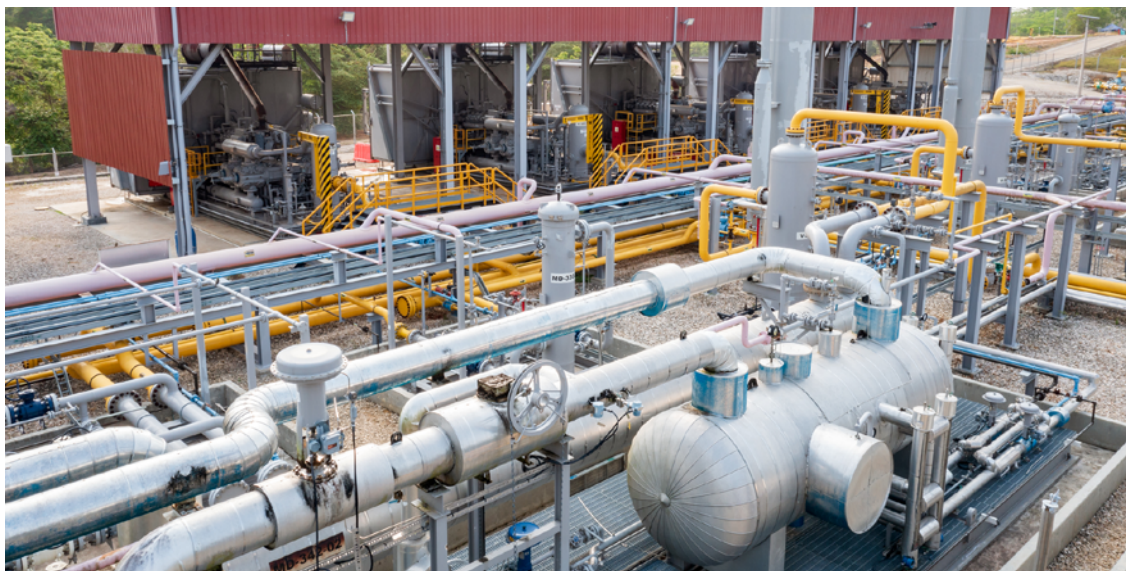
In 2025, Canacol Energy (the “Company” or “Canacol”) reaffirmed its commitment to promoting and protecting human rights, playing a fundamental role in building a proactive culture of good practices in this area. Our human rights policy is grounded in internationally recognized principles, such as the United Nations Global Compact, the Guiding Principles on Business and Human Rights, and the Voluntary Principles on Security and Human Rights. These guidelines foster equality, empathy, and solidarity among our employees, contractors, security forces, and local communities, ensuring that everyone understands and applies these principles in their daily activities.

Acting as agents of change, we have implemented due diligence processes that allow us to identify risks and opportunities associated with our operations. This

strategy has enabled us to prevent potential human rights violations and establish effective mitigation measures when necessary.

Our proactive approach was reflected in an 8-point improvement in the S&P Sustainable1 corporate sustainability assessment in 2025, compared to the previous year. Over the past three years, thanks to our firm commitment and the actions undertaken, we have increased our rating by 38 points, reaching a total score of 95 in human rights matters.

Ravi Sharma
CEO – Chief Executive Officer



Our Commitment

We are committed to raising awareness among our stakeholders regarding the daily application of respect, prevention, protection, and remediation of human rights, and their importance to our operations. We emphasize that this commitment applies to all areas, operations, and assets of the Company.

In 2025, Canacol Energy focused its human rights management on strengthening three key aspects:

- **Human rights due diligence.**
- **Promoting a culture of education and respect for human rights, with the participation of our stakeholders.**
- **Strengthening the process of identifying risks and opportunities in this area.**

As part of this commitment, we developed various training programs aimed at employees and communities, with the goal of promoting knowledge and application

of human rights principles across our operations and areas of influence. This Management Report presents a summary of the main actions implemented throughout the year in this regard.



Human Rights Management

Due Diligence

Theoretical and Practical Workshops on Identifying and Associating Human Rights Risks and Opportunities

In 2025, all areas were asked to update the human rights risk and opportunity identification and association maps, with the objective of reviewing the basic elements of human rights due diligence with a focus on risk and opportunity management in

accordance with the United Nations Guiding Principles on Business and Human Rights, as well as associating, from a due diligence approach, those risks with human rights impacts and proposing prevention and mitigation plans for them.

Risk and Opportunity Management Format

During 2025, the Company maintained and updated its Risk and Opportunity Management Format, consolidating it as a key tool for identifying, analyzing, and managing risks from a preventive human rights approach. This format enabled the Company's various areas to systematically incorporate the human rights variable into their risk management processes, strengthening due diligence and informed decision-making.

As part of its implementation, the format continued to include a specific component for identifying potential human rights impacts associated with the risks identified by each area. Through this approach, the Company promoted the anticipation of risk

scenarios and the adoption of actions aimed at preventing potential impacts, thereby reinforcing responsible management aligned with international human rights standards.

The matrix includes a list of human rights that could be impacted by the operation, which serves as a reference for risk analysis and facilitates a more comprehensive assessment of potential effects on individuals, communities, and other stakeholders. This functionality allows risks to be classified in a structured manner and enables the definition of treatment, control, and prevention measures appropriate to their nature.

Human Rights at Risk of Being Affected
1. Right to freedom (religion, thought, association, opinion, expression, assembly)
2. Right to security
3. Right to life
4. Right to health
5. Right to food
6. Right to adequate water supply
7. Right to a clean environment and air
8. Right to access to effective remedies
9. Right to freedom of movement
10. Rights of Indigenous Peoples
11. Right to strike
12. Right to work and to fair and favorable working conditions
13. Right to education
14. Right of the child
15. Right to participate in public affairs
16. Right to private property and/or adequate housing
17. Right not to be subjected to torture, cruel, inhuman, or degrading treatment or punishment
18. Right to privacy

Once a risk has been identified and associated with a human right, the areas responsible must define and implement treatment, control, and prevention plans aimed at preventing its occurrence. Likewise, contingency and/or mitigation plans must be established to address risks in the event they do materialize.



Human Rights Risk and Opportunity Monitoring Dashboard

In 2023, the Company designed the Human Rights Risk and Opportunity Control and Monitoring Dashboard, a key tool for monitoring and managing these aspects across the Company's operations. Its objective is to effectively and efficiently support and oversee each of the areas that identify human rights risks and opportunities, enabling a timely and strategic response.

During 2025, this Dashboard continued to be used and strengthened as a monitoring model, providing key benefits, including:

- Observing the processes and sub-processes involved.
- Assigning a criticality level to identified risks and opportunities.
- Conducting quarterly follow-up on prevention plans.
- Measuring the effectiveness of prevention plans.
- Evaluating progress in the implementation of prevention plans.
- Identifying whether any risk materialized during the quarter under review.
- Following up on mitigation plans.
- Measuring the effectiveness of mitigation plans in the event a risk materializes.
- Evaluating progress in the implementation of mitigation plans.
- Establishing quarterly strategies and commitments with each process and sub-process involved.
- Assigning individuals responsible for executing the plans.
- Designating individuals responsible for monitoring the plans.

This dashboard was shared with the Human Rights Liaisons of each area of the Company, who continued to use it as a fundamental tool for managing and monitoring human rights risks and opportunities.

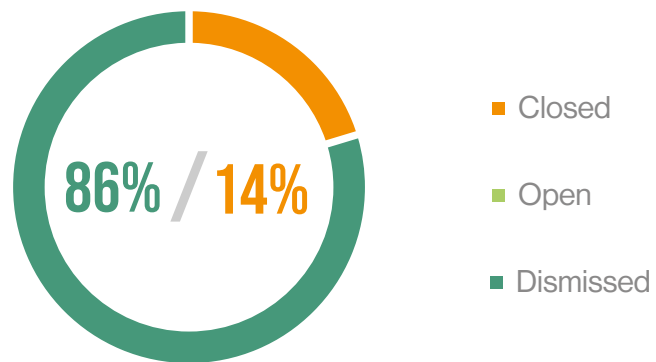


Complaints

The Company has an Independent Complaints Line for all matters related to human rights, ethics, compliance, and personal data protection. During 2025, we continued to promote the Complaints Line as an independent, anonymous, confidential, and secure channel, enabling employees, customers, contractors, and stakeholders to report possible actions and/or human rights violations that could affect the interests of Canacol and/or its stakeholders.

Throughout 2025, 7 complaints related to human rights were received, which were addressed in accordance with the Procedure for Human Rights Complaints Management. Following the corresponding analysis, it was determined that one complaint was valid and was referred to the labor relations area, while the remaining 6 did not involve human rights violations, and the cases were accordingly closed.

Total Complaints



The Complaints Line continues to be managed by Resguarda, an independent company responsible for receiving complaints and forwarding them to the appropriate personnel within the Company. Those responsible for receiving complaints can manage them and initiate the process of gathering information and evidence through the platform.

Training and Capacity-Building Activities

As part of the Company's commitment to promoting and respecting human rights, training sessions were held for various stakeholders, including employees, contractors, public security forces, and private security personnel. These training activities were aimed at strengthening knowledge and ownership of human rights

principles, promoting their consistent application across the activities and responsibilities associated with the operation.

As a result of this process, a total of 142 people were trained during 2025, consolidating a training program focused

on raising awareness and building capacity in human rights matters. This effort reaffirms the Company's commitment to building an organizational culture based on respect, prevention, and responsible

management of potential human rights impacts, helping ensure that the knowledge gained is reflected in practices aligned with applicable standards.

Stakeholders	Number of participants
Employees	112
Contractors	13
Public Security Forces and Private Security	17
Total	142



Employees

During 2025, the Company held training sessions for its employees aimed at strengthening the understanding and application of human rights in the context of its operations. As part of this effort, a training session was conducted on Human Rights, Voluntary Principles, and Public Security and Private Security Forces, which provided an in-depth look at the application of these standards in physical security matters, as well as the identification of good practices in interactions with public security forces and private security providers. This training gave participants tools to recognize risks, promote responsible conduct, and

strengthen the protection of employees, while ensuring respect for human rights in operational settings.

Additionally, a talk on Colombia's Economic and Social Outlook was held, which strengthened the analysis of the country's main economic, political, and social challenges and provided a better understanding of how these contexts affect both communities and the development of business operations, contributing a comprehensive perspective for responsible decision-making.

Training	# of participants	Hours per participant	Total hours
Human Rights, Voluntary Principles, Public Forces, and Private Security	15	2	30
Economic and Social Perspectives of Colombia	81	2	162
Total	96	-	192

As part of our commitment to continuous training and to strengthening an organizational culture based on respect and ethics, our employees regularly take courses through the C+ Platform, an innovative digital tool designed to provide training in various key areas. This platform covers fundamental topics such as human rights, occupational health and safety, and operational matters, among others.

In particular, the human rights courses aim to reinforce knowledge and application of these principles within the Company,

ensuring that our policies and values are reflected in each of our actions. Through these training modules, employees explore essential topics such as Diversity, Equity, and Inclusion (DEI), prevention of workplace harassment, and our institutional commitment to promoting and respecting human rights. In this way, we seek to ensure that each employee not only understands their role in building a safe and inclusive work environment but also becomes an agent of change both within and beyond the organization.

Training	# of participants	Hours per participant	Total hours
Workplace harassment C+	68	0.7	48
Corporate Onboarding	201	1.6	321
Diversity, Inclusion, and Equity Program	394	0.6	236.4
Corporate Re-Onboarding	24	0.7	16

HR Liaisons

The Liaisons are employees responsible for communicating, promoting, and overseeing the implementation of human rights processes across the Company's various areas. They also contribute to the due diligence process by identifying risks related to human rights.

During 2025, they took part in a training program designed to strengthen their skills

in identifying and managing human rights-related risks in the operational context.

This training session made it possible to analyze relevant cases such as La Toma vs. Colombia, reflect on their impact, and draw lessons applicable to protecting the rights of the communities the Company engages with, particularly in territories with ethnic populations and sensitive contexts.

Training	# of people	# of hours per person	Total hours
Analysis of the La Toma vs. Colombia Case	16	2	32

Public Security Forces and Private Security

During 2025, members of the Company's Public Security Forces and Private Security received training aimed at strengthening the understanding and application of Human Rights and the Voluntary Principles within the scope of their operational duties. This training provided a deeper understanding of responsible practices in interactions with public security forces and private security providers, promoting a preventive approach to managing risks associated with physical security.

The training provided practical tools for identifying potential risks, adopting preventive measures, and encouraging conduct that ensures the protection of employees and respect for fundamental rights across various operational settings. As a result, a comprehensive understanding was consolidated regarding the importance of applying human rights standards in all security-related activities, contributing to a safer and more respectful work environment.

Training	# of people	# of hours per person	Total hours
Human Rights and Voluntary Principles	17	2	34

Contractors

During 2025, the Company conducted a virtual training session for contractors focused on understanding Human Rights and the gender approach. This training session provided a deeper look at the fundamentals of the gender approach, as well as applicable international legislation, strengthening knowledge of the principles that guide the responsible management of fundamental rights in the workplace and operational context.

The training also provided clarity on the integration of these frameworks into the Company’s corporate policies, offering practical tools for incorporating equality criteria, identifying risks, and promoting responsible conduct. In this way, contractors strengthened their ability to apply human rights and gender standards in their daily work, contributing to a safer, more inclusive environment aligned with good corporate practices.

Training	# of people	# of hours per person	Total hours
Human Rights and Gender	13	2	26



Communications Campaign

During 2025, the Human Rights area developed a communications strategy aimed at strengthening employee awareness and understanding of how human rights are integrated into their daily work. Using a quarterly thematic structure, the campaign addressed different key aspects to strengthen an organizational culture based on respect, equity, and sustainability:

- **Fundamental Human Rights :**
Addressed the rights to equality and non-discrimination, privacy and data protection, and education and access to information, fostering understanding of the basic principles underpinning respect for human rights.
- **Labor Rights:** Explored fair and equitable working conditions, occupational health and safety, and professional training and development, promoting safe, inclusive, and responsible work environments.
- **Social and Community Rights :**
Reflected on health and well-being,

housing and quality of life, and the right to a healthy and sustainable environment, highlighting the importance of social rights in the workplace and community setting.

- **Corporate Responsibility and Human Rights :** Promoted good business practices, accessibility and inclusion in the workplace, and respect for community rights, strengthening responsible management and the sustainability of operations.

To reinforce the assimilation of these contents, knowledge-measurement tools were incorporated, including surveys and monthly KPIs tracking participation in training sessions, workshops, and awareness activities. In addition, the Human Rights Wall was maintained—a visible and interactive space within the Company's facilities that helped reinforce key messages and provide ongoing access to content—complemented by the new video podcast initiative, “Energéticamente Humanos” (“Energetically Human”).



Infographics

To visually support the campaign, infographics were designed in line with the four 2025 thematic areas, published monthly and permanently displayed on the Human Rights Wall.

These tools facilitated understanding of the content and promoted the assimilation of human rights principles among

employees. Through clear, interactive graphic representations, the infographics reinforced each quarter's key messages, enabling Company members to identify good practices, internalize concepts, and apply the knowledge gained in their work environment and in their interactions with stakeholders.

Month	Contents
January	Right to equality and non-discrimination
February	Right to privacy and data protection
March	Right to education and access to information
April	Right to fair and equitable working conditions
May	Right to occupational health and safety
June	Right to training and professional development
July	Right to health and well-being
August	Right to housing and quality of life
September	Right to a healthy and sustainable environment
October	Community rights and respect for their environment
November	Accessibility and inclusion in the workplace
December	Business best practices in human rights

Video podcast

In 2025, the video podcast initiative “Energéticamente Humanos” (“Energetically Human”) was launched — an audiovisual series designed to showcase, in an engaging and accessible way, how human rights are implemented within the Company. The episodes featured the Human Rights Liaisons, who shared their experience and perspective from each area, enriching the understanding of how human rights standards and principles are applied in day-to-day work.

A total of 5 episodes were published during the year:

Month	Episode
May	Presentation of Canacol Energy's Human Rights Liaisons
June	What are Human Rights?
	Right to Privacy and Data Protection
July	Equal Opportunities with a Gender Approach
	Guarantee of Human Rights in the Workplace

This initiative helped strengthen internal communication channels and expand the reach of content in a more interactive and accessible way. The audiovisual format made it easier for employees to clearly understand how human rights are integrated into operations, promoting an

organizational culture that is conscious, participatory, and aligned with corporate responsibilities, while also reinforcing a sense of belonging and creating internal spaces for dialogue on responsible and sustainable human rights practices.

Other Initiatives

During 2025, the Company implemented various initiatives that complemented its formal human rights actions, strengthening participation, collaboration, and awareness among all stakeholders. Notable among these was the development of the “Energéticamente Humanos” video podcast, an innovative initiative that showcased, in an engaging and accessible way, how human rights are implemented within the Company. The Human Rights Liaisons played a key role in this initiative, actively participating not only in recording the episodes but also in discussing and analyzing the topics covered. This created a collaborative space in which all areas could contribute, reflect, and gain a better understanding of how human rights are integrated into day-to-day operations, strengthening collective awareness and institutional commitment.

In addition, periodic communications were sent out with relevant, up-to-date information on human rights, security, and social issues, reaching the various stakeholder groups on a monthly basis. These communications reinforced engagement with the campaign’s content

and fostered ongoing awareness, further embedding these principles into the organizational culture.

The Company also held a talk for employees delivered by the Fundación Siempre por Colombia, focused on the country’s economic and social outlook, given that 2026 will see presidential elections take place. The purpose of this activity was to provide a space for dialogue and reflection in which employees could understand how these contexts affect their rights and those of communities, as well as the Company’s operations. The session generated an enriching exchange of ideas among different areas, promoting participation, critical awareness, and collaboration among teams.

These initiatives reflect the Company’s commitment to creating opportunities for learning, dialogue, and collaboration, strengthening the integration of human rights across all areas of the organization and promoting a more conscious, participatory, and responsible culture.

Update of Internal Documents

As part of its ongoing commitment to improving corporate practices and in alignment with the 2025 ESG strategy, the Company carried out a comprehensive update of its Human Rights Policy and its Human Rights Due Diligence Procedure. These revisions strengthen the Company's approach to protecting and promoting human rights, incorporating in detail key principles such as the elimination of forced labor and human trafficking, the guarantee of the right to freedom of association and collective bargaining, and the commitment to pay equity.

Additionally, in order to reinforce transparency and accountability, the Company implemented public disclosure of the periodic and systematic review of its human rights risk mapping. These updates were applied to both the Spanish and English versions of the official documents, available on Canacol's website, ensuring their accessibility and compliance with the highest international standards in this area.

Voluntary Principles Initiative

The Voluntary Principles on Security and Human Rights are a multi-stakeholder initiative bringing together governments, civil society organizations, and companies in the extractive and energy sectors, with the aim of promoting security practices aligned with respect for human rights and the protection of communities in the territories where they operate.

During 2025, the Company made significant progress in consolidating the implementation of the Voluntary Principles. As part of this process, the implementation report submitted received feedback from the Voluntary Principles Initiative (VPI), which helped identify opportunities to better demonstrate compliance with the initiative's guidelines and recommendations. Building on this exercise, the report was reworked, including working sessions with the Company's various areas to align

criteria, strengthen the consistency of the information, and more clearly reflect the cross-cutting application of the Voluntary Principles in security and human rights management.

In addition, direct dialogue was held with VPI members to receive technical guidance on properly structuring the report and on how to demonstrate the effective implementation of the principles. As a result of this process, the involvement of the areas concerned was strengthened, the content of the report was deepened, and compliance with the guidelines established by the initiative was more clearly demonstrated. The revised report was resubmitted and approved, consolidating substantial progress in the implementation of the Voluntary Principles and reaffirming the Company's commitment to the highest international standards in security and human rights.

Conclusions

During 2025, Canacol continued strengthening its commitment to human rights, consolidating processes, training programs, and awareness tools that support responsible and preventive management across all of the Company's operations.

- We trained 142 people, including employees, liaisons, contractors, and members of the public security forces and private security, on human rights, voluntary principles, gender, security, and social context topics.
- The Human Rights Liaisons strengthened their role through training in due diligence, risk management, and analysis of relevant cases for community protection.
- The 2025 communications strategy was successfully executed, with quarterly content, monthly publications, and visual tools that promoted the assimilation of human rights.
- Infographics were shared on the Human Rights Wall, facilitating understanding and reinforcing key messages on an ongoing basis.

- The “Energéticamente Humanos” video podcast was launched, with active participation from the Liaisons and all areas, creating a collaborative space for discussion and learning about the practical application of human rights within the Company.
- Progress was made on implementing the Voluntary Principles (VPI), building the corresponding report to advance the participation process, increasing engagement from the areas involved, and demonstrating compliance with security and human rights guidelines.

These achievements reflect the consolidation of an organizational culture based on prevention, education, and respect for human rights, strengthening Canacol's responsible management and its commitment to international standards, its employees, and the communities where it operates.