



FRONTERA ENERGY CORPORATION

HUMAN TALENT POLICY

1. BACKGROUND

Frontera Energy Corporation (“**Frontera**” or the “**Corporation**”), has developed a strategy focused on sustainable growth in production & reserves and cash generation. Frontera is committed to conducting business safely, in a socially and environmentally responsible manner. This approach, requires the assurance of a corporate culture and values designed to attract, motivate and retain talented and highly qualified individuals with diverse skills, backgrounds, experiences and personal characteristics.

The purpose of this Human Talent Policy (the “**Policy**”) is to set the principles and guidelines to manage attraction and retention of the workforce, to ensure and maintain optimal organizational capabilities that allow the Corporation to achieve its business goals and objectives.

2. POLICY

The Corporation recognizes that its main competitive advantage is founded in the talent of its directors, officers, employees (whether temporary, fixed-term, or permanent), consultants, contractors, subcontractors, trainees, seconded staff, home workers, volunteers, interns, agents, sponsors, or any other person or persons working for the Corporation and its subsidiaries that are subject to the Code of Business Conduct and Ethics, no matter where they are located in the world (“**Personnel**”), as well as in the synergy created through its high-performance work teams. The Corporation is committed to providing equal opportunities for individuals who have the necessary qualifications for employment and recognizes the benefits of diversity at all levels within the organization. For this reason, management of human talent is rooted in the following commitments:

- Provide conditions to attract highly talented individuals with diverse skills, backgrounds, experiences and personal characteristics.
- Develop and retain Personnel by helping them achieve their maximum personal and professional potential, to enhance their contribution towards the attainment of exceptional business results.
- Ratify our declaration of Human Rights and Gender Equality as a corporate commitment to protect these inalienable rights of our Personnel, where high value is placed on equity, fairness and dignity.
- Embrace inclusion and diversity and foster a healthy, productive and positive workplace by guaranteeing the health and safety of all Personnel and ensuring an environment based on respect, free of discrimination, violence or harassment.
- Develop and maintain our relationships within the Corporation and with third parties, based on Frontera’s corporate values: individual integrity, mutual respect, commitment to our goals and responsibilities, and the sustainability of the business and the environment.
- Enable Personnel to become Frontera Leaders and to be promoted and recognized as such, through the development of our corporate culture attributes: capacity to appreciate other viewpoints, empowerment of ourselves and our teams, self-observation as an instrument for awareness and improvement, business understanding, and compliance with the law and internal rules as corporate citizens.
- Demonstrate a commitment to high performance by differentiating compensation awarded and progression in the Company based on performance.

3. SCOPE AND MONITORING

The Board of Directors approves the Policy, based on the review and recommendations provided by the Compensation and Human Resources Committee (the “CHRC”).

The Human Talent Committee implements the decisions of the CHRC, including monitoring of implementation of the Policy.

The Human Talent Director leads the preparation and implementation of the Policy with the purpose of ensuring the talent required by the Corporation to achieve its objectives.

4. COMPLIANCE

The Policy applies to all Personnel and compliance is mandatory for all Personnel.

5. CURRENCY OF THE POLICY

This is a Board Policy and it was last revised as of December 4, 2019.