



## FRONTERA ENERGY CORPORATION

### DIVERSITY, EQUITY, AND INCLUSION POLICY

#### 1. BACKGROUND

Frontera Energy Corporation and all of its subsidiaries (the “Corporation” or “Frontera”) recognizes the benefits of inclusion and diversity at all levels of the organization and is committed to fostering an inclusive and diverse culture and providing equal opportunities for individuals who have the necessary qualifications for employment and advancement within the Corporation.

This policy applies to all external parties with whom the Corporation has labor, commercial, or contractual relationships, including its partners, suppliers, contractors, subcontractors, and any other business associates, as well as their respective workers, communities, local governments, unions, and other stakeholders involved in Frontera’s operations and activities.

#### 2. POLICY

Frontera believes that inclusion and diversity across the organization fosters a healthy, productive and positive workplace. This Policy supports Frontera’s commitment to be an equal opportunity employer. Frontera’s commitment to inclusion and diversity is applied at all levels of the organization and in all aspects of employment including hiring, promotion and compensation.

This commitment to inclusion and diversity will extend to all processes, aspects, and actions carried out with third parties with whom the Corporation has significant dealings, including partners, suppliers, contractors, subcontractors, distributors, managers, advisors, and other representatives acting on behalf of the Corporation.

Therefore, those who engage with or provide services to Frontera must take this Policy into account, as it will form an integral part of commercial contracts or any other relationship with Frontera.

For the purposes of this Policy, diversity includes, but is not limited to, age, race, gender, sexual orientation, beliefs, mental and physical ability, ethnicity, skills, educational background, nationality, language, social background, experience and personal characteristics.

At Frontera we are committed to fostering an inclusive work environment that:

- Is based on mutual respect;
- Ensures employees, supply chain workers, and stakeholders are empowered, valued, heard, and supported;
- Actively welcomes people with diverse backgrounds;
- Celebrates differences and views diverse perspectives and experiences as valuable tools for success; and
- Is free of discrimination, violence and harassment.

The Corporation seeks to maintain a Board that possesses a suitable mix of qualifications, experience, skills, expertise and background to bring value to the Corporation and its shareholders and is fully committed to increasing diversity on the Board over time. When assessing Board composition or identifying suitable candidates for appointment to the Board, the Corporate Governance, Nominating and Sustainability Committee

will consider candidates on merit against objective criteria having due regard to the benefits of diversity and the needs of the Board.

The Corporation has ZERO tolerance for any form or conduct of workplace harassment, sexual harassment, and violence; therefore, it promotes and urges partners, suppliers, contractors, subcontractors, distributors, managers, advisors, and other representatives acting on behalf of the Corporation to ensure that their workers operate in safe and professional environments that foster diversity, inclusion, and actions aimed at eradicating such situations. Accordingly, they must report and take action against any behavior contrary to these principles, ensuring due diligence and the ethical management of labor and commercial relationships.

The Corporation also recognizes the importance of promoting and maintaining a diverse workforce, including a diverse senior leadership team. Inclusion and Diversity is one component of the Corporation's Human Talent Policy. As part of its mandate to monitor the Human Talent Policy, the Compensation and Human Resources Committee will ensure that the objectives of the Policy are applied when making hiring and advancement decisions for those in senior leadership roles.

The Board may from time to time to establish objective targets and measurements to assist in the implementation of this Policy.

### **3. SCOPE AND MONITORING**

The Board will review the effectiveness of this Policy annually.

### **4. CURRENCY OF POLICY**

This Policy is subject to approval by Frontera's Board of Directors, which shall be responsible for its maintenance and periodic review. The most recent revision of this Policy was approved on December 10, 2025.