



**RYDER SCOTT COMPANY
PETROLEUM CONSULTANTS**

TBPELS REGISTERED ENGINEERING FIRM F-1580
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EXECUTIVE COMMITTEE


August 29, 2023


MEMORANDUM TO ALL RYDER SCOTT STAFF

Ryder Scott maintains the highest ethical standards in all business operations. Honesty and integrity are the two driving forces behind our company's great success story. When faced with ethical issues, staff members are expected to make the right professional decision in accordance with the principles and standards adopted and published in the Ryder Scott Employee Handbook (RSC Employee Handbook) in Section 5.16 and in the Quality and Environmental Assurance Manual in Section 2.4. These documents establish the Internal Anti-Corruption Policy and the Anti-Money Laundering Policy. Each staff member must be well-acquainted with these policies in order to ensure compliance when conducting business with Ryder Scott clients and/or business partners.

RYDER SCOTT COMPANY, L.P.
TBPELS Firm Registration No. F 1580


Gualberto Ramirez, Chairman and CEO


Herman G. Acuña, President


Tosin Famurewa, Executive Vice President


Eric T. Nelson, Executive Vice President

