



RYDER SCOTT COMPANY
PETROLEUM CONSULTANTS

TBPELS REGISTERED ENGINEERING FIRM F-1580
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GUALE RAMIREZ, P.E.
CHAIRMAN AND CEO

August 29, 2023

Ryder Scott Employees,

As you are aware, Ryder Scott has established standards and policies for ethical conduct in our Employee Handbook, Section 5 (August 2023). The Anti-Corruption Policy is presented in our Quality and Environmental Assurance Manual (QEAMS), Section 2.4. Each of you should be well-acquainted with these policies. These policies should be adhered to at all times while conducting business on behalf of Ryder Scott.

Should you have any questions on these matters or have information regarding potential violations, please confer with Guale Ramirez, President.

Sincerely,

Guale Ramirez
Chairman and CEO

RYDER SCOTT COMPANY, L.P.

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