



Environmental Social & Governance Report 2025

Empowering Energy Futures:
Balancing Progress with Planet



Measuring, understanding and communicating our company's ESG performance



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Introduction

Our Commitment to Responsible *Business*.

For nearly a century, Ryder Scott has built its reputation on independence, technical excellence, and unwavering integrity. These principles not only define the services we provide, but also guide the way we operate as an organization. We recognize that responsible business practices are essential to creating long-term value for our clients, employees, communities, and the broader energy industry.

This report highlights Ryder Scott's approach to Environmental, Social, and Governance (ESG) performance, reflecting our commitment to continuous improvement, responsible stewardship, employee development, ethical leadership, and objective technical expertise.

While our business continues to evolve alongside the global energy landscape, our core values remain unchanged: **delivering independent, data-driven insights that help clients make informed decisions while operating responsibly and sustainably.**



Message from the Chairman & CEO



Herman G. Acuña, P.E.

CEO and Chairman

Engineering Confidence Through *Independence*.

For nearly a century, Ryder Scott has earned the trust of clients worldwide by delivering independent technical expertise grounded in integrity, objectivity, and scientific rigor. Those principles continue to define our company as the global energy industry evolves.

The transition toward a more diverse energy future presents both opportunities and challenges. Alongside our longstanding work in oil and gas, Ryder Scott continues to expand its expertise in carbon capture and storage, geothermal resources, hydrogen, and greenhouse gas management. Across every project, our role remains the same: **to provide objective technical analysis that helps clients make informed decisions with confidence.**

Our approach to environmental, social, and governance responsibility extends beyond our own operations. We strive to operate efficiently, invest in our employees, support our communities, and maintain the highest standards of professional ethics while helping clients responsibly manage energy resources around the world.

None of this would be possible without the dedication and expertise of our employees. Their professionalism and commitment to excellence have built Ryder Scott's reputation over generations, and they remain our greatest strength.

As we look toward our second century, we remain committed to providing independent technical leadership while supporting the responsible development of energy resources for generations to come.

BUSINESS

Nearly a Century of Independent Technical *Excellence*.



RYDER
SCOTT

Company Overview

Independent Expertise Built on *Trust*.

Ryder Scott provides independent reservoir engineering, geoscience, and energy advisory services to clients around the world. Recognized for technical excellence and objective analysis, the firm supports publicly traded companies, national oil companies, independent operators, financial institutions, and government agencies in making informed decisions regarding energy assets and resource development.

With more than 60 professional petroleum engineers and geoscientists, Ryder Scott delivers independent reserves and resources evaluations, reservoir studies, field development planning, economic analyses, and strategic advisory services across the global energy industry. In addition to traditional oil and gas consulting, the firm has expanded its expertise to support carbon management, geothermal resources, hydrogen storage, and other emerging energy technologies.

As an employee-owned company, Ryder Scott maintains complete independence from ownership interests in the assets it evaluates, ensuring objective technical conclusions that clients have trusted for generations.

Today, Ryder Scott serves clients across the world, including:

- National Oil Companies
- International Oil Companies
- Independent Operators
- Financial Institutions
- Investment Funds
- Government Agencies
- Regulatory Authorities

Recognitions



Internationally Certified



Employee Satisfaction



BBB Rating: A+

Trusted

Our Values

Integrity

- Objective technical analysis without compromise.

Independence

- Free from financial interests that could influence professional judgment.

Technical Excellence

- Delivering work grounded in sound science and engineering.

Collaboration

- Working alongside clients to solve complex technical challenges.

Continuous Improvement

- Investing in our people, systems, and technologies.

Our Services

- Upstream
- Integrated Midstream and Downstream
- Sustainability
- Advisory and Training Services

Locations

HOUSTON, TEXAS (HEADQUARTER)

1100 LOUISIANA, SUITE 4600
HOUSTON, TEXAS 77002

DENVER, COLORADO

555 17TH STREET, SUITE 985
DENVER, COLORADO 80202
PHONE: (303) 339-8110

CALGARY, CANADA

SUITE 2900, 350 7TH AVENUE SW
CALGARY, AB T2P 3N9, CANADA
PHONE: (403) 262-2799

Global Expertise

Supporting Energy Development Around the *World*.

Ryder Scott has completed projects in more than 100 countries, providing technical expertise across virtually every major producing basin. Our experience encompasses conventional and unconventional resources, offshore and onshore developments, mature fields, frontier exploration, and emerging energy technologies.

Our global perspective enables us to understand regional regulatory frameworks while applying internationally recognized engineering and geoscience practices.

Primary Service Regions

- North America
- Latin America
- Europe
- The Middle East
- Africa
- Asia-Pacific

Industry Leadership

Helping Shape International *Standards*.

Ryder Scott has long played an active role in advancing technical standards and best practices throughout the petroleum industry. Our professionals regularly contribute to industry organizations, technical committees, conferences, and publications that influence reserves classification, resource evaluation, and responsible resource management worldwide.

The company has contributed expertise to initiatives involving:

- Society of Petroleum Engineers (SPE)
- Petroleum Resources Management System (PRMS)
- Society of Petroleum Evaluation Engineers
- American Association of Petroleum Geologists
- Society of Exploration Geophysicists

Our professionals frequently present technical papers, lead workshops, publish peer-reviewed research, and serve on committees that support the continued advancement of petroleum engineering and geoscience.

"Technical leadership extends beyond the work we perform for clients. It includes contributing to the standards and practices that guide the industry."

ENVIRONMENTAL STEWARDSHIP



At Ryder Scott, environmental stewardship extends beyond our own operations. We are committed to reducing our environmental footprint through responsible business practices while applying our independent technical expertise to support the efficient and responsible development of energy resources. Guided by a culture of continuous improvement, we strive to create lasting value for our clients, our employees, and the environment.

This report highlights Ryder Scott's approach to Environmental, Social, and Governance (ESG) performance, reflecting our commitment to continuous improvement, responsible stewardship, employee development, ethical leadership, and objective technical expertise.



Green Agenda Initiative

Environmental responsibility is integrated into the way Ryder Scott conducts business. Through our Green Agenda Initiative, we continuously evaluate opportunities to improve operational efficiency, reduce resource consumption, and promote environmentally responsible business practices across the organization.

Using 2019 as our baseline year, the initiative establishes measurable objectives that support continual improvement while aligning with our Environmental Policy and Quality and Environmental Assurance Management System (QEAMS). Progress is reviewed regularly to ensure accountability and to identify new opportunities for improvement.

Although Ryder Scott's operational footprint is relatively modest as a professional services firm, we believe every organization has a responsibility to operate thoughtfully and efficiently. By combining employee engagement, responsible resource management, and technology-driven solutions, we continue to strengthen our environmental performance while supporting clients in the responsible development of energy resources.

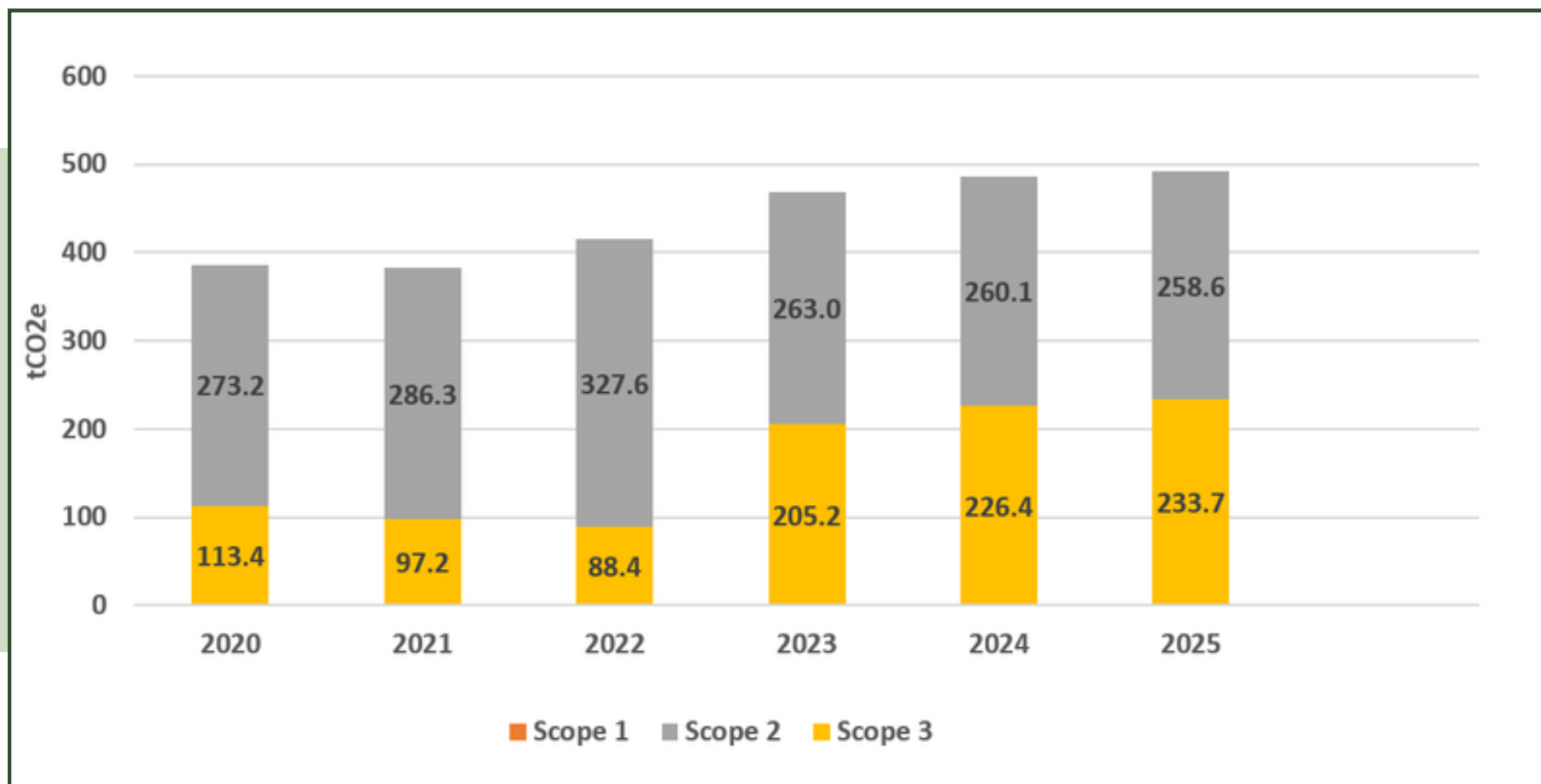
Initiatives and Goals	Deadline	Champion
ISO 9001: 2015 Certification <i>Maintain certification through annual surveillance audits</i>	Annual	H. G. Acuña
ISO 14001:2015 Certification <i>Maintain certification through annual surveillance audits</i>	Annual	H. G. Acuña
Conduct QEAMS internal audit	Yearly	M. Garcia
ESG Report <i>Publish and update annually</i>	Q2 each year	E. Ammons
Office environmental risk and mitigation measurements registry	Annual	J. Hunter
Quality and Environmental Policy Statements <i>Review and upload to website / social media</i>	Q1 Annually	E. Ammons
Employee environmental awareness training	Annual	M. Garcia
QEAMS & ISO 9001 & 14001 Training (Lunch & Learn)	Annual	H. G. Acuña

Initiatives and Goals	Deadline	Champion
Green Tenant Certificate (Hines)	2Q 2026	J. Hunter
Obtain ANAB accreditation for ISO/IEC 17029:2019	3Q 2026	M. Garcia
Maintain >95% Recycling Rate <i>Monitor and improve as needed</i>	Annual	M. Weller
Reduce paper use by 50% from baseline <i>Maintain after 2025</i>	Year-end 2025, then maintain	A. Ocampo
Reduce Commuting & Travel Emissions by 35% from Baseline <i>Maintain after 2025</i>	Year-end 2025, then maintain	H. G. Acuña
Employee Commuting Plan <i>Promote low-carbon transport options</i>	Annual	H. G. Acuña
Reduce Office Energy Use by 40% from Baseline <i>Maintain after 2025</i>	Year-end 2025	M. Garcia

Metrics

Metrics	2019	2020	2021	2022	2023	2024	2025
Scope 2 (Metric Tons CO2e) GHG Emissions from purchased energy	313	273	286	328	263	260	259
Scope 3 (Metric Tons CO2e) GHG Emissions from employees commute, business travel & paper use	233	113	97	88	205	226	234
Fuel gas usage (KCF)	225	121	161	181	142	141	140
Water consumption (Gallons)	795,765	626,488	632,773	809,035	528,073	552,557	561,427
Energy consumption (KWH)	789,988	696,345	726,513	818,062	641,293	636,485	629,996

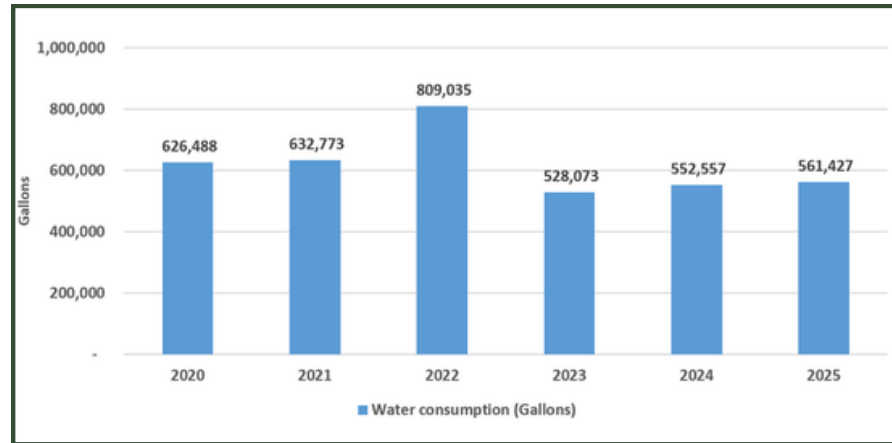
GHG Emissions



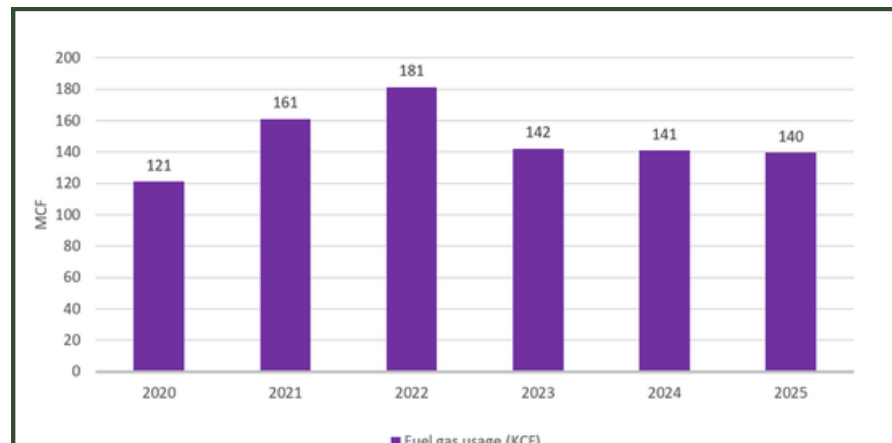
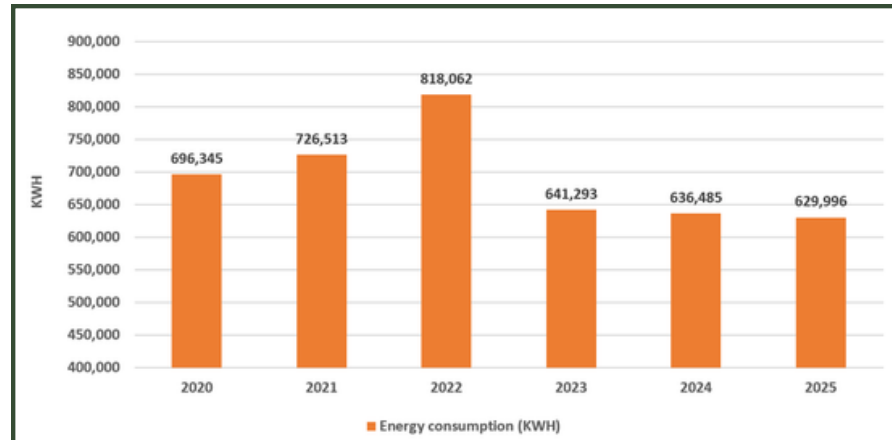
Consumption



ENERGY



WATER



FUEL GAS

ISO Certifications

Ryder Scott has developed and implemented a Quality and Environmental Assurance Management System (QEAMS), which uses ISO 9001:2015 and ISO 14001:2015 as frameworks to uphold our Quality and Environmental Policy Statements. The QEAMS describes the quality and environmental management system and delineates authorities, interrelationships, and responsibilities of personnel operating within the management system.

Ryder Scott's environmental policy statement is to reduce the impact of Ryder Scott's operations on the environment. The goal is to improve and promote sustainability and awareness at all levels while complying with the applicable legislation and adopting continual improvement measurements.

Ryder Scott's quality policy statement is to consistently provide consulting services that meet or exceed the requirements and expectations of our clients while complying with all applicable laws, regulations, and standards. We will pursue continual improvement in our project and environmental performance through our quality and environmental assurance process concerning the context of the company and its strategic direction.



Environmental Footprint Reduction Strategies

Ryder Scott has been pursuing the following activities to reduce its environmental footprint:

Reduce emissions from business air travel

- Business air travel is the Firm's biggest emission source.
- In-person contacts are essential to our client service-oriented business.
- Commitment to lessen non-essential travel, provide incentives for economic class seats for long-haul flights, and restrict to economic class seats for short-haul flights (implemented).
- Investment in enhanced video conferencing technology (implemented).
- Redesign key meetings and events to make virtual attendance viable (implemented).



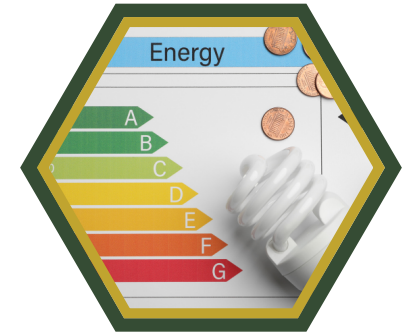
Reduce emissions from employee commute

- Investment in equipment and resources to make work-from-home viable
- Implemented policies that allow employees to work from home part of the work week (Houston and Denver offices) or on a full-time basis (Calgary office).



Reduce emissions from energy consumption

- Transition to energy-efficient lighting
- Installation of motion sensors
- Shift to green buildings over time
- Follow building sustainable tenant guidance.



Reduce emissions from paper consumption

- Investment in expansion of electronic servers to make digital storage viable.
- Implement policy to refrain from printing unless necessary.
- Transition to electronic reports (implemented, if agreeable by the client).
- Transition to electronic billing and invoicing (implemented).



Sustainability practices in our office

- Purchase and use recycled paper, if possible.
- Comprehensive recycling program (centralized and distributed centers for papers, paper products, electronics, etc.).
- Composting in our staff kitchens (coffees, teas, food, etc.), if feasible (implemented in Calgary office).
- Waste reduction (encourage double sided printing, if possible)
- Reuse initiatives (staff to use old stationaries with prior office addresses).



SOCIAL INVESTMENTS



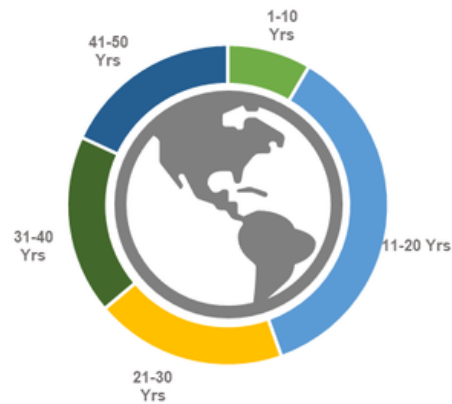
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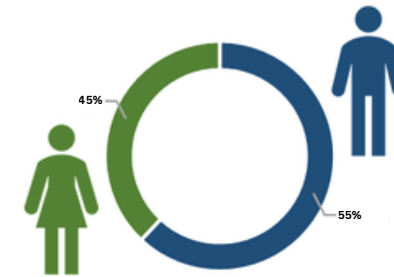
**RYDER
SCOTT**



Metrics



Wide range of employee experience



WOMEN MAKE UP 22% OF THE OIL AND GAS INDUSTRY WORKFORCE.
RYDER SCOTT IS WELL ABOVE THE INDUSTRY AVERAGE

Gender Inclusive
(Above Industry Average)

Employee Training



MORE THAN 30 HOURS OF EMPLOYEE
TRAINING PROVIDED PER YEAR

Societal Investments



SUPPORTING LOCAL
EDUCATIONAL PROGRAMS

Societal Investments

Giving Hope to Our *Community*.

Supporting food security and strengthening our local community through the collective generosity of Ryder Scott employees and leadership.

At Ryder Scott, we believe that supporting our communities is an important extension of our values. During the 2025 holiday season, employees and leadership came together through the Giving Hope Holiday Charitable Event to support the Houston Food Bank, demonstrating our shared commitment to helping neighbors in need.

Through the generosity of our employees and the company's support, Ryder Scott proudly contributed \$8,500 to the Houston Food Bank. This collective effort reflects the compassion, teamwork, and community spirit that define our organization while helping provide meals and critical resources to individuals and families throughout the Greater Houston area.

By working together to make a positive impact beyond the workplace, Ryder Scott continues to strengthen the communities where we live and work.



**\$8,500 donated to the
Houston Food Bank**

Ryder Scott Reserves Conference

Advancing the Industry Through Knowledge *Sharing*.

Ryder Scott has long believed that sharing technical knowledge is an important responsibility of industry leadership. Our commitment extends beyond client engagements through educational initiatives that promote best practices, encourage professional development, and strengthen the technical foundation of the global energy community.

One of the firm's signature educational initiatives is the Ryder Scott Reserves and Resources Conference, an annual forum that brings together industry professionals, operators, investors, regulators, and technical experts to discuss emerging trends, evolving standards, and practical approaches to reserves and resources evaluation. The conference provides a collaborative environment where participants exchange ideas, explore technical challenges, and gain insights into the latest developments affecting the energy industry.

Through expert technical presentations and panel discussions led by Ryder Scott professionals and distinguished guest speakers, the conference supports continuing education while fostering dialogue across disciplines and organizations. Topics have expanded beyond traditional reserves evaluation to include emerging energy technologies, carbon management, geothermal resources, and evolving reporting frameworks, reflecting the changing needs of the global energy landscape.

By creating opportunities for knowledge exchange and professional collaboration, Ryder Scott helps strengthen industry understanding, supports the consistent application of technical standards, and contributes to the continued advancement of responsible resource management.



Learning & Development

Technical excellence requires continuous *learning*.

Ryder Scott EDU Program

Ryder Scott encourages professional growth through internal knowledge-sharing sessions, continuing education, conference participation, technical workshops, leadership development, and cross-disciplinary collaboration. Employees are supported in maintaining professional licensure, expanding technical expertise, and sharing knowledge across engineering and geoscience disciplines.

The Ryder Scott EDU Program remains an important component of this commitment, providing regular presentations on technical advancements, business practices, emerging technologies, and professional development topics. These sessions strengthen collaboration across departments while fostering a culture of continuous improvement.

Beyond internal development, Ryder Scott continues to contribute to the broader energy industry through technical conferences, SPE training programs, and the annual Reserves Conference, which provides valuable educational opportunities for industry professionals worldwide.



Human Rights

Ryder Scott is committed to be a responsible corporate citizen, respecting human rights and supporting the protection and advancement of human rights. With operations around the world, we strive to uphold global standards for responsible business, including equal opportunity, the freedom to associate and bargain collectively, and the elimination of modern slavery, human trafficking and harmful or exploitative forms of child labor.

We exercise our influence by conducting our business operations in ways that seek to respect, protect and promote the full range of human rights such as those described in the **United Nations' Universal Declaration of Human Rights**. Although we believe that governments around the world bear primary responsibility for safeguarding human rights, we acknowledge the corporate responsibility to respect human rights articulated in the **United Nations' Guiding Principles on Business and Human Rights**. Ryder Scott complies with the laws and regulations of the countries in which we operate while simultaneously conducting our business and encouraging the promotion of human rights through our own policies, standards and practices.

Ryder Scott engages with clients (including corporations, governments, financial institutions, nongovernmental organizations and individuals) and employees on human rights issues on an ongoing and as-needed basis. We will continue to respect and support the promotion of human rights across our business globally, and we hope our actions will inspire such practices worldwide.



Diversity and Discrimination

Ryder Scott is an equal opportunity employer and prohibits discrimination based on race, color, religion, sex, national origin, age, disability, veteran status, pregnancy, sexual orientation, gender identity or expression, or any other reason prohibited by applicable law. In addition, in particular, Ryder Scott recognizes the benefits of diversity and inclusion and the need to respect and protect the rights of minority and women's groups.

Harassment Prohibition and Disciplinary Practices

Ryder Scott is committed to treating employees with respect and dignity and providing a workplace free of sexual harassment or other unlawful harassment. We will not tolerate harassment of employees by managers or co-workers. We will also endeavor to protect employees from harassment by non-employees in the workplace. All Ryder Scott employees are expected to treat their coworkers, and employees of our customers and suppliers with dignity and respect. Any form of psychological, physical, sexual or verbal abuse, intimidation or corporal punishment will not be tolerated.

Forced Labor and Human Trafficking

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking.

Child Labor

We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

Work Hours, Wages and Benefits

We compensate employees competitively relative to the industry and local labor market, and in accordance with the terms of applicable collective bargaining agreements. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws.

Reporting Process

Employees who have been subject to prohibited discrimination or harassment should immediately report the incident to their Group Leader or HR representative. They will immediately investigate and handle complaints as confidentially as possible. Ryder Scott will ensure that employees following this complaint procedure are protected against illegal retaliation.

Any reported violations of Equal Employment Opportunity (EEO) law or this policy are investigated. Supervisors or employees found to have engaged in discriminatory conduct or harassment are subject to immediate disciplinary action, including possible termination of employment.

Health & Safety

Ryder Scott places the safety and health of its employees at the core of its organizational values, ensuring that this commitment receives equal attention and effort as other key priorities, such as cost control, quality, and productivity. Recognizing that prioritizing safety and health is essential for both protecting individual employees and enhancing organizational effectiveness, Ryder Scott employs its Health, Safety, and Environmental (HSE) Program to manage compliance responsibilities. This program includes delegating appropriate authority and allocating necessary resources to uphold safety and health obligations. Employees can access this policy at any time via the online policy directory, Employee Handbook, and the ISO 9001 & 14001 Certified Ryder Scott Quality Assurance Manual.

Our environmental policy focuses on minimizing harmful impacts and encouraging eco-friendly practices. Its objective is to enhance and advance our sustainable operations by raising awareness, providing education, and promoting these practices through the development of policies and guidelines at all levels. We are dedicated to environmental stewardship in our interactions with clients, employees, and the communities where we operate.

This Health, Environment and Safety Program is adopted by Ryder Scott Company, L.P. effective October 1, 2007. It formalizes provisions and practices already in place and is intended to provide guidelines to direct employees' responses to health, environmental and safety issues that they may encounter in the workplace.

No employee of Ryder Scott Company is required to perform a task that he or she considers unsafe, nor is any employee to knowingly commit an unsafe act. An optimum safe environment can be achieved most effectively by early identification and understanding of safety issues, close interaction between management and employees, and adherence to the policy and guidance in this program.



The basic elements of the program are as follows:

- **Management Commitment** – complemented by employee involvement – provides a role for employees to have an impact on decisions about safety and health protection, while the ultimate responsibility remains with management;
- **Worksite Analysis** – establishes a reliable system for employees to notify management of conditions or practices that appear hazardous and to receive a timely and appropriate response;
- **Hazard Prevention and Control** – relies on the means for prevention or control that provides the most feasible protection of employee safety and health;
- **Safety and Health Training** – ensures that employees, supervisors, and managers understand safety and health information, the provisions of the HSE program, and the company's expectations for its implementation.
- **Commitment to the Environment** – comply with applicable environmental regulations, reduce negative impact on the environment, and increase positive environmentally friendly practices.

Emergency Preparedness and Response

Our Enterprise Incident Management (EIM) team's mission is to keep our employees, customers, and visitors safe. EIM has established companywide coordination, support, and communication procedures for high-severity incidents. Being ready for any emergency requires the commitment of every employee. That's why we require employees to take Emergency Response training on an annual basis. All Ryder Scott offices are required to have procedures in place to deal with a fire or other emergency that requires evacuating or sheltering. We require the Emergency and Security Procedures to be accessible to all employees as they include information regarding:

- What to do in an emergency
- How to report an emergency
- Where to go for shelter
- How to evacuate



Diversity & Inclusion

Diverse *Perspectives*. Shared *Purpose*.

At Ryder Scott, we believe that diversity of experience, perspective, and expertise strengthens our ability to solve complex technical challenges and deliver exceptional service to clients around the world. Our people are our greatest asset, and we are committed to fostering a workplace where every employee is treated with respect, has the opportunity to succeed, and is empowered to contribute.

As a global consulting firm, we recognize that our strength comes from bringing together professionals with diverse technical backgrounds, cultures, experiences, and viewpoints. This diversity enhances collaboration, encourages innovation, and enables us to better understand and serve the needs of our international client base.

Our commitment to inclusion is reflected throughout the employee experience—from recruitment and hiring to professional development, performance evaluation, leadership opportunities, and career advancement. We strive to provide an environment where individuals are evaluated based on merit, supported in their professional growth, and encouraged to share their ideas and expertise.

Ryder Scott maintains a workplace free from discrimination and harassment and provides equal employment opportunities in accordance with applicable laws. We do not tolerate discrimination based on race, color, religion, sex, national origin, age, disability, veteran status, pregnancy, sexual orientation, gender identity or expression, or any other characteristic protected by law.

By fostering a culture built on integrity, collaboration, and mutual respect, we continue to strengthen the diverse perspectives that have contributed to Ryder Scott's technical excellence for nearly a century.



Employee Wellbeing

The well-being of our employees is fundamental to Ryder Scott's long-term success. We are committed to providing a workplace that supports professional achievement, personal wellness, and a healthy work-life balance.

Our hybrid work environment combines collaboration with flexibility, allowing employees to work effectively while supporting productivity and personal well-being. Modern office spaces, ergonomic workstations, comprehensive health benefits, wellness resources, and flexible work arrangements contribute to an environment where employees can perform at their best.

We recognize that employee well-being extends beyond physical health. Ryder Scott promotes a workplace culture built on respect, inclusion, collaboration, and open communication while providing resources that support mental, emotional, and professional wellness.

By investing in our people, we strengthen the expertise, innovation, and teamwork that have defined Ryder Scott for nearly a century.



GOVERNANCE



At Ryder Scott, governance is more than a framework—it is the foundation of our reputation. Built on nearly a century of independence, ethical leadership, and technical excellence, our governance practices ensure objective decision-making, responsible stewardship, and the highest standards of integrity in everything we do. These principles continue to guide our people, strengthen client confidence, and position Ryder Scott for long-term success.



Organizational Structure

Guiding Ryder Scott Through Independent *Leadership*.

Ryder Scott's Board of Directors provides strategic oversight while safeguarding the independence, integrity, and technical excellence that have defined the company for nearly a century. As an employee-owned organization, our governance model is built upon experienced professionals who understand both the technical and business responsibilities of serving the global energy industry.

The Board oversees corporate strategy, financial stewardship, risk management, quality systems, environmental initiatives, cybersecurity, and long-term organizational development while ensuring that Ryder Scott continues to uphold the highest standards of ethical conduct and professional independence.

7
Elected
Members

37.5%
Ethnic
Minority
Members

Wide-Ranging
Director
Demographic

EXECUTIVES



Herman Acuña, P.E.
Chairman & Chief Executive Officer



Eric Nelson, P.E.
President & Chief Operating Officer



Tosin Famurewa, P.E.
Executive Vice President & Chief Business Officer

BOARD MEMBERS



Stephen Gardner, P.E.
Managing Senior Vice President



Ali Porbandarwala, P.E.
Managing Senior Vice President



Sandeep Khurana, P.E.
Managing Senior Vice President



Corey Barton, C.P.G.
Managing Senior Vice President

Employee-Owned
Every Board member is an employee shareholder with a vested interest in the firm's long-term success.

Technical Expertise
Board members bring decades of experience in reservoir engineering, geoscience, operations, finance, and business leadership.

Long-Term Stewardship
Leadership decisions prioritize sustainable growth, employee development, and continued client confidence.

Independent Governance
The Board supports objective decision-making and ensures Ryder Scott remains free from conflicts that could compromise technical independence.

Sustainability Committee

Ryder Scott's Sustainability Committee provides strategic oversight for the company's environmental, social, and governance initiatives. Working across departments, the committee helps integrate sustainability considerations into business operations, monitors progress toward environmental objectives, and supports the continuous improvement of company policies and practices.

The committee also guides the development of Ryder Scott's sustainability-related consulting services, including greenhouse gas emissions reporting and advisory services supporting carbon management and other emerging energy technologies.

Through regular review and collaboration, the committee helps ensure that Ryder Scott's ESG initiatives remain aligned with the company's long-standing commitment to technical excellence, responsible business practices, and continuous improvement.



Herman G. Acuña, P.E.

*Chairman &
Chief Executive Officer*



Marylena Garcia, P.E.

*Managing Senior VP
Head of Sustainability*



Ethics

Ethics matter most to us because it sets the tone of the Company, defines the individual of the Company, and it helps us know how to act and react in our daily routine.

We maintain 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 and in the Quality and Environmental Assurance Manual. 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.

In all business dealings with contractors, suppliers, clients, potential clients and competitors, staff is expected to exhibit integrity, treat all clients, contractors and suppliers honestly, fairly and objectively, and present our services in an honest, forthright manner.

We take great pride in our reputation in the global energy community and are committed to maintaining a professional support staff of highly qualified, dedicated employees to uphold our strong focus on serving clients and, most importantly, in maintaining high ethical standards.

Our philosophy of conduct aligns well with those of various professional (engineering and geological) societies, as well as, the National Society of Professional Engineers (Fundamental Canons for Engineers).



From the Texas Board of Professional Engineers (Title 22, Part 6, Chapter 137, Subchapter C: Professional Conduct and Ethics), we are expected to:

1. Hold paramount the safety, health, and welfare of the public.
2. Perform services only in areas of competence.
3. Issue public statements only in an objective and truthful manner.
4. Act for each employer or client as faithful agents or trustees.
5. Avoid deceptive acts.
6. Conduct yourself honorably, responsibly, ethically, and lawfully so as to enhance the honor, reputation, and usefulness of the profession.

Engineers shall protect the public. (§ 137.55)

1. Engineers shall be objective and truthful. (§ 137.57)
2. Engineers' actions shall be competent. (§ 137.59)
3. Engineers shall maintain confidentiality of clients. (§ 137.61)

Foreign Corrupt Practices Act

Ryder Scott employees and contractors are required to conduct themselves in accordance with the Foreign Corrupt Practices Act of 1977 (FCPA). Penalties for violation of this law are severe: Ryder Scott can be fined up to \$2,000,000, and officers of the Company can be fined \$100,000 or imprisoned for up to 5 years. The FCPA does not contain any "materiality" standard; all violations, regardless of the sum of money involved, are considered equally serious.

Each employee and contractor should use only ethical business practices while conducting business activities in the United States and abroad. Ryder Scott travelers should not seek to influence sales or other business by gifts, illegal payments, bribes, kickbacks, or other questionable inducements. This policy applies to Ryder Scott and its subsidiaries, affiliates, directors, officers, shareholders, employees, representatives and agents worldwide.

The Company sponsors periodic training related to FCPA which also counts as 1 hour of ethics training. The training is mandatory for all engineers, geologists and persons responsible for preparing proposals.

Independence

As an energy consulting firm, independence is paramount to Ryder Scott's success.

Independence has been the cornerstone of Ryder Scott's reputation for nearly a century. Clients rely on our technical evaluations because they are objective, unbiased, and grounded in sound engineering and geoscience principles.

As an employee-owned company, Ryder Scott holds no ownership interest in the assets it evaluates, and our compensation is never contingent upon project outcomes. This independence allows our professionals to develop objective technical conclusions based solely on available data, accepted industry practices, and professional judgment.

Our dedication to integrity extends beyond technical evaluations. Every engagement is conducted in accordance with rigorous quality management procedures, professional standards, and ethical business practices that preserve client confidence and reinforce public trust.

Ryder Scott provides independent assessments of oil and gas assets, greenhouse gas management and reporting initiatives, carbon management projects, and renewable energy opportunities. Drawing on decades of technical expertise and analytical experience, we help clients make informed business decisions, support regulatory compliance, and navigate an evolving energy landscape with confidence.

Environmental responsibility is also reflected in the way we conduct our business. Through our Environmental Policy Statement and Green Agenda Initiative, we continually seek opportunities to improve operational efficiency, reduce our environmental footprint, and support the responsible development of energy resources. Our objective is to meet the needs of today's clients while contributing to a more sustainable future for generations to come.

The trust our clients place in Ryder Scott has been earned through generations of consistent performance, technical excellence, and an unwavering commitment to independence. These principles continue to guide every aspect of our business and remain central to our mission as we approach our second century of service.



OUR FOUNDATION IS INDEPENDENCE

OBJECTIVE. UNBIASED. TRUSTED FOR NEARLY A CENTURY.



INTEGRITY

We act with honesty and uphold the highest ethical standards in everything we do.



RESPECT

We value diversity and treat everyone with respect and dignity.



HONESTY

We are truthful, fair, and transparent in our relationships and communications.



EFFICIENCY

We use resources responsibly and strive for continuous improvement.



JOB FULFILLMENT & SATISFACTION

We are committed to meaningful work and a supportive work environment.



SUSTAINABILITY

We make decisions with long-term impact in mind for our clients, our people, and the communities we serve.



MAINTAIN TOP TALENT

We invest in our people and empower them to grow, innovate, and lead.



ONE TEAM, ONE FAMILY

We collaborate, support each other, and succeed together.

INDEPENDENT JUDGMENT. TECHNICAL EXCELLENCE. CLIENT TRUST.

No ownership interests. No contingent fees. No conflicts. *Our independence is your confidence.*

Risk and Opportunity Management



Confidentiality, Privacy, and Cybersecurity

The first step toward building an effective soft data security infrastructure is to develop policies governing data access and flows. Our storage and network administrators work on security policies and integrate those measures into the data security infrastructure. Building an effective infrastructure means effectively dealing with encryption and access. Clearly, effective encryption requires a data-classification program.

Our data security infrastructure includes, at minimum, the following security layers:

- Authentication to identify the users with whom the enterprise would like to share information.
- Access control to restrict trusted users access only to their data. Additionally, it is paramount to keep the identities of customers and business partners confidential. Therefore, access control must prevent external entities from being aware of each other's existence.
- Firewall to ensure that only the collaboration application can access the external data.
- Tunneling to protect the information while it is in transit over communication lines.
- Encryption to protect data from threats, such as direct access to the storage device or backup tapes





ENVIRONMENTAL, SOCIAL & GOVERNANCE REPORT 2025