



RYDER SCOTT COMPANY
PETROLEUM CONSULTANTS

TBPELS REGISTERED ENGINEERING FIRM F-1580
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DEAN C. RIETZ, P.E.
CHAIRMAN AND CEO

August 23, 2022

Ryder Scott Employees,

As you are aware, Ryder Scott has established standards and policies for ethical conduct in our Employee Handbook, Section 5 (May 2022). 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 Gualo Ramirez, President.

Sincerely,

Dean C. Rietz
Chairman and CEO

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