

Perenco S.A. Human Rights Policy

OUR COMMITMENT TO DIGNITY & RESPECT

At Perenco, we believe that every person deserves to be treated with dignity, fairness and respect – no matter where they come from, who they are, or where they work in our value chain. We follow international human rights principles, such as the Universal Declaration of Human Rights, ILO conventions, UN Guiding Principles and OECD Guidelines.

PARTNERING WITH COMMUNITIES, INCLUDING INDIGENOUS PEOPLES

We work closely and respectfully with indigenous peoples, honouring their rights and traditions. Our goal is to build genuine relationships based on trust and mutual respect – listening, learning, and acting together.

SECURE WORKPLACES & DIGITAL PROTECTION

We take your security seriously. Whether it's on-site or online, we:

- Act quickly in response to political or social risks.
- Follow strong cybersecurity measures to protect your personal data.
- Cooperate with local authorities and use international best practices to keep everyone safe.

ZERO TOLERANCE FOR DISCRIMINATION

No one should feel excluded, judged, or mistreated because of who they are. That's why we:

- Promote a culture of diversity and inclusion.
- Reject all forms of discrimination and intimidation.
- Make professional decisions based on merit and respect.

ENVIRONMENTAL RESPONSIBILITY IS HUMAN RESPONSIBILITY

Pollution, climate change, and water scarcity hurt the most vulnerable. So we are:

- Committed to zero hydrocarbon pollution.
- Reducing water withdrawals and protecting access to clean water.
- Targeting ISO 14001 certification for all subsidiaries by 2025.
- Helping communities access cleaner, more affordable energy.

Please read our full Human Rights Policy at www.perenco.com.

WORKING FAIRLY TREATING PEOPLE RIGHT

Because when people feel safe and respected, they thrive - and so does our company:

- We believe in fair work, not forced work.
- No child labour. No human trafficking. Ever.
- We support the right to speak up and be heard.
- Our Code of Conduct ensures that we do what's right, not just what's easy.

SAFETY: OUR SHARED RESPONSIBILITY

Everyone has the right to go home safe and healthy. That's why we're:

- Aiming for zero industrial accidents.
- Working toward ISO 45001 certification.
- Constantly improving the safety of our facilities.

TRAINING

We commit to providing tailored training to our employees.

YOUR VOICE MATTERS - SPEAK UP!

If you see something wrong - speak up. We have a confidential Speak-up! system to report:

- Ethical concerns.
- Human rights issues.
- Violations of our Code of Conduct.

We protect every person who raises a concern or makes a report, in good faith.

Email: compliance@perenco.com

ACCOUNTABILITY STARTS WITH ALL OF US

Our Board and Sustainability Committee lead our efforts, but each of us plays a role. Every manager, every team member, every contractor – we all have a responsibility to act with integrity and stand up for human rights.