

QHSE Policy Commitment Statement

July 7, 2024

Dear Team,

I am writing to reaffirm our commitment to Quality, Health, Safety, and Environmental (QHSE) excellence at Sotrasub. As Managing Director, I am deeply committed to fostering a culture where QHSE principles are integrated into every aspect of our operations in Equatorial Guinea.

At Sotrasub, QHSE is not only a priority but also a core value guiding our decisions and actions. Our goal is to maintain the highest service quality standards, safeguard the health and safety of our team and stakeholders, and preserve the environment.

To achieve this commitment, we will:

- Implement robust QHSE management systems that comply with international standards and local regulations into our business processes.
- Providing adequate resources, training, and support to ensure that all employees understand their roles and responsibilities in achieving QHSE objectives.
- Foster a culture of accountability and responsibility where every employee actively contributes to our QHSE objectives.
- Conducting regular audits and assessments to monitor our QHSE performance, identify areas for improvement, and take proactive measures to mitigate risks.
- Engaging with stakeholders, including employees, clients, suppliers, and regulatory authorities, to promote a culture of transparency, accountability, and continuous improvement in QHSE practices.

At Sotrasub, QHSE excellence is integral to our company culture. Prioritizing QHSE enhances operational efficiency, protects our people and the environment, and benefits the communities we serve.

Together, let's uphold this QHSE Policy Commitment Statement and strive for continuous improvement in QHSE performance.

Thank you for your dedication and support in achieving our QHSE goals.

Best regards,

Domingo EFA Mangué
Managing Director