

Statement of Compliance with the Modern Slavery Act

This statement is issued by EQUION ENERGIA LIMITED ("Equion") in accordance with the requirements of the United Kingdom Modern Slavery Act 2015, and pertains to the financial year ending 31 December 2024.

Equion is a private limited company duly incorporated under the laws of England and Wales. The company's current operational focus lies in the effective management of its principal financial assets within the United Kingdom. Concurrently, Equion is engaged in finalizing all remaining responsibilities related to its former association agreements and Exploration and Production (E&P) contracts in Colombia. Equion ceased all hydrocarbon exploration and production activities in Colombia following the termination of its last association agreement on 29 February 2020. The company currently has a workforce of fewer than 20 employees.

Over the course of more than thirty years, Equion has earned recognition for a number of significant accomplishments. These include its dedication to sustainable energy, the efficient and responsible production of hydrocarbons, and the conscientious stewardship of both the natural and social environments in which it has operated. A defining feature of Equion's approach has been the creation of a workplace culture characterized by respect, ethical integrity and inclusivity. This culture extends to the company's relationships with employees, business partners, and a wide array of stakeholders. Equion's influence has consistently transcended its core business activities, fostering positive transformations through meaningful engagement and collaboration with local communities and governmental authorities in the areas where it has operated.

Equion remains firmly committed to the protection and promotion of the welfare of its employees, contractors, and the broader communities and environments connected to its operations. This commitment is anchored in a set of guiding principles articulated in the company's Code of Conduct and Corporate Responsibility Policy. Among these principles is a resolute respect for Human Rights, as well as a commitment to their advancement within Equion's sphere of influence, which includes both its internal operations and its broader supply chain. Furthermore, the company upholds and actively promotes the core labour standards and principles of the International Labour Organization (ILO). Adherence to these ethical and professional standards is obligatory for all Equion employees and contractors.

Equion's labour practices have historically undergone detailed audits and reviews by the Colombian Institute of Technical Standards and Certification (Icontec), resulting in formal certification for Good Labour Practices. These audits have rigorously examined a wide range of employment-related procedures and conditions, including recruitment protocols, the formation of employee committees, salary frameworks, working hours, employee benefits, social security coverage, and parafiscal contributions. The successful outcome of these assessments reflects Equion's strong alignment with legal and ethical labour standards, and its unwavering opposition to all forms of modern slavery and human trafficking.

Since 2015, Equion has required that all contractors and subcontractors in Colombia comply with its Corporate Responsibility in Procurement guidelines, which form an integral part of all contractual agreements. These mandatory provisions, aligned with the broader Corporate Responsibility Policy, are designed to ensure that Human Rights and sound labour practices are upheld throughout the supply chain. In particular, contractors and subcontractors are required to observe the minimum age for employment and to eliminate any use of forced labour, thereby supporting the effective abolition of child labour and other exploitative practices.

This statement of compliance has been formally approved by the Board of Directors of Equion.

For further information, please visit our web page www.equion-energia.uk.

Sincerely,

Signed by:

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Jorge Barron
Director
EQUION ENERGIA LIMITED

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