HEALTH, SAFETY, ENVIRONMENT, SOCIAL RESPONSIBILITY, AND RISK MANAGEMENT (HSE-SR-RM) INTEGRATED POLICY

1. PURPOSE.

The purpose of this integrated policy on health, safety, environment, social responsibility, and risk management (HES-SR-RM by its initials in English), hereinafter referred to as the "Policy," is to reaffirm and strengthen SierraCol Energy Limited and its subsidiaries' (hereinafter "the Company") commitment to protecting the health and safety of our employees, the environment, biodiversity, and neighbouring communities.

2. APLICATION.

It is the responsibility of all employees, contractors, and subcontractors to practise self-care and comply with the policies, standards, manuals, procedures, guidelines, and protocols established by the Company. All employees of the Company, particularly those responsible for monitoring the activities of contractors and subcontractors, must ensure responsible management of HSE-SR-RM risks in compliance with this Policy. Similarly, all employees, contractors, and subcontractors must report any potential violation or non-compliance with legislation and regulations related to HSE-SR-RM matters, as well as any potential violation or non-compliance with this Policy, to their immediate supervisor or the Company's HSE, Social Responsibility, or Legal departments, and cooperate in investigating possible non-compliance with legislation, regulations, HSE-SR-RM standards or procedures, or non-conformance with this Policy.

This Policy extends to all our operations in the exploration, production, sale, and transportation of oil, gas, and hydrocarbons in general. To provide a reference framework for the objectives of the Integrated Management System (HESMS) and thus comply with this Policy, it is necessary to coordinate efforts with operating partners through proactive monitoring of the implementation of their HES-SR-RM plans. In associated operations, compliance with this Policy must occur in coordination and concurrence with the applicable policies of the companies acting as operators.

3. COMMITMENTS.

1. Protect the health and safety of employees, communities, contractors, subcontractors, and other stakeholders, as well as the environment in the areas where the Company operates.
2. Prevent cardiovascular diseases and chronic non-communicable diseases in employees by promoting health care as a lifestyle.
3. Conduct the Company's operations in accordance with legal requirements, norms, regulations, and other applicable HSE-SR-RM requirements that reflect the highest ethical standards and our ongoing commitment to integrity, stakeholders, and environmental stewardship.
4. Identify hazards, assess, evaluate, and reduce HSE-SR-RM risks by establishing proactive programmes for priority risks and controls to ensure a safe and healthy work environment, as

well as mitigate adverse impacts on communities and the environment, preserving the Company's assets.

5. Respect the culture, customs, and Human Rights of the communities, as well as the specific needs and expectations of stakeholders, promoting sustainability and self-sufficiency in line with the Sustainable Development Goals within the Company's influence.
6. Implement, maintain, monitor, improve, and continuously report on the performance of our Integrated Management System (HESMS) ensuring that HSE-SR-RM considerations remain a priority in all Company activities.
7. Authorize all employees, contractors, and subcontractors to stop work or actions considered unsafe and that could result in injuries, illnesses, damage to facilities, or adverse impacts on the environment or neighbouring communities.
8. Adequately prepare to prevent and respond promptly and efficiently to HSE-SR-RM emergencies, including training for employees and communities, periodic testing, and notification mechanisms.
9. Maintain effective communication with employees and other stakeholders, including neighbouring communities, local and national authorities about the operational and environmental risks that must be addressed promptly and effectively.
10. Integrate HSE-SR-RM aspects and obligations into business planning, at all stages of the production process, in all work methods, and decision-making to ensure that all employees assume their responsibilities in this regard.
11. Select and hire contractor companies and suppliers that manage HSE-RM-SR aspects according to legal and Company standards, demonstrating effective risk management commitment and excellent performance in HSE-SR-RM.
12. Promote the safety and health of employees, contractors, subcontractors, and other stakeholders by fostering a culture, information, consultation, participation, training, and competency development in preventive matters.
13. Promote good relations with communities, civil society organisations, and other stakeholders, fostering shared value, prioritising local employment and the acquisition of local goods and services without discrimination in hiring and compensation processes.
14. Operate sustainably by mitigating and adapting to climate change; using energy and natural resources efficiently; evaluating and implementing measures to reduce water consumption in our assets and promoting a culture aimed at pollution prevention, managing and reducing emissions, effluents, and waste; managing risks in flood or water scarcity scenarios, as well as protecting the environment and its biodiversity.
15. Carry out land acquisition and resettlement processes, where applicable, in accordance with industry best practices and applicable laws.
16. Take measures to reduce biodiversity loss, prevent intervention in areas with high biodiversity value, compensate for negative impacts on the environment and biodiversity during project development, implement procedures for the management of closure, rehabilitation, dismantling, and recovery of intervened areas once activities in the operational areas are completed, in accordance with the applicable legal framework.
17. Consider the positions of stakeholders on issues that may affect the environment and the social environment of our operations.

This policy is effective from October 28th, 2024.

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