

Code of Business Conduct

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GEOLOG CODE OF BUSINESS CONDUCT

INTRODUCTION

The Code of Business Conduct (the “Code”) of Geolog Group covers a wide range of business practices and procedures on different subjects to comply with. It sets out basic principles to guide all employees and officers of all Branches and Subsidiaries of Geolog Group (“Geolog Group” or “Geolog”). All of Geolog Group employees and officers must conduct themselves accordingly and seek to avoid even the appearance of improper behavior. The Code should also be provided to and followed by the Geolog Group agents and representatives.

Those who violate the provisions of this Code shall be subject to disciplinary sanctions, including possible dismissal for gross negligence. Furthermore, violations of this Code may also constitute at the same time violations of the law and may result in civil or criminal penalties for you, your supervisors and/or Geolog Group relevant legal entity.

1. General Compliance with Laws, Rules and Regulations

Obeying the law, both in letter and in spirit, is the foundation on which Geolog Group ethical standards are built on worldwide. All employees and officers must respect and obey the laws, rules and regulations of the cities, states, countries and territories in which we operate.

2. Anti-bribery and Corruption

At Geolog Group, we uphold a zero-tolerance stance towards bribery and corruption. This commitment is reflected in our conduct across all business operations globally. Every individual associated with Geolog Group, including employees and agents, is expected to adhere to the highest standards of ethical conduct and professionalism.

Our Anti-Corruption and Anti-Bribery Policy dictates that all business dealings be conducted in compliance with anti-bribery and corruption laws applicable in all countries where we operate. The policy clearly prohibits any form of bribery, offers of inducements for personal or business advantages, and mandates strict penalties for any violations.

Employees are required to avoid any actions that might lead to or suggest a violation of this policy. In situations of uncertainty or ambiguity regarding the proper course of action, employees are encouraged to seek guidance from their supervisors or consult our compliance protocols. Rigorous documentation and reporting of all hospitality, gifts, or payments are mandatory under this policy, ensuring transparency and accountability in all our business interactions.

By adhering to these principles, we maintain and enhance Geolog's reputation for integrity and fair dealing, contributing to our long-term success and sustainability.

3. Conflicts of Interest

It is a conflict of interest for a Geolog Group employee or officer to simultaneously work for a competitor, customer or supplier. You should avoid any direct or indirect business connection with our customers, suppliers or competitors, except as required on our behalf.

Conflicts of interest are generally prohibited within Geolog Group except as specifically approved by Geolog Group Senior Management. Conflicts of interest may not always be clear-cut, so if you have a

question, you should consult with your supervisor or follow the procedures set out in Section 16 below.

4. Corporate Opportunities

Employees and officers are prohibited from taking for themselves opportunities that are discovered through the use of corporate property, information or position without the consent of Geolog's Senior Management. No employee or officer may use corporate property, information, or position for personal gain, and no employee or officer may compete with any legal entity within Geolog Group either directly or indirectly. Employees and officers owe shall always give precedence to satisfy the Geolog Group business interests.

5. Competition and Fair Dealing

We seek to outperform our competition fairly and honestly. We seek competitive advantages through superior performance and quality of our services, never through unethical or illegal business practices. Stealing proprietary information, possessing trade secret information that was obtained without the owner's consent, or inducing such disclosures by past or present employees of other companies is prohibited. Each employee and officer should endeavor to respect the rights of and deal fairly with all Geolog Group customers, suppliers, competitors and employees. No employee or officer should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other illegal trade practice.

No employee or officer is permitted to engage in price fixing, bid rigging, allocation of markets or customers, or similar unfair and anti-competitive activities.

The purpose of business entertainment and gifts in a commercial setting is to create goodwill and sound working relationships, not to gain unfair advantage with customers. No gift or entertainment should ever be offered, given, provided or accepted by any Geolog employee or officer, family member of an employee or officer, or agent unless it: (1) is not a cash gift, (2) is consistent with customary business practices, (3) is reasonable in value, (4) cannot be construed as a bribe or payoff and (5) does not violate any laws, regulations or applicable policies of the other party's organization. Please discuss with your supervisor any gifts or proposed gifts which you are not certain are appropriate.

6. Political Contributions

It is prohibited to give political contributions (directly or through trade associations) by using Geolog Group financial resources and/or business units.

Individual employees are free to make personal political contributions as they see fit and as long as such contributions are executed not on Geolog Group behalf.

7. Discrimination and Harassment

The diversity of the Geolog Group employees is a tremendous asset. We are firmly committed to providing equal opportunity in all aspects of employment and will not tolerate any illegal discrimination or harassment based on race, color, religion, sex, national origin or any other protected class.

8. Child Labor and Human Rights

Most of the countries in which Geolog operates, have ratified the ILO Child Minimum Age Convention and the Worst Forms Child Labor Convention, by which child labor is prohibited by law.

To reinforce this, as an internal policy, Geolog does not employ any person below the age of eighteen years. Geolog prohibits the use of child labour and forced or compulsory labour at all its units, bases or offices. No employee is made to work against his/her will or work as bonded/forced labour, or subject to corporal punishment or coercion of any type related to work.

9. Health and Safety

Geolog Group strives to provide each employee and officer with a safe and healthy work environment. Each employee and officer has responsibility for maintaining a safe and healthy workplace for all employees and officers by following environmental, safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions. Violent and threatening behaviors are not permitted.

Employees and officers are expected to perform their work in a safe manner, free of the influences of alcohol, illegal drugs or controlled substances. The use of illegal drugs and/or alcohol in the workplace will not be tolerated.

10. Environmental

Geolog Group expects its employees and officers to follow all applicable environmental laws and regulations. If you are uncertain about your responsibility or obligation you should check with your supervisors for guidance.

11. Record-Keeping, Financial Controls and Disclosures

Geolog Group requires honest, accurate and timely recording and reporting of information in order to make responsible business decisions.

All business expense accounts must be documented and recorded accurately in a timely manner. If you are not sure whether a certain expense is legitimate, ask your supervisor.

All of the Geolog Group legal entities books, records, accounts and financial statements must be maintained in reasonable detail, must appropriately reflect all occurred transactions, must be promptly disclosed in accordance with any applicable laws or regulations and must conform both to applicable legal requirements and to the Geolog Group system of internal controls.

12. Confidentiality

Employees and officers must maintain the confidentiality of proprietary information disclosed to them by Geolog Group or its customers or suppliers, except when disclosure is authorized in writing by Geolog's Senior Management or required by laws or regulations. Proprietary information includes all non-public information that might be of use to competitors or harmful to Geolog Group or its customers or suppliers if disclosed. It includes information that suppliers and customers have disclosed to us. The obligation to preserve proprietary information continues even after employment ends where applicable.

13. Employee Warranty regarding Previous Employment's Proprietary Information

Employees shall not keep, take, transfer, acquire, or otherwise have possession of any business proprietary information, including but not limited to trade secrets and confidential info and/or documents, belonging to any previous employer and shall not utilize any such proprietary information/document in connection with his employment with Geolog.

14. Protection and Proper Use of Company Assets

All employees and officers should protect Geolog Group assets and ensure their efficient use. Theft, carelessness, and waste have a direct impact on Geolog Group profitability. All assets are to be used for legitimate purposes. Any suspected incident of fraud or theft should be immediately reported for investigation. Geolog Group assets should not be used for personal business and/or reasons.

The obligation of employees and officers to protect Geolog Group assets includes related proprietary information. Proprietary information includes intellectual property such as trade secrets, patents, trademarks, and copyrights, as well as business, marketing and service plans, engineering and manufacturing ideas, designs, databases, records, salary information and any unpublished financial data and reports. Unauthorized use or distribution of this information is a violation of Geolog Group policy. It could also be illegal and result in civil or criminal penalties.

15. Payments to Government Personnel

Is strongly forbidden giving anything of value, directly or indirectly, to officials of foreign governments or foreign political candidates in order to obtain or retain business. Never give or authorize directly or indirectly any illegal payments to government officials of any country.

In addition, every government has a number of laws and regulations regarding business gratuities, which may be accepted by government personnel. The promise, offer or delivery to an official or employee of the government of a gift, favor or other gratuity in violation of these rules would not only violate Geolog Group policy but might also constitute a civil or criminal offense.

16. Reporting any Illegal or Unethical Behavior

Employees are encouraged to talk to supervisors, managers or Geolog's Senior Management and/or to write to the Anti Bribery and Corruption Helpline at abc-helpline@geolog.com about observed behavior, which they believe may be illegal or a violation of this Code or any other Geolog Group policy or when in doubt about the best course of action in a particular situation. It is Geolog Group policy not to allow retaliation for reports made in good faith by employees relating to misconduct by others. Employees are expected to cooperate in internal investigations of misconduct.

17. Improper Influence on Conduct of Auditors

You are prohibited from directly or indirectly taking any action to coerce, manipulate, mislead or fraudulently influence any Geolog Group independent auditors for the purpose of rendering the relevant financial statements of materially misleading.

18. Compliance Procedures

We must all work to ensure prompt and consistent action against violations of this Code. However, in some situations it is difficult to distinguish right from wrong. Since we cannot anticipate every

situation that will arise, it is important that we have a way to approach a new question or problem. These are the steps to keep in mind:

a) Make sure you have all the facts. In order to reach the right solutions, we must be as fully informed as possible.

b) Ask yourself: What specifically am I being asked to do? Does it seem unethical or improper? Use your judgment and common sense; if something seems unethical or improper, it probably is.

c) Discuss the problem with your supervisor and/or Geolog's Senior Management. If you are uncomfortable discussing the problem with your supervisor, you can talk directly to Geolog's Senior Management and/or Geolog's Human Resources Department. If you prefer to write, address your concerns via email at abc-helpline@geolog.com.

e) You may report violations in confidence and without fear of retaliation. Geolog Group does not permit retaliation of any kind against employees or officers for good faith reports of suspected violations.

f) Always ask first, act later: If you are unsure of what to do in any situation, seek guidance before you act.

g) All employees and officers are subject to this Code and must comply with the above reporting requirements and promote compliance with them by others. Failure to adhere to this Code by any employee or officer will result in disciplinary sanctions.