



Chairman and Chief Executive Officer's Message

Dear colleagues and partners,

SONATRACH has reached decisive steps in implementing an ethical framework, thus, ensuring protection from risks able to tarnish its credibility and its brand mark.

In addition to an ethical framework that governs all its activities, it has adopted an effective implementing and monitoring mechanism, comprising an Ethics Committee and a platform for reporting any breach of the code of ethics, thereby, guaranteeing the credibility of its approach.

Fully embracing this vision, I endorse SONATRACH's unwavering commitment to pursue these efforts to raise our organization to the highest standards of ethics and compliance.

Therefore, I call upon all our employees, as well as other stakeholders of the Company, to invest in this approach by actively contributing to its development and by demonstrating its values daily, through our behaviours and management practices at all levels.

Finally, I strongly encourage all employees and stakeholders to report to the Management or via the existing ethics alert system any observed act that contravenes SONATRACH's values and principles.

Algiers, on

09 DEC. 2025

The Chairman & CEO

Nour Eddine DAOUDI

