

## **POLICY**

As President and Chief Executive Officer and the primary responsible authority of Halliburton Well Services Company— a subsidiary resulting from the strategic partnership between the National Well Services Company (ENSP) and Halliburton – my vision is to strengthen our position as a National Leader in Logging and Perforation services. This ambition is founded on an Integrated Management System (IMS) compliant with ISO 9001 : 2015, ISO 14001 :2015, and ISO 45001 :2018 standards.



**Mr. Farid DERBAL**

Fully aware of the internal and external challenges facing our organization, I have identified the needs and expectations of all our customers and relevant interested parties. I personally commit to mobilizing all necessary resources to meet their requirements, as well as those of our Integrated Management System. This policy is fully aligned with the principles of excellence of the National Well Services Company (ENSP) and with Halliburton's global standards.

### **Accordingly, I also commit to :**

- Strictly comply with Algerian regulations and all applicable requirements.
- Prevent injuries, accidents, and occupational illnesses for all our employees and external contractors.
- Ensure living and working conditions that promote well-being and personal fulfilment, while fostering a social climate based on consultation and active worker participation.
- Prevent all forms of pollution and ensure the sustainable management of resources (energy and water) by integrating current and future environmental challenges into all our processes.
- Continuously improve the effectiveness of our Integrated Management System through rigorous monitoring of objectives, regular audits, and process updates.
- Continuously invest in training and skills development to maintain technical expertise and enhance the competitiveness of our human capital.

### **To fulfill these commitments, our strategy is implemented through the following objectives:**

- Ensure the continuous adequacy of human, technical, and financial resources to meet the requirements of interested parties.
- Deliver service excellence to sustainably satisfy customer requirements and anticipate future expectations.
- Strengthen the confidence of interested parties through active listening and appropriate responses.
- Promote a culture of consultation, making every worker an active contributor to prevention.
- Eliminate hazards and reduce risks for all personnel operating at our sites.
- Prevent occupational diseases through rigorous medical monitoring.
- Develop a motivating and stimulating work environment that enhances employee engagement.
- Control our environmental impact through pollution prevention and sustainable use of resources, while strengthening the resilience of our activities against climate change-related risks.
- Drive continuous improvement through detailed performance analysis and regular process reviews.
- Enhance personnel technical competence through continuous training programs and advanced competency management.

I invite all employees, partners, and contractors to embrace this policy in order to make Halliburton Well Services Company a model of performance, safety, and responsibility.

**Hassi-Messaoud, December 22,2025.**

**President and Chief Executive Officer**

**Mr. Farid DERBAL**

