

MESSAGE FROM AIRBORNE OIL & GAS' CEO REGARDING BRIBERY AND CORRUPTION

Airborne Oil & Gas is committed to carrying out its business fairly, honestly and openly. Therefore, Airborne Oil & Gas has a zero tolerance policy towards bribery.

Accepting or paying bribes is not only unethical, it is also a criminal offence. Airborne Oil & Gas shall report all such offences to the authorities. Airborne Oil & Gas will suspend or terminate its contracts with any business partners who are guilty of accepting or offering any type of bribe.

Airborne Oil & Gas will take the appropriate legal action to suspend or terminate its contracts of employment with any of its employees that are guilty of accepting or offering bribes.

Airborne Oil & Gas avoids doing business with any parties who do not commit to doing business without bribery. Airborne Oil & Gas has a range of bribery prevention procedures in place within its organisation, including procedures for confidential reporting of bribery.

Please contact Airborne Oil & Gas' anti-bribery and corruption compliance officer Aleksandra Wrobel, CFO, if you have any concerns at all concerning bribery or corruption relating to Airborne Oil & Gas. Airborne Oil & Gas' compliance officer can be reached on phone no. +31 255 763500 or an anonymous report can be filed at codereporting@airborneoilandgas.com.

Please read Airborne Oil & Gas' Code of Conduct for more detailed information regarding Airborne Oil & Gas' anti-bribery and corruption principles and rules.

Oliver Kassam | CEO