

## **BBL Company V.O.F. Non-discrimination Regulations**

These Regulations were adopted by the managing director of BBL Company V.O.F. (the "Company" or "BBLC") on 23 April 2024 and were updated on 1 March 2026.

### **Article 1 Scope of the Regulations**

1.1 These Regulations apply to all employees performing work for the Company (including staff on an interim basis).

1.2 All employees referred to in Article 1.1 must sign an annual statement stating:

- the commitment to be bound by these Regulations in the coming year as well and
- confirmation of compliance with the Regulations for the previous year.

1.3 In the event of appointment, placement or working on an interim basis, the employee who falls under the obligation of Article 1.2 must sign the statement referred to in Article 1.2 within 2 weeks. If the signed statement is not received on time, the employee will be notified to sign the statement within 5 working days. If this reminder is not heeded, barring special circumstances, the employee's manager will be informed and the manager will discuss this with his employee.

1.4 The statement referred to in Article 1.2 provides confirmation from the employee that he will continue to comply with the Regulations in the event of premature departure and termination of work.

### **Article 2 Code of Conduct for Working Together and Speak up Regulations ('whistleblowing Regulation')**

2.1 The Code of Conduct for Working Together that applies within the Company provides, in addition to a number of important principles regarding company policy, guidelines for the behavior of the individual employee.

2.2. The Speak up Regulations is the regulation on dealing with suspected wrongdoing or undesirable behavior.

2.3 Compliance with the Code of Conduct for Working Together and the Speak up Regulations is mandatory for all employees referred to in Article 1.1.

2.4 The Code of Conduct for Working Together and the Speak up Regulations are published on the Company's website.

### **Article 3 Non-discrimination**

The Company and employees who perform work for it refrain from any form of discrimination in the exercise of the Company's duties and powers. Users of the Balgzand - Bacton natural gas pipeline ("the BBL") and other relations (including Gasunie group companies) who are in similar circumstances must be treated equally.

## **Article 4 Confidentiality**

4.1 Employees, as referred to in Article 1.1 who, in the performance of their duties, obtain information whose confidential nature they know or should reasonably suspect, are obliged to respect the confidentiality of such information. Such employee is prohibited from using confidential data in the performance of current or future work for third parties or group companies. The "Confidential Information" document describes what is meant by confidential information. The Compliance Officer of the Business Line Methane transport can advise on the type of information that may not be taken outside the Company or communicated with third parties and group companies.

4.2 An employee who, in the performance of his duties, has or receives information about BBLC's business operations that could be of commercial benefit and wishes to make such information available to third parties or group companies, shall submit the question to the Compliance Officer of the Business Line Methane transport as to whether or not the information in question may be made available. If the Compliance Officer of the Business Line Methane transport judges that the information in question may be made available, the Compliance Officer of the Business Line Methane transport shall ensure that the making available takes place in a non-discriminatory manner.

4.3 Articles 4.1 and 4.2 do not apply if a person falling within the scope of these Regulations is required to disclose under a statutory provision or if the need to disclose arises from his/her duty as an employee.

## **Article 5 Compliance and monitoring**

5.1 In accordance with the applicable procedure, the department Business Control Business Line Methane transport oversees the internal monitoring of compliance with regulations on non-discriminatory conduct. This department records its findings in an assessable manner and reports them to the managing director of the Company at least once a year.

5.2 Article 5.1 does not affect the fact that it is the duty of all employees referred to in Article 1.1 to immediately report possible violations of the Regulations to the Compliance Officer of the Business Line Methane transport .

5.3 Compliance with these Regulations will be monitored regardless of the employee's level and position. Violation may lead to sanctions in the form of disciplinary measures, dismissal and/or reporting to the Dutch Justice Department.

5.4 The Internal Audit department is responsible for carrying out periodic random checks on compliance with the Regulations, including compliance with the rules regarding data provision. The findings of this audit are reported in writing to the Compliance Officer of the Business Line Methane transport and the managing director of BBLC. In combination with the systematic audits carried out by the Internal Audit department and the Documents of Representation (DoR) submitted by the various departments, these audits must provide a sound basis for the final annual reporting by the Compliance Officer of the Business Line Methane transport to the managing director of the Company.

## **Article 6 Status of the Regulations**

6.1 These Regulations are made under Article 3.24 paragraph 1 Energy Act and contain the rules aimed at preventing discrimination in the exercise of BBLC's statutory duties and powers. In

addition, these Regulations also deal with compliance with the duty of confidentiality under Article 3.24 paragraph 1 Energy Act. These Regulations serve to supplement the rules and regulations that apply to the Company under Dutch law or UK law.

6.2 In case of incompatibility of these Regulations with Dutch law, Dutch law prevails.

6.3 If any of the provisions of these Regulations are invalid or no longer valid, this will not affect the validity of the other provisions. The managing director will have the invalid provisions replaced by valid provisions, the effect of which, given their content and scope, is as similar as possible to that of the invalid provisions.

6.4 The managing director shall:

- (a) apply, and be bound by, obligations under these Regulations in so far as they apply to him;
- (b) when a new managing director joins the Company, he will make a statement as referred to under a) above.

6.5 These Regulations are published on the Company's website in both Dutch and English.

#### **Article 7: Applicable law**

7.1 These Regulations are subject to and must be interpreted in accordance with Dutch law.