

## **Directorships in Other Companies**

It is the policy of Laraib Energy Limited ("**Laraib**") to restrict the holding by employees of directorships in companies that are not subsidiaries or joint ventures of Laraib and to restrict the acceptance by any employee of such a directorship.

While employees are generally restricted from serving as directors of companies that are not subsidiaries or joint ventures of Laraib, the Chairman or Chief Executive Officer, as the case may be, may make exceptions to this general rule in special circumstances, where Laraib's interest and that of the public would best be served or where an employee may desire to serve as a director of a family owned company, or for an employee who has firm plans to retire within three years. For any other reason or circumstances, the Board of Laraib will approve the exception.

All expenses incurred by an employee serving as a director of company that is not a subsidiary or joint venture of Laraib in accordance with this policy will be on the employee's own account. The employee may also accept and retain annual fees, meeting fees or any other remuneration related to the service as a director.