PRIVACY AND PERSONAL DATA PROTECTION CHARTER

MAUREL & PROM GROUP

TABLE OF CONTENTS

1. Preamble 3
2. Purpose 3
3. Identity of the Data Controller 3
4. Type of Personal Data collected 4
5. Purpose of collecting Personal Data 4
6. Recipients of Personal Data 5
7. Retention period for Personal Data 6
8. Transfer of Personal Data to a country outside the European Union 6
9. Personal Data security 6
10. Exercising your rights 7
11. Data Protection Officer (DPO) 8

1. PREAMBLE

Maurel & Prom attaches great importance to the protection of the privacy and personal data of its employees and users of its Website.

In order to ensure the proper use of, and adequate security and confidentiality measures for, data that could identify its partners, customers and employees, Maurel & Prom ensures strict compliance with a policy on the use, security and confidentiality of personal data that complies with the laws and regulations in force in France and with European regulatory provisions.

2. PURPOSE

The purpose of this charter is to inform natural persons whose personal data is collected by Maurel & Prom about how that data is used and shared, and how they can control and protect their personal data.

It may be amended at any time by Maurel & Prom, as and when changes are made, in particular to comply with any regulatory, case-law or technical changes.

The terms *"Maurel & Prom"* or *"the Company"* refer to all companies affiliated with Maurel & Prom, namely all companies held and/or controlled directly or indirectly by Etablissements Maurel & Prom, as such control is defined pursuant to Article L.233-3 of the French Commercial Code.

Maurel & Prom declares that it complies with Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016, which took effect on 25 May 2018, on the protection of natural persons with regard to the processing of personal data and on the free movement of such data ("**GDPR**") and, the French Data Protection Act of 6 January 1978, as amended with effect from 1 June 2019.

This Charter is available on the Maurel & Prom website (the "**Website**") at the following address: https://www.maureletprom.fr/en/groupe/ethique

3. IDENTITY OF THE DATA CONTROLLER

The Data Controller for Personal Data within the meaning of the GDPR (i.e. the entity responsible for collecting such Personal Data) is ETABLISSEMENTS MAUREL ET PROM, a public limited company (*société anonyme*) with share capital of €154,549,411.94, whose registered office is located at 51, rue d'Anjou, 75008 Paris, registered with the Paris Trade and Companies Register under number 457 202 331.

4. TYPE OF PERSONAL DATA COLLECTED

The data collected by Maurel & Prom consists of data relating to natural persons that enables those persons to be identified (hereinafter collectively referred to as "***Personal Data***") and is collected:

(i) with the consent of the data subjects; or

(ii) in pursuit of a legitimate purpose or in accordance with legal or regulatory requirements.

This Personal Data notably includes identification data: surname, first name, address, email address, etc.

It is specified that where Personal Data is collected for purposes other than the pursuit of a legitimate interest or in accordance with legal or regulatory requirements, the explicit consent of the data subjects will be sought.

Where the provision of Personal Data is optional, Maurel & Prom will ensure that this is expressly stated.

5. PURPOSE OF COLLECTING PERSONAL DATA

Maurel & Prom may collect and process Personal Data for specific purposes.

These purposes are specific and legitimate, and under no circumstances will the data be further processed in a manner that is incompatible with these purposes, unless the prior consent of the data subjects has been obtained.

Maurel & Prom collects only data that is adequate, relevant and limited to what is necessary in view of the purposes for which it is processed.

Providing Personal Data to Maurel & Prom may be a prerequisite for accessing certain parts of the Website or contacting the Company.

Such Personal Data collected in connection with the use of the Website is processed primarily for the following purposes:

- When a person completes the "Contact" form to get in touch with the Company's departments regarding any enquiry of any nature;

- When a person subscribes to the newsletter to keep up to date with Company news;

- When natural persons send an email to the Company via the address ir@maureletprom.fr regarding press relations or investor relations;

- When natural persons send their CV to the Company via the address rh@maureletprom.fr with a view to potential recruitment or an internship;

- Where shareholders notify the Company that a threshold set by law or the Articles of Association has been crossed, or that securities transactions have been carried out by executive officers or persons associated with them;

- When the Company records data relating to its natural person shareholders for the purpose of informing them about the management of the Company, sending them certain documents (Reference Document, financial reports, documents relating to a transaction) and when convening general meetings of shareholders;

- Where the Company asks Euroclear or any other equivalent entity to provide information on Identifiable Bearer Shares, enabling it to identify its shareholder base;

- Any other purposes, which shall be subject to the prior consent of the data subjects whose Personal Data is collected, unless Maurel & Prom has a legitimate interest.

6. RECIPIENTS OF PERSONAL DATA

Maurel & Prom may disclose the Personal Data collected to Maurel & Prom Group employees.

Subject to the explicit prior consent of the data subjects, Maurel & Prom may also transfer Personal Data to data processors and service providers in accordance with the purpose for which such Personal Data was collected.

Maurel & Prom systematically requires its partners to establish strict confidentiality measures and safeguards for the Personal Data they receive.

Personal Data is disclosed solely for the purpose for which it was collected, in accordance with this Charter.

Furthermore, Maurel & Prom may be legally obliged to disclose Personal Data collected at the request of the relevant authorities or in the context of a legal dispute.

7. RETENTION PERIOD FOR PERSONAL DATA

Depending on the purpose for which the Personal Data is collected, the retention period for Personal Data may vary.

Subject to mandatory legal provisions, Personal Data will be retained by Maurel & Prom for a reasonable and non-excessive period having regard to the purpose for which it was collected.

Maurel & Prom undertakes not to retain Personal Data for longer than this reasonable period, after which the Personal Data will be destroyed, “anonymised” or archived.

8. TRANSFER OF PERSONAL DATA TO A COUNTRY OUTSIDE THE EUROPEAN UNION

Personal Data may be transferred to, hosted in or accessed from a country outside the European Union where data protection laws are not equivalent to those of France or the European Union.

Maurel & Prom will carry out such data transfers solely for the purposes of performing a contract entered into between Maurel & Prom and any person whose Personal Data has been collected, complying with a legal obligation, protecting the public interest and safeguarding our legitimate interests.

Where Personal Data is transferred to a country outside the European Union, Maurel & Prom ensures that such Personal Data is adequately protected. To this end, Maurel & Prom subjects all transfers of Personal Data to appropriate and relevant safeguards (such as encryption and contractual commitments, including the use of EU-approved standard contractual clauses).

9. PERSONAL DATA SECURITY

Maurel & Prom undertakes to take all necessary measures and appropriate precautions, both organisational and technical, to ensure a level of security commensurate with the risk faced by the company.

These measures are designed to protect the security, integrity and confidentiality of the Personal Data collected, in order to prevent any unauthorised access, alteration or damage to such Personal Data by third parties.

Maurel & Prom requires its partners and data processors to ensure that measures are taken to guarantee the confidentiality and security of the Personal Data transmitted.

Maurel & Prom urges everyone whose Personal Data is collected to be vigilant and to follow best practice, which is essential to ensuring its security.

10. EXERCISING YOUR RIGHTS

Individuals whose Personal Data has been collected have the following rights:

- To request access to their Personal Data;
- To request the correction or deletion of their Personal Data;
- To request the limitation of processing of their Personal Data;
- To object to the processing of their Personal Data;
- To receive their Personal Data in a structured and standardised format;
- To withdraw their consent at any time, where consent forms the legal basis for the processing, without this affecting the lawfulness of processing based on consent before its withdrawal;
- To provide instructions on how their Personal Data should be managed after their death; and

- To lodge a complaint with a supervisory authority.

These rights may be exercised by contacting the Data Protection Officer (Article 11 below) by sending an email to the following address dpo@maureletprom.fr.

Persons who no longer wish to receive Maurel & Prom's newsletters may do so as follows:

- Click on the unsubscribe link at the bottom of each newsletter;

  or

- Send an email to the following address dpo@maureletprom.fr to inform us of their wish to be removed from the mailing list.

11. DATA PROTECTION OFFICER (DPO)

Maurel & Prom has appointed a Data Protection Officer specifically responsible for the rights to information, access, correction, objection, deletion, limitation and data portability held by data subjects whose personal data is collected.

To exercise any of these rights or for any queries regarding this Charter, a request must be addressed to the Data Protection Officer using one of the following contact details:

By post:
Maurel & Prom – Data Protection Officer
51, rue d'Anjou – 75008 Paris
Email: dpo@maureletprom.fr