GOLDEN RULES OF SAFETY

Leadership Statement

Vaalco Energy, Inc. often requires people to work in stressful roles and hazardous conditions. They may be exposed to varying hazards whether in offshore locations, onshore material handling, construction projects, or the transport of people, equipment and material. All work that Vaalco Energy, Inc. engages in will be performed in a safe manner without exception.

Everyone who works for us, or with us, has an important role to play in making all activities safe. It is our expectation that people take personal responsibility in three areas:

- to comply with the safety rules and regulations relevant to their work;
- to intervene to prevent unsafe conditions; and
- to respect fellow workers and the communities in which we work.

Our 10 Golden Rules of Safety

All Vaalco Energy, Inc. employees and contractors must follow the 10 Golden Rules of Safety. These cover the most critical safety hazards that have caused loss of life and injury across our industry. We have introduced them in 2019 to promote our efforts at continued reduction and prevention of fatalities and injuries. These rules have been designed to protect workers from serious injury or death.

Consequences for non-compliance of the following by persons working for Vaalco will be strictly enforced:

1. **Permit to Work** – Work with a valid work permit when required
2. **Gas Testing** – Completed when required
3. **Confined Space Entry** – Work within confined space entry procedure without exception
4. **Suspended Loads** – Never conduct work or walk under suspended loads
5. **LOTO** – Verify isolation before work begins and use the specified life protection equipment
6. **Barricades** – Do not bypass or disregard signage or barricading
7. **Driving or operating equipment** – Do not use your phone and do not exceed speed limits. Seatbelts will be worn without exception by driver and passengers.
8. **Drugs and Alcohol** – No Drugs or Alcohol while working or driving
9. **Working from Heights** – Fall protection will be worn when working outside of protective environments where you can fall over 6 feet or 1.8 meters
10. **No Smoking** – Do not smoke outside of designated smoking areas

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Thor Pruckl, EVP International Operations
VAALCO Energy Inc.
1. **Permit to Work** - Work with a valid work permit when required

2. **Gas Testing** - Completed when required

3. **Confined Space Entry** - Obtain Authorization before entering a confined space.

4. **Suspended Loads** – Never work or walk under suspended loads

5. **Lock Out Tag Out (LOTO)** - Verify isolation before work begins and use the specified life protecting equipment

6. **Barricades** – Do not bypass or disregard signage or barricading

7. **Driving or operating equipment** – Do not use your phone and do not exceed speed limits. Seatbelts will be worn without exception by driver and passengers.

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9. **Working from Height** – Fall protection will be worn when working outside of protective environments where you can fall over 6 feet or 1.8 meters

10. **No Smoking** – Do not smoke outside of designated smoking areas