

At Wellkin Energy, we expect the highest level of integrity, transparency, and loyalty from our employees, officers, and directors. Our reputation and success in the oil and gas industry depend on avoiding situations where personal interests could conflict — or appear to conflict — with the interests of the Company, our customers, or our partners.

Policy Principles:

- **Avoiding Conflicts:**

All employees, officers, and directors must avoid situations where their personal interests interfere, or appear to interfere, with the business interests of Wellkin Energy or its customers.

- **Personal Loans and Financial Transactions:**

Personal loans by Wellkin Energy to any directors or officers (including their family members) are strictly prohibited. Personal loans to other employees are also prohibited unless explicitly approved by the appropriate Senior Management authority.

- **Use of Information:**

Employees must never use confidential company information, opportunities, or resources for personal gain.

Information about Wellkin Energy's business or future opportunities must not be used for direct or indirect competition with the Company.

- **Employment with Competitors:**

Wellkin Energy employees may not work for, or serve as directors, officers, consultants, or agents for, any company that competes with Wellkin Energy while employed with us. Any outside employment, board memberships, or advisory roles must be disclosed and pre-approved by management to avoid conflicts.

- **Use of Company Property:**

Wellkin Energy's assets — including equipment, financial resources, intellectual property, and confidential information — must only be used for legitimate Wellkin Energy business purposes. Personal use of company assets without prior authorization is strictly prohibited.



Hrishikesh Bagade
Chief Executive Officer
Wellkin Energy