



DIVERSITY, EQUITY & INCLUSION (DEI) POLICY

At NNPC Limited, we recognize that our most valuable asset is our Human Capital. We are therefore committed to upholding a selection process that prioritizes merit, competence and equity in all aspects of employment, promotion, training, and any other related activities. This ensures an environment of fairness and equal opportunity.

Furthermore, we celebrate and embrace diversity within our workforce, acknowledging and valuing differences in age, ethnicity, religion, physical ability, and any other characteristics that are not in conflict with national values but contribute to the rich tapestry of our employees' backgrounds and experiences.

By nurturing a culture of inclusivity and respect, we not only enhance employee satisfaction and engagement but also foster innovation and creativity, driving our organization's success now and into the future.

Signed,

A handwritten signature in blue ink, appearing to read "Mele Kolo Kyari", is written over a light blue horizontal line.

Mele Kolo Kyari
Group CEO, NNPC Ltd
May, 2024