

Health, Safety and Environment Policy

It is the policy of Pharos Energy plc and its subsidiaries (together **the Group**) to conduct all business activities in a responsible manner, which assures the health and safety of people and protection of the environment. We will comply with all applicable health, safety and environmental laws and requirements where we operate and where none exist, maintain industry standards as a minimum. To achieve this business ethic, we utilise a Health, Safety Environment, Social and Security (**HSES**) management system that is designed to:

Ensure there is a planned approach in order to:

- Identify, analyse and effectively manage all risks arising from Pharos activities.
- Assure all staff and contractors are competent to perform their duties.
- Plan HSES aspects to project activities and plan for specific HSES training.

Ensure the following behaviours are incorporated into day-to-day activities:

- Provide systems of work, procedures and work instructions that meet appropriate performance standards.
- Maintain a constant vigilance and readiness to prevent and, where required, respond to and effectively manage emergencies.
- HSES objectives and targets will be set to achieve the requirements of this Policy.
- HSES risks resulting from changes in the organisation will be identified, assessed, authorized and managed to minimize risks.

Manage HSES performance through:

- Monitoring and auditing of activities to ensure compliance to HSES standards.
- Report and investigate all incidents and accidents.
- Ensuring appropriateness and effectiveness in order to continually improve our HSES performance, including reducing and preventing pollution, through an ongoing review of our objectives, metrics and targets, identifying gaps, and determining and implementing proper corrective actions.
- Green House Gas (GHG) management and reporting.
- The Group's ESG Working Group and ESG Committee, reporting to the Board.

These will be our guiding principles in all our endeavours. This Policy applies to all Group operations and personnel worldwide.



Katherine Roe
Chief Executive Officer
18 March 2026