
Biodiversity and Conservation Policy

It is the policy of Pharos Energy plc and its subsidiaries (together **the Group**) to implement biodiversity and conservation practices throughout the full project lifecycle of all Group operations in a responsible manner and wherever it has direct control. Where we are a joint operating partner or part of a JOC, we seek to influence and ensure alignment with our systems. To achieve this business ethic, we utilise a Biodiversity Conservation and Management of Ecosystem Services Guideline, which is implemented as part of our Health, Safety, Environmental, Social and Security (HSES) Management System.

The Group will comply with all applicable ecological and environmental laws and requirements wherever we have operations and are committed to meeting the objectives of the Convention on Biological Diversity (1992). Comprehensive Environmental and Social Impact Assessments (ESIAs) are undertaken for all our projects, prior to any operational activities, using recognised consultants and industry-approved methods and also in consultation with local stakeholders. All our operational sites are restored to the requirements of that particular environment, as stipulated within our ESIs and site restoration plans.

The Group precludes any activity in World Heritage sites and ensures that activities in buffer zones around these sites do not jeopardise the Outstanding Universal Value for which these sites are listed.

The Group seeks to implement initiatives to assist in the identification and assessment of risks to biodiversity and ecosystem services, the development and putting in place of protection measures and the dissemination of this information in order to raise awareness. These initiatives are implemented by:

- Setting standards for site remediation and abandonment in order to protect biological diversity and to ensure a limited impact on the environment as a consequence of business operations.
- Providing education and awareness to our staff and contractors to achieve biodiversity conservation within our operating locations and to identify, analyse and effectively manage all risks to biodiversity arising from the Group's activities;
- Supporting local conservation projects.
- Developing site-specific biodiversity action plans (BAPs) in the event that operational sites are within sensitive areas; incorporating country-specific National Biodiversity Strategies and Action Plans (NBSAPs) and working in association with external advisors to ensure that best practice conservation priorities are achieved.
- Promoting the development of sustainable technologies, utilisation of renewable resources and continually striving to reduce, reuse and recycle raw materials.
- Monitoring and auditing all activities to meet legal requirements and standards within our
- HSES Policies and this Biodiversity and Conservation Policy.

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
19 March 2025