
Water Resource Management Policy

It is the policy of Pharos Energy and its subsidiaries (together “the Group”) to conduct all business activities in a responsible manner, which ensures the management and preservation of all its water resources. We are committed to the sustainable use of all the Group’s water resources in all our operations as well as the operations of contractors working for the company.

We will do so by being committed to the following principles:

- **Compliance:** We are subject to all laws and legislations related to water resources, as well as the principles of the United Nations for sustainable development and other special obligations, and to follow the necessary procedures and programs to ensure full compliance.
- **Risk mitigation:** Reducing the risks associated with the use of water and protecting workers, contractors and the community around us by using modern technologies and safe and recognised operating procedures. Evaluating the environmental impact of any new operations or projects related to the management of water resources that we intend to carry out in advance, as well as preventing pollution and leakage.
- **Optimising of consumption:** commitment to optimising the Group’s consumption of water resources and applying the latest technologies necessary to ensure the quality of the water used and its suitability for use in the desired operations.
- **Continual improvement and development of:** The water resources management system by following the policies of optimising the consumption of water resources and reusing them by choosing the best alternatives and safe and modern methods, as well as being open to others to adopt their successful experiences.
- **Communications:** With employees and business partners, raising awareness of workers and the surrounding community of the importance of managing water resources, as well as contractors and visitors, and making our policy available to the general public.
- **Consultation and participation:** With employees, relevant business partners and the community surrounding company sites on all issues related to water resource management.
-

These will be our guiding principle in all our endeavors. This Policy applies to all Group operations and personnel.



Katherine Roe
Chief Executive Officer
18 March 2026