

# Biodiversity & Habitat Policy

Seplat Energy is committed to promoting and enhancing biodiversity through the conservation of natural resources, by ensuring the protection of species and habitats, while also maintaining safe, efficient, and sustainable operations.

Seplat Energy shall maintain and protect habitats and biodiversity as a fundamental part of the management of company assets and operations by:

- Understanding natural and man-made impacts on biodiversity and habitats and adapting strategies and plans to mitigate them;
- Promoting a corporate culture that empowers employees to explore innovative ways to improve the biodiversity of assets under management and in the communities where we operate;
- Continuing to drive for industry leadership in addressing key biodiversity issues such as species protection, integrated vegetation management, and protected wildlife;
- Building goodwill and enhancing the Seplat brand through community outreach and partnerships to address opportunities for protecting and enhancing biodiversity;
- Continuously improving habitat management with the objective of advancing beyond compliance to create and protect value;
- Engaging local communities and other relevant stakeholders when addressing biodiversity issues including those related to operational changes, development of strategic plans, or public policy advocacy;
- Identifying the abode of "at-risk and endangered species" that may be affected by the company's operation;
- Considering and implementing alternative options, which can visibly enhance biodiversity, for components of new projects where possible, while also meeting stakeholders' expectations;
- Encouraging wildlife habitat enhancements on our rights-of-ways, assets, and other areas where biodiversity may be enriched;
- Maintaining dynamic improvement in our effluent management; spill control, hazardous materials, and waste management strategies to mitigate potential impacts on wildlife habitats; and
- Continuing to improve our understanding of the causes and mitigation of detrimental effects of legally protected species interactions with oil and gas facilities and operations.

This Biodiversity & Habitat Policy will be reviewed annually, communicated to all personnel and available to all interested stakeholders.

A handwritten signature in black ink, appearing to read "R. Brown".

Roger Brown  
Chief Executive Officer

March 2023

