

Tethys Oil AB (publ) and subsidiaries



Biodiversity Policy

Adopted by: Managing Director May 22, 2023

Review: Annually

Policy is in force until new version is adopted

<i>Definitions:</i>	
<i>Tethys Oil or Group</i>	<i>Tethys Oil AB (publ) and its subsidiaries</i>
<i>MD</i>	<i>Managing Director of Tethys Oil AB (publ)</i>
<i>Policy</i>	<i>This Biodiversity Policy</i>
<i>Staff</i>	<i>Employee or Director of Tethys Oil</i>

Index

1. Scope of Policy	1
2. Position on Biodiversity	1
3. Responsibilities and Implementation	2
4. Reporting and Investigation.....	2
5. Discipline	2
6. Documentation and reporting to the Board of Directors	2
7. Administration of Policy.....	2

The Policy is established to raise awareness on biodiversity aimed at or within Tethys Oil's operations as well as providing guidelines of how to act to prevent a negative environmental impact. Tethys Oil aims to protect biodiversity in connection with its operations and collaborates with relevant stakeholders in all its projects. The Policy is intended to supplement all applicable laws, environmental regulations and other procedures in order to serve as Tethys Oil's primary position on biodiversity.

1. Scope of Policy

The purpose of this Tethys Oil Biodiversity Policy is to communicate its commitments to stakeholders the Group serve, to protect the environment and its biodiversity in conjunction with the Group's activities.

Tethys Oil recognizes the importance of protecting and conserving a region's biodiversity - ecosystems and living organisms such as animals, plants and their habitats - in the conduct of its exploration and production operations. It is particularly important regarding rich or fragile biodiversity areas such as forests, deltas, mangroves, coral reefs, water bodies and protected areas as defined by IUCN, UNESCO and RAMSAR.

This Policy should be followed by all employees, the Board of Directors, consultants and contractors employed or retained by the Group.

2. Position on Biodiversity

Biodiversity not only have intrinsic value, but is also vital to human health, food security, economic prosperity, and mitigation of climate change and adaptation to its impacts. This topic covers impacts on biodiversity, including on plant and animal species, genetic diversity and natural ecosystems. Issues where these benefits are especially important include flood control, climate regulation, water access and food supply.

Consequently, the protection of the environment and especially biodiversity is approached with a proactive attitude, and the Group have a long history of collaborating with communities, industry groups, regulators and conservation groups to identify and protect biodiversity where Tethys Oil operate.

Tethys Oil integrates biodiversity in its environmental management planning and decision-making processes, undertaking environmental baseline studies and environmental impact assessments (EIA), engaging with local residents and biodiversity experts, and contributing to organisations working on the conservation of biodiversity.

Tethys Oil consider that early involvement and consultation with the main stakeholders will improve knowledge of local conditions and increase public support for long term projects.

Tethys Oil is committed to minimising any potential impact on natural habitats, in the surroundings above and sub the surface. Protection of biodiversity is included in planning and executing all the Groups projects.

- Tethys Oil commits not to operate any new oil and gas exploration or production activities inside the boundary of official UNESCO World Heritage sites
- Tethys Oil will aim to achieve a No Net Loss (NNL) impact on biodiversity on new projects
- Tethys Oil will support biodiversity conservation and restoration around the operational sites to protect and enhance the existing biodiversity

- Tethys Oil commits to operate, at a minimum, to comply with all regulations in all countries and throughout the project lifecycle.

3. Responsibilities and Implementation

The ultimate responsibility of ensuring compliance and implementation of the Policy lies with the MD and the executive management. It is the responsibility of the Executive Management to inform all employees of their rights and the company's position on biodiversity. Furthermore, it is the responsibility of all Tethys Oil Staff to ensure that an inclusive and open atmosphere prevails at all Tethys Oil places of work.

4. Reporting and Investigation

Tethys Oil encourages openness and will support anyone who raises genuine concerns in good faith under this Policy, even if they turn out to be mistaken. Tethys Oil is committed to ensuring no one suffers detrimental treatment as a result of refusing to take part in conduct that may constitute a violation of its Policy or raises a genuine concern in respect of any such conduct.

In the instance of violation or potential violation of the Policy the incident should be reported to the nearest supervisor who should report the incident to the MD or use the procedure set out in Tethys Oil's Whistleblowing Policy.

The MD has the primary responsibility to ensure investigation of all biodiversity related incidents. If the investigation substantiates that breaches of this policy have occurred, the MD will issue reports to appropriate designated personnel. Disciplinary action, including reporting to local law enforcement and potential termination of contract, will be taken when appropriate.

If Staff is unsure whether a particular act constitutes a violation of this Policy, the nearest supervisor or the MD shall be approached. Suppliers, contractors or other business partners who have any concerns which they wish to raise under this Policy should approach the MD.

5. Discipline

Any Staff who violates the term of this Policy will be subject to disciplinary action. Any Staff who has direct knowledge of potential violations of this Policy but fails to report such potential violations to Tethys Oil will be subject to disciplinary action. Any Staff who misleads or hinders investigations into violations or potential violations of this Policy will be subject to disciplinary action. Any related party who violates the terms of this Policy, who knows of and fails to report to Tethys Oil violations or potential violations of this Policy, or who misleads investigations according to this Policy, may have their contracts re-evaluated or terminated.

6. Documentation and reporting to the Board of Directors

It is the responsibility of the MD to keep an updated record of all suspected and actual environmental incidents as well as provide reports of such incidents to the Board of Directors on a continuous basis.

7. Administration of Policy

The MD is responsible for the administration, revision, interpretation, and application of this Policy. The Policy will be reviewed annually and revised as needed. Minor revisions of the Policy may be carried out by the MD.