

Tethys Oil AB (publ) and subsidiaries	
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Group Environment & Climate Policy

Adopted by:	Board of Directors	September 11, 2024
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 Group Environment & Climate Policy</i>
<i>Staff</i>	<i>Employee or Director of Tethys Oil</i>
<i>Board of Directors</i>	<i>The Board of Directors of Tethys Oil AB (publ)</i>
<i>Executive Management</i>	<i>The Managing Director, Chief Financial Officer and Chief Legal Officer of Tethys Oil AB (publ)</i>

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Tethys Oil acknowledges the environmental and climate risks associated with its upstream oil and gas exploration activities. Therefore, the Group is committed to responsible environmental stewardship and proactive climate action. This policy outlines Tethys Oil's approach to minimizing environmental impact, reducing greenhouse gas emissions, and contributing to global sustainability goals. The Group is dedicated to continuous improvement toward the following goals:

- Minimizing environmental impact
- Reducing greenhouse gas emissions
- Enhancing operational efficiency and waste reduction
- Ensuring transparent stakeholder engagement
- Promoting employee education and environmental responsibility

1. Scope of Policy

To safeguard our people, stakeholders and environment from the risks that are inherent to our business.

Tethys Oil Group commitments:

1. Commitment to Environmental Protection:

Tethys Oil is dedicated to adhering to all relevant environmental laws and regulations applicable to its business, ensuring operations comply with industry standards and best practices. Measures are implemented to prevent pollution of air, water, and soil, utilizing advanced technologies to detect and mitigate spills and leaks. Comprehensive Environmental Impact Assessments (EIA) are conducted before initiating projects, and biodiversity management plans are developed to protect local ecosystems and wildlife.

2. Climate Action:

Tethys Oil aims to set science-based targets to reduce greenhouse gas (GHG) emissions to employ energy-efficient technologies to minimize emissions from exploration and production activities. Opportunities in carbon capture, utilization, and storage (CCUS) technologies are explored, and renewable energy solutions are integrated into operations where feasible.

3. Operational Excellence:

Operations focus on optimizing the use of natural resources, including energy and water, to enhance efficiency. Waste reduction strategies are implemented based on the principles of reduce, reuse, and recycle.

4. Stakeholder Engagement:

Tethys Oil publishes annual sustainability reports detailing environmental and climate performance, goals, and progress, engaging in third-party verification to ensure transparency and credibility. Engagement with local communities and stakeholders addresses their environmental concerns, and support is provided for community initiatives that promote environmental sustainability and resilience.

5. Employee Responsibility and Training:

Ongoing education and training are provided for employees on environmental protection and climate change mitigation, promoting a culture of environmental responsibility and sustainability throughout the organization.

2. Responsibilities and Implementation

Ultimate Responsibility:

The ultimate responsibility for the Environment and Climate policy rests with the Managing Director of Tethys Oil.

Implementation:

The Group Executive Management is responsible for implementing procedures to achieve the environmental and climate objectives. All staff, contractors, and stakeholders are responsible for adhering to this policy. Anyone associated with the Group's activities has the right and duty to stop activities if an unsafe situation occurs or if environmental damage is suspected. In non-operated projects, the Group will actively seek to apply its environment and climate policy where possible.

3. Reporting and Investigation

Tethys Oil encourages openness and will support anyone who raises genuine concerns in good faith under this Policy. Tethys Oil is committed to ensuring no one suffers detrimental treatment for refusing to take part in unsafe actions or for raising genuine concerns. Incidents should be reported to the nearest supervisor or through the Tethys Oil Whistleblowing Policy. The MD is responsible for investigating all environmental incidents. If breaches of this policy are found, the MD will report to designated personnel, and appropriate disciplinary actions will be taken, which may include reporting to local law enforcement and potential termination of contracts.

4. Discipline

Any employee found breaching this Policy's terms will face disciplinary measures. Similarly, disciplinary action will be taken against employees who are aware of possible breaches but do not report them to Tethys Oil. Those who obstruct or deceive investigations into breaches or possible breaches will also be subject to disciplinary action. Third parties who violate this Policy, fail to report known or suspected violations to Tethys Oil, or interfere with investigations may face a reassessment or termination of their contracts.

5. Documentation and Reporting to the Board of Directors

The MD is responsible for maintaining an updated record of all environmental incidents and providing continuous reports to the Board of Directors.

6. 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.