

ITHACA ENERGY

Ithaca Energy (UK) Limited Environmental, Social and Corporate Governance (ESG) Policy March 2023

Introduction

This policy is formed of three components: governance; environmental impact; and social investment which enable the sustainability of our business.

ITHACA ENERGY Sustainability well-integrated into company strategy with clear ambitions and targets



1. Governance

Corporate Governance is overseen by the Board with the support of the executive management team and is centered around strong core values and acting with integrity and transparency. Our focus is on comprehensive risk governance that extends from our Board through our executive and senior leadership team and throughout our entire business.

Board of Directors

| | |
|----------------------|------------------------------------|
| Gilad Myerson | Executive Chairman |
| Alan Bruce | Chief Executive Officer |
| Iain Lewis | Chief Financial Officer |
| Itshak Sharon Tshuva | Non-Executive Director |
| Idan Wallace | Non-Executive Director |
| John Mogford | Senior Independent Director |
| Deborah Gudgeon | Independent Non-Executive Director |
| Dave Blackwood | Independent Non-Executive Director |
| Lynne Clow | Independent Non-Executive Director |
| Assaf Ginzburg | Independent Non-Executive Director |

Executive Management Team

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|----------------|---|
| Gilad Myerson | Executive Chairman |
| Alan Bruce | Chief Executive Officer |
| Julie McAteer | General Manager, Legal & Business Affairs |
| John Horsburgh | General Manager, Subsurface & Wells |
| Rachel Stanley | General Manager, NOJV, Energy Transition, Technology & Innovation |
| Iain Lewis | Chief Financial Officer |
| Craig Matthew | General Manager, Greenfield Projects |
| Brian Winton | General Manager, Operations, Projects & Decommissioning |

2. Environmental Impact

Ithaca Energy strives for Industry leading levels of environmental performance. Key to this ambition is our commitment to significantly reducing greenhouse gas emissions from all our operations in line with the Global transition to a low carbon economy and the UK’s Net Zero Targets. As part of our commitment to emissions reduction and sustainability Ithaca Energy has set an ambitious short-term goal of reducing all our scope 1 and 2 CO₂ and CO₂ equivalent emissions by 25% from 2019 levels by 2025 for its operated assets.

Each asset has developed and will maintain an emissions reduction action plan (ERAP) in line with the North Sea Transition Authority’s (NSTA) Stewardship 11 expectations. These actions plans will detail Ithaca Energy’s strategies for reducing methane, flaring and venting, as well as a hopper of opportunities to reduce emissions through operational and physical changes to the installations.

In the medium-term the Company has committed to meeting targets in line with the North Sea Transition Deal (NSTD) for its equity share emissions for all owned assets, including 50% reduction in CO₂e by 2030. This will be achieved through a strategic transition to new development assets such as Cambo and Rosebank. In the longer-term, we are targeting achieving Net Zero by 2040, ten years ahead of the NSTD. To meet this commitment, we will consistently apply our environmental management system, including the improvement processes, to deliver positive impact across all our assets.

Our Emissions Plan

| Ambition | Be a low carbon emission leader in the UK North Sea | | | | |
|--------------------------------|--|---|---|---|--|
| Target | Meet or exceed the North Sea Transition Deal (NSTD) targets | | | | |
| How we will deliver the target | Strong Leadership <ul style="list-style-type: none">• Clear emissions roles and responsibilities• Communicate our commitment externally• Inspire our workforce to achieve our emissions reduction• Incorporate emissions targets and KPIs into performance contracts | Setting internal Standards <ul style="list-style-type: none">• Embed emissions plans into processes and CapEx decisions• Assess new dev, including M&A, for emissions• Encourage staff to maintain emissions best practices• Foster a workplace where emissions control is valued | Measurement & Control <ul style="list-style-type: none">• Measure our emissions accurately and transparently• Align our energy management to ISO 50001 standard• Control environmental discharges to minimise impact• Track abatement actions through to completion | Digitalisation & New Tech <ul style="list-style-type: none">• Digitize operations, focus staff to deliver Incident Free Ops• Use tech to record emissions and data to enable smart, lower emission choices• Work with industry partners to develop and test new tech in support of emissions reductions | Operational Improvements <ul style="list-style-type: none">• Identify emissions abatement opportunities• Invest in our assets to reduce emissions• Use renewable sources to power our office and installations• Collaborate with peers to identify new methods• Embed best practice working techniques |

1. Based on our 2019 baseline year for Scope 1 & 2 emissions.

3. Social Investment

The potential benefits of social investments to society are significant. We can use our resources and employees' skills to tackle some of the challenges the local community faces such as poverty, access to healthcare and education, securing food, and the impact of the coronavirus pandemic including mental health. Social investment also enables us to meet regulatory requirements, secure a social license to operate, improve reputation, attract talented employees and investment, plus increase workforce engagement.

Our social investment strategy is in keeping with Ithaca Energy's values and the company's commitment to support our workforce, stakeholders, environment, and our communities where we operate by doing business in a responsible manner. It also positions Ithaca Energy as a strong and reliable community partner.

Our objectives are to:

1. Make strategic social investments that are strongly tied to business and social goals and have a sustainable, long-term impact on the local communities where we operate.
2. Build long-term partnerships and stakeholder trust.
3. Address regional needs and expectations by addressing our stakeholder's priorities e.g., investors and Regulators.
4. Increase and improve livelihoods of communities near our operations in a sustainable manner.

On an annual basis Ithaca Energy focuses the majority of support to two local charities with additional funds being available to support charities within which our employees are engaged. Recently the Company entered into a three-year partnership agreement with VSA. VSA work to change and improve the lives of children, young people, families, adults and people in their later years in life by providing support across a wide range of social care services. The company continues to evaluate further opportunities for strategic collaboration with impactful local organisations.

Further, all employees receive an additional four days paid leave per year to give back to the community and work with VSA or a local charity of their choice.

Within the company staff benefit from a strong compensation package including life assurance and medical insurance plus health and wellbeing support from our private medical provider. Employee Assistance Provision is in place and additional tertiary education is supported. The company support Undergraduate Interns, develop Apprentices on the offshore installations and have a graduate programme.

The company maintains: Equal Opportunities; Diversity, Equity and Inclusion; Bullying and Harassment; Modern slavery and human trafficking policies.