

Emergency Response and Crisis Management (ERCM) Policy Statement

It is the vision of Ithaca Energy PLC (“the Company”), its affiliates and subsidiaries to be the highest performing UK North Sea independent oil and gas company, focused on sustainably growing value. We strive to be leaders in emergency and crisis management by safeguarding People, protecting the Environment, securing Assets and upholding Reputation (PEAR).

Together we will:

- Ensure that raising the alarm is an absolute duty of all employees, contractors and stakeholders, supported by clear triggers and multiple fail-safe reporting pathways
- Maintain a competent, trained and exercised three-level response organisation (Emergency Response Team, Incident Management Team and Crisis Management Team), aligned to PEAR principles and regularly tested through drills, exercises and assurance programmes
- Ensure uninterrupted availability of a trained IMT Duty Manager, HR Responder and a Crisis Response Manager, each with clear authority and accountability during mobilisation, escalation and sustained response
- Require that all business units fully support the ERCM organisation during mobilisation, providing staff, technical expertise and operational access as required
- Provide non-responder support functions essential to resilience, including but not limited to:
 - Family liaison and welfare support
 - Contractor and stakeholder liaison
 - Hospital and casualty liaison
 - Specialist subject matter experts
 - Corporate communications and media management
- Plan and prepare not only for Major Accident Hazards (MAH) and Major Environmental Hazards (MEH) but also for other potential emergency or crisis situations, including cyber incidents, security threats, civil unrest or reputational challenges
- Ensure ERCM duties are carried out only by trained and competent personnel, maintained through regular practice, exercises and performance feedback
- Guarantee that derogations from ERCM requirements are only permitted under controlled governance, with EVP - Health, Safety and Environment (or delegate) approval, documented risk assessment and periodic review
- Integrate ERCM into the Company Business Management System (BMS), ensuring that emergency and crisis preparedness is embedded in daily operations and decision-making
- Uphold a culture of vigilance, trust and accountability, where early escalation is encouraged, mistakes are treated as opportunities for learning and continuous improvement is embedded into ERCM capability
- Provide sufficient resources, facilities and strategic commitment to sustain ERCM readiness and resilience across all business states: Normal, Emergency and Crisis.

We all have a responsibility at the Company to follow this policy and assist the business in its implementation. Everyone must understand their duty to raise the alarm, support the response organisation and contribute to the Company’s resilience in protecting People, the Environment, Assets and Reputation at all times.



Signed
Luciano Vasques
Chief Executive Office