

# Sustainability

## Policy

Our purpose is to play a significant role in meeting the world's energy needs through the safe, efficient and responsible production of hydrocarbons, while creating value for our stakeholders. In support of this, we are guided by our approach to sustainability. We recognise that our licence to operate is earned through responsible behaviour, a key determinant of our business success. This Policy reflects our commitment to sustainability.

**Harbour Energy, and those working on behalf of the company, commit to and are accountable for:**

- Prioritising safety and committing to the safety and wellbeing of everyone who works with Harbour Energy.
- Identifying, assessing and managing climate change risks and opportunities associated with our activities.
- Improving energy efficiency and reducing emissions from our operations, with emissions related targets part of our performance scorecard incentive compensation.
- Working to meet our near-term targets of a 50 per cent reduction in our Scope 1 and 2 gross operated CO<sub>2</sub>e emissions against our 2018 baseline by 2030 and zero routine flaring by 2030, in support of our aspiration to be Net Zero by 2050 across our operated sites on a gross operated Scope 1 and 2 CO<sub>2</sub>e basis.
- Reducing methane emissions and maintaining a methane emissions intensity of less than 0.2 per cent.
- Working with industry partners to develop viable CO<sub>2</sub> storage projects in support of global Net Zero commitments.
- Minimising our impact on the environment and biodiversity by targeting zero spills and working to minimise waste generation and freshwater usage.
- Acting honestly and respectfully with all stakeholders, respecting the law and human rights of the communities we operate in.
- Creating value for our host countries by creating jobs, supporting suppliers, engaging with local community stakeholders and contributing to national tax reserves.
- Promoting a culture of inclusion and ensuring the values of diversity and equality are reflected in the way we operate.
- Integrating environmental, social and governance principles into our business strategy, planning, decision-making and operating management systems.
- Providing transparent disclosures on our sustainability performance, using frameworks and initiatives such as the Global Reporting Initiative, the UN Global Compact and the Task Force on Climate-related Financial Disclosures.

## **Sustainability Policy**

This Policy is underpinned by additional Policies, Standards and Procedures including our Health, Safety, Environment and Security Policy; Biodiversity Policy; People Policy; Code of Conduct; Human Rights Statement and our Sustainability Reporting Procedure.

It is the responsibility of everyone in Harbour Energy to conform with our Policies and to assist the business in their implementation.

**Linda Z Cook**  
CEO Harbour Energy Plc  
23 June 2025