

Biodiversity Policy

Tullow's purpose is to build a better future through responsible oil and gas development. We are taking action to steward biodiversity in the environments where we operate.

This policy sets out our biodiversity commitments and actions. We fully support the Kunming-Montreal Global Biodiversity Framework and the National Biodiversity Strategy and Action Plan of our host countries. We disclose with respect to the Taskforce for Nature-related Financial Disclosures and other relevant standards and frameworks. To support our 'no net loss' ambition, we will integrate material biodiversity issues into our decision-making and risk management processes and periodically review our progress. To support this, we commit to the following within our direct areas of operations:

- To comply with nature-related laws and regulations in our host countries.
- To contribute to the preservation and restoration of biodiversity in alignment with the Global Biodiversity Framework.
- To conduct assessments to identify our material nature-related dependencies, impacts, risks and opportunities for existing sites including as part of the environmental and social impact assessments for new sites.
- To follow the mitigation hierarchy to anticipate, avoid, minimise and restore impacts on biodiversity at the planning, exploration, development and decommissioning phases of our projects on a continual basis.
- To screen our sites and activities for proximity to protected areas, important sites for biodiversity and for the presence of threatened species and to put in place measures to maintain and enhance local biodiversity in support our 'no net loss' ambition.
- To avoid exploration and development in UNESCO World Heritage Sites.

We remain committed to pollution prevention in our operations (see Safe and Sustainable Operations Policy), and we will meaningfully engage with our stakeholders whilst respecting their rights to the environment and shared benefits from natural resources (see Human Rights Policy).

We recognise the value of taking action on biodiversity for achieving our net zero climate ambitions and will continue to apply relevant environmental standards when investing in nature-based carbon offset scheme (see Climate Policy).

We seek to engage with our suppliers to influence their interaction with biodiversity in their work for Tullow as part of this Policy's expected conduct for all relevant Tullow stakeholders. We will continue to increase awareness of the importance and criticality of biodiversity amongst our employees and contractors.

This Biodiversity Policy shall be reviewed on a regular basis taking into consideration Tullow's nature-related impacts, dependencies, risks and opportunities.

Everyone who works for, or on behalf of, Tullow is responsible for ensuring that the requirements set out in this Policy are fully implemented in all aspects of our business.

The Safety and Sustainability Committee is accountable for overseeing the implementation of this Policy.

Signed for and on behalf of the Board of Tullow Oil plc.



Richard Miller
Interim Chief Executive Officer/Chief Financial Officer