

**DIVERSIFIED**  
energy

# BIODIVERSITY POLICY

This policy statement is driven in part by our Company Values, which form the foundation upon which our company was started and the standards to which each Director, officer and employee of Diversified is expected to adhere. As per these Company Values, we will conduct our business and deliver value to our stakeholders based upon ethical standards and beliefs that:

- ❖ Value the dignity and worth of all individuals;
- ❖ Act with personal and business integrity;
- ❖ Commit to excellence in our performance;
- ❖ Respect environmental stewardship as we make business decisions;
- ❖ Exhibit courage of convictions, challenge the status quo and strive to create value;
- ❖ Seek opportunities for continuous learning and improvement; and
- ❖ Serve and support our teams and communities with passion and enthusiasm.

At Diversified Energy Company Plc ("**Diversified**"), we recognize the intrinsic value of nature and the importance of protecting and conserving the biodiversity and ecosystems within it while also promoting a sustainable business model aimed at providing energy to support society's daily needs. We are committed to being a responsible steward of the leaseholds and assets we maintain and to conducting our operations in a sustainable manner to minimize disruption and protect all species, habitats and waterways while simultaneously enhancing, where possible, the biodiversity and ecosystems within our footprint. This commitment applies across all operation sites of the Company.

Our primary business model is to acquire existing assets and our operation of those assets does not involve significant new development or environmental disturbance. Acquisitions are evaluated through an environmental due diligence process as a proactive environmental risk management tool to align with our biodiversity goals. Just as we seek to minimize emissions from our wells while simultaneously optimizing their productivity, we also aim to ensure the area surrounding those wells is consistently protected so that biodiversity can thrive, as evidenced by the flora and fauna around our assets. Further, when our wells are no longer productive, we seek to permanently retire the wells and restore the well sites to their natural condition, engaging with state regulatory agencies and landowners to ensure their satisfaction with our rehabilitation efforts. Additionally, we seek to support other operators and the states in plugging their end of life and orphaned wells with the same level of diligence toward environmental stewardship and biodiversity protections as for our own portfolio of assets.

As part of our commitment to minimize any negative impact on the environment and ecosystems resulting from our operations, we actively engage regulatory agencies, stakeholder groups and biodiversity experts, as applicable, to ensure open and transparent dialogue. Further, we conduct all required and otherwise appropriate environmental assessments before commencing any potential new project or as needed throughout the long-term operation and management of our asset portfolio.

We recognize healthy, biodiverse ecosystems provide vital natural resources and services such as flood mitigation and serve as natural sinks for atmospheric carbon. Given the importance of taking explicit action to protect natural capital, we seek opportunities and often voluntarily engage in various initiatives throughout the year that contribute to local ecosystems and biodiversity, such as replanting a variety of plant species at developed or reclaimed upstream and midstream sites, where applicable and as approved by regulators and other impacted stakeholders.

We respect legally designated protected areas, such as national parks and nature reserves, where strict nature conservation is the management objective, and we do not operate in designated World Heritage sites. While our assets are located entirely onshore and away from any ocean shoreline, we recognize the role we play in ensuring our operations appropriately address the natural realms of inland freshwater sources, land and the atmosphere.

To meet these commitments and promote a net positive impact on the environment and its natural biodiversity, we will:

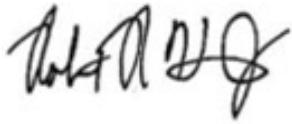
- Participate in reforestation and ecosystem restoration in and around the communities in which we operate as part of our no net deforestation commitment.
- Comply with all applicable legislation and regulations or apply responsible standards where laws do not exist.

- Align our biodiversity initiatives with our business model so that the identification, assessment and management of biodiversity considerations are taken into account in our decision-making processes and management systems throughout the lifecycle of sites.
- Utilize a best practice risk mitigation process of “Avoid-Mitigate-Restore-Offset” that seeks to assess, prevent wherever possible and reduce to a practical minimum the biodiversity impacts of our operations and further seeks opportunities for biodiversity enhancement initiatives.
- Protect endangered species and promote the sustainable use of natural resources important to biological diversity.
- Identify and mitigate locating new, potential infrastructure projects in spaces that are protected due to their ecological, biological, cultural and/or landscape value or areas catalogued as having high value for biodiversity.
- Engage in site rehabilitation and restoration to original natural conditions, inclusive of reforestation as applicable, upon permanent retirement of end-of-life wells and encourage like reforestation among third parties for whom we contractually retire their assets.
- Promote awareness of biodiversity and conservation issues among our employees and Business Partners.
- Avoid the introduction of non-native species to our operations and former well sites that may lead to economic or environmental harm, including the destruction of biodiversity or permanently altered habitats.
- Establish constructive relationships and working networks with local, state, and national stakeholders to generate synergies within broader conservation initiatives.
- Provide adequate resources for instruction, training, and supervision to appropriately manage biodiversity values.
- Contribute to the development of knowledge and the promotion of best practices in the field of biodiversity conservation.
- Meet or exceed regulatory requirements to employ soil erosion control systems during operations and upon permanent retirement to prevent potential runoff into nearby streams or waterways.
- Maintain properly designed and active Spill Prevention, Control and Countermeasure policies and ensure employee training on the same.

We commit to implementing this policy through active, demonstrated leadership and the application of appropriate resources. While it is the primary responsibility of the Environmental Specialists, under the direction of the Senior Vice President of Environmental, Health and Safety and the general oversight of the Executive Vice President of Operations to oversee operating matters which could have the greatest potential impact to biodiversity, all individuals who work for and with Diversified are encouraged to demonstrate responsible behaviors in the management of biodiversity values. It is, therefore, the shared responsibility of all Diversified employees to conform with this policy and to assist the Company in its implementation. Likewise, we encourage any Business Partners working with the Company to make the protection and preservation of biodiversity a priority.

Biodiversity, alongside all Environmental, Health and Safety matters, come under the purview of the Sustainability and Safety Committee of the Board of Directors.

This policy is reviewed and approved annually by the Company's Board of Directors and signed by the CEO as both a member of the Board and a representative of management.

A handwritten signature in black ink, appearing to read "Rusty Hutson, Jr.", written in a cursive style.

Rusty Hutson, Jr.  
Co-Founder and Chief Executive Officer