

**DIVERSIFIED**  
energy

# EMPLOYEE RELATIONS 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.

Diversified Energy Company Plc ("**Diversified**" or "**the Company**") is committed to the recognition and safeguarding of human rights in all our business operations, starting with our greatest asset – Diversified employees. This commitment and culture are supported by our leading Company Value which seeks to "Value the dignity and worth of all individuals" and our top daily operating priority of "Safety — No Compromises".

The Company recognizes that our success is due in large part to its quality employees, who have deep familiarity of and experience with our assets. For newly acquired assets, we often retain the exceptional employees who contribute specific knowledge of the assets and then aim to cohesively integrate all employees alike within a single, overriding culture of respect, accountability and collaboration.

Every person who works for or on behalf of Diversified is valued for their varying and individual skills, abilities, creativity and the differing backgrounds and experience that the individual brings to our business. All employees directly contribute to our success and to maintaining our good reputation of delivering on Diversified's commitments to its various stakeholders.

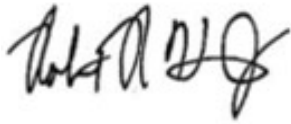
We are committed to creating and maintaining an open work environment for all employees that is enjoyable, rewarding, free from discrimination, where everyone is treated fairly in line with our Company Values and where everyone is challenged and held accountable to drive value for our stakeholders.

To protect and enhance our corporate dedication to mutually align employee relations, Diversified commits to:

- Ensure employee safety, health and well-being through managing occupational risks, providing a quality working environment and actively promoting a healthy lifestyle and work/life balance;
- Demonstrate ethics, values and social responsibility, while expecting the same from all employees;
- Create an environment that recognizes and respects the rights and dignity of every employee and treats them fairly without discrimination;
- Actively promote equal opportunities as a distinctive element of our integrated, diverse and inclusive business;
- Offer a work environment that fosters active listening, engagement and feedback in support of open and effective communication across the organization;
- Support a work environment that encourages proactive, innovative thinking and application that adds value for our business and our stakeholders;
- Offer quality, value-adding roles with clear expectations and accountabilities;
- Invest in training, learning and development opportunities enabling employees to reach their full professional potential through continuous on-the-job training (via active knowledge sharing programs) and professional development (via accredited third-party programs or universities);
- Create a culture where we directly link remuneration and reward to corporate and individual performance;
- Create both near- and long-term opportunities for our employees based on demonstrated competencies, behaviors and attributes deemed critical to the future of the business;
- Safeguard the confidentiality of employees' personal information; and

- Undertake reorganization only after careful consideration of the business, legal, ethical and employee implications of doing so.

While it is the responsibility of the Chief Human Resources Officer, under the direct oversight of the Chief Executive Officer, to oversee employee matters, it is the shared responsibility of all employees at Diversified to conform with this policy and to assist the Company in its implementation. This policy should be read together with Diversified's other corporate policies as posted on our website, including but not limited to our Human Rights Policy, Modern Slavery Policy and Health and Safety Policy.

A handwritten signature in black ink, appearing to read 'Rusty Hutson, Jr.', with a stylized, cursive script.

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