

DIVERSIFIED
energy

SOCIO-ECONOMIC 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 maintaining the highest standards of corporate citizenship in our business activities. We recognize that our license to operate as a leading independent energy sector company, engaged in the acquisition, production, marketing and transportation of high quality, primarily natural gas supplies, is earned through responsible behavior, a key determinant of our business success.

We are committed to being recognized as a leader in the field of socio-economic development and corporate social responsibility and recognize that in doing so, we will add significant value for our stakeholders. We aspire to achieve high standards through a process of proactive and continual improvement of our procedures, practices and performance.

This policy reflects a commitment to demonstrate increased beneficial, sustainable and measurable socio-economic impact from Diversified’s business activities. To meet this commitment, we integrate Environment, Social and Governance (ESG) principles into our business strategy, planning, decision-making, implementation processes, and operating management systems that accord with the requirements of our corporate social responsibility standards and:

- Comply with applicable laws and regulations;
- Demonstrate respect for people, communities, and the environment;
- Encourage communication and dialogue with all stakeholders, including consulting with and responding to concerns of our stakeholders in a timely manner;
- Act with honesty, integrity and transparency in our activities and relationships with others, upholding the highest ethical standards while rejecting bribery and corruption in all its forms;
- Constantly strive to improve our corporate social and socio-economic management and performance including monitoring and reporting on our performance; and
- Respect international labor standards as set out in the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.

We do not operate in areas characterized by destabilizing conflict, lack of security, political instability or cultural clashes. Therefore, the location and stability of our operating areas allows us to focus our efforts instead on value-creating, effective asset management and stewardship while simultaneously building stakeholder relationships with employees, local communities and external Business Partners. Diversified’s corporate socio-economic and social responsibility commitments are centered on these relationships.

EMPLOYEE RELATIONS

We are committed to the safety, wellbeing and development of employees, and this commitment is demonstrated through a corporate culture based on trust, mutual respect and open dialogue. Our commitments to Diversified’s employees are as follows:

- Respect the rights and dignity of every employee and treat them fairly and without discrimination;
- Encourage a culture of respect, collaboration and the sharing of knowledge throughout the organization;
- Recognize employees’ individual and team contributions and reward them appropriately;
- Consult and involve employees regarding our corporate social management system and performance; and
- Actively promote equal opportunities as a distinctive element of our integrated, diverse and inclusive business.

It is the responsibility of the Chief Human Resources Officer, under the direct oversight of the Chief Executive Officer, to oversee employee matters.

LOCAL COMMUNITIES

Diversified is committed to integrating its business needs with the needs of the communities in which the Company and our employees operate, and that commitment includes a dedicated Community Relations group which leads our community engagement and outreach efforts. We believe that supporting our communities beyond helping to satisfy their energy needs is simply the right thing to do. Diversified's commitments to our communities are as follows:

- As members of our local communities, we strive to accommodate local cultures, heritage and other factors of importance to our communities;
- Build and keep good relationships with our communities based on transparency, trust, collaboration and ongoing outreach;
- Contribute to social and economic development, including local employment and career development;
- Assist in local community programs, in consultation with local government, the public and our stakeholders where we operate;
- Assess and collaboratively address the potential impacts of activities in local communities, both positive and negative, at appropriate stages in our operations; and
- Provide readily available and accessible feedback or grievance mechanisms for community use, as needed, and address any such communications promptly and orderly.

It is the responsibility of the General Counsel, under the direct oversight of the Chief Executive Officer, to oversee community engagement matters.

EXTERNAL BUSINESS PARTNERS

Diversified is committed to the highest level of compliance and ethical conduct in its business dealings. Our commitments to Diversified's various Business Partners are as follows:

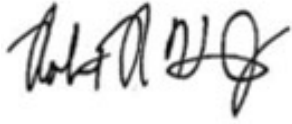
- Ensure that contractors and vendors are aware of, understand and comply with our policies and standards; and
- Engage and work with our Business Partners to promote high standards.

With oversight from the Chief Executive Officer, each executive officer will be responsible for overseeing Business Partner engagement by their respective business units.

This policy applies to all operations of the Company and should also be read in conjunction with Diversified's related corporate policies which may be found on our website. For more information on the expectations we set for ourselves and the Company's employees in both personal and professional relationships, please refer to our existing, separate policies on Employee Relations, Human Rights and Modern Slavery. For more information on our interactions with and the expectations we set for external Business Partners, please refer to our Business Partners Policy. Additionally, Diversified's position on and strategic response to climate issues may be found in our Climate Policy.

Ultimately, we believe that all employees at Diversified have a responsibility to conform with our policies and to assist our company with their implementation. Therefore, we are

individually and collectively accountable for upholding our corporate social responsibility commitments and living our stated values. We actively encourage participation across our organization, and we will work with external stakeholders to contribute to the communities we serve and ensure our actions are socially, ethically and environmentally responsible.

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