

**LONGBOAT ENERGY PLC**  
**BUSINESS PRINCIPLES AND ETHICS POLICY STATEMENT**

Longboat Energy plc (the “**Longboat**” or “**Company**”) is committed to pursue growth for the benefit of its shareholders, employees and other stakeholders. The Company, and its subsidiaries, will comply with the laws and regulations of the countries in which it operates and will conduct all its activities with honesty, fairness and integrity. The Company’s principles and ethics along with its Corporate Responsibility, ESG policy statements and other policies apply to all of its subsidiaries including Longboat Energy Norge AS.

Business integrity is a key standard for selection of partners, contractors and other organisations with whom the Company works.

Longboat is an equal opportunities employer and will recruit, employ and develop employees in line with best practice and based on the qualifications, experience and skills required for the work. Employees are required to exhibit the highest standards of personal and professional conduct and are required to make proper use of Company assets. Employees are expected to avoid personal and financial activities, which could result in a conflict of interest between personal and Company business. Bribery, fraud or theft of any sort is unacceptable.

Longboat will communicate and cooperate with government and regulatory bodies in meeting the requirements of existing legislation. The Company will promote and defend its legitimate business interests, either directly, or through organisations such as trade associations and will work constructively with government and regulatory bodies to ensure that new legislation which may affect these interests, balances the needs of investors and other stakeholders.

Longboat conducts its business as a responsible corporate citizen. The Company is committed to providing safe and healthy working conditions for its personnel and minimising, where reasonably practicable, any negative effects that its operations might have on the environment. The Company recognises and respects the culture, values and traditions of the communities, within which it operates and will: consult with the relevant communities to achieve mutually acceptable outcomes; and seek to create lasting relationships built on mutual respect and trust.

The Company does not support political parties nor contributes to the funds of groups whose activities are calculated to promote partisan party interests.

Within the constraints of the law, contractual obligations and protection of proprietary information, Longboat will be open and honest with its stakeholders and maintain a sound system of internal control to safeguard shareholders’ investment, the Company’s assets and the Company's reputation. The accounting records, supporting documents and public reports will accurately describe and reflect the nature of the underlying transactions.



This policy will be communicated to all employees and compliance with its requirements is a condition of employment with Longboat.