

Biodiversity Policy of Civitas Resources, Inc.

Civitas Resources, Inc. and its subsidiaries (collectively, “Civitas”) are committed to sustainably managing natural resources in the areas in which we operate. To minimize disturbance from operations, we conduct formal environmental impact assessments (EIAs) for all projects prior to settling in new areas. Desktop surveys, field surveys, and alternative site analyses supplement the EIAs, allowing Civitas to fully comprehend all biodiversity and ecosystem impacts as stipulated by state regulations. Using these assessments, we proactively design our projects to account for local wildlife and minimize impact.

Civitas strategically prioritizes the buildout of new assets in locations where there has already been operational environmental disturbance to limit any new, unnecessary impact. We also have our partner biologists review seasonality implications on wildlife to ensure Civitas does not unknowingly impact breeding grounds, nests, or other seasonal wildlife in the area.

None of our operational sites are located near protected areas, such as World Heritage Areas. For all operational sites, Civitas restores any disturbed areas to their original, stable, self-sustaining ecosystems. We have a robust reclamation program that clearly defines the protocols and processes for reclaiming habitat and restoring or rehabilitating disturbed areas. Each reclamation project has both interim and final reclamation plans included in the corresponding permits for the property. In order to ensure successful rehabilitation, we partner with reclamation experts and natural resource specialists to replace or help stabilize the ground to a state that will most benefit the ecosystem.

All relevant field personnel are trained to ensure they understand their obligations, responsibilities, and tasks required under our Employee ESH&RC Manual. Civitas also has established an array of programs to protect local ecosystems, such as our bird mitigation program. Personnel are trained in recognizing migratory birds and maintaining awareness of surrounding wildlife during the execution of their duties.

[Approved by Board – 04/29/2022]