

Biodiversity Policy of Civitas Resources, Inc.

Civitas Resources, Inc. and its subsidiaries (collectively, “Civitas”) are committed to responsible and sustainable operations that safeguard the natural resources and biodiversity in our areas of activity. We recognize the importance of preserving ecosystems, habitats, and species throughout all stages of our operations.

Biodiversity Planning and Risk Screening

Civitas proactively identifies and manages biodiversity risks prior to the initiation of new development. Our process includes:

- Engaging qualified third-party biological experts to conduct natural resource assessments.
- Evaluating species and habitats protected under the **Migratory Bird Treaty Act, Bald and Golden Eagle Protection Act, Clean Water Act**, state and local regulations, and species identified as threatened, endangered, or of special concern.
- Conducting desktop and field surveys, geospatial analyses, and alternative site evaluations to support informed site selection and minimize cumulative ecological impacts.

Where possible, Civitas prioritizes development in previously disturbed areas to limit new habitat disruption. Consultations with state and federal wildlife agencies are integral to our permitting and planning processes when working in or near sensitive habitats.

Avoidance, Minimization, and Mitigation

Civitas designs operations to avoid or minimize impacts on local wildlife, ecosystems, and human receptors. When impacts cannot be fully avoided, we:

- Establish appropriate buffer zones and modify schedules to avoid sensitive seasons (e.g., nesting, roosting, breeding).
- Collaborate with regulatory agencies and experts to identify practical mitigation strategies.
- Contribute to mitigation funds or conservation programs that support restoration and protection efforts, where applicable.

Operational Biodiversity Management

Biodiversity protection continues throughout the full lifecycle of a well, including maintenance and production phases. Our commitments include:

- Partnering with biological consultants to monitor active nests and sensitive areas during operations.
- Adjusting activities as necessary to avoid disturbance, including temporary shutdowns or relocations.
- Continuously consulting with third-party experts and wildlife agencies as conservation priorities and scientific understanding evolve.

Habitat Reclamation and Restoration

Civitas is committed to restoring disturbed areas to stable, self-sustaining ecosystems. Our reclamation program includes:

- Interim and final reclamation plans integrated into project permitting.
- Early involvement of reclamation and ecological experts to ensure ecosystem-appropriate restoration.
- Ongoing monitoring and adaptive management to ensure long-term habitat success and compliance with regulatory and internal standards.

Workforce Training and Stewardship

We ensure that all relevant personnel understand their responsibilities regarding biodiversity and wildlife protection. Civitas provides:

- Mandatory training on environmental compliance, species protection, and reporting protocols.
- Annual wildlife awareness programs tailored to field operations.
- Guidance on safe practices when encountering wildlife, and coordination with rehabilitation centers and agency partners for wildlife response.

Ongoing Commitment to Environmental Stewardship

From planning through reclamation, Civitas is committed to coexisting with the communities, flora, and fauna in our operational areas. We embrace a collaborative approach with regulators, local stakeholders, and conservation experts to ensure responsible land stewardship and continuous improvement in biodiversity management.