

### Health, Safety & Environment Policy

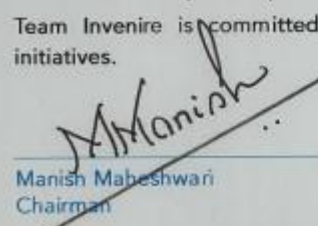
The Health and safety of all employees and company / community stakeholders and minimizing environmental impacts is integral to Invenire Energy and its group companies (the "Company" / "Invenire"). Company operations are at all times directed by a Health, Safety and Environment Policy that reflects best industry practice. Continual improvement in HSE performance is critical to the overall success of the Company.

To ensure continual improvement in HSE performance, senior management executives regularly evaluates personnel awareness and compliance with HSE Policies. Lessons learned are communicated to all the employees and modifications to HSE practices are made as deemed necessary. HSE performance is a core value in our business and all Invenire employees are accountable for its delivery.

The Company:

- identifies HSE hazards arising from all business operations and mitigate the associated risks to a level as low as reasonably practicable (ALARP).
- complies with all applicable national and international legislations and associated codes of practice and improve on the performance standards within applicable codes by adopting a risk management approach to the design, construction and operation of facilities.
- minimizes impact on the environment through pollution prevention measures, reduction of emissions and re-use/recycling of waste materials as technically feasible.
- ensures that all employees and contractors are aware of their responsibility to comply with HSE Policies and to communicate HSE issues and performance to all stakeholders to ensure continual improvement.
- provides direction, training and appropriate supervision to enable all employees and contractors to meet their responsibility to work safely and with consideration for the health and safety of self, others and the environment.
- requires contractors and partners to demonstrate they are operating in full compliance with the HSE Policy mandated by Invenire.
- make available leadership, management, and other appropriate resources to implement the HSE Policy and report on HSE performance.

Team Invenire is committed to HSE Policy and responsible for promoting sustainable initiatives.



Manish Maheshwari  
Chairman

## Health, Safety and Environment Policy

Hardy Exploration & Production (India) Inc. (HEPI) is committed to conducting its business responsibly and sustainably while building long-term value for its partners, employees, contractors, communities and other stakeholders.

HEPI is committed to complying with all applicable legal, regulatory and other subscribed requirements and to conducting its operations in a manner that:

- Prevents injury and ill health to employees, contractors and all persons affected by its operations;
- Protects assets and prevents damage to property;
- Prevents pollution and minimizes adverse environmental impacts;
- Promotes the efficient use of natural resources and responsible environmental stewardship;
- Respects the interests of local communities and the environment in which we operate;
- Identifies hazards, assesses risks and implements effective controls to reduce risks to As Low as Reasonably Practicable (ALARP).

HEPI believes that effective Health, Safety and Environment (HSE) management is essential to successful business performance. HSE considerations shall be given equal importance alongside operational, technical and commercial objectives in decision-making processes.

Employees and Contractors are expected to:

- Work safely and protect themselves and others who may be affected by their actions;
- Comply with company procedures, industry standards and applicable legal requirements;
- Use appropriate safety systems, tools and protective equipment;
- Intervene and report unsafe acts, unsafe conditions and near misses;
- Stop work and seek clarification whenever work instructions, procedures or risk controls are unclear or inadequate.

Supervisors and Managers are expected to:

- Demonstrate visible leadership and accountability for HSE performance;
- Ensure personnel are competent, properly supervised and fit for assigned work;
- Promote a positive HSE culture and ensure effective implementation of this policy.

HEPI is committed to the continual improvement of HSE performance, management systems and safety culture through leadership, risk management, audits, inspections, incident learning, employee participation and regular management review.

HEPI will provide the necessary resources, training and support to effectively implement this policy.



**Sankalpa Mitra**  
President

**28<sup>th</sup> May 2026**

**Hardy Exploration & Production (India) Inc.**

**FCRN: F01311**

Registered Office: 651 North Broad Street, Suite 308, Middletown, Delaware 19709 USA

Project Office: Campus 3B 6th floor, Millenia Business Park, Phase 2, MGR Main Road, Kandanchavadi, Perungudi Chennai -96. (TN) India.

Corporate Office: 8th Floor, Tower- 2, Ace Capitol, Plot No. 37A, Sector 132, Noida - 201304, UP, India