



# Sustainability Plan

November 2022



ASX:**TBN**

[tamboran.com.au](http://tamboran.com.au)





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# INTRODUCTION

**Tamboran's vision is to play a part in the global energy transition to a lower carbon future through the development of low CO<sub>2</sub> natural gas resources in the Beetaloo Sub-basin in the Northern Territory of Australia.**

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Tamboran believes operating in a sustainable manner is essential to delivering the Company's core strategy and objectives. Our Sustainability Plan is intended to help create the maximum long-term value for all our stakeholders, including shareholders, host governments, partners, traditional landowners and local communities. As a company at an early stage of its evolution from an explorer into a gas producer, we have an ideal opportunity to endeavour to ensure sustainable practices are adopted in our current activities and future developments as commercially appropriate.

Sustainability is a central component of Tamboran's corporate strategy, including assessment of the Company's impact on the environment, and relationships with Traditional Owners, key stakeholders, and employees.

As an upstream energy company, managing the risks and opportunities associated with climate change and the energy transition is essential for Tamboran's growth and long-term success. Tamboran believes the world will need reliable, low cost and low greenhouse gas (GHG) intensity natural gas as part of the global energy transition.

Tamboran is targeting to become a Net Zero Scope 1 and 2 equity emissions energy company from first commercial production of natural gas. Tamboran seeks to achieve Net Zero emissions in the future by utilising technology, such as renewables, batteries, and Carbon Capture and Storage (CCS) and through implementing best operating practices to reduce GHG emissions. Tamboran will then use high-quality carbon offsets to reduce any residual GHG emissions.<sup>1</sup>

By developing our low GHG intensity natural gas project, Tamboran is helping to meet the world's demand for reliable and low GHG natural gas while also ensuring the Company remains aligned with the objectives of the Paris Agreement.

By focusing on the sustainable development of our low GHG natural gas resource in the Beetaloo Sub-basin, the Company aims to grow local jobs, strengthen communities in our operating areas and make a positive social impact. Tamboran commits to respecting the unique environment in the Northern Territory and working closely with the local communities.

1. The Company may not achieve and there are potential risks associated with the Company's growth strategy and vision to become a Net Zero emissions producer for its equity share of Scope 1 and Scope 2 emissions. Achievement of Tamboran's vision of becoming a Net Zero emissions producer of gas is presently uncertain and depends on Tamboran being able to economically manage its carbon emissions, which could for example be impacted by availability of future revenues to fund various carbon initiatives, market pricing of carbon offsets, technological developments affecting operations and costs of implementing sustainable practices.



**We are pleased to share our 2022 Sustainability Plan. We aspire to play a part in the global transition to a lower carbon, more sustainable future and look forward to progressing the development of our Net Zero natural gas project in the Beetaloo Basin.**

– Joel Riddle, Managing Director of Tamboran



# ABOUT US

Founded in 2009, Tamboran Resources Limited is a natural gas company focused on supporting the “Net Zero” energy transition by developing low-CO<sub>2</sub> gas resources in the Northern Territory of Australia.

Our focus is to de-risk the substantial prospective resources identified in our premium acreage in the heart of the highly prospective Beetaloo basin. Subject to a successful seismic, drilling and testing program, we are targeting to provide affordable gas to local Northern Territory markets and to supply gas to the east coast of Australia by 2025. Tamboran’s gas supply will help meet forecasted domestic gas shortfalls.

Longer term, we aim to provide backfill gas to existing Australian LNG developments to meet the increasing demand for gas in Asia, driven by:

- Coal-to-gas fired power generation switching.
- Governments aggressively addressing air pollution and reducing CO<sub>2</sub> emissions.
- Growth in the electrification and cooling sectors, with gas a key source of fuel for industrial applications.

Tamboran is headquartered in Sydney, Australia and has an international management team who have extensive experience in the successful commercialisation of large-scale unconventional oil and gas in North America. The team brings a wealth of knowledge to Tamboran, particularly relating to shale reservoir assessment and cutting-edge drilling and completion design technology. The Company intends to leverage its extensive skill-base to reduce

drilling and development costs, optimise the development footprint and mitigate environmental impacts.

In September 2022, Tamboran announced the transformational acquisition of Origin Energy’s operated Beetaloo acreage. This transaction made Tamboran the leading acreage holder and operator in the Beetaloo, with over 1.9 million acres and approximately 147 TCF of net prospective gas resources.

Regarding the transaction, Tamboran’s Managing Director and CEO Joel Riddle stated:

"Tamboran remains absolutely committed to operating sustainably. We intend to build on the deep relationships with Traditional Owners, pastoralists, other local stakeholders and the Northern Territory Government that have been fostered by Origin in the Beetaloo over its substantial, multi-year exploration and appraisal program. The Company is committed to working constructively and transparently in all interactions as we seek to support businesses, jobs and local interest as a member of the community.

The Company’s vision for playing our part in the global transition to a lower carbon economy through the production of low CO<sub>2</sub> natural gas resources also remains unchanged. Our objective is to become a Net Zero carbon emission gas producer for our equity share of Scope 1 and Scope 2 emissions when the Company commences commercial sales of natural gas."

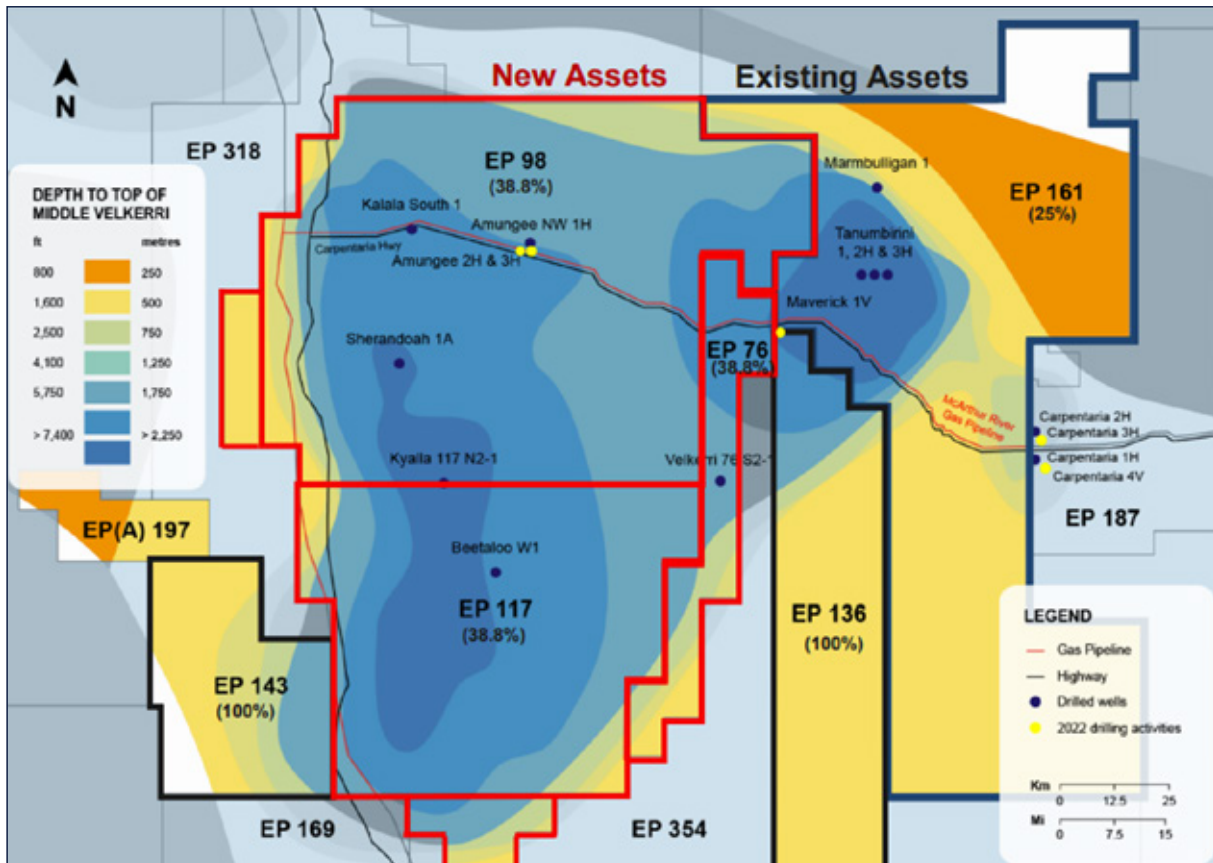
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Tamboran remains absolutely committed to operating sustainably. We intend to continue to build on the deep relationships with Traditional Owners, pastoralists, other local stakeholders and the Northern Territory Government that have been fostered by Origin in the Beetaloo over its substantial, multi-year exploration and appraisal program.

– Joel Riddle, Managing Director of Tamboran



# OPERATIONS OVERVIEW



## KEY STATISTICS

- Dominant acreage position in the Beetaloo Basin with ~1.9 million net acres
- ~1.5 TCF net Contingent Gas Resources (2C or “mid-case”) and ~147 TCF net 2U Prospective Resources (2U or “mid-case”)
- Operator and 100% of EP 136, EP 143 & EP 197(A)
- Operator and 38.75% of EP 98, EP 117, and EP 76
- 25% JV Partner with Santos in EP 161
- Focused on operational excellence through application of technology and world’s best practices
- Invested over \$50 million in our operated assets

2C net contingent gas resources and 2U net prospective resources were assessed and verified by Netherland, Sewell & Associates, Inc. (NSAI) in report dated 26 August 2022.

The estimated quantities of petroleum that may potentially be recovered by the application of a future development project(s) relate to undiscovered accumulations. These estimates have both an associated risk of discovery and a risk of development. Further exploration appraisal and evaluation is required to determine the existence of a significant quantity of potentially moveable hydrocarbons.



## KEY LICENSES

### EP 161

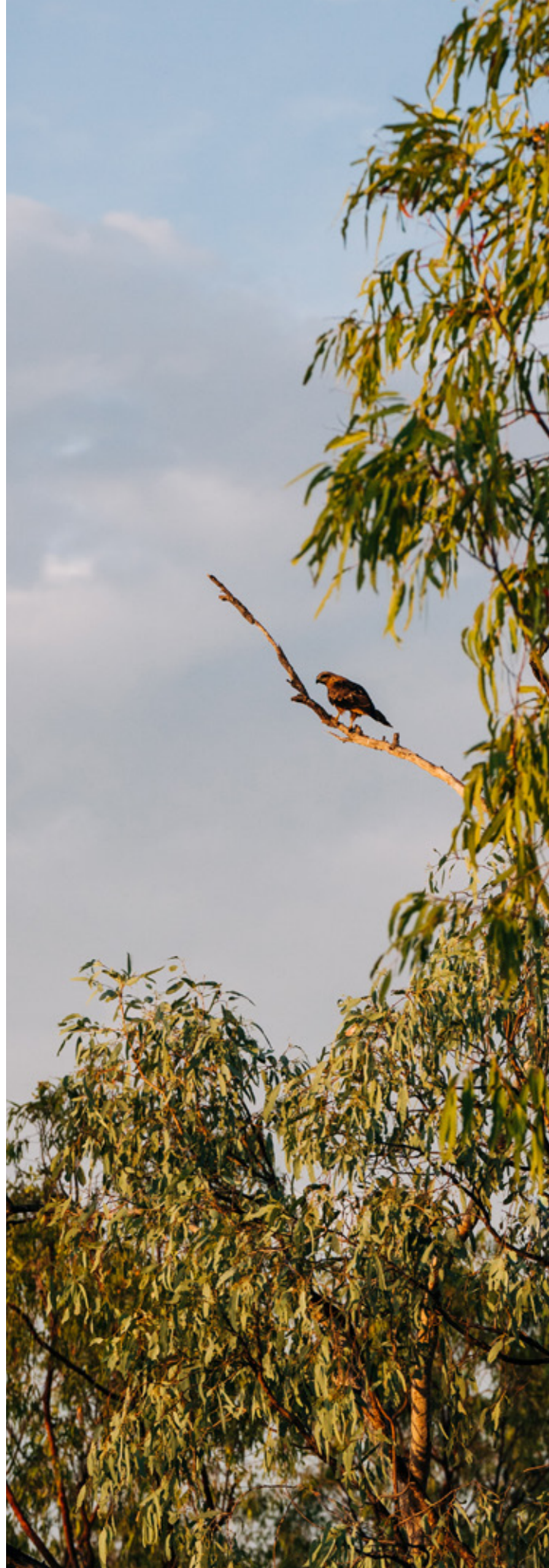
Tamboran was granted 100% of exploration license EP 161 in 2012, which covers a total area of approximately 10,500 km<sup>2</sup>. In December 2013, Tamboran and Santos entered into a Joint Venture (JV) Agreement where Santos became the operator of the license, with a 75% interest. Tamboran retained a 25% interest in the license as part of the farm-in agreement with Santos.

### EP 136

On 25 July 2020, Longview and Tamboran entered into a Share Exchange Agreement under which Tamboran acquired 100% of the issued share capital of Sweetpea from Longview through its wholly owned subsidiary, Tamboran McArthur. Sweetpea is the registered holder of EP 136 and EP 143 in the Northern Territory and has also applied for exploration permit application EP(A) 197. The Sweetpea acquisition was completed on 21 May 2021 after receiving approval from existing shareholders and Ministerial approval.

### EP 98/117/76

Tamboran acquired 38.75% net interest and operatorship of Origin Energy's assets EP 98/117/76 in the Beetaloo Basin. This includes ~1.55 million net prospective acre in the "Core" Beetaloo Basin and has increased Tamboran's net prospective acreage position five fold.



# OUR SUSTAINABILITY PLAN

**At Tamboran, we recognise that operating sustainably is not only relevant to how we impact the environment and local communities but is also vital to generating long term value for all our stakeholders. Sustainability is central to our corporate strategy and we have developed a six-pillar sustainability plan to define ambitions, set action plans and track performance.**



# SIX SUSTAINABILITY PILLARS



01

**Health and Safety:** Putting the health and safety of our people, contractors, and community first through effective systems, conduct and safe operations. This includes health and hygiene impacts from pandemic, epidemic and disease risks, fatigue, mental health, hazardous agents, physical hazards and biological hazards.

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02

**Climate Change:** Playing an effective role in the transition to a lower carbon economy through the production of low CO<sub>2</sub> natural gas resources. We are committed to integrating renewable energy, batteries, CCS, low emission technology and high-quality carbon offsets into any development with the objective of becoming a Net Zero emissions gas producer.

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03

**Environment:** Applying leading drilling technologies to promote efficiency and minimise environmental impacts. We are committed to meeting or exceeding environmental performance requirements outlined in permits and legislation.

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04

**People:** Attracting, developing and retaining a diverse, inclusive, and competent workforce.

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05

**Community:** Partnering with our local and host communities to share value through the creation of local jobs and business opportunities. We are committed to supporting indigenous stakeholders and respecting human rights and cultures throughout the value chain.

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06

**Economic Sustainability:** Generating economic growth and value for our investors, employees, customers and communities through sustainable production of affordable gas resources and distribution to multiple markets.

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## OUR VISION

To play a role in the global energy transition by investing in the development of low CO<sub>2</sub> unconventional natural gas resources in the Beetaloo Sub-basin of the Northern Territory of Australia and to become a Net Zero carbon emissions gas producer for our equity share of Scope 1 and Scope 2 emissions when the Company achieves commercial gas sales.

## OUR MISSION

De-risk substantial prospective resources that can supply affordable gas to meet predicted Australian gas shortfalls, and longer-term, provide back-fill gas to Australian LNG projects to help provide coal-to-gas switching and lower emissions energy for Australia's largest trading partners.

## OUR VALUES

Our core values are leadership, sustainability, integrity, diversity and inclusion, courage, and commitment. These values underpin everything that we do and are central to our Code of Conduct.

## OUR POLICIES

In 2021, Tamboran released its initial Sustainability Plan. This plan outlined the Company's Net Zero vision and commitments.

The policies that govern our values and standards and define how we operate are available on our website, [www.tamboran.com](http://www.tamboran.com).

- Sustainability Plan
- Occupational Health, Safety and Environment Policy
- Whistle-blower Policy
- Diversity Policy
- Anti-Bribery and Anti-Corruption Policy

A large, leafy tree with a thick trunk and dense canopy of green and yellowish leaves stands in a savanna landscape. The foreground is filled with dry, golden-brown grass. The background shows more trees and a clear blue sky with light clouds. A vertical blue line is on the left side of the page.

# OUR SUSTAINABILITY GOALS

## HEALTH AND SAFETY

### Putting the health and safety of our people, contractors and community first through effective systems, culture, and secure operations.

This includes health and hygiene impacts from pandemic, epidemic and disease risks, fatigue, mental health, hazardous agents, physical hazards and biological hazards.

Safety is a core value for Tamboran. We care deeply about keeping our people and the communities in which we operate safe. Our ability to build world class gas facilities and provide a safe workplace for our employees and contractors is essential for Tamboran's long-term sustainability.

Tamboran's Occupational Health & Safety Policy states that the company will develop and follow standards that meet or exceed regulations, laws and industry best practices. The company strives for Zero Harm across all its operations. The Policy is clear that safety and health are a fundamental responsibility for not only the senior management of the company, but also the Board.

Our strategies and practices are based on the principles of strong safety leadership, planning and risk management and on providing a safe and efficient workplace.

We will empower and support our employees, suppliers and contractors to ensure they have the knowledge and skills to operate safely.

We will strive to minimise hazards and reduce risks to our entire workforce (both employees and contractors) and the community in which they operate.

Tamboran is committed to working with our JV partners, to ensure that Occupational Health & Safety Policy information is communicated in pre-job meetings in the field. Topics will include how to perform work safely across a variety of worksite conditions and will cover upcoming programs or activities, incident reviews and safety performance data.

All contractors will be made aware of our policies and procedures and be required to comply with them. Service Agreements will be put in place with those contractors who meet our qualifications. Contractor performance will be regularly monitored and corrective actions will be taken as appropriate to address any incidents and help prevent future occurrences.

Tamboran will seek to achieve industry-leading total recordable incident rates (TRIR) in its operations. Tamboran is committed to training 100% of our employees and contractors on Tamboran's:

- Code of Ethics
- Occupational Health, Safety and Environment Policy
- Risk Management Policy and Charter

#### Sustainable Development Goals Impacted



## CLIMATE CHANGE

### Play a role in the transition to a lower carbon economy through the production of low CO<sub>2</sub> natural gas resources.

We are committed to integrating renewable energy, batteries, CCS, low emission technology and high-quality carbon offsets into any development with the objective of becoming a Net Zero emissions gas producer for our equity share of Scope 1 and Scope 2 emissions when the company initiates commercial production of natural gas.

Climate change is one of the defining challenges of our time that requires the collective action of businesses, governments and communities throughout the world. Tamboran accepts the scientific consensus on climate change and supports the Paris Agreement's goal of limiting the rise in global temperature to well below 2 degrees Celsius from pre-industrial levels. Tamboran is committed to playing a role in the energy transition, while at the same time helping to ensure energy security, by becoming a producer of reliable and low CO<sub>2</sub> natural gas.

Our initial studies indicate that the natural gas resources in our licenses in the Beetaloo Sub-basin have a lower CO<sub>2</sub> content than the industry average for gas fields currently in production or under development in the north and west of Australia<sup>(1)</sup>. Tamboran is committed to further minimising the carbon emissions related to the development of this resource by utilising advanced drilling technologies and exploring options to integrate renewable energy, batteries, new technology, and high quality carbon

offsets. Our goal is to become a reliable and affordable producer of gas with net-zero carbon emissions for our equity share of Scope 1 and Scope 2 emissions when we commence commercial sales of gas. Scope 1 emissions are those that arise directly from our operations, such as from the use of fuel, flaring, fugitive emissions or from the production of naturally occurring CO<sub>2</sub> from our gas reservoirs. Scope 2 emissions are those associated with the generation of any power that we purchase.

As Tamboran expands its operations and initiates production, the company intends to disclose its annual GHG emissions and define its approach to minimising and offsetting its equity share of Scope 1 and Scope 2 carbon emissions. Tamboran also intends to disclose its Scope 3 emissions that are associated with the use of our product.

We will work with our customers to understand how they plan to use the natural gas and how this will impact Scope 3 emissions. In addition, Tamboran will apply leading technologies, such as methane leak detection and repair programs to minimise fugitive methane emissions that are generated through operations.

We are committed to reporting on the risks and opportunities associated with climate change using the framework approved by the Taskforce on Climate Related Financial Disclosures (TCFD). Tamboran's first TCFD climate change report will be published in 2023.

#### Sustainable Development Goals Impacted



**Note 1:** Average CO<sub>2</sub> content of Barossa, Gorgon, Browse, Ichthys, Prelude, Wheatstone, Bayu Undan, Janz and Scarborough fields is approximately 8-9% vs approximately 3% based on flow tests to date on Tanumbirini #1 in EP 161.

Sourced from publicly available information, including the North West Shelf Project Extension GHG Benchmarking Report and Barossa Area Development Offshore Project Proposal.

03

## ENVIRONMENT

**Applying leading drilling technologies to promote efficiency and minimise environmental impacts. We are committed to meeting or exceeding environmental performance requirements outlined in permits and legislation.**

Tamboran is a natural gas company in the exploration and appraisal phase. We recognize our duty to preserve and protect the local environment and biodiversity, and of the opportunity for us to embed leading environmental practices into any future developments.

We intend to apply leading North American drilling technologies to promote efficiency and minimise environmental impacts through best practices, including reduced well pad sizes and the use of long-laterals and directional drilling from single well pads.

We are committed to meeting or exceeding environmental performance requirements outlined in permits and / or legislation.

We believe cost-effective reductions of carbon emissions will come from the development of new and evolving technologies and strategies. As drilling activity increases and the company makes progress towards the development of gas resources, we will review new technologies and their potential benefits to our operations and environmental goals.

We will also work with our host communities to better understand the local operating environment, as well as set concrete targets to encourage continuous improvement and mitigate against environmental risks.

### Sustainable Development Goals Impacted







## 04

### PEOPLE

#### **Attracting, developing and retaining a diverse, inclusive, and competent workforce.**

We intend to attract, develop and retain a diverse, inclusive and competent workforce. Through effective people management we will ensure that we have the right capabilities across the organisation to deliver the best results for all our stakeholders. We will build a talent pipeline with a commitment to diversity and inclusion and support career development.

We are committed to providing opportunities for all our people to learn and develop their capabilities as well as building a meritocratic culture that recognises individual and team achievements.

Tamboran is committed to workplace diversity and inclusion at all levels of the company regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and experience.

Our Diversity Policy reflects the company's values of performance and respect.

Our Diversity Policy sets out our approach to diversity with respect to appointments to the Board and the promotion or hiring of individuals as executive officers or into other senior management positions.

We aspire to achieve a Board and executive composition where an equal proportion of the members are comprised of women. We will continue to ensure that the best candidates have equal opportunity to contribute their unique talents and skill-sets to our team.

#### **Sustainable Development Goals Impacted**



## COMMUNITY

**Partnering with our local and host communities to share value through the creation of local jobs and business opportunities. We are committed to supporting indigenous stakeholders and respecting human rights throughout the value chain.**

Tamboran aspires to be the partner of choice of local communities, and we are committed to developing and maintaining a positive relationship with our local and host communities, indigenous peoples and representative groups where we operate. We recognise that our operations have a direct impact on local communities, and we aim to create a net social and economic benefit. We are also committed to the preservation of cultural and indigenous heritage areas, conservation of flora and fauna, and protection of current and future land use.

To meet these commitments, Tamboran will engage regularly, openly and honestly with people and organisations affected by our operations – ensuring that these stakeholders are aware of our planned operations, the potential impacts of our operations, as well as environmental protection measures.

Working in partnership with the traditional owners of lands where we operate, we will seek to protect culturally significant and important sites in line with our Australian Indigenous and Local Community Policy. We will work with archaeologists, governments, indigenous partners and other experts to understand the potential impact of our operations.

We will work to preserve the land and take remedial and mitigative action where necessary. We will also ensure that employees, contractors, service providers and site visitors are aware of the area or site-specific conditions allowing Tamboran to operate at that site.

We will actively encourage community participation in our operations to foster economic empowerment in our host communities. To that end, Tamboran is committed to employing local contractors and service providers to support our operations and promote socio-economic strength.

### Sustainable Development Goals Impacted



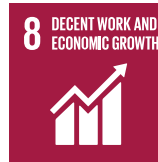
## ECONOMIC SUSTAINABILITY

**Generating economic growth and value for our investors, employees, customers, and communities through production of gas resources and distribution to multiple markets**

We aim to implement sustainable business practices to generate economic growth and value for our investors, employees, customers and communities. We will do this through the development of low CO<sub>2</sub> natural gas resources in the Beetaloo Sub-basin and supply to both Australian and international markets.

This will enable us to build a sustainable cash flow-focused business that benefits the local community through the creation of jobs as well as generation of strong returns for shareholders.

### Sustainable Development Goals Impacted



# OUR PROGRESS

**Tamboran's Sustainability Plan, including the Six Sustainability Pillars, articulate Tamboran's commitment to the United Nations Sustainable Development Goals and supports our vision to play a role in the global energy transition.**

Since publishing its initial Sustainability Plan in 2021, Tamboran has made significant progress in meeting its Sustainability commitments. Over the last twelve months the Company has:

- Increased internal capabilities in Sustainability by growing Tamboran's Sustainability team.
- Supported Northern Territory businesses owned by indigenous stakeholders
- Created GHG forecasts for Tamboran's Beetaloo development concepts
- Introduced an internal carbon price that is applied to all of Tamboran's scope 1 and 2 GHG emissions.
- Commissioned studies on renewable energy potential in the Beetaloo and how it can be incorporated into Tamboran's development concepts.
- Developed a greenhouse gas abatement approach focused on Avoid, Minimize, and Offset.
- Continued to build Tamboran's carbon offset portfolio to over 20,000 tonnes of carbon offsets by the end of FY 2022. All Tamboran's carbon offsets are eligible under the Australian Government's Climate Active carbon neutral certification.

## NEXT STEPS

### **Tamboran intends to publish its first Task Force on Climate-related Financial Disclosures (TCFD) Climate Change Report in financial year 2023.**

This report will explain how management has positioned Tamboran to disclose its environmental impact and risks. The Company's vision is to be Net Zero when it reaches its first commercial production, and it plans to demonstrate the long-term resilience of Tamboran's low-cost and low-GHG intensity natural gas portfolio.

The TCFD Climate Change Report will also explain how Tamboran plans to manage climate risks and seize opportunities presented by the energy transition.

### **As Tamboran progresses towards first commercial production, the Company intends to implement the following sustainability reporting:**

- Adoption of the materiality identification framework set by the Sustainable Accounting Standards Board (SASB).
- Integration of relevant reporting metrics for the Global Reporting Initiative (GRI).
- Reporting the impact of our operations on relevant UN Sustainable Development Goals.

Tamboran is focused on progressing the development of its Beetaloo natural gas project, exploring the opportunities presented by the energy transition, and sharing its sustainability journey with all stakeholders.



# SUSTAINABILITY GOVERNANCE

**The Board is accountable for monitoring the effectiveness of programs, practices and measures in relation to sustainability. Occupational health and safety and social performance are standing agenda items at all regular Board meetings.**

The Sustainability Committee, a committee of the Board, assists the Board by overseeing, monitoring and reviewing Tamboran's practices and governance in safety; occupational health; sustainability; environment; climate change; social performance; and the human rights and security of communities, employees and operations. Responsibility for managing Tamboran's Sustainability Plan is delegated by the Board to the Managing Director.

Tamboran's Vision, Mission and Values are at the core of what we do and how we do it. Our Sustainability Plan supports the identification and management of material risks and opportunities across our operations. Tamboran is committed to acting proactively to continuously improve our sustainability processes as our operations transition from exploration and evaluation to production.

The members of the Tamboran Sustainability Committee are Ms Ann Diamant (chair), Mr Pat Elliott, and Mr Fred Barrett.

## Ms Ann Diamant – Chair

Ms Diamant joined Tamboran as a non-executive Director in February 2021. Ms Diamant has more than 35 years' experience in the oil and gas and investment banking industries. Ms Diamant worked for ASX-listed Oil Search Limited from 2003 to 2019 and was responsible for developing and implementing Oil Search Limited's highly regarded investor relations strategy. From 2010 to 2019, in addition to investor relations, she was also head of Oil Search's corporate communications and media relations functions.

Prior to her oil and gas company roles, Ms Diamant worked in investment banking as an equities sell-side analyst, specialising in the energy sector, and leading equities research teams.

Ms Diamant has a BSc Hons (First Class) in Colour Chemistry from the University of Leeds and an MSc, DIC in Management Science from Imperial College, London. In 2015, Ms Diamant was appointed a Fellow of the Australian Investor Relations Association (AIRA). She served as a member of the AIRA Capital Markets Committee in 2018 to 2019 and the AIRA Best Practice Guidelines Revision Working Group in 2020.

### Mr Pat Elliott – Member

Mr Elliott established Tamboran in 2009 and is a Non-Executive Director. He is formerly a co-founder and Director of Eastern Star Gas Limited and SAPEX Limited, both successful oil and gas exploration ventures in Australia. He is also Chairman of Argonaut Resources NL and Cap-XX Limited.

He is a Non-Executive Director of Kirrama Resources Limited and has previously been a Non-Executive Director of Ioneer Limited. Previous experience includes Consolidated Gold Fields (Australia) Limited and Morgan Grenfell Australia Limited.

Mr Elliott holds a Bachelor of Commerce (Accounting and Financial Systems) from the University of New South Wales and a M.B.A. (Mineral Economics) from Macquarie University.

### Mr Fred Barrett – Member

Mr Barrett joined the Board of Tamboran as a Non-Executive Director in September 2014. He is an oil and gas professional and entrepreneur who recently retired from Bill Barrett Corporation, an exploration and production company he helped found in 2002 and which is listed on the New York Stock Exchange.

Mr Barrett spent 12 years at Bill Barrett Corporation where he was instrumental in its growth into a 300+ employee organization and its successful float on the NYSE. He acted as President and as an executive director of Barrett Corporation through 2006, and CEO, Chairman of the Board and President from 2006 to 2013.

Mr Barrett has extensive technical and geological expertise in unconventional resources and a deep commercial understanding of the shale gas industry.

He has a Bachelor of Science (Geological Sciences) from Ft Lewis College, a Masters of Science (Geological and Earth Sciences/ Geosciences) from Kansas State University and an Advanced Management Degree from Harvard Business School. Mr Barrett has previously worked for The Williams Companies, Barrett Resources and Terred Oil.









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