



CODE OF BUSINESS CONDUCT AND ETHICS

TAG OIL LTD.

Adopted: November 24, 2009

Last Revised: November 23, 2022

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Introduction

This Code of Business Conduct and Ethics (“**Code**”) has been adopted by our Board of Directors to summarize the standards of business conduct that must guide our actions. This Code applies to all directors, officers, employees and consultants of TAG Oil Ltd. and its subsidiaries (collectively, the “**Company**”). The Company has issued this Code to deter wrongdoing and to promote:

- (a) honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest between personal and professional relationships;
- (b) avoidance of conflicts of interest with the interests of the Company, including disclosure to an appropriate person of any material transaction or relationship that reasonably could be expected to give rise to such a conflict;
- (c) confidentiality of corporate information;
- (d) protection and proper use of corporate assets and opportunities;
- (e) compliance with applicable governmental laws, rules and regulations;
- (f) the prompt internal reporting of any violations of this Code to an appropriate person or person identified in the Code; and
- (g) accountability for adherence to the Code.

This Code provides guidance to you on your ethical and legal responsibilities. We expect all directors, officers, employees and consultants worldwide to comply with the Code, and the Company is committed to taking prompt and consistent action against violations of the Code. Violation of the standards outlined in the Code may be grounds for disciplinary action up to and including termination of employment or other business relationships. Employees, consultants, officers and directors who are aware of suspected misconduct, illegal activities, fraud, abuse of the Company’s assets or violations of the standards outlined in the Code are responsible for reporting such matters.

Basic Obligations

Under the Company’s ethical standards, directors, officers, employees and consultants share certain responsibilities. It is your responsibility to (i) become familiar with, and conduct Company business in compliance with, applicable laws, rules and regulations and this Code; (ii) treat all Company employees, consultants, customers and business partners in an honest and fair manner; (iii) avoid situations where your personal interests are, or appear to be, in conflict with Company interests; and (iv) safeguard and properly use the Company’s proprietary and confidential information, assets and resources, as well as those of the Company’s customers and business partners.

Raising Concerns

If you should learn of a potential or suspected violation of the Code, you have an obligation to promptly report the violation. You may do so orally or in writing and, if preferred, anonymously. You have several options for raising concerns:

- (a) Raise your concerns with your manager;
- (b) Raise your concerns with the Company's Chief Executive Officer, Chief Financial Officer or Corporate Secretary; and/or
- (c) Raise your concern with the Governance and Nominations Committee.

This may also be done by sending an email to speakup@tagoil.com.

If the issue or concern is related to the internal accounting controls of the Company or any accounting or auditing matter, you may report it anonymously to the Audit Committee. The procedures are set out in the Company's Whistleblower Policy.

Policy Against Retaliation

The Company prohibits any director, officer, consultant or employee from retaliating or taking adverse action against anyone for raising in good faith suspected conduct violations or helping to resolve a conduct concern. Any individual who has been found to have engaged in retaliation against a Company director, officer, consultant or employee for raising, in good faith, a conduct concern or for participating in the investigation of such a concern may be subject to discipline, up to and including termination of employment or other business relationships. If any individual believes that he or she has been subjected to such retaliation, that person is encouraged to report the situation as soon as possible to one of the people detailed in the "Raising Concerns" section above.

Conflicts of Interest

Directors, officers, employees and consultants should not engage in any activity, practice or act which conflicts with the interests of the Company. A conflict of interest occurs when a director, officer, consultant or employee places or finds himself/herself in a position where his/her private interests conflict with the interests of the Company or have an adverse effect on the employee's motivation or the proper performance of their job. Examples of such conflicts could include, but are not limited to:

- (a) accepting outside employment with, or accepting personal payments from, any organization which does business with the Company or is a competitor of the Company;
- (b) accepting or giving gifts of more than modest value to or from vendors or clients of the Company;
- (c) competing with the Company for the purchase or sale of property, services or other interests or taking personal advantage of an opportunity in which the Company has an interest;
- (d) personally having immediate family members who have a financial interest in a firm which does business with the Company; and
- (e) having an interest in a transaction involving the Company or a customer, business partner or supplier (not including routine investments in publicly traded companies).

Confidentiality Concerning Company Affairs

The business affairs of the Company are confidential and should not be discussed with anyone outside the organization, except for information that has already been made available to the public.

Competition and Fair Dealing

We seek competitive advantages through superior performance, not through unethical or illegal business practices. Information about other companies and organizations, including competitors, must be gathered using appropriate methods. Illegal practices such as trespassing, burglary, misrepresentation, wiretapping and stealing are prohibited. Each employee and officer should endeavour to respect the rights of, and deal fairly with, the Company's customers, suppliers, competitors and employees.

Accuracy of Company Records

As a public company, we are required to record and publicly report all internal and external financial records in compliance with International Financial Reporting Standards (IFRS). Therefore, you are responsible for ensuring the accuracy of all books and records within your control and complying with all Company policies and internal controls. All Company information must be reported accurately, whether in internal personnel, safety, or other records or in information we release to the public or file with government agencies.

Financial Reporting and Disclosure Controls

As a public company, we are required to file periodic and other reports with the Securities Commissions and to make certain public communications. We are required by the Securities Commissions to maintain effective "disclosure controls and procedures" so that financial and non-financial information is reported timely and accurately both to the Company's senior management and in the filings we make. You are expected, within the scope of your employment duties, to support the effectiveness of the Company's disclosure controls and procedures.

Compliance with All Laws, Rules and Regulations

The Company is committed to compliance with all laws, rules, and regulations, including laws and regulations applicable to the Company's securities and trading in such securities, as well as any rules promulgated by any exchange on which the Company's shares are listed.

Health and Safety

The Company is committed to making the work environment safe, secure and healthy for its employees and others in accordance with its Health and Safety Policy. The Company complies with all applicable laws and regulations relating to safety and health in the workplace. We expect each of you to promote a positive working environment for all. You are expected to consult and comply with all Company rules regarding workplace conduct and safety and familiarize yourself with the emergency procedures that apply in your specific workplace. You should immediately report any unsafe or hazardous conditions or materials, injuries, and accidents connected with the Company's business and any activity that compromises Company security to your supervisor. You must not work under the influence of any substances that would impair the safety of others. All threats or acts of physical violence or intimidation are prohibited.

The Environment

The Company is committed to ensuring its operations are conducted in an environmentally responsible manner, including preventing and reporting spills or other releases of toxic materials from the Company's operations and disposing of any such materials in a safe and approved manner, all in accordance with the Company's Environment Policy. All directors, officers, employees and consultants performing any work

on the Company's behalf will conduct their work in accordance with the environmental laws of any jurisdiction in which they are working. In the event of any incidents, employees and consultants will respond in a manner which protects life and health, aims to minimize impact on the environment and is in compliance with applicable laws and regulations.

Community Relations

All directors, officers, employees and consultants shall consider how the Company's operations affect its social license to operate and shall strive to minimize adverse impacts on local communities. All directors, officers, employees and consultants shall strive to achieve solutions that are mutually beneficial, relevant to the Company's business needs and local conditions and comply with the Company's values, policies, local regulations and all applicable laws.

Human Rights

All directors, officers, employees and consultants shall adhere to the Company's commitment to promoting respect for internationally recognized human rights as set forth in the United Nations Universal Declaration of Human Rights and the laws and regulations which prohibit modern slavery in all its forms, including the Voluntary Principles on Security and Human Rights. All directors, officers, employees and consultants shall conduct themselves in accordance with the Human Rights Policy.

Respect for the Company's Employees

The Company's employment decisions will be based on reasons related to the Company's business, such as job performance, individual skills and talents, and other business-related factors. Company policy requires adherence to all national, provincial or other local employment laws. In addition to any other requirements of applicable laws in a particular jurisdiction, Company policy prohibits discrimination in any aspect of employment based on race, color, religion, sex, national origin, disability or age, each within the meaning of applicable laws, or any other basis prohibited by applicable law.

Abusive or Harassing Conduct Prohibited

The Company is committed to maintain a collegial and respectful workplace and prohibits abusive or harassing conduct by the Company's directors, officers and employees toward others, such as unwelcome sexual advances, comments based on ethnicity, religion, race, age, gender (including pregnancy and childbirth), marital status, family status, sexual orientation, national origin or other non-business, personal comments or conduct that make others uncomfortable in their employment with us. Furthermore, any hostility toward, or resistance against, any activity specifically protected under the Code, such as expressing our good faith opposition to prohibited discrimination or harassment or participating in making a good faith complaint of discrimination or harassment will not be tolerated. We encourage and expect you to report harassment or other inappropriate conduct as soon as it occurs in accordance with the Respectful Workplace Policy.

Privacy

The Company, and companies and individuals authorized by the Company, collect and maintain personal information that relates to your employment, including compensation, medical and benefit information. The Company follows procedures to protect information wherever it is stored or processed, and access to your personal information is restricted. Your personal information will only be released to outside parties in accordance with the Company's policies and applicable legal requirements. Employees, consultants,

officers and directors who have access to personal information must ensure that personal information is not disclosed in violation of the Company's policies or practices.

Gifts and Improper Payments

Directors, officers, employees and consultants may not offer or solicit gifts or favours in order to secure preferential treatment for themselves or the Company. Gifts and entertainment may only be accepted or offered by a director, officer, employee or consultant in the normal exchanges common to established business relationships. An exchange of such gifts shall create no sense of obligation. All gifts, entertainment or favours, whether being offered or accepted, must comply with the Company's Anti-Bribery and Anti-Corruption Policy.

The Company has a zero-tolerance approach toward bribery and corruption, including facilitation payments, regardless of whether such conduct occurs in the public/government sector or the private/business sector.

Anti-Money Laundering

The Company has zero tolerance toward money laundering, which is the process of disguising the proceeds of crime in order to hide its illegal origins or otherwise dealing with the proceeds of crime, which proceeds include money, real estate, intangible property and all other forms of assets.

The Company's directors, officers, employees and consultants are strictly prohibited from engaging in any form of money-laundering and will at all times comply with all applicable anti-money laundering laws.

Waivers and Amendments

Only the Board of Directors may waive application of or amend any provision of this Code. A request for such a waiver should be submitted in writing to the Board of Directors for its consideration. The Company will promptly disclose to investors all substantive amendments to the Code, as well as all waivers of the Code granted to directors or officers in accordance with applicable laws and regulations.

No Rights Created

This Code is a statement of the fundamental principles and key policies and procedures that govern the conduct of the Company's business. It is not intended to and does not, in any way, constitute an employment contract or an assurance of continued employment or create any rights in any employee, consultant, director, client, supplier, competitor, stockholder or any other person or entity.

Additional Corporate Policies

In addition to this Code, the Company has adopted several other policies which set out the Company's practices and the responsibilities of its directors, officers, employees and consultants in specific areas of operational importance. These policies include:

1. Corporate Disclosure Policy
2. Insider Trading Policy
3. Respectful Workplace Policy

4. Whistleblower Policy
5. Health and Safety Policy
6. Environment Policy
7. Drug and Alcohol Policy
8. Major Accident Prevention Policy
9. Anti-Bribery and Anti-Corruption Policy
10. Human Rights Policy

Directors, officers, employees and consultants are responsible for reading and complying with these policies, in addition to the Code, and providing a written certification form acknowledging that they have read the Code and all of the underlying policies, in a form provided by the Company that the Company may request at any time and at its sole discretion. Copies of each of these policies were provided to directors, officers, employees and consultants and are available upon request to the Company's Corporate Secretary.