

Upland Exploration, LLC

Weed Management Plan

Weed Plan

In accordance with the Colorado Noxious Weed Act (Title 35; Article 5.5), and under directives of the “Rules Pertaining to the Administration and Enforcement of the Colorado Noxious Weed Act” (8 CCR 1203-19) (“Weed Rules”) prepared by the Colorado Department of Agriculture; Plant Industry Division, Upland Exploration, LLC (Upland) has implemented the following plan to eradicate, control, and suppress noxious weeds along the access road, and well site.

The “Weed Rules” provide three designations for weed species within the State of Colorado; “A” species designated by the Commissioner for eradication within the State, “B” species of which the Commissioner requires implementation of a weed management plan to control and suppress their spread, and “C” species which the Commissioner requires implementation of a noxious weed plan to support statewide control through integrated management.

Upland will prevent the spread of weeds by planting weed-free seed, mulching with weed-free certified material, cleaning machinery before moving between locations and controlling weeds prior to setting seed. Upland will use mechanical controls, cultural controls, biological controls, and or chemical controls to aid in weed control.

Upland along with its weed contractor(s), Norco and Precision Industrial Applicators, LLC (Precision) will conduct weed monitoring, management, and eradication.

Weed Monitoring

Monitoring is an essential component of a weed control program. Upland staff along with its weed management contractor will monitor weed inventory, growth and spread. Monitoring is a structured approach to collecting and analyzing resource information. The pasture lands surrounding Upland's pad locations and access road have historically had infestation of Russian Thistle. However, Russian Thistle does not appear on the State or Weld County's list of noxious weeds.

These pastures are utilized for cattle grazing which easily transports the invasive species through animal movement, eating, defecating and climate conditions such as high wind transport. Other animals such as prairie dogs enjoy eating thistle prior to flowering and can transport seeds as well. Small populations of Russian Thistle are easily pulled or hoed out at early growth stages. If plants have already started producing seed, it is best to collect the plants and dispose of them to prevent new infestations.

Monitoring will consist of inventorying weeds, determining the objective and priorities, implementing the weed management actions, perform monitoring frequencies given the time of year, evaluate results and implement weed management plan utilizing mechanical controls, biological controls, and or chemical controls to aid in weed control.

Weed Management Objective: Continue to prevent the spread of noxious weeds along the access road and oil and gas locations within the next five years.

Monitoring Action: Walk over the property in early spring (March-April) when the plants are likely to still be dormant prior to being in flower and note the locations of any plants found.

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Management Action: Cut/pull or treat plants with herbicide prior to seed set. Pull or spray any noxious weed prior to flowering. Dispose of plants properly. Mowing along lease road and fringes of locations will occur as needed throughout the spring, summer, and early Fall months.

Weed Management/Control

Upland has three oil and gas locations: Little Lady North Pad, Little Lady South Pad, and Salt Ranch Fee Pad along with access roads. Each of the locations and associated access road will be monitored daily but no less than weekly by Upland personnel. Weed management activities will occur as follows:

Little Lady North Pad

Spraying Bare ground herbicide (Plainview and Rangestar) 20 ft out of and around all equipment and wells. All reclaimed areas will be treated selectively with a broadleaf treatment (fluroxypyr and surfactant) to kill weeds and maximize nutrients for the grass to thrive or establish. Mowing along fringes as needed throughout the growing season.

Little Lady South Pad

Spraying Bare ground herbicide (Plainview and Rangestar) 20 ft out of and around all equipment and wells. All reclaimed areas will be treated selectively with a broadleaf treatment (fluroxypyr and surfactant) to kill weeds and maximize nutrients for the grass to thrive or establish. Mowing along fringes as needed throughout the growing season.

Salt Ranch Fee Pad

Spraying Bare ground herbicide (Plainview and Rangestar) 20 ft out of and around all equipment and wells. Plus 20 ft around the perimeter of pad on the road base to control all areas on location not graded or dragged. Topsoil piles will be sprayed to prevent weed growth and help with vegetation establishment. Mowing along fringes as needed throughout the growing season.

Lease/Access Road

The first 3.6 miles of road will be spot treated for weeds and the last 1.6 miles will be sprayed selectively (rejuvra and fluroxypyr) to kill all broadleaf weeds but let the grass remain. Mowing along fringes as needed throughout the growing season.

Upland will continue weed management/mitigation activities until late Fall when plants are no longer in an active growing state.

Below is a table of the weed management activities to date:

Upland Exploration, LLC Weed Management Plan

EXHIBIT 1. Upland Exploration Weed Management

| DATE | WEED MANANGMENT TYPE | CONTRACTOR | LOCATION |
|---------|----------------------|------------------------|----------------------|
| 3/3/23 | Hand Pulling Weeds | LS PUMPING | SRF & Lease Road |
| 3/6/23 | Hand Pulling Weeds | LS PUMPING | SRF & Lease Road |
| 3/7/23 | Hand Pulling Weeds | LS PUMPING | SRF & Lease Road |
| 3/10/23 | Hand Pulling Weeds | LS PUMPING | SRF & Lease Road |
| 3/13/23 | Hand Pulling Weeds | LS PUMPING | SRF & Lease Road |
| 3/14/23 | Hand Pulling Weeds | LS PUMPING | SRF & Lease Road |
| 3/15/23 | Hand Pulling Weeds | LS PUMPING | SRF & Lease Road |
| 3/16/23 | Hand Pulling Weeds | LS PUMPING | SRF & Lease Road |
| 3/27/23 | Hand Pulling Weeds | LS PUMPING | SRF & Lease Road |
| 3/28/23 | Hand Pulling Weeds | LS PUMPING | SRF & Lease Road |
| 3/29/23 | Hand Pulling Weeds | LS PUMPING | SRF & Lease Road |
| 3/30/23 | Hand Pulling Weeds | LS PUMPING | SRF & Lease Road |
| 3/31/23 | Hand Pulling Weeds | LS PUMPING | SRF & Lease Road |
| 4/14/23 | Hand Pulling Weeds | LS PUMPING | SRF & Lease Road |
| 4/11/23 | Weed Spraying | Precision Applications | SRF, LLN, LLS |
| 5/11/23 | Hand Pulling Weeds | LS PUMPING | SRF & Lease Road |
| 5/15/23 | Hand Pulling Weeds | LS PUMPING | SRF & Lease Road |
| 5/16/23 | Hand Pulling Weeds | LS PUMPING | SRF & Lease Road |
| 5/23/23 | Weed Spraying | NORCO | Lease Road |
| 5/30/23 | Weed Spraying | Precision Applications | SRF, LLN, LLS |
| 6/19/23 | Weed Spraying | NORCO | Lease Road |
| 6/20/23 | Weed Spraying | NORCO | Lease Road |
| 6/23/23 | Weed Spraying | Precision Applications | SRF |
| 6/25/23 | Weed Spraying | NORCO | Lease Road |
| 6/26/23 | Weed Spraying | NORCO | Lease Road |
| 6/30/23 | Weed Spraying | Precision Applications | LLN, LLS |
| 7/10/23 | Weed Pulling | Standard Resources | SRF |
| 7/11/23 | Weed Spraying | NORCO | Lease Road |
| 7/13/23 | Weed Spraying | Precision Applications | LLN, LLS, Lease Road |
| 8/9/23 | Weed Spraying | Precision Applications | SRF, LLN, LLS |
| 8/21/23 | Weed Spraying | NORCO | Lease Road |
| 8/22/23 | Weed Pulling | Standard Resources | SRF |
| 8/23/23 | Weed Spraying | Precision Applications | SRF, Lease Road |
| 8/24/23 | Weed Pulling | Standard Resources | LLS |
| 8/26/23 | Weed Pulling | Standard Resources | SRF |
| 8/27/23 | Weed Pulling | Standard Resources | SRF |
| 8/30/23 | Weed Spraying | NORCO | Lease Road |
| 8/31/23 | Weed Spraying | Precision Applications | SRF, Lease Road |
| 8/31/23 | Weed Spraying | NORCO | Lease Road |
| 9/1/23 | Weed Spraying | NORCO | Lease Road |
| 9/2/23 | Weed Spraying | NORCO | Lease Road |
| 9/8/23 | Weed Pulling | Standard Resources | LLS |