



SUSTAINABILITY Report 2020



Leading the Way to a
Sustainable Future
for All

About Us

MPRL E&P is a leading independent energy company with a strong presence in the upstream sector of both onshore and offshore Myanmar. Since 1996, MPRL E&P has played a key role in positively impacting Myanmar's energy security needs through our achievements in Mann Field. In 2007, MPRL E&P embarked on, together with major international energy companies, a pioneering and exciting journey of unlocking natural gas resources in the Western Ayeyarwady offshore region.

In this regard, we operate responsibly as a long-term investor in Myanmar, pursuing opportunities in the upstream, midstream and downstream sectors of the energy industry. We are committed to retaining and developing our human resources as a key asset to the growth of our organization and contributing to sustainable development of the local community in which we operate by investing in their needs. In addition, we believe communicating our sustainability performance transparently is a cornerstone of our sustainability journey.

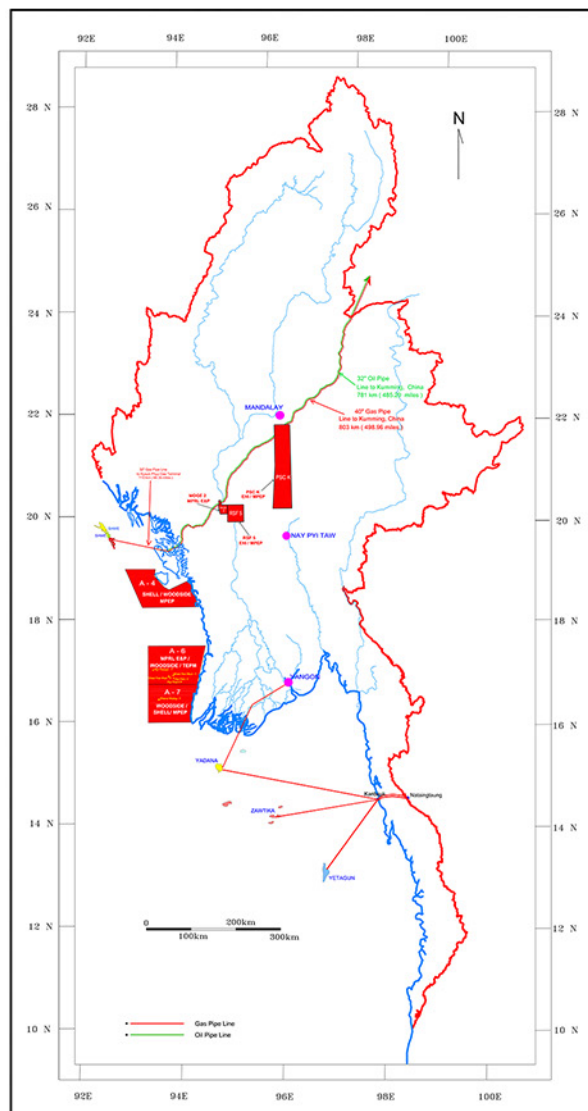
Find more information about us on our website: www.mprlexp.com

Get our regular updates on our social media pages:



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Our Vision

To be a leading exploration and production company in the upstream energy sector of the Asia-Pacific region through our:

- Performance
- People
- Partnerships



Our Mission

Our mission is to improve livelihoods by being at the forefront of providing energy to drive progress in the nation.

At MPRL E&P we conduct business to the highest standards of ethics, legitimacy and transparency, guided by a clear sense of social and environmental responsibility.

We believe the growth of our organization is dependent on the empowerment of our employees. We strive to develop a thriving environment ensuring employees become involved in a process of continuous improvement.



Message from the Chief Executive

Dear Valued Stakeholders,

I am pleased to present our Sustainability Report for the 2019-2020 Myanmar Financial Year (Sustainability Report 2020). Our first Sustainability Report builds on our existing communications and represents the next step in our sustainability journey. Since our founding in 1996, we have sought to unlock domestic energy resources to further drive the growth and development of Myanmar and contribute to improving the livelihoods of its people. In this regard, we are a leader in the upstream energy industry and continue to focus our efforts towards enhancing the energy security of our nation.

Myanmar is going through a significant evolution, and while the country is becoming one of the world's fastest growing economies, social, political, and environmental risks pose challenges. Supporting national priorities such as ensuring peace, stability and prosperity whilst uplifting people and preserving the environment are vital for the nation's continued advancement. The extractive nature of the upstream energy industry and its related impacts on local communities and the environment require us to focus on Environmental, Social and Governance (ESG) aspects in line with the United Nations Guiding Principles.

MPRL E&P is helping to address our nation's needs and overcome industry challenges in a variety of ways. We are proud of our reputation of conducting business with honesty and integrity, and we intend for this Report to demonstrate how we



conduct our business in a responsible and ethical manner. In addition to adhering to transparent and robust governance practices, we recognize our responsibility to protect our employees and treat them fairly, to understand and work with local communities, and to minimize our impact on the environment. This Report tells the story of how we do this and documents our performance in the 2019-2020 Myanmar Financial Year.

Protecting and Developing Our People

We continued to conduct our operations in line with international standards. In doing this, we choose to always do what is necessary to protect our people and the communities where we operate even if this requires us to do more than what is contractually required,

choosing to exceed regulatory requirements. For 24 consecutive years, we have had no fatalities on our projects. We have collected from our staff and contractors more than 29,441 Concern, Action, Reinforcement and Encouragement (CARE) Cards, a key MPRL E&P initiative for embedding a culture of health and safety within our operations and empowering our staff to play a proactive part of our health and safety journey. This year was the inaugural year of our Learning Club program which seeks to enhance knowledge transfer between staff members of different seniority. In addition, we continue to support the future needs of the energy industry and enhance interest in careers in our sector through internship programs and close alliances with local universities.

Partnering with Communities

We take pride in building robust relationships with local communities. Our engagement activities have enabled us to understand local needs and concerns, to provide channels for open dialogue, and opportunities for vocational development. During this financial year, we engaged more than 4,000 local community stakeholders and delivered 20 community investment and corporate social responsibility initiatives which impacted almost 12,000 individuals. Our business success goes hand in hand with the development of local communities, and we will continue to make investments and work with local communities with the resolute intent to enhance our local stakeholder partnerships.

Protecting the Environment

We invest in people, processes and initiatives that help us to reduce our impact on the environment. A testament of our commitment towards environmental stewardship is demonstrated through Mann Field becoming the first ever onshore operating oil field in Myanmar to be issued an Environmental Compliance Certificate (ECC), following the implementation of world-class environmental management programs and initiatives even before the promulgation of the 2012 Myanmar Environmental Conservation Law. The ECC clearly exhibits our commitment to be a responsible and ethical investor and establishes a blueprint for other businesses and organizations to be inspired.

Throughout our journey, we have put operating responsibly and operational discipline at the heart of everything we do. We are fully committed towards continuing to actively support the sustainable and holistic development of the nation, and to do so transparently and with integrity.

Sincerely,



U Moe Myint
Chief Executive Officer
MPRL E&P Pte Ltd.

A Timeline towards Sustainability

"You don't know where you are going until you know where you have been."

(An old saying)

The Myanmar Upstream Energy Industry	MPRL E&P
900 B.C.	1996
The first record of hand dug wells in Myanmar for collection of surface oil seeps	MPRL E&P signed a Performance Compensation Contract (PCC) with MOGE for the Mann Field Enhanced Oil Recovery (EOR) Project in central Myanmar.
1635	1999
British explorers reported the existence of an oil extraction industry from hand dug wells in Yenang-yaung of Myanmar	MPRL E&P became sole contractor to MOGE during the industry downturn when global oil prices dropped to as low as US\$12 per barrel.
1853	2001
Oil extracted from hand dug wells was first exported from Myanmar.	PCC scope was amended from well-by-well management to management of the entire Mann Field.
1871	2003
Burma Oil Company (BOC) was formed.	Deep exploration campaign began in Mann Field.
1889	2005
The first wells in Myanmar were drilled using cable tool percussion drilling technology.	Highest field production rate of 2,420 barrels per day achieved since the signing of PCC.
1945	2007
All wells in Myanmar were destroyed during World War II.	MPRL E&P signed a Production Sharing Contract (PSC) with MOGE for Block A-6 located in the Western Ayeyarwady offshore region.
1948	2012
Myanmar obtained her independence.	MPRL E&P announced the first successful gas discovery in Block A-6 during the Pyi Thar play opening offshore exploration drilling campaign. Corporate Social Responsibility Department was formed to lead social management and sustainability initiatives in Mann Field.

1963

The petroleum industry of Myanmar was nationalized. The People's Oil Industry (to become Myanma Oil Corporation in 1970 and finally Myanma Oil and Gas Enterprise) was established as the national oil company and regulator of the local upstream energy industry.

1974

Offshore exploration acreage in Myanmar was made available for exploration by foreign companies.

1987

The term 'sustainable development' was mentioned in the Brundtland Commission's report "Our Common Future."

1988

Onshore exploration acreage was made available for exploration by foreign companies.

1998

Myanmar's first offshore natural gas field (Yadana) came onstream and commenced export of natural gas to Thailand.

2013

Woodside farmed-in to become a co-venturer in Block A-6.

Mann Field PCC was extended to 2024.

2014

MPRL E&P became one of two upstream energy industry representatives in the multi-stakeholder group which oversaw the implementation of the Myanmar Extractive Industries Transparency Initiative (MEITI).

2015

Total E&P farmed-in to become a co-venturer in Block A-6.

2016

MPRL E&P announced first ultra-deepwater gas discovery as a result of the Shwe Yee Htun exploration drilling campaign in Block A-6.

MPRL E&P became a signatory to the UN Global Compact.

2017

Appraisal drilling campaign commenced in Block A-6 which included third well Pyi Thit-1 and fourth well Pyi Tharyar-1. Both wells achieved two additional ultra-deepwater gas discoveries. The Pyi Thit drilling campaign consisted of the first offshore well to be successfully drilled and tested during the monsoon period.

MPRL E&P achieved zero discharge target in Mann Field, a major environmental stewardship milestone realized by reinjecting 100% of produced water back into formations.

2011

Myanmar transitioned into a democratic regime with the new government led by H.E. President U Thein Sein, United States (US), European and United Nations (UN) sanctions are lifted leading to a significant increase in foreign investment into the country.

2015

National League for Democracy (NLD) won elections and Myanmar transitioned into a civilian-led government.

Myanmar National Energy Master Plan, a result of four years of cooperation between a multi-stakeholder group consisting of the Government, private sector representatives, and international institutions such as the World Bank and Asian Development Bank, is issued.

2018

Myanmar Sustainable Development Plan (MSDP) (2018-2030), the Government's master plan serving as a framework for coordination and cooperation to guide sustainable economic growth and development, is issued.

2018

MPRL E&P announced fifth ultra-deepwater gas discovery during the Shwe Yee Htun-2 appraisal drilling campaign.

2019

Mann Field received its Environmental Compliance Certificate (ECC) becoming the first and only onshore operating asset to receive an ECC in the entire Myanmar upstream energy sector.

MPRL E&P announced successful conclusion of the Adjustment of Block A-6 PSC and Fiscal Terms in preparation for Myanmar's first ultra-deepwater development.

2020

MPRL E&P published its inaugural Sustainability Report to communicate ESG performance.

About the Report

Our Sustainability Report sets out our approach to robust governance and management of our most material environmental and social topics. This is our first Sustainability Report with which we aim to:

- Provide a context in which we operate as a business in the energy sector, giving a sense of our sustainability journey to our stakeholders.
- Disclose our sustainability performance in a transparent and responsible manner.
- Engage with our stakeholders on sustainability topics that are material to our business so we can address them precisely and effectively.
- Discuss the challenges we face and progress we make as a company in the context of sustainable development.

Unless otherwise specified, the economic, environmental, social and governance data in this report covers all activities and assets over which MPRL E&P Pte Ltd. had operational control during the reporting period.

Reporting Period

This report describes the approach and performance of MPRL E&P for the period of 1 April 2019 to 31 March 2020 ("the reporting period").

Reporting Guidelines

The report is prepared in accordance and reference to the Global Reporting Initiative (GRI) Standards: Core Option.

Contact Us

We welcome comments and feedback on this report and its contents. Please send your feedback to us at communications@mprlexp.com.

Our Performance at a Glance

Economic & Social

US\$9.89 million in revenue in 2019-2020

US\$228.68 million total investment in Mann Field since 1996

US\$331.67 million in cost savings realized by Myanmar due to incremental oil production in Mann Field

1400+ jobs created and preserved directly and indirectly

US\$2.84 million total contributions to social performance initiatives

Operations

Cumulative oil production – 122 million barrels

Cumulative gas production – 125 billion cubic feet

Total number of wells – 674

Peak production (1979) – 24,711 barrels of oil per day

Original volumes in place – 500 million barrels

Health and Safety

0 fatalities

1,367,448 man-hours without a LTA in this reporting period

8,962 CARE Cards reported in this reporting period

Environment

Zero discharge of produced water since August 2017

Disposed/Re-injected volume of produced water – 2.9 million barrels

Environmental Compliance Certificate (ECC) received in April 2019

Organization

99% of workforce are Myanmar nationals

34% of total workforce are women with 26% of managerial positions held by women

A total of 80 interns trained



Our Approach to Sustainability

Myanmar, our home and the location of our operations, is a country that is emerging from sixty years of isolation, undergoing democratization and becoming one of the world's fastest growing economies. To steer the nation through these exciting times, the Government has outlined its national priorities, aspects of which, including stability, prosperity, people and planet are reflected in our vision, mission and values which inform our approach to sustainability.

Sustainability at MPRL E&P means investing in people and initiatives that meaningfully and positively impact the development of Myanmar and raising the living standards of its people. While poverty has decreased significantly over the past 15 years, one in four people in Myanmar still lives below the poverty line according to the Myanmar Living Conditions Survey 2017 (United Nations Development Programme Myanmar). Our presence in rural areas provides us with the opportunity to invest in infrastructure, people and communities. By doing so, we aim to support the Government's efforts to enable Myanmar to overcome its 'least developed country' (LDC) status by 2025 and help its people to prosper.

Operating sustainably means that we need strong governance to deliver stable economic growth while respecting the rights of local communities and protecting the natural environment. In all aspects of our business, we act responsibly, with accountability and transparency. Where local legislation is not as developed as international norms, we look to international standards and best practices to underpin our performance, seeking to raise the standards within Myanmar to what all key stakeholders should expect of companies conducting business in this country.

Our drive and our culture are defined by our vision, mission and values. Our ways of working are captured in our policies and procedures. Our people are the key to delivering our performance in a manner that aligns with these tenets and supports our company's contribution to sustainable development. Together, these components form our overarching approach.

Our Values

We promote our corporate values to all of our stakeholders in our desire to be a responsible business and contribute to sustainable development:

- **Honesty and integrity:** Working with honesty and integrity for the people we work with and in the communities we operate in.
- **Social responsibility:** Endeavoring to promote sustainable development across the company's activities through dialogue and engagement, enabling the creation of robust partnerships with our employees, local communities, business partners and government.

- **Results focused:** Having a strong sense of focus on results whereby driving tasks and projects through to completion with the flexibility to adapt to changing situations.
- **Employee empowerment:** Committing to positively encouraging the development of employees through training within an environment that promotes capacity building opportunities and fosters new talent.

United Nations Global Compact: Guiding Our Journey

In 2016, as a sign of our commitment to our stakeholders and to help guide our sustainability journey, MPRL E&P became a signatory to the United Nations Global Compact (UNGC).

For four years, we have reported on the steps taken to meet our responsibilities in the areas of human rights, labor, environment and anti-corruption. Our historical reports are available on our website.



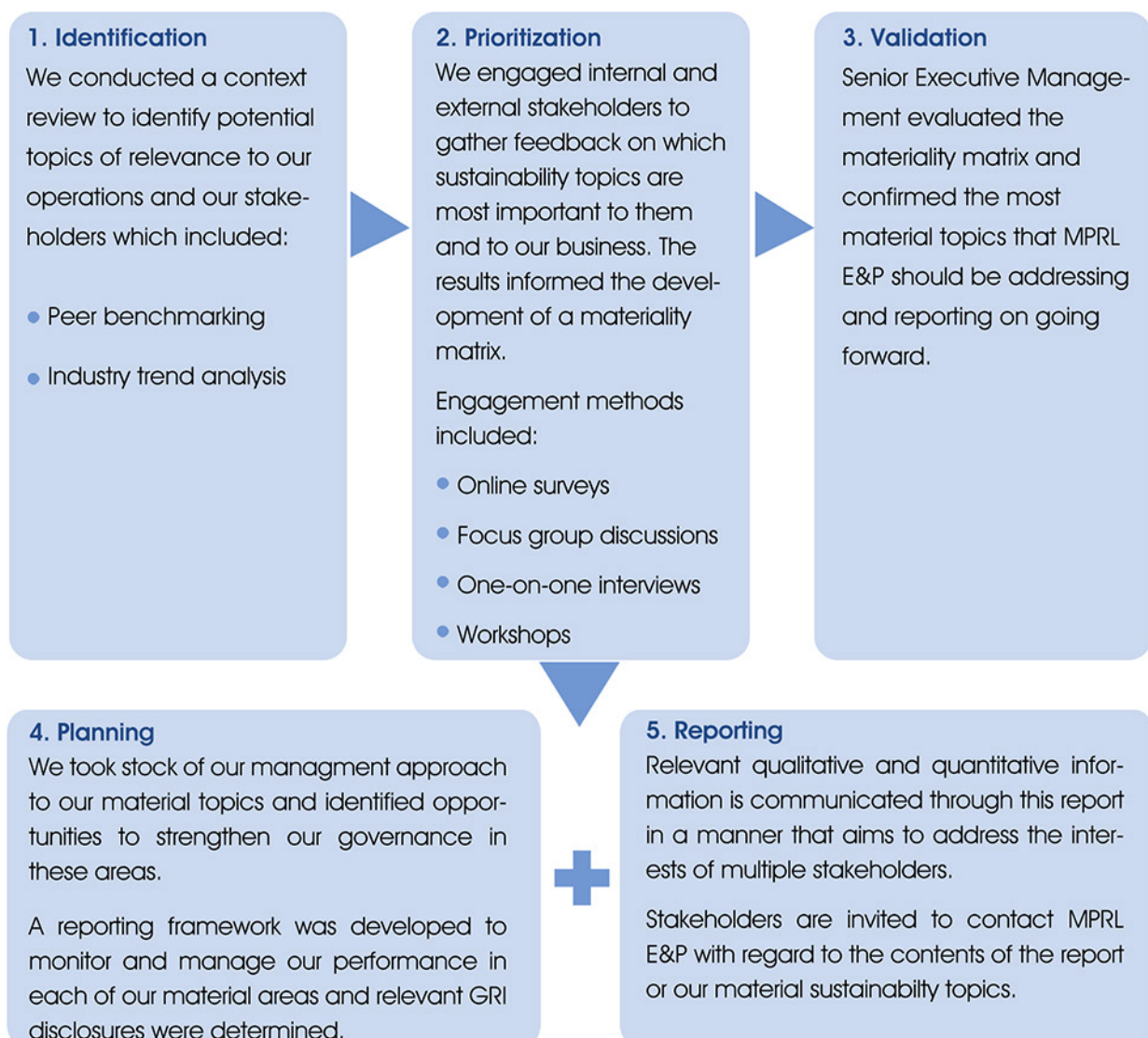
Our Approach to Reporting

This year, to communicate our progress to multiple stakeholders, we have opted to publish our first Sustainability Report in line with international best practice of using the GRI Standards reporting framework.

Materiality Assessment FY 2019-2020

The extractive nature of the upstream energy industry, and its related impacts on local communities and the environment, necessitate a focus on issues related to sustainability. The identification of and reflection on our material topics will ensure that we have sufficient processes in place and resources assigned to mitigate both industry and Myanmar-specific risks and amplify our positive impacts.

In preparing this report, we undertook a methodical materiality assessment, led by an independent third party, to identify the sustainability topics most relevant to our operations and for inclusion in this report. Our materiality assessment process follows the GRI-recommended three-step process, which we followed through to planning and drafting of our report:



Stakeholder Engagement

Our key stakeholder groups were engaged during our materiality assessment process to determine which sustainability topics were of most concern to them and our business.

Internal

- Our employees

We selected a sample of Heads of Department and Senior Executive Management Representatives to ensure that views from across the whole organization could be collected. Internal stakeholders were engaged via an online survey, interviews and workshops.

The survey asked participants to assign a score of importance (1-6) to a list of potentially relevant sustainability topics. The interviews with Senior Executive Management reflected on the list in relation to MPRL E&P's business and aspects which are most critical to the company.

External

- Government
- Local business groups
- Local communities
- Local non-governmental organizations (NGOs)
- National upstream energy ecosystem players

External stakeholders from across the range of groups were identified and approached for their input.

External stakeholders, such as NGOs and other ecosystem players, are a vital source of expert third-party opinions. Stakeholders were engaged through interviews and were also asked to assign a score of importance to a list of potentially relevant sustainability topics.



Local businesses and communities can provide a detailed and up-to-date pulse check on key issues and concerns at the site of operations. Seven focus groups with 12 different communities were held in Mann Field.




MPRL E&P's Material Sustainability Topics

Through the materiality assessment process, we identified 11 topics of highest importance to our business and our stakeholders. Our materiality matrix is available in the Appendix of this report. Our material topics and what we mean by them are listed below under four key categories.

We prioritize contributing to global sustainability efforts, and for this reason, we have mapped our priorities to the Sustainable Development Goals (SDGs). The SDGs are a set of global goals developed in 2015 by the UN and participating countries. Targeting to be achieved by 2030, the SDGs provide a

shared blueprint for peace and prosperity for people and the planet. To achieve progress towards the 2030 horizon, Myanmar will require private sector support in meeting the targets set by the SDGs and to drive sustainable development.

Our Material Topics by Category		Related SDGs
Ethics and Business Conduct		
Economic Performance	Economic value created and distributed.	8. Decent Work and Economic Growth 17. Partnerships for the Goals
Business Conduct and Transparency	Business ethics and communicating our activities.	
Anti-corruption	Preventing corruption.	
Grievances and Relationships	Ensuring that there are effective mechanisms with non-retaliation policies in place that promote fairness and respect for both workers and communities, further enabling effective engagement between parties.	
		 

Environmental Stewardship		
Process Safety	Ensuring the safe containment of hazardous substances and preventing unsafe events.	12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water
Emissions, Waste and Discharges	Reducing our environmental footprint and preventing pollution from operations.	
Accidental Spills and Emergencies	Actions taken to prevent pollution during an accidental loss of containment event.	
		  

Our People		
Attracting and Developing Talent	Implementation of best practice in leadership and employee development to attract people to careers at the organization. Social inclusion of local communities through access to recruitment opportunities.	8. Decent Work and Economic Growth
Employee Health and Well-being	<p>Occupational health and safety.</p> <p>Promote employee health and well-being, both inside and outside the workplace, touching on encouraging physical activity; promoting healthy diets; and supporting stress management and work-life balance.</p> <p>Workforce engagement and encouraging satisfaction among workers with regards to the company's employment practices, general working conditions, company culture, and compliance with workers' rights.</p>	



Our Community		
Engaging with Communities	Engaging and supporting our communities in a constructive and unbiased manner. Conducting social impact assessments to ensure that community impacts are addressed and deliver additional mutually beneficial support.	16. Peace and Justice, Strong Institutions
Protecting Human Rights	Understanding, due diligence and actions to respect human rights throughout our operations and value chain.	17. Partnerships for the Goals



The contents of this report describe how we manage these most material topics. Relevant metrics for these topics are included in Performance Tables on pages 62 and 63 of this report. Going forward, we will report on these metrics year on year to present our stakeholders with our performance over time.



Ethics and Business Conduct

Operating sustainably means
strong governance to deliver stable
economic growth, respecting rights
and protecting the environment



Ethics and Business Conduct



Why Does It Matter To MPRL E&P?

We are aware that the upstream energy sector in Myanmar has been associated with allegations of transparency and corruption in the past. These issues and gaps in the legislative framework present challenges for the Government and for businesses in the country, and as a result, anti-corruption has been designated as a government priority. Given the issues described, it is imperative that stakeholders have access to channels to voice their concerns, especially as a lack of access to effective grievance mechanisms for individuals and communities that would provide opportunity to hold companies accountable in Myanmar has been highlighted by human rights groups.

We understand that stakeholders expect companies to acknowledge these risks and demonstrate how their operations consider and integrate them into policies and processes, which is why business conduct and transparency, anti-corruption, grievances and relationships have been selected as material topics to MPRL E&P. Having controls, policies and procedures in place to ensure we act ethically, with integrity, and in compliance with relevant laws and regulations is key to building and maintaining trust in our company and our industry.

Governance at MPRL E&P

We recognize that weak governance undermines business conduct, transparency and accountability, which in turn can affect the safety of our workers and local communities, providing space for human rights abuses and environmental degradation.

MPRL E&P has established key roles and responsibilities and a suite of policies related to ethics, business conduct and sustainability to strengthen governance and business conduct. Ultimate responsibility for MPRL E&P's management of these issues rests with the Board and Senior Executive Management. However, all employees, regardless of position within our hierarchy, have a responsibility to act in accordance with our Organizational Code of Conduct which articulates our primary ethical attitude and compliance to all applicable laws and regulations.

While our Organizational Code of Conduct, policies and procedures adhere to or reference international standards, they are of limited effectiveness unless they are implemented correctly and uniformly across the organization. We foster a Company-wide culture of responsibility, by assigning key roles and responsibilities to individuals and departments that embed standard practices and provide clear lines of accountability. Key roles and responsibilities of key internal stakeholders include:

Responsible Party	Key Roles and Responsibilities
The Board	<ul style="list-style-type: none"> - Reviews the economic, environmental and social performance of the company. - Approves the contents of the Sustainability Report.
Chief Executive Officer	<ul style="list-style-type: none"> - Reviews progress on the implementation of the principles of the UN Global Compact to MPRL E&P's operations.
Senior Executive Management	<ul style="list-style-type: none"> - Accountable for the implementation of the Organizational Code of Conduct and its review to ensure it aligns with key changes to the business, external context and legal requirements.
Compliance Department	<ul style="list-style-type: none"> - Responsible for conducting internal social and environmental audits and developing improvement plans. - Has general oversight of key sustainability-related policies, including the Organizational Code of Conduct, and leads an annual review to determine the Company's performance against the Organizational Code of Conduct.
Corporate Social Responsibility (CSR) Department	<ul style="list-style-type: none"> - Assists in the development and implementation of the sustainability strategy. - Responsible for local community engagement and sustainable social management as well as social (including human rights) impact assessments.
Health, Safety and Environment (HSE) Department	<ul style="list-style-type: none"> - Responsible for embedding a safety-first culture by systematically managing HSE performance and promoting safe working practices to prevent incidents. - Responsible for the oversight of all environmental management and impact assessments.

Organizational Code of Conduct

The cornerstone for how we operate as a company is our Organizational Code of Conduct ("Code"). Our Code reflects our most important Company policies and provides a process for decision making in line with Company expectations. For example, it includes our policy stances for anti-corruption, health and safety, human rights and grievance mechanisms. All employees, including directors and managers, and third parties who are involved in our business operations, are expected to comply with the Code.

To support our people and our business partners' adherence with the Code, we offer the document on our website and provide links to all related policies within the document. The Code is shared to all employees via email; hard copies are also provided. Periodic training sessions help employees understand how the Code applies to their day-to-day work with MPRL E&P.

Transparency Practices



We have taken definitive steps to commit to transparent practices through participating in the Myanmar Extractive Industries Transparency Initiative (MEITI) and signing the UN Global Compact. Our dedication to conducting business in a transparent and responsible manner extends to our operations through our open channels of communication with stakeholders via community focus groups, social impact assessments, needs assessments, grievance mechanisms, and online publications.

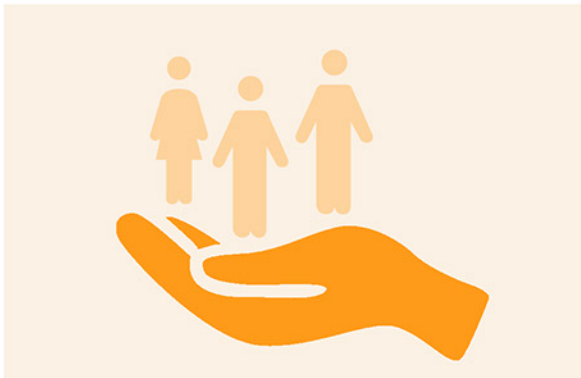
In line with local legislation, we publish our Environmental and Social Impact Assessment (ESIA) reports on our website and provide channels for raising concerns. We also issue frequent updates about our operations, our progress and our people through our quarterly *Insight!* Newsletter.



Our progress on business conduct and transparency in 2019-2020:

- We engaged our stakeholders to determine the sustainability topics that matter most to them and our business.
- We developed and published our first Sustainability Report in line with the Global Reporting Initiative (GRI) Standards framework, considered an international best practice.
- We communicated our progress and articles of stakeholder interest through four quarterly editions of our Insight! Newsletter.
- During the reporting period, MPRL E&P was not subject to any fines and penalties for non-compliance with laws and/or regulations in our social, environmental and economic areas.

Protecting Human Rights



As a responsible investor, we comply with any applicable legislation and conduct business operations with the highest standards of ethics, respecting, protecting and promoting internationally recognized human rights standards and requirements during the process.

Our Approach

Respect for human rights is often seen as simply a matter of compliance and risk management. However, at MPRL E&P, we see it as our duty to our employees and local communities. As a signatory of the United Nations Global Compact, we are committed to protecting human rights

and ensuring we are not complicit in their abuse. We conduct our business in line with the UN Guiding Principles and view respect for human rights as not just a matter of compliance to be achieved through audits and spot-checks, but as integral to our business.

Key challenges on human rights and business in Myanmar are associated with child labor, forced labor, and discrimination. While the nature of our industry puts us less at risk of exposure to child labour, historically, allegations of forced labor have been brought against some upstream energy companies, whereby the International Labour Organization (ILO) and UN have reported that gender and religious discrimination remain issues in the country.

We protect the rights of our employees through the commitments set out in our Human Rights Policy:

- To provide a safe, secure, and worker-friendly environment.
- To be an equal-opportunity employer.
- To positively stimulate professional and personal growth of our employees through the promotion of creativity and teamwork.
- We encourage a healthy lifestyle by raising health-related awareness and practices among employees.
- Not to use any forced, trafficked or compulsory labor.
- Not to discriminate against any person based on race, religion, gender, age, sexual orientation, nationality or ethnicity.
- To allow employees to have a right to join trade unions where such rights are recognized by law.
- All employees have the right to join or form a labour organisation, where such rights are recognized by law.

In the spirit of the UNGC, we seek to collaborate with all relevant parties in the protection and promotion of our human rights goals and commitments. To ensure the effective implementation of our policy, we communicate openly and transparently to our stakeholders on our approach and take the following steps:

Our industry	- Coordinate with industry peers to improve human rights practices.
Our operations	<ul style="list-style-type: none"> - Publish identified impact and mitigation measures which are made available via our website. - Ensure we act in accordance with the UN Guiding Principles on Business and Human Rights.
Our employees	- Provide human rights information sessions to all employees twice a year and solicit feedback to determine the efficacy of these and improve them.
Our suppliers	- Screen contractors and suppliers to identify and manage risks in our value chain.

Our progress on protecting human rights in 2019-2020:

- Sharing information and raising awareness on human rights is key to protecting our employees and our business from being complicit in any abuse. During the reporting period, 100% of our full-time employees received relevant training.

Going Forward

Operating in a changing regulatory environment means we must evolve policies to ensure they address amendments to laws and reflect the expectations of our employees and stakeholders. Our Human Rights Statement and Policy is updated periodically and every two years.

Anti-corruption

The Corruption Perceptions Index released by Transparency International in 2019 ranked Myanmar 130 out of 180 countries, highlighting the challenge of unethical conduct in the country. MPRL E&P intends to be a responsible investor in the long-term and sustainable development of Myanmar and as such, we have a zero-tolerance approach to corruption and bribery.



We recognize that anyone carrying out work on behalf of MPRL E&P can be subjected to corrupt behavior. A recent World Bank survey of more than 600 business owners found that one in three experienced bribe payment requests, and almost one in two expected to give a gift to receive permits. Since the survey, new legislation has been introduced to address the matter. At the same time, we acknowledge that business commitment is also necessary, both as an individual entity and collectively as part of industry initiatives.

Our approach to managing anti-corruption risks includes:

- Providing training to our employees and contractors to better understand ethical practices against corruption and bribery.
- Tasking our Compliance Department with conducting due diligence to evaluate potential compliance risks to ensure that MPRL E&P only enters into business relationships with reputable and qualified individuals and firms.
- Conducting internal audits of sites, operating units, and contractors.

- Increasing transparency through participation as an industry leader and representative in the Myanmar Extractive Industries Transparency Initiative (MEITI).

Our policies strive to provide guidance and means to appropriately mitigate and avoid such acts. Our commitment to anti-corruption is set out in Anti-Bribery and Corruption Policy, and our Senior Executive Management Statement to Anti-Bribery and Corruption, and communicated to all employees and business partners through our Organizational Code of Conduct.

Applicable anti-corruption and bribery laws and regulations

- Myanmar Anti-Corruption Law
- United Kingdom (UK) Bribery Act
- United States Foreign Corrupt Practices Act
- United Nations Global Compact

Our employees are required to accept personal responsibility and commit to doing the right thing. MPRL E&P provides learning opportunities for employees to better understand types of ethical conduct risks and how to manage those risks.

As a member of the Myanmar Extractive Industries Transparency Initiative (MEITI), which promotes improved governance in resource-rich countries, all of our Company payments to, and Government revenues from, oil, gas and mining are subject to verification and publication.

Our progress on anti-corruption in 2019-2020:

- All permanent full-time staff, including Senior Executive Management, underwent anti-corruption training, totaling 384 man-hours of training.
- There were no confirmed incidents of corruption in our operations.

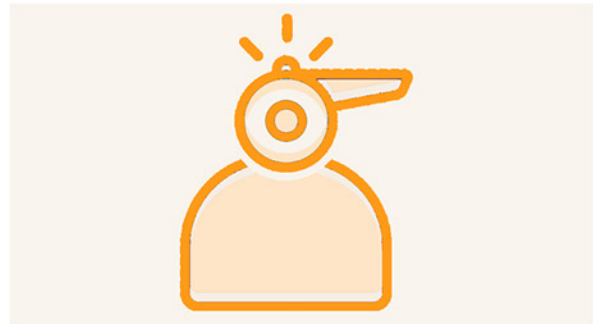
Grievances and Relationships

MPRL E&P aims to provide a safe, productive, legal and ethical work environment. We aim to ensure all employees are able to lodge reasonable grievances, complaints and feedback about the workplace directly affecting them to help to resolve those as quickly and fairly as possible. We expect active participation in achieving our goals and commitments by all employees, regardless of corporate hierarchy, are responsible for performance, across the business value chain.

Our Employee Grievance Policy outlines our fair and transparent framework where employees can lodge their concerns without fear of being reprimanded. This includes a verbal and written grievance lodging process with a clear expectation for the delivery of feedback.

Whistleblowing

MPRL E&P is committed to investigating and resolving allegations of wrongdoing, misconduct, misbehaviors or misuse within the Company which may affect employees or the Company's properties and reputation. Concerns raised in the public interest may relate, but not be limited, to:



- Breach of the MPRL E&P Organizational Code of Conduct and Policies.
- Failure to comply with legal obligations.
- Financial malpractice.
- Misuse of company properties or information.
- Unethical behavior or improper conduct.
- Harassment.
- Willful negligence of information relating to any of the above.

Our Whistleblowing Manual outlines our commitment and approach to encouraging those working at MPRL E&P and third parties conducting business with the Company to report suspected wrongdoing as soon as possible, and provides guidance and procedures on how to do so.

Whistleblowers can act safe in the knowledge that the concerns will be taken seriously, confidentially and promptly investigated as appropriate. Individuals can engage on this basis with their supervisor or Head of Department (HoD) or any member of our Whistleblowing Review Committee (WBRC). All reports are treated in strict confidentiality and can be made anonymously if desired. Employees can raise concerns in the public interest without fear of reprisals, even if they turn out to be mistaken. All MPRL E&P employees receive explanation in brief by Compliance Department at new staff orientation sessions, arranged by HR Department, and on an annual basis, are given training to raise awareness of qualifying disclosures and the investigation process.

To read more about our dialogue with local community groups to understand their concerns and grievances, please refer to the Our Community section of this report.

Our progress on grievances and relationships in 2019-2020:

- Continued review of our Employee Grievance Policy and maintenance of a fair and transparent framework.
- Maintenance and rapid response to our community grievances – please refer to the Our Community section of this report.

Going Forward

The Compliance Department reviews policies and presents them to our workforce alongside a training questionnaire to determine understanding. In addition, there is a plan to introduce an incentive program that will raise awareness of these policies and procedures by staff and third parties to help embed a culture of compliance and ethical governance.

Environmental Stewardship

Everyone deserves a prosperous future where
harmony between economic development
and environmental stewardship is achieved



Environment Stewardship

Why Does It Matter to MPRL E&P?



We are at a crossroad for sustainable development and every individual deserves a prosperous future where harmony between economic development and environmental balance is achieved. Our industry has a key role to play in the economic development in Myanmar both as an exporter of hydrocarbon resources and through the sustainable exploration and production of such resources to meet growing local energy demand.

Upstream energy industry initiatives must be conducted in a sustainable manner and not at the expense of the local environment, another valuable resource, or by negatively impacting local communities. In this regard, we work closely with Myanmar Oil and Gas Enterprise (MOGE), Township Authorities, and communities living nearby our operations to develop, maintain and reinforce proper communications and coordination on environmental issues and concerns, as well as identify and address gaps and challenges in accordance with the objectives of our Environmental Policy:

- Implement environmental management plans to monitor and manage impacts as a result of our operations.
- Track and reduce emissions and consumption.
- Promote access to environmentally responsible methods and information across the organization.
- Protect the environment in the communities where we work and live.

These statements indicate our desire to take great care and precaution to minimize the environmental consequences of our exploration and production activities, and our commitment to continuously carry out measures that promote greater awareness and responsibility with our stakeholders with regard to the environment.

Process Safety

The environmental, social, economic and reputational consequences of a lapse in process safety confirm why this is of critical importance to MPRL E&P. Even minor malfunctions can lead to major incidents resulting in significant environmental harm and material financial and reputational damage for the Company.

Our approach comprises a robust Health, Safety and Environmental (HSE) management system underpinned by relevant policies and internal checks to maintain the integrity of our assets and ensure compliance with local legislation. Our aim is to achieve:

- Zero accidents.
- No harm to people.
- Minimize environmental impact.

In line with the Myanmar Environmental Conservation Law and Environmental Impact Assessment Guidelines, all our prospective operations must undergo a rigorous and transparent Environmental and Social Impact Assessment (ESIA) facilitated by an independent third party to identify and develop mitigation plans for environmental and social risks.

Once a site is operational, our HSE system, and a site-specific Environmental Management Plan are fundamental to ensuring we provide a safe and healthy working environment and minimize any negative impact on the environment.

Our controls, including our Environmental Management System, Environmental Policy and OHS Policy, have been developed to ensure that we not only comply with both national legislation, industry best practices, and the environmental principles of the UN Global Compact, but that we continually improve on past performance to protect our people, communities and the environment.

Applicable environmental laws and regulations:

- Myanmar Environmental Conservation Law
- Myanmar Environmental Conservation Rules
- National Environmental Quality Emission Guidelines
- Environmental Impact Assessment Procedures
- Myanmar National Drinking Water Guidelines (2019)
- World Bank Group/ International Finance Corporation Guidelines

Protect, Prevent, Monitor and Reinforce

To heighten awareness of process safety, we look beyond our systems and policies and aim to foster a culture that empowers and rewards everyone to act in accordance with this policy. Beyond compliance, the following commitments influence our environmental strategy:

- Strive to prevent pollution, and seek improvement with respect to emissions, wastewater discharge, energy consumption, resource consumption and reduction of impact to the environment.
- Monitor the effects of our activities on the environment and take action to address such effects where necessary.
- Openly communicate our environmental performance with our workforce, government and the host community through a variety of engagement methods that includes, but is not limited to, coordination meetings, disclosure workshops and performance reviews.

Further details on how we protect our people is available in the Our People section of this report.

Our progress on process safety in 2019-2020:

- During the reporting period MPRL E&P was not subject to any fines or penalties for non-compliance with environmental laws or regulations.

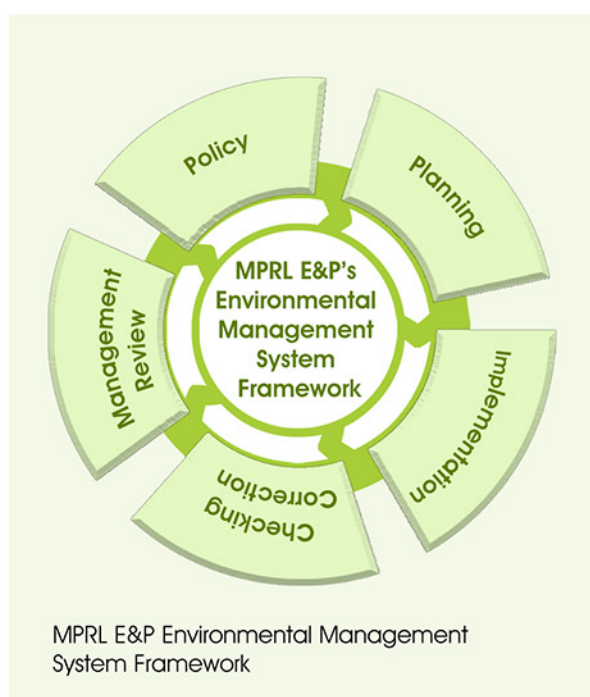
Emissions, Waste and Discharges

Hydrocarbon extraction operations, if not well managed, produce contaminants that can affect local ecosystems through land, air, marine and freshwater pollution. Myanmar's air quality is increasingly compromised as discharge from industry and mining, as well as deforestation, is contributing to environmental degradation according to the World Bank's Myanmar Country Environmental Analysis 2019. In lieu of more stringent national environmental management legislation in Myanmar, it is imperative that we operate according to an Environmental Management System that promotes responsible environmental stewardship.

Our Environmental Management System

Our approach to managing our emissions, waste and discharges is guided by our Environmental Management System (EMS) Framework which strives to align with ISO 14001 and integrates internal policies, national rules and regulations and other applicable international guidance. Our EMS guides our management of our emissions, waste and discharges with the aim of continually improving our performance and reducing our environmental impact. A key aspect of the system is our Environmental Policy which is regularly reviewed to ensure its comprehensiveness with regard to changing industry and national regulations.

To implement the EMS Framework, responsibilities for environmental performance have been established throughout the organization. MPRL E&P Senior Executive Management is accountable for the implementation of our Environmental Policy. The HSE Department and its working groups are responsible for developing a company culture instilled with responsible environmental best practices. We require active participation in achieving our environmental goals and commitments by all employees and managers, contractors and suppliers who individually and collectively are responsible for our performance across the business value chain.



Key Roles and Responsibilities within MPRL E&P include:

HSE Officer	Monitors the implementation of Health, Safety and Environmental protection measures, including tracking, inspection, reporting and assisting with technical input into emergency response procedures and implementing the Environmental Management Plan (EMP).
Environmental Officer	Responsible for implementing the EMP and supervising contractors during operations and preparing the environmental monitoring report.
CSR Field Coordinator	Responsible for local community engagement.
HSE Manager	Ensures that environmental regulatory requirements are met and that EMP requirements are properly implemented.

Environmental Management Plans

Our EMS Framework is complemented by our site-specific Environmental Management Plans (EMPs). Our EMPs ensure that we actively manage operations that are subject to continual environmental monitoring and analysis in adherence with local environmental legislation. Through these measures, we aim to minimize any adverse impacts on the natural environment or local communities that could be affected by any proposed MPRL E&P project or business activity.

Emissions Management

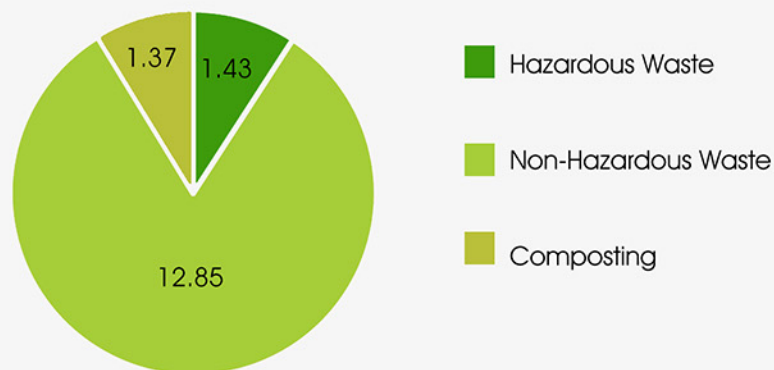
Emissions are monitored as part of our air quality assessments conducted as part of our EMPs. This year the assessment of emissions in Mann Field involved leveraging previous baseline data, which has then been followed by monthly monitoring throughout the operating phase. Repeated acceptable results mean we can reduce the frequency of monitoring, keeping in place mitigation plans in the event of a decline in air quality.

This ongoing analysis, coupled with bi-annual environmental audits, is an example of how we drive better practices and performance. We ensure that both positive and negative results are openly communicated through methods including coordination meetings, disclosure workshops, focus group discussions and public consultations.

Waste Management

All hazardous waste produced from our operations is handled by a responsible third-party contractor (Golden Dowa Eco-System Myanmar Co.,Ltd.) whose service meets international standards and includes transportation, pre-treatment, recycling, and final disposal or stored on-site. Non-hazardous waste is sold to local third-party contractors while compostable materials are used in plantations. In 2019, we produced 1.43 tonnes of hazardous waste, 12.85 tonnes of non-hazardous waste, and 1.37 tonnes of waste that was composted.

Waste by type (tonnes)



Water Discharge Management

The management of formation water produced as a byproduct of hydrocarbon production is key to managing the environmental footprint of an upstream energy asset. A prime example of our successful approach is our Mann Field operations. Now in its fourth decade of operations, formation water, that is naturally existing formation water produced together with hydrocarbons, is a prevalent by-product of our activity. We focus on managing this water through both treatment and responsible disposal.

As mismanagement in this instance would allow contaminated water to flow into the neighboring Mann Creek and Ayeyarwady River, we enact five complimentary methods to achieve our ultimate goal of zero discharge. The methods include:

1. Well management during well completion activities to minimize water production.
2. Recompletion of high-water producing wells to minimize water production.
3. Zone isolation (Use of downhole equipment separation techniques and water shut-off techniques).
4. Disposing produced water to shut-in wells by using natural gravity.
5. Disposing produced water to shut-in wells by using injection pumps.

Our progress on emissions, waste and discharges in 2019-2020:

- Continued to monitor and disclose air quality at site and manage activities to maintain an acceptable result.
- Appropriately managed all waste from our operations as per environmental legislation.
- Achieved and maintained our zero discharge target for produced formation water.
- Managed our wastewater from the Mann Field Base Camp by installing a bio-filtration unit in the wastewater treatment system to treat sanitary wastewater properly and meet the National Environmental Quality (Emission) Guidelines (NEQEG) in Myanmar.

Accidental Spills and Emergencies

We recognize that the nature of our business poses a risk to the local environment from accidental spills of oil or other polluting materials that can contaminate soil, affect biodiversity and communities. Any event of this kind can in turn negatively impact our business and our reputation. Our internal controls referred to in the Process Safety section at the beginning of this chapter outline our approach to mitigating the risk of accidental spillage or emergencies.

Our Environmental Management Plans and Environmental Action Plans (EAPs), developed to monitor and minimize the environmental impact of our projects, provide mitigation measures required to minimize the impacts associated with project activities. These relate to:

- Zero discharge targets.
- Fuel and energy consumption reduction.
- Well-site abandonment.
- Environmental Incident Response Plan.
- Waste Management Plan.
- Spills Management Plan.

Our progress on accidental spills and emergencies in 2019-2020:

- During the reporting period, there were no significant spills resulting from our operations.

Case Study: Mann Field Receives Environmental Compliance Certificate

In 2019, Mann Field, discovered in the early 1970's, became the first producing onshore asset in Myanmar to be scrutinized under the newly implemented environmental legislation and be granted an Environmental Compliance Certificate (ECC). This achievement underscores our commitment to fuel Myanmar's development sustainably and responsibly.

To obtain the ECC, our Mann Field Enhanced Oil Recovery (EOR) Project successfully completed an independent third-party Environmental and Social Impact Assessment, which was reviewed by the Ministry of Natural Resources and Environmental Conservation (MONREC).

MONREC's review team involved numerous ministries and government bodies, with the review itself adhering to the framework and regulations indicated in the Environmental Conservation Law and other relevant environmental regulations.

It is our hope that our achievement sits as a source of inspiration to the local industry and guides other asset operators towards effective and meaningful environmental stewardship.





Our People

MPRL E&P ensures equal
opportunities for both male
and female talent



Our People

Why Does It Matter to MPRL E&P?

As part of its reform program, the Government of Myanmar has been drafting and amending labor legislation with the intention of complying with International Labor Organization (ILO) Standards. For businesses, the legal environment is changing rapidly. As the country develops, it requires a growing pool of skilled workers. Responsible businesses have a duty to help up-skill employees. At the same time, we must ensure the safety of our people, that human rights are protected, and that our workers are given a voice.

As a leading employer in Myanmar, we treat our employees with dignity, respect and fairness. In addition, we are committed to:

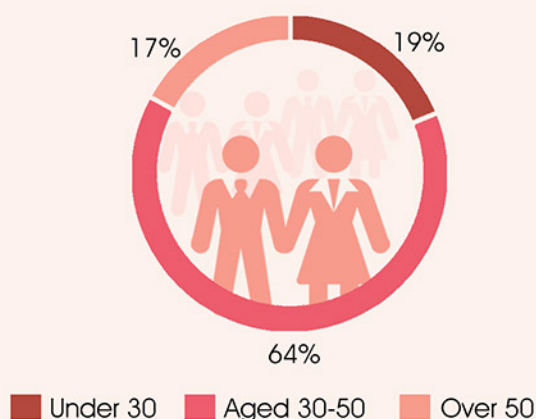
- Create a work environment free of discrimination and harassment.
- Provide a safe and healthy work environment in full compliance with applicable workplace safety standards mandated by law.
- Remunerate according to skills, performance and professional behaviors of our employees in relation to the local labor market.
- Practice an open-door approach that enables our employees to engage in open and honest communications without fear of reprisal.

Our Employees at a Glance

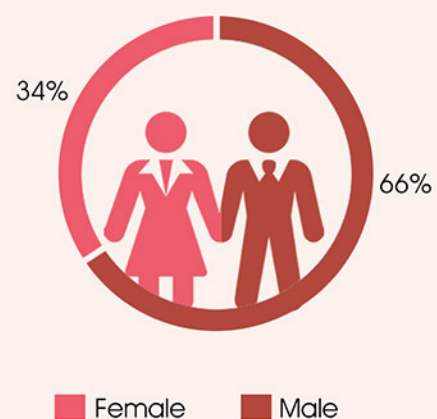
As of 31 March 2020, we employ a total of 228 employees, 95% of which are permanent full-time (FT) members of our operations. More than 1,000 additional personnel currently work to support Mann Field operations and represent our indirect headcount.

Below is a breakdown in diversity of age and gender of our employees.

Employee by Age Category



Employee by Gender



Employee turnover rate is an indicator for job satisfaction and performance in relation to the company's Human Resources Policy. We target a 8% turnover rate for technical functions and a 12% turnover rate for business support functions. The average turnover rate was 8% for this reporting period for both technical and business support functions.

Attracting and Developing Talent

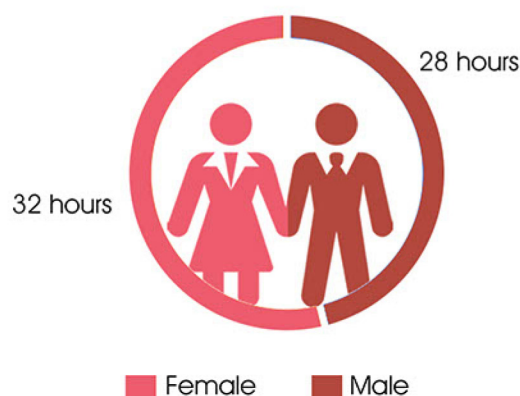
We operate in a country where although the number of skilled workers who pass the National Skills Standards Authority test is increasing each year, the skilled workforce remains limited. Many workers directly enter industries without undergoing vocational training, thus learning through employment is essential. We aim to attract high caliber individuals who demonstrate the ability to meaningfully grow their professional competency and invest in workforce development, up-skilling individuals and strengthening our business and our industry.

Our Approach

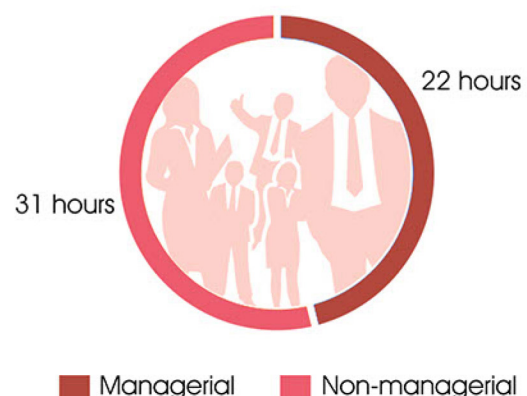
We believe in creating an environment that encourages employees to continuously learn by themselves, from each other, and by mentoring relationships. We continuously provide capability development to foster our people's skills and advancement. Employee engagement is key in providing a satisfying work environment and maintaining good relationships with our staff, as well as being a factor in attracting new talent to MPRL E&P. Our strategy includes the following elements:

- **Recognition:** identifying and promoting talent from within where possible.
- **Transparent communications:** encouraging a transparent performance appraisal and rewards process that is clearly communicated and an open-door policy to encourage open communications.
- **Capacity development:** encouraging staff training opportunities across relevant fields and also focusing on the development of soft skills.

Average Hours Training by Gender



Average Hours Training by Employee Category



We improve skills and competencies through regular performance management reviews, recognizing potential, undertaking education, training and coaching as appropriate, and offering professional development opportunities.

Mindful of the obstacles to vocational training that many in the local workforce face, we have developed a Learning and Development Policy and implemented an internal knowledge sharing training program to support capacity building. Annually, our Human Resources Department, in collaboration with our Heads of Department, develops corporate training plans for soft skills development and related technical trainings. Pre- and post-training assessment by the Heads of Department determines each program's effectiveness. We also provide a schedule of internal knowledge sharing trainings for existing employees. All new employees partake in an orientation program which existing employees are permitted to join if they feel they would benefit.

We leverage our partnership with international energy companies to further develop our employees through secondment programs.

Our progress on attracting and developing talent in 2019-2020

- During the reporting period, 100% of all entitled employees underwent performance reviews.
- Employees received an average of 32 hours of training per female employee and 28 hours of training per male employee.
- Employees received an average of 22 hours of training per management employee and 31 hours of training per non-management employee.
- We targeted the development of middle management employees through leadership and soft skills training as part of our succession planning activities.
- According to our Succession Plan and Gap Analysis, successful training was administered to all 49 successors this year.

In addition, MPRL E&P has been implementing a rigorous internship program for petroleum engineering and geoscience students from universities across Myanmar. Find out more on our website about how we are fostering our nation's new generations of talent to further enhance the sustainable growth of the Myanmar upstream energy industry.



Employee Health and Well-being

Employee health and well-being means a number of different things to us. This includes Occupational Health and Safety, employee health and well-being, and workforce engagement.

Occupational Health and Safety (OHS)

Ensuring high standards of occupational health and safety on sites is critical for upstream energy companies, given hazardous working conditions on site from work activities and harsh environmental conditions offshore. Working with flammable hydrocarbons at elevated temperatures, along with working at heights or in confined spaces, are all occupational health and safety risks for workers. Health and safety practices vary considerably across upstream energy operators in Myanmar, with workers in some operations lacking sufficient training and awareness, leading to dangerous practices and incidents.

No MPRL E&P employee should expect to or be exposed to harm when carrying out their duties. Beyond the human aspect, protecting our people also means protecting our reputation and our business. Our three fundamental Occupational Health and Safety (OHS) goals are;

- Zero accidents.
- No harm to people.
- Compliance with all applicable OHS legislation and regulations.

We expect all of our employees and those of our contractors to work in safe, healthy and responsible manners, demonstrating the highest levels of operational discipline. Our OHS Policy has been developed to set our commitments, what we expect of our people and specific responsibilities. Our policy is embedded in our overarching HSE system which aligns with international health and safety standards.

Our OHS Policy assigns individual and collective responsibility to all within our company and our value chain carrying out work on our company's behalf. The HSE Department sets relevant key performance indicators (KPIs) for each department, and it is the responsibility of the Heads of Department to achieve these through the implementation of OHS guidelines. Ongoing monitoring of protection measures is conducted by our HSE Officer, including tracking, inspection, reporting and assisting with technical input into emergency response procedures.

Our OHS goals are most easily achieved when our employees and contractors take individual responsibility for ensuring safe practices are the norm. To instill a safety-first culture in our people and business partners, we have introduced and used our Concern, Action, Reinforcement and Encouragement (CARE) Cards, which is a behavior based safety process. CARE Cards allow our staff and contractors to rate our workplaces based on how safe they are, identify risks, and reward and reinforce safe and responsible work practices. To date, over 29,441 CARE Cards have been distributed and we aim to grow this number.

Beyond making sure our employees work in a safe environment, we also consider it our responsibility to encourage physical activity, promote healthy eating, and support stress management and appropriate work-life balance.

According to the Global Nutrition Report 2020, obesity is on the rise in Myanmar's youth and adults and across both genders. To promote the virtues of a healthy lifestyle and improve our employees' physical well-being, we introduced the inaugural 'Weight Management Campaign' in 2019. This campaign saw employees embrace active and enjoyable team-building activities such as football, Stand Up Paddling (SUP), yoga and Zumba.



Workforce Engagement

We believe our employees should be engaged effectively to encourage performance and productivity. Employee engagement is about empowering our staff by creating an environment in which they are encouraged to feel themselves part of the organization, its mission and vision, and optimize the use of their skills and knowledge based on mutual trust and two-way communications. In other words, engaging our workforce can help reduce absenteeism, grievances, workplace injury and productivity loss.

At MPRL E&P, some of the main employee engagement channels are Town Halls, monthly Corner Office Notes, team-building retreats, Insight! Quarterly Newsletter, Learning Club, and corporate participation in health-related activities.



Our progress on employee health and well-being in 2019-2020:

- We achieved zero fatalities and an injury rate of 0.7 per million working hours. While these figures underscore our efforts to prevent all incidents and achieve our OHS goals, any figure larger than zero shows that we still have opportunities to improve. Through staff training and awareness raising, we will aim for no accidents and harm in the next reporting year.
- MPRL E&P employees participated in the YOMA Yangon International Marathon for five consecutive years as an employee engagement initiative.
- The Outstanding Performers Award Program recognized five employees for their significant contributions to the business during this reporting period.
- All permanent employees are covered by the Social Security Board (SSB) scheme, which is managed by the Ministry of Labour, Immigration and Population to enhance income security in cases of illness, maternity, work-related injuries and disabilities.



Town Hall in Mann Field



Our Community

At a closer look, communities living nearby our project locations rely on our capacity to improve their living conditions and capabilities paving the way for the development of their future generations

Our Community

Why Does It Matter To MPRL E&P?



Positive relationships with local communities are critical for our industry. For MPRL E&P, it is of particular importance in Mann Field; a site with more than 600 producing wells in an area that is home to 14 communities. Operating onshore in close proximity to local communities requires a sound understanding of community concerns, and a willingness of both MPRL E&P and community groups to work together for each other's betterment. Through open dialogue, opportunities for us to invest in communities become apparent and we can mitigate the impact of our operations to maintain our social license to operate.

We have in place policies and procedures with regard to engaging and supporting local communities in our areas of operations, and our policies are publicly available on our website. Our intention is to focus on community investment projects that address both our impacts and major development issues in our host communities. In this regard, we engage with all stakeholders to ensure that sufficient data and information are collected, and potential development options are identified together. We apply a monitoring and evaluation framework to track progress and report performance with the use of applicable tools and guidelines in a timely and transparent manner. Ultimately, the success of our Corporate Social Responsibility (CSR) Program in Mann Field is the product of a local community partnership model which involves and empowers a range of stakeholders, and Community Volunteers are one of them.

Community Volunteers

Since 2014, MPRL E&P has partnered with fourteen Community Volunteers from the fourteen surrounding communities in Mann Field. Experience has shown that the involvement of Community Volunteers in our CSR Program in Mann Field adds value to what we do as an organization and ensures broad community support for our strategic community development activities. Our Community Volunteer Program enables us to stay relevant to the needs and concerns of the communities and identify opportunities to bolster mutual benefits. We provide our Community Volunteers with both monetary incentives based on performance and capacity building trainings to enhance their skills and knowledge.



Engaging with Communities

In compliance with the Myanmar Environmental Conservation Law and Environmental Impact Assessment Guidelines, we undertook an Environmental and Social Impact Assessment (ESIA), and as part of the process, we conducted public consultation and disclosed all environmental related policies, EIA and/or SIA assessments and results, which are recognized by a consensus of relevant stakeholders including, but not limited to, government representatives, international non-governmental organizations (INGOs) and local non-government organizations (NGOs), civil society organizations (CSOs) and host communities. The report is available on our website.

Stakeholder Engagement



Frequency

388



Participants

4,117



Man-Hours

6,721

We strongly encourage employees, contractors, NGOs and governmental bodies to address the rights of communities surrounding our operations through active engagement and dialogue. In all our locations of operations, we conduct public consultation exercises focused on our local communities and undertake needs assessments to identify needs and concerns of the community which then enable us to identify and develop approaches to effectively and proactively address such needs and concerns.

During this reporting period, our stakeholder engagement initiatives reached 4,117 participants, helping us to better understand our host communities' concerns and needs, and build stronger relationships and partnerships with them.



Community Meeting in Mann Field



Responding to Communities

Businesses in Myanmar have been associated with lacking effective grievance mechanisms for individuals and communities to access in order to lodge complaints. If this is the norm, then we are determined to be the exception. We value our host communities and see disclosing information and providing platforms to promote two-way communications as important factors in partnership formation, trust building, and maintaining a social license to operate.

We have developed a multi-stakeholder approach in designing an Operational Grievance Mechanism (OGM) in Mann Field. This is the first mechanism in Myanmar that has been led by MPRL E&P, host communities and Myanma Oil and Gas Enterprise (MOGE), the state-owned entity involved in oil and gas in Myanmar.

The purpose of the OGM, which facilitates direct and open dialogue between stakeholders and MPRL E&P, is to empower local communities by providing them with a voice and to ensure impacts associated with our operations are solicited, monitored and effectively addressed. We believe:

- An effective feedback mechanism is a safe and proactive process that receives complaints and/or concerns associated with the company's operations.
- Stakeholders are provided with a constructive opportunity to develop partnerships with us by working together to minimize concerns.
- Concerns received can be resolved in a timely manner with all primary stakeholders in a confidential space.
- The views of each complainant are respected and not discriminated.

Our progress with the OGM in Mann Field:

- During the reporting period, an OGM Awareness Raising Campaign was carried out in conjunction with a CSR Open Day in which over 1,800 local people and students participated as school children competed in singing and dancing activities.
- During the fiscal year 2019-2020, 14 cases were effectively filed through the OGM, with an achievement of a 98% satisfaction rate on how all 14 cases were addressed and closed out. The KAP (Knowledge, Attitudes and Practices) Survey conducted at the end of the OGM Awareness Raising Campaign indicated we have reached a 96% awareness level of the mechanism among the local community.
- Quarterly OGM Progress Reports were published on our website.

Number of Cases Filed 116	Number of Cases Addressed 116	Average Duration to Closure (days) Target 30 days 9	Average Time to Feedback (days) Target 14 days 7
% Satisfied with the Process (Target 50%) 100	% Satisfied with the Outcome (Target 50%) 98	Average Time to Acknowledgement (days) Target 1-3 days 1	

OGM Key Performance Indicators (September 2014 – March 2020)



Supporting Communities

We recognize that strategic community investment projects should provide value for the Company and impact the community positively. As a result, we aim to contribute to sustainable development and improved livelihoods of communities where we operate through active engagement and regular dialogue.

Within Myanmar, agriculture remains central to development efforts, and is a key sector contributing to gross domestic product (GDP). Despite the sector's importance, food security and poverty continue to be major challenges in many parts of rural Myanmar. In this regard, MPRL E&P intends to support the improvement of the local agricultural sector to address these challenges along with the host community and relevant stakeholders.

Our business objectives for community investment include building relationships and enabling employee engagement. Led by the Corporate Social Responsibility Department, our participatory community investment initiatives aim to engage with and support local communities where we operate. We do this through:

- Investing in sustainable livelihoods (agriculture, livestock breeding, capacity development and vocational training).
- Improving well-being by addressing basic needs (improved access to clean water, sanitation, hygiene, health, nutrition and safety culture).
- Partnerships with local and regional organizations.

Our progress with community development:

- During the reporting period, our Corporate Social Responsibility Department oversaw the implementation of 20 community initiatives in Mann Field.
- We arranged capacity building trainings for our field staff, Village Development Committees (VDCs) and Community Volunteers.
- We delivered knowledge sharing sessions on sanitation and waste management within the communities and at local schools to support the Community-led Waste Management System in Mann Field.
- We supported three youths to pursue an 11-month vocational course at an Industrial Training Centre (ITC) in Magway.
- We published a Livelihood Development Report to present our approach to developing community livelihood opportunities since the fiscal year 2017-2018 especially for farming households, women and youth through partnerships in Mann Field. The report is available on our website.



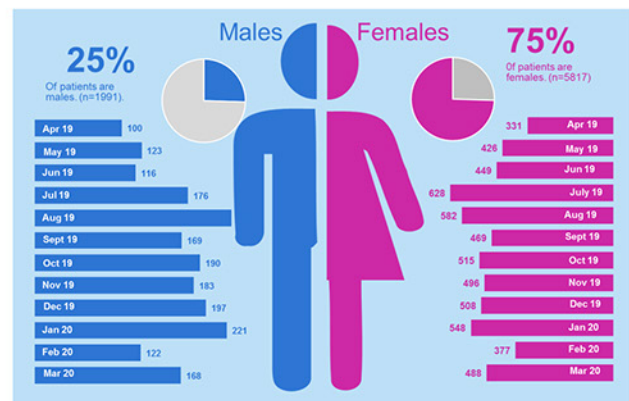
Case Study : Mobile Clinic Program in Mann Field

In addition to our initiatives that raise awareness on sanitation and environmental topics, our Mobile Clinic Program is made available in four villages in Mann Field: Chin Taung, Lay Eain Tan, Let Pan Ta Pin and Kyar Kan.

MPRL E&P's two Camp Doctors volunteer their time to run the clinic with a healthcare assistant and Community Volunteers. The objective of the program is to increase access to basic health care and health education for the medically under-served, which include the elderly, women and children in the communities.

In this reporting period, a total of 7,808 individuals attended the clinic, and a satisfaction survey was also conducted in order to assess the effectiveness of the program for the targeted patients. The survey results included:

- 100% of patients were satisfied with the care provided by doctors and instruction given for taking medicines by health care assistant and the support by Community Volunteers.
- 99% of respondents said they would come again to the clinic, if needed.
- 98% of respondents agreed that they were treated each time they came to the clinic.



Number of Patients by Gender

Success Stories of MPRL E&P's Community Livelihood Development Program in Mann Field

Horticulture Training for Vegetable Growers



Daw San May, a 61-year-old vegetable farmer from Kyar Kan Village, explained, "I used the traditional method of broadcast seeding to grow tomatoes. As a result, the plants grew unevenly in my pocket of land, and there were other challenges such as high labor costs associated with clearing weeds, labor scarcity and heavy rainfall."

Her experience was echoed by U Aung San Myint, a farmer from Man Kyoe Village, who said he applied the same method to grow tomatoes and the cost to

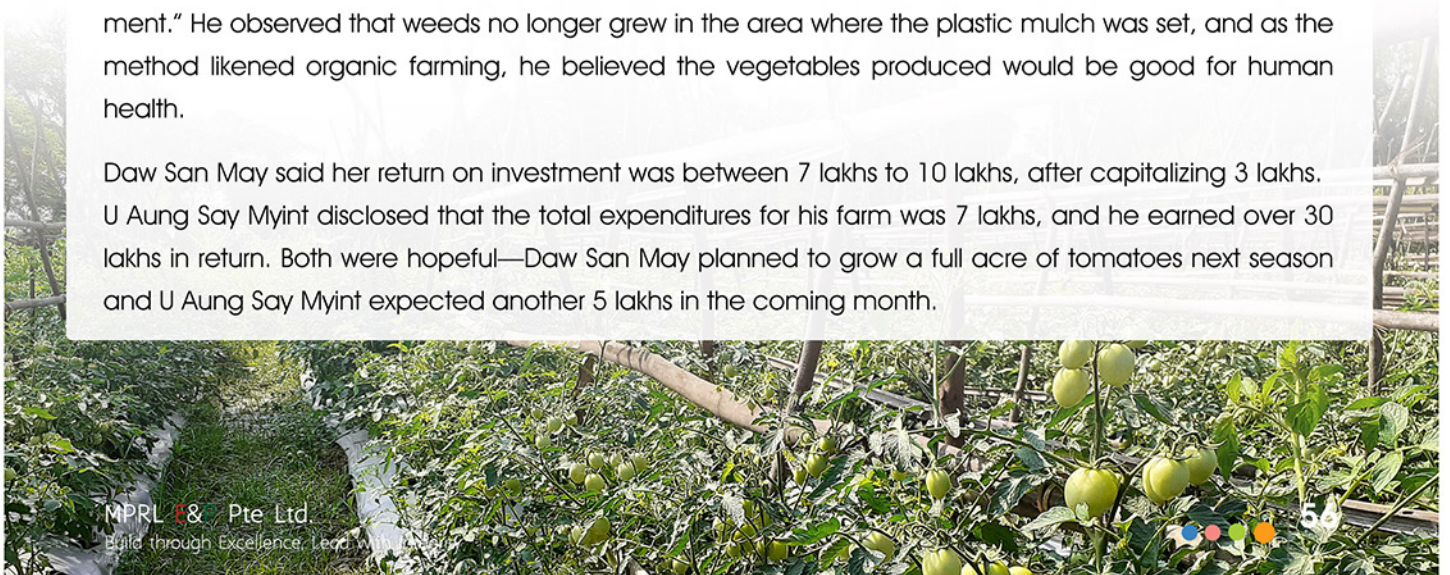
clear weeds from the plantation was up to 6 lakhs, which was no meager amount.

Both of these farmers attended a MPRL E&P-supported two-day Horticulture training in July 2019 by a certified subject matter expert from East-West Seed, an award-winning organization serving farmers. This hands-on training on horticulture for a group of 41 smallholders underscored modern science-based techniques on growing high-value tomatoes and chilies with optimized yields and sustainability of local ecosystems.

Putting their newly-acquired knowledge to use, both farmers saw that the use of plastic mulch or plasticulture led to a reduction in input costs as well as effects of changes in temperature, rainfall and wind to the crops. Daw San May said, "The black color of the planting beds absorbed perspiration, and therefore, the irrigation time was reduced from once in a week to once in ten days. Even when it rained, the planting beds would not collapse, and the roots did not become rotten."

U Aung San Myint added, "While the cost to set up the plastic mulch was just over MMK 60,000, the cost to clear weeds from the plantation with herbicides had been reduced to one tenth of the original requirement." He observed that weeds no longer grew in the area where the plastic mulch was set, and as the method likened organic farming, he believed the vegetables produced would be good for human health.

Daw San May said her return on investment was between 7 lakhs to 10 lakhs, after capitalizing 3 lakhs. U Aung Say Myint disclosed that the total expenditures for his farm was 7 lakhs, and he earned over 30 lakhs in return. Both were hopeful—Daw San May planned to grow a full acre of tomatoes next season and U Aung Say Myint expected another 5 lakhs in the coming month.



Seeing is Believing : Community Volunteer Pilots a Mushroom Model Farm

Ko Nay Zaw is a 35-year-old Community Volunteer representing Chin Taung Village in Mann Field. As a Community Volunteer, he is involved in the implementation of a wide range of MPRL E&P's CSR initiatives to support community development.

He then took a step further: becoming a champion for growing mushrooms through modern farming methods. "I used to grow mushrooms myself in the traditional way -- that is growing the mushrooms directly on the land," said Ko Nay Zaw.

After attending a hands-on training course on mushroom cultivation organized by MPRL E&P's CSR Program in August 2019, Ko Nay Zaw decided to apply his newly acquired skills at once. With the start-up funding from the CSR Program which was spent on building a mushroom house and buying ready-to-inoculate spawn, he set out his mushroom model farm by growing three types of mushrooms: Straw Mushrooms, Pearl Oyster Mushrooms and Cloud Ear Fungus. The farm was in full-swing by November 2019.

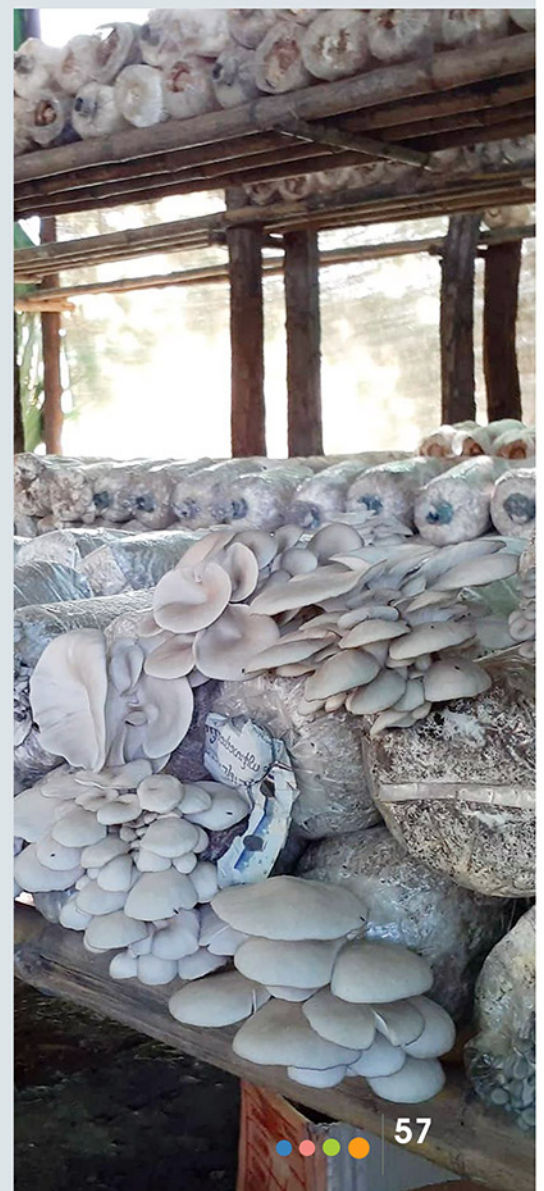
Ko Nay Zaw confidently said, "Cultivating popular mushrooms can help generate a daily income and big profits in a few weeks. Starting a mushroom farming business is fairly easy with a slim start-up cost and a high return on investment. Additionally, you can grow mushrooms using organic waste and natural fertilizers. It is full of nutrients conducive to human health. You do not have to worry that you will not sell out all of your harvest too."



Ko Nay Zaw
Community Volunteer
(Chin Taung Village)

MPRL E&P Pte Ltd.

Build through Excellence, Lead with Integrity



As intended at commencement, Ko Nay Zaw reached out to fellow farmers interested in his mushroom model farm to impart his experience and knowledge, answering questions patiently and at length. "A farmer from Kyauk Tan Village nearby came to study my model farm, and he started to grow his own mushrooms commercially. I explained how to build a growing house, how to water the mushrooms and how the mushroom market was. I believe more people in the area will start to follow my path as a result of these efforts over time, and it will be our collective achievement," said Ko Nay Zaw.

Moving forward, Ko Nay Zaw entertains the idea of growing a value-added mushroom farming business covering its supply chain. He is determined to further deepen his experience and knowledge on mushroom cultivation so as to ensure it becomes ever more profitable in the long run. He concluded, "Mushroom farming could be a home business that our community households manage on their own. Mushrooms are a sustainable food on our table as it is grown with organic waste. So I would like to express my thanks to MPRL E&P and its CSR Program for the support and knowledge given to me in the model farm project."

Straight Talk with U Thein Naing Win, Township Head of Department of Agriculture (Minbu Township)

How does the Department of Agriculture (Minbu Township) work together with MPRL E&P's CSR Program in order to launch agricultural initiatives that can support the livelihood activities of the farming communities in Mann Field?



The cooperation between MPRL E&P's CSR Program and the Department of Agriculture (Minbu Township) commenced in the fiscal year 2018-2019, and MPRL E&P's CSR Program contacted us as the farming households in Mann Field would like to seek support from us according to their needs assessment activities that explore the needs and concerns of the local communities in Mann Field. Since then we have been working together to introduce good agricultural practices (GAP) and to produce region-suited quality seeds among the community farmers.



What are the policies and programs that the Department of Agriculture (Minbu Township) is promoting in an effort to boost the agricultural sector in the region?

In terms of policies, the Department of Agriculture (Minbu Township) sets its sights on increasing regional agricultural productivity, lifting socio-economic standards of farmers through marketing of quality crops, promoting (access to) GAP and agricultural produce that are safe and healthy for consumers in the country. In this regard, its initiatives include producing and distributing quality seeds for the farmers in the region, training and knowledge sharing on modern agricultural techniques and conducting agricultural research projects.

Is there a plan for long-term cooperation with MPRL E&P's CSR Program in Mann Field? Would you like to share any reflection on the initiatives implemented up to now, including challenges and success?

The Department of Agriculture (Minbu Township) intends to continue working side by side with MPRL E&P's CSR Program for the farming communities in Mann Field. We started with a 4-acre chickpea farm that aimed to produce quality seeds (Chickpea Yaysin-12 which is a winter crop) with the involvement of four growers from Mann Field during the fiscal year 2018-2019. We were able to extend to 23 acres in the following fiscal year 2019-2020. We are now working with a total of 48 farmers from Lay Eain Tan Village to grow 87 acres of sesame (which is a summer crop) using GAP.

There are several challenges to tackle concerning the region's agricultural sector—(1) low agricultural output due to climate change, (2) labor shortage, and (3) low market prices at the time of harvest.

During these two fiscal years, we helped set up a community-based seed bank (which is a type of

gene bank that intends to preserve the region's genetic diversity). As a result our farmers in Mann Field were able to secure region-suited quality chickpea seeds at a reasonable price in time for their winter growing season. This is a success story I would like to share here.

Currently we are carefully documenting the progress of the four associations formed with the 48 farmers who are growing 87 acres of sesame this summer. Our farmers will be able to secure good prices for their yields to develop their livelihoods further, and hence living standards, by leveraging these associations. Based on the success of the results of using the GAP in these sesame plantations, we will continue to expand the coverage in the area.

What is the role of private entities in promoting the agricultural sector within the region?

I have worked at the Department of Agriculture (Minbu Township) as the Township Head of Department since 2012. During these periods, the Department has cooperated with a range of non-governmental organizations such as NAG, RFDA, My SFDA, P4 ICCO, Safe Crops and MPRL E&P to support the region's agricultural sector. All these entities carry out a variety of activities to address the needs of farming communities in cooperation with our Department on non-profit basis— including but not limited to providing seeds and technical support, knowledge sharing on agricultural techniques, assistance in selling produce in a cooperative manner, supports to disaster affected farming households and ensuring production of safe and healthy fruits and vegetables by regional farmers. There have been many benefits that farming communities have received from these activities. I desire to see more first hand examples of such cooperation in the region.

A Women's Sewing Initiative in Mann Field

One of the strategic objectives of the CSR program of MPRL E&P is to open doors for economic empowerment for women through vocational trainings. Here is an account of four women working together to run a sewing initiative in Mann Field with the support of our CSR Program.



Ma Kyi Kyi Myaing is a 27-year-old resident of Kyar Kan Village, one of the surrounding communities in Mann Field. She is currently serving as a Community Volunteer for the implementation of MPRL E&P's CSR programs in Kyar Kan Village. While she recruited other women from her village who were interested in joining the vocational training on cotton bag making skills, she herself took part in the lessons. Community members said they liked the bags she made and she started to receive orders which she fulfills by participating in this sewing group. She is hoping to save some of her earnings to invest in the future education of her son who has started attending local school.

Ma Kyu Kyu Win, another 47-year-old Kyar Kan resident, spends her time sewing bags at the women's cooperative Nammadar, the very first of its kind in the community. With her basic knowledge of sewing, Ma Kyu Kyu Win was able to secure her seat at the cotton bag making vocational training provided by MPRL E&P. She can now sew both cotton bags and traditional dresses. Therefore, she decided to concentrate on this business which enables her to earn a stable income.



Ma San San Htay is a 25-year-old member of the initiative from Lay Ein Tan Village. She explained that the initiative would sell their own bags as well as customized products upon requests from customers. This allows them to be flexible with their customers. With regard to the support provided by the CSR programs, she said, "The CSR team has conducted many follow-up activities which are very supportive for us. They have this Vocational Training Support Program which enables us to secure material supplies, to further enhance our business skills, and to seize networking opportunities to market our products from the local level to the regional level. For our cooperative, we need to work together and aim to be an enduring and collective success."

Another beneficiary of the cotton bag making vocational training is **Ma Wai Wai Lwin** from Kyee Bin Kan Village. Although she was busy with her farming business, the 40-year-old decided to polish her basic sewing skills by attending the cotton bag making vocational training in late 2018. It has proved to be a good investment because with her enhanced skills she is able to produce better products which ensure customer satisfaction and attract more customers. She said, "Our cotton bags are becoming more and more popular with the customers because they are affordable in terms of price and sustainable in terms of the environment."



Key Performance Indicators FY 2019-2020

Economic Performance

GRI Standard Ref	Direct Economic Value Generated and Distributed	FY 2019-2020 (USD)
GRI 201-1	Direct economic value generated	9,886,689.54
	Total revenue	
	Community investments	US\$ 276,213
	Total cash charitable donations	MMK 234,501,623

Note: MPRL E&P is not a public listed company therefore some financial information could not be disclosed.

Environmental Performance

GRI Standard Ref	KPI	Units	FY 2019-2020
GRI 306-2	Waste by type and disposal method		
	Total weight of hazardous waste	Kg	1,432.00
	Total weight of non-hazardous waste		12,845.43
	Total composting		1,365.20

Social Performance

GRI 102-7	Total Workforce	No. of People	228
GRI 102-8 a.	Total Workforce by Employment Contract and Gender		
GRI 306-2	Permanent contract		
	Male	No.	140
	Female	No.	76
	Fixed term / Temporary contract		
	Male	No.	10
	Female	No.	2

GRI 401-1 a.	Total No. of New Hires by Gender and Age	No. of People	34			
				Below 30	30-50	Above 50
	Total no. of new hires by gender and age	No.	Male	7	8	3
		No.	Female	10	4	2
	Rate of new hires by gender and age	%	Male	46.7	7.8	9.1
		%	Female	35.7	9.1	33.3
GRI 401-1 a.	Total No. of Employee Turnover by Gender and Age	No. of People	18			
				Below 30	30-50	Above 50
	Total no. of employee turnover by gender and age	No.	Male	2	5	1
		No.	Female	6	3	1
	Rate of employee turnover by gender and age	%	Male	13.3	4.9	3.0
		%	Female	21.4	6.8	16.7
GRI 403-9 (2018)	Total No. and Rate of Workplace Fatalities and Injuries	MPRL E&P HQ		MPRL E&P On-site		
		Number	Rate	Number	Rate	
	Workplace fatalities	0	0.0	0	0.0	
	Workplace injuries	0	0.0	1	0.7	
	High-consequence Work-related injuries	0	0.0	0	0.0	

Appendix

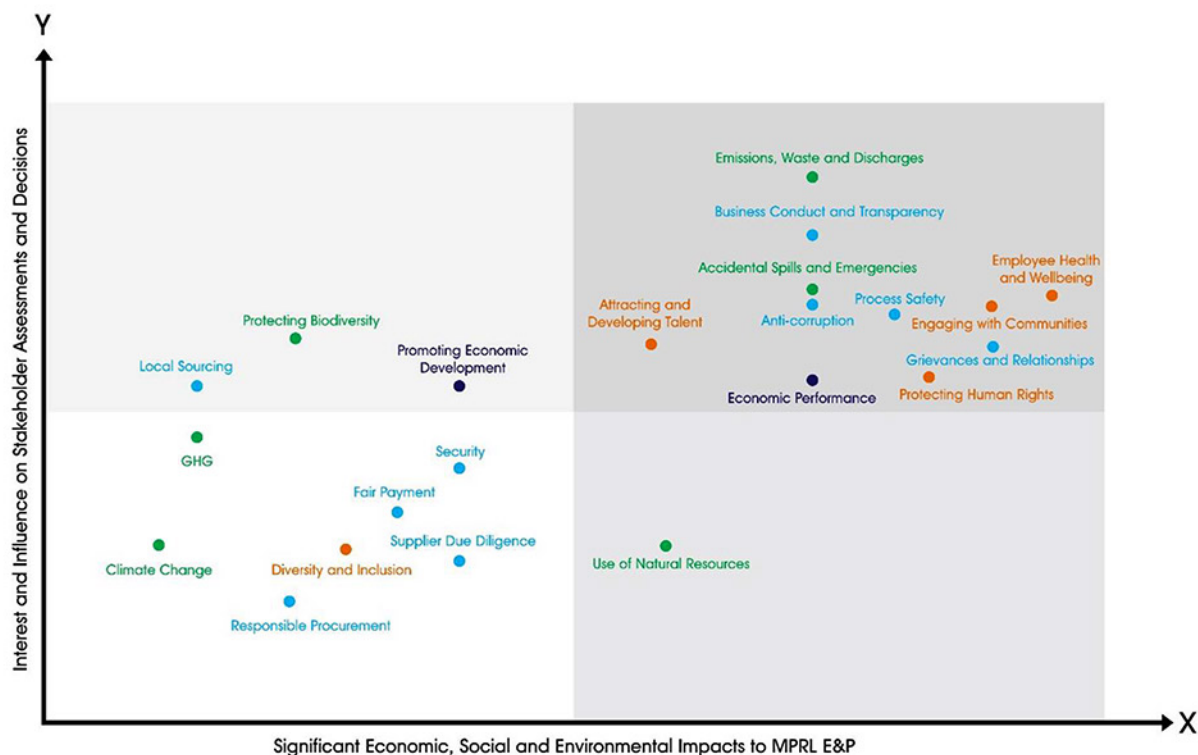
Memberships

- Myanmar Survey Network
- Myanmar Extractive Industries Transparency Initiative (MEITI)
- United Nations Global Compact (UNGC)
- Asian Venture Philanthropy Network (AVPN)

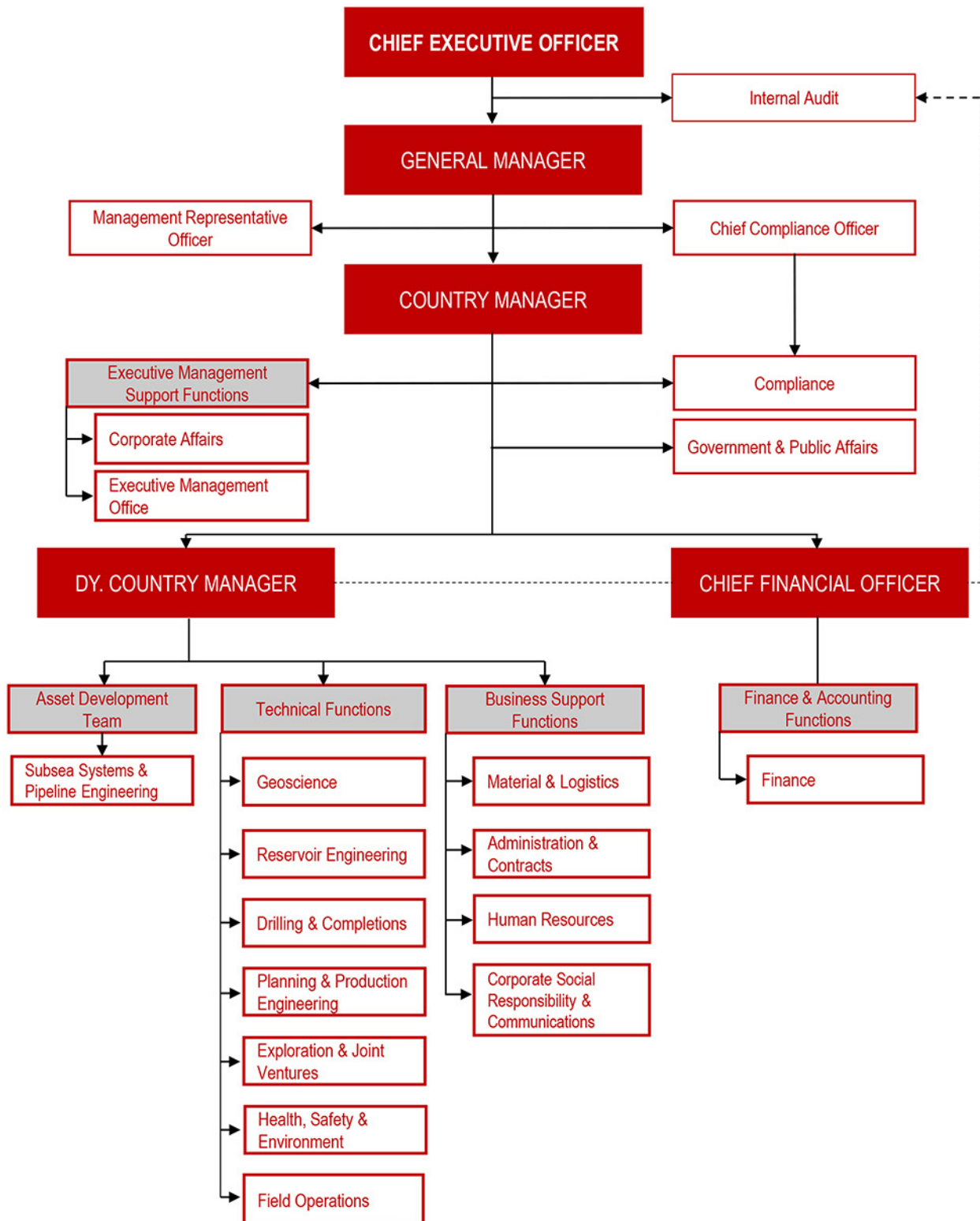
Materiality Matrix

We initially identified 21 sustainability topics which could be material to our business and our stakeholders. We prioritized these topics through internal and external stakeholder engagement. Stakeholders scored topics based on their importance; assigning a score of "1" if the topic was not considered important, and a score of "6" if it was extremely important.

The scores provided by the Heads of Department survey and the external stakeholders, were collated and averaged, to determine the "Importance to Stakeholders" score. A Senior Executive Management workshop using the same methodology was conducted to determine the "Importance to Business" score. Senior Executive Management then analyzed and confirmed MPRL E&P's material topics as those situated in the upper right quadrant of the matrix.



Governance Structure



GRI Standards Index

GRI Standard Disclosure Number and Title		Sustainability Report 2020 (page number or report section) / Other References	Remarks
GRI 100: Universal Disclosures 2016			
GRI 102: General Disclosures 2016			
102-1 Name of the organization		About Us	
102-2 Activities, brands, products, and services		About Us	
102-3 Location of headquarters		About Us	
102-4 Location of operations		About Us	
102-5 Ownership and legal form		About Us	
102-6 Markets served		About Us	
102-7 Scale of the organization		About Us	
102-8 Information on employees and other workers		About Us	
102-10 Significant changes to the organization and its supply chain		GRI index	
102-11 Precautionary principle or approach		GRI index	
102-12 External initiatives		Appendix	
102-13 Membership of associations		Appendix	
102-14 Statement from senior decision maker		Message from the Chief Executive	
102-16 Values, principles, standards, and norms of behaviour		Our Approach to Sustainability	
102-18 Governance structure		Ethics and Business Conduct	
102-40 List of stakeholder groups		Our Approach to Reporting	
102-41 Collective bargaining agreements		Our People	
102-42 Identifying and selecting stakeholders		Our Approach to Reporting	
102-43 Approach to stakeholder engagement		Our Approach to Reporting	
102-44 Key topics and concerns raised		Our Approach to Reporting	
102-45 Entities included in the consolidated financial statements		Economic strength	
102-46 Defining report content and topic boundaries		About the Report	
102-47 List of material topics		Our Approach to Reporting	
102-48 Restatements of information		GRI index	Not applicable. This is the first MPRL Sustainability Report.
102-49 Changes in reporting		GRI index	Not applicable. This is the first MPRL Sustainability Report.
102-50 Reporting period		About the Report	
102-51 Date of most recent report		GRI index	Not applicable. This is the first MPRL Sustainability Report.
102-52 Reporting cycle		About the Report	
102-53 Contact point for questions regarding the report		About the Report	
102-54 Claims of reporting in accordance with the GRI Standards		About the Report	
102-55 GRI content index		GRI index	
102-56 External assurance		GRI index	No external assurance for report content.

GRI Standards Index

Material Topics		
GRI 200: Economic Topics		
GRI 201: Economic Performance 2016		
GRI 103: Management Approach 2016	103-1 Explanation of the material topics and its boundaries 103-2 The management approach and its components 103-3 Evaluation of the management approach 201-1 Direct economic value generated and distributed	Economic strength
GRI 205: Anti-Corruption 2016		
GRI 103: Management Approach 2016	103-1 Explanation of the material topics and its boundaries 103-2 The management approach and its components 103-3 Evaluation of the management approach 205-1 Operations assessed for risks related to corruption 205-2 Communication and training about anti-corruption policies and procedures 205-3 Confirmed incidents of corruption and actions taken	Ethics and Business Conduct
GRI 303: Water and Effluents 2018		
GRI 103: Management Approach 2016	103-1 Explanation of the material topics and its boundaries 103-2 The management approach and its components 103-3 Evaluation of the management approach 303-4 Water discharge	Environmental Stewardship > Emissions, Waste and Discharges Emissions, Waste and discharges
GRI 305: Emissions 2016		
GRI 103: Management Approach 2016	103-1 Explanation of the material topics and its boundaries 103-2 The management approach and its components 103-3 Evaluation of the management approach 305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions 305-3 Other indirect (Scope 3) GHG emissions 305-4 GHG emissions intensity	Environmental Stewardship > Emissions, Waste and Discharges
GRI 306: Effluents and Waste 2016		
GRI 103: Management Approach 2016	103-1 Explanation of the material topics and its boundaries 103-2 The management approach and its components 103-3 Evaluation of the management approach 306-2 Waste by type and disposal method 306-3 Significant spills	Environmental Stewardship > Emissions, Waste and Discharges
GRI 307: Environmental Compliance		
GRI 103: Management Approach 2016	103-1 Explanation of the material topics and its boundaries 103-2 The management approach and its components 103-3 Evaluation of the management approach 307-1 Non-compliance with environmental laws and regulations	Environmental Stewardship > Process Safety

GRI Standards Index

GRI 400: Social Topics		
GRI 401: Employment 2016		
GRI 103: Management Approach 2016	103-1 Explanation of the material topics and its boundaries	Our People > Attracting and Developing talent
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	
	401-1 New employee hires and employee turnover	
GRI 403: Occupational Health and Safety 2018		
GRI 103: Management Approach 2016	103-1 Explanation of the material topics and its boundaries	Our People > Employee Health and Wellbeing
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	
	403-9 Work-related injuries	
	403-10 Work-related ill health	
GRI 404: Training and Education 2016		
GRI 103: Management Approach 2016	103-1 Explanation of the material topics and its boundaries	Our People > Attracting and Developing talent
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	
	404-1 Average hours of training per year per employee	
	404-2 Programs for upgrading employee skills and transition assistance programs	
	404-3 Percentage of employees receiving regular performance and career development reviews	
GRI 412: Human Rights Assessment		
GRI 103: Management Approach 2016	103-1 Explanation of the material topics and its boundaries	Ethics and Business Conduct > Protecting Human Rights
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	
	412-1 Operations that have been subject to human rights reviews or impact assessments	
	412-2 Employee training on human rights policies or procedures	
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	
GRI 413: Local Communities 2016		
GRI 103: Management Approach 2016	103-1 Explanation of the material topics and its boundaries	Our Community > Engaging with Communities
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	
	413-1 Operations with local community engagement, impact assessments, and development programs	
GRI 419: Socioeconomic Compliance 2016		
GRI 103: Management Approach 2016	103-1 Explanation of the material topics and its boundaries	Ethics and Business Conduct
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	
	419-1 Non-compliance with laws and regulations in the social and economic area	

Cautionary Note

This report contains both historical and forward-looking statements. The latter were made based on the current economic situations, assumptions and expectations with regard to our business operations, involving both known and unknown risks. This can result in changes in the results and performance of what has been mentioned in such statements. Therefore, it is the reader's discretion not to put unwarranted reliance on them.

What is your opinion on our Sustainability Report 2020?

1. Please specify in which stakeholder group do you belong to? (Please tick only one choice)

- ☐ Employees
- ☐ Shareholders / Investors / Financial Institutions
- ☐ Suppliers
- ☐ Sustainable Development Bodies
- ☐ Business Community
- ☐ Government Agencies
- ☐ Business Partners / Supplier / Contractors
- ☐ NGOs
- ☐ Community and Society
- ☐ Journalists
- ☐ Students / Research / Academic Institutes
- ☐ Others (Specify)

2. Through which channels do you receive our sustainability information?

- ☐ MPRL E&P's employees
- ☐ MPRL E&P's website www.mprlexp.com
- ☐ MPRL E&P's social media pages
- ☐ Others (Specify)

3. In reading our Sustainability Report 2020, which of the following sections do you think was the most interesting? (Please tick ONE and specify the reason)

- ☐ Message from the Chief Executive
- ☐ Our Approach to Sustainability
- ☐ Materiality Process
- ☐ Ethics and Business Conduct
- ☐ Environmental Stewardship



- ☐ Our People
- ☐ Our Community

(Please specify reason)

4. Please rate your satisfaction with our Sustainability Report 2020.

Statement	Very	Medium	Less	Not satisfied
Completeness of the report				
Topics of the report				
Interesting content in the report				
Easy-to-understand content				
Design of the report				
Satisfaction with the overall report				

5. How much does our Sustainability Report 2020 provide you with an understanding of MPRL E&P's sustainability approach and efforts?

- ☐ Yes, fully
- ☐ Yes, partially
- ☐ Not at all

6. Please provide any other feedback or suggestion for improvement here.

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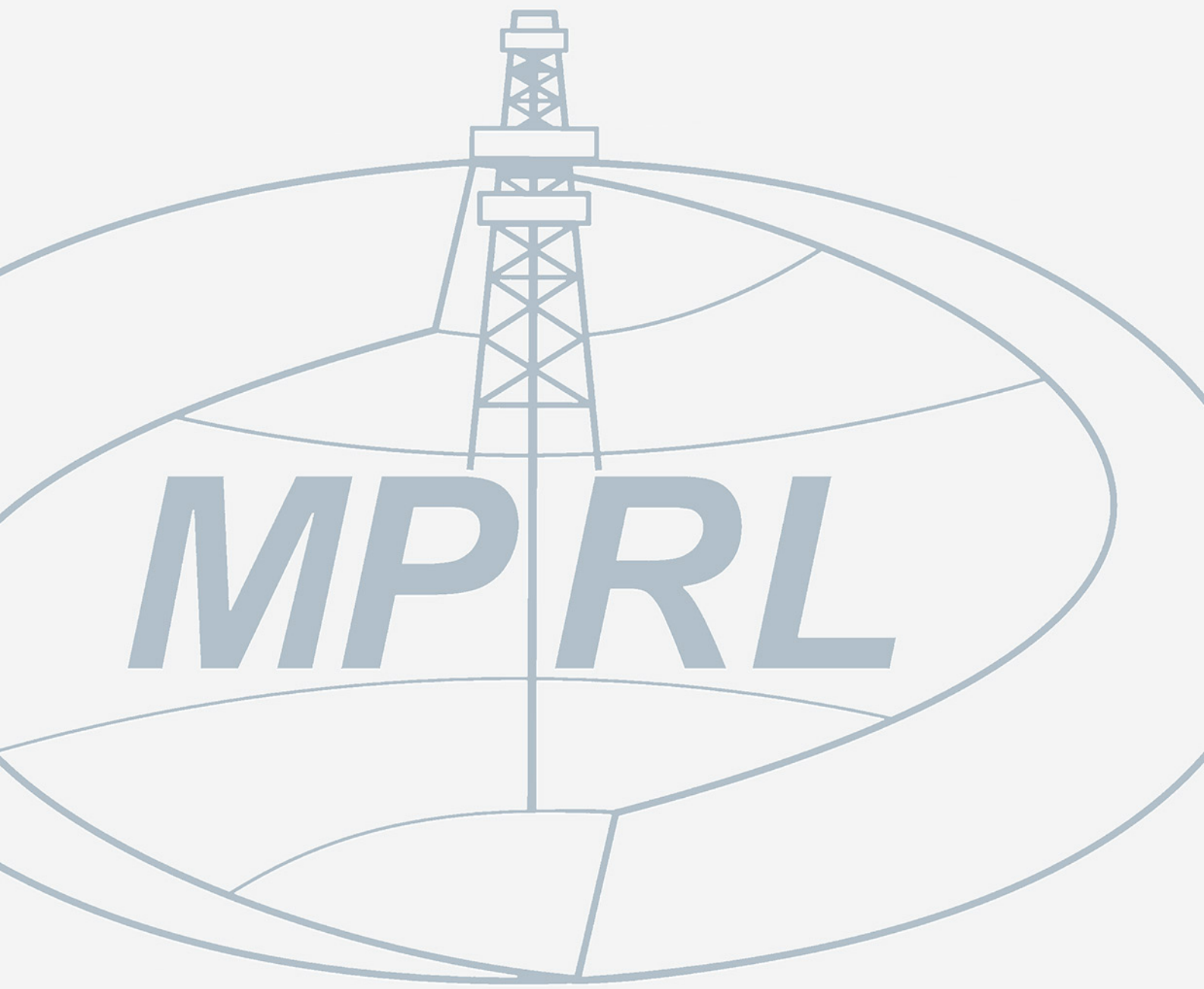
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Thank you very much for your valuable contribution.

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