

Sustainability Report | 2023

Advancing Sustainability through
Adaptability, Alignment, and Opportunities



Build through
Excellence
Lead with
Integrity

CONTENTS

■ 1. Overview

- 2. About Us
 - 8. Message from the Chief Executive
 - 12. Historical Milestones
 - 14. About the Report
 - 16. Our Performance Highlights
 - 19. Our Approach to Sustainability
 - 20. Our Approach to Reporting
-

■ 2. Corporate Governance

- 26. Corporate Governance
 - 34. Business Conduct and Transparency
 - 35. Anti-corruption
 - 37. Protecting Human Rights
 - 40. Whistleblowing Channels
-

■ 3. Economic Development

- 42. Our Investments in Domestic Energy Resources
 - 43. Our Support to the Local Economy
-

■ 4. Environment

- 45. Environmental Stewardship
- 48. Emissions, Wastes and Discharges
- 52. Process Safety
- 53. Accidental Spills and Emergencies

- 56. Case Study
 - 57. Going Forward
-

■ 5. Our People

- 59. Diversity and Inclusion
 - 66. Employee Health, Safety and Well-being
 - 71. Talent Management
 - 76. Workforce Engagement
 - 78. Going Forward
-

■ 6. Our Community

- 80. Our Corporate Social Responsibility Framework
 - 85. Our Contributions to Local Communities
 - 89. Case Studies
 - 101. Going Forward
-

■ 7. Annexes

- 103. GRI Content Index
 - 108. ISO 26000 Content Index
 - 109. Key Performance Indicators
 - 115. Memberships
 - 115. Cautionary Note
 - 116. Stakeholders Feedback Form
-

1. Overview



About Us

Message from the Chief Executive

Historical Milestones

About the Report

Our Performance Highlights

Our Approach to Sustainability

Our Approach to Reporting

About Us



In today's society, energy security holds greater importance than ever before. With escalating energy prices and a growing demand for energy, ensuring energy security has become a complex challenge that necessitates a coordinated response from governments, the private sector, and consumers alike. Reliable access to energy, including domestically sourced options, at affordable prices is essential for a nation's economic development, environmental sustainability, and social stability.

MPRL E&P is a Myanmar-led independent upstream energy company that has been operating in Myanmar since 1996. As the main contractor to Myanma Oil and Gas Enterprise (MOGE), MPRL E&P collaborates on joint operations associated with the Mann Field Enhanced Oil Recovery Project, located in the Magway Region of Central Myanmar. Since the commencement of operations in the oil field, this partnership has made significant strides towards fulfilling a substantial portion of the domestic energy demand.



Due to COVID-19-related restrictions and recent social events in the country, meeting major milestones for the Pyitharyar Integrated Project (PIP) faced delays. Despite these challenges, in FY 2022-2023, we continued to accelerate the project's development while efficiently managing the withdrawal of our partners. It's important to emphasize to our stakeholders and fellow citizens that PIP will play a crucial role in enhancing domestic energy security for our nation. Currently, PIP stands as the sole opportunity to significantly address our country's energy security needs. MPRL E&P remains steadfast in our commitment to advancing Block A-6 Pyitharyar Integrated Project (PIP), recognizing its paramount importance at the national level, and pushing forward towards the development and production phases.



Reliable access to energy, including domestically sourced options, at affordable prices is essential for a nation's economic development, environmental sustainability, and social stability.

We prioritize the safety and security of our staff and contractors while taking a patient and delicate approach to address some of the operational limitations on the ground. As a result, our operations have experienced limited impacts. At the same time, our social license to operate within our communities remains strong due to our ongoing engagement and community initiatives through our Corporate Social Responsibility (CSR) Program in Mann Field, addressing livelihood, skills, education, and health needs. We plan to implement best practices from our CSR Program in Mann Field into our Pyitharyar Integrated Project (PIP) going forward.





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

It is with great pleasure that I welcome you to our third Sustainability Report for the Myanmar Financial Year 2022-2023 on behalf of the Board of Directors of MPRL E&P Pte Ltd.

In the Myanmar Financial Year 2022-2023, despite the price volatility in global oil and gas markets and domestic circumstances affecting our operating environment, our steadfast commitment to enhancing organizational capability and promoting sustainability across every function has enabled us to not only sustain but also exceed our performance targets. This dedication encompasses health, safety and environmental initiatives, people development and social management.

We are well-positioned to thrive in the evolving energy sector landscape, which places renewed emphasis on energy security, waste and emissions reduction, employee safety and security, and community engagement and support. In our Sustainability Report 2023, we outline how we have prioritized these areas and navigated the challenges of the market while contributing positively to the communities, the environment, and society. Allow me to highlight some of our key priorities in the reporting period.

Reinforcing Our ESG Commitment

Our leadership team is committed to ensuring that our business and employment standards not only comply with regulatory changes but also align with the broader context of sustainable development. We are firmly focused on achieving profitability, long-term growth, and the sustainability of our organization.

A core priority remains responsible and sustainable production and consumption. In Mann Field, our project continues to adhere to the highest industry standards in environmental stewardship,



safety, and community engagement. We are committed to bolstering domestic energy security while supporting the livelihoods of our fellow citizens of the Republic of the Union of Myanmar.

Safeguarding the Environment, Health and Safety of Our People

We strictly adhere to stringent procedures and guidelines for monitoring and managing waste in Mann Field, ensuring full compliance with environmental regulations and minimizing the impact of any recorded spill incidents. Additionally, we prioritize the treatment and reinjection of produced water, totaling 4 million barrels up to this reporting period, in accordance with environmental regulations and industry best practices. We are committed to continuously improving preventive procedures and controls as part of our safety and environmental initiatives. Another significant achievement is reaching a key safety milestone of 2,351,920 man-hours without a Loss Time Accident (LTA) in Mann Field. Furthermore, we have recorded 9,551 CARE Cards, which exemplify our collective commitment to fostering a safety culture within our organization.

While we maintain transparency in reporting our environmental and safety performance, we remain agile in addressing evolving operational challenges. We actively engage with our stakeholders to understand and meet their expectations, as well as to address any concerns they may have.

Promoting Workforce Development

Recently, we have revitalized our safety practices and workforce development programs by integrating human performance improvement concepts and fostering a culture of continuous learning throughout the organization.

Our commitment to fostering a workplace culture that encourages growth remains steadfast. We empower all our employees to achieve their professional and personal goals. In particular, we prioritize the professional development and economic contributions of our female talent, promoting diversity and inclusivity at MPRL E&P.

Simultaneously, we have made significant strides in talent acquisition and development for our Pyitharyar Integrated Project (PIP). This initiative is geared towards enhancing our future energy access. We eagerly anticipate collaborating with our partners in neighboring countries and the Asia Pacific region to achieve our shared goals of energy security and prosperity.

Celebrating our CSR Journey

Over the past decade, our CSR Program in Mann Field has made a significant impact, underscoring our commitment to social responsibility in the local community. We wish to reassure you that our CSR strategy is continuously evolving to meet the social and economic challenges faced by the communities hosting our projects. This approach is not only about reflecting on recent years but also focusing on the present and future, ensuring our initiatives remain relevant and impactful.

Our dedication to enhancing community access to affordable healthcare continues to be a cornerstone of our efforts. We seized an opportunity to collaborate with the Department of Public Health (Minbu Township) under the Ministry of Health, launching an eye health campaign that reached both schools and the broader community in Mann Field. This initiative brought significant benefits to dozens of community school children and senior citizens, providing them with initial eye screenings, comprehensive eye tests, surgeries, and the necessary equipment to improve their vision.



The impact of Cyclone Mocha in May 2023 was a significant event, adversely affecting parts of Myanmar through human tolls, and causing extensive damage to homes, offices, infrastructure, and agriculture. In response to this disaster, we mobilized a substantial monetary contribution to the State Emergency Appeal Fund. Our contribution was aimed at supporting the recovery planning and reconstruction efforts in the areas most affected by the cyclone.

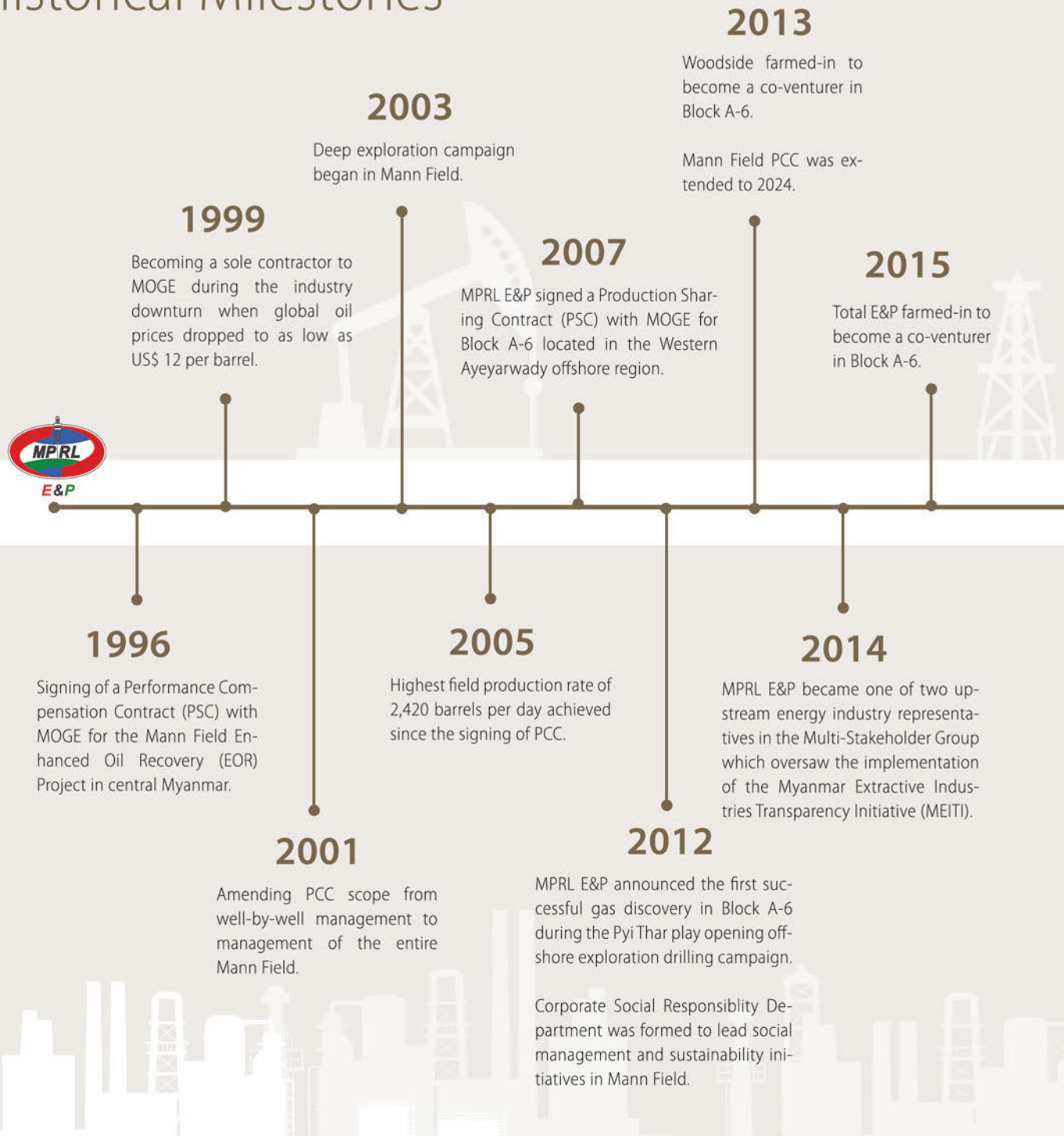
Furthermore, we continue to engage actively with the United Nations Global Compact, reaffirming our commitment to its principles. Our contributions towards the United Nations Sustainable Development Goals (UN SDGs) - specifically Goals 8 (Decent Work and Economic Growth), 12 (Responsible Consumption and Production), 14 (Life Below Water), 16 (Peace, Justice and Strong Institutions), and 17 (Partnerships for the Goals) - stand as a testament to our dedication to advancing global sustainability and ethical business practices.

I invite you to delve into this report, which elaborates the substantial achievements we have collectively realized in a changing environment, showcasing our significant progress across all ESG fronts during the Myanmar Financial Year 2022-2023.

U Moe Myint

Chief Executive Officer
MPRL E&P Pte Ltd.

Historical Milestones



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.

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.

2021

In April 2021 MPRL E&P started restoring crude oil production in Mann Field, which achieved 900 bopd at end of FY 2021-2022.

2023

MPRL E&P published a report marking the tenth anniversary of its CSR Program in Mann Field.

MPRL E&P achieved a safety milestone of 2,351,920 man-hours without a LTA.

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.

2020

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

MPRL E&P developed and mobilized its resilience strategies and plans to tackle the impacts from the coronavirus pandemic and global upstream energy downturn, which witnessed oil prices went negative.

2018

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

26th
Anniversary

2022

MPRL E&P conducted a community-wide assessment on its social return on investment in Mann Field.

MPRL E&P completed a COVID-19 staff inoculation campaign and started to reinstate its workforce development and recognition programs.

MPRL E&P became 100% operator of Block A-6.

About the Report

This is our third Sustainability Report and with this report we aim to provide our stakeholders the context in which we operate as a business in the upstream energy sector in Myanmar. We believe this report provides an accurate and balanced account of our sustainability management approach and performance with regards to our most material sustainability topics, which contributes towards creating a sustainable and equitable world.

Scope & Data

Unless otherwise specified, the environment, social, governance and economic data in this report covers all activities and assets over which MPRL E&P Pte Ltd. had operational control during the reporting period. In this report, “we” and “MPRL E&P” are equivalent terms.

The data and information disclosed in this report have not been independently verified and we have applied an internal monitoring and verification system for accuracy and reliability prior to publication.

Reporting Period

This report describes the approach and performance of MPRL E&P for our Financial Year 2022-2023 (FY 2022-2023) which covers the period of 1 April 2022 to 31 March 2023. Our reporting period thus covers FY 2022-2023. Furthermore, the report covers certain actual facts prior to and after this reporting period, including subsequent policies, objectives, and plans.

Reporting Guidelines

This report has been prepared in accordance with the

- Global Reporting Initiative (GRI) Universal Standards 2021, and
- Oil and Gas Sector Standards.

Additionally, MPRL E&P has used the following international standard as a guide to integrate social responsibility into our values and practices:

- ISO 26000 Social Responsibility.

Content indexes associated with the above guidelines and principles are disclosed in this report.

We Support the UN Global Compact

Since 2016, we are a signatory of the United Nations Global Compact (UNGC) and this report serves as the 2024 Communication on Progress (CoP) for our organization.



Contact for Feedback & Questions

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Scheduled Publication of Next Report

March 2026

Our Performance Highlights

Priorities	Indicators	FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023
Economic and Social Performance	Total revenues	US\$ 9.89 million	US\$ 6.34 million	US\$ 9.18 million	US\$ 11.62 million
	Total investment in Mann Field since 1996	US\$ 229.58 million	US\$ 240.52 million	US\$ 246.04 million	US\$ 254.67 million
	Cost savings realized by Myanmar due to incremental oil production in Mann Field	US\$ 331.67 million	US\$ 337.92 million	US\$ 346.44 million	US\$ 387.11 million
	Direct and indirect job creation	1400+	1300+	1300+	1300+
	Total contributions to social performance initiatives	US\$ 4.57 million and MMK 24,163 million			
	Spending on local suppliers	US\$ 343,461.98	US\$ 144,037.19	US\$ 146,525.19	US\$ 507,917.27

Operations	Cumulative oil production	122 million barrels	122.3 million barrels	122.5 million barrels	122.7 million barrels
	Cumulative gas production	125 billion cubic feet	125.3 billion cubic feet	125.5 billion cubic feet	126.8 billion cubic feet
	Total number of wells	674			
	Peak production (1979)	24,711 barrels of oil per day (BOPD)			
	Original volumes in place	500 million barrels			
Health and Safety	Fatalities	0	0	0	0
	Man-hours without a LTA (Loss Time Accident)	2,613,524	603,244	1,295,608	2,351,920
	Number of CARE (Concern, Action, Reinforcement and Encouragement) Cards reported	8,962	7,639	3,523	9,551

Environment	Discharge of produced water since August 2017	0	0	0	0
	Disposed/Re-injected volume of produced water (cumulative)	2.9 million barrels	3.4 million barrels	3.7 million barrels	4 million barrels
Organization	% of Myanmar nationals recruited	99	98	98	96
	% of women in the workforce	24	24	24	25
	% of women holding managerial positions	26	27	26	18
	Number of interns trained (cumulative)	80	87	87	87

Our Approach to Sustainability

The business landscape in Myanmar has undergone significant changes over the past decade, presenting new challenges and opportunities. To navigate this evolving environment, we recognize the need to meet the heightened expectations of our stakeholders and demonstrate strategic resilience. Our governance systems have been strengthened to guide our decisions, ensuring sustainable economic growth while prioritizing ethical considerations to avoid harm to communities and the environment.

Embedded within our management philosophy, reflected in our mission, vision, and values, is our commitment to contributing to sustainable development by responsibly exploring, developing, producing, and delivering hydrocarbons to meet Myanmar's energy needs. We have cascaded our corporate goals throughout the organization, empowering individuals to secure resources and implement initiatives that contribute to our collective success. Additionally, our focus on workforce development remains steadfast, with strategic retention initiatives, training, and engagement programs in place.

As we implement our management philosophy and compliance framework and strengthen our sustainability initiatives, we recognize the importance of transparent communication with stakeholders. Through our website and other channels, we regularly issue reports and publications to provide insights into our sustainable management approach, performance, community engagement efforts, and our commitment to maintaining and enhancing our social license to operate. We are encouraged by the positive reception of these communications by our stakeholders.

Furthermore, we remain engaged with the United Nations Global Compact platform, demonstrating our commitment to upholding fundamental responsibilities in areas such as human rights, labor standards, environmental stewardship, and anti-corruption efforts.

Our Approach to Reporting

We are dedicated to understanding the topics that are pertinent to our business activities and significant to our stakeholders. This ongoing effort allows us to understand potential risks, opportunities, and impacts on the economy, environment, and people, including considerations related to human rights, arising from our planned and ongoing operations.

For this report we have taken into consideration the new GRI guidance and conducted a methodological materiality review to assess whether the material topics identified in 2022 continue to be valid in light of the unprecedented challenges of recent years and changing external environment.



Our Material Sustainability Topics

Since its inception in FY 2019-2020, our formal materiality assessment, led by an independent third party, has identified 11 themes relevant to the upstream energy industry and MPRL E&P's operations within the domestic business context. In 2022, our renewed assessment identified two additional material topics: economic performance and diversity and inclusion. These topics have been included in our material topics list, and their progress is discussed in corresponding sections of this report, reflecting their ongoing significance to our business.

The continued inclusion of health, safety, and wellbeing as a material topic underscores the intrinsic nature of our business and operational activities, as well as our unwavering commitment to ensuring the safety and wellbeing of our workforce. Moreover, we recognize the importance of engaging with the communities with longstanding connections to the areas where we operate. We continue to learn from and collaborate with the host communities in Mann Field, striving together to achieve shared prosperity. This report delves into these material issues, examining our impact and progress in these areas.

While greenhouse gas (GHG) emissions were not identified as a material topic in our previous materiality assessments, we acknowledge their significance and plan to address them moving forward. We intend to adhere to related Global Reporting Initiative (GRI) guidelines and recommended key metrics for disclosure, gathering baseline data to inform our future actions in this regard.

Our Material Topics by Category

Ethics and Business Conduct				
FY 2022-2023	FY 2021-2022	FY 2019-2020	Definition	Related SDGs
Promoting economic development	Promoting Economic Development		Positive economic impacts on communities and local economies	SDG 8. Decent Work and Economic Growth SDG 17. Partnerships for the Goals
Economic Performance	Economic Performance	Economic Performance	Economic value created and distributed	
Business conduct and transparency	Business Conduct and Transparency	Business Conduct and Transparency	Business ethics and communicating our activities	
Anti-corruption	Anti-corruption	Anti-corruption	Preventing corruption	
Grievances and Relationships	Grievances and Relationships	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				
FY 2022-2023	FY 2021-2022	FY 2019-2020	Definition	Related SDGs
Process Safety	Process Safety	Process Safety	Ensuring the safe containment of hazardous substances and preventing unsafe events	SDG 12. Responsible Consumption and Production SDG 14. Life below Water
Emissions, Wastes and Discharges	Emissions, Wastes and Discharges	Emissions, Wastes and Discharges	Reducing our environmental footprint and preventing pollution from operations	
Accidental Spills and Emergencies	Accidental Spills and Emergencies	Accidental Spills and Emergencies	Actions taken to prevent pollution during an accidental loss of containment event	

Our People

FY 2022-2023	FY 2021-2022	FY 2019-2020	Definition	Related SDGs
Diversity and Inclusion	Diversity and Inclusion		Support employee diversity and prevent discrimination	SDG 8. Decent Work and Economic Growth
Talent Management	Talent Management	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	
Employee Health and Well-being	Employee Health and Well-being	Employee Health and Well-being	<p>Occupational health and safety</p> <p>Promote employee health and wellbeing, 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				
FY 2021-2022	FY 2021-2022	FY 2019-2020	Definition	Related SDGs
Engaging with Communities	Engaging with Communities	Engaging with Communities	<p>Engaging and supporting our communities in a constructive and unbiased manner</p> <p>Conducting social impact assessments to ensure that community impacts are addressed and deliver additional mutually beneficial support</p>	<p>SDG 16. Peace and Justice, Strong Institutions</p> <p>SDG 17. Partnerships for the Goals</p>
Protecting Human Rights	Protecting Human Rights	Protecting Human Rights	Understanding, due diligence and actions to respect human rights throughout operations and value chain	

2. Ethics and Business Conduct



Corporate Governance

Business Conduct and Transparency

Anti-corruption

Protecting Human Rights

Whistleblowing Channels

Corporate Governance

Historically, the upstream energy industry has implemented various aspects of environmental stewardship and social responsibility as parts of its operations. Measurement and reporting of these activities have been driven by the industry's evolving regulatory obligations, including environmental regulations, as parts of continuous efforts to maintain a social license to operate with the host governments and local community in which an upstream energy company operates. At the same time, the industry is on the lookout for several prominent risks that need to be scrutinized and addressed. These include a lack of transparency and effective grievance mechanisms, holes in the legislative framework, and risks associated with corruption, human rights, diversity and inclusion, climate change and emissions reduction.

At MPRL E&P, we recognize that a transparent and accountable governance structure is critical to demonstrate how we manage these tangible and intangible risks effectively for preservation of long-term trust and credibility with our stakeholders. On the other hand, weak corporate governance erodes business conduct, transparency and accountability, which in turn can affect the health and safety of our employees and local communities and elevate the risk of human rights abuses and negative environmental impacts. We establish and maintain an effective and functioning corporate governance framework in adherence to international standards, and our policies and procedures, which are reviewed and updated on a regular basis, continue to guide the Board, Executive Management, workforce, suppliers and contractors in creating results with integrity, sustainability, accountability and resoluteness, notwithstanding the third year of the coronavirus pandemic and the challenging macro environment. As a private company, our business and corporate governance practices comply with the Myanmar Companies Law (2017) and the Myanmar Companies Regulations (2018), including Board composition and standing committees.

Board of Directors

Our Board of Directors is composed by four members and they are responsible for setting the overall direction and strategy of the company, including making major decisions and reviewing economic, social and environmental performance of the company as well as approving the content of sustainability reports. In this respect, the Board has set up three specific committees.

1. Career Development Committee:

- Offers comprehensive guidance on career paths throughout the organization, overseeing strategic directions, various facets of career development opportunities, and a structured succession pipeline and talent pool.
- Develops career plans for high-potential individuals and senior professionals, organizing executive development programs focused on leadership capabilities, strategic thinking, and business acumen.

2. Performance Management Committee:

- Conducts equitable performance appraisals for employees and executives, ensuring alignment with organizational goals, objectives, and strategic business initiatives such as social responsibility, environmental safety, and operational efficiency.
- Monitors activities to ensure they are on track with organizational objectives and contribute to the overall effectiveness and efficiency of operations.

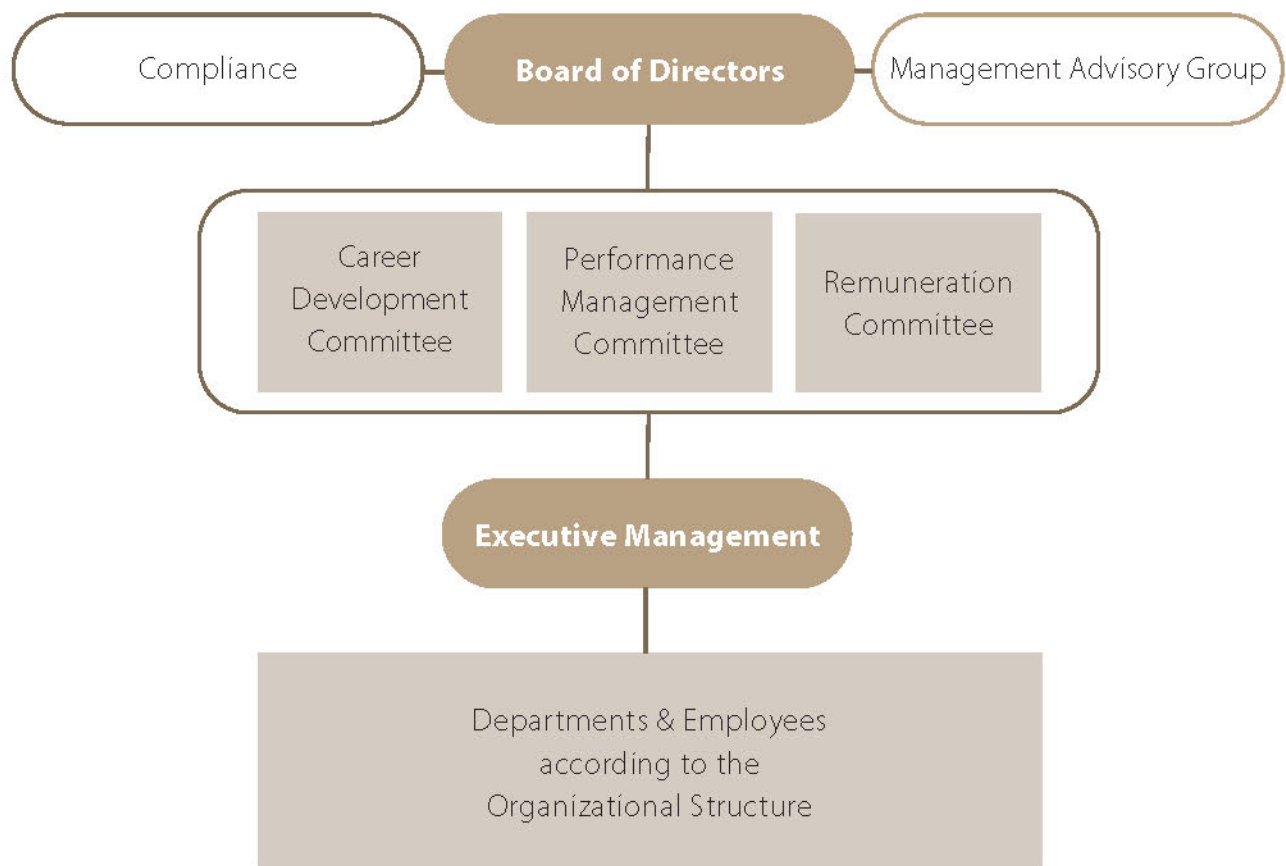


3. Remuneration Committee:

- Ensures pay equity across the organization and develops appropriate bonus and reward policies to attract, develop, and retain qualified executives.
- Monitors and navigates compensation strategies to align with organizational objectives and industry standards.

Additionally, the Board may delegate certain oversight duties to one or more of the three standing committees.

Governance Structure



The MPRL E&P Directors come from a diverse background with significant experience in sustainability matters. Their functional expertise includes financial and accounting, governance and regulatory policy matters, audit and compliance, administration and people management, petroleum engineering and economics, risk management and sustainability. Additionally, the Board has relevant know-how in the international business and politics, domestic energy policy, macroeconomic, environmental and community matters. In general, in the absence of a CEO, the decision-making authority is delegated to the Deputy Chief Executive Officer, Chief Operating Officer, and Chief Compliance Officer through the issuance of office orders.

Board's ESG Priorities



Environment

- Process Safety
- Emissions, Wastes, and Discharges
- Accidental Spills and Emergencies



Governance

- Promoting Economic Development
- Business Conduct and Transparency
- Anti-corruption
- Protecting Human Rights
- Grievances and Relationships
- Economic Performance



Social

- Diversity and Inclusion
- Talent Management
- Employee Health and Wellbeing
- Community Engagement and Development

In the collective commitment to high standards of corporate governance, the Board acts in a way that promotes the sound financial success of the company and ensures the creation of shared benefit for the stakeholders as a whole. While executing this duty, the Board recognizes the broader consequences of its decisions and how those decisions may affect different stakeholder groups in the long term. Keeping that in mind, the Board aims to make certain that the decisions it makes are transparent, predictable and consistent through having in place a clear decision-making process which underscores taking into account the company's mission, vision, values and strategic priorities.

Board of Directors

1. U Moe Myint Chief Executive Officer and Chairman

2. U Myo Tin Deputy Chief Executive Officer and Executive Director

3. U Sithu Moe Myint Chief Operating Officer and Executive Director

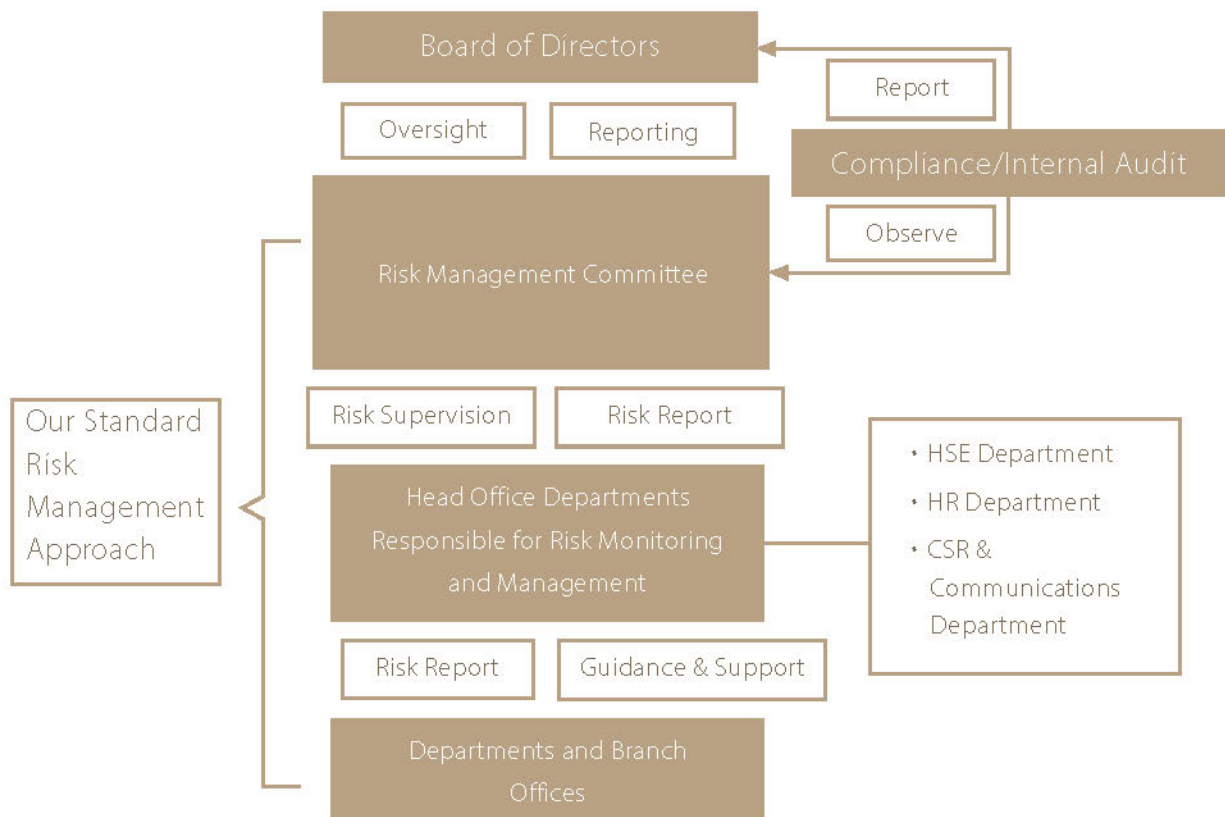
Executive Management

The Board of Directors appoints the Executive Management Team consisting of nine members. Each of the members works with departmental heads and is responsible for the day-to-day management of the organizational unit assigned to them. The Team contains the founding members, who also sit in the Board.

Our Executive Management Team is ultimately in charge of the overall sustainability-related matters of the business, including being accountable for the implementation of the Organizational Code of Conduct. The Team meets weekly to discuss operational matters such as exploration, production and development projects, CSR (Corporate Social Responsibility), HSE (Health, Safety and Environment), financial matters and overall business performance. During the weekly meeting, the Team may also discuss industry developments and key emerging risks.

The three committees, all comprising members of the Executive Management Team, together with other members of the extended leadership team, help support the decision-making processes. Furthermore, the Board and the Executive Management Team regularly monitor relationships with stakeholders in recognition of their importance to the company's long-term success and our social license to operate.

We recognize that our time is characterized by greater uncertainty and volatility, and an enhanced awareness of risk will allow us to take actions in the event of certain particularly significant risk scenarios to the operations and people. Therefore, in addition to the three committees, we have created a procedure for coordination across the organization to formulate a rapid response to evolving risks.



Business Conduct and Transparency

We aspire to embody the highest standards of ethics throughout our organization and all MPRL E&P employees, including directors, executives, managers, consultants, officers, supervisors and staff are bound by the requirements of our Code of Ethics. The goal of our Code of Ethics is to ensure our employees working on behalf of the business assume a personal responsibility to abide by the law and at all times professionally conduct business for the benefit of all stakeholders by reflecting our ethical principles of

- Integrity,
- Transparency,
- Accountability,
- Honesty, and
- Fairness.

Our Compliance Team, led by our Chief Compliance Officer, maintains general oversight of adherence to applicable laws and highest ethical standards while also leading regular review of corporate performance against the Code and updating policies and procedures to reflect key changes in the business and legal environment.

Our Code of Conduct and Ethics applies to all our employees and representatives who are part of the organization, including the Board of Directors and Executive Management, MPRL E&P personnel, consultants, contractors, and joint venture partners.

MPRL E&P seeks to ensure timely and appropriate compliance with all local, regional and national regulatory requirements by implementing internal policies and procedures that promote socially and environmentally responsible investment in Myanmar. We maintain interactions with government authorities at multiple levels and local communities to comply with applicable regulations. Since our inception in 1996, no fines or penalties have been applied to MPRL E&P for non-compliance with environmental, social or economic laws or regulations. We continue to transparently communicate on our sustainability performance through our official website with monthly updates, quarterly and periodic publications.

Anti-corruption

While global studies and indices reveal continuing stagnation in the perception of public sector corruption and bribery around the world, including Myanmar, together with weakening institutions and a lack of coordination to fight against corruption according to the International Transparency, we are determined to prioritize good corporate governance within our business, and we have a zero-tolerance approach to corruption, meaning that the giving or receiving of bribes in any form either directly or indirectly by those who work on behalf of MPRL E&P is prohibited and will not be tolerated.

We do not engage in corrupt business practices, and we conduct our business in compliance with all applicable laws, regulations and standards that impact our business, including the Myanmar Anti-Corruption Law (2013), the Tenth Principle of the UN Global Compact, the US Foreign Corrupt Practices Act (1977), and the UK Bribery Act (2010). We participate in the Myanmar Extractive Industries Transparency Initiative (MEITI) and the United Nations Global Compact (UNGC) in our corporate commitment to transparency practices and improved governance of our industry.



Our Anti-Corruption and Bribery (ABC) Policy sets out specific guidelines for anyone who carries out work on behalf of MPRL E&P to appropriately mitigate and avoid unethical business conduct and corrupt practices. We provide training opportunities for employees and contractors to better understand corruption and unethical conduct risks and how to manage those risks in their day-to-day work.

In line with our Third-Party Due Diligence Policy and through our Compliance Department we conduct appropriate levels of due diligence to identify and evaluate potential compliance risks to ensure that we only enter into business relationships with reputable and qualified organizations and individuals. We conduct a review on these policies every two years to reflect changes internally and externally.

Main achievements in FY 2022-2023

- Anti-corruption trainings to management and employees in FY 2022-2023.
- Communication of ABC policies and procedures to all business partners.
- No incidents of corruption in our operations.

Protecting Human Rights

We support and respect internationally recognized Human Rights as contained in the Universal Declaration of Human Rights, and our steadfast commitment to protecting and promoting human rights as a responsible investor in Myanmar is exhibited in our Code of Conduct and our Human Rights Statement and Policy.

As a signatory to the UN Global Compact since 2016, we are committed to upholding and implementing the principles of the Global Compact within our spheres of influence. We adhere to the Fundamental Principles of the International Labour Organization (ILO), domestic labor laws and regulations applicable to our operations throughout Myanmar. MPRL E&P recognizes protecting human rights and promoting diversity and inclusion as material areas.

We are committed to:

- Provide safe and secure working conditions.
- Offer fair wages, benefits and other employment conditions by applicable labor and social security laws.
- Respect our employees' right to freedom of association and collective bargaining.
- Maintain collaborative and constructive relationships with our employees.
- Promote a workplace free of discrimination and harassment.
- Address workplace issues that may impact our employees in a fair and equitable manner.

How MPRL E&P Manages Salient Human Rights Risks

We recognize key human rights challenges associated with businesses operating in Myanmar, as have been reported by the United Nations (UN) and International Labour Organization (ILO), including child labor, forced labor, and discrimination on the basis of religion or gender. At MPRL E&P, all employees are legally bound by employment contracts and voluntarily join the company. We do not engage in any practices that could be interpreted as forced or compulsory labor. With respect to maintaining equal opportunities, our recruitment and HR policies are designed to encourage inclusive practices for new and current employees in all employment-related matters.

We have discussed internally and externally with relevant stakeholders about addressing safety and security concerns for our field-based personnel and asset integrity with respect to our operations at Mann Field where we continue to enhance national energy security. In line with our risk management and business continuity frameworks, we put in place measures that promote our safety and security while avoiding contributions to any instance of human rights violations and maintaining a consistent transparent stakeholder engagement exercise that fits with our corporate values and goals.

In our determination to proactively manage our potential human rights risks, our work includes the implementation of priority actions identified by comprehensive or specific impact assessments, promoting human rights education, undertaking due diligence processes, setting up reporting channels for raising concerns or complaints and integrating human rights consideration into the design of company programs and initiatives. Please refer to the "Our People" and "Our Community" section of this report to understand our policies and program supporting employee and community rights in our project areas.

Our Salient Human Rights Topics

- Labor conditions
- Health and safety
- Diversity and inclusion
- Community engagement and development
- Grievance management
- Protecting the environment for sustainable development

Our Value Chain

Prioritize staff health, safety and development
 $+$
 Engage and support communities
 $=$
 Enable sustainable, safe, and affordable exploration and production of domestic energy

Internal Policies

- Human Rights Statement and Policy
- Employment Policy
- Diversity and Inclusion Policy
- Occupational Health and Safety Policy
- Corporate Social Responsibility (CSR) Policy
- Environmental Policy
- Whistleblowing Manual

Responsible Business Principles

- United Nations Guiding Principles on Business and Human Rights (UNGPs)
 - United Nations Global Compact (UNGC)
 - Voluntary Principles on Security and Human Rights (VPSHR)
-

Whistleblowing Channels

While we are proud of our reputation of conducting business with honesty, integrity and fairness established over the course of our long history, we acknowledge even an individual's misconduct can produce a negative effect on the reputation and credibility of the organization. In this regard, it is essential that all of us at all levels of the organization understand and comply with the Code through training and signing an acknowledgement form at regular intervals. This way we can help protect MPRL E&P's integrity to achieve the future we envision together as a leading business organization in Myanmar.

In case of concerns or complaints about misconduct, fraud, or misuse of company property in the public and/or company interest, whistleblowing contacts are available for staff and third parties on our website to report anonymously. Only the Whistleblowing Review Committee members receive these alerts, which will be handled in a confidential manner. We did not receive reports of critical concerns via the whistleblowing channel during the reporting period.

Whistleblowing Contacts

MPRL E&P Pte Ltd.
Whistleblowing Review Committee
Vantage Tower, 623 Pyay Road
Kamayut Township 11041
Yangon, Myanmar
+951 230 7745 (during office hours)
whistleblowing@mprlexp.com

3. Economic Development

Build through Excellence • Lead with Integrity



Our Investments in Domestic Energy Resources
Our Support to the Local Economy

To support Myanmar's potential for inclusive and sustained economic growth in the short, medium, and long terms, following the rollback of pandemic-related restrictions locally and globally, it will be a strategic imperative for the local business sector to continue providing employment and training opportunities to retain and develop the country's human resources. Additionally, investing in local livelihoods, health, and education sectors will be crucial. In relation to these objectives, we strongly recognize the significance of creating shared value with all of our stakeholders. We maintain an unwavering commitment to contribute to Myanmar society as a responsible energy provider, an employer, a benefactor of the local community, and a participant in the supply chain.

Our Investments in Domestic Energy Resources

Myanmar boasts one of the oldest histories of oil production globally, with operations dating back over 2,000 years. The initial drilling efforts involved hand-dug wells in the Central Myanmar basin around 900 BC. Regionally, Myanmar holds significant importance as an energy producer in Asia. However, despite its rich history, the country's current energy production struggles to meet the escalating demand. Approximately half of the population lacks access to the national grid, leading Myanmar to import around 90% of its fuel needs from various foreign sources, resulting in an average expenditure of about US\$2 billion annually. To address this challenge, exploring options such as utilizing electric vehicles in the local transport sector and embracing renewable energy sources emerge as viable solutions to curb foreign exchange spending on fuel imports.

Situated in Myanmar's Central Dry Zone, Mann Field plays a crucial role in meeting the nation's energy needs by producing a significant amount of crude oil. This oil is then refined and sold domestically at considerably lower costs compared to imported fuel. While the contribution of domestic onshore fields like Mann Field may be smaller in proportion to the overall national energy consumption, they nonetheless provide an affordable and high-quality source of fuel, supporting local livelihoods and economic activities. By reducing the reliance on imported fuel, these fields alleviate pressure on local consumers and help mitigate fuel import bills.

Thanks to MPRL E&P's efforts to enhance incremental oil production in Mann Field, Myanmar has realized savings of nearly US\$400 million up to September 2023. Since our establishment in 1996, the company has invested a total of US\$254.67 million in Mann Field, further underlining our commitment to the sustainable development of the nation's domestic energy resources.

Our Support to the Local Economy

As part of our commitment to local economic development, we strive to support the local economy directly or indirectly. We believe that the economic impact of the upstream energy sector can be maximized through the local multiplier effect, whereby money spent locally circulates within the economy, creating broader benefits. To achieve this, we focus on creating and preserving employment and training opportunities for local talent and communities. Beyond skills training we also provide financial recognition to community volunteers.

In FY 2022-2023, MPRL E&P generated total revenues of US\$11,618,506. As part of our procurement strategy, we prioritized sourcing materials and services locally from suppliers that align not only with our cost-effective technical and operational requirements but also with our ethical values, promoting fair practices and positive economic impact.

During this period, we procured locally available materials and services meeting our criteria and requirements from local suppliers, totaling US\$507,917. This amount represented 48% of our total procurement spending on suppliers based in Myanmar. The increase in both the number of suppliers and spending can be attributed to the lifting of COVID-19 related restrictions and the resumption of business activities.

For further details on our workforce spending and community initiatives, please refer to the "Our People" and "Our Community" sections.

4. Environment



Environmental Stewardship

Emissions, Wastes and Discharges

Process Safety

Accidental Spills and Emergencies

Case Study

Going Forward

Environmental Stewardship



Our operations and growth plans depend on obtaining and maintaining a social license to operate from our stakeholders. Given the continuing pressure on our natural environment and in a world with ever-growing environmental awareness, we are determined to maintain a sincere respect for the environment. We place a strong focus on our environmental performance and the management of our environmental footprint to ensure the future success of our business.

The nature of our operations and activities including the pre-construction, site operation and decommissioning, is inevitably accompanied by certain environmental impacts and risks. Our continued emphasis on implementing robust environmental management and mitigation strategies has allowed us to minimize our environmental impacts and maintain a more than 20-year record of oil and gas operations without any major environmental incidents.

We recognize that we need to be clear and transparent on what we stand for as a company in addition to the imperative of operating in accordance with a robust environmental policy and environmental management system that allows us to act as a steward of the environment to-

gether with our stakeholders. This means that we work closely with Myanmar Oil and Gas Enterprise (MOGE), Township Authorities, and local communities living nearby our operations. Only this way will it become viable for us to ensure open communication and coordination on environmental issues. It will also help us to identify and address gaps and challenges in accordance with our environmental objectives.

Our Environmental Management System

Our Environmental Policy represents a key aspect of our Environmental Management System (EMS), and it clearly sets out the guiding principles, objectives and procedural frameworks that empower management, employees and staff at all levels of the organization to make decisions and to take actions consistently and effectively. This allows us to demonstrate sincere respect for



Fig. Elements of MPRL E&P's Environmental Management System

the environment and prevent any incidents that will negatively impact the local communities, employees and the environment itself in project areas.

Our Environmental Management System (EMS) is a set of tasks aimed at continuously identifying, assessing, monitoring, and maintaining the potentially adverse environmental impact of our operations and activities. It is governed by our policy, procedures and controls based on the assessment and understanding of our interactions with the local natural environment and in compliance with all applicable environmental conservation laws and regulations in the country. Furthermore, our EMS aligns with ISO 14001 and integrates other applicable international guidance and industry best practices. For the reporting period, we were not subject to any fines or penalties for non-compliance with environmental laws and regulations.



Environmental law and regulations applicable to MPRL E&P

1. Myanmar Environmental Conservation Law
2. Myanmar Environmental Conservation Rule
3. National Environmental Quality Emission Guidelines
4. Environmental Impact Assessment Procedure
5. Drinking Water Quality Standard (MMS 2:2019)
6. World Bank Group/International Finance Corporation Guidelines

Emissions, Wastes and Discharges

We are committed to ensure responsible operations to support a resilient future for our upstream energy industry, and we are a responsible energy producer both for the environment and society in which we operate. We continuously monitor and manage our material topics of emissions, wastes and discharges in line with our Environmental Management System as we look to mitigate our environmental footprint and reduce pollutions from our operations, improve based on stakeholders' feedback and analysis of data, and remain accountable for changes and challenges along the way.

Due to the COVID-19 related restrictions, logistics constraints and security concerns, we had to postpone third-party environmental monitoring surveys as well as some activities related to the Environmental Management Plans (EMPs) during FY 2021-2022, while we implemented a self-monitoring plan for key indicators as an adaptive response. Since then we have resumed the effective implementation of Environmental Management Plans and Environmental Monitoring Programs. We have conducted semi-annual third-party environmental monitoring surveys and submitted findings in the Environmental Monitoring Reports to the Environmental Conservation Department (ECD) of the Ministry of Natural Resources and Environmental Conservation (MON-REC).

The outcome of these environmental monitoring and management programs demonstrated our continued compliance against the internal and regulatory requirements, verifying the effectiveness of the control measures implemented in Mann Field. Beyond compliance, we are committed to ensure both positive and negative results are transparently communicated to our stakeholders through presentations, periodic reports, coordination meetings, workshops, and public consultations. We have also performed a review of the Environmental Policy to reflect changes in the business environment. All these reports and policies are publicly available on the website.

Air Quality Monitoring

MPRL E&P maintains continuous engagement with the Environmental Conservation Department (Magway Region) and related stakeholders to successfully facilitate air and noise monitoring activities, as well as field inspection tours undertaken in the last quarter of FY 2022-2023. We transparently presented the results of the activities, and discussed comments from the officials during the meetings. We remain committed to these monitoring activities at Mann Field to strengthen our environmental performance.

Waste Management

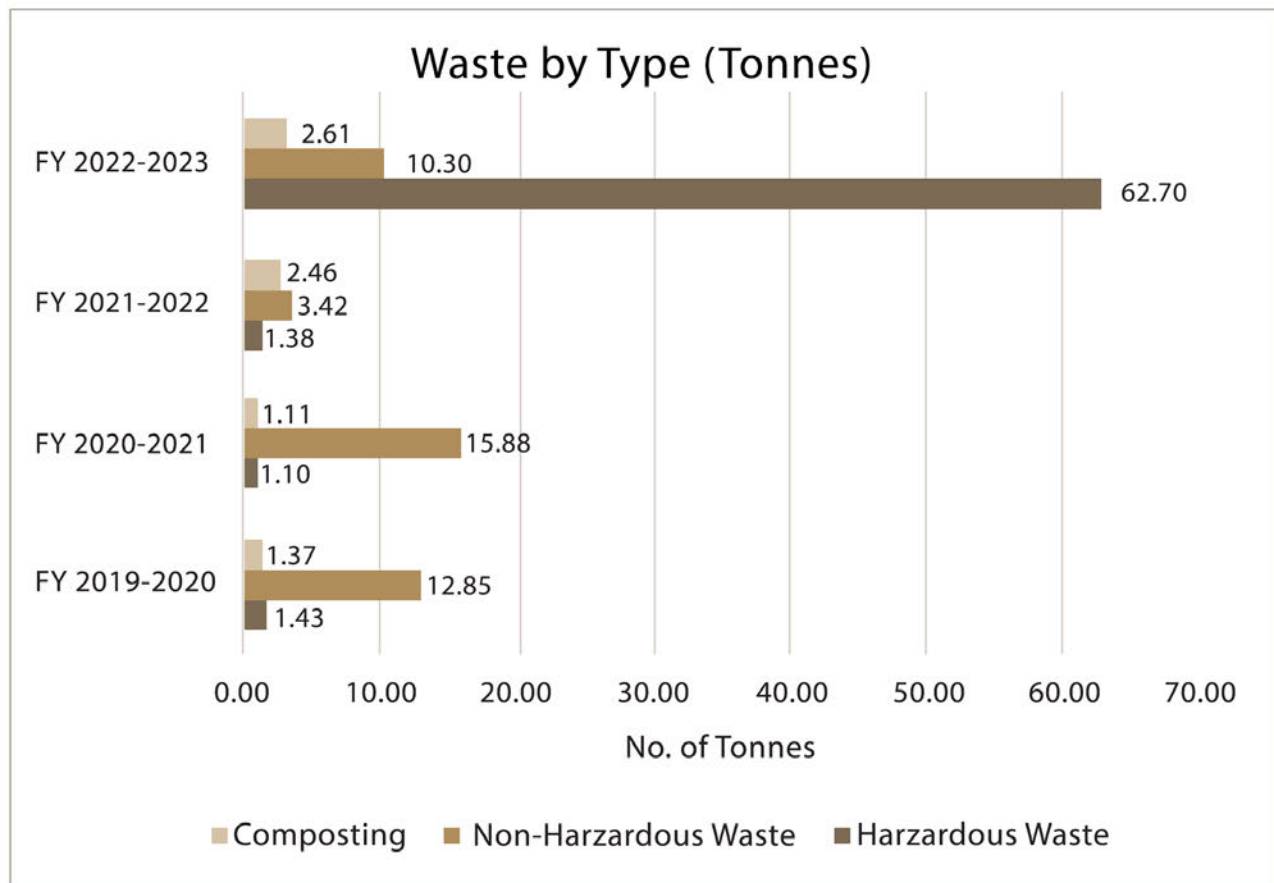
We continue to take actions to minimize the impact of waste we produce on the environment and the host community in Mann Field. Our waste management approach is captured in our waste management plan that has been implemented in Mann Field. All our waste streams have been identified into four categories:

1. Hazardous recyclable.
2. Hazardous non-recyclable.
3. Non-hazardous recyclable.
4. Non-hazardous non-recyclable.

We consider the waste hierarchy in managing these waste streams in line with our requirements, primarily targeting for reducing, reusing, recycling, and treatment and disposal. We collaborate with government organizations such as the Environmental Conservation Department (Magway Region), MOGE and the local community for our waste performance. We demonstrate our waste performance by collecting and monitoring our waste-related data by waste streams and waste disposal outcomes in line with our Waste Management Procedures, Environmental Action Plans, Environmental Monitoring and Management Plans.

All hazardous waste from our operations is collected and temporarily stored at the Waste Management Compound. Most of it is dry sludge from the Gas and Oil Collecting Stations (GOCS)

and handled by a responsible third-party contractor, Golden Dowa Eco-System Myanmar Co., Ltd. in accordance with international standards. We sell non-hazardous waste to local third-party contractors and compostable materials are used in planting. In FY 2022-2023, we produced 62.70 tons of hazardous waste, 10.30 tons of non-hazardous waste, and 2.61 tons of composted waste.



Water Use and Disposal Management

We continue to implement a range of activities for water use and water disposal management in Mann Field during the reporting period. We leveraged two water distribution systems of MOGE for sources of water used in the operations to minimize impacts on surface water and ground water in Mann Field. We ensured treating sewage water with bio-filtration units and ensuring treated water meets the Myanmar National Environmental Quality Emission Guidelines (NEQEG) before disposal. Other activities include but not limited to:

- Reusing and recycling domestic water used in the work stations with zero-discharge tanks.
- Periodic water quality monitoring under the Environmental Monitoring Plans.
- Identification of possible impacts from improper disposal of wastewater and sewage on the environment in the approved EIA Report.
- Ensuring the Operational Grievance Mechanism (OGM) continues to function to monitor and address social and environmental impacts from the operations in Mann Field.
- Reporting every six months about the operations in Mann Field to the Environmental Conservation Department (Magway Region) through the publication of the Environmental Monitoring Reports.
- Sharing environmental performance progress updates with the communities in Mann Field through community engagement meetings.

Produced Water Management

Produced water from hydrocarbon production wells is unsuitable for surface discharge or disposal into groundwater resources. We maintain a 100% disposal of produced water into shut-in wells, a significant environmental milestone of Zero Discharge into the environment that we have achieved since 24 August 2017, in line with the NEQEG for Onshore Oil and Gas Development, amounting to 4 million barrels up to the reporting period.

We use innovative and effective treatment techniques to remove suspended solids from produced water before it is reinjected into formations by using injection pumps to ensure we do

not contaminate the neighboring Mann Creek and Ayeyarwady River. The methods have helped eliminate discharges into the environment and increase production efficiency through maintenance of reservoir pressure and enhancing oil recovery. We have also constructed proper storage system for produced water and established spill response plans. Therefore, Mann Field continues to be the only onshore field in Myanmar to have eliminated produced water discharges into the environment.

Process Safety



Process safety, defined as ensuring the safe containment of hazardous substances and preventing unsafe events, is a material topic and we consider it a key element of our environmental stewardship practices in Mann Field to protect our workforce, and the community, and the environment in the immediate vicinity of our sites.

Process safety is also about operating safely and making regular thorough inspections for ensuring hazardous substances in our facilities do not create harm to the people and environment, and preventing financial losses and reputational damage.

We measure and report process safety incidents according to significance, and there were no Tier 1 and/or Tier 2 process safety events in FY 2022-2023, partly due to enhanced safety management.

Accidental Spills and Emergencies

MPRL E&P systematically identifies major risks, based on changes in laws, regulations, and the business environment. We recognize our activities and the nature of our operations pose a risk to the local community and environment through accidental spills and emergencies such as fire, floods, earthquake and extreme heat waves, as well as potential reputational risk in occurrence of any of these events. As part of our risk management efforts, a range of activities for controlling risk and strengthening risk management are conducted by the HSE (Health, Safety and Environment) Department in coordination with various departments and personnel in our offices and project areas.



Through our HSE Policy, we continue to ensure accountability, unplanned event management, awareness and emergency preparedness in Mann Field. We prepare and implement dedicated emergency response plans for possible risk scenarios in the field operations. We ensure all emergency response plans are effectively communicated to staff at all levels of the operations and allocate responsibilities based on their respective roles in the operations. MPRL E&P reviews and revises the emergency response plans within each predefined timeframe, including after the event of an incident.



In FY 2022-2023, there were two crude oil spill cases in Mann Field. One of the cases occurred on 22 August 2022; the spill has since been recovered, and leakage point mended. The other case which occurred on 16 March 2023 involved an estimated spill of 10 barrels of crude oil, and 4 barrels were recovered. These incidents, which did not produce any significant negative impacts on the surrounding environment, were temporary, and localized in nature.

Major spill and emergency response initiatives conducted in FY 2022-2023:

- We created a spill response plan and also arranged to put in place risk control measures such as a consolidated, impermeable base for all facilities with a permanent drainage system, segregating drainage systems for process water and domestic water, and oil/sand interceptors.
- We conducted three fire drills at the GOCS (Gas and Oil Collecting Stations) compound on 25 April 2022 to prepare our field employees to act quickly and safely in the event of a fire in Mann Field, enhancing a better chance of preventing injury or loss of life.
- Two spill response drills were made on 3 August 2022 and 5 March 2023 in two different locations, including explanation and discussion about the spill response team's roles and responsibilities. The drill exercise involved actual usage of spill kits and a simulation of effective communication and coordination protocols with authorities.
- For urgent public health incidents including COVID-19 and seasonal flus, we have established internal regulations, and undertaken various activities for prevention and control such as company-wide vaccinations, issuance of health alerts, and virtual staff health education sessions.
- We practice a zero-discharge wastewater recycling system in our field operations, and to reduce the potential for a spill to occur, secondary containments were added to well sites and a sludge compound was prepared to respond in the event of a spill.

Case Study

Integrating Tree Planting Initiatives in Our Environmental Efforts

We work to reduce our environmental footprint from our operations following a science-based approach, and in tandem we conduct tree planting activities as part of our long-term corporate commitments to the community and environment. MPRL E&P and its group companies have carried out tree planting initiatives since 2016, and these initiatives take place during the rainy season as an ideal time when soil that becomes thoroughly moist with the monsoon rain is more conducive for planting saplings. The rainfall throughout the season will ensure the saplings get watered, promoting their survival chances. In one instance, we planted a total of 108 saplings at Ywar Thar Gyi Mental Health Hospital in Yangon in June 2016.

As an annual pledge and embedded strategy of the company, we have up to this point planted a total of 3,000 trees to contribute to the objectives of environmental conservation, climate change mitigation, community engagement and awareness. In these cases, about 300 trees were planted and included a mix of indigenous species such as neem (*Azadirachta indica*), eucalyptus, *Albizia lebbbeck*, tamarind (*Tamarindus indica*) and banyan (banian) saplings. In addition, such popular species as 2,000 Sein Ta Lone mango seedlings were planted in the Mann Field project area and villages that can provide the local communities with food and a cool environment. We monitor and record the growth of these trees at Mann Field at regular intervals.

We regard the tree planting initiatives as one of the many critical solutions that support the world to mitigate and adapt to climate change. Importantly, in all phases of the tree planting initiatives, we place a strong focus on involving our employees, MOGE, the Forest Department, and the local community. This ensures that activities and outcomes are compatible with unique local needs and conditions. Moreover, we believe that our proactive and informed participation in tree planting initiatives could result in significant regional and global contributions concerning biodiversity and climate change. This aligns with our commitment to the United Nations Sustainable Development Goals (SDGs), particularly SDG 12, SDG 14, and SDG 17.



In recognition of the potential negative impacts that may arise from a lack of action on emissions from our operations at Mann Field such as air quality degradation and compliance issues, we continue to employ a range of initiatives to apply a holistic environmental management approach while working around limitations such as resource-intensiveness in monitoring and maintenance, and land use matter.

Going Forward

MPRL E&P plans to seek an extension for the Environmental Compliance Certificate (ECC) for its Mann Field project in collaboration with the Environmental Conservation Department (Magway Region) of the Ministry of Natural Resources and Environmental Conservation (MONREC) and Myanmar Oil and Gas Enterprise (MOGE) in FY 2023-2024.

5. Our People



Diversity and Inclusion

Employee Health, Safety and Well-being

Talent Management

Workforce Engagement

Going Forward

Our People

At MPRL E&P, we aspire to be a respectful and high-performing organization with an integrated people strategy focused on results, creativity, teamwork and development for retaining and attracting the most talented and dedicated individuals possible from diverse backgrounds across the country and from abroad. Since our creation, we are focused on building empowered, resilient and collaborative teams.

MPRL E&P's continuous success and long-term sustainability depends on our ability to attract, develop and retain a stable workforce who is passionate about high performance. We believe in a variety of skills and experiences to enrich our organization, and we uphold sincere respect for human dignity and individual worth. Therefore, we support our employees' personal and professional growth by providing them with learning and development opportunities, investing in safe and healthy workplaces and practices, and offering fair and competitive remuneration packages across the oil and gas industry in Myanmar.

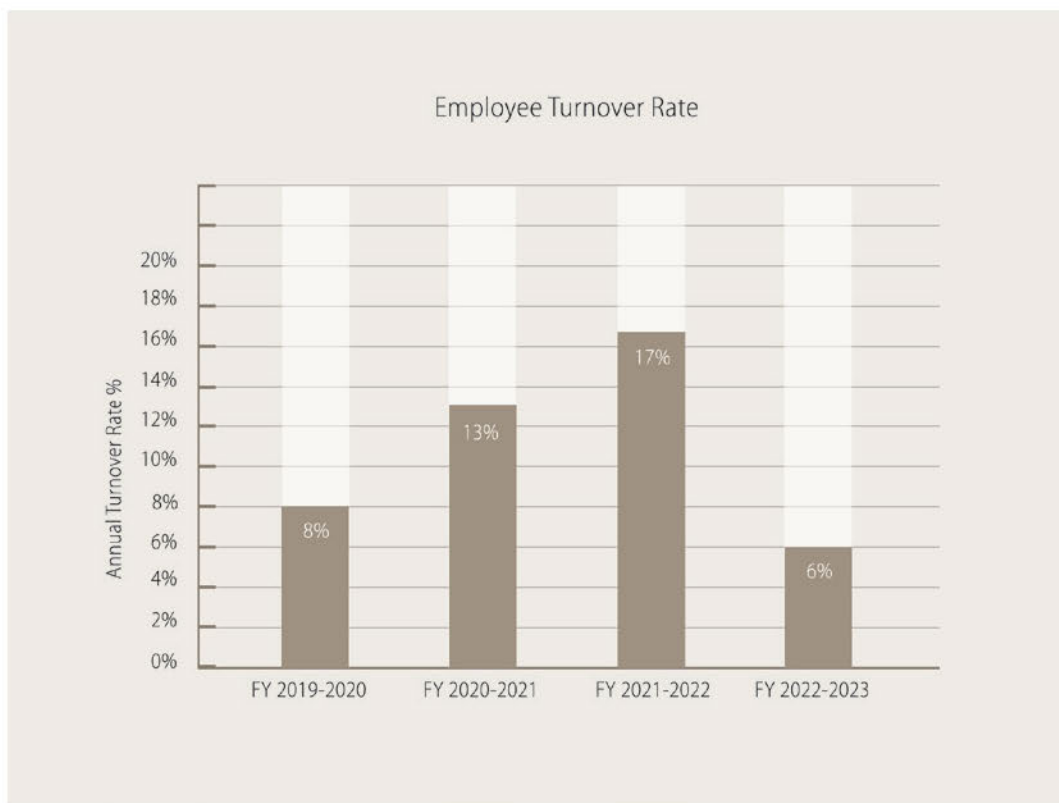
As stated in our Employment Policy and in our Human Rights Statement and Policy, we promote inclusive work practices. We motivate each employee to pursue their own development, actively participating in the projects they are involved in, collaborating with their peers and focusing on exceeding their objectives. We encourage our employees that we are all responsible for ensuring compliance with all internal policies and reporting reasonable concerns or complaints directly affecting them through available methods that are most convenient to them in line with our Employee Grievance Policy. We follow the Workforce Coordination Committee (WCC) practice in resolving employee grievances in line with the Settlement of Labour Dispute Law and settlements shall be sent to a township Conciliation Body as per the Settlement of Labour Dispute Rules. We aim to maintain talented professionals and youths by listening, addressing, and supporting them within the reasonable range we can afford to.

As of the reporting period, we have a total of 229 employees, of which 158 were located at the Head Office in Yangon, and 71 at Mann Field. We have a total of 971 indirect workforce, including crew from MOGE (Myanmar Oil and Gas Enterprise) working under contracts to provide services

in our operations in Mann Field. The increase in headcount in the reporting period was attributable to the recruitment drive related to the Pyitharyar Integrated Project (PIP) after a significant fluctuation during October 2020 and November 2021 due to the workforce rationalization program resulting from the COVID-19 pandemic and associated business downturn.

While we target a 7.5% to 10% turnover rate across technical and business support functions, the average turnover rate for FY 2022-2023 was 5.94% for both technical and business support functions. In light of the above-described retention strategies and measures we have successfully retained our seasoned workforce in the reporting period.

We continue to coordinate and consult with respective labour officers and related ministerial authorities in every aspect of the workforce to be in compliance with relevant laws and regulations as well as international standards such as International Labor Organization (ILO) and United Nations Global Compact (UNGC).

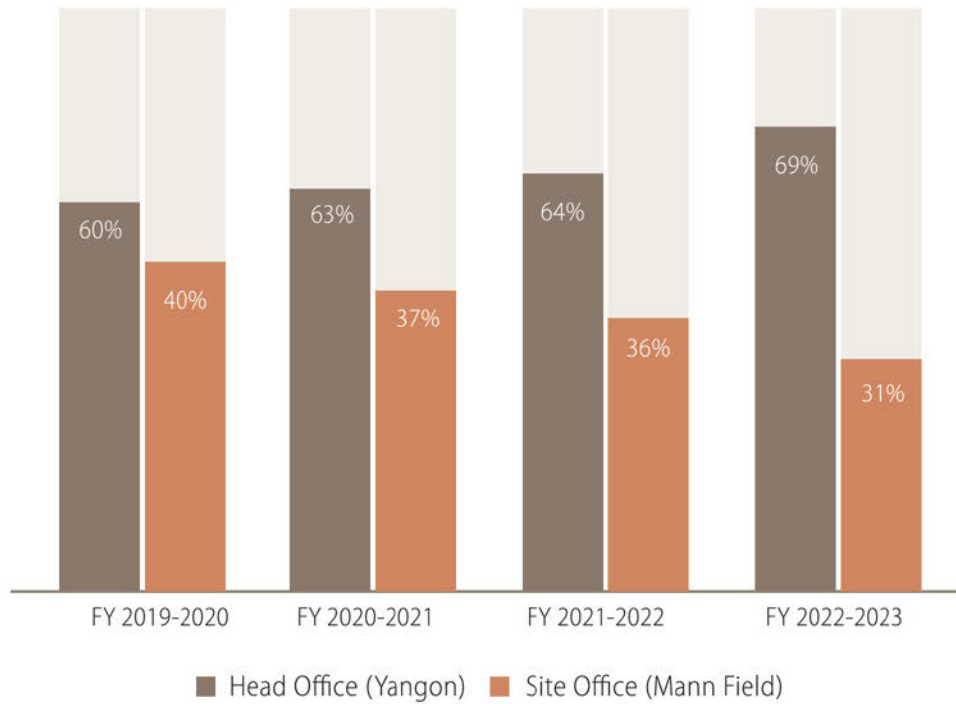




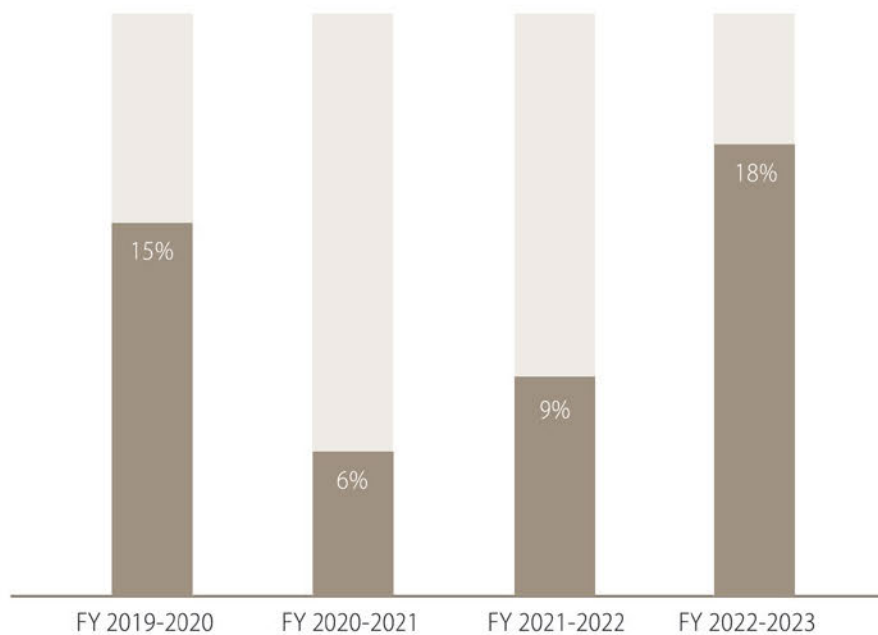
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We support our employees' personal and professional growth by providing them with learning and development opportunities, investing in safe and healthy workplaces and practices, and offering fair and competitive remuneration packages across the oil and gas industry in Myanmar.

Employee by Office Location



New Employee Hire Rate



Applicable Labor Laws, Regulations, and Principles for MPRL E&P

Myanmar Labour Laws, including but not limited to the following:

- The Employment and Skill Development Law.
- The Social Security Law.
- The Leave and Holiday Act.
- The Minimum Wages Law and Rules.
- The Settlement of Labour Dispute Law and Rules.

The ILO Fundamental Principles and Rights at Work, namely:

- Freedom of association and the effective recognition of the right to collective bargaining.
- The elimination of all forms of forced or compulsory labour.
- The avoidance of child labour employment.
- The elimination of discrimination in respect of employment and occupation.
- A safe and healthy working environment.

Diversity and Inclusion

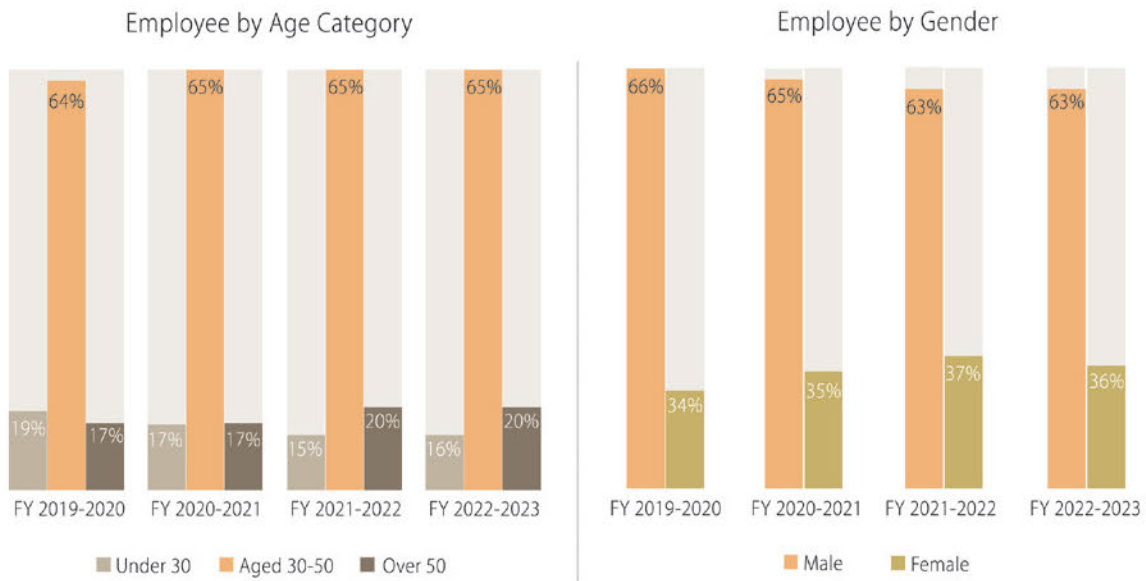
At MPRL E&P, we firmly believe in the value of cultivating an organizational culture that works in appreciation of each person, promoting diversity and inclusion to ensure professional and personal development at all levels across the organization. We declare a zero-tolerance approach to discrimination and harassment, and we practice an open-door policy for our employees to engage in sincere conversations without fear of reprisals. We adhere to the Principle 6 of the United Nations Global Compact (UNGC): the elimination of discrimination in respect of employment and occupation.

Our company leadership endorses diversity and inclusion initiatives, that are executed by the Human Resources Department, in collaboration with other department heads with different professional roles and backgrounds and locations. Our diversity and inclusion initiatives with an emphasis on gender and respectful workplaces can contribute to a more sustainable and a better world. Internally, they will lead to an enhanced company, driven by a stronger team which can produce better results. Our key achievements in FY 2022-2023 include:

- Zero tolerance for gender-based violence and discrimination.
- Zero discrimination incidents recorded.

MPRL E&P aims to attract and retain diverse and inclusive talent, with a strong focus on gender diversity and our female employees. Our mentoring program targeted top female talent and focused on developing skills that will ensure gender equality and reduce inequalities at our company. We marked the International Women's Day on 8 March 2023, celebrating our female staff's contributions to society and making a vow to advance gender equality and women's empowerment.

Below is a breakdown of our employee diversity by age and gender.



Employee Health, Safety and Well-being

We are committed to make solid progress on occupational health and safety management as well as security management to demonstrate that these initiatives continue to be an investment fundamental to resilient and thriving businesses and society in support of our three fundamental Occupational Health and Safety (OHS) goals: Zero Work-related Incidents, No Harm to People, and Compliance with All Applicable OHS Legislation and Regulations.

Ensuring high standards of Occupational Health and Safety (OHS) on sites is critical for upstream energy companies including MPRL E&P, given hazardous working conditions and often harsh environmental conditions. Working with flammable hydrocarbons at elevated temperatures, and



working at heights or in confined spaces are all occupational health and safety risks for workers. Sufficient training and awareness are required for workers in some operations to prevent dangerous practices and incidents. The health, safety and well-being of our employees is a key concern to us, and we recognize that our OHS goals are most easily achieved when our employees and contractors take individual responsibility for ensuring safe behaviors are the norm in performing day to day work.

In FY 2022-23, there were a total of six occurrences of incidents in the Mann Field operations. Upon investigation, several factors and challenges were identified including room for improvement in inspections, staff capabilities to respond to emergencies, and training opportunities for staff, largely owing to the challenges posed by the COVID-19 pandemic and security situation. We have also identified mental stress and fatigue owing to unfavorable operating circumstances as emerging issues, which we have worked to promptly address.

Our HSE (Health, Safety and Environment) Department serves as the focal department to help foster safety as our number one priority in the face of constraints in terms of equipment, manpower, and physical training opportunities in the field. We continue to promote a positive and independent safety culture at all levels of the organization through various safety campaigns, trainings, and the CARE (Concern, Action, Reinforcement and Encouragement) Card system. Our CARE Card system continues to be an important part of the tools for our employees and contractors to evaluate activities, reinforce safe behaviors in the workplace and identify opportunities for improvement.

We use a balanced approach, utilizing both leading and lagging indicators, to effectively monitor and track the performance of our field operations for internal reviews and discussions at regular intervals. At the end of the reporting period, FY 2022-2023, we achieved a safety milestone of 2,351,920 man-hours without a Loss Time Accident (LTA), a testament of how much we collectively put a priority on safety culture. In addition, we recorded 9,551 CARE Cards, exceeding the target of 3,600. Our incident trend analysis also demonstrated a significant improvement in safety awareness and practices across our organization.

Occupational Health Management



We continuously develop and assess the risk related to personal health and hygiene as well as put in place preventative measures at our Head Office and at Mann Field. During the reporting period, our corporate health team provided on-site access to health education and services including heat stress and heat stroke campaigns, voluntary seasonal influenza vaccinations and annual medical examinations. We provided virtual and on-site educational sessions on a variety of health topics delivered by a team of dedicated health and wellness professionals. Many important tips were shared in terms of how to lead a healthy lifestyle including the generic causes, symptoms, and prevention of commonly-found illnesses such as food poisoning and different types of headaches.



Safety Management

A priority of our HSE Policy is promoting a safe work environment. The policy mandates our employees and contractors to work according to the highest safety standards, within a framework of respect for the environment and the health of people and communities where we conduct our operations. We conducted a series of safety trainings to refresh awareness, gave out awards to inspire staff, and strengthened safety meetings and the CARE Card system. Last but not least, our frontline members from Mann Field strived to do their best to prevent all possible accidents from happening. Our safety performance is a result of the roll-out of such actions and initiatives to strengthen our safety culture.

During FY 2022-2023 we recorded a total of 6,386 training hours across 54 training topics. Our HSE Department also conducted the following activities:

- Frequent HSE inspection and drill exercises.
- Daily site observations.
- Vaccination campaigns.
- HSE committee meetings.
- Air, noise, soil, surface water, groundwater, drinking water and wastewater monitoring activities.
- HSE contribution and performance awards.
- Periodic reviews of existing HSE-related procedures.

Security Management

MPRL E&P adheres to Myanmar legislation governing onshore oil and gas fields, ensuring on-going comprehension and responsible management of security-related human rights in accordance with our Human Rights Policy and the Voluntary Principles framework (VPSHR). We engage in continuous high-level discussions to enhance security measures with our stakeholders. Additionally, our teams have developed emergency response and mitigation plans, conducted trainings, and executed drills to ensure readiness for timely and effective responses in emergency situations. We have worked collaboratively to establish a shared understanding of the security environment and implemented an appropriate management framework to mitigate potential adverse human rights risks. In FY 2022-2023, MPRL E&P had no reported or suspected significant human rights incidents related to our activities and assets.

Updates about COVID-19 and Relaxation of Face Mask Mandate

On 23 February 2023, the Ministry of Health of the Republic of the Union of Myanmar announced a relaxation of the nationwide face mask mandates due to the increased coverage of COVID-19 vaccinations and a significant decrease in both transmissions and deaths. However, the public is still urged to wear face masks in densely populated and enclosed areas with poor ventilation, when traveling by public transportation, and visiting public facilities like hospitals, clinics, and nursing homes. Those with underlying health conditions or flulike symptoms, or those feeling unwell, are encouraged to wear a face mask.

As we are committed to complying with the Ministry of Health's COVID-19 prevention regulations since the outbreak, the relaxation of face mask mandates across our entire organization became effective from 23 March 2023, with an adjustment in our applicable policies for all staff imminently as well.

Talent Management



Talent management is an ongoing in-house process that includes planning, recruiting, on-boarding, training, supporting and compensating employees as they create value and drive the business toward goals. Talent requires capabilities and behaviors to successfully carry out our business and sustainability strategy.

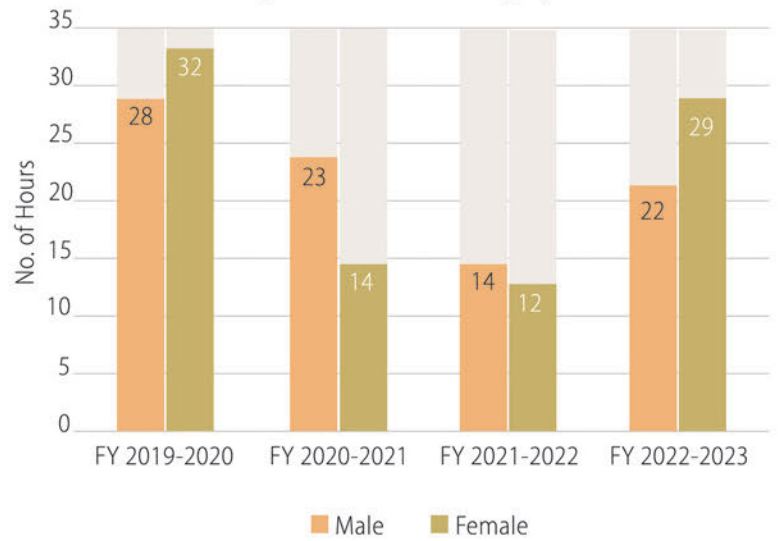
In FY 2022-2023, we implemented our annual Performance Measurement Program (PMP) along with our career development program to evaluate staff achievements against corporate objectives and key performance indicators, as well as to pinpoint high-potential employees for career advancement. The outcomes reflected our dedication to nurturing our workforce and offering career progression opportunities to retain our skilled employees. As a part of this initiative, 20 of our staff members underwent interim assessments for upward movement within the organizational hierarchy.

We launched a variety of significant learning and development programs to reinforce workforce development, inter-generational communications and collaboration as well as personal growth. We have a Master's Degree Program for our Technical Team to develop their technical skills. We provide an English proficiency training program to develop their language skills batch by batch. We also have an internal knowledge sharing training program, corporate training for soft skills development and related technical trainings. Upon completion of these training programs, we conduct a post-training assessment process.

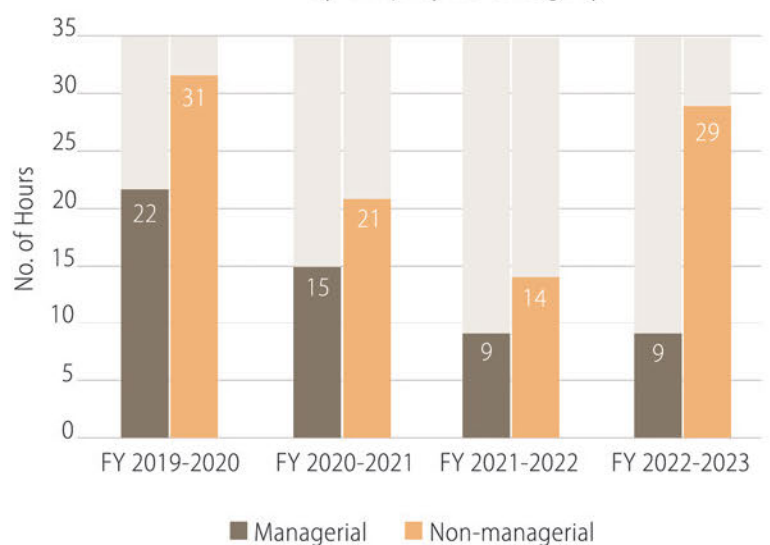
We have a comprehensive orientation program for onboarding employees and we welcome current employees who would like to rejoin the program as reorientation. In March 2023, we completed a Staff Orientation Program for our new staff members with the objective to ultimately help facilitate a smooth transition for new staff into their new working environment. The Staff Orientation Program included presentations from various departments, enabling our new employees to gain insights into our company's culture, systems, policies, best practices, and expectations.

We create a Performance Improvement Plan for those who are deficient in skills and competencies to avoid wrongful terminations and keep them employed while they undergo an improve-

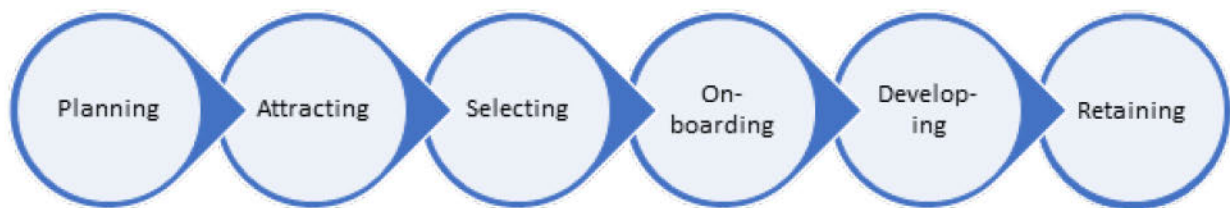
Average Hours of Training by Gender



Average Hours of Training by Employee Category



ment plan. Although there is no specific transition assistance program for retired employees, they have an opportunity to apply as consultants to contribute their knowledge within related functions at the company.



We recognize that goals, insights, opinions, and recommendations of our employees can fill the void in an area of improvement to a certain extent. In December 2022 we introduced a new employee survey, namely, Staff Retainment Survey, to seek to understand employee sentiment on workplace programs and practices, experiences of corporate culture, job contentment and intention to remain with MPRL E&P, as well as themes relating to career vision and assistance they need to effectively perform. The survey is collected anonymously with certain demographic attributes for future analysis.

Since the start of FY 2022-2023, we have worked on developing a team to go forward with our offshore project through deployment of highly-qualified technical experts to reinforce our existing staff members after we took over the project as a sole driver following the completion of the official departure of joint venture partners from the asset. The project team set-up is in progress with core members geared up to lead the project development. We believe the project will provide local workforce with a variety of opportunities to learn and develop their skills and capabilities, including hands-on experience in various areas in their respective roles.



AIT Scholarship Program



To enhance the skill set of our talented workforce and potential leaders for our assets, MPRL E&P has launched an extensive One-Year Professional Master's Degree program in collaboration with the Asian Institute of Technology (AIT) in Bangkok, Thailand. All local employees from our Head Office in Yangon and Mann Field who hold a degree in an Engineering discipline are eligible to apply for this program, with a priority preference for degrees in Petroleum, Mechanical, Civil, and Marine Engineering.

Our inaugural group of participants in the AIT Scholarship Program consisted of three junior engineers and two junior geoscientists. We are preparing to send the second cohort of employees selected for the AIT Scholarship Program. We are confident that these participants will fully leverage this opportunity, excel in their academic endeavors, and contribute significantly to both their personal development and the success of our organization.

Rosetta Stone E-learning Program

The transition from physical to virtual learning occurred during the pandemic, leading to the adoption of technology-driven education systems that are likely to persist beyond the pandemic era. Consequently, various e-learning platforms and remote learning approaches have emerged in the last three years. It is imperative for us to adapt to these changes while also enhancing the skills of our workforce.

In the reporting period, we implemented a new e-learning initiative for English language courses, utilizing the Rosetta Stone program. This pilot online program was successfully launched, with 36 staff members participating – 20 from Mann Field and 16 from the Yangon Head Office. The program spanned 12 months and included quarterly assessments, providing employees with the opportunity to enhance their English proficiency through the e-learning platform.





Workforce Engagement

We believe that engaging our employees effectively is key to encouraging performance and productivity. At MPRL E&P, employee engagement is about empowering our staff, creating an environment where they feel integral to the organization, its mission, and vision. This involves encouraging them to fully utilize their skills and knowledge through a foundation of mutual trust and open communication. In essence, by engaging our workforce, we can reduce absenteeism, grievances, workplace injuries, and losses in productivity.

To this end, during the reporting period, we published 4 issues of Insight! Quarterly Newsletter and 4 issues of Doh Mann Myay Quarterly CSR Bulletins on our official website. We internally distributed 12 monthly Corner Office Notes from the Office of Chief Operating Officer to all staff to convey key messages related to business plans and outcomes. We also undertook a departmental-level reflection process twice during which Heads of Departments collectively reviewed key aspects of the business and performance level within the given fiscal year, with the objective to identify best practices and lessons learned.

Recognizing our outstanding performers is a core part of our corporate human resource framework. Our Outstanding Performer Award Program recognized four employees from the Yangon Head Office and Mann Field during FY 2022-2023. Additionally, we resumed the Service Years Awards Program, effective 1 March 2022, which is vital in strengthening our workforce and commitment during this time. Therefore, 92 staff members were entitled to the MPRL E&P Service Years Award Program and 37 staff members were entitled to the MPRL E&P Group of Companies Service Years Award Program during the reporting period.

In addition, we adopted a platform called Yammer (also known as “Viva Engage”) where we share company updates and project activities, microblogging on sustainability and industry trends, policy and procedure reminders, and scheduled letters from our Chief Operating Officer (COO) to all staff members. Implementing such communication solutions that are integrated into the existing processes can help turn our employee experience into a competitive advantage for the business as a whole.

By leveraging Yammer’s capabilities across the organization, with its real-time data and powerful features, we intend to create a vibrant and connected workplace where every employee feels valued and engaged. Below are the key statistics of Viva Engage platform:

- 62.7% of our workforce are registered members.
- 60.8% actively use the platform.
- 100% of members read the posts.



Going Forward

MPRL E&P plans to implement a 12-month Young Leadership Training Program in the next Myanmar Financial Year. It will be designed to develop essential skills and professional mindsets needed to excel as leaders in our organization, serving as a testament to our commitment to the growth and development of our mid-senior level staff members.

We are planning to recruit new interns from Yangon Technological University (YTU) and other institutions in July 2023, following the suspension of our internship programs from mid-2020 until June 2023 due to the coronavirus pandemic.

We will continue to gather employees' feedback through our second retention survey in December 2023.

6. Our Community



Our Corporate Social Responsibility Framework

Our Contributions to Local Communities

Case Studies

Going Forward

Our Corporate Social Responsibility Framework

MPRL E&P has integrated and emphasized Corporate Social Responsibility (CSR) as a fundamental aspect of the company's operational and strategic management. Each year, the Senior Executive Management endorses CSR projects and initiatives recommended by the CSR and Communications Department. This endorsement follows a community needs assessment, aiming to constantly improve our efforts to sustain a proactive social license to operate. Additionally, we periodically implement activities aimed at fostering agreement and involvement across the organization. Consistent with our CSR Policy, we conduct bi-annual reviews of the fiscal year's activities and establish objectives for the forthcoming fiscal year.

We are committed to enhancing CSR awareness within our organization through diverse strategies. Regularly, we issue newsletters and bulletins that highlight our CSR initiatives and the social impact of our investments, aiming to increase CSR awareness among our internal stakeholders. Additionally, we organize knowledge-sharing sessions and workshops for managers and staff. Periodic CSR reports are prepared and shared with the Senior Executive Management, external stakeholders, and within our group companies to inspire CSR activities across the board. At MPRL E&P, we regard ISO 26000 as a guiding document that informs our approach to social responsibility.

Through our CSR Program, we have aided over 10,000 individuals across the 14 villages in the Mann Field area. Our contributions span a wide array of essential areas including local infrastructure development, improving water access, healthcare provision, as well as enhancing livelihoods, knowledge, and skills. We are convinced that these endeavors have significantly boosted our engagement with local communities while also elevating our transparency and accountability with all stakeholders—ranging from our employees and MOGE to the local communities and the broader industry ecosystems.

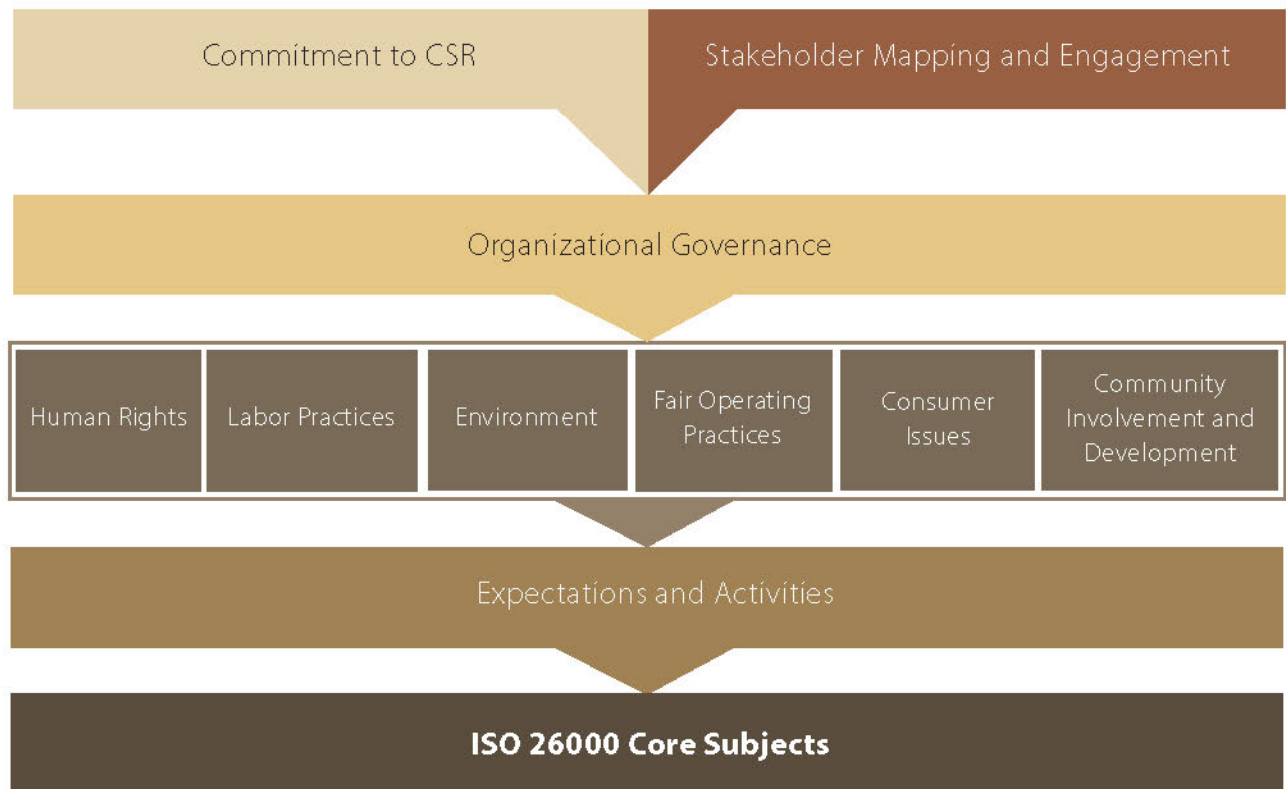


Fig. Our CSR Structure in Alignment with ISO 26000

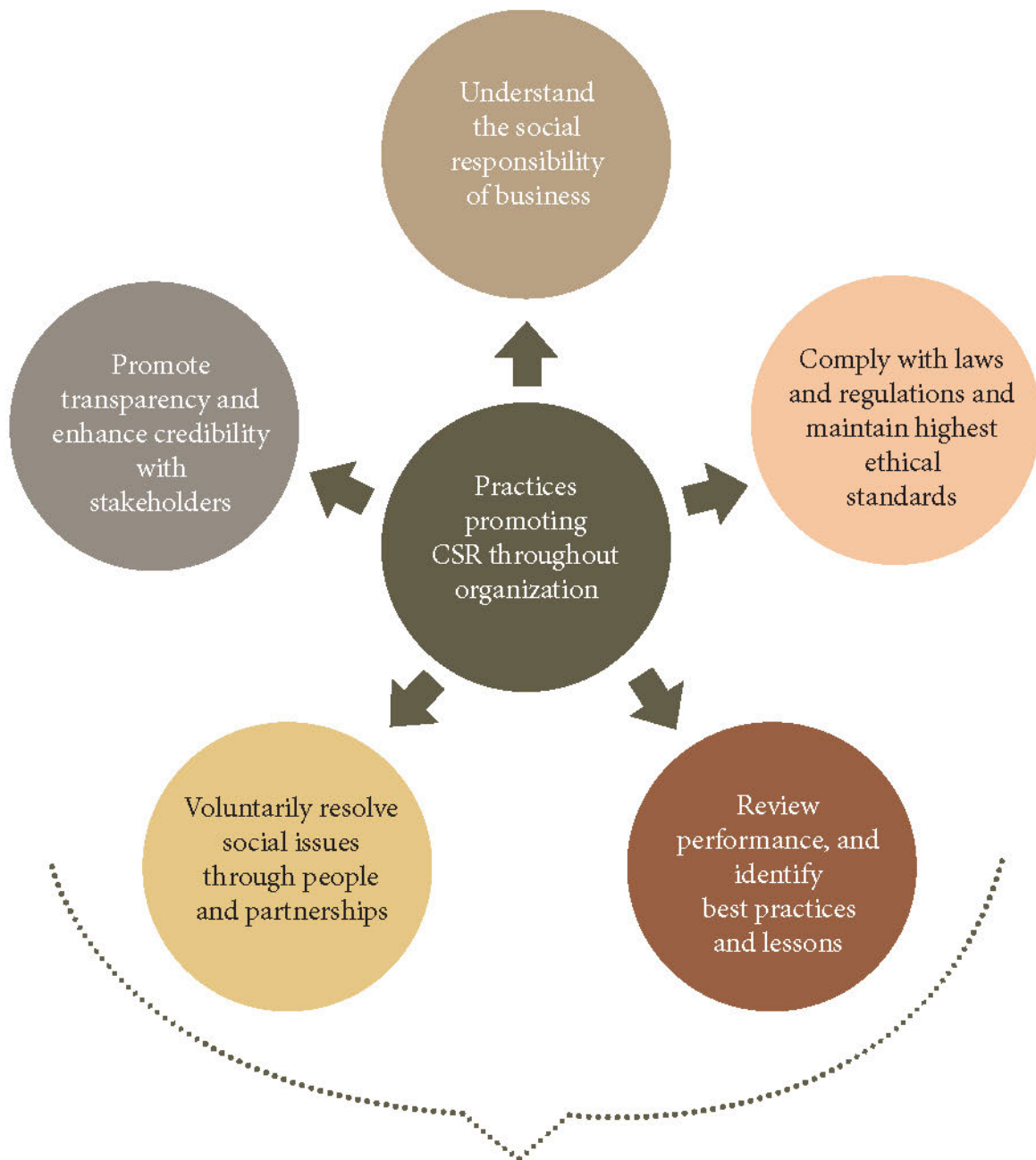


Fig. Embedding & Promoting CSR throughout the Organization

Stakeholder Engagement

We recognize that the purpose of our CSR activities is to meet community expectations, demonstrate sincere respect for the environment, enhance social legitimacy and ensure sustainable development together with society. In every aspect of our day-to-day activities, we diligently work to fulfill our responsibilities to our stakeholders.

Our Stakeholders	Engagement Methods	Engagement Purposes
Employees	<ul style="list-style-type: none"> • Internal communications and publications • Monthly Corner Office Notes • Internal knowledge sharing sessions and training • Quarterly newsletters (Myanmar & English) • Surveys and other feedback mechanisms • Coordination meetings 	<p>We respect each individual employee, and strive to create a workplace that fosters personal development and well-being in compliance with applicable laws and regulations.</p>
Government at All Relevant Levels	<ul style="list-style-type: none"> • Direct meetings • Training sessions and workshops • Participation in government initiatives • Surveys and other feedback mechanisms • Quarterly newsletters (Myanmar & English) • Sustainability Reports • Events and publications 	<p>A proactive engagement strategy with such key stakeholders as policymakers and regulators in a rapidly changing business environment is key to fostering open communications and mutual trust and promoting responsible business conduct given our industry being a highly regulated one.</p>
Host Communities	<ul style="list-style-type: none"> • Community investment initiatives • Community consultation • Bi-annual review meetings • Community Volunteers • Assessments and surveys • Operational Grievance Mechanism (OGM) • Training and information sessions • Quarterly newsletters (Myanmar Language) • Focus group discussions • Key informant interviews • Events and publications 	<p>We respect human rights and meet our communities' expectations by furthering dialogue and investing in their needs in health, education, livelihood and capacity development, with mutual prosperity as our goal.</p>

<p>Civil Society, NGOs and Development Institutes</p>	<ul style="list-style-type: none"> • United Nations Global Compact (UNG) Communication on Progress (CoP) report • MEITI Multi-Stakeholder Group (MSG) • Quarterly newsletters (Myanmar & English) • Sustainability Reports • Training and information sessions • Surveys and other feedback mechanisms • Pwint Thit Sa Initiative • Events and publications 	<p>We work to openly promote our corporate values, risks management, and sustainability performance to all of our stakeholders in our desire to be a responsible business and contribute to the Sustainable Development Goals.</p>
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Our Contributions to Local Communities

In all the states and regions of Myanmar where we do business, we work to contribute to local communities and their development by building relationships based on mutual trust and transparent communication. In doing so, we observe the highest possible ethical conduct and comply with applicable laws, regulations and guidelines.

Our approach to local community engagement follows best practices with a focus on proximity, proactivity, and deliverability of sustainable social investment initiatives with a positive impact towards our operations. The areas we address are the result of a materiality assessment and impact assessment, anchored on salient human rights risk, stakeholder engagement, and operational impact management. In FY 2022-2023, we contributed to community engagement and development with projects in five lines of voluntary direct social investments across the fourteen communities surrounding Mann Field:

- Shared Philanthropy.
- Educational and Vocational Enhancement.
- Livelihood Improvement.
- Access to Remedy (Operational Grievance Mechanism/OGM).
- Access to Healthcare.

Dialogue with Communities

In order to accomplish our initiatives through a constant, proactive and open dialogue with the communities, during the reporting period, we held planned meetings throughout the year with community development committees, village administrators, community volunteers, community liaison, small-holder farmers, women groups, youth and the participation of other local entities. We continue to seek input and feedback on our CSR activities, social impact and on the effectiveness of our stakeholder engagement plan.

Philanthropy: Cyclone Mocha

MPRL E&P makes charitable contributions that will be of public interest or benefit with the approval of the Senior Executive Management in combination with the Chief Compliance Officer's review and recommendation, and to do so in observance of legal and ethical local laws and practices.

Cyclone Mocha made landfall in Myanmar on 14 May 2023 as a category 4 tropical cyclone with strong winds, heavy rains, storm surges, floods and landslides. Rakhine State, Chin State, Sagaing Region, and Magway Region have been declared among the worst hit areas by the strongest cyclone in the Bay of Bengal in the last decade, leaving wreckages of people's homes, infrastructure, power and water services in its wake. It was reported that nearly 150 people died from the cyclone and the total damage amounted to more than MMK 500 billion. As of September 2023, MPRL E&P has donated US\$115,427.80 to the State Emergency Appeal Fund for the provision of immediate relief and early recovery efforts to those affected by Cyclone Mocha. We conveyed our deepest condolences to the families affected by this natural disaster.



Total Contributions
(FY 2022-2023):

US\$ 259,303.74

“

Strategically driving positive social impact by enhancing livelihood security, fostering skills development, and facilitating new partnerships and opportunities.

Our CSR Performance Highlights in FY 2022-2023

 <p>Community Infrastructure Development Initiatives</p> <p>13</p>	 <p>Agriculture & Livestock Farming Initiatives</p> <p>6</p>
 <p>Vocational & Livelihood Training</p> <p>4</p>	 <p>Waste Management Cargo Trips</p> <p>545</p>
 <p>Waste Collected in Metric Tons</p> <p>967</p>	 <p>Community Center Initiatives</p> <p>2</p>
 <p>Stakeholder Engagement Hours</p> <p>324</p>	 <p>Reporting and Communications</p> <p>35</p>
 <p>Grievance Cases Addressed</p> <p>11</p>	 <p>Book Drive Initiatives and Donations</p> <p>2</p>
<p>OGM Awareness Raising Campaign</p> <p>1</p>	 <p>Capacity Strengthening Training for Volunteers and CSR Field Staffs</p> <p>2</p>

Case Study 1

Community-led Seed Banks

Better access to quality seeds ensures livelihood security of smallholder farmers

Our community-level livelihood improvement initiatives at Mann Field address a set of inter-linked challenges of the local smallholder farmers, who rely on rain-fed farming for livelihoods. Local seed bank systems that are developed, managed and maintained by farmer groups play a fundamental role in smallholder crop production, and there is a need to ensure such local systems can supply sufficient quality seeds for farmers to achieve increasing yields and incomes.



Since fiscal year 2018-2019, chickpea, sunflower and tomato farmers from the seven different villages out of the 14 villages that surround Mann Field have banded together to start seed banks. With the facilitation and support from MPRL E&P's CSR Program, these seed banks and their management committees have established rules, selection criteria for participating farmers, and procurement and distribution of quality seeds of modern varieties.

The farmer groups are linked to extension staff from the Department of Agriculture (Minbu Township) under the Ministry of Agriculture, Livestock and Irrigation, to help with the process of procuring quality-guaranteed high-yield chickpea and sunflower seed varieties locally from reputable suppliers at fair prices. For technical knowledge, the farmer groups are linked to Yetagon Farm Advisory Services from Pwint Phyu.

These agricultural subject-matter experts support the farmers not only in assessing the suitability of seeds to the growing conditions and performance in the soil, but also with training in methods to improve the nutritional content of plants and soil, as well as practicing integrated pest management with the application of natural pesticides and fertilizers to help realize the full productive potential of the seeds in the field. In this fiscal year, we supported a total of 291 farmers with chickpea, sunflower and tomato seeds as well as plastic mulches.

We have made regular assessments of the agricultural assistance program effectiveness by measuring farmers' attendance of our agricultural knowledge sharing sessions, and their ability to apply the knowledge gained to tackle the challenges in their livelihood activities. We believe a success factor of the community-based seed banks is the facilitation of a system-wide collaboration to link seed producers, agricultural experts, and farmers in the region to provide better access to quality seeds along with upgrading agricultural knowledge and practices that are interlinked with the challenges of our smallholder food producers.





From our experience, it is evident that if farmers can get guaranteed quality seeds associated with the right farming practices including the application of the right fertilizers, our impact could be significant. Furthermore, given agriculture is a major contributor to the climate problem, responsible for a fifth of the total greenhouse gas emissions worldwide, steadfast adoption of sustainable farming practices will help cut emission levels in the coming decades.

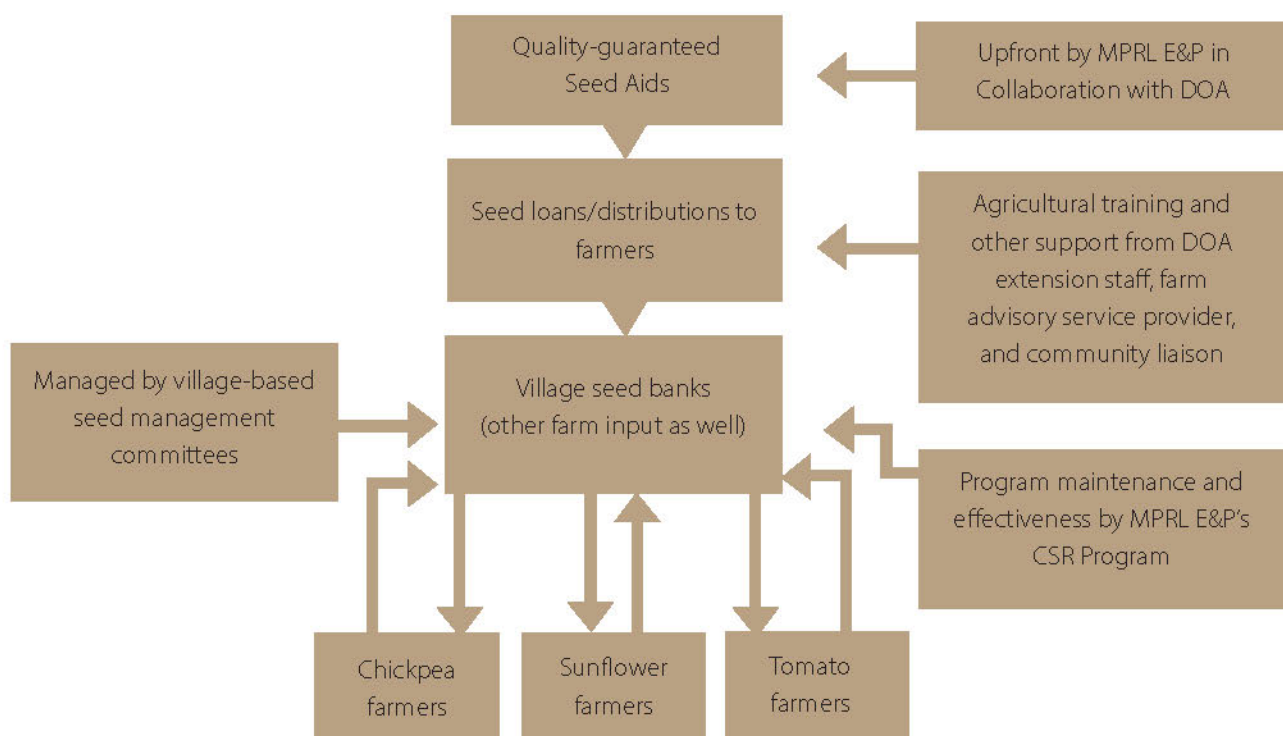


Fig. Community-Led Seed Bank Systems in Mann Field

Case Study 2

Banking on Local Talent for Future

Empowering community youths through agricultural skilling

Youth unemployment continues to be a serious issue, particularly among rural school graduates. The lack of local job opportunities and networking opportunities for employment not only affect individuals but also pose challenges to the overall development of society. The issues have been exacerbated by the COVID-19 pandemic which have left youth unable to complete their education and find employment, a source of frustration that could ultimately lead to social and economic instability, and a sense of hopelessness. At some point, many young people end up lowering their job expectations or migrating.



In order to address this issue, it is essential to prioritize the training and skill development of young men and women who lack opportunities for higher learning in line with the national economic policy and job prospects. Our strategic approach with the State Agriculture and Livestock Institute (Pwint Phyu) provides a viable pathway for employment and income generation, unlocking the potential of local youth to become active contributors to the agricultural sector and drivers of positive change in their communities.

There are 15 State Agriculture and Livestock Institutes under the Ministry of Agriculture, Livestock and Irrigation with aims to produce mid-level skilled technicians and experts related to agriculture who can promote and disseminate modern agricultural techniques and knowledge to farmers in a systematic manner, thereby supporting agricultural and rural development in Myanmar as well as raising farmers' incomes and living standards.

Students spend three years to complete a diploma course at a State Agriculture and Livestock Institute. An academic year divided into two semesters starts in November every year. A successful science track matriculator who is not older than 22 years of age can apply for an agriculture diploma course or an animal husbandry diploma course at the institute. Outstanding students can sit for the entrance exam to join the Yezin Agricultural University, the only institution of higher education in agriculture in Myanmar, for a bachelor's degree program.





A total of seven students from the surrounding villages in Mann Field have been supported by MPRL E&P's CSR Program for a three-year diploma course in Agriculture. The support in the form of a scholarship is worth MMK 750,000, covering a monthly stipend, enrollment fees, books and stationery, accommodation and food expenses. There are two students each from Ywar Thar, Kyar Kan and Mei Bayt Kone villages, while one student comes from Chin Taung village. At present, there are nearly 440 students in total studying at the institute.

The students have completed their two semesters in their first year, having been introduced to a range of subjects such as agronomy, horticulture, animal husbandary, agricultural chemistry, agricultural botany, English, physics, mathematics, computer science and social science. In their second year, they are scheduled to study six subjects – rice, oil seeds, pig, pulses, community supported agriculture (CSA) and food safety and quality management (FSQM).

With regard to their career aspiration, one of our scholarship recipient students said that he has a strong desire to promote farmers' education on modern agriculture, helping solve their challenges on farm through a combination of practical research and classroom learning. The solutions will entail sharing science-based agricultural techniques and an emphasis on the use of natural pest control measures that will help promote consumers' health, the student suggested. Another student voiced that they intend to find work in the private sector or public sector, as well as pursuing employment abroad. Other students said that they hope to promote farmers' access to quality seeds and sustainable farming methods when they complete their studies.

We believe empowering young men and women through agricultural training offers a practical solution to address youth unemployment and foster economic growth within the region. These individuals can choose to become extension staff or farmers who disseminate and utilize advanced farming techniques, agribusiness entrepreneurs who are involved in value addition, or salespeople who market agricultural products and knowledge, enhancing their own prospects and pursuing their own fulfillment.



Case Study 3

Improving Water Security with Solar Technology

In Mann Field, a community's basic needs are supported by renewable energy

Infrastructure serves as the backbone of any country in the world since it can boost economic development and improve the quality of life for everyone. Take these examples: A rural school in Myanmar needs water and sanitation facilities to ensure the safe and healthy environment for students and teachers alike; A young, rural Myanmar girl needs a good road to go to school on a daily basis; A community needs a functioning, basic health care service that supports their timely use of personal healthcare services to achieve the best optimal outcome.

At Mann Field, we carry out community infrastructure development work through community-led planning, participation and management, while safeguarding cost-effectiveness with quality control and sustainable infrastructure creation such as road structures, water supply facilities, school facilities and communal amenities. One of the most recent projects is a solar-powered water pumping system involving the deployment of renewable energy for enhancing access to water within a low-income local community, namely Mann Kyoe Village, where access to



clean drinking water and constraints on operating a water pumping system in the absence of electricity were major challenges. This is the first solar pumping community within Mann Field.

There are scores of economic, environmental and social benefits deriving from renewable energy sources, including their abundance and serving as lower-cost and healthier options for our planet. Thanks to recent developments in technology and access to renewable energy sources such as solar and wind, rural communities in many regions of the world are embracing their use to power essential community services such as water that are critical for their wellbeing and development status.

Hence, today the solar-powered water pumping systems are helping to reduce environmental impacts and greenhouse gas emissions by avoiding the use of diesel pumps for off-grid electricity. This is resulting in decreased energy costs and is increasing community resilience to climate change impacts.

With the success of this initiative in Mann Kyoe village, further deployment of the project is possible as we continue to assess strategic impact of the investment involving a robust technology that is independent from an electricity grid.





Fast Facts:

- Presently, the system services over 1,558 residents and 424 households in the village.
- Over 50% of the users are women and are directly benefiting from the system.
- The system entails a 30-foot-deep water well and can draw up to 1,800 gallons of water from the well on a daily basis.
- MPRL E&P contributed the majority of the project cost, MMK 4,660,500 while the community contributed MMK 503,600.

Case Study 4

Act Today, Prevent Blindness Tomorrow

Let's dedicate ourselves to achieving "Health for All"

In FY 2022-2023, we reached a milestone by making the 14 villages around Mann Field free of avoidable blindness, highlighting a significant achievement in our health initiatives. Avoidable blindness encompasses conditions that are preventable, treatable, or curable, such as those requiring cataract surgery or new prescription eyeglasses. During this reporting period, we enhanced the dignity and independence of Mann Field community members through comprehensive eye tests and surgical procedures aimed at preventing future blindness.

The Central Dry Zone of Myanmar, where Mann Field is situated, experiences dry and dusty conditions, contributing to a higher risk of eye health issues. The region's lack of sustainable clean water sources, low awareness of eye health, and general apprehension towards eye surgeries for common conditions like cataract and muscular degeneration have historically placed its inhabitants at an increased risk of sight loss.



Our community eye healthcare initiative, lauded for its impact, was an extension of our Mobile Clinic program, conducted in partnership with the Department of Public Health (Minbu) under the Ministry of Health. We revived our Mobile Clinic program, which had been paused due to the coronavirus pandemic, to meet the community's increasing need for primary healthcare services which we had identified through comprehensive surveys and interviews.

In response, not only did we add two additional clinic sessions, but we also collaborated with community and government stakeholders to execute a two-phase eye health initiative—one targeting schools in January 2023 and another for the wider village communities in June 2023. While our Mobile Clinic has served over 20,000 patients within Mann Field to date, we have aided more than 2,000 community members with eye screenings and surgeries as an outcome of the two-phase eye health campaign.



In the face of the COVID-19 pandemic, the importance of healthcare access has never been more evident, especially in rural areas where medical resources are scarce. Recognizing this critical need, we are committed to immediate action to enhance healthcare access for everyone, prioritizing those in remote locations.

Providing healthcare to all in Myanmar is a fundamental obligation that extends beyond moral duty; it's essential for economic stability. Healthy individuals contribute more effectively to the

workforce, fostering economic advancement. In this context, our Mobile Clinic sessions play an indispensable role within the Mann Field communities, offering services that transcend traditional medical care to encompass comprehensive health support. We are dedicated to the well-being of our communities, ensuring they have the resources to maintain their health throughout the year. Our success in these efforts has significantly been bolstered by the strength of our partnerships.

Fast Facts:

- In the first phase of the campaign, 1,847 students from the communities surrounding Mann Field underwent initial eye screening tests, with 52 of them referred to an ophthalmologist at Minbu General Hospital. Of these, 29 patients received glasses, 15 received eye drops, one received a one-month multivitamin regimen, and two were identified as needing possible surgery.
- During the second phase, 210 senior citizens aged sixty and above underwent initial eye screening tests, with 134 referred to an ophthalmologist at Minbu General Hospital. This resulted in 20 patients receiving glasses, 10 receiving eye drops, and 104 identified as needing possible cataract surgery.
- The total cost of the eye health initiative for the two groups of beneficiaries was MMK 20,879,200.

Going Forward

Moving forward, MPRL E&P is committed to sustaining our efforts in providing essential infrastructure to our local communities in Mann Field. This includes initiatives such as providing classroom furniture, improving water drainage systems, and installing solar-powered water pumping projects. Furthermore, we intend to introduce technology-driven learning opportunities for local school children. Simultaneously, we also look forward to exploring new partnerships that address the evolving needs of our local communities.

7. Annexes



GRI Content Index

ISO 26000 Content Index

Key Performance Indicators

Memberships

Cautionary Note

Stakeholders Feedback Form

GRI Content Index

GRI Standard	Disclosure	Channel	Location
	2-15 Conflicts of interest	Website	https://mprlexp.com/sustainability/policies-procedures/
	2-16 Communication of critical concerns	SR 2023	Corporate Governance
	2-17 Collective knowledge of the highest governance body	SR 2023	Corporate Governance
	2-18 Evaluation of the performance of the highest governance body	SR 2023	Corporate Governance
	2-19 Remuneration policies	SR 2023	Board of Directors> Remuneration Committee
	2-20 Process to determine remuneration	SR 2023	Board of Directors> Remuneration Committee
	2-21 Annual total compensation ratio	SR 2023	Board of Directors> Remuneration Committee
	2-22 Statement on sustainable development strategy	SR 2023	Message from the Chief Executive
	2-23 Policy commitments	Website	https://mprlexp.com/sustainability/policies-procedures/
	2-24 Embedding policy commitments	Website	https://mprlexp.com/sustainability/policies-procedures/
		SR 2023	Sustainability Strategy
	2-25 Processes to remediate negative impacts	SR 2023	Whistleblowing Channels
	2-26 Mechanisms for seeking advice and raising concerns	SR 2023	Whistleblowing Channels
	2-27 Compliance with laws and regulations	SR 2023	Business Conduct and Transparency
	2-28 Membership associations	SR 2023	Memberships
	2-29 Approach to stakeholder engagement	SR 2023	Stakeholder Engagement
	2-30 Collective bargaining agreements	SR 2023	Applicable Labor Laws, Regulations, and Principles for MPRL E&P
GRI 3: Material Topics 2021	3-1 Process to determine material topics	SR 2023	Our Material Topics
	3-2 List of material topics	SR 2023	List of Material Topics
	3-3 Management of material topics	SR 2023	Our Approach to Sustainability
GRI 200: Economic Topics			
GRI 201: Economic Performance 2016			
GRI 103: Management Approach 2016 GRI 11 : Oil and Gas Sector 2021 (11-14-1)	103-1 Explanation of the material topics and its boundaries	SR 2023	Economic Development
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 11 : Oil and Gas Sector 2021 (11-14, 11-21)	201-1 Direct economic value generated and distributed	SR 2023	Key Performance Indicators

GRI 203: Indirect Economic Impacts 2016			
GRI 103: Management Approach 2016 GRI 11: Oil and Gas Sector 2021 (11-14-1)	103-1 Explanation of the material topics and its boundaries	SR 2023	Our Investments in Domestic Energy Resources Our Community
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 11: Oil and Gas Sector 2021 (11-14-5)	203-1 Infrastructure investments and services supported		
GRI 205: Anti-Corruption 2016			
GRI 103: Management Approach 2016 GRI 11: Oil and Gas Sector 2021 (11-20-1)	103-1 Explanation of the material topics and its boundaries	SR 2023	Corporate Governance > Anti-corruption
	103-2 The management approach and its components	SR 2023	
	103-3 Evaluation of the management approach	SR 2023	
GRI 11: Oil and Gas Sector 2021 (11-20-3)	205-2 Communication and training about anti-corruption policies and procedures	SR 2023	Corporate Governance > Anti-corruption
GRI 11: Oil and Gas Sector 2021 (11-20-4)	205-3 Confirmed incidents of corruption and actions taken	SR 2023	Corporate Governance > Anti-corruption > Main achievements in FY 2022-2023
GRI 300: Environmental Topics			
GRI 303: Water and Effluents 2018			
GRI 103: Management Approach 2016 GRI 11: Oil and Gas Sector 2021 (11-6-1)	103-1 Explanation of the material topics and its boundaries	SR 2023	Environment > Environmental Stewardship
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 11: Oil and Gas Sector 2021 (11-6-5)	303-4 Water discharge	SR 2023	Environment > Emissions, Wastes and Discharges
GRI 306: Effluents and Waste 2016			
GRI 103: Management Approach 2016 GRI 11: Oil and Gas Sector 2021 (11-5)	103-1 Explanation of the material topics and its boundaries	SR 2023	Environment > Environmental Stewardship
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		

GRI 11: Oil and Gas Sector 2021 (11-5)	306-2 Waste by type and disposal method	SR 2023	Key Performance Indicators
GRI 11: Oil and Gas Sector 2021 (11-8)	306-3 Significant spills	SR 2023	Environment > Accidental Spills and Emergencies
GRI 307: Environmental Compliance 2016			
GRI 103: Management Approach 2016 GRI 11: Oil and Gas Sector 2021 (11-6-1)	103-1 Explanation of the material topics and its boundaries	SR 2023	Environment > Environmental Stewardship
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 11: Oil and Gas Sector 2021 (11-6-5)	307-1 Non-compliance with environmental laws and regulations	SR 2023	Environment > Environmental Stewardship > Our Environmental Management System
GRI 400: Social Topics			
GRI 401: Employment 2016			
GRI 103: Management Approach 2016 GRI 11: Oil and Gas Sector 2021 (11-10-1)	103-1 Explanation of the material topics and its boundaries	SR 2023	Our People
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 11: Oil and Gas Sector 2021 (11-10-2)	401-1 New employee hires and employee turnover	SR 2023	Our People
GRI 405: Diversity and Equal Opportunity			
GRI 103: Management Approach 2016 GRI 11: Oil and Gas Sector 2021 (11-11-1)	103-1 Explanation of the material topics and its boundaries	SR 2023	Our People
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 11: Oil and Gas Sector 2021 (11-11-5)	405-1 Diversity of governance bodies and employees	SR 2023	Our People
GRI 403: Occupational Health and Safety 2018			
GRI 103: Management Approach 2016 GRI 11: Oil and Gas Sector 2021 (11-9-1)	103-1 Explanation of the material topics and its boundaries	SR 2023	Our People > Employee Health, Safety and Well-being

	103-2 The management approach and its components	SR 2023	Our People > Employee Health, Safety and Well-being
	103-3 Evaluation of the management approach		
GRI 11: Oil and Gas Sector 2021 (11-9-10)	403-9 Work-related injuries	SR 2023	Key Performance Indicators
GRI 11: Oil and Gas Sector 2021 (11-9-11)	403-10 Work-related ill health	SR 2023	Key Performance Indicators
GRI 404: Training and Education 2016			
GRI 103: Management Approach 2016 GRI 11: Oil and Gas Sector 2021 (11-10-1)	103-1 Explanation of the material topics and its boundaries	SR 2023	Our People > Talent Management
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 11: Oil and Gas Sector 2021 (11-10-7)	404-2 Programs for upgrading employee skills and transition assistance programs	SR 2023	Key Performance Indicators
	404-3 Percentage of employees receiving regular performance and career development reviews	SR 2023	Key Performance Indicators
GRI 412: Human Rights Assessment 2016			
GRI 103: Management Approach 2016	103-1 Explanation of the material topics and its boundaries	SR 2023	Corporate Governance > Protecting Human Rights
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
	412-2 Employee training on human rights policies or procedures		
GRI 413: Local Communities 2016			
GRI 103: Management Approach 2016 GRI 11: Oil and Gas Sector 2021 (11-15-1)	103-1 Explanation of the material topics and its boundaries	SR 2023	Our Community > Our Corporate Social Responsibility Framework
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 11: Oil and Gas Sector 2021 (11-15-3)	413-1 Operations with local community engagement, impact assessments, and development programs	SR 2023	Our Community > Contributions to Local Community Our Community > Case Studies

GRI 419: Socioeconomic Compliance 2016

GRI 103: Management Approach 2016	103-1 Explanation of the material topics and its boundaries	SR 2023	Corporate Governance > Business Conduct and Transparency
	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	SR 2023	Corporate Governance > Business Conduct and Transparency

ISO 26000 Reference

The content of the initiatives described in this report has been organized under each of the seven core subjects and issues of ISO 26000 excluding consumer issues, which are not relevant to MPRL E&P.

Core Subjects	Issues	Relevant Section
Organizational Governance	<ul style="list-style-type: none"> Decision making processes and structures 	<ul style="list-style-type: none"> Message from the Chief Executive Our Approach to Sustainability Corporate Governance Environmental Stewardship Our Corporate Social Responsibility Framework
Human Rights	<ul style="list-style-type: none"> Due diligence Avoidance of complicity Resolving grievances Fundamental principles and rights at work 	<ul style="list-style-type: none"> Anti-corruption Protecting Human Rights Whistleblowing Channels Diversity and Inclusion Employee Health, Safety and Well-being Our Corporate Social Responsibility Framework
Labor Practices	<ul style="list-style-type: none"> Employment and employment relationships Conditions of work and social protection Social dialogue Health and safety at work Human development and training in the workplace 	<ul style="list-style-type: none"> Ethics and Business Conduct Employee Health, Safety and Well-being Talent Management Workforce Engagement Our Corporate Social Responsibility Framework
Environment	<ul style="list-style-type: none"> Prevention of pollution Sustainable resource use 	<ul style="list-style-type: none"> Environmental Stewardship Emissions, Wastes and Discharges Accidental Spills and Emergencies
Fair Operating Practices	<ul style="list-style-type: none"> Anti-corruption Promoting social responsibility in the value chain 	<ul style="list-style-type: none"> Ethics and Business Conduct Anti-corruption Our Corporate Social Responsibility Framework
Community Involvement and Development	<ul style="list-style-type: none"> Community involvement Education and culture Employment creation and skills development Health Social investment 	<ul style="list-style-type: none"> Our Approach to Sustainability Our Corporate Social Responsibility Framework Contributions to Local Community

Key Performance Indicators

Economic Performance

GRI Standard Reference	Indicator	Unit	FY 2019 - 2020	FY 2020 - 2021	FY 2021 - 2022	FY 2022 - 2023
GRI 201-1	Direct economic value generated					
	Total revenue	US\$	9,886,689.54	6,336,214.60	9,175,659.28	11,618,506.27
	Total cash charitable donations	US\$	267,213	51,846.99	89,359.38	285,903.89
GRI 204-1	Proportion of spending on local suppliers					
	Percentage of the procurement budget used for significant locations of operation that is spent on suppliers based in Myanmar	%	55	60	55	48

Note: MPRL E&P is not a publicly listed company, therefore, some financial information cannot be disclosed.

Environmental Performance

GRI Standard Reference	Indicator	Unit	FY 2019 - 2020	FY 2020 - 2021	FY 2021 - 2022	FY 2022 - 2023
GRI 306-2	Waste generated by type					
	Total weight of hazardous waste	kg	1,432.00	1,096.00	1,379.00	62,701
	Total weight of non-hazardous waste	kg	12,845.43	15,876.00	3,419.00	10,298
	Total weight of compost	kg	1,365.20	1,114	2,455	2,605
	Waste disposed in landfill					
	Hazardous waste	%	0	0	0	0
	Non-hazardous waste	%	25	40	30	30
	Compost	%	0	0	0	0

GRI Standard Reference	Indicator	Unit	FY 2019 - 2020	FY 2020 - 2021	FY 2021 - 2022	FY 2022 - 2023
	Waste diverted from landfill					
	Non Hazardous waste	%	75	60	70	70
	Compost	%	100	100	100	100
GRI 306-3	Significant spills					
	Total volume	no.	0	0	1	2
	Total volume	BBL	0	0	0.5	6

Social Performance

GRI Standard Reference	Indicator	Unit	FY 2019 - 2020	FY 2020 - 2021	FY 2021 - 2022	FY 2022 - 2023
GRI 102-7	Total workforce					
	Total workforce	no.	228	213	197	229
	Female	no.	78	74	72	83
	Male	no.	150	139	125	146
	Below 30	no.	43	37	30	36
	30-50	no.	146	139	128	148
	Above 50	no.	39	37	39	45
GRI 102-8	Total workforce by employment contract and gender					
	Permanent full time - total number	no.	216	199	186	208
	Female	no.	76	71	70	81
	Male	no.	140	128	116	127
	Below 30	no.	43	37	29	36

GRI Standard Reference	Indicator	Unit	FY 2019 - 2020	FY 2020 - 2021	FY 2021 - 2022	FY 2022 - 2023
	30-50	no.	143	134	124	140
	Above 50	no.	30	28	33	32
	Permanent part time - total number	no.	0	0	0	0
	Fixed term / temporary contract - total number	no.	12	14	11	21
	Female	no.	2	3	2	2
	Male	no.	10	11	9	19
	Below 30	no.	0	0	1	0
	30-50	no.	3	5	4	8
	Above 50	no.	9	9	6	13
GRI 404-3	Employees receiving regular performance and career development reviews					
	Female	%	28.21	2.7	1.39	8
	Male	%	9.33	0.72	1.6	17
	Managerial	%	10.64	0	0	4
	Non-managerial	%	2.21	0	0	13
GRI 405-1	Diversity of the governance body by gender and age					
	Female board members	%	0	0	0	0
	Male board members	%	100	100	100	100
	Age: Below 30	no.	0	0	0	0
	Age: 30-50	no.	1	1	1	1
	Age: 51-60	no.	1	1	1	1
	Age: Above 60	no.	2	2	2	2

GRI Standard Reference	Indicator	Unit	FY 2019 - 2020	FY 2020 - 2021	FY 2021 - 2022	FY 2022 - 2023
GRI 401-1a	Total number of new hires by gender and age					
	Female					
	Age: Below 30	no.	10	2	5	10
	Age: 30-50	no.	4	4	5	11
	Age: Above 50	no.	2	0	1	0
	Male					
	Age: Below 30	no.	7	1	3	2
	Age: 30-50	no.	8	2	3	11
	Age: Above 50	no.	3	3	1	8
GRI 401-1a	Rate of new hires by gender and age					
	Female					
	Age: Below 30	%	36	8	23	42
	Age: 30-50	%	9	10	13	21
	Age: Above 50	%	33	0	9	0
	Male					
	Age: Below 30	%	47	8	38	20
	Age: 30-50	%	8	2	3	11
	Age: Above 50	%	9	11	4	23
GRI 401-1b	Total number of employee turnover by gender and age					
	Female					
	Age: Above 30	no.	6	5	7	3

GRI Standard Reference	Indicator	Unit	FY 2019 - 2020	FY 2020 - 2021	FY 2021 - 2022	FY 2022 - 2023
	Age: 30-50	no.	3	5	6	7
	Age: Above 50	no.	1	0	1	0
	Male					
	Age: Below 30	no.	2	1	3	0
	Age: 30-50	no.	5	8	11	3
	Age: Above 50	no.	1	8	6	1
GRI 401-1b	Rate of employee turnover by gender and age					
	Female					
	Age: Below 30	%	21	20	32	12
	Age: 30-50	%	7	13	15	15
	Age: Above 50	%	17	0	9	0
	Male					
	Age: Below 30	%	13	8	38	0
	Age: 30-50	%	5	8	12	3
	Age: Above 50	%	3	29	21	3
GRI 404-1	Average hours of training					
	Female	hrs	38	14	12	29
	Male	hrs	28	23	14	22
	Managerial	hrs	22	15	9	9
	Non-managerial	hrs	31	21	14	29

GRI Standard Reference	Indicator	Unit	FY 2019 - 2020	FY 2020 - 2021	FY 2021 - 2022	FY 2022 - 2023
GRI 403-9 (2018)	Total number of workplace fatalities					
	Workplace fatalities at MPRL E&P Headquarters	no.	0	0	0	0
	Workplace fatalities at MPRL E&P on-site	no.	0	0	0	0
	Total rate of workplace fatalities					
	Workplace fatalities at MPRL E&P Headquarters	%	0	0	0	0
	Workplace fatalities at MPRL E&P on-site	%	0	0	0	0
GRI 403-9 (2018)	Total number of workplace injuries					
	Workplace injuries at MPRL E&P Headquarters	no.	0	0	0	0
	Workplace injuries at MPRL E&P on-site	no.	0	1	0	0
	Total rate of workplace injuries					
	Workplace injuries at MPRL E&P Headquarters	%	0	0	0	0
	Workplace injuries at MPRL E&P on-site	%	0	0.9	0	0
	Total number of high-consequence work-related Injuries					
	Workplace injuries at MPRL E&P Headquarters	no.	0	0	0	0
	Workplace injuries at MPRL E&P on-site	no.	0	0	0	0
	Total rate of high-consequence work-related injuries					
	Workplace injuries at MPRL E&P Headquarters	%	0	0	0	0
	Workplace injuries at MPRL E&P on-site	%	0	0	0	0

Memberships

1. Myanmar Survey Network
2. Myanmar Extractive Industries Transparency Initiative (MEITI)
3. Society of Corporate Compliance and Ethics (SCCE)
4. United Nations Global Compact (UNGC)
5. Asian Venture Philanthropy Network (AVPN)

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 which has been mentioned in such statements. Therefore, it is the reader's discretion not to put unwarranted reliance on them.

Bearing in mind the ever-changing operating environment and expectations of our stakeholders concerning our business activities, MPRL E&P will continue to monitor material developments and improve internal systems for disclosure of ESG topics that have gathered increasing attention.

Stakeholders Feedback Form

What is your opinion on our Sustainability Report 2023?

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

- ☐ Employee
- ☐ Government Agencies
- ☐ Business Partners / Suppliers / Contractors
- ☐ NGOs
- ☐ Civil Society Organizations
- ☐ 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
- ☐ Others (Specify)

3. Please rate your satisfaction with our Sustainability Report 2023.

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				

4. How much does our Sustainability Report 2023 provide you with an understanding of MPRL E&P's sustainability approach and efforts?

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

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

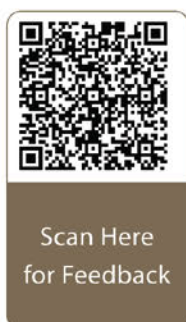
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Thank you very much for your valuable contribution.



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