



MPRL E&P Pte Ltd.

DIVERSITY, EQUITY AND INCLUSION POLICY

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DOCUMENT TITLE : DIVERSITY, EQUITY AND INCLUSION POLICY
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APPROVED BY : EXECUTIVE MANAGEMENT OF MPRL E&P

OBJECTIVES

MPRL E&P believes that by embracing diversity and fostering a culture of equity and inclusion will help us:

- Attract and retain employees from the widest possible pool of talent.
- Foster a culture that reflects one of our company values of honesty & integrity.
- Improve innovation, creativity, inspire critical thinking, and problem solving.
- Create a dynamic environment that leads to higher performance, greater employee engagement, and satisfaction.
- Maintain a competitive advantage for the long-term success of the business.

APPLICABILITY

This policy is applicable to all directors, officers, employees, advisors, consultants, its subsidiaries and/or assets operated and/or managed by MPRL E&P and/or its subsidiary.

Breach of the MPRL E&P Diversity, Equity and Inclusion Policy by an employee, director, officer, advisor, consultant, its subsidiaries and/or any assets operated and/or managed by MPRL E&P and/or its subsidiary, may result in disciplinary action, including dismissal and/or termination, and be subject to other actions according to the applicable laws. MPRL E&P reserves the right to amend or update this policy as required from time to time.

COMMITMENT

MPRL E&P is committed to actively fostering, cultivating, and preserving diversity, equity and inclusion, including diversity of gender and background, in its day-to-day operations, in order to stay at the forefront of the upstream oil and gas industry in Myanmar. MPRL E&P will:

- Create an inclusive work environment where everyone embrace the unique experiences, perspectives and cultural backgrounds that each and individual employee brings to our workforce.
- Strives to foster environment where our employees feel respected, valued and empowered, and our team members are at the forefront in helping us promote and sustain an inclusive workplace.
- Uphold all of our employees to adhere to the highest ethical standards, including treating others with dignity and respect during work, at work functions on or off the work site, and at all other company-sponsored and participative events.
- Recruit new hires, develop, and promote employees based on competence and build high-performing teams with complementary skill-sets to ensure equitable practices are maintained.
- Provide access to opportunities to enable inclusive behaviors at all levels of the organization.
- Ensure equitable treatment and opportunities for all employees, addressing and eliminating biases in our systems and practices.



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CONTINUED

- Commit to pay equity, ensuring fair and equitable compensation for all employees, regardless of gender, race, or background.
- Support diversity, equity and inclusion initiatives across MPRL E&P.
- Embrace diversity of thought and perspective, fostering an environment where individuals feel empowered to share their ideas and opinions without fear of discrimination or reprisal.
- Employ a zero tolerance approach to discrimination and harassment.
- Openly communicate with all of our stakeholders how we fare against our goals.

“Clarifications (or) Questions”

If you require any clarifications (or) have any questions with regard to this policy, you may seek advice from Human Resources Department.

ACCOUNTABILITY

MPRL E&P Executive Management is accountable for the MPRL E&P Diversity, Equity and Inclusion Policy. Human Resource Department is responsible for implementation and the administration of this policy, and record keeping.

REVIEW, MONITORING AND REPORTING

This policy will be reviewed every two years to ensure that it is aligned with changes in our business and external environment, including changes in the national context and legal requirements. Policy awareness trainings will be provided to all employees within MPRL E&P to increase awareness. Occasionally, policy reinforcement trainings will be provided as and when required.