



MPRL E&P Pte Ltd.

CORPORATE SOCIAL RESPONSIBILITY POLICY

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DOCUMENT TITLE : CORPORATE SOCIAL RESPONSIBILITY POLICY
AUTHOR : HEAD OF CORPORATE SUSTAINABILITY
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OBJECTIVES

As a responsible investor, MPRL E&P is committed to integrating social responsibility into its core operations to enhance sustainable development and contributing to the achievement of the United Nations Sustainable Development Goals (UN SDGs). Our objectives are:

- 1. Ethical Business Practices:** Conducting business operations with integrity, transparency, and respect for human rights as outlined in ISO 26000.
- 2. Stakeholder Engagement:** Engaging stakeholders in a meaningful dialogue to understand their expectations and concerns, ensuring inclusive decision-making processes.
- 3. Environmental Sustainability:** Minimizing environmental impact, promoting resource efficiency, and supporting biodiversity conservation in alignment with the UN SDGs.
- 4. Community Development:** Contributing to the socio-economic development of host communities through responsible investments and initiatives that align with relevant UN SDGs.

We shall ensure a high level of business performance while minimizing and effectively managing risks, upholding our core values of honesty, partnership, accountability and integrity in our relationships with all our stakeholders, and maintaining respect for cultural, national, and religious diversity.

APPLICABILITY

This policy is applicable to all directors, officers, employees, advisors, consultants, contractors, subcontractors, suppliers, vendors, service providers, agents, joint venture partners, investors, and other representatives of MPRL E&P, its subsidiaries and/or assets operated and/or managed by MPRL E&P and/or its subsidiary.

Breach of the MPRL E&P's Corporate Social Responsibility Policy by an employee, director, officer, advisor, consultant, contractor, subcontractor, supplier, vendor, service provider, agent or other representative of MPRL E&P, 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 defines corporate social responsibility as adhering to standards which ensure that its activities are carried out in a sustainable manner and recognizes its voluntary responsibility to be a good citizen for the societies which we directly interact with. We firmly believe that the trust, credibility, and goodwill that we have built in our communities help to create a positive social, working, and business environment.



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In alignment with the company's principles of Code of Conduct, company directors, personnel, and contractors are responsible for ensuring strict compliance with this policy, and specifically to:

- Create an inclusive business that practice fairness, equality of opportunities for career and personal development, and respect for individuality and diversity in all employment policies and procedures.
- Commit to equal opportunity in all aspects of employment and encouragement in diversity.
- Provide, and strive to maintain, a clean, healthy and safe working environment in line with the MPRL E&P Occupational Health and Safety Policy and safe systems of work.
- Ensure compliance with the MPRL E&P Environmental Policy to minimize environmental impact and to promote a positive environmental stewardship culture.
- Build mutually beneficial relationships with host communities and contribute to their sustainable development through active engagement, dialogue and community investment initiatives.
- Support and encourage our employees to help local community organizations and activities in our regions, particularly our employee chosen charities.
- Maintain accountability and transparency in all of our activities by carefully considering potential impacts of our business decisions on stakeholders and addressing them timely and effectively.
- Encourage our partners and stakeholders to observe and uphold these standards wherever possible.

Clarifications or questions or advice:

If you require any clarifications or have any questions with regard to this policy, you may seek advice from or discuss with your respective HoD or Head of Corporate Sustainability or any appropriate member(s) of the CSR & Communications Department.

ACCOUNTABILITIES

The Executive Management of MPRL E&P is accountable for the implementation of this policy. Implementation is achieved by adhering to our management systems, and where appropriate, the management systems used by those who work with us. The CSR Department will ensure this policy is implemented across the company and will respond to socially related questions addressing sustainability, environment, and governance. In addition, the CSR Department will also promote a culture in which all employees share our CSR commitments.

REVIEW, MONITORING AND REPORTING

The Corporate Social Responsibility Policy will be reviewed every two years to ensure that it is aligned with changes in our business and external environment, including changes to national context and legal requirements. We take seriously all feedback that we receive from our stakeholders and, where possible, maintain open dialogue to ensure that we fulfill the requirements outlined within this policy.