



MPRL E&P Pte Ltd.

LAND ACQUISITION POLICY

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DOCUMENT TITLE : LAND ACQUISITION POLICY
AUTHOR : HEAD OF CORPORATE SUSTAINABILITY
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APPROVED BY : EXECUTIVE MANAGEMENT

OBJECTIVES

MPRL E&P is committed to minimizing business risks and adverse socio-economic impact on primary stakeholders as a result of project related land acquisition. The objectives of the Land Acquisition Policy are:

- To establish a proper land acquisition process in the company based on concerns over the land aspects of the business operations;
- To ensure that a fair and transparent process is abided by for project related land acquisition in recognition of the importance of land rights to the communities living near our operations areas; and
- To promote best practices in the land acquisition process for business purposes.

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 Land Acquisition 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 recognizes that land acquisition can occur through voluntary market transactions as well as through compulsory procedures in accordance with the legal system of the host country. Together with the policy, and both the national and international context, the following commitments will be implemented throughout our operations:

- Develop land acquisition or land use procedures and other compulsory procedures in accordance with national and international standards.
- Ensure timely disclosure of information about the proposed project, planning and its likely adverse impacts concerned with land use through consultations and discussions with communities.
- Avoid situations that will lead to involuntary resettlement.
- However, when unavoidable, all people affected by the operations will be fully and fairly compensated for affected assets in accordance and collaboration with government authorities and prevailing laws.
- Develop a resettlement action plan (RAP) where appropriate, in order to manage the potential risks impacting people affected by the operation and when necessary, to justify their displacement.



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- Continuous engagement will take place to ensure affected people are consulted and are involved in resettlement planning to ensure that the mitigation of adverse effects as well as benefits of resettlement are appropriate and sustainable.

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. The CSR Department has general oversight for MPRL E&P's Land Acquisition Policy and the involuntary resettlement activities such as reviewing the policy and procedures on a regular basis, initiating engagement with affected stakeholders, implementing necessary assessments, and conducting a review of the company's social performance against this policy's stated goals and objectives. In addition, the CSR Department will ensure this policy is implemented across the company and will respond to socially related questions addressing sustainability, environment, and governance.

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. Training will be provided to MPRL E&P staff and contractors on an as-needed basis to better understand land acquisition processes and grievance mechanism processes, including compensation criteria as per existing laws and regulations. We seek to apply internationally accepted standards, such as IFC Performance Standards, to review the impact and risks that projects pose on individuals, households, and communities. Further assistance will be sought from professional and consulting organizations to provide guidance and support when needed.