



MPRL E&P Pte Ltd.

BIODIVERSITY POLICY

DOCUMENT NO. : MPRL E&P/HSE/004/2025/00
DOCUMENT TITLE : BIODIVERSITY POLICY
AUTHOR : HEALTH, SAFETY & ENVIRONMENTAL MANAGER
DATE : 14 JANUARY 2025
APPROVED BY : EXECUTIVE MANAGEMENT

OBJECTIVES

MPRL E&P is dedicated to environmentally and socially responsible operations, striving to minimize environmental adverse impact through initiatives that support the United Nations Sustainable Development Goals, with a particular focus on biodiversity and ecosystem conservation in our operational sites and surrounding areas. MPRL E&P aims to:

- Minimize our adverse impact on biodiversity by applying the mitigation hierarchy rigorously,
- Give priority to avoiding and minimizing potential adverse impacts on habitats and species during Project Design, Construction and Operations,
- Aggressively restore and provide offsets/ enhancements and conservation measures as required.

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 subsidiaries.

Breach of the MPRL E&P Biodiversity 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 is committed to:

- This policy applies to all operations under MPRL E&P's operational control and adjacent areas, including existing and future operations in Myanmar.
- A Project specific Biodiversity Action Plan will be developed as part of the Environmental Management System and implemented throughout the Project Phases.
- MPRL E&P will ensure that the design and implementation of the biodiversity measures are based on an adaptive approach with the objective of securing outcomes that last over the long term.
- MPRL E&P Projects will be monitored by experts and transparently reported to stakeholders in accordance with national laws and International Industry Best Practices such as the United Nations Global Compact (UNGC).
- Complying with all relevant national legislation and aligning with International Industry Best Practices such as International Petroleum Industry Environmental Conservation Association (IPIECA), International Finance Corporation (IFC), the United Nations Global Compact (UNGC) on the environment, particularly the seventh, eighth, and ninth principles of the UNGC.



MPRL E&P Pte Ltd.

BIODIVERSITY POLICY

CONTINUED

- Adhering to responsible guidelines and industry best practices, particularly IPIECA's guidelines and IFC's Performance Standard 6, in developing biodiversity action plans as part of Environmental Management Plans (EMPs) integrated into Environmental Impact Assessment - EIAs.
- Consulting with internal and external stakeholders such as management and employees, local communities, environmental organizations, regulatory bodies, government, and other relevant stakeholders to understand their expectations and concerns, and to ensure their support and input.
- Conducting surveys and assessments at existing and potential operational sites to identify biodiversity and ecosystem services, key species and habitats, and evaluate the potential adverse impacts from the company's existing or potential activities.
- Employing the mitigation hierarchy principle (avoid, minimize, manage, and offset residual adverse impact) and integrating biodiversity considerations into project planning, design, operational, and decommissioning processes in compliance with applicable legislation, guidelines and industry standards.
- Achieving, for qualifying biodiversity values, a No Net Loss in Natural Habitats and Net Gain in Critical Habitats, before the end of any specific Project by applying the mitigation hierarchy including long-term offset programs and additional conservation actions through the development of a biodiversity program, including a dedicated monitoring and evaluation program.
- Avoiding exploration, development, or operations for hydrocarbons in Myanmar's Protected Areas (PAs), which include ASEAN Heritage Parks, Ramsar Sites (wetlands of international importance), proposed World Heritage Sites (WHS), and Key Biodiversity Areas (KBAs) recognized for their biodiversity and cultural value.
- Supporting positive biodiversity outcomes by collaborating with government ministries, regulators, international organizations, academic institutions, NGOs, and community-based organizations in research, technical cooperation, policy coordination and management.
- Engaging with and building the capacity of local communities to participate in biodiversity conservation efforts, promoting sustainable livelihoods and holistic development.
- Establishing monitoring programs to track biodiversity outcomes and the effectiveness of conservation measures, and regularly reporting on biodiversity performance to stakeholders with transparent disclosure of lessons learned, challenges, and best practices.
- Ensuring EIAs and EMPs follow the legal requirements and disclose all draft EIAs and subsequent monitoring reports on the corporate website for public viewing.
- Providing training to ensure all personnel understand their responsibilities and adhere to this policy, and encouraging employee participation in biodiversity conservation efforts to foster a culture of environmental responsibility in the organization.
- Communicating the policy to external stakeholders through the company's website, sustainability reports, periodic publications, and community meetings, and encouraging partners and stakeholders to uphold these standards.
- Create a culture that encourages and recognizes everyone for adhering to this policy.

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 Health, Safety & Environmental Manager ("HSEM") or any appropriate member(s) of the HSE Department.

ACCOUNTABILITY

Responsibilities for Biodiversity Management are clearly defined and visible throughout the organization, with a strong emphasis on line management's (HoDs') responsibility for implementation and oversight. MPRL E&P Executive Management is accountable for the implementation of this policy. Implementation is achieved by adherence to the Health, Safety and Environmental Management System by all personnel and contractors as well as through reinforcement by all Heads of Departments (HoDs) where appropriate.



MPRL E&P Pte Ltd.

BIODIVERSITY POLICY

CONTINUED

The HSE Department and its working groups are committed to embedding a culture of Biodiversity stewardship, practicing Industry Best Practices in Biodiversity Management, and developing Biodiversity Action Plans to mitigate adverse impacts on biodiversity.

REVIEW, MONITORING, AND REPORTING

MPRL E&P engage in open dialogue with stakeholders, including local communities, regulators, and authorities, through both ad-hoc and scheduled meeting, welcoming their feedback to continually refine our approach. In consultation with employees or their representatives, this policy will be reviewed every two years to ensure that it is aligned with changes in MPRL E&P's business and external environment, including changes in the national context and legal requirements.