



Communication on Progress 2025

WE SUPPORT



From Resources to Resilience: Our Commitment to Sustainable Development

Build

through

Excellence

Lead

with

Integrity

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1. Overview

About Us

Powering Myanmar's Future: Sustainable Energy, Ethical Growth

We are a leading upstream energy company in Myanmar, proudly owned by a local family and operated by a dedicated team of over 300 Myanmar executives, expatriates, and local staff. With offices in Mann Field and Yangon, we serve as a trusted partner in energy exploration and production, contributing to the nation's development through sustainably produced and cost-effective domestic energy sources.

Our journey began in 1996 with a partnership agreement with Myanma Oil and Gas Enterprise (MOGE), marking a pivotal moment during Myanmar's opening of its oil and gas industry to foreign direct investment. Together, we initiated exploration and oil production in Mann Field, located in the Central Dry Zone of Myanmar. Since then, we have continually evolved, embracing innovation and transformation in our operations and activities.

In 2012, we achieved a major milestone with significant gas discoveries during offshore exploration drilling in Block A-6, situated in the Western Ayeyarwady offshore region. This project remains a cornerstone of our commitment to addressing Myanmar's energy security needs as we advance towards development and production phases.

The past few years of volatile energy prices and geopolitical conflicts have underscored the critical importance of reliable and affordable energy access. Energy is essential for driving economic development, ensuring environmental sustainability, and maintaining social stability. We are dedicated to playing a pivotal role in a coordinated effort—partnering with governments, private sector stakeholders like us, and consumers—to ensure energy security is achieved in a socially and environmentally sustainable way.







Message from the Chief Executive

The past 20 months have posed undeniable challenges. In April 2024, record-breaking temperatures in the Central Dry Zone, where Mann Field is located, highlighted the growing impact of climate change. This rise in temperatures was particularly evident in Myanmar's Delta region as the monsoon season approached. The situation worsened with Typhoon Yagi in September 2024, which caused devastating flooding and landslides, affecting dozens of townships across nine central, eastern, and southeastern states and regions. It was the most severe calamity in five decades, resulting in significant loss of life and property. The recovery will require substantial time, resources, and focused rehabilitation efforts.

These events underscore the crucial role of the private sector in providing humanitarian aid and driving sustainable development, particularly in a country like Myanmar, which is increasingly vulnerable to climate change. As the threat of climate change intensifies, it calls for collective action and a renewed commitment to safeguarding both our planet and its people.

In this Communication on Progress 2025 report, we reflect on how we navigated market fluctuations and reaffirm our mission to positively impact communities, the environment, and society during these challenging times. Below are the key priorities we addressed during the reporting period:



Leadership Commitment

Globally, the upstream energy sector continues to balance sustaining traditional energy systems with transitioning to a low-carbon future. Despite domestic challenges, we have remained resilient, strengthening our organizational capabilities and prioritizing sustainability across all functions. This resilience has enabled us to maintain operations and exceed performance targets.

In 2024, we reviewed and updated our corporate policies to ensure they remain relevant and responsive to our evolving operating environment. Our unwavering commitment to environmental stewardship, safety, and community engagement remains at the core of our operations. Additionally, we successfully extended our Mann Field Performance Compensation Contract, allowing us to continue creating jobs, supporting social investments, and contributing to local economic development in Myanmar.

Our mission is to enhance domestic energy security while improving livelihoods in Myanmar. We are also committed to respecting human rights in all areas of our operations. Despite challenging security conditions, we uphold the Voluntary Principles on Security and Human Rights (VPSHR), ensuring our activities respect the rights of employees and host communities.

Environmental Compliance

We adhere to strict guidelines for waste management and spill prevention at Mann Field, ensuring full compliance with environmental regulations. To date, we have treated and reinjected 5.7 million barrels of produced water, demonstrating our commitment





to industry best practices. We continuously improve preventive measures and controls as part of our broader safety and environmental initiatives.

Transparency in monitoring and reporting is vital. In April 2024, we secured the first extension of the Environmental Compliance Certificate (ECC) for the Redevelopment and Enhanced Oil Recovery (EOR) Program at Mann Field, reflecting our ongoing commitment to environmental accountability.

Commitment to Social Responsibility

We are proud to have achieved 4,487,884 man-hours without a Lost Time Accident (LTA) at Mann Field from 18 August 2020 to 31 March 2025, highlighting our strong safety culture. We also recorded 10,081 CARE Cards, fostering a company-wide culture of safety.

We are committed to enhancing workforce capacity and competency through ongoing investments in both technical and business support training. This includes focused development in technical skills, leadership, English language proficiency, and communication. Our employees have actively participated in training sessions such as the Young Leadership Training Program and Business English Proficiency Classes, ensuring they are equipped with the skills needed to drive performance and leadership within the organization.

We continue to invest in social management initiatives at both the Mann Field and the Pyitharyar Integrated Project (PIP). Additionally, by sourcing from local suppliers who meet our technical, operational, and ethical standards, we not only ensure responsible practices but also contribute to fostering fair business practices and strengthening the local economy. Through these efforts, we are committed to promoting sustainable development and creating long-lasting value for both our company and the communities we work with.

Positive Community Impact

In 2024, we celebrated the 10th anniversary of the Operational Grievance Mechanism (OGM) at Mann Field, showcasing our commitment to operational excellence, environmental stewardship, and community engagement. To mark this milestone, we launched stakeholder publications and held an awareness campaign with community members to ensure the OGM remains visible and effective.

We also advanced climate action with initiatives like the Coral Revive Pilot Conservation Project, focused on preserving and restoring coral ecosystems around Gaw Yan Gyi Island and Ngwe Saung. Through partnerships with government and academic institutions, we are making meaningful progress toward environmental conservation.

Following Typhoon Yagi's devastation in September 2024, the MPRL E&P Group of Companies pledged MMK 1,000 million (1 billion kyats) for flood relief efforts, demonstrating our commitment to supporting affected communities. We deeply appreciate the efforts of first responders, local and foreign companies, the diplomatic community, international organizations, and the many individuals and groups who worked together to assist those impacted by the disaster. As we rebuild, we must also consider how to better prepare for future extreme weather events linked to climate change.

Affirmation of Ongoing Commitment to the UN Global Compact

As the UN Global Compact marks its 25th anniversary in 2025, MPRL E&P congratulates the UNGC on this remarkable milestone and its enduring leadership in advancing responsible business practices globally. The Ten Principles and the Sustainable Development Goals (SDGs) continue to serve as essential frameworks in navigating today's complex global and humanitarian challenges.

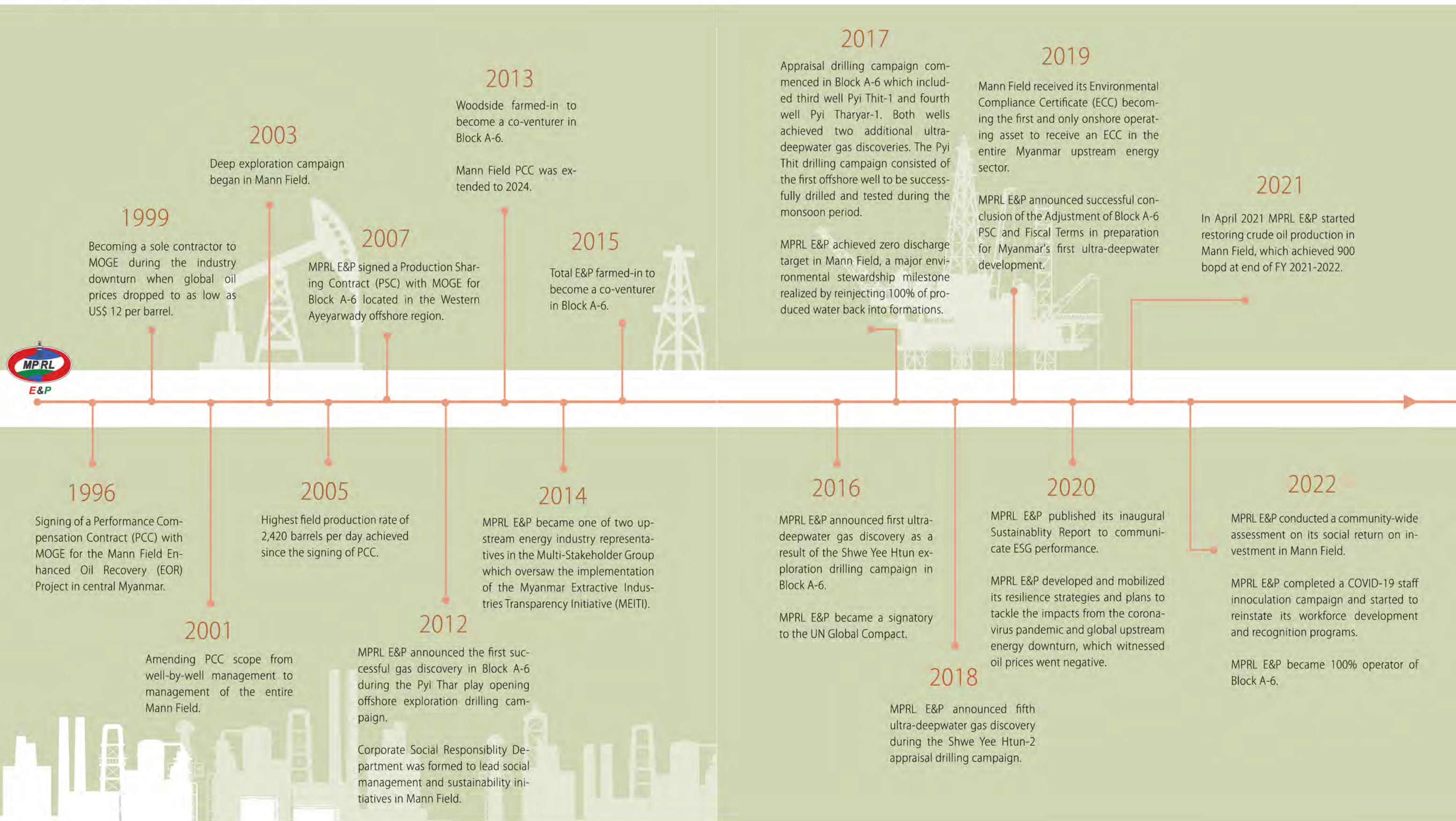
Since becoming a signatory on 16 February 2016, MPRL E&P proudly reaffirms its commitment to the UN Global Compact. We remain dedicated to embedding its principles into our operations and culture, while actively supporting the SDGs and transparently reporting our progress. We invite you to explore our Communication on Progress 2025 report, which highlights key initiatives undertaken during the Myanmar Financial Years 2023–2024 and 2024–2025. Your feedback is most welcome.



U Moe Myint

Chief Executive Officer
MPRL E&P Pte Ltd.

Historical Milestones



2024

MPRL E&P received the first extension of ECC for Mann Field.

MPRL E&P received an extension of PCC for Mann Field.

MPRL E&P marked 10 years of implementing the Operational Grievance Mechanism (OGM) in Mann Field.

29th
Anniversary

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.

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.

Our Integrated Sustainability Strategy

Myanmar's business landscape continues to evolve, and we remain committed to strategic resilience and sustainable economic growth. At the core of our operations is a commitment to do no harm to host communities and the environment, ensuring our activities contribute positively to national development.

Sustainability is embedded across our organization, led by our Board of Directors and Executive Management, who drive the agenda, set clear objectives, and monitor progress. Our annual corporate goals prioritize profitable growth, sustainability, and workforce development, reinforced by targeted training and resource mobilization to empower employees with accountability and purpose.



We maintain transparency through regular reports and stakeholder engagement, reinforcing trust and strengthening our social license to operate. Our participation in the UN Global Compact (UNGC) demonstrates our commitment to human rights, labor standards, environmental responsibility, and anti-corruption.

By aligning our strategy with UNGC Principles and SDGs 8, 12, 14, 15, 16, and 17 in particular, we focus on:

	Sustainable Economic Growth – Promoting decent work, fair labor practices, and ethical business growth.
	Environmental Stewardship – Reducing our ecological footprint, protecting ecosystems, and advancing green technologies.
	
	Good Governance & Transparency – Strengthening ethical business practices and institutional accountability.
	Strategic Partnerships – Collaborating with stakeholders to drive collective impact and sustainable progress.

By proactively identifying risks, opportunities, and social impacts, we ensure our operations align with global best practices. This integrated strategy secures a sustainable future while upholding the highest standards of environmental protection, human rights, and ethical governance.

The Ten Principles of the UN Global Compact

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.



Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.



Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Anti-Corruption



Our Performance Highlights

Priorities	Indicators	FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
Economic and Social Performance	Total revenues	US\$ 9.89 million	US\$ 6.34 million	US\$ 9.18 million	US\$ 11.62 million	US\$ 11.93 million	US\$ 10.42 million
	Total investment in Mann Field since 1996	US\$ 229.58 million	US\$ 240.52 million	US\$ 246.04 million	US\$ 254.67 million	US\$ 264.08 million	US\$ 272.28 million
	Cost savings realized by Myanmar due to incremental oil production in Mann Field since 1996	US\$ 331.67 million	US\$ 337.92 million	US\$ 346.44 million	US\$ 387.11 million	US\$ 401.01 million	US\$ 412.35 million
	Direct and indirect job creation	1400+	1300+	1300+	1300+	1300+	1300+
	Total contributions to social performance initiatives	US\$ 4.83 million & MMK 25,511.64 million					
	Spending on Local Suppliers	US\$ 343,461.98	US\$ 144,037.19	US\$ 146,525.19	US\$ 507,917.27	US\$ 558,471.12	US\$ 597,133.84

Priorities	Indicators	FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
Operations	Cumulative oil production since 1970	122 million barrels	122.3 million barrels	122.5 million barrels	122.7 million barrels	123.1 million barrels	123.4 million barrels
	Cumulative gas production since 1970	125 billion cubic feet	125.3 billion cubic feet	125.5 billion cubic feet	126.8 billion cubic feet	127.1 billion cubic feet	127.4 billion cubic feet
	Total number of wells	674					
	Peak production (1979)	24,711 barrels of oil per day					
	Original volumes in place	500 million barrels					
Health and Safety	Fatalities	0	0	0	0	0	0
	Man-hours without a LTA (Loss Time Accident)	2,613,524	603,244	1,295,608	2,351,920	1,046,426	1,089,536
	Number of CARE (Concern, Action, Reinforcement, and Encouragement) Cards reported	8,962	7,639	3,523	9,551	9,617	8,243
Environment	Discharge of produced water since 24 August 2017	0	0	0	0	0	0
	Disposed/Re-injected volume of produced water	2.9 million barrels	3.4 million barrels	3.7 million barrels	4 million barrels	5 million barrels	5.7 million barrels
Organization	% of Myanmar nationals recruited	99	98	98	96	96	97
	% of women in the workforce	34	24	24	25	25	26
	% of women holding managerial positions	26	27	26	18	21	20
	Number of interns trained (Cumulative to date)	80	87	87	87	99	114



2. Governance

Corporate Governance

We are dedicated to upholding the highest standards of corporate governance across our operations, ensuring the trust and confidence of our stakeholders.

A transparent and accountable governance framework is essential for fostering long-term credibility with our employees, communities, government, and other partners. Weak corpo-

rate governance can pose significant risks to companies, including reputational damage, financial losses, reduced stakeholder trust, and exposure to legal and regulatory challenges.

To mitigate these risks, our corporate policies and procedures guide the Board of Directors, Executive Management, committees, employees, suppliers, and contractors in delivering results with integrity, accountability, transparency, and determination. The Board is responsible for shaping our strategy and ensuring robust oversight through legal and effective controls. They also play a key role in aligning our sustainability objectives with our daily operations and practices.

Business Conduct and Transparency

Our Code of Conduct and Ethics applies to everyone associated with MPRL E&P, including the Board, Executive Management, employees, consultants, contractors, suppliers, and partners. It ensures all individuals take personal responsibility for complying with the law and conducting business professionally for the benefit of all stakeholders.

The Code covers key areas such as bribery and corruption, gifts and hospitality, conflict of interest, political activities, and social contributions. Employees receive regular training on the Code, including a comprehensive orientation for new hires.

To ensure accountability, employees must acknowledge their commitment to the Code and internal policies during onboarding and annually thereafter.

The Compliance team, led by the Chief Compliance Officer, oversees adherence to laws and ethical standards, conducting regular reviews and updating policies to stay aligned with evolving regulations.

Employees are encouraged to report any suspected violations through supervisors, managers, or the Compliance Department, with the option to report anonymously via a dedicated channel.

We promote socially and environmentally responsible investment in Myanmar through rigorous internal policies and active engagement with government and community stakeholders. We are committed to transparent communication on our sustainability performance, regularly sharing updates on our official website. MPRL E&P has not been subject to fines or penalties for non-compliance with environmental, social, or economic laws.

Anti-Corruption

We uphold a zero-tolerance policy on corruption, prohibiting the giving or receiving of bribes, either directly or indirectly, by anyone working on behalf of MPRL E&P.

We operate in full compliance with all relevant laws, regulations, and standards, 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).

Our Anti-Bribery and Corruption (ABC) Policy provides clear guidelines to prevent unethical conduct, with training for employees and contractors to help them identify and manage corruption risks in their daily work.

In line with our Third-Party Due Diligence Policy, our Compliance Department conducts thorough due diligence to assess and manage potential compliance risks, ensuring we only partner with reputable organizations and individuals.

During the reporting period, we are proud to report that there were no incidents of corruption within our operations. Additionally, we successfully completed a comprehensive review of our Anti-Bribery and Corruption (ABC) Policy.



Protecting Human Rights

We are committed to conducting business in a responsible and ethical manner that upholds and respects internationally recognized human rights, as outlined in the Universal Declaration of Human Rights. This commitment extends across our operations and influences the broader communities in which we operate. We firmly reject all forms of human rights abuses and strive to leverage our influence to promote the protection of these fundamental rights.

As a signatory of the UN Global Compact since 2016, we are dedicated to adhering to its principles, as well as the core standards of the International Labour Organization (ILO). We comply with all relevant domestic labor laws and regulations in Myanmar, ensuring these commitments are reflected in our Code of Conduct, Human Rights Statement and Policy, Human Resources Policies, and Health and Safety Policies. We prioritize partnering with suppliers and contractors who share these same values and standards.

As part of our ongoing commitment to enhancing national energy security, we collaborate with relevant stakeholders to address safety and security concerns for our field-based staff and ensure asset integrity at Mann Field. In line with our risk management and business continuity frameworks, we implement measures that prioritize the safety and security of our staff, while actively preventing any involvement in human rights violations. Additionally, we maintain consistent and transparent engagement with stakeholders that aligns with our core values and objectives. For further details on our policies and programs supporting our employees and host communities in our project areas, please refer to the “Our People” and “Our Community” sections of this report.



Case Study

Empowering Our Employees and Service Providers: A Case Study on MPRL E&P's Whistleblowing Training Program

In March 2024, MPRL E&P updated its Whistleblowing Manual (Version 03) to further strengthen ethical practices and enhance reporting mechanisms across the organization. The update aimed to ensure that both employees and key service providers were well-informed about the company's whistleblowing policies, procedures, and commitment to ethical conduct. The initiative was part of the company's ongoing efforts to promote transparency, integrity, and accountability.

To facilitate understanding and compliance, a comprehensive training program was designed and rolled out for all relevant stakeholders. The training was not limited to MPRL E&P employees but also extended to key service provider companies, namely Myint & Associates Co., Ltd., Myint & Associates Construction Co., Ltd., Myint & Associates Offshore Supply Base Ltd., Myint & Associates Telecommunications Ltd., Asia Drilling Pte. Ltd. and Ngwe Saung Yacht Club & Resort, ensuring that they were aligned with the company's ethical standards. This broad approach helped to ensure that the Whistleblowing Manual was effectively communicated to all levels within MPRL E&P and the key service provider companies.

The training program included four sessions in total, consisting of three in-person sessions and one virtual session. These sessions were conducted between August 14 and August 29, 2024, reaching a total of 353 participants, which included 207 employees from MPRL E&P and 146 participants from service providers. Each of the in-person sessions lasted two hours, while the virtual session was held for 1.5 hours via Microsoft Teams.

The training focused on five key objectives to ensure that employees and service providers fully understood the updated whistleblowing procedures. These objectives included educating participants on the definition and importance of whistleblowing, providing

clear guidance on how to report concerns, explaining the investigation process, discussing available consultation options, and highlighting the benefits and rewards of whistleblowing.

A major achievement of the program was the enhancement of awareness about the updated procedures among both employees and service providers. Participants gained a clear understanding of how to report concerns, whom they can report to, and the company's commitment to protecting whistleblowers. They also became familiar with new elements introduced in Version 03 of the manual, such as the definition of public interest, the handling of conflicts between policies, and the process for acknowledging anonymous reports.

The training also focused on promoting a culture of ethical behavior, transparency, and accountability. It reassured participants that their concerns would be addressed with confidentiality and without fear of retaliation. This was an important aspect of building trust in the whistleblowing system, as it allowed employees and service providers to feel confident in coming forward with legitimate concerns.

The involvement of service providers in the training was another key success. By extending the training to external partners, MPRL E&P ensured that its ethical standards were consistently applied throughout the entire supply chain. This fostered a unified approach to compliance and helped to strengthen the company's overall commitment to transparency, integrity and accountability.

Feedback collected from participants after the training sessions indicated that the program was well-received and effective in communicating the key points of the updated Whistleblowing Manual. Employees and service providers expressed greater confidence in the reporting process and appreciated the clarity provided during the sessions.

To assess the continued effectiveness of the program, MPRL E&P will track several key metrics, including the number of whistleblowing reports submitted, response times, and resolution rates. Feedback will also be gathered through surveys and post-training follow-up discussions to ensure that participants remain engaged with the reporting system and are aware of any changes or updates.

In conclusion, the reinforcement training program for the updated Whistleblowing Manual (Version 03) successfully achieved its objectives of enhancing awareness, pro-



moting ethical behavior, and aligning the company's practices with its core values. The initiative has contributed to a stronger culture of transparency, integrity, and accountability within MPRL E&P and its service provider companies. Continuous monitoring and refinement of the program will ensure that it remains effective in promoting a transparent and ethical workplace.

3. Economic Development



Economic Development in Myanmar: A Path to Stability and Recovery

Economic development is crucial for Myanmar, especially given the current humanitarian challenges the country faces. It addresses critical drivers of instability such as poverty, inequality, and lack of opportunity by creating jobs, improving living standards, and providing access to essential services. This progress can reduce social tensions, foster peace, and offer hope for affected communities, laying a clear path for recovery.

A strong economy has the potential to attract international investment, which is crucial for funding infrastructure projects and development initiatives. Over time, this economic growth can help Myanmar reduce its reliance on humanitarian aid, building self-sufficiency and strengthening local industries to better meet the needs of the population. Although the situation remains complex, promoting economic development alongside efforts to resolve conflict can lay the foundation for long-term recovery and stability.

The private sector plays a key role in Myanmar's economic development. Despite the challenges, businesses can significantly contribute by maintaining ethical standards, such as respecting human rights, adhering to labor laws, and upholding anti-corruption measures. By doing so, the private sector can set a positive example for governance, contributing to a more stable and just society. Furthermore, businesses can facilitate dialogue and foster peacebuilding initiatives by bridging divides between communities and political groups, promoting collaboration across sectors, and helping to reduce tensions.

The private sector is also a driver of innovation, particularly in technology, renewable energy, and sustainable practices. By developing solutions that meet both immediate and long-term needs, businesses can help build a more resilient economy and contribute to sustainable development. Additionally, by investing in small and medium-sized enterprises (SMEs), businesses can strengthen local economies, create jobs, and foster self-sufficiency.

Despite the challenges Myanmar faces, businesses that prioritize ethical practices, social responsibility, and long-term investment in peace and development have the potential

to play a critical role in the country's recovery. By aligning their goals with the broader needs of society, the private sector can help pave the way for a more stable and prosperous future for Myanmar.



Investing in Myanmar's Energy Future: Strengthening Domestic Oil Production and Supporting the Local Economy

Myanmar has a long-standing history of oil production that dates back to the late 19th century. Over the years, the country's oil sector has experienced varying levels of production and exploration, influenced by domestic developments and international geopolitics.

In the early 2010s, following Myanmar's political and economic reforms, the oil and gas sector attracted increased international attention. The government began granting new

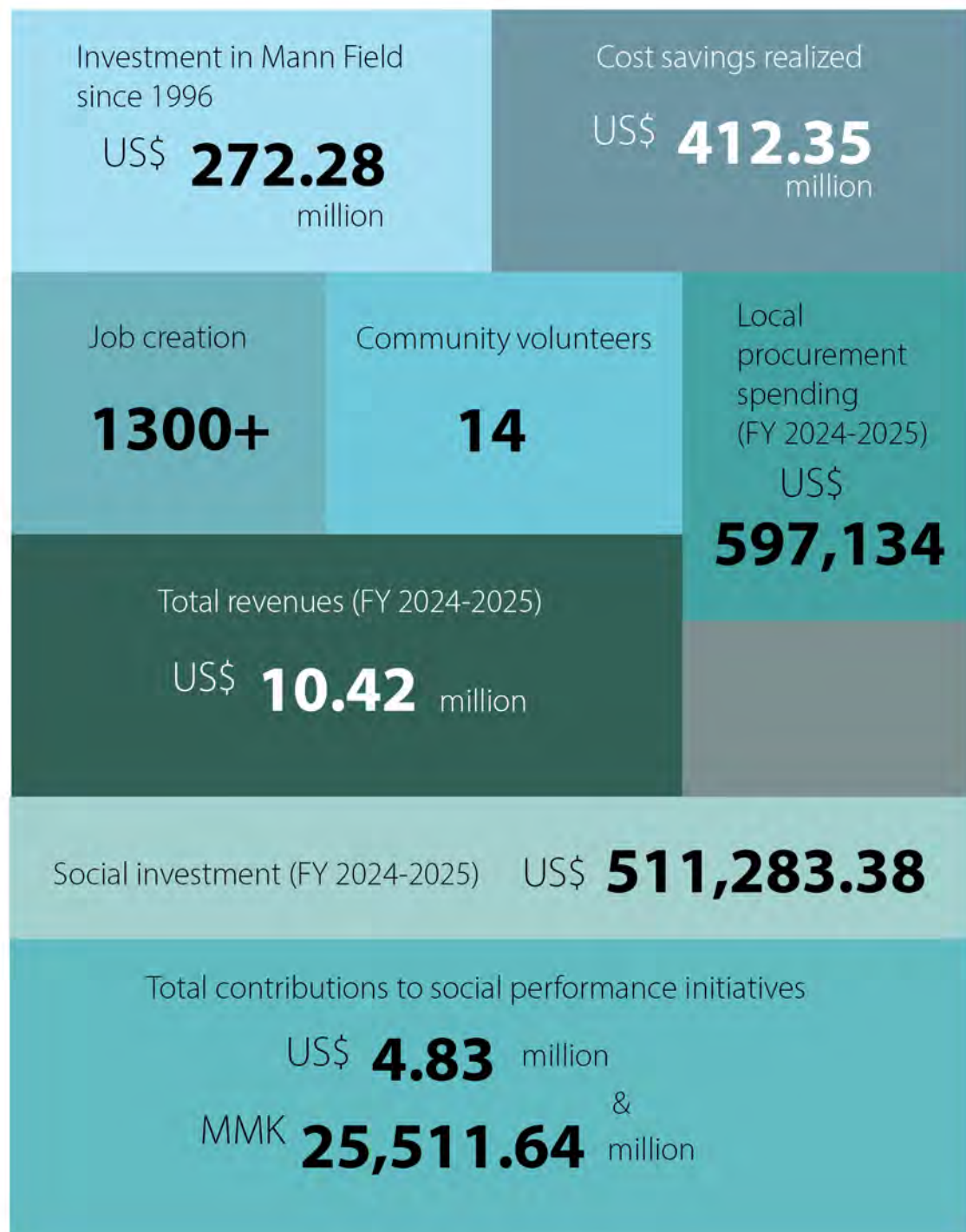
exploration licenses to foreign companies, recognizing the significant untapped potential of Myanmar's oil and gas fields. Although the country has considerable oil potential, its current production remains modest, with a greater focus in recent decades on natural gas exploration. The future of Myanmar's oil industry will depend on the resolution of the political process, continued economic reforms, and sustained interest from international investors.

Private sector investment in domestic oil production can help ensure a more stable and self-sufficient supply of oil, essential for meeting the country's energy demands. By boosting local production, Myanmar can reduce its reliance on costly imported oil, which is subject to global market fluctuations. Additionally, these investments can create local employment opportunities, especially in exploration, production, and distribution, contributing to poverty alleviation and economic stability in regions that need it most.

International oil companies and private investors bring advanced technologies, expertise, and management practices that can enhance the efficiency and sustainability of oil production. These innovations also improve the environmental and operational standards of Myanmar's oil industry. Increased domestic oil production can further boost government revenues through taxes, royalties, and other forms of revenue generation, supporting the financing of public services and development initiatives crucial to Myanmar's long-term stability.

Private investment can also help stimulate regional development, particularly in areas near oil fields. This can lead to improvements in local infrastructure, health services, and educational opportunities, directly benefiting communities involved in the oil industry. However, while the private sector's involvement presents significant opportunities, it also comes with challenges, especially regarding governance, transparency, and ensuring that investments benefit local communities equitably. Responsible and sustainable investment practices, along with strong regulatory frameworks, are essential to maximizing the positive impact of these investments.

Our Key Deliverables:



4. Environment

MPRL E&P's Environmental Stewardship Approach

Environmental stewardship in oil and gas projects involves the responsible management of natural resources, minimizing pollution, reducing emissions, and implementing effective waste management systems. It also emphasizes the protection of biodiversity and ecosystems around our operations, ensuring full compliance with environmental regulations.

At MPRL E&P, we are committed to environmental stewardship by embracing sustainable practices that reduce our environmental impact while benefiting the communities living alongside our project sites. To ensure continuous improvement and effectively guide our efforts, we have implemented a comprehensive Environmental Management System (EMS) that aligns with ISO 14001 standard.



ISO 14001 Aligned Environmental Management System (EMS)

Our EMS provides a structured framework for systematically managing and mitigating environmental impacts. By adhering to the ISO 14001 standard, we ensure that our operations meet the highest environmental protection standards. This approach involves identifying key environmental risks, setting measurable goals, and consistently achieving these goals through ongoing monitoring and evaluation.

In line with our commitment to responsible environmental practices, we are proud to announce that MPRL E&P has received the first extension of the Environmental Compliance Certificate (ECC) for Mann Field from the Environmental Conservation Department (ECD) under the Ministry of Natural Resources and Environmental Conservation (MONREC). This extension, following the expiration of the original certificate after five years, underscores our commitment to maintaining high environmental standards and compliance.

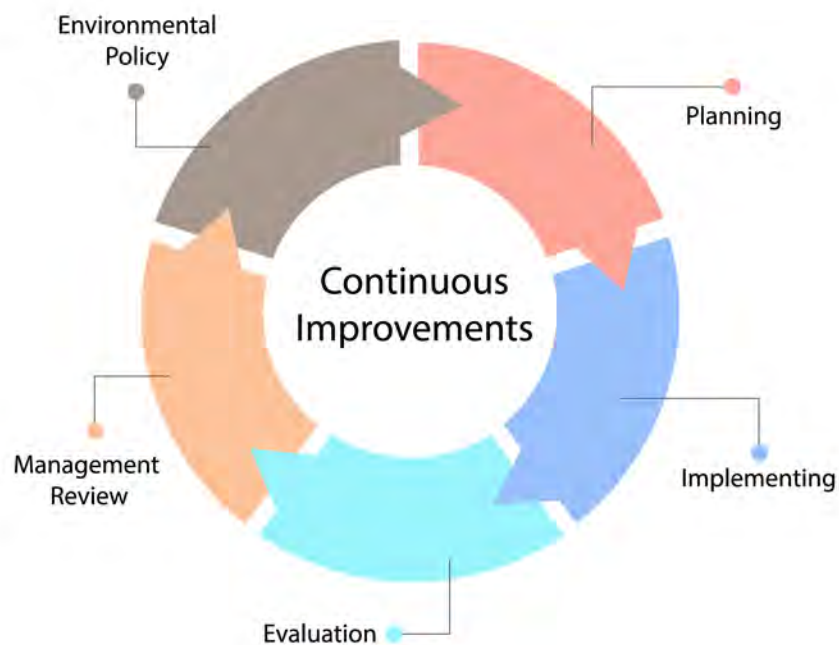


Fig. Elements of MPRL E&P's Environmental Management System



Commitment to Reducing Environmental Impact

At MPRL E&P, we prioritize reducing our environmental footprint throughout all stages of our operations, from exploration to production and beyond. Despite logistical constraints and security concerns, we remain steadfast in our commitment to managing key environmental issues such as emissions, waste, and discharges, in line with our Environmental Management System (EMS). Our goal is to mitigate environmental impacts, minimize pollution, and continuously improve based on stakeholder feedback and data analysis, ensuring accountability as we address challenges along the way.

Our bi-annual environmental monitoring surveys and management programs consistently demonstrate our compliance with both internal and regulatory requirements. These surveys validate the effectiveness of the control measures implemented at Mann Field and reinforce our dedication to environmental responsibility. All Environmental Monitoring Reports submitted to the Environmental Conservation Department (ECD) of MONREC are publicly available on our website, ensuring transparency and ongoing accountability.

To maintain compliance, we adhere to a set of environmental laws, regulations, and standards that guide our operations. These include:

- Myanmar Environmental Conservation Law
- Myanmar Environmental Conservation Rules
- National Environmental Quality Emission Guidelines
- Environmental Impact Assessment Procedure
- Drinking Water Quality Standard (MMS 2:2019)
- World Bank Group/International Finance Corporation Guidelines

By aligning with these frameworks, we continue to prioritize environmental sustainability and demonstrate our commitment to responsible business practices.

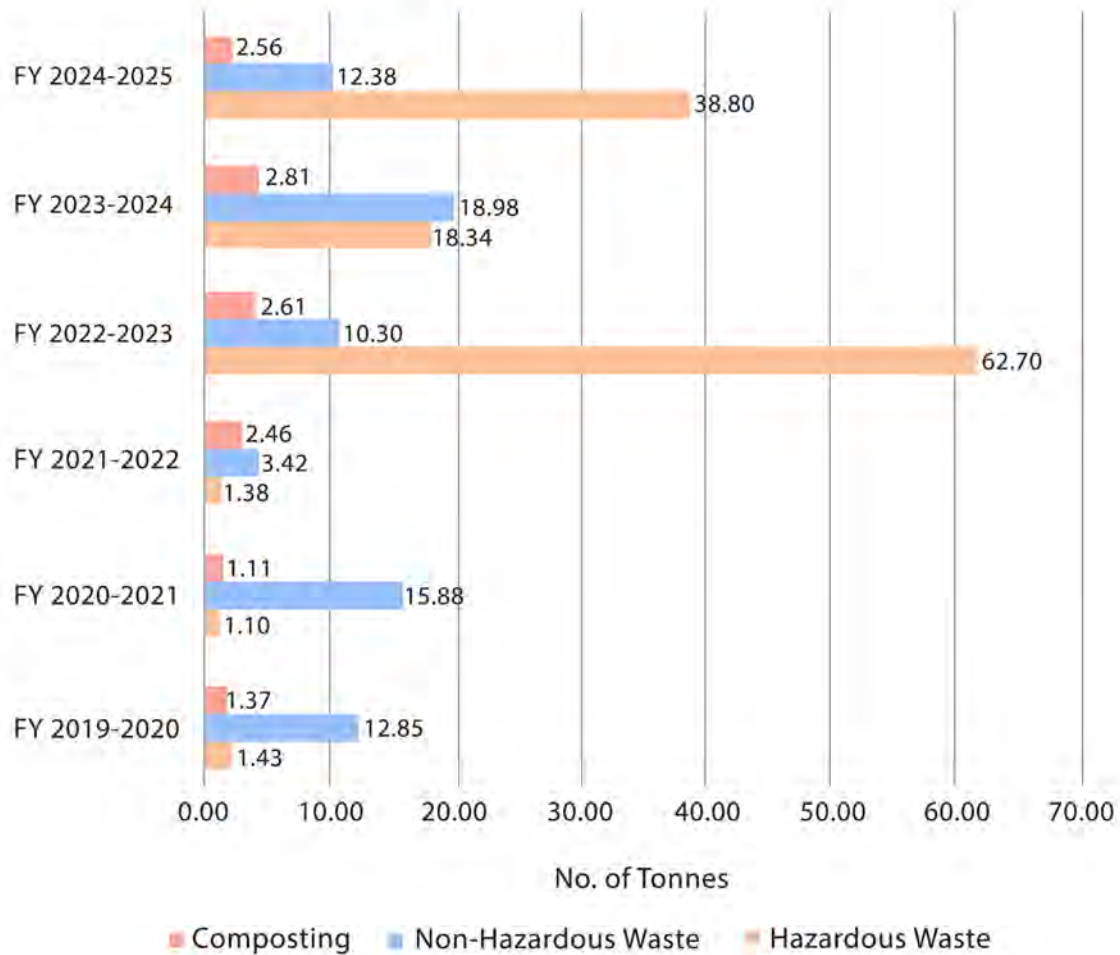
Waste Management

At Mann Field, we are committed to minimizing the environmental impact of our waste. In FY 2024-2025, we generated 38.8 tons of hazardous waste, which was temporarily safely stored at Sludge Management Compound and will be disposed to licensed third-party contractors or buried into underground bunker as per ECC commitment, and 12.38 tons of non-hazardous waste, which was sold for recycling. Additionally, 2.56 tons of waste were composted and repurposed for local planting efforts. The increase in hazardous waste in FY 2024-2025 is mainly due to planned desludging activities as part of the GOCS (Gas and Oil Collecting Stations) maintenance schedule, which had been deferred from FY 2021-2022.

However, hazardous waste generation decreased compared to FY 2022-2023. The higher volume of hazardous waste in the previous year was partly due to the accumulation of delayed desludging waste and contaminated soil from oil spills and theft-related incidents, which were addressed in FY 2022-2023. In FY 2024-2025, better planning, improved waste segregation, and fewer contamination incidents have helped mitigate the hazardous waste output.

Non-hazardous waste has decreased as well, thanks to improved segregation practices and greater crew awareness, which has led to more recycling and reuse. Moving forward, we will continue to focus on reducing both hazardous and non-hazardous waste, increasing recycling rates, and finding sustainable solutions for sludge management.

Waste by Type (Tonnes)



Produced Water Management

Produced water from hydrocarbon production wells is unsuitable for surface discharge or disposal into groundwater resources. Since achieving our Zero Discharge milestone on 24 August 2017, we have successfully reinjected 5.7 million barrels of produced water into shut-in wells, fully adhering to the National Environmental Quality Emission Guidelines (NEQEG) for Onshore Oil and Gas Development.

Prior to reinjection, we employ advanced treatment technologies to remove suspended solids from the produced water, ensuring that it meets the highest standards of purity. This proactive approach safeguards neighboring water bodies, such as Mann Creek and the Ayeyarwady River, from contamination. Furthermore, we have implemented



a robust storage system for produced water, along with comprehensive spill response protocols. These initiatives have not only eradicated environmental discharges but have also contributed to greater production efficiency by maintaining optimal reservoir pressure and enhancing oil recovery, ensuring sustainable resource management.

Process Safety and Commitment to Incident-Free Operations

At MPRL E&P, process safety is a key priority in all our operations. We apply strict safety protocols throughout every phase of production, from exploration to oil recovery. Our safety management systems are built to identify, evaluate, and reduce risks that could affect the well-being of our employees, the community, or the environment. By consistently monitoring operations, conducting regular safety drills, and investing in advanced technology, we foster a strong safety culture that permeates every part of our work.

We are proud to report that we achieved zero incidents related to process safety. This accomplishment is a testament to our proactive approach, rigorous safety standards, and unwavering commitment to operational excellence. By continuously improving our safety practices and fostering a strong safety culture, we ensure that our operations remain incident-free and that we continue to meet the highest safety standards, protecting both our people and the environment.

Accidental Spills and Emergency Preparedness

As part of our comprehensive risk management framework, MPRL E&P integrates proactive measures to control and mitigate risks across all operations. In collaboration with key departments and personnel at both our offices and project sites, the HSE Department spearheads activities designed to enhance operational safety and preparedness. Through our HSE Policy, we uphold accountability and ensure robust unplanned event management and emergency preparedness, particularly in high-risk areas like Mann Field.

Strategic actions, such as non-destructive testing of pulling units and a thorough fire prevention assessment—including fire extinguishers and water storage tanks—are conducted to ensure that all equipment is fully operational before the hot season. Our emergency response plans are specifically designed for potential field risks, with clear communication and role-based responsibility allocation across all staff levels. These plans are regularly reviewed, refined, and updated to align with evolving risk scenarios, maintaining readiness and optimizing our response to any unforeseen incidents.

Continuous Improvement and Innovation

At MPRL E&P, we are committed to continuous improvement in our environmental management practices. We consistently evaluate and update our policies and procedures to integrate the latest technologies, stay ahead of regulatory changes, and align with industry best practices. Our goal is to innovate and find more efficient ways to minimize environmental impact while effectively meeting the growing energy needs of Myanmar and its citizens.

In September 2024, we released an updated version of our Environmental Policy, reinforcing our commitment to sustainability and environmental responsibility. Alongside this, we introduced a corporate biodiversity policy focused on preserving biodiversity and ecosystem services. This policy outlines our current and future initiatives to conserve biodiversity at our project sites and surrounding areas. After completing a thorough internal review and approval process, the policy has been published on our website.

Case Study

Collaborative Environmental Protection Initiatives



At MPRL E&P, we acknowledge that environmental stewardship is a collaborative effort that involves various sectors. We prioritize working closely with local communities, governmental bodies, and other key stakeholders to foster sustainable development, safeguard the environment, and promote awareness about conservation. This approach not only helps us secure our social license to operate but also builds trust and support from both local and broader communities. As environmental policies continue to evolve, we actively adapt our practices to stay in line with new regulations and scientific progress.



World Environment Day Initiatives



In honor of World Environment Day on 6 June 2024, MPRL E&P partnered with the Environmental Conservation Department (ECD) and local communities to promote environmental awareness. Activities included the installation of educational signposts in Mann Field and the organization of an essay competition titled "Land Restoration, Desertification, and Drought Resilience," targeting local students. These efforts were designed to increase understanding of key environmental issues and encourage innovative solutions for sustainable development.



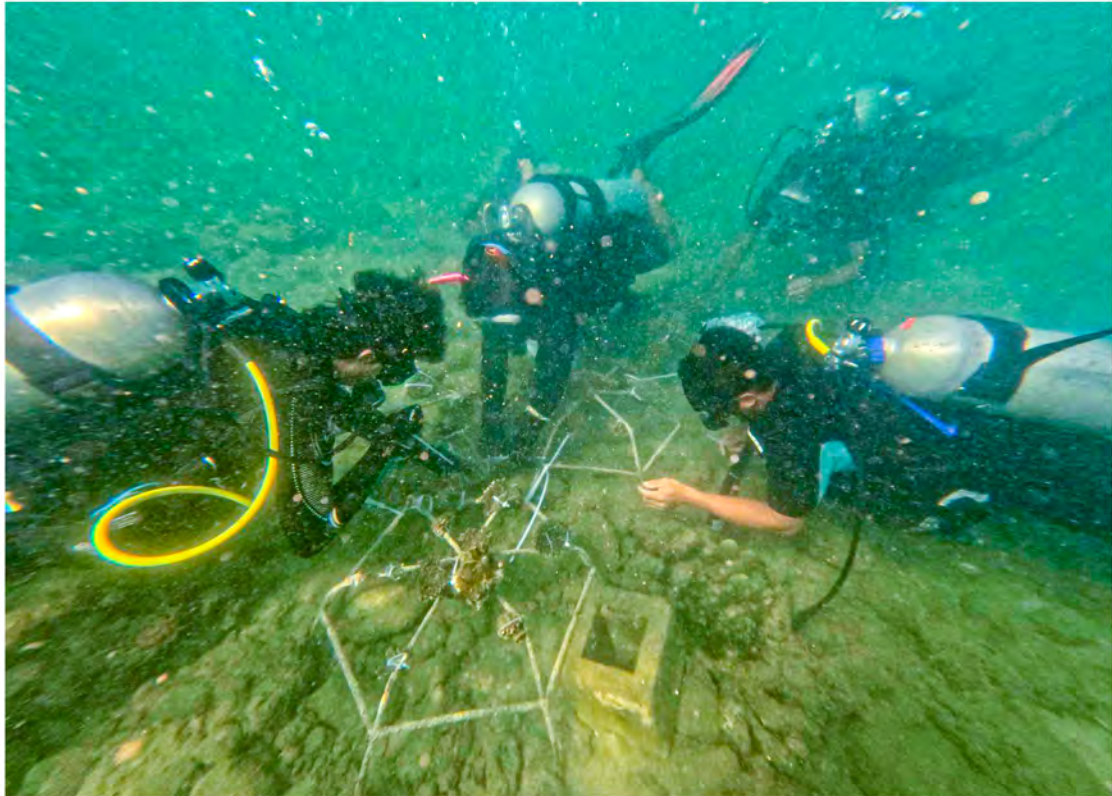
Coral Reef Conservation Pilot Project



One of our most impactful initiatives is the coral reef conservation pilot project, led by the PIP CSR Program. This initiative focuses on community involvement, capacity building, and sustainable marine ecosystem management. Local volunteers were recruited and trained in specialized diving skills, empowering them to actively participate in the protection of coral reefs. Notable achievements included mapping coral reefs, selecting Sabahtar Island as a conservation site, and deploying artificial reefs, coral nursery structures, and engaging in seagrass recultivation. These efforts have laid the groundwork for long-term marine conservation in Myanmar.



A Shared Commitment to Sustainability



The success of these initiatives underscores the importance of collaboration. Through partnerships with local communities, government bodies, and environmental experts, MPRL E&P not only complies with regulatory standards but also promotes a culture of proactive environmental stewardship. This collaborative approach is crucial for ensuring lasting environmental protection and social responsibility, paving the way for a sustainable future for Myanmar's ecosystems and communities.

5. Our People

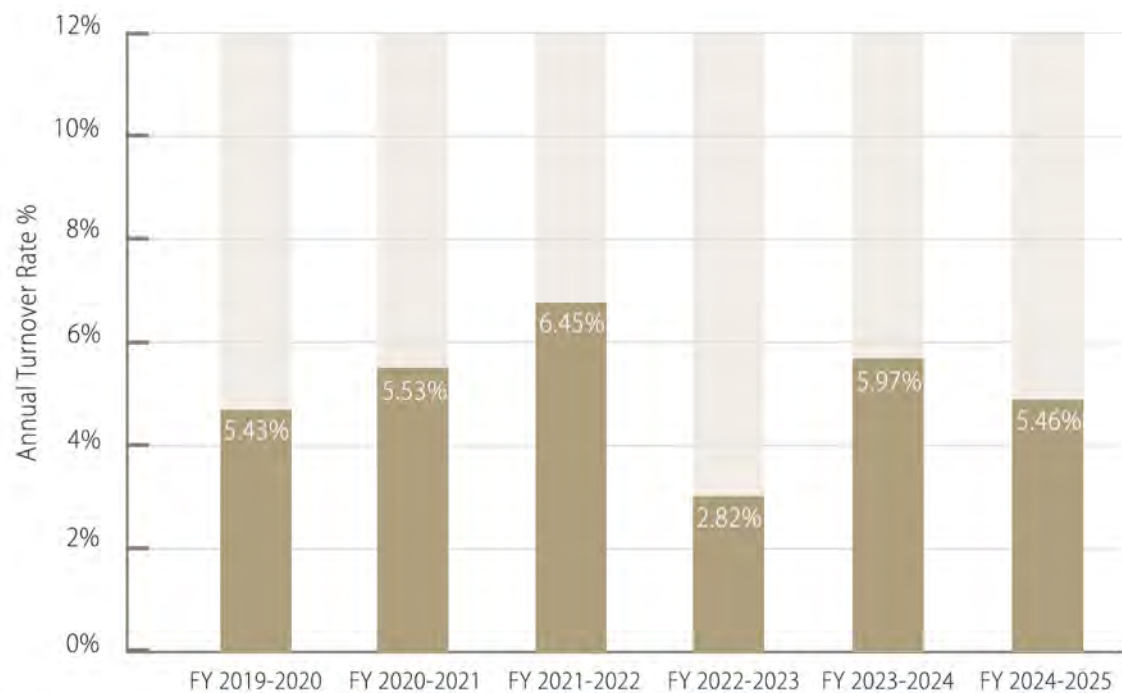


Our Commitment to Our People

We believe that our long-term success as a business organization is closely linked to our ability to attract, develop, and retain a highly skilled workforce. Since our establishment, we have focused on building empowered, resilient, and collaborative teams dedicated to exceeding their goals.

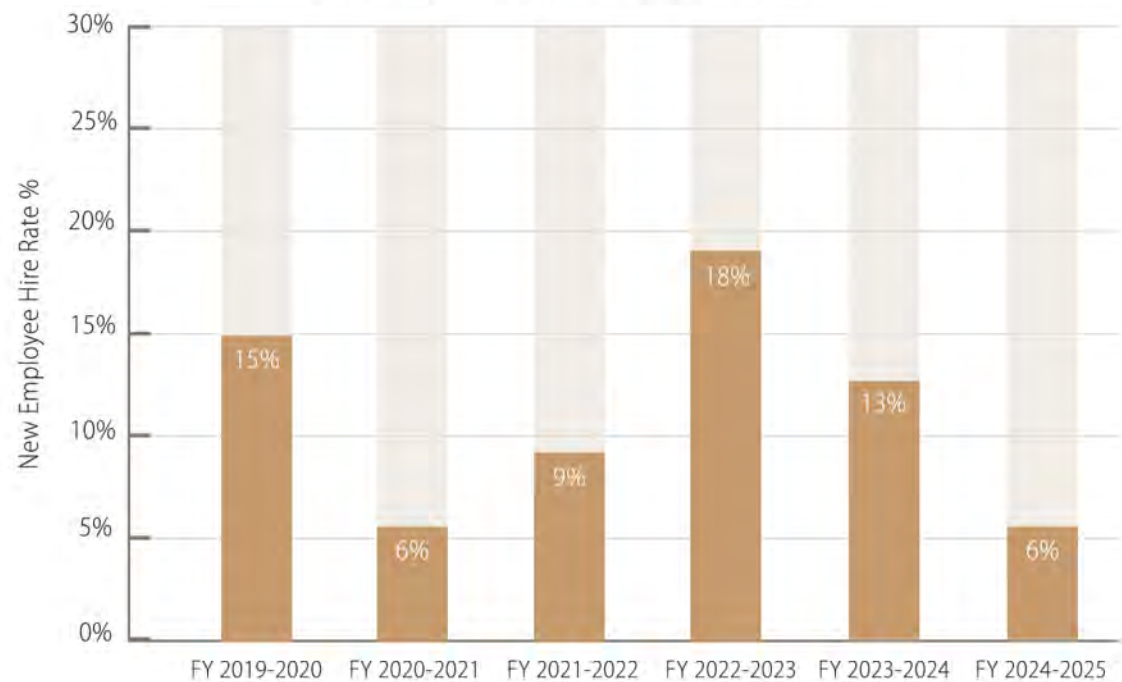
We offer fair and competitive compensation packages that align with industry standards and local market conditions. Our range of employee benefits includes paid maternity

Employee Turnover Rate



Note: The GRI template and our internal method use different formulas to calculate employee turnover. This difference may lead to variations in the reported percentages.

New Employee Hire Rate





and paternity leave, supporting our employees in maintaining a healthy work-life balance. Moreover, in full compliance with relevant labor laws and regulations, we ensure that wages, working conditions, annual leave, social security, and medical insurance coverage are designed to meet the needs of our employees and their eligible dependents.

We treat our employees with dignity and respect, valuing their individual worth and supporting their right to freedom of association and collective bargaining. We also uphold the protection of their data privacy rights. Additionally, we support our employees' personal and professional growth and well-being by providing various learning opportunities and investing in safe, healthy work practices.

We are fully committed to eliminating forced and compulsory labor in all forms, including child labor, human trafficking, slavery, and discrimination. These practices are strictly prohibited within our operations. To prevent and address any potential abuses, we have implemented an employee grievance policy, allowing staff to raise concerns through a clear internal process, ensuring that all issues are heard and properly addressed. As part of our HR activities, we also conduct Staff Retainment Surveys to help us identify areas and programs that may need to be maintained or improved to create a better working environment.

As of the reporting period FY 2024-2025, we have a total of 348 employees, of which 165 were located at the Head Office in Yangon, and 183 at Mann Field. We have a total of 994 indirect workforce, including crew from MOGE (Myanmar Oil and Gas Enterprise) working under contracts to provide services in our operations in Mann Field. We maintain an average turnover rate of 5.46% for both technical and business support functions, indicating that we have successfully retained seasoned workforce.

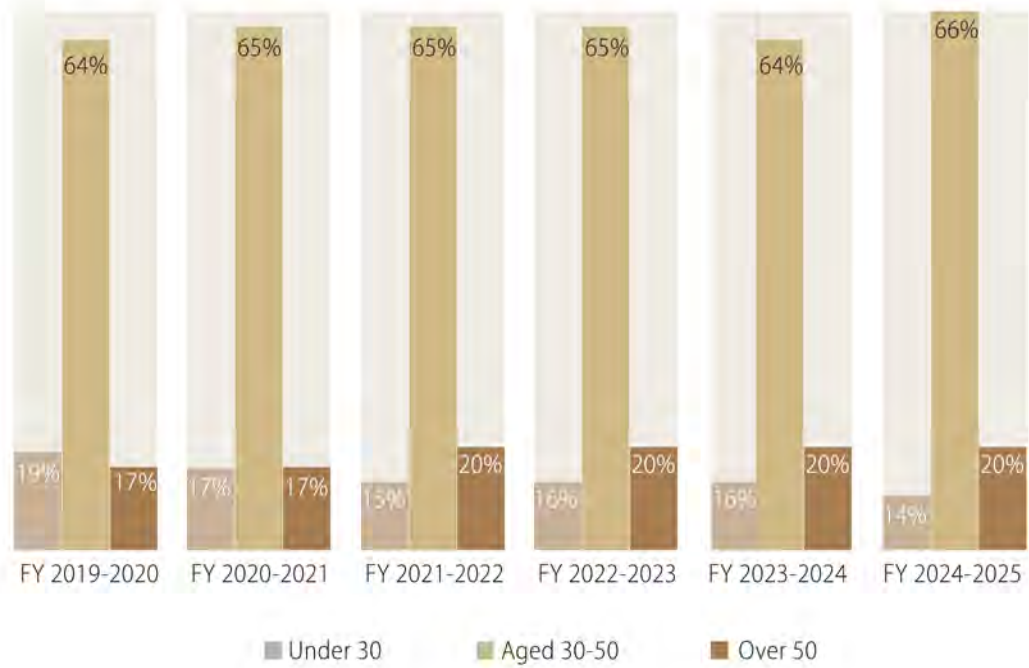
Diversity and Inclusion

We maintain a zero-tolerance approach to discrimination and harassment and practice an open-door policy, allowing employees to engage in sincere conversations without fear of reprisals. We adhere to Principle 6 of the UN Global Compact, which focuses on the elimination of discrimination in employment and occupation. During the reporting period, we have had no cases of discrimination or harassment.

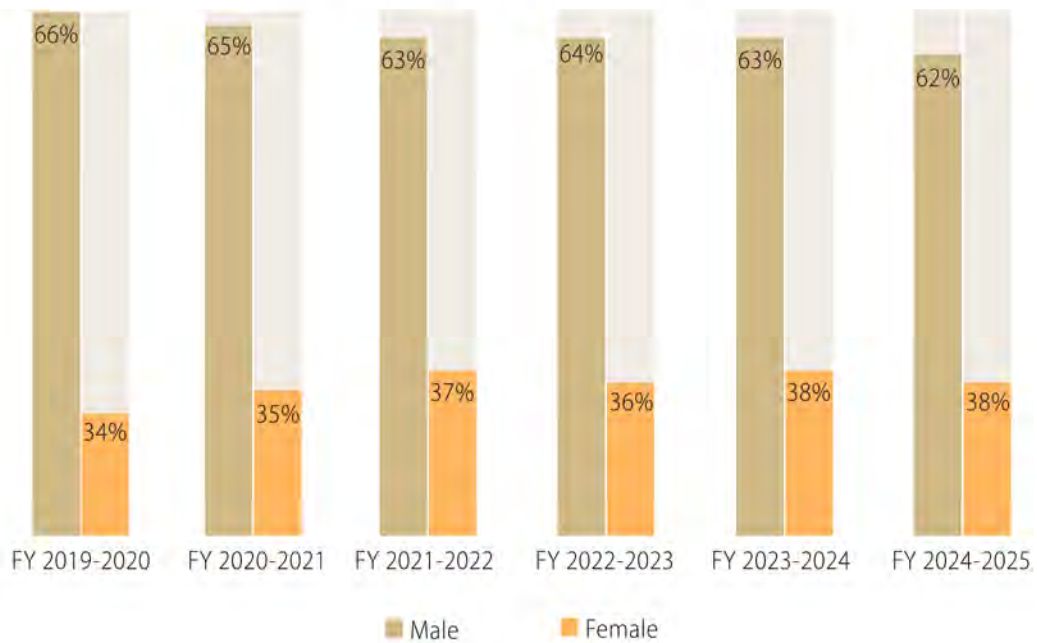
We believe in equal opportunity and in treating everyone fairly. We value the diversity of our people and the contributions each individual makes to the organization. We actively strive to foster a culture of diversity and inclusion, embracing various backgrounds, experiences, genders, and perspectives. We encourage innovation, creativity, critical thinking, and problem-solving to cultivate a dynamic work environment that leads to high performance, job satisfaction, and engagement.



Employee by Age Category



Employee by Gender



These commitments are clearly detailed in our Code of Conduct and employment policies, which were reviewed in 2024, and are accessible on our website. We encourage our employees to bring any concerns related to discrimination, harassment, or unlawful treatment to the attention of their supervisors, line managers, or the Human Resources Department.

Health, Safety, and Well-being



The health, safety, and well-being of our employees are of utmost importance to us. We understand that achieving our OHS objectives is most effective when both our employees and contractors take personal responsibility for ensuring that safe behaviors become second nature in daily work activities. Our Health, Safety, and Environment (HSE) Department, in collaboration with the HSE committee, plays a central role in prioritizing safety across the organization.

We are dedicated to promoting a culture of safety at every level of the organization through continuous safety campaigns, awareness training, simulation drills, site observations, reviews, and the CARE Card system. In addition, we provide on-site health services, which include initiatives focused on heat stress and heat stroke prevention, voluntary seasonal flu vaccinations, and regular medical check-ups. We have also organized both virtual and on-site sessions to raise awareness about a variety of health concerns, such as diabetes and cholera.

In 2024, we completed a review and update of our Occupational Health and Safety Policy and Alcohol and Substance Abuse Policy, both of which are available on our website. During FY 2024-2025, we reached a significant safety milestone, achieving 1,089,536 man-hours without a Lost Time Accident (LTA). We also recorded 8,243 CARE Cards, surpassing our target of 5,400. Additionally, we completed a total of 4,958 training hours across 57 training topics.





Talent Management

Talent management is an ongoing process that includes planning, recruiting, on-boarding, training, supporting, and compensating employees to help achieve the company's goals. For success in both business and sustainability, it is essential that our talent possesses the necessary skills, resources, and behaviors to meet these objectives.

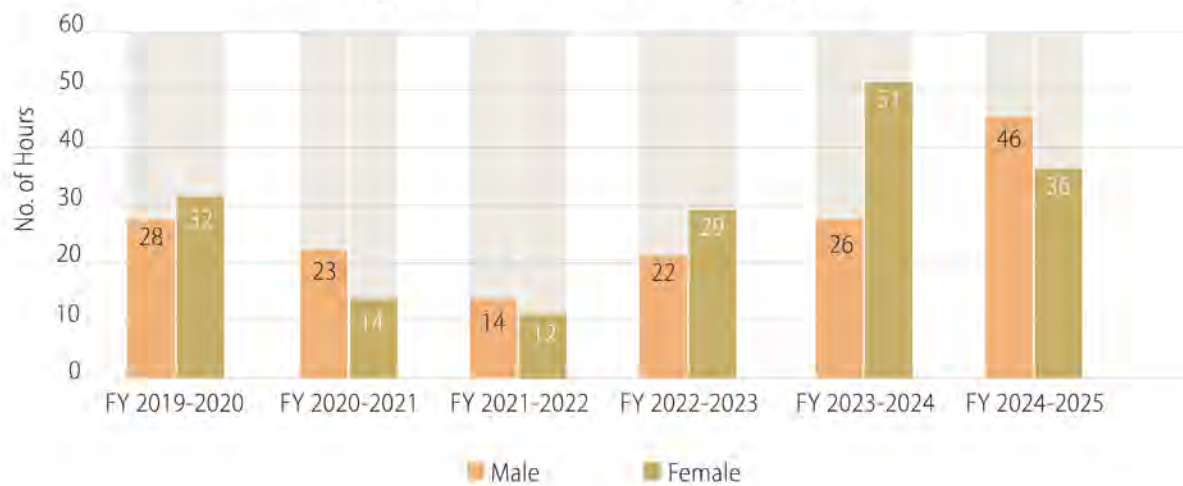
During the reporting period, we concentrated on internal training to strengthen our workforce, adhering to the 70-20-10 development model: 70% through hands-on work experience, 20% via cross-functional collaboration, and 10% from formal training. As part of our leadership development efforts, we launched the Young Leadership Development Program to enhance the leadership capabilities of our senior talent. We also continued supporting our AIT scholarship program, helping employees pursue further education.

Additionally, our Performance Management Program (PMP) provided valuable insights into employee progress, highlighting a strong overall performance. We also conducted interim assessments for several employees to explore opportunities for growth and upward mobility within the organization.

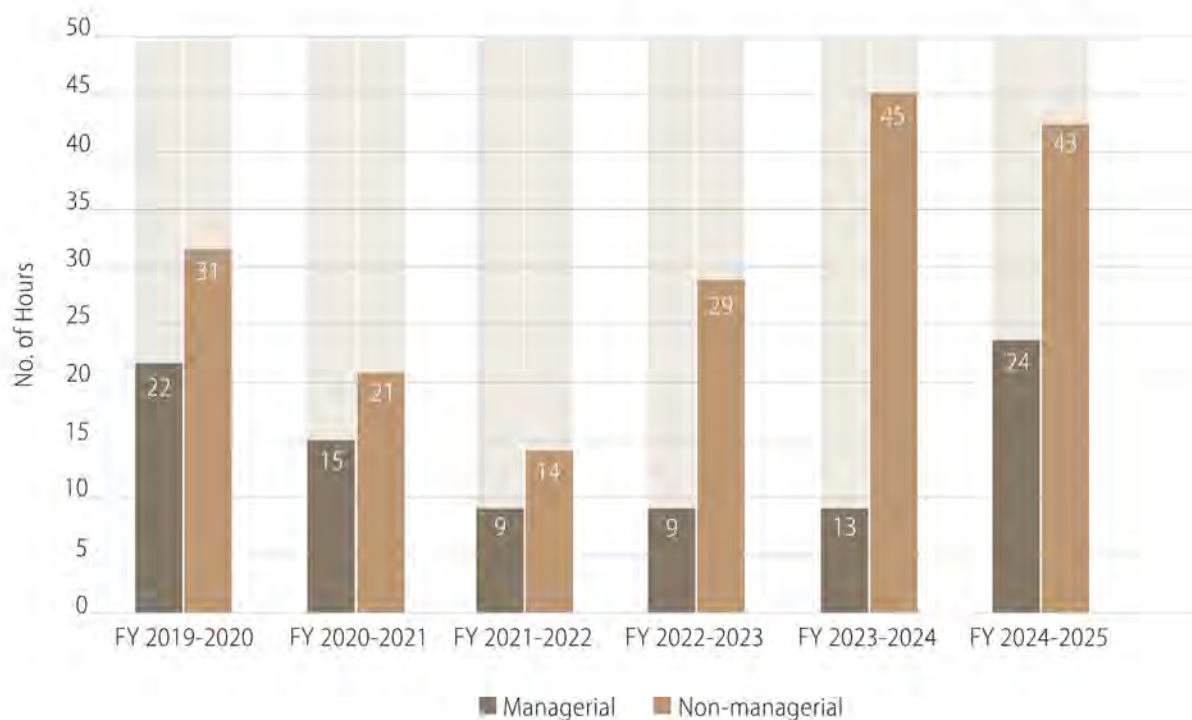
We also resumed our internship program, training 15 students from the Yangon Technological University (YTU) and other institutions, bringing the total number of interns to 114. To support our new employees and interns, we introduced an orientation program that helps them familiarize themselves with our company's culture, systems, policies,

and expectations. Additionally, to ensure the ongoing development of all staff, we implemented a performance improvement plan for employees requiring additional skill development, allowing them to grow within the organization.

Average Hours of Training by Gender



Average Hours of Training by Employee Category





Workforce Engagement

At MPRL E&P, we believe that effective employee engagement is key to driving performance, productivity, and reducing absenteeism, grievances, and injuries. Our engagement strategy focuses on empowering employees and creating an environment where they feel integral to the organization's mission and vision. This includes fostering mutual trust and open communication, encouraging staff to fully utilize their skills and knowledge.

We continue to publish our quarterly newsletter, *Insight!* and *Doh Mann Myay*, which are available on our website and distributed in print to stakeholders. Additionally, we share monthly Notes from the Corner Office from the Chief Operating Officer, providing key updates on business plans, progress, challenges, and best practices. We also encourage knowledge sharing through posts on our Viva Engage platform and conduct department-level reflection processes twice a year, where Heads of Departments review and set business performance goals.

Recognizing outstanding employees remains a cornerstone of our HR framework. In FY 2023–2024, the Outstanding Performer Award Program honored four exceptional





individuals for their exemplary contributions. During the same period, Service Years Awards were presented to 19 MPRL E&P staff members and 29 employees across the MPRL E&P Group of Companies.

In FY 2024–2025, four employees were again recognized through the Outstanding Performer Award Program. Additionally, Service Years Awards were granted to 34 MPRL E&P staff members and 11 staff members from the broader Group of Companies.

To further engage employees, the Learning Club organizes activities focused on soft skills development and interpersonal relationship building. These efforts contribute to a positive and motivated workforce at MPRL E&P. Additionally, we organize social welfare initiatives and cultural celebrations to engage staff and promote the rich traditions of Myanmar, helping to keep these important cultural practices alive within our organization.



6. Our Community

Our Approach

At MPRL E&P, we recognize that Corporate Social Responsibility (CSR) is a dynamic and evolving practice, especially in the context of Myanmar's changing socio-economic and environmental landscape. As a responsible business, we have continuously adapted our CSR strategy to align with the shifting needs of the communities we engage with and the broader national development goals.

Our commitment to the United Nations Sustainable Development Goals (UN SDGs) remains at the core of our operations, with a focus on promoting ethical business practices, engaging stakeholders meaningfully, supporting environmental sustainability, and fostering community development. We strive to operate with transparency, respect for human rights, and to create long-term value for society.

In response to Myanmar's rapidly changing environment, MPRL E&P has strengthened its focus on environmental sustainability and community resilience. With the coun-



try facing challenges such as climate change, resource depletion, and socio-political transitions, we have made conscious efforts to minimize our environmental impact and promote resource efficiency. Our projects now integrate more sustainable practices, supporting biodiversity conservation and contributing to UN SDG 13 (Climate Action).

Furthermore, recognizing the importance of empowering local communities during times of uncertainty, we have increased our investments in education, healthcare, and local infrastructure to promote socio-economic resilience. This commitment to UN SDG 8 (Decent Work and Economic Growth) ensures that we support both the immediate and long-term well-being of the communities we engage with.

As Myanmar continues to evolve, so does our approach to stakeholder engagement and accountability. In an environment of change, we emphasize open and transparent dialogue with local communities, government entities, and civil society, ensuring that their concerns and expectations are at the forefront of our decision-making. We also remain flexible, adjusting our CSR practices to meet new regulatory and socio-political realities while staying true to our core values.

Through periodic reviews of our CSR policy and ongoing feedback from stakeholders, we are committed to continuously improving our practices and fostering a culture of sustainability. By evolving with the changing environment, MPRL E&P aims to contribute to a more sustainable, resilient Myanmar, with the vision of creating lasting positive impacts for future generations.



Our Contributions to Local Communities

CSR Performance Highlights

Focus Areas		FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
	Community Infrastructure Development Initiatives	10	7	10	13	25	15
	Vocational & Livelihood Training	6	2	3	4	2	1
	Agriculture & Livestock Farming Initiatives	4	3	5	6	5	1
	Waste Management Cargo Trips	452	527	557	560	487	327
	Waste Collected in Tonnes	802	935	988	994	864	580
	Community Center Initiatives	-	-	-	2	-	1

	Stakeholder Engagement Man-Hours	6,721	3,201	4,201	3,011	2,374	4,521
	Reporting and Communications	24	46	46	46	47	49
	Total number of complaints received since September 2014	116 (Sept 2014 - Mar 2020)	22	18	11	7	13
	Community Capacity Building	8	2	4	4	5	2
	Educational Partnerships (Students)	3	3	12	10	15	16
	Community Members Received Healthcare (Cumulative)	7,808	-	957	6,673	13,997	20,976
	Community Members Received Eye Healthcare	-	-	-	1,921 School Children	210 Elders	314 Elders

Case Study 1

Empowering Communities: The Role of New Volunteers in Advancing MPRL E&P's CSR Program in Mann Field

At MPRL E&P, we believe that the effectiveness of our community-driven CSR initiatives stems from the active participation of local volunteers who are passionate about the development of their villages. In Mann Field, a diverse group of community members has taken the initiative to support and enhance the impact of our CSR programs. This case study highlights the inspiring contributions of three new volunteers who are making a meaningful difference in their communities through their commitment to MPRL E&P's CSR efforts.



Championing Village Development



U Aung Ko
Community Volunteer
Pauk Kone Village

U Aung Ko, a 41-year-old security guard and traditional broom maker, has been a dedicated volunteer in the small community of Pauk Kone, home to around 100 households and 450 people. Driven by a strong sense of civic duty and concern for his village's future, U Aung Ko became a volunteer after recognizing the importance of his community's participation in MPRL E&P's CSR Program.

Although he manages a busy schedule with his job and home business, U Aung Ko is passionate about ensuring that his village's needs are heard and addressed. He believes that it is crucial for Pauk Kone to actively engage with the annual needs assessment program and present its unique needs to MPRL E&P.

"I am concerned that our village might be left behind if we don't get involved," he shared. His vision is to help his community identify its own needs, engage with MPRL E&P's CSR team, and collaborate for mutual development. U Aung Ko is also focused on involving more young people in community activities to ensure continued engagement and growth.

Balancing Family and Community Commitments



Daw Hnin Yu Aung
Community Volunteer
Mann Kyoe Village

Daw Hnin Yu Aung, a 43-year-old single woman from Mann Kyoe, has been an active participant in village affairs even before becoming an official volunteer a year ago. Balancing her domestic responsibilities with her volunteer work, she has embraced a variety of roles within her community, from organizing knowledge-sharing sessions for farmers to facilitating eye health programs and vocational training courses.

Daw Hnin Yu Aung strives to maintain a clear boundary between her family responsibilities and her volunteer work, always ensuring that her village's needs are met while fulfilling her duties at home. She finds great satisfaction in contributing to programs that align with her vision of village development and is determined to continue supporting these initiatives.

"I feel fulfilled knowing that my efforts are helping the community grow," Daw Hnin Yu Aung explained. Her passion for helping her village thrive motivates her to take on new challenges and support various community development activities that improve the lives of her fellow villagers.

Bridging the Gap Between Community and CSR Initiatives



Daw Hnin Yu Khine
Community Volunteer
Mei Bayt Kone Village

Daw Hnin Yu Khine, a 41-year-old mother of two, became an official volunteer in June 2024. Born and raised in Mei Bayt Kone, Daw Hnin Yu Khine was already involved in community cleanups and other local initiatives before officially joining MPRL E&P's CSR program. With her husband working for MPRL E&P's sister company, Daw Hnin Yu Khine feels a deep sense of responsibility to ensure that the company's initiatives are successfully implemented within her community.

Her current role involves advocating for the full participation of local farmers in the seed bank program and ensuring that MPRL E&P's CSR activities are effectively communicated to community members. This includes collecting names, posting announcements, and sharing relevant information to keep the community informed and engaged.

"We are the bridge between the CSR program and our community," Daw Hnin Yu Khine said. Her commitment to the success of the initiatives has fostered greater participation and a sense of ownership among local residents, contributing to the overall success of the company's programs.

Impact of Community Volunteers on CSR Initiatives

The efforts of U Aung Ko, Daw Hnin Yu Aung, and Daw Hnin Yu Khine illustrate the transformative power of community volunteers in the success of MPRL E&P's CSR initiatives. Their passion, dedication, and willingness to go above and beyond in their roles ensure that the company's initiatives resonate deeply within their communities. Through their involvement, these volunteers help to ensure that local needs are addressed and that community members are actively engaged in the development process.

Their stories exemplify how the MPRL E&P CSR program is not just about giving back, but about fostering lasting partnerships with local communities. These volunteers serve as catalysts for change, ensuring that Mann Field's development continues to be shaped by the people who know it best.





Case Study 2

Ensuring Resilient Education: Sustaining Access to Learning

At MPRL E&P, we recognize that education is the cornerstone of sustainable community development. With a commitment to fostering resilient educational opportunities, we are empowering the next generation in Myanmar. Through innovative initiatives, we aim to provide both immediate and long-term support, ensuring that children and communities have the necessary resources to thrive academically, regardless of their circumstances.



One of the key initiatives is our WASH program, which ensures safe learning environments by providing water filtration units to schools in Mann Field. Regular water testing guarantees the safety of drinking water, reducing absenteeism due to waterborne illnesses and enhancing overall learning conditions. In addition, we implement annual school renovation and furniture projects, upgrading community schools to meet the needs of both students and teachers. These efforts collectively improve the educational experience, contributing to the long-term development of the community.



Our commitment to health and education also led to an eye health awareness campaign and screening initiative in 11 community schools. In collaboration with the Trachoma and Blindness Prevention Project from Minbu General Hospital, we conducted eye screenings for 1,921 teachers and students, ensuring that they had the proper care for optimal learning conditions.

In December 2022, we launched a book donation drive that collected 1,420 books from our employees and well-wishers across the MPRL E&P Group of Companies for local community centers. The campaign raised MMK 1,630,000, funding the purchase of new books and providing operational support to the centers. This initiative not only promotes literacy but also instills a lifelong love for learning in local children and adults.

In 2023, we partnered with iGroup (Asia Pacific Ltd.) to introduce the Online English Learning Program (OELP) at three community centers. Utilizing the mangoSTEEMS Universe (MSU) platform, the program provides students with engaging eBooks, music videos, and interactive content that enhance their English language skills, preparing them for future educational and career opportunities.

To strengthen community engagement, we organized events such as Outdoor Classroom Day and the OGM Campaign. These initiatives encouraged local participation in education and sustainability, fostering stronger community bonds and promoting active involvement in the development of local education systems.









In alignment with our educational and vocational enhancement goals, we recruited and selected a total of 16 youth from Mann Field to participate in vocational training programs in partnership with both public and private training centers, including No. (5) Industrial Training Center (Magway). These programs provide valuable skills that empower individuals and contribute to community development.

Additionally, the Trash Hero Minbu program, launched in 2018, continues to drive environmental stewardship. On World Environment Day 2023, 50 volunteers removed 48 metric tons of waste, and on World Cleanup Day, 345 volunteers collected 330 kilos of trash. Through these collective efforts, community members of all ages are helping to create a cleaner and safer environment, enhancing the overall educational experience in the area.

Through these efforts, MPRL E&P is contributing to the long-term advancement of education and community development in Mann Field. By tackling both present demands and future challenges, we are fostering a more promising future for the community, promoting sustainable progress, and enhancing opportunities for everyone.



Case Study 3

The Shinpyu (Novitiation) Ceremony in Mann Field: Cultural and Community Impact

Amidst global scrutiny, Myanmar's cultural heritage and the unity it fosters are essential in shaping its international image. The strength of the country lies in its deep-rooted traditions and the strong sense of community they create, offering a more balanced and holistic view of resilience and shared values.

Cultural initiatives are vital for fostering peace and resolving conflicts. They bring people together through shared experiences, showcasing Myanmar's commitment to social harmony and stability. The first-ever Shinpyu Ceremony in Mann Field, led by MPRL E&P's CSR team, exemplifies how cultural practices can unite diverse communities.







This long-standing Buddhist tradition, where young boys are ordained into monkhood, brings people together around a common heritage, transcending differences and fostering connection.

Such cultural events provide a platform for peaceful coexistence, helping communities build lasting relationships. The Shinpyu Ceremony fosters a sense of collective pride, emphasizing shared identity and promoting understanding across social divides.

By preserving traditions like the Shinpyu Ceremony, Myanmar strengthens societal cohesion, contributing to inclusivity and long-term stability. Businesses like MPRL E&P play a vital role in supporting community development and national unity through cultural initiatives, demonstrating the positive impact of corporate social responsibility.

In an era of rising global tensions and increasing reliance on hard power, cultural events like the Shinpyu Ceremony are crucial in fostering unity and reinforcing the bond of shared heritage. Embracing and celebrating these traditions allows Myanmar to enhance national cohesion, create deeper connections among its people, and present a positive image to the world—contributing to a peaceful and prosperous future.



Creating Impactful Change
in Our Communities



Economic Performance

GRI Standard Reference	Indicator	Unit	FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
GRI 201-1	Direct economic value generated							
	Total revenue	US\$	9.89 million	6.34 million	9.18 million	11.62 million	11.93 million	10.42 million
	Total cash charitable donations	US\$	99,476.70*	51,941.34*	89,359.38	285,903.89	299,200.57	511,283.38
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	58	75

Note: MPRL E&P is not a publicly listed company, therefore, some financial information cannot be disclosed. Figures with an asterisk (*) have been adjusted for accuracy.

Environmental Performance

GRI Standard Reference	Indicator	Unit	FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
GRI 306-2	Waste generated by type							
	Total weight of hazardous waste	kg	1,432.00	1,096.00	1,379.00	62,701	18,343	38,800
	Total weight of non-hazardous waste	kg	12,845.43	15,876.00	3,419.00	10,298	18,976	12,381
	Total weight of compost	kg	1,365.20	1,114	2,455	2,605	2,810	2,555
	Waste disposed in landfill							
	Hazardous waste	%	0	0	0	0	0	0
	Non-hazardous waste	%	25	40	30	30	30	30
	Compost	%	0	0	0	0	0	0

GRI Standard Reference	Indicator	Unit	FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
	Waste diverted from landfill							
	Hazardous waste	%	0	0	0	0	0	0
	Non Hazardous waste	%	75	60	70	70	70	70
	Compost	%	100	100	100	100	100	100
GRI 306-3	Significant spills							
	Total number	no.	0	0	1	2	0	0
	Total volume	BBL	0	40	0.5	6	0	0

Social Performance

GRI Standard Reference	Indicator	Unit	FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
GRI 102-7	Total workforce							
	Total workforce	no.	228	213	197	229	240	236
	Female	no.	78	74	72	83	90	89
	Male	no.	150	139	125	146	150	147
	Below 30	no.	43	37	30	36	38	33
	30-50	no.	146	139	128	148	154	155
	Above 50	no.	39	37	39	45	48	48
GRI 102-8	Total workforce by employment contract and gender							
	Permanent full time - total number	no.	216	199	186	208	220	218
	Female	no.	76	71	70	81	88	87
	Male	no.	140	128	116	127	132	131
	Below 30	no.	43	37	29	36	38	33

GRI Standard Reference	Indicator	Unit	FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
	30-50	no.	143	134	124	140	147	148
	Above 50	no.	30	28	33	32	35	37
	Permanent part time – total number	no.	0	0	0	0	0	0
	Fixed term / temporary contract - total number	no.	12	14	11	21	20	18
	Female	no.	2	3	2	2	2	2
	Male	no.	10	11	9	19	18	16
	Below 30	no.	0	0	1	0	0	0
	30-50	no.	3	5	4	8	7	7
	Above 50	no.	9	9	6	13	13	11
GRI 404-3	Employees receiving regular performance and career development reviews (Promoted headcount)							
	Female	%	28.21	2.7	1.39	8	13	3
	Male	%	9.33	0.72	1.6	17	9	7
	Managerial	%	10.64	0	0	4	2	0
	Non-managerial	%	2.21	0	0	13	13	8
GRI 405-1	Diversity of the governance body by gender and age							
	Female board members	%	0	0	0	0	0	0
	Male board members	%	100	100	100	100	100	100
	Age: Below 30	no.	0	0	0	0	0	0
	Age: 30-50	no.	1	1	1	1	1	1
	Age: 51-60	no.	1	1	1	1	1	1
	Age: Above 60	no.	2	2	2	2	2	2

GRI Standard Reference	Indicator	Unit	FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
	Age: 30-50	no.	3	5	6	7	7	6
	Age: Above 50	no.	1	0	1	0	0	1
	Male							
	Age: Below 30	no.	2	1	3	0	0	2
	Age: 30-50	no.	5	8	11	3	7	4
	Age: Above 50	no.	1	8	6	1	2	3
GRI 401-1b	Rate of employee turnover by gender and age							
	Female							
	Age: Below 30	%	21	20	32	12	12	13
	Age: 30-50	%	7	13	15	15	14	11
	Age: Above 50	%	17	0	9	0	0	8
	Male							
	Age: Below 30	%	13	8	38	0	0	20
	Age: 30-50	%	5	8	12	3	7	4
	Age: Above 50	%	3	29	21	3	5	8
GRI 401-1	Average hours of training							
	Female	hrs.	32	14	12	29	26	46
	Male	hrs.	28	23	14	22	51	36
	Managerial	hrs.	22	15	9	9	13	24
	Non-managerial	hrs.	31	21	14	29	45	43

GRI Standard Reference	Indicator	Unit	FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
GRI 401-1a	Total number of new hires by gender and age							
	Female							
	Age: Below 30	no.	10	2	5	11	6	4
	Age: 30-50	no.	4	4	5	10	11	5
	Age: Above 50	no.	2	0	1	0	0	0
	Male							
	Age: Below 30	no.	7	1	3	2	5	2
	Age: 30-50	no.	8	2	3	11	7	4
	Age: Above 50	no.	3	3	1	8	1	0
GRI 401-1a	Rate of new hires by gender and age							
	Female							
	Age: Below 30	%	36	8	23	42	23	17
	Age: 30-50	%	9	10	13	21	22	9
	Age: Above 50	%	33	0	9	0	0	0
	Male							
	Age: Below 30	%	47	8	38	20	42	20
	Age: 30-50	%	8	2	3	11	7	4
	Age: Above 50	%	9	11	4	23	3	0
GRI 401-1b	Total number of employee turnover by gender and age							
	Female							
	Age: Above 30	no.	6	5	7	3	3	3

GRI Standard Reference	Indicator	Unit	FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
	Age: 30-50	no.	3	5	6	7	7	6
	Age: Above 50	no.	1	0	1	0	0	1
	Male							
	Age: Below 30	no.	2	1	3	0	0	2
	Age: 30-50	no.	5	8	11	3	7	4
	Age: Above 50	no.	1	8	6	1	2	3
GRI 401-1b	Rate of employee turnover by gender and age							
	Female							
	Age: Below 30	%	21	20	32	12	12	13
	Age: 30-50	%	7	13	15	15	14	11
	Age: Above 50	%	17	0	9	0	0	8
	Male							
	Age: Below 30	%	13	8	38	0	0	20
	Age: 30-50	%	5	8	12	3	7	4
	Age: Above 50	%	3	29	21	3	5	8
GRI 401-1	Average hours of training							
	Female	hrs.	32	14	12	29	26	46
	Male	hrs.	28	23	14	22	51	36
	Managerial	hrs.	22	15	9	9	13	24
	Non-managerial	hrs.	31	21	14	29	45	43

GRI Standard Reference	Indicator	Unit	FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
GRI 403-9 (2018)	Total number of workplace fatalities							
	Workplace fatalities at MPRL E&P Headquarters	no.	0	0	0	0	0	0
	Workplace fatalities at MPRL E&P on-site	no.	0	0	0	0	0	0
	Total rate of workplace fatalities							
	Workplace fatalities at MPRL E&P Headquarters	%	0	0	0	0	0	0
	Workplace fatalities at MPRL E&P on-site	%	0	0	0	0	0	0
GRI 403-9 (2018)	Total rate of workplace fatalities							
	Workplace injuries at MPRL E&P Headquarters	no.	0	0	0	0	0	0
	Workplace injuries at MPRL E&P on-site	no.	0	1	0	0	5	2
	Total rate of workplace injuries							
	Workplace injuries at MPRL E&P Headquarters	%	0	0	0	0	0	0
	Workplace injuries at MPRL E&P on-site	%	0	0.9	0	0	4.7	1.8
	Total number of high-consequence work-related injuries							
	Workplace injuries at MPRL E&P Headquarters	no.	0	0	0	0	0	0
	Workplace injuries at MPRL E&P on-site	no.	0	0	0	0	0	0
	Total number of high-consequence work-related injuries							
	Workplace injuries at MPRL E&P Headquarters	%	0	0	0	0	0	0
	Workplace injuries at MPRL E&P on-site	%	0	0	0	0	0	0

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.

Feedback Form

Your opinion matters. Please take a moment to share your feedback on our Communication on Progress 2025.

1. Which stakeholder group do you belong to? (Select one only):

- ☐ Employee
- ☐ Government Agencies
- ☐ Business Partners / Suppliers / Contractors
- ☐ NGOs
- ☐ Civil Society Organizations
- ☐ Journalists
- ☐ Students / Research / Academic Institutes
- ☐ Others (Specify)

2. How do you usually receive our sustainability information?

- ☐ Through MPRL E&P employees
- ☐ MPRL E&P website (www.mprlexp.com)
- ☐ CoP Reports or Publications
- ☐ Internal Communications (Email, Viva Engage, SharePoint)
- ☐ Social Media Platform (LinkedIn)
- ☐ Others (Specify)

3. How satisfied are you with the Communication on Progress 2025?

Statement	Very Satisfied	Satisfied	Less Satisfied	Not satisfied
Clarity and relevance of content				
Report design and presentation				
Overall satisfaction				

4. Does the report help you understand MPRL E&P's sustainability efforts?

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

5. Any additional comments or suggestions for improvement





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