



Sustainability ≡ Report ≡ 2022



Adversity cannot entirely own us: Let us embrace
new experiences in life and spread compassion

Build through
Excellence

Lead
with Integrity

Content

01

Overview

- 01 About Us
- 07 Message from the Chief Executive
- 13 Historical Milestones
- 15 About the Report
- 17 Our Performance Highlights
- 20 Our Approach to Sustainability
- 23 Our Approach to Reporting

30

Ethics and Business Conduct

- 33 Business Conduct and Transparency
- 34 Anti-corruption
- 36 Protecting Human Rights
- 38 Systems for Reporting of Grievances and Violations

41

Economic Development

- 43 Investing in Domestic Energy Resources
- 44 Supporting the Local Economy

45

Environmental Stewardship

- 47 Environment and Safety Management
- 51 Process Safety
- 52 Emissions, Wastes and Discharges
- 54 Accidental Spills and Emergencies

56

Our People

- 60 Diversity and Inclusion
- 62 Employee Health, Safety and Well-being
- 67 Talent Management
- 70 Workforce Engagement
- 73 Case Study

75

Our Community

- 78 Our Community Investment Programs
- 87 Engaging with Communities
- 94 Assessing Community Needs and Program Impact
- 99 Case Study

101

Appendices

- 101 Global Reporting Initiative (GRI) Content Index
- 106 Key Performance Indicators
- 112 List of Published Policies, Procedures, Statements and Reports
- 114 Governance Structure
- 115 Memberships
- 115 Cautionary Note
- 116 Feedback Survey

About Us

Energy is an essential part of our lives and energy resources are an essential part of the global economy. An adequate supply of energy resources such as fuels and their affordability have a significant impact on people's livelihoods and Myanmar's economy as a whole. Therefore, countries including Myanmar cannot simply depend entirely on importation of energy resources and it is a crucial part of the national energy security policy to ensure having a diverse mix of energy resources including ingeniously sourced ones.

MPRL E&P is a Myanmar-led independent upstream energy company operating in Myanmar since 1996 as the main contractor to Myanmar Oil and Gas Enterprise (MOGE - Operator) and together, conducts joint operations associated with the Mann Field Enhanced Oil Recovery Project located in Magway Region of Central Myanmar. MPRL E&P's efforts together with MOGE in Mann Field have enabled to effectively and continuously optimize the production rate of the oil field, one of the largest producing mature assets in the country, to fulfill a substantial part of the domestic energy demand since the commencement of its operations.

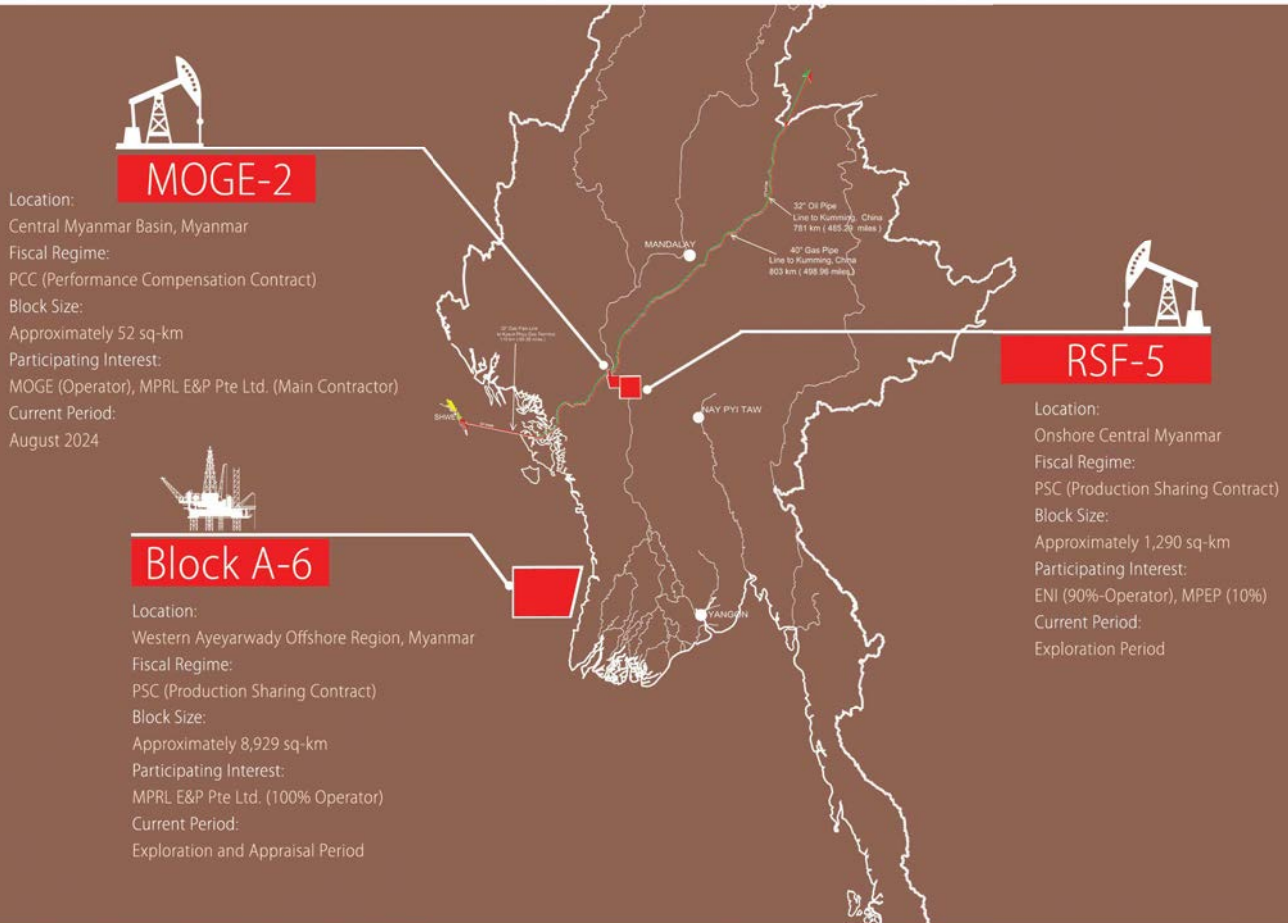


MPRL E&P was also a partner in the joint venture of Block A-6 Integrated Gas Development Project which is located offshore in the Western Ayeyarwady Region. Block A-6 Production Sharing Contract (PSC) was first signed in 2007 by MPRL E&P who was solely responsible for the investment and conduct of exploration activities to achieve first discovery of natural gas in the asset in 2012. After the joining of our international joint venture partners in 2013 and 2015 respectively to become co-investors, the joint venture collectively continued to undertake significant capital investments (amounting close to US\$400 million since 2007) to fund exploration work activities in Block A-6 which is located in the most challenging operating environment (water depths of over 2,000 meters or 6,560 feet) in the international upstream energy industry.

It is further aimed for the resources from Block A-6 to positively impact the much-needed energy security of Myanmar. Natural gas from Block A-6 supplied to the Myanmar domestic market will be used predominantly for the purposes of generating electricity to be enjoyed by the people of Myanmar for a sustainable period. It is worth noting that the demand for electricity in Myanmar is growing and any additional supply to meet this demand is a key enabler towards the further economic growth and development of our nation and our people.



“Natural gas from Block A-6 supplied to the Myanmar domestic market will be used predominantly for the purposes of generating electricity to be enjoyed by the people of Myanmar for a sustainable period.”



MPRL E&P will continue to respect and support our local communities through our Corporate Social Responsibility Programs where we serve as stewards towards helping to address their basic needs and developing the skills and capacity to directly improve their livelihoods. MPRL E&P will also continue to act as respectful stewards towards the protection of the environment in the areas where we operate.

MPRL E&P has been and will always remain committed to the people of Myanmar, who we recognize as the ultimate owners of all of the country's natural resources.

Our Head Office is located in Yangon, the capital of Yangon Region and the largest city of Myanmar, and our presence in the country is captured in the map on this page.

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



A vertical photograph of a road at night. The road is dark, and the background is filled with dense, dark green trees. A bright light source, possibly a street lamp, is visible on the left side, creating a lens flare. The bottom of the image shows colorful light trails from moving vehicles, suggesting a long-exposure shot.

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.



Message from the Chief Executive

As we welcome you to our second Sustainability Report, we look back at the past two years as some of the most challenging ones our country and industry have ever experienced.

At the end of our last financial year, Myanmar has emerged from a fourth COVID-19 wave which, along with the political uncertainties of 2021, has hit the economy and the livelihoods of our country's people hard. We have also experienced highly volatile global oil prices which have affected us as a business and reinforced the importance of moving Myanmar toward energy security.

In light of these challenges, we had to execute carefully and extensively deliberated strategies and plans to ensure the long-term sustainability and resilience of our business and the continued employment of the majority of our people. We also conducted an impact assessment of our community investment pro-

grams that helped inform how we leveraged and expanded our existing programs to make strategic contributions toward safeguarding the health and livelihoods of the communities we operate in.

Our Sustainability Report 2022 summarizes how we have responded to the challenges of the past two years and describes the policies, strategies and practices implemented in the areas where we have the biggest impact on the economy, environment, and people. In the following, I would like to highlight some of our key priorities.

Further strengthening of our governance system

At MPRL E&P, we understand that attaining long-term sustainable business growth requires a robust and sound governance system that upholds a commitment to transparency and accountability. In light of recent challenges and the results of our latest stakeholder engagement process, we have further strengthened our governance system and reviewed and updated key policies. These include our Conflict of Interest Policy, Whistleblowing Manual, Third Party Due Diligence Policy and Anti-Bribery & Corruption Policy, and our Human Rights Policy which now includes a stronger commitment to human rights impact assessments. All these policies are publicly accessible on our website.

Promoting economic development

At MPRL E&P, we strive to unlock domestic energy resources to drive the growth of Myanmar's economy. Our onshore asset Mann Field is one of Myanmar's largest oil producing fields and plays a fundamental role in building the country's security of energy supply by providing an affordable domestic source of fuel. Amid the challenges of the past two years, ensuring continuity of operations and the safety and wellbeing of our employees on-site has been a key priority to ensure uninterrupted supply of fuel.



While our infrastructure investments improve access to energy supply and reduction of fuel imports, we also make direct economic contributions towards the people and businesses in Myanmar through our local procurement and recruitment practices as well as through our community programs. As an example, our community livelihood programs support smallholder farmers through providing agricultural inputs and technical assistance in sustainable agriculture. They are implemented in collaboration with government agencies and private institutions and have been critical towards safeguarding farmers' livelihoods as they have been under increased pressure from increasing cost of living due to the pandemic and rising global oil prices resulting in increased transportation and logistics costs.

Safeguarding the safety, health and wellbeing of our people

Safety has always been our top priority. In the face of the global pandemic, we have rapidly implemented health and safety protocols and a series of protective measures such as work-from-home to safeguard the health of our employees. We created the Emergency COVID-19 Assistance and Oxygen Support Committee, an emergency response team responsible for the reliable and efficient provision of medical supplies and assistance to our staff and their immediate family members. We also launched a COVID-19 vaccination campaign with the objective of having 100% of our workforce fully vaccinated. We are pleased to report that 100% of our workforce has completed a second dose immunization regimen and 12% have completed a third booster dose.

Another highlight has been a major milestone at Mann Field. The Field Operations team has effectively managed production operations with no significant health and safety incidents, extending our zero Lost Time Accident (LTA) track record to 1,546,736 man-hours worked up to the end of Q1 2022. We have thus completed almost two years since the last LTA in Mann Field occurred on 17 August 2020.

Providing access to affordable healthcare

A key focus area of our community investment framework is supporting access to affordable healthcare in the communities at Mann Field. With the health crisis, socio-economic challenges and political situation of the past two years, there was a need to further build on our existing programs as well as for providing tailored COVID-19 assistance to meet increased healthcare needs and challenges. Since 2018, our Mobile Clinic at Mann Field has provided free basic healthcare and health education for the medically underserved. It has played a critical role in providing continuous treatment to those with chronic diseases and in referring more serious conditions to specialized clinics. During the pandemic, the clinic was also instrumental in informing communities on the spread of the virus and in building awareness of necessary health and hygiene protocols.

As with all our community investment programs, we deploy community needs and program impact assessments based on close community and stakeholder engagement. The assessments showed that the prevailing challenges have driven demand for the mobile clinic's free services and as a result we extended these to two additional villages.

Aside from building on our existing community investment programs, we also provided targeted COVID-19 support including the provision of monetary and medical supplies to hospitals and community healthcare centers and supporting local authorities in building community awareness and knowledge of disease prevention and control through cash and in-kind assistance.

We extend our heartfelt gratitude to all the healthcare professionals and our staff who have committed themselves to keeping our employees and commu-

nities safe and healthy. The adversity we faced has helped strengthen the business in the long-run and reinforced our commitment to help drive the sustainable development of Myanmar and support the livelihoods of its people.

To this end, we will continue to conduct our business in line with our core values consistent with the highest sense of integrity, ethics, transparency, and responsibility. Through our participation in the United Nations Global Compact (UNGC) since 2016, we also stand fully committed towards the universal principles of human rights, labor, environment, and anti-corruption. Our corporate values along with our vision and mission remain unchanged – to fulfill the energy needs of Myanmar rapidly, efficiently, and sustainably, and in doing so, continue to unlock sustainable and affordable sources of energy to be enjoyed by all the citizens of Myanmar, ultimately complementing the United Nations Sustainable Development Goals 2030.

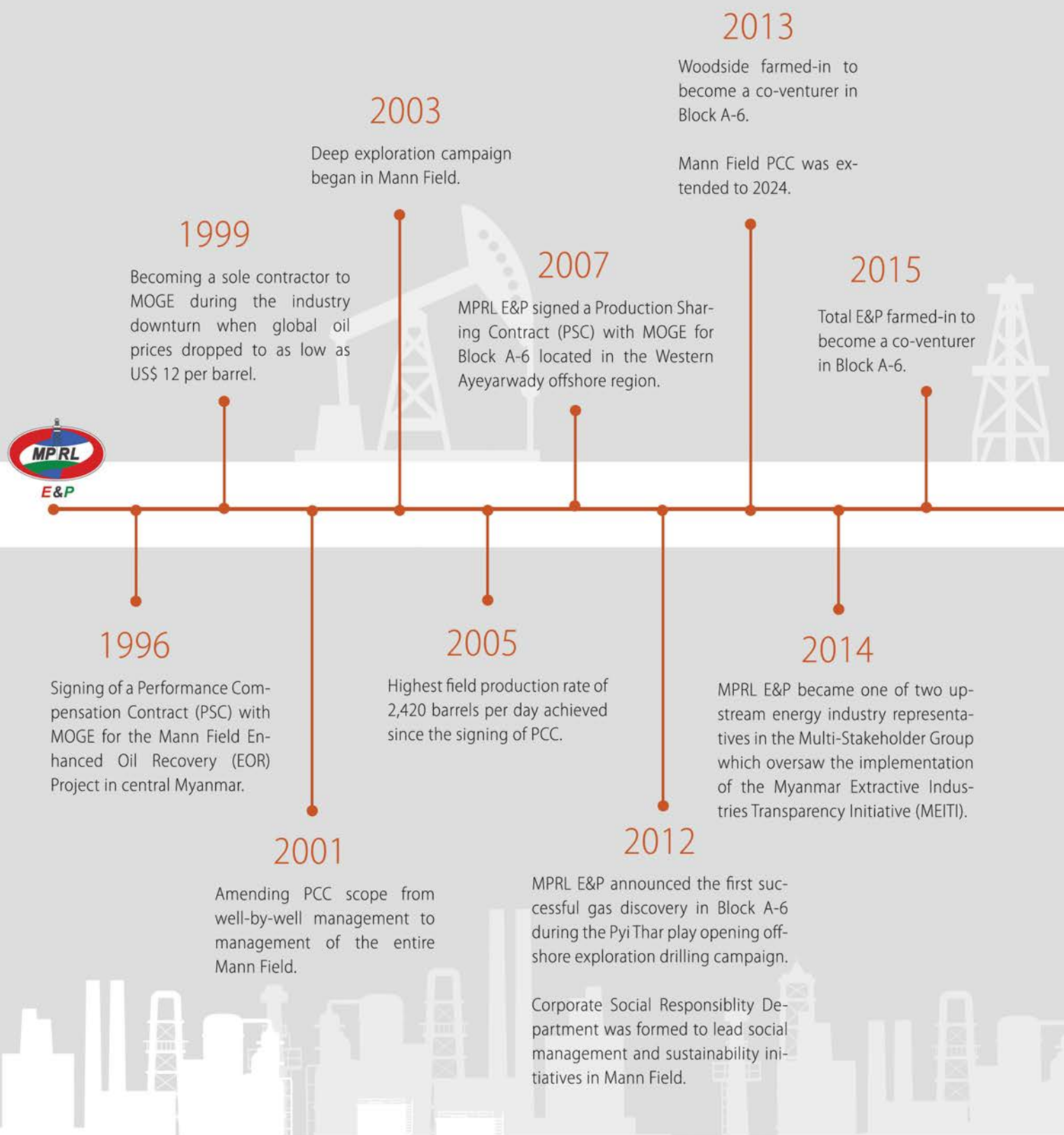
A handwritten signature in blue ink, appearing to read 'U Moe Myint'.

U Moe Myint
Chief Executive Officer
MPRL E&P Pte Ltd.

NEVER STOP EXPLORING



Historical Milestones



2017

Appraisal drilling campaign commenced in Block A-6 which included third well Pyi Thit-1 and fourth well Pyi Tharyar-1. Both wells achieved two additional ultra-deepwater gas discoveries. The Pyi Thit drilling campaign consisted of the first offshore well to be successfully drilled and tested during the monsoon period.

MPRL E&P achieved zero discharge target in Mann Field, a major environmental stewardship milestone realized by reinjecting 100% of produced water back into formations.

2019

Mann Field received its Environmental Compliance Certificate (ECC) becoming the first and only onshore operating asset to receive an ECC in the entire Myanmar upstream energy sector.

MPRL E&P announced successful conclusion of the Adjustment of Block A-6 PSC and Fiscal Terms in preparation for Myanmar's first ultra-deepwater development.

2021

In April 2021 MPRL E&P started restoring crude oil production in Mann Field, which achieved 900 bopd at end of FY 2021-2022.

MPRL E&P scrapped off its voluntary remuneration sacrifice in line with normalization of global oil prices.

26th
Anniversary

2016

MPRL E&P announced first ultra-deepwater gas discovery as a result of the Shwe Yee Htun exploration drilling campaign in Block A-6.

MPRL E&P became a signatory to the UN Global Compact.

2020

MPRL E&P published its inaugural Sustainability Report to communicate ESG performance.

MPRL E&P developed and mobilized its resilience strategies and plans to tackle the impacts from the coronavirus pandemic and global upstream energy downturn, which witnessed oil prices went negative.

2018

MPRL E&P announced fifth ultra-deepwater gas discovery during the Shwe Yee Htun-2 appraisal drilling campaign.

2022

MPRL E&P conducted a community-wide assessment on its social return on investment in Mann Field.

MPRL E&P completed a COVID-19 staff inoculation campaign and started to reinstate its workforce development and recognition programs.

MPRL E&P became 100% operator of Block A-6.

About this Report

This is our second Sustainability Report following our inaugural report published in 2020. With this report we aim to provide our stakeholders the context in which we operate as a business in the energy sector in Myanmar and an accurate and balanced account of our sustainability management approach and performance. In doing so, we focus on our most material sustainability topics.

Unless otherwise specified, the economic, environmental, social and governance data in this report covers all activities and assets over which MPRL E&P Pte Ltd. had operational control during the reporting period. In this report, “we” and “MPRL E&P” are equivalent terms.

The data and information in this report have not been independently verified and we have applied an internal monitoring and verification system for accuracy and reliability prior to disclosure.

Reporting Period

This report describes the approach and performance of MPRL E&P for our Financial Year 2020-2021 (“FY 2020-2021”) which covers the period of 1 April 2020 to 31 March 2021 and Financial Year 2021-2022 (“FY 2021-2022”) which covers the period of 1 April 2021 to 31 March 2022. Our reporting period thus covers our FY 2020-2021 and FY 2021-2022.

Reporting Guidelines

The report is prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core Option. We have prepared a content index that lists the information reported against the GRI Standard and which is available in the Appendices of this report.

The report content is shaped around our material sustainability topics which were identified through a materiality assessment and stakeholder engagement process. Information about our management and performance of these topics is approved by the MPRL E&P Board of Directors (the “Board”).

We consider this report MPRL E&P’s Communication on Progress (CoP), providing information on how we integrate the Ten Principles of the United Nations Global Compact (UNGC), a global voluntary sustainability initiative committed by CEOs in support of the UN Sustainable Development Goals (SDGs), in our strategies and plans.

Contact Us

We welcome comments and feedback on this report and its contents. Please send your feedback to us at communications@mprlexp.com.

Our Performance Highlights

| Priorities | Indicators | FY 2019-2020 | FY 2020-2021 | FY 2021-2022 |
|---------------------------------|--|---|---------------------|---------------------|
| Economic and Social Performance | Total revenue | US\$ 9,886,689.54 | US\$ 6,336,214.60 | US\$ 9,175,659.28 |
| | Total investment in Mann Field since 1996 | US\$ 229.58 million | US\$ 240.52 million | US\$ 246.04 million |
| | Cost savings realized by Myanmar due to incremental oil production in Mann Field | US\$ 331.67 million | US\$ 337.92 million | US\$ 346.44 million |
| | Direct and indirect job creation | 1400+ | 1300+ | 1300+ |
| | Total contributions to social performance initiatives | MMK 23,321 million US\$ 4.45 million | | |

| Priorities | Indicators | FY 2019-2020 | FY 2020-2021 | FY 2021-2022 |
|------------|---------------------------|-------------------------------|-------------------------------|-------------------------------|
| Operations | Cumulative oil production | 122 million barrels | 122.3 million barrels | 122.5 million barrels |
| | Cumulative gas production | 125 billion cubic feet | 125.3 billion cubic feet | 125.5 billion cubic feet |
| | Total number of wells | 674 | 674 | 674 |
| | Peak production (1979) | 24,711 barrels of oil per day | 24,711 barrels of oil per day | 24,711 barrels of oil per day |
| | Original volumes in place | 500 million barrels | 500 million barrels | 500 million barrels |

| Priorities | Indicators | FY 2019-2020 | FY 2020-2021 | FY 2021-2022 |
|-------------------|--|---------------------|---------------------|---------------------|
| Health and Safety | Fatalities | 0 | 0 | 0 |
| | Man-hours without a LTA | 2,613,524 | 603,244 | 1,295,608 |
| | Number of CARE Cards reported | 8,962 | 7,639 | 3,523 |
| Environment | Discharge of produced water since August 2017 | 0 | 0 | 0 |
| | Disposed/Re-injected volume of produced water (cumulative) | 2.9 million barrels | 3.4 million barrels | 3.7 million barrels |
| Organization | % of Myanmar nationals recruited | 99 | 98 | 98 |
| | % of women in the workforce | 24 | 24 | 24 |
| | % of women holding managerial positions | 26 | 27 | 26 |
| | Number of interns trained (Cumulative) | 80 | 87 | 87 |

Our Approach to Sustainability

The past two years have brought unprecedented challenges to Myanmar and our industry. Amid these challenges, our commitment to drive local economic growth and provide much needed infrastructure for local communities through leveraging our business and community investments remains strong. It is more apparent than ever, that to deliver on our commitment, we need to ensure the long-term sustainability and resilience of our business.

Our vision, mission and values inform our approach to sustainability and how we seek to deliver on our commitment. They are further defined by our policies and procedures which guide our ways of working. This includes our Corporate Social Responsibility policy which sets out our commitment to operate in a sustainable manner for the societies which we directly interact with.

Our people are the key to delivering our performance in a manner that aligns with these tenets and supports our company's contribution to sustainable development.

We have strong governance systems in place to deliver stable economic growth while respecting the rights of the communities we operate in and protecting the natural environment. This means that we often exceed local legislations and look to international standards and best practices to inform our accountability and transparency practices and to drive our business performance.

Our Values

We promote our corporate values to all of our stakeholders in our desire to be a responsible business and contribute to sustainable development. While the business continues to evolve constantly, our core values remain firm and absolute. They guide the important decisions we make on a daily basis to ensure the sustainability of the business and the well-being of its employees, communities and society.

- **Honesty and integrity:** Working with honesty and integrity for the people we work with and in the communities we operate in.
- **Social responsibility:** Endeavoring to promote sustainable development across the company's activities through dialogue and engagement, enabling the creation of robust partnerships with our employees, local communities, business partners and government.
- **Results focused:** Having a strong sense of focus on results whereby driving tasks and projects through to completion with the flexibility to adapt to changing situations.
- **Employee empowerment:** Committing to positively encouraging the development of employees through training within an environment that promotes capacity building opportunities and fosters new talent.

United Nations Global Compact: Guiding Our Journey

In 2016, as a sign of our commitment to our stakeholders and to help guide our sustainability journey, MPRL E&P became a signatory to the United Nations Global Compact (UNGC).

As a signatory we have reported on the steps taken to meet our responsibilities in the areas of human rights, labor, environment and anti-corruption. In 2022 our UNGC reporting cycle was aligned with that of our Sustainability Report, and thus, our sixth Communication on Progress (CoP) will be available in March 2023. All our CoPs are available on our website.



Our Approach to Reporting

At MPRL E&P, we conduct periodic materiality reviews and stakeholder engagements to determine the sustainability topics most important to our business and stakeholders. For this year's report we have taken into consideration the new GRI guidance on materiality assessments and conducted a materiality review that integrates a lens of impact on people and planet.

In early 2022 we conducted a materiality review to assess whether the material topics identified in 2019 continue to be valid in light of the unprecedented challenges of recent years and changing external environment. Led by an independent third party, our methodological materiality review followed a 3-step process. As shown below the process included

- a review of the GRI Sector Standard for the oil & gas industry to help inform our list of likely material topics, and
- an analysis of the actual and potential impacts of our business activities and relationships on the economy, environment and people based on results of our environmental and social impact assessments and stakeholder engagement.



gement and dialogue processes include internal as well as external stakeholders such as government, local business groups, local non-governmental organizations (NGOs), civil society organizations and national upstream energy ecosystem players. We provide open and transparent engagement channels including surveys, focus groups, interviews and face-to-face meetings for stakeholder input and seek to respond to concerns in a timely manner. We identify key stakeholders based on how they will be impacted by and how they can influence our business and sustainability strategy.

More details about our engagement with the communities in which we operate are provided in the Community section of this report.

Our Material Sustainability Topics

This year's materiality review identified 13 topics that represent MPRL E&P's most significant impacts on the economy, environment, and people. The review confirmed that the materiality topics disclosed in our 2020 report remain relevant and identified two new topics including promoting economic development and diversity and inclusion. Overall, social and governance issues have increased in relative importance compared to environmental issues and the importance of economic topics was recognized. These results are reflective of the urgent need to tackle the unprecedented challenges faced by our country and industry.

Our material topics and what we mean by them are listed below. As we prioritize contributing to global sustainability efforts, we have mapped these topics to the Sustainable Development Goals (SDGs). The SDGs are a set of global goals developed in 2015 by the UN and participating countries which provide a shared blueprint for peace and prosperity for people and the planet. We understand that private sector support is key to Myanmar achieving progress towards the 2030 horizon of the SDGs.

The contents of this report describe how we manage our material topics. Relevant metrics for these topics are included in Performance Tables on pages 106-111 of this report. We report on these metrics year on year to present our stakeholders with our performance across time.

Our Material Topics by Category

Ethics and Business Conduct

| FY 2021-2022 | FY 2019-2020 | Definition | Related SDGs |
|--------------------------------------|-----------------------------------|---|--|
| 1. Promoting Economic Development | | Positive economic impacts on communities and local economies | 8. Decent Work and Economic Growth 17. Partnerships for the Goals |
| 2. Economic Performance | Economic Performance | Economic value created and distributed | |
| 3. Business Conduct and Transparency | Business Conduct and Transparency | Business ethics and communicating our activities | |
| 4. Anti-corruption | Anti-corruption | Preventing corruption | |
| 5. Grievances and Relationships | Grievances and Relationships | Ensuring that there are effective mechanisms with non-retaliation policies in place that promote fairness and respect for both workers and communities, further enabling effective engagement between parties | |

Environmental Stewardship

| FY 2021-2022 | FY 2019-2020 | Definition | Related SDGs |
|--------------------------------------|-----------------------------------|--|--|
| 6. Process Safety | Process Safety | Ensuring the safe containment of hazardous substances and preventing unsafe events | 12. Responsible Consumption and Production |
| 7. Emissions, Wastes and Discharges | Emissions, Wastes and Discharges | Reducing our environmental footprint and preventing pollution from operations | |
| 8. Accidental Spills and Emergencies | Accidental Spills and Emergencies | Actions taken to prevent pollution during an accidental loss of containment event | |

Our People

| FY 2021-2022 | FY 2019-2020 | Definition | Related SDGs |
|------------------------------------|----------------------------------|---|------------------------------------|
| 9. Diversity and Inclusion | | Support employee diversity and prevent discrimination | 8. Decent Work and Economic Growth |
| 10. Talent Management | Attracting and Developing Talent | Implementation of best practice in leadership and employee development to attract people to careers at the organization. Social inclusion of local communities through access to recruitment opportunities | |
| 11. Employee Health and Well-being | Employee Health and Well-being | <p>Occupational health and safety</p> <p>Promote employee health and wellbeing, both inside and outside the workplace, touching on encouraging physical activity; promoting healthy diets; and supporting stress management and work-life balance</p> <p>Workforce engagement and encouraging satisfaction among workers with regards to the company's employment practices, general working conditions, company culture, and compliance with workers' rights</p> | |

Our Community

| FY 2021-2022 | FY 2019-2020 | Definition | Related SDGs |
|-------------------------------|---------------------------|--|--|
| 12. Engaging with Communities | Engaging with Communities | <p>Engaging and supporting our communities in a constructive and unbiased manner</p> <p>Conducting social impact assessments to ensure that community impacts are addressed and deliver additional mutually beneficial support</p> | 16. Peace and Justice, Strong Institutions |
| 13. Protecting Human Rights | Protecting Human Rights | Understanding, due diligence and actions to respect human rights throughout operations and value chain | 17. Partnerships for the Goals |



Ethics and Business Conduct



Attaining long-term sustainable business growth requires a robust and sound governance system that upholds a commitment to transparency and accountability

Ethics and Business Conduct

Why Does It Matter to MPRL E&P?

Operating in the upstream energy sector in Myanmar, we acknowledge the challenges of corruption, lacking transparency, lack of access to effective grievance mechanisms and gaps in the legislative framework. We understand the importance of providing stakeholders with channels to voice their concerns and to hold business in Myanmar accountable.

Thus, we are committed to demonstrating to our stakeholders how we manage associated risks and prevent corruption. We have strong policies, procedures and controls in place to ensure we act ethically, with integrity and in compliance with relevant laws and regulations. This is how we build and maintain trust in our company and our industry.

Governance at MPRL E&P

We recognize that weak corporate governance undermines business conduct, transparency and accountability, which in turn can affect the safety of our workers and local communities and increase the risk of human rights abuses and negative environmental impacts.

Therefore, MPRL E&P has established a suite of policies, procedures and responsibilities to strengthen governance and business conduct in adherence with international standards. Ultimate responsibility for MPRL E&P's management of these issues rests with the Board and Executive Management. To ensure our policies and processes are implemented correctly and uniformly across the organization, we foster a company-wide culture of responsibility, by assigning key roles and responsibilities to individuals and departments that embed standard practices and provide clear lines of accountability as described in below table. For further details on our governance please refer to page 114 of this report.

| Responsible Party | Key Roles and Responsibilities |
|--|--|
| The Board | <ul style="list-style-type: none"> • Reviews the economic, environmental and social performance of the company. • Approves the contents of the sustainability report. |
| Chief Executive Officer | <ul style="list-style-type: none"> • Reviews progress on the implementation of the principles of the UN Global Compact to MPRL E&P's operations. |
| Executive Management | <ul style="list-style-type: none"> • Accountable for the implementation of the Organizational Code of Conduct and its review to ensure it aligns with key changes to the business, external context and legal requirements. |
| Compliance Department | <ul style="list-style-type: none"> • Responsible for conducting internal social and environmental audits and developing improvement plans. • Has general oversight of key sustainability-related policies including the Organizational Code of Conduct, Conflict of Interest Policy, Anti-Bribery and Corruption Policy, and Third Party Due Diligence Policy as well as the Whistleblowing Manual. • Leads regular review of policies on a biennial basis. |
| Corporate Social Responsibility (CSR) Department | <ul style="list-style-type: none"> • Assists in the development and implementation of the sustainability strategy. • Responsible for regular review of the Human Rights Policy and the annual review of the company's performance against this policy. • Responsible for local community engagement and sustainable social management as well as social (including human rights) impact assessments. |
| Health, Safety and Environment (HSE) Department | <ul style="list-style-type: none"> • Responsible for embedding a safety-first culture by systematically managing HSE performance and promoting safe working practices to prevent incidents. • Responsible for the oversight of all environmental management and impact assessments. |

Business Conduct and Transparency

The cornerstone of how we operate as a company is our Organizational Code of Conduct (“Code”). The Code reflects our most important company policies and provides a process for decision making in line with company expectations. For example, it includes our policy stance on anti-corruption, whistleblowing, health and safety, human rights and grievance mechanisms. All employees, including directors and managers, as well as third parties who are involved in our business operations, are expected to comply with the Code.

To support our people and our business partners’ adherence with the Code, the document is available on our website and includes links to all related policies. The Code is shared to all employees via email. Periodic training sessions help employees understand how the Code applies to their day-to-day work with MPRL E&P.

We have taken steps to commit to transparent practices through participating in the Myanmar Extractive Industries Transparency Initiative (MEITI) and signing the UN Global Compact. As a member of MEITI, all of our company payments to, and Government revenues from, oil, gas and mining have been subject to verification and publication. Following the State of Emergency declared in February 2021 the EITI Board decided to temporarily suspend Myanmar’s candidacy and MEITI has since stopped all activities. Nevertheless, MPRL E&P’s commitment to sound governance practices aligned with global standards remains strong.

Our strong commitment is reflected in our ongoing dedication to upholding transparency and accountability across our operations through open channels of communication with stakeholders such as community focus groups, grievance mechanisms, social impact assessments, needs assessments, and online publications. In line with local legislation, we publish our Environmental and Social Impact Assessment (ESIA) reports on our website and provide channels for raising concerns. We also issue periodical reports and other publications to provide updates about our operations, progress and people and make these publicly available on the MPRL E&P website.

Our progress on business conduct and transparency in FY 2020-2021 and FY 2021-2022:

- We have revised and published on our website key internal policies including the Conflict of Interest Policy, Whistleblowing Manual, Third Party Due Diligence Policy and Anti-Bribery & Corruption Policy.
- We were not subject to any fines and penalties for non-compliance with laws and/or regulations related to social, environmental or economic concerns.
- We continue to communicate publicly and transparently on our sustainability performance.

Anti-corruption

International studies and indices find unethical conduct and corruption to remain significant challenges for Myanmar. Myanmar's score in the Corruption Perceptions Index released by Transparency International has stagnated since 2019.

At MPRL E&P, we intend to be a responsible investor in the long-term sustainable development of Myanmar and as such, we have a zero-tolerance approach to corruption and bribery. Recognizing that anyone carrying out work on behalf of MPRL E&P can be subjected to corrupt behavior, we acknowledge that business commitment to prevent unethical behavior is key and should involve action taken as an individual entity as well as collectively as part of industry initiatives.

Thus, our approach to managing anti-corruption risks includes:

- Providing training to our employees and contractors to better understand ethical practices and ways to prevent corruption and bribery
- Conducting due diligence in line with our Third Party Due Diligence Policy and through our Compliance Department to evaluate potential compliance risks to ensure that MPRL E&P only enters into business re-

relationships with reputable and qualified individuals and firms

- Conducting internal audits of sites, operating units, and contractors
- Increasing transparency through participation as an industry leader and representative in the Myanmar Extractive Industries Transparency Initiative [MEITI).

Our commitment to anti-corruption is set out in the Anti-Bribery and Corruption Policy and in the Executive Management Statement to Anti-Bribery and Corruption. These policies and statements provide guidance and means to appropriately mitigate and avoid unethical business conduct and corruption. They are communicated to all employees and business partners through our Organizational Code of Conduct. We provide learning opportunities for employees to better understand corruption and ethical conduct risks and how to manage those risks.

Applicable anti-corruption and bribery laws and regulations

- Myanmar Anti-Corruption Law
- United Kingdom (UK) Bribery Act
- United States Foreign Corrupt Practices Act
- United Nations Global Compact

Our progress on anti-corruption in FY 2020-2021 and FY 2021-2022:

- All permanent full-time staff, including Executive Management, underwent anti-corruption training, totaling 135 man-hours of training in FY 2020-2021.
- Our anti-corruption policies and procedures have been communicated to four of our business partners in FY 2020-2021, which constituted 31% of all the major business partners whose transaction value is more than US\$50,000 per year. .
- There were no confirmed incidents of corruption in our operations.

As explained in earlier sections, the training on anti-corruption policies and procedures had to be suspended in FY 2021-2022.

Protecting Human Rights

As a responsible investor, we comply with all applicable legislation and conduct business operations with the highest ethical standards to ensure that we respect, protect and promote internationally recognized human rights standards.

We are a signatory of the United Nations Global Compact (UNGC) and seek to conduct our business in line with the United Nations Guiding Principles on Business and Human Rights. As such we are committed to protecting human rights and ensuring we are not complicit in their abuse. At MPRL E&P, respecting human rights goes beyond compliance to be achieved through audits and spot-checks and means making them integral to our business out of a sense of duty to our employees and the communities in which we operate.

Key human rights challenges associated with businesses in Myanmar, as reported by the International Labour Organization (ILO) and United Nations (UN), include child labor, forced labor, and discrimination based on gender and religion. While the nature of our industry puts us less at risk of exposure to child labor, historically, allegations of forced labor have been brought against some upstream energy companies. Our materiality review has also highlighted diversity and inclusion as a significant impact area for MPRL E&P.

We protect the rights of our employees and communities through the commitments set out in our Human Rights Policy, which is published on our website. These commitments include:

- Not to use any forced, trafficked or compulsory labor.
- Not to discriminate against any person based on race, religion, gender, age, sexual orientation, nationality or ethnicity.
- To be an equal-opportunity employer.
- To provide all employees the right to join trade unions where such rights are recognized by law.
- To provide all employees the right to join or form a labor organization, where such rights are recognized by law.
- To provide a safe, secure, and worker-friendly environment.
- To positively stimulate professional and personal growth of our employees.

MPRL E&P's Executive Management is accountable for the implementation of the Human Rights Policy. The CSR Department has general oversight for the policy and is responsible for reviewing it every two years as well as for conducting an annual review of the company's performance against this policy. To ensure the successful implementation of our Human Rights Policy, we undertake the following measures:

| | |
|---------------------------------|--|
| Our policies | <ul style="list-style-type: none"> Review the Human Rights Policy Statement every two years to ensure that it is aligned with the changes in our business and external environment, including changes to national context and legal requirements. |
| Our operations and supply chain | <ul style="list-style-type: none"> Conduct a human rights risk assessment as part of our environmental and social impact assessment (ESIA) across all assets operated by MPRL E&P and publish results on the MPRL E&P website. Utilize the MPRL E&P contractor and supplier-screening tool to screen contractors and suppliers for human rights risks. |
| Our employees | <ul style="list-style-type: none"> Provide human rights information sessions twice a year to all employees to ensure the policy and its procedures are understood. |
| Our stakeholders | <ul style="list-style-type: none"> Communicate openly and transparently to our stakeholders regarding MPRL E&P's human rights approach and performance through, for example, the publication of our ESIA. |
| Our industry | <ul style="list-style-type: none"> Coordinate with industry peers to improve human rights practices. |

Our progress on protecting human rights in FY 2020-2021 and FY 2021-2022:

- Completed review of the Human Rights Statement and Human Rights Policy and included a stronger commitment to human rights impact assessments.

Due to the challenges affecting Myanmar in 2020 through to early 2022, we had to temporarily suspend our employee training program including training on our human rights policies and procedures.

Systems for Reporting of Grievances and Violations

MPRL E&P is committed to investigating and resolving allegations of wrongdoing, misconduct, misbehavior or misuse within the company which may affect employees or the company's properties and reputation. Concerns raised in the public interest may relate, but not be limited, to breach of the MPRL E&P Organizational Code of Conduct and Policies, provided that for those concerns mentioned below only:

- Failure to comply with legal obligations
- Corruption and fraud
- Financial/Accounting malpractice
- Access without permission/Misuse of company properties or information
- Damage to the financial benefits and reputation of MPRL E&P
- Unethical behavior or improper conduct related to public/Company interest
- Harassment and other HR related issues in breach of applicable laws
- Potential or actual damage to the environment, and safe and healthy working environment
- Third parties' concerns relating to public/Company interest.

We aim to ensure that all employees can lodge grievances, complaints and feedback about the workplace directly affecting them and we are committed to helping resolve those as quickly and fairly as possible. We expect active participation in achieving our goals and commitments and all employees, regardless of corporate hierarchy, are responsible for performance across the business value chain. Our Employee Grievance Policy outlines our designated verbal and written grievance lodging process which ensures that employees can lodge their concerns without fear of reprisal and with a clear expectation for the delivery of feedback.



Our Whistleblowing Manual is publicly accessible and outlines our commitment and approach to encouraging those working at MPRL E&P and third parties conducting business with the company to report suspected wrongdoing as soon as possible. This includes reports of any misconduct, misbehavior, fraud, or misuse of company property that are in the public interest. Whistleblowers can act safe in the knowledge that concerns will be taken seriously and promptly investigated. Individuals can engage on this basis with their supervisor or Head of Department (HoD), or any member of our Whistleblowing Review Committee (WBRC). All reports are treated in strict confidentiality and can be made

anonymously. Employees can raise concerns in the public interest without fear of reprisals, even if they turn out to be mistaken. All MPRL E&P employees receive explanation by the Compliance Department at new staff orientation sessions, arranged by our Human Resources Department and, on an annual basis, are given training to raise awareness of qualifying disclosures and the investigation process.

To read more about our dialogue with local community groups to understand their concerns and grievances, please refer to the Our Community section of this report.

Our progress on systems for reporting grievances and violations in FY 2020-2021 and FY 2021-2022:

- Incentive program has been implemented to recognize and reward employees and business partners that raise questions and concerns regarding compliance and ethical conduct issues.
- Training materials for the Whistleblowing Policy and Procedures were prepared in English and Myanmar language.
- Continued review of our Employee Grievance Policy and maintenance of a fair and transparent framework.
- Maintenance and rapid response to our community grievances - please refer to the Our Community section of this report.

Going Forward

Operating in a changing regulatory environment means we must evolve policies to ensure they address amendments to laws and reflect the expectations of our employees and stakeholders. We will revise and update our Organizational Code of Conduct to reflect international best practice.

Economic Development



The background of the page is a photograph of an oil field at sunset. In the lower-left corner, there is an oil pumpjack (nodding donkey) and some industrial structures. The sky is a mix of blue, orange, and white, with some clouds. The overall scene is dimly lit, suggesting dusk or dawn.

At MPRL E&P, we strive to unlock domestic energy resources to drive the growth of Myanmar's economy

Economic Development

Why Does It Matter to MPRL E&P?

According to the World Bank, Myanmar's economy has faced a series of external and internal disruptions which coupled with persistent economic challenges affect the country's growth prospects. Businesses play a critical role in driving strong economic activity to strengthen Myanmar's long-term growth and development potential.

Since our founding in 1996, we have sought to unlock domestic energy resources to drive the growth of Myanmar's economy, support moving our country toward energy security, and contribute to improving the livelihood of its people. As a leader in Myanmar's upstream energy industry, our economic contributions are not constrained within our own operations and the payment of taxes but extend across our value chain.

Our infrastructure investments improve access to energy and reduction in fuel imports, and our local procurement and recruitment practices directly benefit the people and businesses in Myanmar.

Investing in Domestic Energy Resources

After the fallout of the global COVID-19 pandemic pushing oil prices to a new low, starting in early 2021, we have seen rising global oil prices in conjunction with the national socio-economic challenges drive up pronounced increases in domestic fuel prices and transport costs in Myanmar. In turn this has led to increased cost of living and pressure on local livelihoods. The increase in global oil prices poses increased risks to national energy security as Myanmar is a net importer of fuels. Over 90% of the Myanmar fuel market consists of imported fuel.

Investing in domestic energy resources is crucial to meeting the growing energy demand in Myanmar and moving toward energy security. As one of the country's largest oil producing fields, Mann Field plays an important role in meeting domestic energy needs. The oil produced at Mann Field is entirely absorbed by MOGE, refined to become fuel and is then entirely sold back to the domestic market at significantly lower costs than imported fuel. MOGE does not receive any direct revenues from Mann Field, instead the field serves to provide an affordable domestic source of fuel to Myanmar's

consumers. In addition, though at a much smaller proportion of national energy consumption, crude oil from our onshore fields is refined domestically to provide affordable quality fuel for common machinery thus easing pressure on local livelihoods from increasing global oil prices.

Our commitment to be a responsible investor in the long-term development of the host nation and to make long-term investments in response to the development needs of the communities we operate in, is set out in our Corporate Social Responsibility Policy and our Community Investment Policy which are both publicly accessible on our website.

Our progress on investing in domestic energy resources in FY 2020-2021 and FY 2021-2022:

- Since 1996, we have invested a total of US\$250.14 million at Mann Field.
- To date, as a result of MPRL E&P's efforts to enhance incremental oil production in Mann Field, the country has enjoyed US\$351 million in savings.

Supporting the Local Economy

At MPRL E&P, we are committed to working with locally based suppliers to drive the growth of the domestic economy and to reduce supply chain risks related to international procurement processes.

We also seek to recruit from the communities in which we operate and through our community investment initiatives, we work closely with government agencies and training institutes to support technical and vocational training to improve employment opportunities in the communities surrounding Mann Field.

Our progress on supporting the local economy in FY 2020-2021 and FY 2021-2022:

- In the last financial year, we sourced products and services from 35 suppliers to the total amount of US\$268,578.96 of which 55% was spent on suppliers based in Myanmar.

To read more about how we support economic opportunities in local communities through our community investment and local recruitment, please refer to Our Community section and Our People section of this report.

Environmental Stewardship



Applying stringent environmental management systems and measures ensures we effectively address our impacts and protect natural resources

Environmental Stewardship

Why Does It Matter to MPRL E&P?

The world is facing unprecedented environmental challenges that require business action to increase stewardship of natural resources and advances for a sustainable development. Our industry has a key role to play in driving Myanmar's economic growth through the export of hydrocarbon resources and the sustainable exploration and production of energy resources to meet growing local energy demand. At the same time, it must ensure that upstream energy industry activities are conducted under careful consideration of potential negative impacts on the local environment and communities. Because hydrocarbon extraction operations, if not managed well, can cause environmental impacts such as deforestation, destruction of fertile land, water and air pollution, and damage to marine ecosystems.

In lieu of more stringent national environmental management legislation in Myanmar, we understand the imperative of operating in accordance with a strong Environmental Policy and Environmental Management System that promote responsible environmental stewardship.

As part of this commitment, we work closely with Myanma Oil and Gas Enterprise (MOGE), Township Authorities, and communities living nearby our operations to develop, maintain and reinforce open communication and coordination on environmental issues, as well as to identify and address gaps and challenges in accordance with the objectives of our Environmental Policy.

Environment and Safety Management

Our approach comprises a robust Health, Safety and Environmental performance (HSE) management system underpinned by relevant policies and internal checks to maintain the integrity of our assets and ensure compliance with local legislation. Our aim is to achieve:

- Zero Work-related Incidents
- No Harm to People
- Compliance with all applicable OHS legislation and regulations
- Minimize Environmental Impact
- Promote a Positive Environmental Stewardship Culture
- Be in Compliance with all Applicable Environmental Conservation Laws and Regulations

In line with the Myanmar Environmental Conservation Law and Environmental Impact Assessment Guidelines, all our prospective operations must undergo a rigorous and transparent Environmental and Social Impact Assessment (ESIA). Conducted by an independent third party, the ESIA provides a process for analyzing, monitoring and managing the intended and unintended social and environmental consequences of planned interventions. It is based on public consultations with a wide range of stakeholders including our host communities. ESIA results are published on our website.

Our Environmental Management System (EMS) then ensures that the most significant environmental aspects of our operations are considered from pre-construction through to site operation and decommissioning. As part of the EMS, our HSE system and a site-specific Environmental Management Plan are fundamental to ensuring we provide a safe and healthy working environment and minimize any negative impact on the environment.

Bi-annual environmental audits are conducted to continuously improve Health, Safety, and Environmental (HSE) performance.

Our controls ensure that we not only comply with both national legislation, industry best practices and the environmental principles of the UN Global Compact, but that we continually improve on past performance to protect our people, communities and the environment.

Environmental Management System

Our Environmental Management System (EMS) Framework guides how we identify, monitor and control our potentially adverse environmental impacts. The EMS strives to align with ISO 14001 and integrates internal policies, national rules and regulations and other applicable international guidance. It guides the management of our emissions, waste and discharges with the aim of continually improving our performance and reducing our environmental impact.

A key aspect of the system is our Environmental Policy which is regularly reviewed to ensure its comprehensiveness with regard to changing industry and national regulations. Publicly available on our website, the Environmental Policy outlines our commitment to reducing the environmental impacts of our explorations and production activities and to promoting environmental awareness and responsibility across our business and stakeholders. It sets the following objectives:

- Implement environmental management plans to monitor and manage impacts resulting from our operations.
- Track and reduce emissions and resource use.
- Promote access to environmentally responsible methods and information across the organization.
- Protect the environment in the communities where we work and live.

To implement the EMS Framework, responsibilities for environmental performance have been established throughout the organization. MPRL E&P Executive Management is accountable for the implementation of our Environmental Policy.

The HSE Department and its working groups are responsible for developing a company culture instilled with responsible environmental best practices. We require active participation in achieving our environmental goals and commitments by all employees and managers, contractors and suppliers who individually and collectively are responsible for performance across the business value chain.



MPRL E&P Environmental Management System Framework

Key roles and responsibilities within MPRL E&P include:

| | |
|-----------------------|--|
| HSE Officer | <ul style="list-style-type: none"> Monitors the implementation of Health, Safety and Environmental protection measures, including tracking, inspection, reporting and assisting with technical input into emergency response procedures and implementing the Environmental Management Plans (EMPs). |
| Environmental Officer | <ul style="list-style-type: none"> Responsible for implementing the EMPs and supervising contractors during operations and preparing the environmental monitoring report. |
| CSR Field Coordinator | <ul style="list-style-type: none"> Responsible for local community engagement. |
| HSE Manager | <ul style="list-style-type: none"> Ensures that environmental regulatory requirements are met and that EMP requirements are properly implemented. |

Environmental Management Plans

Our EMS Framework is complemented by our site-specific Environmental Management Plans (EMPs). Our EMPs ensure that we actively manage operations that are subject to continual environmental monitoring and analysis in adherence with local environmental legislation. Through these measures, we aim to minimize any adverse impacts on the natural environment or local communities that could be affected by any proposed MPRL E&P project or business activity.

To heighten awareness of process safety, we look beyond our systems and policies and aim to foster a culture that empowers and rewards everyone to act in accordance with our Environmental Policy which is publicly available on our website. Beyond compliance, the following commitments influence our environmental strategy:

- Strive to prevent pollution, and seek improvement with respect to emissions, wastewater discharge, energy consumption, resource consumption and reduction of impact to the environment.
- Monitor the effects of our activities on the environment and take action to address such effects where necessary.
- Openly communicate our environmental performance with our workforce, government and the host community through a variety of engagement methods that includes, but is not limited to, coordination meetings, disclosure workshops and performance reviews.

Further details on how we protect our people is available in the Our People section of this report.

Our progress on environment and safety management in FY 2020-2021 and FY 2021-2022:

- We were not subject to any fines and penalties for non-compliance with environmental laws or regulations.

Applicable environmental laws and regulations

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

Process Safety

Process safety is a key element of our environmental stewardship practices. It considers the design, construction and operational phases of facilities to make sure that hazardous materials are contained safely, and any potential safety hazards are dealt with.

At MPRL E&P process safety is about protecting our workforce and the people and environment in the immediate vicinity of our sites as well as about preventing production errors, financial losses and reputational damage.

Our progress on process safety in FY 2020-2021 and FY 2021-2022:

- There were no Tier 1 and/or Tier 2 process safety events in FY 2020-2021, and FY 2021-2022.

Emissions, Wastes and Discharges

Our approach to managing our emissions, wastes and discharges is guided by our EMS with the aim of continually improving our performance and reducing our environmental impact.

Emissions are monitored as part of our air quality assessments conducted as part of our EMPs. MPRL E&P has been unable to commission a third party to conduct the environmental monitoring surveys for air quality, noise, surface water, ground water and soil quality at Mann Field, attributable to the pandemic, its response measures and the socio-political situation in the country. However, according to our self-monitoring activities conducted at regular intervals during the reporting period, no higher impacts have been observed and we believe it is on account of the pandemic-induced drop in human activities, a reduction in operations and manpower, as well as lessened involvement of machineries and motor vehicles.

These self-monitoring activities paired with bi-annual environmental monitoring reports are an instance of how we continue to drive our commitment and adopt best practices amid multiple challenges.

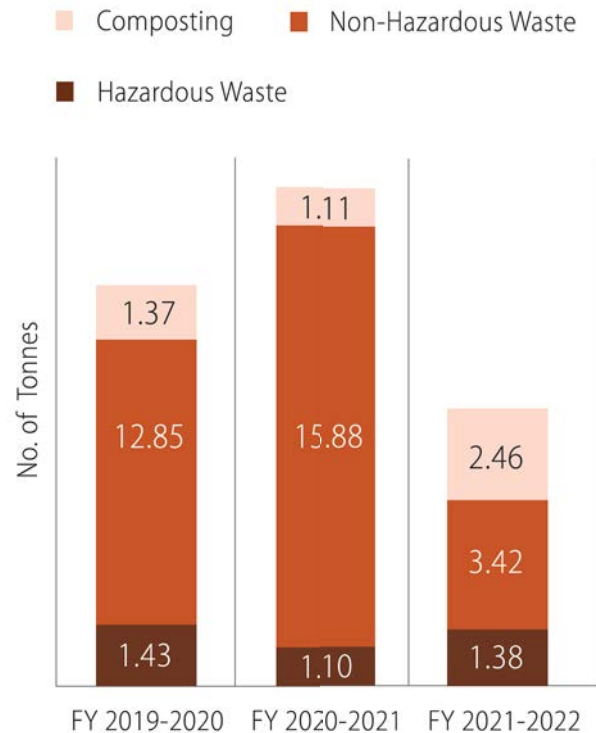
We ensure both positive and negative results are openly communicated through methods including periodical reports, coordination meetings, disclosure workshops, focus group discussions and public consultations.

Waste Management

All hazardous waste produced from our operations is handled by a responsible third-party contractor (Golden Dowa Eco-System Myanmar Co., Ltd.) whose service meets international standards and includes transportation, pre-treatment, recycling, and final disposal or storage on-site. Non-hazardous waste is sold to local third-party contractors while compostable materials are used in planting.

In FY 2021-2022, we produced a total of 1.38 ton of hazardous waste, 3.42 ton of non-hazardous waste, and 2.45 ton of composted waste.

Waste by Type (Tonnes)



Water Discharge Management

Hydrocarbon production wells generate large volumes of so-called 'produced water' which is unsuitable for surface discharge or disposal in groundwater resources. Since 2017, Mann Field is the only onshore field in Myanmar to have eliminated produced water discharges into the environment. To ensure that we avoid contamination of the neighboring Mann Creek and Ayeyarwady River, we have pioneered a system which uses innovative and effective treatment techniques, such as multi-stage gravity separation and filtration systems, to remove suspended solids from produced water before 100% of the treated water is reinjected into the formations. This does not only eliminate discharges into the environment but also increases production efficiency by maintaining reservoir pressure and enhancing oil recovery.

To ensure our goal of zero discharge we enact five complementary methods including:

1. Well management during well completion activities to minimize water production.
2. Recompletion of high-water producing wells to minimize water production.
3. Zone isolation (Use of downhole equipment separation techniques and water shut-off techniques).
4. Disposing produced water to shut-in wells by using natural gravity.
5. Disposing produced water to shut-in wells by using injection pumps

Accidental Spills and Emergencies

We recognize that the nature of our business poses a risk to the local environment from accidental spills of oil or other polluting materials that can contaminate soil as well as affect biodiversity and communities. Any event of this kind can in turn negatively impact our business and our reputation. Our internal controls referred to in the Safety and Environment Management section outline our approach to mitigating the risk of accidental spills or emergencies. Our Environmental Management Plans and Environmental Action Plans (EAPs), developed to monitor and minimize the environmental impact of our operations, include the following pollution control measures:

- Zero-discharge targets
- Fuel and energy consumption reduction
- Well-site abandonment
- Environmental Incident Response Plan
- Waste Management Plan
- Spills Management Plan

Our progress on emissions, waste and discharges in FY 2020-2021 and FY 2021-2022:

- We maintained our zero-discharge target for produced water at Mann Field.
- In FY 2021-2022, there was one oil spill with a total volume of 0.5 BBL which were all recovered. The spill was caused by failure of asset integrity.
- There were no convictions of non-compliance with environmental laws or regulations.
- Since 2019, we significantly reduced the amount of non-hazardous waste generated by establishing a waste segregation system that ensures that suitable waste products are either reused for our own operations or sold to third-party waste collectors.
- During the reporting period, compliance audits of the Environmental Management Plans and Social Management Plans at Mann Field could not be conducted due to the COVID-19 pandemic and socio-political events. In coordination with the HSE Department, our Compliance Department made alternative arrangements to ensure that the biannual Environmental Monitoring Reports meet all legislative requirements.
- Continued to monitor and disclose air quality at site and manage activities to maintain an acceptable result.
- Continued to ensure proper maintenance of the bio-filtration unit that treats sanitary wastewater at the Mann Field Base Camp through a service provider as well as promoting staff's water conservation awareness and regular drain line maintenance.
- During the reporting period there were no significant spills resulting from our operations.

Going Forward

MPRL E&P plans to develop the 5th Environmental Monitoring Report as per schedule to submit to the Environmental Conservation Department (ECD) of the Ministry of Natural Resources and Environmental Conservation (MONREC) in FY 2022-2023.

In addition, the HSE Department will initiate a review on the Environmental Policy to reflect with changes in the business context.

Our People



MPRL E&P's company culture supports a diverse workforce and prioritizes the health, safety and well-being of employees



Our People

Why Does It Matter to MPRL E&P?

As the country develops, it requires a growing pool of skilled workers. Responsible businesses have a duty to help upskill employees and, at the same time, must ensure the safety of their people, the respect of their human rights, and that workers are given a voice.

As a leading employer in Myanmar, we treat our employees with dignity, respect and fairness. In addition, we are committed to:

- Create a work environment free of discrimination and harassment.
- Provide a safe and healthy work environment in full compliance with all applicable workplace safety standards mandated by law.
- Provide remuneration packages that are competitive in the local labor market and that are based on skills, performance and professional behavior.
- Practice an open-door approach that enables our employees to engage in open and honest communications without fear of reprisal.

Our Employees at a Glance

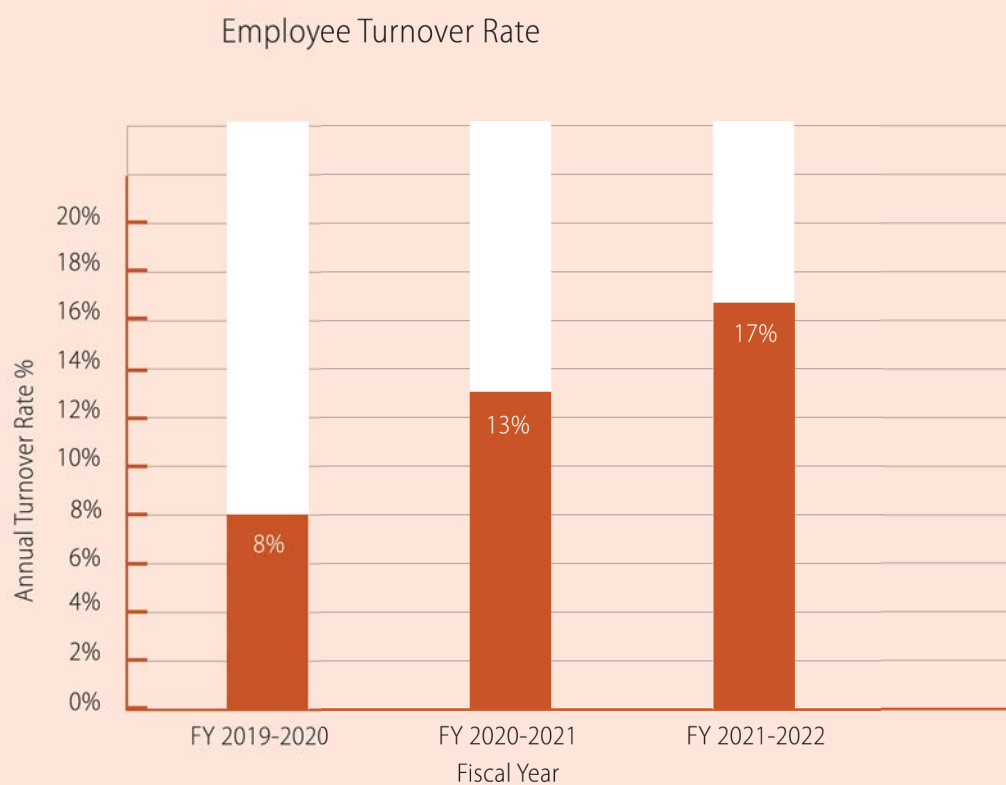
In response to the global pandemic, domestic economic challenges and socio-political events we were forced to implement a multi-faceted business resilience plan to ensure the long-term sustainability and resilience of our business. Throughout 2020 and 2021, we executed carefully and extensively deliberated strategies and plans which involved, among other things, implementing a cost-saving exercise across all business functions and a Voluntary Reduced Compensation Program (VRCP). Staff promotions, salary adjustment, workforce recognition and employee capacity building programs were temporarily suspended. We were also forced to reexamine work programs and to prioritize

work activities that offer the highest value and impact to the business. This meant that we reduced manpower on essential, non-essential, fixed, rotational, and on-call basis, in order to maintain business operations on a tight budget. We conducted the job reductions in accordance with our core values of honesty and integrity. Throughout the process we sought to achieve mutual acceptance between terminated staff members and the company and provided compensation packages in line with applicable labor laws. In January 2022, we were able to recall the majority of non-essential staff members on a full-time basis and starting April 2022 we resumed staff promotions and salary adjustments.



As of 31 March 2022, we employ a total of 197 employees, 94% of which are permanent full-time (FT) employees of our operations. More than 1,000 additional personnel currently work for the Mann Field operations and represent our indirect headcount.

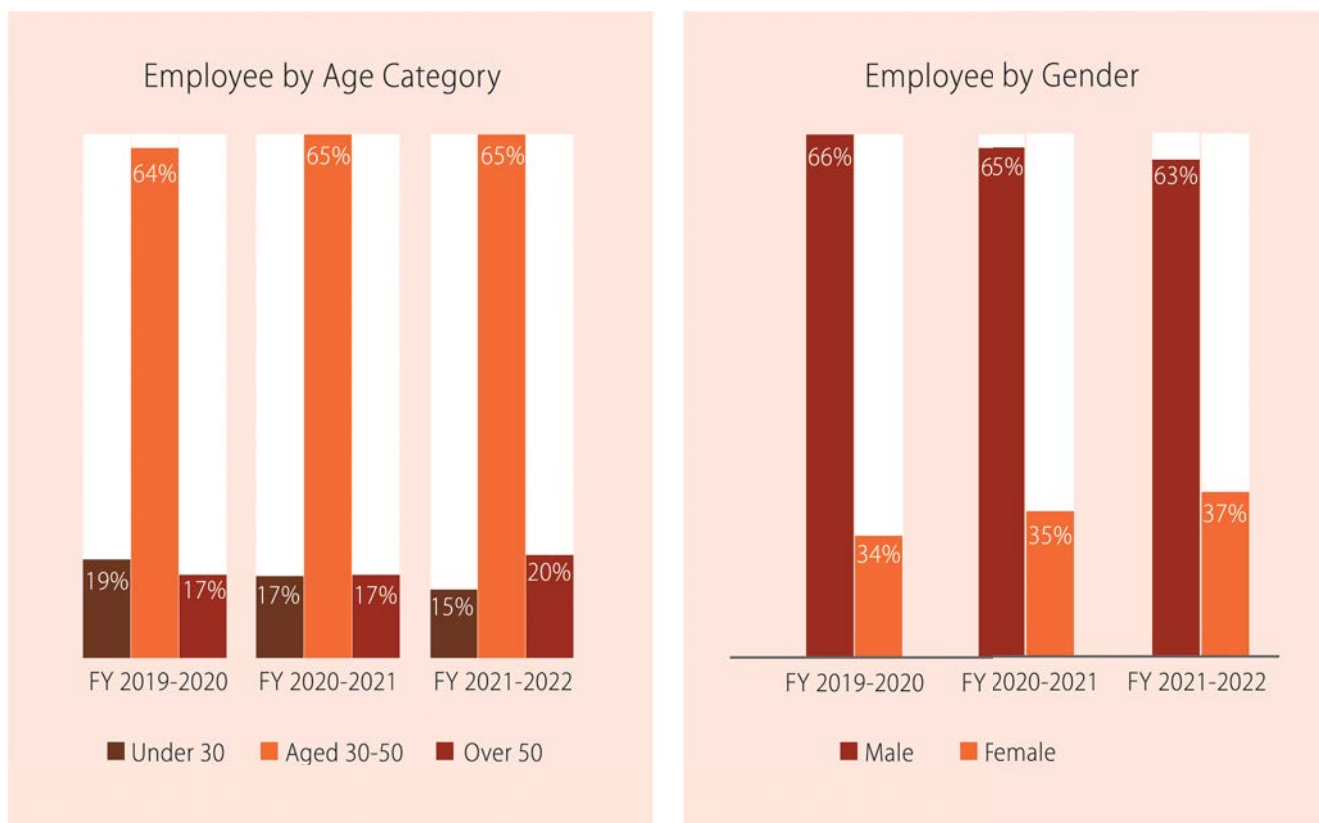
While we target an 8% turnover rate for technical functions and a 12% turnover rate for business support functions, the average turnover rate for FY 2020-2021 was 13% and for FY 2021-2022 it was 17% for both technical and business support functions. In light of the above described business resilience strategies and measures we have not been able to achieve our target in the reporting period.



Diversity and Inclusion

MPRL E&P values a diverse workforce and seeks to create an inclusive working environment. We are committed to the principle of equal employment opportunity for all job applicants, prospective employees, and current employees and to providing a workplace free of discrimination and harassment. Our commitments are set out in the Employment Policy and Equal Employment Opportunity Policy which are publicly available on our website.

Below is a breakdown of our employee diversity by age and gender.





Supporting Local Employment

Our commitment to supporting local employment is set out in our Equal Employment Opportunity Policy and our Community Investment Policy. We seek to extend our best efforts to recruit from the communities in which we operate. Beyond our recruitment process, we are also committed to a community partnership model for our community investment programs at Mann Field. Through this model, we support skills transfer through training volunteers from the community and engaging them in the development and implementation of our initiatives. Beyond skills training we also offer financial recognition to community volunteers.

Our progress on supporting local employment in FY2020-2021 and FY 2021-2022:

- A majority of our managerial staff at the Head Office in Yangon was hired from the Yangon area.
- About a third of the managerial staff at our Mann Field site was hired from the Magway Region in which the field is located.
- Our Yangon Head Office and Mann Field site make up the majority of our workforce. For a more detailed breakdown of locally hired staff please refer to the Performance Tables on pages 106-111.

Employee Health, Safety and Well-being

The health, safety and well-being of our employees is a key concern to us. Ensuring high standards of occupational health and safety (OHS) on sites is critical for upstream energy companies, given hazardous working conditions and often harsh environmental conditions onshore. Working with flammable hydrocarbons at elevated temperatures, along with working at heights or in confined spaces, are all occupational health and safety risks for workers. Health and safety practices vary considerably across upstream energy operators in Myanmar, with workers in some operations lacking sufficient training and awareness, leading to dangerous practices and incidents.



No MPRL E&P employee should expect to be or be exposed to harm when carrying out their duties. Beyond the human aspect, protecting our people also means protecting our reputation and our business. Our three fundamental Occupational Health and Safety (OHS) goals are:

- Zero accidents
- No harm to people
- Compliance with all applicable OHS legislation and regulations

We expect all our employees and those of our contractors to work in safe, healthy and responsible manners, demonstrating the highest levels of operational discipline. Our OHS Policy has been developed to set out our commitments, what we expect of our people and specific responsibilities. Our policy is embedded in our overarching Health, Safety and Environment (HSE) system which aligns with international health and safety standards.

Our OHS Policy assigns individual and collective responsibility to all within our company and, across our value chain, to all carrying out work on our company's behalf. The HSE Department sets relevant key performance indicators (KPIs) for each department, and it is the responsibility of the Heads of Department to achieve these through the implementation of OHS guidelines. Ongoing monitoring of protection measures is conducted by our HSE Officers, including tracking, inspection, reporting and assisting with technical input into emergency response procedures.



Our OHS goals are most easily achieved when our employees and contractors take individual responsibility for ensuring safe practices are the norm. To instill a safety-first culture in our people and business partners we have introduced and used our Concern, Action, Reinforcement and Encouragement (CARE) Cards, which is a behavior-based safety process. CARE Cards allow our staff and contractors to rate our workplaces based on how safe they are, identify risks, and reward and reinforce safe and responsible work practices. In FY 2021-2022, we collected 3,786 CARE Cards.

Supporting Employees during the COVID-19 Pandemic



First COVID-19 cases were identified in Myanmar in March 2020. Infection rates remained relatively low until August 2020 when a second wave hit the country with Yangon Region at the epicenter of the pandemic. In May 2021, confirmed cases gradually increased again and due to emerging variants, the community spread of the virus was much faster. The third wave of the COVID-19 epidemic peaked in mid-2021 when, according to WHO, more than 7,000 new confirmed cases were recorded on 14 July 2021. In January 2022, the country started witnessing its fourth wave with more than 3,500 new confirmed cases recorded on 22 February 2022. Since March this year there has been a sharp decline in the number of positive cases.

As an independent E&P company, we have been able to make strategic and timely decisions to ensure business continuity and employee safety. During the first phase of the pandemic special work arrangements, including work-from-home and special leave for purposes of self-isolation, were offered to employees. Protective measures including, for example, social distancing and the provision of health and personal hygiene advice as endorsed by WHO and the Ministry of Health were implemented and are ongoing.



With the increasing impact and severity of the pandemic, we took further action to safeguard the health and well-being of employees. During the height of the pandemic in July 2021, we created the Emergency COVID-19 Assistance and Oxygen Support Committee (the COVID-19 Committee), an emergency response team responsible for the reliable and efficient provision of medical supplies and assistance to our staff and their immediate family members. Policies and strategies have been put in place that set out the three priority areas for assistance which include oxygen supply, oxygen concentrator supply, and COVID-19 emergency medication. As an example, in line with the COVID-19 Emergency Medication Policy, the committee has procured FDA-approved

medication from trusted retail and wholesale suppliers to ensure the accessibility of medication for employees and immediate family members. The COVID-19 Committee is staffed with a total of 13 personnel including a medical doctor and an in-house registered staff nurse as well as on-call nurses who visit residences across Yangon city ensuring patients are well provided with needed supplies. Since its inception the committee has been tracking the pandemic, advising on critical interventions and providing vital medicine and oxygen supplies.

To reduce the risk of transmission during the third wave, business operations at Mann Field were conducted with the minimum number of staff. We launched a COVID-19 vaccination campaign with the objective of having 100% of our workforce fully vaccinated.

Our progress on employee health, safety and well-being in FY 2020-2021 and FY 2021-2022:

- There were no fatalities caused by operational incidents or accidents.
- We have implemented a system guided by new policies and strategies that allows us to manage the current health crisis and safeguard employee health and well-being.
- We successfully concluded our COVID-19 vaccination campaign, resulting in 100% of our workforce completing a second dose immunization regimen and 12% of our workforce completing a third booster dose.
- We have enhanced staff members' accessibility to HSE trainings by leveraging technology, leading to an increase in training man-hours.
- The Social Security Board (SSB) disbursed 40% of social security allowances for two times during COVID-19 in 2020 and 2021 to insured employees from MPRL E&P. It also provided quarantine benefits and arranged a COVID-19 vaccine booster/third dose process around July 2022 for the insured employees.



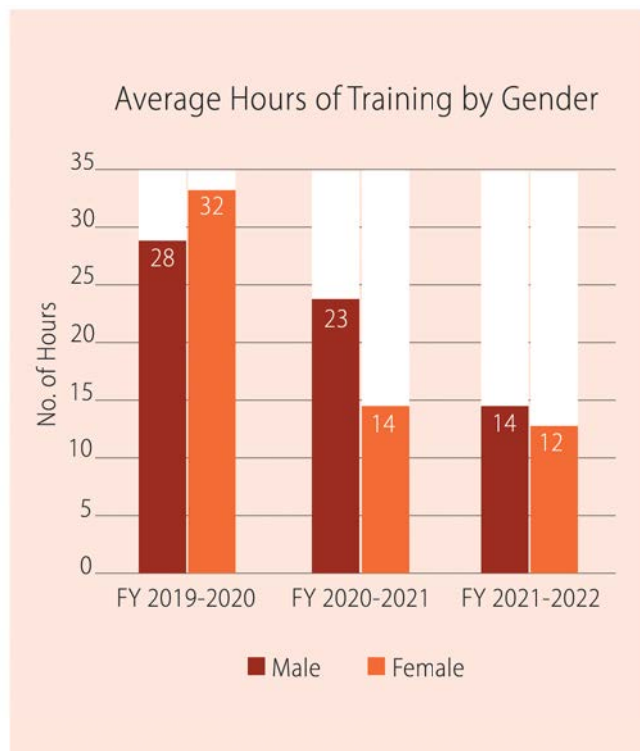
Talent Management

Our strategy for talent management encompasses three key elements:

- **Recognition:** Identifying and promoting talent from within where possible.
- **Transparent communications:** Encouraging a transparent performance appraisal and rewards process that is clearly communicated and an open-door policy to encourage open communications.
- **Capacity development:** Encouraging staff training opportunities across relevant fields and also focusing on the development of soft skills.

We improve skills and competencies through regular performance reviews, recognizing potential, undertaking education, training and coaching as appropriate, and offering professional development opportunities through international partnership programs.

Mindful of the obstacles to vocational training that many in the local workforce face, we have developed a Learning and Development Policy and implemented an internal knowledge sharing training program to support capacity building. Annually, our Human Resources Department, in collaboration with our Heads of Department, develop corporate training plans for soft skills development and related technical trainings. Pre- and post-training assessment by the Heads of Department determines each program's effectiveness.





The challenges experienced in our country and industry over the past two years, has required new measures that replaced business-as-usual to safeguard employee health and well-being and build the resilience of our business. As a result, our employee recognition and capacity development program had to temporarily be suspended. Where possible, we have moved program activities online such as our weekly peer-to-peer technical knowledge sharing sessions.

As part of the business resilience plan, we also introduced a reduced compensation program across the board to ensure that we retain talent. We have frequently and transparently communicated these changes to our staff. In December 2021, we were able to remove the Voluntary Reduced Compensation Program (VRCP) for all staff members and ceased the Leave without Pay practice in the following month.

Workforce Engagement

We believe our employees should be engaged effectively to encourage performance and productivity. At MPRL E&P, employee engagement is about empowering our staff by creating an environment in which they are encouraged to feel part of the organization, its mission and vision, and to optimize the use of their skills and knowledge based on mutual trust and two-way communications. In other words, engaging our workforce can help reduce absenteeism, grievances, workplace injury and productivity loss.

Some of our main employee engagement channels are Town Halls, monthly Corner Office Notes, team-building retreats, quarterly Insight! Newsletter, Learning Club, and corporate participation in health-related activities.

In compliance with the Settlement of Labour Dispute Law we have established a Workplace Coordination Committee (WCC) to settle labor disputes and grievances relating to, for example, the terms and conditions of employment contracts or working conditions. The committee represents all our employees.



Our progress on workforce engagement in FY 2020-2021 and FY 2021-2022:

- Published 8 issues of Insight! Quarterly Newsletter to communicate employee stories and updates related to business operations and pandemic control efforts.
- Distributed 23 monthly Corner Office Notes from the Office of Chief Operating Officer (COO) to all staff to communicate a high-level analysis on business strategies, plans and outcomes.
- Reflection workshops were held online with the participation of Heads of Department and Assistant Managers two times a year.
- The Outstanding Performer Award Program recognized two employees in FY 2020-2021.

Going forward

We will resume our workforce recognition and employee skills development programs in FY 2022-2023 and provide additional professional development opportunities for our employees. We have signed a Memorandum of Understanding (MOU) with The Asian Institute of Technology (AIT) for a three-year scholarship program. As part of the program, MPRL E&P will sponsor 12 employees to study in a one-year program at AIT that will enable them to earn a master's degree in the Geo-Exploration and Petroleum Geoengineering (GEPG) Area of Specialization under the Geotechnical Engineering and Earth Resources Engineering (GTE) Program. The first group of employees has successfully enrolled for the 2022 fall semester at AIT.

With regards to our employee engagement, we will conduct a Stay Survey in December 2022 which will focus on five aspects: organization, career and talent development, job content, recognition and reward.



MPRL E&P signed a three-year educational partnership program with the Asian Institute of Technology (AIT) in Thailand and three Junior Engineers and two Junior Geoscientists from MPRL E&P have joined a one-year Professional Master's Degree Program specializing in the Geosystem Exploration and Petroleum GeoEngineering (GEPG) at AIT's School of Engineering and Technology in August 2022. The educational partnership program with AIT aims to promote continuous learning and development among employees and nurture next generation professionals.



Case Study: Moving toward Two Years without Lost-Time Accident (LTA) at Mann Field



The nature of our business potentially exposes individuals to high-risk activities. Thus, we are deeply committed to reducing risk by enacting appropriate safety measure and to monitoring safety metrics to make sure we continually improve our performance. One such metric is Lost Time Accident (LTA) which refers to any work-related injury which prevents the injured person from doing any work the day after the accident.

We are pleased to report that it has been almost two years since the last LTA in Mann Field occurred on 17 August 2020. The Field Operations team has effectively managed production operations with no significant health and safety incidents, extending our zero LTA track record to 1,546,736 man-hours worked up to the end of Q1 2022 (18 August 2020 – 30 June 2022). Safety is everyone's responsibility, and this achievement is a result of the collective efforts of the entire HSE team that strive to achieve and maintain a common goal. It is testament to our commitment and efforts to provide a safe and accident-free environment for everyone working with MPRL E&P through our Safety First culture. This culture is based on clear processes for pre-inspection, risk assessment and proactive measures to eliminate and reduce risks throughout all our operations, assets and work environments. Examples of pro-active measures taken include:

- Regular onsite Tool Box Talks (TBT) that fostered critical thinking and communication for our crews.
- Reinforcing company health and safety procedures and the 12 Golden HSE Rules, which are based on detailed studies of fatal and significant accidents in the industry, across all our field teams.
- Continuous training, education and knowledge sharing sessions on health and safety.
- Joint inspections (by MPRL E&P's HSE team, Field Operations team, MOGE and at times third party contractors), integrity assessment and survey, and auditing of operating equipment and workplaces to identify, analyze, monitor and address safety risks.
- Conducting HSE audits and emergency equipment inspections and implementing corrective actions resulting from incident investigations and audit reports.
- Carrying out emergency exercises and muster drills.

We have learned that recognition and realization of hazards and associated risks related to day-to-day operations by all concerned parties are key to ensuring necessary control measures can be implemented adequately. In this context, we seek to further embed Stop Work Authority into our safety culture to ensure all employees understand their right to stop unsafe work until the potential hazard is thoroughly investigated and abated. Because at MPRL E&P our colleagues' health and safety is a top priority.

Our Community



Robust stakeholder engagement ensures stakeholders are given a voice while strengthening our social capital with host communities, which directly benefits the business



Our Community

Why Does It Matter to MPRL E&P?

As a leading exploration and production company our mission statement highlights our commitment to conduct business to the highest standards of ethics, legitimacy and transparency, and guided by a clear sense of social and environmental responsibility.

In line with our understanding of social responsibility, we seek to build mutually beneficial relationships with the communities we operate in. We do this by through providing open and transparent channels for their insights and by contributing to their sustainable development through active engagement, dialogue and community investment initiatives. Our community investment initiatives benefit local communities through supporting their socio-economic development and help maintain our social license to operate. This is of particular relevance at our Mann Field site which operates more than 600 producing wells in an area home to 14 communities.

We are committed to focusing on initiatives that address both our impacts and the communities most critical needs through deploying needs assessments and a participatory process. We apply a monitoring and evaluation framework to track progress and report performance in a timely and transparent manner. Ultimately, the success of our community programs in Mann Field is the result of a local community partnership model which involves and empowers a range of stakeholders including community volunteers.

Our approach for community engagement and community investment is in line with our policies including the CSR Policy, Community Investment Policy, Land Acquisition Policy and the Human Rights Statement and Policy, which are all publicly accessible on our website.

Our Community Investment Programs

We strive to increase opportunities for the sustainable development and inclusive growth of the communities in which we operate. We have implemented community investment programs in the 14 villages in the proximity of our Mann Field operations since 2012. The programs are implemented by our CSR Field team which is staffed completely with personnel hired from local communities.



Based on clearly defined community needs, we undertake focused programs in the following areas:

- **Community infrastructure development:** We support local school infrastructure at all 11 public schools located in the 14 surrounding villages in Mann Field. Due to a lack of suitable potable water sources in the area, we prioritize the provision of water, sanitation, and hygiene facilities in schools by putting in place water filtration units and hand-washing stations coupled with awareness building activities. We also dedicate a portion of the annual infrastructural budget for school renovation and supply projects and ensure continuous monitoring and infrastructure maintenance.
- **Community healthcare:** We run a Mobile Clinic program in six centrally located villages around Mann Field. The program provides much needed access to basic healthcare and health education for the medically underserved, including the elderly, women and children.
- **Community livelihood development:** We support livelihoods of small-holder farmers through technical assistance and input. Initiatives focus on sustainable agriculture, livestock and vocational skills development and are implemented in collaboration with government agencies and private institutions. As an example, our Farmer Field School Program is jointly implemented by MPRL E&P and the Department of Agriculture (DoA - Minbu). We also support women-led small business groups through skills training and other assistance.
- **Educational partnership program:** We work closely with government agencies and training institutes to support technical skills and vocational training in order to improve employment opportunities in the communities surrounding Mann Field. As an example, we have entered partnerships with the Industrial Training Center in Magway and the Ayeyardwaddy Nurse Aide Training Center in Minbu to provide scholarships to local youth.



- **Community-led waste management:** Our Community-led Waste Management initiative runs in 13 communities surrounding Mann Field, where municipal waste collection services are limited. The initiative engages community volunteers and waste collection service providers to ensure proper waste collection and disposal.
- **Philanthropic contributions and sponsorship:** We regularly donate funds, goods, or services to organizations and causes that benefit the communities in which we operate.



Providing Access to Affordable Healthcare

The third wave of the pandemic in mid-2021 presented significant challenges to the country's fragile healthcare system. In Mann Field, the COVID-19 outbreak and subsequent containment measures including lockdown and social distancing have impacted the ability of communities to access basic healthcare services, including access to prevention education and referral services for COVID-19.

A key program area of our community investment approach is supporting access to affordable healthcare in the communities at Mann Field. With the health crisis and socio-economic challenges of the past two years, there was a need to further build on our existing programs as well as for providing tailored COVID-19 assistance to meet increased healthcare needs and challenges.

Since 2018, MPRL E&P Mobile Clinic at Mann Field has provided basic healthcare and health education for the medically underserved in the 14 villages. The clinic provides weekly clinic sessions in each village which last for three hours on average and are attended by about 25-30 patients. It is staffed with a medical doctor and a health assistant and supported by volunteers. The services are free of charge for elderly, women, children, and low-income households and include health talks, medical check-ups, prescriptions and referral to specialized hospitals.



When the Coronavirus was declared a pandemic on 11 March 2020 by the World Health Organization, we were forced to suspend the Mobile Clinic for twenty-two consecutive months in order to help control the virus transmission among patients and health care workers as well as to comply with government-imposed virus control measures. The Mobile Clinic resumed its services in February 2022 with additional resources put in place to meet COVID-19 guidelines by the Ministry of Health and the increasing health-care needs of communities.

An impact assessment of our community development programs confirmed that clinic services have been well received by the communities especially those with chronic diseases such as diabetes and hypertension who are now able to benefit from continuous treatment and access to affordable medication. During the COVID-19 pandemic, local communities also turned to the clinic to learn about the spread of the virus and precautions to be taken.

The assessment also showed that the prevailing challenges related to the COVID-19 pandemic and the rise in cost of living have driven demand for the Mobile Clinic's free services in additional villages. As a result, our mobile clinic sessions have been extended to two additional villages.

Please refer to the case study at the end of the "Our Community" section to learn more about how our employee volunteers support the Mobile Clinic services.



Supporting Communities during the COVID-19 Health Crisis

In response to COVID-19 health crisis, MPRL E&P launched a series of initiatives to provide assistance to the communities in which we operate while continuing our community investment programs that had already been in place. Our main types of support during the pandemic included:

- Extending our community livelihood development program to offer training on producing soaps and face masks to former vocational trainees, to provide targeted assistance to smallholder farmers and to train local youths in a vulnerable environment
- Conducting donation drives which included, among others, monetary and medical supply donations to hospitals and community healthcare centers
- Supporting local authorities in building community's awareness and knowledge on disease prevention and control through cash and in-kind assistance
- Promoting preventive measures in community-facing activities and implementing social distancing restrictions in line with national government guidelines and best practices



As an example, in early 2021, we started our new Farmer Field Schools initiative to foster new farming methods while creating a sustainable farming culture among smallholder farmers. With the Farmer Field Schools we seek to help farmers to sustain their small businesses, which have been under significant pressure due to the health crisis and socio-economic challenges of the last two years. We have empowered horticulture farmers by organizing horticulture training, delivering hands-on trainings on making natural fertilizer (Fish Amino Acid) and making natural pesticide, providing seeds and plastic mulch through Horticulture Farmer Committee, and facilitating for agricultural experts' technical assistance as needed.



Our progress on community investment programs in FY 2020-2021 and FY 2021-2022:

| Community Investment Programs | Progress Updates |
|---|--|
| Community Infrastructure Development | <ul style="list-style-type: none"> • 15 school infrastructure development initiatives • 3 village infrastructure development initiatives |
| Educational Partnership Program | <ul style="list-style-type: none"> • 15 agriculture and farming initiatives • 1 vocational and livelihood training initiatives |
| Community Healthcare Program | <ul style="list-style-type: none"> • Mobile clinic sessions have been extended to two additional villages resulting in the community healthcare program now covering a total of six communities at Mann Field |
| Community-led Waste Management (cumulative) | <ul style="list-style-type: none"> • 1,478 cargo tricycle trips • 2,635 metric tons of waste collected and disposed |
| Philanthropic Contributions and Sponsorship | <ul style="list-style-type: none"> • Donation of one million Kyats to Kathina Festival at Mann Field • Donation of Kathina robes, rice and requisites to monasteries at Mann Field • Donation of one million Kyats to victims of Kaing Ma Gyi village fire incident • Total COVID-19 related donations amounted to US\$ 26,214.76 as well as MMK 274,392,240 |



Engaging with Communities

MPRL E&P is deeply committed to engaging with the communities in which we operate and promoting two-way communications to build mutual trust and maintain our social license to operate.





Engaging Community Volunteers at Mann Field

In Mann Field, our community volunteers are a vital link facilitating robust relationships between us and project-affected communities and help the latter thrive since Day 1. Through these relationships, we work together to tackle challenges of the time and this involves further researching and tailoring response plans to the needs of the people we aim to support and leveraging existing connections to communicate essential messages.





We conducted a volunteer performance assessment activity at the end of March 2022 which resulted in selection of top five performers with highest scores across nine assessment criteria including understanding the company's CSR approach, developing leadership within community and ability to work as part of a team, dedication and commitment to community development.

The top performing community-facing volunteers have been actively involved in implementation of school and village infrastructure projects, vocational trainings, knowledge sharing trainings, agriculture and livestock development initiatives, OGM, community-led waste management system, as well as conducting periodic community assessment surveys. They were doing it even when we had halted providing incentive payments due to the pandemic-induced factors including a reduction in CSR activities, banking and logistic bottlenecks. All the community volunteers have been rewarded with cash awards as well as a teambuilding trip after the assesement activity.

To address their weak performance areas and ensure talent development, we are rolling out a capacity building program which consists of inviting internal and external resource persons to train them in critical areas such as team-bonding and public speaking skill.



Operational Grievance Mechanism at Mann Field

Our Operational Grievance Mechanism (OGM) is an integral component of our overall community engagement process at Mann Field. It was developed through a multi-stakeholder approach involving our host communities and Myanmar Oil and Gas Enterprise (MOGE), the state-owned entity that is the operator of Mann Field. It is the first grievance mechanism by a company in Myanmar based on the UN Guiding Principles on Business and Human Rights. It effectively engages volunteers from the communities we operate in that are embedded in local villages and trusted by villagers. Designed to be based on dialogue with our stakeholders, the OGM helps to prevent any retaliation risks. We consider it to be essential in order to maintain a social license to operate in Mann Field.

The OGM provides a formalized mechanism for receiving, tracking, and responding to questions and complaints from communities and for resolving and closing out any concerns in a timely and transparent manner. The objective is to enable local communities to have a voice and to ensure impact associated with operations affecting the environment and surrounding communities are solicited, monitored and effectively addressed. Grievance channels include letterboxes in each of the 14 villages we operate in, a grievance hotline and dedicated community volunteers. We aim to resolve all grievances in a timely manner. Complaints requiring immediate resolution should be responded to within 24 hours and responses to cases requiring more detailed investigations should not exceed a maximum of 30 days. Communities are informed of the grievance process through outreach and awareness building activities including regular information sessions facilitated by our volunteers and CSR Field team.

“Whenever we plan to conduct operations at one of the wells in Mann Field, we make an initial assessment about the well site conditions for our planned operations. The idea is to ensure crops and farmland are out of our operations area and we are willing to negotiate in advance with farm owners to minimize the effect of our operations on their crops and farmland if any.

For instance, we were planning to put two utility poles in a farmland required for the operations to be undertaken at well number 64 and we informed the farm owner and village administrator about it via the CSR Field Coordinator. The farm owner appreciated to receive the information and agreed to let us conduct planned activities.

Not only did we strengthen our relationship with communities through such a proactive action but also we ensure that our vision and communities’ remain aligned which is crucial to sustain our field operations amid the challenging environment. Clearly, the OGM continues to secure communities’ satisfaction and support to our operations and ethical standards as a business organization.”



U Zayar Htet

Assistant Field Operations Manager
Mann Field



At the end of FY 2021-2022 we conducted focus group discussions and household surveys to assess the effectiveness of the OGM. According to the household survey, 97% of the respondents were aware of the OGM. The focus group discussions revealed a general high satisfaction (95%) with the grievance mechanism and provided insights on how it could be further improved to support the effective reporting of oil pilfering incidents.

As described in the environmental section of this report, we also conduct Environmental and Social Impact Assessment (ESIA) which are based on public consultations with a wide range of stakeholders including our host communities.





Assessing Community Needs and Program Impact

To develop our community programs, MPRL E&P carries out multi-stakeholder engagement and needs assessments on an annual basis. We make use of the services of external organizations and consulting firms to seek professional guidance on the design, implementation, impact assessment, and due diligence for our community programs.

For program implementation we prioritize involvement of communities and seek to collaborate with government departments, government technical training schools, private training centers, non-profit organizations and local welfare societies in order to leverage their capacity and create a multiplier effect.

At the end of FY 2021-2022, we undertook an impact assessment of our various community programs to gather feedback from target beneficiaries and community stakeholders, to understand if we have achieved the planned objectives and to identify areas for program improvement. With the impact assessment we also sought to understand how communities have been impacted by the country's new realities and to identify new or emerging community needs to help inform the future direction of our programs. The assessment included key informant interviews, focus group discussions and household surveys. The impact assessment report is publicly available on our website.



Nay Zaw

Community Volunteer

Chin Taung Village

"I am a man on a mission of empowering fellow community members to become horti-preneurs through my mushroom model farm project following a technical training and initial capital injection from the CSR Program. Today I am working hard to train them on how to build a mushroom farm from scratch on their own and make it profitable. Due to the pandemic, there are multiple challenges along the way but we are taking them down – one at a time."





Going Forward

For FY 2022-2023 we have planned the following community investment initiatives:

- 3 school infrastructure renovation initiatives
- 5 community infrastructure initiatives
- 4 vocational skills trainings

In addition, we will further our partnership with the Industrial Training Center in Magway and support 7 trainees from the communities. We also plan to expand our partnership with the Industrial Training Center in Pakokku) the State Agricultural Institute in Pwint Phyu, and the Nurse Aide Training School and aim to support 20 trainees for life skills trainings.

We will continue offering free healthcare services (Mobile Clinic Program) for communities in Mann Field.

We will further invest in capacity building of our community volunteers which form an essential link between MPRL E&P and local communities. In FY 2022-2023 we will roll out a capacity building program that will see our own as well as external experts provide training on team-bonding and public speaking skills.

The effectiveness of our community investment programs will be monitored and evaluated quarterly, and CSR Progress Reports will be submitted to our stakeholders on a quarterly and bi-annual basis.



Case Study: Engaging Employee Volunteers at Our Mobile Clinic

In line with our Community Investment Policy, we encourage and recognize employee involvement in our community programs in order to create added value for local communities while providing employees skills-building and personal development opportunities.

Our MPRL E&P employee volunteers play a crucial role in supporting our Mobile Clinic and have much appreciated the opportunity to contribute personally to local communities at Mann Field. As an example, one of the professionally trained site doctors at Mann Field is being seconded to support our Mobile Clinic. During weekly sessions he sees patients from the communities served by the clinic and conducts health check-ups, documents patients' medical history and undertakes examinations, issues medical prescriptions and arranges referrals to specialized hospital for more serious medical conditions. Aside from the regular treatment of chronic diseases such as diabetics and hypertension, patients have also been treated for wounds and infections and been transferred to hospitals after the detection of lumps and tumors.

Our employee volunteers have expressed appreciation for the opportunity to make meaningful contributions as well as benefit from personal development and team building. They have shown



“We have started to promote patient education and ensure patient satisfaction with the care we provide by offering awareness talks on diabetes and hypertension as they visit the clinic sessions. It’s great to see how much patients are interested in such talks and ask us a lot of questions. Essentially, these initiatives have increased patients’ compliance with the medication and treatments we provide at the Mobile Clinic, thus reducing complications and enabling continuity of care. This overall helps us continue a cost-effective and efficient health-care delivery at free of charge for the communities.”



Dr. Kyaw Ye Htut

Site Doctor/ HSE Officer

Mann Field

great enthusiasm and passion in supporting MPRL E&P’s community investment initiatives and provided insights on how our programs create value for the communities.

It is worth noting that the preventive measures against COVID-19 continue to be applied at the day-to-day operations of the clinic sessions and communities are provided with important updates related to the evolving situations of the virus in the country which sometimes indicate a new wave and require temporary disclosure of the Mobile Clinic to reduce the risk of community spread.

1. Global Reporting Initiative (GRI) Content Index

| GRI Standard | Disclosure Number and Title | Sustainability Report 2022 (SR 2022) (page number or report section) / Other References |
|--------------|---|---|
| | Organizational Profile | |
| | 102-1 Name of the organization | MPRL E&P Pte Ltd. |
| | 102-2 Activities, brands, products, and services | SR 2022 > About Us |
| | 102-3 Location of headquarters | Yangon |
| | 102-4 Location of operations | Republic of the Union of Myanmar |
| | 102-5 Ownership and legal form | Website > About Us |
| | 102-6 Markets served | SR 2022 > About Us |
| | 102-7 Scale of the organization | SR 2022 > Performance Tables |
| | 102-8 Information on employees and other workers | SR 2022 > Our People > Our Employees at a Glance SR 2022 > Performance Tables |
| | 102-9 Supply Chain | SR 2022 > About Us |
| | 102-10 Significant changes to the organization and its supply chain | SR 2022 > Economic Development > Supporting the Local Economy |
| | 102-11 Precautionary principle or approach | SR 2022 > Our Approach to Sustainability |
| | 102-12 External initiatives | SR 2022 > Appendices |
| | 102-13 Membership of associations Strategy | SR 2022 > Appendices |
| | Strategy | |
| | 102-14 Statement from senior decision maker | SR 2022 > Message from the Chief Executive |
| | Ethics and Integrity | |
| | 102-16 Values, principles, standards, and norms of behavior | SR 2022 > Our Approach to Sustainability |
| | 102-17 Mechanisms for advice and concerns about ethics | Website > Organizational Code of Conduct |

| | | |
|--|---|---|
| | Governance | |
| | 102-18 Governance structure | Website > Organizational Structure |
| | 102-32 Highest governance body's role in sustainability reporting | SR 2022 > About this Report |
| | Stakeholder Engagement | |
| | 102-40 List of stakeholder groups | SR 2022 > Our Approach to Reporting Website > Stakeholder Engagement |
| | 102-41 Collective bargaining agreements | SR 2022 > Our People > Workforce Engagement |
| | 102-42 Identifying and selecting stakeholders | SR 2022 > Our Approach to Reporting |
| | 102-43 Approach to stakeholder engagement | SR 2022 > Our Approach to Reporting |
| | 102-44 Key topics and concerns raised | SR 2022 > Our Approach to Reporting |
| | Reporting Practice | |
| | 102-45 Entities included in the consolidated financial statements | SR 2022 > About this Report |
| | 102-46 Defining report content and topic boundaries | SR 2022 > About this Report |
| | GRI 2-10: Highest governance body oversight over sustainability reporting | SR 2022 > About this Report |
| | 102-47 List of material topics | SR 2022 > Our Approach to Reporting |
| | 102-48 Restatements of information | GRI Index |
| | 102-49 Changes in reporting | SR 2022 > About this Report |
| | 102-50 Reporting period | SR 2022 > About this Report |
| | 102-51 Date of most recent report | Sustainability Report 2020 |
| | 102-52 Reporting cycle | Annual |
| | 102-53 Contact point for questions regarding the report | communications@mprlexp.com |
| | 102-54 Claims of reporting in accordance with the GRI Standards | SR 2022 > About this Report |
| | 102-55 GRI content index | GRI Index |

| | | |
|-----------------------------------|--|--|
| | 102-56 External assurance | N/A |
| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topics and its boundaries | SR 2022 > Economic Development |
| | 103-2 The management approach and its components | |
| | 103-3 Evaluation of the management approach | |
| | 201-1 Direct economic value generated and distributed | SR 2022 > Performance Tables |
| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topics and its boundaries | SR 2022 > Economic Development > Investing in Domestic Energy Resources SR 2022 > Our Community > Our Community Investment Programs SR 2022 > Economic Development > Investing in Domestic Energy Resources SR 2022 > Our Community > Our Community Investment Programs |
| | 103-2 The management approach and its components | |
| | 103-3 Evaluation of the management approach | |
| | 203-1 Infrastructure investments and services supported | |
| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topics and its boundaries | SR 2022 > Ethics and Business Conduct |
| | 103-2 The management approach and its components | SR 2022 > Ethics and Business Conduct > Anti-corruption |
| | 103-3 Evaluation of the management approach | * This training had to be temporarily suspended due to the restrictions enforced during COVID-19. |
| | 205-2 Communication and training about anti-corruption policies and procedures | |
| | 205-3 Confirmed incidents of corruption and actions taken | SR 2022 > Ethics and Business Conduct > Anti-corruption |
| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topics and its boundaries | SR 2022 > Environmental Stewardship |
| | 103-2 The management approach and its components | |
| | 103-3 Evaluation of the management approach | |
| | 303-4 Water discharge | SR 2022 > Environmental Stewardship > Emissions, Waste and Discharges |
| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topics and its boundaries | SR 2022 > Environmental stewardship > Environment and Safety Management |
| | 103-2 The management approach and its components | |
| | 103-3 Evaluation of the management approach | |
| | 306-2 Waste by type and disposal method | SR 2022 > Performance Tables |

| | | |
|-----------------------------------|--|---|
| | 306-3 Significant spills | SR 2022 > Environmental Stewardship > Emissions, Waste and Discharges > Accidental Spills and Emergencies |
| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topics and its boundaries | SR 2022 > Environmental Stewardship > Environment and Safety Management |
| | 103-2 The management approach and its components | |
| | 103-3 Evaluation of the management approach | |
| | 307-1 Non-compliance with environmental laws and regulations | |
| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topics and its boundaries | SR 2022 > Our People > Our Employees at a Glance |
| | 103-2 The management approach and its components | |
| | 103-3 Evaluation of the management approach | SR 2022 > Our People > Our Employees at a Glance SR 2022 > Performance Tables |
| | 401-1 New employee hires and employee turnover | |
| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topics and its boundaries | SR 2022 > Our People > Our Employees at a Glance |
| | 103-2 The management approach and its components | |
| | 103-3 Evaluation of the management approach | SR 2022 > Our People > Our Employees at a Glance Performance Tables |
| | 405-1 Diversity of governance bodies and employees | |
| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topics and its boundaries | SR 2022 > Our People > Employee Health, Safety and Well-being |
| | 103-2 The management approach and its components | |
| | 103-3 Evaluation of the management approach | |
| | 403-9 Work-related injuries | SR 2022 > Performance Tables |
| | 403-10 Work-related ill health | SR 2022 > Performance Tables |
| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topics and its boundaries | SR 2022 > Our People > Talent Management |
| | 103-2 The management approach and its components | |
| | 103-3 Evaluation of the management approach | |

| | | |
|-----------------------------------|--|---|
| | 404-1 Average hours of training per year per employee | To include training data > 404-1 |
| | 404-2 Programs for upgrading employee skills and transition assistance programs | SR 2022 > Our People > Talent Management |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | SR 2022 > Performance Tables |
| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topics and its boundaries | SR 2022 > Ethics and Business Conduct > Protecting Human Rights |
| | 103-2 The management approach and its components | |
| | 103-3 Evaluation of the management approach | |
| | 412-2 Employee training on human rights policies or procedures | |
| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topics and its boundaries | SR 2022 > Our Community > Our Community Investment Programs |
| | 103-2 The management approach and its components | |
| | 103-3 Evaluation of the management approach | |
| | 413-1 Operations with local community engagement, impact assessments, and development programs | SR 2022 > Our Community > Our Community Investment Programs Website > Impact Assessments |
| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topics and its boundaries | SR 2022 > Ethics and Business conduct > Business Conduct and Transparency |
| | 103-2 The management approach and its components | |
| | 103-3 Evaluation of the management approach | |
| | 419-1 Non-compliance with laws and regulations in the social and economic area | |

2. Key Performance Indicators

Economic Performance

| GRI Standard Reference | Indicator | Unit | FY 2019 - 2020 | FY 2020 - 2021 | FY 2021 - 2022 |
|------------------------|--|------|----------------|----------------|----------------|
| GRI 201-1 | Direct economic value generated | | | | |
| | Total revenue | USD | 9,886,689.54 | 6,336,214.60 | 9,175,659.28 |
| | Total cash charitable donations | USD | 267,213 | 51,846.99 | 89,359.38 |
| 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 |

Note: MPRL E&P is not a publicly listed company, therefore, some financial information cannot be disclosed.

Environmental Performance

| GRI Standard Reference | Indicator | Unit | FY 2019 - 2020 | FY 2020 - 2021 | FY 2021 - 2022 |
|------------------------|-------------------------------------|------|----------------|----------------|----------------|
| GRI 306-2 | Waste generated by type | | | | |
| | Total weight of hazardous waste | kg | 1,432.00 | 1,096.00 | 1,379.00 |
| | Total weight of non-hazardous waste | kg | 12,845.43 | 15,876.00 | 3,419.00 |
| | Total weight of compost | kg | 1,365.20 | 1,114 | 2,455 |
| | Waste disposed in landfill | | | | |
| | Hazardous waste | % | 0 | 0 | 0 |
| | Non Hazardous waste | % | 25 | 40 | 30 |
| | Compost | % | 0 | 0 | 0 |

| GRI Standard Reference | Indicator | Unit | FY 2019 - 2020 | FY 2020 - 2021 | FY 2021 - 2022 |
|------------------------|------------------------------|------|----------------|----------------|----------------|
| | Waste diverted from landfill | | | | |
| | Non-hazardous waste | kg | 1,432.00 | 1,096.00 | 1,379.00 |
| | Compost | kg | 12,845.43 | 15,876.00 | 3,419.00 |
| GRI 306-3 | Significant spills | | | | |
| | Total number | no. | 0 | 0 | 1 |
| | Total volume | BBL | 0 | 0 | 0.5 |

Social Performance

| GRI Standard Reference | Indicator | Unit | FY 2019 - 2020 | FY 2020 - 2021 | FY 2021 - 2022 |
|------------------------|---|------|----------------|----------------|----------------|
| GRI 102-7 | Total workforce | | | | |
| | Total workforce | no. | 228 | 213 | 197 |
| | Female | no. | 78 | 74 | 72 |
| | Male | no. | 150 | 139 | 125 |
| | Below 30 | no. | 43 | 37 | 30 |
| | 30-50 | no. | 146 | 139 | 128 |
| | Above 50 | no. | 39 | 37 | 39 |
| GRI 102-8 | Total workforce by employment contract and gender | | | | |
| | Permanent full time - total number | no. | 216 | 199 | 186 |
| | Female | no. | 76 | 71 | 70 |
| | Male | no. | 140 | 128 | 116 |
| | Below 30 | no. | 43 | 37 | 29 |

| GRI Standard Reference | Indicator | Unit | FY 2019 - 2020 | FY 2020 - 2021 | FY 2021 - 2022 |
|------------------------|--|------|----------------|----------------|----------------|
| | 30-50 | no. | 143 | 134 | 124 |
| | Above 50 | no. | 30 | 28 | 33 |
| | Permanent part time - total number | no. | 0 | 0 | 0 |
| | Fixed term / temporary contract - total number | no. | 12 | 14 | 11 |
| | Female | no. | 2 | 3 | 2 |
| | Male | no. | 10 | 11 | 9 |
| | Below 30 | no. | 0 | 0 | 1 |
| | 30-50 | no. | 3 | 5 | 4 |
| | Above 50 | no. | 9 | 9 | 6 |
| GRI 404-3 | Employees receiving regular performance and career development reviews | | | | |
| | Female | % | 28.21 | 2.7 | 1.39 |
| | Male | % | 9.33 | 0.72 | 1.6 |
| | Managerial | % | 10.64 | 0 | 0 |
| | Non-managerial | % | 2.21 | 0 | 0 |
| GRI 405-1 | Diversity of the governance body by gender and age | | | | |
| | Female board members | % | 25 | 25 | 25 |
| | Male board members | % | 75 | 75 | 75 |
| | Age: Below 30 | no. | 0 | 0 | 0 |
| | Age: 30-50 | no. | 1 | 1 | 1 |
| | Age: 51-60 | no. | 1 | 1 | 1 |
| | Age: Above 60 | no. | 2 | 2 | 2 |

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

| GRI Standard Reference | Indicator | Unit | FY 2019 - 2020 | FY 2020 - 2021 | FY 2021 - 2022 |
|------------------------|--|------|----------------|----------------|----------------|
| | Age: 30-50 | no. | 3 | 5 | 6 |
| | Age: Above 50 | no. | 1 | 0 | 1 |
| | Male | | | | |
| | Age: Below 30 | no. | 2 | 1 | 3 |
| | Age: 30-50 | no. | 5 | 8 | 11 |
| | Age: Above 50 | no. | 1 | 8 | 6 |
| GRI 401-1b | Rate of employee turnover by gender and age | | | | |
| | Female | | | | |
| | Age: Below 30 | % | 21 | 20 | 32 |
| | Age: 30-50 | % | 7 | 13 | 15 |
| | Age: Above 50 | % | 17 | 0 | 9 |
| | Male | | | | |
| | Age: Below 30 | % | 13 | 8 | 38 |
| | Age: 30-50 | % | 5 | 8 | 12 |
| | Age: Above 50 | % | 3 | 29 | 21 |
| GRI 404-3 | Percentage of employees receiving career development reviews | | | | |
| | Female | % | 28.21 | 2.67 | 1.27 |
| | Male | % | 9.33 | 0.71 | 1.54 |
| | Managerial | % | 10.64 | 0 | 0 |
| | Non-managerial | % | 17.13 | 1.81 | 1.84 |

| GRI Standard Reference | Indicator | Unit | FY 2019 - 2020 | FY 2020 - 2021 | FY 2021 - 2022 |
|------------------------|--|------|----------------|----------------|----------------|
| GRI 403-9 (2018) | Total number of workplace fatalities | | | | |
| | Workplace fatalities at MPRL E&P Headquarter | no. | 0 | 0 | 0 |
| | Workplace fatalities at MPRL E&P on-site | no. | 0 | 0 | 0 |
| | Total rate of workplace fatalities | | | | |
| | Workplace fatalities at MPRL E&P Headquarter | % | 0 | 0 | 0 |
| | Workplace fatalities at MPRL E&P on-site | % | 0 | 0 | 0 |
| GRI 403-9 (2018) | Total number of workplace injuries | | | | |
| | Workplace injuries at MPRL E&P Headquarter | no. | 0 | 0 | 0 |
| | Workplace injuries at MPRL E&P on-site | no. | 0 | 1 | 0 |
| | Total rate of workplace injuries | | | | |
| | Workplace injuries at MPRL E&P Headquarter | % | 0 | 0 | 0 |
| | Workplace injuries at MPRL E&P on-site | % | 0 | 0.9 | 0 |
| | Total number of high-consequence work-related Injuries | | | | |
| | Workplace injuries at MPRL E&P Headquarter | no. | 0 | 0 | 0 |
| | Workplace injuries at MPRL E&P on-site | no. | 0 | 0 | 0 |
| | Total rate of high-consequence work-related injuries | | | | |
| | Workplace injuries at MPRL E&P Headquarter | % | 0 | 0 | 0 |
| | Workplace injuries at MPRL E&P on-site | % | 0 | 0 | 0 |

3. List of Published Policies, Procedures, Statements and Reports

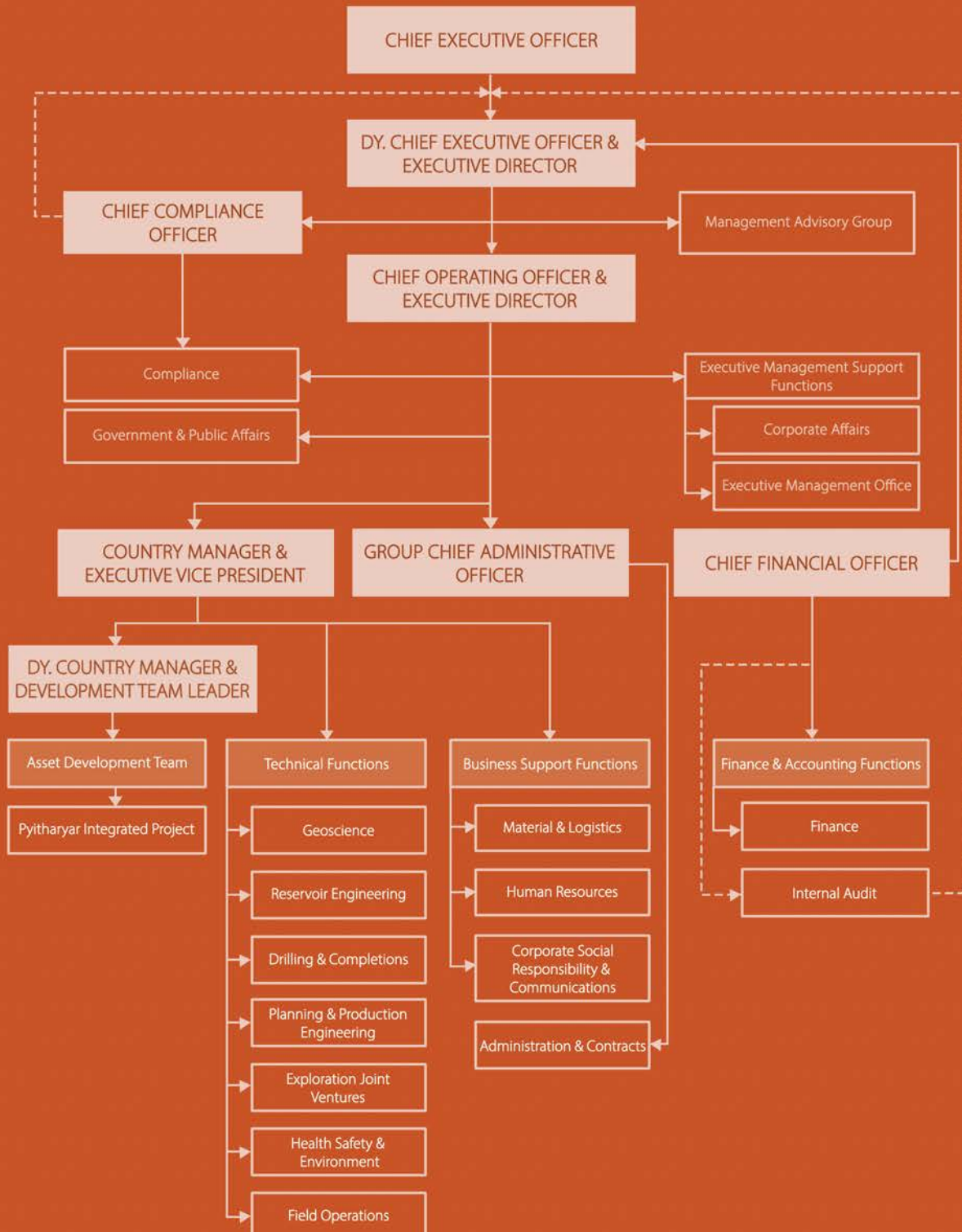
| Document | URL |
|--|---|
| MPRL E&P Organizational Code of Conduct (2019) | https://mprlexp.com/cms/wp-content/uploads/2020/06/Code-of-Conduct.pdf |
| MPRL E&P Anti-Bribery and -Corruption Policy (2022) | https://mprlexp.com/cms/wp-content/uploads/2022/08/Anti-bribery-Corruption-Policy-August-2022.pdf |
| MPRL E&P Conflict of Interest Policy (2022) | https://mprlexp.com/cms/wp-content/uploads/2022/06/Conflict-of-Interest-Policy_20220621142632.pdf |
| MPRL E&P Environmental Policy (2022) | https://mprlexp.com/cms/wp-content/uploads/2022/10/Environment-Policy-Update.pdf |
| MPRL E&P Whistleblowing Manual (2022) | https://mprlexp.com/cms/wp-content/uploads/2022/06/Whistleblowing-Manual.pdf |
| MPRL E&P Corporate Social Responsibility Policy (2022) | https://mprlexp.com/cms/wp-content/uploads/2022/09/Corporate-Social-Responsibility-Policy.pdf |
| MPRL E&P Human Rights Statement and Policy (2022) | https://mprlexp.com/cms/wp-content/uploads/2022/09/03.-HUMAN-RIGHTS-STATEMENT-AND-POLICY.pdf |
| MPRL E&P Community Investment Policy (2022) | https://mprlexp.com/cms/wp-content/uploads/2022/09/02.-COMMUNITY-INVESTMENT-POLICY.pdf |



| Document | URL |
|--|---|
| MPRL E&P Employee Grievance Policy (2020) | https://mprlexp.com/cms/wp-content/uploads/2020/08/Employee-Grievance-Policy.pdf |
| MPRL E&P Occupational Health and Safety Policy (2022) | https://mprlexp.com/cms/wp-content/uploads/2022/10/OHS-Policy-Update.pdf |
| Executive Management Statement to Anti-Bribery and Corruption (2017) | https://mprlexp.com/cms/wp-content/uploads/2017/01/executive-management-statement-to-anti-bribery-and-corruption.pdf |
| Statement by Concerned Businesses Operating in Myanmar | https://www.myanmar-responsiblebusiness.org/news/statement-concerned-businesses.html |
| Our New Reality: Impact Assessment for Integrating Shifting Focus/Interest of Key Stakeholders in Key Decision Making Process (2022) | https://mprlexp.com/cms/wp-content/uploads/2022/06/Impact-Assessment-Report-2022_Final_Web-Version.pdf |
| MPRL E&P Operational Grievance Mechanism Quarterly Report (2022) | https://mprlexp.com/cms/wp-content/uploads/2022/07/Mann-Field-Grievance-Progress-Update-English.pdf |
| United Nations Global Compact Communication on Progress (2021) | https://mprlexp.com/cms/wp-content/uploads/2021/02/MPRL_EP_UNGC_CoP_Report_English.pdf |
| Insight! Quarterly Newsletter | https://mprlexp.com/newsroom/insight-newsletter/ |
| MPRL E&P CEO's Biography Booklet | https://mprlexp.com/newsroom/ceos-biography-booklet/ |

4. Governance Structure

MPRL E&P ORGANISATION STRUCTURE



5. Memberships

- (1) Myanmar Survey Network
- (2) Myanmar Extractive Industries Transparency Initiative (MEITI)
- (3) Society of Corporate Compliance and Ethics (SCCE)
- (4) United Nations Global Compact (UNGC)
- (5) Asian Venture Philanthropy Network (AVPN)

6. 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 what has been mentioned in such statements. Therefore, it is the reader's discretion not to put unwarranted reliance to them.

7. Feedback Survey

What is your opinion on our Sustainability Report 2022?

1. Please specify in which stakeholder group do you belong to? (Please tick only one choice)

- ☐ Employee
- ☐ Shareholders / Investors / Financial Institutions
- ☐ Suppliers
- ☐ Sustainable Development Bodies
- ☐ Business Community
- ☐ Government Agencies
- ☐ Business Partners / Supplier / Contractors
- ☐ NGOs
- ☐ Community and Society
- ☐ Journalists
- ☐ Students / Research / Academic Institutes
- ☐ Others (Specify)

2. Through which channels do you receive our sustainability information?

- ☐ MPRL E&P's employees
- ☐ MPRL E&P's website www.mprlexp.com
- ☐ MPRL E&P's social media pages
- ☐ Others (Specify)

3. In reading our Sustainability Report 2022, which of the following sections do you think was the most interesting? (Please tick ONE and specify the reason)

- ☐ Message from the Chief Executive
- ☐ Our Approach to Sustainability
- ☐ Materiality Process
- ☐ Ethics and Business Conduct



- ☐ Environmental Stewardship
- ☐ Our People
- ☐ Our Community

(Please specify reason)

4. Please rate your satisfaction with our Sustainability Report 2022.

| Statement | Very | Medium | Less | Not satisfied |
|--------------------------------------|------|--------|------|---------------|
| Completeness of the report | | | | |
| Topics of the report | | | | |
| Interesting content in the report | | | | |
| Easy-to-understand content | | | | |
| Design of the report | | | | |
| Satisfaction with the overall report | | | | |

5. How much does our Sustainability Report 2022 provide you with an understanding of MPRL E&P’s sustainability approach and efforts?

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

6. Please provide any other feedback or suggestion for improvement here.

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Thank you very much for your valuable contribution.



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