



SUSTAINABILITY REPORTING

FY2022

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METIS ENERGY LIMITED

1. OVERVIEW

Metis Energy Limited (“Metis Energy”, the “Company”) is a limited liability company incorporated and domiciled in Singapore. The Company is listed on the Singapore Exchange Securities Trading Limited (“SGX-ST”). Since beginning of FY2022, we began our journey to transform the Company into a leading Developer, Owner and Operator of Renewable Energy assets in the Asia Pacific region.

Metis Energy is incorporated and domiciled in Singapore. Since beginning of FY2022, we began our journey to transform the Company into a renewable energy company. We are now a renewable energy infrastructure developer and owner with strong local presences across the Asia Pacific region. The Company is a fully integrated renewable energy platform designed to develop, finance, construct and operate greenfield energy projects. The Company has two growth engines, comprising of (i) the projects servicing the commercial and industrial clients, where the energy generated by the renewable energy facilities are mainly used by clients’ own consumption (“**C&I Projects**”); and (ii) utility scale projects that connect into the power grid and sell the electricity generated to the local utility company (“**Utility-Scale Projects**”). Metis Energy’s business principles are structured to achieve the vision of a net zero carbon future and greener society. The Company strongly believe that sustainability and financial value creations go hand in hand.

2. ABOUT THE REPORT

This report summarises our approach towards sustainability and provides an annual update on our sustainability performance and progress for the period 1 January 2022 to 31 December 2022. Our report provides information on Metis Energy as well as our subsidiaries and it excludes associates.

Our report has been prepared with reference to the Global Reporting Initiative Standards 2021 (“GRI”) and Singapore Exchange Limited (SGX) Listing Rules 711A and 711B, Practice Note 7.6 Sustainability Reporting Guide, SGX Core Environmental, Social and Governance (ESG) Metrics. GRI is an internationally recognised sustainability framework and has been chosen for its robust guidelines and suitability to our business model. The Company has

adopted the recommendations of the Task Force on Climate-related Financial Disclosure (TCFD), as the climate-related financial information is critical to support the assessment and management of climate risks, and to allow the Company to describe its effort to enable a smooth transition to a low-carbon and climate resilient economy. We have also taken into consideration the primary components of report content as set out by the SGX's "Comply or Explain" requirements for sustainability reporting. We have not sought external assurance for this reporting period. All the directors have attended the sustainability training as prescribed by the Exchange.

3. BOARD STATEMENT

The Company recognises the growing importance of sustainable growth and how such sustainability practices impact our various stakeholders. We prioritise our sustainability efforts on our core businesses in the renewable energy segment. We identify with the various key stakeholders and focus on their concerns in areas such as environmental sustainability, economic performance, workforce well-being and governance. Key material factors identified are regularly reviewed and monitored by the Board of Directors (the "Board"). With the Board setting the right tone for our sustainability efforts, we aim to be a growing business embedded with long-term sustainability. Ethics and integrity remain core values in guiding the conduct of the Company's businesses. The Company also continues to uphold its practices on good corporate governance and risk management. Such values and principles have also been efficiently emphasised and communicated across the organisation with implementation of strict processes and controls within the Company's daily operation. Further details can be found in the "Report on Corporate Governance" in our annual report.

4. ESG POLICY

At Metis Energy, we are committed to the sustainability of all our renewable energy projects. We believe that sustainable practices are integral to all our processes and are vital in creating long-term sustainable growth for the Company, our stakeholders and most importantly, our future generations.

Metis Energy has implemented an environmental, social and governance policy (the "ESG Policy") across all its activities. Our goal in health, safety, security and environment (HSSE) is zero accident and zero non-compliance.

The ESG Policy provides guidelines on key ESG-related areas including the selection of investments, assessment of climate risks, environmental, health and safety and community impacts of projects, recruitment, wages, workplace safety and diversity policies and the monitoring and recording of environmental and social issues.

5. OUR MATERIAL TOPICS

Our materiality assessment reflects the significant economic, environmental and social impacts on our businesses. Potential sustainability issues were identified through various engagements with our key stakeholders and internal assessments. This was followed by management's evaluation of the relevance and significance of each potential issue to our core businesses. Management identifies and prioritises material issues which have the most significant sustainability impact to our key stakeholders and the business. The potential financial impact and likelihood of occurrence were assessed to identify the higher risks and opportunities. The material issues form the materiality matrix upon which targets, performance and progress are reviewed and endorsed by the Board annually.

In 2022, we have identified the following key material issues vital to the renewable energy business unit comprising of solar assets in Vietnam and have been used to define the content of this report. We are progressing on the sustainability journey; we will continue to improve and enhance the disclosures for all material topics identified.

<p>OUR ENVIRONMENT</p> <ul style="list-style-type: none"> • Environmental compliance
<p>OUR PEOPLE</p> <ul style="list-style-type: none"> • Occupational safety and health • Diversity and equal opportunities • Training and education
<p>GOVERNANCE</p> <ul style="list-style-type: none"> • Good corporate governance practice • Risk governance <p><i>* Refer to the “Report on Corporate Governance” in the Group’s Annual Report 2022</i></p>

6. OUR ENVIRONMENT

We understand the importance of managing our impact on the environment, even more so with the nature of our businesses and operations. We strive to operate responsibly in order to minimise our environmental footprints wherever we operate in. In the coming year, the Company will continue upholding business practices and observing measures in mitigating emissions and wastage. Environmental sustainability will remain a key consideration in all our businesses.

Renewable energy business

As a developer and operator of renewable energy facilities, we are conscious of the potential environmental impact of development activities, and we take our commitment for a responsible and sustainable development as well as environmental protection and preservation seriously. Our environmental risk assessment and management processes are aligned with the applicable environmental regulations and standards of each individual project site. In accordance with each host country’s regulatory framework, we evaluate the potential impact on human health, the natural environment and ecosystems,

and the social impact of each project during the development stage. We identify the areas of potential impact and improve the design and construction plans of our projects to avoid, minimise, and mitigate such impact accordingly. Projects are continuously monitored throughout the project lifecycle as we commit to optimal environmental protections and timely corrective actions.

The environmental and social management framework ensures that our development processes for new projects comply with the country or local environmental requirements and that our existing generation facilities maintain operations within the applicable regulations and standards of their permits and approvals.

In 2022, there were no fines or sanctions from non-compliance with the regulatory requirements across the Group's renewable energy business. For the upcoming year we target to continuously maintain our current clean record.

Power plant business

Air, waste water and ash emissions are carefully handled to prevent any toxic emission and minimise environmental pollution. Our waste management processes ensure that our power plant units are well-equipped to adequately filter all waste before discharging. The coal we use for our coal-fired steam power plant are of low sulphur content, minimising the impact of coal burning and the harmful ash content. Routine checks by the operation team help assure that the power plant units are operating properly. Regular tests and laboratory analyses are conducted to monitor the parameters of the waste emissions. We are proud to report that there have been no cases of fines or non-monetary sanctions for any non-compliance with regulatory requirements in the year 2022. For the upcoming year we target to continuously maintain our current clean record. The Group is currently actively engaging with the potential sellers to divest the power plant business in Indonesia and will update shareholders in a timely manner.

6.1. Climate action

We believe our industry can best confront climate change by investing in clean power generation that produces zero or low emissions. We help our customers to reduce or eliminate carbon emissions in their operations at an affordable price.

6.2. Resource management

6.2.1. Energy management

The Company leverages digital analytics solutions to monitor the real-time performance of the assets, and optimize the operations efficiency, improve the reliability, and availability of our assets.

6.2.2. Water management

Water Consumption is primarily used for cleaning the solar panels. We continue to take measures to reduce our water consumption through deployment of innovative technologies.

6.2.3. Waste management

We adopt the principles of reduce, reuse and recycle in our operations. We believe the best way to reduce our waste footprint begins with reducing the amount of waste we generate in the first place. After that, we look for alternatives to reuse and recycle materials to minimize waste.

7. HEALTH, SAFETY, SECURITY AND ENVIRONMENT

At Metis Energy, HSSE is our top priority. We implement HSSE management systems with the following strategies,

- Comply with local HSSE regulations where we operate
- Assess HSSE risks in the design, construction, operation and decommission stages of our projects
- Identify risks and implement control measures to mitigate
- Take immediate action to eliminate any identified unsafe acts and conditions to prevent incidents
- Communicate HSSE risks and hazards to our employees, contractors and visitors
- Train and equip our employees with the necessary competencies and tools to perform their work
- Share learnings from HSSE incidents to prevent recurrence

- Implement an emergency response plan to manage emergency situations to mitigate the impacts on people, property and the environment
- Respond swiftly to emergencies situation, including pandemic outbreak to secure the safety and health of our employees, contractors and the communities in which we operate
- Conduct our business in an environmentally responsible and sustainable manner

8. OUR PEOPLE

We operate in specialised industries which are labour intensive in the various geographical locations where the Company operates in. Our employees are the core drivers of our businesses and we stay committed to providing a safe and inclusive workplace for our people.

8.1. A safe and healthy workplace

Given the nature of our business, workplace safety is a priority for the Company. We are committed to creating a safe working environment and achieving zero fatalities. We have in place a stringent set of safety practices and processes. Communication and implementation of safety measures and policies are taken very seriously across all our businesses to ensure that all staff understands the practices and the magnitude of the consequences. We believe not just in creating a safe working environment but also constantly promoting responsible workplace behaviors in our people.

The Group is pleased to report zero fatalities, zero high consequence injury cases, zero recordable work-related injuries, and zero occupational disease across all our business segments in the year. There are no accidents or environmental or social incidents that have caused damage, brought about injuries or fatalities, affected project labour or local communities, affected property, or created liabilities for the Company. We will keep on reviewing and improving our safety standards throughout all our business operations so as to prevent fatalities and minimise any injuries.

8.2. A diverse and inclusive workforce

Our people span across various functions, locations and languages. Our recruitment and compensation policies are based on merit and office discrimination is strictly disallowed as outlined in our staff handbook. We value diversity at every level of our organisation and provide equal employment opportunities regardless of gender and age. With that being said, due to the nature of our businesses, employees deployed in the forefront of our operations have been dominated by the male population.

During the year, there have been no cases of grievances concerning any discrimination or unfair employment practices reported. We will continue to uphold the principle of equal opportunities and respect the rights of our people.

By business segments and gender

2022

2021

Business segments	2022		2021			
	Female	Male	Female	Male		
Power plant	11%	7	41%	27	7	28
Renewable energy	7%	5	7%	5	6	8
Shipping	-	-	6%	4	1	29
Corporate	15%	10	13%	9	9	10
Total	33%	22	67%	45	23	75

By management level and gender

2022

2021

Management level	2022		2021			
	Female	Male	Female	Male		
Directors	1%	1	10%	7	1	7
Senior Management	4%	3	4%	3	4	7
Executives	12%	8	13%	9	18	11
Crew and workers	16%	10	40%	26	-	50
Total	33%	22	67%	45	23	75

By age group

Age group	2022		2021
<30	16%	11	16
30 – 50	68%	45	71
> 50	16%	11	11
Total	100%	67	98

8.3. Talent development

Our achievements would not have been possible without our people. Capable leaders along with skilled and competent staff are especially critical for a growing organisation like us. Retaining the right people and keeping them motivated has become our ongoing strategy towards a sustainable business model. We seek to attract and retain the best staff through our remuneration packages and development opportunities. Staff are encouraged and given the resources to pursue training and skills upgrading opportunities. Annual performance appraisals are conducted to acknowledge our employees' achievements in the year, and to help them identify areas for continuous growth and track their career progression. As the Company progresses on, we will continue our long-term goal of developing and empowering our people.

8.4. Benefits and welfare

Beyond the competitive remuneration, the Company also provides a comprehensive welfare and benefits scheme, including insurance, medical and dental benefits for all our full-time employees. We also adopt benefits in line with Singapore government's pro-family legislation. Mothers and fathers whose children are Singapore Citizens at birth get to enjoy maternity leave of 16 weeks and paternity leave of two weeks respectively, as advocated by the Singapore government. Four employees with at least one Singapore Citizen child under the age of seven were entitled to six days of paid childcare leave in 2022.

9. OUR SUPPLY CHAIN

With the business nature of the Company, our supply chain operates primarily in the energy industry. We engage equipment suppliers and engineering, procurement and construction (“EPC”) in the renewable energy industry. We value a stable and efficient supply chain. Suppliers across our businesses are assessed in accordance with our procurement policies before being qualified as our list of approved vendors. We perform the evaluation on new vendors and regularly re-assess the performance of our existing key suppliers. Our end-in-mind is to secure a pool of reliable suppliers that share our commitment to sustainability.

Further information on the company’s profile can be found in our annual report publicly available on the SGX’s website.

10. STAKEHOLDERS ENGAGEMENT

We maintain regular engagement with our key stakeholders who have significant influence on our business and to whom our business impacts the most. Their needs and concerns are important in helping us understand the accountability of our business actions and improve our decision making. We focus our efforts on addressing their key interests while striving for operational efficiency in order to create long-term sustainable growth for the Company and our stakeholders.

Below is a summary of our key stakeholders, our approach in engaging them, their concerns and our responses to them.

Key Stakeholder Company	Approach to Stakeholder Engagement	Key topics and concerns	Our Responses
Employees	<ul style="list-style-type: none"> • Annual appraisals • Team meet-ups • Team bonding sessions • Whistle blowing via info@metisenergy.com 	<ul style="list-style-type: none"> • Workplace safety • Training and development • Remuneration • Welfare 	<ul style="list-style-type: none"> • Implement workplace safety measures and a strict set of standard operating procedures • Encourage employees to attend training and courses • Employee benefits in monetary and non-monetary forms
Investors	<ul style="list-style-type: none"> • Shareholders' meetings • Semi-annual SGX announcement or as and when there are significant updates • Company email/ website • Whistle blowing via info@metisenergy.com 	<ul style="list-style-type: none"> • Key developments • Business strategies • Economic performance • Investor relations 	<ul style="list-style-type: none"> • Timely release of corporate announcements on significant developments • Annual reports • Optimise operational efficiency and cost effectiveness
Government and regulators	<ul style="list-style-type: none"> • Keeping informed of the latest regulations and compliance requirements via relevant websites and 	<ul style="list-style-type: none"> • Legal and regulatory compliance 	<ul style="list-style-type: none"> • Work closely with outsourced professionals to ensure compliance

	<p>our outsourced consultants</p> <ul style="list-style-type: none"> • Continuous working-level engagement • Official visits and meetings • Consultations • Seminars • Whistle blowing via info@metisenergy.com 	<ul style="list-style-type: none"> • Environmental and social impact • Corporate governance • Accountability 	<ul style="list-style-type: none"> • Attend training and seminars • Uphold environmental safety standards by having internal and independent checks • Implement good corporate governance practices
Customers	<ul style="list-style-type: none"> • Contract negotiation • Meetings • Company hotlines • Emails communications • Whistle blowing via info@metisenergy.com 	<ul style="list-style-type: none"> • Service quality • Customer satisfaction 	<ul style="list-style-type: none"> • Ensure smooth and reliable delivery of services • Optimise operational efficiency to keep prices competitive • Engage and work closely with the consultants for the marketing efforts

Key Stakeholder Company	Approach to Stakeholder Engagement	Key topics and concerns	Our Responses
Suppliers	<ul style="list-style-type: none"> • Contract negotiation • Meetings • Site visits • Company hotlines • Emails communications 	<ul style="list-style-type: none"> • Service quality • Delivery project on schedule • safety 	<ul style="list-style-type: none"> • Ensure smooth and reliable delivery of services • Competitive price • Optimise operational efficiency to keep prices competitive • Engage and work closely with other consultants, and owner's engineer. • Implement workplace safety measures and a strict set of standard operating procedures
Community	<ul style="list-style-type: none"> • Site visits • Survey • Community meeting • Company hotlines 	<ul style="list-style-type: none"> • Environmental issues • Employment opportunities 	<ul style="list-style-type: none"> • Regularly engage with the community • Manage community assessment • Support local community activities, e.g. Sports event etc

11. CLIMATE-RELATED DISCLOSURE

11.1. GOVERNANCE

Good corporate governance practices delineate the Company's business conduct and our attitude to ethical matters. The Company's corporate governance practices are guided by the Singapore Code of Corporate Governance issued by the Monetary Authority of Singapore. Such practices help ensure accountability and transparency within the Company and in turn maintain an operating environment which serves the interests of all stakeholders.

The Board is the Company's highest governance body that provides an oversight of the Company's business affair. The Board is responsible for the overall corporate governance and provides leadership and guidance on business strategies, succession planning, risk management, internal controls and financial performance. To efficiently manage its responsibilities, certain functions have been delegated to the four board committees, namely the Executive Committee ("EXCO"), Audit Committee ("AC"), Nominating Committee ("NC") and Remuneration Committee ("RC"). Each of the committees has its own written terms of reference whose actions are reported to and monitored by the Board.

Our corporate governance practices and internal Code of Ethics and Conduct call for all employees to act with the highest standard of integrity, ensuring that we operate ethically across all our businesses. Our whistle-blowing policy also encourages and provides a channel for stakeholders to report and to raise, in good faith and in confidence, their concerns about possible improprieties in all matters. Going forward, we will continue to stay committed in instilling good governance practices across the Group. More details about our corporate governance can be found in the "Report on Corporate Governance" in our annual report.

11.2. SUSTAINABILITY GOVERNANCE

The Exco Committee is responsible for the management of Metis' material sustainability issues, which include climate related risks, health, safety, security, and environmental issues.

The project development and asset management team receive monthly O&M report. Material HSE issues are escalated immediately to the project development and asset management head in Singapore and/or Exco Committee.

In addition, our senior executives presented regular updates on the Group's business and strategic developments to the board. These included the growth in renewable energy, progress of our projects under development, as well as the Group's financial budgets.

11.3. RISK GOVERNANCE

We assess and identify climate-related risks and opportunities and integrated into the company's overall risk management. The Board, with the assistance from the AC, reviews group-wide risks including climate-related risks. The AC is responsible for reviewing the appropriateness of framework and policies for managing risks, setting the risk appetite of the Company, reviewing key risks identified at business unit levels and their related risk treatment plans. Management has implemented a formalised risk management framework, under the guidance of AC, for the identification, treatment, monitoring and reporting of risks. The AC shall also review and discuss risk management matters, including the risk identification and assessment for the climate-related risks at least once a year. A risk self-assessment exercise was conducted at business unit level and a risk register with risk treatment plans was identified.

11.4. STRATEGY

Since beginning of FY2022, we began our journey to transform the Company into a leading Developer, Owner and Operator of Renewable Energy assets in the Asia Pacific region. The Company is taking active steps to exit from all non-renewable energy related businesses and focus on growing its renewable energy business. We have exited from the shipping business and also sold the last tugboat to a third-party. The Group is currently actively engaging with the potential sellers to divest the power plant business in Indonesia and will update shareholders in a timely manner.

Over the past decade, the global trend is focusing on the importance of cutting carbon emissions to limit the impacts of climate change. The renewable energy industries had received increased support from the governments. We will focus and continue to grow portfolio of renewable energy assets, primarily in Australia and Vietnam, as well as projects in Indonesia, the Philippines and Bangladesh. In 2022, we secured a non-recourse project financing of USD 14 million from responsAbility Investment AG, a Swiss sustainability impact fund, to finance renewable projects that reduce carbon emissions in Vietnam. In addition, the Group has also obtained an unsecured loan facility up to US\$30 million from the majority shareholder to finance its expenditure for renewable energy projects and general working capital.

Our key climate-related risks and the Company's response are as follows:

Climate- related risks	Strategy and management approach (short/medium/long term)
<p>a) Policy risk Changes in government legislations, regulations or policies, substantial reduction or elimination or government subsidies and economic incentives of countries in which the Group undertakes its business may result in an increase in costs, or adversely affect the businesses which are relevant to the renewable energy industry. This may adversely affect the financial position of the Group.</p>	<p>We regularly monitor the current and upcoming regulations related to the sustainability reporting and climate-related disclosure as well as local regulations in the countries we operate in.</p>

<p>b) Adverse weather conditions The climate change may cause operational and business disruptions, productivity loss and/or damage. Such disasters which may materially and adversely affecting our operations as well as the supply chain.</p>	<p>We conducted high-level risk assessment to identify potential environment risks for the projects prior to investment. Our assets are design and built in line with industry standards. We manage these risks by conducting physical risk assessments of our critical assets. In addition, these assets are also covered by insurance to mitigate our exposure and risks.</p>
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The Company plans to take a phased approach to scenario analysis as per SGX’s requirements. We are in the process of developing GHG inventory process, a set of metrics and targets used to monitor and manage climate-related risks and opportunities.

11.5. METRICS AND TARGETS

a) Environment

The principal activity of the Group is to develop, own and operate the renewable energy assets, hence, there is no Scope 1 GHG emission. Currently, the Group has 30.15MW of rooftop solar facilities in operation. We delivered a 26.15MW Shundao Rooftop Solar Project in June 2022, which is the largest single-site and single-customer commercial and industrial rooftop solar project in Vietnam and one of the largest in Asia. The Shundao Rooftop Solar Project consists of 47,554 solar panels across more than 200,000 square meters of rooftop space. This project will offset approximately 33,898 tons of carbon emission per year for the next twenty years, which is equivalent to displacing emission from about 8,000 cars on the road every year. During the year, the revenue generated by our renewable energy segment increased to S\$1.8 million and invested S\$36.9 million renewable energy assets.

The Group has secured an additional 37MW of rooftop solar projects in Vietnam and is expected to complete by FY2023. In addition, the Company is expected to commence the construction of the 111MWP DC/94 MW AC Utility Solar Project in Queensland, Australia in 2H2023. We target to complete the project by 2H2025.

b) Our people

The Group continue to promote diversity and equal opportunity in the workplace. In addition, staff are encouraged and given the resources to pursue training and skills upgrading opportunities. In FY2022, approximately 5% of the staff in the Group achieved 20 hours of training per year. We will continue to encourage our staff to pursue training and to develop skills. We target at least 10% of the staff in the Group to achieve 20 hours of training per year.

We are committed to reducing health and safety risks in our orations. There were zero fatalities, zero high consequence injury cases, zero recordable work-related injuries, and zero occupational disease across all our business segments in FY2022. We stay committed to providing a safe and inclusive workplace for our people. We will continue to review and improve our safety standards throughout all our business operations so as to prevent fatalities and minimise any injuries.

c) Governance

The Group will continually review and improve the risk management systems and compliance practices on an on-going basis. The management has further strengthened its human resources to support the implementation of the policies and procedures. In FY2022, we streamlined compliance policies and processes and integrated them into business process.

In FY 2023, we will continue to strengthen risk and compliance practices across the Group, through communication and targeted training. We will continue to assess financial impact of physical climate risks on the key assets. Our longer term targets is to implement technology and data analytics to support governance, risk and compliance processes. We will continue to integrate and enhance risk and compliance policies and processes and align with the industry best practices.

GRI CONTENT INDEX

GRI STANDARDS	DESCRIPTIONS	REFERENCE	Remarks
The organisation and its reporting practices			
2-1	Organizational details	Section 1: Overview	
2-2	Entities included in the organization’s sustainability reporting	Section 2: About the report	
2-3	Reporting period, frequency and contact point	Section 2: About the report	
2-4	Restatements of information	N/A	No restatement made
2-5	External assurance	Section 2: About the report	
Activities and workers			
2-6	Activities, value chain, and other business relationships	Section 1: Overview	
2-7	Employees	Section 8: Our People	
2-8	Workers who are not employees	Section 8: Our People	
Governance			
2-9	Governance structure and composition	Annual Report – Corporate Governance Section from page 9 – 33	
2-10	Nomination and selection of the highest governance body	Annual Report – Corporate Governance Section from page 9 – 33	
2-11	Chair of the highest governance body	Annual Report – Directors’ Information from page 3 – 4	
2-12	Role of the highest governance body in overseeing the management of impacts	Annual Report – Corporate Governance Section from page 9 – 33	
2-13	Delegation of responsibility for managing impacts	Annual Report – Corporate Governance Section from page 9 – 33	
2-14	Role of the highest governance body in sustainability reporting	Annual Report – Corporate Governance Section from page 9 – 33	
2-15	Conflicts of interest	Annual Report – Corporate Governance Section from page 9 – 33	
2-16	Communication of critical concerns	Annual Report – Corporate Governance Section from page 9 – 33	

2-17	Collective knowledge of the highest governance body	Annual Report – Corporate Governance Section from page 9 – 33	
2-18	Evaluation of the performance of the highest governance body	Annual Report – Corporate Governance Section from page 9 – 33	
2-19	Remuneration policies	Annual Report – Corporate Governance Section from page 9 – 33	
2-20	Process to determine remuneration	Annual Report – Corporate Governance Section from page 9 – 33	
2-21	Annual total compensation ratio	Annual Report – Corporate Governance Section from page 9 – 33	
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	Section 3: Board Statement	
2-23	Policy commitments	Annual Report – Corporate Governance Section on Risk Management from page 28 – 30 Section 3: Board Statement	
2-24	Embedding policy commitments	Section 6: Our Environment	
2-25	Processes to remediate negative impacts	Section 6: Our Environment	
2-26	Mechanisms for seeking advice and raising concerns	Section 6: Our Environment	
2-27	Compliance with laws and regulations	Section 6: Our Environment	
2-28	Membership associations	N/A	No such memberships
Stakeholder engagement			
2-29	Approach to stakeholder engagement	Section 10: Stakeholders Engagement	
2-30	Collective bargaining agreements	N/A	Our workforce is not covered by specific collective bargaining agreements
Disclosures on material topics			
3-1	Process to determine material topics	Section 5: Our Material Topics	
3-2	List of material topics	Section 5: Our Material Topics	
3-3	Management of material topics	Section 5: Our Material Topics	