

RH PETROGAS LIMITED SUSTAINABILITY REPORT 2021



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INTRODUCTION

ABOUT RH PETROGAS LIMITED

RH Petrogas Limited (“**RHP**” or the “**Company**”) is an independent upstream oil and gas company headquartered in Singapore and listed on the mainboard of the Singapore Stock Exchange. RHP and its subsidiaries (the “**Group**”) operate across the full range of upstream activities covering the exploration, development and production of oil and gas resources. Geographically, the Group is focused in the Asia region.

As of end 2021, the Group held participating interests in two producing assets in Indonesia, namely the Kepala Burung Production Sharing Contract (“**Kepala Burung PSC**”) and the Salawati PSC (“**Salawati PSC**”; collectively, the “**New PSCs**”). These New PSCs with new 20-year term production sharing contracts (“**PSC**”) and which cover essentially the same acreages as the previous PSCs, commenced in October 2020 and April 2020 respectively (immediately after the expiration of the previous PSCs). Besides existing production, there is significant development and exploration potential which the Group would be well placed to exploit given the fresh 20-year terms of the new PSCs. Further, as operator of these two contiguous blocks, it affords opportunities for the Group to drive and extract operational and cost synergies for better cost management to enhance future profitability.

The Kepala Burung PSC is operated by the subsidiary, Petrogas (Basin) Ltd (“**PBL**”) and the Salawati PSC is operated by the subsidiary, Petrogas (Island) Ltd (“**PIL**”).

OUR VISION

To Become a Leading Independent Oil and Gas Company in Asia



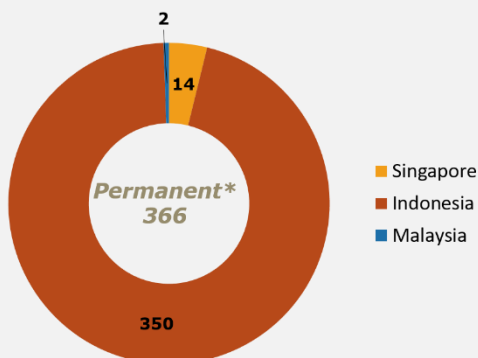


OUR PEOPLE

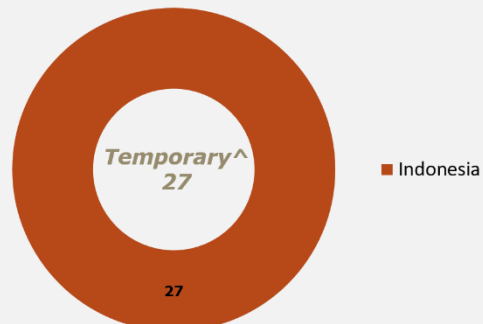
Our people are one of our most important assets. We believe in conducting our business with respect and care for our people. We promote a non-discriminatory culture and provide equal employment opportunities regardless of race, gender, age, religion and/or disability. We are committed to hiring locally in the places where we operate and our local hires form most, if not all of our workforce.

We are keen to continue investing in our people to develop their capabilities and to equip them with the required and relevant skills. Where necessary, we complement our internal human resources and capabilities with external recruitment for specialist roles. In addition, we encourage our people to strive for excellence and we provide opportunities for motivational training and continuous mentoring. In terms of career development, we encourage the building of capabilities and empowerment of employees so that they may better contribute, as well as assume greater responsibilities, progress with the organisation and take on further leadership roles. We continue to inculcate a collaborative work environment where teamwork and cooperation are an integral factor of our operations.

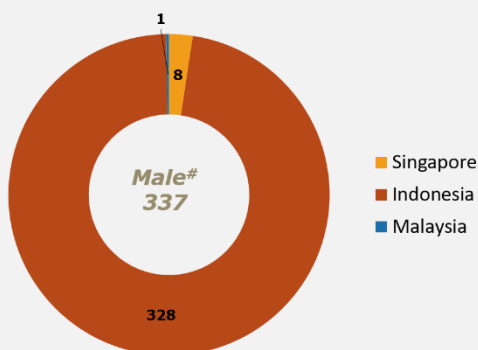
Our workforce comprises both permanent and temporary (contract) employees. The Group employed a total of 391 staff as of 31 December 2021. This was supplemented by outsourced personnel, whose number and expertise varied depending on the nature, scope and extent of work activities and operational requirements. The breakdown of our workforce based on geographical location and by gender demographics is as follows:



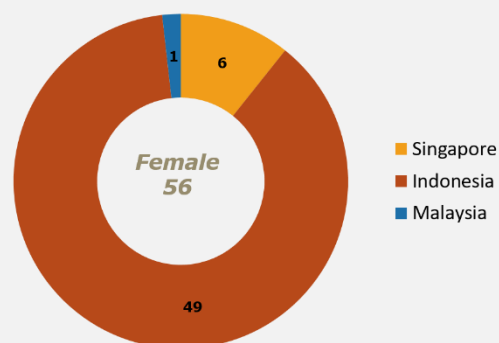
**Note: Following the relinquishment of SK331 PSC, the Group closed its Malaysian office and retained the two remaining staff until the middle of 2021.*



^Note: There were no temporary staff in Singapore and Malaysia as of 31 December 2021.



#Note: The higher ratio of male to female employees in Indonesia is due to the operational nature, demands and locations of fieldwork in the Group's operated assets as of 31 December 2021..



OUR COMMITMENT

We are committed to maintaining high standards of corporate governance in the way we conduct our businesses and operations, which is centred on principled corporate values and practices, and supplemented with prudent checks and balances. Good corporate governance involves establishing

and maintaining appropriate policies, procedures, practices and customs, upheld by a responsible and principled culture that is led by the Board, reinforced by Management and embraced by employees. Such a framework and culture is imperative to the enhancement of the interests of all stakeholders.

OUR SUPPLY CHAIN

We recognise the importance of a robust and sustainable supply chain management to mitigate our operational and business risks. It will also contribute towards the continued success of our business. We are committed to ensuring that appropriate risk management frameworks, policies and procedures are in place and applied across our supply chain. PBL and PIL, the operators of the Kepala Burung PSC and Salawati PSC respectively in Indonesia, have implemented an integrated supply chain management system covering procurement, asset and inventory management processes. Our vendor management and Procurement and Supply Chain Management ("**PSCM**") systems aim to enhance efficiency, effectiveness and integrity of the supply chain processes. Suppliers and contractors are also required to implement a Contractor Health Safety and Environmental Management System ("**CHSEMS**")¹ as part of their fundamental Health, Safety and Environment ("**HSE**") requirements to manage and mitigate such risks. In addition, PBL and PIL embrace and support local content and participation as they source for local supplies where possible in their areas of operations.

MEMBERSHIP OF ASSOCIATIONS

We are currently a member of the Singapore Business Federation ("**SBF**"). SBF is the apex business chamber championing the interests of the Singapore business community in the areas of trade, investment and industrial relations; and according to its website represents 27,000 companies, as well as key local and foreign business chambers.

¹ CHSEMS is a system to help reduce risks in a company's operations by hiring the right contractor or service provider to do the job with the right equipment and the right plan in place to ensure safe and efficient work practices. The CHSEMS helps us to ensure that contract providers and workers share our commitment to safety requirements.

CERTIFICATIONS AND AWARDS

Through the years, we have accumulated a wealth of experience and expertise and achieved a number of accomplishments and accreditations in our areas of operations. Below is a list of some of our certifications and awards attained²:



Blue PROPER rating awarded for Arar LPG (liquefied petroleum gas) Plant, Kepala Burung PSC, from the Ministry of Environment and Forestry of Indonesia



ISO 45001:2018 (Occupational Health & Safety Management Systems) accreditation obtained for both Petrogas (Basin) Ltd and Petrogas (Island) Ltd



ISO 14001 Environmental Management Systems Certification for Arar block, Kepala Burung PSC



Zero Accident award for 17.5 million man hours of work without lost time incident (for 1 January 2015 – 31 December 2020) for Petrogas (Basin) Ltd presented by the Ministry of Manpower of Indonesia in April 2021



SMK-3 Accreditation for Occupational Safety Management System based on Government Regulation of the Republic of Indonesia No. 50 Year 2012



WISCA (World Indonesia Safety Culture Award) for the implementation of a proactive safety culture in Petrogas (Basin) Ltd



Patra Nirbhaya Karya Utama for 14.2 million man hours of work without lost time (for 1 October 2015 – 30 April 2021) for Petrogas (Basin) Ltd awarded by the Ministry of Energy, Minerals and Resources of Indonesia in September 2021



Arar laboratory awarded ISO/IEC 17025 certification for Testing & Calibration by Indonesia Committee for National Accreditation (KAN), certified in October 2021

² Petrogas (Island) Ltd ("**PIL**"), which holds the Group's interest in Salawati PSC, is working towards attaining the relevant certifications following its assumption of operatorship of the Salawati block on 23 April 2020. As of 20 May 2022, PIL had recorded zero workplace accident and had accumulated over 1.68 million man hours of work without lost time incident and it is on track to achieve the minimum criteria to be considered for the accident-free awards from the relevant ministries in Indonesia.

ABOUT THIS REPORT

SCOPE OF THIS REPORT

The Company has prepared this sustainability report in accordance with the Global Reporting Initiative (“GRI”) Standards: Core option. The GRI Standards are a global international standard for sustainability reporting. This report describes our sustainability practices and performance with reference to the primary components set out in Singapore Exchange Securities Trading Limited’s Listing Rule 711B ‘comply or explain’ basis.

This sustainability report aims to disclose our environmental, social and governance (“ESG”) performance on the issues that are considered notably material to our business model and our stakeholders. The objective of this sustainability report is to provide stakeholders with an understanding of the Group’s progress and performance in its sustainability practices.

We conducted materiality assessment of the ESG factors taking into consideration our business impacts, the expectation and interests of the stakeholders. Sector-specific material topics were also examined and deliberated. All data and activities reported were for the period from 1 January 2021 to 31 December 2021, unless stated otherwise.

No external assurance has been sought for this report.

IN SCOPE ENTITIES

	Singapore	Indonesia	Indonesia
	RH Petrogas Limited	Petrogas (Basin) Ltd (PBL)	Petrogas (Island) Ltd (PIL)
Economic Performance	✓	✓	✓
Anti-Corruption	✓	✓	✓
Environmental Compliance	✓	✓	✓
Occupational Health and Safety	✓	✓	✓
Training and Education	✓	✓	✓
Local Communities	✓	✓	✓

**Note: GRI 306-3 ‘Significant spills’ under GRI 306 (2016) ‘Effluents and Waste’ had previously been identified as a material ESG factor during our materiality analysis and appropriate disclosures had been made. Following GRI’s process for the development of GRI 306 (2020), GRI has revised the waste related disclosures in GRI 306. The topic of effluents and waste addressed under GRI 306 (2016) which included water discharges; the generation, treatment and disposal of waste; and spills of chemicals, oils, fuels, and other substances has been removed. The revised context and focus of waste under the new GRI 306 (2020) concerns waste management and to prevent and reduce waste through reuse and recycling. The new GRI 306 (2020) standard is effective for reports published after 31 December 2021. GRI has explained that Effluents and Waste under GRI 306 (2016) should only be used for reports if they are published on or before 31 December 2021. Accordingly, ‘Effluents and Waste’ and ‘Significant spills’ is no longer included in this report.*

CONTACT US

For any questions on or to deliver feedback about this report, please email them to: info@rhpetrogas.com.

MESSAGE FROM BOARD

BOARD STATEMENT

We are pleased to present our Company's fifth sustainability report for the period from 1 January 2021 to 31 December 2021.

We strive to uphold sustainable business practices as we believe that these practices will help us to capture and create long-term value for our shareholders, and support our mission to be a trusted energy partner.

In 2021, the world continued to count the cost of the COVID-19 pandemic, with millions of lives lost and immeasurable damage to economies and livelihoods worldwide. The approval and rollout of vaccines in early 2021 brought optimism that the end of the pandemic was in sight. However, the emergence of the highly transmissible Delta variant resulted in new waves of infection. Throughout 2021, varying degrees of movement restrictions, travel restrictions and lockdowns were imposed by governments around the world. This resulted in frequent disruption and recalibration of safe management measures.

Since the beginning of the pandemic, maintaining a safe work environment has been of paramount importance to the Group. We put in place various systems to detect and control the spread of COVID-19 infection among our people. The well-being and health of our people remains a top priority to the Group, and we continue to enforce strict protocols, particularly for our field staff involved in oil and gas production. We are committed to complying with the relevant health and safe management measures, laws and regulations implemented by the governments in the places that we operate.

All field personnel, including staff and contractors, are required to self-isolate and be subjected to COVID-19 screening before being allowed entry to the Group's field operation areas. Other measures include maintaining safe physical distancing and conducting daily body temperature checks. These preventive measures have successfully ensured business continuity with minimal disruption to our operations.

As many developed nations worked towards living with COVID-19 and unwinding restrictions on daily activities, this resulted in increased economic activity and associated fuel consumption. At the same time, in the second half of 2021 OPEC+ (consisting of the 13 OPEC members and 10 of the world's major non-OPEC oil-exporting nations) began unwinding the production cuts which had been in place since the beginning of the global pandemic in 2020. However, supply of crude oil was unable to keep pace with increasing demand, mainly due to prolonged periods of underinvestment in the upstream sector in recent years. This was compounded by supply disruptions in the Gulf of Mexico in August and September 2021, caused by the destructive effects of Hurricane Ida. With heightened economic activity and the oil supply-demand imbalance, Brent oil prices averaged around US\$71 per barrel in 2021, a sharp increase from around US\$42 per barrel in 2020. With the higher realised crude oil selling prices in 2021, the Group recorded an improved financial performance for our core business compared to FY2020.

2021 marked a notable step up in the conversation surrounding climate change. Inevitably, this has direct implications on the energy sector, and is an area which is evolving at a rapid pace. From a sustainability perspective, the Board is keeping a close eye on developments and has begun laying the groundwork for greater climate disclosures as appropriate.

As a responsible upstream oil and gas company, we will continue to strive for excellence and take sustainability issues seriously, while delivering on our business objectives in a sustainable manner.

Sustainability will continue to form an important and integral component of the Group's operations. A balanced and commendable performance on the economic, environmental and social aspects of the business is fundamental to the sustainability and growth of the Group. This report outlines the sustainability approaches embedded in the Group's business operations and value chain and highlights the Group's sustainability initiatives, best practices and performance in respect of ESG (environmental, social and governance) matters.

Environmental

We believe that conducting our operations in an environmentally responsible manner is essential to operating a successful and sustainable business. We are committed to complying with the relevant environmental laws and regulations in the countries where we operate in and strive to conduct our business in a prudent and responsible manner. Industry best practices are adopted where applicable.

Social

We highly value our people. We strive to conduct our business with respect and care for our people, contribute to their development and well-being by creating and fostering a positive work environment and culture where our people feel valued. We advocate that all our employees should be given the opportunity to develop and improve their knowledge and skills to enable them to perform to their highest capabilities. We believe that their strengths, commitment and support are key pillars for our long-term success.

Operating in the oil and gas industry naturally means that matters relating to HSE (health, safety and environment) are of paramount importance to the Group. Together with our operating subsidiaries, we adopt high HSE standards and industry practices in our day-to-day operations. We require strict adherence to HSE policies by our staff and actively promote their adoption by our contractors to cultivate a strong safety culture in our work environment.

Governance

We recognise that good corporate governance is central to our business and values and that building a corporation that operates responsibly and ethically will contribute towards safeguarding and enhancing the interests of all our stakeholders. We have put in place a prudent governance framework that seeks to maintain integrity, responsibility, accountability and discipline in our business and operations.

LOOKING AHEAD

As we progress on our sustainability journey, the Board and Management are committed to ensuring long-term value creation for our stakeholders. We aim to continually improve on our performance and proactively integrate sustainable practices with our corporate strategies. These approaches will support us in building a sustainable business that takes into account stakeholders' interests while creating greater value over the long term.



STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

STAKEHOLDER ENGAGEMENT

We recognise the important roles that our stakeholders have in our sustainability journey. We seek to improve our stakeholder engagement and take into consideration the views represented and interests of our various stakeholders in our business strategies as well as our sustainability journey. Our main stakeholders are our shareholders, suppliers, customers, regulators, partners, associates, staff and local communities.



RESULTS FROM MATERIALITY ASSESSMENT

A materiality assessment process was conducted to identify and assess the material ESG (environmental, social and governance) factors concerning the Group. The ESG factors were identified through Stakeholder Engagement and Materiality Assessment Workshops conducted with the assistance of our external consultant.

As part of the process, we conducted industry benchmarking against our peers, which allowed us to affirm and better understand the common key concerns faced by similar companies operating in the same industry. Constructive dialogues were also conducted with internal departments that were proxies to the various respective stakeholder groups. For example, the Human Resources Department was consulted to solicit the opinions of our employees, the Procurement Department was consulted to solicit views and feedback from our suppliers and the General Affair Department was consulted to solicit views and feedback from the local communities.

Our Management followed up by evaluating the ESG factors raised by the respective stakeholder groups and prioritised the importance of the factors by considering the significance of their economic, environmental and/or social impacts on our daily operations and business performance. These ESG factors were subsequently endorsed by the Board.

MATERIAL ASPECTS IDENTIFIED

Material Aspects	Description	GRI Standards Disclosure
Economic Performance	Direct economic value generated and distributed	GRI 201-1
Anti-Corruption	Communication and training about anti-corruption policies and procedures	GRI 205-2
Environmental Compliance	Non-compliance with environmental laws and regulations	GRI 307-1
Occupational Health and Safety	Occupational health and safety management system, types of injury and rates of injury, occupational diseases and number of work-related fatalities	GRI 403-1 to GRI 403-10
Training and Education	Programmes for upgrading employee skills and transition assistance programmes	GRI 404-2
Local Communities	Operations with local community engagement, impact assessments and development programmes	GRI 413-1

**Note: GRI 306-3 'Significant spills' under GRI 306 (2016) 'Effluents and Waste' had previously been identified as a material ESG factor during our materiality analysis and appropriate disclosures had been made. Following GRI's process for the development of GRI 306 (2020), GRI has revised the waste related disclosures in GRI 306. The topic of effluents and waste addressed under GRI 306 (2016) which included water discharges; the generation, treatment and disposal of waste; and spills of chemicals, oils, fuels, and other substances has been removed. The revised context and focus of waste under the new GRI 306 (2020) concerns waste management and to prevent and reduce waste through reuse and recycling. The new GRI 306 (2020) standard is effective for reports published after 31 December 2021. GRI has explained that Effluents and Waste under GRI 306 (2016) should only be used for reports if they are published on or before 31 December 2021. Accordingly, 'Effluents and Waste' and 'Significant spills' is no longer included in this report.*

REPORTING SCOPE AND BOUNDARIES

Material Aspects	Description	Aspect Boundary ³
Economic Performance	GRI 201-1 Direct economic value generated and distributed	Within organisation
Anti-Corruption	GRI 205-2 Communication and training about anti-corruption policies and procedures	Within organisation
Environmental Compliance	GRI 307-1 Non-compliance with environmental laws and regulations	Within organisation
Occupational Health and Safety	GRI 403-1 Occupational health and safety management system GRI 403-2 Hazard identification, risk assessment, and incident investigation GRI 403-3 Occupational health services GRI 403-4 Worker participation, consultation, and communication on occupational health and safety GRI 403-5 Worker training on occupational health and safety	Within organisation

³ Aspect Boundary is a description of where the impacts occur for a material topic and the organisation's involvement with those impacts. Organisations might be involved with impacts either through their own activities or as a result of their business relationships with other entities. Global Reporting Initiatives (GRI)

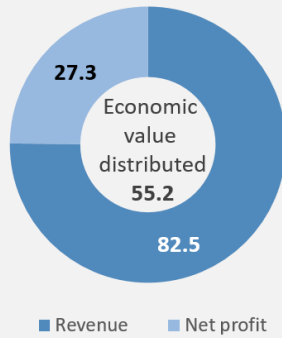
	<p>GRI 403-6 Promotion of worker health</p> <p>GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</p> <p>GRI 403-9 Work-related injuries</p> <p>GRI 403-10 Work-related ill health</p>	
Training and Education	GRI 404-2 Programmes for upgrading employee skills and transition assistance programmes	Within organisation
Local Communities	GRI 413-1 Operations with local community engagement, impact assessments and development programmes	Within organisation

ECONOMIC PERFORMANCE

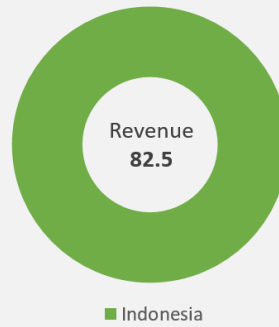
HIGHLIGHT ON ECONOMIC PERFORMANCE

The economic highlights of the Group’s performance for the financial year (“FY”) ended 31 December 2021 (“FY2021”) are as follows:

Financial Performance in FY2021
(US\$’Million)



Revenue in FY2021
by Geographical Market
(US\$’Million)

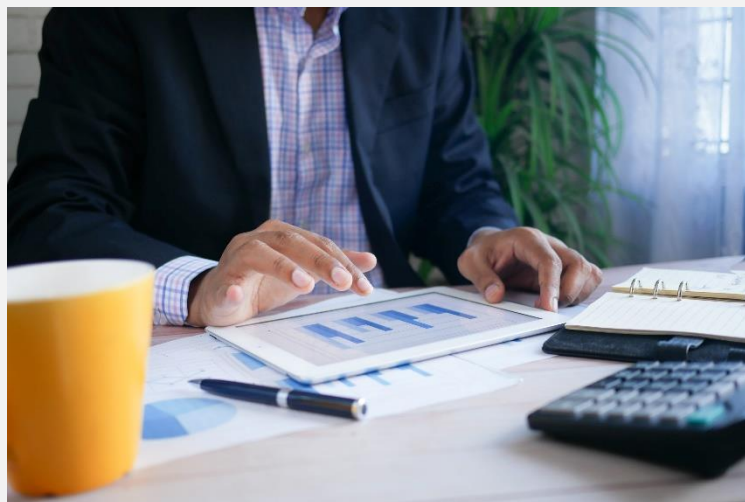


**Note: Economic Value Distributed: (Cost of Sales + Administrative Expenses + Other Expenses + Finance Costs + Income Tax (Expense)/Credit) – Other Income*

For more information on the Group’s asset portfolio and a detailed breakdown of the Group’s FY2021 financial results, please refer to RHP’s Annual Report 2021.

GRI 201-1: Direct economic value generated and distributed	FY2021	FY2020	FY2019
A) Revenue (US\$’Million)	82.5	50.5	65.1
B) Economic value distributed (US\$’Million)	55.2	55.3	66.4
C) Economic value retained (A-B) (US\$’Million)	27.3	N.A	N.A.

**Note: N.A. stands for “Not Applicable”*



ENVIRONMENT

OUR APPROACH

As an upstream oil and gas company, minimising environmental impact is important to our daily operations. In line with the organisation's goal, we conduct our business and operations in a sustainable manner with the aim of minimising and limiting impacts to the environment. We require the commitment to environmental responsibility by our employees and contractors to ensure sustainable and successful business operations.



We believe in the importance of protecting health and the natural environment in accordance with industry best practices and sound environmental principles supported by an environmentally conscious approach across our business operations.

For our operations in Indonesia, there are established policies and procedures for effluent and waste management, which include applying the Reduce, Reuse, Recycle ("3R") principles as a guidance for our day-to-day operations and activities. There are produced water treatment facilities for the treatment of waste products from our oilfield operations. To improve our assurance on the quality of effluent discharge and as part of regulatory compliance, our Indonesian subsidiaries had installed SPARRING (continuous effluent discharge monitoring equipment) at certain discharge outlets, which allows the quality of effluent discharged to be measured in real time. This equipment is connected to the government's monitoring centre as part of the closed monitoring system implemented by the authorities. Effluents are treated in bio-tanks using both aerobic and anaerobic methods and/or wastewater treatment facilities. Domestic solid waste is sent for incineration while hazardous waste is disposed by licensed waste management companies.

ENVIRONMENTAL COMPLIANCE

To ensure legal compliance, we adhere to the environmental laws and regulations in the countries that we operate in.

For our operation in Indonesia, we have formulated and established a corporate management system within the organisation to manage all environmental compliance related issues. We have dedicated professionals at both the office and operational areas to manage and monitor operations and to ensure and facilitate compliance with the applicable environmental laws and regulations. In addition, both PBL and PIL submit monthly reports on emissions to the Indonesian authorities. Our Arar LPG plant received the blue PROPER rating from the Ministry of Environment and Forestry of the Republic of Indonesia for FY2021 based on compliance with the applicable standards under the environmental regulations; and also renewed its ISO 14001 for Environmental Management Systems Certification.

For FY2021, there was no incident of significant fine and/or non-monetary sanction for non-compliance with environmental laws and/or regulations, upholding the same record achieved for both FY2020 and FY2019. We aim to maintain this level of performance through continual adherence and regular review and enhancement of our policies and practices.

NIL	Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations
	Total monetary value of significant fines
	Total number of non-monetary sanctions
	Cases brought through dispute resolution mechanisms

GRI 307-1: Non-compliance with environmental laws and regulations	FY2021	FY2020	FY2019
Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulation	NIL	NIL	NIL

SOCIAL

OUR APPROACH

Our people are important to us. We value their well-being and do not allow their safety at work to be compromised. Our operating approach is to foster a culture that promotes a safe and supportive environment for our people and encourage personal growth and development in tandem with their professional training and upgrading.

As a PSC operator, we seek to contribute to the improvement in the standard of living of local communities in the areas where we operate. We endeavour to support positive change in the local communities through multiple avenues, from direct support of goods and services to education and training. We are regularly looking at implementing further corporate social responsibility (“CSR”) activities and programmes that help to address the community’s needs and lead to long-term development of the local areas.



OCCUPATIONAL HEALTH AND SAFETY

Maintaining a safe and conducive work environment for our people and contractors and keeping the incidence of workplace accidents at bay are our priorities. Any accident which occurs may have an adverse impact on our workforce and our operations, in terms of casualty, injury, work disruption, additional financial costs, legal penalties as well as reputational damage. As such, we place strong emphasis on cultivating good safety habits and practices in our workforce. Workplace safety is an important aspect of our business and vital to workplace productivity. We advocate that safety is everyone's responsibility and that every accident is preventable.

COVID-19 PREVENTION MEASURES

Our Singapore head office and operating subsidiaries maintained various safe management and precautionary measures and initiatives to prevent the spread of COVID-19, and diligently complied with the various laws and advisories issued by the governments in the places where we operate. Work-from-home arrangements remained as the default for most of 2021 for all our staff in our Singapore and Jakarta offices, to reduce the likelihood of infection and spreading of the virus.

At our Indonesian field operations, we continued to have a rotational-shift system to ensure business continuity and minimal disruption to our operations. Essential field staff were split into groups and operate under rotating shifts. In 2021, we continued with strict screening measures put in place for field personnel, who were required to self-isolate and clear two rapid antigen tests, one five days prior and one on the day of entry, before being permitted to enter field operation facilities.

Other precautionary measures adopted at field operation areas include safe distancing measures, twice daily body temperature monitoring, wearing of mask when outside of staff accommodation and at work, packed meals in their own rooms as well as regular disinfectant cleaning, prohibition of non-essential group activities, reduction of physical meetings and trainings as well as other congregational activities. The protocol at field operation areas is that any staff or contractor who develops COVID-19 like symptoms has to undergo the rapid antigen test onsite and be isolated pending the results of the test. Those who tested positive will be sent to designated facilities as determined by the local authorities where they will be monitored and receive medical attention. Comprehensive contact tracing will also be performed by the in-house COVID-19 taskforce to ensure that any potential spreading is picked up and contained.

Awareness and knowledge of COVID-19 prevention procedures and health protocols continued to be instilled amongst the Group's employees and contractors. This was carried out through health talks, training and briefings, as well as posters, daily situational updates, and mobile messaging chat groups.

In line with the Government of Indonesia's policy of vaccination for employees of all oil and gas companies operating in Indonesia, our Indonesia operating subsidiaries participated in this program in 2021. As the COVID-19 situation moves to an endemic state, we will continue to review the situation and adjust the measures as may be appropriate to ensure the continued safety of staff and contractors.

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

For our operations in Indonesia, we have established a joint Health Safety and Environment Management System ("**HSEMS**") as part of the efforts to manage, monitor and improve occupational health and safety compliance and performance. HSEMS meets the requirements of ISO45001:2018, the international standard for occupational health and safety management. HSEMS is also in line with the Indonesian government laws No.4/2009 on Mineral and Coal Mining and No.22/2001 on Oil and Natural Gas, which require operators to implement HSE provisions and to ensure safety in their operations, among others. HSEMS is subject to periodic audits by the Directorate General of Oil and Gas, which provides oversight for the Ministry of Energy and Mineral Resources Indonesia, to verify the compliance with the government's safety standards. In addition, HSEMS has been accredited with Indonesia Safety Management System Standards (SMK-3) published by Ministry of Manpower of Republic of Indonesia in 2020, and is currently undergoing audits to continue with accreditation for ISO 45001 Occupational Health, Safety and Environment Management System.

Under the HSEMS framework, the HSE policy is reviewed by the HSE Committee on an annual basis to align with the Group's HSE objectives through seven strategies, which are:

- (i) Develop strong and visible HSE leadership;
- (ii) Develop reliable HSE management systems;
- (iii) Implement and integrate HSE risk management processes into the day to day operations;
- (iv) Enhance HSE capabilities and services through the development of required resources and competencies;
- (v) Develop and implement CHSEMS (Contractor Health Safety and Environmental Management System);
- (vi) Develop the desired HSE culture in the workplace and personal lifestyle; and
- (vii) Comply with HSE standards and regulations.

As part of HSEMS, our operating subsidiaries monitor our occupational health and safety performance on a regular basis and a HSE report is generated on a monthly basis to be presented and reviewed by the management of the subsidiaries.

All personnel including contractors, subcontractors and visitors at our field facilities in Indonesia are subjected to the operating subsidiaries' HSE policy. Activities and operations carried out by contractors and subcontractors within our operating areas must also conform to the HSE policy.

HAZARD IDENTIFICATION, RISK ASSESSMENT AND INCIDENT INVESTIGATION

Work-related hazard identification, risk assessment and incident investigation form part of HSEMS. These processes and their outcomes are essential in formulating a comprehensive and robust HSE framework as well as in preventing and minimising the rate of incident occurrence during operation. The process implementation is driven by the team of HSE and authorised personnel who are required to undergo relevant and regular training to improve their competency.

PBL has been conducting hazard identification exercises for its operations, products and services on an ongoing basis. Since PIL became operator in 2020, it has also followed suit and implemented similar hazard identification exercises. Risk assessments are also performed to evaluate the hazards and to develop control measures, mitigations and recoveries (risk management) to reduce HSE risks to as low as reasonably practicable (ALARP). The hazard identification and risk assessment process is being conducted by a competent team whose members have undergone HIRADC (hazard identification, risk assessment and determining control) training.

The basic risk management principles of PBL and PIL involve the following:

- (i) Identify the effects of the hazards;
- (ii) Assess risks posed by the hazards;
- (iii) Implement control measures to eliminate and/or reduce risks; and
- (iv) Monitor and review the effectiveness of the control measures and risk mitigation.

PBL and PIL have established and developed hazard identification methods which are in line with ISO 17776:2000. Several methods have been adopted and include group brainstorming, ground inspection, equipment design and operating manual reviews and Material Safety Data Sheet (MSDS) compilation where applicable.

PBL and PIL utilise tools such as the risk and opportunity register as well as the bow tie analysis to map the hazards together with their causes and possible effects. Job Safety Analysis ("**JSA**") is conducted before a new activity is implemented. The JSA breaks down the activities into sequence of events for hazard identification and prevention. With these mapping tools, information may be presented in systematic and visual manner to aid the risk assessment process.

Where applicable, the hierarchy of control approach below is applied to eliminate or minimise exposure to hazards:

- (i) Elimination;
- (ii) Substitution;
- (iii) Engineering/Modified Engineering, Insulation;
- (iv) Administrative Measure, Procedure; and

(v) Personal Protective Equipment.

Results from these assessments are communicated to all participants during regular toolbox meetings as part of mitigation measures.

To assist hazard identification, operating personnel can report potential hazards in the operating areas through the "Petrogas Safety Observation Cards" system ("ProCard"). ProCard allows personnel to report observations on unsafe actions and/or unsafe conditions that he/she identifies and/or encounters during their day-to-day activities. The reports are followed up on and unsafe act(s)/condition(s) are corrected by the responsible personnel before it escalates into an incident. All employees and contractors have similar rights and duties to report unsafe acts and unsafe conditions in the workplace without fear of reprisal. This is a particularly useful tool to eliminate occupational injury.

In addition, both PBL and PIL have policies in place whereby operating personnel can be recused from activities which he/she deems unsafe. Our operating subsidiaries in Indonesia have implemented Stop Work Authority policies, as part of their commitment to provide employees the rights to refuse any job when he/she assesses it to be unsafe and/or to stop the work immediately when it is conducted in an unsafe manner and such orders serve the best interests of the operations team. The incident reporting and investigation policy allows staff to report any incident or near miss. Investigations will ensue and mitigation actions will be implemented to prevent future reoccurrence. Under the policy, all reportable incidents are required to be reported to SKK Migas⁴ (Satuan Kerja Khusus Pelaksana Kegiatan Usaha Hulu Minyak Dan Gas Bumi) and Directorate General of Oil and Gas on a monthly basis.

PBL's and PIL's oil and gas installations are required to be regularly inspected and certified by independent licensed parties to ensure that all structures, pipelines, storage tanks, electrical instrumentations, power generation equipment, safety devices, electrical lines, rotating equipment and pressurised tanks are in safe conditions. Based on the results of inspection, certificate(s) of oil and gas installation worthiness will be issued by the Directorate General of Oil and Gas for a relevant period as an assurance that the operating facilities and equipment have been inspected and tested to be in good working condition.



OCCUPATIONAL HEALTH SERVICES

Both PBL and PIL have set up a joint health medical board consisting of a team from human resources, medical doctors and paramedics to manage staff health issues including the identification and mitigation of workplace health hazards. It includes a team of full-time employed doctors who manage work-related health issues in our Jakarta office and in the field. In addition, medical facilities

⁴ Special Task Force for Upstream Oil and Gas Business Activities (SKK Migas) is an institution established by the Government of the Republic of Indonesia under Presidential Regulation Number 9 of 2013 on Management of Upstream Oil and Gas Business Activities. SKK Migas is assigned to manage the upstream oil and gas business activities under a Cooperation Contract.

with laboratory and radiological instruments are located on-site to attend to staff's medical needs such as standard annual medical check-ups for employees and contractors. The Company also utilises an external medical service provider to assist the employees and their families in accessing the nearest available hospitals under the medical insurance scheme when medical assistance is needed.

Work environment surveillance is conducted regularly to identify and mitigate the workplace health and environmental hazards such as ergonomic hazards and chemical hazards. An external independent laboratory is engaged to perform periodic health risk assessment ("HRA") to identify and mitigate potential chemical hazards which are associated with the use of chemicals and the presence of naturally-occurring hydrocarbon vapour and gases in the operating environment. Aside from measurements of indoor and outdoor air quality, other factors such as noise levels and workplace ergonomics are evaluated as part of the HRA. Results from the assessment are analysed and deliberated by the internal medical board and mitigation measures recommended where necessary.

We conduct regular health education and promotional initiatives to increase staff's awareness of the hazards and mitigation measures.

WORKER PARTICIPATION, CONSULTATION AND COMMUNICATION ON OCCUPATIONAL HEALTH AND SAFETY

We are committed to promoting effective communication, participation and consultation with staff, contractors and relevant parties to establish a robust HSE framework. For example, both PBL and PIL have developed an online HSE reporting tool, known as the Petrogas Reporting Safety Management ("PRISMA"), for staff and contractors to report unsafe acts or unsatisfactory conditions to internal/external HSE auditors and to access essential workplace safety information.

We also use various communication channels to instil a safety-first mindset and to cultivate a strong safety culture. These include quarterly HSE campaigns, annual HSE leadership workshops, quarterly HSE bulletins and regular toolbox meetings.

The HSE Committee of our operating subsidiaries consists of management, corporate and field staff from both the Jakarta office and the operation field site. The HSE Committee meets at least once every quarter. The main roles and functions of the committee include:

- (i) Review the effectiveness and adequacy of HSEMS;
- (ii) Approve the short-term and long-term HSE strategies, including HSE targets and HSE plan;
- (iii) Review HSE performance;
- (iv) Spearhead the investigation of incidents, identify hazards and implement mitigation measures;
- (v) Promote awareness of HSE through HSE talks, meetings, publications, banners and slogans etc.

WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

Our training centre at KMT is certified by the Human Resource Development Agency of the Ministry of Energy and Mineral Resources of Indonesia to conduct competency assessments for Occupational Health and Safety certification. To prevent workplace incidents, all staff are required to undergo HSE related training. Training needs analysis assessment is conducted to determine the appropriate training programmes for our staff.

Our HSE policy requires all field employees and contractors' employees to possess basic first aid skills, basic firefighting techniques and be well-versed in basic safety principles. It is mandatory for contractors and visitors to PBL and PIL to attend the HSE induction programme as a prerequisite before they are permitted access to the work site. Field employees must also undergo compulsory training for hazardous activities such as equipment operation, working from height and in confined space as well as chemical handling. Employees must obtain the necessary certifications before they are permitted to perform these activities. An annual HSE training schedule has been developed in accordance to the HSE training matrix based on the risk exposure of the individual worker to ensure that they have adequate competency in carrying out the job in a safe manner. In 2020, PBL implemented a system to ensure that only workers who have undergone relevant safety training

related to the job will be permitted to perform the activity and in 2021, PIL also adopted the same system. The system has been named HSE Passport, as it uses a small pocketbook that identifies the individual's safety competency required by the job and is dependent on relevant safety training the worker had participated in.

To overcome the challenges posed by COVID-19 restrictions, and to ensure the well-being of our workers, an online HSE training system was developed and rolled out in 2021. This enabled all employees and contractors to access the HSE training topics from anywhere and at any time, thus expanding the coverage of HSE training participants. Additionally, the online training system facilitates better management of the training programmes, as the status and validity periods are automatically recorded for all training participants based on their completed topics.

PROMOTION OF WORKER HEALTH

We seek to provide a work environment that promotes safety, good health and well-being as such an environment can have a positive impact on staff morale and in turn increase productivity. The Company provides employees with comprehensive coverage of medical assistance including to their family using the Administrative Service Order (ASO) health medical services to obtain medical attention as well as to access the nearest available hospitals if required. At our Indonesia operations, external contractors and subcontractors are required to comply with the Indonesia government's regulations to provide the mandatory social health insurance coverage for their employees.

We emphasise the importance of personal wellness and good health to all staff and contractors through various programmes such as health talks, health bulletins, exercise classes as well as distribution of fruits on certain fruit days. In addition, PBL and PIL provide staff with free annual medical check-ups to assess if they have any personal health conditions and to help staff stay fit and healthy.

To safeguard the health and safety of our people, various COVID-19 safe management measures have been implemented across our operations to prevent the spread of COVID-19. Our focus is to keep our staff safe, healthy, and allay pandemic-related stress and anxiety. Their personal health and well-being play a key role in the sustainability of our operations.

PREVENTION AND MITIGATION OF OCCUPATIONAL HEALTH AND SAFETY IMPACTS DIRECTLY LINKED BY BUSINESS RELATIONSHIP

Our operating subsidiaries adopt the Contractor Health Safety and Environmental Management System ("CHSEMS") to manage the potential HSE impact associated with our business partners (contractors and suppliers of goods and services). Business partners will need to fulfil certain prerequisites and requirements as specified in the CHSEMS, to be eligible for the required assignments. This process will help to ensure that only qualified business partners are appointed and thereby reduce our HSE risk exposure. PBL and PIL take serious efforts to prevent incidents that may potentially be caused by third party activity within our operating facilities and have therefore implemented CHSEMS, which is an essential program to help ensure that only qualified contractors supported by workers with qualified skills are allowed to work within their premises. Every year a Contractor HSE Forum is held where PBL and PIL provide and share HSE education and knowledge on incident prevention. Awards for contractors who have achieved good HSE performance are also presented at these forums.

WORK-RELATED INJURIES

We place great emphasis on minimising work related injury, which is an important indicator used by the Indonesia government to gauge our Indonesia operation's overall performance. In this respect, we focus on fostering a safe and sustainable work environment.

For FY2021, our operations which included work performed by external contractors and subcontractors reported zero work-related injury and fatality incident, maintaining our strong track record over the years. We continue to take proactive actions such as ground inspections and HSE training to ensure workplace safety.

It is important that our HSEMS can effectively identify risks posed by work-related hazards. Aside from tools such as the bow tie analysis, our Indonesia operating subsidiaries adopt the 5x5 risk matrix to rank work-related hazards according to each hazard's overall risk score. Hazards are classified as high-risk if their impact and probability of occurrence are elevated. Identified high-risk

hazards are categorised under “high potential to result in serious injury or fatality”, or HiPo cases. All HiPo cases will be thoroughly investigated and corrective actions will be swiftly implemented. HiPo cases can include tasks such as equipment maintenance which may require field staff to work from height. Elimination and substitution of these activities and their associated risks are not always possible. By applying hierarchy of control, the associated risks can be reduced through the implementation of engineering and administrative controls such as equipment retrofitting as well as introduction of additional PPE requirement and compulsory trainings.

The figures below show the breakdown and comparison of our operations’ occupational health and safety performance statistics for FY2021, FY2020 and FY2019.

	Injury rate (Per 100,000 employed persons)	Occupational disease rate (Per 100,000 employed persons)	Lost day rate (Per 200,000 working hours)	Absentee rate (Per 200,000 working hours)
FY2021	Nil	Nil	Nil	6,456
FY2020	Nil	Nil	Nil	3,516
FY2019	Nil	Nil	Nil	3,534

**Note: FY2021 absentee rate was higher compared to prior years due to absenteeism from self-isolation in line with the Group’s COVID-19 protocols.*

WORK-RELATED ILL HEALTH

We strive to maintain a safe work environment for our people. We advocate that every accident is preventable and strive to prevent work-related hazards.

Systems and processes are in place to identify work-risk hazards such as the use of chemicals emitting organic vapour, which is hazardous to our environment, as well as noise and ergonomic related hazards.

Mitigation measures are in place to minimise the impact from the hazards to the field staff. For example, ventilation system have been installed in areas with confined spaces to increase air circulation and to reduce the concentration of hazardous organic vapour to acceptable levels; and hearing conservation programmes, consisting of noise level monitoring, control and exposure reduction, have been conducted to reduce the impact of noise hazard to staff. Under the regulation of Indonesia Presidential Decree No. 7/2019, it is a requirement for companies to provide guidance on potential factors in the workplace that may contribute to work related disease/illness, and there is an obligation to report work-related disease/illness cases to the government. (GRI 403-10.e).

TRAINING AND EDUCATION

We recognise that training and education play an essential role in cultivating, developing and advancing employees’ skills and career development and to enable them to perform to their highest capabilities. We believe in encouraging development of our employees and nurturing them to achieve their fullest potential at both personal and professional levels. We advocate ongoing skills improvement through development programmes to enable our employees to improve in their roles and performance. We continue to provide training and education to all levels of employees according to their roles and responsibilities and where able, select and recommend recognised training programmes to them. We endeavour to collaborate with reputable training institutions to provide customised training and development programmes for our staff. We have systems and procedures in place to evaluate our people fairly as well as to identify development opportunities that suit their capabilities and competencies.

For PBL and PIL, we provide opportunities for employees to upgrade their capabilities through:

- (i) Off-site and in-house training programmes;
- (ii) Coaching and mentoring;
- (iii) Sharing of knowledge;

- (iv) Rotation of work assignments;
- (v) Participation in special projects;
- (vi) Membership in professional associations; and
- (vii) Leadership development programmes.

We have also established a retirement training programme for Indonesian employees who are about to reach retirement age to help prepare them and equip them with the financial knowledge to plan their spending and tips on keeping a healthy lifestyle etc. Such programmes will be provided approximately two years before the relevant employee is due for retirement.

LOCAL COMMUNITIES

We recognise the need to give back to the local communities where we operate and we continue to support and contribute towards the development of the local areas where our operations are located. Through our CSR programmes, we aim to encourage community spirit and communal activities to effect positive change.

Despite the pandemic restrictions, in FY2021 we were able to complete our CSR objectives for the year and deliver meaningful impact to the intended beneficiaries. Our CSR programmes were executed in accordance with the social mapping study of the local communities around our operational areas, which was conducted in FY2020. This approach is based on the needs of the local communities, and we have continued fine-tuning our programmes to bring about sustainable economic development initiatives.



Our CSR programmes continued to focus on five key areas, namely:

- (i) Education support;
- (ii) Health assistance;
- (iii) Economic development;
- (iv) Environmental conservation; and
- (v) Infrastructure development.

Education Support

We recognise the importance of education to equip and impart the locals with the skills and knowledge to help them improve on and sustain a better livelihood. During the year 2021, the Group delivered learning aids and equipment to schools, providing an enhanced learning experience for hundreds of students who were able to return to school with the easing of COVID-19 restrictions. The donations included:

- (i) 15 computers and associated equipment to three schools in Sorong Regency, with the Education Office of Sorong Regency helping to facilitate the programme and providing classes on basic computer literacy for students;
- (ii) laboratory equipment and encyclopaedia books to a school in Seget Village, Sorong Regency; and
- (iii) school bags, stationery, and school uniforms to two schools in West Papua.



Health Assistance

Throughout FY2021, we worked closely with the COVID-19 Task Force of Sorong Regency on public outreach programmes to rural communities. The main objective of the programme was to raise awareness of personal hygiene practices, such as hand washing and mask wearing, which would help to curb the spread of the virus. We provided support for the programme execution, donation of medical equipment, as well as providing transport and accommodation for medical personnel deployed to conduct community health screening exercises. The Sorong Regent led by example by attending one such event and participating in the health screening exercise.

We also continued our work to decrease the occurrence of stunting in the community, by educating expectant mothers on the importance of proper nutrition and assisting with screening for toddlers and expectant mothers. This was supplemented with donations of medical screening equipment and cooking utensils to three villages in Sorong.



Economic Development

We continue to seek opportunities and ways to contribute to the economic development and business-sustainability of the local communities near our operational areas through our Economic Sustainability Community Development project. The small and medium enterprise ("**SME**") programme was established in FY2018, beginning in Arar Village, Mayamuk District. Under this programme, local fishermen were provided with equipment and training to improve their livelihood. Through a tripartite arrangement consisting of the local village business institution (BUMDES), our catering partner, PT. Indocater, and our subsidiary PBL, an agreement was signed on 3 February 2021 to formalise the arrangement whereby the catch of local fishermen will be entirely purchased at fair market prices by PT. Indocater. The fishermen benefit from having a guaranteed local buyer, while also eliminating the need for them to travel to regional markets to sell their catch. For our catering partner, it also provides them with a reliable local source of fish, instead of having to transport ingredients from further afield elsewhere in Indonesia. This hyperlocal supply chain has the added benefit of reducing carbon emissions from regional distribution of food supplies. Additionally, it provides our PBL workforce with quality fresh fish. In FY2021, approximately 12,600 kg of fish were supplied under this arrangement.



In addition to fresh fish, we have also continued with the training programme for local housewives to expand the range of fish products to include crackers and fish meatballs. Under the programme, PBL in a joint effort with the local business institution operated by the local village authority also help to improve the supply logistics by using cooler boxes as well as other storage equipment. As the new operator for the Salawati block, the Group has also commenced the SME programme in the South Salawati district. We aim to ensure that local communities will benefit from economic development in places where we operate.

Environmental Conservation

We continue to promote environmental sustainability through programmes conducted in the communities where we operate. In FY2021, we continued our work with the Food Security Office of Sorong Regency to educate the locals on the use of their house yards to grow edibles, such as vegetables and fruits, for their own consumption. This initiative will improve their self-reliance and make better use of their land, without the use of commercial fertilisers and/or pesticides that may have an impact to the environment. Additionally, we assisted with the conduct of an environmental conservation awareness programme for school students, providing plant seeds and recycling bins to two schools as part of this educational drive.

Environmental conservation is an on-going and progressive initiative. We are privileged to be able to contribute and continue to play our part in the protection and conservation of the biodiversity in the West Papua area.



Infrastructure Development

Beyond the development of technical and soft skills in the communities, we were involved in some infrastructure projects which we believe are beneficial to the surrounding communities.

These projects aim to rejuvenate the local areas, as well as providing safety and/or essential services to residents. In FY2021, PBL assisted with the renovation of two bridges in Kasimle Village, provided materials and supervision for the construction of coastal defence structures in Kasim Village, and assisted with the construction of a water facilities in Klawor Village.

In the Salawati district, PIL was involved in the construction of water infrastructure for Miyaup Village, and provision of materials for the construction of a perimeter wall for the Sailolof Village mosque.



GOVERNANCE

ANTI-CORRUPTION

Good corporate practices such as anti-corruption and fraud prevention have high importance and high priority on the Group's agenda. In view of its importance, we have established an anti-corruption policy that sets out the responsibilities of our employees in maintaining zero-tolerance against all forms of corruption and bribery. The anti-corruption policy also serves to guide our employees on how to recognise, resolve and prevent instances of corruption and bribery which may arise in the course of their work. The anti-corruption policy including the employees' role and shared responsibility in maintaining zero-tolerance against all forms of corruption and bribery have been briefed and communicated to them. Furthermore, our whistle blowing policy underscores our anti-corruption commitment and provides our employees or other persons a safe channel to report any potential or actual improprieties in financial or other operational matters. This protects the employees and facilitates the reporting of instances of corruption, bribery and extortion without the fear of retaliation.

For our operations in Indonesia, our procurement process is based on Pedoman Tata Kerja No. 007 ("PTK 007"), which is a set of supply chain and procurement process guidelines developed by SKK Migas. PTK 007 aims to ensure that the procurement of goods and services is regulated to achieve zero tolerance of corruption and bribery as stated in the Anti-Bribery Law, Anti-Corruption Law and the Foreign Corruption Practices Acts (FCPA).

We maintain a zero-tolerance towards corruption and bribery. For FY2021, as with FY2020 and FY2019, no incident of corruption practice was reported across our operations in Indonesia and Malaysia.

CORPORATE GOVERNANCE

We recognise that good corporate governance and integrity are essential to safeguard the trust that our stakeholders place in us, avoid conflict of interests in our business activities and stay on the path towards a sustainable business culture that will generate long-term value creation for all our stakeholders.

For more details on RHP's Corporate Governance, please refer to pages 14 to 37 of RHP's Annual Report 2021.

RISK MANAGEMENT

We are committed to ensuring that appropriate risk management procedures are implemented across our supply chain. We regularly review and improve our business and operational activities to identify areas of significant business risks as well as to take appropriate measures to manage and mitigate these risks. For example, our subsidiaries PBL and PIL adopt the precautionary principle of approach in the larger scope of Good Corporate Governance (GCG). Besides establishing comprehensive risk management rules, procedures and systems aimed at identifying, managing and monitoring possible risks in the company, PBL and PIL have also developed a Business Continuity Plan (BCP), with a comprehensive risk management framework to ensure quick business recovery in the event of any impact arising from accidents, natural disasters and other sudden and unexpected events. Due to the nature of its activities, oil and gas industry is one of the most regulated industries. The Group complies with the applicable rules and regulations pertaining to the oil industry and meets international accreditation standards in specific areas of our operations, for example PBL and PIL in Indonesia have complied with or accredited by: UU Migas (Oil and Gas Law) No. 22 year 2001; rules and regulations issued by the Ministry of Energy and Mineral Resources of Indonesia; ISO 14001 environmental management system; ISO 45001 Occupational health and safety management system etc. The Group's compliance with laws and regulations and various accreditation helps to mitigate risks, increase efficiency and create value for the community and environment.

As part of our risk management framework, we review all significant control policies and procedures and highlight significant matters to the Audit Committee and the Board. The significant risk management policies are disclosed in the corporate governance and audited financial statements of our Annual Reports.

For more details on RHP's Risk Management, please refer to pages 28 to 29 and 97 to 101 of RHP's Annual Report 2021.

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GRI 403: Occupational Health and Safety 2018	GRI 403-1 Occupational health and safety management system 403-2 Types of injury and rates of injury, occupational diseases, lost days and absenteeism and number of work-related fatalities	Social	
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LOCAL COMMUNITIES			
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GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programmes	Social	

**Note: The column of "Omission" is intentionally left blank as there are no omissions made in the Sustainability Report.*