

RH PETROGAS LIMITED SUSTAINABILITY REPORT 2022



RH PetroGas

常州石油及天然气



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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 ASEAN region.

As of end 2022, 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 “**PSCs**”). These two PSCs commenced in 2020 and cover a total acreage of 2,167 km² combined. Besides existing production, there is significant development and exploration potential which the Group is well placed to exploit over the 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 be a leading independent energy company in the ASEAN region

OUR MISSION

To develop, leverage and grow our energy assets in a safe, responsible and sustainable manner to enhance the interests of our stakeholders





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 378 staff as of 31 December 2022. 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: 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 2022.

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, integrated, effective 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 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 attained:



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



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



ISO 14001:2015 Environmental Management Systems Certification for Arar block and KMT, Kepala Burung PSC; and Matoa Field, Salawati PSC



Zero Accident award for 19.6 million man hours of work without lost time incident (for 1 January 2015 – 31 December 2021) for Petrogas (Basin) Ltd presented by the Ministry of Manpower of the Republic of Indonesia in May 2022



Zero Accident award for 1.3 million man hours of work without lost time incident (for 1 May 2020 – 31 December 2021) for Petrogas (Island) Ltd presented by the Ministry of Manpower of the Republic of Indonesia in May 2022



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

Patra Nirbhaya Karya Utama for 16.5 million man hours of work without lost time (for 1 October 2015 – 30 December 2021) for Petrogas (Basin) Ltd awarded by the Ministry of Energy, Minerals and Resources of the Republic of Indonesia in September 2022



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

ABOUT THIS REPORT

SCOPE OF THIS REPORT

The Company has prepared this sustainability report with reference to the Global Reporting Initiative (“**GRI**”) Standards. 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 (“**SGX-ST**”) Listing Rule 711B ‘comply or explain’ basis.

The Company acknowledges the calls for climate-related disclosures, and the SGX-ST Rule 711B(1)(aa) requirement for all issuers (for the financial year commencing 1 January 2022) to provide climate-related disclosures consistent with the recommendations of the Task Force on Climate-related Financial Disclosures (“**TCFD**”) on a ‘comply or explain’ basis. In view of the volume of additional data required under TCFD, and the processes needed to develop meaningful disclosures, the Company will be aiming to report in accordance with the TCFD framework for the financial year ending 31 December 2023.

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, including the GRI 11: Oil and Gas Sector 2021 guidelines which came into effect for reports issued on or after 1 January 2023 were also examined and deliberated. All data and activities reported were for the period from 1 January 2022 to 31 December 2022, unless stated otherwise.

The sustainability reporting process was subject to internal review by the Company’s internal audit function.

IN SCOPE ENTITIES

	Singapore RH Petrogas Limited	Indonesia Petrogas (Basin) Ltd (PBL)	Indonesia Petrogas (Island) Ltd (PIL)
Economic Performance	✓	✓	✓
Indirect Economic Impacts	✓	✓	✓
Anti-Corruption	✓	✓	✓
Anti-Competitive Behaviour	✓	✓	✓
Water	✓	✓	✓
Emissions	✓	✓	✓
Effluents and Waste	✓	✓	✓
Environmental Compliance	✓	✓	✓
Employment	✓	✓	✓
Occupational Health and Safety	✓	✓	✓
Training and Education	✓	✓	✓
Diversity and Equal Opportunity	✓	✓	✓
Non-Discrimination	✓	✓	✓
Local Communities	✓	✓	✓

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 sustainability report for the period from 1 January 2022 to 31 December 2022.

We strive to uphold sustainable business practices as we believe that these practices will help us in our mission to develop, leverage and grow our energy assets in a safe, responsible and sustainable manner to enhance the interests of our stakeholders.

As the world began to recover from the COVID-19 pandemic, other concerns emerged in 2022 as a result of geopolitical tensions, supply chain disruptions and rising inflation. Over the course of the year, Russia's military aggression in Ukraine set off a chain of events which forced the world to grapple with balancing of the competing strategic concerns between energy transition and energy security. This exacerbated the problems arising from the prolonged under-investment in oil and gas sector, and sent oil prices climbing during the first half of 2022. With an average crude oil selling price of US\$95 per barrel realised in 2022, compared to US\$70 per barrel in 2021, the Group delivered a strong financial performance with a record revenue achieved in FY2022.

The Board continues to keep a watchful eye on developments pertaining to climate change and climate reporting. Although the events of 2022 resulted in a re-evaluation of the global energy transition, decarbonisation remains a key theme in the long run as governments and corporations face pressure to meet global climate goals.

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 Corporate 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
Indirect Economic Impacts	Infrastructure investments and services supported	GRI 203-1
Anti-Corruption	Communication and training about anti-corruption policies and procedures; incidents of corruption	GRI 205-1 to GRI 205-2
Anti-Competitive Behaviour	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	GRI 206-1
Water	Management approach on water and water-related impacts; water withdrawal; water discharge; and water consumption	GRI 303-3 to 303-5
Emissions	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	GRI 305-7
Effluents and Waste	Significant spills	GRI 306-3
Environmental Compliance	Non-compliance with environmental laws and regulations	GRI 307-1
Employment	New employee hires and employee turnover, benefits provided to full-time employees that are not provided to temporary or part-time employees; parental leave	GRI 401-1 to 401-3
Occupational Health and Safety	Management approach on occupational health and safety	GRI 403-1 to 403-10
Training and Education	Training for employees, and programmes for upgrading employee skills and transition assistance programs	GRI 404-1 to 404-2
Diversity and Equal Opportunity	Diversity of governance bodies and employees	GRI 405-1
Non-Discrimination	Incidents of discrimination and corrective actions taken	GRI 406-1
Local Communities	Operations with local community engagement, impact assessments and development programmes	GRI 413-1

REPORTING SCOPE AND BOUNDARIES

Material Aspects	Description	Aspect Boundary ²
Economic Performance	GRI 201-1 Direct economic value generated and distributed	Within organisation
Indirect Economic Impacts	GRI 203-1 Infrastructure investments and services supported	Within organisation
Anti-Corruption	GRI 205-1 Operations assessed for risks related to corruption	Within organisation

² 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)

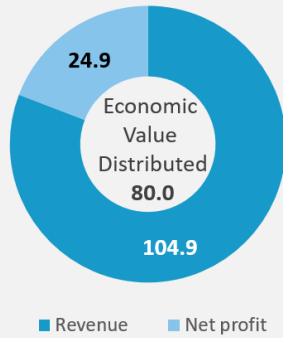
Material Aspects	Description	Aspect Boundary ²
	GRI 205-2 Communication and training about anti-corruption policies and procedures	
Anti-Competitive Behaviour	GRI 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Within organisation
Water and Effluents	GRI 303-3 Water withdrawal GRI 303-4 Water discharge GRI 303-5 Water consumption	Within organisation
Emissions	GRI 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Within organisation
Effluents and Waste	GRI 306-3 Significant spills	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 GRI 403-6 Promotion of worker health GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships GRI 403-9 Work-related injuries GRI 403-10 Work-related ill health	Within organisation
Training and Education	GRI 404-1 Average hours of training per year per employee GRI 404-2 Programmes for upgrading employee skills and transition assistance programmes	Within organisation
Diversity and Equal Opportunity	GRI 405-1 Diversity of governance bodies and employees	Within organisation
Non-Discrimination	GRI 406-1 Incidents of discrimination and corrective actions taken	Within organisation
Local Communities	GRI 413-1 Operations with local community engagement, impact assessments and development programmes	Within organisation

ECONOMIC PERFORMANCE

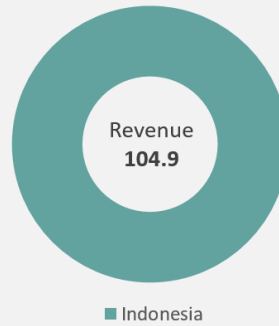
HIGHLIGHT ON ECONOMIC PERFORMANCE

The economic highlights of the Group’s performance for the financial year (“FY”) ended 31 December 2022 (“FY2022”) are as follows:

Financial Performance in FY2022 (US\$’Million)



Revenue in FY2022 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 FY2022 financial results, please refer to RHP’s Annual Report 2022.

GRI 201-1: Direct economic value generated and distributed	FY2022	FY2021	FY2020
A) Revenue (US\$’Million)	104.9	82.5	50.5
B) Economic value distributed (US\$’Million)	80.0	55.2	55.3
C) Economic value retained (A-B) (US\$’Million)	24.9	27.3	N.A

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



INDIRECT ECONOMIC IMPACTS

INFRASTRUCTURE INVESTMENTS AND SERVICES SUPPORTED

The Group's spending on infrastructure programmes in 2022 included renovation of church facilities, construction of fresh water infrastructure, and improvement of public and school facilities. The investments and services were sponsored on a pro bono basis to benefit the communities in areas close to where we operate. For more information on the infrastructure activities carried out in 2022, please refer to pages 29-30 and 33 of this report.

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.

The Group has its own power plants to generate power for operational requirements in the field in Indonesia. The generators are powered by gas piped from our own production wells.

EMISSIONS

For our operations in Indonesia, emissions from our power generation facilities are sent for laboratory testing twice yearly, to measure the levels of particulate matter, sulphur dioxide (SO₂) and nitrogen oxides (NO_x/NO₂). Testing is carried out in accordance with Regulation 13/2009 from the Ministry of Environment of the Republic of Indonesia, with gas volume measured under standard conditions of 25 degrees Celsius and one bar of atmospheric pressure, with all parameters corrected to 15% oxygen concentration level in a dry state.

The Group targets to keep emissions from its power generation facilities within Regulation 13/2009’s prescribed limits of 50 mg/Nm³ for total particulate matter, 150 mg/Nm³ sulphur dioxide, and 320 mg/Nm³ nitrogen oxides.

For FY2022, all the test results from all power generation facilities were well within the target limits.

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 had its blue PROPER rating renewed by the Ministry of Environment and Forestry of the Republic of Indonesia for FY2022 based on compliance with the applicable standards under the environmental regulations; and also renewed its ISO 14001:2015 for Environmental Management Systems Certification for the period 2021 to 2024. KMT also obtained the blue PROPER rating in December 2022.

For FY2022, 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 FY2021 and FY2020. 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	FY2022	FY2021	FY2020
Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulation	NIL	NIL	NIL

WATER

The Group is able to harvest rainwater for its operations in view of the high rainfall rate in the Sorong area. The collected rainwater is used for office and employee’s accommodation facilities.

The Group also sources third-party water for employees’ consumption.

For our water discharge, the priority substances of concern are defined and measured in accordance with the respective regulations from the Ministry of Environment and Forestry of the Republic of Indonesia.

Domestic waste water is tested for BOD (biochemical oxygen demand), COD (chemical oxygen demand), MBAS (methylene blue active substance), and acidity/pH in accordance with Regulation 68/2016. Before being discharged, domestic waste water is treated in bio tank systems using aerobic and anaerobic bacteria, and in sedimentation ponds using additional water wheels and natural sedimentation.

For produced water (the water cut from oil production), the priority substances of concern are TDS (total dissolved substances), oil content, phenol and COD in accordance with Regulation 19/2010. Discharged produced water is also subject to a temperature limit. The Group’s produced water is treated using skim pits, which serve to remove the oil film from the water while also allowing the water to cool before being discharged.

In FY2022, the Group met the regulatory limits for substances of concern for both domestic waste water discharged and produced water discharged.

GRI 303-3: Water withdrawal	FY2022
Total water consumption from all areas in megalitres	379.88
GRI 303-4: Water discharge	FY2022
Total water discharge to all areas in megalitres	378.88
GRI 303-5: Water consumption	FY2022
Total water consumption from all areas in megalitres	1.00

EFFLUENTS AND WASTE

For FY2022, we continued to target and maintain our “NIL” record of “Significant Spills³” for all our operations in Indonesia. We aim to maintain this level of performance through continued adherence as well as regular review and enhancement of our policies and practices.

GRI 306-3 (2016): Significant Spills	FY2022	FY2021	FY2020
Total number and total volume of recorded significant spills	NIL	NIL	NIL

³ Significant Spills refer to more than 15 barrels of oil spill into the environment.

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.

EMPLOYMENT

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

Our numbers and rate of new employee hires and turnover for FY2022 by category are provided in the tables below. The Group operates in the ASEAN region and has no further sub-region classification of employees.

GRI 401-1 New hires			
Employee category		Number of new hires	Rate of new hires
Total		54	2.3%
By gender	Male	19	5.2%
	Female	5	4.6%
By age	Under 30 years old	16	16.7%
	30-50 years old	31	4.4%
	Over 50 years old	7	2.9%

GRI 401-1 Employee turnover			
Employee category		Number of turnover	Rate of turnover
Total		24	2.3%
By gender	Male	19	2.0%
	Female	5	7.7%
By age	Under 30 years old	6	6.3%
	30-50 years old	12	1.7%
	Over 50 years old	6	2.5%

BENEFITS PROVIDED TO FULL-TIME EMPLOYEES THAT ARE NOT PROVIDED TO TEMPORARY OR PART-TIME EMPLOYEES

The Group's full-time employees in Indonesia are included in a fixed retirement contribution programme under a Dana Pensiun Lembaga Keuangan, in accordance with Indonesian pension fund law.

PARENTAL LEAVE

The Group's employees in Indonesia are entitled to three months of maternity leave and 3 days of paternity leave.

The Group's employees in Singapore are entitled to a total of 16 weeks paid maternity leave for married employees who have served at least three months before the birth of the child.

In FY2022, the Group had one female employee who took maternity leave, subsequently returned to work and is still employed by the Group.

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.

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 ISO 45001:2018, 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 of the Republic of 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 the Republic of Indonesia in 2020. Additionally, both PBL and PIL obtained the ISO 45001:2018 certification for Occupational Health, Safety and Environment Management System in January 2022.

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 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;

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.

- (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 the Republic 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. Since 2020 and 2021 respectively, PBL and PIL have both 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. 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. PBL and PIL continue to utilise this online platform to complement existing HSE training practices.

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 were implemented in 2020 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. Although pandemic measures have eased significantly in the past year, we continue to remain vigilant with the monitoring of worker health as well as reviewing relevant protocols even as COVID-19 enters an endemic phase.



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 FY2022, 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 and to maintain our target of zero work-related injury and fatality incidents.

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 FY2022, FY2021 and FY2020.

	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)
FY2022	Nil	Nil	Nil	4,898
FY2021	Nil	Nil	Nil	6,456
FY2020	Nil	Nil	Nil	3,516

**Note: FY2021 absentee rate was higher compared to FY2020 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.

The Group's average training hours per employee based on various categories are listed in the table below.

GRI 404-1 Average hours of training per employee		
Employee category		Number of hours in FY2022
Overall		19.3
By gender	Male	18.2
	Female	35.5
By level	Senior management	19.8
	Middle management	70.0
	Non-management	18.6
By function	Technical	20.3
	Administrative	23.1
	Production	17.0

DIVERSITY AND EQUAL OPPORTUNITY, NON-DISCRIMINATION

The Group promotes a non-discriminatory environment with equal employment opportunities. We do not tolerate any form of workplace harassment and discrimination. For FY2022, there were no incidents of reported discrimination.

For information on the diversity of RHP's Board, please refer to pages 17-18 of RHP's Annual Report 2022.

For our operations in Indonesia, we avail equal opportunities for both men and women. However, due to the physically demanding nature of the work in oil and gas fields and rigs, our field workforce currently consists entirely of males.

GRI 405-1 Diversity of employees		
Employee category		Percentage of total employees as at 31 Dec 2022
By gender	Male	93.7%
	Female	6.3%
By age	Under 30 years old	9.3%
	30-50 years old	67.7%
	Over 50 years old	23.0%

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.

Our CSR programmes were executed in accordance with the social mapping study of the local communities around our operational areas, which was initially conducted in FY2020 and fine-tuned over the years to enhance these sustainable economic development initiatives based on the evolving needs of the local communities. For our operational areas, both PBL and PIL have implemented local community programmes. Our target is for both PBL and PIL (being 100% of our operational subsidiaries) to maintain their existing CSR programmes.

Our CSR programmes are focused on five key areas, namely:

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

Below are highlights of our CSR programmes in 2022.



Provided sponsorship for the hiring of additional elementary school teachers in Seget District, to improve the quality of education by addressing the issue of a shortage of teachers.



Provided science laboratory learning tools and materials to improve the quality of educational facilities, particularly for junior high schools, in the Mayamuk and Salawati Districts.



Supported the Sorong Regency government in tackling the stunting rate in the community at Ring-1 operation area, by educating expectant mothers on nutritional knowledge, as well as conducting health screening for community members.



Delivery of vegetables weighing a total of 350kg from Warmanda Sejahtera Cooperative located in the Mayamuk District, as part of the plan to support and develop local businesses.



Mentored two SMEs in the Sorong Regency, and facilitated their participation at the 2022 National Capacity Forum in Sorong, an initiative to strengthen the capacity of businesses and industry ecosystem players which support upstream oil and gas. The SMEs received an award for being part of the top 10 SMEs mentored by oil and gas operators in the Papua and Maluku regions.



The two mentored SMEs, BUMDes Arar Mandiri and Warmanda Sejahtera Cooperative, were selected to represent mentored SMEs in the Papua and Maluku regions at the main exhibition of the National Capacity Forum held in Jakarta. Both SMEs obtained an award as one of the 12 best mentored SMEs out of 45 participants.



Constructed water supply facilities in the Kasimle village in Seget District and Maralol village in Central Salawati District to meet the communities' water needs.



Improved public facilities in elementary school in the Kasimle village and hall in the Aimas District through various infrastructure programmes.



Programmes to improve awareness of hygiene and environmental issues at an elementary school at the Kasimle village in Seget District.



Distribution of Idul Fitri packages to communities in the Seget, Aimas, Mayamuk, Central Salawati, and South Salawati Districts.



Distribution of Christmas packages to communities in the Seget, Aimas, Mayamuk, Central Salawati, and South Salawati Districts.



Increased work safety awareness for grass cutter personnel through training programmes.



Engaged with the Sorong Regency's Department of Industry, Trade and Cooperatives to begin building small businesses in the local community in Central Salawati District. In time to come, this is intended to foster SMEs which could supply raw food ingredients and other products to PIL.



Performed renovation works to improve church facilities for the Christian community in the Duriankari village of South Salawati District.



Increasing public awareness on the utilisation of house yards as agricultural land to meet the needs of food and nutrition for the Batbirow village's community in Central Salawati District.

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 procedures consist of a set of supply chain and procurement process guidelines. These guidelines aim 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).

In FY2022, the Group's subsidiaries in Indonesia commenced the development of an online anti-corruption training module, to be integrated into the PRISMA online reporting tool. The online module is expected to be rolled out in 2023, and the Group's staff in Indonesia would be required to attend it once every five years.

We maintain a zero-tolerance towards corruption and bribery. For FY2022, as with FY2021 and FY2020, no incident of corruption practice was reported across our operations in Indonesia.

ANTI-COMPETITIVE BEHAVIOUR

In FY2022, there were no instances where the Group was involved in legal action for anti-competitive behaviour or violations of anti-trust and monopoly legislation. Our target is to maintain zero instances.

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 16 to 34 of RHP's Annual Report 2022.

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 the Republic of Indonesia; ISO 14001:2015 environmental management system; ISO 45001:2018 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 31 and 94 to 97 of RHP's Annual Report 2022.

GRI CONTENT INDEX

RH Petrogas Limited has reported the information cited in this GRI content index for the period 1 January 2022 to 31 December 2022 with reference to the GRI Standards.

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GENERAL DISCLOSURES			
General Standard	Disclosure	Section Header	Omission
GRI 2: General Disclosures 2021	2-1 Organizational details	Introduction	
	2-3 Reporting period, frequency and contact point	About This Report	
	2-22 Statement on sustainable development strategy	Message From Board	
	2-9 Governance structure and composition	RHP Annual Report 2022, pages 13-14 and 17-18	
	2-29 Approach to stakeholder engagement	Stakeholder Engagement And Materiality Assessment	
REPORTING PRACTICE			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material Aspects And Indicators Identified	
	3-2 List of material topics	Material Aspects And Indicators Identified	

CATEGORY: ECONOMIC			
General Standard	Disclosure	Section Header	Omission
ECONOMIC PERFORMANCE			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic Performance	
	GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Indirect Economic Impacts
ANTI-CORRUPTION			
GRI 205: Anti-Corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Governance	
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Anti-Competitive Behaviour	

CATEGORY: ENVIRONMENT			
General Standard	Disclosure	Section Header	Omission
WATER			
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	Water	
	303-4 Water discharge	Water	
	303-5 Water consumption	Water	
EMISSIONS			
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Emissions	
EFFLUENTS AND WASTE			
GRI 306: Effluents and Waste 2016	306-3 Significant spills	Effluents and Waste	
ENVIRONMENTAL COMPLIANCE			
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	Environmental Compliance	

CATEGORY: SOCIAL			
General Standard	Disclosure	Section Header	Omission
EMPLOYMENT			
GRI 401: Employment 2016	GRI 401-1 New employee hires and employee turnover	New employee hires and employee turnover	
	GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits provided to full-time employees that are not provided to temporary or part-time employees	
	GRI 401-3 Parental leave	Parental leave	
OCCUPATIONAL HEALTH AND SAFETY			
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	Occupational Health and Safety	
	GRI 403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	

OCCUPATIONAL HEALTH AND SAFETY (cont'd)			
	GRI 403-3 Occupational health services	Occupational Health and Safety	
	GRI 403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	
	GRI 403-5 Worker training on occupational health and safety	Occupational Health and Safety	
	GRI 403-6 Promotion of worker health	Occupational Health and Safety	
	GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	
	GRI 403-9 Work-related injuries	Occupational Health and Safety	
	GRI 403-10 Work-related ill health	Occupational Health and Safety	
TRAINING AND EDUCATION			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Training and Education	
	404-2 Programmes for upgrading employee skills and transition assistance programmes	Training and Education	
DIVERSITY AND EQUAL OPPORTUNITY			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity and Equal Opportunity, Non-Discrimination RHP Annual Report 2022, page 17	
NON-DISCRIMINATION			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Diversity and Equal Opportunity, Non-Discrimination	
LOCAL COMMUNITIES			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programmes	Local Communities	

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