



HOLISTIC GROWTH
SUSTAINABLE FUTURE

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1. Highlights

1.1 Corporate Profile

Interra Resources Limited (“**Interra**” or the “**Company**”), together with its subsidiaries (the “**Group**”), is engaged principally in the business of petroleum exploration and production (“**E&P**”). Our E&P activities include petroleum production, field development and exploration. Our portfolio of assets comprises three petroleum contract areas in Indonesia and Myanmar.

Interra is listed on the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) Mainboard.

1.2 Scope of Sustainability Report

The scope of the report dated 28 March 2024 covers information on material sustainability aspects of Interra, namely the Group’s significant joint venture entity in Myanmar, Goldpetrol Joint Operating Company Inc. (“**Goldpetrol**”), from 1 January 2023 to 31 December 2023 unless otherwise specified. This should sufficiently address stakeholders’ concerns about sustainability issues arising from the major business operations of the Group.

Interra owns 60% of Goldpetrol, which operates the Chauk and Yenangyaung oil fields in central Myanmar, under two Improved Petroleum Recovery Contracts (“**IPRCs**”) with the Myanma Oil and Gas Enterprise (“**MOGE**”). The Group manages the operatorship of both oil fields jointly with a joint-venture partner, China ZhenHua Oil Co., Ltd (“**ZhenHua Oil**”). The oil fields cover a total area of approximately 1,800 km² and are located along the Ayeyarwaddy River, about 580 km north of Yangon.

During the financial year under review, the combined gross production for both oil fields was 880,261 barrels of oil (“**BO**”), comprising 100% of the total crude oil production by Goldpetrol.

This report is prepared with reference to the Global Reporting Initiative (“**GRI**”) Standards as it provides a set of an extensive framework that is widely accepted as a global standard for sustainability reporting. It also considers the Sustainability Reporting Guide in Practice Note 7.6 of the Listing Manual and the Core ESG Metrics published by SGX-ST. This report also incorporates the disclosures made under the requirements of the Task Force on Climate-related Financial Disclosures (“**TCFD**”). In preparing our report, we applied the GRI’s principles for defining report content and report quality by considering the Group’s activities, impacts substantive expectations and interests of its stakeholders. Please refer to **Appendix C** for the GRI Content Index and **Appendix D** for the TCFD Recommendations Content Index.

The data and information presented within the report have not undergone verification by an independent third party. We have relied on internal review processes to ensure accuracy, and our sustainability reporting procedures are subject to annual internal controls review.

1.3 Restatements

No restatements were made from the previous report.

1.4 Sustainability Contact

We welcome feedback on our sustainability practices and reporting at sr@interraresources.com.

The electronic version of this report can be accessed on the Company’s website (www.interraresources.com) under the section “Investor Centre”.

1.5 Message to Stakeholders

On behalf of the Board of Directors of Interra Resources Limited, I am pleased to present the Sustainability Report for the financial year ended 31 December 2023 (“**FY2023**”)

Our commitment to responsible resource development is a collective endeavour, prioritising safety, environmental stewardship, and community collaboration. With over two decades of experience in Myanmar's crude oil sector and partnerships with MOGE, Interra remains dedicated to operational safety, environmental impact mitigation, and community investment.

In our FY2023 sustainability report, we emphasise Sustainable Development, Environmental Stewardship, Health and Safety, and Community engagement. Our report reflects our business principles and our efforts to meet energy demand responsibly. While progress is ongoing, we actively seek areas for improvement and track key commitments in our sustainability strategy. We also prioritise compliance with TCFD disclosure requirements, ensuring transparency and accountability. Moving forward, Interra remains committed to responsible, ethical practices, delivering results, and fostering profitable, sustainable growth. All members of the Board have undergone sustainability training prescribed by the SGX-ST.

The Board remains vigilant in assessing risk profiles, evaluating financial impacts, and refining business strategies to mitigate risks effectively. We uphold strict financial discipline by closely monitoring operating costs and conserving cash through prudent management of non-essential expenses. Additionally, Interra is actively diversifying into alternative and renewable energy sources. We have recently entered into an agreement for the joint development of a 2-MW solar farm in Sabah, Malaysia and we have also been shortlisted by PT PLN Nusantara Energy into their list of Strategic Partners in developing power plants in Indonesia. These power plants are mainly new solar or wind farms that are to be built in Indonesia. We have also entered into an agreement to build a plant in Indonesia to manufacture wood pellets from wood waste and saw dust where we will hold a significant 40% interest.

These ventures reflect our commitment to sustainable energy practices and align with our mission to pursue environmentally friendly initiatives while contributing to the communities in which we operate. We confirm that sustainability issues are integral to our strategic formulation, with the Board identifying material Environmental, Social and Governance (“**ESG**”) factors and overseeing their management. We are dedicated to integrating sustainability into every aspect of our operations, ensuring a positive impact on the environment, society, and governance.

On behalf of the Board of Directors

NG SOON KAI

Executive Chairman

28 March 2024

2. Our Approach to Sustainability

2.1 Sustainability Organisational Structure

Sustainability is a vital part of our corporate strategy for achieving long-term growth. To better accommodate our sustainability goals and values, we have developed a sustainability organisational structure to move things forward.



Leadership

- The Board of Directors establishes the sustainability strategies while the Management sees through the implementation of the framework.



Organisers

- The Country Manager, together with the Corporate Social Responsibility (“CSR”) Coordinator, is charged with organising and coordinating the CSR work of all departments within the subsidiary.



Executives

- Relevant head of various departments are responsible for the implementation of CSR works.

2.2 Sustainability Strategy

Our sustainability strategy aims to create integrated values. Not only do we create economic value by maximising profits and shareholder value, but we also take on a broader responsibility as global corporate citizens to create societal values. We are committed to delivering value to all our stakeholders.

As we look back on our progress over the last year, our efforts aimed at delivering value to all our stakeholders can be summarised as follows:



The sustainable strategy is underpinned by:

- policies and guidelines, including our Employee Handbook which establishes a clear tone at the top about employees' business and ethical conduct (including the declaration of conflicts of interest); and
- management systems, including our Environment Management Plan ("EMP") which serves to align our framework with best practices for managing environmental risks associated with crude oil extraction. The EMP has been in place at our Myanmar operations since FY2014.

Our sustainability strategy is guided by a variety of external resources, including the GRI Standards and Sustainability Reporting Guide set out in Practice Note 7.6 of the Listing Manual the Core ESG Metrics published by SGX-ST.

The rest of this report covers our progress and performance in each of these areas, and the impact we have on the economy, environment and society as a result.

2.3 Consulting Our Stakeholders

We engage both internal and external stakeholders regularly to strengthen our sustainability approach and performance. We listen to their expectations – and views on how well we are meeting them – as well as collaborate with them for deeper insights and mutual benefits. Through our stakeholder engagement processes, we gather both qualitative and quantitative input, which are essential in formulating both our strategic direction and our day-to-day operation, and maximising the underlying value of our contributions across all groups.

The aspect boundaries ‘within’ the organisation are limited to Interra and Goldpetrol, whereas the aspect boundaries ‘outside’ the organisation include our business partners, communities, customers, employees, regulators, shareholders and investors, and suppliers.

An overview of our approach and rationale is set out below (with stakeholders listed in alphabetical order) together with the feedback we have received.

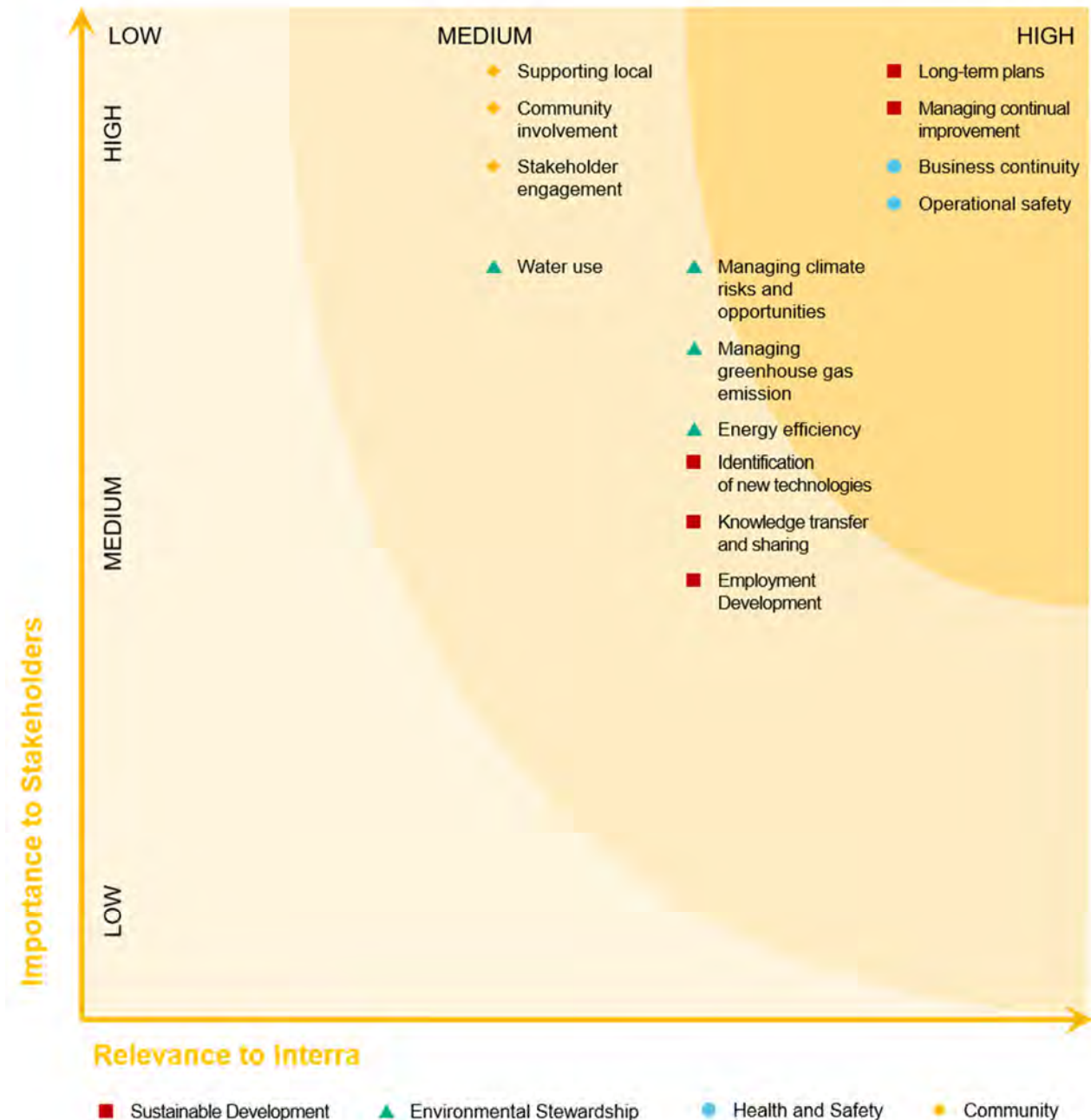
Stakeholders	How we listen	Why do we do it	What you’ve told us
Business Partners	<ul style="list-style-type: none"> Quarterly meetings with ZhenHua Oil to update the progress of the annual drilling and production work programmes and budgets 	<ul style="list-style-type: none"> Ensure that actual performance of drilling and production work programmes are in line with targets Explore opportunities for mutual collaboration 	<ul style="list-style-type: none"> Technical and operational updates Update of significant events Mutual agreement on future strategies
Community	<ul style="list-style-type: none"> Biannual meeting with MOGE on local needs Informal meet-ups with members of the community 	<ul style="list-style-type: none"> Foster relationships with the community through investments and donations to build roads and amenities to improve local living conditions 	<ul style="list-style-type: none"> Fulfil needs of the local community (access roads, schools, hospitals, facilities, etc.) Sustainability matters
Customers	<ul style="list-style-type: none"> Biannual meeting with MOGE to update the progress of the annual drilling and production work programmes and budgets 	<ul style="list-style-type: none"> Ensure that actual performance of drilling and production work programmes are in line with targets Foster a relationship with MOGE through long-term strategies and development plans for the oil fields 	<ul style="list-style-type: none"> Update drilling and production work programmes and budgets Future strategies Performance against targets Compliance with all relevant requirements
Employees	<ul style="list-style-type: none"> Employee’s handbook Periodic staff meetings Staff training Labour union meetings Email feedback from employees 	<ul style="list-style-type: none"> Ensure that workplace health and safety enable the employees to work comfortably and safely Employment benefits should address basic needs to help manage stress and improve health Training and career development should be in place to improve effectiveness and productivity 	<ul style="list-style-type: none"> Manage occupational health and safety Maintain work-life balance Provide training and education
Regulators	<ul style="list-style-type: none"> Consultation with SGX-ST Letters from and meetings with the government 	<ul style="list-style-type: none"> Keep up with the latest rules and regulations Engage with regulators 	<ul style="list-style-type: none"> Compliance with relevant rules and regulations
Shareholder and investors	<ul style="list-style-type: none"> SGXNet announcements Shareholders’ meeting Annual reports Interra website Regular updates and communication Investor roadshows/analyst briefings 	<ul style="list-style-type: none"> Committed to delivering economic value to our capital providers through strong financial performance and our methods of engagement with them 	<ul style="list-style-type: none"> Long-term profitability Sustainability matters Company’s performance against targets Compliance with all relevant requirements
Suppliers	<ul style="list-style-type: none"> Request for quotations and/or proposals Vendor briefings Purchase agreements Periodic reviews 	<ul style="list-style-type: none"> Ensuring integrity in all purchasing decisions Adhering to agreement terms 	<ul style="list-style-type: none"> Fair vendor selection process Ethical conduct Timely payment

2.4 Sustainability Materiality

Based on the stakeholder engagement, we developed our sustainability materiality matrix containing material aspects which are aligned with our principal business and operational risks, formed our sustainability strategy and shaped our approach to sustainability reporting, as illustrated in the diagram below.

We will review and adjust the matrix each year as the external and business context changes. Please refer to **Appendix A** for our sustainability scorecard.

The aspect boundaries 'within' the organisation are limited to Goldpetrol, whereas the aspect boundaries 'outside' the organisation include business partners, communities, customers, employees, regulators, shareholders and investors, and suppliers.



3. Our Performance

3.1 How We Measure Our Performance

Our sustainability strategy is embedded into the appropriate parts of our business, with dedicated teams for each focus area, and coordination by relevant departmental managers.

Progress will be tracked in two key ways: measuring performance against metrics, and evaluating how well the programmes have advanced through a series of 'commitments'.

Metrics and targets






We have established key performance indicators for each of the four focus areas outlined in our sustainability strategy. Periodically, we plan to introduce new metrics and update targets to ensure alignment with our strategy. Please refer to **Appendix B** for the methodology review and data boundaries.

Commitments

To ensure we have a robust sustainability programme in place, we have included the key commitments for each area of our sustainability strategy. The progress we have made against each key commitment is indicated using the symbols shown in the table below.

We track and review our sustainability programme with the Board of Directors at least once a year.

Symbols used to indicate progress against commitments

	New commitment		Not started		In progress		Complete		Ongoing commitment
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Commitments to United Nations Sustainable Development Goals (“UN SDGs”)

To ensure that our sustainability efforts are comprehensive and effective, we have incorporated the core commitments for each of the focus areas into our sustainability strategy. Our approach has been guided by the UN SDGs, which have provided a framework for us to align our objectives with the broader global sustainability targets. By integrating these commitments into our sustainability programme, we aim to build a robust and impactful strategy that addresses the environmental, social, and economic challenges facing our organisation and our stakeholders.

Goals	How we support
 	<p>We strongly believe that eradicating poverty is essential for creating a sustainable future that benefits all. We understand that poverty is a multi-faceted issue that encompasses not only income but also access to fundamental needs like education, healthcare and infrastructure. Therefore, we are committed to supporting initiatives that aim to alleviate poverty and promote sustainable development. These include partnering with local communities and organisations, offering capacity-building programmes, and supporting community projects related to education, healthcare and infrastructure.</p> <p>For our commitments, please refer to “Community”</p>
	<p>We are committed to promoting the health and well-being of our employees, stakeholders, and the communities in which we operate. We believe that all employees have the right to a safe and healthy workplace, and we strive to provide this through regular training, equipment maintenance and risk assessments. We continuously review and improve our occupational health and safety practices to ensure that our employees are working in a safe environment.</p> <p>For our commitments, please refer to “Health and Safety”.</p>
	<p>We believe that sustainable business practices can contribute to economic growth and create opportunities for communities to thrive. Our operations in Chauk and Yenangyuang, Myanmar provide employment opportunities in rural areas where job opportunities are scarce. We recognise that these communities often face challenges in accessing formal employment opportunities, and we are committed to providing job opportunities that promote decent work and fair labour practices. We work closely with local communities to identify areas where we can provide training and capacity-building programmes to support the development of a skilled local workforce.</p> <p>For our commitments, please refer to “Sustainable Development” and “Community”.</p>
	<p>We recognise that climate change is a global challenge that requires collective action. We are committed to engaging with stakeholders, including our employees, customers, suppliers and local communities, to raise awareness of the importance of taking action to combat climate change and to identify opportunities to work together to reduce carbon emissions.</p> <p>For our commitments, please refer to “Environmental Stewardship”.</p>

We take pride in supporting various UN SDGs through our business operations and community initiatives. By promoting sustainable cities and communities, protecting life below water and reducing inequalities, we strive to make a positive impact on both the environment and society around us. We acknowledge that sustainability is crucial in shaping a better future for our business, stakeholders and the planet. Therefore, we remain dedicated to continuing our efforts towards achieving a more sustainable and equitable world.

3.2 Sustainable Development

Overview

Since 1997, we have been operating the Chauk and Yenangyaung oil fields in central Myanmar, and cooperating with the MOGE. Armed with the highest governance standards, robust drilling and development plans as well as capital investments in new technologies, Goldpetrol is well-positioned to deliver sustainable development for the Group in the future.

FY2023 Key Performance



- 6 development wells drilled in FY2023



- 6 wells completed as oil producers, with initial production rates totaling 302 BO per day



- 880,000 barrels of oil ("BO") produced



- Our Board of Directors consists of a total of 5 Directors, including 3 Independent Directors



- Zero whistleblowing incidents



- 53 training hours per worker, comprising of short courses and on-the-job training

Governance

We believe that strong leadership is crucial in ensuring the longevity of the business. The Board is responsible for upholding corporate governance within the Group. It also has to ensure effective risk management and internal controls are in place to address any identified risks to safeguard the sustainable development of the Group.

We recognise that diversity is an important attribute of a well-functioning and effective Board. We are committed to promoting a well-diversified Board with different backgrounds, qualifications, experiences, expertise, gender, age and ethnicity. Our Board of Directors consists of a total of 5 directors, including 3 independent directors.

We are committed to maintaining the highest standards of ethical conduct and integrity in all aspects of its operations, including its approach to combating corruption. We regularly review our operation to identify potential vulnerabilities and areas of improvement in our anti-corruption measures. In FY2023, we did not have any confirmed incidents of corruption.

Our whistleblowing policy reinforces our commitment to maintaining a culture of integrity and ethical behaviour. By providing an independent and confidential avenue for reporting concerns or wrongdoing, we aim to ensure that stakeholders can raise any concerns they may have without fear of retribution. In FY2023, we did not receive any reports or concerns through our whistleblowing channels.

Long-term plans

- **Oil Fields in Chauk and Yenangyaung, Magway, Myanmar**

In FY2017, Goldpetrol secured an 11-year extension of the Improved Petroleum Recovery Contracts (“IPRCs”) for the Chauk and Yenangyaung oil fields, enhancing its operational stability. Since FY2017, both oil fields produced more than 5 million barrels of oil. Interra plans to continue to enhance incremental oil production by continuing its development drilling programme, reactivating old shut-in wells and by maintaining its producing oil wells maintenance in the coming years. Goldpetrol has commenced preparations of a proposal for renewing the IPRCs which expire in 2028.

- **Exploration Block in Kuala Pambuang, Central Kalimantan, Indonesia (“KP”)**

Interra’s exploration well KP-1 encountered a high permeability water-bearing layer instead of the targeted carbonate zone, resulting in inconclusive test results in 2023. However, subsequent analysis identified medium quality 27 degrees API oil from fully mature source rocks. Consequently, a 1.5-year extension was granted, with plans to drill a new exploratory well, KP-2, in a more promising location approved by the Satuan Kerja Khusus Pelaksana Kegiatan Usaha Hulu Minyak Dan Gas Bumi (“SKKMIGAS”). KP-2 boasts better reservoir characteristics and closure, mitigating risks identified in the initial test. Interra is committed to continuing the exploration in KP based on the Production Sharing Contract (“PSC”) with SKKMIGAS.

- **Diversification into Renewable Energy Businesses**

On 9 October 2023, Interra embarked on its renewable energy journey by forming a joint venture with our business partners to build for producing wood pellets. These biofuels, derived from residuals from the wood industry, are in high demand globally, particularly in Europe, North America, South Korea, and Japan.

Subsequently, on 1 November 2023, Interra entered into strategic agreements, including joint venture and convertible bond arrangements, with a company listed on the SGX-ST to enter into the solar energy market. Interra’s commitment to renewable energy aligns with the Company’s long-term sustainability objectives and positions it favourably in the expanding renewable energy sector.

Managing continual improvement

During the year under review, Goldpetrol continued the drilling programme successfully in the Chauk field. A total of 6 development wells were drilled in FY2023, and all were completed as oil producers during the year. The total initial production rates of these new oil producers added up to 302 BO per day (“**bopd**”).

As part of the strategy, Goldpetrol has committed to improving oil production progressively over the new contract period ending in 2028. The drilling programme embarked on in FY2023 is in line with its strategy to accelerate production from the oil reservoirs and focuses primarily on the development of the Chauk Oilfield. The ongoing production enhancement by workovers, re-activations and new perforations of existing wells, all aimed at arresting the natural production decline, have also been very successful at increasing wellhead production and yielding appreciable gains.

In FY2023, we invested US\$980,000 aimed at ensuring the ongoing care and upkeep of our machinery. By prioritising proactive maintenance measures, we aimed not only to safeguard our production processes but also to optimise their efficiency and reliability.

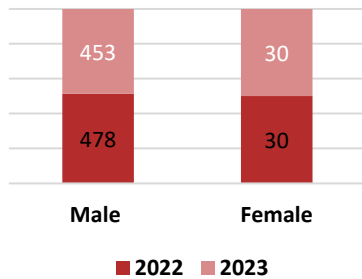
Identification of new technologies

Goldpetrol demonstrates a proactive approach to innovation by actively exploring cutting-edge technologies aimed at enhancing its operations. This includes ongoing testing of advanced methods like high-energy gas fracturing and strategic investments in upgrading its drilling capabilities, as evidenced by the recent enhancement of its ZJ 450 rig for directional drilling purposes. In line with its commitment to optimization, Goldpetrol has been progressively implementing new projects in both fields as part of the water-flood program initiated in March 2018. These projects aim to optimize oil production through targeted water injection strategies in individual fault block compartments. Looking ahead, Goldpetrol remains dedicated to the continuous implementation and integration of new technologies within its operations.

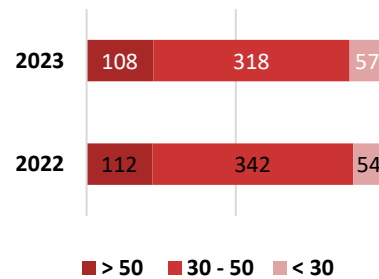
Employment development

We see our employees as the most valuable assets we have. At Interra, we adhere to a culture of continuous support, growth, and empowerment, recognising that our employees drive our success through their dedication, expertise, and innovative contributions. We have a total of 483 employees as of the end of FY2023. Due to the nature of our operation, the majority of the employees are male representing 94% of our total employees. In terms of age, 66% of the employees are aged between 30 to 50 years old while employees aged below 30 and above 50 represent 12% and 22% respectively. Please refer to the following for our employment profile by gender and age group as of the end of FY2023:

Employee Gender Diversity

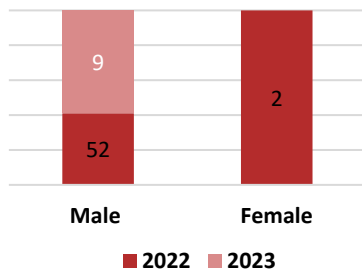


Employee Age Group

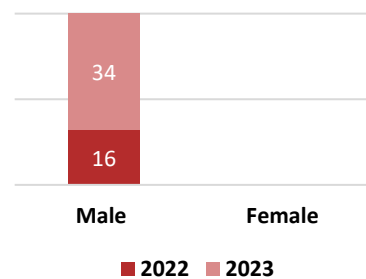


During FY2023, we have a total of 9 new hires and 34 resignees. The majority of the new hires and resignees are operational employees. As a result, our new hiring rate and employee turnover rate are 2% and 7% respectively. Please refer to the following for our new hire and resignees by gender and age group for FY2023:

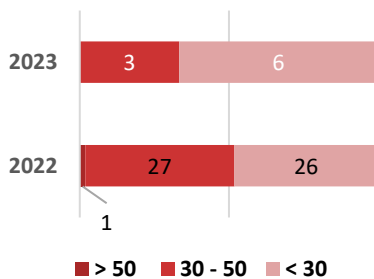
New Hired Employee Gender Diversity



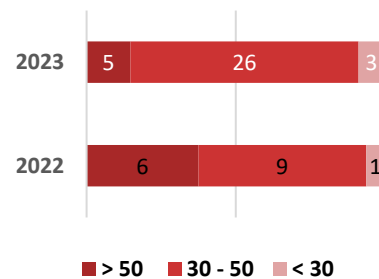
Resigned Employee Gender Diversity



New Hired Employee Age Group



Resigned Employee Age Group



Knowledge transfer and sharing

Together with our joint venture partner, we periodically conduct short courses and on-the-job training for our workers to equip them with the skills and abilities to manage new and emerging oil production processes that are being put in place.

Some of the topics covered include:

- Drilling and workover operations
- Gas and oil collecting station management
- Mud engineering
- Cooling oil circulation and dewaxing processes
- Pumping unit maintenance
- Emergency handling of chemical release/spill
- Environment awareness
- Fire safety
- Chemical handling
- Waste disposal and segregation

In FY2023, we conducted a total of 23,619 hours of short courses and on-the-job training on the topics above. This represents 53 hours of training per worker. We have exceeded the target of 40 training hours per employee, as part of the ongoing training for existing employees to refresh their working knowledge.

Commitments: Sustainable development

Track and report fulfilment of the budgeted drilling programme

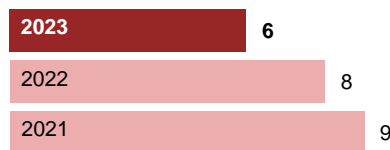
Wells drilled (No.)



FY2023 progress

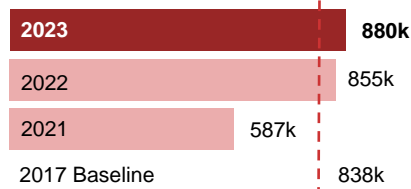
- A total of six development wells were drilled in FY2023
- Six wells were completed as oil producers, with initial production rates totalling 302 BO per day.

Wells completed as oil producers (No.)



Improve oil production (from FY2017 baseline)

Barrels of oil produced (BO)

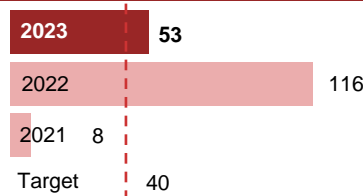


FY2023 progress

- The combined gross production for both Chauk and Yenangyaung oil fields was 880,261 BO.
- Oil production has recovered to the FY2017 baseline level.

Achieve a minimum of 40 hours of training per employee

Training hours per employee (Hours)



FY2023 progress

- We conducted a total of 23,619 hours of short courses and on-the-job training. This represents 53 hours of average training hours per worker.
- The average training hours exceeded the target of 40 training hours per employee.

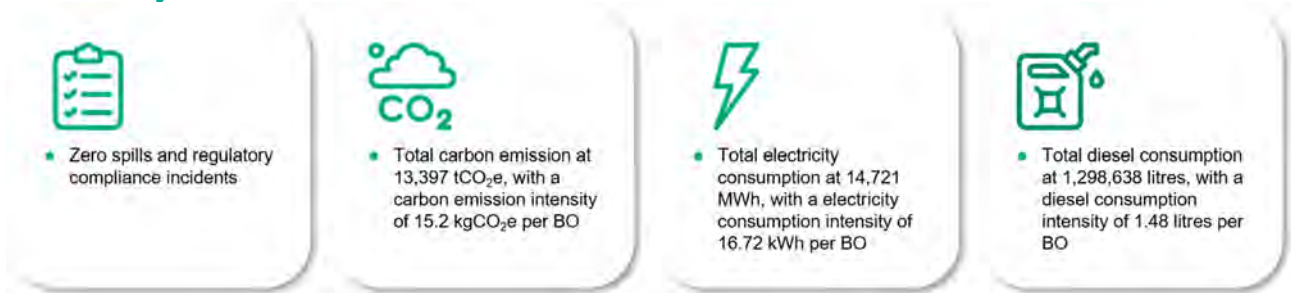
3.3 Environmental Stewardship

Overview

Goldpetrol is committed to operating in an environmentally responsible manner to develop Myanmar’s crude oil reserves and resources. We seek to reduce our impact on wildlife, land, air and water within our operational areas through a steadfast commitment to our EMP and adherence to government regulations.

In FY2023, we had no spills and no regulatory compliance incidents in Myanmar, demonstrating the benefits of integrating environmental initiatives into our business plans and strategies. We are mindful of the environment in which we operate and we strive to minimise our impact.

FY2023 Key Performance



Management of climate-related risks and opportunities

We understand that the physical risks of climate change are powerful and pervasive. The liveability of our planet could be damaged if global warming is not limited. To limit the dire impacts of global warming, collective efforts of every individual are required. This may inevitably result in transitional risks to all organisations in the form of changes in regulations, policies, technologies and consumer trends. We are fully committed to working with our stakeholders to manage the risks of climate change while at the same time continuing to operate in an environmentally responsible manner. The TCFD report represents our commitment to combat climate change. We believe that the disclosures made under this report will enable our stakeholders to understand how we manage climate-related risks and opportunities.

Governance	<p>The Board has overall responsibility of formulating strategies, setting objectives, reviewing policies, monitoring performance and evaluating of risks and opportunities that arise from sustainability issues.</p> <p>The Board works closely with the management to evaluate the risks and opportunities that arise from climate change via the annual enterprise risk management review. The initiatives and performance identified during the enterprise risk management review are reported periodically to the Board during the Board Meetings.</p> <p>The management has the responsibility of implementing the identified climate-related initiatives. They are also responsible for identifying potential climate-related risks and opportunities during the day-to-day operations and reporting them to the Board.</p> <p>The management consists of the Country Manager who oversees the day-to-day operations in the oil fields and a Corporate Social Responsibility Coordinator who together with the Country Manager, is charged with organising and coordinating the climate-related initiatives work of all operational departments within the Group.</p>
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Strategy

We have evaluated the climate-related risks and opportunities for up to 15 years based on the available information. The likelihood and impacts of climate-related risks and opportunities are classified into three-time horizons as follows:

- (a) short-term (within 5 years);
- (b) medium-term (within 5 to 15 years); and
- (c) long-term (more than 15 years).

The impact of the risks and opportunities are evaluated comprehensively in line with our enterprise risk management framework. The impact is categorised into physical and transitional. Physical risks are further sub-categorised into acute and chronic risks. These risks are the results of extreme weather events such as floods and cyclones or changes in weather patterns such as extreme temperatures and rising sea levels. Transitional risks are further sub-categorised into regulatory, technology, market and reputation risks. These risks arise from changes in business operations and supply chains due to the escalating plans to achieve a low-carbon economy. This includes the shift from the current non-renewable energy sources to renewable energy sources.

We have conducted both historical and forward-looking analyses on the industry we operate in and our business in order to evaluate the impacts. Publicly available information such as Intergovernmental Panel on Climate Change (“**IPCC**”) Sixth Assessment Report (“**AR6**”) and various reports published by International Energy Agency and local government have been used to form our scenario analysis.

Based on the transition towards a low-carbon economy by 2050 and the IPCC Representative Concentration Pathway (“**RCP**”) 2.6 scenario of projected global warming of 2°C by 2100, we have reviewed our business and the resilience of our strategies toward the impacts identified in our scenario analysis. We understand that our strategies are required to be reviewed and adjusted from time to time in order to adapt to the evolving climate-related risks and opportunities as well as their impacts on our business.

Risk Management

We have established an adequate enterprise risk management framework in which the risks are identified, evaluated, and managed. Risks are identified with the consideration of various external sources and internal business operations are reviewed to identify the impacts. Sources of risks reviewed include:

- (a) Corporate governance
- (b) Regulatory
- (c) Environment, health and safety
- (d) Market conditions
- (e) Oil field operations
- (f) Supply chains
- (g) Human resources
- (h) Finance
- (i) Information technology

The management works closely with various departments to collect information on business risks. This includes climate-related risks and performance. The information is reviewed and conveyed to the Board to facilitate the identification of climate-related risks. Identified risks are evaluated on the scale and how the risks affect various operational processes based on the available information such as published reports by reliable institutes before the strategies are developed to manage the risks.

Risk Management

Climate-related risks are ranked based on the scenario analysis for the magnitude of the likelihood and impacts. The rating consists of 5 tiers – Very significant, Major, Moderate, Minor and Insignificant. These rankings allow us to prioritise the risks and initiatives based on the significance of the impacts on our business and allocate adequate resources to manage the risk based on the ranking. Risks are responded to in various ways including controlling via existing internal controls or implementing new internal controls, mitigating and transferring. Monitoring mechanisms are then developed to review the performance of the determined strategies.

We understand that climate-related risks are crucial as they intertwine with other business risks. While we manage the business risks, we also subject the climate-related risks to the same risk management framework. Climate-related risks and opportunities are identified, evaluated and monitored in line with our enterprise risk management framework.

Metrics and targets

To assess the impacts of climate-related risks and opportunities, we review the following information:

- (a) Our sustainability performances such as our GHG emissions, energy efficiency, water usage, land use and waste management.
- (b) Revenue and assets in which may be affected by the transition to the low-carbon economy including the loss of revenue and impairment of specific assets.
- (c) Assets and business operations vulnerable to extreme weather events and temperature.
- (d) The current and estimated cost of capital and cost of operation to manage the risks identified.
- (e) Weather patterns including temperature and precipitation in the regions where our oil fields located.
- (f) Heatwave and floods warnings from local authorities.

We follow the Greenhouse Gas Protocol established by the World Resources Institute and the World Business Council for Sustainable Development, the standard manual for measuring corporate greenhouse gas (**GHG**) emissions. Our carbon emissions mainly arise from purchased electricity which accounted for 74% of the total carbon emissions. Using the “control method”, we include 100% of the emissions associated with businesses which we directly control. Our carbon footprint includes:

- (a) All fuels used directly by our companies (Scope 1 GHG emissions)
- (b) All purchased electricity used in our facilities (Scope 2 GHG emissions)
- (c) Impact of business air travel (optional Scope 3 GHG emissions)

For our GHG emissions, please refer to the following sections.

The following summarised the risks and opportunities identified:

Increased disclosure and compliance requirements on climate-related matters



Category:
Transitional
Sub-Category:
Regulatory
Time Horizon:
Short-term

Risk Description

- In light of the heightened global climate change campaign, pressure from stakeholders for business organisations to make disclosures on climate-related information and performance is expected to increase. Legislation is also expected to evolve in response to international efforts to advocate climate change mitigation and adaptation.
- The risk of negative reputation and loss of public confidence may increase if the disclosure expectations of stakeholders and investors are not met. Additionally, the risk of stigmatisation by financial institutions may increase the evolving climate change mitigation and adaptation requirements imposed by the legislation.
- Increased disclosure requirements could increase operating and compliance costs as additional resources may be retained for stakeholder communication and regulatory compliance purposes. The stigmatisation of the business may affect financing and capital availability. Insurance premiums may also increase with increasing exposure to litigation.

Our Strategies and performance

We closely monitor the expectations of stakeholders via various communication channels and keep stakeholders up to date with our status and progress of compliance with new legislative and regulatory requirements. We are always committed to timely and transparent disclosure of our sustainability performance and efforts. We will endeavour to manage operating and compliance costs through the efficient deployment of resources. To measure our performance, we continue to track and report non-compliance with the SGX-ST listing rule.

Zero

non-compliance to the SGX-ST listing rule about Sustainability Reporting in FY2023.

Increased frequency and intensity of extreme heat events



Category:
Physical
Sub-Category:
Chronic
Time Horizon:
Medium-term

Risk Description

- Goldpetrol's drilling operations are located in Central Myanmar and are vulnerable to heat waves during the dry season from March to May. Climate changes caused by global warming may increase the frequency and intensity of extreme heat events. Oil field operations are carried out outdoors and workers have to work under the sun all day.
- The productivity of the workers may decrease after prolonged exposure to extreme heat as such workers may suffer from frequent heat stress, leading to heat-related illnesses or heat strokes. Also, outdoor equipment and machinery may have a shorter lifespan and more downtime caused by intense heat.

Our Strategies and performance

We have in place a set of health and safety protocols, which encompasses awareness, preparedness, prevention, response, recovery and emergency measures, for extreme heat events. During the dry season, these protocols will be activated and, if necessary, retraining will be conducted. We also maintain adequate break time of at least 180 minutes a day for our workers working outdoors.

- Lower productivity of the workers and higher downtime of the equipment and machinery may result in higher operating costs and reduced revenue. Additionally, capital costs may increase due to the early retirement of equipment and machinery.

Going forward, we continue to monitor the local weather patterns and the magnitude of the heatwaves and make the appropriate adjustments to workflows and schedules to limit workers' exposure to heat during heatwaves.

To mitigate the impact of extreme heat on our equipment and machinery, we have in place a combination of preventive and condition-based maintenance to minimise unplanned downtime from overheating. Our heat-sensitive equipment and machinery are well-insulated and shielded from prolonged heat exposure. Being budget-conscious throughout our operatorship, we have always been prudent and frugal in managing costs and expenditures. We will continue to be mindful of our cost structure and be proactive when dealing with equipment and machinery. To monitor our performance, we keep track of various metrics in FY2023 including the following:

Zero

heatstroke cases reported

100%

heat-sensitive outdoor equipment covered with shelter

3.35 hours

training hours involving the prevention of heatstroke per worker working outdoor.

Increased frequency and intensity of extreme precipitation events



Category:
Physical
Sub-Category:
Acute
Time Horizon:
Medium-term

Risk Description

- Goldpetrol's drilling operations are located along the Ayeyarwaddy River in Central Myanmar. Certain areas along the river are vulnerable to riverine floods during the monsoon season from July to September. Although Goldpetrol's facilities are not currently located in the flood zone, changing precipitation patterns and rising sea levels caused by global warming may increase the magnitude of flooding in the future and enlarge the flood zone.
- Extreme precipitation amplification may increase the intensity and frequency of flooding, resulting in disruption to the operations, casualties at the workplace and damages to the assets, equipment and machinery.
- Disruption to the operations may result in lower oil production and hence reduction in revenue. Additionally, assets, equipment and machinery damaged by floods may result in hefty repair costs, write-offs, asset impairment and early retirement of equipment and machinery. Insurance premiums and availability may also be adversely affected.

Our Strategies and performance

We have yet to encounter any riverine floods due to heavy rainfall during the monsoon season. We will start to take note of the local weather patterns and the occurrence of intense precipitation events. Moving forward, we will work on initiating partnerships with the local government to strengthen the governance, preparedness and response to flooding by developing contingency plans that map out the risks, capacities and resources, including early warning systems and evacuation procedures. Additionally, we will look into developing a set of health and safety protocols for flooding and corresponding training modules to prepare our workers for disasters from such natural hazards. To monitor our performance, we keep track of flood damage and casualty.

Zero

flood damage and casualty reported in FY2023.

Rising shift to renewable sources of energy



Category:
Transitional
Sub-Category:
Market
Time Horizon:
Long-term

Risk Description

- The global transition to a low-carbon economy by 2050 will have a significant impact on the energy industry with the shift from the current reliance on fossil fuels to renewable energy. The transition is expected to be a progressive one and offers the industry new diversification opportunities.
- The global transition to a low-carbon economy, which favours renewable sources of energy, may lead to shifts in demand for crude oil and its pricing, resulting in lower sales and margins. On the other hand, the rising shift to renewable energy sources may lead to potential opportunities for business diversification.

Our Strategies and performance

While the shift to renewable sources of energy is inevitable, the transition is not expected to happen in the short and medium terms. We will continue to keep a close watch on the trend of the global transition towards a low-carbon economy as well as the demand for and the pricing of crude oil.

We will also continue to explore opportunities to diversify the business and provide new revenue streams to mitigate the impact of the transition on our financial performance.

- A shift in demand for energy sources from crude oil to renewable alternatives may result in a reduction in revenue. Changing preferences of investors and financial institutions may also reduce access to financing and capital. Development of new revenue streams would require new investment and capital expenditures while failure to secure new opportunities and diversify business activities may affect the sustainability of the business.

In FY2023, we formed joint ventures with our business partners to venture into the renewable energy business including biofuels and solar panels.

Two

joint ventures into the renewable energy business.

We understand that, as the impact of global warming becomes more widespread and various economies intensify their plans to move toward net-zero carbon emissions by 2050, additional climate-related risks and opportunities may arise in the future. We will closely monitor the new risks and opportunities and regularly review the current climate-related risks and opportunities.

Managing greenhouse gas emissions

The risks associated with climate change are real and warrant action. Increasing carbon emissions in the atmosphere are causing a warming effect. There is strong scientific and global consensus that action must be taken to further quantify and assess the risks.

Goldpetrol has the same concerns as people in the industry – how to provide the world with the energy it needs while reducing GHG emissions. We are committed to positive actions on climate change and dedicated to reducing GHG emissions in our operations in the most efficient way.

To determine the carbon footprint, energy usage data is collected from Goldpetrol to calculate its total annual GHG emissions.

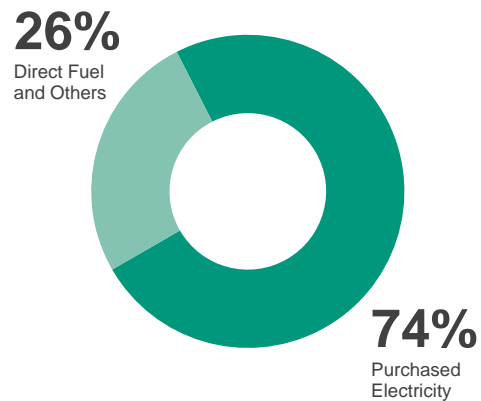
In FY2023, Goldpetrol generated a total GHG emissions of 13,397 tonnes of carbon dioxide equivalent (“tCO₂e”) with a GHG emission intensity of 15.2 kilograms of carbon dioxide equivalent (“kgCO₂e”) per BO. The following table shows our GHG emissions by scopes:

Scope	Total (tCO ₂ e)	Intensity (kgCO ₂ e/BO)
Scope 1	3,448.5	3.9
Scope 2	9,936.7	11.3
Scope 3	11.8	0.01
Total	13,397.0	15.2

The emissions mainly arise from purchased electricity which accounted for 74% of its total carbon emissions. The GHG emissions per barrel of oil production in FY2023 largely remained the same as the previous year.

As part of our strategy, Goldpetrol has committed to maintaining the same carbon footprint per barrel of oil production (from the FY2018 baseline) throughout the contract period ending 2028.

We are currently in the process of enhancing our data collection procedures to capture a more comprehensive range of Scope 3 GHG emissions. As part of our commitment to transparency and sustainability, we anticipate including these expanded metrics in our upcoming sustainability report.



Energy efficiency

Energy consumed in our operations generates 99.9% of our GHG emissions and is one of our largest operating costs. As such, energy efficiency presents a tremendous opportunity for making an impact on both the environment and our bottom line by reducing emissions, lowering costs and improving competitiveness.

Our energy consumption comprises the following:

- Electricity consumption from operation of offices and oil pumps: In FY2023, Goldpetrol consumed 14,721 megawatt-hours (“MWh”) of purchased electricity with an electricity consumption intensity of 16.72 kilowatt-hours (“kWh”) per BO.
- Diesel consumption from operation of motor vehicles: In FY2023, Goldpetrol consumed 1,298,638 litres of diesel with a diesel consumption intensity of 1.48 litres per BO.

Whilst we take measures to reduce energy consumption through regular maintenance of our machinery, energy consumption is expected to increase in tandem with the drilling campaign and accelerated field activities.

Water use

Given that our operations are situated along the Ayeyarwaddy River in central Myanmar, we always pay attention to freshwater conservation opportunities and the efficient use of water through the design, operation and expansion of our facilities.

In the past, water extracted in the process of crude oil production (“**Formation water**”) by the primary recovery method was routed for sedimentation at the treatment pits before being discharged into the river. Since 2016, we have been using the method of gravity injection of water at our oil fields to increase oil production in offset wells and to properly dispose of the formation water at the same time. The ultimate goal is to reach zero discharge of water produced into the surrounding environment.

Since the implementation of the waterflood project in FY2018, the requirement for increased access to water supply for injection purposes has been met by the usage of recycled formation water supplemented with pumped river water. In smaller waterflood project areas where river water supply is impractical because of the distance from the river, water from non-oil-producing wells is being employed.

Land and waste management and biodiversity

Minimising our impact on land and biodiversity is a key consideration throughout all stages of our operations, from exploration, drilling and production, to responsible waste management, site reclamation and closure. We continue to develop and employ best practices and technologies to reduce our surface footprint and environmental impact.

Commitments: Environmental stewardship

Achieve zero spills and regulatory compliance incidents

Achievements

- Achieved zero spills and regulatory compliance incidents in Myanmar

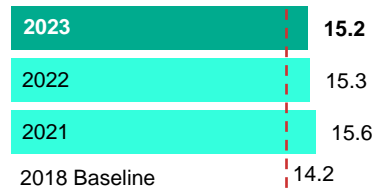
FY2023 progress



- We had no spills and no regulatory compliance incidents in Myanmar, demonstrating the benefits of integrating environmental initiatives into our business plans and strategies.

Maintain GHG emissions per barrel of oil production (from FY2018 baseline)

GHG emissions per barrel of oil production (kgCO₂e/BO)



FY2023 progress



- Our GHG emissions per barrel of oil production in FY2023 largely remained the same as the previous year.
- We gradually improve by focusing on the energy efficiency of the operations.

3.4 Health and Safety

Overview

Safety is a core element in every aspect of Goldpetrol's operations. Ensuring the safety of the people who work in or live near our operational areas is our number one priority.

In FY2023, we had no safety incidents in Myanmar, demonstrating our commitment to the safety of the people who work in or live near our operational areas.

FY2023 Key Performance



Operational safety

We continue to make progress in our commitment to achieve a safe and secure workplace through a strong emphasis on leadership behaviour, workforce engagement, risk management and consistent application of our EMP.

The EMP, which has been in place at our Myanmar operations since FY2014, is a comprehensive framework with a common set of expectations that embodies our commitment to managing personnel and process safety as well as the inherent operational and environmental risks of our business.

In FY2023, key focus areas included:

- training and prevention programmes, including safety leadership, risk tolerance and approaching others; and
- risk management with active processes to facilitate mitigation of key residual risks and prevention of significant events.

While we manage our business to prevent incidents, we are also prepared for emergencies to which we have to respond quickly, effectively and with care. In the event of an incident, we have locally trained personnel supported by a response team from MOGE on standby to control the situation, minimise impacts and restore operations in the shortest time possible.

We believe that investing in employee training and development is essential for maintaining a safe and secure workplace. By providing our employees with the necessary knowledge and skills, we empower them to identify potential hazards, mitigate risks and respond appropriately in emergencies. In FY2023, we conducted a total of 22,484 hours of health, safety, security and environmental (“HSSE”) training, representing an average of 47 hours of HSSE training per employee.

As part of our strategy to ensure the safety of our operations, Goldpetrol has committed to limiting overtime hours per employee to a maximum of 120 hours on an ongoing basis. In FY2023, Goldpetrol clocked 120 overtime hours per employee. We managed to keep overtime at 120 hours per employee as indicated in our targets, and the safety of our operations was not compromised. All field operations staff had at least 8 hours of rest before commencing their work shifts.

Business continuity

Due to operational disruptions brought about by political developments in Myanmar in February 2021, we were not able to have continuous and uninterrupted access to our field operations at the Chauk and Yenangyaung oil fields during that time. As such, field operations including production were suspended for two months from February to April 2021. The situation in Myanmar remained challenging during FY2023. We will continue to monitor the situation closely and take the necessary actions to protect our workers and assets. Our commitment to the safety and well-being of our employees and stakeholders remains a top priority.

Commitments: Health and safety

Achieve zero safety incidents

Achievements

- Achieved zero safety incidents in Myanmar

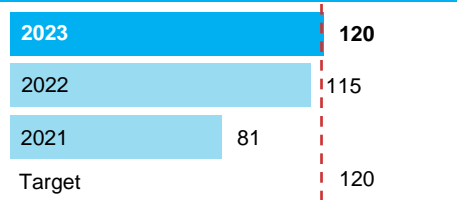
FY2023 progress



- We had no safety incidents in our oil fields, demonstrating our commitment to the safety of the people who work in or live near our operational areas.

Limit maximum of 120 hours of overtime per employee

Overtime hours per employee (Hours)



FY2023 progress



- We clocked 120 overtime hours per employee.
- We managed to keep overtime at 120 hours per employee as per our targets, and the safety of our operations was not compromised. All field operations staff had at least 8 hours of rest before commencing their work shifts.

3.5 Community

Overview

Goldpetrol has long been a part of the communities in which we operate. We are committed to building a trusted relationship with the people living in the areas where we operate by supporting the local economy through employment and community engagement programmes. The local economy and communities have benefitted from our operations as the majority of Goldpetrol's employees are employed from the surrounding areas. We offer financial support and volunteer services to MOGE-organised community outreach exercises in Chauk and Yenangyaung each year and also engage actively in community services.

FY2023 Key Performance



Supporting local

We create long-term economic and social benefits for our communities, including local workforce and supplier development. By supporting educational programmes, developing a skilled workforce, creating jobs and strengthening the local supplier network, we facilitate driving local economic growth and promoting higher standards of living.

Workforce development

We seek to attract and retain employees who are interested in a long-term career with us. We have in place a Standards of Business Conduct that governs all aspects of our employment and serves to demonstrate our commitment to providing equal employment opportunities, prohibiting harassment and discrimination at the workplace and complying with applicable laws and regulations. We understand the importance of supporting local development. 98% of Goldpetrol's employees are from the local communities and 50% of the management personnel are employed from the local communities.

Supplier development

All our suppliers and contractors are to adhere to our requirements regarding safety, health, security and the environment, as well as the principles of our Standards of Business Conduct. We are committed to developing the local indigenous businesses and regularly organise meetings with them to make known the opportunities created by our projects and to convey our requirements for the projects. In FY2023, payments made to the local suppliers amounted to US\$2,927,000.

Community involvement

Our giving and community engagement are guided by four main areas of focus which include:

- Education and sports
- Healthcare
- Basic infrastructure building and maintenance
- Indigenous capacity and community building

As part of our strategy to give back to the community, Goldpetrol has committed to invest at least US\$100,000 towards community development annually. In FY2023, Goldpetrol invested about US\$182,000 in the Chauk and Yenangyaung communities, the highest amount of community investment since we started the tracking in FY2017.

Stakeholder engagement

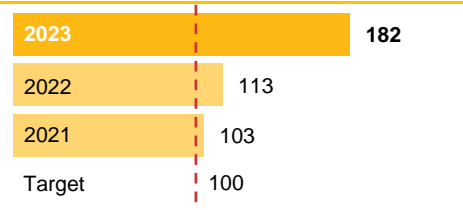
While the government grants the permit for our business, the communities provide vital resources and support for our operations. Our stakeholders offer a variety of perspectives on our field development and operations. Engaging in regular discussions with them is fundamental to responsible operations.

Goldpetrol’s operations and development opportunities are located within local communities. We support communities in areas where we explore, develop and operate, and strive to establish lasting relationships built on mutual trust and respect.

Commitments: Community

Invest a minimum of US\$100,000 towards community development

Investment in community projects (US\$'000)



FY2023 progress



- We invested about US\$182,000 in the Chauk and Yenangyaung communities, supporting causes such as healthcare, education, sports and basic infrastructures.

Appendix A: Sustainability Scorecard

General

Relevant metrics	Units	FY2021	FY2022	FY2023
Revenue	US\$'000	11,956	24,489	19,127

Sustainable Development

Relevant metrics	Units	FY2021	FY2022	FY2023
Governance				
% of independent Directors	%	- ¹	50	0
% of females on the Board of Directors	%	- ¹	17	0
Confirmed incidents of corruption	Number	0	0	0
Whistleblowing incidents	Number	0	0	0
Operation				
Wells drilled	Number	9	8	6
Wells completed as oil producers	Number	9	8	6
Gross oil production	BO	587,060	854,594	880,261
Equipment maintenance investment	US\$'000	- ¹	690	980
Employment				
Total employees	Number	470	508	483
Female employee	%	6	6	6
Employee with age above 50 years old	%	- ¹	22	22
Employee with age 30-50 years old	%	- ¹	67	66
Employee with age below 30 years old	%	- ¹	11	12
New hiring rate	%	2	11	2
The female new hiring rate	%	0	4	0
New hiring rate for employees with age above 50 years old	%	- ¹	2	0
New hiring rate for employees with age 30-50 years old	%	- ¹	50	33.5
New hiring rate for employees with age below 30 years old	%	- ¹	48	66.5
Employee turnover	%	3	3	7
Female employee turnover	%	0	0	0
The turnover rate for employees with age above 50 years old	%	- ¹	38	15
Turnover rate for employees with age 30-50 years old	%	- ¹	56	76
Turnover rate for employees with age below 30 years old	%	- ¹	6	9
Total training hours	Hours	3,989	58,912	23,619
Training hours per employee	Hours	8	116	53
Training hours per male employee	Hours	- ¹	123	50
Training hours per female employee	Hours	- ¹	11	31

¹ Not tracked in FY2021.

Environmental Stewardship

Relevant metrics	Units	FY2021	FY2022	FY2023
Regulatory and compliance incidents	Number	0	0	0
Environmental fines and penalties	US\$'000	0	0	0
GHG emissions				
Direct GHG emissions (scope 1)	tCO ₂ e	2,098.4	4,015.4	3,448.5
Direct GHG emissions (scope 1) intensity	kgCO ₂ e/ BO	3.6	4.7	3.9
Indirect GHG emissions (scope 2)	tCO ₂ e	6,479.7	9,038.9	9,936.7
Indirect GHG emissions (scope 2) intensity	kgCO ₂ e/ BO	11.0	10.6	11.3
Indirect GHG emissions (scope 3)	tCO ₂ e	10.1	18.2	11.8
Indirect GHG emissions (scope 3) intensity	kgCO ₂ e/ BO	0.02	0.02	0.01
Total GHG emissions	tCO ₂ e	8,588.2	13,072.5	13,397.0
GHG emissions intensity	kgCO ₂ e/ BO	14.6	15.3	15.2
Energy consumption				
Electricity consumption	MWh	8,950	13,391	14,721
Electricity consumption intensity	kWh/BO	15.3	15.7	16.7
Fuel consumption	litres	785,503	1,441,703	1,298,638
Fuel consumption intensity	litres/BO	1.3	1.7	1.5

Health and Safety

Relevant metrics	Units	FY2021	FY2022	FY2023
Fatalities in workplace	Number	0	0	0
High-consequence injuries in the workplace	Number	0	0	0
Recordable injuries in the workplace	Number	0	0	0
Recordable work-related ill health cases in the workplace	Number	0	0	0
Training hours relating to health and safety per employee	Hours	- ²	95	47
Overtime hours per employee	Hours	81	115	120

Community

Relevant metrics	Units	FY2021	FY2022	FY2023
Support for local				
Local employee	%	98	98	98
Payments to local suppliers	US\$'000	1,209	3,234	2,927
Investment in community projects	US\$'000	103	113	182

² Not tracked in FY2021.

Appendix B: Methodologies and Data Boundaries

This section details key definitions, methodologies and data boundaries applied to Interra's Sustainability Report, as we endeavour to elevate transparency and facilitate comparability of our data disclosed. These definitions and methodologies are adapted concerning the GRI Standards Glossary 2021, Reporting Recommendations and Guidance set out in the respective GRI disclosures and various authoritative intergovernmental instruments.

Carbon emissions

In the scope of this reporting, scope 1 emissions are emissions generated from the consumption of fuels for our operations. The emission factor used for calculating carbon emissions is obtained from the United Kingdom Department for Environment Food and Rural Affairs ("UK DEFRA"). Carbon emissions are expressed in tonnes of carbon dioxide ("tCO₂e").

The scope of this reporting, scope 2 emissions are emissions that result from the generation of purchased or acquired electricity, by the Group. The Grid Emission Factor ("GEF") used for calculating carbon emissions is obtained from the International Energy Association ("IEA"). Carbon emissions are expressed in tCO₂e.

The scope of this reporting, scope 3 emissions are emissions generated from the consumption of fuels used for the airmiles travels. The quantity of emissions is negligible. The emission factor used for calculating the carbon emissions is obtained from the UK DEFRA. Carbon emissions are expressed in tCO₂e.

Carbon emissions intensity

This is the ratio of carbon emissions relative to the barrels of oil production ("BO"). Carbon emissions intensity is expressed in kilogramme of carbon dioxide equivalent ("kgCO₂e") per BO ("kgCO₂e/BO").

Energy efficiency

Energy consumed results from purchased electricity and fuel consumed by the operations of the Goldpetrol. Purchased electricity is expressed in megawatt-hours ("MWh") and fuel consumption is expressed in litres.

Energy intensity

This is the ratio of energy consumed relative to the BO. Electricity consumption intensity is expressed in kilowatt-hours ("kWh") per BO ("kWh/BO"). Fuel consumption intensity is expressed in litres per BO ("litres/BO").

New hires and turnover

New hires are defined as new employees who have joined the Group during the financial year.

Turnover is defined as all employees who have left the Group voluntarily, or due to dismissal, retirement or death in service during the financial year.

The turnover rate is the total number of employee turnovers in the financial year, relative to the total number of employees recorded at financial year-end.

The new hires/turnover rate by age group is the total number of new hires/employee turnovers for each age group in the financial year, relative to the total number of new hires/resignees recorded at financial year-end.

The new hires/turnover rate by gender is the total number of female/(male) new hires/employee turnovers for each gender in the financial year, relative to the total number of new hires/resignees recorded at financial year-end.

Training hours

Average training hours per employee is the total number of training hours incurred during the financial year provided to employees, relative to the total number of employees recorded as of financial year-end.

Average training hours per female/(male) employee is the total number of training hours provided to female/(male) employees, relative to the total number of female/(male) employees recorded as of financial year-end.

Fatalities in workplace

The number of fatalities as a result of work-related injury during the reporting period across the organisation.

High-consequence injuries in the workplace

Number of high-consequence work-related injuries (an injury that results in a fatality from which the worker cannot recover fully to pre-injury health status within 6 months) excluding fatalities during the reporting period.

Recordable injuries

The number of recordable work-related injuries during the reporting period.

Recordable work-related ill health cases

The number of recordable work-related illnesses or health conditions arising from exposure to hazards at work during the reporting period.

Appendix C: GRI Content Index

GRI Standards Content Index

The GRI Content Index references the Interra Resources Limited Sustainability Report 2023 (“SR”) and its Annual Report 2023 (“AR”).

Disclosure number	Disclosure title	Reference and remarks	
GRI 2: General disclosures			
The organisation and its reporting practices	2-1	Organisation details	<ul style="list-style-type: none"> AR Corporate Information
	2-2	Entities included in the organisation’s sustainability reporting	<ul style="list-style-type: none"> AR Corporate Information
	2-3	Reporting period, frequency and contact point	<ul style="list-style-type: none"> SR Scope of Sustainability Report SR Sustainability Contact
	2-4	Restatements of information	<ul style="list-style-type: none"> SR Restatements
	2-5	External assurance	<ul style="list-style-type: none"> Interra does not seek external assurance on the Sustainability Report.
Activities and workers	2-6	Activities, value chain and other business relationships	<ul style="list-style-type: none"> AR Operating and Financial Review
	2-7	Employee	<ul style="list-style-type: none"> Appendix A: Sustainability Scorecard
	2-8	Workers who are not an employee	<ul style="list-style-type: none"> Not applicable. Interra does not have workers who are not employees.
Governance	2-9	Governance structure and composition	<ul style="list-style-type: none"> AR Corporate Governance Report
	2-10	Nomination and selection of the highest governance body	<ul style="list-style-type: none"> AR Corporate Governance Report
	2-11	Chair of the highest governance body	<ul style="list-style-type: none"> AR Corporate Governance Report
	2-12	Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> AR Corporate Governance Report
	2-13	Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> AR Corporate Governance Report
	2-14	Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> SR Sustainability Organisational Structure
	2-15	Conflicts of interest	<ul style="list-style-type: none"> AR Corporate Governance Report
	2-16	Communication of critical concerns	<ul style="list-style-type: none"> SR Consulting Our Stakeholders
	2-17	The collective knowledge of the highest governance body	<ul style="list-style-type: none"> AR Corporate Governance Report
	2-18	Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> AR Corporate Governance Report
	2-19	Remuneration policies	<ul style="list-style-type: none"> AR Corporate Governance Report
	2-20	The process to determine the remuneration	<ul style="list-style-type: none"> AR Corporate Governance Report
	2-21	Annual total compensation ratio	<ul style="list-style-type: none"> Interra does not disclose this due to confidentiality.

Disclosure number	Disclosure title	Reference and remarks	
Strategy, policies and practices	2-22	Statement on sustainable development strategy	<ul style="list-style-type: none"> SR Sustainability Strategy
	2-23	Policy commitments	<ul style="list-style-type: none"> SR How We Measure Our Performance
	2-24	Embedding policy commitments	<ul style="list-style-type: none"> SR How We Measure Our Performance
	2-25	Processes to remediate negative impacts	<ul style="list-style-type: none"> SR Sustainability strategy
	2-26	Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> AR Corporate Governance Report SR Consulting Our Stakeholders
	2-27	Compliance with laws and regulations	<ul style="list-style-type: none"> SR Environmental Stewardship SR Health and Safety SR Community
	2-28	Membership associations	<ul style="list-style-type: none"> Not applicable. Interra does not have a membership association.
Stakeholder engagement	2-29	Approach to stakeholder engagement	<ul style="list-style-type: none"> SR Consulting Our Stakeholders
	2-30	Collective bargaining agreements	<ul style="list-style-type: none"> Not applicable. Interra does not have collective bargaining agreements.
GRI 3: Disclosures on material topics			
Material topics	3-1	The process of determining material topics	<ul style="list-style-type: none"> SR Sustainability Materiality
	3-2	List of material topics	<ul style="list-style-type: none"> SR Sustainability Materiality
	3-3	Management of material topics	<ul style="list-style-type: none"> SR Sustainability Materiality SR Sustainable Development SR Environmental Stewardship SR Health and Safety SR Community
GRI 300: Environment disclosures (applicable sections only)			
Energy	302-1	Energy consumption within the organisation	<ul style="list-style-type: none"> SR Environmental Stewardship
	302-3	Energy intensity	<ul style="list-style-type: none"> SR Environmental Stewardship
Water and Effluents	303-1	Interactions with water as a shared resource	<ul style="list-style-type: none"> SR Environmental Stewardship
Emissions	305-1	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> SR Environmental Stewardship
	305-2	Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> SR Environmental Stewardship
	305-3	Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> SR Environmental Stewardship
	305-4	GHG emission intensity	<ul style="list-style-type: none"> SR Environmental Stewardship
GRI 400: Social disclosures (applicable sections only)			
Employment	401-1	New employee hires and employee turnover	<ul style="list-style-type: none"> SR Sustainable Development
Occupational health and safety	403-1	Occupational health and safety management system	<ul style="list-style-type: none"> SR Health and Safety
	403-5	Worker training in occupational health and safety	<ul style="list-style-type: none"> SR Health and Safety
	403-9	Work-related injuries	<ul style="list-style-type: none"> SR Health and Safety
	403-10	Work-related ill health	<ul style="list-style-type: none"> SR Health and Safety

Disclosure number	Disclosure title	Reference and remarks
Training and education	404-1	Average hours of training per year per employee
	404-2	Programmes for upgrading employee skills and transition assistance programmes

Appendix D: TCFD recommendations content index

TCFD Recommendations Content Index

The TCFD Recommendation Content Index indicates our current implementation status for climate reporting.

TCFD Thematic Areas	Recommended Disclosures	Reference and Remarks
1. Governance		
Disclose the organisation's governance around climate-related risks and opportunities	(a) Describe the board's oversight of climate-related risks and opportunities	SR Environmental Stewardship
	(b) Describe management's role in assessing and managing climate-related risks and opportunities	
2. Strategy		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning where such information is material	(a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term	SR Environmental Stewardship
	(b) Describe the impact of climate-related risks and opportunities on the organisation's business, strategy, and financial planning	The Group is currently working on developing a more comprehensive scenario analysis.
	(c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	
3. Risk Management		
Disclose how the organisation identifies, assesses, and manages climate-related risks	(a) Describe the organisation's processes for identifying and assessing climate-related risks	SR Environmental Stewardship
	(b) Describe the organisation's processes for managing climate-related risks	
	(c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management	
4. Metrics and Targets		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	(a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	SR Environmental Stewardship
	(b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	The Group is currently working on developing a more comprehensive disclosure of Scope 3 GHG emissions.
	(c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	