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**BUILDING TOMORROW,
SUSTAINING TODAY**



Sustainability Report 2023

SUSTAINABILITY REPORT

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1. ABOUT THE REPORT

Reporting Boundary

The Sustainability Report (the “Report”) covers operations and all subsidiaries for which Ouhua Energy Holdings Limited (“Ouhua Energy” or the “Company”, and together with its subsidiaries, the “Group” or “we”) has management control over, unless otherwise stated. This Report seeks to provide an overview of our approach, practices, commitment, and performance of our material environmental, social and governance (“ESG”) topics. The scope of this Report considers key business activities and associated sustainability concerns related to Chaozhou Ouhua Energy Co., Ltd which is based in the People’s Republic of China (the “PRC”).

Reporting Period & Standard

This Report covers the sustainability performance of the Group’s operations from 1 January 2023 to 31 December 2023 (“FY2023” or the “Reporting Year”) which is the same as the financial year of the Group.

This Report is prepared in accordance with the Singapore Exchange Securities Trading Limited (“SGX-ST”) Listing Rules 711A and 711B and with reference to the Global Reporting Initiative (“GRI”) Standards. The GRI Standards were selected for being widely used and globally recognised sustainability reporting standards with a broad selection of topics for reporting on economic, environmental and social impacts. The Board of Directors (the “Board”) has reviewed and approved the reported information, including the material topics, metrics and targets.

We have applied the GRI Standards in ensuring the quality and proper presentation of the reported information. Reporting principles for sustainability reporting include accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability. *GRI 11: Oil and Gas Sector 2021* is applied to the oil and gas sector in which we operate. With reference to classification systems such as the Global Industry Classification Standard (GICS®) and the Industry Classification Benchmark, Ouhua Energy belongs to the category of “oil & gas refining and marketing”. A GRI Content Index at the end of the Report specifies the location of the relevant disclosures.

Independent Assurance

Internal controls and verification mechanisms have been established by the management to ensure the accuracy and reliability of narratives and data. The Report has undergone the internal review process of the Group, and was reviewed by the Board. The Group has not sought external assurance for this Report but has relied on internal verification to ensure the accuracy of data.

2. FEEDBACK

We are fully committed to our stakeholders and we welcome feedback on any aspect of our sustainability policies, processes and performance. Kindly address all feedback to sr@ohwa.cn. Your feedback is vital to us in achieving our goals to build a sustainable and thriving business. As an attempt to promote environmental conservation, there will be no hard copies of this Report.

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3. BOARD STATEMENT ON SUSTAINABILITY

Ouhua Energy is pleased to issue its seventh sustainability report prepared with reference to the GRI Standards and in compliance with the SGX-ST guidelines on sustainability reporting.

The Group endeavours and is committed to continually consider material ESG topics as part of our core business strategy. This Report seeks to present an accurate account of our practices and performance in our quest to be a sustainable, responsible corporate body.

This Report marks the disclosure of our climate-related risk management approach with reference to the Task Force on Climate-related Financial Disclosures (the “TCFD”) framework. While we have made progress in climate-related disclosures, such as reporting on our greenhouse gas (“GHG”) emissions in this Report, we will continue to develop risk management frameworks to strengthen our climate resilience.

We also recognise the importance of social responsibility, and are committed to creating a positive impact on the communities in which we operate. We have supported a range of community initiatives, including education, health, and environmental programs, to promote social well-being.

Strong corporate governance practices have been integral in enhancing the Group’s adaptability to policy changes and trends in the industry as well as helping the Group align its operations and business activities with the interests of all key stakeholders. The Board and Sustainability Reporting (“SR”) Committee remains committed to establishing and maintaining an effective Sustainability Management framework, which is supported by underlying internal controls, risk management practices and reporting processes.

The ESG topics in this Report reviewed by the Board and senior management (“Management”) are assessed to be material and relevant. The Board and Management shall continue to dedicate leadership and maintain a high standard of sustainability governance to drive continuous and long-term growth for all stakeholders. The Group will continue to work towards a balanced disclosure on the management and monitoring of material ESG topics for continuous improvement.

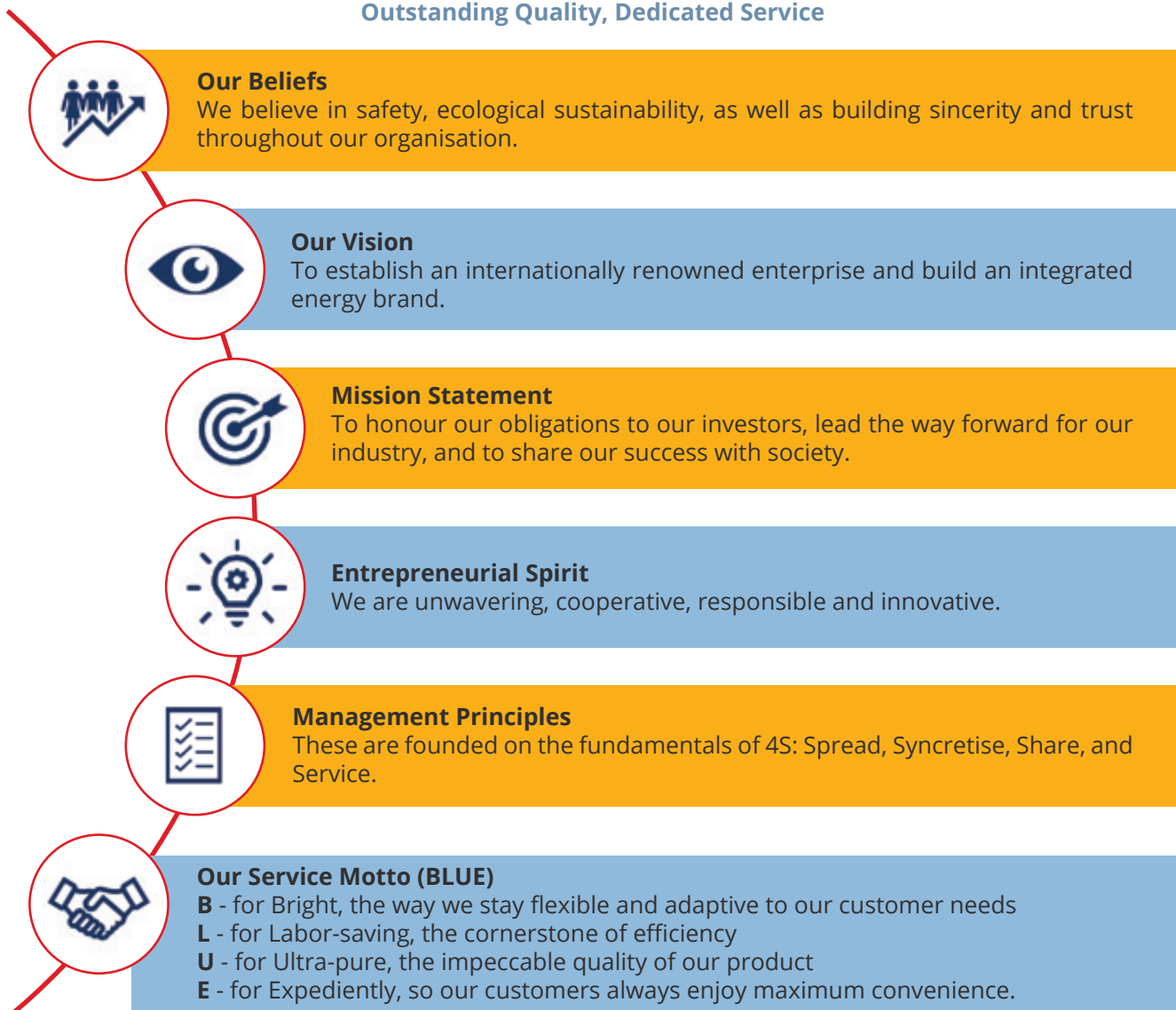
4. ABOUT THE GROUP

Corporate Profile

Ouhua Energy is one of the leading importers of liquefied petroleum gas (“LPG”) in the PRC in terms of imported quantities. Ouhua Energy is strategically based in Chaozhou City, Guangdong Province, the “Ceramics Capital” of the PRC. Our mission is to provide environment-friendly business supply of LPG. As a supplier capable of international deliveries, we devote ourselves to providing our customers with only the best.

CORE VALUE

Outstanding Quality, Dedicated Service



The Group captures about 40% of the local market share. The Group imports most of the raw materials, namely butane and propane, from overseas suppliers and processing these into LPG, for sale to customers across the PRC, and exports to Vietnam, the Philippines, and Thailand in Southeast Asia.

Ouhua Energy is equipped with a comprehensive suite of production facilities, including over 100,000 cubic metres of LPG storage facilities, and a current annual LPG production capacity of 900,000 tonnes. These facilities are well located in a prime waterfront area supported by wharves that enable the Group to serve diverse markets beyond a geographical radius of 500 kilometres by land and 10,000 kilometres across the sea.

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As a licensed tier-one LPG distributor, the Group is focusing its efforts on developing the LPG retail chain, including the construction of urban gas pipeline system. Moving towards a green, low-carbon emission economy environment, LPG is a clean energy and can be widely used in commercial vehicles. The Group is committed to exploring the market in LPG-filling gas stations. Additionally, we aim to produce dimethyl ether to further integrate advanced technology into our operations and extend our product chain. These efforts will utilise the raw materials we have and help us maintain a competitive edge in imports, thereby cultivating solid strength.

The strong emphasis on product quality, safety, embedded technologies, and environmental practices has cemented the Group's distinguished reputation and contributed to a strong customer base. The core values of the business are to seize opportunities which are before us, earn and maintain the trust of our clients, establish a high-value market position, and innovate and achieve sustainable development.

Awards & Certification

We continuously seek for business opportunities that are in line with our growth strategy and to deliver value to our customers and stakeholders as we continue to explore and expand our business operations. Within the industry, we also uphold a reputation for quality and high standards in our operations, as well as excellence in our operations management. As a commitment to uphold the quality of our production operations, we continue to maintain ISO 9001: 2015 Quality Management Systems (QMS) certification.

5. GOVERNANCE STRUCTURE

Sustainability is integrated into our organisation and embedded across various departments and functions.

The Board evaluates and considers ESG risks and opportunities relevant to the Group during the formulation of overall business strategy, objectives, and performance measurements. The Board also supports and approves the identification and assessment parameters of material ESG topics. The Audit Committee reviews and oversees the management and monitoring of the material ESG topics of the Group to ensure that sustainability matters are considered as part of its business strategy.

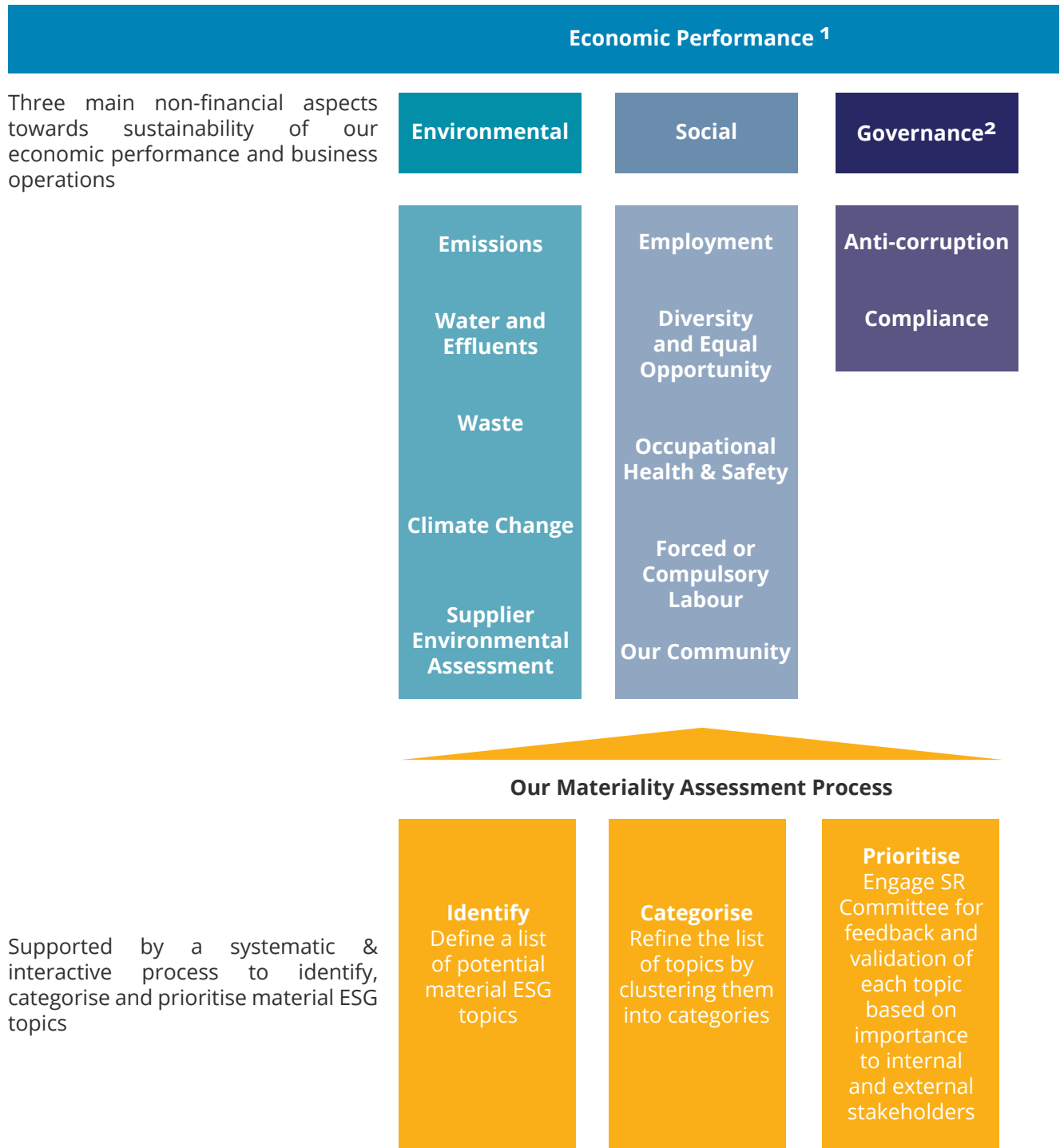
The SR Committee, chaired by Chief Executive Officer ("CEO"), comprises Management and representatives from across our different business units, is responsible for reviewing and making recommendations to the Board on sustainability matters including policies, practices, targets and performance. The designated personnel from different functional department supports the Management in identifying the type of ESG topics relevant to its day-to-day operations. Management then determines the materiality of the ESG topics based on the level of significance of impact, influence on stakeholder values, and the achievement of the Group's strategic objectives.

6. STRATEGIC APPROACH FOR SUSTAINABILITY

Ouhua Energy firmly believes that while its businesses are driven by earnings, the Group must ensure a positive impact on the environment, society and stakeholders, that underpin the Group's value creation process. Therefore, we are committed to promoting environmental sustainability and social responsibility through the implementation of programs and policies. We strive to provide our customers with high-quality, reliable and innovative products, and we believe in investing in our people, our customers, and the environment for the long-term sustainability. We are dedicated to creating value for our stakeholders by incorporating ESG aspects into our daily operations and risk management approach. Our corporate governance structure is essential to our approach to sustainability, as it encourages internal communications, enhances transparency, and builds trust with our stakeholders. This creates positive benefits for our stakeholders, drives long-term success for us, and allows each employee to contribute to value-creation for the customers.

In FY2023, the Board and the SR Committee reviewed and defined the Group's approach to sustainability management and identified four main aspects, including economic performance, environmental, social and governance that remain material to the sustainability of our economic performance and business operations (See Exhibit 1). We will continue to focus on these topics and strive to achieve our sustainability objectives.

Exhibit 1. An Overview of Our Approach to Sustainability Management



1. Please refer to the Financial Statement of the Annual Report.
 2. Please refer to the Corporate Governance section of the Annual Report for more details.

7. STAKEHOLDER ENGAGEMENT






Ouhua Energy recognises that understanding the demands and concerns of stakeholders are key to sustainable growth and that regular engagement with stakeholders helps the Group to better determine material focus area.

We have engaged stakeholders who have an interest in our company and can either affect or be affected by our business. We have regularly communicated with stakeholders to understand their expectations and their perceptions of our sustainable development performance. Dialogue maintains trust, gains support for our activities, and occasionally reconciles differing interests.

We believe that creating an environment to promote regular communication and greater stakeholder participation is instrumental in understanding the demands and concerns of our stakeholders. The Group's key stakeholders include, but are not limited to, employees, customers, shareholder and investors, business partners, and community.

We adopt both formal and informal channels of communication to understand the needs of key stakeholders and incorporate these into our corporate strategies to achieve mutually beneficial relationships. The following table highlights our key stakeholders, their key concerns and mode of engagement (See Exhibit 2).

Exhibit 2. Our Stakeholder Engagement Framework

Key Stakeholder Group	Engagement Channels	Expectations	Our Response
 Employees	<ul style="list-style-type: none"> • Trainings, seminars and briefing sessions • Staff performance appraisal interviews • Emails 	<ul style="list-style-type: none"> • Career development opportunities • Health and safety • Remuneration and benefits • Working environment 	<p>We recognise that our employees are fundamental to our success and continuity. We aim to promote a nurturing culture to increase our employees' engagement and contribution.</p>
 Customers	<ul style="list-style-type: none"> • Face-to-face meetings • Customer hotline 	<ul style="list-style-type: none"> • Stable relationship • Product quality • Customer services 	<p>We strive to maximise our customer satisfaction and in turn, increase our sales and revenue. We ensure that we understand our customers' needs and expectations and we aim to build long-lasting relationships with our customers to win their support and confidence.</p>
 Shareholders and Investors	<ul style="list-style-type: none"> • Annual general meetings and other shareholder meetings • Corporate website • Financial reports • Announcements 	<ul style="list-style-type: none"> • Compliant operation • Information transparency • Protection of interests and fair treatment to shareholders • Investment returns 	<p>We aim to maintain profitability and maximise shareholder return, as well as uphold a high standard of corporate governance and transparency.</p>
 Business Partners	<ul style="list-style-type: none"> • Business meetings, emails and phone calls • Review and assessment 	<ul style="list-style-type: none"> • Fair tendering • Business ethics and reputation • Long-term partnership 	<p>We work closely with our business partners to ensure that all our operations carried out are in line with our sustainability efforts and industry practices.</p>
 Community	<ul style="list-style-type: none"> • Association meetings • Community investment • Sustainability reports 	<ul style="list-style-type: none"> • Contribution to society • Environmental protection • Ethical operation • Social welfare 	<p>We work closely with our community and remain fully committed to continuing to procure responsibly, while generating a positive economic and social impact for the local community in which we operate.</p>

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List of Memberships of Association

The Group aspires to widen its exposure to industry standards and collaborates within and beyond the industry to improve on its current sustainability practices, and participates as members of organisations including:

- Chaozhou City “Top Rating” Private Enterprise / Chaozhou City “Four Beams and Eight Pillars” Private Enterprise
- Chaozhou City Cleaner Production Enterprise
- Board Member of Chaozhou Energy Saving and Emission Reduction (ESER) and Cleaner Production Association
- Board Member of Chaozhou City Special Equipment Association
- Group Member of Guangdong Province Port Association
- Board Member of Guangdong Province Quality Association
- Board Member of Guangdong Province Fire Protection Association
- Vice President of Chaozhou City Gas Association
- President of Chaozhou City Emergency Association

8. MATERIALITY ASSESSMENT

Materiality with respect to sustainability reporting as defined by the GRI Standards, includes topics and indicators that reflect the organisation’s significant economic, environmental, and social impacts; and substantively influences the assessments and decisions of stakeholders.

Stakeholders’ concerns identified as well as business priorities are incorporated into Ouhua Energy’s materiality assessment process which consists of a systematic process to identify, prioritise and validate the ESG factors (See Exhibit 3). In FY2023, The Group conducted a comprehensive materiality assessment that applied the concept of double materiality, which considers both financial materiality and impact materiality. The approach determines topics that influence the Group’s value creation (financial materiality), as well as those that reflect the impacts we have on the economy, environment, and people (impact materiality).

Exhibit 3. Materiality Assessment Process

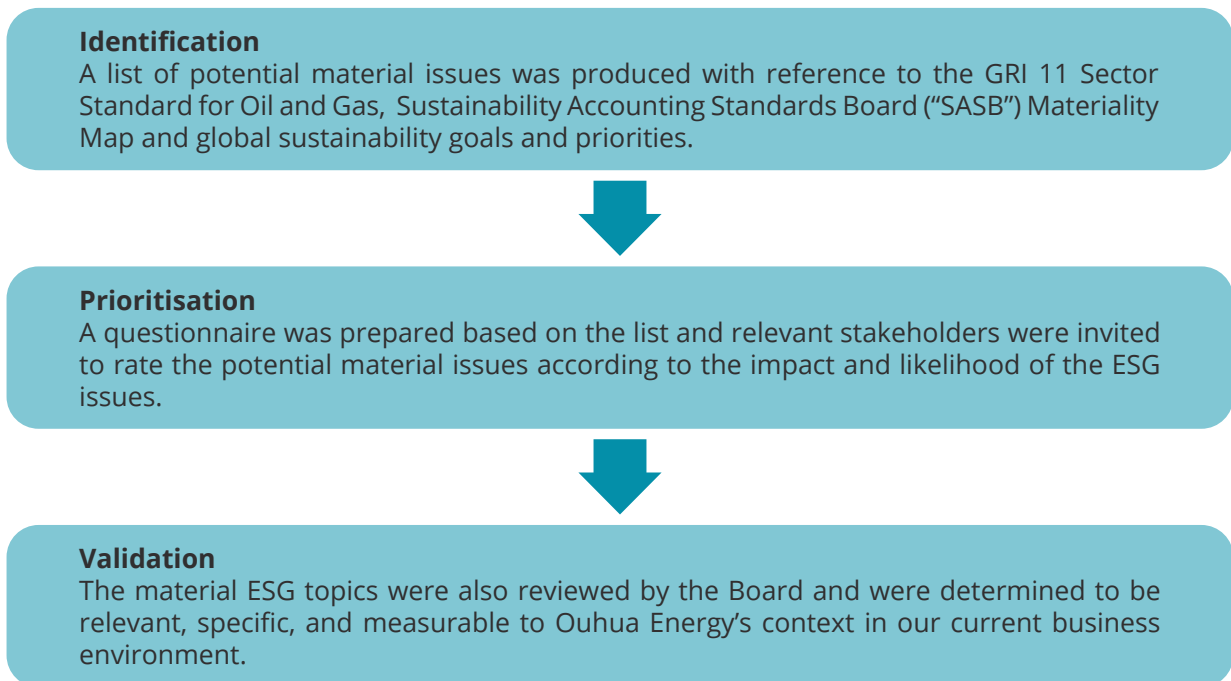


Exhibit 4. Concept of Double Materiality



The GRI material topics were determined after the Board’s review, and were broadly in line with the conclusion of the materiality assessment process. Due to the nature and location of the Group’s business, the Board considers “Biodiversity” as no longer material to the Group’s business, and thus removed from the list of material topics as well as the focus of this Report. “Economic Performance” and “Energy” have been re-categorised to other topics under the *GRI 11: Oil and Gas Sector 2021* standard. Despite that “Supplier Environmental Assessment” has not been included as one of the likely material topics under *GRI 11*, relevant disclosure is still included in the Report in view of its materiality. For details of where the impacts occur for each material topic, please refer to Exhibit 5 below and the GRI Content Index).

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Exhibit 5. List of Material Topics

Material ESG Factors	Material Topics
ENVIRONMENTAL MANAGEMENT	
Emissions	<ul style="list-style-type: none"> • GRI 11.1: GHG Emissions • GRI 11.3: Air Emissions
Climate Change	<ul style="list-style-type: none"> • GRI 11.2: Climate Adaptation, Resilience, and Transition
Waste	<ul style="list-style-type: none"> • GRI 11.5: Waste
Water and Effluents	<ul style="list-style-type: none"> • GRI 11.6: Water and Effluents
Supplier Environmental Assessment	<ul style="list-style-type: none"> • GRI 308: Supplier Environmental Assessment 2016
ORGANISATIONAL & RELATIONSHIP MANAGEMENT	
Employment	<ul style="list-style-type: none"> • GRI 11.10: Employment Practices
Diversity and Equal Opportunity	<ul style="list-style-type: none"> • GRI 11.11: Non-discrimination and Equal Opportunity
Occupational Health & Safety	<ul style="list-style-type: none"> • GRI 11.9: Occupational Health and Safety
Forced or Compulsory Labour	<ul style="list-style-type: none"> • GRI 11.12: Forced Labor and Modern Slavery
Our Communities	<ul style="list-style-type: none"> • GRI 11.15: Local Communities
CORPORATE GOVERNANCE	
Anti-corruption	<ul style="list-style-type: none"> • GRI 11.20: Anti-corruption
Compliance	<ul style="list-style-type: none"> • GRI 2: General Disclosures 2021

FY2023 Performance Highlight and New Target(s)

Having considered the topics of concern and expectations of identified key stakeholders, the SR Committee together with the Management have assessed and prioritised the material topics to focus on for the Group, as well as established targets and commitments to be fulfilled.

Material ESG Topics	Targets and Commitments	Key Highlights FY2023	New Targets FY2024 onwards
ENVIRONMENTAL MANAGEMENT			
Energy	<ul style="list-style-type: none"> • Organise at least one activity each year to raise awareness among stakeholders on energy conservation and climate change. 	<ul style="list-style-type: none"> • The Group organised awareness building activities on the World Environment Day. 	<ul style="list-style-type: none"> • This topic is categorised under "GHG Emissions" under <i>GRI 11: Oil and Gas Sector 2021</i>. Please refer to the GHG emissions targets.
Water and Effluent	<ul style="list-style-type: none"> • Organise at least one activity each year to raise awareness among stakeholders on water conservation and climate change. 	<ul style="list-style-type: none"> • The Group organised awareness building activities on the World Environment Day. 	<ul style="list-style-type: none"> • Using the baseline of FY2023, maintain water consumption intensity in FY2024. • Using the baseline of FY2023, reduce water consumption intensity by 5% by FY2028. • Maintain zero incidents of significant spill.

Material ESG Topics	Targets and Commitments	Key Highlights FY2023	New Targets FY2024 onwards
ENVIRONMENTAL MANAGEMENT			
GHG Emissions	<ul style="list-style-type: none"> Organise at least one activity each year to raise awareness among stakeholders on emission reduction. Maintain current level of GHG emissions intensities. 	<ul style="list-style-type: none"> The Group organised awareness building activities on the World Environment Day. 	<ul style="list-style-type: none"> Using the baseline of FY2023, maintain GHG emissions intensities in FY2024. Using the baseline of FY2023, reduce GHG emissions intensity by 5% by FY2028. Organise at least one activity each year to raise awareness among stakeholders on emission reduction.
Waste	<ul style="list-style-type: none"> Ensure waste disposal are in accordance with regulatory requirements. Ensure that reusing and recycling are being practiced to reduce waste production. 	<ul style="list-style-type: none"> Zero incident of regulatory non-compliance maintained. No significant fines / non-monetary sanctions for non-compliance with environmental laws and regulations. 	<ul style="list-style-type: none"> Using the baseline of FY2023, maintain non-hazardous waste intensity in FY2024.
Climate Change	<ul style="list-style-type: none"> Organise at least one activity each year to raise awareness among stakeholders on climate change. 	<ul style="list-style-type: none"> The Group organised awareness building activities on the World Environment Day. 	<ul style="list-style-type: none"> Organise at least one activity each year to raise awareness among stakeholders on climate change.
Supplier Environmental Assessment	<ul style="list-style-type: none"> Ensure all new suppliers are screened against the Group's environmental criteria prior to onboarding. 	<ul style="list-style-type: none"> There were only 3 new suppliers in FY2023, and they were assessed to be fully complied with environmental requirements. 	<ul style="list-style-type: none"> Ensure all new suppliers are screened against the Group's environmental criteria prior to onboarding.

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Material ESG Topics	Targets and Commitments	Key Highlights FY2023	New Targets FY2024 onwards
ORGANISATIONAL & RELATIONSHIP MANAGEMENT			
Employment	<ul style="list-style-type: none"> Comply with local labour regulations across our operations. 	<ul style="list-style-type: none"> Every new joiner of the Group would sign a standardised employment contract. Labour laws and regulations have been incorporated into the employee handbook as guidance for employees. 	<ul style="list-style-type: none"> Maintain the employee turnover rate to be not more than that of FY2023.
Occupational Health and Safety	<ul style="list-style-type: none"> Zero fatalities and / or workplace injuries. 	<ul style="list-style-type: none"> No work days lost due to workplace injuries. Zero workplace fatalities, total permanent injuries and occupational health and diseases. Strengthened safety publicity. Implemented safety production responsibility system. 	<ul style="list-style-type: none"> Zero fatalities and workplace injuries.
Diversity and Equal Opportunity	<ul style="list-style-type: none"> Continue to promote diversity and equal opportunity in the workplace. Maintain zero incidents of discrimination. 	<ul style="list-style-type: none"> There was no incident of complaints of discrimination against the Group. <p><i>*Please refer to Diversity and Equal Opportunity section under "Organisational & Relational Management" for the employee breakdown</i></p>	<ul style="list-style-type: none"> Increase the ratio of employees in the below 30 years old age group to at least 15%. Maintain zero incidents of discrimination.
Training and Education	<ul style="list-style-type: none"> Achieve an average of 3 hours of training per employee annually. 	<ul style="list-style-type: none"> The Group achieved an average of 20 hours of training per employee. 	<ul style="list-style-type: none"> Achieve an average of 5 hours of training per employee annually.
Forced or Compulsory Labour	<ul style="list-style-type: none"> Promote the importance of human rights and ethical conduct. 	<ul style="list-style-type: none"> The Group conducted trainings for employees regarding the importance of human rights and ethical conduct. 	<ul style="list-style-type: none"> Review the labour mechanism to protect employees from any form of forced or compulsory labour.
Our Community	<ul style="list-style-type: none"> Encourage our employees to participate in community activities. 	<ul style="list-style-type: none"> The Group organised various volunteer activities at a local school. The Group's firefighting team served as a community fire emergency support team and conducted regular training. 	<ul style="list-style-type: none"> Encourage our employees to participate in community activities.

Material ESG Topics	Targets and Commitments	Key Highlights FY2023	New Targets FY2024 onwards
CORPORATE GOVERNANCE			
Anti-corruption	<ul style="list-style-type: none"> • Zero incidents of bribery and corruption, including facilitation payment. • Zero tolerance towards all forms of bribery and corruption. 	<ul style="list-style-type: none"> • Zero incident of regulatory non-compliance and / or incidents pertaining to whistleblowing. 	<ul style="list-style-type: none"> • Zero incidents of bribery and corruption, including facilitation payment. • Zero tolerance towards all forms of bribery and corruption.
Compliance	<ul style="list-style-type: none"> • Maintain zero incidents of non-compliance with laws and regulations in the environmental, social and economic areas. 	<ul style="list-style-type: none"> • Maintained zero incidents of non-compliance. • No significant fines or non-monetary sanctions for non-compliance with environmental laws and regulations. 	<ul style="list-style-type: none"> • Maintain zero incidents of non-compliance with laws and regulations in the environmental, social and economic areas.

Moving forward, to keep abreast of critical issues, the Management will review Ouhua Energy's material ESG topics against the changing business environment, stakeholder opinions, and emerging global and local trends annually.

9. ENVIRONMENTAL MANAGEMENT

To address global issues of resource scarcity and changing climate, we recognise the importance of integrating environmental considerations into our business decisions. We are committed to understanding, managing, and minimising our environmental footprint across our value chain including our business operations, suppliers, and customers. A comprehensive environmental policy (《环境保护管理制度》) covering the topics of energy efficiency, emissions mitigation, waste management, and biodiversity, has been implemented. Our environmental efforts are largely focused on maximising material utilisation and optimising energy consumption. We will continue to strengthen our expertise in the areas of environmental programs and be selective about the strategic initiatives that will yield a greater positive impact in the future.

In order to demonstrate Ouhua Energy's commitment towards environmental protection, targets were set to organise at least one activity each year to raise awareness among stakeholders on aspects including emissions, energy and effluents. During the Reporting Year, the Group conducted a campaign in echo with the World Environment Day designated by the United Nations on 5 June every year. The message of "building a modern society in which humankind and nature coexist harmoniously" was disseminated in diversified ways such as organising seminar as well as displaying slogans and videos in the workplace to raise the awareness among employees.

GHG EMISSIONS

Energy

We endeavour to provide clean and environmentally friendly energy and envision to build an internationally renowned energy brand that supplies sustainable energy. To combat climate change challenges, we recognise the importance of innovation in environmentally sustainable technology. The Group believes that employees should share the responsibilities in the Group's ESG issues. All employees must implement the adopted measures and be responsible for the Group's overall energy efficiency. The Group will regularly review the related policies to ensure they are in line

with the market practice. We also regularly check the condition of equipment in order to prevent energy wastage from engine aging.

The Group continues to double our efforts to ensure prudent use of resources by implementing the following resources management measures, to manage energy savings:

- Shut down the machines during non-business hours;
- Switch off all lights and electronic equipment when not in use, including after office hours and during weekends;
- Enable energy-saving features on all electronic equipment where available;
- Enhance the energy efficiency of equipment to shorten the running time while meeting production demand;
- Remind employees to set their computers to sleep mode after 10 minutes of inactivity;
- Ensure that external doors and windows are properly closed to prevent cool air from escaping;
- Encourage telephone calls and video conferences to replace unnecessary travel; and
- Maximise the use of natural lighting wherever possible.

During FY2023, the major sources of the Group's energy consumption were purchased electricity as well as non-renewable fuel such as petrol and diesel used by company vehicles. In FY2023, Ouhua Energy consumed a total 5,828,502.88 kWh energy with 5,697,000 kWh of electricity, 60,114.50 kWh of diesel and 71,388.38 kWh of petrol³. In FY2023, the Group's total energy consumption intensity⁴ was approximately 1,734,673.48 kWh per RMB billion revenue. The Group will continue to monitor its performance and seek to reduce its energy consumption intensity in the coming years.

3. The unit conversion method of energy consumption data is formulated based on the "Energy Statistics Manual" issued by the International Energy Agency.

4. For the year ended 31 December 2023, the Group recorded revenue of approximately RMB3.36 billion (for the year ended 31 December 2022: approximately RMB4.64 billion). These data have also been used for calculating other intensity data.

Emissions

The Group attaches great importance to GHG emissions from business operations. The Group's GHG emissions are mainly composed of direct (Scope 1) GHG emissions from fuel use of company vehicles and energy indirect (Scope 2) GHG emissions, which are mainly from the Group's consumption of purchased electricity. During the Reporting Year, air business travels were involved and relevant data was collected for the calculation of other indirect (Scope 3) GHG emissions. The Group has established various measures related to GHG emission reduction to reduce its impact on the surrounding environment, such as emission reduction measures for energy use, which are set out in the paragraphs headed "Energy" and "Air Emissions".

In FY2023, the Group's total GHG emissions⁵ were approximately 3,286.87 tCO₂e. Approximately 35.13 tCO₂e of direct (Scope 1) GHG emissions were generated from combustion of fuel in mobile combustion source, while approximately 0.18% of which was from CH₄. The total GHG emissions also comprised of approximately 3,249.00 tCO₂e of energy indirect (Scope 2) GHG emissions and approximately 2.74 tCO₂e of other indirect (Scope 3) GHG emissions. In FY2023, the Group's total GHG emissions intensity was approximately 978.24 tCO₂e per RMB billion revenue. With the scope expansion of data collection, the data was not directly comparable to that of last year. The Group will continue to monitor its performance and seek to reduce its GHG emissions intensity in the coming years.

To demonstrate its commitment towards GHG emission reduction, the Group has been setting targets since FY2022 and striving to achieve them. In FY2023, the Group achieved the target of organizing a publicity campaign in echo with the World Environment Day. A corporate culture of environmental protection has been established among employees. With their enhanced awareness and every initiative of resources conservation, it is hopeful for the Group to reduce its GHG emissions gradually. For the coming years, a more ambitious target has been set which is quantitative and thus measurable. It is considered reasonable to use this year as the baseline for targets with the scope expansion of data collection in this Reporting Year, and consistent data collection method will be used in the future. In addition to the previous short-term target, the new medium- to long-term target with timeline of 5 years would be in line with the Group's planning in the long run. As the Group mainly operates in the PRC, we are aware of the national "14th Five-Year Plan" which targets to achieve carbon peak by 2030. With our new target to reduce GHG emissions by FY2028, we hope to align with the national goal and achieve it ahead. Summary of the GHG emissions reduction targets could be referred to the section headed "FY2023 Performance Highlight and FY2024 Target(s)" above.

5. The GHG emissions data is presented in terms of tonnes of carbon dioxide equivalent (tCO₂e). GHG emissions data are calculated based on, including but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development, "Global Warming Potential Values" from the IPCC Sixth Assessment Report and the "Notice on the Management of Enterprise Greenhouse Gas Emissions Reporting by Power Generation Industry for 2023-2025" issued by the Ministry of Ecology and Environment of the PRC.

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AIR EMISSIONS

The Group strictly abides by national and local policies, laws, and standards related to air pollution prevention and control, as well as continuously promotes emission reduction of air pollutants and prevention of leakage. Mobile vehicles were the main sources of air emissions of the Group, generating pollutants including nitrogen oxides (NO_x), sulphur oxides (SO_x) and particulate matter (PM). In FY2023, the amount of nitrogen oxides (NO_x), sulphur oxides (SO_x), and particulate matters (PM) emitted during the Group's operations were 85.56 kg, 0.20 kg and 4.67 kg respectively.

The Group has continued to optimise its air pollution prevention and control efforts, and vigorously promoted the implementation of emission reduction initiatives so as to minimise its pollutant emission into the atmosphere. We have also actively adopted the following emission reduction measures to reduce the impact:

- Ensure all vehicles meet the vehicle emissions standard for the exhaust gas emissions implemented by the Environmental Protection Bureau;
- Prohibit the idling of the engines so as to reduce the energy consumption by vehicles;
- Rent electric commuter vehicles to indirectly reduce air pollution caused by fuel vehicles; and
- Regularly repair and maintain the fleet to ensure fuel efficiency of company vehicles.

Since the major source of air emissions of the Group is irrelevant to its products, measures to reduce air emissions have been focused on the use of vehicles rather than improvement on product quality. The Group will try to enhance its product quality in terms of health and safety impacts of air emissions through related assessment in the future.

WATER AND EFFLUENTS

Water is extracted from municipal sources and mainly consumed for the Group's production process operations, dormitories, maintenance activities, and firewater systems. The amount of water extracted during operation is monitored so that water use remains within permitted extraction volumes. The Group endeavours to act responsibly to handle wastewater discharge, and it is fundamental for us to comply with the prevailing emission requirement. All wastewater is recovered and reused as much as possible in order to reduce wastewater discharge and save water consumption. Beyond compliance, stakeholders are engaged to identify and evaluate impacts of water in the process of materiality assessment each year. For FY2024 onwards, measurable targets of limiting water consumption intensity have been set as described in the section headed "FY2023 Performance Highlight and New Target(s)". With the awareness of risks and impacts of significant spills, maintaining zero incidents of significant spill is also an essential water-related goal.

Water Consumption

To preserve water as a shared resource, we actively promote the concept of water-saving to employees and strengthen the maintenance, inspection and management of water equipment to achieve the purpose of saving water. The heat balance within the production system has been effectively optimised in FY2023 thus less water was consumed for cooling the equipment. We also constantly evaluate and consider all opportunities to optimise the use of resources.

To reduce water use, the Group has also formulated related policies and initiatives, actively encouraging all employees to develop the habit of conserving water consciously. The Group has been strengthening its water efficiency by adopting the following water-saving measures:

- Post labels at water faucets to remind employees and visitors to conserve water usage;
- Regularly monitor and replace the equipment promptly to prevent leakage; and
- Conduct regular internal inspections to monitor the effectiveness and target of the saving measures.

In FY2023, the Group's total freshwater consumption was approximately 110,736.00 m³ with the water consumption intensity of approximately 32,957.14 m³ per RMB billion revenue in FY2023. The Group will continue to monitor its performance and seek to reduce its water consumption intensity in the coming years.

Effluents

During FY2023, Ouhua Energy's wastewater was discharged subject to all provincial laws and applicable guidelines, and Ouhua Energy regularly monitors effluent discharges to water to verify conformance with the criteria specified in the Discharge Limits of Water Pollutants - DB44/26-2001. In addition, Ouhua Energy carried out the relevant wastewater discharge treatment in accordance with the internal procedure.

During FY2023, the Group was not aware of material non-compliance with discharge into water and land-related laws and regulations. There were no significant environmental impacts associated with the Group's effluents. The wastewater was treated in the wastewater treatment plants before the discharge. In the meantime, there was no significant spill noted in FY2023.

WASTE

Ouhua Energy maintains a strict policy on waste management, in compliance with all local government regulations. The group-wide policy and regulations provide guidance on material procurement, classification and handling, as well as workplace safety and health training, emergency response procedures, and disposal behaviours for all employees, suppliers, customers, and other stakeholders in this business. All waste management procedures and response guidelines have been developed and reviewed against latest available local and international standards. Echoing the World Environment Day, staff members are also reminded of the individual obligation of conservation of resources and food in order to reduce waste at source.

Hazardous waste

In FY2023, the Group did not produce a significant amount of hazardous waste, therefore considered this ESG topic insignificant. Nevertheless, the Group has formulated the hazardous waste management system in accordance with the "List of National Hazardous Wastes" to govern the disposal process of hazardous and non-hazardous wastes. Clear protocols have been established at each stage to ensure all hazardous materials are handled and stored in a safe and secure manner.

Non-hazardous waste

The Group strives to minimise waste generation, increase opportunities for reusing and recycling, as well as treat and dispose of waste responsibly where other options are not practical. The Group's non-hazardous waste mainly consisted of recyclable materials such as paper and daily office waste including office supplies and plastics. Additionally, waste was produced from the Group's ongoing horticulture project. We strongly encourage the recycling of waste materials and therefore we collect and sort them to be disposed of by recyclers with professional qualification on a regular basis.

Seeking to contribute to the closed-loop economy, we employ the following initiatives to reduce the generation of non-hazardous waste, and raise recycling rates:

- Separate waste into general and recyclable waste using colour-coded bins which are collected by sub-contractors on a regular basis;
- Monitor the printing volume and set systems default to duplex and economical modes with printing quota;
- Adopt an electronic system for filing and documentation in offices; and
- Raise poultry for digesting part of the food waste.

SUSTAINABILITY REPORT

In FY2023, the Group's total amount of non-hazardous waste generated was approximately 100.00 tonnes, all of which were being disposed of through licensed waste collectors for recycling and reuse whenever possible. The non-hazardous waste generated decreased since the construction projects which were likely to generate wastes were completed before the commencement of FY2023. The total non-hazardous waste intensity was 29.76 tonnes per RMB billion revenue. The Group will continue to monitor its performance and seek to reduce its non-hazardous waste intensity in the coming years.

CLIMATE CHANGE

Climate change poses escalating risks and challenges to the global economy and may have a negative impact on the Group's business. Therefore, the Group recognises the importance of developing a strategy and risk management framework that can help enhance the Group's climate resilience. We acknowledge that the TCFD provides recommendations regarding the disclosure of climate-related financial information. The TCFD framework has four overarching elements, including governance, strategy, risk management, and metrics and targets, to assess the impact of key climate-related risks and opportunities. To identify and manage the risks and opportunities associated with climate change and to implement countermeasures to adapt to or mitigate the impact of climate change on our business, we have adopted certain areas of TCFD's recommendations, such as setting metrics and targets, and will continue to enhance our disclosure with reference to the TCFD framework.

Governance

The Board has oversight of the Group's sustainability in the formulation of its strategy. The Board approves the Report which provides comprehensive disclosures, including disclosures on the Group's climate-related risks and opportunities and its responding actions to enhance climate resilience.

The SR Committee reports to the Board on sustainability matters, including climate-related matters, and is responsible for developing metrics and targets so as to manage sustainability objectives and monitor the overall sustainability performance. In addition, the SR Committee drives the implementation of the sustainability objectives in the Group's operations and advises the Board on material sustainability matters.

Strategy

We have strengthened our understanding of climate-related risk, including physical risks and transition risks, and opportunities affecting our business. After the identification of climate-related risks and opportunities over the short, medium, and long term, we have evaluated the climate-related issues which have impacted, and those which may impact us, and planned for actions to manage them.

During FY2023, the climate-related risks were assessed in the method of scenario analysis with the following details:

Time horizon:		Short-term (within 12 months)	
		Medium-term (2-5 years)	Long-term (5-10 years)
Scenario:		High carbon scenario	Low carbon scenario
Descriptions:	<p>The scenario illustrates a “business-as-usual” pathway towards 2050, which economic development is fueled by fossil fuel and new climate policies and action is absent. The GHG emissions are high and result in significant changes in the physical environment. This scenario is used to assess physical risks.</p> <p>The scenario assumes the implementation of existing and announced proposed policies, thus transition risk is not material.</p>	<p>The scenario illustrates a pathway for the global energy sector to achieve net zero CO₂ emissions by 2050. Significant changes in government policy and market trends are adopted to aligned with the 2050 Net Zero target. This scenario is used to assess transition risks.</p> <p>Under this scenario, the change in physical environment is expected to be insignificant compared to current baseline. The physical risk is not material.</p>	
Reference Scenario:	<ul style="list-style-type: none"> Intergovernmental Panel on Climate Change (IPCC) Representative Concentration Pathway (RCP) 8.5 IPCC Shared Socio-Economic Pathway (SSP) 5 	<ul style="list-style-type: none"> International Energy Agency (IEA) Net Zero Emissions by 2050 Scenario (NZE Scenario) IPCC RCP 2.6 	

Based on the result of the scenario analysis, the climate-related risks were evaluated in a materiality assessment by internal stakeholders of the Group. The assessment was based on two dimensions:

- (1) Likelihood: the probability of the risk to materialise in a certain time horizon
- (2) Impact: significance of consequence if the risk materialises

With reference to the responses, the Group has identified the following risks together with discussion on the potential financial impact, opportunities, and response measures relating to each risk:

Type of Risk	Timeframe	Description of the Risk and Potential Financial Impact	Risk Response Measures/ Opportunities
Market Risk	Medium-term	Customers are increasingly concerned about climate change, so they will give priority to green products. Delay in the response to such trend may damage customers' sentiment on the Group's products.	The Group will stay abreast of the market trend, regularly identify potential room for improvement in the Group's performance on GHG emissions. The Group has been investing in renewable energy sources and thereby diversifying its portfolio.

SUSTAINABILITY REPORT

Type of Risk	Timeframe	Description of the Risk and Potential Financial Impact	Risk Response Measures/ Opportunities
Policies and Regulations Risk	Medium-term	<p>Climate change related regulatory requirements in operations, products and services have been tightening, leading to increasing operating costs, including costs of compliance and product development costs.</p> <p>A final agreement of the COP28 climate conference was approved which called for transitioning away from fossil fuels. Energy producing nations will need to take accelerating action so as to achieve net zero by 2050.</p>	Each of the Group's places of business has implemented a number of energy-saving and emission-reduction measures, as well as fully complying with all environmental-related laws and regulations. During FY2023, the Group continued to set targets for waste reduction, electricity and water conservation, to demonstrate the Group's commitment on combating climate change. The Group regularly inspects and reviews the trend of regulatory updates, so as to mitigate the regulatory risks.
Technology Risk	Long-term	The climate change trend causes technological challenges. Failure to adapt to such trend may hinder the Group's productivity, and in turn affect its financial performance.	We seek opportunities brought by climate change. During the Reporting Year, 40.9% of capital expenditure was invested in acquisition of two electricity production companies principally engaged in businesses of operating and investing in photovoltaic power generation stations. With these acquisitions, the Group strives to achieve the goal of sustainable business development by introducing a new model of energy development with the aim of diversifying our source of income towards an environmental friendly composition, and gradually reducing the percentage of our income from LPG production in the next five years.
Physical Risks	Long-term	The Group is aware of the risks brought forth by climate change, especially the increasing frequency and severity of extreme weather events such as thunderstorms and heavy rain. The increasing frequency and severity of such events may increase the risk of power failures, supply chain disruptions, and damage to the existing assets. The safety of employees may also be endangered, leading to potential financial claims.	The Group closely monitors the latest weather alerts and suggestions issued by the local government authorities. The Group has established work arrangements during typhoons to ensure that all personnel are prepared to deal with such extreme weather conditions, aiming at reducing or avoiding potential losses and injuries during extreme weather circumstances.

Risk Management

The SR Committee was established to drive the Group's sustainability performance and develop a sustainability strategy, including our climate risk management. We will continue to review our climate-related risks and carry out the corresponding actions to manage the risks.

Recognising that climate-related risks, along with other ESG risks, might affect our businesses, the Group has adopted special work arrangements under extreme weather and continuously monitored any changes in laws or regulations related to climate change.

Metrics and Targets

We have measured and disclosed our Scope 1, Scope 2 and Scope 3 GHG emissions in this Report. GHG emissions data are calculated based on widely recognised standards. We have committed to the emissions reduction targets set out in the section headed "FY2023 Performance Highlight and New Target(s)" to strive to mitigate our GHG emissions.

Public Lobbying

As described in the list of memberships in the section headed "Stakeholder Engagement", Ouhua Energy has participated as a member or has held management positions in various associations in the oil and gas sector. In particular, Ouhua Energy has served as board member for Chaozhou Energy Saving and Emission Reduction (ESER) and Cleaner Production Association which promotes energy saving and emission reduction through cleaner production. During the Reporting Year, the Group has also been appointed as the vice president of Chaozhou City Gas Industry Association which promotes regulating gas production. The Group's position regarding matters concerning climate change aligns with those associations, and it is consistently engaged in the development of public policies and lobbying to address these issues.

The Group was awarded the "Chaozhou Municipal Government Quality Award" during the Reporting Year in recognition of its outstanding performance and leading position in areas including environmental protection.

SUPPLIER ENVIRONMENTAL ASSESSMENT

The Group is committed to integrating sustainability into its procurement practices to minimise its social impacts as well as its impacts on natural resources and ecosystems, and to having its suppliers share these commitments. Under the Group's standardised procurement policies and guidelines, it has in place a strict selection process for suppliers, and only engages those who have aligned their practices with our values of environmental sustainability. As part of supplier selection, suppliers are stringently assessed under criteria such as track record, financial health, commitments towards high quality raw materials and services, and health and safety standards.

All suppliers are required to submit relevant environmental certifications to prove that they are licensed or certified according to the law and regulations. In addition, we conduct random periodic checks to ensure they comply with the relevant laws and regulations. We conduct the necessary due diligence to ensure that we do not compromise on quality and that our suppliers are conducting business in an environmentally responsible manner.

In addition to the "Guidelines and procedures in selecting and evaluating vendors", the Group has enhanced the management of potential vendors by establishment of a database of suppliers categorised into engineering contractors, equipment and material suppliers, and service providers. Ouhua Energy and subsidiaries of the Group are required to complete a recommendation list of potential vendors after a preliminary assessment survey, in which environmental management system certificate and environmental impacts are part of the assessment criteria. If any of them are found to have substandard performance, we will strongly urge them to promptly take action. If their performance continues to be unsatisfactory, they will be added to the list of unreliable vendors or even blacklisted. In cases where the issues are deemed excessively serious, the business partnership will be terminated.

In FY2023, 100% of the 3 new suppliers were screened against our environmental criteria and were in compliance with our requirements (FY2022: 5 new suppliers were screened). None of them were identified as having significant actual or potential negative environmental impacts. Thus, no actions were to be taken as a result of assessment.

SUSTAINABILITY REPORT

10. ORGANISATIONAL & RELATIONSHIP MANAGEMENT




EMPLOYMENT







Our employees are one of our most valuable assets and we believe in and are committed to fair employment practices, upholding human rights principles, and investing in developing and training our people.

As of 31 December 2023, we have a total of 141 full-time employees (as of 31 December 2022: 138 full-time employees). In FY2023, we have 14 (10%) new hires, whereas 11 (8%) employees left the Group (FY2022: 22 (16%) new hires, with 12 (9%) employees left the Group), all of whom were from the local community in the PRC.

Employment numbers for high-skilled positions remains consistent, with our key management personnel unchanged. For the Group's subsidiaries of which on-site operational work is mainly outsourced, no full-time employees are employed, and other administrative and logistical tasks are supported by the parent company.

The distribution of the Group's employees by category is shown as follows:

	FY2023	FY2022	FY2021
			
Total No. of Employees	141	138	128

	By Gender					
	FY2023		FY2022		FY2021	
						
Distribution	104 (74%)	37 (26%)	103 (75%)	35 (25%)	98 (77%)	30 (23%)
New Employee Hires⁶	10 (10%)	4 (11%)	15 (15%)	7 (20%)	12 (12%)	3 (10%)
Employee Turnover⁷	9 (9%)	2 (5%)	11 (11%)	1 (3%)	21 (21%)	2 (7%)

	By Age Group								
	FY2023			FY2022			FY2021		
	< 30	30 - 50	> 50	< 30	30 - 50	> 50	< 30	30 - 50	> 50
Distribution	18 (13%)	103 (73%)	20 (14%)	15 (11%)	100 (72%)	23 (17%)	18 (14%)	91 (71%)	19 (15%)
New Employee Hires⁶	4 (22%)	10 (10%)	0 (0%)	5 (33%)	16 (16%)	1 (4%)	5 (28%)	9 (10%)	1 (5%)
Employee Turnover⁷	2 (11%)	6 (6%)	3 (15%)	4 (27%)	8 (8%)	0 (0%)	6 (33%)	13 (14%)	4 (21%)

6. The rate and breakdown by category are reported since this Reporting Year. Figures of FY2022 and FY2021 have been restated and re-presented.

7. The rate and breakdown by category are reported since this Reporting Year. Figures of FY2022 and FY2021 have been restated and re-presented. Among the employee turnover of FY2021, 11 of them were transferred to affiliated company.

Respecting and Protecting Employees' Rights

The Group recognises the valuable contribution of all employees and thus provides employees with opportunities for promotion, salary adjustment or reward based on their performance and contribution, as well as provides full-time employees with exclusive benefits that temporary or part-time employees could not enjoy, including paid leaves and retirement provisions.

The Group respects the needs of each employee and strives to take care their well-being by implementing various family-friendly measures. During FY2023, 1 male employee took parental leave among the 124 full-time employees who were entitled to it. He returned to work after the leave ended and was still employed after his return. During FY2022, 2

male employees took parental leave and returned to work after the leave ended, resulting in a 100% retention rate.

Employee Remuneration and Benefit

The Group strongly believes in fair remuneration and salary packages which are competitive and sufficient to attract, retain, and motivate personnel. In setting remuneration packages, the Group considers the regulatory requirements, salary, and employment conditions by benchmarking against companies in the same industry. In addition to the competitive remuneration offered in FY2023, the Group continue to maintain its list of benefits which are only standard for full-time employees including but not limited to:

Employment Benefits	Descriptions
Life insurance	If our employee becomes critically ill or permanently disabled, their loved ones will receive a sum of money to provide them with financial protection and coverage against risks.
Medical insurance	Employees are reimbursed for outpatient treatments, surgery or hospitalisation expenses covered under medical insurance.
Disability insurance	All our employees are covered under personal accident insurance for work-related injury. For instance, the Group will reimburse any rehabilitation costs or monthly pay-outs for each case of disability.
Parental leave	Both female and male employees are entitled to maternity leave and paternity leave when applicable. We provide other leave benefits catering to our employees' children, during the stages of infant care and childcare.
Retirement provision	For employees qualified for pension approaching the retirement age, they will be provided with monthly support during their retirement.
Accommodation and staff canteen	Workers are granted free accommodation, coupled with necessities such as proper sanitation and water. We also provide subsidised daily meals. During FY2023, the staff canteen and dormitory have been renovated.
Year-end and performance bonus	In the event of outstanding results, either financial performance of the Group or individual performance judged by appraisal matrices, our employees are entitled to these bonuses.
Paid leave	Our employees are offered paid leave, such as marriage leave, compassionate leave, family leave and annual leave of up to 15 days.
Company retreat	We organise annual retreats as a group to build relationships among the team and improve collaboration among employees of all levels. All expenses are paid for.
Appreciation events and festival celebrations	We organise company events annually to celebrate and recognise the efforts of our employees. In line with our spirit of embracing diversity and honouring our rich heritage and culture, we celebrate festivals as a group. These festivities include Spring Festival, Mid-Autumn Festival and Children's Day.
Birthday celebrations	We organise monthly birthday celebration and give birthday treats to employees.
Medical check-up	Our employees can enjoy a complimentary medical check-up on an annual basis.

SUSTAINABILITY REPORT

With the aim to fostering stable and harmonious labour relations, the Group has organised recreational activities such as Lantern Festival celebration, tree-planting activities, reading and sports day, as well as Ouhua school series. We strive to continuously cultivate an encouraging and supportive work environment for all employees to support their personal growth.

LABOUR/MANAGEMENT RELATIONS



The Group values relationship with its employees. If there are significant changes to its operations in foreseeable future that could substantially affect them, it is the Group's practice to engage with employees. Typically, a minimum notice period of 2 weeks prior to such implementation would be provided to ensure timely discussion and negotiation. The Group deems it a reasonable practice aiming at maintaining employee satisfaction and motivation while implementing significant changes to operations.

TRAINING & EDUCATION

The Group recognises that employees need to stay updated on their skill sets in our ever-changing global work environment. Therefore, we actively push forward the talent-driven growth strategy and promote various forms of talent training. The rich training programmes and diversified development opportunities help employees to develop their potential and work ability. Both on-the-job and ad-hoc trainings are made available to employees. To create vertical and horizontal development space for employees, employees are encouraged to attend courses that are outside of their respective job scopes. Thus, all types of talents can grow and succeed in the Group.

In FY2023, the Group has achieved an average of 20 training hours per employee⁸, exceeding the target of 3 hours per employee by a significant margin. The Group places high priorities on these training sessions which aim to empower employees on the technical skills and safety across different modes of operations, such as:

- Special topics – case study training
- External third-party training and study visits
- Workplace Health and Safety training
- System training
- Pre-job training
- Etiquette training
- Training for internal transfers
- Operating machinery safety procedures

	FY2023	FY2022	FY2021
Average Hours of Training Per Employee	 20 hours	 54 hours	 48 hours

The Group also recognises the significance of sustainability in today's business environment, and remains committed to upholding the highest standards of corporate governance and sustainability practices. We will ensure that our Directors are well-equipped with the necessary knowledge to effectively oversee and guide the Group's sustainability performance and actively seek opportunities to enhance our understanding and implementation of sustainable practices. In accordance with the SGX sustainability reporting regulations, all Directors (except those whose tenure have exceeded 9 years) have completed the trainings regarding corporate governance in relation to sustainable development on the platform certified by SGX. During the Reporting Year, male Directors attended 12 hours of training and female Directors attended 4 hours of training.

Programmes for Upgrading Employee Skills and Transition Assistance

The Group is committed to allocating budget and plan programmes to equip employees with the relevant skills to meet strategic targets of the Group. We believe that more skilled employees enhance our human capital and may in turn contribute to employees' satisfaction, which will then enhance overall performance.

8. Average hours of training per employee = Total training hours offered during the reporting period/ Total workforce as of the end of the reporting period.

For new joiners of the Group, the employing departments would formulate training programmes at team level, departmental level and company level. The new employees are required to attend specific hours of training including company history, corporate culture, business ethics, and moral education. Experienced seniors with talent and virtue are appointed to provide guidance as mentors. After probation, the new employees who have passed the assessment would be admitted as regular employees, while those who fail twice would not be accepted.

To incentivise employees to engage in continuous learning and self-upgrading, employees are offered potential salary increments in the event that they obtain higher education qualifications or qualification certificates. In addition, the Group has established learning and development roadmaps according to feedback obtained from annual technical tests to ensure employees are optimally trained. Most importantly, internal surveys are conducted to obtain employees' opinion on the effectiveness and relevancy of the training provided to ensure future programs provided are aligned with their career aspirations.

DIVERSITY AND EQUAL OPPORTUNITY

The Group is committed to building a diverse and equal opportunity workplace, respecting the rights and interests of each employee and prohibiting any form of discrimination that are based on, including but not limited to gender, ethnicity, religion and nationality.

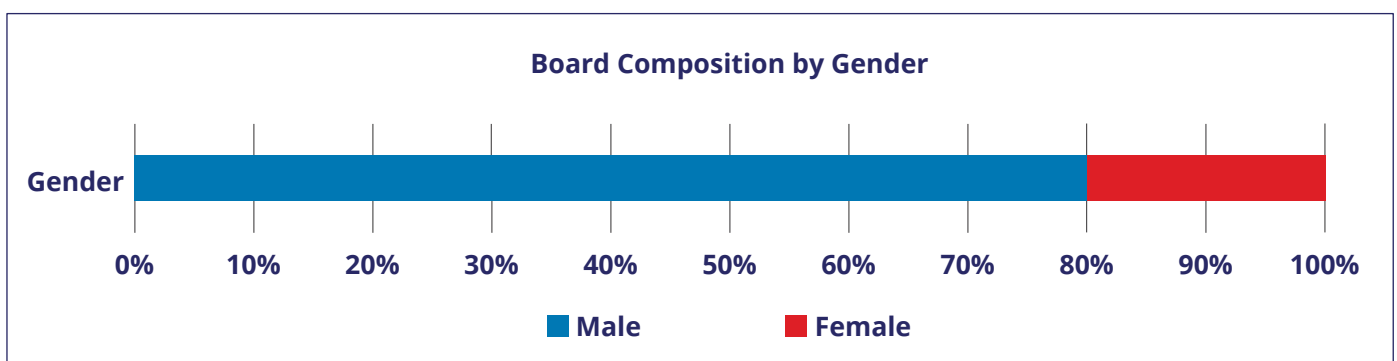
Among the 4 Management staff, all of them were hired from the PRC, where the Group's operations are based. Including members from the local community in the Group's Management composition demonstrates its positive market presence. In addition to being able to understand local needs, the Group believes that this measure can also bring economic benefit to the local community. Furthermore, the Group employed 10 veterans and 1 person with disability during FY2023, demonstrating its support of promoting diversity and equal opportunity in the workplace.

We have been actively recruiting female employees to achieve a more balanced gender composition at the workplace. We strictly implement the policies regarding female employees' pregnancy and maternity leaves, nursing breaks, and regular physical examinations. In addition to physical health, mental health of female employees is also of our concern. During the Reporting Year, professional psychologists and representatives from women's federation have been invited to deliver seminars about mental health of female employees.

The Group strives to build a transparent and inclusive environment for all employees, as well as ensure a top-down approach to promote fair and ethical business dealings.

Board Diversity

The Group recognises that Board diversity is an essential element contributing to the sustainable development of Ouhua Energy. We uphold the principle of maintaining an appropriate level of independence and diversity of thought and background in the Board's composition to enable it to make decisions in the best interests of the Group. This industry requires highly-experienced individuals in governing the Group's operations in order to maintain a competitive advantage, therefore, all Directors are over 50 years old. Nevertheless, the Board is committed to operating in way that supports diversity and inclusivity.



SUSTAINABILITY REPORT

The Group attaches importance to and strengthens the supervision and inspection of discriminatory and preferential treatment, hoping to foster an inclusive and performance-driven work environment to attract, retain, and develop our human capital. Employees are required to observe and adhere to all relevant policies and practices. Ouhua Energy makes a conscious effort to maintain diversity in middle management, generate creativity and innovation, and improve the corporate culture. There were zero reported incidents of discrimination raised by our employees in FY2023 (FY2022: zero cases).

The Group has also adopted an open-door policy where employees are encouraged to report any grievances directly to their superiors, heads of department, human resource department, chief executive officer and / or independent Directors. This reinforces our commitment to our employees of providing them with a workplace that is healthy, safe and secure. Across our business segments, there were zero workplace grievance cases reported in FY2023 (FY2022: zero cases). In order to maintain a strong and healthy workforce, the Group has set new targets including maintaining zero incidents of discrimination, and continuing its effort in promoting diversity and equal opportunities within the Group.

Performance and Career Development Review

During the establishment and development for two decades, the Group has enhanced its management of employees in view of the external challenges during the Reporting Year. The recruitment of new employees has been enhanced by the heightened criteria of qualifications. Recruitment procedure has been standardised so as to prevent favoritism. After the new joiners become regular employees, department leaders are encouraged to provide continual guidance and proactive support to accelerate their improvement of performance.

Performance and career development review of employees are performed during the performance appraisal process. This process is conducted either quarterly or monthly depending on job nature, whereby there will be two-way communication and engagement between supervisors and subordinates to assess the performance of the employee. Assessment is conducted with metrics in various aspects including operation and management as well as other bonus items or veto criteria. Upon completion of the appraisal process, consideration of career advancement such as promotion, quantum of salary increments, and annual variable bonus will be determined based

on the performance appraisal results. In FY2023, all full-time employees are assessed and remunerated fairly based on their experience, qualifications, and performance (FY2022: all).

Looking ahead, the Group shall continue to provide training and education opportunities through development programmes wherever applicable and promote a conducive corporate environment where everyone could achieve their potential. The Group is aware of the importance of building a talent pool with deep knowledge of regional and global markets to support our growth and expansion, as well as prepare next generation of leaders as part of succession planning. We continue to strive to be an employer of choice, through recognising the contributions of each employee, and providing opportunities for staff to grow in their respective career paths.

OCCUPATIONAL HEALTH & SAFETY

Safety is an integral part of our business and a key focus area for our Board and Management. The Group recognises that it is the Group's responsibility to ensure that its employees' safety remains top priority. We firmly believe that all our employees deserve to work in a safe and healthy environment and that a conducive working environment will boost morale, productivity, and efficiency of our workforce.

As the Group values its employees' health and safety, it has implemented the Occupational Health & Safety Management Framework and manage employees with reference to ISO45001 and other national and global standards.

Occupational Health & Safety Management Framework

To facilitate the physical supervision of the workplace safety, and the relaying of workplace safety and health-related messages, we have established a group-wide Safety Committee which comprises both employee and employer representatives. Through this engagement, all members contribute to the identification of hazards, assessment of risks as well as decision-making regarding minimisation of risks.

The Safety Committee oversees our subsidiaries' operations to ensure that safety standards are always upheld and in line with industry-leading practices. The roles and responsibilities of the Safety Committee include reviewing, implementing, and reinforcing safety standards and regulations to ensure all safety risks are adequately mitigated. Members of the Safety Committee, particularly the frontline workers, are directly involved in daily operation and thus are competent of carrying out these processes.

The Safety Committee members meet at least monthly to review safety inspection results, infrastructure and incidents, as well as to coordinate and organise safety-related activities. After the meeting in August 2023, the Safety Committee has been expanded to include 15% of the total number of employees in the Group. Going forward, the Group strives to improve the effectiveness of workplace safety supervision.

Key Elements of Our Health & Safety System



The Group seeks to learn from past mistakes and strives to prevent similar incidents from recurring. All near-miss incidents and accidents are promptly reported to the Safety Committee, which will provide timely incident analysis briefings to employees. These safety briefings aim to strengthen the safety awareness of employees and to remind them of established safety measures and precautions, as well as safety protocols in the event of similar incidents.

In order to prevent work-related ill health, the Group actively promotes wellness in the workplace as a compassionate employer by providing non-occupational medical care and an annual health check to employees on a voluntary basis. Medical insurance is offered to employees and extended to their families at a discount. Meanwhile, the confidentiality of the employees' personal health-related information would be ensured by the human resources department and that those information would not be used for any other purposes which would affect the Group's treatment on the employees.

For the Group's subsidiaries of which on-site operational work is mainly outsourced, no full-time employees are employed, and other administrative and logistical tasks are supported by the parent company. Thus, their workers are not systematically covered under the occupational health and safety management framework. Nonetheless, in case of identification of occupational hazards on-site, their opinion would also be taken into account by the Safety Committee.

SUSTAINABILITY REPORT

Occupational Safety Measures

The Group has implemented several measures in hope of protecting the safety of its employees. We ensure each worker is well protected before the commencement of each assignment by updating personal protective equipment records to ensure that each worker is sufficiently equipped with protective gear. We have also developed a list of protocols and precautions for workers to ensure safety in the workplace.

Automation Control and Safety Monitoring

For safety reasons, two programmable logic controllers were installed to monitor the operation of the two gas boilers. These controllers collect the operation data of the boilers and combustible gas alarms remotely, transforming them into a network format, and transferring them to the central control center in a short time. Through software programming and configuration, we can now achieve real-time control of the two gas boilers' operation on the central control system.

Workplace Health & Safety Performance

Category	FY2023 Total	FY2022 Total	FY2021 Total
Injury resulting in temporary disabilities	No incidents of injury resulting in temporary disabilities or fatalities across the Group's business operations.		
Death or permanent disabilities			

In FY2023, there were no incidents of fatalities, injuries, or ill health related to work across the Group's business operations (FY2022: zero cases). The Group strives to continue to maintain its health and safety standards and continuous improvement in its operational health and safety processes and performance.

Training on Occupational Health and Safety

The Group has conducted a comprehensive range of occupational health and safety training programmes in FY2023, including practical safety training, safety management improvement and security regulatory system. The Group assesses the training needs of its workers and designs and delivers the training accordingly, ensuring that the content and topics addressed are relevant and appropriate, and that the trainers are competent. The training is provided free of charge and during paid working hours, and is mandatory for workers to attend. The Group also evaluated the effectiveness of the training by collecting feedback from the attendants to ensure that it is meeting its objectives.

Covid-19 Compliance and Safety Measures

While the Covid-19 pandemic began to ease off at the beginning of the Reporting Year, the Group still adhered to placing the health and safety of employees as its top priority. The Group strictly maintained a high hygiene standard and complied with the virus prevention regulations issued by the local governments. No cases of Covid-19 infection were recorded in the workplace (FY2022: 94 cases). The Group will make continuous effort to protect our employees at the workplace.

FORCED OR COMPULSORY LABOUR

Being in an industry that is largely labour-intensive, the Group has implemented measures to ensure that all operations and suppliers comply with the relevant laws and regulations, and that all workers are treated fairly and with respect. The Group is in full compliance with local labour regulations across our operations, as well as minimum wage laws, where such laws exist. We are dedicated to constantly reviewing our employment policies, benefits, and remuneration practices to ensure compliance with the updated employment laws and keep up with the best industry practices to provide the optimal working conditions for our people.

The Group is committed to eliminating all forms of forced or compulsory labour. The Group has identified operations and suppliers that are considered to have significant risk for incidents of forced or compulsory labour, such as manufacturing plants and suppliers in certain countries or geographic areas. In order to minimise such risk, we have implemented measures to ensure that our employees work on a voluntary basis and that their terms of leave entitlement, working hours, rest, labour protection and termination of employment are clearly laid out in their respective employment contracts. As our labour practice, working hours may only be appropriately extended in case of production and operation needs. Overtime pay is provided to staff where suitable, as stipulated in our "Salary and Benefits Management System". We have also established a system to investigate, punish or dismiss any employees found to be in violation of these standards.

Training on the topic of "Corporate Governance under the Perspective of Compliance" was organised for employees. Induction trainings for new employees were carried out quarterly to promote the importance of human rights and ethical conduct. We target to improve our labour mechanism in the coming year to ensure that all our employees are protected from any form of forced or compulsory labour.

Meanwhile, the Group also strives to minimise risk of forced or compulsory labour along the supply chain. Thus, the staffing condition of the suppliers and vendors would be evaluated in the qualification evaluation report. Details could be referred to the section headed "Supplier Social Assessment".

SUPPLIER SOCIAL ASSESSMENT

Sustainable and responsible procurement requires close collaboration with all our suppliers. We have implemented the "Supplier Management System" as a standardised policy and guideline, which set forth a clear risk elimination process and sustainability-focused policies. Further to the aforementioned environmental criteria, suppliers and vendors are selected based on criteria including but not limited to safety production management, quality management and customer satisfaction.

We also strive to ensure that our suppliers are compliant with applicable laws and regulations, and that they adhere to our standards and policies. In all our activities, we are committed to addressing and strengthening our response to issues such as human rights, labour rights, and business ethics. To manage the potential impacts of corruption or risks of corruption along the supply chain, suppliers and vendors would be required to sign an "Integrity and Compliance Commitment Letter" as a commitment to abide by relevant laws and regulations as well as professional ethics in business activities. For prevention of corruption risk, the suppliers and vendors shall avoid providing personal commissions, kickbacks, gift certificates, valuables, or arranging high-end entertainment activities for the Group's employees. Corresponding legal action might be taken by the Group for any discovered unfair competition methods.

In FY2023, all new suppliers that were screened using the Group's social standards and policies. We have conducted a thorough assessment on 3 suppliers for any potential social impacts. None of them were identified as having significant actual or potential negative social impacts. However, if any of them are found to have such impacts, we will urge them to take immediate action to rectify the situation. In the event that the issues are too severe, we will terminate the business relationship.

SUSTAINABILITY REPORT

OUR COMMUNITY

At Ouhua Energy, we bring the Group together to give back to the society by taking part in community services and addressing the community's needs. Stakeholders at the local community in the Chaozhou City are engaged under the framework described in the section headed "Stakeholder Engagement" above. Ouhua Energy seeks to ensure meaningful engagement with local stakeholders by participating as a member or holding management positions in various associations in our industry in the local community. We strive to create positive impacts in the local communities by leveraging our strength and resources through donations, sponsorships, and corporate volunteer services. We assess and determine areas of contribution through actively engaging with local organisations that are already working on these issues to determine how we can best support them. Being recognised as a Chaozhou City "Four Beams and Eight Pillars" Private Enterprise, Ouhua Energy has been engaging with the relevant working group to identify and resolve issues encountered during operation at the municipal level. Any grievances from the local community could also be addressed through the coordination mechanism. The Group did not identify any cases of grievances from the local community during FY2023.

During FY2023, through evaluation, the Group identified that a major vulnerable group was those with low income in the region near our tank storage. The Group therefore developed the following local community development programs covering all of its operations that are based on the needs and priorities of the local communities, including reducing poverty and promoting moral values.

During its operation, the Group strived to enhance local economic development by prioritising job opportunities to local candidates at eligible age during recruitment. In order to make a positive impact to the community, the Group launched the "Hello, new friends!" event to support students living in poverty or with special education needs. Our volunteers paid a visit to a school in the city and provided students with basic necessities such as food, clothing, and school supplies. They also provided emotional support and guidance to the students, aiding them in coping with their difficult situations.

In view of the Group's business nature, we were also aware of the risk and impact of tank explosion in the local area. Fire safety was identified as a particular concern among the local community. As a member of the Emergency Association, the Group's fire brigade has been serving as a community fire emergency support team for years and regular training has been conducted. Regarding impacts on the health of local community, the risk of exposure to pollution or use of hazardous substances are insignificant in the Group's production process. For the Group's effort in controlling emissions, effluent discharge and hazardous waste disposal, please refer to the corresponding paragraphs under the section headed "Environmental Management".

11. CORPORATE GOVERNANCE

ANTI-CORRUPTION

Ouhua Energy is committed to upholding the highest standards of corporate governance and business integrity across its organisation, which are essential for the long-term viability of the Group's operations and the enhancement of shareholder value. All employees are expected to strictly adhere to established policies and uphold Ouhua Energy's 'zero-tolerance' position on corruption, bribery, and extortion.

The Audit Committee continues to support the Board in its oversight of corporate governance and is responsible for driving Ouhua Energy's focus on implementing effective compliance and governance systems. In the meantime, respective departments within the Group continue to be responsible to identify, self-assess the adequacy and effectiveness of mitigating measures, and manage associated business risks at operational level to prevent corruption.

The Board undertakes to investigate complaints of suspected fraud in an objective manner and has put in place a whistle-blowing policy and procedures which provide employees with well-defined and accessible channels within the Group. Suspected bribery, corruption, dishonest practice, or other similar matters will be reported directly to the Audit Committee. The whistle-blowing policy aims to encourage the reporting of such matters in good faith, with the confidence that employees making such reports will be treated fairly and, to the extent possible, protected from reprisal. The policy and its effectiveness will be reviewed and updated by the Audit Committee as and when it is deemed necessary.

In FY2023, the Group has undergone risk assessment related to corruption in 100% of the two operations in the office and production facility. No significant risk was identified through the assessment. Nonetheless, the Group is aware that training and awareness building are important for preventing corruption. 100% of the Directors and employees have received anti-corruption training during the Reporting Year. At the same time, anti-corruption policies and procedures have been communicated to 100% of the Group's Directors and employees. Further details of management of corruption risk along the supply chain could be referred to the section headed "Supplier Social Assessment".

In FY2023, there were not any incidents of corruption across Ouhua Energy's business operations (FY2022: zero cases), nor were there any public legal cases regarding corruption brought against the Group or its employees, thus no actions were to be taken.

Regarding contract transparency, the Group's contracts and licenses are not publicly available due to confidentiality. Relevant contracts involving related-party transactions or transactions requiring public disclosure will be filed with the secretary or the registry.

Identifying the beneficial owners of business partners, including joint ventures and suppliers, is an important process for companies to ensure transparency, compliance with regulations, and mitigate risks associated with money laundering, fraud, or corruption. Beneficial owner⁹ refers to one or more natural persons who ultimately own or control a customer, and/or the principal (natural person) of a transaction. The Group's beneficial owner is Mr. Liang Guozhan.

The Group takes various steps to identify beneficial owners of business partners. Before engaging suppliers, due diligence procedures would be carried out to request information about their ownership structure, significant shareholders, and ultimate beneficial owners. Only those qualified suppliers would be included in the established database of suppliers. For joint ventures, qualification would be verified and third-party legal opinion may be obtained where necessary.

Please refer to the Corporate Governance section of the Annual Report for more information.

9. Reference is made from "International Standards for Combating Money Laundering, Terrorist Financing and Proliferation Financing: FATF Recommendations" (2019) by Financial Action Task Force against Money Laundering.

SUSTAINABILITY REPORT

COMPLIANCE

Environmental Compliance

Environmental compliance forms an integral part of the Group's sustainability strategy. With increased pressure on corporations to be accountable for their ecological footprint and the rising cost of natural resources, we endeavour to not just comply but also integrate the best sustainability practices across business operations to reduce adverse environmental impact on the ecosystem. In FY2023, there were no incidents of non-compliance and penalties pertaining to environmental-related issues (FY2022: No incidents of non-compliance and penalties). To maintain the compliance, the Management will continue to review and improve current environmental management system and practices and ensure that all our activities and operations comply with existing regulatory requirements.

Social Compliance

The Group has adopted a social compliance management system to identify and address the risks that may arise from the Group's operations. The emphasis is on the following risk areas identified for Group companies: employee rights, diversity, non-discrimination, security and local risks at where it operates. The compliance management system is reviewed and revised regularly, taking into consideration the dynamically developing global legislation. If a social risk is identified in the Group, the issue would be included and addressed during the Group's internal audits.

Over the years, the Group's operations continue to adhere to social and environmental laws and regulations. The Group maintains a zero-tolerance stance on non-compliances and encourages our stakeholders to report any incidents via our established whistleblowing channels. All employees of the Group are encouraged to be proactive and forthcoming in reporting social and environmental related issues and complaints.

In FY2023, there were no incidents of non-compliance and penalties pertaining to social-related issues (FY2022: No incidents of non-compliance and penalties). The Board and Management continues to review and improve the current environmental management system and practices to ensure that all our activities and operations comply with regulatory and customers' requirements. It is of utmost importance to the Group that we maintain this unblemished record.

GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

Statement of Use	Ouhua Energy has reported with reference to the GRI Standards for the period from 1 January 2023 to 31 December 2023.
GRI 1 Used	GRI 1: Foundation 2021

Topic	GRI standard	GRI disclosure/Additional sector disclosure	Ref. no.	Location/Statements
General Disclosure				
General Disclosure	GRI 2: General Disclosure 2021	2-1 Organizational details		<ul style="list-style-type: none"> • Legal name: Ouhua Energy Holdings Limited • Nature of ownership: publicly owned • Legal form: incorporated entity • Location of the Group's headquarters: Long Wan Suo Cheng Town, Raoping County, Chaozhou City, Guangdong Province, The People's Republic of China • The Group's countries of operation: The People's Republic of China
		2-2 Entities included in the organization's sustainability reporting		About the Report – Reporting Boundary
		2-3 Reporting period, frequency and contact point		About the Report – Reporting Period & Standard
		2-4 Restatements of information		Organisational & Relationship Management – Employment
		2-5 External assurance		The Group has not sought external assurance for this sustainability report.
		2-6 Activities, value chain and other business relationships		About the Group
		2-7 Employees		Organisational & Relationship Management – Employment
		2-8 Workers who are not employees		Organisational & Relationship Management – Employment
		2-9 Governance structure and composition		Governance structure Refer to AR FY2023 – Corporate Governance Report
		2-10 Nomination and selection of the highest governance body		Governance structure Refer to AR FY2023 – Corporate Governance Report
		2-11 Chair of the highest governance body		Governance structure Refer to AR FY2023 – Corporate Governance Report
		2-12 Role of the highest governance body in overseeing the management of impacts		Governance structure Refer to AR FY2023 – Corporate Governance Report
		2-13 Delegation of responsibility for managing impacts		Governance structure Refer to AR FY2023 – Corporate Governance Report

SUSTAINABILITY REPORT

Topic	GRI standard	GRI disclosure/Additional sector disclosure	Ref. no.	Location/Statements	
General Disclosure					
General Disclosure	GRI 2: General Disclosure 2021	2-14 Role of the highest governance body in sustainability reporting		Governance structure Refer to AR FY2023 – Corporate Governance Report	
		2-15 Conflicts of interest		Refer to AR FY2023 – Corporate Governance Report	
		2-16 Communication of critical concerns		Stakeholder Engagement	
		2-17 Collective knowledge of the highest governance body		Governance Structure	
		2-18 Evaluation of the performance of the highest governance body		Refer to AR FY2023 – Corporate Governance Report	
		2-19 Remuneration policies		Refer to AR FY2023 – Corporate Governance Report	
		2-20 Process to determine remuneration		Organisational & Relationship Management – Employee Remuneration and Benefits	
Material Topics	GRI 3: Material Topics 2021	2-27 Compliance with laws and regulations		Corporate Governance – Compliance	
		3-1 Process to determine material topics		Materiality Assessment	
Compliance	GRI 3: Material Topics 2021	3-2 List of material topics		Materiality Assessment	
		3-3 Management of material topics		Materiality Assessment	
Supplier Environmental Assessment	GRI 3: Material Topics 2021	3-3 Management of material topics		Materiality Assessment	
		GRI 308: Supplier Environmental Assessment 2016		308-1 New suppliers that were screened using environmental criteria	Environmental Management – Supplier Environmental Assessment
				308-2 Negative environmental impacts in the supply chain and actions taken	Environmental Management – Supplier Environmental Assessment
Material Topics in Sector Standard for Oil & Gas (GRI 11)					
11.1 GHG Emissions	GRI 3: Material Topics 2021	3-3 Management of material topics	11.1.1	Materiality Assessment	
		Describe actions taken to manage flaring and venting and the effectiveness of actions taken *		Environmental Management – Air Emissions	
	GRI 302: Energy 2016	302-1 Energy consumption within the organization	11.1.2	Environmental Management – Emissions – Energy	
		302-2 Energy consumption outside of the organization	11.1.3	Not applicable	
		302-3 Energy intensity	11.1.4	Environmental Management – Emissions – Energy	

Topic	GRI standard	GRI disclosure/Additional sector disclosure	Ref. no.	Location/Statements
Material Topics in Sector Standard for Oil & Gas (GRI 11)				
11.1 GHG Emissions	GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	11.1.5	Environmental Management – GHG Emissions
		Report the percentage of gross direct (Scope 1) GHG emissions from CH ₄ *		
		Report the breakdown of gross direct (Scope 1) GHG emissions by type of source (stationary combustion, process, fugitive) *		
		305-2 Energy indirect (Scope 2) GHG emissions	11.1.6	Environmental Management – GHG Emissions
		305-3 Other indirect (Scope 3) GHG emissions	11.1.7	Environmental Management – GHG Emissions
		305-4 GHG emissions intensity	11.1.8	Environmental Management – GHG Emissions
11.2 Climate adaptation, resilience, and transition	GRI 3: Material Topics 2021	3-3 Management of material topics	11.2.1	Materiality Assessment
		Describe policies, commitments, and actions of the organization to prevent or mitigate the impacts of the transition to a low-carbon economy on workers and local communities *		Environmental Management – Climate Change
		Report the level and function within the organization that has been assigned responsibility for managing risks and opportunities due to climate change *		Environmental Management – Climate Change
		Describe the board's oversight in managing risks and opportunities due to climate change *		Environmental Management – Climate Change
		Report whether responsibility to manage climate change-related impacts is linked to performance assessments or incentive mechanisms, including in the remuneration policies for highest governance body members and senior executives *		Not applicable
		Describe the climate change-related scenarios used to assess the resilience of the organization's strategy, including a 2°C or lower scenario *		Environmental Management – Climate Change

SUSTAINABILITY REPORT

Topic	GRI standard	GRI disclosure/Additional sector disclosure	Ref. no.	Location/Statements
Material Topics in Sector Standard for Oil & Gas (GRI 11)				
11.2 Climate adaptation, resilience, and transition	GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	11.2.2	Environmental Management – Climate Change
		Report the emissions potential for proven and probable reserves *		Not applicable
		Report the internal carbon-pricing and oil and gas pricing assumptions that have informed the identification of risks and opportunities due to climate change *		Not applicable
		Describe how climate change-related risks and opportunities affect or could affect the organization’s operations or revenue, including: <ul style="list-style-type: none"> - development of currently proven and probable reserves; - potential write-offs and early closure of existing assets; - oil and gas production volumes for the current reporting period and projected volumes for the next five years. * 		Environmental Management – Climate Change
		Report the percentage of capital expenditure (CapEx) that is allocated to investments in: <ul style="list-style-type: none"> - prospection, exploration, and development of new reserves; - energy from renewable sources (by type of source); technologies to remove CO₂ from the atmosphere and nature-based solutions to mitigate climate change; - other research and development initiatives that can address the organization’s risks related to climate change. * 		Environmental Management – Climate Change
	Report net mass of CO ₂ in metric tons captured and removed from the atmosphere (CO ₂ stored less the GHG emitted in the process).	Not applicable		
	GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	11.2.3	Materiality Assessment – FY2023 Performance Highlight and New Target(s) Environmental Management – GHG Emissions

Topic	GRI standard	GRI disclosure/Additional sector disclosure	Ref. no.	Location/Statements
Material Topics in Sector Standard for Oil & Gas (GRI 11)				
11.2 Climate adaptation, resilience, and transition	GRI 305: Emissions 2016	Report how the goals and targets for GHG emissions are set, specify whether they are informed by scientific consensus, and list any authoritative intergovernmental instruments or mandatory legislation the goals and targets are aligned with.*	11.2.3	Environmental Management – GHG Emissions
		Report the Scopes (1, 2, 3) of GHG emissions, activities, and business relationships to which the goals and targets apply. *		Environmental Management – GHG Emissions
		Report the baseline for the goals and targets and the timeline for achieving them. *		Materiality Assessment – FY2023 Performance Highlight and New Target(s) Environmental Management – GHG Emissions
	additional sector disclosure	Describe the organization's approach to public policy development and lobbying on climate change, including: <ul style="list-style-type: none"> the organization's stance on significant issues related to climate change that are the focus of its participation in public policy development and lobbying, and any differences between these positions and its stated policies, goals, or other public positions; whether it is a member of, or contributes to, any representative associations or committees that participate in public policy development and lobbying on climate change, including: <ul style="list-style-type: none"> the nature of this contribution; any differences between the organization's stated policies, goals, or other public positions on significant issues related to climate change; and the positions of the representative associations or committees. 	11.2.4	Stakeholder Engagement – List of Memberships of Association Environmental Management – Climate Change
11.3 Air emissions	GRI 3: Material Topics 2021	3-3 Management of material topics	11.3.1	Materiality Assessment

SUSTAINABILITY REPORT

Topic	GRI standard	GRI disclosure/Additional sector disclosure	Ref. no.	Location/Statements
Material Topics in Sector Standard for Oil & Gas (GRI 11)				
11.3 Air emissions	GRI 305: Emissions 2016	305-7 Nitrogen oxides (Nox), sulfur oxides (Sox), and other significant air emissions	11.3.2	Environmental Management – Air Emissions
	GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	11.3.3	Environmental Management – Air Emissions
		Describe actions taken to improve product quality to reduce air emissions		Environmental Management – Air Emissions
11.4 Biodiversity	GRI 3: Material Topics 2021	3-3 Management of material topics	11.4.1	Not material – The nature of operation does not have significant impact on the habitat.
		Describe policies and commitments to achieving no net loss or a net gain to biodiversity on operational sites; and whether these commitments apply to existing and future operations and to operations beyond areas of high biodiversity value.		
		Report whether application of the mitigation hierarchy has informed actions to manage biodiversity-related impacts.		
	GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	11.4.2	
		304-2 Significant impacts of activities, products and services on biodiversity	11.4.3	
		Report significant impacts on biodiversity with reference to affected habitats and ecosystems *	11.4.4	
		304-3 Habitats protected or restored		
Describe how the application of the mitigation hierarchy, if applicable, has resulted in: - areas protected through avoidance measures or offset measures; - areas restored through on-site restoration measures or offset measures. *	11.4.5			
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	11.4.5			
11.5 Waste	GRI 3: Material Topics 2021	3-3 Management of material topics	11.5.1	Materiality Assessment

Topic	GRI standard	GRI disclosure/Additional sector disclosure	Ref. no.	Location/Statements
Material Topics in Sector Standard for Oil & Gas (GRI 11)				
11.5 Waste	GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	11.5.2	Environmental Management – Waste
		306-2 Management of significant waste-related impacts	11.5.3	Environmental Management – Waste
		306-3 Waste generated	11.5.4	Environmental Management – Waste
		When reporting the composition of the waste generated, include a breakdown of the following waste streams, if applicable: - Drilling waste (muds and cuttings) - Scale and sludges - Tailings *		Not applicable
		306-4 Waste diverted from disposal	11.5.5	Environmental Management – Waste
		When reporting the composition of the waste diverted from disposal, include a breakdown of the following waste streams, if applicable: - Drilling waste (muds and cuttings) - Scale and sludges - Tailings *		Not applicable
		306-5 Waste directed to disposal	11.5.6	Not applicable
When reporting the composition of the waste directed to disposal, include a breakdown of the following waste streams, if applicable: - Drilling waste (muds and cuttings) - Scale and sludges - Tailings *				
11.6 Water and effluents	GRI 3: Material Topics 2021	3-3 Management of material topics	11.6.1	Materiality Assessment
	GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	11.6.2	Environmental Management – Water and Effluents
		303-2 Management of water discharge-related impacts	11.6.3	Environmental Management – Water and Effluents – Effluents
		303-3 Water withdrawal	11.6.4	Not applicable
		303-4 Water discharge	11.6.5	Not applicable
		Report volume in megaliters of produced water and process wastewater discharged. *		Not applicable
Report the concentration (mg/L) of hydrocarbons discharged in produced water and process wastewater. *		Not applicable		

SUSTAINABILITY REPORT

Topic	GRI standard	GRI disclosure/Additional sector disclosure	Ref. no.	Location/Statements
Material Topics in Sector Standard for Oil & Gas (GRI 11)				
11.6 Water and effluents	GRI 303: Water and effluents 2018	303-5 Water consumption	11.6.6	Environmental Management – Water and Effluents – Water Consumption
11.7 Closure and rehabilitation	GRI 3: Material Topics 2021	3-3 Management of material topics	11.7.1	Not material – No closure of assets or facilities in the Reporting Year
	GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	11.7.2	
		Describe the approach to engaging workers in advance of significant operational changes *		
	GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	11.7.3	
	additional sector disclosures	List the operational sites that: <ul style="list-style-type: none"> • have closure and rehabilitation plans in place; • have been closed; • are in the process of being closed. 	11.7.4	
		List the decommissioned structures left in place and describe the rationale for leaving them in place.	11.7.5	
Report the total monetary value of financial provisions for closure and rehabilitation made by the organization, including post-closure monitoring and aftercare for operational sites.		11.7.6		
11.8 Asset integrity and critical incident management	GRI 3: Material Topics 2021	3-3 Management of material topics	11.8.1	Not material – There were no significant spills or process safety events during the Reporting Year. The additional sector disclosures for organizations with oil sands mining operations were also not applicable due to business nature.
	GRI 306: Effluents and Waste 2016	306-3 Significant spills*	11.8.2	
		For each significant spill, report the cause of the spill and the volume of spill recovered.		
	additional sector disclosure	Report the total number of Tier 1 and Tier 2 process safety events, and a breakdown of this total by business activity	11.8.3	
For organizations with oil sands mining operations <ul style="list-style-type: none"> • List the organization’s tailings facilities. • For each tailings facility: <ul style="list-style-type: none"> - describe the tailings facility; - report whether the facility is active, inactive, or closed; - report the date and main findings of the most recent risk assessment. 		11.8.4		

Topic	GRI standard	GRI disclosure/Additional sector disclosure	Ref. no.	Location/Statements
Material Topics in Sector Standard for Oil & Gas (GRI 11)				
11.8 Asset integrity and critical incident management	additional sector disclosure	<ul style="list-style-type: none"> Describe actions taken to: <ul style="list-style-type: none"> - manage impacts from tailings facilities, including during closure and post-closure; - prevent catastrophic failures of tailings facilities. 	11.8.4	Not material – There were no significant spills or process safety events during the Reporting Year. The additional sector disclosures for organizations with oil sands mining operations were also not applicable due to business nature.
11.9 Occupational Health and Safety	GRI 3: Material Topics 2021	3-3 Management of material topics	11.9.1	Materiality Assessment
	GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	11.9.2	Organisational & Relationship Management – Occupational Health and Safety
		403-2 Hazard identification, risk assessment, and incident investigation	11.9.3	Organisational & Relationship Management – Occupational Health and Safety
		403-3 Occupational health services	11.9.4	Organisational & Relationship Management – Occupational Health and Safety
		403-4 Worker participation, consultation, and communication on occupational health and safety	11.9.5	Organisational & Relationship Management – Occupational Health and Safety
		403-5 Worker training on occupational health and safety	11.9.6	Organisational & Relationship Management – Occupational Health and Safety
		403-6 Promotion of worker health	11.9.7	Organisational & Relationship Management – Occupational Health and Safety
		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	11.9.8	Organisational & Relationship Management – Occupational Health and Safety
		403-8 Workers covered by an occupational health and safety management system	11.9.9	Organisational & Relationship Management – Occupational Health and Safety
		403-9 Work-related injuries	11.9.10	Organisational & Relationship Management – Occupational Health and Safety
		403-10 Work-related ill health	11.9.11	Organisational & Relationship Management – Occupational Health and Safety
11.10 Employment practices	GRI 3: Material Topics 2021	3-3 Management of material topics	11.10.1	Materiality Assessment

SUSTAINABILITY REPORT

Topic	GRI standard	GRI disclosure/Additional sector disclosure	Ref. no.	Location/Statements
Material Topics in Sector Standard for Oil & Gas (GRI 11)				
11.10 Employment practices	GRI 401: Employment 2016	401-1 New employee hires and employee turnover	11.10.2	Organisational & Relationship Management – Employment
		401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	11.10.3	Organisational & Relationship Management – Employment – Employee Remuneration and Benefit
		401-3 Parental leave	11.10.4	Organisational & Relationship Management – Employment – Respecting and Protecting Employees’ Rights
	GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	11.10.5	Organisational & Relationship Management – Labour/Management Relations
	GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	11.10.6	Organisational & Relationship Management – Training and Education
		404-2 Programs for upgrading employee skills and transition assistance programs	11.10.7	Organisational & Relationship Management – Training and Education
		404-3 Percentage of employees receiving regular performance and career development reviews		
	GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	11.10.8	Organisational & Relationship Management – Supplier Social Assessment
		414-2 Negative social impacts in the supply chain and actions taken	11.10.9	Organisational & Relationship Management – Supplier Social Assessment
	11.11 Non-discrimination and equal opportunity	GRI 3: Material Topics 2021	3-3 Management of material topics	11.11.1
GRI 202: Market Presence 2016		202-2 Proportion of senior management hired from the local community	11.11.2	Organisational & Relationship Management – Diversity and Equal Opportunities
GRI 401: Employment 2016		401-3 Parental leave	11.11.3	Organisational & Relationship Management – Employment – Respecting and Protecting Employees’ Rights
GRI 404: Training and Education 2016		404-1 Average hours of training per year per employee	11.11.4	Organisational & Relationship Management – Training and Education
GRI 405: Diversity and Equal Opportunity 2016		405-1 Diversity of governance bodies and employees	11.11.5	Organisational & Relationship Management – Diversity and Equal Opportunities

Topic	GRI standard	GRI disclosure/Additional sector disclosure	Ref. no.	Location/Statements
Material Topics in Sector Standard for Oil & Gas (GRI 11)				
11.11 Non-discrimination and equal opportunity	GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration	11.11.6	Not applicable
	GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	11.11.7	Organisational & Relationship Management – Diversity and Equal Opportunities
11.12 Forced labor and modern slavery	GRI 3: Material Topics 2021	3-3 Management of material topics	11.12.1	Materiality Assessment
	GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	11.12.2	Organisational & Relationship Management – Forced or Compulsory Labour
	GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	11.12.3	Organisational & Relationship Management – Supplier Social Assessment
11.13 Freedom of association and collective bargaining	GRI 3: Material Topics 2021	3-3 Management of material topics	11.13.1	Not material – Not aware of any operations and suppliers in which the right to freedom of association and collective bargaining may be at risk
	GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	11.13.2	
11.14 Economic impacts	GRI 3: Material Topics 2021	3-3 Management of material topics	11.14.1	Not material – During the Reporting Year there were no introduction nor closure of oil and gas activities that would generate significant economic impacts on the local community. The Group's procurement practices did not affect any local suppliers. For the direct economic value generated and distributed, please refer to AR FY2023 – Consolidated Statement of Profit or Loss and Other Comprehensive Income.
		Describe the community development programs in place that are intended to enhance positive impacts for local communities, including the approach to providing employment, procurement, and training opportunities. *		
	GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	11.14.2	
		Report direct economic value generated and distributed (EVG&D) by project. *		
	GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	11.14.3	
	GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	11.14.4	
203-2 Significant indirect economic impacts		11.14.5		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	11.14.6		
11.15 Local Communities	GRI 3: Material Topics 2021	3-3 Management of material topics	11.15.1	Materiality Assessment

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Topic	GRI standard	GRI disclosure/Additional sector disclosure	Ref. no.	Location/Statements
Material Topics in Sector Standard for Oil & Gas (GRI 11)				
11.15 Local Communities	GRI 3: Material Topics 2021	Describe the approach to identifying stakeholders within local communities and to engaging with them. *	11.15.1	Organisational & Relationship Management – Our Community
		List the vulnerable groups that the organization has identified within local communities. *		
		List any collective or individual rights that the organization has identified that are of particular concern for local communities. *		
		Describe the approach to engaging with vulnerable groups, including: - how it seeks to ensure meaningful engagement; and - how it seeks to ensure safe and equitable gender participation. *		
	GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	11.15.2	Organisational & Relationship Management – Our Community
		413-2 Operations with significant actual and potential negative impacts on local communities	11.15.3	Organisational & Relationship Management – Our Community
		Describe impacts on the health of local communities as a result of exposure to pollution caused by operations or use of hazardous substances. *		
additional sector disclosure	Report the number and type of grievances from local communities identified, including: • percentage of the grievances that were addressed and resolved; • percentage of the grievances that were resolved through remediation.	11.15.4	Organisational & Relationship Management – Our Community	
11.16 Land and resource rights	GRI 3: Material Topics 2021	3-3 Management of material topics	11.16.1	Not material – The current operations are located in uninhabited areas, and there are no plans to start projects in new areas.
		Describe the approach to engaging with affected vulnerable groups, including: - how the organization seeks to ensure engagement is meaningful; - how the organization seeks to ensure safe and equitable gender participation. *		

Topic	GRI standard	GRI disclosure/Additional sector disclosure	Ref. no.	Location/Statements
Material Topics in Sector Standard for Oil & Gas (GRI 11)				
11.16 Land and resource rights	GRI 3: Material Topics 2021	Describe the approach to providing remediation to local communities or individuals subject to involuntary resettlement, such as the process for establishing compensation for loss of assets or other assistance to improve or restore standards of living or livelihoods. *	11.16.1	Not material – The current operations are located in uninhabited areas, and there are no plans to start projects in new areas.
	additional sector disclosure	List the locations of operations that caused or contributed to involuntary resettlement or where such resettlement is ongoing. For each location, describe how peoples' livelihoods and human rights were affected and restored.	11.16.2	
11.17 Rights of indigenous peoples	GRI 3: Material Topics 2021	3-3 Management of material topics	11.17.1	Not material – The activities of the Group do not involve mining and have no material negative impacts on indigenous peoples.
		Describe the community development programs that are intended to enhance positive impacts for indigenous peoples, including the approach to providing employment, procurement, and training opportunities. *		
		Describe the approach of engaging with indigenous peoples, including: - how the organization seeks to ensure engagement is meaningful; - how the organization seeks to ensure indigenous women can participate safely and equitably. *		
	GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	11.17.2	
		Describe the identified incidents of violations involving the rights of indigenous peoples. *		
additional sector disclosure	List the locations of operations where indigenous peoples are present or affected by activities of the organization.	11.17.3		
	Report if the organization has been involved in a process of seeking free, prior and informed consent (FPIC) from indigenous peoples for any of the organization's activities	11.17.4		

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Topic	GRI standard	GRI disclosure/Additional sector disclosure	Ref. no.	Location/Statements
Material Topics in Sector Standard for Oil & Gas (GRI 11)				
11.18 Conflict and security	GRI 3: Material Topics 2021	3-3 Management of material topics	11.18.1	Not material – The Group does not operate in locations and situations of conflict including, for example, countries characterized by political and social instability.
		List the locations of operations in areas of conflict. *		
		Describe the approach to ensuring respect for human rights by public and private security providers. *		
	GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	11.18.2	
11.19 Anti-competitive behavior	GRI 3: Material Topics 2021	3-3 Management of material topics	11.19.1	Not material – Not encountered any anti-competitive behavior nor taken any legal actions for relevant behavior during the Reporting Year
	GRI 206: Anticompetitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	11.19.2	
11.20 Anti-corruption	GRI 3: Material Topics 2021	3-3 Management of material topics	11.20.1	Materiality Assessment
		Describe how potential impacts of corruption or risks of corruption are managed in the organization’s supply chain. *		Organisational & Relationship Management – Supplier Social Assessment
		Describe the whistleblowing and other mechanisms in place for individuals to raise concerns about corruption. *		Corporate Governance – Anti-corruption
	GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	11.20.2	Corporate Governance – Anti-corruption
		205-2 Communications and training about anti-corruption policies and procedures	11.20.3	Corporate Governance – Anti-corruption
		205-3 Confirmed incidents of corruption and actions taken	11.20.4	Corporate Governance – Anti-corruption
additional sector disclosure	Describe the approach to contract transparency, including: <ul style="list-style-type: none"> whether contracts and licenses are made publicly and, if so, where they are published; if contracts or licenses are not publicly available, the reason for this and actions taken to make them public in the future. 	11.20.5	Corporate Governance – Anti-corruption	
	List the organization’s beneficial owners and explain how the organization identifies the beneficial owners of business partners, including joint ventures and suppliers	11.20.6	Corporate Governance – Anti-corruption	

Topic	GRI standard	GRI disclosure/Additional sector disclosure	Ref. no.	Location/Statements
Material Topics in Sector Standard for Oil & Gas (GRI 11)				
11.21 Payments to governments	GRI 3: Material Topics 2021	3-3 Management of material topics	11.21.1	Not material – The Group is not aware of any tax non-compliance or aggressive tax practices that can lead to diminished tax revenues in countries where the Group operates. The additional sector recommendations for state-owned organizations and additional sector disclosures for oil and gas purchased from the state are also not applicable due to business nature.
	GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	11.21.2	
		201-4 Financial assistance received from government	11.21.3	
		For state-owned organizations (SOE): • Report the financial relationship between the government and the SOE *		
	GRI 207: Tax 2019	207-1 Approach to tax	11.21.4	
		207-2 Tax governance, control, and risk management	11.21.5	
		207-3 Stakeholder engagement and management of concerns related to tax	11.21.6	
		207-4 Country-by-country reporting	11.21.7	
		Report a breakdown of the payments to governments levied at the project-level, by project and the following revenue streams, if applicable: - The host government’s production entitlement; - National state-owned company production; - Royalties; - Dividends; - Bonuses (e.g., signature, discovery, and production bonuses); - License fees, rental fees, entry fees; and other considerations for licenses or concessions; - Any other significant payments and material benefits to government. *		
		Report the value of any thresholds that have been applied and any other contextual information necessary to understand how the project-level payments to governments reported have been compiled. *		

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Topic	GRI standard	GRI disclosure/Additional sector disclosure	Ref. no.	Location/Statements
Material Topics in Sector Standard for Oil & Gas (GRI 11)				
11.21 Payments to governments	additional sector disclosure	<p>For oil and gas purchased from the state, or from third parties appointed by the state to sell on their behalf, report:</p> <ul style="list-style-type: none"> volumes and types of oil and gas purchased; full names of the buying entity and the recipient of the payment; payments made for the purchase. 	11.21.8	Not material – The Group is not aware of any tax non-compliance or aggressive tax practices that can lead to diminished tax revenues in countries where the Group operates. The additional sector recommendations for state-owned organizations and additional sector disclosures for oil and gas purchased from the state are also not applicable due to business nature.
11.22 Public policy	GRI 3: Material Topics 2021	3-3 Management of material topics	11.22.1	Not material – The Group has limited influence on legislation and public policy development in the jurisdiction where the Group operates.
		Describe the organization’s stance on significant issues that are the focus of its participation in public policy development and lobbying; and any differences between these positions and its stated policies, goals, or other public positions. *		
	Report whether the organization is a member of, or contributes to, any representative associations or committees that participate in public policy development and lobbying, including: - the nature of this contribution; - any differences between the organization’s stated policies, goals, or other public positions on significant issues related to climate change, and the positions of the representative associations or committees. *			
	GRI 415: Public Policy 2016	415-1 Political contributions	11.22.2	

* additional sector recommendations