



**ANAN
INTERNATIONAL
LIMITED**

SUSTAINABILITY REPORT

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This Sustainability Report has been prepared by AnAn International Limited for compliance with the relevant rules of the Singapore Exchange Securities Trading Limited ("SGX-ST").

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BOARD STATEMENT

At AnAn International Limited ("AnAn"), our dedication to upholding the highest standards of Environmental, Social, and Governance (ESG) practices is unwavering. While we are embarking on the initial stages of our sustainability journey, we enthusiastically embrace the challenge of championing corporate sustainability.

The adoption of sustainability reporting has prompted introspection within the AnAn management team, leading us to reevaluate our business modus operandi. We've expanded our financial-centric approach to include non-financial parameters, resulting in a more effective management of a diverse range of ESG factors.

We firmly believe that our sustainable growth and success hinge on the development of the communities in which we operate. As we actively pursue breakthroughs for new growth, we acknowledge the imperative of fortifying the resilience and sustainability of our business operations.

Continuing forward, we will explore and assess various business opportunities, including strategic investments, partnerships, or mergers and acquisitions, all aimed at generating value for our shareholders.

As participants in the energy trading sector, we keenly recognize our responsibility to conserve natural fossil fuel reserves while actively contributing to environmental protection for the long-term sustainable development of our planet.

Our commitment to sustainability is evident through the adoption of responsible business practices in corporate governance. Compliance with applicable laws and regulations in the markets we operate is a priority, and the Board expects all employees to remain vigilant in upholding our corporate values and the brand promise of the Company's products and services.

Looking ahead, we firmly believe that long-term investment in human capital is pivotal to the sustainable success of AnAn Group. Consequently, we are committed to investing in the reinforcement of our staff training and development roadmap, along with enhancing the environmental sustainability of our operations.

Optimism propels our efforts to drive a virtuous cycle of innovation and change management, aiming for greater financial and ESG returns for the Group.

Yours Sincerely,
Zang Jian Jun
Executive Chairman

CORPORATE PROFILE

AnAn International Limited (“AnAn” or the “Company”) is a company listed on the Main Board of the Singapore Exchange (stock code: Y35).

AnAn is primarily engaged in investment holding in the energy industry. AnAn and its subsidiaries (“the Group”) is staying focus on investments holding of its oil distribution business in France and Spain as well as the oil storage and transportation business in China.

Besides focusing and monitoring on the core business in oil distribution business, AnAn continues to explore potential business opportunities which have high potential value and are able to deliver good investment returns by using conservative risk management approach. AnAn strives to strengthen the Group’s earnings base and generate value for its stakeholders.

Dyneff SAS

In 2016, AnAn has acquired Dyneff SAS (“Dyneff”) through the acquisition of a 51% stake in Rompetrol, parent company of Dyneff, after having obtained the approval by the French Ministry of Economy and anti-trust clearance by European Commission.

Dyneff is a leading independent fuel distributor headquartered in France, with business operations across both France and Spain.

Dyneff has been active in the fuel distribution sector for more than 60 years (1958), with business operations covering three distribution channels, and 110 filling stations, a network of commercial agencies and two wholesale agencies. Dyneff has also established logistics infrastructure in both France and Spain, with strategic storage capabilities at the main Mediterranean and Atlantic ports. The total storage capacity amounts to about 300,000 cubic meters.

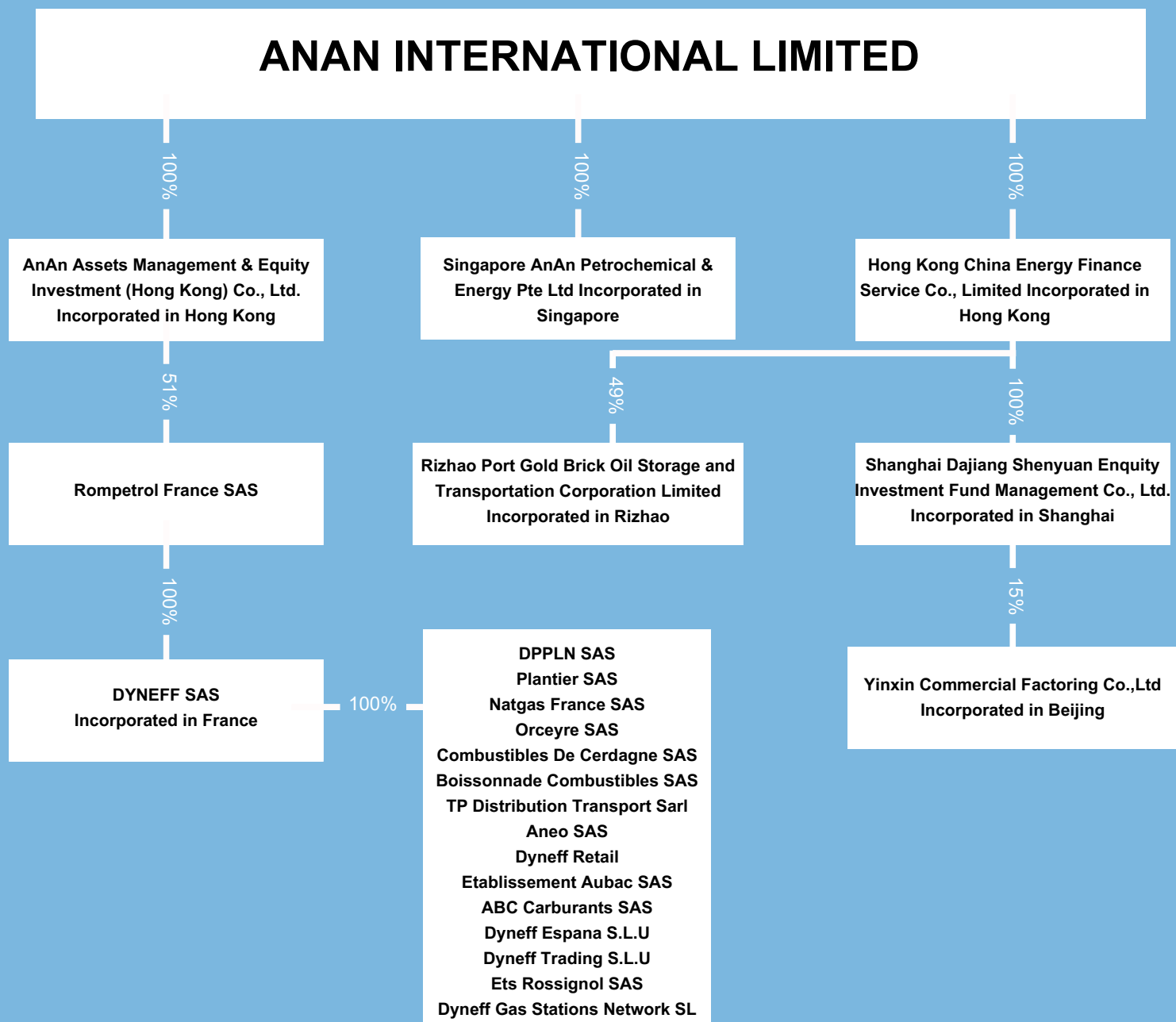


Dyneff caters to the supply of energy, and our activities provide a complete range of solutions "Made by Dyneff", ranging from gasoline, diesel, domestic heating oil, non-road fuel, natural gas. Our professional fleet of 80 trucks is fitted with the best technologies in order to secure the deliveries. Every year we also charter more than 70 vessels from 2,000 to 33,000 tons in order to transport more than 1 million cubic meters (m3) of petroleum products by sea. Our own storage sites as well as our rented primary facilities in France and Spain, combined with a network of secondary oil depots, ensure a total storage capacity of 300,000 m3. Our network also includes over 100 petrol stations in the South of France and North of Spain; 14 commercial centers for fuel distribution to professionals, individuals and local authorities; and two trading agencies for major key accounts in France and Spain. Since 2015, Dyneff is now

among the national natural gas suppliers, able to provide natural gas to private households as well as local companies connected to the national grid managed by GrDF (representing 96% of the French territory).

This vast territorial network, along with our important storage capacity and our global knowledge of the distribution of petroleum products ensure a fast and reliable supply as well as an extensive geographical coverage, including three quarters of the French and Spanish territories.

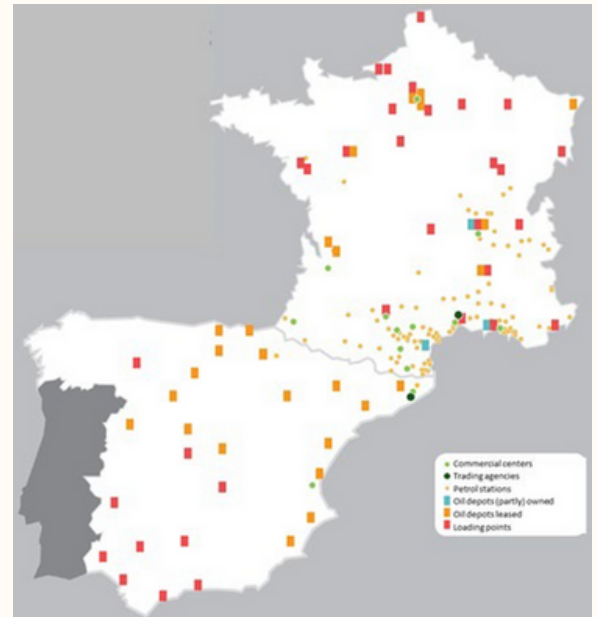
As an indirect subsidiary of AnAn International Limited (51%) and KazMunayGaz International NV (49%), Dyneff further benefits from the strength of these international groups operating in the energy sector.



Key Businesses

Investment in Energy Industry

- Primarily focused on investment efforts in the energy industry, with a focus on the extension of its assets in the mid- and downstream areas,
- This includes acquisition of and investment in terminals, distribution channels, logistics and critical storage facilities.
- The Company will evaluate investment opportunities in new energy projects in Europe and China.



Dyneff operations in France & Spain



SCOPE OF REPORT

During the year, we continued applying the international reporting framework, Global Reporting Initiative ("GRI") standards, which we adopted in our first year of reporting.

For reference to the GRI Content Index, please refer to Page 29-31.

OUR STRATEGIC APPROACH TO SUSTAINABILITY

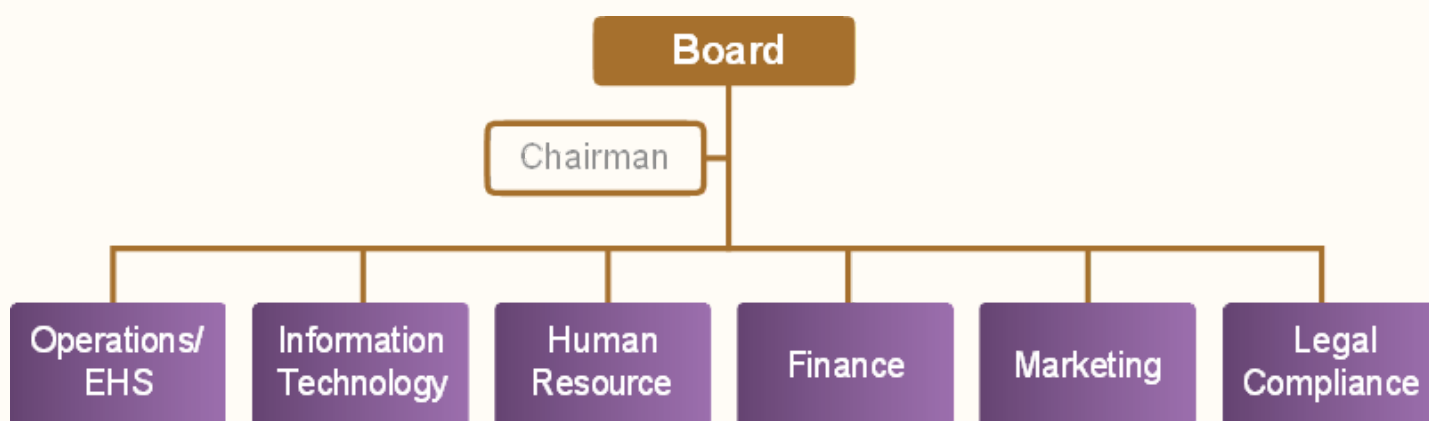
Guided by our vision and corporate principles, our goal is to methodically and effortlessly infuse sustainability into AnAn's business operations. Whenever feasible, we integrate sustainability factors into our decision-making procedures.

Our sustainability efforts are led by our senior management who ensures that the Company's business objectives are in line with our commitments to sustainable development. Senior management is responsible for on-going communication with the Board of Directors.

AnAn's senior management has restated the key domains in which the company can exert significant economic, environmental, and social influence, as well as the areas that are most important to our stakeholders.

AnAn is committed to soliciting feedback from both internal and external stakeholders through formal or informal channels. We aspire to understand the needs and expectations of our key stakeholders and strive to build mutually beneficial relationships.

Sustainability Committee Governance Structure



Reporting Boundaries and Standards

The report is also prepared in accordance with GRI Principles for defining report content, including:

- **Materiality:**

Focusing on issues that impact business growth and are of utmost importance to stakeholders;

- **Stakeholder Inclusiveness:**

Responding to the identification of stakeholder expectations and interests;

- **Sustainability Context:**

Presenting performance in the wider context of sustainability; and

- **Completeness:**

Including all information that is of significant economic, environmental and social impact to enable stakeholders to assess the Company's performance.

Report Period and Scope

We use a consolidated operating approach to determine organisational boundaries. Our data is an aggregation of our operations in Singapore, China and France.

This report covers data and information from 1 January 2021 to 31 December 2021 and discusses AnAn's achievements and performance towards Environmental, Social and Governance ("ESG") issues. This report has been prepared in accordance to the GRI Standards: Core Option.

This report covers our operations in Singapore, China and France.

The information presented in this Report is produced for the fifth time for financial year 2021, and the figures contained therein concern a restricted scope as detailed below, with an illustration of the policies, processes, tools, initiatives and actions as far as possible at Group level.

AnAn will extend its reporting scope during each new reporting year, to make the reporting as representative as possible with regard to the Group's work force and revenue.

As part of our environmental conservation efforts, only digital edition of the report is available on the SGX website at the URL: <https://www.sgx.com/securities/company-announcements> and Company's website at the URL: www.ananinternational.com.

The Environmental, Health and Safety ("EHS") data provided in this report cover ONLY the following sites and activities in France which are fully owned and managed by Dyneff, namely:

- The 42 petrol stations owned by Dyneff in France;
- The DPPLN primary oil depot;
- The 12 commercial centers & 13 secondary depots located in France;
- The transportation activities conducted by Dyneff own vehicles and personnel (company cars, owned trucks delivering products to petrol stations and individual clients);
- The head office in Montpellier (including the wholesale trading center) and the office in Narbonne.

EHS and social quantitative data provided in this report exclude:

- The petrol stations in partnership, as they are owned and operated by independent individuals with their own employees (Dealer Owned Dealer Operated – DODO model). For each of these stations there is a framework contract in place allowing the independent operator to use the Dyneff brand, while in return being committed to procuring the fuel sold at its petrol station from Dyneff and to comply with the Dyneff charter;
- The primary oil depots only partly owned by Dyneff (EPPLN, DP FOS, SPR);
- The resellers delivering fuel in rural areas in France;
- The loading points and secondary oil depots leased by Dyneff;
- The fuel transportation / delivery activities conducted by subcontractor's vehicles and personnel (e.g. vessels chartered to deliver fuel to primary oil depots, fuel delivery by road to small and medium distribution clients when managed by a subcontracted transportation company), and the fuel transportation from primary oil depots to wholesale client's locations (which is the responsibility of the client);
- The activities of BAE SAS, which is a 50% joint-venture with a winemaking cooperative;
- All Dyneff activities in Spain.

ACCOUNTABILITY TO STAKEHOLDERS

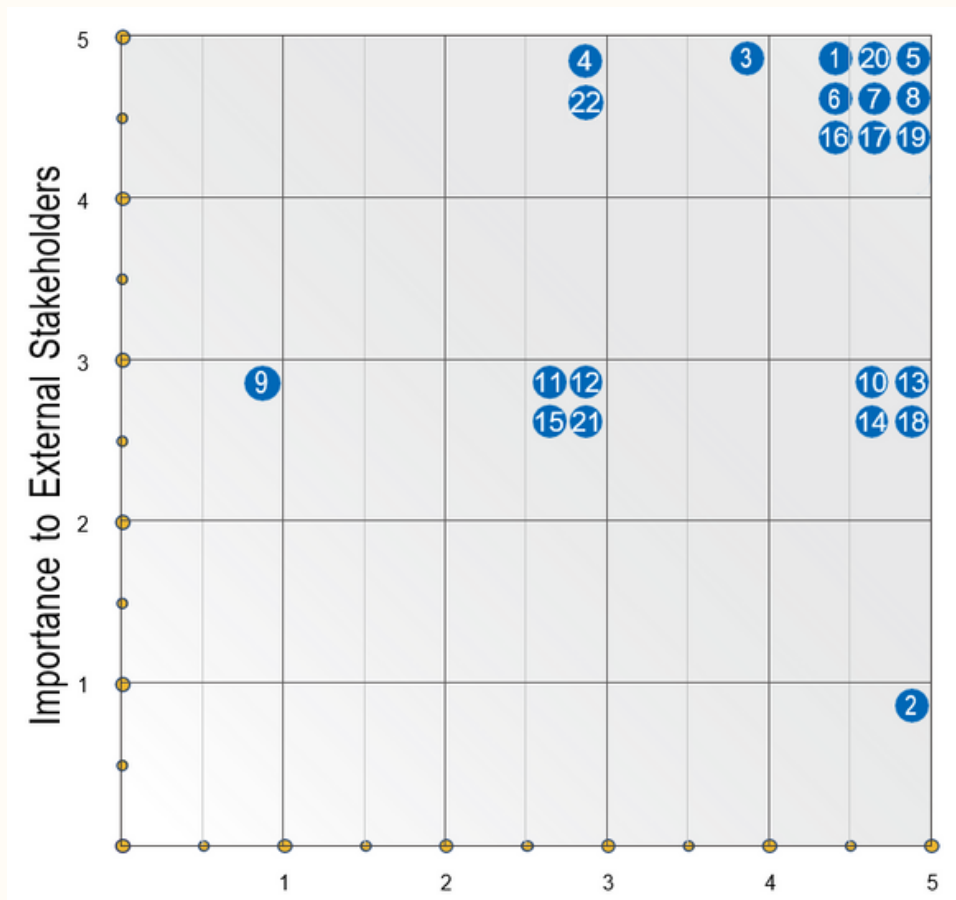
We strive to be a responsible corporate citizen by working closely with our stakeholders to understand their concerns and feedback. The stakeholder engagement provides valuable information for our sustainability reporting, particularly in determining the material environmental

and social issues. We will continue to engage our external stakeholders more extensively to identify areas that are material, sustainable and necessary for future development.

Our Key Stakeholders	How We Engage Them	Key Topics
Customers	<ul style="list-style-type: none"> Formal business meetings Informal feedback 	<ul style="list-style-type: none"> Value proposition of AnAn Group Product features of AnAn's product ranges Customer feedback Service quality
Shareholders and Financial Community	<ul style="list-style-type: none"> Annual General Meeting Emails and tele-conferences Investor Briefings/meetings 	<ul style="list-style-type: none"> Financial results Key business developments such as new acquisition or divestment Information update by management to shareholders & investors
Employees	<ul style="list-style-type: none"> Internal communication through emails and video conference Various events 	<ul style="list-style-type: none"> Information update by management to staff
Suppliers / Service Providers	<ul style="list-style-type: none"> Regular meetings Emails and telephone calls 	<ul style="list-style-type: none"> Feedbacks on their products and services Information update of their new product or service
Government and Regulatory Agencies	<ul style="list-style-type: none"> Consultations Discussions 	<ul style="list-style-type: none"> Regulatory and industry standards and guidelines
Local Communities	<ul style="list-style-type: none"> Community activities 	<ul style="list-style-type: none"> Community feedback

MATERIALITY MATRIX

Importance to Stakeholders



Importance to Internal Stakeholders

ECONOMIC	1	Economic contribution to society	SOCIAL	14	Diversity and Equal Opportunity
	2	Wages and local hiring		15	Training and Education
	3	Sustainable Growth		16	Business Partners Engagement
	4	Innovation & Technology		17	Stakeholder Engagement
GOVERNANCE	5	Legal Compliance and Governance		18	Labour-Management Relations
	6	Anti-Corruption and Anti-Fraud		19	Employee/Public Health & Safety
	7	Service Quality & Responsibility		20	Customer Privacy & Data Protection
	8	Risk Management		21	Socio-Economic Compliance
ENVIRONMENT	9	Water Conservation		22	Corporate Social Responsibility
	10	Energy Management			
	11	Environmental Impact Assessment and Mitigation			
	12	Waste Management			
	13	Emission & Air Pollution			

VISIONS AND TARGETS

Our Sustainability Visions and Targets



ECONOMIC

- Generate positive return to shareholders
- Achieve operational efficiency
- Drive consistent growth through organic growth and acquisitions



ENVIRONMENTAL

- Promote a strong environmental-friendly culture
- Promote environmental conservation through adoption of the 3R's (Reduce, Reuse Recycle) and energy efficient practices



SOCIAL

- Build a resilient organisation and caring society
- Promote greater support for corporate volunteerism in society
- Build partnership with stakeholders
- Drive employee development and employee engagement



GOVERNANCE

- Focus on risk management by having good corporate governance and well-developed policies and procedures
- Achieve compliance with all applicable laws and regulations

Economic Contribution to Society

Headquartered in Singapore, we manage our global operations in accordance with our sustainability principles. We work closely with our management and staff to identify and consider any sustainability opportunities and risks that may arise.

Sustainability trends such as climate change, resource scarcity and demographic changes shape the competitive environment in which companies like AnAn operate by introducing long term sustainability opportunities and risks. We therefore view our business performance beyond short term gains and financial bottom line. Our conviction is to achieve a balanced triple bottom line (People, Planet, Profit) for sustained growth of the organisation and the community it operates in.

The success of our business is highly dependent on the commitment of our management and staff. Their knowledge, professional expertise and their job satisfaction are key to our economic sustainability.

More importantly, we strive to contribute positively to the society through our economic presence, while maintaining good stewardship of the resources we manage and generating good shareholder value.

Our business model focuses on cost effectiveness without compromising our service level and high priority on customer's interest.

We strive to maintain our market position by ensuring we gain the trust of our customers, and continually build our reputation and brand name in the business community in Singapore.

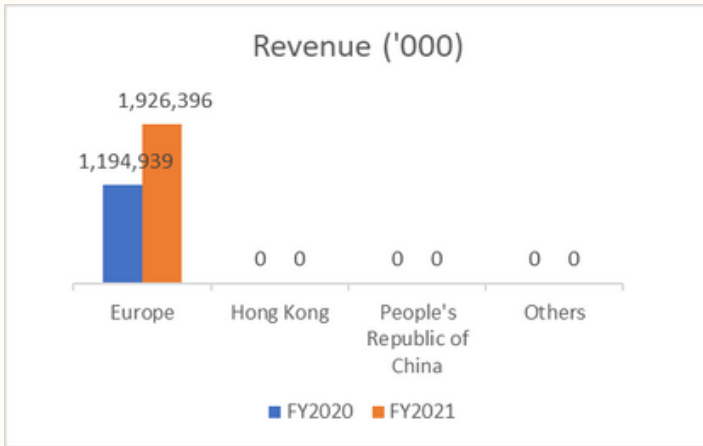
We use local suppliers and service providers for our operation in Singapore.

In today's highly volatile business environment, AnAn has diligently embraced prudent financial management, capitalised on our assets and investments, and remained focused on growth strategies, to enhance shareholders' value.

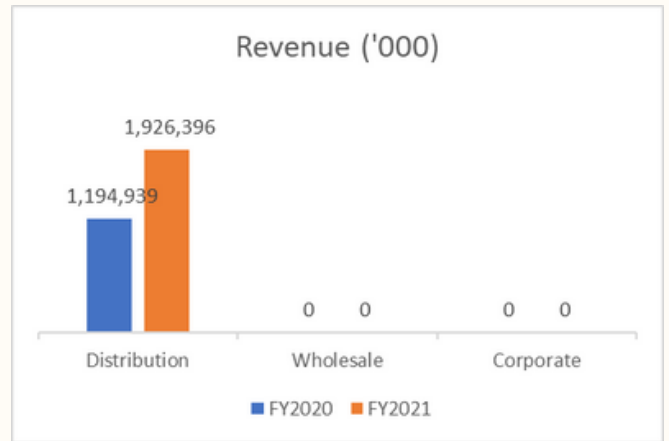
For more information on AnAn's financial and business performance, please refer to Page 12.

Financial Highlight

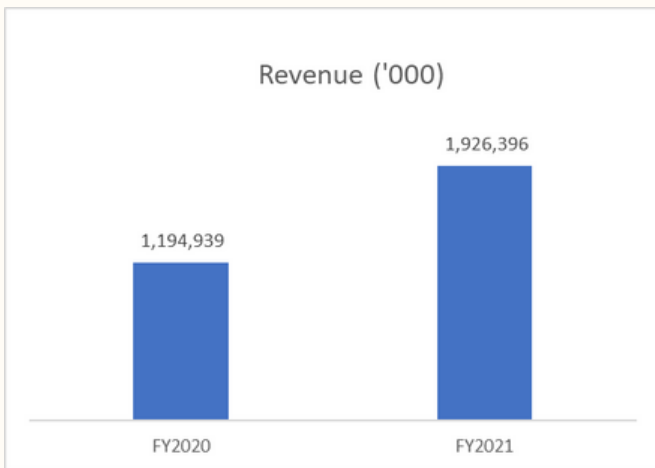
Revenue by Geographical Segments
(US\$'000)



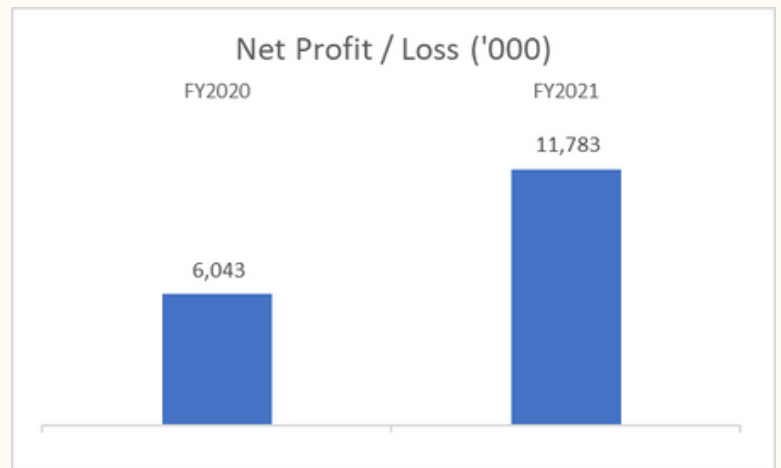
Revenue by Business Segments
(US\$'000)



Revenue by Year (US\$'000)



Net Profit/Loss (US\$'000)



GOVERNANCE

Legal Compliance and Corporate Governance

Corporate governance and compliance has always been one of the top priorities for the Company. Being a public-listed company in Singapore, the decision-making process of the Company is strictly in line with legal and regulatory requirements and in compliance with the Code of Corporate Governance issued by the Monetary Authority of Singapore, and the Singapore Companies Act (Chapter 50).

We adhere to all the legal and regulatory requirements in all the markets we operate in. The Company has not received any correspondences or notifications in relation to any non-compliance of legal and regulatory requirements of any government or regulatory of agencies in financial year 2021. The Audit Committee received no whistle-blowing letters during the financial year.

Ethics & Integrity

We promote an ethical and 'act with integrity' culture throughout the Company. We seek to conduct our business in an ethical manner, and guided by industry best practices. All staff are required to comply fully with the principles set out in the employment contract and the Employee Handbook.

The Employee Handbook details our expected standards of employee's behaviour towards our business partners whom we have business dealings with, to the people in the society whom we serve and towards each other as employees of the Company.

Anti-Corruption and Anti-Fraud

We have zero-tolerance policy to bribery and corruption. Hence, we put have in place monitoring and management control systems to detect bribery, fraud or other malpractice activities directly at the source. We have established a whistle-blowing mechanism for employees and any other concerned stakeholders such as customers and their families, suppliers, competitors and contractors.

A direct whistle-blowing channel through channels like email or telephone line has also been implemented to enable our employees and concerned stakeholders and to get direct access to our Audit Committee Chairman.

By doing so, our employees and stakeholders can be assured that all reports or suspicion of potential breaches of our employee guidelines are taken seriously by the Group. Our stakeholders can reach our Audit Committee Chairman via telephone or email.

There is no incident relating to corruption and bribery is reported during the year.

GOVERNANCE

Compliance with Laws and Regulations

The Company is committed to comply with all relevant laws and regulations in Singapore, and has put in place policies and procedures to ensure compliance. The management team is responsible for the review and monitoring of the Company's policies and practices. Non-compliance of relevant laws and regulations or resolutions will be reported to the Board of Directors.

As a publicly listed entity, the Company also ensures that it is in compliance, both in substance and in spirit, with the Listing Rules of Singapore Exchange Securities Trading (SGX-ST), the Securities and Futures Act, and the Singapore Companies Act.

Any new enactment of or changes to the relevant laws and regulations will be communicated to all staff via emails and small group meetings. Such communication is necessary to ensure that all staff are aware of the changes and can carry out the necessary steps and actions to ensure compliance.

While we seek to leverage our data to serve our customers responsibly, we adhere and uphold the Personal Data Protection Act 2012 ("PDPA").

The European Union's General Data Protection Regulation (GDPR) of 27 April 2016 on individual's data protection and privacy has been implemented, including the appointment of a Data Protection Officer, the establishment of confidentiality agreements for employees in charge of collecting personal data (such as the Human Resources team), and the modification of the processes for collecting, keeping, modifying and deleting customer's data.

There has not been any report of product or service misinformation in 2021.

Risk Management

The Group recognises the importance of risk management and how business risks may adversely affect AnAn's business performance.

It is the responsibility of the Audit Committee as appointed by the Board of Directors to oversee the effectiveness of our risk management and internal controls.

AnAn faces the same risks as other companies in the energy sector, including environmental risks (e.g. hydrocarbon spill, contribution to climate change, depletion of resources), social risks (e.g. talent attraction and retention, competence management, safety), societal risks

(e.g. relationships with local communities), reputation / image risk, business risks (e.g. evolving expectations from customers, business continuity), etc.

AnAn is committed to manage these risks and turn them into opportunities (e.g. products diversification, promotion of green fuels) as far as possible, in particular by embedding sustainability into the company's day-to-day activities, as described in the different sections of this report.

Service Quality and Responsibility

Our service quality and responsibility to our customers ranks high for the sustainable success of the Company. We are committed to provide reliable and high quality services

to our customers we service. We emphasise service excellence in dealings with our customers. Our staff serve our customers professionally and ethically.

ENVIRONMENT

Environmental protection has always been a major and daily concern for us. We have focused our environmental reporting on our AnAn operations in France. In this report, we focus the efforts in managing our direct impacts, followed by how we can improve the trading framework to reduce as far as possible the indirect impact in the subsequent reports.

Dyneff adopts a virtuous quality approach with the objective to mitigate our impact on the environment. Supply of biofuels, integration of new eco-construction technologies,

reduction of carbon emissions from transportation, reduction of energy consumption, because every action counts, Dyneff's strategy includes environmental concerns on a daily basis.

AnAn strives to embrace environmental sustainability by managing environmental conservation through adopting 'Reduce', 'Re-use', 'Recycle' and energy efficient practices.

Environmental Management and Compliance

We use the ISO14001 standard as a reference to conduct our environmental management and protection activities, including environmental impact register and monitoring, compliance with regulations (regulatory watch through legislative editions), mandatory reporting of environmental data (to local authorities, to shareholders), training, internal and external audits, etc.

Our sites are subject to declaration or authorization according to the French 'Installations Classées pour l'Environnement' (ICPE – Classified Installations for Environmental Protection) legal framework, under headings 1434 for hydrocarbons loading / unloading, 1435 for petrol stations, and 4734 for hydrocarbon storage.

Under this legal framework, our sites are committed to comply with the environmental requirements of their operating permits and/or of the relevant Generic Orders ("Arrêtés Types"), are subject to regular inspections from the local authorities, and are required to report their environmental performance to the local authorities on an annual basis.

Our employees are regularly trained to ICPE requirements. All of our sites are operating in compliance with applicable local environmental regulations.

There is no incidents of environmental non-compliance recorded during the year.

ENVIRONMENT

Energy and Climate Change

Minimizing Energy Consumption

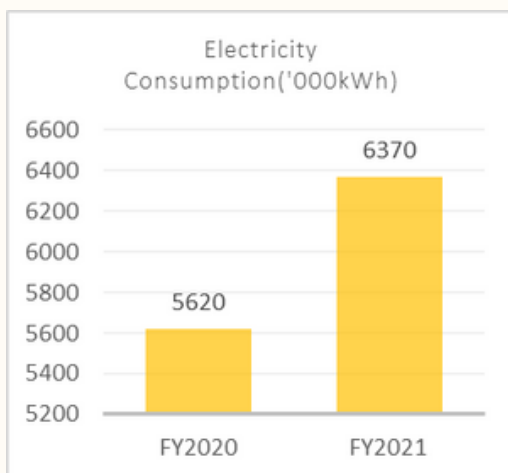
The primary source of energy consumption at our sites (oil depots, petrol stations and offices) is electricity purchased from the grid for lighting, heating/cooling, and various electrical equipment. At some sites, fuel is used in small quantities for firefighting equipment and for emergency back-up generators. Diesel fuel and gasoline are used by our fleet of vehicles (company cars for employees, owned trucks for products transportation and delivery from the oil depots to our petrol stations and to our clients).

Renewable energies are used at a few Dyneff sites to complement energy from the grid. For example, at the Village Catalan highway petrol station, solar panels and a wind turbine are used to produce sanitary hot water and electricity.

The electricity consumption at Dyneff sites amounts to approximately 6.37 million kWh in 2021 (compared to 5.62 million kWh in 2020). The total quantity of fuel (diesel and gasoline) used in Dyneff's vehicles amounts to approximately 506,000 liters in 2021 (compared to 459,000 liters in 2020). In 2021, Dyneff did not measure and disclose the greenhouse gas emissions.

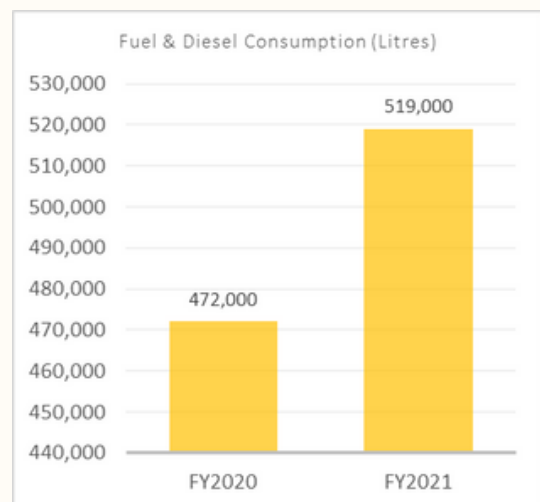
Electricity Consumption

	FY2020	FY2021
Electricity Consumption ('000kWh)	5,620	6,370



Fuel (Diesel & Gasoline) Consumption

	FY2020	FY2021
Fuel Consumption (Litres)	472,000 ¹	519,000 ²



1. [459,000 for vehicles + 13,000 for firefighting / emergency generators];
2. [506,000 for vehicles + 13,000 for firefighting / emergency generators];

ENVIRONMENT

In line with legal requirements and in order to identify energy improvement opportunities, Dyneff conducted in 2015 energy audits for its petrol stations and transportation activities. The audits were performed by third-party specialist companies, which conducted a detailed review and analysis of energy consumptions and made recommendations in terms of energy consumption and efficiency improvements.

At the petrol stations, energy improvement opportunities identified by the audits included the implementation of centralized automated management of energy streams, replacement of all lightbulbs with LEDs, automation of lighting systems, and awareness / training of staff to energy efficiency measures. These actions have been or are being implemented at our petrol stations.

Promotion of Biofuels

Dyneff was the first to incorporate methyl ester into diesel and heating oil in France as soon as 1993, and in Spain since 2005. Today, we continue with the development of alternative solutions to fossil fuels and distributes in France and Spain fuels containing between 10% to 85% biofuel: Super Ethanol E85 (fuel containing 85% ethanol and 15% petrol), SP95-10 (Super Sans Plomb 95 containing up to 10% ethanol), biofuel B10, B20, B30 (incorporating between 10 and 100% methyl ester). With this diversified range of biofuels, Dyneff consistently exceeds the regulatory requirement of 7% biofuel content in the total

Energy Saving Certificates

In France, the Energy Saving Certificate system ('Certificats d'Economie d'Énergie – CEE') requires energy distribution companies such as Dyneff to actively promote energy efficiency to its clients (professionals, individuals and local authorities), with an annual objective of CEE to be obtained in line with the actions conducted during the year. If a company does not reach its objective, then it has to pay a fine or purchase the 'outstanding' CEE from another company that has exceeded its CEE target.

With a dedicated team of 3 specialists, Dyneff is a very proactive player in the CEE system and consistently exceeds its CEE target by implementing various energy efficiency promotion actions for its customers.

In terms of transportation activities, a number of improvement initiatives have been identified by the energy audit and have been or are being implemented in order to minimize fuel consumption: thorough vehicle maintenance, regular tire pressure verification, vehicles with 'Stop & Start' systems, use of energy-saving lubrication oil, training to eco-driving / defensive driving, use of onboard telematics. It should be noted that these recommendations primarily apply to our company cars rather than trucks for products transportation as this latter activity has largely been externalized in the past few years.

In this regard, Dyneff was a signatory of the 'Objective CO2' charter (a voluntary commitment to reduce CO2 emissions from transportation) from 2011 to 2013, our transportation partners are also signatories of the 'Objective CO2' charter.

volume of fuel sold. Dyneff has also partnered with a local car dealer in order to encourage the purchase of Flex-fuel vehicles which use E85 biofuel.

Through this distribution and promotion of biofuels, we encourage our clients to reduce their greenhouse gas emissions and resulting impacts on climate change.

Dyneff has supported the development of electric cars, starting with the provision of a charging station for electric cars at one of our highway petrol stations.

Thus, through its "Eco Cheques Dyneff" program – which consists in paying part or all of the costs related to energy efficiency works done by its clients – Dyneff participates to circa €30 million each year in energy saving initiatives, including 25,000 insulation improvement projects for individual houses and professional buildings, and distribution/installation of 1.8 million low consumption LED lightbulbs, 10,000 low consumption shower heads and 20,000 water saving devices.

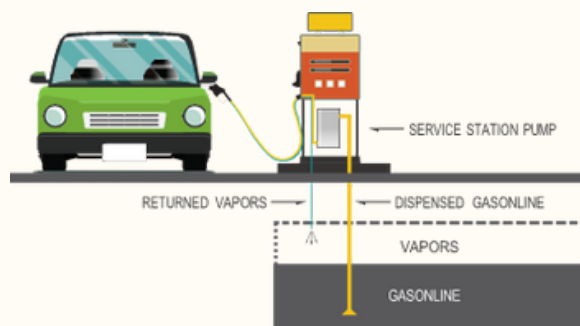
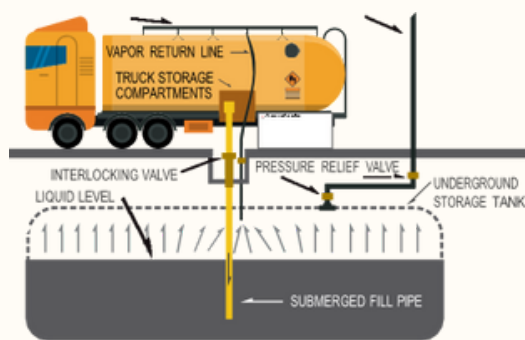
Air Emissions

Fugitive VOC Emissions

The main sources of air emissions at our sites are fugitive VOC (volatile organic compounds) emissions from hydrocarbon storage tanks, and loading / unloading equipment. In order to minimize these emissions, the oil depots are fitted with vapor recovery systems for hydrocarbon loading from the storage tanks to the trucks. The storage tanks and pipelines are also fitted with emergency safety shutdown valves and fire and gas

detection systems in order to identify and prevent any hydrocarbon leak.

Our petrol stations are all fitted with stage 1 vapor recovery systems (for hydrocarbon delivery from the trucks to the above- or underground storage tank), and the larger stations dispensing over 500 m³ per year are moreover fitted with stage 2 vapor recovery systems (for fuel delivery from the dispensers to the customer's vehicles).



Principles of Stage 1 (left) and Stage 2 (right) Vapor Recovery Systems at Petrol Stations

Transportation Air Emissions

The second major source of direct air emissions from our activities is transportation. The initiatives listed above to minimize energy consumption from transportation and the commitment to the 'Objective CO₂' charter by our transportation partners participate in the reduction of air emissions from transportation.

Additional actions / initiatives to minimize the use of road transportation and further reduce resulting air emissions include:

- Use of rail instead of road to transport hydrocarbons products to oil depots when possible;
- Transition towards the latest Euro 6 European emission standards for exhaust emissions of company light vehicles;

- Promotion of carpooling via an internal online reservation system;
- Provision of videoconferencing facilities in the Montpellier, Narbonne and Girona offices;
- Provision of a secured bicycle parking in the head office in Montpellier to encourage employees to ride their bicycle to and from work;
- Use of teleworking is offered for certain categories of employees (e.g. senior employees or employees living abroad).

ENVIRONMENT

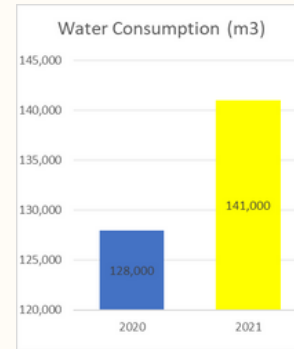
Water and Water Conservation

Water is primarily used for domestic purposes (restrooms, cooking, cleaning) at Dyneff sites (oil depots, petrol stations and offices). At our petrol stations, water is also used for the car wash stations. Water consumed by Dyneff is predominantly potable water from the municipal network, with a total consumption of approximately 141,000m³ at our sites in 2021. At the Village Catalan highway petrol station, stormwater from roofing areas is collected and reused for toilet flushing.

Domestic wastewater is generally discharged to the municipal network without prior treatment. At remote highway petrol stations not connected to the municipal network, domestic wastewater is treated in an onsite effluent treatment plant prior to being discharged to the natural environment (infiltration via a reed lagoon or overflow to dedicated infiltration pit).

Car wash water is consumed in a closed loop system. However, there is a continuous small amount of concentrated effluent that has to be discharged.

Water	FY2020	FY2021
Consumption(m ³)	128,000	141,000



This car wash wastewater stream is treated by a hydrocarbon separator (which is cleaned every 6 months or every year) prior to discharge to the municipal network or to the natural environment depending on the sites.

Treated effluents discharged to the environment are regularly monitored in order to ensure compliance with applicable discharge standards.

Waste Management

Waste generated by AnAn in France activities mainly consist of non-hazardous domestic waste, primarily at the petrol stations (from shops and restaurants). Waste segregation is implemented at all our petrol stations, and we have contracts in place with authorized waste transporters for the removal and disposal of non-hazardous waste. These contracts are based on a flat maximum volume of waste, which is never exceeded at our petrol stations.

Hazardous wastes from our activities are generated in small volumes and include sludge from hydrocarbon separators, oily rags, used oils, expired chemicals, etc. Hazardous wastes are disposed to authorized facilities and systematically subject to waste manifests. The total volume of hazardous wastes generated by our activities amounts to approximately 96 tons in 2021 (compared to 72 ton in 2020). This increase is resulted from the expansion of the Company's business from the acquisition of Etablissement Aubac SAS and Aneo SAS.

Apart from the waste segregation at source, we currently do not have any specific action or initiative in place in order to minimize the volume of waste generated at our sites or to increase our waste recycling rate.

For the cleaning of domestic fuel storage tanks for our small and medium distribution clients, the process developed by Dyneff enables the company to maximize product recycling while minimizing waste generation. The process consists in the suction of the fuel contained in the tank, the suction of the deposits at the bottom of the tanks, the cleaning of the tank, and the filtering and return of the fuel into the cleaned tank.

We are also implementing a full range of digitalization processes including decrease of printing in offices (internal challenge), P2P (purchase to pay) process, electronic signatures and invoices, and electronic safe box (no more pay slips to be printed) in order to minimize paper consumption.

Hazardous Waste Consumption

Hazardous Waste	FY2020	FY2021
Weight (ton)	72	96

Soil Contamination Management

Spill Prevention and Response

We have installed several comprehensive systems and processes in place in order to minimize the risk of accidental spillage or leaks during fuel storage, loading and unloading at our oil depots and petrol stations, and during hydrocarbon transportation:

- Underground storage tanks are double-walled while aboveground storage tanks are single-walled but provided with secondary containment;
- All storage tanks are fitted with leak detection and overflow prevention systems;
- Tanks gauging is conducted after each loading / unloading activity;
- Tanks and pipelines are regularly integrity tested (via acoustic or pressurized methods);
- Petrol stations and oil depots are paved and provided with specific drainage and collection network for

potentially contaminated wastewater (e.g. stormwater or spilled hydrocarbons);

- Spill kits are provided at oil depots and petrol stations, and staff is trained to the use of spill kits;
- A safety protocol is in place with the transporters, and drivers are trained accordingly;
- Geo-tracking is in place for the truck fleet, and an emergency response plan is in place (including a directory for pumping, lifting and transportation companies) in order to be able to quickly intervene in case of a truck accident susceptible to lead to a hydrocarbon spill.

No significant spill incident from Dyneff activities is recorded in 2021.

Eco-conception of our Facilities

For two of our highway petrol stations (Rouillé Pamproux and Village Catalan) in France, we applied the principles of High Environmental Quality ('Haute Qualité Environnementale – HQE') in the construction and

operation process. This includes a 'green' construction process, maximum usage of local materials, a centralized energy management system, and the collection and reuse of stormwater.

Customer Engagement

Communication with Customers on ESH Topics

Our hydrocarbon products meet the requirements of the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) European Directive. We aim to ensuring a high level of human health and environmental protection against risks from chemicals.

We will provide safety datasheets for our products to our small and medium distribution and wholesale customers upon completing their first order. Within our petrol station network, safety datasheets are available to customers upon request. These datasheets offer customers essential information regarding our products' composition, potential health, safety, and environmental risks and impacts, preventive measures, and appropriate responses in the event of product exposure or spills.

At our petrol stations, clear safety pictograms guide customers on primary risks such as fire and explosion. They also highlight prohibited actions, including smoking, using mobile phones, and leaving car engines running, to prevent potential incidents.

Regarding environmental protection, Dyneff offers guidance to its clients to help reduce energy costs. We assist them in initiating energy renovation or improvement projects, aiding them in decreasing both energy consumption and associated expenses.

SOCIAL

People

Pivotal to our success is our people performing at their best. We value the vital contribution by all employees towards sustaining AnAn's long term success. To underscore our care and commitment towards our 510 employees globally, AnAn drives a holistic Human Resource strategy focused on fair remuneration and equal

opportunities, training and development, employee wellness and engagement, and work-life harmony. We are taking progressive steps to go beyond compliance with labour laws in Singapore, France and China to develop and implement policies and staff engagement programs that aim to help employees build long-term, fulfilling careers with AnAn.

Diversity & Equal Opportunity

Identifying, recognising and rewarding quality employees is essential in our hiring and retention strategy. We advocate fair employment practices by ensuring equal opportunities for recruitment, fair compensation, career progression and training opportunities. We provide fair employment opportunities to all, regardless of age, gender, race, or nationality.

AnAn advocates a policy of harnessing diversity in human resource as evidenced by a fair distribution of employees from different nationalities and age groups to support our key markets in Singapore, China and France. Local hiring is emphasized as AnAn's employees are mainly citizens of the 3 key countries it operates in.

There is a fair proportion of male and female employees. We ensure that fair work practices and remuneration are

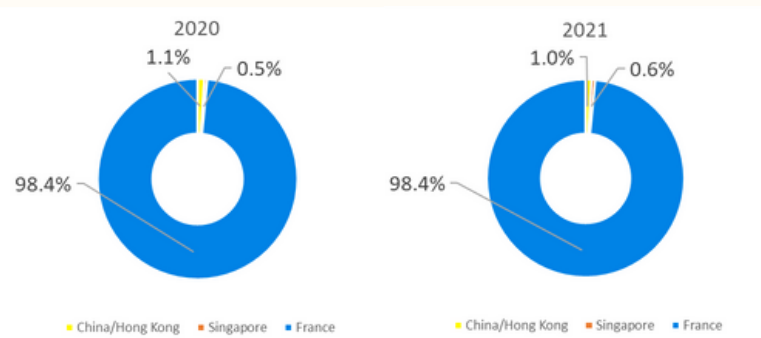
ascertained based on individual work performance and not on any gender consideration. No form of discrimination is tolerated within our organisation. There has been no incident of discrimination reported.

AnAn maintains fair and open employment policy through providing fair employment opportunities to everyone. Staff are reviewed under the annual staff appraisal which is based on performance and is not bound by gender, race, age or nationality.

The recruitment and retention of talents include cooperation with professional institutions, talent pool development and retention, and staff grievance mechanism.

Number of Employees

	FY2020	FY2021
China/Hong Kong	5	5
Singapore	2	3
France	427	502
Total	434	510



SOCIAL

In relation to our employees' skill profile, we have maintained a balanced ratio of management to staff, ensuring effective leadership and driving business growth for our company.

The executive team possesses professional expertise and maintains robust customer relationships, contributing to the sustainable success of AnAn. We consistently recruit talent, especially younger individuals, and nurture them through mentorship and on-the-job training programs.

Our recruitment policy emphasizes the essential skills and academic qualifications required for each role. Throughout the hiring process, we employ rigorous screening methods to ensure that potential candidates align with the Company's values.

We prioritize talent retention by offering both competitive financial and non-financial incentives, including opportunities for learning and development.

Gender Ratio

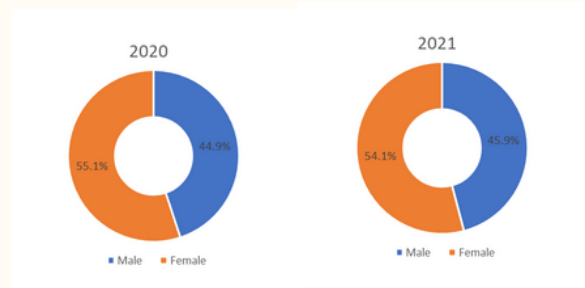
	FY2020	FY2021
Male	195	234
Female	239	276
Total	434	510

Our compensation and benefits policies are established based on recommendations from our HR team and are approved by the Board Remuneration Committee. Additionally, our staff undergo annual performance evaluations and regularly receive feedback from their supervisors.

We advocate gender diversity in our Board, with one female director among our 4 Board members. Ms Ling Chi has served as an Independent Director of the Board since 7 February 2013.

We maintain a balanced gender ratio among our employees and ensure that fair work practices and compensation are determined solely by individual performance, without any gender bias. Our organization strictly prohibits all forms of discrimination.

In 2021, there is no incident of discrimination or corrective actions taken.

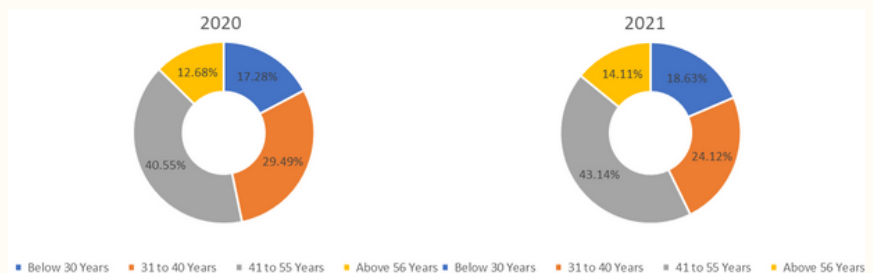


Fair & Open Employment Policy

AnAn maintains fair and open employment policy through providing fair employment opportunities to all employees. Our workforce has a good balance in employee age distribution. As of 31 December 2021, 42.75% of our employees are under the 40 year old group and 57.25% are over 40 year old group.

Employee Age Profile

	FY2020	FY2021
Below 30 Years	17.28%	18.63%
31 to 40 Years	29.49%	24.12%
41 to 55 Years	40.55%	43.14%
Above 56 Years	12.68%	14.11%



SOCIAL

Our strategy for recruiting and retaining talent includes collaboration with professional institutions, developing and retaining a talent pool, and establishing a staff grievance mechanism.

Regarding our employees' skill profile, we maintain a balanced ratio of professionals and management teams to lead and propel growth across our three business segments.

Our business is highly dependent on senior staff members with extensive experience in energy trading and retail. Over the years, through the organic growth of complementary businesses, we have bolstered the retention of our senior staff. Their expertise and strong customer relationships have been instrumental in the sustained success of our energy trading and retail operations.

We are actively seeking for promising talent, particularly younger talents and grooming them through mentorship and on-the-job training program.

To retain talents, we provide fair and attractive incentives, and learning and development opportunities. Our compensation and benefits policies are determined by guidelines proposed by our Human Resource and approved by the Remuneration Committee of our Board.

In 2021, we have recorded total number of 513 new employees and 429 resignee from our operation in France and Spain.

We continue to practise equal opportunities for skills training and career development in 2021.

Training & Staff Development

One of our main challenges is to attract and retain talent. To achieve this, we have developed and actively communicate our employer brand and company values.

AnAn International's employee handbook delineates our human resource policies and programs, encompassing training and staff development for our global operations.

In France, we maintain a strong presence on social media, have established partnerships with local universities, and offer work/study training programs for students to attract the right talent. To retain our employees, we've formulated an appealing social policy (refer to the section on social policy and dialogue) and offer career advancement opportunities. This advancement can manifest as a progressive career ladder and/or the chance for lateral job shifts between divisions. Additionally, our employees can engage in cross-divisional actions or projects within Dyneff.

It is crucial to ensure that our employees possess the necessary competencies to perform their roles effectively and have opportunities for continual improvement and skill development. With this objective in mind, we have instituted a mandatory training and integration program for all new permanent employees.

During this period, newcomers spend time in each department of the company to gain a comprehensive understanding of our business operations. We offer various internal training sessions for our staff. In 2021, we provided a total of 2,931 hours of training to 427 employees, accounting for 85% of Dyneff France's workforce. Additionally, we promote knowledge sharing to enhance versatility within our teams. As an illustration of this initiative, we host a 'job conference during lunch', where an employee presents their role and expertise to colleagues from other departments.

We also have an annual performance evaluation system in place. In 2021, 80% of Dyneff employees underwent an annual performance review to assess their contributions and identify areas for further skill enhancement. Furthermore, every two years, a professional interview is conducted to discuss potential career advancement opportunities.

In partnership with IDRAC Business School, we have established "Campus Dyneff" for our commercial managers. The objective of this campus is to nurture internal talent by leveraging the expertise of IDRAC Business School's continuing education department. A specialized curriculum has been designed, culminating in a certified diploma in commercial management. This training initiative aligns with our company's human resources strategy, aiming to recognize employee contributions, share best practices, provide professional tools, and inspire our team members to excel.

Health and Safety

The Group is committed to upholding the highest standards in Workplace Safety and Health (WSH) as well as environmental practices, with the aim of embedding best practices throughout AnAn. Our steadfast commitment to our employees ensures a secure working environment where individuals can perform and thrive with full confidence.

General Health and Safety Management

For AnAn, protecting the health and safety of our employees and contractors is a key priority. At Dyneff, our HSE (Health, Safety and Environment) division has developed specific expertise and systems for the company in this area.

The main health and safety risks from our activities include fire and explosion, exposure to chemicals (in particular volatile hydrocarbons), aggression, transportation accident, electrical risk and mechanical risk (handling, fall, cut). Health and safety risks for all our sites and activities are identified and assessed in the unified document for risk evaluation, taking into consideration existing controls and potential improvements. The unified document is updated every other year and includes since 2015 the psycho-social risks.

To address and manage our health and safety risks effectively, we have instituted the following measures:

- A safety welcome booklet is distributed to every new employee;
- Safety training is delivered to employees depending on their position and the risks they are exposed to;
- Daily and annual prevention plans are developed and implemented;
- A permit to work system is in place for specific activities, including a fire permit system for any operation involving an open flame;
- Incidents are systematically investigated;
- Health and safety bulletins are communicated to all employees when important information have to be shared;
- Appropriate personal protection equipment (PPE) are provided to employees depending on their tasks, and can be autonomously ordered by employees when they need to be replaced;

We have directed our health and safety reporting to Dyneff, where the Health & Safety management of the petrol distribution network is crucial for safeguarding the well-being of our employees and customers.

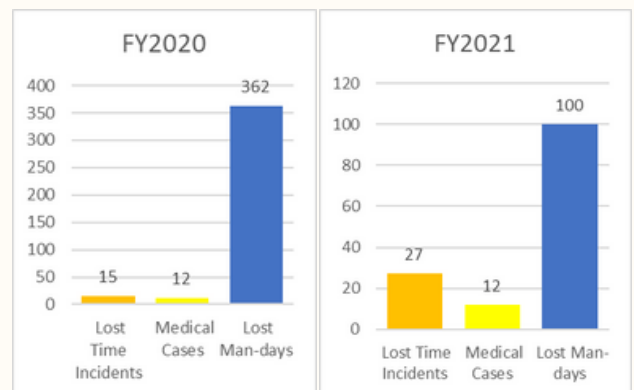
- Quarterly meetings of the health and safety company committee are conducted in order to discuss health and safety issues and follow-up on action plan progress;
- An audit on difficult working conditions was conducted, including several risk factors such as noise, vibration, chemicals, work at night, shift work, etc.;
- An internal challenge around work safety is organized with quizzes and rewards.

In 2021, there were no fatalities recorded.

Even though there is an increase in the lost time incidents in 2021 compared with 2020, the total number of lost man-days has declined by more than 50% from 362 (FY2020) to 100 during the year.

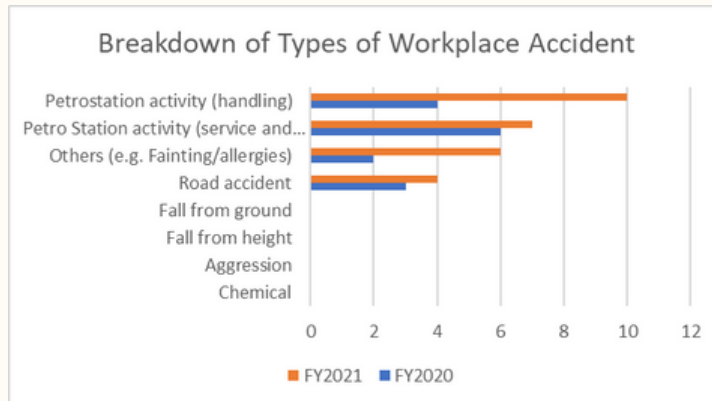
Impact Measurement for Workplace Accidents

	FY2020	FY2021
Lost Time Incidents	15	27
Medical Cases	12	12
Lost Man-days	362	100



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Breakdown of Types of Workplace Accident



Explosion and Fire Safety

The explosion and fire risk are the most crucial safety risk in our oil depots and petrol stations, and is therefore subject to particular attention. To minimize the risk, we have systems and processes in place in. We have set up light and sound alarms, fire and gas detectors, emergency shutdown systems, use of infrared thermography to identify hot points on electrical systems, firefighting systems (extinguishers, fire hydrant), organization of regular emergency drills, periodic control of installations by the fire department, firefighting training, etc.

No explosion incident has been recorded at Dyneff sites to date.

Road Safety

Comprising of a mix of owned vehicles and a network of partner transportation companies, road logistics is managed by a professional fleet guaranteeing a reliable, safe and quality delivery service (certified to ISO9001). The 80 trucks of this fleet are compliant with the requirements of the European agreement on hazardous materials transportation by road, and are fitted with the latest technological features.

Safety is ensured all along the delivery chain through drivers training, safety protocols, regular renewal of the fleet, on-board IT systems, and geolocation. Controls and audits are continually performed by the logistics department.

Promotion of Healthy Lifestyle

All employees are subject to medical health checks every 4 years, with the frequency increased to every 2 years for employees exposed to increased risk levels (such as drivers or employees working on oil depots/ petrol stations).

A voluntary approach was taken to monitor level of exposure to benzene for employees working on oil depots and in petrol stations since 2015-2016. Till date, there are no violations with health standards reported.

An internal sports association was created in order to promote healthy lifestyles among employees. Sports activities (such as challenges, races, etc) are regularly organized. Opportunities to improve health conditions in the workplace are also assessed. As an example, all employees were provided with a swiss ball as an alternative to the standard desk chairs.

Labour-Management Relations

Maintaining effective communication between management and staff is crucial. When employees feel well-informed and connected, they tend to be more committed to the organization, exhibit a positive work attitude, and show increased loyalty to AnAn. Regular updates from management and timely notifications about operational shifts are essential in fostering this relationship.

Hence, we often engage our employees in the following ways:

- [Monthly Meetings](#)

Monthly meetings with the management team are held to discuss operations reviews.

- [Quarterly Meetings](#)

Management conducts quarterly meetings for the Board of Directors to discuss on business development and finance.

- [Informal Small Group Meetings](#)

Meetings are often held by management to listen and understand our employees' concerns and grievances.

There is currently one single trade union representing all Dyneff employees. We also have an employee representative committee which is elected every four years and serves two purposes:

- Ensure employees' collective expression in any company decision regarding work organization, training, organizational or technical changes, etc.; and
- Provide social and cultural benefits to employees (e.g. gift certificates, grouped orders, discounts on cultural events or holiday packages).

At Dyneff, we have a range of collective agreements in place, which are applicable to all our employees, and which go beyond the minimum mandatory requirements.

Benefits provided to our employees and covered by these agreements include a life insurance policy covering disability, invalidity and death; a comprehensive health insurance cover (e.g. even covering osteopathy); a complementary and supplementary pension scheme; a company savings plan with attractive returns; a profit-sharing agreement; an employee discount on fuel sold at Dyneff petrol stations and on gas sold by Dyneff; a participation by Dyneff to employees' public transportation costs; and luncheon vouchers which are 60% financed by Dyneff. We also provide flexible working time arrangements for office staff and for petrol stations' personnel (annualized working time to cater for the seasonality of this activity).

Our Health, Safety and Work Conditions Committee meets on a quarterly basis in order to discuss and take actions on any issue related to health, safety or working conditions. Moreover, the committee conducts regular inspections on all our sites.

We do not conduct formal employee feedback surveys, but our employees are encouraged to report any grievances to their line manager and/or to the human resources department. It is also the role of staff representatives to report grievances to the management. The anonymous whistleblower system is moreover an additional channel for reporting any misconduct or other issues.

Business Partner & Stakeholder Engagement

We actively engage our business partners and stakeholders regularly to keep them abreast of the developments of our businesses.

Please see the section on Accountability to Stakeholders on page 8 for more information.

Local Communities Engagement

Dyneff endeavors to support the local communities where the company is active. Dyneff is for example a partner of the Montpellier Rugby Club, and is an official sponsor of an association which promotes rehabilitation through sport for prison inmates. Locally, our commercial agencies support and/or participate in local activities such as fairs, cultural events, etc.

There is no complaint received from local communities since 2019.

Complaints from local communities related to nuisances from our activities (e.g. noise, odours, lighting) are systematically recorded and handled in order to maintain a sound relationship with our neighbours.

Customer Privacy & Data Protection

The nature of our investment and real estate business warrants high level of security and confidentiality of our clients' personal data as well as the business transactions they have undertaken.

including the EU Data Protection Directive and Singapore's Data Protection Act 2012. We have invested to ensure our meets the required standards for IT security.

We adhere strictly to relevant data protection regulations,

There is no case of substantiated concerns of breaches of customer privacy reported in 2021.

Corporate Social Responsibility

Being a responsible corporate citizen, we believe in giving back to society. While we strive to achieve our business goals, we also believe in playing our part in serving our local community.

In terms of investment, Dyneff spends around €30 million each year in all energy-saving programs approved by authorities (e.g. attic insulation, condensing boiler, double glazing). We put in extra efforts by taking over all or parts of the energy-saving works to be carried out by our business partners in order to benefit of our end consumers.

Our commitment to the environmental sustainability and conservation begins with our support for the energy saving certificates in France.

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Note:

AnAn takes a phased approach to the adoption of GRI indicators and will review the relevance of indicators marked as N.A. to its operations annually.