

SOCIAL PERFORMANCE AND SUSTAINABILITY COMMITMENTS



Assala Gabon is committed to conducting our operations in a responsible and sustainable manner in line with the Assala Energy Social Performance and Sustainability Policy.

Furthermore, with due consideration for the strategic challenges and environmental sensitivities associated with our operating environment in Gabon, and respect for our neighbouring communities, we are committed to the following objectives:

Listening to our community stakeholders

- Regularly consult with communities directly impacted by our activities to ensure transparency, anticipate potential risks, identify opportunities to work together more effectively, and proactively exchange good practices.
- Support capacity building of local business through Assala Gabon's Local Content Policy, while ensuring that Assala's Values are communicated and understood by local communities.
- Be a partner committed to accompanying local communities in their responsible development.

Protecting the health, safety, security, environment and cultural heritage of local communities neighbouring our activities

- Minimise or offset negative environmental and social impacts or effects on cultural heritage.
- Identify, protect, and preserve the cultural heritage in the areas in which we operate including, but not limited to sacred places, shrines and trees.
- Accompany viable, sustainable, and economically diverse projects to positively contribute to employment and increased local capacities through Local Content activities.

Meeting our continuous improvement objectives and compliance obligations

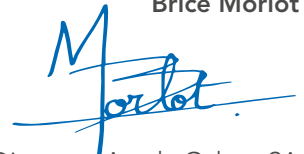
- Establish annual performance and continuous improvement objectives and ensure that these are effectively communicated and reflected within operational plans.
- Provide adequate resources to ensure the delivery of our objectives and monitor our performance.
- Take corrective actions where necessary, and improvement opportunities where practicable.
- Conduct an annual review and update of the Environmental and Social Action Plan (ESAP) of our operations against relevant IFC guidelines and industry best practice.
- Be accountable to regulatory authorities and transparent about our performance and plans.

Promoting teamwork and effective collaboration with our service providers to improve our social and local content performance

- Select competent Assala personnel to conduct our activities and invest in their continuous development to increase their skills.
- Ensure personnel are aware of their contribution and responsibilities to help deliver our objectives.
- Establish management systems, which effectively underwrite business continuity, without distracting staff and service providers from delivering against core business goals safely.
- Collaborate with our service providers towards our respective continuous business improvement.
- Offering opportunities for all stakeholders to submit feedback and be heard in a safe and trusting environment.

Delivering our win-win partnerships Value requires the participation and co-operation of everyone involved in our activities under the leadership and direction of the Assala Gabon Management Team.

Brice Morlot



Managing Director - Assala Gabon SA

May 2023