

## Governance: Our roadmap

OUR COMMITMENTS		ACHIEVEMENTS IN 2022 <sup>1</sup>	WHAT WE'RE PLANNING TO DO NEXT (2023 AND BEYOND)
   <p>Conduct our activities transparently, with integrity and good governance by:</p>	Living by our Code of Conduct, policies and procedures	<p>Continued to use our Code of Conduct as a guide in everything we do:</p> <ul style="list-style-type: none"> <li>- Published our updated Code of Conduct</li> <li>- 100% of identified audience completed our Code of Conduct training</li> </ul> <p>Conducted a bribery and corruption risk assessment; Assala's controls determined effective</p> <p>Published our Human Rights Policy</p>	<p><b>2023:</b> Roll out training for identified personnel on key ethics and governance issues impacting our business and industry</p> <p><b>Ongoing:</b> Promote transparency and good governance throughout our business and supply chain</p>
	Auditing and assuring our performance	<p>Invested in audits and assurance of key strategic plans and metrics:</p> <ul style="list-style-type: none"> <li>- ISO 14001 audit completed</li> <li>- IFC audit of ESAP completed</li> <li>- All areas of improvement raised in compliance audit closed</li> </ul>	<p><b>2023:</b> 2022 key ESG metrics assured</p> <p><b>Ongoing:</b></p> <ul style="list-style-type: none"> <li>- Implement audit recommendations across our business</li> <li>- Report transparently on audit results</li> <li>- Continue our journey of continuous improvement</li> </ul>
	Adhering to international best practice reporting requirements	<p>Invested in ESG reporting to ensure transparency on our performance:</p> <p>GRI sustainability reporting standards applied</p>	<p><b>Ongoing:</b> Report transparently on material ESG topics, if any</p>

1. For plans, objectives and achievements since 2019, please refer to Assala's previous ESG reports: <https://www.assalaenergy.com/library/publications/>