



# Communication on Progress



Energy with Integrity: A Decade of Resilience in Action

**2016-2026**





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**Build through  
Excellence  
Lead with  
Integrity**

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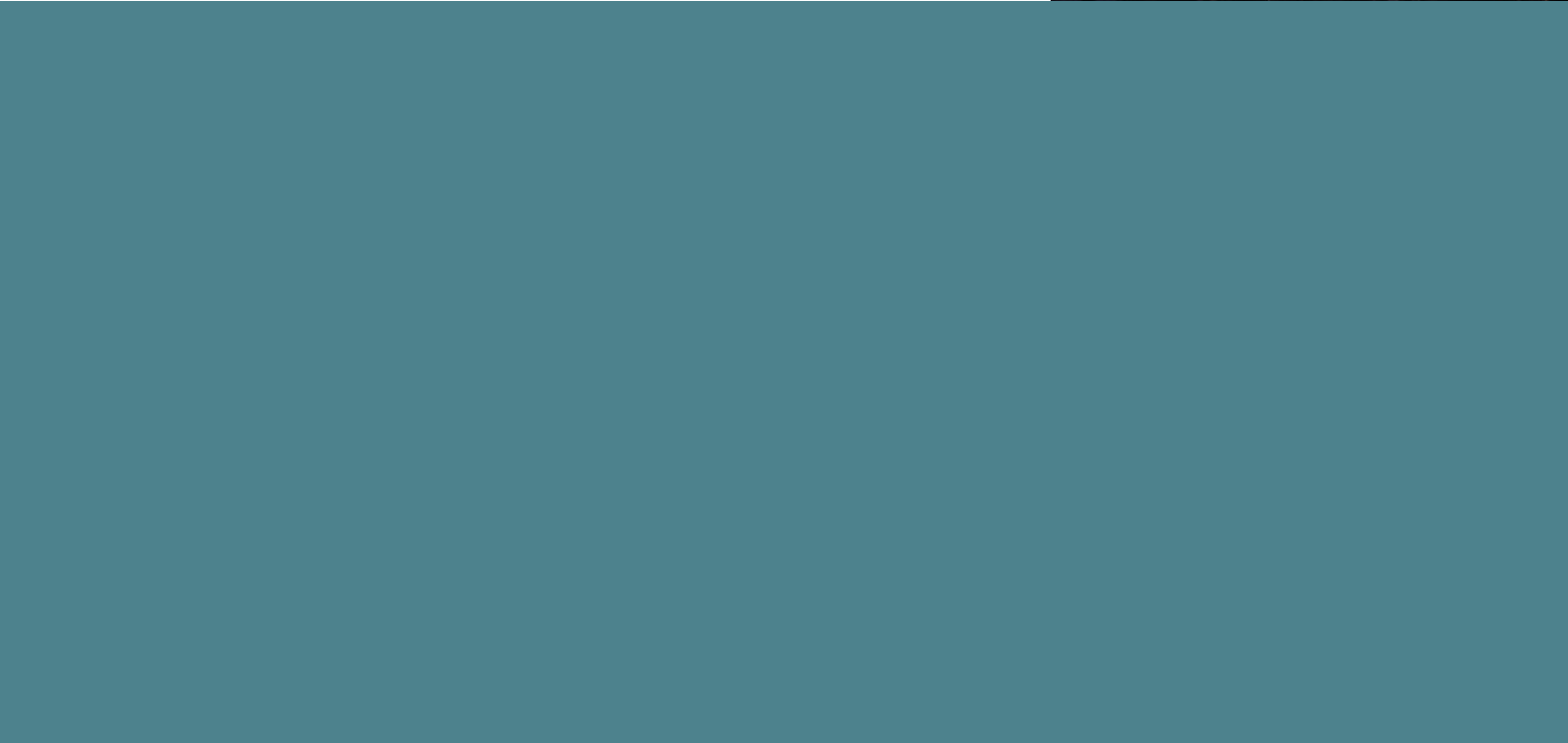
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# 1. Overview



## About Us

Energy is a cornerstone of sustainable economic growth, environmental stewardship, and social well-being. MPRL E&P is committed to delivering secure and reliable energy while creating long-term value for stakeholders. Guided by strong environmental, social, and governance (ESG) principles, we integrate responsible resource development, climate-conscious practices, and community engagement into every aspect of our operations. Through collaboration, innovation, and accountability, we aim to contribute to energy security in a manner that supports a resilient environment and inclusive social progress.



## Message from the Chief Executive

The reporting year was marked by significant external challenges, testing both operational resilience and strategic focus. Global oil prices, which moderated during 2025, experienced renewed volatility in early 2026 amid geopolitical tensions affecting key energy supply routes, including the Strait of Hormuz. In parallel, the 7.7 magnitude earthquake in Central Myanmar underscored the importance of preparedness, strong governance, and sustained commitment to responsible operations.

Against this backdrop, this Communication on Progress 2026 outlines how MPRL E&P has continued to uphold the Ten Principles of the United Nations Global Compact while navigating market uncertainty and operational complexity. Our efforts during the Myanmar Financial Year 2025–2026 (1 April 2025 – 31 March 2026) remain grounded in responsible leadership, environmental stewardship, and social performance.

## Responsible Leadership and Ethical Business Practice

We remain committed to aligning our operations with international principles on human rights, labor, environment, and anti-corruption. In a transitioning energy landscape, we continue to balance the imperative of reliable energy supply with the global shift toward lower-carbon development pathways.

During the year, we engaged constructively with the Ministry of Electricity and Energy and relevant stakeholders to share technical expertise on mature field optimization and sustainable production. These engagements strengthened institutional collaboration and supported responsible resource development in Myanmar's energy sector.



## Environmental Stewardship and Climate Responsibility

Environmental management remains a core priority. At Mann Field, we maintained compliance with applicable regulatory requirements and continued implementation of environmental management systems, including waste management and spill prevention controls. A total of 6.7 million barrels of produced water were treated and reinjected in accordance with industry best practices.

We continued to enhance environmental performance through structured monitoring, environmental management plans, and bi-annual reporting under the extended Environmental Compliance Certificate for the Redevelopment and Enhanced Oil Recovery Program.

In support of biodiversity and ecosystem protection, we implemented our annual Monsoon Tree Planting Campaign in collaboration with MOGE and employees. We also submitted the Coral Reef Conservation Interim Report (December 2024 – May 2025) to the National Coastal Resource Management Committee (NCRMC) through

MOGE. Further initiatives included stakeholder workshops on sustainable fishing practices, coral conservation, and seagrass restoration, as well as a “Coral Conservation Open Day” at Gaw Yan Gyi. Artificial reef structures and coral nurseries were maintained, and additional reef units were deployed at Sabahtar Island.

### Labor Practices, Safety, and Capacity Development

We continued to strengthen our commitment to safe working conditions, ethical conduct, and workforce development. The Code of Conduct was revised and rolled out across the organization, supported by company-wide training and knowledge-sharing initiatives.

We achieved 5,452,472 man-hours without a Lost Time Accident, reflecting continued emphasis on occupational health and safety performance. Workforce-led safety reporting exceeded established targets, reinforcing a proactive safety culture.

Employee development remained a priority through cross-functional learning programs and the continuation of the AIT Scholarship Program (fourth cohort), contributing to capacity building within the Ministry of Electricity and Energy and MOGE. We also implemented a Workforce Optimization Program to align organizational structure with evolving business needs, while maintaining transparent engagement and safeguarding critical operational capabilities.



# Community Engagement and Social Impact



We maintained a strong focus on community engagement and social investment in areas surrounding Mann Field. Our programs supported access to clean water, healthcare, education, skills development, and essential infrastructure, contributing to improved livelihoods and fostering long-term community resilience.

In response to the 7.7 magnitude earthquake that struck Myanmar on 28 March 2025, we mobilized our Earthquake Relief Team (ERT), composed of staff from across the MPRL E&P Group of Companies, to deliver timely and coordinated humanitarian assistance to affected communities. Our efforts focused on immediate relief and longer-term rehabilitation, including the provision of essential supplies, support for recovery efforts, and assistance to restore basic services. These actions contributed to alleviating hardship and strengthening the recovery and resilience of impacted populations.

We strengthened accountability through our Operational Grievance Mechanism, ensuring that all grievances received during the reporting period were resolved in a timely and satisfactory manner. In addition, CSR initiatives implemented in partnership with MOGE supported workforce welfare and enhanced stakeholder relationships, in line with our commitment to human rights, transparency, and community well-being.

## Commitment to the UN Global Compact

This year marks ten years of MPRL E&P's participation in the United Nations Global Compact. This milestone reflects our long-term commitment to embedding the Ten Principles into our strategy, operations, and partnerships.

Looking ahead, we remain focused on strengthening ESG integration, enhancing climate resilience, improving stakeholder engagement, and contributing to the Sustainable Development Goals. We recognize that responsible business is a continuous journey, requiring sustained commitment, collaboration, and accountability.

We reaffirm our commitment to the UN Global Compact and to advancing responsible energy development that delivers long-term value for society, the environment, and future generations.

We hope this report provides valuable insights and welcome your feedback at [communications@mprlexp.com](mailto:communications@mprlexp.com)

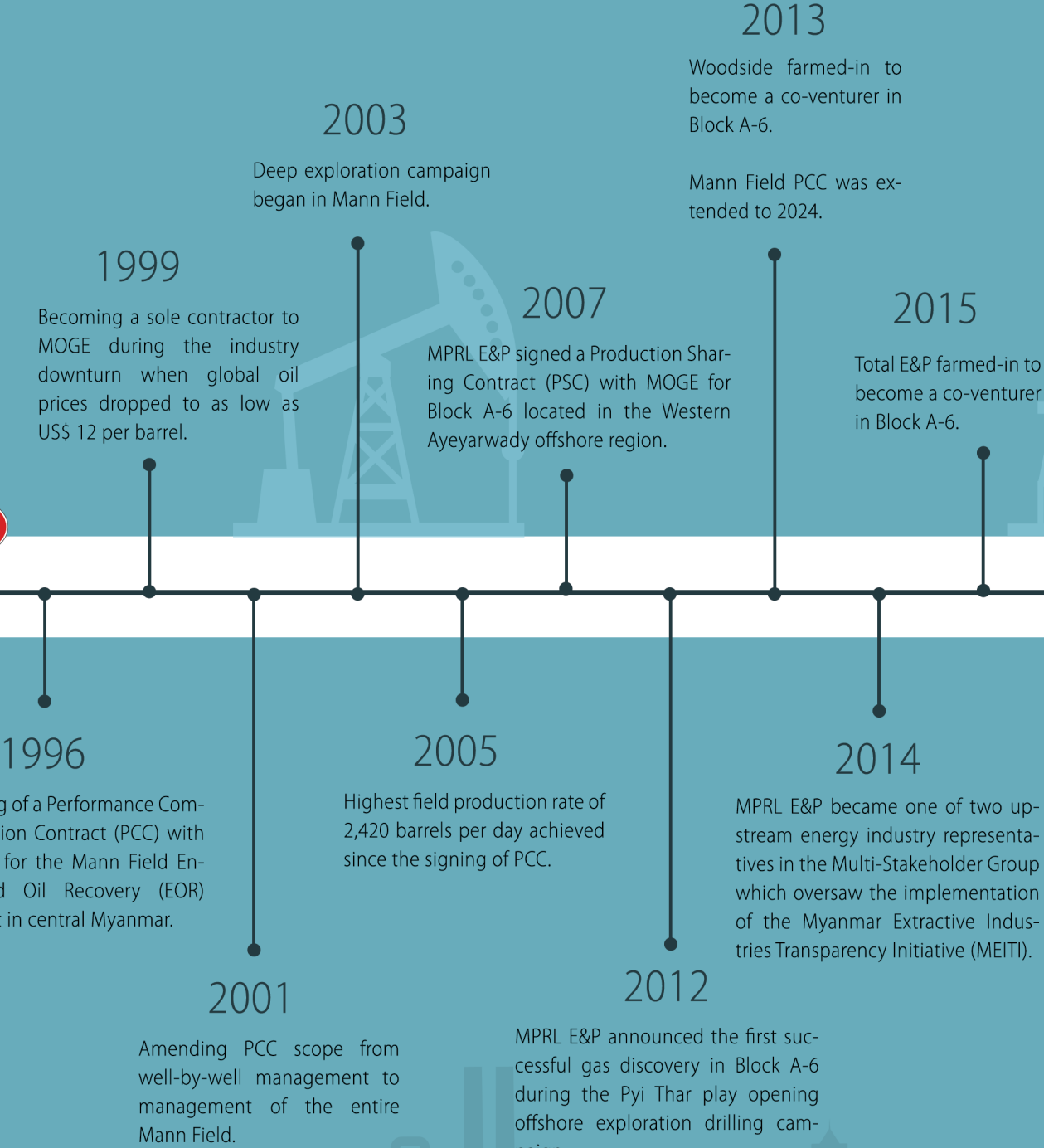


### **U Moe Myint**

Chief Executive Officer & Chairman  
MPRL E&P Pte Ltd.



# Our Historical Milestones



## 2017

Appraisal drilling campaign commenced in Block A-6 which included third well Pyi Thit-1 and fourth well Pyi Tharyar-1. Both wells achieved two additional ultra-deepwater gas discoveries. The Pyi Thit drilling campaign consisted of the first offshore well to be successfully drilled and tested during the monsoon period.

MPRL E&P achieved zero discharge target in Mann Field, a major environmental stewardship milestone realized by reinjecting 100% of produced water back into formations.

## 2019

Mann Field received its Environmental Compliance Certificate (ECC) becoming the first and only onshore operating asset to receive an ECC in the entire Myanmar upstream energy sector.

MPRL E&P announced successful conclusion of the Adjustment of Block A-6 PSC and Fiscal Terms in preparation for Myanmar's first ultra-deepwater development.

## 2021

In April 2021 MPRL E&P started restoring crude oil production in Mann Field, which achieved 900 bopd at end of FY 2021-2022.

## 2016

MPRL E&P announced first ultra-deepwater gas discovery as a result of the Shwe Yee Htun exploration drilling campaign in Block A-6.

MPRL E&P became a signatory to the UN Global Compact.

## 2020

MPRL E&P published its inaugural Sustainability Report to communicate ESG performance.

MPRL E&P developed and mobilized its resilience strategies and plans to tackle the impacts from the coronavirus pandemic and global upstream energy downturn, which witnessed oil prices went negative.

## 2022

MPRL E&P conducted a community-wide assessment on its social return on investment in Mann Field.

MPRL E&P completed a COVID-19 staff inoculation campaign and started to reinstate its workforce development and recognition programs.

MPRL E&P became 100% operator of Block A-6.

## 2018

MPRL E&P announced fifth ultra-deepwater gas discovery during the Shwe Yee Htun-2 appraisal drilling campaign.

2024

MPRL E&P received the first extension of ECC for Mann Field.

MPRL E&P received an extension of PCC for Mann Field.

30<sup>th</sup>  
Anniversary



2023

MPRL E&P published a report marking the tenth anniversary of its CSR Program in Mann Field.

MPRL E&P achieved a safety milestone of 2,351,920 man-hours without a LTA.

2025

MPRL E&P marked 10 years of the Operational Grievance Mechanism in Mann Field with the release of a comprehensive anniversary report.

MPRL E&P Group of Companies deployed an Earthquake Relief Team (ERT) in Nay Pyi Taw to support the Ministry of Electricity and Energy during the 2025 Myanmar Earthquake.





## **Our Vision**

To be a leading exploration and production company in the upstream energy sector of the Asia-Pacific region through our:

- Performance
- People
- Partnerships

## **Our Mission**

Our mission is to improve livelihoods by being at the forefront of providing energy to drive progress in the nation.

At MPRL E&P, we conduct business to the highest standards of ethics, legitimacy and transparency, guided by a clear sense of social and environmental responsibility.

We believe the growth of our organization is dependent on the empowerment of our employees. We strive to develop a thriving environment ensuring employees become involved in a process of continuous improvement.



## Our Strategy

Amid Myanmar's evolving business landscape, we remain focused on building resilience and driving sustainable growth. Guided by the principle of "do no harm," we strive to ensure that our operations contribute positively to communities, protect the environment, and support national development.

Sustainability is embedded across our organization under the leadership of our Board of Directors and Executive Management. Our annual corporate objectives emphasize responsible growth, workforce empowerment, and transparent performance monitoring. Through targeted training and effective resource mobilization, we strengthen accountability and foster a strong sense of purpose at every level of the organization.

Our participation in the United Nations Global Compact (UNGC) reaffirms our commitment to upholding universal principles on human rights, labor standards, environmental stewardship, and anti-corruption. In alignment with the UNGC Principles and the Sustainable Development Goals (SDGs) 8, 12, 14, 15, 16, and 17, we focus on advancing inclusive economic growth, responsible consumption and production, environmental protection, strong institutions, and collaborative partnerships.

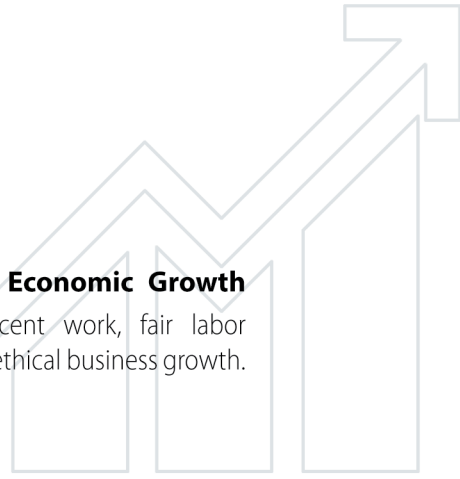
Through proactive risk management and continuous stakeholder engagement, we align our operations with global best practices. This approach enables us to create long-term value while maintaining the highest standards of ethics, respect for human rights, and environmental responsibility.

**8** DECENT WORK AND ECONOMIC GROWTH



**Sustainable Economic Growth**

Promoting decent work, fair labor practices, and ethical business growth.



**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



**Environmental Stewardship**

Reducing our ecological footprint, protecting ecosystems, and advancing green technologies.



**14** LIFE BELOW WATER



**15** LIFE ON LAND



**16** PEACE, JUSTICE AND STRONG INSTITUTIONS



**Good Governance & Transparency**

Strengthening ethical business practices and institutional accountability.



**17** PARTNERSHIPS FOR THE GOALS



**Strategic Partnerships**

Collaborating with stakeholders to drive collective impact and sustainable progress.



# The Ten Principles of the UN Global Compact



**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and

**Principle 2:** make sure that they are not complicit in human rights abuses.

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**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

**Principle 4:** the elimination of all forms of forced and compulsory labour;

**Principle 5:** the effective abolition of child labour; and

**Principle 6:** the elimination of discrimination in respect of employment and occupation.

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**Principle 7:** Businesses should support a precautionary approach to environmental challenges;

**Principle 8:** undertake initiatives to promote greater environmental responsibility; and

**Principle 9:** encourage the development and diffusion of environmentally friendly technologies.

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**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

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## Our Performance Highlights

Priorities	Indicators	FY 2019-2020	FY 2020-2021
<b>Economic and Social Performance</b>	Total revenues	<b>US\$ 9.89 million</b>	<b>US\$ 6.34 million</b>
	Total investment in Mann Field since 1996	<b>US\$ 229.58 million</b>	<b>US\$ 240.52 million</b>
	Cost savings realized by Myanmar due to incremental oil production in Mann Field since 1996	<b>US\$ 331.67 million</b>	<b>US\$ 337.92 million</b>
	Direct and indirect job creation	<b>1400+</b>	<b>1300+</b>
	Total contributions to social performance initiatives		
	Spending on Local Suppliers	<b>US\$ 343,461.98</b>	<b>US\$ 144,037.19</b>

FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025	FY 2025-2026
US\$ 9.18 million	US\$ 11.62 million	US\$ 11.93 million	US\$ 10.42 million	US\$ 15.84 million
US\$ 246.04 million	US\$ 254.67 million	US\$ 264.08 million	US\$ 272.28 million	US\$ 282.12 million
US\$ 346.44 million	US\$ 387.11 million	US\$ 401.01 million	US\$ 412.35 million	US\$ 423.57 million
1300+	1300+	1300+	1300+	1200+
<b>US\$ 5.08 million &amp; MMK 26,549.51 million</b>				
US\$ 146,525.19	US\$ 507,917.27	US\$ 558,471.12	US\$ 597,133.84	US\$ 381,699.72

<b>Priorities</b>	<b>Indicators</b>	<b>FY 2019-2020</b>
<b>Operations</b>	Cumulative oil production since 1970	<b>122 million barrels</b>
	Cumulative gas production since 1970	<b>125 billion cubic feet</b>
	Total number of wells	
	Peak production (1979)	
	Original volumes in place	
<b>Health and Safety</b>	Fatalities	<b>0</b>
	Man-hours without a LTA (Loss Time Accident)	<b>2,613,524</b>
	Number of CARE (Concern, Action, Reinforcement, and Encouragement) Cards reported	<b>8,962</b>
<b>Environment</b>	Discharge of produced water since 24 August 2017	<b>0</b>
	Disposed/Re-injected volume of produced water	<b>2.9 million barrels</b>
<b>Organization</b>	% of Myanmar nationals recruited	<b>99</b>
	% of women in the workforce	<b>34</b>
	% of women holding managerial positions	<b>26</b>
	Number of interns trained (Cumulative to date)	<b>80</b>

FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025	FY 2025-2026
122.3 million barrels	122.5 million barrels	122.7 million barrels	123.1 million barrels	123.4 million barrels	123.7 million barrels
125.3 billion cubic feet	125.5 billion cubic feet	126.8 billion cubic feet	127.1 billion cubic feet	127.4 billion cubic feet	127.7 billion cubic feet
674					
24,711 barrels of oil per day					
500 million barrels					
0	0	0	0	0	0
603,244	1,295,608	2,351,920	1,046,426	1,089,536	964,558
7,639	3,523	9,551	9,617	8,243	7,793
0	0		0	0	0
3.4 million barrels	3.7 million barrels	4 million barrels	5 million barrels	5.7 million barrels	6.7 million barrels
98	98	96	96	97	96
24	24	25	25	26	25
27	26	18	21	20	21
87	87	87	99	114	126

## 2. Governance

“Strong corporate governance is the foundation of trust, accountability, and sustainable growth. Through transparency, integrity, and responsible leadership, we are committed to protecting stakeholder confidence and ensuring our sustainability commitments are reflected in every aspect of our operations.”



## Corporate Governance

We are committed to maintaining the highest standards of corporate governance to safeguard stakeholder trust and ensure long-term sustainability.

Our transparent and accountable governance framework reduces risks such as reputational damage, financial loss, and regulatory exposure. Clear policies and procedures guide the Board of Directors, Executive Management, employees, suppliers, and contractors to operate with integrity, accountability, and transparency.

The Board provides strategic direction and robust oversight, ensuring effective controls and alignment between our sustainability commitments and day-to-day operations.

## Business Conduct and Transparency

Our Code of Conduct and Ethics applies to the Board, Executive Management, employees, contractors, suppliers, and partners. It requires compliance with applicable laws and the highest standards of professional and ethical behavior.

The Code addresses bribery and corruption, gifts and hospitality, conflicts of interest, political activities, and social contributions. All employees receive regular training and must formally acknowledge their commitment upon joining and annually thereafter.

The Compliance team, led by the Chief Compliance Officer, monitors adherence to legal and ethical standards, conducts periodic reviews, and updates policies in line with evolving regulations. Employees may report concerns through management, the Compliance Department, or the Whistleblowing, including an anonymous reporting channel.

We promote responsible investment in Myanmar through robust internal controls and active engagement with government and community stakeholders. We are committed to transparent sustainability reporting and confirm that MPRL E&P has not incurred fines or penalties for non-compliance with environmental, social, or economic laws.

## Anti-Corruption

We maintain a zero-tolerance approach to corruption, strictly prohibiting bribery in any form by anyone acting on our behalf.

Our operations comply with applicable laws and international standards, including the Myanmar Anti-Corruption Law, the Tenth Principle of the United Nations Global Compact, the US Foreign Corrupt Practices Act, and the UK Bribery Act.

Our Anti-Bribery and Corruption (ABC) Policy sets clear expectations and is supported by regular training to help employees and contractors identify and manage corruption risks. The Compliance Department conducts risk-based third-party due diligence to ensure we engage only with reputable partners.

During the reporting period, we recorded no incidents of corruption. We actively communicated our anti-corruption policies and procedures to ensure awareness and compliance across our operations. Specifically, 196 out of 235 employees (83.4%) received communication on these policies. In addition, 155 members from our business partners were informed of the organization's anti-corruption policies and procedures, reinforcing our commitment to ethical conduct across our value chain.

## Protecting Human Rights

We are committed to conducting business in a responsible and ethical manner that respects internationally recognized human rights, as set out in the Universal Declaration of Human Rights. We reject all forms of human rights abuse and seek to use our influence to promote the protection of fundamental rights across our operations and host communities.

As a signatory to the United Nations Global Compact since 2016, we align our practices with its principles and the core standards of the International Labour Organization, in addition to complying with applicable labor laws in Myanmar. These commitments are embedded in our Code of Conduct, Human Rights Policy, Human Resources policies, and Health and Safety policies, and extend to our suppliers and contractors.

We implement risk management and business continuity measures to safeguard employees, ensure asset integrity at Mann Field, and prevent any involvement in human rights violations. We maintain transparent engagement with stakeholders and provide further details in the "Our People" and "Our Community" sections of this report.

## Strengthening Integrity: A Case Study on MPRL E&P's Code of Conduct Reinforcement Training

To bolster a culture of integrity and accountability, MPRL E&P implemented a structured reinforcement training program focusing on the revised Organizational Code of Conduct. This initiative targeted both employees and key contractors/service providers to ensure a consistent application of ethical standards across the entire organization and its value chain.

## **Strategic Delivery & Scope**

The training was delivered through a hybrid model, with in-person sessions on 29 August 2025 and virtual sessions on 01 September 2025. Facilitated by the Compliance Department in collaboration with departmental personnel, the program ensured both technical subject-matter expertise and practical relevance for diverse functional groups.

The curriculum emphasized practical application across key pillars:

- Anti-Bribery & Corruption and Conflicts of Interest (CoI)
- Workplace Conduct and Human Rights
- Health, Safety, and Environment (HSE)
- Corporate Social Responsibility (CSR)
- Data Privacy and IT Governance

## **Engagement & Accountability**

To ensure knowledge retention, post-training questionnaires were utilized to help participants identify risks and apply ethical decision-making frameworks. Engagement was further incentivized through an Award Ceremony on 24 September 2025, recognizing staff who demonstrated exceptional commitment during the program.

The initiative concluded with a formalization phase in November 2025, where all staff signed the Code of Conduct Acknowledgement Form, officially reaffirming their individual commitment to MPRL E&P's compliance standards.

## **The Impact**

By extending this program to external contractors and service providers, MPRL E&P has successfully aligned its operational standards with its core values. This proactive approach ensures that our policies are not merely documented but are deeply embedded in daily practice and upheld throughout our value chain.

A nighttime aerial view of a city with a dense forest in the foreground and several illuminated high-rise buildings in the background. A large teal circle is overlaid on the upper left portion of the image, containing the text '3. Economic Contribution and Development Impact'. The city lights are visible through the forest and on the buildings, including signs for 'NOVOTEL' and 'AYA Bank'.

# 3. Economic Contribution and Development Impact



## Economic Development: Stability and Inclusive Growth in Myanmar

Economic development is essential for Myanmar's stability and long-term recovery. By creating jobs, improving livelihoods, and expanding access to essential services, economic growth addresses key drivers of instability such as poverty and inequality. Responsible private sector engagement strengthens governance, fosters dialogue, and supports inclusive growth, contributing to resilience and social cohesion.

Innovation and sustainable investment are critical to building a diversified economy. By promoting technology adoption, renewable energy, and supporting small and medium-sized enterprises (SMEs), businesses can stimulate local economies, create employment, and enhance community-level self-sufficiency — aligning commercial success with broader societal benefits.

## Energy Investment: Domestic Production and Energy Security

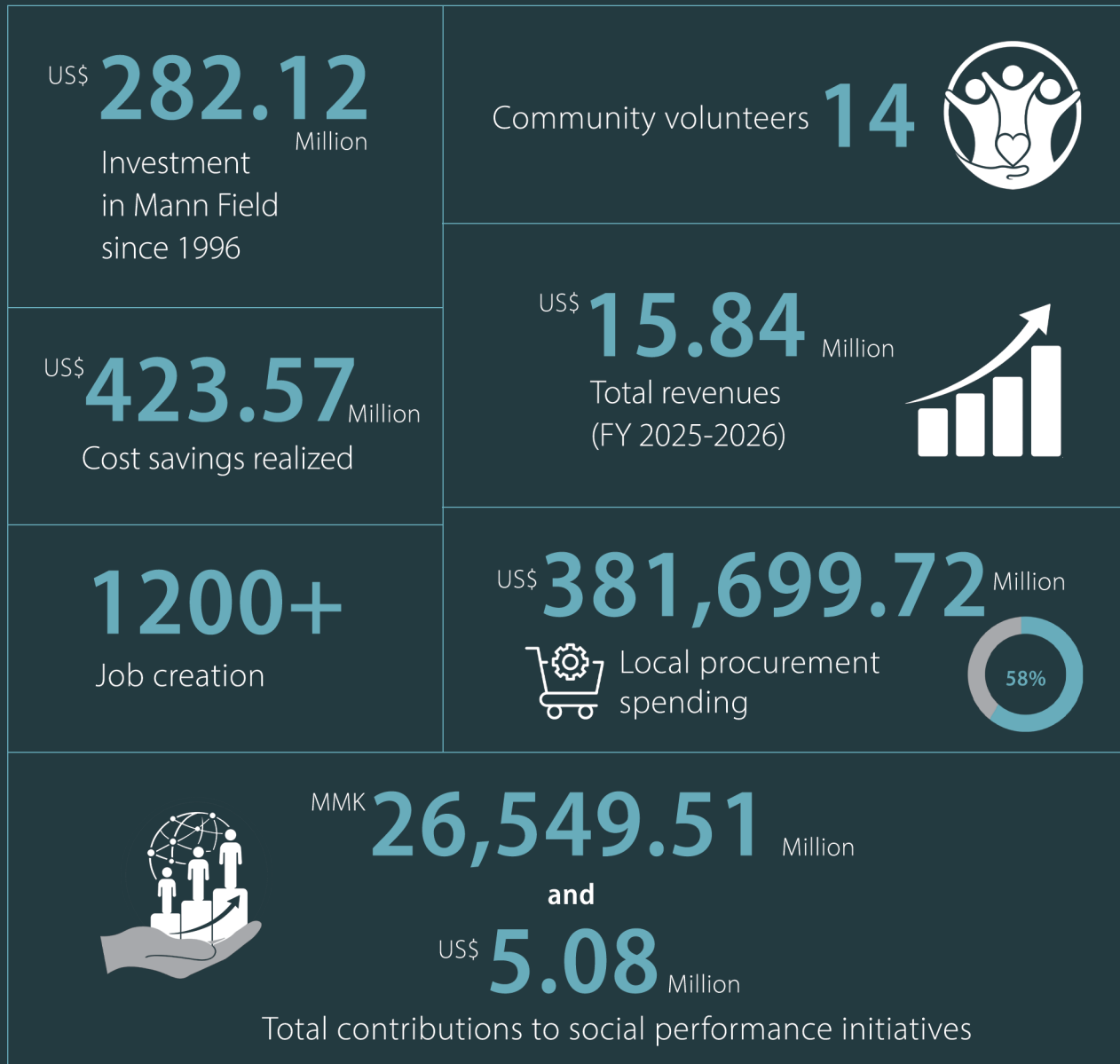
Myanmar's oil and gas sector, with a history dating back to the late 19th century, remains strategically important for national energy security. Private sector investment in domestic oil production enhances energy self-sufficiency, reduces reliance on imports, and generates employment across production and support sectors.

International expertise and technology improve operational efficiency, environmental standards, and sustainability. Increased domestic production also strengthens government revenues, enabling investment in public services and infrastructure. Ensuring transparency, equitable benefit-sharing, and robust governance is essential to maximize positive impacts on local communities while supporting long-term stability and sustainable development.

In FY 2025–2026, these contributions are reflected through sustained investment and measurable economic outcomes. Cumulative investment in Mann Field since 1996 reached USD 282.12 million, while Block A-6 (PIP) recorded total investment of USD 401.31 million up to March 2026, underscoring long-term commitment to domestic energy development.

Mann Field operations generated USD 15.84 million in total revenue in FY 2025–2026. In addition, incremental production from Mann Field has delivered estimated cost savings of USD 423.57 million for Myanmar to date, strengthening national energy affordability and import substitution. Local economic participation was further reinforced through local procurement spending of USD 381,699.72 (58%) during FY 2025–2026, supporting domestic suppliers and value chain development.

## Our Key Deliverables:



# 4. Environment

## Environmental Stewardship & Governance

MPRL E&P is committed to responsible environmental management across all operations, guided by an ISO 14001-aligned Environmental Management System (EMS). Our EMS provides a structured framework to identify environmental risks, set measurable objectives, and monitor performance across exploration, drilling, and production activities.

Our Mann Field operations maintain full compliance with national regulations and have received the first extension of the Environmental Compliance Certificate (ECC) from the Environmental Conservation



Department (ECD) under the Ministry of Natural Resources and Environmental Conservation (MONREC). This reflects our ongoing commitment to high environmental standards and regulatory compliance.

These efforts are aligned with the UN Global Compact Principles 7–9:

- **Principle 7:** Support a precautionary approach to environmental challenges.
- **Principle 8:** Undertake initiatives to promote greater environmental responsibility.
- **Principle 9:** Encourage the development and diffusion of environmentally friendly technologies.





# Operational Environmental Management

Environmental stewardship at MPRL E&P extends to managing emissions, produced water, waste, and biodiversity protection. We adhere to all relevant laws and standards, including:

- Myanmar Environmental Conservation Law and Rules
- National Environmental Quality Emission Guidelines
- Drinking Water Quality Standard (MMS 2:2019)
- Environmental Impact Assessment procedures
- World Bank Group/IFC environmental guidelines

Produced water from hydrocarbon wells is fully reinjected, with 6.7 million barrels safely returned to shut-in wells since achieving our Zero Discharge milestone in 2017. Advanced treatment removes suspended solids, protecting Mann Creek and the Ayeyarwady River from contamination while supporting reservoir pressure and oil recovery.



## Waste Management & Resource Efficiency

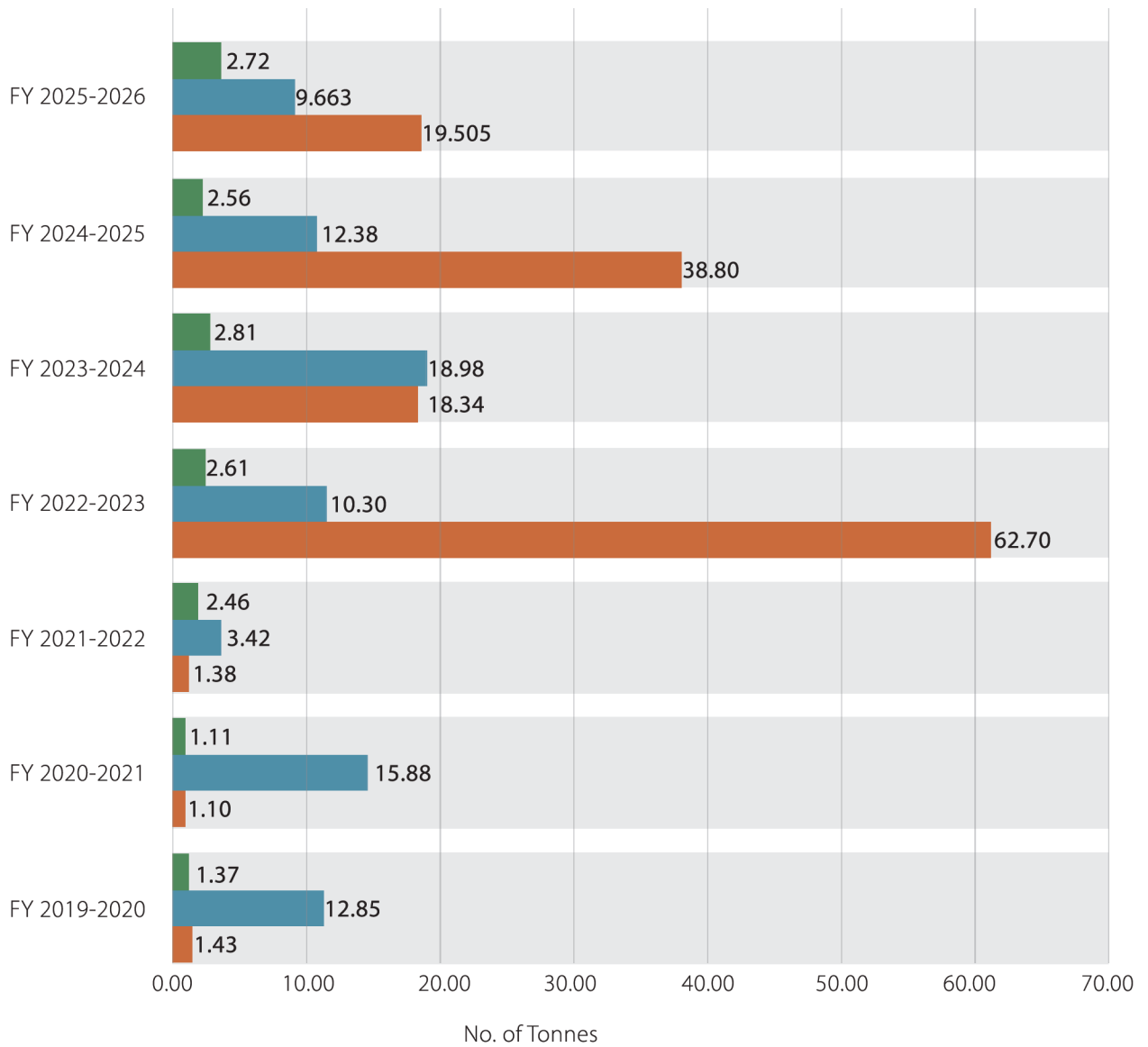
At Mann Field, we are committed to minimizing the environmental impact of waste through improved management practices and resource efficiency.

In FY 2025–2026, hazardous waste generation decreased to 19.5 tons, reflecting continued improvement from the previous year. The earlier increase in FY 2024–2025 was primarily driven by planned desludging activities deferred from FY 2021–2022. Non-hazardous waste declined slightly, while composting increased to 2.72 tons, indicating gradual progress in waste diversion.

Overall, waste generation and management trends remained broadly stable, with hazardous waste continuing to drive annual variability. Recycling and composting activities supported resource recovery and reduced disposal volumes.



## Waste by Type (Tonnes)



Composting

Non-Hazardous Waste

Hazardous Waste







## Process Safety & Emergency Preparedness

Process safety is integral to our operations. Through regular risk assessments, equipment inspections, drills, and HSE protocols, we mitigate risks to employees, communities, and the environment.

We are proud to report zero process safety incidents in FY 2025–2026. Emergency response plans are regularly reviewed and include role-based responsibilities, fire prevention measures, and spill response protocols, ensuring operational resilience even in high-risk areas like Mann Field.

## Continuous Improvement & Innovation

MPRL E&P continuously evaluates and updates environmental policies and procedures to integrate the latest technologies, align with evolving regulations, and adopt best practices. In Fiscal Year 2026–2027, we plan to review our Environmental Policy and Biodiversity Policy, which focus on preserving ecosystems around project sites and guide initiatives in waste reduction, emissions control, and sustainable resource management.

Through ongoing stakeholder engagement, transparent reporting, and adherence to international and national standards, environmental stewardship remains embedded in our operations, contributing to sustainable development in Myanmar.

# Case Study

## Strengthening Environmental Stewardship at Mann Field

This case study highlights environmental management efforts at Mann Field following the extension of the Environmental Compliance Certificate (ECC) on 30 April 2024. It focuses on collaboration with authorities and communities to maintain compliance and address operational challenges, reflecting a commitment to continuous improvement and alignment with UN Global Compact Principles 7–9. All responses are provided by MPRL E&P’s Environmental Officer (EO), U Han Myo Aung.



### 1. Could you provide an overview of the biannual environmental monitoring activities conducted in collaboration with the Environmental Conservation Department (ECD, Magway Region) and Myanma Oil and Gas Enterprise (MOGE, Mann Field) since the first extension of the Environmental Compliance Certificate (ECC)?

Since the initial extension of the Environmental Compliance Certificate (ECC), four environmental monitoring surveys (EMS) have been completed at Mann Field. These were conducted in close coordination with the Environmental Conservation Department (ECD) Magway and MOGE (Mann), resulting in the submission of four Environmental Monitoring Reports (EMoRs) to date.

To ensure transparency and continuous improvement, each survey was preceded by a technical briefing for ECD and MOGE, outlining planned activities, potential opportunities, and operational risks related to environmental action plans. Feedback from ECD inspections and previous EMoRs has been consistently incorporated into subsequent field activities, strengthening the overall monitoring process.

While compliance has been maintained, challenges remain, including restricted access to certain baseline monitoring locations and limited laboratory capacity for specific water quality parameters.

2. How would you describe the importance of ongoing collaboration with local authorities and communities in ensuring effective environmental management? Could you also highlight any key challenges encountered, as well as best practices identified during this period?

Ongoing collaboration with local authorities and communities is essential for transforming environmental management into a dynamic and sustainable practice. Engagement with authorities ensures regulatory alignment and efficient permitting, while community involvement provides valuable local knowledge and early identification of environmental changes.



This collaborative approach helps secure a social license to operate, fosters trust through transparency, and strengthens emergency response readiness. Integrating local perspectives with regulatory oversight enhances both the technical robustness and public credibility of monitoring efforts.

Despite challenges such as heightened security risks, increased theft, and economic instability, strong partnerships with key stakeholders have supported operational resilience and the continued implementation of environmental standards.

### **3. In what ways have the prevailing security conditions impacted environmental management activities in Mann Field? Have there been any notable improvements over time?**

Prevailing security conditions have significantly impacted environmental management activities by restricting physical access to field sites and creating risks of equipment vandalism and infrastructure damage. Increased incidents of pilfering have also contributed to environmental risks, such as spills or hazardous leaks.

As a result, monitoring efforts have at times shifted from proactive to more reactive, risk-based approaches, potentially delaying the detection of long-term environmental impacts. However, adaptive management strategies have been applied to maintain oversight under these constraints.

Encouragingly, continued collaboration with relevant departments and stakeholders has led to gradual improvements, enhancing coordination and the ability to respond effectively to emerging risks.

### **4. Looking ahead, are there any significant environmental trends or developments that you would like to highlight? Do you anticipate any changes in environmental management practices within Myanmar's oil and gas sector?**

In the coming years, the integration of Artificial Intelligence (AI) and advanced technologies is expected to further strengthen environmental monitoring and data analysis capabilities.

Myanmar is also anticipated to introduce carbon pricing mechanisms and pilot market-based approaches within sectors such as energy. These developments are expected to support national emission reduction targets and reinforce the transition toward more sustainable and accountable environmental management practices.



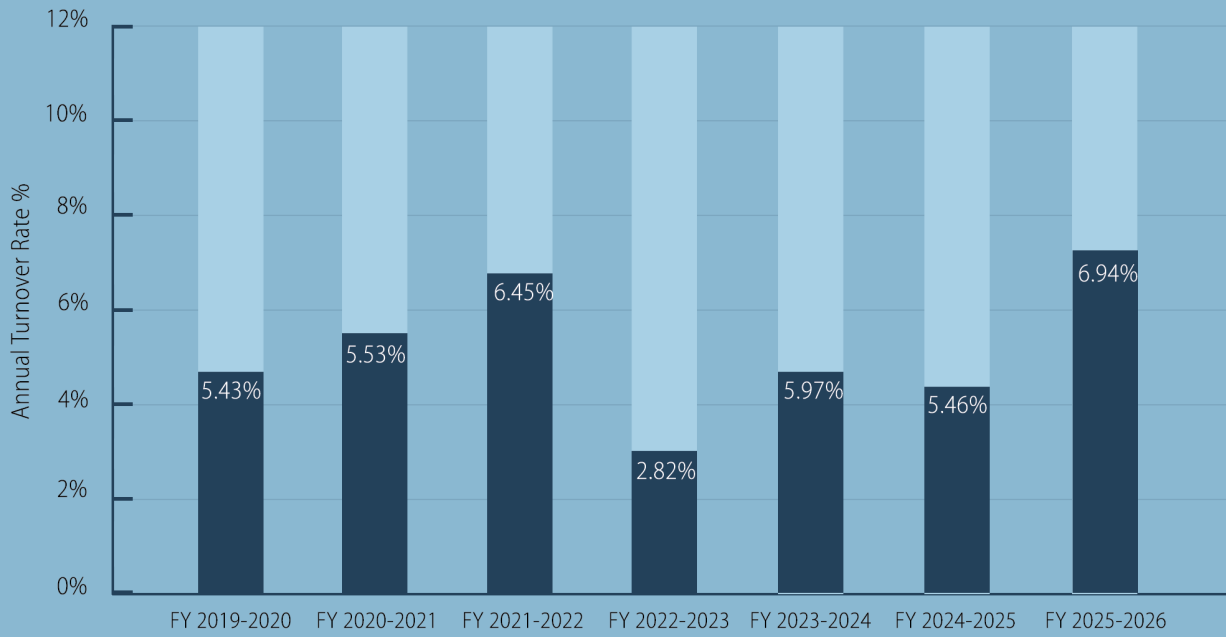
## 5. Our People

### Commitment to Our People

MPRL E&P recognizes that long-term success depends on attracting, developing, and retaining a skilled workforce. We provide fair and competitive compensation and benefits in compliance with Myanmar labor laws. We uphold the UN Global Compact Labour Principles (3–6) by:

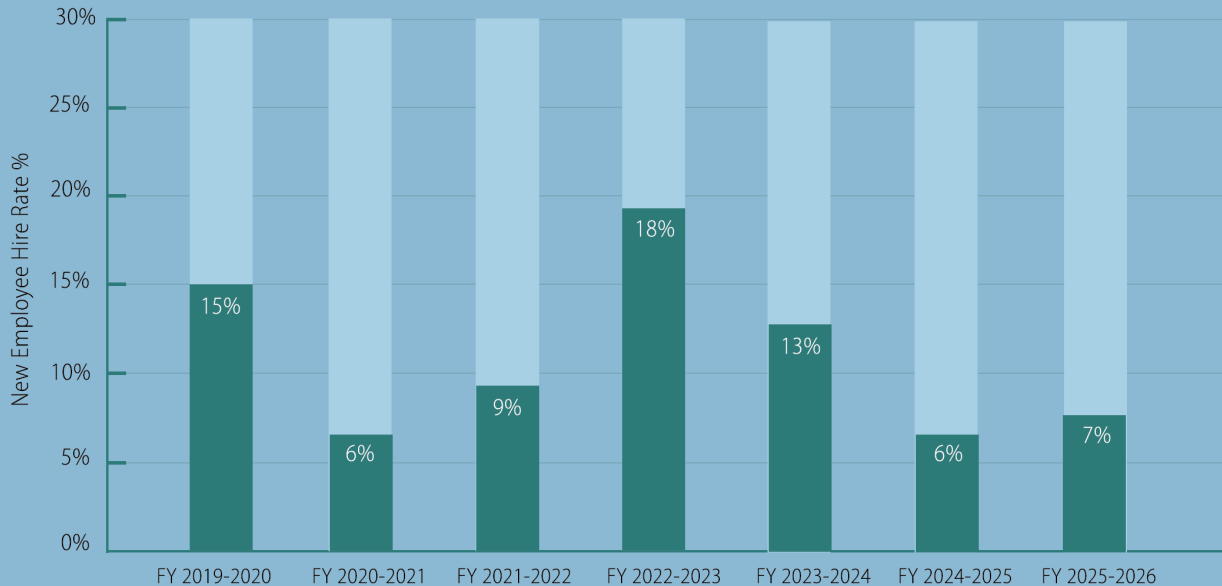
- Respecting employees' freedom of association and the right to collective bargaining (Principle 3)
- Prohibiting all forms of forced or compulsory labor (Principle 4)
- Strictly eliminating child labor (Principle 5)
- Ensuring equality of opportunity and eliminating discrimination in employment and occupation (Principle 6)

## Employee Turnover Rate (Permanent Full-Time Employees)



Note: The GRI template and our internal method use different formulas to calculate employee turnover. This difference may lead to variations in the reported percentages.

## New Employee Hire Rate



## Our People at a Glance

As of 31 March 2026, we employed a total of 196 employees, of which 92% were permanent full-time employees supporting core operations. In addition, more than 900 personnel were engaged in field operations at Mann Field, representing our indirect workforce through contractors and service providers.

Employee turnover remained relatively stable from FY 2019–2020 to FY 2024–2025, averaging approximately 5–6%, consistent with normal operational attrition. In FY 2025–2026, the turnover rate increased modestly to 6.94%, primarily due to a workforce optimization program undertaken during the reporting period. This increase reflects planned workforce adjustments associated with a broader structural initiative aimed at improving operational efficiency, maintaining financial resilience, and positioning the company for continued long-term sustainability following the extension of the Mann Field PCC.

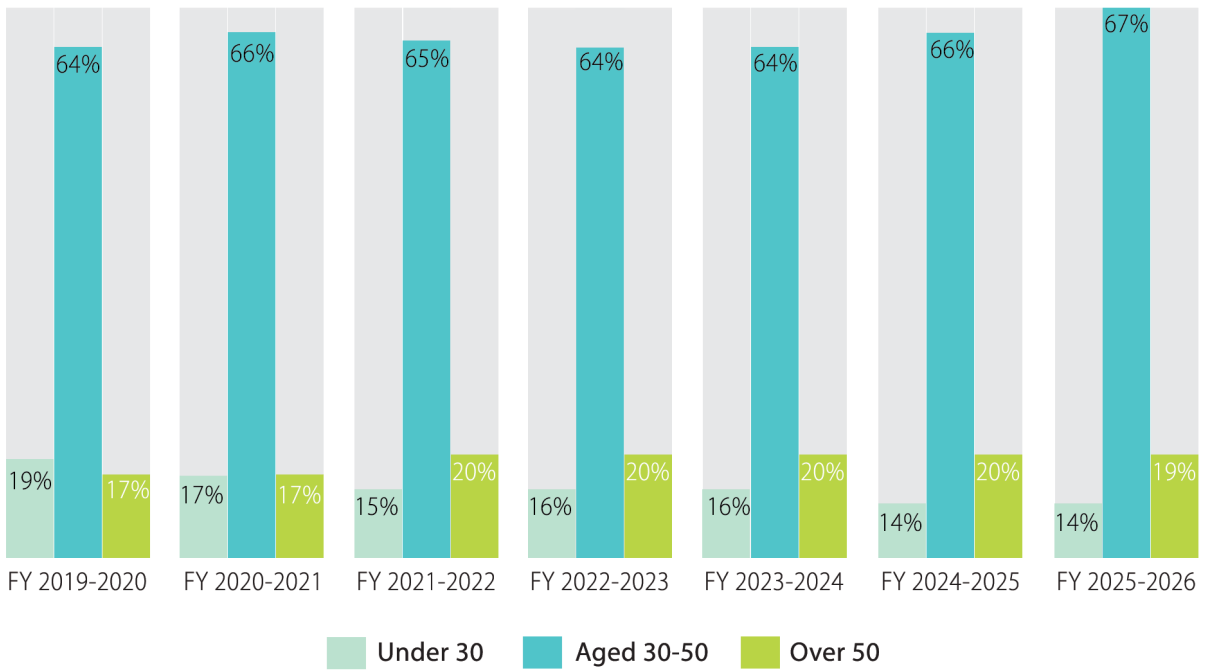
## Diversity and Inclusion

We maintain zero tolerance for discrimination and harassment and ensure equal opportunity across recruitment, promotion, and training. We value diverse backgrounds, experiences, and perspectives, recognizing that inclusion drives innovation, critical thinking, and high performance.

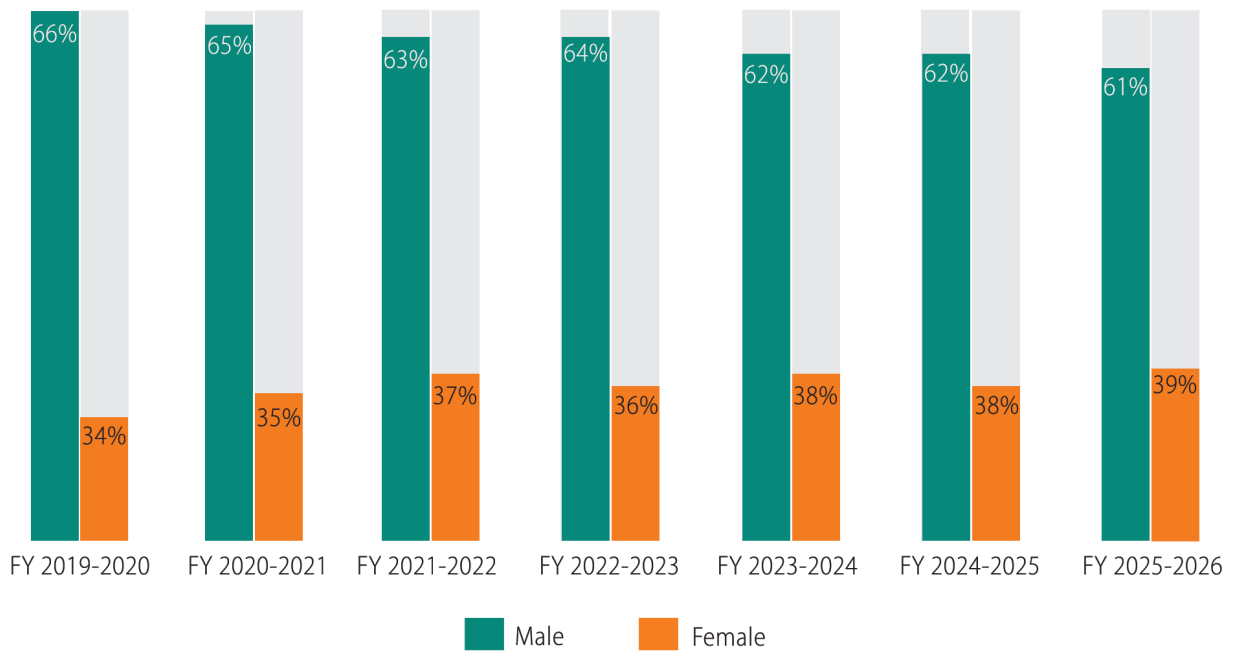
Our Code of Conduct and employment policies, updated in 2024, provide clear guidance on workplace behavior and equal treatment. Employees are encouraged to raise concerns through established channels without fear of reprisal.



## Employee by Age Category



## Employee by Gender





### Health, Safety, and Well-being

The health, safety, and well-being of employees remain a core priority across all operations. Our HSE Department, supported by the HSE Committee, leads the implementation of safety management initiatives, including training programs, awareness campaigns, simulation drills, CARE Card reporting, and on-site medical services. These efforts are complemented by seasonal vaccination programs and health education initiatives to promote overall workforce well-being.



In FY 2025–2026, we achieved 5,452,472 man-hours without a Lost Time Accident (LTA), accumulated over the period from 18 August 2020 to 31 March 2026, demonstrating a sustained commitment to operational safety. A total of 7,793 CARE Cards were recorded, reinforcing a proactive reporting culture, while 2,778 training hours were delivered across various topics to strengthen workforce competency and awareness.

Key training and awareness initiatives focused on:

- Emergency preparedness and post-incident response
- Occupational health and workforce well-being
- Risk assessment and safety management practices
- Environmental awareness and biodiversity protection
- Operational safety, including defensive driving and manual handling

In the upcoming fiscal year, we will review and update our Occupational Health and Safety Policy and Alcohol and Substance Abuse Policy to ensure continued effectiveness, alignment with operational needs, and adherence to evolving best practices.



## Talent Management

Our talent management framework integrates workforce planning, recruitment, onboarding, training, and performance management to ensure employees are equipped with the skills and support needed to achieve both business and sustainability objectives.

In FY 2025–2026, average training hours declined across all categories. This reduction is primarily associated with organizational adjustments and reprioritization of resources during the reporting period, including the implementation of a workforce optimization program. Despite the decrease, MPRL E&P continues to support employee development through cross-functional, targeted, and role-specific training initiatives.

As part of our commitment to building future-ready talent, we are strengthening digital capabilities across the organization through the responsible adoption of Artificial Intelligence (AI). Recognizing both the opportunities and risks associated with AI, we transitioned from informal use of publicly available tools to a secure, enterprise-level

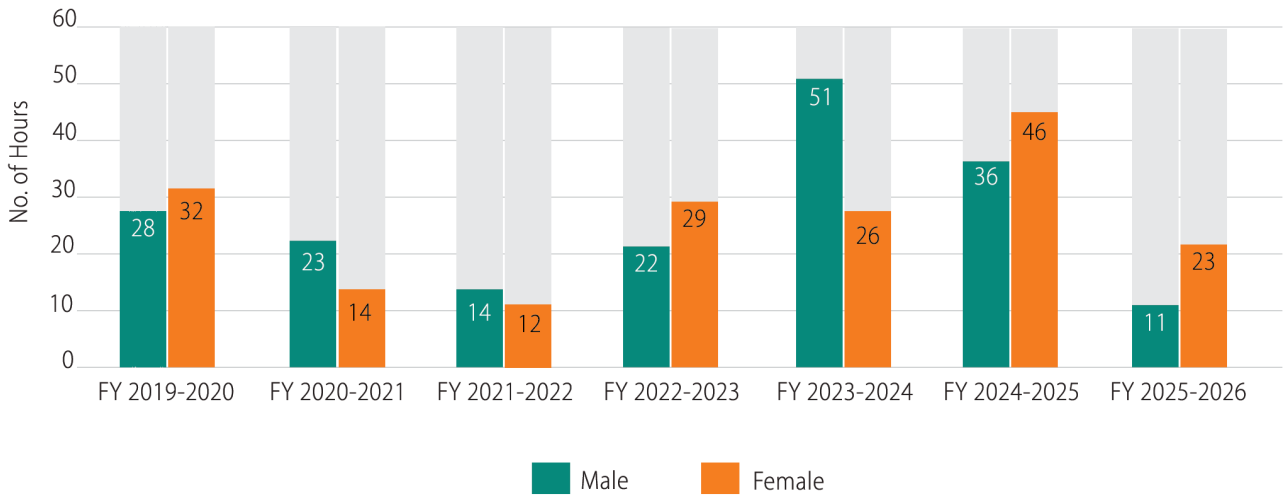


AI ecosystem designed to enhance productivity while safeguarding data and ensuring compliance.

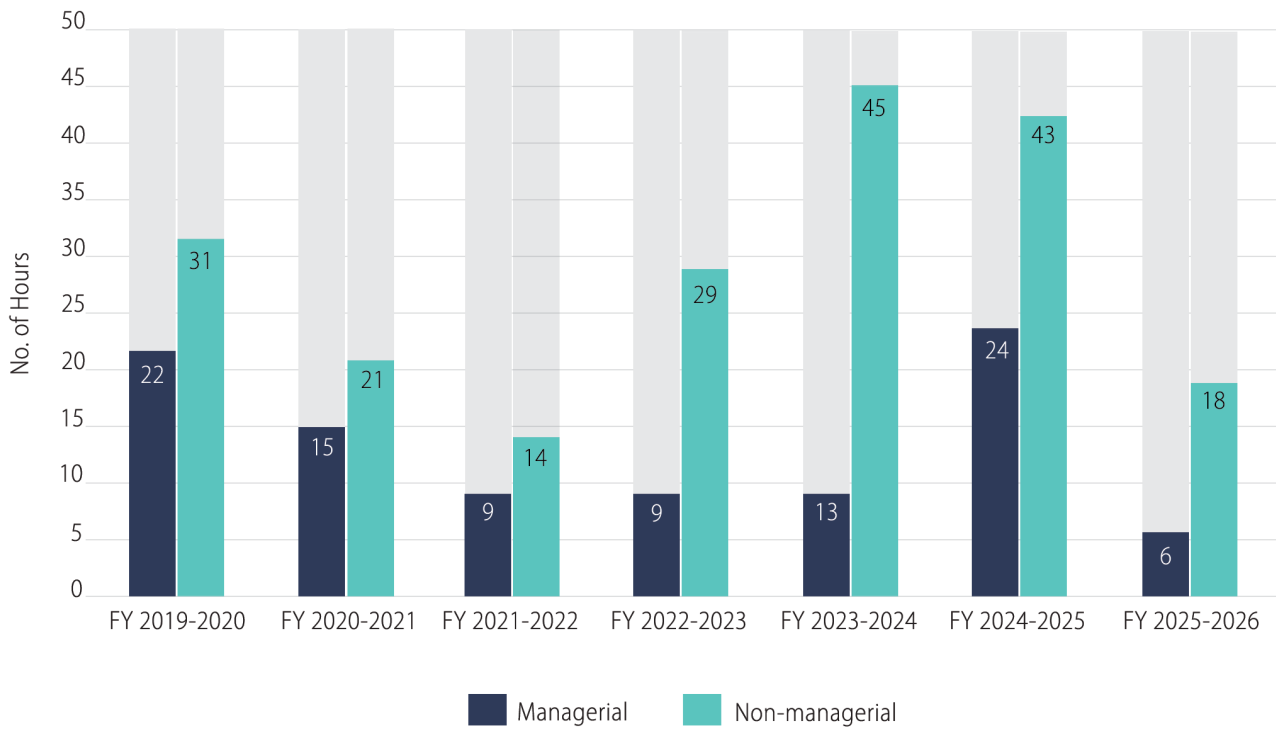
This transition is supported by a dedicated AI Work Committee, which provides governance, guidance, and oversight to promote ethical and effective AI use across departments. Through this structured approach, AI serves as a strategic enabler, augmenting human capability, fostering innovation, and reinforcing our commitment to responsible and sustainable business practices.



### Average Hours of Training by Gender



### Average Hours of Training by Employee Category





## Workforce Engagement

We believe strong employee engagement drives performance, retention, and alignment with our values. Open communication is fostered through quarterly newsletters, weekly LinkedIn updates, Viva Engage posts, and cross-functional knowledge sharing sessions.

Employee contributions are recognized through initiatives such as the Outstanding Performer Awards and Service Years Awards, while celebrations, volunteering programs, surveys, and cultural activities foster collaboration, morale, and an inclusive workplace culture. During the MPRL E&P and GoC Service Years Awards Program 2025, 32 staff members received the MPRL E&P Service Years Awards, and 16 staff members received the GoC Service Years Awards. These awards not only honor tenure but also serve as a meaningful testament to the dedication and essential contributions of each individual in advancing our mission.



# Case Study

## Strengthening Future Talent Through Industry–Academia Collaboration

Investing in young talent is a key component of MPRL E&P’s long-term workforce strategy and reflects our commitment to strengthening industry–academia collaboration. Our Internship Program is designed in partnership with leading universities to provide students with practical exposure to the oil and gas sector, bridging academic learning with real-world operational experience. Through structured assignments, mentorship, and on-site engagement, interns gain meaningful insights into both technical and business functions while contributing to the development of a future-ready workforce for Myanmar’s energy industry.

As of March 2026, a total of 126 students have participated in the Internship Program. The program continues to attract students from leading institutions, including Yangon Technological University (YTU), Thanlyin Technological University, University of Yangon, and Dagon University, reflecting strong interest in gaining industry exposure and contributing to the development of Myanmar’s future workforce.

The program places strong emphasis on operational exposure, with interns assigned to both



technical and business support functions. This structure ensures participants gain a balanced understanding of core operations as well as the organizational processes that support field and corporate activities.

Beyond technical training, the Internship Program emphasizes professional development, workplace ethics, safety awareness, and teamwork. Interns participate in structured orientation sessions to understand company culture, systems, and safety standards, enabling effective integration into the working environment.

Through this initiative, MPRL E&P contributes to strengthening industry–academia collaboration, developing early-career talent, and building a skilled workforce for Myanmar’s energy sector while reinforcing its long-term talent pipeline.



# 6. Our Community



## Our Approach

At MPRL E&P, Corporate Social Responsibility (CSR) is guided by a commitment to creating long-term, sustainable value for host communities while aligning with Myanmar's evolving socio-economic context, national priorities, and global sustainability frameworks. Our approach integrates ethical business conduct, meaningful stakeholder engagement, environmental stewardship, and inclusive community development.



We embed sustainability considerations into our operations to strengthen community resilience and minimize environmental impacts. In response to challenges such as climate change, resource constraints, and socio-economic transitions, we have increased our focus on environmental sustainability, biodiversity protection, and resource efficiency, alongside continued investments in education, healthcare access, and local economic participation.

Open and transparent engagement remains central to our approach. We actively collaborate with local communities, government stakeholders, and civil society organizations to ensure their perspectives inform decision-making. Through regular reviews and continuous feedback, we refine our CSR programs to remain relevant, responsive, and impactful.



# CSR Trends and Insights: Building Resilient Communities in Mann Field

Over the past seven years, MPRL E&P's CSR programs have evolved into more strategic, community-centered, and resilience-focused initiatives. Despite significant challenges, including the COVID-19 pandemic and political transitions, the company has maintained continuity while shifting from short-term support toward long-term, sustainable impact.

A key trend is the integration of environmental, social, and educational initiatives through participatory approaches that actively involve communities. Stakeholder engagement has expanded significantly, with extensive consultation, grievance handling, and collaborative planning strengthening trust and social cohesion—particularly important during periods of uncertainty.

Program data highlights several important patterns. The expansion of mobile healthcare services and health education reflects strong demand for accessible care and preventative knowledge. Increased investment in education and skills development demonstrates a growing focus on long-term capacity building, enabling local communities to participate more effectively in economic opportunities. At the same time, waste management initiatives indicate rising environmental awareness and the importance of practical, community-based solutions supported by training and infrastructure.





These trends underline the need for CSR programs that are adaptive, integrated, and resilient. The operating environment in Mann Field requires a balanced approach that addresses immediate needs while supporting long-term development, including health, education, environmental sustainability, and local capacity building.

Looking ahead, MPRL E&P will continue to strengthen the strategic design of its CSR initiatives by scaling sustainable solutions, deepening stakeholder collaboration, and promoting community-led approaches. This ensures that social and environmental benefits are sustained over time, positioning CSR as a core element of the company's commitment to shared value creation and lasting impact.

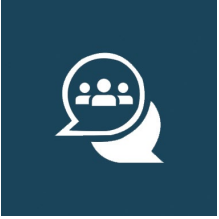
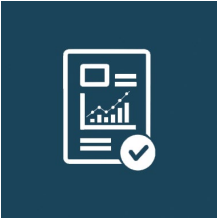
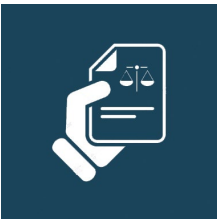



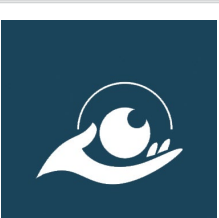


Our Contributions to Local Communities

**CSR Performance Highlights**

Focus Areas		FY 2019-2020
	Community Infrastructure Development Initiatives	10
	Vocational & Livelihood Training	6
	Agriculture & Livestock Farming Initiatives	4
	Waste Management Cargo Trips	452
	Waste Collected in Tonnes	802
	Community Center Initiatives	-

FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025	FY 2025-2026
7	10	13	25	15	16
2	3	4	2	1	1
3	5	6	5	1	2
527	557	560	487	327	132
935	988	994	864	580	234
-	-	2	-	1	-

	Stakeholder Engagement Hours	<b>6,721</b>
	Reporting and Communications Issued	<b>24</b>
	Total number of grievances received since September 2014	<b>116</b> <small>(Sept 2014 - Mar 2020)</small>
	Community Capacity Building	<b>8</b>
	Educational Partnerships (Students)	<b>3</b>
	Community Members Receiving Healthcare Services (Cumulative)	<b>7,808</b>
	Eye Healthcare Beneficiaries	<b>-</b>

3,201	4,201	3,011	2,374	4,521	7,197
46	46	46	47	49	38
138	156	167	174	187	193
2	4	4	5	2	3
3	12	10	15	16	24
-	957	6,673	13,997	20,976	28,163
-	-	1,921 (School Children)	210 (Aged 60+)	314 (Aged 50+)	117 (School children and Aged 60+)

# Case Study

## Turning Waste into Value: A Community-Led Journey toward Sustainable Development

Communities living nearby Mann Field face challenges related to improper household waste disposal, limited waste management infrastructure, and associated environmental and health risks. Given that a significant portion of household waste is biodegradable, MPRL E&P partnered with local communities to develop a community-managed composting model focused on household waste segregation, locally managed compost pits, and active











MPRL  
MPRL E & P Pte Ltd.

# Case Study

## The Small Seed Revolution: Turning Access into Agricultural Empowerment

For over a decade, MPRL E&P’s CSR program has supported livelihood development in communities surrounding Mann Field. Since Fiscal Year 2019–2020, the company has advanced this mission through its Seed Bank Initiative, designed to improve farmers’ access to quality seeds and essential agricultural inputs while reducing financial barriers to cultivation.

The initiative is managed locally through village-level seed bank committees, which distribute seeds and inputs—including chickpea, sunflower, and tomato—collect repayments on favorable terms, and reinvest funds into further agricultural development. This model ensures sustainability, local ownership, and community empowerment.

During the 2025–2026 growing season, 22 tomato farmers from Mann Kyo and Chin Taung villages participated, receiving seeds, mulch plastic, fertilizers, and ongoing technical guidance from CSR field staff. By January 2026, total tomato produc-

tion exceeded 21,170 viss, demonstrating strong yields despite challenges such as heavy rainfall and labor shortages. Market prices fluctuated between MMK 1,600 and 5,000 per viss, yet farmers reported higher incomes compared to previous seasons.

Feedback from participants highlights that the seed bank system reduces upfront investment pressure, enabling farmers to start cultivation on time, adopt systematic farming practices, and achieve higher-quality harvests. Farmers also noted the benefit of hands-on guidance, which enhanced their technical skills and confidence.

The Seed Bank Initiative has therefore strengthened agricultural resilience, increased income, and promoted community-based resource management. Its practical, scalable approach provides a replicable model for supporting sustainable livelihoods in rural Myanmar, demonstrating the power of access, collaboration, and empowerment in transforming smallholder agriculture.



# 7. Annexes

## Key Performance Indicators

### Economic Performance

GRI Standard Reference	Indicator	Unit	FY 2019-2020	FY 2020-2021
GRI 201-1	Direct economic value generated			
	Total revenue	US\$	9.89 million	6.34 million
	Total cash charitable donations	US\$	99,476.70*	51,941.34*
GRI 204-1	Proportion of spending on local suppliers			
	Percentage of the procurement budget used for significant locations of operation that is spent on suppliers based in Myanmar	%	55	60

Note: MPRL E&P is not a publicly listed company; therefore, certain financial information cannot be disclosed.

### Environmental Performance

GRI Standard Reference	Indicator	Unit	FY 2019-2020	FY 2020-2021
GRI 306-2	Waste generated by type			
	Total weight of hazardous waste	kg	1,432.00	1,096.00
	Total weight of non-hazardous waste	kg	12,845.43	15,876.00
	Total weight of compost	kg	1,365.20	1,114
	Waste disposed in landfill			
	Hazardous waste	%	0	0
	Non-hazardous waste	%	25	40
	Compost	%	0	0

FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025	FY 2025-2026
9.18 million	11.62 million	11.93 million	10.42 million	15.84 million
89,359.38	285,903.89	298,263.07*	511,283.31	451,171.03
55	48	58	75	58

disclosed. Figures with an asterisk (\*) have been adjusted for accuracy.

FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025	FY 2025-2026
1,379.00	62,701	18,343	38,800	19,505
3,419.00	10,298	18,976	12,381	9,663
2,455	2,605	2,810	2,555	2,720
0	0	0	0	0
30	30	30	30	30
0	0	0	0	0

GRI Standard Reference	Indicator	Unit	FY 2019-2020	FY 2020-2021
	30-50	no.	143	134
	Above 50	no.	30	28
	Permanent part time - total number	no.	0	0
	Fixed term / temporary contract - total number	no.	12	14
	Female	no.	2	3
	Male	no.	10	11
	Below 30	no.	0	0
	30-50	no.	3	5
	Above 50	no.	9	9
GRI 404-3	Employees receiving regular performance and career development reviews (Pr			
	Female	%	28.21	2.7
	Male	%	9.33	0.72
	Managerial	%	10.64	0
	Non-managerial	%	2.21	0
GRI 405-1	Diversity of the governance body by gender and age			
	Female board members	%	0	0
	Male board members	%	100	100
	Age: Below 30	no.	0	0
	Age: 30-50	no.	1	1
	Age: 51-60	no.	1	1
	Age: Above 60	no.	2	2

## Social Performance

FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025	FY 2025-2026
124	140	147	148	126
33	32	35	37	28
0	0	0	0	0
11	21	20	18	15
2	2	2	2	1
9	19	18	16	14
1	0	0	0	0
4	8	7	7	6
6	13	13	11	9
Promoted headcount)				
1.39	8	13	3	4
1.6	17	9	7	0
0	4	2	0	0
0	13	13	8	2
0	0	0	0	0
100	100	100	100	100
0	0	0	0	0
1	1	1	1	1
1	1	1	1	1
2	2	2	2	2

GRI Standard Reference	Indicator	Unit	FY 2019-2020	FY 2020-2021
	30-50	no.	143	134
	Above 50	no.	30	28
	Permanent part time - total number	no.	0	0
	Fixed term / temporary contract - total number	no.	12	14
	Female	no.	2	3
	Male	no.	10	11
	Below 30	no.	0	0
	30-50	no.	3	5
	Above 50	no.	9	9
GRI 404-3	Employees receiving regular performance and career development reviews (Pr			
	Female	%	28.21	2.7
	Male	%	9.33	0.72
	Managerial	%	10.64	0
	Non-managerial	%	2.21	0
GRI 405-1	Diversity of the governance body by gender and age			
	Female board members	%	0	0
	Male board members	%	100	100
	Age: Below 30	no.	0	0
	Age: 30-50	no.	1	1
	Age: 51-60	no.	1	1
	Age: Above 60	no.	2	2

FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025	FY 2025-2026
124	140	147	148	126
33	32	35	37	28
0	0	0	0	0
11	21	20	18	15
2	2	2	2	1
9	19	18	16	14
1	0	0	0	0
4	8	7	7	6
6	13	13	11	9
Promoted headcount)				
1.39	8	13	3	4
1.6	17	9	7	0
0	4	2	0	0
0	13	13	8	2
0	0	0	0	0
100	100	100	100	100
0	0	0	0	0
1	1	1	1	1
1	1	1	1	1
2	2	2	2	2

GRI Standard Reference	Indicator	Unit	FY 2019-2020	FY 2020-2021
GRI 401-1a	Total number of new hires by gender and age			
	Female			
	Age: Below 30	no.	10	2
	Age: 30-50	no.	4	4
	Age: Above 50	no.	2	0
	Male			
	Age: Below 30	no.	7	1
	Age: 30-50	no.	8	2
	Age: Above 50	no.	3	3
GRI 401-1a	Rate of new hires by gender and age			
	Female			
	Age: Below 30	%	36	8
	Age: 30-50	%	9	10
	Age: Above 50	%	33	0
	Male			
	Age: Below 30	%	47	8
	Age: 30-50	%	8	2
	Age: Above 50	%	9	11
GRI 401-1b	Total number of employee turnover by gender and age			
	Female			
	Age: Above 30	no.	6	5

FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025	FY 2025-2026
5	11	6	4	8
5	10	11	5	2
1	0	0	0	0
3	2	5	2	1
3	11	7	4	2
1	8	1	0	0
23	42	23	17	44
13	21	22	9	4
9	0	0	0	0
38	20	42	20	11
3	11	7	4	2
4	23	3	0	0
7	3	3	3	11

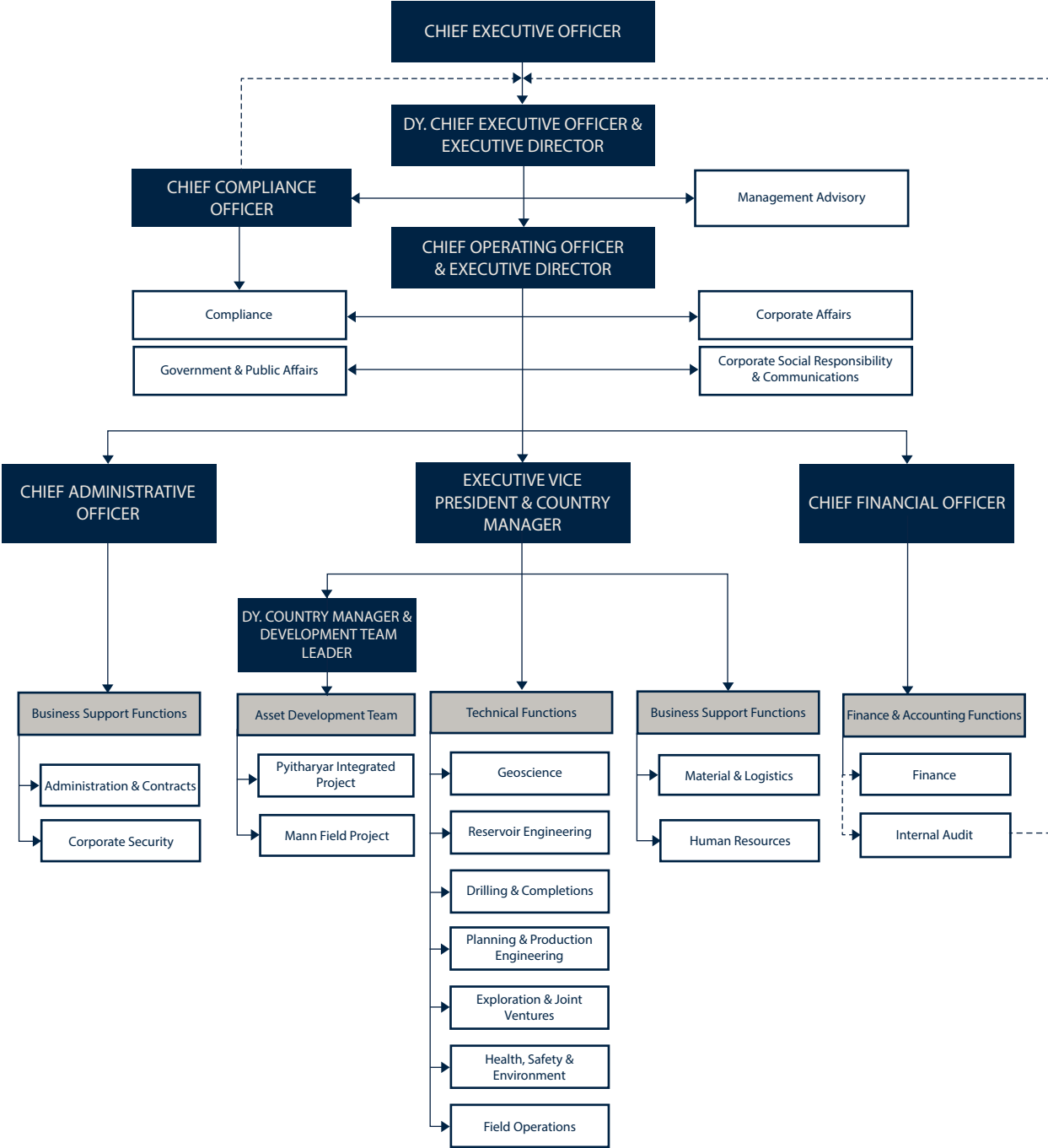
GRI Standard Reference	Indicator	Unit	FY 2019-2020	FY 2020-2021
	Age: 30-50	no.	3	5
	Age: Above 50	no.	1	0
	Male			
	Age: Below 30	no.	2	1
	Age: 30-50	no.	5	8
	Age: Above 50	no.	1	8
GRI 401-1b	Rate of employee turnover by gender and age			
	Female			
	Age: Below 30	%	21	20
	Age: 30-50	%	7	13
	Age: Above 50	%	17	0
	Male			
	Age: Below 30	%	13	8
	Age: 30-50	%	5	8
	Age: Above 50	%	3	29
GRI 401-1	Average hours of training			
	Female	hrs.	32	14
	Male	hrs.	28	23
	Managerial	hrs.	22	15
	Non-managerial	hrs.	31	21

FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025	FY 2025-2026
6	7	7	6	9
1	0	0	1	3
3	0	0	2	1
11	3	7	4	18
6	1	2	3	11
32	12	12	13	61
15	15	14	11	19
9	0	0	8	30
38	0	0	20	11
12	3	7	4	21
21	3	5	8	41
12	29	26	46	23
14	22	51	36	11
9	9	13	24	6
14	29	45	43	18

GRI Standard Reference	Indicator	Unit	FY 2019-2020	FY 2020-2021
GRI 403-9 (2018)	Total number of workplace fatalities			
	Workplace fatalities at MPRL E&P Headquarters	no.	0	0
	Workplace fatalities at MPRL E&P on-site	no.	0	0
	Total rate of workplace fatalities			
	Workplace fatalities at MPRL E&P Headquarters	%	0	0
	Workplace fatalities at MPRL E&P on-site	%	0	0
GRI 403-9 (2018)	Total number of workplace injuries			
	Workplace injuries at MPRL E&P Headquarters	no.	0	0
	Workplace injuries at MPRL E&P on-site	no.	0	1
	Total rate of workplace injuries			
	Workplace injuries at MPRL E&P Headquarters	%	0	0
	Workplace injuries at MPRL E&P on-site	%	0	0.9
	Total number of high-consequence work-related injuries			
	Workplace injuries at MPRL E&P Headquarters	no.	0	0
	Workplace injuries at MPRL E&P on-site	no.	0	0
	Total rate of high-consequence work-related injuries			
	Workplace injuries at MPRL E&P Headquarters	%	0	0
	Workplace injuries at MPRL E&P on-site	%	0	0

FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025	FY 2025-2026
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	5	2	0
0	0	0	0	0
0	0	4.7	1.8	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0

# Organizational Chart







## Cautionary Note

This report includes both historical information and forward-looking statements. These forward-looking statements are based on current economic conditions, as well as assumptions and expectations regarding the Company's operations. They involve both known and unknown risks and uncertainties that may cause actual results and performance to differ materially from those expressed or implied. Readers are therefore advised not to place undue reliance on such statements.

Unless otherwise indicated, the economic, environmental, social, and governance (ESG) data presented in this report covers all activities and assets over which MPRL E&P Pte Ltd. exercised operational control during the reporting period. Throughout this report, the terms "we" and "MPRL E&P" are used interchangeably. The data and information disclosed in this report have not been independently verified. However, an internal monitoring and verification system has been applied to enhance accuracy and reliability prior to publication.

In response to the evolving operating environment and increasing stakeholder expectations, MPRL E&P remains committed to monitoring material developments and strengthening internal processes to ensure transparent, timely, and consistent ESG disclosures.



# Your opinion matters. Please take a moment to share your feedback on our Communication on Progress 2026.

## 1. Which stakeholder group do you belong to? (Select one only):

- Employee
- Government Agencies
- Business Partners / Suppliers / Contractors
- NGOs
- Civil Society Organizations
- Journalists
- Students / Research / Academic Institutes
- Others

## 2. How do you usually receive our sustainability information?

- Through MPRL E&P employees
- MPRL E&P website ([www.mprlexp.com](http://www.mprlexp.com))
- CoP Reports or Publications
- Internal Communications (Email, Viva Engage, SharePoint)
- Social Media Platform (LinkedIn)
- Others

## 3. How satisfied are you with the Communication on Progress 2026?

Statement	Very Satisfied	Satisfied	Less Satisfied	Not satisfied
Clarity and relevance of content				
Report design and presentation				
Overall satisfaction				

4. Does the report help you understand MPRL E&P's sustainability efforts?

- Yes, fully
- Yes, partially
- Not at all

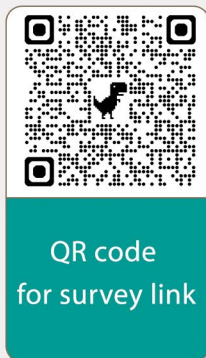
5. Any additional comments or suggestions for improvement

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**MPRL E&P Pte Ltd.**

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