

OPTIMERA ENERGY LFZE

ESG GOVERNANCE

Our Board of Directors oversees our policies and operational controls for environmental, health, safety, and social risks, providing a governance oversight implementation which is championed by our Managing Director and driven by our senior leadership team. The Board of Directors review set goals, budgets, and implementation timelines and monitors progress and results as reported by the senior leadership team at the quarterly meetings of the Board.

ESG Commitment:

We strive to build sustainable, equitable, healthy, and diverse organization through a combination of innovative Natural Gas solutions and exemplary environmental, social and governance (ESG) performance. This commitment informs every aspect of our business, including how we design and build new projects, operate our portfolio, collaborate with stakeholders, and report progress.

1. ENVIRONMENTAL STEWARDSHIP

- 1.1 **Overview:** We aim to embed environmental stewardship in everything we do. We believe we have a responsibility to minimize the energy, carbon, and waste impacts of our business and recognize that these impacts occur not just in the daily operations of our portfolio but also through our entire value chain. As a result, we strive to reduce environmental impacts across the full life cycle of our corporate operations.
- 1.2 **Statement on Climate Change:** We are committed to driving down our energy and carbon impacts, as we believe that climate change is one of the greatest risks to our world. Our sustainability program is committed to environmentally sustainable initiatives that deliver near-term efficiency, value, and health for our business and community.

2. SOCIAL RESPONSIBILITY

- 2.1 **Overview:** A deep commitment to social responsibility is central to who we are as a company. We believe people are at the heart of our business and take pride in our outstanding work culture. We strive to be an optimal employer to our workforce and stakeholders to our business, as well as a valued partner to our communities.
- 2.2 **Health and Safety:** The health and safety of our employees and vendors is of the utmost importance to us. We adhere to leading health and safety standards across board and conduct various health and safety training and awareness for all our employees annually.
- 2.3 **Diversity and Inclusion:** We embrace and value diversity in all its forms, whether gender, age, ethnicity, or cultural background. Equal opportunity is integral to our recruitment process, as we aim to develop an organization of diverse talent. We seek to maintain a positive workplace, free from discrimination and harassment. We champion pay equity and mutual respect, promoting an environment of fairness and equality. Our commitment to diversity and inclusion applies to the highest levels of the organization, including at the Board level, where we recognize that diversity strengthens Board performance and promotes long-term shareholder value.

2.4 **Strengthening our communities:** Each consortium member company has a long history of providing meaningful, and often transformational, support to the communities in which we operate. We render annual Social Responsibility Support to our host communities.

3. GOVERNANCE

3.1 **Overview:** We view good governance as essential to creating and preserving value for our shareholders. This includes a sound approach to corporate governance that complies with all applicable laws, rules, regulations, and policies as well as unwavering adherence to our values.

3.2 Holding Ourselves Accountable

3.2.1 **Corporate Governance:** We have an effective and highly skilled Board of Directors. We promote Board independence and embrace Board diversity in all its facets, including skills, experience, gender, ethnicity, and race. Our Corporate Governance Guidelines outline key principles and rules to help our Board of Directors exercise its responsibilities and serve the interests of the company and its stakeholders.

3.3 Doing what is Right

3.3.1 **Ethics:** Our Directors and all employees, including senior management, conduct themselves in accordance with the highest moral and ethical standards, informed by a robust *Code of Business Conduct and Ethics*. We are committed to ensuring a fair workplace for our employees as well as partners with whom we do business. We have strict policies to protect against unlawful discrimination and harassment. We have an Open-Door Policy to encourage honest and direct communication to resolve issues and concerns in an expeditious manner. We also have an Ethics Hotline that provides an alternative and anonymous method of reporting suspected compliance violations, unlawful or unethical behavior, or fraud.


3.3.2 **Human Rights:** We hold human rights to be an essential component of our business. We support international human rights principles that promote and protect human rights.

4. REVIEWS

4.1 Any review to this policy shall be on the written authorization of the Managing Director where so designated to act. Such reviews shall be communicated to staff and shall be uploaded on the shared folder for reference.

4.2 This policy may be reviewed as the need arises.

This EG Policy statement shall be communicated to all interested parties and shall be reviewed periodically for continuing suitability



AUDREY JOE- EZIGBO
MANAGING DIRECTOR

23rd May 2022