



ESG ROADMAP

ESG is fully integrated into the business performance model

ESG performance is fully integrated into the Group's strategy and forms an intrinsic part of our business model. Economic, environmental and social performances are inseparable from the exercise of our business and the creation of value for all our stakeholders.



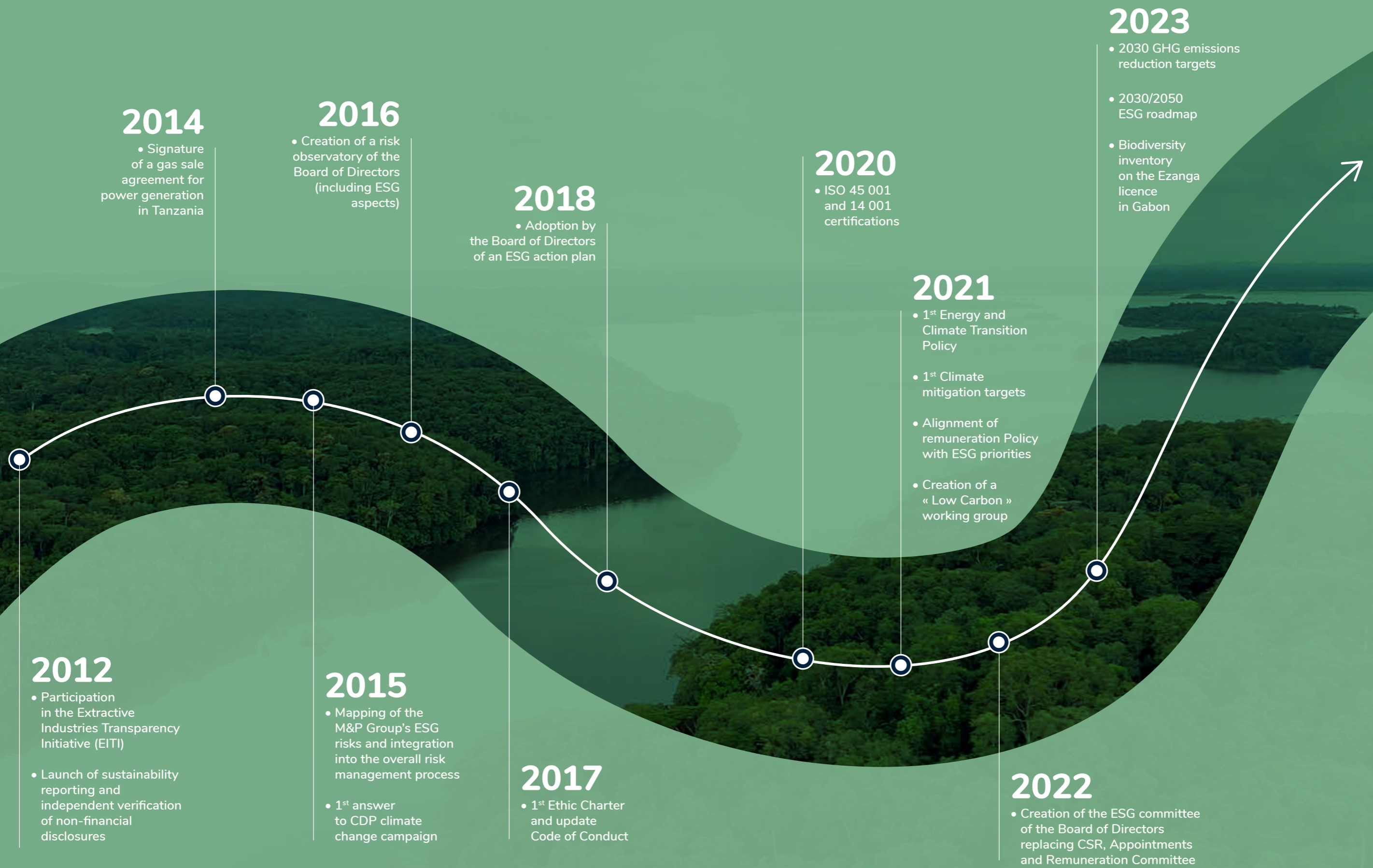
Economic Performance



Environmental Performance



Social Performance



2014

- Signature of a gas sale agreement for power generation in Tanzania

2016

- Creation of a risk observatory of the Board of Directors (including ESG aspects)

2018

- Adoption by the Board of Directors of an ESG action plan

2020

- ISO 45 001 and 14 001 certifications

2021

- 1st Energy and Climate Transition Policy
- 1st Climate mitigation targets
- Alignment of remuneration Policy with ESG priorities
- Creation of a « Low Carbon » working group

2023

- 2030 GHG emissions reduction targets
- 2030/2050 ESG roadmap
- Biodiversity inventory on the Ezanga licence in Gabon

2012

- Participation in the Extractive Industries Transparency Initiative (EITI)
- Launch of sustainability reporting and independent verification of non-financial disclosures

2015

- Mapping of the M&P Group's ESG risks and integration into the overall risk management process
- 1st answer to CDP climate change campaign

2017

- 1st Ethic Charter and update Code of Conduct

2022

- Creation of the ESG committee of the Board of Directors replacing CSR, Appointments and Remuneration Committee

➤ DEVELOP GAS-TO-POWER, CARBON CAPTURE AND STORAGE INITIATIVES

➤ IMPLEMENT « LOW CARBON » TECHNOLOGIES

➤ INVEST IN SUSTAINABLE ENERGY

HORIZON 2050
Promote access to energy for all in the most sustainable way possible

ENVIRONMENTAL COMMITMENTS

GHG emissions reduction trajectory

Prevention, monitoring and remediation of impacts on natural environments

Control of industrial risks

SOCIAL COMMITMENTS

Excellence in managerial practices and social relations

Employee development and diversity

Promotion of worker safety

Dialogue and engagement with communities

Universal access to energy

GOVERNANCE COMMITMENTS

Business ethics

Transparency

Integration of ESG criteria into corporate decisions, governance, investment decision and kpis

Our foundation

In the IPCC scenario at 1.5°C, hydrocarbons still account for part of the world's raw materials, although used more for non-energy purposes. Therefore, O&G companies will continue to play a necessary role. M&P will remain among the most «responsible» E&P players.

GHG EMISSIONS
REDUCTION TRAJECTORY

PREVENTION, MONITORING
AND REMEDIATION OF IMPACTS
ON NATURAL ENVIRONMENTS

CONTROL OF
INDUSTRIAL RISKS

Environmental commitments

Reduce M&P's environmental footprint to achieve a trajectory compatible with the Paris Agreements and contribute to achieving the Kunming-Montreal objectives.

Our priority objectives

- **Maintain ISO 14 001 Certification**
- **Reforestation/rehabilitation of wetlands in operated assets**
- **GHG emissions reduction:**
 - > 2050: net zero emissions target on the operated perimeter*
 - > 90% reduction in gas flared by 2030 end vs 2020 end
 - > 97% reduction in gas venting by 2030 year-end vs 2020 year-end
 - > 60% reduction in Scope 1 & 2 emissions by 2030 year-end vs 2020
- **Reduction of oil spill-related events and volumes by 90% compared to 2023 year-end by 2030**
 - > **Treatment of 95%** of grey waters before discharge by 2025

* Gabon (Ezanga) and Tanzania (Mnazi Bay)

EXCELLENCE IN
MANAGERIAL PRACTICES
AND SOCIAL RELATIONS

EMPLOYEE DEVELOPMENT
AND DIVERSITY

PROMOTION
OF WORKER SAFETY

DIALOGUE
AND ENGAGEMENT
WITH COMMUNITIES

UNIVERSAL ACCESS
TO ENERGY

Social commitments

Maintain the best practices and the most respectful dialogue with employees and communities in order to be a top notch employer and partner.

Our priority objectives

- **0 fatalities (employees and contractors)**
- **Reduce LTIR and TRIR to the first quartile of the industry by 2030**
- **Local HR by 2050:**
 - > Maintain 90% of local employees in main subsidiaries
 - > Achieve 75% of local employees in leadership positions in major subsidiaries
- **By 2035, develop access to gas for all in the countries in which M&P operates**
Amplify initiatives to connect local populations to gas-to-power generation centers by 2035
- **Maintain ISO 45 001 Certification**
- **Improve diversity in the management bodies**
 - > 30% women in management committees at the HQ and main subsidiaries in 2024
 - > 25% of women in management positions at the HQ and main subsidiaries in 2024

Governance commitments

Maintain the best practices and training implemented in order to ensure exemplary governance.

Our priority objectives

- **Continue to align remuneration policy with ESG strategy:**
During the 2023 -2024 financial years, maintain a Carbon Disclosure Project rating that is at least equal to the average for similar companies in the same business sector
- **Internal & External – ESG onboarding**
100% of employees are made aware of the Group's environmental commitments and climate change awareness in 2024
- **Process of selecting local contractors includes ESG criteria fully implemented by 2025**
- **Define and use in 2024 an internal carbon price (ICP) to favor the most climate-friendly projects**

DEVELOP GAS-TO-POWER,
CARBON CAPTURE
AND STORAGE INITIATIVES

IMPLEMENT
« LOW CARBON »
TECHNOLOGIES

INVEST
IN SUSTAINABLE
ENERGY

Horizon
2050

**Promote access
to energy for all
in the most sustainable
way possible.**

Actor of the energy
and climate transition

- **Expand the group's positioning** from hydrocarbon producer to energy producer
- **Contribute to** the commitments made by countries under the Paris climate agreement **to reconcile development and climate**
- **Develop** carbon capture projects and provide solutions to minimize emissions