

HSE & ESG COMMITTEE

Terms of Reference for HSE Aspects

The Terms of Reference includes but not limited to the following:

1. The Committee shall evaluate the effectiveness of the Company's policies and systems for identifying and managing health, safety and environmental risks within the Company's operations.
2. The Committee shall assess the policies and systems within the Company for ensuring compliance with health, safety and environmental regulatory requirements.
3. The Committee shall assess the performance of the Company with regard to the impact of health, safety, environmental decisions.
4. The Committee shall, on behalf of the Board, receive reports from management concerning all fatalities and serious incidents within the Company and actions taken by management as a result of such fatalities or serious incidents. Such reports shall also be reviewed by the Board.
5. The Committee shall evaluate and oversee, on behalf of the Board, the quality and integrity of any reporting to external stakeholders concerning health, safety, environmental issues.
6. The Committee shall review the results of independent audits of the Company's performance in regard to health, safety, environmental matters, review any strategies and action plans developed by management in response to issues raised and, where appropriate make recommendations to the Board concerning the same.
7. The Committee shall ensure that the Board is aware of all recent regulations introduced by the Government and other bodies and shall provide relevant recommendations for compliance of the same. The Committee can use an outside consultant where appropriate.
8. Obtain, at the Company's expense and after consultation with the Chairman, outside legal or other professional advice on any matters within its terms of reference.
9. To appoint a consultant to review the health, safety and environmental issues of the Company.
10. To delegate any of its powers to a sub-committee or an individual director if it considers this appropriate.

Terms of Reference for ESG Aspects

1. The Committee shall periodically review the Company's ESG and sustainability policies, initiatives and disclosures against applicable regulatory and reporting frameworks, and recommend for approval prior to publication.
2. The Committee shall oversee the Company's approach to managing its ESG impacts and the effectiveness of ESG responsibilities in achieving the Company's sustainability goals.
3. The Committee shall oversee the Company's climate-related strategy and governance, ensuring climate risks, opportunities and Net Zero commitments are integrated into business strategy and disclosed to the public.