

| <b>Statement of use</b>                             |   | Metlen Energy & Metals has reported in accordance with the GRI Standards for the period January 1 <sup>st</sup> , 2024, until December 31 <sup>st</sup> , 2024, on an annual basis.  |                          |        |   |
|---|---|--|--------------------------|--------|---|
| <b>GRI 1 used</b>                                   |   | GRI 1: Foundation 2021   |                          |        |   |
| <b>Applicable GRI Sector Standard(s)</b>            |   | Oil & Gas Sector Standard  |                          |        |   |
| GRI Standard  | Disclosure  | Location   | <b>Omission</b>          |        | <b>GRI Sector Standard</b>                        |
|   |   |  | Requirement<br>s omitted | Reason | Explanation                                       |
| <b>Own Workforce</b>                                |   |  |                          |        |   |
| <b>GRI 3: Material Topics 2021</b>                  | 3-3 Management of material topics   | General Disclosures - Significant impacts and their interaction with the strategy and business model [SBM-3] Strategy<br>Material impacts, risks and opportunities and their interaction with Strategy and business model,<br><br>Impact, risk and opportunity management<br>Policies related to own workforce,<br>Processes for engaging with own workforce and workers' representatives about impacts,<br>Processes to remediate negative impacts and channels for own workforce to raise concerns,<br>Actions and resources |                          |        | 11.9.1<br>11.10.1<br>11.11.1, 11.12.1,<br>11.13.1 |
|   |   |  |                          |        |   |
| <b>GRI 403: Occupational Health and Safety 2016</b> | 403-1 Occupational health and management system   | Own Workforce [ESRS: S1] [ESRS2: SBM-3] -<br>Impact, risk and opportunity management<br>Policies related to own workforce  |                          |        | 11.9.2  |
|   | 403-2 Hazard identification, risk assessment, and incident investigation                      | Own Workforce [ESRS: S1] [S1-3] -<br>Impact, risk and opportunity management<br>Processes to remediate negative impacts and channels for own workforce to raise concerns,<br>Actions and resources   |                          |        | 11.9.3  |
|   | 403-3 Occupational health services  | Own Workforce [ESRS: S1] [S1-4] -<br>Impact, risk and opportunity management<br>Actions and resources  |                          |        | 11.9.4  |
|   | 403-4 Worker participation, consultation, and communication on occupational health and safety | Own Workforce [ESRS:S1] [ESRS: S1-2] - Impact, risk and opportunity management<br>Processes for engaging with own workforce and workers' representatives about impacts   |                          |        | 11.9.5  |
|   | 403-5 Worker training on  | Own Workforce [ESRS:S1] [S1-14] -<br>Health and safety metrics   |                          |        | 11.9.6  |

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|   | occupational health and safety   |  |  |         |
|   | 403-6 Promotion of worker health   | Own Workforce [ESRS: S1-4]<br>Impact, risk and opportunity management<br>Actions and resources   |  | 11.9.7  |
|   | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships  | Own Workforce [ESRS: S1] [S1-4] - Impact, risk and opportunity management<br>Actions and resources   |  | 11.9.8  |
|   | 403-8 Workers covered by an occupational and health and safety management system                                     | Own Workforce [ESRS: S1] [S1-1] - Impact, risk and opportunity management<br>Policies related to own workforce   |  | 11.9.9  |
|   | 403-9 Work-related injuries  | Own Workforce [ESRS: S1] [S1-14] - Health and safety metrics<br><br>WORKERS IN THE VALUE CHAIN [ESRS: S2] [S2-5] - Action Results  |  | 11.9.10 |
|   | 403-10 Work-related ill health   | Own Workforce [ESRS: S1]<br><br>[S1-5] - Targets related to managing material negative impacts, advancing positive impacts and managing material risks and opportunities                               |  | 11.9.11 |
| <b>GRI 405: Diversity and Equal Opportunity 2016</b>                  | 405-1 Diversity of governance bodies and employees   | DIVERSITY POLICY – Table: METLEN Diversity Indicators by gender and age METLEN, according to S1-9 standard   |  | 11.11.5 |
|   | 405-2 Ratio of basic salary and remuneration of women to men   | Own Workforce [ESRS: S1] [S1-16] - Compensation metrics (pay gap and total compensation)   |  | 11.11.6 |
| <b>GRI 406: Non-discrimination 2016</b>                               | 406-1 Incidents of discrimination and corrective actions taken   | Own Workforce [ESRS: S1] [S1-3] [S1-4] - Impact, risk and opportunity management<br>Processes to remediate negative impacts and channels for own workforce to raise concerns,<br>Actions and resources |  | 11.11.7 |
| <b>GRI 407: Freedom of Association and Collective Bargaining 2016</b> | 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | BUSINESS CONDUCT [ESRS: G1] [G1-2] — Management of relationships with suppliers - Results of key suppliers' evaluations through the digital evaluation platform  |  | 11.13.2 |
| <b>GRI 408: Child Labor 2016</b>                                      | 408-1 Operations and suppliers at  | Own Workforce [ESRS: S1] [ESRS2: SBM-3] - Strategy   |  |         |

|   |  |   |  |         |
|---|--|---|--|---------|
|   | significant risk for incidents of child labor  | Material impacts, risks and opportunities and their interaction with Strategy and business model  |  |         |
| <b>GRI 409: Forced or Compulsory Labor 2016</b> | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | Own Workforce [ESRS: S1] [S1-2] - Impact, risk and opportunity management<br>Processes for engaging with own workforce and workers' representatives about impacts |  | 11.12.2 |
|   | 412-1 Operations that have been subject to human rights reviews or impact assessments          | Own Workforce [ESRS: S1] [S1-2] - Processes for engaging with own workforce and workers' representatives about impacts  |  |         |