

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

	occupational health and safety			
	403-6 Promotion of worker health	Own Workforce [ESRS: S1-4] Impact, risk and opportunity management 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 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 Policies related to own workforce		11.9.9
	403-9 Work-related injuries	Own Workforce [ESRS: S1] [S1-14] - Health and safety metrics WORKERS IN THE VALUE CHAIN [ESRS: S2] [S2-5] - Action Results		11.9.10
	403-10 Work-related ill health	Own Workforce [ESRS: S1] [S1-5] - Targets related to managing material negative impacts, advancing positive impacts and managing material risks and opportunities		11.9.11
GRI 405: Diversity and Equal Opportunity 2016	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
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Own Workforce [ESRS: S1] [S1-3] [S1-4] - Impact, risk and opportunity management Processes to remediate negative impacts and channels for own workforce to raise concerns, Actions and resources		11.11.7
GRI 407: Freedom of Association and Collective Bargaining 2016	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
GRI 408: Child Labor 2016	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		
GRI 409: Forced or Compulsory Labor 2016	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 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		