

INTRODUCTION AND PURPOSE

This sustainability policy (the “**Policy**”) sets out general principles to ensure that all of Elementum’s corporate activities are carried out in a sustainable way, contributing to the achievement of SDGs 7 and 13, and rejecting actions that contradict or hinder them.

POLICY STATEMENTS

Environmental sustainability. We founded our business on the sustainability of renewables and our dedication to the idea that clean energy will ultimately cover the energy demand of the vast majority of communities and industries around the world.

By promoting access to affordable, reliable, sustainable energy, we actively contribute to combating climate change and powering the transition towards a low-emissions future.

We limit our environmental impact and minimise CO₂ emissions through effective resource management, monitoring air emissions, wastewater discharges, and soil protection at all stages of our operations.

We adhere to the principles of minimising waste generation, recycling and reuse.

We commit to protecting ecosystems, avoiding, and minimising or restoring biodiversity loss.

Social sustainability. We believe that human life has intrinsic value and that the safety, health and well-being of our employees, community members or any other people with whom we interact is an inviolable principle of the Group.

We believe that fair wages, decent, safe, transparent and predictable working conditions, work-life balance, non-discrimination and protection from harassment and violence at work are core elements of the employment relationship.

We commit to building strong bonds with the communities where we operate, taking into consideration their viewpoints and expectations regarding significant potential issues, promoting their social and economic growth.

Business sustainability. Elementum does not support corruption in any form, including extortion and bribery.

Elementum selects key supply partners who commit to continuous improvement in resource and waste management, pollution prevention, health, safety and working conditions that meet or exceed our requirements.

Elementum believes that taxes are our obligatory contribution to funding social well-being. We are committed to the application of good tax practices and ensuring compliance with all applicable tax laws and regulations.

GENERAL PRINCIPLES FOR INTERNAL POLICIES

These General Principles for Internal Policies (the “**Principles**”) apply to all policies of Elementum Energy Limited unless the relevant policy includes an express derogation from the Principles approved in accordance with the terms of these Principles.

Our commitment. Elementum Energy Limited and its subsidiaries (“**Elementum**”, the “**Group**” or “**we**”) commit to powering a transition to a carbon-free society with affordable, reliable, sustainable and modern energy-production technology and ensuring that our environmental, societal, economic and governance decisions benefit future generations.

SDGs 7 & 13. We believe that fulfilling our commitments helps to address the global challenges and achieve the UN Sustainable Development Goals (SDGs). Elementum embeds the SDGs in its business strategy with SDG 7 ‘Clean Energy’ and SDG 13 ‘Climate Action’ as our key goals.

Purpose. The policy sets out general principles to ensure that all Elementum’s corporate activities are carried out in a sustainable way, contributing to the achievement of the SDGs, and rejecting actions that contradict or hinder them.

The general principles and set forth in the Policy are further developed and specified in specific environmental, social and corporate governance procedures and other documents.

Reporting. We are committed to reporting on our sustainable development policies, goals and progress, striving for the prudent practices to continually improve our sustainability performance and contribute to a more sustainable future.

We commit to transparently reporting our ESG performance to the public, institutions and other stakeholders in the Elementum's sustainability reports.

Application. The Principles apply to all employees of Elementum, regardless of their department and the position they hold as well as to outsourced staff.

Where Elementum participates in existing joint ventures as a non-controlling shareholder, the other shareholder(s) must be made specifically aware about the significance to Elementum of the Principles and shall be encouraged to apply the same policy or a similar standard to the joint venture.

Deviations. No exemptions from the policy can be granted unless well documented and there are exceptional circumstances or the policy is obviously not applicable.

Policy Revision. The policy must be regularly reviewed in order to ensure its continued adequacy and relevance. It may be amended at any time with the approval of Board of Directors. In the event of any discrepancies between the English version of the Principles and a translated version, the English version will prevail.