

# SOLEUM ENERGY PTE LTD

1 Raffles Place, #41-01A One Raffles Place, Singapore 048616  
Reg. No. 201434385W Tel: +65 6221 5341 Fax: +65 6221 5340



## ESG POLICY

### OUR COMMITMENT

SOLEUM ENERGY RECOGNIZES THAT OUR OPERATIONS, OUR ROLE IN THE ENERGY VALUE CHAIN REQUIRES RESPONSIBILITIES AS A CORPORATE CITIZEN. WE ARE COMMITTED TO CONDUCTING OUR BUSINESS IN A MANNER THAT IS ENVIRONMENTAL RESPONSIBLE, SOCIALLY EQUITABLE, AND GOVERNED BY THE HIGHEST ETHICAL STANDARDS. WE BELIEVE THAT INTEGRATING ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) PRINCIPLES INTO OUR CORE STRATEGY IS ESSENTIAL FOR CREATING LONG-TERM VALUE FOR OUR CUSTOMERS, EMPLOYEES AND COMMUNITY.

### PILLARS & PRINCIPLES

ESG PILLAR	CORE COMMITMENTS	ACTION & TARGET
<b>E (ENVIRONMENTAL)</b> OUR FOCUS IS ON MINIMIZING OUR DIRECT ENVIRONMENTAL FOOTPRINT THROUGH EFFICIENT RESOURCE USE AND WASTE REDUCTION.	WE WILL TRACK AND ACTIVELY WORK TO REDUCE OUR SCOPE 1 AND SCOPE 2 CO <sub>2</sub> e.	+ MEASURE AND MONITOR OUR GHG EMISSION THROUGH OUR OFFICE'S ELECTRICITY CONSUMPTION. (2024: CARBON EMISSION 3,410.97 kg CO <sub>2</sub> e) + TARGET TO REDUCE OFFICE ENERGY CONSUMPTION BY 5% ANNUALLY THROUGH SWITCHING TO LED LIGHTING, SWITCH OFF POLICY FOR ALL LIGHTS AND EQUIPMENT FOR THE LAST PERSON LEAVING. + IMPLEMENT A COMPREHENSIVE RECYCLING PROGRAM FOR ALL OFFICE WASTE: PRINT DOUBLE SIDE, REUSE PRINTED ONE SIDED PAPER, RECYCLE USED PAPER, CAN DRINKS, ETC. + PRIORITIZE USING DIGITAL DOCUMENT MANAGEMENT TO REDUCE PAPER CONSUMPTION BY 5% PER YEAR. + GROW VOLUME OF TRANSITIONAL COMMODITIES AS PART OF OUR TRADING PORTFOLIO.
<b>S (SOCIAL)</b> OUR FOCUS IS ON FOSTERING A SAFE, INCLUSIVE, AND EQUITABLE WORKPLACE, AND MAINTAINING ETHICAL RELATIONSHIPS WITH OUR STAKEHOLDERS.	+ WE ARE COMMITTED TO PROVIDING A SAFE, HEALTHY, AND SUPPORTIVE WORKING ENVIRONMENT. + WE STRIVE TO MAINTAIN A DIVERSE AND INCLUSIVE WORKPLACE WHERE ALL EMPLOYEES ARE TREATED WITH DIGNITY AND RESPECT. + WE EXPECT OUR SUPPLIERS AND BUSINESS PARTNERS TO UPHOLD ETHICAL AND FAIR LABOR PRACTICES.	+ IMPLEMENT FLEXIBLE WORKING HOURS AND MENTAL HEALTH SUPPORT. + ACTIVELY RECRUIT FROM A DIVERSE TALENT POOL. + TEAM VOLUNTEER DAY: ENGAGE ONE LOCAL CHARITY PER YEAR WITH VOLUNTEER HOURS (E.G., 1 FULL TEAM DAY OF VOLUNTEERING)

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<b>G (GOVERNANCE)</b> OUR FOCUS IS ON INTEGRITY, TRANSPARENCY, AND ACCOUNTABILITY IN OUR INTERNAL DECISION-MAKING PROCESSES.	WE COMMIT TO UPHOLDING THE HIGHEST STANDARDS OF INTEGRITY, INCLUDING A ZERO-TOLERANCE POLICY FOR CORRUPTION AND BRIBERY.	+ MAINTAIN A CLEAR AB&C POLICY THAT IS ACKNOWLEDGED BY ALL EMPLOYEES AT ALL TIMES. + ESTABLISH A WHISTLEBLOWER MECHANISM TO ALLOW CONFIDENTIAL REPORTING OF NON-COMPLIANCE WITHOUT FEAR OF RETALIATION.
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## GOVERNANCE & ACCOUNTABILITY

- ESG CHAMPION - TRADING DIRECTOR REPORTS TO MANAGEMENT.
- ASSISTANT ESG CHAMPION – TRADE FINANCE MANAGER AND ADMINISTRATIVE EXECUTIVE ARE RESPONSIBLE FOR TRACKING ESG GOALS.
- CONDUCT EVERY 6 MONTHS MEETING WHERE THE ESG CHAMPION REVIEWS PROGRESS AGAINST THE E, S, AND G GOALS WITH THE RELEVANT TEAM MEMBERS.
- DOCUMENT THE REVIEW (A ONE-PAGE MEMO) AND ANY RESULTING CORRECTIVE ACTIONS.
- IMPLEMENT MANDATORY ESG TRAINING FOR ALL NEW JOINERS TO HELP THEM UNDERSTAND OUR STRATEGY AND FRAMEWORK.

## REPORTING & REVIEW

- THIS POLICY WILL BE REVIEWED BY OUR MANAGEMENT ANNUALLY AND UPDATED AS OUR BUSINESS EVOLVES OR NEW REGULATIONS REQUIRE.
- WE WILL TRACK AND MEASURE OUR PROGRESS AGAINST THE ACTIONAL GOALS LISTED ABOVE AND COMMUNICATE OUR PERFORMANCE TO THE MANAGEMENT.