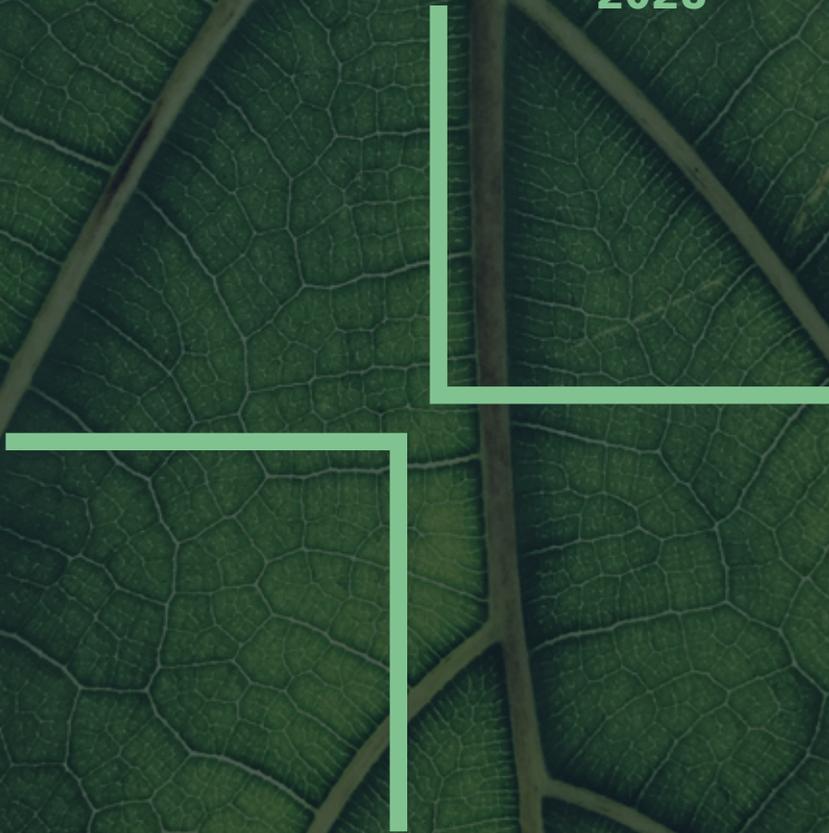


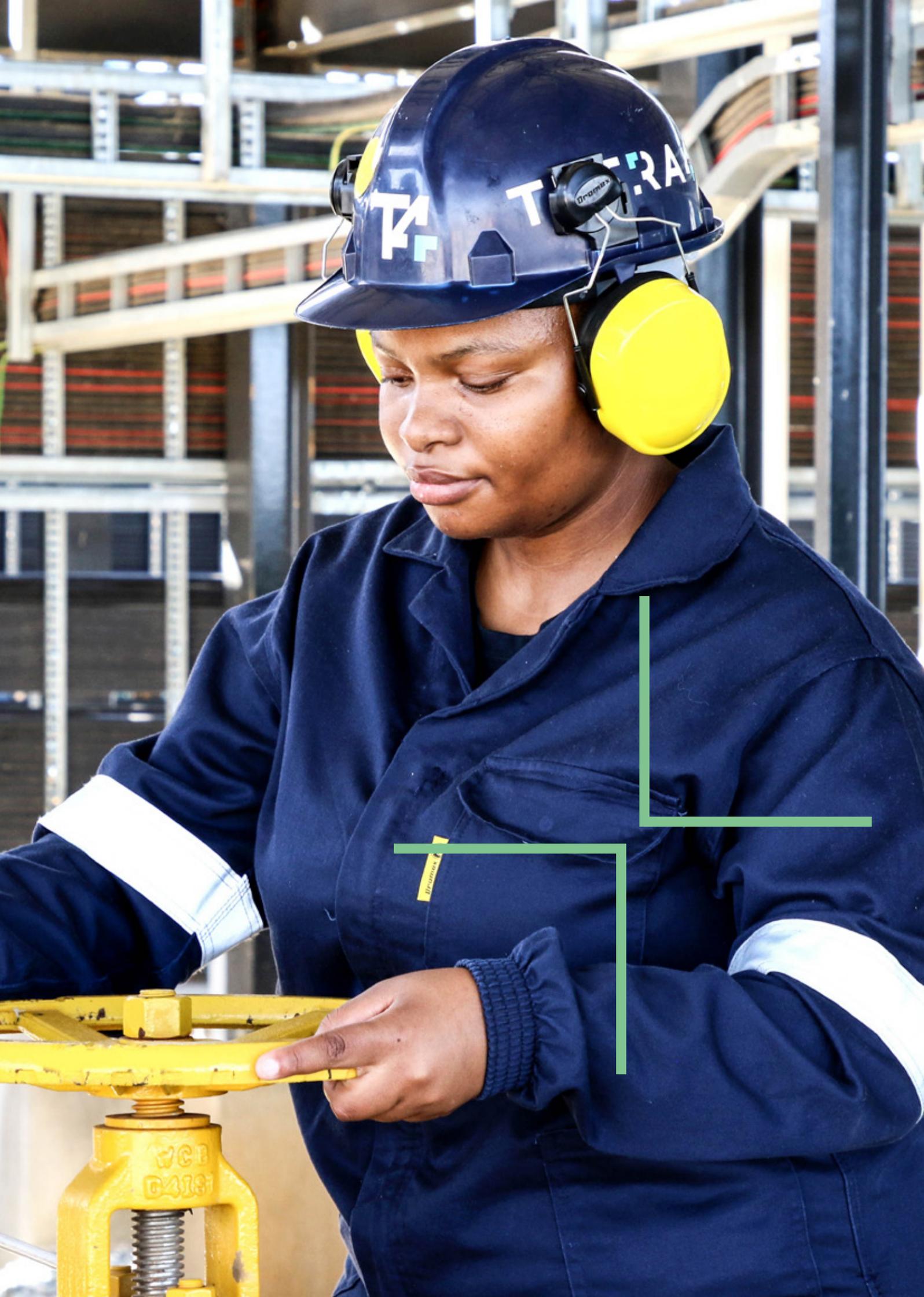
RENERGEN

FUTURE ENERGY, TODAY

ESG
Report

2023





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About this report

Renergen is proud to publish our inaugural Environmental, Social and Governance (ESG) Report. Our ESG Report highlights our approach to building a sustainable future by focusing on what we can do to improve our Environmental, Social and Governance performance.

Our approach and specific actions aim to contribute to tackling some of the challenges our world faces today, such as the sustainable use of resources and equal opportunity.

We acknowledge that our operations inevitably impact our natural environment and the communities where we

operate. As responsible citizens of our communities, we strive towards minimising any adverse effects arising from our actions.

Our ESG Report sets the scene regarding our current operations and activities for the financial year ending 28 February 2023 (FY23). The FY23 will serve as a baseline of Renergen's activities and measured impacts thereof, and these impacts will inform quantitative objectives, goals and targets in subsequent reporting periods. Our integrated risk-based approach and overarching governance framework guide all our decisions and are critical in ensuring and protecting our strategic objectives, value creation and delivery.





REPORT NAVIGATION

We use icons throughout this Report to aid navigation and connectivity. Our key icons include the following:

- Environmental
- Social
- Governance

REFERENCING

We will use icons in this report to cross-reference similar information elsewhere in the report:

- Cross-reference to information elsewhere in the report.
- Information online at www.renegen.co.za

	Audit, Risk and IT Committee (ARIC)
	Governance, Ethics, Transformation, Social and Compensation Committee (GETSC)
	Nomination Committee (NomCo)
	Regeneren Exco

OUR 2023 REPORTING SUITE

This Report is supplemented by and should be read with our full reporting suite, comprising:

- **Integrated Annual Report (IAR)**
Our Integrated Annual Report covers 1 March 2022 to 28 February 2023. Our primary Report to stakeholders is to provide a balanced view of how the Regeneren Group has applied its resources to create value during the year under review and its strategy and prospects as we advance.
- **Annual Financial Statements (AFS)**
Our Annual Financial Statements provide a comprehensive report of Regeneren's financial performance for the year.

King IV™ application register

Our King IV™ application register summarises our application of the principles of King IV™ that apply to Regeneren. The register is available on our website.

www.renegen.co.za

- **Environmental, Social and Governance (ESG) Report**

Our ESG Report provides details of Regeneren's commitment to environmental, social and governance performance.

AUDIENCE AND KEY STAKEHOLDERS

We provide information on our opportunities, risk and outcomes attributable to our ability to create, preserve or erode value over the short, medium and long term. This information is also relevant to other key stakeholders such as employees, customers, government and regulators, and the communities in which we operate.

Our key stakeholders include:

- Employees and organised labour.
- Shareholders and providers of equity capital.
- Lenders and providers of debt capital.
- Governments and regulators.
- Customers.
- Non-governmental organisations (NGOs).
- Communities and societies.
- Suppliers.
- Media.
- Organised business and industry.

FEEDBACK

We welcome your feedback on our Integrated Annual Report (IAR) and Environmental, Social and Governance (ESG) Reports. Should you have any comments or suggestions, contact us at investorrelations@renegen.co.za

ESG GLOSSARY

Our ESG Report uses terms and abbreviations relevant to ESG and sustainability. We provide our ESG glossary on page 36 and 37.

BOARD APPROVAL

The Board is responsible for ensuring the integrity of Regeneren's ESG reporting. We confirm that the ESG Report is transparent on our matters related to ESG and sustainability and fairly represents the Group's ESG strategy. The Board approved the ESG Report on 3 May 2023.

Message from CEO



I am pleased to report that Renergen has commenced its commercial operations with a strong focus on sustainability. Our flagship project, the Virginia Gas Project, is a game-changer in the global energy landscape. As Africa's first and only commercial producer of helium and Liquefied Natural Gas (LNG), we provide an essential element for advanced technological applications, such as MRI machines, fibre optic cables, and semiconductor chips.

At Renergen, sustainability is a fundamental aspect of our business strategy. We are committed to minimising our environmental impact, promoting social responsibility, and ensuring the long-term viability of our operations.

Moreover, we are actively engaged in empowering local communities and creating opportunities for economic development. We are proud to be contributing to the growth of South Africa's renewable energy sector, which is critical to achieving a sustainable future.

As we move forward, we remain committed to driving sustainable growth and delivering long-term value to all our stakeholders.

A handwritten signature in black ink, appearing to be 'S. Marani', written in a cursive style.

Stefano Marani
Chief Executive Officer

Who we are

Reenergen is a liquid helium and LNG producer with the country's only onshore petroleum production right.

Our principal asset is our 100% equity ownership in Tetra4, which holds South Africa's first and only onshore petroleum production right and is the entity developing the Virginia Gas Project. The Virginia Gas Project is also the first integrated producer of liquid helium and liquified natural gas, produced from the

natural gas found in our vast proven reserves that underpin our natural gas development project. The "Group" is used in this ESG Report to refer to Reenergen Limited and its subsidiaries, and it includes the operations of Reenergen's primary assets, Tetra4 (Pty) Ltd (Tetra4) and Cryovation Pty Ltd (Cryo-Vacc™).



OUR VISION

Do no harm: to our people, to our world.

OUR MISSION

Reenergen is an integrated alternative energy business that invests, optimises and develops in early-stage energy projects across Africa and emerging markets.



OUR VALUES

Our values guide all decisions and actions taken in the conduct of our business. These values link our business activities to environmental, social and governance (ESG) responsibilities.

- Always treating our colleagues and stakeholders with **RESPECT**.
- Identifying colleagues who need **SUPPORT** and encouraging colleagues to ask for **SUPPORT**.
- **TRUST** is in our DNA. Our reputation is everything.
- We are **DELIBERATE** in success by following a disciplined process. We ensure success is sustainable and replicable.
- Holding ourselves and each other **ACCOUNTABLE** in everything we do.

We are dedicated to pioneering cleaner energy with a vision statement that embodies the values of "Do No Harm: To our people, to our world."



OUR OPERATIONS

The Virginia Gas Project has significant reserve estimates of natural gas and one of the richest helium concentrations recorded globally, rendering it a major global helium resource. Since our natural gas contains almost no higher alkanes and an average of over 90% methane, liquefaction is more straightforward and less expensive than other global producers. Renegen has become the region’s only vertically integrated natural gas producer thanks to its “Wellhead to Tank” strategy, which involves beneficiating gas and directly supplying customers with refined products. The expansion of the project will be undertaken in phases. Phase 1 began commercial LNG operations in September 2022, transitioning Renegen from explorer to producer status by producing liquid hydrocarbons, with the helium module producing liquid in January 2023.

Phase 2 is the expansion of our existing, authorised operations by drilling approximately 350 additional production wells over the next three to four years, constructing an additional 450 kilometres of natural gas gathering pipelines and constructing a significantly larger processing and liquefaction facility.

For more information, please refer to page 17 of our Integrated Annual Report or visit our website www.renegen.co.za

SUSTAINABILITY GOVERNANCE, MANAGEMENT AND REPORTING

The Board is the highest-level body with oversight of ESG and sustainability. The Board provides leadership and strategic direction in the Group and its stakeholders’ best interest, embracing the principles of ethical leadership and good corporate governance.

The Board is ultimately responsible for driving societal purpose through the business; establishing critical anchors for ethical and sustainable business practice; ensuring effective management of ESG impacts, risks, and opportunities; and advancing the business model and strategy.

We have a formal ESG Committee and an ESG Policy outlining our commitment to incorporating ESG considerations into our day-to-day business activities and decision-making processes. The ESG Committee reports to the Governance, Ethics, Transformation, Social and Compensation Committee (GETSC).

For more information about our Board and Committees, please refer to page 39 and 40 of our Integrated Annual Report or visit our website www.renegen.co.za

ESG monitoring and reporting is an ongoing process. We use CURA, a modular software suite comprises of health and safety, corporate governance, risk management, monitoring and reporting tool. We are finalising our environmental modules within CURA and will follow up with the ESG module.



Our ESG journey

The Group is in the early stages of formally measuring and reporting our ESG journey. Our ESG efforts will be a significant component of our Group strategy to evolve and create sustainable initiatives that will have a long-lasting, positive impact on the future.

In 2023, we will use data obtained throughout the financial year to formulate our baseline ESG assessment and set goals for the short, medium and long term. This process will help us identify areas where we can lessen our environmental impact, enhance social value, and strengthen our corporate governance practices.

This ESG Report will initiate our ESG journey by setting the scene and providing insights into our existing ESG and sustainability practices.

OUR RISKS AND OPPORTUNITIES

We are committed to ensuring the resilience and sustainability of our business in a challenging external operating environment. Through careful planning, we can respond to an ever-changing context influenced by economic, social, political and environmental pressures at a macroeconomic and national level.

For more detailed information about our Group material risks and opportunities, please refer to page 28 to 32 of our Integrated Annual Report.

The ESG movement has changed how large investors view the risks associated with traditional business models and the potential for sustainable future value creation. By considering ESG factors, investors gain a more holistic view of the companies they back, which can help mitigate risk and identify opportunities for growth and improvement.

Regeneren has always been committed to environmental, social and governance responsibilities. Over the next twelve months, our ESG risks and opportunities will be further identified and disclosed in our next ESG Report on a more formalised basis within global best practise. These will align with our Group risk methodology and framework.

MATERIAL ISSUES

We aim to manage our material matters to balance economic, social, and environmental considerations, to create value for all our stakeholders and contribute to a more sustainable future. We will formally engage with stakeholders to identify primary ESG concerns in determining our material issues annually. The materiality will set the tone for our stakeholder communications and integrated disclosure.

We will publish a materiality matrix in 2024, which will disclose our material issues, the potential impact on enterprise value, and the potential impact on people, the planet and profit.

For more information on our stakeholders and our engagement with key stakeholders, please refer to page 20 to 23 of our Integrated Annual Report (IAR) or visit our website www.regeneren.co.za

ESG STRATEGY

Regeneren aims to create long-term sustainable value for all stakeholders by focusing on environmental stewardship, social responsibility, and good governance practices.

We prioritise the safety and well-being of our employees and dedicate ourselves to promoting diversity, equity, and inclusion in our workforce. Our governance practices are transparent and ethical.

Developing an effective ESG strategy aligned with our ESG frameworks and performance standards will guide us in formulating longer-term ESG goals and targets that align with our business model.

We will take the following steps to develop our ESG strategy further.

1. Identify our ESG risks and opportunities, such as climate change, social inequality, diversity and inclusion, employee health and safety, data privacy, and ethical business practices.
2. Use the ESG data gathered (including a materiality assessment) for FY23 to determine the baseline of our current operations.



3. Integrate ESG into our current decision-making process to ensure we appropriately consider ESG factors in all business areas.
4. Further, align our business with the International Finance Corporation (IFC) performance standards and UN Sustainable Development Goals (UNSDG) and develop mechanisms to track, monitor and report on our ESG performance and strategy.
5. Set ESG goals and targets for the short, medium and long term that align with our overall business strategy.

By operating with integrity and sustainability, we can achieve our business objectives while positively impacting our communities.

ESG FRAMEWORKS

A wide variety of frameworks, disclosure standards and guidelines are available. Reneger is in the process of aligning with the International Finance Corporation (IFC) Performance Standards and United Nations Sustainable Development Goals (UNSDG). Many of the IFC performance standards and UNSDGs are interconnected.

We also align with the International Integrated Reporting Framework (IR) and the Global Reporting Initiative (GRI) standards. We strive to ensure compliance with local and international guidelines by employing known best practices.



The IFC's Environmental and Social Performance Standards define IFC clients' responsibilities for managing their environmental and social risks.



PS1: Assessment and Management of E&S Risks and Impacts



PS2: Labor and Working Conditions



PS3: Resource Efficiency and Pollution Prevention



PS4: Community Health, Safety, and Security



PS5: Land Acquisition and Involuntary Resettlement



PS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources



PS7: Indigenous Peoples



PS8: Cultural Heritage

Member states adopted the 17 UN SDGs in 2015 with 169 indicators and targets. They aim to create a better world by 2030 by eliminating poverty, fighting inequality, and ensuring the world is safe from the worst effects of climate change.



SUSTAINABLE DEVELOPMENT GOALS

The UN Sustainable Development Goals provide "a blueprint for peace and prosperity for people and the planet", set out in the 2030 Agenda for Sustainable Development and adopted by all UN member states in 2015.

1 NO POVERTY

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

14 LIFE BELOW WATER

15 LIFE ON LAND

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

Environmental

ENVIRONMENTAL MANAGEMENT AND STEWARDSHIP

We are committed to supporting environmental stewardship through pollution prevention, prudent use of natural resources, maximising circular economy, and transitioning to a low-carbon future.

Tetra4's Phase 1 Environmental Impact Assessment (EIA) and Environmental Management Program (EMPR) aligns with the International Finance Corporation's (IFC) Performance Standards and the South African National Environmental Management Act No. 107 of 1998 (NEMA) Environmental Impact Assessment (EIA) Regulations. The NEMA EIA Regulations in South Africa aim to actively identify and evaluate the environmental and social risks and impacts associated with a project. As a result, appropriate mitigation measures, can be implemented to reduce these impacts and risks.

The EMPR is the cornerstone of our Environmental Management System. Built into the EMPR are the industry specific IFC standards, incorporated as management and mitigation measures. We aligned our Phase 1 EIA with the standards and conducted stakeholder engagements to gather input from interested and affected parties.

We are currently undertaking an additional EIA for the more extensive Phase 2 project, which includes climate change impact assessments. The current EMPR will be amended to include Phase 2 activities to enhance our EMPR and follow the same process. The Virginia Gas Project aligns with the IFC Performance Standards, and we have considered all relevant aspects of each standard in the EIA and EMPR.

ENVIRONMENTAL REPORTS AND PERMITS

Our environmental audits, monitoring and permits are available on our website. www.renegen.co.za

GHG PROTOCOL

The GHG Protocol establishes comprehensive global standardised frameworks to measure and manage greenhouse gas (GHG) emissions from private and public sector operations, value chains and mitigation actions.

Scope 1, scope 2, and scope 3 are terms used to categorise an organisation or entity's greenhouse gas (GHG) emissions, according to the GHG Protocol.

SCOPE 1 EMISSIONS

Scope 1 emissions refer to direct GHG emissions from sources owned or controlled by the organisation, such as emissions from the combustion of fossil fuels in boilers, furnaces, or vehicles owned by the Company. These emissions are usually the easiest to measure, monitor and control as they occur within organisational boundaries.

SCOPE 2 EMISSIONS

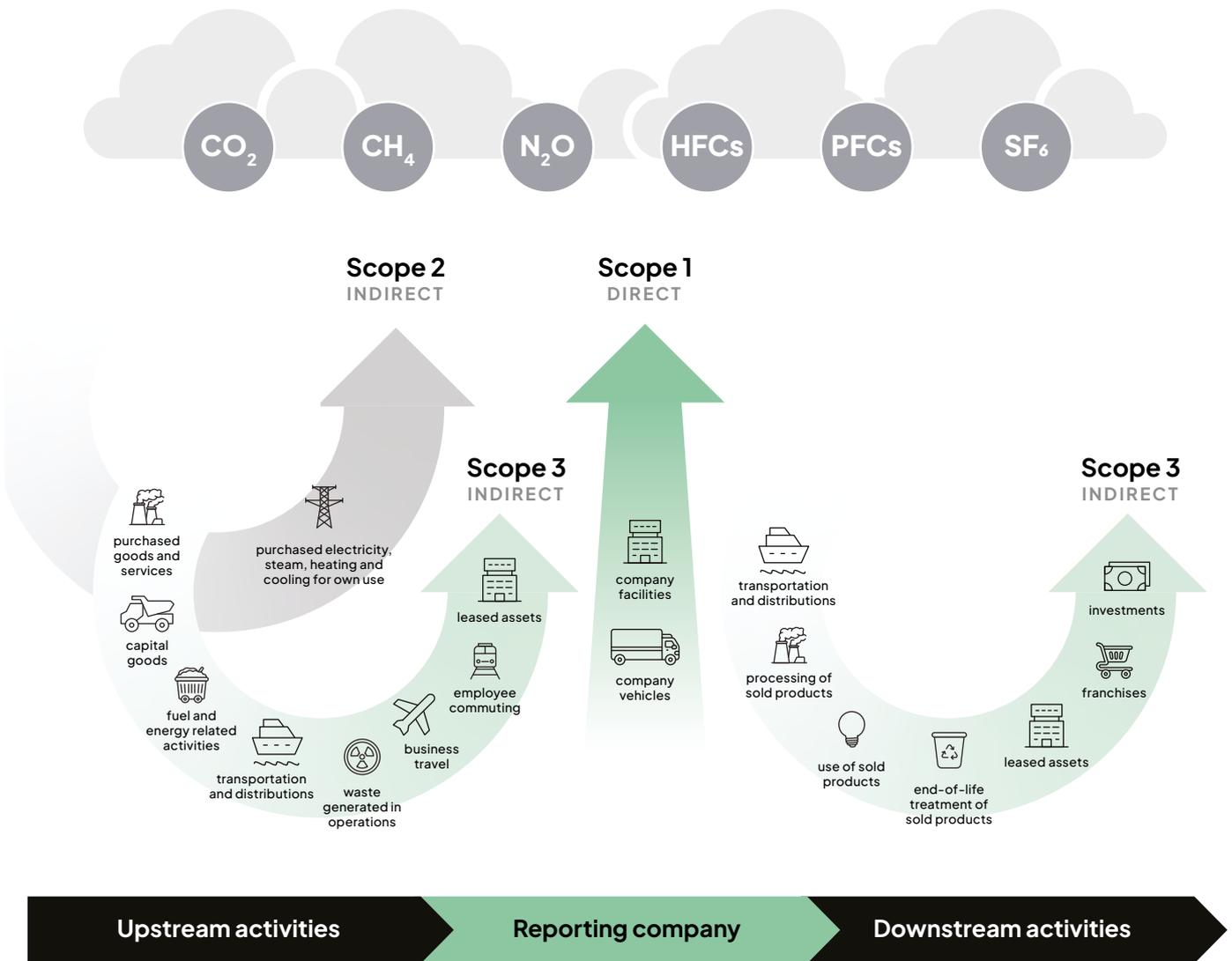
Scope 2 emissions refer to indirect GHG emissions that result from the generation of purchased electricity, heat or steam consumed by the organisation. These emissions occur outside the organisational boundary and are associated with the organisation's electricity purchases, and they are controlled by the energy providers who generate electricity or heat.

SCOPE 3 EMISSIONS

Scope 3 emissions refer to all other indirect GHG emissions that occur in the organisation's value chain. These emissions are not owned or controlled by the organisation but result from its activities, including upstream and downstream activities. Examples of Scope 3 emissions include the production of purchased goods and services, transportation of goods and services, employee commuting, and waste generated by the organisation. These emissions are often the most significant but difficult to measure, as they occur beyond the organisational boundary.



OVERVIEW OF GHG PROTOCOL SCOPES AND EMISSIONS ACROSS THE VALUE CHAIN



Social

OUR PEOPLE

Our employees' safety, health, and well-being are our foremost values, and zero loss of life is a core value and a non-negotiable imperative. We foster a proactive zero-harm culture, encouraging employees to stop, assess, and manage risks.

Our diversity, equity, and inclusive policies improve business performance, where employees feel welcome, safe and respected and can focus on their work without fear of prejudice or discrimination.

We aim to contribute to the prosperity of our host communities by supporting local businesses, municipalities, and other national socio-economic development goals through our programmes and local economic development (LED) initiatives.

We are committed to transparent, ongoing, and extensive engagement with all our stakeholders. For more information about our key stakeholders and engagements, please visit page 21 and 22 in our IAR.



Our IFC Performance Standards journey



IFC Performance Standards

Performance Standard 1:
Assessment and Management of Environmental and Social Risks and Impacts

<p>IFC objectives</p>	<ul style="list-style-type: none"> ■ To identify and evaluate environmental and social risks and impacts of the project. ■ To adopt a mitigation hierarchy to anticipate and avoid, or where avoidance is not possible, minimise, and, where residual impacts remain, compensate/offset for risks and impacts to workers, affected communities, and the environment. ■ To promote improved environmental and social performance of clients through the effective use of management systems. ■ To ensure that grievances from affected communities and external communications from other stakeholders are responded to and managed appropriately. ■ To promote and provide means for adequate engagement with affected communities throughout the project cycle on issues that could potentially affect them and to ensure that relevant environmental and social information is disclosed and disseminated.
<p>IFC requirements</p>	<ul style="list-style-type: none"> ■ Environmental and Social Assessment and Management System. ■ Identification of risks and impacts. ■ Management programs. ■ Organisational capacity and competency. ■ Emergency Preparedness and Response. ■ Monitoring and review. ■ Stakeholder engagement. ■ External communications and grievance mechanism. ■ Ongoing reporting to affected communities.
<p>Where are we in our ESG journey?</p>	<ul style="list-style-type: none"> ■ We developed an EMPR in line with the IFC Principles. ■ We distributed a background information document (BID) to local stakeholders, explaining the process and potential risks. ■ We have an Emergency Preparedness and Response Plan (EPRP) in place based on a baseline Hazard and Risk Assessment. ■ Environmental monitoring and action plans are set out in the EMPR and consider compliance monitoring, groundwater, surface water, air quality, biodiversity, heritage and noise monitoring. ■ We designed our Stakeholder Engagement Plan (SEP) to work as a living document for implementation over the entire production period. ■ Extensive mitigation measures have been proposed for all identified impacts, including those related to the socio-economic environment. ■ We have established an external grievance mechanism to provide a structured way of receiving and resolving grievances. Our transparent process is culturally appropriate and readily acceptable to all affected communities and is at no cost and without retribution.



Related UNSDG	<p>3 GOOD HEALTH AND WELL-BEING</p> 	<p>Goal 3: Good health and well-being - This goal aims to ensure healthy lives and promote well-being for all ages. Performance Standard 1 supports this goal by promoting, identifying and managing potential health and safety risks to workers and communities and promoting improved environmental performance that can lead to better health outcomes.</p>
	<p>6 CLEAN WATER AND SANITATION</p> 	<p>Goal 6: Clean water and sanitation - This goal aims to ensure the availability and sustainable management of water and sanitation for all. Performance Standard 1 supports this goal by promoting identifying and managing potential impacts on water resources and adopting measures to minimise or offset these impacts.</p>
	<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	<p>Goal 8: Decent work and economic growth - This goal promotes sustained, inclusive, sustainable economic growth, full and productive employment, and decent work for all. Performance Standard 1 supports this goal by promoting identifying and managing potential impacts on workers and their communities and adopting effective management systems that can improve environmental and social performance and support long-term economic growth.</p>
	<p>10 REDUCED INEQUALITIES</p> 	<p>Goal 10: Reduced inequalities - This goal aims to reduce inequalities within and among countries. Performance Standard 1 supports this goal by promoting the engagement of affected communities in the project cycle and ensuring that relevant environmental and social information is disclosed and disseminated to them, which can help to reduce information asymmetries and promote more equitable decision-making.</p>
	<p>13 CLIMATE ACTION</p> 	<p>Goal 13: Climate action - This goal aims to take urgent action to combat climate change and its impacts. Performance Standard 1 supports this goal by promoting the identification and management of potential GHG emissions and other climate-related impacts and promoting the adoption of measures to minimise or offset these impacts.</p>



IFC Performance Standards

Performance Standard 2:
Labour and Working Conditions

<p>IFC objectives</p>	<ul style="list-style-type: none"> ■ To promote the fair treatment, non-discrimination, and equal opportunity of workers. ■ To establish, maintain, and improve the worker-management relationships. ■ To promote compliance with national employment and labour laws. ■ To protect workers, including vulnerable categories of workers such as children, migrant workers, workers engaged by third parties, and workers in the client’s supply chain. ■ To promote safe and healthy working conditions, and the health of workers. ■ To avoid the use of forced labour.
<p>IFC requirements</p>	<ul style="list-style-type: none"> ■ Working conditions and management of worker relationships. ■ Protecting the work force. ■ Occupational Health and Safety. ■ Workers engaged by third parties. ■ Supply chain.
<p>Where are we in our ESG journey?</p>	<ul style="list-style-type: none"> ■ We aligned our human resource policies, contracts and procedures with the legal framework and requirements in South Africa. ■ The Labour Relations Act 66 of 1995 protects employees who join unions. None of our employees belongs to any trade union or collective bargaining unit. ■ Our dedicated Health and Safety Officers follow the Occupational Health and Safety Act 85 of 1993, and an external audit verifies compliance with the Act. ■ We support non-discrimination and equal opportunity practices. ■ We have an Internal Grievance Procedure for employees and an anonymous mechanism for reporting corrupt practices, including discriminatory and unfair practices. ■ We do not support child or forced labour, and the Labour Relations Act (1995) prohibits such practices. ■ We entrenched our vision statement of “Do No Harm: To our people, to our world” in our Occupational Health and Safety policies and procedures. ■ The Labour Relations Act protects third-party rights to fair and equitable practices.
<p>Related UNSDG</p>	<div style="display: flex; align-items: center;">  <p>Goal 8: Decent work and economic growth - This goal promotes sustained, inclusive, sustainable economic growth, full and productive employment, and decent work for all. Performance Standard 2 supports this goal by promoting fair labour practices, including non-discrimination, equal remuneration for work of equal value, and eliminating child labour, forced labour, and other forms of labour exploitation.</p> </div>



Related UNSDG		<p>Goal 10: Reduced inequalities - This goal aims to reduce inequalities within and among countries. Performance Standard 2 promotes fair labour practices and ensures that workers are not subjected to discrimination, harassment, or other forms of unfair treatment, supporting this goal.</p>
		<p>Goal 16: Peace, justice, and strong institutions - This goal aims to promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels. Performance Standard 2 supports this goal by promoting respect for human rights and labour standards and enabling access to grievance mechanisms for workers who may be subject to unfair treatment.</p>
		<p>Goal 5: Gender equality - This goal aims to achieve gender equality and empower all women and girls. Performance Standard 2 supports this goal by promoting equal remuneration for work of equal value, promoting non-discrimination based on gender, and addressing issues of gender-based violence and harassment in the workplace.</p>
		<p>Goal 1: No poverty - This goal aims to end poverty in all its forms everywhere. Performance Standard 2 supports this goal by promoting fair labour practices, including fair wages and working conditions, which can help to reduce poverty and support sustainable development.</p>



IFC Performance Standards

Performance Standard 3:
Resource Efficiency and Pollution Prevention

<p>IFC objectives</p>	<ul style="list-style-type: none"> ■ To avoid or minimise adverse impacts on human health and the environment by avoiding or minimising pollution from project activities. ■ To promote more sustainable use of resources, including energy and water. ■ To reduce project related GHG emissions. 	
<p>IFC requirements</p>	<ul style="list-style-type: none"> ■ Resource efficiency. ■ Pollution prevention. 	
<p>Where are we in our ESG journey?</p>	<ul style="list-style-type: none"> ■ We identified mitigation measures and management of project impacts, and we regularly monitor compliance with these measures. ■ We have an Air Emissions Licence for our LNG/LHe facility and its associated activities. ■ Our waste streams generated are collected and disposed of by registered waste service providers at licenced facilities. ■ On-site, the registered Pest Control Officer acquires herbicides and applies them to areas where permanent infrastructure is located to minimise the footprint. The herbicides are not used in any other temporary sites. ■ We track our energy and water use monthly and will use this data as a baseline for the ESG reporting process. ■ We identified GHG emission sources and regularly monitored them through direct and indirect measurements, which we constantly refined. 	
<p>Related UNSDG</p>		<p>Goal 12: Responsible consumption and production - This goal ensures sustainable consumption and production patterns. Performance Standard 3 supports this goal by promoting resource efficiency and pollution prevention in project design, operation, and maintenance and encouraging the adoption of best practices to reduce waste and emissions.</p>
		<p>Goal 13: Climate action - This goal aims to take urgent action to combat climate change and its impacts. Performance Standard 3 supports this goal by promoting the reduction of GHG emissions and other forms of pollution and encouraging the adoption of sustainable technologies and practices to reduce environmental impact.</p>
		<p>Goal 7: Affordable and clean energy - This goal ensures access to affordable, reliable, sustainable, and modern energy for all. Performance Standard 3 supports this goal by promoting the adoption of renewable energy sources and energy-efficient technologies and encouraging the reduction of energy consumption and associated GHG emissions.</p>



Related UNSDG	 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>Goal 9: Industry, innovation and infrastructure - This goal aims to build resilient infrastructure, promote sustainable industrialisation, and foster innovation. Performance Standard 3 supports this goal by promoting the adoption of sustainable technologies and practices in project design, operation, and maintenance and by encouraging the development of innovative solutions to reduce environmental impact.</p>
	 <p>14 LIFE BELOW WATER</p>	<p>Goal 14: Life Below Water - This goal aims to conserve and sustainably use the oceans, seas, and marine resources for sustainable development. Performance Standard 3 supports this goal by promoting the reduction of marine pollution, adopting sustainable fishing practices, and encouraging the conservation and restoration of marine ecosystems.</p>



IFC Performance Standards

Performance Standard 4:
Community Health, Safety, and Security

<p>IFC objectives</p>	<ul style="list-style-type: none"> To anticipate and avoid adverse impacts on the health and safety of the Affected Community during the project life from both routine and non-routine circumstances. To ensure that the safeguarding of personnel and property is carried out in accordance with relevant human rights principles and in a manner that avoids or minimises risks to the Affected Communities.
<p>IFC requirements</p>	<ul style="list-style-type: none"> Community health and safety. Security personnel.
<p>Where are we in our ESG journey?</p>	<ul style="list-style-type: none"> Qualified and experienced professionals with proven experience designing and constructing projects of similar complexity undertook our plant and pipeline design and construction. We undertake waste management in accordance with the requirements of the EMPR and Integrated Water and Waste Management Plan (IWWMP). Registered third-party service providers conduct waste removal. As part of the EIA, we identified the risk and potential impacts on ecosystem services. The relevant specialists provided mitigation measures for this aspect, which we incorporated into the EMPR. We aim to avoid or minimise our production’s impacts on ground and surface water quality. The water monitoring programme was developed and designed as an early alert mechanism to identify potential water pollution from our operational activities. Total dust fallout is monitored near construction activities within the identified zone of influence of sensitive receptors to ensure that the dust generated does not exceed the limits set out by the National Dust Control Regulations. All personnel and all contractors are required to undergo medicals to screen the health of the workers. Our HIV policy prohibits the use of a person’s status for exclusion from employment or any other form of discrimination. We make use of a third-party security provider. Contractors undergo compulsory pre-employment screening on all their personnel as required by law. During the EIA phase and public participation, affected communities (landowners) raised safety and security concerns, which we assessed for security risks.
<p>Related UNSDG</p>	<div style="display: flex; align-items: center;"> <div style="margin-right: 20px;"> </div> <div> <p>Goal 3: Good health and well-being - This goal aims to ensure healthy lives and promote well-being for all ages. Performance Standard 4 supports this goal by promoting the protection and promotion of community health and safety and by ensuring that project activities do not pose a threat to public health.</p> </div> </div>



	<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> 	<p>Goal 11: Sustainable cities and communities - This goal aims to make cities and human settlements inclusive, safe, resilient, and sustainable. Performance Standard 4 supports this goal by promoting the safety and security of communities affected by project activities and ensuring that projects do not contribute to social conflict or instability.</p>
	<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> 	<p>Goal 16: Peace, justice and strong institutions - This goal aims to promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable and inclusive institutions at all levels. Performance Standard 4 supports this goal by promoting the protection of human rights and ensuring that project activities do not contribute to human rights abuses or undermine democratic institutions.</p>
	<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	<p>Goal 8: Decent work and economic growth - This goal promotes sustained, inclusive, sustainable economic growth, full and productive employment, and decent work for all. Performance Standard 4 supports this goal by promoting worker health and safety protection and ensuring that projects do not contribute to forced labour or exploitation.</p>
	<p>10 REDUCED INEQUALITIES</p> 	<p>Goal 10: Reduced inequalities - This goal aims to reduce inequalities within and among countries. Performance Standard 4 supports this goal by promoting the inclusion of marginalised and vulnerable communities in project planning and decision-making and ensuring that projects do not contribute to discrimination or social exclusion.</p>



IFC Performance Standards

Performance Standard 5:
Land Acquisition and Involuntary Resettlement

<p>IFC objectives</p>	<ul style="list-style-type: none"> ■ To avoid, and when avoidance is not possible, minimise displacement by exploring alternative project designs. ■ To avoid forced eviction. ■ To anticipate and avoid, or where avoidance is not possible, minimise adverse social and economic impacts from the land acquisition or restrictions on land use by (i) providing compensation for loss of assets at replacement cost and (ii) ensuring that resettlement activities are implemented with appropriate disclosure of information, consultation, and the informed participation of those affected. ■ To improve or restore the livelihoods and standards of living of displaced persons. ■ To improve living conditions among physically displaced persons by providing adequate housing with security of tenure at resettlement sites. 	
<p>IFC requirements</p>	<ul style="list-style-type: none"> ■ Displacement. ■ Private sector responsibilities under government-managed resettlement. 	
<p>Where are we in our ESG journey?</p>	<ul style="list-style-type: none"> ■ We route our activity to less sensitive areas and avoid the requirement to displace or resettle communities. ■ The landowners/occupiers are consulted and guide our decisions when planning our pipeline route. ■ The need for land acquisition or resettlement is improbable. ■ Our infrastructure, for the most part, is buried and aimed at allowing ongoing land use activities. 	
<p>Related UNSDG</p>		<p>Goal 1: No poverty - This goal aims to end poverty in all its forms everywhere. Performance Standard 5 supports this goal by promoting the avoidance of adverse impacts on vulnerable communities, including those living in poverty, during land acquisition and resettlement processes.</p>
		<p>Goal 2: Zero hunger - This goal aims to end hunger, achieve food security and improved nutrition, and promote sustainable agriculture. Performance Standard 5 supports this goal by promoting the protection of livelihoods and access to natural resources for affected communities during land acquisition and resettlement processes.</p>



Related UNSDG	 <p>5 GENDER EQUALITY</p>	<p>Goal 5: Gender equality - This goal aims to achieve gender equality and empower all women and girls. Performance Standard 5 supports this goal by promoting the protection and empowerment of women and girls during land acquisition and resettlement processes and by ensuring their full and equal participation in project planning and decision-making.</p>
	 <p>10 REDUCED INEQUALITIES</p>	<p>Goal 10: Reduced inequalities - This goal aims to reduce inequalities within and among countries. Performance Standard 5 supports this goal by promoting the avoidance of adverse impacts on vulnerable and marginalised groups and ensuring their inclusion and participation in project planning and decision-making.</p>
	 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	<p>Goal 11: Sustainable cities and communities - This goal aims to make cities and human settlements inclusive, safe, resilient, and sustainable. Performance Standard 5 supports this goal by promoting and protecting the rights of affected communities and ensuring that resettlement processes result in improved living standards and access to services for affected households.</p>



IFC Performance Standards

Performance Standard 6:
Biodiversity Conservation and Sustainable Management of Living Natural Resources

<p>IFC objectives</p>	<ul style="list-style-type: none"> ■ To protect and conserve biodiversity. ■ To maintain the benefits of ecosystem services. ■ To promote the sustainable management of living natural resources by adopting practices that integrate conservation needs and development priorities.
<p>IFC requirements</p>	<ul style="list-style-type: none"> ■ Protection and conservation of biodiversity. ■ Management of ecosystem services. ■ Sustainable management of living natural resources. ■ Supply chain.
<p>Where are we in our ESG journey?</p>	<ul style="list-style-type: none"> ■ We seek to avoid impacts on biodiversity and ecosystem services. When avoiding impacts is impossible, we implement measures to minimise impacts and restore biodiversity and ecosystem services. ■ We also route our infrastructure, as best as possible, through areas of low sensitivity and aim to avoid areas of medium to very high sensitivity where possible. ■ Wetlands and watercourses are legally protected in South Africa. We obtained a Water Use Licence (WUL) and several General Authorisations for section 21(c) and(i) water uses. ■ We have a Working in Sensitive Areas Procedure specifying the management and mitigation measures required to undertake any task within a deemed sensitive habitat. ■ Infrastructure placement and construction are temporary and placed below ground, allowing for temporary habitat disturbance, mitigated against rehab plans and monitoring. As a result, no significant conversion or degradation of natural habitat occurs. ■ We will progressively rehabilitate all affected areas to EMPR requirements and, as far as practical and possible, to the original state. ■ A long-term biodiversity monitoring plan is included in the EMPR, designed in line with the applicable legislation. ■ We conduct a pre-commencement assessment before any work commences in an area, including identifying possible endangered/protected species. ■ The various specialist environmental studies undertaken as part of our EIA process have identified potentially endangered and protected species that could occur within our operational footprint. ■ We have implemented specific management and mitigation measures to manage the potential impacts.



Related UNSDG		<p>Goal 14: Life below water - This goal aims to conserve and sustainably use the oceans, seas, and marine resources for sustainable development. Performance Standard 6 supports this goal by promoting sustainable management of living natural resources, including aquatic resources, and avoiding and mitigating impacts on marine and coastal ecosystems.</p>
		<p>Goal 15: Life on land - This goal aims to protect, restore, and promote the sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt biodiversity loss. Performance Standard 6 supports this goal by promoting biodiversity conservation and sustainable management of living natural resources, including forests, wetlands, and other ecosystems.</p>
		<p>Goal 7: Affordable and clean energy - This goal ensures access to affordable, reliable, sustainable, and modern energy for all. Performance Standard 6 supports this goal by promoting the development of renewable energy sources and ensuring that project activities do not negatively impact biodiversity and natural resources.</p>
		<p>Goal 12: Responsible consumption and production - This goal ensures sustainable consumption and production patterns. Performance Standard 6 supports this goal by promoting sustainable management of natural resources and avoiding and mitigating impacts on ecosystems and biodiversity.</p>
		<p>Goal 13: Climate action - This goal aims to take urgent action to combat climate change and its impacts. Performance Standard 6 supports this goal by promoting climate-resilient development and ensuring that project activities do not contribute to deforestation or GHG emissions.</p>



IFC Performance Standards

Performance Standard 7:
Indigenous Peoples

<p>IFC objectives</p>	<ul style="list-style-type: none"> ■ To ensure that the development process fosters full respect for the human rights, dignity, aspirations, culture, and natural resource-based livelihoods of Indigenous Peoples. ■ To anticipate and avoid adverse impacts of projects on communities of Indigenous Peoples, or when avoidance is not possible, to minimise and/or compensate for such impacts. ■ To promote sustainable development benefits and opportunities for Indigenous Peoples in a culturally appropriate manner. ■ To establish and maintain an ongoing relationship based on Informed Consultation and Participation (ICP) with the Indigenous Peoples affected by a project throughout the project's life cycle. ■ To ensure the Free, Prior, and Informed Consent (FPIC) of the Affected communities of Indigenous Peoples when the circumstances described in this Performance Standard are present. ■ To respect and preserve the culture, knowledge, and practices of Indigenous Peoples. 	
<p>IFC requirements</p>	<ul style="list-style-type: none"> ■ Circumstances requiring free, prior, and informed consent. ■ Mitigation and development benefits. ■ Private sector responsibilities where government is responsible for managing indigenous peoples' issues. 	
<p>Where are we in our ESG journey?</p>	<ul style="list-style-type: none"> ■ We conducted an extensive EIA with various specialist assessment inputs and public participation. ■ We did not identify any Indigenous Peoples within our project area. 	
<p>Related UNSDG</p>		<p>Goal 1: No poverty - This goal aims to eradicate poverty in all forms and dimensions. Performance Standard 7 supports this goal by recognising the importance of engaging with indigenous peoples and ensuring their rights and livelihoods are respected and protected.</p>
		<p>Goal 2: Zero hunger - This goal aims to end hunger, achieve food security, and promote sustainable agriculture. Performance Standard 7 supports this goal by recognising the vital role of indigenous peoples in traditional and sustainable agriculture practices and ensuring that their food security and nutritional needs are addressed.</p>

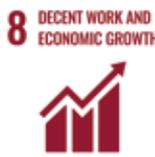


Related UNSDG	<p>3 GOOD HEALTH AND WELL-BEING</p> 	<p>Goal 3: Good health and well-being - This goal ensures healthy lives and promotes well-being. Performance Standard 7 supports this goal by recognising the importance of engaging with indigenous peoples and ensuring that their traditional knowledge and practices related to health and well-being are respected and supported.</p>
	<p>4 QUALITY EDUCATION</p> 	<p>Goal 4: Quality education - This goal aims to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. Performance Standard 7 supports this goal by recognising the importance of engaging with indigenous peoples and ensuring that their traditional knowledge and practices related to education are respected and supported.</p>
	<p>5 GENDER EQUALITY</p> 	<p>Goal 5: Gender equality - This goal aims to achieve gender equality and empower all women and girls. Performance Standard 7 supports this goal by recognising the importance of engaging with indigenous women and addressing their rights and needs.</p>
	<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	<p>Goal 8: Decent work and economic growth - This goal promotes sustained, inclusive, sustainable economic growth, full and productive employment, and decent work for all. Performance Standard 7 supports this goal by recognising the vital role of indigenous peoples in traditional and sustainable economic activities and ensuring that their rights and livelihoods are protected.</p>
	<p>10 REDUCED INEQUALITIES</p> 	<p>Goal 10: Reduced inequalities - This goal aims to reduce inequality within and among countries. Performance Standard 7 supports this goal by recognising the importance of engaging with indigenous peoples and ensuring that their rights are respected and protected and that they have equal access to services and opportunities.</p>
	<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> 	<p>Goal 16: Peace, justice and strong institutions - This goal aims to promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable and inclusive institutions at all levels. Performance Standard 7 supports this goal by recognising the importance of engaging with indigenous peoples and ensuring their rights are respected and protected, and they have equal access to justice and participation in decision-making processes.</p>



IFC Performance Standards

Performance Standard 8:
Cultural Heritage

IFC objectives	<ul style="list-style-type: none"> ■ To protect cultural heritage from the adverse impacts of project activities and support its preservation. ■ To promote the equitable sharing of benefits from the use of cultural heritage. 	
IFC requirements	<ul style="list-style-type: none"> ■ Protection of cultural heritage in project design and execution. ■ Project's use of cultural heritage. 	
Where are we in our ESG journey?	<ul style="list-style-type: none"> ■ A heritage specialist conducted a Heritage Impact Assessment (HIA) in line with the framework provided by the National Heritage Resources Act of 1999 (Act 25 of 1999) (NHRA), the regulations of the South African Heritage Resources Agency (SAHRA), and Association of Southern African Professional Archaeologists (ASAPA). ■ The project was designed with inputs from the HIA to avoid heritage features with additional mitigation measures for heritage protection in the EMPR. ■ The chance finds procedure clearly outlines the process to follow should any heritage or potential heritage resources be discovered, as well as the roles and responsibilities, and forms part of the contractors' contractual requirements. 	
Related UNSDG		<p>Goal 4: Quality education - This goal aims to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. Performance Standard 8 supports this goal by recognising the importance of engaging with local communities and promoting education and awareness about cultural heritage.</p>
		<p>Goal 8: Decent work and economic growth - This goal promotes sustained, inclusive, sustainable economic growth, full and productive employment, and decent work for all. Performance Standard 8 supports this goal by recognising the potential of cultural heritage to promote economic growth and employment opportunities and promoting sustainable tourism development that respects and benefits local communities.</p>
		<p>Goal 11: Sustainable cities and communities - This goal aims to make cities and human settlements inclusive, safe, resilient, and sustainable. Performance Standard 8 supports this goal by promoting the preservation and integration of cultural heritage in urban development and encouraging the use of traditional building materials and techniques.</p>



Related UNSDG	 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>Goal 12: Responsible consumption and production - This goal ensures sustainable consumption and production patterns. Performance Standard 8 supports this goal by promoting the sustainable management of cultural heritage sites and resources and encouraging the use of sustainable materials and techniques in conservation and restoration efforts.</p>
	 <p>13 CLIMATE ACTION</p>	<p>Goal 13: Climate action - This goal aims to take urgent action to combat climate change and its impacts. Performance Standard 8 supports this goal by promoting the use of traditional building materials and techniques that have low carbon footprints and by encouraging the use of cultural heritage as a tool for climate change adaptation and mitigation.</p>
	 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>Goal 16: Peace, justice and Strong Institutions - This goal aims to promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable and inclusive institutions at all levels. Performance Standard 8 supports this goal by recognising the importance of engaging with local communities, ensuring their participation in decision-making processes related to cultural heritage, and promoting the protection of cultural heritage to promote social cohesion and preserve cultural diversity.</p>

Governance

OUR REGENEREN GOVERNANCE FRAMEWORK

Our Group governance framework provides role clarity by clearly delineating roles and areas of accountability and recognises the independent functions and duties required to govern the Group effectively.

The Renergen Board serves as the Group's executive body and is jointly accountable for ensuring the Group's long-term success. Maintaining the highest standards of corporate governance and protecting and advancing the Group's integrity and values are of the utmost importance.

For more information about our Board and Board Committees, please refer to the Integrated Annual Report on page 39 and 40.

DIVERSITY, EQUITY AND INCLUSION (DEI)

The King IV™ Report on Corporate Governance for South Africa 2016 highlights the importance of a Board with the appropriate balance of knowledge, skill, experience, diversity, and independence to discharge its governance role objectively and effectively.

Renergen recognises both the benefits of a diverse Board and the recommendations contained in the King IV™ Report. To confirm its commitment, the Board has adopted a policy for promoting diversity at a Board level.

Our detailed King IV™ application register, as well as our BEE Certificate, is available on the Group's website.

www.renergen.co.za

IFC CORPORATE GOVERNANCE PROGRESSION MATRIX FOR LISTED COMPANIES

The IFC's Corporate Governance Methodology is an approach to evaluate and improve a Company - including the governance attributes of crucial environmental and social policies and procedures to identify, reduce, and manage risk.

The Progression Matrix relates the six areas of governance (Commitment to ESG, the Board of Directors, Control Environment, Transparency and Disclosure, Shareholders' Rights, and Governance of Stakeholder Engagement) to four levels of achievement. The matrix framework emphasises

the importance of ongoing improvements in the governance practices of clients rather than trying to apply rigid and static minimum standards. We have listed our IFC Corporate Governance journey in the table on the following pages.

We will publish a formal IFC Governance matrix in the subsequent reporting years.





IFC Corporate Governance requirements	Where are we in our ESG journey?
<p>Commitment to Environmental, Social, and Governance (Leadership and Culture)</p>	<p>Formalities Our Board is governed by our Code of Conduct, addressing the role of the Board, rights and treatment of shareholders and other stakeholders, compliance with the law and transparency and disclosure, and stating the objectives and principles guiding Renergen.</p> <p>We have written policies that address, at a minimum, compliance with Environmental, Health and Safety legislation and regulations.</p> <p>Code of Ethics and Culture We give all new employees our Code of Conduct and Ethics, which the Board approved.</p> <p>Designated Officer/ Functions Recognition Acorim Pty Ltd serves as our Company Secretary and assists the Board. Our legal department is currently performing the role of Corporate Governance Officer, as we do not have an internal officer for this position.</p> <p>Recognition Renergen recently embarked on its ESG journey and has not been publicly recognised as a national leader in ESG practices.</p>
<p>Structure and Functioning of the Board of Directors</p>	<p>Role, Election, and Succession Our Board approves our Group strategy.</p> <p>We provide Board members with sufficient time and information to fulfil their duties.</p> <p>Shareholders re-elect the requisite Non-Executive Directors and the appointment of any new Directors.</p> <p>Composition The majority of our Board members are independent of management and controlling shareholders.</p> <p>We based our Board composition on a skills matrix.</p> <p>The roles of our Chairman and CEO are separate.</p> <p>Committees The majority of The Audit, Risk and IT Committee members are independent.</p> <p>Specialised committees address special technical topics or potential conflicts of interest. For a detailed list of our Board Committees, please read our IAR on page 39 and 40.</p> <p>Meeting Frequency The Board meets at least quarterly and is responsible for objectively overseeing management.</p> <p>Evaluation and Performance The Board undergoes periodic assessments.</p> <p>Formal performance evaluation of management is conducted biannually.</p> <p>Oversight of Environment and Social Risks The Board has experience in general E&S risk issues, and we will provide formal training for the Board during the 2024 year. Additionally, at least one director has experience analysing and interpreting E&S risks.</p>



IFC Corporate Governance requirements	Where are we in our ESG journey?
<p>Control Environment (Internal Control System, Internal Audit Function, Risk Governance and Compliance)</p>	<p>Internal Controls The Group has established documented internal control policies and procedures.</p> <p>Internal Audit We do not have a separate Internal Audit function. However, our Audit, Risk and IT Committee (ARIC) regularly interfaces with external auditors (BDO) and is accountable to the Board.</p> <p>Risk Governance The Board approves our risk appetite and tolerance levels. The Group has established a risk-management framework.</p> <p>Compliance A comprehensive legal compliance program is annually reviewed, with mechanisms to report wrongdoing and misconduct. We do not have a designated Compliance Officer, and our legal counsel performs this function.</p> <p>External Audit Our Audit, Risk and IT Committee (ARIC) owns the relationship with the external auditor (BDO); agrees on scope and audit fees. Brian Harvey is our Group CFO.</p> <p>Integrating Environmental and Social Risks The Group has established industry practices in its E&S risk-management practices. We have a documented Risk Management Framework. The Head of Environmental and the Head of ESG have unfettered access to senior management.</p> <p>Subsidiary Governance The Group can identify its subsidiaries. The Board exercises oversight over the organisational structure and the activities of its subsidiaries.</p>



IFC Corporate Governance requirements	Where are we in our ESG journey?
<p>Disclosure and Transparency</p>	<p>Financial Reporting We prepare the financial statements in accordance with International Financial Reporting Standards (IFRS). We audit the financial statements in accordance with International Standards on Auditing (ISA). The Audit, Risk and IT Committee (ARIC) oversees financial and non-financial reporting and audit.</p> <p>Risk Appetite The Company discloses its principle risks, issues and associated opportunities in our IAR.</p> <p>Corporate Disclosure The Company complies with all disclosure requirements and listing rules. Investors and financial analysts are treated equally regarding information disclosure. We provide shareholders with accurate and timely information on the number of shares held by controlling shareholders and their affiliates (ownership concentration) for all classes. The Company discloses its code of ethics/ conduct on our website. We disclose significant ultimate beneficial shareholders in our IAR. All disclosure and communications with shareholders and stakeholders are made available online in a relevant and timely fashion. We disclose executive compensation in our IAR. We do not pay dividends; therefore, we do not have a dividend policy.</p> <p>ESG Disclosure Our Board reviews and approves our IAR and ESG Reports.</p>
<p>Treatment of Minority Shareholders</p>	<p>Voting Rights All shareholders of the same class have an equal voting, subscription, and transfer rights. Minority shareholders receive adequate notice and the agenda for all shareholders’ meetings; and are permitted to participate and vote at shareholders’ meetings.</p> <p>Protective Rights Holders of all securities of the same type and class have access to equal information (fair disclosure).</p> <p>Investor Relations Our Marketing department manages investor relations.</p>



IFC Corporate Governance requirements	Where are we in our ESG journey?
<p>Governance of Stakeholders Engagement</p>	<p>Stakeholder Mapping Key stakeholders identified include local non-governmental organisations (NGOs). For a list of our stakeholders and how we interact with them, please read pages 21 and 22 of our IAR.</p> <p>Stakeholder Engagement Policy We established external communication mechanisms for stakeholder questions and complaints, and we have a formal grievance mechanism. We have established Stakeholder Engagement (SE) policies and procedures.</p> <p>Worker Grievance Mechanism We have HR policies and procedures for worker engagement.</p> <p>We have a basic grievance mechanism for workers. We also use Whistle Blowers, an independent whistleblowing service available to all employees to report fraud or criminal activity in the workplace anonymously.</p> <p>The Board is informed about grievance outcomes and trends. They receive the Whistle Blower’s Report.</p> <p>Affected Communities Grievance Mechanism We have an External Communications Mechanism for stakeholder questions and complaints.</p> <p>The grievance mechanism facilitates the resolution of concerns from affected communities. We have a dedicated Community Liaison Officer.</p>

ESG glossary

Biodiversity - Refers to the variety of plant and animal species in a particular ecosystem or region and the importance of preserving it for ecological and economic reasons.

Carbon Footprint - Refers to the total amount of greenhouse gases emitted by an organisation, including carbon dioxide, methane, and other gases.

Climate Change - Refers to the long-term changes in global weather patterns caused by human activity, primarily through the emission of greenhouse gases.

Diversity, Equity and Inclusion (DEI) - Refers to organisational frameworks that seek to promote “the fair treatment and full participation of all people”, particularly groups “who have historically been underrepresented or subject to discrimination” based on identity or disability.

E&S risks - are the potential negative consequences to a business that result from its impacts (or perceived impacts) on the natural environment (i.e. air, water, soil) or communities of people (e.g. employees, customers, local residents).

Environmental - Refers to an organisation’s environmental impact, including its use of natural resources, energy consumption, waste generation, and emissions.

ESG Investing - Refers to considering environmental, social, and governance factors in investment decisions, in addition to traditional financial metrics.

Global Warming - An average increase in the atmosphere’s temperature near the Earth’s surface and the troposphere can contribute to changes in global climate patterns. Global warming can occur from various causes, both natural and human-induced. In common usage, “global warming” often refers to the warming that can occur because of increased emissions of greenhouse gases from human activities.

Governance - Refers to the system of rules, practices, and processes by which an organisation is directed and controlled, including its leadership, Board structure, decision-making processes, and risk management practices.

Human Rights - Refers to the fundamental rights and freedoms all human beings are entitled to, including the right to life, liberty, security, freedom from discrimination, and the right to work and education.

Integrated Reporting (IR) – The process that communicates a company’s performance and strategy across a broad array of ESG factors, with equal weight given to financial and non-financial data and with the interests of investors and other stakeholders equally. Integrated reporting is the goal of many that push for greater ESG disclosure—the aim is to redefine the concept of “materiality” in public reporting.

International Integrated Reporting Council (IIRC) - The IIRC formed the Integrated Reporting Framework, which seeks for companies to calculate and publish in consolidated reports their contributions to and impacts on the six “capitals”: financial capital, manufactured capital, intellectual capital, human capital, social and relationship capital, and natural capital.

Materiality - ESG issues or information are considered material if they need to be accounted for when considering an organisation’s risks and opportunities. Materiality has now evolved to be a concept of “double materiality.” Double materiality indicates that ESG issues or information can be material from financial and non-financial perspectives.

SDG - Sustainable Development Goals (SDG) - are 17 interconnected goals for sustainable development set by the UN in 2015—their objective being for these goals to be met by 2030. The 17 goals aim to “provide a blueprint for peace and prosperity for people and the planet, now and into the future.” While these were initially intended to support Governmental progress, companies now widely use them to disclose their sustainability practices.

Social - Refers to an organisation’s impact on society, including its relationships with stakeholders, community engagement, labour practices, human rights, and diversity and inclusion.

Stakeholders - Refers to individuals or groups who are interested in or are affected by the activities of an organisation, including customers, employees, investors, suppliers, and the Community.



Supply Chain - Refers to the sequence of activities involved in producing and distributing goods and services, including sourcing raw materials, manufacturing, transportation, and delivery.

Sustainability - The ability of an organisation to meet the needs of the present without compromising the ability of future generations to meet their own needs.

The Global Reporting Initiative (GRI) - The GRI created the first global standards for sustainability reporting (the GRI Standards) and is today one of the most commonly used reporting frameworks, helping businesses, governments, and other organisations understand and communicate the impact of companies on critical sustainability issues.





RENERGEN LIMITED

Date of incorporation: 30 September 2014

Place of incorporation: South Africa

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On 17 August 2022, we changed our Auditor from Mazars to BDO.

MAZARS

Mazars is a partnership, not a registered company.
IRBA membership number 888648 and IRBA
practice number 900222

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