

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	
General Disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	4. Business Profile & Highlights 2024 – Profile - Key Group Figures				
	2-2 Entities included in the organization's sustainability reporting	5. Annual Board of Directors Management Report Information about METLEN Energy & Metals - 1.3 Group Structure				
	2-3 Reporting period, frequency and contact point	Sustainable Development Channel 5. Annual Board of Directors Management Report				
	2-4 Restatements of information	GENERAL INFORMATION BASIS OF PREPARATION Changes in the preparation or presentation of sustainability information				
	2-5 External assurance	INDEPENDENT ASSURANCE STATEMENT INDEPENDENT AUDITOR'S LIMITED ASSURANCE REPORT				
	2-6 Activities, value chain and other business relationships	VALUE CHAIN (ENERGY & METALS)				
	2-7 Employees	SOCIAL ISSUES - OWN WORKFORCE [ESRS: S1]				
	2-8 Workers who are not employees	SOCIAL ISSUES - WORKERS IN THE VALUE CHAIN [ESRS: S2]				
	2-9 Governance structure and composition	General Information- GOVERNANCE The role of the administrative, management and supervisory bodies				
	2-10 Nomination and selection of the highest governance body	Statement of Corporate Governance> par. 1.3 COMPOSITION, SUCCESSION AND EVALUATION				
	2-11 Chair of the highest governance body	Statement of Corporate Governance> Provision 9. Chair and Chief Executive				
	2-12 Role of the highest governance body in overseeing	GOVERNANCE 1. The role of administrative, management and supervisory bodies				

	the management of impacts	2. Information received and sustainability issues addressed by the company's administrative, management and supervisory bodies		
	2-13 Delegation of responsibility managing impacts	General Information- GOVERNANCE The role of the administrative, management and supervisory bodies		
	2-14 Role of the highest governance body in sustainability reporting	General Information- GOVERNANCE The role of the administrative, management and supervisory bodies		
	2-15 Conflicts of interest	BUSINESS CONDUCT [ESRS: G1] [G1-1] — Corporate culture and Business conduct policies		
	2-16 Communication of critical concerns	General Information- GOVERNANCE The role of the administrative, management and supervisory bodies		
	2-17 Collective knowledge of the highest governance body	1.1 BOARD LEADERSHIP AND COMPANY PURPOSE Principle A: The role of the Board of Directors		
	2-18 Evaluation of the performance of the highest governance body	GENERAL INFORMATION GOVERNANCE- 3. Integration of sustainability-related performance into incentive schemes		
	2-19 Remuneration policies	Remuneration Policy		
	2-20 Process to determine remuneration	Remuneration Policy		
	2-21 Annual total compensation ratio	9 ESG KPIs 9.3 Governance		
	2-22 Statement on sustainable development strategy	2. Chairman's Message		
	2-23 Policy commitments	E1-2 Policies on climate change mitigation and adaptation E2-1 Policies on pollution prevention E3-1 Policies related to water and marine resources E4-2 Policies related to biodiversity and ecosystems		

		<p>E5-1 Policies related to resource use and the circular economy</p> <p>S1-1 – Policy on the management of material impacts on the workforce</p> <p>S2-1 Policies related to value chain workers</p> <p>S3-1 Policies related to affected communities</p> <p>S4-1 - Policies related to consumers and end-users</p> <p>G1-1 — Corporate culture and Business conduct policies</p>		
	2-24 Embedding policy commitments	<p>E1-2 Policies on climate change mitigation and adaptation</p> <p>E2-1 Policies on pollution prevention</p> <p>E3-1 Policies related to water and marine resources</p> <p>E4-2 Policies related to biodiversity and ecosystems</p> <p>E5-1 Policies related to resource use and the circular economy</p> <p>S1-1 – Policy on the management of material impacts on the workforce</p> <p>S2-1 Policies related to value chain workers</p> <p>S3-1 Policies related to affected communities</p> <p>S4-1 - Policies related to consumers and end-users</p> <p>G1-1 — Corporate culture and Business conduct policies</p>		
	2-25 Processes to remediate negative impacts	General Disclosures- Significant impacts and their interaction with the strategy and business model - Processes to remediate negative impacts		

		and channels for consumers and end-users to raise concerns		
	2-26 Mechanisms for seeking advice and raising concerns	OWN WORKFORCE [ESRS: S1] [S1-3] - Processes to remediate negative impacts and channels for own workers to raise concerns WORKERS IN THE VALUE CHAIN [ESRS: S2] [S2-3] - Processes to remediate negative impacts and channels for value chain workers to raise concerns		
	2-27 Compliance with laws and regulations	BUSINESS CONDUCT [ESRS: G1] [G1-3] – Prevention and detection of corruption and bribery Regulatory Compliance and Business Ethics Framework [G1-4] — Confirmed incidents of corruption or bribery , Table/Diagram: 11/G1 Quantitative data regarding confirmed incidents of corruption or bribery GOVERNANCE - 4. Due Diligence		
	2-28 Membership associations	Business Profile & Highlights 2024 - Participation in Initiatives & Organizations		
	2-29 Approach to stakeholder engagement	Strategy, business model and value chain - 2. How to work with Social Partner groups		
	2-30 Collective bargaining agreements	OWN WORKFORCE [ESRS: S1] [S1-8] - Collective bargaining coverage and social dialogue		