



Climate Change Policy

OEG recognises the urgent need to address climate change, and is committed to reducing our carbon footprint, and the ambitions set out in the Paris Agreement.

This policy outlines OEG's strategy for mitigating and adapting to the impacts of climate change, ensuring that climate-related risks and opportunities are integrated into our strategic and operational decision-making processes.

Our intentions are as follows:

- Reduce our scope 1 and 2 greenhouse gas emissions by implementing energy-efficient practices, investing in low-emission technology and equipment, and setting measurable annual reduction targets
- Collaborate with those in our value chain to identify and address scope 3 emissions reduction opportunities
- Regularly assess climate-related risks and opportunities and incorporate findings into leadership decision making
- Embed climate-related factors to capital allocation and budgeting
- Comply with our reporting obligations, including but is not limited to Climate-related International Financial Reporting Standard (IFRS S2), Corporate Sustainability Reporting Directive (CSRD) and our participation in Carbon Disclosure Project (CDP)
- Develop and report annually on our performance against a Net Zero strategy
- Educate and involve all our employees and contractors to comply with and support OEG's climate related ambitions

OEG Senior, Divisional and Regional Leadership Teams have overall responsibility for the implementation and effectiveness of this policy, for activities under their control, and shall provide leadership by demonstrating their commitment to addressing climate change.

OEG Operational and Line Managers with the day-to-day responsibility for the management of activities and personnel under their control shall support the attainment of the objectives of this policy.

All OEG Employees are required to support the Company in its efforts to address climate change.

We will inform our suppliers and contractors of this policy as required and will monitor performance to ensure that the goods and services they provide meet our objectives.

I remind all employees that we all have a critical role to play in addressing climate change and that we are all accountable for our performance.

A handwritten signature in black ink, appearing to read 'John Heiton'.

John Heiton

CEO

26 March 2025