GRI

Global Reporting Initiative Report 2023

SAVANNAH ENERGY

GRI Context Index

The Global Reporting Initiative (GRI) is an independent standards-setting organisation that supports reporting standards for companies to identify, manage and communicate sustainability information to their stakeholders. This 2023 GRI Content Index is our second disclosure pursuant to the GRI standards and our disclosures on these topics will evolve and mature with time. All data covers the period of 1 January to 31 December 2023, unless otherwise noted. It includes all of Savannah's wholly and partially-owned entities as of 31 December 2023.

GRI guidelines consist of universal standards, issue-specific standards and sector-specific standards. This report includes the universal standards (2016) as well as the most material issue-specific standards (2016-2020). It also references the sector-specific standard for oil and gas companies (2021). As a result of our evolving business, we are not able to respond to each metric and, where we have not, we have explained why. For more information on GRI, visit www.globalreporting.org. For a definition of terms used in this report please refer to the glossary of the Savannah Energy Annual Report and Accounts 2023.

Basis of reporting

We have chosen to adopt the net equity basis for emissions reporting purposes, having previously reported our emissions on an operational control basis until 2021. In practical terms, as we had operational control over all our hydrocarbon assets in previous reporting periods, this resulted in Savannah reporting 100% of all of our assets' emissions as our own. However, as we prepare to incorporate additional assets into our portfolio, where, for example, we may not have operational control, our previous approach to emissions accounting would have resulted in our emissions being under reported by Savannah. Accordingly, from 2022 our environmental emissions data is reported on an equity share basis for all assets where we have a financial interest, regardless of whether we have operational control or not. This is consistent with the World Resources Institute Greenhouse Gas Protocol (Equity Share Approach) and is also in line with our financial reporting. Data relating to socioeconomic contributions, health and safety, and employees will continue to be reported on an 100% basis for all assets.

GRI

SAVANNAH ENERGY

GRI General disclosures (2016)

Organisational profile

GRI Reference		
102-1	**Name of the organisation**	Savannah Energy PLC.
102-2	**Activities, brands, products, and services**	Savannah Energy PLC is a British independent energy company focused around the delivery of ***Projects that Matter*** in Africa. We are incorporated in England and Wales and are listed on the London Stock Exchange. In Nigeria, Savannah has a significant controlling interest in a large-scale integrated gas production and distribution business which supplied gas to approximately 20% of Nigeria's thermal power generation capacity in 2023. Gas is marketed and sold in Nigeria by our Accugas subsidiary. In Niger, we have licence interests covering 13,655 km^2, approximately 50% of the country's main petroleum basin, the Agadem Rift Basin in the Southeast of the country. In Cameroon, Savannah owns a 41.06%[1] indirect interest in the Cameroon Oil Transportation Company ("COTCo"), which owns and operates the 1,081 km oil export pipeline and the Kome Kribi 1 floating storage and offloading facility, offshore Cameroon. In the renewable energy space, we are focused on new large-scale greenfield power projects in Africa. Our focus is to be involved across the entire project life cycle, taking projects from greenfield development through to long term ownership and operation. As at 31 December 2023 we had up to 696 MW of hydroelectric, solar and wind projects in motion.
102-3	**Location of headquarters**	40 Bank Street E14 5NR London United Kingdom
102-4	**Location of operations**	In the reporting period the company operated in four countries: Cameroon, Niger, Nigeria and the United Kingdom.
102-5	**Ownership and legal form**	Savannah is a public limited company, listed on the London Stock Exchange.
102-6	**Markets served**	In the reporting period, Nigeria, Niger and Cameroon are the geographic locations where our oil and gas products and services are offered. We primarily serve the power generation sector, where our key

		customers are power stations and other industrial clients. Our current ultimate beneficiaries are consumers in Nigeria.

102-7	**Scale of the organisation**	We include below a variety of metrics that give a sense of the scale of the Company:
		
		• Total number of permanent employees as at 31 December 2023: 275
		  • Nigeria: 174
		  • United Kingdom: 75
		  • Niger: 18
		  • France: 8
		
		• Total number of operations: 8
		• Revenue: US$224.2m.
		• Total enterprise value (total capitalisation) as at 31 December 2023: US$907.7m.
		• Net debt: US$473.7m.
		
		Quantity of products or services provided: 23.6K boepd.

102-8	**Information on employees and other workers**	**Employees:**
		• Total number of permanent employees as at 31 December 2023: 275
		  • Female: 63
		  • Male: 212
		
		Employee location:
		• Europe: 83
		  • Permanent: 75
		  • Temporary: 8
		• Africa: 192
		  • Permanent: 174
		  • Temporary: 18
		
		Employee numbers have been expressed as head count for, France, Niger, Nigeria and the United Kingdom as at 31 December 2023. We collect this data centrally through our Human Resources teams in each country of operations.

102-9	**Supply chain**	Savannah has a broad network of suppliers and contractors across the globe, including Cameroon, France, Niger, Nigeria, United Kingdom. We prioritise working with local businesses in compliance with local laws and regulations. In the reporting period, we invested US$23.5 million with local contractors and suppliers. Supply chain procedures are in place which govern all procurements for goods and services, and we have a comprehensive vendor contracting strategy in place. These ensure that ethical, regulatory and best practices are strictly adhered to. We monitor vendors' performance through a centralised management system and support them by hosting forums and training opportunities.
102-10	**Significant changes to the organisation and its supply chain**	None.
102-11	**Precautionary principle or approach**	As a company, we follow the precautionary principle and, as part of our sustainability strategy, we are committed to controlling our greenhouse gas ("GHG") emissions and other negative environmental impacts. Savannah's risk management framework is comprised of six components that combine to create an effective system of risk management and internal control. Savannah has a Risk Manager who manages the corporate risk register and collates information on risks and mitigants from across the business. Risks are assessed on a likelihood versus impact matrix, and the Group considers both prevailing and emerging risks in the risk identification process. Every risk has a designated Risk Owner and a member of the executive management team has responsibility for oversight of each risk. Whilst the Board is ultimately responsible for the management of risk, the Group is structured in such a way that risk management is conducted at all levels across the Group and this approach is embedded in our business practices. Through the precautionary principle, we aim to proactively address potential issues and ensure the protection of the environment.
102-12	**External initiatives**	Savannah supports the UN Sustainable Development Goals ("SDGs"). Our sustainability strategy is aligned to 13 UN SDGs where we aim to make a positive impact. Savannah also follows the sustainability principles enshrined in the following reporting standards developed by external initiatives: the Global Reporting Initiative ("GRI"), the Sustainability Accounting Standards Board ("SASB"), the Taskforce for Climate-related Financial Disclosures ("TCFD") and the International Finance Corporation ("IFC"). Additionally, Savannah adheres to the Performance Standards and the Voluntary Principles on Security and Human Rights ("VPoSHR").

102-13	**Membership of association**	In December 2022 Savannah became a member of the Extractive Industries Transparency Initiative ("EITI").

End of the organisational profile section

Strategy

GRI Reference	Description	
102-14	**Statement from senior decision-maker**	Andrew Knott, Chief Executive Officer: "We maintained our strong focus around safe operational delivery. In 2023 we recorded a Lost Time Injury Rate ("LTIR") of zero and a Total Recordable Incident Rate ("TRIR") of zero per 200,000 working hours. Our performance against key sustainability metrics remained equally industry leading. Our carbon emission intensity was 10.7 kg CO_2e/boe, 43% lower than the industry average of 18.7 kg CO_2e/boe. Our senior management female gender diversity was 33%, while our local employee ratios in Nigeria and Niger were 99% and 100% respectively."
102-15	**Key impacts, risks and opportunities**	We recognise a range of sustainability impacts, and potential risks and opportunities. We have identified five sustainability risks in particular: (1) ethical conduct; (2) health & safety, security and environment and our 'social licence to operate'; (3) cyber security and data protection (4) ESG and climate change; and (5) organisation risk. The details of these principal risks are shared in the 2023 Annual Report and Accounts. For more information on our approach to risk management refer to pages 100-101 of the 2023 Annual Report and Accounts. Key opportunities include the following: • The shift to natural gas as a transition fuel in the energy transition may lead to increased demand for gas which would provide growth and new business opportunities for Savannah to exploit our 456 Bscf of gross natural gas 2P Reserves and our further 598 Bscf of gross 2C Resources in Nigeria. • Becoming a 'responsible steward' of managing existing assets in an environmentally friendly way may allow Savannah to solidify its position as an operator of choice in our focus countries and beyond. • Savannah may be able to reduce net emissions by developing carbon credits from our large-scale renewable energy projects or by monetising credits. • The energy transition provides an opportunity to expand into other and new sources of energy. • The potential for Carbon Capture, Utilisation and Storage ("CCUS") could provide opportunities to capture and store carbon to allow the production of hydrocarbons in a carbon neutral way. Our existing gas production and renewable energy provides opportunities to produce blue and green hydrogen, which could become key parts of the future global energy mix.

End of the strategy section

Ethics and integrity

GRI Reference	Description	
102-16	**Values, principles, standards and norms of behaviour**	Our five corporate values are the "SEE-IT" values of Sustainability, Excellence, Entrepreneurialism, Integrity and Teamwork.
102-17	**Mechanisms for advice and concerns about ethics**	At Savannah, we are dedicated to fostering an inclusive environment that promotes strong ethical behaviours. To achieve this, we established clear guidelines for appropriate conduct through our Anti-Corruption and Anti-Money Laundering Policy, and our Code of Ethics sets out responsibilities shared between the Company and the employee to uphold high standards of behaviour. Additionally, we provide a confidential "Speak Up" Whistleblowing service where employees can report unethical behaviour without fear of penalty or punishment.

End of the ethics and integrity section

Governance

GRI Reference	Description	
102-18	**Governance structure**	In February 2023 the Board approved the transfer of risk responsibilities from the Audit and Risk Committee to the Health, Safety, Environment and Security ("HSE&S") Committee. To reflect this change in remit of the two committees, the HSE&S Committee became the Health, Safety, Environment, Security and Risk ("HSES&R") Committee, while the Audit and Risk Committee became the Audit Committee. During 2023 the Board of Savannah had the following Committees, all of which operated within a scope and remit defined by terms of reference determined by the Board: • Audit Committee. • Remuneration Committee • Compliance Committee. • HSES&R Committee. The 2023 Annual Report and Accounts features a report from each Committee that highlights the work they undertook throughout the year. The governance framework is set out on pages 112-114 of the 2023 Annual Report and Accounts. The composition and role of each Committee can be found described on pages 115 to 126 of the 2023 Annual Report and Accounts, and on our website: www.savannah-energy.com. Sustainability is regularly discussed at Board meetings. In 2023, oversight for sustainability strategy lay with the HSES&R Committee. Senior management can be called upon to provide relevant information to the Board and/or Board Committee as and when required. During 2023 the HSES&R Committee oversaw the framework of policies, procedures, systems and controls in place in relation to the health, safety, operational integrity, security and environmental risks arising from the operations of the Company. Its particular areas of focus in 2023 included: • Receiving regular operational updates on health, safety, environmental, security and operational integrity risks, including accidents, near misses, environmental compliance matters and security of operations and infrastructure;

		• Promoting the Board's commitment to ensuring open and transparent reporting, appropriate behaviours, decision making and learning and development; • Monitoring the Company's efforts to engage with the communities and stakeholders across our enlarged operations base; • Monitoring the Company's materiality assessment and compliance with ESG reporting standards; and • Reviewing the Company's risk register and monitored the action taken to mitigate current and emerging risks. The Committee reviewed the corporate risk register at regular intervals. This entailed following trends in the principal strategic, operational, financial and sustainability risks and the reasons for any changes, and monitoring the action taken to mitigate current and emerging risks. Due to the change in responsibility remit, the Committee reviewed and updated its terms of reference, which are available on the Company's website – www.savannah-energy.com. The HSES&R Committee met four times during 2023 and reported to the Board after every meeting.
102-19	**Delegating authority**	Responsibility for the day-to-day oversight of the Company's management of sustainability sits with the CEO. The Board of Directors has overall responsibility for the oversight of the development and implementation of the Company's wider sustainability strategy.
102-20	**Executive-level responsibility for ESG topics**	Direct oversight for the management of ESG topics rests with the CEO, who reports to the Board. He is supported in this by the relevant members of the senior management team who assess the risks and opportunities, define the sustainability strategy and direct activities to control and mitigate ESG risks and explore opportunities. Assessing and managing sustainability-related risks and opportunities are part the broader management's role and responsibilities at Savannah. Savannah has a Risk Manager who manages the corporate risk register and collates information for the management of risks from across the business. Key ESG risks are specifically included in the risk register. The Group is structured in such a way that risk management is conducted at all levels across the Group and this approach is embedded within all of our business practices.
102-21	**Consulting stakeholders on ESG topics**	In line with best practice, post-year end in Q1 2024, we conducted a double materiality assessment to provide an update on the sustainability issues which are relevant to Savannah and our stakeholders. In double materiality, each topic is evaluated from two perspectives: the impact that a topic has on the

value and successful running of the company, known as financial materiality; and the impact that a company's activities have on a broad range of stakeholders, known as impact materiality.

For the latest materiality assessment, we chose to broadly align our material issues with the topic categories from the GRI Sector Standard for Oil and Gas (GRI 11: Oil and Gas Sector 2021). This standard includes topics that are relevant to companies operating in the oil and gas industry.

We carried out a stakeholder engagement exercise to determine impact materiality, comprising a survey and workshops with 46 selected employees who acted as proxies to represent the views of our five key stakeholder groups:

- Employees;
- Host countries and communities;
- Government, regulators and local authorities;
- Lenders; and
- Customers, suppliers and partners.

Additionally, we conducted a separate assessment of the views of our shareholders, whom we engaged with directly by means of a survey. The findings of the impact materiality assessment were discussed at a workshop with the senior executive team, which then provided its input on financial materiality from the Company's perspective.

The key outcomes of our latest materiality assessment are:

- The number of topics has been reduced to 18 (from 20) and the topic numbers have been updated to reflect the order of their importance;
- The previous mental health and wellbeing topic has been incorporated into the health and safety topic, and the previous energy and transport efficiency topic has been incorporated into both the GHG emissions topic and the climate change and energy transition topic;
- The topics are now grouped into three categories – "material", "important" and "topics to monitor" (previously the categories were just "material" and "topics to monitor");
- The number of material issues has reduced from twelve to eight. However, we also have five topics in the new "important" category as well as five in the "topics to monitor" category;

		• Climate change and the energy transition, and local content and responsible procurement have increased in importance and are now considered to be material issues; • Issues that were previously considered material, which are now considered important, include GHG emissions, biodiversity, tax transparency and contribution, and equal opportunity; and • Water management was previously considered material but is now considered to be a topic to monitor. The materiality assessment also identified some suggestions for improving Savannah's sustainability strategy and reporting. Consequently, the number of fatalities, and health and safety training hours have been included as new metrics in the 2023 reporting. We actively consulted with our key institutional investors and, where applicable, their ESG stewardship teams during the double materiality assessment and ahead of our 2023 AGM. We also surveyed them for feedback on our ESG communications.
102-22	**Composition of the highest governance body and its committees**	As at 31 December 2023, the Board comprised of nine Directors, including the Non-Executive Chairman, the Non-Executive Vice Chairman, five Non-Executive Directors and two Executive Directors (the CEO and the CFO). Additional information regarding the names, responsibilities, and tenure of all current Directors can be found on pages 106 to 109 of the 2023 Annual Report and Accounts. The Directors bring a wide range of skills, experience, and diversity to the Board to lead and support the executives in the development and execution of the Group's strategy. The Board delegates certain responsibilities to its Committees in order to facilitate its efficient operation and to ensure that relevant matters receive the appropriate level of attention and consideration. During 2023, the Board had established several Committees, including an Audit and Risk Committee, a combined Remuneration and Nomination Committee, a Health, Safety, Environment and Security Committee, and a Compliance Committee. Each of these Committees operate within a defined scope and remit as outlined in specific terms of reference established by the Board. The 2023 Annual Report and Accounts features a report from each Committee that highlights the work they undertook throughout the year. The governance framework is set out on pages 112-114 of the 2023 Annual Report and Accounts. The current composition and role of each Board Committee can be found on our website: www.savannah-energy.com.

102-23	**Chair of the highest governance body**	The Chair of the Board is not an executive officer of the organisation, and neither is the Chair of the HSES&R Committee.
102-24	**Nominating and selecting the highest governance body**	Appointments to the Board are made on merit and consider the balance of skills, experience and knowledge required. After being appointed by the Board, Directors present themselves for election at the first Annual General Meeting following their appointment. Directors are then subject to re-election at three-year intervals.
102-25	**Conflict of interest**	If a Director of Savannah becomes aware that they, or their connected parties, will have a new potential or actual conflict of interest, they will notify the Board. The Board will then deal with each conflict on its merits, taking into consideration all the relevant circumstances. All potential and actual conflicts approved by the Board are recorded in a Register of Interests, which is reviewed by the Board at each Board meeting. The Company's Articles allow the Board to authorise any potential or actual conflict of interest that a Director may have and a process in place to identify and deal with any such conflicts.
102-26	**Role of highest governance body in setting purpose, values, strategy**	The Board holds overall responsibility for the Company's purpose, strategy, business model, performance, capital structure, approval of key contracts, and major capital investment approvals or proposals. Additionally, the Board is responsible for the establishment of a framework for risk management and internal controls, governance matters and engagement with shareholders and other key stakeholders. The Board remains committed to understanding the needs of our shareholders and other stakeholders and aims to evaluate the potential long-term impact of its decisions on these groups. The Board's full responsibilities are set out in a formal schedule of matters reserved for its decision.
102-27	**Collective knowledge of highest governance body**	The Board of Directors comprises individuals with diverse skills, experience and perspectives, which enables the Board to lead and support the Executives effectively in the development and execution of the Company's strategy. The Directors continuously keep abreast of market and regulatory developments through receiving regular updates and are provided training as required to maintain and enhance their skills and experience.
102-28	**Evaluating the highest governance body's performance**	An in-depth review of the Directors' skills, capabilities, experience and personal qualities of the Directors was completed in 2020. The review demonstrated that the Board as a whole possesses a suitable balance of experience, skills, personal qualities and capabilities. These include relevant industry, strategic, operational, risk management, financial, legal, geopolitical and regulatory

		experience, and, in the case of the Non-Executive Directors, the willingness and ability to provide robust and objective challenge to the views and assumptions of senior management and other Directors.
102-29	**Identifying and managing ESG impacts**	In line with best practice, post-year end in Q1 2024, we conducted a double materiality assessment to provide an update on the sustainability issues which are relevant to Savannah and our stakeholders. In double materiality, each topic is evaluated from two perspectives: • The impact that a topic has on the value and successful running of the company, known as financial materiality; and • The impact that a company's activities have on a broad range of stakeholders, known as impact materiality. For the latest materiality assessment, we chose to broadly align our material issues with the topic categories from the GRI Sector Standard for Oil and Gas (GRI 11: Oil and Gas Sector 2021). This standard includes topics that are relevant to companies operating in the oil and gas industry. We carried out a stakeholder engagement exercise to determine impact materiality, comprising a survey and workshops with 46 selected employees who acted as proxies to represent the views of our five key stakeholder groups: • Employees; • Host countries and communities; • Government, regulators and local authorities; • Lenders; and • Customers, suppliers and partners Additionally, we conducted a separate assessment of the views of our shareholders, whom we engaged with directly by means of a survey. The findings of the impact materiality assessment were discussed at a workshop with the Executive Team, who then provided their input on financial materiality.

		The key outcomes of our updated materiality assessment are: • The number of topics have been reduced to 18 (from 20) and these are now grouped into three categories - 'material', 'important' and 'topics to monitor' (previously the categories were just 'material' and 'topics to monitor'); • The number of material issues has reduced from twelve to eight. However, we also have five topics in the new 'important' category as well as five in the 'topics to monitor' category; • Climate change and the energy transition, and local content and responsible procurement have increased in importance and are now considered to be material issues; • Issues that were previously considered material, which are now considered important, include, GHG emissions, biodiversity, tax transparency and contribution, and diversity and equality; • Water management was previously considered material but is now considered to be a topic to monitor; and • The previous mental health and wellbeing topic has been incorporated into the health and safety topic, and the previous energy and transport efficiency topic has been incorporated into the GHG emissions and the climate change and transport efficiency topics.
102-30	**Effectiveness of risk management process**	Savannah's risk management framework is made up of six components which combine to create an effective system of risk management and internal control. It is through the application of the risk management framework that clear procedures for risk identification, assessment, measurement, mitigation, monitoring and reporting are aligned with the Group's strategic aims and the Board's risk appetite. The Group considers both prevailing and emerging risks in the risk identification process. Every risk has a designated Risk Owner and a member of the Executive management team has responsibility for oversight of each risk. Whilst the Board is ultimately responsible for the management of risk, the Group is structured in such a way that risk management is conducted at all levels of the Group and is embedded in our business practices. The Board sets the risk appetite for the Group, establishes and monitors the risk management strategy and is responsible for maintaining a robust and effective internal control system. The Executive management team runs the business in line with the risk management strategy established by the Board and is responsible for the day-to-day application of this strategy. Additionally, managers and staff are responsible for identifying and assessing risks relevant to their functions, roles or activities and for managing and reporting those risks in line with the Group's policies and procedures. The Board oversees compliance with this process and as such manages its effectiveness. The HSES&R Committee met four times during 2023[2] where it reviewed the progress against the operational plan. During meetings the Committee ensured that there was an appropriate

		framework of policies, procedures, systems and controls in place in relation to the health, safety, operational integrity, security and environmental risks arising from the operations of the Company.
102-31	**Review of ESG impacts**	The HSES&R Committee met four times during 2023[2] where it reviewed the progress against the operational plan. During meetings the Committee ensured that there was an appropriate framework of policies, procedures, systems and controls in place in relation to the health, safety, operational integrity, security and environmental risks arising from the operations of the Company. In February 2023 the Board approved the transfer of risk responsibilities from the Audit and Risk Committee to the HSE&S Committee. To reflect this change in remit of the two committees, the HSE&S Committee became the HSES&R Committee, while the Audit and Risk Committee became the Audit Committee. The current composition and role of each Board Committee can be found on our website: www.savannah-energy.com.
102-32	**Highest governance body's role in sustainability reporting**	During 2023, the HSES&R Committee ensured that there was an appropriate framework of policies, procedures, systems and controls in place in relation to the health, safety, operational integrity, security and environmental risks arising from the operations of the Company. It oversaw compliance with, and the effectiveness of, the HSE&S framework. It oversaw the quality and integrity of any reporting to external stakeholders regarding health, safety, operational integrity, security and environmental matters. It received operational updates on the progress and performance of the Company's sustainability strategy on a regular basis. The HSES&R Committee met four times in 2023 and reported to the Board after every meeting. During 2023, the Audit and Risk Committee reviewed the Group's processes and procedures for ensuring that material risks, threats and opportunities were properly identified, assessed, managed and reported, and that appropriate systems of monitoring and control were in place. In February 2023, the Board approved the transfer of risk responsibilities from the Audit and Risk Committee to the HSE&S Committee. To reflect this change in remit of the two committees, the HSE&S Committee became the HSES&R Committee, while the Audit and Risk Committee became the Audit Committee. The current composition and role of each Board Committee can be found on our website: www.savannah-energy.com.
102-33	**Communicating critical concerns**	Critical concerns identified by management are communicated via the CFO, COO and the Head of HSE to the Health, Safety, Environment and Security Committee. If it is urgent, this is escalated to the full Board. In addition, the Company has a Whistleblowing Policy, which includes an independent and confidential "Speak Up" Whistleblowing service. Employees may also report any unethical behaviours to their line manager or the Compliance, Legal or Human Resources functions without fear of penalty or punishment.

102-34	**Nature and total number of critical concerns**	Not reported.
102-35	**Remuneration policies**	Our remuneration approach is focused on attracting, retaining and motivating talented individuals who are critical to the Company's success. To achieve this end, we offer a market-competitive basic salary along with a comprehensive benefits package. Additionally, for our Executive Directors, we have implemented performance-related bonuses to incentivise and reward the achievement of the Company's overall objectives. Furthermore, both Executive and Non-Executive Directors are rewarded for their performance and retention through share-based incentive plans. When necessary and appropriate, we disclose our policies and remuneration of key Executive and Non-Executive Directors.
102-36	**Process for determining remuneration**	The Remuneration Committee met three times during 2023. Each member of the Remuneration Committee had one vote which could be cast on matters considered at the meeting. Such votes could only be cast by members present at the meeting. All members of the Remuneration Committee during 2023 were independent Non-Executive Directors. In February 2023, the Board approved the change in remit of the previous Remuneration and Nomination Committee, which became the Remuneration Committee. The terms of reference of the new Remuneration Committee are available on the Company's website at www.savannah-energy.com. They reflect the current statutory requirements and best practice commensurate to Savannah's size, nature and stage of development.
102-37	**Stakeholders' involvement in remuneration**	Savannah's remuneration policy is based on the Board's view that the alignment of the interests of the executive team with shareholders is of critical importance to the Company. The equity-linked incentive schemes are therefore designed to encourage long-term thinking amongst the executive team whilst also acting as a retention tool given the extended vesting periods and lock-ins which apply. We engage regularly with shareholders and ensure that their views are communicated to the Board and are considered in its decision-making.
102-38	**Annual total compensation ratio**	Not reported.
102-39	**Percentage increase in annual total compensation ratio**	Not reported.

End of the governance section

Stakeholder engagement

GRI Reference	Description	
102-40	**List of stakeholder groups**	• Our people. • Host countries and communities. • Governments, local authorities and regulators. • Shareholders and lenders. • Customers, suppliers and partners.
102-41	**Collective bargaining agreements**	Collective bargaining agreements ("CBAs") are in place in Nigeria. These agreements apply to certain permanent employees who are paid up members of the recognised unions, mainly representing non-management (with some exceptions). As of December 2023, the total number of employees covered by the CBA's was 150, of which 118 were union members and 69 were within the operations function.
102-42	**Identifying and selecting stakeholders**	We have identified five stakeholder groups: our people; our host countries and communities; governments, local authorities and regulators; our shareholders and lenders; and our customers, suppliers and partners. Our engagement with each is designed to foster effective and mutually beneficial relationships. Acting in a fair and responsible manner is a core element of our business practice. More details can be found in our Annual Report and Accounts 2023 in the Stakeholder Engagement section on pages 42 to 45 and in the Sustainability Review on pages 66 to 95.
102-43	**Approach to stakeholder engagement**	Our approach to stakeholder engagement is tailored to each stakeholder group. Each type of engagement is designed to foster strong and mutually beneficial relationships, allowing us to continue working efficiently with our people, host countries and communities, governments, local authorities and regulators, shareholders and lenders, and customers, suppliers and partners. More information on our key stakeholder groups and how we engage with each of them can be found in the Stakeholder Engagement section of the Annual Report and Accounts 2023 on pages 42 to 45.
102-44	**Key topics and concerns raised**	In line with best practice, post-year end in Q1 2024, we conducted a double materiality assessment to provide an update on the sustainability issues which are relevant to Savannah and our stakeholders. In double materiality, each topic is evaluated from two perspectives: • The impact that a topic has on the value and successful running of the company, known as financial materiality; and

- The impact that a company's activities have on a broad range of stakeholders, known as impact materiality.

For the latest materiality assessment, we chose to broadly align our material issues with the topic categories from the GRI Sector Standard for Oil and Gas (GRI 11: Oil and Gas Sector 2021). This standard includes topics that are relevant to companies operating in the oil and gas industry.

We carried out a stakeholder engagement exercise to determine impact materiality, comprising a survey and workshops with 46 selected employees who acted as proxies to represent the views of our five key stakeholder groups:

- Employees;
- Host countries and communities;
- Government, regulators and local authorities;
- Lenders; and
- Customers, suppliers and partners.

Additionally, we conducted a separate assessment of the views of our shareholders, whom we engaged with directly by means of a survey. The findings of the impact materiality assessment were discussed at a workshop with the Executive Team, who then provided their input on financial materiality. The key outcomes of our updated materiality assessment are:

- The number of topics have been reduced to 18 (from 20) and these are now grouped into three categories - 'material', 'important' and 'topics to monitor' (previously the categories were just 'material' and 'topics to monitor');
- The number of material issues has reduced from twelve to eight. However, we also have five topics in the new 'important' category as well as five in the 'topics to monitor' category;
- Local content and responsible procurement has increased in importance and are now considered material issues;
- Issues that were previously considered material, which are now considered important, include, GHG emissions, biodiversity, tax transparency and contribution, and diversity and equality; and
- Water management was previously considered material but is now considered to be a topic to monitor.

		The materiality assessment also identified some suggestions for improving Savannah's sustainability strategy and reporting. Consequently, the number of fatalities, and health and safety training hours were included as new metrics in the 2023 reporting.

End of the stakeholder engagement section

Reporting practice

GRI Reference	Description	
102-45	**Entities included in the consolidated financial statements**	We include all the Company's entities in the organisation's financial and sustainability statements.
102-46	**Defining report content and topic boundaries**	This Report is based on the scope and boundaries established by the Company for its Annual Report and Accounts 2023. The reporting year aligns with the year represented in the Annual Report and Accounts. From 2022, we have chosen to adopt the net equity basis for emissions reporting purposes, having previously reported our emissions on an operational control basis. In practical terms, as we had operational control over all of our hydrocarbon assets in previous reporting periods, this resulted in Savannah reporting 100% of all of our assets' emissions as our own.
102-47	**List of material topics**	Post-year end in Q1 2024, we conducted a double materiality assessment to ensure we remain current on the sustainability issues which are relevant to Savannah and our stakeholders. The number of topics was reduced to 18 (from 20), which are now grouped into three categories – "material", "important" and "topics to monitor" (previously the categories were just "material" and "topics to monitor"). Below is a list of the 18 topics, grouped into our four sustainability pillars which form the basis of our sustainability strategy: **Pillar 1: Promoting socio-economic prosperity.** Material topics: • Socio-economic prosperity. • Local content and responsible procurement. • Community engagement and development. Important issues: • Tax transparency and contribution. Topics to monitor: • Lobbying and political donations. **Pillar 2: Ensuring safe and secure operations.** Material topics:

		• Security and human rights. • Health and Safety. **Pillar 3: Supporting and developing our people.** Material topics: • Workplace culture and engagement. • Training and development. Important topics: • Equal opportunity. • Ethics and compliance. **Pillar 4: Respecting the environment.** Material topics: • Climate Change and the energy transition. Important topics: • GHG emissions. • Biodiversity. Topics to monitor: • Waste management. • Local air quality. • Water management. • Decommissioning and restoration. Pages 68 and 69 of the Annual Report and Accounts 2023 provides a more detailed overview.
102-48	**Restatements of information**	None.
102-49	**Changes in reporting**	We included HSE training hours and the number of fatalities in our reporting metrics for the first time in our 2023 Sustainability Review. We also included a three-year data table for the first time.
102-50	**Reporting period**	The reporting period is from 1 January to 31 December 2023, unless otherwise noted.

102-51	**Date of most recent report**	This 2023 GRI Report replaces the previous 2022 report prepared by Savannah Energy.
102-52	**Reporting cycle**	We report on an annual basis.
102-53	**Contact point for questions regarding the report**	Sally Marshak, Head of Investor Relations and Communications.
102-54	**Claims of reporting in accordance with the GRI Standards**	This report was prepared in accordance with the Global Reporting Initiative Standards (2016): Core option.
102-55	**GRI content index**	This document is the GRI Content Index for Savannah Energy.
102-56	**External assurance**	The statements and data in the Sustainability Review (as part of the Annual Report and Accounts 2023) on which this GRI Content Index has been based, have not been externally assured.

End of the reporting practice section

Management approach (2016)

GRI Reference	Description	
103-1	**Explanation of the material topic and its boundary**	**Material topics** In line with best practice, post-year end in Q1 2024, we conducted a double materiality assessment to provide an update on the sustainability issues which are relevant to Savannah and our stakeholders. In double materiality, each topic is evaluated from two perspectives: • The impact that a topic has on the value and successful running of a company, known as financial materiality; and • The impact that a company's activities have on a broad range of stakeholders, known as impact materiality. For the latest materiality assessment, we chose to broadly align our material issues with the topic categories from the GRI Sector Standard for Oil and Gas (GRI 11: Oil and Gas Sector 2021). This standard includes topics that are relevant to companies operating in the oil and gas industry. We carried out a stakeholder engagement exercise to determine impact materiality, comprising a survey and workshops with 46 selected employees who acted as proxies to represent the views of our five key stakeholder groups: • Employees; • Host countries and communities; • Government, regulators and local authorities; • Lenders; and • Customers, suppliers and partners. Additionally, we conducted a separate assessment of the views of our shareholders, whom we engaged with directly by means of a survey. The findings of the impact materiality assessment were discussed at a workshop with the Executive Team, who then provided their input on financial materiality. **Reporting boundary** Our environmental emissions data (Pillar 4) is reported on an equity share basis for all assets where we have a financial interest, regardless of whether we have operational control or not. As we prepare to incorporate additional assets into our portfolio, where for example we may not have operational control, this approach to

		emissions accounting ensures that our emissions are being transparently reported. This approach is also consistent with the World Resources Institute Greenhouse Gas Protocol (Equity Share Approach) and is also in line with our financial reporting. Data relating to Pillars 1, 2 and 3 is reported on a 100% basis for all assets. Note that our equity share of Stubb Creek production has changed from 20.0% in 2021, to 25.4% in 2022 and 32.8% in 2023. The changes in our equity share over this period have consequently increased our reported Scope 1 GHG emissions between 2021 and 2023 by approximately 5%. All data covers the period from 1 January to 31 December 2023, unless otherwise noted.
103-2	**The management approach and its components**	Our material topics are grouped within the four pillars which comprise our sustainability strategy. During 2023, the Board oversaw the sustainability strategy with the assistance of the HSES&R Committee. The executive management team is responsible for implementing our sustainability strategy across the different divisions, countries and functions in the business. Objectives for each pillar of the sustainability strategy are defined each year and included in the Sustainability Review of the Annual Report. Our policies and procedures relating to the management of our sustainability performance are reviewed periodically.
103-3	**Evaluation of the management approach**	Quarterly updates of our sustainability performance are provided to the HSES&R Committee and to the Board. Our progress and performance on the metrics related to our material topics is also assessed on a yearly basis through our measurement and reporting system, which then is reviewed by both the executive management team and the Board. This review ensures adherence to our strategies, policies and procedures. Regular benchmarking of our sustainability performance against our industry peer group and the annual updating of our sustainability reporting disclosures are key mechanisms for monitoring the effectiveness of the management approach.

End of the management approach section

Indirect economic impacts (2016)

GRI Reference	Description	
103-1	**Explanation of the material topic and its boundary**	Socio-economic prosperity has been identified as a material topic for Savannah though our materiality assessment process. This broadly equates to the GRI topic category of indirect economic impacts.
103-2	**The management approach and its components**	Please refer to general disclosure 103-2 of the Management approach section on page 24 of this disclosure.
103-3	**Evaluation of the management approach**	Please refer to general disclosure 103-3 of the Management approach section on page 24 of this disclosure.
203-1	**Infrastructure investments and services supported**	It is key for Savannah to be a responsible and committed partner in the countries we operate in, demonstrating our corporate philosophy that all stakeholders should share in our prosperity, including our local host communities. Our key social investment strategies and projects have been designed to contribute to the socio-economic development of Savannah's operational areas in Nigeria, Niger and Cameroon. We are proactive in our approach with a focus on delivering social impact projects which improve local living standards via health, education and agricultural initiatives, as well as the provision of water and local infrastructure projects. Our projects also provide training to foster future economic self-sufficiency. In 2023, we invested US$147,353, amounting to a cumulative total of over US$2.2 million in social impact investment since 2014.
203-2	**Significant indirect economic impacts**	Savannah recognises the significance of indirect economic impacts and strives to maximise positive contributions to local communities through our operations. Our commitment to local content is demonstrated by the high proportion of local talent we employ, with 99% in Nigeria and 100% in Niger. We operate a global procurement policy across the Group as we have a significant supply chain impact. In 2023, we spent US$23.5 million with local contractors and suppliers. These efforts are aimed at creating sustainable, indirect economic benefits for the communities in which we operate.

End of the indirect economic impacts section

Procurement practices (2016)

GRI Reference	Description	
103-1	**Explanation of the material topic and its boundary**	Local content and responsible procurement has been identified as a material topic for Savannah though our materiality assessment process. This broadly equates to the GRI topic category of procurement practices. This topic includes our performance with Tier 1 suppliers (direct suppliers of products and services) across our operations in three countries. We do not collect data on Tier 2 suppliers (suppliers or sub-contractors to Tier 1 suppliers).
103-2	**The management approach and its components**	Please refer to general disclosure 103-2 of the Management approach section on page 24 of this disclosure.
103-3	**Evaluation of the management approach**	Please refer to general disclosure 103-3 of the Management approach section on page 24 of this disclosure.
204-1	**Proportion of spending on local suppliers**	We do not report the proportion of spending on local suppliers, however, in the reporting period we spent US$23.5 m with local suppliers and contractors in Nigeria and Niger.

End of the procurement practices section

Tax (2016)

GRI Reference	Description	
103-1	**Explanation of the material topic and its boundary**	Tax transparency and contribution has been identified as an important topic through our materiality assessment process. This includes a number of payments to government, including royalties, taxes and levies made by the Group on its own behalf and on behalf of suppliers and employees through the deduction of VAT, PAYE and other withholding taxes.
103-2	**The management approach and its components**	Please refer to general disclosure 103-2 of the Management approach section on page 24 of this disclosure.
103-3	**Evaluation of the management approach**	Please refer to general disclosure 103-3 of the Management approach section on page 24 of this disclosure.
207-4	**Country-by-country reporting**	For more information, please refer to page 203 of the Annual Report and Accounts 2023.

End of the tax section

Water and effluents (2018)

GRI Reference	Description	
103-1	**Explanation of the material topic and its boundary**	Water management has been identified as a topic to monitor for Savannah though our materiality assessment process. This encompasses the management and use of water, as well as the discharge of water-based waste products from our directly controlled operations. The boundaries of this material topic include all water consumed and discharged from these operations and are based on our direct control and impact. The purpose of this material topic is to manage our water use and waste water generation in line with our sustainability objectives.
103-2	**The management approach and its components**	Please refer to general disclosure 103-2 of the Management approach section on page 24 of this disclosure.
103-3	**Evaluation of the management approach**	Please refer to general disclosure 103-3 of the Management approach section on page 24 of this disclosure.
303-1	**Interactions with water as a shared resource**	Water is an integral part of our operations, and we recognise that water is a precious resource. We have not set any targets around our water consumption or discharge.
303-2	**Management of water discharge-related impacts**	No water is discharged to the environment by our operations in Nigeria.
303-3	**Water withdrawal**	In the reporting period, we withdrew no surface water, sea water or third-party water. Produced water withdrawal was 1,275m^3.
303-4	**Water discharge**	• Surface water: Zero. • Groundwater: Zero. • Seawater: Zero. • Third-party water (effluent): 2,200 m^3. • Total water consumption: 10,592 m^3. • This data includes estimates.

End of the water and effluents section

Biodiversity (2016)

GRI Reference	Description	
103-1	**Explanation of the material topic and its Boundary**	Biodiversity has been identified as an important topic for Savannah though our materiality assessment process. The boundaries of this topic include all sites near or adjacent to protected areas of specific biodiversity value.
103-2	**The management approach and its components**	Please refer to general disclosure 103-2 of the Management approach section on page 24 of this disclosure.
103-3	**Evaluation of the management approach**	Please refer to general disclosure 103-3 of the Management approach section on page 24 of this disclosure.
304-1	**Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas**	Savannah operates in some areas of high biodiversity value, specifically in the Akwa Ibom and Cross River states in Nigeria. Our Stubb Creek facilities are located within the protected area of the Stubb Creek Forest Reserve (the "Reserve"). The Uquo Central Processing Facility is located approximately 2 km away from the Reserve and the Uquo–Oron Pipeline traverses approximately 5 km of the Reserve. Our operations in these areas, which include crude oil and gas production, result in approximately 60% of our oil and gas infrastructure being located within 5 km proximity to the protected area. The Stubb Creek site covers an area of approximately 45 km^2, all of which is terrestrial and contains a rich diversity of flora and fauna. Savannah works to preserve and protect the biodiversity of these areas.
304-2	**Significant impacts of activities, products, and services on biodiversity**	No significant impacts directly resulting from Savannah products and services.
304-3	**Habitats protected or restored**	All Stubb Creek facilities in Nigeria are within the protected area of the Stubb Creek Forest Reserve and comprise the Stubb Creek production facility and camp site covering an area of 0.12 km^2, as well as the Stubb Creek–Uquo oil and gas pipeline covering an additional area of 0.48 km^2. The Biodiversity Action Plan for the Stubb Creek Forest Reserve establishes measures to protect biodiversity and includes both areas. No habitat restoration measures were put in place in the reporting period.
304-4	**International Union for Conservation of Nature ("IUCN") Red List species and national conservation list species with habitats in areas affected by operations**	In Nigeria, the IUCN Listed species with habitats potentially affected by our operations in the Stubb Creek Forest Reserve are as follows: • Critically endangered: 1 • Endangered: 1 • Vulnerable: 3

		• Near threatened: 1 • Least concern: 42

End of the biodiversity section

Emissions (2016)

GRI Reference	Description	
103-1	**Explanation of the material topic and its boundary**	GHG emissions have been identified as an important topic for Savannah though our materiality assessment process. We recognise that we have GHG emissions, and also other emissions, from our operations. We manage these emissions in line with our sustainability objectives.
103-2	**The management approach and its components**	Please refer to general disclosure 103-2 of the Management approach section on page 24 of this disclosure.
103-3	**Evaluation of the management approach**	Please refer to general disclosure 103-3 of the Management approach section on page 24 of this disclosure.
305-1	**Gross direct (Scope 1) emissions**	70,741 tonnes CO_2e.
305-1	**Gases included in direct (Scope 1) emissions**	CO_2 CH_4 N_2O
305-1	**Biogenic CO_2 emissions**	Zero.
305-2	**Energy indirect (Scope 2) GHG emissions**	63.1 tonnes CO2e.
305-2	**Gases included in indirect (Scope 2) emissions**	CO_2 CH_4 N_2O
305-2	**Base year – Scope 2**	In the reporting period Savannah has not set Scope 2 emissions reduction targets, so there has been no establishment of a baseline year for emissions reductions.
305-3	**Other indirect (Scope 3) GHG emissions**	Not reported.
305-3	**Gases included in other indirect (Scope 3) emissions**	Not reported.
305-3	**Biogenic CO2 emissions**	Zero.
305-3	**Other indirect (Scope 3) GHG emissions categories and activities**	Not reported.

305-3	**Base year – Scope 3**	In the reporting period Savannah has not set Scope 3 emissions reduction targets, so there has been no establishment of a baseline year for emissions reductions.
305-4	**GHG emissions Intensity**	10.7 kgCO2e/boe. 78.7 tonnes of CO_2e/'000 tonnes of hydrocarbons. 54.9 gCO2e/MJ.
305-4	**Organization-specific Metric - Emissions**	Total production in barrels of oil equivalent, megajoules and thousand tonnes of hydrocarbons.
305-4	**Types of GHG emissions included in the intensity ratio**	Scope 1, and Scope 1 and 2 GHG emissions in tonnes CO2e. Scope 1 GHG emissions intensity in kgCO2e/boe and in tonnes CO2e/000' tonnes hydrocarbons. Scope 1, 2 and 3 GHG emissions intensity in gCO2e/MJ.
305-4	**Gases included in GHG emissions intensity**	CO_2 CH_4 N_2O
305-5	**Reduction of GHG emissions**	No reduction initiatives implemented in the reporting year.
305-6	**Emissions of ozone-depleting substances (ODS)**	Zero.

End of the emissions section

Labour and management relations (2016)

GRI Reference	Description	
103-1	**Explanation of the material topic and its boundary**	Labour and management relations was not identified as a material or important topic, or a topic to monitor for Savannah in our materiality assessment process. This topic pertains specifically to the relationship between our management and our directly employed workforce. Sub-contractors and suppliers, and their employees are not included within the scope of this topic.
103-2	**The management approach and its components**	Please refer to general disclosure 103-2 of the Management approach section on page 24 of this disclosure.
103-3	**Evaluation of the management approach**	Please refer to general disclosure 103-3 of the Management approach section on page 24 of this disclosure.
402-1	**Minimum notice periods regarding operational changes**	There is a four-week notice period in place as a minimum for permanent employees throughout the company. Where relevant, the notice period and provisions for consultation and negotiations are specified in collective agreements.

End of the labour and management relations section

Occupational health and safety (2018)

GRI Reference	Description	
103-1	**Explanation of the material topic and its boundary**	Health and safety has been identified as a material topic for Savannah though our materiality assessment process. This encompasses the health and safety of all individuals associated with our operations, including directly employed workforce, contractors, consultants and site visitors unless otherwise stated.
103-2	**The management approach and its components**	Please refer to general disclosure 103-2 of the Management approach section on page 24 of this disclosure.
103-3	**Evaluation of the management approach**	Please refer to general disclosure 103-3 of the Management approach section on page 24 of this disclosure.
403-1	**Occupational health and safety management system**	Our occupational health and safety management system meets the requirements of the relevant industry regulations, standards and guidelines. These include the International Association of Oil and Gas Producers ("IOGP") and the International Standards Organisation ("ISO").
403-2	**Hazard identification, risk assessment and incident investigation**	Savannah identifies work-related hazards by worksite audits and inspections, conducting risk assessments, developing Job Hazard Assessments for all activities, and discussing hazards inherent in the work at the task level. The process is supported by training and by maintaining statistical records of unsafe acts/conditions reported by personnel.
403-3	**Occupational health services**	Annual health screening is carried out for all employees engaged in operational activities. Given our countries of operation, malaria guidelines and training sessions are in place in order to raise awareness and help our stakeholders to prevent it. Once the risk assessment has been completed, any additional support or tests required will be implemented.
403-4	**Worker participation, consultation, and communication on occupational health and safety**	Worker participation is by means of monthly meetings, safety inspections, audits and incident investigation. Savannah also has a global hazard reporting system through the use of QR codes at all facilities. At a corporate level, during 2023 the HSES&R Committee met quarterly and reported to the Board.
403-5	**Worker training on occupational health and safety**	Consultants are used to deliver first aid and firefighting training to our operational staff. Office based staff and contractors participate in health and safety training, including training on work-related hazards, hazardous activities or hazardous situations. Health and hygiene training is given by the medical team to our operational staff in Nigeria. This includes preventative healthcare.
403-6	**Promotion of worker health**	All operational staff have access to health clinics throughout the year, and all full-time employees are insured by the Company. Annual medical screening is mandatory for all operational employees.

403-7	**Prevention and mitigation of occupational health and safety impacts directly linked by business relationships**	Where we do not have operational control, we take a precautionary approach towards occupational health and safety. We contribute through raising awareness of health and safety best practice amongst our business relationships, including clients.
403-8	**Workers covered by an occupational health and safety management system**	In 2022, we introduced an Occupational Health and Safety Management System. This is communicated to all staff and currently training is on-going to ensure all workers are aware.
403-9	**Work-related injuries**	These figures relate to employees. • Fatalities as a result of work-related injury: Zero. • Rate of high consequence work related injuries (excluding fatalities): Zero. • Rate of recordable work-related injuries: Zero. • Number of worked hours: 1,024,566 hours. These figures relate to non-employees. • Fatalities as a result of work-related injury: Zero. • Rate of high-consequence work-related injuries (excluding fatalities): Zero. • Rate of recordable work-related injuries: Zero. • The main type of work-related injury in the reporting year was failing to follow safe systems of work. • Number of worked hours: 806,146 hours.
403-9	**Work-related hazards**	Key hazards commonly associated with the onshore oil and gas industry include: • Fire and explosion; • Air quality (hydrogen sulphide); • Hazardous materials; • Transportation (vehicles); • Well blowouts; and • Security incidents. Savannah identifies work-related hazards by worksite audits and inspections, conducting risk assessments, developing Job Hazard Assessments for all activities and discussing hazards inherent in the work at the task

		level. These hazards have not contributed to high-consequence injuries during the reporting period. The measures taken to eliminate or reduce work-related hazards and risks include: organising toolbox talks before commencing an activity, risk assessments, preparation and review of Job Hazard Assessments, presentations on hazard identification and management in HSE meetings, enforcement of wearing PPE and a safety observation reporting system. During the reporting year the key hazard which has caused high-consequence injury is transportation, namely the driving of vehicles. Through training, education and improved monitoring, Savannah seeks to reduce work-related hazards.
403-9	**Rates calculation**	Savannah uses the industry standard of 200,000 hours to calculate rates.
403-10	**Work-related ill health – employees**	Zero.
403-10	**Work-related ill health – non-employees**	Zero.
403-10	**Work-related hazards**	The key work-related hazards that pose a risk of ill health include chemical, biological, mechanical, psychological and physical. These work-related hazards are determined through risk assessments and consultations with medical and occupational health professionals. None of these have caused or contributed to cases of ill health during the reporting period for employees and contractors.

End of the occupational health and safety section

Training and education (2016)

GRI Reference	Description	
103-1	**Explanation of the material topic and its boundary**	Training and development has been identified as a material topic for Savannah though our materiality assessment process. This broadly equates to the GRI training and education topic. Our management of training and development extends to our employees and to our contractors for key areas, such as health and safety, and compliance, unless otherwise stated.
103-2	**The management approach and its components**	Please refer to general disclosure 103-2 of the Management approach section on page 24 of this disclosure.
103-3	**Evaluation of the management approach**	Please refer to general disclosure 103-3 of the Management approach section on page 24 of this disclosure.
404-1	**Average hours of training per year per employee**	Total employee training hours in the reporting period amount to 15,858 hours. This translates into an average of 58 hours per person per year, delivered through a mix of in-person and online channels.
404-2	**Programmes for upgrading employee skills and transition assistance programmes**	Savannah has programmes to assist and upgrade employee skills. These include, but are not limited to: • External role-specific training. • HSE and technical skills training for field operations. • Funding for education (Executive MBAs and executive management courses). • Knowledge exchange seminars and workshops run by internal employees. • Internal development programme to optimise teamwork. • Leadership development for people leaders. • Compliance training for all Savannah employees.
404-3	**Percentage of employees receiving regular performance and career development reviews**	Not reported.

End of the training and education section

Diversity and equal opportunities (2016)

GRI Reference	Description	
103-1	**Explanation of the material topic and its boundary**	Equal opportunity has been identified as a material topic for Savannah though our materiality assessment process. This equates to the GRI diversity and equal opportunities topic. Our management of diversity and equal opportunities covers our employees, but not our suppliers or contractors.
103-2	**The management approach and its components**	Please refer to general disclosure 103-2 of the Management approach section on page 24 of this disclosure.
103-3	**Evaluation of the management approach**	Please refer to general disclosure 103-3 of the Management approach section on page 24 of this disclosure.
405-1	**Diversity of governance bodies**	As at 31 December 2023, the Board comprised of nine Directors, including the Non-Executive Chairman, the Non-Executive Vice Chairman, five Non-Executive Directors and two Executive Directors (the CEO and the CFO). Additional information regarding the names, responsibilities, and tenure of all Directors can be found on pages 106 to 109 of the 2023 Annual Report and Accounts. The Directors bring a wide range of skills, experience and diversity to the Board to lead and support the executives in the development and execution of the Group's strategy.
	Diversity of employees	Savannah strongly believes that diversity throughout the organisation builds a strong workforce and improves business performance. We are committed to being an equal opportunities employer, with policies in place to ensure that the best person, irrespective of gender, race, disability, ethnicity, religious belief or sexual orientation, is appointed to a particular role or position within the organisation. Our senior management female gender diversity ratio was 33% in 2023, our female gender diversity ratio for the organisation as a whole was 22%.
405-2	**Gender pay gap**	Not reported.

End of diversity and equal opportunities section

Security practices (2016)

GRI Reference	Description	
103-1	**Explanation of the material topic and its boundary**	Security and human rights has been identified as a material topic for Savannah though our materiality assessment process. This equates to the GRI security practices topic. Our approach to security practices extends across our sites in our countries of operation, including any transport related to business operations outside those sites.
103-2	**The management approach and its components**	Please refer to general disclosure 103-2 of the Management approach section on page 24 of this disclosure.
103-3	**Evaluation of the management approach**	Please refer to general disclosure 103-3 of the Management approach section on page 24 of this disclosure.
410-1	**Security personnel trained in human rights policies or procedures**	During the reporting year, all security personnel were trained in human rights policies or procedures. For 2024, a refresher training programme has been set to be implemented across the business.

End of the security practices section

Local communities (2016)

GRI Reference	Description	
103-1	**Explanation of the material topic and its boundary**	Community engagement and development has been identified as a material topic for Savannah though our materiality assessment process. This equates to the GRI local communities' topic. We define our local communities as those in our current areas of operation in Nigeria, Niger and Cameroon. In Southeast Nigeria our footprint communities cover 22 Local Government Areas, containing 247 local communities. In Niger, we engage with 13 local communities in and around N'Gourti within the Diffa region located in the south-east of the country. Additionally, we engage with regional stakeholders such as local governments, regulators and other parties such as community organisations. In Cameroon, there are approximately 40 local communities, comprising over 480 households, in the Nganha and Ngaoundéré 3rd districts surrounding our Bini a Warak hybrid hydroelectric and solar project, located in the northern Adamawa Region of the country. We also include any organisational support that is provided pro-bono and benefits from corporate donations of resources such as capital or time.
103-2	**The management approach and its components**	Please refer to general disclosure 103-2 of the Management approach section on page 24 of this disclosure.
103-3	**Evaluation of the management approach**	Please refer to general disclosure 103-3 of the Management approach section on page 24 of this disclosure.
413-1	**Operations with local community engagement, impact assessments, and development programmes**	We invested US$147,353 in social impact projects in 2023, amounting to a cumulative total of over US$2.3 million in social impact investment since 2014. Following the enactment of the Petroleum Industry Act ("PIA") 2021 in Nigeria, social impact projects in Nigeria are now implemented by our host communities directly, through the establishment of Host Community Development Trusts ("HCDTs") for each asset. The implementation of the PIA brought about a substantial change during 2023 in terms of how companies deliver community projects in Nigeria, with the majority of funding for projects now being channelled directly through the HCDTs. As an operator, under the regulations governing the PIA, Savannah is now obligated to remit 3% of its operational expenditure per asset to fund the corresponding HCDT. Savannah's three Nigerian assets (Accugas, Stubb Creek and Uquo) did

		not carry out social impact projects in 2023 owing to the delayed release of the regulations guiding the implementation of HCDTs, but, following the publication of new upstream regulations for Stubb Creek and Uquo in June 2022, we have now set up HCDTs for them. We are awaiting the new mid-stream regulations for Accugas in order to set up its HCDT. Outside the requirements of the new HCDTs, Accugas launched its new Nigerian flagship education programme in 2023, the Savannah Energy Education and Internship Training programme, established in collaboration with the Inoyo Toro Foundation, a non-profit educational foundation based in Akwa Ibom State. The programme is aimed at enhancing access to quality education in Akwa Ibom and Cross Rivers States. Read more about this initiative on page 74 of the Annual Report and Accounts 2023. In Niger, although political events during 2023 affected the delivery of our social impact projects, we successfully delivered three health projects, including a diabetes and hypertension screening and awareness campaign, the donation of medicines to the N'Gourti district hospital and the repair of the N'Gourti hospital ambulance. Due to the change in the funding mechanism in Nigeria, we have decided it is no longer appropriate to report the number of social impact projects' metric, but we will continue to report our social impact investment figures annually.

End of the local communities section

Supplier social assessment (2016)

GRI Reference	Description	
103-1	**Explanation of the material topic and its boundary**	Local content and responsible procurement has been identified as a material topic for Savannah though our materiality assessment process. This broadly equates to the GRI supplier social assessment topic. Our procurement practices include our performance with our direct suppliers across our operations in three countries. We do not collect data on companies that subcontract to our direct suppliers.
103-2	**The management approach and its components**	Please refer to general disclosure 103-2 of the Management approach section on page 24 of this disclosure.
103-3	**Evaluation of the management approach**	Please refer to general disclosure 103-3 of the Management approach section on page 24 of this disclosure.
414-1	**New suppliers that were screened using social criteria**	Not reported.
414-2	**Negative social impacts in the supply chain and actions taken**	During the reporting period there have been no negative impacts reported. All suppliers are required to comply with our Environmental and HSE policies.

End of the supplier social assessment section

Footnotes

[1] Savannah's wholly owned subsidiary, Savannah Midstream Investment Limited ("SMIL"), has signed a Share Purchase Agreement with the national oil company of Cameroon, Société Nationale Des Hydrocarbures ("SNH") for the sale of 10% of the issued share capital in COTCo. Completion of the transfer of the shares from SMIL to SNH will result in SMIL's shareholding in COTCo reducing from 41.06% to 31.06%. Completion shall occur upon satisfaction of certain conditions precedent related to amendments to the Articles of Association of COTCo.

As previously disclosed in Savannah's 2023 Annual Report, our wholly owned subsidiary, Savannah Chad Inc ("SCI"), commenced arbitral proceedings in 2023 against the Government of the Republic of Chad and its instrumentalities in response to the March 2023 nationalisation of SCI's rights in the Doba fields in Chad, and other breaches of SCI's rights. Another wholly owned subsidiary, Savannah Midstream Investment Limited ("SMIL"), commenced arbitral proceedings in 2023 in relation to the nationalisation of its investment in Tchad Oil Transportation Company, the Chadian company which owns and operates the section of the Chad-Cameroon pipeline located in Chad. SMIL has also commenced arbitral and other legal proceedings for breaches of SMIL's rights in relation to Cameroon Oil Transportation Company ("COTCo"), the Cameroon company which owns and operates the section of the Chad-Cameroon pipeline located in Cameroon. We currently expect these arbitral proceedings to be concluded no later than the first half of 2026.

[2] In February 2023 the Board approved the transfer of risk responsibilities from the Audit and Risk Committee to the Health, Safety, Environment and Security ("HSE&S") Committee. To reflect this change in remit of the two committees, the HSE&S Committee became the Health, Safety, Environment, Security and Risk ("HSES&R") Committee, while the Audit and Risk Committee became the Audit Committee. In 2023 the Committee met once as the HSE&S Committee and three times as the HSES&R Committee.