



Stakeholder Engagement & Community Relations Policy

Adopted by the Board on 12 May 2022

Introduction

Africa Oil Corp. (“Africa Oil”) is committed to operating in a socially responsible and transparent manner.

We recognize that oil and gas activities may result in disturbances to the local communities in our areas of operation. Our goal is to ensure that activities for which we are responsible cause no harm to our people or local communities and that we build effective relationship with local communities and other stakeholders.

We operate as responsible stewards in compliance with the applicable laws and regulations of the countries in which we operate, and we manage our activities based on good international industry practice, including the Performance Standards on Environmental and Social Sustainability of the International Finance Corporation. Where national law and good industry practice differ, we will follow the most stringent requirement.

Our Commitments

Stakeholder Engagement

Stakeholders are people or organizations which may be affected by or influence our activities, such as shareholders, employees, governments and local communities, charitable organizations, as well as our business partners, contractors, industry groups, non-governmental organizations (NGOs), international organizations, academics and media.

- We strive to be aware of and manage stakeholder issues, risks and opportunities by exchanging information and viewpoints in relation to our activities, sharing our operational plans, and listening to and considering stakeholders’ perspectives or concerns.
- We will identify our stakeholders and engage with them throughout the life of our activities, at a local, national or international level as required.
- Our engagement may cover commercial, environmental, financial, governance, human rights, operational, social and other relevant issues; and may vary in form and timing according to the type of issues involved.

Community Relations

- We respect local cultures and community rights, and aim to preserve or develop these, where possible, through our activities.
- We will consult with representatives of the local community and other stakeholders about activities undertaken in the areas where we operate.
- We seek to build trust and mutually beneficial relationships with local communities.
- We will implement a process for systematically receiving, investigating, responding to and closing out complaints or grievances from project-affected stakeholders in a timely, fair and consistent manner.
- We seek to contribute to enhancing the overall social and economic wellbeing of local communities in the areas where we operate, by hiring local staff and participating in local community development projects when applicable.
- We strive to deliver tangible and sustainable development opportunities to targeted populations through community infrastructure, sustainable livelihoods initiatives and economic developments.

Implementation, Monitoring and Reporting

- We will develop an appropriate management system to implement this Policy, through which community issues can be raised and addressed, and measure performance as part of a process of continuous improvement.
- We will evaluate the effectiveness of our stakeholder relations through the mutual benefit obtained from engaging in constructive actions and dialogues with individuals, communities, and institutions as well as the projects resulting therefrom.
- We will disclose our performance to stakeholders on a regular basis.

Governance

Application

This Policy applies to all staff at Africa Oil and our operated assets, including our contractors and sub-contractors.

Where we do not have operational control, we encourage, support and work with our operating partners to the extent possible to act in a manner consistent with the commitments set out in this Policy.

This Policy will be reviewed on a regular basis to ensure that it continues to support and encourage a high standard of health and safety performance on our projects.

Accountability

Africa Oil's Vice President of ESG has overall responsibility for the implementation and enforcement of this policy.

Senior leadership within Africa Oil and its subsidiaries are accountable for the implementation of, and adherence to, this Policy.

At country level, the VP Operations (or similar) has the ultimate responsibility for identifying and engaging with relevant stakeholders as well as communicating internal and external stakeholder concerns or proposals.