



SAVANNAH ENERGY



GRI

Savannah Energy
Global Reporting Initiative
Report 2022



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 2022 GRI Content Index is our first disclosure pursuant to the GRI standards and, as such, our disclosures on these topics will evolve and mature with time. All data covers the period of 1 January to 31 December 2022, unless otherwise noted. It includes all of Savannah's wholly and partially-owned entities as of 31 December 2022.

GRI guidelines consist of universal standards, issue-specific standards and sector-specific standards. This inaugural report includes the universal standards (2016) as well as the most material issue-specific standards (2016-2020). It also references the recently published sector-specific standard for oil and gas companies (2021). As this is our first disclosure, 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 2022](#).

Basis of reporting

In 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. 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, our environmental emissions data is expected to be 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. Where we refer to 2021 emissions in this report, we have restated them according to our new equity share organisational reporting boundary standard. Data relating to socioeconomic contributions, health and safety, and employees will continue to be reported on an 100% basis for all assets.



GRI General disclosures (2016)

GRI reference	Description
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Organisational profile

102-1	Name of the organisation	Savannah Energy PLC.
102-2	Activities, brands, products, and services	<p>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.</p> <p>In Nigeria, Savannah has a significant controlling interest in a large-scale integrated gas production and distribution business which supplied gas to approximately 24% of Nigeria’s thermal power generation capacity in 2022. Gas is marketed and sold in Nigeria by our Accugas subsidiary. In Niger, we have licence interests covering 13,655 km², 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 903 km oil export pipeline and the Kome Kribi 1 floating storage and offloading facility, offshore Cameroon.</p> <p>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 2022 we had up to 750 MW of solar and wind projects in motion.</p>

¹ On 20 April 2023, Savannah announced that its wholly owned subsidiary, Savannah Midstream Investment Limited (“SMIL”), had 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. Formal completion of the sale shall occur upon satisfaction of certain conditions precedent related to amendments to the bylaws of COTCo.



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 and Niger 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	<p>We include below a variety of metrics that give a sense of the scale of the Company:</p> <ul style="list-style-type: none">• Total number of permanent employees as at 31 December 2022: 277<ul style="list-style-type: none">• <i>Nigeria: 177</i>• <i>United Kingdom: 74</i>• <i>Niger: 17</i>• <i>France: 8</i>• <i>Cameroon: 1</i>• Total number of operations: 8• Revenue: US\$212.5m.• Total capitalisation as at 31 December 2022: US\$819.8m.• Net debt: US\$404.9m.• Equity: US\$414.8m from 1,306,098,819 shares.• Quantity of products or services provided: 26.8 Kboepd.



102-8

Information on employees and other workers

Employees:

- Total number of permanent employees as at 31 December 2022: 277
 - *Female: 60*
 - *Male: 217*

Employee location:

- Europe: 76
 - *Permanent: 74*
 - *Temporary: 2*
- Africa: 221
 - *Permanent: 203*
 - *Temporary: 18*

Employee numbers have been expressed as head count for Cameroon, France, Niger, Nigeria and the United Kingdom as at 31 December 2022. 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 the United Kingdom, France, Nigeria and Niger. We prioritise working with local businesses in compliance with local laws and regulations. In the reporting period, we invested over US\$26 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	In 2021 we announced the proposed acquisitions of the entire upstream and midstream assets of Exxon Mobil Corporation in Chad and Cameroon which was completed in December 2022 ² . Because of the date of completion, no data or other information relating to the acquired assets has been included in this disclosure.
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

² On 9 December 2022, Savannah’s wholly owned subsidiary, Savannah Energy Chad Limited, completed the acquisition of Savannah Chad Inc. (“SCI”, the former Esso Exploration and Production Chad, Inc.) and Savannah Midstream Investment Limited (“SMIL”, the former Esso Pipeline Investments Limited). On 31 March 2023, the Republic of Chad nationalised SCI’s upstream production assets in Chad and SMIL’s c. 40% interest in the Tchad Oil Transportation Company.



		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

102-14

Statement from senior decision-maker

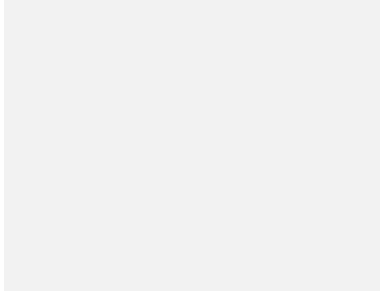
Andrew Knott, Chief Executive Officer: “We maintained our strong focus around safe operational delivery. In 2022 we recorded a Lost Time Injury Rate (“LTIR”) of 0.34 and a Total Recordable Incident Rate (“TRIR”) of 0.68 per 200,000 working hours. Our performance against key sustainability metrics remained equally industry leading. Our carbon emission intensity fell 13% year-on-year to 9.7 kg CO₂e/boe (48% lower than the industry average of 18.7 kg CO₂e/boe). Our senior management female gender diversity was 32%, while our local employee ratios in our countries of operation was over 95%.”

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 digitalisation; (4) climate change; and (5) organisation risk. The details of these principal risks are shared in the 2022 Annual Report and Accounts. For more information on our approach to risk management refer to page 92 of the 2022 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 its 503 Bscf of gross natural gas 2P Reserves and its 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 its focus countries and beyond.
- Savannah may be able to reduce its net emissions by developing carbon credits from its large-scale renewable energy projects or by monetising credits to fund emission reduction initiatives.



- The energy transition may provide an opportunity to expand into other and new sources of energy which could reduce our exposure to volatility in global oil markets.
- The potential for Carbon Capture, Utilisation and Storage (“CCUS”) could provide opportunities to capture and store carbon to allow the production of hydrocarbons in an environmentally neutral way.
- Our existing gas production and renewable energy may provide opportunities to produce blue and green hydrogen.

End of the strategy section



Ethics and Integrity

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-Bribery and Anti-Corruption and Anti-Money Laundering Policies. These policies outline the shared responsibilities of the Company and its employees in maintaining 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

102-18

Governance structure

During 2022 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 and Risk Committee.
- Remuneration and Nomination Committee.
- Compliance Committee.
- Health, Safety, Environment and Security Committee.

The 2022 Annual Report and Accounts features a report from each Committee that highlights the work they undertook throughout the year. The composition and role of each Committee can be found summarised on page 109 of the 2022 Annual Report and Accounts.

Sustainability is regularly discussed at Board meetings. In 2022, oversight for sustainability strategy lay with the HSE&S Committee, while the Audit & Risk Committee assisted the Board in discharging its oversight responsibilities with regards to the system of internal controls and management of risk. Senior management can be called upon to provide relevant information to the Board and/or Board Committee as and when required.

During 2022, the HSE&S 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 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 HSE&S Committee met four times during 2022 and reported to the Board after every meeting.

During 2022, the Audit & 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.



		<p>The Audit & Risk Committee met four times during 2022 and reported to the Board after every meeting.</p> <p>Post-year end, the Board approved the transfer of risk responsibilities from the Audit & Risk Committee to the HSE&S Committee. To reflect this change in remit of the two committees, the HSE&S Committee became the HSE&S and Risk Committee, while the Audit & Risk Committee became the Audit Committee. The Remuneration and Nomination Committee also became a stand-alone Remuneration Committee. The current composition and role of each Board Committee can be found on our website: www.savannah-energy.com.</p>
102-19	Delegating authority	<p>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.</p>
102-20	Executive-level responsibility for ESG topics	<p>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. 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.</p>
102-21	Consulting stakeholders on ESG topics	<p>We developed our sustainability strategy in 2021 based on an in-depth materiality assessment, involving extensive consultations with our internal and external stakeholders, which identified 12 material issues and an additional eight to report on. The 12 material issues are grouped into our four core sustainability pillars, together with our ambitions for each. Our four sustainability pillars are linked to a range of key sustainability metrics that we measure across our business and</p>



102-22

Composition of the highest governance body and its committees

are aligned with 13 specific UN Sustainable Development Goals (“UN SDGs”), where we aim to make a positive impact.

In line with best practice, in 2023 we conducted a fresh materiality assessment of the key ESG issues relevant to Savannah. We conducted a stakeholder engagement exercise with key investors and media, together with an evaluation of the material issues for the stakeholders in the countries in which we operate. This was conducted in order to ensure that we continue to focus on the issues that matter to our stakeholders as we grow our business in the region. The stated view of our key investors and media was that issues such as GHG emissions, climate change & the energy transition, compliance, and diversity & inclusion have increased in significance for Savannah since the previous assessment was conducted in 2020. GHG emissions and diversity & inclusion were already included in our 12 material issues, while climate change & the energy transition and compliance were included in the additional eight topics which we already had chosen to report on. However, reflecting the increase in their materiality to investors and media, going forward we plan to include climate change & the energy transition and compliance as material issues within our four pillars.

As at 31 December 2022, the Board comprised of eight Directors, including the Non-Executive Chairman, the Non-Executive Vice Chairman, four 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 103 to 105 of the 2022 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 2022, 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 2022 Annual Report and Accounts features a report from each Committee that



		<p>highlights the work they undertook throughout the year. The composition and role of each Committee during 2022 can be found summarised on page 109 of the 2022 Annual Report and Accounts.</p> <p>Post-year end, the Board approved the transfer of risk responsibilities from the Audit & Risk Committee to the HSE&S Committee. To reflect this change in remit of the two committees, the HSE&S Committee became the HSE&S and Risk Committee, while the Audit & Risk Committee became the Audit Committee. The Remuneration and Nomination Committee also became a stand-alone Remuneration Committee. The current composition and role of each Board Committee can be found on our website: www.savannah-energy.com.</p>
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 Health, Safety, Environment and Security 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	We developed our sustainability strategy in 2021 based on an in-depth materiality assessment, involving extensive consultations with our internal and external stakeholders, which identified 12 material issues and an additional eight to report on. The 12 material issues are grouped into our four core sustainability pillars, which are set out on page 46 of the Annual Report and Accounts 2022, together with our ambitions for each. Our four sustainability pillars are linked to a range of



key sustainability metrics that we measure across our business and are aligned with 13 specific UN Sustainable Development Goals (“UN SDGs”), where we aim to make a positive impact.

In line with best practice, in 2023 we conducted a fresh materiality assessment of the key ESG issues relevant to Savannah. We conducted a stakeholder engagement exercise with key investors and media, together with an evaluation of the material issues for the stakeholders in the countries in which we operate. This was conducted in order to ensure that we continue to focus on the issues that matter to our stakeholders as we grow our business in the region. The stated view of our key investors and media was that issues such as GHG emissions, climate change & the energy transition, compliance, and diversity & inclusion have increased in significance for Savannah since the previous assessment was conducted in 2020. GHG emissions and diversity & inclusion were already included in our 12 material issues, while climate change & the energy transition and compliance were included in the additional eight topics which we already chose to report on. However, reflecting the increase in their materiality to investors and media, going forward we plan to include climate change & the energy transition and compliance as material issues within our four pillars.

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



		<p>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.</p>
102-31	Review of ESG impacts	<p>The Board Committee on Health, Safety, Environment and Security met four times during 2022 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.</p> <p>Post-year end, the Board approved the transfer of risk responsibilities from the Audit & Risk Committee to the HSE&S Committee. To reflect this change in remit of the two committees, the HSE&S Committee became the HSE&S and Risk Committee, while the Audit & 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.</p>
102-32	Highest governance body's role in sustainability reporting	<p>During 2022, the HSE&S 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 HSE&S Committee met four times in 2022 and reported to the Board after every meeting.</p> <p>During 2022, the Audit & 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. The Audit & Risk Committee met four times in 2022 and reported to the Board after every meeting.</p>



		<p>Post-year end, the Board approved the transfer of risk responsibilities from the Audit & Risk Committee to the HSE&S Committee. To reflect this change in remit of the two committees, the HSE&S Committee became the HSE&S and Risk Committee, while the Audit & 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.</p>
102-33	Communicating critical concerns	<p>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.</p>
102-34	Nature and total number of critical concerns	<p>Not reported.</p>
102-35	Remuneration policies	<p>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.</p>
102-36	Process for determining remuneration	<p>The Remuneration and Nomination Committee met twice during 2022. Each member of the Remuneration and Nomination 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 and Nomination Committee during 2022 were independent Non-Executive Directors. Post-year end, the Board approved the change in remit of the Remuneration</p>



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	Not reported.
102-38	Annual total compensation ratio	Not reported.
102-39	Percentage increase in annual total compensation ratio	Not reported.

End of governance section



Stakeholder engagement

102-40	List of stakeholder groups	<ul style="list-style-type: none">• 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 2022, the total number of employees covered by the CBAs was 154, of which 119 were union members and 81 were within the operations function.
102-42	Identifying and selecting stakeholders	<p>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.</p> <p>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 2022 in the Stakeholder Engagement section on pages 40 to 45 and in the Sustainability Review on pages 46 to 65.</p>
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



102-44

Key topics and concerns raised

them can be found in the Stakeholder Engagement section of the Annual Report and Accounts 2022 on pages 40 to 45.

Our key stakeholder groups, their material issues and how we engage with each group can be found in the Stakeholder Engagement section of the Annual Report and Accounts 2022 on pages 40 to 45.

Acting in a fair and responsible manner is a core element of our business practice. More details can be found in our Sustainability Review on pages 46 to 65 of the Annual Report and Accounts 2022. Information on how the Board works and makes decisions can be found on page 108 of the Annual Report and Accounts 2022.

We developed our sustainability strategy in 2021 based on an in-depth materiality assessment, involving extensive consultations with our internal and external stakeholders, which identified 12 material issues and an additional eight to report on. The 12 material issues are grouped into our four core sustainability pillars, together with our ambitions for each. Our four sustainability pillars are linked to a range of key sustainability metrics that we measure across our business and are aligned with 13 specific UN Sustainable Development Goals (“UN SDGs”), where we aim to make a positive impact. These issues are disclosed in the materiality assessment on page 62 of our Annual Report and Accounts 2020.

In line with best practice, in 2023 we conducted a fresh materiality assessment of the key ESG issues relevant to Savannah. We conducted a stakeholder engagement exercise with key investors and media, together with an evaluation of the material issues for the stakeholders in the countries in which we operate. This was conducted in order to ensure that we continue to focus on the issues that matter to our stakeholders as we grow our business in the region. The stated view of our key investors and media was that issues such as GHG emissions, climate change & the energy transition, compliance, and diversity & inclusion have increased in significance for Savannah since the previous assessment was conducted in 2020. GHG emissions and diversity & inclusion were already included in our 12 material issues, while climate change & the energy transition and compliance were included in the additional eight topics which we had



already chosen to report on. However, reflecting the increase in their materiality to investors and media, going forward we plan to include climate change & the energy transition and compliance as material issues within our four pillars.

End of the stakeholder engagement section



Reporting practice

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 2022. The reporting year aligns with the year represented in the Annual Report and Accounts. In 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.

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.

Accordingly, our environmental emissions data is expected to be 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 approach.

2021 emissions data has been restated according to our new equity share organisational reporting boundary standard. Data relating to Pillar 1, 2 and 3 of our sustainability strategy will continue to be reported on an 100% basis for all assets.



Pillar 1: Promoting socio-economic prosperity.

Material topics:

- Socio-economic prosperity.
- Tax transparency and contribution.
- Community engagement and development.
- Local content and responsible procurement.

Pillar 2: Ensuring safe and secure operations.

Material topics:

- Operational Health and Safety.
- Security and human rights.

Pillar 3: Supporting and developing our people.

Material topics:

- Diversity and equality.
- Workplace culture and engagement.
- Training and development.
- Compliance.

Pillar 4: Respecting the environment.

Material topics:

- GHG emissions.
- Climate Change and the energy transition.
- Water management.
- Biodiversity.

Page 46 of the Annual Report and Accounts 2022 provides a more detailed overview.

102-48

Restatements of information

In 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. Therefore, 2021 emission



		<p>data has been restated according to our new equity share organisational reporting boundary standard. Data relating to Pillar 1, 2 and 3 of our sustainability strategy will continue to be reported on an 100% basis for all assets.</p>
102-49	Changes in reporting	<p>Changes in reporting are a result of choosing to adopt the net equity basis for emissions reporting purposes in 2022, 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.</p> <p>However, as we prepare to incorporate additional assets into our portfolio, where for example we may not have operational control, our previous approach to emission accounting would have resulted in our emissions being under reported by Savannah.</p> <p>Accordingly, our environmental emissions data is expected to be 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 approach.</p> <p>2021 emissions data has been restated according to our new equity share organisational reporting boundary standard. Data relating to Pillar 1, 2 and 3 of our sustainability strategy will continue to be reported on an 100% basis for all assets.</p>
102-50	Reporting period	<p>The reporting period is from 1 January to 31 December 2022, unless otherwise noted.</p>
102-51	Date of most recent report	<p>This is the first GRI Report Index prepared by Savannah Energy.</p>
102-52	Reporting cycle	<p>We report on an annual basis.</p>



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	The GRI Content Index for Savannah Energy is this document.
102-56	External assurance	The statements and data in the Sustainability Review (as part of the Annual Report and Accounts), 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	A material topic of our GRI sustainability reporting is our management approach. Through our materiality assessment, we identified a range of material topics of most importance to our stakeholders, which we grouped together into the four key pillars which form the basis of our sustainability strategy. The list of material issues identified is aligned to the GRI guidance on general disclosures (GRI reference code 102-47).
103-2	The management approach and its components	Our material topics are grouped within the four pillars which comprise our sustainability strategy. During 2022, the Board oversaw the sustainability strategy with the assistance of the Health, Safety, Environment and Security Committee. The executive management team is responsible for implementing our sustainability strategy across the different divisions, countries and functions in the business.
103-3	Evaluation of the management approach	Our progress and performance on the metrics related to our material topics is 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.

End of the management approach section



Indirect economic impacts (2016)

GRI reference	Description
103-1	<p>Explanation of the material topic and its Boundary</p> <p>A material topic of our GRI sustainability reporting is our indirect economic impacts. These are measured across all our locations of operations.</p>
103-2	<p>The management approach and its components</p> <p>For our management approach, please see general disclosure 103-2 of the Management Approach section.</p>
103-3	<p>Evaluation of the management approach</p> <p>For our means of evaluating our management approach, please see general disclosure 103-3 of the Management Approach section.</p>
203-1	<p>Infrastructure investments and services supported</p> <p>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 both Nigeria and Niger. We are proactive in our approach with a focus on delivering social impact projects which develop local skills and foster economic self-sufficiency, provide shared infrastructure and potable water facilities, as well as improving local living conditions through a range of health and education initiatives. In 2022, we invested US\$304,000, amounting to a cumulative total of US\$2.2 million in social impact investment since 2014.</p>
203-2	<p>Significant indirect economic impacts</p> <p>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 2022, we spent US\$22.9 million with local contractors and</p>



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	A material topic of our GRI sustainability reporting is our procurement practices. These include 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	For our management approach please see general disclosure 103-2 of the Management Approach section.
103-3	Evaluation of the management approach	For the way we evaluate our management approach, please see general disclosure 103-3 of the Management Approach section.
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\$22.9m 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	A material topic of our GRI sustainability reporting is tax transparency. The boundaries of this material topic include 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	For our management approach please see general disclosure 103-2 of the Management Approach section.
103-3	Evaluation of the management approach	For the way we evaluate our management approach, please see general disclosure 103-3 of the Management Approach section.
207-4	Country-by-country reporting	For more information, please refer to page 185 of the Annual Report and Accounts 2022.

End of the tax section



Water and effluents (2018)

GRI reference	Description	
103-1	Explanation of the material topic and its boundary	A material topic of our GRI sustainability reporting is water and effluent management, which 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 wastewater generation in line with our sustainability objectives.
103-2	The management approach and its components	For our management approach please see general disclosure 103-2 of the Management Approach section.
103-3	Evaluation of the management approach	For the way we evaluate our management approach, please see general disclosure 103-3 of the Management Approach section.
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 1,353 m ³ .
304	Water discharge	Surface water: Zero. Groundwater: Zero Seawater: Zero.



303-5

Water consumption

Third-party water (effluent): 1,856 m³.
Total water consumption: 11,314 m³.
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 A material topic of our GRI sustainability reporting is biodiversity. The boundaries of this material topic include all sites near or adjacent to protected areas of specific biodiversity value.
103-2	The management approach and its components For our management approach please see general disclosure 103-2 of the Management Approach section.
103-3	Evaluation of the management approach For our approach to evaluating our management approach, please see general disclosure 103-3 of the Management Approach section.
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 km², as well as the Stubb Creek–Uquo oil and gas pipeline covering an additional area of 0.48 km². 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	<p>Explanation of the material topic and its Boundary</p> <p>A material topic of our GRI sustainability reporting is direct and indirect emissions from our operations. We recognise that we have emissions from our operations and the purpose of this material topic is to track and minimise our impacts on emissions, in line with our sustainability objectives.</p>
103-2	<p>The management approach and its components</p> <p>For our management approach please see general disclosure 103-2.</p>
103-3	<p>Evaluation of the management approach</p> <p>For our approach to evaluating our management approach, please see general disclosure 103-3.</p>
305-1	<p>Gross direct (Scope 1) emissions</p> <p>71,543 tonnes CO₂e.</p>
	<p>Gases included in direct (Scope 1) emissions</p> <p>CO₂ CH₄ N₂O</p>
	<p>Biogenic CO₂ emissions</p> <p>Zero.</p>
	<p>Base year – Scope 1</p> <p>In the reporting period Savannah has not set Scope 1 emissions reduction targets, so there has been no establishment of a baseline year for emission reductions.</p>



305-2	Energy indirect (Scope 2) GHG emissions	88 tonnes CO ₂ e.
	Gases included in indirect (Scope 2) emissions	CO ₂ CH ₄ N ₂ O
	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.
	Gases included in other indirect (Scope 3) emissions	Not reported.
	Biogenic CO₂ emissions	Zero.
	Other indirect (Scope 3) GHG emissions categories and activities	Not reported.
	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	9.7 kgCO ₂ e/boe 52.6 gCO ₂ e/MJ ⁻¹



		71.1 tonnes of CO ₂ e/'000 tonnes of hydrocarbons.
	Organization-specific Metric - Emissions	Total production in barrels of oil equivalent, megajoules and thousand tonnes of hydrocarbons.
	Types of GHG emissions included in the intensity ratio	Scope 1 and, Scope 1 and 2 GHG emissions in tonnes CO ₂ e Scope 1 GHG emissions intensity in kgCO ₂ e/boe and in tonnes CO ₂ e/'000' tonnes hydrocarbons. Scope 1, 2 and 3 GHG emissions intensity in gCO ₂ eMJ ⁻¹
	Gases included in GHG emissions intensity	CO ₂ CH ₄ N ₂ O
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 A material topic of our GRI sustainability reporting is labour and management relations. This 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 For our management approach please see general disclosure 103-2 of the Management Approach section.
103-3	Evaluation of the management approach For the way we evaluate our management approach, please see general disclosure 103-3 of the Management Approach section.
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	A material topic of our GRI sustainability reporting is occupational health and safety. 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	For our management approach please see general disclosure 103-2 on the Management Approach section.
103-3	Evaluation of the management approach	For the way we evaluate our management approach, please see general disclosure 103-3 of the Management Approach section.
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”). We are in the process of reviewing and updating our management system.
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. Management commitment to the control of Covid-19 is demonstrated by testing being compulsory for all personnel (employee and contractor) in all operational locations.



		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 2022 the HSE&S 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: 1,022,403 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): 0.82
- Rate of recordable work-related injuries: 0.82
- The main type of work-related injury in the reporting year was failing to follow safe systems of work.

Number of worked hours: 738,935 hours.

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.
- 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



		<p>identification and management in HSE meetings, enforcement of wearing PPE and a safety observation reporting system.</p> <p>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.</p> <p>Savannah uses the industry standard of 200,000 hours to calculate rates.</p>
403-10	Rates calculation	
	Work-related ill health – employees	Zero.
	Work-related ill health – non-employees	Zero.
	Work-related hazards	<p>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.</p>

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	A material topic of our GRI sustainability reporting is training and education. Our management of training and education 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	For our management approach please see general disclosure 103-2 of the Management Approach section.
103-3	Evaluation of the management approach	For the way we evaluate our management approach, please see general disclosure 103-3 of the Management Approach section.
404-1	Average hours of training per year per employee	Total employee training hours in the reporting period amount to 12,754 hours. This translates into an average of 46.2 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	<p>Savannah has programmes to assist and upgrade employee skills. These include, but are not limited to:</p> <ul style="list-style-type: none"> • Training on new software. • French/English language lessons. • External training for specific roles. • Funding for education (Executive MBAs and executive management courses). • Seminars: ‘Lunch & Learn’ sessions run by internal employees and external training partners. • 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	<p>Explanation of the material topic and its Boundary</p> <p>A material topic of our GRI sustainability reporting is diversity and equal opportunities. Our management of diversity and inclusion covers our employees, but not our suppliers or contractors.</p>
103-2	<p>The management approach and its components</p> <p>For our management approach please see general disclosure 103-2 of the Management Approach section.</p>
103-3	<p>Evaluation of the management approach</p> <p>For the way we evaluate our management approach, please see general disclosure 103-3 of the Management Approach section.</p>
405-1	<p>Diversity of governance bodies</p> <p>As at 31 December 2022, the Board comprised eight Directors, including the Non-Executive Chairman, the Non-Executive Vice Chairman, four 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 103 to 105 of the 2022 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.</p> <p>Diversity of employees</p> <p>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. Although our senior management female gender diversity ratio fell to 32% in 2022 (2021: 35%), our female gender diversity ratio for the organisation as a whole increased, with female representation across the Company rising from 19% to 22%. Two new female Non-Executive Directors also joined the Board in December 2022.</p>



405-2

Gender Pay Gap

Not reported.

End of the diversity and equal opportunities section



Security practices (2016)

GRI reference	Description	UN SDGs
103-1	Explanation of the material topic and its Boundary	A material topic of our GRI sustainability reporting is security practices. 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	For our management approach please see general disclosure 103-2 of the Management Approach section.
103-3	Evaluation of the management approach	For the way we evaluate our management approach, please see general disclosure 103-3 of the Management Approach section.
410-1	Security personnel trained in human rights policies or procedures	During the reporting year, there were no security personnel trained in human rights policies or procedures. However, post-year end, during 2023 we developed a human rights training programme, which has since been implemented across the business.

End of the security practices section



Local communities (2016)

GRI reference	Description
103-1	<p>Explanation of the material topic and its Boundary</p> <p>A material topic of our GRI sustainability reporting is local communities. We define our local communities as those in our current areas of operation in Nigeria and Niger. In Southeast Nigeria our footprint communities cover 22 Local Government Areas, containing 252 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. We also include any organisational support that is provided pro-bono and benefits from corporate donations of resources such as capital or time.</p>
103-2	<p>The management approach and its components</p> <p>For our management approach please see general disclosure 103-2 of the Management Approach section.</p>
103-3	<p>Evaluation of the management approach</p> <p>For the way we evaluate our management approach, please see general disclosure 103-3 of the Management Approach section.</p>
413-1	<p>Operations with local community engagement, impact assessments, and development programmes</p> <p>In 2022, we completed 23 social impact projects in Nigeria and three in Niger (2021: six in Nigeria and two in Niger). We invested US\$304,000 in these projects in 2022, up 23% on the previous year (2021: US\$246,000), amounting to a cumulative total of US\$2.2 million in social impact investment since 2014.</p> <p>All community deliverables for the project and operational maintenance activities were carried out with stakeholders to ensure freedom to operate, using the stakeholder engagement procedures.</p>

End of the local community’s section



Supplier social assessment (2016)

GRI reference	Description	
103-1	Explanation of the material Topic and its Boundary	A material topic of our GRI sustainability reporting is supplier social assessment. 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	For our management approach please see general disclosure 103-2 of the Management Approach section.
103-3	Evaluation of the management approach	For our approach to evaluating our management approach, please see general disclosure 103-3 of the Management Approach section.
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