



MOZAMBIQUE ROVUMA LNG PHASE 1

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN

MZFF-00-EM-HX-PPP-0013

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REVISION MODIFICATION LOG

Revision	Section	Description
Rev A		Re-issue of MZLN-EL-RPPLN-00-0016 with new document numbers to comply with current Project document control. Issued as draft pending update for current project specifics.
Rev 0		Updated and reorganized the document to: • Align with updated project plans • Present more succinctly the Environmental and Social Management System (ESMS) components • Provide current Project Policies and Statements • Include an updated indicative organization chart • Align the summary of Associated Facilities categorization process with the document Environmental and Social Requirements for Contractors: Associated Facilities (MZFF-00-EC-HE-PLN-0013)
Rev 1		Updated document to: • Align with updated project plans • Reflect accurately management of change, reporting and notification processes
Rev 2		Re-issue of MZFF-00-EM-HX-PPP-0013 after internal review

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LIST OF REFERENCES

Environmental Management Plan (EMP) for the Liquefied Natural Gas Project in Cabo Delgado: Area 4 Exclusive Facilities
Environmental Management Plan (EMP) for the Liquefied Natural Gas Project in Cabo Delgado: Marine Terminals
Environmental Management Plan (EMP) for the Liquefied Natural Gas Project in Cabo Delgado: Materials Offloading Facility
Environmental Management Plan (EMP) for the Liquefied Natural Gas Project in Cabo Delgado: Area 1 and Area 4 Shared Facilities
Environmental Resources Management and Impacto, 2014. <i>Environmental Assessment (EIA) Report for the Liquefied Natural Gas Project in Cabo Delgado</i> prepared for AMA1 and EEA
International Finance Corporation. Environmental, Health and Safety General Guidelines
International Finance Corporation. Environmental, Health and Safety Guidelines for Liquefied Natural Gas (LNG) Facilities
International Finance Corporation Performance Standard (PS) 1. Assessment and Management of Social and Environmental Risks and Impacts, 2012
International Finance Corporation Performance Standard (PS) 2: Labor and Working Conditions, 2012
International Finance Corporation Performance Standard (PS) 3. Resource Efficiency and Pollution Prevention, 2012
International Finance Corporation Performance Standard (PS) 4: Community Health, Safety and Security, 2012
International Finance Corporation Performance Standard (PS) 6. Biodiversity Conservation and Sustainable Management of Living Natural Resources, 2012
International Finance Corporation Performance Standard (PS) 7. Indigenous People, 2012
International Finance Corporation Performance Standard (PS) 8: Cultural Heritage, 2012
Equator Principles, version 4 (EP4), 2020
International Association of Oil & Gas Producers (OGP) Environment Committee
IPIECA; global oil and gas industry association for environmental and social issues
International Finance Corporation (IFC) Environmental and Social Performance Standards (PS) and Guidance Notes, 2012
Mozambique Gas Development Project, Final Resettlement Plan, 2016, Anadarko Moçambique Área 1 Limitada, Volumes 1-5

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1. ACRONYMS AND TERMS

Acronym	Meaning
AMA1	Anadarko Moçambique Área 1, Lda
AoI	Area of Influence
CIP	Contractor Implementation Plan
DUAT	<i>Direito de Uso e Aproveitamento da Terra</i> / Right of Use and Enjoyment of Land, as established in Mozambique's 1997 Land Law and 2004 Constitution
EEA	ENI East Africa
EIA	Environmental Impact Assessment
EMML	ExxonMobil Moçambique, Limitada
ECA	Export Credit Agency
ELs	Environmental Licenses
EMP	Environmental Management Plan
EPC	Engineering, Procurement, and Construction
ERB	Eni Rovuma Basin B.V.
E&S	Environmental and Social
ESMP	Environmental and Social Management Plan
ESMS	Environmental and Social Management System
EPCC	Exploration and Production Concession Contracts
E&R	Environmental and Regulatory
E&S	Environmental and Social
GCP	Gap Closure Plan
GIIP	Good International Industry Practice
GoM	Government of the Republic of Mozambique
IESC	Independent Environmental and Social Consultants
IFC	International Finance Corporation
IFI	International Financial Institution
ITT	Invitation to Tender
JOA	Joint Operating Agreement
KPI	Key Performance Indicator
LNG	Liquefied Natural Gas
LNG MT	LNG Marine Terminal
M&E	Monitoring and Evaluation
MICOA	Ministry for the Coordination of Environmental Affairs
MoC	Management of Change
MOF	Materials Offloading Facility
MRV	Mozambique Rovuma Venture – the Exploration and Production Concession Contracts (EPCC) designated Operator and an Italian incorporated joint venture. MRV Shareholders are: Eni S.p.A ~35.7% (Eni), ExxonMobil Development Africa B.V. ~35.7% (EMDA), and

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Acronym	Meaning
	Dutch Cooperatief U.A. ~28.6% (CNODC), which collectively holds a 70% interest in the Area 4 concession.
OECD	Organization for Economic Cooperation and Development
OIMS	Operations Integrity Management System
PEAR	People, Environment, Assets, and Reputation
PCS	Pre-Construction Survey
PS	Performance Standards
RAP	Resettlement Action Plan
RP	Resettlement Plan
RV	Resettlement Village
RLNG	Rovuma LNG Phase 1
SF	Shared Facilities
SHE	Safety, Health, and Environment
TCF	Trillion Cubic Feet
TEPMA1	TotalEnergies Exploration and Producion Moçambique Área 1, Lda (TEPMA1) is the Area 1 Operator

Term	Meaning
Affected Communities	Local communities directly affected by the Project.
Area 4 Concessionaire	Mozambique Rovuma Venture S.p.A (MRV) 70% participating interest, Empresa Nacional de Hidrocarbonetos, E.P. (ENH) 10 % participating interest, XRG 10 % participating interest and Kogas Mozambique Ltd (Kogas) 10 % participating interest.
Area of Influence	The area likely to be affected by (i) project activities and facilities that are directly owned, operated or managed (including by contractors) and that are a component of the project or an Associated Facility); (ii) impacts from unplanned but predictable developments caused by the project that may occur later or at a different location; or (iii) indirect project impacts on biodiversity or on ecosystem services upon which Affected Communities' livelihoods are dependent; (iv) cumulative impacts that result from the incremental impact, on areas or resources used or directly impacted by the project, from other existing, planned or reasonably defined developments at the time the impacts and risks identification process is conducted.
Associated Facilities	Third party facilities not funded by the project, that would not have been constructed or expanded if the project did not exist, and without which the project would not be viable. Third parties primarily comprise operators, contractors and suppliers, but can also include government agencies. The term 'facilities' is interpreted broadly and can also include what would otherwise be regarded as activities, for example, the procurement of timber, the upgrading of roads, the extraction of aggregates from sources other than quarries (which are regarded as facilities in many jurisdictions, but activities in others), etc. Also includes non-core project components.
(DUAT) Common Facilities	Common infrastructure, e.g. roads, airstrip, fencing, diversion channels, waste management within Afungi LNG Park constructed and operated under contractual terms between A1 and A4 operators. An Associated (non-core) Project component.

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Term	Meaning
Company	ExxonMobil Moçambique Limitada (EMML) is the ExxonMobil Affiliate acting as the designated Operator for the Rovuma LNG Project for MRV.
Contractor Implementation Plan	The documents which describe how the Engineering and Procurement Contractor proposes to implement the control measures in order to mitigate and manage identified E&S impacts and risks
Control	Implement mechanisms to achieve pre-determined E&S / H&S performance outcomes.
Control Measures	A subset of overall requirements comprising mitigation measures directed at controlling planned and unplanned events identified through E&S impact and risk evaluation processes.
Core Facilities	Midstream facilities / activities funded by Lenders, to be constructed by contractors acting on behalf of EMML, and managed by MRV under its delegated specific Operatorship responsibilities
Project Components	Project Components: Constituent parts of the Project that are owned, operated, managed, shared or contracted by the Project. This includes Core Facilities, Associated non-core Facilities, and Associated Facilities.
Equator Principles	A risk management framework, adopted by financial institutions, for determining, assessing and managing environmental and social risk in projects.
Financing	Any financing, financial cover, guarantees, insurance or similar support or any other form of financial benefit, and includes any refinancing of any element thereof, relating to the Project.
Good International Industry Practice	The exercise of professional skill, diligence, prudence, and foresight that would reasonably be expected from skilled and experienced professionals engaged in the same type of undertaking under the same or similar circumstances globally or regionally. The outcome of such exercise should be that the project employs the most appropriate technologies in the project-specific circumstances.
Influence	Provide advice, guidance and training as appropriate to improve E&S performance.
Lenders	Any and all lenders, guarantors, security, note or bond holders, lien holders, credit providers or other financial institutions, export credit agencies or insurers (and their successors and permitted assigns) providing financing to COMPANY and/or affiliates for or in connection with the work or the facility and any consultant, advisor, agent or trustee acting for and on behalf of any of the foregoing from time to time.
Observe	Passively monitor contracted facilities and activities to see if their E&S risk profile changes to the extent that intervention should be considered.
Other Associated Contractors or Suppliers	Suppliers / facilities or activities that do not have the potential to generate significant E&S impacts, and where the Rovuma LNG Project Phase 1 will not seek to exercise control or influence.
Project	The development of the Rovuma LNG Project Phase 1 facilities for Area 4 by EMML, in conjunction with its nominated contractors.

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Term	Meaning
Rovuma LNG Phase 1 Project, RLNG Phase 1 Project or Project	The overall development of the Area 4 Offshore Rovuma Basin Straddling and Non-Straddling Reservoirs will be pursued in multiple phases, of which the Rovuma LNG Project Phase 1 is the first onshore phase. The Rovuma LNG Phase 1 Project will be targeting the production of gas from these reservoirs (to be undertaken independently of Area 1) together with condensate and domestic gas
Shared Facility / Shared Facilities	Materials Offloading Facilities (MOF) and LNG Marine Terminal (LMT) to be constructed and operated by Area 1 Operator constructed and operated under contractual terms between A1 and A4 operators. An Associated (non-core) Project component.
Suppliers of Primary Interest (SPIs)	Third-parties that are part of the supply chain, that provide goods and materials essential for the core business processes of the Project, have operations that are associated with sectors or locations that have inherent E&S risks, and have contractual relationships with the Project that provide some commercial leverage on how operations are conducted.
Upstream Supply Project	Includes the development, construction, operation, maintenance and ownership of upstream facilities that are required for the production, transportation, treatment, storage, compression and dispatch into pipelines of hydrocarbons to inlet separation and conditioning facilities onshore located in the Afungi LNG Park, and the right to use the Upstream Facilities to extract natural gas from the Rovuma Reservoirs. An Associated (non-core) Project component.

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2. INTRODUCTION

This Environmental and Social Management Plan (ESMP) has been developed for the construction phase of the ExxonMobil Moçambique Limitada (EMML) led Rovuma LNG Phase 1 Project (Project). The Project comprises an onshore and nearshore portion located at the Afungi Peninsula, Cabo Delgado Province, designated by the Mozambican National Land Authority for the development of the Afungi LNG Park, an offshore portion located in deep water off the northern coast of the country, and pipelines and other facilities that interconnect the two. The Midstream (onshore) components of the Project are debt financed (project financing), while the upstream portion will be funded by equity from the Sponsors.

The ESMP sits within a broader Environmental and Social Management framework, as illustrated in Figure 2-1. This framework is bound by the Project's Environmental and Social Management System (ESMS) and is comprised of two overarching documents (this Environmental and Social Management Plan (ESMP) and the Environmental and Social Requirements for Contractors) and a set of theme and activity-specific documents that collectively describe how the Project will manage its environmental and social (E&S) risks. To simplify stakeholders interface with the Project's risk management approach, key ESMS components (e.g., Corporate Systems descriptions, Policies, etc.) have been incorporated into this ESMP document.

The theme and activity-specific documents fall into four categories, based on the allocation of responsibility for implementing defined actions between Company and Contractor, recognizing that many theme and activity-specific actions require a mixture of both. The four categories are as follows:

- Type 1: Company Management Plans, developed and implemented by the Project
- Type 2: Documents developed by the Project and containing both Project and Contractor requirements
- Type 3: Documents developed by the Project and containing requirements to be implemented solely by the Contractor
- Type 4: Contractor Implementation Plans, developed and implemented by the Contractor.

Implementation of this ESMP and associated plans and requirements documents (hereinafter referred to as the 'ESMP') will be phased, commencing with Company activities (Type 1 documents) and expanding to include Contractor activities as they are engaged and mobilized.

The structure of the ESMP has been designed to incorporate design refinements, new baseline information, the results of updated assessments of impacts and risks, as well as the outcome of monitoring and evaluation programs.

Individual, topic specific documents which are encompassed by this ESMP are:

- MZFF-00-EC-HE-PLN-0001 – Environmental and Social Requirements for Contractor (with Annexes)
 - MZFF-00- EC-HE-PLN-0001-001 Annex 1 Air Quality, Greenhouse Gases and Energy Efficiency
 - MZFF-00-EC-HE-PLN-0001-002 Annex 2 Effluent Discharges
 - MZFF-00-EC-HE-PLN-0001-003 Annex 3 Waste Management
 - MZFF-00-EC-HE-PLN-0001-004 Annex 4 Hazardous Materials

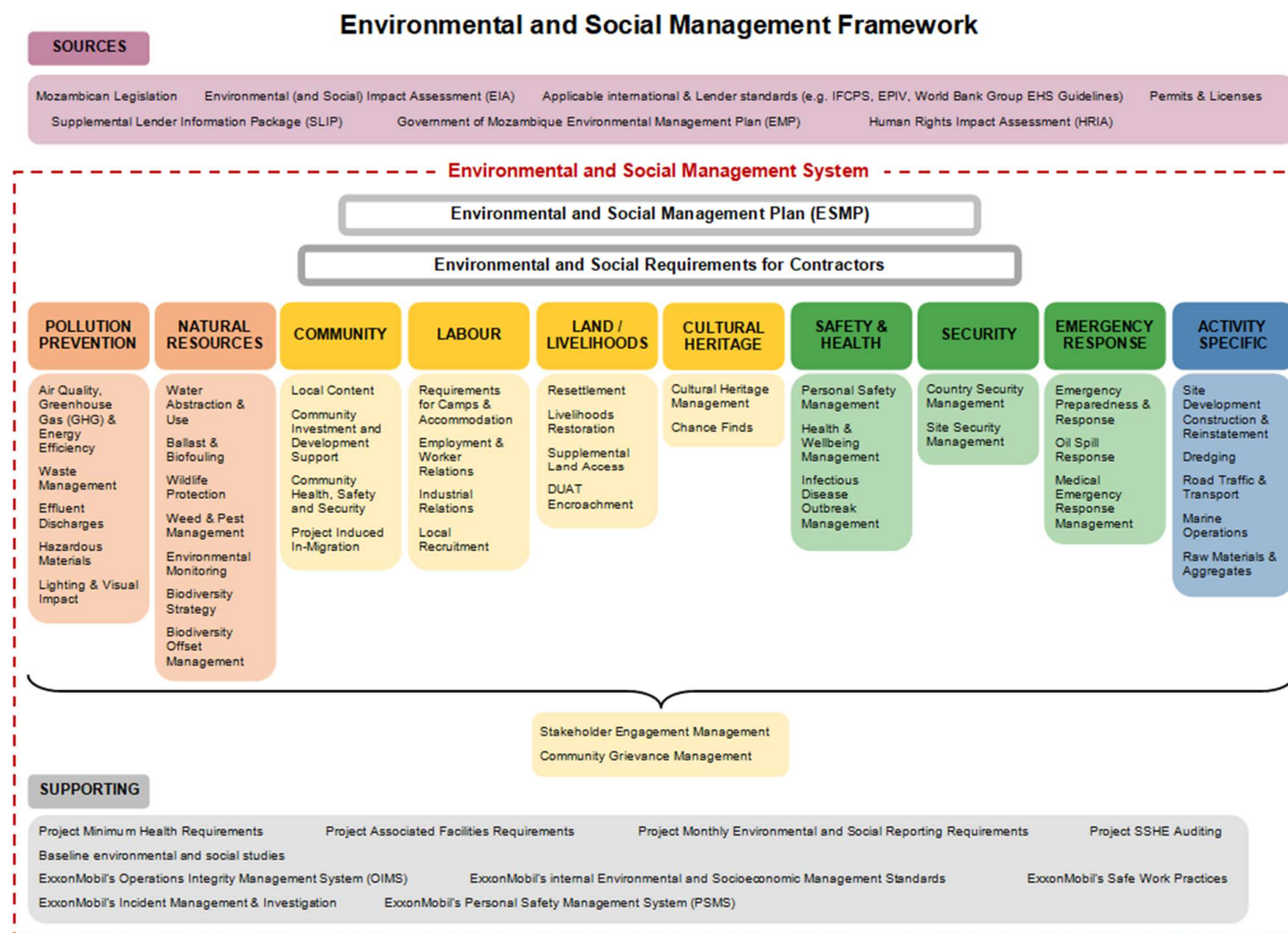
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- MZFF-00-ECHE-PLN-0001-005 Annex 5 Site Development, Construction and Reinstatement
- MZFF-00-EC-HE-PLN-0001-006 Annex 6 Road Traffic and Transport
- MZFF-00-EC-HE-PLN-0001-007 Annex 7 Marine Operations
- MZFF-00-EC-HE-PLN-0001-008 Annex 8 Water Use and Abstraction
- MZFF-00-EC-HE-PLN-0001-009 Annex 9 Raw Materials and Aggregates
- MZFF-00-EC-HE-PLN-0001-010 Annex 10 Dredging
- MZFF-00-EC-HE-PLN-0001-011 Annex 11 Lighting and Visual Impact
- MZFF-00-EC-HE-PLN-0001-012 Annex 12 Ballast Water and Biofouling
- MZFF-00-EC-HE-PLN-0001-013 Annex 13 Weed and Pest Management
- MZFF-00-EC-HE-PLN-0001-014 Annex 14 Wildlife Protection
- MZFF-00-EM-HX-PPP-0002 – Stakeholder Engagement Management Plan
- MZFF-00-EM-HX-PPP-0003 – Local Content Management Plan
- MZFF-00-EM-HX-PPP-0004 – Community Development Support Plan
- MZFF-00-EM-HX-PPP-0005 – Cultural Heritage Management Plan
- MZFF-00-EM-HX-PPP-0006 – Supplemental Land Access Management Plan
- MZFF-00-EM-HX-PPP-0007 – Project Induced In-Migration Management Plan
- MZFF-00-EM-HX-PPP-0008 – DUAT Encroachment Management Plan
- MZFF-00-EM-HX-PPP-0009 – Employment and Worker Relations Plan
- MZFF-00-EM-HX-PPP-0010 – Community Health Safety and Security Management Plan
- MZFF-00-EM-HX-PPP-0011 – Requirements for Camps and Accommodation
- MZFF-00-EM-HE-STR-0001 – Biodiversity Strategy
- MZFF-00-BI-HE-ASS-0001 – Critical Habitat Assessment
- MZFF-00-BI-HE-ASS-0002 – Residual Impact Assessment
- MZFF-00-BI-HE-ASS-0003 – Ecosystem Services Assessment
- MZFF-00-BI-HE-PPP-0001 – Site Biodiversity Management Plan
- MZFF-00-EM-HE-PPP-0004 – Biodiversity Action Plan
- MZFF-00-EM-HE-PPP-0005 – Biodiversity Offsets Management Plan
- MZFF-00-BI-HE-PPP-0002 – Biodiversity Monitoring and Evaluation Plan
- MZFF-00-EM-HE-STR-0002 – Biodiversity Stakeholder Engagement Strategy

A separate ESMP will be developed for the Operations phase.

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Figure 2-1: Environmental and Social Management System Document Framework



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2.1. Joint Venture Structure

Information contained in this section is accurate as of the date of preparation. Updates will be made only in the event of a material or significant change.

MRV, ENH, XRG, and Kogas (together the "Area 4 Concessionaire") and the Government of the Republic of Mozambique ("GoM") are parties to the Area 4 Exploration and Production Concession Contract ("Area 4 EPCC"), as supplemented by the Coral South Supplemental Agreement (1 June 2017), and the Designated Operator Supplemental Agreement (7 November 2017). Each of MRV, ENH, XRG and Kogas are parties to the Area 4 Joint Operating Agreement (as supplemented and novated, the "Area 4 JOA"). MRV is the designated operator under both the Area 4 EPCC and the Area 4 JOA. Under the Area 4 EPCC, MRV holds a 70% participating interest, while ENH, XRG, and Kogas each hold 10%.

MRV is a joint company incorporated in Italy and is a Società per Azioni (stock company). MRV shareholders are: Eni S.p.A., a company existing under the laws of Italy, with a shareholding of ~35.7% ("Eni"); ExxonMobil Development Africa B.V., a company existing under the laws of The Netherlands, having a shareholding of ~35.7% ("EMDA"); and CNODC Dutch Cooperatief U.A., a company existing under the laws of The Netherlands, holding the remaining ~28.6% ("CNODC"). Each of Eni and EMDA holds a 25% indirect participating interest in the Area 4 EPCC and CNODC holds a 20% indirect participating interest in the Area 4 EPCC. Pursuant to their direct and indirect participating interests, Eni, EMDA, CNODC, XRG, Kogas and ENH are, together, the "Area 4 Parties". The development of the Project is being conducted by EMLL as MRV's designated operator.

2.2. Project Overview

The Project develops the Mozambique Mamba Complex Discovery Area (Area 4). The Area 4 field is located approximately 50 km from the coastline of The Republic of Mozambique measured from the western limit of the concession with water depths of 1,500–2,600 m and covering an area of approximately 10,207 km².

The onshore site, located 2,200 km north of the capital city of Maputo and 200 km from the town of Pemba, is an Afungi LNG Park area of 7,000 ha. This area is to be shared with the Area 1 concessionaire operated by TotalEnergies EP Mozambique Area 1 Limited (TEMPA1), a fully owned subsidiary of TotalEnergies.

The Government of the Republic of Mozambique has granted a title for the right of use and exploitation of land for the Afungi LNG Park to a Special Purpose Entity (SPE) created by Area 1, Area 4 and ENH. This SPE is the Rovuma Basin LNG Land Ltd. (RBLL). The right of use and exploitation of land for the onshore development is known as a DUAT (Direito de Uso e Aproveitamento da Terra). This area includes common and shared areas to Area 1 and Area 4, areas for resettlement and livelihood restoration, along with designated access and future infrastructure for third parties.

The Project's scope of work includes a Midstream element and an Upstream element. The Midstream (onshore) components of the Project are debt financed (project financing), while the Upstream portion will be funded by equity from the Sponsors. As such, in alignment with IFC PS1, the Midstream is defined as the "(core) Project" and the Upstream, Shared/Common (including Resettlement) and 3rd party facilities as Associated or non-Core. However, as EMLL is the designated Operator of both the Midstream and Upstream, this ESMP applies to both Midstream and Upstream.

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Midstream facilities

The Midstream facilities include an LNG facility that will receive raw natural gas and associated liquids via four 24" production pipelines. This raw gas will undergo separation and then pre-treatment to remove carbon dioxide, heavy hydrocarbons, water, and mercury traces, if any. The treated gas will then be routed to the two LNG trains each with a production capacity of 9.3 million tonnes per annum (MTA).

Each LNG train will comprise one pretreatment unit and one liquefaction block. The two liquefaction blocks will collectively contain six liquefiers, with three liquefiers installed in each block. During the liquefaction process, the treated gas will pass through successive refrigeration stages, with each sequential stage resulting in the gas stream being cooled and partially liquefied at the lower temperatures provided by the refrigeration cycle.

The product from the final cooling stage will be LNG, which will then be transferred, after pressure reduction, to two LNG storage tanks of approximately 200,000 m³ capacity each. The stabilized condensate from the facility will be stored in two 45,000 m³ dedicated condensate storage tanks. The loading jetty and berths will allow the safe transfer of LNG and condensate from the tanks to the LNG and condensate carriers.

To develop and operate the LNG facility, permanent and supporting infrastructure (e.g., worker accommodations, construction areas, roads within permanent infrastructure and certain roads in common areas) must be constructed. These preparatory construction activities are collectively referred to as the early works.

The Project plans to develop both temporary and permanent accommodation facilities. The facilities will be located within the Afungi LNG Park, and house approximately 8,000 to 10,000 workers.

Upstream facilities

Gas produced from the Area 4 resource will be collected and transported through the Upstream facilities, comprised of eighteen (18) straddling subsea wells and a network of subsea pipelines, manifolds, subsea distribution units (SDUs), umbilicals, pigging facilities, and subsea control systems. These are connected to the aforementioned four 24" production pipelines.

In addition, within the LNG plant Inlet facilities, there will be a service line system that connects two 10" service lines from the subsea to support pre-commissioning, commissioning and start-up phases of the LNG plant. The system is capable also of supporting several subsea operations (pigging, hydrates remediation, gas recirculation, depressurization, etc.).

Area 1 and Area 4 Shared and Common facilities

In parallel to the development of the dedicated Area 4 facilities described above, the Area 1 and Area 4 Concessionaires will jointly design, construct and use a number of onshore common facilities in the Afungi LNG Park (e.g. airport, roads, fences, etc.) and nearshore facilities, the most significant of which are the LNG Marine Terminal and Materials Offloading Facility (MOF) that are designated as Shared facilities.

The LNG Marine Terminal facilities and associated infrastructure will consist of a common jetty extending from the Afungi LNG Park to the loading berths offshore and will include associated mooring structures, loading facilities, navigation channel, and navigation aids. The design basis for the LNG jetty currently includes 5 berths (2 for Area 1, 2 for Area 4, and 1 multi-product LNG/condensate) for the current and subsequent phases. The LNG berths will be designed to accommodate LNG carriers with storage capacities ranging from 125,000 m³ up

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to 266,000 m³. The condensate berth will be designed to accommodate tankers from 35,000 to 80,000 Dead Weight Tonnage.

A safety maritime exclusion zone will be established around the nearshore facilities during construction. Once operational, the exclusion zone will be established around the Support Harbour and Products Export Jetty. No transport vessels or fishing will be allowed within the safety zones.

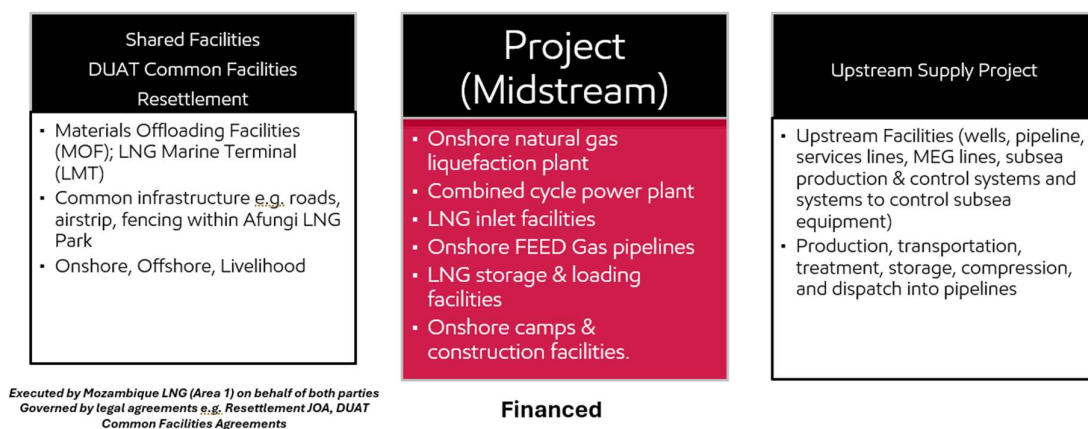
The MOF will include a Preliminary Pioneer Dock and Support Harbour and together with the Export Jetty, will serve as the central hub for the development of all aspects of the Project, from the construction of the facilities to support the export of LNG and condensates to the global market.

During the construction phase of the Project, the MOF, including the Support Harbour, will be developed to accommodate the import of construction materials for Area 4 and Area 1. It will be located adjacent to the proposed LNG facility and will be designed to accommodate vessel mooring, materials, and fuel offloading, fueling of service fleet, as well as routine vessel maintenance. The MOF will also support the import of construction materials during future developments.

The indicative project overview, footprint and location is shown in Figures 2-2, 2-3 and 2-4..

Figure 2-2: Project Overview

Rovuma LNG Project Overview



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Figure 2-3: Offshore Project Layout

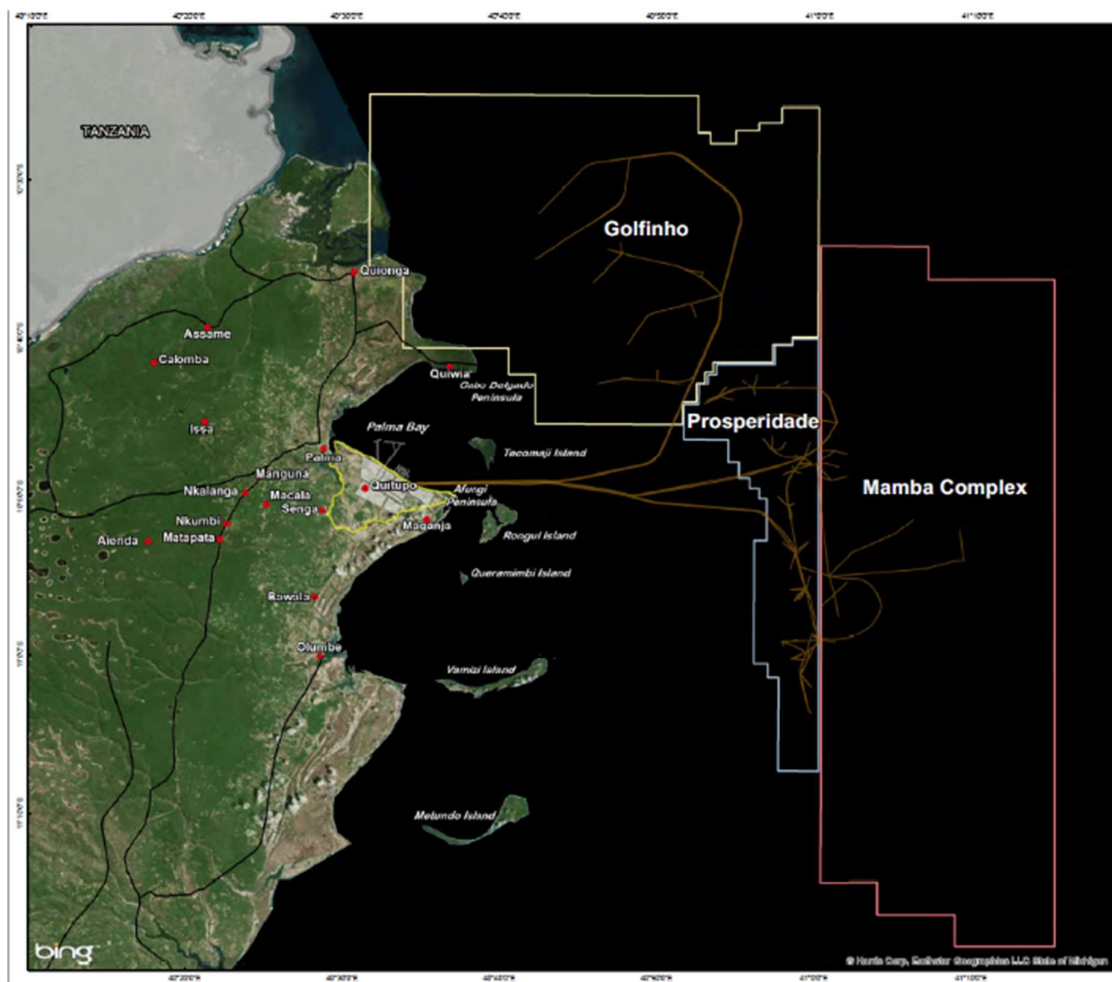
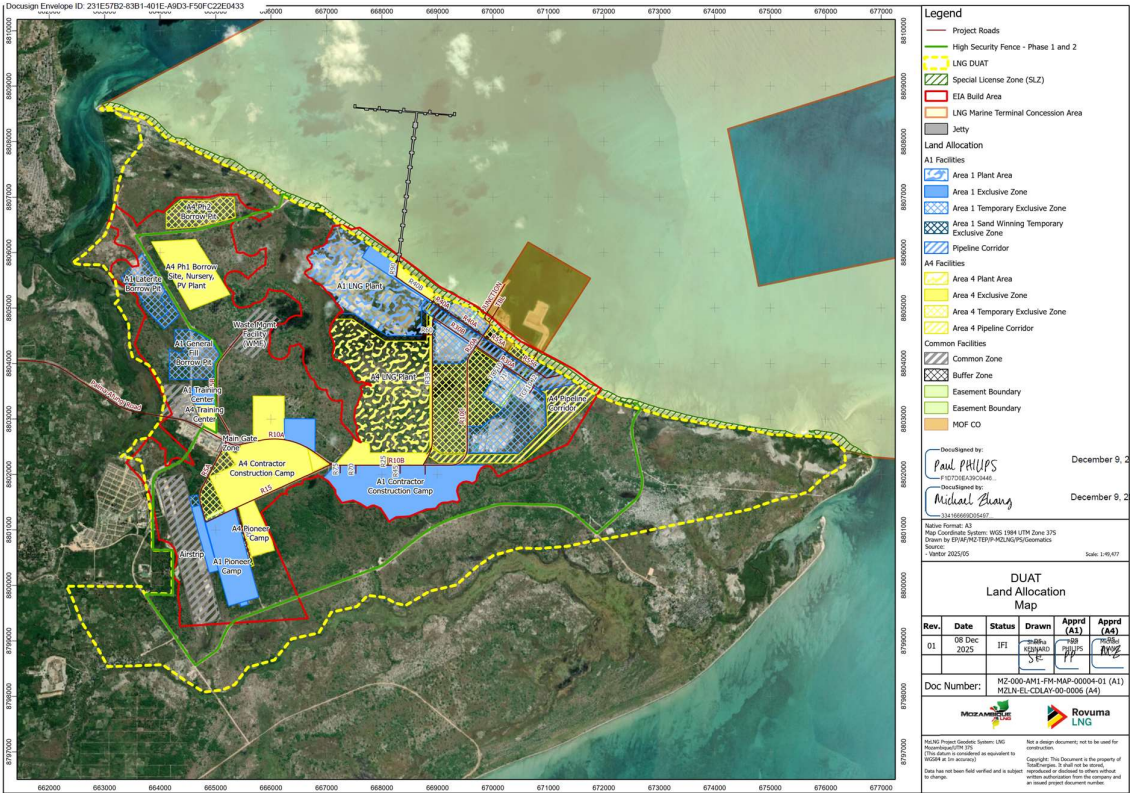


Figure 2-4: Onshore and Nearshore Site Layout



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2.3. Objectives

The principal objective of the ESMP is to put in place a structured approach to the avoidance, reduction, and mitigation of environmental, social, and community impacts and risks associated with the construction phase of the Project.

Specific objectives of this ESMP are to:

- Describe actions required to implement the construction-related management and mitigation measures outlined in the Environmental Impact Assessment (EIA) for the Liquefied Natural Gas Project in Cabo Delgado
- Describe the processes and actions required to meet Environment License conditions imposed by the Government of the Republic of Mozambique (GoM), and Lender E&S requirements, including International Finance Corporation (IFC) Performance Standards (PS) on Environmental and Social Sustainability (IFC, 2012)
- Describe additional measures required to implement Good International Industry Practice (GIIP)
- Facilitate the addition and /or modification of control measures as new data and the results of updated impact and risk assessments become available
- Outline the roles and responsibilities of the environmental and social management organization
- Describe the processes for incident management, management of change, recording and reporting non-conformances, as well as measurement and reporting of E&S performance indicators
- Outline the minimum requirements for assessment and review.

2.4. Scope

The spatial scope of the ESMP can be generally described as comprising the footprint of the Area 4 Project components and the surrounding Area of Influence¹. While most of these components are defined, some are not, and won't be defined until well into the construction phase. This is especially the case for the category of facilities known as Associated Facilities (refer Section 2.5).

The ESMP has anticipated this situation by characterizing the range of components and facilities that are expected to be developed over the course of the construction phase, and making provision for them to be accommodated within the management plan as details relating to construction responsibility become known (e.g., in the case of shared facilities, i.e., 'first group'; refer Section 2.1), and, in the case of third-party providers, when details of their identity, location and activities become available.

As noted in Section 2.2, Area 1 and Area 4 Concessionaires are developing their projects independently although in a coordinated manner. While this will require each party to develop

¹ The area of influence encompasses, as appropriate, (A) the area likely to be affected by: (i) project activities and facilities that are directly owned, operated or managed (including by contractors) and that are a component of the project or an Associated Facility); (ii) impacts from unplanned but predictable developments caused by the project that may occur later or at a different location; or (iii) indirect project impacts on biodiversity or on ecosystem services upon which Affected Communities' livelihoods are dependent; (B) associated facilities, and (C) cumulative impacts that result from the incremental impact, on areas or resources used or directly impacted by the project, from other existing, planned or reasonably defined developments at the time the impacts and risks identification process is conducted [Source: IFC PS1]

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separate, independent ESMPs (or equivalent), there will be common functionalities, interfaces, and areas of overlap, necessitating coordination, harmonization, cooperation and alignment of approaches with regard to many issues. Formal and informal agreements, structures and arrangements have and are being developed to meet this need (refer to Section 3).

The temporal scope of the ESMP is the construction phase of the Project, nominally mid-2026 to late 2029).

A separate ESMP will be developed for the production phase of the Project.

2.5. Project Components and Associated Facilities

2.5.1. Project Components

The Rovuma LNG project comprises a complex set of facilities and ownership arrangements, each of which poses different E&S risks and potential impacts.

Management of these risks and potential impacts must be commensurate with both the specific risks associated with the component or activity and the degree of management control, as determined by the ownership or contractual arrangements.

The below outline of Project Components is provided for context and completeness only, as they are not part of the scope of this document and are managed through direct processes.

EMML has developed the following classification for dedicated, shared and common facilities that encompasses the Rovuma LNG project:

- Core Facilities – Midstream facilities and activities (comprising onshore activities), operated by EMML on behalf of MRV (lender financed); inclusive of Early Works
- Associated Facilities
 - Upstream Supply Project – Upstream facilities or activities (comprising offshore and nearshore activities, including a pipeline beach crossing and onshore pipeline corridor), operated by EMML on behalf of MRV (not requiring lender financing)
 - Shared Facilities - Onshore and nearshore facilities that will be constructed either by Area 1 or EMML under contractual agreements, and jointly used (e.g., Material Off-loading Facility (MOF), LNG Marine terminal (LNGMT) (not requiring A4 lender financing)
 - DUAT Common Facilities – Onshore facilities within the DUAT that will be constructed either by Area 1 or EMML under contractual agreements and jointly used airstrip, roads, security fences, etc.); (not requiring A4 lender financing)
 - Resettlement activities – including onshore, offshore physical and economic displacement and associated livelihood and other activities (not A4 requiring lender financing)

Based on the level of Control and Influence the Project has over these components, E&S risks and potential impacts for Project associated facilities and activities are managed via the ESMS in the case of the Upstream Supply Project, and formalized in various legal agreements between Area 1 and Area 4 specific to Shared Facilities, DUAT Common Facilities and Resettlement. These agreements define the Operating party (Area 1) execution in accordance with applicable laws & standards as well as monitoring and reporting obligations to and the review, access or usage rights of the non-Operating party (Area 4).

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2.5.2. Associated Facilities Categorization

Associated Facilities are defined as facilities not funded by the project, that would not have been constructed or expanded if the project did not exist, and without which the project would not be viable² (IFC, PS1, 2012). While not specifically stated and not a requirement, in practice, it is generally applied that Associated Facilities are operated by third-parties³.

Experience from numerous Lender-financed projects has allowed the development of practical approaches to 'operationalise' the concept of Associated Facilities. This has been necessary due to a combination of the expansive IFC definition, the range of third-parties that typically support large infrastructure developments, and the absence of practical corresponding PS Guidance Notes. These approaches are outlined in Environmental and Social Requirements for Contractors: Associated Facilities (MZLN-EL-RPPLN-00-0010).

Suppliers of Primary Interest (SPIs) are third-parties that are part of the supply chain that meet the following criteria:

- Provide goods and materials essential for the core business processes of the Project⁴
- Have contractual relationships with the Project that provide the Project some commercial leverage on how operations are conducted⁵
- Have operations that are associated with sectors or locations that have inherent E&S risks including risks related to PS2 labor & working conditions (child and forced labour⁶, significant occupational health and safety⁷) and PS6 biodiversity⁸ (natural or critical habitat, materials sourcing)

Other Contractors (e.g. EPCs) retained by, or acting on behalf of a project, are subject to the project's E&S management systems and therefore not considered a third party and will not be categorised as Associated Facilities. The expectation is that these Contractors will be managed commensurate with both E&S risks/potential impacts and opportunities for commercial or other forms of leverage, with due regard to conflict of interest.

In instances where the Project (via its EPC Contractor) forms the view that it cannot exercise appropriate levels of control or influence over SPIs in order to reduce potential E&S impacts and risks to acceptable levels, the SPIs will not be engaged.

The description of the processes for managing the E&S risks, impacts and potential Project liabilities arising from the engagement of defined third parties, and to provide that the Project complies with E&S Standards applicable to the Project can be found in the document Environmental and Social Requirements for Contractors: Associated Facilities (MZFF-00-EC-HE-PLN-0013).

² The term 'facilities' is interpreted broadly and can also include activities; for example the procurement of timber, the upgrading of roads, the extraction of aggregates from sources other than quarries (which are often regarded as facilities).

³ This may include Government entities e.g. ports

⁴ PS1, GN51

⁵ PS1 paragraphs 9 & 10; PS1,GN52; PS2 paragraph 29

⁶ PS1,GN53; PS2, paragraph 27

⁷ PS1,GN53; PS2, paragraph 27

⁸ PS1,GN53; PS6, paragraph 30

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2.5.3. Cooperation with Area 1 and Governance of the DUAT Shared and Common Facilities

The Government of Mozambique, the Area 1 Operator (TEPMA1), and the Area 4 Operator (EMML) have established a coordinated development framework to support both operators' LNG projects in the Afungi LNG Park. This framework is mandated under the Decree Law and reflects the Government's objective for shared, efficiently developed infrastructure—including a single Materials Offloading Facility (MOF) and a single LNG Marine Terminal (LMT).

To enable the onshore development, the Government granted Rovuma Basin LNG Land, Lda. (RBLL) a DUAT land use title over the Afungi site, which is now held on a 50 year basis. RBLL is jointly owned by MRV and TEPMA1 and is responsible for granting site specific exploitation rights for the Common Area, Area 1 Site, and Area 4 Site.

The MOF and LMT are governed under dedicated concession agreements approved by Council of Ministers in June 2017. These concessions are held by MOFCo and LMTCo—Mozambican companies jointly owned by the Area 1 Concessionaires (or their affiliates) and the Area 4 Parties (or their affiliates). The concessions provide equal access and usage rights to both Area 1 and Area 4 projects.

A comprehensive suite of agreements and permits governs coordination among the Area 1 Operator, Area 4 Operator, MOFCo, LMTCo, and RBLL. These instruments address design, construction, operations, governance, resettlement, environmental compliance, and use of the shared and common facilities. Key instruments include the Environmental Impact Assessment (2014), the Resettlement Action Plan (2016), the Resettlement Joint Operating Agreement (2018), and the multiple Shared Facilities agreements. These agreements address implementation, construction management, facility usage, operations services, and joint development and use of common infrastructure within the DUAT, including roads, security systems, airstrip, waste management facilities, and fiber optic connectivity.

Area 1 has been designated as the “First Mover”, responsible for leading the development and management of the shared and common facilities. This responsibility includes operational management as well as safety, security, environmental, and socioeconomic stewardship, consistent with applicable commitments, agreements, and regulatory requirements

Overall, the coordinated onshore framework enables that the shared facilities—including the MOF, LMT, and Common Facilities—are delivered in a timely, efficient, and integrated manner, providing aligned benefits to the Government of Mozambique and to both the Area 1 and Area 4 Concessionaires.

As noted above, the Project ability to influence the execution of associated facilities by Area 1 are formalized in various legal agreements between the parties which define the Operating party (Area 1) execution in accordance with applicable laws & standards as well as monitoring and reporting obligations to and the review, access or usage rights of the non-Operating party (Area 4).

Additionally, aligning the Project's data collection methodologies, plans, procedures, monitoring and reporting between TEPMA1 and the Project has been identified as a critical project activity and key priority. This effort involves close coordination across multiple disciplines (e.g., waste management, community health and safety, stakeholder engagement, industrial relations, cultural heritage, project induce in-migration, ecosystem services, biodiversity) and a such is described in more detail in each of the topic specific management plans.

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3. LEGAL AND OTHER REQUIREMENTS

It is EMMML policy to comply with applicable laws and regulations and apply responsible standards where laws and regulations do not exist. This section provides an overview of key requirements.

3.1. National Requirements

An Environmental Impact Assessment (EIA) Report for the proposed Liquefied Natural Gas (LNG) Project associated with the gas fields within Area 1 Offshore of the Rovuma Basin (Area 1) and Area 4 Offshore of the Rovuma Basin (Area 4) was undertaken for the proposed LNG facilities and associated infrastructure, onshore and offshore by Environmental Resources Management (ERM) Southern Africa (Pty) Ltd in association with Projectos e Estudos de Impacto Ambiental, Lda. (Impacto). The EIA was approved by the Ministry for the Coordination of Environmental Affairs (MICOA), on June 16, 2014. MICOA has since been replaced by the Ministry of Land, the Environment, and Rural Development (MITADER).

Multiple environmental licenses were issued by MITADER to the co-proponents in February 2018 and renewed accordingly, some of which have been issued individually to each co-proponent, while others are shared and have been issued in joint names. The licenses issued are as follows:

- Area 1 Exclusive Facilities Environmental License
- Area 4 Exclusive Facilities Environmental License
- Materials Offloading Facilities Environmental License
- LNG Marine Terminal Environmental License
- Area 1 and Area 4 Shared Facilities Environmental License.

MITADER also issued an Environmental License for the Replacement Village to both co-proponents⁹.

The Environmental License process is subsequently managed via Government-submitted Environmental Management Plan (EMP) updates as described in Section 6.2.

3.2. International Requirements¹⁰

In addition to meeting applicable national legislative requirements, the Project may also be subject to aspects of relevant international conventions and agreements ratified by the GoM and translated into national requirements. Some examples of international conventions or treaties that may affect the Project are listed below:

- Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal (Basel Convention, 1992)
- International Convention on Oil Spill Preparedness, Response, and Co-operation (1990)

⁹ The Replacement Village Resettlement Plan was submitted as an addendum to the LNG EIA Report, as this was not included in the scope of the LNG EIA Report

¹⁰ International treaties or conventions create obligations for Governments not companies or Projects. This list is intended only to illustrate those treaties or conventions which at the time of publication the Government of Mozambique has ratified and have potential relevance to the Project's E&S scope and may become applicable to the Project if they are ratified by the Government of Mozambique and translated into national requirements.

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- International Convention for the Prevention of Pollution from Ships, 1973 as amended by the Protocol of 1978 relating thereto (MARPOL 73/78)
- Convention on the Conservation of Migratory Species of Wild Animals (the Bonn Convention, 1979), and incorporating the African-Eurasian Migratory Water Bird Agreement, 1995
- Convention on Wetlands of International Importance Especially on Wildfowl Habitat (The Ramsar Convention, 1971)
- Convention on International Trade in Endangered Species of Wild Flora and Fauna (CITES), 1973
- UN Framework Convention on Climate Change (1992), and the Kyoto Protocol to the UNFCCC (1997)
- Vienna Convention on the Protection of the Ozone Layer, Vienna (1985) including the Montreal Protocol on Substances that Deplete the Ozone Layer (1987)
- UN Convention on Biological Diversity (1992)
- Convention for the Protection of the World Cultural and Natural Heritage, Paris (1972)
- International Plant Protection Convention, Rome (1951), including revised text (1991)
- Stockholm Convention on Persistent Organic Pollutants (2001)
- UN Declaration on the Right and Responsibility of Individuals, Groups, and Organs of Society to Promote and Protect Universally Recognized Human Rights and Fundamental Freedoms
- African Charter on Human and Peoples' Rights
- Extractive Industry Transparency Initiative (EITI) and its Civil Society Protocol.

3.3. Lender Group Requirements

The Project has further refined its management processes to comply with the requirements of the IFC's Performance Standards (PS), given Midstream debt financing through various Export Credit Agencies (ECAs), commercial banks and potentially other International Financial Institutions (IFIs). These institutions are collectively referred to in this document as the Lender Group. The Project will adhere to the requirements of the applicable E&S standards (e.g. IFC PS(2012), OECD common approaches, Equator Principles IV) throughout its lifecycle.

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4. PROJECT POLICIES, STATEMENTS AND REQUIRED PRACTICES

ExxonMobil's¹¹ Standards of Business Conduct forms the framework by which EMMML operates. The Standards of Business Conduct include guiding principles and foundational policies. It guides ExxonMobil's relationships with its shareholders, customers, employees, and communities. The Environment, Health, and Safety Policies found in the Standards of Business Conduct are provided below as well as corporate statements on Human Rights, Labour Practices, and Security.

While these are ExxonMobil's companywide policies and standards, and Corporate separateness does apply, ExxonMobil affiliates around the world are expected to adhere to them. This includes their applicability to Rovuma via the designated Operator of Rovuma, EMMML.

4.1. Environment¹²

It is the Company's policy to conduct its business in a manner that is compatible with the balanced environmental and economic needs of the communities in which it operates. The Company is committed to continuous efforts to improve environmental performance throughout its operations.

Accordingly, the Company's policy is to:

- comply with all applicable environmental laws and regulations and apply responsible standards where laws and regulations do not exist;
- encourage concern and respect for the environment, emphasize every employee's responsibility in environmental performance, and foster appropriate operating practices and training;
- work with government and industry groups to foster timely development of effective environmental laws and regulations based on sound science and considering risks, costs, and benefits, including effects on energy and product supply;
- manage its business with the goal of preventing incidents and of controlling emissions and wastes to below harmful levels; design, operate, and maintain facilities to this end;
- respond quickly and effectively to incidents resulting from its operations, in cooperation with industry organizations and authorized government agencies;
- conduct and support research to improve understanding of the impact of its business on the environment, to improve methods of environmental protection, and to enhance its capability to make operations and products compatible with the environment;
- communicate with the public on environmental matters and share its experience with others to facilitate improvements in industry performance;
- undertake appropriate reviews and evaluations of its operations to measure progress and to foster compliance with this policy.

¹¹ The terms ExxonMobil or the Company as used in this section may refer either to Exxon Mobil Corporation, one or more of its divisions, or one of more of its majority-owned affiliated companies ("Affiliates"). Each separately incorporated Affiliate is responsible for management of its own affairs. The use of the term ExxonMobil when referring to such Affiliates is not intended to undermine the corporate separateness of Exxon Mobil Corporation and its Affiliates.

¹² ExxonMobil corporate website, page 16 of the Standards of Business Conduct; issue date is December 2025 as adopted by EMMML.

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4.2. Health¹³

It is the Company's policy to:

- identify and evaluate health risks related to its operations that potentially affect its employees, contractors or the public;
- implement programs and appropriate protective measures to control such risks, including appropriate monitoring of its potentially affected employees;
- communicate in a reasonable manner to potentially affected individuals or organizations and the scientific community knowledge about health risks gained from its health programs and related studies;
- determine at the time of employment and thereafter, as appropriate, the medical fitness of employees to do their work without undue risk to themselves or others;
- provide or arrange for medical services necessary for the treatment of employee occupational illnesses or injuries and for the handling of medical emergencies;
- comply with all applicable laws and regulations, and apply responsible standards where laws and regulations do not exist;
- work with government agencies and others to develop responsible laws, regulations, and standards based on sound science and consideration of risk;
- conduct and support research to extend knowledge about the health effects of its operations;
- undertake appropriate reviews and evaluations of its operations to measure progress and to foster compliance with this policy;
- provide voluntary health promotion programs designed to enhance employees' wellbeing, productivity, and personal safety. These programs should supplement, but not interfere with, the responsibility of employees for their own health care and their relationships with personal physicians. Information about employees obtained through the implementation of these programs should be considered confidential and should not be revealed to non-medical personnel except at the request of the employee concerned, when required by law, when dictated by overriding public health considerations, or when necessary to implement the Alcohol and Drug Use policy

4.3. Safety¹⁴

It is Company's policy to conduct its business in a manner that protects the safety of employees, others involved in its operations, customers, and the public. The Company will strive to prevent all accidents, injuries, and occupational illnesses through the active participation of every employee. The Company is committed to continuous efforts to identify and eliminate or manage safety risks associated with its activities.

Accordingly, the Company's policy is to:

- design and maintain facilities, establish management systems, provide training and conduct operations in a manner that safeguards people and property;

¹³ ExxonMobil corporate website, page 15 of the [Standards of Business Conduct](#); issue date is December 2025, as adopted by EMLL.

¹⁴ ExxonMobil corporate website, page 17 of the [Standards of Business Conduct](#); issue date is December 2025, as adopted by EMLL.

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- respond quickly, effectively, and with care to emergencies or accidents resulting from its operations, in cooperation with industry organizations and authorized government agencies;
- comply with all applicable laws and regulations, and apply responsible standards where laws and regulations do not exist;
- work with government agencies and others to develop responsible laws, regulations, and standards based on sound science and consideration of risk;
- conduct and support research to extend knowledge about the safety effects of its operations, and promptly apply significant findings and, as appropriate, share them with employees, contractors, government agencies, and others who might be affected;
- stress to all employees, contractors, and others working on its behalf their responsibility and accountability for safe performance on the job and encourage safe behavior off the job;
- undertake appropriate reviews and evaluations of its operations to measure progress and to foster compliance with this policy.

4.4. Statement on Human Rights¹⁵

ExxonMobil is committed to respecting human rights as a fundamental principle in its operations.

The Company strives to have a positive influence on our workforce and in the communities where it operates. ExxonMobil condemns human rights violations in any form and actively expresses these views in its engagements with governments and others.

ExxonMobil's commitment to respecting human rights is integrated into its policies, practices, and expectations and is guided by the goals of universally recognized principles, including those of the:

- United Nations Universal Declaration of Human Rights
- 2011 U.N. Guiding Principles on Business and Human Rights (UNGPs)
- International Labour Organization 1998 Declaration on Fundamental Principles and Rights at Work
- Voluntary Principles on Security and Human Rights
- U.N. Declaration on the Rights of Indigenous Peoples
- ILO Convention 169 Concerning Indigenous and Tribal Peoples in Independent Countries

Key ExxonMobil policies, practices and expectations that incorporate elements of these principles include:

- Standards of Business Conduct: Includes its "foundation policies" and expectations for the ethical conduct of directors, officers, and employees. The Board of Directors adopts and oversees the administration of these standards. Wholly owned and majority-owned subsidiaries of Exxon Mobil Corporation generally adopt policies similar to the Company's foundation policies.

¹⁵ ExxonMobil corporate [website](#); Statement issue date is April 2025. EMMML has adopted the policies, practices and expectations of ExxonMobil consistent with the Statement on Human Rights.

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- Statement on Labor and the Workplace: Reinforces ExxonMobil's commitment to providing positive, productive, and supportive work environments.
- Statement on Security and Human Rights: Highlights ExxonMobil's commitment to conduct business in a way that protects the security of personnel, facilities, and operations and respects human rights.
- Supplier, Vendor, and Contractor Expectations: Calls for stringent compliance with anti-corruption, conflict of interest, safety, human rights and other guidelines to stay in good standing.

Wherever it operates, certain principles and expectations apply to the Company's relationships with communities, its employees, contractors, and others working on its behalf. In light of applicable laws and specific circumstances, ExxonMobil:

- Recognizes and respects employees' right to join associations and choose representative organizations for the purpose of engaging in collective bargaining in a manner consistent with applicable laws, rules, and regulations, as well as local customs as appropriate.
- Does not use forced or compulsory labor, including prison labor.
- Recruits employees and provides working conditions, including payment of wages and benefits, that comply with applicable laws and regulations.
- Forbids the use of child labor in our workforce – all ExxonMobil employees are above the legal employment age in the country of their employment.
- Provides equal employment opportunities to individuals who are qualified to perform job requirements.
- Prohibits discrimination in the workplace.
- Identifies and manages socioeconomic, safety, security, or health risks associated with its operations that potentially affect its employees, others involved in its operations, and the public.
- Conducts business in a way that respects human rights and helps contribute to long-term, positive local economic and social development in the communities in which we operate.
- Engages with local groups and individuals regularly and provides appropriate channels for individuals or communities to raise concerns in a way that seeks to support confidentiality and non-retaliation.
- Respects property rights in the countries and communities where it operates, and seeks to avoid involuntary resettlement and to minimize the need for voluntary resettlement.
- Conducts meaningful engagements and open consultation in locations inhabited or historically used by Indigenous peoples, incorporating traditional knowledge and land-use practices into its plans and promoting community programs that respect traditions and cultures.
- Helps preserve cultural heritage by managing the potential impacts of its operations and by making culturally appropriate community investments.
- Expects its suppliers, vendors and contractors to manage activities in a manner that respects human rights.

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4.5. Statement on Labor and the Workplace¹⁶

ExxonMobil is committed to providing positive, productive and supportive work environments throughout its global operations.

ExxonMobil operates in various environments and diverse cultures. Wherever we operate, certain principles consistently apply to the Company's relationships with its employees and its expectations of conduct in the workplace. ExxonMobil's Standards of Business Conduct provide a worldwide framework for responsible operations and are consistent with the spirit and intent of the International Labour Organization *1998 Declaration Fundamental Principles and Rights at Work*. The ILO Declaration sets an obligation on Member States to promote and realize the following principles:

- Freedom of Association and effective recognition of the right to collective bargaining

ExxonMobil recognizes and respects its employees' right to join associations and choose representative organizations for the purpose of engaging in collective bargaining in a manner consistent with applicable laws, rules and regulations as well as local customs as appropriate.

- Elimination of all forms of forced or compulsory labor

ExxonMobil does not use forced or compulsory labor including prison labor. ExxonMobil recruits its employees and provides working conditions, including payment of wages and benefits, that comply with applicable laws and regulations.

- Effective abolition of child labor

Throughout ExxonMobil's worldwide operations, we forbid the use of children in our workforce. All ExxonMobil employees are above the legal employment age in the country of their employment.

- Elimination of discrimination in respect of employment and occupation

ExxonMobil's Standards of Business Conduct include an *Equal Employment Opportunity Policy*, which states, in part:

It is the policy of Exxon Mobil Corporation to provide equal employment opportunity in conformance with all applicable laws and regulations to individuals who are qualified to perform job requirements.

The Standards of Business Conduct also include a *Harassment in the Workplace Policy* that prohibits any form of harassment in the workplace with the objective of providing a work environment that fosters mutual employee respect.

ExxonMobil and its affiliates support these principles. The Company and its affiliates develop and implement suitable policies, procedures and practices in light of applicable laws and specific circumstances to accomplish the objectives of the ILO Declaration as noted above.

4.6. Statement on Security and Human Rights¹⁷

ExxonMobil is committed to conducting business in a way that protects the security of its personnel, facilities and operations and respects human rights.

¹⁶ ExxonMobil corporate [website](#). Statement issue date is June 3, 2020. EMLL has adopted the policies, practices and expectations of ExxonMobil consistent with the Statement on Labor and the Workplace.

¹⁷ ExxonMobil corporate [website](#). Statement issue date is April 2025. EMLL has adopted the policies, practices and expectations of ExxonMobil consistent with the Statement on Security and Human Rights.

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Since 2002, the Company has been a member of the Voluntary Principles Initiative (VPI), a multi-stakeholder effort supporting the implementation of the Voluntary Principles on Security and Human Rights (VPSHR).

ExxonMobil operates in places where engagement with private security or host governments may be necessary to support safe and successful operations. While recognizing that host governments have the responsibility of maintaining law and order, security and protection of human rights, ExxonMobil believes that:

- Its business presence can and should have a positive influence on the treatment of people in the communities in which it operates;
- Security and respect for human rights can and should be compatible;
- Human rights violations are not acceptable and should be condemned; and
- Allegations of human rights abuses in the protection of its assets should be promptly reported

The Company, its wholly owned and majority owned affiliate's relationships and interactions with host government-assigned security and private security providers are carried out consistent with ExxonMobil's Standards of Business Conduct and guided by the goals of universally recognized principles including:

- U.N. Universal Declaration on Human Rights
- U.N. Guiding Principles on Business and Human Rights (UNGPs)
- International Labour Organization's 1998 Declaration on Fundamental Principles and Rights at Work
- U.N. Code of Conduct for Law Enforcement Officials
- U.N. Basic Principles on the Use of Force and Firearms by Law Enforcement Officials
- Voluntary Principles on Security and Human Rights

Where host governments require engagement of their official government security forces, ExxonMobil works to have written agreements with the host nations that include expectations for respecting human rights consistent with the goals of the VPSHR. Additionally, where appropriate, standard contracts for security services include provisions requiring:

- Training for security personnel on expectations and responsibilities.
- Monitoring, reporting, and investigation of allegations of human rights abuses.
- Immediate removal of any personnel credibly alleged to have committed a human rights abuse.

4.7. Supplier, Vendor and Contractor Expectations¹⁸

ExxonMobil holds its suppliers, vendors and contractors to stringent compliance, anti-corruption, nonconflict, safety and other guidelines in order to stay in good standing.

ExxonMobil expects its suppliers, vendors and contractors to:

- comply with laws, rules and regulations applicable to their business;

¹⁸ ExxonMobil corporate [website](#); issue date is December 20, 2019. EMLL has adopted the policies, practices and expectations of ExxonMobil consistent with the Supplier, Vendor and Contractor Expectations.

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- comply with their contractual obligations and perform their activities balancing economic growth, social development and environmental protection;
- avoid any conflict of interest;
- not offer, pay, directly or indirectly, any bribe or engage in any corrupt practice;
- comply with antitrust and competition laws;
- promote a safe, secure and healthy workplace;
- apply continuous efforts to improve safety, security, health and environmental performance and foster appropriate operating practices and training;
- endeavor to provide positive, productive and supportive work environments;
- conduct operations and business practices in a manner consistent with the Fundamental Principles and Rights at Work of the 1998 International Labour Organization (ILO) Declaration, including the elimination of child labor, forced labor, workplace discrimination, and recognition of freedom association; and
- manage activities in a manner that respects human rights and is consistent with the United Nations Guiding Principles on Business and Human Rights in effect as of 2011.

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5. OPERATIONS INTEGRITY MANAGEMENT SYSTEM (OIMS)

The Project is using ExxonMobil's established management system, OIMS¹⁹. The OIMS Framework establishes common worldwide expectations for addressing inherent risks. ExxonMobil uses the term Operations Integrity (OI) to address all aspects of its business that can impact business performance.

The Project's Managers are responsible for ensuring that the management systems satisfying the Framework are in place and used as a normal part of business activities. The scope, priority, and pace of management system implementation should be consistent with the risks associated with the business. The environmental and social aspects of the Project are primarily situated in:

- OIMS System 1.1 to 1.12 – Leading, Managing, and Driving Performance.
- OIMS System 2.2 – Identifying, Assessing, Mitigating and Accepting Risk.
- OIMS System 4.2 – Information Needed for Construction, Operation and Maintenance
- OIMS System 6.5 – Regulatory Compliance and Sustainability Management
- OIMS System 7.1 – Managing Change
- OIMS System 10.1 and 10.2 – Emergency Preparedness and Response and Managing Community Risk
- OIMS System 11.1 – Assessing and Driving Effectiveness

OIMS is certified as equivalent to ISO 14001:2015 Environmental Management Systems and ISO 45001:2018 Occupational Health and Safety (OH&S) Management Systems with guidance for use by Lloyd's Register. Certification was issued on 11 November 2024 and is periodically reviewed.

Figure 5-1: Operation Integrity Management System Components



Source: ExxonMobil 2026 Sustainability Report, May 5, 2026

¹⁹ ExxonMobil corporate [website](#); issue date is Dec 15, 2022

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6. ENVIRONMENTAL AND SOCIAL IMPACT AND RISK ASSESSMENT, EVALUATION AND MANAGEMENT

6.1. Environmental Impact Assessment

E&S aspects and impacts associated with the Project were identified and evaluated as part of an EIA, jointly prepared by Area 1 and Area 4 Operators (Section 2.1) and completed in 2014 (Section 6.1).

The EIA comprises three volumes:

- Volume I: Introduction, Project Description and Baseline
- Volume II: Impact Assessment, Management, Implementation, and Conclusions
- Volume III: Annexes²⁰.

The EIA resulted in the identification of a range of potential impacts and risks for which corresponding control measures were developed to mitigate residual impacts. These control measures are contained in an E&S Commitments Register²¹, and, together with a set of additional GIIP measures, form the basis of this ESMP.

The Commitments Register highlights those commitments which are Company responsibility, and those which are Contractor responsibility (with Company oversight) and will be updated as necessary to incorporate new mitigation measures that are developed prior to and during construction. Mitigation measures may also be removed from the Register when the corresponding impact or risk is considered to be no longer applicable or relevant.

6.2. Environmental Management Plans

Under an agreement with GoM, Area 1 and Area 4 will separately construct and operate their own respective offshore and onshore facilities under their respective Environmental Management Plans (EMPs) and exclusive Environmental Licenses (ELs). A multiple license framework was necessary for the following reasons:

- To enable a clear assignment of responsibility for implementing the requirements of the EMPs and allow for separation of liability of each license holder
- To align with Government Agreements entered into after the LNG Project EIA submittal and approval.
- To facilitate the implementation of different Area 1 and Area 4 development schedules.
- To allow for resettlement required prior to the commencement of LNG construction activities.

Five EMPs²², each with a corresponding license, were prepared in 2017 for the following Project components:

- Materials Offloading Facility
- LNG Marine Terminal
- Area 1 Exclusive Facilities
- Area 4 Exclusive Facilities

²⁰ The full EIA has been disclosed online at the [ExxonMobil Mozambique](#) website.

²¹ Refer to MZFF-00-EC-HE-RPT-0002 Area 4 Exclusive Facilities EMP Rev 2 Appendix A

²² A Resettlement Plan, together with a corresponding EL, was also developed (refer Section 6.4)

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- Area 1 and Area 4 jointly utilized facilities.

The EMPs broadly cover the following:

- Applicable environmental and social mitigation and management measures identified in the LNG Project EIA and in the associated Tabulated Environmental and Social Management Plan (ESMP) (Annex D of the LNG Project EIA)
- Applicable recommendations provided in the LNG Project EIA Approval letter and in the relevant Addendum of the Letter.

The Area 4 EMP was recently updated to account for the revised Project concept and details, in the Rev 2 version, which was submitted to the Government of Mozambique in December 2025, and approved in February 2026.

The shared EMPs are being managed by Area 1, as first movers, who have received approval of their updated EMPs for the MOF and Shared Facilities (Dec 2025) while the LNG Marine Terminal EMP is currently being updated.

6.3. Biodiversity Strategy, Action Plan and Offsets Management Plan

The Biodiversity Strategy and Biodiversity Action Plan (BAP) are Company Plans under the ESMP framework and guide the implementation of the Project's biodiversity commitments to align with IFC PS, national requirements, Company approach towards biodiversity and ecosystem services management, and relevant Project standards. This document sets the Project's biodiversity objectives and includes a series of commitments that will be applied to meet the objectives, and confirms the Critical Habitat features, Natural Habitat, and Ecosystem Services, which are the focus of the Biodiversity Strategy. In addition to this is the Biodiversity Offsets Management Plan (BOMP), a Mozambican regulatory requirement for the management of offsets, that requires stakeholder input and Government approval.

6.4. Resettlement Plan

A Resettlement Plan (RP) developed on behalf of Area 1 and Area 4 was approved by the GoM in 2017²³. The RP describes the policies, principles, procedures, roles, and responsibilities for managing physical displacement impacts (loss of dwellings) and economic displacement impacts (full or partial loss of income sources or other means of livelihood) caused by the construction and operation of the LNG facility and the export terminal. The RP also includes a Resettlement Action Plan (RAP).

The resettlement goal is to undertake resettlement in a manner that gives physically and economically displaced households the opportunity to improve or at least restore their livelihoods and standards of living. The Project worked closely with affected communities and GoM whilst developing the RP. Civil society organizations also played an active role in the development of the RP. Consultation and engagement with affected and host communities, all levels of Government and civil society will continue throughout the resettlement implementation period. The Area 1 Operator is leading all activities associated with the RP.

6.5. Project Gap Closure Strategy

The Project commissioned Upstream and Midstream E&S Gap Assessments in 2019 by IDP for the purposes of comparing the EIA and available post-EIA reports undertaken by the Project, on behalf of MRV, and Area 1 Operator against IFC PSs. Subsequently, a Gap Closure Plan (GCP) was prepared in order to detail work scopes and deliverables deemed

²³ The Resettlement Plan has been disclosed online at [Resettlement - Mozambique LNG](#)

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necessary in order to achieve project financing. This led to the inclusion of 'additional' environmental and social requirements for the project above and beyond the commitments within the EIA/EMPs.

In 2024, the Project commissioned a new Upstream and Midstream Gap Analysis and Closure Plan by ERM to identify potential gaps in the current Project documentation and plans with lender applied standards. This new gap analysis recognized potential changes that may have occurred during the Project pause. The gaps identified are being incorporated in updated project plans and may include supplemental environmental and social requirements for the project.

6.6. Environmental and Social Requirements for Contractors

Design, site development and construction / execution of the project components will be undertaken by an Engineering, Procurement, and Construction (EPC) Contractor, with support from subcontractors. The environmental and social expectations of EMMML, for and on behalf of MRV were detailed in a document entitled MZFF-00-EC-HE-PLN-0001 – Environmental and Social Requirements for Contractors. This document and associated theme and activity-specific annexes (Figure 2-1) formed an important component of the ITT process.

This documentation includes the EMP commitments in addition to the 'additional' environmental and social requirements identified in the gap assessments, and consists of the set of plans and related annexes as described in Section 2.

The Environmental and Social Requirements for Contractors document requires that the Contractors carry out a 3-stage approach to environmental and social management for their activities (depending on the topic and the current level of development of the project), namely:

- **Alternatives Analysis:** Company or Contractor will perform a review of the alternatives including details of the environmental and social baseline, the environmental and social impact and risk evaluation, and other relevant drivers for decision making, leading to confirmation of the project's base case.
- **Base Case Definition:** the further definition of the project's base case, including updated/refined baseline details as relevant, updated environmental and social impacts and risks assessment, and a refined list of environmental and social control measures.
- **Topic-Specific Contractor Implementation Plans (CIPs):** Contractors are required to prepare topic-specific CIPs which include the approved environmental and social control measures, details of how these controls will be implemented, and details of the monitoring, reporting and assessment process.

The overall objective of the topic-specific requirements contained in the topic specific documents is to set out the environmental and social requirements to be refined and implemented by the Contractor (and approved by Company) as part of the EPC works to complement the Company's overall ESMS which, when implemented, will enable the Contractor's activities to be in conformance with the IFC Performance Standards.

6.7. Pre-Construction Survey

Pre-Construction Surveys (PCSs) will be conducted prior to accessing a site for the purposes of conducting construction activities that have the potential to result in the disturbance or alteration of land cover and land surface conditions. The objective of a PCS is to identify any significant E&S issues which could be avoided, reduced, or mitigated by refining proposed construction methods or approaches (e.g., micro re-routes of linear infrastructure) or adjusting

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proposed control measures to account for site-specific conditions. The PCS will also inform revegetation / reinstatement efforts.

It is anticipated that PCSs will only need to be completed once per work area. Should additional work (such as clearing additional areas) be required within an approved work area, an additional survey may be required.

Pre-Construction Surveys will adhere to the Project's PCS Procedure (MZFF-00-EM-HX-PRO-0001) and will be initiated in advance of planned clearing / construction activities to allow adequate time to identify potential E&S issues and, where necessary, determine the extent of necessary management and mitigation measures, or, potentially, any changes to the work areas and assessment of alternate locations, should this be required. In order to help maintain the relevance and consistency of the PCS findings, surveys will not be completed more than 6 months prior to the scheduled commencement date for the first clearing / construction activities in any given area.

6.8. Verification, Monitoring, Assessment and Evaluation

Verification, monitoring, assessment, and evaluation will be conducted to assess the effectiveness of this ESMP. Specifically, it will serve to confirm (or otherwise):

- That the mitigation measures designed to manage impacts and risks are being implemented
- That the mitigation measures are achieving intended outcomes, or are on-track to achieve intended outcomes
- Actual versus predicted impacts (as described in the EIA or subsequent assessments)
- Compliance with applicable laws, regulations, and other requirements

The Project's monitoring and evaluation program is designed to be risk-based, with the type, extent, and frequency of monitoring aligned to the potential impacts of specific activities. Monitoring may include field observations, inspections, surveys, sampling and measurement, and other verification methods.

Monitoring results will be assessed against established performance indicators to evaluate MRV's environmental and social performance. Where actual impacts differ from predictions, follow-up investigations will determine whether corrective actions are necessary. Improvement measures will be tracked to confirm effectiveness, and mitigation or control programs will be adjusted as needed. Review frequency will be determined based on impact and risk.

Monitoring schedules will be periodically updated to incorporate inspection findings, changed conditions, and lessons learned. Qualified personnel will conduct monitoring and evaluation activities, with targeted training provided where required. All findings will be prioritized and stewarded to closure.

The activities of the Contractors and applicable third parties will be included in the monitoring and evaluation programs. The Contractor shall conduct internal assessments and implement field-based environmental and social monitoring to verify implementation and effectiveness of CIPs and control measures, assess results, and demonstrate compliance with legal and other requirements. Company will carry out assessments and investigations either in concert with or independent of the Contractor's assessments as appropriate at both project and corporate level.

The EPC Contractor will monitor in accordance with the Project-approved CIPs. Company-led monitoring will be implemented in accordance with Element 11 of ExxonMobil's Operations

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Integrity Management System (OIMS), covering Operations Integrity Assessment and Improvement.

In addition to routine monitoring, internal audits will be conducted to verify compliance with EMP regulatory requirements, and applicable management systems, standards, policies, and procedures. These audits will be performed by qualified personnel and will document non-compliances, assess their severity, and prescribe required corrective actions.

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7. ORGANISATIONAL ROLES AND RESPONSIBILITIES

7.1. Company

The ExxonMobil OIMS System 1.1 Management Leadership and Accountability requires the allocation of sufficient resources for the implementation and continuous improvement of operations integrity, along with the establishment of OIMS-related roles and responsibilities, for ExxonMobil and all Affiliates. The Project's Environmental and Regulatory (E&R) organization is allocated primary responsibility for the implementation and ongoing oversight of this ESMP. The E&S organization forms part of the Safety, Security, Health, and Environment (SSHE) organization (an indicative representation of the Project's SSHE organization is presented in Figure 7.-1**Error! Reference source not found.**), recognizing that the organization will be adapted as required to meet conditions and operational needs throughout the Project's lifecycle. In addition to the SSHE organization, other EMMML production and maintenance personnel have defined roles and responsibilities in respect of this ESMP. Typical roles and responsibilities of key personnel are described in Appendix A.

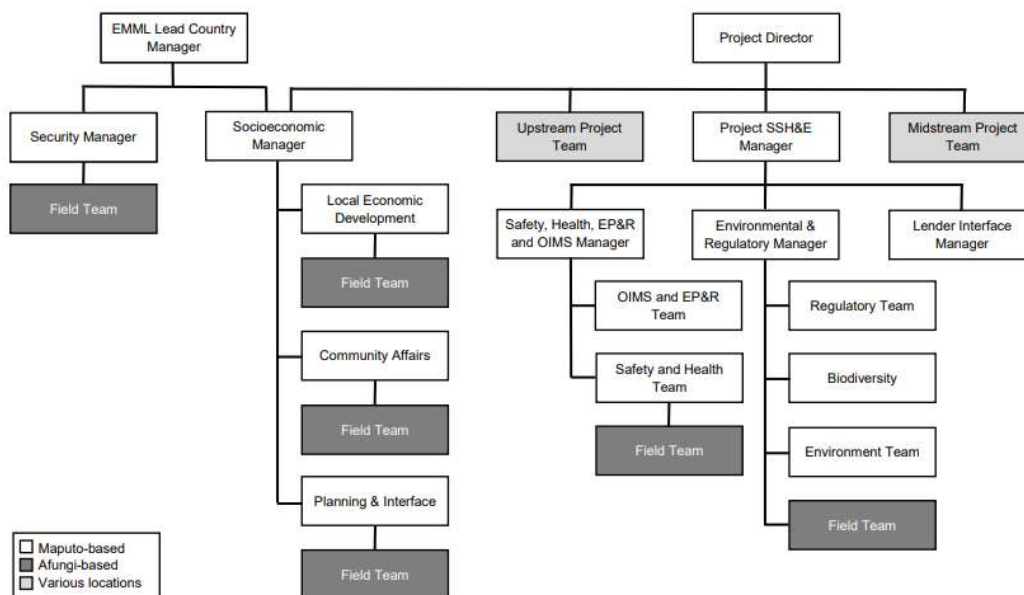


Figure 7-1: Project Execution ER&S Organogram (Indicative)

The Project will retain third-party consultants and other specialist organizations and individuals to support the implementation of this ESMP.

7.2. Contractors

Contractors will be required to have allocated resources on an ongoing basis to achieve effective implementation of the requirements established in this ESMP. Similarly, Contractors will be required to confirm that their subcontractors allocate sufficient resources to achieve effective implementation of the requirements established in this ESMP.

The Environmental and Social Requirements for Contractors require Contractors to prepare topic-specific CIPs that describe the resources allocated to and responsible for the execution of each task and requirements contained therein.

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Contractors will work closely with the Project to define the appropriate level of E&S staffing and associated organizational structure.

The Project recognizes that staffing levels and organizational structures will vary as a function of each Contract scope of work, execution activity levels, and E&S risk.

Key positions within Contractors' and subcontractors' E&S organizations are subject to Project review and approval.

Prior to the commencement of work, Contractors will provide evidence to the satisfaction of the Project that it has the capacity to fulfill the E&S requirements established in this ESMP and Contractors' CIPs and provide dedicated, competent and appropriately qualified E&S resources.

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8. COMPETENCY, TRAINING, AND AWARENESS RAISING

This section provides a summary of training, awareness, and competency requirements associated with the ESMP.

8.1. Competency Levels

The Project will validate that personnel responsible for the execution of the tasks and requirements contained within this ESMP are competent by education, training, and experience as described in OIMS System 5.1 Personnel Selection, Placement, and Competency Verification, and OIMS System 5.2 Personnel Training. The Project will require contractors and subcontractors assure their personnel's competence to effectively execute their roles and responsibilities.

Key positions will be identified through assessment criteria so that personnel have the relevant knowledge and skills for their positions. For example, personnel performing tasks that may involve environmental impacts will have the knowledge and skills necessary to perform their work in a manner consistent with the Corporate Environmental Policy.

Ongoing training and skills assessment will be integrated into management plans to support staff in remaining competent in their roles and aware of Project E&S commitments.

8.2. Training and Awareness

Company, Contractors, and Subcontractors will undertake an initial evaluation of training needs associated with this ESMP and associated contractor/subcontractor documents²⁴.

On the basis of the training needs assessment, Company, Contractors, and subcontractors will develop and maintain a training matrix (Environmental and Social Training Matrix, Appendix C) detailing the training needs of each member of the organization based on job description and level of E&S responsibility and involvement.

Company, Contractor, and subcontractor E&S training programs will include several levels of competency and training as a function of individual personnel E&S responsibility and involvement, as outlined in Table 8-1.

Table 8-1: Indicative Training and Awareness Activities

Type of Training	Description
Induction	Induction directed at all project personnel including visitors, providing a summary of key social and environmental aspects, controls and relevant instructions. This training is specific to each location and worksite.
General awareness	Awareness and overview, directed at personnel who do not have direct duties in respect of this ESMP, providing a summary of key E&S aspects, controls, and relevant instructions. This training is specific to each location and facility.
Management awareness	Awareness, directed at management and supervisory personnel, covering the key aspects of the relevant ESMP.
Job-specific training	Job-specific training, given to personnel having direct duties in respect of this ESMP, providing a detailed review of specific components of this ESMP and a detailed description of individual duties.

²⁴ For Company and Contractor minimum applicable environmental and training requirements see Appendix C.

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9. INCIDENT MANAGEMENT

The Project has an established incident management system that defines the requirements for managing incidents, including near misses. This system also supports the emergency preparedness and response system and is guided by OIMS System 9-1 Incident Management.

An incident is defined as a specific event, sequence of events, or extended condition that has an unwanted or unintended impact on safety, security, health, the livelihood of people and an impact on property, on the environment, or on legal/regulatory compliance.

Project employees and contractors are required to immediately report all incidents to Project management, including lower severity incidents and near miss incidents. All incidents will be investigated under Project guidelines. Investigations are performed to gather information, identify causes, and develop corrective action plans to prevent a reoccurrence.

The incident management process is comprised of the following elements, some of which occur concurrently during implementation:

- Incident classification
- Incident notification (internal and external)
- Injury/illness case management (e.g. diagnosis/treatment/surveillance)
- Incident investigation, including causal analysis and identification of corrective actions
- Incident reporting (internal and external)
- Tracking of corrective actions to closure
- Sharing lessons learned (internal and external).

9.1. Incident Classification

Classification is an important element of the incident management process, as the level of effort and pace of subsequent incident management activities is directly related to the severity level of the incident.

Accordingly, the probable classification of an incident is defined early in the incident management lifecycle (when all information may not be known). To be effective, the classification process requires current, factual knowledge about the incident. Where facts are scarce and/or evolving, the Project will define the most likely severity level based upon known circumstances at the time (i.e., a credible worst-case scenario) when performing notifications. In such cases, adjustments to the initial classification are made as the incident evolves and more information becomes available.

The Project uses a standardized process to determine the classification and the associated severity level of an incident. Once the classification and severity level is determined, the incident is communicated to the appropriate organizational levels so that management is aware of the incident, at a pace commensurate with the defined Severity Level.

The Project considers six primary exposure factors when classifying an incident. These are health/injury, security, environment, public disruption, reputation, and financial.

The Project assigns a Severity Level of <0, 0, 1, 2, or 3 to each of these primary exposure factors, where <0 is the least severe and 3 is the most severe exposure. The overall incident Severity Level is then determined by the highest Severity Level assigned to any one of the six primary exposure factors. The overall incident Severity Level then determines the extent and pace of upward notification.

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9.2. Incident Notification

The Project will use a structured, management-led process to determine notification/reporting requirements in situations where the characteristics of an incident make notification/reporting requirements unclear.

The incident management system includes detailed guidance for performing notifications to internal stakeholders (e.g., field, asset, business unit, and corporate levels) and external stakeholders including designated GoM authorities, Mozambique statutory obligations and Lender and /or Consultants²⁵.

The financing agreements require the Project to perform notification/reporting to the Independent Environmental Social Consultants (IESC)/Lender Group for serious incidents that have a material adverse impact on the environment, worker health and safety, or a Project-affected community, which occurs as a result of Project development, construction or operations.²⁶

It is the Project's intention to perform the required notifications/reporting in alignment with the regulations and financing agreements, in both a timely and transparent manner.

9.3. Other Notifications

The Project recognizes social considerations may be an underlying cause or contributing factor to several of the defined exposure factors, or, in some cases, a defined incident may stimulate a social response from the public, which may increase exposure or otherwise create sensitivities related to incident response.

The Project is also aware that unresolved social issues can frequently and quickly escalate to a defined incident which, depending on the Severity Level, would trigger incident notification/reporting based on the defined exposure factors. Given the importance of effective management of social considerations, the Project will actively monitor social issues through a structured grievance process, with the objective of avoiding/mitigating social issues that could escalate if not addressed in a timely manner.

The Project will also consider courtesy notification for serious incidents that do not address all of the (applicable) criteria, particularly where information relating to the incident is difficult to acquire or corroborate, and where the incident may generate media reports that may come to the attention of the IESC/Lender Group.

²⁵ Notification will be made in accordance with the Financing terms

²⁶ Reporting and incident notification related to Security specific incidents are covered separately.

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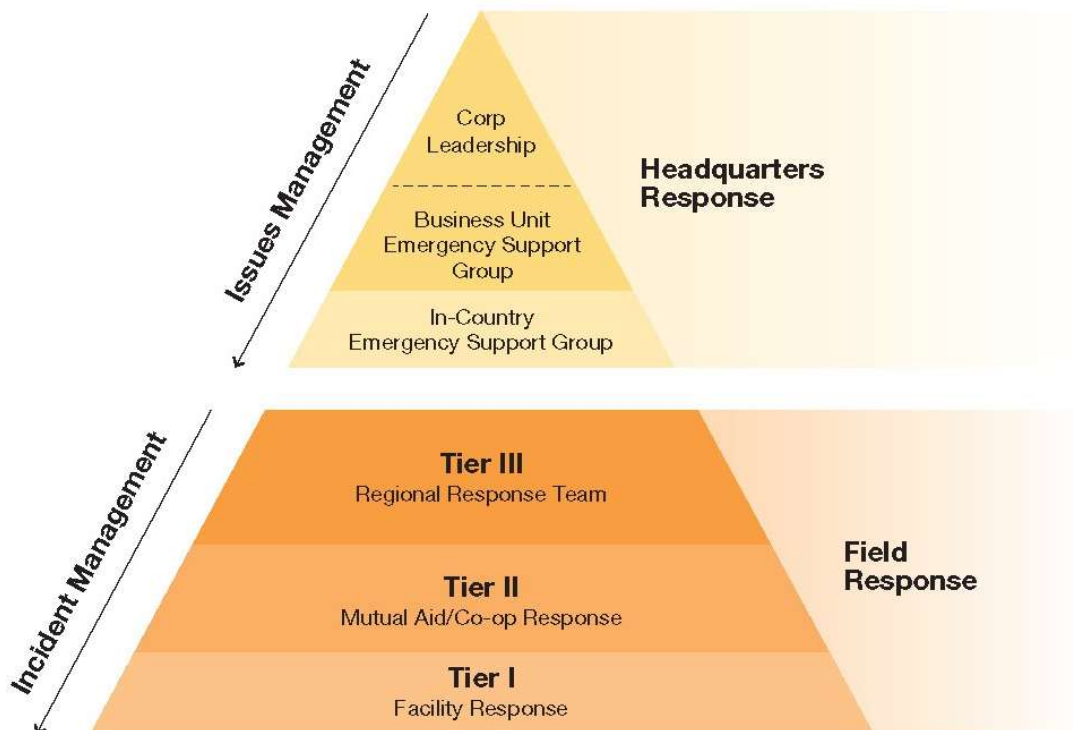
10. EMERGENCY PREPAREDNESS AND RESPONSE

The Project will utilize an integrated Contractor and ExxonMobil emergency response process to establish the Project's emergency response system. This system includes a full initiation and response structure that covers the Emergency Support Group, Incident Management Team, and specific incident response arrangements. The system uses the People, Environment, Assets, and Reputation (PEAR) process as safeguarding of personnel (including the public) is always the top incident management priority, regardless of the situation. OIMS System 10-2 Emergency Preparedness and Response provides the overall framework for establishing requirements for:

- Plan development at a site level
- Plan review and distribution
- Training of appropriate personnel
- Simulated exercises and feedback as part of a continuous improvement process.

The Project emergency response plan focuses on strategic actions and issues. Site level plans are tactical and include response procedures for defined emergency scenarios. In some instances, emergency scenarios will reference specific response plans. An example is the Oil Spill Contingency Plan. The Plan provides detailed response procedures to mitigate a potential spill on land or in water. All of these plans follow a tiered approach in responding to emergencies as outlined in Figure 10-1.

Figure 10-1: Emergency Response Model



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The tiered approach provides for the escalation of field (tactical) response efforts and is defined as:

- Tier I: Incident is small, is deemed under control, and may involve a response from a local project-managed resource.
- Tier II: Incident is large or complex, is deemed under control, and involves mutual aid cooperative response and/or coordinated support from other in-country resources.
- Tier III: Incident is large or complex, is deemed to not be under control, and requires a response by the appropriate regional response team and specialized resources, some of which may be managed by third parties.

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11. MANAGEMENT OF CHANGE

The Project has developed tools and procedures to meet the requirements outlined in the OIMS System 7.1 Management of Change (MoC).

The principles of the MoC process are to:

- Manage permanent, temporary and urgent/emergency changes to procedures or critical equipment
- Provide for a thorough evaluation of the proposed change
- Consider factors for the identification and control of potential Operations Integrity (OI) risks associated with the proposed change
- Communicate the proposed change to personnel whose job tasks may be affected by the change and who may require training prior to implementing the change; and
- Confirm critical documentation remains up-to-date with changes as they are implemented.

The Project will implement a formal procedure to manage changes that will apply to all Project E&S activities.

11.1. Classification of E&S Related Changes

The process for dealing with Project changes and uncertainty in the E&S space recognizes three levels of change/uncertainty. Applicable classification levels and associated criteria for determining these are summarised in Table 11-1.

Table 11-1: Management of Change Classification of E&S-Related Changes

Classification Level	Criteria
Class III: Higher Significance	• Change includes Project activities or development with potential impacts on the environment, freehold or customary land, neighbouring communities, occupied dwellings, utilized social infrastructure, or cultural resources that are not detailed in the EIA or that are physically located outside the scope/study area of the EIA that are reasonably likely to have significant adverse impacts which are not mitigated by the ESMP and mitigation measures. • One or more of the following conditions are encountered or otherwise might be irreversibly impacted because of the proposed change: - Significant cultural heritage - Tier I or II critical habitats (as defined in PS6) - IUCN Endangered or Critically Endangered species - Permanent exceedances of emissions/effluent standards - Physical relocation or economic displacement of households or other enterprises not covered by the principles and types of compensation measures addressed in the Resettlement Plan or RAP. • Change falls outside the EIA boundaries and will require substantial additional environmental and social assessment and mitigation measures to not irreversibly impact important resources. • Material change to internal environmental or socioeconomic standards or related standards that necessitate a material change to Project E&S.

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Classification Level	Criteria
Class II: Moderate Significance	• Change including activities or development with potential impacts on the environment, freehold or customary land, neighbouring communities, occupied dwellings, utilized social infrastructure, or cultural resources that are not detailed in the EIA or that are physically located outside of the scope/study area of the EIA, Pre-construction Surveys and that does not: - Impact significant cultural/archaeological finds or social infrastructure, either because none exist in the impacted area or they can be avoided or approved mitigation measures implemented. - Impact Tier I or II critical habitats (as defined in PS6) but might impact natural habitat - Impact IUCN Endangered or Critically Endangered species - Result in significant impacts to communities, possessors of land, or landowners that are not covered by mitigation, compensation or other measures previously adopted by the project. - Involve physical or economic displacement of people not covered by the principles and types of compensation measures addressed in the Resettlement Policy Framework - Require significant changes to the ESMP Change requires additional but limited cultural heritage surveys or environmental and social assessments.
Class I: Minor Significance	• Change including activities or development within the scope/study area of the EIA or Pre-construction Surveys • Change does not impact the Project's ability to meet the requirements of the ESMP. Change may require additional but limited environmental or social study or survey.

11.2. Management of Change Interface

The ExxonMobil OIMS 7.1 Management of Change contains provisions in order that ESMP requirements are considered as part of the evaluation process. It includes specific questions for the Change Coordinator to assess that the change complies with SSHE requirements which include, but are not limited to:

- Assessment and Management of the Environmental and Social Risks and Impacts
- Labor and Working Conditions
- Resource Efficiency and Pollution Prevention
- Community Health, Safety and Security
- Land Acquisition and Involuntary Resettlement
- Biodiversity Conservation and Sustainable Management of Living Resources
- Indigenous Peoples
- Cultural Heritage

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11.3. Management of Change External Reporting

The Environmental & Regulatory Manager, Socioeconomic Manager, and the Lender Interface Manager will be informed in advance of any proposed changes that have the potential to result in impacts above and beyond those already assessed and mitigated by the Project. It is the responsibility of the Environmental Lead, and Social leads to facilitate their respective disciplines highlighting the potential concerns and propose updated or additional mitigations as appropriate.

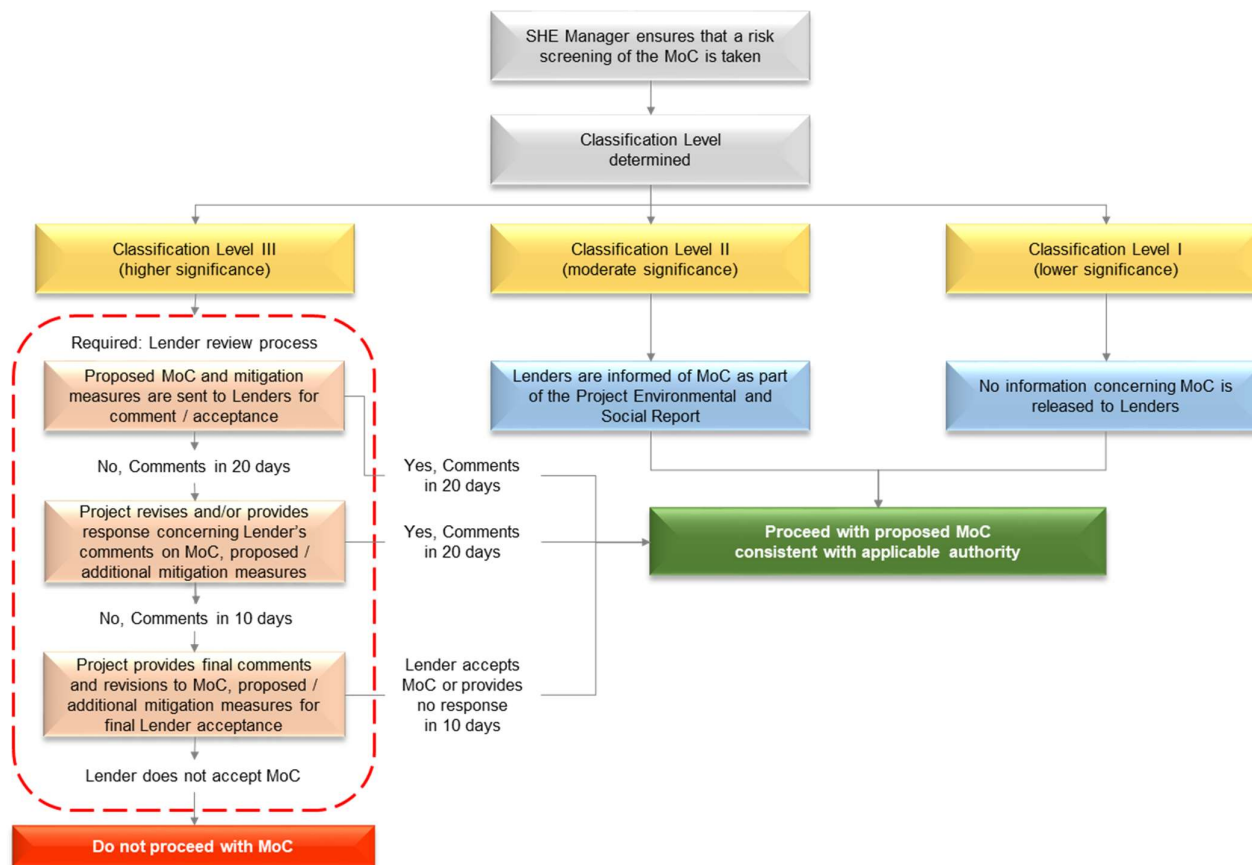
Lender MOC reporting criteria are described in Table 11-2.

Table 11-2: Management of Change Lender Reporting

Classification	Lender Reporting Commitment
Class III	A description of the proposed change, any supplementary survey or monitoring outputs, impact assessments and proposed mitigations will be provided to the IESC and the appropriate national regulatory authority for review prior to the implementation of the change. The change will not be implemented until both authorities have approved the change. Changes will be reported in the E&S Report to the Lenders.
Class II	Changes will be reported in the E&S Report to the Lenders. Where applicable the appropriate national regulatory authorities will be notified, and the necessary licenses/ permits updated.
Class I	Changes will not be reported

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Figure 11-1: Lender Group Management of Change Process



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12. REPORTING AND NOTIFICATION

12.1. Internal Reporting

Reporting outputs from the implementation of this ESMP, including, but not limited to, any non-conformances and non-compliances, will be periodically reported and made available to Project management.

Where contractors are executing works on behalf of the Project, they will provide routine reports measuring their E&S performance in accordance with the requirements described in the ESMP.

The Project internal reporting and contractor reporting will generally include, but not limited to²⁷:

- Pre-construction survey reports including details of additional management and mitigations arising, where applicable
- Details of environmental monitoring (sampling and analysis) and social monitoring during the reporting period
- Reporting of performance indicators applicable during the reporting period
- A summary and status of incident notifications
- A summary and copies of notifications and other reports made to GoM agencies
- A summary and status of non-conformances and field observations documented as part of verification and monitoring
- A summary of assessment and audit reports
- A summary of grievance management (worker and community) applicable during the reporting period
- A summary of stakeholder engagement activities conducted during the reporting period
- The number of GoM agency inspections (location, date, time, and outcome).

12.2. External Reporting

EMML, on behalf of MRV will submit regular environmental reports to the relevant GoM Department under the reporting requirements of Environmental Licenses. The structure, content, and format of the report will be agreed with the GoM. As a minimum, the following information will be reported when applicable:

- Details of applicable environmental monitoring (sampling and analysis) undertaken during the reporting period
- Details of stakeholder engagement activities undertaken during the reporting period
- A summary and status of incidents that occurred during the reporting period
- A summary and status of non-conformances, and corrective actions have been taken or are planned.

²⁷ Further specifics on reporting requirements and metrics are contained in topic specific E&S documents and the Minimum Environmental and Regulatory Monitoring and Reporting Requirements which includes e.g. GHG reporting metrics, etc.

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The GoM will also be notified of significant environmental incidents under the notification requirements of environmental permits and statutory requirements. Contractors will be responsible for GoM reporting and incident notifications for permits or licenses held in their name.

EMML will prepare and submit incident reports to the IESC/Lender Group for incidents classified as serious according to the criteria outlined in Section 9.2.

EMML will prepare E&S Social Reports for the Lender Group and will be made available to the public via the Project website. Specifics of the Reports will be agreed between the Project, the Lenders and the IESC but each report will contain for the reporting period a summary of key activities carried out to meet the Project's E&S requirements.

12.3. Information Management

Registers and data obtained from the monitoring, verification, assessment, audit and performance indicator processes described in this ESMP will be managed using one or more electronic information management systems. The information management systems serve as repositories for all data relating to this ESMP and is designed to handle and manipulate data as required (for example tracking and trend analysis) to facilitate reporting.

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13. ASSESSMENT AND REVIEW

The Project will undertake assessments, reviews, and audits where deemed necessary, and in accordance with ExxonMobil OIMS requirements.

The IESC will conduct periodic monitoring reviews of the Project, based mainly on the socioeconomic and environmental mitigation measures set out in this ESMP. Such reviews will be undertaken under a predetermined protocol as agreed with the Project. Company, Contractors, and Subcontractors will cooperate with the IESC in the execution of monitoring reviews. Upon completion of reviews, the IESC will provide the Project and the Lender Group with a draft report. The draft report will be discussed between the IESC, the Project and the Lender Group, following which the IESC will provide the Project with a final report, which in turn will be disclosed on the Project website. The Project will steward the findings of the reviews.

The Project will also be responsible for the performance of environmental audits, which will be submitted to MAAP by environmental auditors.

13.1. Non-Conformances

Non-conformances identified via formal processes (e.g., internal assessments, reviews, and audits; review of monitoring data) and informal processes (e.g., field observations), will be stored in a database(s) to assist tracking, stewardship, and closure.

The database(s) will include details of the non-conformances; details of E&S field observations; remedial/corrective actions required; assigned actions/timings of responsible parties; and the status of remedial/corrective actions.

The database(s) will also include details regarding incidents.

The Project will maintain the database(s) in order that current and relevant items are made available to the IESC/Lender Group upon request. These requirements apply equally to contractors and subcontractors where appropriate.

The Project has assigned three levels of non-conformance and an additional observation level, as presented in Table 13-1.

Table 13-1: Levels of Non-Conformance

Level	Description	Disposition	Action
Field Observation	A potential non-conformance situation where an observation, intervention, and/or corrective action is required in order to prevent non-conformance.	Field observations will generate a corrective action request or a recommendation for further action. A field observation that is not closed-out in a timely manner or repeats field observations may escalate to a non-conformance.	Record of Field Observation made, corrective action immediately implemented
Level 1	A non-conformance is a situation not consistent with ESMP requirements, but not believed to involve damage or reasonable expectation of damage to the environment or community or individual.	Level I non-conformances will generate a corrective action request or a recommendation for further action.	Record of non-conformance recorded, corrective action will be issued, and a timescale for closeout agreed. Non-conformance will be reviewed at the earliest opportunity after the deadline has passed.

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Level	Description	Disposition	Action
Level II	A non-conformance situation that typically includes observed damage or a reasonable expectation of damage to the environment or community or individual. It requires expeditious corrective action to prevent an occurrence or reoccurrence.	Level II non-conformances will generate a corrective action request and a formal non-conformance notice. Level II non-conformances may result in stopping activities associated with the particular work scope.	Record of non-conformance recorded, corrective action will be issued, and a timescale for closeout agreed. Non-conformance will be reviewed at the earliest opportunity after the deadline has passed. Root cause analysis will be carried out by the entity the non-conformance was raised against.
Level III	A critical non-conformance situation, typically including observed significant damage or a reasonable expectation of significant damage to a sensitive environment or community or individual. It requires expeditious corrective action to prevent an occurrence or reoccurrence.	Level III non-conformances will generate a corrective action request or a recommendation for further action and will result in stopping activities associated with the particular work scope.	Record of non-conformance recorded, corrective action will be issued, and a timescale for closeout agreed. Non-conformance will be reviewed at the earliest opportunity after the deadline has passed. Root cause analysis will be carried out in conjunction with the Company utilizing the Company methodology.

The Project reports all non-conformances identified during the assessment and audit processes to the IESC/Lender Group as follows:

- Level III non-conformances are notified to the IESC/Lender Group and further reporting provided within a mutually agreed time period.
- Level II non-conformances are reported to the IESC/Lender Group and relevant local authorities in summary form as part of the Project E&S Report to the Lenders.
- Level I non-conformances and field observations are reported to the IESC/Lender Group as a numeric total, as part of the Project E&S Report to the Lenders.

All documentation relating to non-conformances is made available as part of periodic monitoring undertaken by the IESC/Lender Group.

13.2. Non-Conformance Action Tracking

The Project will utilize an electronic tool for the tracking and stewardship of non-conformances identified as part of the Project's verification, monitoring, assessment and audit activities.

The Contractors' E&S Action Tracking System (or equivalent) will include:

- Details of all E&S non-conformances (all levels) and field observations
- Identify the remedial/corrective action required, assign actions/timings to responsible parties, and indicate the status of the remedial/corrective action.

The above requirements apply equally to subcontractors and subcontractor data which must be included in Contractors' routine reporting.

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13.3. Performance Indicators

Performance indicators are used to measure and track the performance of the mitigation and control measures described in the ESMP. Indicators can be divided into two groups—leading indicators and lagging indicators.

- Leading indicators are those that can be used to identify potential problems/risks before the occurrence of an incident or development of an adverse situation
- Lagging indicators are those that characterize situations or events that have already occurred, and that may be used to verify or change existing policies, programs or practices.

An indicative list of Performance Indicators is presented in Appendix B. This list is neither definitive nor exhaustive and topic specific management plans will also include further details on Performance Indicators.

Additional Performance Indicators for the EPC Contractor (and associated subcontractors) may be incorporated into the Project-approved CIPs. All Performance Indicators are to be meaningful and quantifiably measurable and shall be used to track performance not the number of training events, toolbox talks, etc. these examples may be considered leading indicators but they do not act as performance indicators unless they are set against daily weekly, monthly, targets and are proportional to the number of personnel onsite.

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Appendix A Project E&S Organisations – Sr. Managers Generic Job Descriptions

Position	No. Staff	Description
SH&E Manager	1	• Reports to the Project Executive (direct reporting relationship) • Directly oversees the activities of the Project's E&R Manager and maintains an interface with Project's Socioeconomic Manager • Responsible for the Project's overall regulatory compliance and environmental performance, including the implementation and monitoring of the RCP and the ESMP • Responsible for setting overall E&R goals and objectives for the Project and communicating specific regulatory compliance and environmental protection and performance strategies and objectives for the Project as a whole and for specific components of the Project as necessary • Responsible for ensuring that the appropriate resources are assigned to support the Project's regulatory compliance and environmental management activities, including the implementation and monitoring of the ESMP • Approves E&R-related execution plans and reporting metrics in consultation with the E&R Manager • Responsible for endorsing regulatory compliance and environmental performance stewardship indicators and maintaining on-going E&R stewardship to the Project Executive and the Project Team (PT) • Liaises with the Company E&R Function and the EMLL SHE Group on regulatory compliance and environmental management issues as needed • Provides -guidance and sets expectations for the Contractors regarding regulatory compliance and environmental protection and performance matters • Manages the Project's E&R budget • Works with the Project's Technical Manager and the Socioeconomic Management Team's Community Relations organization to interface with key external stakeholders regarding environmental matters, including the general public • Responsible for external Regulatory Compliance Assessments are conducted as per the scheduled provided in the Project's RCP • Responsible for integrating ExxonMobil's E&R project practices into the Project's processes and procedures

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Position	No. Staff	Description
Socioeconomic Manager	1	• Interfaces with the Project's construction engineering team and E&R team to support EPC execution plans that are consistent with the Project's social programs, requirements, and commitments/obligations • Interfaces with EPC planners and engineers in support of construction and execution plans that have the necessary work processes and procedures for monitoring, recordkeeping and reporting social programs performance • Interfaces with the Project SSHE Organization as a whole to support consistency of the social programs execution across EPCs, that social issues are adequately and properly addressed/managed, that best practices and lessons learned are implemented and that all other social programs are adequately supported • Responsible for compliance and performance reporting • Reviews the Contractors' social management documents and deliverables for acceptability • Participates in Contractor management orientation and training sessions specific to social matters • Supports other social programs responsibilities as required to enable successful execution of EPC scope for work consistent with Project's expectations, commitments, and requirements

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Position	No. Staff	Description
Environmental and Regulatory Manager	1	• Provides day-to-day direction and leadership to the Project E&R Team and manages the Project E&R team staffing plans • Oversees the implementation and monitoring of the Project's RCP and the Environmental components of the ESMP • Manages and maintains the Project's RCP and ESMP and updates these documents as necessary • Assists the Project Team in understanding applicable environmental laws, regulations, codes, guidelines, and permit / license / authorization / approval conditions throughout the Front End Engineering and Design (FEED) and detailed engineering phases and into construction • Maintains key interfaces with regulatory agencies, EPC contractors, and the overall Project Team • Provides regulatory and environmental technical support to design • Endorses Project execution plans and participates in formal construction readiness reviews to enable environmental performance/protection and regulatory compliance • Provides regulatory and environmental input to support the development of the Project's Coordination Procedures, ITT packages, and other contractor bid packages • Reviews contractor bid submissions from regulatory compliance and environmental performance/management viewpoint • Reviews site- and activity-specific regulatory compliance and environmental execution plans generated by the Contractors • Works with the Project's SSH&E Organization as a whole to incorporate the required regulatory compliance and environmental content into training programs for workers and others • Works closely with the Contractors to support the successful execution of the regulatory compliance and environmental protection/performance aspects of their work • Works closely with the Project's Community and Land Affairs Teams to manage the public consultation process as it relates to regulatory compliance and environmental performance/management matters • Contacts regulatory authorities on behalf of the Project regarding regulatory and environmental matters, including required notifications and reporting • Provides a single window for all Project regulatory and environmental issues, and responsible that the required recordkeeping is being properly undertaken • Coordinates internal regulatory compliance and environmental performance assessments and readiness reviews, including external Regulatory Compliance Assessments • Responsible for permit/license/authorization/approval applications and government reporting, as needed • Approves environmental submissions to regulatory agencies • Maintains regular contact with the SHE Group and the ExxonMobil E&R Function • Responsible for internal and external Project E&R stewardship and reporting, including monthly reporting to Lenders and applicable Mozambican agencies • Develops E&R business plans and budgets, and supports the Project SH&E • Manager in stewarding the Project's E&R budget • Supports the Project's SSH&E Manager

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Appendix B Indicative Performance Indicators

The following examples are indicative not definitive and are used to illustrate some core environmental or social performance indicators that have been identified based on requirements detailed in the relevant Environmental and Social Management Plans and the reporting requirements prescribed to the Project Contractors. These type of indicators will be tracked to assess and trend the Project's performance.

ECOLOGY

ID #	Performance Indicator	Measurement	Internal Assessment Frequency
EC.1	Area of vegetation planned for clearing against actually cleared; and new quarries planned and actual.	Disturbance in line with design plans. Actions were taken in cases of non-compliance.	Quarterly

NOISE

ID #	Performance Indicator	Measurement	Internal Assessment Frequency
NO.1	Number of unresolved complaints relating to noise and vibration issues	Complaints register shows complaints from stakeholders have been adequately addressed	Quarterly

WASTE

ID #	Performance Indicator	Measurement	Internal Assessment Frequency
WS.1	All waste going to facilities approved by the Project	Waste Tracking Forms	Quarterly

AIR

ID #	Performance Indicator	Auditing Frequency	Requirements/Audit Activity
AR.1	Compliance with emission criteria	Quarterly	Verification of air monitoring program
AR.2	Project maximizes efficiency	Quarterly	Verification of greenhouse and energy reporting

WATER

ID #	Performance Indicator	Auditing Frequency	Requirements/Audit Activity
WR.1	Number of exceedances of water quality and quantity criteria	Quarterly	Verification of water monitoring program
WR.2	Appropriate corrective /remedial action taken in case of exceedance	Quarterly	Verification of water monitoring program

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SPILL PREVENTION AND RESPONSE PLAN

ID #	Performance Indicator	Measurement	Internal Assessment Frequency
SR.1	Number of contained and uncontained releases	Number of releases	Quarterly
SR.2	Number of spill prevention and response drills	Number of spill prevention and response drills	Quarterly

HAZARDOUS MATERIALS

ID #	Performance Indicator	Measurement	Internal Assessment Frequency
HM.1	Number of times chemicals subject to international bans or phase-outs are brought on site	Verification	Quarterly
HM.2	Number of contained and uncontained releases	Number of releases	Quarterly

WEED, PLANT PATHOGEN, AND PEST

ID #	Performance Indicator	Measurement	Internal Assessment Frequency
WP.1	Control new significant weeds, plant pathogens or pests from establishing or spreading from the works area.	Visual inspections during construction to check that no establishment or spread of weeds, plant pathogens or pests has taken place in the Project area.	Quarterly

EROSION AND SEDIMENT CONTROL

ID #	Performance Indicator	Measurement	Internal Assessment Frequency
ES.1	Landform stability	The occurrence of sediment control structures and mass failings	Monthly and after significant storm events
ES.2	Maintenance of water quality and flow regimes	Turbidity levels	Monthly

RAW MATERIALS

ID #	Performance Indicator	Measurement	Internal Assessment Frequency
RM.1	All aggregate procured from Project-approved quarry(ies)	Documenting sources and volumes of aggregate	Quarterly
RM.2	All in-country timber acquired from Project approved sources	Documenting sources and volumes of timber	Quarterly

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REINSTATEMENT

ID #	Performance Indicator	Measurement	Internal Assessment Frequency
RS.1	Landform stability	The occurrence of mass failings sedimentation	Quarterly
RS.2	Vegetation regeneration	Vegetation cover	Quarterly

HYDROTEST

ID #	Performance Indicator	Measurement	Internal Assessment Frequency
HT.1	Percent reuse of abstracted water used for further hydrotest	Record of abstraction and discharge volumes	At hydro test
HT.2	Number of exceedances of water quality criteria due to the discharge of hydrotest water	Verification of water quality analysis prior to discharge	Prior to discharge

DREDGING

ID #	Performance Indicator	Measurement
DG.1	Dredge spoil placement in designated and approved location/s	Inspection of records, verification.
DG.2	Approved (permit) to dredge and place	Monitoring/validation program for compliance with permit conditions, dredging CIP

INDUCED ACCESS

ID #	Performance Indicator	Measurement	Internal Assessment Frequency
IA.1	Growth in the numbers of structures being built in Palma District	Quarterly assessment of satellite imagery to understand increasing numbers of structures being built and nodes of growth	Quarterly
IA.2	Demand for basic commodities and social services	Quarterly survey to gather basic commodity (rent, food staples, construction staples) pricing and social service (health and education) demand	Quarterly

CULTURAL HERITAGE

ID #	Performance Indicator	Measurement	Internal Auditing Frequency
CH.1	Number of known cultural heritage sites disturbed without permission	Number of incidents	Quarterly
CH.2	Chance Finds identified, categorized and managed.	Number of Chance Finds identified	Quarterly

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STAKEHOLDER ENGAGEMENT

ID #	Performance Indicator	Measurement	Internal Assessment Frequency
SE.1	Communities engaged	Number of community engagements conducted and number of participants	Monthly

COMMUNITY GRIEVANCES

ID #	Performance Indicator	Measurement	Internal Assessment Frequency
CG.1	Community grievance management	Number of community grievances received, broken down into categories	Monthly
CG.2	Community grievance status	Breakdown of the resolution status of all community grievances received	Monthly

COMMUNITY DEVELOPMENT SUPPORT / INVESTMENT

ID #	Performance Indicator	Measurement	Internal Assessment Frequency
CI.1	Community development / investment initiatives	Number of community development / investment initiatives conducted, broken down by community, category and progress status	Monthly

LOCAL CONTENT

ID #	Performance Indicator	Measurement	Internal Assessment Frequency
LC.1	Mozambican suppliers	Number of suppliers participating in the project	Monthly
LC.2	Mozambican workforce	Number of Mozambicans participating in the project	Monthly

WORKFORCE RELATIONS AND WELLBEING

ID #	Performance Indicator	Measurement	Internal Assessment Frequency
WR.1	Workforce grievances	Number of workforce grievances submitted, broken down by category, and resolution progress	Monthly
WR.2	Camp resident grievances	Number of camp resident grievances submitted, broken down by category, and resolution progress	Monthly

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Appendix C Minimum Environmental and Social Training Requirements

Personnel	Topic	Frequency
All Project Personnel (Company, Contractor and subcontractor)	Environmental and Social Awareness Training as part of the Site Induction: - Project Policy and E&S expectations and requirements - General Project E&S expectations and requirements - Project E&S objectives and a general overview of E&S effects avoidance and mitigation measures - Project E&S incident reporting - Environmental and social sensitivity training of key issues	Once (with refreshers as needed) Delivered with safety training
Project Environmental and Social Advisors, Monitor, Specialists or Personnel identified as responsible for specific tasks (Company, Contractor, and subcontractor)	Environmental and Social Issue Training: - Detailed training on the management, commitments, and mitigation measures of the Company and Contractor aspect specific management plans - Field monitoring, incident investigation, and response - Other E&S issues dependent on roles and responsibilities - Typical topics include ground disturbance, surface water release, waste management, air emissions reporting, cultural heritage, social awareness, social interaction principles	Ongoing, with training to be provided prior to the start-up of identified tasks Updated if tools or procedures change Refresher frequency as required, based on environmental risks associated with the task
Site Personnel (Company, Contractor and subcontractor)	Environmental and Social Site Awareness Training: Detailed site- and topic-specific awareness training to understand the Project expectations, requirements, and commitments	Once (with refreshers as needed) The timing could be associated with Site Safety training because of similar audiences
Management/Supervision (Company, Contractor and subcontractor)	Environmental and Social Management Strategy training: - Project E&S vision overview - General monitoring, verification, and incident response processes - A general overview of Project mitigation measures, management plans, and reporting requirements - Other E&S site-specific and strategic management issues and requirements	Once (with refreshers as needed)