



Vivo Energy's Sustainability Framework

May 2026

• External



The opportunity - Structured action



We saw an opportunity to improve how we structure the positive action already taking place across the business.

We identified a need for a clear and simple Sustainability Framework to provide an umbrella for all our Sustainability activities across the Group.

Understanding what matters most to our stakeholders

We conducted a materiality assessment to make sure we focus on the sustainability areas that matter most to our stakeholders.

A wide range of stakeholder engagement, interviews and research led us to identify a 'Materiality Matrix' of the top issues facing the business.

Corporate Integrity

HSSEQ

Talent management & labour rights

Energy transition & GHG emissions

Economic & community development

Stakeholder relations

We're addressing these areas through the...

Vivo Energy Sustainability Framework

Designed to guide how we collectively contribute to sustainable impact in Africa, and beyond, by focusing on the areas that matter to our stakeholders

The Framework comprises of three pillars

People

Safe & empowered teams



Planet

Minimising our impact



Partnerships

Leading by example



And is underpinned by our Principles

It's aligned with our purpose...

"To safely provide **innovative and responsible energy solutions to Africa**, which enable growth and development of the continent and its people"

...and linked to the UN Sustainable Development Goals

17 goals set out the United Nations to support the 2030 Agenda for Sustainable Development

Our framework primarily addresses 4 of the SDGs:

- 7 - Affordable & Clean Energy
- 8 - Decent work & economic growth
- 13 - Climate Action
- 16 - Peace, Justice & Strong Institutions

And has additional benefits for a further 7 SDGs (blue)



Pillar 1 - People

Our People are our key asset and we believe that by keeping them safe, supported and enabling their development, we are able to deliver consistent success as an organisation.

Our Priorities

1 Ensuring the safety of people

Maintaining our industry leading safety performance and seeking to achieve "Goal Zero" - no harm to our people

2 Training and development

Building the skills and capabilities of our people and providing structured development opportunities

3 Enhancing Gender diversity

Creating a gender-balanced workforce by increasing female representation across the organisation

4 Employee Engagement

Ensuring employees are engaged and proud to work at Vivo Energy to maintain positive culture and retention

Primary SDG supported



Additional SDGs supported



Pillar 2 - Planet

With fuel demand expected to grow across our markets, we aim to enhance how we sustainably minimise our impact on the planet

Primary SDG supported



Additional SDGs supported



Our Priorities

1 GHG Management

Measuring and limiting the GHG emissions produced by our assets and operations

2 Product Spills

Minimising the release of product to the environment across our value chain and seeking to achieve zero spills

3 Supporting the Transition

Enabling the provision of clean & sustainable energy to customers to limit value chain (Scope 3) GHG emissions

4 Societal Impact

Championing the efficient use of water and reducing waste both at Vivo Energy and in our markets

Pillar 3 – Partnerships

Improving how we contribute to our partners and communities with co-created solutions that respond to relevant social impacts

Our Priorities

1 Partnering with Communities

Investing in our communities and working with governments to support education, prosperity and development

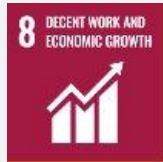
2 Enabling local enterprise

Supporting the growth of our dealer and transporter network and other local businesses

3 Responsible purchasing

Ensuring sustainability is factored into sourcing and across our procurement value chain

Primary SDG supported



Additional SDGs supported



Our Foundation - Principles

Our reputation is critical for our long-term success and we work to maintain it at every opportunity by operating the right way

Our Priorities

1 Ethics & Compliance

Absolute ethical and legal compliance is critical to the long-term sustainability of our business and its reputation

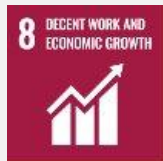
2 Human Rights

Applying the highest human rights standard across our operations

Primary SDG supported



Additional SDGs supported





Thank you

