PHOENIX PARK
GAS PROCESSORS LIMITED

ENVIRONMENTAL SOCIAL GOVERNANCE

ESG REPORT 2022

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About this Report

Phoenix Park Gas Processors Limited (PPGPL) is pleased to produce its first ESG (environment, social, governance) report for the period January 1st, 2022, to December 31st, 2022. The reporting procedure will primarily include the operations at PPGPL and its subsidiary Phoenix Park Energy Marketing LLC. (PPEM).

PPGPL is headquartered at Administrative Office Rivulet Road, Couva, Trinidad and Tobago with its first operational Plant Facility at Rio Grande Drive, Pt. Lisas Industrial Estate, Trinidad and Tobago. The report addresses operations within Trinidad and Tobago while the international operations are covered in Chapter 6 – North American Operations.

This report was prepared referencing the following:

- 2021 Global Reporting Initiative (GRI) General Disclosures and Oil and Gas Sector Topic
- Sustainability Accounting Standards Board (SASB) Oil and Gas Midstream Sector.

Additional information that is applicable to the context of PPGPL's operations which may be beneficial to our stakeholders were also included in this report.

This report has not been assured by an external assurance agency.

For questions or feedback on this report, please contact ESG@PPGPL.co.tt

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A Word from Our President

I'm extremely pleased to present PPGPL's first ESG report which serves as a baseline and record of our company's ESG journey. The early section - Sustainability Throughout PPGPL's Activities chronicles the company's ESG foundation to present. From 1991 when the facility was built to maximize efficiencies; to the development of an energy management policy; to the establishment of a formal Sustainability Committee in 2021, PPGPL has been embracing the three elements of ESG - environment, social and governance.

As I reflect on the period covered by this report, I cannot overlook the continued impact of the global pandemic from an ESG perspective. While sectors were reopening in 2022, businesses still had to confront supply chain issues, and the future of work. We navigated these challenges ensuring that we sustained safe operations, safeguarding the well-being of our employees and maintaining a reliable supply of products.

In light of this health and other global crises, we understand that businesses are being called to be more accountable, transparent, and socially responsible. And so, as we accelerate our adoption of ESG management systems, we are aware that ESG can impact company value, investment attractiveness and therefore our bottom line.

ESG is therefore not merely a buzz word, but it's an imperative in a world where more is expected of corporations. As a growing organization building a global brand, PPGPL and its subsidiaries are committed to transparent reporting to all stakeholders as we strive for excellence in all areas of our ESG performance. As our journey continues, we are executing our plans to ensure our sustainability, as a responsible company through several facets of our operations.

Dominic Rampersad
President

Who We Are

Phoenix Park Gas Processors Limited (PPGPL) is the leading natural gas processor in Trinidad and Tobago and was established in May 1989. It is a subsidiary of The National Gas Company of Trinidad and Tobago (NGC) and is owned by NGC NGL Company Limited (51%), Trinidad and Tobago NGL Limited (39%) and Pan West Engineers & Constructors LLC (10%).

The plant facility is located on the Point Lisas Industrial Estate where it has operated a state-of-the art cryogenic gas processing facility since 1991. The company is involved in natural gas processing and the aggregation, fractionation and marketing of natural gas liquids (NGLs). PPGPL's operations in Trinidad and Tobago include three natural gas processing plants, three fractionation plants, six storage tanks and two dock facilities for exportation. The facility has the capacity to process up to 1.95 bscfd of natural gas and fractionation capacity of 70,000 bpd. The facility has a storage capacity of 1,250,000 barrels with the two operating docks having a 54,000 cbm capacity.

PPGPL has undergone tremendous growth since its inception, firstly by increasing the processing capabilities at the plant facility at Point Lisas Industrial Estate and by expanding operations to North American territories. In 2020, PPGPL's first acquisition was an NGL marketing company in Houston, Texas forming Phoenix Park Energy Marketing LLC, a wholly owned US based subsidiary. In 2022, the company completed a second acquisition of an NGL terminal in Hull Texas now known as Phoenix Park Hull Terminal. In December 2022, the company completed its third acquisition, a liquified petroleum gas (LPG) rail and truck terminal in Rush City, Minnesota, renamed Phoenix Park Rush City Terminal.

PPGPL's Story

1989 to 1991

Phoenix Park Gas Processors Limited was formed in May 1989 and began operations in June 1991.

1994

Natural Gasoline Storage and Export Project in 1994 enabled PPGPL to export natural gasoline.

1996 to 1998

Phase 1 and Phase 2 upgrades occurred from 1996-1998 increasing the facility's capabilities.

2002 to 2004

Fractionation, Storage and Expansion 2 project occurred from 2002-2004 further increasing the facility's capabilities.

2005

The Fractionation Expansion 3 Project occurred in 2005 increasing the fractionation capabilities.


Iso-butane facility project in 2009 allowed the company to split its mixed butane product into normal and iso-butane.
2009
2010
Phase 3 Expansion occurred in 2010, increasing gas processing capability.
Storage Expansion Project in 2011 allowed for increased gasoline storage.
2011
2020
Through PPGPL's wholly owned US subsidiary, Phoenix Park Energy Marketing LLC, acquired the NGL marketing asset of Twin Eagle Liquids Marketing LLC in Houston, Texas.
In January 2022, Phoenix Park Energy Marketing LLC acquired an NGL terminal in Hull, Texas now called Phoenix Park Hull Terminal.
In December 2022, Phoenix Park Energy Marketing LLC acquired an LPG terminal in Rush City, Minnesota now known as Phoenix Park Rush City Terminal.
2022

PPGPL's Mission, Vision and Core Values

PPGPL's Mission

To create exceptional value from natural gas and related energy businesses through our people and strategic partnerships.

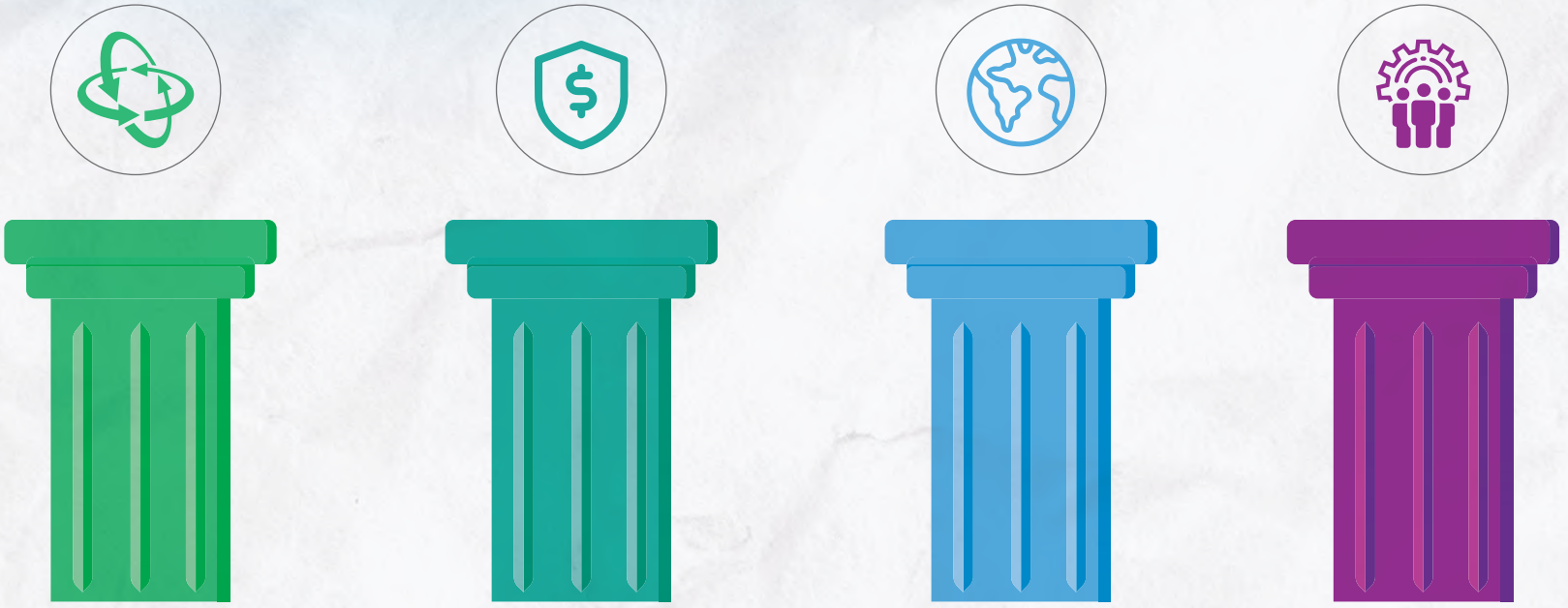
PPGPL's Vision

To be a recognized global leader in the development of sustainable energy-related businesses.

PPGPL's Core Values

- Safety and Environmental Preservation
- Integrity
- Employee Engagement
- Excellence
- Transparency
- Customer Focus
- Corporate Social Responsibility

PPGPL's Strategic Pillars



Transform Organization
Create value maximizing infrastructure; subsidiary integration; talent management; culture transformation.

Secure Current Business
Quad zero; plant reliability and availability; energy usage reduction; cost management; expand value chain; secure cost-effective funding.

Grow Locally & Internationally
Strategic investment in Caribbean; North America and Latin America; expand along energy value chain; JV investments in LPG import; terminals; acquisitions; product trading.

Strengthen National Contribution
National skills development; CSR; Gift to the Nation.

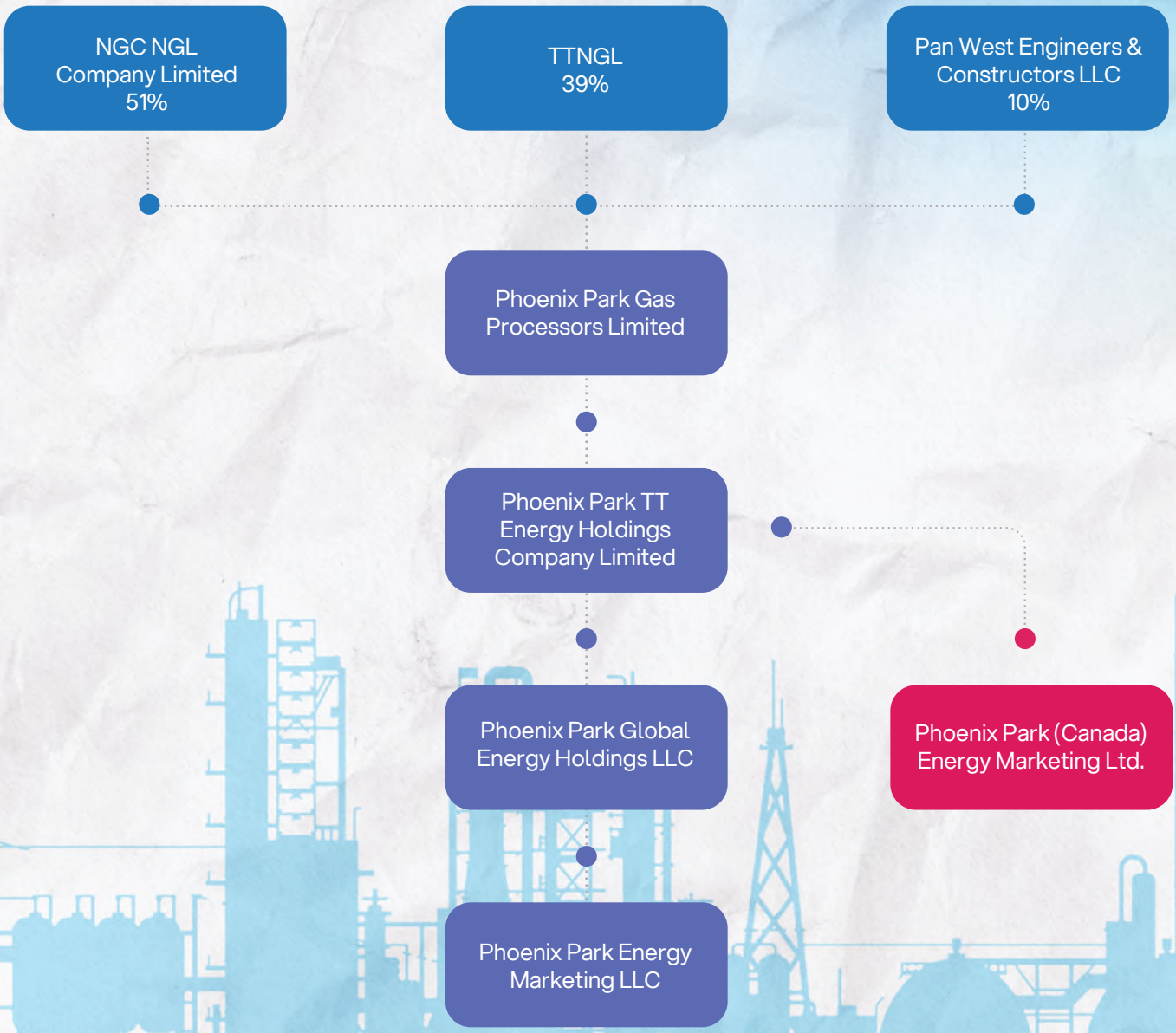
Our Expansion Drive

In February 2020, PPGPL began its expansion drive into North America with its first acquisition of Twin Eagles NGLs Marketing arm, establishing Phoenix Park Energy Marketing LLC. in Houston, Texas.

In January 2022, PPGPL continued this drive by acquiring an NGL terminal in Hull Texas, now known as Phoenix Park Hull Terminal under the PPEM subsidiary. In December 2022, PPEM completed its third acquisition of an LPG rail and truck loading terminal in Rush City, Minnesota.


Calgary, Canada
Minnesota, USA
Texas, USA
Trinidad and Tobago
Core business
Subsidiary

Organizational Structure



Our Assets - Trinidad

External Initiatives

- Safe to Work (STOW)
- Energy Sector Security Initiative (ESSI)
- National Emergency Operations Centre

Sub-Committees

- AMCHAM- HSSE
- AMCHAM-ESG

External Associations

- American Chamber of Commerce of Trinidad and Tobago (AMCHAM)
- Center for Chemical Process Safety (CCPS)
- Employer's Consultative Association (ECA)
- Energy Chamber of Trinidad and Tobago
- Point Lisas Energy Association (PLEA)
- Shipping Association of Trinidad and Tobago
- The Couva/Point Lisas Chamber
- Trinidad and Tobago Chamber of Industry and Commerce (TTCIC)
- Trinidad and Tobago Emergency Mutual Aid Scheme (TTEMAS)
- Energy Chamber Decarbonization Task Force

Sustainability Throughout PPGPL's Activities

Construction Phase Pre 1991

The facility was built to maximize efficiencies and energy at that time.

Early 90s

The best in-class safety motto was developed and charged each employee with the right to stop work if it was not being done safely or if it was not preserving the environment.

Mid 90s - Early 2000s

The PSM program, asset integrity management and the environment became the focus. PPGPL added environment to its Safety Department, and it became HSSE.

Early 2000s

Were focused on ensuring that there was a level of work life balance and support systems for employees - EAP, wellness programs, career development opportunities.

2016 - 2021

Energy utilization decreased by 7%, this reduction resulted in a 30% reduction in GHG emissions throughout the facility.

2020

Developed energy management policy.

2021

The HSSE department was renamed the HSSS (Health, Safety, Security, Sustainability) Department and established a formal Sustainability Committee charged with ensuring that as the company grows, there is alignment to the UNDP's SDGs and T&T Vision 2030 themes.

2022 and Beyond

Continues to be committed to improving its sustainability through training and upskilling of its talent pool in the areas of sustainability and sustainable development.

Structured for Sustainability

Dominic Rampersad
President

Rossi Atwarie
Manager
Health, Safety, Security & Sustainability

Colin Ramesar
Vice President
Operations

Charlene Beepath
Vice President
Engineering

Reshma Bharat
Vice President
Finance, Technology & Risk

Matik Nicholls
Vice President
Innovation & Corporate Agility

Florence Mulchansingh
Corporate Attorney
Law

Rehea Jaikaran
Manager
Talent & Culture Transformation

Alvin Dookie
Vice President
Business & Market Development

Zareen Mohammed
Manager
Corporate Partnerships

Sustainability Committee

Rossi Atwarie

Manager, HSSS
(LT Sponsor)

Giselle Grannum-Modeste

Senior Specialist- Health & Sustainability
(Committee Lead)

Lydia Lee-Chong

Process Manager

Jaime-Ann Babwah

Head Technical Services

Kellee Ann Richards - St. Clair

Vice President - Commercial
(PPEM)

Aston Brown

Business Development Manager

Meera Rampersad

Senior Process Engineer

Sonelle Cezair

Business Intelligence Officer

Nikita Khan

HSSS
Graduate In Training

Akins Barclay

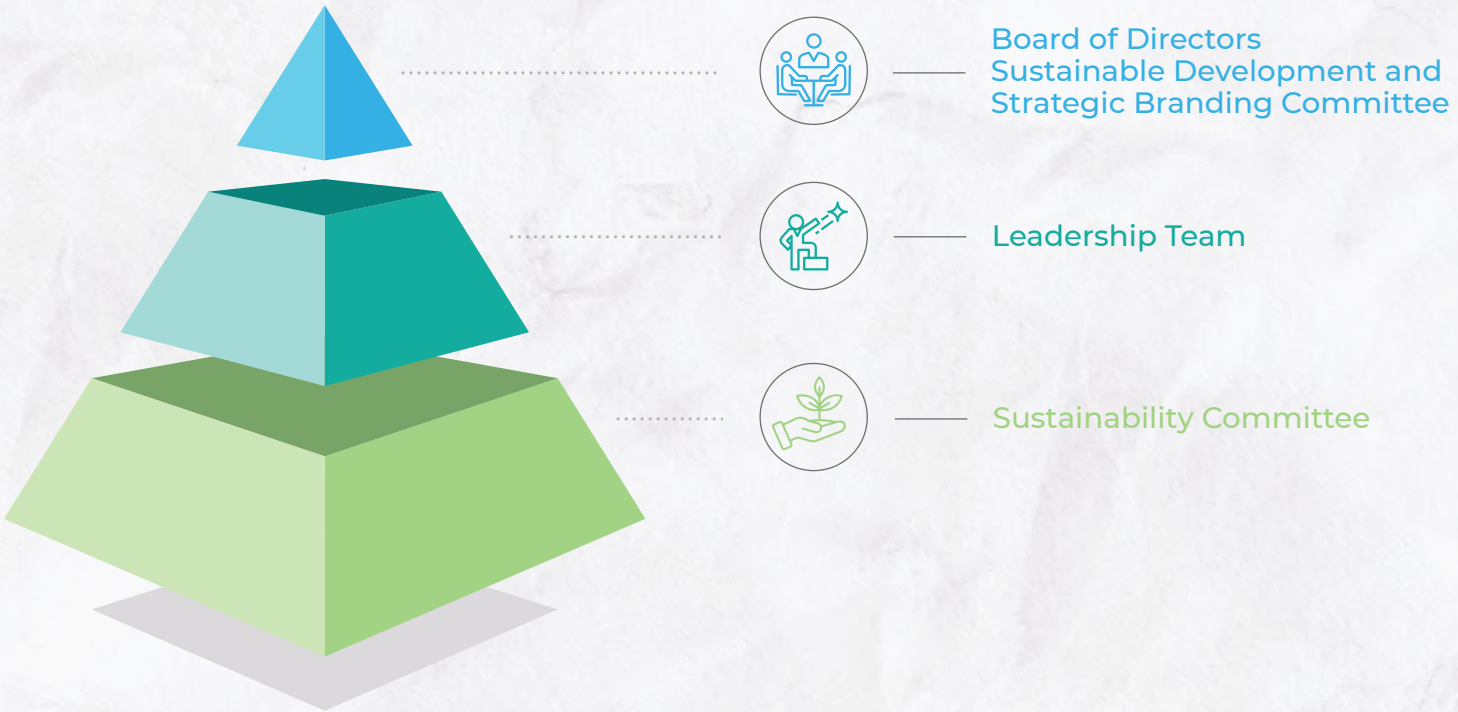
HSSS
Graduate In Training

Reporting Structure of Sustainability Committee

PPGPL's Sustainability Committee was formed in 2021 demonstrating a commitment to the company's core value of safety and environmental preservation, which is defined as - "A high standard and a culture of no harm to people, preservation of our assets and the environment and continual improvement of our processes." The committee is tasked with improving the organization's resilience through sustainable development that aligns with national policies and international agreements and conventions.

The committee reports all progress of sustainability initiatives to the leadership team.

In addition to this, the Sustainability Committee's **Lead** and **Leadership Team Sponsor** provide updates regarding the progress of sustainability initiatives at PPGPL to the Board of Directors on a frequent basis.



Preserving Our Planet

SUSTAINABLE DEVELOPMENT GOALS

VISION 2030

V Placing the environment at the centre of social and economic development

Our work is never so urgent or important that we cannot take the time to do it safely and, in a manner that preserves the **ENVIRONMENT**.

Greenhouse Gas Emissions

Trinidad and Tobago is one of many countries that signed the Paris Agreement in 2016 committing to reducing GHG levels. PPGPL is engaged in natural gas processing and the aggregation, fractionation and marketing of NGLs. The company has always been committed to minimizing environmental impacts as much as possible which includes reducing its GHG emissions to help limit global warming and climate change. This involves reduction measures throughout its operations, and monitoring of its assets to ensure there are no leaks and projects to mitigate GHG emissions.

PPGPL understands the importance of collaboration and data sharing to combat climate change and has always voluntarily worked with the relevant agencies to do its part. The company has been providing emission data to the EMA as part of its Knowledge Management System (KMS) and in 2021 joined the global Oil and Gas Methane Partnership (OGMP) to disclose methane and other GHG emissions.

Flaring and venting are both processes which release GHG into the atmosphere and occur in PPGPL's operations. These processes in particular, release methane which is a GHG that has a greater warming potential than CO_2. PPGPL understands it is important to manage flaring and venting in its operations to reduce release of GHG to the atmosphere and make every effort to reduce the amount of methane being released.

The following projects have been done to ensure that flaring and venting are reduced:

- **Stabilization Compressor Upgrade Project** - upgraded control system to assist with reduction of flaring from this system.
- **Redesign of Absorber/Stripper Pump Mechanical Seals** - redesign of the pump seals allow for the plant to effectively recover product to reduce flaring.
- **Condensate Project** - allows for a reduction in flaring from the stabilization system.

PPGPL has identified projects to reduce its energy consumption both at the plant site and administrative building. These include:

- Changeout of lighting on both the plant and buildings from fluorescent bulbs to energy saving LED bulbs. This is being done on a phased basis.
- While PPGPL is a three-plant facility it was decided to operate on a two-plant mode of operation for the gas plants and fractionation system to reduce fuel consumption and electricity usage.
- In 2020, PPGPL started combustion air balancing on the fired heaters to ensure that they are operated close to design to limit fuel wastage and reduce emissions.

Scope 1 – Process Emissions		2020	2021
Stationary Combustion (natural gas used compression, generators and heating)	Terajoules (TJ)	1,821.45	1,499.30
	Tonnes CO_2 eq	90,890.38	74,815.19
Flaring (flaring events from natural gas operations)	Terajoules (TJ)	141.48	160.39
	Tonnes CO_2 eq	7,059.79	8,003.68
Venting (intentional and accidental releases from natural gas operations)	Terajoules (TJ)	6.23×10^{-5}	Data is incomplete or not available
	Tonnes CO_2 eq	7.00×10^{-5}	Data is incomplete or not available

Scope 2 – Energy Consumption	2020	2021
Terajoules (TJ)	122.51	109.47
Tonnes CO_2 eq	23,766.61	21,236.83

Vehicle Emissions		2020	2021
Mobile Combustion (petrol combusted in land vehicle fleet)	Terajoules (TJ)	0.04	0.04
	Tonnes CO_2 eq	3.03	2.80
Mobile Combusted (diesel combusted in land vehicle fleet)	Terajoules (TJ)	0.38	0.24
	Tonnes CO_2 eq	28.47	17.91

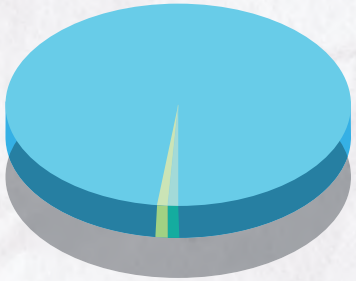
Methodologies, Standards and Assumptions Used

The calculations for GHG emissions were guided by the American Petroleum Industry Greenhouse Gas Emissions Methodologies for the Oil and Gas Industry (API Compendium) and combustion emissions and global warming potentials were calculated based on the Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories Volume 2, Energy Chapter 3: Mobile Combustion.

Greenhouse Gas Emissions

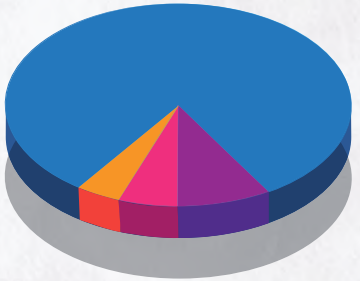
Scope 1 GHG Emissions by Type (2021)

- 99.89% - Carbon Dioxide - 82,839.58 tonnes CO_2e
- 0.056% - Methane - 46.36 tonnes CO_2e
- 0.051% - Nitrous Oxide - 42.43 tonnes CO_2e

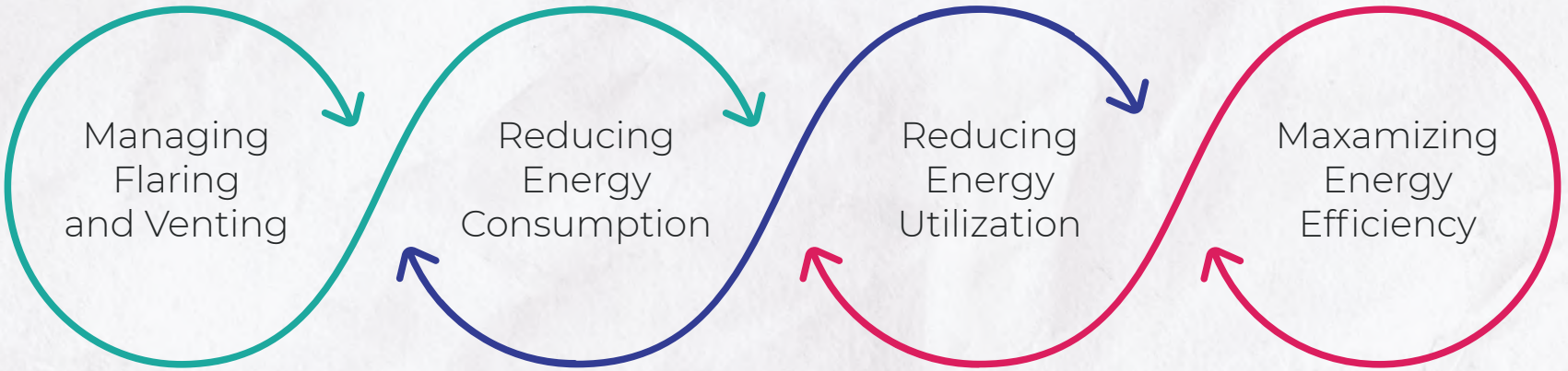


Scope 1 Methane Emissions by Activity (2021)

- 81.5% - Stationary Combustion - 37.78 tonnes CO_2e
- 8.7% - Flaring - 4.04 tonnes CO_2e
- 5.6% - Mobile (Petrol) - 2.58 tonnes CO_2e
- 4.2% - Mobile (Diesel) - 1.96 tonnes CO_2e



Reducing GHG Emissions



Climate Change and Resilience

Climate change is a growing threat with the potential to negatively impact mankind and our way of life over the coming decades. The Paris Agreement signed in 2016 is a treaty agreed to by world leaders to reduce GHG emissions to limit global temperature increase to well below 2°C above pre-industrial levels and ideally below 1.5°C. PPGPL, understanding the need for climate action, is committed to doing its part in this global effort understanding the risks climate change poses to the world, Trinidad and Tobago and PPGPL's operations.

Meeting the objectives of the Paris Agreement means the world will move to a different energy future to lower carbon emissions. It is therefore imperative that the organization's strategy takes into account its business operations to thrive in a lower carbon world.

The facility at Rio Grande Drive is located along the coastline of Trinidad. The location of the plant facility poses a risk due to sea level rise and coastal erosion which are all effects expected as a result of climate change.

Coastal erosion is already being seen at the Dock 2 facility where severe erosion was noted along the southern coastline progressing to the fence line simultaneously threatening the product pipeline. Temporary emergency works were carried out in 2017 to mitigate further damage to the area with permanent remediation work scheduled for 2023.

PPGPL understands the importance of having a strategy that takes into account both the physical risks and transitional risks associated with climate change. The organization has begun the process of undertaking a climate risk assessment to understand where the risks exist in order to better prepare for the low-carbon future ahead and the effects of climate change to the facility.

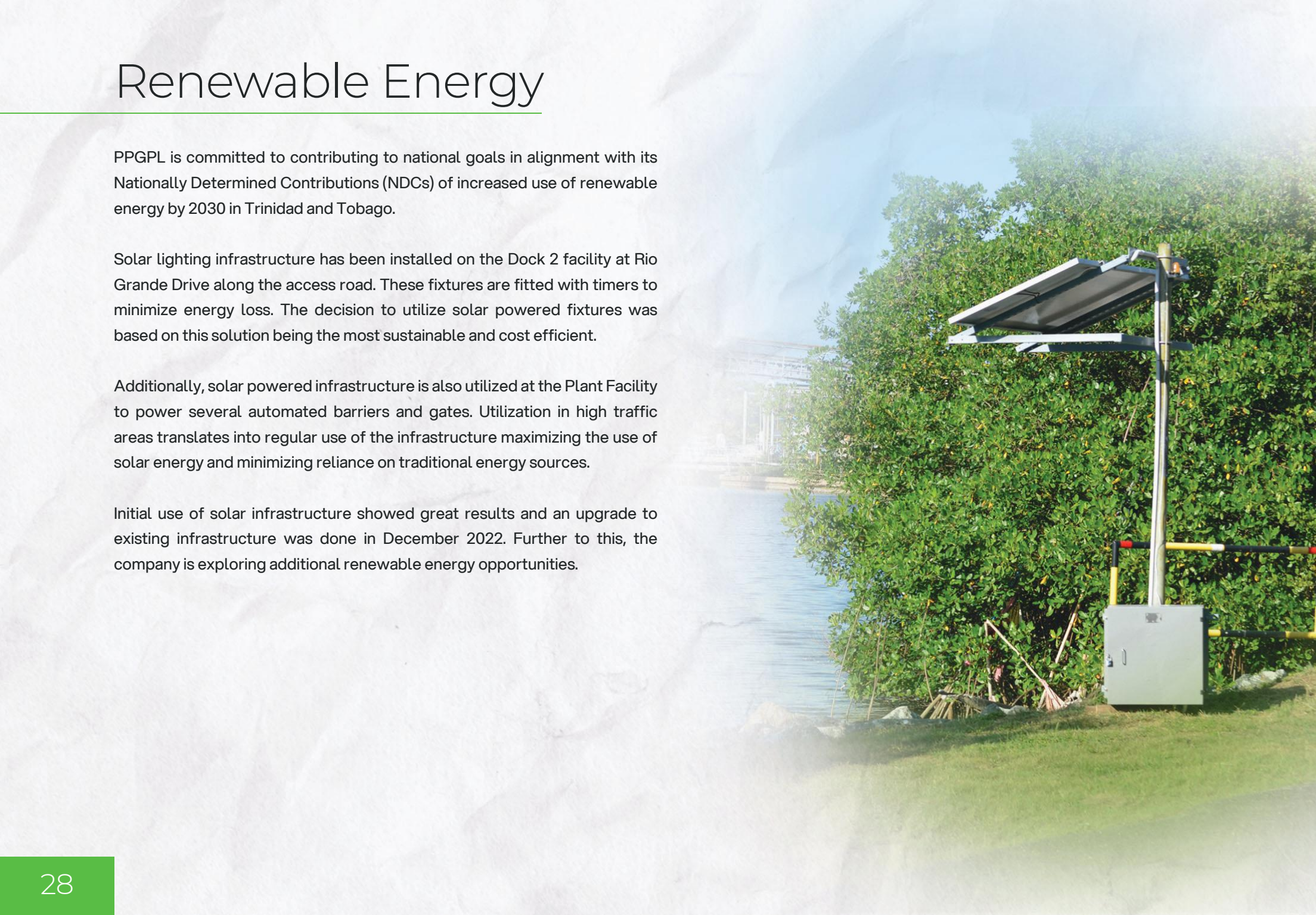
Renewable Energy

PPGPL is committed to contributing to national goals in alignment with its Nationally Determined Contributions (NDCs) of increased use of renewable energy by 2030 in Trinidad and Tobago.

Solar lighting infrastructure has been installed on the Dock 2 facility at Rio Grande Drive along the access road. These fixtures are fitted with timers to minimize energy loss. The decision to utilize solar powered fixtures was based on this solution being the most sustainable and cost efficient.

Additionally, solar powered infrastructure is also utilized at the Plant Facility to power several automated barriers and gates. Utilization in high traffic areas translates into regular use of the infrastructure maximizing the use of solar energy and minimizing reliance on traditional energy sources.

Initial use of solar infrastructure showed great results and an upgrade to existing infrastructure was done in December 2022. Further to this, the company is exploring additional renewable energy opportunities.



Air Emissions

PPGPL monitors its air emissions from the Plant Facility at Rio Grande Drive annually as part of regulatory compliance with Certificate of Environmental Clearance (CEC) approvals. The monitoring includes quantifying gaseous and non-gaseous parameters from point sources including exhaust stacks from process heaters and gas turbines. Compliance testing is usually undertaken on Heater Exhaust Stacks while the units are operating under normal conditions in accordance with US EPA protocols.

Compliance testing for 2022 was undertaken from 7th November 2022-23rd November 2022. For the year 2022, there was 100% compliance with the EMA Air Pollution Rules, 2014 with many parameters well below prescribed limits.

The table below represents the results of air emission testing for 2022.

Parameter	H201	H501	H2501	H4501	H3201	H6201	H6501	East Turbine	West Turbine	Air Pollution Rules, 2014 Limits
TSP Concentration mg/Nm^3	0.7	0.8	0.4	0.6	0.5	0.9	1.6	-	-	100
CO/mg/ Nm^3	2.5	3.1	19.5	7.6	3.4	2.6	108.0	20.6	23.7	1000
SO_2mg/ Nm^3	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1000
NOX/mg/ Nm^3	83.6	76.1	85.2	99.7	111.8	26.6	56.2	98.1	94.8	500
UHC/mg/ Nm^3	0.3	0.2	0.3	0.2	0.3	0.3	0.2	0.3	0.3	28

For the year 2021, there was 100% compliance with the EMA Air Pollution Rules, 2014 with many parameters well below prescribed limits.

The table below represents the results of air emission testing for 2021.

Parameter	H201	H501	H2501	H4501	H6201	H6501	East Turbine	Air Pollution Rules, 2014 Limits
TSP Concentration mg/Nm^3	1.30	1.10	0.77	0.73	0.43	0.53	-	100
CO/mg/ Nm^3	2.1	1.8	20.3	4.2	1.6	123.1	14.6	1000
SO_2mg/ Nm^3	1.4	102.7	1.4	1.4	1.4	1.4	2.24	1000
NOX/mg/ Nm^3	103.5	0.2	74.7	102.1	35.0	37.5	97.1	500
UHC/mg/ Nm^3	0.3	1.8	0.2	0.3	0.3	0.2	0.3	28

Ambient Air

PPGPL monitors the ambient air from industrial sources along the perimeter of the Plant Facility at Rio Grande Drive annually as part of regulatory compliance with CEC requirements. Ambient air monitoring includes quantification of gaseous and non-gaseous parameters from fugitive releases into the ambient air from industrial sources along the perimeter of the facility.

Compliance testing for 2022 was undertaken from 7th November 2022- 23rd November 2022. For the year 2022, there was 100% compliance with the EMA Air Pollution Rules, 2014.

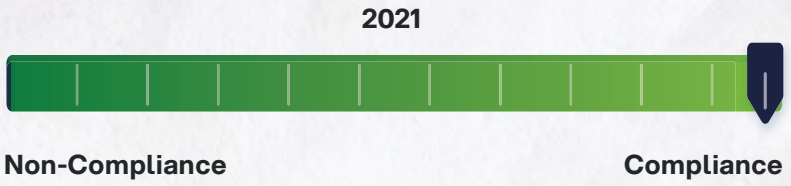
The table below represents the results of ambient air monitoring for 2022.

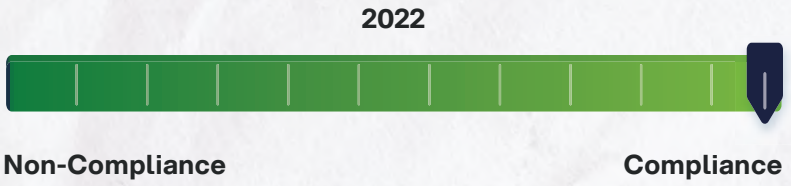
Parameter	Site 1 Upwind East (ug/m^3)	Site 2 Downwind South (ug/m^3)	Site 3 Downwind West (ug/m^3)	Site 4 Downwind North (ug/m^3)	Air Pollution Rules, 2014 Limits (ug/m^3)
PM_{10}	15.68	11.67	19.44	11.75	75
SO_2	<7.8	<7.8	<7.8	<7.8	125 per 24 hours
NO_2	5.6	5.6	5.6	5.6	200 per hour
H_2S	0.83	0.83	0.83	0.83	30 per 30 minutes
CO	<286	<286	<286	<286	100,000 (15 minutes)
VOC Scan	<1	<1	<1	<1	N/A

For the year 2021, PPGPL recorded 100% compliance with the EMA Air Pollution Rules, 2014, with many parameters well below prescribed limits.

The table below represents the result of ambient air monitoring for 2021.

Parameter	Site 1 Upwind East (ug/m^3)	Site 2 Downwind South (ug/m^3)	Site 3 Downwind West (ug/m^3)	Site 4 Downwind North (ug/m^3)	Air Pollution Rules, 2014 Limits (ug/m^3)
PM_{10}	27.8	27.8	31.7	31.7	75
SO_2	<7.8	<7.8	<7.8	<7.8	125 per 24 hours
NO_2	5.6	5.6	5.6	9.4	200 per hour
H_2S	0.83	0.83	0.83	0.83	30 per 30 minutes
CO	<286	<286	<286	<286	100,000 (15 minutes)
VOC Scan	<1	<1	<1	<1	N/A





Noise

PPGPL monitors the noise level at various locations around the Plant Facility at Rio Grande Drive annually as part of regulatory compliance with CEC requirements. Noise monitoring includes measuring the noise contribution of typical plant noise at the facility boundary.

Compliance testing for 2022 was undertaken from 7th November-23rd November 2022. For the year 2022, there was 100% compliance with the EMA Noise Pollution Rules, 2001.

The table below represents the results of noise monitoring for 2022.

Location	LEQ dB(A)	Peak dB
1	65.4	111.8
2	59.8	100.7
3	61.5	102.6
4	62.0	110.5
5	71.0	110.3
6	71.8	127.0
7	59.0	97.1
Noise Pollution Rules, 2001 Limits	**75.0**	**130.0**

For the year 2021, there was 100% compliance with the EMA Noise Pollution Rules, 2001.

The table below represents the results of noise monitoring for 2021.

Location	LEQ dB(A)	Peak dB
1	72.7	111.4
2	57.5	111.5
3	50.7	108.2
4	56.9	107.2
5	60.2	104.2
6	72.7	118.0
7	61.0	109.1
Noise Pollution Rules, 2001 Limits	**75.0**	**130.0**

2021

Non-Compliance **Compliance**

2022

Non-Compliance **Compliance**

Biodiversity

It has always been important to PPGPL that its work preserves the environment and has little to no impact on it. This remains true regarding the company's actions and attitudes toward biodiversity.

The PPGPL Plant Facility is situated close to the coastline of Trinidad. Along the coast, adjacent to the PPGPL facility are mangrove trees which are vital biodiversity ecosystems. Mangrove forests act as a habitat for several species and provide a number of regulatory services including water purification, erosion and flood control, carbon storage and climate regulation. PPGPL's operations due to the distance in location and negligible effluent discharge have minimal impact on the mangrove trees.

Projects that are to be executed near the mangroves are developed in consultation with the Environmental Management Authority (EMA) to ensure protection of the mangrove/wetland areas.

Waste

With a gas processing facility forming the core of its operations, PPGPL generates a variety of non-hazardous and hazardous waste.

PPGPL's practice of waste management has been to ensure that there are no negative impacts to the environment or human health with provisions included to reduce, reuse and recycle waste where possible.

In 2022, the company placed a focus on revamping its waste management system to improve the system and to ensure alignment with the Waste Management Rules 2021. This included a large-scale cleanup of backlogged waste, particularly scrap metal, that has been stored on the plant site facility.

A multidisciplinary team was formed to streamline the existing waste management system to clearly outline responsibilities and ensure adequate contracts and resources were put in place to manage waste. From this initiative, waste storage and segregation were improved based on the physical and chemical characteristics of the waste streams. During the revamping exercise, PPGPL chose to adopt the international hierarchy of waste management utilizing the 5 Rs which outline the preferential order for management of waste: - reduce, reuse, recycle, recover and remove.

As part of the company's responsible management of waste, routinely removed hazardous waste is accompanied by a waste manifest to capture important waste data and transfer custody of waste to the responsible contracted handler.

A detailed system did not exist in 2022 to capture all waste generation data, it is the ambition to capture waste data in 2023 which will be reflected in future reports.

Recycling Bins

Recycling has always been practiced at PPGPL. Recycling bins are located at the plant site and administrative building for use. In 2022, two new recycling bins were acquired to be placed on the plant area for the recycling of water bottles.

Recycling Bins	Administrative Building, Rivulet Road	Buildings, Rio Grande Drive	Plant Facility, Rio Grande Drive
Paper	1	2	0
Plastic	1	3	2
Glass	1	3	0

No Use of Domestic Styrofoam

This initiative is intended to decrease PPGPL's use of domestic styrofoam. It will include the use of styrofoam food and beverage containers particularly during events such as turnarounds and company events. This initiative was approved in the PPGPL's Waste Management Policy and is expected to be fully rolled out to staff in Q1 2023 although implementation has begun on a phased basis. In the November 2022 turnaround, biodegradable containers were primarily used for catered lunches and dinners.

Water & Effluents

PPGPL monitors the effluent at various locations around the Plant Facility at Rio Grande Drive and the Administrative Building at Rivulet Road quarterly as part of regulatory compliance with requirements.

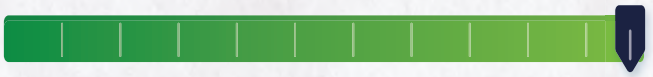
Compliance testing for all four quarters of 2022 were completed. The Administrative Building at Rivulet Road had 100% compliance with the Water Pollution rules for 2021 with Plant Site at Rio Grande Drive having 91.7% compliance. For the year 2022, the Administrative Building at Rivulet Road had 85.2% compliance with the Water Pollution Rules while the Plant Site at Rio Grande Drive had 87.7% compliance.

During the COVID-19 pandemic in 2020 into 2021, a hybrid work model was established at PPGPL. Resulting from this, the Administrative Building at Rivulet Road had limited people in office in 2021. In 2022, as personnel slowly returned to office, there was an increase in annual water consumption at the Administrative Building at Rivulet Road.

Annual Water Consumption – m^{-3}	2021	2022
Administrative Building – Rivulet Road	52	666
Plant Site – Rio Grande Drive	15,594	12,720

Administrative Building, Rivulet Road

2021



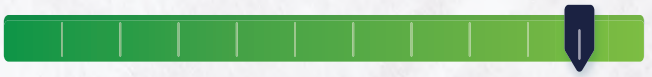
Non-Compliance **Compliance**

2022

Non-Compliance **Compliance**

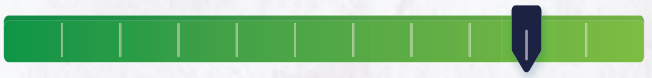
Plant Facility, Rio Grande Drive

2021



Non-Compliance **Compliance**

2022

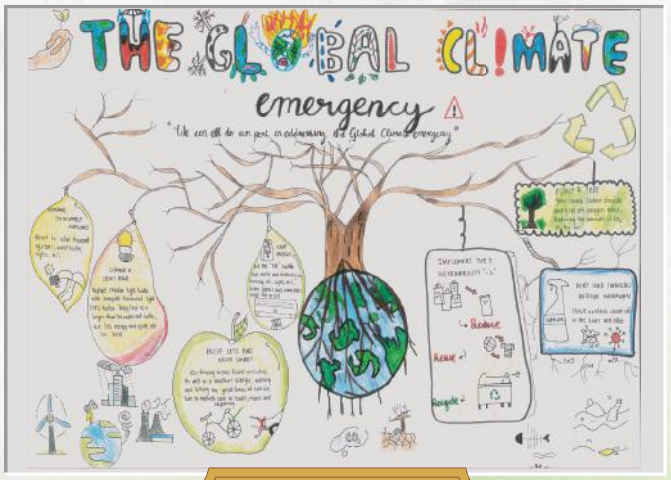


Non-Compliance **Compliance**

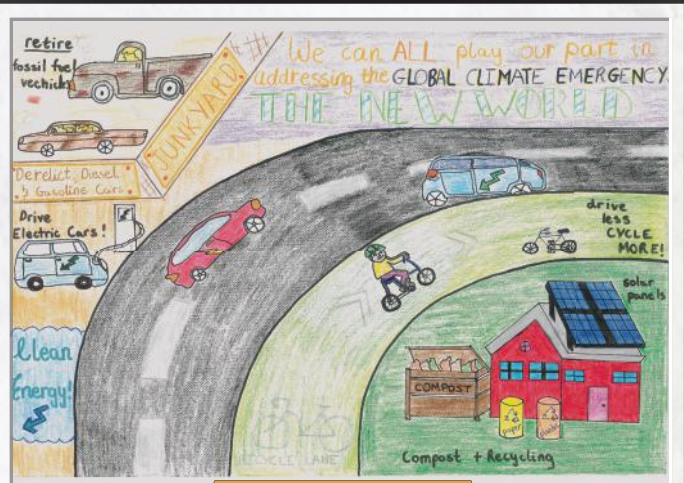
Areas of Effluent Non-conformance 2022	Plant Site	Administrative Building
Q1	Faecal coliform, biochemical oxygen demand, total suspended solids	
Q2	Faecal coliform, biochemical oxygen demand, chemical oxygen demand, total suspended solids, pH	pH
Q3	Faecal coliform, biochemical oxygen demand, total suspended solids	
Q4	Faecal coliform, biochemical oxygen demand	Faecal coliform, dissolved oxygen, pH

PPGPL 2022 Children's Safety Poster Competition "Global Climate Emergency"

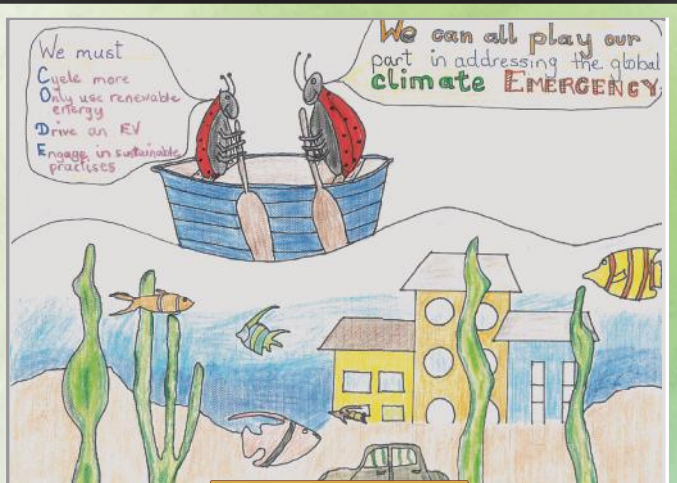
Amara Mohammed



Anushka Dwarika



Megan Modeste



Christian Modeste

Our Safety Culture

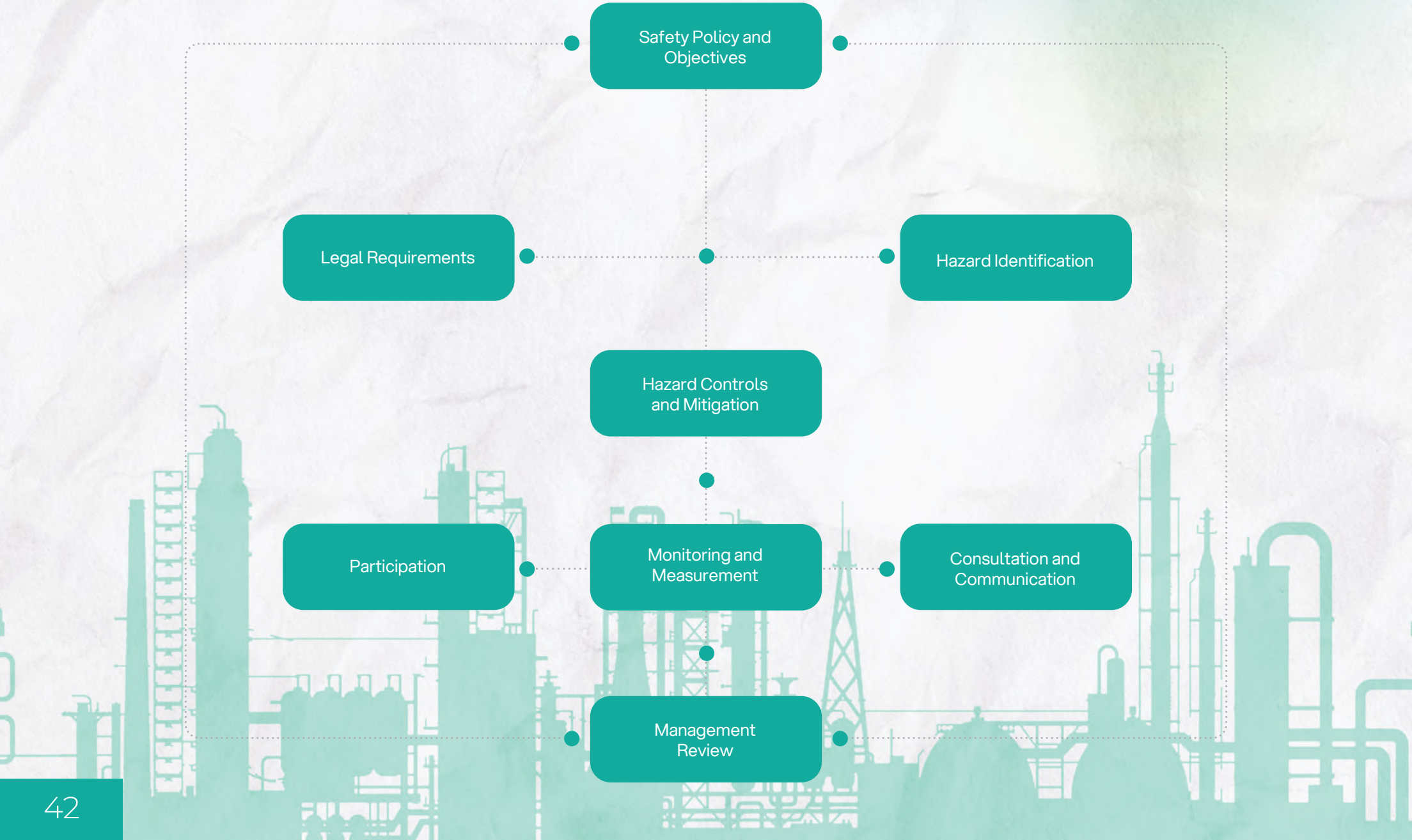
SUSTAINABLE DEVELOPMENT GOALS

VISION 2030

IV Building globally competitive businesses

Our work is never so urgent or important that we cannot take the time to do it **SAFELY** and, in a manner that preserves the environment.

Safety Management System



Creating Our Safety Culture

PPGPL has chosen to adopt safety as its #1 priority.

PPGPL has adopted 13 of the 14 Occupational Safety and Health Administration (OSHA) PSM elements into its Process Safety Management (PSM) system. Element 14 was omitted as it was recognized that PPGPL's operations do not consist of trade secrets, making this element not applicable to PPGPL's Process Safety Management.

As one of the earliest members of the Energy Chambers Safe to Work (STOW) HSE management system, PPGPL ensures that all of its contractors performing high risk activities achieve and maintain STOW certification.

PPGPL boasts a robust Permit to Work System which has assisted in achieving no lost time incidents (LTI) or Lost Work Cases (LWC) in the past 5 years and has minimized process safety incidents at the Rio Grande Drive, Plant Facility.

Efforts are currently being made to digitize the Permit to Work System to reduce paper consumption and to further streamline the permitting system. This initiative will further improve operational efficiency, propelling PPGPL more into the digital space, while improving its safety performance as the company continues to grow and expand across the energy value chain.

Management of change is an integral part of PPGPL's safety culture. Through the management of change process, PPGPL is able to evaluate changes before they are implemented and keep comprehensive, written documentation of all related facility changes. The MOC process is powered by the digital platform VisiumKMS.

Some Systems Forming Our Safety Culture

Center for Chemical Process Safety

Permit to Work System

Management of Change

Safe TO Work (STOW)

Occupational Health and Safety

At PPGPL, occupational health and safety has been a priority, and all employees and contractors are required to abide by the company's management system. PPGPL understands the risks associated with occupational health and safety and manages them based on applicable regulations within Trinidad and Tobago and internationally accepted standards including:

- The Trinidad and Tobago Occupational Safety and Health Act 2004 as amended 2006.
- Safe to Work (STOW) Contractor Guidance.
- OSHA Process Safety Management System (29-CFR-1920.119).

PPGPL's Safety Manual provides employees and contractors with the basic safety and occupational health operating guidelines and rules that are to be used in their daily activities. These rules help to effectively manage and mitigate hazards and risks associated with PPGPL's work. PPGPL regularly reviews and reassesses its risk levels and control measures to ensure that risk levels remain as low as reasonably practicable. Given the nature of the company's work, all individuals on the facility are able to stop unsafe work if recognized.

Over the years, PPGPL has conducted several exercises and assessments to ensure the continuous improvement of the occupational health and safety of employees. These include projects such as periodic indoor air quality monitoring, health risk assessment and industrial hygiene survey and virtual ergonomic assessment for employees working at home.

PPGPL believes that health and safety must be everyone's responsibility and involves workers in the consultation process to develop and improve its management system on an ongoing basis.

All employees and contractors are required to understand and abide by the safety and occupational health systems. All safety systems have been implemented to assure the safety of every employee and contractor who operates at all of PPGPL's facilities.

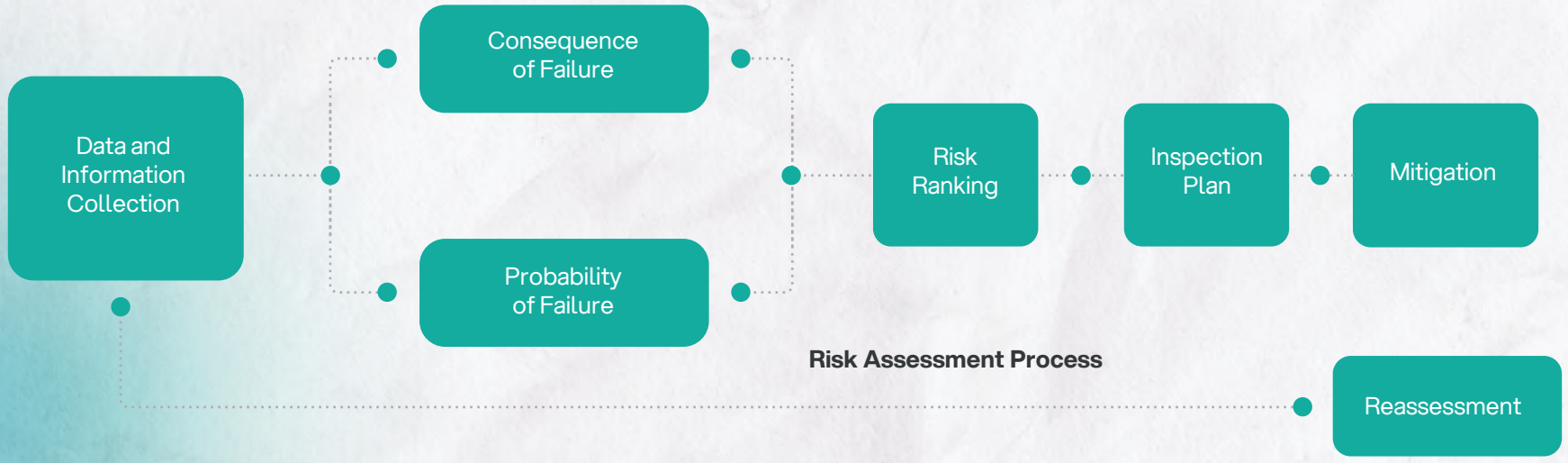
Asset Integrity & Critical Incident Management

At PPGPL the integrity of the company's assets is core to its business model. The inspection and reliability team utilizes industry best practices for asset integrity management to manage operational risk on the plant facilities.

In complying with best practices, the team utilizes a wide range of codes and standards such as those from the American Petroleum Institute (API), American Society for Mechanical Engineers (ASME), National Association of Corrosion Engineers (NACE) International, American Welding Society (AWS), American Society for Non-Destructive Testing (ASNT) etc. These codes are used to drive risk-based inspections (RBI) and repairs for static equipment (pressure vessels, heat exchangers, filters, etc.).

Whilst the appropriate codes are used to cover the rotating equipment on the facility (compressors, pumps, motors, etc.), having an effective mechanical integrity and asset integrity program provides assurance that PPGPL's equipment are designed, fabricated, procured, installed and maintained in a manner appropriate for its intended application and throughout the life of the operation. PPGPL's robust Asset Integrity Management (AIM) program focuses on the core elements of safety, environmental protection, reliability, regulatory compliance and data management. PPGPL's proven use of risk-based techniques to manage asset integrity has improved the company's plant efficiency, increased its uptime and reduced both operational costs and risk.

The RBI plans produced by PPGPL are generated by considering integrity operating windows (IOWs) for each process unit since RBI is synonymous with risk-prioritized inspection, risk-informed inspection, and with inspection planning using risk-based methods. The risk assessment process below shows PPGPL's RBI approach to inspection optimization. The PPGPL inspection & reliability team astutely follows the RBI's process to ensure the safe operation of the facility's assets.

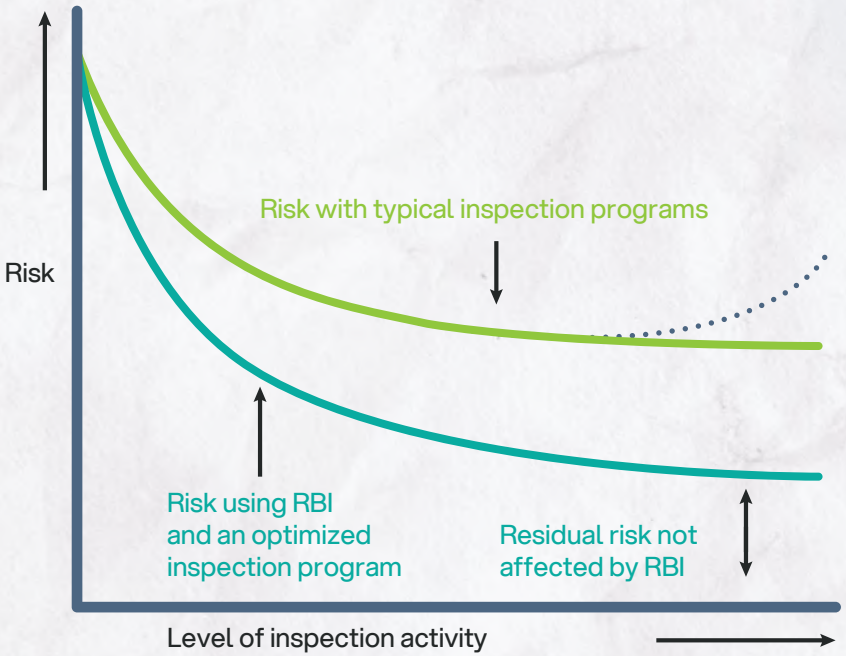


Risk Assessment Process

Utilizing the risk-based approach to asset integrity has many great benefits to PPGPL. These benefits include:

- Reduced turnaround exposures.
- Reduced extended inspection intervals.
- Increased operational awareness.
- Substantial decrease in maintenance as opposed to without RBI as inspections are optimized.

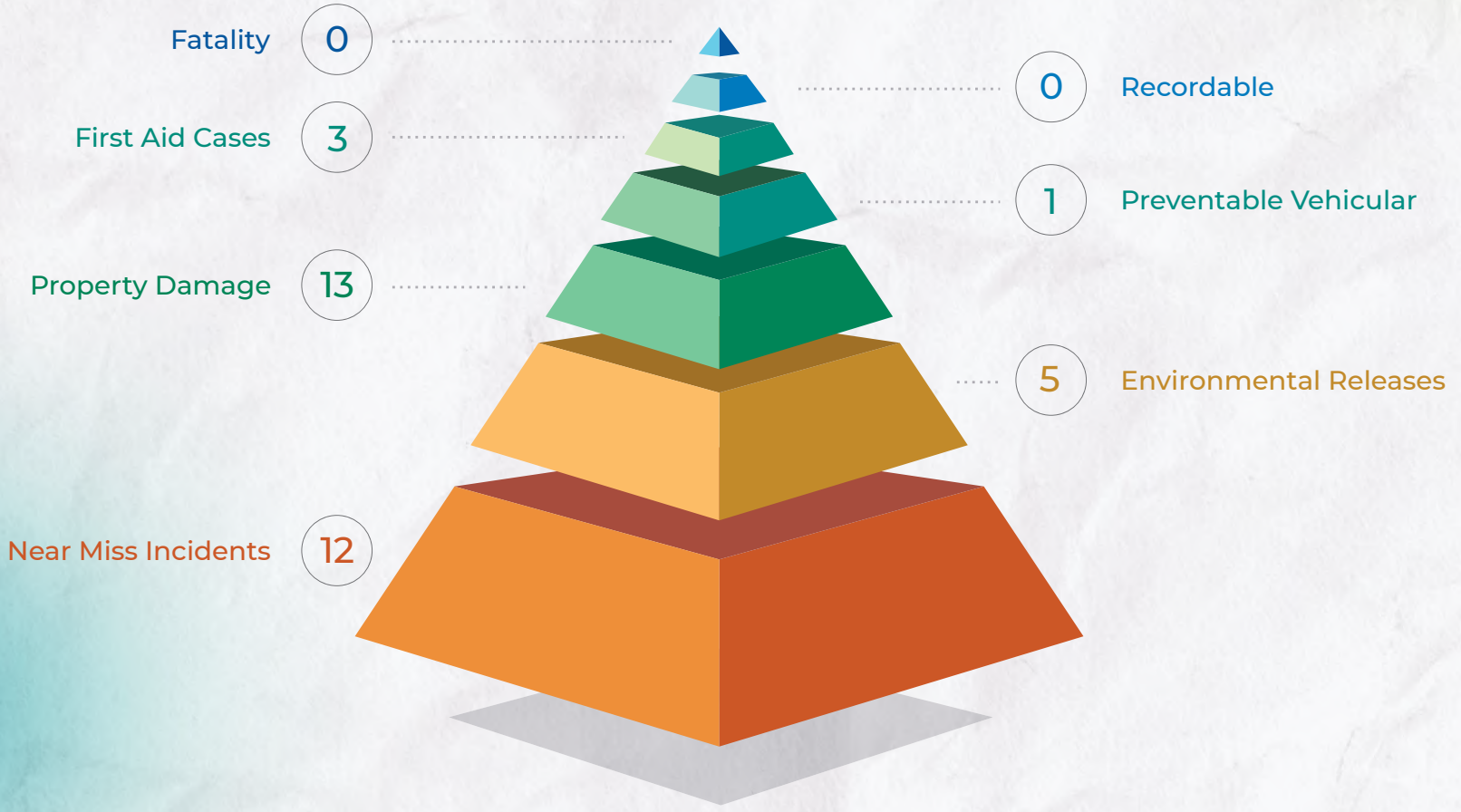
Through PPGPL's continued commitment to have a strong asset integrity program, the company has minimized the risk of a major incident and reduced inefficiencies at the facility level. Such actions are critical to ensuring the day-to-day operations of the facility and ensuring the company's sustainability.



Critical Incident Management

In 2022, PPGPL was again awarded a first place "Safety Award" from the GPA Midstream Association. On 27 July 2022, PPGPL achieved five (5) years without a lost workday case (LWC). Despite PPGPL's safety performance, the company continues to explore opportunities to strengthen its systems of work and learn from recent incidents on its facility. As such, PPGPL undertakes investigations once an incident occurs to identify the root cause.

PPGPL commenced a transition to the CCPS 20 elements of process safety and embarked on a sustainable development journey in alignment with the United Nations Sustainability Development Goals. Overall, the organization was able to successfully navigate through the numerous challenges and will continue to strive to both sustain and improve all aspects of its HSSS performance.



Contractor Management System

PPGPL's contractors are critical to the optimal functioning of its asset base including the execution of work at the plant facility. The contractors utilized come with a wealth of knowledge and specialty skills which allow the company to execute routine and non-routine tasks in a safe and efficient manner.

Companies that wish to conduct activities at any PPGPL facility must first, successfully undergo PPGPL's prequalification process to be considered. This requires the company to possess STOW certification as well as the submission of their HSSE management system which must be specific to the hazards and risk relevant to their scope of operations. Companies will not be selected to provide goods or services if they are not successful in the prequalification process.

All staff of the contracted companies wishing to access PPGPL's facilities must satisfy the following preconditions before they are allowed to work on the facilities: Plea Passport, 7 Point Drug Test, PPGPL online orientation, Health Declaration and appropriate PPE. In addition, all persons must be clean shaven to allow the formation of a proper seal when using their respirator.

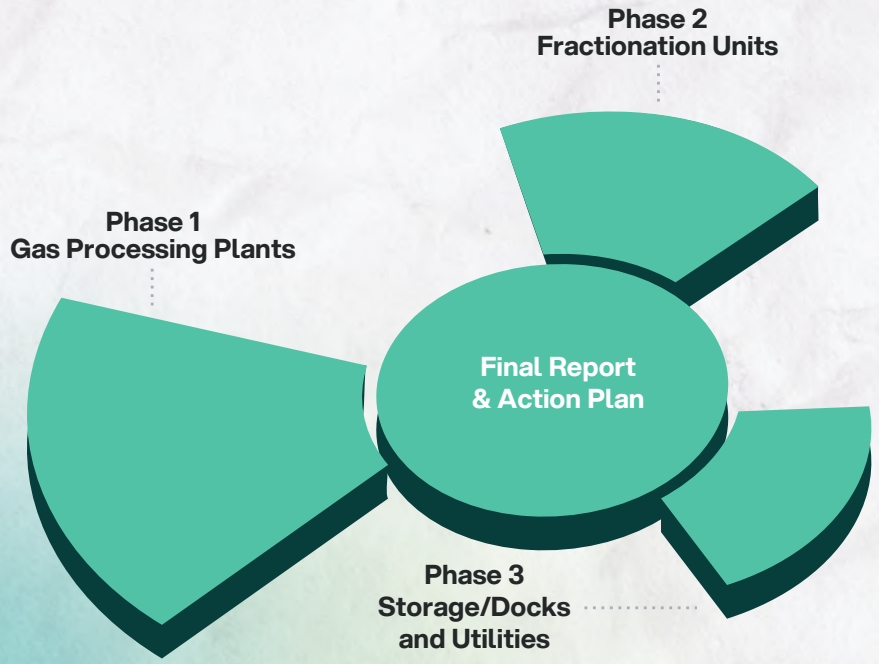
Process Safety Management

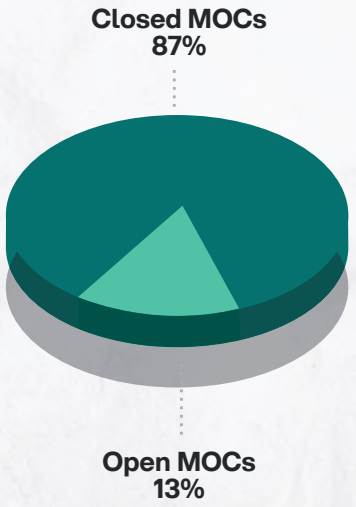
Process Hazard Analysis (PHA)

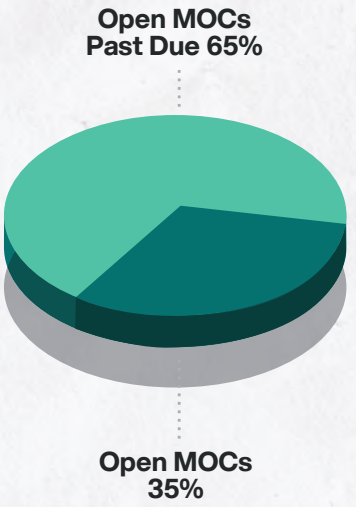
As PPGPL continues to strive for excellence in the area of health and safety, and in particular process safety, the company conducted a virtual Process Hazard Analysis (PHA) which commenced in 2021 and was completed in February 2022. The PHA was conducted utilizing a 3-phase approach. The first phase was conducted between 09 Aug - 10 Sept 2022 and evaluated the three (3) gas processing plants. Phase 2 of the PHA was conducted within the period, 04 Oct - 05 Nov 2021 and took an overview of the plant's fractionation units. Phase 3 executed between 10 Jan - 11 Feb 2022 involved an in-depth analysis of the process hazards in the storage, docks, and utilities areas of the facility. The final report dated June 22, 2022, was received. An action plan was developed for closure of recommendations and will be tracked utilizing the PSM dashboard.

Management of Change (MOC)

The Management of Change is an important pillar to PSM. The MOC process allows us to have an objective view of all proposed changes and provides a standardized system for tracking completed and approved changes to the process. At PPGPL, it is understood the criticality of employing written documentation to ensure the continuity of the company's business operation. As part of continued efforts to optimize the company's core business, PPGPL has initiated 18 MOCs in the year 2022 of which 6 were closed out with 12 remaining in progress.





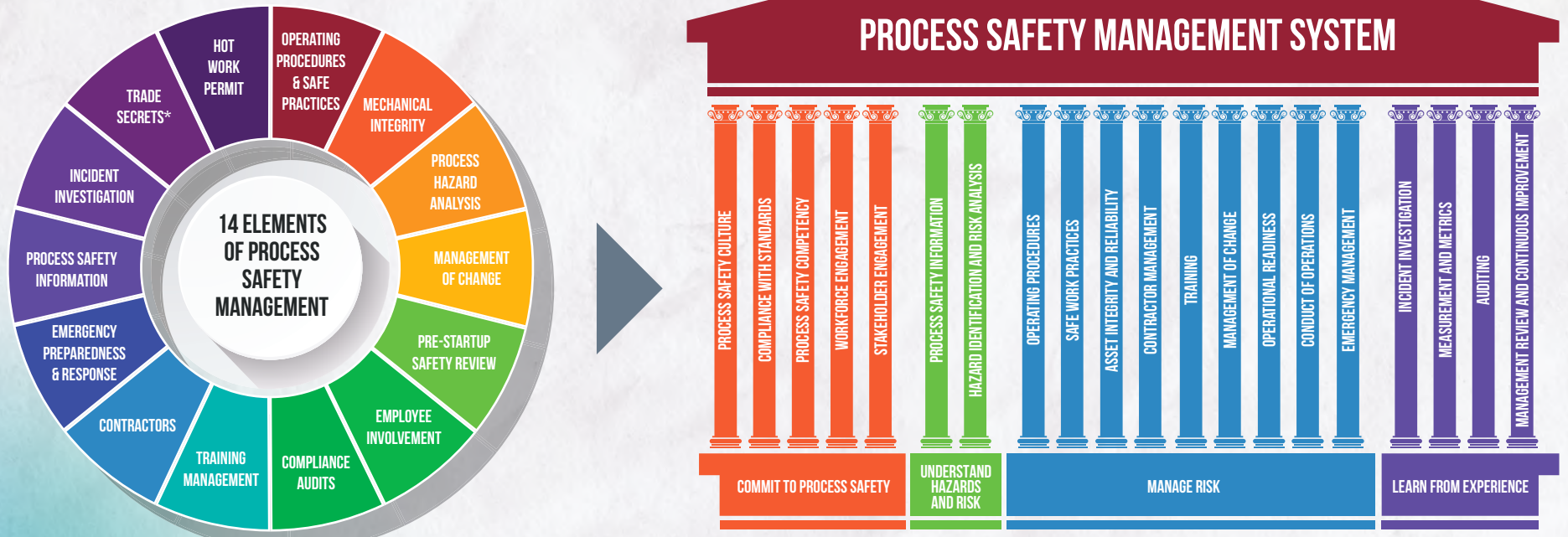


Moving Forward Quad Zero

As PPGPL evolves its core business model to one which is more sustainable through the improvement of its process safety management systems, the company has taken the conscious decision to make two major changes to its operations.

As of 2022, PPGPL has constructed a road map with the goal of achieving a smooth transition from the OSHA 14 elements of which PPGPL is compliant with 13, to the new CCPS 20 Elements System. Thus far, PPGPL has successfully completed Leadership CCPS training, CCPS Process Safety Professional Certification for three persons and a further six are airmarked to pursue similar certification. Additionally, a further thirteen employees have conducted AICHE Process Safety Management Overview to further strengthen the company's process safety culture.

Transition from OSHA 14 Elements to CCPS 20 Elements



*trade secrets is not an element observed by PPGPL

OSHA 14 Process Safety Management Elements

CCPS 20 Elements

Achieving Quad Compliance

Recognizing the significance of the contributions made by the company's employees in securing future business, PPGPL intends to incentivize the strong commitment to sustainability and process safety demonstrated by all members of staff. In 2022, it was decided that the corporate scorecard would reflect the company's commitment to sustainability and process safety management. Previously, the company utilized the quad zero metric as a part of employees' performance metrics where there was a commitment to no lost workday case for employees, no lost workday case for contractors, no recordable environmental releases and no recordable vehicular accidents. Both the **"no recordable environmental release"** and **"no recordable vehicular accidents"** have been replaced with a new "**process safety management metric"** and a "**sustainability metric"**, respectively.

2022

No Employee Lost Workday

No Contractor Lost Workday

No Vehicular Accidents

No Recordable Environmental Releases

2023

No Employee Lost Workday

No Contractor Lost Workday

PSM Metric

Sustainability Metric

Sustainability and PSM Metric

Sustainability Metric	2023 Targets
GHG Emission Reduction	2% Annual Reduction
Environmental Releases	Within CEC limits
Energy Utilization (Energy Intensity Factor)	<0.26 MMBTU/barrel (for 2 plant operation) <0.34 MMBTU/barrel (for 3 plant operation)
Administrative Building (Rivulet Road) Energy Consumption	2% Annual Reduction

PSM Metric	Description	2023 Targets
Management of Change (MOC)	For MOCs initiated in 2023, no permanent MOCs past due. For MOCs initiated in 2023, no temporary MOCs past due. Reduction in past-due MOC backlog (65 MOCs past-due as of 31 Dec 2022)	0 0 >90%
Mechanical Integrity (Plant Site)	Scheduled Maintenance Unscheduled Maintenance	>75% <25%
Mechanical Integrity (Admin Services)	Scheduled Maintenance Unscheduled Maintenance	>75% <25%
Process Hazard Analysis (PHA)	High Priority Recommendations- Closure of recommendation targets for 2023 (32 recommendations) Medium Priority Recommendations- Closure of recommendation targets for 2023 (206 recommendations)	>90% >90%
Pre-Startup Safety Review (PSSR)	For PSSRs initiated in 2023, closure of all action items targeted for completion in 2023	100%
Accident/Incident Investigations	Incident/Accident Investigations initiated in 2023, closure of recommendations targeted for completion in 2023	>90%

Indoor Air Quality Monitoring

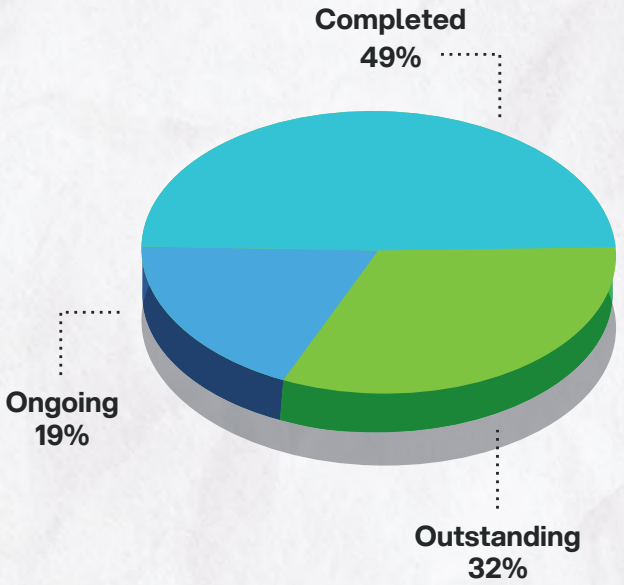
PPGPL seeks to ensure the working conditions at its facilities are in alignment with international occupational hygiene guidelines. In 2021, an external company was contracted to conduct indoor air quality monitoring at both the Plant Site and Administrative Building and to provide recommendations where applicable.

The assessment focused on the following key areas:

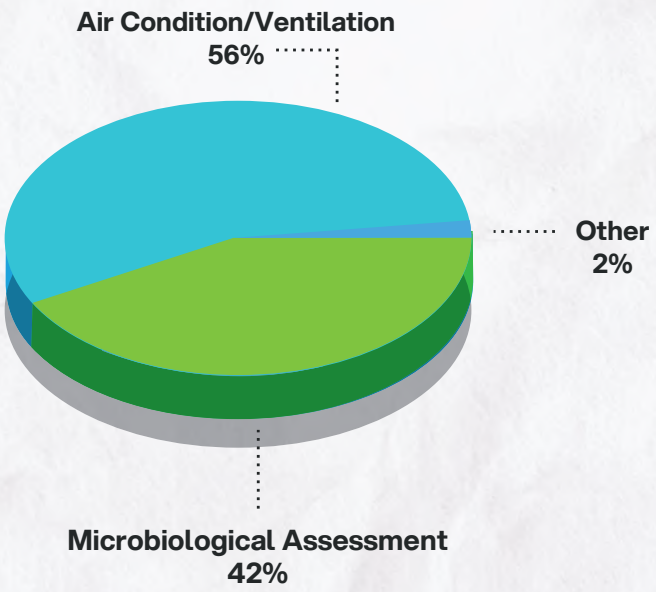
- Air Condition and Ventilation System
- Air Quality Measurement
- Microbiological Assessment
- Indoor Air Quality Occupant Survey

Following the recommendations review, a keen focus was placed by PPGPL on the high-risk areas to ensure that the likelihood of acute or chronic ill health is reduced to as low as practicable possible.

Status of Indoor Air Quality Recommendations



Recommendations by Classification of Findings



Health Risk Assessment and IH Monitoring

PPGPL employs a data driven approach to mitigating the impacts of its processes on the health of its employees and all contractors. As a part of this data driven approach, in 2022 PPGPL began the process of conducting a Health Risk Assessment (HRA) to build on the current knowledge base of the company helping to further protect staff from exposure to hazardous conditions at the workplace. The HRA is currently being conducted by a certified external contractor in a 3-phased approach.

- Phase 1 includes the review of all routine jobs done at the facility.
- Phase 2 includes a quantitative assessment of the most high-risk jobs through the use of personal monitoring badges.
- Phase 3 includes interviews with personnel who conduct the activities.

Putting People at the Centre of Operations

SUSTAINABLE DEVELOPMENT GOALS

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

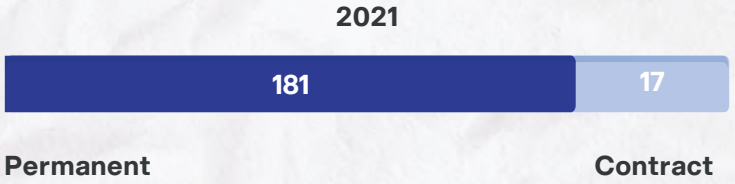
VISION 2030

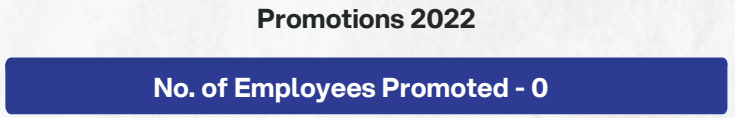
Putting People First: Nurturing Our Greatest Assets

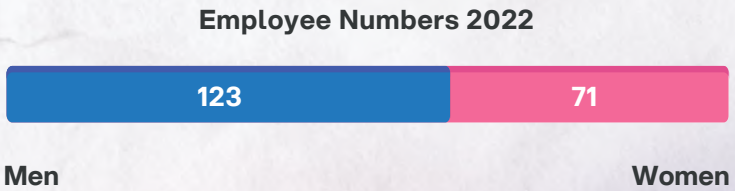
Our work is NEVER so urgent or important that we cannot take the time to do it safely and, in a manner that preserves the environment.

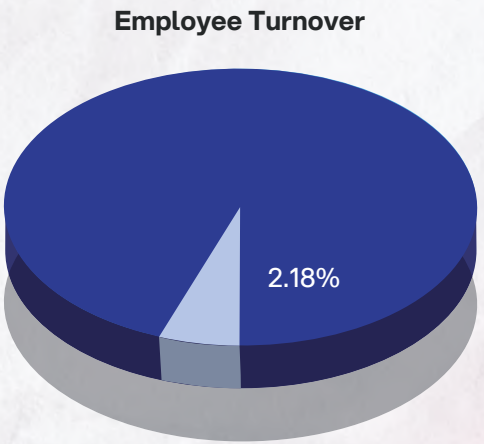
Managing PPGPL's Talent

Staff Level	2021	2022
President	1	1
Leadership Team	10	10
Non-Leadership Team Managers	3	3
Superintendents	7	6
Supervisors	12	12
Individual Contributor	165	163
Graduate Intern Trainees	11	17
Summer Internships	0	5









New Hires

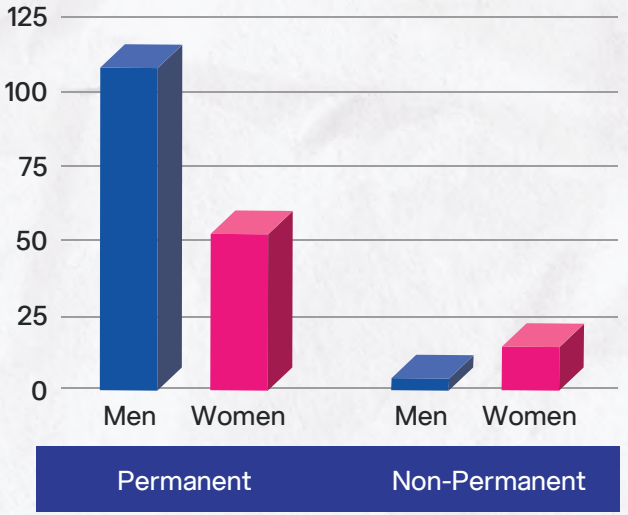
2021		
Age Group	Male	Female
18-30	3	10
31-40	2	3
41-50	3	0
51-60	1	0
60+	0	0

2022		
Age Group	Male	Female
18-30	2	2
31-40	3	5
41-50	2	3
51-60	0	0
60+	0	0

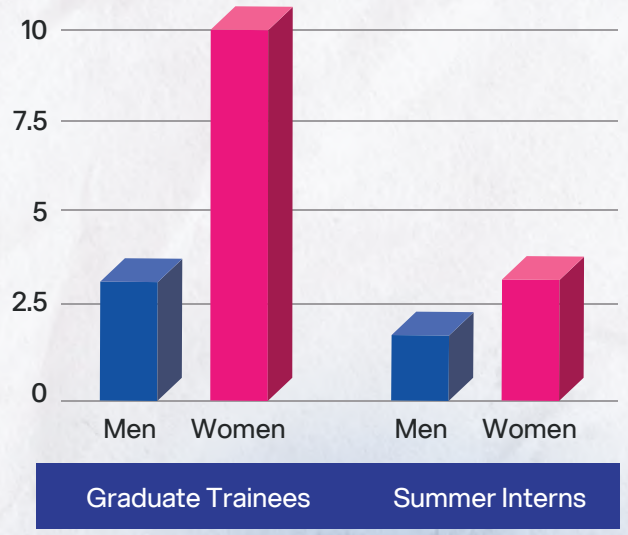
Maternity Leave 2022	
No. of Employees Entitled to Maternity Leave	72
No. of Employees Obtaining Maternity Leave	2

Retirement 2022	
No. of Employees Due to Retire	1
No. of Employees Retiring	1

Permanent and Non-Permanent Employees 2022



Graduate Trainees and Vacation Interns 2022



Employee Benefits

Permanent	Contract (2 years or more)
Savings Plan	Group Health Insurance
Retirement Pension	Employee Assistance Programme
Incentive	
Group Health Insurance	Paid Leave (vacation, sick, personal business, other)
Overseas Emergency Medical	
Group Life Insurance	
Medical Assistance	
Employee Assistance Programme	
Housing	
Paid Leave (vacation, sick, personal business, other)	

Employee Assistance Program (EAP)

The Employee Assistance Program is a work-site based program that is designed to assist:

- Organizations in addressing productivity issues.
- Employees in identifying and resolving personal concerns including, but not limited to, health, marital, family, financial, alcohol, drug, legal, emotional, stress or other personal issues that may affect job performance.

Growing Our Talents

Types of Training

Element 1	Conferences, Seminars and Workshops
Element 2	Education Assistance Programs
Element 3	Specialized Training
Element 4	Employee Development Needs and/or Organizational Need

Total Training Hours

	Male	Female
2021	2773	2145
2022	2084	2886

In 2022, PPGPL took a focused approach to ensure that sustainability was embedded in how the company does business. To help achieve this, members of the Leadership Team and the Sustainability Committee were enrolled in an ESG Investing Course strengthening the organization's knowledge of sustainability.

2022 Training – Female

	Training Hours	Elem. 1	Elem. 2	Elem. 3	Elem. 4
President	0	0	0	0	0
Leadership Team	370	3	0	7	3
Non-Leadership Team Managers	461	1	0	5	2
Superintendents	26	2	0	0	0
Supervisors	304	3	0	1	4
Individual Contributors	1588	31	0	13	13
Graduate Intern Trainees	137	9	0	1	2

2022 Training – Male

	Training Hours	Elem. 1	Elem. 2	Elem. 3	Elem. 4
President	42	0	0	1	0
Leadership Team	624	8	0	9	3
Non-Leadership Team Managers	0	0	0	0	0
Superintendents	184	1	0	2	5
Supervisors	69	2	0	0	4
Individual Contributors	1069	13	2	19	48
Graduate Intern Trainees	96	1	0	1	3

Performance Management

Coaching Sessions

2021	2022
332	252

Professional Development Plan

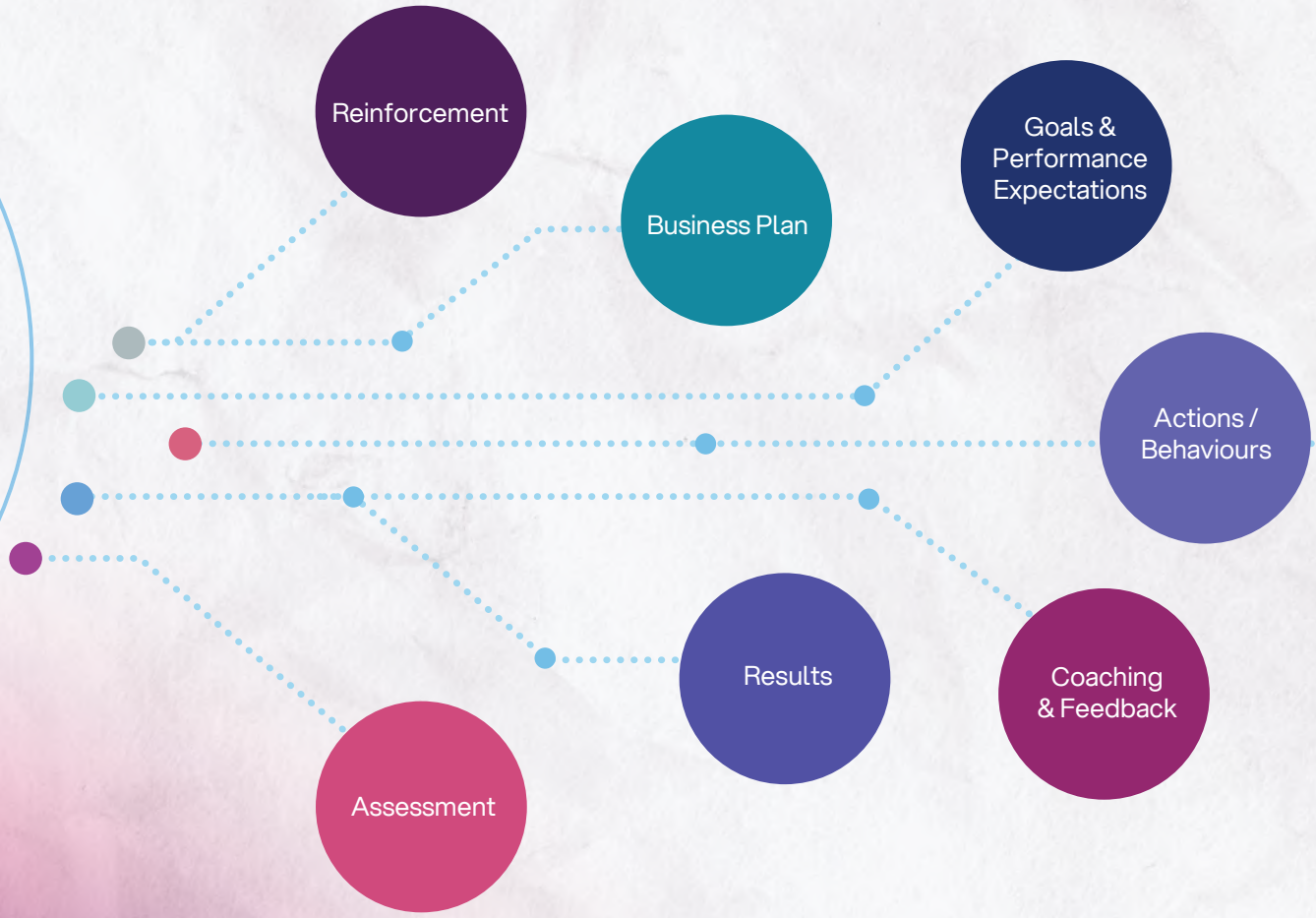
2021	2022
61	40

Core Values Adherence

+ Safety & Environmental Preservation
+ Integrity
+ Employee Engagement
+ Excellence
+ Transparency
+ Customer Focus
+ Corporate Social Responsibility

Key Success Factors

+ Clear Vision, Direction, Alignment
+ Displays Competency
+ Good Communicator
+ Relationship Building
+ Motivational & Inspirational
+ Leadership
+ Displays Integrity
+ Demonstrates Commitment
+ Role Model



Wellness Committee

The PPGPL Wellness Committee has conducted a number of employee-focused wellness-related initiatives for more than 15 years. These activities occasionally include family members of employees as well as nested contractors. The physical, mental, emotional, and even spiritual wellbeing of individuals are the targets of these activities.

The initiatives included, but were not limited to, aerobic workouts, strength training, circuit training, hikes, weight loss challenges, weight management programs, flexibility, mobility, overall health workshops, mindfulness sessions, fashion advice and meal preparation sessions.

The sessions created socialization opportunities where workers could unwind, reflect, and reset. In addition, subject matter experts were utilized to discuss disease prevention and control strategies.

The PPGPL Wellness Committee had to deal with difficult circumstances arising from the COVID-19 pandemic which saw the closure of the company's wellness center (gym) and the suspension of nonessential in-person activities. Despite these difficulties, 2022 saw widespread adaptation to virtual activities with limited in-person activities being resumed in November 2022.

Virtual Yoga Classes

Online Zumba Classes

In-Person Dance Workshop

Online StrengthTraining

Online Aerobic Workout

Online Circuit Training

Hybrid Policy

The onset of the COVID-19 pandemic in 2020 forced PPGPL like many other companies to adapt to different working conditions. Some roles allowed for work to be done remotely which ensured business continuity during the pandemic and reduced the risk that in-person work created. This was then adjusted to a rostered system where employees rotated between work on-site and work from home as the risks of in-person interaction decreased.

Coming out of the restrictions of the pandemic and a return to normal, PPGPL recognizes the benefits that a hybrid working model provided. While some roles in the company's operation do not allow for hybrid work and require tasks to be performed onsite only, other roles can be effectively carried out in a hybrid manner.

In October 2022, PPGPL rolled out its Hybrid Working Policy on a trial basis, outlining a hybrid working arrangement for those employees whose roles permit them to work seamlessly between home and the office. PPGPL's hybrid work policy establishes guidelines for a flexible way of working that allows employees to meet their work objectives by splitting their time between attending the workplace and working from home.

The policy was initially rolled out on a trial basis from October 2022 to December 2022 and extended for the year 2023.

Our Stakeholders

SUSTAINABLE DEVELOPMENT GOALS

1 NO POVERTY | 2 ZERO HUNGER | 4 QUALITY EDUCATION | 17 PARTNERSHIPS FOR THE GOALS

VISION 2030

Putting People First: Nurturing Our Greatest Assets

Our work is NEVER so urgent or important that we cannot take the time to do it safely and, in a manner that preserves the environment.

Our Stakeholders

Since the company's inception, PPGPL has always used a collaborative approach to deal with both internal and external stakeholders. PPGPL believes that partnership with its stakeholders achieves greater mutual benefits. From regulatory agencies to local surrounding communities within which PPGPL companies operate, mutual respect and understanding have been the cornerstone of its relationships.

From the onset of the pandemic in 2020 continuing into 2022, PPGPL engaged in continuous communication with vendors and contractors to ensure business continuity. As there was an increased demand by PPGPL for goods and services and for new areas of compliance by vendors and suppliers; the quality of the supply chain and the relationships developed over the years were tested.

PPGPL has ensured that the company maintains regulatory compliance in every area of business operations and has continuously collaborated and complied with governmental agencies and industry leaders to ensure meaningful contributions to Trinidad and Tobago. In addition, and in alignment with the company's brand, PPGPL seeks to contribute to society by going beyond what is required as a business. PPGPL assumes a role as a member of society and therefore creates and responds proactively to improve the society in which it operates. This includes partnering with stakeholders and contributing to local communities, and to national development.

Corporate Social Responsibility (CSR)

PPGPL donated over 300 new and refurbished computer systems to schools and institutions throughout the pandemic to support online learning.

PPGPL sponsored various safety and environmental initiatives in 2022.

PPGPL funded infrastructure development and school supplies for 2 children's homes that it supports.

Gift to the Nation (GTTN) refers to a major CSR project undertaken when the company achieves 12 consecutive months of No Lost Time Incident. For 2022 a national kidney project is being pursued.

Collaboration

PPGPL is a member of 3 business associations - The Energy Chamber, AMCHAMTT and The Couva Pt. Lisas Chamber. PPGPL is represented on subcommittees of these organizations and contributes to the development and advancement of programs, standards and activities in the energy sector and business community in T&T.

PPGPL is a member of TTEMAS. This NGO is an industrial based emergency response mutual aid organization which plays a coordinating role for mobilization of emergency resources for distressed members in the energy sector. This membership allows participation in emergency training and continuous improvement in the sphere of industrial safety, and emergency response.

With the lifting of restrictions globally in 2022, and the return of in-person activities, PPGPL ensured that it was represented in all major industry fora locally, such as the Green Energy Conference, the Energy Conference, and AMCHAM HSSE Conference. PPGPL also participated in regional and international conferences such as the Guyana and Suriname Energy Conferences and the OPIS conference.

PPGPL maintained its annual Phoenix Park Government Primary School bursary awarded to the most all-round student who exemplified excellence both at academic and nonacademic pursuits. The company maintained its participation in the UWI World of Work which was held virtually. Staff volunteers participated in virtual mock interviews and hosted a virtual corporate exhibition.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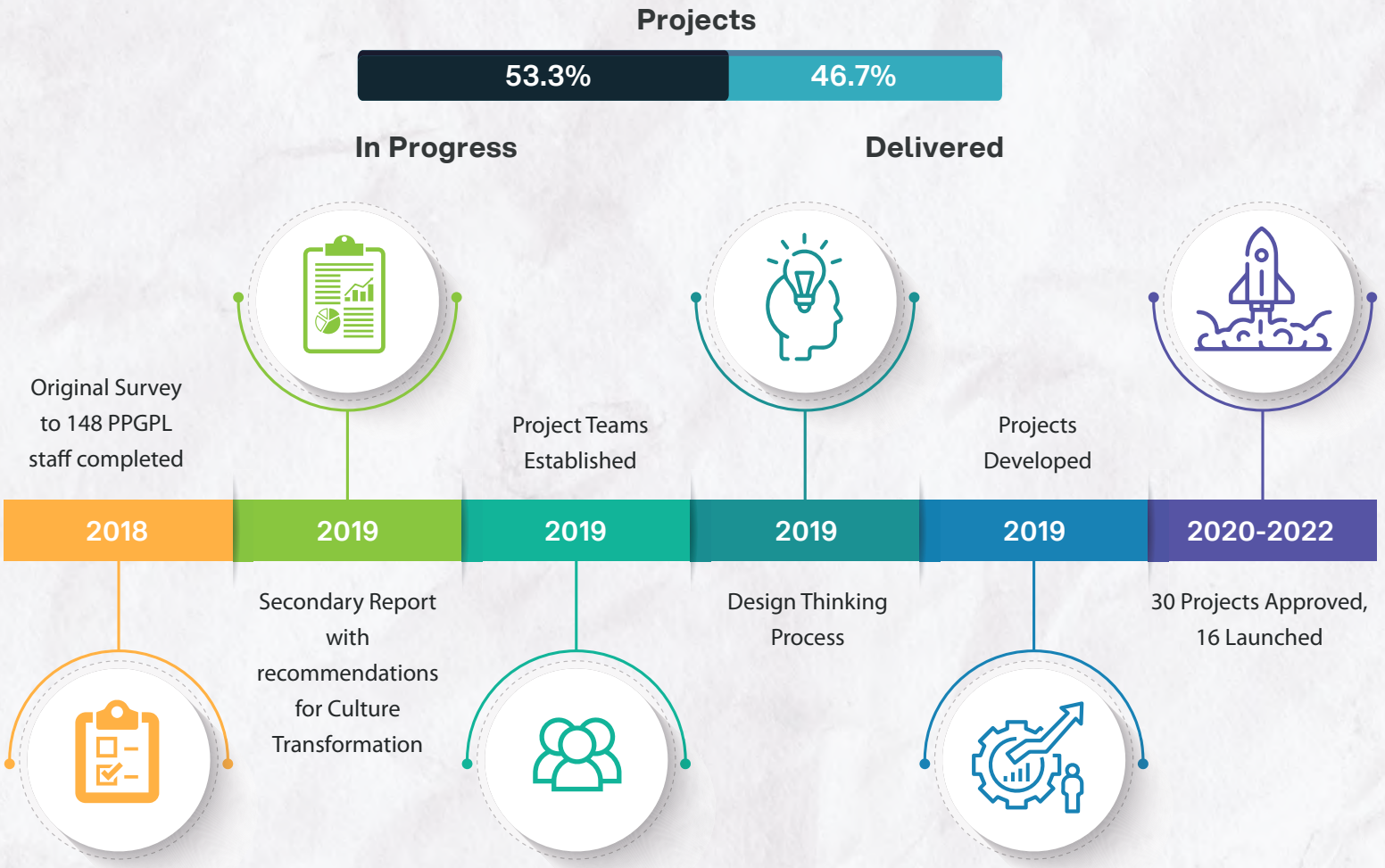
Lenovo
Tab M8 HD
for Business

Culture Transformation

In 2018, a study was done assessing PPGPL's staff along indicators to assess the culture of the organization. In 2019, a subsequent study further delved into the results of the first study to produce a report with recommendations to transform PPGPL's culture to a constructive one.

Eight levers of change were identified, four primary and four secondary. Once properly addressed, these levers would enable the company to progress along its journey towards a constructive culture.

Each culture team is championed by an LT member with employee volunteers from across the organization. This team structure ensures that employee involvement is at the center of the culture transformation initiative.



Governance

SUSTAINABLE DEVELOPMENT GOALS

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

VISION 2030

II Delivering Good Governance and Service Excellence

Our work is NEVER so urgent or important that we cannot take the time to do it safely and, in a manner that preserves the environment.

PPGPL's Board of Directors

Dr. Joseph I. Khan

Chairman

Mr. Dan Martineau

Deputy Chairman

Mr. Howard Dottin

Director

Ms. Sandra Fraser

Director

Ms. Ingrid Lashley

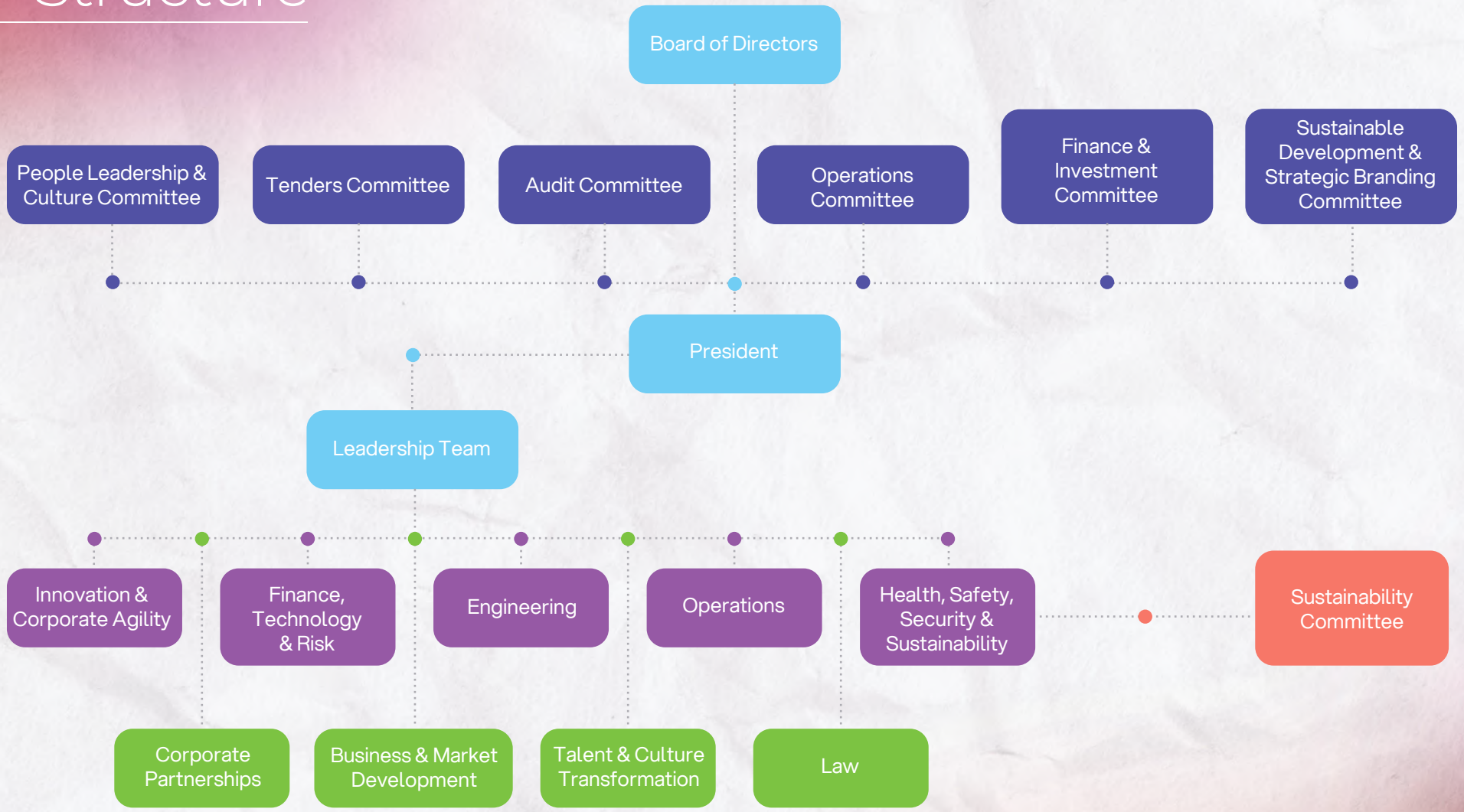
Director

Dr. Donnie Boodlal

Director

Sub-Committees

Governance Structure



Governance

PPGPL has always ensured that its operations and practices are aligned to the requirements of governmental laws and regulations. Beyond its compliance with laws and regulations, the company has ensured alignment with globally recognized standards and best practices. To achieve this, PPGPL has implemented and enforced a number of policies that guide the company's activities and those of employees to ensure compliance with the applicable laws and regulations.

PPGPL believes that good governance is at the forefront of a sustainable operation. As such, the company strives to provide good governance throughout all of its operations both locally and internationally. The principles of good governance are outlined in both the company's core values and also its leadership code of conduct. PPGPL aspires to be exemplary in the sphere of the G in ESG- Governance. The company's strong governance and leadership have allowed it to remain steadfast in creating new enterprises across the value chain.

Core to this is its leadership's adherence to the Leadership Code of Conduct, as defined by employees. It is the opinion of PPGPL that only through strong and robust leadership can the company continue to stand the test of time. The code requires leaders to walk the talk, be impartial, transparent, charismatic, respectful, accountable, communicate proficiently, mentor staff and uphold the highest level of integrity.

Business Ethics Policy

As a responsible corporate entity, PPGPL is committed to upholding the highest standard of business ethics achievable. This is supported by the company's internal Business Ethics Policy. The policy underlines the pillars of its business ethics outlined as PPGPL's Guiding Ethics.

- **Responsibility** - PPGPL will conduct all of its business activities with uncompromising integrity and in compliance with company policy and all applicable laws.
- **Integrity** - PPGPL will work with customers and prospects openly, honestly, sincerely and in a manner that excludes consideration of personal advantage.
- **Fairness** - PPGPL will treat others as the company would like to be treated. The company will not tolerate abusive or disrespectful treatment.

Fraud Response Plan

Anti-Fraud Policy

Understanding that PPGPL, like other organizations, is not immune to the threats of fraud and all of the possible consequences which accompany them, the company has taken actions to reduce its fraud risk through its Anti-Fraud Policy and Fraud Response Plan. The Anti-Fraud Policy is intended to prevent fraudulent activities which may affect PPGPL's physical assets, customer records, software programs, strategic information, and other business-critical items. The policy also outlines the need for all persons to be aware of fraud and threats which fraud brings to the organization in alignment with the company's Governance Risk Compliance Framework. If there is a breach of the Anti-Fraud Policy, the Fraud Response Plan machinery is activated. The Fraud Response Plan outlines the way all fraud-related investigations must be dealt with inclusive of preliminary inquiries, formal investigations, and fixtures to ensure that fair comprehensive investigations into all possible fraud events are conducted.

Insider Trading Policy

PPGPL is not a public company, however, given that a notable percentage of its shareholdings are owned by public companies results in the company reporting under issuers under the security laws of Trinidad and Tobago.

Due to this, the company has implemented an Insider Trading Policy which outlines restrictions on the disclosing of material information regarding the company by insiders.

Whistle Blowing Policy

As a part of the NGC Group of Companies, PPGPL aligns itself with the group's Whistle Blowing Policy. The Whistle Blowing Policy allows persons who have concerns, evidence or suspicions of misconduct in the following areas to report such without the fear of punishment or unfair treatment:

- Abuse of authority.
- Failure to comply with the group's policies, procedures or Code of Ethics.
- Improper accounting.
- Sexual Harassment.
- Failure to comply with legal requirements.
- Actions endangering Health, Safety or the Environment.
- Any other action which may harm the group's reputation or economic interests.

PPGPL is committed to protecting the interest of all employees past or present from undue victimization, unfair treatment and in the reporting of misconduct. PPGPL also encourages the utilization of Ethics Point as the anonymous electronic software for all employees to report concerns anonymously.

North American Operations

SUSTAINABLE DEVELOPMENT GOALS

In 2020, Phoenix Park Energy Marketing LLC and Phoenix Park Canada Energy Marketing Ltd. became new subsidiaries of PPGPL, enabling the company's expansion into North America.

PPEM is a natural gas liquids (NGL) marketing company based in Houston, Texas. Its core business activities include:

- Marketing of NGLs.
- Trading of NGLs.
- Transportation of NGLs in Canada, USA and Mexico via rail.

PPCEM is based in Calgary, Alberta, Canada and was created to focus on sourcing and transportation of NGLs to its sister company-PPEM.

In February 2022 PPEM acquired Phoenix Park Hull Terminal an NGL transportation, storage and logistics arm of PPEM located in Hull, Texas. The Hull terminal handles the receipt and delivery of NGLs including propane, butane, iso-butane and NGL mix for delivery to and from various US and Mexican markets.

A project is being implemented to increase the sustained throughput at Phoenix Park Hull Terminal from 16 propane rail cars (r.c.) per day to 22 r.c. day, as PPEM grows the terminal's operations. This is scheduled to be completed by early Q3 2023.

In December 2022 PPEM acquired the Rush City Terminal located in Rush City, Minnesota. The Rush City Terminal (PPRCT) is an LPG Rail and truck terminal which handles the receipt and delivery of NGLs to residents and wholesalers in the Minnesota area.

The assets of Rush City Terminal include:

- 58 acres of property at the Rush City Industrial Park.
- Two 60,000 US gallon propane storage tanks.
- Two offload rail towers.

As Phoenix Park continues to pursue its growth strategy, with the identification of midstream energy assets in the U.S for acquisition, it recognizes the importance of renewable energy and the energy transition. For example, the utilization of renewable energy power generation is one strategy which will help Phoenix Park achieve its vision "to be a recognized leader in the development of sustainable energy-related businesses."

As part of this sustainable energy initiative, PPEM is evaluating the viability of establishing a renewable energy project on available land at its Hull Texas Rail Terminal site, with wind and solar technologies.

PPEM is committed to delivering high quality products; demonstrating flexibility in its service offering; focusing on meeting individual customer needs; building enduring relationships; and providing a consistently good customer experience.

Our Assets - North America

Hull, Texas	
16 Capacity to load 16 rail cars per day	Total capacity 14,000 bpd
350 acres of adjacent land	350 acres of land to facilitate further expansion of the facility

Rush City, Minnesota	
4-6 Capacity to load rail cars per day	40+ truck per day at 20 mins/truck
28 acres of adjacent land	28 acres of land to facilitate further expansion of the facility

Preserving Our Environment

Phoenix Park ensures that all its assets comply with state and federal environment laws, regulations and permits as one of its core values is safety and environmental preservation.

At Phoenix Park Hull Terminal, all employees are required to undergo environmental training annually which covers environmental requirements for air emissions, oil pollution prevention, storm water pollution prevention and solid waste management.

Air Emissions

Reporting & Recordkeeping

- LDAR Equipment Modifications/Additions
- Loading Rack Inspections (Visible)
- Fire Water Pumps Runtime
- Engine Fuel Throughput
- Engine Maintenance
- Venting to Atmosphere
- Maintenance Activities
- Flare Log

Monitoring Requirements

- LDAR Monitoring
- LDAR Audible/ Visible/ Olfactory (AVO) Inspection
- Loading Rack Inspections (Visible)
- Flare Pilots
- Flare Emissions
- Venting to Atmosphere
- Engine Emissions

Storm Water Pollution Prevention

Reporting & Recordkeeping

- Facility SW Inspection
- SW Visual Inspection
- Comprehensive Site SW Compliance Evaluation
- SW Sampling

Oil Pollution Prevention

Reporting & Recordkeeping

- Tank, Container, and Containment Inspections
- Plan Updates
- Dike Drainage
- Tank Integrity Testing

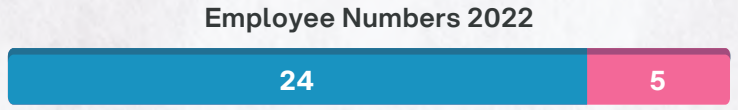
Waste

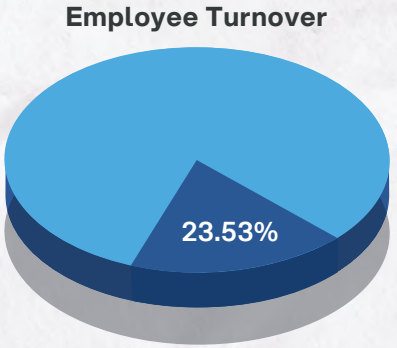
Reporting & Recordkeeping

- Waste Storage Inspection

Our People

Staff Level	2021	2022
President	1	0
Vice-President	1	0
Director	1	2
C-Suite	1	1
Manager	1	1
Superintendents	0	1
Individual Contributor	2	24
Vacation Internships	0	0

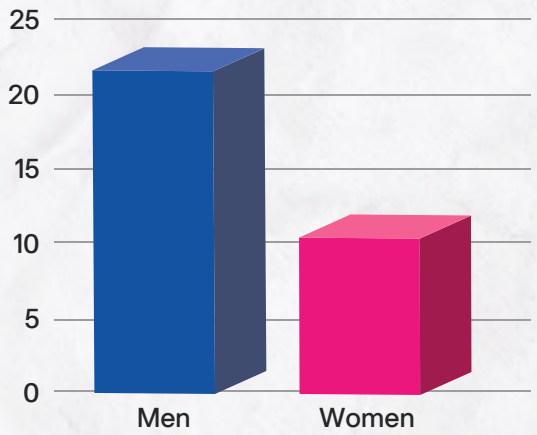




Maternity Leave 2022	
No. of Employees Entitled to Maternity Leave	5
No. of Employees Obtaining Maternity Leave	0

Retirement 2022	
No. of Employees Due to Retire	0
No. of Employees Retiring	0

New Hires 2022



Important Talent and Culture Transformation Policies

- Performance Management
- Birth and Recovery Leave Policy
- Business Ethics
- Handbook - Complaint Resolution Procedure

Promotions 2022

No. of Employees Promoted	2

Employee Benefits

Permanent
Life and AD&D Insurance
Disability Insurance
Voluntary Benefits
Accidental & Critical Illness
Retirement Plan – 401k
Health Savings Account
Health Care Flexible
Spending Accounts
Vision Coverage
Dental Coverage

Types of Training

Element 1	Conferences, Seminars and Workshops
Element 2	Education Assistance Programs
Element 3	Specialized Training
Element 4	Employee Development Needs and/or Organizational Need

Total Training Hours

	Male	Female
2021	8	0
2022	60	0

2022 Training

	Training Hours	Elem. 1	Elem. 2	Elem. 3	Elem. 4
President	0	0	0	0	0
Vice President	0	0	0	0	0
Director	0	0	0	0	0
C Suite	60	1	0	1	1
Managers	0	0	0	0	0
Superintendents	0	0	0	0	0
Individual Contributors	0	0	0	0	0

Stakeholder Engagement

With the acquisition of the Hull Terminal in Texas, the presence of a physical asset within a community, created a greater opportunity for community engagement. In June 2022, phase one of a community needs assessment was conducted at Hull, Texas. It included site visits and meetings with the school district superintendent, the mayor and school principals to create a foundation for community engagement. The second phase will involve brainstorming sessions with the same stakeholders to identify and prioritize areas of greatest need.

A few months following the Hull acquisition, PPEM agreed to take over an existing scholarship program, renaming it the Phoenix Park Hull Daisetta Scholarship. In 2022, two students from Hull Daisetta High School were awarded the first scholarship by Phoenix Park. There is intention to expand the program to five scholarships within the next few years.

PPEM supported the annual Easter Hunt which is a staple event in the Hull community that brings families together.

In line with Phoenix Park's disaster relief priority areas, PPEM responded to the emergency need for potable water in the Hull district due to poor water quality.

Look Ahead from our HSSS Manager

From inception, preservation of the environment has always been a core theme in our operations which has evolved into ensuring a sustainable operation in alignment with our value chain strategy. Similar to most global companies, PPGPL recognizes our need to continue to be a sustainable business that can adapt and exist in constantly evolving socioeconomic environments and market conditions.

With the formation of PPGPL's Sustainability Committee in 2021, there has been increased focus on advancing the sustainability development thrust within the organization, which is aligned to both the United Nations Sustainability Development Goals (UNSDG) as well as the Trinidad and Tobago National Development Strategy Themes for Vision 2030. Through this Committee a number of short, medium and long-term projects are being progressed which are committed to the environment, social and governance (ESG) pillars of sustainability. In addition, we will be conducting a materiality assessment as an improvement for our next ESG report. These projects will not only bring benefit to our employees but also to the neighboring communities and wider society within which we operate. Our sustainability ambitions are also embraced at our newly acquired assets in North America as we value the opportunity to impact the wider international community.

As we look into the future, PPGPL will continue to advance its sustainability agenda in all aspects of our business operations, including any newly acquired assets. We commit to transparent reporting to all stakeholders as we strive for excellence in all areas of our ESG performance, while continuing to further embed sustainability as part of our culture. We envision that our efforts will bring tremendous benefit to the national and international community, leaving a lasting legacy for future generations.

Rossi Atwarie
Health, Safety, Security and
Sustainability Manager

List of Abbreviations

AICHE	The American Institute of Chemical Engineers
AIM	Asset Integrity Management
AMCHAM	American Chamber of Commerce
API	The American Petroleum Institute
ASME	The American Society of Mechanical Engineers
ASNT	The American Society For Nondestructive Testing
AVO	Audible/Visible/Olfactory
AWS	American Welding Society
CCPS	Center for Chemical Process Safety
CEC	Certificate of Environmental Clearance
CSR	Corporate Social Responsibility
EAP	Employee Assistance Program
EMA	Environmental Management Authority
ESG	Environmental, Social and Governance
ESV	Emergency Shutdown Valve
GHG	Greenhouse Gas
GPA	Gas Processors Association
GRI	Global Reporting Index
GTTN	Gift to the Nation
HRA	Health Risk Assessment
HSE	Health Safety Environment
HSSE	Health Safety Security Environment
HSSS	Health Safety Security Sustainability
IOW	Integrity Operating Windows
IPCC	The Intergovernmental Panel on Climate Change
KMS	Knowledge Management System
LDAR	Leak Detecting and Repair
LLC	Limited Liability Company
LNG	Liquefied Natural Gas

LPG	Liquefied Petroleum Gas
LT	Leadership Team
LWC	Lost Workday Case
NACE	National Association of Corrosion Engineers
NDC	Nationally Determined Contributions
NGC	National Gas Company
NGL	Natural Gas Liquids
NGO	Non-governmental Organization
OGMP	Oil and Gas Methane Partnership
OPIS	Oil Price Information Service
OSHA	Occupational Safety and Health Administration
PHA	Process Hazard Analysis
PLEA	Point Lisas Energy Association
PPCEM	Phoenix Park (Canada) Energy Marketing Limited
PPEML	Phoenix Park Energy Marketing Limited
PPGPL	Phoenix Park Gas Processors Limited
PPHT	Phoenix Park Hull Terminal
PPRCT	Phoenix Park Rush City Terminal
PSM	Process Safety Management
R.C.	Rail Cars
RBI	Risk Based Inspection
SASB	The Sustainability Accounting Standards Board
SDG	Sustainable Development Goals
STOW	Safe TO Work
SW	Storm Water
TTEMAS	Trinidad and Tobago Emergency Mutual Aid Scheme
UNDP	United Nations Development Programme
UWI	The University of the West Indies

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