



i3 Energy

MODERN SLAVERY REPORT 2023

This Modern Slavery Report (the “**Report**”) is made pursuant to section 11 of Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”) and covers the fiscal year of January 1, 2023 to December 31, 2023 (the “**Reporting Period**”). This Report is prepared on behalf of i3 Energy plc and i3 Energy Canada Ltd. (collectively, “**i3 Energy**”). The terms “we,” “our,” “us,” “Company,” and “i3 Energy” as used in this document refer collectively to i3 Energy plc and its subsidiary.

Introduction

i3 Energy recognizes that modern slavery is a significant global human rights issue and has many forms, including human trafficking, forced labour, child labour, domestic servitude, people trafficking and workplace abuse. We recognize the important role that we have in ensuring that our operations and the supply chains that support our operations, adhere to the highest ethical standards, including identification and prevention of forced labour and child labour. This Report sets out the steps taken by i3 Energy to prevent and reduce the risk of forced labour or child labour being used in our business and at any step of the supply chain.

Steps to Prevent and Reduce the Risks of Forced Labour and Child Labour

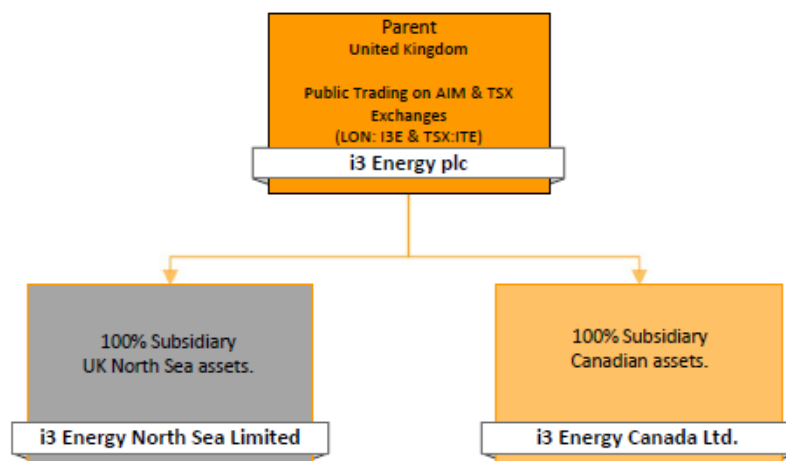
In general terms, i3 Energy took the following steps during the Reporting Period and the first four months of 2024 to prevent and reduce the risk of forced labour and child labour in our business and supply chains:

- engaged external counsel to help us understand the legislative framework and requirements of the Act;
- updated our Modern Slavery Policy and Human Rights Policy, which are reviewed and approved by the board of directors of i3 Energy plc (the “**Board**”) annually and posted on our website; and
- screened new suppliers through various due diligence processes.

Operations, Structure and Activities

i3 Energy plc is a public company registered in England and Wales under the Companies Act 2006. The Company’s ordinary shares are traded on the Toronto Stock Exchange in Canada, and the AIM, which is operated by the London Stock Exchange in the United Kingdom (the “**UK**”). i3 Energy Canada Ltd. is a Canadian-based corporation governed under the Alberta *Business Corporations Act*.

i3 Energy plc directly owns 100 percent of the issued shares of i3 Energy North Sea Limited and i3 Energy Canada Ltd. A structure chart is set out below:



The Company's principal activities consist of oil and gas production in the Western Canadian Sedimentary Basin and of the appraisal of oil and gas assets on the UK Continental Shelf. As at the end of the Reporting Period, i3 Energy employed approximately 58 employees and 75 contractors in our operations, of which approximately 95% are based in Canada and 5% in the UK. i3 Energy's employees largely consist of oil and gas professionals, field operators and corporate knowledge workers, including engineering, geological, land focused, accounting, and other corporate and administrative professionals.

Additional information about i3 Energy, its structure, and its activities can be found in our Annual Report and Annual Information Form for the year ended December 31, 2023, which are available at www.i3.energy and www.sedarplus.ca.

Supply Chain

i3 Energy establishes clear expectations of our business partners, including an expectation to respect internationally recognized human rights, comply with all applicable laws and conduct their business ethically and responsibly. We will not knowingly condone or contribute to adverse human rights impacts caused by the actions of our business partners. If we become aware of an adverse impact, we will engage to be part of the solution, including seeking to prevent or mitigate the adverse impact. As warranted, we reserve the right to alter or terminate any professional relationship should any business partner violate, fail to correct, or have a pattern of violating these expectations.

i3 Energy's supply chain consists of various businesses and contractors that supply goods and services necessary for the appraisal, development and maintenance of oil and gas assets and for general corporate activities. The categories of goods and services accounting for our highest procurement spend during the Reporting Period are vessels, pipe, engines, parts and supplies, along with specialty equipment and labour, such as drilling rigs, that support our operations for both capital and operating expenses. These suppliers are primarily domestic to Canada, the USA and the UK which are countries with a low risk of modern slavery as set out in the Global Slavery Index and, therefore, must comply with similar regulations as the Company. However, we recognize that a number of our suppliers provide us with goods that originate from other countries, and many have their own global supply chains.

Policies and Due Diligence

Our Code of Business Conduct and Ethics, Human Rights Policy and Whistle Blowing Policy apply to i3 Energy plc and its subsidiaries. Information about each of our policies is listed below.

Code of Business Conduct and Ethics

i3 Energy is committed to conducting business in an ethical and responsible manner. Honesty, integrity, and transparency have always characterised our way of doing business, with values such as trust and loyalty being ingrained in our corporate culture. This enables us to conduct our business to the highest ethical standards and maintain good relationships with our colleagues, customers, and wider communities. Our Code of Business Conduct and Ethics sets out the general principles to which we adhere. It applies to all employees, officers and directors of i3 Energy. These principles guide our standards of acceptable, desirable, and responsible behaviour that we expect, as well as ensuring compliance with laws and regulations.

Human Rights Policy

Respect for human rights is fundamentally embedded in our culture and drives the way we manage our business, treat our employees, and engage with our stakeholders. We respect and support international labour standards as set out in the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. We recognize our commitment and responsibility to ensure that human rights are upheld in every aspect of our business operations and to promote human rights where we can make a positive contribution.

Our Human Rights Policy contains specific provisions related to fair labour practices and employee rights, health and safety and modern slavery, including forced labour and child labour.

Modern Slavery

We recognize that modern slavery is a significant global human rights issue and has many forms including human trafficking, forced labour, child labour, domestic servitude, people trafficking and workplace abuse. We are committed to respecting internationally recognized human rights, including ensuring that we are in no way involved or associated with the issue of forced or involuntary labour and that modern slavery and human trafficking are not taking place in any part of our business. The Modern Slavery Policy sets out our zero-tolerance approach to all aspects of modern slavery. The Modern Slavery Policy applies in all our operations, and we expect our contractors and business partners to respect human rights and adhere to our commitments.

Whistle-Blowing Policy

Our Whistle-Blowing Policy aims to encourage staff to report suspected wrongdoing as soon as possible, in the knowledge that their concerns will be taken seriously and investigated as appropriate, and that their confidentiality will be respected without fear of reprisal or discrimination.

Due Diligence Processes

i3 Energy utilizes a third-party verification system that assists in validating vendors' insurance and health and safety compliance. As part of i3 Energy's due diligence processes, every vendor working in our field sites must undergo this verification process and comply with the Company's standards.

Assessing and Managing Forced Labour or Child Labour Risk

i3 Energy believes that the risk of forced labour or child labour in our business is low. The Company's employees, consultants and field staff are located in Canada and the UK. All our staff are of legal working age, have written contracts and receive compensation that adheres to relevant laws and regulations.

The Company participates in a range of activities that aim at identifying, evaluating, and mitigating risks associated with our suppliers. We utilize a third-party verification system to ensure suppliers meet the Company's standards. As the majority of our vendors and suppliers are in Canada, the UK and the USA, we consider the overall risk of forced labour or child labour in our supply chains to be low.

We recognize that some of our suppliers procure goods from sources outside Canada, the UK and the USA and further work is needed to assess this risk including investigating third party verification options to implement appropriate checks on the sourcing of goods.

i3's Commitment

We are committed to respecting internationally recognized human rights, including ensuring that we are in no way involved or associated with the issue of forced or involuntary labour and that modern slavery and human trafficking are not taking place in any part of our business. To achieve this, we commit to:

- Respect fundamental labour rights and international labour standards, as set out in the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.
- Avoid causing or contributing to adverse human rights impacts, and to remediate any adverse impacts that we cause or to which we contribute; and take all feasible steps so that our operations are not linked through our business relationships to adverse impacts on human rights.
- Engage meaningfully with and obtain perspective and broad support from communities impacted due to our operations.
- Ensure that affected communities have access to a transparent and fair non-judicial project-level grievance mechanism which operates in a timely and predictable manner.
- Promote principles of equal opportunity for all groups, including women and minorities as a distinctive element of our integrated, diverse, and inclusive company.

Remediation Measures

i3 Energy has not identified any incident of forced labour or child labour in our operations or supply chain during the Reporting Period. Therefore, we have not had to take any measures to remediate an incident of forced labour or child labour or to remediate a resulting loss of income for vulnerable families.

Training and Awareness

As part of our onboarding process, all new employees are required to acknowledge that they have received, read and will adhere to the Company's Code of Business Conduct and Ethics, Human Rights Policy, Modern Slavery Policy and Whistle Blowing Policy. Additionally, all employees are required to read and acknowledge the policies annually as part of our compliance procedures.

Assessing our Effectiveness

Our Corporate Governance Committee assists the Board in the oversight of Corporate Governance. During the Reporting Period, the Committee reviewed the Company's policies, including the Human Rights Policy and Modern Slavery Policy, which addresses the issue of forced labour and child labour.

Additionally, Our Modern Slavery Policy requires all staff and interested parties to report any Modern Slavery concerns directly to the Company's General Counsel.

Approval and Attestation

This Report was approved pursuant to subparagraph 11(4)(b)(ii) of the Act by the Board of i3 Energy plc.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest for and on behalf of the Board of i3 Energy plc that I have reviewed the information contained in the report for the entities listed above. Based on the knowledge of the Board, having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the Reporting Period.

Per:



Name: Majid Shafiq
Title: Chief Executive Officer
Date: May 31, 2024