

## **Freepoint Commodities Holdings Ltd.**

### **Stakeholder engagement and Section 172(1) statement**

Under Section 172(1) of the Companies Act 2006, the directors are required to describe how they consider a range of stakeholders in the business when performing their duty to promote the success of the Group. The Group recognises and promotes the importance of meaningful business relationships with our stakeholders and is committed to engaging with them to ensure long-term relationships which will add value to the Group and the communities in which it operates. The directors have identified and considered their duties to the various key stakeholder groups of the Group as follows:

#### *Investors:*

As the ultimate business owners and providers of capital, the investors are dependent on the results of the Group to optimise returns on their equity. The Board of Directors of the Group include key members of senior management of the Parent Company who report the results of the Parent Company, and its subsidiaries, to the Board of Directors of the Parent Company on a monthly basis.

#### *Employees:*

The Group recognises that employees maintain a high level of commitment, enthusiasm and expertise which is fundamental to the profitability of the Group. It is the Group's goal to ensure we invest in and retain the highest calibre employees by providing them a positive working environment where their opinions and inputs are valued. Employees maintain open lines of communication with their managers and engage an annual structured review process.

#### *Trading Counterparties and Brokers:*

The Directors recognise the importance of nurturing positive working relationships with counterparties and the intermediaries through which we operate specifically as they form the market which is essential for our business. Traders engage with and meet with trading counterparties throughout the year and feedback is communicated to all trading personnel and senior management through monthly trader meetings.

#### *Regulators:*

The Group promotes and expects that its employees and all external parties, with whom they transact, will maintain a high standard of conduct. All counterparties are thoroughly vetted prior to being onboarded by the Group and employees, who are subject to trading restrictions, are required to sign the Global Compliance Policy. Furthermore, the Group's compliance department is responsible for reviewing and communicating regulatory and compliance matters to employees throughout the regions in which the Group operates.

#### *Key Decisions:*

In making key decisions, the Directors act with a view to the long-term benefit to the Group and to align the interests of the stakeholders. Management continues to maintain a diversified trading portfolio across multiple lines of business in global markets. In addition to the trades' profitability benefitting the investors, the employees will likewise benefit via the Group's remuneration process.