

**JADESTONE ENERGY INC.**  
**CORPORATE GOVERNANCE**

**Introduction**

The Board of Directors (the “**Board**”) of Jadestone Energy Inc. (“**Jadestone**” of the “**Company**”), a British Columbia incorporated company, has formally taken the decision to adopt The Quoted Companies Alliance Corporate Governance Code (the “**QCA Code**”) effective December 31, 2020. Prior to this date, the Company complied with corporate governance practices and procedures appropriate for a company incorporated in Canada.

Jadestone believes that an effective corporate governance framework adds value to its business and enhances stakeholder confidence in the Company. The Board recognises that the QCA Code provides the Company with the appropriate framework to sustain a strong level of governance, given its size and quotation on the AIM market of the London Stock Exchange.

The QCA Code has ten principles of corporate governance that the Company has committed to apply within the foundation of the business. These principles are:

1. Establish a strategy and business model which promote long-term value for shareholders.
2. Seek to understand and meet shareholder needs and expectations.
3. Take into account wider stakeholder and social responsibilities and their implications for long term success.
4. Embed effective risk management, considering both opportunities and threats, throughout the organisation.
5. Maintain the board as a well-functioning, balanced team led by the chair.
6. Ensure that between them the directors have the necessary up to date experience, skills and capabilities.
7. Evaluate board performance based on clear and relevant objectives, seeking continuous improvement.
8. Promote a corporate culture that is based on ethical values and behaviours.
9. Maintain governance structures and processes that are fit for purpose and support good decision-making by the board.
10. Communicate how the company is governed and is performing by maintaining a dialogue with shareholders and other relevant stakeholders.

## **Board Chair’s Corporate Governance Statement**

It is the role of the Board, led by myself as Board Chair, to ensure that Jadestone has both sound corporate governance and an effective Board. Strong corporate governance helps strengthen the foundations of a solid and successful business. The Board is supportive of embracing a high level of corporate governance and works to instil a culture across the Company which delivers strong values and behaviours.

It is my responsibility to ensure that good standards of governance are delivered, from executive level and throughout the operations of the business. The importance of engaging with our shareholders underpins the essence of the business, ensuring that there are opportunities for investors to engage with both the Board and executive team.

Jadestone is committed to upholding high standards of governance and responsible, social and ethical behaviour. Jadestone has implemented a Code of Conduct Policy (the “**Code of Conduct**”) that applies to all employees and contractors and which provides a framework of principles for conducting business, dealing with other employees, clients and suppliers, and reflects the Company’s commitment to a culture of honesty, integrity and accountability. The Company shares a set of core values – Respect, Integrity, Safety, Results-Orientated, Sustainability and Passion. Each employee is expected to make a commitment to these values, and to contribute to protecting and enhancing the Company’s reputation. Jadestone’s core values underpin the work the business does, and form the foundation of the Code of Conduct. A copy of the Company’s key governance documents, including the Company’s Articles, the Code of Conduct and related policies, are available on the Company’s website at [www.jadestone-energy.com](http://www.jadestone-energy.com).

In accordance with the QCA Code and AIM Rule 26, the report below provides a high-level overview of how Jadestone has applied the principles of the QCA Code. The Board considers that the Company complies with the QCA Code in all material respects.

As Board Chair, I will work with the Board members to build upon the existing values that are in place and ensure that good corporate governance continues within the organisation and is delivered throughout the business, ensuring that Jadestone grows with foundations of integrity and strong principles for the benefit of all stakeholders.

**Dennis McShane**

Board Chair

## Application of the QCA Code

### **Principle One – Establish a strategy and business model which promote long-term value for shareholders**

- Explain the company’s business model and strategy, including key challenges in their execution (and how those will be addressed).

Jadestone is a leading independent upstream oil and gas production and development company in the Asia Pacific region. The Company has an acquisitive strategy and is focused on growth and creating value through identifying, acquiring, developing and operating assets throughout the Asia Pacific region. The Company and its subsidiaries (the “**Group**”) are engaged in production and development activities in Australia, Vietnam and Indonesia. The Company is focused on creating value through leveraging the significant experience and track-record of its management team to maximise value from Jadestone’s existing asset base through production and cost optimisation, and on identifying acquisitions that offer significant value both at the time of purchase and through potential organic development. The Board’s objective is to create and maintain a leading independent Asia-Pacific-focused upstream oil and gas company that generates significant shareholder returns through capital growth and, in the short to medium term, dividends.

The Company’s strategy and business model are further detailed in the Company’s annual report and annual sustainability report, and half-yearly updates where information is published on its strategy, and its progress towards achieving its short and long-term strategies. This information is reviewed and updated regularly, and communicated to shareholders. See the Company’s [2019 Annual Report here](#) and [2020 interim results here](#).

### **Principle Two – Seek to understand and meet shareholder needs and expectations**

- Explain the ways in which the company seeks to engage with shareholders and how successful this has been. This should include information on those responsible for shareholder liaison or specification of the point of contact for such matters.

Jadestone is committed to effective communication and constructive dialogue with its shareholders and the investment community at large. The Company actively strives to understand and meet shareholder needs and expectations. Jadestone works hard to ensure members of the Board and the executive team are highly accessible to shareholders. The Company offers direct lines of access to the Chief Executive Officer (“**CEO**”) and Chief Financial Officer (“**CFO**”), as applicable, and members of the Board, including the Chair and the chair of each of the Remuneration Committee and the Nomination Committee. Further, the Company has dedicated spokespersons for investors including an Investor Relations Manager. Contacts of the Company’s Investor Relations Manager and financial public relations agents can be found on the [contact section of the Company’s website](#).

The Company has implemented communication channels specific to three regions, covering the majority of the Company’s shareholders, comprising UK/Europe, North America, and Asia/Australasia. In addition, Jadestone maintains an active online presence, including email communications and regularly monitored social media platforms. The Company has two official corporate brokers, with mandates that include coordinating corporate access for shareholders, and eliciting feedback from the investment community on corporate developments and news flow. Jadestone hosts conference calls and webcast presentations to accompany financial results disclosures, and in respect of major announcements. These include live Q&A sessions as well as the opportunity to engage through social media. Representatives of the Company also attend industry conferences at which they interact with shareholders and other members of the investment community.

#### Shareholder feedback

Jadestone regularly meets with shareholders and prospective investors through periodic investor conferences and roadshows which are conducted at numerous times throughout the year. Through these interactions,

which take the form of both one-on-one and group meetings, the Board and executive team maintain relationships with investors and elicits ad-hoc feedback to understand shareholder preferences and needs. From time to time, and insofar as these interactions are intended to elicit feedback on matters of governance and/or compensation, these interactions include direct participation by members of the Board, including the Chair and/or chair of each of the Nomination Committee and the Remuneration Committee. Additional feedback from investors is gathered on an anonymous basis, by way of post-roadshow commentary collated by brokers, and by a survey of research analysts conducted at least twice annually by the Company's dedicated financial public relations agents.

#### Information

Jadestone provides regular updates to shareholders through guidance announcements, operations updates, and the release of half yearly and annual financial and operating results. These disclosures are designed to set expectations, to provide previews of performance against those expectations, and to offer detailed accounts of performance, respectively. The Company also conducts an annual capital markets half-day event to elaborate on the Company's assets, strategy, and forward plans. In accordance with its continuous disclosure obligations, Jadestone will provide corrective guidance where forecasts differ materially from publicly disclosed expectations, and announce price-sensitive developments in its business without delay. The Company publishes an annual report and annual sustainability report to detail the prior year's performance and to articulate the Company's forward priorities. These reports, in addition to all press releases, recent corporate presentations, replays of conference calls, and financial and operating results are housed on a dynamic, content-rich website, [www.jadestone-energy.com](http://www.jadestone-energy.com).

#### Shareholder advisory bodies

Jadestone has ongoing relationships with multiple shareholder advisory bodies to enable feedback regarding proposals either put to, or to be put to, shareholders for voting at annual meetings. These engagements further help the Board and management team to assess the potential voting behaviour of shareholders, to better understand their needs and hence their motivation for voting behaviour.

#### Annual General Meeting

The annual general meeting ("AGM") is the main forum for dialogue between the Board and the Company's shareholders, and all shareholders are encouraged to attend and participate. The Board particularly recognises that the AGM is an important opportunity to meet private shareholders. The Directors are also available to listen to the views of shareholders informally immediately following the AGM.

### **Principle Three – Take into account wider stakeholder and social responsibilities and their implications for long-term success**

- Explain how the business model identifies the key resources and relationships on which the business relies.
- Explain how the company obtains feedback from stakeholders and the actions that have been generated as a result of this feedback (e.g. changes to inputs or improvements in products).

The Board recognises that the long-term success of the Company is reliant upon the efforts of employees of the Group and its contractors, suppliers, regulators and other stakeholders. The Company seeks to be a socially responsible Group which has a positive impact on the communities in which it operates.

#### Sustainability at Jadestone

Jadestone manages its business in line with its core values, which helps to ensure the business operates in a safe, secure, and environmentally and socially responsible way. The foundations of people, partnership, operational excellence and efficiency, underpin the Company's operations and align closely with its Environmental, Social and Governance framework. Through integrated planning and decision-making, Jadestone identifies and prioritises sustainability risks, develops mitigation plans, tracks performance against goals, and adjusts plans as conditions evolve. Depending on the nature of the risks, these are either managed by local business units or at the corporate level. The business has clear and effective governance structures in place that are supported by policies, standards, procedures and guidelines. These include:

- HSE Policy;
- Code of Conduct Policy;
- Anti-Bribery and Anti-Corruption Policy;
- Insider Trading Policy;
- Gender and Workplace Diversity Policy; and
- Sustainability Policy.

The following table sets out how the Company engages with its stakeholders:

OUR STAKEHOLDERS	HOW WE ENGAGE
Employees	Presentations, internal news updates, monthly 'connect' meetings, townhalls
Communities	Regular meetings, website, support through community programmes and events, consultation prior to activities
Contractors and suppliers	Regular meetings
Regulators	Regular meetings, representation on industry associations, site visits, ongoing information sharing
Shareholders and investment community	Annual General Meeting, investment conferences, roadshows, webcasts and conference calls, website and social media, direct correspondence and investor presentations
Non-government organisations	Website, representations through industry associations
Media	Website, media releases, contact through dedicated media liaison function
Industry peers	Industry conferences and presentations, representation on industry associations

Going beyond the legislated requirements to engage, Jadestone seeks to develop close and long-lasting relationships with its stakeholders and encourages ongoing dialogue. The Company's Stakeholder Consultation Guideline describes how Jadestone identifies, maps and engages, depending on the nature of the activity, interest and influence of stakeholders. Jadestone re-maps key stakeholders each time an activity is initiated, or when new issues arise. The Company had applied appropriate performance measurement for some discrete aspects of its stakeholder activity in setting goals, and it will continue to work to develop key indicators to measure its ongoing performance.

In addition, the Company engages with its key stakeholders through various channels, dependent on the nature of the relationship, and values the feedback it receives from those stakeholders. The Company takes every opportunity to ensure that, where possible, the views of its stakeholders are considered and acted upon when these are believed likely to bring material benefit to the success and integrity of the Company's business activities.

**Principle Four – Embed effective risk management, considering both opportunities and threats, throughout the organisation**

- Describe how the board has embedded effective risk management in order to execute and deliver strategy. This should include a description of what the board does to identify, assess and manage risk and how it gets assurance that the risk management and related control systems in place are effective.

Jadestone has in place a risk management framework which assists the Board in identifying, assessing, and mitigating the risks faced by the Group to an acceptable level. This is reviewed on an ongoing basis and actions are taken as needed to reduce the risks to an acceptable level, as required.

The Company's risk management process is aligned with the requirements of ISO 31000 and addresses risk management at three levels: Business, Facility and Task. Full details of the risk management framework is set out on page 40 of the Company's [2019 Annual Report, available here](#).

#### **Principle Five – Maintain the board as a well-functioning, balanced team led by the chair**

- Identify those directors who are considered to be independent; where there are grounds to question the independence of a director, through length of service or otherwise, this must be explained.
- Describe the time commitment required from directors (including non-executive directors as well as part-time executive directors).
- Include the number of meetings of the board (and any committees) during the year, together with the attendance record of each director.

The Board consists of two executive directors and six non-executive directors (including the Board Chair). Both A. Paul Blakeley and Daniel Young are executive directors and considered to be full time employees. A. Paul Blakeley is not considered to be independent due to his role as President and CEO, and Daniel Young is not considered to be independent due to his role as CFO.

In the Board's judgement, five of the non-executive directors, namely Dennis McShane (Board Chair), Robert A. Lambert, Iain McLaren, Cedric Fontenit and Lisa Stewart are considered independent. David Neuhauser, a non-executive director, is considered not independent as a result of his managerial responsibilities with a material shareholder of the Company, namely Livermore Partners LLC.

The Company has effective procedures in place to monitor and deal with conflicts of interest. The Board is aware of the other commitments and interests of its Directors, and changes to those commitments and interests are reported to and, where appropriate, agreed with the rest of the Board.

The Board is supported by its committees being the Audit, Nomination, Remuneration, HSE and Disclosure Committees. Members of the Board are all individuals of high caliber and each has many years' experience in the oil and gas industry. Biographies of the Board, directors' time commitment, and number of meetings of the Board and its committees, together with the attendance record of each director, are disclosed each year in the Company's annual report. See the Company's [2019 Annual Report here](#).

The Company is of the view that the current Board is appropriately resourced to meet its obligations in compliance with the QCA Code. The need for changes or additions to the Board is reviewed regularly and will be addressed in line with the Company's growth profile.

#### **Principle Six – Ensure that between them the directors have the necessary up-to-date experience, skills and capabilities**

- Identify each director.
- Describe the relevant experience, skills and personal qualities and capabilities that each director brings to the board (a simple list of current and past roles is insufficient); the statement should demonstrate how the board as a whole contains (or will contain) the necessary mix of experience, skills, personal qualities (including gender balance) and capabilities to deliver the strategy of the company for the benefit of the shareholders over the medium to long-term.
- Explain how each director keeps his/her skillset up-to-date.
- Where the board or any committee has sought external advice on a significant matter, this must be described and explained.
- Where external advisers to the board or any of its committees have been engaged, explain their role.
- Describe any internal advisory responsibilities, such as the roles performed by the company secretary and the senior independent director, in advising and supporting the board.

The Board covers a wide range of experience and skills. To meet the requirements of an independent upstream oil and gas exploration, development and production company, these experiences and skills must cover financial, legal, operational and technical knowledge, experience of risk management and growth in the independent sector and of public markets.

The Board considers and reviews the requirement for continued professional development. The Board undertakes to ensure that their awareness of developments in corporate governance and the regulatory framework is current, as well as remaining knowledgeable of any industry-specific updates. The Company's nominated advisor ("Nomad") and other external advisers, including legal advisers, also support this development by providing guidance and updates as required.

Each of the directors on the Board, both executive and non-executive, have considerable experience and all have demonstrated skills which are complementary, independent and sufficient to cover all of the requirements of the Board. As the Company continues to grow its asset base and to refresh the Board, the Nomination Committee will maintain oversight of the Company's requirements to ensure that the make-up of the Board is kept in line with the Company's needs and provides a mix of experience, skills, personal qualities and capabilities appropriate to the task. This include full consideration to maintain a healthy diversity where this is possible, including gender diversity.

The Company believes that the current balance of skills in the Board as a whole reflects a very broad range of commercial and professional skills across geographies and industries and each of the directors has experience in public markets. Details of the directors' experience and areas of expertise are outlined on page 46 of the Company's [2019 Annual Report, available here](#).

The Company's secretary ("Company Secretary") is responsible for ensuring that Board procedures are complied with and that governance matters are addressed by the Company. All directors have direct access to the Company Secretary and are able to take independent legal advice. The Board has considered the guidelines under the QCA Code with regard to the key responsibilities of a Senior Independent Director ("SID"), and took into account additional facts, including the role of the Board Chair, the size of the Board, the existence of a Deputy Chair of the Board, the number of independent non-executive directors, and the channels of communication amongst the Company's executive, the non-executive directors and shareholders. As such, the Board has determined that it will not currently appoint a SID, though the matter will be considered at regular intervals and as circumstances change.

### **Principle Seven – Evaluate board performance based on clear and relevant objectives, seeking continuous improvement**

- Include a high-level explanation of the board performance effectiveness process.
- Where a board performance evaluation has taken place in the year, provide a brief overview of it, how it was conducted and its results and recommendations. Progress against previous recommendations should also be addressed.
- Include a more detailed description of the board performance evaluation process/cycle adopted by the company. This should include a summary of:
  - The criteria against which board, committee, and individual effectiveness is considered;
  - How evaluation procedures have evolved from previous years, the results of the evaluation process and action taken or planned as a result; and
  - How often board evaluations take place.
- Explain how the company approaches succession planning and the processes by which it determines board and other senior management appointments, including any links to the board evaluation process.

A Board matrix helps guide the assessment of the skills and diversity of the Board members and highlights any skill gaps with Board members that requires addressing going forward. The Board considers that its effectiveness and the individual performance of its directors is vital to the success of the Company. The Company currently conducts an informal Board self-evaluation process on an ad-hoc basis. However, it is recognised that with the expansion of the Board in parallel with the expansion of the Company's activities

and the need to meet the requirements of the QCA Code, a more formal process will be adopted during the course of 2021.

Directors are (re)elected by shareholders pursuant to the Company's Articles, while taking into consideration the provisions of the QCA Code, having due regard to their performance and ability to continue to contribute to the Board in the light of the knowledge, skills and experience required and the need for progressive refreshing of the Board (particularly in relation to directors serving for a term beyond nine years).

#### **Principle Eight – Promote a corporate culture that is based on ethical values and behaviours**

- Include in the chair's corporate governance statement how the culture is consistent with the company's objectives, strategy and business model in the strategic report and with the description of principal risks and uncertainties. The statement should explain what the board does to monitor and promote a healthy corporate culture and how the board assesses the state of the culture at present.
- Explain how the board ensures that the company has the means to determine that ethical values and behaviours are recognised and respected.

As stated in the Chair's corporate governance statement above, the Board is responsible for the management, or for supervising the management, of the Company's business and affairs. In supervising the conduct of the business, the Board through the CEO sets the standards of conduct for the Company. Further details of the Company's corporate governance, including business ethics and integrity, are set out on page 39 of the annual report. The Chair's corporate governance statement will be reviewed and updated regularly.

The Company has established numerous community projects in the jurisdictions in which it operates including supporting local communities and indigenous populations. Further details are set out on page 36 of the annual report.

The Group's values of respect, integrity, safety, result-oriented, sustainability and passion foster a culture of accountability, efficiency and innovation which support the Group's mission and promote a corporate culture based on ethical behaviours and conduct. These values are enshrined in the written policies and working practices, including the Code of Conduct, adopted by all Group employees. An open culture is encouraged across the Group, with regular communications to staff regarding progress. The senior management team regularly monitors the Group's cultural environment and seeks to address any concerns that may arise, escalating these to board level as necessary.

#### **Principle Nine – Maintain governance structures and processes that are fit for purpose and support good decision-making by the board**

In addition to the high-level explanation of the application of the QCA Code set out in the chair's corporate governance statement:

- Describe the roles and responsibilities of the chair, chief executive and any other directors who have specific individual responsibilities or remits (e.g. for engagement with shareholders or other stakeholder groups).
- Describe the roles of any committees (e.g. audit, remuneration and nomination committees) setting out any terms of reference and matters reserved by the board for its consideration.
- Describe which matters are reserved for the board.
- Describe any plans for evolution of the governance framework in line with the company's plans for growth.

The Board has a primary responsibility to foster the short and long-term success of the Company and is accountable to the shareholders. Matters that are reserved for the Board and the role of each of the Chair and the CEO are found within the [Board's Charter which can be found on the Company's website, here](#).

Certain of the Board's responsibilities are delegated to Board committees. The Board has established five Board committees to oversee specific areas and activities, being the Audit Committee, Nomination

Committee, Remuneration Committee, HSE Committee and Disclosure Committee. Each committee has terms of reference detailing their roles and responsibilities.

#### Audit Committee

The Audit Committee's overall goal is to ensure that the Company adopts and follows a policy of proper and timely disclosure of material financial information and reviews all material matters affecting the risks and financial position of the Company. The Audit Committee, *inter alia*, meets with the Company's external auditor and its senior financial management to review the annual and interim financial statements of the Company, oversees the Company's accounting and financial reporting processes, the Company's internal accounting controls and the resolution of issues identified by the Company's auditors. The Company is required to meet the disclosure requirements under the Canadian National Instrument on Standards of Disclosure for Oil and Gas Activities ("NI 51-101"). The Board does not have a separate committee for the reporting obligations related to the oil and gas reserves, deciding that the reporting obligations required under NI 51-101 are to be carried out by the Audit Committee. The Audit Committee meets at least three times per year and otherwise as required. The [terms of reference of the Audit Committee can be found on the Company's website, here](#).

#### Nomination Committee

The Nomination Committee assists the Board in identifying new candidates for Board nomination, makes recommendations to the Board with respect to membership on Board committees other than the Nomination Committee, and assists the Board with respect to providing continuing education programs for directors. The Nomination Committee meets at least twice per year and otherwise as required. The [terms of reference of the Nomination Committee can be found on the Company's website, here](#).

#### Remuneration Committee

The Remuneration Committee assists the Board in setting director and senior executive compensation, and develops and submits to the Board recommendations with respect to other employee benefits as it sees fit. The Remuneration Committee meets at least twice per year and otherwise as required. The [terms of reference of the Remuneration Committee can be found on the Company's website, here](#).

#### HSE Committee

The HSE Committee assists the Board in obtaining assurance that appropriate policies and systems are in place to effectively manage the health, safety and environmental risks in relation to the Group's operations and ensure that the Group's activities are planned and executed in a safe and responsible manner. The HSE Committee reports to the Board regarding the Group's health, safety and environmental records. The Board has ultimate responsibility for health, safety and environmental matters. The HSE Committee meets at least three times per year and otherwise as required. The [terms of reference of the HSE Committee can be found on the Company's website, here](#).

#### Disclosure Committee

The purpose of the Disclosure Committee is to assist the Board in fulfilling its responsibilities in respect of the requirement to make timely and accurate disclosure of all information that is required to be disclosed to meet the legal and regulatory obligations and requirements arising under the Market Abuse Regulation (EU) No. 596/2014, the AIM Rules for Companies and the Disclosure Guidance and Transparency Rules sourcebook published by the FCA from time to time, and the requirement for the Company to take reasonable steps to establish and maintain adequate procedures, systems and controls to enable it to comply with its obligations in this regard. The Disclosure Committee meets at least once per year to review disclosure procedures and otherwise as required. The [terms of reference of the Disclosure Committee can be found on the Company's website, here](#).

### **Principle Ten – Communicate how the company is governed and is performing by maintaining a dialogue with shareholders and other relevant stakeholders**

- Describe the work of any board committees undertaken during the year.
- Include an audit committee report (or equivalent report if such committee is not in place).
- Include a remuneration committee report (or equivalent report if such committee is not in place).

- If the company has not published one or more of the disclosures set out under Principles 1-9, the omitted disclosures must be identified and the reason for their omission explained.
- Disclose the outcomes of all votes in a clear and transparent manner.
- Where a significant proportion of votes (e.g. 20% of independent votes) have been cast against a resolution at any general meeting, the company should include, on a timely basis, an explanation of what actions it intends to take to understand the reasons behind that vote result, and, where appropriate, any different action it has taken, or will take, as a result of the vote.
- Include historical annual reports and other governance-related material, including notices of all general meetings over the last five years.

The Company's methodology for maintaining a dialogue with shareholders and other relevant stakeholders is set out in Principles 2 and 3 above. The Board is committed to ensuring that it communicates with shareholders and other stakeholders in a transparent and timely manner, and believes that by doing so it demonstrates the importance it places upon the views of all stakeholders. Reports from each of the Board committees are included in the Company's annual report. The Company has announced that all resolutions put to the shareholders at the Company's Annual General Meeting on June 18, 2020 were duly passed, the announcement can be found [on the Company's website, here](#).

Shareholders are encouraged to attend the AGM and to ask questions. Outcomes of votes cast by shareholders will be disclosed in a clear and transparent manner. Shareholders vote to fix the number of directors and elect the directors to hold office until the next AGM or until their successors are elected or appointed. In addition, shareholders vote to appoint the Company's auditor, and to authorize the Board to determine the auditor's remuneration. The Company receives reports from shareholder advisory bodies, reviews their findings and meets with the same to discuss shareholder matters. The Board maintains that, if there is a resolution passed at a general meeting of shareholders with 20% votes against, the Company will seek to understand the reason for the result and, where appropriate, take suitable action.

See the Company's [2019 Annual Report, here](#).

All corporate documents, including the Company's historical notices of general meetings, information circular and details of the 2020 Annual General Meeting, can be found at the [AIM/Notices section of the Company's website, here](#).