

TULLOW

Sustainability Data
Workbook 2025

Building a better future through people, climate and nature





About this workbook

This Sustainability Performance Data workbook outlines our key non-financial performance information and is published alongside our Annual Report and Accounts and Payments to Governments Report to complement the business and financial information required to provide stakeholders with a complete picture of our economic performance, social and environmental impacts in 2025.

Sustainability underpins our business strategy and our approach focuses on three core themes which are aligned with the issues that are most significant to our business, our stakeholders and the relevant broader United Nations Sustainable Development Goals.

Reporting on greenhouse gas (GHG) emissions

We are committed to transparent disclosures of our emissions on both an operated and net-equity basis. We continue to report Scope 3 emissions; since 2022, we report on the basis of eight categories - 1, 2, 4, 5, 6, 7, 11, 15 resulting in a material increase in our Scope 3 emissions. Scope 1, 2 & 3 (Cat. 11) Greenhouse Gas Emissions data from our operated assets have been externally assured by Integrated Reporting & Assurance Services (IRAS) and the Assurance Statement can be found on our website at www.tulloil.com/sustainability.

Notes on data

The data presented in this workbook relates to Tullow's financial reporting year (1 January to 31 December 2025), unless otherwise stated. Definitions are provided in our Basis of Reporting document which can be found on our website www.tulloil.com/sustainability/

This workbook has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021 including GRI11: Oil and Gas Sector 2021. GRI reporting principles as defined in GRI 1: Foundation 2021 apply to the Sustainability Report. Content indexes for the IPECA-API-IOGP and SASB EMP standards are also available here.

During 2025, changes to the Group's portfolio, including the disposal of the Gabon business and the agreed sale of the Kenya business, resulted in minor impacts on the reported data where applicable.

Prior year statements

Where appropriate, prior year data has been restated when more accurate data becomes available or when there has been material changes to the methodologies for data calculation and estimation.

Disclaimer

This workbook contains certain forward-looking statements that are subject to the usual risk factors and uncertainties associated with the oil and gas exploration and production business. Whilst Tullow believes the expectations reflected herein to be reasonable in light of the information available to them at this time, the actual outcome may be materially different owing to factors beyond the Group's control or within the Group's control where, for example, the Group decides on a change of plan or strategy. The Group undertakes no obligation to revise any such forward-looking statements to reflect any changes in the Group's expectations or any change in circumstances, events or the Group's plans and strategy. Accordingly no reliance may be placed on the figures contained in such forward looking statements.

Comprehensive ESG/Sustainability Data Table		Unit of measure	2025	2024	2023	2022	2021	Disclosure Location	GRI	SASB	IPEECA-API-IOGP
Safety											
1	Hours worked (million)		4.89	4.88	5.02	4.45	4.7	SDW: Safety; ARA p.13	GRI 403-9 (Work-related injuries)	EM-EP-320a.1	SHS-3
2	Number of employee fatalities		0	0	0	0	0	SDW: Safety; ARA p.13	GRI 403-9	EM-EP-320a.1	SHS-3
3	Number of contractor fatalities		0	0	0	0	0	SDW: Safety; ARA p.13	GRI 403-9	EM-EP-320a.1	SHS-3
4	Number of third party fatalities involving members of the public		0	0	0	0	0	SDW: Safety; ARA p.13	GRI 403-9	EM-EP-320a.1	SHS-3
5	Lost Time Injuries (LTIs)		0	0	1	0	1	SDW: Safety; ARA p.13	GRI 403-9	EM-EP-320a.1	SHS-3
6	Lost Time Injury Rate (LTIR)		0	0	0.2	0	0.21	SDW: Safety; ARA p.13	GRI 403-9	EM-EP-320a.1	SHS-3
7	IOGP LTIFR ¹		0.24	0.24	0.28	0.22	0.22	SDW: Safety	GRI 403-9	EM-EP-320a.1	SHS-3
8	Total Recordable Injuries (TRI)		5	1	1	0	2	SDW: Safety; ARA p.13	GRI 403-9	EM-EP-320a.1	SHS-3
9	Total Recordable Injury Rate (TRIR)		1.02	0.21	0.2	0	0.43	SDW: Safety; ARA p.13	GRI 403-9	EM-EP-320a.1	SHS-3
10	IOGP TRIF ¹		0.84	0.84	0.90	0.77	0.70	SDW: Safety; ARA p.13	GRI 403-9	EM-EP-320a.1	SHS-3
11	High Potential Incidents (HiPos)		2	9	3	7	5	SDW: Safety; ARA p.13	GRI 403-9	EM-EP-320a.1	SHS-3
12	High Potential Incident Frequency (HiPoF)		0.41	1.85	0.6	1.56	1.06	SDW: Safety; ARA p.13	GRI 403-9	EM-EP-320a.1	SHS-4
13	Malaria frequency rate		0	0	0	0	0	SDW: Safety; ARA p.13	GRI 403-9; GRI 403-10	EM-EP-320a.1	SHS-3
14	Kilometres driven ('000,000)		0.81	1.04	1.24	1.02	1.46	SDW: Safety	GRI 403-9	EM-EP-320a.1	SHS-4
15	Vehicle Accident Frequency Rate (VAFR)		0	0	0	0.98	0	SDW: Safety	GRI 403-9	EM-EP-320a.1	SHS-4
1: IOGP Frequencies/Rates published in 2024 for preceding year											
People											
16	Number of expatriate employees (Women)		1	2	2	1	0	SDW: People	GRI 2-7 (Employees); GRI 405-1		SOC-5
17	Number of expatriate employees (Men)		13	18	20	23	10	SDW: People	GRI 2-7; GRI 405-1		SOC-5
18	Total number of expatriate employees		14	20	22	24	10	SDW: People	GRI 2-7; GRI 405-1		SOC-5
19	Number of employees on local contract terms (Women)		70	106	101	99	101	SDW: People	GRI 2-7; GRI 405-1		SOC-5
20	Number of employees on local contract terms (Men)		201	271	276	259	242	SDW: People	GRI 2-7; GRI 405-1		SOC-5
21	Total number of employees on local contract terms		271	377	377	358	343	SDW: People	GRI 2-7; GRI 405-1		SOC-5
22	Total employees (Women)		71	108	103	100	101	SDW: People; ARA p.16	GRI 2-7; GRI 405-1		SOC-5
23	Total employees (Men)		214	289	296	282	252	SDW: People; ARA p.16	GRI 2-7; GRI 405-1		SOC-5
24	Overall total employees		285	397	399	382	353	SDW: People; ARA p.16	GRI 2-7; GRI 405-1		SOC-5
34	Total managers (Women)		15	30	24	23	28	SDW: People; ARA p.16	GRI 405-1		SOC-5
35	Total managers (Men)		67	92	91	82	78	SDW: People; ARA p.16	GRI 405-1		SOC-5
36	Overall total managers		82	122	115	105	106	SDW: People; ARA p.16	GRI 405-1		SOC-5
37	African senior managers (Women)		2	3	1	1	1	SDW: People; ARA p.16	GRI 405-1		SOC-5
38	African senior managers (Men)		2	1	1	1	1	SDW: People; ARA p.16	GRI 405-1		SOC-5
39	Total of African senior managers		4	4	2	2	2	SDW: People; ARA p.16	GRI 405-1		SOC-5
40	Non-African senior managers (Women)		1	4	4	2	1	SDW: People; ARA p.16	GRI 405-1		SOC-5
41	Non-African senior managers (Men)		14	20	18	18	17	SDW: People; ARA p.16	GRI 405-1		SOC-5
42	Total Non-African senior managers		15	24	22	20	18	SDW: People; ARA p.16	GRI 405-1		SOC-5
43	Total of African & Non-African senior managers (Women)		3	7	5	3	2	SDW: People; ARA p.16	GRI 405-1		SOC-5
44	Total of African & Non-African senior managers (Men)		16	21	19	19	18	SDW: People; ARA p.16	GRI 405-1		SOC-5
45	Overall Total African & Non-African senior managers		19	28	24	22	20	SDW: People; ARA p.16	GRI 405-1		SOC-5
46	African Board members (Women)		0	1	1	1	1	SDW: People; ARA p.46	GRI 405-1		SOC-5
47	African Board members (Men)		0	1	1	1	1	SDW: People; ARA p.46	GRI 405-1		SOC-5
48	Total African Board members		0	2	2	2	2	SDW: People; ARA p.46	GRI 405-1		SOC-5
49	Non-African Board members (Women)		1	2	2	1	1	SDW: People; ARA p.46	GRI 405-1		SOC-5
50	Non-African Board members (Men)		3	5	5	4	6	SDW: People; ARA p.46	GRI 405-1		SOC-5
51	Total Non-African Board members		4	7	7	5	7	SDW: People; ARA p.46	GRI 405-1		SOC-5
52	Total of African & Non-African Board members (Women)		1	3	3	2	2	SDW: People; ARA p.46	GRI 405-1		SOC-5
53	Total of African & Non-African Board members (Men)		3	6	6	5	7	SDW: People; ARA p.46	GRI 405-1		SOC-5
54	Overall Total of African & Non-African Board members		4	9	9	7	9	SDW: People; ARA p.46	GRI 405-1		SOC-5
55	African employees (Women)		44	61	57	55	48	SDW: People; ARA p.16	GRI 2-7; GRI 405-1		SOC-5
56	African employees (Men)		141	163	163	151	134	SDW: People; ARA p.16	GRI 2-7; GRI 405-1		SOC-5
57	Total African employees		185	224	220	206	182	SDW: People; ARA p.16	GRI 2-7; GRI 405-1		SOC-5
58	Non-African employees (Women)		27	47	46	45	53	SDW: People; ARA p.16	GRI 2-7; GRI 405-1		SOC-5
59	Non-African employees (Men)		73	126	133	131	118	SDW: People; ARA p.16	GRI 2-7; GRI 405-1		SOC-5
60	Total Non-African employees		100	173	179	176	171	SDW: People; ARA p.16	GRI 2-7; GRI 405-1		SOC-5
61	Total of African & Non-African employees (Women)		71	108	103	100	101	SDW: People; ARA p.16	GRI 2-7; GRI 405-1		SOC-5
62	Total of African & Non-African employees (Men)		214	289	296	282	252	SDW: People; ARA p.16	GRI 2-7; GRI 405-1		SOC-5
63	Overall Total of African & Non-African employees		285	397	399	382	353	SDW: People; ARA p.16	GRI 2-7; GRI 405-1		SOC-5
64	Number of Local national employees (Women) ²		60	93	90	84	82	SDW: People; ARA p.16	GRI 202-2		SOC-15
65	Number of Local national employees (Men) ²		183	244	245	229	212	SDW: People; ARA p.16	GRI 202-2		SOC-15
66	Total number of Local national employees ²		243	337	335	313	294	SDW: People; ARA p.16	GRI 202-2		SOC-15
67	% of Local Nationals employed (Women)		85%	86%	87%	84%	81%	SDW: People; ARA p.16	GRI 202-2		SOC-15
68	% of Local Nationals employed (Men)		86%	84%	83%	81%	84%	SDW: People; ARA p.16	GRI 202-2		SOC-15
69	Total% of Local Nationals employed		85%	85%	84%	82%	83%	SDW: People; ARA p.16	GRI 202-2		SOC-15
70	Employees under 30 years of age (Women)		9	10	10	9	9	SDW: People; ARA p.16	GRI 405-1		SOC-5
71	Employees under 30 years of age (Men)		10	7	8	5	5	SDW: People; ARA p.16	GRI 405-1		SOC-5
72	Total Employees under 30 years of age		19	17	18	14	14	SDW: People; ARA p.16	GRI 405-1		SOC-5
73	Employees between 30-45 years of age (Women)		44	71	67	66	72	SDW: People; ARA p.16	GRI 405-1		SOC-5
74	Employees between 30-45 years of age (Men)		121	162	174	177	160	SDW: People; ARA p.16	GRI 405-1		SOC-5
75	Total Employees between 30-45 years of age		165	233	241	243	232	SDW: People; ARA p.16	GRI 405-1		SOC-5
76	Employees between 46-60 years of age (Women)		18	25	23	24	18	SDW: People; ARA p.16	GRI 405-1		SOC-5
77	Employees between 46-60 years of age (Men)		79	110	106	94	83	SDW: People; ARA p.16	GRI 405-1		SOC-5
78	Total Employees between 46-60 years of age		97	135	129	118	101	SDW: People; ARA p.16	GRI 405-1		SOC-5
79	Employees over 60 years of age (Women)		0	2	3	1	2	SDW: People; ARA p.16	GRI 405-1		SOC-5
80	Employees over 60 years of age (Men)		4	10	8	6	4	SDW: People; ARA p.16	GRI 405-1		SOC-5

Comprehensive ESG/Sustainability Data Table		Unit of measure	2025	2024	2023	2022	2021	Disclosure Location	GRI	SASB	IPIECA-API-IOGP
81	Total Employees over 60 years of age		4	12	11	7	6	SDW: People; ARA p.16	GRI 405-1		SOC-5
82	Total Employees (Women) all ages		71	108	80	100	101	SDW: People; ARA p.16	GRI 405-1		SOC-5
83	Total employees (Men) all ages		214	289	296	282	252	SDW: People; ARA p.16	GRI 405-1		SOC-5
84	Overall Total Employees of all ages		285	397	399	382	353	SDW: People; ARA p.16	GRI 405-1		SOC-5
85	New Hire (Women)		1	14	14	17	5	SDW: People; ARA p.13	GRI 401-1 (New employee hires and employee turnover)		SOC-5
86	New Hire (Men)		9	19	33	46	13	SDW: People; ARA p.13	GRI 401-1		SOC-5
87	Total Number of New Hire		10	33	47	63	18	SDW: People; ARA p.13	GRI 401-1		SOC-5
88	Voluntary Employee leavers (Women)		5	5	9	13	8	SDW: People; ARA p.13	GRI 401-1		SOC-5
89	Voluntary Employee leavers (Men)		15	18	17	11	10	SDW: People; ARA p.13	GRI 401-1		SOC-5
90	Total Voluntary Employee leavers		20	23	26	24	18	SDW: People; ARA p.13	GRI 401-1		SOC-5
91	Involuntary Employee leavers (Women)		33	4	2	3	17	SDW: People; ARA p.13	GRI 401-1		SOC-5
92	Involuntary Employee leavers (Men)		67	7	1	5	34	SDW: People; ARA p.13	GRI 401-1		SOC-5
93	Total Involuntary Employee leavers		100	11	3	8	51	SDW: People; ARA p.13	GRI 401-1		SOC-5
94	Total Voluntary turnover rate ³		5.76%	5.72%	6.62%	6.38%	4.77%	SDW: People; ARA p.13	GRI 401-1		SOC-5
95	Total Voluntary turnover rate ³		28.82%	2.74%	0.76%	2.13%	13.53%	SDW: People; ARA p.13	GRI 401-1		SOC-5
2. Local nationals is calculated on the basis of passport holders. Data restated for 2022 and 2021.											
3. Turnover rate is calculated using number of employees only											
Social Investment											
96	Education	\$ million	1,201,873	1,740,073	3,103,327	3,205,279	3,243,212	SDW: Social Investment; ARA p.16	GRI 203-1 (Infrastructure investments and services supported)		SOC-13
97	Enterprise development	\$ million	1,307,310	717,253	598,792	534,512	240,899	SDW: Social Investment; ARA p.16	GRI 203-1		SOC-13
98	Health	\$ million	-	-	-	-	-	SDW: Social Investment; ARA p.16	GRI 203-1		SOC-13
99	Other	\$ million	84,323	355,582	355,318	100,000	438,283	SDW: Social Investment; ARA p.16	GRI 203-1		SOC-13
100	Total Discretionary Social Investment (\$)	\$ million	2,593,506	2,812,907	4,057,437	3,839,791	3,922,394	SDW: Social Investment; ARA p.16	GRI 203-1; GRI 203-2		SOC-13
Local Content											
101	Ghana	\$ million	247	189	217	169.1	204	SDW: Local Content; ARA p.16	GRI 204-1 (Proportion of spending on local suppliers)		SOC-14
102	Kenya	\$ million	4	4	3	3.3	2	SDW: Local Content; ARA p.16	GRI 204-1		SOC-14
103	Uganda	\$ million	0	0	1	0.6	-	SDW: Local Content	GRI 204-1		SOC-14
104	Suriname	\$ million	0	0	0	0	1	SDW: Local Content	GRI 204-1		SOC-14
105	Guyana	\$ million	0	0	0	0.3	-	SDW: Local Content	GRI 204-1		SOC-14
106	Total Local Supplier Spend	\$ million	251	193	221	173	207	SDW: Local Content; ARA p.16	GRI 204-1		SOC-14
Ethics and Compliance											
107	Total concerns received	Number	40	40	22	22	13	SDW: Ethics and Compliance; ARA p.12	GRI 205-2 (Communication and training about anti-corruption); GRI 205-3 (Confirmed incidents)	EM-EP-510a.2	GOV-3
108	Concerns received via independent reporting line (ComplianceLine)	Number	25	12	0	5	10	SDW: Ethics and Compliance; ARA p.12	GRI 205-2; GRI 2-26 (Mechanisms for seeking advice and raising concerns)	EM-EP-510a.2	GOV-3
109	Corruption/fraud related concerns received ⁴	Number	14	12	9	6	3	SDW: Ethics and Compliance; ARA p.12	GRI 205-3	EM-EP-510a.2	GOV-3
110	Number of staff leaving the organisation due to breaches of the Code of Ethical Conduct	People	0	0	0	0	0	SDW: Ethics and Compliance; ARA p.12	GRI 205-3	EM-EP-510a.2	GOV-3
4. Reported concerns include allegations of fraud being perpetrated against Tullow, unrelated third parties using Tullow identity in attempted frauds of other unrelated third parties, or fraud attempted by Tullow and associated persons											
Greenhouse Gas (GHG) Emissions ⁵											
Net equity basis											
111	Total Scope 1 & 2 GHG emissions	t CO ₂ e	814,731	990,514	1,075,910	1,207,209	1,119,020	SDW: Environment; ARA p.17	GRI 305-1; GRI 305-2	EM-EP-110a.1	CCE-4
112	Scope 1 total GHG emissions	t CO ₂ e	813,845	989,488	1,075,170	1,205,580	1,118,490	SDW: Environment; ARA p.17	GRI 305-1 (Direct (Scope 1) GHG emissions)	EM-EP-110a.1	CCE-4
113	Scope 2 total GHG emissions	t CO ₂ e	885	1,026	740	1,629	530	SDW: Environment; ARA p.17	GRI 305-2 (Energy indirect (Scope 2) GHG emissions)	EM-EP-110a.1	CCE-4
114	Total Scope 1 & 2 emissions per thousand tonnes hydrocarbon produced	t CO ₂ e	276	237	312	287	264	SDW: Environment; ARA p.17	GRI 305-4 (GHG emissions intensity)	EM-EP-110a.1	CCE-4
115	Total Scope 1 & 2 emissions by production	Kg of CO ₂ e per boe	37	29	35	38	36	SDW: Environment; ARA p.17	GRI 305-4	EM-EP-110a.1	CCE-4
116	CO ₂ emissions per thousand tonnes hydrocarbon produced	t CO ₂ per '000 HC	249	213	273	252	233	SDW: Environment; ARA p.17	GRI 305-4		CCE-4
117	CH ₄ emissions per thousand tonnes hydrocarbon produced	t CH ₄ per '000HC	0.93	0.84	1.27	1.14	1	SDW: Environment; ARA p.17	GRI 305-4		CCE-5 (Methane Emissions)
118	N ₂ O emissions per thousand tonnes hydrocarbon produced	t N ₂ O per '000HC	0.02	0.006	0.01	0.01	0	SDW: Environment; ARA p.17	GRI 305-4		CCE-4
Operated basis											
119	Total Scope 1, 2 & 3 GHG emissions ⁴	t CO ₂ e	7,035,996	10,516,002	11,698,553	8,938,863	3,126,442	SDW: Environment; ARA p.17	GRI 305-1; GRI 305-2; GRI 305-3	EM-EP-110a.1	CCE-4
120	Scope 1 total GHG emissions	t CO ₂ e	1,675,886	2,095,582	2,341,794	2,257,731	2,233,848	SDW: Environment; ARA p.17	GRI 305-1	EM-EP-110a.1	CCE-4
121	Scope 2 total GHG emissions	t CO ₂ e	885	1,026	869	814	530	SDW: Environment; ARA p.17	GRI 305-2	EM-EP-110a.1	CCE-4
122	Total Scope 1 & 2 GHG emissions	t CO ₂ e	1,676,771	2,096,608	2,342,663	2,258,545	2,234,378	SDW: Environment; ARA p.17	GRI 305-1; GRI 305-2	EM-EP-110a.1	CCE-4
123	CO ₂ emissions (Scope 1 & 2)	t	1,552,970	1,862,970	2,050,123	1,977,400	1,963,564	SDW: Environment; ARA p.17	GRI 305-1	EM-EP-110a.1	CCE-4
124	CH ₄ emissions (Scope 1 & 2)	t	6,108	7,803	9,657	9,237	8,853	SDW: Environment; ARA p.17	GRI 305-1	EM-EP-110a.1	CCE-5
125	N ₂ O emissions (Scope 1 & 2)	t	98	81	84	84	87	SDW: Environment; ARA p.17	GRI 305-1	EM-EP-110a.1	CCE-4
126	CH ₄ emissions (Scope 1 & 2)	t CO ₂ e	171,036	218,493	270,406	258,642	247,871	SDW: Environment; ARA p.17	GRI 305-1	EM-EP-110a.1	CCE-5
127	N ₂ O emissions (Scope 1 & 2)	t CO ₂ e	25,851	21,431	22,281	22,226	22,952	SDW: Environment; ARA p.17	GRI 305-1	EM-EP-110a.1	CCE-4
128	Total Scope 1 & 2 emissions per thousand tonnes hydrocarbon produced	t CO ₂ e per '000HC	259	248	296	281	268	SDW: Environment; ARA p.17	GRI 305-4	EM-EP-110a.1	CCE-4
129	Total Scope 1 & 2 emission by production	Kg of CO ₂ e per boe	35	34	40	37	35	SDW: Environment; ARA p.17	GRI 305-4	EM-EP-110a.1	CCE-4
130	CO ₂ emissions per thousand tonnes hydrocarbon produced	t CO ₂ per '000 HC	231	220	259	246	236	SDW: Environment; ARA p.17	GRI 305-4		CCE-4
131	CH ₄ emissions per thousand tonnes hydrocarbon produced	t CH ₄ per '000HC	0.91	0.92	1.22	1.15	1.06	SDW: Environment; ARA p.17	GRI 305-4		CCE-5
132	N ₂ O emissions per thousand tonnes hydrocarbon produced	t N ₂ O per '000HC	0.01	0.01	0.01	0.01	0.01	SDW: Environment; ARA p.17	GRI 305-4		CCE-4
133	Scope 3 total GHG emissions		5,359,224	8,419,394	9,355,890	6,680,318	892,064	SDW: Environment; ARA p.17	GRI 305-3 (Other indirect (Scope 3) GHG emissions)	EM-EP-110a.1	CCE-4
134	Category 1 - purchased goods and services	t CO ₂ e	160,894	366,774	507,962	1,030,000	-	SDW: Environment; ARA p.17	GRI 305-3		CCE-4
135	Category 2 - capital goods	t CO ₂ e	-	-	-	146,790	-	SDW: Environment	GRI 305-3		CCE-4
136	Category 4 - upstream transportation and distribution	t CO ₂ e	88,683	131,636	81,345	284,820	-	SDW: Environment; ARA p.17	GRI 305-3		CCE-4
137	Category 5 - waste generated in operations	t CO ₂ e	56	57	44	88	-	SDW: Environment; ARA p.17	GRI 305-3		CCE-4
138	Category 6 - business travel	t CO ₂ e	687	3,873	5,026	16,865	-	SDW: Environment; ARA p.17	GRI 305-3		CCE-4

Comprehensive ESG/Sustainability Data Table		Unit of measure	2025	2024	2023	2022	2021	Disclosure Location	GRI	SASB	IPIECA-API-IOGP
139	Category 7 - employee commuting	t CO2e	125	131	100	8	-	SDW: Environment; ARA p.17	GRI 305-3		CCE-4
140	Category 11 - use of sold products	t CO2e	5,108,449	7,779,476	8,621,543	5,020,718	-	SDW: Environment; ARA p.17	GRI 305-3		CCE-4
141	Category 15 - investments	t CO2e	332	137,447	139,871	181,029.30	-	SDW: Environment; ARA p.17	GRI 305-3		CCE-4
5. Scope 1, 2 & 3 (Category 11 - Sold products) emissions have been independently assured by Independent Reporting & Assurance Services (IRAS).To review the assurance statement please visit www.tulowoil.com/sustainability											
6. Total Scope 1, 2 & 3 air emissions in metric tonnes of CO ₂ equivalent. Greenhouse gases in scope: CO ₂ , CH ₄ and N ₂ O expressed as CO ₂ e											
Flaring											
142	Total hydrocarbon flared ⁷	Tonnes	315,016	402,209	522,858	499,242	461,695	SDW: Environment; ARA p.17	GRI 305-1	EM-EP-110a.2	CCE-7 (Flared Gas)
143	Total hydrocarbon flared by production (per thousand tonnes hydrocarbon produced)	Tonnes	107	161	66	62	55	SDW: Environment; ARA p.17	GRI 305-4	EM-EP-110a.2	CCE-7
7. Flaring emissions are included in Scope 1 air emissions on 100% operated and net equity basis											
UK GHG and Environmental performance (operated basis)											
GHG Emissions											
144	UK Scope 1 total air emissions	t CO ₂ e	62	107	62	59	110	SDW: Environment	GRI 305-1		CCE-4
145	UK Scope 2 total air emissions	t CO ₂ e	120	97	129	208	-	SDW: Environment	GRI 305-2		CCE-4
146	Total UK Scope 1 & 2 air emissions	t CO ₂ e	183	204	192	267	110	SDW: Environment	GRI 305-1; GRI 305-2		CCE-4
Energy use											
147	UK Total energy consumption	GJ	3,398	3,786	3,015	3,979	6,132	SDW: Environment	GRI 302-1		CCE-6
148	UK Total energy consumption	kWh	943,981	1,051,782	837,582	1,105,278	1,703,384	SDW: Environment	GRI 302-1		CCE-6
Ghana GHG and Environmental performance (operated basis)											
GHG Emissions											
149	Ghana Scope 1 total air emissions	t CO ₂ e	1,675,886	1,988,215	2,338,802	2,233,662	2,162,322	SDW: Environment; ARA p.17	GRI 305-1	EM-EP-110a.1	CCE-4
150	Ghana Scope 2 total air emissions	t CO ₂ e	627	885	1,185	792	692	SDW: Environment; ARA p.17	GRI 305-2	EM-EP-110a.1	CCE-4
151	Total Ghana Scope 1 & 2 air emissions	t CO ₂ e	1,676,513	1,989,100	2,339,987	2,234,454	2,163,015	SDW: Environment; ARA p.17	GRI 305-1; GRI 305-2	EM-EP-110a.1	CCE-4
Kenya GHG and Environmental performance (operated basis)											
GHG Emissions (Kenya asset sold in 2025. No reporting for FY25)											
152	Kenya Scope 1 total air emissions	t CO ₂ e		672	469	440	2,338,802	SDW: Environment	GRI 305-1	EM-EP-110a.1	CCE-4
153	Kenya Scope 2 total air emissions	t CO ₂ e		10	14	0	0	SDW: Environment	GRI 305-2	EM-EP-110a.1	CCE-4
154	Total Kenya Scope 1 & 2 air emissions	t CO ₂ e		682	484	440	2,338,802	SDW: Environment	GRI 305-1; GRI 305-2	EM-EP-110a.1	CCE-4
Cote d'Ivoire GHG and Environmental performance (operated basis)											
GHG Emissions											
155	Cote d'Ivoire Scope 1 total air emissions	t CO ₂ e	0.4	0.3	1	0	2	SDW: Environment	GRI 305-1	EM-EP-110a.1	CCE-4
156	Cote d'Ivoire Scope 2 total air emissions	t CO ₂ e	4.6	11	11	0	0	SDW: Environment	GRI 305-2	EM-EP-110a.1	CCE-4
157	Total Cote d'Ivoire Scope 1 & 2 air emissions	t CO ₂ e	5	11	12	0	2	SDW: Environment	GRI 305-1; GRI 305-2	EM-EP-110a.1	CCE-4
Gabon GHG and Environmental performance (operated basis)											
GHG Emissions (Gabon asset sold in 2025. No reporting for FY25)											
158	Gabon Scope 1 total air emissions	t CO ₂ e		0	0	-	-	SDW: Environment	GRI 305-1	EM-EP-110a.1	CCE-4
159	Gabon Scope 2 total air emissions	t CO ₂ e		24	25	-	-	SDW: Environment	GRI 305-2	EM-EP-110a.1	CCE-4
160	Total Gabon Scope 1 & 2 air emissions	t CO ₂ e		24	25	-	-	SDW: Environment	GRI 305-1; GRI 305-2	EM-EP-110a.1	CCE-4
Main Emission Sources (operated basis)											
161	Flared Hydrocarbons ⁸	t CO ₂ e	1,063,996	1,358,499	1,738,746	1,634,586	1,535,350	SDW: Environment; ARA p.17	GRI 305-1	EM-EP-110a.2	CCE-7
162	Process Emissions ⁹	t CO ₂ e	545,131	547,593	498,784	543,239	579,607	SDW: Environment; ARA p.17	GRI 305-1	EM-EP-110a.2	CCE-4
163	Other Combustion ¹⁰	t CO ₂ e	64,643	78,614	98,181	53,243	44,417	SDW: Environment; ARA p.17	GRI 305-1	EM-EP-110a.2	CCE-4
164	Other vented emissions ¹¹	t CO ₂ e	2,117	2,975	2,545	2,524	2,244	SDW: Environment; ARA p.17	GRI 305-1	EM-EP-110a.2	CCE-4
8. Flared hydrocarbon includes all hydrocarbons flared from production and well completions											
9. Process emissions includes all emissions from FPSO-based process combustion (Fuel gas and Marine diesel)											
10. Other combustion includes all emissions from combusted fuel sources aside those from FPSO (Aviation and Vessel MGO)											
11. Other vented emissions is emissions from cold venting from tank tops											
Energy use											
Non-renewable energy sources											
165	Aviation fuel	GJ	21,989	30,110	35,779	39,857	32,863	SDW: Environment; ARA p.17	GRI 302-1 (Energy consumption within the organization)		CCE-6 (Energy Use)
166	Diesel	GJ	168,653	149,534	251,709	620,908	444,565	SDW: Environment; ARA p.17	GRI 302-1		CCE-6
167	Fuel gas	GJ	8,473,886	8,548,557	7,680,929	8,184,260	9,350,709	SDW: Environment; ARA p.17	GRI 302-1		CCE-6
168	Marine gasoil	GJ	818,422	992,157	1,258,855	663,165	843,549	SDW: Environment; ARA p.17	GRI 302-1		CCE-6
169	Natural gas	GJ	1,162	1,987	1,165	1,047	2,063	SDW: Environment; ARA p.17	GRI 302-1		CCE-6
170	Electricity purchased from grid	GJ	7,339	12,030	11,838	11,471	7,463	SDW: Environment; ARA p.17	GRI 302-1		CCE-6
Renewable energy generated on site by type											
171	Solar energy	GJ	1,327	1,710	1,081	241	0	SDW: Environment; ARA p.17	GRI 302-1		CCE-6
172	Wind energy	GJ	0	0	0	0	0	SDW: Environment	GRI 302-1		CCE-6
173	Geothermal energy	GJ	0	0	0	0	0	SDW: Environment	GRI 302-1		CCE-6
174	Hydroelectric power	GJ	0	0	0	0	0	SDW: Environment	GRI 302-1		CCE-6
175	Biomass/biofuels	GJ	0	0	0	0	0	SDW: Environment	GRI 302-1		CCE-6
Renewable energy purchase on site by type											
176	Solar energy	GJ	0		0	0	0	SDW: Environment	GRI 302-1		CCE-6
177	Wind energy	GJ	0	0	0	0	4,069	SDW: Environment	GRI 302-1		CCE-6
178	Geothermal energy	GJ	0	0	0	0	0	SDW: Environment	GRI 302-1		CCE-6
179	Hydroelectric power	GJ	0	0	0	0	0	SDW: Environment	GRI 302-1		CCE-6
180	Biomass/biofuels	GJ	0	0	0	0	0	SDW: Environment	GRI 302-1		CCE-6
181	Total energy consumption	GJ	9,492,777	9,736,086	9,241,357	9,520,951	10,685,282	SDW: Environment; ARA p.17	GRI 302-1		CCE-6
182	Total energy consumption	kWh	2,636,882,555	2,704,468,379	2,567,043,611	2,644,708,511	2,968,157,502	SDW: Environment; ARA p.17	GRI 302-1		CCE-6
Energy intensity											
183	Total energy use by production (per thousand tonnes hydrocarbon produced)	GJ	1,703	1,151	1,168	1,183	1,283	SDW: Environment; ARA p.17	GRI 302-3 (Energy intensity)		CCE-6
184	Total energy use by production (per thousand tonnes hydrocarbon produced)	kWh	473,037	319,819	324,545	328,551	356,391	SDW: Environment; ARA p.17	GRI 302-3		CCE-6

Comprehensive ESG/Sustainability Data Table			Unit of measure	2025	2024	2023	2022	2021	Disclosure Location	GRI	SASB	IPIECA-API-IOGP
Compliance with environmental laws and regulations												
185	Total monetary value of significant fines	USD		0	413,000	0	0	0	SDW: Environment; ARA p.18	GRI 2-27 (Compliance with laws and regulations)		
186	Total number of non-monetary sanctions	Number		0	0	0	0	0	SDW: Environment; ARA p.18	GRI 2-27		
187	Cases brought through dispute resolution mechanisms	Number		0	0	0	0	0	SDW: Environment; ARA p.18	GRI 2-27		
Waste												
Waste Directed to Disposal												
188	Non-hazardous waste disposed through incineration with energy recovery	Tonnes		1.3	3	4	2	3	SDW: Environment; ARA p.18	GRI 306-5 (Waste directed to disposal)		
189	Non-hazardous waste disposed through incineration without energy recovery	Tonnes		0	0	0	0	0	SDW: Environment; ARA p.18	GRI 306-5		
190	Non-hazardous waste disposed to landfill	Tonnes		102	107	168	164	444	SDW: Environment; ARA p.18	GRI 306-5		
191	Total Non-hazardous waste disposed ¹²	Tonnes		103	109	172	166	447	SDW: Environment; ARA p.18	GRI 306-3 (Waste generated); GRI 306-5		ENV-7 (Materials Management)
192	Hazardous waste disposed through incineration with energy recovery	Tonnes		0	0	0	0	0	SDW: Environment; ARA p.18	GRI 306-5		ENV-7
193	Hazardous waste disposed through incineration without energy recovery	Tonnes		77	63	78	91	267	SDW: Environment; ARA p.18	GRI 306-5		ENV-7
194	Hazardous waste disposed to landfill	Tonnes		0	0	0	0	0	SDW: Environment; ARA p.18	GRI 306-5		ENV-7
195	Total Hazardous waste disposed	Tonnes		77	63	78	91	267	SDW: Environment; ARA p.18	GRI 306-3; GRI 306-5		ENV-7
196	Total Waste disposed	Tonnes		181	173	250	257	714	SDW: Environment; ARA p.18	GRI 306-3; GRI 306-5		ENV-7
197	Total waste disposed to landfill	Tonnes		102	107	168	164	444	SDW: Environment; ARA p.18	GRI 306-5		ENV-7
Waste Diverted from Disposal												
198	Non-hazardous waste recycled, reused or treated	Tonnes		292	260	264	374	275	SDW: Environment; ARA p.18	GRI 306-4 (Waste diverted from disposal)		ENV-7
199	Hazardous waste recycled, reused or treated	Tonnes		892	360	431	347	3,219	SDW: Environment; ARA p.18	GRI 306-4		ENV-7
200	Total waste recycled, reused or treated	Tonnes		1185	620	695	721	3,494	SDW: Environment; ARA p.18	GRI 306-3; GRI 306-4		ENV-7
201	Non-hazardous waste recycled / Re-used / Treated	%		74%	70%	61%	69%	38%	SDW: Environment; ARA p.18	GRI 306-4		ENV-7
202	Hazardous waste recycled / Re-used / Treated	%		92%	85%	85%	79%	92%	SDW: Environment; ARA p.18	GRI 306-4		ENV-7
203	Total waste recycled, reused or treated	%		87%	78%	74%	74%	83%	SDW: Environment; ARA p.18	GRI 306-3; GRI 306-4		ENV-7
Uncontrolled releases												
204	Oil & Chemical spills	Number		6	3	3	0	1	SDW: Environment; ARA p.18	GRI 306-3 (Significant spills)	EM-EP-160a.2	ENV-6 (Spills to the Environment)
205	Oil & Chemical spills	Tonnes		0.1	109	1	0	0	SDW: Environment; ARA p.18	GRI 306-3	EM-EP-160a.2	ENV-6
12. Reporting years prior to 2020 included treated greywater in non-hazardous waste volumes. From 2020, in line with GRI definitions, treated greywater will be included in water volumes discharged to sea												
Water												
Water withdrawal by source												
206	Metered water ¹³	ML		7	8	9	16	9	SDW: Environment; ARA p.18	GRI 303-3 (Water withdrawal)	EM-EP-140a.1	ENV-1 (Freshwater)
207	Seawater	ML		15,955	15,807	11,612	13,828	10,894	SDW: Environment; ARA p.18	GRI 303-3	EM-EP-140a.1	ENV-2 (Discharges to Water)
208	Ground water	ML		-	0	0	0	0	SDW: Environment; ARA p.18	GRI 303-3	EM-EP-140a.1	ENV-1
209	Surface water ¹⁴	ML		-	0	0	0	0	SDW: Environment; ARA p.18	GRI 303-3	EM-EP-140a.1	ENV-1
210	Produced Water	ML		4,620	4,746	3,231	2,897	4,935	SDW: Environment; ARA p.18	GRI 303-3	EM-EP-140a.2	ENV-2
211	Other water	ML		-	142	169	0	2	SDW: Environment; ARA p.18	GRI 303-3		ENV-1
212	Total water withdrawal	ML		20,062	20,703	15,021	16,741	15,841	SDW: Environment; ARA p.18	GRI 303-3	EM-EP-140a.1	ENV-1
Water discharge by destination												
213	Surface Water	ML		0	0	0	0	0	SDW: Environment; ARA p.18	GRI 303-4 (Water discharge)	EM-EP-140a.2	ENV-2
214	Groundwater	ML		15,955	15,762	11,654	13,761	10,831	SDW: Environment; ARA p.18	GRI 303-4	EM-EP-140a.2	ENV-2
215	Seawater ¹⁵	ML		4,693	4,947	3,358	2,967	5,004	SDW: Environment; ARA p.18	GRI 303-4	EM-EP-140a.2	ENV-2
216	Other discharged water	ML		0	0	0	0	0	SDW: Environment; ARA p.18	GRI 303-4		ENV-2
217	Total water discharged	ML		20,516	20,709	15,012	16,727	15,836	SDW: Environment; ARA p.18	GRI 303-4	EM-EP-140a.2	ENV-2
Water consumption												
218	Total water consumption	ML		5	7	9	14	6	SDW: Environment; ARA p.18	GRI 303-5 (Water consumption)	EM-EP-140a.1	ENV-1
219	Total water consumption from all areas with water stress ¹⁶	ML		0	0	0	0	0	SDW: Environment; ARA p.18	GRI 303-5	EM-EP-140a.1	ENV-1
13. Metered water is consistent with GRI definition of 'third party water'												
14. Surface water is water with < 2,000 mg/l of total dissolved solids, in line with GRI definition of 'freshwater'												
15. Produced water discharged to sea meets GRI Disclosure requirement 303-4(a)iii												
16. The ability or lack thereof, to meet the human and ecological demand for water (GRI)												