



## 2024 ANNUAL REPORT



TRUE.  
BLUE.  
TRANSITION.

### 3 SUSTAINABILITY STATEMENT

#### Process Safety

	Total (per year)		2024 (regional breakdown)				
	2023	2024	Brazil	Angola	North America & Caribbean	Asia & Equatorial Guinea	Europe
<b>Process Safety Events<sup>1</sup></b>							
Tier 1 incidents (number)	1	3	2	0	0	1	0
Tier 2 incidents (number)	5	8	4	2	0	2	0

<sup>1</sup> Process safety events classified as material according to the American Petroleum Institute (API) Recommended Practice 754.

#### 3.8.3 FIVE YEAR KEY ESG FIGURES

	2024	2023	2022	2021	2020
<b>Health, Safety and Security</b>					
TRIFR (rate)	0.1	0.08	0.12	0.06	0.1
Fatalities and Permanent Impairments (FPI)	0	0	2.00	n/a	n/a
Total consolidated exposure hours <sup>1</sup>	51.30	66.65	52.87	44.12	35.16
<b>Environment (Offshore)</b>					
Total GHG emissions per hydrocarbon production <sup>2</sup>	118.14	98.95	108.79	110.99	120.35
Total mass of gas flared per hydrocarbon production <sup>3</sup>	12.70	9.00	9.71	9.73	13.86
Offshore energy consumption (GJ) <sup>4</sup>	68,814,920	64,291,224	62,399,131	65,036,820	64,806,711
Offshore energy consumption (MWh) <sup>5</sup>	19,115,255	17,858,673	17,333,091	18,065,783	18,001,864
<b>Human Resources<sup>6</sup></b>					
Total headcount <sup>7</sup>	7,892	7,416	7,073	6,426	5,527
Total employees <sup>7</sup>	6,417	5,935	5,499	5,019	4,574
Total contractors <sup>7</sup>	1,475	1,481	1,574	1,407	953
Total of contractors (%) <sup>7</sup>	19%	25%	22%	22%	17%
Total of female employees (%)	21%	20%	19%	19%	20%
Total of part-time employees (%)	2%	2%	2%	2%	3%
<b>Employee Rates<sup>6</sup></b>					
Turnover	12%	13%	12%	14%	13%
<b>Appraisals</b>					
Performance appraisals completed (onshore)	99%	99%	99%	99%	97%

<sup>1</sup> in millions of hours

<sup>2</sup> tonnes of CO<sub>2</sub>e per thousand tonnes of hydrocarbon production

<sup>3</sup> tonnes of gas flared per thousand tonnes of hydrocarbon production

<sup>4</sup> GJ = gigajoule, energy from fuel gas and marine gas oil

<sup>5</sup> MWh = Mega-Watt-hours, energy from fuel gas and marine gas oil

<sup>6</sup> does not include construction yards, unless otherwise specified

<sup>7</sup> including construction yards