



# 2025 ANNUAL REPORT



TRUE.  
BLUE.  
TRANSITION.



## 3 SUSTAINABILITY STATEMENT

### 3.6.3 FIVE YEAR KEY ESG FIGURES

ESRS E1; S1; S1-14

	2025	2024	2023	2022	2021
<b>Health, Safety and Security</b>					
TRIFR (per 200,000 exposure hours)	0.14	0.10	0.08	0.12	0.06
TRIFR (per 1,000,000 exposure hours)	0.72	0.51	0.39	0.59	0.29
Fatalities and Permanent Impairments (FPI)	0	0	0	2.00	n/a
Total consolidated exposure hours <sup>1</sup>	47.33	51.30	66.65	52.87	44.12
<b>Environment (Offshore)</b>					
Total GHG emissions per hydrocarbon production (tonnes of CO <sub>2</sub> Eq/1000 tonnes HC Production)	145	118	99	109	111
Total Gas Flared per hydrocarbon production (tonnes/1,000 tonnes HC Production)	18.9	12.7	9.0	9.7	9.7
Offshore energy consumption (GJ)	66,999,065	68,814,919	64,291,224	62,399,131	65,036,820
Offshore energy consumption (MWh)	18,610,851	19,115,255	17,858,673	17,333,091	18,065,783
<b>Human Resources<sup>2</sup></b>					
Total headcount <sup>3</sup>	8,178	7,892	7,416	7,073	6,426
Total employees <sup>3</sup>	6,851	6,417	5,935	5,499	5,019
Total contractors <sup>3</sup>	1,327	1,475	1,481	1,574	1,407
Total of contractors (%) <sup>3</sup>	16%	19%	25%	22%	22%
Total of female employees (%)	23%	21%	20%	19%	19%
Total of part-time employees (%)	2%	2%	2%	2%	2%
<b>Employee Rates<sup>2</sup></b>					
Turnover	8%	12%	13%	12%	14%
<b>Appraisals</b>					
Performance appraisals completed (onshore)	99%	99%	99%	99%	99%

1 In millions of hours.

2 Does not include construction yards, unless otherwise specified.

3 Including construction yards.