



# ANNUAL REPORT 2021

## 5 NON-FINANCIAL INFORMATION

### 5.3.2 ENVIRONMENT

	Year to Year		2021 – Regional Breakdown				
	2021	2020	Brazil	Angola	North America & Caribbean	Asia & Equatorial Guinea	Europe
Number of offshore units (vessels)	14	14	7	3	2	2	
<b>Fleet Production</b>							
Hydrocarbon Production (tonnes)	47,276,422	47,783,839	32,615,079	5,707,886	6,815,436	2,138,020	
<b>Scope 1 Emissions</b>							
GHG Scope 1 (tonnes of CO <sub>2</sub> Eq)	237	165					237
<b>Scope 2 Emissions</b>							
GHG Scope 2 (location based) (tonnes of CO <sub>2</sub> Eq)	2019	2516	18	97	983	476	444
GHG Scope 2 (market based) (tonnes of CO <sub>2</sub> Eq)	752	588	4	97	181	443	28
<b>Scope 3 Emissions</b>							
<b>Scope 3 – Downstream Leased Assets</b>							
Total Carbon dioxide (CO <sub>2</sub> in tonnes)	4,903,739	5,305,397	2,354,918	1,254,576	688,801	605,444	
Total Methane (CH <sub>4</sub> in tonnes)	9,290	12,890	2,158	4,232	1,784	1,117	
Total Nitrous oxide (N <sub>2</sub> O in tonnes)	315	318	169	66	41	39	
<b>Total GHG emissions Downstream Leased Assets (tonnes of CO<sub>2</sub> Eq)</b>	<b>5,247,253</b>	<b>5,750,665</b>	<b>2,460,182</b>	<b>1,390,571</b>	<b>749,497</b>	<b>647,003</b>	
Total GHG Emissions per Hydrocarbon Production <sup>1</sup>	110.99	120.35	75.43	243.62	109.97	302.62	
<i>Other / Air Pollution – Non Greenhouse Gas Emissions (in tonnes)</i>							
Carbon monoxide (CO in tonnes)	6,481	7,703	2,549	2,092	1,054	787	
Nitrogen oxides (NO <sub>x</sub> in tonnes)	7,902	7,905	4,291	1,524	1,045	1,043	
Sulphur dioxides (SO <sub>2</sub> in tonnes)	127	143	37	31	11	48	
Volatile organic compounds (VOCs in tonnes)	970	1,375	201	459	191	119	
<b>Scope 3 – Purchased Goods &amp; Services<sup>2</sup></b>	<b>370,124</b>						
<b>Scope 3 – Business Travel<sup>3</sup></b>	<b>10,919</b>	<b>8,231</b>	<b>5,007</b>			<b>254</b>	<b>5,658</b>
<b>Total GHG Emissions<sup>4</sup></b>	<b>5,629,285</b>	<b>5,759,649</b>	<b>2,465,193</b>	<b>1,390,668</b>	<b>749,678</b>	<b>647,700</b>	<b>5,923</b>
<b>Flaring</b>							
Total Gas Flared per hydrocarbon production <sup>5</sup>	9.73	13.86	2.68	39.50	13.48	25.84	
Flaring emissions vs Total Emissions	29%	38%	12%	54%	41%	28%	
<b>Energy</b>							
Offshore Energy Processed (1) (GJ)	65,036,820	64,806,711	38,153,086	11,251,433	7,532,499	8,099,802	
Onshore Energy Consumed (2) (GJ)	27,925	28,300	666	816	8,476	2,588	15,380
<b>Total Energy Processed &amp; Consumed (1) + (2) (GJ)</b>	<b>65,064,745</b>	<b>64,835,011</b>	<b>38,153,752</b>	<b>11,252,249</b>	<b>7,540,975</b>	<b>8,102,390</b>	<b>15,380</b>
Offshore Energy per production (GJ per tonne of HC production)	1.38	1.36	1.17	1.97	1.11	3.79	
<b>Discharges</b>							
Quantity of oil in produced water discharges <sup>6</sup>	4.49	5.19	0.74	12.69	0.95	51.17	

1 Tonnes of CO<sub>2</sub> Eq / 1,000 Tonnes HC Production

2 Tonnes of CO<sub>2</sub> Eq. No split per region due to distribution of items over a combination of locations of procurement, fabrication and delivery.

3 Tonnes of CO<sub>2</sub> Eq. Split per region is based on travel agency sources. Due to data aggregation in these sources, some regional data has been consolidated under region 'Europe'

4 Tonnes of CO<sub>2</sub> Eq

5 Tonnes / 1,000 Tonnes HC Production

6 Tonnes of Oil in Produced Water / 10<sup>6</sup> Tonnes HC Production

### 5.3.3 HUMAN RESOURCES

#### Headcount by Direct Hire and by Contractor

	Total			Ratios
	Grand Total	Direct Hire	Contractor	% of Contractor Employees
Africa	871	674	197	23%
Asia	1,638	1,088	550	34%
Europe	1,835	1,478	357	19%
North America	38	36	2	5%
South America	2,044	1,743	301	15%
<b>Grand Total</b>	<b>6,426</b>	<b>5,019</b>	<b>1,407</b>	<b>22%</b>

#### Direct Hire by employee contract and employee type

	Permanent Male Employees	Permanent Female Employees	Temporary Male Employees	Temporary Female Employees	Part-Time Male Employees	Part-Time Female Employees	% of Part-Time Employees
Africa	599	72	1	2	0	0	0%
Asia	774	163	136	15	0	0	0%
Europe	1,004	376	68	30	34	66	7%
North America	29	7	0	0	0	0	0%
South America	1,436	236	36	35	13	11	1%
<b>Grand Total</b>	<b>3,842</b>	<b>854</b>	<b>241</b>	<b>82</b>	<b>47</b>	<b>77</b>	<b>2%</b>

#### Direct Hires New Joiners Headcount

	Total New Hires	
	Total New Hire Headcount	New Hire Ratio
Africa	139	18%
Asia	703	47%
Europe	486	1%
North America	6	6%
South America	574	27%
<b>Grand Total</b>	<b>1,908</b>	<b>29%</b>

#### Direct Hires Turnover Headcount

	Total Turnover	
	Total Turnover Headcount	Total Turnover Rate
Africa	51	8%
Asia	91	10%
Europe	264	18%
North America	54	78%
South America	209	13%
<b>Grand Total</b>	<b>669</b>	<b>14%</b>