



OFFSHORE

ENERGY. COMMITTED.

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	
Fleet Production							
Hydrocarbon Production (tonnes)	47,276,422	47,783,839	32,615,079	5,707,886	6,815,436	2,138,020	
Scope 1 Emissions							
GHG Scope 1 (tonnes of CO ₂ Eq)	237	165					237
Scope 2 Emissions							
GHG Scope 2 (location based) (tonnes of CO ₂ Eq)	2019	2516	18	97	983	476	444
GHG Scope 2 (market based) (tonnes of CO ₂ Eq)	752	588	4	97	181	443	28
Scope 3 Emissions							
Scope 3 – Downstream Leased Assets							
Total Carbon dioxide (CO ₂ in tonnes)	4,903,739	5,305,397	2,354,918	1,254,576	688,801	605,444	
Total Methane (CH ₄ in tonnes)	9,290	12,890	2,158	4,232	1,784	1,117	
Total Nitrous oxide (N ₂ O in tonnes)	315	318	169	66	41	39	
Total GHG emissions Downstream Leased Assets (tonnes of CO₂ Eq)	5,247,253	5,750,665	2,460,182	1,390,571	749,497	647,003	
Total GHG Emissions per Hydrocarbon Production ¹	110.99	120.35	75.43	243.62	109.97	302.62	
<i>Other / Air Pollution – Non Greenhouse Gas Emissions (in tonnes)</i>							
<i>Carbon monoxide (CO in tonnes)</i>	6,481	7,703	2,549	2,092	1,054	787	
<i>Nitrogen oxides (NOx in tonnes)</i>	7,902	7,905	4,291	1,524	1,045	1,043	
<i>Sulphur dioxides (SO₂ in tonnes)</i>	127	143	37	31	11	48	
<i>Volatile organic compounds (VOCs in tonnes)</i>	970	1,375	201	459	191	119	
Scope 3 – Purchased Goods & Services²	370,124						
Scope 3 – Business Travel³	10,919	8,231	5,007			254	5,658
Total GHG Emissions⁴	5,629,285	5,759,649	2,465,193	1,390,668	749,678	647,700	5,923
Flaring							
Total Gas Flared per hydrocarbon production ⁵	9.73	13.86	2.68	39.50	13.48	25.84	
Flaring emissions vs Total Emissions	29%	38%	12%	54%	41%	28%	
Energy							
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
Total Energy Processed & Consumed (1) + (2) (GJ)	65,064,745	64,835,011	38,153,752	11,252,249	7,540,975	8,102,390	15,380
Offshore Energy per production (GJ per tonne of HC production)	1.38	1.36	1.17	1.97	1.11	3.79	
Discharges							
Quantity of oil in produced water discharges ⁶	4.49	5.19	0.74	12.69	0.95	51.17	

1 Tonnes of CO₂ Eq / 1,000 Tonnes HC Production

2 Tonnes of CO₂ Eq. No split per region due to distribution of items over a combination of locations of procurement, fabrication and delivery.

3 Tonnes of CO₂ 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 CO₂ Eq

5 Tonnes / 1,000 Tonnes HC Production

6 Tonnes of Oil in Produced Water / 10⁶ 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%
Grand Total	6,426	5,019	1,407	22%

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
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%
Grand Total	3,842	854	241	82	47	77	2%

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%
Grand Total	1,908	29%

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%
Grand Total	669	14%