

## 2024 key sustainability metrics

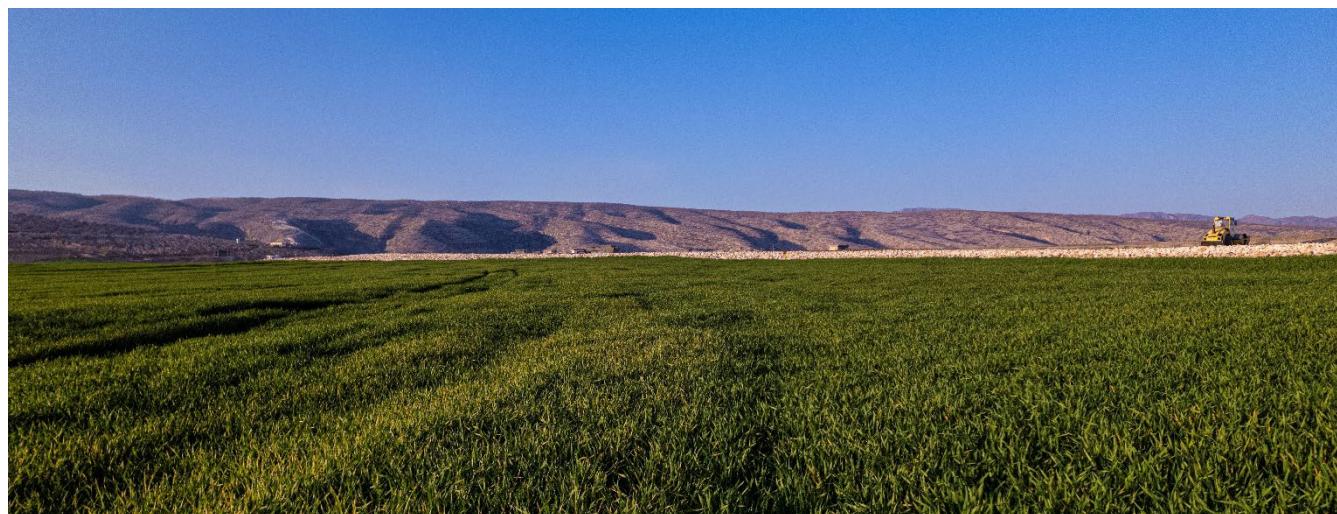
### Environment

#### Key performance highlights

| Material factor                         | Indicator                                      | Unit                           | 2022 <sup>(1)</sup> | 2023 <sup>(1)</sup> | 2024 <sup>(1)</sup> |
|---|--|--------------------------------|---------------------|---------------------|---------------------|
| <b>GHG emissions<sup>(3)</sup></b>      | Total scope 1 emissions                        | ktCO <sub>2</sub> e            | 739                 | 365                 | <b>647</b>          |
|   | Scope 1 emissions – Flaring                    | ktCO <sub>2</sub> e            | 654                 | 306                 | <b>560</b>          |
|   | Scope 1 emissions – Venting                    | ktCO <sub>2</sub> e            | 21                  | 10                  | <b>19</b>           |
|   | Scope 1 – Fugitive                             | ktCO <sub>2</sub> e            | 5                   | 4                   | <b>5</b>            |
|   | Scope 1 – Combustion of petrol and diesel      | ktCO <sub>2</sub> e            | 9                   | 15                  | <b>12</b>           |
|   | Scope 1 – Combustion of fuel gas               | ktCO <sub>2</sub> e            | 50                  | 31                  | <b>51</b>           |
|   | Total CH <sub>4</sub> emissions <sup>(2)</sup> | ktCO <sub>2</sub> e            | 57                  | 28                  | <b>32</b>           |
|   | Total scope 1 emissions intensity              | kgCO <sub>2</sub> e per barrel | 57.2                | 57.1                | <b>54.5</b>         |
|   | Total scope 3 emissions                        | ktCO <sub>2</sub> e            | 6,497               | 3,219               | <b>5,949</b>        |
| <b>Other emissions<sup>(3)</sup></b>    | Total SO <sub>2</sub> emissions                | ktSO <sub>2</sub>              | 87                  | 41                  | <b>79</b>           |
| <b>Energy consumption<sup>(4)</sup></b> | Total energy consumption                       | kWh                            | 1,688,110           | 1,514,197           | <b>1,806,085</b>    |
|   | UK   | kWh                            | 50,366              | 50,052              | <b>26,260</b>       |
|   | Kurdistan Region of Iraq                       | kWh                            | 1,637,744           | 1,464,145           | <b>1,779,824</b>    |
| <b>Water management<sup>(3)</sup></b>   | Total water withdrawn                          | m <sup>3</sup>                 | 80,628              | 74,799              | <b>51,131</b>       |
| <b>Waste management</b>                 | Recycled solid non-hazardous waste             | % of total waste               | 92                  | 95                  | <b>97</b>           |
|   | Recycled solid hazardous waste                 | % of total waste               | 86                  | 49                  | <b>23</b>           |
|   | Recycled liquid non-hazardous waste            | % of total waste               | 100                 | 100                 | <b>100</b>          |
|   | Recycled liquid hazardous waste <sup>(5)</sup> | % of total waste               | 100                 | 100                 | <b>100</b>          |
| <b>Spills</b>                           | Total number                                   | Incidents                      | 9                   | 6                   | <b>10</b>           |
|   | Total volume                                   | Litres                         | 1,259               | 502                 | <b>585</b>          |

#### References

- (1) Scope 1 and 3 emissions for 2024 have been independently verified by UL Solutions, aligned with the ISO 14064-3:2019 standard with specification and guidance for the verification and validation of greenhouse gas statements. Previous years were verified by EcoAct.
- (2) Methane emissions are also included in scope 1 – Flaring, Venting and Fugitive.
- (3) All GHG emissions, other emissions, energy consumption and water management metrics based on GKP's 80% working interest in the Shaikan Production Sharing Contract.
- (4) Calculated in line with Streamlined Energy and Carbon Reporting ("SECR").



## Social

### Key performance highlights

| Material factor                               | Metric   | Unit                            | 2022    | 2023  | 2024           |
|---|--|---------------------------------|---------|-------|----------------|
| <b>Health, safety and wellbeing</b>           | Total Recordable Incident Rate ("TRIR")  | Incidents per million man-hours | 0.45    | 1.09  | <b>0</b>       |
|   | Lost Time Incident Rate ("LTIR")   | Incidents per million man-hours | 0       | 0.54  | <b>0</b>       |
| <b>Gender diversity</b>                       | Proportion of female staff in workforce (as at 31 December)                        | %                               | 14      | 16    | <b>15</b>      |
|   | Proportion of female staff in Kurdistan (as at 31 December)                        | %                               | 12      | 14    | <b>13</b>      |
|   | Proportion of female staff in UK (as at 31 December)                               | %                               | 38      | 37    | <b>39</b>      |
| <b>Generating economic value in Kurdistan</b> | Proportion of local staff in workforce (as at 31 December)                         | %                               | 74      | 86    | <b>86</b>      |
|   | Local supplier purchasing and contracting (80% WI) <sup>(1)</sup>                  | \$m                             | 64      | 30    | <b>25</b>      |
|   | Proportion of total purchasing and contracting with local suppliers <sup>(1)</sup> | %                               | 35      | 36    | <b>42</b>      |
|   | Payments to host government <sup>(2)</sup> (80% WI)                                | \$m                             | 515     | 143   | <b>175</b>     |
| <b>Local community projects</b>               | Total value of contributions to local communities (80% WI)                         | \$                              | 833,500 | 7,500 | <b>219,200</b> |

### References

(1) Purchasing and contracting data prior to 2023 reflects amounts contracted but not necessarily spent in the year with local suppliers, used as a proxy for actual expenditure. 2023 and 2024 purchasing and contracting figures reflect actual expenditures in the year.

(2) See the Report on Payments to Governments for 2024 on page 162 of the 2024 Annual Report for full disclosure.

## Governance

### Key performance highlights

(All dates as at 31 December of each year)

| Material factor        | Metric  | Unit | 2022 | 2023 | 2024        |
|------------------------|---|------|------|------|-------------|
| <b>Board oversight</b> | Proportion of independent Directors on Board <sup>(1)</sup>     | %    | 63%  | 57%  | <b>57%</b>  |
|                        | Proportion of independent Directors on Nomination Committee     | %    | 100% | 100% | <b>75%</b>  |
|                        | Proportion of independent Directors on Audit and Risk Committee | %    | 100% | 100% | <b>100%</b> |
|                        | Proportion of independent Directors on Remuneration Committee   | %    | 100% | 100% | <b>100%</b> |
|                        | Proportion of female Directors on Board                         | %    | 25%  | 29%  | <b>43%</b>  |
|                        | Director Board meeting attendance                               | %    | 100% | 100% | <b>100%</b> |

(1) Includes independent Non-Executive Chair.