



# Sustainability Data Appendix 2022

Capricorn Energy PLC



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# Introduction

Capricorn's 2022 Key performance indicators (KPIs) were drawn from our materiality process and overall objectives.

The table outlines our 2022 KPIs and performance that were assessed and identified as high material to Capricorn and its stakeholders.

Key performance indicator	Specific performances achieved	Reference within this data index	Materiality issue
Achieve lagging HSSE indicators measured against IOGP standards	TRIR and LTIF figures within operating activities, including well drilling.	Lost Time Injury Frequency (LTIF) (Lost time injuries per million hours worked) – page 25 Total Recordable Injuries (TRI) (number) – page 25	Workplace Safety & Security
	Zero reportable spills to the environment during operational activities.	Reported within 2022 Sustainability Report – page 3	Protection of Biodiversity & Ecosystems
Achieve HSSE leading indicators surrounding safety leadership	HSSE leadership visits throughout 2022 communicated safety messaging to staff contractors and suppliers.	Reported within 2022 Sustainability Report (page 29)	Workplace Safety & Security
	HSSE leadership to demonstrate focus on major accident hazard prevention.	Reported within 2022 Sustainability Report (page 31)	Workplace Safety & Security
	HSSE leadership to assess and demonstrate and assess safety behaviours, lifesaving rules, oversee Environmental and Safety Audits.	Total security incidents (number) – page 27	Workplace Safety & Security
	HSSE & CSR day held for members of the organisation.	Reported within 2022 Sustainability Report (page 29)	Workplace Safety & Security
Outline a roadmap and deliver opportunities to achieve Scope 1 and 2 emissions reduction	Progress with GHG emissions in Egypt – resulted in bolder Scope 1 and 2 targets.	Total absolute and normalised generated GHG emissions – page 4 Absolute and normalised direct GHG emissions – page 5	Reduction of GHG Emissions
	Progress on emissions reduction initiatives	Direct energy consumption – page 3 Total emissions by type – pages 5 and 6 Indirect emissions – page 7 Absolute and normalised GHG emissions from purchased energy – page 7	Reduction of GHG Emissions Reduction of Fossil Fuel Consumption
	Purchase of a portfolio of high-quality carbon offsets.	Equity emissions – page 4 SECR data – page 4	Climate Change & Energy Transition
Agree, establish and track social investment across the Group that helps deliver a positive impact on the communities we work with	Social investment efforts were assessed and it was concluded that these met the social investment guidelines.	Social investment – page 32	Supporting & Safeguarding Local Communities
	Social investment projects were supported in Mexico, Egypt, the UK and Suriname	Reported within 2022 Sustainability Report (pages 44, 45 and 59)	Supporting & Safeguarding Local Communities
	Support was provided to students in the UK, Egypt and Suriname	Reported within 2022 Sustainability Report (pages 44, 45 and 59)	Supporting & Safeguarding Local Communities Investing in Local Skills, Recruitment & Procurement
Climate change strategy, performance and process for governance, risk, management, target setting and carbon pricing communicated	Water and Climate Change CDP ratings both rated as B.	Reported within 2022 Sustainability Report (page 25)	Protection of Freshwater Resources
	Detailed TCFD report addressing all four pillars required.	Reported within 2022 Sustainability Report (pages 61 to 66)	Climate Change & Energy Transition
	Assessed the potential impacts of physical risks on assets to calculate Value at Risk (VAR).	Reported within 2022 Sustainability Report (pages 8 and 12)	Climate Change & Energy Transition
	Improve quality and transparency of reporting against SASB's Exploration and Production Index.	Reported within 2022 Sustainability Report (page 51)	Ethics, Transparency & Regulatory Compliance
Enhance our approach to Diversity & Inclusion	Independent D&I commission with results compared against UKCS peers.	Capricorn workforce: a snapshot with country and gender breakdown (number) – page 28 Total managerial employees and gender breakdown – page 29	Diversity, Equality & Inclusion Talent Management
	Created a D&I working group to further embed D&I into the Company's culture.	Reported within 2022 Sustainability Report (page 33)	Diversity, Equality & Inclusion

## Database

The KPI data linked to health, safety, environmental and social reporting is collected for monitoring and reporting purposes and is maintained in a specialist database. This database records data by geographical region, and defines the KPIs to be measured and the frequency at which data should be recorded. Data entry and trends are tracked within the database.

We use definitions set by the GRI and International Association of Oil & Gas Producers (IOGP) to provide comparable and credible data that can be benchmarked against our peers in the oil and gas sector, remote and virtual channels of communication in 2022.

## Scope and Boundaries

Capricorn's report most of our data on an "operational control basis" from 1 January 2022 to 31 December 2022. This means that we report on those assets and activities over which we have operational control in terms of sustainability policies and practices, irrespective of the licensed operating party and regardless of our percentage of ownership. We do consider risks associated with our partners' positions and their control of such activities. In line with this, our 2022 SR KPI data covers Capricorn's head office in Edinburgh, our regional offices in London, Dakar, Mexico City and Cairo, and field operations in North Sea (UK).

We are reporting our equity GHG emissions for the second year, this includes emissions from both our operated and non-operated activities as outlined in our SR and DA.

Capricorn has expanded its reported Scope 3 categories to now include categories 1, 3, 4, 5, 6, 7, 9, 10 and 11.

## Baseline Data

Capricorn has chosen 2022 as a baseline year to log progress against our Scope 1 and Scope 2 net zero commitment.

For more details about how we collect and report our sustainability data please refer to the Basis of Reporting 2022 hosted on our website.

☐ Please also reference our [Basis of Reporting Appendix 2022](#)

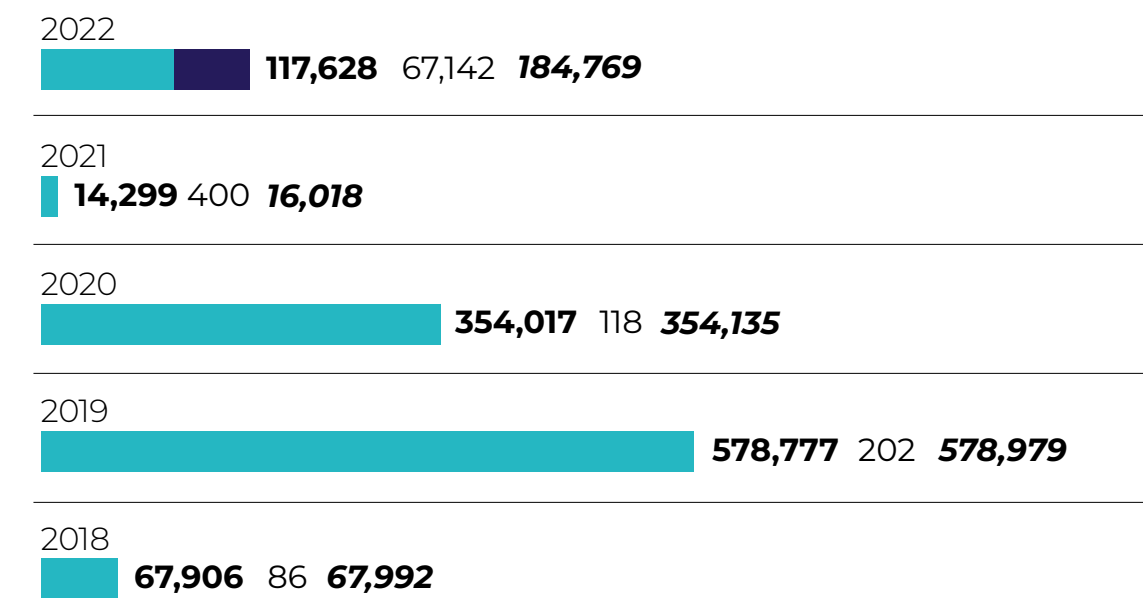
For further information about the individual materiality issues, please see pages 15 to 57 in our Sustainability Report.

For more information regarding the 2022 KPIs, please see pages 92 to 99 of the 2022 Annual Report

## Climate change, energy and emissions

### Energy consumption

Annual direct and indirect energy consumption (GJ) – five year trend



■ Direct ■ Indirect **Total**

### Direct energy consumption from within the organisation by primary fuel source†

	2018	2019	2020	2021	2022
Aviation gas (GJ)					
<b>Capricorn total</b>	<b>2,678</b>	<b>5,991</b>	<b>2,092</b>	<b>n/a</b>	<b>n/a</b>
Egypt	n/a	n/a	n/a	n/a	n/a
Mauritania	n/a	n/a	n/a	n/a	n/a
Mexico	n/a	2,181	2,092	n/a	n/a
Suriname	n/a	n/a	n/a	n/a	n/a
United Kingdom	2,678	2,211	n/a	n/a	n/a
Diesel (GJ)					
<b>Capricorn total</b>	<b>344</b>	<b>234</b>	<b>46</b>	<b>4</b>	<b>61,377</b>
Egypt	n/a	n/a	n/a	0	61,377
Mauritania	n/a	n/a	n/a	n/a	0
Mexico	0	85	n/a	0	0
Senegal	344	147	46	4	0
Suriname	n/a	n/a	n/a	n/a	0
United Kingdom	0	2	0	0	0
Petrol/Gasoline (GJ)					
<b>Capricorn total</b>	<b>87</b>	<b>202</b>	<b>118</b>	<b>400</b>	<b>n/a</b>
Egypt	n/a	n/a	n/a	257	n/a
Mauritania	n/a	n/a	n/a	n/a	n/a
Mexico	n/a	202	118	143	n/a
Senegal	82	n/a	n/a	n/a	n/a
Suriname	n/a	n/a	n/a	n/a	n/a
United Kingdom	5	n/a	n/a	n/a	n/a

Fuel oil (marine diesel) (GJ)	2018	2019	2020	2021	2022
<b>Capricorn total</b>	<b>61,659</b>	<b>571,605</b>	<b>349,353</b>	<b>9,013</b>	<b>49,636</b>
Egypt	n/a	n/a	n/a	n/a	n/a
Mauritania	n/a	n/a	n/a	n/a	2,040
Mexico	n/a	405,215	349,353	n/a	n/a
Norway	n/a	49,035	n/a	n/a	n/a
Suriname	n/a	28,219	n/a	n/a	n/a
United Kingdom	61,659	89,135	n/a	9,013	47,596

Heating oil (GJ)	2018	2019	2020	2021	2022
<b>Capricorn total</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
Egypt	n/a	n/a	n/a	n/a	n/a
Mauritania	n/a	n/a	n/a	n/a	n/a
Mexico	n/a	n/a	n/a	n/a	n/a
Senegal	n/a	n/a	n/a	n/a	n/a
Suriname	n/a	n/a	n/a	n/a	n/a
United Kingdom	n/a	n/a	n/a	n/a	n/a

Natural Gas (GJ)	2018	2019	2020	2021	2022
<b>Capricorn total</b>	<b>2,589</b>	<b>3</b>	<b>-</b>	<b>3,162</b>	<b>2,894</b>
Egypt	n/a	n/a	n/a	n/a	n/a
Mauritania	n/a	n/a	n/a	n/a	n/a
Mexico	n/a	n/a	n/a	n/a	n/a
Senegal	n/a	n/a	n/a	n/a	n/a
Suriname	n/a	n/a	n/a	n/a	n/a
United Kingdom	2,589	3	n/a	3,162	2,894

Direct energy (purchased electricity) consumption by renewable/non-renewable (GJ)	2018	2019	2020	2021	2022
<b>Capricorn total: renewable/non-renewable</b>	<b>2,406/549</b>	<b>2,677/742</b>	<b>2,132/276</b>	<b>1,627/93</b>	<b>3,423/298</b>
Egypt renewable/non-renewable	n/a n/a	n/a n/a	n/a n/a	0/4	0/221
Mauritania renewable/non-renewable	n/a n/a	n/a n/a	n/a n/a	n/a n/a	n/a n/a
Mexico renewable/non-renewable	0/44	0/102	0/100	0/71	0/77
Senegal: renewable/non-renewable	0/211	0/185	0/100	0/18	n/a n/a
United Kingdom: renewable/non-renewable	2,406/0	2,677/0	2,132/0	1,627/0	3,423/0

**Note:** Breakdown of energy data by renewable/non-renewable (or unspecified) was added in 2018.

† Linked to 2022 KPIs.

## Greenhouse gas emissions

Total absolute and normalised operated GHG emissions (scopes 1, 2 and 3 <sup>†</sup> )	Footnote	2018	2019	2020	2021	2022
All scopes (including location-based Scope 2) tonnes CO <sub>2</sub> e	A, B	7,509.25	43,496.31	24,967.35	1,469.11	14,175.76
All scopes (including market-based Scope 2) tonnes CO <sub>2</sub> e	A, B	7,447.95	43,360.30	24,866.77	1,386.11	14,175.12
Scope 1 tonnes CO <sub>2</sub> e	A, B	4,623.99	40,184.41	24,439.70	910.89	7,862.61
Scope 2 (location-based) tonnes CO <sub>2</sub> e		260.13	255.54	175.12	107.21	223.31
Scope 2 (Market-based) tonnes CO <sub>2</sub> e		198.83	119.53	74.54	24.21	222.67
Scope 3 tonnes CO <sub>2</sub> e	A, B	2,625.13	3,056.36	352.53	451.01	6,089.84
Scope 1, 2 (location-based) and 3 normalised tonnes CO <sub>2</sub> e per 1,000 hours worked		13.92	42.74	35.99	4.15	9.01
Scope 1, 2 (market-based) and 3 normalised tonnes CO <sub>2</sub> e per 1,000 hours worked		13.81	42.61	35.84	3.92	9.01

**Calculation:** GHG emissions (all scopes) normalised = Scopes 1, 2 and 3 GHG emissions x 1,000/total hours worked.

**Note:** Scope 3 figures include category 6 (business travel) only for 2018 to 2021. Scope 3 figures for 2022 include categories 1, 3, 4, 5, 6 and 7.

**Note:** For 2022, four months of our Scope 2 emissions from our Egyptian office have been calculated using estimations based on average consumption.

Equity Emissions (Operated and Non Operated) Tonnes (CO <sub>2</sub> e <sup>†</sup> )	Footnote	2018	2019	2020	2021	2022
<b>Total Equity Emissions</b>	D	0	0	0	3,388,668	2,353,248
Group Non Operated		n/a	n/a	n/a	3,387,561	2,343,086
Group Operated		n/a	n/a	n/a	1,107	10,162
<b>Total Equity CO<sub>2</sub>e – Scope 1</b>	D	0	0	0.0	146,579	269,412
Group Non Operated		n/a	n/a	n/a	146,030	265,563
Group Operated		n/a	n/a	n/a	549	3,849
<b>Total Equity Group – Scope 2</b>						
Location-Based		0	0	0	0	223
Market-Based		0	0	0	0	223
<b>Total Equity TCO<sub>2</sub>e – Scope 3 * Based on entitlement</b>						
Group Non Operated	E	n/a	n/a	n/a	3,240,981.6	2,077,300
Scope 3 from Downstream Transportation and Distribution (Category 9)		n/a	n/a	n/a	50,989	69,832
Scope 3 from Processing of Sold Products (Category 10)		n/a	n/a	n/a	152,397	68,010.2
Scope 3 from Use of Sold Products (Category 11)		n/a	n/a	n/a	3,037,595	1,939,457

**Note:** Total equity energy consumption is the total amount of energy consumed by the company within its operated and non-operated organisational boundary.

**Calculation:** Operated and Equity Indirect + Operated Direct Energy Consumption = Total energy consumption

Details about our data, methodologies and calculations relating to GHG emissions can be found on pages 8 and 9, and in our Basis of Reporting Appendix 2022 on our website.

SECR data (streamlined energy and carbon reporting) <sup>†</sup>	Footnote	2018	2019	2020	2021	2022
Scope 1 (direct) emissions from fuel combustion, flaring and waste incineration (tCO <sub>2</sub> e)	A, C					
UK		n/a	n/a	0	885.48	3,659.41
<b>Capricorn Total</b>		<b>n/a</b>	<b>n/a</b>	<b>24,439.70</b>	<b>910.89*</b>	<b>7,862.61*</b>
Scope 2 (indirect) emissions (location-based) London and Edinburgh office (tCO <sub>2</sub> e)	A, C					
UK		n/a	n/a	135.87	95.11	183.90
<b>Capricorn Total</b>		<b>n/a</b>	<b>n/a</b>	<b>175.12</b>	<b>107.21*</b>	<b>223.31*</b>
Total gross Scope 1 and Scope 2 emissions (tCO <sub>2</sub> e)	A, C					
UK		n/a	n/a	135.9	1,101.1	3,843.3
<b>Capricorn Total</b>		<b>n/a</b>	<b>n/a</b>	<b>24,614.8</b>	<b>1,138.60</b>	<b>8,085.92*</b>
Total energy consumption (kWh)	A, C					
UK (GJ)		n/a	n/a	2,132	13,802	6,317
<b>Capricorn Total (GJ)</b>		<b>n/a</b>	<b>n/a</b>	<b>354,099</b>	<b>14,298</b>	<b>71,121</b>
UK (kWh)		n/a	n/a	592,206	3,833,782	1,754,673
<b>Capricorn Total (kWh)</b>	<b>C</b>	<b>n/a</b>	<b>n/a</b>	<b>98,358,079</b>	<b>3,971,555</b>	<b>19,755,280</b>
GHG intensity ratio: of Scope 1 and Scope 2 (location-based) emissions to 1000 hours worked (tCO <sub>2</sub> e/1000 wh)						
UK		n/a	n/a	0.44	3.35	1.17
<b>Capricorn Total</b>	<b>A, C</b>	<b>n/a</b>	<b>n/a</b>	<b>35.49</b>	<b>3.2</b>	<b>3.12</b>
Scope 3 Business travel (tCO <sub>2</sub> e)	A, B, C					
UK		n/a	n/a	335.71	451.01	1,202.16
<b>Capricorn Total</b>		<b>n/a</b>	<b>n/a</b>	<b>335.71</b>	<b>451.01*</b>	<b>1,202.16*</b>

**Note:** Figures with an asterisk (\*) were assured by Deloitte LLP. Deloitte provided independent third-party limited assurance in accordance with the International Standard for Assurance Engagements 3000 ("ISAE 3000") and Assurance Engagements on Greenhouse Gas Statements ("ISAE 3410") issued by the International Auditing and Assurance Standards Board ("IAASB") over selected metrics, identified with \*, within Capricorn Energy's energy consumption and greenhouse gas (GHG) emission disclosure. Deloitte's full unqualified assurance opinion, which includes details of the metrics assured, can be found on our website – [www.capricornenergy.com/working-responsibly](http://www.capricornenergy.com/working-responsibly). Details about our corporate definitions, data and methodologies are outlined within our Basis of Reporting Appendix 2022.

- A. 2018 - 2021 represents data that we have historically received assurance on. In 2022, Capricorn updated our Scope categorisation, for further details view our Basis of Reporting.
- B. For 2018 - 2021, Capricorn only reported Scope 3 Category 6 Business Travel. Within 2022 we have expanded our Scope 3 disclosures to include Category 1, Category 3, Category 4, Category 5, Category 6, Category 7, Category 9, Category 10, Category 11.
- C. Capricorn first reported SECR in 2020.
- D. 2021 was the first year Capricorn reported Equity emissions, both Operated and Non Operated. For further details on Capricorn's equity interest please see our Basis of Reporting.
- E. 2022 was the first year Capricorn reported Scope 3 Category 9, 10 and 11.

† Linked to 2022 KPIs

## Direct air emissions

Absolute and normalised direct GHG emissions (Scope 1)  
(tonnes CO<sub>2</sub>e/tonnes CO<sub>2</sub>e per 1,000 hours worked)<sup>†</sup>

	Footnote	2018	2019	2020	2021	2022
<b>Capricorn total</b>	<b>A</b>	<b>4,624.66/8.57</b>	<b>40,190.34/39.49</b>	<b>24,443.3/35.23</b>	<b>910.89/2.56</b>	<b>7,862.61/5.05</b>
Egypt		n/a	n/a	n/a	16.17/3.58	4,062.11/3.8
Mauritania		n/a	n/a	n/a	n/a	141.09/15.5
Mexico		n/a	28,342.38/67.8	24,440.07/67.65	8.96/0.48	0.00
Senegal		29.83/1.08	10.37/0.52	3.23/0.29	0.28/0.09	n/a
Suriname		n/a	1,974.63/73.65	n/a	n/a	n/a
United Kingdom		4,594.82/10.49	6,346.48/16.37	n/a	885.48/2.69	3,659.41/7.7

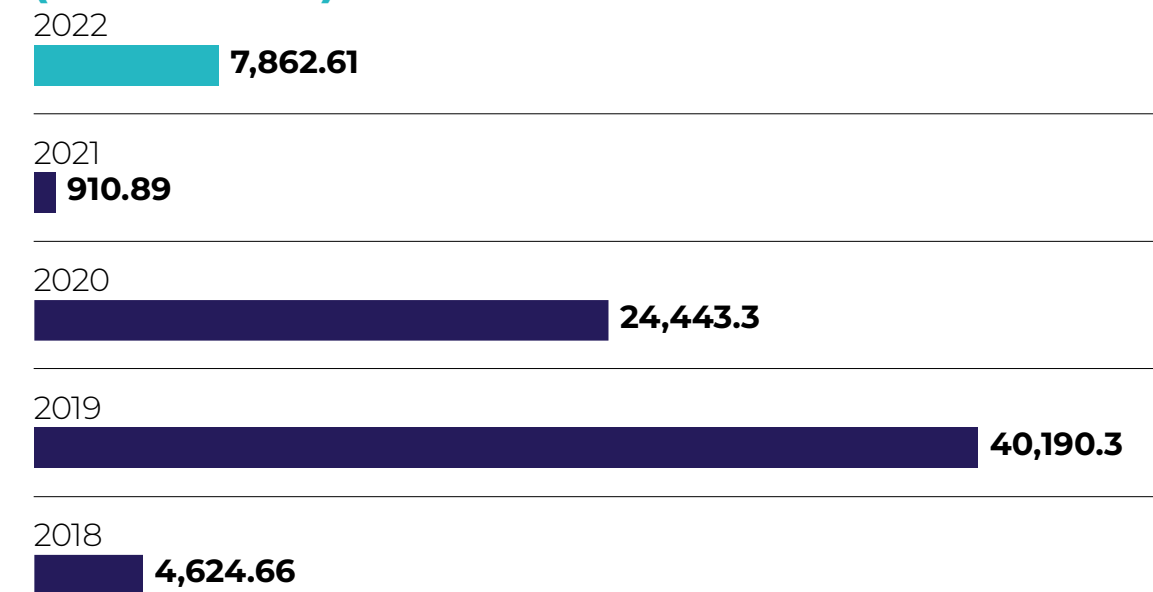
Total CO <sub>2</sub> Emissions (metric tonnes)	2018	2019	2020	2021	2022
<b>Capricorn total</b>	<b>4,608.91</b>	<b>36,545.54</b>	<b>24,358.52</b>	<b>899.98</b>	<b>7,533.49</b>
Egypt	n/a	n/a	n/a	16.06	4,002.94
Mauritania	n/a	n/a	n/a	n/a	139.06
Mexico	0.00	28,244.09	24,355.30	8.91	0
Senegal	29.73	10.33	3.22	0.27	n/a
Suriname	0.00	1,966.85	n/a	n/a	n/a
United Kingdom	4,579.18	6,324.27	0	874.74	3,391.49

CH <sub>4</sub> Emissions (metric tonnes)	2018	2019	2020	2021	2022
<b>Capricorn total</b>	<b>0.36</b>	<b>2.99</b>	<b>2.00</b>	<b>0.02</b>	<b>0.08</b>
Egypt	n/a	n/a	n/a	0	0.02
Mauritania	n/a	n/a	n/a	n/a	n/a
Mexico	0.00	2.32	2	0	0
Senegal	0	0	0	0	0
Suriname	0	0.16	n/a	n/a	n/a
United Kingdom	0.36	0.51	0	0.02	0.06

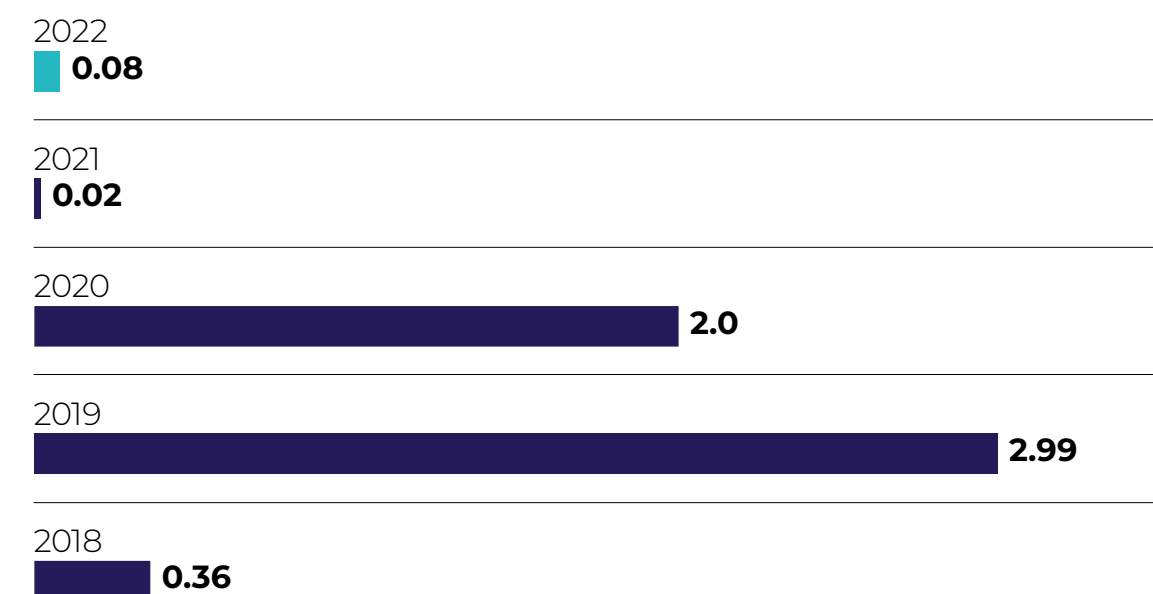
N <sub>2</sub> O Emissions (metric tonnes)	2018	2019	2020	2021	2022
<b>Capricorn total</b>	<b>0.04</b>	<b>0.33</b>	<b>0.20</b>	<b>0.03</b>	<b>0.36</b>
Egypt	n/a	n/a	n/a	0	0.20
Mauritania	n/a	n/a	n/a	n/a	0.01
Mexico	0.00	0.23	0.2	0	0
Senegal	0	0	0	0	0
Suriname	n/a	0.02	n/a	n/a	0
United Kingdom	0.04	0.05	0	0.03	0.15

**Note:** Data has been provided for individual countries where there have been material emissions.

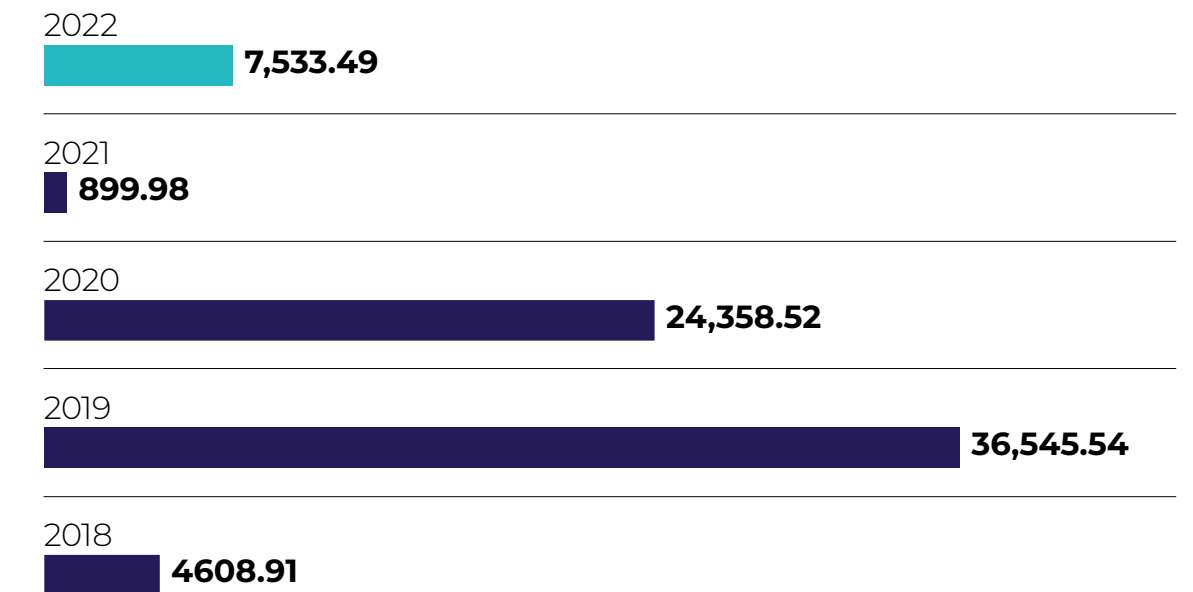
### Total operated GHG emissions, Scope 1 CO<sub>2</sub>e (metric tonnes)



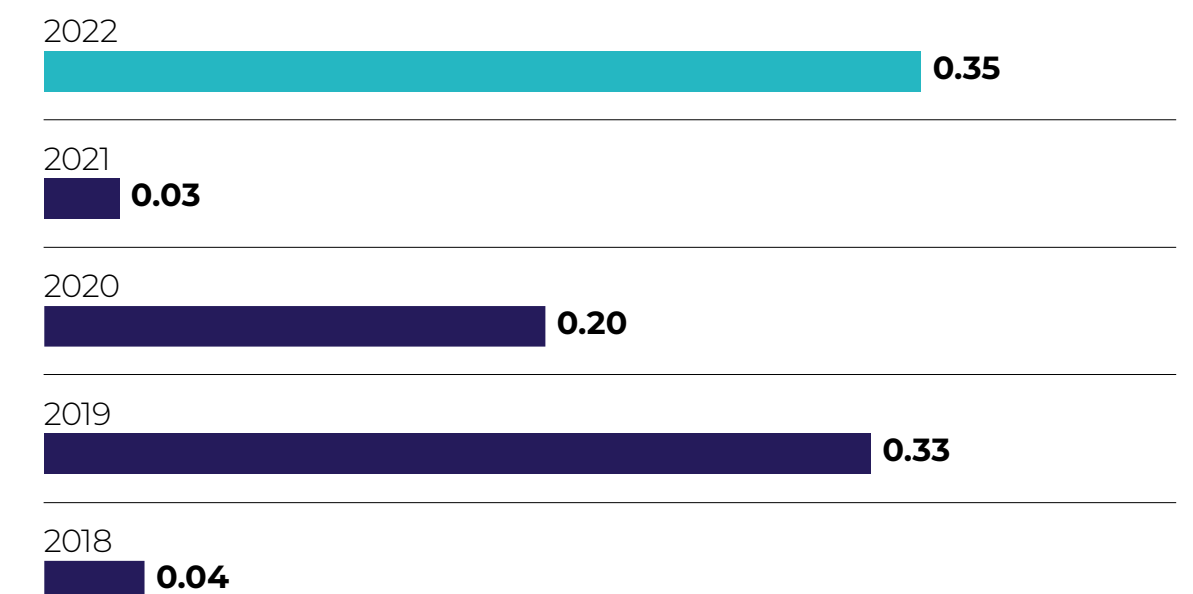
### Total operated CH<sub>4</sub> emissions (metric tonnes)



### Total operated CO<sub>2</sub> emissions (metric tonnes)



### Total operated N<sub>2</sub>O emissions (metric tonnes)



A. 2018 - 2021 represents data that we have historically received assurance on. In 2022, Capricorn updated our Scope categorisation, for further details view our Basis of Reporting.

† Linked to 2022 KPIs

## Direct air emissions continued

NO <sub>x</sub> Emissions (metric tonnes)	2018	2019	2020	2021	2022
<b>Capricorn total</b>	<b>84.11</b>	<b>751.21</b>	<b>457.09</b>	<b>12.23</b>	<b>144.37</b>
Egypt	n/a	n/a	n/a	0.33	79.82
Mauritania	n/a	n/a	n/a	n/a	2.65
Mexico	0.00	530.00	457.03	0.18	0.00
Senegal	0.55	0.19	0.06	0.01	n/a
Suriname	n/a	36.70	n/a	n/a	n/a
United Kingdom	83.55	118.61	0.00	11.72	61.90

CO Emissions (metric tonnes)	2018	2019	2020	2021	2022
<b>Capricorn total</b>	<b>21.80</b>	<b>197.59</b>	<b>120.48</b>	<b>3.23</b>	<b>38.11</b>
Egypt	n/a	n/a	n/a	0.09	21.10
Mauritania	n/a	n/a	n/a	n/a	0.70
Mexico	0.00	139.74	120.46	0.05	0.00
Senegal	0.15	0.05	0.02	n/a	n/a
Suriname	n/a	9.70	n/a	n/a	n/a
United Kingdom	21.65	30.99	0.00	3.10	16.31

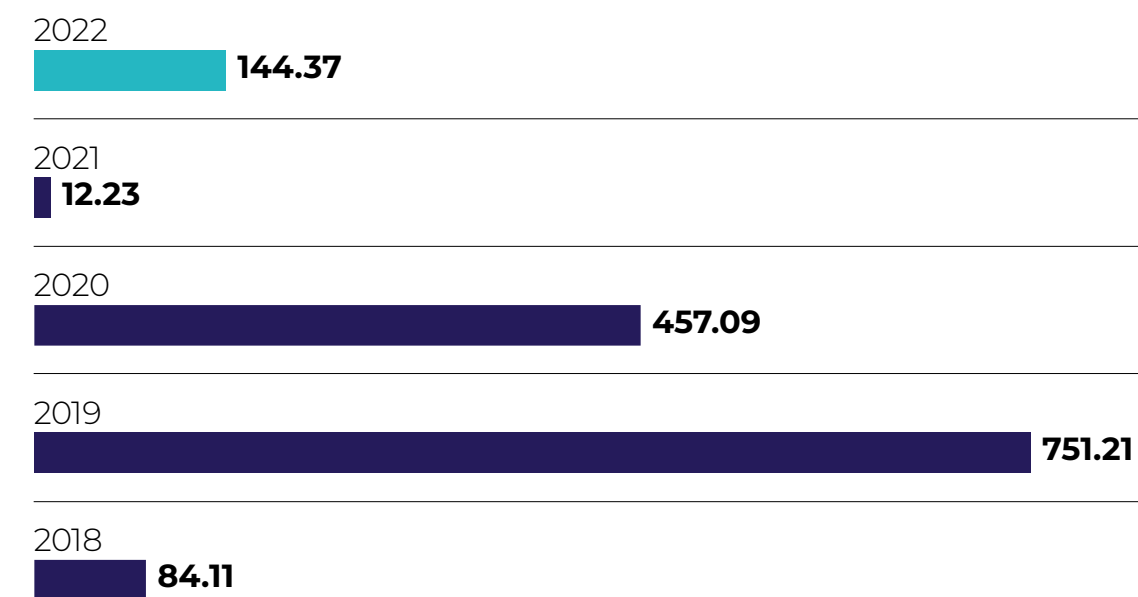
  

SO <sub>2</sub> Emissions (metric tonnes)	2018	2019	2020	2021	2022
<b>Capricorn total</b>	<b>5.44</b>	<b>50.1</b>	<b>30.61</b>	<b>0.82</b>	<b>9.71</b>
Egypt	n/a	n/a	n/a	0.02	5.38
Mauritania	n/a	n/a	n/a	n/a	0.18
Mexico	0.00	35.51	30.61	0.01	0.00
Senegal	0.04	0.01	0.00	0.00	n/a
Suriname	n/a	2.47	n/a	n/a	n/a
United Kingdom	5.40	7.81	0.00	0.79	4.15

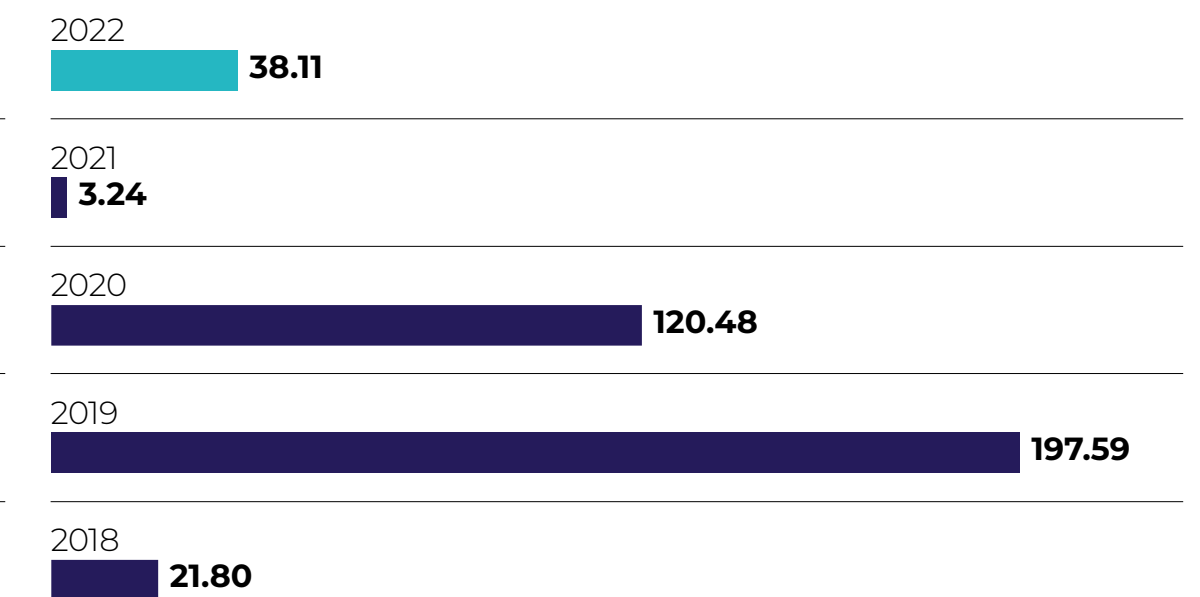
  

VOCs (metric tonnes)	2018	2019	2020	2021	2022
<b>Capricorn total</b>	<b>2.90</b>	<b>25.45</b>	<b>15.45</b>	<b>0.41</b>	<b>4.86</b>
Egypt	n/a	n/a	n/a	0.01	2.69
Mauritania	n/a	n/a	n/a	n/a	0.09
Mexico	0.00	17.90	15.44	0.01	n/a
Senegal	0.02	0.01	0.00	0.00	n/a
Suriname	n/a	1.24	n/a	n/a	n/a
United Kingdom	2.88	4.05	0.00	0.39	2.08

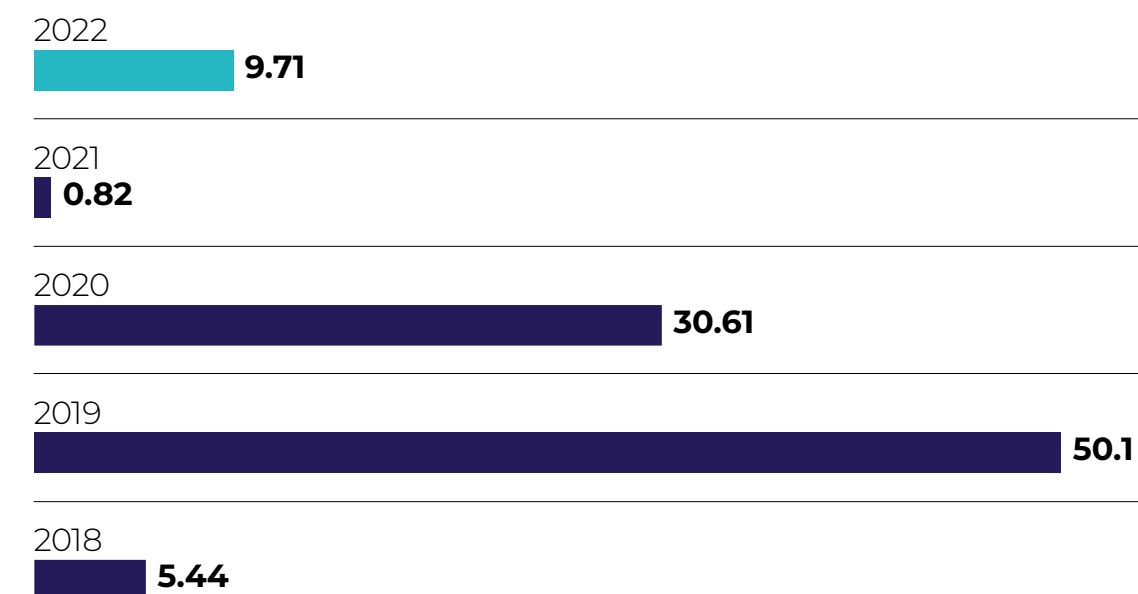
### Total operated NO<sub>x</sub> emissions (metric tonnes)



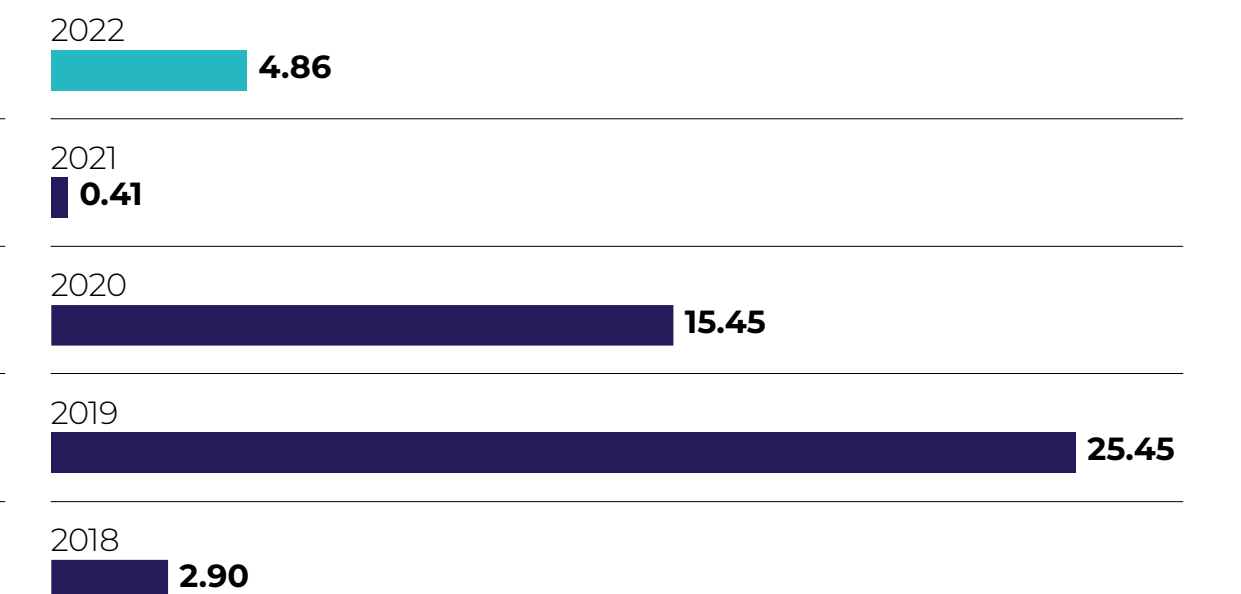
### Total operated CO emissions (metric tonnes)



### Total operated SO<sub>2</sub> emissions (metric tonnes)



### Total operated volatile organic compounds (VOCs) (metric tonnes)



**Note:** Data has been provided for individual countries where there have been material emissions.

## Indirect air emissions

Absolute and normalised GHG emissions from purchased energy (location based Scope 2<sup>2</sup>) (tonnes CO<sub>2</sub>e/tonnes CO<sub>2</sub>e per 1,000 hours worked)<sup>†</sup>

	Footnote	2018	2019	2020	2021	2022
<b>Capricorn total</b>	<b>A</b>	<b>260.13/0.48</b>	<b>255.54/0.25</b>	<b>175.12/0.25</b>	<b>107.21/0.3</b>	<b>223.31/0.14</b>
Egypt		n/a	n/a	n/a	0.53/0.12	30.88/0.03
Mauritania		n/a	n/a	n/a	n/a	n/a
Mexico		5.68/0.67	13.54/0.03	12.64/0.04	7.83/0.42	8.54/0.55
Senegal		39.38/1.43	33.05/1.65	22.47/2.00	3.74/1.28	n/a
United Kingdom		187.18/0.43	183.65/0.47	135.87/0.44	95.11/0.29	183.9/0.39

**Calculation:** Scope 2 GHG per 1,000 = Scope 2 GHG x 1,000/total hours worked

Absolute and normalised GHG emissions from purchased energy (location based Scope 2<sup>2</sup>) (tonnes CO<sub>2</sub>e/tonnes CO<sub>2</sub>e per 1,000 hours worked)

	2018	2019	2020	2021	2022
<b>Capricorn total</b>	<b>72.95/0.14</b>	<b>71.89/0.07</b>	<b>39.25/0.06</b>	<b>12.10/0.03</b>	<b>222.67/0.14</b>
Egypt	n/a	n/a	n/a	0.53/0.12	30.88/0.03
Mauritania	n/a	n/a	n/a	n/a	n/a
Mexico	5.68/0.67	13.54/0.03	12.64/0.04	7.83/0.42	8.54/0.55
Senegal	39.38/1.43	33.05/1.65	22.47/2.00	3.74/1.28	n/a
United Kingdom	0.00/0.00	0.00/0.00	0.00/0.00	0.00/0.00	183.26/0.39

**Calculation:** Scope 2 GHG per 1,000 = Scope 2 GHG x 1,000/total hours worked

Total absolute and normalised GHG emissions (Scope 3<sup>3</sup>) (tonnes CO<sub>2</sub>e/tonnes CO<sub>2</sub>e per 1,000 hours worked)

	Footnote	2018	2019	2020	2021	2022
<b>Capricorn total</b>	<b>B</b>	<b>2625.13/4.87</b>	<b>3056.36/300</b>	<b>352.53/0.51</b>	<b>461.05/1.29</b>	<b>2,082,339/1.34</b>

Total GHG emissions from Purchased Goods and Services (Scope 3 Category 1) (tonnes CO<sub>2</sub>e)

	2018	2019	2020	2021	2022
Emissions from Purchased Goods and Services	n/a	n/a	n/a	n/a	3,400.63

A. 2018 - 2021 represents data that we have historically received assurance on. In 2022, Capricorn updated our Scope categorisation, for further details view our Basis of Reporting.

B. For 2018 - 2021, Capricorn only reported Scope 3 Category 6 Business Travel. Within 2022 we have expanded our Scope 3 disclosures to include Category 1, Category 3, Category 4, Category 5, Category 6, Category 7, Category 9, Category 10, Category 11.

Total GHG emissions from Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2 (Scope 3 Category 3) (tonnes CO<sub>2</sub>e)

	2018	2019	2020	2021	2022
<b>Total Scope 3 Category 3</b>	<b>17.12</b>	<b>27.20</b>	<b>16.83</b>	<b>10.04</b>	<b>1,782.40</b>
Upstream emissions of purchased fuels	n/a	n/a	n/a	n/a	1,759.00
Upstream emissions of electricity	n/a	n/a	n/a	n/a	0
Electricity transmission and distribution losses	17.12	27.2	16.83	10.04	23.36

Total GHG emissions from Upstream Transportation & Distribution (Scope 3 Category 4) (tonnes CO<sub>2</sub>e)

	2018	2019	2020	2021	2022
Fuel Upstream Well-to-Tank (WTT) Emissions	n/a	n/a	n/a	n/a	1,026.90

Total GHG emissions from Waste Generated in Operations (Scope 3 Category 5) (tonnes CO<sub>2</sub>e)

	2018	2019	2020	2021	2022
Waste Incineration	16.08	29.14	7.58	0.74	43.80

Total GHG emissions from business travel (Scope 3<sup>3</sup> Category 6) (tonnes CO<sub>2</sub>e)

	Footnote	2018	2019	2020	2021	2022
<b>Total Scope 3 Category 6</b>	<b>A</b>	<b>2,608.01</b>	<b>3,029.16</b>	<b>335.71</b>	<b>451.01</b>	<b>1,202.16</b>
Helicopters		n/a	n/a	n/a	n/a	212.98
Business travel total		2,608.01	3,029.16	335.71	451.01	989.18
Air travel		2,603.15	3,023.69	334.64	419.11	959.06
Rail travel		4.86	5.47	1.07	0.69	2.92
Hotel stay		n/a	n/a	n/a	31.21	27.2

Total GHG emissions from employee commuting (Scope 3<sup>3</sup> Category 7) (tonnes CO<sub>2</sub>e)

	Footnote	2018	2019	2020	2021	2022
<b>Capricorn total</b>	<b>A, B</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>393</b>

Total GHG emissions from product (Scope 3<sup>3</sup> Category 9) (tonnes CO<sub>2</sub>e)

	2018	2019	2020	2021	2022
Downstream Transportation and Distribution	n/a	n/a	n/a	50,989.40	69,832.40

Total GHG emissions from product (Scope 3<sup>3</sup> Category 10) (tonnes CO<sub>2</sub>e)

	2018	2019	2020	2021	2022
Processing of Sold Products	n/a	n/a	n/a	152,396.90	68,010.20

Total GHG emissions from product (Scope 3<sup>3</sup> Category 11) (tonnes CO<sub>2</sub>e)

	2018	2019	2020	2021	2022
Use of Sold Products	n/a	n/a	n/a	3,037,595.30	1,939,457.20

† Linked to 2022 KPIs



## Notes about GHG emissions

Capricorn primarily reports on an operational-control basis, reporting all sustainability data for activities for which Capricorn has operational control (regardless of the percentage of ownership).

In addition, Capricorn reports equity-share of greenhouse gas (GHG) emissions for both operated and non-operated activities\*. We report equity-share for operated and non-operated activities for greater transparency on GHG emissions throughout our portfolio.

Operated and non-operated activities included in the 2022 reporting boundaries are provided in Tables 1 and 2, below.

Where there is an acquisition or divestment of assets within the reporting period, the data for the asset will be included up to and including the month of acquisition or divestment. These structural changes will be reported in the next reporting period.

Table 1: Operated activities

Net-Equity	Project name	Location
100%	Offices	UK (Edinburgh and London) Cairo (Egypt) Mexico City (Mexico)
50%	Diadem Drilling	UK North Sea
50%	West el Fayum (WEF) Exploration	Egypt (Western Desert)
50%	Southeast Horus (SEH) Exploration	Egypt (Western Desert)
50%	South Abu Sennan (SAS) Drilling	Egypt (Western Desert)
90%	C7 Environmental Survey	Mauritania

Table 2: Non-operated activities

Net-Equity	Project name	Location
~8.3%	AESW	Egypt (Western Desert)
~23%	BED	Egypt (Western Desert)
~22.1%	OBAIYED	Egypt (Western Desert)
~14.1%	NEAG	Egypt (Western Desert)
	B7 Drilling	Mexico
50%	Jaws Drilling	UK North Sea

GHG emissions are reported in accordance with the GHG protocol corporate accounting and reporting standard (World Resources Institute/World Business Council for Sustainable Development).

Capricorn collects and reports on GHG emissions that are material to operational activities and required by UNFCCC/Kyoto Protocol. Reported GHG emission include CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, CO, NO<sub>x</sub>, HFCs, SO<sub>2</sub> and VOCs. PFC, NF<sub>3</sub> and SF<sub>6</sub> are not material to operations, but are published within our sustainability performance tracker on our corporate website. Capricorn does not have any direct CO<sub>2</sub> emissions from biologically sequestered carbon, including biomass or biofuels.

### Emission calculation methodology

Capricorn's Scope 1, 2 and 3 definitions are aligned to the GHG Protocol. However, to take greater ownership of emissions released as a direct result of our operated activities, Capricorn includes material emissions of drilling and marine contractors in Scope 1. For Scope 3, Capricorn will report a net-equity share of value-chain emissions.

Material emissions categories	Net-equity share	Operational control
<b>Scope 1:</b> Direct Emissions	✓	✓
<b>Scope 2:</b> Emissions from Purchased Electricity	✓	✓
<b>Scope 3:</b> Cat 1: Purchased Goods and Services		✓
Cat 3: Fuel and Energy Related Activities		✓
Cat 4: Upstream Transportation & Distribution Losses		✓
Cat 5: Waste Generated During Operations		✓
Cat 6: Business Travel		✓
Cat 7: Commuting Emissions		✓
Cat 9: Downstream Transportation and Distribution	✓	✓
Cat 10: Processing of Sold Products	✓	✓
Cat 11: Use of Sold Products	✓	✓

### Scope 1 and Scope 2

#### Definition

Scope 1: direct GHG emissions which occur from direct sources that are owned or controlled by the company include:

- Combustion Sources – Stationary & Mobile
- Fuel use in engines, turbines, heaters, and boilers
- Flares
- Rigs, and Marine Surveys
- Process & Vented Emissions
- Fugitive Emissions
- Refrigerant Emissions

#### Fuel combustion

Fuel use in our Edinburgh office is calculated based on floor space occupied/total number of floors of the building.

Rigs and Marine Surveys keep a daily log of fuel usage and provide a monthly fuel consumption in litres.

For land-based vehicles fuel consumption is calculated from contractor supplied data, where estimated, an average fuel economy of 7km per litre of fuel is applied – Litres are converted into CO<sub>2</sub>e using BEIS/Defra AR4.

#### Flaring

Capricorn was the first UK independent to commit to world bank zero routing flaring by 2030. There has been no flaring associated with well testing since 2018.

#### Definition

Scope 2: indirect GHG emissions are from the generation of purchased electricity, steam, heat, and cooling.

1. Market-based – transmission and distribution losses are excluded.
2. Location-based – we use emission factors from the International Energy Agency (IEA) (updated to IEA 2021). These are grid average emission factors for each country.

For the market-based method we use emission factors, where available, in the following order of preference:

- a. Supplier-specific emission factors – obtained from Capricorn's electricity suppliers.

- b. Residual mix emission factors – obtained from the Association of Issuing Bodies (AIB) document 'European Residual Mixes 2020'.
- c. Location-based emission factors – these are the same IEA and Defra emission factors that we use for calculating location-based emissions.

Capricorn equity boundaries for Scope 2 emissions will include 100% of emissions from electricity consumption in Capricorn offices.

Where available and material, emissions data from GHG emissions are separately reported and converted into carbon dioxide equivalent (CO<sub>2</sub>e), using the 100-year Global Warming Potentials, as recommended by the Intergovernmental Panel on Climate Change's Fourth Assessment Report. Capricorn reports five years of available GHG emissions to communicate trend.

For operated emissions, Capricorn applies the BEIS (Defra) 2022 emission factors with integrated FAR4 values for UK-based Scope 1 and Scope 2. Non-operated equity emissions are received with the AR5 values applied. For 2024 data, Capricorn will align both operated and non-operated data sets to use AR5.

Depending on Capricorn's production during the reporting period, and where reporting frameworks require a corporate specific performance measure for intensity, Capricorn will use net-equity production against net-equity Scope 1 and Scope 2 emissions, normalised as CO<sub>2</sub>e per barrel of oil equivalent. Where required, Capricorn will also use net-equity revenue against net-equity emissions normalised as \$ per barrel of oil equivalent for corporate specific performance metric.

### Scope 3 value chain

#### Definition

Scope 3 emissions are the result of activities from assets not owned or controlled by the reporting organisation, but that the organisation indirectly affects in its value chain.

\* Non-operated activities are projects/assets where Capricorn has a percentage of economic interest but does not have operational control.

## Notes about GHG emissions continued

Capricorn does not control how our product is ultimately processed into consumer products, therefore we have conservatively accounted for 100% of products being combusted.

Capricorn has also extended its reporting to include equity share on an entitlement basis of Scope 3 GHG emissions. The boundaries of Scope 3 include business travel, transportation and distribution, the processing of sold products, and use of sold products, as defined by the GHG Protocol.

Capricorn applies the DEFRA 2022 emission factors with integrated Fourth Assessment Report (AR4) values to calculate Scope 3 operational control emissions, this is aligned with our Scope 1 and Scope 2 methodologies.

### **Emissions Baseline Year**

Capricorn has established 2022 as a baseline year to track and report emission reduction progress related to our 2040 Net-Zero commitment, with interim emission reduction targets of 15% by 2025 and 30% by 2030.

### **Reserves**

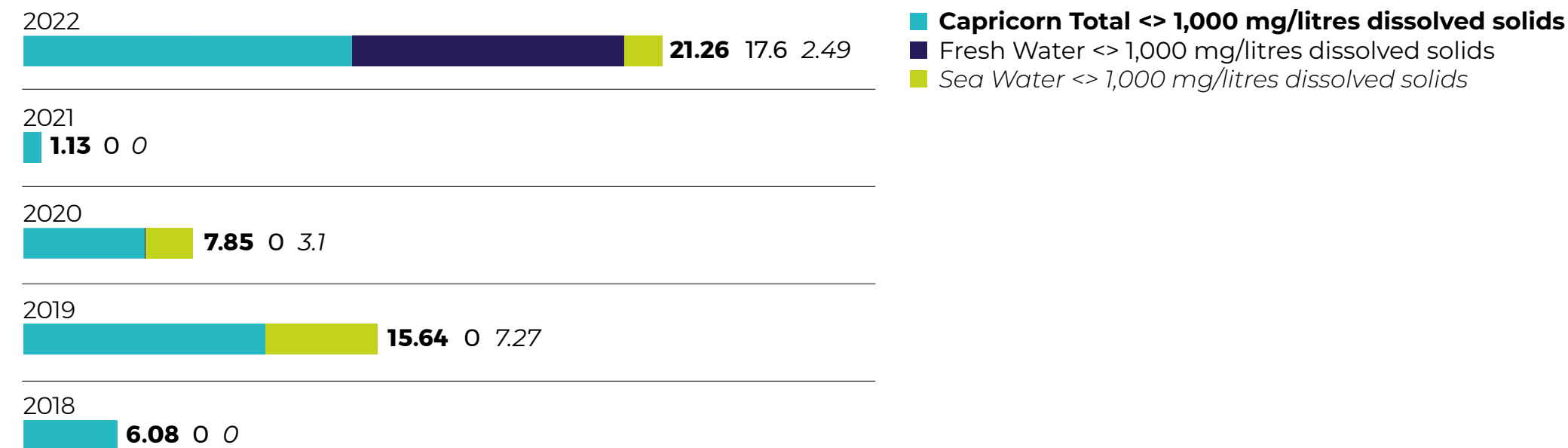
Capricorn has calculated emissions for our 2P reserves (net-equity share on an entitlement basis). The methodology applied to this process aligns with the GHG protocol for reserve calculation and uses Defra 2022 emission factors with integrated AR4 values for operated licenses and the AR5 values for non-operated licenses. For 2024 data, Capricorn will align both operated and non-operated data sets to use AR5.

### **GHG Assurance**

Deloitte have provided independent third-party limited assurance in accordance with the International Standard on Assurance Engagements 3000 (ISAE 3000) and Assurance Engagements on Greenhouse Gas Statements (ISAE 3410) issued by the International Auditing and Assurance Standards Board (IAASB) over selected metrics, identified with †, within Capricorn Energy's energy consumption and GHG emission disclosure. Deloitte's full unqualified assurance opinion, which includes details of the metrics assured, can be found on our website at <https://www.capricornenergy.com/working-responsibly>.

## Water withdrawal

### Total water withdrawal (megalitres)



**Note:** Some freshwater used by Capricorn's activities is produced by reverse osmosis from seawater. This data is included under seawater, that being the source of the water.

Total water withdrawal by source (megalitres)	2018	2019	2020	2021	2022
<b>Total Water Withdrawal</b>	<b>6.08</b>	<b>15.64</b>	<b>7.85</b>	<b>1.13</b>	<b>21.26</b>
Groundwater Withdrawal	n/a	n/a	n/a	n/a	0.25
Produced Water	n/a	n/a	n/a	n/a	1.12
Seawater withdrawal	n/a	7.27	3.10	n/a	2.49
Surface Water Withdrawal	n/a	n/a	n/a	n/a	n/a
Third-Party Water Withdrawal	6.08	8.37	4.76	16.44	17.41

Water effluent discharged by destination (megalitres)	2018	2019	2020	2021	2022
<b>Total water discharge</b>	<b>3.07</b>	<b>1.08</b>	<b>0.09</b>	<b>0.00</b>	<b>7.46</b>
Water discharge to GroundWater	n/a	n/a	n/a	n/a	n/a
Water discharge to recycling	n/a	n/a	n/a	n/a	n/a
Water discharge to SeaWater <sup>1</sup>	3.07	1.08	0.09	n/a	2.25
Water discharge to Surface Water	n/a	n/a	n/a	n/a	0.00
Water discharge to Third Party water – Total	n/a	n/a	n/a	n/a	5.20

1. Restatement of water discharge data - identified miscategorisation of water discharges to surface rather than sea.

Water management in operations	2018	2019	2020	2021	2022
Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used (%)	n/a	n/a	0	0	0
Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline (%)	n/a	n/a	0	0	0

## Discharges, waste and spills

Water effluent discharged to surface (megalitres)	2018	2019	2020	2021	2022
<b>Capricorn total</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
Egypt	n/a	n/a	n/a	n/a	n/a
Mauritania	n/a	n/a	n/a	n/a	n/a
Mexico	n/a	n/a	n/a	n/a	n/a
Suriname	n/a	n/a	0	n/a	n/a
United Kingdom	n/a	n/a	n/a	n/a	n/a

Oil discharged in water effluent to surface (tonnes/mg per litre of water discharged to surface/mg per million tonnes of hydrocarbon produced)	2018	2019	2020	2021	2022
<b>Capricorn total (tonnes)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Oil discharged in water effluent to surface per unit volume of water discharged to surface (mg/l)	0	0	0	0	0
Oil discharged in water effluent to surface per million tonnes of hydrocarbon produced (tonnes/million tonnes)	0.00/0.00	0.00/0.00	0.00/0.00	0.00/0.00	0.00/0.00

**Calculation:** Please refer to our basis of reporting for Indicator description and basis of calculation.

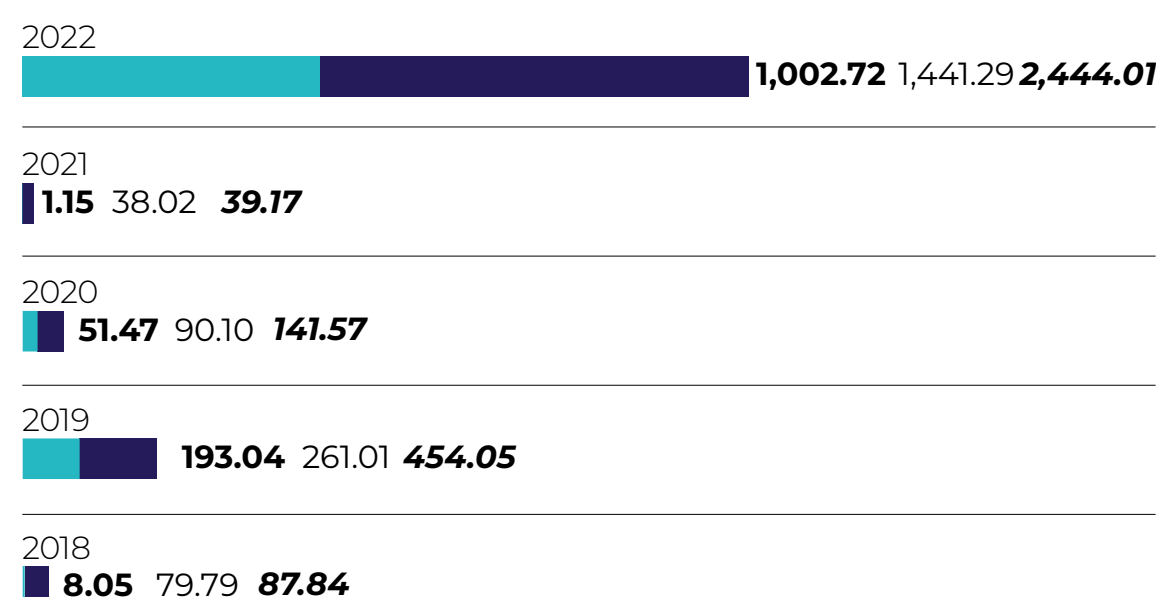
## Discharges and waste

Total regulated hazardous waste quantities by disposal method (metric tonnes)	2018	2019	2020	2021	2022
Total hazardous waste directed to disposal	4.68	180.91	51.46	0.71	926.06
Incineration (with energy recovery)	0	0	0	0	2.74
Incineration (without energy recovery)	4.68	3.13	0	0.17	2.86
Landfill	0.00	0.18	0	0.34	658.31
Other disposal operations	0.00	177.6	51.46	0.2	262.15
Total hazardous waste diverted from disposal	3.37	12.12	0.01	0.44	76.66
Preparation for reuse	0.88	0.78	0	0	0
Recycling	2.49	11.34	0.01	0.44	76.66
Other recovery operations	0.00	0	0	0	0

Total regulated non-hazardous waste quantities by disposal method (metric tonnes)	2018	2019	2020	2021	2022
Total non-hazardous waste directed to disposal	20.27	180.01	59.43	10.42	1399.27
Incineration (with energy recovery)	0	0	0	0	27.34
Incineration (without energy recovery)	11.52	10.54	7.64	0.56	10.95
Landfill	2.28	18.55	3.19	0	1345.18
Other disposal operations	6.47	150.92	48.6	9.86	15.8
Total non-hazardous waste diverted from disposal	59.52	81.00	30.67	27.60	42.02
Preparation for reuse	0.00	0	20	0	0
Recycling	59.52	81	10.67	27.6	42.02
Other recovery operations	0.00	0	0	0	0

Total recycled and reused waste (metric tonnes)	2018	2019	2020	2021	2022
Total waste recycled and reused	62.89	93.13	10.68	28.04	118.68
Total waste recycled	62.01	92.35	10.68	28.04	118.68
Total waste reused	0.88	0.78	n/a	0.00	0.00
% recycled	89.91	15.64	56.99	97.70	15.73
% recycled and/or reused	n/a	n/a	n/a	97.70	15.73

### Total hazardous and non-hazardous waste (metric tonnes)



■ Hazardous  
■ Non-hazardous  
**Total**

**Calculation:** 1000 kilograms is a measure of a metric tonne.

**Hazardous waste:** all waste that is defined as hazardous, toxic, dangerous, listed, priority, special or some other similar term as defined by an appropriate country, regulatory agency or authority. We use the European Union (EU) definitions and waste codes.

**Non-hazardous waste:** industrial wastes resulting from company operations, including process and oilfield wastes (solid and liquid) disposed of either on-site or off-site. Includes refuse and other office waste, commercial (e.g. retail) and packaging-related wastes. Excludes hazardous waste as defined above.

**Disposal method:** the method by which the waste is disposed. This is split into the following categories in line with GRI reporting requirements: reuse, recycling, composting, incineration, landfill, on-site storage and other. Waste data, including information on disposal method, is provided by our waste-disposal contractors where applicable, or by contractors who are responsible for waste generated during short-term operations. We use the EU definitions and codings. We generate waste during rig, marine vessel and shore base operations, as well as at our offices in the UK and other locations.

**Waste from field-based operations:** waste generated during field-based operations (including offshore waste, except where offshore treatment is allowed, such as waste incineration under the International Convention for the Prevention of Pollution from Ships (MARPOL)) is transferred to shore-based waste-disposal facilities, and waste transfer notes are used to record and track each transfer as part of our 'Duty of Care'. Waste figures are submitted to Capricorn at the end of each month by the vessels themselves (in the case of short-term operations such as seismic) or by the waste disposal contractor (in the case of longer-term operations such as drilling in Senegal or the UK). This data is then checked and entered into our database, split by hazardous/non-hazardous and by disposal method.

Waste figures are reported in tonnes. We ask our contractors to weigh waste wherever possible and report by mass (tonnes, kg). Where this is not possible, tonnage is calculated by multiplying the volume of waste by a conversion factor. We provide contractors with a set of standard conversion factors from Waste & Resources Action Programme (WRAP), a non-governmental organisation working with the UK Government, the EU and other funders to help deliver their policies on waste prevention and resource efficiency. (see: [www.wrap.org.uk](http://www.wrap.org.uk)).

**Office waste:** waste data is collected from our offices at the end of each year. This covers all types of waste including general office waste, controlled waste and recycling waste, e.g. paper and toner cartridges. Figures for Capricorn's head office in Edinburgh are received from the waste contractors that service the building, the paper recycling company that we use and our IT department; an estimate is sometimes also required for any ad hoc items of waste that are collected separately. Some figures are calculated as a proportion of the overall building. For our other offices, waste figures are estimated using per person per month Edinburgh office figures.

**Estimates and uncertainties:** There is a degree of uncertainty in the volumes of waste measured and in the conversion factors used to convert volume to tonnes and these will arise from the method used. Waste figures for offices are, for the most part, estimated as a proportion of the overall building or by using per person per month Edinburgh office figures.

## Materials

### Environmental Compliance and Expenditure

Non-compliance with environmental laws and regulations Capricorn total	2018	2019	2020	2021	2022
Incidents (number)	0	0	0	0	0
Non-monetary sanctions (number)	0	0	0	0	0
Monetary value of significant fines (£000 pounds sterling)	0	0	0	0	0

Environmental protection expenditure and investments (£ pounds sterling)	2018	2019	2020	2021	2022
Total Environmental Protection expenditures and investments	4,671,878				
Prevention and environmental management	4,545,083	2,614,750	2,284,331	0	0
Waste disposal, emissions treatment, and remediation	126,795	555,900	n/a	0	0
Investment (CapEx) in low carbon alternatives (e.g., capital equipment or assets)		n/a	0	0	0

## Biodiversity

### GRI 304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.

Report the following information for each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas:

- i. Geographic location;
- ii. Subsurface and underground land that may be owned, leased, or managed by the organization;
- iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas;
- iv. Type of operation (office, manufacturing or production, or extractive);
- v. Size of operational site in km<sup>2</sup>;
- vi. Biodiversity value characterized by the attribute of the protected area or high biodiversity value area outside the protected area (terrestrial, freshwater, or maritime ecosystem); and
- vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation).

### Definitions/Abbreviations:

Aoi	Area of Interest
AZE	Alliance for Zero Extinction
IBA	Important Bird Areas
IUCN	International Union for Conservation of Nature
KBA	Key Biodiversity Areas
MPA	Marine Protected Area
PSSA	Particularly Sensitive Sea Area
SCA	Special Conservation Area
WDPA	World Database on Protected Areas

**Note:** Capricorn Energy applies the minimum buffer distances recommended by United Nations Environment Programme's World Conservation Monitoring Centre (UNEP-WCMC)<sup>1</sup> for high-level screening of biodiversity exposure to direct impacts, namely 5 km for terrestrial locations and 20 km for marine locations, from its operations.

Operational sites (for example wells, survey areas or production infrastructure) occupy a discrete footprint within larger boundaries of petroleum licence blocks. For the purposes of this report, the identification of protected areas, areas of high biodiversity value outside protected areas, in or adjacent to operational sites, and the size of operational sites have been based on the larger licence blocks.

Area of operations	Geographical location	Protected areas (distance to licence block, status) and type of operation
UK – Mid North Sea High Licences; P2428, P2567, P2561, P2562, P2560	Approximately 20 km E of UK coastline at nearest point and approximately 80 km SE of Middlesbrough.	<p>All the licences lie adjacent to each other, and therefore protected areas are measured from the nearest point of the group of licences.</p> <p><b>In the area:</b>  The Southern North Sea MPA (OSPAR), a Special Area of Conservation (SAC) identified as an area of importance for harbour porpoise (<i>Phocoena phocoena</i>), a species with IUCN Least Concern (LC) status and an EU Habitats Directive Annex II species. The MPA covers a total area of 36,982 km<sup>2</sup>. Licences P2428, P2567 and P2561 are fully within the area, while 170 km<sup>2</sup> of P2560 and 140km<sup>2</sup> of P2562 lie within the MPA. The area supports an estimated 17.5% of the UK North Sea Management Unit (MU) population of harbour porpoise (<i>Phocoena phocoena</i>). Approximately two thirds of the SCA, the northern part, is recognised as important for porpoises during the summer season, while the southern part supports persistently higher densities during the winter. The SAC ranges in depth from mean low water down to 75 m, with the majority of the site shallower than 40 m, and is characterised by its sandy, coarse sediments which cover much of the site. These physical characteristics are thought to be preferred by the harbour porpoise (<i>Phocoena phocoena</i>), likely due to availability of prey (JNCC, 2019)<sup>2</sup>.</p> <p>Dogger Bank MPA (OSPAR) is an SAC designated for EU Habitats Directive Annex I ‘Sandbanks which are slightly covered by sea water all the time’. Licence P2428 and approximately 240 km<sup>2</sup> of P2567 lie within the area. A large part of the southern area of the bank is covered by water seldom deeper than 20 m below chart datum. The bank is non-vegetated and comprises moderately mobile, clean sandy sediments. It is likely that the fauna of the bank has been impacted by bottom-trawling, which may have reduced the number of long-lived or fragile organisms and resulted in a community dominated by robust, short-lived invertebrates including polychaetes such as white catworm (<i>Nephtys cirrosa</i>). However, the gross physical structure of the bank is intact, and the biology is likely to be representative of the habitat. The sandbanks characteristics of this site are always at least slightly covered by seawater and support soft corals dead man’s fingers (<i>Alcyonium digitatum</i>), bryozoans (<i>Phylum Ectoprocta</i>), sea chervil (<i>Alcyonidium diaphanum</i>) and serpulid worms (<i>Serpula vermicularis</i>). Long thin silver sandeels can be found on the sides of the sandbank and are food for many seabirds, whales, dolphins and fish such as cod (JNCC, 2018)<sup>3</sup>.</p> <p>Holderness Offshore is a Marine Conservation Zone covering 1,176 km<sup>2</sup> and is 20 km S of P2562. The area also holds subtidal sands and therefore provides a habitat for a diverse range of animals such as starfish (<i>Asteroidea</i>) as well as a breeding ground for fish such as lemon sole (<i>Microstomus kitt</i>). The ocean quahog (<i>Arctica islandica</i>), which is a threatened species of mollusc, has also been found at the site.</p> <p><b>Adjacent/Further Afield:</b>  Greater Wash is an OSPAR MPA that lies 25 km SW of P2562 with an area of 3,535 km<sup>2</sup>. The area is home to several species of bird such as the common scoter (<i>Melanitta nigra</i>), little gull (<i>Larus minutus</i>) and the little tern (<i>Sternula albifrons</i>).</p> <p>Holderness Inshore is an MCZ with an area of 308 km<sup>2</sup>. The area is 30 km SW of P2562. Like Holderness Offshore, it contains several different types of subtidal sands and sediments with the diverse types of habitat allowing many species to inhabit the area, such as red algae (<i>Rhodophyta</i>) and other encrusting fauna.</p> <p>Flamborough Head is an OSPAR MPA as well as a National Protected Area (Heritage Coast). It is located approximately 15 km W of the P2562 licence and is 67 km<sup>2</sup> in area. There are coastal semi-submerged caves as well as limestone communities and features like intertidal biogenic reefs.</p> <p>Spurn is a National Protected Area (Heritage Coast) and lies approximately 60 km S of P2562 with an area of 47 km<sup>2</sup>. Spurn is a long sand peninsula that is home to various protected bird and other animal species.</p> <p>The Humber Estuary is a Ramsar site, an SSSI, an OSPAR MPA and an IBA. It is around 370 km<sup>2</sup> and lies around 60 km S of P2562. The area is made up of sand dunes and extensive intertidal habitats, for example mudflats, therefore is important for raptors and waders as well as winter-breeding wildfowl.</p> <p>Lincolnshire Wolds is an onshore protected area, designated as an Area of Outstanding Natural Beauty. It is 559 km<sup>2</sup> in size and is 80 km SW of P2562.</p> <p>P2428 is 484 km<sup>2</sup>, P2567 is 360 km<sup>2</sup>, P2561 is 433 km<sup>2</sup>, P2562 is 484 km<sup>2</sup> and P2560 is 530 km<sup>2</sup>.</p>

Area of operations	Geographical location	Protected areas (distance to licence block, status) and type of operation
Suriname – Block 61	Block 61 lies in offshore Suriname. The distances from the shoreline to the closest and furthest survey points are approximately 115 km and 250 km, respectively.	<p>The exploration licence area covers approximately 13,075 km<sup>2</sup>. There were no activities in 2020.</p> <p><b>In the area:</b> Discrete areas within the block have also been identified as potential critical habitats due to the presence of soft cold water corals (<i>octocorals (Octocorallia)</i>)<sup>4</sup>.</p> <p><b>Adjacent/Further Afield:</b> The coastline of Suriname is characterised by wetland areas of high biodiversity value. The closest protected area to Block 61 is the North Commewijne-Marowijne Multiple-use Management Area (MUMA), located approximately 90 km S of the block.</p> <p>Four large IBAs – Bigi Pan, Northern Coronie (IUCN VI), North Commewijne Marowijne (IUCN VI) and North Saramacca (IUCN VI) – are located on the coastal fringe of Suriname, spanning almost the entire coastline of the country. These sites are all MUMAs managed by the Surinamese Government.</p> <p>The Coppename Monding Nature Reserve (IUCN IV) and Ramsar site are located within the boundary of the North Saramacca MUMA.</p> <p>The Wia-Wia Nature Reserve (IUCN IV) is located to the South of the North Commewijne-Marowijne MUMA, approximately 115 km S of the block. The area is reported to be the last refuge in Suriname for the Muscovy duck (<i>Cairina moschata</i>).</p> <p>All four IBAs have a common occurrence of three range-restricted species, the Guianan piculet (<i>Picumnus minutissimus</i>), blood-coloured woodpecker (<i>Veniliornis sanguineus</i>) and rufous crab hawk (<i>Buteogallus aequinoctialis</i>). The mudflats and the swamps are important for the numerous North American shorebirds including the American woodstork (<i>Mycteria americana</i>), semipalmated sandpiper (<i>Calidris pusilla</i>), semipalmated plover (<i>Charadrius semipalmatus</i>), short-billed dowitcher (<i>Limnodromus griseus</i>) and scarlet ibis (<i>Eudocimus ruber</i>). Outside of bird species the IBAs are rich in fish species.</p> <p>Directly beneath the area of IBAs lie two nature reserves named Wane Kreek and Peruvia, with areas of 454 km<sup>2</sup> and 310 km<sup>2</sup> respectively. Wane Kreek lies 154 km S of the block, while Peruvia lies 165 km SW.</p> <p>The Galibi Nature Reserve (IUCN IV), on the estuary of the Maroni River, is located approximately 130 km S of Block 61.</p> <p>The Amana marine IBA is located approximately 130 km S of the block. The IBA, located in French Guiana, is identified using seaward extensions around breeding colonies. Two species trigger IBA criteria: key near-colony areas for breeding populations of least tern (<i>Sternula antillarum</i>) (LC) (5,000–9,500 individuals) and Sandwich tern (<i>Thalasseus sandvicensis</i>) (LC) (6,500–23,750 individuals).</p> <p>The Amana National Nature Reserve (IUCN IV) lies within the boundary of the Basse-Mana Ramsar site, a plain of sandy barrier beaches, freshwater and brackish swamps, marine clays, mudflats, unexploited mangrove forests, swampland forests and pinot palm. The site provides important habitat for nesting turtles, wintering grounds for numerous species of waders and feeding, staging, nesting and breeding areas for waterbirds. Among the key biodiversity listed for this site are 319 bird species, with the area being particularly important for Ardeidae (herons, egrets and bitterns), small and large shorebirds, and Anatidae (ducks, geese and swans). Three species of sea turtles are observed regularly: leatherback sea turtle (<i>Dermochelys coriacea</i>), green sea turtle (<i>Chelonia mydas</i>) and olive ridley sea turtle (<i>Lepidochelys olivacea</i>). Occurrences of hawksbill (<i>Eretmochelys imbricata</i>) and loggerhead (<i>Caretta caretta</i>) turtles are more irregular. The site is reported to support 49 species of mammals, including 10 species of bats. Jaguar (<i>Panthera onca</i>) frequent the beaches, preying on sea turtles (<i>Chelonioidae</i>).</p>

Area of operations	Geographical location	Protected areas (distance to licence block, status) and type of operation
Mexico – Block 15	Block 15 is located approximately 12 km offshore of the state of Veracruz in the southwest Gulf of Mexico.	<p>The exploration licence area covers approximately 495 km<sup>2</sup>.</p> <p><b>In the area:</b> Coral reefs are identified as significant biodiversity feature in the area. Within Block 15 there is an artificial reef platform (Tiburón-1) which is a formerly operative oil-production platform.</p> <p><b>Adjacent/Further Afield:</b> Sistema Arrecifal Lobos-Tuxpan Flora and Fauna Protection Area (IUCN VI) has two separately listed areas; one is located immediately to the NW of Block 15, the second is located approximately 11 km SW.</p> <p>The Laguna de Tamiahua IBA, KBA and Ramsar site, located 20 km NW, is the third largest coastal lagoon in Mexico, with the region's largest well-structured mangrove forest to the north of the Papaloapan river. The site is of importance for marine turtles and fish (around 120 registered species). Among the species under protection are the green sea turtle (<i>Chelonia mydas</i>) (endangered), the fish broadspotted molly (<i>Poecilia latipunctata</i>) (critically endangered) and the sea horse (<i>Hippocampus erectus</i>) (vulnerable), as well as several waterbird species.</p> <p>Sea turtle and three species of dolphin (pantropical spotted dolphin (<i>Stenella attenuata</i>), rough-toothed dolphin (<i>Steno bredanensis</i>) and common bottlenose dolphin (<i>Tursiops truncatus</i>)) were observed in the EBS conducted in 2018.</p>



Area of operations	Geographical location	Protected areas (distance to licence block, status) and type of operation
Mexico – Block 9	Block 9 lies offshore within the Sureste Basin, which is part of the larger Southern Gulf of Mexico geologic province, approximately 100 km NE of Dos Bocas.	<p>The exploration licence area covers approximately 562 km<sup>2</sup>.</p> <p><b>In the area:</b> None identified.</p> <p><b>Adjacent/Further Afield:</b> Los Tuxtlas Biosphere Reserve, IUCN Category VI, IBA and AZE, 85 km SW, is a highly complex natural ecosystem with a mixture of mountain vegetation and marine coastal areas. 564 bird species have been reported, of which 30 are considered endangered locally and 55 threatened. Endemic species to the Tuxtlas region including the long tailed sabrewing (<i>Campylopterus excellens</i>) and Tuxtla quail-dove (<i>Zentrygon carrikeri</i>), in addition to five endemic subspecies.</p> <p>The Los Tuxtlas coral reef system, 87 km WSW, is the nearest reef reported to the licence block, consisting of a set of 32 small coral formations. There is a fringing reef, which reaches 1.3 km long and 0.5 km wide, and has coral cover close to 15%, dominated by knobby brain coral (<i>Diploria clivosa</i>). There are up to 20 different scleractinian coral species recorded in this reef system, including IUCN Critically Endangered (CR) elkhorn coral (<i>Acropora palmata</i>) and staghorn coral (<i>Acropora cervicornis</i>).</p> <p>The Laguna de Sontecomapan Ramsar site (109 km SW), within the boundary of the Los Tuxtlas Biosphere Reserve.</p> <p>The Sistema Lagunar Alvarado Ramsar site (165 km W).</p> <p>The Sistema Arrecifal Veracruzano National Park (IUCN II) biosphere reserve and Ramsar site (185 km W) comprises 23 coral reefs in two distinct areas, rising from depths of around 40 m. The site is also listed as an AZE site based upon the presence of one remaining population of at least one species on the IUCN Red List of Threatened Species assessed as either Critically Endangered or Endangered.</p> <p>The Pantanos de Centla Biosphere Reserve, IUCN Ia and IBA, 105 km SE, is an area where important numbers of migratory species arrive (66), among which are wood stork (<i>Mycteria americana</i>) and species from the Anatidae family. There are important colonies of herons. In addition, the jabiru (<i>Jabiru mycteria</i>) (a large stork) has its northern distribution limit in this region. A total of 230 bird species have been registered in this IBA.</p> <p>One deep-sea coral reef is located approximately 9 km NW of the licence block.</p> <p>Block 9 lies within the Pantanos de Centla-Laguna de Términos Marine Priority Area (MPR No.53), as identified by CONABIO (Comisión Nacional para el Conocimiento y Uso de la Biodiversidad – National Commission for Biodiversity Use and Knowledge). Marine biota indicator species for MPR No.53 are reported to be red, black and white mangrove, shrimp, sea bass, manatee, crocodiles, alligators and the red algae <i>Gracillaria</i> spp. and <i>Bangia</i> spp. The MPR supports foraging and reproduction areas for marine turtles, birds, fish, crustaceans, manatee, mammals and invertebrates.</p>

Area of operations	Geographical location	Protected areas (distance to licence block, status) and type of operation
Mauritania – Block C7	Block C7 is located offshore of Mauritania, approximately 125km NW of the capital Nouakchott.	<p>Block C7 is 7,300 km<sup>2</sup> in area.</p> <p><b>In the area:</b> The eastern section of the block intersects with a marine IBA named 'Canary current shelf-break South' (around 2,200 km<sup>2</sup> of the block). The IBA is on the priority list for re-assessment as a KBA (currently data indicates it does not meet the KBA Global Standard). The site is known or thought to hold congregations of ≥1% of the global population of one or more species on a regular or predictable basis (all IUCN Least Concern). It is intensively used for foraging by several species, including local breeders (e.g. <i>Cory's shearwater (Calonectris borealis)</i>) and several migrants from the northern and southern hemispheres (e.g. northern gannets (<i>Morus bassanus</i>), pomarine jaegers (<i>Stercorarius pomarinus</i>), European storm petrels (<i>Hydrobates pelagicus</i>), terns (<i>Sternidae</i>) and red phalaropes (<i>Phalaropus fulicarius</i>)).</p> <p>Of note for benthic and marine biodiversity, a number of subsea canyon systems are located within C7, and include habitat for species such as cold water corals and sponge assemblages. Areas within the block are classified as a potential global critical habitat due to the presence of soft cold water corals (<i>octocorals (Octocorallia)</i>)<sup>5</sup>.</p> <p>Marine fauna in the area includes sharks, dolphins and whales. The steep seabed topography created by canyons running off the shelf edge, together with the strong upwelling system, has been identified as a habitat for the krill prey of sei and blue whales (<i>Balaenoptera borealis</i> and <i>Balaenoptera musculus</i>).</p> <p>The area is part of the Canary Current Large Marine Ecosystem (CCLME) and, while this does not carry protected status as such, is important for marine biodiversity and supporting ecosystem services. The CCLME extends from the Strait of Gibraltar (around 36°N 5°W) to Bissagos Islands in the South of Guinea-Bissau (around 11°N 16°W), embracing the coasts and exclusive economic zones (EEZ) of Morocco, Western Sahara, Mauritania, Senegal, Gambia, Guinea-Bissau and Spain (Canary Islands)<sup>6</sup>. At the Mauritanian coast, upwelling occurs during the winter months, as a result of strong northeast trade winds, and fades during the summer months, related to the weakening of the trade winds. The upwellings of cold, nutrient rich ocean water drive high levels of primary productivity, in which zones of high zooplankton density form and provide rich feeding habitats for fish, seabirds and cetaceans.</p> <p><b>Adjacent/Further Afield:</b> The southwestern marine boundary of the Banc d'Arguin National Park (BANP) lies approximately 1 km E of C7 at its closest point; the BANP covers 12,000 km<sup>2</sup>. The site is classified as a World Heritage Site, a Ramsar site, a National Park and an IBA, and is an important site for migratory birds due to its sandbanks and mudflats. It hosts the largest number of wintering shorebirds on the East Atlantic Flyway and largest breeding colonies of seabirds in West Africa. Within the BANP shorebirds use intertidal feeding habitats adjacent to islands for roosting, and seabirds use the islands for breeding and feed in the subtidal and offshore areas. The large intertidal mudflats include extensive areas of seagrasses and sponges, red algae, bivalves and a small area of mangroves (<i>Cap Timris</i>). The BANP is an important fish nursery for the Mauritanian EEZ and artisanal fishing within the BANP generates €1 million per annum, with fishing grounds close to shore and seagrass beds.</p> <p>Approximately 100 km NNE of C7 lies the Cap Blanc IBA, which is around 3,100 km<sup>2</sup>. The site lies adjacent to both the Banc d'Arguin protected area and the Dakhla National Park in Morocco. There are several species present at the site that have led to its IBA classification, including the ruddy turnstone (<i>Arenaria interpres</i>) and the slender billed gull (<i>Larus genei</i>). Other animals such as four different species of marine turtle (all of which are globally threatened) as well as the world's second largest sub-population of Mediterranean monk seal (<i>Monachus monachus</i>) (IUCN EN) are also present.</p> <p>Dakhla National Park sits 125 km N of C7 and is approximately 19,969 km<sup>2</sup>. The site is both a National Park with IUCN Management Category II and an IBA. The lagoon that makes up a large section of the national park attracts wading birds who use it as wintering grounds, with over 176 different species of bird being recorded across the two sections of the park. There are a further 15 species of marine mammal including whales and dolphins, all of which are globally threatened, that have been recorded in the park.</p> <p>125 km SE of the block lies Aftout es Sâheli, an IBA that measures 84 km<sup>2</sup>. The site is made up of a long clay depression and lagoon along the coastline and is the home of several bird species including the northern shoveler (<i>Spatula clypeata</i>) and the Sudan golden sparrow (<i>Passer luteus</i>).</p>

Area of operations	Geographical location	Protected areas (distance to licence block, status) and type of operation
Egypt – West El Faiyum	WEF is located onshore Egypt, approximately 115 km S of the coast and 90 km W of Cairo.	<p>West El Faiyum is 3,740 km<sup>2</sup> in area.</p> <p><b>In the area:</b> None identified.</p> <p><b>Adjacent/Further Afield:</b> Wadi El Rayan is a protected area located to the immediate S of the block and is approximately 1,759 km<sup>2</sup>. The Wadi El Rayan protected area is an IUCN management category VI Ramsar Area, a National Protected Site and an IBA. Originally this site was an arid desert region, but due to purposeful flooding in 1973, two large lakes have now formed. This has enabled the region to become an important habitat for birds in the winter including large numbers of great crested grebe (<i>Podiceps cristatus</i>), black-necked grebe (<i>Podiceps nigricollis</i>), tufted duck (<i>Aythya fuligula</i>), common pochard (<i>Aythya farina</i>) and Eurasian coot (<i>Fulica atra</i>).</p> <p>Wadi al-Hitan, or Whale Valley, is 200 km<sup>2</sup> and is located immediately S, adjacent to the block. Whale Valley is a World Heritage Site due to its large number of fossilised remains. It is a paleontological site of importance and contains fossils that show the evolution of a marine species into a terrestrial one.</p> <p>Immediately to the E of the block is the Lake Qarun protected area. The site is 1,354 km<sup>2</sup> in size. Lake Qarun is an IUCN management category VI National Protected Area, a Ramsar site and an IBA. The area is mainly a large high saline lake and is currently protected due to concerns over increasing levels of salinity affecting the wildlife in the area as well as hunting of protected species. There are also many bird species that breed in the waters, for example cattle egret (<i>Bubulcus ibis</i>).</p> <p>50 km N of the block is the IBA Wadi El Natrun. This is a long depression with nine lakes scattered along its length. There are various protected bird species that breed, and both full-year residents and winter residents are present in the protected area.</p>
Egypt – South Abu Sennan (SAS)	SAS is located onshore Egypt, approximately 135 km S of the coast and 220 km SW of Cairo.	<p>South Abu Sennan is 2,497km<sup>2</sup> in area.</p> <p><b>In the area:</b> None identified.</p> <p><b>Adjacent/Further Afield:</b> South Abu Sennan is located approximately 40 km W of West El Faiyum, and several protected sites relevant to SAS are described above.</p> <p>El-Wahat el-Bahariya is a National Protected Area that is located 8 km SW of the block. It is split into three parts and is 109 km<sup>2</sup> in total size. The site contains a naturally occurring oasis and is a national heritage site as well as an important site for scientific research.</p>

Area of operations	Geographical location	Protected areas (distance to licence block, status) and type of operation
Egypt – South East Horus (SEH)	SEH is located onshore Egypt, approximately 9km S of the coast and 190km W of Cairo.	<p><b>In the area:</b> None identified.</p> <p>The Al Qattara protected area partially overlaps the block on the W side. This area covers a large depression in the landscape including the Siwa oasis. The protected status governance or IUCN management category is not reported on the WDPA.</p> <p><b>Adjacent/Further Afield:</b> SEH is located approximately 20 km and 40 km N of WEF and SAS respectively, and some relevant protected areas may be described above.</p> <p>Immediately adjacent to the N of SEH is the protected area of El Omayed. This is both an IUCN management category IV National Protected Area and an International Protected Area, falling within the category of UNESCO-MAB Biosphere Reserve. El Omayed is 700 km<sup>2</sup>. There are several different habitat systems within the reserve including costal dunes, inland ridges and saline depressions.</p> <p>Lake Mariot is an IBA that is approximately 87 km NE of SEH and is around 60 km<sup>2</sup> in size. The lake has reduced in size by around 75% and is the winter home for species such as the great white egret (<i>Ardea alba</i>) and the little gull (<i>Hydrocoloeus minutus</i>).</p>

1. UNEP-WCMC (2021). The Area of Influence of site-based operations – Direct Impacts. Cambridge, UK.

2. JNCC (2019) Southern North Sea MPA. Available online at: <http://jncc.defra.gov.uk/page-7243>

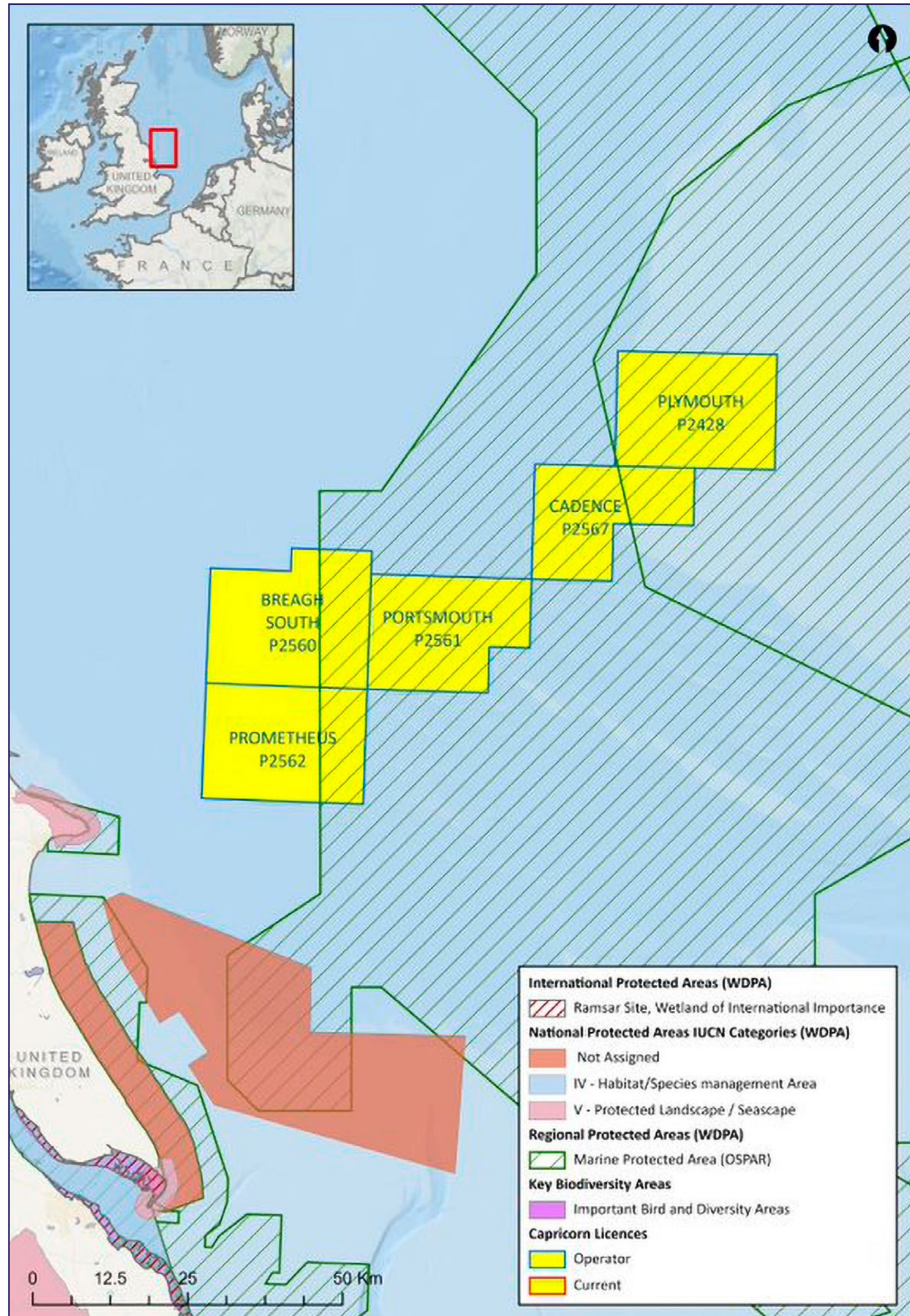
3. JNCC (2018) Dogger Bank MPA. Available online at: <http://jncc.defra.gov.uk/page-6508>

4. UNEP-WCMC (2017) Global Critical Habitat screening layer (Version 1.0). Cambridge (UK): UN Environment World Conservation Monitoring Centre. DOI: <https://doi.org/10.34892/hc6d-0z73>

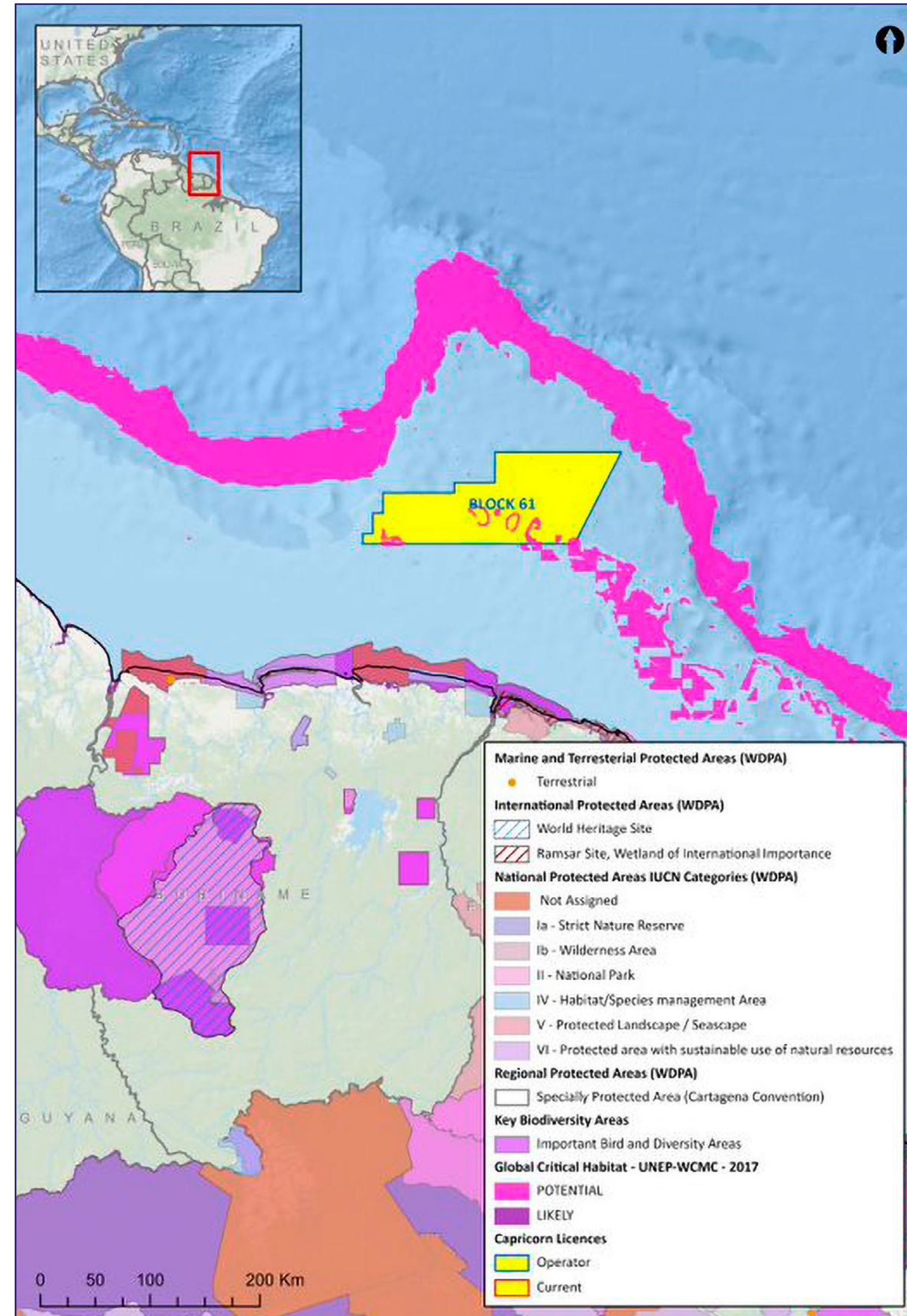
5. UNEP-WCMC (2017) Global Critical Habitat screening layer (Version 1.0). Cambridge (UK): UN Environment World Conservation Monitoring Centre. DOI: <https://doi.org/10.34892/hc6d-0z73>

6. <https://en.unesco.org/news/oceanographic-and-biological-features-canary-current-large-marine-ecosystem>

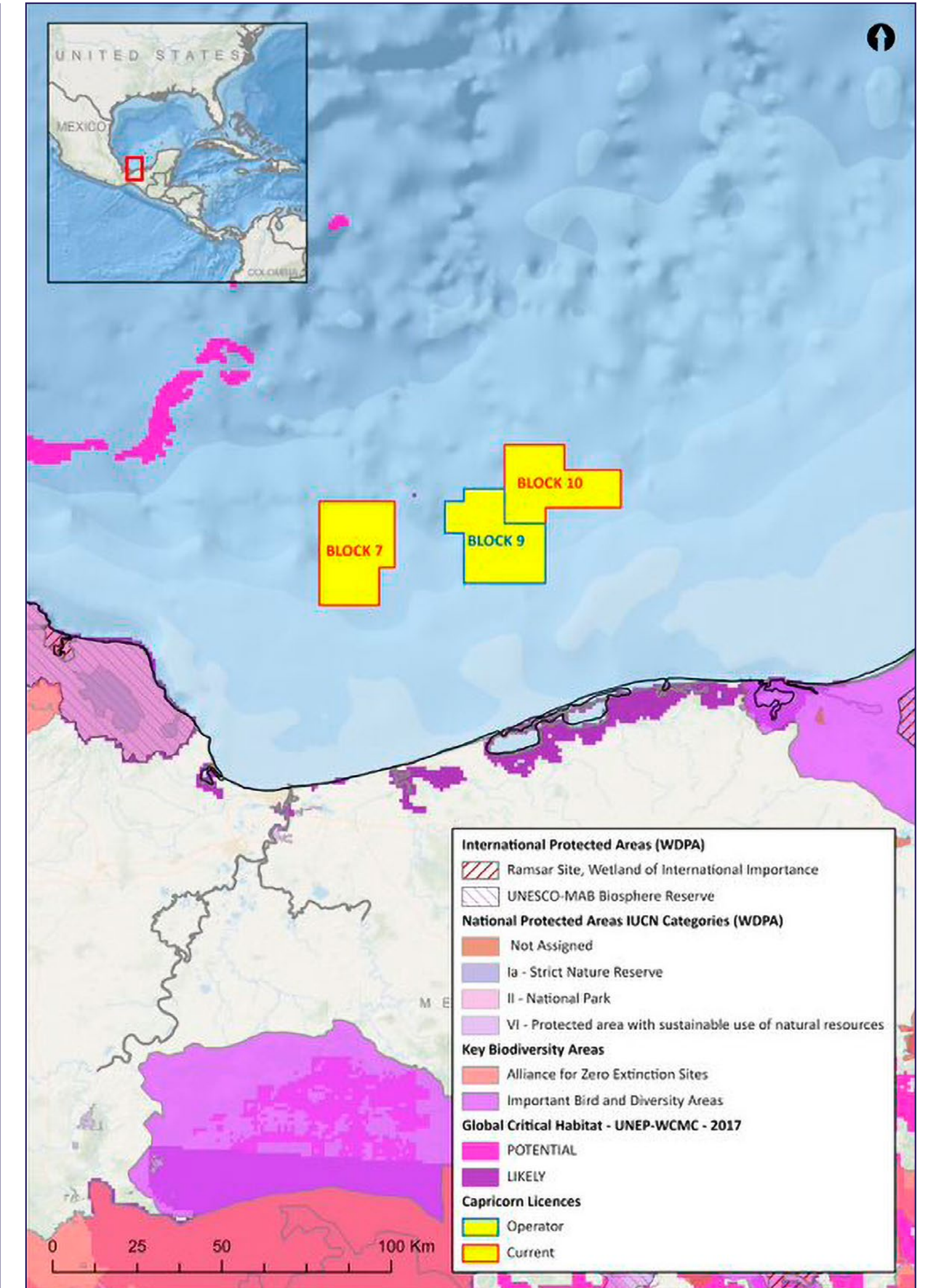
Protected areas UK: Mid-North Sea High



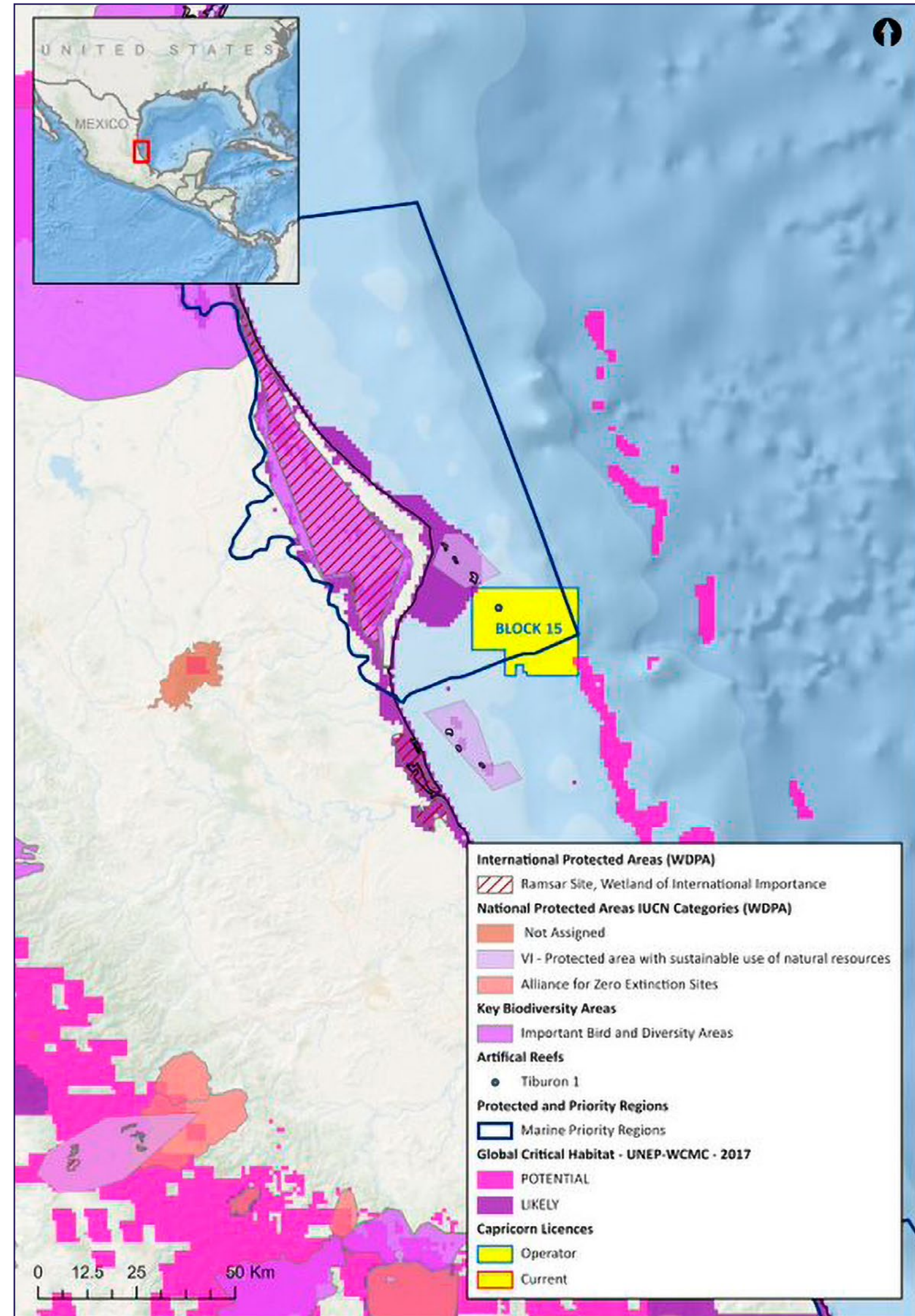
Protected areas offshore Suriname



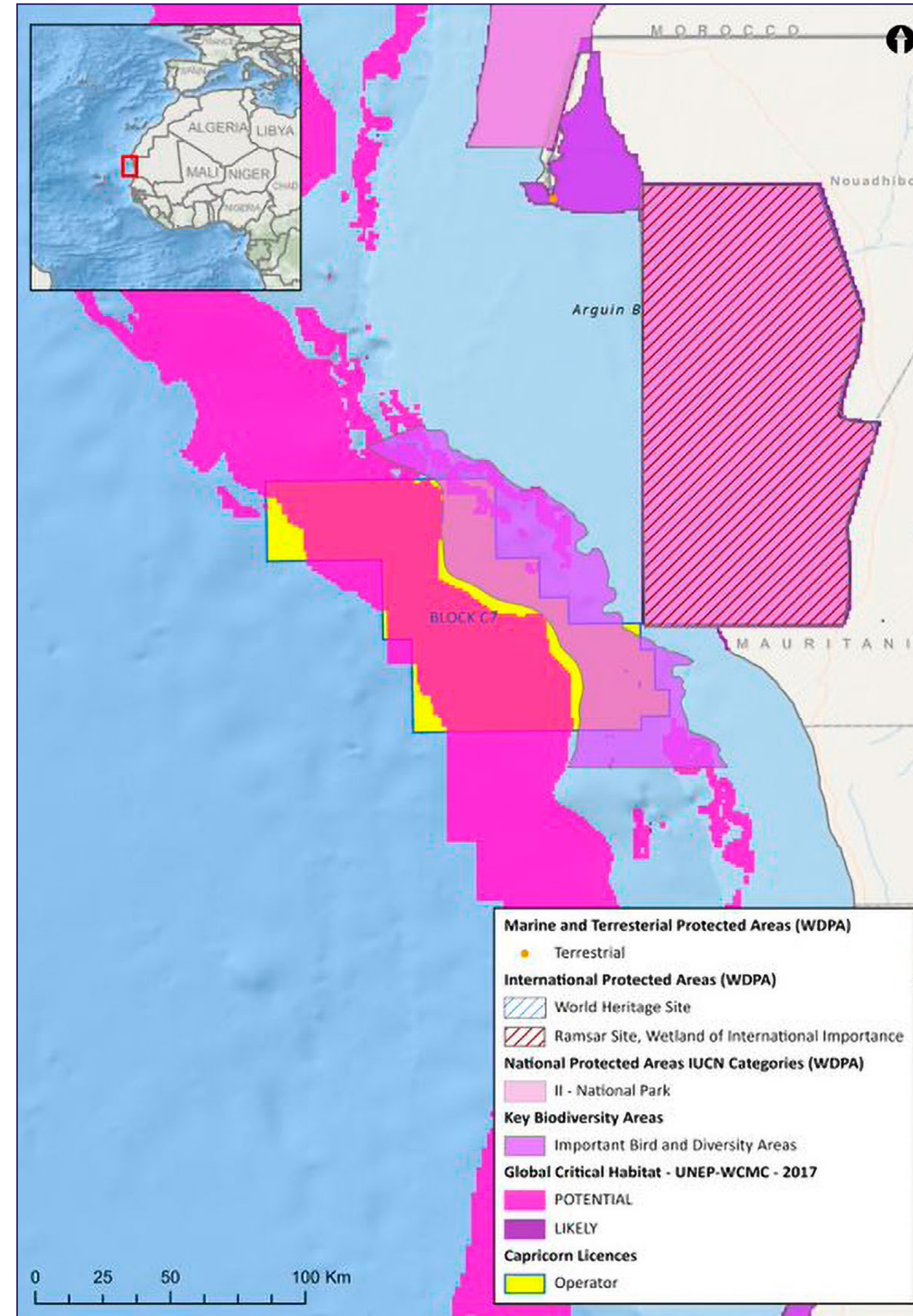
Protected areas offshore Mexico (Block 9)



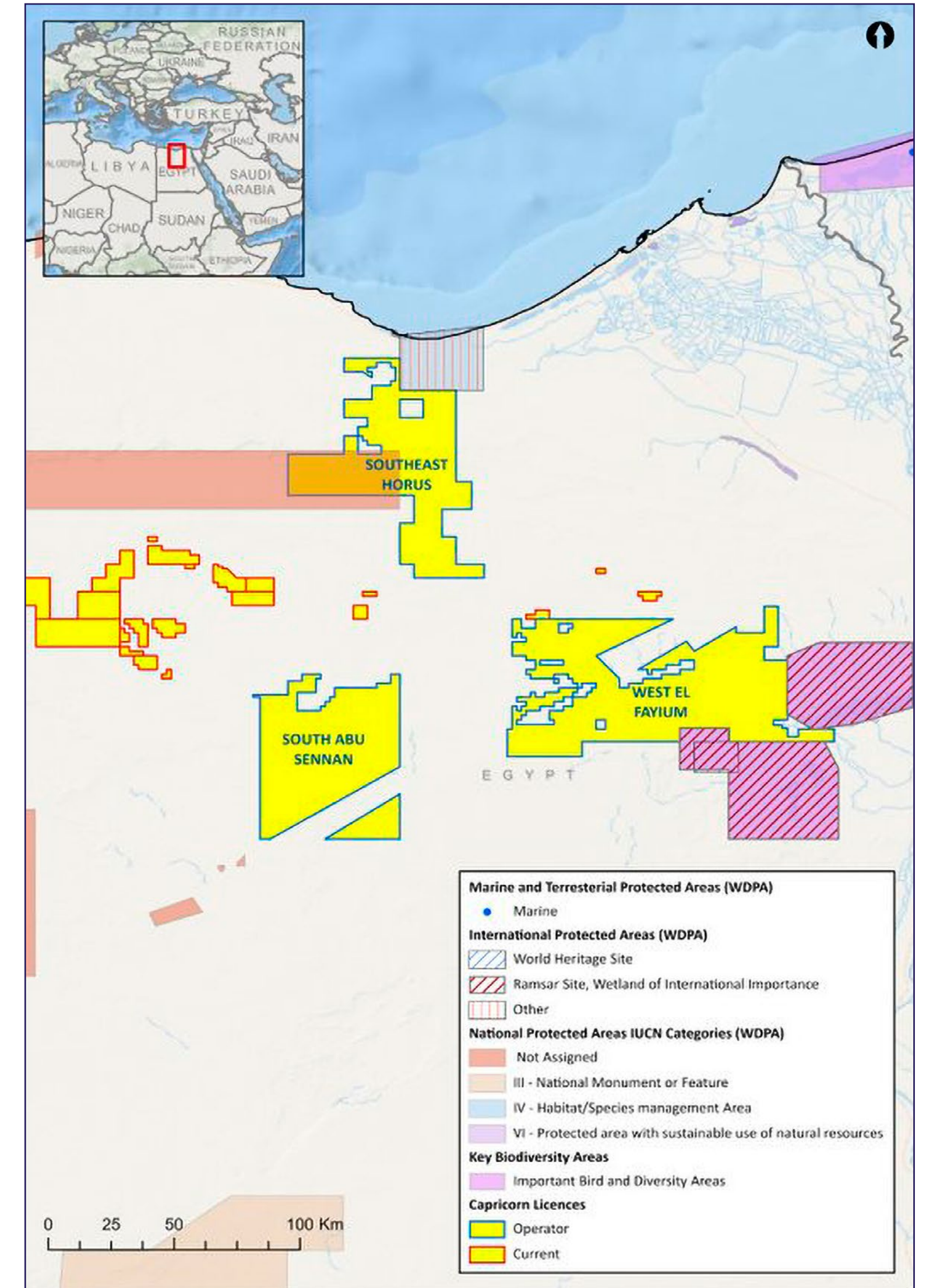
**Protected areas offshore Mexico (Block 15)**



**Protected areas offshore Mauritania (Block C7)**



**Protected areas onshore Egypt**



**GRI 304-2: Significant impacts of activities, products, and services on biodiversity.**

The reporting organisation shall report the following information:

- a. Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following:
  - i. Construction or use of manufacturing plants, mines, and transport infrastructure;
  - ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources);
  - iii. Introduction of invasive species, pests, and pathogens;
  - iv. Reduction of species;
  - v. Habitat conversion;
  - vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level).
- b. Significant direct and indirect positive and negative impacts with reference to the following:
  - i. Species affected;
  - ii. Extent of areas impacted;
  - iii. Duration of impacts;
  - iv. Reversibility or irreversibility of the impacts.

Area of operations	Type of operation – potential impact	Significant direct or indirect impacts on species
UK – Central North Sea Manhattan Licence P2381	No activities in 2022	Not applicable
UK – Mid North Sea High Licences P2428, P2567, P2561, P2562, P2560	No activities in 2022	Not applicable
Mauritania – Block C7	Environmental baseline and site survey in January/February 2022 – potential underwater noise impacts to marine mammals from geophysical survey equipment.	No significant impacts on species due to survey operations. Marine megafauna monitoring was undertaken to give an indication of the fauna present in the project area and to minimise the risk of injury to marine mammals during sub-bottom profiler (SBP) operations. The JNCC guidelines for minimising the risk of disturbance and injury to marine mammals from geophysical surveys were applied throughout the geophysical work.
Suriname – Block 61	No activities in 2022	Not applicable
Mexico – Block 15	No activities in 2022	Not applicable
Mexico – Block 9	No activities in 2022	Not applicable
Egypt – West El Faiyum	Mine clearance and seismic survey in 2022.	No significant impacts on species due to operations.
Egypt – South Abu Sennan	No activities in 2022	Not applicable
Egypt – South East Horus	Mine clearance and seismic survey in 2022.	No significant impacts on species due to operations.

**GRI 304-3: Habitats protected or restored**

The reporting organisation shall report the following information:

- a. Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals.
- b. Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organisation has overseen and implemented restoration or protection measures.
- c. Status of each area based on its condition at the close of the reporting period.
- d. Standards, methodologies, and assumptions used.

There are no habitat protection or restoration activities, within the definition of the reporting requirements of GRI 304-3, to report. Supplementary information on the company's biodiversity management activities related to habitat protection and restoration, described in the Sustainability Report, are provided below for information.

Location	Details
Suriname	<p>The company continued to fund the Anton de Kom University-managed coastal protection and mangrove rehabilitation project in the location of Weg naar Zee, North of Paramaribo.</p> <p>In 2022 funding was provided to for the acquisition of equipment, including an airboat, and materials to support the construction of a further four permeable dam structures using the 'building with nature' concept, to protect approximately 0.8 km of coastline and restore approximately 12 ha of mangrove habitat.</p> <p>We also engaged a specialist ecological restoration monitoring company to assist with project monitoring. High resolution imagery captured by satellites was obtained from 2016, 2018 and 2020 (selected to coincide with initial STU construction and mangrove plantings) and analysed to produce three years of metrics for mangrove cover and health, and bare ground within the project area and a reference area comprising dense, established mangroves. Results, which indicated a general decrease in mangrove cover and health in the reference area and the majority of the STU since 2016, illustrate the challenges of the coastal erosion in the region. Four of the STU areas, however, were observed to have increased cover since 2016 indicating successful rehabilitation during this period. The results were shared with project partners to illustrate the changes over this period and help facilitate identifying successful rehabilitation strategies for future actions in the project.</p>
Mexico	<p>The Biodiversity Action Plan (BAP) for the company's activities in Block 9 focuses on potential impacts to the critically endangered Kemp's ridley sea turtle. In 2022 the company continued to support the Vida Milenaria sea turtle protection group by providing funding for a new vehicle to support beach patrols, enabling the approximately 7,000 km of beach patrols to be undertaken and providing protection for nests and releasing 80,032 hatchlings.</p>

#### GRI 304-4: IUCN Red List species and national conservation list species with habitats in areas affected by operations

The reporting organisation shall report the following information:

- a. Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organisation, by level of extinction risk:

- i. Critically endangered (CR)
- ii. Endangered (EN)
- iii. Vulnerable (VU)
- iv. Near threatened (NT)
- v. Least concern (LC)

**Note:** DD refers to Data Deficient on the IUCN Red List.

Area of operations	Type of operation – potential impact	Significant direct or indirect impacts on species
UK – Mid North Sea High Licences; P2428, P2567, P2561, P2562, P2560	No activities in 2022	Not applicable
Suriname – Block 61	No activities in 2022	Not applicable
Mexico – Block 15	No activities in 2022	Not applicable
Mauritania – Block C7		<p>The IUCN Red List was interrogated* for species which may be present within Block C7. Noting that the IUCN Red List applies a 50 km buffer to the boundaries of a search, only species associated only with the marine habitat of the licence area have been included in the following numbers of species with habitats in the areas which could potentially be affected (if present) by operations in the C7 Licence:</p> <ul style="list-style-type: none"> <li>– 21 CR species</li> <li>– 25 EN species</li> <li>– 46 VU species</li> <li>– 41 NT species</li> <li>– 854 LC species</li> <li>– 83 DD species</li> </ul> <p>* IBAT PS6 &amp; ESS6 Report. Generated under licence 5628-41134 from the Integrated Biodiversity Assessment Tool on 20 March 2023 (GMT). <a href="http://www.ibat-alliance.org">www.ibat-alliance.org</a></p>
Mexico – Block 9	No activities in 2022	Not applicable

Area of operations	Type of operation – potential impact	Significant direct or indirect impacts on species
Egypt – West El Faiyum	Mine clearance and seismic survey in 2022.	<p>The IUCN Red List was interrogated* for species which may be present within WEF. Noting that the IUCN Red List applies a 50 km buffer to the boundaries of a search, species associated only with the freshwater habitats at Wadi El Rayan, Lake Qarun and Wadi El Natrun, which are outside of the licence area, have been excluded from the following numbers of species with habitats in the areas which could potentially be affected (if present) by operations in the WEF Licence:</p> <ul style="list-style-type: none"> <li>– 1 CR species</li> <li>– 5 EN species</li> <li>– 12 VU species</li> <li>– 16 NT species</li> <li>– 373 LC species</li> <li>– 5 DD species</li> </ul> <p>* IBAT Proximity Report. Generated under licence 5629-40984 from the Integrated Biodiversity Assessment Tool on 15 March 2023 (GMT). <a href="http://www.ibat-alliance.org">www.ibat-alliance.org</a></p>
Egypt – South Abu Sennan	No activities in 2022	Not applicable
Egypt – South East Horus	Mine clearance and seismic survey in 2022.	<p>The IUCN Red List was interrogated* for species which may be present within SEH. Noting that the IUCN Red List applies a 50 km buffer to the boundaries of a search, species associated the marine environment have been excluded from the following numbers of species with habitats in the areas which could potentially be affected (if present) by operations in the SEH Licence:</p> <ul style="list-style-type: none"> <li>– 1 CR species</li> <li>– 2 EN species</li> <li>– 14 VU species</li> <li>– 19 NT species</li> <li>– 373 LC species</li> <li>– 5 DD species</li> </ul> <p>* IBAT Proximity Report. Generated under licence 5629-40985 from the Integrated Biodiversity Assessment Tool on 15 March 2023 (GMT). <a href="http://www.ibat-alliance.org">www.ibat-alliance.org</a></p>



## Health and wellbeing

### Definitions

**1: An employee** is a person employed on a fixed-term or permanent basis by and on the payroll of Capricorn.

**2: A field (third-party) contractor** is a person contracted to work on company business on a temporary basis primarily in a field-based position or as a subcontractor through another company. This category also includes people contracted to work on company business for less than three months in an office-based position.

Many field-based contractors work on rotation (back to back), for example one month on, one month off, so it is not practical or meaningful to give the total number of individuals who have worked as contractors on Capricorn projects throughout the year. Instead, we provide the total number of contractor positions.

Data on numbers of field-based contractors and some short-term office-based contractors are collected and entered into the database each month. At the end of the year, the highest monthly figures are taken from each vessel/rig/base office and these are added together to give the total number of contractors. Data on short-term office-based contractors that is not available monthly is entered into the database as a total at the end of the year.

**3: A direct contractor** is a person who is contracted for more than three months primarily in an office-based position. They form part of Capricorn's total workforce.

**Note:** Data has been provided for individual countries where there are relevant employees and contractors.

### Employee hours

Hours worked are collected for employees and for contractors. Employee hours are derived primarily from the Capricorn timewriting system that employees use to log their working hours. Employee hours include hours worked by 'direct contractors' (contracted for more than three months to an organisational position), as these are captured in the time-writing system.

Capricorn's Human Resources department compiles the figures and enters them into the UL360 database each month.

Hours worked by field-based contractors are collected monthly, together with other HSE KPI data, from each vessel, rig, aircraft, and shore base. For offshore workers, the hours are often calculated on a 12-hour workday basis.

Hours worked by field-based contractors are often calculated on a 12-hour workday basis rather than a precise log of time worked.

Total hours worked (hours)	2018	2019	2020	2021	2022
<b>Total hours worked</b>	<b>474,086</b>	<b>852,670</b>	<b>681,826</b>	<b>356,236</b>	<b>1,557,862</b>
Employees and other workers – direct contractors	334,149	337,988	343,419	338,139	374,295
Field contractor workforce	139,937	514,682	338,407	18,097	1,183,567

Hours worked by employees <sup>1</sup> (hours)	2018	2019	2020	2021	2022
Egypt	n/a	n/a	n/a	4,516	35,644
Mauritania	n/a	n/a	n/a	992	2,056
Mexico	8,544	23,508	26,976	18,700	15,628
Senegal	15,800	8,792	7,040	2,328	1,868
Suriname	n/a	n/a	n/a	n/a	n/a
United Kingdom	309,805	305,688	309,403	311,603	319,099

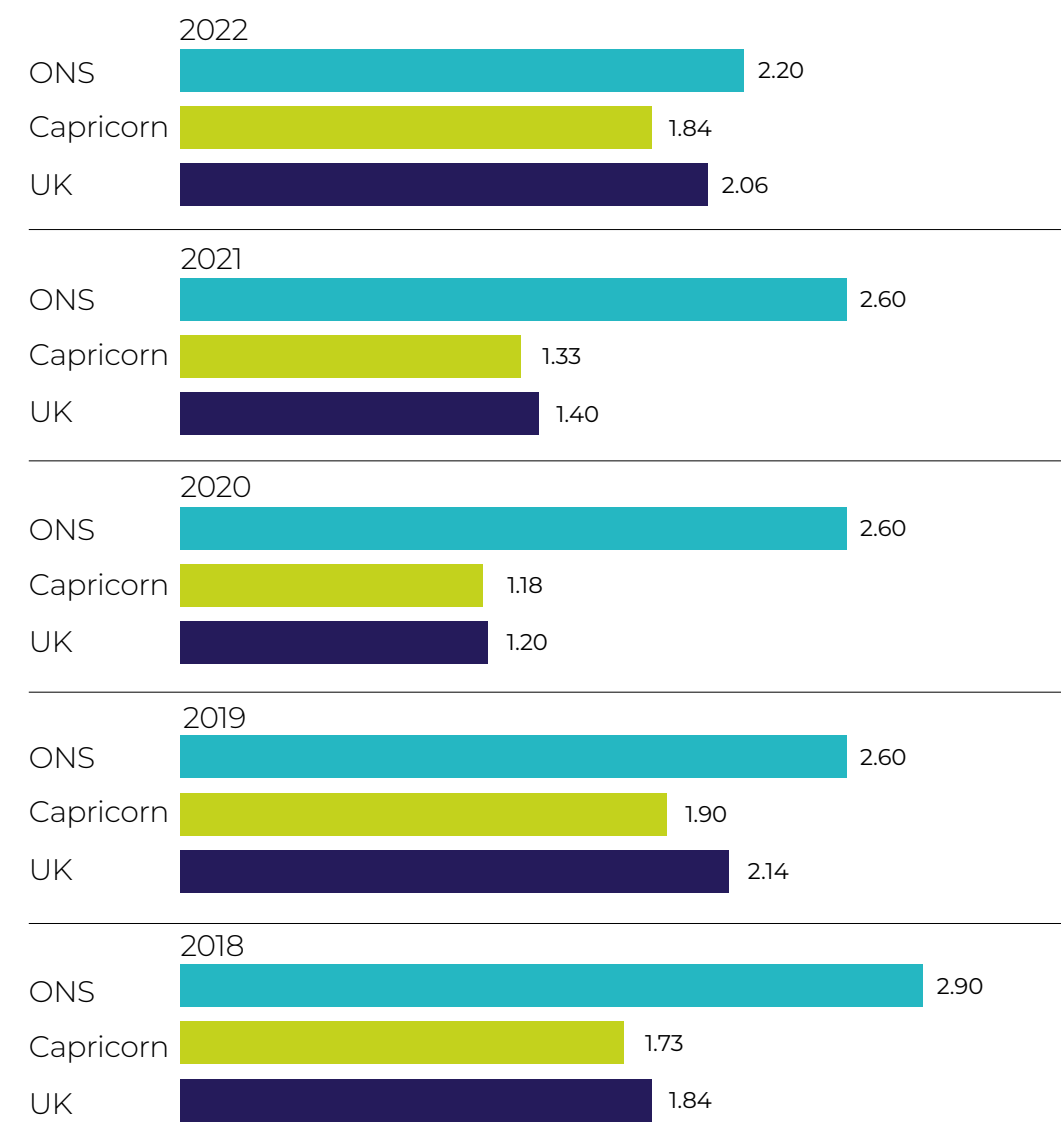
Hours worked by field contractors <sup>2</sup> (hours)	2018	2019	2020	2021	2022
Egypt	n/a	n/a	n/a	n/a	1,023,077
Mauritania	n/a	n/a	n/a	n/a	7,068
Mexico	0	394,546	334,240	n/a	n/a
Senegal	11,708	11,215	4,167	583	n/a
Suriname	n/a	26,810	0	n/a	n/a
United Kingdom	128,229	82,111	0	17,514	153,422

**Note:** Hours worked by field-based contractors are collected monthly, together with other HSE KPI data, from each vessel, rig, aircraft and shore base. For offshore workers, the hours are often calculated on the basis of a 12-hour work day. Hours worked by short-term (less than three months) office-based contractors were collected for the first time in 2016. Figures for Dakar, Senegal office contractors are obtained monthly in the form of timesheets.

Employee absenteeism and gender breakdown (%)	2018	2019	2020	2021	2022
Capricorn total/Male/Female	1.73/1.29/2.22	1.9/1.78/2.02	1.18/1.06/1.31	1.33/0.78/1.93	1.84/1.33/2.39
Egypt total/Male/Female	n/a	n/a	n/a	0/0/0	0.02/0/0.06
Mauritania total/Male/Female	n/a	n/a	n/a	n/a	n/a
Mexico total/Male/Female	0.00/0.00/0.00	0.00/0.00/0.00	0.87/0.00/1.53	0/0/0	0/0/0
Senegal total/Male/Female	0.80/0.00/1.33	0.00/0.00/0.00	0.00/0.00/0.00	n/a	n/a
United Kingdom total/Male/Female	1.84/1.44/2.27	2.14/2.25/2.03	1.2/1.1/1.31	1.4/0.82/2.04	2.06/1.5/2.66

## Health and wellbeing continued Accident prevention and safety

### Total Absenteeism Rates (%)



■ ONS Benchmark ■ Capricorn Total ■ UK

**Note:** This data covers employees only (and not 'direct contractors'). Contractor absenteeism is the responsibility of the contractor, and is not monitored by Capricorn for reporting purposes. ONS is the Office of National Statistics and the benchmark provided here is their figure for the mean level of employee absence, per employee per annum (average working time lost per year (%)) and is applicable to the UK only.

### Occupational safety

Lost Time Injury Frequency (LTIF) (Lost time injuries per million hours worked) <sup>†</sup>	2018	2019	2020	2021	2022
Capricorn total	0.00	0.00	0.00	0.00	0.00
Employees	0.00	0.00	0.00	0.00	0.00
Contractors	0.00	0.00	0.00	0.00	0.00
IOGP Benchmark	0.26	0.24	0.26*	0.24	0.22

\*The benchmark used is the latest available IOGP figure at the beginning of the year for the industry overall; for the beginning of 2022 it was the figure for 2020.

**Note:** LTIF is defined as the number of lost time injuries (fatalities + lost work day cases) per 1 million hours worked (IOGP).

**Note:** IOGP is the International Association of Oil and Gas Producers. We have included overall IOGP benchmark figures (average of onshore and offshore for employees and contractors).

**Note:** Capricorn TRIR and LTIF statistics can be higher than the IOGP benchmark after only one incident, or a small number of incidents, because our exploration activities often last for only a short time period, so there are relatively few hours worked compared with ongoing production and other long-term operations.

LTIF and country breakdown (Lost time injuries per million hours worked) <sup>†</sup>	2018	2019	2020	2021	2022
Egypt	n/a	n/a	n/a	0	0
Mauritania	n/a	n/a	n/a	n/a	0
Mexico	n/a	n/a	n/a	0	0
Senegal	0.00	0.00	0.00	n/a	n/a
United Kingdom	n/a	n/a	n/a	0	0

LTIF and gender breakdown (Lost time injuries per million hours worked) <sup>†</sup>	2018	2019	2020	2021	2022
Male	0.00	0.00	0.00	0.00	0.00
Female	0.00	0.00	0.00	0.00	0.00

Total Recordable Injury Rate (TRIR) (Total recordable injuries per million hours worked) <sup>†</sup>	2018	2019	2020	2021	2022
Capricorn total	0.00	0.98	0.00	0.00	0.65
Employees	0.00	0.00	0.00	0.00	0.00
Contractors	0.00	1.67	0.00	0.00	0.00
IOGP benchmark	0.99	0.92	0.99	0.92	0.7

\*The benchmark used is the latest available IOGP figure at the beginning of the year for the industry overall; for the beginning of 2022 it was the figure for 2020.

**Note:** TRIR is defined as the number of recordable injuries (fatalities, lost work day cases, restricted work day cases and medical treatment cases) per 1 million hours worked (IOGP).

**Note:** IOGP is the International Association of Oil and Gas Producers. We have included overall IOGP benchmark figures (average of onshore and offshore for employees and contractors).

**Note:** Capricorn TRIR and LTIF statistics can be higher than the IOGP benchmark after only one incident, or a small number of incidents, because our exploration activities often last for only a short time period, so there are relatively few hours worked compared with ongoing production and other long-term operations.

TRIR and country breakdown (Total recordable injuries per million hours worked)	2018	2019	2020	2021	2022
Egypt	n/a	n/a	n/a	0.00	0.90
Mauritania	n/a	n/a	n/a	n/a	0.00
Mexico	0.00	2.39	0.00	0.00	0.00
Senegal	0.00	0.00	0.00	n/a	n/a
Suriname	0.00	0.00	0.00	n/a	0.00
United Kingdom	0.00	0.00	0.00	0.00	0.00

TRIR and gender breakdown (Total recordable injuries per million hours worked) <sup>†</sup>	2018	2019	2020	2021	2022
Male	0.00	1.21	0.00	0.00	0.72
Female	0.00	0.00	0.00	0.00	0.00

Total Lost Day Rate (LDR) (Lost days per 200,000 hours worked)	2018	2019	2020	2021	2022
Capricorn total	0.00	0.00	0.00	0.00	0.00
Employees	0.00	0.00	0.00	0.00	0.00
Contractors	0.00	0.00	0.00	0.00	0.00

**Note:** The GRI definition is used for this indicator. IOGP definitions are used for all other health and safety statistics, but no LDR definition is provided by IOGP.

Total Recordable Injuries (TRI) (number) <sup>†</sup>	2018	2019	2020	2021	2022
Capricorn total	0	1	0	0	1
Employees	0	0	0	0	0
Contractors	0	1	0	0	1

**Note:** TRI is defined as the sum of fatalities + lost work day cases + restricted work day cases + medical treatment cases.

Fatalities (number)	2018	2019	2020	2021	2022
Employees	0	0	0	0	0
Contractors	0	0	0	0	0
Third Party	0	0	0	0	0

**Note:** Fatalities: cases that involve one or more people who died as a result of a work-related incident or occupational illness (IOGP).

**Note:** A third party is a person with no business relationship with Capricorn.

## Accident prevention and safety continued

Lost Work Day Cases (LWDC) (number)	2018	2019	2020	2021	2022
Capricorn total	0	0	0	0	0
Employees	0	0	0	0	0
Contractors	0	0	0	0	0

**Note:** An LWDC is defined as any work-related injury, other than a fatal injury, which results in a person being unfit for work on any day after the day of occurrence of the occupational injury. 'Any day' includes rest days, weekend days, leave days, public holidays and days after ceasing employment (IOGP).

LWDC country breakdown and gender breakdown (number)	2018	2019	2020	2021	2022
Capricorn total male/female	0/0	0/0	0/0	0/0	0

Days unfit for work (lost work days) (days)	2018	2019	2020	2021	2022
Capricorn total	0	0	0	0	0
Employees	0	0	0	0	0
Contractors	0	0	0	0	0

**Note:** Days unfit for work are defined as the sum total of calendar days (consecutive or otherwise) after the days of the occupational injuries on which the people involved were unfit for work and did not work.

Restricted Work Day Cases (RWDC) (number)	2018	2019	2020	2021	2022
Capricorn total	0	1	0	0	1
Employees	0	0	0	0	0
Contractors	0	1	0	0	1

**Note:** An RWDC is defined as any work-related injury other than a fatality or LWDC which results in a person being unfit for full performance of the regular job on any day after the occupational injury. Work performed might be an assignment to a temporary job, part-time work at the regular job or continuation full time in the regular job but not performing all the usual duties of the job. Where no meaningful restricted work is being performed, the incident is recorded as an LWDC.

RWDC country breakdown and gender breakdown (number)	2018	2019	2020	2021	2022
Capricorn total male/female	0/0	1/0	0/0	0/0	1/0
Mexico male/female	0/0	1/0	0/0	0/0	0/0

**Note:** A restricted work day case is defined as any work-related injury other than a fatality or lost work day case (LWDC) which results in a person being unfit for full performance of the regular job on any day after the occupational injury. Work performed might be an assignment to a temporary job, part-time work at the regular job or continuation full time in the regular job but not performing all the usual duties of the job. Where no meaningful restricted work is being performed, the incident is recorded as an LWDC.

Medical Treatment Cases (MTC) (number)	2018	2019	2020	2021	2022
Capricorn total	0	0	0	0	0
Employees	0	0	0	0	0
Contractors	0	0	0	0	0

**Note:** An MTC is defined as a case that is not severe enough to be reported as a fatality, lost work day case or restricted work day case but is more severe than requiring simple first aid treatment.

MTC country breakdown and gender breakdown (number)	2018	2019	2020	2021	2022
Capricorn total male/female	0/0	0/0	0/0	0/0	0/0
Egypt male/female	n/a	n/a	n/a	n/a	0/0
Mauritania male/female	n/a	n/a	n/a	n/a	0/0
Mexico male/female	n/a	n/a	n/a	0/0	0/0
Senegal male/female	0/0	0/0	0/0	n/a	0/0
United Kingdom male/female	0/0	0/0	0/0	0/0	0/0

### Process safety

**There have been zero process safety events in 2022.**

MTC country breakdown and gender breakdown (number)	2018	2019	2020	2021	2022
Process safety event (PSE) rates for Loss of Privacy Containment (LOPC) of greater consequence (Tier 1)	0	0	0	0	0

**Note:** In 2018 GRI introduced a recommendation to report the number and rate of high-consequence work-related injuries (excluding fatalities). There were no high consequence work-related injuries during Capricorn operations in 2020, 2021 or 2022.

**Note:** There have been no recordable occupational diseases or incidents of work-related ill health over the last 5+ years so no data has been reported for this indicator.

**Note:** Records of all incidents, including all recordable injuries, are kept in our online incident reporting system. Contractors are required to report all incidents to Capricorn management as soon as possible after the event (and within 12 hours), and the details are logged in our incident reporting system, which keeps key personnel informed, by email, about progress with the reporting and investigation.

**Note:** Details about how we collect and record data on hours worked are provided in the hours worked section on page 9.

**Note:** Data has been provided for individual countries where applicable health and safety incidents have taken place.

## Security

### Security

#### Total security incidents (number)†

2022  
0

2021  
1

2020  
0

2019  
0

2018  
0

**Note:** A security incident is defined as any fact or event which could affect personal or organisational security.

**Note:** We break security incidents down into incidents against employees, incidents against contractors, incidents against security personnel, incidents against assets and incidents involving threat or extortion.

**Note:** Records of all incidents, including security incidents, are kept in our online incident reporting system. Contractors are required to report all incidents to Capricorn management as soon as possible after the event (and within 12 hours), and the details are logged in our incident reporting system, which keeps key personnel informed, by email, about progress with the reporting and investigation.

#### Security incidents and country breakdown (number)

	2018	2019	2020	2021	2022
Egypt	n/a	n/a	n/a	0	0
Mauritania	n/a	n/a	n/a	n/a	0
Mexico	n/a	n/a	n/a	1*	0
United Kingdom	0	0	0	0	0
Senegal	0	0	0	0	n/a

\* Theft of laptops from our Mexico office

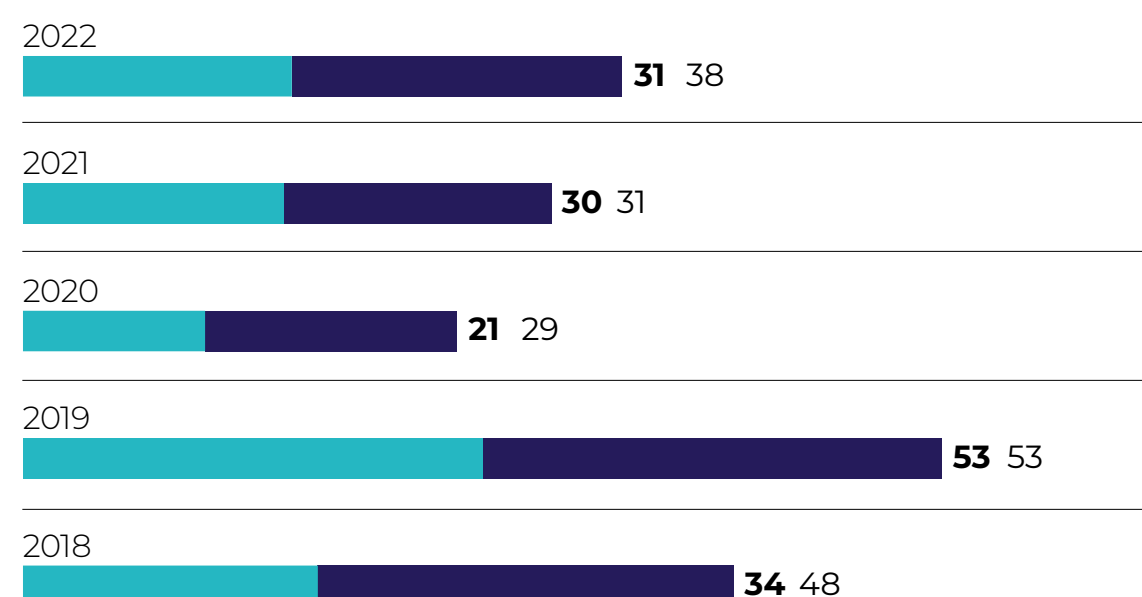
## Employees

### Employees

#### Total employee training and gender breakdown (average hours per employee)

	2018	2019	2020	2021	2022
Capricorn total	44	53	26	31	36
Capricorn male/female	45/44	48/57	28/25	31/29	37/34

#### Total management and non-management training (average hours per employee)



- Management-grade employees
- Non-management-grade employees

**Note:** Management is defined as personnel that have responsibility for managing other people, including senior management, middle management and team leaders.

**Note:** Some senior roles, for example in the Technical department, do not include responsibility for managing other people.

**Note:** Total employee training hours in 2020 were significantly lower due to cancellation of trainings due to the COVID-19 pandemic restrictions. Total employee training hours in 2021 were also impacted by the COVID-19 pandemic.

#### Total performance and career development reviews (% of employees)

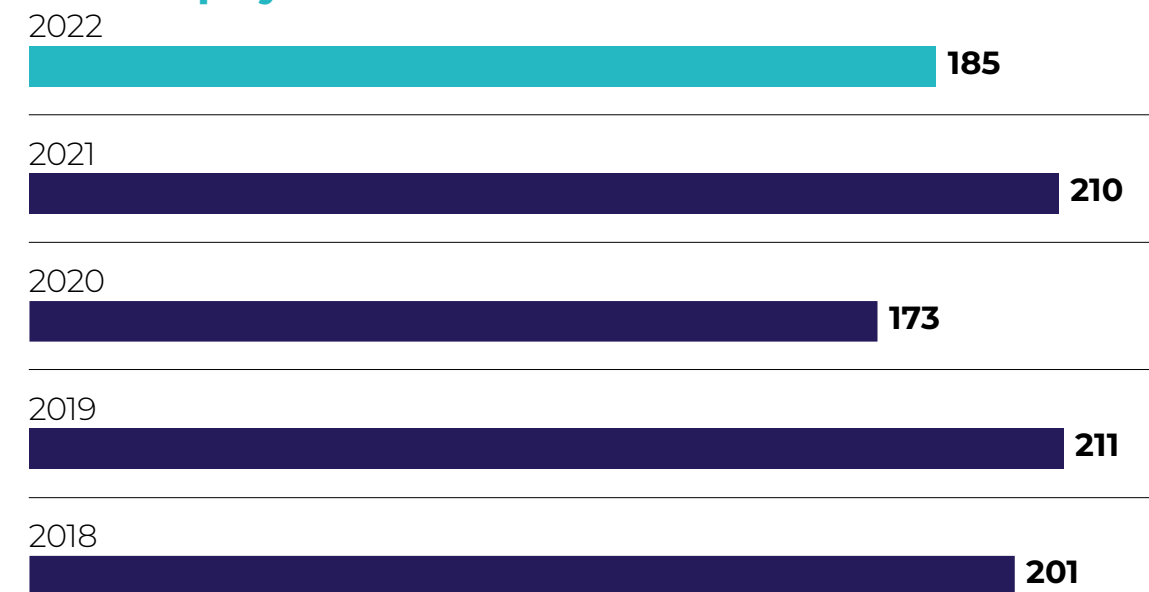
	2018	2019	2020	2021	2022
Capricorn total	100	100	100	100	100
Male	100	100	100	100	100
Female	100	100	100	100	100
Management grade employees	100	100	100	100	100
Non-management grade employees	100	100	100	100	100

† Linked to 2022 KPIs

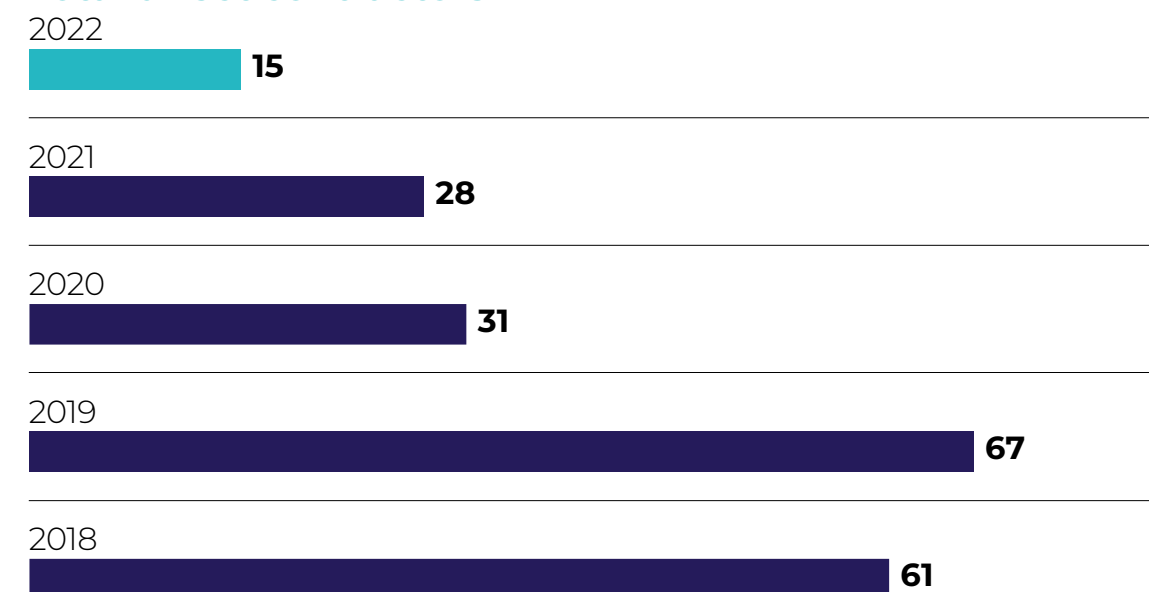
## Equality and diversity

### Capricorn workforce: a snapshot (number)

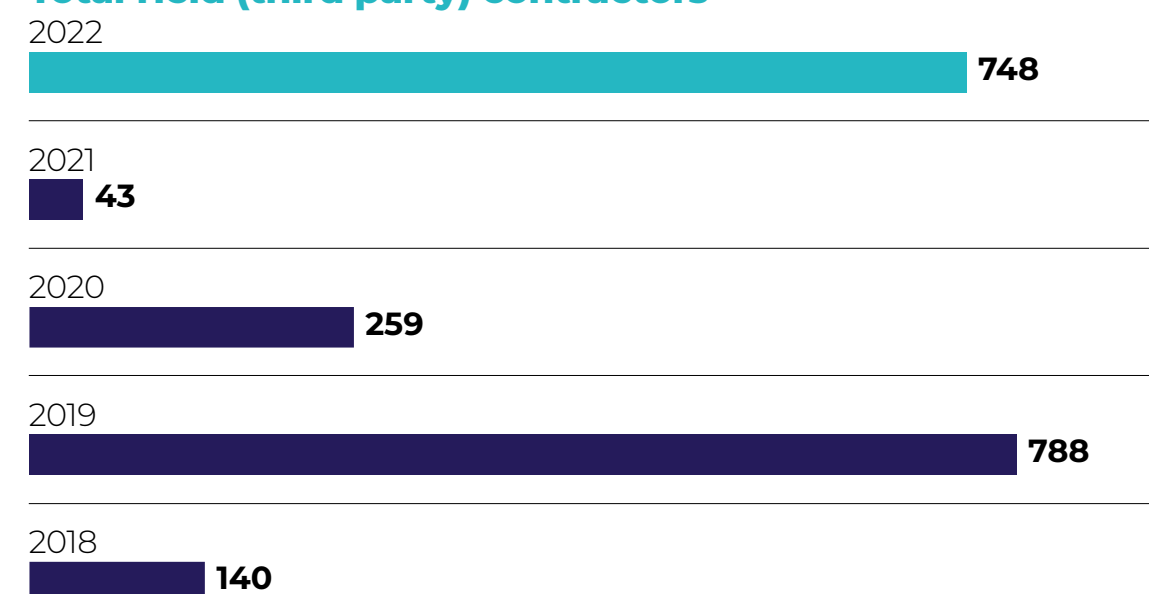
#### Total employees



#### Total direct contractors



#### Total field (third party) contractors



Capricorn workforce: a snapshot with country and gender breakdown (number)

	2018	2019	2020	2021	2022
<b>Capricorn total†</b>					
Employees/direct contractors/field (third party) contractors†	262/61/140	278/67/788	204/31/259	238/28/43	185/15/748
Employees male/female†	107/94	108/103	86/87	111/99	94/91
Direct contractors male/female†	45/16	52/15	23/8	21/7	10/05
Field (third party) contractors male/female†	130/10	763/25	254/5	41/2	735/13
<b>Egypt</b>					
Employees/direct contractors/field (third party) contractors†	n/a	n/a	n/a	10/4/0†	22/1/496
Employees male/female	n/a	n/a	n/a	5/1†	12/10
Direct contractors male/female†	n/a	n/a	n/a	3/1†	1/0
Field (third party) contractors male/female†	n/a	n/a	n/a	0/0†	496/0
<b>Mauritania</b>					
Employees/direct contractors/field (third party) contractors†	n/a	n/a	n/a	1/1/0†	0/1/31
Employees male/female	n/a	n/a	n/a	0/0	0/0
Direct contractors male/female†	n/a	n/a	n/a	1/0	1/0
Field (third party) contractors male/female†	n/a	n/a	n/a	0/0	30/1
<b>Mexico</b>					
Employees/direct contractors/field (third party) contractors†	8/3/0†	14/8/431†	12/5/257†	9/2/0	6/2/0
Employees male/female	3/2	3/3†	3/4†	3/4	2/4
Direct contractors male/female†	0/3	4/4†	2/3†	1/1	1/1
Field (third party) contractors male/female†	0/0	420/11	252/5	0/0	0/0
<b>Senegal</b>					
Employees/direct contractors/field (third party) contractors†	6/4/0†	5/2/5	3/2/2	1/1/1	0/1/0
Employees male/female	1/1	2/1	0/1	0/0	0/0
Direct contractors male/female†	2/2	0/2	0/2	0/1	0/1
Field (third party) contractors male/female†	0/0	3/2	2/0	1/0	0/0
<b>Suriname</b>					
Employees/direct contractors/field (third party) contractors†	n/a	0/0/44	n/a	n/a	n/a
Employees male/female	n/a	n/a†	n/a	n/a	n/a
Direct contractors male/female†	n/a	n/a†	n/a	n/a	n/a
Field (third party) contractors male/female†	n/a	41/3	n/a	n/a	n/a
<b>United Kingdom</b>					
Employees/direct contractors/field (third party) contractors†	196/43/135†	199/41/379†	189/24/0†	217/20/41†	157/10/221†
Employees male/female	79/74	78/80	83/82	103/94	80/77
Direct contractors male/female†	35/8	36/5	21/3	16/4	7/3
Field (third party) contractors male/female†	128/8	370/9	0/0	39/2†	209/12

#### Note:

**An employee** is a person employed on a fixed-term or permanent basis by and on the payroll of Capricorn.

**A field (third-party) contractor** is a person contracted to work on company business on a temporary basis primarily in a field-based position or as a subcontractor through another company. This category also includes people contracted to work on company business for less than three months in an office-based position.

Many field-based contractors work on rotation (back to back), for example one month on, one month off, so it is not practical or meaningful to give the total number of individuals who have worked as contractors on Capricorn projects throughout the year. Instead, we provide the total number of contractor positions.

Data on numbers of field-based contractors and some short-term office-based contractors are collected and entered into the database each month. At the end of the year, the highest monthly figures are taken from each vessel/rig/base/office and these are added together to give the total number of contractors. Data on short-term office-based contractors that is not available monthly is entered into the database as a total at the end of the year.

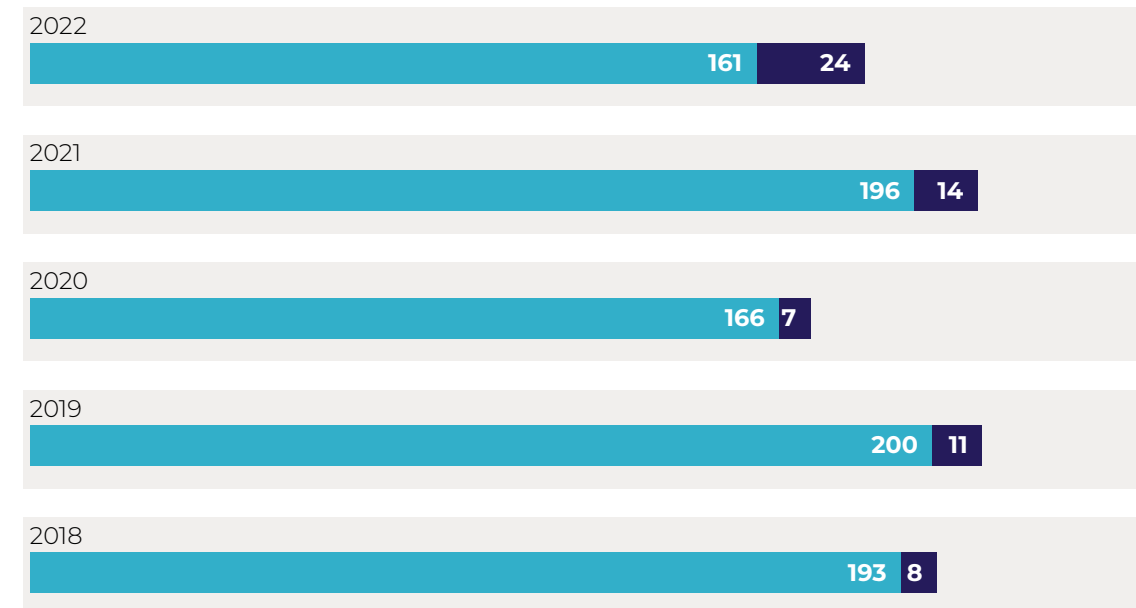
**A direct contractor** is a person who is contracted for more than three months primarily in an office-based position. They form part of Capricorn's total workforce.

Data has been provided for individual countries where there are relevant employees and contractors.

† Linked to 2022 KPIs

## Equality and diversity continued

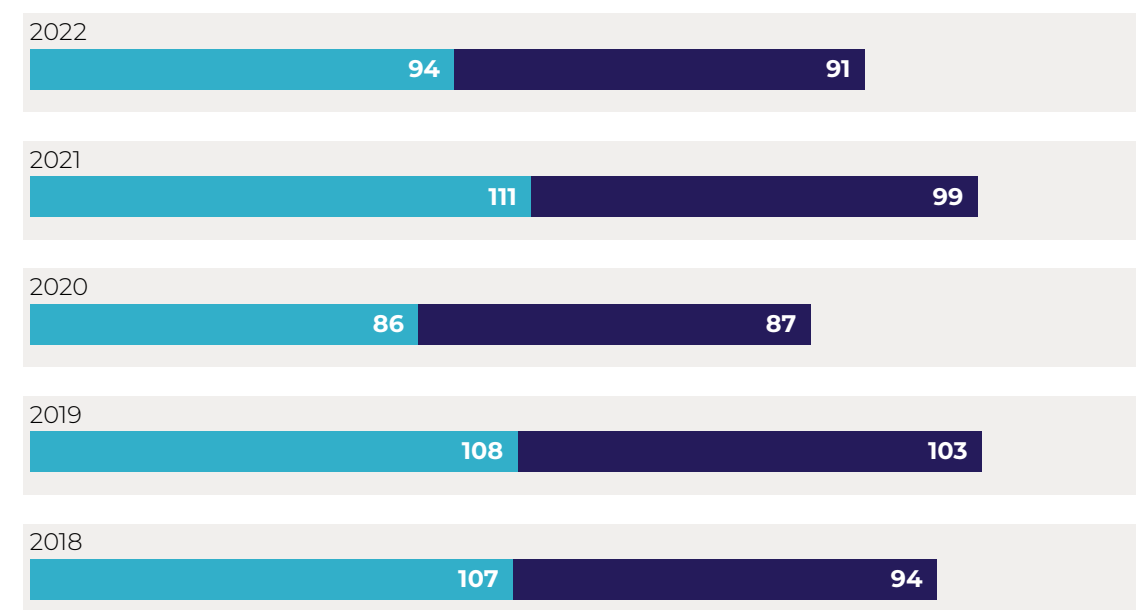
### Employees by contract type (number)



■ Permanent ■ Fixed-term contract

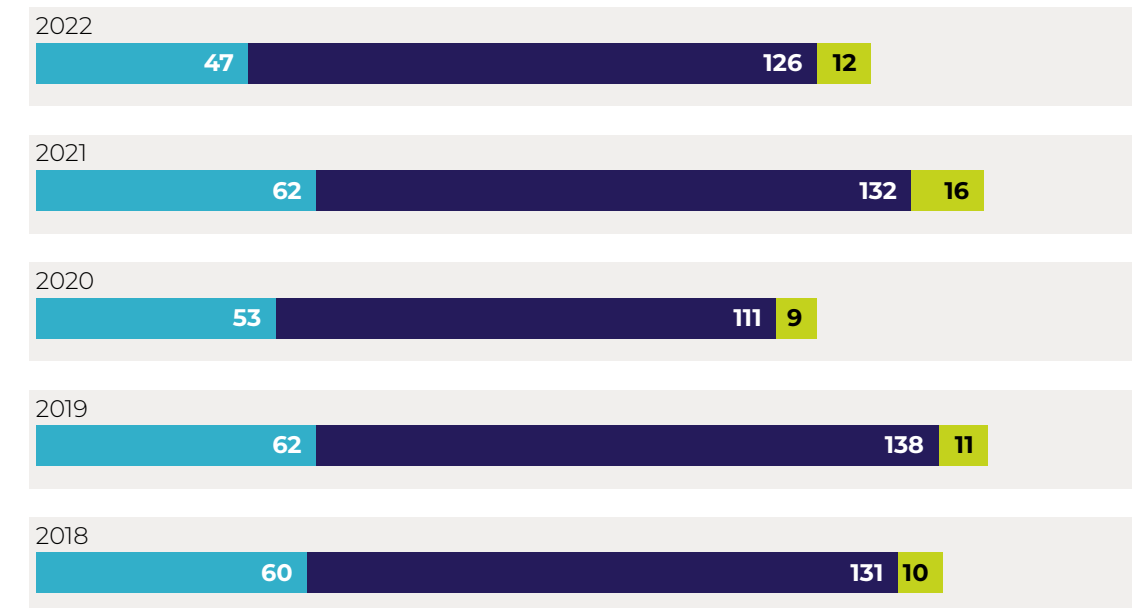
**Note:** A permanent contract of employment is a contract with an employee for full-time or part-time work for an indeterminate period. A fixed-term contract is a contract of employment that ends when a specific time period expires. Temporary employees are included within the fixed term employment category.

### Employees by gender (number)



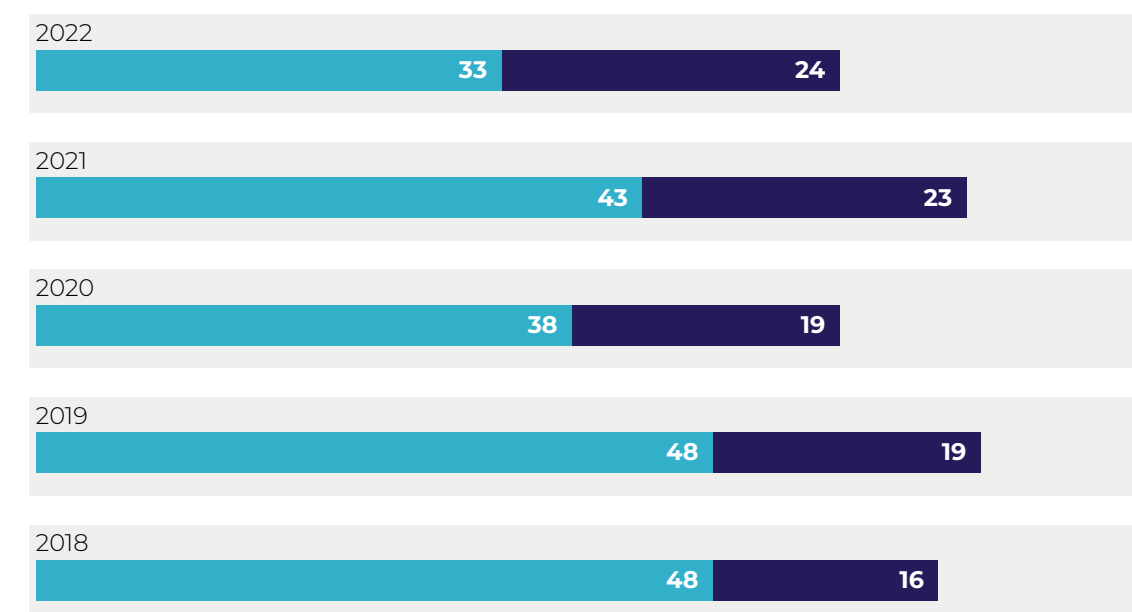
■ Male ■ Female

### Employees by age group (number)



■ Over 50 ■ 30-50 ■ Under 30

### Total managerial employees† and gender breakdown (%)



■ Male ■ Female

**Note:** Managerial employees are employees that have responsibility for managing other people, including senior management, middle management and team leaders.

**Note:** Some senior roles, e.g. in the Technical department, do not include responsibility for managing other people.

Managerial employees and gender breakdown by country (%)	2018	2019	2020	2021	2022
<b>Capricorn total (number)</b>	<b>64</b>	<b>67</b>	<b>57</b>	<b>66</b>	<b>57</b>
Male (number/%)	48/75	48/72	38/67	43/65	33/58
Female (number/%)	16/25	19/28	19/33	23/35	24/42

Egypt male/female	n/a	n/a	n/a	75/25	50/50
Mauritania male/female	n/a	n/a	n/a	n/a	n/a
Mexico male/female	100/0	100/0	100/0	100/0	100/0
Senegal male/female	50/50	50/50	0/100	n/a	0/0
United Kingdom male/female	74/26	69/31	67/33	63/37	58/42

Total managers (number)	2018	2019	2020	2021	2022
Management (male/female)			11/1	10/3	9/3
People managers (male/female)	48/16	48/19	38/19	43/23	33/24

Employees† from minority groups (%)	2018	2019	2020	2021	2022
Total Employee Number	262	278	204	238	185
<b>Capricorn total</b>	<b>5/1.91*</b>	<b>8/2.88*</b>	<b>8/3.92*</b>	<b>14/5.88*</b>	<b>29/15.7*</b>

Managerial-grade employees that are national (%)	2018	2019	2020	2021	2022
<b>Capricorn total national</b>	<b>83</b>	<b>84</b>	<b>86</b>	<b>80</b>	<b>84</b>
Egypt national	n/a	n/a	n/a	25	50
Mauritania national	n/a	n/a	n/a	n/a	n/a
Mexico national	0	0	0	0	0
Senegal national	50	50	0	n/a	n/a
United Kingdom national	90	94	91	87	90

**Note:** This data covers employees and not contractors. Managerial employees are employees that have responsibility for managing other people, including senior management, middle management and team leaders. N.B. Some senior roles, for example in the Technical department, do not include responsibility for managing other people. Managerial employees hired from the local population are defined as managerial employees who are national, i.e. who have the nationality (born or naturalised) of that country.

**Calculation:** Number of national managerial employees/total number of managerial employees x 100.

### National and non-national workforce

Total national and non-national workforce (%)	2018	2019	2020	2021	2022
<b>Capricorn total national/non-national</b>	<b>80/20</b>	<b>80/20</b>	<b>88/12</b>	<b>87/13</b>	<b>89/11</b>
Egypt national/non-national	n/a	n/a	n/a	33/67	86/14
Mauritania national/non-national	n/a	n/a	n/a	n/a	n/a
Mexico national/non-national	60/40	67/33	71/29	71/29	83/17
Senegal national/non-national	50/50	67/33	100/0	n/a	n/a
United Kingdom national/non-national	86/14	89/11	89/11	89/11	89/11

**Note:** National employees are from the country of operation, i.e. they have the nationality (born or naturalised) of that country. Non-national employees are not from the country of operation, i.e. do not have the nationality of that country.

† Linked to 2022 KPIs

## Equality and diversity continued

Total national and non-national direct contractors <sup>2</sup> (%)	2018	2019	2020	2021	2022
<b>Capricorn total national/non-national</b>	<b>80/20</b>	<b>64/36</b>	<b>54/46</b>	<b>48/52</b>	<b>89/11</b>
Egypt national/non-national	n/a	n/a	n/a	n/a	98/2
Mauritania national/non-national	n/a	n/a	n/a	n/a	10/90
Mexico national/non-national	n/a	56/44	64/36	n/a	n/a
Senegal national/non-national	100/0	95/5	100/0	100/0	n/a
Suriname national/non-national	n/a	5/95	n/a	n/a	n/a
United Kingdom national/non-national	79/21	74/26	n/a	47/53	64/36

**Note:** National direct contractors are from the country of operation, i.e. they have the nationality (born or naturalised) of that country. Non-national direct contractors are not from the country of operation, i.e. do not have the nationality of that country.

**Note:** When direct contractor numbers are collected each month, the numbers that are national and non-national are provided. At the end of the year, the same monthly figures that are used to calculate the number of direct contractors (see the data table on page [XX]) are used to calculate the number of national direct contractors.

**Note:** When recording numbers of short-term office-based direct contractors in the UK (e.g. using the non-time-writing personnel list), it is not always known whether these direct contractors are national or non-national as these details are not currently recorded. In such cases, we assume the direct contractors are national.

**Calculation:** Number of national direct contractors/total number of contractors x 100.

Total national and non-national field (third-party) contractors (%)	2018	2019	2020	2021	2022
<b>Capricorn total national/non-national</b>	<b>80/20</b>	<b>64/36</b>	<b>54/46</b>	<b>48/52</b>	<b>89/11</b>
Egypt national/non-national	n/a	n/a	n/a	n/a	98/2
Mauritania national/non-national	n/a	n/a	n/a	n/a	10/90
Mexico national/non-national	n/a	56/44	64/36	n/a	n/a
Senegal national/non-national	100/0	95/5	100/0	100/0	n/a
Suriname national/non-national	n/a	5/95	n/a	n/a	n/a
United Kingdom national/non-national	79/21	74/26	n/a	47/53	64/36

**Note:** National field (third-party) contractors are from the country of operation, i.e. they have the nationality (born or naturalised) of that country. Non-national field (third party) contractors are not from the country of operation, i.e. do not have the nationality of that country.

**Note:** When field (third-party) contractor numbers are collected each month, the numbers that are national and non-national are provided. At the end of the year, the same monthly figures that are used to calculate the number of field (third-party) contractors are used to calculate the number of national field (third-party) contractors.

**Note:** When recording numbers of short-term office-based field (third-party) contractors in the UK (e.g. using the non-time-writing personnel list), it is not always known whether these field (third-party) contractors are national or non-national as these details are not currently recorded. In such cases, we assume the field (third-party) contractors are national.

**Calculation:** Number of national field (third-party) contractors/total number of field (third-party) contractors x 100.

Managers hired from the local population (national managerial employees)	2018	2019	2020	2021	2022
Egypt	n/a	n/a	n/a	25	50
Mauritania	n/a	n/a	n/a	n/a	n/a
Mexico	0	0	0	0	0
Senegal	50	50	0	n/a	n/a
United Kingdom	90*	94	91	87	90

**Note:** This data covers employees and not contractors.

**Note:** Managerial employees are employees that have responsibility for managing other people, including senior management, middle management and team leaders. N.B. Some senior roles, for example in the Technical department, do not include responsibility for managing other people.

**Note:** Managerial employees hired from the local population are defined as managerial employees who are national, i.e. who have the nationality (born or naturalised) of that country.

**Calculation:** Number of national managerial employees/total number of managerial employees x 100.

**Note:** We used to collect a similar set of managerial employee data split by national/expatriate; however, we changed the categorisation in 2018 to better reflect our needs. For this reason, this data is only available for the UK from 2018.

## Equality and diversity continued

### New hires

Total new hires, rate of new hires and gender breakdown (number/%)

	2018	2019	2020	2021	2022
<b>Capricorn total</b>	<b>36/18</b>	<b>31/15</b>	<b>21/12</b>	<b>53/25</b>	<b>28/15</b>
Male	20/19	11/10	12/14	32/29	13/14
Female	16/17	20/19	9/10	21/21	15/16

Total new hires, rate of new hires and country breakdown (number/%)

	2018	2019	2020	2021	2022
<b>Capricorn total</b>	<b>36/18</b>	<b>31/15</b>	<b>21/12</b>	<b>53/25</b>	<b>28/15</b>
Egypt	n/a	n/a	n/a	6/100	19/86
Mauritania	n/a	n/a	n/a	0	0
Mexico	4/80	1/16	1/14	0	0
Senegal	1/50	1/33	0/0	0	0
United Kingdom	21/14	20/13	20/12	47/24	9/6

Total new hires, rate of new hires and age group breakdown (number/%)

	2018	2019	2020	2021	2022
<b>Capricorn total</b>	<b>36/18</b>	<b>31/15</b>	<b>21/12</b>	<b>53/25</b>	<b>28/15</b>
Over 50	8/13	4/7	5/9	12/19	1/2
30-50	24/18	22/16	13/12	30/23	23/18
Under 30	4/40	5/45	3/33	11/69	4/33

### Turnover

Total employees leaving employment, rate of turnover and gender breakdown (number/%)

	2018	2019	2020	2021	2022
<b>Capricorn total</b>	<b>6/3</b>	<b>12/6</b>	<b>4/2</b>	<b>4/2</b>	<b>13/7</b>
Male	2/2	7/6	3/3	2/2	8/9
Female	4/4	5/5	1/1	2/2	5/5

Total employees leaving employment, rate of turnover and country breakdown (number/%)

	2018	2019	2020	2021	2022
<b>Capricorn total</b>	<b>6/3</b>	<b>12/6</b>	<b>4/2</b>	<b>4/2</b>	<b>13/7</b>
Egypt	n/a	n/a	n/a	0	1/4.55
Mauritania	n/a	n/a	n/a	0	n/a
Mexico	n/a	0/0	0/0	0	1/17
Senegal	0/0	0/0	1/100	0	0
United Kingdom	5/3	9/6	3/2	4/2	11/7

Total employees leaving employment, rate of turnover and age group breakdown (number/%)

	2018	2019	2020	2021	2022
<b>Capricorn total</b>	<b>6/3</b>	<b>12/6</b>	<b>4/2</b>	<b>4/2</b>	<b>13/7</b>
Over 50 years old	3/5	0/0	1/2	3/5	1/2
30-50 years old	3/2	10/7	3/3	1/1	12/10
Under 30 years old	0/0	2/18	0/0	0	0/0

**Note:** Turnover figures include only employees who left voluntarily (i.e. resigners).

**Note:** New hires and turnover figures are calculated using employee numbers at the end of the year.

**Note:** New hires and turnover data have been provided for individual countries where there has been applicable hiring and employees leaving employment.

### Parental leave and retention

Total parental leave and retention rates

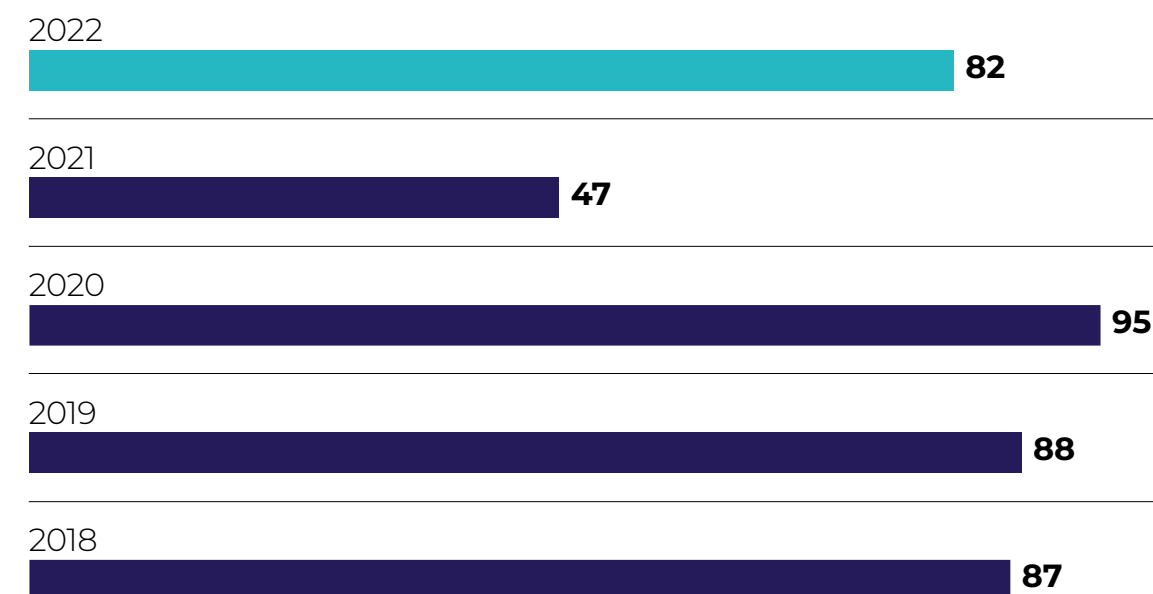
	2018	2019	2020	2021	2022
Total number of employees entitled to parental leave	201	211	173	210	185
Total number of employees entitled to parental leave: male/female	107/94	108/103	86/87	111/99	94/91
Total number of employees that took parental leave (number)	5	9	3	7	12
Total number of employees that took parental leave: male/female	4/1	4/5	1/2	3/4	5/7
Total number of employees that returned to work after parental leave (number/%)	7/100	7/100	5/100*	4/100	11/92
Total number of male employees that returned to work after parental leave (number/%)	4/100	4/100	1/100*	3/100	4/100
Total number of female employees that returned to work after parental leave (number/%)	3/100	3/100	4/100	1/100	7/87.5
Total employees that returned to work after parental leave who were still employed 12 months after return to work (number/%)	7/100	7/100	2/28.57*	5/100	4/100
Total male employees that returned to work after parental leave who were still employed 12 months after return to work (number/%)	2/100	4/100	2/100	1/100	3/100
Total female employees that returned to work after parental leave who were still employed 12 months after return to work (number/%)	5/100	3/100	0/100	4/100	1/100

**Note:** Data for 'New hires', 'Turnover' and 'Parental leave and retention' includes only employees.



## Equality and diversity continued

### Capricorn total proportion of spending on local suppliers (%)\*



New supplier screening (%)	2018	2019	2020	2021	2022
Environmental	95	100	100	100	100
Impacts on society	42	100	100	100	100
Labour practices	53	100	100	100	100
Human rights	58	100	100	100	100

**Note:** This data shows the percentage of significant new suppliers (any that require approval from Capricorn's Contracts Committee) that were screened for corporate responsibility (CR) risks in four different areas: environmental, impacts on society, labour practices and human rights. This data is compiled by reviewing Capricorn's Contracts Committee records to identify new suppliers that Capricorn selected during the reporting year. Tender and contract documentation for those suppliers is then reviewed to identify which sustainability risks are covered in the screening process for each one.

**Note:** In 2017, three out of five significant new suppliers were screened for CR risks in all four areas. The other two included a metocean equipment and data contract which was screened for HSE and a seismic processing (desk-based) contract which was considered low risk.

In 2018, only one of the 19 significant new suppliers was not screened; it was a software supplier.

In 2019, screening new suppliers for CR risks became mandatory and 100% of new suppliers were screened.

In 2020, 2021 and 2022, 100% of new suppliers were screened.

Proportion of spending on local suppliers	2018	2019	2020	2021	2022
Egypt	n/a	n/a	n/a	57	61
Mauritania	n/a	n/a	n/a	9	8
Mexico	20	88	96	80	92
Senegal	79	94	100	93	81
Suriname	0	1	45	64	66
United Kingdom	94	86	91	42	92

**Note:** Local suppliers are considered to be those operating from the country of operation. They are classified as such by having a local address and where appropriate, further registration as may be required by local authorities to recognise these companies officially (for example a NINEA number in Senegal).

**Note:** We break down this data by country as our 'significant locations of operation'.

**Note:** Expenditure figures are pulled together through a system report of all invoices booked during the reporting year. Non-operated costs are excluded. A subset of figures is then produced which includes only invoices from local suppliers.

**Note:** Figures are provided in local transactional currency and converted into pounds sterling using the year-to-date average exchange rate.

**Calculation:** Expenditure on local suppliers/total expenditure x 100.

## Social and economic benefits

### Social and economic benefits

Social investment (£ pounds sterling)†	2018	2019	2020	2021	2022
<b>Capricorn total</b>	<b>85,592</b>	<b>155,577</b>	<b>327,783</b>	<b>112,197</b>	<b>340,420</b>
Community economic and environment benefit	48,137	0	23,739	8,721	93,173
Mexico				8,721	8,721
Senegal	48,137				
Suriname			23,739		84,452
Community Health	0	0	54,523	36,337	30,523
Mexico				36,337	
Senegal			15,578		
Suriname			38,945		30,523
Community protection and climate adaption	0	0	0	37,888	38,563
Mexico					
Suriname				37,888	38,563
Education & Innovation	37,455	155,577	249,522	29,251	178,162
Egypt					12,000
Mexico				29,251	26,162
Senegal	37,455	155,577	170,299		
Suriname			79,223		
United Kingdom					140,000

**Note:** Capricorn defines social investment as 'proactive contributions or actions taken by Capricorn to help bring benefits to communities where we operate'. These may include community development projects, capacity building within national institutions and developing skills within local businesses.

**Note:** Figures for social investment are collated from the following sources:

- social investment budget expenditure of an operating asset, collated by the HSE department; and
- skills-awareness training provided to local businesses through operations, from data supplied by the Logistics department and local HSE departments.

**Note:** A category for 'National contractor training' was added in 2016. Previous contractor training payments were included under education.

**Restatement:** The total social investment figure for 2019 was updated in 2020 as information on a payment in Senegal to the National Institute

of Oil and Gas for education in 2019–2020 was provided by the operator in 2020.

**Note:** Prior to 2021, six categories were used; these were collated into four in 2021, which has continued for 2022.

Community development and environmental benefit includes historical data from the 'Community development' and 'environment' categories.

Community health includes historical data from the 'Health' category.

Community protection and climate adaption includes historical data from the 'Disaster relief' category.

Education and innovation includes historical data from the 'National contractor training' and 'Other' categories.

† Linked to 2022 KPIs

## Charitable giving

### Charitable giving

Charitable giving in the UK (£ pounds sterling)	2018	2019	2020	2021	2022
United Kingdom total	248,140	250,600	390,000	328,307	370,106
Community economic and environment benefit				27,840	24,277
Community Health	116,290	60,000	80,000	71,766	77,276
Community protection and climate adaption				28,522	124,277
Education & Innovation	131,850	190,600	310,000	200,179	144,276

**Note:** Figures for charitable giving are collated by the Corporate Affairs department from the Corporate Charities Committee budget.

**Note:** Prior to 2021, six categories were used; these were collated into four in 2021, which has continued for 2022.

Community development and environmental benefit includes historical data from the 'Community development' and 'Environment' categories.

Community health includes historical data from the 'Health' category.

Community protection and climate adaption includes historical data from the 'Disaster relief' category.

Education and innovation includes historical data from the 'National contractor training' and 'Other' categories.

## Human rights

### Human rights approach

Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening (number/%)

	2018	2019	2020	2021	2022
<b>Capricorn total</b>	<b>5/50</b>	<b>6/100</b>	<b>8/100</b>	<b>8/100</b>	<b>5/100</b>

**Note:** A significant investment agreement is defined as one that requires Board approval. This equates to one with a net expenditure in excess of US\$1 million.

**Note:** Significant investment agreements and contracts are assessed against specified investment criteria, which include an assessment of the potential corporate responsibility risks (CR), including human rights, involved with the opportunity. The Investment Proposal (IP) summarises the outcome of the review (including the CR assessment), the recommended terms of the offer and how the opportunity would be managed in the event of success. These IPs are signed off by all functional department heads, the Chief Operating Officer (COO) on behalf of the Management Team (MT) and the Chief Executive Officer (CEO) on behalf of the Executive Team (ET).

**Note:** Data for this indicator is compiled by reviewing all IPs that were approved in the reporting year.

**Note:** All operations are screened broadly for human rights issues at the IP stage. In this indicator we include only those agreements finalised in the reporting year that make specific reference to human rights.

**Calculation:** Number of IPs approved in the reporting year that include specific reference to human rights/number of IPs approved in the reporting year x 100.

Operations that have been subject to human rights reviews or impact assessments (number/%)

	2018	2019	2020	2021	2022
<b>Capricorn total</b>	<b>4/100</b>	<b>5/100</b>	<b>8/100</b>	<b>n/a</b>	<b>n/a</b>

**Note:** For the purposes of this indicator we define an operation as a country in which we had operational activity (including field and office activity) in the reporting year. It should be noted that we may have more than one set of assets in a given country.

**Note:** All field operations have been assessed for risks related to corruption, although the assessments may not have taken place in the reporting year itself.

Human rights and community relations	2018	2019	2020	2021	2022
Percentage of (1) proved and (2) probable reserves in or near areas of conflict (%)	n/a	n/a	0	0	0
Percentage of (1) proved and (2) probable reserves in or near indigenous land (%)	n/a	n/a	0	0	0
Number and duration of non-technical delays associated with community rights and interests (number, days)	n/a	n/a	0	0	0

## Human rights continued

Employees trained on human rights policies and procedures

	2018	2019	2020	2021	2022
Capricorn employees that received training in the reporting year (%)	17	7	100	94	98
Hours of training received by all Capricorn employees (hours)	17	56	88	54	46
Employees completed a human rights module (number)	34	15	173	197	181
Employees completed a modern slavery module (number)	n/a	n/a	n/a	198	181

**Note:** An employee is defined as a person employed by and on the payroll of Capricorn. Persons employed under short-service contracts are included as Capricorn employees provided they are paid directly by Capricorn. Personnel who are contracted for more than three months to an organisational position and who are categorised as 'direct contractors' in the database are not included in the employee numbers for this indicator.

**Calculation:** Number of employees trained (during the reporting year) on policies and procedures relating to human rights/number of employees x 100.

### Non-discrimination

Total number of incidents of discrimination	2018	2019	2020	2021	2022
Incidents of discrimination (number)	0	0	0	0	0

### Grievances

Labour relations grievance policy (%)	2018	2019	2020	2021	2022
Total employees covered by non-retaliation and grievance policy	100	100	100	100	100
Total number of grievances (number)	2018	2019	2020	2021	2022
Filed	0	0	0	0	0
Filed and addressed	0	0	0	0	0
Filed, addressed and resolved	0	0	0	0	0
Filed prior to reporting period but resolved during reporting period	0	0	1	0	0

**Note:** There were no incidents of violation involving rights of indigenous peoples.

## Ethics, anti-bribery and corruption and transparency

### Ethics

Business ethics compliance	2018	2019	2020	2021	2022
Incidents of non-compliance with Capricorn's Code of Business Ethics (number)	0	0	0	1	1
Employee dismissals resulting from non-compliance with Code of Business Ethics (number)	0	0	0	0	1
Contracts cancelled in part due to concerns about contractors' ability/willingness to operate in line with business principles (number)	0	n/a	n/a	n/a	n/a

### Anti-bribery and corruption

Operations assessed for risks related to corruption 1 (number/%)	2018	2019	2020	2021	2022
<b>Capricorn total</b>	<b>4/100</b>	<b>N/A</b>	<b>5/100</b>	<b>5/100</b>	<b>5/100</b>

**Note:** For the purposes of this indicator we define an operation as a country in which we had operational activity (including field and office activity) in the reporting year. It should be noted that we may have more than one set of assets in a given country.

**Calculation:** Number of operations in the reporting year that have been assessed at some point for risks related to corruption/total number of operations in the reporting year x 100.

**Note:** All of the operations included have been assessed for risks related to

Total communicated to on anti-corruption policies and procedures 1 (number/%)	2018	2019	2020	2021	2022
Board members	9/100	9/100	9/100	8/100	9/100
Total employees	201/100	211/100	173/100	210/100	185/100
Total management grade employees	64/100	67/100	57/100	66/100	57/100
Total non-management grade employees	137/100	144/100	116/100	144/100	128/100
Total Business partners	22/88	33/100	11/100	13/100	8/100
Business partners – significant suppliers	19/100	28/100	5/100	8/100	4/100
Business partners – joint venture partners	3/50	5/100	11/100	5/100	4/100

**Note:** Significant suppliers are defined as any new suppliers that Capricorn selected during the reporting year that required approval from Capricorn's Contracts Committee.

**Calculation:** Number of Board members/employees/management-grade employees/non-management-grade employees/business partners who have had Capricorn's anti-corruption policies and procedures communicated to them during the reporting year/total number of Board members/employees/management-grade employees/non-management-grade employees/business partners x 100.

corruption, although the assessments may not have taken place in the reporting year itself.

**Note:** Significant risks identified include: 1) risk of corrupt acts in the supply chain, 2) risk of local contractors not being adequately trained on anti-bribery and corruption, 3) risk of not adapting corporate anti-bribery and corruption management system to the local culture, 4) risk of operating in jurisdictions perceived as high risk for bribery and 5) risk of poor communication and monitoring of anti-bribery and corruption policies and procedures.

**Note:** All joint venture (JV) business partners receive a copy of Capricorn's Group Code of Ethics when they first become a partner. The data presented is for those 'communicated to' in the reporting year.

**Note:** The following notes explain the processes Capricorn goes through to ensure that anti-corruption risks are assessed and to ensure its anti-corruption policies and procedures are communicated to its business partners. In line with the requirements outlined in the UK Bribery Act, Capricorn applies a risk-based approach to assessing corruption risk prior to establishing new operations and contracting with new JV partners and

## Ethics, anti-bribery and corruption and transparency continued

suppliers. Capricorn considers a number of factors when determining the level of anti-bribery and corruption due diligence to be completed, such as the Corruption Perceptions Index score for the relevant country and the level of contact the business partner is expected to have with public officials.

These factors are objectively scored, and the appropriate level of due diligence is determined accordingly. This process is mandatory for all Capricorn Group companies, business units and locations.

In addition, all Capricorn contractors are required to comply with Capricorn's Group Code of Ethics. Consequently, this policy document is incorporated into contracts entered into by the Capricorn Group with suppliers, consultants and agents.

Employees communicated to on anti-corruption policies and procedures, and country breakdown 1 (number/%)

	2018	2019	2020	2021	2022
Egypt	n/a	n/a	n/a	6/100	22/100
Mauritania	n/a	n/a	n/a	0	0/0
Mexico	5/100	6/100	7/100	7/100	6/100
Senegal	2/100	3/100	1/100	0/0	0/0
United Kingdom	153/100	158/100	165/100	197/100	157/100

Business partners communicated to on anti-corruption policies and procedures, and country breakdown 1 (number/%)

	2018	2019	2020	2021	2022
Egypt	n/a	n/a	n/a	1/100	3/100
Mauritania	n/a	n/a	n/a	3/100	n/a
Mexico	7/100	14/100	1/100	2/100	2/100
Senegal	0/0	0/0	1/100	0	0
Suriname	1/100	0/0	1/100	0	0
United Kingdom	11/100	7/100	3/100	7/100	3/100

Total employees (and Board members) trained in Capricorn's anti-corruption policies and procedures 1 (number/%)

	2018	2019	2020	2021	2022
Board members	9/100	9/100	9/100	8/100	9/100
Total employees	68/34	199/94	173/100	202/96.19	181/97.84
Total management grade employees	31/48	66/99	57/100	63/95	55/96
Total non-management grade employees	37/27	133/92	116/100	139/97	126/98

**Note:** Data on Board members cannot be broken down by country as Capricorn has only one Board of Directors. This is located in the UK.

As operator (or prospective operator) under a licence, we provide the relevant government with details of our anti-bribery policies and procedures in the following circumstances:

- in the course of submitting an application under a licence bid round;
- where requested by the party from whom we are acquiring an interest in a licence;
- in the course of requesting consent from the relevant government to an acquisition of interests (if required); and
- where otherwise requested by the relevant government. Up-to-date versions of Capricorn's anti-bribery and corruption policy documents are displayed on the Capricorn Energy website at all times.

## Economics and funding

Employees trained in Capricorn's anti-corruption policies and procedures, and country breakdown 1 (number/%)

	2018	2019	2020	2021	2022
Egypt	n/a	n/a	n/a	5/83.33	22/100
Mauritania	n/a	n/a	n/a	n/a	n/a
Mexico	5/100	5/83	7/100	7/100	6/100
Senegal	2/100	3/100	1/100	0	n/a
United Kingdom	59/39	151/96	165/100	190/96.45	153/97.45

**Note:** All Capricorn employees have been trained in Capricorn's anti-corruption policies and procedures, but these are the figures for employees who received training in the reporting year.

**Calculation:** Number of employees trained in Capricorn's anti-corruption policies and procedures during the reporting year/total number of employees x 100.

Anti-competitive behaviour (number/%)

	2018	2019	2020	2021	2022
Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	0	0	0	0	0

### Payments to governments

Total payments to governments (\$'000 US)

	2018	2019	2020	2021	2022
<b>Total payments to governments</b>	<b>-12,505.19</b>	<b>332.00</b>	<b>15,970.86</b>	<b>28,564.40</b>	<b>10,930.47</b>
Signature, discovery and production bonuses	n/a	870.00	n/a	3,000.00	n/a
Licence, rental and entry fees	4,247.70	5,019.00	2,288.00	2,852.38	4,338.85
Corporate income tax	-37,355.46	-30,488.00	20.50	n/a	3.60
Withholding tax withheld on payments to group companies	n/a	n/a	n/a	n/a	n/a
VAT	-7,765.71	-6,579.00	-3,801.20	2,007.41	-25,683.28
Customs duty	11.11	4.00	n/a	n/a	n/a
Training allowances	200.00	n/a	n/a	n/a	1,050.00
PAYE and NI	27,450.46	27,672.00	15,449.88	19,188.10	25,916.12
Withholding tax withheld on payments to third parties	706.71	3,728.00	468.35	122.20	759.27
Other	n/a	106.00	1,545.33	1,394.31	4,545.93

Payments to governments, and country breakdown (\$'000 US)

	2018	2019	2020	2021	2022
<b>Total payments to governments*</b>					
Brazil		113.00	101.50	2.00	1.86
Cote d'Ivoire	1,245.00	n/a	n/a	600.00	n/a
Egypt	n/a	n/a	n/a	n/a	2,588.07
Ireland	71.00	28.00	-4.00	n/a	n/a
Israel		953.00	88.00	704.00	87.77
Mexico	2,326.00	3,714.00	2,867.00	4,574.00	-13,381.23
Mauritania	n/a	n/a	n/a	3,380.00	n/a
Morocco	26.00	520.00	n/a	n/a	n/a
Nicaragua		2,923.00	n/a	n/a	n/a
Norway	-34,215.81	-20,682.00	116.00	964.00	1,172.79
Senegal	1,452.23	435.00	847.00	7.00	18.97
United Kingdom	16,591.00	12,328.00	12,187.00	14,384.00	18,646.13

## Economics and funding continued

Signature, discovery and production bonuses	2018	2019	2020	2021	2022
Israel	n/a	870.00	n/a	n/a	n/a
Mauritania	n/a	n/a	n/a	n/a	n/a
Licence, rental and entry fees:	2018	2019	2020	2021	2022
Cote d'Ivoire	1,245.38	n/a	n/a	n/a	n/a
Egypt	n/a	n/a	n/a	n/a	n/a
Ireland	84.99	28.00	n/a	n/a	n/a
Israel	n/a	83.00	87.70	152.03	56.93
Mauritania	n/a	n/a	n/a	314.60	1,514.60
Mexico	1,842.05	2,959.00	1,955.20	2,176.10	2,502.88
Norway	883.91	1,882.00	n/a	n/a	n/a
Senegal	107.06	n/a	n/a	n/a	n/a
United Kingdom	84.32	67.00	245.30	209.66	264.43
Corporate income tax:	2018	2019	2020	2021	2022
Mexico	n/a	398.00	20.50	n/a	n/a
Norway	-37,355.00	-30,886.00	0.00	n/a	n/a
United Kingdom	n/a	n/a	n/a	n/a	3.60
Withholding tax withheld on payments to group companies: VAT	2018	2019	2020	2021	2022
Ireland	n/a	n/a	n/a	n/a	n/a
Israel	n/a	n/a	n/a	n/a	n/a
Mexico	n/a	n/a	n/a	n/a	n/a
Morocco	n/a	n/a	n/a	n/a	n/a
Norway	n/a	n/a	n/a	n/a	n/a
United Kingdom	n/a	n/a	n/a	n/a	n/a
Customs Duty	2018	2019	2020	2021	2022
Senegal	11.11	4	n/a	n/a	n/a
Training allowances:	2018	2019	2020	2021	2022
Egypt	n/a	n/a	n/a	n/a	1,050.00
Senegal	200.00	n/a	n/a	n/a	n/a
PAYE and NI:	2018	2019	2020	2021	2022
Egypt	n/a	n/a	n/a	n/a	500.48
Mexico	483.70	312.00	296.40	328.09	326.39
Morocco	19.55	n/a	n/a	n/a	n/a
Norway	4,716.60	12,014.00	314.00	964.45	1,172.79
Senegal	473.02	384.00	95.98	n/a	n/a
United Kingdom	21,757.59	14,962.00	14,734.50	17,895.56	23,916.46

Withholding tax withheld on payments to third parties:	2018	2019	2020	2021	2022
Brazil	n/a	15.00	n/a	n/a	n/a
Egypt	n/a	n/a	n/a	n/a	35.55
Mexico	n/a	45.00	462.55	122.20	5.99
Mauritania	n/a	n/a	n/a	n/a	281.46
Morocco	2.09	520.00	0.00	n/a	n/a
Nicaragua	n/a	2,923.00	0.00	n/a	n/a
Senegal	661.04	39.00	5.80	n/a	n/a
United Kingdom	43.58	186.00	0.00	n/a	436.24
Other:	2018	2019	2020	2021	2022
Brazil	n/a	98.00	101.49	1.62	n/a
Egypt	n/a	n/a	n/a	n/a	1,002.05
Cote d'Ivoire*	n/a	n/a	n/a	600.00	n/a
Senegal	n/a	8.00	745.62	6.95	18.97
United Kingdom	n/a	0.00	698.22	785.75	3,523.05

**Note:** Payments to governments are defined as any payments made to governments.

**Note:** Figures for any payments made to governments during the reporting year are collated by Capricorn's Finance department at the end of each calendar year. The figures include both payments to governments included in our EITI (Extractive Industries Transparency Initiative) reporting, such as corporate income tax, licence fees and withholding tax suffered, and additional payments made including VAT and payroll taxes and social security costs.

**Note:** Data has been provided for individual countries where relevant payments have been made.

**Note:** Negative figures reflect refunds received. These figures represent a net of payments and refunds.

**Note:** For all but the tax payments, Capricorn reports only the gross payments for assets that we operate in support of two transparency initiatives, namely the European Union Accounting Directive and the EITI.

### Public policy

Political contributions (£ pounds sterling)	2018	2019	2020	2021	2022
Money paid to political parties and institutions	0	0	0	0	0

### Compliance

Non-compliance with laws and regulations (excluding environmental)	2018	2019	2020	2021	2022
Incidents: (number)	0	0	0	0	0
Total Non-monetary sanctions: (number)	0	0	0	0	0
Total Monetary value of significant fines: (£'000 pounds sterling)	0	0	0	0	0

## Economics and funding continued

### Transparency

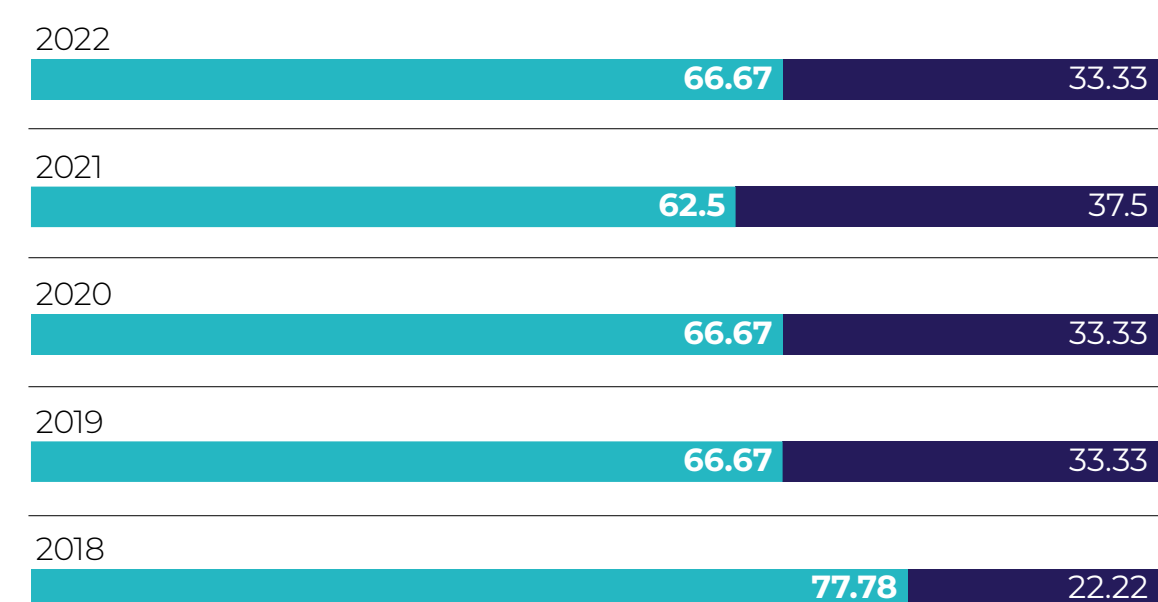
Reserves	2018	2019	2020	2021	2022
Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	n/a	n/a	n/a	n/a	n/a
Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves (tCO <sub>2</sub> e) <sup>1</sup>	n/a	n/a	n/a	n/a	n/a
Amount invested in renewable energy, revenue generated by renewable energy sales (\$'000 US)	n/a	n/a	n/a	n/a	n/a
Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) (Thousand barrels per day (Mbbbl/day); Million standard cubic feet per day (MMscf/day)) synthetic gas <sup>2,3</sup>	n/a	n/a	n/a	n/a	n/a
Board meetings that considered CR issues (%)	2018	2019	2020	2021	2022
<b>Capricorn total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

**Note:** The Board is ultimately accountable for ensuring Capricorn meets our standards of Corporate Governance. It provides a leadership role in risk management and requires routine updates on CR-related risks and performance. CR performance is a standing item on the Board agenda,

and the Board received a CR corporate and operational update at each Board meeting in 2022. It also routinely examines the status and management of high-risk issues facing the company. The Board received performance update papers for each meeting in 2022.

Capricorn's board members from minorities (%)	2018	2019	2020	2021	2022
Total	0	0	0	0	11

### Gender breakdown of Capricorn's Board of Directors (%)



■ Male ■ Female

### Age breakdown of Capricorn's Board of Directors (%)



■ 30-50 ■ Over 50

