

Sustainability Report FY23/24

— Caring Today, Creating Tomorrow —



Contents

Sustainability Report FY23/24

Introduction

[About this Report](#)

[FY23/24 Sustainability Highlights](#)

[About Cheiron](#)

[Our CEO statement](#)

[Leadership and Governance](#)

[Our Sustainability Strategy](#)

[Business Continuity Management](#)

[Human Rights](#)

[Financial Liabilities](#)

[Future Focus Areas](#)

[Appendix](#)



Safe
Operation

[Occupational Health and Safety](#)

[Road Safety](#)

[Process Safety](#)

[Training](#)

[Chemical Management](#)

[Engaging Contractors and Suppliers in Safety](#)

[Investing In Emloyess' Wellness](#)



Strong
Governance and Ethics

[Business Ethics, Transparency and
Compliance](#)

[Taxation](#)



Shared
Benefits

[Our approach to Shared Benefits](#)

[Engaging with our Stakeholders &
investing in Communities](#)

[Transitioning from Education to the
Labour Market](#)

[Cultural Heritage](#)



Environmental
Stewardship

[Greenhouse Gas \(GHG\) Emissions](#)

[Water Management](#)

[Air Quality and Noise](#)

[Ecological Impacts](#)

[Management of Hazardous Substances](#)

[Waste Management](#)

[Engaging Employees for the Environment](#)

[Environmental Critical Element Management](#)

About this Report

Cheiron's Sustainability Report, previously titled the Annual Monitoring Report (AMR), describes the sustainability performance of our facilities and operations during the Egyptian Financial Year 23/24 (July to June). This year's report includes all assets under the Multi-Facility Agreement (MFA) financing arrangement and those outside the MFA. A Reserve Based Loan (RBL) is in place for Bapetco. The report includes environmental and social performance data for the Group, the Head Office and individual Joint Operating Companies (JOCs) which operate the fields in partnership with the Egyptian General Petroleum Company (EGPC), the national oil administrative authority.

Cheiron is committed to implementing Sustainable Development principles and Good International Industry Practice (GIIP) throughout its activities in line with the company's Quality, Health, Safety, Environmental and Sustainability (QHSES) Policy as represented by International Finance Corporation (IFC) performance standards. Both Cheiron and our main partner, EGPC, are members of the IOGP and adopt its guidance and recommended practices. EGPC's HSE and Process Safety related Codes of Practice and standards support implementation of IOGP's operating management system requirements. Cheiron also supports implementation of the Equator Principles adopted by participating Financial Institutions. The principles provide a risk management framework for determining, assessing and managing environmental and social risk. Our commitments align with supporting implementation of the United Nations Sustainable Development Goals.

This report follows various internationally recognized Environmental, Social and Governance (ESG) reporting frameworks and standards. Alignment is intended with the following frameworks:

- Material sustainability-related aspects and associated metrics identified by the International Financial Reporting Standards (IFRS) Foundation including sector specific reporting metrics for oil and gas exploration and production (Volume 11);
- Mapping of material aspects with UN Sustainable Development Goals and International Finance Corporation (IFC) Performance Standards;
- The IFRS International Sustainability Standards Board Standard S1 (covering general sustainability related disclosures in capital markets) and IFRS S2 (specifically covering climate-related disclosures including the recommendations of the Task Force on Climate Related Financial Disclosures (TCFD); and.
- the Sustainability Reporting Guidance for the Oil & Gas Industry by IPIECA, the International Association of Oil and Gas Producers (IOGP) and the American Petroleum Institute (API) 4th Edition, 2020 (revised Feb. 2023).

Quantitative data in this report relates to Fiscal Year 2023/2024 with comparison to previous years and covers our operations unless otherwise stated. Specifically, the scope of our greenhouse gas (GHG) reporting includes all of emissions from Cheiron's JOC facilities and activities. It follows a process of scoping emission boundaries, identifying data sources and applying emission calculation methodologies for each source type as defined within Cheiron's GHG Emissions Calculation Methodology Statement.

We conduct independent [third-party assurance](#) for the process used to create the 2024 Sustainability Report. This report for consultation will be externally assured in its next iteration following site visits and data review including reasonable assurance of GHG emissions. We also obtain verification that our environmental and safety management system (i.e., our Operational Excellence Management System, or OEMS) meets international standards and specifications including certifications to ISO 9001:2015 (quality), 14001:2015 (environmental management) and 45001:2018 (health and safety management). All our facilities are also certified to the same standards. Amapetco and Bapetco are additionally certified to ISO 50001 (energy management). Other assets are progressing certification towards ISO 50001 with the scope expanded to ensure GHG reduction is considered alongside energy management.







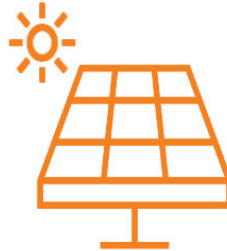


It should be recognised that a number of external financial factors slowed activity during the year, particularly those associated with capital projects. Egypt has been experiencing challenging economic conditions including availability of foreign currency, currency devaluations and high inflation. These have resulted in significant cost increases and reduced availability of equipment and materials with suppliers also seeking to renegotiate contracts as a result; causing project delay. Despite these prevailing challenges, this report shows how Cheiron has continued to enhance its sustainability management programme and performance.



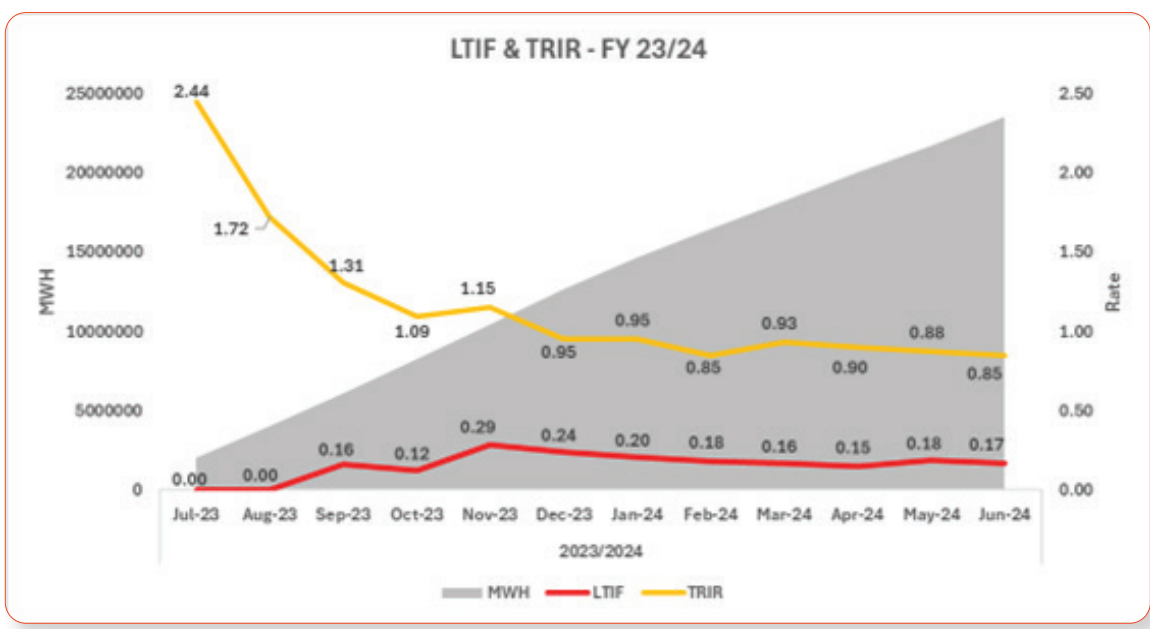
FY23/24 Sustainability Highlights

- ▶ We believe that sustainability embodies a way to protect long-term shareholder value through safe, sustainable production in partnership with our stakeholders. It is a core value of the business and an essential ingredient of our operational model, which is a key driver for continual improvement across all activities.
- ▶ We envision a partnership where everyone engaged with our activities, including contractors and suppliers, is expected to display individual leadership and work together as ‘One Team’. This includes integrating sustainability into our business practices, exhibiting safe behaviors and striving to continuously improve the way we operate.
- ▶ The foundation is built on a heart and minds approach to ensure all our people want to achieve common goals with broad reaching benefits.
- ▶ Current implementation performance against Sustainability Plan indicators shows good progress on GHG emissions reduction and Energy Transition related actions along with significant reductions in non-compliant produced water for the Group overall.
- ▶ GHG emission intensity reduced by 17% to date against our target of 25% reduction against a 2020 baseline by 2025. Forecasting identifies we are presently on track to meet the target.
- ▶ There is more work to do on produced water and sewage compliance in specific assets and establishing a waste management and reduction framework. Sustainability Plan actions are incorporated into action plans in place with each operated asset.

Environment Stewardship and Energy Transition

Environment Stewardship and Energy Transition		Asset Integrity
		
15% REDUCTION towards	46% REDUCTION	77% COMPLETION
GHG Emission Intensity Target	In Total Volumes Compared to 2020	Zaafarana Business Continuity Plan
		
Renewable Energy	Discharge Produced Water to Environment	Impacting Our People and Communities
		
123kwe Solar Power Project Start Up with others under study	31% REDUCTION Compared to FY22/23	Total HSES-related training hours equate to 10,943 hours, up 5% on previous year.

Health and Safety Performance



A lost time incident rate of 0.17 LTIFR.
Better than benchmark safety performance but
with one fatality



5000 students trained in 12 schools on Sustainability & Egypt vision 2030, Equipped 30 young men and women with electrical appliances and supported rehabilitation of Ras Gharib Elementary School. Participated in further major housing and medical projects.

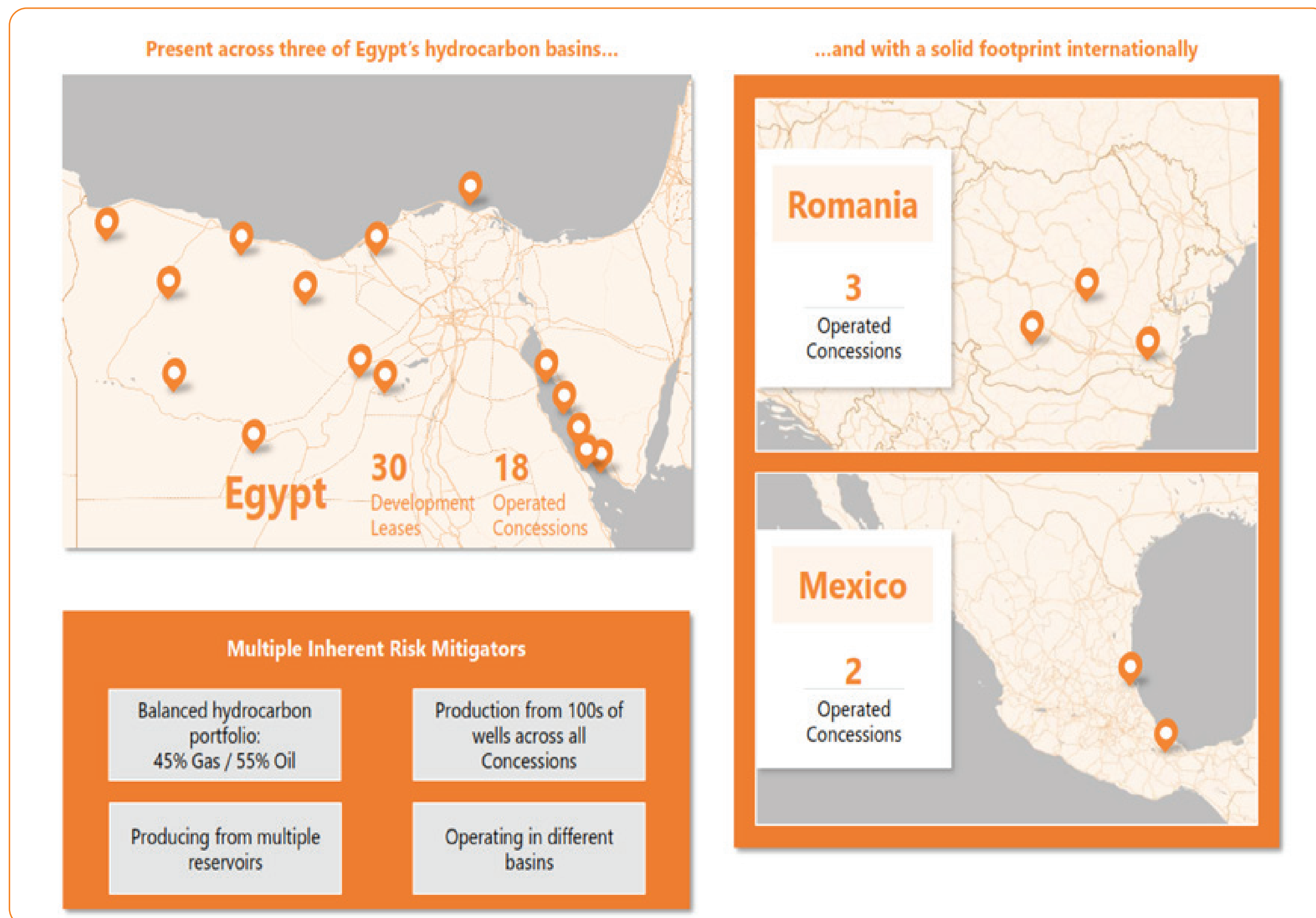
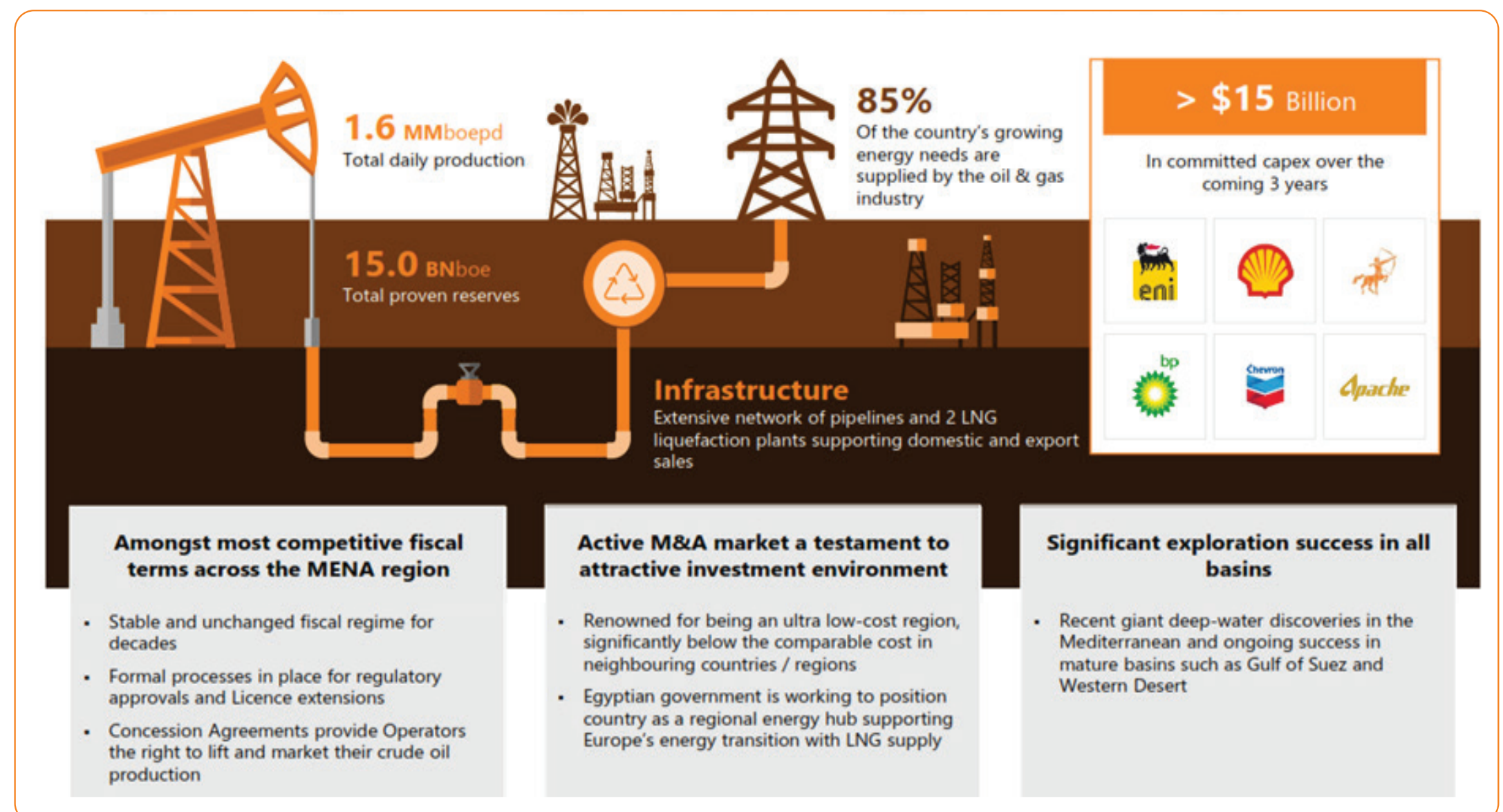
About Cheiron

Cheiron is Egypt’s leading Egyptian-owned Exploration and Production company. It is focused on near-field exploration activities and maximizing the value from producing assets and unlocking value from mature fields. New field developments are however increasing the breadth of activity. Egyptian operations are focused on offshore fields in the Gulf of Suez, an offshore development in the Mediterranean Sea (Web and Papyrus) and various onshore fields in the Western Desert.

Cheiron also operates two fields in Romania (Cosminele and Silistea) and our wholly owned subsidiary, Cheiron Holdings Ltd (CHL), partners with Pemex on Mexico’s onshore Cardenas-Mora license. These operations are out of scope of this Sustainability report.



A 100-year-old oil & gas sector attracting investments from the biggest names in the industry



About Cheiron- Continued

Different financial arrangements are in place for the various onshore and offshore fields, including those operated by joint operating companies.

Table 1 Onshore and offshore various fields

MFA	Bapetco RBL	Other
<ul style="list-style-type: none">• Amal (Amapetco)• Zaafarana (Gempetco)• Geisum and Tawila including GNN (Petrogulf Misr, PGM)• North Bahariya (Norpetco)	<ul style="list-style-type: none">• Obaiyed, including North Umbaraka, North Matruh / TEEN• Greater Badr El Din (BED) Area including BED2, BED3 and Sitra• Alam El Shawish including Madg, Barq, Bahga• Northeast AbuGharadig• Export pipelines with Almeriya and EPC metering stations.• Exploration blocks operated by the Bapetco Shareholders.	<ul style="list-style-type: none">• Gemsa (Gempetco)• Web and Papyrus development (Petroweb)

► During FY23/24, a total of 14 wells were drilled in MFA assets with 8 wells drilled offshore and 6 onshore. This is a lower level of activity compared to the 23 wells drilled in the previous year. A total of 25 wells were drilled in Bapetco with 5 rigs operating during the first 6 months of the reporting period. Drilling activities subsequently paused with rigs either released (3) or stacked (2) Drilling activities commenced again in Bapetco in July 2024 with 3 rigs, one of which is dedicated for exploration wells following the handover of the Southeast Horus and West El Fayoum exploration concessions from Capricorn to Cheiron in September 2023.

Production during FY23/24 in comparison to FY22/23.

Table 2 Year on Year Production Comparison

Egyptian Production	FY23/24 (Gross)			FY22/23 (Gross)			Total % change
	Oil (kbopd)	Gas(mmscfd)	Total(kboepd)	Oil (kbopd)	Gas(mmscfd)	Total(kboepd)	
All Assets	72.5	274	122.2	68.2	316	125.4	-3%
MFA Assets	42.4	39	50.1	33.5	43	42.1	+16%
Bapetco	28.3	235	70.3	33.5	273	81.8	-16%
Other	1.8	0	1.8	1.8	0	1.5	+17%

► In comparison to last year, gas production is down driven by declines in Bapetco, whilst oil production is higher due to production increases at GNN (Geisum). Gas comprised 41% of gross production, down from 45% in the previous year due to the higher relative production of GNN within the overall product mix. Production in FY23/24 on a working interest basis for all assets was 68.2 kboepd with 27.8 kboepd derived from Bapetco.

Our CEO statement



In an era defined by profound transformation and rising global expectations, Cheiron remains steadfast in its commitment to responsible energy production and long-term value creation. We fully recognize that while hydrocarbons will continue to play a role in supporting energy access and economic development, particularly in emerging markets, our responsibility is to deliver this energy as safely, efficiently, and sustainably as possible. This responsibility underpins our strategy, our culture, and our operations.

At Cheiron, we align our sustainability efforts with globally recognized frameworks such as the IOGP–IPIECA Sustainability Reporting Guidance, the Task Force on Climate-Related Financial Disclosures (TCFD), and the SASB standards for oil and gas. Our ambition is to embed environmental and social responsibility into every facet of our business, driven by leadership, innovation, and performance transparency. We are already progressing on our roadmap toward Net Zero for Scope 1 and 2 emissions by 2050, with an interim target to reduce our greenhouse gas emissions by 25% by 2025, compared to 2020 levels. While Egypt has not yet articulated a national Net Zero pathway, we have taken a proactive stance, reflecting our belief that private sector leadership is critical to accelerating the energy transition.

In 2023, we achieved a 17% reduction in total greenhouse gas emissions and reduced flaring and venting by 46%, signaling meaningful progress in our decarbonization journey. However, we also recorded a 9% increase in methane emissions, an area that now stands at the center of our operational and innovation agenda. Methane abatement is not only essential to climate mitigation, but also a matter of operational integrity and global accountability, and we will dedicate focused resources to drive measurable improvements in this area. While Scope 3 emissions currently fall outside of the regulatory framework in Egypt, we are actively assessing our extended carbon footprint, and remain committed to evolving our disclosures and performance targets in line with global expectations and as national guidance matures.

We recognize the importance of sustainable resource use and environmental stewardship more broadly. Water management remains a priority for Cheiron. Our approach is guided by risk-based planning, site-specific analysis, and alignment with Good International Industry Practice (GIIP). During the reporting period, we achieved a 31% reduction in produced water discharges to land and sea in Egypt, mainly through increased reinjection and the use of lined evaporation ponds. We also continued upgrading offshore sewage treatment infrastructure and implementing local solutions to manage hard-to-treat effluents, challenges that are common across the regional oil and gas sector.

Our investments in low-carbon energy solutions reflect our long-term vision to become a more sustainable and resilient operator. In 2023, we installed a 123-kilowatt solar power station at Norpetco, and we continue to assess opportunities to expand our use of renewable and alternative energy sources, including hydrogen. Our operations in Mexico and Romania offer a compelling illustration of how sustainability can be embedded across the asset lifecycle. In Mexico, we completed implementation of our Environmental and Social Action Plan, achieving a 9% reduction in methane emissions, a 38% reduction in water use, and maintaining a greenhouse gas intensity of 0.06 tonnes CO₂ e per tonne of oil equivalent, nearly half the IOGP global benchmark. These results reflect the potential of well-executed, locally adapted environmental strategies, supported by strong governance and technical capability.

Protecting the health, safety, and wellbeing of our workforce, contractors, and host communities is the foundation of our business. In Egypt, we recorded a Lost Time Injury Frequency Rate (LTIFR) of 0.17, better than the IOGP benchmark. However, we were deeply saddened by a contractor fatality in Norpetco, a stark reminder that our commitment to safety must remain uncompromising.

In response, we have taken firm corrective actions, including strengthening our global competency development framework and launching a taskforce to fully implement IOGP guidance on road and driver safety, two areas of recurring concern in high-risk operations. We also delivered a 5% increase in HSES-related training hours across our joint ventures, reinforcing our belief that capacity building, knowledge sharing, and behavioral excellence are essential components of sustainable performance.

We continue to invest in the development and wellbeing of our people, creating an environment that promotes fairness, diversity, and long-term career growth. We believe that empowering our workforce through continuous learning and inclusive leadership is critical not only for operational success, but for fostering the type of culture that supports innovation and responsible growth. Our values are reflected in our approach to stakeholder engagement, where we prioritize transparency, collaboration, and shared value. In 2023, we deepened our social investment programs in alignment with Egypt's Vision 2030 and the UN Sustainable Development Goals. These efforts included reaching over 5,000 students through school-based sustainability awareness campaigns, rehabilitating a primary school in Ras Gharib, distributing digital access tools to youth in Matrouh, and contributing to national health, education, and employment initiatives led by the Ministry of Petroleum.

Sustainability at Cheiron is not a stand-alone initiative, it is a strategic imperative that shapes our business decisions and defines how we grow, operate, and contribute to society. Our Board and executive leadership team maintain active oversight of our climate and ESG performance, and we are strengthening our internal governance systems to better anticipate and manage emerging risks. Across all jurisdictions where we operate, we aim to implement and continuously improve upon Good International Industry Practice, working closely with regulators, partners, and communities to align our performance with evolving standards and expectations.

Looking ahead, we see the energy transition not as a threat, but as generational opportunity. By embracing innovation, acting decisively on climate, investing in our people, and engaging meaningfully with our stakeholders, we aim to redefine what it means to be a modern energy company. At Cheiron, we are not just producing energy, we are powering progress, responsibility and sustainability.

Alan Linn
Chief Executive Officer



Leadership and Governance

- ▶ We have an appropriate leadership and governance mode in place to manage strategic issues effectively and ensure HSE risks are identified and managed and opportunities realised. Cheiron’s Chief Executive Officer (CEO) is accountable for the Group’s overall Quality, Health, Safety, Environmental and Social (HSES) Risk Management and Performance. The CEO is a Board Member with the Board reviewing and approving strategic sustainability related issues and plans to manage risks and opportunities for the business.

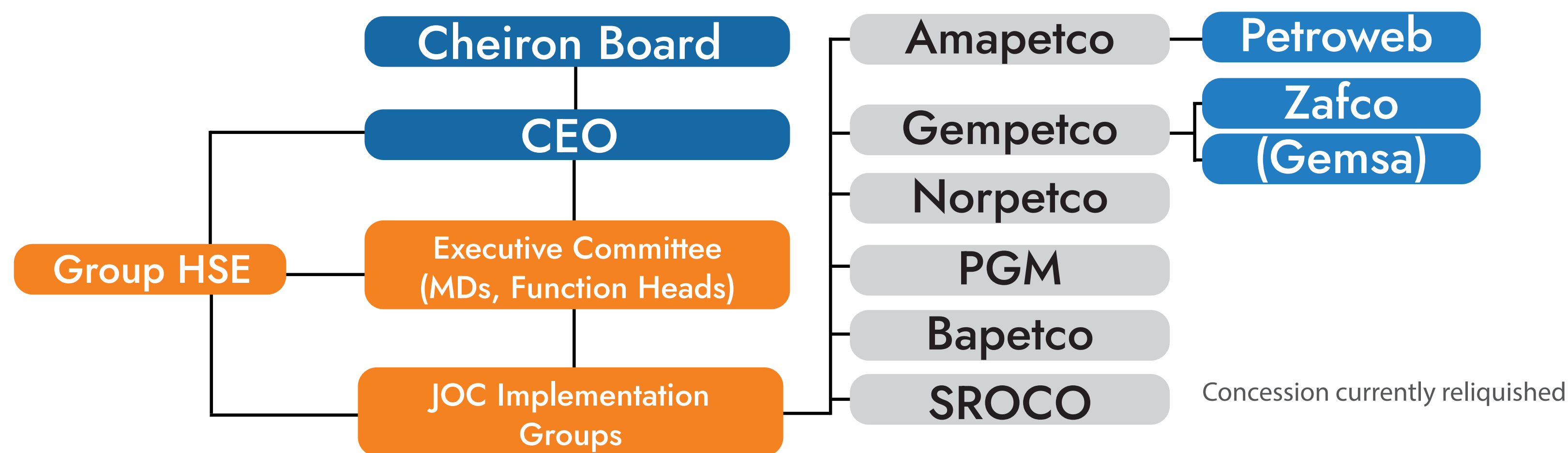


Figure 1 Cheiron QHSES Governance Structure

Note: Petroweb is a designated JOC but managed by Amapetco. Zaaфарana and Gemsa are managed by Gempetco.

- ▶ The Cheiron CEO and Chairman sit on the Boards of the Joint Operating Companies (JOCs) except for Norpetco which is managed through a Technical Service Contract with Sahara Oil and Gas. Board meetings enable high-level discussion on the JOC Dashboards and action plan progress. Day-to-day issues are raised as part of the weekly Executive Committee meeting, which is chaired by the CEO. Cheiron’s HSE and Sustainability Manager is a member of the Executive Committee.
- ▶ The HSES Steering Committee is chaired by the CEO and formulates strategy and direction, which is presented and approved by the Board. It comprises all members of the Executive Committee, including the General Managers (GM) of each JOC and focuses on strategic issues for the Group. The Steering Committee however did not sit during FY23/24 due to transitions of senior personnel including the CEO. A monthly implementation group is held with Cheiron’s JOC HSE Managers to track progress on key improvement activities.

Leadership and Governance - continued

- ▶ An HSES Management Review is traditionally held with the Board each year supported by a Board level risk review covering all the main risks to the company and not just HSES related aspects.
- ▶ These sessions review performance, progress towards targets such as the GHG emission reduction target, discuss improvement plan progress and identify future priorities. This review could not be carried out during FY23/24 due to the transitions in senior positions.
- ▶ Risk management is at the core of ensuring HSES aspects are effectively managed, and we have systems in place to comply with IFC Performance Standard 1, along with the other IFC Performance Standards and IOGP Guidance Note 510 on Operating Management System Frameworks. Identification of hazards, the evaluation of risk, and the subsequent elimination or mitigation of such risks are fundamental to delivering safe production and facilitate the achievement of compliance wherever practical with relevant Cheiron policies, procedures and applicable local laws and regulations. Independent Consultants (currently Xodus) audit HSES performance on an annual basis for all assets with the MFA consortium and on a six-monthly basis for the Bapetco banking consortium. The audits assess implementation of GIIP and Cheiron/JOC action plans.
- ▶ Two major initiatives, our HSE Excellence and LIFE programmes, will also be launched in the coming year to enhance the way we work and prevailing HSE culture. These are described further in Section 13 of this report (Future Focus).



Our Sustainability Strategy

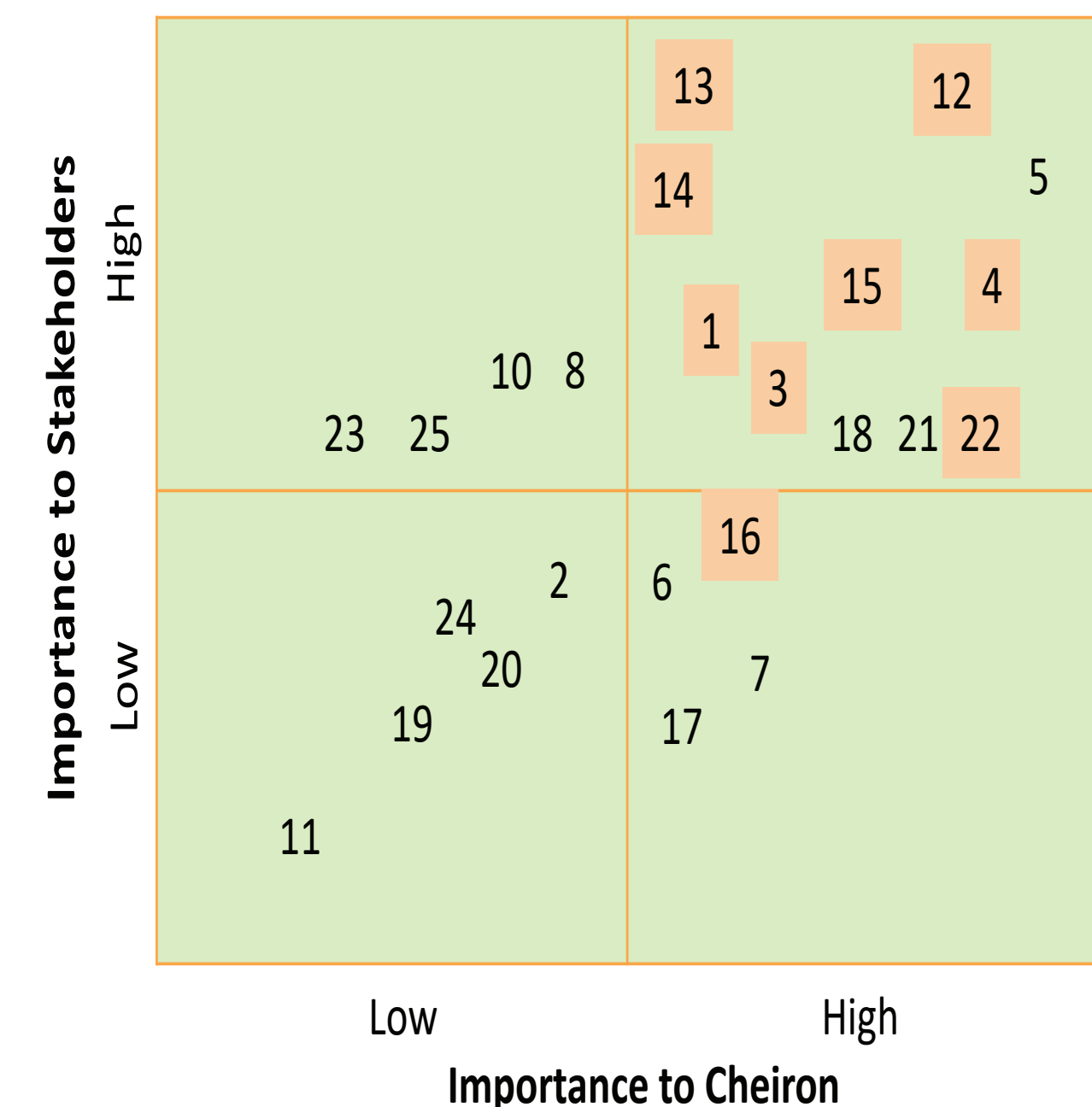
Our core value elements include Care, Honesty and Responsibility. Our strategy is to ensure everyone understands their roles and identifies improvements before both shareholder and stakeholder value is impacted. Our vision is that everyone working with Cheiron will go home safely every day and our assets will function as intended without harm to the environment or the communities in which we are located.

- Our sustainability framework includes 17 material aspects which are clustered into four pillars that support the achievement of ten of the United Nations Sustainable Development Goals (SDGs) directly and their related topics. We believe the actions we take as part of our strategy can help indirectly to contribute to other SDGs goals.

Strong Governance and Ethics	Safe Operations	Safe Operations	Shared Benefits
<p>Anti Bribery & Corruption We have applied a framework to prevent corruption and bribery, and all employees are required to adhere to Cheiron Employee Handbook.</p> <p>Labor Law & Human Rights Protection We prioritize human rights, diversity, and the well-being of our employees, contractors, and surrounding communities.</p> <p>Grievance Resolution We are committed to engage with local communities where we operate to understand their needs and take action to address their concerns.</p> <p>Transparency & Reporting We believe that strong corporate governance, strict compliance, and a culture of ethics are essential for business success.</p>	<p>Occupational Health & Safety We are fully committed to proactively managing HSE aspects that safeguard our people in which we operate.</p> <p>Process Safety (Inc. Asset Integrity & Emergency response) We apply consistent methodologies to identify, assess, prioritize and manage risks associated with work activities and process safety.</p> <p>Road Safety We implement IOGP guideline 365 and provide ongoing support for continuous improvement in road safety practices.</p>	<p>Climate Change We are taking significant progress to eliminate routine flaring to meet our Net Zero commitment.</p> <p>Biodiversity We are committed to protecting biodiversity and avoiding negative impacts on biodiversity.</p> <p>Complaint Water Discharges We conserve water and minimise waste throughout our operations.</p> <p>Waste Management We prioritize waste prevention and reduction whenever possible.</p>	<p>Community Investment We empower local communities by investing in skills development and business growth.</p> <p>Stakeholder Engagement We proactively engage with the communities where we operate to safeguard our social performance and strengthen our relationships with local communities.</p>
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Our Sustainability Strategy - continued

- ▶ A preliminary materiality assessment, or identification of the key HSES aspects for the business, was conducted in FY20/21 to help define the content and structure of the Annual Monitoring Report/ Sustainability Report. The assessment has been internally reviewed and updated for this year’s report following review of audit reports and updated IFRS/SASB reporting standards ([see Appendix 1](#)). The assessment considers identification of HSES aspects and ranking them qualitatively based on importance to stakeholders and importance to Cheiron. The matrix is hence subjective in nature.
- ▶ Our stakeholders are varied. They include partners like EGPC (with EGAS and Ganope), sector geographical committees, the workforce, the supply chain including contractors, materials and equipment providers, communities, Non-Governmental Organisations (NGOs) and financial institutions and investors. Their attitudes and willingness to engage on Sustainability or ESG related issues are equally varied. Cheiron previously engaged with stakeholders on sustainability related issues and materiality assessments for the FY20/21 AMR without response or request for variation. No external consultation has taken place this year as the materiality matrix is largely unchanged and continue to reflect the growing importance of climate related risks including adaptation and energy transition (product use). Comments will continue to be invited on the materiality of issues when draft versions of the Sustainability Report are circulated prior to assurance/verification.
- ▶ Cheiron Petroleum Corporation and its affiliates (“Cheiron”) are fully committed to proactively managing QHSE and Sustainability aspects that safeguard our people and the environment in which we operate. Our Health, Safety, Environment, Quality and Sustainability (HSEQS) Policy is built on core principles and values that guide our everyday business activities based on a risk management approach. This Policy applies to all our premises, assets, employees, contractors and visitors and was updated in October 2024 to consolidate the QHSE Policy and Sustainability Statement. A copy is included in [Appendix 2](#).
- ▶ Our commitment to sustainability drives our responsible business practices. We conduct business ethically, transparently, and with integrity. We prioritize human rights, diversity, and the well-being of our employees, contractors and surrounding communities. We strive to minimize environmental and social impacts while ensuring communities benefit from our operations. Our QHSE management system helps us achieve these goals by minimising risks and ensuring safe and environmentally responsible practices.



Identified as material consideration for oil and gas exploration and production by the IFRS Sustainability Accounting Standards Board with associated accounting metric (IFRS S1 and S2, 2023).

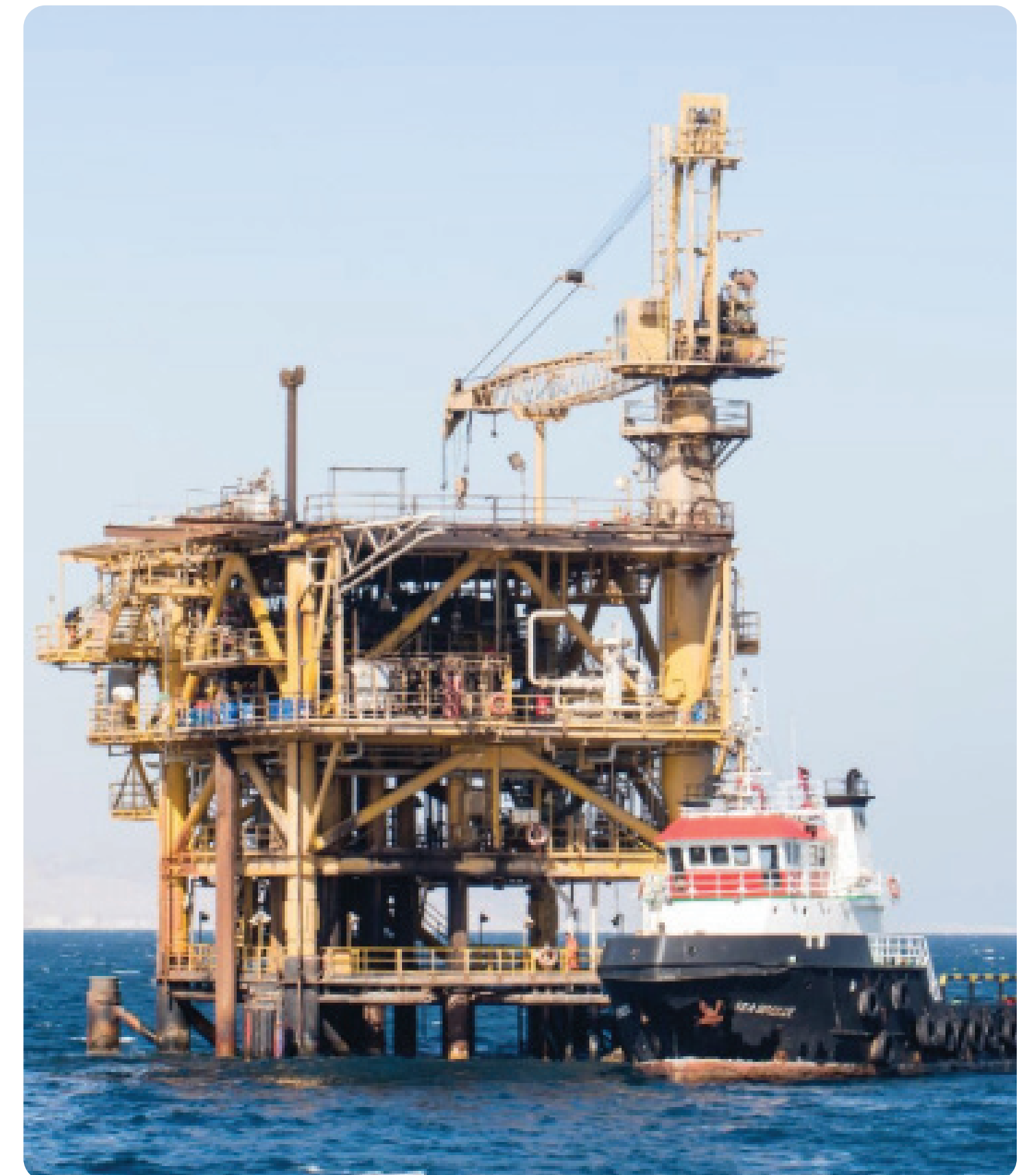
Our Sustainability Strategy - continued

Non-Material Aspects during FY23/24

There has been no new land take or any other activity during the reporting period that requires voluntary or involuntary resettlement or livelihood restoration. A compensatory mechanism is in place for Bapetco and review system to assess incidents of encroachment by members of the public toward pipeline leeways/ corridors should they occur.

There have been no community related grievances from affected stakeholders and consequently there were no other claims for compensation in the reporting period. No production disruptions occurred due to social disturbance or community action during the reporting period though some localised well production loss occurred from well shutdowns following thefts of batteries and other equipment in Bapetco. Review of land acquisition continues on an ongoing basis for future developments.

Likewise, no Indigenous People are considered to be present in Egypt (as defined by IFC Performance Standard 7) and hence this is not considered applicable to any of our Egyptian assets due to the absence of any indigenous communities within our wider areas of control/influence. There are several minority groups - including Copts, Shi'a, Sufi Muslims, Jews, Jehovah's Witnesses, Ahmadis and Quranists – none of which are adversely impacted by our activities.



Conclusions are supported by Environmental and Social baselines and Impact Assessment (ESIA). No cultural heritage discoveries (as defined by IFC Performance Standard 8) or incidents occurred during the reporting period. Our 'Chance Finds' Procedures remains in place and cultural heritage studies by the Ministry of Antiquities will be conducted as part of any major capital projects supported by ESIA's meeting GIIP. A summary of applicable IFC Performance Standards is included in [Appendix 3](#).

Safe Operation

Cheiron continues to focus on preventing injuries from occurring and where they do unfortunately occur, we learn lessons wherever practical to reduce the potential for reoccurrence.

■ In this section:

- Occupational Health and Safety
- Road Safety
- Process Safety
- Training
- Chemical Management
- Engaging Contractors and Suppliers in Safety
- Investing In Emloyess' Wellness



Safe Operation

Occupational Health and Safety

Safety Performance

The frequency of injuries that could lead to lost time at work (Lost Time Injury Frequency Rate) declined slightly during the year as shown in Figure 2 whilst the total recordable injury rate (TRIR), including those that involve more than first aid) rose slightly on the year. The LTIFR fell to 0.17 events per million hours worked while the TRIR rose to 0.85. These are better than the 2023 IOGP peer average of 0.39 and 1.02 respectively. Motor vehicle collision rates also fell through renewed focus on transportation safety to tackle prevailing issues associated with vehicle and road conditions and driver culture but remain above IOGP benchmarks.

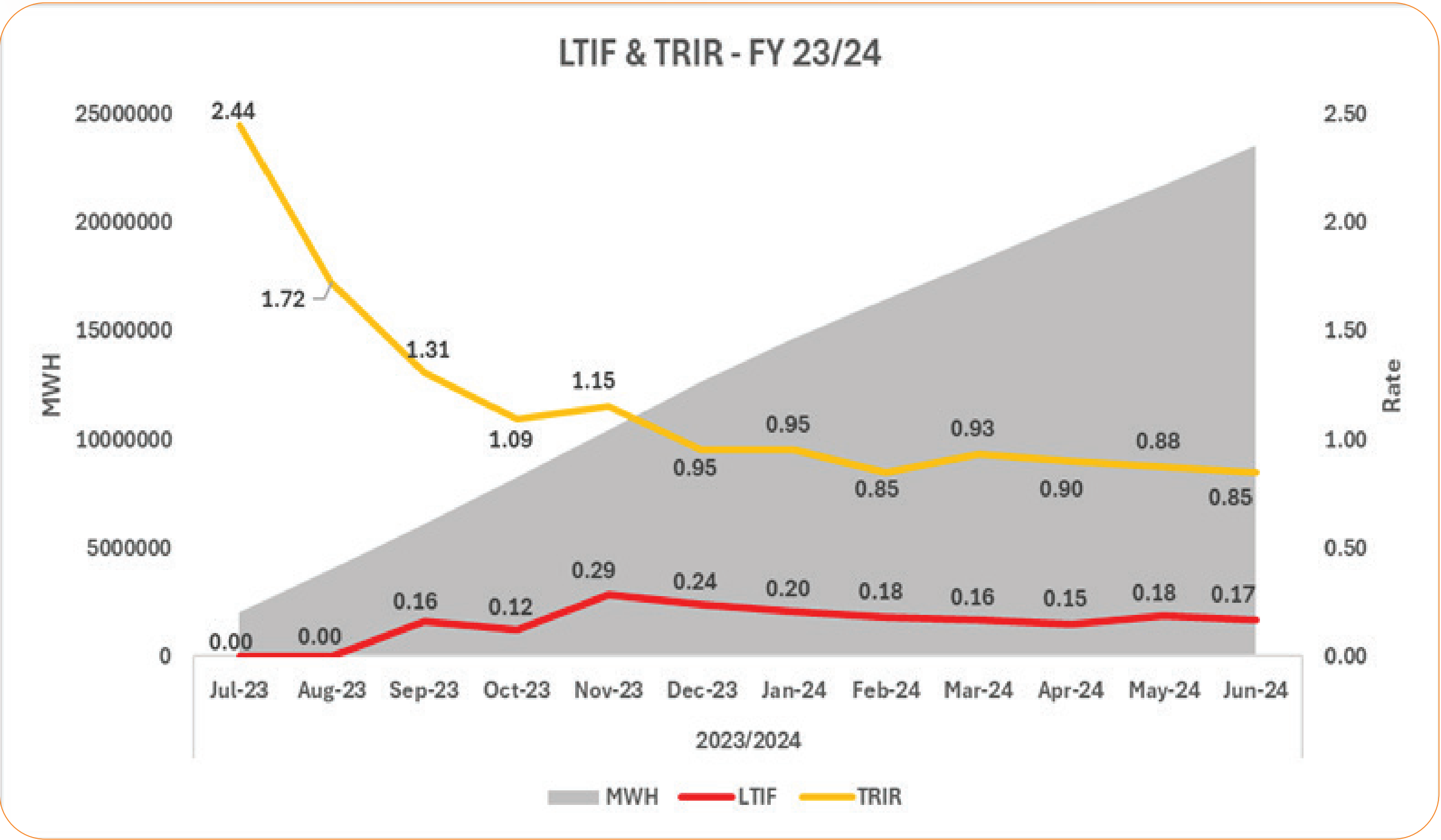


Figure 2: FY23/24 Safety Performance Indicators by Month
Note: MWH-Ma n working hours

Significant Incidents

Tragically, the year included one fatality in Norpetco when a company vehicle struck a concrete block and rolled over, with the front seat passenger losing their life and the driver sustaining a lost-time injury. Another lost-time injury occurred in Norpetco when an individual suffered lost fingers whilst using a food grinder. In Bapetco, a lost-time injury occurred from burns associated with a hot water spill. In all cases, the incidents were fully investigated and lessons learned circulated across the Cheiron group of companies with follow up to check implementation of any corrective action.

During FY23/24, a total of ten High Potential Incidents (HIPOs) occurred across Bapetco, Norpetco, and Petrogulf. These are events that could have resulted in a fatality under a different set of circumstances.

Five HIPOs were recorded in Bapetco, including a fall injury, two incidents involving scalds, a vehicle rollover and a falling object. Norpetco experienced two HIPOs; a vehicle rollover due to mechanical failure and an accident during housekeeping operations. Petrogulf had three HIPOs involving a tyre explosion, a failed lifting operation and a fire in a diesel generator.

Two fatalities sadly occurred in a rollover involving contractor personnel outside Bapetco concessions and were classified as non-occupational.

Whilst not being work related in nature and hence are not included in reported statistics, the rollover event was fully investigated by Bapetco in conjunction with the contracting company to fully understand the key lessons learned should such an event happen whilst conducting work. This and other incidents highlight the importance of continuous safety improvement efforts to prevent future occurrences.

Continued focus on enhancing the quality of incident investigations occurred during the year with additional training programmes run across the Group to improve awareness and skills. All assets continue to have their own incentives schemes including a regular monthly performance based ‘perfect month’ bonus, and best hazard spotting report. As highlighted, a key focus during the year was to improve road safety.

Road Safety

Last year, a significant percentage of incidents were related to road safety issues. Given the seriousness of this issue, we have initiated a comprehensive and ongoing road safety campaign. This campaign aims to foster a culture of safety among our employees by emphasizing responsible driving behaviours. We are committed to making road safety a priority and have implemented a range of measures, including regular safety training sessions, awareness campaigns, and the distribution of safety guidelines. Furthermore, we actively monitor road safety performance and use data-driven insights to identify areas for improvement.

To ensure the effectiveness of this campaign, we are implementing IOGP Guideline 365 in its entirety (Figure 3). This guideline covers all 12 land transportation elements and all 10 elements of the road safety management system, providing a comprehensive framework to achieve long-term improvements in road safety for our employees. A taskforce has been formed, meeting once a month to track progress on such implementation.



Figure 3 IOGP Guideline 365 Elements

Process Safety (Inc. Asset Integrity & Emergency Response)

Our objective is to reduce the potential for incidents, particularly those arising from loss of primary containment that can lead to releases and potential major accident hazards (MAH). We maintain a high level of readiness to respond effectively to emergencies should unplanned events occur, mitigating their potential harm to people, the environment, and our operations. We ensure that our workers are fully trained to respond to emergency situations.

Asset Integrity and Process Safety

The Programme continued this year across all Cheiron JOCs to prepare Safety Cases in line with EGPC's Safety Case Standard. A Safety (or HSE) Case provides a written technical evaluation that facilities can operate safely and can effectively manage risks to As Low As Reasonably Practicable (ALARP). Assuring the integrity of facilities is vital to protect the workforce, our assets and surrounding environment and communities. This includes high sensitivity environments in the Gulf of Suez where Gempetco and PGM operate in particular.

Safety Cases are developed through a series of technical safety studies including initial Hazard Identification of safety and environmental issues (HAZID/ENVID) and Hazard and Operability studies (HAZOP). Process Safety and Asset Integrity departments continue to be established in each JOC as now required by EGPC in order to provide a more structured approach to developing the necessary evaluations and ongoing implementation that assure the integrity of facilities and reduce the potential for unplanned events from occurring.

Amapetco prepared HAZID/ENVID and HAZOP studies for the PetroWeb project located in West el Burullus in the Mediterranean Sea, prior to the commencement of construction activities.

Highlight: Management of Ageing Facilities (Zaafarana)

Gempetco continued to manage asset integrity and life extension issues for the ageing Zaafarana FPSO, platform and production line as part of the Board approved Business Continuity Plan. The plan seeks to assure integrity, enhance worker wellbeing including accommodation standards and improve the quality of discharges to sea. During the reporting period, Gempetco:



- Continued steel replacement of the FPSO hull
- Successfully completed design life extension for the subsea production line
- Finalised platform inspections
- Reviewed management of change activity
- Renewed critical equipment certificates and obtained Class renewal for the FPSO
- Commenced the update to the Safety Case
- A similar life extension study was completed by PGM on Platform D and focus is now moving to other offshore infrastructure not covered by ongoing Class Certification and associated inspection.

Asset Integrity and Process Safety - Continued

The Project includes the installation of 2 offshore platforms comprising WEB as a hub platform and the satellite Papyrus platform. A design Safety Case will be collated based on the technical safety studies being conducted.

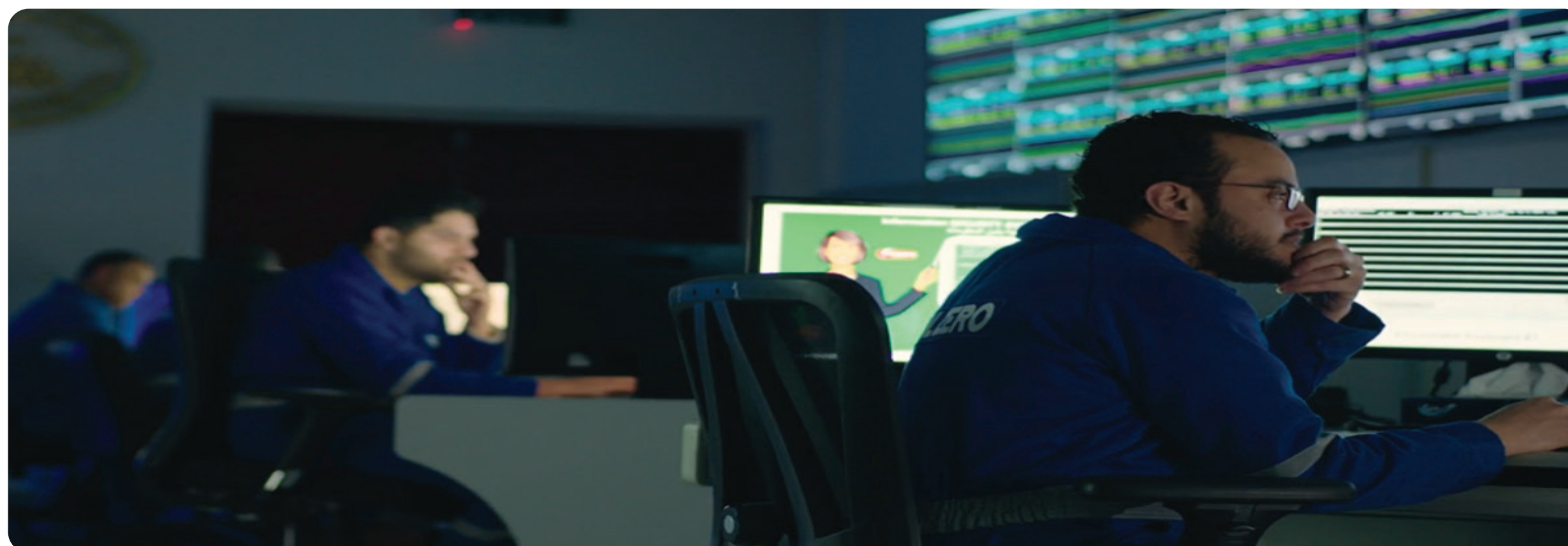
At the time of writing this report, Gempetco have completed the HAZID and HAZOP for the Zaafarana Floating Production this report Storage and Offloading (FPSO) as part of an update to the existing Safety Case. The Safety Cases for Geisum Star (PGM) and Gemsa were developed last year whilst Norpetco completed their Safety Case during FY23/24.

Bapetco continue to refresh their technical safety assessments as part of thier an ongoing 5-year asset integrity and process safety management plan. The safety case for Obaiyed has been updated during the reporting period and the remaining sites' report are to be finalized during FY24/25. A project in Norpetco commenced to introduce radar systems to measure oil storage tank levels to prevent overfilling, reduce worker hazard exposure and improve measurement accuracy. Amapetco are now proceeding to scope out the next phase of foundation repair building on the success of enhancements identified in last year's Sustainability Report.



Typical to the previous year, Bapetco continue to implement their rolling five-year Asset Integrity and Process Safety Management Plan and continue implementing the recommendations in the major pipeline quantitative risk assessment study completed previously.

A quantitative risk assessment (QRA) prepared last year is being utilized within the stakeholder engagement plan to reduce risks to the nearby communities to as low as reasonably practicable. This included a programme of consultations with communities and local industries during the reporting period to identify measures to protect the pipelines. Work is also on going to engage with new developments encroaching on existing pipeline corridors to ensure appropriate land use controls are in place including for the Egypt Future and New Alamein development. Right of way violations are going down in Bapetco despite the increased level of activity around our facilities and pipelines associated with these new developments and number of contact reports with third parties. This shows the effectiveness of the updated engagement process now in place.



Process Safety - continued

Emergency Response and Oil Spill Management

Emergency response plans are in place across all assets which are supported by dedicated teams conducting drills and exercises to be ready to respond should an unplanned event occur. This includes maintaining regulator-approved oil spill contingency plans with offshore facility plans being supported by associated dispersion modelling to understand where oil can move to base on prevailing weather and currents should an unplanned event occur.

In FY23/24, Amapetco and PGM participated in a Tier 2 Process Safety emergency response exercise with their oil spill response equipment for a scenario involving the loss of primary containment (LOPC) and a major resulting oil spill based on API 754 classification (which EGPC have also adopted) in the Gulf of Suez. The event aimed to simulate a major environmental emergency and test the readiness and coordination capabilities of key stakeholders and response teams. The exercise focused on both onshore and offshore scenarios, including testing communication protocols.

No Tier 1 oil spills occurred during FY 23/24. However, two separate Tier-2 incidents and another three minor spills under the reporting threshold occurred in Gemsa (a non-MFA asset). The first Tier 2 incident involved a leak in the TK-1A bund wall and production was diverted to other tanks, and a mechanical clamp installed to stop the leak. The second incident occurred in the Gemsa Storage Tank TK-1A where a pinhole was discovered on a valve body during a draining procedure.

Although Bapetco had no reportable spills, it experienced a leak in the NEAG-2 Area. A visual inspection revealed that the wall of Evaporation Pond-1 used to handle produced water had collapsed while the water level was at 80% capacity. It remains’s unclear whether this incident should be classified as a Tier-1 event due to the limited quantity of oil relative to water.

Local emergency response training and exercises continued, including visits to regional oil spill response centres. All onshore and offshore facilities maintain approved oil spill contingency plans to minimise impacts to the marine environment should an unplanned event occur.

Highlight: Improving Emergency Response Capabilities

In 2023, Our JOCs located in Gulf of Suez, participated in a Tier 2 oil spill exercise. It was designed to simulate a major oil spill and assess the preparedness and coordination of key stakeholders and response teams. The exercise involved developing a realistic oil spill scenario, briefing participants on their roles, and conducting training on incident command systems. It also tested communication protocols between various teams to ensure effective response in a crisis.



Training

Cheiron and the JOCs have a progressive training programme to enhance asset integrity, health and safety as well as environmental protection and social awareness. These training courses in JOCs continued training and awareness raising on energy efficiency, chemical management, process safety, sustainability and other HSE training related aspects. Total HSES related training hours for JOCs during FY23/24, where data is reported, equate to 10,943 hours, up 5% compared to the 10,455 hours in the previous year.



Chemical Management

Norpetco has successfully implemented the first phase of its chemical management plan. This phase focused on updating over 20 Figure 4 mini-Safety Data Sheets (SDS) as shown in for hazardous chemicals to enhance employee awareness of storage, transfer and handling risks and to improve emergency response capabilities. Training sessions are now being held to educate staff about the new mini-SDS system. These efforts are part of Norpetco’s broader commitment to responsible chemical management and ensuring the safety of its employees and the environment. This will continue to be implemented across other JOC during FY 24/25. Similar activities are being rolled out to other JOCs including the PetroWeb project.






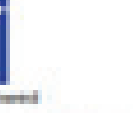







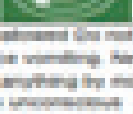

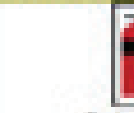







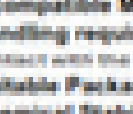
Chemical Information Sheet		BIOCIDE ECG 71209		Norpecto Chemical No. (NCA)			
Material Identification and Physical Properties		<ul style="list-style-type: none">• "Basic, Organic, Corrosive liquid" (Quaternary Ammonium Compounds, Benzyl-C8-18-Alkyl dimethyl, Chlorides 10-30%)• State: Liquid, Colour: Colorless.• Odour: Not determined• Solubility in Water: Soluble• Flash Point °C: Not Determined (ND)					
Health Hazard Information		 Causes Burns (H314) (P273)	 Very toxic to aquatic organisms. (H400) (P273)	 Irritating to Eyes (H336) (P273)	 Irritating to respiratory system (H336) (P273)		
		 Harmful if Swallowed (H302) (H332) (P273)	 Irritating to skin (H315) (P273)	 Harmful in contact with Skin (H314) (P273)			
Hazard pictograms (GHS)		 Corrosive	 Environment Hazard	 Corrosive (H302)	 Environment (H400)		
First Aid Measures		 In case of contact with skin Wash immediately with plenty of soap and water.	 Rinse the eye with lukewarm water for 15 minutes, get medical attention immediately.	 If swallowed Do not induce vomiting. Never give anything by mouth to an unconscious person. Get medical attention immediately.	 If inhaled, Move to fresh air. If unconscious, check for breathing and apply artificial respiration if necessary. If breathing is difficult give oxygen. Get medical attention immediately.		
Emergency (In case of Fire)		<p>General Advice: Removal of contaminated clothing and shoes and launder before re-use. Seek medical advice immediately.</p>  Carbon dioxide (CO2)				 Dry chemical powder	 Fire Extinguisher Foam
In case of Spill (masses for Containment and Clean up)		<p>Protection of fire fighters: Wear self-contained breathing apparatus. Wear protective clothing to prevent contact with skin and eyes.</p> <ul style="list-style-type: none">• Clean up Procedures: Turn leaking containers back-side up to prevent the escape of liquid. Eliminate all sources of ignition, ventilate area, transfer to a suitable, sealed salvage container for disposal by an appropriate method. Absorb into dry earth or sand.• Personal Precautions: Use personal protective equipment.• Do not discharge into drains or rivers.• Avoid meat, sources of ignition, flames.• Wear suitable protective clothing, gloves and eye / face protection.• In case of accident or if you feel unwell, seek medical advice immediately.• Ensure there is exhaust ventilation of the area & ensure safety shower is to hand.					
Environmental Precautions							
Precautionary Statements							
PPE		 Self-contained breathing apparatus must be available in case of emergency.	 Chemical Gloves	 Goggles	 Boots		
		 Face Protection	 Safety Glasses				
Safe Storage and Chemical Compatibility		<ul style="list-style-type: none">• Incompatible Materials: Strong Oxidizing agents.• Handling requirement: Do not handle in a confined space, avoid direct contact with the substance and ensure there is exhaust ventilation of the area.• Suitable Packaging: Plastic drums• Chemical Stability: Stable under normal storage conditions.• Disposal of Packaging: Dispose of in a regulated landfill site or other method for hazardous or toxic wastes in accordance with regional and national regulations.					

Figure 4 Mini-SDS Example

Engaging Contractors and Suppliers in Safety

Many of our workers are contractors based at our onshore and offshore facilities. To ensure the safety of everyone on our sites, we require all employees, contractors, and suppliers to understand our safety procedures and comply with our requirements.

Highlight: Bapetco prioritizes contractor safety and sustainability.

Bapetco implemented a comprehensive Contractor HSE Management system to manage risks effectively. The system includes risk classification, tailored management methods and ongoing monitoring for specific contract types including land transport, catering, and remote operations. These efforts have led to a reduction in incidents related to road safety, food quality and safety critical processes across all sites including Obaiyed, NEAG, BED 3 and AESW. Performance improvements observed include the following:

- Safer Roads and drivers with fewer road traffic accidents
- Fewer LTIs associated with food safety and hygiene
- Fewer fines caused by environmental spills
- Better morale and working environment
- Cleaner place to eat, live and work
- Lower work-related accident rates
- Fewer insurance claims due to worker injury or asset damage
- Less downtime due to operator error at remote sites



Investing in Employees' Wellness

We promote employee wellness by offering a wellness program that includes various activities supported by in-house occupational health doctors and nurses. Our goal is to support employees in achieving personal wellness goals, which contributes to a positive work environment and high productivity.

This year we launched five health campaigns across the year targeting critical health issues such as vitamin D deficiency and iron deficiency. The regular Ramadan awareness campaign series focused on providing health tips and guidance during the holy month, while the endocrine campaign aimed to raise awareness about hormone related disorders and their management.

To keep our Global Wellness Agenda relevant and engaging, we are planning in the coming year to gather feedback from our employees to customize our offerings to suit various needs and preferences. By integrating new ideas and diverse viewpoints, we strive to develop a dynamic program that enhances overall well-being and empowers individuals to excel both personally and professionally.

Highlight: Football Tournament

We promote employee wellness through initiatives such as the Ramadan Football Tournament. This event aimed to support employee well-being and foster a positive work environment. Employees find this a fun way to encourage team spirit whilst looking after their health.



Business Continuity Management

Business continuity considers strategic evolution of processes, equipment and workforce to maintain operations now and in the future based on identified risks. For Cheiron this includes adapting to changes in stakeholder expectations, regulatory environment and markets as well as unplanned disruption such as a cyber-attack, security event or natural disaster.

Energy Transition

Short, medium and long-term risks and opportunities associated with climate change including adaptation and transition risks were discussed in reports provided in last year's reporting cycle. This includes preparation of Cheiron's draft Energy Transition Plan, which was updated during FY23/24. Discussions at Board Level are continuing to determine what the Energy Transition to a low carbon economy means to Cheiron in the long term. Currently, none of our operations are subject to carbon pricing or formal GHG emissions regulation though Egypt is a signatory to the World Bank Zero Routine Flaring (ZRF) by 2030 Initiative. Cheiron supports these commitments but is not a formal endorser of the ZRF initiative.

The portfolio is currently solely focussed on oil and gas production and no revenue is currently generated from renewable energy sales. We are reducing emissions of greenhouse gases within our own operations as described further in Environmental Stewardship This includes the integration of renewables into operations as part of field electrification programmes. Solar PV systems were historically utilised at remote well sites in the Western Desert principally for control and chemical management systems and in some of the offshore platforms for navigation aids but are now being integrated into mainstream applications including production facilities. Opportunities to integrate renewable energy sources, hydrogen and biofuels as well as applying natural climate solutions will be appraised as part of a broader diversification strategy including other businesses within the wider PICO Group.



A preliminary estimate of carbon dioxide emissions embedded in proved (1P) hydrocarbon reserves and production is included in [Appendix 4](#) and we continue to progress our management of carbon emissions and climate adaptation as per the Task Force for Climate Related Financial Disclosure (TCFD) actions included in IFRS S2. Future studies and metrics to monitor Energy Transition aspects include:

- formalising carbon dioxide emission estimates embedded in proved hydrocarbon reserves in line with IFRS S2 metric EM-EP 420a.2 as part of Reserves Reporting.
- calculation of net carbon intensity of delivered energy in products; and,
- portfolio sensitivity analysis against International Energy Agency (and OPEC) policy scenarios and associated oil, gas and carbon pricing taking into account concession period life and 2030, 2040 and 2050 modelling timeframes.

Climate Resilience

Changing weather patterns leading to logistical interruption, including those associated with infield flooding of roads, and production interruption are currently considered by Cheiron to have the greatest financial impact. Norpetco is considered the most sensitive facility in this regard due to the export of product by truck; however, impacts typically result in deferred rather than lost production.

Flood diversion channels were previously introduced at Amal (Amapetco) where the facility was prone to impacts associated with flash flooding from runoff from the hills. This solution proved highly effective during a significant rainfall event in autumn 2016, preventing run-off ingress into processing area, thereby avoiding any disruption to production and the costs / disruption that would have occurred had the site been inundated.

As highlighted in last year’s report, Cheiron participated in a screening study in FY 22/23, of physical risks for the Bapetco Alam El Shawish field (commissioned by our then partner Neptune and undertaken by ERM) where key risks relate to water stress and extreme heat, which typically increase across all climate scenarios and time horizons. A moderate risk is attributed to higher temperatures in 2030 for both low and high global emission scenarios with no change to already high risks associated with water stress identified in the report. The current concession period runs to 2034. The study did not however take into consideration non-potable underground water resources currently utilised by operations in the Western Desert where hydrogeological studies conducted elsewhere by Cheiron have not identified risks to aquifer recharge rates or competition issues for other users. The World Resources Institute Water Risk Atlas Tool (Aqueduct) does not consider the location to be an area of high or extremely high-water stress.

Further study would need to be undertaken to understand how water flows connected to these underground water bodies could be affected over time. Other potential impacts include



increased operating costs associated with the additional energy required to cool equipment and workspaces with equipment also operating at lower efficiencies along with impacts to personnel requiring more frequent, longer breaks to cope with prolonged exposure to extreme temperatures.

All our Egyptian assets’ products are currently distributed by the Ministry of Petroleum’s affiliated holding companies including EGPC, EGAS and Ganope and are not sold on the open market.

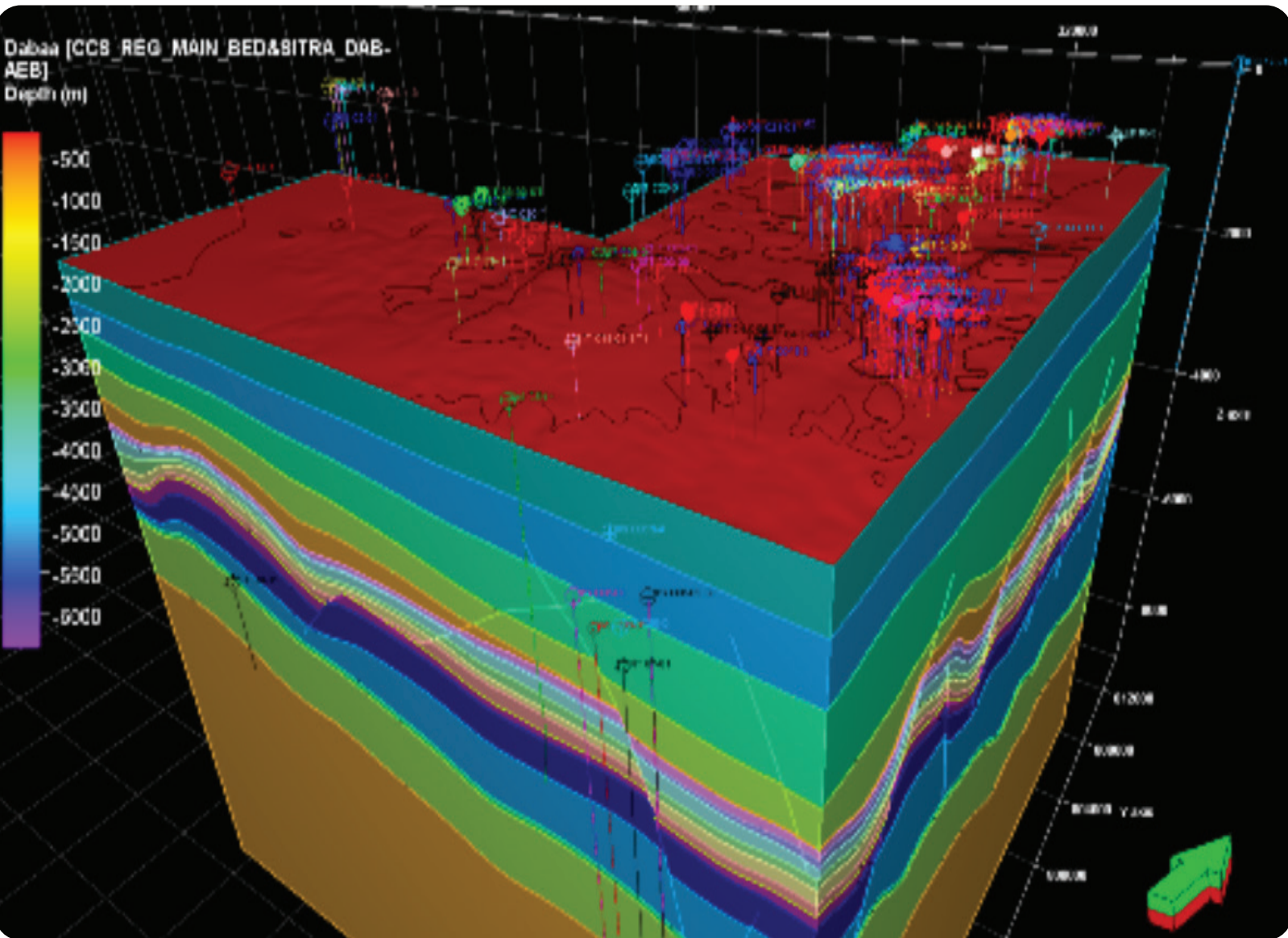
Climate Resilience - continued

Climate change is not expected to impact product demand in the near term, but approaches will be modified as required to support any new commitments in the Egyptian ‘Nationally Determined Contribution’ (NDC) under the Paris Agreement and any subsequent agreements identified in United Nations Climate Change Conferences of the Parties (COP). The potential remains that capital expenditure influencing the nature of assets within the portfolio will change in the longer term to support achievement of any NDCs and national energy transition.

Cheiron will be monitoring the outcomes of future COP and Global

Stocktake (GST) which provide a comprehensive assessment of progress since adopting the Paris Agreement and help align efforts on climate action, including putting measures in place to bridge gaps in progress. A key aim is ensuring the equitable distribution of actions to achieve a Just Transition for all nations.

Future Cheiron bids for new concession licences and acquisition targets will be screened to identify any potential risk of assets that could be impaired or stranded as a result of high operational costs, high carbon intensity and/or new legislation. At present we consider a low sensitivity to carbon pricing exists for our hydrocarbon reserves given the internal nature of the market for our products, Egypt being a net importer of hydrocarbon products and the current absence of external regulation and mandatory carbon pricing.



Innovation

We continue to review how new techniques can be developed and adopted into our practices, especially as part of the Energy Transition. A trial was conducted in FY23/24 to evaluate how hydrogen produced by an electrolyser can be utilised as a fuel mix in Bapetco’s combustion systems which will then look at how renewable energy can be utilised to generate such hydrogen. Progression to further evaluate carbon capture and storage (CCS) opportunities in Bapetco that built on the feasibility study discussed in previous year’s report were paused during the year due to the ongoing financial challenges. Norpetco started up a new 123KWe capacity solar photovoltaic power facility. Whilst the technology is mature, the application to use renewable power to run a sucker rod pump as part of a hybrid power system with conventional generators is innovative, where integration of different power supplies will test how such systems can be successfully integrated. It will hopefully establish a template for the integration of renewables in similar applications elsewhere.



Site Security

Security plans exist for all fields. Cheiron commits to the United Nations Voluntary Principles on Security and Human Rights as applied to our private security contractors, none of whom are armed. Most security in field locations is provided by the Military or Police who operate under the direction of the Egyptian Government. Such personnel are typically armed. Where interfaces with armed personnel occur, we carry out risk assessments to coordinate these interfaces between security groups and incorporate their outcomes within asset Security Management Plans.

No major security-related incidents occurred during the reporting period other than localized theft of equipment in the Bapetco concessions. Bapetco’s security plan was updated during the year to integrate with their newly established community engagement and grievance processes.

Data Security

We’ve implemented strong digital security defenses against digital threats to safeguard our business continuity and protect our customers’ privacy.

We’re aiming to transition to fully digitalize our corporate technology with a long-term plan to improve security, efficiency and reduce our environmental impact.

Cheiron developed an IT policy that outlines guidelines for using IT resources. It covers the use of information, electronic devices, software, and networks for business purposes, both internally and externally. The policy emphasizes responsible usage, adherence to company policies and standards, and compliance with Egyptian laws and regulations.



Strong Governance and Ethics



We continue to implement our framework to prevent corruption and bribery throughout the value chain. Requirements on individuals are clearly stated in the Cheiron Employee Handbook to which all employees must adhere. Bidding for concession licences is administered within the rules of the Ministry of Petroleum while procurement within JOCs is managed through bid committees with strict rules on the identification of technically qualifying bids before any commercial bids are opened. These processes reduce the potential for inappropriate practice.

■ In this section:

- Business Ethics, Transparency and Compliance
- Taxation

Strong Governance and Ethics

Strong Governance and Ethics

Business Ethics, Transparency and Compliance

Cheiron's Code of Conduct reflects our zero tolerance for bribery, corruption and other forms of financial crime as well as our position and controls related to human rights, lobbying and advocacy, preventing facilitation of tax evasion, antislavery including servitude, child labour and data privacy. The Code has been updated this year and is currently pending senior management approval.

The updated Code includes the procurement of services and goods where we seek to operate in a fair and transparent way with our contractors and suppliers and work with business partners who share our approach to business integrity and anti-bribery and who seek to incorporate those values into their own business and contractual relationships. This includes a risk-based, due diligence process to be carried out on primary contractors and suppliers before entering any contractual relationship. Our contracts contain appropriate compliance clauses, and we seek to monitor the performance and behaviour of each contractor using both internal and, where appropriate, external resources. Cheiron maintains its right to audit suppliers at any time to verify compliance.

None of our reserves are in the 20 lowest countries ranked on Transparency International's Corruption Perception Index. Egypt is listed 108 out of 180 ranked countries (2023 Index, published January 2024), a significant improvement on the previous year where Egypt was ranked 130. As highlighted above, an international independent consultant conducts audits of our HSE and sustainability performance across all assets. Audit reports are shared with the respective banking consortium and recommendations feed into our action plans.

Legal registers at an operational level are also managed at both Group and JOC levels and reviewed as part of our integrated ISO management systems that are independently certified to ISO 9001 (quality management), ISO 14001 (environmental management) and ISO 45001 (health and safety management) across all facilities. No lobbyists are employed by Cheiron, and no payments are made to individuals or companies to lobby legislators.



Non-compliant produced water discharges to the Red Sea continue to be identified for certain parameters. Such discharges including those relating to chemical and biological oxygen demand present a sector wide challenge and are being managed through approved corrective action plans agreed between the Ministry of Petroleum, Ministry of Environment and the respective JOCs (Amapetco, PGM and Gempetco).

Non-compliant sewage water discharges also occur relating to certain aged, overcapacity facilities where enhancement programmes are ongoing. Onshore, a new treatment unit has been installed at AESW in Bapetco and PGM also installed an upgraded onshore sewage treatment unit. Work is also ongoing to achieve compliance for offshore sewage water discharges to sea from PGM and Gempetco. Compliance for PGM offshore sewage systems is anticipated to be achieved during FY24/25.

Whilst IFRS S1 identifies air quality as a materially significant aspect for oil and gas E&P companies, it is not considered a materially important aspect for Cheiron given the absence of communities close to our facilities (except for pipelines and metering stations where unplanned events connected to asset integrity/process safety are material).

Annual air and noise monitoring surveys are conducted across the assets to confirm emissions to air and noise levels, and subsequent worker or ambient exposure are within legal limits or IFC guidance thresholds. Some isolated examples of equipment detailed in the air quality section in environmental stewardship exceed such thresholds particularly associated with generator emissions for carbon monoxide (CO) and oxides of nitrogen (NOx). All measured occupational and ambient air quality measurements meet required criteria. Where high noise levels are identified close to equipment these are designated noise control areas requiring signage and appropriate hearing protection. Corrective improvement programmes will be implemented to reduce emissions where required.

Two legal cases were raised during the reporting period relating to worker injury compensation at Norpetco. The cases are still under consideration by the court and are expected to be resolved during FY24/25. A case against PGM relating to an oil spill in 2022 is still ongoing due to a challenge against the initial judgement as the company had not been notified the legal case had been brought. PGM has subsequently conducted chemical analysis and dispersion modelling to demonstrate the spill could not have resulted from their facilities. Numerous other potential sources are in the area including passing shipping using the Red Sea and Suez Canal.



Taxation

We provide a comprehensive account of our tax obligations and the legal frameworks governing our operations across various jurisdictions.

Our activities in the oil and gas sector are regulated by numerous laws and regulations that offer tax exemptions and incentives, creating a favourable investment environment. Our concession agreements provide frameworks for the payment of tax and exemptions for certain taxes and duties, including exemptions from customs duties. Our adherence to laws and regulations ensures compliance and supports our sustainability goals by fostering a transparent and responsible business environment. We are dedicated to maintaining the highest standards of integrity and accountability in all our operations and to support the Egyptian economy through employment, taxation and the value of our products.



Disclosing our tax contributions

Cheiron reports taxes and payments to governments as required by the laws and regulations. These disclosures include payments such as corporate income tax, license fees, and withholding tax. Additionally, we report other payments including VAT, payroll taxes, and social security costs. We comply with all local rules and regulations and do not engage in artificial tax strategies and align tax planning with genuine commercial activity.



Human Rights

Respecting human rights is at the core of our operations. It requires more than just a commitment; it demands ongoing education and vigilance. We must ensure that everyone within our organization and those we collaborate with understand their responsibilities, expectations, and the necessary actions to uphold these standards.

The Cato Institute Human Freedom 9th annual Index aggregates 86 indicators of personal and economic freedom. Egypt is ranked 159 out of 165 jurisdictions in 2023 with a score of 4.24 (out of 10) .Moreover, the US State Department’s 2023 Country Human Rights Report continues to identify challenges associated with national arrangements. Despite the national context, no allegations, complaints or examples of any human rights abuse or complicity were identified in relation to Cheiron’s business activities and relationships with third parties.



Principles of Human Rights are embedded within our HSEQS Policy. Additional requirements relating to Labour requirements are also incorporated into our Employee Handbook and Code of Conduct updated in 2024. Cheiron supports the United Nations Universal Declaration of Human Rights and the Voluntary Principles on Security and Human Rights, and we do not tolerate unacceptable work treatment, such as exploitation of children, physical punishment or abuse, gender-based violence, coercion or involuntary servitude.

We expect our Suppliers and Contractors with whom we do business to uphold the same standards. Should any violation of these principles become known to the Company and not corrected, Cheiron will discontinue the business relationship. Auditing supplier performance continues to be a recognized gap in assuring Code of Conduct commitments. It is additionally recognised EGPCs moratorium on permanent new hires in JOCs has led to the hiring of temporary workers onsite and by certain contractors where their labour rights and benefits have not been articulated to the worker in all cases. Work is ongoing across JOCs to ensure this is corrected in line with recommendations provided by Cheiron’s independent consultant.

The US State Department’s 2023 (published April 2024) Country Human Rights Report for labour-related rights is considered the most material to Cheiron. We compare this national context against Cheiron’s own commitments documented within our QHSE and Sustainability Policy as well as activity to deliver such commitments.

Human Rights - continued

Relevant aspects and Cheiron commitments include:

- **Freedom of Association and the Right to Collective Bargaining.** Freedom of association rights exist with trade union representation included for example in Bapetco's Grievance Committee as well. Cheiron's pay structure is based on grading against the international HAY system and an annual benchmarking study. An annual salary review and bonus system continues to be in place along with medical care provision for all employees and their families. JOC employees' pay structure is determined by EGPC. Conditions of employment are in line with international conventions and standards are described in our Employee Handbook.
- **Prohibition of Forced or Compulsory Labour.** No forced or compulsory labour is permitted in any company operations and value chain activities.
- **Prohibition of Child Labor and Minimum Age for Employment.** Our minimum age of employment is 18 years old. No child labour is permitted. Checks are implemented in the field to confirm contractors arriving are over 18 years of age following a previous incident in the Western Desert. Further assurance of suppliers is a recognized potential gap.



Human Rights - continued

- **Discrimination with Respect to Employment and Occupation.** No limitations are placed on Cheiron employees based on Gender. No women however are permitted to work on extended duration in field locations based on National and EGPC requirements and the lack of suitable accommodation and welfare facilities. An Equal Employment Opportunity Statement is included within our Employee Handbook.
- **Acceptable Conditions of Work.** No minimum wage requirements currently exist within the company. Instead, a HAY Grading system and market benchmarking process is in place. The company applies ISO 45001 management systems and other GIIP practices across the Head Office and JOCs to minimize health and safety related risks.
- **Discrimination, Societal Abuses, and Trafficking in Persons – Women.** No separate gender requirements apply within Cheiron except additional supportive requirements for Maternity Leave as described in the Employee Handbook. The Handbook also covers a grievance procedure to ensure prioritisation of any claims / allegations of human rights abuse or complicity and to realise effective remedy. Further equal employment opportunity, anti-bullying and anti-harassment at work and management of personal information requirements are also included. Grievance procedures are in place (in addition to access to the sectors Grievance online portal).
- **Indigenous Peoples.** No Indigenous communities are present as highlighted in [Appendix 3](#).



Actions scheduled for FY24/25 include:

- ▶ Continuing incorporating human rights principles into our corporate policies and practices.
- ▶ Enhancing our contractors' assessment processes to ensure adherence to human rights standards.
- ▶ Reviewing and improving our grievance mechanisms and remediation procedures to address human rights concerns effectively.
- ▶ Raising awareness of human rights' principles through providing trainings to our employees and suppliers.
- ▶ Monitoring the implementation of human rights' principles by conducting round tables sessions with contractors. These have already started in Amapetco where challenges associated with a contractor employing labour on an ongoing temporary basis were identified as part of the Group's audit processes.

Human Rights - continued

Worker Welfare

Our focus on continual improvement to accommodation and welfare facilities across our fields continued during the year. Norpetco for example completed the second-floor extensions to two permanent accommodation buildings, built an additional administrative building and workshop and provided enhanced landscaping across the camp. PGM also upgraded the workers' pergola used for recreation and laid a new astroturf football pitch while Bapetco continued with their accommodation replacement plans. Following immediate previous short-term refurbishment of welfare and accommodation facilities and additional capacity on the Zaafarana FPSO as part of Gempetco's Business Continuity Plan, longer term redesign and installation of new permanent accommodation has been paused pending agreement on the final field redevelopment concept. Alternative options including use of a rented flotel are now being considered. The number of personnel onboard at any time continues to be managed through work scheduling and shift management. At Gensa, accommodation caravans and landscaping have been enhanced although several labourer caravans still require upgrade to meet IFC requirements.

Bapetco continued their ongoing investment to replace caravans using modern rented units meeting GIIP (IFC) requirements and commenced construction for new permanent contractor accommodation in BED-3, Obaiyed, NEAG and AESW. At the time of writing this report, a total of 25 new caravans have been installed and a total of 43 caravans are in the process of being purchased and commissioned.

Phone network access for the workforce has been enhanced across Amapetco and Gensa to enable access to internet and improve connectivity with friends and family following previous upgrades in Norpetco and Zaafarana.

Highlight: Bapetco prioritizes contractor safety and sustainability.



Cheiron has continued to improve accommodation and welfare facilities across all operations introducing new villas, replacing or upgrading contractor accommodation and improving welfare facilities including sports and gym areas (Bapetco pictured), improved mobile connectivity and mess/kitchen facilities. Norpetco for example have completed a major construction programme of permanent work locations, new villas, and welfare areas during the year alongside continued replacement of contractor caravans to meet Good International Industry Practice.

Human Rights - continued

Diversity

Cheiron values our diversity. We also promote resources for good health, well-being and work-life balance. We develop leaders to sustain and strengthen our culture for the future.

The profile of workers across Cheiron, including JOC workforces and the change from the previous reporting period is provided in Figure 5 and in [Appendix 4](#). Gender diversity continued to be enhanced during the reporting period with females representing 34% of Cheiron’s direct employee workforce compared to 19% for EGPC staff in the JOCs. Total direct Cheiron employees decreased substantially during the year from 131 in FY22/23 to 89 in FY23/24 while the number of Cheiron contractor employees also decreased. These declines are due to employee turnover given the prevailing challenging economic environment, completion of projects such as GNN and internal reorganisation.

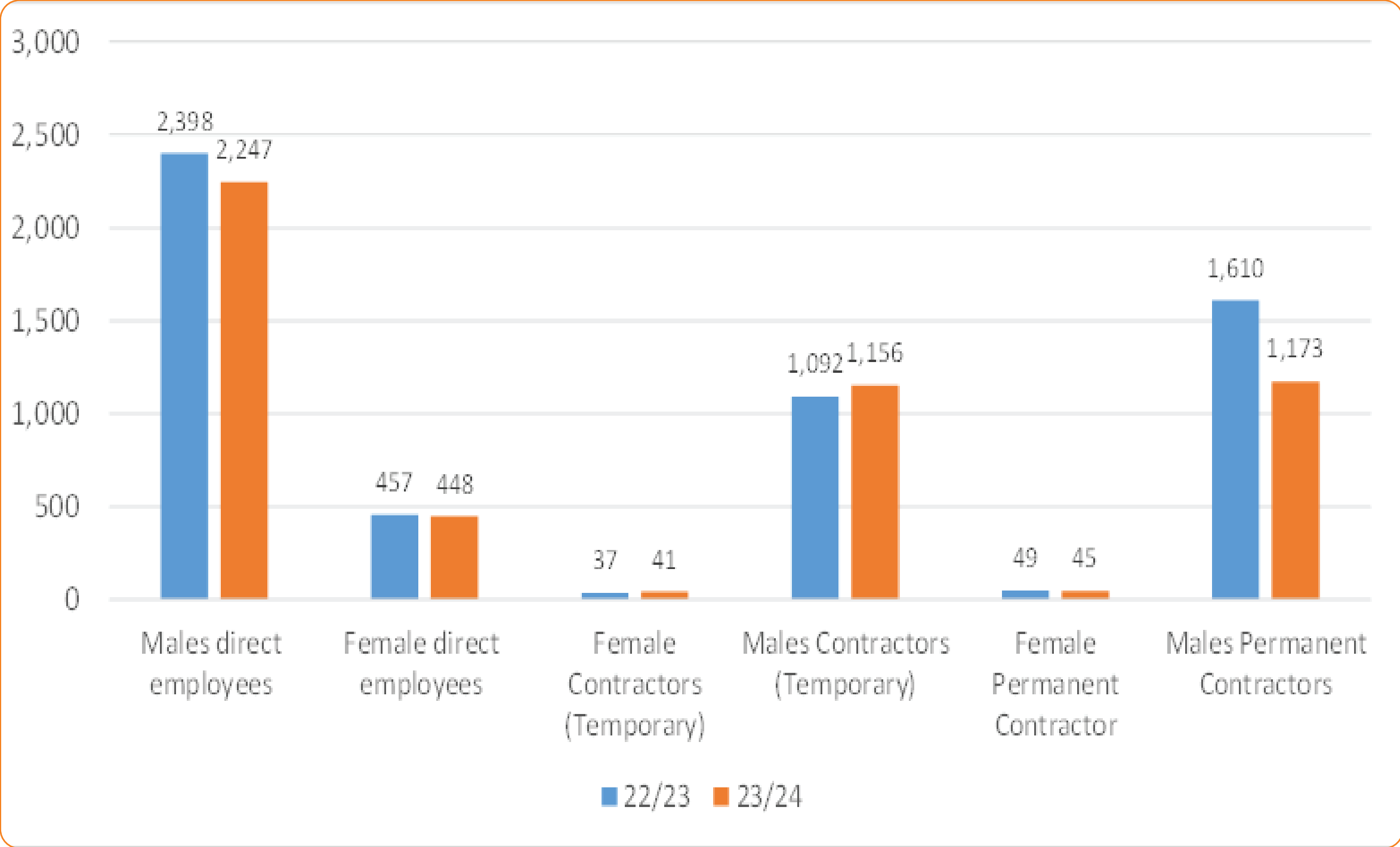


Figure 5 Cheiron and JOC Workforce Composition

A substantial change in the proportion of contractors within the workforce also occurred during the year with contractors making up 47% of the workforce during the reporting period compared to 69% in the previous year with substantial reductions in permanent contractors as project and drilling work reduced due to the prevailing economic conditions. A slight increase in temporary contractors employed in comparison to permanent contractors in the JOCs was also observed. This has created challenges in ensuring worker rights and benefits are effectively articulated by contracting companies. Various improvement actions against IFC Performance Standard 2 are in progress to ensure Labour Law is applied and rights and benefits explained to temporary workers.

Information relating to the workforce in Cheiron and our Egyptian JOCs respectively is provided in [Appendix 4](#).

Human Rights - continued

Grievances (Workers and Local communities)

A total of fifty-two workers’ grievances were received in FY 23/24 with forty-one relating to Bapetco and eleven to Amapetco. In Bapetco, eleven grievances were rejected including requests for internal transfers, job applications, early departures, and hiring practices. These rejections were based on work needs, qualifications, and the scope of the company’s responsibilities. Twenty have been fully resolved with ten grievances remaining open pending senior management approval.

One grievance was rejected in Amapetco as it was not compliant with the company’s policy and eight had been fully resolved with two grievances remaining open pending senior management approval.

No formal grievances were notified directly to other JOCs potentially because workers chose to use the Ministry of Petroleum’s online portal instead (i.e. remain outstanding from previous years). In other instances, it has been observed that some workers submit their complaints using observation cards and some are verbally resolved. JOCs have confirmed that if there are any grievances reported to MoP or the Government via the online portals the Chairman are contacted directly by the MoP to resolve the issue. These issues again are typically resolved verbally.

For local communities, no community grievances were formally notified during the reporting period. Our frameworks managing equality, working conditions, grievances and support for vulnerable groups continue to be in place.

Similarly, there were no accidents or incidents involving local residents or the general public during the reporting period with none of our operational facilities situated close to communities. Although there are no towns within 25 kilometers of our North Bahariya activities (Norpetco) in the Western Desert, nomadic populations occasionally pass through the concession area with their livestock. However, there are no significant grazing lands within the concession, and the routes used are migratory. Similar livestock considerations apply to the Southeast Horus exploration concession which was transferred to Cheiron during the reporting period and consultations with the livestock owners are taking place as part of the Stakeholder Engagement Plan.





Shared Benefits

We are committed to fostering strong partnerships to achieve our shared goals. By collaborating openly and honestly with our networks, we can amplify our impact and drive positive change. This collaborative approach is central to our Shared Prosperity strategy, a key component of our sustainability journey.

■ In this section:

- Our approach to Shared Benefits
- Engaging with our Stakeholders & investing in Communities
- Transitioning from Education to the Labour Market
- Cultural Heritage



Shared Benefits

Shared Benefits

Our approach to Shared Benefits

Our Social Performance teams actively engage with local communities and stakeholders to understand their needs and concerns. We strive to minimize negative impacts, maximize positive benefits, and ensure the well-being of local communities. By partnering with others, we can empower young people through skills development and entrepreneurship opportunities, expand talent pools for small businesses, and strengthen the capacity of local companies to achieve greater success.



Engaging with our Stakeholders & Investing in Communities

Cheiron does not currently operate in areas inhabited by Indigenous groups or areas of conflict and community engagement has continued as part of ESIA development and preparation of social baselines. A companywide ESIA baseline was completed in Bapetco during FY23/24 in addition to ESIAs for specific wells (all relevant assets). A Stakeholder Engagement Plan has also been prepared to complement the Bapetco baseline and is now being implemented. No other major project ESIAs were required during the reporting period.

A broader CSR program in line with changes at Ministerial level to support local JOC programs continued this year including contributions to housing and medical centre projects. Our JOCs will participate over the next two years in a Ministerial Scheme to construct a Critical Cases Building at El Eman General Hospital in Asyut. Donations will run into several hundred thousand dollars with \$83,000 being contributed by Bapetco for example.

Shared Benefits - continued

Other activity during the reporting period included equipping 30 young men and women with electrical appliances and support to rehabilitate Ras Gharib Elementary School on the Red Sea. Norpetco are supported medical convoys in the remote area of Wadi El Natrun. Bapetco are additionally about to commence a programme to install water wells near their concession areas to support local communities and livelihoods and meet a critical local need. Local JOCs plans continue to be shaped for the forthcoming year including an Amapetco/ PetroWeb project to recycle community building and demolition waste with associated social, environmental and economic benefits.



Highlight: Community Engagement and Awareness (WEB)

To ensure transparency and community engagement and to follow on from the ESIA previously prepared for the PetroWeb project, Amapetco's Corporate Social Responsibility (CSR) team actively engaged with various organizations and local communities prior to offshore well construction activities, including fishing communities, to inform stakeholders, address concerns, and gather valuable input to minimize potential negative impacts from the project in the Mediterranean Sea. A key concern raised by fishermen was the need for improved fishing boats to enhance their safety, efficiency, and overall livelihoods. The company remains committed to ongoing engagement throughout the planning and implementation phases of the project's activities. At the same time, Amapetco provided training to doctors and midwives to enhance medical capabilities on the North Coast as well as providing awareness sessions to 5000 students in 12 schools on Sustainability & Egypt's Vision 2030. The programme is expected to continue in FY24/25.



Shared Benefits - continued

Transitioning from Education to the Labour Market

This year Cheiron hosted a Job shadowing program for undergraduate students from The American University in Cairo. This program provides valuable firsthand experience for students, allowing them to observe the daily tasks and responsibilities of professionals in various career fields.

During the program, corporate members generously hosted students, offering them an immersive experience into their professional lives. Students shadowed their hosts, observing real-world work activities and gaining a deeper understanding of the chosen career path. The initiative proved to be a valuable learning experience for both students and corporate members. Students gained invaluable insights into various career fields, while professionals had the opportunity to inspire and guide the next generation of talent.

Twenty-one trainees enrolled in the comprehensive training plan encompassing both technical and non-technical aspects. Technical training dived into specialized fields including production technology, reservoir management, and drilling operations. Non-technical training covered broader areas such as health, safety, and environmental (HSE) awareness, business management and communication skills.

Additionally, the plan included department-specific training for finance and human resources, addressing their unique needs and requirements.



Cultural Heritage

No cultural heritage discoveries (as defined by IFC Performance Standard 8) or incidents occurred during the reporting period. Our 'Chance Finds' Procedure remains in place across our Gulf of Suez, Mediterranean and Western Desert assets. Cultural heritage studies by the Ministry of Antiquities will be conducted as required for major capital projects.

Environmental Stewardship

Cheiron is committed to responsible environmental stewardship. We adhere to the precautionary principle, hierarchy of control and promote sustainable development in all our operations. Our JOCs are ISO 14001 certified, ensuring robust environmental management systems. We strive to comply with all applicable environmental laws and regulations where we operate. Our corporate commitments include reducing emission intensity by 25% by 2025 against a 2020 baseline and eliminating routine venting and flaring as soon as practical and no later than 2030 in line with the World Bank Zero Flare Initiative., accurate reporting and emission reduction.

■ In this section:

- Greenhouse Gas (GHG) Emissions
- Water Management
- Air Quality and Noise
- Ecological Impacts
- Management of Hazardous Substances
- Waste Management
- Engaging Employees for the Environment
- Environmental Critical Element Management

Environmental Stewardship

Environmental Stewardship

We continued to implement our Sustainability Plan which includes objectives, targets and actions for the short-term (to 2025), mid-term (to 2035) and long-term (to 2050). The Plan developed in 2022 remains applicable and includes particular emphasis on:

- reducing GHG emissions and supporting the Energy Transition;
- protecting natural assets by protecting and evenw enhancing biodiversity where practical as well as preserving water resources and quality; and
- reducing waste as part of a move towards a circular economy.

These aspects are considered further in this section with progress against objectives and targets summarised in Table A3. The Sustainability Plan is available on [our website](#).



Greenhouse Gas (GHG) Emissions

Cheiron recognises that our emissions, energy use and materials consumption represent a contributing factor to climate change and supports the transition to a low carbon economy whilst meeting the socio-economic necessities of the countries we operate in. This includes committing to reducing Scope 1 emissions produced by our facilities. 15% of Cheiron's Executive Leadership and JOC Managing Director's bonuses are linked to delivering the core Sustainability objectives agreed by the Board of which delivery against the GHG reduction targets and climate related aspects are a significant component. None of our assets currently operate under carbon-limiting regulations or carbon pricing regimes but a voluntary carbon trading scheme started in 2024 as a prelude to a potentially broader future carbon emission market in Egypt.

Our emissions comprise those that are either directly emitted from our facilities (so called Scope 1 emissions under the GHG Protocol) and those connected with the supply and value chain in product related emissions (Scope 3); emissions from imported electricity or heat (Scope 2) are mainly limited to office use of electricity and are not considered to be material and the amount of electricity utilized by Bapetco's gas metering stations in Alexandria on the export infrastructure it operates is still to be quantified. A breakdown of our emissions is provided in [Appendix 4](#) for the Group, by financial arrangement and by JOC. This includes the reporting of contributions by greenhouse gas with carbon dioxide (CO₂) and methane (CH₄) considered material. Contributions of nitrous oxide (N₂O) are not considered material and are not reported separately but are included in total GHG emission figures expressed as CO₂e. Materiality and how emissions are calculated are described in detail within Cheiron's GHG Emissions Calculation Methodology Statement. Our GHG Management Standard Operating Procedure (SOP) was updated during the reporting year and will be rolled out during FY24/25 supported by training to ensure methods associated with reporting and the identification of emission reduction measures continues to align with GIIP. This includes alignment with measures to protect and enhance biodiversity.

Environmental Stewardship - continued

Emissions from Operations (Scope 1 and 2)

In FY23/24 we emitted 647 kilotonnes (kt) of carbon dioxide equivalent (CO₂e) emissions on a working interest basis as provided in Figure 6 and 1,259 ktCO₂e on a gross (Operated) emission basis. The sources or activities generating these emissions are illustrated in figure 6 the breakdown included in for working interest (WI) emissions. Our calculation methodology is identified within Cheiron’s GHG Emission Calculation Methodology Statement with a breakdown of emissions in line with IFRS Reporting and by asset provided in Tables A1 and A3 to A5.

Future actions will be aligned with the Institutional Investors Group on Climate Change (IIGCC) Net Zero Standard for Oil and Gas and also IOGP’s Energy Transition Implementation Framework where practical, but prioritizing alignment with Egypt’s Nationally Determined Contribution to the Paris Agreement and Long-Term Low Emission Development and Climate Change Strategy where this deviates from such roadmaps.

WI GHG Emission Breakdown by Source (FY23/24, All Assets)

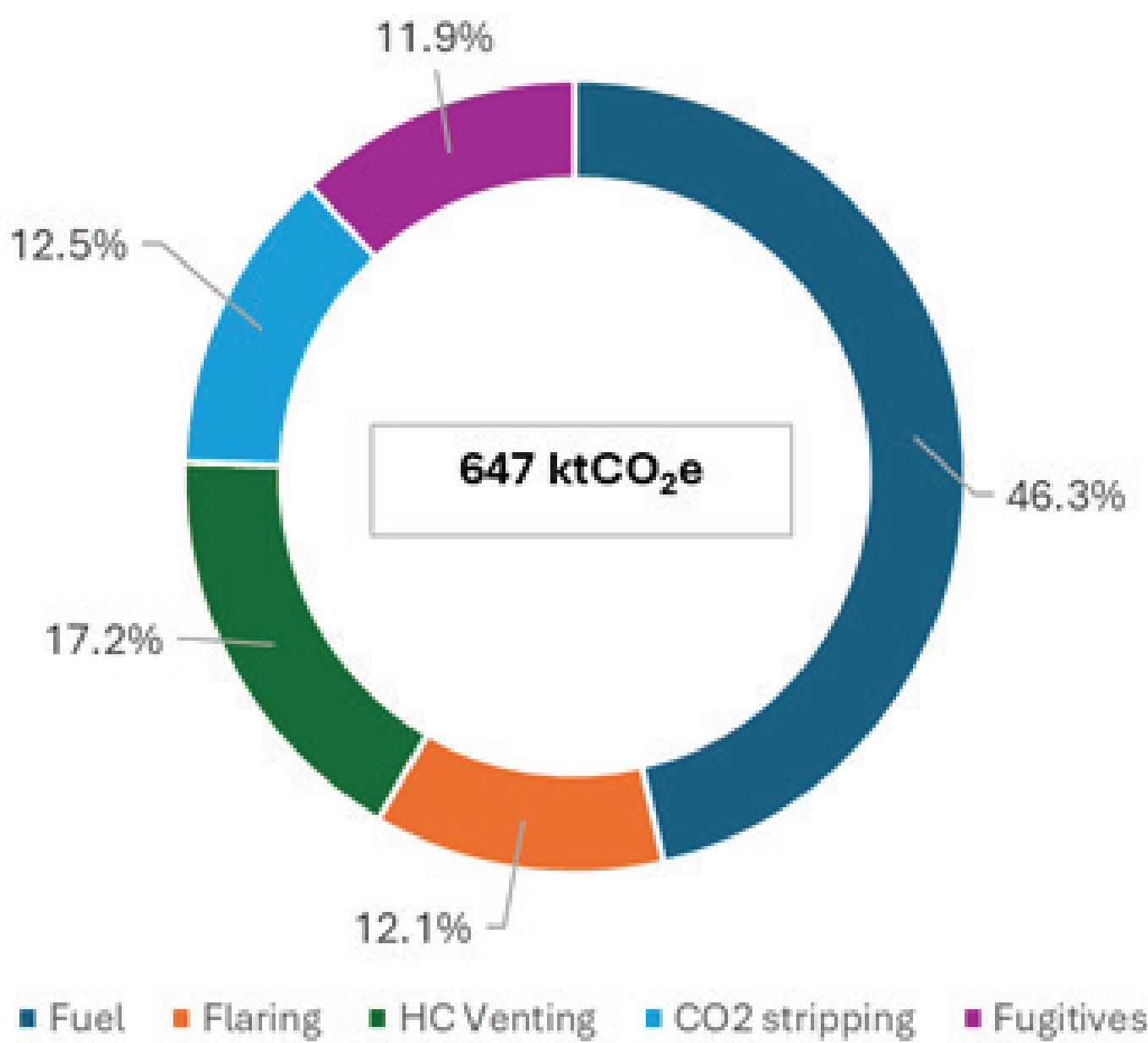


Figure 6 Working Interest (WI) Emission Breakdown by Source



Figure 7 IOGP Energy Transition Implementation Framework Themes

Environmental Stewardship - continued

FY23/24 achievements (GHG emissions)

In FY23/24, we exceeded our initial target of a 12% reduction in Scope 1 emissions intensity (as mentioned in previous year report FY22/23), achieving a 17% reduction compared to the 2020 baseline. This significant accomplishment positions us well to achieve our ambitious 2025 goal of a 25% reduction in Scope 1 emission intensity (Figure 8).

Reductions were derived from improved recovery of gas for power generation, reduced routine venting and flaring of excess, non-saleable gas production, diesel substitution with gas, energy efficiency measures and the introduction of renewable energy technology (Figure 9).

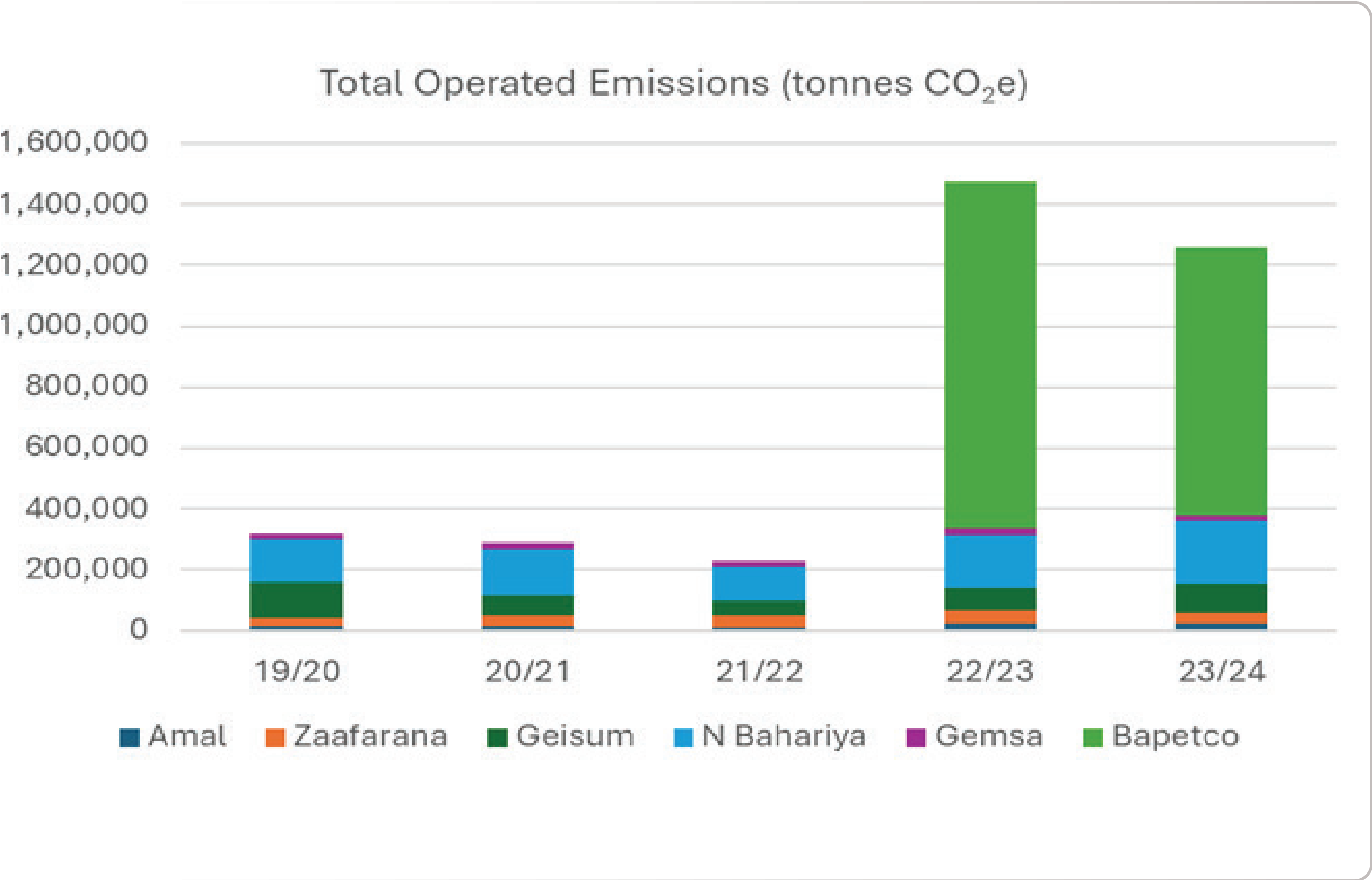


Figure 8 Cheiron GHG Emission (100% Gross) by Asset

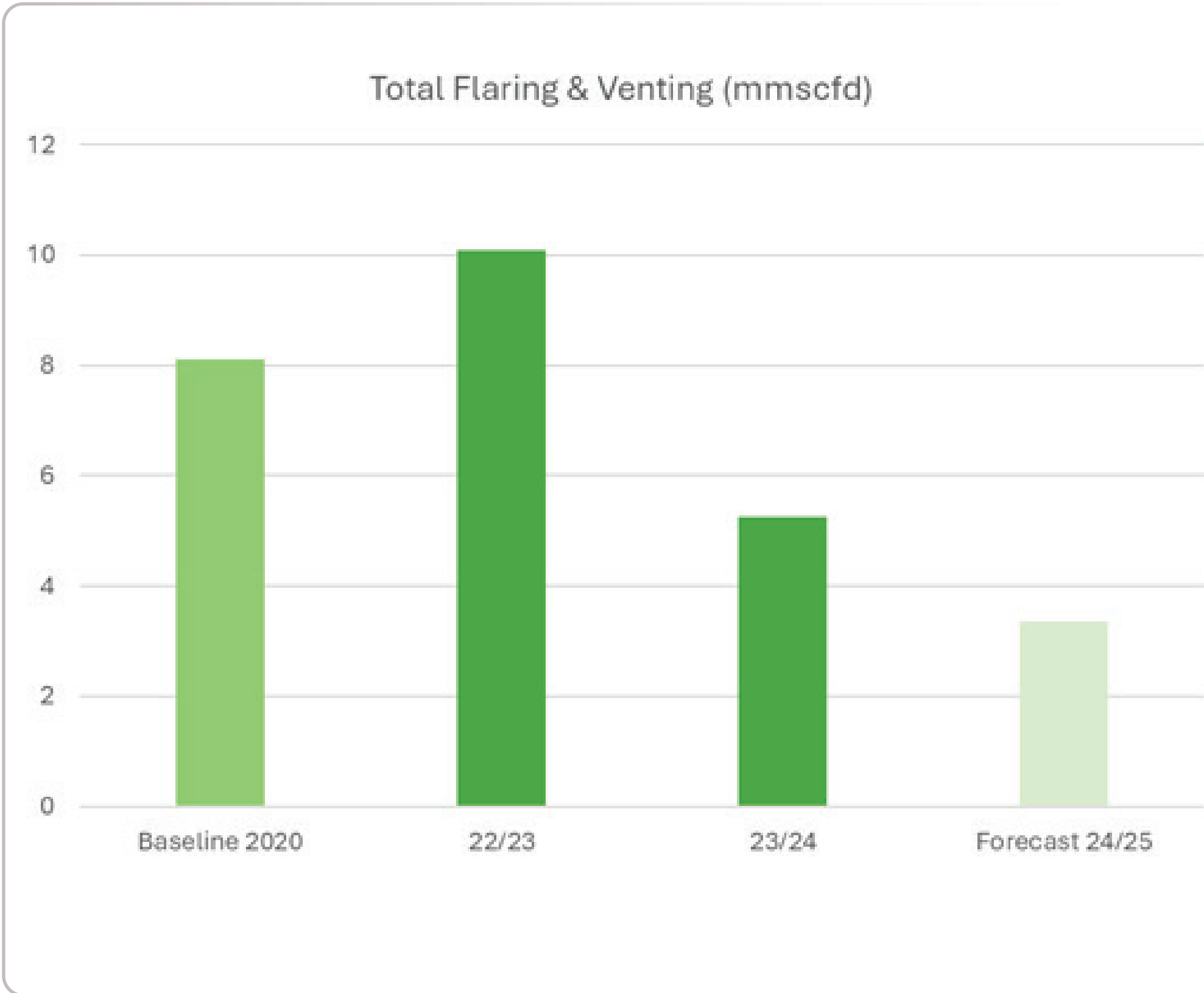


Figure 9 Change over Time in Flaring and Venting Volumes

Environmental Stewardship - continued

Highlight: Progressing our GHG Target by 2025

Bapetco

Routine flaring, a common practice to dispose of excess gas from oil production, is being phased out at Bapetco's sites and across the Cheiron Group. Bapetco completed required modifications in NEAG, BED-3 and Obayied concessions which seek to eliminate routine flaring by 2025. NEAG flare gas recovery has however not yet commenced due to gas composition challenges with additional conditioning equipment now being installed.

Generators at wellsites are being consolidated into clusters to enhance efficiency and allow the substitution of diesel with gas. These clusters also support the power centralisation and electrification of the fields. BED3 electrification is now underway and due to be completed in 2025. This will also use spinning reserve in the central power facility to enhance efficiency. The programme also improves reliability of subsurface pumps. The engineering study to extend electrification to AESW has been completed and a study to electrify NEAG is near completion. They include the incorporation of renewable solar PV systems into the network.

Monitoring of fugitive methane emissions continued during the reporting period, with any leaks identified either immediately eliminated or where this is not practical, incorporated into task management systems for correction at the next available shutdown.

For their efforts Bapetco was awarded the National Initiative for Smart Green Projects in Matrouh Governorate, for pioneering projects that support transition to cleaner energy, enhance energy efficiency and reduce GHG emissions. They included projects described above that have reduced flared gases by 55%, methane gas by 57% and greenhouse gases in total by 42%. Significant operational cost savings were also achieved through diesel consumption reductions of 31%.



Diesel Consumption

- ✓ Replacing Diesel by Gas.
- ✓ Establishing Clusters.
- ✓ Electrification.
- ✓ NEAG JG Gas Power Station

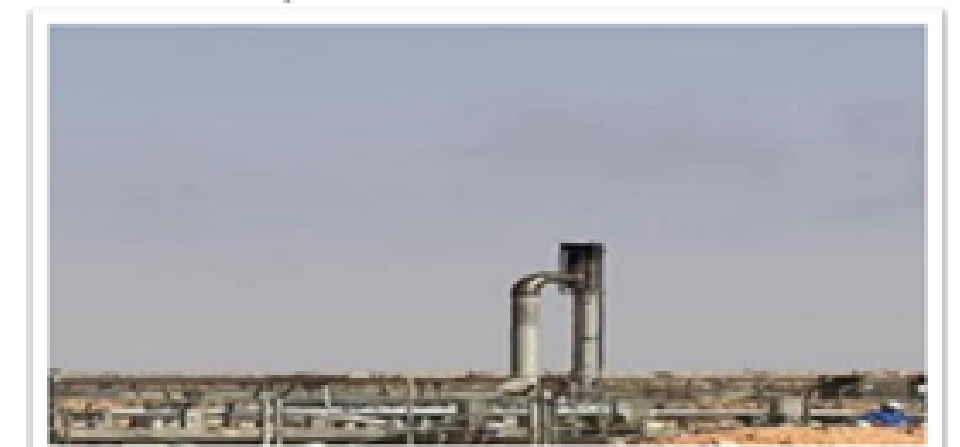


Routine Flaring

Bed-3 Flare Recovery



Process Optimization in OBAIYED & CRP



Environmental Stewardship - continued

Norpetco

Norpetco employed the transition from diesel generators to cleaner-burning gas generators. This shift has led to significant reductions in greenhouse gas emissions. Furthermore, the anticipated completion of the Ganna and Abrar-South power stations is expected to further enhance energy efficiency and contribute to even greater emissions reductions.

During the reporting period a new 123KWe capacity solar photovoltaic system was constructed and came online to provide power to one of Norpetco's sucker rod pumps in conjunction with existing power systems. The project provides a template for other hybrid systems following operational evaluation.

Solar power is also being introduced into the design for electrical networks in Bapetco and offshore platform power systems in Amapetco.

Methane

Cheiron continues to focus on reporting and reducing methane (CH₄) emissions which is a more powerful greenhouse gas than carbon dioxide (CO₂), especially in the near term over a twenty-year time frame. All JOCs have continued to report methane emissions from venting and this year fugitive emission calculations using API and USEPA emission factors have also been carried out for all our assets using facility level factors. These are considered highly conservative in nature and likely to overestimate emission quantities. Bapetco continue to report their fugitive emissions using equipment level emission factors which are more refined in nature. Bapetco are now also conducting leak detection and repair programmes across facilities using a FLIR camera tuned to the frequency of methane so it can be seen by the human eye. This allows targeted correction of any leaks identified. Methane emissions by JOCs are provided in Figure 10. Such emissions increased during the year on a like for like reporting basis due to higher venting volumes from Norpetco. This remains one of Cheiron's top priorities for further GHG and methane emission reductions and flare skids are in design to combust methane where gas recovery is not practical due to the low volumes, pressure and variable flow.



Centralize power generation to customize the electricity consumption



Installation of hybrid power systems to drive a Sucker Rod Pump.



Contribution By JOC to Total Methane Emissions (tonnes CH₄, gross)

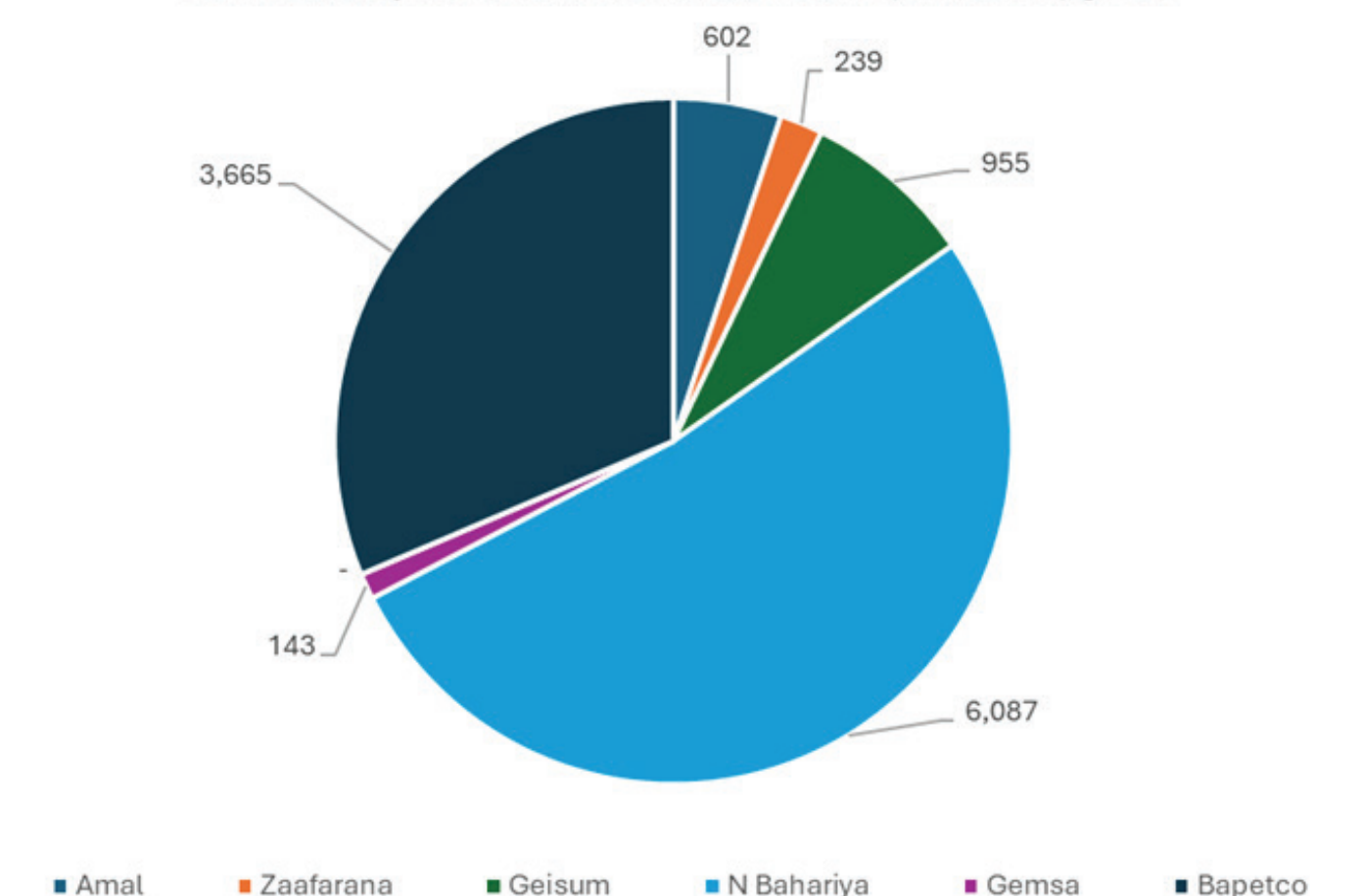


Figure 10 Methane Emissions by Asset

Environmental Stewardship - continued

Non-Product Related Scope 3 Emissions

The largest components of Scope 3 emissions are generally considered to comprise the acquisition of outsourced services especially drilling and workovers (category 1) along with chemical use (category 1) and the export (category 9), refining (category 10) and use (category 11) of our product. Categories are as per the GHG Protocol and IPIECA's Estimating Petroleum Industry Value Chains (Scope 3) Greenhouse Gas Emissions, 2016. Product-related emissions are included in reported IFRS metrics included in [Appendix 4](#).

Drilling and workovers are a major part of our contractor-provided services but are variable in nature depending on the campaigns being undertaken.

Total GHG emissions from collated rig fuel consumptions during FY23/24 declined to 33 kilo tonnes CO₂e, down from 56 kilo tonnes CO₂e in FY22/23 as drilling activity was reduced due to the prevailing economic and financial conditions. Drilling activity and emissions declined in both Bapetco (to 16,429tCO₂e) and MFA assets (to 16,107 tCO₂e). Cheiron drilling related emissions represent 2.5% of total gross emissions.

A previous study of 'cradle to gate' emissions associated with chemical use estimated 1,000 to 6,000 tonnes of CO₂e will arise from chemical use within the non Bapetco assets. Core, bulk/high volume chemicals include demulsifier, corrosion inhibitor and water treatment chemicals as well as pour point depressant. Data from Bapetco on chemical use has yet to captured.

A new calculation will be carried out once produced water treatment systems in Amapetco and PGM start full operation when a significant increase in chemical use is expected. Such contributions from these and other Scope 3 categories are considered to be relatively minor compared to emissions associated with the shipping, transformation and end use of products.



Environmental Stewardship - continued

Energy Usage and Management

Energy intensity represents the amount of energy consumed across the business to produce a unit of production. The metric, which often increases as fields mature, excludes energy losses associated with flaring and venting and variable activities such as drilling and workovers. A total of 9,554 TJ of energy in FY23/24 represents a substantial decrease on the 18,875 terajoules (TJ) consumed in FY22/23. Average energy intensity also decreased from 3.4 GJ/Tonne to 1.8GJ/tonne of oil equivalent. The most significant year on year change by asset continued to be the improvement in energy intensity from Geisum with GNN increasing production using existing infrastructure as provided in Figure 11 .

Amapetco and Bapetco are certified to ISO 50001 (energy management) thereby demonstrating effective use of energy. PGM and Gempetco are aiming to achieve ISO 50001 certification during FY24/25.

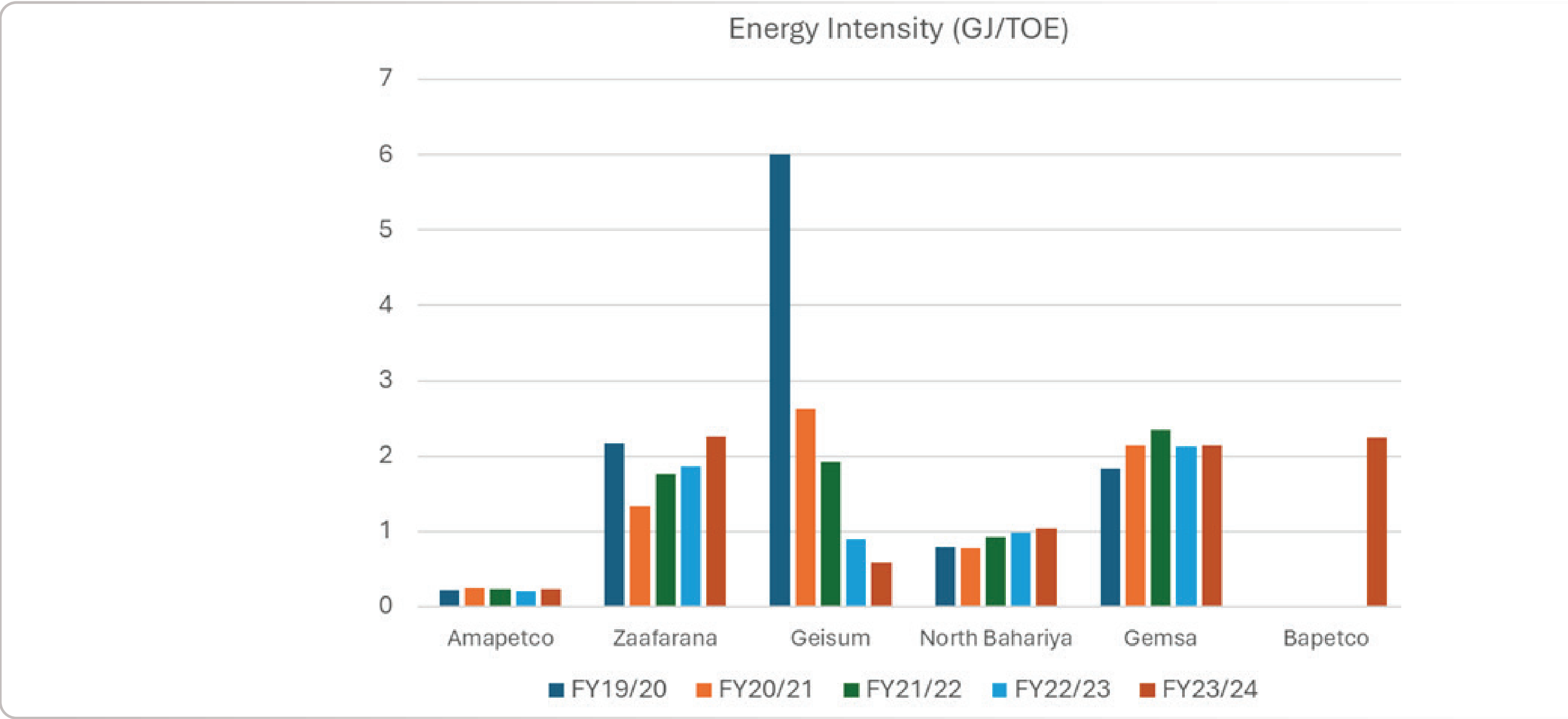


Figure 11 Energy Intensity by Asset

Environmental Stewardship - continued

Water Management

Water Sourcing

No change to the nature of water supplies occurred during the reporting period at any Group affiliated sites. Water for industrial use is sourced either from the sea (Gulf of Suez assets) or from underground brackish/saline aquifers (Bapetco, Norpetco and Amal). The most significant quantities abstracted are for reservoir pressure maintenance in Bapetco as provided in Figure 12 .

Water is treated in desalination plants to make it suitable for human use and meet applicable potable water standards, or through reverse osmosis treatment to satisfy operational specifications for field activities. The operation of such plants utilizes energy and releases relatively small quantities of enhanced saline water. Gemsa also have a number of water wells, mainly for abstraction, although one is currently used for water injection to maintain the reservoir pressure similar to various injection wells in North Bahariya and Bapetco. Bottled drinking water is provided to employees and contractor workers throughout the JOCs where needed (e.g. remote working or in the event of any issues with treated supplies).

As identified in last year’s report, none of our Western Desert and Red Sea locations are within high or extremely high baseline water stress areas as classified by the World Resources Institute Water Risk Atlas Tool (Aqueduct). The Western Desert is identified as an arid area with a low or low-to-medium risk of groundwater table decline. Red Sea decline risk is identified as insignificant. The only high-risk area in the Western Desert region is a localised area served by the Nubian Aquifer System. Cheiron assets in the Western Desert are located above the Al-Maghra Aquifer System, the main aquifer in the region. The water is not potable with a salinity of 13,000ppm and does not present any issues relating to competition for natural resources with other potential users.

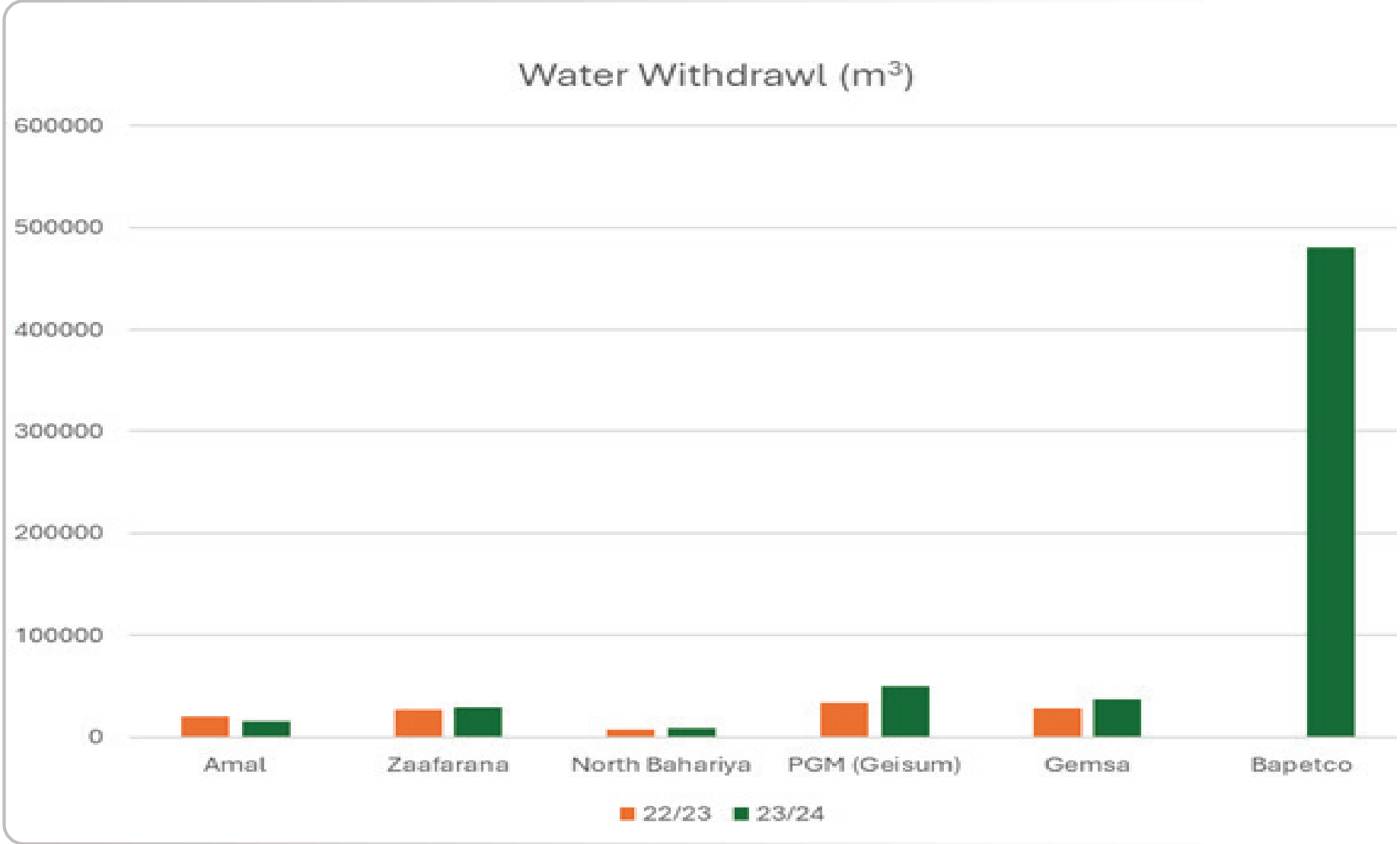


Figure 12 Quantity of Water Withdrawal by Asset

Environmental Stewardship - continued

Produced Water

Continued progress has been made in implementing feasible solutions to tackle produced water management challenges in the Gulf of Suez as part of a sector wide initiative run in collaboration with the Ministry of Petroleum and the Ministry of Environment. Technical and contractual challenges during commissioning however are being experienced and neither facility is currently in normal operation yet as a consequence. In Amapetco for example commissioning identified a number of further stages were required to achieve compliance in addition to those installed due to variances in the composition of incoming produced water. Approved compliance action plans from the Egyptian Environmental Affairs Agency (EEAA) are in place whilst treatment upgrades at Gulf of Suez assets progress. Reinjection into hydrocarbon-bearing reservoirs is Cheiron’s preferred option for managing produced water either on its own or in combination with evaporation ponds. An intensive upgrade of facilities and introduction of disposal wells has taken place since Cheiron took operatorship. No produced water in Bapetco is now discharged to unlined soakaways.

Whilst Cheiron’s total volume of produced water generated remained largely similar to last year as provided in Figure 13, the quantity of reinjected produced water substantially increased leading to a reduction of 31% of noncompliant water discharged to the environment (either sea or land) as shown in Figure 14.

Further reductions are expected during FY24/25 with the planned commencement of reinjection of produced water from Geisum offshore and planned commissioning of the Amapetco treatment unit. Greater uncertainty remains on whether the Geisum onshore treatment system completed during the reporting period will commence operation due to ongoing contractual difficulties.

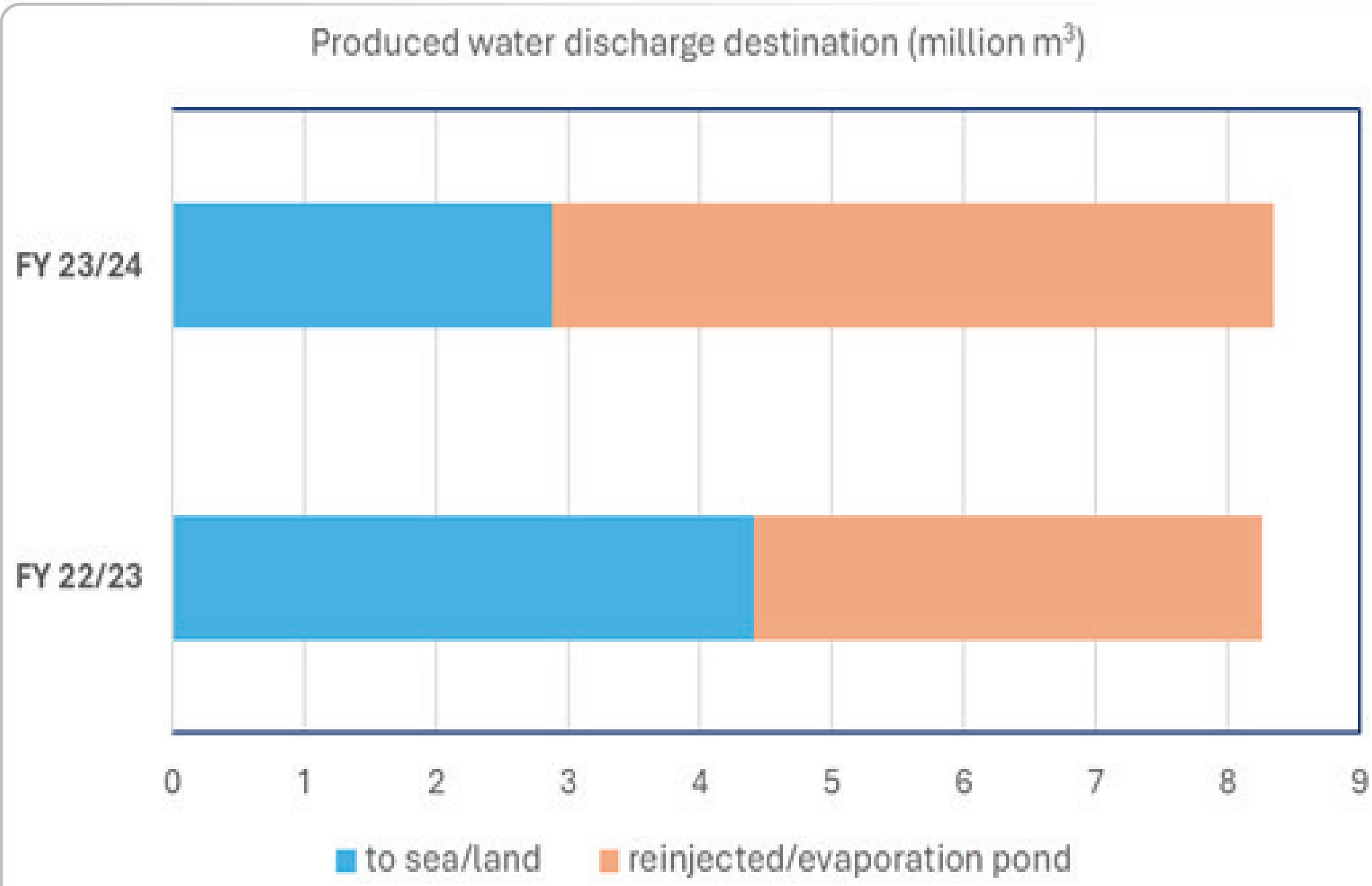


Figure 13 Produced Water Discharge Destination Compared to Previous Year

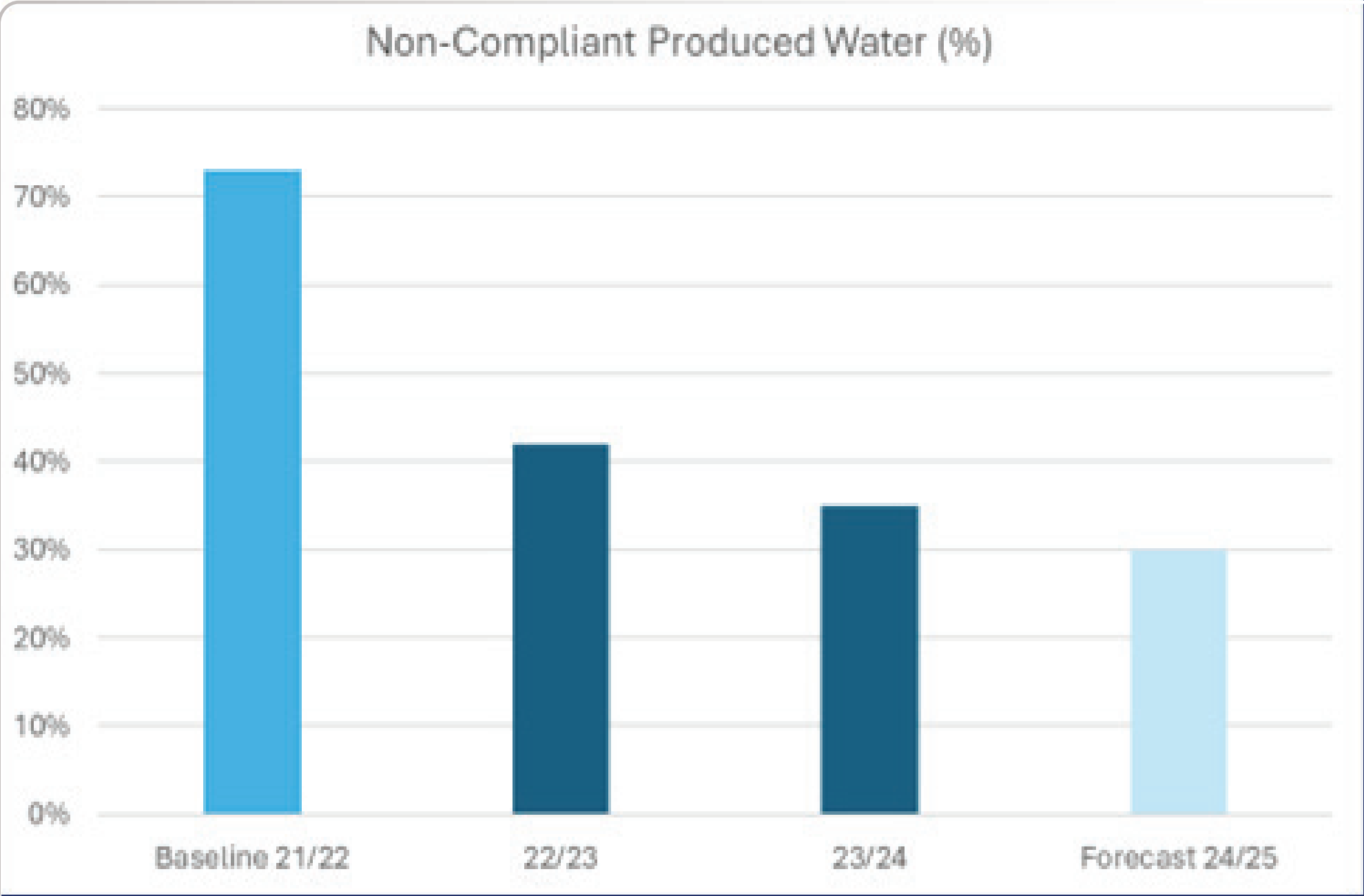


Figure 14 Non-Compliant Produced Water Discharge to the Environment (sea or land surface)

Produced Water-continued

Implementation of Gempetco’s Business Continuity Plan (BCP) for the Zaafarana FPSO continued during the year to enhance produced water treatment in addition to broader aspects relating to Major Accident Hazard management, integrity inspection and life extension, process safety studies as well as accommodation and welfare upgrades. Significant improvements in produced water discharge quality have been achieved by progressively cleaning vessels and pipework to increase retention times and enhance oil and water separation. Full compliance for discharges however has yet to be achieved with operation continuing under an agreed compliance plan with the regulator (EEAA). The cleaning follows the adoption of improved chemical dosing previously implemented. Repairs to the induced gas flotation (IGF) unit which is the final stage of treatment prior to produced water discharge, were implemented during FY23/24 through the design, manufacture and fitting of a new cycloturbine unit which is important to the IGF’s proper function. The original manufacturer of the part is no longer in business. Another two cycloturbine units have subsequently been constructed and will be installed during FY24/25.



Long termsolutionsforZaafaranaproducedwaterdischarges are being incorporated into the field’s redevelopment plan. All conceptual options for the plan include reinjection and a fast-track option to reinject ahead of field redevelopment is also being progressed as part of the agreed compliance plan. Reinjection is also being designed for Gemsa. Both facilities will significantly reduce Cheiron’s discharges of non-compliant water to the environment. Updates on BCP progress have been provided to the Independent Environmental and Social Consultants (IESC, currently Xodus) to monitor and

Highlights: Bapetco Produced Water Management

Within the framework of Egypt’s Vision 2030 and implementing the strategy of the Ministry of Petroleum and Mineral Resources to preserve the environment and achieve sustainable development goals,BapetcowereawardedintheNationalInitiative for Smart Green Projects in Matrouh Governorate for treating and re-injecting associated/produced water from oil and gas production. This is considered the most suitable option for disposing of such water containing salts and minerals which also reduces land take associated with alternatives including lined evaporation ponds.



Environmental Stewardship - continued

Sewage Treatment

Typical to the previous year, upgrades of sewage systems continue to be introduced across the Group with new facilities or extensions being commissioned in Bapetco and PGM onshore. This is to address known issues with aged or overcapacity equipment. A new onshore treatment unit at PGM's now treats effluent flows from the contractor accommodation and kitchen/mess hall allowing the existing sewage treatment to operate within design loading. Both of PGM's onshore systems are now achieving compliant discharges. Upgrades to offshore platforms operated by Gempetco and PGM are pending.

Remote facilities including rig locations at Bapetco were previously discharging direct to ground, but new sewage treatment packages have either been introduced or sewage collected within existing facilities to eliminate such discharges. New permanent sewage treatment units are under construction in Bapetco at Obaiyed and BED3 to manage capacity constraints.

Air Quality and Noise

Whilst IFRS S1 identifies air quality as a materially significant aspect for oil and gas E&P companies, it is not considered a materially important aspect for Cheiron operations based on the absence of communities/receptors near our production facilities. We have included however within this year's report total emissions of key determinants of air quality including nitrogen oxides (NOx), sulphur dioxide (SO₂), carbon monoxide (CO) and particular matter with a size of less than 10 microns (PM₁₀). Emissions estimated using USEPA/API emission factors are included within the data tables and additional information in [Appendix 4](#). Trend information will be available in future reports.

Annual monitoring surveys were conducted across the MFA and Bapetco assets though

not all surveys fell in the reporting period (May 23 and July 24 for example). These are conducted to confirm emissions to air and noise and subsequent worker exposure either in workplace or recreational area are within legal limits and IFC guidance values.

Certain generators exceed NOx emission thresholds for either local requirements or IFC guidance at the Zaaferana Platform and FPSO, PGM gas generators on Platform A and Geisum Star and NEAG-2 in Bapetco. Emissions of CO exceeded either local requirements or IFC guidance thresholds at the Amapetco gas generator in Amal, a PGM Geisum Star generator, the NEAG-2 generator and Gamsa shipping and high-pressure pumps. These isolated equipment examples will be corrected either through repair, equipment replacement or by longer term solutions such as installation of electric drives.

All worker exposure levels are identified to be compliant with the exception of higher noise levels near certain items of equipment such as generator across Cheiron assets. These areas are subsequently designated as noise control areas with signage and ear protection requirements. All exposure levels at recreational and accommodation areas were within both occupational and ambient air quality requirements and lower exposure levels would be expected beyond concession areas.



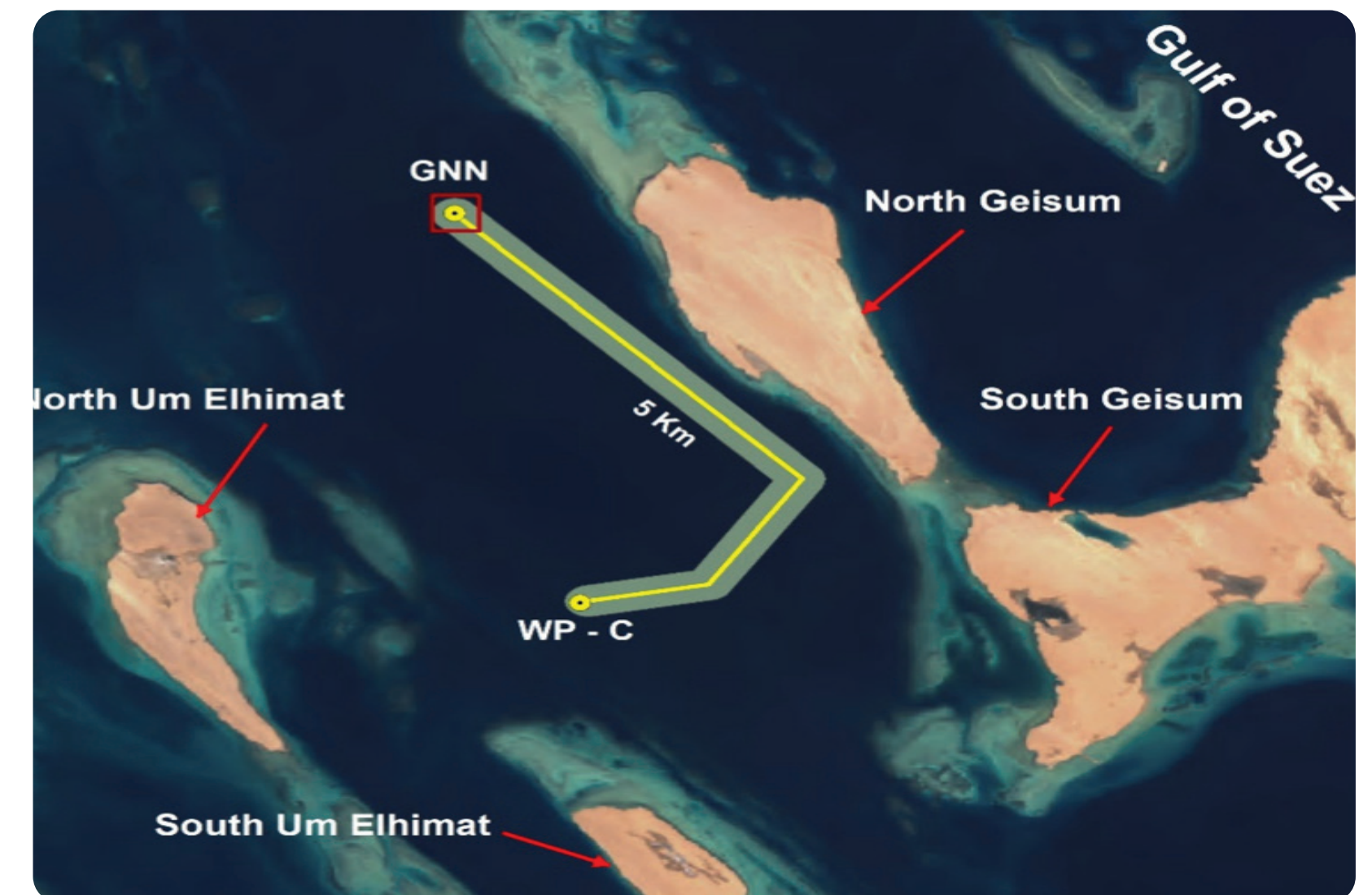
Environmental Stewardship - continued

Ecological Impacts (including Ecosystem and Biodiversity Protection)

Cheiron's Sustainability Plan introduces actions in the short, medium and long term to protect biodiversity. They include spatial planning and management processes to support reduction to near zero of the loss of areas of high biodiversity importance, including ecosystems of high ecological integrity identified in the UN Convention for Biological Diversity and in line with the Kunming-Montreal Global Biodiversity Framework ratified by the UN Biodiversity Conference (Biodiversity COP15, Dec 2022). GNN (Geisum) has increased proven (1P) reserves related to MFA assets that are within or near nationally designated protectorates to 35% (for environmental sensitivity, 2023 Audited Reserves). The total for Egyptian asset reserves including Bapetco is 14%.

A new Cheiron Biodiversity Standard Operating Procedure (SOP) was prepared during the reporting period to align with the latest GIIP developments for management practice. The SOP will be rolled out during FY24/25 supported by training and biodiversity surveys updated, starting with PGM given its location and recent startup of GNN operations. This will include a Net Gain Analysis of the GNN project itself. Other JOCs plan to start similar update surveys during the coming year.

Local EIAs were prepared during the year for new exploration or development wells under the framework of major project ESIs developed to meet GIIP including public consultation. This included offshore wells for WEB and the GNN project. Our drilling programmes are considered within our biodiversity management plans with



all offshore drilling in protected areas having a zero-discharge policy where any drilling mud and associated cuttings, whether oil or water based, is returned to shore for further treatment. Bapetco completed an environmental and social baseline assessment, supported by environmental sensitivity maps across all exploration, development and operational areas to identify sensitivities, including those related to biodiversity and develop appropriate mitigation plans during future activities. The study is also supported by the development of a stakeholder engagement plan that is now being implemented.

Environmental Stewardship - continued

Management of Hazardous Substances

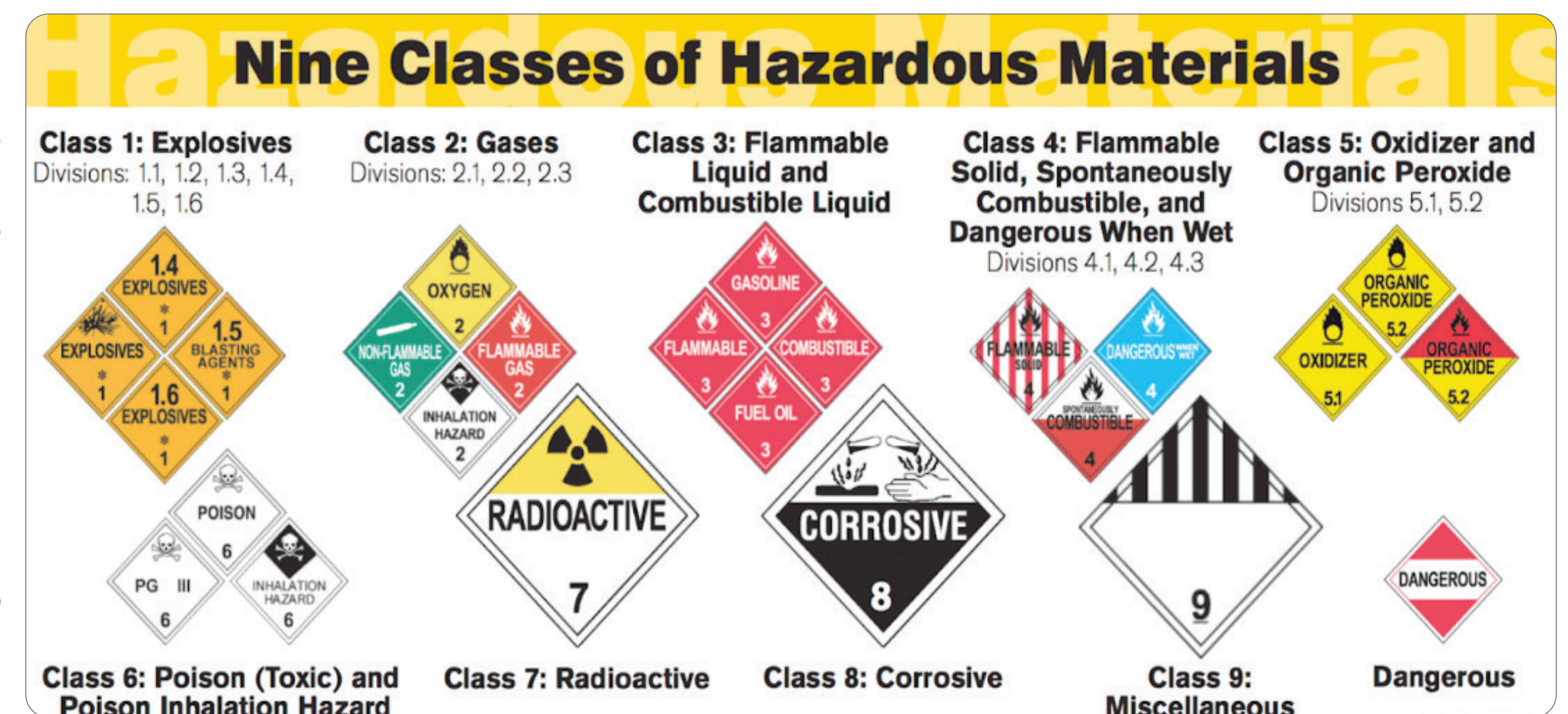
Managing hazardous substances is important to minimise exposure risks to the workforce and prevent harmful releases to the environment. Substances include naturally occurring radioactive materials (NORM), asbestos (from pre-1990 facilities) and various chemicals.

NORM are low level sources of radiation that can build up on equipment or in sediment, particularly where scale is generated. Such material is only permitted to be stored onsite and cannot be removed. Facilities are in place to store NORM containing materials across assets where NORM is present. Typical to last year, new NORM areas with controlled access in Amal and Norpetco are still waiting permission from the competent authority to start construction. The competent authority (AEA/ENRRA) continues to suffer from manpower shortages to sign off plans within the approval committees. Dose monitoring and training plans however continue to be implemented to protect workers supported by trained and authorised consultants.

Asbestos was historically used as a fireproof insulation material or present in certain cements and gaskets, and whilst no longer used, it is present on Zaafarana and a recent asbestos survey identified asbestos to be present in a single gasket on the Geisum Star Platform. Known or material potentially containing asbestos is clearly identified onsite with management plans in place. Potential asbestos containing fibres removed from the Zaafarana and stored in the Gemsa junk yard have since been removed by a certified contractor and disposed of in Egypt's approved hazardous waste landfill site in Naserya.

Hydrogen sulphide is present in Abrar South in North Bahariya (Norpetco) with emergency response protocols and monitoring put in place. It is thought such sulphide originated from sulphur-reducing bacteria and not from sour reservoir fluids. The well is currently cold vented and the potential to flare the gas to eliminate the sulphide and reduce methane (GHG) emissions is under ongoing evaluation.

Sulphide is also present in the fluids produced in the Zaafarana field (Gempetco) though low gas to oil ratios limit its volume. A sour gas vent is present on the FPSO to handle the gas for safe release to atmosphere and protocols are in place to minimise risks associated with equipment maintenance. Dispersion modelling of releases from the platform has also been undertaken to confirm safe levels should gas be vented at the platform during well tests or unplanned events. A review of further controls to ensure risks are as low as reasonably practical is to be conducted as part of updates to the facility's HSE/Safety Case.



Management of Hazardous Substances - continued

Many of our activities depend on chemicals, some of which have the potential to be harmful to the environment, particular receiving waters such as the marine environment or groundwater, if not controlled. Our chemicals typically comprise corrosion and scale inhibitors along with oxygen scavengers to protect equipment from the effects of components within produced water. As such they are often components in produced water streams themselves and a programme is in place to either eliminate discharges to the environment through reinjection or evaporation, or where this is not possible to treat the water before discharge (to sea). New facilities in Amal and PGM to treat produced water are yet to be commissioned though water treatment chemicals that will potentially be used in the plants, once operational have been selected on the basis they are not highly toxic to the marine environment but still require careful testing of residual content prior to discharge.

Biocides are considered the most hazardous material to the marine environment that we utilise and are toxic to aquatic species.



They are used to keep marine equipment clear of biological growth and dosed in highly controlled amounts to prevent reaching harmful levels once discharged. Other materials such as de-waxers used to prevent wax build up and demulsifiers used to enhance the separation of oil and water, end up in the final product itself and are not discharged to the environment.

Careful storage with secondary containment is provided to prevent accidental spill to the environment of liquid hazardous materials along with appropriate transfer to points of use particularly where transfers occur offshore. Chemical storage continues to be improved across all facilities through completion of bundled chemical warehouses and tanks. A secondary containment programme continues to be implemented in Bapetco to ensure spill risks to the environment associated with chemical and hazardous material storage are reduced to as low as reasonably practical as part of the company's Environmental and Social Action Plan (ESAP) which is monitored by the independent consultant. We recognise chemical management systems continue to need to evolve to further reduce risks to the workforce, particularly in Norpetco and this is being implemented as part of the company's Management of Change process for upgrades to water treatment facilities where chemicals of highest concern are typically utilised. A Cheiron wide chemical management awareness programme is now being prepared including new ways of articulating and visualising risks identified in Safety Data Sheets. A new SOP is planned for FY24/25 supported by a general training programme.

Review of chemical Safety Data Sheets has not identified any materials that are classified as persistent, bio-accumulative or have mutagenic or teratogenic effects. Selection of chemicals is also important in avoiding the generation of hazardous chemicals. As highlighted below the produced water treatment plants once operational will significantly increase waste generation once commissioned but this waste will not be hazardous in nature.

Management of Hazardous Substances - continued

Waste Management

The main waste types generated by operations include non-hazardous waste streams such as food, plastic (such as plastic bottles), metal and wood waste. Generation rates of hazardous waste such as oily rags, batteries, unused chemical and medical wastes are low in comparison to non-hazardous waste streams. Large volumes of wastes generated during drilling include drilling muds and cuttings that are treated before disposal. Waste continues to be managed in accordance with Egyptian legal requirements utilising licenced contractors, duty of care requirements and where available national infrastructure.

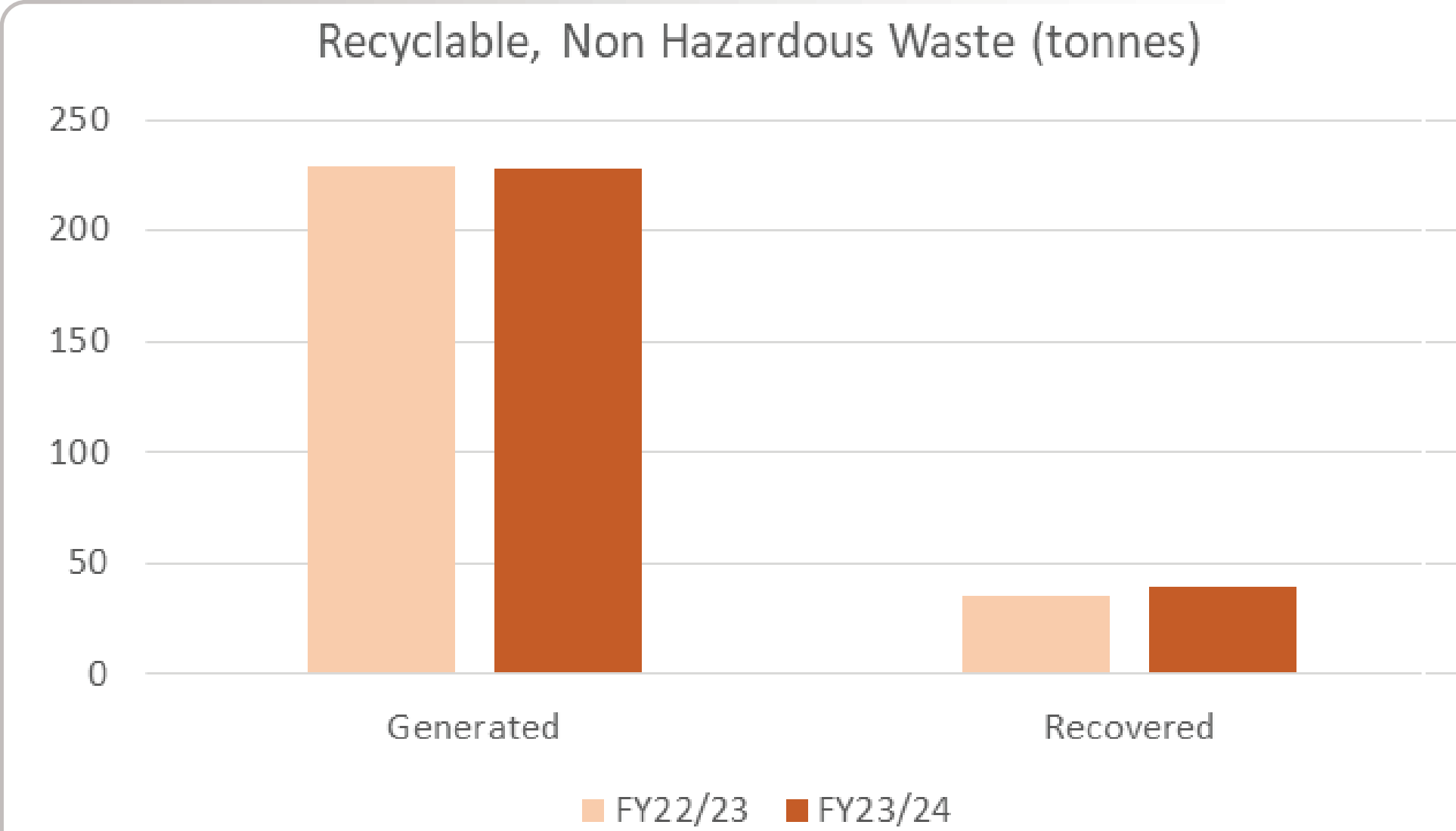


Figure 15 Quantities of Generated and Recovered Waste.

With the cessation of discharges to soakaway in Bapetco a major remediation programme of all legacy soakaway pits and contaminated soil is currently underway. Work on NORM containment and covering of NORM contaminated pits is ongoing. Equipment is onsite to recover and remediate hydrocarbon contaminated pits but the prevailing financial challenges in Egypt have delayed progress. Designs for the concrete lining of PGM NORM pits have also been approved by the regulatory body ENRRA and the work implemented.

New metrics designed to focus attention on diverting wood, food and plastic waste from landfill/final destination and reduce generated volumes have been introduced for all assets as part of the Sustainability Plan. Bapetco have also prepared a new waste management plan to cover gaps in national infrastructure available in the Western Desert where compactors are now on site and composters have been purchased and are expected to arrive in FY24/25. The composters can convert camp food waste into a soil conditioner which will then be provided to local Bedouin stakeholder and support Cheiron’s CSR and community relationship programme.

Recovery rates of reusable or recyclable materials are still low as illustrated in Figure 15 in part due to the lack of available infrastructure within the country. It is however a key focus area with the progressive targets in our Sustainability Plan seeking to enhance reporting, recovery and recycling of waste as well as minimisation of initial waste generation quantities.

Engaging Employees for the Environment

During June 2024, Cheiron, in association with the Non-Governmental Organisation, VeryNile engaged in a number of environmentally focussed activities; from cleaning the Nile, attending awareness sessions, checking Cheiron's segregation & recycling process, and attending an up-cycling workshop with VeryNile shop. Cheiron's team collected 22 Kilograms of waste from the Nile, preventing the material from flowing to the Mediterranean. The events spread much needed awareness on the environmental condition of the Nile River which holds special significance for Egyptian's and the importance of effective waste management practices at home and at work.



Environmental Critical Element Management

A programme to identify and register all environmentally critical elements (ECE) as part of a broader programme to identify safety as well as ECE, is ongoing. This includes studies to identify elements (or protective barriers) to prevent major accident hazards from occurring or to limit their consequence. Once identified and such barrier owners established, these are incorporated into our task management systems comprising GMS in the MFA assets and SAP in Bapetco to ensure appropriate inspection and maintenance so that they operate as intended to design performance when required.

Financial Liabilities

Sustainability related aspects have not materially impacted Cheiron's financial performance or cashflows during the reporting period. Investments are funded initially by Cheiron and its partner shareholders with costs subsequently recovered from EGPC through the production sharing and cost recovery model in place. Investment is currently focussed on produced water management, accommodation and welfare upgrades, GHG emission reduction and asset integrity/process safety as described in this report. None of our Joint Operated Companies with EGPC and affiliated companies are currently facing prosecution with material financial implications associated with produced water discharges as approved corrective action plans are in place with the respective Competent Authority.

Liabilities associated with legacy ground contamination in Bapetco were identified at the time of due diligence and clean-up programmes are being implemented through the existing cost recovery models. Any residual long-term liabilities associated with ground condition and asset decommissioning are transferred to EGPC at the time of concession period expiry or hand-back. Cheiron continue to monitor the wording in new concession agreements relating to decommissioning as EPGC and Ministry of Petroleum requirements evolve, particularly those associated with concession extensions.

No material adjustment within the next annual reporting period to cashflow or the carrying amounts of assets and liabilities is anticipated as a consequence of climate related risks and opportunities. Residual uncertainties associated with non-cost recoverable investments which are not quantified in this report relate

to future investments needed to align national GHG emission reduction and energy transition plans with requirements identified by Cheiron's own draft Energy Transition Plan and expectations from financing agreement consortia should divergence occur. Plans to assess the financial impacts on existing assets associated with climate change adaptation have been highlighted in this report and Cheiron's Sustainability Plan and will be included in future reporting iterations.

Measures to assure the integrity of the Zaafarana FPSO and our other marine based assets have been described in this report and are a key future focus area in order to prevent the loss of hydrocarbon to the environment. Spill responses and associated clean up in the unlikely event of occurrence are coordinated through the joint operated company and EGPC or its affiliated sector companies rather than Cheiron, as a corporate entity. Any fines relating to environmental discharges or occupational health and safety management identified in this report are anticipated to be of the order of <\$25K should they arise and therefore are not considered material in the context of annual accounting for Cheiron as a whole.



Future Focus Areas

Areas for continuous improvement are incorporated into improvement plans which are budgeted as part of an integrated activity and planning process. New Key Performance Indicators have been developed for review as part of Board meetings and the JOC implementation group. Plans also capture findings and recommendations from independent 3rd party audits with the most recent audits conducted in January 2024 (for MFA assets) and November to December 23 and May 24 (for Bapetco).

Important areas for the coming year include:

- Health, safety and sustainability culture enhancement and way of work
- Fugitive emission control and elimination of venting in Norpetco
- Continued produced water treatment and reinjection projects
- PGM asset integrity following previous focus on Zaafarana
- Updating biodiversity monitoring surveys and management training
- Chemical management awareness training
- Waste management reporting enhancement and increasing quantity of waste recycled


A key focus is on enhancing health, safety and sustainability culture through Cheiron’s LIFE Programme which will be launched in FY24/25.



Extending from the culture enhancement programme, is a programme to enhance the way of work as part of Cheiron’s HSE Excellence Programme.




Excellence does not mean “perfection.” It simply means doing things in a way that makes the best use of available resources at the time and maintaining a culture of continuous improvement to build on previous successes and adapt to evolving business needs.




People: The Musician (Heart)

Focus on people extends beyond just recognising their value; it involves actively investing in their development and creating a culture that fosters motivation, engagement, and continuous improvement.



Processes: The Conductor of Orchestra (Brain)

The efficiency and adaptability of an organization are often underpinned by its processes the structured series of actions or steps taken to achieve a particular end. While people are undeniably the core of any successful business, the processes that your business creates and implements should stand on equal footing in importance. Processes are more than just a workflow; they are the backbone that defines how an organization functions.

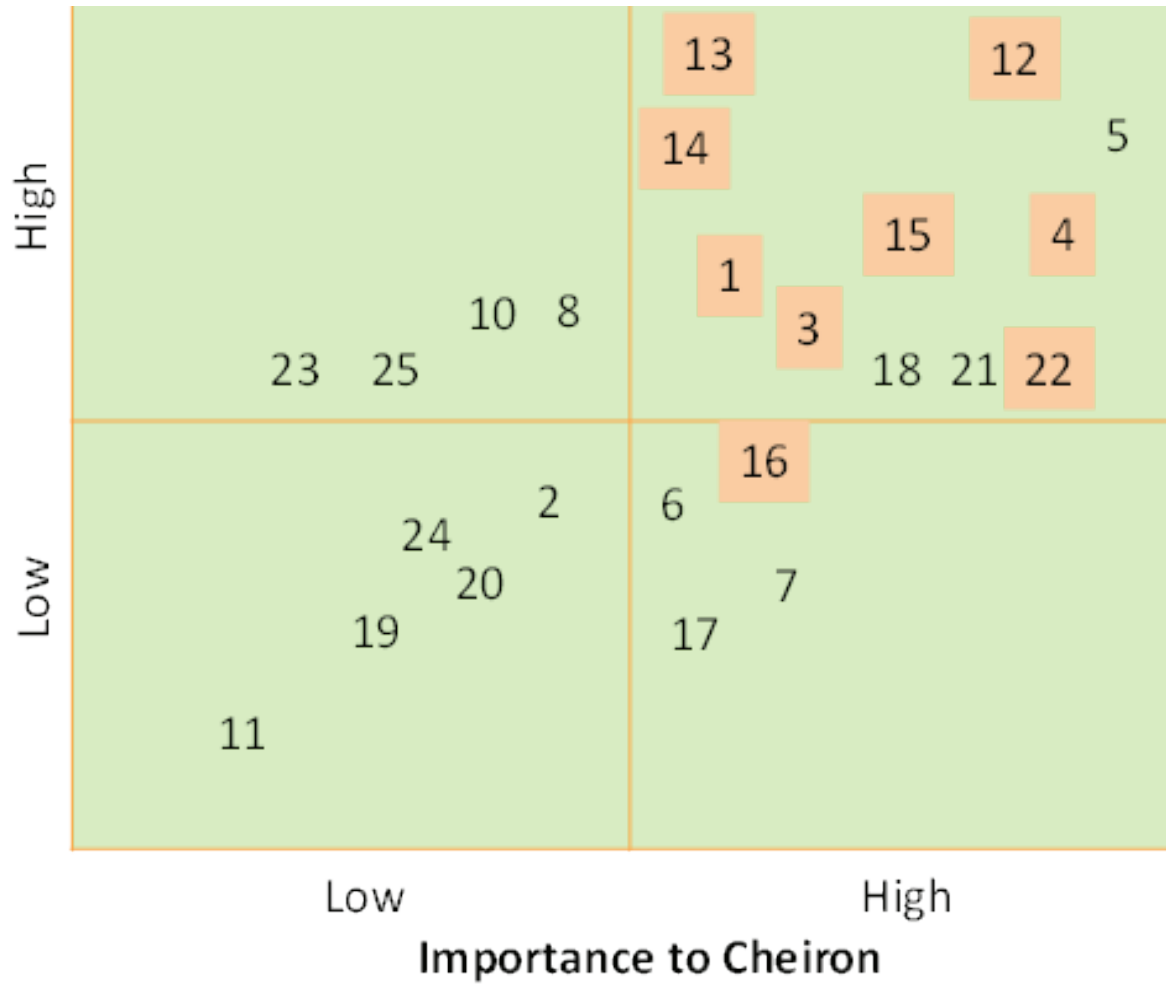


Plant: The Musical Instrument (Body and Muscles)

Plant, as the final piece of the People, Process, Plant (3Ps) framework, plays a pivotal role in driving innovation and efficiency. Technology is thoughtfully integrated to complement and enhance human skills and processes. Integrating technology into business processes should simplify and streamline workflows, making it user-friendly to encourage adoption among employees.

Appendix 1: Materiality Assessment

A preliminary materiality assessment, or identification of the key HSES aspects for the business, was conducted in FY20/21 to help define the content and structure of the Annual Monitoring Report/ Sustainability Report. The assessment has been reviewed and updated for this year’s report following review of audit reports and updated IFRS/SASB reporting standards. The assessment considers identification of HSE and social aspects and ranks them qualitatively based on importance to stakeholders and importance to Cheiron. Requests for comments on materiality have historically been included when issuing initial consultative draft versions of the report.



HSES Aspect Materiality Matrix		
# Sustainability Aspect	# Sustainability Aspect	# Sustainability Aspect
Responsible Business	Climate Change	Community and Cultural
1.Business ethics and anti corruption	12 .Direct GHG incl. flaring & venting	22.Engagement and investment
2.Economic value generated	13 .Supply chain & product GHG	23.Local content & livelihoods
3.Governance	14 .Climate adaptation	24.Land acquisition & resettlement
Asset and Workforce Protection	Other Environmental Aspects	25.Cultural heritage
4.Asset integrity, loss of containment	15 .Produced water management	
5.Occupational health and safety	16 .Fresh water abstraction	
6.Mental health	17 .Sewage and other water discharges	
Labour and Human Rights	18 .Oil spill response	
7.Workforce training	19 .Other discharges to air and noise	
8.Diversity	20 .Waste management	
Working conditions & grievances	21 .Biodiversity	
10. Vulnerable groups		
11.Indigenous people		

Note: High-High aspects highlighted in bold. Process Safety is encompassed within the term Asset Integrity.

Appendix 2: Cheiron’s QHSES Policy

Health, Safety, Environment, Quality and Sustainability (HSEQS) Policy

Cheiron Petroleum Corporation and its affiliates ("Cheiron") are fully committed to proactively managing HSEQS aspects which safeguard our people and the environments in which we operate. Our HSEQS Policy is built up on a series of core principles and values which guide our everyday business activities, based on a risk management approach. This Policy applies to all our premises, assets, employees, contractors and visitors.

Our commitment to sustainability drives our responsible business practices. We conduct business ethically, transparently, and with integrity. We prioritize human rights, diversity, and the well-being of our employees, contractors and surrounding communities. We strive to minimise environmental and social impacts while ensuring that communities benefit from our operations. Our HSEQS management system helps us achieve these goals by minimising risks and employing safe and environmentally responsible practices.

Cheiron Management’s core principles are to:

- Provide safe and healthy working conditions which help prevent work-related injuries, accidents and illness and ensure the integrity of our assets.
- Establish and review HSEQS objectives, developing plans, and measuring performance to support continuous improvement, and integrating sustainability performance requirements within our ongoing business planning and operations processes.
- Develop and apply processes and assurance systems designed to achieve and maintain operational excellence across all Cheiron’s operations.
- Implement a Process Safety Management framework which incorporates design, maintenance, and human factors to ensure the safe and efficient operation of Cheiron’s assets.
- Comply with relevant legal and regulatory requirements, international standards, and aspire to adopt best international practices.

سياسة الصحة والسلامة والبيئة والجودة والإستدامة

شركة كايرون للبترول وشركاتها التابعة ("كايرون") ملتزمة تمامًا بإدارة مخاطر الصحة والسلامة والبيئة والجودة والإستدامة بشكل إستباقي لحماية موظفينا والبيئة التي نعمل فيها. تستند سياسة الصحة والسلامة والبيئة والجودة والإستدامة إلى مجموعة من المبادئ والقيم الأساسية توجه أنشطتنا اليومية بناءً على نهج إدارة المخاطر. تنطبق هذه السياسة على جميع مواقعنا وأصولنا وموظفينا والمتعاقدين والزوار.

إلتزامنا بالإستدامة يدفعنا إلى ممارسة أعمالنا بشكل مسؤول. نحن ندير أعمالنا بأخلاق وشفافية ونزاهة. نحن نولي الأولوية لحقوق الإنسان والتنوع ورفاهية موظفينا والمقاولين والمجتمعات المحيطة. نسعى إلى تقليل التأثيرات البيئية والاجتماعية مع ضمان إستفادة المجتمعات من عملياتنا. يساعدنا نظام إدارة الصحة والسلامة والبيئة والجودة والإستدامة على تحقيق هذه الأهداف من خلال تقليل المخاطر وإستخدام ممارسات آمنة ومسؤولة بيئيًا.

مبادئ إدارة كايرون الأساسية هي:

- توفير ظروف عمل آمنة وصحية التي تساعد على منع الإصابات والحوادث والأمراض المهنية وضمان سلامة أصولنا .
- وضع ومراجعة أهداف الصحة والسلامة والبيئة والجودة والإستدامة، وتطوير الخطط وقياس الأداء لتدعيم التحسين المستمر، ودمج متطلبات الأداء المستدام في تخطيط وتنفيذ عملياتنا الجارية.
- تطوير وتطبيق العمليات وأنظمة إدارة الجودة المصممة لتحقيق والحفاظ على التميز التشغيلي في جميع عمليات شركة كايرون.
- تنفيذ إطار عمل لإدارة سلامة العمليات والذي يتضمن التصميم والصيانة والعوامل البشرية لضمان التشغيل الآمن والفعال لأصول شركة كايرون.
- الإلتزام للمتطلبات القانونية والتنظيمية ذات الصلة، والمعايير الدولية، والتطلع إلى تطبيق أفضل الممارسات الدولية.

2: Cheiron’s QHSES Policy

- Involve workers and their representatives in the decision-making processes related to our HSEQS management system to promote a collaborative culture of safety.
- Manage HSEQS risks to As Low as Reasonably Practicable (ALARP) by applying effective controls to mitigate risks within our operations.
- Assess the potential impacts of our activities on biodiversity, water sources, community health and safety, living conditions, and cultural heritage and implement effective mitigation measures to minimise and prevent these impacts.
- Minimise GHG emissions through the elimination of flaring and venting wherever practical, using energy-efficient practices and adopting cost effective alternative energy sources.
- Promote efficient waste management using the best available techniques (BAT).
- Work with our stakeholders to meet their expectations, ensuring accurate and transparent communication.
- Consult meaningfully with interested and affected parties and developing community support for our activities; investing in social projects that support communities in the vicinity of our operations and working to ensure that these provide long-term benefits.
- Ensure that our investment decision-making includes Sustainability considerations, health and safety, environmental and climate change impacts, social consequences, and biodiversity.
- Introduce the necessary resources to implement this Policy.

Everyone has the right at any time to intervene and STOP unsafe acts or conditions, or breaches of the HSEQS Policy and Procedures. Applying this policy and the HSEQS management system is a line management responsibility that must be translated into business plans and day-to-day activities.

Alan Linn
Chief Executive Officer
October 2024

- إشراك العمال وممثليهم في عمليات إتخاذ القرار المتعلقة بنظام إدارة الصحة والسلامة والبيئة والجودة والإستدامة لدينا، لتعزيز ثقافة التعاون في مجال السلامة.
- إدارة مخاطر الصحة والسلامة والبيئة والجودة والإستدامة إلى أقل قدر ممكن من الناحية العملية (ALARP) من خلال تطبيق ضوابط فعالة لتقليل المخاطر في عملياتنا .
- تقييم التأثيرات المحتملة لأنشطتنا على التنوع البيولوجي وموارد المياه وصحة المجتمع وسلامته وظروف المعيشة والتراث الثقافي وتنفيذ تدابير تخفيف فعالة لتقليل ومنع هذه التأثيرات.
- تقليل انبعاثات غازات الاحتباس الحراري من خلال القضاء على حرق الغازات وتنفيسها حيثما كان ذلك عملياً، وإستخدام مصادر الطاقة البديلة الفعالة من حيث التكلفة.
- تعزيز إدارة النفايات بكفاءة بإستخدام أفضل التقنيات المتاحة .
- العمل مع اصحاب المصلحة لدينا لتلبية توقعاتهم، وضمان التواصل الدقيق والشفاف .
- التشاور بشكل هادف مع الأطراف المهمة والمتأثرة وتطوير الدعم المجتمعي لأنشطتنا؛ والإستثمار في المشاريع الإجتماعية التي تدعم المجتمعات في محيط عملياتنا والعمل على ضمان أن توفر هذه المشاريع فوائد طويلة الأجل .
- التأكد من أن عملية إتخاذ القرارات الإستثمارية لدينا تتضمن إعتبارات الإستدامة والصحة والسلامة والتأثيرات البيئية وتغير المناخ والعواقب الإجتماعية والتنوع البيولوجي .
- توفير الموارد اللازمة لتنفيذ هذه السياسة.

لكل شخص الحق في التدخل في أي وقت وإيقاف الأعمال أو الظروف غير الآمنة، أو إنتهاكات سياسة وإجراءات الصحة والسلامة والبيئة والجودة والإستدامة. تطبيق هذه السياسة ونظام إدارة الصحة والسلامة والبيئة والجودة والإستدامة هو مسؤولية الإدارة المباشرة ويجب ترجمتها إلى خطط عمل وأنشطة يومية.



Appendix 3: Applicable IFC Performance Standards (PS) for this Report

PS	Title	Triggered (Y/N)	Justification
PS 1	Assessment and Management of Environmental and Social Risks and Impacts	Y	Applied to major capital projects
PS 2	Labor and Working Conditions	Y	Applicable; also relevant for contractors and third-party subcontractors
PS 3	Resource Efficiency and Pollution Prevention	Y	Applicable
PS 4	Community Health, Safety and Security	Y	Applicable
PS 5	Land Acquisition and Involuntary Resettlement	N	No involuntary resettlement or land acquisition occurred during the year.
PS 6	Biodiversity Conservation and Sustainable Management of Living Natural Resources	Y	Applicable.
PS 7	Indigenous Peoples	N	The Indigenous World 2020 Report (IWGIA, 2020) states that Egypt is not classified as a country with indigenous people.
PS 8	Cultural Heritage	N	No cultural finds during the year but chance finds procedure remains in place for major projects including WEB.

Appendix 4: Supporting Data Tables and Additional Information

Metric	Metric/Units	FY23/24				Previous Year				IFRS Metric Reference
		Group	MFA	Bapetco	Other	Group	MFA	Bapetco	Other	
Scope 1 GHG Emissions (gross emissions from operated assets, AR4 GWP values and prior to consideration of offsets or credits)	Tonnes CO ₂ e (Gross/Operated)	1,259,451	362,691	879,269	17,491	1,479,051	316,022	1,140,792	22,237	EM-EP-110a.1
	% methane contribution to total GHG	23%	54%	10%	20%	19%	54%	10%	22%	
	% under emission limiting regulations	0	0	0	0	0	0	0	0	
	Flared hydrocarbons (tCO ₂ e)	182,434	34,977	142,357	5,100	351,968	20,504	321,712	9,752	EM-EP-110a.2
	Other combustion (tCO ₂ e)	584,518	135,334	439,681	9,503	614,591	127,181	478,175	9,235	
	Process emissions (e.g stripped CO ₂)	230,024	-	230,024	-	263,442	-	263,442	-	
	Vented hydrocarbon (tCO ₂ e)	145,673	128,505	17,168	-	130,524	105,062	25,300	162	
	Fugitives and other (tCO ₂ e)	116,803	63,875	50,040	2,888	118,527	63,275	52,164	3,088	EM-EP-110a.3
	Discussion of long- and short-term strategy/plan to manage emissions	See Sustainability Plan and discussion								
	Progress against reduction target	See Sustainability Plan indicator progress below								
Scope 1 GHG Emissions (working interest emissions, AR4 GWP values prior to consideration	Tonnes CO ₂ e (working interest)	646,701	283,632	345,578	17,491	739,420	242,670	477,243	19,508	EM-EP-110a.1
	% methane contribution to total GHG	31%	55%	12%	20%	25%	56%	10%	20%	
	% under emission limiting regulations	0	0	0	0	0	0	0	0	
	Flared hydrocarbons (tCO ₂ e)	77,931	21,519	51,312	5,100	142,908	12,986	122,621	7,302	EM-EP-110a.2

Metric	Metric/Units	FY23/24				Previous Year				IFRS Metric Reference
		Group	MFA	Bapetco	Other	Group	MFA	Bapetco	Other	
of offsets or credits)	Other combustion (tCO2e)	299,607	107,910	182,194	9,503	331,281	95,965	226,081	9,235	
	Process emissions (e.g stripped CO2)	81,124	-	81,124	-	92,772	-	92,772	-	
	Vented hydrocarbon (tCO2e)	111,308	103,751	7,556	-	94,442	84,050	10,230	162	
	Fugitives and other (tCO2e)	76,731	50,452	23,392	2,888	78,018	49,670	25,539	2,809	
	Discussion of long and short term strategy/plan to manage emissions	See Sustainability Plan and discussion within Main Report								EM-EP-110a.3
	Progress against reduction target	See Sustainability Plan indicator progress below								
Reserves Valuation and Capital Expenditure	Sensitivity of HC reserves to future price projection scenario that account for a price on carbon emissions (Oil MMbbls, Gas MMscf)	An assessment of reserve sensitivity is to be prepared in line with carbon, oil and gas prices for 2030, 2040 and 2050 to assess sensitivity under the IEA’s Current, New and Net Zero policy scenarios (using price modelling identified in World Energy Outlook, 2022).								EM-EP-420a.1
	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves (Gross, million tonnes CO2e)	82	33	43	6	88	32	49	7	EM-EP-420a.2
	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves (Net, million tonnes CO2e)	47	26	16	6	50	25	19	6	

Metric	Metric/Units	FY23/24				Previous Year				IFRS Metric Reference
		Group	MFA	Bapetco	Other	Group	MFA	Bapetco	Other	
	hydrocarbon reserves (Working Interest, million tonnes CO ₂ e)									
	Amount invested in renewable energy	Not material outside remote location solar PV installations for well and chemical control								EM-EP-420a.3
	Revenue generated by renewable energy sales	0	0	0	0	0	0	0	0	
	Discussion/analysis of how price, demand for hydrocarbons or climate regulation influence capital expenditure strategy	Draft Energy Transition Plan								EM-EP-420a.4
Water Management	Total water withdrawn (thousand m ³)	620	103	480	37	1,709	90	1,591	28	EM-EP-140a.1
	% of water drawn from non-freshwater sources	100%	100%	100%	100%	96%	100%	96%	100%	
	Total water consumed (thousand m ³). Non process use	179	92	58	29	1,709	90	1,591	28	
	Percentage in region with high or extremely high baseline water stress	0%	0%	0%	0%	0%	0%	0%	0%	
	Total volume of produced water and flowback	8,347	3,458	4,817	72	8,359	3,657	4,625	78	EM-EP-140a.2

Metric	Metric/Units	FY23/24				Previous Year				IFRS Metric Reference
		Group	MFA	Bapetco	Other	Group	MFA	Bapetco	Other	
	generated (thousand m3)									
	Volume discharged to environment (sea or land, thousand m3)	2,879	2,807	0	72	4,176	3,039	1,297	70	
	Volume reinjected or sent to evaporation pond (thousand m3)	5,466	651	4,817	0	4,183	618	3,327	8	
	Volume recycled (thousand m3)	0	0	0	0	0	0	0	0	
	Hydrocarbon content in discharged water (tonnes)	185	182	0	3	479	370	107	2	
	Percentage of hydraulically fractured wells for which there is public disclosure on chemicals used	No current public disclosure on well clean up chemicals.				No current public disclosure on well clean up chemicals.				EM-EP-140a.3
	Percentage of hydraulic fracturing sites where or surface water quality deteriorated	0%. No discharge to surface water				0%. No discharge to surface water				EM-EP-140a.4
Activity	Production of oil, natural gas, synthetic oil and gas	See summary text								EM-EP-000.A
	Number of offshore sites	12	11	0	1	14	11	0	3	EM-EP-000.B
	Number of onshore sites	24	9	14	1	24	9	14	1	EM-EP-000.C

Table A1: IFRS/SASB Sustainability Metrics for Upstream Oil and Gas

Notes

n.c = not calculated or measured.

Office and Cheiron head office energy use, travel and vehicle mileage are not considered to be material. In FY23/24, Cheiron HO and JOC offices consumed approximately 3.6GWh of electricity, producing less than 2 kilotonnes of CO2e (ca 1ktCO2e on working interest basis). Vehicles from MFA JOC included in total GHG figures. Group and Bapetco head office vehicles identified to be less than 0.5ktCO2e.

Cheiron has not utilised any offsets or carbon credits during the reporting periods

Number of sites based on offshore platforms, onshore gathering stations or processing facilities or onshore fields. Individual well pads/well support structures are not included.

Flowback figures not accounted for. Produced water and flowback figures only relate to produced water. All produced water discharges from Bapetco to the land has now ceased.

Embedded carbon calculation in exported product not prepared in line with IFRS requirements but will be updated in future using external 3rd party. Stated values are estimates based on UK Government carbon emission intensity values of hydrocarbon fuels.

Previous year figures have been updated to include fugitive emission estimates for MFA assets using API Compendium 2021 estimates and therefore different to those presented in the FY22/23 Sustainability Report. MFA asset estimates are considered very conservative and likely to significantly overestimate emissions compared to parts count method (as per Bapetco).

The working interest in Zaafarana (MFA) increased from 80% to 100% for FY23/24. Emissions from South Ramadan (other) are not included in FY23/24 reported data as the concession period expired in August 2023 and is part of GPC. Cheiron do not currently have a working interest in the field pending any concession extension agreement. GPC have not provided emission data for the Jul-Aug 23 period but emissions are not considered material in nature (working interest GHG emissions were <0.05ktCO2e per month).

Table A2: Safety and Loss of Primary Containment Performance Metrics

Metric/Units	FY23/24					Previous Year					Metric and Benchmark Reference
	Group	MFA	Bapetco	Other	IOGP Benchmark	Group	MFA	Bapetco	Other	IOGP Benchmark	
Number of fatalities	1	1	0	0	n/a	0	0	0	0	n/a	IOGP Safety Performance Statistics
Number of lost work-day cases / lost time injuries	3	2	1	0	n/a	4	1	3	0	n/a	
Number of high potential incidents (HiPo)	10	5	5	0	n/a	9	2	7	0	n/a	
LTI Frequency Rate (per million hours worked)	0.17	0.32	0.07	n/a	0.39	0.18	0.12	0.22	n/a	0.43	
Total recordable injury rate (TRIR, per million hours worked)	0.85	0.53	1.07	n/a	1.02	0.79	0.46	0.95	n/a	1.51	
Tier 1 Loss of Primary Containment and release to the environment	0	0	0	0	n/a	2	1	1	0	n/a	API Recommended Practice 754

IOGP Benchmark for FY23/24 based on 2023 data for reporting companies with less than 50 million hours worked. FY22/23 benchmark based on 2022 IOGP data. ‘Other’ includes Gemsa. Incident frequency statistics not reported separately for Gemsa as Gempetco have combined management teams covering both Zaafarana (MFA) and Gemsa (non-MFA) assets. As such Gemsa data is incorporated within the MFA figures.



Table A3: Cheiron Sustainability Plan Key Performance Indicators and Target

Sustainability Aspect	Objective / Key Performance Indicator	Baseline Value	Units	End FY23/24 Status	24/25 Target
GHG and Energy Transition					
GHG Emission Intensity (Scope 1 and 2, WI)	Reduce GHG -25% by end 2025. Move towards Net Zero	0.215	tCO ₂ e/TOE	0.177 (-17%)	-20%
Total Flaring and Venting	Eliminate routine flaring and venting	8.1	mmscfd	4.3 (-46%)	3.0 (-60%)
Energy Transition Plan	Develop Energy Transition Plan	8.3 million	tCO ₂ e	Draft plan prepared	Board approval
Renewable and H ₂ power	Investment plans to introduce new technology	<1	MW capacity	Scope developed for solar Bapetco H ₂ combustion trial ongoing	3
Protecting Natural Assets					
Produced water discharges to sea or land	Eliminate non-compliant produced water (and sewage)	73%	% non-compliant	35% Bapetco non-compliance eliminated PGM and Amal project delay	30%
Biodiversity	Apply Biodiversity and Ecosystems Services Hierarchy	Plan in place	n/a	New SOP Work programme for PGM identified	Net Gain for all projects
Moving Towards Zero Waste and the Circular Economy					
Waste Recovery	Divert food, plastic and wood waste from landfill	0%	% recovery	17% Bapetco composter tendering	25%
Waste Reduction	Reduce food and plastic waste produced	0%	% reduction	Bapetco waste management plan active Other actions pending	10%

Baseline year: FY21/22 except for GHG emission target (2020). Indicator for produced water includes COD and BOD. Volumes relate to produced water only.

Table A4: GHG Emission Data by Asset / Concession (100% Gross / Operated Emissions)

JOC/Asset	Financial Arrangement	FY23/24			Previous Year			FY 23/24 GHG Emissions by Source Type				
		Total GHG	GHG Emissions by Contributing Gas		Total GHG	GHG Emissions by Contributing Gas						
			CO ₂ ⁽¹⁾	CH ₄ ⁽²⁾		CO ₂ ⁽¹⁾	CH ₄ ⁽²⁾	Fuel Combustion ⁽³⁾	Flaring	Hydrocarbon venting	CO ₂ stripping	Fugitives
		Tonnes CO ₂ e	Tonnes	Tonnes	Tonnes CO ₂ e	Tonnes	Tonnes	Tonnes CO ₂ e				
Amal	MFA	23,344	8,299	602	23,505	8,038	619	7,145	1,332	-	-	14,867
Zaafarana		37,802	31,823	239	42,153	34,318	300	31,823	-	4,736	-	1,243
Geisum		93,753	69,887	955	74,244	51,734	900	40,755	33,645	-	-	19,353
North Bahariya		207,792	55,611	6,087	176,120	50,845	5,011	55,611	-	123,769	-	28,412
Bapetco	RBL	879,269	787,643	3,665	1,140,792	1,028,952	4,474	439,681	142,357	17,168	230,024	50,040
Gemsa	None	17,491	13,919	143	18,884	15,072	152	9,503	5,100	-	-	2,888
South Ramadan		-	-	-	3,353	2,290	43	-	-	-	-	-
Total	-	1,259,451	967,187	11,691	1,479,051	1,191,554	11,500	584,518	182,434	145,673	230,024	116,803

Notes

(1): tonne figures include very limited contribution from N20 which has not been reported separately. IPIECA/API/IOGP identify N20 contributions generally insignificant in comparison to releases of CO2 (Sustainability Reporting Guidance for the Oil and Gas Industry, Module 3, 2020).

(2): Fugitive emissions calculated using API facility level emission factors which are considered to be highly conservative in nature. Bapetco calculate fugitive emissions by parts count and equipment level emission factors. FY22/23 emissions also updated to include fugitive emissions from non-Bapetco assets with consequential change to total emissions compared with previously reported values.

(3): Includes mobile emission sources and any minor contributions from N20 for Bapetco. Mobile vehicle fuel data recorded in combustion figures for other JOC.

Table A5: GHG Emission Data by Asset / Concession (Working Interest Emissions)

JOC/Asset	Financial Arrangement	FY23/24			Previous Year			FY 23/24 GHG Emissions by Source Type				
		Total GHG	GHG Emissions by Contributing Gas		Total GHG	GHG Emissions by Contributing Gas						
			CO ₂ ⁽¹⁾	CH ₄ ⁽²⁾		CO ₂ ⁽¹⁾	CH ₄ ⁽²⁾	Fuel Combustion ⁽³⁾	Flaring	Hydrocarbon venting	CO ₂ stripping	Fugitives
		Tonnes CO ₂ e	Tonnes	Tonnes	Tonnes CO ₂ e	Tonnes	Tonnes	Tonnes CO ₂ e				
Amal	MFA	23,344	8,299	602	23,505	8,038	619	7,145	1,332	-	-	14,867
Zaafarana		37,802	31,823	239	33,722	27,454	251	31,823	-	4,736	-	1,243
Geisum		56,252	41,932	573	44,546	31,040	540	24,453	20,187	-	-	11,612
North Bahariya		166,234	44,489	4,870	140,896	40,676	4,009	44,489	-	99,015	-	22,730
Bapetco	RBL	345,578	302,956	1,705	477,243	430,447	1,872	182,194	51,312	7,556	81,124	23,392
Gemsa	None	17,491	13,919	143	18,884	15,072	152	9,503	5,100	-	-	17,491
South Ramadan		-	-	-	624	485	6	-	-	-	-	-
Total	-	646,701	443,418	8,131	739,420	553,213	7,448	299,607	77,931	111,308	81,124	76,731

Notes

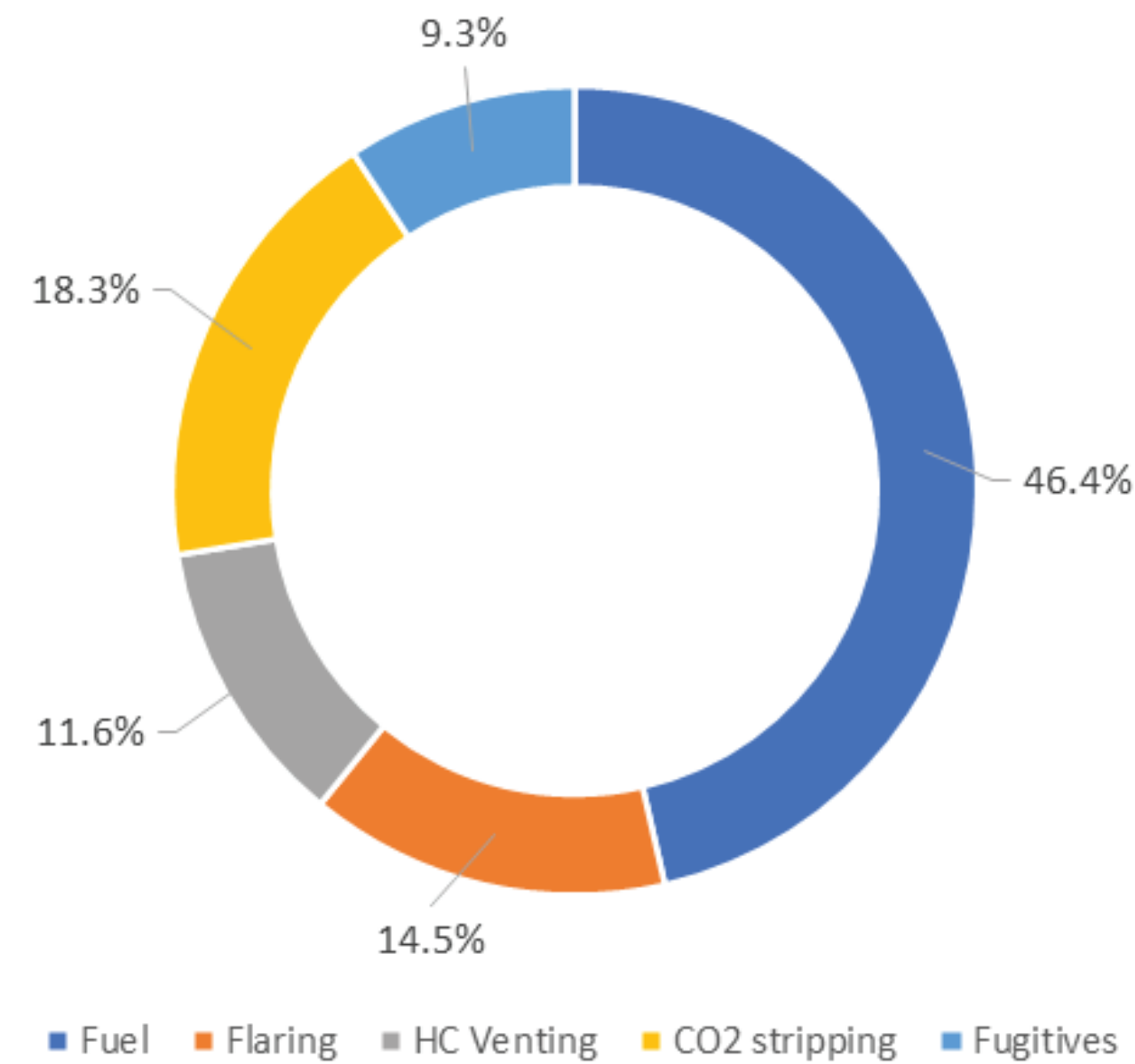
(1): tonne figures include very limited contribution from N2O which has not been reported separately. IPIECA/API/IOGP identify N2O contributions generally insignificant in comparison to releases of CO2 (Sustainability Reporting Guidance for the Oil and Gas Industry, Module 3, 2020).

(2): Fugitive emissions calculated using API facility level emission factors which are considered to be highly conservative in nature. Bapetco calculate fugitive emissions by parts count and equipment level emission factors. FY22/23 emissions also updated to include fugitive emissions from non-Bapetco assets with consequential change to total emissions compared with previously reported values.

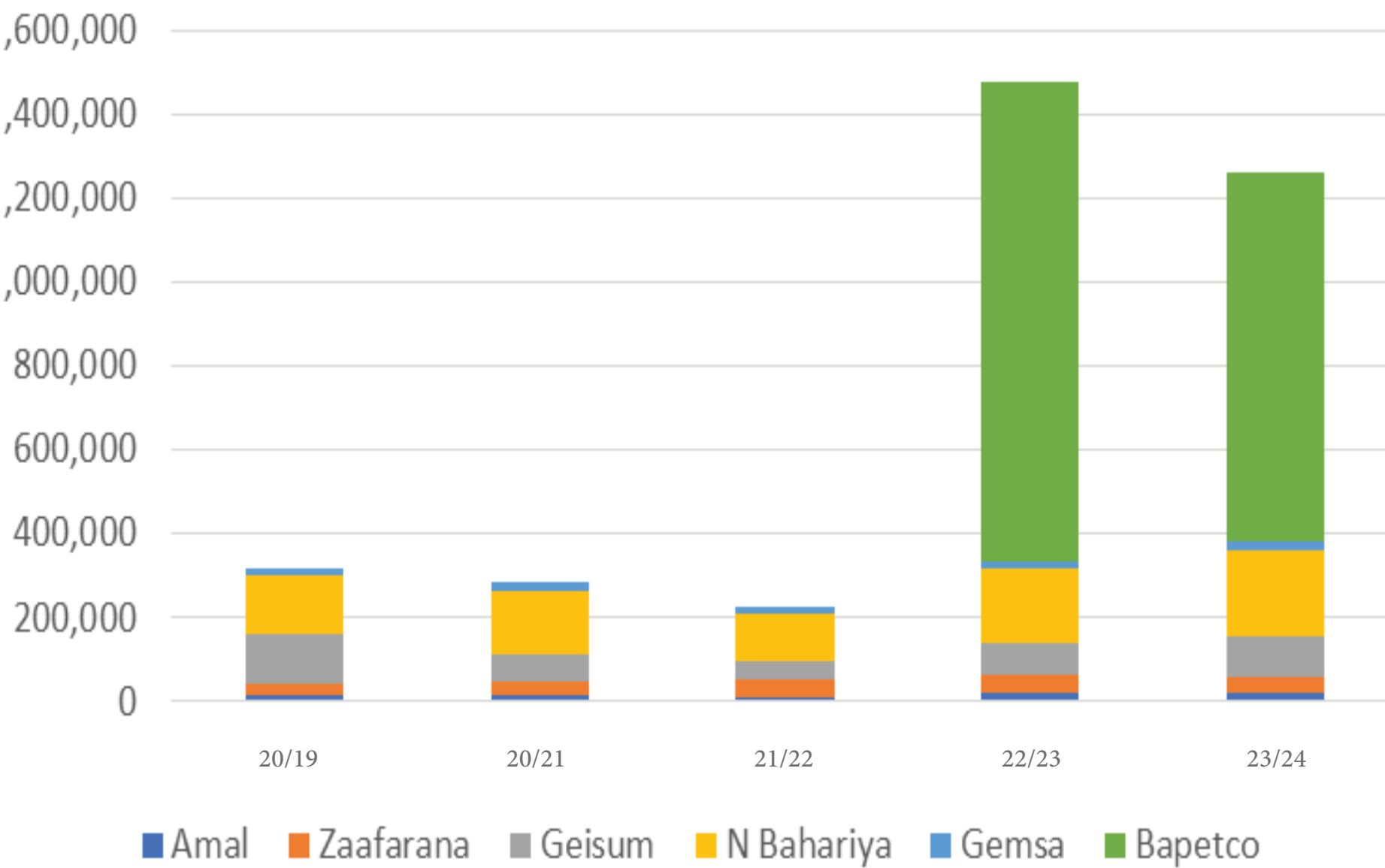
(3): Includes mobile emission sources and any minor contributions from N2O for Bapetco. Mobile vehicle fuel data recorded in combustion figures for other JOC.

GHG Emissions

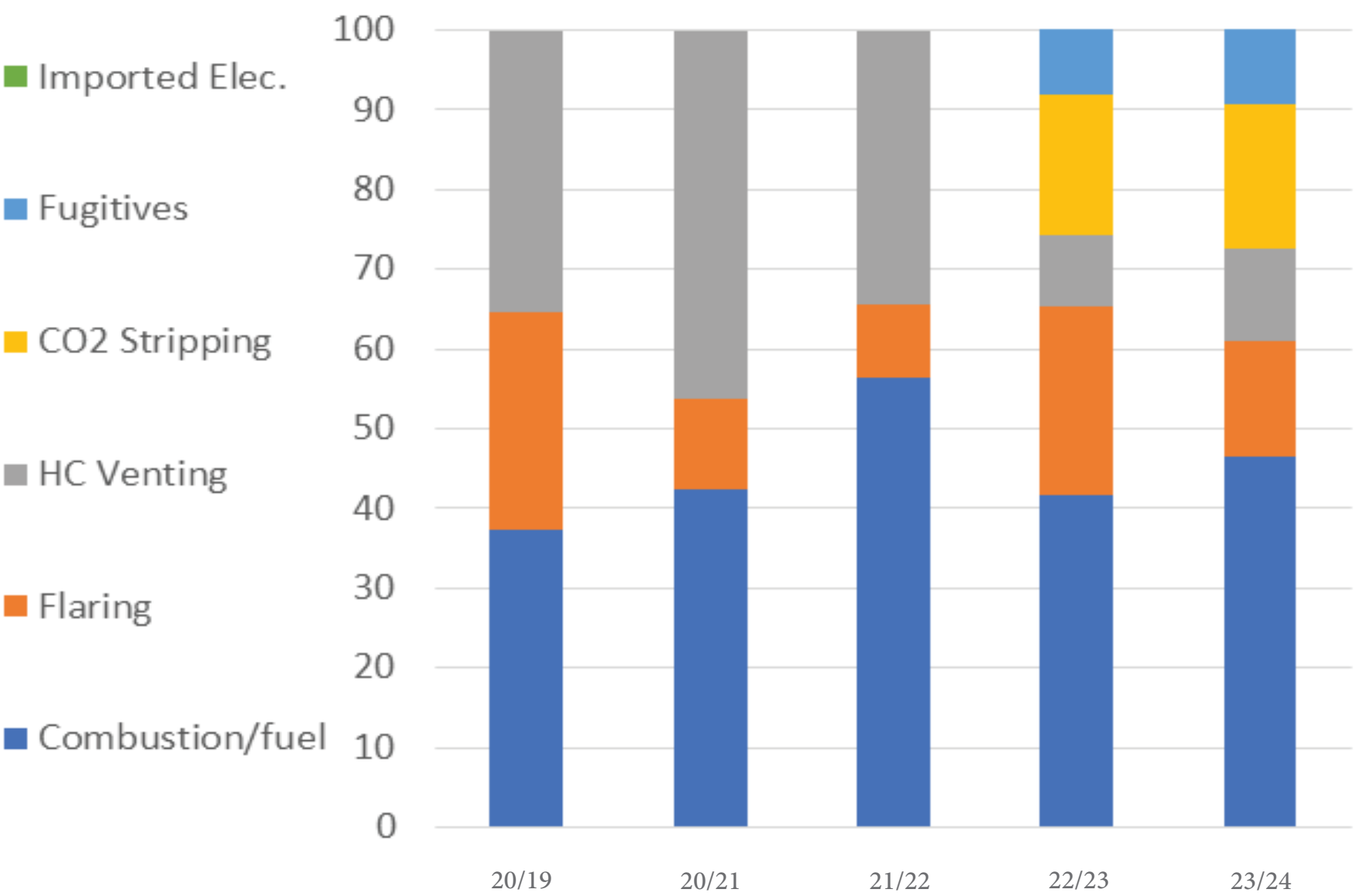
Gross GHG Emission Breakdown by Source (FY23/24, All Assets)



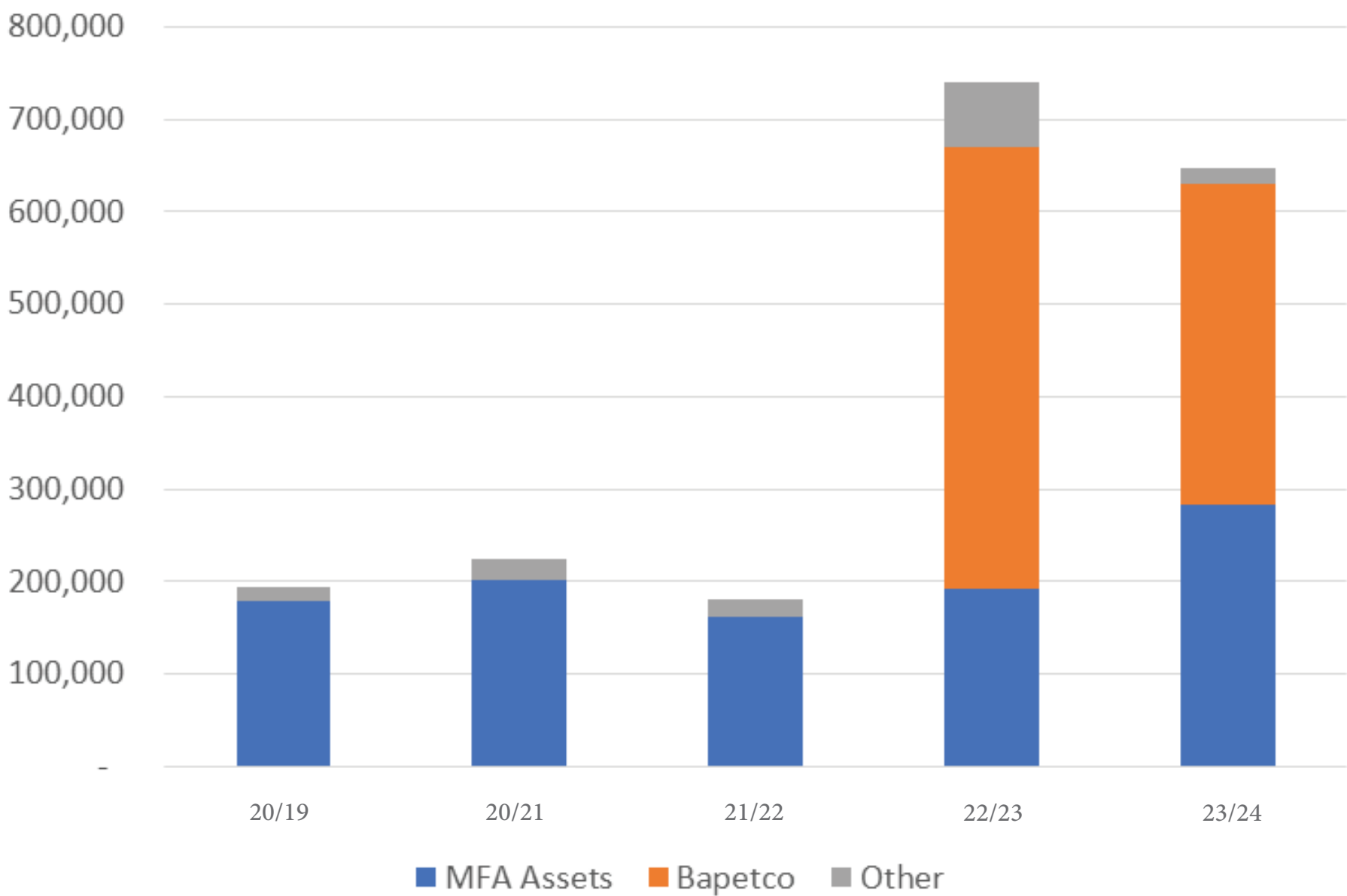
Total Operated Emissions (tonnes CO₂e)



% Emissions by Source (All Assets, Gross Emission)

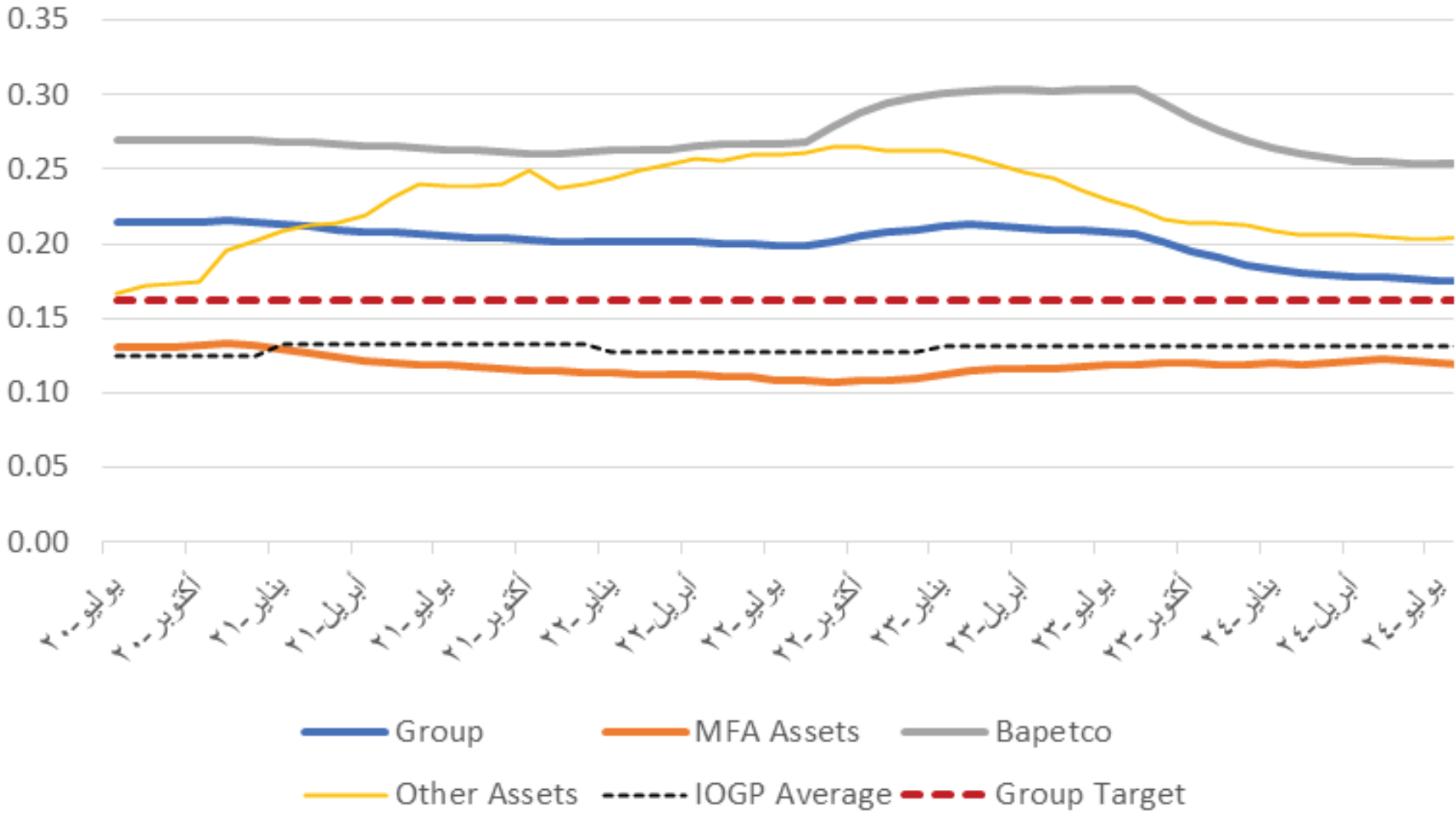


Working Interest Scope 1 GHG Emissions by Financial Arrangement (Tonnes CO₂e)

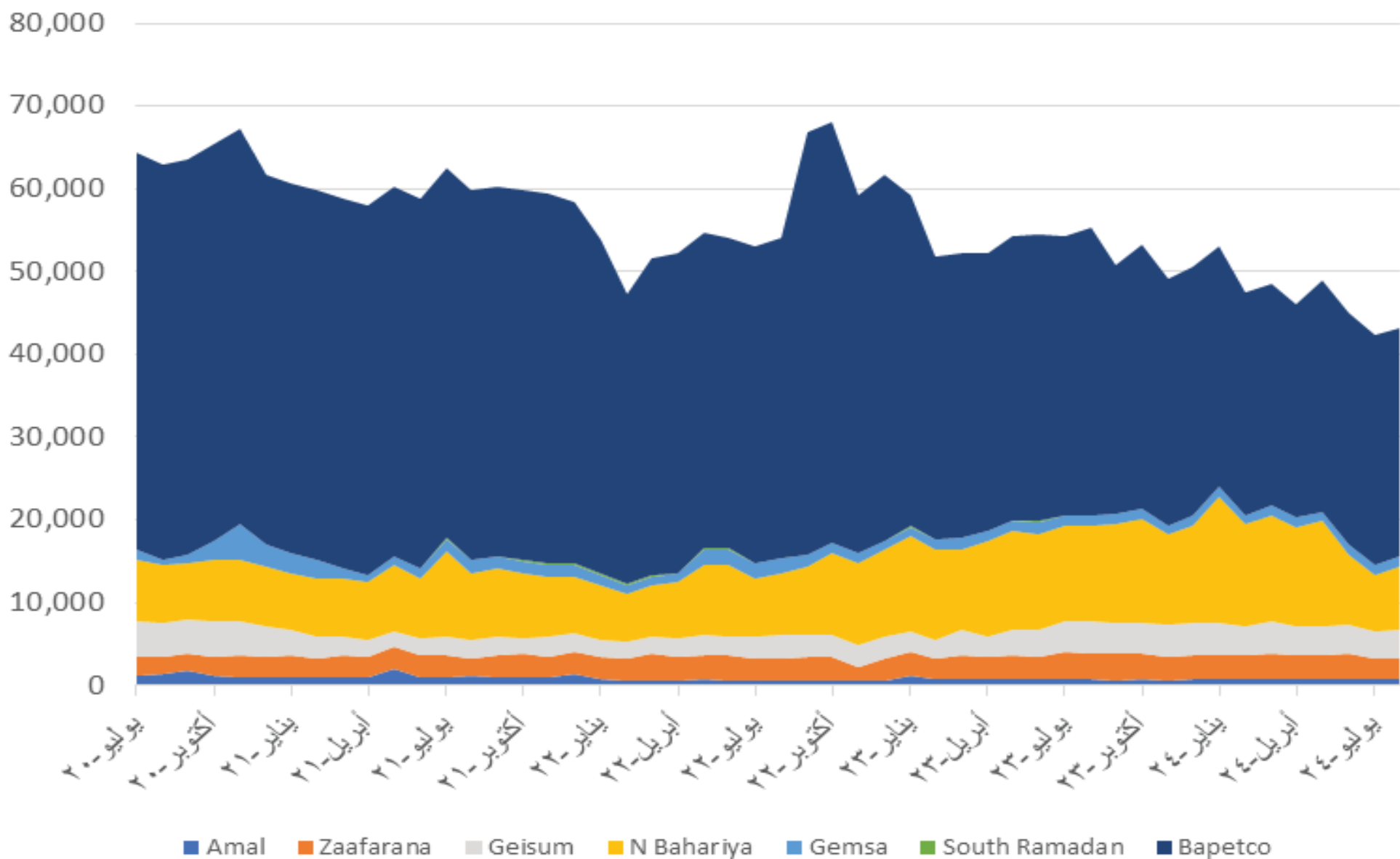




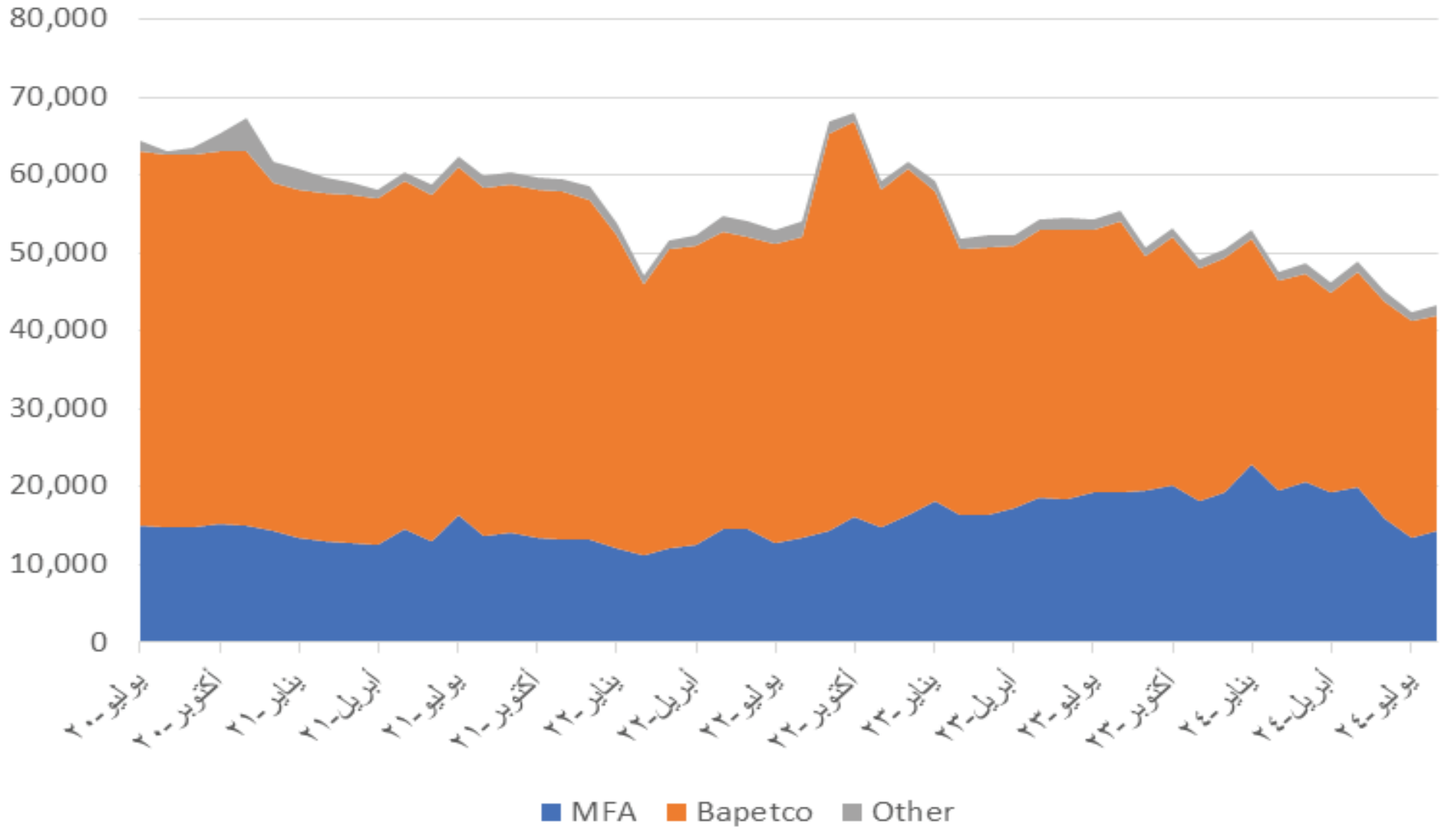
12 Month Rolling Average Working Interest Emission Intensity (tCO₂e/toe)



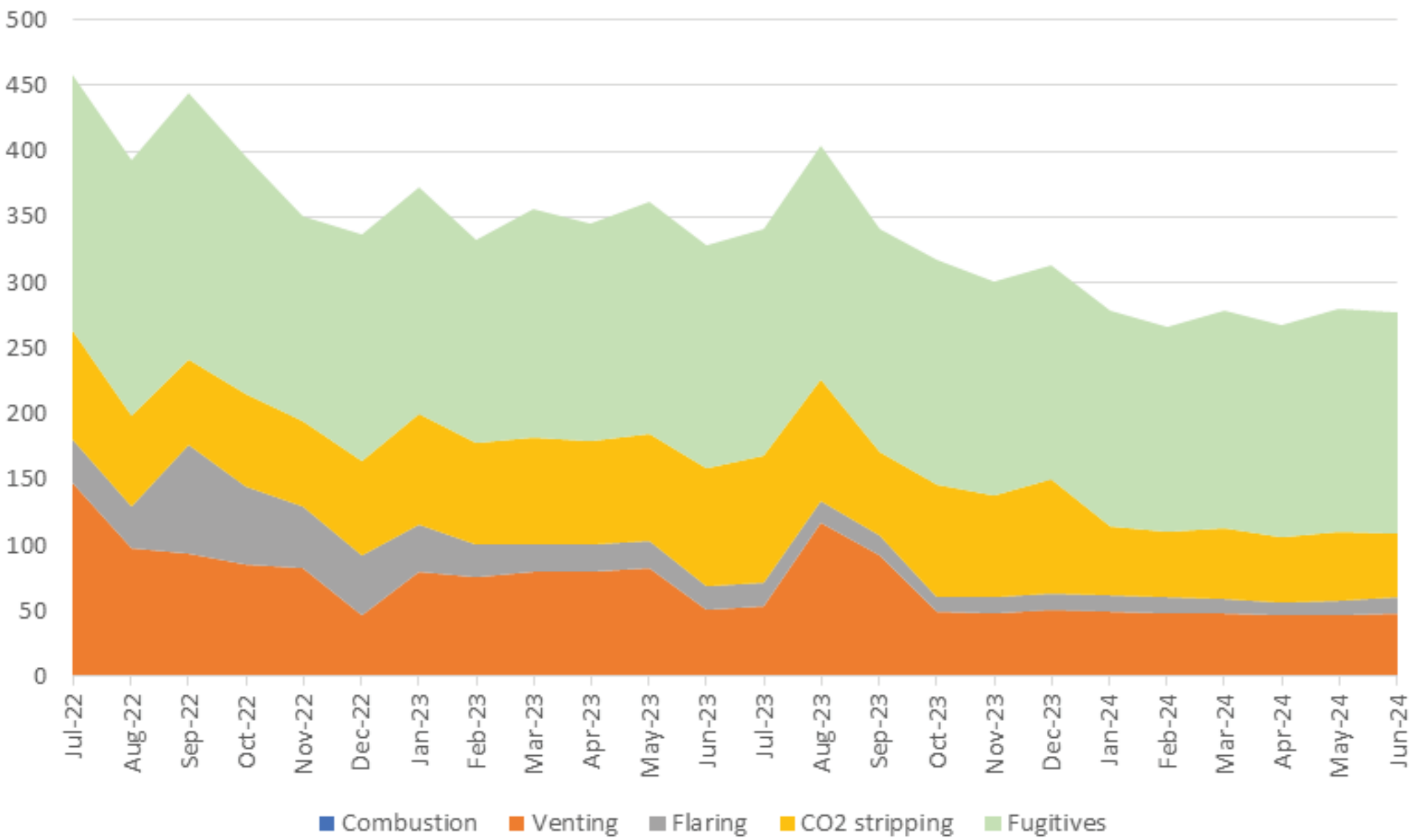
Monthly Working Interest GHG Emissions by Asset (tCO₂e)



Monthly Working Interest Emissions by Financial Agreement (tCO₂e)



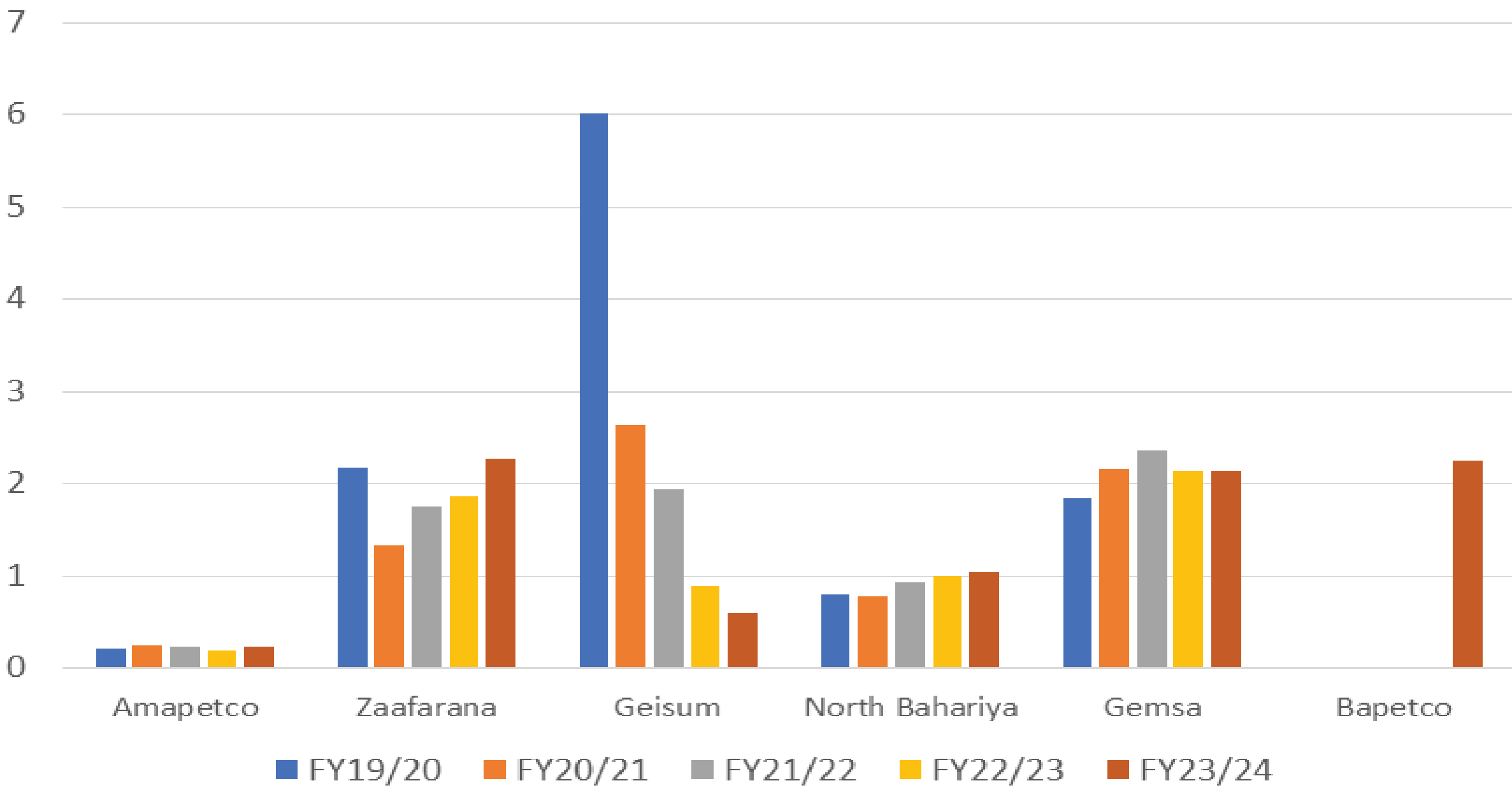
Bapetco change in monthly emissions of methane (tonnes CH₄)



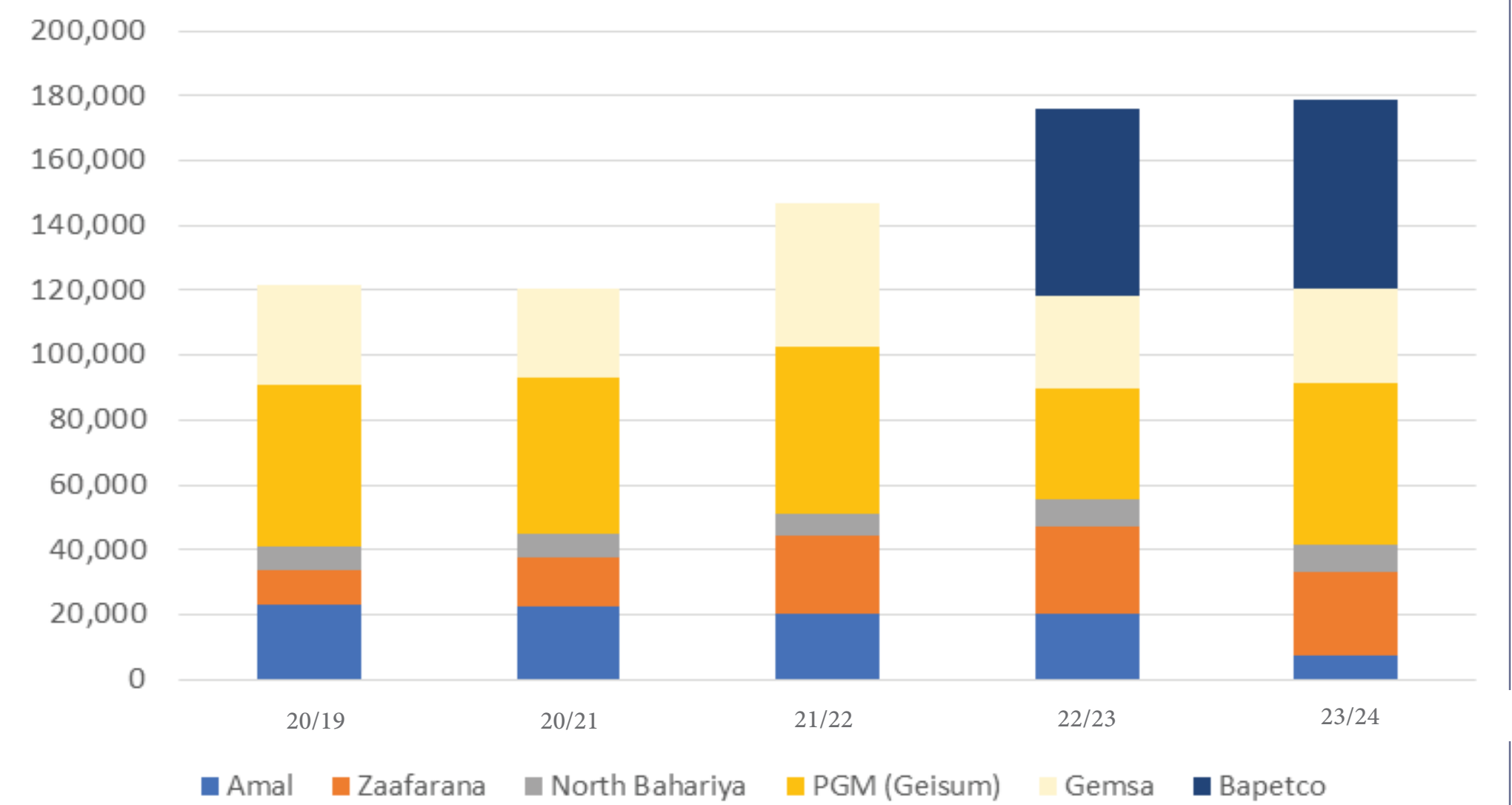
Air Emissions

Gross	Combined Emissions from Fuel & Flaring				WI	Combined Emissions from Fuel & Flaring			
FY23/24 Air Pollutant Emissions (tonnes)	NOx	SOx	PM ₁₀	CO	FY23/24 Air Pollutant Emissions (tonnes)	NOx	SOx	PM ₁₀	CO
	63	2	1	37		63	2	1	37
	766	89	54	165		766	89	54	165
	741	70	42	300		445	42	25	180
	1,158	121	73	302		926	97	58	241
	87	3	2	57		87	3	2	57
	-	-	-	-		-	-	-	-
Total	4,358	243	146	2,115	Total	1,700	95	57	825
	7,173	529	318	2,976		3,986	329	198	1,505
	2,728	283	170	804		2,200	231	139	623
	4,358	243	146	2,115		1,700	95	57	825
	87	3	2	57		87	3	2	57

Energy Intensity (GJ/TOE)



Potable Water Use (m³)





Employment Information

Indicator	Own Staff (2023/2024)							Contractors (2023/2024)						
	Cheiron	Amapetco	Bapetco	Gempetco	Norpetco	PGM	Group Total	Cheiron	Amapetco	Bapetco	Gempetco	Norpetco	PGM	Group Total
Total number of workers	89	289	1,557	204	202	354	2,695	35	203	1496	85	352	244	2415
Total man-hours worked (Annual)	161,824	661,672	3,475,000	485,282	572,090	718,856	6,074,724	178,120	627,866	10,539,000	1,005,612	3,339,961	920,328	16,610,887
Total number of Lost time injuries	0	0	0	0	0	1	1	0	0	1	0	2	0	3
Number of fatalities	0	0	0	0	0	0	0	0	0	0	0	1	0	1

Indicator (Number of employees)	Number of Employees by Type													
	Cheiron		PGM		Amapetco		Bapetco		Gempetco		Norpetco		Total	
	22/23	23/24	22/23	23/24	22/23	23/24	22/23	23/24	22/23	23/24	22/23	23/24	22/23	23/24
Males direct employees	107	59	311	298	248	238	1357	1290	195	185	180	177	2,398	2,247
Female direct employees	24	30	59	56	51	51	277	267	20	19	26	25	457	448
Employees Terminated	0	0	0	0	0	2	4	6	0	0	1	1	5	9
Employees Resigned	11	11	0	1	0	5	12	26	0	3	0	0	23	46
Employees Retired	0	0	16	12	3	3	36	47	2	3	0	3	57	68
Employees hired	23	15	0	0	2	1	41	7	9	0	0	2	75	25
Employees (transferred/seconded)	1	0	0	0	3	14	53	18	2	12	3	2	62	46
Female Contractors (Temporary)	0	2	17	17	0	0	0	0	0	3	20	19	37	41
Males Contractors (Temporary)	1	33	302	227	0	84	450	431	0	48	339	333	1,092	1,156
Female Permanent Contractor	0	0	0	0	6	6	40	39	3	0	0	0	49	45
Males Permanent Contractors	49	0	0	0	115	113	1038	1026	408	34	0	0	1,610	1,173

ASSURANCE STATEMENT

AMR Review Assurance Statement
2023/2024 Sustainability Report and data Assurance Statement



REVISIONS & APPROVALS

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Digitally signed by Nichola Lacey Date: 2025.05.26 08:29:30 +01'00'						
01	20/5/2025	Assurance Statement	FP	FP	NL	-
REV	DATE	DESCRIPTION	ISSUED	CHECKED	APPROVED	CLIENT

Document Number: L-300560-S20-A-REPT-001

AMR Review Assurance Statement
2023/2024 Sustainability Report and data Assurance Statement



ASSURANCE STATEMENT

Scope of Engagement

Xodus Group Limited (Xodus) were commissioned by Cheiron Holdings Egypt Limited on behalf of Cheiron Petroleum Company (Cheiron) to undertake an assurance review of Cheiron's 2023/24 (July to June) Sustainability Report and the accompanying data, information and other documents that support the various statements in the 2023/24 Sustainability Report. Xodus was also required to provide recommendations on any gaps and/or potential improvements in the report and prepare a separate assurance opinion as to the accuracy, appropriateness and reliability of Cheiron's Sustainability reporting.

As per previous commitments, it is intended that the final versions of the Sustainability Report and other supporting documentation, including the Group's HSEQS and Sustainability Policies, its 2022 Sustainability Plan, this Sustainability Report and the Energy Transition Plan will be published on Cheiron's website. It is also understood that a Cautionary Statement will accompany the Sustainability disclosures to provide clarity on readers' interpretation of forward looking statements on aspects of business performance and interpret specific terms/vocabulary used in the aforementioned documents.

Cheiron refers to and uses several sustainability reporting standards and guidelines, including those of the International Financial Reporting Standards (IFRS) Foundation, the recommendations of the Task Force on Climate Related Financial Disclosures (TCFD), plus IPIECA's Sustainability Reporting Guidance for the Oil & Gas Industry. The Group aligns its Sustainability Report to IFRS Sustainability Disclosure Standards S1 and S2 with further information provided on other aspects Cheiron considers to be material to its operations. A flexible approach has been adopted to reflect the available resources, company size, operational setting and nature of existing financing arrangements. Xodus understands that Cheiron will continue to monitor global reporting trends and associated consolidation of other reporting frameworks including GRI Standards and the EU Corporate Sustainability Reporting Directive in defining its future reporting criteria.

The current standalone Sustainability Report¹ has comprehensive coverage of risks, challenges and Cheiron's commitments and industrial activities, with more detailed information presented in the various appendices. An initial draft of the Sustainability Report was circulated to financial stakeholders for comment; consultation with the range of other stakeholders was not conducted.

This reporting period was again marked by escalating economic and financial pressures including devaluations of the Egyptian pound, high inflation, disruption of payments for product and shortages of foreign currency, which impacted the sector through increased staff turnover and rising costs of equipment, materials and contractor services and consequent disruption/delays to both operations and capital projects. Nevertheless, despite the difficulties affecting its produced water and sewage compliance targets, Cheiron and its JOCs persevered with its sustainability action programme, achieving production targets while enhancing HSES and process safety/asset integrity performance across several key areas.

¹ Last year's additional Sustainability Report - Supporting Information and Data document has been discontinued, with extra information provided in the main report and its appendices.

Document Number: L-300560-S20-A-REPT-001



Our agreed objective is to provide a ‘reasonable’ level of assurance for the Subject Matter of the documents and data we reviewed in accordance with good international practice, such as the criteria defined in the AccountAbility AA 1000 Principles and Assurance Standard and equivalent guidelines. In addition, our engagement was planned and performed to meet Xodus’ quality criteria for assurance assignments, including:

- Assurance team competence, independence and integrity;
- A methodology that ensures the clear definition of Assurance Boundaries, Subject Matter and any issues that needed to be resolved with Cheiron; and
- An iterative process approach throughout the assignment.

Assurance Boundaries

The assurance boundary of our work is restricted to the activities of Cheiron and its various Joint Operating Companies and contractors in relation to the following JOCs and fields/concessions in Egypt:

- Amapetco (Amal platforms and onshore base, with the Petroweb development in the Mediterranean Sea operating as a designated JOC but managed by Amapetco)
- Gempetco (both the Zaafarana FPSO and platform, the Gamsa platform and onshore base)
- Petrogulf Misr (Geisum platforms and onshore base, including the ongoing GNN development and its new extension, but excluding the Tawila platform which is shut-in);
- Norpetco (North Bahariya’s Ferdaus, Abrar, Abrar South, Ganna, Sidra, Rawda and Rayan fields); and
- Bapetco (Obaiyed including Greater Badr El Din (BED) Area including BED2, BED3 and Sitra; North East Abu Gharadig (NEAG); Alam El Shawish including Madg, Barq, Bahga); the main Export Pipelines and Ameiryra and EPC metering stations (plus the third party managed Agiba compression station)².

Although there is some limited text that provides background in the Sustainability Report, the agreed boundary excludes any detailed consideration of the following JOCs and their assets³ in Egypt:

- PetroWEB (managing company for the West El Burullus or ‘WEB’ development under Amapetco’s oversight); and
- East Damanhur Concession (acquisition of 40% working interest; non operator status).

Similarly, Cheiron’s operations in Romania and Mexico are also excluded from the boundary, although brief details are presented in The CEO’s Statement in Section 4 of the Sustainability Report.

² NB: Exploration blocks are operated by the Bapetco Shareholders and transferred to Cheiron for development and production.
³ Cheiron no longer operates or has interest in the South Ramadan field hence no information for this reporting period.



Xodus Responsibilities

Our responsibility is to plan and perform our work to obtain assurance over whether the Subject Matter has been prepared in accordance with good reporting practice and to report to Cheiron in the form of an independent assurance opinion and supporting conclusions, based on the work we performed and the evidence obtained.

Competence, Independence and Quality Assurance

Xodus has established policies and a professional code of conduct and procedures that are designed to ensure that our team maintains independence and integrity. Our assurance relies on the premise that the data and information provided to us by Cheiron have been provided in good faith. Xodus expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Assurance Statement.

Report Subject Matter

The Subject Matter of the Sustainability Report comprises the following contents for Cheiron’s FY 2023-2024 reporting period:

HSEQ and Sustainability (HSEQS) Management

- Leadership and Governance
- Business Ethics and Transparency
- Management of the Legal and Regulatory Environment
- Business Continuity, Resilience and Innovation
- Energy Transition, Climate Resilience and Innovation
- Critical Incidents and Risk Management including Asset Integrity / Process Safety

Protecting People (Human Capital)

- Occupational Health and Safety
- Training
- Worker Welfare
- Diversity
- Grievances
- Communities and Human Rights (Social Capital)
- Stakeholder Engagement

Environmental Management

- Greenhouse Gas (GHG) Emissions and Energy Management:
 - Scope 1 plus material Scope 2 and Scope 3 GHG Emissions as appropriate
 - GHG Calculation Methodology, data quality suitability of audit trail, validity of any assumptions, estimates and exclusions (e.g. on the basis of emissions materiality)



Water Management

- Produced Water
- Sewage Treatment and Disposal
- Water Abstraction and Water Source Sensitivity

Air Quality

- Ecological Impacts (including)
- Management of Hazardous Substances
- Waste Management

Biodiversity Management (focussing on offshore habitats)

Financial Liabilities, Future Focus Areas and Key Performance Metrics

Assurance

We are required to plan and perform our work in order to consider the risk of material misstatement of the Subject Matter. Our work included, but was not restricted to:

- Assessing the appropriateness and relevance of the Subject Matter for each of the reports’ intended audience;
- Reviewing the effectiveness of internal controls and the processes for collecting, collating and presenting relevant data and information;
- Checking with Cheiron’s Group HSE management to confirm our understanding of the key processes, systems and controls in place to generate, aggregate and report relevant data and information;
- Examining, on a sample basis, source evidence to support the reported Subject Matter, specifically to establish the relationship between data and information aggregated at Group level, with the data and information gathered at JOC level;
- Reviewing the evidence, measurements and their scope provided to us by Cheiron for the Subject Matter to assess whether it was prepared in line with good non-financial reporting practice; and
- Reviewing draft(s) and final Report and narrative.

In addition to undertaking the assurance assignment, Xodus undertook HSES audits for most of the fields included in the agreed Assurance Boundary to ground-truth statements and interview representative HQ and Joint Operating Company (JOC) managers and staff. Due to some offshore permitting issues in the Gulf of Suez, Xodus were unfortunately not granted access to PGM’s Geisum Star platform and the developing GNN facilities or to Amapetco’s Platforms. Although this constrained our ability to comment on those specific assets, the Cheiron HSES team and JOC managers were able to provide clarifications, answer questions and/or collate additional documents and data in relation to those specific assets.

Our assessment of the Subject Matter focussed on whether there was any risk of any material misstatement, oversight or error in the draft and final Sustainability Report and the referenced or supporting documentation, the accuracy of the contents, and the reliability of the range of supporting data.



In addition to some changes to improve the report’s structure and narrative, we requested additional documents and information which Cheiron duly made available, enabling us to validate statements against original Group and JOC source documents and data files, and raise questions to clarify any apparent disconnects or problems. Once satisfied with Cheiron’s responses to all our questions, we formulated our Opinion on the final versions of the reports.

Our Opinion

AMR Subject Matter

Our conclusion relates only to the Subject Matter and is to be read in the context of this Assurance Statement:

Based on the procedures we have undertaken and the evidence we have obtained and tested, it is our opinion that the Subject Matter is fairly stated and has been prepared, in all material respects, in general accordance with good sustainability reporting criteria and practice. Any uncertainties associated with prepared text and supporting data have been resolved to our satisfaction.

Our Observations and Recommendations

We are providing our observations and recommendations for improvement separately to Cheiron management.

Please note that any requests for additional information on the assurance process or to discuss elements of this statement with the team should in the first instance be channelled via Cheiron.

Xodus
Environment

London, UK



Cautionary Note

The Sustainability Report, also known as the Annual Monitoring Report, provides an overview of Cheiron Group activities over the relevant Financial Year reporting period. All information is provided in good faith and is considered to be fair representation of company performance against Good International Industry Practice benchmarks and internal metrics. The report is assured by an independent third party through site visits and a formal data review process who identify ‘the Subject Matter is fairly stated and has been prepared, in all material respects, in general accordance with good sustainability reporting criteria and practice’. The assurance statement is published alongside the Sustainability Report. The report also contains certain forward-looking statements that involve risks and uncertainties. In some cases, we use words such as aim, align, commit, continuous, strategy, target, and other similar expressions to identify forward looking statements. As these statements reflect activities or results yet to occur, including those relating to net zero ambitions, they cannot be assured as part of the external assurance process though opinion on progress towards targets such as Cheiron’s Greenhouse Gas (GHG) emission intensity reduction target of 25% by 2025 for example can be made. These forward-looking statements reflect current views about future events and are hence subject to significant risks and uncertainties because they relate to events and depend on circumstances that will occur in the future. There are numerous factors that could cause actual results, investment decisions and developments to differ materially from those expressed or implied by these forward-looking statements, including changes in political events, Government Policy, EGPC actions, societal demand for products to support country-wide development and economic realities at the time including oil and gas price volatility. The forward-looking statements hence reflect Cheiron’s view at the time of writing, but undue reliance should not be placed on them by the reader. Emissions generated from product use identified in calculations should, for example in no way be construed as an acceptance of responsibility for the emissions caused by such use.