

2024 Sustainability Performance Indicators



ESG Datasheet (2020-2024)

Petrofac 

Introduction

This ESG datasheet aims to provide a consolidated overview of Petrofac's non-financial performance. Metrics included in this datasheet cover our activities during the period 1 January to 31 December for the years indicated.

This ESG datasheet includes performance data previously disclosed in Petrofac's Annual Report and Accounts*.

Metrics reported are informed by our annual materiality review of the issues that are of most interest to our stakeholders including clients, investors, suppliers, NGOs, Government representatives, employees and industry associations.

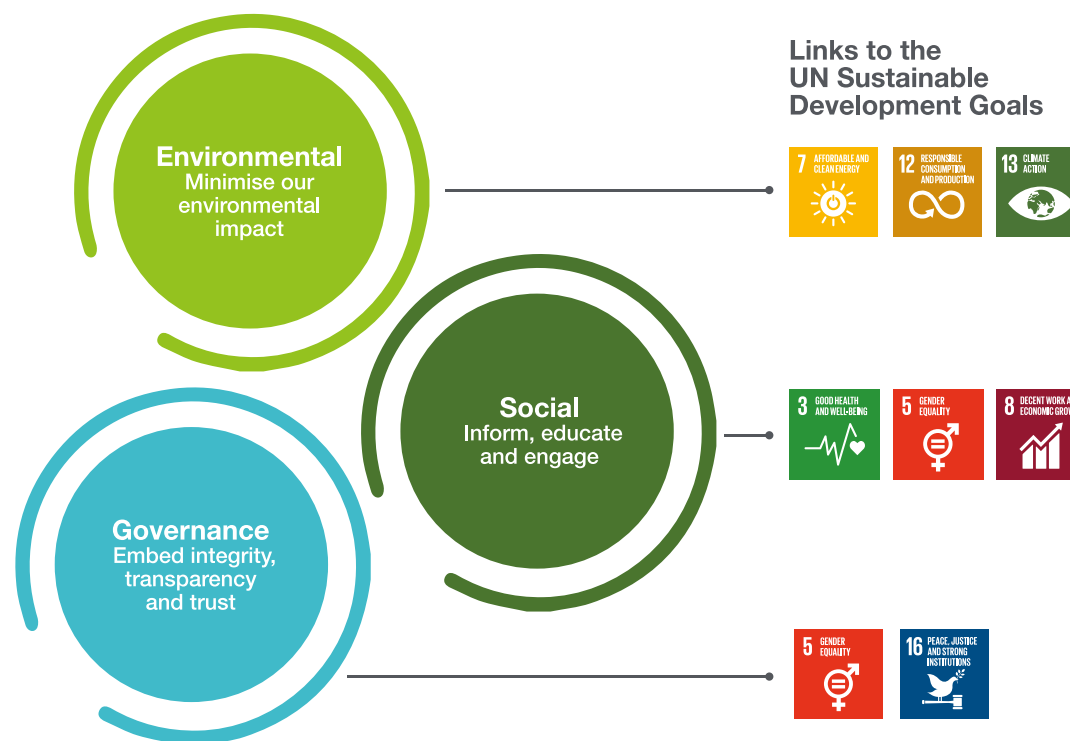
Assured metrics for 2024

While Petrofac's 2024 Annual Report and Accounts are yet to be issued, the ESG information reported has been subject to the following assurance:

1. Energy consumption and GHG emissions - are measured according to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard and the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard and assured, and verified by independent third party BDO India LLP.

2. ESG dataset - selected data samples are subject to four levels of assurance at the discretion of the auditing party:

- Tier 1:** External assurance by clients and third party certification bodies.
- Tier 2:** Internal & independent Corporate assurance.
- Tier 3:** Internal assurance by each division.
- Tier 4:** Local project assurance.



* for the years 2020-2023.

At time of publishing, Petrofac's 2024 Annual Report and Accounts has not been issued.

Environment

Performance Indicators	Unit	2020	2021	2022	2023	2024
ENERGY (PURCHASED / USED)						
Total energy consumption:	MWh	418,197	333,125	359,868	328,733	394,950
- Natural gas	MWh	243,256	193,504	190,512	202,407	265,053
- Liquefied petroleum gas	MWh	580	238	79	3	0
- Kerosene	MWh	1,362	376	440	157	249
- Petrol / gasoline	MWh	20,214	16,481	21,096	11,554	8,354
- Diesel	MWh	107,267	100,628	134,462	99,422	107,434
- Fuel oil use	MWh	86	1	10	0	0
- Gas oil	MWh	26,224	7	311	0	0
- Electricity	MWh	19,208	21,864	12,958	15,190	13,861
Electricity from renewable sources (percent of total purchased)	%	N/A - Reported from 2021		14	24	29
EMISSIONS						
Total GHG emissions (Scope 1 and Scope 2)	000 tCO ₂ e	260	197	197	172	167
GHG intensity	tCO ₂ e/\$ Revenue (Million)	65	64	76	69	- ¹
Annual emission reduction	%	7	24	0	12	3
Scope 1 emissions (direct from owned or controlled sources):	000 tCO ₂ e	250	188	192	167	162
- IES: Scope 1 emissions	000 tCO ₂ e	224	164	166	142	137
- E&C: Scope 1 emissions	000 tCO ₂ e	23	17	14	15	16
- AS: Scope 1 emissions	000 tCO ₂ e	3	7	11	11	9
Scope 2 emissions (indirect from purchased energy):	000 tCO ₂ e	10	8	5	5	5
- IES: Scope 2 emissions	000 tCO ₂ e	0.1	0.1	0.08	0.1	0.09
- E&C: Scope 2 emissions	000 tCO ₂ e	8	7.8	4.7	4.6	5
- AS: Scope 2 emissions	000 tCO ₂ e	2	0.1	0.3	0.3	0.32
Significant emissions into the atmosphere by type:						
- CO ₂	000 tCO ₂ e	207	175	180	163	155
- CH ₄	000 tCO ₂ e	15	12	9	4	5
- N ₂ O	000 tCO ₂ e	0.46	0.46	0.36	0.36	1
Volume of gas flared	000 m ³	63,721	46,965	44,836	41,442	31,393
Volume of gas vented	000 m ³	390	0	0	0	0
Climate Disclosure Project (CDP): ²	Rating	B	B	B	B	
- Climate						B
- Water security						B-

1 Not available until publication of Petrofac's 2024 Annual Report and Accounts

2 In 2024, CDP introduced several key changes to its corporate disclosure system



Environment

Performance Indicators	Unit	2020	2021	2022	2023	2024
SPILLS						
Total number of spills, of which:	No.	21	14	11	16	10
- Spills into sea	No.	9	7	4	12	9
- Spills on land	No.	12	7	7	4	1
Hydrocarbon spills above one barrel volume	No.	1	1	0	0	0
Hydrocarbon spills volume	Barrels	2	2	0	3	<1
Chemical spills above one barrel volume	No.	5	0	0	0	1
Chemical spills volume	Barrels	49	1	30	0	18
WATER						
Fresh water consumed	000 m ³	519	426	690	553	363
Other water consumed (>1,000mg/l TDS)	000 m ³	2,650	4,554	2,725	2,870	2,900
Water recycled and reused	000 m ³	62	97	261	78	68
WASTE						
Total waste generated:	Tonnes	12,909	6,087	95,305	336,466	688,774
- Waste generated at sites	Tonnes	12,318	5,864	95,121	336,316	688,592
- Waste generated at offices	Tonnes	591	223	184	150	182
Total waste recycled:	Tonnes	1,130	1,159	4,351	155,265	575,421
- Waste recycled at sites ³	Tonnes	904	1,090	4,262	155,218	575,374
- Waste recycled at offices	Tonnes	226	69	89	46	47
Total non-hazardous waste disposed	Tonnes	9,664	3,852	89,266	180,494	112,995
Total hazardous waste disposed	Tonnes	2,115	1,076	1,688	708	359
CERTIFICATION						
Certification ISO 14001	Certification	Y	Y	Y	Y	Y

3 Includes soil reused



Social

Performance Indicators	Unit	2020	2021	2022	2023	2024
SAFETY						
Worked hours:	Million	136	110	102	77	61
- Employees	Million	31	27	26	20.5	17
- Subcontractors	Million	105	83	76	56.5	43
Fatal accident events:	No.	2	1	0	1	0
- Employee fatalities	No.	0	0	0	0	0
- Subcontractor fatalities	No.	2	1	0	1	0
Lost Time Injuries (LTI):	No.	7	9	9	8	6
- Employees	No.	0	4	3	4	5
- Subcontractors	No.	7	5	6	4	1
LTI Frequency Rate (LTIFR) ⁴	Ratio	0.013	0.018	0.018	0.021	0.099
Industry average (Int. Association of O&G Producers)	Ratio	0.044	0.044	0.056	0.048	0.240
Total Recordable Injuries (TRI):	No.	44	50	48	41	39
- Employees	No.	9	15	15	16	17
- Subcontractors	No.	35	35	33	25	22
TRI Frequency Rate (TRIFR) ⁵	Ratio	0.065	0.091	0.094	0.106	0.643
Industry average (Int. Association of O&G Producers)	Ratio	0.14	0.154	0.18	0.17	0.810
Number of High Potential Incidents (HiPos)	No.	18	11	16	13	10
HiPo Frequency Rate (HiPo Rate) ⁶	Ratio	0.026	0.02	0.031	0.034	0.165
Lost workdays:	No.	254	1,127	206	326	501
- Employees	No.	21	457	6	205	369
- Subcontractors	No.	233	670	200	121	132
CERTIFICATION						
Certification ISO 45001 ⁷	Certification	Y	Y	Y	Y	Y
HEALTH						
Number of sick days per employee per year	No.	2.09	0.54	0.6	0.4	3.62
Mental health and wellbeing: Employee Assistance Programme utilisation rate	%	1.07	0.8	0.51	0.53	0.83
Occupational illness rate - recordable incidents (per 200,000 work hours)	Ratio	0	0	0.003	0.002	0
PEOPLE						
Total employees at year's end	No.	9,149	8,240	7,950	8,600	7,614
Attrition	%	6.1	11.5	14.3	11.5	13.4

4,5,6 Per 200,000 worked hours for 2020-2023, and per 1 million worked hours for 2024

7 Applicable to E&C, Asset Solutions (East)
(previously OSHAS 18001)



Social

Performance Indicators	Unit	2020	2021	2022	2023	2024
DIVERSITY						
Women by category (as % of total):						
- Employees (all staff)	%	13	14	15	17	18
- Leadership (Exec Committee & Direct Reports)	%	19	26	26	30.5	32.9
- Board	%	33	30	25	22	22
Average age of employees	No.	41.7	43.4	43.1	42.1	42.8
Employee age ranges:						
- Employees under 30yrs (% women in brackets)	No. (%)	1,086 (26)	753 (28)	728 (32)	809 (34)	963 (40)
- Employees 30 - 50yrs (% women in brackets)	No. (%)	6,323 (13)	5,463 (14)	5,165 (15)	5,255 (15)	4,492 (17)
- Employees over 50yrs (% women in brackets)	No. (%)	1,959 (7)	2,026 (7)	1,975 (8)	2,037 (7)	2,159 (9)
Cultural diversity - number of nationalities in the employee population	No.	75	76	85	92	90
TRAINING & DEVELOPMENT						
Training delivered	Hrs /employee	10.2	6.7	17.8	30.8	44.5
HSE training ⁸	Hrs /employee	17	7	16.77	25.1	48.2
EMPLOYEE ENGAGEMENT						
Employee engagement survey participation ⁹	%	60	65	67	77	-
Employee engagement overall score ¹⁰	%	87	84	86	88	-
LOCAL COMMUNITIES						
Social Investment - community development + strategic corporate giving	US\$M	1.0	1.9	0.35	2.4	0.2
HUMAN RIGHTS & WORKER WELFARE						
Supplier labour rights due diligence screening	% (third parties screened (No.))	40 (1,167)	41 (1,475)	36 (1,911)	38 (2,401)	36 (2,664)
Project labour rights compliance audits	No.	-	4	6	7	7
Reported incidents	No.	0	0	0	0	0
Modern Slavery Public Statement	Annual public transparency statement	Y	Y	Y	Y	Y
IN-COUNTRY VALUE						
Total spend on goods & services (non-JV)	US\$Bn	0.5	0.16	0.345	0.764	1.1
% Spend on local goods and services	%	53	54	32	47	65
Key project jobs supported ('000)	No.	41	33	31.6	22.7	18
Total tax paid	US\$M	213	158	170	149	- ¹¹

8 E&C only for 2020-2022 & Global data for 2023 & 2024

9,10 No survey undertaken in 2024

11 Not available until publication of Petrofac's 2024 Annual Report and Accounts



Governance

Performance Indicators	Unit	2020	2021	2022	2023	2024
ETHICAL BUSINESS PRACTICES						
Employees compliant with mandatory eLearning (Share Dealing, ABC, CoC)	%	98.9	98.5	95.1	95.4	93.1
Compliance training delivered (CoC, Trade, Compliance, Investigations, ABC)	Hrs / employee	1	1	2.5	2.5	1
Number of 'Speak-ups' reported (alleged CoC breaches)	No.	61	125	118	111	108
Number of allegations substantiated	No.	21	39	27	32 ¹²	37
UN Global Compact, Signatory	Annual CoP	Y	Y	Y	Y	Y
Task Force on Climate-related Disclosures	Annual disclosure	Y	Y	Y	Y	Y
Board size	No.	10	10	8	9	7
Independent Directors	%	80	70	50	56	57
Director average age	No.	60	60.8	60.75	62	62
Director average years tenure	No.	4.8	5.6	6.5	7	6
Director meeting attendance	%	100	100	100	100	100
Board activities related to governance	%	16	10	14	12	15
Stakeholder engagement - shareholder meetings	No.	140	120	172	200	100
Stakeholder engagement - Workforce Forum meetings	No.	3	2	2	2	2

12 Restated to include investigations which concluded following prior year-end.

Speak up, we'll listen.

At Petrofac we are committed to a respectful and ethical workplace. If you believe our Code of Conduct has been breached, we encourage you to talk to us.

- 'Speak Up' is a confidential service and you can report anonymously
- We promise to support you, and you will be protected by our Non-Retaliation Policy
- Find out more about the process and our policies by searching 'Speak Up' on the Petrofac Hub

How to speak up:

Consider speaking to your manager or the Group Investigations Team

Call our 24/7 toll-free [Country] helpline or our international line +44 191 516 2130

Visit the Speak Up portal on the Petrofac Hub or scan the QR code