



2024 ANNUAL REPORT



TRUE.
BLUE.
TRANSITION.

3 SUSTAINABILITY STATEMENT

Process Safety

	Total (per year)		2024 (regional breakdown)				
	2023	2024	Brazil	Angola	North America & Caribbean	Asia & Equatorial Guinea	Europe
Process Safety Events¹							
Tier 1 incidents (number)	1	3	2	0	0	1	0
Tier 2 incidents (number)	5	8	4	2	0	2	0

¹ Process safety events classified as material according to the American Petroleum Institute (API) Recommended Practice 754.

3.8.3 FIVE YEAR KEY ESG FIGURES

	2024	2023	2022	2021	2020
Health, Safety and Security					
TRIFR (rate)	0.1	0.08	0.12	0.06	0.1
Fatalities and Permanent Impairments (FPI)	0	0	2.00	n/a	n/a
Total consolidated exposure hours ¹	51.30	66.65	52.87	44.12	35.16
Environment (Offshore)					
Total GHG emissions per hydrocarbon production ²	118.14	98.95	108.79	110.99	120.35
Total mass of gas flared per hydrocarbon production ³	12.70	9.00	9.71	9.73	13.86
Offshore energy consumption (GJ) ⁴	68,814,920	64,291,224	62,399,131	65,036,820	64,806,711
Offshore energy consumption (MWh) ⁵	19,115,255	17,858,673	17,333,091	18,065,783	18,001,864
Human Resources⁶					
Total headcount ⁷	7,892	7,416	7,073	6,426	5,527
Total employees ⁷	6,417	5,935	5,499	5,019	4,574
Total contractors ⁷	1,475	1,481	1,574	1,407	953
Total of contractors (%) ⁷	19%	25%	22%	22%	17%
Total of female employees (%)	21%	20%	19%	19%	20%
Total of part-time employees (%)	2%	2%	2%	2%	3%
Employee Rates⁶					
Turnover	12%	13%	12%	14%	13%
Appraisals					
Performance appraisals completed (onshore)	99%	99%	99%	99%	97%

¹ in millions of hours

² tonnes of CO₂e per thousand tonnes of hydrocarbon production

³ tonnes of gas flared per thousand tonnes of hydrocarbon production

⁴ GJ = gigajoule, energy from fuel gas and marine gas oil

⁵ MWh = Mega-Watt-hours, energy from fuel gas and marine gas oil

⁶ does not include construction yards, unless otherwise specified

⁷ including construction yards