



**Capricorn**

**CAPRICORN ENERGY PLC**  
Sustainability Data Appendix 2021

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Introduction

The key performance indicators (KPIs) that we are reporting in 2021 were drawn from our materiality process and overall business objectives. They align with the Global Reporting Initiative (GRI) Standards (Core option).

The table lists the issues that were assessed in 2021 to be the most important to Capricorn and its stakeholders (high materiality) together with KPIs from those subject areas. These KPIs are denoted in the following data sections with a , and definitions and methodology notes are provided.

Material Issue	Key Performance Indicator
ABC – Contractors and Suppliers	<div><div>–</div>Employees trained in Capricorn's anti-corruption policies and procedures (number/%)</div> <div><div>–</div>Total communicated to on anti-corruption policies and procedures (number/%)</div> <div><div>–</div>Operations assessed for risks related to corruption (number/%)</div>

Material Issue	Key Performance Indicator
Major Accident Prevention	<div><div>–</div>Lost Time Injury Frequency (lost-time injuries per million hours worked)</div> <div><div>–</div>Total Recordable Injury Rate (total recordable injuries per million hours worked)</div> <div><div>–</div>Spills to the environment (number and volume)</div>

Database

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

We use definitions set by the GRI and International Association of Oil & Gas Producers (IOGP) to provide comparable and credible data that can be benchmarked against our peers in the oil and gas sector, remote and virtual channels of communication in 2021.

Scope and Boundaries

We report most of our data on an 'operational control' basis. This means that we report on those assets and activities over which we have control in terms of sustainability policies and practices, irrespective of the licensed operating party. We exclude data where we do not control operations, but we do consider risks associated with our partners' positions and their control of such activities. In line with this, our 2021 SR KPI data covers Capricorn's head office in Edinburgh, our regional offices in London, Dakar, Mexico City and Cairo, and field operations in North Sea (UK). 2021 is the first year when we are including equity GHG emissions (Scopes 1, 2 and 3) from operated and non-operated activities in our SR and Data Appendix. Scope and boundaries of equity GHG emissions are detailed in Notes about GHG data on p9–11.

We report sustainability data in line with the calendar year, i.e. 1 January to 31 December.

Baseline Data

We report historical data from all our activities over the last five years. Levels of activity at Capricorn vary considerably from year to year, so we do not have a fixed baseline or historical reference point.

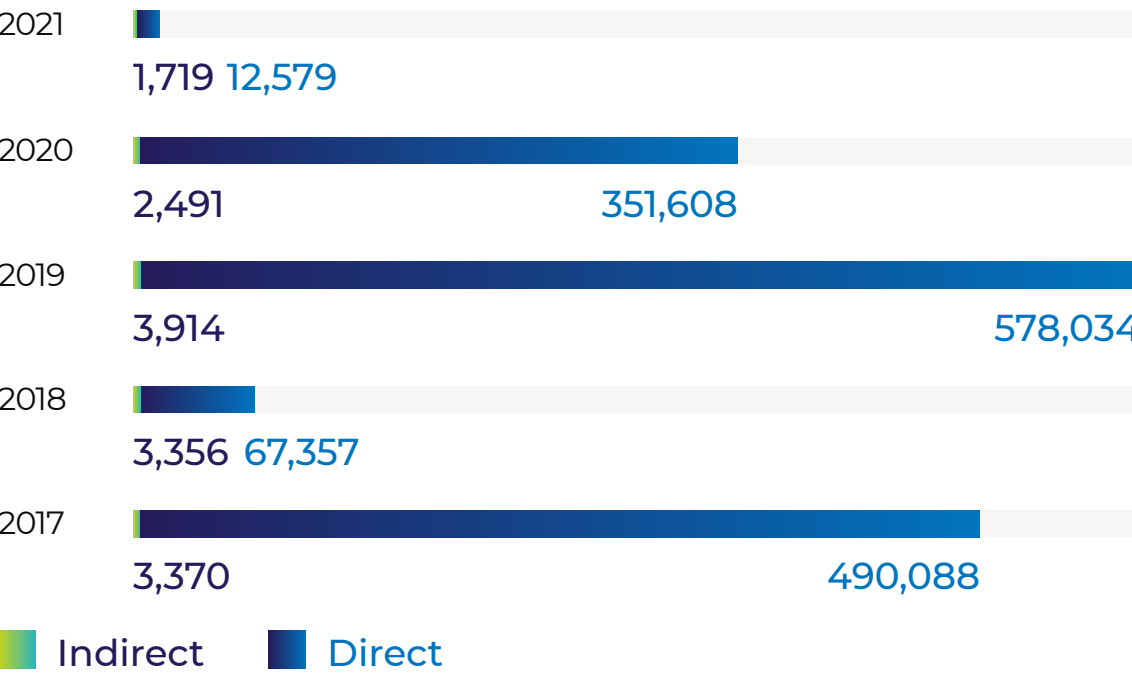
For more details about how we collect and report our sustainability data please refer to p66 of the 2021 SR Report.

Restated data in this report is marked with a .

Climate change, energy and emissions

Energy consumption

Total direct and indirect energy consumption (GJ)



Direct energy (fuel) consumption by primary source

Aviation gas (GJ)					
	2017	2018	2019	2020	2021
Capricorn total	5,353	2,678	5,991	2,092	0
Egypt	0	0	0	0	0
Mauritania	0	0	0	0	0
Mexico	0	0	2,181	2,092	0
Senegal	5,353	0	0	0	0
Suriname	0	0	0	0	0
UK	0	2,678	2,211	0	0

Diesel (GJ)					
	2017	2018	2019	2020	2021
Capricorn total	1,278	344	234	46	4
Egypt	0	0	0	0	0
Mauritania	0	0	0	0	0
Mexico	0	0	85	0	0
Senegal	1,278	344	147	46	4
Suriname	0	0	0	0	0
UK	0	0	2	0	0

Fuel oil (marine diesel) (GJ)					
	2017	2018	2019	2020	2021
Capricorn total	480,741	61,659	571,605	349,353	9,013
Egypt	0	0	0	0	0
Mauritania	0	0	0	0	0
Mexico	0	0	405,215	349,353	0
Senegal	480,741	0	0	0	0
Suriname	0	0	28,219	0	0
UK	0	61,659	89,135	0	9,013

Gasoline (petrol) (GJ)					
	2017	2018	2019	2020	2021
Capricorn total	131	86	202	118	400
Egypt	0	0	0	0	257
Mauritania	0	0	0	0	0
Mexico	0	0	202	118	143
Senegal	131	82	0	0	0
Suriname	0	0	0	0	0
UK	0	4	0	0	0

Heating oil (GJ)					
	2017	2018	2019	2020	2021
Capricorn total	0	0	0	0	0
Egypt	0	0	0	0	0
Mauritania	0	0	0	0	0
Mexico	0	0	0	0	0
Senegal	0	0	0	0	0
Suriname	0	0	0	0	0
UK	0	0	0	0	0

Natural gas (GJ)					
	2017	2018	2019	2020	2021
Capricorn total	2,585	2,589	3	0	0
Egypt	0	0	0	0	0
Mauritania	0	0	0	0	0
Mexico	0	0	0	0	0
Senegal	0	0	0	0	0
Suriname	0	0	0	0	0
UK	2,585	2,589	3	0	3,162

Indirect energy (purchased electricity) consumption by renewable/non-renewable (or unspecified) (GJ)					
	2017	2018	2019	2020	2021
Capricorn total: renewable/non-renewable (or unspecified)	3,048*	2,406/549*	2,677/742	2,132/276	1,627/92
Egypt: renewable/non-renewable (or unspecified)	0	0	0	0	0/4
Mauritania: renewable/non-renewable (or unspecified)	0	0	0	0	0
Mexico: renewable/non-renewable (or unspecified)	0	0/44	0/102	0/100	0/71
Senegal: renewable/non-renewable (or unspecified)	0/248	0/211	0/185	0/100	0/18
UK: renewable/non-renewable (or unspecified)	2,460/0	2,406/0	2,677/0	2,132/0	1627/0

**Note:** Breakdown of energy data by renewable/non-renewable (or unspecified) was added in 2018. This data is only available for indirect energy consumption from 2016 onwards. We have evidence to show that our UK indirect energy (purchased electricity) consumption is from renewable sources, but have no evidence to explain the source of indirect energy consumption in our other offices. It may come from a mixture of renewable and non-renewable sources. For this reason, the data is categorised as 'non-renewable/unspecified'.

**Note:** Restated data in this report is marked with a ♦.

Greenhouse gas emissions

Total absolute and normalised operated GHG emissions (tCO <sub>2</sub> e, Scopes 1, 2 and 3)					
	2017	2018	2019	2020	2021
All scopes GHG emissions (location-based)	51,595.81♦	7,509.25♦	43,496.31	24,967.35	1469.11
All scopes GHG emissions (market-based)	51,354.56♦	7,447.95♦	43,360.30	24,866.77	1,396.15
Scope 1	48,781.66	4,623.99	40,184.41	24,439.7	910.89
Scope 2 (location-based)	343.10	260.13	255.54	175.12	107.21
Scope 2 (market-based)	186.07	198.83	119.53	74.54	24.21
Scope 3*	2,471.05	2,625.13	3,056.36	352.53	451.01
Normalised tCO <sub>2</sub> e per 1,000 hours worked					
All scopes GHG emissions (location-based)	48.40♦	13.92♦	42.74	35.99	4.15
All scopes GHG emissions (market-based)	48.25♦	13.81	42.61	35.84	3.92

\*Scope 3 emissions from business travel only.

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

**Note:** The information on Scope 2 emissions is an estimate for our office in Stavanger, as Capricorn's office in Norway was closed from 29 February 2020. This affects the following data:

– absolute and normalised GHG emissions from purchased energy (location-based Scope 2) for Norway and Capricorn total;

– all Scopes GHG emissions, including Scope 2 (location-based and market-based); and

– all Scopes GHG emissions, including Scope 2 normalised (location-based and market-based).

**Note:** Restated data in this report is marked with a ♦.

Streamlined energy and carbon reporting data (SECR) data			
	Unit	2020	2021
Scope 1 (direct) emissions from fuel combustion, flaring and waste incineration			
UK	tCO <sub>2</sub> e	0.00	885.48
Capricorn total	tCO <sub>2</sub> e	24,439.70	910.89*
Scope 2 (indirect) emissions (location-based) from electricity consumption in our UK, Mexico, Senegal and Egypt offices			
UK	tCO <sub>2</sub> e	135.87	95.11
Capricorn total	tCO <sub>2</sub> e	175.12	107.21*
Total gross Scope 1 and Scope 2 emissions			
UK	tCO <sub>2</sub> e	135.87	980.59
Capricorn total	tCO <sub>2</sub> e	24,614.82	1,018.10*
Total energy consumption			
UK	kWh	592,273.00	3,833,910.00
Capricorn total	kWh	98,360,873.00	3,971,755.00
GHG intensity ratio: of Scope 1 and Scope 2 emissions to 1,000 hours worked			
UK	tCO <sub>2</sub> e/1,000 wh	0.44	2.98
Capricorn total	tCO <sub>2</sub> e/1,000 wh	35.48	2.86
Scope 3 emissions from business travel	tCO <sub>2</sub> e	335.71	451.01*

\* Figures assured by Deloitte LLP; see page 212 of the AR and our website.

Details about our data, methodologies and calculations can be found in Notes on GHG emissions on [page 11](#).

Equity emissions (tCO <sub>2</sub> e)	
	2021
Capricorn total	3,388,119.04
Scope 1	146,579.17
Scope 2	107.21
Scope 3	3,241,442.65
Scope 3 from business travel*	451.01
Scope 3 from product*	3,240,981.60
Intensity (Scope 1+2)**	19.87

**Note:** Equity emissions from operated and non-operated projects are reported for the first time in 2021.

\* Scope 3 from product includes categories 9, 10 and 11.

\*\* Intensity is calculated on the entitlement basis.



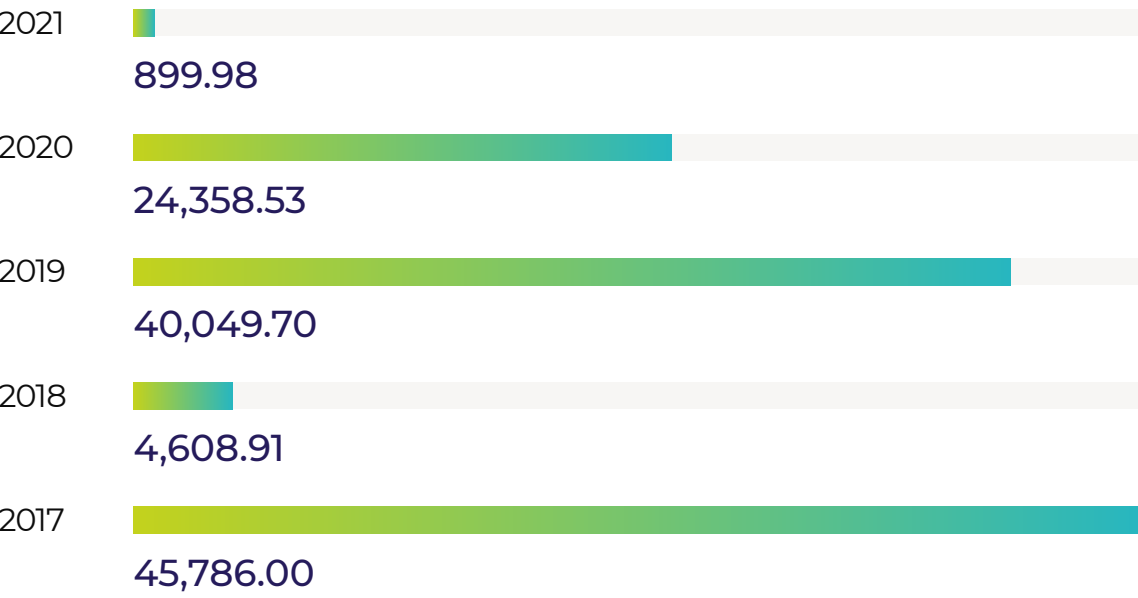
Direct air emissions

Absolute and normalised direct operated GHG emissions (Scope 1) (tonnes CO <sub>2</sub> e/tonnes CO <sub>2</sub> e per 1,000 hours worked) *					
	2017	2018	2019	2020	2021
Capricorn total	48,781.66/45.76	4,623.99/8.57	40,184.41/39.48	24,439.7/35.23	910.89/2.56
Egypt	0/0	0/0	0/0	0/0	16.17/3.58
Mauritania	0/0	0/0	0/0	0/0	0/0
Mexico	0/0	0/0	28,338.20/67.79	24,436.46/67.65	8.96/0.48
Senegal	48,651.50/72.79	29.83/1.08	10.37/0.52	3.23/0.29	0.28/0.09
Suriname	0/0	0/0	1,974.34/73.64	0/0	0/0
UK	130.17/0.39	4,594.16/10.49	6,345.55/16.36	0/0	885.48/2.69

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

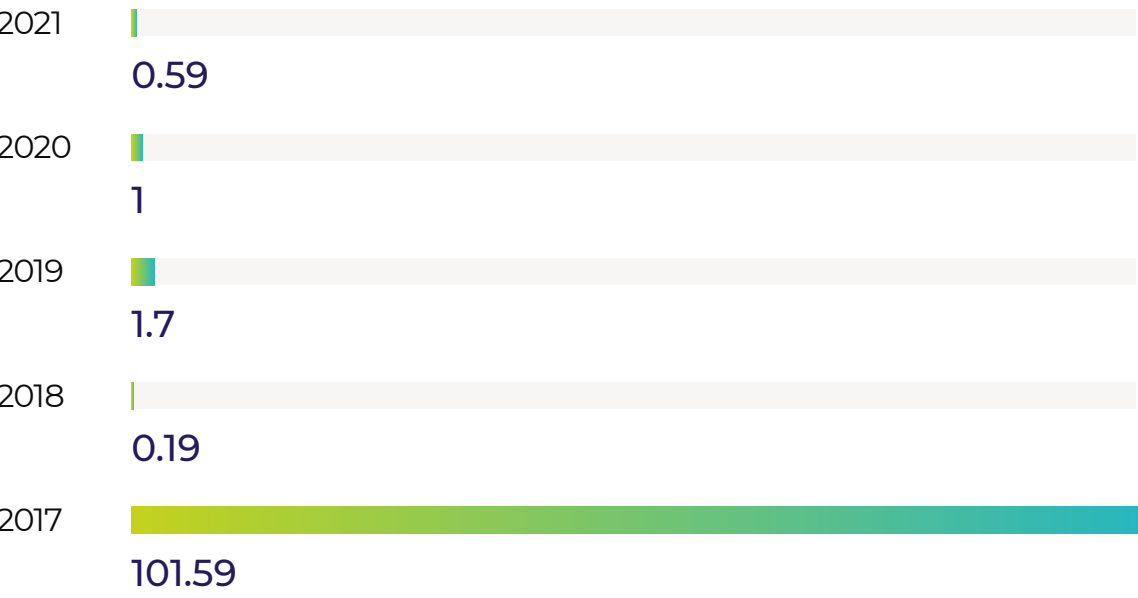
**Calculation:** Scope 1 GHG per 1,000 hours worked = Scope 1 GHG x 1,000/total hours worked.

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



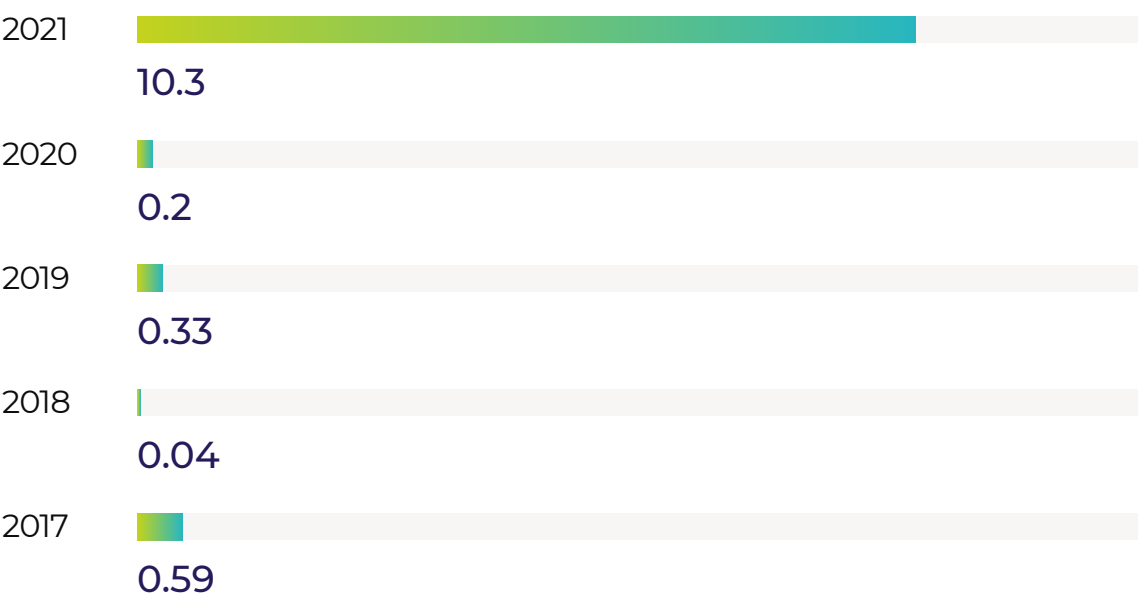
Operated CO <sub>2</sub> emissions (tonnes)					
	2017	2018	2019	2020	2021
Egypt	0	0	0	0	16.06
Mauritania	0	0	0	0	0
Mexico	0	0	28,244.09	24,355.30	8.91
Senegal	45,655.96	29.73	10.33	3.22	0.27
Suriname	0	0	1,966.85	0	0
UK	130.04	4,579.18	6,324.27	0	874.74

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



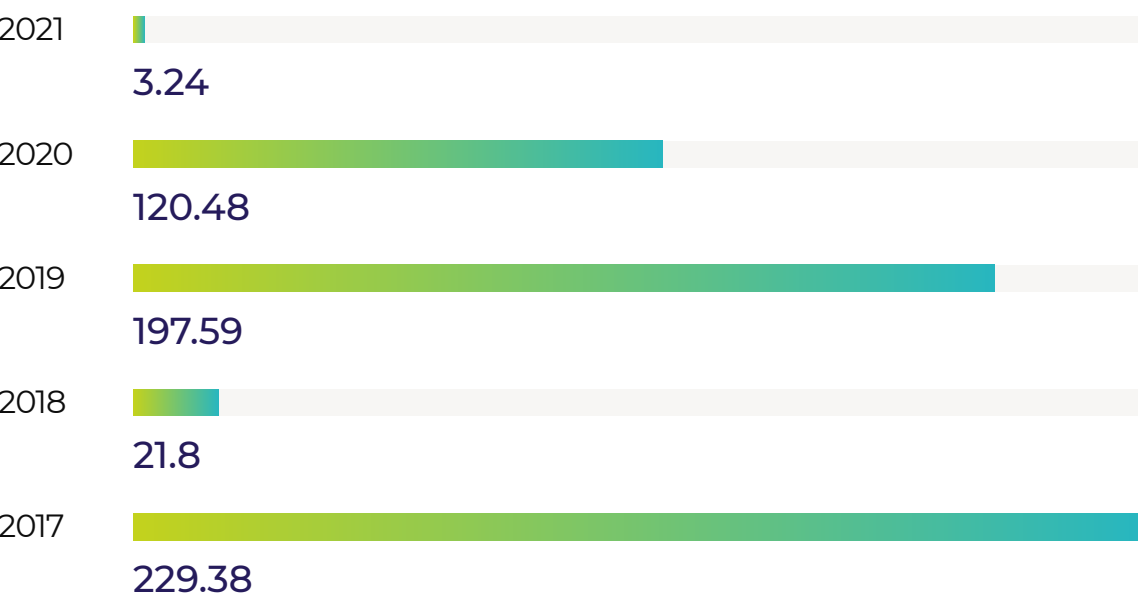
Operated CH <sub>4</sub> emissions (tonnes)					
	2017	2018	2019	2020	2021
Egypt	0	0	0	0	0.05
Mauritania	0	0	0	0	0
Mexico	0	0	1.16	1	0.03
Senegal	101.59	0	0	0	0
Suriname	0	0	0.12	0	0
UK	0	0.19	0.27	0	0.51

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



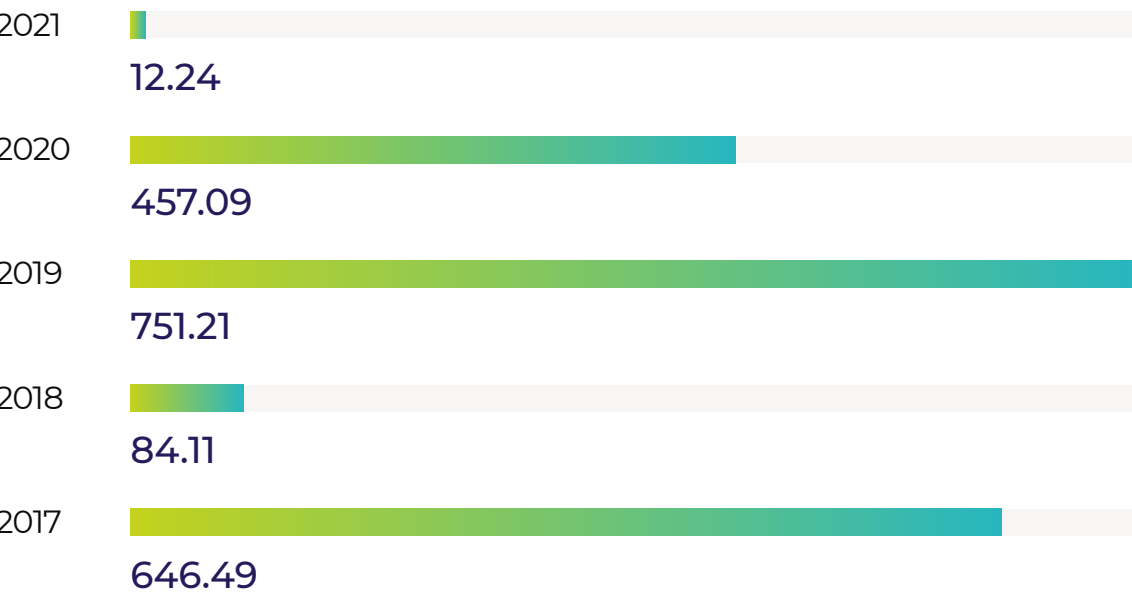
Operated N <sub>2</sub> O emissions (tonnes)					
	2017	2018	2019	2020	2021
Egypt	0	0	0	0	0.05
Mauritania	0	0	0	0	0
Mexico	0	0	0.23	0.2	0.03
Senegal	0.59	0	0	0	0
Suriname	0	0	0.2	0	0
UK	0	0.04	0.05	0	10.22

Total operated CO emissions (tonnes)



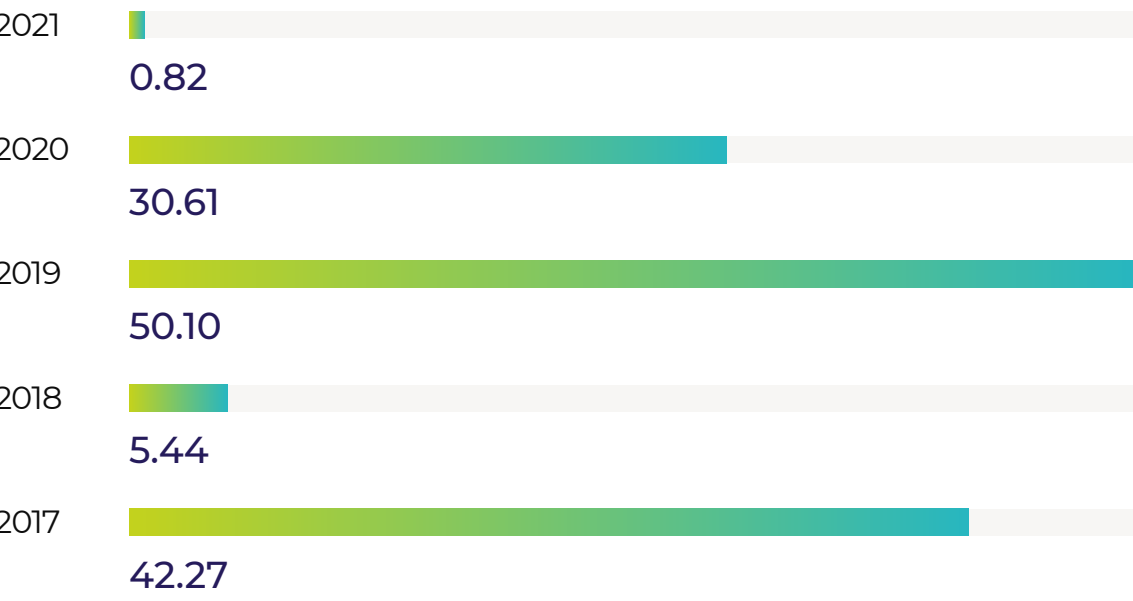
Operated CO emissions (tonnes)					
	2017	2018	2019	2020	2021
Egypt	0	0	0	0	0.09
Mauritania	0	0	0	0	0
Mexico	0	0	139.74	120.46	0.05
Senegal	229.35	0.15	0.05	0.02	0
Suriname	0	0	9.7	0	0
UK	0	21.65	30.99	0	3.1

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



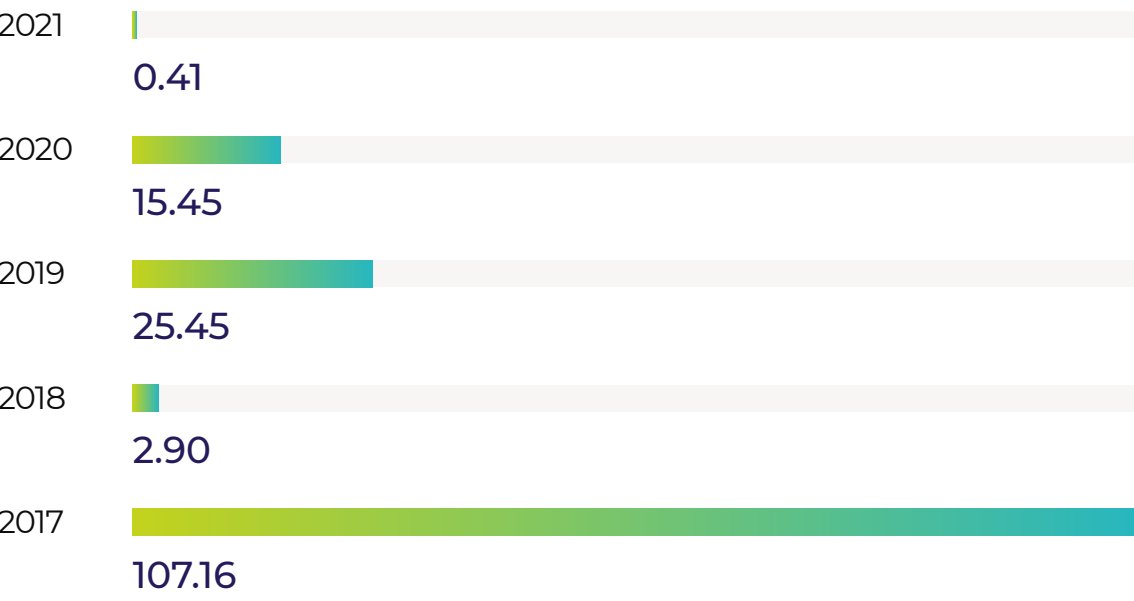
Operated NO <sub>x</sub> emissions (tonnes)					
	2017	2018	2019	2020	2021
Egypt	0	0	0	0	0.33
Mauritania	0	0	0	0	0
Mexico	0	0	530	457.03	0.18
Senegal	646.38	0.55	0.19	0.06	0.01
Suriname	0	0	36.7	0	0
UK	0.11	83.55	118.61	0	11.72

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



Operated SO <sub>2</sub> emissions (tonnes)					
	2017	2018	2019	2020	2021
Egypt	0	0	0	0	0.02
Mauritania	0	0	0	0	0
Mexico	0	0	35.51	30.61	0.01
Senegal	42.27	0.04	0.01	0	0
Suriname	0	0	2.47	0	0
UK	0	5.4	7.81	0	0.79

Total operated volatile organic compounds (VOCs) (tonnes)



Operated VOCs (tonnes)					
	2017	2018	2019	2020	2021
Egypt	0	0	0	0	0.01
Mauritania	0	0	0	0	0
Mexico	0	0	17.9	15.44	0.01
Senegal	107.16	0.02	0.01	0	0
Suriname	0	0	1.24	0	0
UK	0	2.88	4.05	0	0.39

Indirect operated air emissions

Absolute and normalised GHG emissions from purchased energy (location-based Scope 2²) (tonnes CO₂e/tonnes CO₂e per 1,000 hours worked) ★					
	2017	2018	2019	2020	2021
Capricorn total	343.10/0.32	260.13/0.48	255.54/0.25	175.12/0.25	107.21/0.3
Egypt	0	0	0	0	0.53/0.12
Mauritania	0	0	0	0	0
Mexico	0	5.68/0.67**	13.54/0.03	12.64/0.04	7.83/0.42
Senegal	42.46/0.06	39.38/1.43	33.05/1.65	22.47/2.00	3.74/1.28
UK	282.22/0.85	187.18/0.43	183.65/0.47	135.87/0.44	95.11/0.29

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

Absolute and normalised operated GHG emissions from purchased energy (market-based Scope 2²) (tonnes CO₂e/tonnes CO₂e per 1,000 hours worked) ★					
	2017	2018	2019	2020	2021
Capricorn total	101.85/0.10	113.03/0.21*	71.89/0.07	175.12/0.25	24.21/0.07
Egypt	0/0	0/0	0/0	0/0	1.06/0.24
Mauritania	0/0	0/0	0/0	0/0	0/0
Mexico	0/0	5.68/0.67	13.54/0.03	12.64/0.04	15.67/0.84
Senegal	42.46/0.06	39.38/1.43	33.05/1.65	22.47/2	7.48/2.57
UK	0/0	0/0	0/0	135.87/0.44	0/0

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

Total absolute and normalised operated GHG emissions (Scope 3³) (tonnes CO₂e/tonnes CO₂e per 1,000 hours worked) ★					
	2017	2018	2019	2020	2021
Capricorn total	2,471.05/2.32	2,625.13/4.87	3,056.36/300	352.53/0.51	461.05/1.29

Calculation: Scope 3 GHG per 1,000 hours worked = Scope 3 GHG x 1,000/total hours worked.

Total operated GHG emissions from business travel (Scope 3³) (tonnes CO₂e) ★					
	2017	2018	2019	2020	2021
Business travel total	2,448.49	2,608.01	3,029.16	335.71	451.01
Air travel	2,444.06	2,603.15	3,023.69	334.64	419.11
Rail travel	4.44	4.86	5.47	1.07	0.69
Hotel stay	0	0	0	0	31.21

Total operated GHG emissions from electricity transmission and distribution losses (Scope 3³) (tonnes CO₂e) ♦					
	2017	2018	2019	2020	2021
Capricorn total	22.55	17.12	27.2	16.83	10.04

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

Note: The information on Scope 2 emissions is an estimate for our office in Stavanger as Capricorn office in Norway was closed from 29 February 2020. This affects the following data:

- absolute and normalised GHG emissions from purchased energy (location-based Scope 2) – for Norway and Capricorn total;
- all scopes GHG emissions (including location-based Scope 2);
- all scopes GHG emissions (including market-based Scope 2);
- all scopes GHG emissions (including location-based Scope 2) normalised; and
- all scopes GHG emissions (including market-based Scope 2) normalised.

Note: Scope 3 total operated GHG emissions covers scope 3 emissions from business travel and scope 3 emissions from electricity transmission and distribution losses



Notes about GHG data

We report our GHG emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standard (World Resources Institute/World Business Council for Sustainable Development). We use the published 100-year Global Warming Potentials (GWPs) for CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O from the Intergovernmental Panel on Climate Change (IPCC), with the Fourth Assessment Report (AR4) values applied when using Defra 2021 emission factors (which are already integrated), and the Fifth Assessment Report (AR5) values applied when using other emission factors. All GHG emissions are reported in tonnes of carbon dioxide equivalent (CO<sub>2</sub>e) after applying GWPs recommended by the IPCC’s AR4. We report five years of data from a baseline of four years earlier.

Capricorn’s operated boundaries of Scope 1, Scope 2 and Scope 3 emissions will include the following activities for 2021:

In 2021 operational activities included the following:	
Diadem survey	February–March 2021
East Orkney survey	June, September 2021
Offices	
UK – Edinburgh	all year round
UK – London	all year round
Mexico – Mexico City	all year round
Egypt – Cairo	October–December 2021
Senegal – Dakar	January–March 2021
Travel data covering air, rail travel and hotel stay	all year round

1: Scope 1 GHG Emissions from operated activities

Definition

Scope 1 emissions: direct GHG emissions which occur from sources that are owned or controlled by the company – for example, emissions from combustion in owned or controlled boilers, furnaces or vehicles.

At present, Capricorn is undertaking exploration activities only. We are not operating any production assets. Our operated Scope 1 emissions arise from:

- fuel combustion during offshore rig, marine vessel, and aircraft operations, also including land-based vehicles, and for heating the Edinburgh office;
- flaring during well testing (not since 2018); and
- incineration of waste on marine vessels.

Fuel Combustion

The rig, vessels and helicopters keep a daily log of fuel usage, and each provides us with a total figure for fuel consumption, in litres, at the end of each month. Fuel-consumption figures for land-based vehicles are partly drawn from accurate fuel-consumption records and partly from estimates when exact fuel usage is impractical to track. For contracted vehicles at our newly opened Egypt office, we have used a conservative assumption of 7 km per litre to calculate fuel consumption.

Natural gas combustion for heating in the Edinburgh office is calculated as a proportion of the natural gas usage for the whole building.

A fuel density figure is used to convert litres of fuel into tonnes. The fuel density is provided by the rig, vessel, or helicopter operator when available. Otherwise, a typical density is used from API 2009. Figures in tonnes are then converted into CO<sub>2</sub>e using GWPs for carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O) from the API Compendium 2009, which uses the IPCC’s AR4.

Flaring

There has been no flaring associated with well testing since 2018. When well testing is carried out, the volume of oil and gas flared is measured and converted into mass (tonnes) using densities obtained from well test samples that are analysed in the laboratory. Scope 1 GHG emissions (tonnes of CO<sub>2</sub>e) are then calculated using emission factors from EEMS (Environmental Emissions Monitoring System) Atmospheric Emissions Calculations, 2008.

Waste Incineration

Waste Incineration is managed by our contracted marine vessels during seismic surveys. For surveys performed in 2021, waste incineration only makes a small contribution towards our overall Scope 1 emissions. The Scope 1 GHG emissions (tonnes of CO<sub>2</sub>e) are calculated using emission factors from the GHG Protocol.

Estimates and Uncertainties

Natural gas combustion for heating Capricorn’s Edinburgh office is calculated as a proportion of the natural gas usage for the whole building. We use the most applicable emission factors available, but there will always be a small margin of error from these as they may not match fuel type exactly.

2: Scope 2 GHG Emissions from operated activity

Definition

Scope 2 emissions: electricity and district heating/cooling indirect emissions are from the generation of purchased electricity and district heating/cooling consumed by the company. Purchased electricity and district heating/cooling is defined as electricity and district heating/cooling that is purchased or otherwise brought into the organisational boundary of the company.

Our Scope 2 emissions arise from the electricity consumption in our offices in Edinburgh, London, Mexico City, Dakar and Cairo.

We report Scope 2 emissions in line with GHG Protocol Scope 2 Guidance:

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

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

- a. Supplier-specific emission factors – obtained from Capricorn’s electricity suppliers.
- b. Residual mix emission factors – obtained from the Association of Issuing Bodies (AIB) document ‘European Residual Mixes 2020’.
- c. Location-based emission factors – these are the same IEA and Defra emission factors that we use for calculating location-based emissions.

Estimates and Uncertainties

Most of our electricity consumption happens in our head office in Edinburgh (72.2% of our total electricity in 2021), followed by our London, Mexico, Dakar and Cairo offices (22.4%, 4.12%, 1.02% and 0.22% of total respectively). Electricity consumption for the Edinburgh, London, Mexico, Dakar and Cairo offices is taken from meter readings. The Cairo office opened and started functioning in October 2021 with just five employees, which accounts for its low energy consumption and percentage contribution to the total.

Supplier-specific emission factors were requested from the electricity suppliers of all Capricorn offices, however for 2021 only factors for the Edinburgh office were available. For the London office, the energy supplier provides 100% renewable electricity, but we can confirm it only with a certificate for previous periods.

3: Scope 3 GHG Emissions from operated activity

Definition

Scope 3 emissions: Scope 3 emissions are a consequence of Capricorn’s activities but occur from sources not owned or controlled by Capricorn.

Capricorn currently reports Scope 3 emissions from Category 6 business travel (well-to-tank emissions are excluded) including air and rail travel (excluding Tube) and hotel accommodation. (We do not report separately our operational and non-operational business travel.)

To calculate Scope 3 (business travel) GHG emissions, we use Defra methodology, including its recommendation to include an uplift for the influence of radiative forcing in air travel emissions. This uplift ensures that the maximum climate impact of an organisation’s travel habits is captured. In our air travel GHG emissions calculations, we use journey type (domestic, short haul, long haul and international), seat class (economy, premium economy, business, first) and distance travelled. In our rail travel GHG emissions calculations, we use rail type (national rail, international rail) and distance. Scope 3 emissions excluded from this 2021 operated emissions report are supply chain and employee commuting. We updated to the latest Defra 2021 emission factors in 2021 (see <http://www.ukconversionfactorscarbonsmart.co.uk/>).

It is Capricorn policy that all travel for Edinburgh- and London-based staff, and usually the smaller offices, is booked using its corporate travel agent Reed & Mackay, except under special circumstances. As a result, all our travel data in 2021 was obtained in reports from Reed & Mackay, and these included details on journey type, seat class and kilometres travelled, as well as emissions from hotel stay.

GHG Normalisation

To meet UK reporting requirements, GHG emissions need to be reported normalised to an appropriate performance measure representative of the business. Capricorn did not have revenue from operated production facilities in 2021, or in the previous four years, and activities were of an exploratory nature only (i.e., seismic survey and associated activities). Our GHG emissions have been normalised to total employee and contractor hours worked. They are presented as tonnes of CO<sub>2</sub>e per 1,000 hours worked. In 2021, only two operated seismic surveys in the North Sea were performed, by four vessels, for the Diadem project survey and East Orkney survey.

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

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

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

Estimates and Uncertainties

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

GHG Assurance

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

Equity Reporting

From 2021, Capricorn will report Scope 1 GHG emissions based on the equity share within both operated and non-operated projects. This data will be presented for the first time, so unfortunately it cannot be presented in comparison to previous periods.

Capricorn's equity boundaries of Scope 1 emissions will include the following activities for 2021:				
Equity Share	Project name	Location	Duration	Operating Company
Capricorn operated				
50%	Diadem Survey	UK (North Sea)	February–March 2021	Capricorn Energy PLC
50%	East Orkney Survey	UK (North Sea)	June and September 2021	Capricorn Energy PLC
Capricorn non-operated (equity on entitlement basis)				
20%	Catcher	UK (North Sea)	January–October 2021	Bumi Armada UK Ltd
29.5%	Kraken	UK (North Sea)	January–October 2021	EnQuest PLC
8.5%	AESW	Egypt (Western Desert)	October–December 2021	BAPETCO
20%	BED	Egypt (Western Desert)	October–December 2021	BAPETCO
20%	OBAIYED	Egypt (Western Desert)	October–December 2021	BAPETCO
11%	NEAG	Egypt (Western Desert)	October–December 2021	BAPETCO
50%	NUMB W1/W5	Egypt (Western Desert)	October–December 2021	Cheiron

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

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

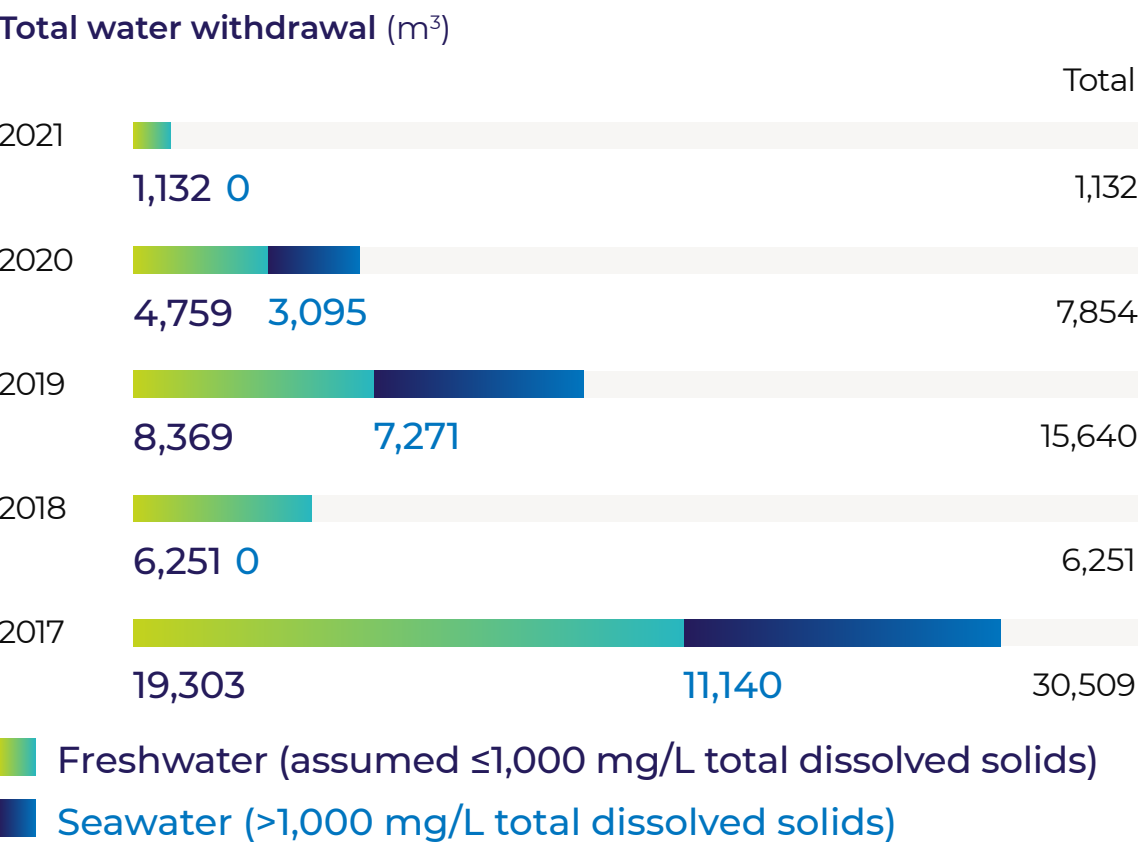
Capricorn has chosen to report these Scope 3 categories as they present significant GHG-emission contributions. However, we do not control how our product is ultimately processed into consumer products, therefore we have conservatively accounted for 100% of products being combusted within our methodology.

To anticipate future GHG-emission responsibilities, Capricorn has also calculated Scope 3 emissions from the use of sold products, transportation and distribution, and for the processing of sold products, for our 2P reserves (equity share on an entitlement basis). The methodology applied to this process aligns with the GHG Protocol for reserve calculation and uses.

To meet UK reporting requirements, GHG emissions need to be reported normalised to an appropriate performance measure representative of the business. To normalise equity emissions, Capricorn's total production share was used, thus equity emissions were normalised as CO<sub>2</sub>e per barrel of oil equivalent. This methodology applies to both our Scope 1 and our Scope 3 emissions.



Water withdrawal



**Note:** Water withdrawal data is collected under the categories of freshwater, brackish water and seawater. There has been no brackish water withdrawal since before 2011. Some freshwater used by Capricorn's activities is produced by reverse osmosis from seawater. This data is included under seawater, that being the source of the water.

**Note:** There was no seawater withdrawal in 2021.

Total water withdrawal by source (m³)					
	2017	2018	2019	2020	2021
Freshwater (assumed ≤1,000 mg/L total dissolved solids)	19,303	6,078	8,369	4,759	1,132
Municipal water supplies or other water utilities	19,272	6,078	7,073	3,933	972
Bottled water	0	0	7	0	0
Unspecified sources	31	0	1,289	826	160
Seawater (>1,000 mg/L total dissolved solids)	11,140	0	7,271	3,095	0
Surface water sources	11,140	0	5,806	509	0
Unspecified sources	0	0	1,465	2,586	0

Water management in operations					
	2017	2018	2019	2020	2021
Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used (%)	0	0	0	0	0
Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline (%)	0	0	0	0	0

**Note:** Capricorn did not have any field activity in areas of water stress in 2021.

Discharges, waste and spills

Water effluent and discharges to water

Water effluent discharged to surface (m³)					
	2017	2018	2019	2020	2021
Capricorn total	16,038	3,074	1,079	91	0
Egypt	0	0	0	0	0
Mauritania	0	0	0	0	0
Mexico	0	0	271	91	0
Senegal	16,038	0	0	0	0
Suriname	0	0	228	0	0
UK	0	3,074	580	0	0

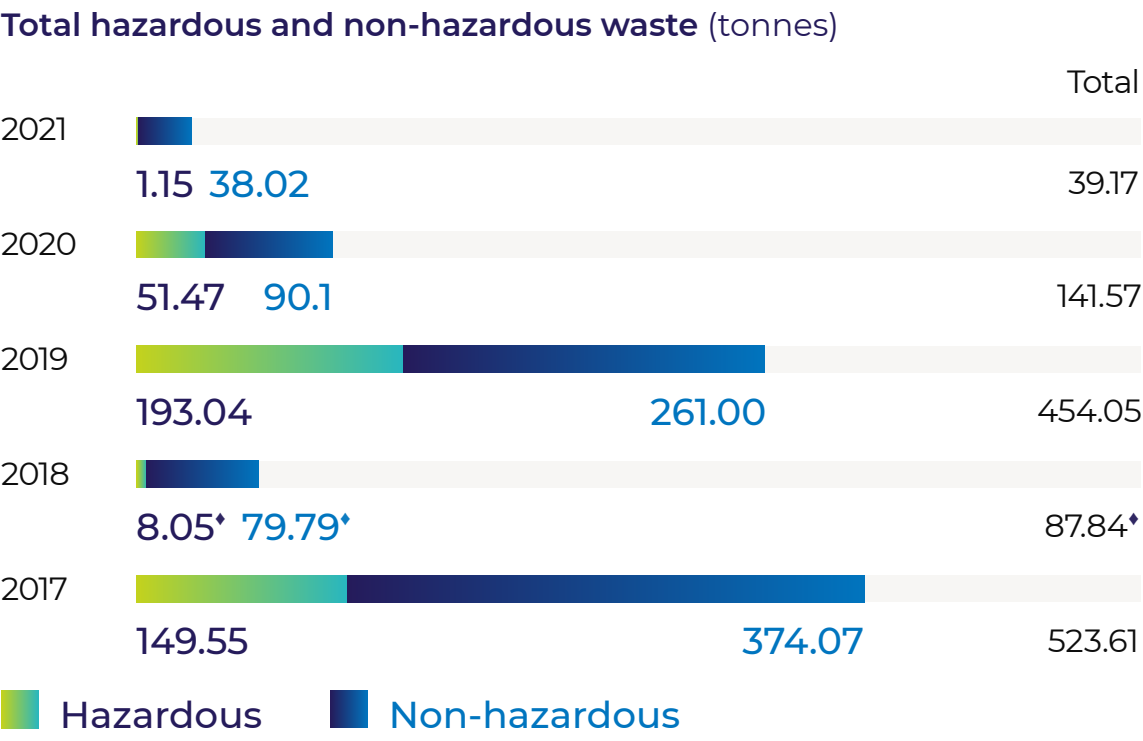
Oil discharged in water effluent to surface (tonnes/mg per litre of water discharged to surface/mg per million tonnes of hydrocarbon produced)					
	2017	2018	2019	2020	2021
Capricorn total	0/0	0/0	0/0	0/0	0/0

**Note:** There has been no hydrocarbon production since 2010.

**Note:** Water effluent data includes domestic water effluent discharged from vessels but not from taps in offices. Domestic water effluent discharge from vessels is usually based on estimation as vessels do not often have discharge meters. Most water discharge is to seawater; the rest is office water effluent through domestic sewage systems.

**Note:** Data has been provided for individual countries where there has been relevant water effluent discharge.

Waste



Please see ♦ for restatements.

Total regulated hazardous waste quantities by disposal method (tonnes)					
	2017	2018	2019	2020	2021
Incineration or use as fuel	136.33	4.68	3.13	0	0.17
Recycling	12.16	2.49*	11.34	0.01	0.44
Reuse	1.05	0.88	0.78	0	0
Landfill	0	0	0.18	0	0.34
On-site storage	0	0	0	0	0.2
Other	0	0	76.48	12.55	0
Unspecified disposal	0.08	0.00	101.13	38.91	0



Total regulated non-hazardous waste quantities by disposal method (tonnes)					
	2017	2018	2019	2020	2021
Composting	7.61	1.54*	2.52	0.36	0
Maceration and discharge	0**	0**	22.87	16	0.54
Incineration or use as fuel	37.78	11.52	10.54	7.64	0.56
Recycling	166.94	57.98*	78.48	10.31	27.6
Reuse	64.38	0	0	20	0
Landfill	85.67	2.28	18.55	3.19	0
On-site storage	0	0	1.8	15.79	9
Other	0	4.24	90.55	3.01	0
Unspecified	11.69	2.23	35.69	13.8	0.32

Total recycled and reused waste					
	2017	2018	2019	2020	2021
Total recycled (tonnes)	179	60	90	10.32	28.04
Total recycled and reused (tonnes)	245	61	91	30.32	28.04
% recycled	34	69	20	7.3	71.58
% recycled and reused	47	70	20	21	71.58

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

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

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

We generate waste during rig, marine vessel and shore base operations, as well as at our offices in the UK and other locations.

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

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

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

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

Spills

Total number of spills to the environment (number) *					
	2017	2018	2019	2020	2021
Oil	0	0	0	1	0
Fuel	0	0	0	0	0
Chemical	1	0	1	1	0
Waste	0	0	0	0	0
Other	0	0	0	0	0

Total volume spilled to the environment (barrels) *					
	2017	2018	2019	2020	2021
Oil	0	0	0	0	0
Fuel	0	0	0	0	0
Chemical	0.214	0	0.007	1.26	0
Waste	0	0	0	0	0
Other	0	0	0	0	0

**Note:** We report spills according to the categories provided by the GRI: oil, fuel, chemical, waste and other.

**Oil:** crude oil.

**Fuel:** diesel, gasoline, kerosene, heating oil, aviation fuel.

**Chemical:** any other raw material or ancillary.

**Waste:** any material (solid, liquid or gas) that is introduced into the work location as a product of the work but that fulfils no further useful purpose at that location.

**Other:** other material not included in the categories above.

If something fits into more than one category, we report against the category that provides the most information, for example chemical rather than waste when reporting waste chemicals.

**Note:** We collect figures on the number of spills in the following size categories: less than 1 barrel; between 1 and 10 barrels; between 10 and 100 barrels; and greater than 100 barrels. We also record the volume spilled; spill volume is usually based on an estimate.

**Note:** We report figures on spills to the environment, but also collect data on spills contained before reaching the environment for monitoring purposes.

**Note:** A 1.26 bbl oily water spill in 2020 was contained before reaching the environment.

Environmental compliance

Non-compliance with environmental laws and regulations (Capricorn total)					
	2017	2018	2019	2020	2021
Incidents (number)	0	0	0	0	0
Non-monetary sanctions (number)	0	0	0	0	0
Monetary value of significant fines (£'000)	0	0	0	0	0

Biodiversity

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

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

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

Definitions/Abbreviations:

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

WDPA    World Database on Protected Areas

**Note:** Capricorn Energy applies the minimum buffer distances recommended by United Nations Environment Programme's World Conservation Monitoring Centre (UNEP-WCMC)<sup>1</sup> for high-level screening of biodiversity exposure to direct impacts, namely 5 km for terrestrial locations and 20 km for marine locations, from its operations. Operational sites (for example wells, survey areas or production infrastructure) occupy a discrete footprint within larger boundaries of petroleum licence blocks. For the purposes of this report, the identification of protected areas, areas of high biodiversity value outside protected areas, in or adjacent to operational sites, and the size of operational sites have been based on the larger licence blocks.

Area of operations	Geographical location	Protected areas (distance to licence block, status) and type of operation
UK – East Orkney Basin Licence P2468	Approximately 170 km NNE of Aberdeen and 50 km E of the Orkneys.	<p>The exploration licence area covers 2,140 km².</p> <p><b>In the area:</b></p> <p>East Orkney Basin currently lies in the PSSA ‘Western European Waters’, a designated site since 2004, and includes the area surrounding the coastline of the Orkneys and Shetlands, which has been deemed environmentally significant. PSSAs are designated for special protection through action by the International Maritime Organization (IMO) because of their significance for recognized ecological, socio-economic or, scientific reasons and possible vulnerability to damage by international maritime activities. The total area of the Western European Waters is over 1.7 million km² and covers large parts of the seas around Western Europe.</p> <p>Within the licence area, characteristics likely to produce EU Habitats Directive Annex I ‘Submarine structures made by leaking gases’ were identified from desktop information; these features were not encountered during the 2021 survey of the AoI for exploration.</p> <p><b>Adjacent Further Afield:</b></p> <p>The Central Fladen Marine Protected Area (OSPAR) and Nature Conservation Marine Protected Area lies 18 km E of the licence. Central Fladen is characterised by a particular type of mud with soft coral sea pens and burrows made by crustaceans, for example Norway lobster. The site is approximately 925 km².</p> <p>The East Sanday Coast is a Special Protection Area (Birds Directive), a Ramsar site, Wetland of International Importance, a Marine Protected Area (OSPAR), a Site of Special Scientific Interest (IUCN IV) and an IBA due to breeding Arctic tern (<i>Sterna paradisaea</i>) and wintering Snow bunting (<i>Plectrophenax nivalis</i>). The site is approximately 16 km² and lies 45 km NW of the licence.</p> <p>The Fair Isle Marine Protected Area (OSPAR), Demonstration and Research Marine Protected Area, Site of Community Importance (Habitats Directive), Site of Special Scientific Interest, Special Protection Area (Birds Directive) and IBA lies approximately 35 km N of the licence. Fair Isle supports large colonies of breeding seabirds/waterbirds as well as being important in the migration of other birds. The site is 157 km².</p> <p>Northwall is a designated Site of Special Scientific Interest (IUCN IV) due to a large area of machair. Part of the site overlaps a section of the East Sanday Coast SPA. The site lies 50 km NW of the licence and has an area of 2.4 km².</p> <p>Sanday is designated as a Site of Community Importance (Habitats Directive) and a Marine Protected Area (OSPAR). Sanday is 110 km² in area and lies 45 km NW of the licence.</p> <p>The Shetland National Scenic Area is a group of 7 areas of the Shetland Islands, totalling 418 km². The nearest point of the Shetland designated zone to the licence is located on Fair Isle and is therefore 35km N of the licence.</p> <p>South-Eastern Stronsay and the Rothiesholm Peninsula, Stronsay are IBAs due to the presence of breeding seabirds as well as seabird colonies. The IBAs are 1km² and 3 km² in size respectively. The sites lie 55 km W of the licence.</p> <p>Auskerry is a Site of Special Scientific Interest (IUCN IV) that lies 55 km W of the licence. The Isle of Auskerry is an important breeding ground for Storm petrel (<i>Hydrobates pelagicus</i>) and Arctic tern (<i>Sterna paradisaea</i>). The site is 1 km² in size.</p>
UK – Central North Sea Mane Licence P2466	Approximately 400 km NE of Aberdeen and less than 50 km from the UK–Norway median.	<p>The exploration licence area covers 137 km².</p> <p><b>In the area:</b></p> <p>None identified.</p> <p><b>Adjacent/Further Afield:</b></p> <p>Mane lies approximately 58 km E of the PSSA ‘Western European Waters’.</p> <p>The Central Fladen Marine Protected Area (OSPAR) and Nature Conservation Marine Protected Area lies 135 km SW of the licence. The site is approximately 925 km².</p> <p>The Pobie Bank Reef is a designated Marine Protected Area (OSPAR) and a Site of Community Importance (Habitats Directive). The protected reef is classified as an EU Habitats Directive Annex I habitat and is composed of stony bedrock reef with a central section of very large rugged outcrops. The reef is a habitat for sponges and bryozoans. The site is 966 km² and lies 65 km NW of the licence.</p>



Area of operations	Geographical location	Protected areas (distance to licence block, status) and type of operation
UK – Central North Sea Woodstock Licence P2379	Approximately 200 km E of Aberdeen and less than 50 km from the UK–Norway median.	<p>The exploration licence area covers 305 km².</p> <p><b>In the area:</b></p> <p>The Woodstock Licence area lies in the Central North Sea (CNS) approximately 174 km from the Scottish shoreline. An Environmental Baseline Survey and Critical Habitat Assessment conducted in the area identified the most abundant and dominant taxa across the survey area as the urchin <i>Echinocyamus pusillus</i> and the polychaete <i>Paramphinode jeffreysii</i>. Both of these species are widespread across the CNS.</p> <p>Sparse sea pens were identified across the survey area; however, as no megafauna burrows were evident no further assessment was required, as they did not qualify for the OSPAR protected ‘sea pens and burrowing megafauna communities’ habitat. Shells of the ocean quahog (<i>Arctica islandica</i>) were also observed in the photographic data, however no siphons or other evidence of live specimens were identified. However, in the macrofaunal analysis juvenile ocean quahog (<i>Arctica islandica</i>) were found.</p> <p>All species of cetacean recorded within the proposed operations area (Atlantic white-sided dolphin (<i>Lagenorhynchus acutus</i>), bottlenose dolphin (<i>Tursiops</i>), harbour porpoise (<i>Phocoena phocoena</i>), killer whale (<i>Orcinus orca</i>), minke whale (<i>Balaenoptera acutorostrata</i>), white-beaked dolphin (<i>Lagenorhynchus albirostris</i>) and Risso’s dolphin (<i>Grampus griseus</i>)) are listed as European Protected Species (EPS) and are also Priority Marine Features (PMFs). These species are listed in Annex IV of the EU Habitats Directive, and bottlenose dolphin (<i>Tursiops</i>) and harbour porpoise (<i>Phocoena phocoena</i>) are also Annex II species.</p> <p><b>Adjacent/Further Afield:</b></p> <p>The East of Gannet and Montrose Fields Nature Conservation Marine Protected Area and Marine Protected Area (OSPAR) lies immediately to the south of the block. The protected features of the site include ocean quahog (<i>Arctica islandica</i>) aggregations, including their supporting habitat, sands and gravels. The southern part of the site features one of the few examples of deep sea mud on the continental shelf of the North Sea².</p> <p>The Norwegian Boundary Sediment Plain Nature Conservation Marine Protected Area and Marine Protected Area (OSPAR) lies over 50 km NNE; its protected feature is ocean quahog (<i>Arctica islandica</i>) aggregations³.</p> <p>The Scanner Pockmark complex is a Marine Protected Area (OSPAR) located approximately 70 km N. The Scanner Pockmark is a large depression containing large blocks of the EU Habitats Directive Annex I habitat ‘Submarine structures made by leaking gases’. At the base of the pockmarks, blocks of methane-derived authigenic carbonates (MDAC) have previously been recorded. This type of habitat supports fauna typically associated with rocky reef ⁴. Turbot Bank, designated as a Marine Protected Area (OSPAR) and Nature Conservation Marine Protected Area, is located approximately 100 km W. Protected features include sandeels⁵.</p> <p>Fulmar is a Marine Protected Area (OSPAR) and a Marine Conservation Zone located 100 km SE of the licence. The site ranges from 50 to 100 m deep and consists of mud and subtidal sands that provide a habitat for burrowing anemone (<i>Ceriantheopsis austroafricanus</i>) and brittle stars (<i>Ophiuroidea</i>) as well as slender sea pen (<i>Virgularia mirabilis</i>). Ocean quahog (<i>Arctica islandica</i>) is also present. The site is approximately 2,439 km². Woodstock is approximately 100 km SE of the PSSA ‘Western European Waters’.</p>
UK – Central North Sea Manhattan Licence P2381	Approximately 225 km E of Aberdeen, adjacent to Woodstock.	<p>The exploration licence area covers 119 km².</p> <p>The Manhattan Licence Block lies adjacent to (W of) the Woodstock Licence Block. The biodiversity features of interest relevant to the block are described above in the Woodstock Licence entry.</p> <p>Of note, an area in the SW of the Manhattan Block, approximately 20 km², overlaps the East of Gannet and Montrose Fields Nature Conservation Marine Protected Area. The MPA is 1,840 km² in area.</p>

Area of operations	Geographical location	Protected areas (distance to licence block, status) and type of operation
UK – Mid North Sea High Licences; P2428, P2567, P2561, P2562, P2560	Approximately 20 km E of UK coastline at nearest point and approximately 80 km SE of Middlesbrough.	<p>All the licences lie adjacent to each other, and therefore protected areas are measured from the nearest point of the group of licences.</p> <p><b>In the area:</b></p> <p>The Southern North Sea MPA (OSPAR), a Special Area of Conservation (SAC) identified as an area of importance for harbour porpoise (<i>Phocoena phocoena</i>), a species with IUCN Least Concern (LC) status and an EU Habitats Directive Annex II species. The MPA covers a total area of 36,982 km². Licences P2428, P2567 and P2561 are fully within the area, while 170 km² of P2560 and 140km² of P2562 lie within the MPA. The area supports an estimated 17.5% of the UK North Sea Management Unit (MU) population of harbour porpoise (<i>Phocoena phocoena</i>). Approximately two thirds of the SCA, the northern part, is recognised as important for porpoises during the summer season, while the southern part supports persistently higher densities during the winter. The SAC ranges in depth from mean low water down to 75 m, with the majority of the site shallower than 40 m, and is characterised by its sandy, coarse sediments which cover much of the site. These physical characteristics are thought to be preferred by the harbour porpoise (<i>Phocoena phocoena</i>), likely due to availability of prey (JNCC, 2019)<sup>6</sup>.</p> <p>Dogger Bank MPA (OSPAR) is an SAC designated for EU Habitats Directive Annex I ‘Sandbanks which are slightly covered by sea water all the time’. Licence P2428 and approximately 240 km² of P2567 lie within the area. A large part of the southern area of the bank is covered by water seldom deeper than 20 m below chart datum. The bank is non-vegetated and comprises moderately mobile, clean sandy sediments. It is likely that the fauna of the bank has been impacted by bottom-trawling, which may have reduced the number of long-lived or fragile organisms and resulted in a community dominated by robust, short-lived invertebrates including polychaetes such as white catworm (<i>Nephtys cirrosa</i>). However, the gross physical structure of the bank is intact, and the biology is likely to be representative of the habitat. The sandbanks characteristics of this site are always at least slightly covered by seawater and support soft corals dead man's fingers (<i>Alcyonium digitatum</i>), bryozoans (<i>Phylum Ectoprocta</i>), sea chervil (<i>Alcyonidium diaphanum</i>) and serpulid worms (<i>Serpula vermicularis</i>). Long thin silver sandeels can be found on the sides of the sandbank and are food for many seabirds, whales, dolphins and fish such as cod (JNCC, 2018)<sup>7</sup>.</p> <p>Holderness Offshore is a Marine Conservation Zone covering 1,176 km² and is 20 km S of P2562. The area also holds subtidal sands and therefore provides a habitat for a diverse range of animals such as starfish (<i>Asteroidea</i>) as well as a breeding ground for fish such as lemon sole (<i>Microstomus kitt</i>). The ocean quahog (<i>Arctica islandica</i>), which is a threatened species of mollusc, has also been found at the site.</p> <p><b>Adjacent/Further Afield:</b></p> <p>Greater Wash is an OSPAR MPA that lies 25 km SW of P2562 with an area of 3,535 km². The area is home to several species of bird such as the common scoter (<i>Melanitta nigra</i>), little gull (<i>Larus minutus</i>) and the little tern (<i>Sternula albifrons</i>).</p> <p>Holderness Inshore is an MCZ with an area of 308 km². The area is 30 km SW of P2562. Like Holderness Offshore, it contains several different types of subtidal sands and sediments with the diverse types of habitat allowing many species to inhabit the area, such as red algae (<i>Rhodophyta</i>) and other encrusting fauna.</p> <p>Flamborough Head is an OSPAR MPA as well as a National Protected Area (Heritage Coast). It is located approximately 15 km W of the P2562 licence and is 67 km² in area. There are coastal semi-submerged caves as well as limestone communities and features like intertidal biogenic reefs.</p> <p>Spurn is a National Protected Area (Heritage Coast) and lies approximately 60 km S of P2562 with an area of 47 km². Spurn is a long sand peninsula that is home to various protected bird and other animal species.</p> <p>The Humber Estuary is a Ramsar site, an SSSI, an OSPAR MPA and an IBA. It is around 370 km² and lies around 60 km S of P2562. The area is made up of sand dunes and extensive intertidal habitats, for example mudflats, therefore is important for raptors and waders as well as winter-breeding wildfowl.</p> <p>Lincolnshire Wolds is an onshore protected area, designated as an Area of Outstanding Natural Beauty. It is 559 km² in size and is 80 km SW of P2562.</p> <p>P2428 is 484 km², P2567 is 360 km², P2561 is 433 km², P2562 is 484 km² and P2560 is 530 km².</p>

Area of operations	Geographical location	Protected areas (distance to licence block, status) and type of operation
Côte d'Ivoire – CI-301	CI-301 lies in onshore Côte d'Ivoire. The southern boundary of the licence lies on the south coast.	<p>The licence is 1,495 km².</p> <p><b>In the area:</b></p> <p>The Azagny National Park (IUCN II) is a Ramsar site, Wetland of National Importance and an IBA due to the presence of wetland birds such as cattle egret (<i>Bubulcus</i>), grey heron (<i>Ardea cinerea</i>) and the peregrine falcon (<i>Falco peregrinus</i>). The site is 194 km² in size and is located to the W of the licence. The licence block overlaps approximately 80 km² of the eastern side of the national park.</p> <p>The following Classified Forests are designated National Protected Areas:</p> <ul style="list-style-type: none"><li>• Kokoh is located adjacent to the licence to the E and is 18 km² in size. Approximately 11 km² overlaps the SE part of the licence.</li><li>• Irobo is located to the N of the licence and is 245 km². Approximately 100 km² overlaps with the licence.</li></ul> <p><b>Adjacent/Further Afield:</b></p> <p>The Mopri Forest is a National Protected Area and an IBA and covers 330 km². The site is a habitat for a large range of species, with over 180 different types, with some such as African piculet (<i>Sasia africana</i>), blue-shouldered robin-chat (<i>Cossypha cyanocampter</i>) and black-and-white shrike-flycatcher (<i>Bias musicus</i>) considered nationally rare. The site lies 30 km N of the licence.</p> <p>Banco National Park (IUCN II) is also classified as a high-risk AZE site. The site is 34 km² and conserves both flora and fauna with over 800 species of plants and 88 rare or endangered plant species. Chimpanzees (<i>Pan troglodytes</i>) and giant catfish (<i>Netuma thalassina</i>) are synonymous with the park, which also has a great recreational value to the residents of Abidjan, which surrounds the park. The park lies 35 km E of the licence.</p> <p>The Yapo and Mambo botanical reserve and IBA area is located 35 km NE of the licence and is 308 km². The area is characterised by a few swampy areas and mainly evergreen forest along with species including persimmons (<i>Diospyros spp.</i>), monkey plum (<i>Dacryodes klaineana</i>), African greenheart (<i>Piptadeniastrum africanum</i>), sprague (<i>Heritiera utilis</i>), bodioa (<i>Anopyxis klaineana</i>) and séké (<i>Scottellia chevalieri</i>).</p> <p>Adiopodoume is a high-risk AZE site located 25 km E of the licence with an area of 19.5 km². The site is the home of Wimmer's shrew, which is critically endangered, triggering the AZE classification.</p> <p>Classified Forests designated National Protected Areas within a 50 km radius include:</p> <ul style="list-style-type: none"><li>• Go Bodienou, located 3 km to the W of the licence, is 600 km² in size.</li><li>• Nzida, located 10 km to the W of the licence, is 47 km² in size.</li><li>• Anguededou, located 23 km E of the licence, is 26 km² in size.</li><li>• Audoin, located 17.5 km E of the licence, is 39 km² in size.</li><li>• Dogodou, located 40 km W of the licence, is 224 km² in size.</li><li>• Kavi, located 37 km N of the licence, is 155 km² in size.</li><li>• Mafa, located 20 km NE of the licence and is 188 km² in size.</li></ul> <p>There are also several unnamed Classified Forest Areas located within the 50km radius:</p> <ul style="list-style-type: none"><li>• No74 is located 7 km E of the licence and is 97 km².</li><li>• No63 is located 37.5 km NE of the licence and is 86 km².</li><li>• No64 is located 38 km N of the licence and is approximately 64 km².</li><li>• No67 is located 36 km NE of the licence and is 25 km².</li><li>• No68 is located 25 km N of the licence and is approximately 105 km².</li><li>• No69 is located 20 km NE of the licence and is 42 km².</li><li>• No70 is located 19 km N of the licence and is 34 km².</li><li>• No71 is located 41.5 km NE of the licence and is 56 km².</li></ul>



Area of operations	Geographical location	Protected areas (distance to licence block, status) and type of operation
Côte d'Ivoire – CI-302	CI-302 lies in onshore Côte d'Ivoire. The southern boundary of the licence lies on the south coast.	<p>The licence is 1,412 km². Licence CI-302 lies adjacent to licence CI-301 and so all relevant protected areas are described in the entry above.</p> <p><b>In the area:</b></p> <p>The Adiopodoume, a high-risk AZE site, is fully located in the licence area.</p> <p>Banco National Park is almost fully located within the licence, with 32 km² overlapping the licence.</p> <p>Dahliafleur Natural Reserve is fully located in the E of the licence and is 1.5 km² in size. This site was originally a flower plantation and has a similar ecosystem to the Banco reserve.</p> <p>It is worth noting none of the above sites lie within the exploration Aol.</p> <p>Classified Forests, designated National Protected Areas, including Anguededou and Audoin, are wholly located within the licence, and Kokoh overlaps the licence by 7 km² to its SW corner. Classified Forest No74 overlaps the NW area of the licence by 76 km², and Nguechié Forest Reserve is located in the NE of the licence, with a total area of 28 km², overlapping by approximately 12 km².</p> <p><b>Adjacent/Further Afield:</b></p> <p>Mabi-Yaya Forest is also classified as an IBA and is located 24 km NE of the licence. The total area of the forest is 294 km². The site protects the forest from poaching and deforestation activities as well as safeguarding several critical species such as the West African chimpanzee (<i>Pan troglodytes verus</i>).</p>
Suriname – Block 61	Block 61 lies in offshore Suriname. The distances from the shoreline to the closest and furthest survey points are approximately 115 km and 250 km, respectively.	<p>The exploration licence area covers approximately 13,075 km². There were no activities in 2020.</p> <p><b>In the area:</b></p> <p>Discrete areas within the block have also been identified as potential critical habitats due to the presence of soft cold water corals (octocorals (<i>Octocorallia</i>))<sup>8</sup>.</p> <p><b>Adjacent/Further Afield:</b></p> <p>The coastline of Suriname is characterised by wetland areas of high biodiversity value. The closest protected area to Block 61 is the North Commewijne-Marowijne Multiple-use Management Area (MUMA), located approximately 90 km S of the block.</p> <p>Four large IBAs – Bigi Pan, Northern Coronie (IUCN VI), North Commewijne-Marowijne (IUCN VI) and North Saramacca (IUCN VI) – are located on the coastal fringe of Suriname, spanning almost the entire coastline of the country. These sites are all MUMAs managed by the Surinamese Government.</p> <p>The Coppename Monding Nature Reserve (IUCN IV) and Ramsar site are located within the boundary of the North Saramaaca MUMA.</p> <p>The Wia-Wia Nature Reserve (IUCN IV) is located to the South of the North Commewijne-Marowijne MUMA, approximately 115 km S of the block. The area is reported to be the last refuge in Suriname for the Muscovy duck (<i>Cairina moschata</i>).</p> <p>All four IBAs have a common occurrence of three range-restricted species, the Guianan piculet (<i>Picumnus minutissimus</i>), blood-coloured woodpecker (<i>Veniliornis sanguineus</i>) and rufous crab hawk (<i>Buteogallus aequinoctialis</i>). The mudflats and the swamps are important for the numerous North American shorebirds including the American woodstork (<i>Mycteria americana</i>), semipalmated sandpiper (<i>Calidris pusilla</i>), semipalmated plover (<i>Charadrius semipalmatus</i>), short-billed dowitcher (<i>Limnodromus griseus</i>) and scarlet ibis (<i>Eudocimus ruber</i>). Outside of bird species the IBAs are rich in fish species.</p> <p>Directly beneath the area of IBAs lie two nature reserves named Wane Kreek and Peruvia, with areas of 454 km² and 310 km² respectively. Wane Kreek lies 154 km S of the block, while Peruvia lies 165 km SW.</p> <p>The Galibi Nature Reserve (IUCN IV), on the estuary of the Maroni River, is located approximately 130 km S of Block 61.</p> <p>The Amana marine IBA is located approximately 130 km S of the block. The IBA, located in French Guiana, is identified using seaward extensions around breeding colonies. Two species trigger IBA criteria: key near-colony areas for breeding populations of least tern (<i>Sternula antillarum</i>) (LC) (5,000–9,500 individuals) and Sandwich tern (<i>Thalasseus sandvicensis</i>) (LC) (6,500–23,750 individuals).</p> <p>The Amana National Nature Reserve (IUCN IV) lies within the boundary of the Basse-Mana Ramsar site, a plain of sandy barrier beaches, freshwater and brackish swamps, marine clays, mudflats, unexploited mangrove forests, swampland forests and pinot palm. The site provides important habitat for nesting turtles, wintering grounds for numerous species of waders and feeding, staging, nesting and breeding areas for waterbirds. Among the key biodiversity listed for this site are 319 bird species, with the area being particularly important for Ardeidae (herons, egrets and bitterns), small and large shorebirds, and Anatidae (ducks, geese and swans). Three species of sea turtles are observed regularly: leatherback sea turtle (<i>Dermochelys coriacea</i>), green sea turtle (<i>Chelonia mydas</i>) and olive ridley sea turtle (<i>Lepidochelys olivacea</i>). Occurrences of hawksbill (<i>Eretmochelys imbricata</i>) and loggerhead (<i>Caretta caretta</i>) turtles are more irregular. The site is reported to support 49 species of mammals, including 10 species of bats. Jaguar (<i>Panthera onca</i>) frequent the beaches, predating on sea turtles (<i>Chelonioidea</i>).</p>

Area of operations	Geographical location	Protected areas (distance to licence block, status) and type of operation
Mexico – Block 15	Block 15 is located approximately 12 km offshore of the state of Veracruz in the southwest Gulf of Mexico.	<p>The exploration licence area covers approximately 495 km².</p> <p><b>In the area:</b></p> <p>Coral reefs are identified as significant biodiversity feature in the area. Within Block 15 there is an artificial reef platform (Tiburón-1) which is a formerly operative oil-production platform.</p> <p><b>Adjacent/Further Afield:</b></p> <p>Sistema Arrecifal Lobos-Tuxpan Flora and Fauna Protection Area (IUCN VI) has two separately listed areas; one is located immediately to the NW of Block 15, the second is located approximately 11 km SW.</p> <p>The Laguna de Tamiahua IBA, KBA and Ramsar site, located 20 km NW, is the third largest coastal lagoon in Mexico, with the region's largest well-structured mangrove forest to the north of the Papaloapan river. The site is of importance for marine turtles and fish (around 120 registered species). Among the species under protection are the green sea turtle (<i>Chelonia mydas</i>) (endangered), the fish broadspotted molly (<i>Poecilia latipunctata</i>)(critically endangered) and the sea horse (<i>Hippocampus erectus</i>) (vulnerable), as well as several waterbird species.</p> <p>Sea turtle and three species of dolphin (panropical spotted dolphin (<i>Stenella attenuata</i>), rough-toothed dolphin (<i>Steno bredanensis</i>) and common bottlenose dolphin (<i>Tursiops truncatus</i>)) were observed in the EBS conducted in 2018.</p>
Mexico – Block 9	Block 9 lies offshore within the Sureste Basin, which is part of the larger Southern Gulf of Mexico geologic province, approximately 100 km NE of Dos Bocas.	<p>The exploration licence area covers approximately 562 km².</p> <p><b>In the area:</b></p> <p>None identified.</p> <p><b>Adjacent/Further Afield:</b></p> <p>Los Tuxtlas Biosphere Reserve, IUCN Category VI, IBA and AZE, 85 km SW, is a highly complex natural ecosystem with a mixture of mountain vegetation and marine coastal areas. 564 bird species have been reported, of which 30 are considered endangered locally and 55 threatened. Endemic species to the Tuxtlas region including the long-tailed sabrewing (<i>Campylopterus excellens</i>) and Tuxtla quail-dove (<i>Zentrygon carrikeri</i>), in addition to five endemic subspecies.</p> <p>The Los Tuxtlas coral reef system, 87 km WSW, is the nearest reef reported to the licence block, consisting of a set of 32 small coral formations. There is a fringing reef, which reaches 13 km long and 0.5 km wide, and has coral cover close to 15%, dominated by knobby brain coral (<i>Diploria clivosa</i>). There are up to 20 different scleractinian coral species recorded in this reef system, including IUCN Critically Endangered (CR) elkhorn coral (<i>Acropora palmata</i>) and staghorn coral (<i>Acropora cervicornis</i>).</p> <p>The Laguna de Sontecomapan Ramsar site (109 km SW), within the boundary of the Los Tuxtlas Biosphere Reserve.</p> <p>The Sistema Lagunar Alvarado Ramsar site (165 km W).</p> <p>The Sistema Arrecifal Veracruzano National Park (IUCN II) biosphere reserve and Ramsar site (185 km W) comprises 23 coral reefs in two distinct areas, rising from depths of around 40 m. The site is also listed as an AZE site based upon the presence of one remaining population of at least one species on the IUCN Red List of Threatened Species assessed as either Critically Endangered or Endangered.</p> <p>The Pantanos de Centla Biosphere Reserve, IUCN Ia and IBA, 105 km SE, is an area where important numbers of migratory species arrive (66), among which are wood stork (<i>Mycteria americana</i>) and species from the Anatidae family. There are important colonies of herons. In addition, the jabiru (<i>Jabiru mycteria</i>) (a large stork) has its northern distribution limit in this region. A total of 230 bird species have been registered in this IBA.</p> <p>One deep-sea coral reef is located approximately 9 km NW of the licence block.</p> <p>Block 9 lies within the Pantanos de Centla-Laguna de Términos Marine Priority Area (MPR No.53), as identified by CONABIO (Comisión Nacional para el Conocimiento y Uso de la Biodiversidad – National Commission for Biodiversity Use and Knowledge). Marine biota indicator species for MPR No.53 are reported to be red, black and white mangrove, shrimp, sea bass, manatee, crocodiles, alligators and the red algae <i>Gracillaria spp.</i> and <i>Bangia spp.</i> The MPR supports foraging and reproduction areas for marine turtles, birds, fish, crustaceans, manatee, mammals and invertebrates.</p>

Area of operations	Geographical location	Protected areas (distance to licence block, status) and type of operation
Israel – Blocks 39, 40, 45, 46, 47, 48, 52 and 53	The offshore blocks are located in the eastern Mediterranean Sea in water depths ranging from 1,100 m to 1,600 m. The blocks are located approximately 65 to 135 km northwest of Tel Aviv.	<p>Blocks 39, 40, 46, 47 and 48 are each 400 km² in area, Block 45 is 211 km², Block 52 is 131 km² and Block 53 is 356 km². The total licenced area covers approximately 2,698 km².</p> <p><b>In the area:</b></p> <p>The blocks are located within the Israel Shark Sanctuary, within which all types of shark fishing are banned. The blocks also lie within the Mediterranean high seas bottom trawl closure area.</p> <p><b>Adjacent/Further Afield:</b></p> <p>Protected areas further afield include the following (note: the majority of these sites, with the exception of the Yam Dor Ha-Bonim MNR and Skihmona, are of a small size (5 km²) and are mainly coastal in nature):</p> <ul style="list-style-type: none"><li>• Yam Dor Ha-Bonim Marine Nature Reserve (IUCN Category IV), located adjacent to the coast approximately 70 km E of Block 40.</li><li>• Shikmona Nature Reserve (National Park) is located 75 km E of Block 40.</li><li>• Nahal Alexander National Park is located 65 km to the E of Block 48.</li><li>• Hof Palmahim National Park is located 70 km SE of Block 48.</li><li>• Yamit Evtah Darom Nature Reserve is located 90 km SE of Block 53.</li><li>• Yam Shiqma Nature Reserve is located approximately 94 km SE of Block 53.</li><li>• Qesarya National Park is located 67 km E of Block 48.</li></ul> <p>Lake Bardawil and Zaranik KBA is located on the Egyptian coast, approximately 110 km SSW of Block 53. The site has been identified as a KBA based on the presence of significant populations of globally threatened species, namely sperm whales (<i>Physeter macrophalus</i>) (VU), loggerhead sea turtles (<i>Caretta caretta</i>) (VU), and green sea turtles (<i>Chelonia mydas</i>) (EN). Lake Bardawil is also an IBA. The Zaranik Nature Conservation Reserve is IUCN Management Category IV.</p>

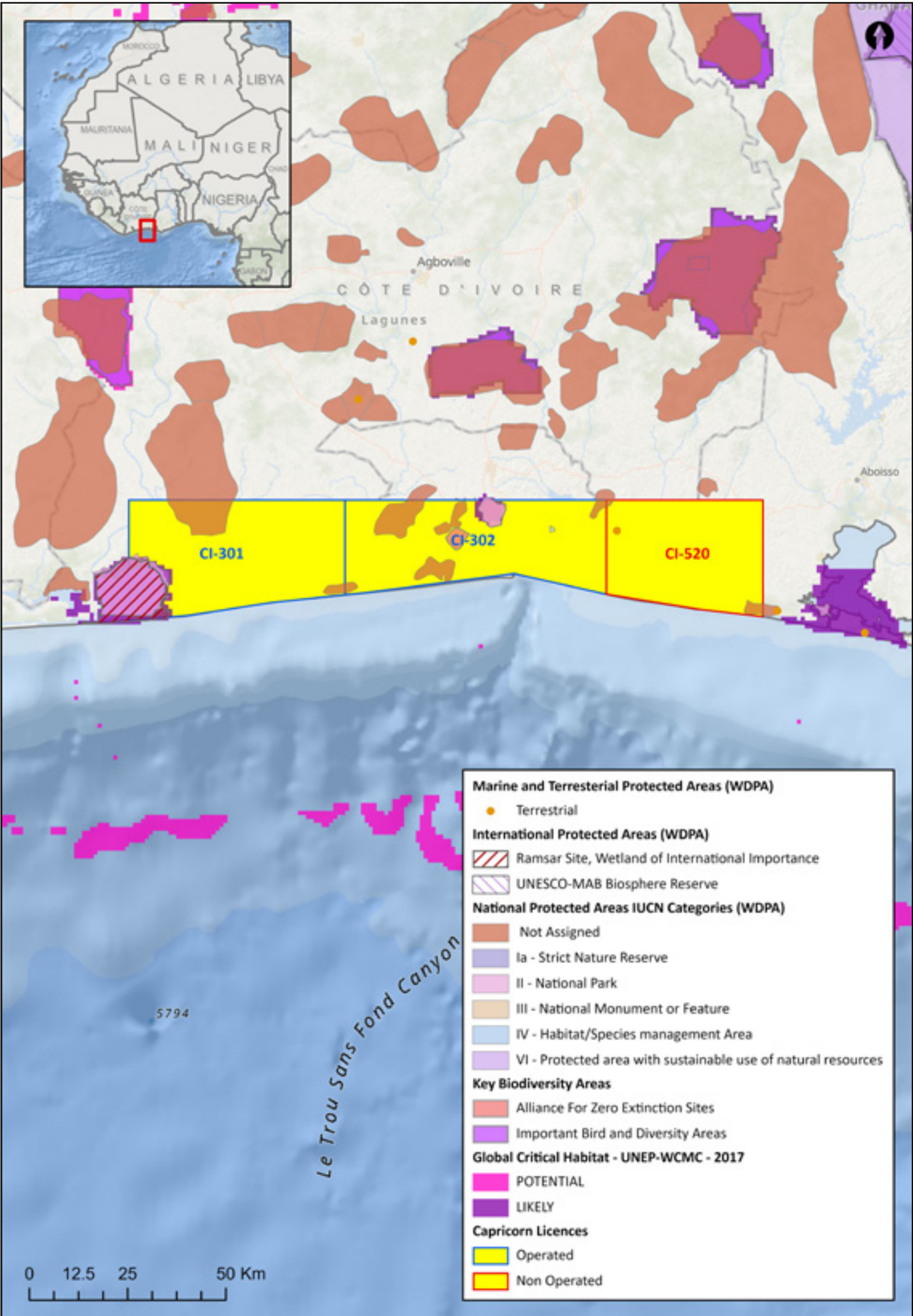


Area of operations	Geographical location	Protected areas (distance to licence block, status) and type of operation
Mauritania – Block C7	Block C7 is located offshore of Mauritania, approximately 125km NW of the capital Nouakchott.	<p>Block C7 is 7,300 km² in area.</p> <p><b>In the area:</b></p> <p>The eastern section of the block intersects with a marine IBA named ‘Canary current shelf-break South’ (around 2,200 km² of the block). The IBA is on the priority list for re-assessment as a KBA (currently data indicates it does not meet the KBA Global Standard). The site is known or thought to hold congregations of ≥1% of the global population of one or more species on a regular or predictable basis (all IUCN Least Concern). It is intensively used for foraging by several species, including local breeders (e.g. Cory’s shearwater (<i>Calonectris borealis</i>)) and several migrants from the northern and southern hemispheres (e.g. northern gannets (<i>Morus bassanus</i>), pomarine jaegers (<i>Stercorarius pomarinus</i>), European storm petrels (<i>Hydrobates pelagicus</i>), terns (<i>Sternidae</i>) and red phalaropes (<i>Phalaropus fulicarius</i>)).</p> <p>Of note for benthic and marine biodiversity, a number of subsea canyon systems are located within C7, and include habitat for species such as cold water corals and sponge assemblages. Areas within the block are classified as a potential global critical habitat due to the presence of soft cold water corals (octocorals (<i>Octocorallia</i>))<sup>9</sup>.</p> <p>Marine fauna in the area includes sharks, dolphins and whales. The steep seabed topography created by canyons running off the shelf edge, together with the strong upwelling system, has been identified as a habitat for the krill prey of sei and blue whales (<i>Balaenoptera borealis</i> and <i>Balaenoptera musculus</i>).</p> <p>The area is part of the Canary Current Large Marine Ecosystem (CCLME) and, while this does not carry protected status as such, is important for marine biodiversity and supporting ecosystem services. The CCLME extends from the Strait of Gibraltar (around 36°N 5°W) to Bissagos Islands in the South of Guinea-Bissau (around 11°N 16°W), embracing the coasts and exclusive economic zones (EEZ) of Morocco, Western Sahara, Mauritania, Senegal, Gambia, Guinea-Bissau and Spain (Canary Islands)<sup>10</sup>. At the Mauritanian coast, upwelling occurs during the winter months, as a result of strong northeast trade winds, and fades during the summer months, related to the weakening of the trade winds. The upwellings of cold, nutrient-rich ocean water drive high levels of primary productivity, in which zones of high zooplankton density form and provide rich feeding habitats for fish, seabirds and cetaceans.</p> <p><b>Adjacent/Further Afield:</b></p> <p>The southwestern marine boundary of the Banc d’Arguin National Park (BANP) lies approximately 1 km E of C7 at its closest point; the BANP covers 12,000 km². The site is classified as a World Heritage Site, a Ramsar site, a National Park and an IBA, and is an important site for migratory birds due to its sandbanks and mudflats. It hosts the largest number of wintering shorebirds on the East Atlantic Flyway and largest breeding colonies of seabirds in West Africa. Within the BANP shorebirds use intertidal feeding habitats adjacent to islands for roosting, and seabirds use the islands for breeding and feed in the subtidal and offshore areas. The large intertidal mudflats include extensive areas of seagrasses and sponges, red algae, bivalves and a small area of mangroves (Cap Timris). The BANP is an important fish nursery for the Mauritanian EEZ and artisanal fishing within the BANP generates €1 million per annum, with fishing grounds close to shore and seagrass beds.</p> <p>Approximately 100 km NNE of C7 lies the Cap Blanc IBA, which is around 3,100 km². The site lies adjacent to both the Banc d’Arguin protected area and the Dakhla National Park in Morocco. There are several species present at the site that have led to its IBA classification, including the ruddy turnstone (<i>Arenaria interpres</i>) and the slender billed gull (<i>Larus genei</i>). Other animals such as four different species of marine turtle (all of which are globally threatened) as well as the world’s second largest sub-population of Mediterranean monk seal (<i>Monachus monchus</i>) (IUCN EN) are also present.</p> <p>Dakhla National Park sits 125 km N of C7 and is approximately 19,969 km². The site is both a National Park with IUCN Management Category II and an IBA. The lagoon that makes up a large section of the national park attracts wading birds who use it as wintering grounds, with over 176 different species of bird being recorded across the two sections of the park. There are a further 15 species of marine mammal including whales and dolphins, all of which are globally threatened, that have been recorded in the park.</p> <p>125 km SE of the block lies Aftout es Sâheli, an IBA that measures 84 km². The site is made up of a long clay depression and lagoon along the coastline and is the home of several bird species including the northern shoveler (<i>Spatula clypeata</i>) and the Sudan golden sparrow (<i>Passer luteus</i>).</p>

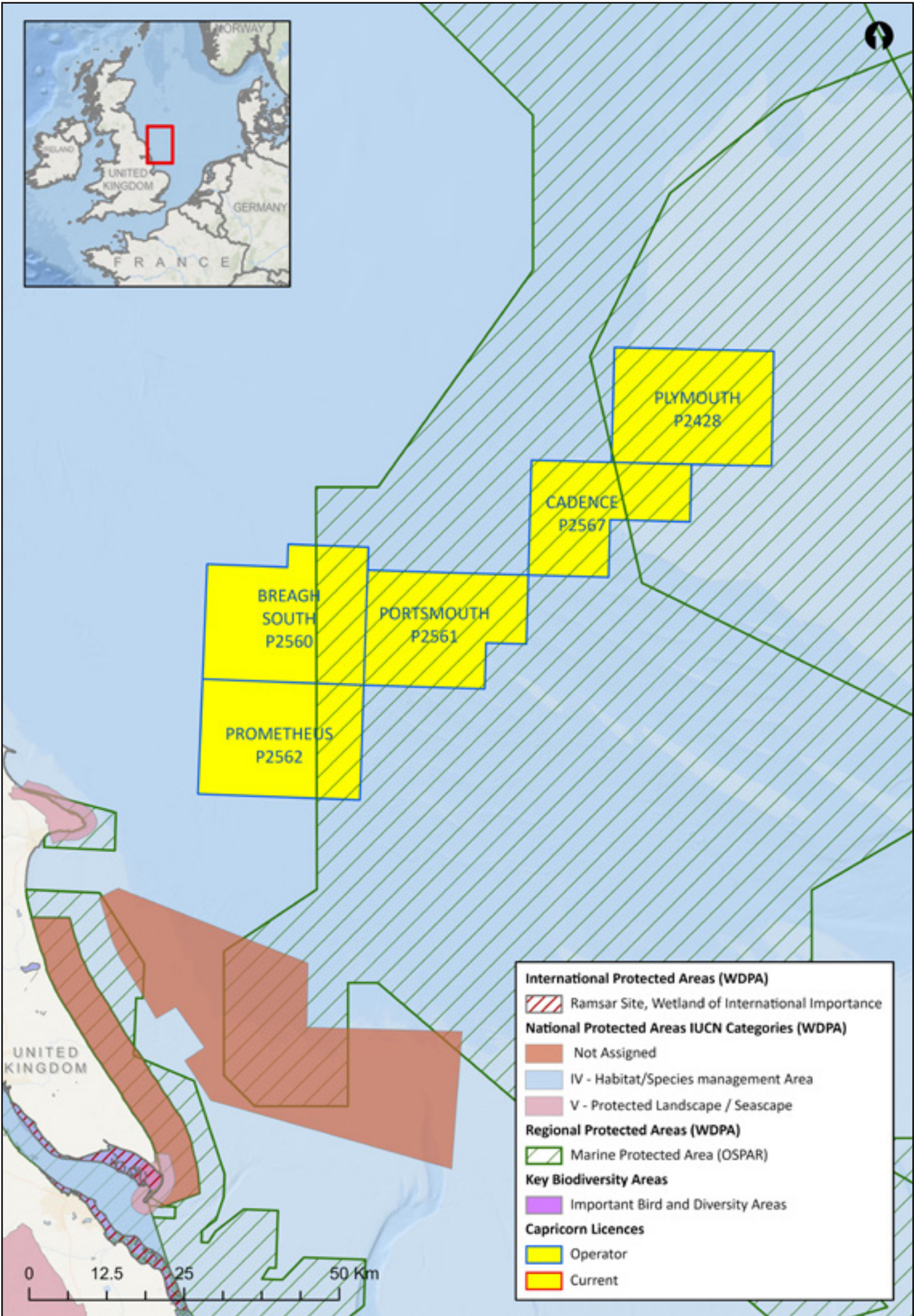
Area of operations	Geographical location	Protected areas (distance to licence block, status) and type of operation
Egypt – West El Faiyum	WEF is located onshore Egypt, approximately 115km S of the coast and 90 km W of Cairo.	<p>West El Faiyum is 3,740 km<sup>2</sup> in area.</p> <p><b>In the area:</b></p> <p>None identified.</p> <p><b>Adjacent/Further Afield:</b></p> <p>Wadi El Rayan is a protected area located to the immediate S of the block and is approximately 1,759 km<sup>2</sup>. The Wadi El Rayan protected area is an IUCN management category VI Ramsar Area, a National Protected Site and an IBA. Originally this site was an arid desert region, but due to purposeful flooding in 1973, two large lakes have now formed. This has enabled the region to become an important habitat for birds in the winter including large numbers of great crested grebe (<i>Podiceps cristatus</i>), black-necked grebe (<i>Podiceps nigricollis</i>), tufted duck (<i>Aythya fuligula</i>), common pochard (<i>Aythya farina</i>) and Eurasian coot (<i>Fulica atra</i>).</p> <p>Wadi al-Hitan, or Whale Valley, is 200 km<sup>2</sup> and is located immediately S, adjacent to the block. Whale Valley is a World Heritage Site due to its large number of fossilised remains. It is a paleontological site of importance and contains fossils that show the evolution of a marine species into a terrestrial one.</p> <p>Immediately to the E of the block is the Lake Qarun protected area. The site is 1,354 km<sup>2</sup> in size. Lake Qarun is an IUCN management category VI National Protected Area, a Ramsar site and an IBA. The area is mainly a large high saline lake and is currently protected due to concerns over increasing levels of salinity affecting the wildlife in the area as well as hunting of protected species. There are also many bird species that breed in the waters, for example cattle egret (<i>Bubulcus ibis</i>).</p> <p>50 km N of the block is the IBA Wadi El Natrun. This is a long depression with nine lakes scattered along its length. There are various protected bird species that breed, and both full-year residents and winter residents are present in the protected area.</p>
Egypt – South Abu Sennan (SAS)	SAS is located onshore Egypt, approximately 135km S of the coast and 220km SW of Cairo.	<p>South Abu Sennan is 2,497km<sup>2</sup> in area.</p> <p><b>In the area:</b></p> <p>None identified.</p> <p><b>Adjacent/Further Afield:</b></p> <p>South Abu Sennan is located approximately 40 km W of West El Faiyum, and several protected sites relevant to SAS are described above.</p> <p>El-Wahat el-Bahariya is a National Protected Area that is located 8 km SW of the block. It is split into three parts and is 109 km<sup>2</sup> in total size. The site contains a naturally occurring oasis and is a national heritage site as well as an important site for scientific research.</p>
Egypt – Southe East Horus (SEH)	SEH is located onshore Egypt, approximately 9km S of the coast and 190km W of Cairo.	<p><b>In the area:</b></p> <p>None identified.</p> <p>The Al Qattara protected area partially overlaps the block on the W side. This area covers a large depression in the landscape including the Siwa oasis. The protected status governance or IUCN management category is not reported on the WDPA.</p> <p><b>Adjacent/Further Afield:</b></p> <p>SEH is located approximately 20 km and 40 km N of WEF and SAS respectively, and some relevant protected areas may be described above.</p> <p>Immediately adjacent to the N of SEH is the protected area of El Omayed. This is both an IUCN management category IV National Protected Area and an International Protected Area, falling within the category of UNESCO-MAB Biosphere Reserve. El Omayed is 700 km<sup>2</sup>. There are several different habitat systems within the reserve including costal dunes, inland ridges and saline depressions.</p> <p>Lake Mariot is an IBA that is approximately 87 km NE of SEH and is around 60 km<sup>2</sup> in size. The lake has reduced in size by around 75% and is the winter home for species such as the great white egret (<i>Ardea alba</i>) and the little gull (<i>Hydrocoloeus minutus</i>).</p>



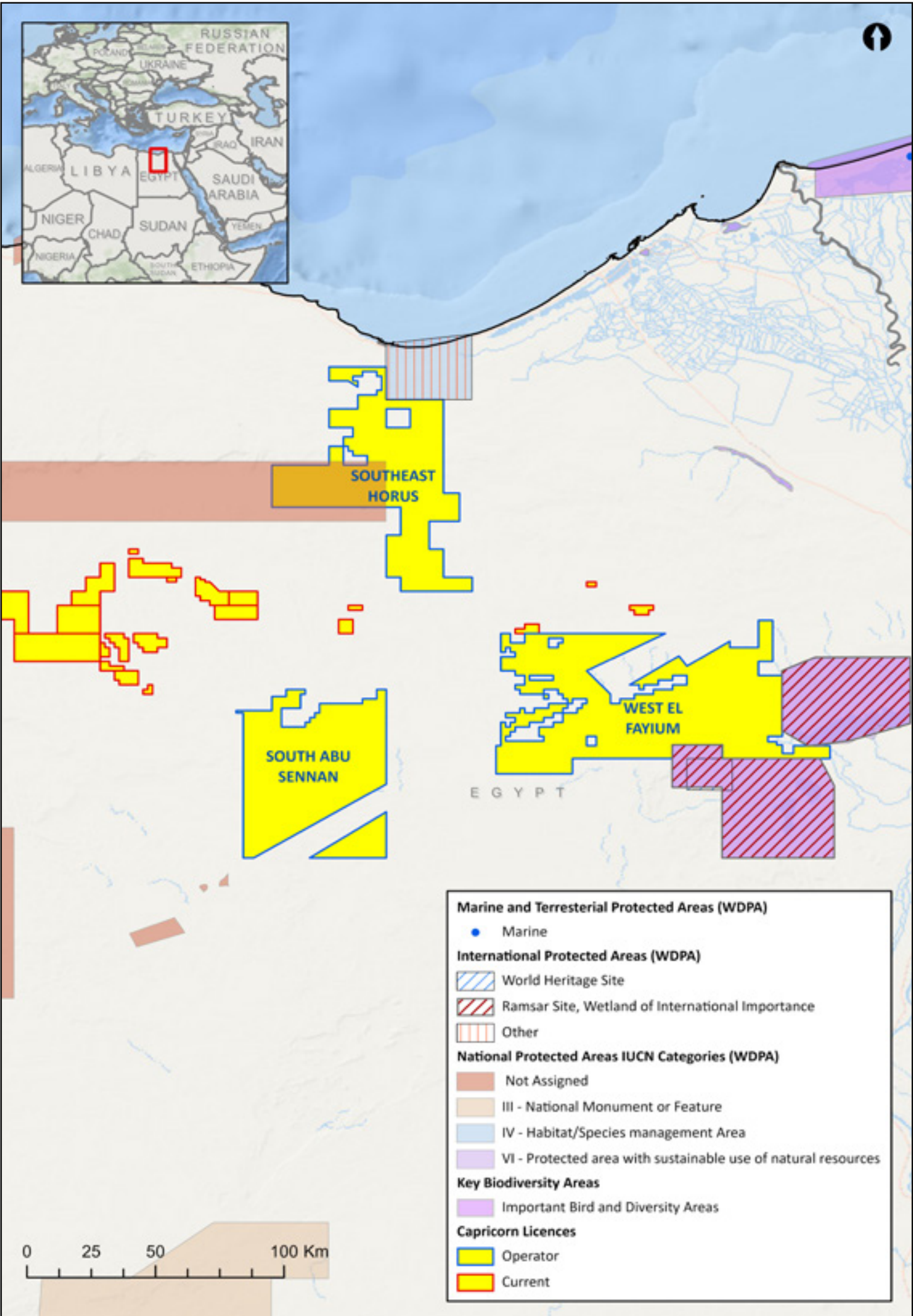
Protected areas offshore Côte d'Ivoire



Protected areas Mid North Sea High

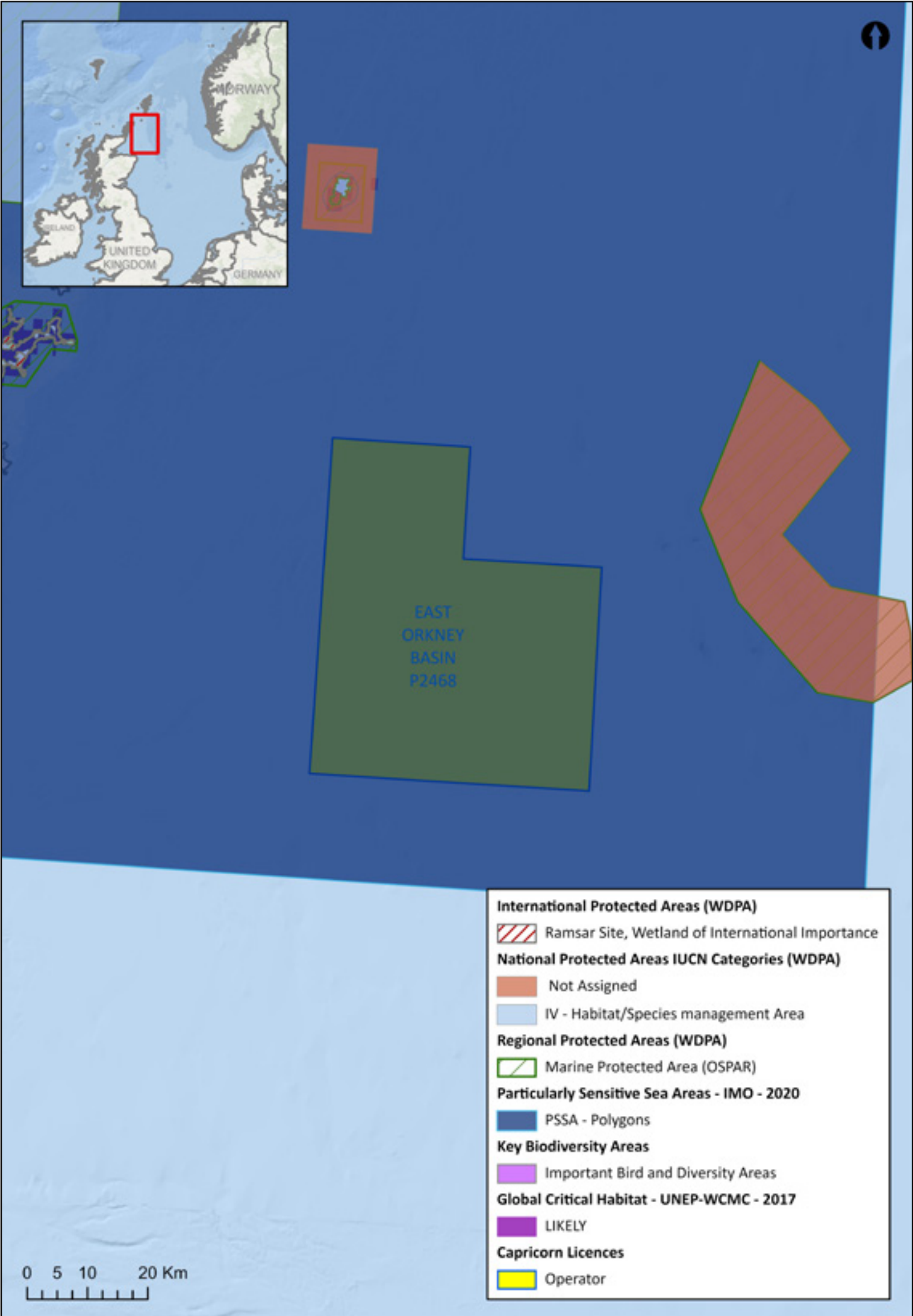


Protected areas onshore Egypt

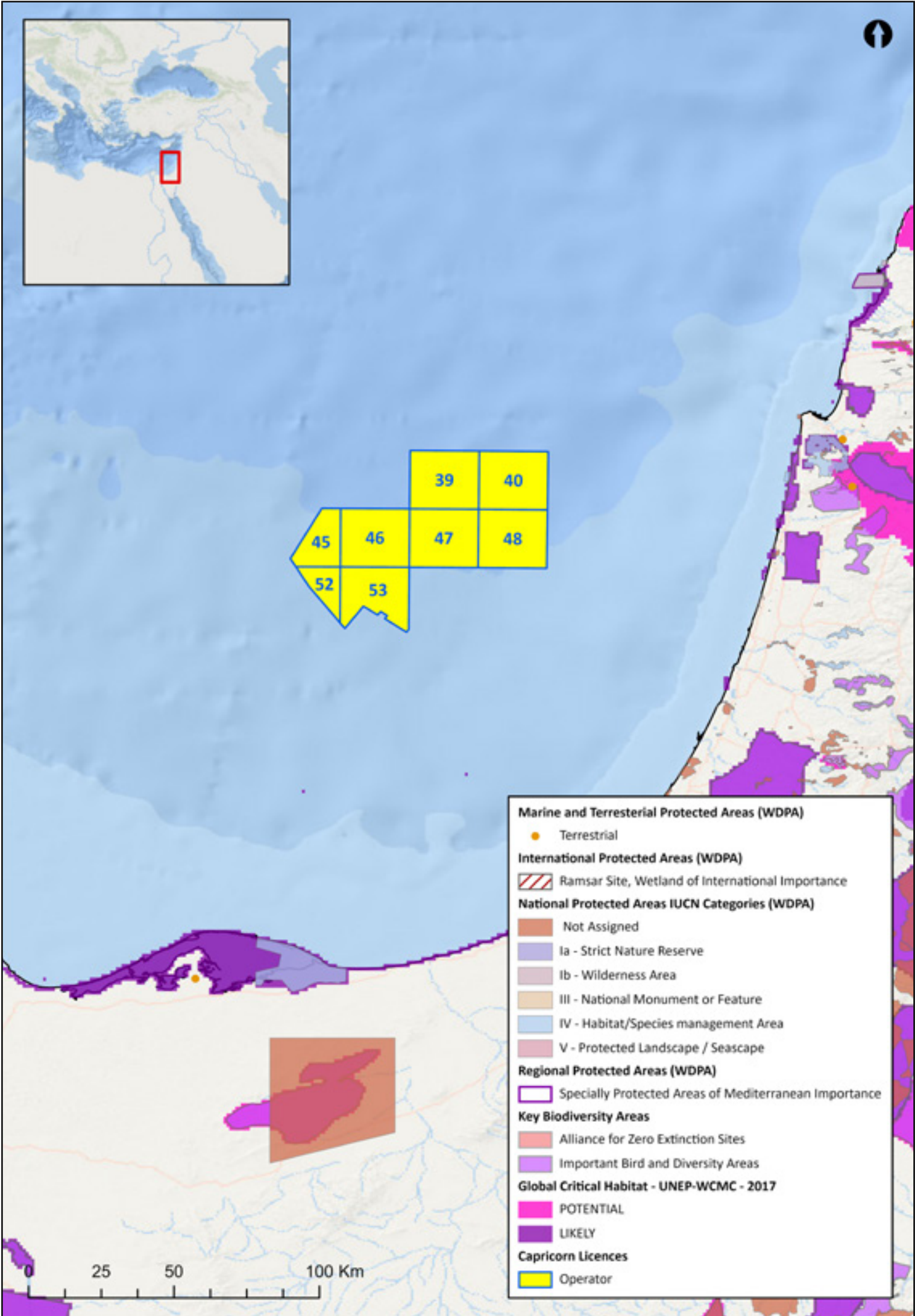




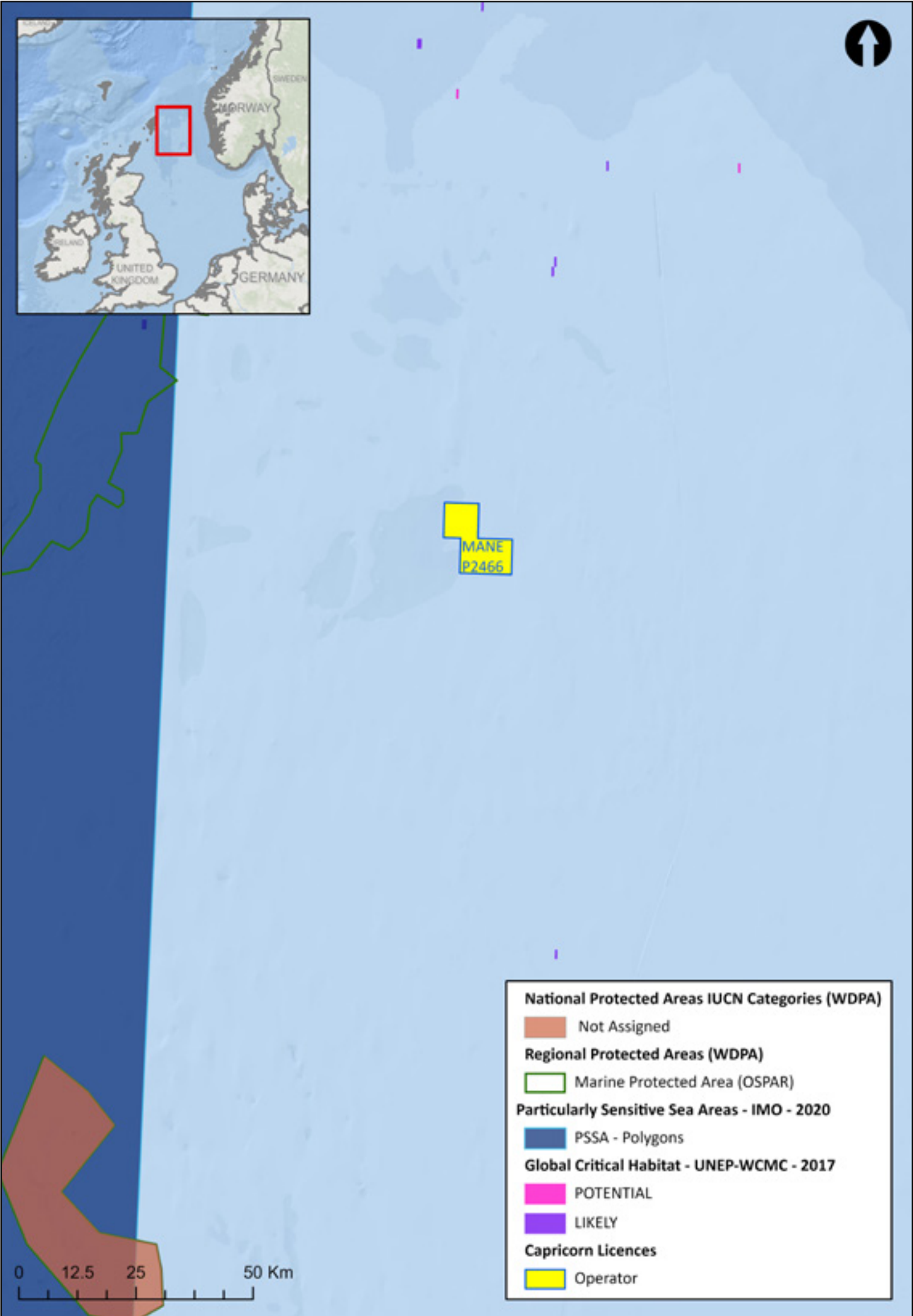
Protected areas East Orkney Basin



Protected areas offshore Israel

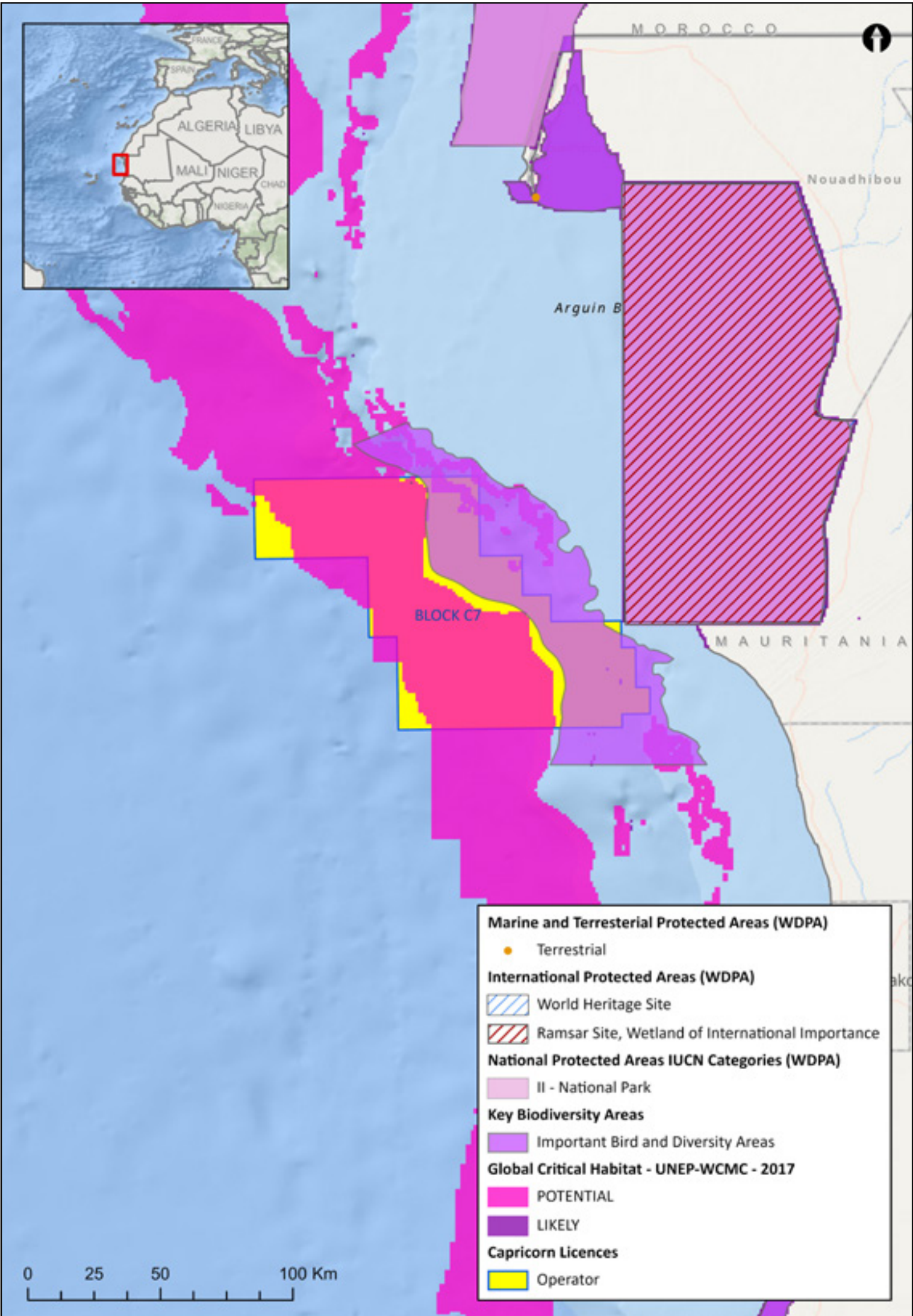


Protected areas Central North Sea Mane

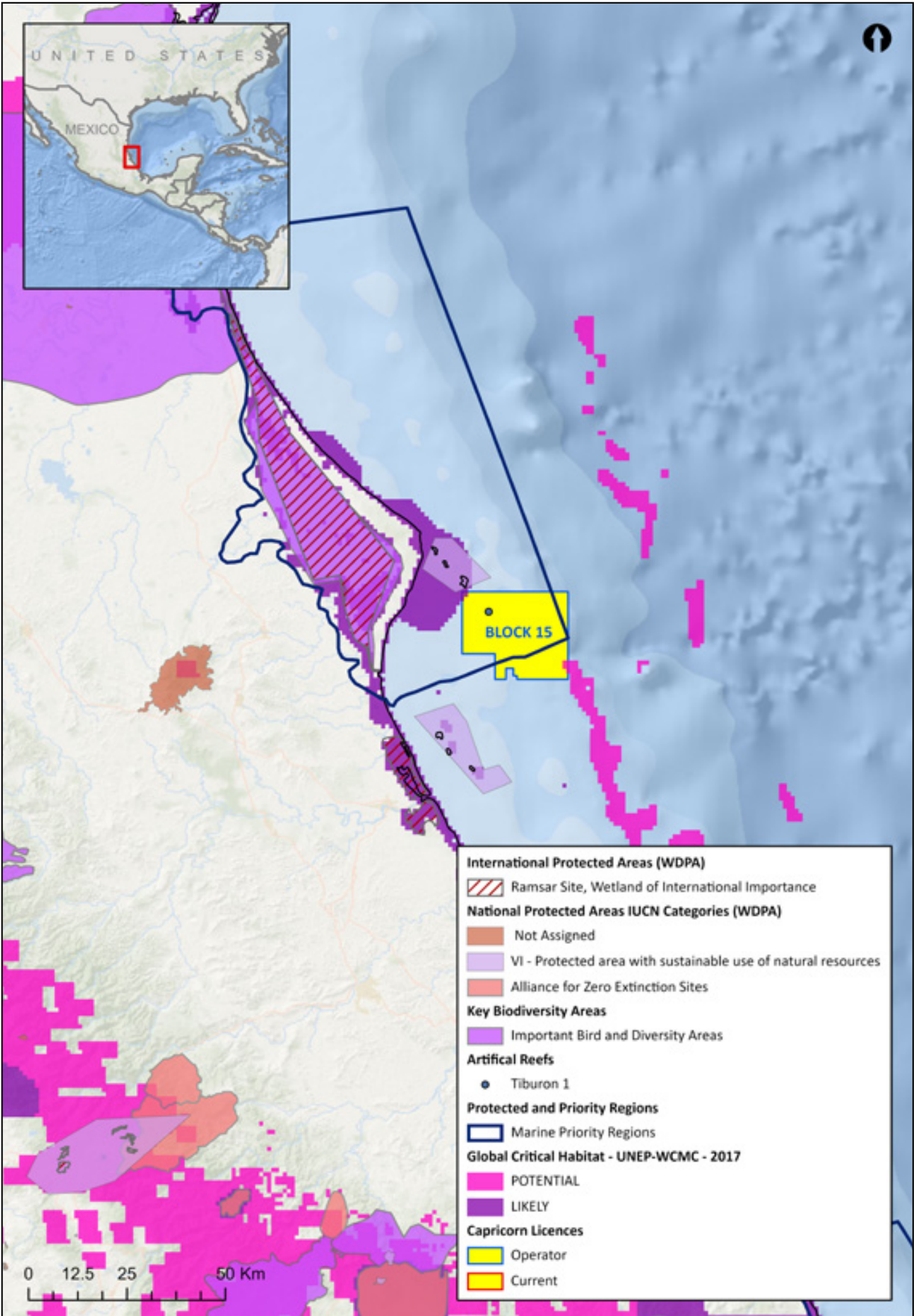




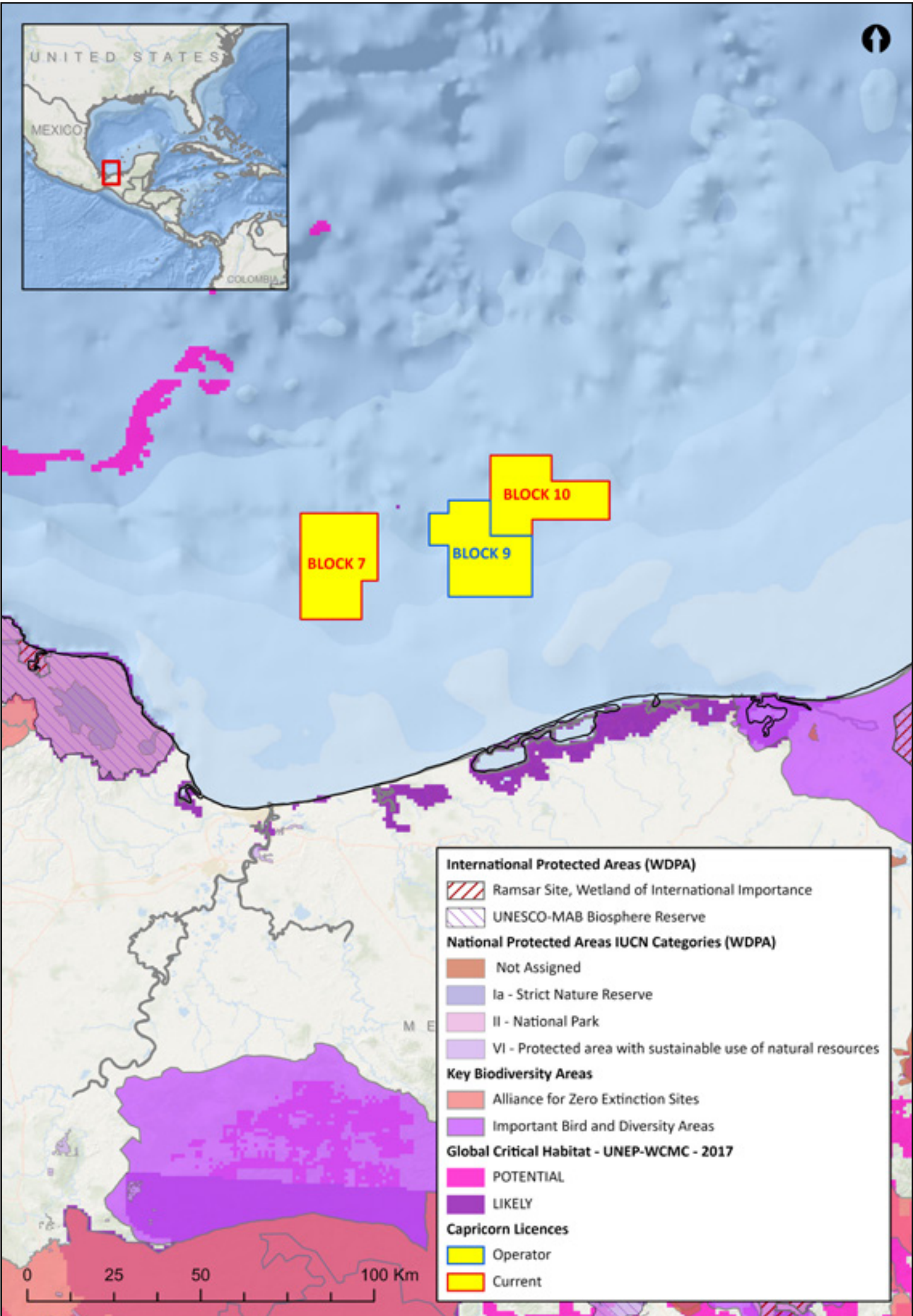
Protected areas offshore Mauritania



Protected areas offshore Mexico

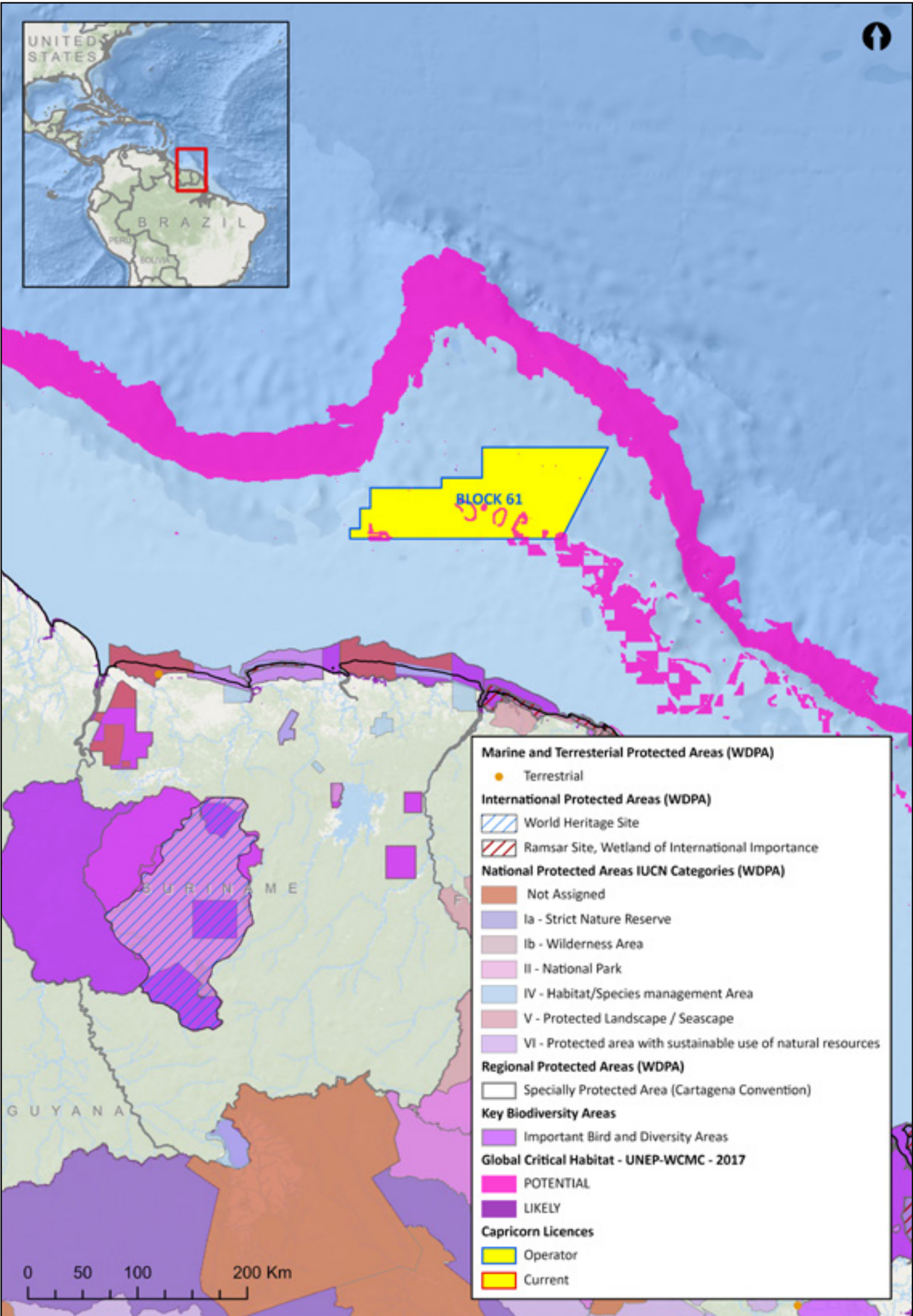


Protected areas offshore Mexico

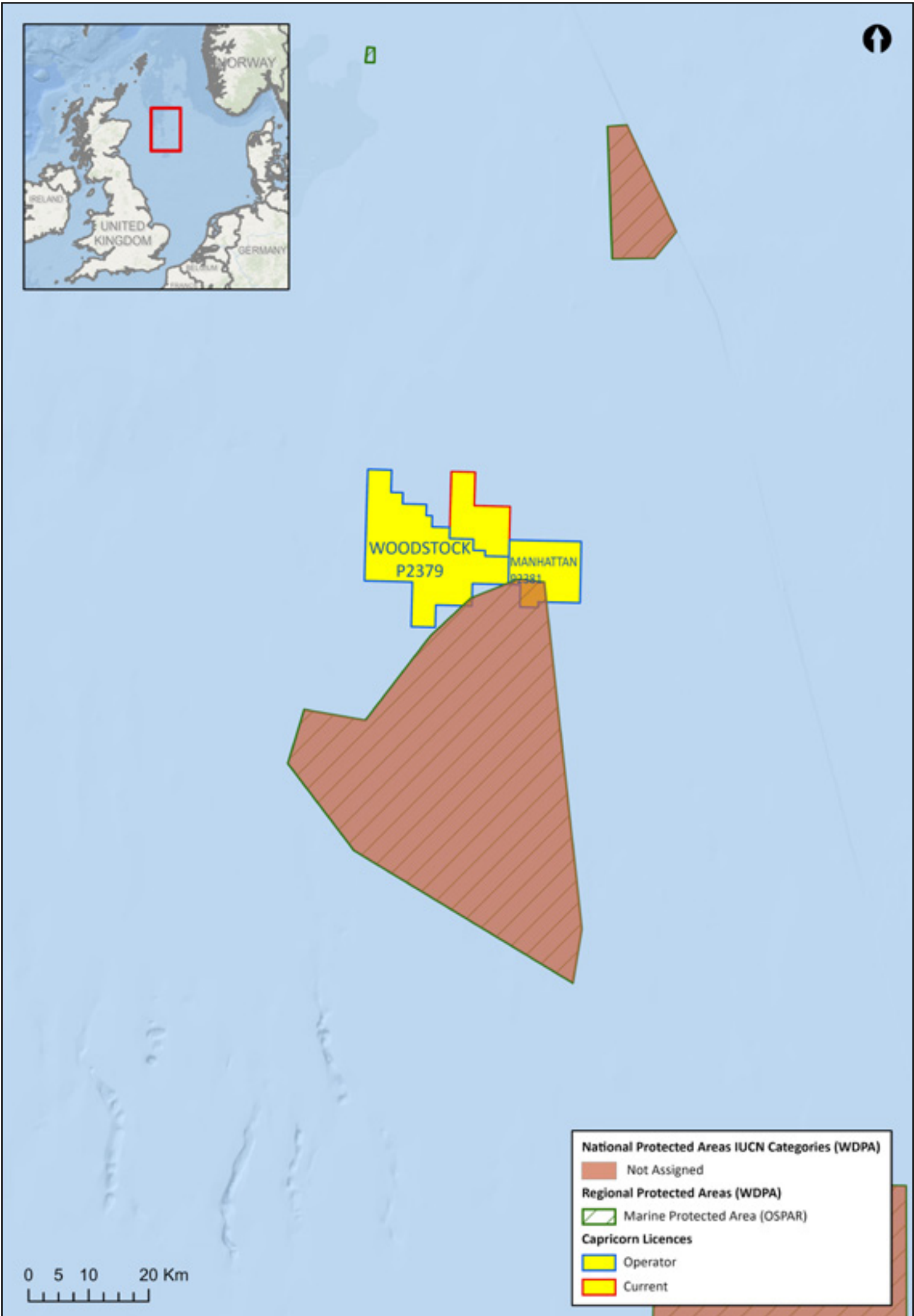




Protected areas offshore Suriname



Protected areas Central North Sea Woodstock and Manhattan





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

<sup>2</sup> [East of Gannet and Montrose Fields MPA | JNCC – Adviser to Government on Nature Conservation](#)

<sup>3</sup> [Norwegian Boundary Sediment Plain MPA | JNCC – Adviser to Government on Nature Conservation](#)

<sup>4</sup> [Scanner Pockmark MPA | JNCC – Adviser to Government on Nature Conservation](#)

<sup>5</sup> [Turbot Bank MPA | JNCC – Adviser to Government on Nature Conservation](#)

<sup>6</sup> JNCC (2019) Southern North Sea MPA. Available online at: <http://jncc.defra.gov.uk/page-7243>

<sup>7</sup> JNCC (2018) Dogger Bank MPA. Available online at: <http://jncc.defra.gov.uk/page-6508>

<sup>8</sup> UNEP-WCMC (2017) Global Critical Habitat screening layer (Version 1.0). Cambridge (UK): UN Environment World Conservation Monitoring Centre. DOI: <https://doi.org/10.34892/nc6d-0z73>

<sup>9</sup> UNEP-WCMC (2017) Global Critical Habitat screening layer (Version 1.0). Cambridge (UK): UN Environment World Conservation Monitoring Centre. DOI: <https://doi.org/10.34892/nc6d-0z73>

<sup>10</sup> <https://en.unesco.org/news/oceanographic-and-biological-features-canary-current-large-marine-ecosystem>

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

The reporting organisation shall report the following information:

- a. Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following:

i. Construction or use of manufacturing plants, mines, and transport infrastructure;

ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources);

iii. Introduction of invasive species, pests, and pathogens;

iv. Reduction of species;

v. Habitat conversion;

vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level).
- b. Significant direct and indirect positive and negative impacts with reference to the following:

i. Species affected;

ii. Extent of areas impacted;

iii. Duration of impacts;

iv. Reversibility or irreversibility of the impacts.
- | Area of operations   | Type of operation – potential impact  | Significant direct or indirect impacts on species   |
|--|---|---|
| UK – East Orkney Basin Licence P2468                               | Geophysical (June 2021) and geotechnical (September 2021) site surveys.   | No significant impacts on species due to survey operations. The JNCC guidelines for minimising the risk of disturbance and injury to marine mammals from geophysical surveys were applied throughout the geophysical work. Noise modelling was undertaken during the permitting process, with regulatory approval agreeing that no significant impacts were expected.<br><br>The geophysical survey window was decreased to avoid any overlap of our ‘noisy’ activities with seasonal herring spawning sensitivities.   |
| UK – Central North Sea Mane Licence P2466                          | No activities in 2021   | Not applicable  |
| UK – Central North Sea Woodstock Licence P2379                     | A geophysical, geotechnical, Environmental Baseline Survey (EBS) and Habitat Assessment site survey were undertaken in February 2021. | No significant impacts on species due to survey operations. The JNCC guidelines for minimising the risk of disturbance and injury to marine mammals from geophysical surveys were applied throughout the geophysical work. Noise modelling was undertaken during the permitting process, with regulatory approval agreeing that no significant impacts were expected.   |
| UK – Central North Sea Manhattan Licence P2381                     | No activities in 2021   | Not applicable  |
| UK – Mid North Sea High Licences P2428, P2567, P2561, P2562, P2560 | 3D seismic survey   | A multi-client 3D seismic survey was undertaken by a geophysical survey company in 2021 which included Block 2428. While not a Capricorn-operated activity, the survey was undertaken in line with UKCS statutory permitting requirements, including an appropriate assessment in the form of a Habitats Regulations Assessment (HRA), undertaken by the Secretary of State for BEIS, to evaluate whether it may have a significant effect on the qualifying features of the Southern North Sea SAC, which concluded it would not have an adverse effect on the integrity of any of the designated sites either alone or in combination with other plans or projects. Mitigation during the survey to avoid any significant impacts on marine mammals included adherence to the JNCC guidelines for minimising the risk of injury to marine mammals from geophysical surveys (JNCC 2017). |
| Côte d'Ivoire – CI-301   | No activities in 2021   | Not applicable  |
| Côte d'Ivoire – CI-302   | No activities in 2021   | Not applicable  |
| Suriname – Block 61  | No activities in 2021   | Not applicable  |
| Mexico – Block 15  | No activities in 2021   | Not applicable  |
| Mexico – Block 9   | No activities in 2021   | Not applicable  |
| Israel – Blocks 39, 40, 45, 46, 47, 48, 52 and 53                  | No activities in 2021   | Not applicable  |
| Egypt – West El Faiyum   | Operations in 2021 were limited to a field visit.   | The field visit comprised visual reconnaissance only and did not involve any intrusive sampling. No significant impacts were associated with this activity.   |
| Egypt – South Abu Sennan   | No activities in 2021   | Not applicable  |
| Egypt – South East Horus   | No activities in 2021   | Not applicable  |

GRI 304-3: Habitats protected or restored

The reporting organisation shall report the following information:

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

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

Location	Details
Suriname	The company continued to fund the Anton de Kom University-managed coastal protection and mangrove-rehabilitation project in the location of Weg naar Zee, North of Paramaribo. In 2021 funding was provided for the completion of improvements to a mangrove nursery and welfare facilities for staff and volunteers working on the project, in addition to the construction of permeable dam structures, using the 'building with nature' concept, to protect approximately 0.6 km of coastline and restore approximately 9 ha of mangrove habitat.
Mexico	The Biodiversity Action Plan (BAP) for the company's activities in Block 9 focuses on potential impacts to the critically endangered Kemp's ridley sea turtle. In 2021 the company continued to support the Vida Milenaria sea turtle protection group by providing funding for an all-terrain vehicle (ATV) and fuel to facilitate beach patrols. In 2021, the group undertook approximately 6,000 km of beach patrols, providing protection for 928 turtle nests and releasing 80,896 hatchlings.

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

The reporting organisation shall report the following information:

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

i. Critically endangered (CR)

ii. Endangered (EN)

iii. Vulnerable (VU)

iv. Near threatened (NT)

v. Least concern (LC)

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

Area of operations	Type of operation – potential impact	Significant direct or indirect impacts on species
UK – East Orkney Basin Licence P2468	Geophysical and geotechnical site survey	<p>The IUCN Red List was interrogated<sup>1</sup> for species which may be present within the East Orkney Basin Licence. Noting that the IUCN Red List applies a 50 km buffer to the boundaries of a search, the results returned therefore overlapped with the shoreline and terrestrial environment. As such, terrestrial species returned in the report were removed to derive the following totals of species with habitats in areas which could potentially be affected (if present) by the operations in the EOB Licence:</p> <ul style="list-style-type: none"><li>• 8 CR species</li><li>• 6 EN species</li><li>• 21 VU species</li><li>• 17 NT species</li><li>• 367 LC species</li><li>• 14 DD species</li></ul> <p><sup>1</sup> IBAT Proximity Report. Generated under licence 303-14157 from the Integrated Biodiversity Assessment Tool on 08 February 2022 (GMT). <a href="http://www.ibat-alliance.org">www.ibat-alliance.org</a></p>
UK – Central North Sea Mane Licence P2466	No activities in 2021	Not applicable
UK – Central North Sea Woodstock Licence P2379	Site survey	<p>The IUCN Red List was interrogated<sup>1</sup> for species which may be present within Woodstock. Noting that the IUCN Red List applies a 50 km buffer to the boundaries of a search, the following numbers represent the species with habitats in the areas which could potentially be affected (if present) by operations in the Woodstock Licence:</p> <ul style="list-style-type: none"><li>• 5 CR species</li><li>• 5 EN species</li><li>• 12 VU species</li><li>• 7 NT species</li><li>• 114 LC species</li><li>• 5 DD species</li></ul> <p><sup>1</sup> IBAT Proximity Report. Generated under licence 303-14157 from the Integrated Biodiversity Assessment Tool on 08 February 2022 (GMT). <a href="http://www.ibat-alliance.org">www.ibat-alliance.org</a></p>
UK – Central North Sea Manhattan Licence P2381	No activities in 2021	Not applicable
UK – Mid North Sea High Licences; P2428, P2567, P2561, P2562, P2560	3D seismic survey in Block P2428	<p>The IUCN Red List was interrogated<sup>1</sup> for species which may be present within the P2428 Licence. Noting that the IUCN Red List applies a 50 km buffer to the boundaries of a search, the following numbers represent the species with habitats in the areas affected which could potentially be affected (if present) by operations in the P2428 Licence:</p> <ul style="list-style-type: none"><li>• 5 CR species</li><li>• 4 EN species</li><li>• 13 VU species</li><li>• 8 NT species</li><li>• 130 LC species</li><li>• 7 DD species</li></ul> <p><sup>1</sup> IBAT Proximity Report. Generated under licence 303-14157 from the Integrated Biodiversity Assessment Tool on 08 February 2022 (GMT). <a href="http://www.ibat-alliance.org">www.ibat-alliance.org</a></p>

Area of operations	Type of operation – potential impact	Significant direct or indirect impacts on species
Côte d'Ivoire – CI-301	No activities in 2021	Not applicable
Côte d'Ivoire – CI-302	No activities in 2021	Not applicable
Suriname – Block 61	No activities in 2021	Not applicable
Mexico – Block 15	No activities in 2021	Not applicable
Mexico – Block 9	No activities in 2021	Not applicable
Israel – Blocks 39, 40, 45, 46, 47, 48, 52 and 53	No activities in 2021	Not applicable
Egypt – West El Faiyum	Operations in 2021 were limited to a field visit.	<p>The IUCN Red List was interrogated<sup>1</sup> for species which may be present within WEF. Noting that the IUCN Red List applies a 50 km buffer to the boundaries of a search, species associated only with the freshwater habitats at Wadi El Rayan, Lake Qarun and Wadi El Natrun, which are outside of the licence area, have been excluded from the following numbers of species with habitats in the areas which could potentially be affected (if present) by operations in the WEF Licence:</p> <ul style="list-style-type: none"><li>• 1 CR species</li><li>• 5 EN species</li><li>• 12 VU species</li><li>• 16 NT species</li><li>• 373 LC species</li><li>• 5 DD species</li></ul> <p><sup>1</sup> IBAT Proximity Report. Generated under licence 303-14157 from the Integrated Biodiversity Assessment Tool on 08 February 2022 (GMT). <a href="http://www.ibat-alliance.org">www.ibat-alliance.org</a></p>
Egypt – South Abu Sennan	No activities in 2021	Not applicable
Egypt – South East Horus	No activities in 2021	Not applicable



Health and well-being

Definitions

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

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

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

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

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

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

Total hours worked (hours)					
	2017	2018	2019	2020	2021
Employees <sup>1</sup>	398,750	399,465	419,700	355,350	338,139
Field contractors <sup>2</sup>	667,302	139,937	647,920	338,407	18,097

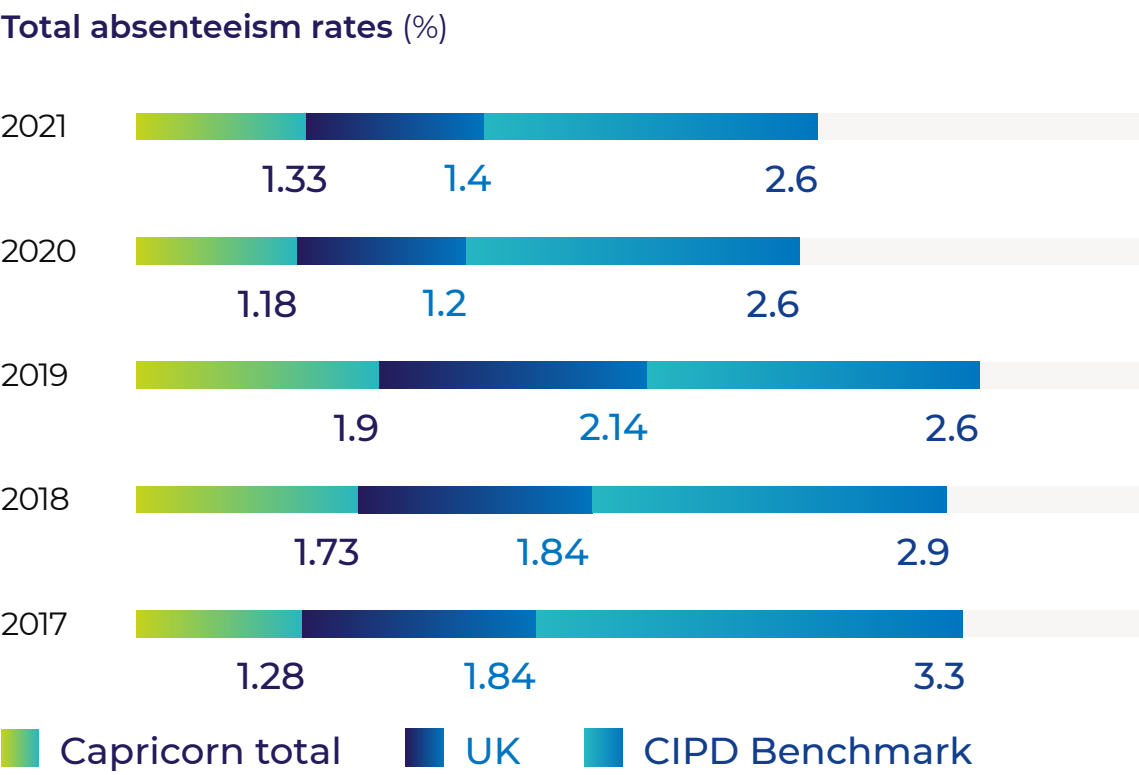
Hours worked by employees <sup>1</sup> (hours)					
	2017	2018	2019	2020	2021
Egypt	0	0	0	0	4,516
Mauritania	0	0	0	0	992
Mexico	296	8,544	23,508	26,976	18,700
Senegal	17,000	15,800	8,792	7,040	2,328
Suriname	0	0	0	0	0
UK	316,492	309,805	305,688	309,403	311,603

Hours worked by field contractors <sup>2</sup> (hours)					
	2017	2018	2019	2020	2021
Egypt	0	0	0	0	0
Mauritania	0	0	0	0	0
Mexico	0	0	394,546	334,240	0
Senegal	651,422	11,708	11,215	4,167	583
Suriname	0	0	26,810	0	0
UK	15,881	128,229	82,111	0	17,514

**Note:** Hours worked are collected for employees and for contractors. Employee hours are derived primarily from Capricorn's time-writing system, which employees use to log their working hours. Employee hours include hours worked by non-staff as these are captured in the time-writing system. Capricorn's Human Resources department compiles the figures and enters them into the database each month.

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

Hours worked by short-term (less than three months) office-based contractors were collected for the first time in 2016. Figures for Dakar office contractors are obtained monthly in the form of timesheets.



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

Employee absenteeism and gender breakdown (%)					
	2017	2018	2019	2020	2021
Capricorn total	1.28	1.73	1.9	1.18	1.33
Male	0.32	1.29	1.78	1.06	0.78
Female	2.32	2.22	2.02	1.31	1.93
Egypt total	0	0	0	0	0
Male	0	0	0	0	0
Female	0	0	0	0	0
Mauritiana total	0	0	0	0	0
Male	0	0	0	0	0
Female	0	0	0	0	0
Mexico total	0	0	0	0.87	0
Male	0	0	0	0	0
Female	0	0	0	1.53	0
Senegal total	0	0.80	0	0	0
Male	0	0	0	0	0
Female	0	1.33	0	0	0
UK total	1.24	1.84	2.14	1.2	1.4
Male	0.17	1.44	2.25	1.1	0.82
Female	2.39	2.27	2.03	1.31	2.04

Accident prevention and safety

Occupational safety

Lost Time Injury Frequency (LTIF) (Lost time injuries per million hours worked)					
	2017	2018	2019	2020	2021
Capricorn total	0	0	0	0	0
Employees	0	0	0	0	0
Contractors	0	0	0	0	0
IOGP Benchmark	0.27	0.26	0.24	0.26	0.24*

\* The benchmark used is the latest available IOGP figure at the beginning of the year for the industry overall; for the beginning of 2021 it was the figure for 2019.

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

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

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

LTIF and country breakdown (Lost time injuries per million hours worked) *					
	2017	2018	2019	2020	2021
Egypt	0	0	0	0	0
Mauritania	0	0	0	0	0
Mexico	0	0	0	0	0
Senegal	0	0	0	0	0
UK	0	0	0	0	0

LTIF and gender breakdown (Lost time injuries per million hours worked) *					
	2017	2018	2019	2020	2021
Male	0	0	0	0	0
Female	0	0	0	0	0

Total Recordable Injury Rate (TRIR) (Total recordable injuries per million hours worked) ★					
	2017	2018	2019	2020	2021
Capricorn total	1.88	0	0.98	0	0
Employees	0	0	0	0	0
Contractors	3.00	0.00	1.67	0	0
IOGP Benchmark	0.96	0.99	0.92	0.99	0.92*

\* The benchmark used is the latest available IOGP figure at the beginning of the year for the industry overall; for the beginning of 2021 it was the figure for 2019.

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

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

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

TRIR and country breakdown (Total recordable injuries per million hours worked)					
	2017	2018	2019	2020	2021
Egypt	0	0	0	0	0
Mauritania	0	0	0	0	0
Mexico	0	0	2.39	0	0
Senegal	2.99	0	0	0	0
Suriname	0	0	0	0	0
UK	0	0	0	0	0

TRIR and gender breakdown (Total recordable injuries per million hours worked) ★					
	2017	2018	2019	2020	2021
Male	2.25	0	1.21	0	0
Female	0	0	0	0	0

Total Lost Day Rate (LDR) (Lost days per 200,000 hours worked)					
	2017	2018	2019	2020	2021
Capricorn total	0	0	0	0	0
Employees	0	0	0	0	0
Contractors	0	0	0	0	0

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

Total Recordable Injuries (TRI) (number)					
	2017	2018	2019	2020	2021
Capricorn total	2	0	1	0	0
Employees	0	0	0	0	0
Contractors	2	0	1	0	0

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

Fatalities (number)					
	2017	2018	2019	2020	2021
Employees	0	0	0	0	0
Contractors	0	0	0	0	0
Third parties	0	0	0	0	0

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

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

Lost Work Day Cases (LWDC) (number)					
	2017	2018	2019	2020	2021
Capricorn total	0	0	0	0	0
Employees	0	0	0	0	0
Contractors	0	0	0	0	0

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

LWDC country breakdown and gender breakdown (number)					
	2017	2018	2019	2020	2021
Capricorn total	0/0	0/0	0/0	0/0	0/0
male/female					
Senegal male/female	0/0	0/0	0/0	0/0	0/0

Days unfit for work (lost work days) (days)					
	2017	2018	2019	2020	2021
Capricorn total	0	0	0	0	0
Employees	0	0	0	0	0
Contractors	0	0	0	0	0

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

Restricted Work Day Cases (RWDC) (number)					
	2017	2018	2019	2020	2021
Capricorn total	0	0	1	0	0
Employees	0	0	0	0	0
Contractors	0	0	1	0	0

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

RWDC country breakdown and gender breakdown (number)					
	2017	2018	2019	2020	2021
Capricorn total	0/0	0/0	1/0	0/0	0/0
male/female					
Mexico male/female	0/0	0/0	1/0	0/0	0/0

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

Medical Treatment Cases (MTC) (number)					
	2017	2018	2019	2020	2021
Capricorn total	2	0	0	0	0
Employees	0	0	0	0	0
Contractors	2	0	0	0	0

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

MTC country breakdown and gender breakdown (number)					
	2017	2018	2019	2020	2021
Capricorn total	2/0	0/0	0/0	0/0	0/0
male/female					
Egypt male/female	0/0	0/0	0/0	0/0	0/0
Mauritania male/female	0/0	0/0	0/0	0/0	0/0
Mexico male/female	0/0	0/0	0/0	0/0	0/0
Senegal male/female	2/0	0/0	0/0	0/0	0/0
UK male/female	0/0	0/0	0/0	0/0	0/0

Process safety

There have been zero process safety events in 2021.

Critical incident risk management (rate)					
	2017	2018	2019	2020	2021
Process safety event (PSE) rates for Loss of Privacy Containment (LOPC) of greater consequence (Tier 1)	0	0	0	0	0

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

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

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

**Note:** Details about how we collect and record data on hours worked are provided in the hours worked section on [p30](#).

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

## Security

### Total security incidents (number) ★



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

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

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

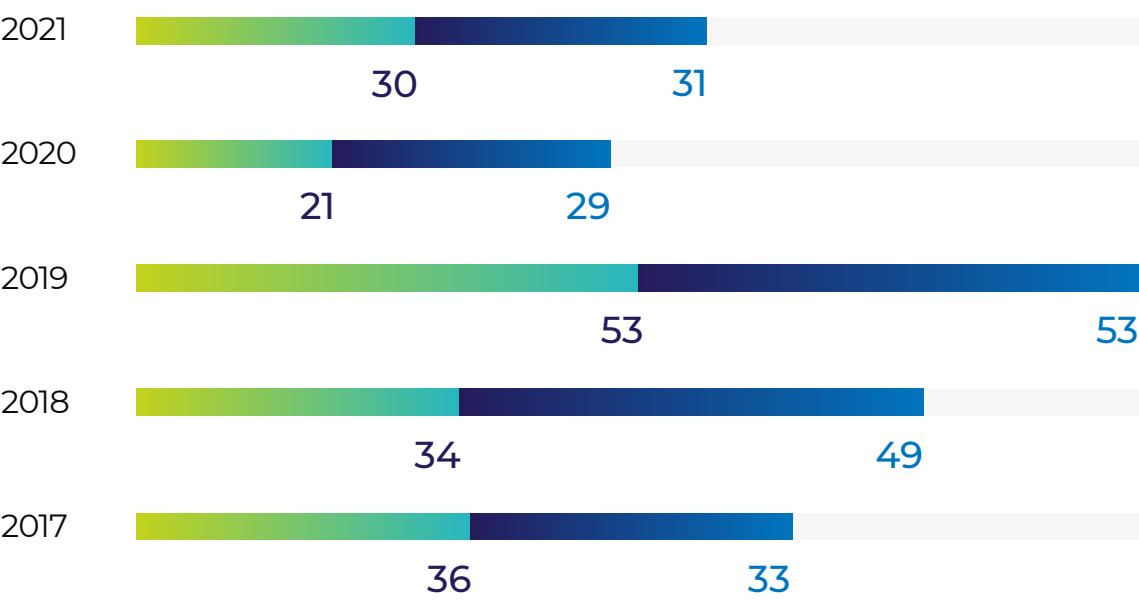
Security incidents and country breakdown (number)					
	2017	2018	2019	2020	2021
Egypt	0	0	0	0	0
Mauritania	0	0	0	0	0
Mexico	0	0	0	0	1*
Senegal	0	0	0	0	0
UK	1**	0	0	0	0

\* Theft of laptops from our Mexico office  
\*\* Break-in at staff apartment

## Employees

Total employee training and gender breakdown (average hours per employee)					
	2017	2018	2019	2020	2021
Capricorn total	34	44	53	26	31
Capricorn male/female	38/29	45/44	48/57	28/25	31/29

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



Management-grade employees  
Non-management-grade employees

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

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

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

Total performance and career development reviews (% of employees)					
	2017	2018	2019	2020	2021
Capricorn total	100	100	100	100	100
Male	100	100	100	100	100
Female	100	100	100	100	100
Management-grade employees	100	100	100	100	100
Non-management-grade employees	100	100	100	100	100



Equality and diversity

Capricorn workforce: a snapshot (number)



Capricorn workforce: a snapshot with country and gender breakdown (number)					
	2017	2018	2019	2020	2021
Capricorn total					
Employees <sup>1</sup> /direct contractors <sup>3</sup> /field (third-party) contractors <sup>2</sup>	180/56/361	201/61/173	211/67/1,085	173/31/186	210/28/33
Employees male/female	94/86	107/94	108/105	87/86	111/99
Direct contractors male/female	41/15	45/16	52/15	23/8	21/7
Field (third-party) contractors male/female	348/13	152/21	1,024/61	180/6	32/2
Egypt					
Employees <sup>1</sup> /direct contractors <sup>3</sup> /field (third-party) contractors <sup>2</sup>	0/0/0	0/0/0	0/0/0	0/0/0	6/4/0
Employees male/female	0/0	0/0	0/0	0/0	5/1
Direct contractors male/female	0/0	0/0	0/0	0/0	3/1
Field (third-party) contractors male/female	0/0	0/0	0/0	0/0	0/0
Mauritania					
Employees <sup>1</sup> /direct contractors <sup>3</sup> /field (third-party) contractors <sup>2</sup>	0/0/0	0/0/0	0/0/0	0/0/0	0/1/0
Employees male/female	0/0	0/0	0/0	0/0	0/0
Direct contractors male/female	0/0	0/0	0/0	0/0	1/0
Field (third-party) contractors male/female	0/0	0/0	0/0	0/0	0/0
Mexico					
Employees <sup>1</sup> /direct contractors <sup>3</sup> /field (third-party) contractors <sup>2</sup>	1/0/0	5/3/0	6/8/465	7/5/184	7/2/0
Employees male/female	1/0	3/2	3/3	3/4	3/4
Direct contractors male/female	0/0	0/3	4/4	178/6	1/1
Field (third-party) contractors male/female	0/0	0/0	451/18	0/0	0/0
Senegal					
Employees <sup>1</sup> /direct contractors <sup>3</sup> /field (third-party) contractors <sup>2</sup>	5/4/354	2/4/8	3/2/13	1/2/2	0/1/1
Employees male/female	3/2	1/1	2/1	0/1	0/0
Direct contractors male/female	2/2	2/2	0/2	0/2	0/1
Field (third-party) contractors male/female	342/12	5/3	11/2	2/0	1/0
Suriname					
Employees <sup>1</sup> /direct contractors <sup>3</sup> /field (third-party) contractors <sup>2</sup>	0/0/0	0/0/0	0/0/50	0/0/0	0/0/0
Employees male/female	0/0	0/0	0/0	0/0	0/0
Direct contractors male/female	0/0	0/0	0/0	0/0	0/0
Field (third-party) contractors male/female	0/0	0/0	47/3	0/0	0/0
UK					
Employees <sup>1</sup> /direct contractors <sup>3</sup> /field (third-party) contractors <sup>2</sup>	145/44/7	153/43/165	158/41/349	165/24/0	197/20/41
Employees male/female	75/70	79/74	78/80	83/82	103/94
Direct contractors male/female	32/12	35/8	36/5	21/3	16/4
Field (third-party) contractors male/female	6/1	147/18	354/29	0/0	39/2

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

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

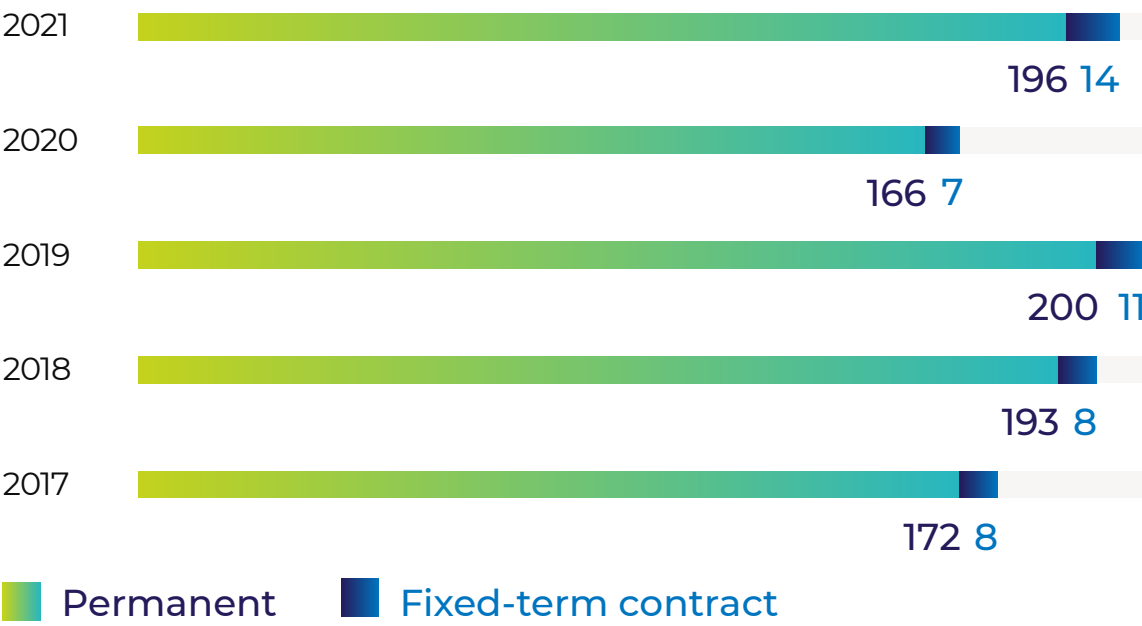
Many field-based contractors work on rotation (back to back), for example one month on, one month off, so it is not practical or meaningful to give the total number of individuals who have worked as contractors on Capricorn projects throughout the year. Instead, we provide the total number of contractor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

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

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

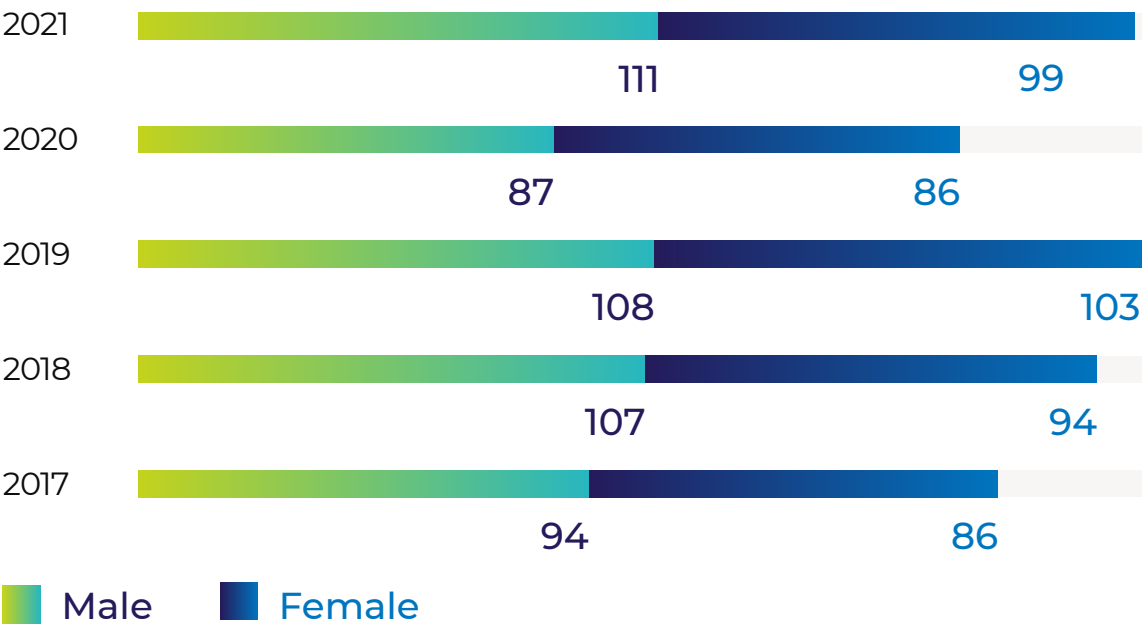
**Note:** Data has been provided for individual countries where there are relevant employees and contractors.

Employees¹ by contract type (number)

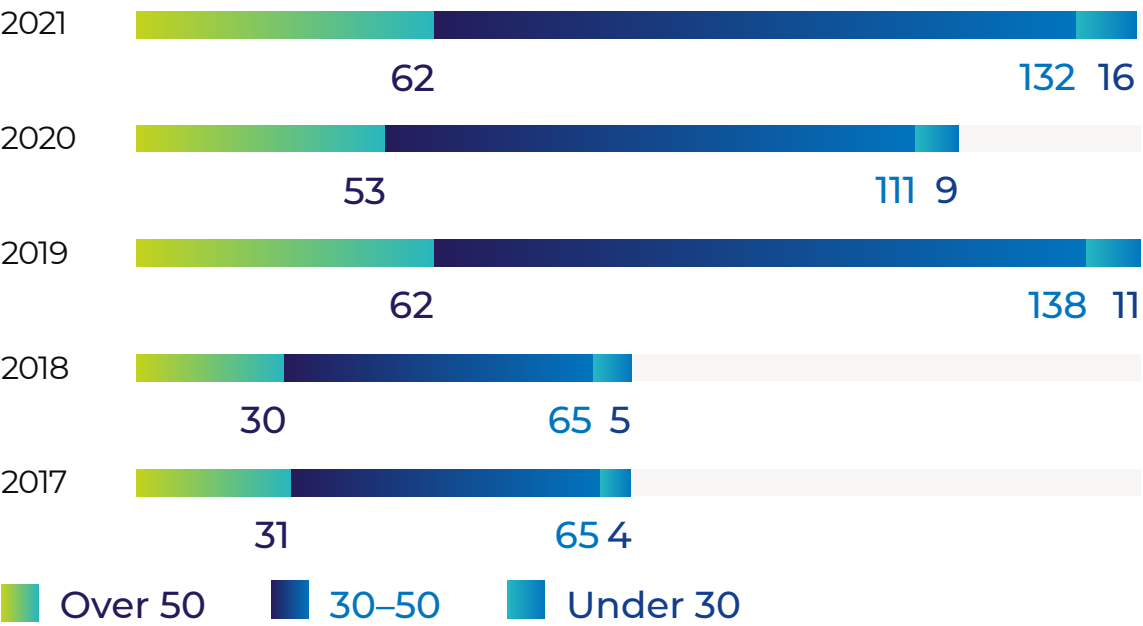


**Note:** A permanent contract of employment is a contract with an employee for full-time or part-time work for an indeterminate period. A fixed-term contract is a contract of employment that ends when a specific time period expires.

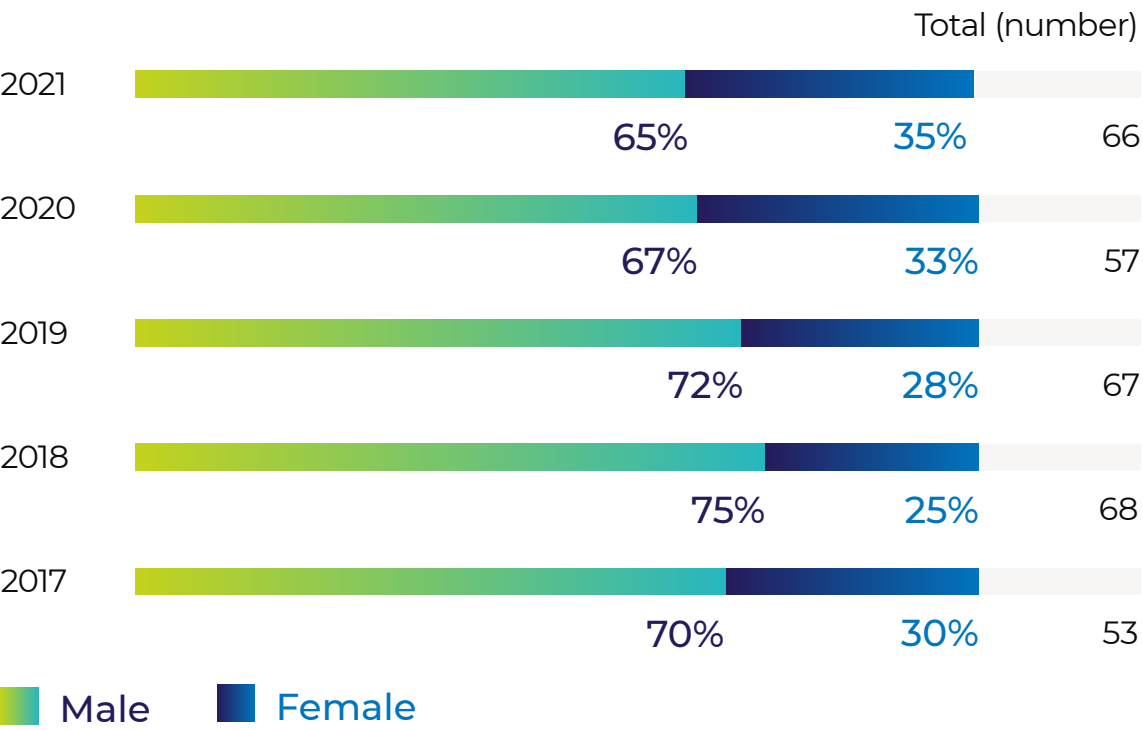
Employees¹ by gender (number)



Employees¹ by age group (number)



Total managerial employees¹ and gender breakdown (%)



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

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

Managerial employees¹ and gender breakdown by country (%)

	2017	2018	2019	2020	2021
Egypt male/female	0/0	0/0	0/0	0/0	75/25
Mauritania male/female	0/0	0/0	0/0	0/0	0/0
Mexico male/female	0/0	100/0	100/0	100/0	100/0
Senegal male/female	50/50	50/50	50/50	0/100	0/0
UK male/female	72/28	74/26	69/31	67/33	63/37

Total managers (number)

	2017	2018	2019	2020	2021
Management male/female	0/0	0/0	0/0	11/1	10/3
People managers male/female	0/0	0/0	0/0	38/39	43/23

Employees¹ from minority groups (%)

	2017	2018	2019	2020	2021
Capricorn total	3	2	8	8	7

Managerial-grade employees that are national (%)

	2017	2018	2019	2020	2021
Capricorn total national	98	82	83	85	80
Egypt national	0	0	0	0	25
Mauritania national	0	0	0	0	0
Mexico national	0	0	0	0	0
Norway national	100	70	58	0	0
Senegal national	50	50	50	0	0
UK national	100	90	94	90	86

National and non-national workforce

Total national and non-national workforce (%)

	2017	2018	2019	2020	2021
Capricorn total national/non-national	0/0	80/20	80/20	88/12	87/13
Egypt national/non-national	0/0	0/0	0/0	0/0	33/67
Mauritania national/non-national	0/0	0/0	0/0	0/0	0/0
Mexico national/non-national	0/0	60/40	67/33	71/29	71/29
Senegal national/non-national	0/0	50/50	67/33	100/0	0/0
UK national/non-national	0/0	86/14	89/11	89/11	89/11

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

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

Total national and non-national direct contractors² (%)

	2017	2018	2019	2020	2021
Capricorn total national/non-national	100/0	98/2	87/13	97/3	89/11
Egypt national/non-national	0/0	0/0	0/0	0/0	75/25
Mauritania national/non-national	0/0	0/0	0/0	0/0	100/0
Mexico national/non-national	0/0	100/0	100/0	100/0	100/0
Senegal national/non-national	100/0	100/0	100/0	100/0	100/0
Suriname national/non-national	0/0	0/0	0/0	0/0	0/0
UK national/non-national	100/0	98/2	95/5	96/4	90/10

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

**Note:** When direct contractor numbers are collected each month, the numbers that are national and non-national are provided. At the end of the year, the same monthly figures that are used to calculate the number of direct contractors (see the data table on [page 34](#)) are used to calculate the number of national direct contractors.

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

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

Total national and non-national field (third-party) contractors <sup>2</sup> (%)					
	2017	2018	2019	2020	2021
Capricorn total national/ non-national	19/81	80/20	67/33	54/46	48/52
Egypt national/ non-national	0/0	0/0	0/0	0/0	0/0
Mauritania national/ non-national	0/0	0/0	0/0	0/0	0/0
Mexico national/ non-national	0/0	0/0	57/43	53/47	0/0
Senegal national/ non-national	18/82	100/0	77/23	100/0	100/0
Suriname national/ non-national	0/0	0/0	6/94	0/0	0/0
UK/non-national	100/0	79/21	73/27	0/0	47/53

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

**Note:** When field (third-party) contractor numbers are collected each month, the numbers that are national and non-national are provided. At the end of the year, the same monthly figures that are used to calculate the number of field (third-party) contractors (see footnotes on [page 33](#)) are used to calculate the number of national field (third-party) contractors.

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

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

Managerial employees hired from the local population (national managerial employees) (%) ★					
	2017	2018	2019	2020	2021
Egypt	0	0	0	0	25
Mauritania	0	0	0	0	0
Mexico	0	0	0	0	0
Senegal	50	50	50	0	0
UK	0	91	94	91	87

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

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

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

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

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

New hires

Total new hires, rate of new hires and gender breakdown (number/%)					
	2017	2018	2019	2020	2021
Capricorn total	24/13	36/18	31/15	21/12	53/25
Male	11/12	20/19	11/10	12/14	32/29
Female	13/15	16/17	20/19	9/10	21/21

Total new hires, rate of new hires and country breakdown (number/%)					
	2017	2018	2019	2020	2021
Capricorn total	24/13	36/18	31/15	21/12	53/25
Egypt	0/0	0/0	0/0	0/0	6/100
Mauritania	0/0	0/0	0/0	0/0	0/0
Mexico	1/100	4/80	1/16	1/14	0/0
Senegal	5/100	1/50	1/33	0/0	0/0
UK	13/9	21/14	20/13	20/12	47/24

Total new hires, rate of new hires and age group breakdown (number/%)					
	2017	2018	2019	2020	2021
Capricorn total	24/13	36/18	31/15	21/12	53/25
Over 50	6/11	8/13	4/7	5/9	12/19
30–50	17/14	24/18	22/16	13/12	30/23
Under 30	1/14	4/40	5/46	3/33	11/69

Turnover

Total employees leaving employment, rate of turnover and gender breakdown (number/%)					
	2017	2018	2019	2020	2021
Capricorn total	9/5	6/3	12/6	4/2	4/2
Male	3/3	2/2	7/6	3/4	2/2
Female	6/7	4/4	5/5	1/1	2/2

Total employees leaving employment, rate of turnover and country breakdown (number/%)					
	2017	2018	2019	2020	2021
Capricorn total	9/5	6/3	12/6	4/2	4/2
Egypt	0/0	0/0	0/0	0/0	0/0
Mauritania	0/0	0/0	0/0	0/0	0/0
Mexico	0/0	0/0	0/0	0/0	0/0
Senegal	2/40	0/0	0/0	1/100	0/0
UK	6/4	5/3	9/6	3/2	4/2

Total employees leaving employment, rate of turnover and age group breakdown (number/%)					
	2017	2018	2019	2020	2021
Capricorn total	9/5	6/3	12/6	4/2	4/2
Over 50	2/4	3/5	0/0	1/2	3/5
30–50	6/5	3/2	10/7	3/3	1/1
Under 30	1/14	0/0	2/18	0/0	0

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

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

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



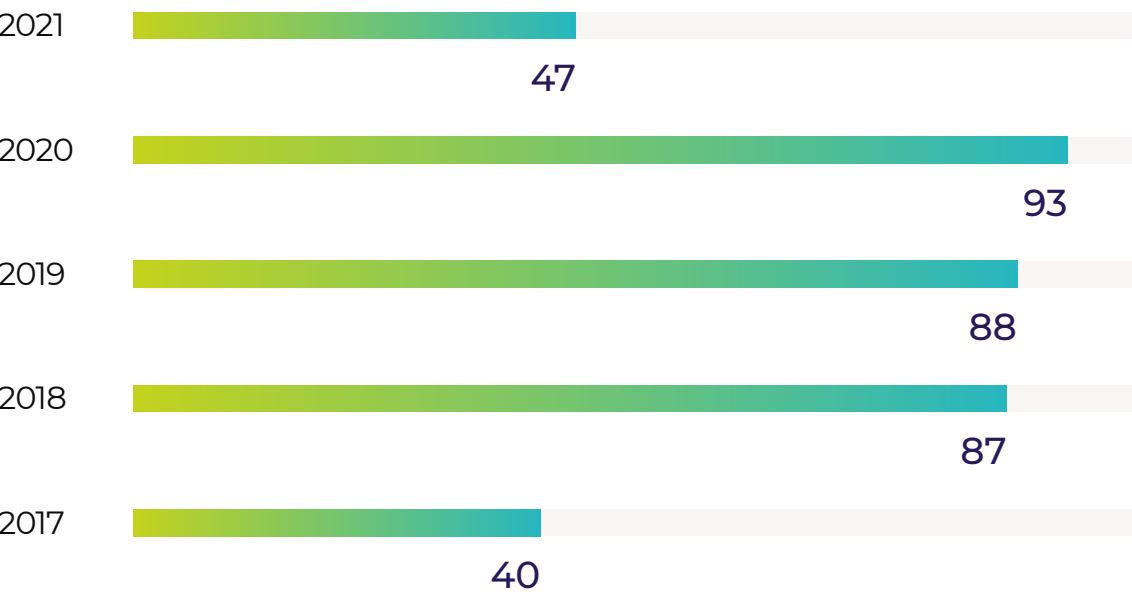
Parental leave and retention

Total parental leave and retention rates					
	2017	2018	2019	2020	2021
Employees entitled to parental leave (number)	180	201	211	173	210
Employees entitled to parental leave: male/female (number)	94/86	107/94	108/103	86/87	111/99
Employees that took parental leave (number)	7	5	9	3	7
Employees that took parental leave: male/female (number)	3/4	4/1	4/5	2/1	3/4
Employees that returned to work after parental leave (number/%)	9/100	7/100	7/100	5/100	4/100
Male employees that returned to work after parental leave (number/%)	3/100	4/100	4/100	1/100	3/100
Female employees that returned to work after parental leave (number/%)	6/100	3/100	3/100	4/100	1/100
Total employees that returned to work after parental leave who were still employed 12 months after return to work (number/%)	9/100	7/100	7/100	2/100	5/100
Male employees that returned to work after parental leave who were still employed 12 months after return to work (number/%)	5/100	2/100	4/100	2/100	1/100
Female employees that returned to work after parental leave who were still employed 12 months after return to work (number/%)	4/100	5/100	3/100	0/0	4/100

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

Contractors

Capricorn total proportion of spending on local suppliers (%) ★



Proportion of spending on local suppliers (%) ★					
	2017	2018	2019	2020	2021
Egypt	0	0	0	0	57
Mauritania	0	0	0	0	9
Mexico	9.79	20	88	96	80
Senegal	24.33	79	94	100	93
Suriname	0	0	1	45	64
UK	77.16	94	86	91	42

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

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

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

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

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

New supplier screening (%) ★					
	2017	2018	2019	2020	2021
Environmental	80	95	100	100	100
Impacts on society	60	42	100	100	100
Labour practices	80	53	100	100	100
Human rights	60	58	100	100	100

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

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

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

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

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

Social and economic benefits

Social investment (£) ★					
	2017	2018	2019	2020	2021
Capricorn total	185,242	85,592	155,577	327,783	112,197
Community development and environmental benefit	93,756	48,137	0	23,739	8,721
Mexico					8,721
Senegal	93,756	48,137			
Suriname				23,739	
Community health	-	-	0	54,523	36,337
Mexico					36,337
Senegal				15,578	
Suriname				38,945	
Community protection and climate adaption	3,879	0	0	0	37,888
Mexico	3,879				
Suriname					37,888
Education and innovation	87,607	37,455	155,577	249,522	29,251
Mexico					29,251
Senegal	87,607	37,455	155,577	170,299	
Suriname				79,223	

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

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

– social investment budget expenditure of an operating asset, collated by the HSE department; and

– skills-awareness training provided to local businesses through operations, from data supplied by the Logistics department and local HSE departments.

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

**Restatement:** The total social investment figure for 2019 was updated in 2020 as information on a payment in Senegal to the National Institute of Oil and Gas for education in 2019–2020 was provided by the operator in 2020.

**Note:** Prior to 2021, six categories were used; these were collated into four in 2021.

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

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

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

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

Charitable giving

Charitable giving in the UK (£)					
	2017	2018	2019	2020	2021
UK total	285,000	248,140	250,600	390,000	328,307
Community development and environmental benefit	10,000				27,840
Community health	105,565	116,290	60,000	80,000	71,766
Community protection and climate adaption					28,522
Education and innovation	169,435	131,850	190,600	310,000	200,179

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

**Note:** Prior to 2021, six categories were used; these were collated into four in 2021.

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

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

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

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

Human rights

Human rights approach

Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening (number/%) *					
	2017	2018	2019	2020	2021
Capricorn total	2/18	5/50	6/100	8/100	8/100

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

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

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

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

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

Operations that have been subject to human rights reviews or impact assessments (number/%)					
	2017	2018	2019	2020	2021
Capricorn total	4/100	4/100	5/100	5/100	0/0

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

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

Human rights and community relations					
	2017	2018	2019	2020	2021
Percentage of (1) proved and (2) probable reserves in or near areas of conflict (%)	0	0	0	0	0
Percentage of (1) proved and (2) probable reserves in or near indigenous land (%)	0	0	0	0	0
Number and duration of non-technical delays associated with community rights and interests (days)	0	0	0	0	0

Employees trained on human rights policies and procedures					
	2017	2018	2019	2020	2021
% of all Capricorn employees that received training in the reporting year	47	17	7	98	94
Hours of training received by all Capricorn employees	43	17	56	88	106

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

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

Non-discrimination

Total number of incidents of discrimination					
	2017	2018	2019	2020	2021
Incidents of discrimination	0	0	0	0	0

Grievances

Total number of grievances from employees					
	2017	2018	2019	2020	2021
Filed	0	0	0	0	0
Filed and addressed	0	0	0	0	0
Filed, addressed and resolved	0	0	0	0	0
Filed prior to reporting period but resolved during reporting period	0	0	0	1	0

Labour relations grievance policy (%)					
	2017	2018	2019	2020	2021
Total employees covered by non-retaliation and grievance policy	100	100	100	100	100

Total number of grievances from society					
	2017	2018	2019	2020	2021
Filed	0	0	0	0	0
Filed and addressed	0	0	0	0	0
Filed, addressed and resolved	0	0	0	0	0
Filed prior to reporting period but resolved during reporting period	0	0	0	0	0

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



Ethics and anti-bribery and corruption

Ethics

Business ethics compliance (number)					
	2017	2018	2019	2020	2021
Incidents of non-compliance with Capricorn's Code of Business Ethics	0	0	0	0	1
Employee dismissals resulting from non-compliance with Code of Business Ethics	0	0	0	0	0
Contracts cancelled in part due to concerns about contractors' ability/willingness to operate in line with Business Principles	0	0	0	0	0

Anti-bribery and corruption

Operations assessed for risks related to corruption (number/%) *					
	2017	2018	2019	2020	2021
Capricorn total	4/100	4/100	5/100	5/100	5/100

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

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

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

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

Total communicated to on anti-corruption policies and procedures (number/%) *					
	2017	2018	2019	2020	2021
Board members	10/100	9/100	9/100	9/100	8/100
Total employees	180/100	201/100	211/100	173/100	210/100
Total management-grade employees	53/100	64/100	67/100	57/100	66/100
Total non-management-grade employees	127/100	137/100	144/100	116/100	144/100
Total business partners*	5/63	22/88	33/100	11/100	13/100
Business partners – significant suppliers	5/100	19/100	28/100	5/100	8/100
Business partners – joint venture partners	0/0	3/50	5/100	6/100	5/100

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

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

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

**Note:** The following notes explain the processes Capricorn goes through to ensure that anti-corruption risks are assessed and to ensure its anti-corruption policies and procedures are communicated to its business partners. In line with the requirements outlined in the UK Bribery Act, Capricorn applies a risk-based approach to assessing corruption risk prior to establishing new operations and contracting with new JV partners and suppliers. Capricorn considers a number of factors when determining the level of anti-bribery and corruption due diligence to be completed, such as the Corruption Perceptions Index score for the relevant country and the level of contact the business partner is expected to have with public officials.

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

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

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

– in the course of submitting an application under a licence bid round;

– where requested by the party from whom we are acquiring an interest in a licence;

– in the course of requesting consent from the relevant government to an acquisition of interests (if required); and

– where otherwise requested by the relevant government. Up-to-date versions of Capricorn's anti-bribery and corruption policy documents are displayed on the Capricorn Energy website at all times.

Employees communicated to on anti-corruption policies and procedures, and country breakdown (number/%) *					
	2017	2018	2019	2020	2021
Egypt	0/0	0/0	0/0	0/0	6/100
Mauritania	0/0	0/0	0/0	0/0	0/0
Mexico	1/100	5/100	6/100	7/100	6/100
Senegal	5/100	2/100	3/100	1/100	0/0
UK	145/100	153/100	158/100	165/100	197/100

Business partners communicated to on anti-corruption policies and procedures, and country breakdown (number/%) *					
	2017	2018	2019	2020	2021
Egypt	0/0	0/0	0/0	0/0	1/100
Mauritania	0/0	0/0	0/0	0/0	3/100
Mexico	1/100	7/100	14/100	1/100	2/100
Senegal	3/50	0/0	0/0	1/100	0
Suriname	0/0	1/100	0/0	1/100	0
UK	1/100	11/100	7/100	3/100	7/100

Total employees (and Board members) trained in Capricorn's anti-corruption policies and procedures (number/%) *					
	2017	2018	2019	2020	2021
Board members	10/100	9/100	9/100	9/100	8/100
Total employees	31/17	68/34	199/94	173/100	202/96
Total management-grade employees	11/21	31/48	66/99	57/100	63/95
Total non-management-grade employees	20/16	37/27	133/92	116/100	139/97

Data on Board members cannot be broken down by country as Capricorn has only one Board of Directors, which is located in the UK.

Employees trained in Capricorn's anti-corruption policies and procedures, and country breakdown (number/%) *					
	2017	2018	2019	2020	2021
Egypt	0/0	0/0	0/0	0/0	5/83
Mauritania	0/0	0/0	0/0	0/0	0/0
Mexico	0/0	5/100	5/83	7/100	7/100
Senegal	2/40	2/100	3/100	1/100	0/0
UK	29/20	59/39	151/96	165/100	190/96

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

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

Anti-competitive behaviour (number)					
	2017	2018	2019	2020	2021
Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	0	0	0	0	0

Transparency

Payments to governments

Total payments to governments (US\$'000) ★					
	2017	2018	2019	2020	2021
Signature, discovery and production bonuses	8,000	0	870	0	3,000
Licence, rental and entry fees	656	4,248	5,018	2,288	2,852
Corporate income tax	-30,225	-37,355	-30,488	21	0
Withholding tax withheld on payments to group companies	0	0	0	0	0
VAT	-6,625	-7,766	-6,579	-3,801	-2,007
Customs duty	206	11	4	0	0
Training allowances	224	200	0	0	0
PAYE and NI	22,076	27,450	27,671	15,450	19,188
Withholding tax withheld on payments to third parties	10,764	707	3,728	468	122
Withholding tax suffered	0	0	0	0	64.51
Other	749	0	106	1,545	1,394

Payments to governments, and country breakdown (US\$'000) ★					
	2017	2018	2019	2020	2021
Payments to Governments Total					
Brazil	0	0	113	101.49	1.62
Côte d'Ivoire	0	1,245.38	0	0	600
Egypt	0	0	0	0	0
Israel	0	0	953	87.70	703.87
Norway	-28,256.49	-34,215.81	-20,682	-116.20	964.45
Mauritania	0	0	0	0	3,380.01
Mexico	9,409.88	2,325.75	3,714	2,867.35	4,574.29
Senegal	12,021.91	1,452.23	435	847.40	6.95
UK	12,504.59	16,590.71	12,328	12,187.42	14,383.82

Signature, discovery and production bonuses					
Brazil	0	0	0	0	0
Côte d'Ivoire	0	0	0	0	0
Egypt	0	0	0	0	0
Israel	0	0	870	0	0
Norway	0	0	0	0	0
Mauritania	0	0	0	0	3,000
Mexico	8,000	0	0	0	0
Senegal	0	0	0	0	0
UK	0	0	0	0	0
	2017	2018	2019	2020	2021

Licence, rental and entry fees					
Brazil	0	0	0	0	0
Côte d'Ivoire	0	1,245.38	0	0	0
Egypt	0	0	0	0	0
Israel	0	0	83	87.70	152.03
Norway	60.35	883.91	1,882	0	0
Mauritania	0	0	0	0	314.60
Mexico	375.11	1,842.05	2,959	1,955.20	2,176.10
Senegal	107.06	107.06	0	0	0
UK	10.70	84.32	67	245.30	209.66

Infrastructure improvements					
Brazil	0	0	0	0	0
Côte d'Ivoire	0	0	0	0	0
Egypt	0	0	0	0	0
Israel	0	0	0	0	0
Norway	0	0	0	0	0
Mauritania	0	0	0	0	0
Mexico	0	0	0	0	0
Senegal	0	0	0	0	0
UK	0	0	0	0	0

Corporate income tax					
Brazil	0	0	0	0	0
Côte d'Ivoire	0	0	0	0	0
Egypt	0	0	0	0	0
Israel	0	0	0	0	0
Norway	-30,224.71	-37,355.46	-30,886	0	0
Mauritania	0	0	0	0	0
Mexico	0	0	398	20.50	0
Senegal	0	0	0	0	0
UK	0	0	0	0	0
	2017	2018	2019	2020	2021

Withholding tax withheld on payments to group companies					
Brazil	0	0	0	0	0
Côte d'Ivoire	0	0	0	0	0
Egypt	0	0	0	0	0
Israel	0	0	0	0	0
Norway	0	0	0	0	0
Mauritania	0	0	0	0	0
Mexico	0	0	0	0	0
Senegal	0	0	0	0	0
UK	0	0	0	0	0

Customs duty					
Brazil	0	0	0	0	0
Côte d'Ivoire	0	0	0	0	0
Egypt	0	0	0	0	0
Israel	0	0	0	0	0
Norway	0	0	0	0	0
Mauritania	0	0	0	0	0
Mexico	0	0	0	0	0
Senegal	205.82	11.11	4	0	0
UK	0	0	0	0	0

Training allowances					
Brazil	0	0	0	0	0
Côte d'Ivoire	0	0	0	0	0
Egypt	0	0	0	0	0
Israel	0	0	0	0	0
Norway	0	0	0	0	0
Mauritania	0	0	0	0	0
Mexico	0	0	0	0	0
Senegal	200	200	0	0	0
UK	0	0	0	0	0
	2017	2018	2019	2020	2021

PAYE and NI					
Brazil	0	0	0	0	0
Côte d'Ivoire	0	0	0	0	0
Egypt	0	0	0	0	0
Israel	0	0	0	0	0
Norway	3,860.15	4,716.60	12,014	314	964.45
Mauritania	0	0	0	0	0
Mexico	28.45	483.70	312	296.40	328.09
Senegal	455.49	473.02	384	95.98	0
UK	17,690.12	21,757.59	14,962	14,743.50	17,895.56

Withholding tax withheld on payments to third parties					
Brazil	0	0	15	0	0
Côte d'Ivoire	0	0	0	0	0
Egypt	0	0	0	0	0
Israel	0	0	0	0	0
Norway	0	0	0	0	0
Mauritania	0	0	0	0	0
Mexico	0	0	45	462.55	122.20
Senegal	10,584.70	661.04	39	5.80	0
UK	179	43.58	186	0	0

	2017	2018	2019	2020	2021
Other					
Brazil	0	0	98	101.49	1.62
Côte d'Ivoire	0	0	0	0	600
Egypt	0	0	0	0	0
Israel	0	0	0	0	0
Norway	0	0	0	0	0
Mauritania	0	0	0	0	0
Mexico	280.36	0	0	0	0
Senegal	468.84	0	8	745.62	6.95
UK	0	0	0	698.22	785.75
Withholding tax suffered					
Brazil	0	0	0	0	0
Côte d'Ivoire	0	0	0	0	0
Egypt	0	0	0	0	0
Israel	0	0	0	0	0
Norway	0	0	0	0	0
Mauritania	0	0	0	0	65.41
Mexico	0	0	0	0	0
Senegal	0	0	0	0	0
UK	0	0	0	0	0
Royalties					
Brazil	0	0	0	0	0
Côte d'Ivoire	0	0	0	0	0
Egypt	0	0	0	0	0
Israel	0	0	0	0	0
Norway	0	0	0	0	0
Mauritania	0	0	0	0	0
Mexico	0	0	0	0	0
Senegal	0	0	0	0	0
UK	0	0	0	0	0

	2017	2018	2019	2020	2021
VAT					
Brazil	0	0	0	0	0
Côte d'Ivoire	0	0	0	0	0
Egypt	0	0	0	0	0
Israel	0	0	0	0	551.83
Norway	-1,952.29	-2,460.86	-3,692	-430.20	0
Mauritania	0	0	0	0	0
Mexico	725.96	0	0	132.70	1,947.90
Senegal	0	0	0	0	0
UK	-5,375.22	-5,294.77	-2,887	-3,499.60	-4,507.15

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

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

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

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

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

Public policy

Political contributions (£) ★	2017	2018	2019	2020	2021
Money paid to political parties and institutions	0	0	0	0	0

Compliance

Non-compliance with laws and regulations (excluding environmental)	2017	2018	2019	2020	2021
Incidents (number)	0	0	0	0	0
Non-monetary sanctions (number)	0	0	0	0	0
Monetary value of significant fines (£'000)	0	0	0	0	0

Economics and funding

Investment proposals that covered results of CR due diligence (%) ★	2017	2018	2019	2020	2021
Investment proposals	100	100	100	100	100

**Note:** Investment Proposals (IPs): In 2018 Capricorn required that any new investment with a net expenditure in excess of US\$1 million should be assessed against specified investment criteria, which include an assessment of the potential CR risks involved with the opportunity. For those investment opportunities that are taken forward to the Board for approval, an IP is required which summarises the outcome of the review (including the CR assessment), the recommended terms of the offer and how the opportunity would be managed in the event of success. These IPs are signed off by all functional department heads, the Chief Operating Officer (COO) on behalf of the Management Team (MT) and the Chief Executive Officer (CEO) on behalf of the Executive Team (ET).

**Note:** This indicator measures the proportion of IPs approved in the reporting year that covered the results of CR due diligence. Figures are compiled by reviewing all IPs approved in the reporting year.

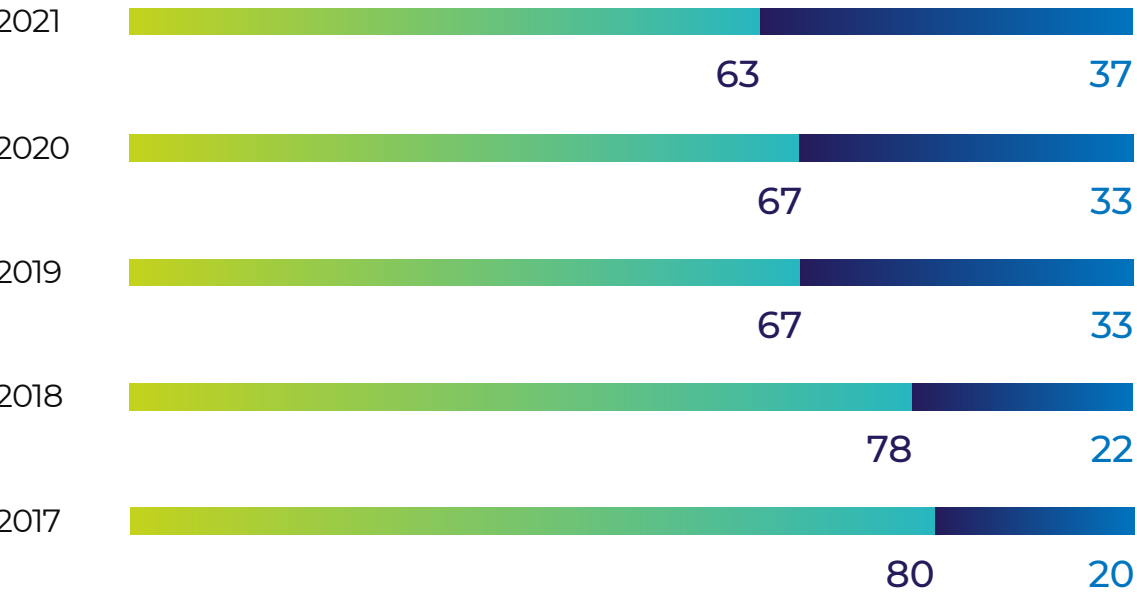
**Calculation:** Number of IPs approved in the reporting year that covered the results of CR due diligence/number of IPs approved in the reporting year x 100.

Corporate governance

Board meetings that considered CR issues (%)	2017	2018	2019	2020	2021
Capricorn total	100	100	100	100	100

**Note:** The Board is ultimately accountable for ensuring Capricorn meets our standards of Corporate Governance. It provides a leadership role in risk management and requires routine updates on CR-related risks and performance. CR performance is a standing item on the Board agenda, and the Board received a CR corporate and operational update at each Board meeting in 2020. It also routinely examines the status and management of high-risk issues facing the company. The Board received performance update papers for each meeting in 2020.

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



Male Female

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



30–50 Over 50

Capricorn's Board members from minorities (%)	2017	2018	2019	2020	2021
Capricorn total	0	0	0	0	0





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