

Bankers Petroleum Albania Ltd.

Sustainability Report 2024



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Sustainability at Bankers

Sustainability at Bankers is about creating value throughout our operations and setting a strategy to transition our business to net-zero emissions

1. Letter from our chief executive officer
2. Our sustainability frame
3. Our performance

Letter from the CEO



Hong Ping Xiao
CEO & General Director

At Bankers Petroleum Albania, our goal has always been to improve our performance year after year. We focus on optimizing operations, reducing our impact on the environment and surrounding communities, and increasing production in a responsible way.

In 2024, we continued to invest in the areas we believe are essential to becoming a sustainable exploration and production company. We remain committed to fully complying with Albanian laws and regulations, as well as aligning with EU standards where applicable.

We took important steps toward reducing energy use and lowering emissions. Through the implementation of energy-saving projects and greater use of field gas for power generation, we successfully reduced carbon emissions from our operations. Each year, we contribute to Albania's economy by generating jobs, revenues, and taxes.

In 2024, we employed 460 people directly and worked with more than three times that number through contractors. We spent approximately \$115 Million on goods and services, 68.8% of which was spent locally. We also paid over \$45.4 Million in taxes to the Albanian government.

We believe our people are at the core of our business. We are committed to working with partners and suppliers who share our principles and values.

Respecting Biodiversity and Nature

We aim to ensure that our operations run in harmony with the natural environment. Our environmental focus areas include water and energy use, waste management, air quality, and greenhouse gas emissions. We are actively working to reduce waste, increase recycling, and explore technologies that allow materials to be reused or recovered.

In 2025, we plan to produce crude oil for the first time from waste generated during oil operations, using thermal desorption technology. This will offer a long-term solution for managing this type of waste and reducing our environmental footprint.

Health and Safety – A Core Value

Health and safety are fundamental to everything we do. We are committed to achieving zero accidents and ensuring that every employee and contractor returns home safely each day.

In 2024, we recorded fewer vehicle incidents, fewer lost-time injuries, and a reduction in oil spill volumes. Importantly, we had no fatalities connected to our operations.

We are also working toward ISO certification for our HSE and quality systems and adopting new digital tools to improve our safety reporting and performance.

Looking Ahead

I am proud to share the 2024 Sustainability Report. It reflects the progress we have made so far, and the commitment we carry forward. We recognize that there is still more to do, and we remain focused on continuously improving the way we operate: responsibly, sustainably, and in close partnership with the communities and environment around us.

Hong Ping Xiao
CEO & General Director
June 2025

Our Sustainability frame

Bankers Petroleum Albania Ltd at a glance

Bankers is the largest crude oil exploration and production company in Albania operating the biggest oil field in continental Europe. It's operations are located in Patos-Marinza field, with main offices located in the city of Fier. The company has been operating the field since year 2004, but the oil production activities on this field are dated back to 1930s. Bankers took the field after nearly 80 years of production practices from previous operators, who operated the field with very low environmental standard creating a major land and water pollution. We started rehabilitating the land and set a new standard in environmental, health and safety management, as well as in the approach to the communities near our field.

Sustainability at Bankers

It is our strategy to lower our emissions until we become a net-zero emissions business in compliance with international and government agreements, always with the purpose of creating value, while maintaining a continuous supply of product to the market.

Sustainability at Bankers comprises: generating value, achieving net-zero emissions, powering people, and respecting human rights and nature. It is a strategy that integrates sustainability with our pursuit of value through high performance. We expect our employees and contractors to maintain focus on safety and abide by our core values of honesty, integrity and respect for people. We are working to have sustainability as our core value, embed it in our decision making systems and organisational culture.

UN Sustainable Development Goals

We strive to play our part in helping the government and society achieve the UN's 17 Sustainable Development Goals (SDGs). The goals are considered in this report and for our future developments. We believe the actions we take as part of our progress strategy can help directly and indirectly contribute to all 17 of the SDGs. How we are contributing to these SDGs can be found throughout this report.

Sustainability governance

We have comprehensive governance structures, along with performance standards and other controls. These include the general business principles, the code of conduct, and our health, safety, security, environment and social policies and performance checks. These influence the decisions we make and our actions.

The health, safety, environment and community relations departments assist the Board in reviewing the policies, practices, targets and performance, with respect to safety, environment including climate change, and broader sustainability.

Quarterly performance meetings are held and topics discussed in depth by senior management for safety, environmental, social issues.

Also reviews are made on wider matters of public concern such as waste, air emissions, the flaring of natural gas, water usage, human rights, diversity and inclusion. The company engages with external stakeholders on matters relating it's activities impacts and solutions and gaining valuable insights on how we are perceived.

Our Performance



Health and safety training hours in 2024: 2146.5 hours completed for employees and contractors.



Serious Injury incidents per 1 million working hours in 2024: 0.36.



Environmental spill incidents over 100 liters in 2024 from the company and contractors were: 36.



Total scope 1 and 2 greenhouse gas emissions for 2024 as CO₂ equivalent have been: 109.64 thousand tonnes of CO₂e.



Total scope 3 greenhouse gas emissions for 2024 as CO₂ equivalent has been: 1687.1 thousand tonnes of CO₂e.



Carbon Intensity per unit of production for 2024: 0.2 tonnes per 1 tonne of production



Community Grievances filed and solved for 2024: 31



Investment in communities for 2024: \$287.9 thousand



Spent on goods in Albania for 2024: \$79.207 million



Spent on goods internationally for 2024: \$35.773 million



Women in supervisory and management positions: 21.6%



Overall calculated flared gas decreased to 6.368 million m³ in 2024.



Total Taxes to Government in 2024: \$45.4 million



Sustainable livelihoods: Paid a fair wage to national employees with company's average being 95% higher than Albania average in 2024.



Our Approach
to
Sustainability

Our aim is
**To continue to make a difference
for our people and for the economy
of Albania. We are working to embed
sustainability in our culture and
decision making process**

4. **Business code of conduct**
5. **Safety**
6. **Our people**
7. **Our policies and practices**
8. **Environment**

Business code of conduct

Bankers Petroleum Ltd. (“Bankers”) Business Code of Conduct has been adopted by the Company’s Board of Directors and constitutes the Company’s primary behavior guide for all Bankers employees. It incorporates our basic standards of ethical and legal behavior, provides emphasis to our commitment to ethics and compliance with the law, and alerts employees to critical issues, which require consideration and caution. The Code of Conduct is also designed as a preventive tool—to help prevent and detect violations of the Company’s policies and the law.

The Company’s Board of Directors and its management are committed to the principles expressed in the Code of Conduct, and all of us must conduct ourselves in conformance it.

We do not conduct business where the business environment is such that operating in an ethical, legal way is not possible. This applies to relationships with customers, contractors, government representatives, partners and vendors. Profitability is not more important than the reputation and good will of Bankers.

Communications

Bankers is committed to conducting business in an open and honest manner. All communications, whether internal or external, should be accurate and forthright. These communications may include, but are not limited to, general internal reports and memoranda, advertising, media broadcasts, marketing, sales brochures and illustrations.

The Company will provide accurate information when promoting its products and services. Misleading, false, or exaggerated claims concerning our products and services, or those of our competitors, are unacceptable. These same principles must be adhered to when responding to inquiries from customers, fellow employees, the media, regulatory agencies and stockholders.

The publication or circulation, either internally or externally, of any oral or written statement that is false, derogatory, malicious or defamatory of any other person, and in particular Bankers’ competitors, is prohibited.

Conflicts of interest

Employees must not engage in, or give the appearance of engaging in any activity involving a conflict, or reasonably foreseeable conflict, between personal interests and those of the Company. Any outside employment or outside business involvement by a Company employee must be made known by the employee to his or her supervisor.

The board of directors

The Board of Directors represents the interests of the company’s shareholders and take key decisions in the best interest of the company. The board’s primary responsibility is to oversee the company’s management and ensure that it is acting in the best interests of the shareholders. The board is responsible for setting the company’s strategic direction, approving major corporate decisions, and monitoring and approving the company’s financial performance and structure. The board also has a fiduciary responsibility to ensure that the company is being run in a legal and ethical manner. The board is responsible for ensuring that the company complies with all applicable laws and regulations, and that it is conducting its business in an ethical and socially responsible manner.

Safety

Bankers will conduct its business in a manner that avoids harm to people and respects the environment. It is committed to continuous improvement toward zero incidents through a Health, Safety and Environment (HSE) Management System and in compliance with all applicable safety, health and environmental laws and regulations. This commitment extends to initiatives undertaken to reduce and eliminate injuries in the workplace and pollution prevention.

Bankers is committed to transparency and will communicate our health, safety and environmental goals to the communities where we operate, to our customers, to all other stakeholders. The Company will maintain a systematic process, which implements pollution preventive measures precluding the release of hazardous substances into the environment.

Safety and environmental protection is a condition of employment for all Bankers employees. They are accountable for their own safety and the safety of those around them. No deviations from Company safety practices or procedures are permitted without the approval of the appropriate Company personnel or government regulatory agency.

Employee violations of applicable legal requirements or corporate policies related to health, safety and environment, or the intentional failure to prevent violations or take reasonable corrective action are unacceptable and will be subject to appropriate disciplinary action, including termination.

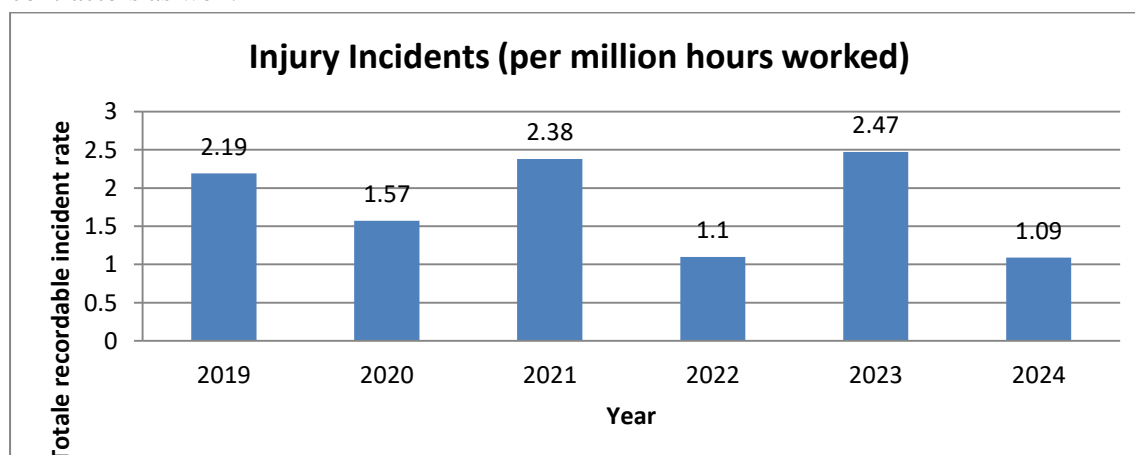
Safety culture

Although we have made steps toward reducing our incidents compared to the last years, to further improve we need our safety culture to improve and we are working to achieve this kind of improvement.

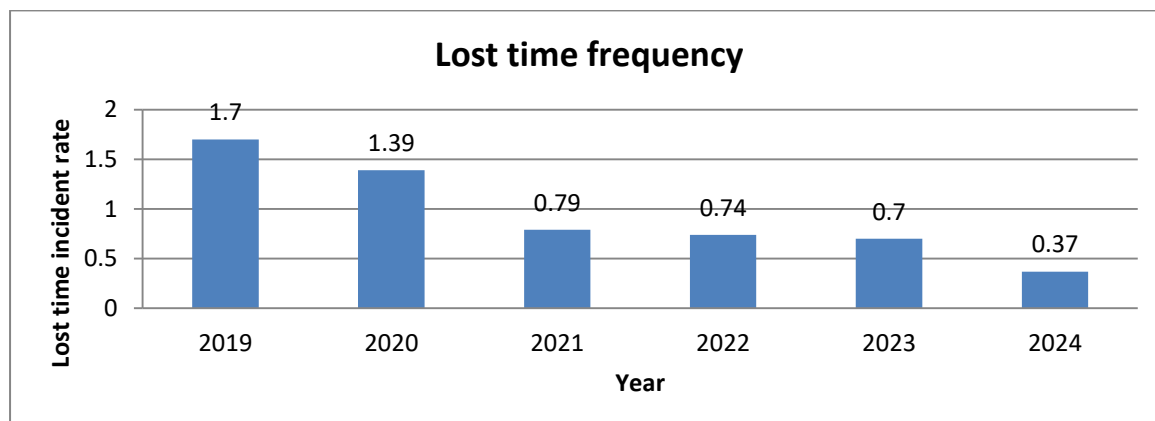
Showing interest in how the work is undertaken by the workforce and acting on concerns raised by our employees can help us foster a learning culture instead of a punishment culture that is counter-productive in the long term. Through inclusion and diversification we can help people speak up about safety concerns in their day to day jobs.

Personal safety

We recorded for last year a decrease in our total recordable incident rate compared to last year. The cause of this has been the decrease of medical treatment incidents. These figures include the contractors as well.



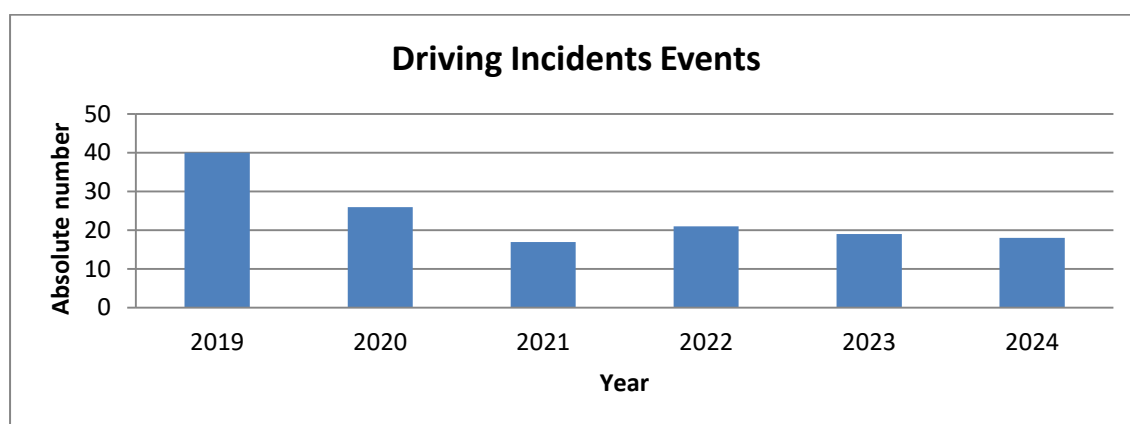
Our lost time incidents frequency has decreased by 0.37 compared to previous year!



The reporting and recording as well as corrective actions of all incidents helps us to focus our efforts to prevent serious injuries and fatalities.

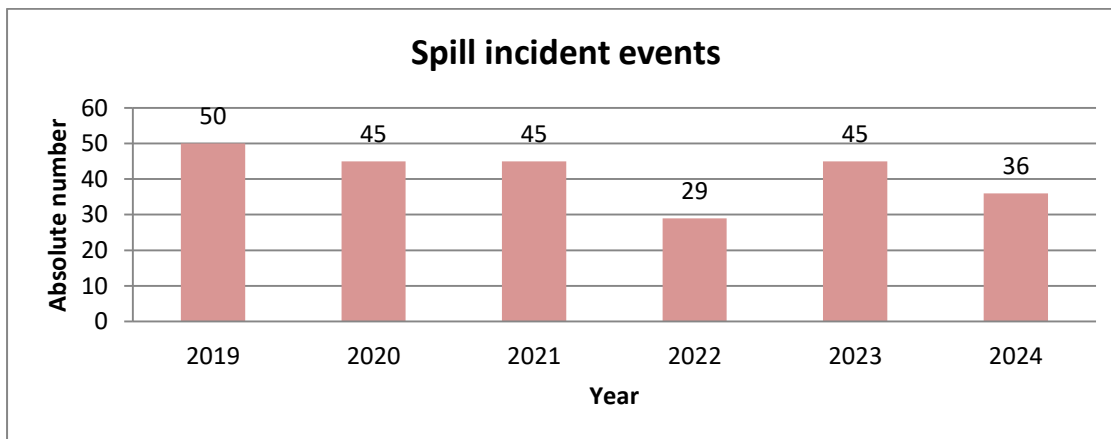
Driving safety

Driving incidents is one of the highest numbers we have recorded for 2024 compared to other incidents. We have had a total of 18 motor-vehicle incidents recorded with no health and safety consequences of the driver or passengers. We are tackling this by enforcing road speed limits, educational training such as defensive driving and as one of the main topics in health and safety meetings.



Spills

There are programs in place to try minimize the number of spill as well reduce the quantity of lost product. The volume of the operational spills over 100 litres was 575 m3 in 2024, an increase compared to last year m3. The total number of spill recorded over 100 litres in 2024 was 36. All recorded spills were operational and once was security related with the highest volume impact. We have made progress in preventing and reducing the volume of spills over many years by changing working procedures, risk assessments and incident investigations.



Our people

In 2024 BPAL employees completed more than 2100 hours of in house training and more than 250 employees have been trained by third parties for compliance and gaining new skills! This learning takes place within a development frame applicable to all employees which covers safety technical depths and future needs for skills. Our training plans include as well compliance training that is mandatory for the employees to maintain their skills and to be in conformance with the regulations. We help increase the number of skilled people in the region of Fier by delivering high quality training through third parties or through internal resources. The in house training is offered to contractors as well due to the lack of training from their direct employer with the purpose to improve their abilities.

Our policies and practices

Through our policies we set our direction and how we manage environmental and social impact of our activities. Our policies require us to engage with stakeholders to get their feedback of the impacts of our activities and mitigation measures to reduce or avoid the impacts. We will be reviewing and updating our policies in order to embed sustainability in them and change our way of working.

Environment

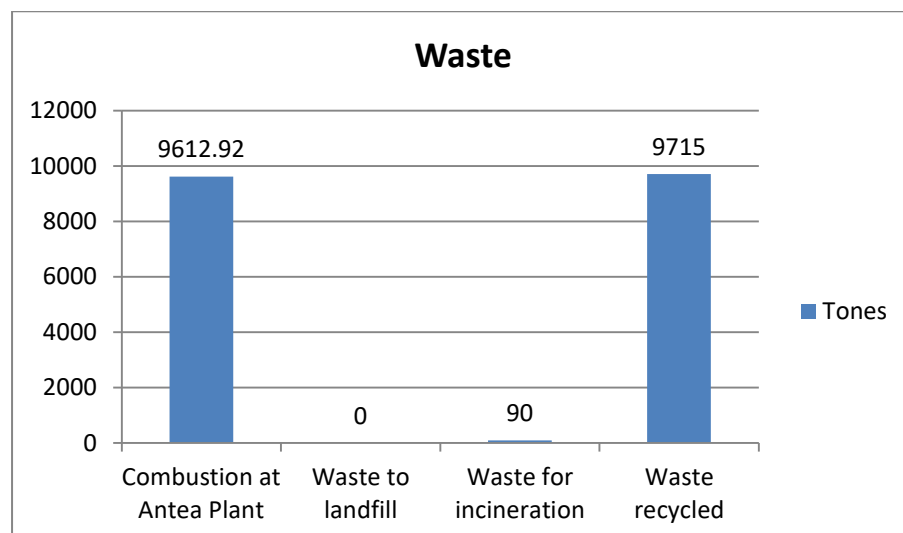
Bankers environmental policy is established through relevant elements of our code of conduct, our responsibility and how we think is best to represent our values. The policy is supported by the management and CEO of the company, it is supported by our commitment to environmental performance and internal requirements and guidance.

Biodiversity and protected areas

We are committed not to develop any new projects in areas that are classified as protect by the state of Albania, areas of natural interest or in the UNESCO world heritage sites. At the current sites we operate there are not such areas. Our oil field is situated in an area heavily impacted by historic oil production operations that used to be marshland that was dried before 1960s. Compared to previous operators we have our production wells on dedicated leases with adequate boundaries that do not let any contamination resulting from a spill to reach adjacent land.

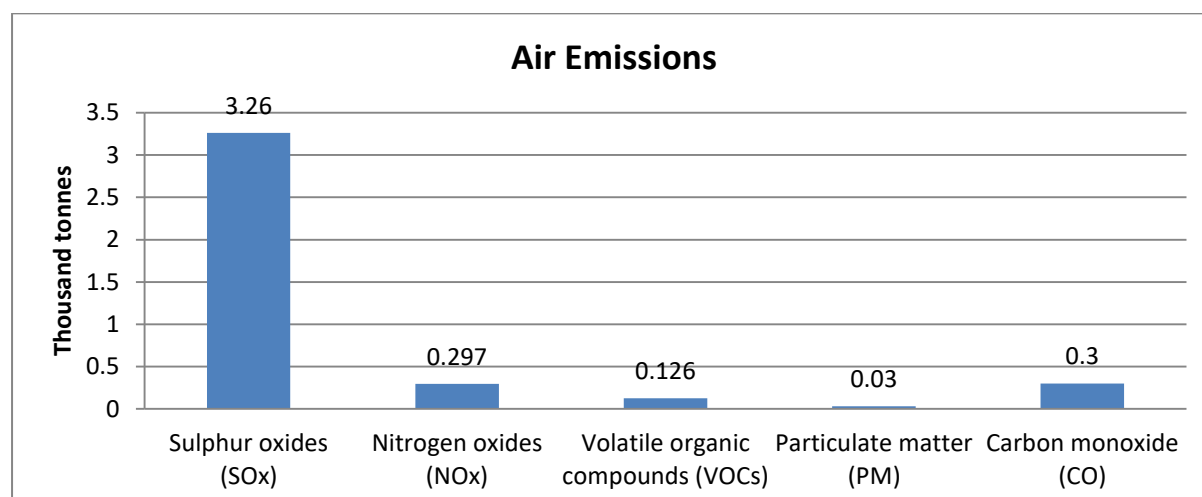
Waste

In terms of waste we have the goal of avoiding, reducing and reusing any waste resulting from our operations. In 2024 approximately 9715 tonnes of plastic, cardboard and waste contaminated with oil was sent for recycling/recovering, 90 tonnes of municipality waste was sent to incinerator site. In 2024 we have sent for reuse 9612 tons oil sludge in cement kiln.



Air emissions

We monitor our air emissions and put measures in place to reduce potential impacts of our operations in the local communities and the environment. Our total air emissions for year 2024 in thousand tonnes are shown in the graph below.



Water

We actively manage our fresh water demand in the Patos-Marinza oil field that is classified as high level of water stress based on the World Resources Institute's Aqueduct Water Risk Atlas. Our main volumes of water are used for mixing with dry polymer and we are looking into technology to be able to reuse production water for polymer mixture in order to avoid the use of fresh water.



- 9. Net-zero ambition
- 10. Managing greenhouse gas emissions
- 11. Protecting environment
- 12. Air quality

Net –Zero ambition

These last years events in the world and Europe such as covid-19 and Ukraine war have had a very high impact on the cost of living and energy crisis in Albania. This shows that affordable and lower carbon energy is paramount to the future and is the direction to work on! Worldwide the carbon emissions despite the governmental regulations and public pressure have continued to increase since Paris agreement in 2015 beside year 2020 that was impacted from the lock-down due to covid-19 situation.

The transition to a low carbon world requires a range of technologies to lower emissions, to reduce electricity usage, carbon capture use and storage. We aim for a 30% decrease of our scope 1 and 2 emissions related to oil production operations by 2030.

We believe our ambition and aims are consistent with the goals of Paris agreement to limit the temperature rise to 2°C (that was recently updated from 1.5°C) above pre-industrial levels and of course to achieve net zero by 2050. We are setting a path to make positive contribution to achieve the Paris agreed goals and to follow the regulations set by the government of Albania.

We aim to increase our investment in technologies in order to reduce scope 2 emissions, reduce fresh water usage through a produced water treatment system to reuse production water, find new solutions to waste streams and 0 waste to landfill.

There are many ways we can contribute to help the country get to net zero as one of the industry leaders in country, and these include being a leader in this industry in Albania for the transparency of our reporting, advocate for policies in Albania that support net zero and using the company's influence with trade associations, low carbon collaboration and support others in their journey to decarbonisation.

Becoming a net-zero emissions business means that we need to reduce our emissions from our productions operations, it means producing a low carbon intensity crude oil product for the market. As well it means capturing and storing any remaining emissions using technology, protecting natural carbon sinks and provide carbon credits to other partners such as cement factories in order to compensate for hard to abate emissions.

We follow the Greenhouse Gas Protocol's Corporate Accounting and Reporting Standard, which defines three scopes of greenhouse gas emissions:

1. Scope 1: Direct greenhouse gas emissions from sources under BPAL's operational control.
2. Scope 2: Indirect greenhouse gas emissions from the generation of purchased energy consumed by BPAL assets under operational control.
3. Scope 3: Other indirect greenhouse gas emissions, including emissions associated with the use of products sold by BPAL.

Scope 3 emissions from the product we sell account for most of the total emissions we report.

Assessing climate-related risks

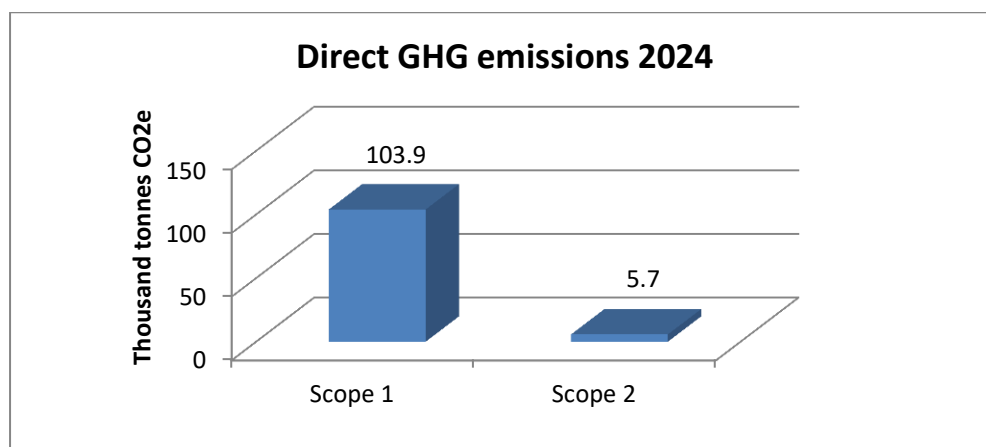
We have identified climate change and the associated energy transition as a material risk. The risk could potentially result in changes to the demand for our product, our operational costs, supply chains, markets, the regulatory environment, our licence to operate and litigation.

As our operations face the potential physical impacts of climate change, it is important for us to manage. We will start to take climate variability into consideration in the design and operation of our assets and infrastructure to minimise the risk of adverse incidents to our employees and contractors, the communities where we operate, and to our equipment and infrastructure.

Absolute emissions performance

In 2024 our total combined scope 1 and scope 2 absolute greenhouse gas emissions from assets and activities under our operational control, were 109.6 thousand tonnes on a CO₂ equivalent basis. Our scope 3 emissions were 1687.1 thousand tonnes of CO₂ equivalent.

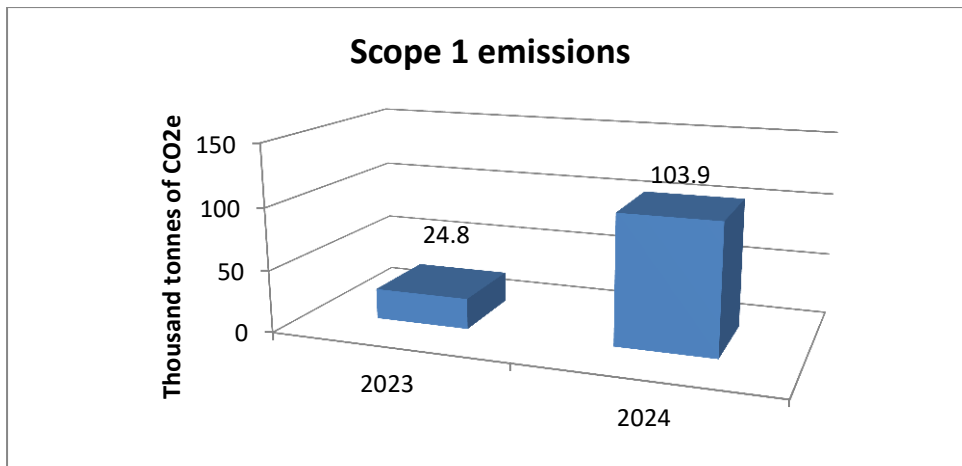
Scope 1 direct and Scope 2 indirect GHG emissions (operation boundary) (ThtCO₂e)



Managing greenhouse gas emissions

Greenhouse gas emissions performance

Our evaluated Scope 1 greenhouse gas emissions comparison between 2023 and 2024 are shown in the graph below. There has been a correction of the data received from data management department in regards to volumes of gas associated with production and therefore emissions.



Energy efficiency

In 2024, we implemented a variety of measures to reduce the energy use and increase the energy efficiency of our operations such as:

Regarding the Energy saving project there is an estimated over 1000MV for the year 2024.

Many changes and adjustments have been made to the equipment. As the more important are:

- 4 electric skids in WSW were turned off (high reservoir energy)
- Shut down 2 WSW (run with ESP) due to optimization of production in other WSW
- 3 x J165 injection pumps turned off due to changes required by RET (reservoir engineering). 2 of them have been replaced with low rate pumps (80% energy saving in each location)
- Shut down (PSU100) at N28B ... and other minor changes.

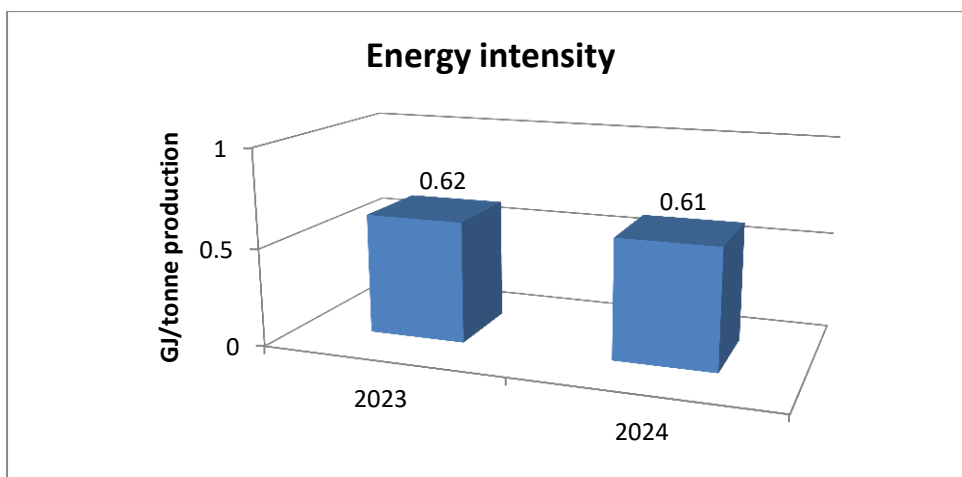
For 2025 we will continue to optimize the process and the equipment, also based on RET requirements.

We used field gas to power generators and produce electricity with gas that otherwise would be flared, this has contributed around 10% to our total electricity consumption for 2024. Energy consumption from the grid is 78422 MW and the gas generators estimated to have produced 7978 MW.

Beside the above we have electrify over 60 new and existing wells using VFD to have lowered consumption and increase efficiency. We have optimize several pumps on processes to reduce energy consumption and we have start installation of high efficiency motors IE4, for the new installation.

We have reduce the yearly electricity consumption from the previous year with 4241MW or with 5%.

Beside the above we have completed minor changes as well that have lowered consumption and increase efficiency. In the coming year we will be conducting energy audit of operations in order to further lower consumption and increase efficiency.

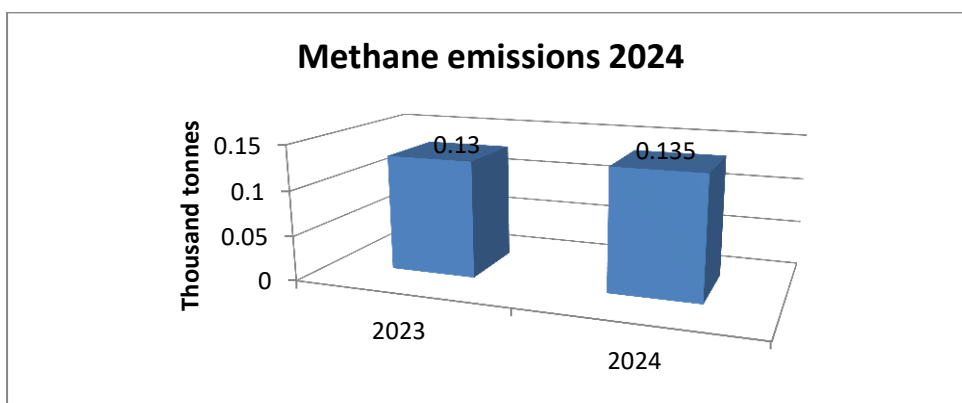


Methane emissions

Methane is a potent greenhouse gas. When it is released into the atmosphere it has a much higher global warming impact than carbon dioxide. Natural gas consists mainly of methane.

Methane emissions performance

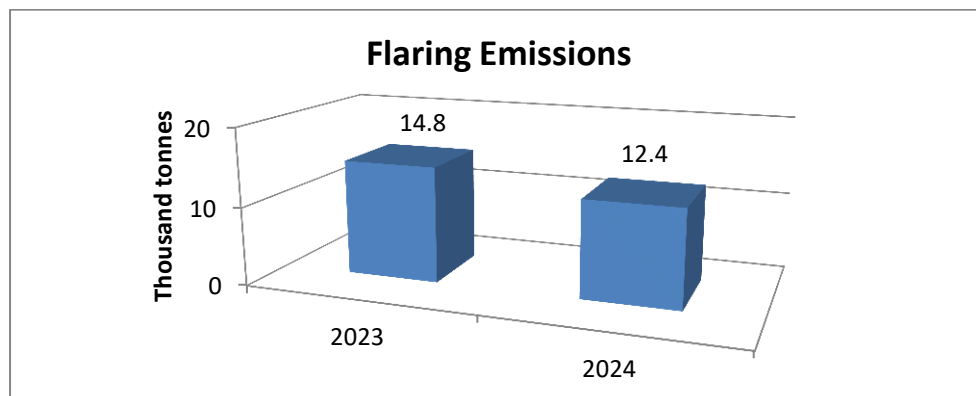
BPAL's methane emissions intensity target covers all oil and gas assets for which we are the operator. In 2024, our methane emissions intensity was 0.0075 CH₄ tonne per tonne of production.



In 2024, BPAL's total methane emissions were 0.135 thousand tonnes. During this year we have implemented more and more cascade systems on leases with closed venting system and gas capturing and burning in the generators for electricity production. These measures that have been implemented continuously in the field and have had a major impact in air quality and reduce methane emissions. Nearly 100% of our reported methane emissions in 2024 came from venting from tanks.

Flaring performance

Flaring of gas in our field contributed around 11.8% to our overall direct greenhouse gas emissions in 2024. Flaring has decreased compared to previous year.



In 2024, around 100% of greenhouse gas emissions from flaring occurred at facilities where there was no infrastructure to capture and reuse the gas. We will be looking into increasing the infrastructure for gas capturing in order to reduce flaring, and look as well into totally avoid venting.

Carbon credits

In order to become a net-zero emissions energy business, we are working to reduce emissions from our own operations and from the use of fuels and other energy products, such as electricity. For remaining emissions that we cannot otherwise remove, we intend to use carbon credits, including from nature-based solutions. To help us do that, we will be looking at investing directly in natural ecosystem projects to increase the supply of carbon credits and help meet growing demand. We also will be looking at buying carbon credits generated by other nature-based projects and by technologies. Nature-based solutions protect and enhance natural ecosystems – such as forests, grasslands, wetlands and coastal zones – or improve agricultural sustainability by absorbing or preventing the release of greenhouse gases. As part of our selection criteria for nature-based solutions, we look for projects that will have a net positive impact on biodiversity.

Carbon capture and storage

Our ambition is to work with our customers and partners to unlock the potential for CCS to reduce emissions where there are currently no scalable low-carbon alternatives. In the coming years we will be questing for possibilities of agreements to develop projects for CCS in our oil field. We understand this is a very important subject that will need to be developed because it has high beneficial potentials for the future.

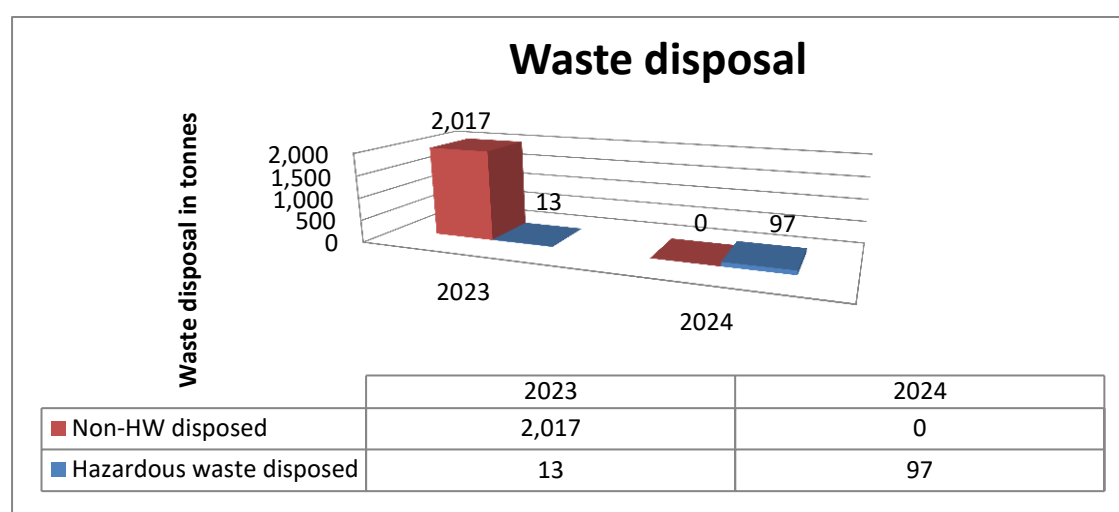
Protecting environment

We understand there is growing urgency to protect and enhance nature, preserve water quality and availability, land availability, improve air quality and use resources more efficiently. Nature loss and climate change are interconnected and need to be tackled together. It was recognized in 2022 at the UN Climate Change Conference (COP27), and also at the UN Biodiversity Conference (COP15) where a landmark Global Biodiversity Framework was agreed.

As a business, we rely on nature for resources such as land, water and materials for our operations. We recognise that our activities can have an impact on nature through discharges and emissions to the environment, and through changes to the use of land and water. Respecting the environment and local communities has been an integral part of the way we do business for many years, and it is integrated in our Environment and Social policies.

Waste

Our ambition is to use resources and materials efficiently and to increase reuse and recycling. We are aiming for zero waste by reducing waste generated and increasing reuse and recycling in our businesses and supply chains. We aim to set goals for waste reduction, reuse and recycling by the end of 2025. We are aware of our largest waste streams and working toward reduction targets. We aim to reduce waste disposed by reducing waste generation and increasing reuse, recycling and recovery. As we continue to develop these plans, we will update our goals for waste reduction, reuse and recycling.

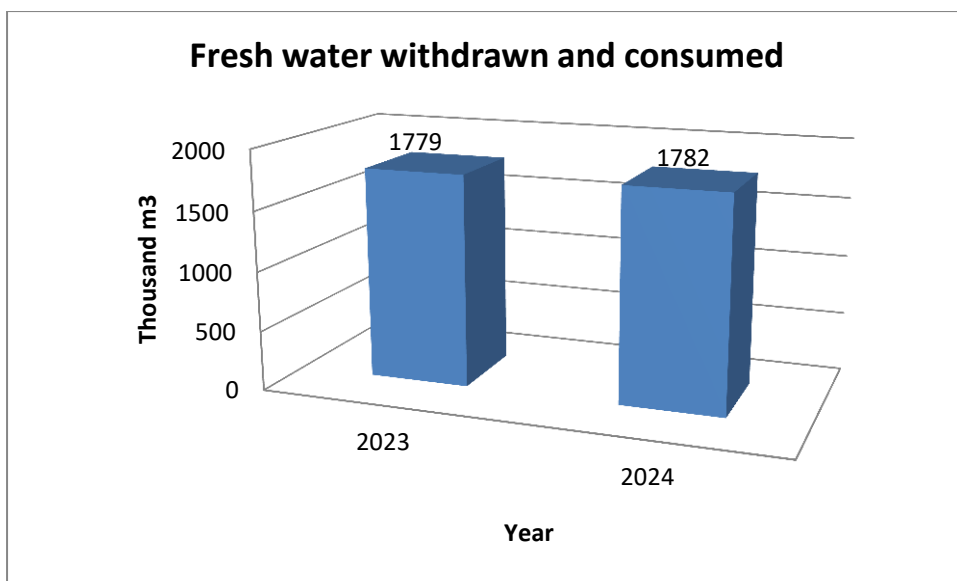


In 2024, we disposed of 97 tonnes of hazardous and non-hazardous waste, which is relatively low related to the last year. We have sent 9612.92 tonnes for reuse in cement production and 102.3 tonnes for recycling.

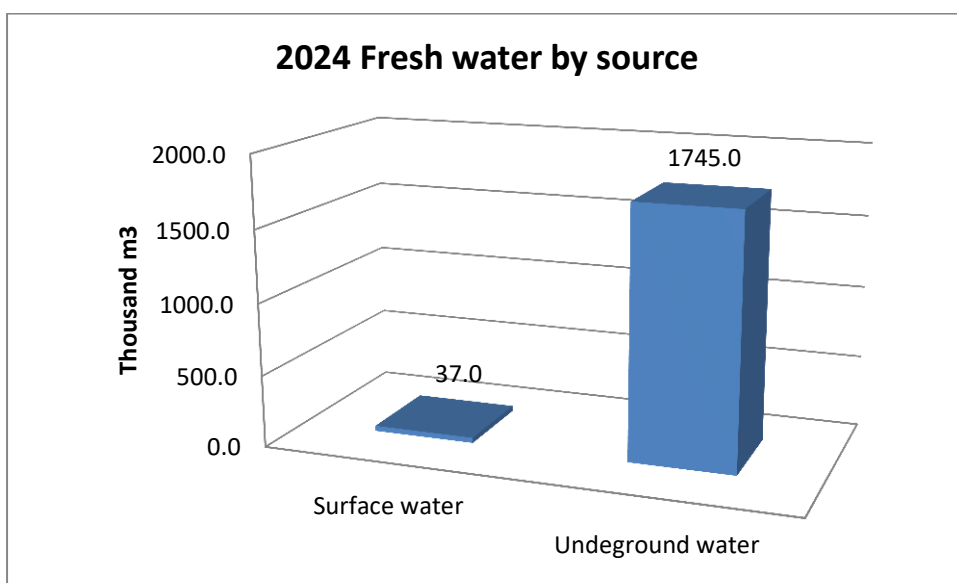
Conserving water resources

Our ambition is to conserve fresh water by reducing consumption and increasing reuse and recycling. We are making steady progress in reducing our fresh-water consumption in water-stressed areas. Our field is located in an area where there is a high level of water stress based on analysis using the World Resources Institute's Aqueduct Water Risk Atlas.

In 2024, our facilities consumed 1782 thousand cubic meters of fresh water, this will serve as baseline for future comparison and reduction targets.



In 2024, we continued to review our water use and stewardship. We are looking into reducing the amount of fresh water consumed in our facilities through a water treatment project that should enable us to reuse produced water in our polymer mixing operations instead of fresh water.



Of our fresh-water intake in 2024, 2.1% was from surface water and the 97.9% was taken from groundwater.

Waste water and produced water

Our produced water has low level concentrations of oil, grease and other hydrocarbons and we avoid any discharges to the surface waters. This has helped a lot increase the biodiversity in surface waters in the area we operate. Mainly we manage production water by reinjection and partly through the enhanced evaporation in the ecopits that can be considered water lagoons that we have been created for depositing of crude oil production operational waste. We are working to bring in technology to reduce the waste going into the ecopits such as aging oil treatment technology.

In 2024, there were 0 hydrocarbons discharged to surface water across all our facilities.

In 2024, we re-injected 2449 thousand cubic meters of produced water back into the oil production layer.

Protecting biodiversity

Our ambition to have a positive impact on biodiversity builds on our commitment not to explore for or develop oil and gas resources in natural and mixed World Heritage Sites.

We continue to develop new ways to measure how we are improving biodiversity.

We aim to minimise the impact of our projects on biodiversity and ecosystems, whether life on land or water. We apply the mitigation hierarchy, a decision-making framework that involves a sequence of four key actions: avoid, minimise, restore and offset. We assess the potential impact of projects on biodiversity and local communities as part of our impact assessment process. All potential new projects are screened to determine if they are located in a critical habitat and for other criteria such as protected species and so on.

Critical habitats

In 2024, we did not have any activity located or partly located in critical habitats.

Nature-based solutions

Nature-based solution projects that we need to look at for future investments, will follow the requirements of the Climate, Community and Biodiversity Standards (CCB) or their equivalent. The voluntary CCB standards set out criteria for having a positive impact on climate change, local communities and biodiversity. In 2025 we will be looking at projects to develop.

Deforestation

Deforestation occurs when forests are converted to non-forest uses. In 2024, no land has been deforested as a result of our new activities.

Supply chain

We will be looking into including requirements in our purchasing policies to reflect environmental standard, and take the energy efficiency, material efficiency and sustainability of products into consideration in our purchases.

We aim to work with suppliers, including contractors, who behave in an economically, environmentally and socially responsible manner, as set out in our business principles. In 2024, we spent around \$13.2 million on goods from suppliers located in Albania and \$31.8 million on goods from suppliers globally.

We will work with our suppliers to find ways to reduce greenhouse gas emissions across our supply chains.

Air quality

Cleaner transport options

We have changed the transportation methods for our crude production and produced water from mainly truck transportation to using pipelines. The number of truck movements in the field has been reduced drastically leading to improvement of air quality due to less emissions from fuel usage and less dust generation. Our sales oil is currently being transported through rail road to the port in Vlora and finally through ship to the refineries. These improvements have helped us reduce SO₂ emissions, particulates and nitrogen oxide.

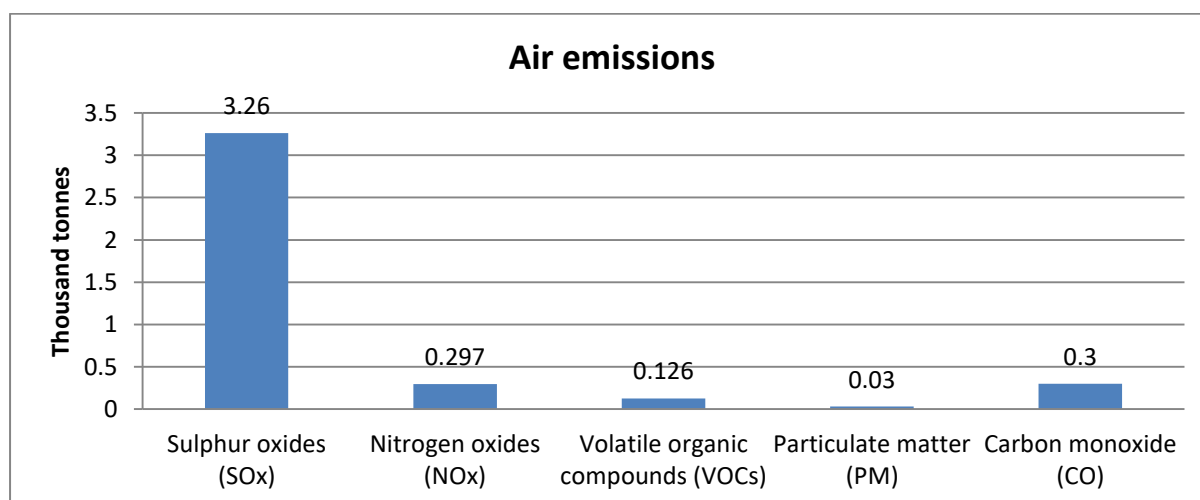
Sulphur oxide, nitrogen oxide and volatile organic compound emissions

We follow the standards set by EU regulations and those of Albania regulators to manage airborne pollutants in our oil production and processing, including emissions of nitrogen oxides, sulphur oxides and volatile organic compounds.

Our sulphur oxide (SOx) emissions in 2024 are 3.26 thousand tonnes,

Our nitrogen oxide (NOx) emissions are 0.297 thousand tonnes in 2024,

Our emissions of volatile organic compounds are 0.126 thousand tonnes in 2024.





We support the communities where we work to build more sustainable livelihoods.
We try to focus our social investment in support of our aims.
We support our workforce through quality jobs and fair working conditions

- 13. Sustainable living
- 14. Contributing to communities
- 15. Enhance wellbeing of workers
- 16. Approach to human rights
- 17. Diversity equity and inclusion

Sustainable living

Community engagement processes

Understanding the local context and communities is one of the pillars in community engagement. CR meets people where they are at and works to build meaningful relationships. Stakeholder engagement is a continuous process in Bankers operations. Consultations and disclosure activities about Bankers' current and planned activities are conducted locally and ensuring representatives of all directly affected communities are reached, in view of better understanding and managing risks and expectations related to Bankers operations and development plans in the communities. Consultations are made with local residents, local authorities, business owners, contractors, etc. to inform on the new projects and activities, explain potential impacts, if any, and mitigation measures taken by Bankers.

Social Risk Assessments are conducted for new projects and activities, and the findings are presented to all Bankers departments with recommendations on mitigation measures if and when needed. In 2024 in total 29 Social Risk Assessments have been completed for Drilling and Thermal projects. Local residents, contractors, business owners, other companies operating in the area, etc. have been contacted, informed and consulted about the activities, what stakeholders should expect from those projects and activities in terms of impacts, explanations on what Bankers has done or will do to mitigate those impacts and all the concerns. Prior consultations with the stakeholders and cooperation between departments have had a positive impact by reducing the number of complaints filed from stakeholders.

Community grievances and mechanism

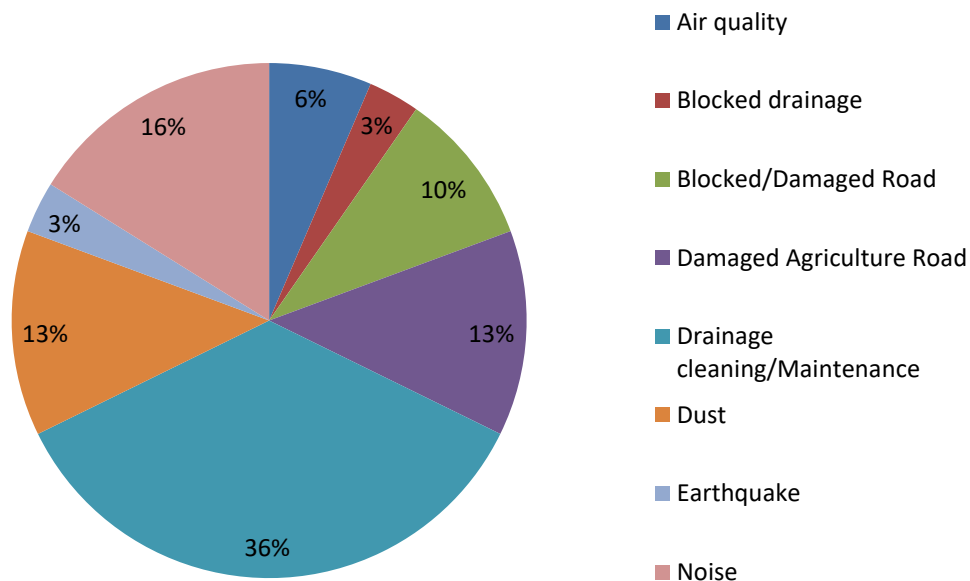
In total 31 complaints were filed to Bankers in 2024. As per the below graph most of the complaints or 36% of them were related to Drainage Cleaning/Maintenance around Bankers leases and pads. As the agriculture land is adjacent Bankers leases, oilfield operations have an impact in the crops if the drainage canals are not cleaned and maintained regularly.

Another category of concern for local residents and farmers is Noise, 16% of complaints filed in 2024. Noise barriers are installed to mitigate noise impacts and when and where possible well service rigs have worked only during the day shifts to prevent noise during the night.

Damaged Agriculture Roads and Dust are a concern for local residents with 13% of grievances filed in each category. The Dust Control Program continues to be in place to mitigate the impact from dust into residents' livelihoods. Tree Planting during the years has had a positive impact in the dust control as well.

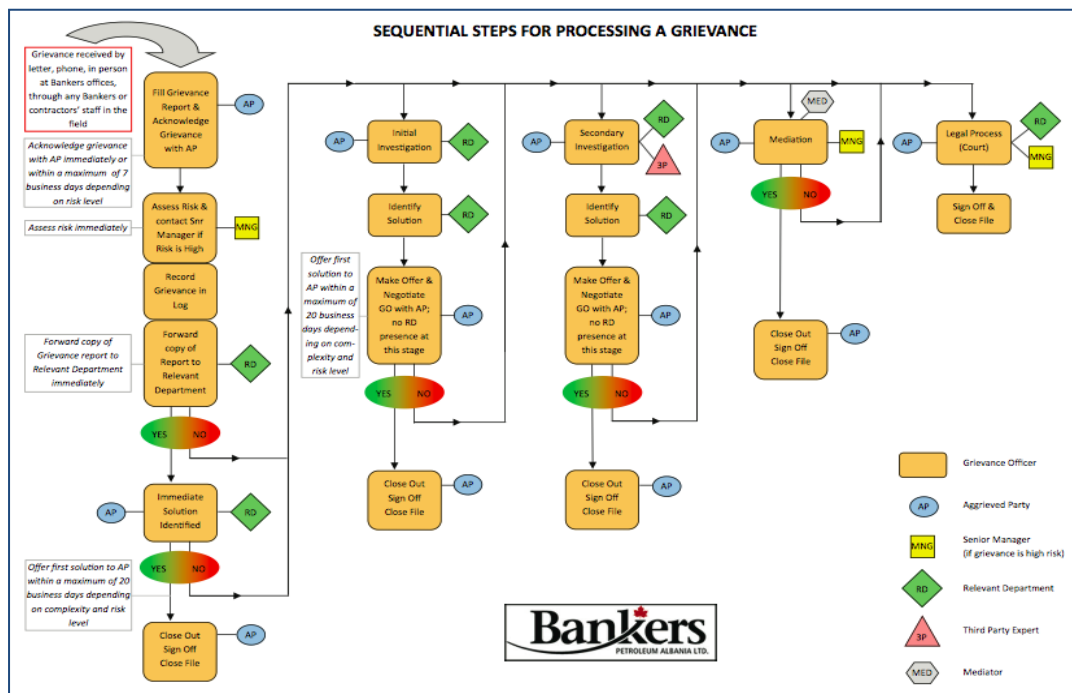
Blocked/Damaged Roads and Air Quality have been other concerns raised from local residents, 10% and 6% of filed complaints belong to these categories.

2024 Grievances



In 2011 a grievance mechanism has been established in accordance with Bankers Petroleum Albania Ltd. (Bankers) commitment to “*be a good corporate citizen and build strong community relationships based on respect, trust and open communication.*”

The purpose of the grievance mechanism is to ensure that Bankers makes adequate communication and feedback channels available to its stakeholders. The mechanism is designed specifically to receive, respond to and manage grievances from Bankers external stakeholders in a timely, transparent, accessible, culturally appropriate, and respectful manner.



The communication channels incorporated into the grievance mechanism, allow stakeholders to communicate with the Company personnel and to express their concerns via a simple, consistent and

predictable process. In return, the mechanism enables the company to understand stakeholder needs, expectations, interests, and concerns on an ongoing basis, thereby allowing the company to make continuous improvements to its operations, maintain strong stakeholder relationships, and avoid escalation of conflict. The grievance mechanism is one component of an overarching stakeholder engagement framework. Information gathered through the mechanism informs changes to operations and procedures and the development of consultation plans.

Security

In the year 2024, there were a total of 30 security incidents, including 16 thefts, 4 theft and recovery, and 10 attempted thefts. The total cost of losses resulting from these security incidents amounted to \$2,953.

In Q3 2024, we implemented Smart Security Upgrade we began the installation of the Smart Security Upgrade, which resulted in the reduction of guard positions and costs. Total Guard Positions Cut: 17 The savings from this reduction will be allocated towards enhancing our security systems through the adoption of new technologies.

Furthermore, we expanded the smart security to field leases. For these leases, we upgraded the CCTV system by installing new cameras equipped with the latest technology. We also installed smart barriers to enhance control over the entry and exit of vehicles at our sites.

Contributing to communities

Investment projects

- Project “**Reconstruction of “Shen Trifoni” and “Shen Sotiri” roads**”, Sheqishte. – The project consisted on rehabilitation of two roads which improved access for residents and religious believers to two local churches “Shen Trifoni” and “Shen Sotiri” located in Sheqishta village. The length of both roads is 1,021 ml.

Total cost: 104,030 USD

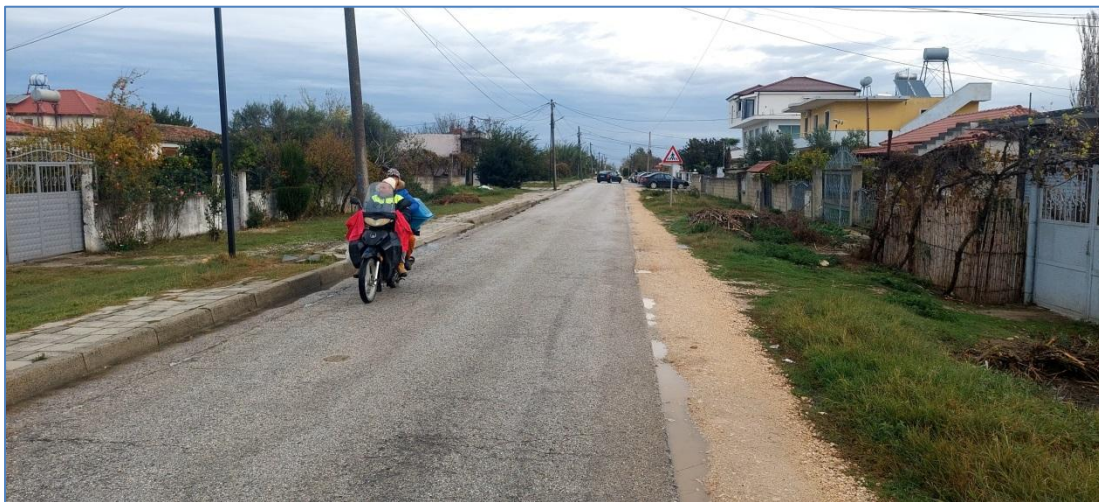


Sheqishta Roads, Before – July 2024



Sheqishta Roads, After – October 2024

- Project “Rehabilitation of Marinez center road, 923 ml, phase III”, Marinez village -**
 This phase is continuation of other two phases implemented in 2022 and 2023 as part of the project for the urban requalification of villages. The project started by covering the canal going through the village centre road. In phase III construction works consisted on widening the road, widening the sidewalk and installing the borders of it and other preparation construction works for the final phase to be implemented in 2025.
Total cost: 99,987 USD



Marinza Center Road, Before – Nov 2024



Marinza Center Road, After – March 2025

Enhance wellbeing of workers

Fair wage and remuneration

We want our workforce to experience a fair treatment based on their working responsibilities.

We are committed to paying our employees equitable wages that reflect the requirements and responsibilities of their positions and are comparable to the pay received by similarly situated employees in other organizations.

Compensation for every position is determined by several factors, including job analysis and evaluation, the essential duties and responsibilities of the job, and industry salary survey data. When designing an offer for a new employee or promoting someone to a higher salary level, HR will work with the Managers to design an attractive and fair offer based on three (3) key components:

- Market data
- Internal equity
- Level of individual's experience and performance in comparison to the job

Merit-based pay adjustments may be awarded in conjunction with superior employee performance documented by the performance evaluation process. Incentive bonuses may be awarded depending on the overall profitability of the Company and based on each employee's individual contributions to the organization. Bankers reviews its salary administration program annually and restructures it as necessary.

The company currently has incentive policies such as quarterly employee, CEO award, service year award and STIP. All change in status, salary increases, and promotions must be discussed with and approved by HR and Senior Management before communicating to employees.

Employees should bring their pay-related questions or concerns to the attention of HR department who is responsible for the fair administration of the Company pay practices.

Cost of living

The cost of food, energy and other everyday essentials has been rising in Albania since 2021, causing hardship for many people. Although combating inflation is the responsibility of government, not companies, we realise that families are struggling to make ends meet. That is why during 2022 we worked on adding some additional compensation policies such as quarterly employee award, CEO award and service year award. These policies were introduced in 2023 and we started giving these bonuses to our employees and continued through 2024, beside the quarterly production bonus that we have continued to give to our employees since the beginning of our operations in the Patos-Marinza oil field. At the end of the year we promoted national employees with wage increase as well, and adjusted the pay of other employees.

Work life balance

We follow the national regulation of working time per week, respect employees time off work and in emergency situations overtime is allocated for every extra time that the employee can work. We want our employees to enjoy their time with the family and we pay for time not worked such as (vacation, holiday, marriage leave etc).

Additional health benefit program

In addition to the Albania Health Care System, Bankers provides additional benefits to full time employees to cover any injury or illness that require medical, surgical or hospital treatment. Benefits eligibility is dependent upon the employee work category, as defined below:

- Life Insurance and Accidental Death
- Short Term Disability (STD)
- Long Term Disability (LTD)

Medical Insurance for the employee and immediate family members.

We are one of the few companies in Albania that provide additional health coverage.

Leaves

Sick leave: We pay 80% of the wage for a period of 14 days, which is uncovered by Social Insurance.

Compassionate care leave: Employees are entitled to up to twelve discontinued (12) unpaid days, to care for a seriously ill member of their immediate family.

Bereavement leave: Grief is a normal part of life that touches all of us at some point. Bankers offers paid bereavement to employees of the Company.

Maternity/parental leave: A pregnant Employee with at least 12 months of service will qualify for maternity Leave.

Marriage leave: Five (5) working days off are allowed for the marriage of the employee or one of his/her children.

Job security: Employees returning from reservist, medical and maternity leave will be reinstated to the same or an equivalent position, with equivalent pay, benefits and other terms and conditions of employment.

Work conditions, holidays and working hours

Work conditions: Bankers believes that healthy, enjoyable, and motivating workplaces create the conditions for people to do their best work, by providing the space, tools, and equipment needed to employees to do their jobs safely and efficiently.

Work schedules: Work schedule hours will differ based on the employee status and work location. Supervisors will advise employees of the times their schedules will normally begin and end. Staffing needs and operational demands may necessitate variations in starting and ending times, as well as variations in the total hours that may be scheduled each day and week.

Flexible scheduling is available in some cases to allow employees to vary their starting and ending times each day within established limits.

Statutory holidays and vacations: A statutory holiday that falls on a Saturday will be observed on the preceding Friday, or in the case where it falls on a Sunday it will be observed on the following Monday. An Employee joining Bankers during the year may be entitled to a prorated amount of vacation, depending on the length of service within that year. Since 2024 vacation accrues at the rate of 1.83 working days per month worked in comparison to 1.67 in 2023.

Approach to human rights

Bankers is firmly committed to upholding and respecting human rights in all aspects of our operations. We deeply recognize that the very nature of our activities may give rise to potential human rights risks. As an organization deeply committed to the principles of human rights, we have set forth a comprehensive framework encompassing the following key principles:

1. **Upholding Human Rights:** We are resolute in our dedication to avoiding any direct or complicit infringement upon the human rights of our esteemed employees, contractors, workers, and the members of the communities in which we operate. Our fundamental objective is to ensure that our activities do not undermine or violate the rights of any individual or community.
2. **Preventing, Mitigating, and Remediating Incidents:** We have implemented robust processes and mechanisms to proactively prevent, mitigate, and address any potential human rights incidents. Should any concerns or issues arise, we are fully committed to promptly investigating and addressing them with utmost diligence and care.
3. **Promoting Equity, Diversity, and Inclusion:** We are steadfast in fostering an equitable, diverse, and inclusive workplace culture. This commitment extends to providing equal remuneration for our male and female employees for work of equal value, regardless of jurisdiction. We firmly believe in creating an environment that celebrates and respects the unique contributions and perspectives of every individual.
4. **Accessible Feedback and Grievance Mechanisms:** We have established accessible feedback and grievance mechanisms for our employees, contractors, workers, and members of the community. It is of paramount importance to us that all stakeholders have a platform to voice their concerns and provide feedback, ensuring that their grievances are addressed in a fair and timely manner.

Underpinning our unwavering commitment to human rights is Our Code, which explicitly prohibits any form of harassment, bullying, or discrimination based on personal attributes. These attributes include race, ethnicity, gender identity, sexual orientation, intersex status, physical or mental disability, religion, political opinion, pregnancy, breastfeeding, or family responsibilities.

We acknowledge our profound responsibility to respect human rights, which encompasses not only refraining from infringing upon the rights of others but also proactively addressing any adverse impacts and contributing to the greater realization of human rights as an integral part of our commitment to social value.

Modern slavery

We are against to all forms of modern slavery. Such exploitation is against our commitment to respect human rights as set out in the UN Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. Our approach is informed by the UN Guiding Principles on Business and Human Rights.

Diversity equity and inclusion

We are focusing on removing barriers and creating equality of opportunity in four strategic priority areas: gender; race and ethnicity and disability inclusion that show our commitment to diversity and inclusion. We will work towards increasing the representation of women in our supervision and specialist positions by 2026.

Employee engagement and dialogue

We want to keep Bankers an attractive employer, so we seek to do so by offering career progression tools, such as individual development plans; flexible working options; training and so on. We have Initiatives and programmes to help create a supportive working environment for employee well-being; and engagement with employees through multiple channels.

Gender

At the end of 2024, 33.3% of our Board of Directors were women. In management positions we had nearly 21.6% represented by women and 37% in professional positions. In 2024 33.4% of the experience hiring were women and of the graduate hires 45.5% were women. Women promoted for 2024 were 15.5% of the total promotions. We would like this numbers to improve for the future and will pay closer attention to our processes. Our overall representation of women in 2024 was 14%.

Race and ethnicity

We aim to increase racial and ethnic representation across our workforce so that we better reflect, and support equity in, the communities near our field. We aim to increase the numbers in our own workforce or in the contractors with people from the communities in which we work. Our ambition is to become one of the most diverse and inclusive business in Albania, a place where everyone including employees, customers, partners and suppliers feels valued, and respected.

Disability inclusion

We aim to create an inclusive, psychologically safe and accessible environment where people with disabilities can excel. We provide support and make adjustments for people with disabilities during their careers with us. This includes equal access to valuable educational resources, training programmes and emphasis on personal and professional development.



- 18. **About the report**
- 19. **Legal information**
- 20. **Materiality assessment**
- 21. **Global Reporting Initiative (GRI) Content Index**
- 22. **Policies**
- 23. **Performance data**
- 24. **Detailed GHG data report**

About the report

We begin this journey of reporting voluntarily on our environmental, governance and social performance with the first report on year 2023. GRI standards, especially the sectorial guidance document GRI 11_ Oil and Gas Sector 2021, are used for preparing the report.

We support transparency and share information and our data in this report and on our website <https://bankerspetroleum.com>. There are limitations to the accuracy of environmental, safety and social performance data considering that this is our second report but we will be working to improve the data quality and availability. We believe that the operational control boundary best reflects existing regulatory requirements, as well as internal policies, for the management of potential health, safety, environmental and social impacts.

Our Scope 1 and 2 greenhouse gas emissions are calculated using operational control boundary. Under the operational control boundary, we report 100% of greenhouse gas emissions from the assets that we operate. Our Scope 3 greenhouse gas emissions are calculated based on data from contractors and as well data gathered internally. Conversion factors published by DEFRA are used in the absence of national data from the government of Albania.

We only include data in this report for 2024 that were confirmed by the end of June 2025. If incidents are reclassified or confirmed, or if significant data changes occur after preparation of this report, they will be updated in the following year's publication.

This report has been prepared with the contribution of several departments such as, environment, community relations, human resources, procurement, facilities, engineering, drilling, production accounting data management and many other departments. We will be producing a report from now on for each calendar year, and if there are any questions related to the data or the report itself, please address them to Leonard Bejko, HSE Director at the email address: lbejko@bankerspetroleum.com. We understand that this report might have defects, but we assure the reader that the information provided is transparent and true. We consider this a process and we will try to improve our work and reporting year after year.

This report has been prepared in accordance with the **Global Reporting Initiative (GRI) Standards**

Legal information

Instances of Non-Compliance

During the 2024 reporting period, Bankers identified and addressed instances of non-compliance. The specifics are as follows:

i. Instances Resulting in Fines:

- Bankers had one legal case against the National Environmental Agency regarding the fine imposed to Bankers in the amount 500.000 ALL, for the company's failure to comply with the conditions of the Environmental Permit type B.
- After inspecting Ecopit 3, the inspectors from the regional agency of Fier-Vlorë-Gjirokastrë issued the Final Inspection Decision Nr. AK-FR-2024-000148-5 dated 03.09.2024 and claimed to have found some incompliances of the company in depositing hydrocarbon waste in the ecopit.
- Bankers filed an Appeal with the National Environmental Agency, thus exhausting the administrative appeal procedure. After receiving a negative outcome from the superior administrative organ, the National Environmental Agency, we filed a lawsuit with the Administrative Court of First Instance in Tirana.

ii. Instances Resulting in Non-Monetary Sanctions:

Zero instances incurred non-monetary sanctions, including warning letters and enhanced regulatory oversight.

Description of Significant Instances

The lawsuit has been deposited within the prescribed legal term in December 2024. Some of the arguments we have provided include:

- The final inspection decision was not argued, which constitutes a significant violation of the principles of the code of administrative procedures, and for this reason it should be declared invalid.
- The act does not pass the proportionality test because the penalty is the roughest administrative measure taken, considering the violations conducted by the company in a

situation where there were opportunities for the company to recover these situations very quickly

- The fact is that there is no damage to the environment or threats to the environment due to these violations
- The inspectors have overlooked the very important principles of the inspection procedure related to cooperation, advising the operating entity and then punishing them as an ultimate resort of the inspection procedure.

The fine in the amount of 500 000 ALL has already been paid, thus we have included also a reimbursement claim in our lawsuit.

Determination of Significance

Our determination of significant instances is based on a thorough assessment. We consider factors such as regulatory impact, potential harm, and repeat occurrences.

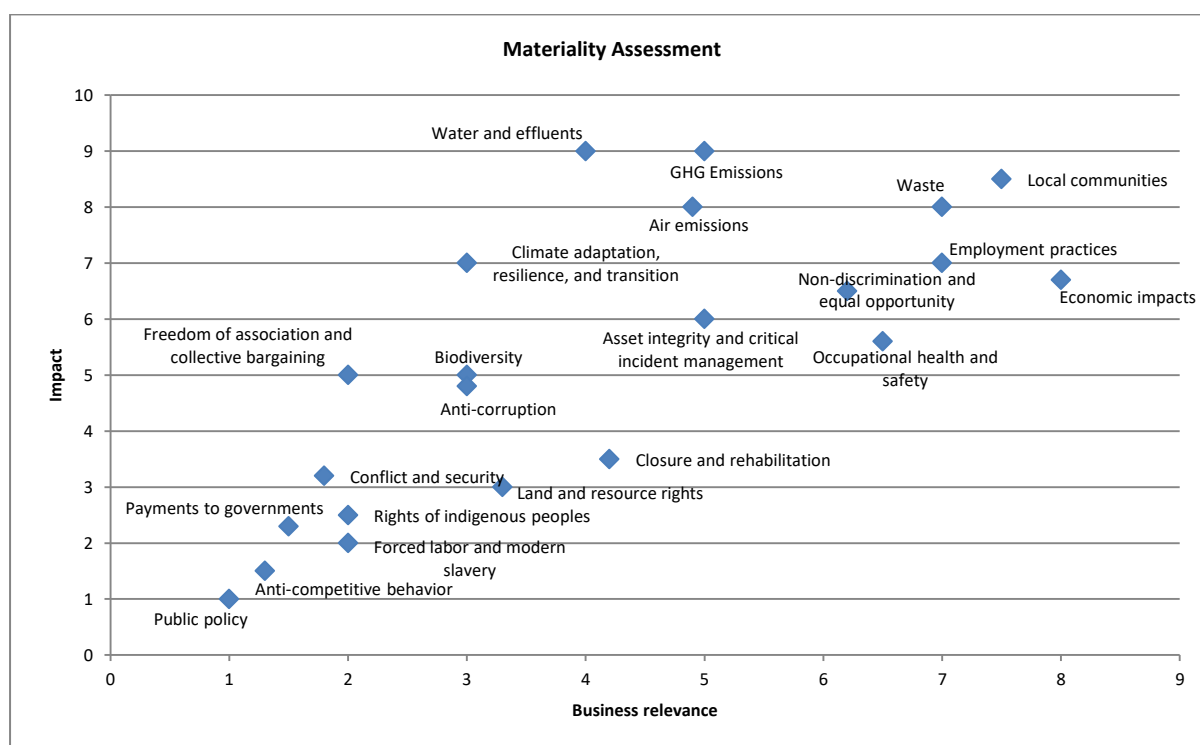
I trust this information provides the clarity you were seeking. Should you have any further questions or require additional details, please don't hesitate to reach out. We value your interest in our sustainability initiatives and remain committed to transparency.

Materiality assessment

We conducted a materiality assessment with the aim to identify and assess key sustainability topics for Bankers in order to derive key reporting points. We did this by first creating a list of topics that included both stakeholder matters and analyses of what other similar companies are doing and as well the international standards such as of the global reporting initiative (GRI) and those of UN SDG's.

We then assessed the selected topics from two perspectives, first to what extent do the sustainability issues affect business performance, operating results and our position. And secondly what positive or negative influence does Bankers activity have on the economy, environment and society.

The assessment shows that environmental concerns such as climate change and local communities, GHG emissions, produced water management and employment practices are of paramount importance to our sustainability. However, fair working conditions remuneration policies, health and safety of our operations are also very relevant. The results of the materiality assessment are therefore consistent with our focus in terms of sustainability.



List of material topics considered

- GHG Emissions
- Climate adaptation, resilience, and transition
- Air emissions
- Biodiversity
- Waste
- Water and effluents
- Closure and rehabilitation
- Asset integrity and critical incident management
- Occupational health and safety
- Employment practices
- Non-discrimination and equal opportunity
- Forced labour and modern slavery
- Freedom of association and collective bargaining
- Economic impacts
- Local communities
- Land and resource rights
- Rights of indigenous peoples
- Conflict and security
- Anti-competitive behaviour
- Anti-corruption
- Payments to governments
- Public policy

Assurance Statement



We did not seek external assurance for this report!

Restatements of information

In comparison to the last report for this year's report the fugitive emissions of methane have been calculated and as well the associated gas with oil production used for heating of oil classified under combustion, has been reassessed and it involves a higher number compared to year 2023.





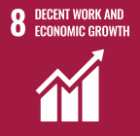




Global Reporting Initiative (GRI) Content Index













Statement of use	Bankers petroleum Albania Ltd has reported in accordance with the GRI Standards for the period [01.01.2024 - 31.12.2024]
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	GRI 11: Oil and Gas Sector 2021

GRI Standard / other source	Disclosure	Location	Omission			GRI Sector Standard ref.no.	SDG (sustainable development goals) Mapping
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
General disclosures							
GRI 2: General Disclosures 2021	2-1 Organizational details	5					
	2-2 Entities included in the organization's sustainability reporting	5					
	2-3 Reporting period, frequency and contact point	34					
	2-4 Restatements of information	37					
	2-5 External assurance	37					
Material topics							
GRI 3: Material Topics 2021	3-1 Process to determine material topics	35,36					
	3-2 List of material topics	38					
Material topics							
GRI 302: Energy 2016	Disclosure 302-1 Energy consumption within the organization	17				11.1.2	
	Disclosure 302-3 Energy intensity	18				11.1.4	
GRI 305: Emissions 2016	Disclosure 305-1 Direct (Scope 1) GHG emissions	15,16, 17				11.1.5	
	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	16				11.1.6	
	Disclosure 305-3 Other indirect (Scope 3) GHG emissions	48				11.1.7	
	Disclosure 305-4 GHG emissions intensity	48				11.1.8	
GRI 201: Economic Performance 2016	Disclosure 201-2 Financial implications and other risks and opportunities due to climate change	16,19				11.2.2	
GRI 305: Emissions 2016	Disclosure 305-5 Reduction of GHG emissions	15,16, 17,18, 19				11.2.3	

					<div>7 AFFORDABLE AND CLEAN ENERGY</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div>
	Disclosure 305-7 Nitrogen oxides (NO), sulfur oxides (SO), and other significant air emissions	23		11.3.2	<div>3 GOOD HEALTH AND WELL-BEING</div>
GRI 416: Customer Health and Safety 2016	Disclosure 416-1 Assessment of the health and safety impacts of product and service categories	Not material: Not applicable as the final product we sell is still to be refined and so on before taken to market.		11.3.3	<div>11 SUSTAINABLE CITIES AND COMMUNITIES</div> <div>15 LIFE ON LAND</div>
GRI 304: Biodiversity 2016	Disclosure 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	11,21, 22		11.4.2	<div>6 CLEAN WATER AND SANITATION</div>
	Disclosure 304-2 Significant impacts of activities, products and services on biodiversity	11,21, 22		11.4.3	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>
	Disclosure 304-3 Habitats protected or restored	11,22		11.4.4	<div>14 LIFE BELOW WATER</div>
	Disclosure 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	11,22		11.4.5	<div>15 LIFE ON LAND</div>


GRI 306: Waste 2020	Disclosure 306-1 Waste generation and significant waste-related impacts	12,20		11.5.2	<div>3 GOOD HEALTH AND WELL-BEING</div> <div>6 CLEAN WATER AND SANITATION</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>14 LIFE BELOW WATER</div> <div>15 LIFE ON LAND</div>
	Disclosure 306-2 Management of significant waste-related impacts	12,20		11.5.3	
	Disclosure 306-3 Waste generated	12,20		11.5.4	
	Disclosure 306-4 Waste diverted from disposal	12,20		11.5.5	
	Disclosure 306-5 Waste directed to disposal	12,20		11.5.6	
GRI 303: Water and Effluents 2018	Disclosure 303-1 Interactions with water as a shared resource	13,20, 21		11.6.2	<div>6 CLEAN WATER AND SANITATION</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>14 LIFE BELOW WATER</div> <div>15 LIFE ON LAND</div>
	Disclosure 303-2 Management of water discharge-related impacts	13,20, 21		11.6.3	
	Disclosure 303-3 Water withdrawal	13,20, 21		11.6.4	
	Disclosure 303-4 Water discharge	50		11.6.5	
	Disclosure 303-5 Water consumption	21		11.6.6	
GRI 402: Labor/Management Relations 2016	Disclosure 402-1 Minimum notice periods regarding operational changes	Not Material; Information incomplete: Because not enough information in regards to change management, we will try to set a procedure in the next couple of years for management of change		11.7.2	<div>4 QUALITY EDUCATION</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>11 SUSTAINABLE CITIES AND COMMUNITIES</div>
GRI 404: Training and Education 2016	Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs	29,30		11.7.3	

					
GRI 306: Effluents and Waste 2016	Disclosure 306-3 Significant spills	10,11		11.8.2	 
GRI 403: Occupational Health and Safety 2018	Disclosure 403-1 Occupational health and safety management system	9		11.9.2	 
	Disclosure 403-2 Hazard identification, risk assessment, and incident investigation	9,10		11.9.3	
	Disclosure 403-3 Occupational health services	9,10		11.9.4	
	Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety	9,10		11.9.5	
	Disclosure 403-5 Worker training on occupational health and safety	6,11,52		11.9.6	
	Disclosure 403-6 Promotion of worker health	30		11.9.7	
	Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Not Material: Information incomplete: Not enough information on related health and safety of employees due to business relations. We will survey the field and see what sort of impacts could be.		11.9.8	
	Disclosure 403-8 Workers covered by an occupational health and safety management system	9,10		11.9.9	
	Disclosure 403-9 Work-related injuries	9,10		11.9.10	
	Disclosure 403-10 Work-related ill health	Not Material: Information incomplete: not enough information on work related ill health! Will survey with the medics the issues and will report on the next report.		11.9.11	
GRI 401: Employment 2016	Disclosure 401-1 New employee hires and employee turnover	29,30,31,53		11.10.2	   
	Disclosure 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	32,53		11.10.3	
	Disclosure 401-3 Parental leave	30,53		11.10.4	
GRI 402: Labor/Management Relations 2016	Disclosure 402-1 Minimum notice periods regarding operational changes	Not Material; Information incomplete: Because not enough information in regards to change management, we will try to set a procedure in the next couple of years for management of change		11.10.5	
GRI 404: Training and Education 2016	Disclosure 404-1 Average hours of training per year per employee	6,11,52		11.10.6	
	Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs	29,30		11.10.7	
GRI 414: Supplier Social Assessment 2016	Disclosure 414-1 New suppliers that were screened using social criteria	Not Material: Information incomplete: Not enough information currently used for new suppliers. We will look into adding this for the next report in 2025.		11.10.8	
	Disclosure 414-2 Negative social impacts in the supply chain and actions taken	Not Material: Information incomplete: Not enough information negative impacts in supply chain. We will look into collecting such information for the next report in 2025.		11.10.9	

					<div>10 REDUCED INEQUALITIES</div> 
GRI 202: Market Presence 2016	Disclosure 202-2 Proportion of senior management hired from the local community	32,53		11.11.2	<div>4 QUALITY EDUCATION</div> 
GRI 401: Employment 2016	Disclosure 401-3 Parental leave	30,53		11.11.3	
GRI 404: Training and Education 2016	Disclosure 404-1 Average hours of training per year per employee	6,11,52		11.11.4	<div>5 GENDER EQUALITY</div> 
GRI 405: Diversity and Equal Opportunity 2016	Disclosure 405-1 Diversity of governance bodies and employees	6,11,29,52		11.11.5	
	Disclosure 405-2 Ratio of basic salary and remuneration	6,11,29,52		11.11.6	<div>8 DECENT WORK AND ECONOMIC GROWTH</div> 
GRI 406: Nondiscrimination 2016	Disclosure 406-1 Incidents of discrimination and corrective actions taken	51		11.11.7	<div>10 REDUCED INEQUALITIES</div>  <div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div> 
GRI 409: Forced or Compulsory Labor 2016	Disclosure 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	31		11.12.2	<div>8 DECENT WORK AND ECONOMIC GROWTH</div> 
GRI 414: Supplier Social Assessment 2016	Disclosure 414-1 New suppliers that were screened using social criteria	Not Material: Information incomplete: Not enough information currently used for new suppliers. We will look into adding this for the next report in 2025.		11.12.3	<div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div> 
GRI 407: Freedom of Association and Collective Bargaining 2016	Disclosure 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not Material: Information incomplete: Not enough information currently used for suppliers collective bargaining. We will look into adding this for the next report in 2025.		11.13.2	<div>8 DECENT WORK AND ECONOMIC GROWTH</div>  <div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div> 
GRI 201: Economic Performance 2016	Disclosure 201-1 Direct economic value generated and distributed	6,22,53		11.14.2	<div>1 NO POVERTY</div> 
GRI 202: Market Presence 2016	Disclosure 202-2 Proportion of senior management hired from the local community	Not Material Not applicable: senior management of the company are expat employees.		11.14.3	<div>5 GENDER EQUALITY</div> 
GRI 203: Indirect Economic Impacts 2016	Disclosure 203-1 Infrastructure investments and services supported	Not Material: Information incomplete: information not enough for the disclosure and will be included in the next report in 2025		11.14.4	
	Disclosure 203-2 Significant indirect economic impacts	6,22,53		11.14.5	
GRI 204: Procurement Practices 2016	Disclosure 204-1 Proportion of spending on local suppliers	6,22,53		11.14.6	

					<div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>10 REDUCED INEQUALITIES</div>
GRI 413: Local Communities 2016	Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs	25,26, 27,28		11.15.2	<div>1 NO POVERTY</div>
	Disclosure 413-2 Operations with significant actual and potential negative impacts on local communities	25,26, 27,28		11.15.3	<div>3 GOOD HEALTH AND WELL-BEING</div> <div>5 GENDER EQUALITY</div> <div>6 CLEAN WATER AND SANITATION</div> <div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div>
	Land and resources rights	Not Material: Information not complete: Information not collected from land department. The information will be introduced in the next reporting for year 2024		11.16.2	<div>1 NO POVERTY</div> <div>2 ZERO HUNGER</div> <div>11 SUSTAINABLE CITIES AND COMMUNITIES</div> <div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div>

GRI 411: Rights of Indigenous Peoples 2016					<div>1 NO POVERTY</div> <div>3 GOOD HEALTH AND WELL-BEING</div> <div>5 GENDER EQUALITY</div> <div>11 SUSTAINABLE CITIES AND COMMUNITIES</div> <div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div>
	Disclosure 411-1 Incidents of violations involving rights of indigenous peoples	Not material Not Applicable: There aren't any indigenous people in the area we operate.	11.17.2		
GRI 410: Security Practices 2016	Disclosure 410-1 Security personnel trained in human rights policies or procedures	Not material Not Applicable: We do not operate in area in conflict and no need has raised in terms of this disclosure.	11.18.2		<div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div>
GRI 206: Anticompetitive Behavior 2016	Disclosure 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Not material Information incomplete: Not enough information on the non-competitive behavior. We will be looking on the next report to question this are for 2025.	11.19.2		<div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div>
GRI 205: Anticorruption 2016	Disclosure 205-1 Operations assessed for risks related to corruption	Not Material: Information incomplete: not enough information on the matter. Will be looking into incorporating in the next report in 2025.	11.20.2		<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div>
	Disclosure 205-2 Communication and training about anti-corruption policies and procedures	Not Material: Information incomplete: Not enough information on the matter. Will be looking into incorporating in the next report in 2025.	11.20.3		
	Disclosure 205-3 Confirmed incidents of corruption and actions taken	27,28	11.20.4		
GRI 201: Economic Performance 2016	Disclosure 201-1 Direct economic value generated and distributed	6	11.21.2		<div>1 NO POVERTY</div> <div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div> <div>17 PARTNERSHIPS FOR THE GOALS</div>
	Disclosure 201-4 Financial assistance received from government	Not material: Not Applicable: we do not have records of received assistance or request assistance from government of Albania	11.21.3		
GRI 207: Tax 2019	Disclosure 207-1 Approach to tax	Not Material: Information not available	11.21.4		
	Disclosure 207-2 Tax governance, control, and risk management	Not Material: Information not available	11.21.5		
	Disclosure 207-3 Stakeholder engagement and management of concerns related to tax	Not Material: Not Applicable, as we do not engage with stakeholders in relation to tax.	11.21.6		

	Disclosure 207-4 Country-by-country reporting	Not Material: Not Applicable: We operate only in Albania	11.21.7	
GRI 415: Public Policy 2016	Disclosure 415-1 Political contributions	Not Material: Not Applicable: It is our policy to avoid political contributions in order to not have any impacts when the political power changes.	1.22.2	

Policies

- 1. Business Code of Conduct**
Presumably, this document outlines ethical standards and behavior expected from employees.
- 2. Internal Grievance Policy**
Procedures for raising and addressing internal grievances within the organization.
- 3. Privacy Policy**
Ensures the protection and confidentiality of personal information.
<https://bankerspetroleum.com/privacy-policy/>
- 4. Whistleblower Policy**
Encourages reporting of unethical behavior or violations within the organization
- 5. Personnel Files administration Policy**
Presumably, this policy governs the management and confidentiality of personnel records.
- 6. Employment termination under Albanian Labor Code**
Procedures and guidelines related to employment termination in accordance with Albanian labor laws.
- 7. Recruitment Policy**
Presumably, this policy outlines fair and non-discriminatory practices in the recruitment process.
- 8. Training Policy**
Guidelines for employee training and development.
- 9. Information Management Policy**
This policy addresses the proper handling and security of organizational information.
- 10. Emergency Response Plan**
Outlines procedures to be followed in case of emergencies.
- 11. HSSS Policies**
Policies related to ensuring health, safety, community relations and security in the workplace.
- 12. Environmental Policy**
https://bankerspetroleum.com/wp-content/uploads/2024/01/BPAL_Environmental_Policy.pdf

Performance data

Performance Data				
Scope 1 GHG emissions (operational control) [A] [B]				
	Unit	2024	Ipieca	GRI
Direct GHG emissions (Scope 1)	Thousand tonnes CO ₂ e	104.0	CCE-4	305-1
Carbon dioxide (CO ₂)	Thousand tonnes	99.9	CCE-4	305-1
Methane (CH ₄)	Thousand tonnes	3.8	CCE-4	305-1
Nitrous oxide (N ₂ O)	Thousand tonnes	0.3	CCE-4	305-1
Scope 1 emissions by source				
CO ₂ emissions	Thousand tonnes	99.9	CCE-4	305-1
Combustion	Thousand tonnes	87.6	CCE-4	305-1
Flaring	Thousand tonnes	12.3	CCE-4	305-1
Venting and process	Thousand tonnes	0.0	CCE-4	305-1
Fugitives	Thousand tonnes	0.0	CCE-4	305-1
CH ₄ emissions	Thousand tonnes	3.78	CCE-4	305-1
Combustion	Thousand tonnes	0.1600	CCE-4	305-1
Flaring	Thousand tonnes	0.07	CCE-4	305-1
Venting and process	Thousand tonnes	0.00	CCE-4	305-1
Scope 2 GHG emissions	Thousand tonnes CO ₂ e	5.7	CCE-4	305-2
<p>[A] Greenhouse gas emissions (GHG) comprise carbon dioxide, methane, nitrous oxide. The data are calculated using the 2009 API Compendium, which is the recognised industry standard under the GHG Protocol Corporate Accounting and Reporting Standard. There are inherent limitations to the accuracy of such data. Oil and gas industry guidelines (Ipieca/API/IOGP) indicate that several sources of uncertainty can contribute to the overall uncertainty of a corporate emissions inventory. We have estimated the overall uncertainty for our direct GHG emissions to be around 10-20% for 2023.</p>				
<p>[B] GHG emissions were calculated using Defra conversion factors and global warming potential (GWP) factors from the IPCC's Fifth Assessment Report.</p>				
GHG intensities (operational control)				
	Unit	2024	Ipieca	GRI
Crude oil GHG intensity [A]	Tonne CO ₂ e/tonne production	0.200	CCE-4	305-4
Crude oil GHG intensity [B]	kg CO ₂ e/boe	28.68	CCE-4	305-4
CH ₄ emission intensity	Tonne CH ₄ /tonnes production	0.0075		
<p>[A] In tonnes of Scope 1 and Scope 2 GHG emissions per tonne of oil available for sale.</p>				
<p>[B] In kilograms of Scope 1 and Scope 2 GHG emissions per boe of oil.</p>				
Scope 3 GHG emissions [A]				
	Unit	2024	Ipieca	GRI
Upstream activities				
production[B]	Thousand tonnes CO ₂ e	41.39	CCE-4	305-3
Downstream activities				
Transportation and storage of product [C]	Thousand tonnes CO ₂ e	7.98	–	305-3
Use of sold products				
Use of sold products [D]	Thousand tonnes CO ₂ e	1637.73	CCE-4	305-3
<p>[A] The values in this table reflect estimated Scope 3 emissions.</p>				
<p>[B] This category includes estimated emissions from all activities related to oil production like purchased goods and services, transportation, employee commuting, flights etc.</p>				
<p>[C] Estimated emissions from the transport and distribution of sold own oil products.</p>				
<p>[D] This category includes estimated emissions from the sales volumes of oil products.</p>				

Energy use				
	Unit	2024	Ipieca	GRI
Total energy use	MWh	86400.0	CCE-6	302-1
Own energy generated [A]	MWh	7978.0	CCE-6	302-1
Imported electricity	MWh	78422.0	CCE-6	302-1
Consumption of energy from renewable				
Renewable sources - purchased electricity	MWh	51053.0	CCE-6	302-1
Energy intensity				
Crude Oil Production	GJ/tonne production	0.61	CCE-6	302-3
[A] generated by using field gas for production of electricity in generators				
Air emissions				
	Unit	2024	Ipieca	GRI
Acid gases and volatile organic compounds				
Sulphur oxides (SOx)	Thousand tonnes	3.26	ENV-5	305-7
Nitrogen oxides (NOx)	Thousand tonnes	0.297	ENV-5	305-7
Volatile organic compounds (VOCs)	Thousand tonnes	0.126	ENV-5	305-7
Particulate matter (PM)	Thousand tonnes	0.03	ENV-5	305-7
Carbon monoxide (CO)	Thousand tonnes	0.3	ENV-5	305-7
Heavy Metals	Thousand tonnes	0	ENV-5	305-7
Lead	Thousand tonnes	0	ENV-5	305-7
Mercury	Thousand tonnes	0	ENV-5	305-7
Cadmium	Thousand tonnes	0	ENV-5	305-7
Ozone-depleting emissions				
CFCs/halons/trichloroethane	Tonnes	0	ENV-5	305-6
Hydrochlorofluorocarbons (HCFCs)	Tonnes	0	ENV-5	305-6
Spills of more than 100 liters to the environment				
	Unit	2024	Ipieca	GRI
Spills [A]				
Sabotage spills – number	Number	1	ENV-6	306-3
Sabotage spills – total volume	Tonnes	381.0	ENV-6	306-3
Sabotage spills - recovered volume	Tonnes	0.0	ENV-6	306-3
Operational spills – number	Number	36	ENV-6	306-3
Operational spills - total volume	Tonnes	575.54	ENV-6	306-3
Operational spills - recovered volume	Tonnes	0.00	ENV-6	306-3
Natural Disaster spills – number [B]	Number	0	ENV-6	306-3
Natural Disaster spills – total volume [B]	Tonnes	0.00	ENV-6	306-3
Natural Disaster spills - recovered volume	Tonnes	0.00	ENV-6	306-3
[A] All spill volumes and numbers are for hydrocarbon and produced water spills of more than 100 liters to the environment (land or water).				
[B] This category reflects the spills caused by exceptional natural events, such as floods and earthquakes.				

Water use and discharge				
	Unit	2024	Ipieca	GRI
Water use and discharge [A]				
Fresh water withdrawn	Thousand Cubic metres	1782	ENV-1	303-3
Fresh water consumed	Thousand Cubic metres	1782	ENV-1	303-5
Fresh water consumed in high water stress	Thousand Cubic metres	1782		
Fresh water returned [C]	Thousand Cubic metres	0	ENV-1	303-3
Fresh water withdrawn by source				
Surface	Thousand Cubic metres	37	ENV-1	303-3
Ground	Thousand Cubic metres	1742	ENV-1	303-3
Public utilities	Thousand Cubic metres	3	ENV-1	303-3
Other [D]	Thousand Cubic metres	0	ENV-1	303-3
Produced water disposed				
Produced water reinjected	Thousand Cubic metres	2449	ENV-1	–
Produced water discharged	Thousand Cubic metres	0	ENV-1	–
Produced water exported for disposal or	Thousand Cubic metres	0	ENV-1	–
Oil in effluents to surface environment				
Oil in produced water	Tonnes	0.0	ENV-2	–
	Tonnes	244.9	ENV-2	–
[A] Fresh water figures do not include reused water. Breakdown may not add up to the total due to rounding.				
[B] Our site is located in an area where there is a high to extremely high level of water stress based on analysis using water stress tools, including the World Resources Institute's Aqueduct Water Risk Atlas.				
[C] Defined as fresh water returned to a fresh-water source.				
[D] Includes harvested rainwater and surface run-off collected for use.				
Waste management				
	Unit	2024	Ipieca	GRI
Waste				
Total waste disposed	Tonnes	187	ENV-7	306-5
Hazardous waste disposed	Tonnes	97	ENV-7	306-5
Non-hazardous waste disposed	Tonnes	90	ENV-7	306-5
Waste beneficially reused, recycled or	Tonnes	9,715	ENV-7	306-4
[A] Not included in the total waste disposed.				

Personal safety [A]				
	Unit	2024	Ipieca	GRI
Fatalities [B]	Number	0	SHS-3	403-9
Employees	Number	0	SHS-3	403-9
Contractors	Number	0	SHS-3	403-9
Fatal accident rate	Number per 100 million hours	0	SHS-3	403-9
Employees	Number per 100 million hours	0	SHS-3	403-9
Contractors	Number per 100 million hours	0	SHS-3	403-9
Serious injury, illness and fatality (SIF) [C]	Number	1	–	–
Employees	Number	1	–	–
Contractors	Number	0	–	–
Serious injury, illness and fatality	Number per 100 million hours	0.36	–	–
Employees	Number per 100 million hours	1	–	–
Contractors	Number per 100 million hours	0.00	–	–
Total recordable Incident frequency (TRIF)	Number per 100 million hours	1.09	SHS-3	403-9
Employees	Number per 100 million hours	1.01	SHS-3	403-9
Contractors	Number per 100 million hours	1.14	SHS-3	403-9
Lost time Incident frequency (LTIF)	Number per 100 million hours	0.36	SHS-3	403-9
Employees	Number per 100 million hours	1	SHS-3	403-9
Contractors	Number per 100 million hours	0.00	SHS-3	403-9

[A] In line with industry standards, there are three contract modes. 1: contractor/supplier performs work under BPAL's HSSE Management System (HSSE MS); 2: contractor/supplier performs work under its own HSSE MS, which is materially equivalent to BPAL's HSSE MS; 3: contractor/supplier performs work under its own HSSE MS. Also in line with industry standards, we report on safety performance only for contract modes 1 and 2.

[B] Includes fatal occupational injuries and illnesses.

[C] Defined as a serious work-related injury or illness, including those that resulted in fatality or a life-altering event. Life-altering event is defined as a long-term or permanent injury or illness with significant impact on daily activities. Examples of SIF include, but are not limited to, permanent total disability, amputation of a body part (full or partial), reduced bodily mobility (full or partial), third-degree burns, impaired vision, hearing, sense of taste or smell.

Road transport safety [A]				
	Unit	2024	Ipieca	GRI
Road transport safety performance			SHS-4	–
Number of motor vehicle incidents	Number	18.00	SHS-4	
Employees	Number	7.00	SHS-4	
Contractors	Number	11.00	SHS-4	
Number of incidents per 100 000 km	Number	0.27	SHS-4	
Number of incidents per 100 000 km	Number	0.33		
Severe motor vehicle incident frequency	Number of severe motor vehicle incidents	0	SHS-4	–
Number of severe motor vehicle incidents [B]	Number	0	SHS-4	–
Number of road-transport-related fatalities	Number	0	SHS-4	–
Company kilometres driven	km	2148563	SHS-4	–
Contractor kilometres driven	km	4139364	SHS-4	–

[A] In line with industry standards, there are three contract modes. 1: contractor/supplier performs work under BPAL's HSSE Management System (HSSE MS); 2: contractor/supplier performs work under its own HSSE MS, which is materially equivalent to BPAL's HSSE MS; 3: contractor/supplier performs work under its own HSSE MS. Also in line with industry standards, we report on safety performance only for contract modes 1 and 2.

[B] Severe motor vehicle incident is defined as a motor vehicle incident resulting in a fatality, serious injury or a rollover of a vehicle.

Health				
	Unit	2024	Ipieca	GRI
Total recordable occupational illness frequency (TROIF) (employees only)	Number per 100 thousand hours	Do not have any reported cases	SHS-3	403-10

Security				
	Unit	2024	Ipieca	GRI
Using security	Total number of security staff	271	SHS-7	–
Using company security	Number of security staff	15	SHS-7	–
Using contractor security CCTV IGT/Albtalent	Number of security staff	42		
Using contractor security	Number of security guards	214	SHS-7	–

Our people				
		2024	Ipieca	GRI
Employees (hundred) [A]		460	–	2-7
Staff forums and grievance procedures				
% of staff with access to grievance		100	SOC-12	103-2
Integrity				
Code of Conduct violations [B]		1	GOV-1	102-17
[A] The employee numbers for 2023 reflect headcount in the BPAL HR system.				
[B] Code of Conduct violations represent the number of reported incidents that have been investigated and closed during the relevant period and where the allegation was found to be (at least partially) true.				

Training				
		2024	Ipieca	GRI
Training days for employees [A]				
In-House Provided Training (days)		268	SOC-7	404-1
Third party training (employees trained)		288	SOC-7	404-1
Training days by category				
Training required for compliance (employees)		257	SOC-7	404-1
Continuous required training for maintenance		18	SOC-7	404-1
Training for gaining new skills (employees)		13	SOC-7	404-1
Completion Rate for compliance training and maintenance of skills [B] %				
		100	SOC-7	404-1
[A] Training metric includes employees and contractors.				
[B] Completion rate refers to 100% of nominated learners minus the % of nominated learners that did not complete their training within the designated period as at December 31				

Diversity, equity and inclusion [A]		2024	Ipieca	GRI
Gender				
Board of Directors (% women)		33.3	SOC-5	405-1
Board of Directors (% men)		66.6	SOC-5	405-1
In senior executive leadership positions (% women) [B]		16.0	SOC-5	405-1
In senior executive leadership positions (% men)		84.0	SOC-5	405-1
In management positions (% women)		21.6	SOC-5	405-1
In management positions (% men)		78.4	SOC-5	405-1
In professional positions (% women)		37.0	SOC-5	405-1
In professional positions (% men)		63.0	SOC-5	405-1
Employees overall (% women) [A]		14.0	SOC-5	405-1
Employees overall (% men) [A]		86.0	SOC-5	405-1
Graduate hires (% women) [C]		45.5	SOC-5	401-1; 405-1
Graduate hires (% men) [C]		54.5	SOC-5	401-1; 405-1
Experienced hires (% women) [D]		33.4	SOC-5	401-1; 405-1
Experienced hires (% men) [D]		66.6	SOC-5	401-1; 405-1
Promotions (% women)		15.5	SOC-5	–
Promotions (% men)		84.5	SOC-5	–
% women voluntary resignation of total women employees		9.5	SOC-6	401-1
% men voluntary resignation of total men employees		9.0	SOC-6	401-1
Race/ethnicity [E]				
Board of Directors		1	–	405-1
Employees				
Asian %		6.2	SOC-5	405-1
White %		93.8	SOC-5	405-1
Other racial and ethnic groups %		0.0	SOC-5	405-1
In management positions			SOC-5	405-1
Asian %		48.0	SOC-5	405-1
White %		52.0	SOC-5	405-1
Other racial and ethnic groups %		0.0	SOC-5	405-1
Disability inclusion and enablement				
Workplace accessibility		0	–	–
Age group (employees)				
Under 30 years old %		7.0	SOC-5	405-1
Between 30-50 years old %		60.0	SOC-5	405-1
Above 50 years old %		33.0	SOC-5	405-1
Average pay gap - gender %				
Average gender pay gap (AL) [F]		9.30	SOC-5	405-2
Parental leave				
As per law in Albania for maternity leave 52 weeks		6	SOC-5	401-3
[A] All metrics throughout this section exclude the employees in contractor companies directly controlled by BPAL.				
[B] The total number of senior executive leadership positions may change from year to year, and our focus is on representation as a % of this total group.				
[C] All graduate hires provided data or declared their gender in 2022.				
[D] Experienced hires include all types of hiring except graduate hires.				
[E] In addition to Board representation, we have included race and ethnicity data for the entire organisation.				
[F] The average pay of all men and all women for BPAL National employees. It excludes bonuses. This is different to equal pay which means paying men and women the same salary for performing equivalent work.				
Human rights				
		2024	Ipieca	GRI
Child labour (procedures in place)				
Own operations		Yes	SOC-4	408-1
Contractors and suppliers		No	SOC-4	408-1
Forced labour (procedures in place)				
Own operations		Yes	SOC-2	409-1
Contractors and suppliers		No	SOC-2	409-1

Contracting and procurement			
	2024	Ipieca	GRI
Estimated expenditure on goods purchased Locally (\$ million) [B]	114,980,825.80	SOC-14	204-1
Estimated expenditure on goods purchased Locally (\$ million) [A] [B]	79,207,667.47	SOC-14	204-1
[A] Estimated expenditure for goods in Albania			
[B] This figure only includes the amount spent on goods By BPAL and does not count for the expenditures of the contractors.			

Social investment [A]			
	2024	Ipieca	GRI
Estimated voluntary social investment (\$) [B]	31,838	SOC-13	203-1
Estimated social investment spend Locally (\$ thousand)	256,140	SOC-13	203-1
[A] Social investment spending varies from year to year depending on business climate and types of activities under way. This is does not include social investments made through contractual agreements with government.			
[B] Estimated voluntary social investment spending locally for the communities in the oil field. :UN Development Programme's Human Development Index 2021).			

Tax and other payments to government			
	2024	Ipieca	GRI
Total taxes paid and collected (\$ million)	45,452,463.0	GOV-4	201-1
Royalty Tax (10%)	21,357,988.4	GOV-4	201-1
PEP & ASP	7,369,352.3	GOV-4	201-1
Local taxes	2,115,137.5	GOV-4	201-1
Withholding Tax	1,916,668.1	GOV-4	201-1
Excise Tax	6,515,237.1	GOV-4	201-1
Social Security	3,029,681.3	GOV-4	201-1
Personal Income Tax	3,148,398	GOV-4	201-1

[Detailed GHG data report](#)

Scope 1 Emissions			
	Tonnes CO2e of CO2 per unit	Tonnes CO2e of CH4 per unit	Tonnes CO2e of N2O per unit
Use of diesel in tonnes	4765.3	0.53	59.08
Use of Petrol in tonnes	18756.71	66.05	48.10
Propane in Tonnes	315.9	0.27	0.17
Natural gas from the field in m ³	50806.36	76.41	23.64
Crude oil burned in tonnes	12941.43	21.69	28.65
Natural gas Flared in m ³			
Fugitive emissions (from PRTR)	0	3550.40	0.00
Scope 2 Emissions			
	Tonnes CO2e of CO2 per unit	Tonnes CO2e of CH4 per unit	Tonnes CO2e of N2O per unit
Electricity Usage	5609.607219	24.52287309	33.3357806

Scope 3 Emissions					
Upstream activities					
Category	Category description	Minimum boundary	Tonnes CO2e of CO2 per unit	Tonnes CO2e of CH4 per unit	Tonnes CO2e of N2O per unit
Purchased goods and services	Extraction, production, and transportation of goods and services purchased or acquired by the reporting company in the reporting year, not otherwise included in Categories 2 - 8	All upstream (cradle-to-gate) emissions of purchased goods and services	No Information		
Waste generated from operations	Disposal and treatment of waste generated in the reporting company's operations in the reporting year (in facilities not owned or controlled by the reporting company) (recycling, landfilling, incineration, municipality waste)	The scope 1 and scope 2 emissions of waste management suppliers that occur during disposal or treatment • Optional: Emissions from transportation of waste	30970.5485	51.8136388	68.4439904
Business travel	Transportation of employees for business-related activities during the reporting year (in vehicles not owned or operated by the reporting company) (Flights, public transport(rail, taxi bus), employee owned vehicles) Hotel stay	• The scope 1 and scope 2 emissions of transportation carriers that occur during use of vehicles (e.g., from energy use) • Optional: The life cycle emissions associated with manufacturing vehicles or infrastructure	143.781427	0.01073236	0.71906812
Capital goods	Extraction, production, and transportation of capital goods purchased or acquired by the reporting company in the reporting year	All upstream (cradle-to-gate) emissions of purchased capital goods	0.9346		
Fuel and energy related activities	Extraction, production, and transportation of fuels and energy purchased or acquired by the reporting company in the reporting year, not already accounted for in scope 1 or scope 2, including: a. Upstream emissions of purchased fuels (extraction, production, and transportation of fuels consumed by the reporting company)	For upstream emissions of purchased fuels: All upstream (cradle-to-gate) emissions of purchased fuels (from raw material extraction up to the point of, but excluding combustion)	No Information		
Upstream Transportation and distribution	Transportation and distribution of products purchased by the reporting company in the reporting year between a company's tier 1 suppliers and its own operations (in vehicles and facilities not owned or controlled by the reporting company) • Transportation and distribution services purchased by the reporting company in the reporting year, including inbound logistics, outbound logistics (e.g., of sold products), and transportation and distribution between a company's own facilities (in vehicles and facilities not owned or controlled by the reporting company)	• The scope 1 and scope 2 emissions of transportation and distribution providers that occur during use of vehicles and facilities (e.g., from energy use) • Optional: The life cycle emissions associated with manufacturing vehicles, facilities, or infrastructure	1846.06046	0.51348814	31.2898093
Employee commuting	Transportation of employees between their homes and their worksites during the reporting year (in vehicles not owned or operated by the reporting company) Emissions for commuting from contractor (consume of diesel or petrol in tonnes Bus company)	The scope 1 and scope 2 emissions of employees and transportation providers that occur during use of vehicles (e.g., from energy use) • Optional: Emissions from employee teleworking	77.89392	0.00234056	0.78174788
Working from home	Emission from energy of staff while working at home		237.32	0.03	2.94
Leased assets	Operation of assets leased by the reporting company (lessee) in the reporting year and not included in scope 1 and scope 2 – reported by lessee	• The scope 1 and scope 2 emissions of lessors that occur during the reporting company's operation of leased assets (e.g., from energy use) (trucking companies, rigs, etc) • Optional: The life cycle emissions associated with manufacturing or constructing leased assets	7862.63	0.87	97.48
Water	Emissions from the supply of water and treatment of waste water		This is 0 because we are not connected to any sewage or waste water treatment		

<i>Downstream activities</i>					
<i>Category</i>	<i>Category description</i>	<i>Minimum boundary</i>	Tonnes CO2e of CO2 per unit	Tonnes CO2e of CH4 per unit	Tonnes CO2e of N2O per unit
Transportation and Distribution	• Transportation and distribution of products sold by the reporting company in the reporting year between the reporting company's operations and the end consumer (if not paid for by the reporting company), including retail and storage (in vehicles and facilities not owned or controlled by the reporting company)	• The scope 1 and scope 2 emissions of transportation providers, distributors, and retailers that occur during use of vehicles and facilities (e.g., from energy use) Consume of fuel from the ship . Consume of diesel or petrol in tonnes Albrail	525.46	0.06	6.51
			453.17	0.39	0.25
			0.00	0.00	0.00
			2937.65	0.00	35.51
			237.05	0.00	2.87
			3736.89	0.00	45.17
Processing of sold products	• Processing of intermediate products sold in the reporting year by downstream companies (e.g., manufacturers) Emissions from the processing of sold products from the refinery in Spain Emissions from Petrolifera operations	The scope 1 and scope 2 emissions of downstream companies that occur during processing (e.g., from energy use)	Has not been evaluated for this year and the crude oil has been considered as used totally		
Use of sold product	End use of goods and services sold by the reporting company in the reporting year	The direct use-phase emissions of sold products over their expected lifetime (i.e., the scope 1 and scope 2 emissions of end users that occur from the use of: products that directly consume energy (fuels or electricity) during use; fuels and feedstocks; and GHGs and products that contain or form GHGs that are emitted during use)	1631382.03	2733.87	3611.34
End of life treatment of sold products	Waste disposal and treatment of products sold by the reporting company (in the reporting year) at the end of their life	The scope 1 and scope 2 emissions of waste management companies that occur during disposal or treatment of sold products	No end of life as sold products as we sell only crude oil		
Leased assets	Operation of assets owned by the reporting company (lessor) and leased to other entities in the reporting year, not included in scope 1 and scope 2 – reported by lessor	The scope 1 and scope 2 emissions of lessees that occur during operation of leased assets (e.g., from energy use).	None		
Franchises	• Operation of franchises in the reporting year, not included in scope 1 and scope 2 – reported by franchisor	• The scope 1 and scope 2 emissions of franchisees that occur during operation of franchises (e.g., from energy use)	None		
Investments	Operation of investments (including equity and debt investments and project finance) in the reporting year, not included in scope 1 or scope 2	See the description of category 15 (Investments) in section 5.5 for the required and optional boundaries	None		

