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Official Statement
Bankers Petroleum Albania Ltd.

Bankers Petroleum Albania Ltd. would like to address recent concerns regarding the notification received from the Employees Union about a potential strike over their demands.

As a responsible employer, the company takes all employee concerns seriously and remains committed to open, honest, and constructive dialogue. We fully understand the importance of this matter to our workforce; however, we believe that a strike is not the most effective or productive approach to resolving such issues.

At Bankers, we consider our employees the heart of the company. We believe that we move forward, through every challenge and achievement,together.

Over recent years, the company has faced considerable external and operational challenges. Exchange rate fluctuations have had a significant impact, with an estimated 30% increase for the all the local costs, including salaries, due to sales being conducted in U.S. dollars. Additionally, the Patos-Marinza oil field, as a mature asset, has experienced a natural decline in production and needs additional investments. These combined factors have substantially affected our financial position.

Despite these difficulties, Bankers Petroleum Albania Ltd. has consistently taken proactive measures to support its employees:

- **2022**: Salary reviews were conducted for 66% of employees, resulting in an average salary increase of 11%.
- **2023**: An across-the-board salary increase of 10% (8,000 ALL net) was implemented to help mitigate the effects of inflation.
- **2024**: 57% of employees were promoted and received an average salary increase of 10%. Additionally, the food allowance was increased by 35% for all staff.

We continue to offer one of the most competitive compensation and benefits packages in Albania's oil and gas sector. All employees are covered by life insurance, and both employees and their families benefit from comprehensive health insurance.

The company continues to fully cover medical leave at 100% of salary, exceeding the legal requirement of 80%. While management remains committed to supporting employee well-being, further salary increases are not currently financially feasible. In accordance with Article 23.9 of the Collective Agreement, salary reviews will be prioritized as soon as financial conditions allow.

In a continued effort to reach an agreement with the Union, the company's management held an official meeting **on October 13, 2025**, with representatives of the Hydrocarbon Sector Union's board.

During the meeting, the company agreed **to increase the food allowance** for each employee in line with oil state company's rates. This adjustment was scheduled to be implemented at the end of the financial year, in accordance with the Union's request.
However, the Union declined this offer.
Their main requests were: 9% salary increase for lower-paid employees, based on a list of eligible individuals previously agreed upon by the Union;
Allocation of 1% of the company's total salary budget of the company to establish a fund for the Union;

We must emphasize that these requests are not mandated by the Collective Agreement signed by both parties or by any applicable law in Albania.

Once again, we urge for mutual understanding and cooperation to maintain operational stability and ensure shared progress. Bankers Petroleum Albania Ltd. reiterates that open communication and collaboration remain the most constructive path forward. We are fully committed to our employees, operational excellence, and long-term sustainability.

The company reaffirms its unwavering commitment to all employees, recognizing that their dedication, professionalism, and hard work are the cornerstone of Bankers' success.