

31 October 2025

Press Release

Bankers Petroleum Albania is proud to be one of the country's most respected and stable employers. The fact that around **70% of our employees have been with the company for over 10 years** is a reflection of what Bankers stands for a company that values people, fairness, and safe working conditions. Throughout both prosperous and challenging times, our employees have stood by the company, and the company has always stood by them. This shared resilience is the foundation of our success.

We respect every employee's right to organize and express their concerns, but we firmly believe that discussions must be based on **facts, fairness, and mutual respect**. Above all, we want to assure every member of our team that we **stand with them** and **value them as our most important asset** the driving force behind a positive and sustainable future for all of us.

Bankers Petroleum Albania **fully complies with Albanian labor legislation** and with the **Collective Agreement** signed with the union in December 2024. From the very beginning, the company has worked **transparently and respectfully** with the union, and this agreement reflects our spirit of cooperation and mutual understanding.

All employment practices, compensation structures, and working conditions are **regularly reviewed** to ensure full compliance with **legal and industry standards**. Our salary structure **meets and exceeds** the legal requirement for oil and gas workers, ensuring that no employee earns less than **150% of the national minimum wage**. In addition to base pay, employees receive **performance-related bonuses, allowances, and health coverage** that go well beyond legal obligations. The company also ensures fair compensation for **overtime, night shifts, work on public holidays, and annual leave**.

Employee health and safety are central to everything we do. **Bankers Petroleum Albania** maintains some of the **highest safety and medical standards** in the country and in the regional oil and gas industry.

24/7 On-Site Medical Service

Qualified doctors are present at operational sites around the clock, providing immediate medical support and continuous health monitoring for all employees.

Comprehensive Medical Insurance

Every employee and their immediate family members (spouse and children) benefit from private medical insurance that includes:

Full salary payment during medical leave (14 days, exceeding legal requirements).

Life insurance for workplace and non-workplace incidents.

Full coverage for treatment of all diseases including malignant ones, both in Albania and abroad.

Annual medical check-ups in well-known clinics.

Financial support for childbirth and other medical needs.

Our safety culture is built on prevention, vigilance, and continuous improvement.

All employees working in the field are equipped with **certified personal protective equipment (PPE)** that is regularly inspected, replaced, upgraded and the employees opinion is taken whenever new PPE is considered for use from the company.

We conduct frequent safety training programs covering essential topics such as:

- H₂S safety awareness.
- Working at height.
- Fire safety and emergency response.
- Confined space entry and pre-entry.
- Health and safety awareness and site industrial orientation for all employees and contractors.

Employees complete **over 2,100 hours of training yearly** and we try to ensure that every contractor's personnel also meet our strict safety standards.

Bankers Petroleum Albania enforces **strict internal procedures**, including:

- Speed limits and movement controls within operational areas.
- Modern monitoring systems with sensors and cameras.
- Regular inspections — over **2,400 technical safety inspections** conducted yearly across sites, rigs, and fire protection systems.

All company equipment is **certified and inspected** in line with international standards.

We take great pride in the fact that in **21 years of operation**, Bankers Petroleum Albania has **never recorded a fatal workplace incident of its workforce**, a testament to our unwavering commitment to safety.

Bankers Petroleum Albania is one of the **very few companies in Albania** offering such extensive medical and safety services for employees and their families.

Beyond salaries, the company provides a range of benefits that demonstrate our continued dedication to employee well-being and dignity:

Food allowance of 13,200 ALL per month, exceeding national standards and paid even for non-working days.

Transportation for field employees and fixed travel allowances for office staff.

Humanitarian and emergency assistance for employees and their families during illness, bereavement, or property loss.

Bankers Petroleum Albania reaffirms its position as one of the country's most **compliant, health-conscious, and employee-centered companies**.

Our strong safety culture, comprehensive medical coverage, and strict adherence to labor law reflect our ongoing commitment to **protecting and supporting every member of the Bankers family**.