CYBERHAWK™

Your assets. Our solutions. ***Better decisions.***

2025

ENVIRONMENTAL, SOCIAL AND GOVERNANCE
PROGRESS REPORT

Introduction

Social

Environmental

Governance

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Our Approach To ESG Reporting

Founded in 2008, Cyberhawk™ is the world's leading engineering company using Unmanned Aerial Systems (UAS) for aerial inspection and surveying, and an industry pioneer in the development of innovative visual data management software.

This is our fourth Environmental, Social and Governance (ESG) report. This past year has seen a shift in the fidelity of our CO_2 inventory reporting thanks to improved monitoring and updated sources. This will contribute to improving the forecasting and strategic planning around the environmental impact of our business activities.

Over the past year we have continued to implement our 2022-2027 ESG plan with some promising results, some examples of which are explored further as case studies in this report. Our next challenge is to engage more stakeholders along our value chain.

This report references the Global Reporting Index (GRI). Please refer to 'Cyberhawk GRI content index 2025' for the full list of disclosures. In line with GRI guidance, our report covers our material environmental impacts and performance. We calculate emissions using the globally recognized WRI/WBCSD Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol).

From Our CEO

We are delighted to present our latest ESG Report and re-affirm our commitment to reducing our carbon emissions, creating a business which supports the needs of our people and customers, and supports the global UN climate goals.

Over the last year, we have continued to grow our customer base while implementing sustainable practices, developing new strategies to adapt to our changing environment, and mitigating against an unstable economic landscape.

Sadly, 2024 was the warmest year on record and the first year to exceed the 2.7°F threshold above pre-industrial levels. So, it is more important than ever that we focus on providing services that support our customers' decarbonization of power generation, distribution and energy storage.

This latest report outlines our efforts over the last year and highlights some of the successful initiatives implemented during that time. We also note areas where we have not quite met our targets.

We appreciate you taking the time to read this report. We are dedicated to working towards a successful and sustainable future.

Chris Fleming

The Basics

Cyberhawk At A Glance

Cyberhawk originated in Edinburgh, Scotland, where our work focused solely on the inspection of offshore oil and gas assets. Later, we extended our expertize to the utilities sector when we added power grid inspections to our solution set. As Cyberhawk continued to grow, our portfolio and the sectors we operated in grew as well. Soon, we became proficient in wind turbine inspection and geospatial data analysis. In 2016, we entered the world of major CapEx projects and offered a unique construction monitoring solution in the form of our purpose-built visual data management software, iHawk™.

Today, Cyberhawk is known as the world's leading software-led drone-driven inspection company, with offices in the US, UK and Qatar. Thanks in no small part to our exemplary safety record and our ISO certification, today we can boast an enviable list of customers around the world.

An overview

166
employees

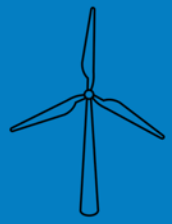
Our number of people continues to increase and mirrors our rapid growth in recent years and our expansion into new sectors.

Cyberhawk operates from offices in the US, UK and Qatar. We have used drones to inspect assets in over **40 countries**, and achieved **35 world firsts** for UAS operations.

11k
iHawk users

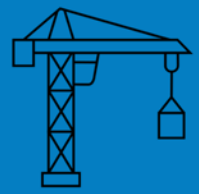
We deliver **industry-leading** visual data management solutions to over 11,000 users through iHawk.

Core Services



Engineering Inspections
We utilize drones and our visual data management solution iHawk to inspect oil, gas, renewable and power grid assets - the latter being fundamental to wildfire mitigation.

Land Surveys
Our drone-based surveys utilize diverse data types to deliver deep insights on projects through time, allowing for accurate monitoring and fast decision making.



Construction Monitoring
We combine drone technology with the construction modules of iHawk to provide unparalleled operational insights and enhanced capability to CapEx projects.

The Basics

Our Approach To ESG

As Cyberhawk grows, we are increasingly aware of our responsibility in addressing the global climate crisis. Therefore, we aim to grow in a responsible and sustainable manner.

While this is our fourth ESG report, the Social and Governance components of ESG have been the beating heart of our business since we were founded in 2008. Our asset inspection techniques inherently reduce our customer's emissions compared to using traditional inspection and survey methods.

However, we recognize that while our services support customers to maintain critical energy infrastructure and mitigate wildfires, our work in the oil and gas is varied and can also support the maintenance of existing assets in fossil fuel production. Where possible, we will seek opportunities to support our customers with their green transition.

We are committed to putting our ESG strategy at the heart of our business and throughout our sales process to promote our ESG strategy to help our customers and partners achieve their ESG targets as well as our own:

- We take an active part in our customer's value chain and disclose our emissions and plans on their reporting platforms e.g.,TSP, Ecovadis.
- We encourage our suppliers to monitor their carbon emissions to be part of the engagement to reduce their footprint.
- We encourage our employees to identify actions through our internal survey system. Peakon was replaced with Lattice in late 2024.
- We created internal workshops to actively improve our ESG Plan.

Helping to reduce environmental impact

Detecting, quantifying, and monitoring emissions – including methane and other greenhouse gases (GHGs) – is increasingly important for companies as they seek to enhance safety, conserve resources, comply with evolving regulations, and reduce their overall environmental impact.

Cyberhawk offers comprehensive GHG emissions monitoring and reporting solutions to help customers trace and measure their fugitive and diffuse emissions over land and sea, and take effective action to mitigate their effects. We can assist our customers in successfully complying with meeting the Level 5 Gold reporting standard of the Oil and Gas Methane Partnership 2.0.

The Basics

ESG Governance

Our Senior Leadership Team head our ESG efforts, and monitor adherence to our commitments with input from our Board members for a greater overview.

Phil Buchan (COO) has been with Cyberhawk for 15 years and there are very few jobs he hasn't done in this period. Now, as our COO, he is ultimately responsible for delivering our ESG goals.

3 months

Quarterly reviews are instrumental to our ESG goals and commitments. We ardently review our progress within each of the three pillars of ESG; from an individual level and a company-wide standpoint.

ESG Workflow

ESG targets and commitments established through initial discovery phase with relevant stakeholders, i.e. customers, employees, investors and suppliers.

List of targets and commitments formally agreed upon by Cyberhawk's Senior Leadership Team.

These aims are incorporated in and integral to Cyberhawk's annual business plan.

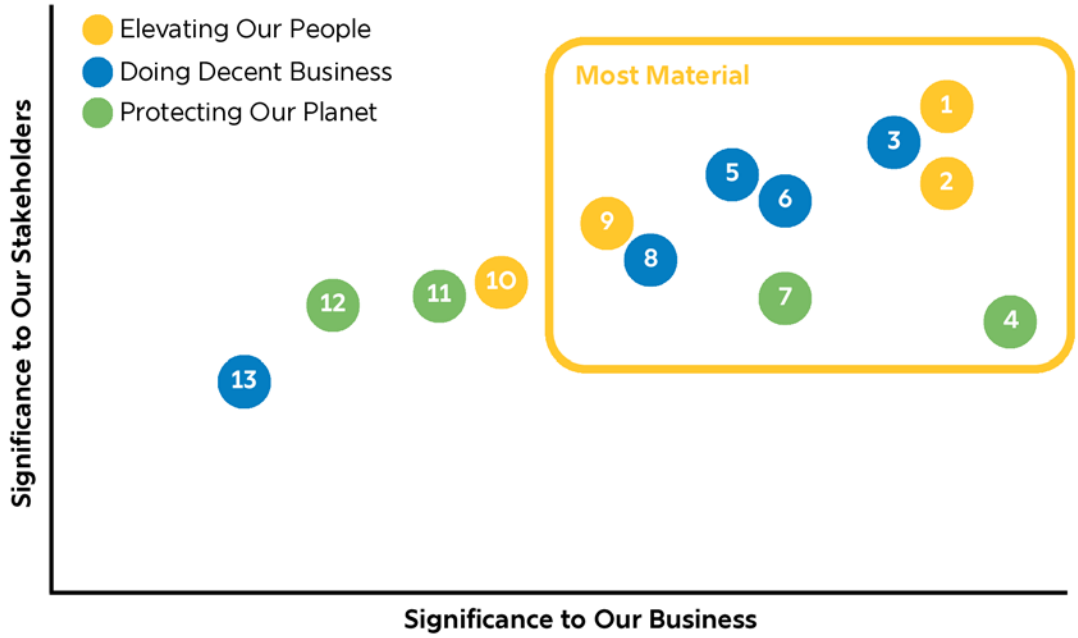
All Cyberhawk employees have relevant aims and commitments worked into their employee objectives to aid maximum change.

Objectives are reviewed quarterly by the Senior Leadership Team to ensure they continue to reflect aims, with the full process taking place annually.

The Basics

What Matters To Us

To identify material ESG topics for our initial ESG report in 2021, we worked with a third party consultancy to run a materiality assessment engaging with each of our stakeholder groups (customers, employees, investors and suppliers) to find out which topics were most important to them. We ran a similar exercise with the Senior Leadership Team to consider which topics were most relevant to Cyberhawk as a business.



Rank	Topic
1	Employee Engagement, Diversity & Inclusion
2	Occupational Health & Safety
3	Business Model Resilience
4	GHG Emissions & Climate Change
5	Business Ethics
6	Data Security
7	Environmental Compliance
8	Risk Management
9	Training and Education
10	Customer Privacy
11	Impact on Biodiversity
12	Product Design & Lifestyle Management
13	Supply Chain Management

Employee Engagement, Diversity and Inclusion was identified as the most important topic, followed by **Occupational Health and Safety**, underlying the importance our stakeholders place on the people who work for and with Cyberhawk. **Business model resilience** and **Business ethics** were also seen as priority topics, demonstrating the importance of operating a resilient business in a fair and ethical way. **Greenhouse Gas Emissions and Climate Change** was also in the top five most material topics showing the importance of playing our part in addressing the growing climate emergency.

Using these material issues as a foundation, we developed an ESG strategy, reflecting existing ESG-related activity and future ambitions and initiatives, categorized under three headings: Elevating Our People, Protecting Our Planet and Doing Decent Business. It sets our company's commitments to increase our positive social and environmental impact and reduce our carbon emissions, underpinned by processes to ensure we operate in a responsible manner.

Our Commitments

Elevating Our People

- Mapping our governance structure for accountability and transparency across our ESG-related commitments and regularly report on our progress to our Board, employees, suppliers and customers.
- Continually review our strategy and business plan to proactively respond to changes to our markets and socio-economic operating environment.
- Review our Corporate Risk Register quarterly and address risks within it in line with our ESG strategy.
- Invest in our cybersecurity to minimize risk to data we store on behalf of our employees, suppliers and customers.

Protecting Our Planet

- Continually developing lower carbon solutions for our customers.
- To reduce and minimize our carbon emissions, supporting global UN climate goals (Paris Agreement 2015).
- Respect and protect the ecosystems in which we work.

Doing Decent Business

- Continually developing solutions that remove people from working in dangerous situations, whether it be with our customers, partners or employees.
- Making sure our people end their working day safe and well every day, and their working environment supports mental health and well-being.
- Attract and retain talent that is truly inclusive and diverse, we celebrate difference and the value this brings to our global team.
- Constantly challenge our ways of working to maintain the sense of belonging that sets Cyberhawk apart as an employer of choice.

UN Global Goals

Elevating **Our People**

Elevating Our People

Overview

The building blocks of any good company are the people it is made up of - and that's especially true at Cyberhawk. Our business was founded to remove people from hazardous situations and we have always placed people at the heart of everything we do.

The results of the materiality assessment underlined how important all stakeholders believe our people are, and we are committed to continue to support and elevate our people.

Commitments

- Employee Engagement
  - We are committed to continually developing solutions that remove people from working in dangerous situations, whether it be with our customers, partners or employees.
- Occupational Health & Safety
  - We are committed to making sure our people are safe and well every day, and their working environment supports mental health and well-being.
- Diversity & Inclusion
  - We will constantly challenge our ways of working to create the sense of belonging that sets Cyberhawk apart as an employer of choice.
- Training & Education
  - We are committed to ensuring we attract and retain talent that is truly inclusive and diverse, we celebrate difference and the value this brings to our global team.

The Reason It All Started

Energy delivery is dependent upon reliable, working assets that transport energy from the point of generation to its ultimate output, whether that be at someone's home, a business or the various other places where energy or power is essential. Our mission is to support our customers to do this effectively and efficiently, while also keeping people safe by:

- Preventing people from having to physically climb assets or enter confined spaces
- Preventing people from having to visit construction or dangerous sites
- Mitigating wildfires
- Measuring gas levels to encourage a reduction in emissions

Our guarantee:
We will wow our customers with data, transform that data into information, and deliver best-in-class decision support for aerial solutions.

Elevating Our People

What We Achieved In 2024

Employee Engagement

We updated our systems from Peakon to Lattice, an engagement survey platform, and also a tool to support performance reviews, talent reviews, 1:1s and career development and growth. In our first engagement survey in October 2024, our Employment Net Promoter Score (eNPS) score was 2 points (9%) above the median score and 4 points (19%) above the mean software and IT score.

Volunteering Activities

During 2024, our team worked together to give back and make a difference in the communities in which we operate.

- In September, we raised $1,511 for Teenage Cancer Trust by taking part in the Edinburgh Kiltwalk, The Wee Wander, raising vital funds for this charity.
- During the December holiday season, we came together to collect presents and donations for Cash for Kids, backing their Mission Christmas appeal to help bring some magic to disadvantaged children across the UK.
- We mentored students from Inveralmond Community High School for their STEM project, to design, 3D print and test prototype bumpers for a drone.
- Our US team partnered with CAVIT (Central Arizona Valley Institute of Technology) during their drone operator program for high school students. Members of our People Operations team conducted 15 individual mock interviews to help students prepare for applying to pilot jobs in the future.

Training and Education

After bringing LinkedIn Learning to the team, our next focus was Compliance Training. KnowBe4 allowed us to bring training related to Diversity, Equality and Inclusion (DEI), Quality, Health and Safety and Environment (QHSE) and Bullying and Harassment among other topics in 2024. Our aim: to build our people's skills and equip them with the necessary knowledge to do their jobs better and foster an environment where continuous learning and improvement is part of our culture.

Elevating Our People

Our Goals: 2025-2027

While we're aware that positive ambitions are important, without tangible goals, they can quickly fall away if not combined with accompanying actions. That's why we created a list of working goals that will help us meet our desired outcomes.

Our Objectives

- Reduce the number of safety incidents year on year, including no RIDDOR or OSHA incidents.
- Continue to remove employees from hazardous working environments by providing alternative *modus operandi* through our inspection services.
- Improve Lattice Engagements results (Employee Net Promoter score).
- Organize STEM/Career Fair Events and volunteering activities.
- Improve Diversity, Equality and Inclusion results.

Who Is Responsible?

John Comisky (CFO)
John joined Cyberhawk as Chief Financial Officer in 2019 and has been instrumental in its rapid growth in recent years. He works in tandem with Matt Zafuto (CCO) to ensure we meet our ESG objectives.

Matt Zafuto (CCO)
Matt has over 25 years of experience in the energy industry, in a variety of roles, with particular expertise in global business development. He works in tandem with John Comiskey (CFO) to ensure we meet our ESG objectives.

Elevating Our People

Plans

In addition to setting goals, we put in place actionable plans, in 2021, that will help us achieve our goals from a people perspective; whether that be through the promotion of self-growth or broadening the diversity at Cyberhawk. In 2025, we continue these plans with the aim of achieving them by 2027.

Our People

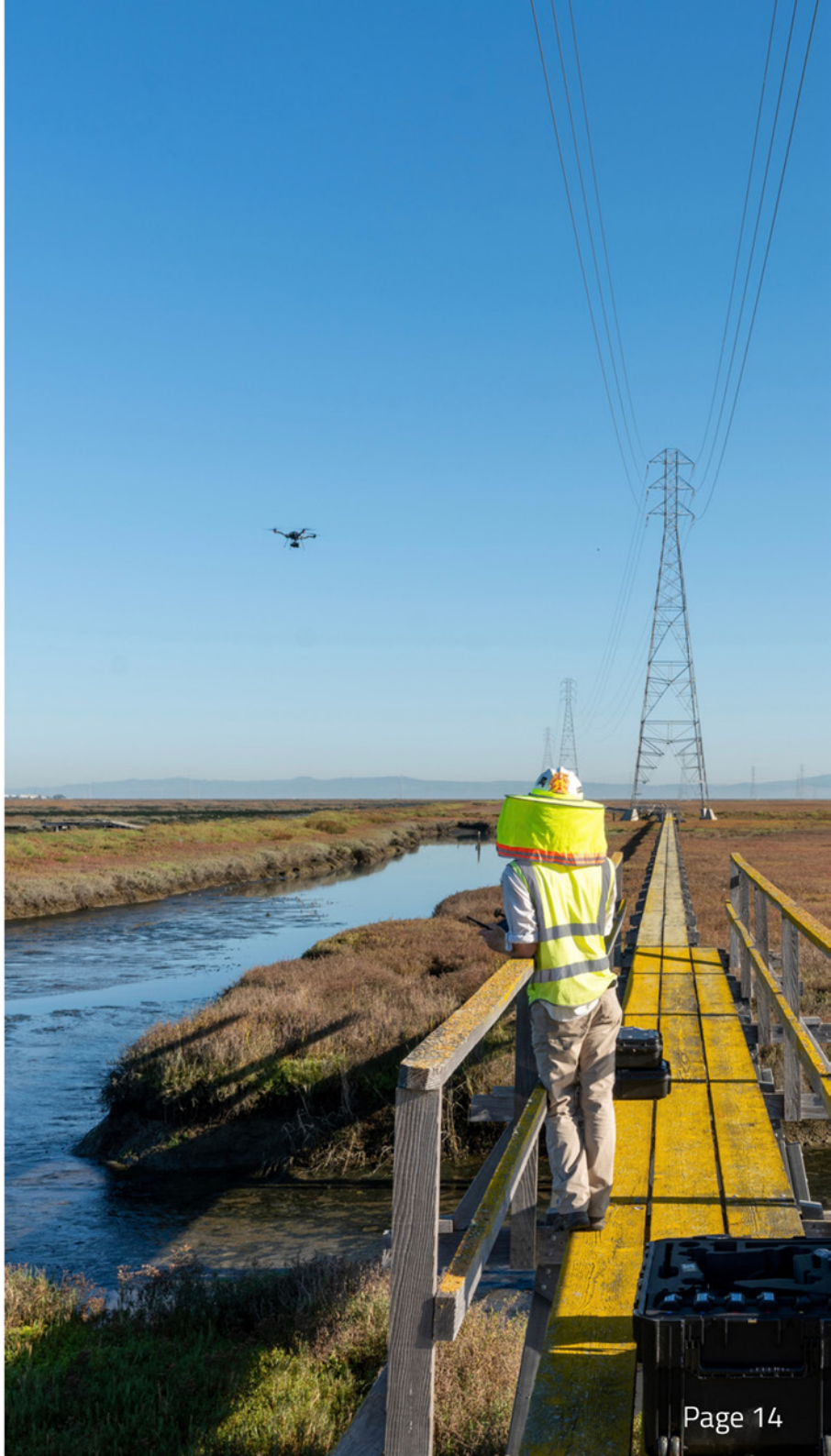
- Instill our ESG objectives into individual performance objectives for every Cyberhawk employee.
- Embed dynamic personal development and training plans across the business.

Our Policies

- Create diversity talent plan for 2025 including programs with Universities and educational institutions.
- Lead Unconscious Bias Awareness coaching for all managers.
- Ensure Cyberhawk employee benefits are aligned to the Elevating Our People commitment.
- Implement Cyberhawk's annual Occupational Health and Safety plans.
- Refresh and/or train Operations staff on Dynamic Risk Assessment.

Our Communications

- Review and reissue Cyberhawk employee handbook to deeper focus on Cyberhawk culture, values and ESG strategy.
- Develop an internal communications plan to promote and reinforce Cyberhawk's Elevating Our People Plan.



Elevating Our People

Occupational Safety, Health & Well-being

At Cyberhawk, we give Health, Safety & Well-being the highest priority over anything else related to our business and that includes commercial, operational, environmental and social pressures.

We put additional emphasis on accreditation processes for drone pilots. We purposefully created a gold standard level of pilot training that puts potential Cyberhawk pilots through their paces, far beyond the baseline requirements needed to fly legally in the US or UK.

We focus on mental well-being and are firm advocates of the link between physical and mental health. Our office locations allows our employees to use gym facilities free of charge to support our physical and mental well-being.

In addition, we provide our people with access to a cycle-to-work program and to the wellbeing app and healthcare service provider, Yulife, to support their long term health.

cyclescheme.co.uk

Site Safety

Site safety audits conducted by line managers:
These checks scrutinize elements such as procedural operations, personal protective equipment (PPE) and whether Cyberhawk documentation is reflective of reality of working in the field.

4x4 familiarization training:
Vehicle driving training is given to all operational employees so they are adept at handling the unique characteristics and technology associated with a 4x4 vehicle and ready for any terrain in order to mitigate risks.

Emergency response plan exercises:
These exercises are performed by lead pilots in the field during standard checks and desk-based, to simulate various types of emergencies. These can include, but are not limited to, anything from power failure to kidnappings.

yu life

Cyberhawk Yulife stats 2024

- 33 trees planted
- 1.5lbs plastic removed
- 3092 gallons of water donated
- 34 meals shared
- 42,903,590 steps taken
- 16,751 minutes meditated
- 5,037 miles cycled

Elevating Our People

Engaging Our Employees

Cyberhawk was founded on a strong set of values which still lie at the heart of everything we do; inspiring positive behaviors that are embedded in our day-to day work.

Our services involve working in remote places, often braving the elements in challenging environments. This means an excellent work ethic is imperative – but equally, so is a willingness to seize the adventure inherent in our work and to have fun doing so. This makes up Cyberhawk's DNA.

Cyberhawk Values

One Team
Help one another out, no matter what your role is, we are in this together.

Hungry to Grow
Strive for personal & business growth. Take the initiative and be a "doer". Don't sit back and wait to be told what to do. Push through discomfort to reach your full potential. Be willing to innovate and challenge existing ways of thinking.

Open and Humble
Seek out alternative perspectives to find new and better ways to do things. Actively listen to other opinions. Don't force your opinions on others. Give the team credit rather than basking in glory. Ask and give feedback in a constructive way to improve personal and company performance. Share your mistakes so we can all improve.

Own It and Solve It
Take action, hit milestones, and try stuff out even if you may fail. Ask for help if you are struggling. Solve customers' problems at the gold standard level they are willing to pay.

Show Up and Have Fun
Be your true self at work. Take time to have fun and don't take yourself too seriously. Take the time to celebrate your wins. Get involved with your mind fully engaged. Resist the temptation to coast along.

Nae Drama
Taken from a Scottish colloquialism, this value over-arches all the others and is at the heart of how we approach everything we do.

Elevating Our People

Who Are We?

We are firm believers in the value diversity brings to any collective – be that personal or professional. While our sector has not always reflected this, we are committed to instigating a sea-change and are always looking to attract and retain talent regardless of background, demographic or orientation.

Cyberhawk's commitment to diversity, equity and inclusion is set out clearly in the company induction. The company is committed to never discriminating against an employee based on any protected characteristics including age, disability, sex, gender reassignment, pregnancy, maternity, race, sexual orientation, religion or belief, marital status, or civil partnership.

We are advocates of having varied experiences and backgrounds within our company as it unlocks different thinking and approaches to business challenges. While we still have work to do, we are making progress. A key aim for 2025 is to launch a Diversity, Equality and Inclusion working group, with monthly meetings, to improve our overall efforts towards creating a diverse and inclusive work environment for all.

Diversity is about recognizing differences such as gender identity, ethnicity, sexuality, disability and religion. Work environments should represent a diverse society and population.

Inclusion is where differences are valued and everyone can thrive. An inclusive work environment means everyone feels they can contribute and they can reach their full potential being their true selves.

A **diverse** and **inclusive** workforce brings a broader range of knowledge, perspectives and approaches. This enables more critical thinking and objectivity when tackling projects and making business decisions.

Figure 1. Gender breakdown of all Cyberhawk employees in 2024

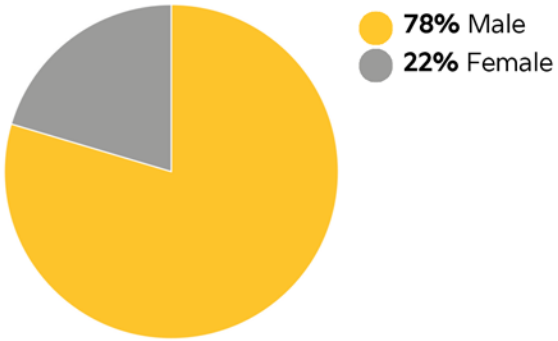


Figure 2. Depiction of Cyberhawk employee ethinicity in 2024 (as disclosed by employees on HR system)

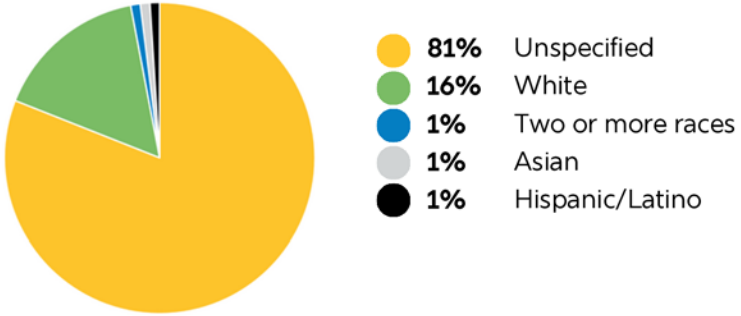
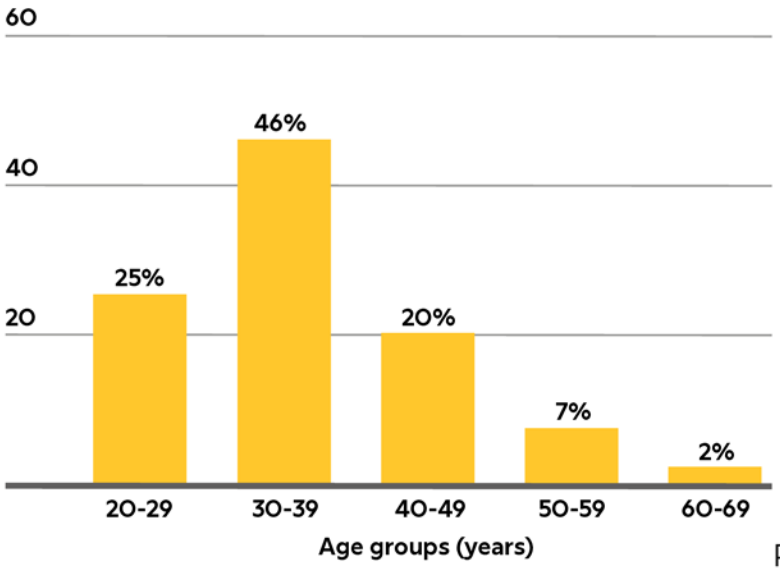


Figure 3. Age profiles of all Cyberhawk employees in 2024



Protecting Our Planet

Protecting Our Planet

Overview

The World Meteorological Organization (WMO) has confirmed that 2024 was the warmest year on record, based on six international datasets. The past ten years have all been in the Top Ten, in an extraordinary streak of record-breaking temperatures. Cyberhawk has come to realize the urgency of tackling the climate crisis. As individuals, we have to ensure tomorrow's world is a habitable place for our children and this responsibility stretches to us as a business too and in this case, the customers we work with as well.

The environment is a huge part of the reason we undertook the strategic ESG approach to better Cyberhawk, and to ensure what we do will be thoughtful, measured, and impactful.

We have developed targets aligned with the **Science Based Target Initiative** and have become signatories to the United Nations Race to Zero campaign under the **SME Climate Commitment**.

Commitments

Environmental Compliance

- We are committed to continually developing lower carbon solutions for our customers and support their transition to Net Zero with our technology and software-led solutions replacing high carbon methods.

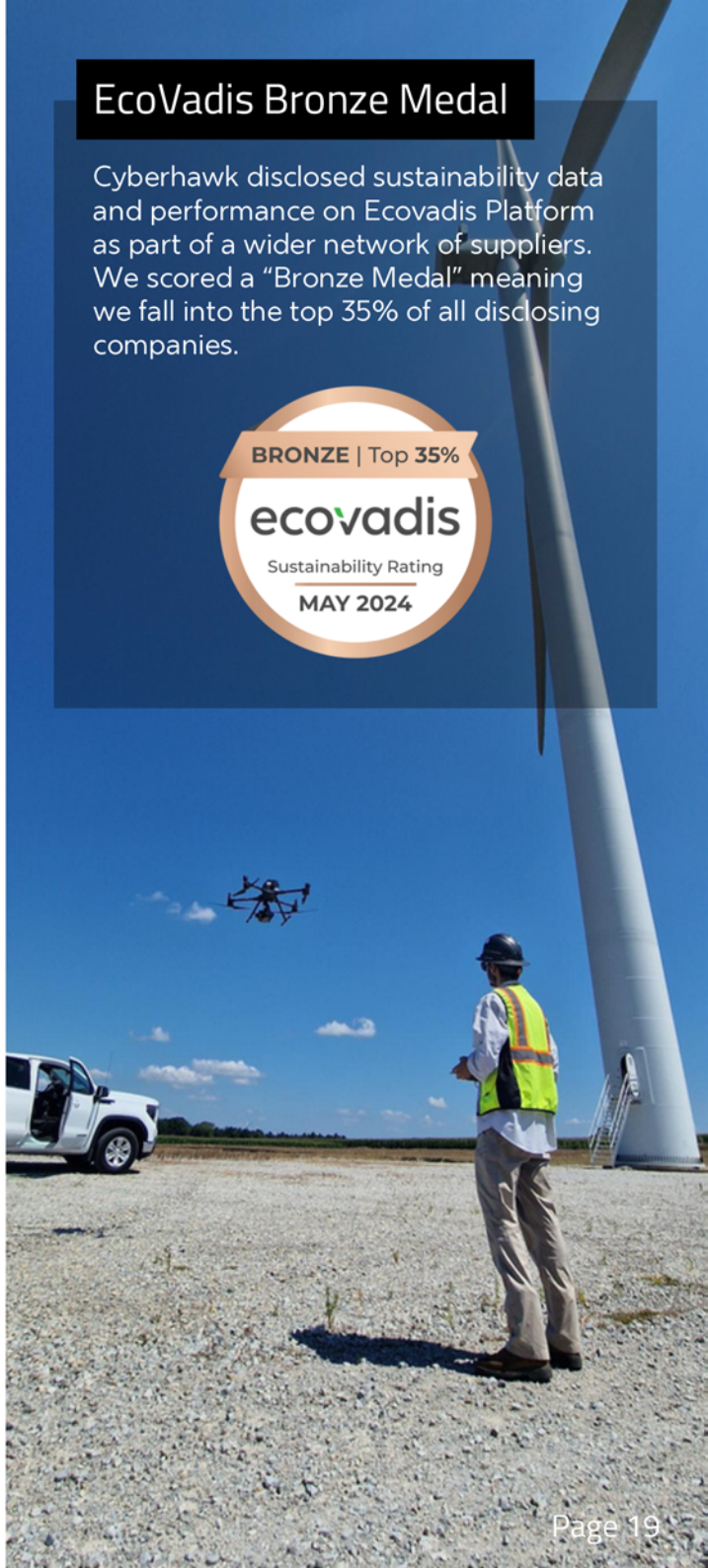
GHG Emissions and Climate Change

- We are committed to reduce and minimize our carbon emissions, supporting global UN climate goals (Paris Agreement 2015).
- We are committed to respect and protect the ecosystems in which we work.

EcoVadis Bronze Medal

Cyberhawk disclosed sustainability data and performance on Ecovadis Platform as part of a wider network of suppliers. We scored a "Bronze Medal" meaning we fall into the top 35% of all disclosing companies.

BRONZE | Top 35%
ecovadis
Sustainability Rating
MAY 2024



Protecting Our Planet

What We Achieved In 2024

Since 2023, we've been tracking our yearly corporate CO_2 intensity emissions based on CO_2 emissions/revenue to allow us to compare data while our company and operations are growing. In that time, we have also achieved following:

- We have improved our Scope 3 CO_2 data inventory and we now have access to accommodation carbon emission data (hotel nights, shared houses by field teams, etc.).
- We updated our travel policy to promote sustainability when booking business trips.
- We drove 6912 miles in our electric van.
- We assessed the hybrid and electric car market to find the right solutions for our field teams: no satisfactory solution was found but we will continue monitoring the electric car market in 2025.
- Our employee engagement platforms, Peakon and Lattice, contain questions relating to our ESG objectives and continued to give us input into our 2025 action plan.

284lbs of IT waste recycled
by Edinburgh Remakery Charity

Case study: Multispectral survey

A Cyberhawk team used drones to collect multispectral data along an area of estuary for an energy producing customer, in order to understand the seagrass incidence and the regeneration possibilities.

Seagrasses form large, dense meadows under the sea. Similar to coral reefs and rainforests, these underwater gardens are full of life, hosting many diverse species; around 40 times more animal species occur in seagrass meadows than in bare sand.

Why are regenerative seagrass schemes important?

- Biodiversity: Seagrass meadows are vital habitats for a wide range of marine species.
- Carbon storage: Seagrass meadows store large amounts of carbon, helping to combat climate change.
- Coastal protection: Seagrasses help stabilize sediments and protect coastlines from erosion.
- Water quality: Seagrasses improve water quality by filtering out pollutants and nutrients.
- Ecosystem services: Seagrass meadows provide a range of ecosystem services, including food and shelter for marine life, and support for fisheries and tourism.

Source: Scottish wildlife trust,
Eelgrass meadow near Ord, Skye © Project Seagrass

Protecting Our Planet

Our Goals: 2025-2027

As a modern company with a genuine international presence, we are aware that urgent climate action is required if we are to have a planet to live and work on.

While we don't have all the answers, we do know we need to reduce our emissions and play our part in the global transition to net zero.

In order to do that, we created overarching environment objectives to aim for.

Our Objectives

- We seek out and embrace new products and services that reduce the environmental impact of our customers.
- We seek out and embrace new technologies to minimize the environmental impact of our operations.
- We promote and support low carbon working lifestyles for our teams.
- We meet legal environmental compliance and go above and beyond where possible.
- We design our working practices to respect the places and environments in which we operate.

Who Is Responsible?

Matt Zafuto (CCO)
Matt has over 25 years of experience in the energy industry, in a variety of roles, with particular expertise in global business development. He works in tandem with Nick Stewart (CIO) to ensure we meet our environmental objectives.

Nick Stewart (CIO)
Nick joined Cyberhawk in 2016 and is central to our growth in the software market as he spearheads our flagship visual data management platform, iHawk.

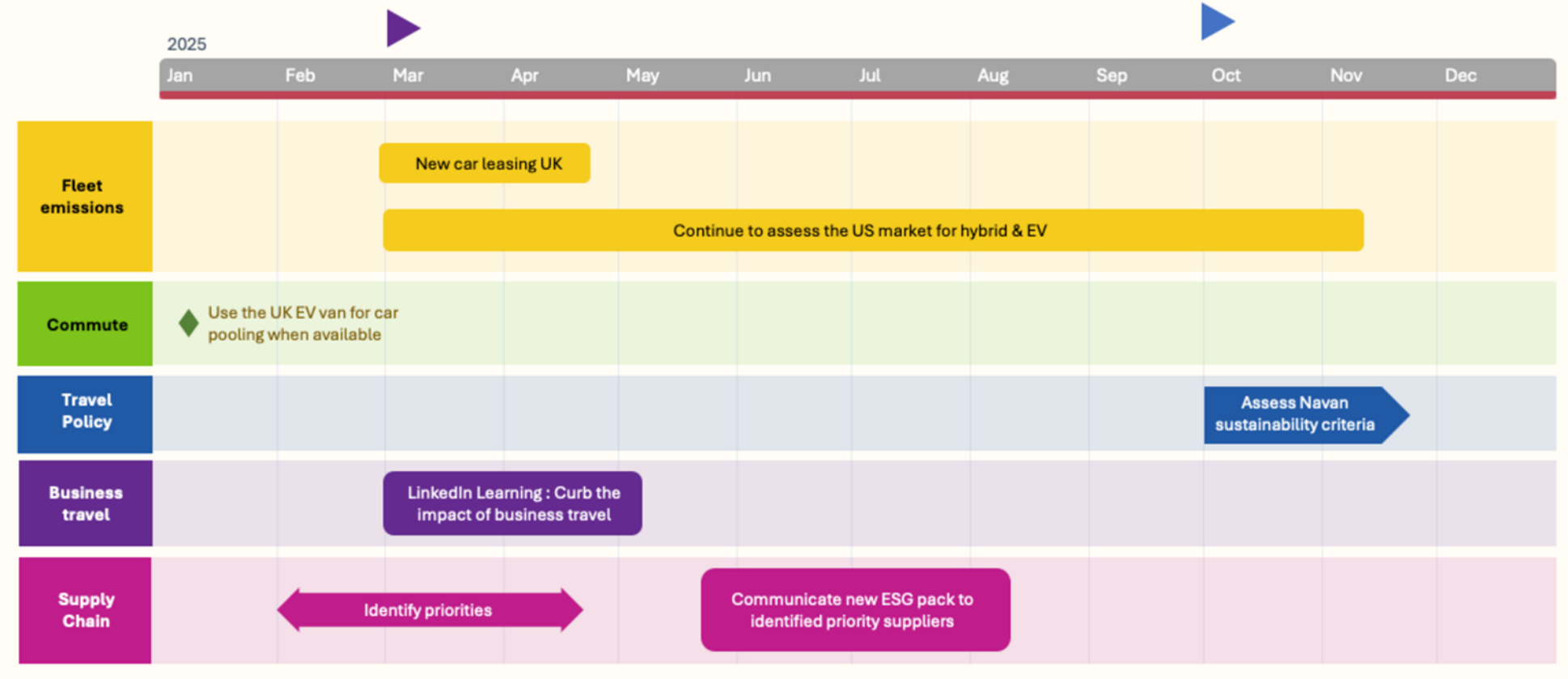
Protecting Our Planet

Plans: Our Carbon Reduction Roadmap 2025

In line with the **Science Based Targets** initiative, we have developed a roadmap to help us to achieve our Net Zero ambitions.

Reducing CO_2 emissions: Scope 1, 2 by 15% and Scope 3 by 19%

2025 Roadmap



Protecting Our Planet

Reducing Our Emissions

To define our emissions, we adopted the most widely-used international accounting tool, the **Greenhouse Gas (GHG) Protocol** that categorizes emissions into three scopes:

Scope 1 - Direct emissions generated by Cyberhawk operations; mainly related to our vehicle fleet.
Scope 2 - Emissions released through purchased energy, e.g. electricity and district heating (disclosed by our landlords).
Scope 3 - Indirect emissions such as business travel, data storage or employee commuting.

We inventory both absolute CO_2 emissions in tons and intensity based emissions (per revenue). Unfortunately in 2024 both our intensity and absolute emissions increased compared to our baseline year, 2021, and so for 2025 and beyond it will be crucial that we continue to implement our plans, and re-evaluate where measures are not making sufficient impact.

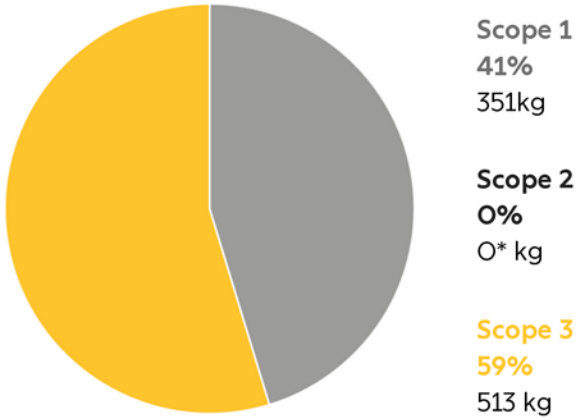


Figure 2. Division of 2024 CO_2 emissions into Scopes 1, 2 and 3
* energy consumption of offices is disclosed by landlords

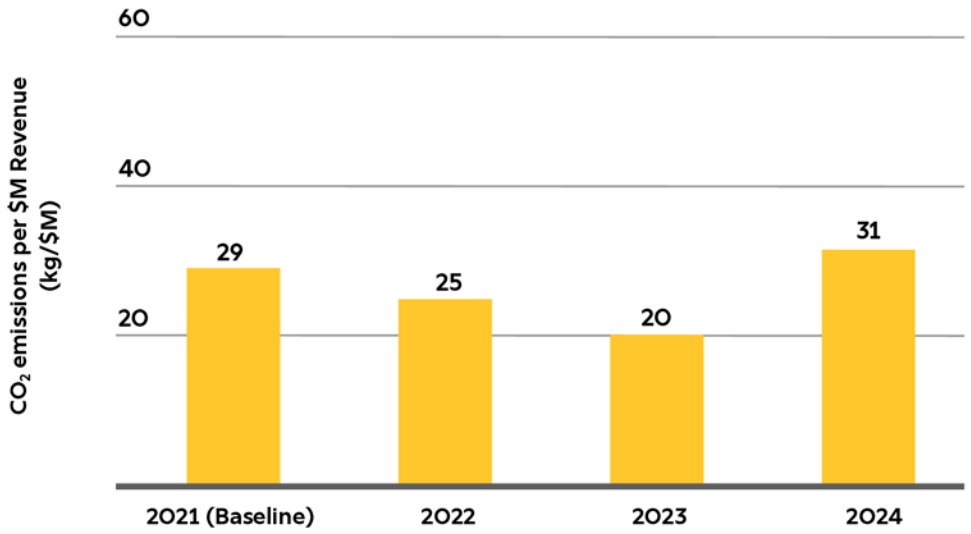


Figure 1. Evolution of intensity CO_2 emissions in kg CO_2/ $M revenue

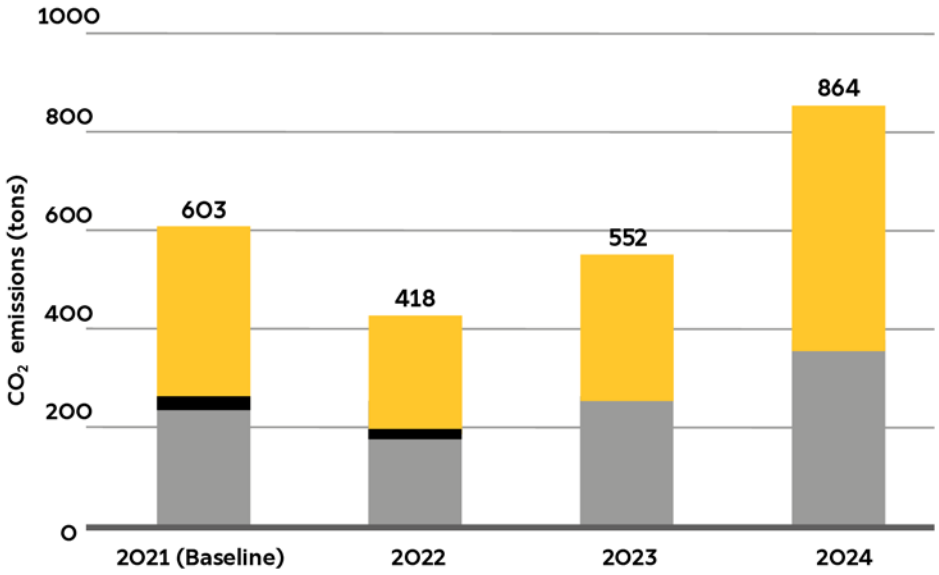


Figure 3. Comparison of yearly carbon emissions since 2021

Protecting Our Planet

Respecting The Ecosystems We Work In

We defined best practices to respect the places and environments in which we operate. Our aim is to do our job professionally and let nature be as untouched as possible. To ensure this occurs, we run various kinds of biodiversity training including:

Birdlife:
While there's no end to the types of wildlife we encounter, birds are perhaps the most common. That's why we make a point of giving them special attention pre-flight. This can include anything from considering nesting areas during breeding seasons to collating information on known birds of prey territories.

Sites of Special Scientific Interest (SSSI):
An SSSI is is a formal conservation designation that's usually of interest due to rare species of fauna or flora it contains or sometimes important geological or physiological features that may lie within its boundaries. It's our job to know where these exist to ensure they're not disturbed during our work.

Improving the environment around Edinburgh office

In July 2024, Cyberhawk organized a litter picking day along the canal close to our Edinburgh HQ. The aim was to make our local area a more pleasant and attractive place to live, work and visit, while protecting local wildlife too.

Thirty team members lent a hand, and together we cleared a stretch of the canal of all rubbish, unearthing some rather unexpected items (see pictures below).

Doing Decent Business

Doing Decent Business

Overview

Cyberhawk has always believed in acting responsibly as a company, whether that be in the form of doing right by our people, by lessening our environmental impact where possible or working ethically in our choice of customers and suppliers. As we continue to grow, we are focused on ensuring this founding methodology is cemented in our policies and practices so that 'doing decent business' is not just a belief but an underlying principle of Cyberhawk.

Commitments

- Occupational Health and Safety
- Business Model Resilience
- Business Ethics
- Data Security
- Risk Management

- We are committed to being a fair, safe, secure and law-abiding partner and employer across all locations.
- We are committed to build a resilient business for the long term.
- We are committed to ensuring our customer's and team's valuable data is secure.

Along with our first ESG report, we produced a short video to introduce internal and external audiences to the key points of the report and to promote open communication on the results.

The video serves as a gateway to draw in more readers to explore the report, and inform participants of the initial survey of the outcomes resulting from their actions.

Doing Decent Business

What We Achieved In 2024

High standards of business ethics have always been a core element of Cyberhawk and in 2024, we took important steps towards our goals. Crucial to the creation of our first ESG report was our ESG survey which gave stakeholders, customers and employees the opportunity to define our company's ESG priorities moving forward.

In 2023, we introduced EOS (Entrepreneurial Operating System) and set our company "10 year Target", our "3 year Picture" describing what we intend to build in a short time and set a "1 year Plan" with the most important accomplishments in the coming year. Throughout 2024, we have built on these targets, and continued our open and transparent dialogue around our progress.

In 2024, we introduced IS-BAO, a new aviation standard that allowed us to enforce our processes, streamline our documents and improve our fatigue management.

We have continued to improve how we communicate, both internally and externally, including weekly project update presentations to share knowledge between teams and geography. These weekly 'All Staff' meetings are an opportunity to share important company information and reinforce company values.

All employees
complete anti-bribery and corruption training

30 project presentation
updates during company meeting

100% of our policies
are reviewed annually

Implementation of new IS-BAO Aviation Standard

What is IS-BAO?
IS-BAO is an industry standard built for operators, by operators, that provides standards based on the International Civil Aviation Organization (ICAO) Standards and Recommended Practices (latest added standards are applicable for unmanned aviation).

How does the certification work?
A qualified auditor verifies the compliance of the applicant's safety management system and the implementation of IS-BAO protocols.

There are three stages of IS-BAO registration, and Cyberhawk passed Stage 1 in October 2024.
Stage 1: The operator has incorporated the requirements of the IS-BAO standard into their written procedures.
Stage 2: The operator can provide objective evidence that the requirements of the standard are fully in use and that the standard is truly a 'way of life.'
Stage 3: The operator can demonstrate that the standard is fully absorbed and reflected in the culture of both the operator and parent company or entity.

What are the benefits?
Customers, authority bodies and insurance providers recognize the IS-BAO standard, so registration can help build evidence and validation of operational best practices.

Doing Decent Business

Our Goals: 2025-2027

As a rapidly growing business, it is imperative that while we take the right steps from a commercial standpoint, we don't lose our ethical footing in the process.

We're keen for Cyberhawk to be a force for the good in the world wherever possible and can only do this by creating and communicating clear targets that reflect our sensibilities as a company.

Our Objectives

- Continue to be ISO accredited for health and safety, quality, environment, and data security.
- Review and discuss ESG progress at every Cyberhawk Board meeting.
- Ensure our Experian credit rating remains in the 'low risk' category.
- Review and update policies, on a yearly basis, to ensure policies are always fit for purpose.
- Provide an overview of our commitments and compliance certificates on our website.
- Provide refresher training on anti-bribery and corruption to relevant employees every two years.
- Update our employees on ESG progress quarterly and ensure they are engaged in and contribute to how we achieve our goals.

Who Is Responsible?

John Comisky (CFO)
John joined Cyberhawk as Chief Financial Officer in 2019 and has been instrumental in its rapid growth in recent years. He works in tandem with Phil Buchan (COO) to ensure we meet our governance objectives.

Phil Buchan (COO)
Just as is the case with the social and environmental pillars of our ESG strategy, Phil is integral to our governance aims and works diligently with John to make sure we achieve them.

"We aim to create an operationally sustainable business and safe place to work, while contributing to our customers and partner's ESG targets. We are acutely conscious of the coming challenges and proud to be part of the decarbonation initiatives of the energy sector."

Phil Buchan, Chief Operating Officer

Doing Decent Business

Plans

To ensure we achieve our objectives, we created supporting plans to help us achieve out governmental goals; whether that be through rigorous risk assessments, internationally accepted accreditations and certifications, or working with ethical and responsible third parties.

- Continue to produce high quality Risk Assessments and Method Statements, and audit reports.
- Review and update policies to ensure they are always fit for purpose.
- Continue to update our employees on ESG progress quarterly and ensure they are engaged in and contribute to how we achieve our goals.
- Introduce ESG objectives as a fundamental performance objective for every Cyberhawk employee.
- Implement 3 International Corporate Governance Network (ICGN) global governance principles.
- Review due diligence process for all partners in the context of doing decent business.

Doing Decent Business

Being A Safe, Secure Law-abiding Partner And Employer

As part of our dedication to being a secure, trustworthy employer and partner, we vow to constantly review our strategy and business plan to proactively respond to changes to our markets and socio-economic operating environments.

We will also give the utmost priority to the review our Corporate Risk Register on a quarterly basis and address risks that impact our ESG strategy.

A Fair Partner and Employer

The **Cyberhawk Code of Ethics** identifies minimum ethical standards of conduct required by everyone who undertakes work for or on behalf of the company:

- This is driven to individuals at point of induction to the company as related to tolerance, safety and legal regulations.

Anti-bribery and corruption policy:

- Cyberhawk has a zero tolerance stance on bribery and corruption.
- Staff is made aware of this position as stated in our employee handbook.
- Training takes place on a two-year basis in alignment with revered security training platform, KnowBe4.

KnowBe4
Human error. Conquered.

Managing Business Risk

At Cyberhawk, we know that without the correct level of attention and diligence towards safety, accidents and risk are right around the corner. This is why we strive for the Gold Standard in safety and precautionary action for both our employees and partners.

ISO45001-2018:
An international standard that relates to the occupational **health and safety** management system, and gives guidance for its use, to enable organizations to provide safe and healthy workplaces by preventing work-related injury and ill health.

ISO9001-2015:
An international standard for quality management systems (QMS). It provides a framework to manage processes and systems to consistently meet customer and stakeholder requirements, ensuring products and services are safe, reliable, and of good **quality**.

ISO14001-2015:
An international standard for environmental management systems (EMS). It provides a framework to establish, implement, maintain, and continuously improve environmental management processes. This standard helps identify and control environmental impacts, comply with environmental regulations, and improve **environmental performance**.

ISO27001-2022
An international standard for Information Security Management Systems (ISMS). It provides a framework to manage information security risks and protect sensitive data. The 2022 version is an updated version of the previous standard, ISO/IEC 27001:2013, and includes changes to better align with the evolving **cybersecurity** landscape.

Doing Decent Business

Building A Resilient Business For The Long Term

The Board

The Board is ultimately responsible for the overarching operation of the business and commitment to all ESG policies, practices and goals.

Senior Leadership Team (SLT)

The SLT communicates the progress and effectiveness of all ESG goals in accordance with strategy and aims.

Phil Buchan
COO

Phil interacts with department heads, managers and ESG pillar champions to determine how commitment to policy is being adhered to on an individual level.

Elevating Our People

Matt Zafuto and John Comisky champion our efforts on all social matters.

Protecting the Planet

Matt Zafuto and Nick Stewart take the lead on achieving our environmental aims.

Doing Decent Business

John Comisky and Matt Zafuto ensure we are governed as well as we possibly can be.

Appendices

GRI 103 Management Approach Table

Material Topic	Relevant GRI Standard	Explanation of Why the Topic is Material	Topic Boundary
			A description of where the impacts for a material topic occur, and the organization's involvement with these impacts.
Employee Engagement	GRI 401: Employment	As an employer of 93 permanent employees across the UK, USA and Middle East, Employee Engagement is very important to Cyberhawk and the culture of the organisation. The materiality assessment identified Employee Engagement alongside Diversity and Inclusion as the top material topic. The company uses Peakon, an employee engagement tool to identify the impacts Cyberhawk has on its employees. Cyberhawk also works with a small number of contractors (8 in the reporting period) who are contracted for a specific task/period of time via freelance contracts.	Cyberhawk are directly responsible for the impacts of this topic as the impacts occur within their employee base, both permanent and temporary.
Diversity & Inclusion	GRI 405: Diversity & E	As an employer of 93 permanent employees and 8 contractors (as per the reporting period) Cyberhawk has a responsibility to promote diversity and inclusion within their organisation and ensure it is an environment where discrimination does not occur. Diversity and Inclusion was identified, along with Employee Engagement, as the top material topic via the Materiality Assessment which included a survey to all employees.	Cyberhawk are directly responsible for the impacts of this topic as the impacts occur within their employee base, both permanent and temporary.
Occupational Health and Safety	GRI 403: Occupationa	Occupational Health and Safety is of paramount importance to Cyberhawk and it is seen by all stakeholders as a material topic. Cyberhawk is ISO 45001 certified and runs a H&S management system to manage and control the risks. All Cyberhawk workers are covered by this system. Further details can be seen in Cyberhawk's QHSE management system (available on request)	Impacts occur across all Cyberhawk entities. Risks are related to our inspection & survey operations: our processes and risk based aproach is key to mitigate the risks and our document sytem (with a detailed Global Ops Manual for example) supports all activities
Business Model Resilience		Business continuity plans and risks assessment ensure Cyberhawks resilience and capacity to deal with changing environments	Impacts occur across all Cyberhawk entities.
GHG Emissions and Climate Change	GRI 302: EnergyGRI 3	All businesses need to play a part in addressing the climate crisis and reducing GHG emissions is a topic that is seen as material by our stakeholders and our business. Cyberhawk's main sources of GHG emissions are the company's fleet, business travel and operating our offices (home and corporate).	Cyberhawk's GHG emissions are directly related to the organisation's operation in geographies where they operate; UK, USA, Qatar. The main sources of emissions are from the company's fleet and travel
Business Ethics	GRI 412: Human Rights Assessment GRI 205 - Anti-Corruption	Cyberhawk has internal values and fundamentals that set the internal code of ethics for all those who work with us. Being an ethical business is a high priority for all stakeholders. We are developing a Human Rights Policy that respects the International Bill of Human Rights. Training on Anti-bribery and corruption is provided for employees.	Respecting Human Rights and Anti-Corruption is relevant for all individuals who work with Cyberhawk, our suppliers and our customers.
Data Security		Cyberhawk holds data from clients and employees and the materiality assessment identified it as a material topic for hte business. Cyberhawk is ISO 27001 certified and runs an Information Security Management System	Risks are related to our collecting-processing-delivering data process
Environmental Compliance	GRI 307: Environment	Cyberhawk is ISO 14001 certified and runs an Environmental Management system to manage environmental compliance in all markets we operate within.	Cyberhawk identifies the environmental risks and impacts related to its activities in all markets we are active in.
Risk Management		Our Management systems run on a risk based approach- Impact analysis and risk assessment are carried out regularly	Risk management applies to all areas where Cyberhawk operates.
Training and Education	GRI 404: Training and	Supporting and developing our people is a key priority for Cyberhawk in order to ensure the business delivers our services effectively and our people are engaged. Cyberhawk has a training process and all staff have an individual Personal Development Plan that identify the areas of development for each employee.	This topic relates to all Cyberhawk staff including contractors.

Appendices

GRI Content Index

GRI Standard	Disclosure title	Information or identification of Where Reported
GRI 101: Foundation 2016		
General Disclosures		
GRI 102: General Disclosures 2016	Organizational profile	
	102-1 Name of the organization	ESG Report Introduction page 6
	102-2 Activities, brands, products, and services	ESG Report Introduction page 6
	102-3 Location of headquarters	ESG Report Introduction page 6
	102-4 Location of operations	ESG Report Introduction page 6
	102-5 Ownership and legal form	ESG Report Introduction
	102-6 Markets served	ESG Report Introduction page 6
	102-7 Scale of the organization	ESG Report Introduction page 6
	102-8 Information on employees and other workers	ESG Report Introduction page 6
	102-9 Supply chain	QHSE Management System Manual
	102-10 Significant changes to the organization and its supply chain	QHSE Management System Manual
	102-11 Precautionary Principle or approach	Cyberhawk applies the precautionary principle
	102-12 External initiatives	N/A
	102-13 Membership of associations	N/A
	Strategy	
	102-14 Statement from senior decision-maker	ESG Report page 5
	Ethics and integrity	
	102-16 Values, principles, standards, and norms of behavior	ESG Report page 12
	Governance	
	102-18 Governance structure	ESG Report page 7
	Stakeholder engagement	
	102-40 List of stakeholder groups	ESG Report page 8
	102-41 Collective bargaining agreements	ESG Report page 8
	102-42 Identifying and selecting stakeholders	ESG Report page 8
	102-43 Approach to stakeholder engagement	ESG Report page 8
	102-44 Key topics and concerns raised	ESG Report page 8
	Reporting practice	
	102-45 Entities included in the consolidated financial statements	ESG Report page 3
	102-46 Defining report content and topic Boundaries	ESG Report page 3
	102-47 List of material topics	ESG Report page 3
	102-48 Restatements of information	ESG Report page 3
	102-49 Changes in reporting	ESG Report page 3
	102-50 Reporting period	ESG Report page 3
	102-51 Date of most recent report	ESG Report page 3
	102-52 Reporting cycle	ESG Report page 3
	102-53 Contact point for questions regarding the report	ESG Report page 3
	102-54 Claims of reporting in accordance with the GRI Standards	ESG Report page 3
	102-55 GRI content index	ESG Report (Appendix)
	102-56 External assurance	Report has not been externally audited

GRI Standard	Disclosure title	Information or identification of Where Reported
Material Topics		
200 series (Economic topics)		
Anti-corruption		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	ESG Report page 8
	103-2 The management approach and its components	ESG Report page 8
	103-3 Evaluation of the management approach	ESG Report page 8
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	ESG Report page 25
	205-3 Confirmed incidents of corruption and actions taken	Zero incidents
300 series (Environmental topics)		
Energy		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Environmental Date Table - Appendix
	103-2 The management approach and its components	Environmental Date Table - Appendix
	103-3 Evaluation of the management approach	Environmental Date Table - Appendix
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Date Table - Appendix
	302-2 Energy consumption outside of the organization	Environmental Date Table - Appendix
	302-3 Energy intensity	Environmental Date Table - Appendix
	302-4 Reduction of energy consumption	Environmental Date Table - Appendix
	302-5 Reductions in energy requirements of products and services	Environmental Date Table - Appendix
Emissions		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	ESG Report page 18
	103-2 The management approach and its components	ESG Report page 18
	103-3 Evaluation of the management approach	ESG Report page 18
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	ESG Report page 18
	305-2 Energy indirect (Scope 2) GHG emissions	ESG Report page 18
	305-3 Other indirect (Scope 3) GHG emissions	ESG Report page 18
	305-4 GHG emissions intensity	ESG Report page 18
	305-5 Reduction of GHG emissions	ESG Report page 22
Environmental Compliance		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	ESG Report page 8
	103-2 The management approach and its components	QHSE Management System
	103-3 Evaluation of the management approach	Management Approach Table - Appendix
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	No incidents of non-compliance with environmental laws and regulation.

Appendices

GRI Content Index (continued)

GRI Standard	Disclosure title	Information or identification of Where Reported
400 series (Social topics)		
Employment		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	ESG Report page 8
	103-2 The management approach and its components	Management Approach Table - Appendix
	103-3 Evaluation of the management approach	Management Approach Table - Appendix
GRI 401: Employment 201	401-1 New employee hires and employee turnover	Social Data Table - Appendix
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Refer to employee handbook
	401-3 Parental leave	Parental leave policy
Occupational Health & Safety		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	ESG Report page 8
	103-2 The management approach and its components	Management Approach Table - Appendix
	103-3 Evaluation of the management approach	Management Approach Table - Appendix
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	QHSE Management System Manual
	403-2 Hazard investigation, risk assessment and incident	QHSE Management System Manual
	403-3 Occupational health services	QHSE Management System Manual
	403-4 Worker participation, consultation and communication on occupational health and safety	QHSE Management System Manual
	403-5 Worker training on occupational health and safety	QHSE Management System Manual
	403-6 Promotion of worker health	QHSE Management System Manual
	403-7 Preventation and mitgation of occupational health and safety impacts directly linked by business relationships	QHSE Management System Manual
	403-8 Workers covered by an occupational health and safety management system	QHSE Management System Manual
	403-9 Work related injuries	QHSE Management System Manual
	403-10 Work related ill health	QHSE Management System Manual
Training and Education		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	ESG Report page 8
	103-2 The management approach and its components	Management Approach Table - Appendix
	103-3 Evaluation of the management approach	Management Approach Table - Appendix
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Social Data Table - Apppendix
	404-2 Programs for upgrading employee skills and transition assistance programs	ESG Report Page 15
	404-3 Percentage of employees receiving regular performance and career development reviews	Social Data Table - Apppendix
Diversity and Equal Opportunity		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	ESG Report page 8
	103-2 The management approach and its components	Management Approach Table - Appendix
	103-3 Evaluation of the management approach	Management Approach Table - Appendix
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Social Data Table - Appendix
	405-2 Ratio of basic salary and remuneration of women to men	
Non-discrimination		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	ESG Report page 8
	103-2 The management approach and its components	Management Approach Table - Appendix
	103-3 Evaluation of the management approach	Management Approach Table - Appendix
GRI 406: Non-discrimi	406-1 Incidents of discrimination and corrective actions taken	Zero incidents
Human Rights Assessment		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	ESG Report page 8
	103-2 The management approach and its components	Management Approach Table - Appendix
	103-3 Evaluation of the management approach	Management Approach Table - Appendix
GRI 412: Human Rights Assessment 2016	412-01 Operations that have been subject to human rights reviews or impact assessment.	See P27 of ESG report
	412-02 Employee training on human rights policies or procedures	See P27 of ESG report
	412-03 Significant investment agreements and contracts that include human rights clauses or that underwent human rights	See P27 of ESG report

Appendices

Social Data Table

Workforce composition	2021	2022	2023	2024	GRI Standard
Total permanent employees	93	115	137	166	102-08
% gender split of permanent employee base (F/M)	10 / 90	16 / 84	20 / 80	23 / 77	
Total temporary employees	8	1	29	11	
% gender split of temporary employees (F/M)	0 / 100	0 / 100	14 / 86	9 / 91	
Total full-time employees (includes temporary employees)	76	115	164	175	
% gender split of full-time employee base (F/M)	8 / 92	13 / 87	20 / 80	22 / 78	
Total new permanent hires in the reporting period	50	46	48	41	401-01
% age split of all new hires (<30/30-50/>50)	31 / 61 / 8	48 / 51 / 1	43 / 42 / 15	30 / 64 / 6	
Gender split of all new hires (F/M)	7 / 93	15 / 85	18 / 82	30 / 70	
% permanent employee turnover	27	32	26	12	
% all employee turnover - by age (<30/30-50/>50)	18 / 76 / 6	33 / 63 / 4	56 / 42 / 2	30 / 45 / 25	
% all employee turnover - by gender (F/M)	12 / 88	14 / 86	12 / 88	20 / 80	
Family Leave					
% of employees entitled to family leave	100	100	100	100	401-03
% of each gender that took family leave (F/M)	n/a	n/a	3 / 5	8 / 4	
Diversity and Inclusion					
Median gender pay gap	n/a	n/a	n/a	n/a	405-02
Incidents of discrimination	0	0	0	0	406-01
% of the governing body who identify as female	0	17	17	17	405-01
% of the senior leadership team who identify as female	14	11	0	0	
Training and Education					
Average hours of training per employee per year	-	4096	-	-	404-01
% employees receiving regular performance and career development reviews	n/a	100	100	100	404-03

Appendices

Environmental Data Table

Climate protection	2021*	2022	2023	2024	GRI Standard
Greenhouse gas emissions - total (tCO_2e)	603	418	552	864	305
Greenhouse gas emissions Scope 1 (tCO_2e)	238	172	250	351	305-01
Greenhouse gas emissions Scope 2 (tCO_2e)	23	19	0**	0**	305-02
Greenhouse gas emissions Scope 3 (tCO_2e)	342	227	302	513	305-03
Waste					
Total waste generated (non-hazardous) (%)	n/a	n/a	n/a	n/a	306-3
Waste diverted from disposal (non-hazardous) (%)	100	100	100	100	306-4
Waste directed to disposal (non-hazardous) (%)	0	0	0	0	306-5
Environmental management					
Energy consumption within the organization (*kWh*)	86,580	71,380	0**	0**	302-1
Energy consumption outside the organization (*kWh*)	n/a	n/a	n/a	n/a	302-2
Water consumption (*cubic metres*)	n/a***	n/a***	n/a***	n/a***	303-5

*baseline year
** energy consumption of offices not disclosed by landlords
*** no meter reading available

Appendices

Carbon Footprint Breakdown

*not disclosed by landlord

	2021 (baseline)		2022		2023		2024	
	kg CO_2	*% of total*	*kg CO_2*	*% of total*	*kg CO_2*	*% of total*	*kg CO_2*	*% of total*
Scope 1	237,992	39.5	172,302	41.2	250,302	45.8	350,558	40.6
Direct emissions from company vehicles	**237,992**	**39.5**	**172,302**	**41.2**	**235,383**	**43**	**320,825**	**37.1**
Scope 2	22,967	3.8	18,957	4.5	0*	0	0*	0
Purchased electricity for own use	**11,330**	**1.9**	**9,513**	**2.3**	**0***	**0**	**0***	**0**
Electricity (stationary)	11,330	1.9	9,513	2.3	0*	0	0*	0
Electricity (vehicle fleet)	0	0	0	0	0*	0	0*	0
Purchased heating, steam and cooling for own use	**11,636**	**1.9**	**9,444**	**2.3**	**0***	**0**	**0***	**0**
Scope 3	**341,963**	**56.7**	**226,602**	**54.2**	**296,668**	**54.2**	**513,069**	**59.4**
Business travel	**123,484**	**20.5**	**118,113**	**28.3**	**138,484**	**25.3**	**409,985**	**47.5**
Flights	122,486	20.3	116,944	28	136,370	24.9	327,767	38
Rail	474	0.1	286	0.1	388	0.1	218	0
Taxis	0	0	630	0.2	1,392	0.3	0	0
Ferries	0	0	218	0.1	274	0.1	0	0
Hotels	n/a	n/a	n/a	n/a	n/a	n/a	82,000	9.5
Rental and private vehicles	524	0.1	11	0	0	0	0	0
Employee commuting	**101,315**	**16.8**	**87,982**	**21.1**	**117,473**	**21.5**	**87,370**	**10.1**
Home office	42,609	7.1	22,964	5.5	25,178	4.6	25,692	3
Employee Commuting	58,706	9.7	65,018	15.6	79,513	14.5	61,678	7.1
Purchased goods and services	**18,553**	**3.1**	**17,934**	**4.3**	**40,433**	**7.4**	**15,174**	**1.8**
Electronic devices	17,609	2.9	16,952	4.1	39,120	7.2	11,736	1.4
External data centre	845	0.1	885	0.2	1,216	0.2	3960	0.5
Office paper	100	0	97	0	97	0	18	0
Fuel and energy related activities	**98,611**	**16.4**	**2,573**	**0.6**	**0**	**0**	**0**	**0**
Upstream emissions heat	1,992	0.3	1,616	0.4	0	0	0	0
Upstream emissions electricity	1,379	0.2	956	0.2	0	0	0	0
Upstream emissions vehicle fleet	95,240	15.8	0	0	0	0	0	0
Overall results	**602,922**	**100**	**417,861**	**100**	**546,970**	**100**	**863,627**	**100**

Figure 3. CO_2 emissions table: Corporate Carbon Footprint 2021-2024. The overall result for the period January 2021-December 2024 for UK, US and Qatar operations.

Appendices

Occupational Health And Safety Table

Occupational Health & Safety	2021	2022	2023	2024	GRI Standard
Workers covered by an occupational health and safety management system (%)	100	100	100	100	403-08
If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognied standards/guidelines:					
Number of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system (%)	0	0	0	0	403-08
Whether and, if so, why any workers have been excluded from this disclosure including the types of worker excluded (Yes/No)	No	No	No	No	403-08
Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	n/a	n/a	n/a	n/a	
Work related injuries					
For all employees:					
i. Fatalities as a result of work-related injury	0	0	0	0	403-09
ii. High-consequence work-related injuries (excluding fatalities)	0	0	0	0	403-09
iii. Recordable work-related injuries	2	0	1	0	403-09
iv. The main types of work-related injuries	1 cut/slip,1 trip & fall	0	Injured by moving object	Slip/fall	403-09
v. Hours worked (US+UK+Qatar)	168,820	200,560	279,692	302296	403-09
For all workers who are not employees but whose work and/or workplace is controlled by the organization:					
i. Fatalities as a result of work-related injury	n/a	n/a	n/a	n/a	403-09
ii. High-consequence work-related injuries (excluding fatalities)	n/a	n/a	n/a	n/a	403-09
iii. Recordable work-related injuries	n/a	n/a	n/a	n/a	403-09
iv. The main types of work-related injuries	n/a	n/a	n/a	n/a	403-09
v. Hours worked	n/a	n/a	n/a	n/a	403-09
The work-related hazards that pose a risk of high-consequence injury, including:	• Flying over water from a boat • Poor piloting during emission monitoring • Driving • Access to site • Flying to and from a platform via helicopter	• Flying over water from a boat • Poor piloting during emission monitoring • Driving • Access to site • Flying to and from a platform via helicopter	• Flying over water from a boat • Poor piloting during emission monitoring • Driving • Use of an air compressor • Access to site • Flying to and from a platform via helicopter	• Flying over water from a boat • Poor piloting during emission monitoring • Driving • Use of an air compressor • Access to site • Flying to and from a platform via helicopter	403-09
i. How these hazards have been determined	Risk assessment- risk register	Risk assessment- risk register	Risk assessment- risk register	Risk assessment- risk register	403-09
ii. Which of these hazards have caused or contributed to high-consequence injuries during the reporting period	Hand-catching drones	n/a	Accessing site	Extreme weather	403-09
iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	See annual action plan	See annual action plan	See annual action plan	Acclimatation & heat stress training	403-09
iv. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls	Vehicle familiarization training, first aid training	Vehicle familiarization training, first aid training	Offroad driving training, first aid training	Compressed gas training, offroad driving training, first aid training	403-09

Appendices

Occupational Health And Safety Table (continued)

Occupational Health & Safety	2021	2022	2023	2024	GRI Standard
Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked	No rate disclosure	No rate disclosure	No rate disclosure	No rate disclosure	403-09
Whether and, if so, why any workers have been excluded from this disclosure including the types of worker excluded	n/a	n/a	n/a	n/a	403-09
Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	n/a	n/a	n/a	n/a	403-09
Work related ill health					
For all employees:					
i. The number of fatalities as a result of work-related ill health	0	0	0	0	403-10
ii. The number of cases of recordable work-related ill health	0	0	0	0	403-10
iii. The main types of work-related ill health	n/a	n/a	n/a	n/a	403-10
For all workers who are not employees but whose work and/or workplace is controlled by the organization:					
i. The number of fatalities as a result of work-related ill health	0	0	0	0	403-10
ii. The number of cases of recordable work-related ill health	0	0	0	0	403-10
iii. The main types of work-related ill health	0	0	0	0	403-10
The work-related hazards that pose a risk of ill health, including:	0	0	0	0	403-10
i. How these hazards have been determined	n/a	n/a	n/a	n/a	403-10
ii. Which of these hazards have caused or contributed to ill health during the reporting period	n/a	n/a	n/a	n/a	403-10
iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	n/a	n/a	n/a	n/a	403-10
iv. Whether and, if so, why any workers have been excluded from this disclosure including the types of worker excluded	n/a	n/a	n/a	n/a	403-10
v. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	n/a	n/a	n/a	n/a	403-10

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