



2024

METRICS & TARGETS

GOVERNANCE

	2020	2021	2022	2023	2024
Speak Up reports filed	5	6	5	9	9
Workplace concerns or complaints	7	3	3	3	5
Number of community complaints	14	20	22	17	28
Code of conduct training completion rate	100%	100%	100%	100%	99%

Governance: our roadmap

TOPIC	OUR COMMITMENTS	ACHIEVEMENTS IN 2024	TARGETS AND FUTURE PLANS
Integrity and good governance	Conduct our business activities with integrity	99% of our target audience completed annual Code of Conduct training	100% of target audience to complete training each year
	Auditing and assuring our performance	Completed ISO 14001 and IFC audits	Continue to implement recommendations from audits
	Adhere to international best practice reporting requirements	Reported transparently on our material ESG topics and in accordance with GRI standards	Continue to report transparently on material ESG topics
Climate risk management	Continually evaluate climate-related risks and opportunities for Assala	Reassessed our CAPEX plan based on the primary risks to our business	Conduct a full climate-related risk assessment to identify risk and opportunities relevant to Assala

SOCIAL

Safety

	2020	2021	2022	2023	2024
Fatalities	0	0	0	0	0
TRIR	3.52	1.68	1.49*	1.74*	2.68*
LTIR	0	0	0*	0.15*	0.13*
Safety induction	100%	100%	100%	100%	100%
Learning from Incidents (LFIs) produced	-	-	8	9	10
Assala safety day attendance	591	705	572	871	1,246
Personnel obtaining HSSE passport	-	-	-	386	3,081

*Information independently assured.

Manhours

	2020	2021	2022	2023	2024
Employee manhours	1,062,261	1,160,778	1,252,983	1,375,720	1,384,022
Contractor manhours	1,776,533	3,596,216	5,044,923	5,517,012	6,449,865
Total manhours	2,838,794	4,756,994	6,297,906*	6,892,732*	7,833,887*

*Information independently assured.

Incident reporting

	2020	2021	2022	2023	2024
Observations	-	-	-	839	574
Near misses	-	-	-	30	67
Incidents	-	-	-	237	315

Road safety

	2020	2021	2022	2023	2024
Number of crashes	-	3	4	7	18
Millions of kilometres travelled	-	4,621,610	6,538,790	9,023,996	13,762,533
MVCR	-	0.65	0.61	0.77	1.3

Workforce

	2020	2021	2022	2023	2024
Total number of employees - (on 31/12)	527	496	498	524	499
Total number of employees - Assala Gabon (on 31/12)	489	452	446	469	456
Number of local employees - Assala Gabon (on 31/12)	430	395	390	418	420
Total number of employees - Assala Energy (on 31/12)	38	44	52	55	43
Total number of local employees - Assala Energy (on 31/12)	38	42	50	54	42
Total number of new hires over the year - Assala Gabon	60	19	23	46	21
Number of new local hires over the year - Assala Gabon	36	10	15	44	18
Total number of new hires over the year - Assala Energy	13	9	15	16	11
Number of new local hires over the year - Assala Energy	13	7	15	16	11
Employee exits - Assala Gabon	49	25	27	20	32
Employee exits - Assala Energy	5	9	10	10	22
Number of internships - Assala Gabon	28	27	76	102	73
Number of technical work placements - Assala Gabon	3	8	5	12	4
Number of internships - Assala Energy	1	2	3	7	1
Number of technical work placements - Assala Energy	-	-	-	-	-
Voluntary turnover rate (All employees)	2.85%	3.24%	3.42%	2.87%	5.61%
Involuntary turnover rate (All employees)	7.21%	3.64%	3.23%	1.72%	5.01%
Employees completing their GPA cycle	-	97%	98%	100%	100%
Manpower contractors converted to employee status	-	7	11	17	7
Senior management positions held by Gabonese at Assala Gabon	-	-	60%	61%	74%
Number of training hours for Assala Gabon employees, contractors and service staff	5,554	10,972	18,979	24,210	26,969
Investment in training	-	463k USD	657k USD	453k USD	251k USD

Equality, diversity & inclusion

	2020	2021	2022	2023	2024
Number of female local employees (Assala Gabon)	82	83	83	90	94
Number of female local employees (Assala Energy)	16	16	23	20	13
Female senior managers (Assala Gabon)	-	-	12.3%	13.6%	14%
Female senior managers (Assala Energy)	-	-	29%	30%	30%
Percentage of female new hires (Assala Gabon)	-	-	17%	25%	29%
Percentage of female new hires (Assala Energy)	-	-	67%	33%	30%
Percentage of Gabonese employees promoted (by 31/12)	-	9%	21%	18%	10%

Supply Chain

	2020	2021	2022	2023	2024
Percentage of suppliers having undergone due diligence procedures	-	-	100%	100%	100%

Local content

	2020	2021	2022	2023	2024
Amount spent with Gabonese business	284M USD	275M USD	318M USD	402M USD	471M USD
Amount spent with businesses based in Gamba	3.5M USD	5.7M USD	8.3M USD	10M USD	25M USD
Number of Gabonese businesses working directly with Assala	400	185	199	242	323
Internships and technical work placements offered to Gabonese people	31	35	81	102	77
Number of indirect jobs with Assala Gabon	1000	>2500	>2900	>2900	>2900
Number of community jobs with our contractors	-	579	700	>750	>800

Social performance

	2020	2021	2022	2023	2024
Number of meetings and interactions with community members	103	430	970	909	1347
Number of meetings and interactions with local authorities	92	202	195	322	395
Number of community led disputes	2	0	2	4	0
Koumaga Lagoon Barge Cargo (trucks)	343	474	271	403	413
Koumaga Lagoon Barge Cargo (trucks) cost	165.3k USD	125.6k USD	140.1k USD	212.8k USD	212.8k USD
Koumaga Lagoon Barge (pedestrian passengers)	415	540	240	401	424
Koumaga Lagoon Barge (pedestrian passengers) cost	57.6k USD	51.3k USD	24k USD	41.3k USD	41.3k USD
Port-Gentil / Mayonami (water tank)	94	102	92	47	42
Port-Gentil / Mayonami (water tank) cost	161.8k USD	76.5k USD	73.3k USD	43k USD	43k USD
Helicopter (passengers)	179	146	3	23	19
Helicopter (passengers) cost	64.6k USD	90.6k USD	3.2k USD	24.2k USD	20k USD

ENVIRONMENT

Emissions

Greenhouse gas emissions ¹	Unit	2020	2021 ²	2022 ³	2023	2024
Scope 1: Direct GHG emission at operated sites	tCO ₂ e	1,063,494	978,523	923,775*	883,917*	861,436*
Carbon dioxide	tCO ₂	868,140	789,325	793,364	753,369	689,131
Methane	tCH ₄	7,574	7,354	5,106	5,115	6,289
Nitrous Oxide	tN ₂ O	20	18	9	9	9
Scope 2: Indirect GHG emissions from purchased electricity ⁴	tCO ₂ e	607	893	880*	747*	737*
Scope 2: Market-based (UK only)⁵	tCO ₂ e	-	-	-	-	33.1*
Total Scope 1 and 2 emissions	tCO ₂ e	1,064,101	979,416	924,656	884,663	862,173
Carbon intensity Scope 1 and 2	kg CO ₂ e/boe	44.7	38.7	37.3	36.9	36
Energy use Scope 1 and 2	GJ	8,480,008	8,258,177	9,173,040	8,842,496	9,011,210
Hydrocarbon flaring	MMscf	7,195	6,031	5,429*	4,981*	3,716*
Hydrocarbon flaring per day	MMscf/d	19.7	16.5	14.9*	13.6*	10.2*
Scope 3: Indirect GHG emissions in our value chain						
1. Purchased goods and services	tCO ₂ e	-	-	48,415	54,143	28,449
2. Capital goods	tCO ₂ e	-	-	92,480	74,056	28,635
3. Fuel and energy	tCO ₂ e	-	-	7,692	7,927	8,511
4. Upstream transportation and distribution	tCO ₂ e	-	-	322,654	297,097	234,684
5. Waste generated in operations	tCO ₂ e	-	-	1,832	1,668	1,319
6. Business travel	tCO ₂ e	-	-	705	1,575	996
7. Employee commuting	tCO ₂ e	-	-	230	226	211
10. Processing of sold products	tCO ₂ e	-	-	522,858	581,169	746,910
11. Use of sold products	tCO ₂ e	-	-	5,610,788	6,195,458	7,991,486
12. End-of-life treatment of sold products	tCO ₂ e	-	-	1,068	1,214	1,351

1. Calculations scope based on Ipeca's 2020 sustainability reporting guidance for the oil and gas industry.

2. In March 2021, Assala took over a fifth site, Atora, hence a larger area of operations in 2021, when compared to 2020.

3. In 2022, Assala revised the methodology to calculate our scope 2 GHG emissions from purchased electricity. We expanded our scope 2 emissions disclosure to include electricity purchased for Assala Energy's United Kingdom office. We also reviewed previously reported estimations for electricity consumption in Assala Gabon's Gabon-based facilities, according to our revised methodology. When estimations are still required to calculate electricity consumption at certain Assala Gabon facilities (due to availability of reliable meter readings), Assala now applies an increased kWh/m²

4. Scope 2 emissions from purchased electricity for Assala Gabon (owned by Gabon Oil Company, which is a state-owned company) relate to electricity supplied by SEEG, the exclusive national electricity provider in Gabon, which is 51% owned by the state of Gabon.

5. Assala reports Scope 2 Market-based emissions in line with the requirements of the Scope 2 Quality Criteria (and do not currently make use of any contractual instruments such as renewable energy certificates).

*Information independently assured.

Non-greenhouse gas emissions

Greenhouse gas emissions ¹	Unit	2020	2021 ²	2022 ³	2023	2024
Oxides of nitrogen	tNOx	2,686	2,894	2,745	2,840	2,857
Non-methane volatile organic compounds	tNMVOC	2,890	2,646	1,416	1,184	1,629
Sulphur dioxide	tSO ₂	21	24	21	28	30
Carbon monoxide	tCO	1,969	1,919	1,817	1,748	1,601
Particulate matter	tPM	480	408	361	352	291

Water and effluents

	Unit	2020	2021	2022	2023	2024
Freshwater operational use (sites) ^{1,2}	m ³	82,703	88,116	118,932	122,656 ³	365,056
Freshwater domestic use (offices) ²	m ³	-	-	8,263 ⁴	7,736 ⁵	9,441
Freshwater withdrawal intensity ^{6,7}	m ³	-	-	0.09%	0.09%	0.12%

1. Reported to IOGP.

2. Assala Gabon only.

3. Increase from previous reporting year relates to increased operational activities.

4. Includes office leased by CBG (lease terminated in March 2022); does not include Assala's office in Libreville due to unavailability of data at the time of reporting.

5. Includes Assala's offices in Libreville.

6. The difference between freshwater withdrawal and defined unit of production, such as barrels of oil.

7. Assala Gabon only.

Waste

	Unit	2020	2021	2022	2023	2024
Total waste	Tonnes	-	5,496	6,216	6,410	7,458
Produced waste	Tonnes	-	3,701	3,923	3,205	3,729
Stored waste	Tonnes	-	1,344	1,192	999	2,029
Landfilled waste	Tonnes	-	406	586	635	491
Recycled	Tonnes	-	45	515	1571	1,209

Biodiversity - 2024 conservation engagements

	Activity description	Partner	Engagement
Monitoring wildlife	Turtle protection: Number of turtle monitoring patrols	Ibonga	427
	Turtle protection: Number of infant turtles released to the sea	Ibonga	907
	Biodiversity protection: Number of anti-poaching patrols in Assala's southern concessions	Smithsonian National Zoo and Conservation Biology Institute & the Brigade de la faune	28
	Biodiversity protection: number of snares removed	Smithsonian National Zoo and Conservation Biology Institute & the Brigade de la faune	50
Raising awareness	Sessions on Assala's Wildlife Safety Rules, including risks associated with the presence of elephants in our concessions	Smithsonian National Zoo and Conservation Biology Institute & Assala security personnel	1322
	Sessions on environmental protection in local primary schools	Ibonga	62 sessions
	Sessions on environmental protection for of local people at Pont Dick beach, Gamba	Ibonga	1580 community members in 17 sessions
	Sessions on conservation principles in local primary schools	Smithsonian National Zoo and Conservation Biology Institute	449
Research & training	Financial support for applied research on plants, animals, and human impacts on the environment	Smithsonian National Zoo and Conservation Biology Institute	5 Gabonese scientists
	Guided tours, facilities and maintenance of Biodiversity Centre & specimen collection at Gamba	Smithsonian National Zoo and Conservation Biology Institute	170
Activities	Beach cleaning sessions to collect waste	Ibonga	172,540 kg in 17 sessions



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