nobel energy

SUSTAINABILITY REPORT

2025

CONTENTS

CEO MESSAGE

Powering Forward: Building a Resilient and Cleaner Future

In 2025, we continued to strengthen the foundations of sustainable performance, focusing on operational excellence, safety, and the quality of delivery across our operations. For us, sustainability is not a parallel agenda; it is embedded in how we manage risk, deliver projects, support our people, and build long-term value for stakeholders.

Throughout the year, sustainability remained closely embedded in our operational and strategic decisions. A central focus was elevating the quality of our systems and processes to ensure consistent and reliable delivery across the organization. Strengthening quality governance and execution standards enabled better project outcomes, reinforced operational discipline, and improved oversight of operational, safety, and environmental performance.

A defining milestone of 2025 was the advancement of our renewable energy portfolio in Azerbaijan. During the year, we progressed development of the 50 MW “Ufug” Solar Power Plant in the Jabrayil district, marked by the project’s official groundbreaking and the conclusion of key implementation agreements. In parallel, we advanced plans for a 25 MW solar power project in Nakhchivan, supporting regional energy security while contributing to the country’s clean energy transition. Together, these projects demonstrate our long-term commitment to delivering sustainable infrastructure that reduces emissions while generating meaningful socio-economic benefits for local communities.

We also remained actively engaged in strategic regional and international energy dialogues, reinforcing our role in supporting collaboration and innovation across the evolving energy landscape.

Our people remain at the heart of sustainable performance, and safety continues to be our highest operational priority. In 2025, we maintained zero lost-time injuries while achieving improvements across key safety indicators, supported by stronger operational discipline, enhanced quality controls, and continued focus on risk awareness across our activities. These results reflect the shared responsibility of our teams to protect one another and sustain a strong safety culture throughout the organization.

Continued operational expansion and diversification were reflected in the growth of our workforce, which increased by 12% year-on-year and reached nearly 5,000 employees across our global operations, strengthening the capabilities required to deliver projects safely and efficiently across our portfolio.

During the year, we further strengthened organizational and commercial capabilities, enhanced governance across our joint ventures and subsidiaries, and expanded our international footprint into new markets, improving delivery efficiency and reinforcing financial discipline to support sustainable long-term growth.

Our international capabilities were further strengthened through the continued growth of Audubon, our U.S.-based engineering and construction business, which reached a historic workforce milestone while achieving strong industry recognition among leading global design firms. Audubon’s ability to scale operations while maintaining high standards of safety, quality, and delivery reinforces our confidence in the Group’s long-term international growth potential.

This Sustainability Report presents a balanced overview of our environmental, social, and governance performance for 2025. It reflects our commitment to measurable progress, transparent disclosure, and continuous improvement.

As we look ahead, we remain focused on strengthening a resilient core business, pursuing sustainable growth opportunities in stable markets, and expanding our contribution to energy transition projects while creating long-term value for our stakeholders. Marking the 20th anniversary of Nobel Energy in 2025 also offers an opportunity to reflect on the journey that has shaped our organization and reinforces our commitment to responsible growth and sustainable performance in the years ahead.

Vugar Samadli
Chief Executive Officer

NOBEL ENERGY GROUP

Because We Care.

Nobel Energy is an integrated energy production, development, and services group delivering complex energy and infrastructure projects across multiple markets. Marking its 20th anniversary in 2025, the company reflects on two decades of growth, partnership, and operational experience. Through a portfolio of subsidiaries and joint ventures, the Group provides engineering, procurement, construction, drilling, operations, maintenance, and renewable energy development services supporting both conventional and emerging energy sectors.

With operations spanning Azerbaijan and international markets, Nobel Energy combines technical expertise, local knowledge, and global partnerships to deliver safe, reliable, and efficient energy solutions. As part of NEQSOL Holding, the Group benefits from the strength of a diversified international investment platform, supporting long-term growth and enabling delivery of complex projects worldwide. Nobel Energy's capabilities cover the full project lifecycle, from concept and engineering to construction, commissioning, and operational support, enabling clients to execute complex projects with confidence.

In recent years, Nobel Energy has expanded its international presence while strengthening operational discipline and governance across its businesses. Continued growth in engineering, drilling, infrastructure, and energy services, alongside diversification into renewable energy projects, reflects the Group's commitment to long-term, sustainable development.

A key milestone in this direction has been the advancement of renewable energy initiatives in Azerbaijan, including solar power projects designed to support national energy transition objectives while creating tangible socio-economic value for local communities.

Across all operations, the Group prioritizes safety, operational excellence, and responsible business practices, recognizing that long-term success depends on protecting people, supporting communities, and managing environmental impacts responsibly.

As an integrated energy production, development, and services company, Nobel Energy continues to strengthen its focus on delivering safe, agile, efficient, and sustainable solutions through ongoing investment in people, technology, and innovation, supporting evolving energy needs while contributing to a resilient and sustainable energy future.

While Nobel Energy Group operates through a broader portfolio of subsidiaries and joint ventures across several markets, this report focuses on operations in Azerbaijan managed under Nobel Energy's operational control, namely Glensol, Prokon and SOCAR AQS. These entities represent the Group's core operational activities in the country and form the basis for the performance data and disclosures presented in this report.

Key Projects & Milestones in 2025 – Nobel Energy

50 MW "Ufug" Solar PV Project – Jabrayil

Nobel Energy signed an Investment Agreement with the Ministry of Energy for the 50 MW "Ufug" (Horizon) Solar PV Project in Jabrayil.

The project is expected to generate approximately 110 million kWh of clean electricity annually and create over 300 jobs during construction, supporting Azerbaijan's green energy transition.

WESTERN HORIZON

25 MW

Power Plant – Nakhchivan

An Implementation Agreement was signed with the Ministry of Energy for the development of a 25 MW Solar Power Plant in Nakhchivan under a Build-Own-Operate model.

The project strengthens regional energy security and contributes to the expansion of sustainable power generation in Azerbaijan.

Company Portfolio –Nobel Energy

INTEGRATED FIELD SERVICES

EPC & CPM

DRILLING AND WELL SERVICES

PSCM

RENEWABLES

Memorandum of Understanding – Iraq Climate Cooperation

Nobel Energy signed a Memorandum of Understanding with the General Company for Carbon Economics under the Iraqi Ministry of Environment to advance cooperation on climate action and sustainable development.

The agreement establishes a framework for greenhouse gas reduction initiatives and supports Iraq's national green economy and environmental objectives.

Ufug Solar Project – Implementation Framework Finalized

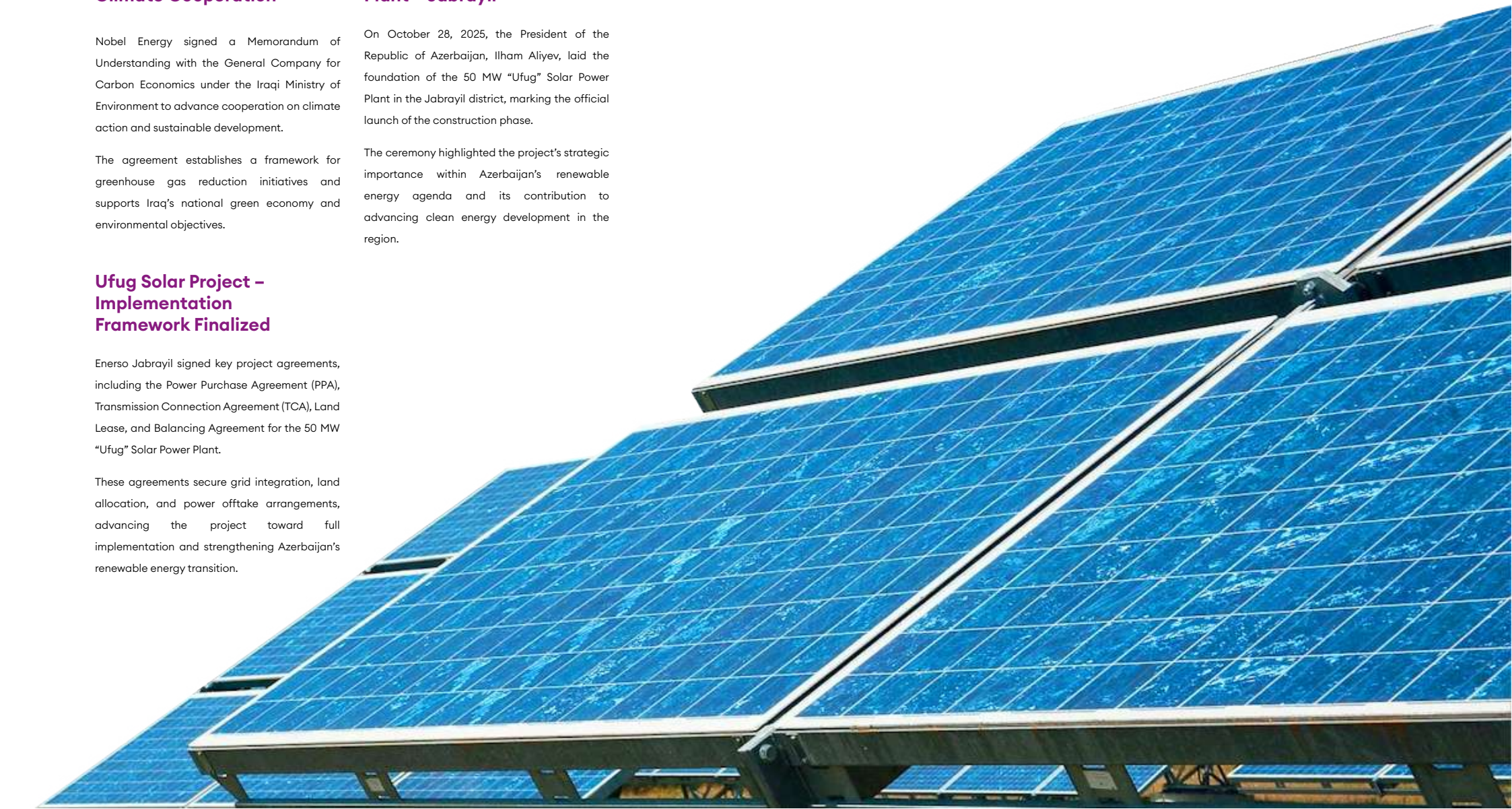
Enerso Jabrayil signed key project agreements, including the Power Purchase Agreement (PPA), Transmission Connection Agreement (TCA), Land Lease, and Balancing Agreement for the 50 MW "Ufug" Solar Power Plant.

These agreements secure grid integration, land allocation, and power offtake arrangements, advancing the project toward full implementation and strengthening Azerbaijan's renewable energy transition.

Groundbreaking Ceremony of the "Ufug" Solar Power Plant – Jabrayil

On October 28, 2025, the President of the Republic of Azerbaijan, Ilham Aliyev, laid the foundation of the 50 MW "Ufug" Solar Power Plant in the Jabrayil district, marking the official launch of the construction phase.

The ceremony highlighted the project's strategic importance within Azerbaijan's renewable energy agenda and its contribution to advancing clean energy development in the region.



Glensol

Industrial Services & Asset Integrity Solutions

Glensol, a subsidiary of Nobel Energy Group established in 2012, is a leading industrial services and asset integrity provider supporting the oil & gas, power generation, water and alternative energy sectors across the Caspian region and beyond.

The company delivers lifecycle support for rotating and static equipment, turbomachinery, drilling systems, electrical and control installations, ensuring operational reliability of critical energy infrastructure. Operating under internationally certified management systems, Glensol combines technical expertise, structured maintenance programs and responsive field services to maximize asset performance and minimize downtime.

Glensol executes long-term maintenance contracts and EPC modernization projects in Azerbaijan, Georgia and Kazakhstan, supporting major energy operators through a one-stop-shop service model focused on safety, reliability and operational excellence.

Learn more: https://glensol.az/

Company Portfolio – Glensol

- Turbomachinery and compressor system maintenance
- Pump, valve, and rotating equipment services
- Electrical motors, generators, and instrumentation systems
- Top Drive overhaul and drilling equipment services
- Asset integrity and performance management solutions
- Warehouse services and Vendor Managed Inventory (VMI)
- Technical training and competency development
- Electrical and instrumentation installation & support
- Operational assurance and reliability engineering services
- Preventive, corrective, and condition-based maintenance

Key Projects & Milestones in 2025 – Glensol

Power and Gas Processing Infrastructure Projects

During the reporting period, Glensol supported the development and modernization of critical power and gas processing infrastructure for SOCAR-Azneft. The company contributed to the expansion of the Gas Turbine Cogeneration Power Plant (GTCCP) at Oil Rocks, where the facility's capacity was increased to 34.2 MW through installation of additional Taurus 70 gas turbine units to meet rising operational demand.

Glensol also supported the Galmaz Gas Dehydration project in Hajigabul, which involved engineering and supply of a complex gas conditioning system utilizing a Low Temperature Condensation (LTC) process. The project included gas process trains, dew point control units, and glycol regeneration systems designed to improve gas treatment efficiency and operational reliability.

Control and Safety System Upgrades

Glensol implemented several control and safety system modernization projects across offshore facilities operated by BP. These works included the upgrade of the fire detection and alarm system within the living quarters of the Central Azeri platform, replacing the existing Autronica system with a modern Tyco T2000 addressable fire detection panel.

In addition, the company completed reinstatement of the SGT-200 water injection control system and Fire & Gas detection system at the Chirag platform. The project included installation of Bently Nevada vibration monitoring modules, replacement of obsolete control systems, and commissioning of upgraded fire and gas detection systems to enhance operational safety and monitoring capabilities.

Gas Turbine and Gas Generator Maintenance Programs

Glensol continued delivering maintenance services for gas turbine and gas generator units supporting offshore production and power generation facilities. Activities included RB211 gas turbine exchanges for Energysystems compressor stations, Siemens SGT-400 turbine maintenance works at the Bozoy CS-1 facility for BBSH, and servicing of Solar gas turbine engines for SOCAR-SMO Georgia in accordance with OEM maintenance schedules.

The company also supported turbine reinstatement and rotor replacement projects for BP-operated facilities, including the Chirag WIP-B turbine reinstatement and power turbine rotor replacement activities. These works involved inspection, refurbishment, component replacement, and precision balancing procedures to ensure safe, reliable, and efficient turbine operation.

Drilling Equipment Overhaul

Glensol also completed major overhaul works for drilling equipment supporting offshore drilling operations. The projects included overhaul of AKER TTT500 and VARCO TDS-11 SA top drive systems installed on offshore platforms operated by SOCAR Drilling Trust.

These works involved inspection, repair, and replacement of critical mechanical components to maintain operational reliability of drilling systems used in offshore exploration and production activities.

Machinery Management Services (MMS) Activities

Under Machinery Management Services (MMS) agreements with BP, Glensol carried out several specialized maintenance interventions for turbine units operating across regional facilities. These activities included engine replacement works for Mars-100 turbines at BTC facilities in Georgia and Azerbaijan following completion of planned operating hour cycles.

Additional works involved replacement of aft mount supports for Titan-130 turbine units after condition assessments identified structural wear associated with offshore operating conditions. These interventions were performed in accordance with approved procedures and supported the continued safe operation of turbine-driven equipment.

Valve Maintenance and Turnaround Services

During 2025, Glensol provided valve repair, overhaul, and testing services during planned maintenance and turnaround activities at several major industrial and offshore facilities. These included the Heydar Aliyev Oil Refinery, SOCAR Carbamide Plant, Absheron offshore platform, East Azeri platform, and the Sangachal Terminal.

These activities support the integrity and safe operation of critical process systems and contribute to maintaining the reliability of key energy infrastructure across Azerbaijan's oil and gas sector.

Prokon

Engineering, Procurement & Construction (EPC)

Prokon, established in 2012, is a subsidiary of Nobel Energy Group providing multidisciplinary Engineering, Procurement, and Construction (EPC) services for complex industrial, energy, and infrastructure projects across onshore and offshore environments.

The company delivers end-to-end project execution, covering engineering design and adaptation, procurement, construction, fabrication, commissioning, and maintenance. Operating under structured management systems and strong corporate governance frameworks, Prokon ensures safe, efficient, and schedule-driven project delivery in compliance with international HSE and quality standards.

Prokon has contributed to major refinery modernization programs, petrochemical and fertilizer complexes, offshore gas compressor stations, tank farms, and large-scale infrastructure developments in Azerbaijan, Türkiye, and Kazakhstan, supporting leading energy operators and international EPC contractors.

Learn more: www.prokon.az

Company Portfolio – Prokon

- Conceptual, basic, and detailed engineering
- Procurement and vendor management
- Civil, structural steel, mechanical, and architectural construction
- Tank engineering, fabrication, and erection (API 650 / API 620)
- Piping systems and process installations (carbon steel, stainless steel, duplex, GRE)
- Electrical and instrumentation installation and support
- Pre-commissioning and commissioning services
- Industrial maintenance and turnaround services
- Structural fabrication and welding services
- Specialty construction solutions for oil, gas, petrochemical, and industrial facilities
- Project management and construction supervision

Key Projects & Milestones in 2025 – Prokon

Construction of Modern Secondary School – Hökməli Settlement

In 2025, Prokon completed the construction of a new secondary school in the Hökməli settlement of the Absheron district, contributing to the strengthening of educational infrastructure and community development in Azerbaijan. The project, financed by NEQSOL Holding, reflects a long-term commitment to supporting access to quality education and improving learning environments.

Designed in accordance with international standards, the school provides modern classrooms, STEAM laboratories, ICT facilities, inclusive education spaces, and sports infrastructure, creating enhanced learning conditions for more than 1,200 students per shift. The development supports local capacity building, promotes equal access to education, and contributes to sustainable social progress in the region.

Nitrogen Generation and Plant/Instrument Units – HAOR Refinery

In early 2025, Prokon was awarded an Engineering, Procurement and Construction (EPC) contract for the installation of new Nitrogen Generation and Plant/Instrument units at the Heydar Aliyev Oil Refinery (HAOR). The project represents an important component of the refinery's operational reliability and safety systems, supporting critical process requirements.

By the end of 2025, a substantial portion of the engineering and design scope had been completed, and major technological packages and equipment had been successfully ordered. The project also marked a milestone in strengthening Prokon's in-house engineering capabilities and supports the company's capacity to deliver similar complex industrial projects locally.

Framework Agreements for Construction and Maintenance – SOCAR Industrial Plants

In 2025, Prokon was awarded framework agreements with five major SOCAR industrial facilities – the Heydar Aliyev Oil Refinery (HAOR), Azerikimya Production Union, Gas Carbamide Plant, Gas Processing Plant, and Methanol Plant – for construction and modification works. Under these agreements, Prokon was selected as one of two Tier-1 contractors responsible for supporting infrastructure and facility upgrades across the plants.

In addition to construction activities, further framework agreements were concluded for maintenance services, strengthening long-term cooperation with SOCAR and supporting the reliability and modernization of key industrial facilities in Azerbaijan.

Storage Tank and Interconnecting Facilities – HAOR Refinery

Prokon was awarded an Engineering, Procurement and Construction (EPC) contract by SOCAR for the development of a new storage tank and associated interconnecting facilities at the Heydar Aliyev Oil Refinery (HAOR). The project forms part of ongoing efforts to enhance operational efficiency and infrastructure capacity within the refinery.

Once completed, the new infrastructure will be integrated with existing refinery systems, improving storage capacity and operational flexibility while supporting the continued development of Azerbaijan's refining sector.

SOCAR AQS

Integrated Drilling & Well Services

SOCAR AQS is an integrated drilling and well services management company established in 2007 as a joint venture between the State Oil Company of the Azerbaijan Republic (SOCAR), Nobel Energy, and Absheron Qazma LLC (AQS).

The company provides turnkey drilling services for oil and gas wells, applying advanced drilling technologies and structured management systems to ensure safe, efficient, and performance-driven operations. Over the years, SOCAR AQS has developed strong technical and operational capabilities across both onshore and offshore environments.

As a member of the International Association of Drilling Contractors (IADC) since 2009, SOCAR AQS operates in alignment with applicable international standards, maintaining a strong focus on safety, operational reliability, and continuous improvement across its activities.

Learn more: www.socar-aqs.com

Company Portfolio – SOCAR AQS

- Rig upgrade, refurbishment, mobilization, and demobilization
- Well workover and well repair operations
- Drilling of oil and gas wells on a turnkey basis
- Drilling of deviated, horizontal, HP/HT, and multilateral wells
- Completion works (cased & perforated, multilateral, and sand control)
- Project management for well delivery
- Geological operations, planning, and geological hazard assessment
- Well engineering (BOD, drilling program, offset analysis & operations support)
- Casing running services
- BOP maintenance and testing

Key Projects & Milestones in 2025 – SOCAR AQS

Completion of Well 27 – Guneshli Offshore Field

In 2025, SOCAR AQS successfully completed the drilling of Well 27 from Platform 7 at the Guneshli offshore field and delivered the well to SOCAR's Azneft Production Unit. The project was executed under complex geological conditions, with the well drilled beyond its planned depth while maintaining full operational control and technical precision.

Advanced casing and cementing techniques were applied to ensure long-term well integrity and reliability. All activities were conducted in full compliance with health, safety, and environmental standards, reinforcing SOCAR AQS's commitment to safe and responsible offshore operations.

Rig Mobilization and Batch Drilling Operations – Azneft WA50 Project

In 2025, SOCAR AQS mobilized and installed the HH300 drilling rig on Platform QA-5. Transportation and installation of the rig were completed safely, with no injuries reported during the mobilization process.

Following successful testing and commissioning, drilling activities commenced using batch drilling techniques. During the initial stage, conductor sections for ten wells were drilled for the 530 mm casing program. Casing running and cementing operations were successfully completed, supporting efficient well construction and adherence to required technical standards.

Provision of Drilling Supervision Services – GL WSL Project

SOCAR AQS provided drilling supervision services to support GL's drilling activities. The company mobilized experienced supervisory personnel to ensure operational oversight, safety compliance, and technical performance throughout the project lifecycle.

The engagement contributed to maintaining operational continuity, improving drilling efficiency, and ensuring alignment with industry safety and technical standards.

Extension of Partnership Agreement – Iraq Drilling Company (IDC)

SOCAR AQS secured the extension of its partnership agreement with Iraq Drilling Company (IDC) for an additional three-year period, reaffirming the long-standing cooperation between the parties.

The agreement ensures continued collaboration in delivering drilling and related oilfield services in the Iraqi market. The extension strengthens SOCAR AQS's strategic presence in Iraq, supports operational continuity, and provides a platform to pursue future opportunities by leveraging established operational experience, infrastructure, and local partnerships.

Strategic Partnership Agreement – Delta Future, Libya

SOCAR AQS signed a strategic partnership agreement with Delta Future to support potential drilling and oilfield service opportunities in Libya.

The collaboration combines SOCAR AQS's technical expertise and operational experience with Delta Future's local market knowledge and operational support capabilities. The partnership aims to facilitate participation in upcoming projects and tenders in the Libyan oil and gas sector while ensuring compliance with local regulatory frameworks and local content requirements.

Strengthening Technical Training Capacity – Baku Drilling School

The Baku Drilling School, established by SOCAR AQS, relocated to a new facility in 2025, marking an important step in enhancing technical training infrastructure for the oil and gas industry. The upgraded center is equipped with modern classrooms and advanced simulation facilities aligned with current international industry standards.

Operating since 2019, the internationally accredited training center delivers more than 60 specialized programs focused on drilling operations, safety, and technical competency development. The relocation strengthens workforce capacity in the Caspian region and supports SOCAR AQS's long-term commitment to professional excellence and industry development.

OUR JOURNEY: 20 YEARS OF GROWTH

2005 — Nobel Oil

2007 — SOCAR AQS

2012 — Prokon; Glensol

2014 — Nobel Oil Services (UK); Llamrei; EnerMech. OGP

2016 — SDL Nobel; wood. nobel energy

2018 — TURAN Drilling & Engineering, A KCA Deutag and SOCAR AQS Company

2021 — nobel energy

2022 — audubon

2023 — enerso

EXPANDING OUR CAPABILITIES

PSCM
Integrated Supply Chain

Drilling Services
Integrated Drilling and Well Services

Integrated Field Services
Oilfield operations and equipment maintenance | E&I | EOR

EPC & CPM
Engineering, Procurement and Construction | Construction Project Management | Fabrication

Renewables
Renewable energy | Investment | Development | Operations | Electricity trade

2005 **2025**

Data reflects consolidated financial information for Nobel Energy Group.

2025 AT A GLANCE

~5,000
Total workforce across Group operations
Includes employees across Group subsidiaries, joint ventures, and international operations.

1,138
Employees in Azerbaijan operations
(Nobel Energy, Glensol, Prokon and SOCAR AQS)

12,603
Training hours

10
Operations across more than 10 countries

20
years of operations in 2025

0
Number of fatalities

24.05%
Female employees in leadership positions

58.7%
Percentage of local suppliers

ABOUT THIS REPORT

This Sustainability Report presents the environmental, social, and governance performance of Nobel Energy's operations in Azerbaijan for the period from 1 January to 31 December 2025.

The report covers activities of Nobel Energy and its business units operating in Azerbaijan, including Glensol, Prokon, and SOCAR AQS which operate under Nobel Energy's management and operational control. Unless otherwise stated, performance data and indicators relate to these operations. Selected summary figures may reflect broader Group operations and are identified where applicable.

To ensure the accuracy and integrity of disclosed information, a structured process was applied for data collection and validation, including engagement with relevant process owners and review of internal reporting sources and supporting documentation. Reported data was validated by responsible functional units and approved by executive management.

For consistency and comparability, key performance indicators are presented across a three-year period. No significant changes were made to calculation methodologies in 2025, while efforts to improve data integrity continued through enhancements to internal systems, digitalization of reporting processes, and ongoing refinement of data collection practices. All financial figures are presented in USD, and environmental metrics follow standard conversion factors.

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards. A GRI Content Index is provided in the Appendix. The report also outlines Nobel Energy's contribution to the United Nations Sustainable Development Goals (SDGs).

Nobel Energy recognizes sustainability reporting as an evolving practice and remains committed to continuously improving the scope, consistency, and quality of disclosures in future reporting cycles.

OUR GLOBAL PRESENCE


UK
Ukraine
Georgia
Azerbaijan
Kazakhstan
UAE
Türkiye
Iraq

VISION, MISSION

Vision

To be a leader in delivering innovative, responsible, and technology-driven energy solutions for a sustainable future.

Mission

Our mission is to be a catalyst for meeting the changing energy needs of our world by increasing our focus on people and technology to deliver safe, agile, efficient and sustainable solutions for all stakeholders.

VALUES

Safety

We conduct our business according to the highest standards of social, environmental and safety practices. We are committed to being a good corporate citizen. We place a high priority on the health, safety and security of our workforce and everyone we work with, and the protection of our assets and the environment.

People-oriented

We treat people, the driving force behind all our success stories, as our most valuable asset. With great focus on the well-being and growth of our people, we are committed to creating inclusive workplaces that embrace a diversity of cultures, ideas, talents and experiences. We ensure a healthy environment where everyone has equal rights and opportunities, and a greater sense of value and satisfaction.

Integrity

We are honest with others and ourselves. We meet the highest ethical standards in all business dealings. We do what we say we will do. We accept responsibility and hold ourselves accountable for our actions and inactions.

Excellence

We strive for excellence in what we do, delivering a high level of performance and operational excellence, underpinned by continuous improvement of our systems and ways of working.

Innovation

We regard innovation-led growth as critical. We leverage the benefits of advanced technology and agile ways of working to invest in rational, risk-balanced initiatives, valued by all stakeholders. We apply innovative solutions to ensure scalable profit sources and maintain environmental sustainability.

OUR SUSTAINABILITY STRATEGY

Sustainability at Nobel Energy is integrated into the way we manage operations, deliver projects, and engage with our stakeholders. Our strategy focuses on maintaining safe and efficient operations, managing environmental and social impacts responsibly, and strengthening governance practices to support long-term business resilience and value creation.

Operational excellence, safety, and quality remain central to business performance, while continued investment in people, innovation, and technology supports responsible growth across both conventional and renewable energy activities. Sustainability considerations are embedded in operational and strategic decision-making, supporting efficient resource use, risk management, and positive social and economic contribution in the communities where we operate.

Responsibility for environmental, social, safety, and governance matters is embedded within operational and corporate functions, including HSE, HR, and business management teams, in line with their respective areas of responsibility.

Sustainability performance and related operational risks are monitored through regular management reporting processes and reviewed by executive management to support informed decision-making and continuous improvement across operations.

Through this approach, Nobel Energy aims to deliver reliable energy and infrastructure solutions while supporting evolving energy needs and contributing to a more sustainable energy future.

STAKEHOLDER ENGAGEMENT

Engaging with stakeholders is an important part of how Nobel Energy manages its business and sustainability performance. Regular dialogue helps the company understand stakeholder expectations, identify emerging risks and opportunities, and improve decision-making across operations.

Nobel Energy engages with a broad range of stakeholders, including employees, clients, partners, suppliers, government and regulatory authorities, local communities, and investors. Engagement takes place through established operational and business communication channels, including meetings, consultations, project coordination activities, employee engagement initiatives, community interactions, and performance reporting processes.

Feedback and insights gathered through these engagements contribute to shaping sustainability priorities, improving operational practices, and strengthening relationships with stakeholders across the markets where the company operates.

Figure 1. Stakeholder groups and engagement methods

Stakeholder Group	Engagement Approach	Key Communication Channels
Shareholders & Investors	Ensuring transparency in company performance, strategy, and long-term value creation	Annual & sustainability reports, website disclosures, investor meetings, management briefings, corporate disclosures
Employees	Supporting safe workplaces, professional development, and employee well-being	Internal communications, townhalls, training programs, engagement surveys, performance discussions
Clients & Business Partners	Delivering safe, efficient, and high-quality project execution while maintaining long-term cooperation	Project meetings, contract discussions, operational coordination meetings, performance reporting, corporate intranet platform
Government & Regulatory Authorities	Ensuring compliance and contributing to sector development	Engagement with regulatory authorities; participation in working groups, roundtables, conferences, and industry forums; publication of annual reports and regulatory disclosures; press releases and public disclosure of significant developments
Local Communities & Society	Supporting local employment and minimizing operational impacts while contributing to community development	Social investment, charity and sponsorship initiatives; cooperation with educational institutions and training centers; website updates and social media communications
Suppliers & Contractors	Promoting responsible procurement practices and safe and efficient supply chain performance	Procurement processes, supplier evaluations, contractor meetings, performance reviews
Media	Ensuring transparent and timely communication on company activities and developments	Press releases, media briefings and interviews, press conferences, website updates, and social media communications

MATERIALITY ASSESSMENT

To support continuous improvement in sustainability reporting and ensure alignment with stakeholder expectations, Nobel Energy maintains regular engagement with key stakeholder groups while monitoring external developments and industry trends relevant to its operations.

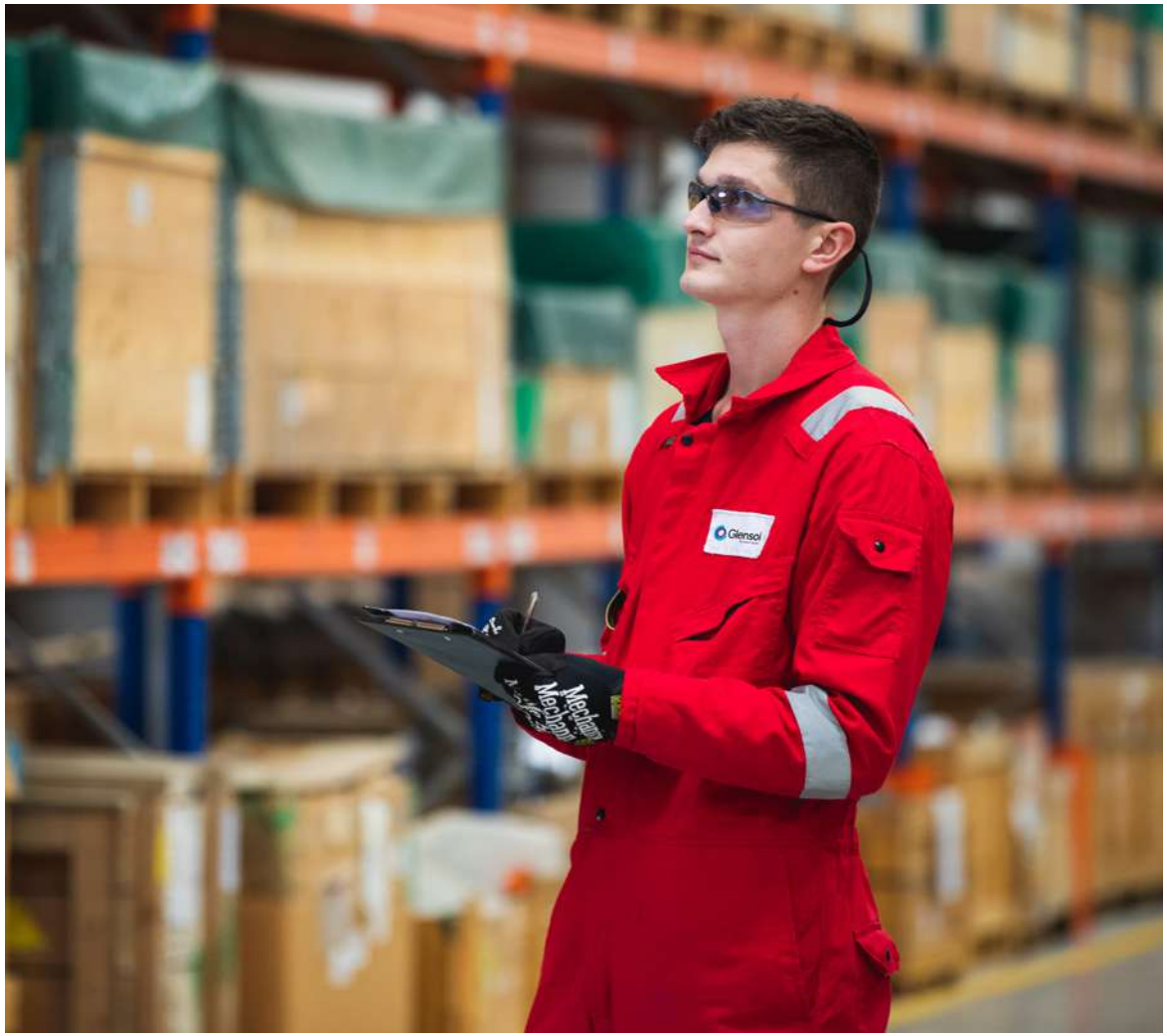
During the reporting period, the company revisited its materiality assessment to ensure that disclosed topics remain aligned with stakeholder priorities, operational developments, and evolving sustainability reporting practices, including updates to the GRI Standards.

The materiality assessment was conducted through structured internal consultations with senior management and functional representatives across operations, HSE, HR, supply chain, and compliance functions. Topics were evaluated based on their potential impact on the Group's long-term performance, risk profile, and strategic objectives, as well as their relevance to key stakeholder groups.

Stakeholder perspectives were considered through ongoing engagement mechanisms, including employee dialogue platforms, client and partner interactions, regulatory developments, and review of industry trends and peer disclosures. Identified topics were then prioritized according to their relative significance to both the business and stakeholders.

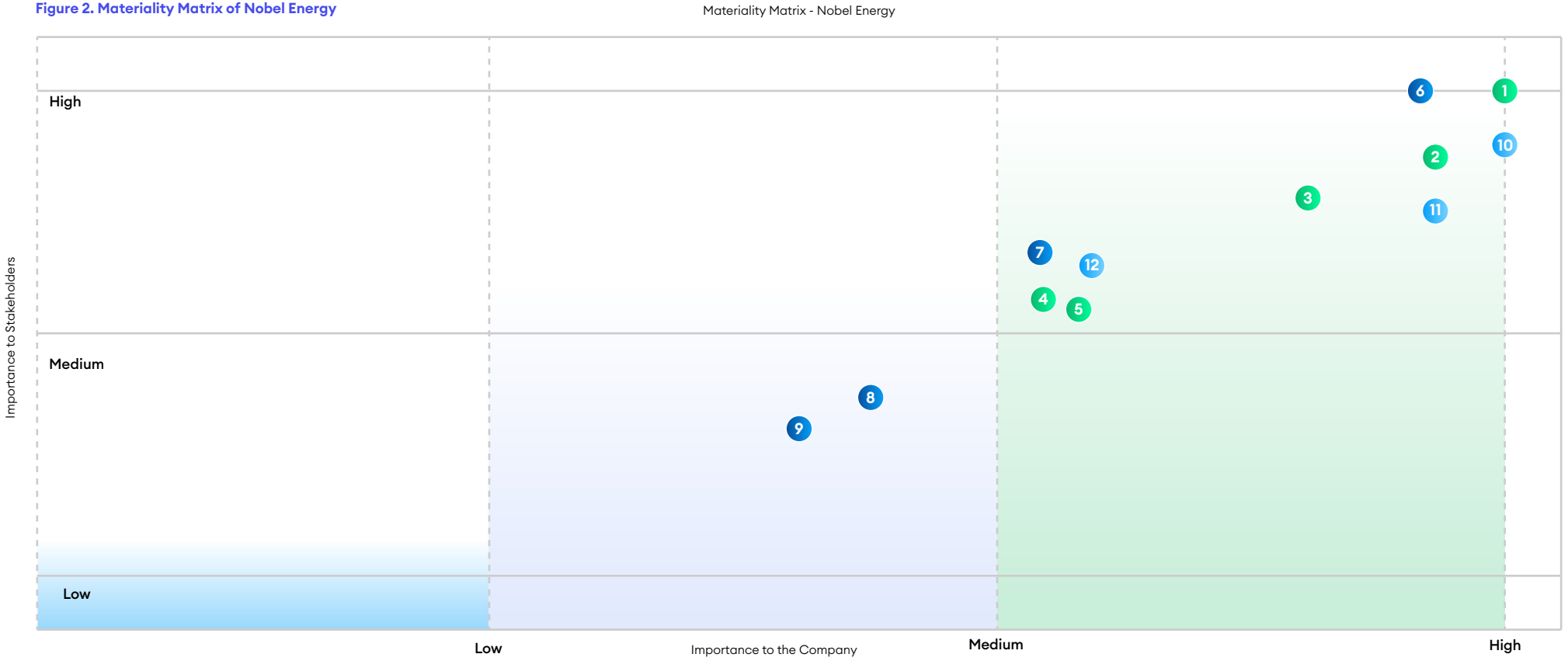
Based on stakeholder engagement, internal assessments, and operational priorities, Nobel Energy identified 12 material topics grouped under Environmental, Social, and Governance categories. These topics reflect areas where the company's activities have the most significant potential impacts and where stakeholder interest is highest, guiding sustainability management and reporting throughout this report.

Each material topic is addressed within the relevant sections of this report, while the materiality matrix illustrates the relative importance of these topics to both stakeholders and business operations.



Environmental	Social	Governance
Climate change and energy transition	Health, safety, and operational risk management	Corporate governance, risk management, and transparency
Greenhouse gas emissions management	Employee development and workforce well-being	Business ethics and compliance
Renewable energy development	Diversity, equity, and inclusion	Responsible supply chain management
Waste and water management	Community investment and local economic contribution	
Energy efficiency and energy consumption		

Figure 2. Materiality Matrix of Nobel Energy



ALIGNMENT WITH THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Nobel Energy recognizes the importance of aligning business activities with global sustainability priorities and integrates relevant United Nations Sustainable Development Goals (SDGs) into strategic and operational decision-making processes to support sustainable economic and social development.

Through the delivery of energy and infrastructure projects, development of renewable energy initiatives, responsible operational practices, and contributions to workforce development and local communities, the company supports global efforts aimed at ensuring access to reliable energy, promoting decent work and economic growth, strengthening infrastructure, and supporting climate action.

Nobel Energy is also a participant of the United Nations Global Compact, reaffirming its commitment to aligning business operations with universal principles on human rights, labour, environment, and anti-corruption, while supporting progress toward the Sustainable Development Goals.

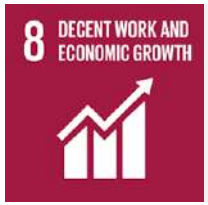
Figure 3. Outlines the SDGs prioritized by the company, reflecting areas where Nobel Energy's activities can make the most meaningful contribution toward achieving sustainable development objectives.

Figure 3. Our SDG alignment

Nobel Energy contributes to SDG 4 by strengthening workforce skills and leadership capability through professional and technical training, leadership development, mentoring, and continuous learning initiatives across the Group. In parallel, the company cooperates with universities and participates in educational and career engagement initiatives, supporting skills development and promoting opportunities for future professionals in the energy sector.

Nobel Energy supports SDG 5 by promoting equal opportunities and fostering an inclusive workplace where employees are treated with fairness and respect. In 2025, initiatives continued to increase women's participation across technical and leadership roles through inclusive recruitment, development opportunities, mentoring, and awareness programs, supporting equal access to career development and contributing to a more diverse and balanced workforce.

Through development of renewable energy projects and delivery of reliable energy infrastructure, the company supports access to secure and cleaner energy solutions. In 2025, implementation progressed for the 50 MW "Ufug" Solar Power Plant in Jabrayil and development advanced for a 25 MW solar project in Nakhchivan, contributing to diversification of the national energy mix and supporting the transition toward lower-carbon energy sources.



The company supports SDG 8 by contributing to sustainable economic growth through job creation, promotion of safe and productive working conditions, and development of local capabilities. Employment opportunities for local communities, cooperation with local suppliers and contractors, and internship opportunities for students and graduates contribute to workforce development and long-term economic resilience in regions of operation.

Through delivery of complex energy and infrastructure projects, the company supports development of resilient industrial and energy infrastructure. In 2025, engineering, construction, drilling, and maintenance capabilities continued to expand alongside investments in operational efficiency and modernization initiatives, strengthening industrial capacity across energy value chains.

Through responsible project delivery and community engagement, operations across the Group continued to generate employment opportunities, support local economic activity, and contribute to long-term socio-economic development in regions where the company operates.

Responsible resource use and environmental management remain integral to operations across the Group. Continued focus on minimizing waste generation, improving energy efficiency, optimizing water and material use, and raising employee awareness supported efforts to reduce operational impacts and promote responsible production practices throughout project delivery and supply chain activities.

Climate considerations are increasingly integrated into operational and strategic decisions, supporting efforts to reduce environmental impacts and contribute to the energy transition. Continued focus on energy efficiency, emissions management, and renewable energy development supports contribution to lower-carbon energy solutions while maintaining reliable project delivery.

Strong governance, ethical conduct, and transparent business practices remain fundamental across operations. Continued implementation of corporate governance frameworks, ethics and compliance programs, and risk management practices supports responsible decision-making, accountability, and stakeholder trust.

Collaboration with governments, clients, business partners, and local stakeholders remains essential to delivering complex energy and infrastructure projects and advancing sustainable development objectives. Continued partnerships across public and private sectors support knowledge sharing, project delivery, and long-term value creation in regions of operation, while participation in the UN Global Compact reinforces commitment to responsible business practices through collective action.

CORPORATE GOVERNANCE

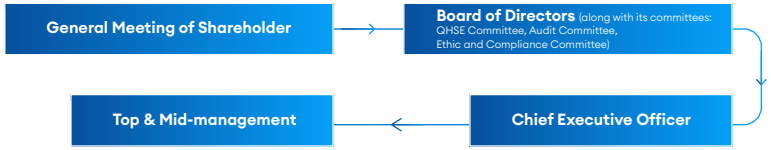
Nobel Energy maintains a corporate governance framework designed to ensure effective oversight, responsible decision-making, and accountability across its operations. Governance structures and management processes support compliance with applicable laws and regulations while guiding strategic and operational decisions in line with the company's long-term objectives and stakeholder expectations.

Corporate governance principles are embedded across the organization through established policies, internal controls, and defined management responsibilities that promote transparency, ethical conduct, and sustainable business practices. These mechanisms support effective management oversight, operational discipline, and responsible performance across business units.

The Board of Directors comprises experienced professionals with extensive expertise in the energy sector, finance, legal, compliance, and governance, enabling effective oversight of sustainability-related impacts and long-term strategic risks.

The company continuously strengthens governance practices to ensure that environmental, social, and operational considerations are integrated into decision-making processes, supporting sustainable growth and long-term value creation. The governance structure of the Group is presented in Figure 4.

Figure 4. Governance structure of Nobel Energy



QHSE Committee

Reviews company QHSE performance and oversees management of quality, health, safety, and environmental risks across the Group's operations.

Ethic and Compliance Committee

Reviews audit findings and compliance investigations, and oversees actions aimed at strengthening ethical conduct and regulatory compliance across the Group.

Audit Committee

Oversees the integrity of financial reporting, the effectiveness of internal control and risk management systems, and governance practices across the Group; supervises the independence and performance of internal and external auditors, ensuring accuracy and reliability of audit activities.

RISK MANAGEMENT

Nobel Energy applies a structured risk management process to identify, assess, and manage risks that may affect operational performance, project delivery, and long-term business sustainability. Risk identification and assessment are conducted across business units through an annual risk registration process coordinated at Group level, enabling consistent evaluation of key operational and business risks.

Risks are assessed using standardized criteria that consider both the likelihood of occurrence and the potential impact on the organization through operational disruptions, financial losses, or reputational impacts. Based on this assessment, risks are classified according to severity levels, and mitigation measures are defined and monitored by responsible business units.

The results of risk assessments are consolidated and reviewed by management to support informed decision-making and integration of mitigation actions into operational and business planning processes. Continuous monitoring and periodic reassessment help strengthen operational resilience while supporting safe, reliable, and sustainable performance across the Group's activities.

INTERNAL AUDIT

To support the achievement of strategic objectives and improve operational efficiency, business process effectiveness, and the reliability of corporate governance practices, Nobel Energy maintains an Internal Audit Service.

The Internal Audit Service operates in accordance with International Standards for Internal Auditing and applicable legal provisions. The function remains independent from operational management and is not involved in day-to-day business activities, ensuring objectivity and fairness in audit reviews.

If the independence or objectivity of Internal Audit is actually or potentially compromised, such matters are communicated to senior management for discussion and resolution in accordance with the Company's Code of Ethics and the Code of Ethics of the Institute of Internal Auditors.

The Internal Audit Service works closely with the Group Compliance Officer to identify potential cases of bribery, unfair competition, or fraud. Such practices may be detected during regular audit activities, and all identified or reported cases are communicated to the Compliance function. The Compliance Officer registers these cases within the Group's record-keeping system and issues recommendations for corrective actions and improvements to relevant management functions.

ETHICS & COMPLIANCE

Nobel Energy promotes a culture of integrity, transparency, and responsible business conduct across all areas of operation. Employees, contractors, and business partners are expected to comply with applicable laws and regulations, respect human rights, and adhere to high ethical standards that prevent bribery, corruption, and misconduct.

Ethical conduct across the Group is guided by the Code of Conduct and Business Ethics and the Anti-Corruption Policy, which establish expectations for ethical decision-making, conflict of interest management, and reporting of misconduct. These standards apply to all employees and extend to contractors, consultants, and service providers engaged in company activities.

Oversight of ethics and compliance practices is coordinated through the Compliance function, which supports implementation of compliance measures across business units and provides reporting to senior management. Vendor engagement processes include risk-based due diligence and approval procedures to support responsible business relationships.

Employees are required to disclose potential conflicts of interest in line with the company's Conflict of Interest procedures and avoid situations that could influence professional judgment or decision-making. Policies governing gifts, hospitality, and business courtesies are implemented to prevent undue influence and protect fair business practices.

To promote transparency, the company maintains established reporting channels through which employees and stakeholders may raise concerns related to misconduct or unethical behavior. Reports may be submitted through designated internal communication channels, and the company maintains a non-retaliation approach toward individuals raising concerns in good faith.

Ethics and compliance awareness is reinforced through mandatory induction programs for new employees and regular Ethics & Compliance training and recertification sessions, ensuring employees understand ethical obligations and compliance requirements relevant to their roles.

Through these measures, Nobel Energy seeks to maintain stakeholder trust and ensure that business operations are conducted responsibly and transparently across all markets where the Group operates.

Read more about our Code of Conduct at:
https://www.nobelenergy.com/f/code-of-conduct-and-business-ethics#news

Onboarding New Employees

Newly hired employees are introduced to the company's ethical standards, compliance requirements, and expected professional conduct as part of the onboarding process. This ensures early awareness of company policies and supports integration into Nobel Energy's culture of integrity and responsible business behavior.

Annual Refresher for Existing Employees

Annual refresher training reinforces employees' understanding of ethics and compliance standards, ensuring continued awareness of policy requirements and updates. These sessions help employees remain informed of changes in regulations and company policies while supporting consistent ethical conduct across operations.

Available Feedback Channels:

- Hotline
- Corporate emails
- Concern Reporting form
- Direct/anonymous inquiries to Line Managers/ Compliance Department

Anti-Corruption Training & Communication – 2025

Governance body members received anti-corruption training: 100%

Employees completed mandatory anti-corruption training: 100%

Relevant business partners were informed of anti-corruption policies and procedures: 100%

HUMAN RIGHTS

Nobel Energy is committed to respecting and supporting internationally recognized human rights principles across all areas of its operations. Company practices are aligned with globally recognized frameworks, including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the core conventions of the International Labour Organization (ILO).

Respect for human rights is embedded in company policies, the Code of Conduct, and Business Ethics framework, which apply to employees, contractors, and business partners. Nobel Energy seeks to provide a work environment founded on dignity, fairness, and equal opportunity, ensuring individuals are treated with respect and free from discrimination, harassment, or exploitation.

Human rights considerations are integrated into employment practices, workplace safety standards, and contractor and supplier engagement processes. The company promotes fair recruitment, development, and compensation practices while maintaining zero tolerance for forced labor, child labor, or unsafe working conditions across operations and supply chains.

Employees and partners have access to confidential reporting channels through which concerns related to misconduct or potential violations can be raised without fear of retaliation, supported by transparent investigation and resolution procedures.

Through continuous strengthening of governance, compliance, and people management practices, Nobel Energy aims to maintain responsible operations that respect human rights while supporting sustainable and inclusive development in the communities where it operates.

CLIMATE ACTION & ENERGY TRANSITION

Nobel Energy is committed to strengthening its contribution to addressing climate change while minimizing environmental impacts associated with its operations. Environmental considerations are integrated into operational planning and project execution to support responsible resource use and management of climate-related risks across business activities.

To address climate-related risks and impacts, the company prioritizes measures aimed at improving operational efficiency and reducing greenhouse gas emissions associated with project execution and supporting activities. Employee awareness initiatives and operational controls further support responsible energy and resource use across business operations.

Resource management practices also contribute to reducing climate-related impacts. Waste minimization and recycling initiatives are promoted across operations through waste segregation practices, recycling programs, and employee awareness activities supporting responsible waste handling. Efficient water use is also encouraged across operational sites to reduce pressure on local resources and minimize environmental impacts.

Alongside these operational measures, Nobel Energy has progressed renewable energy initiatives in Azerbaijan, including development of solar power projects contributing to diversification of energy sources and supporting the country's transition toward lower-carbon energy solutions while delivering socio-economic benefits to local communities.

ENERGY MANAGEMENT & EFFICIENCY

Nobel Energy continues to improve energy management practices across its operations as part of broader environmental management efforts. The Group's environmental management system, developed in line with ISO 14001 principles, supports the identification and management of environmental aspects and impacts associated with operational activities, including energy consumption.

During 2025, environmental awareness and operational efficiency were strengthened through targeted training programs covering waste management, spill response, and greenhouse gas reduction awareness, reaching approximately 87% of employees across relevant operations. Internal communication campaigns also promoted responsible electricity consumption across offices and operational sites, supporting employee awareness of energy efficiency practices.

The company further supported national energy efficiency initiatives through participation in awareness campaigns led by the Ministry of Energy, contributing to broader efforts to promote responsible electricity consumption across the country.

As a result of ongoing operational improvements and efficiency measures, total consumption across monitored operations decreased by approximately 0.6% in 2025 compared with projected consumption levels. These efforts reflect the company's continued focus on optimizing resource utilization while maintaining safe and reliable project delivery.

Energy consumption across Nobel Energy and its business units operating in Azerbaijan (Glensol, Prokon, and SOCAR AQS) is presented below.

Electricity consumption (kWh)

Indicator	2023	2024	2025
Total electricity consumption	544,389	808,205.9	1,056,640

Fuel consumption (tons)

Indicator	2023	2024	2025
Total fuel consumption	3,215	11,619	2,532
Gasoline	78	41	78
Diesel	3,137	11,578	2,454

Natural gas consumption (m3)

Indicator	2023	2024	2025
Total natural gas consumption	14,663	15,033	22,175

RENEWABLE ENERGY PROJECTS

Development of renewable energy projects represents an important step in Nobel Energy's efforts to support the evolving energy landscape in Azerbaijan while contributing to the diversification of energy sources and reduction of environmental impacts associated with conventional energy production.

In 2025, the company progressed implementation of the 50 MW "Ufug" Solar Power Plant in the Jabrayil district, marked by the signing of key project agreements and the official groundbreaking ceremony. Once operational, the project is expected to generate approximately 110 million kWh of clean electricity annually, contributing to reduced greenhouse gas emissions while creating employment and socio-economic opportunities in the region.

In parallel, development activities continued for a 25 MW solar power project in Nakhchivan, aimed at supporting regional energy security and expanding renewable energy capacity.

These projects mark Nobel Energy's initial large-scale steps into renewable energy development and demonstrate the company's commitment to supporting national energy transition objectives while building internal capabilities in renewable energy delivery.

As renewable projects move toward implementation, the company aims to further strengthen expertise in developing and managing sustainable energy infrastructure, contributing to long-term energy diversification and environmental sustainability in the markets where it operates.

ENVIRONMENTAL MANAGEMENT

Nobel Energy applies environmental management practices aimed at minimizing operational impacts and ensuring compliance with applicable environmental regulations across its activities. Environmental considerations are integrated into project planning and operational processes to support responsible resource use and protection of surrounding ecosystems.

Environmental management practices are implemented through established procedures aligned with international environmental management principles, supporting the identification and control of environmental risks associated with operational activities. These measures include waste management, water use control, and emissions management across project sites.

Training and awareness programs are regularly conducted to ensure employees and contractors understand environmental requirements and responsibilities, promoting consistent application of environmental protection measures across operations.

The following sections outline key areas of environmental management, including waste management, water management, and air emissions and regulatory compliance.

Waste Management

Nobel Energy manages waste generated across its operations in accordance with established procedures and applicable environmental regulations, aiming to minimize environmental impacts associated with operational activities. Waste management practices support the safe handling, segregation, storage, and disposal of waste streams generated during project execution.

Operational activities promote the separation of hazardous and non-hazardous waste, with licensed contractors engaged, where required, to ensure proper treatment and disposal in line with regulatory standards. Waste minimization and recycling practices are encouraged across operational sites and supported through employee awareness initiatives and environmental training programs.

Continuous monitoring and improvement of waste management practices help reduce environmental risks while supporting responsible project delivery across operations.

Waste generated through operations is classified into two main categories:

Hazardous waste

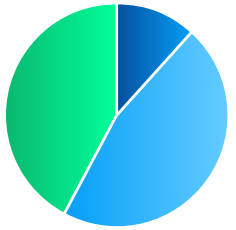
Which includes waste posing a significant or potential threat to human health or the environment due to toxic, infectious, oxidizing, or corrosive properties.

Non-hazardous waste

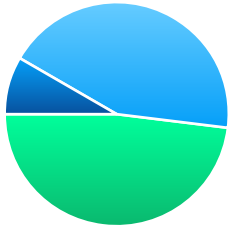
Which includes waste generated primarily from administrative and operational activities that does not present significant environmental or health risks.

Waste generation across Nobel Energy and its business units operating in Azerbaijan (Glensol, Prokon, and SOCAR AQS) is presented below.

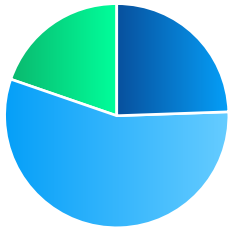
Waste generation by category (m3)



Total generated waste
- 2023 - 3,093.4
- 2024 - 11,987.42
- 2025 - 10,912



Hazardous waste
- 2023 - 1,730.4
- 2024 - 8,900
- 2025 - 9,832



Non-hazardous waste
- 2023 - 1,363
- 2024 - 3,087.42
- 2025 - 1,080

Water Management

Nobel Energy seeks to manage water use responsibly across its operations while ensuring compliance with applicable environmental regulations. Water management practices aim to minimize operational impacts through controlled use of water resources and proper handling of operational wastewater where applicable.

Operational procedures support efficient water use across project activities, particularly in operations where water consumption is integral to service delivery. Monitoring and operational controls are applied to reduce unnecessary consumption and minimize potential impacts on surrounding environments.

Employee awareness initiatives and environmental training programs further support responsible water use practices, promoting compliance with operational procedures and environmental protection requirements across operational sites.

Water consumption across Nobel Energy and its business units operating in Azerbaijan (Glensol, Prokon, and SOCAR AQS) is presented below.

Air Emissions & Compliance

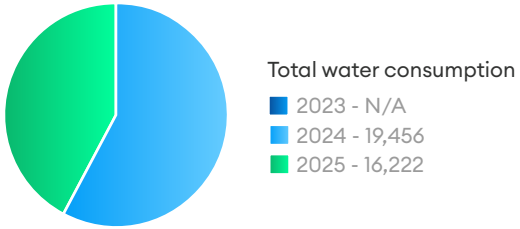
Nobel Energy manages air emissions associated with its operations in accordance with applicable environmental regulations and internal environmental management procedures. Emission sources primarily relate to fuel and energy consumption required for project execution and operational activities.

The company monitors greenhouse gas (GHG) emissions generated from operational activities to support environmental performance management and identify opportunities to improve operational efficiency and reduce environmental impact over time.

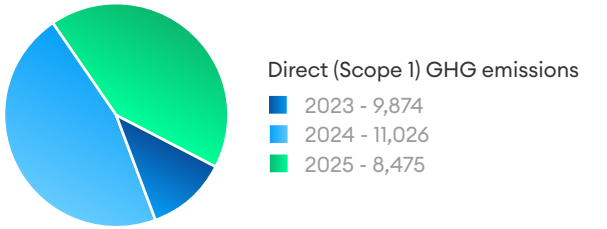
Environmental compliance remains a priority across operational sites, with monitoring and inspections conducted to ensure adherence to applicable environmental requirements. Employee awareness and training programs further support responsible environmental practices across operations.

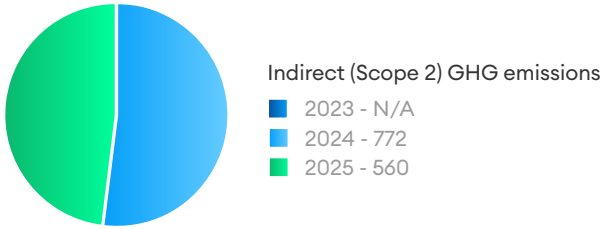
Greenhouse gas emissions across Nobel Energy and its business units operating in Azerbaijan (Glensol, Prokon, and SOCAR AQS) are presented below.

Water consumption (ton)



Greenhouse Gas (GHG) Emissions (tCO_2e)





OUR QHSE COMMITMENT

Nobel Energy is committed to maintaining high standards of quality, health, safety, and environmental performance across all operations. QHSE principles are integrated into operational planning and project execution to ensure safe working conditions, reliable service delivery, and responsible operational performance.

The Group applies standardized procedures, risk management practices, and operational controls across project sites to reduce risks and ensure safe and efficient service delivery. Performance is regularly reviewed through management oversight and operational monitoring, enabling continuous improvement across business units.

Employee engagement remains central to QHSE performance, with ongoing awareness initiatives encouraging shared responsibility for maintaining safe workplaces and delivering services in line with quality and safety standards.

HEALTH & SAFETY AT THE CORE OF OPERATIONS

Health and safety considerations remain central to operational planning and project execution across Nobel Energy's business units.

During 2025, safety management practices were strengthened through the implementation of new operational procedures covering plant and machinery safety, storage operations, and the evaluation of costs associated with poor HSE performance. Continuous improvement initiatives also contributed to a significant reduction in non-compliance findings within the Group's HSE Management System, reinforcing operational discipline across sites.

Additional initiatives, including the implementation of Safety Kaizen practices and ergonomic assessment methodologies such as RULA and REBA, supported the reduction of workplace exposure risks and the improvement of working conditions. Monitoring activities, inspections, and risk assessments continue to support the early identification of hazards and the timely implementation of corrective actions across operations.

SAFETY PERFORMANCE & INDICATORS

Safety performance across Nobel Energy and its business units operating in Azerbaijan is monitored through standardized indicators aligned with industry practices, enabling continuous evaluation of workplace safety and supporting targeted improvement initiatives across operations.

This report covers safety performance data for Nobel Energy and its business units operating in Azerbaijan, namely Glensol, Prokon, and SOCAR AQS, which operate under Nobel Energy's management and operational control.

Continuous monitoring of incidents and proactive safety measures contribute to maintaining safe working environments and minimizing operational risks across activities. Safety performance indicators presented below reflect the company's commitment to protecting employees, contractors, and partners across operations.

Safety performance data for the reporting period are presented in the following tables.

Safety Performance Indicators

Indicator	2023	2024	2025
Total fatalities (direct employees)	0	0	0
Total recordable injuries (direct employees)	0	0	0
Lost Time Injuries (LTI) (direct employees)	1	0	0
Total hours worked (direct employees)	2,361,828	2,078,307	1,763,569
Days lost due to incidents	0	0	0
Lost Time Injury Frequency Rate (LTIFR)	0	0	0
Total Recordable Injury Frequency Rate (TRIFR)	0.31	0.18	0

LTIFR represents the number of lost time injuries per 200,000 hours worked, while TRIR represents the total number of recordable injuries per 200,000 hours worked.

TRAINING, AWARENESS & QUALITY ASSURANCE

Training and awareness programs support implementation of QHSE requirements across operational and office environments and reinforce consistent application of safe work practices and quality expectations.

In 2025, 25,212 hours of HSE training were delivered across the Group, strengthening workforce awareness of operational risks and safety responsibilities. Training activities were complemented by toolbox talks, operational briefings, and awareness initiatives promoting proactive hazard identification and responsible workplace behavior.

Quality assurance practices remain integrated into operational processes to support consistent project execution and service delivery in line with contractual and regulatory requirements. Internal monitoring activities and periodic operational reviews support identification of improvement opportunities and enhancement of operational performance across project sites.

Future initiatives include expanded exposure monitoring, ergonomic assessments, and implementation of an HSE climate survey to further strengthen workplace safety culture and employee well-being across operations.

25,212

HSE Training Hours

PEOPLE AT NOBEL ENERGY

People remain at the core of Nobel Energy's long-term success and sustainable business performance. The company continues to foster a workplace that supports professional growth, operational excellence, and employee well-being across its business units operating in Azerbaijan.

As operations expanded and diversified, the Group's workforce continued to grow in 2025, strengthening the capabilities required to deliver complex projects safely and efficiently. Recruitment and workforce planning processes were aligned with operational needs, supporting the timely staffing of key technical and project roles across business units. Strategic sourcing approaches enabled the Group to fill 100% of key positions identified in the annual workforce planning cycle, particularly within engineering, technical, and project management domains critical to business growth.

Key HR decisions, including talent reviews, structural adjustments, and succession nominations, were reviewed with senior leadership to ensure governance, transparency, and alignment with the Group's sustainability and growth ambitions. This governance framework supports effective human capital management and strengthens organizational capability through a skilled, diverse, and future-ready workforce.

In 2025, Nobel Energy maintained a structured framework of HR policies and procedures governing key aspects of people management, ensuring legal compliance, fairness, and alignment with the Group's operational and sustainability objectives. These policies and management practices further support fair employment conditions, professional development opportunities, and safe and respectful workplaces across operational locations.

A transparent and performance-aligned compensation and benefits framework further supported talent retention, motivation, and fairness across the Group. The remuneration structure included annual salary reviews and performance-based bonuses linked to clearly defined performance ratings and contribution levels, reinforcing accountability and merit-based progression

Compensation decisions were guided by structured job evaluations and market benchmarking to ensure internal equity and external competitiveness. During the reporting period, benefits policies were reviewed and harmonized across subsidiaries to strengthen consistency and alignment with evolving employee expectations. In addition to financial incentives, non-financial recognition mechanisms, including well-being-linked acknowledgments, were introduced to complement traditional reward structures.

The Group continued to provide a competitive benefits package, including health insurance, paid leave, overtime and travel compensation, and support for international assignments. Through these measures, Nobel Energy aligned reward practices with its strategic business priorities and long-term sustainability objectives. Workforce data presented below includes direct employees of Nobel Energy and its business units operating in Azerbaijan (Glensol, Prokon, and SOCAR AQS) under Nobel Energy's operational control. In addition to its direct workforce, certain activities are supported by contractors and subcontractors engaged under contractual arrangements who comply with the Group's QHSE and operational standards.

Core HR Policies and Procedures Included:

- Recruitment and Hiring
- Performance Management
- Training and Competency Development
- Talent Management and Succession Planning
- Disciplinary and Grievance Procedures
- Termination and Redundancy
- Internal Work Rules and Code of Conduct
- Leave Management, Overtime Authorization, and Advance Salary
- Business Travel and Expense Reimbursement
- International Assignments
- Employee Well-being, including Sick Leave and Flexible Work Options

Employees, by gender and employment category	2023		2024		2025	
	Male	Female	Male	Female	Male	Female
Total employees	1,053	140	1,081	140	982	155
New employees hired	138	28	521	42	283	70
Executive	9	0	10	0	9	1
Management	48	12	54	11	51	18
Specialists	325	88	293	92	286	115
Technicians	245	1	225	7	214	5
Manual labor (others)	426	39	500	29	422	16

Employee indicators, by age	2023			2023			2023		
	under 30	30-50	over 50	under 30	30-50	over 50	under 30	30-50	over 50
Total number of employees	189	774	230	143	800	278	179	695	263
Number of hires	54	88	24	237	287	39	135	178	40
Number of dismissals	332	722	183	193	285	56	109	280	47

Employee turnover rate	2023	2024	2025
Number of employees	1,193	1,221	1,137
Average number of employees	589.5	1,192	569
Employee turnover rate	68.83%	44.12%	37.21%

COMPENSATION INDICATORS BY GENDER

	2023	2024	2025
Minimum wage (for Azerbaijan)	Male/Female 345/345	Male/Female 345/345	Male/Female 400/400
Ratio of average standard entry level wage by gender compared to local minimum wage	Male/Female 1,7/1,7	Male/Female 2/2	Male/Female 2/2
Ratio of average basic male salary to average basic female salary	Male/Female 10,5/5,5	Male/Female 12/7	Male/Female 12,5/7,5

GENERAL INDICATORS

	2023	2024	2025
Number of senior management hired from the local community (%)	N/A	80	85

TALENT DEVELOPMENT & LEARNING

Talent development and continuous learning remain central to Nobel Energy's efforts to build a capable and future-ready workforce. In 2025, learning and development initiatives focused on strengthening technical expertise, leadership capability, and long-term succession readiness across business units operating in Azerbaijan.

A structured training needs analysis enabled the alignment of learning investments with operational skill gaps, regulatory requirements, and succession priorities. The Group's training framework covered several core areas. Professional development remained a priority, with employees supported in obtaining internationally recognized certifications relevant to their roles. Health, Safety and Environment (HSE) training was delivered consistently to reinforce a strong safety culture across operational sites, while legally mandated training ensured continued compliance with applicable regulatory standards. Targeted competency development initiatives further supported evolving business and project needs.

Training hours delivered in 2025

12,603

Leadership capability development remained a key focus. The Group launched the Leadership Excellence and Acceleration Program (LEAP) to identify and prepare high-potential individuals for future leadership roles. Through a competitive selection process, three employees were enrolled in a structured development journey combining individualized development plans, executive education delivered in collaboration with SDA Bocconi, coaching, and mentoring by internal senior leaders.

HR Strategy Focus Areas – 2025

- Organizational Effectiveness
- Talent Sustainability
- Employee Experience
- Future-Readiness

Leadership agility was further strengthened through the executive workshop "Next-Generation Leadership: How to Make a Greater Impact in Today's Uncertain & Complex Environment," facilitated by an external strategic execution expert. The workshop equipped 22 mid and senior-level managers with tools to lead in complex, rapidly evolving, and digitally transforming environments.

The Group also fostered a continuous learning culture through a structured mentoring program involving 35 mentees and 15 mentors, regular "Lunch & Learn" sessions, and targeted awareness workshops addressing both business and well-being topics. The Early-Career Engineers Program was expanded to strengthen the technical talent pipeline and reinforce the Group's grow-from-within approach.

Talent governance mechanisms were strengthened through the deployment of the 9-box grid and implementation of structured succession planning, enabling clearer identification of critical roles and high-potential employees while enhancing visibility of short- and long-term leadership continuity.

Training effectiveness was assessed through participant feedback, post-training evaluations, and follow-up discussions with line managers to monitor on-the-job application. Development indicators, including internal mobility, promotions, and succession readiness, were tracked to measure long-term impact and strengthen the Group's internal capability pipeline.

Through these integrated practices, Nobel Energy continued advancing its objective of building a resilient, skilled, and future-ready workforce aligned with its long-term growth and sustainability strategy.

EMPLOYEE ENGAGEMENT & WELL-BEING

In 2025, employee engagement and well-being remained central to strengthening workforce resilience and sustainable performance across the Group. Particular emphasis was placed on fostering a supportive and psychologically safe work environment, recognizing that trust, connection, and mental health are fundamental to organizational effectiveness.

Health & Well-being sessions were organized across the Group, addressing topics such as emotional resilience, stress management, work–life balance, and personal wellness. Delivered through internal facilitation, these sessions encouraged open dialogue and reflective discussion in a safe and supportive setting.

Employee engagement was further reinforced through structured initiatives designed to enhance leadership connectivity and collaboration. C-level Breakfast meetings and townhalls provided opportunities for transparent and informal dialogue between employees and senior leadership. A structured mentoring program supported personal and professional development while fostering psychological safety and knowledge transfer. Group-wide team-building activities, informal “Lunch & Learn” sessions, and cross-functional interaction formats contributed to a positive and collaborative workplace atmosphere.

A structured and accessible grievance mechanism ensures that employee concerns are heard, addressed, and resolved fairly and confidentially. Employees may raise concerns through multiple formal and informal channels, including direct reporting lines, HR business partners, and internal ethics or compliance officers. The grievance process is governed by internal policies that ensure confidentiality, protection against retaliation, and timely resolution. All cases are documented and escalated in line with defined procedures.

In addition to the grievance process, the Group promotes continuous two-way communication through pulse surveys, feedback tools, digital HR access channels, and open-door policies. Engagement survey results and internal reviews during the reporting period indicated strong awareness of available communication platforms and general confidence in their fairness and responsiveness. Where improvement opportunities were identified, actions were implemented to enhance responsiveness and clarify escalation pathways. As part of ongoing HR modernization efforts, development of a virtual reality (VR)-based onboarding platform was initiated to enhance the employee induction experience. The immersive solution will provide a standardized introduction to the Group’s values, safety culture, and operational environments for both office-based and field employees. Scheduled for rollout in 2026, the platform reflects the Group’s commitment to strengthening employee experience through digital innovation and scalable HR processes.

Through these integrated engagement and well-being initiatives, the Group reinforces its commitment to a respectful workplace culture and recognizes that employee well-being is a core pillar of its sustainability and people strategy.

DIVERSITY, EQUITY & INCLUSION

Nobel Energy continues to advance its commitment to diversity, equity, and inclusion (DEI) by fostering a workplace grounded in fairness, dignity, and respect. DEI principles are embedded within the Group's broader people strategy and reflected in recruitment, development, and talent governance practices across all business units operating in Azerbaijan.

During the reporting period, particular attention was given to supporting the integration of vulnerable populations, including war veterans and refugees, into the workforce. Employment-related support measures included fair access to opportunities, appropriate workplace accommodations where required, and inclusive onboarding practices designed to facilitate successful integration. These efforts contribute to a more inclusive labor environment while strengthening workforce diversity.

DEI awareness was reinforced through mandatory training for people managers, inclusive policy updates, and structured dialogue forums aimed at promoting understanding, trust, and a sense of belonging. Equal opportunity principles continue to guide employment decisions, ensuring that individuals are recognized and developed based on their capabilities and performance.

The Group also monitors parental leave uptake and return-to-work indicators to support equal opportunity and ensure employees are able to balance professional and family responsibilities. Tracking these indicators strengthens transparency and helps assess the effectiveness of family-supportive workplace practices.

The Group also monitors gender-based compensation indicators to assess pay equity and ensure alignment with equal opportunity principles.

Through these initiatives, Nobel Energy reaffirms its long-term commitment to inclusive employment practices and its belief that diversity strengthens innovation, collaboration, and sustainable organizational growth. Diversity remains an integral pillar of the Group's sustainability agenda and future talent strategy.

Parental leave indicators, by gender	2023		2024		2025	
	Male	Female	Male	Female	Male	Female
Total number of employees that were entitled to parental leave	N/A	16	N/A	16	N/A	16
Total number of employees that took parental leave	N/A	13	N/A	10	N/A	11
Total number of employees that returned to work in the reporting period after parental leave ended	N/A	9	N/A	5	N/A	6
Total number of employees due to return to work after taking parental leave	N/A	10	N/A	7	N/A	7
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	N/A	6	N/A	3	N/A	6
Return to work rate of employees that took parental leave (%)	N/A	90%	N/A	72%	N/A	86%
Retention rate of employees that took parental leave (%)	N/A	60%	N/A	43%	N/A	86%

Compensation indicators by gender	2023		2024		2025	
	Male	Female	Male	Female	Male	Female
Minimum wage (for Azerbaijan)	345	345	345	345	400	400
Ratio of average standard entry level wage by gender compared to local minimum wage	1,7	1,7	2	2	2	2
Ratio of average basic male salary to average basic female salary	10,5	5,5	12	7	2,5	7,5

EMPOWERING WOMEN IN THE WORKFORCE

Strengthening gender equality and expanding women's participation remain integral to Nobel Energy's people and sustainability strategy. Targeted efforts focus on increasing female representation in technical and operational roles, supporting career progression, and ensuring equal access to development opportunities across the organization.

During the reporting period, inclusive recruitment practices and transparent career pathways were reinforced to support fair advancement. Women were provided equal access to structured development initiatives, including mentoring programs and leadership development opportunities such as the Leadership Excellence and Acceleration Program (LEAP). These measures aim to reduce structural barriers and create sustainable pathways for long-term professional growth.

Ongoing awareness initiatives and internal engagement activities further promoted gender equality principles and reinforced a culture of respect and inclusion. The Group's efforts to expand female participation in traditionally male-dominated sectors were also reflected in the World Bank report "Breaking Barriers to Women's Employment in Azerbaijan," which highlighted broader progress in increasing women's economic participation.

Through these initiatives, Nobel Energy continues to contribute to strengthening gender diversity within the energy sector while building a more inclusive and future-ready workforce.

COMMUNITY ENGAGEMENT & SPONSORSHIP

Nobel Energy seeks to create sustainable value beyond its core operations through educational cooperation, capacity building initiatives, and sponsorship of sector-focused and community-oriented projects. By partnering with educational institutions and supporting industry and academic platforms, the Group contributes to knowledge development, professional growth, and energy sustainability awareness in the regions where it operates.

The projects implemented during the reporting period are presented below.

Educational Support Projects

NASCO XXVIII – Support to Young Researchers

Nobel Energy sponsored the XXVIII Republican Scientific Conference for Doctoral Students and Young Researchers (NASCO XXVIII), hosted by Azerbaijan State Oil and Industry University and dedicated to the "Year of Constitution and Sovereignty."

The conference brought together young researchers, academics, and government representatives, promoting scientific exchange and supporting the development of the national research ecosystem.

Engagement Session at Baku Higher Oil School

Nobel Energy, with the participation of Glensol specialists, organized an engagement session at Baku Higher Oil School (BHOS).

The session provided students with insights into the Group's operations, technical expertise, and career development opportunities in the energy sector, strengthening collaboration between industry and academia.

Career Fairs

In 2025, Nobel Energy Group participated in multiple university and public career fairs, including events organized by French-Azerbaijani University (UFAZ), Baku Higher Oil School (BHOS), Azerbaijan State University of Economics (UNEC), Baku Engineering University, ADA University, Azerbaijan Technical University, as well as the career fair organized by the State Employment Agency of Azerbaijan.

Through these engagements, the Group presented diverse career and internship opportunities across its companies, connected with students and job seekers, and supported the attraction and development of qualified talent for the energy sector.

Student Engagement Session at ASOIU

Nobel Energy Group participated in a student engagement session at Azerbaijan State Oil and Industry University (ASOIU), organized by the Research and Development Student Union.

The session introduced the Group's business portfolio, career and internship opportunities, and key competencies required in the recruitment process, including the role of emotional intelligence. The discussion concluded with an interactive Q&A, fostering dialogue with young professionals entering the energy sector.

Summer Internship Program 2025

The 2025 Summer Internship Program, delivered in partnership with ADA University, provided students with hands-on experience across Nobel Energy Group's business units.

During the program, interns worked on real projects, gained practical skills, and developed professional competencies, supporting the preparation of young talent for future careers in the energy sector.

International Student Visit – Maastricht University

Nobel Energy welcomed a group of students from Maastricht University as part of the International Economic Orientation 2025 program.

During the visit, students were introduced to the Group's integrated service portfolio, Azerbaijan's energy sector development, and renewable energy initiatives. The program also included a technical tour of Glensol's workshop, providing practical insights into advanced maintenance operations and industry's best practices.

Employability Week – ADA University

During Employability Week at ADA University, Nobel Energy Group delivered interactive sessions on emotional intelligence, personal branding, and career development.

The initiative supported students in developing essential soft skills and workplace readiness. Five high-performing students were selected through an assessment process and offered internship opportunities across the Group.

Sustainability Careers Fair – Baku Climate Action Week 2025

During the Sustainability Careers Fair held as part of Baku Climate Action Week 2025, Nobel Energy Group engaged with students and young professionals on sustainable career pathways. The Group shared insights on innovation, collaboration, and sustainable solutions, while presenting career and development opportunities that contribute to a greener and more resilient future.

6th International Scientific Conference of Students and Young Researchers

SOCAR AQS supported the 6th International Scientific Conference of Students and Young Researchers, dedicated to the 102nd anniversary of National Leader Heydar Aliyev, held at Baku Higher Oil School.

The conference covered key topics including oil and gas geology and engineering, sustainable chemistry, and information technologies. Through its support, SOCAR AQS contributed to promoting scientific exchange and encouraging the development of young researchers.

Knowledge Day Support – ASOIU

SOCAR AQS supported the Knowledge Day celebration held at Azerbaijan State Oil and Industry University.

The event brought together university leadership, faculty members, partner companies, and students. Through its support, SOCAR AQS reaffirmed its commitment to educational development and the encouragement of young talent entering the energy sector.

Sponsorship Projects

AICC Caspian 2025 – Gold Sponsorship

Glensol, a subsidiary of Nobel Energy, participated as a Gold Sponsor of AICC Caspian 2025 – a leading industry platform dedicated to asset integrity, corrosion management, and advanced coatings.

The event brought together technical experts and industry leaders, promoting knowledge sharing and supporting operational reliability across the energy sector.

IADC Drilling Caspian 2025 – Gold Sponsorship

SOCAR AQS, part of Nobel Energy Group, participated as a Gold Sponsor of the International Association of Drilling Contractors (IADC) Drilling Caspian 2025 Conference & Exhibition held in Baku.

The conference brought together industry leaders and drilling professionals to address sector challenges, exchange best practices, and discuss technological advancements, including drilling automation and other innovations shaping the Caspian region's oil and gas industry.

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

Nobel Energy recognizes that responsible supply chain management is essential to maintaining operational reliability, ethical business practices, and long-term sustainability performance. Given the technical and project-based nature of its activities, the Group relies on a broad network of suppliers and contractors supporting engineering, drilling, construction, logistics, and maintenance operations.

The company applies structured procurement procedures designed to ensure transparency, competitiveness, and compliance with internal policies and applicable regulations. Supplier selection processes are based on defined evaluation criteria, including:

- Technical capability and quality standards
- Health, safety, and environmental performance
- Financial stability and operational reliability
- Compliance with legal and regulatory requirements
- Ethical conduct and anti-corruption standards

Procurement processes are governed by internal policies and segregation of duties to ensure objectivity and accountability throughout supplier engagement. Environmental and safety requirements are integrated into contractual documentation, requiring suppliers and contractors to comply with applicable QHSE standards when performing work on behalf of the company.

Risk-based due diligence procedures are applied for higher-risk engagements, including screening for sanctions exposure, conflicts of interest, and reputational risks. These measures support prevention of unethical conduct and strengthen integrity across the value chain.

The procurement data presented below reflects consolidated information for Nobel Energy and its Azerbaijan-based operations (Nobel Energy, Glensol, Prokon, and SOCAR AQS), which operate under the Group's management and operational control.

Supply chain indicators	2023	2023	2023
Total number of suppliers	5,657	6,174	6,650
Number of local suppliers	3,571	3,729	3,906
Number of international suppliers	2,086	2,445	2,744
Percentage of the procurement budget that is spent on local suppliers (%)	55	54	39
Percentage of the procurement budget that is spent on international suppliers (%)	45	46	61

To enhance transparency and efficiency in procurement processes, Nobel Energy, where it is reasonable, utilizes an electronic procurement platform, Promena, which supports competitive tendering, documentation management, and traceability throughout the supplier selection process. The platform enables structured communication with vendors, ensures equal access to tender information, and strengthens control over evaluation and approval workflows.

Supplier engagement follows a defined vendor assessment process designed to ensure compliance with technical, commercial, and ethical requirements. See Vendor Assessment flow below, which reflects consolidated processes applied across Nobel Energy and its Azerbaijan-based operations (Nobel Energy, Glensol, Prokon, and SOCAR AQS).

- Vendor Identification
- Proposal Evaluation
- Vendor Selection
- Due diligence & Security check
- Negotiation & Contracting
- Onboarding
- Performance Monitoring
- Relationship Management

Nobel Energy recognizes its responsibility to contribute to the prevention of potential human rights violations within its supply chain, including risks related to modern slavery, human trafficking, child labor, and other labor rights concerns. As part of its due diligence framework, the Group applies additional control measures alongside external screening tools and market research during vendor assessment processes. Newly engaged suppliers are required to complete compliance declarations and questionnaires to support verification of alignment with applicable legal requirements, international standards, and the Group's Code of Conduct and Business Ethics.

Through these measures, the company strengthens oversight of ethical conduct across both employees and business partners and promotes responsible practices throughout its value chain.

APPENDIX

GRI Content Index

Prepared with reference to the GRI Standards (2021)

GRI Standard	Disclosure	Description	Location in Report
GRI 2: General Disclosures 2021	2-1	Organizational details	Nobel Energy Group; About This Report
	2-2	Entities included in sustainability reporting	About This Report
	2-3	Reporting period, frequency and contact point	About This Report
	2-4	Restatements of information	About This Report
	2-5	External assurance	About This Report (Not externally assured)
	2-6	Activities, value chain and other business relationships	Nobel Energy Group; Company Portfolio; Sustainable Supply Chain Management
	2-7	Employees	Our People – Workforce Data Tables
	2-8	Workers who are not employees	Our People
	2-9	Governance structure and composition	Corporate Governance
	2-10	Nomination and selection of the highest governance body	Not disclosed
	2-11	Chair of the highest governance body	Company website – Corporate Governance section

GRI Standard	Disclosure	Description	Location in Report
GRI 2: General Disclosures 2021	2-12	Role of the highest governance body in overseeing impacts	Corporate Governance; Audit Committee; QHSE Committee; Ethics and Compliance Committee
	2-13	Delegation of responsibility for managing impacts	Sustainability Strategy; Governance & Ethics
	2-14	Role of the highest governance body in sustainability reporting	Corporate Governance; Sustainability Strategy
	2-15	Conflicts of interest	Ethics & Compliance
	2-16	Communication of critical concerns	Ethics & Compliance
	2-17	Collective knowledge of highest governance body	Corporate Governance
	2-18	Evaluation of performance of the highest governance body	The performance of the Board and its committees is periodically reviewed through internal governance processes and shareholder oversight.
	2-19	Remuneration policies	People at Nobel Energy
	2-20	Process to determine remuneration	People at Nobel Energy
	2-21	Annual total compensation ratio	People at Nobel Energy
	2-22	Statement on sustainable development strategy	CEO Message; Sustainability Strategy

GRI Standard	Disclosure	Description	Location in Report
GRI 2: General Disclosures 2021			
	2-23	Policy commitments	Code of Conduct; Human Rights; QHSE Commitment (and related sections throughout the report)
	2-24	Embedding policy commitments	Sustainability Strategy; Ethics & Compliance
	2-25	Processes to remediate negative impacts	Ethics & Compliance
	2-26	Mechanisms for seeking advice and raising concerns	Ethics & Compliance; Available Feedback Channels
	2-27	Compliance with laws and regulations	Governance & Ethics
	2-28	Membership associations	Sustainability Strategy; Nobel Energy Group
	2-29	Approach to stakeholder engagement	Stakeholder Engagement
	2-30	Collective bargaining agreements	Not disclosed
GRI 3: Material Topics 2021			
	3-1	Process to determine material topics	Materiality Assessment
	3-2	List of material topics	Materiality Matrix
	3-3	Management of material topics	Throughout the report

GRI Standard	Disclosure	Description	Location in Report
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Economic Value Table
GRI 202: Market Presence 2016	202-2	Proportion of senior management hired from the local community	Our People – General Indicators
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Renewable Energy Projects; Community Engagement & Sponsorship
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Sustainable Supply Chai Management – Supply Chain Indicators
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Energy Management & Efficiency
GRI 303: Water and Effluents 2018	303-5	Water consumption	Water Management
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Air Emissions & Compliance
	305-2	Energy indirect (Scope 2) GHG emissions	Air Emissions & Compliance
GRI 306: Waste 2020	306-3	Waste generated	Waste Management
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Our People – Workforce Data Tables
GRI 403: Occupational Health and Safety 2018	403-9	Work-related injuries	Our People – Workforce Data Tables

GRI Standard	Disclosure	Description	Location in Report
GRI 404: Training and Education 2016	404-1	Average hours of training per employee	Talent Development & Learning
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Diversity, Equity & Inclusion; Workforce Data Tables

Contact us

We value the feedback and recommendations of our stakeholders and are open to any suggestions that will help improve our Sustainability Report and performance.

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