

ANNUAL

ESG REPORT



EDrill-1

Type of rig: Tender assist rig
Year built: 2014
Location: Gulf of Thailand



EDrill-2

Type of rig: Tender Assist Rig
Year built: 2014
Location: Gulf of Thailand



Guo Hai Tai He

Type of rig: Semi-Tender Assist Rig
Year built: 2021
Location: Andaman Sea PTTEPI



T-15

Type of rig: Tender Assist Rig
Year built: 2013
Location: Gulf of Thailand



T-16

Type of rig: Tender Assist Rig
Year built: 2013
Location: Malaysia



Vencedor

Type of rig: Semi-Tender Assist Rig
Year built: 2009
Location: Gulf of Thailand

2025

energy drilling 

Your Partner in Drilling

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EXECUTIVE SUMMARY



In 2025, Energy Drilling continued to strengthen its ESG framework, building on its compliance-led foundation and expanding disclosure across governance, environmental, and social topics. The year also marked further implementation of key policy architecture formalised in 2024, including the revised Code of Conduct, Human Rights Policy, Business Partner and Supplier Code of Conduct, integrity due diligence controls, and enhanced internal reporting processes.

During the year, the company completed a double materiality assessment to strengthen prioritisation of ESG topics across reporting, risk management, and stakeholder considerations. This process confirmed that the most material issues for Energy Drilling remain those most closely linked to operational integrity, workforce safety, environmental performance, business conduct, and stakeholder trust.

Governance performance remained strong in 2025. Mandatory anti-corruption training reached full completion across relevant personnel, with no breaches of ethical guidelines, no ESG-related investigations or lawsuits, and no whistleblowing cases requiring management intervention. One phishing-related account compromise occurred during the year, but it was contained promptly and resulted in no financial loss, material data loss, or critical system downtime.

From a social perspective, the workforce grew to 293 employees, with no lost-time injuries recorded during the year and limited recordable injury outcomes overall. Safety performance remained stable in a high-risk operating environment, while diversity remains an area for continued development, particularly at leadership level. Environmental performance reflected stronger visibility of emissions, waste, energy use, and upstream supply-chain carbon data. The company reported Scope 1 emissions of 4,460 tCO₂e, Scope 2 emissions of 67 tCO₂e, and Scope 3 emissions of 86,716 tCO₂e, with total waste of 1,479.5 tonnes and a recycling ratio of 40.0%. Fuel-efficiency monitoring, client engagement on power management, and a supplier carbon data collection exercise supported progress during the year. Two spill events occurred, including one significant synthetic drilling fluid discharge to sea.

Overall, 2025 reflected continued strengthening of Energy Drilling's ESG framework, supported by improved policy architecture, governance controls, risk prioritisation, and reporting discipline. Further progress is expected through broader stakeholder engagement, continued application of double materiality findings, more structured diversity and inclusion planning, continued human rights due diligence implementation, and further development of practical climate and emissions management measures.



CEO STATEMENT

In 2025, Energy Drilling continued to strengthen its operating platform as a responsible offshore drilling contractor while adapting to the greater transparency expected of a listed business. The year was characterised by high operational activity, workforce growth, continued emphasis on safety and compliance, and a more structured approach to environmental, social, and governance reporting.

Our ESG journey remains grounded in the realities of our business. We operate in a high-risk, fuel-intensive sector where safety, environmental stewardship, ethical conduct, and respect for people are inseparable from operational performance. During the year, we maintained robust governance controls, completed mandatory anti-corruption training across relevant personnel, and continued to build our compliance, human rights, and supplier due diligence framework.

At the same time, 2025 also highlighted areas that require continued attention. Two environmental spill events occurred, including one significant synthetic drilling fluid discharge to sea.

These events were investigated and corrective actions were implemented. They reinforced the importance of equipment integrity, escalation discipline, and operational vigilance. The company continued in 2025 to build on its compliance-led foundation and further integrate ESG considerations into governance, operations, and reporting. Meaningful progress was made during the year, while further work remains in areas including stakeholder engagement, diversity, application of materiality findings, and longer-term climate planning.

Our commitment remains clear: to operate safely, ethically, and responsibly; to strengthen trust with clients, employees, investors, regulators, and communities; and to continue building an ESG framework that is practical, transparent, and fit for our sector.

Mavis Chen



ENVIRONMENTAL HIGHLIGHTS



In 2025, Energy Drilling strengthened the visibility of its environmental performance through more structured reporting of emissions, waste, spills, and upstream supply-chain carbon data. The company reported Scope 1 emissions of **4,460 tCO₂e**, Scope 2 emissions of 67 tCO₂e, and Scope 3 emissions of 86,716 tCO₂e, alongside total waste generation of 1,479.5 tonnes and a recycling ratio of 40.0%.

Fuel-efficiency efforts remained focused on practical operational controls, including power monitoring, engine-load management, and engagement with clients on efficient operating practices. Two spill events occurred during the year, reinforcing the importance of containment integrity, escalation discipline, and environmental control effectiveness.

SOCIAL HIGHLIGHTS



Energy Drilling's social performance in 2025 reflected continued workforce growth, stable safety outcomes, and ongoing focus on employee wellbeing and fair treatment across a high-risk operating environment. The company employed 293 people at year-end, with employees contributing **724,080 manhours** and contractors and service partners contributing 929,652 manhours on site.

No lost time injuries were recorded during the year, while total recordable injuries remained limited. The company continued to strengthen competency development, safety culture, and human rights controls across its operations and supply chain. Community support remained locally focused, including assistance provided for flood relief efforts in Thailand during severe weather impacts.

GOVERNANCE HIGHLIGHTS



Governance remained a core pillar of Energy Drilling's ESG performance in 2025, supported by a reinforced policy framework, active management oversight, and continued development of internal control processes.

Mandatory anti-corruption training reached 100% completion across relevant personnel, with no recorded breaches of ethical guidelines, no ESG-related lawsuits or investigations, and no whistleblowing cases requiring management action.

The company continued to strengthen business partner due diligence, supplier conduct expectations, and human rights-related controls. One cyber incident occurred during the year, but it was contained promptly and did not result in any material business impact.

ABOUT ENERGY DRILLING

Who we are



Energy Drilling is an offshore drilling contractor providing tender-assist and offshore drilling services in Southeast Asia. The company operates in a technically demanding and high-risk environment, where operational reliability, workforce competence, process discipline, and strong client relationships are central to business performance.

As at 31 December 2025, the company employed 293 full-time employees.

During the year, employees contributed 724,080 manhours and contractors and consultants contributed 929,652 manhours on site. The company's operations continued to involve work in jurisdictions that require close attention to safety, compliance, sanctions, human rights, and business integrity controls.

Energy Drilling's ESG approach is shaped by the realities of offshore drilling. The company has limited direct control over the downstream lifecycle emissions associated with the energy value chain and, in some areas, limited operational discretion over power demand profiles due to customer and operational requirements. Nevertheless, the company recognises that environmental stewardship, workforce wellbeing, and sound governance are essential elements of sustainable value creation.

ESG Approach and Reporting Basis

This report summarises Energy Drilling's ESG performance for calendar year 2025. It is intended to present the company's current position in a clear and balanced manner, drawing on existing management system controls, ESG datasets, compliance reporting, incident records, and operational performance information.

Disclosures in this report are based on the company's current reporting scope and the data presently available across environmental, social, and governance topics. Where metrics are established, they are presented quantitatively. Where systems or methodologies are still developing, the report provides qualitative narrative and relevant explanatory notes.

Energy Drilling's ESG framework continues to develop from a strong compliance and ethics base. Over recent years, the company has formalised and updated key governance documents, including its Code of Conduct, Human Rights Policy, Business Partner and Supplier Code of Conduct, Integrity Due Diligence Procedure, and procedures for reporting alleged misconduct. In parallel, ESG-related reporting has expanded to include greenhouse gas emissions, supply chain screening, climate-related risk considerations, more structured internal risk identification, and targeted supplier carbon data collection to strengthen understanding of upstream Scope 3 emissions.

The company will continue to strengthen ESG disclosures over time in line with business needs, stakeholder expectations, and reporting maturity



ESG Governance and Oversight



Energy Drilling's ESG governance is embedded within its broader management, compliance, and operational control framework. Oversight is exercised through the Board, Chief Executive Officer, and senior management, supported by management functions responsible for safety, compliance, risk, procurement, legal, finance, and human resources. ESG matters are addressed through the company's established governance, risk, compliance, and operational management processes rather than through a standalone sustainability structure.

Management implementation is led through the Head of QHSSE, who has direct responsibility for maintaining and improving the compliance and ethics programme and for supporting the company's wider ESG controls. This function is supported by a cross-functional Compliance and Ethics Committee comprising representatives from key departments. The committee reviews implementation, monitors risk updates, assesses control effectiveness, and supports programme development.

In 2025, Energy Drilling continued to operate within a policy architecture aligned with recognised international standards and guidance, including ISO 45001, ISO 31000, ISO 37301, ISO 26000, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct. These frameworks continue to inform the company's internal governance model and ongoing programme development.





Governance Oversight



The company's whistleblowing and speak-up framework remains in place through its established reporting channels, including line management escalation, designated management contacts, and the dedicated reporting channel. The company continues to maintain a non-retaliation position in respect of good-faith reporting.

ESG governance continued to strengthen during 2025 through clearer management ownership, more structured committee oversight, and closer integration of compliance, risk, and reporting processes. Further work in 2026 will focus on strengthening ESG reporting, stakeholder engagement, and management review processes across the reporting cycle.

Governance mechanisms relevant to ESG include:

- Board and senior management oversight of safety, compliance, and emerging ESG matters
- Management-led policy review and approval
- Integrity due diligence and sanctions screening of business partners
- Anti-corruption and Code of Conduct training
- Incident and misconduct reporting through established channels
- Internal audit and management review processes
- Risk identification and prioritisation through a structured risk management approach



MATERIAL ESG TOPICS AND RISK CONTEXT

In 2025, Energy Drilling completed a double materiality assessment to further strengthen its understanding of the ESG topics most relevant to its business model, stakeholders, and operating environment. Consistent with industry practice, the assessment considered both the financial effects of ESG matters on the company and the impacts of the company's activities on people, the environment, and wider stakeholders. The assessment confirmed that the most material topics for the business are those that sit closest to operational integrity, people risk, environmental performance, and stakeholder trust.

**Strengthening ESG
risk management
and long-term
resilience**



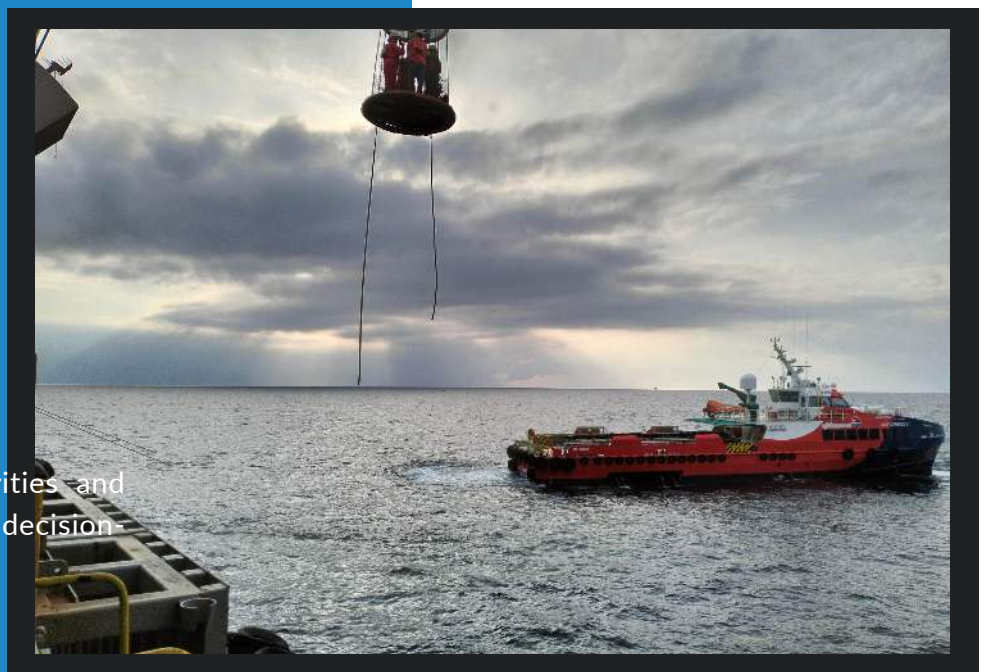
The most relevant topics currently include:

- Health, safety, and process discipline in offshore operations
- Environmental spill prevention and containment integrity
- Fuel use, greenhouse gas emissions, and emissions transparency
- Human rights and labour standards in own operations and the supply chain
- Anti-corruption, sanctions compliance, and third-party due diligence
- Cybersecurity and data protection
- Workforce capability, retention, and organisational culture
- Diversity, inclusion, and equitable access to opportunity

The company's current ESG risk profile reflects the nature of offshore drilling. Safety and process failures can have immediate human, environmental, contractual, and reputational consequences. Operations in higher-risk jurisdictions require strong controls around corruption, labour practices, local vendors, and sanctions. The company also remains exposed to climate-related pressures through fuel-intensive operations, evolving client expectations, and more demanding investor and regulatory disclosure requirements.

In 2025, environmental incident management, internal control effectiveness, supply chain due diligence, grievance mechanisms, and data integrity remained prominent ESG priorities across the business. Energy Drilling's material ESG priorities remain closely linked to operational performance, risk control, and stakeholder trust. In practice, this means maintaining strong controls to protect people, prevent harm, manage environmental impacts, and demonstrate responsible conduct in a high-risk sector.

The results inform our priorities and support resilient, responsible decision-making across the business.



Environmental

Environmental Performance Overview

Energy Drilling's environmental performance in 2025 was defined by four main themes: emissions transparency, upstream supply-chain emissions visibility, fuel efficiency efforts, and spill management. As a drilling contractor operating in a fuel-intensive environment, the company's environmental footprint is driven primarily by energy use associated with offshore operations, while supplier-related emissions remain an important part of its broader value-chain profile. Spill prevention and containment integrity also remain critical environmental priorities due to the nature of marine operations.

In 2025, the company reported Scope 1 emissions of 4,460 tCO₂e, Scope 2 emissions of 67 tCO₂e, and Scope 3 emissions of 86,716 tCO₂e. Total energy consumption under the current ESG reporting template was 96,283 kWh. Total waste generated was 1,479.5 tonnes, comprising 1,326.0 tonnes of non-hazardous waste and 153.5 tonnes of hazardous waste. The recycling ratio was 40.0%. The year-on-year increase in environmental footprint indicators largely reflects higher operational activity, with between four and six rigs in operation during 2025.

During the year, the company completed a supplier carbon data collection exercise covering 196 active suppliers for the 2024 reporting year. Responses were received from 29 suppliers, with total reported supplier emissions of 896,858 tCO₂e. This provided an initial upstream supplier-emissions baseline and highlighted the need for stronger supplier engagement, verification, and data quality. The results are not directly comparable to the company's reported Scope 3 KPI, as they reflect supplier-reported emissions rather than Energy Drilling's consolidated Scope 3 inventory boundary.

The company also recorded two spill events during the year. One was a smaller Tier 1 interface discharge of less than one barrel. The second was a more significant synthetic drilling fluid discharge to sea of approximately 99 barrels. Both events were investigated and corrective actions were implemented.

Climate and Energy

Energy Drilling has not established a formal science-based greenhouse gas reduction target. The company's current focus remains on fuel-efficiency measures, engine-load optimisation, and improved emissions transparency across offshore operations. In parallel, the company continues to engage with clients on practical opportunities to reduce fuel demand and improve operating efficiency where feasible. During 2025, the company also completed a supplier carbon data collection exercise covering 196 active suppliers for the 2024 reporting year. Responses were received from 29 suppliers, representing a 15% response rate, and only four suppliers reported third-party verification of emissions data. Total reported supplier emissions from this exercise amounted to 896,858 tCO₂e, with the majority concentrated in upstream oil and gas services and steel and metal manufacturing. These results are being used as an upstream supplier-emissions baseline for supplier engagement, emissions transparency, and future Scope 3 reporting improvement. They are not directly comparable to the company's reported Scope 3 KPI, which is prepared on a separate reporting basis and reflects Energy Drilling's own current inventory boundary.

That said, Energy Drilling continued in 2025 to pursue operational fuel-efficiency and power-management measures where practicable. These included closer monitoring of power demand, increased management attention to engine loading, greater awareness of opportunities to reduce unnecessary engine use, and benchmarking of fuel consumption performance across rigs and activities. The company also engaged with clients on fuel performance trends and on opportunities to improve energy efficiency within operational constraints and safety.

Current climate action is focused on operational discipline, transparency of reporting, and incremental efficiency rather than large-scale structural decarbonisation. Priority actions remain improvement of data quality, development of a more formal transition roadmap, and identification of realistic emissions intensity measures within the company's operational influence.





Pollution, Spills and Water

The company recorded two spill events in 2025. The first was a minor uncontrolled interface discharge of less than one barrel during displacement activity. The second was a Tier 1 Loss of Primary Containment involving damage to a 12-inch mud return line, resulting in an estimated 99 barrels of synthetic drilling fluid discharged to sea.

These events were significant because they illustrate different aspects of environmental risk. The smaller event highlighted the importance of line clearance, monitoring, and basic control of operating conditions. The larger event exposed weaknesses in source identification, escalation discipline, and equipment condition monitoring in a marine environment.

Corrective actions implemented during the year included replacement of damaged hose sections, additional physical protection and separation measures, more structured hose management controls, reinforcement of Stop Work Authority, and stronger verification expectations in response to unexplained fluid losses. These actions were practical and directly linked to the underlying causes observed.

For ESG reporting purposes, emissions to water were assessed separately from normal treated discharge streams. The company tracks treated sanitary discharge and processed oily water in accordance with regulatory controls. No emissions of EU Water Framework Directive priority substances were identified for 2025 reporting, and the reportable value under this definition is therefore 0 tonnes.

Waste and Resource Use

Waste management remained a steady but important component of environmental performance in 2025. Total waste amounted to 1,479.5 tonnes, with 1,326.0 tonnes categorised as non-hazardous and 153.5 tonnes as hazardous. The recycling ratio for the year was 40.0%.

Waste performance is influenced by campaign activity, supply chain inputs, client specifications, vessel logistics, and waste reception arrangements in operating jurisdictions. The company's focus remains on segregation discipline, responsible disposal, and practical waste minimisation

Environmental Position

Overall, environmental performance in 2025 reflected improved visibility of emissions, waste, and energy data, together with a clear reminder of the importance of effective spill prevention and response. The 99-barrel spill reinforced the need for continued focus on execution, escalation discipline, and condition monitoring in practice.



Social



Empowering Futures: Energy Drilling's Commitment to Inclusivity and Community

Social performance in 2025 was defined by five main themes: workforce growth, safety performance, diversity and inclusion, human rights and labour practices, and community contribution. As an offshore drilling contractor operating in a high-risk and labour-intensive environment, Energy Drilling's social profile is closely linked to workforce capability, safe working conditions, fair treatment, and the strength of its organisational culture across both offshore and shore-based operations.

Workforce and Organisational Profile

In 2025, Energy Drilling's workforce grew to 293 employees, up from 246 at the end of the prior year. This reflects ongoing operational activity and the company's role as an employer in the offshore sector. Employees contributed 724,080 manhours during the year, while contractors and service partners contributed 929,652 manhours on site.

Voluntary turnover for the year was 11.5%, with 31 employees leaving the company on their own initiative. This should be viewed in the context of ongoing competition across Southeast Asia for highly skilled offshore personnel, together with the effects of an ageing workforce in parts of the sector. Short-term sick leave totalled 1,260 hours and long-term sick leave totalled 2,460 hours. These figures do not indicate a workforce under abnormal stress, but they do reinforce the importance of retention, supervision, succession planning, and employee support in a physically demanding and rotational operating environment.

Our Social Policies

01 Diversity, Equity, and Inclusion

Diversity and inclusion remains an important area for further development. In 2025, women represented 9.2% of the workforce. There were three male employees in senior executive management. The Board comprised seven members, with one female Board member.

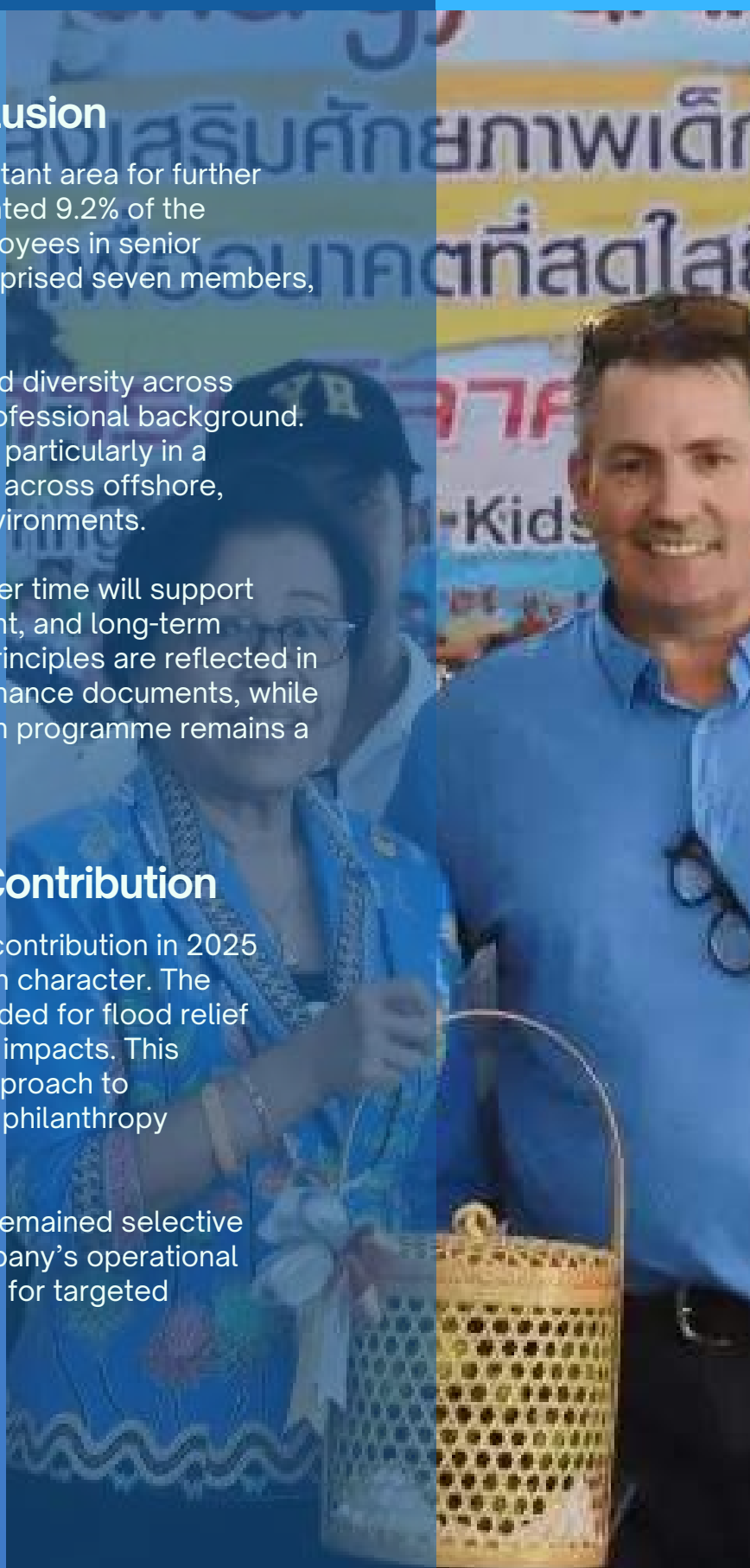
The company's workforce reflects broad diversity across nationality, culture, religion, age, and professional background. This diversity is an operational strength, particularly in a business that depends on collaboration across offshore, onshore, technical, and client-facing environments.

Strengthening diversity and inclusion over time will support workforce resilience, talent development, and long-term organisational performance. Inclusion principles are reflected in the Code of Conduct and related governance documents, while a more structured diversity and inclusion programme remains a development priority.

02 Community and Social Contribution

Energy Drilling's community and social contribution in 2025 remained modest in scale but relevant in character. The most visible example was support provided for flood relief efforts in Hat Yai during severe weather impacts. This reflects a practical, locally grounded approach to community support rather than a formal philanthropy programme.

Community investment during the year remained selective and locally focused, reflecting the company's operational footprint and the opportunities available for targeted support.



Our Social Policies

03 Safety and Wellbeing

The company's social performance remains closely tied to safety outcomes. In 2025, no lost time injuries were recorded and LTIF remained at zero. Medical treatment cases totalled 1, restricted work cases 2, and total recordable injuries 3. This reflects controlled safety performance in a high-risk sector and continued focus on frontline safety culture, competency, and behavioural reinforcement.

The broader incident record indicates that most injuries were hand, finger, or line-of-fire related. Although generally low in severity, the recurrence of similar event types shows that hazard awareness, task discipline, communication, and manual handling controls remain important operational themes.

The company continues to invest in training, compliance reinforcement, and competency development, including expert training providers, safety leadership coaches, and external auditors. Safety performance therefore reflects both outcome measures and the strength of operational discipline and care for people across the organisation.



04 Human Rights and Labour Practices

During 2025, Energy Drilling continued to embed the Human Rights Policy and Business Partner and Supplier Code of Conduct that were formalised in 2024, together with the ongoing application of its integrity due diligence controls. The company's human rights position is anchored in the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.

For Energy Drilling, the most material human rights risks are more likely to arise in the supply chain, recruitment channels, higher-risk jurisdictions, and contractor environments than in corporate office settings. Current controls therefore focus on screening, supplier expectations, contractual standards, and escalation routes.

This area continued to develop during 2025 and is now reflected more clearly within the company's governance architecture and supplier oversight framework.

GOVERNANCE

Governance in Energy Drilling

Governance performance in 2025 was defined by four main themes: ethics and compliance, business partner due diligence, cybersecurity and data governance, and the continued strengthening of internal control architecture. For Energy Drilling, governance is closely connected to responsible conduct in high-risk jurisdictions, management discipline, supply chain oversight, and the protection of stakeholder trust

Strengthening ethics, compliance, and accountability across all operations.



01. Ethics, Compliance and Anti-Corruption

Governance remained one of Energy Drilling's stronger ESG pillars in 2025. The company reported 100% completion of mandatory anti-corruption e-learning across relevant personnel, reinforcing the company's zero-tolerance approach to bribery and unethical conduct.

No breaches of ethical guidelines were reported during the year. No ESG-related investigations or lawsuits were recorded. No whistleblowing cases requiring management intervention were reported. These results support the view that the company's compliance and ethics framework is functioning as an active control environment rather than a purely documentary exercise.

Energy Drilling's governance foundation is now supported by a more complete suite of policies and procedures than in prior years. These include the revised Code of Conduct, Human Rights Policy, Business Partner and Supplier Code of Conduct, Integrity Due Diligence Procedure, and procedures for reporting alleged misconduct and managing insider trading obligations.

02. Business Partner Due Diligence and Supply Chain Controls

Due diligence and supply chain governance are increasingly important to the company's governance maturity, particularly given its operating jurisdictions and dependence on local vendors, manning agents, and service providers. The company's Integrity Due Diligence Procedure establishes a risk-based process for screening business partners, identifying red flags, determining whether enhanced due diligence is required, and applying monitoring and mitigation measures where appropriate.

This framework is strengthened by the company's Supplier Code of Conduct, which sets out expectations relating to human rights, labour standards, environmental responsibility, anti-corruption, sanctions, money laundering, data protection, fair competition, conflicts of interest, whistleblowing, and reporting obligations.

Together, these measures provide the company with a documented basis for setting expectations of responsible conduct across relevant parts of its supply chain. During 2025, this was supported by completion of a supplier carbon data collection exercise to strengthen visibility over upstream emissions and supplier reporting maturity. Continued strengthening of supplier ESG assurance, follow-up, and emissions data quality remains a prior

GOVERNANCE

03. Cybersecurity and Data Governance

In 2025, the company recorded one cyber incident that resulted in compromise of a user account. The compromised account was used for credential-mining activity and for the distribution of more than 500 emails to internal users, vendors, and clients. The incident did not result in financial loss, loss of data, loss of integrity, or other material loss, and was contained and resolved within 30 minutes of being reported. No cyber events resulting in critical business system downtime were recorded.

The company also recorded 1,055 attempted IT breaches during the year, compared with 413 in 2024. The increase reflects both the external threat environment and improved monitoring visibility following the implementation of Sophos MDR in the prior year. Offshore operations, third-party systems, and growing data expectations mean that cybersecurity remains an ongoing governance priority, and cyber and data protection continue to be treated as active risk themes requiring continued attention.

04. Governance Position

Taken together, Energy Drilling's governance performance in 2025 reflects a business with a strong compliance foundation and continued improvement in ESG-related control architecture. The strongest features are the tone from the top, policy framework, due diligence procedures, anti-corruption discipline, and the absence of material ethics incidents or cyber events resulting in material loss or critical system downtime.

Further development will focus on strengthening stakeholder engagement, formalising materiality processes, embedding more structured management review, and continuing to improve disclosure architecture.

2026 PRIORITIES AND OUTLOOK

In 2026, Energy Drilling will continue to strengthen its ESG framework in a manner aligned with the company's operating model, risk profile, and stakeholder expectations. The focus will remain on practical improvements in governance, reporting quality, environmental control, and social performance, while continuing to build a more structured and externally credible ESG platform over time.

The company's climate response will continue to focus on fuel efficiency, monitoring, transparency, and customer-linked optimisation, consistent with the operational realities of offshore drilling and the degree of control available over key emissions drivers.

Key priorities for 2026 include:

01 **double materiality**

Continued integration of the double materiality assessment into reporting, prioritisation, and structured stakeholder engagement processes.

02 **cyber hardening**

Further strengthening of cybersecurity policies and pursuing ISO27001 compliance.

03 **climate reporting**

Continued development of climate-related reporting, including clearer methodology, reporting boundaries, and practical emissions-efficiency actions.

04 **spill prevention**

Reinforcement of spill prevention, containment integrity, and escalation discipline.

05 **due diligence**

Greater operationalisation of human rights due diligence across procurement, manning, and supplier engagement

06 **Scope 3**

Strengthening of supplier carbon data collection, with targeted follow-up on high-emitting suppliers and improved verification of upstream emissions data.

Energy Drilling continued to strengthen its ESG framework in 2025 through improved environmental transparency, stable social performance, and a robust governance foundation. The year also highlighted areas for continued focus, including spill prevention, diversity, supplier data quality, and further integration of ESG into management processes.

Environmental

- Improved visibility of emissions, waste, and energy data
- Supplier carbon survey completed to establish an upstream emissions baseline
- Two spill events investigated with corrective actions implemented



Social

- Workforce grew to 293 employees
- Zero lost time injuries recorded in 2025
- Continued focus on competency, wellbeing, and human rights due diligence



Governance

- 100% anti-corruption training completion
- No ethical breaches, ESG-related lawsuits, or material cyber losses recorded
- Stronger supplier due diligence and compliance controls embedded across the business



As Energy Drilling moves into 2026, the company remains focused on disciplined execution, transparent reporting, and responsible operations. With stronger foundations now in place, the next phase will centre on applying ESG insights more consistently across decision-making, stakeholder engagement, and long-term value creation.



Corporate & Contact Information

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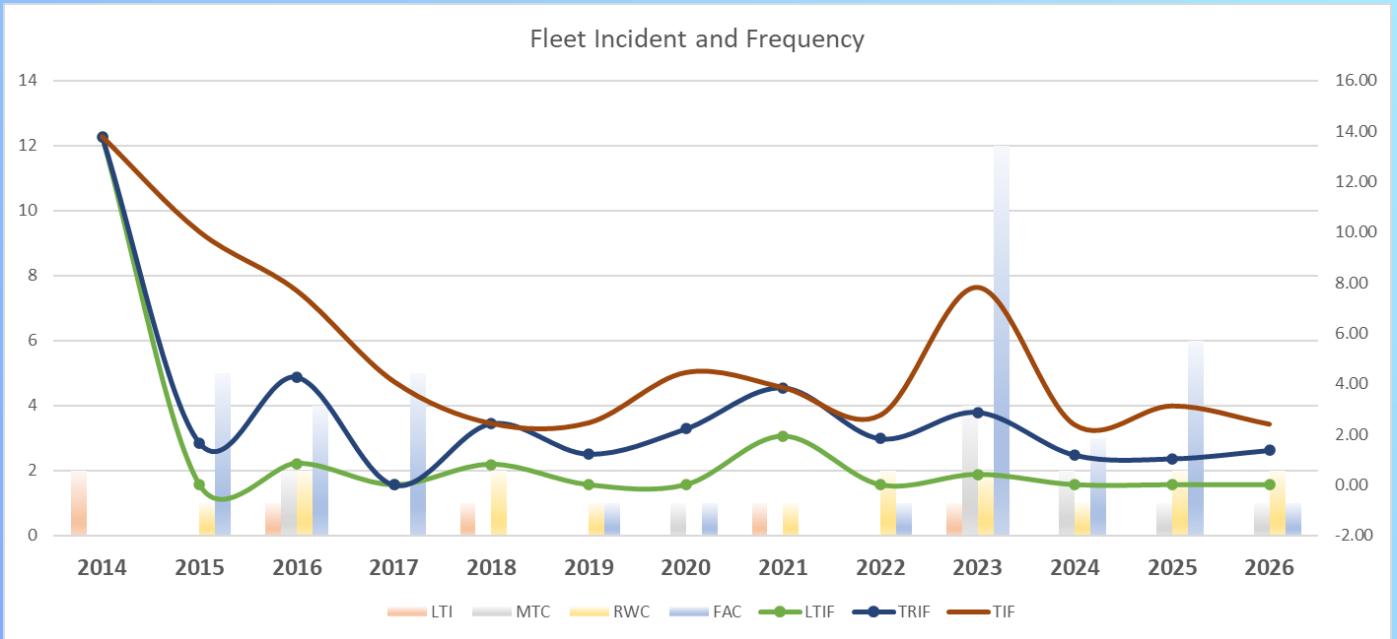
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ANNEX A: 2025 ESG KPI SUMMARY

Key ESG metrics and performance across fiscal years



Training and development	2023	2024	2025
Completed Training Ratio (number of employees that have undertaken Code of Conduct training in percentage of total employees)	100%	100%	100%
Anti-corruption e-learning: Completed Training Ratio (number of employees that have completed the UN’s e-learning, “The Fight Against Corruption” in percentage of total employees)	87%	99%	100%
Employee Training Frequency (average frequency in which employees are made aware of Code of Conduct)	Every 12 months	Every 12 months	Every 12 months
Completed Training Ratio (total number of employees that have undertaken mandatory training in percentage of total employees)	85%	72%	92%

Health and safety	2023	2024	2025
Observation cards submitted	105,906	157,519	179,497
High Potential Incidents (HiPo – Incident where the worst PROBABLE outcome is a fatality)	0	3	2
High Potential Incidents Frequency	0	1.18	0.69
Lost Time Injuries (LTI - number of injuries with absence or death)	1	0	0
Total Recordable Injury Frequency	2.88	1.18	1.04
Operational	2023	2024	2025
Revenues in percentage of total revenue received from operations or business partners in countries with perceived high risk of corruption	100%	100%	100%
Number of integrity due diligence carried out on business partners in percentage of total new business partners	5	3	2
Number of suspicious transactions investigated	0	0	0
Number of identified security / IT breaches attempts	447	413	1055

Human resources	2023	2024	2025
Number of reporting based on the company Notification Channel	0	0	0
Number of disciplinary actions in respect of employees	0	4	3
Environment	2023	2024	2025
Recordable spill to the environment (LOPC1)	0	0	2
Recordable spill outside bunding (LOPC2)	1	0	1
Overall compliance and ethics	2023	2025	2025
Number of compliance and ethics risks identified for improvement (as per schedule above)	0	5	0
Number of investigations/queries in respect of regulatory authorities	0	0	0

Appendix B – Reporting Notes and Limitations

This report has been prepared using currently available internal ESG templates, greenhouse gas reporting outputs, compliance and ethics reporting, policy documentation, and operational incident records. It reflects the company's current reporting scope, methodology, and data availability for 2025.

Key limitations include:

- The company will continue to strengthen the application of double materiality findings across future disclosures, stakeholder engagement, and management processes.
- Some environmental metrics used by larger listed peers, such as NOx, SOx, biodiversity-sensitive operating exposure, and other detailed non-GHG environmental indicators, are not yet comprehensively tracked or disclosed in this report.
- Climate target-setting remains constrained by business model realities and by the degree of operational control available to the company in relation to fuel demand.
- The total energy consumption figure is reported in accordance with the current ESG template structure and should be read together with the company's greenhouse gas disclosures. Refinement of energy reporting methodology remains an area for future improvement.
- Community contribution data remains more qualitative than quantitative.
- Certain comparative ESG data series remain incomplete outside the specific KPI categories already established in the company's compliance and ESG reporting tools.
- The supplier carbon data collection exercise completed in 2025 provides an important upstream Scope 3 baseline, but response rates, verification coverage, and methodology consistency across suppliers remain limited and will require further improvement in future reporting cycles.

These points reflect the company's current reporting basis and identify the main areas for further strengthening in future ESG disclosures.