



ESG data sheet

2025

ITHACA
ENERGY

Environmental data

Emissions and Climate

Energy use	UNIT OF MEASURE	2025
Energy used in operations	TJ	6507.8
Fuel gas	TJ	3909.2
Diesel	TJ	1229.9
Fuel use	UNIT OF MEASURE	2025
Fuel gas - Total Group	tonnes	85,405
Diesel	tonnes	28,892
Energy intensity	UNIT OF MEASURE	2025
Energy intensity - Total	TJ per tonne of production	0.26
Direct greenhouse gas emissions (Scope 1)	UNIT OF MEASURE	2025
GHG emissions operated facilities - gross operated	000 tonnes CO ₂ eq	438
GHG intensity - gross operated	kg CO ₂ eq per boe	17.2
GHG emissions (equity share) - operated + non-operated	000 tonnes CO ₂ eq	891
GHG intensity - net equity	kg CO ₂ eq per boe	33
Air emissions	UNIT OF MEASURE	2025
CO ₂ (Carbon dioxide)	tonnes	391,087
CH ₄ (Methane)	tonnes	1,208
N ₂ O (Nitrous oxide)	tonnes	22
VOCs (Volatile organic compounds)	tonnes	125
NO ₂ (Nitrogen dioxide)	tonnes	22
SO ₂ (Sulphur dioxide)	tonnes	115
CO (Carbon monoxide)	tonnes	704
Indirect greenhouse gas emissions	UNIT OF MEASURE	2025
Scope 2 (market-based)	000 tonnes CO ₂ eq	0.5
Scope 3 (GHG Protocol Scope 3 category)	000 tonnes CO ₂ eq	15,228
Purchased good and services (Cat 1)	000 tonnes CO ₂ eq	281
Upstream transportation and distribution (Cat 4)	000 tonnes CO ₂ eq	166
Business travel (Cat 6)	000 tonnes CO ₂ eq	1
Use of sold products (Cat 11)	000 tonnes CO ₂ eq	14,780
Flaring and venting	UNIT OF MEASURE	2025
Flaring	tonnes of gas	28,132
Routine	tonnes of gas	10,712
Non-Routine	tonnes of gas	15,586
Emergency	tonnes of gas	1,833
Flaring intensity	tonnes per mBOE produced	1.3
Venting	tonnes of gas	522
Venting Intensity	tonnes per mBOE produced	0.02
Other climate change risk-related metrics	UNIT OF MEASURE	2025
Remuneration linked to emissions reduction and intensity	%	10.0
Internal carbon pricing sensitivity	£/tonne	41.0
Total capital spend on decommissioning oil and gas infrastructure	USD mn	74.6
Spend on energy transition activities	USD mn	99.3
Spend on energy transition activities (excl. decommissioning)	USD mn	24.7
Emission reductions		
Spend on emission reduction activities	USD mn	24.5
Number of live emission reduction activities	#	3
Emissions Trading Scheme		
Spend on emissions trading scheme credits	GBP mn	13.8
Amount of credits surrendered	# UKA	380,441

Environmental data

Waste, Water & Spills

Effluent releases	UNIT OF MEASURE	2025
Planned effluent releases		
Discharged produced water	million tonnes	5
Average oil in produced water	mg/l	7.0
Oil in produced water	tonnes	30
Unlanned effluent releases		
Total unplanned releases to Sea	#	10
Total significant releases	#	1
Total hydrocarbon releases	#	9
Quantity of hydrocarbon released the environment (to sea)	tonnes	0.3
Total chemical releases	#	1
Quantity of chemical released to the environment (to sea)	tonnes	4.7
Gas release incidents	#	1
Quantity of gas released to the environment	tonnes	0.2
Gas release incidents	tonnes CO2e	5.5
Water	UNIT OF MEASURE	2025
Total water consumption from all areas	tonnes	50,309
Municipal (potable) water (bunkered onto offshore assets)	tonnes	50,309
Produced water (through production processes)	million tonnes	16
Produced water reinjected	million tonnes	11
Waste produced onshore	UNIT OF MEASURE	2025
Total waste generated at head office	tonnes	54
Hazardous waste	tonnes	1
Non-hazardous waste	tonnes	53
Diverted from disposal (recycled / re-used)	tonnes	21
Directed to disposal (landfill & waste to energy)	tonnes	32
Waste produced offshore	UNIT OF MEASURE	2025
Total waste generated (from operated assets, drilling activities, subsea activities and decommissioning activities)	tonnes	12,295
Hazardous waste	tonnes	8,120
Non-hazardous waste	tonnes	4,175
Diverted from landfill (hazardous and non-hazardous)	tonnes	8,251
Directed to Landfill (hazardous and non-hazardous)	tonnes	4,044
Drilling	tonnes	1,743
Sludges, Liquids & Tank Washings	tonnes	3,605

Environmental data

Waste, Water & Spills

Waste diverted from landfill	UNIT OF MEASURE	2025
Total hazardous waste diverted from landfill	tonnes	4,115
Preparation for reuse	tonnes	0
Recycling	tonnes	366
Waste to energy	tonnes	563
Incineration without energy recovery	tonnes	1
Other recovery operations	tonnes	3,185
Hazardous waste by source		
Drilling	tonnes	0
Sludges, Liquids & Tank Washings	tonnes	1,906
Total non-hazardous waste diverted from landfill	tonnes	4,135
Preparation for reuse	tonnes	88
Recycling	tonnes	3
Waste to energy	tonnes	1,021
Incineration without energy recovery	tonnes	0.38
Other recovery operations	tonnes	1
Waste directed to landfill (disposal)		
Total hazardous waste directed to landfill	UNIT OF MEASURE	2025
	tonnes	4,005
Hazardous waste by source		
Drilling	tonnes	1,743
Sludges, Liquids & Tank Washings	tonnes	1,698
Total non-hazardous waste directed to landfill	tonnes	40
Non-hazardous waste by source		
Drilling	tonnes	0
Sludges, Liquids & Tank Washings	tonnes	0
Environmental compliance		
Environmental or safety fines	USD mn	0

Social data

Safety

Occupational health and safety	UNIT OF MEASURE	2025
Hours worked - Total Group	million	5.92
Employees	million	1.44
Contractors	million	4.47
Recordable injuries - Total Group	#	10
Work related fatalities	#	0
Lost work day cases	#	6
Restricted work day case	#	3
Medical treatment cases	#	1
Total recordable injury rate (TRIF) - Total Group	cases/mn hours worked	1.70
High potential incidents (HiPos) - Total Group	#	5
HiPos related to production	#	2
HiPos related to drilling	#	1
HiPos related to construction	#	2
HiPos related to travel	#	0
High potential incident rate (HiPoR) - Total Group	cases/mn hours worked	0.84
Near miss - Total Group	#	237
Near miss frequency rate - Total Group	cases/mn hours worked	40.06
Events that resulted in the mobilisation of the onshore emergency management support teams	#	0
Emergency response exercises conducted	#	108
Process safety	UNIT OF MEASURE	2025
Loss of Primary Containment events total	#	10
Tier 1 process safety events	#	0
Tier 2 process safety events	#	0
Tier 3 process safety events	#	10

Social data

HR

Workforce profile	UNIT OF MEASURE	
Workforce total	#	848
Employees	#	770
Contractors	#	78
Male	#	612
Female	#	158
Employees by gender and age	#	770
Male	#	612
Female	#	158
Age <30	#	47
Age 30-50	#	477
Age >50	#	246
Employee recruitment (new employees) by gender and age	#	79
Male	#	56
Female	#	23
Age <30	#	13
Age 30-50	#	42
Age >50	#	24
Employee departures by gender and age	#	117
Male	#	70
Female	#	47
Age <30	#	5
Age 30-50	#	65
Age >50	#	47
Employees made redundant	#	77
Redundancy rate	%	10
Employee net gain/loss by gender	#	-38
Male	#	-14
Female	#	-24
Turnover rate	%	14.4
Male	%	11.4
Female	%	29.7

Social data

HR

Diversity and inclusion		UNIT OF MEASURE	
Employees (excl. contractors)		#	770
Male		#	612
Female		#	158
Gender balance at senior management level (inc. managers from team leader level and above)			
Male		#	29
Female		#	22
Male		%	57
Female		%	43
Diversity of Leadership Team by gender and age (exec. management)			
Male		#	6
Female		#	2
Male		%	75
Female		%	25
Age <30		#	0
Age 30-50		#	5
Age >50		#	3
Diversity of Board by gender			
Male		#	11
Female		#	3
Board tenure			
Less than one year (<1)		#	1
Between 1-3 years		#	7
Between 3-5 years		#	6
Number of Board executives/non-executives			
Executives		#	3
Non-executives		#	11
Performance management		UNIT OF MEASURE	
Employees receiving performance reviews		%	100
Annual discretionary bonuses to eligible employees		%	100
Employee engagement		UNIT OF MEASURE	
Participation rate of group-wide employee engagement survey		%	81
Number of concerns raised by employees that resulted in a formal grievance		#	1
Total number of employees that took parental leave by gender		#	27
Male		#	12
Female		#	15
Percentage of employees entitled to take parental leave		%	100
Organised labour		UNIT OF MEASURE	
Employees covered by a collective bargaining agreement		#	0
Percentage of employees covered by a collective bargaining agreement		%	0

Governance data

Governance

Supply chain and local procurement		UNIT OF MEASURE	2025
New material contracts subject to Supply Chain Contractor Due Diligence		%	100
Estimated Scope 3 Category 1 emissions coverage		%	92%
Supplier safety incidents reported on Ithaca controlled sites		number	64
Suppliers covered by high risk classification		%	15
Supplier performance reviews covering HSE topics		%	100
Supply chain spend with UK registered suppliers		%	91
Security		UNIT OF MEASURE	2025
Significant physical security incidents that directly affected our workforce or assets		number	0
Significant cyber security incidents that directly affected our cyber infrastructure		number	0
Code of conduct		UNIT OF MEASURE	2025
Current employees and direct contract staff trained on the Code		%	100
New employees and direct contract staff receiving induction training on the Code		%	100
Economic contributions		UNIT OF MEASURE	2025
Economic distribution by type			
Operating cost		USD mn	817.3
Royalties		USD mn	1.6
Staff costs		USD mn	189.6
Dividends		USD mn	497.9
Share buybacks		USD mn	0.0
Finance costs		USD mn	264.6
Corporate income tax payments		USD mn	262.9
Community investments (includes charitable donations and sponsorships)		USD mn	0.5