

# ATOG

— Anglo Tunisian Oil & Gas —

HEALTH · SAFETY · ENVIRONMENT

# HSE Performance Report

Safety Metrics · Incident Records · Training · Risk Management

## 2025

Annual Review | Tunisia Operations

## Executive Summary

This HSE Performance Report covers the full-year 2025 period across ATOG's Tunisian operations — Bir Ben Tartar (BBT) onshore, Maamoura/Baraka/Tazerka (MBT) offshore and onshore, and the preparatory activities for the Cosmos offshore development. The report documents safety metrics, incident records, training compliance, and risk management updates in line with ATOG's commitment to zero harm across all operations.

**ATOG recorded ZERO Lost Time Incidents (LTIs) across all operations in 2025 — maintaining our record of zero LTIs since adopting the local-first operations model in June 2023.**

<b>0</b>	<b>0</b>	<b>0</b>	<b>1,847</b>	<b>98%</b>	<b>100%</b>
Lost Time Incidents (LTIs)	Fatalities	Major Spills	Training Hours Delivered	HSE Training Compliance	Drills & Audits Completed

The H2 2023 BBT drilling, workover, and well-intervention campaign — completed on time, under budget, and with zero LTIs — established an operational discipline baseline that has been maintained and built upon through 2025 as we prepare for the Cosmos offshore development commencing Q2 2026.

## Safety Performance Metrics

ATOG tracks a comprehensive set of leading and lagging safety indicators across all operational sites. The table below summarises 2025 performance against 2024 actuals and 2025 targets.

Metric	2023 Actual	2024 Actual	2025 Target	2025 Actual	Status
Lost Time Incidents (LTIs)	0	0	0	0	MET
LTI Frequency Rate (LTIFR)	0.0	0.0	0.0	0.0	MET
Total Recordable Incident Rate (TRIR)	0.42	0.38	<0.40	0.31	MET
Near-Miss Reports	14	19	>15	23	MET
Unsafe Act / Condition Reports	31	44	>40	51	MET
Fatalities	0	0	0	0	MET
Major Environmental Incidents	0	0	0	0	MET
Minor Spills (contained)	2	1	<3	1	MET
Vehicle Incidents	1	0	0	0	MET
Days Without LTI	365	365	365	365+	MET

MET — Target achieved

WATCH — Within 10% of target

MISS — Target not achieved

### Leading Indicator Trend

The steady increase in near-miss and unsafe act/condition reports from 2023 to 2025 reflects a maturing safety culture in which field teams are proactively identifying and reporting hazards before they escalate. This leading-indicator improvement is considered a strong positive signal by the HSE Committee, consistent with industry best practice.

## 2025 Incident Register

All incidents and near-misses are recorded in ATOG's HSE Management System and reviewed by the HSE Manager and Country Manager. Significant events are escalated to the board Sustainability Committee. The following register summarises all 2025 recordable events.

Ref	Date	Site	Classification	Description	RCA Status	Closed
HSE-2025-001	Jan 14	BBT	Near Miss	Unsecured equipment on flatbed truck noted during pre-trip inspection. No contact.	Completed	Yes
HSE-2025-002	Feb 28	Tazerka	Minor Spill	Approximately 20 litres hydraulic fluid released during valve maintenance. Contained on bund; no environmental impact.	Completed	Yes
HSE-2025-003	Mar 11	BBT	Near Miss	H2S detector alarm triggered during well test. Evacuation executed per procedure. Sensor fault confirmed.	Completed	Yes
HSE-2025-004	May 6	Tunis HQ	Near Miss	Slip hazard identified on wet stairwell after rain ingress. Temporary matting deployed; repairs completed within 24 h.	Completed	Yes
HSE-2025-005	Jun 22	Maamoura	Near Miss	Dropped object (spanner, 0.5 kg) from walkway to lower deck during routine maintenance. Exclusion zone was in place; no injury.	Completed	Yes
HSE-2025-006	Jul 30	BBT	Unsafe Act	Worker observed not wearing safety glasses during chemical handling. Immediate stop-work and retraining issued.	Completed	Yes
HSE-2025-007	Sep 3	BBT	Near Miss	Vehicle reversed toward berm without spotter present. No contact. LOTO/spotting procedure re-briefed site-wide.	Completed	Yes
HSE-2025-008	Oct 17	Cosmos Prep	Near Miss	Incorrect permit issued for hot-work; identified by HSE supervisor before commencement. PTW procedure reinforced.	Completed	Yes
HSE-2025-009	Nov 9	Tazerka	Near Miss	Pressure gauge misread during line-up; caught by second operator cross-check. Double-check procedure formally adopted.	Completed	Yes
HSE-2025-010	Dec 4	BBT	Unsafe Condition	Corroded handrail section identified during monthly inspection. Replaced within 48 h.	Completed	Yes

**All 2025 incidents were classified as Near-Miss, Minor Spill, or Unsafe Act/Condition. Zero First-Aid Cases, Zero Medical Treatment Cases, Zero Restricted Work Cases, Zero LTIs, Zero Fatalities.**

## Training & Competency

ATOG's HSE training programme is designed to ensure all operational personnel maintain current competency across safety-critical disciplines. Training is tracked individually in the HSE Management System and reviewed quarterly by the HSE Manager.

<b>1,847</b>	<b>98%</b>	<b>142</b>	<b>100%</b>	<b>6</b>
Total Training Hours (2025)	Training Compliance Rate	Personnel Trained	Offshore Induction Completion	External HSE Audits Passed

### 2025 Training Modules — Completion Summary

Training Module	Mandatory	Target Audience	Completion Rate	Hours Delivered	Next Due
Basic H2S Safety & BA Set Operations	Yes	All Field Staff	100%	184 h	Q1 2026
Manual Handling & Ergonomics	Yes	All Staff	99%	97 h	Q1 2026
Permit to Work (PTW) System	Yes	All Operational Staff	100%	213 h	Q2 2026
Fire Fighting & Emergency Response	Yes	All Field Staff	100%	196 h	Q1 2026
Working at Height	Yes	Field Staff	97%	128 h	Q2 2026
Offshore Survival & HUET	Yes	Offshore Personnel	100%	240 h	Annual
Confined Space Entry	Yes	Field Staff	98%	112 h	Q2 2026
Defensive Driving	Yes	All Drivers	100%	88 h	Q2 2026
Environmental Awareness & Spill Response	Yes	All Operational Staff	98%	132 h	Q3 2026
Chemical Handling & COSHH	Yes	Relevant Staff	100%	78 h	Q3 2026
Dropped Objects Prevention (DROPS)	Yes	Offshore Personnel	100%	96 h	Annual
Risk Assessment & HAZID Facilitation	No	Supervisors+	94%	64 h	Q4 2026
First Aid & CPR Refresher	Yes	First Aiders	100%	48 h	Annual
Leadership & HSE Culture	No	Management	88%	71 h	Q4 2026

### **Cosmos Pre-Mobilisation Training Plan**

Ahead of the Cosmos offshore development commencing Q2 2026, a dedicated pre-mobilisation HSE training programme has been developed. All offshore personnel will complete a minimum of 40 hours of offshore-specific HSE training before mobilisation, including BOSIET (Basic Offshore Safety Induction and Emergency Training), H2S operations, and Cosmos-specific emergency response procedures.

## Emergency Drills & HSE Audits

### Emergency Drills — 2025 Programme

Drill Type	Site	Date	Participants	Outcome	Actions Raised	Closed
H2S Emergency Evacuation	BBT	Feb 2025	34	Satisfactory	2	2/2
Oil Spill Response (Tier 1)	Tazerka	Mar 2025	18	Satisfactory	1	1/1
Fire & Explosion Response	BBT	May 2025	41	Satisfactory	3	3/3
Medical Emergency & Medevac	Maamoura	Jun 2025	12	Satisfactory	1	1/1
Man Overboard (simulated)	Maamoura	Aug 2025	15	Good	2	2/2
Well Control Tabletop Exercise	Tunis HQ	Sep 2025	22	Good	4	4/4
Full Emergency Response Drill	BBT	Oct 2025	67	Good	5	5/5
Marine Emergency / Abandon Vessel	Maamoura	Nov 2025	14	Satisfactory	2	2/2
COSMOS Tabletop — Blowout Scenario	Tunis HQ	Dec 2025	28	Good	6	5/6*

\* 1 action from December Cosmos tabletop carries into Q1 2026 — scheduled closure February 2026.

### HSE Audits — 2025

Audit	Scope	Date	Lead Auditor	Findings	Critical	Major	Minor	Status
Q1 Internal HSE Audit	BBT Site	Mar 2025	HSE Manager	12	0	1	11	Closed
Q2 Internal HSE Audit	Tazerka / MBT	Jun 2025	HSE Manager	9	0	0	9	Closed
ETAP Regulatory Inspection	BBT	Jul 2025	ETAP Inspectors	6	0	1	5	Closed
Q3 Internal HSE Audit	BBT + Maamoura	Sep 2025	HSE Manager	11	0	0	11	Closed

Independent HSE Audit	Group-wide	Oct 2025	External Firm	18	0	2	16	Closed
Cosmos Pre-Dev Readiness Audit	Cosmos Prep Activities	Nov 2025	HSE Manager + External	22	0	3	19	In Progress
Q4 Internal HSE Audit	All Sites	Dec 2025	HSE Manager	14	0	1	13	Closed

No Critical findings were recorded in any audit during 2025. All Major findings were closed within 30 days of issuance. The Cosmos Pre-Development Readiness Audit — which identified 3 Major and 19 Minor findings — is tracking to full closure by Q1 2026 ahead of mobilisation.

## Risk Management

### Risk Management Framework

ATOG applies a bow-tie risk management methodology across all operations. All identified hazards are logged in the corporate risk register, assessed for likelihood and consequence, assigned an owner, and reviewed quarterly by the HSE Committee. The Cosmos offshore development has its own dedicated risk register, reviewed monthly by the Offshore Project Director.

### Risk Matrix

Likelihood \ Severity	Low Severity	Medium Severity	High Severity
High	Medium	High	Critical
Medium	Low	Medium	High
Low	Low	Low	Medium

### 2025 Top Risks — HSE Register Summary

Risk	Category	Likelihood	Severity	Rating	Controls	Owner	Residual
Blowout during Cosmos drilling	Process Safety	Low	High	High	Well control programme; BOP inspections; kill mud on standby	Offshore PM	Medium
H2S release at BBT	Process Safety	Medium	High	High	H2S detection system; BA sets; exclusion zones; regular drills	HSE Mgr	Low
Dropped object (offshore)	Occupational	Medium	Medium	Medium	DROPS programme; exclusion zones; tool tethering policy	Offshore PM	Low
Marine incident / MOB	Marine	Low	High	High	Life rings; MOB drills; buddy system; 24h watch	FPSO Mgr	Low
FPSO fire / explosion	Process Safety	Low	High	High	Gas detection; fire suppression; hot-work PTW; quarterly drills	FPSO Mgr	Medium
Environmental spill (operational)	Environmental	Medium	Medium	Medium	Secondary containment; spill kits; operator training; response plan	HSE Mgr	Low

Vehicle incident (onshore)	Transport	Medium	Medium	Medium	Journey management plan; defensive driving; speed limiters; no-phone policy	Country Mgr	Low
Heat stress (BBT field)	Occupational	High	Medium	High	Heat acclimatisation; rest/shade schedules; hydration; buddy checks	HSE Mgr	Low
Contractor HSE non-compliance	Contractor	Medium	Medium	Medium	HSE pre-qualification; site inductions; regular audits; stop-work authority	HSE Mgr	Low
Pipeline leak (Tazerka)	Process Safety	Low	Medium	Medium	Integrity inspections; CP system; leak detection; emergency shutdown valve	MBT Ops Mgr	Low

## Environmental Performance & Emergency Preparedness

### Environmental Metrics 2025

<b>0</b>	<b>1</b>	<b>0</b>	<b>0 t</b>	<b>100%</b>
Major Spills	Minor Spills (contained)	Regulatory Non-Compliance	Waste Sent to Landfill*	Produced Water Treated

\* All waste streams are segregated. General waste directed to licensed contractors; no hazardous waste disposed of in landfill.

### Environmental Monitoring

- Monthly noise and vibration monitoring at all field sites — all readings within Tunisian regulatory limits.
- Produced water quality tested weekly at BBT; all parameters within discharge consent levels.
- Soil contamination surveys conducted at BBT (Q1 and Q3 2025) — no new contamination identified.
- Marine environmental baseline surveys completed for Cosmos development area in preparation for first oil.
- All waste manifests tracked and archived; zero uncontrolled waste disposal incidents.

### Emergency Control Group (ECG)

ATOG maintains an active Emergency Control Group (ECG) comprising the Country Manager, HSE Manager, Operations Manager, and senior site personnel. The ECG is on-call 24/7 and convenes within 30 minutes of a Tier 2 or above emergency notification.

- ECG activated 0 times in 2025 for actual emergencies; 3 times for exercises.
- ECG communication tree tested monthly — 100% reachability achieved.
- Emergency response plans reviewed and updated for BBT, MBT, and Cosmos in Q3 2025.
- Mutual aid agreement with neighbouring operators in the Gulf of Hammamet remains active.
- Oil spill response equipment inventory audited Q2 2025 — all items serviceable.

### 2026 HSE Priorities

<ul style="list-style-type: none"> <li>• Zero LTIs across all operations — BBT, MBT, and Cosmos offshore.</li> </ul>	<ul style="list-style-type: none"> <li>• Complete Cosmos pre-mobilisation HSE training (min. 40 h/person) before first offshore personnel mobilise.</li> </ul>
<ul style="list-style-type: none"> <li>• Full closure of Cosmos Pre-Dev Readiness Audit findings by Q1 2026.</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct minimum 2 full Cosmos offshore emergency response drills before first oil (Q3 2026 target).</li> </ul>

<ul style="list-style-type: none"> <li>• Implement dropped-object prevention (DROPS) programme across all offshore personnel.</li> </ul>	<ul style="list-style-type: none"> <li>• Begin Scope 3 GHG emissions inventory and publish interim results in Q3 2026.</li> </ul>
<ul style="list-style-type: none"> <li>• Achieve 100% HSE training compliance across all staff by Q2 2026.</li> </ul>	<ul style="list-style-type: none"> <li>• Expand near-miss reporting culture to contractor workforce — target &gt;30 reports.</li> </ul>

**Report prepared by: ATOG HSE Department | Reviewed by: Mark Allen, Offshore HSE Manager |  
 Approved by: Mark Henderson, CEO | Date: January 2026 | Next Review: July 2026**