

## Introduction

Neodrill is a pioneering company in the oil and gas industry, known for its innovative approach to well foundation and conductor installation. Our mission is to advance the oil and gas sector through sustainable, safe, and efficient practices. As part of our commitment to responsible business practices, this Environmental, Social, and Governance (ESG) report outlines our efforts and achievements in these areas for the fiscal year 2024.

## Environmental Stewardship

### 1. Reducing Environmental Impact

Neodrill's operations are guided by a commitment to minimize environmental impact. Our Can-Technology significantly reduces the environmental footprint of drilling operations by:

- **Reduced CO2 Emissions:** Neodrill's pre-drilling technology has demonstrated up to a 90% reduction in CO2 emissions during the installation process compared to traditional methods. This reduction is achieved through more efficient processes that lower fuel consumption and associated emissions.
- **Waste Minimization:** By enhancing the precision of our operations, we have significantly reduced the generation of waste materials. Our approach minimizes the amount of drilling fluids and cuttings produced, which reduces the burden on disposal and treatment facilities.

### 2. Sustainable Resource Use

We are dedicated to responsible resource use and are continuously innovating to optimize our operations. Key initiatives include:

- **Water Use Efficiency:** Neodrill's techniques reduce the need for drilling mud and water, leading to lower consumption of these critical resources.
- **Material Recycling:** We have implemented programs to recycle steel and other materials used in our operations when relevant and possible, contributing to a circular economy.

### 3. Environmental Compliance

Neodrill is committed to maintaining full compliance with all relevant environmental regulations. In 2024, we achieved:

- **Zero Environmental Incidents:** Through rigorous risk management and operational controls, Neodrill has maintained a record of zero environmental incidents for the 24<sup>th</sup> consecutive year.
- **Certification & Standards:** Our operations aim to meet international best practices.

## Social Responsibility

### 1. Workforce Development

At Neodrill, our people are our most valuable asset. We invest in their development and well-being through:

- **Training & Education:** We provide continuous training opportunities for our employees, focusing on safety, technical skills, and leadership development. In 2024, we offered over 1000 hours of training programs.
- **Diversity & Inclusion:** We are proud to foster a diverse and inclusive workplace. Our workforce consists of 25% women.

### 2. Community Engagement

Neodrill is committed to being a positive force in the communities where we operate:

- **Local Employment:** We prioritize local hiring and contribute to the economic development of our operational regions. 100% of our hires were from local communities.
- **Community Investment:** We have strategic partnership with local manufacturer and prioritize to deliver as much of our CAN's as possible from our local partner.

### 3. Health & Safety

Safety is at the core of Neodrill's operations:

- **Safety Record:** Since the start of the company in 2000, we have achieved a Lost Workday Case Rate of 0.0, which is significantly below the industry average.
- **Wellbeing Initiatives:** We moved offices in 2024 where all employees have plenty of space and included recreational golf "simulator" for recreation. Also, each employee has access to wardrobe and shower facilities for cycling to work that we encourage.

## Governance Excellence

### 1. Ethical Business Practices

Neodrill upholds the highest standards of business ethics:

- **Anti-Corruption Measures:** We have a zero-tolerance policy towards corruption and have implemented stringent anti-corruption measures, including regular audits and employee training.
- **Transparency:** We ensure transparency in our operations and reporting. Our financial and ESG reports are publicly available.

### 2. Board Structure and Governance

Our governance framework is designed to ensure accountability and long-term value creation:

- **Board Diversity:** Our Board of Directors is composed of members with a range of expertise in finance, sustainability, and industry operations.
- **Risk Management:** The Board oversees a robust risk management framework that includes environmental, social, and governance risks, ensuring these are integrated into our strategic decision-making.

### 3. Compliance and Integrity

Neodrill adheres to all relevant laws and regulations and goes beyond compliance to set industry benchmarks:

- **Regulatory Compliance:** In 2024, Neodrill had no regulatory fines or sanctions, reflecting our commitment to compliance and integrity.
- **Ethical Standards:** We have high ethical standards engrained in our QHSE system.

## Conclusion

Neodrill's 2024 ESG report reflects our ongoing commitment to sustainability, social responsibility, and strong governance. We are proud of our achievements and remain dedicated to continuous improvement in these areas as we work towards a sustainable future.