



STATS GROUP

SUSTAINABILITY & IMPACT REPORT

2025

statsgroup.com



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In 2025, STATS Group continued on our 2024 progress of being laser focussed for our clients around the world to improve safety, reduce methane emissions, avoid depressurisation and flaring, maintain strong governance, increase our workforce diversity, continue to localise operations in the communities we serve, and demonstrate measurable environmental benefits. Aligned with our shareholder, this also means supporting all forms of energy, including energy transition, industrial decarbonisation, circularity and infrastructure resilience. STATS takes a pragmatic viewpoint on sustainability in 2025 – the world needs more energy, energy security matters, emissions must come down, and existing infrastructure must operate safer, cleaner and longer.

Perhaps nowhere is this more exemplified than our recognised work with a North American based energy infrastructure company, and the tangible benefits they achieved by using STATS' proprietary in-situ pipeline isolation technology, Tecno Plug®, to reduce flaring and venting. This prevented an estimated 70,000+ tonnes of CO₂e from being released from the customer's pipeline network, and achieved an estimated \$12 million in cost avoidance associated with pipeline maintenance activities.

As STATS enters its 27th year of business and second year of a three-year growth plan, investors, regulators and customers increasingly demand tangible environmental, social and governance performance linked to risk management, operational excellence and long-term value creation.

For STATS going forward, this means progressing on our greenhouse gas emissions assessment, continuing to develop and enhance tools that provide our energy infrastructure clients with enhanced pipeline maintenance and integrity performance, increasing our localised workforce diversity, doubling down on our safety performance, training and people development, and meeting our compliance, governance and ethics obligations.

I am proud of our progress in 2025 towards making the operation of the world's critical energy systems safer and more reliable.

A handwritten signature in black ink, appearing to read "S. Rawlinson".

Stephen Rawlinson
Chief Executive Officer





STATS Group provides specialist pipeline isolation, hot tapping and plugging services to the global energy industry. Our technology and engineering expertise support the safe and efficient maintenance, repair, life extension and decommissioning of onshore, topsides and subsea pipeline infrastructure.

We operate across nine international locations and support clients throughout the lifecycle of their energy assets. Our expertise also extends to developing areas of the energy industry, including hydrogen transportation and carbon capture and storage.

**DRIVE HIGHER
LEVELS OF SAFETY IN
THE INDUSTRY**

**ENHANCE
ENVIRONMENTAL
PERFORMANCE BY
REDUCING FLARING
AND VENTING
ACTIVITIES**

**IMPROVE ASSET
PERFORMANCE WHILE
REDUCING SYSTEM OR
PLANT DOWNTIME**

**SUPPORT THE INDUSTRY
TO TRANSITION TO A
LOW CARBON FUTURE**

Values



TEAMWORK

WE VALUE THE COLLECTIVE EFFORT

- We're one global team
- We all have a role to play
- We listen to each other



RESPECT

WE DEMONSTRATE INTEGRITY IN ALL WE DO

- We're open, honest and fair
- We play by the rules
- We do the right thing



DELIVERY

WE COMMIT TO RELIABLE DELIVERY

- We're responsive to our clients' needs
- We understand commitment
- We deliver on time



INNOVATION

WE ENCOURAGE QUESTIONING MINDS

- We learn by asking questions
- We make time to find safe, reliable solutions
- We celebrate efficient innovation

About This Report

This report provides a concise overview of STATS Group's environmental and social activities and performance during 2025. It covers our first full greenhouse gas emissions assessment, our people and workforce diversity, safety performance, training and development, and business ethics and governance.

Our approach to sustainability reporting continues to evolve. This report brings together the information currently available, highlights the progress made during the year, and outlines the areas we will continue to strengthen.



2025 at a Glance



In 2025, STATS continued to grow its international workforce while investing in employee development, maintaining a strong focus on safety and supporting community activities.

Our Business

509

GLOBAL
EMPLOYEES

30

NATIONALITIES
REPRESENTED

9

OPERATIONAL
LOCATIONS



Our Impact in 2025

£1M+

Invested in Training &
Development

17.1%

Female Representation
(up from 14.6% in 2024)

~34,000

tCO₂e Emissions Assessed

0.57

Total Recordable Incident Rate

0

High Potential Incidents
(3rd consecutive year)

0

Environmental Incidents



Our Sustainability Journey



Our approach to sustainability has developed gradually, with a focus on improving our understanding of environmental and social impacts and strengthening the information available to support future action. The timeline below summarises the main steps taken to date and the areas we will continue to develop.

2020 - 2021

Establishing the Foundations

Introduced our Sustainability Policy and moved our UK operations to a green electricity supplier.



2022 - 2024

Improving Our Understanding

Appointed Carbon Zero to carry out a carbon footprint gap analysis and completed a materiality assessment to identify our key environmental, social and governance priorities. Carried out an initial assessment of Scope 1, Scope 2 and Scope 3 emissions, establishing a 2023 baseline, and began rolling out regional Scope 1 data collection and monthly reporting.



2025

Building a Clearer Picture

Completed the rollout of Scope 2 data collection and monthly reporting across all regions, enabling our first full annual GHG assessment since the 2023 baseline and giving us greater visibility of emissions across our operations and value chain.



2026 AND BEYOND

Continuing to Develop

We will continue to improve data quality, strengthen employee engagement and identify practical opportunities to reduce environmental impacts and support positive social outcomes.

The completion of our global greenhouse gas assessment in 2025 marked an important step in understanding where our environmental impacts arise. The following section sets out the results of that assessment.

Our 2025 Emissions



Developing Our Reporting Framework

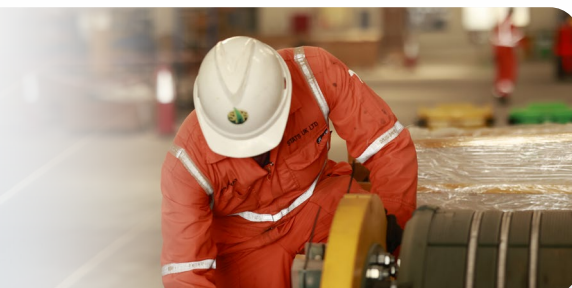
In 2025, we completed an updated greenhouse gas (GHG) emissions assessment across our global operations, covering Scope 1, Scope 2 and selected Scope 3 categories. The assessment estimated our total emissions at approximately 34,000 tonnes of carbon dioxide equivalent (tCO₂e).

Most of our emissions (96%) were associated with activities in our value chain. Purchased goods and services, upstream transportation and distribution, and downstream transport were the largest sources, together accounting for approximately 84% of the total.

Source Category	2025 Tonnes CO ₂ e	Total Share %
Scope 1	581	2
Fuel & Company Vehicles	581	2
Scope 2	748	2
Electricity	748	2
Scope 3	32,688	96
Purchased Goods & Services	9,469	28
Capital Goods	1,543	5
Upstream Emissions of Purchased Fuels & Electricity	316	1
Upstream Transportation & Distribution	9,665	28
Waste Treatment	43	0.1
Business Travel	1,164	3
Employee Commuting & Homeworking	995	3
Downstream Transport	9,494	28
Total Emissions	34,016	100

Note: figures have been rounded and may not sum exactly.

These findings provide a clearer understanding of where our emissions arise and a practical foundation for improving data quality, enabling us to identify opportunities to reduce our impact and measure progress more effectively. Our immediate priority is to strengthen the quality and consistency of emissions data to better target future actions and track improvements reliably.





Beyond our own operations, our technology helps clients across the energy industry reduce emissions associated with pipeline maintenance activities. The case study below illustrates the scale of impact our isolation technology can deliver.

CASE STUDY

Avoiding Venting with Isolation Technology

One of our North American clients used STATS' Tecno Plug® in-line isolation technology to safely carry out maintenance work without depressurising large sections of pipeline - avoiding the release of natural gas that would otherwise be vented.

In 2025, the client completed full-scale testing on larger-diameter pipelines, supported by 3D scanning, to assess suitability across a wider range of pipe configurations. Tecno Plug was deployed six times across their footprint during the year, preventing an estimated 70,000+ tonnes of CO₂e from being vented and resulting in an estimated \$12 million in cost avoidance.



Our People

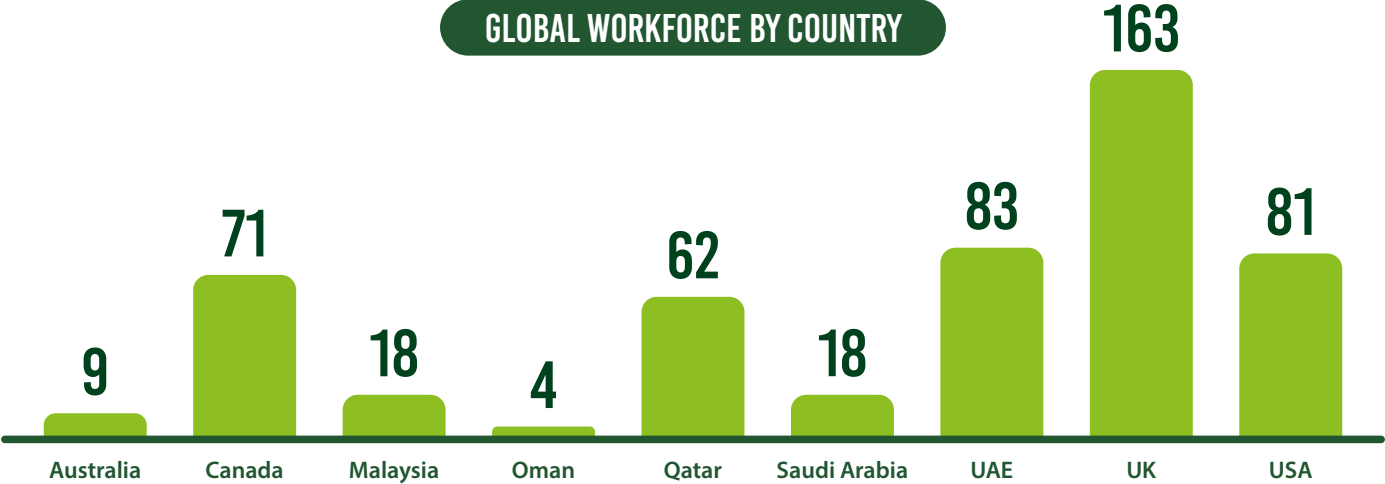


In 2025, our workforce grew by 6.49% to 509 employees across nine operational locations. The international nature of our business is reflected in a workforce representing 30 nationalities.

As the business continued to grow, we remained focused on supporting an inclusive workplace and investing in the skills and development of our people.



GLOBAL WORKFORCE BY COUNTRY



Just under half of our employees were under the age of 40 in 2025. Our age profile reinforces the importance of continued investment in technical skills, career development and leadership capability.

WORKFORCE AGE PROFILE

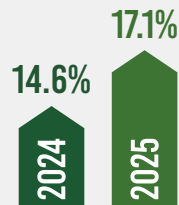




We want to create a workplace where employees are treated with dignity and respect and have the opportunity to contribute and develop.



**FEMALE
REPRESENTATION
INCREASED FROM
14.6% IN 2024
TO 17.1% IN 2025**



During the year, we reviewed our family-friendly policies and revised job descriptions to remove gender bias and reduce potential barriers within the recruitment process. These actions formed part of our wider approach to creating a more inclusive workplace and attracting candidates from a broader range of backgrounds.

The increase in female representation is an encouraging sign of progress, although we recognise that continued focus and action are needed.



Safety Performance



Protecting the health, safety and wellbeing of our employees and others affected by our operations remains a core priority. We focus on proactive risk management, employee engagement and learning from incidents and near misses to support continuous improvement across our global operations.

0.57

Total Recordable Incident Rate

0

High Potential Incidents

0

Environmental Incidents

0

Lost Time Injuries

2

Medical Treatment Cases

1

Restricted Work Case

28

Near Miss Reports

We maintained zero high-potential incidents for the third consecutive year and recorded no lost-time injuries during 2025. Two medical treatment cases and one restricted work case were recorded, reinforcing the importance of continued learning and improvement across our operations.

Our integrated management system is certified to ISO 9001, ISO 14001 and ISO 45001.





Reviewing safety performance over time helps us identify trends, learn from incidents and focus improvement activity where it is most needed. The table below shows our reported safety incidents from 2017 to 2025.

Incident Type	2017	2018	2019	2020	2021	2022	2023	2024	2025
Environmental	1	0	2	1	0	0	1	1	0
First Aid Case	5	9	4	1	5	5	7	3	7
High Potential	1	3	3	1	2	2	0	0	0
Lost Time Injury	1	0	0	0	1	0	0	1	0
Medical Treatment Case	0	3	2	0	3	0	1	0	2
Non-Injurious Accident / Near Miss	53	56	21	15	11	17	17	20	28
Restricted Work Case	0	0	0	0	1	0	1	1	1
Equipment Damage	-	-	-	-	-	-	-	-	5
Vehicle Incidents	-	-	-	-	-	-	-	-	4

What the Trend Shows

High-potential incidents have remained at zero since 2023, and environmental incidents reduced to zero in 2025. No lost-time injuries were recorded during the year. Near-miss reports increased from 20 in 2024 to 28 in 2025 - a trend we view positively, reflecting a workplace culture in which employees feel comfortable reporting potential hazards before they result in harm. This visibility continues to provide important insight into potential hazards and opportunities to improve working practices.

New in 2025

We introduced two additional incident categories to improve granularity in our reporting - Equipment Damage and Vehicle Incidents. These were not tracked as distinct categories in prior years.



During 2025, we delivered four focused safety campaigns across our global operations. Each campaign addressed a priority area and reinforced practical risk management, safe working practices and learning from experience.

Q1 RISK ASSESSMENT

Focused on hazard identification, risk awareness and the consistent application of risk-assessment processes during operational activities.



Q2 LIFTING OPERATIONS (LOLER)

Included an independent third-party review of lifting operations to support safe practice and compliance with lifting requirements.



Q3 PRESSURE TESTING

Reinforced safe pressure-testing practices through awareness activities and the sharing of lessons learned from previous operations.



Q4 EMERGENCY RESPONSE

Reviewed emergency-response arrangements and tested preparedness through an exercise involving a hypothetical overseas incident and coordinated support from HR, management and regional QHSE teams.



Safety Culture Assessment

We also completed a third-party-led Safety Culture Assessment, supported by consultation with employees across the business. The findings will help inform future safety activity and identify opportunities for continued improvement.

Training & Development



Developing the skills and capabilities of our people is essential to delivering safe, high-quality services. During 2025, we continued to invest in technical training, leadership development and professional learning across the business.

£1M+

Invested in
Training & Development

40

Employees on the
Supervisor Development Programme

Supporting Development

We support employees at different stages of their careers through:

TECHNICAL TRAINING

MENTORING

COACHING

PROFESSIONAL DEVELOPMENT

During 2025, we introduced a **Supervisor Development Programme** to build leadership capability and continued to support graduates, apprentices and employees working towards professional qualifications and chartership.

Graduate of the Year

Michael Horgan was named **Graduate of the Year** at the 2025 ECITB Training and Development Awards, recognising his technical capability, rapid progression and leadership potential.

Since joining STATS as a Graduate Engineer, Michael has completed the company's Monitored Professional Development Scheme and progressed to Project Engineer.

He has contributed to significant technical projects, led a £1.5 million pipeline project and supported international work through an interim project-management role in the US.

He is now preparing to take up a new role in STATS' Houston office.



Awards & Recognition



Beyond individual recognition, STATS' international growth and localisation strategy were recognised externally during 2025 through two industry awards.

GOING GLOBAL NORTHERN STAR BUSINESS AWARDS

STATS received the Going Global award at the Northern Star 2025 Business Awards, run by Aberdeen & Grampian Chamber of Commerce, recognising sustained international growth and a clear localisation strategy across North America, the Middle East and Asia Pacific.



SCALE UP EIC REGIONAL AWARDS, DUBAI

STATS was awarded the Energy Industry Council's Scale Up award, recognising its long-term investment in local facilities, workforce nationalisation and in-country value across the Middle East.





Acting with honesty and integrity underpins how we do business. Our **Code of Business Conduct** sets out the standards expected of everyone working for and with STATS and applies across all the regions in which we operate.

We maintain a zero-tolerance approach to bribery and corruption and require the same standard from our suppliers and business partners. Employees and stakeholders are encouraged to speak up if they have concerns about unethical behaviour, through channels that support open and confidential reporting.

We are committed to respecting human rights across our operations and supply chain, and to preventing modern slavery in any form. This reflects the diversity of the regions we operate in and the responsibility that comes with an international supply chain.





STATS GROUP



SERVICES

LEARN MORE ABOUT OUR COMPREHENSIVE RANGE OF PRESSURISED PIPELINE ISOLATION, HOT TAPPING, PLUGGING AND TESTING SERVICES.

PRODUCTS

FIND OUT MORE ABOUT OUR EXTENSIVE RANGE OF PROPRIETARY PRODUCTS.

GET IN TOUCH

IF YOU HAVE A QUESTION OR WOULD LIKE MORE INFORMATION, WE ARE HERE TO HELP YOU.



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