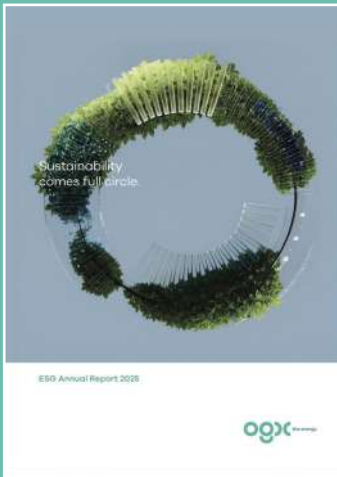


A large circular arrangement of green plants and solar panels, symbolizing sustainability. The plants are arranged in a ring, with solar panels interspersed among them. The entire structure is set against a clear blue sky.

Sustainability
comes full circle.

ESG Annual Report 2025

Cover Story



For over 60 years, Oil & Gas Development Company Limited (OGDC) has been Pakistan's primary energy provider-exploring, developing and supplying the oil and gas resources that fuel the country.

With a significant amount of exploration acreage awarded, OGDC remains integral to maintaining Pakistan's energy security and supporting economic development. As Pakistan's leading energy company, OGDC is evolving from a traditional exploration and production business into a modern, integrated energy provider-one that delivers reliable resources while supporting responsible, transparent and sustainable business approach. The ESG Report 2025 highlights this transformation, focusing on our ongoing efforts to embed environmental, social and governance principles into our strategy, risk management and operations.

The year 2025 marks a significant milestone in our journey as we bolster our ESG foundations by aligning with global frameworks, including the TCFD and the UNSDGs. Our focus has expanded to include climate resilience, community empowerment, workplace safety and inclusive growth, along with strengthened governance oversight and impact assessments to promote transparency and accountability. Our updated corporate identity-an innovative representation of energy-captures this progression.

The circular and semi-circular designs symbolize continuity, unity and the cyclical nature of energy: enduring, renewable and forever in motion. The arcs and open forms suggest momentum and flexibility, mirroring OGDC's responsive approach to the evolving global energy sector. The vibrant turquoise green highlights vitality, renewal and environmental responsibility, while the soothing blue in our tagline, "the emphasizes trust, prowess.

This identity signifies more than just a visual update; it reaffirms OGDC's core purpose: to promote progress responsibly, generate shared value and align energy leadership with sustainability. Moving forward, we stay guided by integrity, innovation and inclusivity, ensuring that OGDC continues to energize the nation,responsibly and purposefully.

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Impact. Integrity.
Innovation.

01 INTRODUCTION

About the Report
2025 ESG Highlights
Chairman and CEO Message
Message from the Chairman,
Board ESG Committee
Corporate Profile
Value Creation Business Model

About the report

This publication marks our second ESG Report, presenting a transparent account of the Company's performance, impacts and progress across key ESG dimensions. The report covers the reporting period from July 1, 2024, to June 30, 2025 and was officially published on December, 2025.

Reporting Frameworks and Standards

This ESG Report 2025 is prepared in accordance with the Global Reporting Initiative (GRI) Standards (2021), GRI 11: Oil & Gas 2021. The report also aligns with the SASB Oil & Gas – Exploration & Production Industry Standard (Version 2023-12) and the “Sustainability Reporting Guidance for the Oil and Gas Industry” jointly developed by Ipieca, API and IOGP. Where applicable, the report also demonstrates alignment with the United Nations Sustainable Development Goals (SDGs).

Scope of the Report

The report covers ESG-related data and activities across OGDC's core operations, exploration, drilling, production and commercial functions. Information on subsidiaries and supply chain partners is not included in the report. The reporting boundary is determined using the operational control approach, incorporating all sites and assets where OGDC holds operational control, in line with the Ipieca/API/IOGP guidance.

Significant operational locations are the Company's key exploration and production areas where primary business activities are undertaken.

Content Development and Materiality

The report's content is structured around insights from OGDC's materiality assessment, the GRI Standards and industry-specific guidelines. The materiality analysis identifies key ESG issues that significantly impact both stakeholder expectations and business

performance. For more information on the materiality process, please refer to page 27.

Prior-year information has been restated for accuracy and consistency, with relevant revisions clearly disclosed in the respective sections of this report.

Governance, Review and Assurance

This report has been reviewed by OGDC's management and approved by the ESG Committee. To ensure accuracy, credibility and alignment with applicable standards, FERSO ESG and Nadeem Safdar & Co. Chartered Accountants conducted a compliance review in line with the GRI Standards 2021, ISAE 3000 (Revised) and the AA1000 AccountAbility Principles of inclusivity, materiality, responsiveness and impact.

The ESG Committee provided oversight for the assurance process, with the General Manager (HSEQ) coordinating and facilitating engagement with external reviewers. The External Assurance Statement is available on page 100.

Contact Information

For queries or additional information regarding this ESG Report, please contact our ESG Team through the following channels:

Phone: +92-51-920022835
Email: esg@ogdcl.com

Sustainability Highlights 2025



GHG Emissions

1,274,197 MT
(2024: 1,357,821 MT)



Energy Consumption

27,965,810 GJ
(2024: 29,581,770 GJ)



Water Withdrawal

2,922 ML
(2024: 3,767 ML)



Waste Generated

55,267 MT
(2024: 74,287 MT)



High Consequences Injury rate

0.445
(2024: 0.17)



Nurturing Workforce

210,806
(2024: 112,128)
Training hours



Investment for community welfare

PKR 3.7 billion
(2024: PKR 2.61 billion)



Spent on Goods and Services

PKR 56.62 Bn
(2024: PKR 50.82 Bn)



Return on equity

13%
(2024: 18%)

Message

Chairman and MD/CEO's



Mr. Zafar Masud
Chairman OGDC



Mr. Ahmad Hayat Lak
MD/CEO OGDC

We are pleased to present OGDC's Second Environmental, Social and Governance (ESG) Report, which showcases our progress towards becoming a responsible, future-oriented energy company. The report represents a key milestone in our shift from a conventional exploration and production company to a comprehensive energy organization committed to sustainable development, alignment with national goals and long-term value generation.

Embedding ESG into Strategy and Governance

In FY 2025, we embedded ESG principles more thoroughly into our strategy, risk management and operational systems. We developed our ESG strategy 2025-26 to serve as a guiding pillar for targeted efforts in key sustainability areas. We aligned our disclosures with the recommendations of the Task Force on Climate-related Financial Disclosures, building the foundation for future compliance with the Sustainability Disclosure Standards of the

International Financial Reporting Standards (IFRS) Foundation. During the year, we also identified OGDC's core Sustainable Development Goals (SDGs), focusing our efforts where the company can make the most meaningful and measurable contribution to Pakistan's sustainable development agenda. Oversight by the Board ESG Committee, coupled with the implementation of the ESG Policy and Framework, has strengthened governance and enhanced accountability across all levels of the organization.

Environmental Stewardship and Climate Commitment

We advanced our climate stewardship agenda through more robust monitoring and efficiency measures. This year, absolute emissions reduced, reflecting operational efficiencies and ongoing optimization across field sites. However, due to a reduction in production levels, emission intensity per output unit increased, underscoring the need to sustain progress through technology

upgrades and process innovation. To support the move toward cleaner operations, OGDC increased the solarization of key facilities by adding 5,760 kW of solar PV capacity across priority locations during the year.

We advanced initiatives such as energy audits, the design of the Produced Water Disposal System (PWDS) to improve treatment capacity and a single-use plastic phase-out policy, with awareness and engagement programs planned for 2026.

Health, Safety and Workforce Well-being

The safety and well-being of our workforce and contractors remain paramount. We continued to strengthen our safety performance through proactive risk management, preventive programs, enhanced site monitoring and improved emergency preparedness. Ongoing health initiatives, training and stronger site-level infrastructure have further reinforced our safety culture and operational resilience.

Empowering People and Building Inclusion

We continued to focus on Diversity, Equity and Inclusion (DEI) as a key part of our human capital strategy. In FY 2025, we conducted a DEI impact assessment to review organizational practices, with leadership training sessions planned for the upcoming year.

Meanwhile, we carried out a training impact assessment program to evaluate the effectiveness of technical and leadership development initiatives, ensuring that learning investments lead to measurable improvements in performance and capabilities.

Community Investment and Measurable Impact

Our CSR and social investment programs continue to make a meaningful difference in communities nationwide. A significant milestone was the introduction of an Impact Assessment Framework for community investments, beginning with our National Talent Hunt Program (NTHP), which has enabled 1,028 students from underserved regions to pursue higher education.

88% of graduates secured employment within a year, improving household incomes and creating a generational ripple effect in social mobility and opportunity.

Integrity, Governance and the Road Ahead

Strong governance and integrity remain central to our operations. Following our membership in the UN Global Compact, OGDC continues to incorporate its Ten Principles throughout our operations and supply chain. To encourage sustainable practices in our supply chain, we developed a sustainable supply chain roadmap and a supplier code of conduct, with supplier capacity-building sessions planned for 2026.

OGDC has been ranked as the number one exploration and production company and ranked third among Pakistan's leading public companies in Transparency International Pakistan's latest Transparency in Corporate Reporting Assessment. This recognition reflects our continued commitment to integrity, transparency, and responsible governance.

To strengthen compliance and anti-corruption controls, we partnered with Transparency International Pakistan to institutionalize ethical business conduct. We introduced a new corporate identity, "A Modern Expression of Energy," which symbolizes continuity, inclusiveness and forward momentum. It reflects our goal to blend operational excellence with environmental responsibility and social values.

On behalf of the Board of Directors and the Management Team, we extend our gratitude to our employees, partners and stakeholders for their continued trust. Together, we are powering Pakistan's energy transition—responsibly, transparently and sustainably.

Zafar Masud
Chairman OGDC

Ahmad Hayat Lak
MD/CEO OGDC

Message from the Board ESG Committee Chairman

I am pleased to present OGDC's Second ESG Report, highlighting the company's ongoing efforts to embed sustainability into its strategy and operations. This report shows how OGDC is transforming from a conventional exploration and production company into a future-oriented energy organization that emphasizes growth, responsibility, and resilience amid the dynamic global energy environment.

Over the past year, OGDC has made significant progress in integrating ESG considerations into its governance, risk management, and business planning. The creation of the Board ESG Committee and deployment of the ESG Policy and Framework have enhanced oversight, accountability, and transparency at all levels. These measures guarantee that sustainability goals are central to corporate strategy and decision-making, not just peripheral.

OGDC has made substantial progress in developing ESG readiness throughout the organization. This includes aligning with the TCFD recommendations to prepare the report for the upcoming International Financial Reporting Standards (IFRS) - Sustainability Disclosure Standards S1 and S2, issued by the International Sustainability Standards Board (ISSB), identifying the most relevant SDGs for our business, and improving data collection systems to enable reliable, consistent performance tracking. Our ongoing focus on climate risk management, supply chain sustainability, workforce safety, and community development influences our approach to creating lasting value for stakeholders.

During the reporting period, OGDC conducted three significant impact assessment studies focused on workforce training, DEI, and community development to evaluate how well internal initiatives are



working and align future strategies with measurable results. These efforts represent a significant move towards data-driven management and ongoing enhancement, boosting our human capital development, organizational inclusivity, and community development programs.

As we progress, the Board ESG Committee stays dedicated to leading OGDC's shift towards a responsible, competitive, and sustainable energy future. We will continue to strengthen our stakeholder engagement, remain aligned with evolving regulatory and disclosure standards, and ensure our ESG priorities deliver tangible outcomes.

On behalf of the Committee, I commend OGDC's management and employees for their dedication and efforts in creating a sustainable and resilient organization that consistently supports Pakistan's growth responsibly and inclusively.

Zafar Abbas
Board ESG Committee Chairman
Oil & Gas Development Company

Corporate Profile

Oil & Gas Development Company (OGDC) stands as Pakistan's flagship exploration and production (E&P) entity, playing a pivotal role in the country's energy landscape. Established in 1961, under a government-led initiative to revitalize domestic hydrocarbon exploration, OGDC has evolved into a publicly listed powerhouse, with shares traded on both the Pakistan Stock Exchange and the London Stock Exchange. The company is majority-owned by the Government of Pakistan and consistently ranks among the nation's largest corporations by market capitalization.

OGDC's core business revolves around the upstream segment of the oil and gas value chain, leading in exploration acreage, recoverable reserves and daily production volumes. Its robust portfolio includes 54 owned and operated exploration licenses, 113 Development and Production (D&P) leases and 79 operated fields and leases. Additionally, OGDC maintains a working interest in exploration blocks and development and production (D&P) leases managed by other operators across all four provinces of Pakistan. Beyond national borders, the company holds a stake in Offshore Block 5 in Abu Dhabi and is an equity partner in the Reko Diq Mining project in Balochistan.

OGDC's core business centers on the exploration, development and production of oil and gas resources, alongside ancillary upstream activities. OGDC's crude oil and condensate are primarily supplied to refineries for further processing, while its natural gas output is delivered to gas utilities, power producers and fertilizer manufacturers. These downstream entities, in turn, refine crude oil, distribute gas to industrial, commercial and household consumers, and produce electricity and fertilizer for end users, creating a seamless energy value chain from exploration to end consumption.

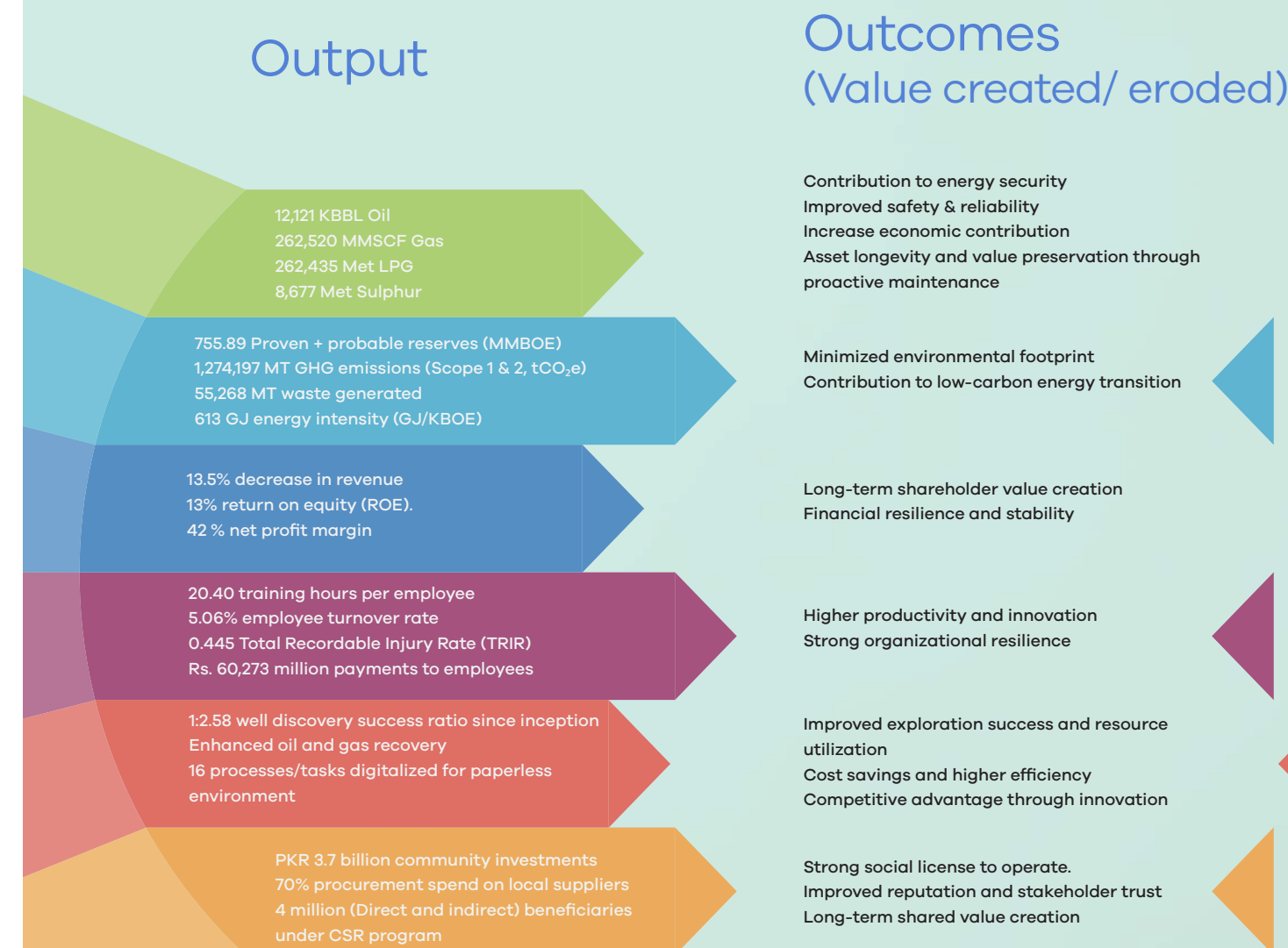
OGDC actively engages with a diverse set of stakeholders to ensure the seamless execution of exploration and production activities. These interactions are critical for maintaining operational efficiency, safeguarding personnel and community wellbeing and implementing Corporate Social Responsibility (CSR) initiatives in local communities. Details of stakeholder engagements and community investments are provided on pages 26 and 74-79 of this report. Notably, there were no material changes in our value chain or business relationships during the reporting period.

Refer to pages 57-62 and 87 of the Annual report for details about operational fields and significant discoveries during the year.



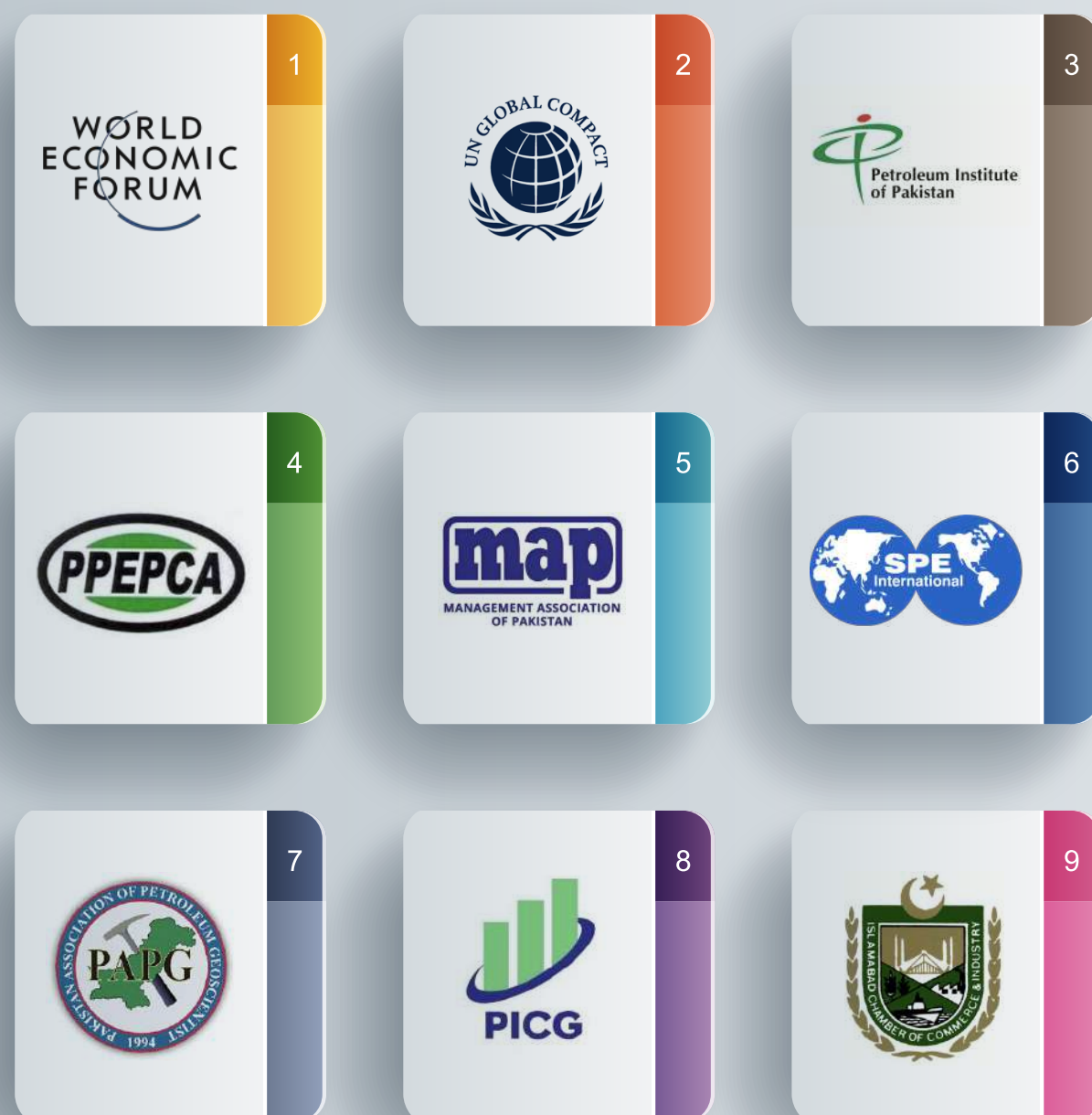
Our Journey to
Sustainable Growth

Value Creation Business Model



Memberships

We engage in cross-sector partnerships to integrate diverse expertise and mobilize resources, accelerating progress toward shared sustainability objectives. OGDC is a member of the following associations:



Awards

Recently, OGDC received numerous prestigious awards and accolades in recognition of its unwavering commitment to operational excellence and sustainable value creation.

- Corporate Excellence Award 2024 in the Oil and Gas Exploration category, a prestigious recognition conferred by the Management Association of Pakistan (MAP)
- Community Impact Honor 2025 at the 13th CSR Summit & Awards, organized by The Professionals Network (TPN), a leading platform dedicated to promoting responsible business practices and sustainable development across Pakistan.
- Annual Corporate Social Responsibility Awards 2025, organized by The Professionals Network (TPN),
- DEVCOM-Pakistan conferred the 2nd Pakistan Environmental Award-2025 on the occasion of World Environment Day for demonstrating exceptional leadership in implementing sustainable practices across operations.
- 21st Annual Environment Excellence Award (AEEA-2024) conferred by the National Forum for Environment and Health (NFEH).
- 2nd National Fire Safety & Risk-Based Award-2024 conferred by the Fire Protection Association of Pakistan (FPAP).
- 14th Annual Fire & Safety Award-2024 conferred by National Forum for Environment and Health (NFEH).
- Two awards at the 16th CSR Summit by the National Forum for Environment & Health (NFEH) 2024, CSR Initiatives and CSR Report Research & Publication



Commitment to
a Better Tomorrow

GOVERNANCE

Governance
Our Policy Framework
ESG Policy
Stakeholders' Engagement
Materiality Analysis
OGDC and SDGs

Governance

Good governance is the cornerstone of OGDC's long-term value creation. By embedding transparency and accountability into our decision-making, we ensure responsible resource management while reinforcing the trust of our stakeholders and the society we serve.

Our governance framework is rooted in our vision, mission, core values, policies and code of conduct. This foundation is reinforced by regulatory instruments, including the Companies Act 2017, the Public Sector Companies (Corporate Governance) Rules 2013 and the Listed Companies (Code of Corporate Governance) Regulations 2019, alongside globally recognized best practices.

Further details on our vision, mission, core values and code of conduct can be found on pages 22-24 of the Annual Report 2025.

Governance Structure

The Board of Directors serves as OGDC's highest governing body, providing strategic leadership, oversight and a strong control framework, while holding ultimate responsibility for the company's performance, integrity and long-term value creation for stakeholders. OGDC's Board of Directors provides strategic oversight by reviewing and approving key governance elements, including the vision, mission, values, code of conduct and risk-related policies

The Board consists of nine members: three independent directors, five non-executive directors and one executive director. Of these, four directors represent the Government of Pakistan, which is OGDC's main shareholder. The current makeup includes eight men and one woman, reflecting broader industry demographics. Board members bring experience from government agencies and leading corporations, offering diverse expertise in management, engineering, finance and public administration.

Board appointments comply with the regulations outlined in the Companies Act, 2017 and the Public Sector Companies (Corporate Governance) Rules, 2013. The government submits nominations, and directors are officially appointed during the shareholders' general meeting. OGDC strictly adheres to the legal framework governing Board composition, qualifications and independence, thereby promoting a culture of ethical leadership and operational excellence.

The Chairman of the Board is a non-executive director, emphasizing the Board's focus on oversight and balanced governance. Executive management duties are delegated to the Managing Director/CEO, who is responsible for developing corporate strategy, executing operational plans and providing quarterly performance reports to the Board. OGDC is committed to fostering a governance culture founded on professionalism, competence and inclusive leadership, without allocating quotas based on nationality, ethnicity, or age.

To strengthen its governance oversight, the Board of Directors has established several specialized committees, each operating under a specific charter and convening as needed to oversee performance in key areas. These include the Human Resources & Nominations Committee, Risk Management Committee, Business Development & Operations Committee, Audit Committee and ESG Committee. Together, these committees facilitate targeted assessments of leadership, risk, growth strategies and financial integrity, increasing transparency and responsiveness throughout

the organization. For detailed insights into each committee's roles and Board composition, see pages 40-43 of the Annual Report 2025.

ESG Governance

OGDC's Board of Directors provides strategic oversight of environmental and social impacts through a dedicated ESG Committee, which is mandated to review sustainability-related risks, opportunities, initiatives and policies. Reporting quarterly to the Board, the Committee supports the company's sustainability strategy and ensures that ESG considerations are effectively embedded into governance structures, risk management processes and decision-making. To enhance operational efficiency while maintaining strict governance oversight, the Board ESG Committee has authorized the MD/CEO to handle routine ESG-related approvals, such as coordinating with external reviewers and assisting with report preparation. This delegation applies solely to operational matters.

The Board ESG Committee continues to review and approve all material topics, external engagements, and final ESG disclosures, retaining full oversight responsibility. The MD/CEO reports progress and key decisions to the Committee at each meeting, ensuring transparency, accountability, and effective Board-level governance of ESG issues.

OGDC's ESG Policy guides the implementation of a comprehensive ESG framework that integrates sustainability into its governance and risk management systems. To enhance internal capabilities, OGDC held orientation sessions for management on emerging ESG developments and conducted a technical session on TCFD recommendations to improve climate-related disclosures. Additionally, a dedicated training session on the Oil and Gas Decarbonization Charter was held at Oil and Gas Training Institute (OGTI), with staff and leadership also participating in other ESG-focused training programs. Board members are regularly updated on evolving regulatory and governance environments to ensure proactive compliance and effective oversight.

Managing Sustainability Impact

OGDC manages its sustainability impacts through a comprehensive, risk-oriented framework that incorporates both external factors and the operational footprint of its activities. The enterprise risk management system has been strengthened to embed sustainability-related risks and opportunities across business operations and relationships. Corporate-level policy direction is set centrally, while functional experts and site-level teams implement operational controls, monitor performance and address impacts in accordance with company policies and regulatory requirements.

The MD/CEO is responsible for overseeing

operational risks and their related impacts, supported by Executive Directors who manage their respective functions in alignment with corporate policies. Performance updates, material operational challenges and HSE matters are reviewed in bi-weekly management meetings chaired by the MD/CEO. Progress on these matters is reported quarterly to the Board of Directors, enabling strategic review and alignment with corporate objectives.

Performance Evaluation and Remuneration Policy

OGDC conducts an annual performance evaluation of the Board to strengthen governance effectiveness and accountability, complemented by third-party assessments that confirm

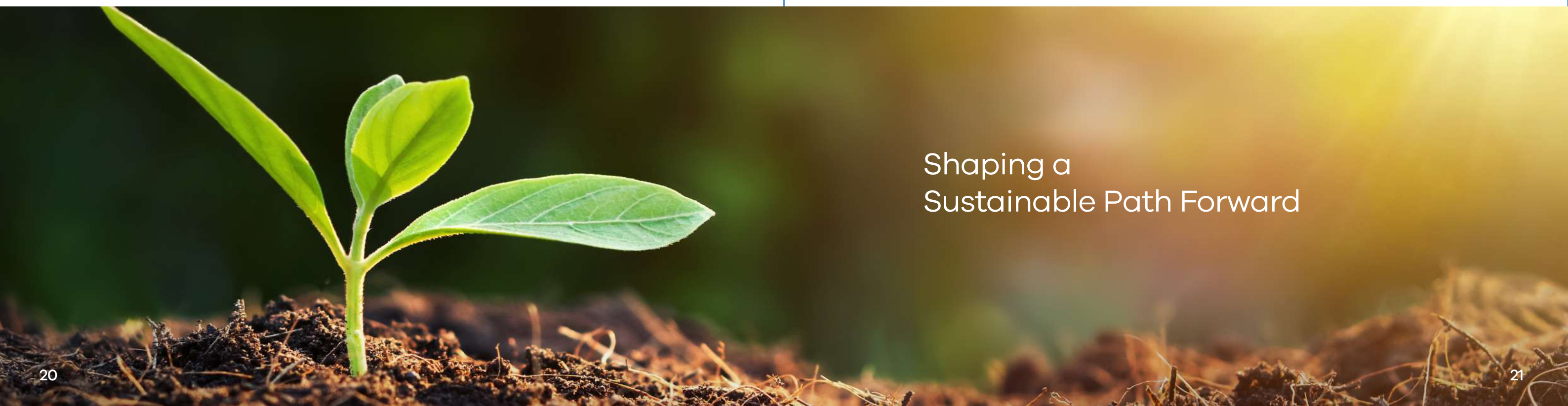
year-on-year improvements. Additionally, Board members undertake structured self-assessments to clarify their roles and ensure alignment with defined objectives. The Human Resources & Nomination Committee reviews the performance of the MD/CEO and senior management annually against defined KPIs covering operational, environmental, health and safety dimensions. As part of its ESG framework rollout, OGDC is establishing baseline performance data in key sustainability areas to support future target-setting and integration into executive evaluations. The Human Resources and Remuneration Committee monitors market trends that affect operations and advises the Board on compensation matters. Remuneration practices are determined internally, guided by stakeholder feedback gathered through AGMs and employee surveys. To maintain confidentiality, OGDC does not disclose sensitive and proprietary information, such as the ratio of annual compensation within the organization and the percentage increase in annual salary.

Material concerns are escalated to the Board through its committees and are evaluated for resolution with strategic guidance from the

Board. The critical concerns include circular debt, production enhancement, security issues, employee training and development, storage facilities, technological advancement and alternate energy resources.

Conflict of interest and grievance handling

OGDC's code of conduct strictly prohibits conflicts of interest. It requires disclosure of interest and excludes interested directors or executives from related discussions where a conflict of interest is unavoidable. The code is distributed to directors, executives and all employees to ensure a clear understanding of its purpose. It is also published in the Annual Report for shareholders and accessible on the company's official website. OGDC maintains a comprehensive ethics reporting platform, "Whistleblower," that enables employees, partners and external stakeholders to report violations confidentially and seek guidance on responsible business conduct. The platform allows users to submit inquiries, track the progress of complaints and provide feedback. It is routinely evaluated and refined to ensure responsiveness, accessibility and effectiveness.



Shaping a
Sustainable Path Forward

Our Policy Framework

OGDC maintains ethical business practices through a robust Code of Conduct and comprehensive policies that ensure legal compliance, effective risk management and responsible operations in all activities and partnerships. These policies adhere to international standards, including the Universal Declaration of Human Rights and International Labour Organization (ILO) Conventions ratified by Pakistan. The policies also incorporate the Government's anti-harassment directive, as well as a company-wide Diversity, Equity & Inclusion (DEI) program based on the UN's Respect and Remedy Framework. Environmental governance is reinforced by the Board-approved Greenhouse Gas Emissions Policy Statement, which applies the precautionary principle as outlined in Article 15 of the Rio Declaration.

OGDC disseminates its corporate policies through email, employee orientation programs and meetings. To enhance accessibility and transparency, the company is actively developing a digital portal for policy commitments, featuring advanced search capabilities and simplified access. In accordance with the Right to Information Act, 2017, stakeholders are entitled to request and receive specific information. Additionally, policies relevant to supply chain partners are communicated through targeted email correspondence, tender documents and direct stakeholder meetings, strengthening alignment and responsible business conduct across the entire value chain.

Policy Implementation & Oversight

The MD/CEO and senior management establish the strategic tone for integrating company

policies and responsible business practices by allocating resources and ensuring alignment with corporate objectives. Departmental heads implement the directions by creating tailored policies, Standing Operating Procedures (SOPs) and training programs specific to their areas. Policy training is provided through structured inductions, role-specific sessions and ongoing development initiatives. Compliance is maintained through internal reviews, management system audits and external certifications, ensuring continuous improvement and accountability throughout the organization.

Remediating the Negative Impacts

OGDC proactively identifies and manages social, environmental and economic impacts through a risk-based framework integrated into its enterprise risk management system. Potential adverse impacts are identified through internal monitoring, stakeholder engagement, established grievance mechanisms available at both the head office and operational sites and national channels such as the PM Citizen Portal. All grievances are formally reviewed, referred to relevant departments and monitored by the MD Secretariat and designated field representatives to ensure timely resolution. Remediation actions are implemented based on the severity of impacts, with outcomes communicated transparently to affected stakeholders.

While operational-level grievance systems are functioning, efforts are underway to compile consolidated data on complaints filed this year. This aims to improve tracking and reporting, thereby boosting responsiveness, transparency and ongoing improvement.

ESG Policy

Oil & Gas Development Company Limited Environmental, Social & Governance (ESG)

POLICY STATEMENT AND COMMITMENT

At OGDC, we view sustainability as an opportunity rather than a constraint. Our policy encompasses climate as a primary driver of transformation, socio-economic development, well-being, environmental care and shared value creation. Our strategy involves transitioning to lower-carbon energy resources, meeting societal needs and contributing towards national development. We believe that a strong environmental, social and governance framework creates value and resilience in all our activities from operations to energy transition opportunities. We are committed to meeting the highest standards of environmental, social and governance practices across all aspects of our business, including the value chain and aligning with the UN SDGs for sustainable and inclusive development.

Environmental Stewardship

We recognize that oil and gas exploration and production activities impact the environment and natural resources. Therefore, we are committed to responsibly minimizing negative environmental impacts throughout our activities. We commit to:

- I. GHG Emissions**
Reduce emissions from our operations, minimize flaring and identify and eliminate leakages.
- II. Climate Adaptation, Resilience, and Transition**
Explore new practices/ technologies for improving energy efficiency, becoming resilient and transforming into low-carbon and renewable energy sources.
- III. Biodiversity and Ecosystem**
Focus on creating a net-positive impact by respecting, managing, restoring and enhancing biodiversity, paying attention to land use and making commitments to preserve ecosystem around our operational sites.
- IV. Waste and Pollution Management**
Implement an integrated waste management system following regulatory requirements and best practices to safely handle and dispose waste, protect the health of our workforce and the public.
- V. Water Management**
Responsible use freshwater as a shared resource with communities and dispose the produced and used water complying with regulations and best practices.

Social

Our business activities create direct and indirect job opportunities, influence health and safety of workforce and foster economic growth by supporting infrastructure development and education. We are dedicated to promoting sustainable growth as well as supporting local communities. We commit to:

- I. Ensuring Health and Safety**
Promote a health and safety culture across the company to maintain high standards and achieve health and safety-related targets as per corporate ESG policy.
- II. Well-being, Diversity, Equity and Inclusion**
Promote employee well-being, diversity equity inclusion, future skills development and competitive remuneration and benefits.
- III. Upholding Human and Labour Rights**
Respect the human rights of the workforce, local communities and relevant stakeholders as per applicable regulations and voluntary commitments. Comply with replicable labour laws to ensure fair labour practices.
- IV. Community Engagement and Social Investment**
Engage with the local communities and relevant stakeholders to create and maintain an enabling working environment. Invest in communities in thematic areas to address the pressing social and environmental challenges for inclusive development.
- V. Responsible Supply Chain Practices**
Engage with the suppliers to create awareness of our sustainability priorities, integration in the procurement cycle, assessment of suppliers to ensure compliance and manage supply chain impacts.

Governance

Good governance is vital to creating and preserving value for our stakeholders. We commit to:

- I. Corporate Governance**
Conduct business activities complying with applicable governance laws, regulations and best practices.
- II. Ethics and Compliance**
Conduct business ethically and transparently by promoting financial transparency, fostering corruption, following a responsible, tax approach to promote accountability and responsible decision-making.
- III. Stakeholder Management**
Engage with shareholders, employees, communities, suppliers, regulators and other relevant stakeholders for inclusive development.
- IV. Data Protection, Privacy and Digitalization**
Pursue digitalization and responsible data management to ensure business continuity and protection of business and personal information.

This statement has been reviewed and approved by the Board of Directors and is signed by OGDC's Managing Director/CEO.

(Managing Director/ CEO)

Purpose-Led.
Future-Focused.



Stakeholders' Engagement

OGDC engages with employees, investors, customers, regulators, partners, communities, industry associations and suppliers to align expectations, foster transparency and promote sustainable growth. Stakeholders are identified and prioritized based on influence, dependency, responsibility and proximity. Engagement occurs at the corporate, field and site levels to ensure that all relevant perspectives are captured. At the corporate level, we interact with regulators, shareholders, joint venture partners, customers, employees, suppliers and financial institutions. At the field and site levels, our focus includes local communities, government authorities, contractors, suppliers and on-site personnel. These interactions inform strategic decisions, build trust and drive long-term value creation by shaping our materiality assessment and sustainability priorities.

Stakeholder groups	Examples of engagement	Key topics and concerns raised by stakeholders
Shareholders	<ul style="list-style-type: none">Annual/Extra ordinary general meetingsInvestors briefingsAnnual/quarterly reports	<ul style="list-style-type: none">Economic returnsOil and gas discoveriesHealth and safetyShare price
Government	<ul style="list-style-type: none">Policy development inputsRegulatory reportingProject-related sessionsAwareness sessions	<ul style="list-style-type: none">New oil and gas discoveriesRegulatory compliancePayment of duties and taxesCommunity development
Joint venture partners	<ul style="list-style-type: none">Project review meetingsEmails	<ul style="list-style-type: none">Health and safetyPerformance reviewCompliance with regulations
Banks/Lenders	<ul style="list-style-type: none">MeetingsEmails	<ul style="list-style-type: none">Economic performanceNew project developmentsHealth, safety and environmental performance
Employees	<ul style="list-style-type: none">Town hall meetingTraining sessionsAnnual dinnerEmployee surveys & meetings	<ul style="list-style-type: none">Health and safetyEconomic performanceTraining and education
Suppliers	<ul style="list-style-type: none">Request for quotationBids grievances mechanismSupplier meeting	<ul style="list-style-type: none">Timely deliveryHealth and safetyEnvironmental and social compliance
Customers	<ul style="list-style-type: none">MeetingsEmails	<ul style="list-style-type: none">Consistent and reliable supplyProduct specificationNew discoveries of oil and gas
Local communities	<ul style="list-style-type: none">Public hearingsOutreach programsGrievance mechanisms	<ul style="list-style-type: none">Infrastructure developmentCommunity development and provision of education and health facilitiesEmployment opportunities
Industry associations	<ul style="list-style-type: none">Joint policy development sessions	<ul style="list-style-type: none">E&P regulatory frameworkBusiness environment
NGOs/NPOs	<ul style="list-style-type: none">Project donationsPartnership opportunitiesDialogue with stakeholders	<ul style="list-style-type: none">Community development projectsOperational impacts
Media	<ul style="list-style-type: none">Company reportsPress releasesInterviews	<ul style="list-style-type: none">Discovery of oil and gas reservesStrategy and performance

Materiality Analysis

For this reporting cycle, OGDC continues to disclose performance against the material topics identified through the comprehensive materiality assessment conducted last year. That process evaluated the impacts of our activities, external risks, stakeholder interests, peer company disclosures, industry guidelines and sector standards. Topics were prioritized based on the severity and likelihood of negative impacts, as well as the scale and scope of positive contributions, with input from stakeholders and experts. The assessment, which will be revisited every three years to reflect evolving regulations, risks, and stakeholder expectations, identified 24 material topics that shape the structure and content of this report. Each topic is addressed in terms of its impacts, management approach, actions and performance, and is mapped to the

relevant Sustainable Development Goals (SDGs), demonstrating how our operations contribute to global sustainability objectives.

Climate-related Financial Disclosures

OGDC has conducted an assessment to identify climate-related risks and opportunities that could impact its business performance, position and prospects, as well as investor decision-making. This process integrates the company's Enterprise Risk Management (ERM) framework with an evaluation of external factors, including regulatory changes, TCFD recommendations, stakeholder priorities and shifting market conditions. The governance, strategy, risk management, metrics and targets, aligned with the TCFD recommendations, are presented on pages 90-97 of this report.

Material topics	Sub-topic	Relevant SDGs
GHG and air emissions		
Climate adaptation, resilience and transition		
Biodiversity		
Waste		
Water and effluents		
Closure and rehabilitation		
Asset integrity and critical incident management		
Occupational health and safety		
Employment practices	Diversity & inclusion and work life balance	
	Non-discrimination and equal opportunity, Forced labour and modern slavery and Freedom of association and collective bargaining	
*Labour practices		
Economic impacts		
Community relations	Local communities and Land and resource rights	
Conflict and security		
Ethical practices	Anti-competitive behaviour Anti-corruption Payments to governments	
Public policy		
Supply chain impacts		
Digitalization and Cyber Security		

* Labour Practices itself is not a material topic; however, the material sub-topics have been organized under this broader theme to present related issues clearly while addressing each one distinctly.

OGDC and SDGs

OGDC recognizes that aligning with the United Nations Sustainable Development Goals (SDGs) is vital for creating long-term value and supporting sustainable development. The company is integrating the SDGs into its strategy and operations to promote responsible growth, resilience and inclusive development.

Last year, OGDC advanced its sustainability efforts by launching an ESG Policy, creating a Board-level ESG Committee and joining the UN Global Compact (UNGC). These actions established the basis for organized SDG-linked disclosures.

Using a multi-framework methodology, OGDC conducted a comprehensive analysis to identify and prioritize the SDGs most relevant to its business operations and national context. While prioritizing the core SDGs, we employed a principle-based approach, considering both positive contributions through products, services and investments, as well as risks to people and the environment arising from OGDC's activities and operations.

As a result, five core SDGs were prioritized where OGDC has the most significant potential impact: OGDC also supports additional SDGs aligned with the Government of Pakistan's priority areas and the Pakistan Stock Exchange (PSX) disclosure requirements.

Govt. Priority I and PSX SDGs

As we progress, we will formalize our SDG commitments by integrating SDG considerations into planning and investment decisions, expanding partnerships to build resilience, supporting Pakistan's development priorities and contributing to global sustainability efforts.

The SDG icons (core, government priority -I and PSX) appear where our activities contribute to these SDGs.



Protecting Nature,
Preserving Tomorrow

PROTECTING NATURE

Our Approach
Climate Change
Biodiversity
Water Management
Waste Management

Our Approach

OGDC's operations are closely linked to the use of natural resources, which can cause significant environmental impacts, including land disturbance, biodiversity loss, emissions, wastewater and waste disposal. Recognizing these challenges, we are integrating environmental stewardship into our business practices to balance our footprint with ecosystem preservation and long-term sustainability. We are also setting baseline metrics to monitor progress and establish future performance goals. Additionally, we acknowledge that environmental impacts also affect our supply chain. We are developing a sustainable supply chain roadmap and a supplier code of conduct to enhance supplier evaluation processes, combining ecological considerations with existing legal and health & safety compliance requirements (see page 89 for details).

OGDC's environmental management is guided by its Occupational Health, Safety and Environment (HSE) Policy Statement, which emphasizes stewardship and strict compliance with regulatory and international standards, including ISO 14001, ISO 45001, ISO 31000, IOGP Guidelines and OSHA's PSM Guidelines. All major sites are ISO 14001 certified. Before commencing exploration or production activities, site-specific Initial Environmental Examinations (IEEs) or Environmental Impact Assessments (EIAs) are conducted in accordance with regulatory requirements.

These studies help develop Environmental Management Plans (EMPs), which outline mitigation measures for identified risks. All risks are documented in the enterprise risk register and escalated to governance bodies for oversight and response planning. The implementation of Environmental Management Plans (EMPs) is managed by designated project leaders at each site, with support from HSE experts during execution. The effectiveness of these plans is assessed through scheduled HSE audits, regulatory compliance reviews and ISO 14001 recertification evaluations. Findings from these assessments guide procedural updates and corrective measures, promoting continuous improvement in environmental performance and compliance.

In FY 2025, OGDC complied with all applicable environmental laws and regulations, with no significant instances of non-compliance reported, demonstrating our commitment to responsible environmental stewardship.

Climate Change

Material topics:

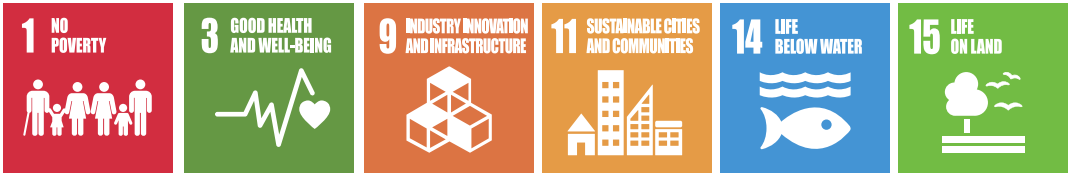
Climate adaptation, resilience and transition, GHG and air emissions

Advancing climate resilience by reducing emissions and enhancing energy efficiency through the adoption of cleaner, high-performance technologies, while simultaneously pursuing diversification initiatives that contribute to national economic growth and sustainable development.

Core SDGs:



Other relevant SDGs



OGDC recognizes climate change as a significant challenge to global well-being and to our primary business operations. As one of the most urgent ESG issues, it requires a strategic, future-focused approach. We are committed to advancing towards a low-carbon future by delivering responsible energy solutions, reducing emissions, enhancing energy efficiency and maintaining optimal operational performance. Our longstanding commitment to responsible practices enables us to manage risks and capitalize on the opportunities presented by the global energy transition.

Climate Adaptation, Resilience & Transition

OGDC’s climate strategy continues to evolve, with a focus on reducing operational carbon intensity, advancing afforestation programs and pursuing diversification pathways aligned with a low-carbon economy. As Pakistan’s largest state-owned E&P company, we are steadfast in supporting the national energy agenda while adapting to global sustainability imperatives and evolving market dynamics.

As part of our strategic alignment with global climate frameworks, OGDC endorsed the Oil & Gas Decarbonization Charter (OGDC) at COP28, reaffirming our commitment to sector-wide emissions reduction and the transition towards renewable energy. Our HSE Policy provides a strategic framework that goes beyond regulatory compliance, embedding sustainability into core operations. Building on the Greenhouse Gas Emissions Policy Statement, we are systematically identifying methane emissions, flaring and energy-efficiency opportunities through targeted energy audits. These insights are guiding the implementation of technology upgrades and operational efficiency measures, enabling measurable reductions in energy consumption and aligning our actions with the goals of the OGDC Charter.

Our ESG Policy now embeds broader commitments to energy efficiency, climate resilience and a gradual shift toward low-carbon and renewable energy solutions. To support this, we continued to organize targeted awareness, orientation and technical sessions for senior

leadership, the ESG Working Group and management. These engagements reinforced our strategic direction and encouraged cross-functional innovation to identify actionable solutions to reduce impact and align our business model with a low-carbon economy.

With the launch of “OGDC – The Energy” and the adoption of our new logo and corporate identity, we signal a transformation in how we present ourselves — both visually and strategically — as an energy company committed to innovation, performance and sustainability. This refreshed brand identity reinforces our ambition to be recognized as a leader in Pakistan’s energy transition while honoring our legacy of reliability.

GHG and Air Emissions Management

Greenhouse gas (GHG) and air emissions continue to be a key part of OGDC’s environmental impact, originating from our main exploration, production and processing operations, as well as from fuel burning in vehicles and machinery and the use of purchased electricity.

OGDC is steadily advancing its decarbonization efforts by strengthening its ESG strategy, focusing on identifying flaring sources, classifying emission streams and establishing reliable baselines. Current initiatives include enhancing methane monitoring with advanced detection technologies, identifying and characterizing flaring sources and conducting energy audits to better understand operational footprints. These steps lay the foundation for a greenhouse gas emissions monitoring and reduction plan, which will help set

measurable targets in future strategy cycles. Responsibilities will be delegated across relevant departments to foster ownership and ensure alignment with national priorities and evolving global climate commitments.

OGDC’s gas processing operations are equipped with dedicated control systems designed to maintain gas specifications and minimize flaring and venting. Flaring is used only when necessary and under controlled conditions, in line with plant design and process safety standards. To further reduce emissions, a flare gas utilization plan has been developed to evaluate the commercial potential of selling flare gas from selected operating fields where it is economically feasible. Simultaneously, routine Leak Detection and Repair (LDAR) surveys are performed to identify and mitigate fugitive emissions from valves, flanges, connectors and sampling points. Technical evaluations are also ongoing to explore alternative uses for flare gas, including its use in gas engines for power generation and utility purposes where appropriate.

As a custodian of the GHG inventory, the Health, Safety & Environment (HSE) Department oversees coordination across operational sites and relevant departments to ensure accurate data collection, proper selection of emission factors and consistent calculation methods. In addition to developing the inventory, the HSE team monitors GHG and air emissions throughout the organization to ensure compliance with applicable regulatory frameworks and internal performance standards.

GHG emissions (MT)	2025	2024
GHG emissions CO2 e (Scope 1)	1,270,668	1,355,026
GHG emissions CO2 e (Scope 2)	3,529	2,795
Total GHG emissions (Scope 1 and Scope 2)	1,274,197	1,357,821
GHG emissions intensity (MT CO2 equivalent/ KBOE)	28	26

GHG emissions and energy consumption decreased during the year, mainly due to efficiency measures, operational closures, and reduced production levels, but this resulted in higher emissions and energy intensity overall.

OGDC does not produce biogenic emissions. The company's greenhouse gas emissions mainly come from combustion processes, operational activities, maintenance work and occasional containment loss incidents. Emissions from individual plants and sites are evaluated through carbon footprint studies conducted at various locations. Site-level data is systematically gathered and combined at the corporate level to maintain consistency and oversight. While current emissions data are primarily based on estimation methods, OGDC is actively working to shift toward direct measurement whenever possible. The GHG inventory includes carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O), compiled in accordance with internationally recognized protocols.

OGDC reports emissions intensity covering both Scope 1 and Scope 2. While a formal mechanism for quantifying Scope 3 is under development, the company plans to initiate the preliminary assessments in the next reporting cycle. As the company continues to define its baseline for GHG inventory reporting, data on reductions from efficiency initiatives is not yet available and will be disclosed in future reports. During the reporting year, NOx and SOx emissions remained within the limits prescribed by the National Environmental Quality Standards (NEQS).

Building on last year's disclosure, this year's

disclosure applies standardized methodologies aligned with the GHG Protocol to enhance accuracy, consistency and comparability, providing a stronger basis for trend analysis, target setting and long-term performance tracking. GHG emission factors were derived from the IPCC Sixth Assessment Report (AR6), using a 100-year global warming potential timeframe. At the same time, OGDC referenced the API Compendium (2021) for industry-specific estimation methods. Stoichiometric conversions based on carbon content were used for the calculations, while Scope II emissions were calculated using conversion factors provided by the UNFCCC. The CO₂e emissions were calculated for OGDC's operated production sites, processing facilities, head office and regional offices. The methodology for quantifying hydrocarbon vents, leakages and fugitive emissions remains under development and has not yet been incorporated into the current GHG calculations.

OGDC's energy consumption primarily comes from non-renewable sources, including electricity and fuel used in generators, turbines and vehicles. Site-level electricity and fuel use were calculated separately and then combined at the corporate level, where they were converted using energy factors from the U.S. Energy Information Administration (EIA). For electricity, a conversion factor of 0.0036 GJ/kWh was used, taken from the B.L. Theraja Electrical Handbook. The energy intensity metric shows consumption within organizational boundaries, while a formal system for measuring energy use outside the organization is still under development.

Energy consumption within the organization (GJ)	2025	2024	2023
Energy consumption – non-renewable	27,965,223	29,649,550	29,581,770
Energy consumption – renewable	587	941	739
Total energy consumption	27,965,810	29,650,491	29,582,509
Energy intensity GJ/KBOE	613	565	546

Actions FY 2025

GHG Emission Avoidance

At Well Soghri North-01, a total of 4,425 metric tons of oil-based mud (OBM) cuttings were successfully remediated on-site. In case these had been transported to the bioremediation site located near Well Nashpa-04 (165 km away), it would have required 167 trips and consumed approximately 13,777 liters of diesel. By opting for on-site bioremediation, OGDC mitigated this fuel consumption and avoided 37.11 metric tons of CO₂ emissions.

Energy Efficiency Initiatives

At the Qadirpur Gas Field, OGDC improved energy efficiency by replacing about 40% of traditional lighting with energy-efficient LEDs and upgrading 70% of outdated air conditioning units to inverter models. Additionally, sun

switches were installed to automate lighting along boundary walls, roads and walkways, with further inspections underway to expand this to residential camps. These efforts, along with similar upgrades at the Kunnar facility, collectively saved approximately 954.6 MWh of energy during FY 2025, reinforcing OGDC's commitment to operational efficiency and environmental responsibility.

Advancing Solarization across Operations

As part of its broader decarbonization strategy, OGDC initiated the solarization of key assets, selecting various strategic locations. During the year, a cumulative 5,760 kW solar photovoltaic (PV) system has been progressively installed across the following OGDC sites:

Installation completed

Sites Bettani Well-01 Capacity 1,800 kW	Sites Bettani Well-02 Capacity 1,800 kW	Sites FC Camp Capacity 960 kW
Sites Qadirpur Gas Field Capacity 600 kW	Sites Kot Sarang Capacity 400 kW	Sites Dakhani (Water Pumping) Capacity 200 kW

Additionally, a 0.9 MW Battery Energy Storage System (BESS) was installed at Qadirpur Gas Field.

Solarization of Sukkur and Hyderabad Regional Offices

In a landmark move towards sustainable energy, the CSR department solarized its Sukkur and Hyderabad Regional Offices, marking a significant step in OGDC's green energy transition. These are the first in OGDC's network to be powered by renewable energy, thereby reducing the company's carbon footprint.

Conversion to Gas-Driven Generators

All operational fields have transitioned to gas-fired generators for power generation, reducing dependence on diesel and lowering greenhouse gas emissions.

Promoting Sustainable Practices in the Supply Chain

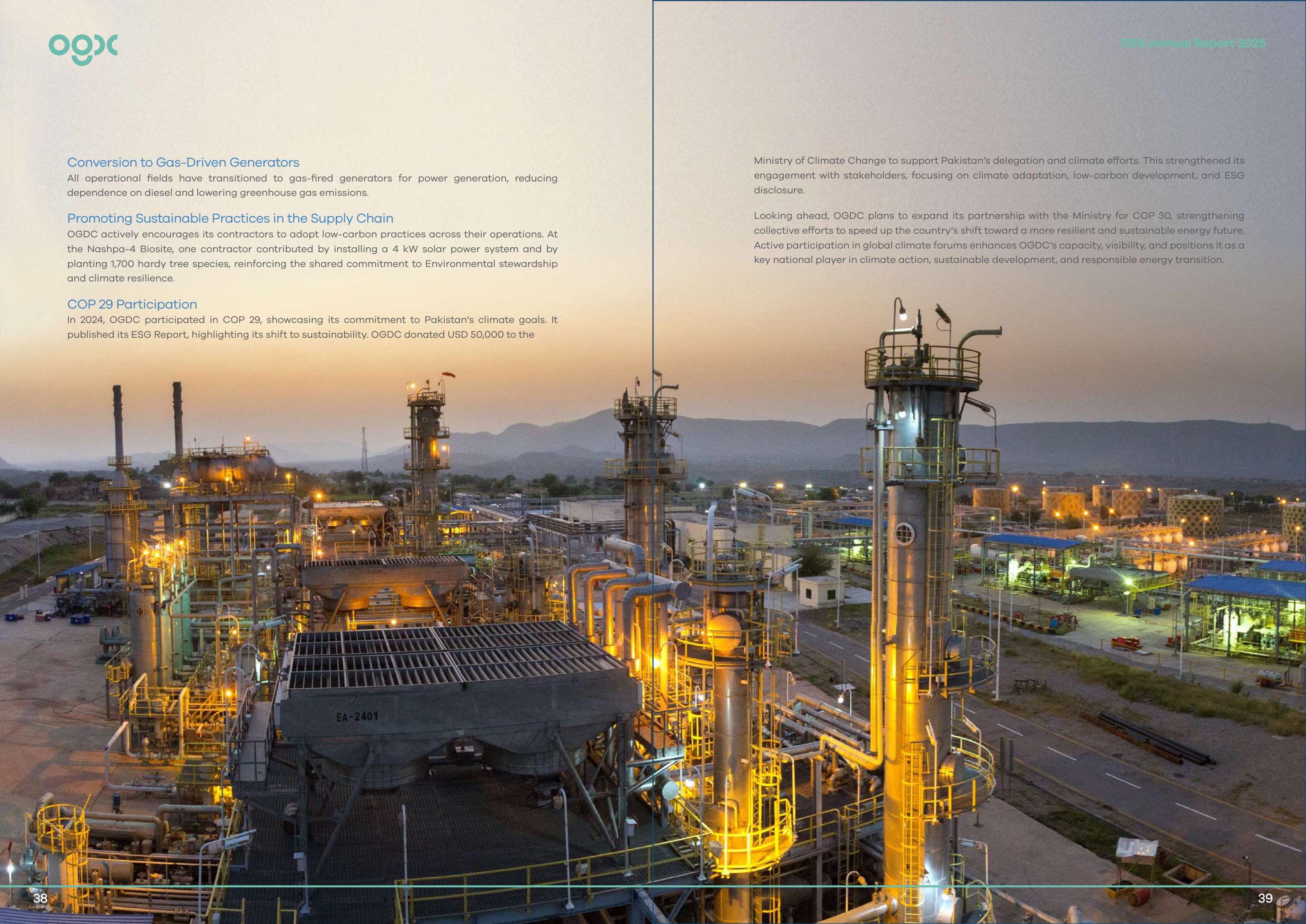
OGDC actively encourages its contractors to adopt low-carbon practices across their operations. At the Nashpa-4 Biosite, one contractor contributed by installing a 4 kW solar power system and by planting 1,700 hardy tree species, reinforcing the shared commitment to Environmental stewardship and climate resilience.

COP 29 Participation

In 2024, OGDC participated in COP 29, showcasing its commitment to Pakistan's climate goals. It published its ESG Report, highlighting its shift to sustainability. OGDC donated USD 50,000 to the

Ministry of Climate Change to support Pakistan's delegation and climate efforts. This strengthened its engagement with stakeholders, focusing on climate adaptation, low-carbon development, and ESG disclosure.

Looking ahead, OGDC plans to expand its partnership with the Ministry for COP 30, strengthening collective efforts to speed up the country's shift toward a more resilient and sustainable energy future. Active participation in global climate forums enhances OGDC's capacity, visibility, and positions it as a key national player in climate action, sustainable development, and responsible energy transition.



Biodiversity

Material topics:
Biodiversity and Closure and rehabilitation

Safeguarding ecosystems and biodiversity is a core priority, with a focus on managing operational impacts and ensuring responsible site-closure practices to preserve ecological integrity throughout the project lifecycle.

Core SDGs:



Other relevant SDGs



OGDC reaffirms its commitment to biodiversity conservation through the implementation of its ESG Policy, which focuses on the responsible management, restoration and enhancement of natural ecosystems across all operational sites. Given that exploration, development, production and site closure activities can impact local ecosystems, OGDC conducts Environmental Impact Assessments (EIAs) and Initial Environmental Examinations (IEEs) in accordance with regulatory requirements before commencing field operations. These assessments establish ecological baselines and identify mitigation measures, which are incorporated into Environmental Management Plans (EMPs) to protect biodiversity throughout the project lifecycle.

OGDC ensures strong oversight of biodiversity management, with site and project in-charges serving as custodians of environmental integrity. Performance is monitored through monthly environmental reports, internal HSE audits and compliance reviews against EMP commitments and ecological management systems. Transparency and community participation are maintained through public hearings and consultations conducted in collaboration with the

Environmental Protection Agency.

During the reporting year, OGDC did not operate permanent oil and gas processing facilities within protected areas. Temporary setups related to drilling and seismic activities were managed in accordance with EMP protocols. Environmental assessments confirmed that no irreversible impacts occurred, while expected short-term effects were mitigated through site-specific control measures. Decommissioned sites were restored in line with EMP guidelines. Although specific species data and impact area measurements are not yet available, restoration efforts continue to address temporary operational footprints, demonstrating OGDC’s commitment to biodiversity preservation.

In FY 2025, OGDC continued its efforts to restore habitats for local plants and animals, boost natural resilience against environmental threats and enhance ecosystem services, including air quality, soil stability and water management. Moreover, the company plans to develop a Biodiversity Policy aligned with global best practices to effectively manage its impacts.

IUCN Red List species and National Conservation List species with habitats in areas affected by operations (Nara Canal, Wildlife Sanctuary Deh Akro II, Wildlife Sanctuary Chotiari Wetlands Complex)

Critically endangered	Endangered	Vulnerable	Near threatened	Least concern
	Spotted Turtle, Indian Pangolin	Marsh Crocodile/ Mugger	Marbled Teal, Indian Sand Boa	Honey Badger, Indian fringe-toed Sand Lizard, Indian Sand Swimmer, Indian Monitor, Saw-scaled Viper, Long-eared Hedgehog, Asiatic Jackal, Red Fox, Small Indian Mongoose, Desert Cat, Indian Hare, Five-striped Palm Squirrel, Indian Crested Porcupine, House Mouse, Indian Desert Gerbil, Indian Gerbil, Short-tailed Bandicoot Rat, Little Grebe and Chinkara.

Temporary operations, such as seismic surveys and drilling activities, were conducted in the following blocks during the 2024-25 period.

Sehwan Block

The main protected area is Manchar Lake and Kundah Forest which is a complex of natural ecosystem comprising of more lakes and associated marshes in unique habitat supporting a wide variety of important wildlife species.

Status: Seismic surveys

Murradi Block

Few protected areas were identified within the immediate project boundaries, it is noteworthy that the Hamal Lake and Darigh Lake Reservoir and Pai forest are in project area. Drigh Lake is a Ramsar wetland site.

Status: Seismic surveys

Kohat Block

Phase-I: in Districts Kohat & Hangu and Phase-II: in Districts Kohat, Nowshera & Peshawar. No reserved forest or protected area is present in the Phase- II project area. However, in the Phase- I project area, a reserved forest and wildlife sanctuary is in the Boraka region. Boraka protected area has been designated as Wildlife Sanctuary.

Status: Seismic surveys

Killa Saifullah Block

The Killah Saifullah block is in the Killah Saifullah district Torghar Conservation Project. It is a community conservation area located in the Torghar hills of Qilla Saifullah district, Balochistan, Pakistan.

Status: Seismic surveys

Khewari Block

Khewari block includes the areas of Nara canal wildlife sanctuary and Deh Akro II wildlife sanctuary. Nara desert wildlife sanctuary is home to four different habitats: desert, agricultural areas, wetlands and human habitations. Deh Akro II is a wildlife sanctuary, a Ramsar site and an important bird area.

Status: Seismic surveys

Bitrism Block

The Bitrism block includes the Deh Akro II wildlife sanctuary and the Chotiari wetlands complex. Chotiari wetlands complex is in the Thar desert of the Indomalayan realm and covers the southeastern portion of the Indus ecoregion. It includes the Thar desert sand hills on the east, north, north-east and south-east and Nara canal on the west and south.

Status: Seismic surveys and drilling activities

Chak-2 Block

The designated project area lies within the administrative boundaries of Tehsil Sinjhora in district Sanghar, Sindh province. There was no protected area located near or within 05km radius of the drilling project boundaries. However, the Chotiari Reservoir and Makhi Forest are located approximately 09 kilometers from well site.

Status: Drilling activities

Qadirpur Block

Located in Tehsil & District Ghotki, Sindh Province. There was no protected area located near or within 05km radius of the project boundaries. However, the Indus Dolphin Reserve and Mando Dero is located approximately 15-20Kms from well sites.

Status: Drilling activities

Water Management

Material topics:
Water and effluents

Protecting natural ecosystems by strategically managing water withdrawals and proactively mitigating risks of water and soil pollution, thereby maintaining ecological balance and environmental integrity

Core SDGs: **Other relevant SDGs**



Water is a critical resource for communities, ecosystems and industry. The company continues to integrate sustainable water management practices across its operations, aligning with its Occupational Health, Safety and Environment Policy Statement and ESG policy. Our approach is built on three key principles: responsible usage, regulatory compliance and community collaboration.

Before initiating exploration and production activities, OGDC undertakes comprehensive Environmental Assessments (IEEs/ EIAs) in accordance with regulatory requirements. These studies establish baselines for water availability and quality, identify potential risks and define mitigation measures. The resulting Environmental Management Plans (EMP) guide operational water usage, discharge protocols and measures to protect existing resources from degradation.

Water is used across multiple operational stages, including exploration, drilling, camp construction, cooling at processing facilities and general utilities. Produced water is stored in designated tanks and ponds and, where feasible, reinjected into wells. Water impacted by operations is treated in compliance with EPA standards and managed through storage pits, evaporation ponds, septic systems, or certified

third-party disposal. Permanent facilities discharge water through sewerage systems, ensuring adherence to National and Provincial Environmental Quality Standards. Regular groundwater quality assessments are conducted near operational sites to monitor potential impacts and promote responsible discharge practices.

In addition to operational stewardship, OGDC contributes to community resilience by sharing water resources with neighboring populations. This initiative not only addresses local needs but also strengthens trust and reinforces our commitment to sustainable development.

We ensure robust oversight of water management, with site and project in-charges serving as custodians of environmental integrity at their respective locations. Performance is monitored through monthly environmental reporting, EMP compliance reviews, Environmental Management System audits and annual evaluations in line with the Regulatory Compliance Matrix. Engagement with regulators and local communities is maintained through public consultations and hearings organized in collaboration with the Environmental Protection Agency, reinforcing transparency and driving continuous improvement in water stewardship practices.

Actions 2026

Produced Water Disposal System at TAY & Sono Lashari Fields

The Produced Water Disposal System (PWDS), currently in the design phase, is being developed to significantly enhance OGDC’s long-term capacity to treat and dispose of produced water safely. Once operational, the system will provide a more resilient and future-ready solution, enabling advanced treatment, reinjection and compliance with evolving environmental standards.

Water withdrawal by source in ML/year	2025		2024		2023	
	All areas	Areas with water stress	All areas	Areas with water stress	All areas	Areas with water stress
Surface water						
Freshwater (≤1,000 mg/L Total Dissolved Solids)	937	930	1,241	1,202	1,060	1,060
Other water (>1,000 mg/L Total Dissolved Solids)	-	-	-	-	-	-
Ground water						
Freshwater (≤1,000 mg/L Total Dissolved Solids)	645	59	1,033	60	984	44
Other water (>1,000 mg/L Total Dissolved Solids)	-	-	-	-	-	-
Produced water						
Freshwater (≤1,000 mg/L Total Dissolved Solids)	-	-				
Other water (>1,000 mg/L Total Dissolved Solids)	1,096	363	732	553	785	706
Third-party water						
Freshwater (≤1,000 mg/L Total Dissolved Solids)	244	16	761	20	523	31
Other water (>1,000 mg/L Total Dissolved Solids)	-	-	-	-	-	-
Total water withdrawal	2,922	1,368	3,767	1,835	3,352	1,841

Water consumption in ML/year	2025		2024		2023	
	All areas	Areas with water stress	All areas	Areas with water stress	All areas	Areas with water stress
Total water consumption	2,922	1,368	3,767	1,835	3,352	1,841

Water withdrawal and consumption decreased during the year, mainly due to efficiency measures, operational closures, and reduced production levels.

Site-level data on withdrawals, consumption and discharge are consolidated at the corporate level to estimate the company’s water footprint. While current reporting is primarily based on estimates, the current and planned installation of flow meters will enable more accurate measurement and enhance future disclosures.

Water discharge by destination in ML/year	2025		2024		2023	
	All areas	Areas with water stress	All areas	Areas with water stress	All areas	Areas with water stress
Total water discharged	2,922	1,368	3,767	1,835	3,352	1,841

Water Handling and Recycling Initiatives 2025

Water Usage Monitoring

Flow meters are being installed at key points in the water supply system to enable accurate measurement and quantification.

Sewerage Treatment Plant at Qadirpur Gas Field

A fully functional sewage treatment plant was commissioned to treat wastewater from both the plant and residential camps. The treated water is reused for plantation and greenbelt irrigation, promoting a

circular and sustainable water management approach.

Floating Wetlands Treatment at Nashpa Oil Field

A Floating Wetlands Treatment (FTW) system has been installed in collaboration with the National Institute of Biotechnology and Genetic Engineering (NIBGE) to treat both produced water and camp sewerage. The system operates within an HDPE-lined evaporation pond, ensuring zero discharge and strengthening environmental safeguards through innovative, nature-based water treatment solutions.

Waste Management

Material topics: Waste

Protect natural ecosystems by responsibly managing waste and reducing water, air and soil pollution to safeguard land and aquatic life.

Core SDGs: **Other relevant SDGs**



OGDC’s Occupational Health, Safety and Environment (OHSE) Policy Statement provides the overarching framework for waste management, ensuring risks to human health, ecosystems and natural resources are effectively controlled. These protocols apply across all operational sites and are designed to prevent soil, water and air contamination in line with regulatory requirements.

Waste streams generated from exploration, production, processing, construction and maintenance activities include chemicals, drilling cuttings, equipment and supplies, comprising both hazardous and non-hazardous materials. These range from single-use plastics and non-biodegradable items to toxic substances. Management of these streams is guided by site-level dedicated Waste Management Plans and OGDC’s Waste Management Handbook, ensuring alignment with local regulations.

To ensure traceability, each site maintains a waste inventory documenting the source, type, quantity and disposal method. Non-hazardous waste, such as kitchen refuse and paper, is typically disposed of through local vendors, while other materials are

consolidated at regional or central yards for auction-based disposal. Hazardous waste is segregated and securely stored in designated facilities before being transferred to EPA-approved contractors for treatment and disposal. Contractors are required to demonstrate compliance with HSE protocols and EPA guidelines.

Waste management governance is embedded in OGDC’s operational structure, with site and project in-charges accountable for performance. Compliance is monitored through regular HSE audits, ISO assessments, EMP reviews and regulatory reporting. Findings are systematically reviewed in departmental meetings and shared across sites to support continuous improvement.

We are enhancing our waste management system by implementing improved segregation practices, standardized disposal methods and strengthening oversight of contractors as part of our 2026 ESG Strategy. These initiatives are designed to further minimize environmental impacts while ensuring alignment with global best practices.

Waste generated by composition, in metric tons (t)

	2025			2024			2023		
	Waste generated	Waste diverted from disposal	Waste directed to disposal	Waste generated	Waste diverted from disposal	Waste directed to disposal	Waste generated	Waste diverted from disposal	Waste directed to disposal
Waste composition									
Hazardous	*51,553	-	47,718	67,035	-	67,035	36,353	-	36,353
Non-hazardous	3,714	34	3,680	7,252	-	7,252	9,326	-	9,326
Total waste	55,267	34	51,398	74,287	-	74,287	45,679	-	45,679

* 3,835 (Oil-Based Mud (OBM) Cuttings are in the treatment process and not disposed of during the year)
The waste diverted from disposal was recycled on-site for operational use. Most hazardous waste consists of drill cuttings, which are disposed of in accordance with applicable regulatory framework/ standards.

	2025	2024
Drill cutting in metric tons	51,242	58,886

Waste diverted to disposal by disposal operation in metric tons (t)

	2025			2024			2023		
	Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total
Hazardous waste									
Incineration (with energy recovery)	-	-	-	-	-	-	-	-	-
Incineration (without energy recovery)	-	53	53	-	41	41	-	26	26
Landfill and other disposal operations	32,340	15,325	47,665	39,050	27,944	66,694	21,310	15,018	36,328
Total	32,340	15,378	47,718	39,050	27,985	67,035	21,310	15,044	36,354
Non-hazardous waste									
Incineration (with energy recovery)	-	-	-	-	-	-	-	-	-
Incineration (without energy recovery)	-	-	-	-	-	-	-	-	-
Landfill and other disposal operations	-	3,680	3,680	9	7,243	7,252	14	9,312	9,326
Total	-	3,680	3,680	9	7,243	7,252	14	9,312	9,326

OGDC’s waste stream comprises biomass, metals, used oil, paper, chemicals (such as paints and mercury), food residues, packaging, textiles, construction debris and charcoal. Waste quantities are recorded at the site level and consolidated at the corporate level, enabling accurate tracking and reporting. The increase in waste volumes from FY 2023 to 2025 is primarily due to higher levels of drilling cuttings.

Reduction of Single-Use Plastics

In FY 2025, OGDC launched a dedicated policy to eliminate single-use plastics across its offices and

field sites. The policy encourages the adoption of biodegradable and reusable alternatives through a phased rollout, ensuring a smooth implementation. In FY 2026, this initiative will expand through supplier engagement and employee awareness campaigns, further strengthening OGDC’s commitment to reducing plastic pollution, minimizing its environmental impact and aligning with best sustainability practices. As part of this effort, the Qadirpur Field has already begun replacing single-use plastic bags and Panaflex banners with biodegradable alternatives, demonstrating early progress in waste reduction and environmental sustainability.

Growing Together

INVESTING IN OUR PEOPLE

Our Approach
Nurturing Workforce
Diversity, Equity and Inclusion
Health, Safety and Security
Protecting Human Rights

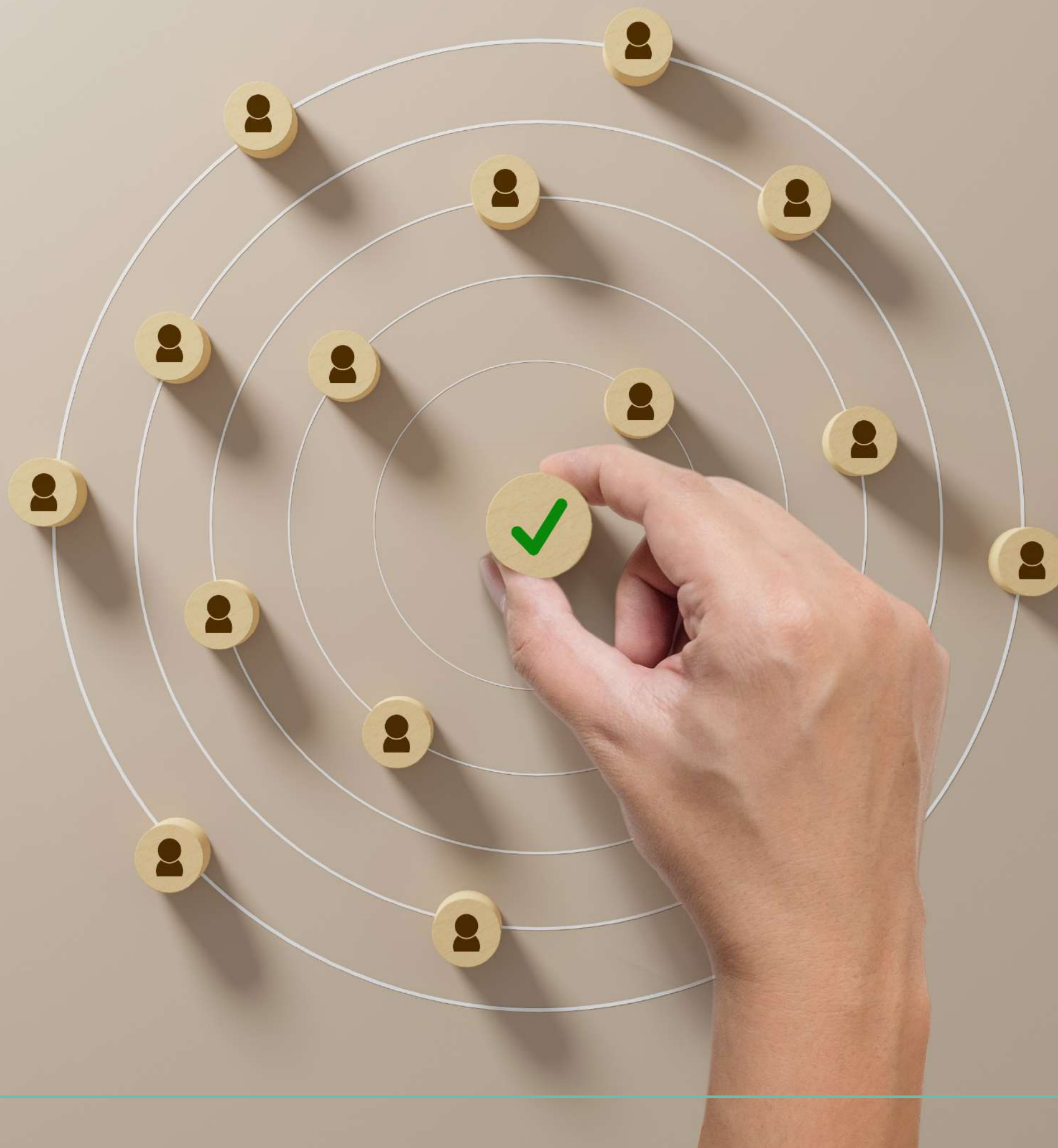
Our Approach

OGDC's human capital is at the core of delivering organizational goals, creating stakeholder value and contributing to national development. Our HR strategy focuses on attracting and retaining top talent, enhancing capabilities through targeted technical and leadership training and fostering sustained performance in a competitive environment.

We invest in our people through competitive pay, skills training, medical and welfare benefits and inclusive practices. While operational environments pose challenges, especially in health, safety and gender inclusion, we remain dedicated to maintaining a safe, respectful and equitable workplace.

Diversity and equal opportunity are core to our strategy. OGDC actively works to increase female representation across roles and locations, while acknowledging sector-specific and cultural challenges. Supportive policies consistent with national regulations are in place to encourage women's participation and career growth.

Human capital practices are guided by comprehensive policies covering the code of conduct, diversity and inclusion, recruitment, training and development, compensation, medical benefits and anti-harassment programs. Implementation is overseen by the Executive Director (HR), with progress tracked through annual targets, performance dashboards, employee surveys and regular reviews. Feedback mechanisms support continuous improvements, while reporting to the Board Human Resource and Remuneration Committee ensures strong oversight and alignment with industry standards.



Nurturing Workforce

Material topics:

Employment practices,
Diversity & inclusion
and work-life balance

By providing equal opportunities, safe working conditions and ongoing skill development, we empower our workforce to contribute to Pakistan's energy security and the UN SDGs, while promoting innovation, adaptability and an inclusive workplace culture.

Core SDGs:



Other relevant SDGs



Talent Onboarding

OGDC remains dedicated to hiring qualified talent, encouraging skill development and retaining employees through competitive pay, benefits and wellness programs. Flexible work options and employee support initiatives at OGDC further enhance a healthy work-life balance.

The Executive Director of Human Resources is responsible for overseeing the implementation of ethical employment practices. Our policies are supported by transparent performance monitoring and compliance with national regulations.

Hiring decisions are made solely on merit, based on qualifications, experience and specific role requirements. As a state-owned entity, OGDC adheres to provincial quotas in accordance with

relevant laws and prioritizes local candidates for project-based roles to promote community empowerment. Local workers are hired on a man-day basis and released after project completion, while senior management positions (General Manager level and above) are filled nationally due to talent availability.

To support early career growth, OGDC continues to offer internship programs for recent graduates, providing experience in oil and gas operations and improving future job prospects.

Contract and outsourced workers are employed across the head office, regional sites and operational fields for both technical and non-technical roles, including janitorial, security, firefighting and field support, with contracts structured to meet operational needs.

Workforce on June 30, 2025



Employees by employment type broken by gender.

Employment type	2025		2024	
	Male	Female	Male	Female
Full time	10,177	153	10,583	152
Part-time	-	-	-	-
Total	10177	153	10,583	152

Employees by employment contract broken by gender

Employment contract	2025		2024	
	Male	Female	Male	Female
Permanent	9,835	133	10,258	128
Temporary	342	20	325	24
Total	10,177	153	10,583	152

Employees by employment contract broken by region

Location	2025		2024	
	Permanent	Temporary	Permanent	Temporary
AJK	180	9	190	6
Baluchistan	844	24	879	22
Gilgit-Baltistan	16	3	16	5
Khyber Pakhtunkhwa	1,081	54	1,123	60
Punjab	4,665	167	4,868	161
Sindh	3,131	104	3,262	91
Tribal Area/Fed. Adm.	51	1	48	4
Total	9,968	362	10,386	349

Hiring and Attrition

Hiring by age group			Hiring by gender			Hiring by region		
<30	74%	87	Male	94%	111	Punjab	47%	55
30-50	26%	31	Female	6%	7	Sindh	32%	38
>50	0%	0	Total		118	KPK	9%	11
Total		118				Baluchistan	8%	9
						AJK	3%	3
						Federal	1%	2
						Total		118

Attrition by age group			Attrition by gender			Attrition by region		
<30	1%	4	Male	99%	516	Punjab	47%	246
30-50	8%	42	Female	1%	7	Sind	29%	152
>50	91%	477	Total		523	KPK	11%	56
Total		523				Baluchistan	8%	43
						AJK	2%	11
						Federal	2%	10
						Gilgit-Baltistan	0.4%	2
						Tribal areas.	1%	3
						Total		523

The total number of employees reported for 2025 is 10,330, whereas the OGDC Annual Report 2025 lists 10,303 employees. The variation of 27 employees arises from the inclusion of trainee officers who were engaged in training programs focused on skill development and practical learning in 2025. For ESG reporting purposes, OGDC has adopted a broader boundary that includes all individuals with an employment-type relationship with the company during the reporting period. This approach ensures consistency with ESG reporting principles that emphasize capturing the full scope of the organization's workforce contributing to its operations and value chain.

The hiring and attrition rates were 1.14% and 5.06% compared with 0.85% and 5.25% last year.

Remuneration and Benefits

OGDC continued to offer competitive, position-based pay and benefits, maintaining its status as a leading employer in Pakistan's oil and gas industry. Compensation practices are guided by principles of fairness and non-discrimination, with regular salary surveys conducted to ensure that packages remain relevant, fair and aligned with market standards.

The basic salary ratio between male and female employees remains 1:1. Variations in overall pay levels are due to differences in work locations, as female employees are mainly based at the head office and regional offices, while male employees are more often assigned to field and remote sites. These differences reflect operational roles rather than gender-based disparities.

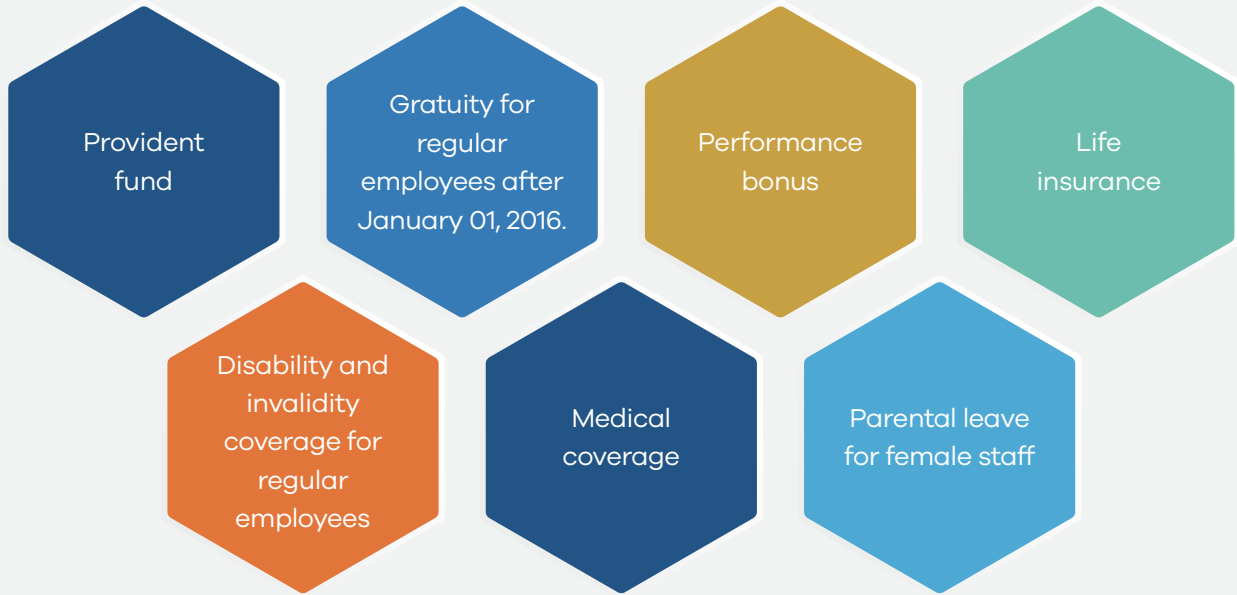
Employee compensation includes both fixed and variable components, encompassing financial and non-financial benefits. A security premium allowance is provided to employees assigned to high-risk locations, recognizing the additional challenges and exposure associated with such postings.

Parental leave entitlements remain consistent with

applicable laws, offering eligible female employees 90 days of leave, up to three times during their employment. In FY 2025, 11 female employees availed maternity leave. All employees who returned from maternity leave continued their employment with the Company. While individual usage data is currently unavailable, OGDC plans to report return-to-work and retention rates in future disclosures.

Benefits Provided to Full-time Employees

Benefits



Training and Development

OGDC offers structured learning opportunities at all employee levels to develop technical expertise and leadership capacity.

To equip our workforce with current knowledge and skills, we follow a structured employee development approach that combines in-house sessions, on-the-job learning and specialized training at reputable professional institutions. We conduct a comprehensive Training Needs Assessment (TNA) to determine the technical, managerial and soft skills required for both staff and management-level employees.

Our dedicated Oil and Gas Training Institute plays a key role in delivering industry-specific programs, especially in the upstream sector. Primary focus areas include exploration, drilling, well services, production and gas processing. In addition to technical training, we actively support our management team in pursuing advanced education at top national and international institutions.

These initiatives aim to boost our employees' professional skills while also supporting their personal growth and career development.

Employee Development Programs 2025

Key programs include:

- ❶ Executive and Management Training through Lahore University of Management Sciences (LUMS) focused on;
- ❷ Change, Innovation and Organizational Renewal (Executive Directors & above)
- ❸ Leadership Development (Managers & GMs)
- ❹ Leadership Management Development (Deputy Chiefs & Chiefs)
- ❺ Junior Management Development through the Learning Excellence for Accelerated Progression (LEAP) Program at IBA Karachi.
- ❻ International Certifications offered in ISO-14064, IOSH Managing Safely, IWCF (Drilling & Well Intervention), First Aid, Oil & Gas Decarbonization, API 653, Vibration Analysis and Stuck Pipe Prevention (IDAC).
- ❼ National Certifications in HVACR, Welding, Electrician, Mechanic, Hazard identification & risk assessment (HIRA), Permit to Work (PTW), Energy Isolation in the Oil & Gas industry and HSE Management Systems.

Transition Programs

Company-wide transition assistance programs have been launched to help employees earn industry-recognized certifications in Welding, HVACR (Heating, Ventilation, Air Conditioning and Refrigeration), Electrical Work, Mechanical Skills, IOSH Managing Safely, First Aid and Defensive Driving. These programs are specifically designed to support staff members nearing retirement within the next year, allowing them to acquire valuable skills that extend beyond their time at the company. By strengthening their technical skills and practical abilities, the initiative ensures that retiring employees are prepared to continue making meaningful contributions to society with confidence and professionalism.

In collaboration with the National Vocational and Technical Training Commission (NAVTTTC) and other partners, OGDC also offers transition assistance programs for employees approaching retirement in technical and safety fields. These initiatives provide them with marketable skills, enabling continued contribution beyond formal employment.



Annual training hours per employee

	2025	2024
Training hours	210,806	112,128
Number of employees	10,330	10,735
Training hours per employee per year	20.40	10.44

Annual training hours by gender

	Male		Female	
	2025	2024	2025	2024
Training per employee per year	19.90	10.07	33.18	16.71

Annual training hours by employee category

	Management		Staff	
	2025	2024	2025	2024
Training per employee per year	36.54	18.50	7.42	3.67

Performance Management

Our performance management framework is built on the principles of fairness, transparency and strategic alignment. All employees are assessed against clearly defined SMART KPIs and departmental goals through structured mid-year reviews and annual appraisals. Last year, we undertook a comprehensive overhaul of the performance management system to enhance objectivity in goal setting, consistency in evaluation and overall transparency.

All employees underwent a performance assessment during the year. Recognition and rewards for achievements remain essential to our approach, as they boost motivation, accountability and productivity across the organization. We continue to foster a culture of ongoing improvement by actively seeking employee feedback, encouraging innovation and incorporating insights into our operational and strategic processes.

Impact Assessment of Training and Capability Development Initiatives

OGDC conducted a comprehensive Training Impact Study to assess the effectiveness of its learning and development programs delivered through the Oil and Gas Training Institute (OGTI). In partnership with leading academic and professional organizations, including LUMS, IBA, GIK and other national and international institutions, the study involved over 180 officers through surveys, case studies and focus group discussions.

Findings from the assessment show that OGDC’s training system has significantly improved leadership skills, communication and technical abilities at all career levels. Officers noted significant gains in teamwork,

emotional intelligence, decision-making and digital literacy, with a strong appreciation for programs that target strategic thinking, financial skills and safety management. The study also highlighted areas for improving the relevance of training, digital tools and post-training applications. Building on insights from the training impact assessment, OGDC aims to develop its training function into a more strategic, digitally enabled capability-building framework. The future focus highlights role-specific learning pathways, transparent nomination procedures and a stronger emphasis on connecting learning outcomes with organizational performance.

Diversity, Equity and Inclusion

OGDC is firmly committed to creating a workplace grounded in the principles of diversity, equity and inclusion (DEI), where every employee feels valued, respected and empowered to reach their full potential. This commitment is embedded in our DEI Policy, which ensures a workplace free from discrimination, harassment, forced labour, or any unethical practices. We work to embrace and leverage differences to promote innovation, collaboration and sustainable growth.

To promote fairness and equal opportunity, OGDC has established a comprehensive policy to advance diversity, equity and inclusion (DEI). This policy aims to foster a workplace culture rooted in mutual respect, dignity and trust, regardless of gender, ability, ethnicity, or religious background.

By championing individual differences and making DEI a core organizational value, the policy reinforces our dedication to attracting, developing and retaining a diverse and talented workforce.

To further enhance dialogue and inclusiveness, ‘THE SPARK’, a dedicated employee forum, promotes idea sharing, constructive feedback and inclusive participation, strengthening the company’s culture of innovation and ongoing improvement.

Impact Assessment of DEI Practices

OGDC conducted its first comprehensive DEI Impact Study to evaluate the effectiveness of its diversity, equity and inclusion initiatives and identify areas for improvement. The study, based on employee surveys, focus groups, workforce data and policy reviews, provided a 360-degree view of progress and challenges across the organization. Key advances include the adoption of a Board-approved DEI Policy, strengthened grievance and harassment redressal mechanisms, and increased visibility of women in professional and CSR activities. These steps have reinforced OGDC’s external commitment to fairness, equal opportunity and responsible corporate citizenship. However, the study also revealed systemic gaps in gender and regional representation, with women comprising a small share of the workforce and leadership pipeline. Insights from the survey inform OGDC’s DEI roadmap, guiding improvements in HR processes and grievance management. These insights help strengthen a more inclusive, merit-based culture that reflects the company’s national footprint and reinforces its position as a responsible and progressive energy company.

Building on this, diversity and equity awareness sessions are planned for management and senior executives to further strengthen leadership commitment and foster an inclusive workplace culture.

Employees by gender, age and minority group

	Minority group		Age group			Disability	
	Muslim	Non-Muslim	<30	30-50	>50	Normal	Disable
Male	97%	3%	3%	58%	39%	100%	0%
Female	96%	4%	10%	68%	22%	99%	1%

Employees by employment category, gender, age and minority group

	Gender		Minority group		Age group		
	Male	Female	Muslim	Non-Muslim	<30	30-50	>50
Management	96%	4%	99%	1%	1%	62%	37%
Staff	99%	1%	97%	3%	3%	58%	39%

Individuals in governance bodies by gender, age and minority group

	Gender		Minority group		Age group		
	Male	Female	Muslim	Non-Muslim	<30	30-50	>50
Board of Directors	89%	11%	100%	-	-	-	100%



Protecting People.
Prioritizing Safety.

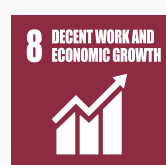
Health, Safety and Security

Material topics:

Occupational health and safety, Asset integrity and critical incident management, Digitalization and cyber security

Protecting the health, safety and security of our people, partners, communities and assets is central to OGDC's operations. In parallel, we are accelerating digitalization and strengthening cybersecurity to safeguard critical systems, ensure business continuity and enhance organizational resilience.

Core SDGs:



Other relevant SDGs



OGDC prioritizes the health, safety and security of its workforce and communities, keeping them at the core of its operations. The company strives for zero harm by adopting strong risk management and disciplined operational controls.

HSE Management System

OGDC's Occupational Health, Safety and Environment (HSE) Policy supports a comprehensive framework that protects people, communities and ecosystems throughout the entire exploration and production process. HSE principles are integrated into every activity to ensure responsible operations and environmental care.

This commitment is carried out through an Integrated HSE Management System aligned with leading international standards and industry benchmarks, including ISO 14001, ISO 45001, ISO 31000, ISO 50001, IOGP guidelines and the Process Safety & Risk Management (PSRM) Model. Consistently applied across business units, contractors and operational sites, the system ensures compliance with laws, improves resilience and promotes continuous improvement in health, safety and environmental performance.

Responsibility for HSE

At OGDC, health, safety and environmental stewardship are embedded as shared responsibilities at all levels of the organization. Strategic oversight and accountability rest with the Managing Director/Chief Executive, ensuring compliance and alignment with corporate priorities. The General Manager HSEQ drives implementation by overseeing HSE protocols, facilitating communication, conducting audits and recommending corrective actions. At the operational level, site and project in-charges ensure strict adherence to HSE procedures, maintaining safety and environmental integrity in day-to-day field activities.

Hazard Identification and Incident Investigation

OGDC's Integrated HSE System Manual establishes a comprehensive framework for identifying hazards and assessing risks in both routine and non-routine operations. Using the

hierarchy of controls, the system ensures proactive elimination or mitigation of risks to safeguard workplace safety.

To ensure the effectiveness of this framework, OGDC regularly conducts internal and external training on hazard recognition, risk assessment and incident response. Compliance is reinforced through scheduled audits, with results reviewed during periodic evaluations of the management system. Employees are encouraged to stop unsafe activities and report hazards using the STOP card system, supported by a strict non-retaliation policy and recognition for proactive reporting.

Incident investigations follow a structured process, starting with immediate notification by the site supervisor, followed by a formal report submitted to the HSEQ Department and relevant departmental heads. This method ensures prompt communication, root-cause analysis and corrective actions, promoting continuous improvement in health and safety performance across the organization.

Promotion of Workers' Health

OGDC remains committed to protecting the health and well-being of its workforce through proactive, preventive and responsive measures integrated into its occupational health framework. Location-specific Occupational Health Monitoring Plans systematically identify, evaluate and mitigate work-related health hazards. These plans are supported by routine health and safety audits and annual medical exams, allowing for early detection and reduction of potential risks.

Comprehensive medical facilities are available at all operational sites and offices, ensuring prompt access to routine and emergency healthcare services. Employees and their dependents also benefit from a broad network of OGDC-operated medical

centers, enhancing healthcare accessibility.

Additionally, the Medical Services Department regularly runs health awareness campaigns, hygiene inspections and wellness programs tailored to specific site needs. These initiatives encourage healthier lifestyles and boost awareness of seasonal illnesses, epidemic threats and chronic conditions, supporting long-term health. All employee medical records are securely stored in accordance with data protection protocols and remain strictly confidential, with no impact on employment decisions.

Worker Participation and Consultation

Employees actively participate in developing, implementing and evaluating occupational health and safety protocols through representation by Collective Bargaining Agents (CBAs) at both the location and head-office levels. Clear procedures allow employees to formally raise health and safety concerns with location managers, ensuring that constructive feedback is reviewed and, when appropriate, incorporated into updated safety practices to improve workplace well-being.

HSE Training

Capacity building remains a key part of this approach. OGDC implements an annual Health, Safety and Environment (HSE) training plan, supported by site-specific training schedules to improve employee awareness and operational resilience. Training sessions are conducted at the Oil and Gas Training Institute (OGTI) and through external partnerships with accredited national and international institutions. Emergency preparedness is regularly evaluated through on-site mock drills that assess team readiness, reinforce response skills and ensure adherence to established emergency protocols.

Major HSE Training Programs

- HSE Laws and Regulations for the oil and gas E&P Sector
- Enterprise Risk and Crisis Management
- Emergency Preparedness and Response Systems
- Rules of Permit To Work (PTW) System and Right Use of PPE
- Pollution Elimination and Waste Management Methods
- Journey Management and Defensive Driving
- Ergonomics and Office Safety (Monitoring, Measurement and Compliance)
- Electrical Safety (Monitoring, Measurement and Compliance)
- Mechanical Safety (Monitoring, Measurement and Compliance)
- Process and Chemical Safety (Monitoring, Measurement and Compliance)
- Control of Service Companies, Suppliers and Contractors
- First Aid and CPR
- How to Conduct Effective Toolbox / Safety Talks
- Right Use of STOP Cards

Monitoring and Evaluation of HSE Performance

Collaborating with contractors and service providers is a vital part of our HSE framework. OGDC strictly adheres to its safety protocols across the entire value chain and applies its health and safety principles during customer interactions, ensuring that service delivery consistently meets the highest safety and care standards. As a major supplier to midstream customers in Pakistan, the company also assesses the health and safety impacts of its products in accordance with national regulations and international best practices.

Performance monitoring is incorporated into the operational cycle through regular evaluation of HSE Key Performance Indicators (KPIs) against established targets. Leading indicators, such as proactive safety behaviors and hazard reporting, are analyzed alongside lagging indicators, like incident reports, to promote ongoing improvement. Corrective actions are promptly taken when gaps are identified, ensuring they align with strategic objectives.

Evaluation mechanisms include both internal assessments and independent third-party audits. Findings from these reviews, whether

identifying deficiencies or recommending improvements, are systematically incorporated into updated procedures and management practices. This adaptive approach strengthens OGDC's commitment to resilience, accountability and excellence in health, safety and environmental performance. The following leading indicators are used to report HSE performance to management and evaluate occupational health and safety performance.

- ISO-14001 & 45001 Certifications
- Management Walk Arounds (MWAs)
- Hazard Hunt Programs (HHPs)/STOP Intervention Tours
- Risk Registers Review
- Regulatory Requirements Matrices Review
- HSE Training Planner Development
- EMT-LMT Interactive Emergency Drills
- Internal HSE Audits/ Inspections and follow-up on Action Plan implementation
- Leak Detection and Repair (LDAR) Surveys
- HSE Reward and Recognition Programs
- HSE Awareness Events/ Health and Wellness Awareness Campaigns
- HSE Management Review Committee (MRC) Meetings

Health and safety performance

	2025		2024	
	OGDC	Contractor	OGDC	Contractor
Fatality	1	1	Nil	3
Rate of fatalities	0.05	0.05	Nil	0.203
High-consequence work-related injuries	1	1	3	Nil
Rate of high-consequence work-related injuries	0.061	0.42	0.17	Nil
Recordable work-related injuries	8	19	10	8
Rate of recordable work-related injuries	0.445	1.21	0.61	0.47
Main type of work-related injuries	Fatal 1	Fatal 1	LTI 3	Fatal 3
	LTI 1	LTI 8	RWI 1	RWI 0
	RWI 1	RWI 1	MTCs 6	MTCs 5
	MTCs 5	MTCs 9		
Hours worked (million)	17.90	15.06	17.88	15.95

LTI – Lost time injury, RWI- Restricted Work Injury, MTC - Medical Treatment Case

During the reporting period, two fatal incidents involving OGDC and contractor personnel occurred at OGDC-operated sites.

Seismic Operations (Jhal Magsi): A third-party worker was injured slipping while boarding a moving vehicle near the base camp. Despite immediate medical treatment and referral to a regional hospital, the worker died.

Base Store Operations: In a separate incident, a worker died when a casing pipe slipped during unloading at the base store, causing a fatal impact.

Following both incidents, thorough investigations were conducted to identify root causes and preventive measures. Corrective actions included strengthening contractor safety briefings, enforcing vehicle safety protocols more rigorously and increasing oversight of material-handling procedures.

OGDC does not currently maintain consolidated records of work-related ill health, fatalities, or other occupational health incidents. The company is developing standardized reporting protocols and a

centralized occupational health database to ensure more accurate monitoring and reporting in future reporting cycles. Work-related hazards include hazardous or stored energy, explosions, obstructions or collisions, falls and animal or insect bites. Identifying, minimizing and eliminating hazards is an ongoing part of the risk management process. Injury rates are calculated based on 1,000,000 hours.

Asset Integrity and Critical Incident Management

OGDC's HSE Policy reinforces its commitment to safeguarding people, assets and the environment across every stage of the asset lifecycle—from design and construction to operation and eventual decommissioning. All facilities are developed and managed in line with certified materials, processes and quality systems to ensure operational reliability and safety.

Asset integrity is safeguarded through preventive maintenance programs, safety monitoring protocols, equipment calibration schedules and third-party integrity assessments conducted in accordance with

Original Equipment Manufacturers (OEM) and international standards. These measures strengthen resilience and minimize the likelihood of critical incidents.

Operational accountability rests with site and project leads, who are responsible for enforcing maintenance and safety programs at the field level. Performance is routinely evaluated through internal HSE and ISO audits, independent inspections and external certifications. Lessons learned are systematically shared across the organization through safety alerts and procedural updates, ensuring continuous improvement and effective risk mitigation.

No significant spills were reported at OGDC-operated facilities during the reporting period, highlighting our commitment to operational excellence and environmental responsibility stewardship.

Digitalization and Cybersecurity

OGDC continues to embed digitalization and cybersecurity as strategic enablers of operational excellence, sustainability and regulatory compliance. By leveraging advanced technologies, the company enhances efficiency, reduces environmental footprint and safeguards critical business and data assets.

Our cybersecurity framework is aligned with international standards, ensuring robust data governance and resilience. Key measures include next-generation firewalls, encrypted communications, endpoint protection systems, spam filters and continuous vulnerability assessments complemented by regular penetration testing. Regular structured cybersecurity awareness programs, combined with hands-on employee training, further strengthen organizational preparedness and accountability.

Incident response protocols are overseen by the Chief Information Officer (CIO), with root cause analyses and rapid remediation processes ensuring minimal operational disruption. User feedback loops and

post-incident evaluations inform ongoing improvements.

The company's digital transformation strategy focuses on automation, system optimization and reducing reliance on paper-based processes, thereby enhancing operational efficiency and promoting environmental sustainability. Progress is monitored through regular IT audits, log reviews and system performance evaluations against defined objectives.

Lessons learned are systematically embedded into updated policies and practices, reinforcing a culture of continuous improvement, resilience and stakeholder trust across OGDC's digital ecosystem.

Respecting Human Rights

Material topics:

Labour practices, Conflict and security, Non-discrimination and equal opportunity, Forced labour and modern slavery and Freedom of association and collective bargaining

Upholding fundamental human and labour rights across the workforce, partners and communities, ensuring ethical conduct, compliance with laws and a decent work environment.

Core SDGs:



Other relevant SDGs



OGDC is committed to upholding human and labour rights across its operations and supply chain. Guided by its Code of Conduct, DE&I Framework and ESG Policy, the company aligns with international standards, including ILO conventions and the UN Guiding Principles on Business and Human Rights, to foster ethical and inclusive practices.

The Human Resources Department oversees labour practices and human rights across operations. At the same time, supply chain teams uphold fair labour standards by embedding ethical and contractual compliance requirements into supplier management processes. We are updating our general terms and conditions to align with international human and labour rights conventions, requiring contractors and business partners to uphold these commitments across their operations. Refer to page 89 for our work on managing human and labour rights within the supply chain.

Compliance with laws, regulations and internal policies is tracked through regular reporting and KPI measurement. Stakeholders can raise concerns through formal grievance channels available at both corporate and site levels. A dedicated committee reviews human rights-related

grievances and engages in dialogue with workers, unions and stakeholders to ensure timely resolution and corrective actions. Lessons from these investigations are systematically incorporated into policies and practices, strengthening accountability and continuous improvement.

Collective Bargaining and Workforce Mobility

OGDC upholds fair labour practices and fully complies with applicable laws that protect employees' rights to freedom of association, unionization and participation in work councils. During the reporting year, 77.68% of the workforce was covered under Collective Bargaining Agreement (CBA) terms, ensuring structured dialogue on wages, benefits and working conditions. Regular engagement with CBA representatives fosters constructive industrial relations and supports equitable workplace practices.

Considering the dynamic nature of oil and gas operations, OGDC often relocates personnel, sites and equipment across designated blocks. Worker representatives are promptly notified of these relocations; however, due to operational requirements, no formal notice period is specified under the CBA.

Non-Discrimination and Equal Opportunity

OGDC is committed to fostering a diverse, equitable and inclusive workplace free from discrimination, harassment and coercive labour practices. Our DE&I policy explicitly prohibits discriminatory behavior and outlines clear procedures for reporting and resolving issues. Employees are supported through fair, confidential and prompt mechanisms that address harassment, bullying and workplace concerns, reinforcing a culture of respect, integrity and accountability.

OGDC has a dedicated grievance forum that enables employees to report concerns confidentially, including allegations of discrimination. A high-level committee oversees the process, ensuring impartial review and corrective action in line with company policy. During the reporting period, a total of 41 discrimination-related grievances were under review, comprising 32 carried forward from the previous year and nine newly reported. Of these, nine were resolved through formal procedures, while the remaining 32 are under review. There is no discrimination in pay or career advancement for female employees or any other staff, regardless of gender, religion, race, or beliefs.

Extending this commitment throughout its value chain, OGDC promotes ethical labour practices among suppliers and contractors. Partners are encouraged to uphold workers' rights and perform due diligence in high-risk areas. In FY 2025, no incidents of discrimination, forced labour, or violations of freedom of association and collective bargaining were reported within the supply chain.

Conflict and Security Management

OGDC's approach to conflict and security is anchored in our Security Guidelines, HSE protocols and applicable legal frameworks. We adopt a risk-based, compliance-driven strategy to safeguard our people, contractors

and assets while respecting the fundamental rights of individuals and communities.

Operating in regions with potential conflict requires proactive engagement, open communication and mutual respect. Security risks are regularly assessed and mitigated through preventive measures, resource allocation and adherence to national security standards. Security is handled by Government-assigned security forces (Police, FC Baluchistan, FC KP, Rangers) and private contractors, who regularly receive training on security procedures. However, no formal human rights training was conducted during the reporting period.

OGDC provides hostile environment acclimatization and conflict resolution training to employees and encourages affected stakeholders to report the conflicts through established Grievance mechanisms, which are available at all operational sites to ensure concerns are addressed in a fair, transparent and timely manner. We conduct regular security inspections, incident response drills and stakeholder engagement to test and strengthen our protocols. The Head of Security oversees all operations and coordinates with law enforcement agencies to monitor risks and implement mitigation strategies. Our incident response plan ensures prompt detection, containment and recovery from security threats.

In cases of actual negative impacts, OGDC undertakes comprehensive assessments and implements remediation measures, including financial compensation, environmental restoration and community development initiatives. We maintain transparency by engaging stakeholders throughout the process and monitoring outcomes to ensure long-term effectiveness and sustainability. Performance is evaluated against defined goals, such as reducing incident frequency, with insights from monitoring and stakeholder feedback used to improve policies and procedures.

List of security-sensitive/ high-risk areas of operation

01 Baluchistan

Gawadar, Washuk, Awaran, Kohlu, Barkhan, Kharan, Turbat, Khuzdar, Noshki, Chagai, Panjgur, Qila Abdullah, Dera Bugti, Mastung, Harnai, Qalat, Kech, Lasbela, Qila Saifullah, Zhob, Loralai, Ziarat, Pishin

02 Khyber Pakhtunkhwa

South Waziristan, North Waziristan, Lakki Marwat, Bannu, Tirah Orakzi/Khyber, Para Chinari, Dara Adam Khel, Khorram, Tank, D.I.Khan, Hangu, Karak

03 Punjab

Tribal areas of district Rajanpur

04 Sindh

Kacha area of district Ghotki



Creating Impact,
Strengthening Communities

Community Development

Our Approach
Investing in Communities

05

Our Approach

OGDC integrates Corporate Social Responsibility (CSR) into its core business strategy, acknowledging society as a vital stakeholder and aligning company goals with national development priorities. In accordance with Petroleum Concession Agreements (PCAs) signed with the Government of Pakistan, OGDC allocates dedicated funds for social welfare in operational areas. Beyond these mandatory obligations, the company voluntarily invests in community development, with 1% of annual pre-tax profit allocated to CSR initiatives.

OGDC's CSR approach promotes inclusive and sustainable growth by integrating community priorities into its strategic planning. The company

implements targeted initiatives across key areas, including healthcare, education, clean water and sanitation, skills development, environmental sustainability, women's empowerment, sports promotion, microfinance, poverty alleviation and institutional capacity building.

Programs are designed to be community-driven and results-oriented, improving access to vital services, supporting vulnerable groups, especially women, and providing relief during emergencies, thereby fostering shared value and lasting positive impacts in the communities where we operate.

Project planning begins with needs assessments

and stakeholder mapping to identify priorities and ensure inclusivity. Structured dialogue with communities, including elders and tribal leaders, shapes program design and ensures alignment with local needs. Our Diversity, Equity and Inclusion (DEI) framework further reinforces the inclusion of marginalized groups in planning and execution.

CSR governance is structured across multiple levels. The Board of Directors and the CSR Council, chaired by the MD/CEO, provide strategic oversight. The Executive Director (Services) and General Manager (CSR) lead execution in alignment with national priorities and global best practices. Program performance is monitored through stakeholder engagement, internal reviews and impact assessments, ensuring transparency, accountability and

continuous improvement.

During the year, OGDC's CSR funding supported transformative programs in specific priority areas, directly helping thousands of families across Pakistan. The company also provided financial aid during natural disasters, aiding recovery and boosting community resilience.

OGDC receives community complaints primarily about local development and infrastructure support. Most are resolved amicably through dialogue, with only a few requiring legal action. All grievances are addressed in accordance with company policy and legal requirements. Currently tracked informally, OGDC plans to implement a formal grievance system to centralize complaint management, improve transparency and enhance reporting.



Investing in Communities

Material topics:

Local communities and Land and resource rights

Mitigating potential operational impacts through targeted CSR initiatives that foster constructive community engagement and support inclusive development. These initiatives are structured to create lasting shared value, strengthen stakeholder trust and safeguard the rights and livelihoods of communities affected by land acquisition, in line with international standards and best practices.

Core SDGs:



Other relevant SDGs



CSR spend and beneficiaries (FY 2025)

Total Social investment	Rs. 3.7 Billion
Social welfare obligation, Paid to district Government	Rs. 1.2 Billion
Total direct + indirect beneficiaries	4 million plus

Education & Skill Development



Overview

- Total spend: Rs. 491 million
- Total beneficiaries: 100,000
- 1. OGDC- National Talent Hunt Program at IBA Karachi and Sukkur IBA – Out of 440 students selected for zero semester, 237 students selected for fully funded scholarships.
- 2. Established Game Design Lab at Aror University, Sukkur
- 3. Partnered with the Moawin Foundation (MF) to enhance public sector education in underprivileged areas of Pakistan. During the year, this collaboration resulted in the successful rehabilitation and development of two government schools:
 - Shakardara Model High School, Kohat (KPK)
 - Government Boys High School, Basti Mithu Khel, Multan (Punjab)
- 4. In collaboration with the Taleem Foundation, we established the OGDC GRAMMAR SCHOOL at Jhal Magsi
- 5. Provided 04 scholarships at the Military College of Engineering (MCE), Risalpur – Department of SAGE.
- 6. Partnered with NOWPDP to establish the Center of Excellence for Disability Inclusion (CEDI) in Hyderabad, a pioneering hub providing comprehensive support to persons with disabilities (PWDs) through education, vocational training, assistive services and employment facilitation.
- 7. Supported the Commonwealth Asia Youth Alliance 2025 through the Prime Minister's Youth Program
- 8. Daily pick-up and drop-off facility for approximately 800 students
- 9. Provision of furniture, books and bags for students and sponsoring educational events

Skill Development

1. Operating a Vocational Center in Tando Alam Mari village, helping women and girls gain essential skills since 2005. During the year, 80 trainees participated in training and skill development programs.
2. Supporting a Youth Skill Development Program, in partnership with the Punjab Skill Development Fund (PSDF), to train 150 underprivileged students from Attock, Chakwal and D.G. Khan.
3. Operating a Mashal-e-Elm program in partnership with Vision-21 for out-of-school children in the village of Chapri, district Attock. The program lasts for 4 years and includes 6 months of skill development training for local women to improve their practical skills.
4. 313 technical scholarships have been provided to youth at NAVTTC. Furthermore, an MoU with the Prime Minister Youth Program and NAVTTC has been signed to provide an additional 1000 technical training slots for 1000 youth in market-driven disciplines.
5. Signed a Memorandum of Understanding with the Government of Sindh and SZABIST - ZABTech for the establishment of a TVET Skill Development Center in Kashmore.
6. Initiated the establishment of an eco-friendly school, skills training unit and e-clinic in district Lakki Marwat, Dera Bugti and a grammar school in district Karak.

Healthcare



Overview

- Total spend: Rs. 777 million
- Total beneficiaries: 1,500,000
- 1. In collaboration with Cancer Care Hospital, 15 free mammography camps were organized this year. The initiative screened 450 women, and 02 women (from Attock and DG Khan) diagnosed with cancer were referred to Cancer Care Hospital for free treatment, including travel costs. The hospital also plans to conduct 30 more free mammography camps over the next two years, including ultrasounds in OGDC's operational areas, with lifelong free treatment for diagnosed cases.
- 2. Conducted thirty-five surgical eye camps in partnership with Al-Shifa Trust Eye Hospital. These camps offer essential eye care services, including cataract surgeries, treatment of minor ailments and distribution of spectacles, significantly improving the quality of life for marginalized communities. More than 200,000 people benefited from these camps.
- 3. Sponsored Pakistan's first mobile OT trucks for eye care at Al-Shifa hospital. With an investment of PKR 143.4 million, three fully equipped surgical units will serve remote and underserved regions. Each mobile OT unit can perform up to 2 surgeries simultaneously, enabling a total of 200 eye surgeries per day across all three units. These trucks represent a significant advancement in providing quality eye care to communities without access to hospitals, particularly in rural areas.
- 4. Medical equipment provided to Al-Shifa Hospital in Chakwal and Sukkur led to a significant upgrade of the facilities. Devices such as OCT scanners, corneal topography systems, operating microscopes and phaco machines enhanced diagnostic and surgical capabilities, improving care for patients from OGDC districts.

5. Established a state-of-the-art Hematological Center with the Fatimid foundation in Dera Ismail Khan to provide quality treatment for Thalassemia and Hemophilia patients from Southern Khyber Pakhtunkhwa.
6. Partnered with HANDS (Health and Nutrition Development Society) to operate six mobile health units, providing medical services to remote and underserved communities at their doorstep. These units are located across OGDC's key operational and exploration areas, with two in Kohat, two in Hyderabad, and one each in Sukkur and Multan. Each unit is staffed with qualified medical professionals and equipped with essential medicines.
 - 970+ medical camps conducted
 - 74,000+ patients treated
 - 150+ villages reached
7. Distributed 1000 wheelchairs to hospitals and individuals across Pakistan to support disabled people.
8. OGDC's 18 Community Health Care Facilities provide OPD services, first aid, free medicines and ambulance services to an average of more than 75 patients daily and 405,000 patients annually for emergency treatment and primary healthcare.
9. In collaboration with Indus Hospital, we are establishing Maternity, Newborn and Children's Hospitals in Jhal Magsi to reduce maternal and child mortality rates. Fifty percent of the construction work is complete. The company also signed agreements with HDF and the Taleem Foundation to establish mother-and-child care centers in Khairpur, Sindh and Lakki Marwat, Khyber Pakhtunkhwa.

Renewable Energy and Environmental Initiatives



Overview

- Total spend: Rs. 268 million
 - Total beneficiaries: 100,000 plus
1. A total of 1,200 solar home kits (equivalent to 1.2 MW) have been provided and installed, significantly improving access to clean and sustainable energy where traditional electricity infrastructure is unavailable.
 2. A 150 kW solar system was installed at Aukhuwat University and College in Lahore and Chakwal, ensuring consistently sustainable power and reducing operational costs, thereby providing a stable learning environment for hundreds of students from underprivileged backgrounds.
 3. Thirty solar-powered streetlights have been strategically installed in key areas of Kohat to enhance nighttime visibility, improve public safety and support social and commercial activities after dark. These modern, energy-efficient lights are powered entirely by solar energy, reducing reliance on the conventional grid and lowering the region's carbon footprint.
 4. Sponsored and participated in the 3rd Annual Environment ICE'2024, co-organized by the EPA (Punjab), the World Bank and ICAP, gathering industry leaders, policymakers, environmental experts and researchers to discuss sustainable development and environmental protection.
 5. Signed a three-year MoU with the Islamabad Policy Research Institute (IPRI) in 2024 to establish the OGDC-IPRI Economic Security Chair, supporting research on circular economy, energy transition, ESG governance and sustainable policies in Pakistan.
 6. 30 kW solar system installed at Umeed-e-Noor (Special Education school)

Water Supply



Overview

- Total spend: Rs. 323 million
 - Total beneficiaries: 600,000 plus
1. In collaboration with Saylani, Comprehensive Disaster Response Services (CDRS) and Al-Khidmat Foundation, OGDC installed 27 solar-powered RO plants near its fields, each with a capacity of 10,000 liters/day, for a total of 270,000 liters/day. This provides safe water to over 90,000 beneficiaries daily, thereby improving health and reducing the incidence of waterborne diseases in underserved areas.
 2. Provided 1.4 million liters of water through tankers to local communities near operational sites, benefiting about 290,000 people.
 3. Completed 03 check Dams for water storage and raised the water level in the district of Lakki Marwat.
 4. Signed an MoU with the Provincial Government of Khyber Pakhtunkhwa to build the Nashpa Dam in District Karak, aiming to supply drinking water to local communities through proper channels and solve the area's water shortage.

Infrastructure



Overview

- Total spend: Rs. 262 million
 - Total beneficiaries: 500,000 plus
1. Saiban - Following floods in Jaffarabad, Balochistan, OGDC and SPO constructed 30 resilient homes in the villages of Allah Abad, Arbab Mallah, Hindu Goth and Ali Bughti.
 2. Eighty-four climate-resilient houses were built in Village Umaid Ali Rawtani, Jhal Magsi.
 3. To restore vital connectivity and support socio-economic development, the construction and repair of Jaalwal and Pind Sultani Road in the Attock district, as well as the Dera Bugti-Pirkoh Road, were completed.

Sports



Overview

- Total spend: Rs. 29 million
 - Total beneficiaries: 50,000 plus
1. Sponsored multiple football, cricket, blind cricket, boxing tournaments, Pakistan Deaf Cricket Association, Shandur Polo Championship 2025 and the Jhal Magsi Desert Rally to promote sports among youths and communities.

Livelihood & Sponsorships

Overview

- Total Spend: Rs. 336 million
 - Total Beneficiaries: 500,000 plus
1. Recognizing the rising food costs and families struggling, OGDC launched a Ramadan relief initiative, distributing 27,000 ration bags worth Rs. 214 million to deserving families in and around the fields. The program aimed to support vulnerable populations, enabling them to observe the holy month with dignity and peace.
 2. Interest-free loans are provided through the Akhuwat Foundation in the Lakki Marwat district. So far, 930 people have received interest-free loans.
 3. Completed the Olive Plantation project in Lakki Marwat, covering 100 acres, and is planning to develop six olive orchards to combat poverty and unemployment while boosting the region's economy.
 4. Supported the 15th Ladies' Women's Awards, Behbud Maternal & Child Hospital Rawlapindi, BMI Olympiad NUST and Youth Leadership Convention 24.



Plantation & Green Area Development

We undertook extensive plantation and greenbelt development initiatives at the Qadirpur Gas Field to enhance biodiversity and promote climate resilience. During the year, over 3,000 trees were planted across the site, complemented by an additional 800 trees under the Miyawaki forest model. Furthermore, more than 4,500 native plants were introduced in the field, camp and Biosite Facility areas near Well Nashpa-04, reinforcing our commitment to carbon sequestration and ecosystem restoration.

In partnership with the Capital Development Authority (CDA), we launched a comprehensive landscaping and tree-planting initiative. This collaborative effort aims to enhance the city's green spaces, improve air quality and promote environmental sustainability.



Impact Assessment: OGDC National Talent Hunt Program (NTHP)

To deepen accountability and improve outcomes, OGDC has introduced a structured Impact Assessment Strategy to evaluate the effectiveness of its social investments. This includes partnerships with IBA Karachi, Sukkur IBA and the Pakistan Center for Philanthropy.

As a first step, OGDC conducted an impact assessment of its National Talent Hunt Program (NTHP). This flagship CSR initiative empowers talented youth from underserved regions by providing access to quality higher education at IBA Karachi and Sukkur IBA. Since 2016, OGDC has awarded 1,028 fully funded scholarships, with 791 graduates included in this impact assessment.



The program has demonstrated transformative socio-economic outcomes — 88% of graduates are employed within a year of graduation, 19% pursue higher studies, and 70–80% of the students are first-generation college students. Beyond education, the initiative fosters inter-provincial harmony (reported by 94% of respondents) and promotes social mobility within communities.

Household incomes increased by 2 to 5 times, with 40% of graduate families now earning six-figure monthly incomes, compared to just 2% before the scholarship.

Strategically, NTHP enhances Pakistan's human capital, promotes inclusive growth and boosts OGDC's reputation as a responsible corporate leader. While areas such as female participation (17%) and representation from remote Balochistan districts need ongoing focus, the program serves as a model for high-impact, scalable CSR investments aligned with national development priorities and the UN SDGs.

In the future, impact measurement will form an integral part of OGDC's ESG reporting, ensuring data-driven insights, transparency and continuous improvement in community development.

Land and Resource Rights



OGDC acquires land for operational purposes in accordance with relevant laws and regulations. This includes land hiring, purchasing, determining compensation rates and making revisions to ensure fairness and transparency.

The company is committed to protecting livelihoods and human rights by compensating affected stakeholders for their crops, land, trees and by rehabilitating the land and pits in accordance with established procedures. Non-toxic and toxic pits are restored in accordance with approved SOPs, ensuring that sites are returned to an environmentally acceptable condition. Additionally, plantation campaigns are conducted at operational sites to promote reforestation and mitigate environmental impact.

The Land Management Section oversees this process, working closely with operational departments. Oversight of land acquisition is managed by a dedicated Land Acquisition Committee comprising the Regional Coordinator, Field Manager and Party Chief. The committee promotes transparency and stakeholder engagement by holding regular meetings and keeping landowners informed throughout the process.

When involuntary resettlement cannot be avoided, OGDC follows a structured remediation plan that includes loss evaluation, fair compensation for assets and customized livelihood support to restore or improve living standards. Ongoing dialogue with affected individuals and communities is a crucial part of this process, ensuring their concerns are effectively addressed. The implementation strategy is regularly audited internally, and any discrepancies found are used to improve procedures and ensure smooth operations. During the reporting year, OGDC did not acquire land in accordance with the provisions for involuntary resettlement.

Strong Economics,
Stronger Future

ECONOMIC PERFORMANCE

Our Approach
Energy and Economic Security
Economic Returns
Ethical Practices

Our Approach

OGDC is committed to driving Pakistan's economic growth and sustainable development by leveraging its resources and products to ensure strong yields, while minimizing environmental impacts through efficiency improvements and the adoption of advanced technologies. Ethical business practices form the foundation of our operations, ensuring that growth remains responsible, inclusive and aligned with national priorities.

Our strategic vision is to be the country's leading energy company, creating long-term value for shareholders, including the Government of Pakistan, while reducing reliance on imported energy and promoting broad-based socio-economic progress. Recognizing the global transition toward a low-carbon economy, endorsed by 198 nations at COP28, OGDC is proactively evaluating alternative pathways to support national development while progressively reducing its environmental footprint.

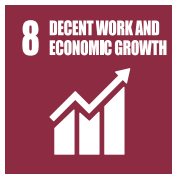
The Board of Directors provides oversight by approving business strategy, annual plans and performance targets, while management executes these through well-defined operational and financial KPIs. Robust internal controls, budgetary oversight and regular performance monitoring ensure accountability and consistency. Progress is reviewed through structured management assessments, comprehensive audits and quarterly Board evaluations of financial and strategic outcomes, with guidance provided to adjust priorities and maintain alignment with corporate objectives.



Energy and Economic Security

Developing comprehensive business strategies to improve Pakistan’s energy and economic security, with a strong focus on promoting sustainable socio-economic progress across the country.

Core SDGs:



Other relevant SDGs



Pakistan faces a complex energy crisis that causes economic and social instability. Reliable and affordable energy is essential for recovery and sustainable growth. OGDC plays a key role in tackling this challenge by supplying gas to power producers and distribution companies, as well as oil to refineries, thereby meeting the energy needs of both domestic and commercial consumers.

With economic security under pressure from rising imports, declining exports and high operational costs, OGDC is strengthening its resilience by focusing on exploring and

developing local oil and gas reserves, as well as researching technologies to transition to low-carbon, green energy solutions. This reduces dependence on imports and boosts the national economy by collecting taxes, levies, royalties and dividends.

OGDC is committed to continuous exploration, resource development and the adoption of advanced technologies to minimize environmental impacts. This approach ensures that our operations contribute not only to Pakistan’s energy security but also to its long-term socio-economic development.

Energy security

55%

of total gas production supplied to gas distribution companies for meeting energy needs of domestic and commercial consumers

(2024 62%)

Energy security

43%

of total gas production supplied to power producers for electricity generation

(2024 37%)

Economic security

10,993

KBBL

Oil supplied to refineries as import substitution

(2024 11,810 KBBL)

Economic security

109.41

PKR billion

Contributed to national exchequer in form of corporate tax

(2024 PKR 84.81 billion)

Economic security

\$3.19

billion

Foreign exchange saved by substituting imports

(2024 US\$ 3.74 billion)

Additionally, the low-pressure gas and permeate gas are sold to various parties rather than flared into the atmosphere.



Energy that
Strengthens Economies

Economic Returns

Material topics: Dedicated to delivering and fairly sharing economic returns among all stakeholders, promoting collaboration and generating mutually beneficial results that support sustainable growth.

Economic impacts

Core SDGs:

8 DECENT WORK AND ECONOMIC GROWTH

1 NO POVERTY

4 QUALITY EDUCATION

5 GENDER EQUALITY

10 REDUCED INEQUALITIES

OGDC is dedicated to advancing Pakistan’s economic growth while fairly sharing value with its stakeholders. As a state-owned business, the company has two primary responsibilities: supporting the government’s social and financial objectives and positioning itself to deliver solid returns to its shareholders, employees and business partners. To achieve these goals, OGDC emphasizes operational efficiency, strong financial governance and compliance with all relevant regulations, adoption of industry-leading practices and the use of innovative, environmentally friendly technologies.

The company’s direct economic contributions include taxes and royalties paid to the government, dividends to shareholders, payments to supply chain partners, employee

compensation and benefits and investments in community development. Indirectly, OGDC supports local economies, promotes inclusive growth through targeted social programs and enhances industry standards in health, safety and technical proficiency. To mitigate potential adverse impacts, OGDC utilizes a comprehensive risk management framework that incorporates strategic planning, resource allocation and technological innovation. Business strategies and policies are aligned with established goals, targets and performance indicators across operational, financial and social areas. Ongoing monitoring and evaluation of KPIs enable the company to assess its effectiveness, enhance accountability and sustain economic, operational and community impacts.

Economic value generated and distributed (PKR) in million.

	2025	2024	2023
Direct economic value generated			
Revenues	544,619	569,069	623,734
Economic value distributed			
Business partners	56,627	50,821	55,884
Employees	60,273	51,465	36,257
Capital providers	9,053	9,526	8,934
Government	278,507	251,066	299,417
Community	4,918	2,613	1,882
Economic value retained	135,240	203,578	221,360

The figures have been restated to align with the statement of value added in the Annual Report 2023 and 2024.

The government of Pakistan owns a significant 85.02% stake in the company, including a 10.05% share held by OGDC Employees Empowerment Trust (OEET). The company operates independently, conducting exploration, development and production activities using its own funds.



Financial Implications of Climate Change

OGDC recognizes climate change as a critical global challenge and is committed to supporting the transition to a low-carbon economy through responsible energy practices. Our approach is guided by institutional policies aligned with the company’s long-term strategic objectives.

Climate-related risks and opportunities have material implications for our business in different time horizons. Key risks include revenue volatility from fluctuating fossil fuel prices, potential asset impairments, limited access to advanced technologies for facility maintenance and increased vulnerability of

field infrastructure to extreme weather events. To address these, OGDC mitigates insurable risks through comprehensive coverage and manages uninsured exposures through a dedicated contingency fund.

While a formal mechanism to quantify the financial impact of climate-related risks and opportunities has not yet been established, OGDC is working to enhance its assessment frameworks to integrate climate considerations into financial and strategic planning. Refer to pages 90-97 for more details about the climate-related risks and opportunities, as well as our governance, risk management and strategy for handling these climate-related risks and opportunities.

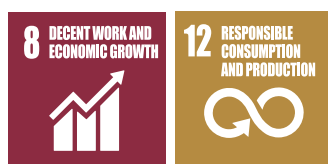
Ethical Practices

Material topics:

Anti-competitive behaviour
Anti-corruption
Public policy
Payments to governments
Supply chain impacts

Maintaining the highest ethical standards, complying with all relevant laws and regulations, participating in public policy dialogue and promoting sustainable practices throughout our supply chain are essential to how OGDC manages the impacts of its operations and business activities.

Core SDGs:



Other relevant SDGs



As Pakistan's leading energy company, OGDC is dedicated to upholding the highest standards of ethics and governance. Last year, we joined the United Nations Global Compact (UNGC), integrating its Ten Principles on human rights, labour, the environment and anti-corruption into our operations, governance and supply chain to reinforce our commitment to transparency, integrity and sustainable performance.

Ethical Conduct, Anti-Corruption And Transparency

OGDC's Code of Conduct sets clear standards for ethical behavior, prohibits all forms of bribery and corruption, and requires strict compliance with applicable laws and regulations. The Code applies to all directors and employees and is reinforced through onboarding and regular awareness sessions. Although no formal training sessions took place during the reporting year, OGDC consistently fosters its ethical culture by informing employees about relevant policies through various engagement channels.

OGDC maintains its integrity by implementing robust internal controls, conducting thorough risk assessments and adhering to stringent audit procedures. The MD/CEO directly oversees ethical practices across operations and the supply chain, with oversight from the Board Audit Committee. A confidential whistle-blowing channel allows employees to report suspected misconduct or policy violations. During the reporting period, no corruption incidents were identified, nor were any cases of anti-competitive behavior, antitrust violations, or other laws reported.

Future Actions

OGDC is finalizing anti-corruption training programs

in partnership with Transparency International for its Board of Directors and employees. Additionally, awareness seminars with the National Accountability Bureau (NAB) are scheduled for 2026, reaffirming the company's commitment to establishing ethical business practices.

Regulatory Engagement And Policy Advocacy

OGDC upholds a robust compliance stance and consistently collaborates with local, provincial and national regulators to promote integrity and transparency in all dealings. As a member of the Pakistan Petroleum Exploration and Production Companies Association (PPEPCA), the company contributes to industry dialogue and policy advocacy, supporting the development of competitive policies for the E&P sector. While OGDC actively participates in policy discussions, it ensures that its regulatory strategy remains fully aligned with applicable laws.

OGDC did not make any political contributions during the reporting year. As a publicly listed company on the Pakistan Stock Exchange, it discloses its shareholding information on its website. Additionally, OGDC operates through joint ventures with reputable sector partners, all of whom are required to disclose beneficial ownership under applicable laws. Gas Sales and Purchase

Agreements (GSPAs), which govern most commercial dealings in Pakistan's regulated E&P sector, are not publicly disclosed due to contractual confidentiality clauses.

Payment to Government

OGDC is dedicated to supporting national development through fair, transparent and responsible tax practices. The company meets its legal obligations by regularly conducting tax risk assessments, maintaining strong internal controls and ensuring timely and accurate financial reporting in accordance with applicable laws and regulations.

We actively collaborate with tax authorities, government agencies and industry peers to address broad tax issues and help develop legislation that supports sustainable industry growth. Oversight of tax matters is handled by the Chief Financial Officer (CFO), who conducts regular management reviews and ensures compliance through independent external audits, thereby improving governance and promoting ongoing enhancements.

In FY 2025, OGDC paid Rs. 154.67 billion in corporate taxes, up from Rs. 119.56 billion in FY 2024, highlighting its crucial role in advancing Pakistan's economic and social development. More details are available on pages 218 and 223-224 of the Annual Report 2025.

Supply Chain Impacts

OGDC's supply chain comprises a diverse network of suppliers, including large corporations, SMEs and individual businesses that deliver services, machinery, equipment and office supplies across various locations. Our procurement practices adhere to the Public Procurement Regulatory Authority (PPRA) rules, OGDC's Code of Conduct, and internal supply chain policies, ensuring compliance with relevant laws and regulations on health & safety, labour & human rights, and ethical business practices.

Strategic suppliers undergo a thorough pre-qualification process to ensure partnerships with responsible, reputable entities. We are committed to strengthening local supply chains by sourcing from diverse, small suppliers and promoting innovation, competition and local economic growth. This strategy fosters job creation, community development and a fair energy transition, aligning

with the SDGs. In FY 2025, 70% of all procurement spending was allocated to local vendors, with 30% going to foreign suppliers. This demonstrates OGDC's ongoing dedication to bolstering domestic supply chains and promoting local economic growth.

OGDC continued its digital transformation by implementing SAP/Ariba, enabling paperless procurement, reducing data loss risk and increasing transparency. Training sessions are conducted regularly for internal users and vendors to support a smooth adoption. Supplier performance is regularly monitored through standardized evaluation mechanisms, and compliance with policies is verified through internal and external audits, ensuring continuous improvements.

As part of ESG integration, a dedicated ESG compliance clause has been incorporated into all tender documents. Implementation of these revised policies has commenced, with regular monitoring and reporting. Where instances of non-compliance are identified, suppliers are required to implement corrective actions within a specified timeframe; failure to do so may result in termination of the business relationship.

Oversight of supply chain operations is led by the Executive Director of the Supply Chain Department, ensuring the effective management of operational activities and their associated impacts.

To strengthen governance throughout the supply chain, OGDC is updating its supply chain policies to incorporate ESG considerations into procurement processes and to establish a Supplier Code of Conduct that clearly defines expectations for ethical, environmental and social standards for all suppliers. This initiative will be followed by systematic supply chain risk assessments, focusing on high-risk areas, including labour practices, human rights and environmental impacts. High-risk suppliers will be engaged through awareness programs and training sessions to build long-term ESG capacity and align with international best practices. By advancing responsible sourcing practices and deepening supplier engagement on ESG issues, OGDC is working to create a transparent, competitive and sustainable supply chain that supports both business resilience and national development.

TCFD Report

1. TCFD Compliance Statement

In accordance with the UK Financial Conduct Authority (FCA) Listing Rule 14.3.27R, which applies to companies with Global Depositary Receipts (GDRs) listed on the London Stock Exchange, Oil & Gas Development Company (OGDC) has prepared and published climate-related financial disclosures consistent with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). This report, covering the fiscal year ending June 30, 2025, marks OGDC's first year of reporting aligned with the TCFD framework. It demonstrates our commitment to increasing transparency regarding climate-related risks and opportunities, while adhering to international best practices.

We consider our climate-related financial disclosures align with all the TCFD Recommendations. Our disclosures are organized to cover each of the four TCFD thematic areas, Governance, Strategy, Risk Management, and Metrics & Targets, and address both the Recommended Disclosures and the overall Recommendations.

In preparing this report, we have evaluated the materiality of information related to strategy, metrics, and targets, focusing on whether the disclosures might influence the economic decisions of our shareholders and stakeholders. We have also considered relevant TCFD guidance and supporting materials referenced in the UK Listing Rules.

OGDC's strategy outlines the initial steps in its transition from a conventional oil and gas exploration & production (E&P) company to a broader energy enterprise. This shift reflects global energy transition trends, aligns with Pakistan's national commitments, and supports the long-term goals of a low-carbon economy. This first year of reporting marks a significant milestone for OGDC in integrating the TCFD framework into its governance and

decision-making. Moving forward, we will continue to strengthen our processes, monitor evolving guidance, and expand the scope and depth of our climate-related disclosures (including climate scenarios) in line with international best practices.

2. About OGDC

Established in 1961, Oil & Gas Development Company (OGDC) is Pakistan's leading upstream oil and gas exploration and production company and a cornerstone of the country's energy sector. Listed on the Pakistan Stock Exchange (PSX) and with Global Depositary Receipts (GDRs) traded on the London Stock Exchange, OGDC is majority-owned by the Government of Pakistan through the Pakistan Sovereign Wealth Fund, which holds a controlling stake. The remaining shareholding is widely distributed among institutional and individual investors, reflecting the company's public listing and broad market confidence.

OGDC plays a central role in ensuring Pakistan's energy security by contributing the largest share of domestic oil and natural gas supply to the national energy mix. Its production portfolio is composed predominantly of natural gas, along with crude /condensate oil and liquefied petroleum gas (LPG). Details of the company's production, product mix, and revenue composition are disclosed in the OGDC Annual Report 2025 on pages 8 and 218-219.

3. Governance

TCFD Recommendation:

Disclose the organization's governance around climate-related issues and opportunities.

Recommended Disclosure:

- Describe the board's oversight of climate-related risks and opportunities.
- Describe management's role in assessing and managing climate-related risks and opportunities.

Board's Oversight

OGDC is committed to strengthening Board oversight of climate-related matters as part of its progressive alignment with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. The Board of Directors (BoD) retains ultimate responsibility for climate-related issues and, in 2024, established an ESG Committee to ensure strategic alignment with climate-related risks and opportunities. The ESG Committee, which meets at least biannually and reports directly to the Board, oversees sustainability initiatives, reviews strategy, and monitors progress against defined sustainability objectives.

The Board intends to progressively integrate climate-related considerations into its strategic and financial decision-making processes. In parallel, the Company plans to gradually align executive remuneration with the achievement of climate-related objectives. This process includes reviewing and guiding corporate strategies, key action plans, and risk management policies; incorporating climate considerations into strategic planning, including business plans, annual budgets and capital allocation decisions; setting performance goals related to climate and sustainability targets and monitoring progress; and evaluating climate-related risks and opportunities when overseeing significant capital investments, acquisitions, and divestments.

Management Role

OGDC has established an ESG Council, led by the Managing Director, to integrate sustainability and climate considerations into day-to-day operations. This Council reviews climate-related risks and opportunities, develops strategies, and oversees their execution across strategic business units (SBUs). It reports directly to the ESG Committee of the Board, creating a clear connection between management and Board oversight.

The stewardship of the sustainability function has been delegated to the Health, Safety, Environment and Quality (HSEQ) Department, which includes overseeing climate-related monitoring, reporting, and stakeholder engagement. To enhance data quality and reliability, a cross-functional ESG working group collaborates on the collection and validation of sustainability and climate-related performance data, and on ensuring reports are well-timed, consistent, and accurate.

This governance structure systematically informs management about climate-related issues, enabling it to monitor, assess, and manage them in line with corporate strategy, risk management processes, and the Board's oversight responsibilities.

4. Strategy

TCFD Recommendation:

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's business, strategy and financial planning where such information is material.

Recommended Disclosure:

- Describe the climate-related risk and opportunities that the organization has identified over the short, medium, and long term.
- Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

OGDC's assessment of climate-related risks and opportunities is primarily qualitative, conducted within the Company's Enterprise Risk Management (ERM) framework to ensure integration into strategic discussions. Although quantitative scenario analysis has not yet been performed, OGDC acknowledges its importance and plans to conduct scenario-based assessments in the 2027-2028 reporting period to analyze potential financial

and strategic impacts. OGDC recognizes that climate-related risks and opportunities may impact its business model, strategy, and financial performance over time.

While determining climate-related risks and opportunities, the Company has adopted a probability-of-occurrence classification by time horizon aligned with the planning cycles: short term (1–5 years), medium term (5–10 years), and long term (+10 years).

Climate-related Risks and Opportunities

and strategic impacts. OGDC recognizes that climate-related risks and opportunities may impact its business model, strategy, and financial performance over time.

While determining climate-related risks and opportunities, the Company has adopted a probability-of-occurrence classification by time horizon aligned with the planning cycles: short term (1–5 years), medium term (5–10 years), and long term (+10 years).

Initial assessments have considered both transition risks, stemming from policy, legal, technological, and market changes, as well as physical risks related to acute and chronic climate impacts. Strategic actions have been outlined to manage these risks while capitalizing on potential opportunities, thereby enhancing the company's long-term resilience and value creation.

Climate-related Transition Risks

Policy and Legal Risks

The adoption of TCFD/ISSB standards, potential carbon pricing mechanisms, and stricter emission regulations could raise compliance costs and regulatory exposure in the short to medium term.

Response:

Initial assessments have considered both transition risks, stemming from policy, legal, technological, and market changes, as well as physical risks related to acute and chronic climate impacts. Strategic actions have been outlined to manage these risks while capitalizing on potential opportunities, thereby enhancing the company's long-term resilience and value creation.

OGDC has commenced aligning disclosures with emerging international standards and strengthening internal reporting systems. The company is enhancing its compliance readiness by integrating climate considerations into its governance and risk management processes, and gradually aligning with the TCFD/ISSB and other relevant frameworks to mitigate regulatory and compliance risks.

Technology Risks

The adoption of low-carbon technologies and renewable energy alternatives may reduce long-term demand for hydrocarbons, posing risks to OGDC's business model, market position, and revenue streams.

Response:

OGDC has been closely monitoring emerging low-carbon technologies and evaluating investment opportunities in the country as well as on the international spectrum to enhance operational efficiency, reduce emissions, and potentially diversify into low-carbon energy solutions.

In addition, ongoing energy and resources saving measures are based on application of 4Rs philosophies (reduce, reuse, recycle and repair), including investment in pollution control

technologies, improved production methods/ techniques for seeking business sustainability, process optimization, conducting E&P operations in a cost-effective way, and replacement of oil-cumbersome equipment with energy conservation equipment.

Reputation Risks

Growing stakeholder expectations on decarbonization, emissions reduction, and flaring/methane abatement may give rise to reputational risks for OGDC in the short to medium term.

Response:

OGDC is advancing initiatives to enhance energy efficiency, reduce flaring, and mitigate methane emissions, while improving transparency to reinforce its reputation as a responsible energy producer. To further address rising stakeholder expectations on decarbonization and ESG, the Company invested PKR 170.5 million in partnerships, research, and advocacy. Key initiatives included endowing an Economic Security Chair with IPRI, funding the LUMS Clean-Tech and Energy-Tech Incubation Zone, collaborating with academic and industry peers on climate and green hydrogen initiatives, co-hosting the Pakistan Pavilion at COP29, renewing UN Global Compact membership, and supporting ESG-related publications. Collectively, these efforts strengthen OGDC's sustainability credentials, enhance stakeholder trust, and demonstrate its commitment to responsible energy leadership.

Climate-related Physical Risks

Acute Physical Risks

OGDC faces exposure to acute climate events, such as flooding and extreme heat, which could disrupt seismic surveys, drilling and production operations, compromise infrastructure, and impact employees' health and safety in the short to medium term.

Response:

OGDC designs its infrastructure, including

assets and facilities, in accordance with established climatic standards and is initiating detailed engineering and impact studies to assess the effects of severe climate events on its operating fields, equipment, workforce, and supply chain. The results will enable us to form future adaptation strategies and resource distribution.

Recent events highlight the Company's exposure to acute physical risks: in 2025, windstorms in Jand (District Attock) caused shutdowns at the Dakhni Plant, leading to production losses of 5.0 mmscf of gas and 160 barrels of crude oil (financial impact: PKR 4.6 million), while unprecedented rainfall in 2024 near Hyderabad required PKR 40.3 million for protective measures at the KPD-TAY Plant. Although no third-party climate risk studies, climate-specific PPE, or additional insurance premiums have been completed to date, OGDC is strengthening infrastructure resilience and integrating lessons from these events into its current risk management practices.

Chronic Physical Risks

Rising average temperatures and long-term climate changes could impact OGDC's infrastructure performance, workforce health and safety, and operational reliability throughout its value chain in the short to medium term.

Response:

OGDC is conducting long-term engineering and impact studies to formally evaluate the effects of persistent climate change on its assets, business model, and value chain. The results will guide targeted adaptation and mitigation plans. In the meantime, the company is taking proactive measures to enhance operational resilience and protect employee well-being from extended climatic stressors.

Climate-Related Opportunities

Resource Efficiency, Energy Source and Resilience

Resource efficiency through optimized processes, efficient equipment, water

recycling, waste diversion, and improved building design can reduce costs and emissions. Cleaner energy sources, including renewables and electrification, offer diversification and value in the low-carbon transition. Strengthening resilience through robust infrastructure and adaptive capacity ensures continuity, protects assets, and supports long-term sustainability.

Response

OGDC is enhancing energy and resource efficiency through a combination of clean mobility, renewable energy, energy audit, operational improvements, and emissions controls. To reduce fuel costs and promote sustainable transportation, the company has introduced three electric buses for employee commutation with dual-gun charging stations in Islamabad (PKR 138.7 million). At the same time, rooftop net-metering solar PV systems with a total capacity of 560 KW are being installed at OGTI, G&R Lab, and SDU Workshop, supported by a 400 KVA 11000/415-volt power transformer (PKR 118 million). Regular Annual Turnarounds (ATAs) at major gas processing plants further improve process efficiency, reduce downtime and build resilience.

Market

OGDC recognizes long-term opportunities from the global shift to a low-carbon economy. The Company is formulating a diversification strategy and has redefined its vision to transition from a conventional oil and gas Exploration & Production (E&P) focus to a broader energy company. This strategic shift positions OGDC to expand into renewable energy, clean technologies, and low-carbon fuels, enabling portfolio diversification, new revenue streams, and enhanced long-term competitiveness.

Wood Mackenzie, a leading global provider of data, analytics, and insights for the natural resources industry, including energy, chemicals, metals, and mining, is providing consultancy services to OGDC for strategy development and business diversification.

5. Risk Management

TCFD Recommendation:

Disclose how the organization identifies, assesses and manages climate-related risks.

Recommended Disclosure:

- a. Describe the organization's processes for identifying and assessing climate-related risks.

Process for Identifying and Assessing Climate-Related Risks

OGDC follows a structured process to identify climate-related risks and opportunities, integrating them within its Enterprise Risk Management (ERM) framework. Being a crucial element of Governance, i.e., corporate decision-making and strategy-setting process, OGDC's ERM framework is aligned with the company's strategic objectives, such as ensuring energy security, operational efficiency, financial stability, and compliance, to provide a system to manage broad categories of enterprise risks. Risk identification begins at the departmental level, with input from cross-functional ERM representatives/focal persons. The Risk Function consolidates these inputs to identify enterprise climate-related risks and opportunities, which the Management-level ESG Council reviews before escalating them to the Board's Risk Management Committee (RMC) and ESG Committee for oversight.

The process also draws insights from operational field inputs and external consultants. Additionally, industry frameworks, global energy outlooks, and national policy developments are referenced to ensure that risks and opportunities are reflected in both Pakistan-specific and international contexts.

Recommended Disclosure:

- b. Describe the organization's processes for managing climate-related risks.
- c. Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's

assessment, and decision-making to support effective mitigation and adaptation strategies.

Integration into Overall Risk Management

Climate-related risks are fully integrated into OGDC's ERM system, ensuring they are considered alongside other material business risks. The Board and its committees exercise oversight, while management-level processes ensure operational implementation.

List of Climate-Related Risks and Opportunities

OGDC has identified key climate-related risks and opportunities, drawing on TCFD guidance, national policies, and industry standards. These are summarized in section (3) of these disclosures.

6. Metrics and Targets

TCFD Recommendation:

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

Recommended Disclosure:

- a. Disclose the metrics used by the organization to assess material climate-related risks and opportunities in line with its strategy and risk management process.
- b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks
- a. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets

OGDC recognizes the importance of measurable indicators and targets for tracking progress in managing climate-related risks and opportunities. Currently, the company reports

Scope 1 and Scope 2 GHG emissions. Other climate-related performance metrics have not yet been established; however, OGDC is adopting a "phased" approach to expand its disclosures in line with evolving regulatory requirements. This includes developing a broader set of climate-related metrics and targets, supported by baseline assessments and internal capacity building to ensure robust measurement, monitoring, and reporting moving forward.

The company currently does not consider an internal carbon price in its decision-making process.

GHG emissions metrics

GHG emissions Co2e	Metric	2025	2024
Scope I	MT	1,270,668	1,355,026
Scope 2 – location based		3,529	2,795
Total		1,274,197	1,357,821

OGDC does not currently quantify Scope 3 emissions; however, the Company plans to initiate their calculation from the next reporting cycle as methodologies and data systems are further developed.

Calculation methodology

Greenhouse gas (GHG) emissions at primarily originate from direct and indirect operational activities. Scope 1 emissions arise from the combustion of fuels in gas turbines, generators, compressors, engines, heaters, boilers, company-owned vehicles, contractor-owned vehicles and generators fueled by the Company, as well as from flaring, venting, refrigeration leakages, and methane fugitive emissions from pipelines, flanges, valves, pumps/compressors and storage tanks. Scope 2 emissions result from the consumption of purchased electricity used across offices and field operations. OGDC currently tracks Scope 1 and 2 emissions, excluding fugitive methane emissions, which are presently being worked out and not yet included in the GHG emission calculations.



overall Risk Management.

Process for Managing Climate-Related Risks

OGDC applies a Board-approved risk prioritization and reporting methodology, assessing climate-related risks using the same criteria as other strategic and operational risks. This ensures consistent treatment, visibility, and prioritization across the organization. Risks are monitored through established reporting channels and integrated into business planning, capital allocation, and operational decision-making.

OGDC is strengthening its processes to analyze the climate risks, evaluate their financial implications, and integrate the findings into business planning, risk assessment, and decision-making to support effective mitigation and adaptation strategies.

Integration into Overall Risk Management

Climate-related risks are fully integrated into OGDC's ERM system, ensuring they are considered alongside other material business risks. The Board and its committees exercise oversight, while management-level processes ensure

07 ANNEXURES

External Assurance Statement
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 UNGC Index
 SDGs Index
 PSX SDGs Index
 Acronyms

Annexures &
 Supplementary Information

Independent Assurance Statement

For the Oil and Gas Development Company Limited ESG Report 2025

FERSO ESG performed an independent review of the Oil and Gas Development Company Limited (OGDCL) ESG Report 2025 (the report), referring to the period from July 1, 2024, to June 30, 2025. The report was prepared in accordance with the Global Reporting Initiative's (GRI) Standards 2021 and the GRI 11 Oil and Gas Sector Standard 2021, and following the International Standard on Assurance Engagements 3000 (ISAE 3000) (Revised) issued by the International Auditing and Assurance Standards Board (IAASB) of IFAC. The objective of the critical review is to provide OGDCL's stakeholders with an independent opinion about the quality of the report and the adherence to the AccountAbility Principles of Inclusivity, Materiality, Responsiveness, and Impact and to corroborate its accordance with the GRI Standards.

Independence

We work independently and ensure that none of FERSO ESG staff members maintained or maintains business ties with OGDCL.

Our Qualification

FERSO ESG is a firm specialized in sustainability advisory and report assurance and is licensed as an assurance provider by AccountAbility under license number 000-845. The review process was conducted by a professional with experience in independent assurance and ESG Reporting.

Responsibilities of OGDCL and FERSO ESG

The management of OGDCL has prepared the ESG Report 2025 and is responsible for all its content. FERSO ESG was responsible for the independent review and expressed an independent conclusion on the ESG Report. We do not accept or assume any responsibility for any other purpose or to any other person or organization. Any reliance placed on the report by any third party is entirely at its own risk.

Scope of Assurance

The scope of our work covers all information included in the OGDCL's ESG Report 2025, referring to the period from July 01, 2024 through June 30, 2025, and considered the requirements of the International Standard on Assurance Engagement (ISAE) 3000-Revised (Assurance Engagements other than audits or reviews of historical financial information), being co-reviewed by Nadeem Safdar and Co., Chartered Accountants.

FERSO ESG was asked to express an opinion about the review scope, which includes the following aspects:

- Review of qualitative and quantitative information reported and referenced in the report.
- Evaluation of the disclosed information in the report to check adherence to the GRI 2021 Standards and the GRI 11 Oil and Gas Sector Standard 2021.
- Adherence to the GRI principles for ESG Reporting laid out in the GRI1 standard.
- Review of the attached TCFD report.

- Adherence to the AA1000APS-Principles of Inclusivity, Materiality, Responsiveness, and Impact.
- Adherence of the review process to the International Standard on Assurance Engagement (ISAE) 3000 (Revised), "Assurance Engagements other than audits or reviews of historical financial information" to provide limited assurance on performance data within the ESG Report.
- Review of the Sustainable Development Goals (SDGs) linkage with GRI Standards reported in the SDG Index.

Limitations and exclusions

- The verification of financial figures and sustainability performance data was not the objective of FERSO ESG's work, and the review of the Annual Report, which is referenced in the ESG Report 2025, was not in the scope of the engagement.

Methodology

The methodology applied was a desk review of the report drafts as well as the final report and review of provided evidence for selected data items. The following procedures were developed during the review process:

- Critical review of the OGDCL's ESG Report 2025 final draft versions and the respective Content Index to check consistency with the provided content.
- Evaluation of the adherence of the OGDCL's ESG Report 2024 to the GRI Standards 2021 and the GRI 11 Oil and Gas Sector Standard 2021
- Evaluation and review of the responses to the framework of the Task Force on Climate-Related Financial Disclosures (TCFD).
- Collection and review of sample evidence to verify selected data points.
- Analysis of the report content against AccountAbility's Principles of Inclusivity, Materiality, Responsiveness, and Impact.
- Adjustments reports and review of the final report.
- Elaboration of the Independent Review Statement.
- Elaboration of an internal recommendation report.

The work was planned and carried out to provide a level of limited assurance, and we believe that the review process of the OGDCL's ESG Report 2025 completed by FERSO ESG provides an appropriate basis for our conclusions.

Statement of Conclusions

Use of Disclosure Standards

OGDCL declares the report to be in accordance with the GRI Standards 2021. FERSO ESG reviewed the use of the GRI Standards GRI1, 2, and 3, as well as the GRI11 Oil and Gas Sector Standard 2021. After analysis against the necessary GRI criteria, we can confirm that the report is in accordance with the requirements of the GRI Standards 2021.

Main Conclusions

Based on the analysis of evidence carried out to verify selected indicators, we briefly present the following main conclusions:

- FERSO ESG solicited evidence for and verified the following selected items: GRI 305-7, 306-3 (GRI 11.8.2), 403-5, 413-1, as well as management items GRI 3.3 related to the material topics GHG Emissions, Water and Effluents, Diversity and Equal Opportunity, Conflict resolution and Operations with local community engagement, impact assessments and development programs.
- We found that the information related to these indicators and topics reported in line with the provided evidence and back-up documentation and corresponding to the requirements of the relevant standards. Additional evidence, if necessary to corroborate data and textual information, was timely provided by the company.
- FERSO ESG requested minor data and textual adjustments to the draft versions of the report, which were implemented by the reporting company in duly manner during the review process.
- OGDCL has prepared and published climate-related financial disclosures in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) in anticipation of upcoming mandatory climate related financial impact reporting. The report shows consistency with the TCFD-recommendations presenting OGDCL's approach in Governance, Strategy, Risk/Opportunity Analysis and Metrics for climate related impacts. While not yet considering scenarios in the risk evaluation process, the company will include scenario-based risk assessment in the future reporting -cycles.
- Recognizing decarbonization as a major business challenge, OGDCL has implemented several activities in the reporting period to lower its absolute emission figures, and improved data management and surveillance, but further investments are needed to reduce the current level of energy and emission intensity based on production units.
- The company – aware of the challenges to increase its impact in Diversity and Inclusion, has made a major effort in the reporting period to enhance its Diversity, Equity and Inclusion Policy by implementing a comprehensive survey to analyze its journey and identify paths to improve performance.
- OGDCL reports significant investments in social areas such as access to healthcare, education, professional qualification, infrastructure and renewable energy. In order to materialize its impact, OGDCL started to conduct an impact assessment, initiating with the analysis of its National Talent Hunt Program (NTHP). The survey corroborated the positive impact of the programme on income generation in the participating families and can serve as model for further evaluations of the CSR-programmes.
- The main recommendations for the next report are the inclusion of Scope 3 emission calculations and determination of emission-reduction targets, both recommendations are in line with TCFD-recommendations and support the company in its ongoing effort to reduce its current carbon footprint without putting in stake the country's food and energy security.

Final Considerations

Oil and Gas Development Company Limited (OGDCL) has delivered its ESG Report 2025 in compliance with the GRI Standard 2021 GRI1. Based on the scope of our work and the review procedures we performed using the ISAE 3000 (Revised) "Assurance Engagements Other than Audits or Reviews of Historical Financial Information," we conclude that nothing has come to our attention that causes us to believe that the information in OGDCL's ESG Report 2025 is not fairly stated in all material aspects.

São Paulo, November 11, 2025

Islamabad, November 11, 2025

Beat Grüninger
Assurance Provider
FERSO ESG

Nadeem Safdar, FCA
Managing Partner, Nadeem Safdar & Co;
Chartered Accountants
ICAP Membership No: 2396





GRI Content Index

Statement of use	OGDC has reported in accordance with the GRI Standards for the period 1 July 2024 to 30 June 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI sector standard	GRI 11: Oil and Gas 2021

GRI standard/Other source	Disclosure	Location	Requirement(s) omitted / Reason
GRI 2: General Disclosures 2021	The organisation and its reporting practices		
	2-1 Organizational details	09	
	2-2 Entities included in the organization's sustainability reporting	04	
	2-3 Reporting period, frequency and contact point	04	
	2-4 Restatements of information	04	
	2-5 External assurance	04, 100	
	Activities and workers		
	2-6 Activities, value chain and other business relationships	09, 10	
	2-7 Employees	50-51	
	2-8 Workers who are not employees	50	2-8 Information not available as per GRI Standards Requirement
	Governance		
	2-9 Governance structure and composition	18	
	2-10 Nomination and selection of the highest governance body	18	
	2-11 Chair of the highest governance body	18	
	2-12 Role of the highest governance body in overseeing the management of impacts	19-20	
	2-13 Delegation of responsibility for managing impacts	20	
	2-14 Role of the highest governance body in sustainability reporting	19-20	
	2-15 Conflicts of interest	21	
	2-16 Communication of critical concerns	21	
	2-17 Collective knowledge of the highest governance body	20	
	2-18 Evaluation of the performance of the highest governance body	20-21	
	2-19 Remuneration policies	20-21	
	2-20 Process to determine remuneration	21	
	2-21 Annual total compensation ratio	-	2-21 a, b Confidentiality constraint – Sensitive information
	Strategy, policies and practices		
	2-22 Statement on sustainable development strategy	06-07, 28	
	2-23 Policy commitments	22	
	2-24 Embedding policy commitments	22	
	2-25 Processes to remediate negative impacts	22	
	2-26 Mechanisms for seeking advice and raising concerns	22	
	2-27 Compliance with laws and regulations	33, 88	
	2-28 Membership associations	14	
	Stakeholder engagement		
	2-29 Approach to stakeholder engagement	26	
	2-30 Collective bargaining agreements	66	
Management of Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	27	
	3-2 List of material topics	27	
	3-3 Management of material topics	Throughout the report in relevant sections	

Material topics				
GRI standard/Other source	Disclosure	Location	Requirement(s) Omitted/ Reason	GRI sector standard ref.
GHG & air emissions				
11.1 GHG emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	32-33, 34		11.1
GRI 302: Energy 2016	302-1 Energy consumption within the organization	36		11.1.2
	302-2 Energy consumption outside of the organization	-	a-c - The information is not available as per GRI requirement.	11.1.3
	302-3 Energy intensity	36		11.1.4
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	35		11.1.5
	305-2 Energy indirect (Scope 2) GHG emissions	35		11.1.6
	305-3 Other indirect (Scope 3) GHG emissions	-	a-g - The information is not available as per GRI requirement.	11.1.7
	305-4 GHG emissions intensity	35		11.1.8
11.3 Air emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	32-33, 34		11.3.1
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant air emissions	36	a-e. The information not available as per GRI requirement.	11.3.2
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	62		11.3.3
Climate adaptation, resilience and transition				
11.2 Climate adaptation, resilience and transition				
GRI 3: Material Topics 2021	3-3 Management of material topics	32-33, 34		11.2.1
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	87		11.2.2
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	37	a-e –Information not available as per GRI requirement.	11.2.3
Additional sector disclosure	Public policy development and lobbying on climate change	88		11.2.4
Biodiversity				
11.4 Biodiversity				
GRI 3: Material Topics 2021	3-3 Management of material topics	32-33,40		11.4.1



GRI standard/Other source	Disclosure	Location	Requirement(s) omitted/ Reason	GRI sector standard ref.
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	40-41		11.4.2
	304-2 Significant impacts of activities, products and services on biodiversity	40		11.4.3
	304-3 Habitats protected or restored	40		11.4.4
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	40		11.4.5
11.7 Closure and rehabilitation				
GRI 3: Material Topics 2021	3-3 Management of material topics	32-33,40		11.7.1
GRI 402: Labour/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	66		11.7.2
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	54		11.7.3
Additional sector disclosures	List the operational sites with closure plans, closed and in process	-	Information not available as per GRI requirement.	11.7.4
	Decommissioned structures left in place and rationale for leaving	-	Information not available as per GRI requirement.	11.7.5
	Total monetary value of financial provisions for closure and rehabilitation	-	Information not available as per GRI requirement.	11.7.6
Waste				
11.5 Waste				
GRI 3: Material Topics 2021	3-3 Management of material topics	32-33,44		11.5.1
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	44		11.5.2
	306-2 Management of significant waste-related impacts	44-45		11.5.3
	306-3 Waste generated	44		11.5.4
	306-4 Waste diverted from disposal	44		11.5.5
	306-5 Waste directed to disposal	45		11.5.6
Water and effluents				
11.6 Water and effluents				
GRI 3: Material Topics 2021	3-3 Management of material topics	32-33,42		11.6.1
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	42		11.6.2
	303-2 Management of water discharge-related impacts	42		11.6.3
	303-3 Water withdrawal	43		11.6.4
	303-4 Water discharge	43	303-4 Information not available as per GRI requirement.	11.6.5
	303-5 Water consumption	43		11.6.6

GRI standard/Other source	Disclosure	Location	Requirement(s) omitted/ Reason	GRI sector standard ref.
GRI standard/ Other source	Disclosure	Location	Requirement(s) omitted/ Reason	GRI sector standard ref.
Health and safety				
11.9 Occupational health and safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	32-33, 60		11.9.1
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	60		11.9.2
	403-2 Hazard identification, risk assessment and incident investigation	60-61		11.9.3
	403-3 Occupational health services	61		11.9.4
	403-4 Worker participation, consultation and communication on occupational health and safety	61		11.9.5
	403-5 Worker training on occupational health and safety	61-62		11.9.6
	403-6 Promotion of worker health	61		11.9.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	62		11.9.8
	403-8 Workers covered by an occupational health and safety management system	60		11.9.9
	403-9 Work-related injuries	63		11.9.10
	403-10 Work-related ill health	63		11.9.11
11.8 Asset integrity and critical incident management				
GRI 3: Material Topics 2021	3-3 Management of material topics	32-33, 63-64		11.8.1
GRI 306: Effluents and Waste 2016	306-3 Significant spills	64		11.8.2
Additional sector disclosures	Total number of Tier 1 and Tier 2 process safety events by business activity	-	Information not available as per GRI requirement.	11.8.3
	Additional sector disclosures are for organizations with oil sands mining operations	N/A	Not applicable OGDC has no oil sands mining operations	11.8.4
Digitalization and cyber security				
GRI 3: Material Topics 2021	3-3 Management of material topics	64-65		-
Employment practices				
11.10 Employment practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	48, 50		11.10.1
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	52		11.10.2
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	53		11.10.3
	401-3 Parental leave	53	d and e - Information not available/Incomplete	11.10.4
GRI 402: Labour/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	66		11.10.5
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	56		11.10.6



GRI standard/Other source	Disclosure	Location	Requirement(s) omitted/ Reason	GRI sector standard ref.
	404-2 Programs for upgrading employee skills and transition assistance programs	54		11.10.7
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	89		11.10.8
	414-2 Negative social impacts in the supply chain and actions taken	89	b, d and e - Information not available/Incomplete	11.10.9
GRI standard/ Other source	Disclosure	Location	Requirement(s) omitted/ Reason	GRI sector standard ref.
Diversity equity & Inclusion				
GRI 3: Material Topics 2021	3-3 Management of material topics	48, 57		-
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	57		11.11.5
	405-2 Ratio of basic salary and remuneration of women to men	52		11.11.6
Human rights				
11.11 Non-discrimination and equal opportunity				
GRI 3: Material Topics 2021	3-3 Management of material topics	66		11.11.1
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	50		11.11.2
GRI 401: Employment 2016	401-3 Parental leave	53	d and e - Information not available/Incomplete	11.11.3
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	56		11.11.4
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	57		11.11.5
	405-2 Ratio of basic salary and remuneration	52		11.11.6
GRI 406: Non discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	67		11.11.7
11. 12 Forced labour and modern slavery				
GRI 3: Material Topics 2021	3-3 Management of material topics	66		11.12.1
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	67		11.12.2
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	89		11.12.3
11.13 Freedom of association and collective bargaining				
GRI 3: Material Topics 2021	3-3 Management of material topics	66		11.13.1
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	67		11.13.2
11.18 Conflict and security				
GRI 3: Material Topics 2021	3-3 Management of material topics	66-67		11.18.1
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	67		11.18.2
Economic impacts				

GRI standard/Other source	Disclosure	Location	Requirement(s) omitted/ Reason	GRI sector standard ref.
11.14 Economic impacts				
GRI 3: Material Topics 2021	3-3 Management of material topics	83, 86		11.14.1
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	86		11.14.2
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	50		11.14.3
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	74-79		11.14.4
	203-2 Significant indirect economic impacts	86		11.14.5
GRI Standard/ Other source	Disclosure	Location	Requirement(s) omitted/ Reason	GRI sector standard ref.
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	89		11.14.6
Local communities				
11.15 Local communities				
GRI 3: Material Topics 2021	3-3 Management of material topics	72-73		11.15.1
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programs	74-79		11.15.2
	413-2 Operations with significant actual and potential negative impacts on local communities	-	a (i) (ii) - Information not available/incomplete	11.15.3
Additional sector disclosures	Number and type of grievances from local communities	73	Information not available/incomplete	11.15.4
11.16 Land and resource rights				
GRI 3: Material Topics 2021	3-3 Management of material topics	72-73, 79		11.16.1
Additional sector disclosures	Locations of operations that caused or contributed to involuntary resettlement	79		11.16.2
Ethics and transparency				
11.19 Anti-competitive behaviour				
GRI 3: Material Topics 2021	3-3 Management of material topics	82, 88		11.19.1
GRI 206: Anticompetitive Behavior 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	88		11.19.2
11.20 Anti-corruption				
GRI 3: Material Topics 2021	3-3 Management of material topics	82, 88		11.20.1
GRI 205: Anticorruption 2016	205-1 Operations assessed for risks related to corruption	88		11.20.2
	205-2 Communication and training about anti-corruption policies and procedures	88		11.20.3
	205-3 Confirmed incidents of corruption and actions taken	88		11.20.4
Additional sector disclosures	Approach to contract transparency	88-89		11.20.5
	List of beneficial owners	88-89		11.20.6



GRI standard/Other source	Disclosure	Location	Requirement(s) omitted/ Reason	GRI sector standard ref.
11. 21 Payments to governments				
GRI 3: Material Topics 2021	3-3 Management of material topics	82, 89		11.21.1
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	86		11.21.2
	201-4 Financial assistance received from government	87		11.21.3
GRI 207: Tax 2019	207-1 Approach to tax	89		11.21.4
	207-2 Tax governance, control and risk management	89		11.21.5
	207-3 Stakeholder engagement and management of concerns related to tax	89		11.21.6
	207-4 Country-by-country reporting	89		11.21.7
Additional sector disclosures	Details of oil and gas purchased from the state	-	OGDC does not purchase oil and gas from government.	11.21.8
GRI standard/ Other source	Disclosure	Location	Requirement(s) omitted/ Reason	GRI sector standard ref.
11.22 Public policy				
GRI 3: Material Topics 2021	3-3 Management of material topics	88		11.22.1
GRI 415: Public Policy 2016	415-1 Political contributions	88		11.22.2
Supply chain impacts				
GRI 3: Material Topics 2021	3-3 Management of material topics	89		-
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	89		-
	308-2 Negative environmental impacts in the supply chain and actions taken	89	b, d and e - Information not available/Incomplete	-
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	89		11.10.8
	414-2 Negative social impacts in the supply chain and actions taken	89	b, d and e - Information not available/Incomplete	11.10.9
Topics from sector standard not reported				
Rights of indigenous peoples		-	No indigenous people exist nearby OGDC operational sites.	-

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PRINCIPLE	STATEMENT	PAGE NO.	GRI STANDARDS DISCLOSURE
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	74-79	413-1, 413-2
Principle 2	Businesses should make sure that they are not complicit in human rights abuses.	74-79, 89	413-1, 414-1, 414-2
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	66, 67	2-30, 402-1, 407-1
Principle 4	Businesses should uphold the elimination of all forms of forced and compulsory labor.	67	409-1
Principle 5	Businesses should uphold the effective abolition of child labor.	67	409-1
Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	50-51, 52, 53, 67	2-7, 2-8, 401-1, 401-3, 405-2, 406-1
Principle 7	Businesses should support a precautionary approach to environmental challenges.	35, 36, 87	201-2, 302-1, 303-3, 305-1, 305-2, 305-3, 305-7
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.	33, 35, 36, 43, 44, 45, 88, 89	2-27, 302-1, 302-2, 302-3, 303-3, 303-4, 303-5, 305-1, 305-2, 305-3, 305-4, 305-5, 305-7, 306-1, 306-2, 306-3, 306-4, 306-5, 308-1, 308-2
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	37	305-5
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	22, 88	2-23, 2-26, 205-1, 205-2

SDGs Index





SDGs		Page	GRI standards disclosure
	End poverty in all its forms everywhere	73, 74-79, 86	203-1 203-2, 413-2, 1115.4
	End hunger, achieve food security and improved nutrition and promote sustainable agriculture	74-79, 86	201-1, 203-1, 203-2, 413-2
	Ensure healthy lives and promote well-being for all at all ages	35, 36, 44, 45, 60, 63, 86	203-2, 305-1, 305-2, 305-3, 305-7, 306-1, 306-2, 306-3, 306-4, 403-8, 403-9, 403-10
	Ensure inclusive and quality education for all and promote lifelong learning	20, 56	2-17, 404-1
	Achieve gender equality and empower all women and girls	18, 52, 53, 56, 57, 67, 74-79, 86, 89	2-9, 2-10, 201-1, 203-1, 401-1, 401-3, 404-1, 405-1, 405-2, 406-1, 414-1, 414-2
	Ensure access to water and sanitation for all	43, 44, 45	303-3, 303-4, 303-5, 306-1, 306-2, 306-3, 306-4, 306-5
	Ensure access to affordable, reliable, sustainable and modern energy for all	36, 74-79, 86	201-1, 203-1, 302-1, 302-2, 302-3
	Promote inclusive and sustainable economic growth, employment and decent work for all	36, 42, 50-51, 52, 53, 54, 56, 57, 60, 63, 66, 67, 86, 89	2-7, 2-8, 2-30, 201-1, 203-2, 302-1, 302-2, 302-3, 303-5, 401-1, 401-2, 401-3, 402-1, 403-8, 403-9, 403-10, 404-1, 404-2, 405-1, 405-2, 407-1, 409-1, 414-1, 414-2
	Build resilient infrastructure, promote sustainable industrialization and foster innovation	74-79, 86	201-1, 203-1
	Reduce inequality within and among countries	52, 86	203-2, 405-2
	Make cities inclusive, safe, resilient and sustainable	74-79	203-1
	Ensure sustainable consumption and production patterns	35, 36, 44, 45, 89	204-1, 302-1, 302-2, 302-3, 305-1, 305-2, 305-3, 305-7, 306-1, 306-2, 306-3, 306-4
	Take urgent action to combat climate change and its impacts	35, 36, 87	201-2, 302-1, 302-2, 302-3, 305-1, 305-2, 305-3, 305-4
	Conserve and sustainably use the oceans, seas and marine resources	35, 36, 44, 45	305-1, 305-2, 305-3, 305-4, 305-5, 305-7, 306-1, 306-3, 306-5
	Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss	35, 36, 44, 45	305-1, 305-2, 305-3, 305-4, 305-5, 305-7, 306-1, 306-3, 306-5
	Promote just, peaceful and inclusive societies	18, 19, 20, 21, 22, 33, 67, 88, 89	2-9, 2-10, 2-11, 2-12, 2-15, 2-20, 2-23, 2-26, 2-27, 205-1, 205-2, 205-3, 406-1, 414-1, 414-2
	Strengthen the means of implementation and revitalize the global partnership for sustainable development	-	Not applicable





PSX SDGs Index

Our activities and the related material topics affect almost all Sustainable Development Goals (SDGs). The SDGs report meets the PSX minimum SDG requirements for listed companies. Our governance systems guide the alignment of our strategy and actions with the SDGs. The approach to managing the impact of our activities on the SDGs is discussed in relevant sections of our report, which also highlights our performance and contribution to the SDGs. This section contains specific information on PSX's minimum SDGs. Detailed information on policies, practices and performance is available on the referenced pages in the relevant sections of the report.

Refer to pages 19, 27 and 28, 32-33, 48, 72-73 and 82 for alignment with material topics, governance and management approaches for the SDGs.

SDG and target	Company performance target	Performance indicator	Status (2025)	Status (2024)	Status (2023)	Business action	Future business action
 Target 5.1 End all forms of discrimination against women and girls everywhere	-	Existence of policies to promote, enforce and monitor equality and non-discrimination on the basis of gender	OGDC has established policies designed to advocate for, uphold and oversee gender-based non-discrimination. Refer to pages 66 and page 67 to read details about the management approach and performance			Promote, enforce and monitor non-discrimination.	Promote, enforce and monitor non-discrimination.
Target 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	-	Existence of sexual harassment, physical harassment, psychological harassment policies and grievances solving mechanism relevant to sexual, physical and psychological violence	Policies and grievance mechanisms exist to combat sexual harassment, physical harassment, psychological harassment and sexual, physical and psychological violence. OGDC does not employ female workers under 15 and has no reported violence complaints. Refer to pages 66 and 67 to read details about the management approach and performance			Enforce policies and grievances solving mechanism relevant to prevent sexual, physical and psychological violence	Enforce policies and grievance solving mechanism s relevant to prevent sexual, physical and psychological violence
 Target 6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity		Fresh water consumption ML per KBOE	Fresh water consumption	Fresh water consumption	Fresh water consumption	Increasing water-use efficiency and recycling to reduce water withdrawal and related impacts.	Increasing water-use efficiency and recycling to reduce water withdrawal and related impacts.
			0.06	0.07	0.06		

SDG and target	Company performance target	Performance indicator	Status (2025)	Status (2024)	Status (2023)	Business action	Future business action					
 Target 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation and encourage the formalization of growth micro/small/medium size enterprises including access to financial services	-	Proportion of informal (contract, casual and daily wage) employment in non-agriculture areas at company	OGDC adheres to pertinent employment laws and international conventions and does not engage in informal employment practices. 			Compliance with applicable laws and adherence to international charters.	Compliance with applicable laws and adherence to international charters.					
Target 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities and equal pay for work of equal value	-	Average hourly earnings of managerial and non-managerial employees, by gender (Based on Average Basic Pay Scale) M = Manager NM = Non-management	2025		2024		2023		Compliance with applicable laws.	Compliance with applicable laws.		
			Male	Female		Male	Female				Male	Female
		M	1,357	1,125	M	1,357	1,125	M			1,164	962
		NM	370	336	NM	370	336	NM			339	295
		Average hourly earnings of managerial and non-managerial employees with disabilities, by gender M = Manager S = Staff	2025		2024		2023		Compliance with applicable laws.	Compliance with applicable laws.		
		Same as above										
		The wage disparity between male and female employees is attributable to female employees being predominantly stationed at head office and regional offices. In contrast, most male employees are deployed in the field or remote locations. Consequently, the observed wage differential does not stem from gender-based compensation disparities but from disparate work locations.										
		Minimum wage of employees	2025		2024		2023		Compliance with applicable laws.	Compliance with applicable laws.		
			37,000		37,000		32,000					
		Number of net new jobs created at your company, by gender and persons with disabilities	OGDC is an equal-opportunity employer and all qualified individuals are encouraged to apply for open positions. However, due to the challenging nature of exploration, development and production roles, individuals with disabilities are not considered for field positions. 						Compliance with applicable laws.	Compliance with applicable laws.		
Proportion of your employees with disabilities	OGDC is a publicly listed company and an equal-opportunity employer. The provincial quota is followed as per the government of Pakistan's announcements. Due to the technical nature of the organization, there are limitations on appointing disabled persons, but they are considered for office-based jobs where possible.						Compliance with applicable laws.	Compliance with applicable laws.				
Target 8.8 Protect labour rights and promote safe and secure working environments for all workers, including	-	Frequency rates of fatal and non-fatal occupational injuries at your				Promote health and safety and ensure secure	Promote health and safety and ensure secure working					

SDG and target	Company performance target	Performance indicator	Status (2025)	Status (2024)	Status (2023)	Business action	Future business action
migrant workers, in particular women migrants and those in precarious employment		company, by gender and migrant status				working conditions for all workers.	conditions for all workers.
		Compliance with labour rights based on national and provincial legislation	OGDC complies with labour rights according to national and provincial laws, as well as international charters.			Ensure compliance of applicable laws and commitment s.	Ensure compliance of applicable laws and commitments .
 Target 9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities		MeT CO _{2e} emissions per KBOE	2025	2024	2023	Upgradation of existing facilities and adoption of cleaner technologies to reduce the environmental footprint.	Upgradation of existing facilities and adoption of cleaner technologies to reduce the environmental footprint.
			28	26	-		
 Target 12.4 By 2020, achieve the environmentally sound management of chemicals and all waste throughout their lifecycle, in accordance with agreed international frameworks and significantly reduce their release to air, water and soil in-order to minimize their adverse impacts on human health and environment	-	Quantity of hazardous waste generated and treated Does OGDC treat its hazardous waste in accordance with the international multilateral agreements signed by the Government of Pakistan?				Ensure compliance with applicable laws for handling and treatment of hazardous waste.	Ensure compliance with applicable laws for handling and treatment of hazardous waste.
		Quantity of waste material generated and recycled				Reduce waste generation through prevention, recycling and reuse.	Reduce waste generation through prevention, recycling and reuse.
Target 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability reporting in their reporting cycle	-	1. Does OGDC publish a sustainability report? 2. Does OGDC report on SDG?	OGDC publishes an annual ESG report. The report also contains details about OGDC's impact on SDGs.			Embrace sustainability practices to manage and report the impacts.	Embrace sustainability practices to manage and report the impacts.



Acronyms

AGM	Annual General Meeting
API	American Petroleum Institute
CBA	Collective Bargaining Agent
CCS	Carbon Capture Storage
CCUS	Carbon Capture Utilization and Storage
D&P	Development and Production
EIA	Environmental Impact Assessment
EPA	Environmental Protection Agency
GHG	Greenhouse Gasses
IEE	Initial Environmental Examination
ILO	International Labour Organization
IOGP	The International Association of Oil & Gas Producers
Ipieca	International Petroleum Industry Environmental Conservation Association
ISSB	International Sustainability Standards Board
ISAE	International Standards on Assurance Engagements
KBOE	Kilo Barrels of Oil Equivalent
LEA	Law Enforcement Agency
MMSCF	Million Standard Cubic Feet
MT	Metric Ton
NAVTTTC	National Vocational and Technical Training Commission
NEQS	National Environmental Quality Standards
OGTI	Oil and Gas Training Institute
PCA	Petroleum Concession Agreement
PPE	Personal Protective Equipment
PPEPCA	Pakistan Petroleum Exploration & Production Companies Association
PPRA	Public Procurement Regulatory Authority
SASB	Sustainability Accounting Standards Board
SDGs	Sustainable Development Goals
TOE	Tones of Oil Equivalent
UNFCCC	The United Nations Framework Convention on Climate Change
UNGC	United Nations Global Compact



Published by

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