



A YEAR OF **TRANSFORMATIVE SUCCESS**

ANNUAL REPORT 2023

Driven by Purpose: ◆

Transforming resources into reliable energy solutions for communities worldwide.

Delivering on Ambition: ◆

To be the forefront leader in energy innovation.

Guided by Values: ◆

Integrity. Innovation.
Sustainability. Excellence.

Unlocking Potential:

Harnessing the power of innovation to unlock new opportunities.



SHAPING SUCCESS

*We drive innovation and always
safe culture, empowering
progress and delivering energy
solutions to the world.*

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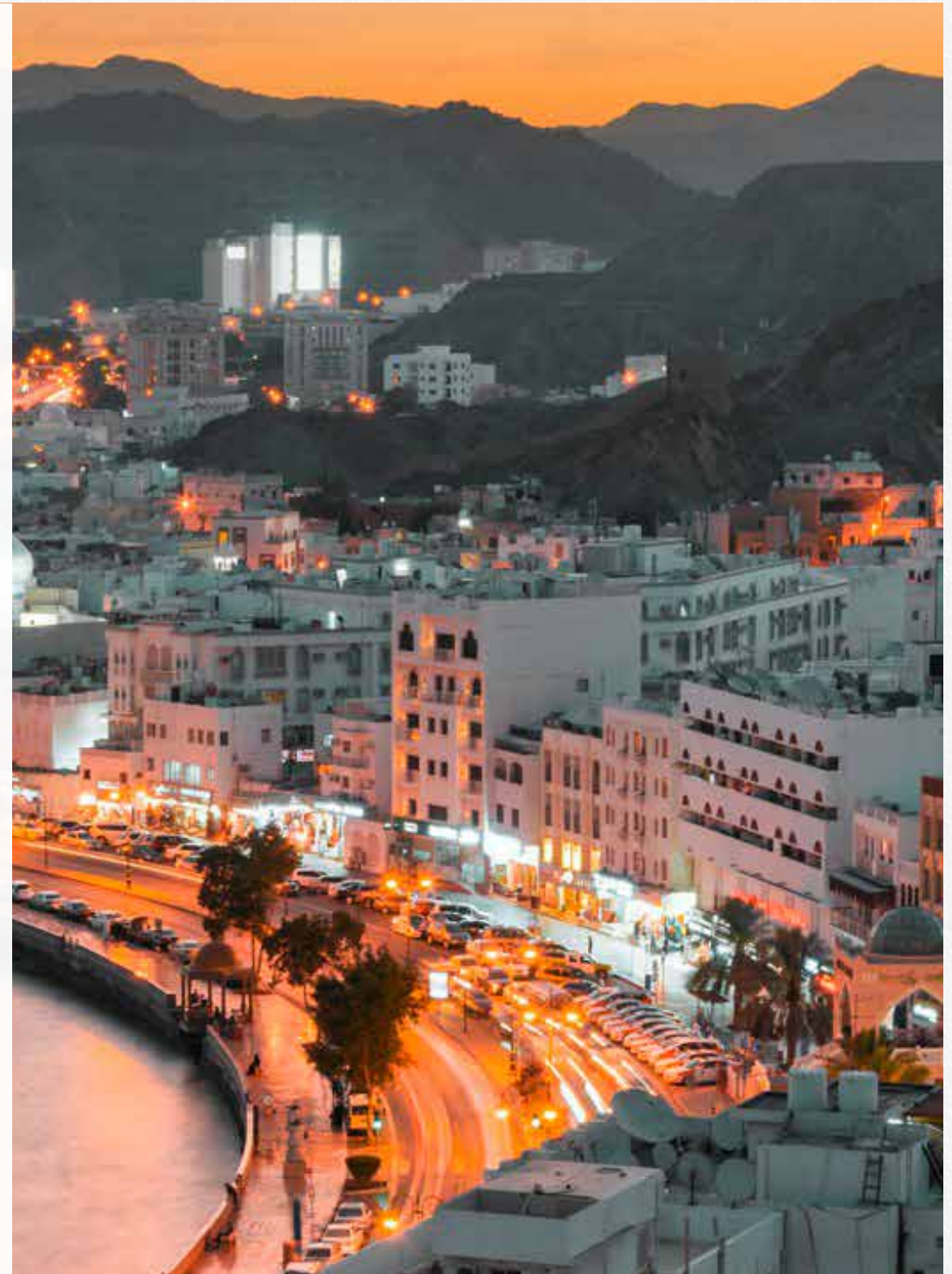
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Chairman's Message

Dear Stakeholders,

Over the last few years, Abraj Energy Services has set a strategic direction towards economic growth and regional expansion. As we reflect on 2023, we assure our commitment to meeting the aspirations of our wider group of investors while serving clients' needs. We aim to largely contribute to the economy of the Sultanate, create value for all of our stakeholders, and provide various opportunities to the community.

The IPO has positioned Abraj as a unique and attractive investment in the energy services domain, not only in the local market but also in the regional market. This is an important milestone, given our growth plans. These strategic moves underscore our unwavering commitment to growth and excellence, and we are excited to have you on this journey with us.

Despite the market volatility, Abraj's solid earnings and operational performance in 2023 reflect a great motivation to progress and overcome challenges. Our financial resilience is evident with a remarkable 16.56 million OMR increase in PAT and a robust 47.58 million OMR EBITDA. Our contractual backlog has also reached an impressive 500 million OMR, further reinforcing our operational stability and future growth potential.

The HSE milestones and the significant reduction in lost time incidents speak of our relentless pursuit of operational integrity and our profound duty towards every individual and community we touch. This year's accomplishments are as much about tangible successes as they are about our indomitable spirit in overcoming challenges that stood in our path. This resilience defines us and shapes our tomorrows, ensuring that our strides are ever-forward, ever-upward.

Our Employees remain at the top of priorities, they are the asset that is going to make the growth possible. We value their efforts, dedication, and innovative spirit, which drive our company forward every day. Their commitment to excellence and resilience in the face of challenges are the foundation of our success.

As we set our sights on the horizons of our shared aspirations, we do so from a position of strength and with a promise of continued prosperity and innovation. On behalf of the Board, I would like to express my deepest gratitude for your trust. Your support is invaluable, and we invite you to join us as we embark on another year of shaping enriching futures together.

Ayad Al Balushi
Chairman



“

*We are Abraj,
a leading force in
integrated energy
services and
innovative solutions.*





Charting New Horizons: A Message from the CEO

Dear Shareholders, Colleagues, and Partners,

As I take this moment to address you, I am filled with profound gratitude and pride. 2023 has been a transformative journey for Abraj Energy Services—a narrative of triumphs and tribulations, bold steps forward, and challenges met with unwavering resolve.

Our journey commenced with a momentous event—the successful listing of Abraj—an event that not only bolstered our financial foundations but also validated our vision and strategic direction. This was more than just an IPO; it was a resounding call to local and international investors, heralding Oman's rise as a thriving centre for global investment.

The agreement with Kuwait's Wafra Joint Operations was not a mere business transaction; it was a bold leap into unexplored territories, made possible by the collective commitment and expertise of our team. It marked the initiation of a new phase in our international journey, introducing Abraj's operational prowess to the MENA region.

Embracing Total Energies into our esteemed clientèle was not merely about expanding our portfolio—it was about building bridges, forming relationships that transcend the transactional, and crafting partnerships that are symbiotic and enduring.

Our corporate performance, with KPIs soaring beyond targets, is a testament to the Abraj ethos—the relentless pursuit of excellence. Even as we contended with operational setbacks, we emerged more robust, with a budget and financial performance that outstripped all projections.

Our HSE record embodies our unwavering commitment to safety and sustainability. Achieving two years LTI-free across all operations is not merely a statistic—it's the result of a daily dedication to the well-being of our people and the environments we work within. Our Well Services' newfound profitability mirrors this, underscoring our operational adeptness and commercial acuity, and reassuring you of our commitment to sustainable growth.



The transformation of our corporate governance was more than compliance; it was an affirmation of our unwavering commitment to integrity and responsibility. As we aligned with the CMA requirements, we reaffirmed our pledge to you, our shareholders, to lead with transparency and principled stewardship.

The uplifting surge in employee satisfaction is particularly close to my heart. It echoes the voices of our people, their aspirations and ambitions. It is the fruit of a concerted effort to create a workplace that is productive, nurturing, and inclusive.

Only some were smooth sailing. Revenue setbacks and missed strategic opportunities remind us that the path to success is rarely linear. Yet, our resilience shines brightest in these moments, and our commitment to growth and excellence is undimmed.

As we look to the horizon, we do so with a steady gaze. The stability and uplift in our share price mirror the trust you place in us—a trust we hold sacred. As we turn the page to the next chapter, we carry forward this year's legacy, emboldened by our achievements and enlightened by the lessons we've learned.

In closing, the story of 2023 is one of inspiration drawn from our shared values, unwavering dedication, and devotion to a vision that reaches beyond the bounds of possibility. Together, we stand on the threshold of a promising future, ready to craft a tale of enduring success and prosperity.

Saif Al Hamhami
Chief Executive Officer

A Year of Milestones and Growth



ALWAYS SAFE

 **Two Years**
without a Lost Time Incident (LTI)

 **10 HSE Advisors**
underwent specialized Rig Inspection training.


 **10 HSE Awareness**
engagement sessions

 **7 HSE Workshop**
actively attended

GROWTH & EXPANSION

 **10% Growth Goal**
surpassed in 2024 against the 2023 budget.


 **29% Market Share**
in drilling within Oman's sector.

 **OMR 442000 Backlog**
projected for Q4-2023

 **Prequalified in addition**
04 countries

OUR PEOPLE

 **84%**
Engagement Rate in 2023

 **76.6%**
Competency Development Rate.

 **5.28% Attrition**
with a workforce of 2633 active employees.

 **91% Omanisation**

ICV

 **309.3 M Total Spend**


 **189.7 M Local Spend**

 **46.2 SME Spend**

 **60% ICV Retained**
(ICV Index)


FINANCIAL & OPERATIONAL MILESTONES:

 **8.7X IPO Success**
showcasing significant investor trust.

 **16.56 M**
PAT increase in 2023.

 **47.58 M**
EBITDA in 2023.

 **500 M**
Contractual Backlog Robustness

 **144.34 M**
Revenue Uplift in 2023.

*All Currencies are in OMR.

Foundation of Success



VISION

To be the market leader in the services we provide in the energy sector. We aim to be a world-class service led company through our resources, both human capital and industrial. We will strive to adapt to environmental and innovative enhancements with an aim to revolutionize the industry.

To deliver safe and quality services guided by international business practices as well as bring value to our clients, shareholders, employees, and the community within which we operate.

MISSION



GUIDING PRINCIPLES



Sustainability



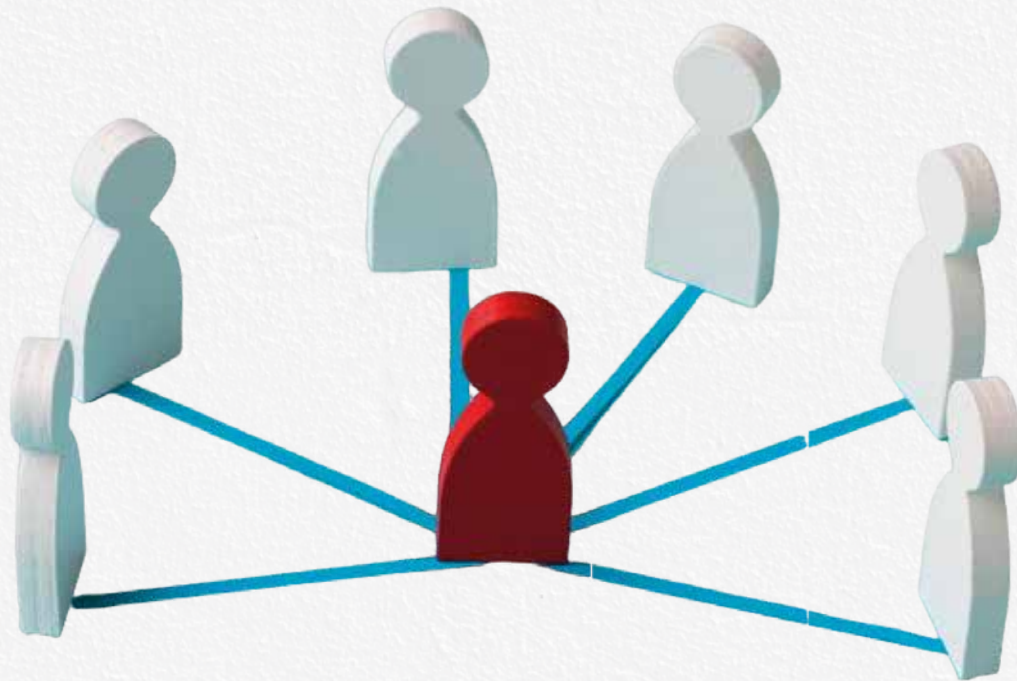
Safety and
Innovation



Support for
Local businesses



Continuous
Improvement



Abraj's strategic leadership ensures excellence and ethical stewardship, holding 7 board meetings in 2023, almost double the required minimum, to guide impactful decisions.

Wisdom in Action

The Board



AYAD AL BALUSHI
CHAIRMAN (IND)



SADHAK BINDAL
MEMBER (IND)



AHMED AL AZKAWI
DEPUTY CHAIRMAN (NON-IND)



BEN CHARBIT
MEMBER (IND)



ASHRAF AL MAMARI
MEMBER (NON-IND)



MASHAEL YASEEN
MEMBER (IND)



KHAMIS AL SAADI
MEMBER (NON-IND)

Management Team



ENG. SAIF AL HAMHAMI
CHIEF EXECUTIVE OFFICER



ENG. SALAH AL HARTHY
DIRECTOR OF BUSINESS DEVELOPMENT



LAKSHMI RAJAN
CHIEF FINANCIAL OFFICER



ENG. SAIF AL HUSSAINI
DIRECTOR - DRILLING & WORKOVER



FUAD AL HAIDARI
WELL SERVICES MANAGER



ABBAS AL AJMI
DIRECTOR - CORPORATE SERVICES



ABDUL RAOUF AL-TOBI
GENERAL COUNSEL • LEGAL



BREAKING NEW GROUNDS

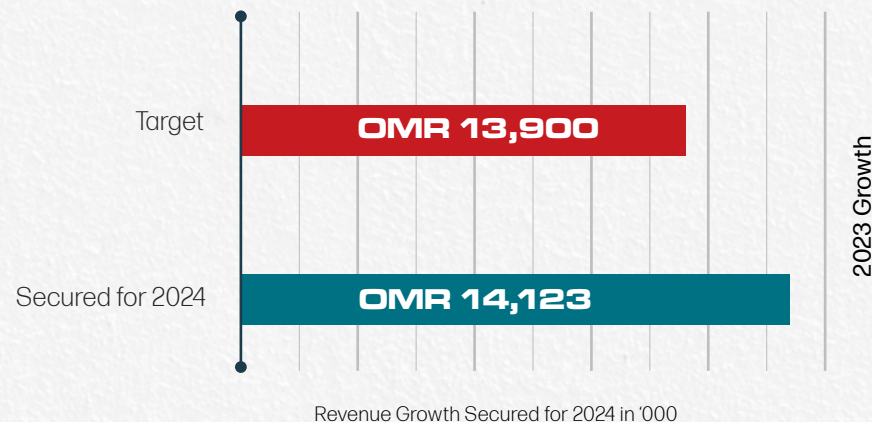
WITH STRATEGIC ACHIEVEMENTS

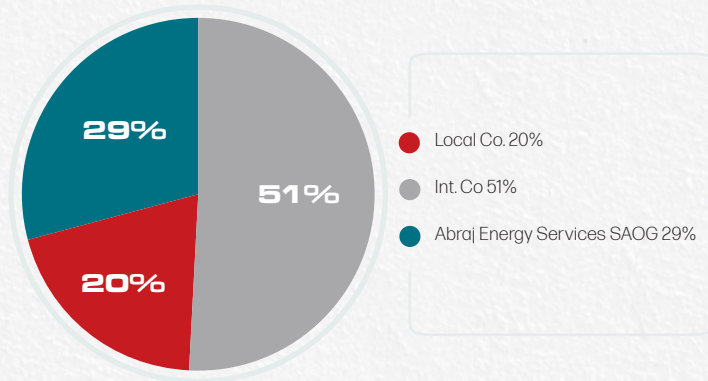
Strategic Achievements

Area of Operation	2022 Performance	2023 Performance	Strategic Value
Drilling NPT (%)	>1.3%	1.3%	A 10% improvement indicates Abraj's focus on operational efficiency.
Well Services Asset Utilization (%)	60%	75%	Significant growth from previous years, with profitability turning from -8% PAT to +6% PAT.
Drilling Customer Satisfaction (%)	89%	94%	A notable increase in customer satisfaction, signifying service quality enhancements.
Rig Utilization (%)	<100%	100%	Full utilization for the first time since 2013, marking exceptional operational management.
Kuwait Project Milestones	-	Achieved	Infrastructure in place, setting the stage for regional growth.
Strategic Contracts	-	Signed	Secured a major operational contract with Total Energy for first operations, highlighting strategic expansion.

VENTURING INTO NEW MARKETS

Abraj has exceeded its target revenue growth for 2024, with a goal of OMR 13,900,000 and an actual **secured revenue of OMR 14,123,000**.





2023 Drilling Market Share

With a **29% market share in the drilling sector**, Abraj stands out as a significant player in the Omani market, second only to international companies, which hold a 51% share.

New Boundaries Entered

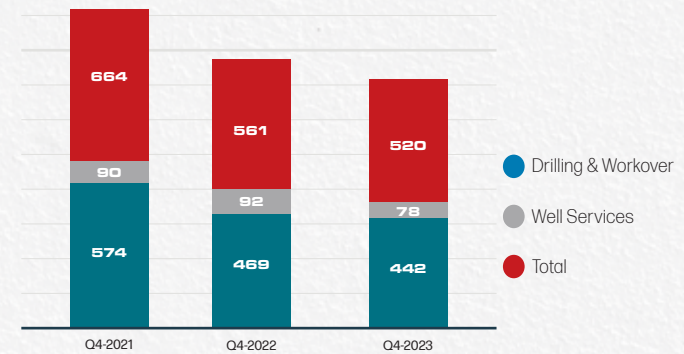
Abraj Energy Services has executed a strategic expansion into the GCC and MENA regions, demonstrating a clear ambition to transition from a local market leader to a significant regional competitor. The following points encapsulate the company's recent foray into new markets:

Pre-Qualification Success: Abraj has successfully prequalified in four additional countries, signaling its compliance with stringent industry standards and its readiness to serve new markets.

Wafra Joint Operations Contract: The company has secured a substantial service contract with Wafra Joint Operations, marking a pivotal step into the lucrative GCC and MENA oilfield service markets.

Strategic Expansion: This diversification is a strategic maneuver, aligning with Abraj's ambition for wider regional presence and influence.

ICV Program Commitment: Continuation of the In-Country Value (ICV) program underlines Abraj's strategy to contribute to the Omani economy while pursuing regional opportunities.



2023 Contractual Backlog

The company's contractual backlog exhibits a stable trend with a total backlog of OMR 574,000 in Q4-2021 and OMR 561,000 in Q4-2022, demonstrating the company's sustained operational performance and client retention. The backlog for Q4-2023 is projected at OMR 442,000, with the well services sector anticipated to contribute OMR 78,000 to the backlog.



Our strategic growth reflects a relentless pursuit of excellence, securing impactful contracts and expanding our global footprint.



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Abraj is conquering new markets, pre-qualifying in 4 additional countries, and forging alliances that drive significant regional growth.

Forging Strong Alliances

Strategic Collaborations:

Partnerships with elite global and national firms to drive excellence and growth.

Competitive Edge:

Strengthened through selective, strategic partnerships.

ICV Commitment:

Achieved an 84% ICV index in 2022, directly supporting Oman's economic goals.

Economic Engagement:

Deepened through adherence to Oman's ICV Blueprint Strategy.



Sustainability Focus:

Targets net-zero emissions via the Estidama program, prioritizing environmental care.

ESG Alignment:

Seeks partnerships with similarly sustainability-focused entities.

Capability Enhancement:

Invests in innovation and expertise to boost operational capabilities.

Stakeholder Engagement:

Maintains strategic growth alignment through effective communication and transparent reporting.

INNOVATING FOR BREAKTHROUGH IMPACT

In a bid to continuously improve and lead in operational efficiency, Abraj has made significant strides:

Drilling Non-Productive Time (NPT) Reduction: By achieving a 1.3% NPT and realizing a 10% improvement over the previous year, we have demonstrated a relentless pursuit of perfection. Our initiatives for continuous improvement have centered on refining drilling operations to reduce inefficiencies, optimize time management, and elevate the quality of service delivered to our clients.

Asset Utilization in Well Services: Our Well Services sector has seen a notable increase in asset utilization to 75%. This robust improvement from a previous negative Profit After Tax (PAT) to a positive 6% is a reflection of our strategic turnaround initiatives, optimizing resources, and introducing innovative service delivery models that have substantially increased profitability.

Showcasing Our Triumphs; Project Delivered



Exceptional Drilling Customer Satisfaction

Raised customer satisfaction in drilling services to **94% from 89%** in the previous year.



Full Rig Utilization

Achieved a **100% rig utilization** rate under contracts in 2023, a first since 2013. This milestone signifies high demand for our services and efficient asset management.



Kuwait Project A Strategic Milestone

The Kuwait project milestones in 2023, and the establishment of necessary infrastructure, mark a significant expansion and strengthen our MENA region presence.



EXCELLENCE IN OPERATIONS

ACHIEVING NEW HEIGHTS

Abraj Energy Services, renowned as Oman's leading drilling and well services provider, stands out with its impressive fleet of 25 state-of-the-art rigs. These rigs, with horsepower ranges spanning from 1000 to 2000, are meticulously categorized into light and heavy rigs to accommodate diverse drilling requirements across various terrains and operational conditions. Abraj's strategic investment in technology and innovation propels the company to the vanguard of the industry, underpinned by a workforce whose expertise and commitment are second to none. Below are some highlighted advancements and technological integrations that underscore our commitment to pushing the boundaries of what's possible:

Advanced Drilling Automation

State-of-the-art safety Mechanisms

Efficiency-Driven Mechanized Systems

Environmental Stewardship

“

We set the standard in operational excellence, achieving 100% rig utilization and significantly impacting industry benchmarks.



INTEGRATIONS AND ADVANCEMENTS

Category	System/Technology	Benefit
Drilling & Well Service Solutions	AR80 (Iron Roughneck)	Enhances speed and safety in pipe connection processes.
	LGA (Lower Guide Arm)	Improves efficiency by ensuring precise drill pipe alignment.
	Mud Bucket	Optimizes mud circulation and minimizes spillage.
	Pipecat and Pipe Bin	Boosts efficiency in pipe storage and retrieval.
	Major Safety Systems	Remotely Controlled Mast
Major Safety Systems	Red Zone Camera	Increases workforce safety by monitoring restricted areas.
	Zone Management	Prevents equipment collisions for a safer work environment.
	Interlock System	Ensures seamless and safe operations by eliminating errors.
	Automated Systems	NOVOS System
Automated Systems	Auto Sequence	Improves efficiency by ensuring precise drill pipe alignment.



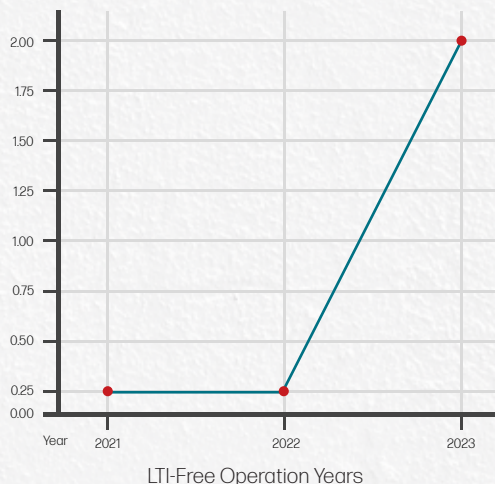
EFFICIENCY AND QUALITY UPGRADES

Service Area	Key Services and Features	Benefits and Innovations
Workover Services	Opening new wells Restoring and optimizing good performance Essential maintenance and clean-out operations	Power and precision with 550HP and 750HP hoists Rapid deployment for quick mobilization Versatility in operations
Cementing	Advanced Slurry Design using CFD AbraLITE LP and HP systems Solutions for lost circulation and gas migration	Ensures well integrity and performance Experienced technical team with 25+ years of experience
Hydraulic Fracturing	High-capacity pumps and blenders Real-time monitoring for on-the-fly adjustments Hydraulic propped fracturing	Advanced solutions for complex wells Enhances well productivity
Flowback and Well Testing	Mobile Flowback Units for sand management Surface Well Testing Units with real-time data systems	Optimizes production strategies Accurate reservoir assessment
Coiled Tubing Services	Well unloading / Nitrogen kick-off Conventional and reverse cleanouts Stimulation (acidizing, fracturing)	Flexible and efficient well-interventions Advanced materials and real-time monitoring

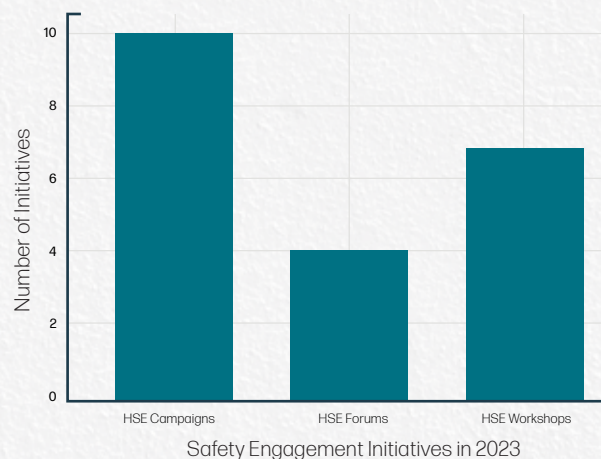


SAFETY AND QUALITY ACHIEVEMENTS

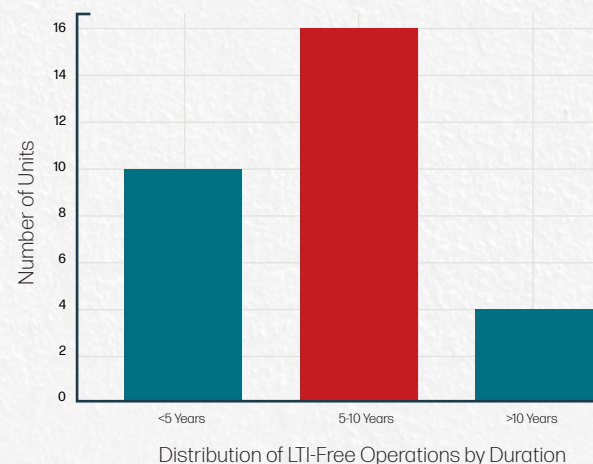
LTI-Free Operation: Abraj Energy's continuous journey toward operational excellence saw a landmark achievement in November 2023 – completing two years without a Lost Time Incident.



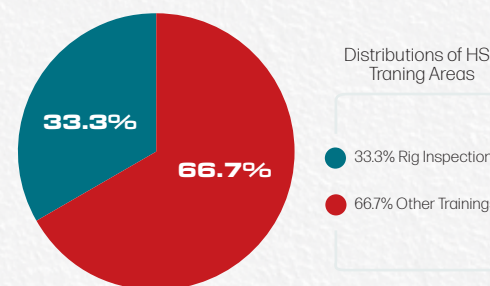
Proactive Safety Engagement: In 2023, our active engagement initiatives included 10 HSE Awareness Campaigns and 7 HSE Workshops, as well as 4 forums with our business partners.



Decade of Safety: The distinction of surpassing a decade without LTI by four of our units, along with sixteen units achieving over five years LTI-free, stands as a resounding affirmation of our day-to-day commitment to safety.



Continual Learning: By investing in the development of our workforce, we ensure our safety protocols advance in step with industry evolution. Ten HSE Advisors enhanced their expertise through specialized Rig Inspection Training, which is pivotal to maintaining our industry-leading safety record.



Updated Safety Procedures: We have meticulously reviewed and updated seventeen HSE procedures, integrating the latest industry best practices and technological innovations.

Surpassing Quality Benchmarks

Abraj Energy's relentless pursuit of excellence is embedded in our commitment to exceed stringent quality standards and embrace a culture of compliance. Our operational ethos is characterized by inclusivity, systematic improvement, and a proactive stance on safety and health management.

-  Inclusive and Supportive Environment
-  HSE Vision and Leadership
-  ISO 45001 Certification
-  Emergency Preparedness
-  Systematic Improvement
-  Open Communication and Rewarding Excellence
-  Competency and Training

Advancing in Quality and Compliance

-  **Policy updates:**
 - Revised 16 key policies with board approval.
 - Ensures compliance with current standards.
-  **Ethical Transparency:**
 - Completed conflict of interest declarations.
 - Reinforces company integrity as of Q3 2023.
-  **Certification Success:**
 - Maintained all OMS certificates.
 - Passed international standards compliance audits.
-  **Documentation:**
 - 96% of Abraj's documentation in INTELEX are up-to date.
 - Highlights commitment to accountability.
-  **Supplier Quality:**
 - Comprehensive evaluations.
 - Ensured a high-quality, compliant supply chain.




IHTIMAM OBSERVATION CARD بطاقة الملاحظة اهتمام

Tools and Equipment الادوات والمعدات

Observer Name: الاسم

Date: التاريخ Time: الوقت

Rig/Hoist: جهاز الحفر / منصة الصيانة Area: المنطقة

Specific Location: الموقع بالتحديد

Behaviours What did you observed?	السوكيات ما الذي رايت؟	عدد الأشخاص Number of people	
		امس #Safe	غير امس #Unsafe
يكون طاقم العمل بالتأكد من صلاحية جميع الأدوات قبل بدأ العمل Crew members are assuring all tools are in good condition prior to use			
يستخدم طاقم العمل الأدوات الصحيحة الخاصة بالعمل Crew members are using the correct tools for the job			
يستخدم طاقم العمل أدوات تم فحصها Crew members are using inspected tools			
يكون الشخص المسؤول بالتأكد بأن جميع مشغلي المعدات مدربين على استخدامها Responsible person is ensuring operators are trained and licensed on the relevant equipment			
اخرى (سلوك او وضع غير امس) Others (behavior or Unsafe condition)			



A YEAR OF REVENUE AND PROFITABILITY

BREAKING RECORDS, DRIVING PROFITABILITY

	AUDITED 2023	AUDITED 2022
REVENUE	144.3 M	137.0 M
EBITIDA	47.6 M	48.9 M
PROFIT AFTER TAX	16.6 M	16.5 M

*All Currencies are in OMR.

Financial Growth

Unprecedented Revenue Growth: Achieved a notable increase in revenue from RO 137.0 million in 2022 to RO 144.3 million in 2023, marking a 5.3% year-on-year growth.

EBITDA and PAT Performance: Maintained a robust EBITDA of RO 47.58 million and an increased PAT from RO 16.21 million in the budget to RO 16.56 million in the audited results for 2023.

Operational Excellence: EBITDA as a percentage of revenue remained strong at 32% in 2023, demonstrating our operational efficiency and cost management capabilities.

Market Confidence: Successfully launched the first IPO in Oman, significantly oversubscribed, showcasing confidence from institutional investors both within and beyond Oman.

Interest Savings: Executed three strategic loan swaps, resulting in notable interest cost savings and improved loan tenor, thereby enhancing our cash flow and financial flexibility.

Record Dividend Payouts: Distributed the highest dividend in Abraj's history, up 300% from the previous year's dividend, cementing our commitment to shareholder value.

Regulatory Compliance: Achieved full compliance with MSX & CMA guidelines, demonstrating our adherence to the highest standards of corporate governance.

Financial Stewardship: Despite a rise in financing costs driven by global economic trends, we navigated the fiscal landscape adeptly, mitigating potential impacts and maintaining financial stability.

Addressing the Challenges

While 2023 was a year of substantial financial achievements, we also faced a set of challenges:

Interest Rate Fluctuations: Managed an increase in financing costs as a result of the rising USD benchmark rate and associated impacts on OMR interest rates.

Operational Investment: Incurred additional costs associated with the IPO process and the establishment of a new Marketing Department, viewed as strategic investments in our brand's growth and market presence.



Energized by inspiration

“

We deliver exceptional value to our shareholders, driving impactful financial growth.

FINANCIAL BRILLIANCE



Revenue Growth

Increased to **RO 144.34** million, up **5.3%** YOY.



Profitability

PAT rose to **RO 16.56** million, reflecting strong cost control and operational excellence.



Innovation and Sustainability

Advanced with strategic diversification and sustainable solutions tailored to client needs.

Boosting Profitability

Incremental Profit Growth: Marginal PAT increase signifies our robust profitability strategy and commitment to delivering shareholder value.

Innovation for Profitability: Leveraged cutting-edge technologies to enhance profit margins, showcasing our adaptability and forward-thinking approach.

Strategic Financial Management: Demonstrated prudent financial stewardship, ensuring consistent value creation for our shareholders.

CREATING VALUE FOR INVESTORS AND SHAREHOLDERS

	Initiative	Impact & Achievement
Strategic Financial Decisions 2023	IPO Success	Launched Oman's first oversubscribed IPO, highlighting investor trust and optimizing capital structure.
	Loan Swapping Initiatives	Achieved significant interest savings, enhancing financial flexibility and demonstrating strategic treasury management.
	Regulatory Compliance	Ensured strict adherence to governance standards, reinforcing our commitment to corporate responsibility.
Delivering Shareholder Value	Record Dividend Payouts	Announced an unprecedented 20 baisa per share dividend, a 300% increase, reflecting strong financial health and future optimism.
	Strategic Achievements	Our operational success and strategic investments have significantly enhanced shareholder value and boosted investor confidence.

Elevating Abraj

Success of the IPO Adventure

Abraj Energy Services SAOG stands at the forefront of transformation within the Sultanate of Oman's vibrant energy sector. Our strategic decision to launch an Initial Public Offering (IPO) of 377,398,000 shares marks a pivotal moment in our journey, embodying our ambition for growth, commitment to operational excellence, and dedication to sustainable development.

OUR JOURNEY FROM INCEPTION TO SUCCESS

The IPO, segmented into Category I and II with tailored subscription price ranges, is designed to be a promising investment opportunity for both local and international investors. This move is not just a financial milestone; it signifies our evolution from a privately held entity to a public company listed on the Muscat Stock Exchange (MSX), further solidifying our market presence and operational footprint.



PILLARS OF OUR GROWTH



ACHIEVEMENTS AND BENCHMARKS

- ▶ Successfully gained regulatory approval.
- ▶ Attracted key anchor investors early.
- ▶ Awarded the OPAL Award for Best Practice.
- ▶ Continuous improvement and industry leadership.
- ▶ Leading in HSE standards.
- ▶ Committed to a sustainable operational model.
- ▶ Revenue surged from OMR 100.3M in 2019 to OMR 102.4M in 9M in 2022.
- ▶ Adjusted EBITDA and improved net profit margins.
- ▶ Lower net debt-to-equity ratio.
- ▶ Strengthened financial foundation.



“

Our IPO success marks a new era of growth and opportunity for Abraj, significantly oversubscribed and highlighting investor trust, with a profound impact.



“

Our initiatives protect and preserve our planet, with ISO 14001 and ISO 45001 certifications underscoring our commitment to impactful sustainability practices.

Sustainability and Responsibility



ISO Certifications

Abraj's ISO 14001 and ISO 45001 certifications underscore our robust environmental management and occupational health and safety practices, affirming our pledge to ecological sustainability and employee welfare.



Project Estidama

This flagship project charts our course towards a net-zero future by 2050, resonating with the ambitions of Oman Vision 2040. It's a strategic thrust in quantifying our greenhouse gas emissions and crafting pathways towards decarbonization.



Biodiversity Protection

Upholding the principles of the National Biodiversity Strategy and Action Plan, we strive to minimize our impact on Oman's rich ecosystems, working closely with the Environment Authority of Oman to safeguard biodiversity.

BUILDING A GREENER FUTURE: SUSTAINABILITY STRATEGIES



Fuel Consumption Reduction

Successfully curtailed diesel consumption, conserving over 1.8 million liters annually since 2020.



Waste Management

Implemented rigorous waste segregation and recycling, reducing single-use plastics and promoting the use of reusable containers.



Water Conservation

Instituted significant water conservation measures, utilizing brackish water for critical operations to conserve potable water sources.



Commitment to Net Zero

Actively evaluating emission reduction pathways and exploring technological innovations to meet GHG emissions targets.



GHG Reduction Target

Set a goal to curtail emissions by 7% by 2030 from a 2021 baseline through enhanced energy efficiency and fuel switching.

Energy Efficiency and Electrification

We are leveraging engine roadmaps and pioneering rig technologies that integrate automated power management to ramp up our energy efficiency. Furthermore, electrification of operations is being explored as a potent means to curtail our carbon footprint.

In-Country Value (ICV)

Abraj has made significant contributions to the Omani economy, generating over RO 850 million (USD 115 million) in ICV since 2020. Our efforts have not only fostered economic growth but also brought the ICV index to an impressive 60% in 2023, indicating our deep-rooted commitment to the nation's economic fabric.

309.3 M
Total Spend

189.7 M
Local Spend

60 %
ICV Retained
(ICV Index)

189.7 M
ICV Retained

46.2 M
SME Spend

23 %
SME Percentage

Through these efforts, Abraj Energy Services is not just a participant in Oman's economy; we are a catalyst for its growth and sustainability. Our procurement strategies are carefully designed to create opportunities for local businesses, thereby contributing to the prosperity and development of the nation.





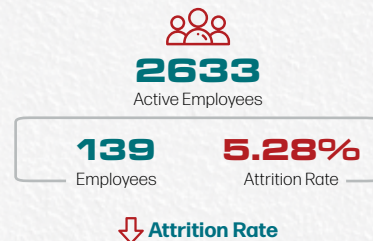
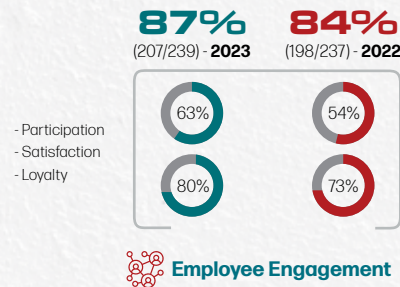
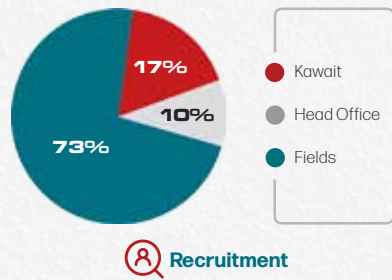
OUR PEOPLE

THE HEARTBEAT OF OUR SUCCESS




With a workforce representing 25 nationalities and an Omanization rate of over 91%, Abraj continues to cultivate a diverse and inclusive culture. In 2023, DEI efforts were reinforced with enhanced hiring practices aimed at maintaining this diversity and supporting Oman's vision for a skilled national workforce.



VALUING OUR TEAM



TRAINING AND INTERNSHIP FOR 2023

	Abraj	Others	Total
 Number of Trainees	6,174	5,173	11,347
 Training Man-days	10,268	10,078	20,346
 On Job Training / Training for Employment	8	56	66

*** Abraj provided 53 internship opportunities for universities / colleges graduates in 2023**

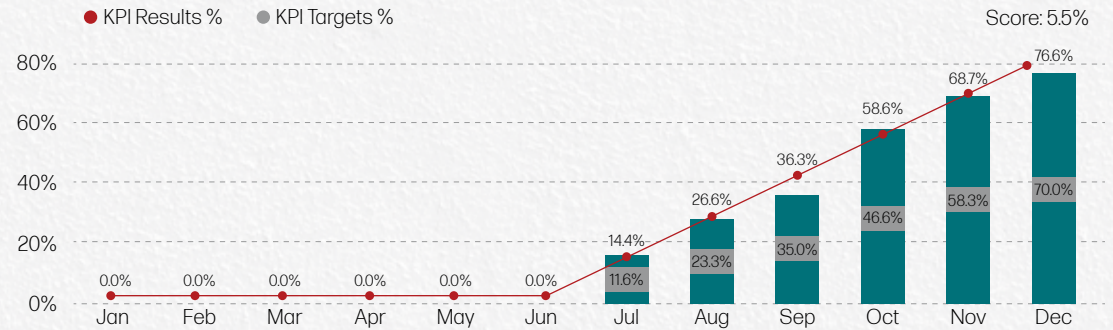
“

In 2023, Abraj trained 11,347 people over 20,346 man-days, offering 2,197 courses. They provided on-the-job training for 66 and 53 internships with structured plans, certificates, and stipends. Supported by the Ministry of Labor and OPAL, Abraj's diverse team, with 25 nationalities, achieved an Omanization rate over 92.6%.

LEARNING AND DEVELOPMENT

Abraj's dedication to continuous learning is highlighted by 55% achievement against the Competency Development Plan target. The company's in-house training center bolsters these efforts by offering diverse courses, ensuring employees are equipped for current and future challenges.

Competency Development
Weight : 5.0%
Target : 70%
People Engagement
Weight : 5.0%
Target : 59%



KEY MILESTONES

HR Policy and Manual	Streamline HR Processes	Communication & Engagement	Improve Recruitment metrics	Quality and Compliance
<ul style="list-style-type: none"> ▶ Developed HR policy ▶ Aligned Abraj HR Manual with: <ul style="list-style-type: none"> • OIA HR Manual • New labor law • Social protection law ▶ Employee Handbook ▶ Developed Recognition & Award guideline 	<ul style="list-style-type: none"> ▶ Digitalized 53% of HR Forms ▶ Exit Interview enhancement ▶ Improved Recruitment and offering guideline ▶ Travel policy enhancement ▶ Employment and consultancy agreement corrective actions ▶ Updated employee records at MOL and internal records ▶ Developed payroll module for Kuwait project 	<ul style="list-style-type: none"> ▶ HC Communication emails ▶ Employee gatherings ▶ Department meetings ▶ Transparency and clarity ▶ Employee Survey ▶ Town halls ▶ Celebrated Success ▶ Reviewed access privileges (SAP, Share-Drive, Archive room) to maintain confidentiality 	<ul style="list-style-type: none"> ▶ Open vacancies priority given to internal employee ▶ Refreshed JDs ▶ Introduced new recruitment software ▶ Introduced employee checklist and pre-joining medical declaration form ▶ Activated manpower optimization to stretch potential talent's competency 	<p>Audit observations closure (Internal, Quality, State and External Audits) and ensured full compliance and adherence to work processes. Consult the specialized prior proceeding any tasks.</p>

GIVING BACK: COMMUNITY ENHANCEMENT AND CSR IN 2023

Abraj Energy Services' dedication to corporate social responsibility is a cornerstone of our corporate ethos. We recognize that our operations have far-reaching impacts and with this in mind, we continually strive to contribute to the well-being and development of the communities where we operate.

Our corporate social responsibility is multifaceted, encompassing health, environment, and socio-economic development, reflecting our holistic approach to creating a positive and lasting impact.



Areas of Focus and Initiatives in 2023



Health: Invested **\$311,969** in healthcare initiatives, including funds for hospitals, clinics, and educational programs to ensure accessibility and quality of medical care.



Environment: Committed to environmental responsibility with sustainability projects focused on conserving biodiversity, promoting renewable energy solutions, and preserving natural resources.



Socio-economic Development: Allocated **\$139,719** to enhance local economy and community development. Initiatives support local entrepreneurship, education scholarships, and infrastructure investment.



Innovation and R&D

Driving Excellence through Collaboration

Abraj is dedicated to pushing the boundaries of innovation and research. Our robust R&D initiatives are a testament to our commitment to excellence, as we continually strive to enhance our technological capabilities and drive industry advancements.

Key Publications and Collaborations

SPE-212327-MS "Enhancing Productivity and Injectivity in the Sultanate of Oman's Nimr Cluster Using Hydraulic Fracturing; Challenging The Status Quo in High Permeability Fracturing," co-authored by Arya Christiawan and Rioka Yuyan from Abraj Energy Services, explores advanced methodologies in hydraulic fracturing, providing insights that have the potential to revolutionize current practices.

SPE-214143-MS "Nimr Fields High Permeability Propped Fracturing Case Studies and Lessons Learnt," authored by Arya Christiawan and Rioka Yuyan, focuses on sustainable engineering solutions and highlights our commitment to integrating eco-friendly practices within our operations.

SPE-214781-MS "Production Enhancement of Heavy Oil Reservoir at South of Sultanate of Oman Salt Basin with Implementation of Design and Data Diagnostic Cycle of Hydraulic Fracturing Campaign," led by A.B. Christiawan and R. Yuyan, delves into the latest advancements in drilling technologies, showcasing our innovative techniques that enhance efficiency and safety.

SPE-215627-MS "Multifunctional Proppants Enhance Well Economics and Minimize Intervention by Deploying Advance Features During Fracturing Completion: Success Stories from Oman," co-authored by Arya Christiawan and Rioka Yuyan, presents groundbreaking findings in reservoir management, contributing to the field's body of knowledge.



SPE-215680-MS "Propped Fracturing in Tight Carbonates Reservoir – A Case Study," authored by A. Christiawan, explores new materials for construction, opening avenues for more resilient and sustainable infrastructure development.

SPE-215691-MS "Case Study of Water Injection Frac Strategy at Bahja Rima Field at South Salt Oman Basin to Maximize Efficiency of Fields Recovery," authored by Arya Christiawan and Rioka Yuyan, discusses innovative strategies for mitigating environmental impacts, reflecting our dedication to environmental stewardship.

IPTC-24420-MS "Enhancing Reservoir Productivity in Carbonate Formations Propped vs Acid Fracturing Strategies at Lekhwair Area," co-authored by A. Christiawan and Rioka Yuyan, is a comprehensive study on the integration of digital technologies in operational processes, highlighting the future of smart operations.





ABRAJ ENERGY SERVICES

STANDS AT THE FOREFRONT,
READY TO PILOT THE NEXT WAVE
**OF INDUSTRY
INNOVATION.**

Engaging the Industry:

Strategic Alliances and Presence

January 31, 2023

MOU with Energy Development Oman to enhance cooperation and improve oil and gas field services.



February 20-26, 2023

Abraj Roadshow to introduce investors, business owners and individuals to the company's operational and financial performance.

March 14, 2023

Abraj celebrated the listing and start of trading the shares at Muscat Securities Market (MSX)



September 12-14, 2023

Participation at SPE Hydraulic Fracturing Technology Conference & Exhibition in Muscat

September 12, 2023

Quarterly HSE Forum # 37" with Level 1 and critical contractors.



October 11, 2023

Abraj signs historic operational partnership with Total Energies



November 18, 2023

Town Hall Meeting with employees.

December 28, 2023

Blood Donation Campaign in collaboration with the Central Blood Bank.



December 31, 2023

Collaboration with the National Records and Archives Authority (NRAA). Abraj has adopted a comprehensive Records Management Manual and Retention Schedules, becoming the country's first drilling and well services provider to comply with national records regulations.





abrajenergy.com

