

The logo for ABRAJ, featuring the word "ABRAJ" in a bold, white, sans-serif font. A white arrow-like shape points to the right from the top left of the letter 'A'.

ABRAJ

SUSTAINABILITY REPORT 2022

**OMAN'S ESTIDAMA SPIRIT:
OUR SUSTAINABILITY JOURNEY**

abrajenergy.com



Under the leadership of **His Majesty Sultan Haitham bin Tarik**, in October of 2022 Oman announced its commitment to achieve net zero emissions by 2050 building on the Sultanate's commitment to sustainability in Oman Vision 2040.

To this end, the Abraj Energy Services commenced Project Estidama to ascertain its GHG emissions baseline and understand its options to achieve net zero by 2050 through sustainable practices, cutting across social, environment and governance principles.

Message from the CHAIRMAN OF THE BOARD

On behalf of the Board of Directors I am delighted to introduce our inaugural sustainability report addressing the essential environmental, social and governance (ESG) issues for Abraj Energy Services SAOG ('Abraj') in 2022, as well as the company's goals for the future.

Since the company's formation in 2006, Abraj has provided exceptional services to world-class companies. These customers expect increasingly high levels of sustainability performance and we are determined to anticipate and exceed their expectations as we drive growth.

This is not a superficial document. We have taken the time to engage with our stakeholders and understand their perspectives on sustainability and our impact. This report demonstrates our commitment to a journey of sustainability, and our determination to continuously improve our performance over time, reinforced by our decision to present 2021 data where possible to provide context for our 2022 performance.

Among all our stakeholders and as a company, safety is the first priority for Abraj where consistent training, systems and support from management and staff have seen continued performance.

Our contribution to Oman, in line with Oman Vision 2040, is reinforced through the in-country value ('ICV') created through our activities and our high levels of workforce Omanisation, is significant.

An important focus for us as a Board is the company's long-term plans. We are carefully examining the opportunities and risks presented by the Energy Transition and Oman's Net Zero 2050 commitment, as well as the future needs of our youth population and our important shareholders. As Chairman, I am committed to ensuring that Abraj is known as a leader in sustainable business practices in line with our business vision.

I encourage all of our stakeholders to review this report and join us in our efforts to make a positive impact on Oman, and our world.

Ayad Al Balushi
Chairman



Message from the CHIEF EXECUTIVE OFFICER

I am pleased to present our inaugural sustainability report, marking an important milestone in our ongoing sustainability journey as Oman's leading energy services company.

This report underscores our commitment to responsible and sustainable business practices in line with our business vision as a world-class service led company. Within Abraj we use the term Estidama, the Arabic word for sustainability, which captures the spirit of our commitment. Oman has a long tradition of including sustainability in our culture and we are proud to bring that into our work.

As a part of the oil and gas industry we know that our drilling and well services activities can have a significant impact on both the environment and Oman's economy. That is why, in partnership with our customers, we operate in a responsible manner, minimising our impact on the environment whilst achieving positive social outcomes and shareholder returns.

This report provides an overview of our sustainability efforts, including our achievements and areas for improvement. You will find information on our approach to environmental, social, and governance (ESG) issues, our sustainability goals and targets, and the initiatives we will implement to achieve them. We are committed to continuous improvement as an organisation, and I know that Abraj's talented and resourceful people will continue to raise the standard for sustainability performance.

Sustainable business practices are not only the right thing to do for the environment and the country but are also good for business. Embracing sustainability allows us to reduce costs, improve operational efficiency and build stronger relationships with our stakeholders.

I hope that this report will provide you with a better understanding of our sustainability journey and Estidama spirit.

Thank you for your support and interest in Abraj's sustainability efforts.

Saif Said Al Hamhami
Chief Executive Officer



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ABRAJ

INTRODUCTION TO ABRAJ

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ABRAJ AT A GLANCE

<p>25 Drilling rigs</p> <p>5 Working rigs</p> <p>LEADING MARKET POSITION</p>	<p>8.6 years Drilling rigs average age²</p> <p>12.4 years Working rigs average age³</p> <p>LEADING MARKET POSITION</p>	<p>250 Average annual wells drilled per year between 2019-2022</p> <p>OPERATIONAL EXCELLENCE</p>
<p>29% 2022 Drilling market share by number of contracted onshore drilling rigs¹</p> <p>LEADING MARKET POSITION</p>	<p>99.8% Contracted drilling rig utilisation⁸</p> <p>100% Workover utilisation⁹</p> <p>LEADING MARKET POSITION</p>	<p>6000+ km Drilling distance since 2007</p> <p>OPERATIONAL EXCELLENCE</p>
<p>RO 0.6b (USD 1.5 b) Worth of order backlog for the years 2023 through 2031 as of 30 September 2022, equivalent to more than the last five full years of revenue</p> <p>ROBUST FINANCIAL PERFORMANCE</p>	<p>RO 46.8m Adjusted EBITDA⁷ (2021A)</p> <p>RO 18.4m Net profit (2021A)</p> <p>ROBUST FINANCIAL PERFORMANCE</p>	<p>1.84% NPT⁴</p> <p>0.37 LTIF⁵</p> <p>1.61 TRCF⁶</p> <p>OPERATIONAL EXCELLENCE</p>
<p>RO 125 (USD 323m) Revenue (2021A)</p> <p>23% CAGR (2007-2021A)</p> <p>ROBUST FINANCIAL PERFORMANCE</p>	<p>RO 90.48m Net Debt (2021A)</p> <p>1.9x Net Debt/Adjusted EBITDA (2021A)</p> <p>ROBUST FINANCIAL PERFORMANCE</p>	<p>+2500 Employees</p> <p>OPERATIONAL EXCELLENCE</p>



1. As measured by the number of contracted operating drilling rigs in Q2 2022.
2. As at 31 December 2022.
3. As at 31 December 2022.
4. Non-productive time is calculated as actual non-productive hours / Cumulative rig hours (2021A).
5. Lost Time Injury Frequency (2021A).
6. Total Recordable Case Frequency (2021A).
7. Adjusted EBITDA was calculated as earnings for the period before interest, tax, depreciation and amortisation excluding effect of other expenses, other income, ECL reversal on trade receivables and impairment reversal/(loss) of fixed asset.
8. Number of operating rig months divided by total available rig months (As at 31 December 2022).
9. Number of operating rig months divided by total available rig months (As at 31 December 2022).

OUR APPROACH TO SUSTAINABILITY

Our Vision

Is 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 revolutionise the industry.

Our Inaugural Report

Since 2006 Abraj has demonstrated its commitment to improving the sustainability of its business for people, planet, and its investors.

Encouraged by its partnerships with clients, and supported by the regulatory environment in Oman, we have demonstrated:

- ▶ a strong safety record, striving to achieve an incident-free record for people and the environment.
- ▶ excellence in the introduction and implementation of new technologies to Oman's oil and gas industry such as semi-automated rigs, and Abraj Eyes, our CCTV solutions.
- ▶ support for Omani businesses, having contracted over RO 850 million of in-country value since 2020.

Now, with **Project Estidama**, Abraj seeks to demonstrate excellence in Oman for the services it provides by undertaking its business sustainably and responsibly, in the interests of its clients, shareholders, employees and other stakeholders.

As a responsible, world-class energy services company, Abraj works to improve our impact on people and the environment.

In line with our vision to revolutionise the industry through engineering and innovation, and in partnerships with our clients and suppliers we have committed to preparing our first sustainability report for 2022, encompassing environment, social, and governance dimensions in line with international standards, built on a foundation of teamwork and integrity.

Abraj's inaugural Sustainability Report marks a major step forward in our journey to improved sustainability, highlighting our achievements to date, and setting out our goals for the future.

Recognising the increasing importance of robust disclosure on climate related risk management and performance, we have leveraged the recommendations of the Global Reporting Initiative (GRI) to guide the content and disclosures of our first Sustainability Report.



OUR ESG COMMITMENT

Our Mission

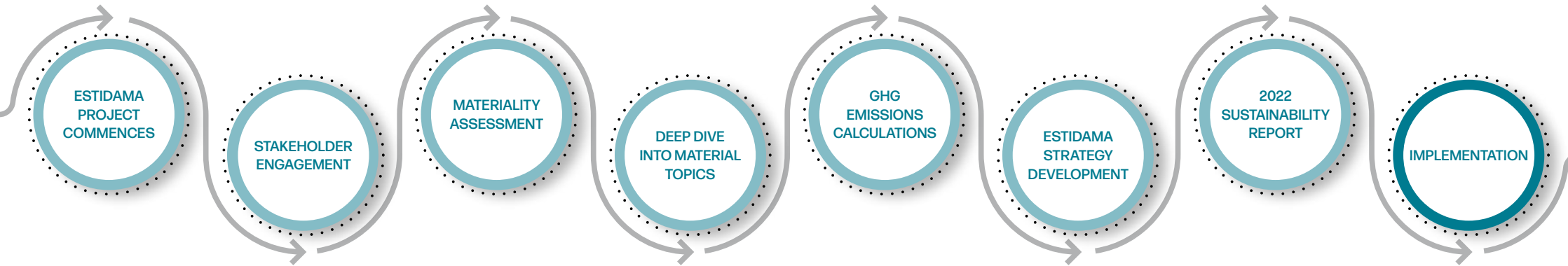
Is to deliver safe and quality services guided by international business practises as well as bring value to our clients, shareholders, employees and the community within which we operate.



Transparency and Reporting of Sustainability Metrics and GCC Exchanges ESG Guidelines.
To keep pace with the continually developing ESG landscape, including the recent GCC Exchanges ESG Disclosure Metrics, we are committed to continually evaluating our ESG reporting to meet the highest reporting and disclosure standards across GCC markets.

We believe that clear and transparent communication on both our progress, as well as the steps we take to improve, are essential elements of an effective ESG program. In line with this, missing, or incomplete data are noted, and we will continue to develop means to better collect, define, and analyse data and inputs for future ESG reports.

ABRAJ'S ESTIDAMA JOURNEY

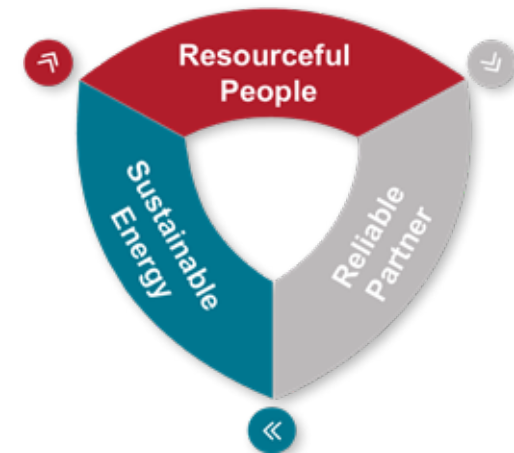


ESTIDAMA

Abraj aspires to demonstrate sustainability leadership in its markets, in line with our vision to revolutionise the industry.

The sustainability shield symbolises:

- ▶ Abraj's commitment to 'defending' people, planet, and partners with a proactive sustainability strategy.
- ▶ The connectivity between all sustainability elements required to drive corporate resiliency.
- ▶ Abraj's 'closed-loop' dedication to continuously make a sustainable impact as a business.



ABRAJ 2022 SUSTAINABILITY PERFORMANCE

Robust Financial Performance

Abraj boasts strong revenue of **USD 323m** (2021A); our return on equity was **13.6%** and our profit margin **37.5%** in the first nine months of 2022, and we expect to pay dividends totalling **RO 15.4m** for the year ended 31 December 2022.

Our ICV Index increased by **46%** compared with 2021.

We have fostered an inclusive culture while achieving our excellent rate of Omanisation, over **90%** in the years ending 2019-2022.




Excellent Safety Performance

Our excellent safety performance continues, with TRIR improved by **65%** compared with 2021, with LTIF reduced by **70%** in 2022 and TRCF more than halved. We have continued 10 years of fatality free operations.

Our Growth Story Continues

As well as domestic growth potential, Abraj is pre-qualified in four other countries - Algeria, India, Saudi Arabia and, Kuwait to conduct certain services, setting the stage for international expansion.

Building on these pre-qualifications, Abraj has recently signed a contract to provide rigs for an oil field services project with Saudi Arabian Chevron Inc. and Kuwait Gulf Oil Company (K.S.C.) in Wafra Joint Operations, continuing our growth into the wider GCC and MENA regions, bringing economic value to the Omani economy.

SUSTAINABLE ENERGY		2021	2022
	Greenhouse Gas Emissions		
	Scope 1 GHG Emissions (tonnes CO2e)	117,311	132,374
	Scope 2 GHG Emissions (tonnes CO2e)	1,164	1,537
	Scope 3 GHG Emissions (tonnes CO2e)	30,497	33,431
RESOURCEFUL PEOPLE		2021	2022
	Health and Safety		
	Total Recordable Incident Rate (TRIR, per 200,000 hours worked)	0.32	0.11
	Total Lost Time Incident Rate (LTIR, per 200,000 hours worked)	0.07	0.0
	Fatality Rate (per 200,000 hours worked)	0.0	0.0
	Training and Development		
	Average Hours of Environmental and Emergency Response Training for Employees	10.5	6.0
	Average Hours of Safety Training for Employees	20.0	14.0
	Omanisation		
	Percent of Omani Employees	91%	92%
	Percent of Omani Employees in Senior Management Positions	47%	42%
In Country Value			
Amount Spent on Local Goods and Services (USD m)	116.9	115.0	
ICV (In Country Value) Index	45%	84%	
RELIABLE PARTNER		2021	2022
	Board Composition		
	Board of Directors Female Representation	0%	14%
	Board of Directors Omani Representation	100%	100%
	Board of Directors Independent Representation	40%	43%

SCOPE OF THIS REPORT

Entities included in the organisation's sustainability reporting

The scope of this report consists of the following legal entity:

- ▶ Abraj Energy Services SAOG

The data presented throughout the report highlights our operations for the year 2022, and, wherever possible, comparisons to 2021 data are made.

Approval

This 2022 Sustainability Report, together with the Material Topics have been approved by the Abraj Board of Directors as the Company's highest governance body, with responsibility for overseeing Sustainability topics, performance and with the authority to approve Policies and Strategy.

The Board will receive updates from Management on all Sustainability Topics on a quarterly basis.

Reporting Boundaries

The reporting boundaries of this report are as follows:

- ▶ Financial performance data is reported for Abraj on an equity basis.
- ▶ Environmental data, unless otherwise stated, is reported Abraj
- ▶ Scope 1 CO2e emissions are reported for Abraj.
- ▶ Scope 2 CO2e emissions are reported on market-based emission factors for all above Abraj.
- ▶ Health and Safety metrics are reported for Abraj and include data of all our full-time employees, contracted employees, and contractors.

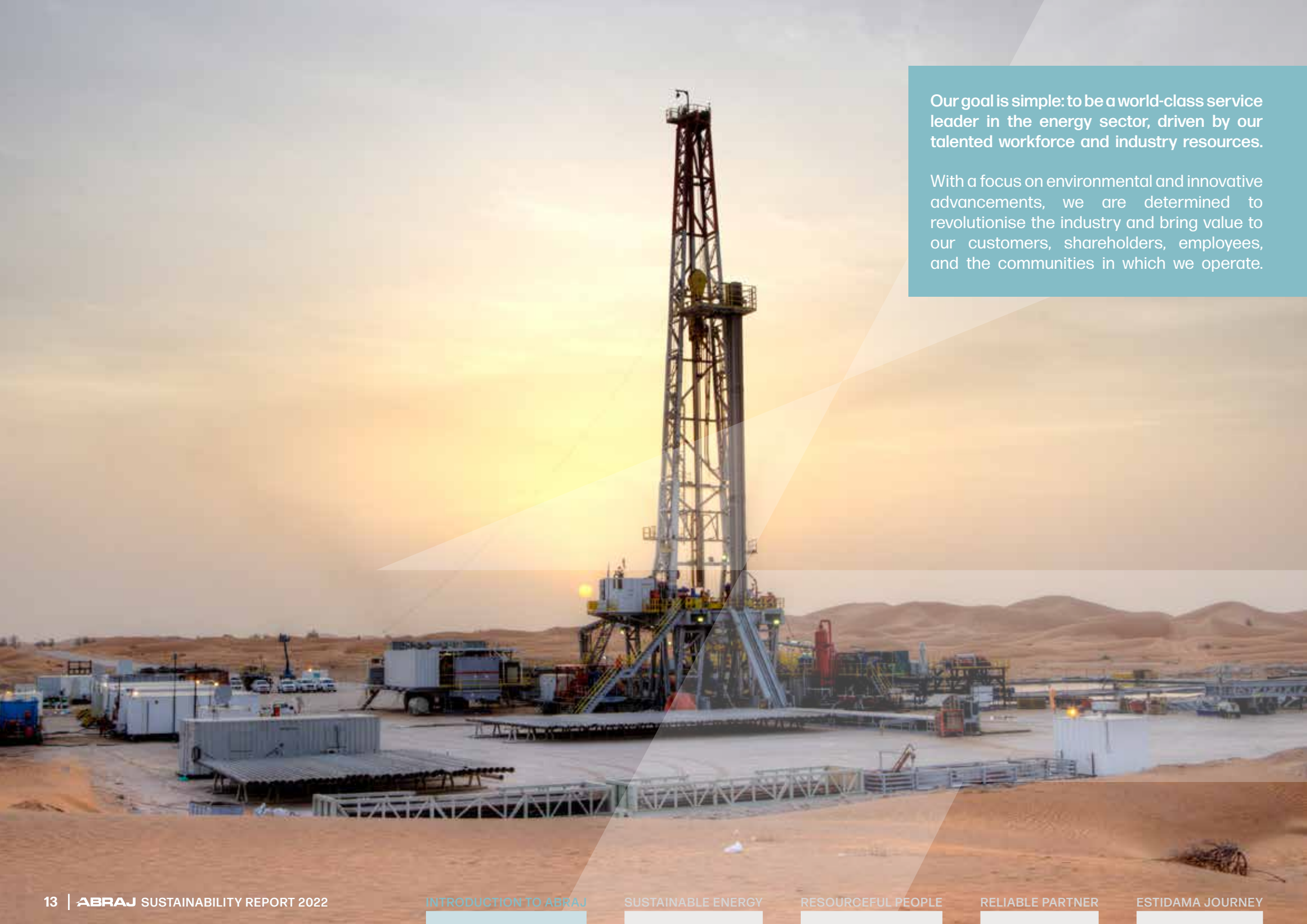
Reporting period, frequency and contact point

This annual sustainability report presents Abraj's ESG performance during the period starting from January 1 to December 31, 2022, which is the same reporting period as our annual financial report.

External assurance

For this report Abraj has carried out internal assurance, which includes the revision of all content with management and internal stakeholders. As we continue to develop our approach to data collection and validation we will consider assurance in future years.





Our goal is simple: to be a world-class service leader in the energy sector, driven by our talented workforce and industry resources.

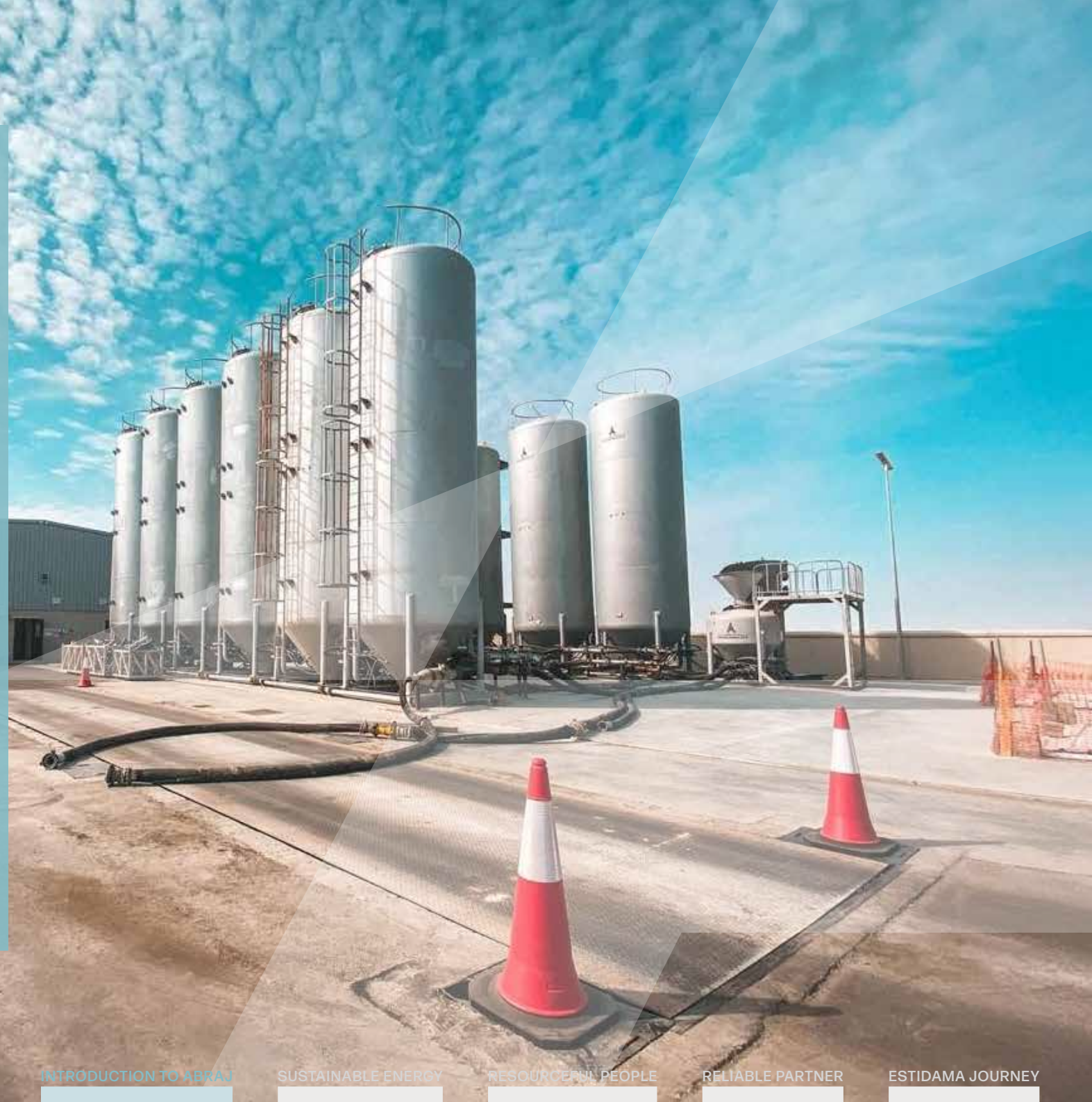
With a focus on environmental and innovative advancements, we are determined to revolutionise the industry and bring value to our customers, shareholders, employees, and the communities in which we operate.

Abraj Energy Services is one of Oman's leading service companies with a number of competitive advantages. With a youthful drilling fleet, we push the limits of what's possible for our customers.

As a responsible player in the oil and gas industry, we're committed to minimising our impact on the environment. As one of the first companies in Oman certified to API Q2, we demonstrate our commitment to the highest standards of safety, environmental protection, and sustainability requirements in our operations. With ISO 9001, ISO 14001 (Environmental Management Systems), and ISO 45001 (Occupational Health and Safety Management System) certifications, we constantly strive for excellence in every aspect of our operations.

We benefit from long-term contracts with leading national and international exploration and production companies and have successfully leveraged years of experience making targeted investments to deliver comprehensive engineering solutions to provide best-in-class services to our local and international client base.

Our network of suppliers, combined with our commitment to advanced technology, gives us a competitive edge. And our talented workforce is the driving force behind our commitment to safety and efficiency in all our operations.



AN ENERGY SERVICES COMPANY AT A TIME OF ENERGY IN TRANSITION

Today's volatile energy markets, increasing awareness of climate change and energy insecurity highlighted by geopolitical tensions, mean that modern drilling technologies have a vital role to play in delivering a responsible global energy mix.

Abraj has invested in state-of-the-art drilling technologies and has become the first MENA-based company to launch integrated fracking services, pioneering the development of deep, tight gas wells. Our approach has enabled us to play a key role in Oman to help satisfy increasing energy demands.

Oman is well positioned to be a pioneer in establishing a stable, efficient energy mix, using best-in-class drilling technologies. This is framed by Oman's Vision 2040 strategy, and the need for continued use of conventional energy until renewable sources are practical for all locations and are able to satisfy energy demand.

Since 2006, Abraj has drilled over 6,000km, drilling an average of 239 wells annually, using leading digital solutions and deploying innovative technologies that enable performance and sustainability. We are also advancing a sustainable energy future for our customers, employees, and stakeholders through ESG principles.

Our efforts include expansion of our Health, Safety, Environment, and Quality policies and procedures, and updates to our sustainability strategy and roadmap. We aim to meet the evolving needs of our stakeholders and customers as they adapt through the Energy Transition.

We are implementing a Green House Gas ('GHG') calculation and monitoring system, identifying and implementing decarbonisation opportunities, and pursuing a comprehensive ESG framework that supports His Majesty Haitham bin Tariq Al-Said's initiative for Oman achieve Net Zero Emissions by 2050.

As our world continues to balance the global challenges of energy security, sustainability, and affordability, Abraj can be a reliable global partner for years to come.

For our customers we ensure technical focus and expertise to unlock productivity, executing projects safely and sustainably across our operations.

How we work with our customers

Abraj maintains long-term relationships with leading exploration and production companies, generally governed by a comprehensive contract for services. These companies are typically the production rights holders for concessions granted by the government to produce oil and/or gas, with overarching responsibility for the environment and community impact of the operations.

The contracts clearly delineate the responsibilities of the customer and Abraj around waste, spills, systems of work and safety, as well as many other matters. These contractual roles will often limit or prescribe Abraj's responsibility for some ESG matters at an operating level. This can be sole, shared or no responsibility for Abraj, which shapes the influence Abraj can have on some topics.

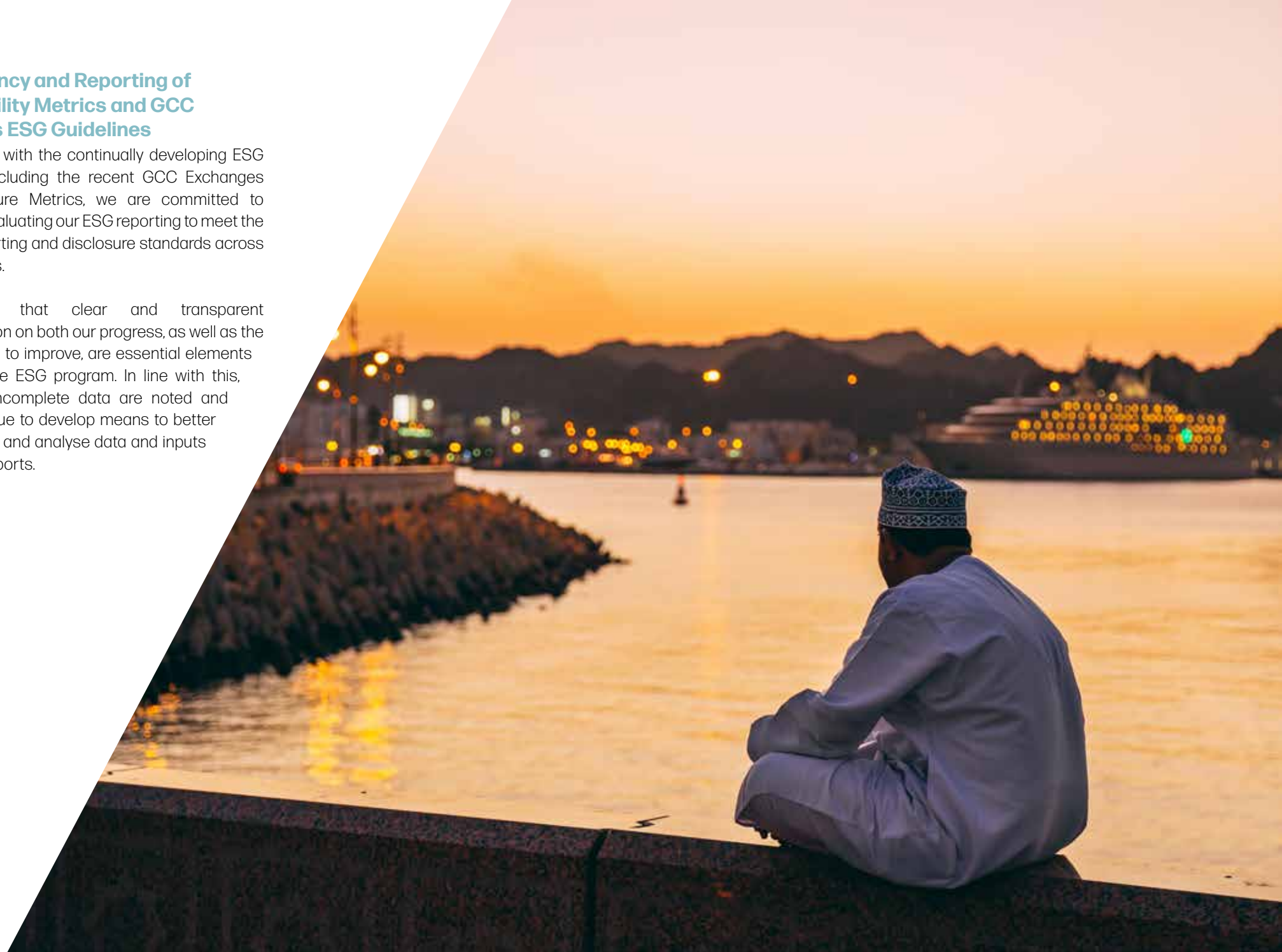


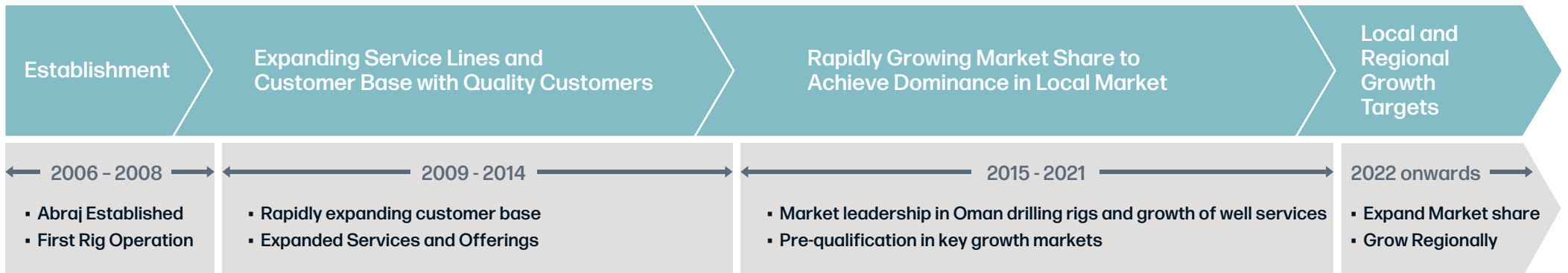
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Transparency and Reporting of Sustainability Metrics and GCC Exchanges ESG Guidelines

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Our Stakeholders and Engagement Process

At Abraj we recognise the importance of working with our stakeholders to generate a meaningful, positive impact on our society and the environment. This has been a feature of the company over our history and growth journey.

As part of this we identified our priority stakeholder groups, including our Executive Management, Board of Directors, Shareholders, Staff, Customers, and Suppliers. We have also identified that the youth population will be significantly affected by the sustainability of our company in terms of employment, jobs created, our economic impact and our long-term success.

Moreover, Abraj has noted that the increasing digitalisation and embedded technology in rigs as well as services mean that future staff are likely to be more qualified than today. As such, they represent a significant stakeholder.

The perspectives of our stakeholders have been incorporated into our materiality assessment.

Materiality Assessment

As a key part of choosing to follow the guidance and principles of the Global Reporting Initiative ('GRI') in our first Sustainability Report, we reviewed the potential material topics identified in GRI 11: Oil and Gas Sector 2021 and, for the purpose of preparing its first sustainability report, considered their impacts on the economy, environment, and people (including human rights).

We carried out a materiality assessment, through which we have identified and prioritised the relative importance of the 22 GRI 11 topic areas, with the most material being those of greatest importance to our stakeholders and Abraj used to guide where to focus our future ESG efforts.

The following stakeholders and experts were identified:

STAKEHOLDERS
Board
Executive Management
Shareholder
Customers

Suppliers
Staff
Youth Staff

We are initially reporting on the eight topics that our studies have identified as most material, and impactful to our sustainability, and first to be addressed.

Material Topics

Analysis of our materiality assessment across internal and external stakeholders identified nine highest priority material topics as areas of focus:

1. Occupational Health and Safety
2. Asset Integrity and Critical Incident Management
3. Economic Impacts
4. GHG Emissions
5. Employment Practices
6. Waste
7. Anti-Corruption
8. Climate Adaptation and Resilience.

8
HIGH PRIORITY
MATERIAL
TOPICS

7
STAKEHOLDERS
AND EXPERTS
CONSULTED

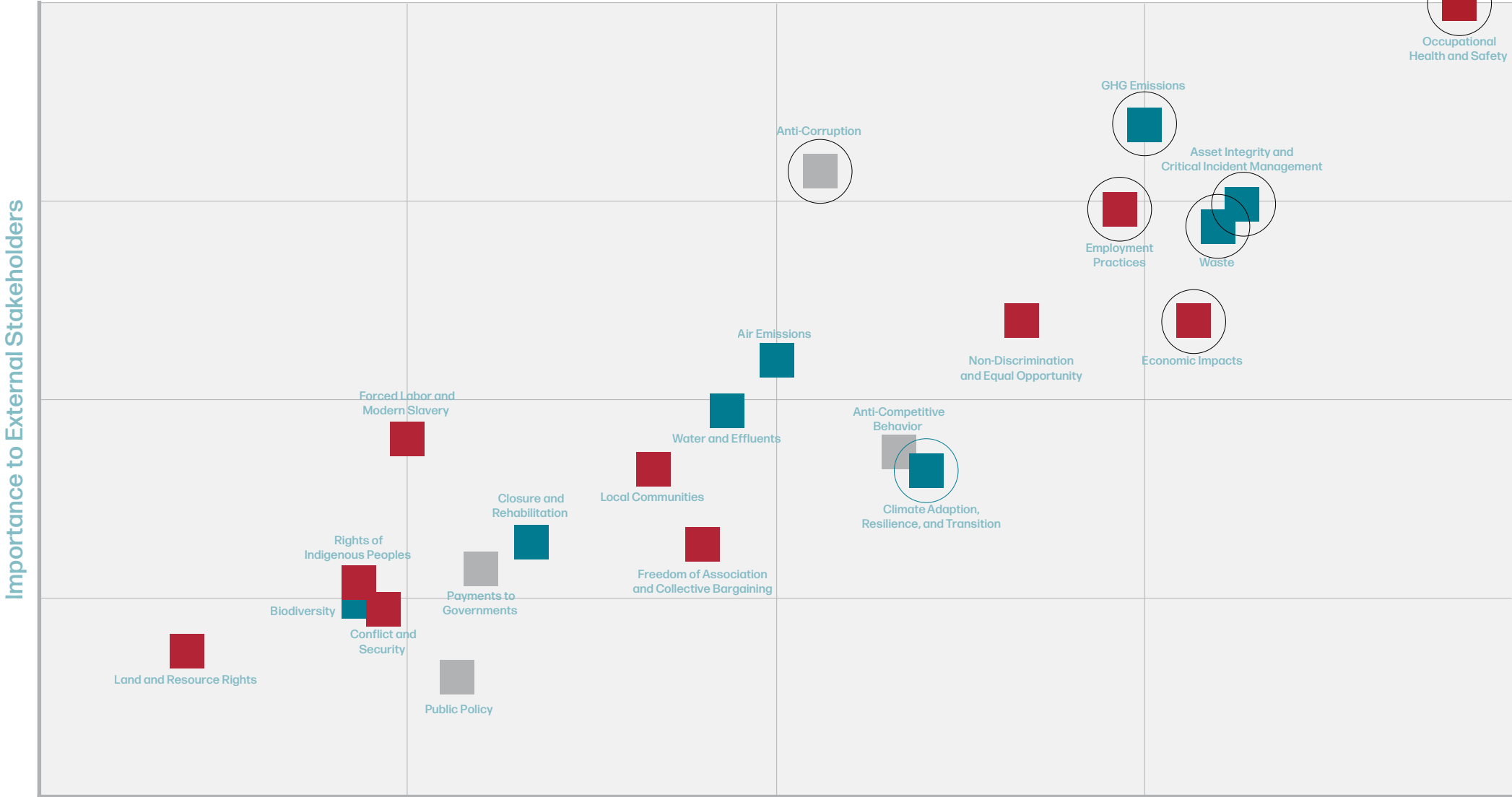
SUSTAINABILITY MATERIALITY MATRIX

High importance for internal and external stakeholders 

ENVIRONMENT

SOCIAL

GOVERNANCE



SUSTAINABILITY HIGHLIGHTS



Occupational Health and Safety

We have created a strong safety culture and achieved low incident rates in comparison with international benchmarks. Our safety performance continues to improve.



Corporate Governance

We have strong corporate governance, driven by a diverse, experienced board and supporting committees. Our quality, policy and operating frameworks are developed to standards to satisfy international world-class clients.



GHG Emissions

Development of our GHG monitoring system has enabled us to calculate and report our GHG emissions. As well as the widely required Scope 1 and 2 emissions, we have a good understanding of our material Scope 3 emissions. We are evaluating decarbonisation opportunities and pathways.



Omanisation

We have fostered an inclusive culture, while achieving an excellent rate of over 90% Omanisation.



In-Country Value (ICV)

We have generated over USD 115m in ICV during 2022. We have achieved an ICV index percentage of 84% in 2022.



SUSTAINABILITY STRATEGIC PRIORITIES

Sustainable Energy

We aim to harness energy responsibly by enabling lower-carbon intensity in the services we provide, through our supply chain and in our operations.

Resourceful People

We rely on the safety, talent and performance of our people to deliver excellence and innovation for Abraj and the Oman of the future.

Being a Reliable Partner

Delivering reliable business results, through strong corporate governance and partnerships will minimise adverse effects on the environment and society

These priorities are underpinned by transparent reporting, capability building, awareness and open communication.

We are committed to:

- ▶ Minimise adverse environmental impact by adopting environmental management programs through which Environmental Management System is continually improved.
- ▶ Participating, communicating and involving interested parties towards the protection of our environment.
- ▶ Protect the environment, including prevention of pollution.
- ▶ Determining training needs associated with environmental performance and our environmental management system.
- ▶ Implementing and complying with all applicable legal environmental requirements and

striving for the continual improvement of our environmental management system to enhance environmental performance.

- ▶ Implementation of operational controls consistent with life cycle perspectives.
- ▶ Ensuring that waste is minimised by promoting the Reduce, Reuse, Recycle, and Recover hierarchy of waste management.
- ▶ Policies, planning and procedures to prevent or mitigate adverse environmental impacts from emergency situations.

Sustainable Value Creation

We are committed to playing a key role in the Energy Transition, as demonstrated by our comprehensive approach to sustainability and its integration with our business strategy. By understanding and managing our sustainability related risks, and identifying opportunities associated with the economy, environment and societal development, we can continue to create value through the Energy Transition. We aim to capitalise on our existing resources and develop new opportunities for our future.



ABRAJ

**SUSTAINABLE
ENERGY**

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As a service provider in the oil and gas industry, the environment features as a key aspect of our operations. We have achieved ISO 9001, API Q2 (Quality Management Systems) and ISO 14001 (Environmental Management Systems) certifications.

These standards underwrite our commitment to limiting our environmental footprint and ensuring the sustainability of our business.

We are also committed to playing our part in Oman's journey to net zero by 2050 and evaluating emission reduction pathways in line with Intergovernmental Panel on Climate Change ('IPCC') recommendations on limiting global warming to +1.5°C and in response to The Sultanate of Oman's National Strategy for an Orderly Transition to Net Zero Plan.

Oil and gas companies are in the spotlight for their contribution to GHG emissions in the atmosphere.

At the same time, we have a significant role to play in enabling people to responsibly harness secure, reliable, affordable, and valuable energy for Oman and society more broadly. In line with Oman's commitment to achieve net zero emissions by 2050, we have calculated our GHG emissions and are working to better understand the risks and opportunities presented by the current transition to renewable and sustainable energy.

We have already started to examine the technical and commercial feasibility of techniques technologies that will reduce our GHG Emissions over the short-term. A number of pilot initiatives are already underway that will inform future decision-making.



CONTINUOUS IMPROVEMENT ('CI')

The CI Board, a platform that allows all employee to share ideas for improvement, helped Abraj win the 2021 OPAL Award for Best Practice in Operational Excellence.

In 2022, 794 new improvement ideas were generated for our Head Office, with 437 implemented, and 182 ideas were generated from the field, with 28 implemented. This compares to 2021, where 537 CI ideas were generated, with 284 implemented.

Abraj's adoption of CI, based on Lean Six Sigma methodologies, started in 2017 after a successful program known as 'T10'.

Since then, Abraj has evolved from project-based improvements to process improvements, all the way to creating an effective CI Board, with CI skills, coaching, and practices embedded into behaviours and KPIs throughout the organisation, including at the rig-level.

This important initiative has upskilled Abraj's workforce and, most importantly, has delivered significant improvements and efficiencies across a variety of business processes and functions. Good practices for the environment can also be good for business performance. Abraj's CI Projects, 'Diesel consumption reduction in Generator' and 'Control the fuel consumption for sewage Tanker services' have resulted in savings of over 1.8 million litres of diesel annually since 2020.



GHG EMISSIONS

Climate Performance

At Abraj we believe it is unacceptable for people or the environment to be negatively impacted by our operations. This is integrated into our operations and drives the way we do things as a team.

Our commitment is demonstrated by our measuring, monitoring, and reporting of our GHG emissions, which helps us to identify opportunities to reduce emissions.

We have already made significant efforts in understanding and reporting our material Scope 3 value chain emissions, as well as our Scope 1 and 2, direct and purchased electricity emissions.

We engaged and worked iteratively with Three Pillars Consulting ('TPC') to assess our GHG emissions, in line with ISO 14064: 2018, the GHG Protocol Corporate Standard, the GHG Protocol Value Chain (Scope 3) Standard, and GRI 305: 2016 (Emissions).

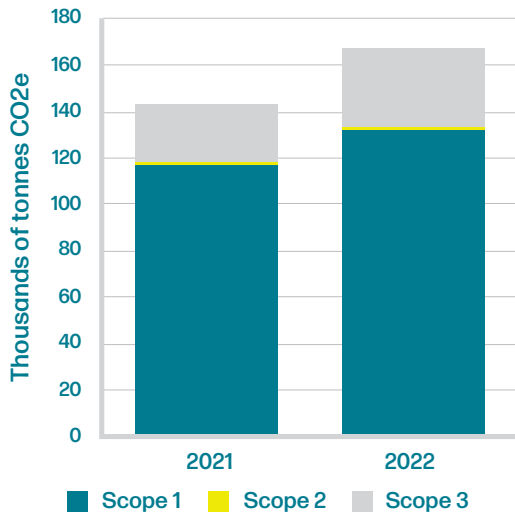
The assessment was corporate-based and assessed emissions from our 2022 year of operation, with 2021 selected as our base year for reporting purposes on the basis that it is the first year for which we have sufficiently complete GHG data. We have chosen to define our organisational boundary by Equity Share, 100%, on the basis that we are a wholly owned subsidiary of OQ at the time of reporting and this aligns with OQ's reporting.

When evaluating just our Scope 1 and 2 emissions profile, stationary diesel combustion in our drilling rigs was the most prominent emissions source, accounting for approximately **89%** of these emissions.

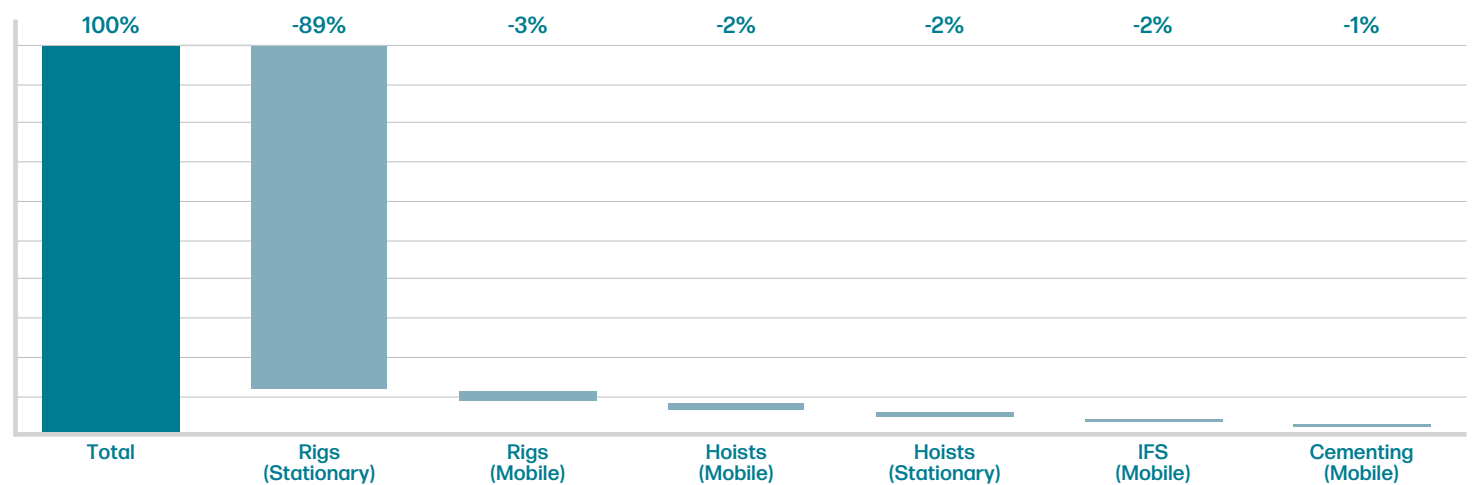
We additionally evaluated our corporate profile, including our Scope 3 emissions sources. After adding this into the analysis, Scope 3 emissions accounted for roughly **20%** of our corporate emissions profile, primarily from the upstream production of diesel).

Our overall emissions have increased from our base year, due to increased business activity.

Overall Emissions



Abraj's top 6 GHG Emission Sources



SCOPE 1 AND SCOPE 2 EMISSIONS

Abraj Scope 1 and Scope 2

Our Scope 1 emissions are defined as those from sources we directly own and control, such as rigs, while our Scope 2 emissions are defined as those resulting from off-site and third-party generation of purchased or acquired electricity, heating, cooling and/or steam consumed by Abraj.

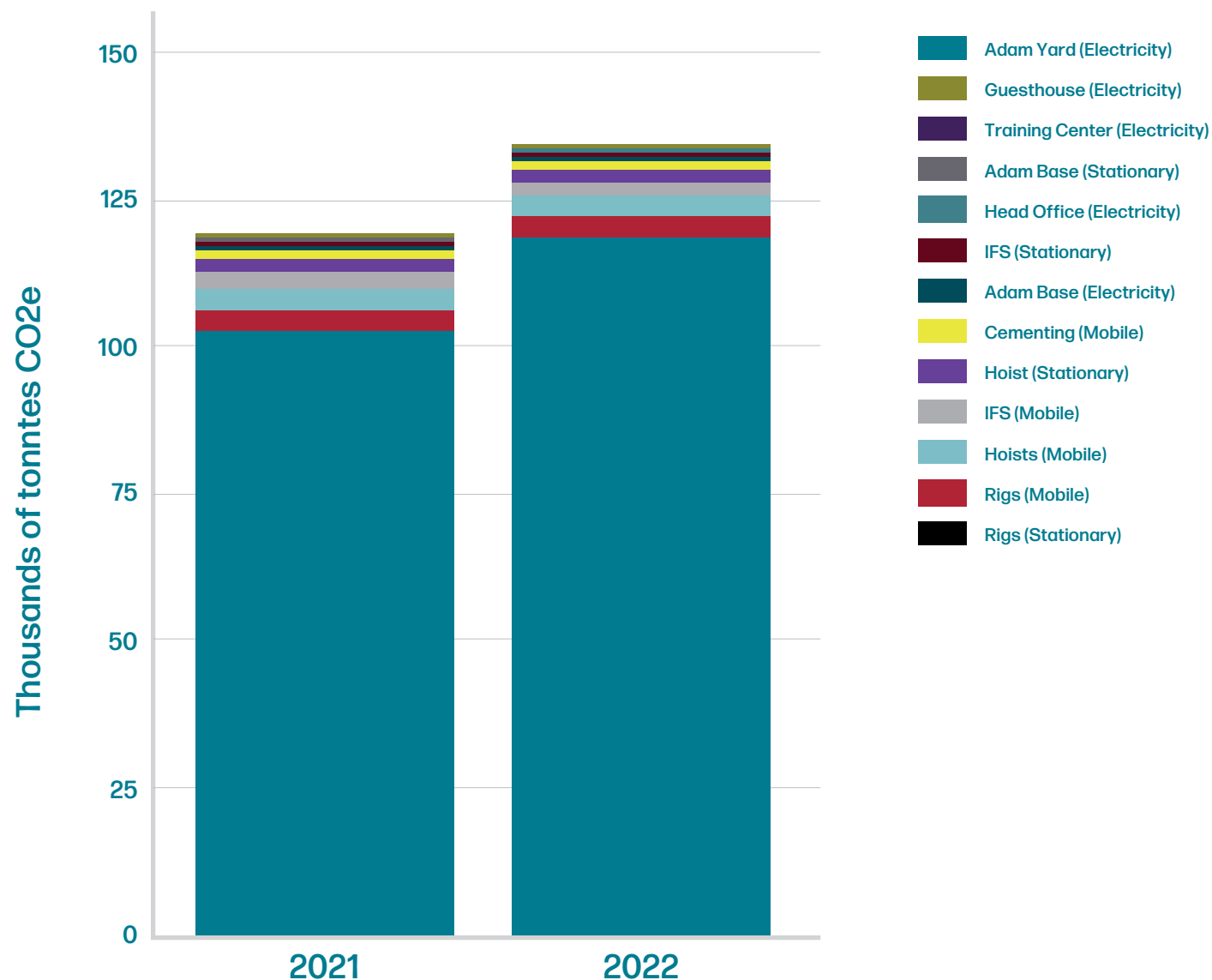
There is no flaring in Abraj processes.

Emissions factors used in calculating our emissions are based on IPCC (2006) methodologies, and Global Warming Potential factors are based on IPCC Assessment Report 6 (2019), 100-year timeframe.

Our 2021 and 2022 data gathering processes noted data gaps and some issues in categorising mobile and stationary emissions. These are being addressed for future years.

We can break our Scope 1 and 2 emissions for 2021 and 2022 into further detail, showing emissions by process and/or equipment, as shown.

Scope 1 and 2 Emissions (tonnes CO2e) by Process and/or Equipment in 2021 and 2022



SCOPE 3 EMISSIONS

Abraj Scope 3

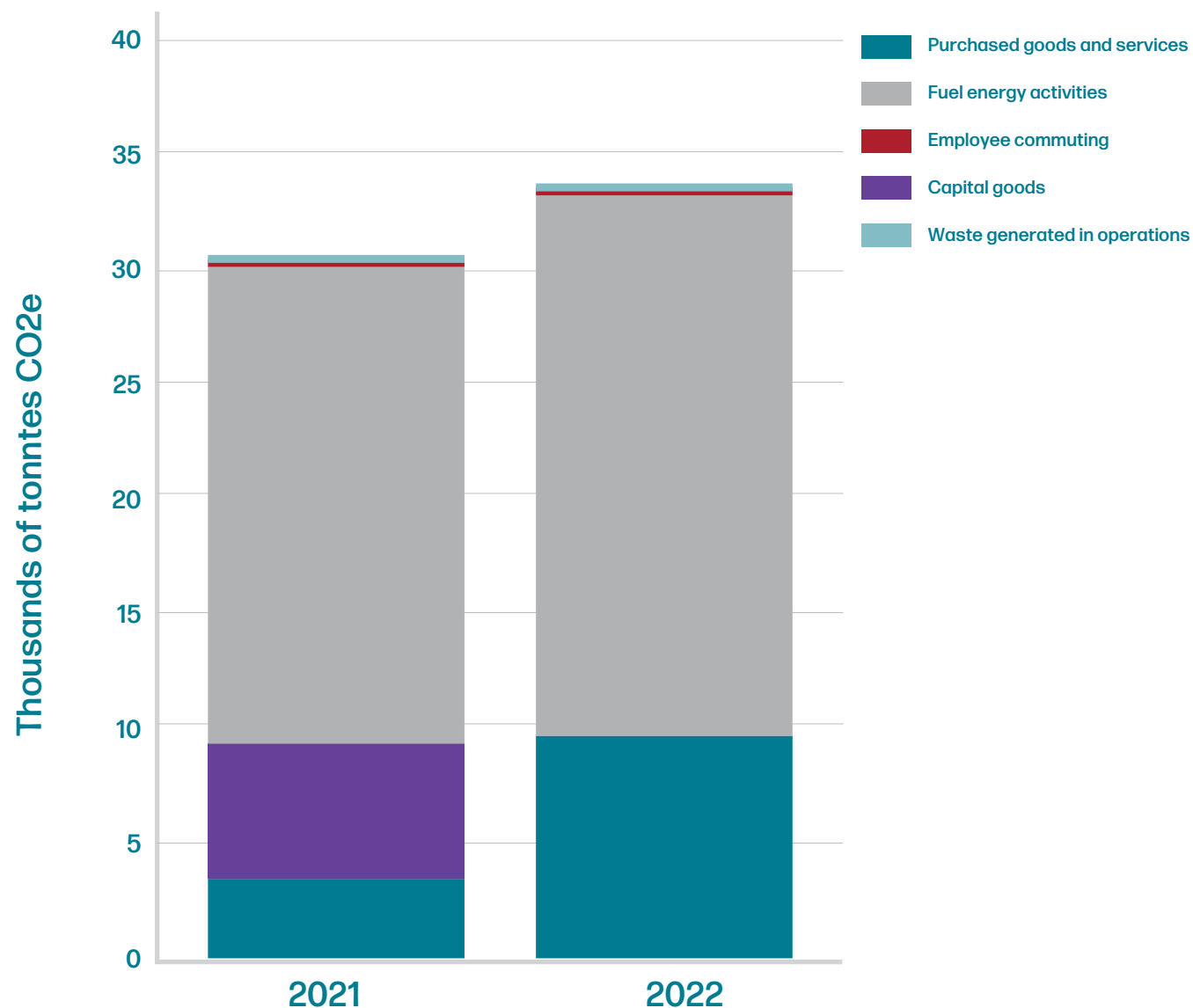
We conducted a screening level assessment of our Scope 3 emissions by using primary activity data (e.g. fuel consumption) and combining it with cradle-to-gate life-cycle emissions factors found in the available literature or taken from life cycle assessment databases such as Ecoinvent. This covers five of the fifteen Scope 3 categories for 2021 and 2022.

We are aware that there is further detail to be captured within our Scope 3 emissions category, such as emissions from vehicles not owned by Abraj, business travel and others.

Work is ongoing to capture greater detail of emissions, as we continue to improve our understanding and accuracy around Scope 3 emissions, however in the context of Abraj's overall emissions the screening process suggests that the Scope 3 categories not captured in 2021 and 2022 are not material (at a 5% threshold).

One notable influence on our Scope 3 emissions were the emissions from the production and manufacture of six new drilling rigs and associated equipment in 2021 (capital goods). While these do not occur on an annual basis, there will be periodic purchases of rigs as the company continues to grow. In 2021 there were nearly 6,000 tonnes of CO₂e emissions due to the purchase of rigs. In 2022, there were no Capital Goods emissions because Abraj did not purchase any significant capital equipment such as rigs.

Scope 3 Emissions by Material Category 2021 and 2022



DECARBONISATION AND PRELIMINARY EMISSIONS REDUCTIONS APPROACHES

Emissions Reductions Targets

Our current GHG reduction target is **7%** reduction of emissions by 2030 from our 2021 base year, aligned to Oman's Nationally Determined Contribution ('NDC'). TPC have set out potential Scope 1 and 2 decarbonisation reduction approaches aligned with IPCC and NDC targets, which we are considering.

With rigs as our most significant energy users, we look for ways to improve energy efficiency and to decarbonise.

Energy efficiency techniques relevant to our business under consideration include:

- ▶ Establishing engine roadmaps to increase utilisation on high performance rigs.
- ▶ Employing innovative, emerging technologies to boost rig efficiency.
- ▶ Decreasing length of time engines operate at inefficient power levels.
- ▶ Automated power management software, paired with energy storage solutions.

Fuel Switching

As the most significant source of our GHG Emissions come from diesel consumption, we are evaluating ways to reduce our diesel consumption. Fuel switching and electrification are two approaches under consideration.

- ▶ **Replacement** of conventional fossil-fuel based feedstocks with low carbon feedstocks, such as biofuels or natural gas.

- ▶ **Biofuels** are typically liquid fuels wholly or partially made from fuels whose feedstock was a plant-based material and can often be directly substituted into the applications where conventional fossil fuels are currently used.
- ▶ **Natural gas** has lower CO₂e emissions than diesel for an equivalent energy output, although retrofit of equipment, or purchase of new equipment could be needed, with its inherent embodied carbon and capital cost.
- ▶ Independent GHG consultants, TPC has calculated that switching to natural gas could reduce our emissions by around 20,000 tonnes CO₂e (2022).

Electrification can be achieved by connecting off-grid operations to grid electricity. However, for oil and gas operations, often in remote areas, access to grid electricity can be difficult.

It is also worth noting that electrification by connection to grid electricity will only reduce the GHG emissions of operations when the electricity grid has a relatively low GHG emissions factor.

If Abraj were to electrify with integrated renewable energy, emissions reduction could be achieved.

Electricity Source Switching

Source switching is applicable for emissions sources that are already electrified. This represents only a small portion of our overall energy consumption and emissions, accounting for **approximately 1.4%** of our Scope 1 and 2 emissions. Most emissions related to electricity consumption relate to our facilities at Adam Base, Adam Yard, Guesthouse and Head Office.

We have identified an opportunity to reduce these emissions by changing the electricity source providing power to the locations, subject to feasibility.



WATER

Water use on well sites is largely controlled by our customers, and is used for drilling fluids, cleaning and other general needs.

We acknowledge the importance of responsible water use within our value chain, particularly given Oman's water stress, and have reduced our water consumption by a total of nearly 60,000 m³ in 2022, in comparison with 2021, despite increased activity.

Abraj uses brackish (non-potable) fresh water in its drilling operations.



WASTE

Waste

As responsible environmental stewards we have procedures to ensure the safe handling of waste, and we work to reduce the amount of waste produced. We encourage all of our employees and contractors to Reduce, Reuse, Recycle, and Recover whenever possible.

Reduce

- ▶ Reduce the use of single-use plastics bottled water. Instead use Reverse Osmosis machines to filter water and drink from water fountains.*
- ▶ Reduce high consumption of water for washing vehicles and equipment. Use low water use jets for cleaning.
- ▶ Reduce GHG emissions by using R410 gases for Air Conditioning.

Reuse

- ▶ Use washable cups/ glasses/ bottles instead of disposables as drink containers.*
- ▶ Use washable gloves instead of single use disposable gloves.

Recycle

- ▶ Recycle metal scrap for welding.
- ▶ Recycle wood scrap for stoppers, wood dunnage, divider/ barriers etc.
- ▶ Recycle engine/ hydraulic oil via downstream third-party companies with the expertise to safely convert it to alternative products.

Recover

- ▶ Strip computer cords and other electrical components no longer fit for use, for the wires they contain.
- ▶ Extract precious metals and other valuable materials from redundant/ no longer functioning electronics.
- ▶ Separation of water through local STP.
- ▶ Treating waste-water to make it safe for re-introduction to the environment.
- ▶ Refurbishing 'waste' items to make them functional again.

Well cuttings and hazardous waste produced during drilling activities are the responsibility of our customers, so our operations produce general waste, drilling cuttings, metal and wood scrap, and medical waste in small quantities.



100% OF MATERIALS USED IN OPERATIONS

UPSTREAM VALUE CHAIN - SUPPLIERS

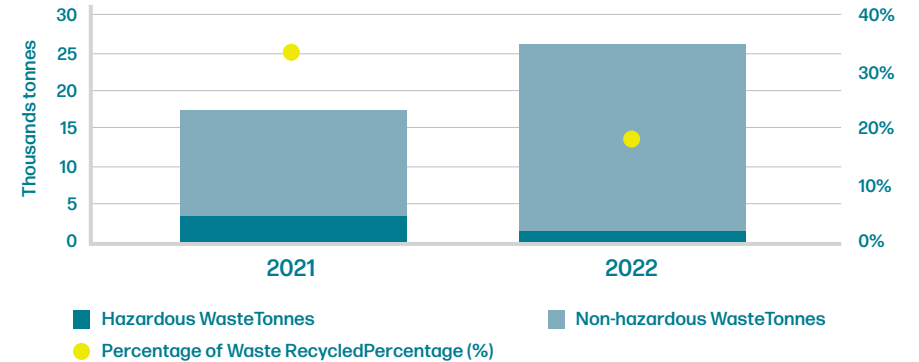
ABRAJ ASSETS AND OPERATIONS

WASTE

~18% diverted from waste - recycled

% diverted from waste - re-used

Waste Generated and Percentage Recycled



Around **99%** of the waste we generate is non-hazardous and disposed of in line with regulatory requirements, with a low potential for negative environmental impact.

Less than **1%** of our waste is recyclable, mostly metal and wood. Less than **1%** of waste generated through our activities is hazardous.

*Our efforts have been affected by health and safety concerns from the ongoing COVID-19 pandemic

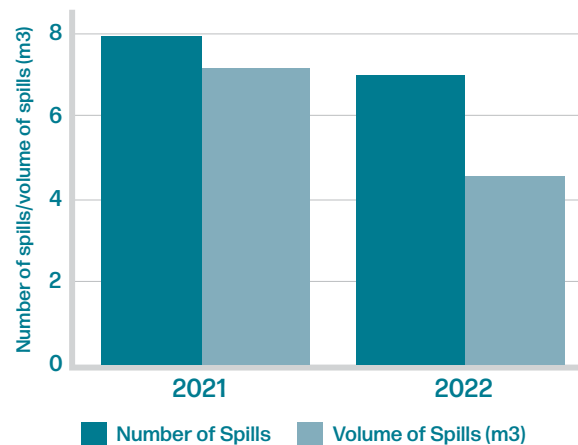
ASSET INTEGRITY AND CRITICAL INCIDENT MANAGEMENT

We are committed to ensuring the integrity of our equipment, and all our employees go through environmental training during their induction to the company.

This enables us to communicate our asset integrity and critical incident policies and procedures, and the importance of preventing safety or environmental incidents. Practice drills are also conducted each month at each unit, to make sure our workforce is prepared in the event of any incident.

While we operate with care to avoid incidents, we thoroughly investigate as a Lost Time Incident any that occur, so that each incident is learned from and helps us to improve our working practices to prevent recurrence.

Notifiable Spills



Spill Management

Our approach to spill management focuses on prevention, and mitigation if needed. We take seriously any type of chemical or environmental spill, and reported them as incidents, with any spill larger than 10m3 considered reportable and recordable.

Tier 1 and Tier 2 Process Safety Events

Abraj has defined Tier 1 and 2 well process safety events in line with IADC requirements. We investigate all Well Process Safety related incidents and lessons learned from any incidents are shared with all our units, as part of our continuous improvement efforts to prevent recurrence.

Abraj has one of the youngest fleets in the MENA region due to a substantial amount of capital expenditure that was undertaken in the previous years allowing it to:

- ▶ Attract top tier clients at attractive day rates
- ▶ Minimise maintenance and repair expenses/capex
- ▶ Optimising financial performance

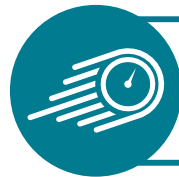
Abraj Fleet Highlights



First joystick controlled and disk brake rigs in Oman



First Variable Frequency Drive rigs in Oman



First fast moving heavy mobile rigs in Oman



First local company to introduce fracking in MENA

BIODIVERSITY AND ENVIRONMENTAL PROTECTION

Oman has a high level of biodiversity, with a diverse array of plant and animal species, including more than 1,200 plant species, 1,100 fish species, 300 bird species, 75 reptile species, thousands of invertebrate species and endangered species such as the Arabian Oryx, Arabian Tahr and Arabian Leopard.

The main threats to Oman's biodiversity include overgrazing, habitat loss, damage to coastal and marine ecosystems, invasive species, population growth and modern technology.

Our customers largely control the oversight of biodiversity initiatives in the places where we operate, but we understand the value of biodiversity protection and support efforts to preserve it in line with the National Biodiversity Strategy and Action Plan, which was adopted in 2001 and focuses on safeguarding and conserving habitats and biodiversity.

We are mindful to minimise our impact on ecosystems and operate in line with guidance for the Oil and Gas Industry from the Environment Authority of Oman, established in 2020, which has wide powers that include the implementation and enforcement of environmental regulations.

Our advancements in drilling technology helping to reduce our direct environmental impact on local habitats and communities, while continuing to deliver for our customers.

'The preservation of the environment is a collective responsibility that is not bounded by the political borders of countries, accordingly, a person must contribute to preserving the environment, reconcile with it, deal with it rationally, and pay attention to the many causes of pollution, whether natural, biological, industrial, chemical, or physical, and for many people, limit random reproduction and preserve what remains of its pastures and waters, away from the effects of desertification and drought.'

- His Majesty Sultan Qaboos bin Said bin Taimur Al Said - may God rest his soul - from his speech to The Earth Summit Conference, Rio de Janeiro, Brazil, 3 June 1992



CLIMATE ADAPTATION AND RESILIENCE

The Company is exposed to risks related to climate change. The physical and transition risks of climate change are becoming more apparent and may introduce long-term risk into the Company's business.

Climate change risks include physical risks resulting from changing climate and weather patterns and extreme weather-related events, as well as transition risks resulting from the process of adjustment towards a lower carbon, climate-resilient or environmentally sustainable economy (including policy changes, legislative changes, technological progress and behavioural changes).

Both physical risks and transition risks can have financial consequences, for example through higher insurance settlements or disruptions to operations.

While we have begun to assess the scale of our GHG emissions and ways in which we can reduce them, assessing the financial implications and other risks and opportunities due to climate change is an area for improvement that we are beginning to address.

The Sultanate of Oman has also outlined a net zero strategy that will likely be incorporated into policies, regulations, legislation that may also affect Abraj through additional costs and compliance.

Climate-related risks will be assessed for their potential to generate substantive impacts to our business, and the likely impact of substantive risks described. Those risks will then be integrated with

our corporate and operational risk registers. We will also calculate the financial cost of potential impacts and the cost of mitigating them in accordance with emerging global standards on these topics.

We will also assess climate change related opportunities for our business, such as drilling for CCUS or geothermal energy, as well as technological innovations. As Abraj develops opportunities we will report, relevant assumptions, expenditures and timelines.



ABRAJ

**RESOURCEFUL
PEOPLE**

abrajenergy.com



Abraj's Social initiatives are targeted at the working environment and career prospects for Abraj's employees, our impact on local communities, Omani employment, and delivering in-country value.

Our workforce of over 2,500 employees, (92% of whom are Omani), are employed by Abraj under employment conditions and standards that are in line with international operators in Oman. Twenty-five different nationalities are reflected in our workforce, and fair and equal work opportunities are given to all.

SOCIAL INITIATIVES

People are treated fairly, regardless of their background, nationality, gender, and age. They are supported at all aspects related to work and we celebrate social occasions along with employees, and regularly undertake an employee engagement survey.

Occupational Health and Safety

Providing a safe work environment is one of our core responsibilities, and we are proud of the safety culture we have created, underscored by our safety performance. Our Health, Safety and Environment ('HSE') vision is an incident free work environment, and we maintain ISO 45001 (Occupational Health and Safety Management System) certification that is audited regularly by third parties.

We believe that it is unacceptable for people or the environment to be negatively impacted by our operations. This vision is integrated into operations and drives the way we do things as a team. Our safety at work culture extends to workplace and environmental safety, and is reinforced by our leaders. We challenge our teams to strive towards best safety practices, and to follow a zero-tolerance approach to unsafe actions. The Abraj HSE department supports this challenge by monitoring HSE data through world class software and procedures.

Leadership and commitment are vital for our strategy. We support our leaders to embody safe working and lead by example. We expect them to challenge their teams to strive towards best safety practices and to follow a zero-tolerance approach

to unsafe actions. Abraj's HSE department monitors HSE data through world class Software, capturing HSE performance data in our tailored applications.

Our long-term business success depends on our ability to continually improve HSE performance in a systematic manner through target setting, audits, industry best practices and bench-marking, to protect health and safety of personnel and assets.

We require active commitment and accountability for HSE from all employees and stakeholders, with managers leading communication, implementation, and ensuring compliance with, HSE policies and standards.

We are committed to:

- ▶ protect, and strive for the improvement of health and safety of our people at all times.
- ▶ set HSE performance objectives, measure results, assess and continually improve processes, through the use of an effective management system.
- ▶ communicate openly with stakeholders and ensure an understanding of our HSE policies, standards, programs, and performance, as well as rewarding outstanding HSE performance.
- ▶ improve our performance on issues relevant to our stakeholders that are of global concern, on which we can have an impact, and share with them our knowledge of successful HSE programs and initiatives.
- ▶ provide required procedures, effective control of work, and lifesaving rules.
- ▶ empower our employees and contractors to intervene and stop any unsafe work with full

support from our management.

- ▶ meet specified customer requirements and ensure continuous customer satisfaction.
- ▶ plan for, respond to, and recover from any emergency, crisis, and/ or business disruption.
- ▶ ensure personal protective equipment compliance during activities where it is required.
- ▶ ensure that all employees are competent to carry out their duties and provide all information, instructions, supervision and necessary training required to carry out work safely.
- ▶ recognise and reward safe behaviour and performance.



HAZARD IDENTIFICATION, RISK ASSESSMENT AND INCIDENT INVESTIGATION

As part of our commitments to working safely, in addition to baseline hazard identifications carried out and documented in our operational procedures, our workers are empowered to proactively identify potential hazards and use Stop Work Authority.

Hazards identified are reviewed on a Daily basis through TRIC cards (Tool Box Talk Risk Identification Cards) done prior each job and incorporated into the risk assessments and Job Safety Analyses (JSA)

that are performed for operations we undertake and are reviewed monthly. Hazards and safety information are communicated through JSAs, toolbox talks, safety alerts, and safety campaigns.

Any incidents are managed according to our incident management procedure and investigated using ICAM or 5 Whys methodology, including participation from any third parties, depending on the severity of the incident, to ensure that any incidents are learned from to prevent recurrence. Lessons learned are shared throughout our company.

Health hazards related to our activities are identified via Health Risk Assessment and Drilling Hazard Effect Assessment, with medical assessments carried out pre-employment and then every two years, to ensure our personnel are fit to work and not experiencing any negative health impacts relating to their work.



SAFETY

Abraj's HSE vision is to operate an incident-free work environment, supported by our highly developed health and safety culture.

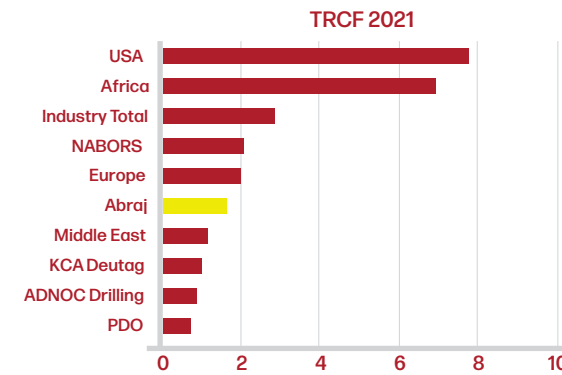
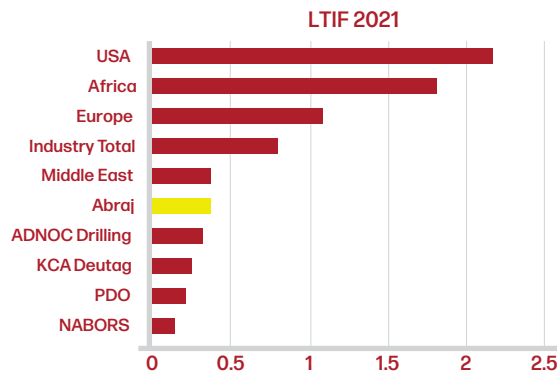
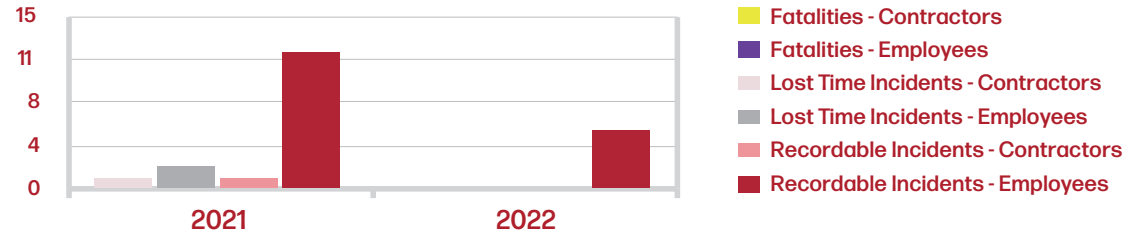
This vision drives the way the we conduct our operations and we expect management to challenge our teams to strive towards best safety practices, and to follow a zero-tolerance approach to unsafe actions.

We are a member of the Oman Society of Petroleum Services ('OPAL'), which aims to unite oil and gas companies in Oman to agree and promote high standards of work, as well as to increase competencies and professionalism among stakeholders. Our HSE department has implemented extensive training programmes, campaigns and awareness programmes in order to increase safety awareness and minimise time lost to injuries and permanent disabilities.

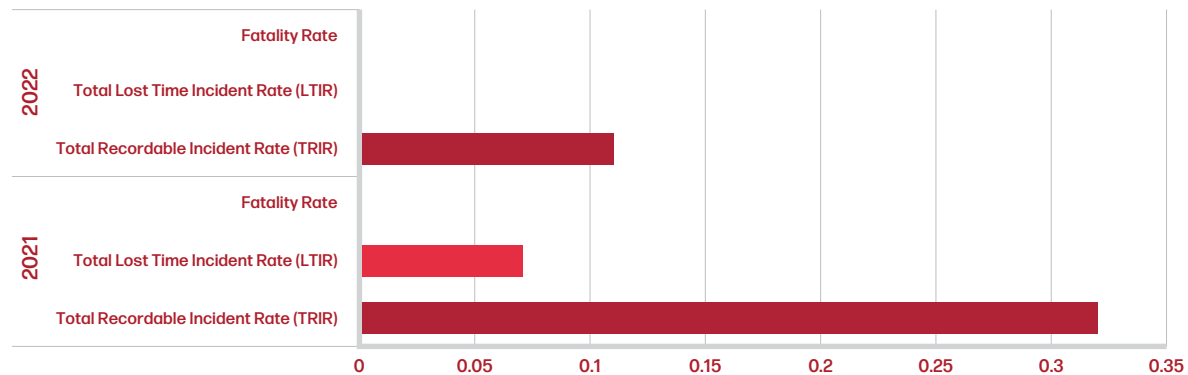
Our HSE management system and culture is highly valued by its customers and provides it with a competitive edge when tendering for new projects, and supports customer retention. On-site compliance of the Company's HSE management system with its customers' requirements is then regularly reviewed by customer representatives.

Our HSE performance indicates a strong safety culture in line with global standards. This benchmarking is based on 2021 data, as 2022 data are not yet widely published for comparison. However, our performance has continued to improve, with LTIF reduced by 70% in 2022 and TRCF more than halved.

HSE Incidents



Recordable and Lost Time Incident Rates (Zero fatalities)



2022 SAFETY PERFORMANCE

In 2022, we recorded no lost time incidents or fatalities, and only 5 recordable incidents, reduced from 12 in 2021. This improved performance means that in 2022 our Total Recordable Incident Rate has decreased to 0.17 per 200,000 hours worked.

Our detailed monitoring of HSE performance allows us to see and report contractor safety as well as that of employees and demonstrates our commitment to the safety of entire workforce.

Our contractors are also required to record their own HSE performance data and share the information with us. To ensure safe performance, contractors update their safety data (including personnel, their training record, and hours worked) with us on a monthly basis and we review performance with them at least once a year.

The central warehouse records nine years of lost time injury free operations



ABRAJ EYES

Abraj Eyes, our Closed-Circuit TV ('CCTV') Monitoring programme, began in 2020 to reduce at-risk behaviours on site. The goal was to address these behaviours through both increased supervision and positive interventions.

Initially, Rig Floor CCTV cameras at six rigs were streamed live to the Head Office, where the drilling superintendent viewed the stream and provided feedback. Later, two dedicated resources were included in the Abraj Eyes team, one with a drilling background, and another with a HSE background.

Their experience helped in identifying at-risk behaviours at the Rig floor, while accumulating data for learning and analysis.

By the end of 2021, all Abraj Drilling, Work-Over and Fracturing fleets were added to the Abraj Eyes program. Abraj Eyes videos are shared with the sites,

and weekly high value learnings from the Abraj Eyes are discussed in Head Office.

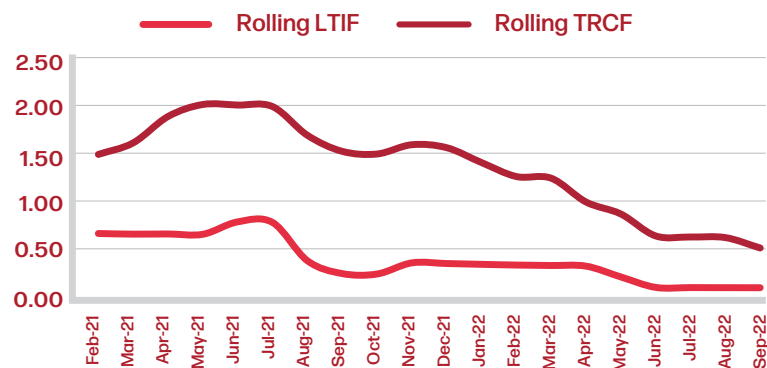
Abraj Eyes also features a direct paging mechanism, where staff can directly call the Driller cabin for intervention of any at-risk behaviour.

Many other engineering controls and processes were introduced because of lessons from Abraj Eyes. For example, Abraj introduced a lifting tool for lifting sub at the rig floor and updated many safe operating procedures and job safety analyses.

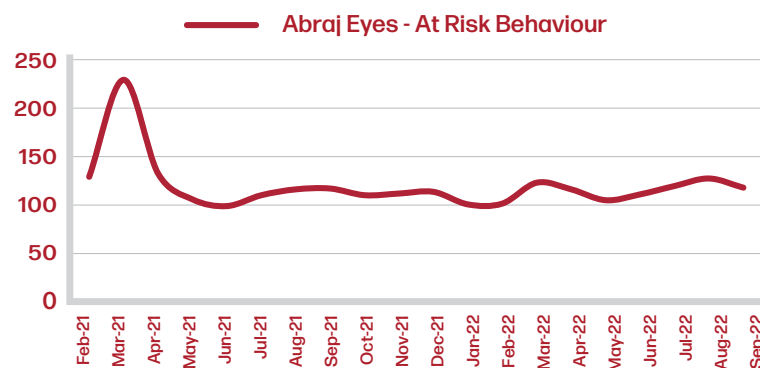
Abraj has implemented a state-of-the-art Abraj Eyes room where all cameras from all units will stream to the Abraj Eyes. Multiple personnel will be viewing the live videos 24/7 and paging the sites for immediate intervention.



Abraj Recordable Incident Frequency



Abraj Eyes - At Risk Behaviour



EMPLOYMENT PRACTICES

Parental Leave

Abraj recognises the importance of the well-being of our workforce and is striving to create a working environment where employees have the support they need to flourish personally and professionally. As part of this our employees receive medical insurance, life insurance and parental leave.

Of employees who took parental leave in 2022, all have returned to work and remain active employees, demonstrating the value of supporting our employees in their work-life balance.

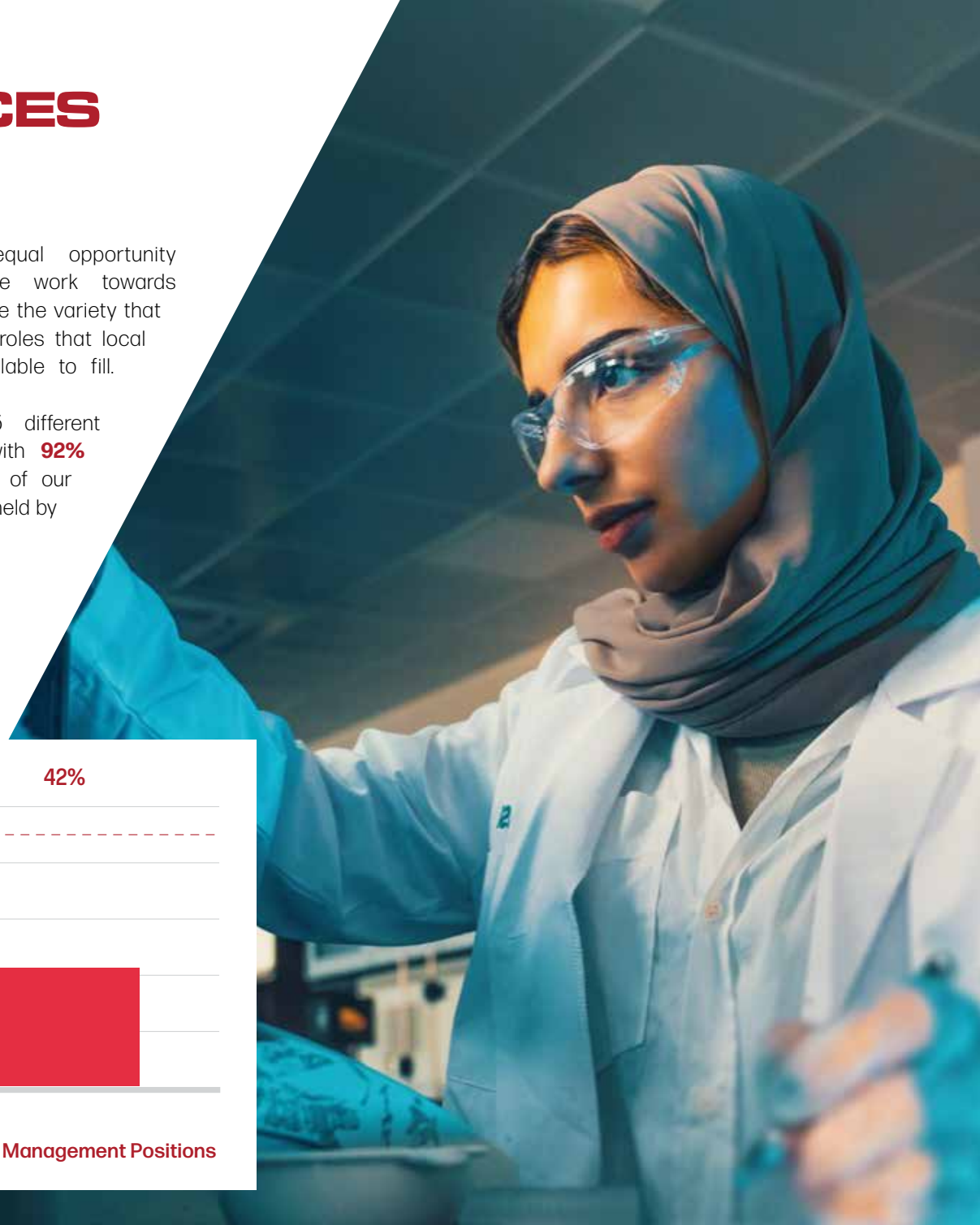
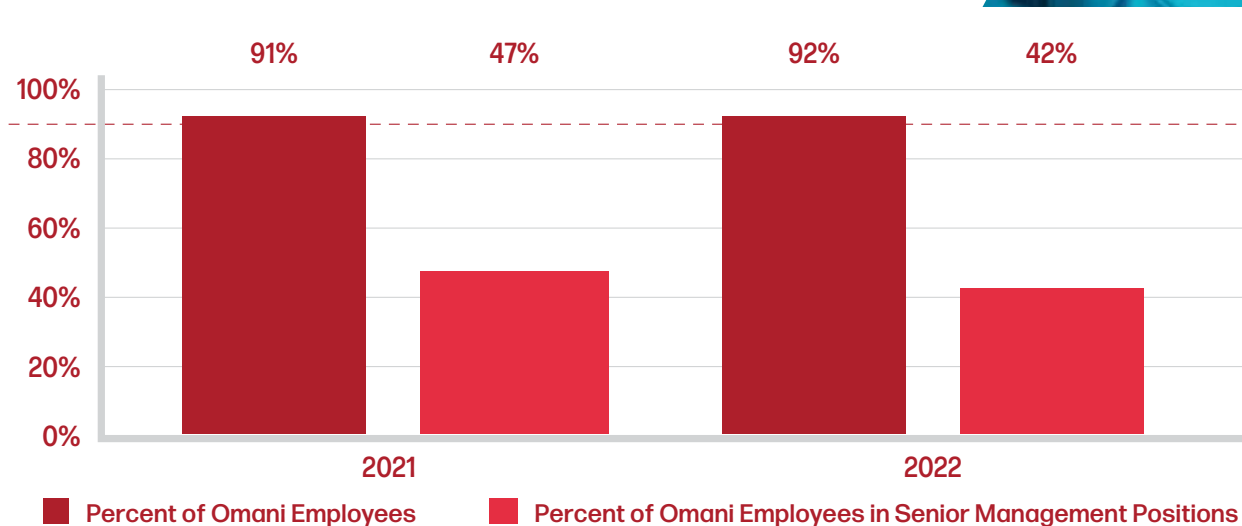
We also make health screening available to our employees and run relevant health campaigns to help our employees look after their health.

Non-Discrimination and Equal Opportunity

Abraj is committed to equal opportunity employment, and while we work towards Omanisation, we also celebrate the variety that diverse experience brings to roles that local talent are not currently available to fill.

Our workforce included 25 different nationalities through 2022, with **92%** Omani employees, and **42%** of our senior management positions held by Omani employees.

Workforce Omanisation over 90% for years ending 2021 and 2022



TRAINING AND DEVELOPMENT

Our obligations extend beyond health and safety. Abraj provides ongoing training and continuing professional development for its employees.

To support this need for development, we have recently created a competency framework for the majority of site and office jobs, used to assess training needs and to monitor employee development and promotion-readiness.

We have an in-house training centre and provide certification on completion of training courses. The variety of courses we offer continues to grow and cover a broader variety of competencies, adding

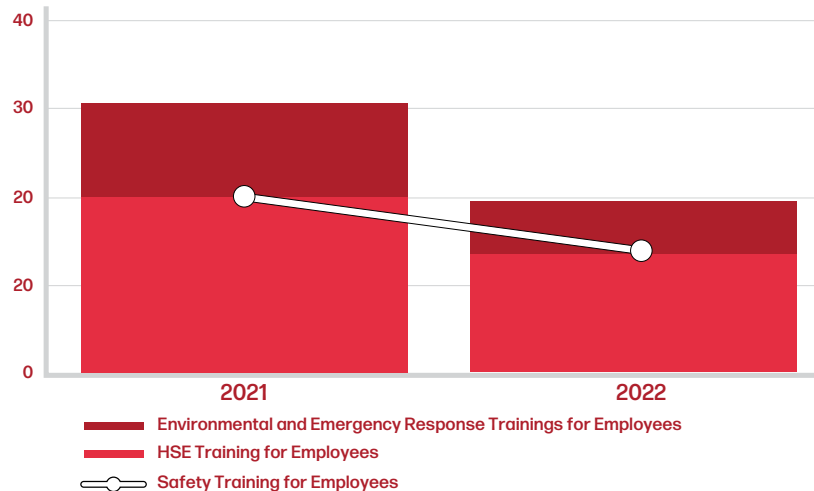
value for our workforce and that of Oman as a whole, as well as ensuring we expertly deliver safe operations for our clients.

There was an unusually large amount of Skilled training provided in 2021, as we added six new rigs to our fleet.

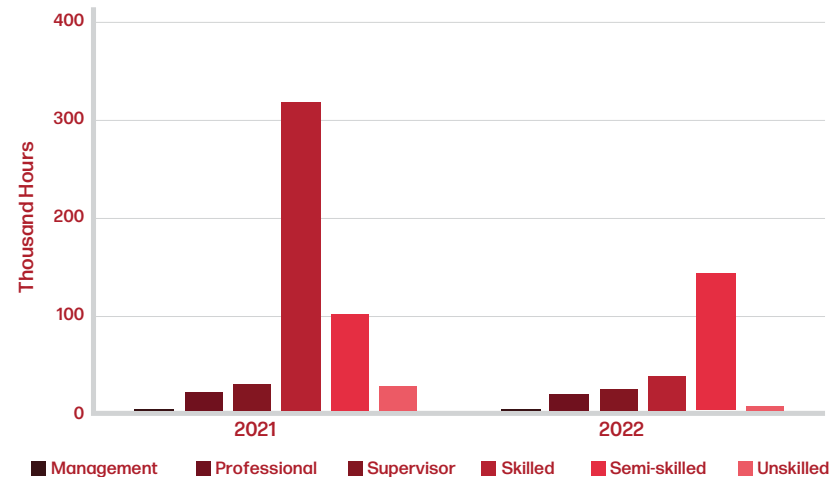
We believe that the development of human capital leads to a successful organisation



Average Training Hours per Employee



Training Hours Provided



CORPORATE SOCIAL RESPONSIBILITY

Abraj recognises its responsibilities to community and national stakeholders through its Corporate Social Responsibility ('CSR') activities

We continually aspire to have positive impact on developing the community through supporting social causes of charitable foundations, non-governmental organisations and local associations.

Social Impact and Community Engagement Efforts

In recent years Abraj has allocated over USD 422,000 to these efforts, with USD 117,400 donated in 2021, supporting five governmental schools, purchasing equipment for Al-Masra Hospital, sponsorship of a scientific forum at the Sultan Qaboos University College of Engineering, donating to the Oman Charitable Organisation and other causes.

Responsible Sourcing and Supply Chain Sustainability

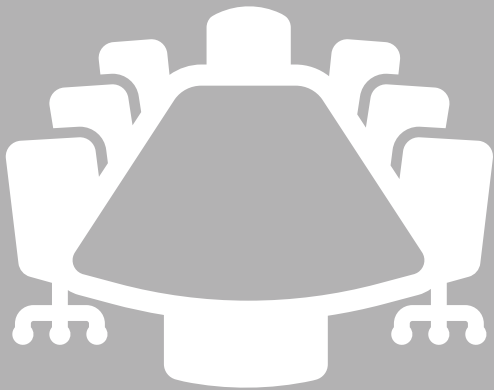
At Abraj we strive to ensure that our supply chain reflects our values, so we try to partner with appropriate vendors, and operate a system of vendor registration and maintain a master list of approved vendors, with SAP used to help us track our vendor interactions. We require safety and governance standards from our vendors and will work to incorporate social screening into our vendor registration process.



ABRAJ

**RELIABLE
PARTNER**

abrajenergy.com



Abraj holds the highest standards and emphasises the importance of integrity in its business.

In addition to considering strategic and risk issues, the Abraj Board reviews and approves all policies, including our Corporate Governance Manual, Manual of Authorities, Code of Business Conduct (Anti-corruption and Bribery policy, including whistleblowing), Anti-Fraud Policy and Procurement Policy.

These are implemented across our business operations, including consultants, contractors, and suppliers. In order to assure best governance practice, Abraj reviews and amends its policies at least every three years.

GOVERNANCE

The Company has appointed a Board of Directors ('Board') that complies with all applicable CMA and CCL requirements, including the requirement for independent directors, which represent the interests of all Shareholders.

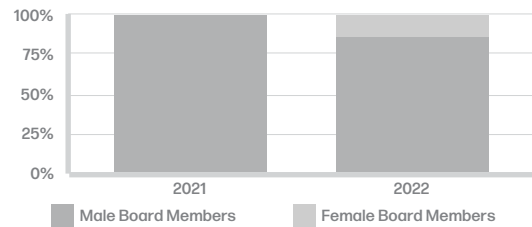
Three of seven of the Company's board directors are independent directors in accordance with Article 114 of the SAOG Regulations and the description of 'Independent Directors' contained in principle 8 of the Code. The governance of Abraj addresses the Board structure, roles and responsibilities, Board effectiveness and board conduct (including conflicts of interest).

The Abraj board of directors is ultimately responsible for the good governance of the company. The company believes that ethical standards are essential to the growth, health, and sustainability of corporate governance, employees, suppliers, customers, and shareholders. Abraj has a competent and diverse board reflecting expertise from governance, finance, the oil and gas industry and capital markets.

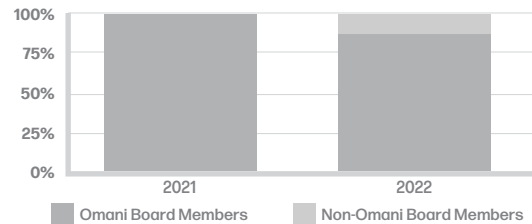
The Board supervises the interests of stakeholders, the creation of a culture aimed at long-term value creation, the internal audit function and the effectiveness of internal risk management and control systems. Abraj's management team is charged with day-to-day management and is responsible for the continuity and optimisation of its business to create long-term value for its stakeholders.

Abraj holds the highest standards and emphasises the importance of integrity in its business. In addition to considering strategic and risk issues, the board has reserved to itself the authority to approve all of Abraj's policies, manuals and guidelines.

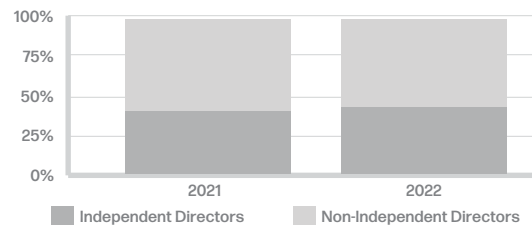
Board Gender Representation



Board Omanisation



Board Independent vs Non-independent Directors



Ayad Al Balushi
Chairman



Ahmed Al Azkawi
Deputy Chairman



Muhsin Alrustom
Board Member



Dr. Amer Al Rawas
Board Member



Mashael Yaseen Moosa
Board Member



Khamis Al Saadi
Board Member



Azzam Al Kiyoumi
Board Secretary



Ashraf Al Mamari
Board Member

OVERSIGHT AND ANTI-CORRUPTION

Board Committees

To assist the Board in performing its obligations, the Board may form committees to advise it and make recommendations on certain matters.

Currently, the board has an Executive Committee, Audit and Risk Committee and Nomination and Remuneration Committee each comprising of three directors.

The Board may establish other committees from time to time, accordance with its governance requirements.

Anti-Corruption

Code of Business Conduct

The importance of the Code of Business Conduct (including Anti-corruption and Bribery policy, including whistleblowing) to management, staff and consultants, contractors, and suppliers is emphasised contractually and through regular education materials shared with staff on an annual basis.

The Abraj Code of Business Conduct sets the guiding principle of ethical standards. It drives the way we conduct business in all our areas of operation. As such, the company and all related parties adhere

to the values and behaviours outlined in the Code across all activities and expects the same of all those working for Abraj.

The key areas addressed by the Code are:

- ▶ Company Assets
- ▶ Administration
- ▶ Personal Integrity
- ▶ Gifts and Entertainment
- ▶ Public Officials Business
- ▶ Integrity Health
- ▶ Safety and Environment
- ▶ Workplace Practices
- ▶ Whistle-blowing



SENIOR MANAGEMENT

Abraj's senior management team is charged with day-to-day management and is responsible for the continuity and optimisation of its business to create long-term value for its stakeholders and has operational responsibility for ESG and sustainability in line with Abraj's strategy.

Abraj's current management team demonstrates many years of experience in the drilling and well services business and is currently composed as follows:



Saif Said Al Hamhami
Chief Executive Officer



Salah Al Harthy
Business Development Director



Lakshmi Rajan
Chief Financial Officer



Dr Abdul Raouf Al Tobi
General Counsel



Saif Al Hussanini
Director - Drilling and Workover

ECONOMIC IMPACTS

In-Country Value

In the context of the Sultanate's In Country Value (ICV) Blueprint Strategy, maximising local content is of high importance in Abraj's day-to-day decision-making. ICV is an important objective for us to drive sustainable local content growth through the localisation of procurement and the development of our manpower.

We are fully committed to maximising the ICV principles in order to achieve the objectives of Oman's sustainable development through upskilling of local capabilities, as well increasing locally sourced goods and services.

Abraj takes pride in its efforts of Omanisation, for which it has become an industry leader with dedicated in-house training facilities to develop employees' skills.

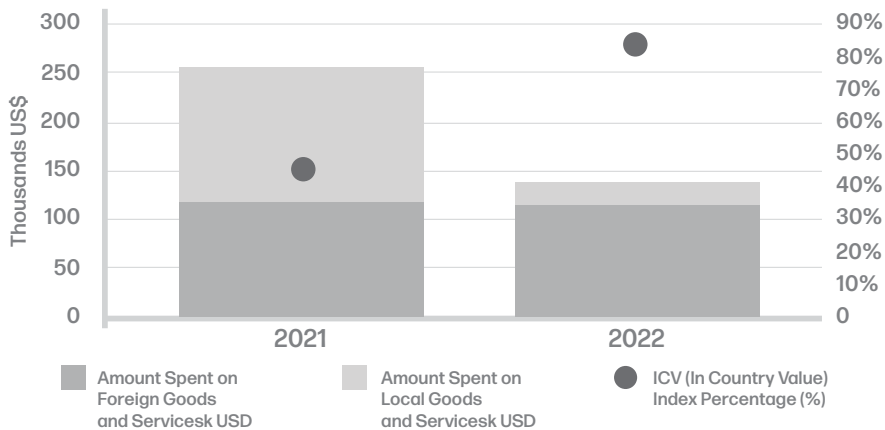
We have made significant contributions to the Omani economy through its ICV Program in line with the Sultanate's ICV Blueprint Strategy and supporting

SMEs in line with the Riyada requirements. We are committed to achieving the objectives of Oman's sustainable development through upskilling local capabilities and increasing local sourcing of goods and services.

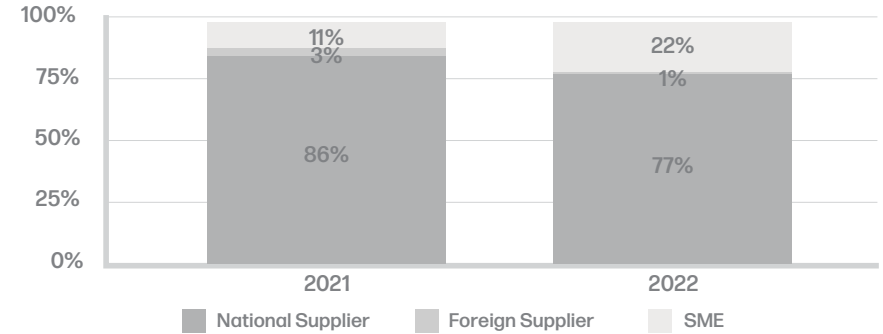
Sourcing of 'made in Oman' goods and services takes a priority in Abraj through our procurement processes, and we have supported local manufacturers in developing and improving their production and the quality of their products. Abraj also prioritises purchases from small and medium enterprises, and local communities.

The following charts shows Abraj's ICV performance over recent years in terms of purchases and services. Foreign purchases in 2021 were higher as Abraj purchased four new state-of-the-art drilling rigs from an international manufacturer, as there are no local vendors for this specialist equipment. The actual spend on local goods is otherwise similar to previous years

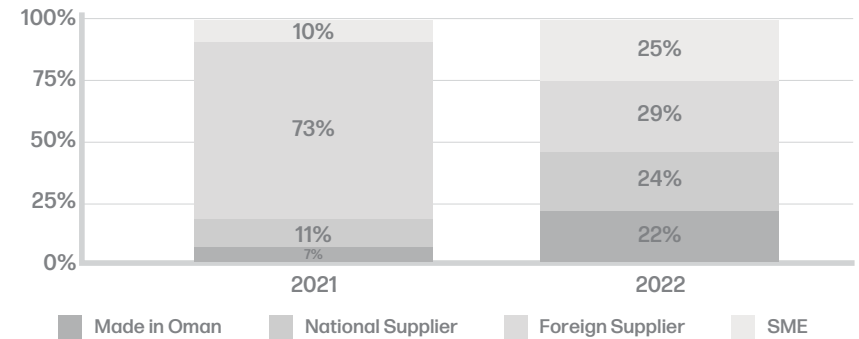
In Country Value



Abraj ICV: Goods Purchases



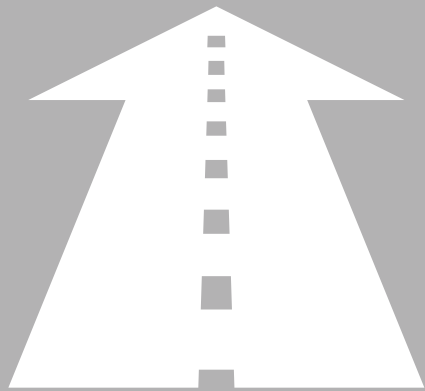
Abraj ICV: Services Purchases



ABRAJ

**ESTIDAMA
JOURNEY**

abrajenergy.com






Abraj has been working to develop its Estidama Roadmap for the coming years.

On the following page we have set out the headline summary of the strategy, together with focus areas and initiatives that will be the priority in the medium-term.

ESTIDAMA ROADMAP

0

Abraj aspires to demonstrate sustainability leadership in its markets, in line with our vision to revolutionise the industry

OUR PRIORITIES	OUR INITIATIVES	OUR FOCUS	OUR ASPIRATION
 <p>Sustainable Energy</p>	<ul style="list-style-type: none"> 1 Target Net Zero by 2050 2 Diversify our Business Activities 	<ul style="list-style-type: none"> 1.1 Investing in energy efficiency 1.2 Decarbonise our services 2.1 Evaluating new opportunities 	<p>We aim to harness energy responsibly by enabling lower-carbon intensity in the services we provide, through our supply chain and in our operations</p>
 <p>Resourceful People</p>	<ul style="list-style-type: none"> 3 Abraj Zero Harm 4 Enable Diversity 5 Talent Development 	<ul style="list-style-type: none"> 3.1 Maintain safety as our first priority 4.1 Achieve gender diversity and high Omanisation levels through our business 5.1 Continue talent program for future capabilities and retention 	<p>We rely on the safety, talent, and performance of our people to deliver excellence and innovation for Abraj and the Oman of the future.</p>
 <p>Reliable Partner</p>	<ul style="list-style-type: none"> 6 Ensuring Asset Integrity 7 Partner Ethically and Profitably with Clients and Suppliers 	<ul style="list-style-type: none"> 6.1 Maintain asset integrity and availability 7.1 Supply chain upskilling reviews 7.2 Enhanced governance practices 7.3 Economic impacts 	<p>Delivering reliable business results, through strong corporate governance and partnerships will minimise adverse effects on the environment and society.</p>

8 Strategy Enablers

8.1 Reporting & Measuring

8.2 Capability Development

8.3 Communications

8.4 Stakeholder Engagement

GLOSSARY AND ABBREVIATIONS

TERM	MEANING
API Q2	American Petroleum Institute Specification: Quality Management for Service Supply Organizations for the Petroleum and Natural Gas Industry (2nd Edition)
CCL	The Commercial Companies Law of Oman issued by Royal Decree 18/2019.
CCTV	Closed-circuit television or video surveillance
CCUS	Carbon capture use and storage
CI	Continuous Improvement
CMA	The Capital Market Authority of Oman
CO2e	Carbon dioxide equivalent (GHG Emissions)
ESG	Environment, Social and Governance
GCC	Gulf Cooperation Council
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
HSE	Health, Safety and Environment
ICV	In Country Value
IPCC	Intergovernmental Panel on Climate Change
ISO	International Organization for Standardization
JSA	Job Safety Analysis
KPI	Key Performance Indicator
LTIF	Lost time injury frequency
MENA	Middle East and North Africa
MWh	Megawatt-hour
RO	Omani Riyals (currency)
SAOC	Societe-Anonyme-Omanaise-Closed, an Omani closed joint stock company
STP	Sewage treatment plant
TCIF	Total recordable case frequency
TPC	Three Pillars Consulting
TRIR	Total recordable incident rate
USD	US Dollars (currency)



GRI CONTENT INDEX

STATEMENT OF USE

Abraj Energy Services has reported the information cited in this GRI content index for 2021 with reference to the GRI Standards.

GRI 1 USED

GRI 11 - Oil and Gas Sector 2021

GRI STANDARD	DISCLOSURE	GRI REFERENCE	LOCATION	EXPLANATION
GRI 1 - Foundation 2021	Requirement 1: Apply the reporting principles		Whole document	
	Requirement 2: Report the disclosures in GRI 2: General Disclosures 2021	See GRI 2 below	See GRI 2 below	2-5: Carnrite Group and Three Pillars have reviewed and prepared our reported information
	Requirement 3: Determine material topics		Page 17-18	
	Requirement 4: Report the disclosures in GRI 3: Material Topics 2021	Disclosure 3-1 Process to determine material topics	Pages 17-18	
		Disclosure 3-2 List of material topics	Pages 17-18	
		Disclosure 3-3 Management of material topics	Pages 19-52	
		Requirement 5: Report disclosures from the GRI Topic Standards for each material topic	Pages 19-52	
		Requirement 6: Provide reasons for omission for disclosures and requirements that the organization cannot comply with	Explanations in GRI Content Index	
		Requirement 7: Publish a GRI content index	See GRI Content Index	
		Requirement 8: Provide a statement of use	See beginning of GRI Content Index	
	Requirement 9: Notify GRI		In progress	

GRI Content Index continued...

GRI STANDARD	DISCLOSURE	GRI REFERENCE	LOCATION	EXPLANATION
GRI 2 - General Disclosures 2021		Disclosure 2-1 Organizational details	2-1: Pages 7-17	
		Disclosure 2-2 Entities included in the organization's sustainability reporting	2-2: Page 12	
		Disclosure 2-3 Reporting period, frequency and contact point	2-3: Page 12	
		Disclosure 2-4 Restatements of information	2-4: n/a	
		Disclosure 2-5 External assurance		
GRI 3 - Material Topics 2021		Determine Material Topics	3-1 Process to determine material topics	
		Disclosures on Material Topics	3-2 List of material topics	
			3-3 Management of material topics	

GRI Content Index continued...

GRI STANDARD	DISCLOSURE	GRI REFERENCE	LOCATION	EXPLANATION
Occupational Health and Safety	Occupational health and safety management system	403-1	Page 36, 'Resourceful People' section, 'Social Initiatives' page, column one, first paragraph of 'Occupational Health and Safety'.	
	Hazard identification, risk assessment, and incident investigation	403-2	Page 37, 'Resourceful People' section, 'Hazard identification, risk assessment and incident investigation' page.	
	Occupational health services	403-3	Page 37, 'Resourceful People' section, 'Hazard identification, risk assessment and incident investigation' page, final paragraph.	
	Worker participation, consultation, and communication on occupational health and safety	403-4	Page 37, 'Resourceful People' section, 'Hazard identification, risk assessment and incident investigation' page. Communication through JSAs, toolbox talks, safety alerts, and safety campaigns.	
	Worker training on occupational health and safety	403-5	Page 42, 'Resourceful People' section, 'Training and Development' page.	
	Promotion of worker health	403-6	Page 41, 'Resourceful People' section, 'Employment Practices' page, first paragraph.	
	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-7	Page 37, 'Resourceful People' section, 'Hazard identification, risk assessment and incident investigation' page, paragraphs three and four.	
	Workers covered by an occupational health and safety management system	403-8		Man hours for employees and workers who are not employees are recorded on a monthly basis to the Abraj HSE department, who evaluate and record the data. Contractors submit their HSE performance data to Abraj on a monthly basis, which is reviewed by Abraj, who conduct at least one HSE review meeting per year with contractors. Contractors are required to maintain an up to date list of all personnel employed to work on Abraj projects, along with their training records, which are shared with Abraj's HSE department on a monthly basis for review.
	Work-related injuries	403-9	Incident rates shown in page 38, 'Safety'.	We maintain detailed records of any incidents, including investigation, findings and lessons learned and shared. We record incidents by fatality, Lost Time Incident, Recordable Injury, Medical Treatment Case, Restricted Work Case, First Aid Case, Equipment Damage, Environmental Incident, Near Miss, Road Traffic Accident, Process Safety Incident.
	Work-related ill health	403-10	Incident rates shown in page 38, 'Safety'.	See above.
Asset Integrity and Critical Incident Management	Significant spills	306-3	Page 31, 'Sustainable Energy' section, 'Asset Integrity and Critical Incident Management' page, 'Spill Management' paragraph.	We maintain an Environmental Risk Register addressing potential incidents and their associated potential impacts.
	Tier 1 and Tier 2 process safety events	306-additional	Page 31, 'Sustainable Energy' section, 'Asset Integrity and Critical Incident Management' page, 'Tier 1 and Tier 2 Process Safety Events' paragraph.	Abraj has defined Tier 1 and 2 well process safety events in line with IADC and API requirements.

GRI Content Index continued...

GRI STANDARD	DISCLOSURE	GRI REFERENCE	LOCATION	EXPLANATION
Economic Impacts	Direct economic value generated and distributed	201-1	Page 43, 'Resourceful People' section, 'Corporate Social Responsibility' page and 'Reliable Partner' section, 'Economic Impacts' page.	This is a topic on which we are working to record and report in greater detail.
	Proportion of senior management hired from the local community	202-1	Page 41, 'Resourceful People' section, 'Employment Practices', 'Non-Discrimination and Equal Opportunity' paragraph and 'Workforce Omanisation' chart.	Abraj defines senior management as CEO and Directors.
	Infrastructure investments and services supported	203-1		This is a topic on which we are working to record and report in greater detail.
	Significant indirect economic impacts	203-2		This is a topic on which we are working to identify impacts, record and report in greater detail.
	Proportion of spending on local suppliers	204-1	Page 49, Reliable Partner section, 'Economic Impacts' page, ICV charts.	Abraj define local as being within the Sultanate of Oman.
GHG Emissions	Energy consumption within the organisation	302-1	Pages 25 and 26, 'Sustainable Energy' section, 'GHG Emissions' page and 'Scope 1 and Scope 2 Emissions' page.	
	Energy consumption outside of the organisation	302-2	Page 27, 'Sustainable Energy' section, 'Scope 3 Emissions' page.	
	Energy Intensity	302-3		We are working to establish an intensity baseline.
	Direct (Scope 1) GHG emissions	305-1	Pages 25 and 26, 'Sustainable Energy' section, 'GHG Emissions' page and 'Scope 1 and Scope 2 Emissions' page.	
		305-1(a)	132,374.22 tonnes of CO ₂ e	
		305-1(b)	CO ₂ , CH ₄ , N ₂ O, HFCs, NF ₃ , SF ₆ and PFCs (when applicable)	
		305-1(c)	0 tonnes of CO ₂ e	
		305-1(d)	2021	
		305-1(d)(i)	The base year for which Abraj has a full year of reporting and which represents a normal year of operation is 2021.	
		305-1(d)(ii)	117,311.24 tonnes of CO ₂ e	
		305-1(d)(iii)	N/A	
		305-1(e)	GWP factors are from IPCC (2006) methodologies for Stationary and Mobile Emissions Sources	
		305-1(g)	Standards: The GHG calculations were done in accordance with the GHG Protocol Corporate Standard 2, GHG Protocol Scope 3 Standard 3 and ISO 140644	

GRI Content Index continued...

GRI STANDARD	DISCLOSURE	GRI REFERENCE	LOCATION	EXPLANATION
GHG Emissions continued...		305-1(g)	Assumptions: Incomplete stationary and mobile fuel records for each month in 2022 were identified and the missing months were estimated from the pattern of usage from the months for which fuel was available. There were vehicle emissions from vehicles not owned by Abraj reported in Scope 3. It was not clear if these vehicles operate solely within a single Abraj facility or if these vehicles are responsible for transport between different Abraj assets/facilities. Thus, the latter was assumed, meaning that these were categorized as Category 1 Scope 3 emissions (i.e. upstream contracted goods and services). Abraj has not separately reported the use or consumption of refrigerants.	
	Energy indirect (Scope 2) GHG emissions	305-2	Pages 25 and 26, 'Sustainable Energy' section, 'GHG Emissions' page and 'Scope 1 and Scope 2 Emissions' page.	
		305-2(a)	1,537.37 tonnes of CO ₂ e	
		305-2(b)	Market-based energy consumption data is not available in Oman (e.g. residual emissions factors) nor does Abraj engage in power purchase agreements or purchase of energy attribute certificates	
		305-2(c)	CO ₂ , CH ₄ , N ₂ O	
		305-2(d)	2021	
		305-2(d)(i)	The base year for which Abraj has a full year of reporting and which represents a normal year of operation is 2021.	
		305-2(d)(ii)	1,164.48 tonnes of CO ₂ e	
		305-2(d)(iii)	N/A	
		305-2(e)	Abraj consumes electricity from the Oman electricity grid. Oman does not publish public information on the GHG intensity of its grid. Three Pillars Consulting identified the sources of energy used and the types of power plants employed to power the grid from publicly available sources. In general, Oman's grid is primarily natural gas, with small amounts of renewables (i.e. solar PV). The natural gas power plants are a mix of open and closed cycle plants. This information was then used by Three Pillars Consulting to model the emissions from an average mix of open and closed cycle combustion of natural gas to create a customized emissions factor.	
		305-2(g)	Standards - The GHG calculations were done in accordance with the GHG Protocol Corporate Standard, GHG Protocol Scope 3 Standard and ISO 14064.	

GRI Content Index continued...

GRI STANDARD	DISCLOSURE	GRI REFERENCE	LOCATION	EXPLANATION
GHG Emissions continued...	Other indirect (Scope 3) GHG emissions	305-3	Page 27, 'Sustainable Energy' section, 'Scope 3 Emissions' page.	
		305-3(a)	33,431.23 tonnes of CO ₂ e	
		305-3(b)	CO ₂ e*	
		305-3(b)	*Scope 3 Emissions were calculated as a screening level analysis using life-cycle emissions factors that aggregate all emissions into CO ₂ e. Further breakdown of all primary GHG emissions could be made available after a customized assessment of the Scope 3 emissions is conducted.	
		305-3(c)	0 tonnes CO ₂ e	
		305-3(d)	GHG emissions categories included in the calculation: Category 1 (Purchased Goods and Services) Category 2 (Capital goods)** Category 3 (Fuel and Energy Activities), Category 5 (Waste Generated in Operations), Category 7 (Employee Commuting)***	
		305-3(d)	** In 2021 Abraj acquired 6 new drilling rigs and associated equipment included in Category 2 Scope 3 emissions. No similar purchases were made in 2022. ***Part of the Scope 3 Category 1 emissions sources included vehicle emissions from vehicles not owned by Abraj reported in Scope 3. Three Pillars Consulting assumed these were used for transport between different Abraj assets/facilities and categorized as Category 4 Scope 3 emissions.	
		305-3(e)	2021	
		305-3(e)(i)	The base year for which Abraj has a full year of reporting and which represents a normal year of operation is 2021.	
		305-3(e)(ii)	30,496.69 tonnes of CO ₂ e	
		305-3(e)(iii)	N/A	
	GHG emissions intensity	305-4	305-4(a) GHG emissions intensity ratio for the organization; see below.	
		305-4(b)	Operating Hours (253,422 in aggregate for 2022)	
		305-4(c)	Scope 1 intensity; 0.52 tonnes CO ₂ e/operating hour	
		305-4(c)	Scope 2 intensity; 0.01 tonnes CO ₂ e/operating hour	

GRI Content Index continued...

GRI STANDARD	DISCLOSURE	GRI REFERENCE	LOCATION	EXPLANATION
GHG Emissions continued...		305-4(c)	Scope 3 intensity; 0.13 tonnes CO2e/operating hour	
		305-4(c)	Total intensity; 0.66 tonnes CO2e/operating hour	
		305-4(d)	Gases included in the calculation - CO2, CH4, N2O, HFCs, NF3, SF6 and PFCs (when applicable)*	
		305-4(d)	*Scope 3 Emissions were calculated as a screening level analysis using life-cycle emissions factors that aggregate all emissions into CO2e. Further breakdown of all primary GHG emissions could be made available after a customized assessment of the Scope 3 emissions is conducted.	
Employment Practices	New employee hires and employee turnover	401-1		While not explicitly included in our report, we record hiring and separation for employees, with figures broken down by age bracket, gender and nationality.
	Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2	Page 41, 'Resourceful People' section, 'Employment Practices' page.	All our employees receive medical insurance, our expatriate employees receive life insurance cover.
	Parental leave	401-3	Page 41, 'Resourceful People' section, 'Employment Practices' page, first paragraph.	
	Minimum notice periods regarding operational changes	402-1		We abide by laws of Oman in this respect.
	Average hours of training per year per employee	404-1	Page 42, 'Resourceful People' section, 'Training and Development' page, Training Hours charts.	
	Programs for upgrading employee skills and transition assistance programs	404-2	Page 42, 'Resourceful People' section, 'Training and Development' page.	
	New suppliers that were screened using social criteria	414-1		We are working to ensure that social criteria are included in our supplier screening process.
	Negative social impacts in the supply chain and actions taken	414-2		We are working to identify any negative social impacts in our supply chain and to take action against any identified.

GRI Content Index continued...

GRI STANDARD	DISCLOSURE	GRI REFERENCE	LOCATION	EXPLANATION
Waste	Waste generation and significant waste-related impacts	306-1	Page 30, 'Sustainable Energy' section, 'Waste' page.	
	Management of significant waste-related impacts	306-2	Page 30, 'Sustainable Energy' section, 'Waste' page.	
	Waste generated	306-3	Page 30, 'Sustainable Energy' section, 'Waste' page, 'Waste Generated and Percentage Recycled' charts.	
	Waste diverted from disposal	306-4	Page 30, 'Sustainable Energy' section, 'Waste' page, 'Waste Generated and Percentage Recycled' charts.	
	Waste directed to disposal	306-5	Page 30, 'Sustainable Energy' section, 'Waste' page, 'Waste Generated and Percentage Recycled' charts.	
Anti-corruption	Operations assessed for risks related to corruption	205-1	Page 48, 'Reliable Partner' section heading page, and 'Oversight and Anti-Corruption' page, columns three and four.	
	Communication and training about anti-corruption policies and procedures	205-2	Page 48, 'Reliable Partner' section heading page, and 'Oversight and Anti-Corruption' page.	
	Confirmed incidents of corruption and actions taken	205-3		We currently have no incidents of corruption but will take action if any are identified and confirmed.
Climate Adaptation and Resilience	Financial implications and other risks and opportunities due to climate change	201-2		We are working to incorporate climate related risks into our corporate and operational risk registers.
	Reduction of GHG emissions	305-5	Page 28, First page of 'Sustainable Energy' section, and 'Decarbonisation and Preliminary Emissions Reductions Approaches' page.	
Non-Discrimination and equal opportunity	Proportion of Senior Management hired from the local community	202-2	Page 41, 'Resourceful People' section, 'Workforce Omanisation' chart.	Local community is defined by Abraj as Omani population.
	Parental leave	401-3	Page 41, 'Resourceful People' section, 'Employment Practices' section, 'Parental Leave' paragraph.	
	Average hours training per year per employee	404-1	Page 42, 'Resourceful People' section, 'Training and Development' page, Training Hours charts.	
	Diversity of governance bodies and employees	405-1	Page 41, 'Resourceful People' section, 'Employment Practices' 'Non-Discrimination and Equal Opportunity' paragraph, 'Workforce Omanisation' chart and page 46 'Reliable Partner' section, 'Governance', Board representation charts.	We are working to improve our level of detail in diversity categories.
	Ratio of basic salary and remuneration	405-2		This is an area for improvement, which we aim to report in the future.
	Incidents of discrimination and corrective actions taken	406-1		This is an area for improvement, which we aim to report in the future.

GCC EXCHANGES ESG METRICS

	METRIC	CORRESPONDING GRI STANDARD	PAGES / NOTES
Environment	E1. GHG Emissions	GRI 305: Emissions 2016	25-27
	E2. Emissions Intensity	GRI 305: Emissions 2016	25
	E3. Energy Usage	GRI 302: Energy 2016	25
	E4. Energy Intensity	GRI 302: Energy 2016	25
	E5. Energy Mix	GRI 302: Energy 2016	25, 26
	E6. Water Usage	GRI 303: Water and Effluents 2018	29
	E7. Environmental Operations	GRI 103: Management Approach 2016*	22
	E8. Environmental Oversight	GRI 102: General Disclosures 2016	This is an area we are developing, but our senior management oversee sustainability issues.
	E9. Environmental Oversight	GRI 102: General Disclosures 2016	This is an area we are developing.
	E10. Climate Risk Mitigation	GRI 3-3: Management of Material Topics 2021, 201: Economic Performance 2016	We are working to incorporate climate risk mitigation into our processes.
Social	S1. CEO Pay Ratio	GRI 102: General Disclosures 2016, 405: Diversity and Equal Opportunity 2016	We have not yet reported CEO pay ratio. This is an aspect for future improvement.
	S2. Gender Pay Ratio	GRI 405: Diversity and Equal Opportunity 2016	We have not yet reported gender pay ratio. This is an aspect for future improvement.
	S3. Employee Turnover	GRI 401: Employment 2016	We record employee turnover by age group, and in 2022 increased our workforce by 2%.
	S4. Gender Diversity	GRI 102: General Disclosures 2016, GRI 405: Diversity and Equal Opportunity 2016	35, 41
	S5. Temporary Worker Ratio	GRI 102: General Disclosures 2016	Recorded for HSE metrics, but not explicitly included in this report.
	S6. Non- Discrimination	GRI 103: Management Approach 2016*	41
	S7. Injury Rate	GRI 403: Occupational Health and Safety 2018	38
	S8. Global Health and Safety	GRI 103: Management Approach 2016*	37-39
	S9. Child and Forced Labor	GRI 103: Management Approach 2016*	Not specifically mentioned in this report, but in line with Omani law, there is no child or forced labor in our company our supply chain.
	S10. Human Rights	GRI 103: Management Approach 2016	Not specifically mentioned in this report, but in line with Omani law, human rights are respected in our company and our supply chain.

GCC Exchanges ESG Metrics continued...

	METRIC	CORRESPONDING GRI STANDARD	PAGES / NOTES
Governance	G1. Board Diversity	GRI 405: Diversity and Equal Opportunity 2016	41
	G2. Board Independence	GRI General disclosures 2 2021	46
	G3. Incentivized Pay	GRI General disclosures 2 2021	This is an area for future improvement.
	G4. Supplier Code of Conduct	GRI 204: Procurement Practices 2016, GRI 404: Labor/ Management Relations 2016	43
	G5. Ethics and Prevention of Corruption	GRI 205: Anti-corruption 2016	48
	G6. Data Privacy	GRI General disclosures 2 2021, GRI 418: Substantiated complaints concerning breaches of customer privacy and losses of customer data	Not specifically mentioned in this report, but we maintain data privacy in line with regulatory requirements.
	G7. Sustainability Reporting	GRI 1: Foundation 2021	This is our inaugural sustainability report, in which we aim to transparently report on our material sustainability topics.
	G8. Disclosure Practices	GRI 1: Foundation 2021	We have prepared and published this report in line with GRI requirements.
	G9. External Assurance	*GRI 103: Management Approach 2016 is to be used in combination with the topic specific Standards	Third parties have verified our data and assisted in the preparation of our sustainability reporting.

ABRAJ

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