ABRAJ
ENERGY SERVICES

2024
Annual Report

Driving Growth,
Creating Lasting Impact



From the royal testimonies

“ Developing the investment and business environment is a fundamental necessity to drive the nation’s development. Therefore, we have directed the government to provide more necessary facilities, competitive incentives, and a supportive investment environment to facilitate business operations. This will ensure the diversification of our national economy, achieve sustainable growth, and create more job opportunities in various economic and service sectors. These efforts aim to make the country an attractive investment destination and further integrate it into the global economic system”.

Sultan Haitham bin Tarik
2025 ,11 January



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Chairman's Message



Ayad Al Balushi

Chairman, Abraj Energy Services

Chairman Message

Strengthening Our Foundations, Shaping Our Future

Dear Shareholders,

Reflecting on another pivotal year in Abraj's journey, I am filled with deep pride in what we have accomplished together. Amid a dynamic global energy landscape, Abraj Energy Services has continued to chart a course defined by resilience, innovation, and strategic ambition.

Building on the momentum of our successful IPO, 2024 marked a significant period of consolidation and growth. We fortified our operational foundations, expanded our regional footprint, and reinforced our financial stability, all while delivering sustainable value to our shareholders, clients, employees, and the wider community.

Our financial results stand as a testament to this progress: Revenue rose to OMR 151.6 million, Profit After Tax (PAT) increased to OMR 16.9 million, and our EBITDA remained robust at OMR 53 million. Additionally, our contractual backlog remains solid above OMR 500 million, providing a strong platform for sustained growth.

Operational excellence, innovation, and a steadfast commitment to safety continue to define our journey. In 2024, we proudly achieved another year without Lost Time Incidents (LTI), maintaining best-in-class HSE performance across all our operations.

Our employees—our greatest asset—continue to inspire us with their dedication, ingenuity, and relentless spirit. Their contributions fuel our aspirations and form the bedrock of Abraj's enduring success.

Looking ahead, we remain committed to reinforcing our financial strength, sustaining operational excellence, and deepening the trust of our stakeholders. With a strong foundation in place, Abraj is well-positioned to continue delivering long-term value, contributing to Oman's economic growth, and seizing opportunities for responsible advancement in the energy services sector.

On behalf of the Board of Directors, I extend my sincere gratitude for your continued trust and partnership. We will continue shaping a future of progress, prosperity, and shared success.

Ayad Al Balushi
Chairman

CEO
Message



Eng. Saif Al Hamhami

CEO, Abraj Energy Services

CEO Message

Empowering Growth, Embracing Tomorrow

Dear Shareholders, Partners, and Colleagues,

With immense pride and gratitude, I share with you the journey of Abraj Energy Services in 2024—a year marked by operational breakthroughs, regional expansion, and enduring resilience.

This year, we expanded our footprint beyond Oman with the successful commencement of drilling operations in Kuwait under Wafra Joint Operations, demonstrating Abraj's growing regional leadership. Our operational efficiency continued to excel, achieving over 86% drilling rig utilization and 100% workover rig utilization while maintaining an outstanding health and safety record with another year free of Lost-Time Incidents (LTI).

Our Well Services division also reached new heights, achieving over 98% operational efficiency and securing major tenders, reinforcing our reputation for technical excellence and customer satisfaction.

While the energy sector continues to face dynamic market conditions, Abraj maintained a stable revenue performance in 2024—driven by strong client partnerships, disciplined operational execution, and expansion into new markets. Our ability to secure new contracts and deliver high service availability contributed meaningfully to this outcome, reinforcing the reliability and competitiveness of our value proposition.

Beyond operational achievements, Abraj proudly reaffirmed its deep-rooted commitment to Oman's national growth. In 2024, the company contributed OMR 61 million in ICV, including OMR 16 million directed toward SMEs. We also invested OMR 112,500 in CSR initiatives, supporting causes across five core areas: community engagement, education, youth empowerment, innovation and technology, and environmental sustainability. These efforts reflect our commitment to delivering long-term value to society, not only through economic contribution but also through impactful community engagement.

Internally, we strengthened our governance practices, advanced digitalization efforts, and prioritized the growth and engagement of our people. Our workforce—comprising over 93% Omanis—continues to be the heartbeat of Abraj's success.

I extend my deepest gratitude to all those who have contributed to Abraj's journey—our shareholders for their trust, our clients for their partnership, and our employees for their dedication and hard efforts. Together, we will continue to chart a path of sustainable growth and enduring impact.

Saif Al Hamhami
Chief Executive Officer

A Year of
Milestones and Growth

ALWAYS SAFE

- **3 Years**
  without a Lost Time Incident (LTI) by working 30million man-hour
- **18 Engagement Sessions**
  13 HSE Campaigns & 5 HSE Forums
- **18 safety procedures**
  Reviewed & updated in 2024
- **12 HSE Advisors**
  completed inspection certification

GROWTH & EXPANSION

- **New Markets**
  Prequalified in 3 new countries
- **Strategic Contracts**
  with Shell, TotalEnergies & PDO
- **Kuwait Operations**
  Commenced Operations of 2 Rigs
- **New Business Line**
  Cementing & Stimulation Business

FINANCIAL MILESTONES

- **OMR 151.6M**
  Revenue: up 5.1% YoY
- **OMR 53M**
  EBITDA: maintained strong 35%
- **OMR 16.9M**
  PAT: 0.02% increase YoY
- **OMR 580M**
  Contractual Backlog: strong pipeline sustains growth

ICV & NATIONAL IMPACT

- **OMR 423.5M**
  2024-2020
- **OMR 61M**
  Local Spend in 2024
- **OMR 16M**
  SME Spend in 2024
- **112 OMR**
  CSR Initiatives

OUR PEOPLE

- **2,689 employees**
  Total Workforce (25 nationalities)
- **93%**
  Omanisation
- **21,000+ man-days**
  Training: 2,400+ training programs
- **60 Interns**
  OPAL & SQU Internships

INNOVATION & TECHNOLOGY

- **6 SPE technical papers**
  R&D Publications
- **Launched e-Procurement**
  Digital Transformation
- **Technology Edge**
  Expanded NOVOS & Iron Roughneck deployment
- **2M liters**
  Reduced diesel consumption vs 2023

About Abraj
Energy Services

Established in 2006, Abraj Energy Services has emerged as Oman's premier provider of onshore drilling and well services



About Abraj
Energy Services

Established in 2006, Abraj Energy Services has emerged as Oman's premier provider of onshore drilling and well services, boasting one of the youngest and most advanced drilling fleets in the GCC. Driven by innovation and a commitment to operational excellence, Abraj offers a comprehensive range of services, including cutting-edge drilling, cementing, hydraulic fracturing, and well-intervention solutions. As the first MENA-based company to provide integrated fracturing services, Abraj plays a pivotal role in advancing unconventional deep tight gas wells. Guided by sustainability and safety, the company continues to deliver world-class engineering solutions to local and global clients while supporting Oman's progress in the energy sector.

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.

OUR MISSION

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.

GUIDING PRINCIPLES

- SAFETY AND INNOVATION
- CONTINUOUS IMPROVEMENT
- SUSTAINABILITY
- SUPPORT FOR LOCAL BUSINESSES

The Board



Ayad Al Balushi
Chairman



Ahmed Al Azkawi
Board Member



Ashraf Al Mamari
Board Member



Ben Charbit
Board Member



Mashael Yaseen
Board Member



Khamis AL Saadi
Board Member



Sadhak Bindal
Board Member



Azzam Al Kiyoumi
Board Secretary

Management team



Saif Al Hamhami
Chief Executive Officer



Zahran Al Kindi
Chief Operating Officer



Lakshmi Rajan
Chief Financial Officer



Hilal Al Siyabi
Chief People & Culture



Dr. Abdul Raouf Al Tobi
General Counsel



Salah Al Harthy
Director of Business Development



Saif Al Hussaini
Drilling & Workover Director



Dr Ilyas Ahmed
HSE Manager



Fuad ALHaidari
Well Services Manager

Driving Succes
Strategic Accomplishments

Abraj Energy Services has achieved remarkable milestones in drilling, HSE, and well services, delivering operational excellence and superior performance



2024 Outcomes

Prioritizing Safety, Advancing Drilling, Elevating Well Services

In 2024, Abraj Energy Services reinforced its role as a key driver of safe, efficient, and innovative energy solutions in Oman. Guided by a strong commitment to Health, Safety, and Environment (HSE) excellence, we advanced our drilling capabilities and continued to lead the market in well services. Our achievements this year underscore a strategic vision rooted in operational integrity, technological advancement, and sustainable impact—delivering real value to our clients and contributing meaningfully to Oman's energy future.

Championing HSE Through Every Operation

At the core of our operations lies an unyielding dedication to HSE standards. In 2024, Abraj deepened its safety culture across all service lines, implementing advanced monitoring systems and proactive risk management practices. Our team's safety performance reflects a zero-compromise approach that protects our people, the environment, and our partners' assets. The integration of digital HSE platforms also helped streamline incident reporting and real-time risk analysis, reinforcing accountability and continuous improvement across our sites.

Drilling: Innovation on a Global Stage

This year marked a pivotal period for Abraj's drilling division. We showcased our technical expertise on the global stage, presenting a landmark paper on digitalization in drilling at the IADC Drilling Caspian 2024 Conference & Exhibition. This work emphasized our push toward safer and more sustainable drilling practices through technology and data-driven decision-making. In 2025, our continued influence will be highlighted again, with an upcoming paper on well integrity approved for presentation—solidifying Abraj's position as a thought leader in drilling innovation.

Well Services: Regional Growth and Leadership

Abraj maintained its leadership in well services, with major advances in cementing and hydraulic fracturing. We executed high-impact operations in high-end gas wells for PDO, proving our capability in managing complex reservoirs under challenging conditions. Our cementing services recorded significant growth, driven by improved asset utilization and market share. New technologies such as the **"Abraj LITE" lightweight** cement system and **Self Consolidated Proppant** played a crucial role in enhancing well integrity and long-term production.

Our Path Forward

As we build on the momentum of 2024, Abraj Energy Services remains committed to integrating HSE excellence, technical innovation, and service reliability across all operations. Together with our talented team and valued partners, we are shaping a resilient and sustainable energy future for Oman—one well at a time.





Health, Safety, and Environment (HSE)

Sustaining Excellence Through Prevention and Engagement – 2024 Highlights

In 2024, Abraj reaffirmed its dedication to safeguarding the health and safety of its workforce and preserving the environment by implementing a rigorous suite of safety protocols, proactive HSE engagements, and targeted awareness programs. These efforts led to a notable reduction in workplace incidents and underscored our steadfast commitment to fostering a culture where safety is not only a priority but a shared responsibility.

Strategic Safety Achievements

Throughout the year, several significant safety milestones were reached, reflecting the depth of our operational discipline:

Three Consecutive Years Without Lost Time Injuries (LTI) Across All Units

All operating units maintained three full years free from any LTI, reinforcing the consistency of our safety systems and behavioral safety culture.

Six Units Surpassing Ten Years Without LTIs

This remarkable achievement showcases long-term adherence to safety best practices and proactive risk management at the operational level.

Thirteen Units Achieving the 5-Year 'Goal Zero' Benchmark

These units maintained an unbroken record of safety performance, highlighting sustained operational excellence and an embedded safety-first mindset.

Stakeholder Engagement and Capacity Building

Recognizing the importance of inclusive engagement in maintaining high safety standards, the HSE department conducted a series of workshops and forums aimed at fostering communication, compliance, and collective ownership of safety responsibilities. **These included:**

CCTV Workshops and Supervisory Engagements

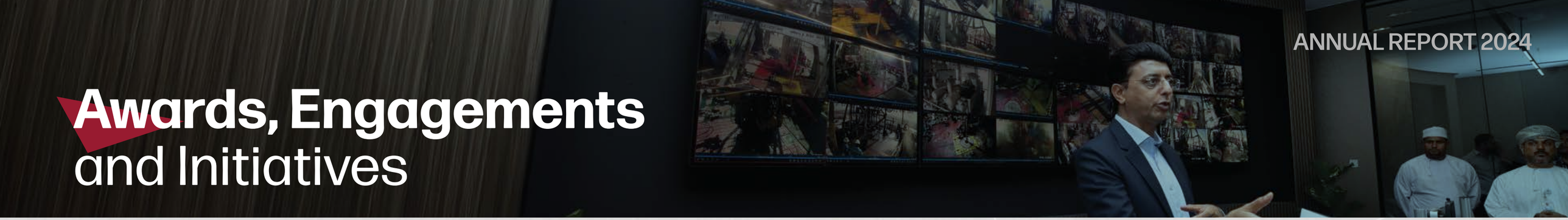
Aimed at improving safety monitoring and regulatory compliance through the use of visual safety data and practical field discussions.

HSE Forums with Drivers, Journey Managers, and Business Partners

Designed to cultivate a shared commitment to safety through collaborative dialogue and continuous feedback.

Industry Leadership and Global Recognition

Abraj's performance in HSE did not go unnoticed on the global stage. Among 79 Shell rigs worldwide, Abraj secured a dominant presence in the Top 10 and proudly achieved first place in HSE performance. This recognition is a powerful testament to the strength of our systems, the commitment of our teams, and the maturity of our safety culture.



Awards, Engagements and Initiatives

Fostering a Culture of Safety through Recognition, Knowledge Sharing, and Communication

Abraj's HSE demonstrated its leadership and innovation in safety management throughout 2024 by actively participating in industry events, earning international accolades, and investing in education and awareness programs that reached all levels of the organization.

Recognitions & Awards

- **Presentation of the Abraj CCTV Support Center** at the IADC Middle East Conference, showcasing innovation in operational monitoring.
- **Gold Award** for the CCTV Support Center and **Silver Award** for the HSE Management System at the ASSP GCC HSE Forum.
- **PDO HSE Contractor Award** for excellence in Personal Safety and Health Projects linked to the CCTV initiative.
- **Recognition at the OPAL Knowledge Exchange Forum** for excellence in contractor safety management practices.

A broad spectrum of internal and external engagements was organized to disseminate knowledge, build capacity, and reinforce safety behavior:

Engagements an Industry Participation

- Four dedicated engagement sessions with site supervisors.
- Four Job Safety Analysis (**JSA**) workshops focused on hazard identification and mitigation.
- Three comprehensive Control of Work training sessions.
- Two Journey Management forums aimed at optimizing transport safety protocols.
- Two specialized workshops analyzing **CCTV** footage with field leaders (Tool Pushers, Drillers, Assistant Drillers).
- Four forums conducted with Level-One contractors to ensure alignment on safety expectations.
- Collaborative awareness sessions conducted with the International College of Engineering & Management, promoting safety culture among engineering students.

Communication & Awareness Initiatives

Driving a culture of safety through knowledge, clarity, and continuous learning

The Annual HSE Performance Report (2023)
Developed and distributed across all operational units, summarizing key safety metrics and learnings.

HSE Newsletter Series
Four editions of the HSE newsletter were distributed to reinforce ongoing initiatives and celebrate achievements.

Behavior-Based Safety (BBS) – SoLOOK!
Revised and formally endorsed by PDO to support safer behavioral practices in the field.

Road Safety & Compliance Letter
Issued to all drivers outlining expectations and consequence management for traffic safety.

Hazard ID & Onboarding Guides
New editions of the Abraj Hazard ID Book and Derrickman Onboarding Program released and implemented across all rigs.

Incident Learning Book
A consolidated reference documenting 2023 incidents and key takeaways for continuous learning.

Pipe-Cat Incident Learning Toolkit
Targeted learning tools designed to address operational risks in specific equipment handling.

Role Clarification Documents
Clear definitions created for Radio Operators and Journey Managers to reduce role ambiguity.



Drilling

Driving Operational Excellence and Innovation Across the Region

In **2024**, Abraj continued to reinforce its leadership in the drilling and workover sector, delivering high-performance, value-driven solutions to upstream partners across the Middle East. With a diversified portfolio and an unwavering focus on safety, efficiency, and innovation, Abraj's Drilling Services business achieved key milestones that underscore our commitment to operational excellence.

Leading with Technology and Innovation

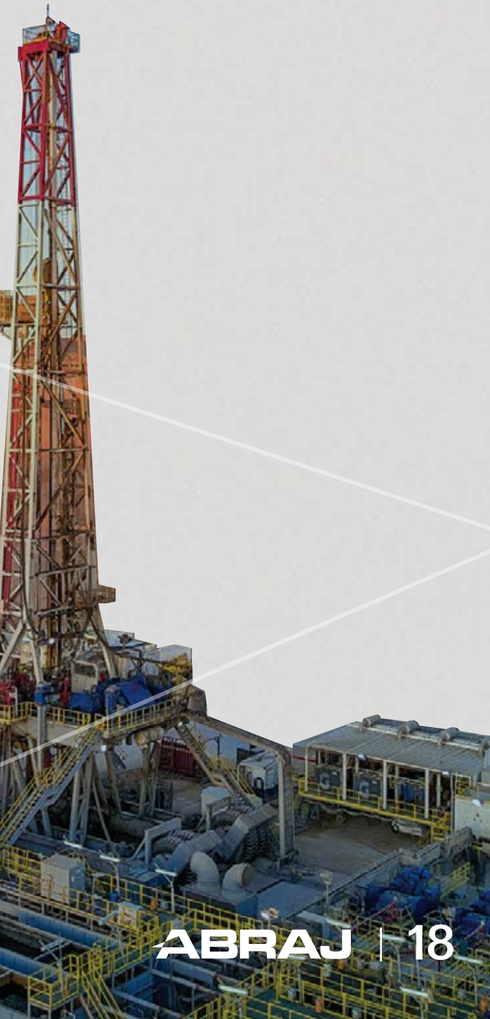
Abraj's competitive edge lies in its ability to integrate cutting-edge technologies across all aspects of its drilling and workover operations. The company continues to invest in digitalization, automation, and real-time data analytics to enhance safety, optimize rig performance, and reduce non-productive time (NPT).

Strategic Expansion in Kuwait

In 2024, Abraj Energy Services achieved a significant milestone by commencing its first international operations in Kuwait's Wafra Oil Field. The first rig became operational in March 2024, followed by the second rig in July 2024, both ahead of schedule. These deployments were part of a comprehensive contract with Kuwait Gulf Oil Company (KGOC) and Saudi Chevron, reflecting Abraj's commitment to delivering efficient and reliable drilling services.

The newly deployed 1500 HP fast-moving drilling rigs are equipped with advanced features, including AI-driven drilling technology and automated rig packages, ensuring optimal performance and safety. The early commencement of these rigs underscores Abraj's operational excellence and ability to meet stringent project timelines, further solidifying its position as a leading provider of oil and gas services in the region.

This strategic expansion not only marks Abraj's readiness to compete in regional markets but also demonstrates its dedication to fostering strong partnerships and contributing to the energy sector's development in the Gulf region.



Key Technological Advancements:

Digital Rig Monitoring Systems

Real-time performance tracking enables predictive maintenance, immediate troubleshooting, and improved operational transparency.

RigMove Simulation & Planning Tools

These tools significantly reduce rig move times, enhance logistical efficiency, and minimize downtime between wells.

Advanced Well Control Systems

Integrated safety and well control mechanisms ensure operational integrity, even in complex drilling environments.

Zero-Emission & Low-Carbon Equipment Pilots

As part of its environmental stewardship, Abraj is piloting energy-efficient rig engines and emission-reducing technologies in selected rigs.

Human Capital and Local Empowerment

Abraj continues to prioritize national workforce development and capacity building, with a strong emphasis on local employment in Kuwait. The company launched comprehensive onboarding and training programs tailored to Kuwait-based operations, ensuring knowledge transfer and alignment with local regulatory frameworks.

Performance Metrics and Operational Highlights

%100 LTI-free operations

Across Kuwait and Oman during the year, reflecting the effectiveness of Abraj's rigorous HSE protocols.

Average rig uptime of %98.7

exceeding client benchmarks and industry norms.

Over 130 wells drilled and worked over

supporting national energy objectives in both new and mature fields.



Well Services
and Projects

In 2024, Well Services maintained strong operational performance, focusing on its core services: Cementing and Integrated Hydraulic Fracturing. Leveraging a fleet of 8 cementing packages, Well Services provided high-quality services on a call-out basis to PDO and other clients. The company successfully secured a significant portion of the cementing market, retaining nearly 20% market share in Oman, driven by winning PDO's major cementing contract.

Well Services also operated an Integrated Fracturing Services (IFS) fleet with PDO and, by year-end, deployed a second IFS fleet to support Abraj's first gas fracturing campaign with our major client, PDO. Well Services currently holds nearly 30% of the market share of the fracturing business in Oman.

Innovation at the Heart of Progress

2024 was a year of innovation for Abraj. We expanded our fracturing operations into high-pressure gas wells, setting new industry standards for safety and performance. Additionally, we introduced cutting-edge technologies, including the AbraLITE lightweight cement system and advanced proppant systems like scale-inhibited and self-consolidated proppants. These innovations not only enhance operational efficiency but also deliver long-term value to our clients by improving well integrity and productivity.

Abraj Energy Services has achieved remarkable milestones in drilling, HSE, and well services, delivering operational excellence and superior performance. From cutting-edge rig technologies to industry-leading safety standards and innovative well solutions, Abraj continues to set benchmarks in the energy sector.

Projects

- Successfully deployed an engine management system to optimize fuel efficiency.
- Currently studying the implementation of a bi-fuel system for engines to reduce emissions further.
- Exploring using a Battery Energy Storage System (BESS) to enhance energy efficiency.
- Transitioned to more efficient engine models (C to B), reducing fuel consumption and emissions.
- Conducting feasibility studies for a camp solar system to integrate renewable energy solutions.
- Exploring oppurtonities to replace diesel fuel by natural Gas to reduce carbon emissions.



Unlocking Revenue
Maximizing Profitability

In 2024, Abraj Services achieved remarkable milestones, underscoring our commitment to growth, operational excellence, and stakeholder value. Our revenue increased by OMR 7.3 million, reflecting a 5.1% year-over-year (YOY) growth, while our EBITDA improved by 2%, demonstrating our dedication to operational efficiency. Strategic debt management led to significant interest cost savings of 5% and improved loan tenors, enhancing our financial flexibility and cash flow. We are proud to announce the distribution of the highest dividend in Abraj's history—OMR 17 Million, translating to an EPS of 0.220—reaffirming our commitment to delivering exceptional shareholder value. Additionally, we obtained a Sharia compliance certificate in alignment with AAOIFI standards, reinforcing our commitment to ethical and responsible business practices.

Furthermore, we successfully complied with all MSX financial disclosure requirements, including the submission of the Annual 2023 report, quarterly reports for 2024, and conducting two investor presentations, ensuring transparency and timely communication with our stakeholders. These achievements reflect our unwavering dedication to excellence, innovation, and sustainable growth.



Highlights On
Achievements 2024

Alizz Islamic Bank – Strategic Financial Partnership

In 2024, Abraj signed a Sharia-compliant financing agreement with Alizz Islamic Bank to support the delivery and operations of our Kuwait drilling rigs. This collaboration not only secured critical financial backing but also demonstrated our commitment to structured, ethical growth strategies and regional expansion support.

Effective Risk Recovery

Abraj successfully claimed approximately OMR 1 million through its risk coverage, following a fair loss incident related to Hoist02. This achievement underlines our proactive risk management approach and the effectiveness of our insurance measures in ensuring business continuity and financial resilience.

Muscat Stock Exchange (MSX) – Commitment to Transparency

In alignment with our investor relations strategy, Abraj fulfilled all MSX disclosure requirements in 2024, including the timely submission of the 2023 Annual Report and quarterly financials. We also conducted two structured investor briefings in line with MSX guidelines, reinforcing our dedication to transparency, governance, and stakeholder engagement.



Sustainability
Leading with Responsibility

Leading with Responsibility



Sustainable Horizons

Sustainability—meeting today's needs without compromising future generations—is at the heart of Abraj's operations. In 2024, we advanced this commitment through innovative technologies and eco-friendly practices, reducing emissions, conserving resources, and fostering a greener future for Oman and beyond.

At Abraj Energy Services, sustainability is a core pillar of our operations. It guides our efforts to reduce environmental impact, empower our people, and contribute to the communities we serve.

Quick Wins:

1. Introduced paperless invoicing to streamline processes and reduce waste.
2. Replaced conventional lighting with energy-efficient LED lights across drilling sites.
3. Implement Reed Box system, a compact sewage wastewater & sludge treatment system
4. Installed solar heaters in camps to reduce energy consumption.
5. Conducted studies on the durability of solar tower lights for future implementation.
6. Initiated tree planting campaigns in camps to promote environmental stewardship.



Emissions: Reducing Our Environmental Footprint

Abraj has made significant strides in reducing greenhouse gas (GHG) emissions through innovative solutions:

RIG OPERATIONS

Recognizing that 90% of our emissions come from diesel generation, we implemented key measures to address this:

- Electrifying the main camp by connecting it to the electricity grid, reducing on-site electricity generation by 10%.
- Installing power factor correction units on older rigs, recovering 10% of wasted energy, and enhancing overall efficiency.

RIG DESIGN

- Introducing new mechanized rigs has reduced GHG emissions by 20%.

WASTE WATER

- We reduced our water treatment in our headquarters by a total of nearly 21%in 2024, in comparison with 2023.

GHG EMISSION

- We have reduced our Total GHG emissions by 8% in 2024 in compare to 2023.

GHG TARGET

- Our current GHG reduction target is 7% by 2030 from our 2021 base year, aligned to Oman's Nationally Determined Contribution ('NDC')

ENERGY REDUCTION

- Our Energy Consumption is reduced by 3% in 2024 compared to 2023

Well Services: Sustainable Resource Management

In our Well Services operations, we have transitioned to using Well Site Water (WSW) for slurry mixing in specific locations. This reduces logistical costs and minimizes the use of valuable freshwater resources. This initiative underscores our commitment to sustainable resource management and operational efficiency

These efforts reflect Abraj's dedication to sustainability, innovation, and responsible energy practices. They position us as a leader in the industry and contribute to a greener future.

In-Country Value
Strengthening Communities

Abraj Energy Services has made remarkable contributions to the Omani economy, generating over RO 850 million (USD 2.2 billion) in In-Country Value.





Key ICV Metrics (2024)

Abraj Energy Services has made remarkable contributions to the Omani economy, generating over RO 850 million (USD 2.2 billion) in In-Country Value (ICV) since 2020. Our unwavering commitment to fostering economic growth is reflected in the ICV index, which has reached an impressive 63% in 2024. This achievement underscores our dedication to strengthening Oman's economic fabric and creating lasting value for the nation.

111.65	61.22	8.09	63%	61.22	15.79	21%
Million OMR	Million OMR	Million OMR	Percent	OMR	OMR	Percent
TOTAL SPEND	LOCAL SPEND	MADE IN OMAN VALUE	ICV INDEX	ICV RETAINED VALUE	SME SPEND	SME Percentage

By embedding ICV principles into our operations, we continue to empower local enterprises, enhance supply chain resilience, and contribute to Oman's long-term economic vision.

People: Empowering the Next Generation

We are committed to developing Omani talent through programs that transform fresh graduates into skilled professionals. Our initiatives include training for roles such as rig managers, petroleum engineers, mechanics, electricians, and safety engineers, ensuring a sustainable pipeline of expertise for the energy sector. Additionally, our Corporate Social Responsibility (CSR) projects and In-Country Value (ICV) initiatives reinforce our dedication to social and economic development.

People
At The Core

At Abraj Energy Services, our people are at the heart of everything we do. We take pride in fostering a diverse, inclusive, and empowering workplace that reflects our commitment to Oman's national development and the well-being of our employees.

Workforce Overview (2024):

2,575
Total Employees in Oman

133
Kuwait Headcount

2,387
Omani Employees

42
Female Employees

20
Nationalities Represented

Training and Development Initiatives

As part of our commitment to nurturing future talent and equipping the next generation with essential industry skills, Abraj's Training Department has provided invaluable workplace exposure to **114 graduates and students in 2024**. Key initiatives include:

Fursa
Internship Program (Sponsored by Abraj):
Provided 80 opportunities in total, including 22 interns at the head office and 58 interns in the field.

Eidad
Program (Sponsored by PDO):
A 10-month program that supported 7 final-year students with hands-on training at the head office.

Ruwad
Program (Sponsored by BP):
A 12-month program that offered 27 opportunities, including 12 graduates at the head office and 15 graduates in the field.

Training
and Competency Development

We are dedicated to enhancing the skills and capabilities of our workforce through targeted training and competency development programs. Key achievements in 2024 include:

Type	Assessment Type	persentage
Functional Competencies	Mployee Assessments	%91
	Supervisor Assessments	%90
	Assessor Assessments	%57
Core Competencies	Overall Assessments	%64
Leadership Competencies	Overall Assessments	%94
Competency Development Plans	Overall Creation	%48
Competency Map Development		Completed

Training and competency development programs achievements in 2024

Training Impact and Savings

Our training initiatives have delivered significant value, both in terms of employee development and cost efficiency:

Cost Savings:

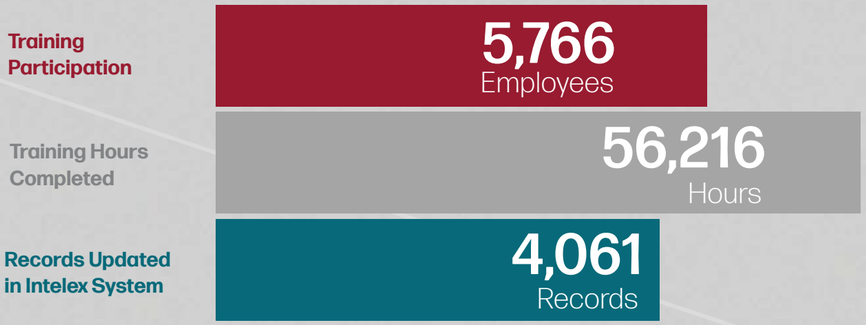
saved through online and field training programs

16,800 OMR

achieved through optimized refresher courses

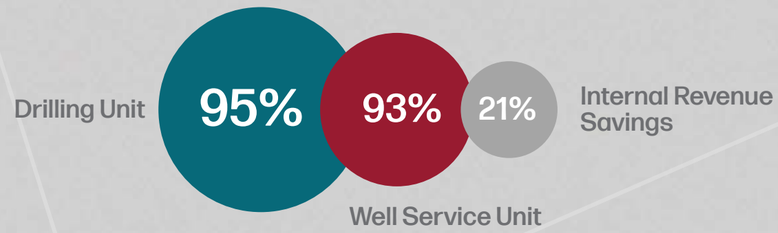
21% savings

Employee Development Chart



Omanisation was a key focus area for Abraj Energy Services in 2024, with 2,387 Omani employees now forming the majority of our 2,575-strong workforce in Oman. This year, we accelerated the development of fresh national talent through structured programs, providing workplace exposure to 114 Omani graduates and students across critical functions in Well Services. Notably, the Fursa Internship Program offered 80 placements, while Eidad and Ruwad programs supported a combined total of 34 trainees with practical training at both the head office and in the field. These efforts not only strengthened our national workforce but also received strong positive feedback from clients, affirming the success of our Omanisation

Operational Excellence in Training



CSR
Empowering Lives, Enabling Impact

At Abraj Energy Services, Corporate Social Responsibility (CSR) is more than a mandate – it is a reflection of our belief in shared progress, social equity, and inclusive development. In 2024, Abraj proudly invested OMR 112,500 across high-impact programs aligned with Oman Vision 2040, driving value through community engagement, youth empowerment, education, innovation, and social inclusion.

These initiatives represent our deep-rooted commitment to uplift vulnerable segments, support public health, promote safety, and enable the future leaders of Oman. Through strategic collaborations with public institutions and non-profits, Abraj continues to be a catalyst for positive change.

2024 CSR Key Initiatives

1. Fostering Youth Innovation with Injaz Oman

Abraj served as the Silver Sponsor of the 2024/2023 Student Company Program and Competition, organized by Injaz Oman. The program empowered over 2,300 students from 72 schools and colleges, offering a platform to cultivate entrepreneurial thinking, innovation, and sustainability. This initiative underlined Abraj's ongoing investment in nurturing Oman's next generation of changemakers.







Key CSR Initiatives (2024)

2. Supporting Road Safety with ROP During Gulf Traffic Week

As part of our commitment to public safety, Abraj supported the GCC Traffic Week 2024, organized by the Royal Oman Police in Al Dhahirah Governorate. Under the theme "Driving Without a Phone", the campaign aimed to raise awareness of distracted driving dangers. Our sponsorship reflected our belief in shared responsibility for road safety and responsible behavior.



3. Easing Healthcare Burdens for Vulnerable Families

Through a Memorandum of Understanding with the Royal Hospital, Abraj sponsored the acquisition of essential medical devices for patients from low-income and social security backgrounds. This impactful initiative addressed urgent health needs and demonstrated Abraj's care-driven approach to CSR in the healthcare sector.



4. Empowering the Visually Impaired in North Al Batinah

In collaboration with the Al Noor Association for the Blind, Abraj sponsored a specialized training and rehabilitation program for 100 blind men and women in North Al Batinah Governorate. The initiative focused on practical skill development, empowerment, and social reintegration, ensuring equal opportunities for individuals with visual impairments.



Events



Participation at International Petroleum Technology Conference (IPTC) in Al Dahran,KSA

12-14, February 2024



Sharia' Compliant Announcement event

28 March 2024



Participation at Oman Petroleum and Energy Show (OPES)

22-24, April 2024



MOU with Sonatrach

22-24, April 2024



Town Hall Meeting

18, July 2024



Signing Ceremony with OPAL

3, September 2024



Client Engagement Event - Kuwait

29, October 2024



Signing Ceremony with BP and OPAL

23, September 2024



Signing Carmony of National training program 'Eidad '

24, September 2024



National Day Celebration

18, November 2024



Participation at IADC drilling conference

10-11, December 2024

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