

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 of the letter 'A'.

**ABRAJ**

# **SUSTAINABILITY REPORT 2024**

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

[abrajenergy.com](http://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.



**Ayad Al Balushi**  
Chairman

## 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 2024, 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 2023 data where possible to provide context for our 2024 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.



**Saif Al Hamhami**  
Chief Executive Officer

## Message from the CHIEF EXECUTIVE OFFICER

I am honored to present our inaugural Sustainability Report—an important milestone in our ongoing journey as Oman’s leading energy services company. This report reaffirms our commitment to responsible and sustainable business practices, aligned with our vision of being a world-class, service-driven organization.

At Abraj, we embrace the concept of Estidama “the Arabic word for sustainability” which embodies our dedication to integrating sustainability into everything we do. Oman has a rich tradition of sustainability woven into its culture, and we take pride in carrying that legacy forward through our work.

As part of the oil and gas industry, we recognize the significant impact our drilling and well services activities can have on both the environment and Oman’s economy. That is why we operate responsibly, in close partnership with our customers, striving to minimize our environmental footprint while delivering positive social outcomes and sustainable shareholder returns.

This report offers a comprehensive overview of our sustainability efforts, highlighting key achievements, areas for improvement, and our commitment to environmental, social, and governance (ESG) principles. It outlines our sustainability goals, targets, and the initiatives we are implementing to achieve them. At Abraj, continuous improvement is at the heart of our operations, and I am confident that our talented and resourceful team will continue to set new benchmarks in sustainability performance.

Sustainable business practices are not just a responsibility, they are an opportunity. By embracing sustainability, we enhance operational efficiency, reduce costs, and strengthen our relationships with stakeholders, ultimately driving long-term success.

I hope this report provides valuable insights into our sustainability journey and the Estidama spirit that guides us forward.

# CONTENTS

## INTRODUCTION TO ABRAJ.....6

|   |    |
|---|----|
| Abraj at a glance.....  | 7  |
| Our Approach to Sustainability.....                               | 8  |
| Our ESG Commitment.....   | 9  |
| Abraj's Estidama Journey .....                                    | 10 |
| Abraj 2024 Sustainability Performance .....                       | 11 |
| Scope of this Report.....   | 12 |
| An Energy Services Company at a time of Energy in Transition..... | 15 |
| Sustainability Materiality Matrix.....                            | 18 |
| Sustainability Highlights .....                                   | 19 |
| Sustainability Strategic Priorities .....                         | 20 |

## SUSTAINABLE ENERGY .....21

|   |    |
|---|----|
| Continuous Improvement ('CI') .....                                   | 24 |
| GHG Emissions.....  | 25 |
| Scope 1 and Scope 2 Emissions .....                                   | 26 |
| Scope 3 Emissions .....   | 27 |
| Decarbonisation and Preliminary Emissions Reductions Approaches ..... | 28 |
| Water .....   | 29 |
| Waste .....   | 30 |
| Asset Integrity and Critical Incident Management.....                 | 31 |
| Biodiversity and Environmental Protection .....                       | 32 |
| Climate Adaptation and Resilience .....                               | 33 |

## RESOURCEFUL PEOPLE.....34

|  |    |
|--|----|
| Social Initiatives.....  | 36 |
| Hazard Identification, Risk Assessment and Incident Investigation..... | 37 |
| Safety.....  | 38 |
| 2024 Safety Performance .....  | 39 |
| Abraj Eyes .....   | 40 |
| Employment Practices.....  | 41 |
| Training and Development.....  | 42 |
| Corporate Social Responsibility.....                                   | 43 |
| Information Security, Digitalization & Artificial Intelligence.....    | 44 |

## RELIABLE PARTNER .....45

|                                    |    |
|------------------------------------|----|
| Governance .....                   | 47 |
| Oversight and Anti-Corruption..... | 48 |
| Senior Management .....            | 49 |
| Economic Impacts .....             | 50 |

## ESTIDAMA JOURNEY .....51

|                                  |    |
|----------------------------------|----|
| Estidama Roadmap .....           | 53 |
| Glossary and Abbreviations ..... | 54 |
| GRI Content Index .....          | 55 |
| GCC Exchanges ESG Metrics .....  | 63 |

**ABRAJ**

# **INTRODUCTION TO ABRAJ**

[abrajenergy.com](http://abrajenergy.com)

# ABRAJ AT A GLANCE

|   |  |  |
|---|--|--|
| <p><b>27</b><br/>Drilling rigs</p> <p><b>5</b><br/>Working rigs</p> <p>LEADING MARKET POSITION</p>  | <p><b>9.4 years</b><br/>Drilling rigs average age<sup>2</sup></p> <p><b>11.4 years</b><br/>Working rigs average age<sup>2</sup></p> <p>LEADING MARKET POSITION</p> | <p><b>333</b><br/>Average annual wells between 2022-2024</p> <p>OPERATIONAL EXCELLENCE</p>   |
| <p><b>25%</b><br/>2024 Drilling market share by number of contracted onshore drilling rigs<sup>1</sup></p> <p>LEADING MARKET POSITION</p> | <p><b>RO 16.9 M</b><br/>Net profit (2024)</p> <p>LEADING MARKET POSITION</p>   | <p><b>8040+ km</b><br/>Drilling distance since 2007</p> <p>OPERATIONAL EXCELLENCE</p>  |
| <p><b>RO 591 M</b><br/>Worth of order backlog for the year closing 2024<sup>6</sup></p> <p>ROBUST FINANCIAL PERFORMANCE</p>               | <p><b>RO 151.6 M</b><br/>Revenue (2024A)</p> <p>ROBUST FINANCIAL PERFORMANCE</p>   | <p><b>0.76%</b><br/>NPT<sup>3</sup></p> <p><b>0</b><br/>LTIF<sup>4</sup></p> <p><b>0.19</b><br/>TRCF<sup>5</sup></p> <p>OPERATIONAL EXCELLENCE</p> |
| <p><b>15%</b><br/>CAGR (2010-2024A)</p> <p>ROBUST FINANCIAL PERFORMANCE</p>   | <p><b>RO 89.54m</b><br/>Net Debt (2024A)</p> <p><b>1.7x</b><br/>Net Debt/EBITDA (2024A)</p> <p>ROBUST FINANCIAL PERFORMANCE</p>                                    | <p><b>+2700</b><br/>Employees</p> <p>OPERATIONAL EXCELLENCE</p>  |

1. As measured by the number of contracted operating drilling rigs in Q4 2024
2. As at 31 December 2024
3. Non-productive time is calculated as actual non-productive hours / Cumulative rig hours (2024A).
4. Lost Time Injury Frequency (2024A).
5. Total Recordable Case Frequency (2024A).
6. Number of operating rig months divided by total available rig months (As at 31 December 2024).



# 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 USD 371.7 million of in-country value for 2023 & 2024"

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 report our first sustainability report in 2022 and preparing to report the same in 2024 for the 2023 and 2024 taking into considerations improving the reporting criteria year after year 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



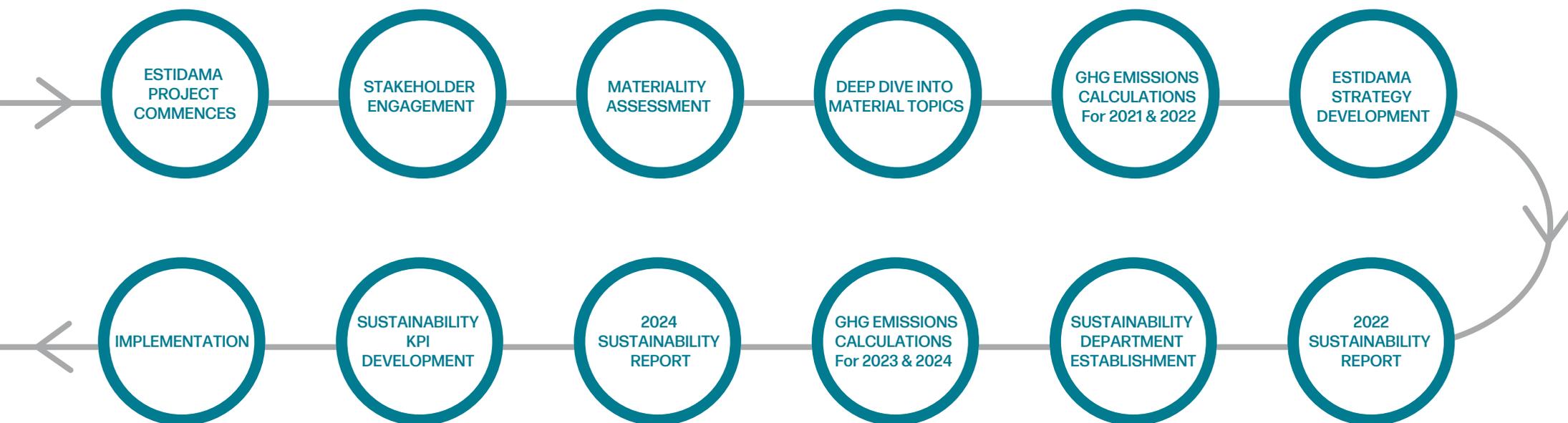
## Our Mission

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

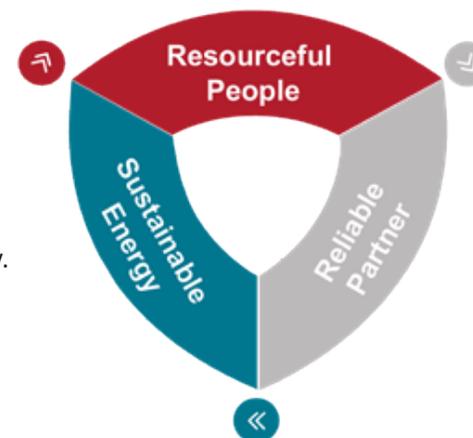


## ESTIDAMA

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 2024 SUSTAINABILITY PERFORMANCE

| <br>SUSTAINABLE ENERGY | Greenhouse Gas Emissions            | 2023    | 2024    |
|---|-------------------------------------|---------|---------|
|   | Scope 1 GHG Emissions (tonnes CO2e) | 138,646 | 133,971 |
|   | Scope 2 GHG Emissions (tonnes CO2e) | 1,512   | 1,567   |
|   | Scope 3 GHG Emissions (tonnes CO2e) | 73,968  | 62,327  |

## Robust Financial Performance

Abraj boasts strong revenue of **RO 151.6m (2024A)**; our return on equity was **11.55%** and our profit margin **11.1%** for the year 2024. and we expect to pay dividends totalling **RO 17.3m** for the year ended 31 December 2024

Our ICV Index increased by **5%** compared with 2023. We have fostered an inclusive culture while achieving our excellent rate of Omanisation, over **92%** in the year sending 2023-2024.

| <br>RESOURCEFUL PEOPLE | Health and Safety  | 2023    | 2024    |
|---|--|---------|---------|
|   | Total Recordable Incident Rate (TRIR, per 200,000 hours worked)              | 0.097   | 0.038   |
|   | Total Lost Time Incident Rate (LTIR, per 200,000 hours worked)               | 0.0     | 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 | 4       | 4       |
|   | Average Hours of Safety Training for Employees                               | 12      | 10      |
|   | Omanisation  |         |         |
|   | Percent of Omani Employees   | 92%     | 93%     |
|   | Percent of Omani Employees in Senior Management Positions                    | 64%     | 65%     |
|   | In Country Value   |         |         |
|   | Amount Spent on Local Goods and Services (USD m)                             | 135,476 | 138,240 |
|   | ICV (In Country Value) Index   | 60%     | 63%     |

## Excellent Safety Performance

Our excellent safety performance continues, with TRIR improved by **60%** in 2024 compared to previous year. LTIR remained zero as there was no LTI in 2024. We have continued 12 years of fatality-free operations.

## Our Growth Story Continues

Abraj have successfully managed to retain the highest market share in Drilling in Oman's market. At the end of 2024 our contracts backlog remains strong with a total value of OMR 567 million, which is an increase of 9% from 2023 year end contracts backlog. This increase was driven by extending contracts for 10 rig contract and winning key cementing contract in 2024. In addition, Abraj Frac fleet 2 commenced operations in 2024 solidifying Abraj presence as a key hydraulic fracturing services provider.

Abraj continuous to grow regionally though the agreement to add a 3rd rig with Saudi Arabian Chevron Inc. and Kuwait Gulf Oil Company (K.S.C.) in Wafra Joint Operations.

Abraj is pre-qualified in four other countries - Algeria, India, Saudi Arabia and, Kuwait to conduct certain services, setting the stage for further international expansion.

| <br>RELIABLE PARTNER | Board Composition                        | 2023 | 2024 |
|---|--|------|------|
|   | Board of Directors Female Representation | 14%  | 14%  |
|   | Board of Directors Omani Representation  | 71%  | 71%  |
| Board of Directors Independent Representation   | 57%                                      | 57%  |      |

# 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 2024, and, wherever possible, comparisons to 2023 data are made.

## Approval

This 2024 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 CO<sub>2</sub>e emissions are reported for Abraj.
- Scope 2 CO<sub>2</sub>e 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, 2024, 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 2007, Abraj has drilled over 8040km, drilling an average of 333 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.



**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**



### 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 evolving 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 reports.



### 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

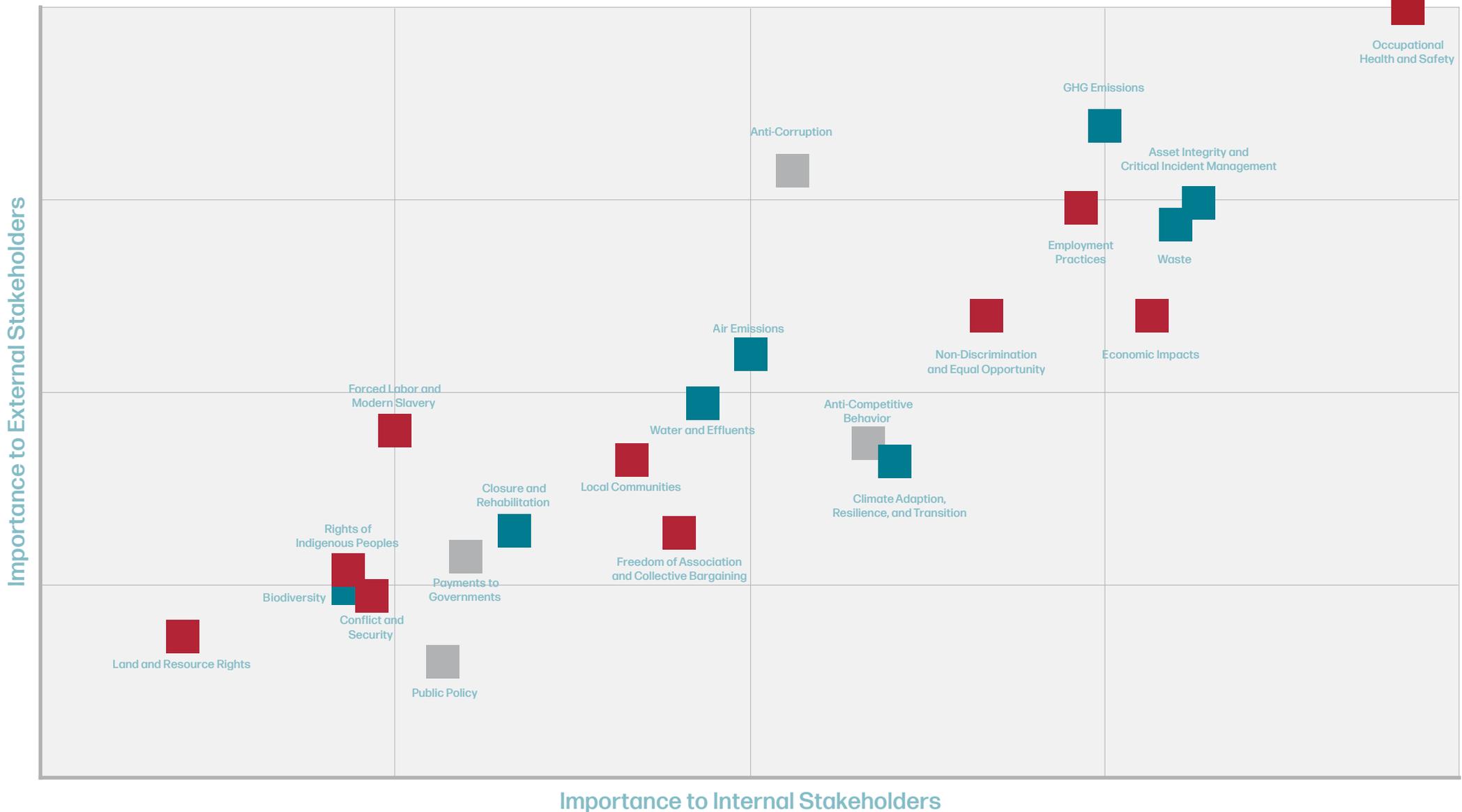
# SUSTAINABILITY MATERIALITY MATRIX

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 138m in ICV during 2024. We have achieved an ICV index percentage of 63% in 2024.



**As a service provider in the oil and gas industry, the environment features plays a key aspect of our operations. We have achieved ISO 9001, API Q2 for Drilling & Workover, API Q2 for Well Services, ISO 9001:2015 Certifications (Quality Management Systems).**

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

# 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**

[abrajenergy.com](http://abrajenergy.com)

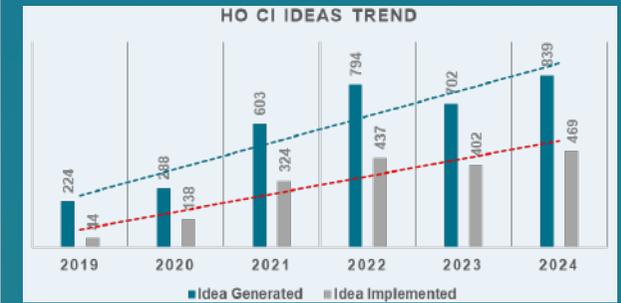
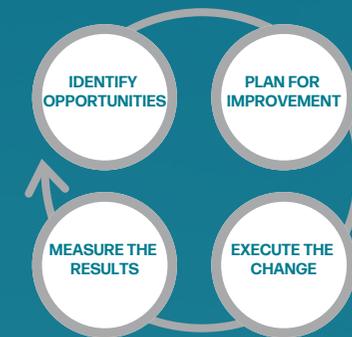
# CONTINUOUS IMPROVEMENT ('CI')

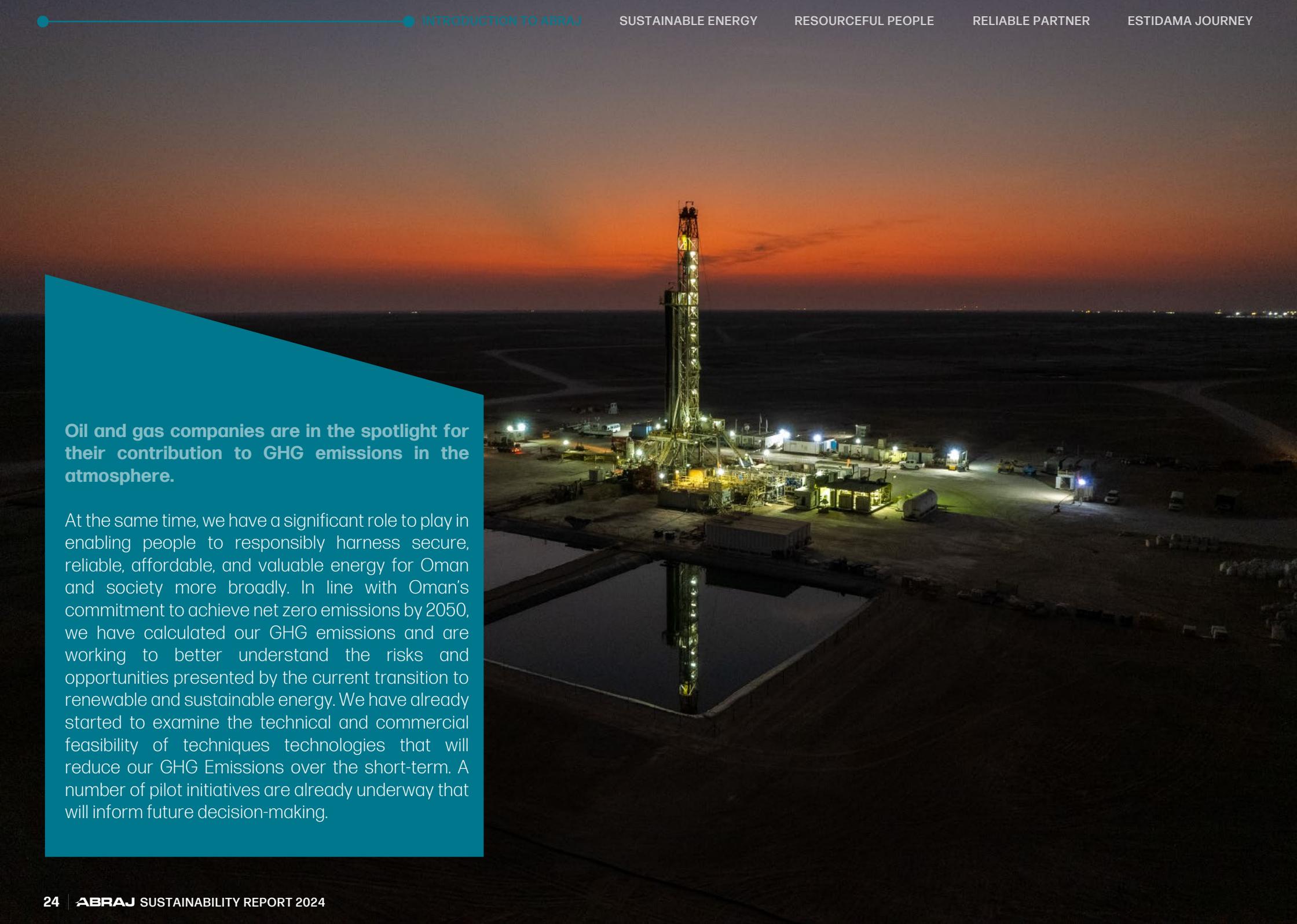
Abraj's adoption of CI, based on Lean Six Sigma methodologies, started in 2017 after a successful program 'T10'. Since then, Abraj has evolved from project-based improvements to process improvements, all the way to creating an effective CI Board, with CI skills, coaching, and practices embedded into behaviors and KPIs throughout the organization, 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.

Over the past year, employees have actively engaged in generating and implementing numerous Continuous Improvement (CI) ideas aimed at enhancing operational efficiency, reducing process cycle time, and increasing productivity to meet both internal and external customer expectations.

In last 2 years, there are 1541 CI ideas created, and 871 CI ideas implemented. These improvements addresses activity time reduction, waiting time elimination, excess-processing reduction, rework reduction, Asset utilization, reduce the expenses, reduction in repair & maintenance, improvement in cement design that enhance customer service, consumable consumption reduction, reuse package materials, reduction in software & hardware cost, reduction in vehicle renewal cost, exchange rate loss elimination etc.

## CONTINUOUS IMPROVEMENT (CI)





**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.

# 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.

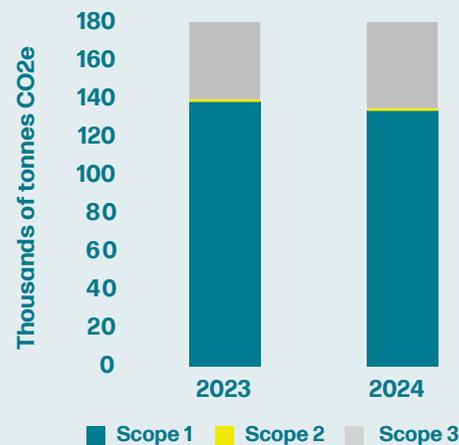
When evaluating just our Scope 1 and 2 (location based) emissions profile, stationary diesel combustion in our drilling rigs was the most prominent emissions source, accounting for approximately **89%** of these emissions.

We additionally evaluated our corporate profile, including our Scope 3 emissions sources. After adding this into the analysis, Scope 3 emissions accounted for roughly **31%** of our corporate emissions profile, primarily from the upstream production of diesel).

In 2024, our Total GHG emissions intensity per operating hour is 1.18 Tonnes CO<sub>2</sub>e/Operating Hour which reflects 0.80 for Scope 1, 0.01 for Scope 2, and 0.37 for scope 3

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.

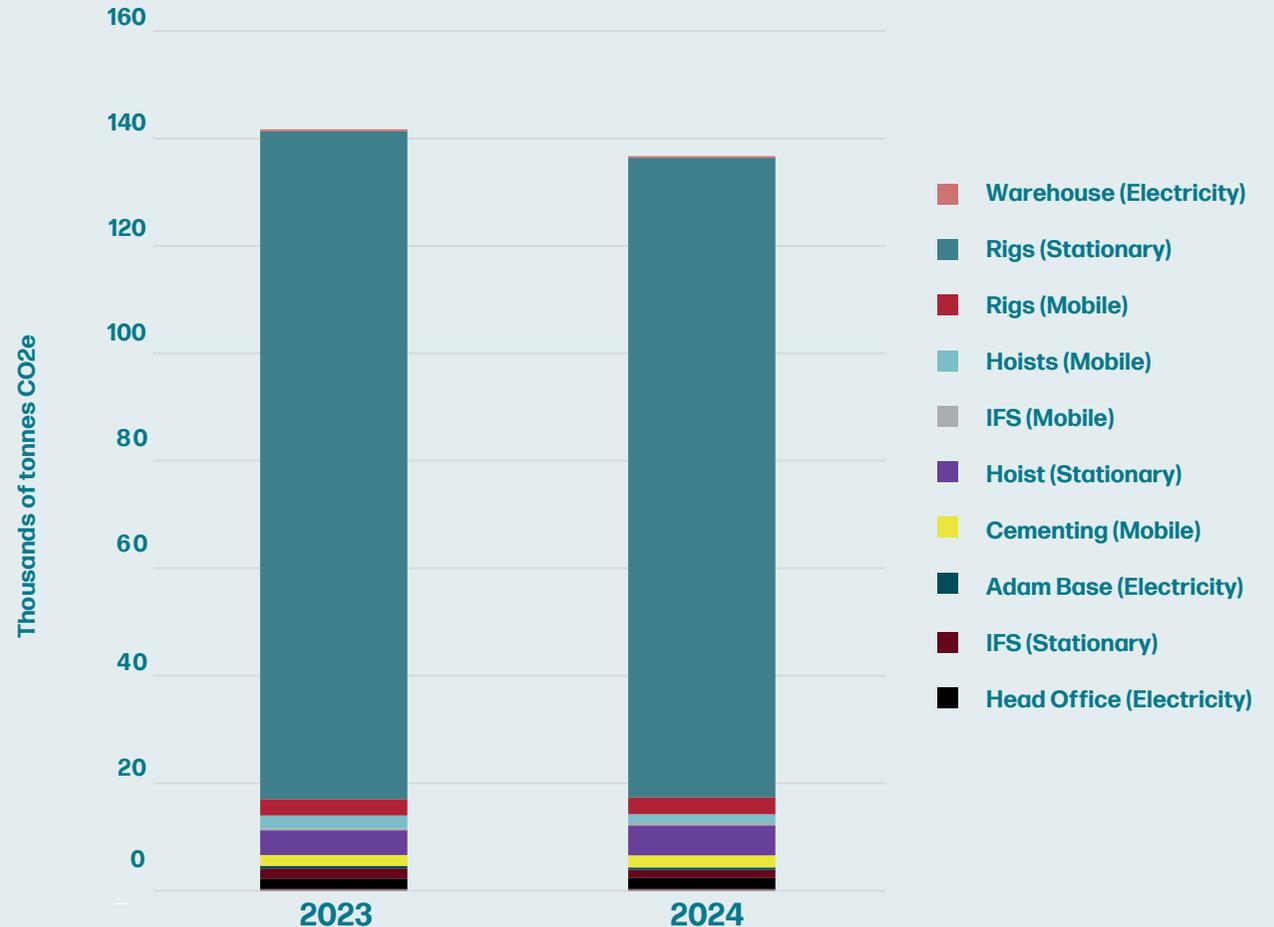
Fuel related emissions factors used in calculating our emissions are based on IPCC (2006) methodologies, while electricity-based emissions factors are based on primary data for both the grid-average and residual mix emissions factors (for their respective location and market-based calculations). See slide 59 for further details on Scope 2 accounting methods.

Global Warming Potential factors are based on IPCC Assessment Report 6 (2019), 100- year timeframe.

Our 2023 and 2024 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 2023 and 2024 into further detail, showing emissions by process and/or equipment, as shown for the location-based calculation.

Scope 1 and 2 Emissions (tonnes CO2e) by Process and/or Equipment in 2023 and 2024



# SCOPE 3 EMISSIONS

## Abraj Scope 3

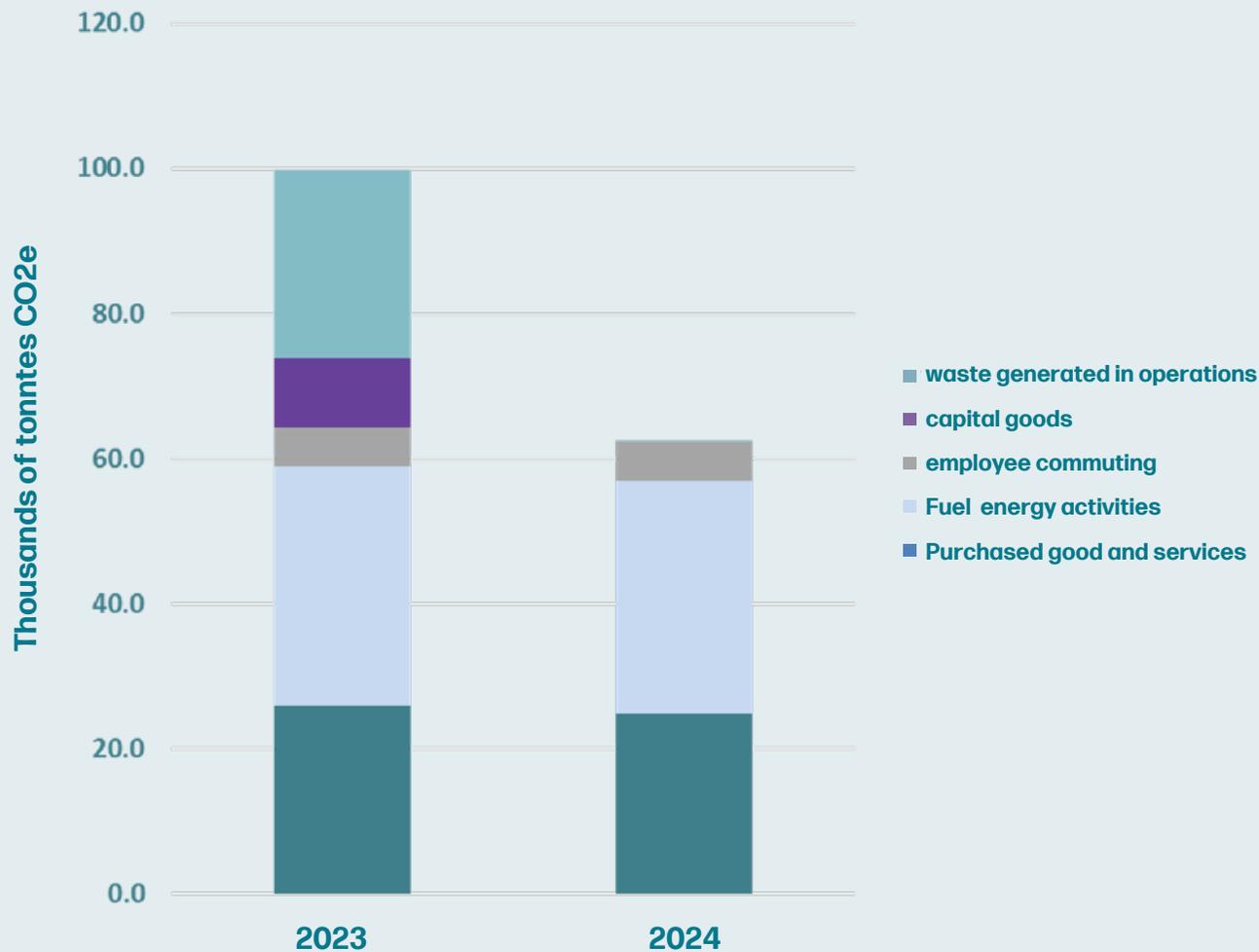
We conducted a screening level assessment of our Scope 3 emissions by using primary activity data (e.g. fuel consumption) and combining it with cradle-to-gate life-cycle emissions factors found in the available literature or taken from life cycle assessment databases such as Ecoinvent. This covers five of the fifteen Scope 3 categories for 2023 and 2024.

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 2023 and 2024 are either not material or consistorial a small percentage of our emissions.

One notable influence on our Scope 3 emissions were the emissions from the production and manufacture of two new drilling rigs and associated equipment in 2023 (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 2023 there were nearly 9287 tonnes of CO<sub>2</sub>e emissions due to the purchase of rigs. In 2024, there were no Capital Goods emissions because Abraj did not purchase any significant capital equipment such as rigs.

Scope 3 Emissions by Material Category 2023 and 2024



# 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 CO<sub>2</sub>e 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.

**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.

As of the end of 2024, the grid mix in Oman generated just under 5% of all of its injected electricity as renewable energy, while the balance was produced by natural gas (and a very insignificant amount of diesel). Oman is on a steady course to achieve 30% of injected electricity as renewables by 2030. For example, as of March 2025, an additional 1 GWac of solar photovoltaic power was commissioned in the north of Oman, which is expected to increase Oman's total renewable electricity production to 10%, which will have a very noticeable GHG savings for Abraj if they electrify their diesel / off-grid operations.

## 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 1.16%** 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 treatment in our headquarters by a total of nearly 20.9% in 2024, in comparison with 2023.

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

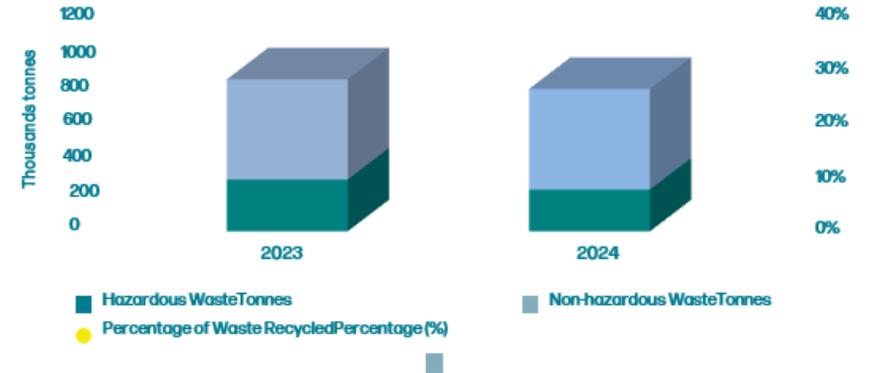
- Strip computer cords and other electrical components no longer fit for use, for the wires they contain.
- Extract precious metals and other valuable materials from redundant/ no longer functioning electronics.
- Separation of water through local STP.
- Treating waste-water to make it safe for re-introduction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



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.

# 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.

## Abraj Fleet Highlights



**First fully mechanized with 90% automation rigs in Oman**  
**First fully mechanized and fast-moving rigs in Kuwait**



**First Variable Frequency Drive rigs in Oman**



**Fast-moving with heavy dolly mobile rigs in Oman**



**First local company to introduce fracking in MENA**

## 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

# 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](http://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, (93% of whom are Omani), are employed by Abraj under employment conditions and standards that are in line with international operators in Oman. Twenty-one 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 commitment to working safely, in addition to the baseline hazard identifications conducted and documented in our operational procedures, our workers are empowered to proactively identify potential hazards and exercise Stop Work Authority.**

Hazards identified are reviewed daily using TRIC cards (Tool Box Talk Risk Identification Cards), which are completed prior to each job and incorporated into risk assessments and Job Safety Analyses (JSA). These analyses are performed for our operations and undergo monthly reviews. Additionally, hazards and safety information are communicated through JSAs, toolbox talks, safety alerts, and safety campaigns.

All incidents are managed following our incident management procedure and investigated using methodologies such as ICAM or the 5 Whys. Depending on the severity of the incident, third-party participation may also be included to ensure thorough analysis. This approach allows us to learn valuable lessons from incidents and implement measures to prevent recurrence. Lessons learned are systematically shared across the company to foster continuous improvement in safety practices.

Health hazards associated with our activities are identified through comprehensive Health Risk Assessments and Drilling Hazard Effect Assessments. To ensure the well-being and fitness of our personnel, medical assessments are conducted prior to employment and subsequently every two years. This process helps to confirm that employees are fit for their roles and not experiencing any adverse health impacts related to their work.

| ABRAJ IHTIMAM   |                          | IHTIMAM OBSERVATION CARD |          | بطاقة الملاحظة اهتمام |         |
|---|--------------------------|--------------------------|----------|-----------------------|---------|
| Tools and Equipment   |                          | الادوات والمعدات         |          |                       |         |
| Observer Name:  | الاسم:                   |                          |          |                       |         |
| Date:   | التاريخ:                 | Time:                    | الوقت:   |                       |         |
| Rig/Hoist:  | جهاز الحفر/منصة الصيانة: | Area:                    | المنطقة: |                       |         |
| Specific Location:  | الموقع بالتحديد:         |                          |          |                       |         |
| Behaviours  | السوكيات                 | عدد الأشخاص              |          |                       |         |
|   |                          | أمن                      | غير آمن  | #Safe                 | #Unsafe |
| What did you observed?  | مالذي رأيته؟             |                          |          |                       |         |
| يتم التأكد من صلاحية جميع الأدوات قبل بدأ العمل<br>Crew members are assuring all tools are in good condition prior to use                               |                          |                          |          |                       |         |
| يستخدم طاقم العمل الأدوات الصحيحة الخاصة بالعمل<br>Crew members are using the correct tools for the job   |                          |                          |          |                       |         |
| يستخدم طاقم العمل أدوات تم فحصها<br>Crew members are using inspected tools  |                          |                          |          |                       |         |
| يتم التأكد من أن جميع مشغلي المعدات مدربين على استخدامها<br>Responsible person is ensuring operators are trained and licensed on the relevant equipment |                          |                          |          |                       |         |

# SAFETY

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

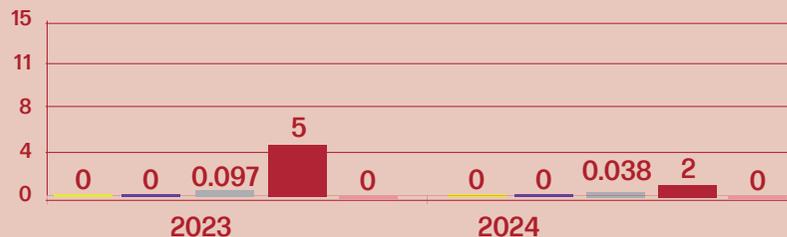
This vision drives the way the we conduct our operations and we expect management to challenge our teams to strive towards best safety practices, and to follow a zero-tolerance approach to unsafe actions.

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.

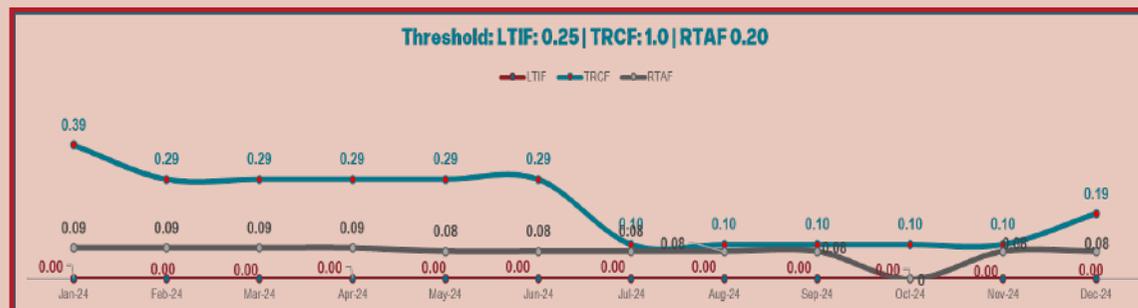
Our HSE performance indicates a strong Safety culture in line with global standards. This benchmarking is based on 2024 data. In 2024 Abraj had no LTI and hence LTIF remained zero.

## HSE Incidents



- Total Recordable IncidentRate (TRIR)
- Total Lost Time Incident Rate(LTIR)
- Recordable Incidents
- Fatality Rate
- Lost Time Incidents

| Criteria |           | LTIF | TRCF |
|----------|-----------|------|------|
| IADCUS   | Q4-24     | 2.22 | 7.70 |
| IADCEU   | Q3-24     | 1.66 | 2.61 |
| IADCAF   | Q3-24     | 1.67 | 5.89 |
| IADCME   | Q3-24     | 0.24 | 0.78 |
| Abraj    | Dec. 2024 | 0.00 | 0.19 |



# 2024 SAFETY PERFORMANCE

In 2024, we achieved a significant milestone in workplace safety, recording zero lost time incidents or fatalities and reducing recordable incidents to just two, an improvement from five in 2023. This progress lowered our Total Recordable Incident Rate (TRIR) to 0.038 per 200,000 man-hours worked.

Our robust HSE performance monitoring system allows us to track and report both employee and contractor safety, reinforcing our commitment to a safe working environment for all. We have established contractor KPIs that include both leading and lagging indicators, with performance monitored monthly. Additionally, our quarterly HSE forums with contractors foster collaboration by sharing insights on performance and areas for improvement.

To ensure continuous enhancement, we conduct annual HSE management system audits of our contractors, evaluating their safety performance and providing actionable feedback to drive excellence in workplace safety.



# 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.**

Abraj Eyes has significantly enhanced safety and operational efficiency across Abraj Drilling's fleets. Initially launched with live CCTV streams from six rigs, the program evolved by incorporating a dedicated team with expertise in drilling and HSE. This team's insights were invaluable in identifying at-risk behaviours and gathering data for ongoing improvement. By 2021, the Abraj Eyes program expanded to include all Abraj Drilling, Work-Over, and Fracturing fleets, fostering a culture of continuous learning and prompt intervention. Weekly high-value lessons are shared with the sites, while a direct paging system enables real-time communication for immediate risk mitigation. Key engineering controls and updated procedures, such as a new lifting tool for sub-lifting and enhanced safety protocols, have been introduced as a direct result of insights from Abraj Eyes. The establishment of a state-of-the-art Abraj Eyes room, with regular monitoring across all units, represents a significant step forward in proactive safety and risk management.



# 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.

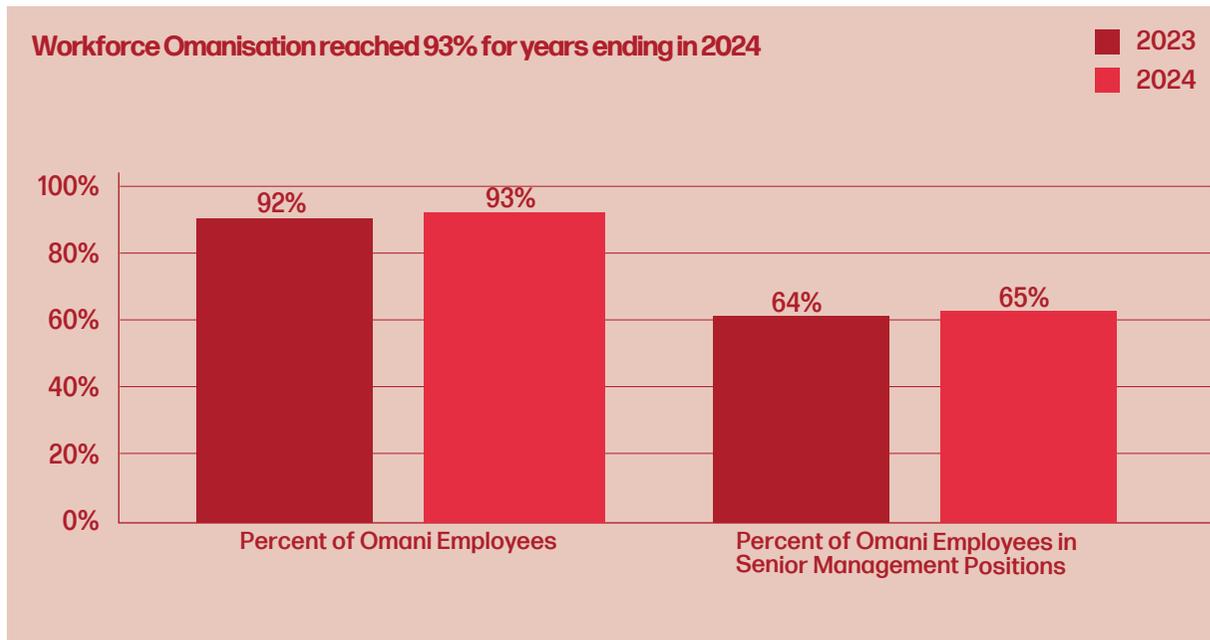
Of employees who took parental leave in 2024, all have returned to work and remain active employees, demonstrating the value of supporting our employees in their work-life balance.

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.

In 2024, our workforce represented 21 different nationalities, with Omani employees making up **93%** of the total. Additionally, **65%** of our senior management positions were held by Omani employees. The gender distribution within the company indicates that 98% of the workforce is composed of male employees, while the remaining 2% consists of female employees



# 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. This framework is designed to assess training needs, monitor employee development, and evaluate promotion readiness.

We also operate an in-house training center, providing certifications upon the completion of training courses. The range of courses we offer continues to expand, covering an increasingly diverse array of competencies. This growth ensures that our employees are equipped with the knowledge and skills needed to excel in their roles and advance their careers.

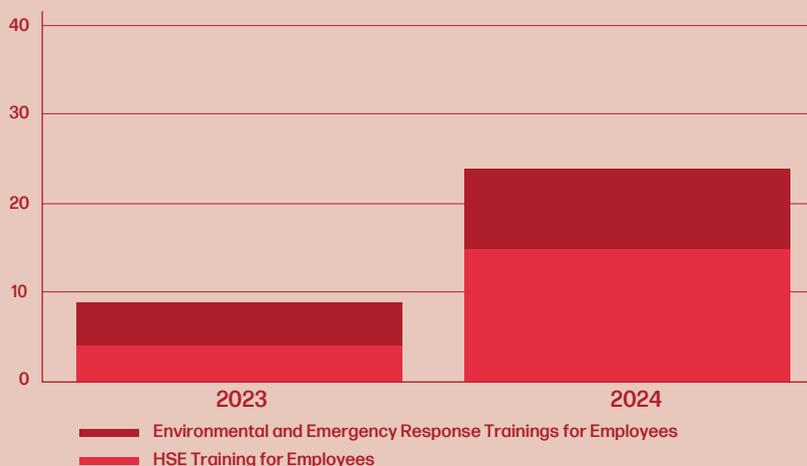
Value for our workforce and that of Oman as a whole, as well as ensuring we expertly deliver safe operations for our clients.

The company invested significantly in enhancing employee skills through targeted training programs and competency development initiatives. These efforts have contributed directly to improved operational performance, employee engagement, and a stronger competitive position in the market.

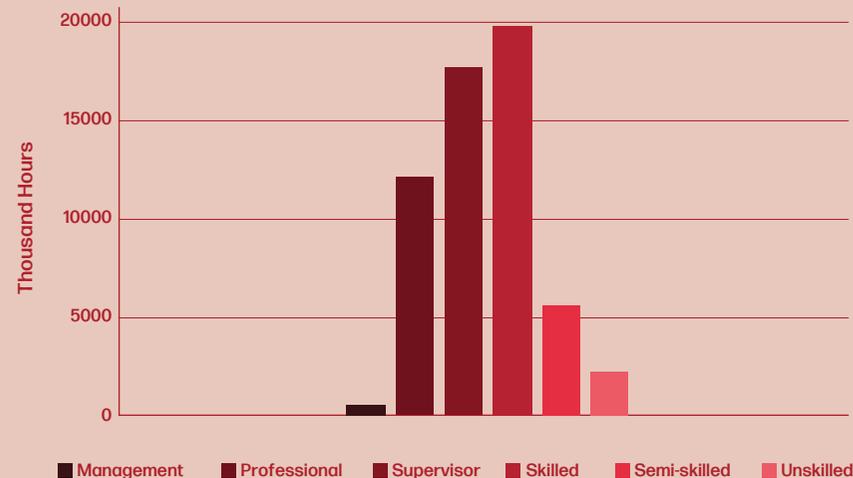
**◀ We believe that the development of human capital leads to a successful organisation**



**Average Training Hours per Employee**



**Training Hours 2024**



# CORPORATE SOCIAL RESPONSIBILITY

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

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

**Social Impact and Community Engagement Efforts**

At Abraj, we are dedicated to driving positive change through our Corporate Social Responsibility (CSR) programs. In 2024, we allocated over USD 292,106 for these activities. Our initiatives span five key pillars, each designed to create a lasting impact on communities, education, youth empowerment, innovation, and sustainability.

This includes supporting five governmental schools, funding medical equipment for healthcare institutions, and sponsoring educational programs in various colleges across the Sultanate. Additionally, Abraj has contributed to environmental conservation efforts, reinforcing its commitment to corporate responsibility, alongside many other initiatives.

**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. All our suppliers have formally certified their compliance with the required code of conduct during the registration process and will work to incorporate social screening into our vendor registration process.



# Information Security, Digitalization & Artificial Intelligence

## Information Security

Abraj's focus on information security in 2023 and 2024 led to the development of comprehensive frameworks for the Information Security (IS) Manual, Cybersecurity (CS) Manual, and Operational Technology (OT) Manual. These efforts aimed to:

1. Strengthen Security Protocols: Establishing robust guidelines to protect sensitive information and systems.
2. Enhance Cybersecurity Measures: Implementing advanced strategies to defend against cyber threats.
3. Optimize Operational Technology: Ensuring the secure and efficient operation of OT systems.

These manuals serve as critical resources for maintaining high standards of security and operational integrity across the organization.

Here are some key accomplished projects in 2023-2024:

- Managed SOC in place for 24/7 monitoring.
- Complete IT network replaced with a security fabric.
- Enterprise Vulnerabilities Management.
- 100% Security Awareness Training completed for HO employees.

## Agility & Digitalization

Abraj's efforts to improve digitalization aim to bring significant value to the organization.

By leveraging automation, data analytics, and advanced technologies, Abraj aims to increase competitiveness and sustainability. In addition, digitalization priority matrix was introduced to show case the better ROI for each digitalize solution.

Here are some key accomplished projects in year 2023-2024

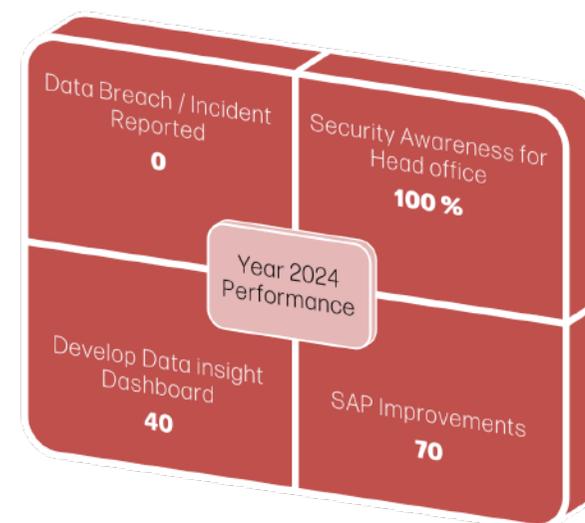
- Performance management System
- Digitalize Recruitment , on board, Off Board Process
- SAP Ariba commerce Automation
- Data insight /Data Analytic tool
- Custom application development for different requirement.

## Plan 2025-2026

As Abraj ERP and IT infrastructure approaches the end of support in 2025-2026, it's crucial to reassess the technology and plan for replacement solutions. In Addition, Artificial intelligence will be focus to enhance the current and future applications and tools.

Here are Some Key plans for yar 2025-2026.

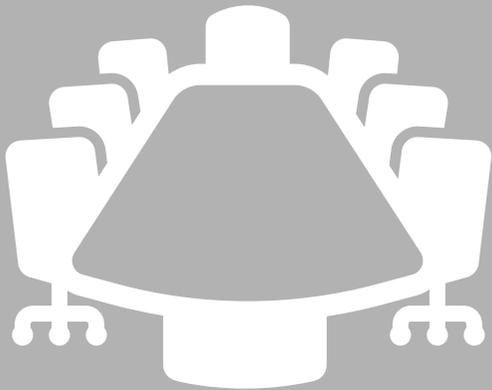
- Development of Artificial intelligence framework.
- Introducing more use case of Artificial Intelligence.
- Re-assess the current SAP solution and upgrade it.
- Re-assess the IT infrastructure and upgrade it.
- DMS solution to track Abraj corporate documents.
- Improve the data analytics by adding more datapoints.



**ABRAJ**

**RELIABLE  
PARTNER**

[abrajenergy.com](http://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 FSA and CCL requirements, including the requirement for independent directors, which represent the interests of all Shareholders.

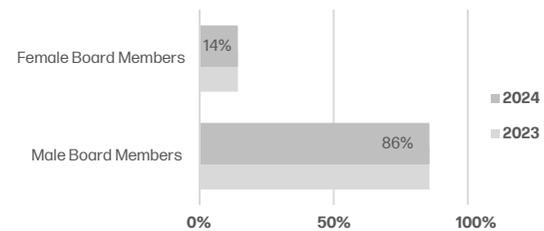
Four of seven of the Company's board directors are independent directors in accordance with Article 114 of the Executive Regulation for Public Joint Stock Companies and the description of 'Independent Directors' contained in principle 8 of the Code. The governance of Abraj addresses the Board structure, 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.

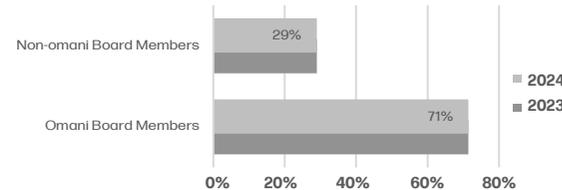
The Board supervises the interests of stakeholders, the creation of a culture aimed at long-term value creation, the internal audit function and the effectiveness of internal risk management and control systems. Abraj's management team is charged with day-to-day management and is responsible for the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

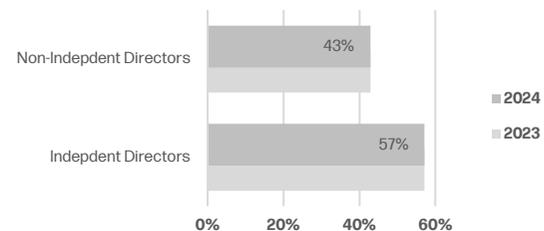
## Board Gender Representation



## Board Omanisation



## Board Independent Vs Non-independent Directors



**Ayad Al Balushi**  
Chairman



**Ashraf Al Mamari**  
Deputy Chairman



**Ahmed Al Azkawi**  
Board Member



**Mashael Yaseen Moosa**  
Board Member



**Khamis Al Saadi**  
Board Member



**Sadhak Bindal**  
Board Member



**Ben Charbit**  
Board Member



**Khalid Al Kindi**  
Board Secretary

# 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



**Zahran Al Kindi**  
Chief Operating Officer



**L.Rajan**  
Chief Financial Officer



**Hilal Al Siyabi**  
Chief People & Culture



**Dr Abdul Raouf Al Tobi**  
General Counsel



**Salah Al Harthy**  
Director of Corporate Services



**Hood Al Brashdi**  
Acting Business Development Director



**Saif Al Hussaini**  
Drilling & Workover Director

# 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.

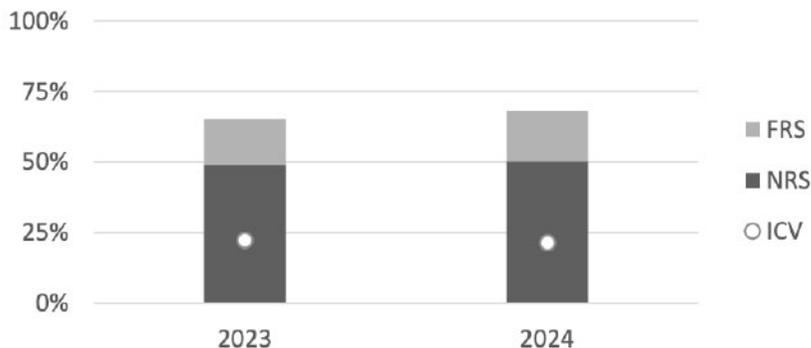
Abraj takes pride in its efforts of Omanisation, for which it has become an industry leader with dedicated in-house training facilities to develop employees’ skills.

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

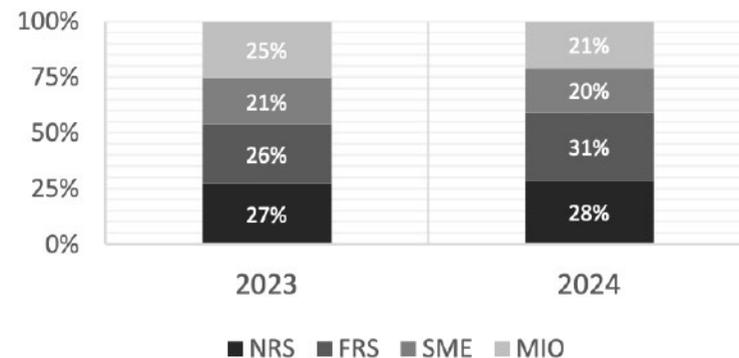
SMEs in line with the Riyada requirements. We are committed to achieving the objectives of Oman’s sustainable development through upskilling local capabilities and increasing local sourcing of goods and services.

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.

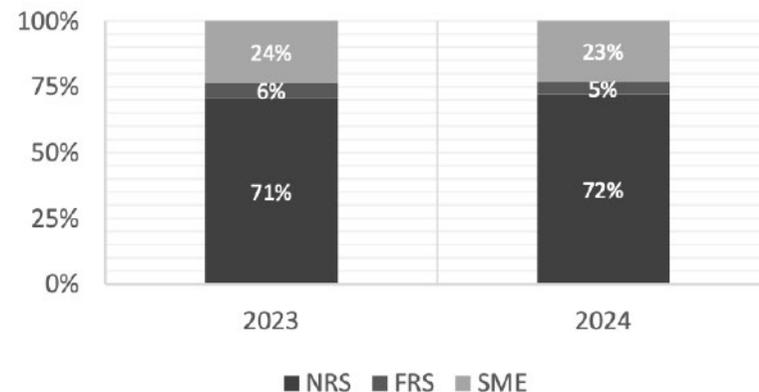
### In Country Value



### Abraj ICV: Goods Purchases



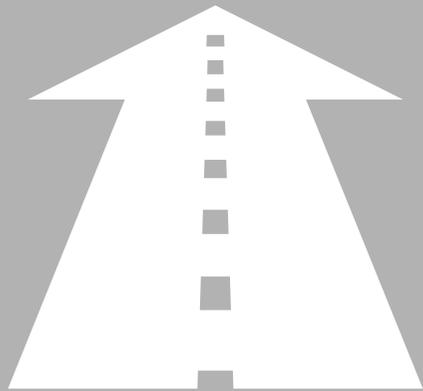
### Abraj ICV: Services Purchases



**ABRAJ**

**ESTIDAMA  
JOURNEY**

[abrajenergy.com](http://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><b>Sustainable Energy</b></p> | <ul style="list-style-type: none"> <li><b>1</b> Target Net Zero by 2050</li> <li><b>2</b> Diversify our Business Activities</li> </ul>                            | <ul style="list-style-type: none"> <li><b>1.1</b> Investing in energy efficiency</li> <li><b>1.2</b> Decarbonise our services</li> <li><b>2.1</b> Evaluating new opportunities</li> </ul>  | <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><b>Resourceful People</b></p> | <ul style="list-style-type: none"> <li><b>3</b> Abraj Zero Harm</li> <li><b>4</b> Enable Diversity</li> <li><b>5</b> Talent Development</li> </ul>                | <ul style="list-style-type: none"> <li><b>3.1</b> Maintain safety as our first priority</li> <li><b>4.1</b> Achieve gender diversity and high Omanisation levels through our business</li> <li><b>5.1</b> Continue talent program for future capabilities and retention</li> </ul> | <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><b>Reliable Partner</b></p> | <ul style="list-style-type: none"> <li><b>6</b> Ensuring Asset Integrity</li> <li><b>7</b> Partner Ethically and Profitably with Clients and Suppliers</li> </ul> | <ul style="list-style-type: none"> <li><b>6.1</b> Maintain asset integrity and availability</li> <li><b>7.1</b> Supply chain upskilling reviews</li> <li><b>7.2</b> Enhanced governance practices</li> <li><b>7.3</b> Economic impacts</li> </ul>                                  | <p>Delivering reliable business results, through strong corporate governance and partnerships will minimise adverse effects on the environment and society.</p> |

|                            |                                      |                                   |                           |                                   |
|----------------------------|--------------------------------------|-----------------------------------|---------------------------|-----------------------------------|
| <b>8</b> Strategy Enablers | <b>8.1 Reporting &amp; Measuring</b> | <b>8.2 Capability Development</b> | <b>8.3 Communications</b> | <b>8.4 Stakeholder Engagement</b> |
|                            |                                      |                                   |                           |                                   |

# 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.   |
| CCIV   | 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   |
| GCcf   | 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   |
| MSX    | Muscat Stock Exchange  |
| MWh    | Megawatt-hour  |
| RO     | Omani Riyals (currency)  |
| SAOC   | Société Anonyme Omanaise-Closes, 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 –<br>Foundation<br>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: Carrrite 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 19-53                        |   |
|                               | Requirement 5: Report disclosures from the GRI Topic Standards for each material topic                                |   | Pages 19-53                        |   |
|                               | 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  |
|---|---|----------------|--|--|
| <b>Occupational Health and Safety</b>                   | 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.   |
| <b>Asset Integrity and Critical Incident Management</b> | 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   |
|-------------------------|--|---------------|--|---|
| <b>Economic Impacts</b> | 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 | 202-2         | 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 50, Reliable Partner section, 'Economic Impacts' page, ICV charts.  | Abraj define local as being within the Sultanate of Oman.   |
| <b>GHG Emissions</b>    | 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)      | 133,970.93 tonnes of CO2e  |   |
|                         |  | 305-1(b)      | CO2, CH4, N2O, HFCs, NF3, SF6 and PFCs (when applicable)   |   |
|                         |  | 305-1(c)      | 0 tonnes of CO2e   |   |
|                         |  | 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)  | 109,381.88 of CO2e   |   |
|                         |  | 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 2024 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)  | 1,566.89 tonnes of CO <sub>2</sub> e   |             |
|                            |   | 305-2(b)  | Both the Location-Based and Market-Based Methods for calculating Scope 2 GHG emissions were conducted for 2023 and 2024. Both years rely on primary data collected for Oman's grid from 2023, and it is not anticipated that the grid dynamics changed materially in 2024. For example, the number of power plants and the specific power plants themselves in Oman were the same in 2023 and 2024. Thus, the Grid Average Emissions Factor that was used for the location based approach is expected to be representative for both 2023 and 2024 without any undue uncertainty. For location-based Market Based Approach, the Residual Emissions Factor was used from 2023 data that incorporated final issuance numbers from I-REC Certificates in Oman. Currently (as of writing this statement), the Residual Mix Deadline for 2024 has not passed, thus it is not possible to calculate Oman's Residual Mix EF yet, however it is not expected that Issuance numbers will change significantly from 2023 to 2024. |             |
|                            |   | 305-2(c)  | CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> 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)  | 565.07 of CO <sub>2</sub> 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)      | 62,327.33 tonnes of CO2e   |             |
|                            |  | 305-3(b)      | CO2e*  |             |
|                            |  | 305-3(b)      | *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.  |             |
|                            |  | 305-3(c)      | 0 tonnes CO2e  |             |
|                            |  | 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 2023 Abraj acquired 6 new drilling rigs and associated equipment included in Category 2 Scope 3 emissions. No similar purchases were made in 2024.<br><br>***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)  | 58,800.40 tonnes of CO2e   |             |
|                            |  | 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 (166794.25)in aggregate for 2024)  |             |
|                            |  | 305-4(c)      | Scope 1 intensity; 0.803 tonnes CO2e/operating hour  |             |
|                            |  | 305-4(c)      | Scope 2 intensity; 0.009 tonnes CO2e/operating hour  |             |

## GRI Content Index continued...

| GRI STANDARD               | DISCLOSURE   | GRI REFERENCE | LOCATION  | EXPLANATION  |
|----------------------------|--|---------------|---|--|
| GHG Emissions continued... |  | 305-4(c)      | Scope 3 intensity; 0.373 tonnes CO2e/operating hour   |  |
|                            |  | 305-4(c)      | Total intensity; 1.186 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  |
|---|--|---------------|--|--|
| <b>Waste</b>                                    | 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.   |  |
| <b>Anti-corruption</b>                          | 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. |
| <b>Climate Adaptation and Resilience</b>        | 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.   |  |
| <b>Non-Discrimination and equal opportunity</b> | 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.                                 |

# MSX 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   | Total Amount of Energy Directly Consumed: 1,791,551 GJ<br>Total Amount of Energy Indirectly Consumed: 14,886 GJ  |
|             | E4. Energy Intensity         | GRI 302: Energy 2016   | Energy Intensity for 2024 : 10.74 GJ/Operating Hour  |
|             | E5. Energy Mix               | GRI 302: Energy 2016   | 25, 26<br>Energy Usage by Generation Type, :Diesel: 99.18%, Electricity: 0.82%   |
|             | E6. Water Usage              | GRI 303: Water and Effluents 2018  | 29, Totalwater consumed in 2024 : 358,860 m3   |
|             | E7. Environmental Operations | GRI 103: Management Approach 2016*   | 14, 21-22  |
|             | 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     | Optional disclosure per MSX ESG Guidelines (Circular 36/2024). Abraj has chosen not to report on this topic this year in this report. However, it is disclosed under MSX ESG Disclosure Questions. |
|             | S2. Gender Pay Ratio         | GRI 405: Diversity and Equal Opportunity 2016                                    | Optional disclosure per MSX ESG Guidelines (Circular 36/2024). Abraj has chosen not to report on this topic this year in this report. However, it is disclosed under MSX ESG Disclosure Questions. |
|             | S3. Employee Turnover        | GRI 401: Employment 2016   | We record employee turnover by age group, In 2024 our turnover ratio is 3%   |
|             | 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.   |
|             | S11. Community Investment    |  | 43   |

## MSX Exchanges ESG Metrics continued...

| METRIC     | CORRESPONDING GRI STANDARD              | PAGES / NOTES   |   |
|------------|---|---|---|
| Governance | G1. Board Diversity                     | GRI 405: Diversity and Equal Opportunity 2016   | 47  |
|            | G2. Board Independence                  | GRI General disclosures 2 2021  | 47  |
|            | 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, Total number of employees who submitted the awareness form till 31. December 2024 is 1355 out of 2732 employees (49.6%).  |
|            | 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  | <p>We have prepared and published this report in line with GRI requirements and the company set targets to comply with the UN SDGs under the below themes:</p> <ul style="list-style-type: none"> <li>• Providing Sustainable Energy: SDG 7 (Affordable and Clean Energy), SDG 9 (Industry, Innovation, and Infrastructure), and SDG 13 (Climate Action).</li> <li>• Empowering Resourceful People: SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities), and SDG 8 (Decent Work and Economic Growth).</li> <li>• Being Reliable Partner: SDG 9 (Industry, Innovation, and Infrastructure), SDG 12 (Responsible Consumption and Production), and SDG 17 (Partnerships for the Goals).</li> </ul> <p>These identified targets will be reviewed and implemented frequently as we advance in executing our strategy, ensuring a sustainable impact that fosters responsible growth."</p> |
|            | 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

Email Abraj: [estidama@abrajenergy.com](mailto:estidama@abrajenergy.com)

Airport Heights , Building No. 500 , Way No:500 , Al Seeb

[abrajenergy.com](http://abrajenergy.com)

