

ABRAJ

**SUSTAINABILITY
REPORT 2025**





“

Believing in the importance of addressing the effects related to climate change, and searching for clean renewable energy sources, and within the framework of the government’s continuous endeavor to achieve zero carbon neutrality, which we have previously adopted as a target date for reaching 2050, we have directed work to accelerate the procedures of the renewable energy sector, and to develop the legal frameworks and policies necessary for its growth, and to provide incentives and facilities to encourage foreign investments and local industries, and to work on localizing this technology.

”

Speech by Sultan Haitham on the occasion of the first annual convening of the eighth session of the Council of Oman 2023

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Ayad Al Balushi
Chairman

Message from the Chairman of the Board

On behalf of the Board of Directors, I am delighted to present ABRAJ Energy Services SAOG's Sustainability Report for 2025. The report reflects our continued commitment to addressing the environmental, social, and governance (ESG) priorities that are increasingly central to both the long-term success of ABRAJ and the energy services sector.

Since ABRAJ's establishment in 2006, we have built a distinguished reputation for delivering world-class drilling and well services. Our expectations of ourselves extend beyond operational excellence to include transparency, responsible business practices, and sustainable value creation. This report illustrates how ABRAJ is responding to these expectations.

As a Board, we remain focused on ensuring that sustainability is embedded within ABRAJ's long-term strategy, governance, and risk management

processes. Our contribution to Oman's Vision 2040 is reinforced through our commitment to In-Country Value (ICV), workforce Omanisation, and the delivery of safe and reliable services that support national development goals.

I encourage all our stakeholders to review this report and join us as we continue to strengthen our sustainability actions to support Oman's energy transition, and to create lasting positive impact for our people, our broader communities, and our shareholders



Eng. Saif Al Hamhami
CEO

Message from the Chief Executive Officer

ABRAJ's Sustainability Report 2025 marks an important milestone in our ongoing sustainability journey as Oman's leading energy services company. This report reaffirms our commitment to responsible business practices and our vision of being a world-class, service-driven organisation.

At ABRAJ, we embrace sustainability as a guiding principle that shapes how we operate, innovate, and grow. As part of the drilling and well services sector, we recognise the environmental and social responsibilities associated with our activities, and we remain committed to minimising our footprint while maximising the delivery of safe and reliable services to our customers.

This report details our ESG priorities, key achievements, and areas of focus across environmental performance, workforce development, governance, and operational resilience. Continuous improvement remains central

to our approach, supported by the dedication of our talented people and strong partnerships across the value chain.

Sustainability is not only a responsibility: it is an opportunity to strengthen efficiency, build trust, and create long-term value. This report provides candid insight into ABRAJ's journey and reinforces how sustainability is a central tenet guiding our onward progress.

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2025 Main Highlights

<h3>Market Share</h3> <p>Drilling 26% Cementing 17% Hydraulic fracturing: 20%</p> <hr/> <h4>Key Contracts</h4> <ul style="list-style-type: none"> • PDO Wave III (6 Rigs) • PDO Rigs (4 rigs including a 1,000 hp flagship rig) • OXY (4 rigs) • ARA (1 rig) • MECDO (1 Rig) • OQEP coiled tubing • BP Frac <h4>Future Orders</h4> <ul style="list-style-type: none"> • Increased to 880M 	<h3>HSE Awards</h3> <div style="display: flex; justify-content: space-between;"> <div data-bbox="869 323 1290 517"> <h4>PDO</h4> <ul style="list-style-type: none"> • HSE Green Band Rating. • Line of Fire video Award (Hoist 04 & Rig 108). • Process Safety Award for Natih Dynamic Well Control System. • 85% score in PDO road safety audit. </div> <div data-bbox="1361 323 1771 547"> <h4>Oxy</h4> <ul style="list-style-type: none"> • Three Best Field Employee Awards. <h4>ABRAJ Kuwait</h4> <ul style="list-style-type: none"> • HSSE CEO Award for night rig-move. • Outstanding HSSE Performance Award. </div> <div data-bbox="1816 323 2063 584"> <h4>Goal Zero</h4> <ul style="list-style-type: none"> • 5-12 years: 11 units. • 1-5 years: 14 units. <h4>Lost Time Injury Free</h4> <ul style="list-style-type: none"> • 10-14 years: 6 units. • 5-9 Years: 18 units. • 1-4 Years: 7 units. </div> </div>	
<h3>Shareholder Value</h3> <ul style="list-style-type: none"> • Share price up by 20.9% in 2025 • ABRAJ shares included in the MSX Shariah-compliant Index 	<h3>Investor Engagement and Confidence</h3> <ul style="list-style-type: none"> • 3 Investor engagement sessions. • OQ Market Capital Day Roadshow. • MEIRA Investor Relations Event. • Arqam Capital MENA Investor Conference. • Dividends distributed within 10 days of AGM. 	<h3>Operational Excellence</h3> <ul style="list-style-type: none"> • Consistent delivery across clients including Rig of the Year award for Rig 211, WJO. • Drilled 357 wells to a total accumulated depth of 878 km. • Rig 304 passed rigorous CAT4 inspection. • Exceptional non-productive time (NPT) of 0.73%. • Exceeded targets for both asset utilisation and job delivery.
<h3>People, Culture & Capability</h3> <ul style="list-style-type: none"> • Recognized by Oman Energy Association (OPAL) as subject matter experts. • Conducted acclaimed "Employee Town Hall" (meeting of all hands with direct management access). • ABRAJ Football Championship 2025. 	<h3>Industry Engagement</h3> <ul style="list-style-type: none"> • Oman Petroleum & Energy Show 2025. • 5 white papers at Middle East Oil, Gas and Geosciences Show, Bahrain, 2025. • Society of Petroleum Engineers International Hydraulic Fracturing Conference, Oman, 2025. • Training and technical delegations to Sonatrach. 	<h3>In-Country Value</h3> <ul style="list-style-type: none"> • Ministry of Energy and Minerals Majd Award for Best Local Content programme. • ABRAJ Energy Services is the first company (November 2025) to receive Oman's National Local Content Certificate. • 17M spent on local goods and services. • 25% of total spend allocated to local suppliers. • 93% Omanisation rate across the entire workforce.

About This Report

This Sustainability Report presents the approach and performance of ABRAJ Energy Services SAOG in managing environmental, social, and governance (ESG) matters for the reporting period of 1 January to 31 December 2025. We have prepared this report to provide stakeholders with a transparent and balanced view of our sustainability performance, priorities, and governance practices. We actively embrace this candour and gratefully acknowledge the company's role as a key national energy services provider operating in a dynamic energy transition landscape.

Reporting Scope and Boundary

The report covers the operations and activities of ABRAJ Energy Services SAOG (ABRAJ) within Oman and Kuwait, prepared under the principle of operational control, unless otherwise stated. Where relevant, disclosures reflect the scope and boundaries applied in previous reporting cycles to ensure consistency and comparability.

Reporting Frameworks and Standards

We have prepared this report in alignment with the following frameworks and standards:

- ▶ MSX ESG Guidelines, including disclosure against the mandatory national ESG metrics
- ▶ GRI Universal Standards (2021), which provide an internationally-recognised disclosure structure
- ▶ IFRS Sustainability Disclosure Standards (S1 and S2), focusing on governance, risk management, strategy, and climate-related matters
- ▶ SASB Standards, selectively applied where relevant to the energy services sector

Detailed references to these standards are provided in the respective indices and appendices.

Forward-Looking Statements

This report may contain forward-looking statements related to the sustainability ambitions, targets, and future initiatives of ABRAJ. These statements are based on current expectations and assumptions and are subject to risks and uncertainties that may cause actual outcomes to differ materially.

Feedback and Contact

ABRAJ welcomes feedback on this report and its sustainability disclosures. Stakeholders may provide comments or requests for further information through the contact details provided at the end of the report.

About ABRAJ Energy

ABRAJ Energy Services is recognised as one of Oman's leading energy services companies, supported by a strong operational track record and a range of competitive strengths. With a modern and capable drilling fleet, the company continues to deliver reliable, high-quality solutions that support the evolving needs of its clients across the oil and gas sector.

As a responsible operator, ABRAJ is committed to conducting its activities in a manner that prioritises safety, environmental protection, and operational integrity. The company was among the early organisations in Oman to obtain API Q2 certification, which reflects its dedication to maintaining high standards in service quality, risk management, and performance excellence. This commitment is further reinforced through internationally recognised certifications, including ISO 9001 for quality management, ISO 14001 for environmental management, and ISO 45001 for occupational health and safety.



OUR MISSION

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

OUR VISION

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

OUR ESG COMMITMENT

ABRAJ is committed to transparent reporting of sustainability metrics in alignment with MSX ESG Guidelines. We continuously evolve our ESG reporting to meet the highest standards. Through Project Estidama, we embed sustainability in everything we do and the way we engage with our stakeholders



Our Strengths and Capabilities

The long-standing relationships of ABRAJ with leading national and international exploration and production companies have enabled the company to build a solid foundation of experience and technical capability. Through targeted investments and continuous development, the company delivers integrated engineering and drilling support services that meet the expectations of both local and international clients.

A strong network of suppliers, combined with the adoption of advanced technologies, supports operational efficiency and strengthens the company's ability to provide dependable and innovative solutions. At the core of the success of ABRAJ is its skilled and dedicated workforce, whose expertise and commitment drive safe, efficient, and consistent performance across all operations.



ABRAJ AT A GLANCE

27
Drilling rigs

5
Workover rigs




LEADING MARKET POSITION

95.17M
Net Debt



LEADING MARKET POSITION

880M
Order backlog (2025)¹



ROBUST FINANCIAL PERFORMANCE

28%
CAGR (2010-2025)



ROBUST FINANCIAL PERFORMANCE

17.7M
Net profit (2025)²



ROBUST FINANCIAL PERFORMANCE

49.5M
EBITDA (2025)



ROBUST FINANCIAL PERFORMANCE

+20.9%
Share price growth (2025)³



CAPITAL MARKETS

357
Wells completed (2025)

878 km
total depth



OPERATIONAL EXCELLENCE

0.73% NPT⁴ **1.59** TRCF⁶

0.40 LTIF⁵




OPERATIONAL EXCELLENCE

2,498
Employees⁷



RESOURCEFUL PEOPLE

26% | 17% | 20%
Market share: Drilling | Cementing | Frac⁸



MARKET PRESENCE

93%
Omanization

21
Nationalities



RESOURCEFUL PEOPLE

FOOTNOTES:

1. Order backlog as of 31 December 2025
2. Represents 4.7% increase from 2024 performance (±16.9M)
3. Share price growth 2025 (52-week range: ± 0.21 - 0.35)
4. Non-Productive Time (2025)
5. Lost Time Injury Frequency (2025)
6. Total Recordable Case Frequency (2025)
7. Year-end permanent headcount as of December 31, 2025
8. Market share by service line in Oman (2025)

ABRAJ Estidama Journey

Project Estidama represents ABRAJ Energy Services' structured and long-term approach to embedding sustainability into its core business strategy and operations. Launched to align with Oman Vision 2040 and evolving ESG expectations, Estidama provides a strategic framework that integrates environmental stewardship, operational excellence, workforce development, and strong and enlightened governance.

Through Estidama, ABRAJ conducted a comprehensive materiality assessment in 2022, identifying key environmental, social, and governance priorities relevant to its operations and stakeholders. These material topics continue to guide sustainability disclosures, risk management processes, and performance improvement initiatives.

Estidama also established a roadmap focused on the following key elements:

- ▶ Enhancing operational efficiency and reducing greenhouse gas emissions
- ▶ Strengthening health, safety, and asset integrity performance
- ▶ Supporting Omanisation and workforce capability development
- ▶ Reinforcing governance, ethics, and transparency

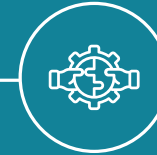
In 2025, ABRAJ built on the foundations established under Estidama, ensuring that sustainability considerations remain integrated into strategic decision-making, operational planning, and stakeholder engagement. Estidama remains the basis of our unifying framework for continuous improvement and long-term value creation.

2022

2023

2024

2025



Foundation

Building Momentum

Strengthening Reporting

Strategic Integration

- ▶ Comprehensive materiality assessment conducted
- ▶ First Sustainability Report published
- ▶ Key environmental, social, and governance priorities identified

- ▶ Sustainability Department established
- ▶ ESG data collection systems implemented
- ▶ GHG emissions baseline calculated

- ▶ Second Sustainability Report published
- ▶ MSX ESG reporting compliance (GRI standards)
- ▶ Sustainability KPIs developed and tracked

- ▶ Enhanced multi-framework reporting (GRI, SASB, IFRS S1/S2)
- ▶ Sustainability strategy refreshed and aligned
- ▶ Estidama integrated into Board agenda
- ▶ Continuous improvement framework established



Awards and Recognitions

HSE Awards:

- ▶ Process Safety Award (Natih Dynamic well Control System)
- ▶ Outstanding HSSE Performance Award received by Kuwait team
- ▶ HSSE CEO Award for successful night rig-move operations in Kuwait
- ▶ Line of Fire video Award (Hoist 04 & Rig 108) achieving first and second positions respectively in the Rigs and Hoists category



Received the PDO HSE Partnership Award under the Well Process Safety category for our initiative, the Enhanced Dynamic Well Killing System (Natih System).



Her Story Oman Awards 2025 Financial Leadership & Innovation category.

ICV Recognition

- ▶ Awarded Majd Award for Best Local Content programme (ICV)
- ▶ First company in Oman to receive Local Content Certification (ICV)



Awarded OPAL Environmental and Sustainable Energy Excellence Award



KGOC CEO Award for Rig Move Project

Operational Excellence & Performance

- ▶ Rig 211, WJO achieved Rig of the Year, reinforcing consistent delivery across clients
- ▶ Hoist 5: PDO award for best-ever annual performance, delivering 30 wells ahead of plan
- ▶ Multiple WJO Rig of the Quarter (ROTQ) Awards
- ▶ Awarded OPAL Environmental and Sustainable Energy Excellence Award
- ▶ KGOC CEO Award for Rig Move Project



Awarded Majd Award for Best Local Content Program (ICV)



First company in Oman to receive Local Content Certification (ICV)

Sustainability Governance

Sustainability governance at ABRAJ Energy Services is embedded within the company's overall corporate governance framework and reflects the commitment of the Board and management to responsible operations, risk management, and long-term value creation.

Governance Structure and Oversight

The Board of Directors holds ultimate oversight responsibility for sustainability-related matters, including the ESG risks and opportunities relevant to the operations and strategic direction of ABRAJ. Sustainability considerations are integrated into decision-making processes through executive management oversight and functional accountability across the organisation. Senior management is responsible for implementing sustainability policies, monitoring performance, and ensuring alignment with regulatory requirements, national priorities, and international best practices.

Sustainability Management Approach

Our sustainability management approach is guided by:

- ▶ Compliance with applicable laws, regulations, and MSX requirements
- ▶ The integration of ESG considerations into operational planning and risk management
- ▶ Continuous improvement in health, safety, environmental performance, and workforce practices
- ▶ Alignment with Oman Vision 2040 and national sustainability objectives

Cross-functional collaboration between the HSE, Human Resources, Finance, Procurement, Legal, and Strategy teams ensures that sustainability responsibilities are clearly assigned and effectively managed.



Stakeholder Engagement

ABRAJ maintains continuous dialogue with its key stakeholder groups through structured channels throughout the year. This ongoing engagement informs the company's sustainability priorities and complements the formal materiality assessment conducted under Project Estidama.

Employees are engaged through the annual Employee Voice survey conducted for four consecutive years (2022–2025) alongside the Employee Town Hall, structured suggestion boxes, and regular performance discussions.

Clients are engaged through regular performance reviews and HSE meetings that track service delivery and safety outcomes.

Suppliers are engaged through qualification processes, compliance audits, and periodic site visits. All registered suppliers have formally signed ABRAJ's Code of Conduct declaration. A total of 44 vendor visits and 48 site visits were conducted during 2025.

Shareholders and investors are engaged through Annual General Meetings, earnings calls, investor sessions, mandatory MSX disclosures, and capital



market events, including ABRAJ's participation in the 2025 Annual MEIRA Conference, which strengthened investor relations and supported the empowerment of the investment environment. Sustainability performance is increasingly integrated into investor communications.

Regulators and government are engaged through mandatory reporting to the Ministry of Energy and Minerals, the Capital Market Authority, and the Muscat Stock Exchange, in alignment with Oman Vision 2040.

Communities are engaged through ABRAJ's CSR programme, governed by a CSR Committee under

Board oversight. In 2025, ABRAJ invested OMR 150,000 across 21 approved initiatives spanning education, youth empowerment, healthcare, and environmental awareness.

Industry bodies including OPAL and the Society of Petroleum Engineers provide platforms for knowledge-sharing and sector-level engagement, with ABRAJ presenting five white papers at the Middle East Oil, Gas and Geosciences Show in 2025.

Key themes emerging from stakeholder engagement in 2025 including workforce safety, Omanisation, local content, and climate risk are addressed in detail throughout this report.

Materiality Assessment

The sustainability disclosures of ABRAJ in this report are informed by the materiality assessment conducted in 2022 under Project Estidama. We developed this in line with the GRI Oil & Gas Sector Standard (GRI 11) and involved structured engagement with both internal and external stakeholders; these included Board members, executive management, employees, clients, suppliers, and youth representatives. Stakeholder inputs were collected through interviews, workshops, focus groups, and surveys to identify and prioritise environmental, social, and governance topics based on their significance to the business of ABRAJ and their impact on stakeholders.

The materiality assessment evaluated ESG topics across the dimensions of:

- ▲ Importance to internal stakeholders
- ▲ Importance to external stakeholders

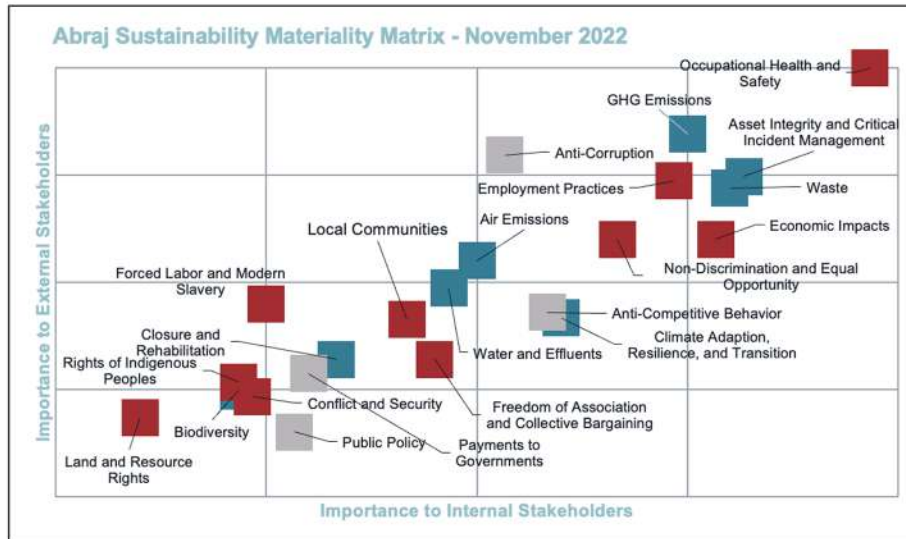
This process resulted in the identification of a set of material topics that reflect the operational risks, strategic priorities, and responsibilities of ABRAJ as an energy services provider.

Material Topics

Based on the 2022 assessment, the following topics were identified as material and continue to guide our sustainability reporting and strategic focus

These topics remain relevant to the current operations and operating context of ABRAJ. Management has reviewed the outcomes of the 2022 materiality assessment and confirmed that no significant changes in business activities, risk profile, or stakeholder expectations have occurred that would materially alter the assessment results during the current reporting period. Accordingly, ABRAJ continues to rely on the 2022 materiality assessment as the basis for its sustainability disclosures, with detailed performance information presented across the report and in the accompanying appendices.


Materiality analysis identified importance across external and internal stakeholders...



... and resulted in 8 material topics as areas of focus for 2022 reporting as well as Abraj's Estidama Strategy




ABRAJ 2025 Sustainability Performance

 <p>SUSTAINABLE OPERATION</p>	Greenhouse Gas Emissions		2024	2025
	Scope 1 GHG Emissions (tonnes CO ₂ e)		133,971	128,695
	Scope 2 GHG Emissions (tonnes CO ₂ e)		1,567	1,079
	Scope 3 GHG Emissions (tonnes CO ₂ e)		60,821	44,230
	Total GHG Emissions (tonnes CO₂e)		196,359	174,004
	Waste Management			
	Total Waste Generated (tonnes)		1,503	1,920
	Hazardous Waste (tonnes)		320	665
Non-Hazardous Waste (tonnes)		1,183	1,255	


Sustainable Operation:

ABRAJ achieved an 11% reduction in total GHG emissions in 2025, with significant decreases across all scopes, reflecting improved operational efficiency and environmental stewardship. While waste generation increased by 28% due to expanded and enhanced waste tracking systems, the company continues to implement waste management protocols to minimize environmental impact.

 <p>RESOURCEFUL PEOPLE</p>	Health and Safety		2024	2025
	Total Recordable Case Frequency (TRCF)		0.19	1.59
	Lost Time Injury Frequency (LTIF)		0.0	0.40
	Fatality Rate		0.0	0.0
	Consecutive Fatality-Free Years		12	13
	Training and Development			
	Total Training Hours Delivered		58,467	60,672
	Average Safety Training Hours per Employee		15.8	13
	Omanisation			
	Percent of Omani Employees		93%	93%
	Percent of Omanis in Senior Management		65%	100%
	In-Country Value			
ICV Index (%)		27.9%	28.2%	
Local Spending (\$)		\$138,240	\$125,000	

Resourceful People:

ABRAJ demonstrated exceptional commitment to workforce development with a 140% increase in training hours delivered in 2025. The company achieved 13 consecutive fatality-free years while maintaining 93% Omanisation. The ICV Index improved from 27.9% in 2024 to 28.2% in 2025, reflecting ABRAJ's continued commitment to local value creation and economic contribution to Oman.

 <p>RELIABLE PARTNER</p>	Business Integrity		2024	2025
	Corruption Incidents		0	0
	Board Composition			
	Board of Directors Omani Representation		71%	71%
	Board of Directors Independent Representation		57%	43%
	Quality & Certification			
	ISO 9001:2015 Quality Management		Active	Active
ISO 45001:2018 HSE Management		Active	Active	

Reliable Partner:

ABRAJ maintained its strong governance foundation with zero corruption incidents in 2025, sustaining 71% Omani representation on the Board of Directors and 43% independent board members. All ISO certifications remained active, demonstrating continued commitment to quality management and HSE excellence.

Sustainable Operations

As a drilling and energy services company operating in the energy sector of Oman, ABRAJ is committed to conducting operations responsibly, safely, and with consideration for environmental impacts. This section addresses the environmental stewardship and operational excellence practices of ABRAJ.

20 Economic Performance

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22 Water Management

29 Waste Management

30 Biodiversity & Land Management

33 Operational Excellence

33 Process Safety and Critical Incident Management

34 Emergency Response & Well Contingency Planning

35 Asset Integrity & Reliability



Economic Performance

The ability of ABRAJ to create and sustain economic value is a cornerstone of its broader contribution to the energy sector of Oman and national development objectives. As a publicly listed Omani company, ABRAJ is committed to transparent disclosure of its economic performance, recognising that financial sustainability underpins its capacity to invest in people, operations, and communities over the long term.

ABRAJ monitors and reports its economic performance in accordance with applicable financial reporting standards. Key indicators of economic value generation and distribution include revenues earned from drilling and energy services operations, operating costs, employee compensation, payments to capital providers, taxes and fees paid to government, and community investments. These flows reflect how value created by ABRAJ is shared across its key stakeholder groups; these include employees, shareholders, suppliers, government, and communities.

As an Omani company operating within the national energy sector, the economic contributions of ABRAJ extend beyond direct financial performance to include support for local employment, Omani supplier development, and In-Country Value creation; all of these contribute to the broader objectives of Oman Vision 2040.

Total revenues generated during the reporting period

2024	2025
₹ 152,574,179	₹ 147,479,229

Operating costs (including payments to suppliers and contractors)

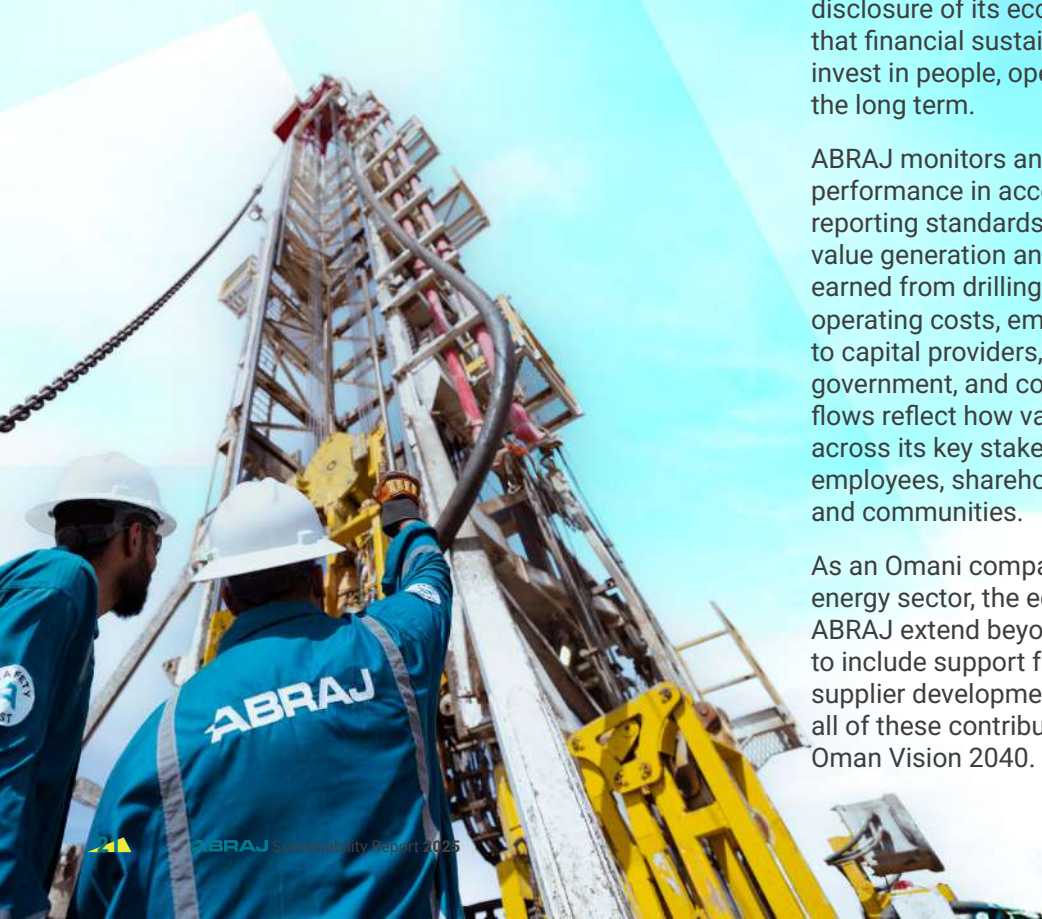
2024	2025
₹ 67,588,448	₹ 60,804,349

Community investments or social expenditure

2024	2025
₹ 112,500	₹ 150,000

Economic value distributed

2024	2025
₹ 110,072,021	₹ 107,212,426



Environmental Performance

GHG Emissions

At ABRAJ 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 collaborated with an external consultant to develop our greenhouse gas (GHG) calculation methodology, and they provided **limited verification of our GHG data up to 2024** under their engagement scope. As no external consultant was engaged for the 2025 reporting cycle, our current GHG assessment applies the established methodology, aligned with ISO 14064:2018, the GHG Protocol Corporate Standard, the GHG Protocol Value Chain (Scope 3) Standard, and GRI 305: 2016 (Emissions) and is supported by internal validation processes, including activity data reconciliation, estimation method reviews, sampling checks, and management sign off. Our organisational boundary follows the equity share approach, reflecting our status as a publicly listed company in which OQ holds a 51% share. In line

with GRI, SASB, and IFRS S1 & S2 guidance, 2021 remains our baseline year, and we report 2024 emissions in the context of the 2025 reporting year to ensure consistency and transparency in tracking performance trends.

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 **92% of these emissions** in 2025.

We additionally evaluated our corporate profile, including our Scope 3 emissions sources. After adding this into the analysis, Scope 3 emissions accounted for roughly **25% of our corporate emissions** profile in 2025.

In 2025, our Total GHG emissions intensity per operating hour is 0.60 tonnes CO₂e /Operating hour which represents an **8% improvement** from 2024 (0.65 tonnes CO₂e/Operating Hour). This exceptional improvement demonstrates that our operational efficiency gains substantially outpaced activity levels.

Our overall emissions **decreased by 17% from our base year** 2021 (0.72 tonnes CO₂e/Operating Hour) despite increased business activity (357 wells completed with 99.27% productive time), demonstrating the effectiveness of our operational efficiency initiatives and technology-driven fuel optimization programmes.

Chart 1: Overall Emissions

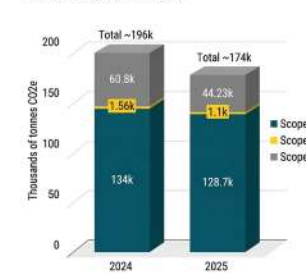
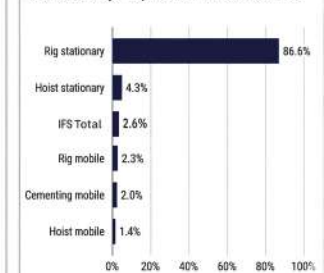


Chart 2: Abraj's Top 6 GHG Emission Sources



GHG Emission Tracking Focuses On:

Scope 1 emissions, generated directly from fuel combustion in drilling rigs, mobile equipment, and operational activities

Scope 2 emissions, associated with purchased electricity at facilities and basecamps

Scope 3 emissions, other indirect emissions from the value chain including purchased goods and services, waste disposal, employee commuting, and upstream fuel production

Total emissions:

2024	2025
196,359 tonnes CO ₂ e	174,004 tonnes CO ₂ e

Scope 1 and Scope 2 Emissions

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).

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

Our 2025 data gathering processes noted data gaps and some issues in categorising Scope 3 emissions. These are being addressed for future years.

We can break our Scope 1 and 2 emissions for 2024 and 2025 into further detail, showing emissions by process and/or equipment, as shown for the location-based calculation.

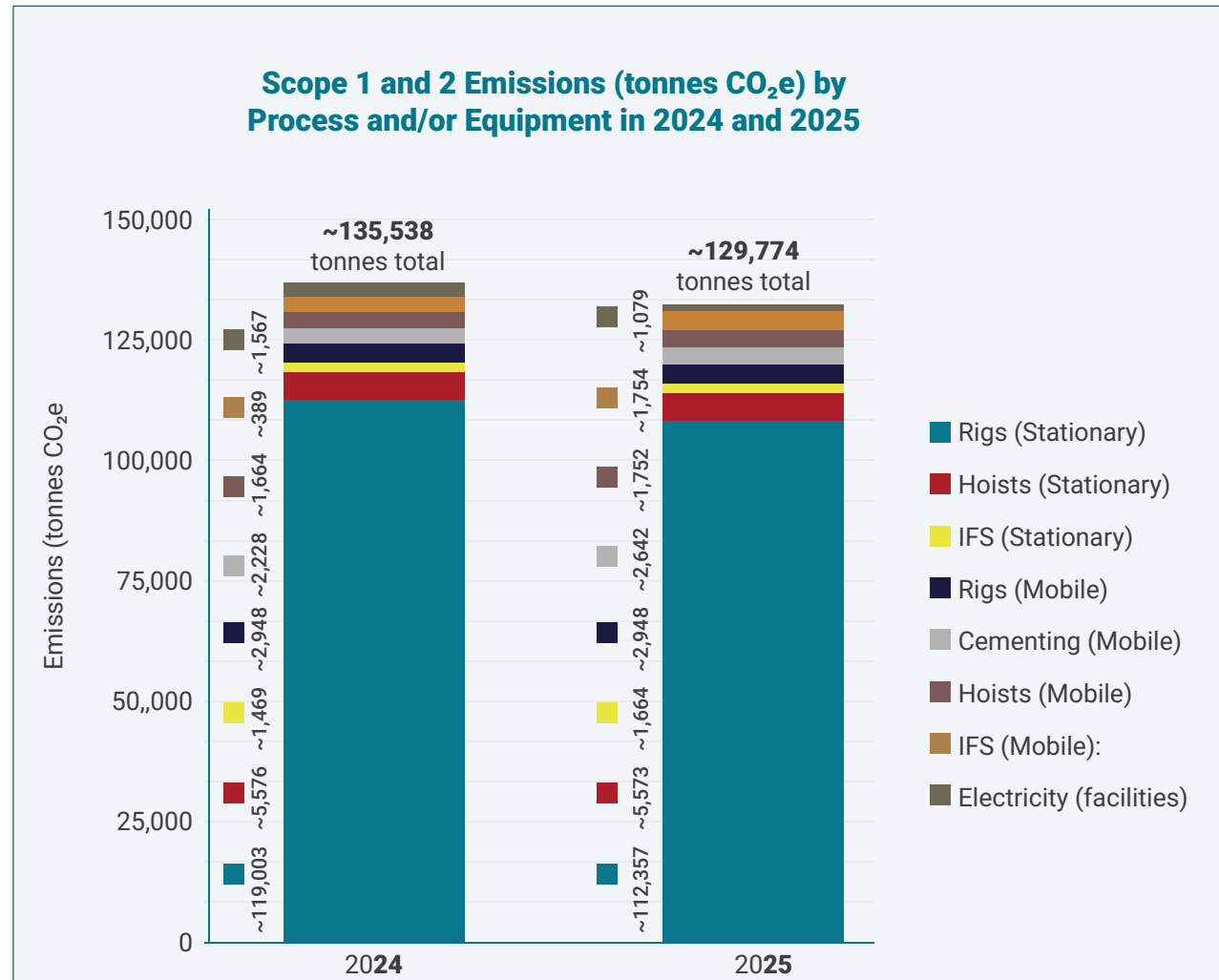
Emissions by Source Type

The most significant contributor to our Scope 1 and 2 emissions profile is **stationary diesel combustion** in our drilling rigs, representing **92.2%** of total Scope 1 and 2 emissions in 2025. This reflects the energy-intensive nature of drilling operations where rigs operate continuously at drilling locations.

We can break our Scope 1 and 2 emissions into stationary and mobile sources:

Source Type	2024 (tonnes CO ₂ e)	2025 (tonnes CO ₂ e)
Stationary Sources	126,502	119,599
Mobile Sources	7,469	9,096
Electricity (Scope 2)	1,567	1,079
Total Scope 2 + 1	135,538	129,774
Scope 3	60,821	44,230

Stationary drilling rigs, which primarily operate on-site, recorded a 5.5% reduction in emissions in 2025. This improvement was driven by technology-enabled fuel optimization initiatives, including the Smart Fuel Advisory System and the Engine Performance Optimizer. In addition, enhanced operational efficiency, reflected in 99.27% productive time and an 8.5% reduction in rig move time, also contributed to lowering overall emissions.



Mobile sources showed a slight increase of **21.8%**, reflecting increased rig mobilization activity to support higher drilling operations (357 wells completed in 2025). Despite this increase, our improved logistics efficiency demonstrates better operational planning and execution.

Scope 2 emissions from electricity consumption showed an exceptional **31.1% reduction**, reflecting substantial improvements in electricity efficiency across our facilities, including VSAT service optimization (\$700,000 annual savings), enhanced basecamp energy management, and operational improvements.

Scope 2 Accounting Methodology:

We report Scope 2 emissions using the location-based approach, utilizing grid-average emission factors for Oman's electricity grid:

- ▲ **2025:** 1,079 tonnes CO₂e (location-based)
- ▲ **2025:** 1,124 tonnes CO₂e (market-based)

Scope 3 Emissions

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 assessment covered multiple Scope 3 categories for 2024 and 2025.

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 2024 and 2025 are either not material or constitute a small percentage of our emissions.

Scope 3 Performance

ABRAJ achieved a **27.3% reduction in Scope 3 emissions** in 2025, decreasing from 60,821 tonnes CO₂e (2024) to 44,230 tonnes CO₂e (2025). This represents a reduction of 16,591 tonnes CO₂e and demonstrates significant progress in managing our value chain emissions.

Scope 3 emissions accounted for approximately **25% of our total corporate emissions profile** in 2025, highlighting the importance of value chain management in our overall climate strategy.

Contributing factors to Scope 3 reduction included:

- ▲ Improved supply chain efficiency and optimized procurement processes
- ▲ Enhanced supplier engagement initiatives (48 site visits, 44 vendors engaged through our ICV programme achieving 28.2% ICV Index)
- ▲ Enhanced waste management processes reducing treatment-related emissions
- ▲ Technology-driven fuel optimization reducing upstream diesel production and transportation emissions
- ▲ Improved logistics and operational planning reducing transportation-related emissions
- ▲ Reduced capital equipment procurement in 2025 compared to 2024

Emissions Intensity and Performance Monitoring

In addition to absolute emissions, ABRAJ monitors emissions intensity metrics to better understand the relationship between operational activity levels and emissions performance. Intensity indicators provide management with insights into efficiency trends and enable performance comparison across assets and over time. We select to reflect the operational characteristics of drilling and energy services activities; these are reviewed alongside operational performance indicators.

Emissions intensity metrics (per operating hour)

2024	2025
0.65 tonnes CO ₂ e/operating hour	0.60 tonnes CO ₂ e/operating hour

Emissions intensity per operating hour decreased from 0.65 tonnes CO₂e per operating hour in 2024 to 0.60 tonnes CO₂e per operating hour in 2025.

In 2025, ABRAJ enhanced its emissions tracking methodology to improve data completeness and boundary coverage. While the 2024 intensity calculation was based solely on drilling operating hours in Oman, the 2025 calculation incorporates:

- ▲ Drilling operating hours in Oman
- ▲ Drilling operating hours in Kuwait
- ▲ Well service unit operating hours

This expanded boundary provides a more comprehensive and accurate representation of operational activity levels. As a result, year-on-year comparisons should consider the methodology enhancement in 2025.

ABRAJ will maintain this improved methodology for future reporting cycles to ensure consistency and comparability going forward.

Decarbonisation and Emission Reduction Approaches

Emissions Reduction Targets

ABRAJ is committed to supporting Oman’s climate objectives and contributing to the country’s Nationally Determined Contribution (NDC). In alignment with national climate pathways, ABRAJ has set a target to reduce greenhouse gas emissions by 21% by 2030, using 2021 as the baseline year.

Achieving this target requires a balanced and phased approach that improves operational efficiency, expands energy management capabilities, and evaluates long term technology shifts. Over the next several years, ABRAJ is assessing a structured portfolio of emissions reduction initiatives with a combined potential to reduce emissions by 10–20% from the current operating baseline.



Energy Management

Energy consumption is a core component of ABRAJ's drilling and energy services operations. Effective energy management directly supports emissions reduction and operational cost efficiency.

Energy is primarily consumed through:

- ▲ Diesel, used in generators, rig equipment, and field operations
- ▲ Electricity purchased from the grid, mainly for administrative and support facilities

ABRAJ monitors energy use to:

- ▲ Improve emissions reporting
- ▲ Enhance cost control
- ▲ Identify opportunities for efficiency gains

Energy Efficient Facilities

ABRAJ's purpose designed headquarters incorporates sustainability features including:

- ▲ 100% LED lighting
- ▲ Motion and occupancy sensors
- ▲ 40–60% lower lighting energy consumption
- ▲ Smart HVAC systems
- ▲ Enhanced insulation and glazing
- ▲ Centralised Building Management System (BMS)
- ▲ Real time energy monitoring dashboards
- ▲ Monthly performance reviews

These measures contribute to lower indirect (Scope 2) energy consumption.

Operational Efficiency and Equipment Upgrades

Operational efficiency remains a primary lever for emissions and fuel reduction. In 2025, ABRAJ advanced several high impact measures:

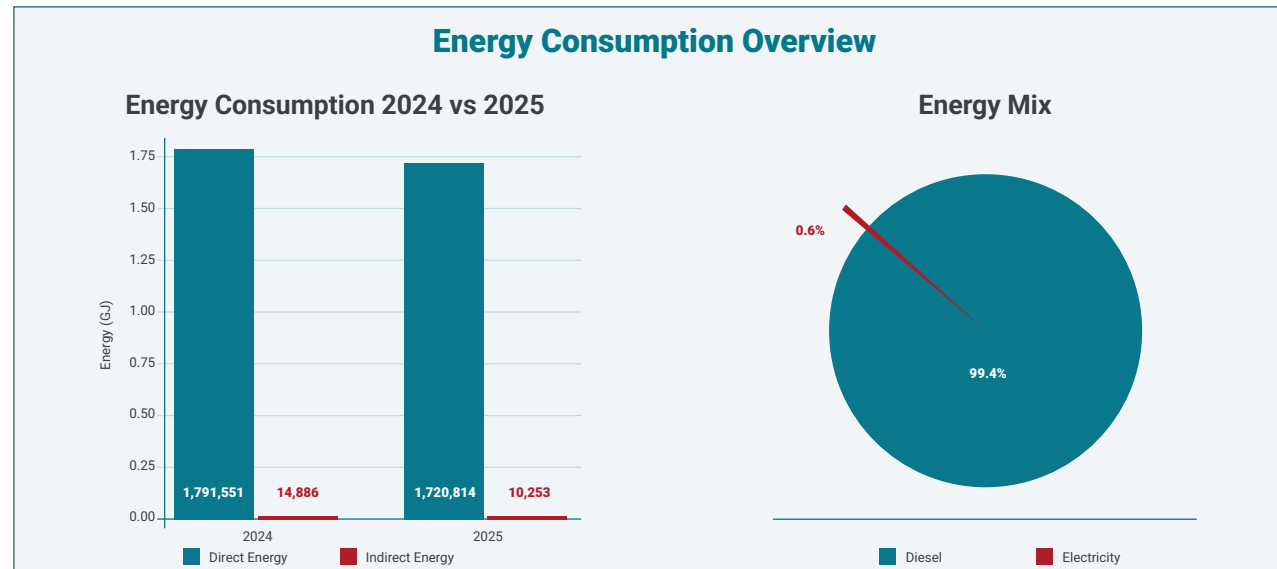
Fuel Efficiency Improvements

- Comprehensive fleet wide fuel consumption analysis
- Operational adjustments to reduce idle time and unnecessary fuel burn

Equipment Upgrades

- ▲ Upgraded mobilisation equipment with improved tire technology, reducing pull power demand and lowering annual fuel use while reducing tire and concrete waste
- ▲ Engine oil filtration units installed on key engines, lowering friction and delivering 2–3% emissions reductions
- ▲ Oil analysis programme reducing sudden failures by ~20%, extending equipment life, and improving fuel performance
- ▲ Major engine overhauls, improving combustion efficiency and reducing emissions by an estimated 5%
- ▲ Automated tubular handling equipment, eliminating the need for heavy lifting machinery and reducing fuel consumption by a significant margin

These initiatives strengthen asset reliability while contributing directly to emissions reduction outcomes.



Electrification and Power Optimisation

ABRAJ continues to evaluate electrification options where feasible:

- ▲ Engine Management Systems (EMS) and Battery Energy Storage Systems (BESS) under review with ~5% emissions reduction potential
- ▲ Power Factor Correction under evaluation for select rigs, expected to further reduce diesel consumption
- ▲ Camp Power Optimisation through:
 - ▲ Centralisation of nearby camps
 - ▲ Replacement of large generators with modular units (~2% emissions reduction)
 - ▲ Future integration of solar PV
 - ▲ Potential grid connection to lower Scope 1 and 2 emissions

Fuel Switching and Cleaner Alternatives

Long term fuel diversification remains a key decarbonisation pathway. ABRAJ is assessing:

- ▲ Dual fuel (gas–diesel) conversions, offering up to 15% emissions reduction
- ▲ Potential transition to fully gas powered engines, offering an additional ~10% reduction, pending LNG/CNG availability
- ▲ Biofuel feasibility as supply chains mature
- ▲ These options provide flexibility for a phased transition away from conventional diesel.

Electricity Source Switching

Aligned with broader national energy goals, ABRAJ continues to explore:

- ▲ Renewable energy options for camps
- ▲ Hybrid solar battery systems
- ▲ Grid integration where infrastructure allows

These measures reduce reliance on diesel powered generation and lower Scope 1 and 2 emissions.

Looking Ahead, ABRAJ will scale up efficiency projects, advance electrification and fuel switching options, and strengthen energy management and monitoring systems. The company will also support client decarbonisation efforts while maintaining alignment with Oman's national climate goals.

“

Receiving the Environmental and Sustainable Energy Excellence Award is a meaningful recognition of our efforts to deliver a practical, sustainable solution that delivers measurable fuel savings and environmental impact. Our team worked closely across functions to design, test, and refine our advisory system in real operating conditions, making this achievement possible through collaboration and continuous improvement

”

Saud Al Ghafri,
Drilling Superintendent

OPAL Environmental and Sustainable
Energy Excellence Award



Air Quality Management

Diesel-intensive drilling operations generate air pollutants including nitrogen oxides (NO_x), sulphur oxides (SO_x), and particulate matter (PM₁₀) from combustion in drilling rigs, generators, and mobile equipment. ABRAJ calculates these emissions annually for internal performance tracking and disclosure, using EPA AP-42 emission factors applied to total diesel consumption across stationary and mobile sources.

2025 Air Quality Performance

Pollutant	2024	2025
NO _x	713.1 tonnes	683.1 tonnes
SO _x	41.6 tonnes	40.0 tonnes
PM ₁₀	34.7 tonnes	33.0 tonnes

All three pollutants declined in 2025, consistent with the overall reduction in diesel consumption across the fleet. SO_x figures are calculated using 500 ppm sulphur diesel, the prevailing GCC fuel specification.

Monitoring and Responsibility

As a drilling contractor operating on client-owned sites, air quality monitoring is the primary responsibility of site owners, who maintain environmental monitoring programmes in accordance with Omani environmental regulations and client HSE standards. ABRAJ coordinates with site owners on environmental data review, incident investigation, and continuous improvement initiatives.

Emissions Management

ABRAJ minimises air pollutant emissions through:

- ▲ Preventive maintenance programmes ensuring optimal engine combustion efficiency
- ▲ Fuel quality controls using diesel meeting applicable specifications
- ▲ Operational efficiency measures minimising unnecessary engine idling
- ▲ Modern equipment maintained to manufacturer emission standards
- ▲ Technology-driven fuel optimisation programmes (Smart Fuel Advisory System, Engine Performance Optimizer) delivering measurable diesel reductions across the fleet



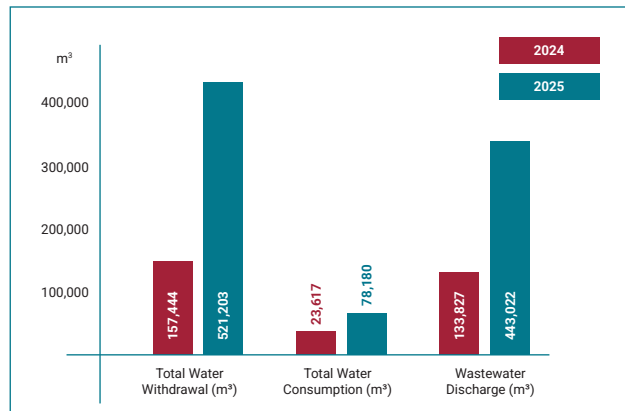
Water Management

Water is used in the drilling and energy services operations of ABRAJ primarily for chemical mixture preparation, equipment cleaning, and domestic consumption at operational sites and offices. Given the arid climate and water scarcity challenges of Oman, responsible water management is an important environmental consideration.

ABRAJ sources water through a combination of:

- ▲ Municipal or public water supply
- ▲ Third-party water supply contractors

We monitor to support consumption management and identify opportunities for reuse or reduction.



Note: Water discharge calculated as 85% of total water withdrawal per operational methodology. Increase reflects expanded operation, increased drilling activity (357 wells), and enhanced tracking systems.

Water Conservation and Efficiency

Water conservation measures are embedded in operational practice through equipment maintenance programmes, leak prevention controls, and site-level awareness. At headquarters, occupancy-based scheduling reduces overall facility resource consumption. ABRAJ is developing enhanced water tracking systems to report consumption intensity and reuse rates at asset level in future reporting cycles.

Wastewater Management

ABRAJ manages wastewater in accordance with applicable regulations and client requirements. Wastewater handling practices are designed to prevent environmental contamination and ensure responsible disposal or treatment.

Wastewater discharge volume and treatment method (2025):

Facility	% of Total
Field operations (rig camps and sites)	98.7%
Adam Base	0.5%
Head Office	0.4%
Training Center	0.2%
Guesthouse	0.2%
Total	%100

Treatment method: All wastewater is directed to authorised municipal wastewater treatment facilities for proper treatment before discharge (third-party treatment).

Note: ABRAJ operates on client sites where primary wastewater management infrastructure and discharge permits are the responsibility of site owners in accordance with operational agreements.

Compliance with discharge permits or standards:

- ▲ Zero incidents of non-compliance associated with water quality permits, standards, and regulations (2025)
- ▲ All wastewater managed through authorised third-party municipal treatment facilities
- ▲ Compliance with client environmental management requirements

Water recycling or reuse volumes

	2024	2025
	13.4%	3.36%

Waste Management

Waste management is an important aspect of the environmental performance of ABRAJ. Waste is generated from drilling operations, maintenance activities, and administrative functions. ABRAJ is committed to managing waste responsibly, in compliance with applicable regulations and in alignment with waste hierarchy principles.

The waste management practices of the company are guided by:

- ▲ Compliance with Omani environmental regulations and client waste management requirements
- ▲ Segregation of waste streams to facilitate appropriate handling and disposal
- ▲ Use of licensed waste management contractors for transport, treatment, and disposal
- ▲ Efforts to minimise waste generation and identify reuse or recycling opportunities where feasible

Waste Generation and Classification

Waste generated by the operations of ABRAJ includes:

- ▲ Hazardous waste: Oil-contaminated materials, chemical waste, and other materials classified as hazardous under applicable regulations
- ▲ Non-hazardous waste: General operational waste, scrap metal, packaging materials, and domestic waste

Total waste generated:

Year	2024	2025
Total	1,503 tonnes	1,920 tonnes
Hazardous	320 tonnes	665 tonnes
Non-hazardous	1,183 tonnes	1,255 tonnes

Scope note: Waste data reflects general operational waste generated from drilling rigs, workover hoists, support facilities and administrative offices. Does not include drilling mud, cuttings, or other waste streams managed directly by clients on their operational sites in accordance with operational agreements.



The increase in total waste generation from 1,503 tonnes (2024) to 1,920 tonnes (2025) reflects a combination of factors:

- ▲ Enhanced waste tracking systems: Implementation of improved monitoring and classification mechanisms resulted in more comprehensive and accurate waste recording
- ▲ Expanded operational activity: Operation expansion across Oman and Kuwait operations
- ▲ Better segregation practices: Improved waste stream segregation leading to more accurate hazardous waste identification and classification

The increase in hazardous waste from 320 tonnes (2024) to 665 tonnes (2025) is primarily attributable to:

- ▲ Improved classification protocols: Enhanced training and awareness on hazardous waste identification resulted in more accurate classification of oil-contaminated materials and chemical waste
- ▲ Expanded scope of hazardous waste tracking: Integration of previously untracked hazardous waste streams into reporting systems
- ▲ Operational intensity: Increased drilling and maintenance activities generating higher volumes of contaminated materials

Waste Disposal and Diversion

All solid waste is collected through authorised third-party waste management contractors and disposed in accordance with Omani environmental regulations and client waste management requirements. ABRAJ operates primarily on client sites where waste management infrastructure and disposal permits are managed by site owners under operational agreements.

Waste tracking development:

ABRAJ is developing enhanced waste tracking systems to systematically report:

- ▲ Waste diversion rates (recycling, reuse, recovery)
- ▲ Disposal methods by stream (landfill, incineration, treatment)
- ▲ Waste intensity metrics (waste per unit/asset)

Current reporting focuses on total waste generation by classification (hazardous/non-hazardous). Future reporting periods will include detailed waste stream analysis and diversion performance metrics as tracking systems mature.

Waste Reduction and Circularity Initiatives

ABRAJ seeks opportunities to reduce waste generation and divert waste from disposal through reuse, recycling, or recovery. We implement where operationally practical and aligned with client requirements.

In addition to operational waste management practices, ABRAJ has implemented facility-level initiatives aimed at reducing waste generation and promoting circularity. A centralised recycling collection system has been established at the headquarters to streamline segregation and improve recycling efficiency.

The Company has also strengthened its digital documentation practices through the implementation of an Electronic Document and Records Management System (EDRMS), reducing reliance on paper-based processes. Increased use of digital approvals and workflow systems has further minimised printing requirements, contributing to waste reduction and resource efficiency.

Biodiversity and Land Management

ABRAJ operates exclusively on client-designated drilling sites where environmental permits, site selection, and biodiversity assessments are managed by site owners. As a drilling contractor, ABRAJ does not conduct independent biodiversity assessments or site selection activities.

Operational Context

ABRAJ's operations are not located in protected areas or high biodiversity zones. Site owners conduct environmental impact assessments and biodiversity evaluations as part of their project planning and regulatory approval processes prior to site designation. These assessments identify ecological sensitivities and establish site-specific environmental management requirements.

ABRAJ's Biodiversity Commitments

While site-level biodiversity management is the responsibility of site owners, ABRAJ supports environmental protection through:

- ▲ Compliance with client environmental management plans and permit conditions at all operational sites
- ▲ Minimising operational footprint through efficient rig layouts and equipment positioning
- ▲ Spill prevention and containment systems to protect soil and groundwater

- ▲ Waste management controls preventing contamination of surrounding areas
- ▲ Adherence to site access restrictions and designated operational boundaries
- ▲ Support for site rehabilitation activities as specified in client contracts

Coordination and Oversight

ABRAJ works closely with site owners to ensure:

- ▲ Environmental monitoring data is reviewed and assessed
- ▲ Incidents affecting land or ecosystems are reported immediately
- ▲ Corrective actions are implemented when environmental concerns arise
- ▲ Continuous improvement opportunities are identified and acted upon
- ▲ This collaborative approach ensures effective environmental stewardship while maintaining clear accountability within the contractor-operator relationship.

Operational Safety Excellence

Process Safety and Critical Incident Management

Process safety focuses on preventing major incidents that could result in catastrophic harm to people, assets, or the environment. ABRAJ's process safety management is designed to ensure asset integrity, manage critical risks, and maintain operational control under all conditions.

Process Safety Framework

Our process safety management includes:

- ▲ Identification and management of critical safety barriers and controls
- ▲ Monitoring of process safety events and leading indicators
- ▲ Rigorous asset integrity and preventive maintenance programmes
- ▲ Comprehensive emergency preparedness and response planning
- ▲ Well control systems and procedures

2025 Performance

ABRAJ maintained strong process safety performance during 2025:

- ▲ Zero fatalities across all operations
- ▲ No critical incidents or major safety events reported
- ▲ Zero major accident hazard (MAH) events

Process Safety Recognition

ABRAJ's commitment to process safety excellence was recognised through multiple awards in 2025:

- ▲ Process Safety Award for Natih Dynamic Well Control System implementation
- ▲ Outstanding HSSE Performance Award received by Kuwait operations team
- ▲ HSSE CEO Award for successful night rig-move operations demonstrating advanced safety protocols

Emergency Preparedness

ABRAJ conducted 960 emergency response drills during 2025 covering:

- ▲ Fire evacuation and firefighting response
- ▲ Medical emergency response and casualty evacuation
- ▲ Spill response scenarios and containment procedures
- ▲ H₂S (hydrogen sulfide) emergency response
- ▲ Well control and blowout prevention

“

The HSE record is world-class. The collaboration between us has shown that we can raise our success together. The crews embrace the HSE meetings and it shows in their standard of work

”

Greg Cameron
Drilling Superintendent
Occidental of Oman



Emergency Response and Well Contingency Planning

The nature of drilling operations requires ABRAJ to maintain robust emergency preparedness capabilities at all times. A prompt, coordinated, and effective response to an emergency situation; this could be a well control event, fire, hazardous material release, medical emergency, or environmental incident; and can be the difference between a contained situation and a catastrophic outcome. ABRAJ treats emergency preparedness not as a compliance exercise but as a critical operational capability that is continuously maintained, tested, and improved.

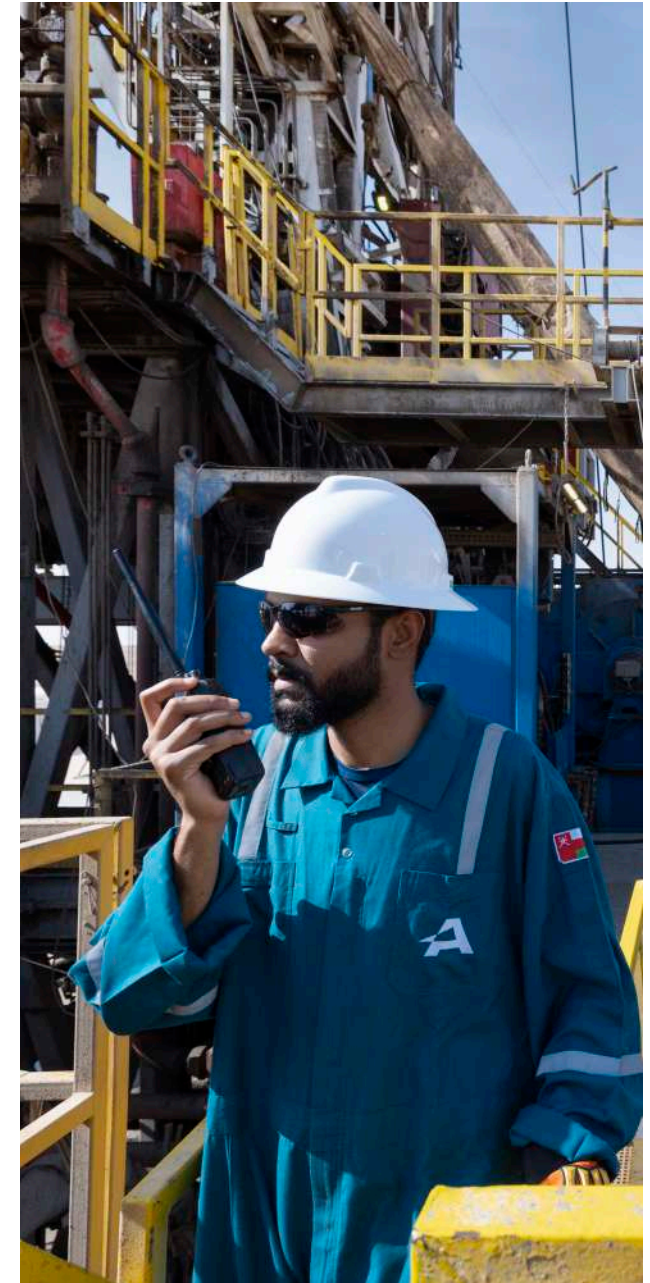
ABRAJ maintains formal emergency response plans covering its operational sites and drilling fleet. These plans define escalation procedures, roles and responsibilities, communication protocols, and coordination arrangements with clients, regulatory authorities, and emergency services. We develop well-specific contingency plans as part of the pre-pud planning process, addressing the specific risks associated with each well programme and the response measures applicable to credible emergency scenarios.

We test emergency response capabilities through regular drills and exercises conducted at site and management levels. We review drill outcomes to identify gaps in preparedness and track corrective actions to closure. We share lessons learned from drills and actual incidents across the organisation to support continuous improvement in emergency response effectiveness.

A total of 960 emergency response drills were conducted across operational sites during the reporting period. Drills addressed a range of operational risk scenarios, including fire evacuation, medical emergency response, spill response scenarios, hydrogen sulfide (H₂S) incidents, and well control events. These exercises support operational preparedness and reinforce ABRAJ's commitment to maintaining high standards of emergency response readiness.

Recognition of Emergency Response Excellence

ABRAJ's commitment to emergency preparedness and well control was recognised in 2025 through multiple awards including the Process Safety Award for the Natih Dynamic Well Control System and the HSSE CEO Award for successful night rig-move operations in Kuwait, demonstrating industry-leading capabilities in critical operational scenarios.



Asset Integrity & Reliability

Asset integrity and operational reliability are critical to the ability of ABRAJ to deliver safe, efficient, and high-quality services to clients. Maintaining asset integrity supports safety, minimises unplanned downtime, and reduces environmental and operational risks.

The asset integrity management approach of ABRAJ includes:

- ▲ Planned maintenance and inspection programmes
- ▲ Condition monitoring and performance tracking
- ▲ Equipment upgrades and life extension initiatives
- ▲ Root cause analysis for failures and corrective action management

ABRAJ introduced oil analysis reporting for all operational critical equipment in 2025. This predictive maintenance approach reduced sudden equipment failures by approximately 20%, optimised fuel and oil consumption, and improved operational reliability.

These initiatives enhance asset longevity while contributing to environmental efficiency through reduced unplanned maintenance and improved engine performance.

Operational Automation and Equipment Upgrades

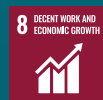
In 2025, selected rigs were upgraded with automated BX elevators, iron roughneck systems, and power slips. These enhancements reduced manual intervention during rig operations, lowering operational risk exposure and improving process consistency. The upgrades contribute to enhanced operational reliability, improved safety conditions, and greater equipment efficiency across the upgraded units.



Resourceful People

ABRAJ recognises that its people are central to operational success and long-term sustainability. This section addresses the approach of ABRAJ to workforce management, development, and community engagement.

- 37 Occupational Health and Safety
- 38 Occupational Health and Wellbeing
- 39 Workforce & Employment
- 41 Diversity, Equity & Inclusion
- 42 Training & Development
- 43 Employee Experience & Wellbeing Framework
- 44 Community Engagement



Note: Unless otherwise stated, the workforce data presented in this section covers ABRAJ's Oman operations only. Data relating to Kuwait operations can be found in the Appendix



Occupational Health and Safety

Health and safety are a fundamental priority for ABRAJ. The company is committed to providing a safe working environment for all employees, contractors, and visitors, and to preventing occupational injuries, illnesses, and incidents. Our health and safety management is guided by the principle that all workplace injuries and incidents are preventable. We consider safety performance a key indicator of operational discipline and management effectiveness.

Safety Management System

ABRAJ operates a comprehensive health and safety management system designed to identify hazards, assess risks, and implement controls to protect our workforce and assets.

ISO 45001:2018 Certification

ABRAJ maintains ISO 45001:2018 certified Occupational Health and Safety Management System covering all operational sites. This certification demonstrates our commitment to systematic safety management and continuous improvement. The company has well-defined Health Management procedures, HSE Policy, and Hazard Risk Assessment (HRA) processes for the scope of operations.

System Elements

Our safety management system includes:

- ▲ Safety policies and standards defining expectations across all operations

- ▲ Risk assessment and hazard identification processes
- ▲ Operational procedures and work permit systems
- ▲ Incident investigation and corrective action protocols
- ▲ Safety training and competency assurance programmes
- ▲ Performance monitoring and management reporting

Safety Performance

ABRAJ tracks safety performance using industry-standard metrics to monitor trends and drive continuous improvement.

2025 Safety Results

Indicator	Result
Fatalities	0
Lost Time Injuries (LTI)	4
Lost Time Injury Frequency (LTIF)	0.40
Total Recordable Injuries (TRI)	16
Total Recordable Case Frequency (TRCF)	1.59
Road Traffic Accident Frequency (RTAF)	0.07

Three-Year Performance Trend

Metric	2023	2024	2025
Lost Time Injuries (LTI)	0	0	4
Total Recordable Injuries (TRI)	5	2	16
Total Recordable Case Frequency (TRCF)	0.49	0.19	1.59
Road Traffic Accident Frequency (RTAF)	0.09	0.08	0.07

ABRAJ maintained a zero-fatality record in 2025, continuing our commitment to workforce safety. Road traffic safety continued on a positive trajectory, with RTAF improving for the third consecutive year – from 0.09 in 2023 to 0.08 in 2024 and 0.07 in 2025 – remaining well below the threshold of 0.20.

The increase in recordable injuries is primarily attributed to the expansion of operational activities during 2025. ABRAJ Energy Services remains committed to preventing incidents through systematic hazard identification and management, effective implementation of lessons learned from previous incidents, implementing specific unit assurance plan and the deployment of targeted safety interventions across all operational areas.

Occupational Health and Wellbeing

ABRAJ is committed to protecting the health and wellbeing of its workforce. Occupational health programmes address health risks arising from workplace exposures and promote employee health through preventive measures.

Occupational health initiatives include:

- ▲ Health risk assessments and exposure monitoring
- ▲ Medical surveillance and fitness-for-duty evaluations
- ▲ Health and hygiene awareness programmes
- ▲ Access to medical support and emergency care at operational sites



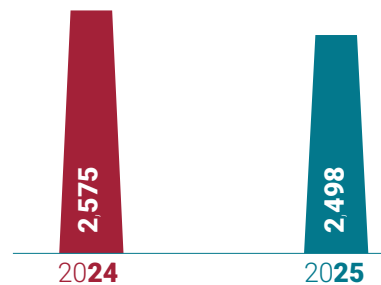
Workforce and Employment

The workforce of ABRAJ consists of employees and contractors who support drilling and energy services operations across Oman. Our commitment to ensuring fair treatment, compliance with labour laws, and alignment with national employment priorities guides our workforce management practices.

Workforce Composition

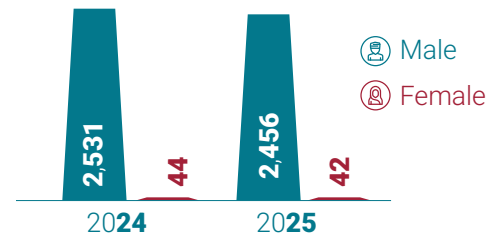
ABRAJ's workforce profile reflects the operational requirements of the energy services sector, with a mix of operational, technical, and administrative roles across field operations and head office functions.

Total Workforce



ABRAJ's workforce consists entirely of permanent, full-time employees. The company does not employ temporary or part-time staff.

Gender Composition



Age Distribution

Age Group	2024	2025	% of Total (2025)
18-30 years	558	557	22%
30-50 years	1,903	1,840	74%
51+ years	114	101	4%
Total	2,575	2,498	100%

The workforce is predominantly in the 30-50 age bracket, reflecting the experience requirements of drilling operations, with a strong representation of younger employees (22%) supporting succession planning and skills development.

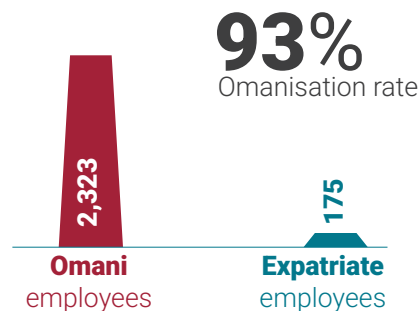


Omanisation and National Employment

As an Omani company, ABRAJ is committed to supporting national employment priorities and contributing to the development of Omani talent. Omanisation remains a strategic workforce priority, aligned with Oman Vision 2040 and national regulatory requirements.

Omanisation Performance

ABRAJ maintained a strong Omanisation rate of 93% in 2025, significantly exceeding regulatory requirements and demonstrating our commitment to developing national talent.



100%
of the Senior managements are Omanis

ABRAJ prioritises the development of Omani talent through structured career pathways, leadership development programmes, and succession planning initiatives to ensure continuity of Omani representation in senior roles.

Employee Turnover and Retention

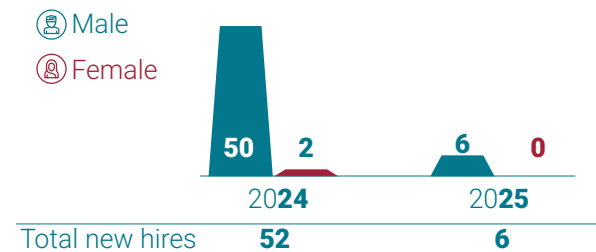
Retaining skilled and experienced personnel is critical to operational continuity and service quality. ABRAJ monitors employee turnover to identify trends and inform workforce planning.

2025 Turnover Performance

Metric	2024	2025
Overall turnover rate	3%	3.28%
Male turnover rate	3.18%	3.53%
Female turnover rate	6.90%	4.71%

ABRAJ maintains relatively low turnover rates, with total turnover remaining below 4%. Female turnover improved significantly, declining from 6.9% to 4.7%, reflecting enhanced retention initiatives.

Hiring Activity



The significant reduction in hiring during 2025 reflects operational optimisation and workforce rightsizing in response to market conditions. Net workforce reduction (2,575 → 2,498) was managed through natural attrition and limited replacement hiring.

Diversity, Equity and Inclusion

ABRAJ is committed to fostering a workplace that values diversity, promotes equity, and ensures all employees are treated with respect and dignity. While the energy services sector workforce remains predominantly male due to the remote, rotational, and physically demanding nature of drilling operations, ABRAJ recognises the importance of creating opportunities for underrepresented groups and promoting an inclusive culture.

Gender Diversity

Category	Female	Female %
Total workforce	42	2.0%
Head Office	39	14%
Field Operations	3	0.1%

Female representation stands at 2% of the total workforce, with women comprising 14% of head office staff but less than 1% of field operations personnel.

Leadership Representation

Level	Female
Entry and mid-level	2%
Senior management	0%
Board of Directors	14%

ABRAJ is committed to improving female representation in leadership through targeted succession planning initiatives that focus on leadership training, mentorship, and capability development. These programmes are designed to prepare qualified female talent for future management roles and strengthen our internal leadership pipeline.

Gender Pay Equity

ABRAJ reported a gender pay ratio of 0.56:1 (male to female) in 2025, indicating that the median compensation of male employees represents 56% of the median compensation of female employees. This widened from 0.60:1 in 2024. The variance primarily reflects workforce composition: female employees, although representing a small proportion of the total workforce, are predominantly employed in skilled and professional roles and therefore have higher median compensation. In contrast, the male workforce includes a large number of employees in junior-level site crew roles (e.g., roustabouts, floormen, operators), which influences the overall median pay comparison.

Commitment to Fair Practices

ABRAJ is committed to providing equal employment opportunities with recruitment, promotion, and compensation decisions based on merit, qualifications, and performance. ABRAJ maintains an active Non-Discrimination Policy (S6) covering equal opportunity principles, merit-based

practices, non-discrimination across all protected characteristics, and confidential grievance reporting. Zero tolerance for discrimination and harassment is enforced across all operations.

Metric	2025 Result
Discrimination incidents reported	0
Harassment incidents reported	0
Grievance investigations conducted	0
Policy violations identified	0

ABRAJ maintained a zero-incident record for discrimination and harassment throughout 2025.

Disability Inclusion

ABRAJ demonstrated commitment to disability inclusion during 2025:

- ▲ 1 employee with disability hired with a clear training and development plan
- ▲ 1 training programme specifically designed for persons with disabilities
- ▲ Active participation in townhalls and work-related group activities

Training and Development

Investing in employee development is essential to building technical competence, operational excellence, and career progression opportunities. ABRAJ provides training and development programmes designed to enhance skills, knowledge, and professional capabilities.

Training programmes address:

- ▲ Technical and operational skills required for drilling and energy services roles
- ▲ Health, safety, and environmental competencies
- ▲ Leadership and supervisory capabilities
- ▲ Regulatory compliance and industry certifications



Career Development and Succession Planning

ABRAJ supports employee career progression through structured development pathways, performance management, and succession planning initiatives. Development opportunities are designed to prepare employees for increased responsibilities and leadership roles.

Career development programmes include:

- ▲ Technical competency frameworks defining clear advancement pathways
- ▲ Leadership development initiatives for supervisors and managers
- ▲ Mentoring programmes pairing experienced personnel with developing employees
- ▲ Succession planning processes for key operational and management positions
- ▲ Performance management systems supporting career progression



Employee Experience and Wellbeing Framework

ABRAJ recognises that a motivated, healthy, and fairly rewarded workforce is fundamental to operational excellence and long-term business resilience. The Employee Experience & Wellbeing Framework reflects the Company's commitment to fostering an environment where employees feel heard, supported, and valued at every stage of their career.

Employee Engagement & Feedback

Regular Engagement Surveys

ABRAJ has implemented the "Employee Voice" engagement survey for four consecutive years (2022–2025), providing employees with a structured and confidential platform to share perspectives on their work environment, leadership, and organisational direction. The 2025 engagement score reached 75%, reflecting a sustained upward trend in employee satisfaction and motivation, and exceeding relevant external benchmarks.

Open Feedback Channels

In addition to the annual survey, ABRAJ maintains multiple continuous feedback mechanisms including the ABRAJ Facilities Feedback Form and a structured suggestion box process linked to the Company's Continuous Improvement (CI) programme. Survey results and associated action plans are communicated to line managers through a designated internal platform to ensure accountability and follow-up on identified improvement areas.

Performance and Development Discussions

ABRAJ supports employee growth through structured performance and development discussions that connect individual contribution to organisational goals. These conversations form part of ABRAJ's broader talent development approach, which includes leadership training, mentorship programmes, and succession planning to prepare employees for future roles.

Employee Wellbeing

Supportive Work Environment

ABRAJ has actively enhanced its workplace infrastructure to support employee wellbeing. At its purpose-designed headquarters, the Company has integrated indoor plants across reception areas, corridors, and office spaces – with low-water, low-maintenance species selected in line with sustainability considerations. This initiative contributes to improved indoor air quality, reduced workplace stress, and a more productive office atmosphere. Smart HVAC scheduling and occupancy-based facility management further ensure a comfortable and well-maintained working environment for all staff.

Benefits & Compensation

Competitive Salary Structure

ABRAJ provides a competitive compensation framework designed to attract and retain qualified talent, with remuneration aligned to role, experience, and market benchmarks. Field operations roles include additional allowances reflecting the demanding nature of remote and rotational work, including desert and extra days allowances.

Medical Insurance and Leave Benefits

Core employee benefits include:

- ▲ Comprehensive medical insurance coverage
- ▲ Workmen's compensation and group life insurance
- ▲ Annual, sick, maternity, and paternity leave
- ▲ Exam leave, patient escort leave, marriage leave, and Haj leave
- ▲ End-of-service benefits provided in accordance with Oman Labour Law through formal final settlement arrangements

Rewards Aligned with Performance

ABRAJ reinforces a performance-driven culture through incentive structures that recognise and reward individual and team contribution. Performance-based bonuses form part of the total compensation package, ensuring that exceptional effort and results are acknowledged and celebrated across the organisation.



Community Engagement

As an Omani company, ABRAJ recognises its role in supporting the communities where it operates. Community engagement efforts focus on contributing to local development priorities, supporting employment, and addressing social needs where appropriate.

Corporate Social Responsibility (CSR) Framework

ABRAJ operates a structured CSR programme governed by a CSR Committee under Board oversight. All initiatives are evaluated against defined focus areas and approved within an established governance framework.

2025 CSR Investment

 **150,000** 
Total Spent

 **21**
approved projects

ABRAJ fully allocated its 2025 CSR budget across strategic focus areas aligned with national development priorities.

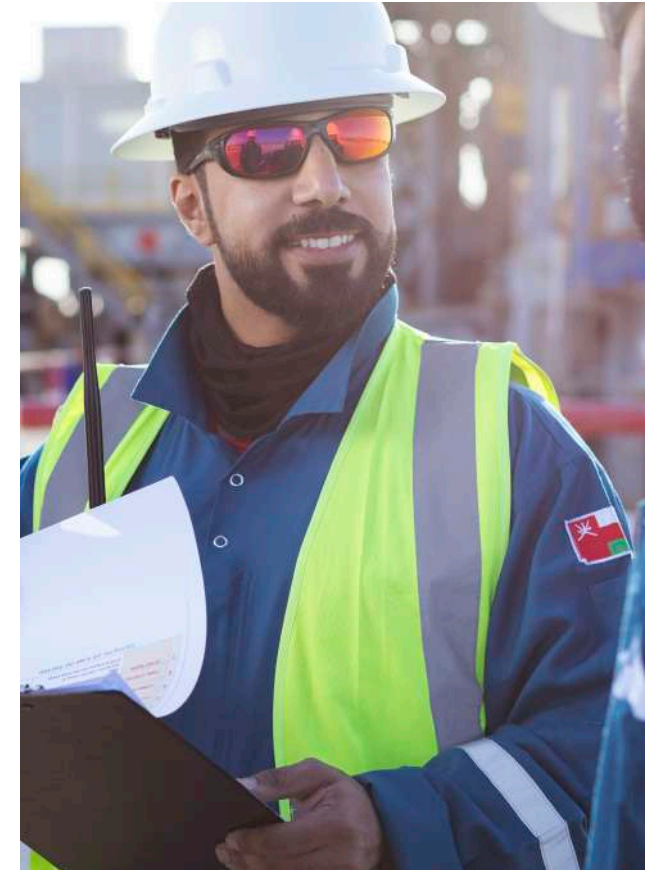
CSR Focus Areas and Investment Breakdown

Category	Number of Initiatives
Supporting Talents & Youth Empowerment	6
Education	7
Community Engagement	5
Charity	1
Environment	1
Innovation & Technology	1
Total	21

Impact and Community Benefit

Through 2025 CSR initiatives, ABRAJ supported:

- ▲ Omani entrepreneurs and SMEs through structured business development programmes
- ▲ Thousands of students through educational sponsorships and environmental awareness
- ▲ Healthcare patients and medical professionals through equipment donations and conference support
- ▲ Persons with disabilities through vocational training and economic inclusion
- ▲ Local cultural heritage through festival and arts programme sponsorship
- ▲ Road safety and public awareness through community campaigns



Economic Localisation and Supplier Partnerships

ABRAJ demonstrates a strong commitment to economic development and community impact through active participation in Oman's In-Country Value (ICV) Programme. ABRAJ's ICV Index has grown steadily from 27.9% in 2024, reaching 28.2% in 2025, reflecting enhanced local value creation and economic benefit to Omani communities. In 2025, ABRAJ engaged with 61 local suppliers through 48 site visits, with 26% of procurement directed to local SMEs, supporting small business growth and employment. Local spending stood at \$135,476 in 2023 and \$138,240 in 2024, with 2025 reflecting \$125,000 – a planned reduction attributable to operational rightsizing rather than reduced commitment. Through technical capability building and partnership programs, ABRAJ actively develops local supplier capacity, strengthening the Omani business ecosystem..

Supplier Engagement Activities (2025)

- ▲ 48 site visits conducted for supplier assessment and relationship management
- ▲ 44 suppliers/vendors visited for evaluation and development support
- ▲ 26% local SME spending (proportion of total procurement from small and medium enterprises)

ABRAJ prioritises local suppliers through:

- ▲ Supplier qualification programmes emphasizing Omani and local businesses
- ▲ Technical capability building and HSE training support
- ▲ Partnership opportunities and business development assistance
- ▲ Preference for local content in procurement decisions where technically and commercially viable



Reliable Partner

Operating as a reliable and trusted partner requires strong governance, ethical conduct, and effective risk management. This section addresses the approach of ABRAJ to business ethics, supply chain management, cybersecurity, and internal controls.

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Governance and Oversight

Board of Directors

ABRAJ's Board of Directors comprises seven members, including three independent directors, ensuring objective oversight and protection of

shareholder interests in compliance with Oman Financial Services Authority requirements and the Code of Corporate Governance.

Board Committees

Audit & Risk Committee (ARC)

- ▲ Oversees financial reporting, internal controls, and enterprise risk management
- ▲ Reviews ESG risks and sustainability matters as part of risk governance mandate
- ▲ Supervises internal and external audit functions

Nomination & Remuneration Committee (NRC)

- ▲ Reviews human capital strategy and remuneration policies
- ▲ Approves Key Management Personnel appointments
- ▲ Assesses Board development and succession planning

Board Executive Committee (BEC)

- ▲ Reviews business cases, contracts, and commercial transactions within delegated authority
- ▲ Ensures timely decision-making on operational matters



Ayad Al Balushi
Chairman



Ali Al Lawati
Deputy Chairman



Azzan Al Abdullatif
Board Member



Khamis Al Saaid
Board Member



Mashael Yaseen Moose
Board Member



Ben Charbit
Board Member



Sadhak Bindal
Board Member



Khalid Al Kindi
Board Secretary

The Board provides strategic direction and oversight of:

- ▲ Corporate strategy and performance
- ▲ Risk management framework and internal controls
- ▲ Stakeholder interests and long-term value creation

- ▲ Approval of corporate policies and governance frameworks

Board members bring diverse expertise across governance, finance, oil and gas operations, and capital markets to support informed decision-making.

Executive Management

ABRAJ's senior management team is responsible for day-to-day operations and integrating ESG performance into business strategy. The team brings extensive experience in drilling and well

services and is accountable for environmental stewardship, workforce development, safety excellence, and stakeholder engagement in line with ABRAJ's sustainability commitments.



Saif AL Hamhami
CEO



Zahran Al Kindi
Chief Operating Officer



Sadiq Al Lawati
Acting Chief Financial Officer



Hilal Al Siyabi
Chief People Officer



Salah Al Harthy
Chief Corporate Services Officer



Dr Abdul Roouf AlTobi
General Counsel



Hood Al Brashdi
Acting Business Development Director



Internal Audit and Assurance Framework

ABRAJ maintains an independent Internal Audit function operating under an approved Internal Audit Charter. The function reports directly to the Audit & Risk Committee, ensuring objectivity, independence, and effective oversight within the governance framework.

The primary mandate of Internal Audit is to provide independent and objective assurance on the adequacy and effectiveness of internal controls, risk management processes, and compliance mechanisms. Through this assurance role, Internal Audit supports performance improvement, accountability, and sound corporate governance.

Internal audit activities are conducted in accordance with a risk-based annual audit plan approved by the Audit & Risk Committee. Audit frequency is determined by the risk profile of business units and operational processes, with higher-risk areas subject to more frequent review. Follow-up assessments are performed to monitor the timely implementation of agreed corrective actions.

The scope of Internal Audit covers financial reporting controls, operational and process effectiveness, Health, Safety and Environment (HSE) compliance, regulatory and policy adherence, and information technology and data-related controls where applicable.

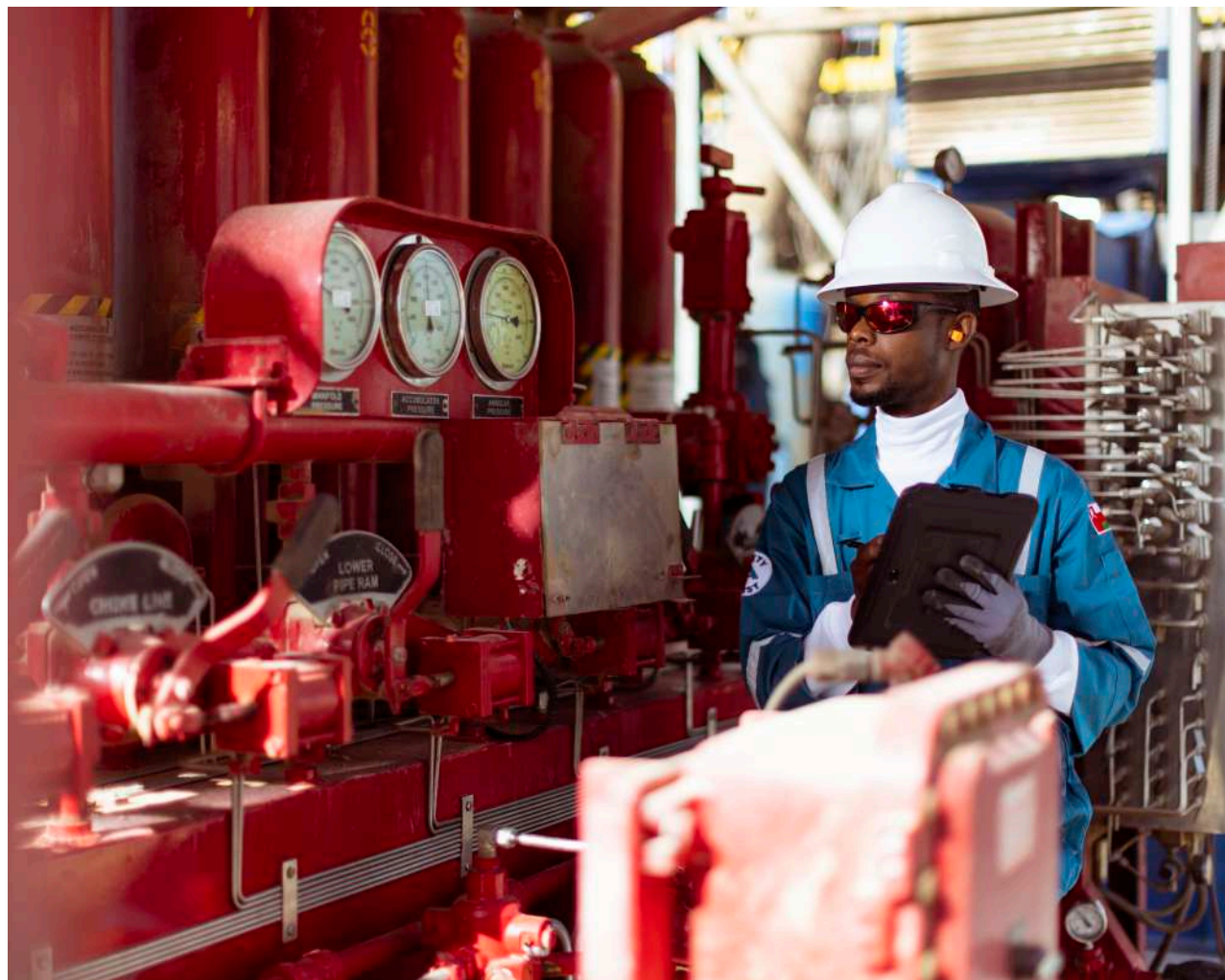


Risk Management and Internal Controls

ABRAJ maintains a structured Enterprise Risk Management (ERM) framework designed to identify, assess, and manage risks across operational, financial, regulatory, and strategic areas. The framework is governed by the Board of Directors, which holds ultimate responsibility for risk oversight, supported by the Audit & Risk Committee (ARC) responsible for reviewing the ERM framework, overseeing internal controls, and serving as the communication channel between auditors and the Board.

Risk identification and assessment are conducted through risk-based internal audit planning, with annual audit plans developed against departmental and process risk profiles. Key risk categories include operational and safety risks, environmental and climate-related risks, financial and compliance risks, and cybersecurity. Risk management practices are integrated with ABRAJ's ISO 9001:2015 Quality Management System and ISO 45001:2018 Occupational Health and Safety Management System.

An independent Internal Audit function operates under an approved Internal Audit Charter, reporting directly to the Board Audit Committee and providing assurance over internal controls, risk management, and compliance. External assurance is provided through statutory audit, ISO certification audits, and client audits.



Code of Conduct, Ethics and Anti-Corruption

ABRAJ is committed to conducting business with integrity, transparency, and in compliance with applicable laws and regulations. Ethical conduct and anti-corruption practices are fundamental to maintaining trust with stakeholders and protecting the company's reputation.

Code of Conduct and Ethics Policies

ABRAJ maintains a Code of Conduct that sets clear expectations for ethical behaviour across the organisation. The Code of Conduct Manual, maintained in the INTELEX management system, covers professional ethics and integrity standards, anti-corruption and anti-bribery principles, conflict of interest identification and management, gifts and hospitality policies, confidentiality and information protection, and compliance with laws and regulations. A Supplier Code of Conduct is also in place, governing ethical standards for business partners and contractors, with supplier qualification processes including HSE performance review and compliance verification as part of third-party vetting.

All employees are required to acknowledge and comply with the Code of Conduct. Ethics and compliance training is embedded in employee development programmes and reinforced through management oversight and periodic communication.

2025 Performance

Metric	2025 Result
Confirmed incidents of corruption	0
Employee dismissals or disciplinary actions for corruption	0
Contract terminations with business partners due to corruption	0

ABRAJ maintained a zero-incident record for corruption throughout 2025, demonstrating effective implementation of anti-corruption controls and ethical business practices across the organisation and supply chain.



Supply Chain Management

The supply chain of ABRAJ includes a range of suppliers and contractors who provide equipment, materials, and services essential to drilling and energy services operations. Responsible supply chain management supports operational reliability, cost efficiency, and alignment with environmental and social standards.

Supplier Selection and Qualification

We select suppliers and contractors based on technical capability, commercial competitiveness, and alignment with the quality, safety, and compliance requirements of ABRAJ. Supplier qualification processes assess performance, financial stability, and adherence to applicable standards.

Supplier qualification or vetting process:

ABRAJ maintains a Supplier Code of Conduct governing ethical and compliance standards for business partners and contractors.

Supplier compliance framework:

Supplier requirements include compliance with:

- ▲ HSE standards and safety performance
- ▲ Anti-corruption policies and ethical business conduct
- ▲ Fair labour practices and employment standards
- ▲ Regulatory obligations and industry certifications

Local Content and Supplier Development

ABRAJ maintains robust governance frameworks for local procurement aligned with national In-Country Value (ICV) objectives. Local content contributes to economic development, employment, and supply chain resilience through systematic policy implementation.

In-Country Value (ICV) Governance Performance:

ABRAJ achieved 28.2% ICV Index in 2025, demonstrating strong governance of local content value creation and continuous improvement from 27.9% in 2024. This performance reflects disciplined policy execution and procurement governance aligned with Oman Vision 2040.

ICV Governance Recognition:

ABRAJ's governance excellence in local content was recognized through:

- ▲ Majd Award for Best Local Content Program (ICV) – First company in Oman to receive this recognition
- ▲ First company in Oman to receive Local Content Certification (ICV)

These awards recognize ABRAJ's governance leadership in economic localization policy implementation.

Procurement Governance Framework:

ABRAJ's local content governance includes:

- ▲ Supplier qualification programs with local preference policies
- ▲ Systematic technical capability assessment and development support
- ▲ Preference protocols for Omani and local suppliers where technically and commercially viable
- ▲ Compliance monitoring and continuous improvement processes



“Winning the Majd Local Content Award is a true source of pride for me; it reflects ABRAJ's commitment to empowering local suppliers and national talent, something I haven't seen as clearly in my 21-year career, following two major international employers and one local organisation. This achievement reinforces our culture of excellence and the power of strong teamwork in reaching ambitious goals”

Abdullah Al Marshoodi,
ICV Lead

Innovation, Technology and Digitalisation

ABRAJ recognises that the long-term competitiveness and sustainability of its operations depend on its ability to adopt and integrate new technologies and digitalised ways of working. Since its inception, ABRAJ has positioned its workforce as the driving force behind this ambition combining exceptional expertise with cutting-edge technology to deliver industry-leading performance. Investment in innovation supports safer operations, improved efficiency, reduced environmental impact, and the delivery of higher-quality services to clients.

Technology Leadership and Automation

ABRAJ became the first contractor in the region to introduce automated rigs, setting new benchmarks in automation, safety, and efficiency. The Company operates an expansive fleet of 27 rigs ranging from 1,000 to 2,000 horsepower, encompassing both light and heavy configurations equipped with fully automated and mechanised systems that minimise human intervention and empower drillers with direct control over mechanised operations. Through partnerships with PDO and OQ, ABRAJ has deployed six automated rigs as of 2025.

Automated rig technology provides:

- ▲ Real-time monitoring systems with visibility of key operational parameters
- ▲ Faster and more informed responses to changing downhole and surface conditions
- ▲ Enhanced safety through reduced manual intervention in high-risk operations
- ▲ Improved drilling precision and consistency

The operational outcomes delivered through technology investment are reflected in ABRAJ's 2025 client performance results, detailed in the Client Relationships & Service Quality section.

Sustainable Energy Innovation

ABRAJ advanced energy efficiency and environmental performance through technology-driven fuel optimization initiatives, delivering measurable cost savings and GHG emissions reductions.

Smart Fuel Advisory System (ABRAJ-Developed Innovation)

ABRAJ developed and deployed a real-time digital advisory system that optimizes engine deployment based on power demand, eliminating reliance on manual judgment and enabling consistent, fuel-efficient power management.

The system uses predefined engine operating ranges, live rig data, and embedded decision logic to determine the optimal number of engines required to meet power demand efficiently. This manufacturer-independent solution is scalable and adaptable across diverse rig configurations.

Performance and Impact:

- ▲ 7.2% average fuel reduction per well achieved without compromising drilling performance
- ▲ 6+ months of continuous deployment across multiple wells and rig conditions (launched mid-2024)
- ▲ Reduced GHG emissions while maintaining operational reliability

- ▲ Direct cost savings through optimized engine load management
- ▲ OPAL Environmental and Sustainable Energy Excellence Award (2025) recognition

Engine Performance Optimizer – OQEP Partnership

In collaboration with OQEP and NOV, ABRAJ piloted the Engine Performance Optimizer (EPO) system on Rigs 205 and 210 (Block 60) to support OQEP's decarbonization initiatives.

The EPO system provides real-time visibility of engine parameters and a load advisory system at the rig site, highlighting optimal engine usage based on load requirements to reduce fuel consumption and carbon footprint.

Pilot Results and Scale-Up:

- ▲ 5% reduction in diesel consumption and GHG emissions achieved on Rig 210
- ▲ Real-time engine monitoring and load optimization deployed
- ▲ 10-15% potential reduction projected with enhanced operator engagement
- ▲ Scaling to 5 additional rigs planned for 2026

Both initiatives demonstrate ABRAJ's commitment to innovation-led sustainability, delivering measurable environmental and economic benefits while supporting client decarbonization objectives.

Digital Transformation and Business Intelligence

ABRAJ leverages automation, data analytics, and advanced technologies to increase competitiveness and sustainability. A digitalisation priority matrix guides investment decisions based on return on investment for each solution.

Key Digital & Technology Initiatives (2024-2025):

- ▲ Performance Management System completion for field employees
- ▲ 30 data insight dashboards developed for business intelligence and analytics
- ▲ Custom business applications development to achieve operational requirements
- ▲ SAP S/4HANA migration readiness completion
- ▲ 65 SAP improvements delivered to enhance ERP functionality
- ▲ \$700,000 annual savings achieved through new VSAT service optimisation
- ▲ AI workshop conducted and artificial intelligence roadmap defined
- ▲ Email migration to Microsoft Office 365 (in progress)



Cybersecurity and Data Privacy Information Security Governance

ABRAJ recognises that cybersecurity and data privacy are essential components of responsible governance and risk management. As digital systems increasingly support operational, financial, and human resource processes, safeguarding information assets is critical to maintaining business continuity, regulatory compliance, and stakeholder trust.

ABRAJ developed its Information Security Framework during 2023–2024, establishing foundational policies, standards, and governance structures. In 2025, focus shifted toward implementing identified controls and maturing the overall security posture.

Key security controls:

- ▲ Access controls and user management (Microsoft Office 365 security)
- ▲ Endpoint protection (Microsoft Defender for Workstations)
- ▲ Continuous monitoring (Managed SOC contract)
- ▲ Annual vulnerability assessment and penetration testing (VAPT)
- ▲ Cybersecurity gap assessments and remediation tracking

Coverage extends across enterprise systems including SAP S/4 HANA ERP, Microsoft Office

365, custom business applications, data analytics platforms, workstations, network infrastructure, and operational technology systems protecting financial, operational, employee, customer, supplier, and proprietary information.

Governance Framework

ABRAJ’s cybersecurity approach is governed by:

- ▲ The ABRAJ Information Security Manual, covering data protection, privacy controls, and security protocols
- ▲ CMA (Capital Market Authority) cybersecurity compliance roadmap and controls
- ▲ Enterprise Vulnerability Management Programme for systematic vulnerability identification and remediation
- ▲ Data Privacy Policy aligned with regulatory requirements

2025 Cybersecurity Initiatives:

- ▲ CMA cybersecurity gap assessment completed and roadmap developed
- ▲ ABRAJ Cybersecurity Manual gap assessment completed and roadmap developed
- ▲ Microsoft Office 365 products approval completed for enhanced security
- ▲ Microsoft Defender for Workstations implementation to enhance security posture

- ▲ Enterprise Vulnerability Management programme (continuation from 2024)
- ▲ Vulnerability Assessment & Penetration Testing (VAPT) – 2025 project execution

Cybersecurity Performance (2025):

Indicator	Result
Data breaches/incidents reported	0
Substantiated complaints concerning breaches of customer privacy	
Major cybersecurity incidents	

ABRAJ maintained a zero-incident record for data breaches and cybersecurity events throughout 2025, demonstrating effective implementation of information security controls.

Future Security Roadmap (2026-2027):

- ▲ Execution of ABRAJ cybersecurity roadmap
- ▲ Execution of CMA cybersecurity compliance roadmap
- ▲ Enhanced focus on data privacy controls
- ▲ Re-assessment and retendering of Managed SOC (Security Operations Center) contract

Data Privacy and Protection

Protecting personal and sensitive data is an important responsibility for ABRAJ. Data privacy practices are designed to ensure that personal information relating to employees, contractors, and other stakeholders is handled lawfully, securely, and responsibly.

Data privacy policy or framework:

ABRAJ maintains an ABRAJ Information Security Manual that includes data privacy controls addressing data collection, storage, access, and retention.

Regulatory compliance initiatives:

ABRAJ has taken steps toward compliance with data protection regulations:

- ▲ GDPR (General Data Protection Regulation): Partial steps taken to understand GDPR requirements and formulate governance framework accordingly
- ▲ Oman Personal Data Protection Law: Project initiated to implement data privacy policy and identify and protect all personal data according to Omani law

Data privacy controls are subject to ongoing enhancement with continued focus on regulatory alignment planned for 2026-2027.

Data privacy performance (2025):

0

- ▲ Data breaches reported
- ▲ Substantiated complaints concerning breaches of customer privacy
- ▲ Privacy-related incidents



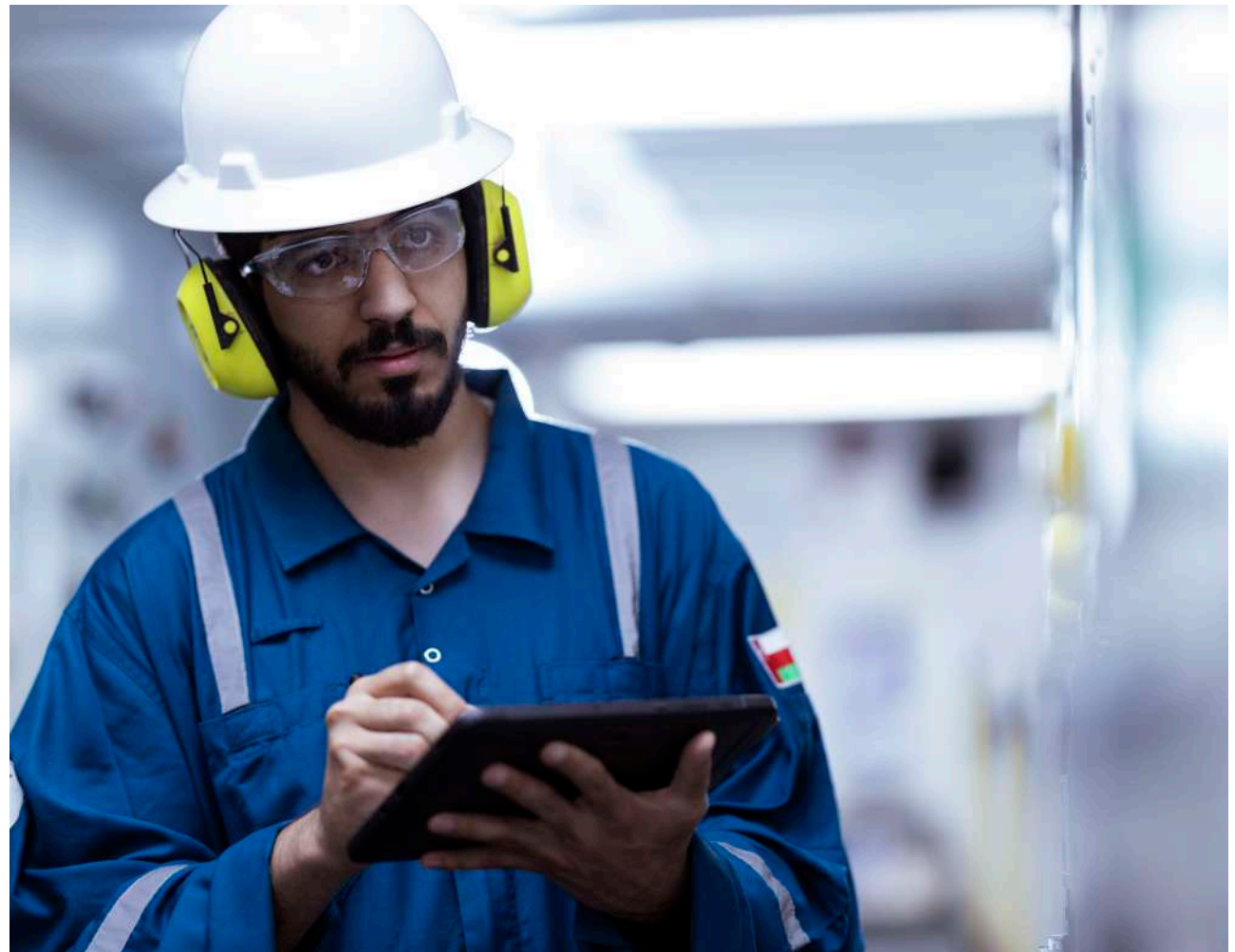
Incident Management and Response

ABRAJ maintains procedures to identify, assess, and respond to cybersecurity or data privacy incidents. Incident response arrangements aim to minimise impacts, restore systems promptly, and address root causes.

Incident response framework:

- ▲ Managed SOC (Security Operations Center) providing 24/7 monitoring and incident detection
- ▲ Vulnerability Assessment & Penetration Testing (VAPT) conducted annually
- ▲ Enterprise Vulnerability Management Programme for systematic tracking and remediation
- ▲ Incident response procedures defined within Information Security Framework
- ▲ Escalation protocols aligned with internal governance and regulatory requirements

ABRAJ maintained a zero-incident record for reportable cybersecurity and data privacy events throughout 2025.



Client Relationships and Service Quality

As a B2B energy services provider, ABRAJ's ability to maintain strong, long-term client relationships is fundamental to commercial sustainability and reputation. Delivering consistent, high-quality drilling and energy services safely, efficiently, and in compliance with client requirements is central to how ABRAJ defines success.

ISO 9001 certification status and scope:

ABRAJ maintains ISO 9001:2015 certified Quality Management System covering all operational activities. The system provides a structured framework for defining quality standards, monitoring performance, managing non-conformances, and driving continuous improvement.

Client satisfaction and performance outcomes:

2025 Operational Performance:

- ▲ 99.27% productive time achieved across drilling fleet

“

“ABRAJ maintains high standards in both quality and safety. We really appreciated their CCTV programme, which placed strong focus on security.”

”

Awqid Naji Alenzi, HSE Advisor
Wafra Joint Operation



- ▲ 357 wells completed with 878 km total accumulated depth
- ▲ 8.5% reduction in rig move time demonstrating operational efficiency improvement
- ▲ 97% average Job Delivery Performance Score for Drilling (client-approved metric measuring QHSE, job execution, and equipment performance across all rigs, monitored monthly)
- ▲ 99% average Job Delivery Performance Score for Well Services (client-approved metric measuring QHSE, pre and post job execution, design, preparation, and equipment performance per job delivery for cementing and IFS)

Client Recognition:

- ▲ Rig 211 (WJO): Rig of the Year award, reinforcing consistent delivery across clients
- ▲ Hoist 5: PDO award for best-ever annual performance, delivering 30 wells ahead of plan
- ▲ Multiple WJO Rig of the Quarter (ROTQ) Awards throughout 2025
- ▲ KGOC CEO Award for Rig Move Project (Kuwait)
- ▲ Process Safety Award (Natih Dynamic Well Control System)
- ▲ Line of Fire video Award (Hoist 04 & Rig 108)

Key performance indicators monitored:

ABRAJ monitors contract-level KPIs including:

- ▲ Productive time: 99.27% (2025)
- ▲ Rig move efficiency: 8.5% improvement (12,259 hours actual vs 13,403 hours budgeted)
- ▲ Wells completed: 357 wells
- ▲ Total accumulated depth: 878 km
- ▲ Safety performance (RTAF 0.07, zero fatalities)
- ▲ Asset availability and uptime

Client requirements are embedded into operational planning from contract outset, with quality objectives and KPIs agreed at contract level and monitored throughout service delivery.

“

“We are really proud to have ABRAJ with us as a partner. Their safety and performance are at the highest level. We've seen fewer incidents today than in previous years.”











”

Yasir Alsalehi, Well Delivery Team Leader
CC-PDO



ABRAJ Sustainability Strategy Roadmap

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	Oman Vision 2040 National Priority	
 Sustainable Energy	1 Target Net Zero by 2050	1.1 Investing in energy efficiency 1.2 Decarbonise our services	We aim to harness energy responsibly by enabling lower-carbon intensity in the services we provide, through our supply chain and in our operations	Environment & Natural Resources Economic Diversification and Fiscal Sustainability	
	2 Diversify our Business Activities	2.1 Evaluating new opportunities			
 Resourceful People	3 ABRAJ Zero Harm	3.1 Maintain safety as our first priority	We rely on the safety, talent, and performance of our people to deliver excellence and innovation for ABRAJ and the Oman of the future.	Education, Learning, Scientific Research & National Capabilities Labour Market & Employment, Well-being and Social Protection Health	
	4 Enable Diversity	Achieve gender diversity and high Omanisation levels through our business 4.1			
	5 Talent Development	5.1 Continue talent program for future capabilities and retention			
 Reliable Partner	6 Ensuring Asset Integrity	6.1 Maintain asset integrity and availability	Delivering reliable business results, through strong corporate governance and partnerships will minimise adverse effects on the environment and society.	Governance of State's Administrative Bodies & Resources Economic Leadership & Management Private Sector, Investment & International Cooperation	
	7 Partner Ethically and Profitably with Clients and Suppliers	7.1 Supply chain upskilling reviews 7.2 Enhanced governance practices 7.3 Economic impacts			
	8 Strategy Enablers	8.1 Reporting & Measuring 8.2 Capability Development 8.3 Communications 8.4 Stakeholder Engagement			
 Enablers	8 Strategy Enablers	8.1 Reporting & Measuring 8.2 Capability Development 8.3 Communications 8.4 Stakeholder Engagement	Governance of State's Administrative Bodies, Resources & Projects		

Our Final Pledge

The challenges of the coming decades are significant, but so too are the opportunities. ABRAJ Energy Services is more than just an energy company; we are a partner in Oman's future. By

embracing the spirit of Estidama, we will ensure that our business remains resilient, our planet remains balanced, and our people remain prosperous for generations to come.

Thank you for your continued trust in ABRAJ as we work together towards a more sustainable and vibrant future.

Glossary and Abbreviations

Abbreviations

Abbreviation	Full Form
API	American Petroleum Institute
ARC	Audit and Risk Committee
B2B	Business-to-Business
BEC	Board Executive Committee
BESS	Battery Energy Storage Systems
CMA	Capital Market Authority (Oman)
CNG	Compressed Natural Gas
CSR	Corporate Social Responsibility
EMS	Environmental Management System
EPA	US Environmental Protection Agency
ERM	Enterprise Risk Management
ERP	Enterprise Resource Planning
ESG	Environmental, Social, and Governance
GCC	Gulf Cooperation Council
GDPR	General Data Protection Regulation
GHG	Greenhouse Gas
GJ	Gigajoule
GRI	Global Reporting Initiative

Abbreviation	Full Form
HSE	Health, Safety, and Environment
HSSE	Health, Safety, Security, and Environment
ICV	In-Country Value
IFRS	International Financial Reporting Standards
IPCC	Intergovernmental Panel on Climate Change
ISO	International Organization for Standardization
KPI	Key Performance Indicator
LNG	Liquefied Natural Gas
LTI	Lost Time Injury
LTIF	Lost Time Injury Frequency
MEIRA	Middle East Investor Relations Association
MOL	Ministry of Labour (Oman)
MSX	Muscat Stock Exchange
NDC	Nationally Determined Contribution
NO _x	Nitrogen Oxides
NRC	Nomination and Remuneration Committee
OHS	Occupational Health and Safety
OMR	Omani Rial

Abbreviation	Full Form
OQEP	OQ Exploration and Production
PDO	Petroleum Development Oman
PM ₁₀	Particulate Matter (aerodynamic diameter ≤10 micrometres)
ppm	Parts per million
QHSE	Quality, Health, Safety, and Environment
RTAF	Road Traffic Accident Frequency
SAOG	Public Joint Stock Company (Oman)
SAP	Systems, Applications & Products (enterprise software platform)
SASB	Sustainability Accounting Standards Board
SDGs	Sustainable Development Goals (United Nations)
SME	Small and Medium-Sized Enterprise
SO _x	Sulphur Oxides
tCO ₂ e	Tonnes of Carbon Dioxide Equivalent
TRCF	Total Recordable Case Frequency
TRI	Total Recordable Injury
TRIR	Total Recordable Incident Rate
VAPT	Vulnerability Assessment and Penetration Testing
VSAT	Very Small Aperture Terminal (satellite communications)

Key Terms and Definitions

Term	Definition
AP-42	US EPA Compilation of Air Emission Factors. ABRAJ applies AP-42 factors to total diesel consumption to calculate NO _x , SO _x , and PM ₁₀ air quality emissions.
CO ₂ e	Carbon Dioxide Equivalent – standardised unit comparing the warming impact of different greenhouse gases over a 100-year period.
Emissions Intensity	GHG or air pollutant emissions divided by operating hours. Enables performance comparison across periods independently of fleet size.
Energy Intensity	Total direct energy consumption divided by operating hours (GJ/hr). Used to track fuel efficiency across the fleet year-on-year.
Estidama	Arabic for 'sustainability'. ABRAJ's structured long-term programme for embedding ESG principles into operations and governance.
GHG Protocol	The Greenhouse Gas Protocol (WRI/WBCSD) – the most widely used international standard for quantifying and reporting Scope 1, 2, and 3 emissions.
ICV	In-Country Value – measures contribution to Oman's local economy through procurement, Omani employment, and local investment.
Materiality Assessment	Process to identify and prioritise ESG topics most significant to ABRAJ and its stakeholders, determining report content and boundaries.
Omanisation	Oman's national policy requiring companies to achieve target percentages of Omani nationals in their workforce.
Operating Hours	Total hours of fleet and equipment operation across all ABRAJ assets. Primary output scaling factor for GHG, energy, and air quality intensity metrics.
Operational Control	Reporting boundary principle: all operations over which ABRAJ has authority to introduce and implement operating policies are included in scope.
Scope 1	Direct GHG emissions from sources owned or controlled by ABRAJ – primarily diesel combustion in rigs, generators, and mobile equipment.
Scope 2	Indirect GHG emissions from purchased electricity consumed at ABRAJ facilities and head office.
Scope 3	All other indirect value-chain GHG emissions not directly controlled by ABRAJ, including business travel and upstream activities.
500 ppm Sulphur Diesel	Prevailing GCC diesel specification (max 500 parts per million sulphur). Basis for ABRAJ's SO _x emission calculations.
Stakeholder Engagement	ABRAJ's structured dialogue with investors, clients, employees, regulators, and communities to inform sustainability priorities and decision-making.

Appendix

ESG Standards Disclosure Index

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MSX ESG Guidelines Disclosure Index (Muscat Stock Exchange mandatory national metrics)
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Kuwait Operations – Workforce Data



Appendix A – MSX ESG Guidelines Disclosure Index

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ENVIRONMENTAL – Mandatory Metrics			
ENV-1	Scope 1 GHG Emissions (tonnes CO ₂ e)	Environmental Performance – GHG Emissions	22
ENV-2	Scope 2 GHG Emissions (tonnes CO ₂ e)	Environmental Performance – GHG Emissions	22
ENV-3	Total GHG Emissions (tonnes CO ₂ e)	Environmental Performance – GHG Emissions	22
ENV-4	GHG Emissions Intensity	Environmental Performance – Emissions Intensity	25
ENV-5	Total Energy Consumption (GJ)	Environmental Performance – Energy Management	26
ENV-6	Energy Intensity	Environmental Performance – Energy Management	26
ENV-7	Total Water Withdrawal (m ³)	Environmental Performance – Water Management	29
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ENV-9	Total Waste Generated (tonnes)	Environmental Performance – Waste Management	30
ENV-10	Hazardous Waste (tonnes)	Environmental Performance – Waste Management	30
ENV-11	Waste Diversion Rate (% recycled/reused)	Environmental Performance – Waste Management	30
ENV-12	Environmental non-compliance incidents	Environmental Performance – Water Management	29
SOCIAL – Mandatory Metrics			
SOC-1	Total Workforce (permanent employees)	Resourceful People – Workforce & Employment	39
SOC-2	Omanisation Rate (%)	Resourceful People – Omanisation and National Employment	40
SOC-3	Female Workforce (%)	Resourceful People – Diversity, Equity & Inclusion	41
SOC-4	Employee Turnover Rate (%)	Resourceful People – Workforce & Employment	39
SOC-5	Lost Time Injury Frequency (LTIF)	Resourceful People – Occupational Health and Safety	37
SOC-6	Total Recordable Case Frequency (TRCF)	Resourceful People – Occupational Health and Safety	37
SOC-7	Fatality Rate	Resourceful People – Occupational Health and Safety	37
SOC-8	Total Training Hours	Resourceful People – Training & Development	42
SOC-9	Average Training Hours per Employee	Resourceful People – Training & Development	42
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Disclosure	Disclosure Title / Requirement	Report Section	Page
GOVERNANCE – Mandatory Metrics			
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GOV-2	Independent Board Members (%)	Reliable Partner – Board of Directors	47
GOV-3	Omani Board Representation (%)	Reliable Partner – Board of Directors	47
GOV-4	Female Board Representation (%)	Reliable Partner – Governance & Oversight	47
GOV-5	Anti-Corruption – Confirmed Incidents	Reliable Partner – Code of Conduct, Ethics & Anti-Corruption	51
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GRI 2-2	Entities included in sustainability reporting	About This Report – Reporting Scope and Boundary	8
GRI 2-3	Reporting period, frequency and contact point	About This Report	8
GRI 2-4	Restatements of information	Environmental Performance – Emissions Intensity	25
GRI 2-5	External assurance	Environmental Performance – GHG Emissions	22
GRI 2-6	Activities, value chain and other business relationships	About ABRAJ Energy; Our Strengths & Capabilities	9
GRI 2-7	Employees	Resourceful People – Workforce & Employment	39
GRI 2-8	Workers who are not employees	Resourceful People – Workforce & Employment	39
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GRI 2-10	Nomination and selection of highest governance body	Reliable Partner – Board of Directors	47
GRI 2-11	Chair of highest governance body	Reliable Partner – Board of Directors	47
GRI 2-12	Role of highest governance body in overseeing impacts	Sustainability Governance – Governance Structure	16
GRI 2-13	Delegation of responsibility for managing impacts	Sustainability Governance – Sustainability Management	16
GRI 2-14	Role of highest governance body in sustainability reporting	Sustainability Governance	16

Disclosure	Disclosure Title / Requirement	Report Section	Page
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GRI 2-17	Collective knowledge of highest governance body	Reliable Partner – Board of Directors	47
GRI 2-18	Evaluation of the performance of highest governance body		-
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GRI 2-20	Process to determine remuneration	Reliable Partner – Board of Directors (NRC)	47
GRI 2-21	Annual total compensation ratio		-
GRI 2-22	Statement on sustainable development strategy	Message from the Chairman; Message from the CEO; Estidama	4
GRI 2-23	Policy commitments	Sustainability Governance; Code of Conduct; various sections	16
GRI 2-24	Embedding policy commitments	Sustainability Governance – Sustainability Management Approach	16
GRI 2-25	Processes to remediate negative impacts	Reliable Partner – Code of Conduct; OHS – Incident Investigation	51
GRI 2-26	Mechanisms for seeking advice and raising concerns	Reliable Partner – Code of Conduct and Ethics Policies	51
GRI 2-27	Compliance with laws and regulations	Multiple sections (OHS, Environmental, Supply Chain)	52
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GRI 2-30	Collective bargaining agreements		-
GRI 3: Material Topics 2021			
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GRI 3-2	List of material topics	Sustainability Governance – Material Topics	16
GRI 3-3	Management of material topics	Throughout report (per topic)	-
GRI 201: Economic Performance			
201-1	Direct economic value generated and distributed	Sustainable Operations – Economic Performance	21
201-2	Financial implications of climate-related risks	Environmental Performance – Decarbonisation and Emissions Reduction	22
201-3	Defined benefit plan obligations		-
201-4	Financial assistance received from government		-
GRI 203: Indirect Economic Impacts			
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Disclosure	Disclosure Title / Requirement	Report Section	Page
GRI 204: Procurement Practices			
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GRI 205: Anti-corruption			
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205-3	Confirmed incidents of corruption	Reliable Partner – Code of Conduct and Ethics Policies	51
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302-3	Energy intensity	Environmental Performance – Energy Management	26
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GRI 303: Water and Effluents			
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304-2	Significant impacts on biodiversity	Environmental Performance – Biodiversity & Land Management	32
304-3	Habitats protected or restored		-
304-4	IUCN Red List species affected		-
GRI 305: Emissions			
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305-2	Energy indirect (Scope 2) GHG emissions	Environmental Performance – GHG Emissions / Scope 1 and 2	22
305-3	Other indirect (Scope 3) GHG emissions	Environmental Performance – Scope 3 Emissions	24
305-4	GHG emissions intensity	Environmental Performance – Emissions Intensity	25

Disclosure	Disclosure Title / Requirement	Report Section	Page
305-5	Reduction of GHG emissions	Environmental Performance – Decarbonisation and Emissions Reduction	22
305-6	Emissions of ozone-depleting substances		-
305-7	Nitrogen oxides, sulfur oxides, and other significant emissions	Environmental Performance – Air Quality Management	28
GRI 306: Waste			
306-1	Waste generation and significant waste-related impacts	Environmental Performance – Waste Management	30
306-2	Management of significant waste-related impacts	Environmental Performance – Waste Management	30
306-3	Waste generated	Environmental Performance – Waste Generation	30
306-4	Waste diverted from disposal	Environmental Performance – Waste Disposal and Diversion	31
306-5	Waste directed to disposal	Environmental Performance – Waste Management	30
GRI 401: Employment			
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401-2	Benefits provided to full-time employees	Resourceful People – Benefits & Compensation	43
401-3	Parental leave	Resourceful People – Benefits & Compensation	43
GRI 403: Occupational Health and Safety			
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403-2	Hazard identification, risk assessment and incident investigation	Resourceful People – Safety Management System	37
403-3	Occupational health services	Resourceful People – Occupational Health and Wellbeing	38
403-4	Worker participation in OHS	Resourceful People – OHS	-
403-5	Worker training on OHS	Resourceful People – Training & Development	42
403-6	Promotion of worker health	Resourceful People – Occupational Health and Wellbeing; Employee Wellbeing	38
403-7	Prevention of occupational health impacts of products/services	Operational Excellence – Process Safety	33
403-8	Workers covered by OHS management system	Resourceful People – Safety Management System	37
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403-10	Work-related ill health	Resourceful People – Occupational Health and Wellbeing	38
GRI 404: Training and Education			
404-1	Average hours of training per year per employee	Resourceful People – Training & Development	42
404-2	Programmes for upgrading employee skills and transition assistance	Resourceful People – Training & Development; Career Development	42
404-3	Percentage of employees receiving performance reviews	Resourceful People – Employee Experience & Wellbeing	43

Disclosure	Disclosure Title / Requirement	Report Section	Page
GRI 405: Diversity and Equal Opportunity			
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405-2	Ratio of basic salary and remuneration of women to men	Resourceful People – Gender Pay Equity	41
GRI 406: Non-discrimination			
406-1	Incidents of discrimination and corrective actions taken	Resourceful People – Diversity, Equity & Inclusion	41
GRI 413: Local Communities			
413-1	Operations with local community engagement and impact assessments	Resourceful People – Community Engagement	44
413-2	Operations with significant negative impacts on local communities		-
GRI 418: Customer Privacy			
418-1	Substantiated complaints concerning breaches of customer privacy	Reliable Partner – Cybersecurity & Data Privacy	55

Appendix C – SASB Disclosure Index

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Environmental – GHG Emissions & Air Quality			
EM-SV-110a.1	Discussion of short- and long-term strategy/plan to manage Scope 1 GHG emissions and reduction targets	Environmental Performance – Decarbonisation and Emissions Reduction	22
EM-SV-110a.2	Gross global Scope 1 GHG emissions	Environmental Performance – GHG Emissions / Scope 1 and 2	22
EM-SV-110a.3	Percentage of Scope 1 emissions covered under emissions regulation	Environmental Performance – GHG Emissions	22
EM-SV-120a.1	Air emissions of NOx, SOx, and particulate matter	Environmental Performance – Air Quality Management	28
Environmental – Water Management			
EM-SV-130a.1	Total fresh water withdrawn; percentage in water-stressed areas	Environmental Performance – Water Management	29
EM-SV-130a.2	Volume of water recycled	Environmental Performance – Wastewater Management	29
Environmental – Waste Management			
EM-SV-140a.1	Total weight of hazardous waste generated and disposed	Environmental Performance – Waste Management	30
EM-SV-140a.2	Discussion of management approach for waste	Environmental Performance – Waste Management	30

Disclosure	Disclosure Title / Requirement	Report Section	Page
Social Capital – Business Ethics & Transparency			
EM-SV-210a.1	Description of approach to anti-corruption and bribery	Reliable Partner – Code of Conduct, Ethics & Anti-Corruption	51
EM-SV-210a.2	Total amount of monetary losses from legal proceedings	Reliable Partner – Code of Conduct, Ethics & Anti-Corruption	51
Human Capital – Employee Health & Safety			
EM-SV-320a.1	Total recordable incident rate (TRIR)	Resourceful People – Safety Performance	37
EM-SV-320a.2	Fatality rate and number of fatalities	Resourceful People – Safety Performance	37
EM-SV-320a.3	Near miss frequency rate and description of near-miss reporting system	Resourceful People – Safety Management System	37
EM-SV-320b.1	Discussion of management approach to maintaining employee safety	Resourceful People – Occupational Health and Safety	37
Human Capital – Labour Practices			
EM-SV-330a.1	Percentage of employees covered by a collective bargaining agreement		-
Business Model & Innovation			
EM-SV-430a.1	Revenue from renewable energy-related services		-
EM-SV-430a.2	Discussion of strategic approach to develop services in new markets	Reliable Partner – Innovation, Technology & Digitalisation; Decarbonisation	22
Activity Metrics			
EM-SV-000.A	Total number of employees	Resourceful People – Workforce & Employment	39
EM-SV-000.B	Total recordable incident rate (TRIR)	Resourceful People – Safety Performance	37
EM-SV-000.C	Fleet hours – total operating hours	Environmental Performance – Emissions Intensity	25

Appendix D – IFRS S1 Disclosure Index

General Requirements for Disclosure of Sustainability-related Financial Information

Disclosure	Disclosure Title / Requirement	Report Section	Page
Core Content Area 1: Governance			
S1-Gov-a	Governance body(ies) or individual(s) responsible for oversight of sustainability-related risks and opportunities	Sustainability Governance – Governance Structure and Oversight	16
S1-Gov-b	Management’s role in the governance, oversight and management of sustainability-related risks and opportunities	Sustainability Governance – Sustainability Management Approach	16
S1-Gov-c	Processes, controls and procedures used to monitor and manage sustainability-related risks and opportunities	Reliable Partner – Risk Management & Internal Controls; Internal Audit & Assurance	50

Disclosure	Disclosure Title / Requirement	Report Section	Page
Core Content Area 2: Strategy			
S1-Str-a	Sustainability-related risks and opportunities identified over short, medium and long term	Sustainability Governance – Materiality Assessment; Environmental Performance – Decarbonisation	22
S1-Str-b	How sustainability-related risks and opportunities affect business model, strategy and decision-making	ABRAJ's Estidama Journey; Sustainability Governance	16
S1-Str-c	Effects of sustainability-related risks on financial position, performance and cash flows	Sustainable Operations – Economic Performance; Environmental Performance	22
S1-Str-d	Resilience of strategy and business model to sustainability-related risks	Environmental Performance – Decarbonisation; Reliable Partner – Risk Management	22
Core Content Area 3: Risk Management			
S1-RM-a	Processes for identifying, assessing and prioritising sustainability-related risks and opportunities	Sustainability Governance – Materiality Assessment; Reliable Partner – Risk Management & Internal Controls	16
S1-RM-b	How risk identification processes are integrated into overall risk management	Reliable Partner – Risk Management & Internal Controls	50
S1-RM-c	How risk processes are used to monitor and manage sustainability-related risks and opportunities	Reliable Partner – Internal Audit & Assurance Framework	49
Core Content Area 4: Metrics and Targets			
S1-MT-a	Metrics used to measure and monitor sustainability-related risks and opportunities	ABRAJ 2025 Sustainability Performance (KPI table); throughout report	19
S1-MT-b	How progress against sustainability-related targets is measured	Environmental Performance – Emissions Reduction Targets; OHS; Omanisation	22
S1-MT-c	Sustainability-related targets and performance against targets	Environmental Performance – Emissions Reduction Targets	22

Appendix E – IFRS S2 Disclosure Index

Climate-related Disclosures

Disclosure	Disclosure Title / Requirement	Report Section	Page
Core Content Area 1: Governance			
S2-Gov-a	Board oversight of climate-related risks and opportunities, including how it considers climate-related matters	Sustainability Governance – Governance Structure; Reliable Partner – Board of Directors	16
S2-Gov-b	Management's role in assessing and managing climate-related risks and opportunities	Sustainability Governance – Sustainability Management Approach; Environmental Performance – Decarbonisation	16

Disclosure	Disclosure Title / Requirement	Report Section	Page
Core Content Area 2: Strategy			
S2-Str-a	Climate-related risks and opportunities identified (physical and transition) over short, medium and long term	Environmental Performance – Decarbonisation and Emissions Reduction; GHG Emissions	22
S2-Str-b	Effects of climate-related risks and opportunities on business model and value chain	Environmental Performance – GHG Emissions; Decarbonisation; Energy Management	22
S2-Str-c	Effects on financial position, financial performance and cash flows (current and anticipated)	Sustainable Operations – Economic Performance; Environmental Performance	22
S2-Str-d	Climate resilience of strategy and business model – climate scenario analysis	Environmental Performance – Decarbonisation; Fuel Switching and Cleaner Alternatives	22
S2-Str-e	Use of carbon credits to achieve climate-related targets		-
Core Content Area 3: Risk Management			
S2-RM-a	Processes for identifying, assessing and prioritising climate-related risks and opportunities	Sustainability Governance – Materiality Assessment; Reliable Partner – Risk Management	16
S2-RM-b	How climate risk processes are integrated into overall ERM	Reliable Partner – Risk Management & Internal Controls	50
S2-RM-c	Whether and how climate risk identification process has changed from previous period	Environmental Performance – GHG Emissions	22
Core Content Area 4: Metrics and Targets			
S2-MT-a	Scope 1 GHG emissions	Environmental Performance – GHG Emissions / Scope 1 and 2	22
S2-MT-b	Scope 2 GHG emissions – location-based and market-based	Environmental Performance – GHG Emissions / Scope 2 Accounting Methodology	22
S2-MT-c	Scope 3 GHG emissions and related risks	Environmental Performance – Scope 3 Emissions	24
S2-MT-d	GHG emissions intensity	Environmental Performance – Emissions Intensity	25
S2-MT-e	Climate-related targets (GHG and other)	Environmental Performance – Emissions Reduction Targets	22
S2-MT-f	Capital deployment towards climate-related risks and opportunities	Environmental Performance – Decarbonisation; Operational Efficiency	22
S2-MT-g	Internal carbon price if used for decision-making		-
S2-MT-h	Executive remuneration linked to climate-related targets		-

Appendix F – Kuwait Operations – Workforce Data

Total workforce	Employment type
152	100% permanent

The logo for ABRAJ, featuring the word "ABRAJ" in a bold, white, sans-serif font. The letter 'A' is stylized with a white triangle pointing to the left, creating a sense of motion or energy.

ABRAJ

The title "SUSTAINABILITY REPORT 2025" is displayed in a large, bold, white, sans-serif font. The text is centered horizontally and occupies the middle section of the page. The background of the entire page is a teal color with a faint image of an industrial facility, including a tall drilling rig and various storage tanks, under a clear sky.

SUSTAINABILITY REPORT 2025

A solid yellow triangle pointing to the right, located in the bottom left area of the page.

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