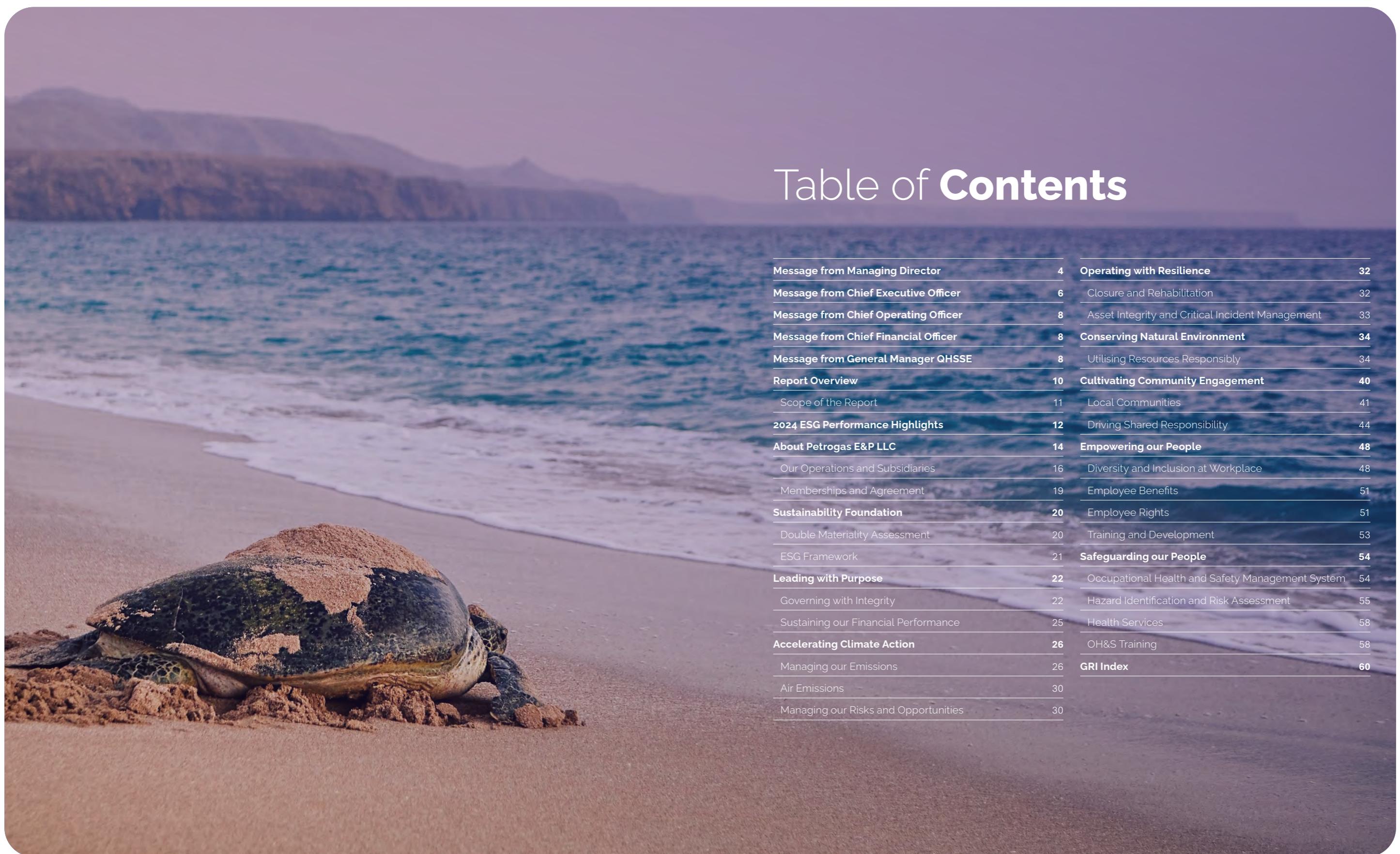


# SUSTAINABILITY REPORT 2024

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Building on our ESG Foundations



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**USAMA AL BARWANI**

MD PETROGAS GROUP &  
VICE CHAIRMAN MB GROUP

## Message from Managing Director

Some years ago, even before we started looking at sustainability and ESG, I was thinking about how a set of Core Values could make our own Vision and Mission regarding sustainable development more real to me, to the shareholders, to our workers and partners. The Petrogas Core Values were drafted around respecting people and the environment ("We look for each other and the world around us"), around "Passion", "Integrity" and "Accountability". For me, the essence of ESG is about being true to those values and be open and transparent about what a company like Petrogas E&P can bring towards the local community.

I am exceptionally proud of everyone working within Petrogas and their effort to push for continuous improvement. This new report shows the progress we have made both in the Sultanate of Oman and internationally in improving our operational footprint, in fostering an organisational culture that put the safety and the wellbeing of our workers and the community we live in the highest regards and in conducting our business in an ethical and transparent way.

Join me in reading this Sustainability Report 2024 and partner with us in continuing our mission of developing hydrocarbons safely, in a socially responsible and economically sustainable way.



**KINGSUK SEN**

CHIEF EXECUTIVE OFFICER (CEO)  
PETROGAS GROUP

## Message from **Chief Executive Officer**

The regulatory environment for oil and gas companies such as Petrogas is becoming increasingly complex across all the jurisdictions where we operate. We see this not as a barrier, but as an opportunity to demonstrate resilience and responsibility. From the Middle East to Europe and Africa, we bring together diverse cultures and perspectives, guided by our Core Values and united by our Vision and Mission.

I strongly believe that oil and gas will continue to play a vital role in a sustainable energy transition for decades to come. At Petrogas, we have shown that it is possible to create value safely and reliably, while supporting local communities and reducing environmental impact.

Operationally, Daleel and Rima continued with steady, safe and efficient operations, optimising their value, while in the Netherlands we fulfilled our decommissioning requirements, removing all the legacy oil assets and restoring the marine environment as required.

ESG is more than just metrics; it is a way to connect with our stakeholders and focus on what truly matters. I invite you to explore this Sustainability Report 2024 and find inspiration for how we can continue to deliver the energy the world needs—responsibly and sustainably.



## Message from **Chief Operating Officer**

Since assuming the Petrogas Chief Operating Officer role in late 2023, I took upon myself a personal objective to stay close to our operations in the field to be able to sense the effort that everyone is putting into our production with a focus on safe and sustainable practices. From my vantage point, I have seen the progress our dedicated workers have made to improve not only on health, safety and environmental aspects, but the efforts put to create and foster a transparent governance across all the subsidiaries to continue to be the partner of choice in producing hydrocarbons in Oman and internationally. This Sustainability Report 2024 is another stepping stone to a journey we initiated years ago and now is becoming more and more embedded in our core business.



## Message from **General Manager QHSSE**

In 2024, our ESG journey gained significant momentum, deeply rooted in our HSE framework and operational ethos. We advanced environmental stewardship through tangible initiatives such as solar energy integration, enhanced spill management, and targeted decarbonisation efforts—each reinforcing our commitment to sustainable operations. The release of the 2024 Sustainability Report marks another step, transparently showcasing our progress and aligning our practices with global ESG standards. From rigorous ISO audits to proactive environmental reviews, our HSE systems have become instrumental in driving ESG compliance and performance. Looking ahead, we are embedding ESG deeper into our HSE strategy, with a sharpened focus on energy efficiency, emissions reduction, and waste minimisation.



## Message from **Chief Financial Officer**

The evolving regulatory landscape in Oman and globally is placing greater emphasis on governance, transparency, and financial accountability within the oil and gas sector. Petrogas E&P is well positioned to meet these heightened expectations, supported by a strong and evolving ESG framework aligned with international standards and best practices. While market conditions remain dynamic, our focus remains on maintaining sound financial discipline and prudent capital management.

Transparent reporting and effective risk management support informed decision-making and long-term value creation. Governance remains central to these efforts, ensuring that our actions are guided by integrity, compliance, and accountability. This collective commitment positions Petrogas as a credible contributor to the energy transition and reinforces its focus on sustainable growth and long-term value creation.

# Report Overview

GRI (2-1), (2-2), (2-3), (2-4), (2-5)

Following our inaugural report last year, we are proud to publish our second annual Sustainability Report for Petrogas E&P. This year's report reflects the progress we have made in advancing our sustainability commitments and further embedding responsible practices across our operations. Building on the foundation laid in 2023, we continue to monitor and report on our environmental and social performance with transparency.

We have developed this report in alignment with GRI's Oil & Gas Sector Standard, International Petroleum Industry Environmental Conservation Association (IPIECA) and UN Sustainable Development Goals (SDGs). The company is committed to enhancing its reporting practices and aims to progressively align with global standards like the ISSB disclosures in the coming years, in line with the evolving global landscape and regulatory trends.



## Scope of the Report

### Organisational Details

Petrogas E&P LLC (hereafter referred to as 'Petrogas' or 'PGEP', 'company' or 'organisation') is a privately owned, limited liability company registered and incorporated in the Sultanate of Oman and engaged in the exploration and production of oil and gas reserves in Oman and internationally.

### GRI Accordance and Reporting Period

Petrogas has reported with reference to the GRI Standards for the period from January 1, 2024, to December 31, 2024.

### Entities Included in the Sustainability Reporting

This report covers information about Petrogas E&P LLC, the corporate level and its selected subsidiaries/affiliates as below:

- Daleel Petroleum, including Block 15 and Lekhwair Small Fields (hereafter referred to as 'Daleel')
- Petrogas Rima LLC (hereafter referred to as 'PGR')
- Petrogas E&P Netherlands B.V (hereafter referred to as 'PEPN')

Operations from the United Kingdom and Egypt subsidiaries have been excluded from the scope of this report, as Petrogas' current reporting focuses on its core operations in Oman and the Netherlands, due to their maturity in sustainability reporting.

### Reporting Approach

In line with the GHG Protocol, environmental data for subsidiaries is calculated using the equity share approach, providing an accurate reflection of Petrogas' working interest. Unless specified otherwise, the data points are net.

### Restatements of Information

No restatement of information has been made.

### Monetary Value

All monetary values are mentioned in United States Dollar (USD), unless mentioned otherwise.

### External Assurance

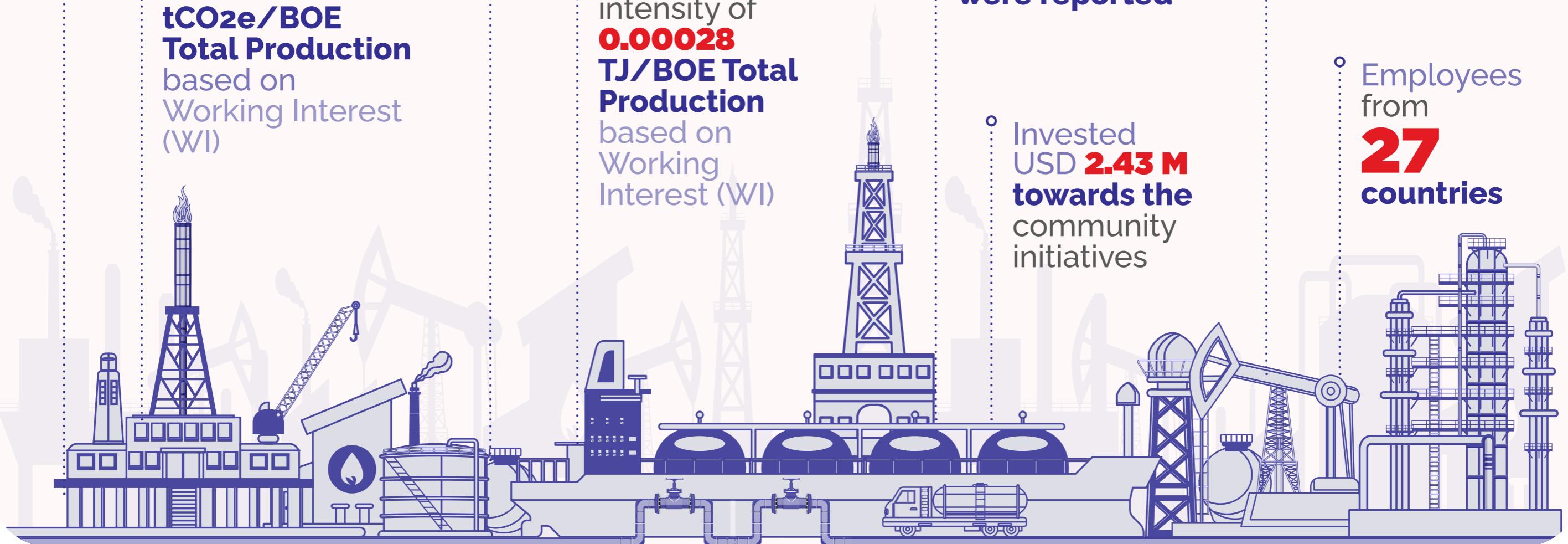
External assurance was not conducted. Nevertheless, we carried out an internal assurance to uphold the accuracy of the information presented.

### Contact Point

For any queries regarding this sustainability report, please contact us at: [petrogasep@petrogasep.com](mailto:petrogasep@petrogasep.com)

# ESG Performance Highlights 2024

- Average production of **14,588,685 BOE based on Working Interest (WI)**
- Scope 1 Emission Intensity of **0.024 tCO2e/BOE Total Production** based on Working Interest (WI)
- 10 recordable work-related injuries across **13,267,803 total working hours**
- Energy intensity of **0.00028 TJ/BOE Total Production** based on Working Interest (WI)
- **ZERO entries to the Whistleblower system**
- **ZERO cases of corruption were reported**
- A total of **46,153 hours of training were provided to employees**
- Employees from **27 countries**



# About Petrogas E&P LLC

GRI (2-1)

Headquartered in Muscat, in the Sultanate of Oman, Petrogas E&P LLC is a fully owned subsidiary of MB LLC. The company operates as an upstream oil and gas company with a global outlook, focusing on the exploration and production of hydrocarbon resources.



## CORPORATE VISION

To be a world class independent E&P company and a partner of choice for our expertise, people, and performance.



## CORPORATE MISSION

To find and develop hydrocarbons safely, in a socially responsible and economically sustainable way while maximising value.



# Our Operations and Subsidiaries

GRI (2-6)

## MIDDLE EAST



**BLOCK 5, BLOCK 15**  
Oman



**Rima Small Fields**  
Oman



**Lekhwair Small Fields**  
Oman

## AFRICA



**Area A**  
Egypt

## EUROPE



**BLOCK A12A,B,&D, A15A,  
A18A,B&C, B16A&C, B10A&C**  
The Netherlands\*



**BLOCK 12/06, BLOCK 4/16**  
Denmark



**LICENSES**  
P2025, P2433, P2582  
United Kingdom

\*P/Q is not in production



## Daleel Petroleum LLC

Founded in 2002, Daleel Petroleum is a joint venture between Mazoon Petrogas SAOC (a subsidiary of Petrogas E&P LLC under MB LLC) and Mazoon Petrogas BVI (a subsidiary of China National Petroleum Corporation), formed to operate Block 5. Since its inception, the Government of the Sultanate of Oman has remained the company's primary stakeholder.

**Block 5 and Block 15 Concession Areas | Oman (Onshore Operations)**

**Main Oil Fields |** Daleel, Shadi, Bushra, Mazoon, and Furat.

**Lekhwair Small Fields (LSF) |** This is a service contract with PDO to operate a small area of Block 6 adjacent to Block 5, and this is operated by Daleel.



Petrogas E&P owns a 50% working interest in the operations of **Daleel Petroleum, with CNPC owning the other 50%**

## Petrogas Rima LLC

Situated in the South-Eastern region of Oman, the Rima Small Fields is a service contract with PDO, where an area of Block 6 near the Rima Field is managed as a joint venture between Petrogas E&P and OQ SACO. The area contains a large number of small heavy oil fields.

**Rima Satellite Small Fields | Oman (Onshore Operations)**



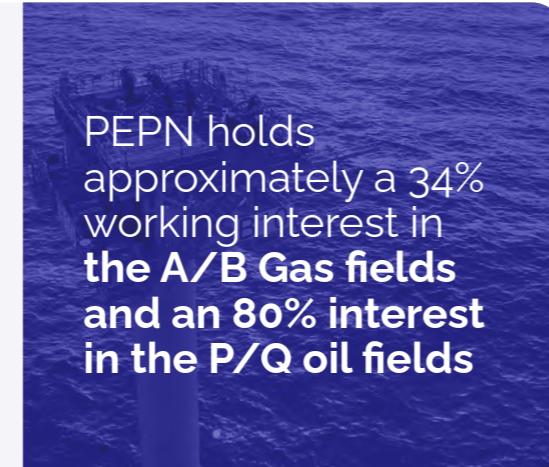
Petrogas E&P holds a 75% working interest in the Rima Satellite **Small Fields, with the remaining 25% owned by OQ SAOC**

## Petrogas E&P Netherlands B.V.

Petrogas E&P Netherlands (PEPN) is a wholly owned subsidiary of Petrogas International E&P Coöperatief U.A. (PIEP), the holding company for Petrogas' European operations, incorporated in the Netherlands. PIEP, in turn, is fully owned by Petrogas E&P LLC. Petrogas' operations in the Netherlands are entirely offshore, focused on the A/B Gas fields; the facilities in the P/Q fields have been decommissioned and removed.

**A/B Gas Fields | Netherlands (Offshore Operations)**

**P/Q Oil Fields**



PEPN holds approximately a 34% working interest in the **A/B Gas fields and an 80% interest in the P/Q oil fields**

## Memberships and Agreement

GRI (2-28)



الجمعية العمانية للطاقة  
Oman Energy Association

### Oman Energy Association (OPAL):

Petrogas is an active member of OPAL. Through this membership, the company seeks to enhance industry operating standards and position itself as a leading, internationally competitive proponent of sustainable hydrocarbon management.



### Element NL:

PEPN is an active member of Element NL, supporting a CO<sub>2</sub>-neutral energy system. Its natural gas production provides reliable, clean, and affordable energy for households and local industries during the energy transition.



Extractive Industries Transparency Initiative

### Extractive Industry Transparency Initiative (EITI):

Petrogas is committed to reporting to the EITI, which is a multi-stakeholder platform involving governments, companies, and civil society, promoting transparent and accountable management of extractive resources. Companies disclose payments made to governments, and governments report receipts from companies, with all data independently verified by a third-party auditor.

## ISO Certifications



Quality Management Systems

2015



Environmental Management System

2015



Occupational Health & Safety Management Systems

2018

# Sustainability Foundation

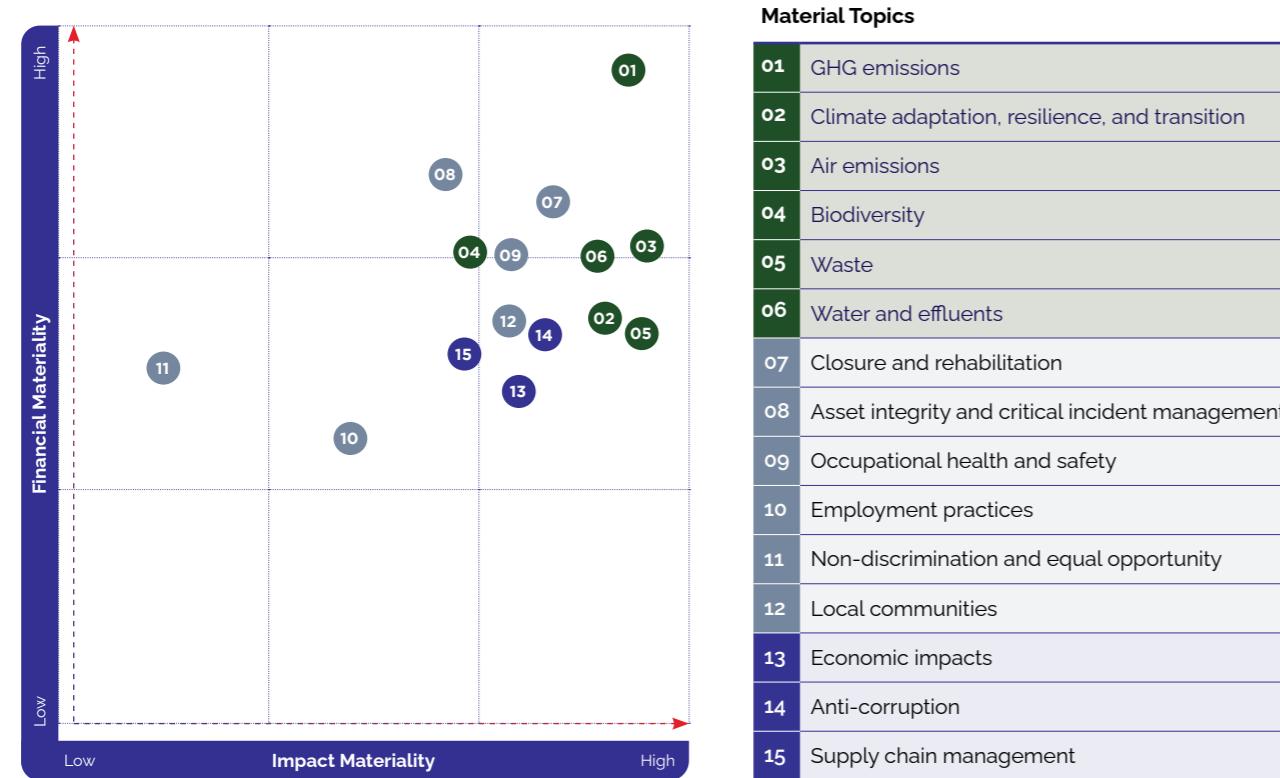
GRI (2-14), (2-17), (2-22)

At Petrogas, sustainability is at the heart of our business strategy, shaping how we manage and operate across all our assets. We integrate environmental, social, and governance (ESG) considerations into our decisions, supported by a governance structure that ensures accountability at the highest level. Through robust monitoring, transparent reporting, and compliance with national and international standards, we strive to generate long-term value while advancing our sustainability commitments.

## Double Materiality Assessment

GRI (2-29), GRI (3-1), (3-2)

In 2023, we conducted our first double materiality assessment (DMA) to identify the ESG topics most critical to our business and stakeholders. After extensive engagement with both internal and external stakeholders, we selected 15 ESG topics considered to be the most material to the company. This process accounted for financial materiality, reflecting issues that could impact Petrogas' reputation, and impact materiality, capturing the social and environmental effects of our operations. The initial DMA was re-evaluated as part of the 2024 reporting cycle and confirmed to be still valid based on the company's context of operations, risks and opportunities.



By focusing on these material topics, Petrogas reinforces its commitment to responsible operations and long-term value creation. The company will reassess its material topics in the coming years to ensure they remain aligned with the organisation's vision, mission and core values and emerging sustainability risks and opportunities.

## ESG Framework

Petrogas' ESG Framework is shaped by global standards, sector context, regulatory requirements, stakeholder engagement, and our 2023 double materiality assessment. Built on six pillars, it focuses on our most material ESG topics and is designed to adapt to evolving priorities.

ESG Pillars	Focus Areas	Material Topics
Accelerating Climate Action	Managing Our Emissions	GHG Emissions
	Managing Our Risks & Opportunities	Air Emissions
Conserving Natural Environment	Utilising Resources Responsibly	Climate Adaptation, Resilience & Mitigation
	Conserving Biodiversity Proactively	Waste
Operating with Resilience	Rehabilitating Operational Sites	Water & Effluents
	Empowering Our People	Biodiversity
Maximising Workforce Potential	Rehabilitating Operational Sites	Closure & Rehabilitation
	Empowering Our People	Asset Integrity & Critical Incident Management
Prioritising Value Chain Impacts	Empowering Our People	Employment Practices
	Safeguarding Our People	Non-discrimination & Equal Opportunity
Leading With Purpose	Cultivating Community Engagements	Occupational Health & Safety
	Driving Shared Responsibility	Local Communities
	Governing With Integrity	Supply Chain
	Sustaining Our Financial Performance	Anti-Corruption

We have established KPIs and targets at both corporate and subsidiary levels, providing a roadmap toward our three-year objectives and long-term 2035 goals. Under the CEO's leadership, the ESG Steering Committee ensures effective implementation, while clear priorities and transparent communication foster a culture of accountability and engagement across all subsidiaries.



## Leading with Purpose

GRI (3-3), (205-1), (205-2), (205-3), (406-1)

Petrogas is committed to embedding sustainability throughout its operations, supported by sound governance, ethical standards, and financial strength. Our Code of Conduct reinforces our focus on integrity and adherence to strict guidelines that shape the company and its value chain. We also ensure that all our stakeholders are protected and maintain transparency and accountability at every level of our company.



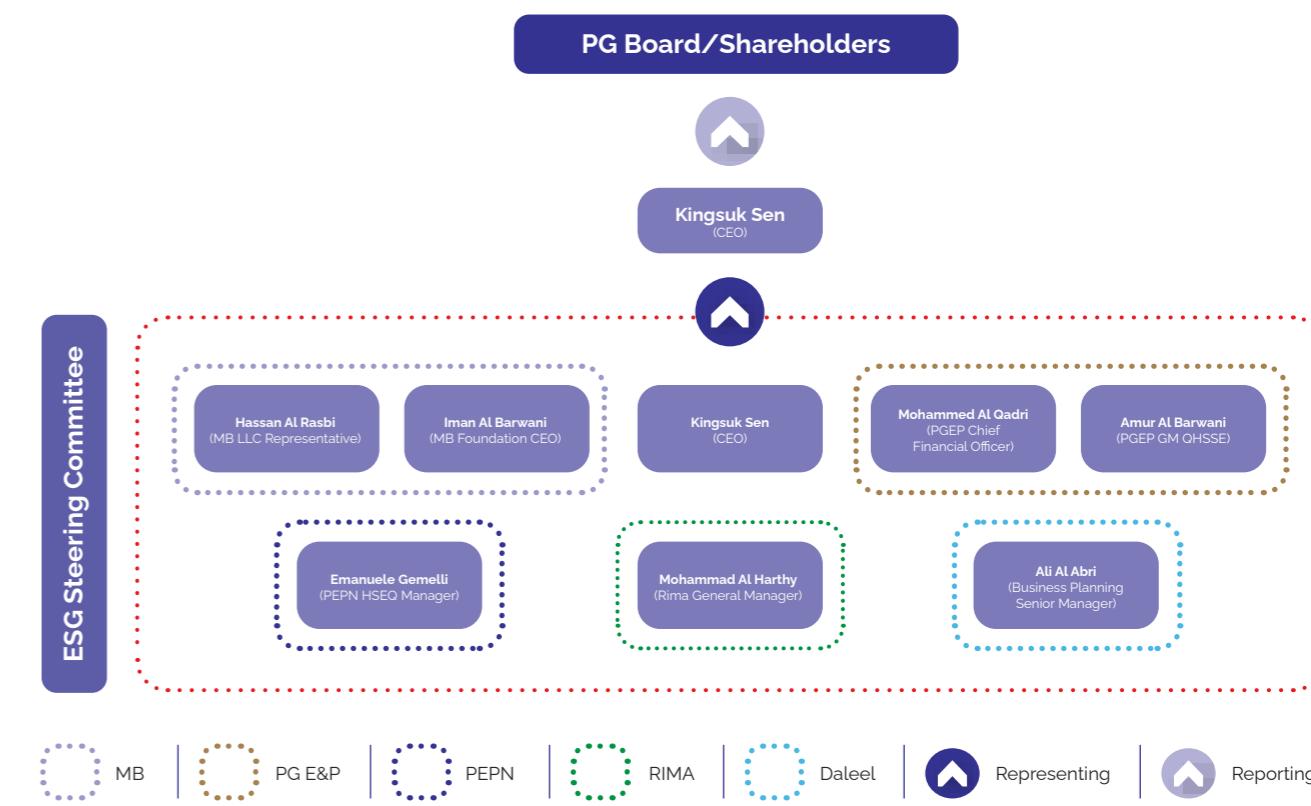
## Governing with Integrity

GRI (2-9), (2-10), (2-11), (2-12), (2-13), (2-15), (2-16), (2-18), (2-23), (2-24), (2-26)

At Petrogas, governance and integrity go hand in hand. The company is led by its CEO within the framework defined by the MB LLC Board, with the COO overseeing daily operations and senior management supporting execution. Decision-making authority rests with the CEO within defined boundaries, while significant matters require MB LLC's approval. To strengthen accountability, the leadership team establishes specialised committees with documented guidelines, ensuring oversight and alignment with business priorities.



Integrity is deeply embedded in the way we conduct business and is consistently upheld across all subsidiaries. The company's commitment to stakeholders is anchored in transparent practices, sound governance, and responsible decision-making, all of which support long-term resilience. We place strong emphasis on respecting human rights, complying with applicable laws, and maintaining ethical business practices at every level. By integrating these principles into our corporate culture and daily operations, Petrogas seeks not only to safeguard trust, but also to contribute meaningfully to the communities we serve, both locally and globally.



Petrogas established an ESG Steering Committee last year to integrate sustainability into every level of the business. With representatives from across the organisation, the committee provides oversight, ensures alignment between corporate and subsidiary priorities, and drives accountability for ESG performance. In doing so, the committee strengthens the organisation's ability to achieve our long-term sustainability goals and reinforce our contribution to national and global agendas.

**Code of Conduct:** Petrogas' Code of Conduct sets clear expectations for employees to uphold governance standards and ethical principles across all operations. Supporting policies define corruption, bribery, and other forms of misconduct, with the HR Manual outlining specific measures to prevent unethical behaviour. Compliance to the Code of Conduct is regularly monitored by the Internal Audit Department to ensure effectiveness. Some subsidiaries have also developed their own tailored Codes of Conduct and policies to address local operational needs, while remaining aligned with Petrogas' Vision, Mission, and Core Values to maintain consistency across the group.

**Compliance is regularly monitored by the Internal Audit Department to ensure effectiveness**



**Anti-Corruption:** The company upholds strong ethical standards through dedicated policies, including the Anti-Corruption policy, which promotes fairness and integrity across the company. To ensure awareness and compliance, policies like these are communicated to all staff through various means like the company portal and / or specific training.

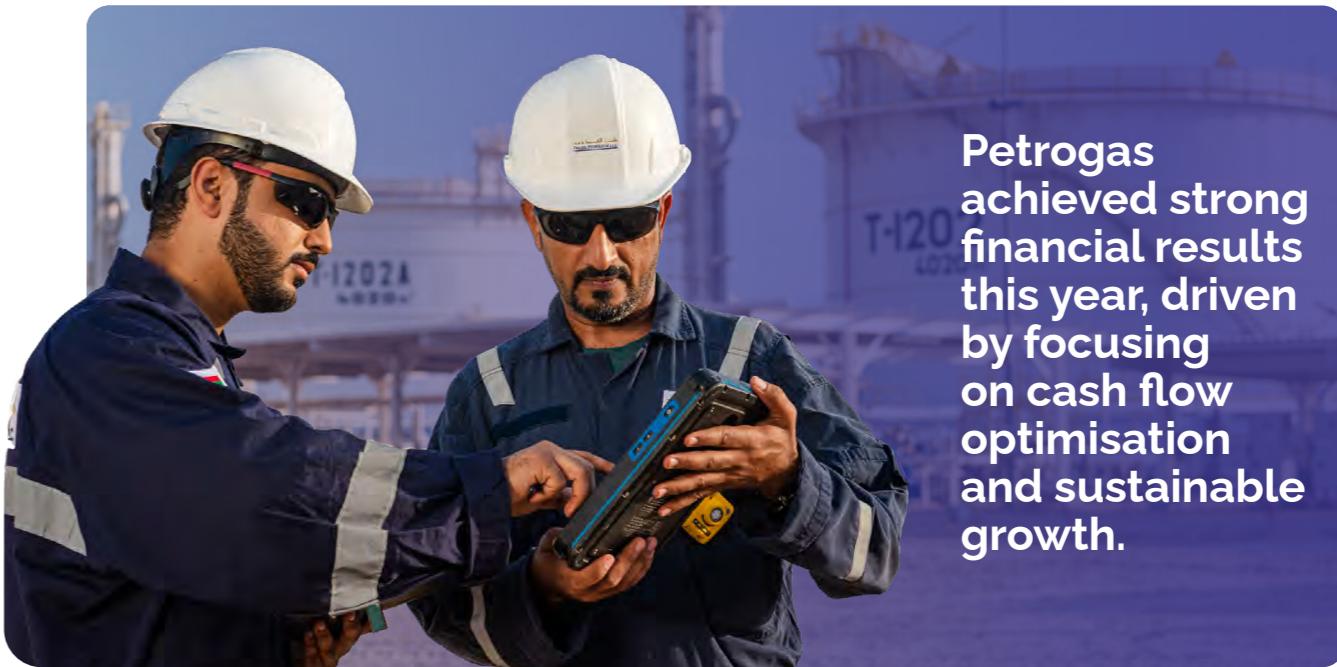


Petrogas recorded  
**ZERO**  
cases of  
corruption

**Whistleblowing:** Petrogas and its subsidiaries have an established Whistle-blower policy that provides clear procedures for reporting suspected misconduct, including legal violations, fraud, or corruption. The policy ensures confidentiality, protects whistleblowers from retaliation, and guarantees accessible channels for raising concerns.



Petrogas recorded  
**ZERO**  
instances  
coming from the  
whistleblower  
system



**Petrogas achieved strong financial results this year, driven by focusing on cash flow optimisation and sustainable growth.**

### Sustaining our Financial Performance

GRI (3-3), (201-1), (203-1), (203-2), (204-1)

Petrogas achieved strong financial results this year, driven by focusing on cash flow optimisation and sustainable growth. Petrogas and its subsidiaries remain committed to expanding responsibly, leveraging favourable market conditions, and embedding sustainability at the core of its operations.

Petrogas maintain full compliance with tax obligations in all jurisdictions, including CIT and VAT, and strive to optimise its tax position within legal boundaries.

**In 2024, Petrogas generated a revenue of USD 666 M**

Employee wages and benefits

**USD 81 M**

Operating expenses

**USD 209 M**

Beyond operational expenses, we invest in local suppliers and community initiatives, ensuring responsible financial management and meaningful contributions to the communities where we operate.

Locally sourced goods and products

**USD 593.5 M**

Community spendings

**USD 2.43 M**

# Accelerating Climate Action

GRI (3-3)

At Petrogas, environmental stewardship is integral to our operations. Leadership drives initiatives that minimise ecological impact and embed environmentally responsible practices across the company. Through measurable targets, resource allocation, and innovative approaches, we strive to operate in balance with nature while advancing our strategic goals.

Our commitment is reinforced through our Integrated Management System (IMS), Quality, Health, Safety, Security and Environment (QHSSE) Policy, and broader ESG strategy, which emphasise compliance, continuous improvement, and innovation. By integrating environmental considerations into daily operations, we safeguard ecosystems, address climate change, and promote responsible resource management. Extending these principles to our workforce, we encourage active participation in initiatives that strengthen eco-conscious practices throughout the organisation.



## Managing our Emissions

GRI (302-1), (302-2), (302-3), (305-1), (305-2), (305-4), (305-5)

Reducing greenhouse gas (GHG) emissions is a central focus of Petrogas' operational strategy. We actively pursue innovative approaches to limit emissions while continuously enhancing our mitigation practices. Our QHSSE policy, aligned with ISO 14001:2015, provides a structured framework for monitoring and managing environmental performance across all activities.



Energy Consumption	Consumption (Gross) (in volume)	Energy (Gross) (in TJ)
Petrol used for road vehicles owned or leased by the organisation (l)	1,188	0.04
Diesel used for road vehicles owned or leased by the organisation (l)	369,979	14.32
Diesel used for stationary machinery & generators owned or leased by the organisation (l)	719,201	28
Natural gas used by the organisation (m <sup>3</sup> )	83,425,057	3,304
Electricity (kWh)	240,698,178	866.44
Solar (kWh)	27,000	0.10
<b>Total energy consumed (TJ)</b>	<b>4,212</b>	
<b>Energy intensity (TJ/BOE Total Production based on WI)</b>	<b>0.00028</b>	

In 2024, Petrogas' energy intensity was 0.0028. Petrogas implemented initiatives that focused on energy-efficient technologies and enhanced monitoring of energy consumption across our operations. Investments in renewable energy was one such initiative, through which the organisation aims to improve its energy efficiency in the coming years. This reflects our continued commitment to responsible resource management and aligns with our broader environmental targets.

Environmental responsibility is viewed through local, national, and global lenses, guiding us to uphold high standards of environmental stewardship without compromising our competitiveness in oil and gas exploration and production. Operational impacts, associated products, and services are systematically assessed to identify key risks and opportunities, while stakeholder expectations and the broader operational context inform our decision-making. The Petrogas Environmental Management Manual serves as a practical guide within the IMS, directing stakeholders on addressing environmental requirements. Compliance is verified through both internal and external audits conducted over the three-year certification cycle, ensuring adherence to ISO standards.

Scope Emissions	Emissions (Net) (in tCO <sub>2</sub> e)	
	2023	2024
Scope 1	580.26	350,584
Scope 2	1,764.46	1,190
<b>Scope 1 Emissions Intensity (tCO<sub>2</sub>eq/BOE)</b>	<b>0.012</b>	<b>0.024</b>
<b>Scope 2 Emissions Intensity (tCO<sub>2</sub>eq/BOE)</b>	<b>0.039</b>	<b>0.0009</b>

## GHG Reduction Initiatives

### PEPN

- Sectioning of blowdown during planned shutdown activities to limit amount of vented gas
- "Near Zero" Scope 1 GHG emission design for A15 and B10 platforms
- Use of HVO20 during A15 drilling campaign
- Use of HVO40 during B10 drilling campaign
- LED bulbs in PEPN Office change out

#### Future Initiatives

- Heat recovery system on A12-CPP study and implementation
- LED bulbs change out on A12-CPP
- Re-wheeling of compressors on A12-CPP
- Reduced power consumption study for A18 and B13
- Subsea completion for further development in the A/B blocks (e.g. B16)
- Use of HVO20 during future drilling campaign

### DALEEL

- Took a decision to add a standby compressor to the gas plant to tackle the non-routine flaring
- Conducted a study to supply the drilling rigs with LPG fuel engines rather than diesel engine generators in order to reduce the emissions
- Connected more contractor's camps and workshops to the existing grid to avoid using diesel generators for their camps
- Integration to PDO grid, providing access to lower intensity power source
- Utilisation of solar panels in parking area and new offices

### PGR

- Reduced power consumption by reducing the sizes of motors used
- Eliminated a number of diesel Generators by connecting wells to overhead power line

#### Future Initiatives

- Tendering renewable project, with implementation planned for 2027-2028

### Reduction of Flaring & Venting

Our subsidiaries are conscious of their environmental responsibilities and remain committed to reducing flaring and venting across operations. In the Netherlands, offshore flaring is only allowed during well cleaning operations under strict permits, with nitrogen lifting techniques further minimising its occurrence. Venting has also been substantially reduced, with PEPN achieving an 85% reduction since 2017 through an industry-wide initiative.

In Oman, Daleel has taken proactive steps by deciding to install an additional gas compressor, scheduled for commissioning in 2025, to better manage non-routine flaring. Almost all producing wells are connected to the pipeline network from the outset, which avoids venting to the atmosphere during early production. Through these measures, Petrogas demonstrates that our subsidiaries are responsible and proactive in reducing emissions while ensuring sustainable operations.

**Petrogas recorded a decline in its overall emissions, largely due to the comprehensive GHG reduction initiatives undertaken by its subsidiaries, supported by Petrogas' strategic direction and oversight**



## Air Emissions

GRI (3-3), (305-7)

We are committed to responsible air emissions management, guided by international standards and best practices. At PGR, ISO 14001 has been integrated into the HSE management system alongside ISO 45001, ensuring that contractors conduct emission tests to remain within permissible limits. While direct quantification of air quality across all activities is limited, emissions such as NOx and fuel consumption are closely monitored, and trends in other pollutants are assessed through established emission factors.

**PEPN** primarily employs gas-driven engines, with diesel use restricted to turnaround activities or emergencies, and monitors power consumption to maintain operational efficiency. Additional abatement measures, such as selective catalytic reduction (SCR) units, engine load optimisation, and throttle management, are applied across the value chain to further reduce emissions; the installation of Very Low Impact Facilities like A15 and B10 is a good example of combining environmental and business sustainability principles.

PEPN Air Emission Indicator	2023 (tonnes)	2024 (tonnes)
Total amount of NOx produced	14.2	15.635
Total amount of SOx produced	1.44	1.114
Total amount of Volatile organic compounds (VOC) produced	1.44	1.965
Total amount of Particulate matter (PM) produced		1.045
Total amount of carbon monoxide (CO) produced		5.194

**Daleel** enhances air quality management through advanced monitoring and control systems, including Automated Ambient Air Quality Monitoring Systems (AAQMS) and Continuous Emission Monitoring Systems (CEMS) at its power plant. These are complemented by emission control technologies such as filters and scrubbers, with data continuously analysed and reported to regulators and stakeholders.

## Managing our Risks and Opportunities

GRI (201-2)

The company takes a structured approach to identifying, assessing, and managing risks and opportunities across operations. Each subsidiary maintains its own risk register, which is periodically updated and reported to the Corporate Office. At the group level, a consolidated Risk Register is maintained to ensure oversight, alignment, and consistency in managing business risks. We currently in the process of re-aligning the risks and opportunities according to the identified materialities following the GRI framework; at Petrogas the highest risks from both impact and financial point of view are the climate change, the energy transition, process safety and occupational safety; within such broad definitions, we also identify opportunities within the energy transition space and in providing energy security and economic development in the areas we operate.

## Climate Adaption, Resilience, and Mitigation

GRI (3-3)

Looking ahead, the transition to net zero emissions by 2050 presents both challenges and opportunities. Our subsidiaries are proactively assessing these long-term dynamics and exploring opportunities within the energy transition to enhance resilience and capture growth.

In alignment with the Oman Vision 2040, we are committed to embedding climate considerations into our business strategies. This commitment is highlighted in our efforts to mitigate environmental impact, adapt to evolving market and regulatory expectations, while contributing to a low-carbon future.



### PEPN approach on climate adaptation, resilience and mitigation

At PEPN, climate-related risks and opportunities are systematically integrated into the Business Risks and Opportunities Assessment Register, as part of its BEMS Risk Management Process and in alignment with local requirements. Transition risks linked to a low-carbon economy are identified as having high financial impact, while physical climate risks are considered medium due to the nature of infrastructure and operations. Accountability is embedded across the organisation, with responsibilities tied to performance assessments and incentive mechanisms. Climate-related KPIs and emission reduction targets are included in the company's scorecard, linking ESG performance directly to employee rewards at all levels.



### Daleel approach on climate adaptation, resilience and mitigation

Daleel adopts a similarly comprehensive approach, embedding climate risks and opportunities across strategic, operational, environmental, and financial planning. Climate considerations are integrated into the business risk register, continuity planning, and emergency response measures, ensuring preparedness for both transition and physical risks such as severe weather events. At the governance level, climate-related KPIs, including GHG reduction metrics, are part of senior leadership evaluations and incentive structures, reinforcing accountability for sustainability performance. Through these measures, we ensure that climate change-related risks and opportunities are not only recognised but also actively managed, strengthening resilience, ensuring compliance, and positioning the company for long-term sustainability in the energy transition.

## Operating with Resilience GRI (3-3)

Petrogas remains dedicated to carefully managing both environmental and operational risks across our exploration and production operations. Our approach is designed to ensure that activities leave a responsible footprint, with emphasis placed on effective site rehabilitation and closure planning. Asset integrity programs and rigorous incident management frameworks are embedded into our operations to safeguard our people, the environment, the communities around us and long-term business continuity.



### Closure and Rehabilitation

GRI (402-1), (404-2)

The safe decommissioning of wells, pipelines, and facilities is critical to safeguarding communities, ecosystems and employees from potential hazards. Our subsidiaries manage these activities with care and diligence, while also ensuring that staff receive advance notice of major operational changes. The duration of these notifications varies depending on the subsidiary and the specific nature of the change, reflecting our commitment to transparency and employee well-being.

#### PEPN's Closure & Rehabilitation Practices

PEPN prioritises sustainable decommissioning and rehabilitation of its assets, guided by ISO 14001:2015 certified environmental management practices. All waste is handled by certified contractors in compliance with Dutch regulations, with NORM waste managed under stricter safety and environmental standards. PEPN also explores innovative reuse options, including repurposing pipelines for carbon transport, while ensuring full compliance with environmental permits in sensitive areas such as the Dogger Bank.

Decommissioning projects in 2024 included the removal of Helder, Helm, and Horizon platforms, which were sent to Vlissingen, the Netherlands, for disposal, while previously removed Haven and Hoorn facilities were fully dismantled and recycled at rates above 97%. Pipelines are carefully assessed for safe abandonment or potential reuse, exemplified by the approved in-place abandonment of the Haven-Helder pipeline.

All PEPN assets are required to have decommissioning plans once out of production. Across all projects, PEPN maintains a strong focus on safety, environmental protection, and resource efficiency, ensuring that decommissioning leaves a positive, sustainable legacy.

In 2024, PEPN achieved over 97% recycling of removed infrastructure, exceeding its 95% target.

In 2024, PEPN spent **USD 31 M** towards decommissioning projects

#### Daleel's Closure & Rehabilitation Practices

Daleel conducts all decommissioning and well abandonment activities in strict accordance with its Exploration and Production Sharing Agreement (EPSA) and the regulatory requirements of the Government of Oman. Decommissioning is carried out annually for depleted oil-producing wells, ensuring operations are safe, compliant, and environmentally responsible. All recovered metals from decommissioned assets are sold through auctions and subsequently recycled by certified third-party contractors, while hazardous wastes are disposed of in full compliance with Omani regulations.

#### PGR's Closure & Rehabilitation Practices

PGR's abandonment operations strictly adhere to Petroleum Development Oman's comprehensive procedure SP-1221, which is aligned with Oman's regulatory requirement for well abandonment. The 2024 abandonment campaign showed PGR commitment to environmental stewardship involving the abandonment of 3 oil wells at a cost of +/- USD 135K. All the retrieved materials were returned to PDO custody as the field owner.

### Asset Integrity and Critical Incident Management

GRI (306-3)

We are committed to maintaining the highest standards of asset integrity and preparedness for critical incidents. Robust systems and procedures are in place to ensure that all facilities and equipment operate safely and reliably, while minimising environmental impact. By combining preventive measures, risk assessment, and emergency response planning, we safeguard our people, communities, and the environment, ensuring resilience and continuity across our operations.

#### PEPN's Asset Integrity & Critical Incident Management

During 2024, PEPN reported no significant spills, reflecting the effectiveness of its asset integrity and operational controls. A few minor hydrocarbon and chemical releases occurred during drilling and decommissioning activities and due to their limited quantity and minimal potential impact, no extensive remedial actions were required. Additionally, one reportable excursion over the Oil in Water (OIW) limit occurred in August. While not classified as a spill, it was promptly reported to the relevant authorities, and corrective measures were implemented to prevent recurrence.

#### Daleel's Asset Integrity & Critical Incident Management

In 2024, Daleel recorded minor and significant spills totalling 48 barrels (BBL). These localised spills had minor environmental impact, and the affected soils were successfully remediated using bioremediation techniques. To limit the number of oil leak incidents, Daleel is using corrosion resistant pipeline design and routine inspection practices.

#### PGR's Asset Integrity & Critical Incident Management

At PGR, no spills were recorded during 2024, highlighting the effectiveness of its operational controls and asset integrity measures. Regular emergency drills were conducted throughout the year, and in the event of any environmental incidents, they will be managed according to PGR's incident management procedures, reinforcing a strong safety culture and operational preparedness across all activities. Spill prevention is further ensured using fully coated (HDPE Lined) pipelines and maintenance practices, minimising the risk of leaks and environmental impact. Together, these results highlight the company's commitment to maintaining asset integrity, preventing significant environmental incidents, and continuously improving operational safety and environmental performance.

In 2024, Daleel successfully executed well abandonment activities with a total value of approximately **USD 252 K**

# Conserving Natural Environment

GRI (3-3)

Petrogas places a strong emphasis on sustainable resource use and environmental responsibility. Understanding that natural resources are vital for the health of ecosystems and the well-being of future generations, we focus on water efficiency, responsible waste management, and the preservation of biodiversity. Through the integration of innovative technologies and best practices, we work to reduce our environmental impact and strengthen our commitment to a long-term sustainability agenda.



## Utilising Resources Responsibly

GRI (3-3), (306-1), (306-2), (306-3), (306-4), (306-5)

We integrate environmental stewardship into every aspect of our operations. Acknowledging the environmental sensitivities of the oil and gas sector, we continuously strive to reduce our ecological footprint. Our efforts are also aligned with Oman's 2040 national vision, where we actively contribute to the country's sustainability goals through responsible practices and sustainable growth.



## Waste

At Petrogas, waste management is an essential part of our environmental protection objectives. Although the corporate office does not directly generate operational or hazardous waste, we work closely with our subsidiaries to ensure all waste is managed safely and in full compliance with regulatory requirements and international standards such as ISO 14001:2015.

Within our own operations, we have reduced office waste by automating services, adopting e-workflows, and implementing digital tools to minimise paperwork and printing. We also conduct awareness campaigns and support NGOs focused on environmental protection, reflecting our commitment to reducing waste at source and promoting responsible resource use.

### Waste Management at Daleel

For Daleel, effective waste management is central to protecting the environment, ensuring compliance, and maintaining the health and safety of its workforce and surrounding communities. The subsidiary aims to minimise waste generation, prevent contamination, and guarantee the safe disposal of hazardous materials. Guided by its QHSSE policy, Daleel applies a structured approach that emphasises reduction, recycling, and safe disposal across its operations. Waste is segregated at source, hazardous materials are handled by certified contractors, and employees receive training to embed best practices.

Daleel's commitment extends beyond compliance to sustainable practices that reduce environmental risks and support community well-being. Through continuous monitoring, employee engagement, and active collaboration, Daleel strengthens its role as a responsible operator while advancing its sustainability objectives.

### Waste management at PGR

For PGR, responsible waste management is a critical component of its operations as an oil producer and explorer in Oman. Their practices are guided by ISO 14001:2015, ISO 45001:2018, relevant national regulations, and PDO's SP 2194 environmental management procedure. Proper waste management ensures regulatory compliance, optimises resources, reduces environmental risks, and helps preserve biodiversity across its fields. It also safeguards their reputation with stakeholders, including regulators and local communities.

PGR focuses on source reduction, recycling, reuse, treatment, and safe disposal, supported by rigorous monitoring and documentation. Every waste disposal activity is tracked using consignment notes, ensuring transparency and accountability at each stage.

To strengthen oversight, PGR requires all contractors to follow the same procedures and mandates monthly waste management audits that identify improvement areas and are formally reported to the company. All waste is handled through PDO-approved disposal facilities, ensuring compliance with national standards and minimising environmental impact. PGR also engages with local communities to promote responsible disposal practices in designated areas.



Hazardous waste 2024 (Gross)

**205.34**  
tonnes

Non-hazardous waste 2024 (Gross)

**10,800.5**  
tonnes



Hazardous waste 2024 (Gross)

**200.6**  
tonnes

Non-hazardous waste 2024 (Gross)

**138.390**  
tonnes

## Waste management at PEPN

Waste management is a material issue for PEPN, given the potential environmental and social impacts of hazardous and non-hazardous waste. They manage waste in strict compliance with Dutch and EU regulations, guided by its HSE Policy, Environmental Aspect Register, and the Waste Management Procedure. Priority is given to reduction of virgin material usage, recycling, and safe disposal, while exposure to hazardous substances such as NORM and BTEX is carefully controlled. PEPN's strategy combines internal initiatives with external partnerships. Internally, they minimise hazardous waste during operations and decommissioning through waste tracking, data analysis, and continuous monitoring.

Externally, waste is handled by certified third-party contractors via Dutch-registered disposal routes, overseen through a contractor management system that includes qualification, audits, and participation in joint industry audits with Element NL. PEPN is exploring upcycling opportunities, such as repurposing pipelines for carbon transport, reinforcing its commitment to sustainable waste management and long-term environmental stewardship.

## Water & Effluents

GRI (3-3), (303-1), (303-2), (303-3), (303-4), (303-5)

In line with Petrogas' Environmental Management System and ISO 14001:2015 standard, we are committed to responsible water and effluent management. Our approach focuses on reducing overall water consumption, preventing wastage, and ensuring that wastewater is managed safely and in compliance with regulatory requirements. Protecting employees from potential exposure to harmful or toxic substances in wastewater is a key priority, while efficient water use supports both environmental stewardship and operational sustainability.

### Water management at PGR

PGR ensures strict compliance with Omani environmental laws, PDO standards, and relevant regulatory frameworks to protect water resources and surrounding ecosystems. In a region where water scarcity is a pressing concern, PGR prioritises conservation by managing consumption efficiently, safeguarding community access, and preventing pollution or degradation of local ecosystems. Efficient water use not only conserves a critical resource, but also reduces operational risks, improves cost efficiency, and supports uninterrupted production.

PGR's management approach focuses on both prevention and oversight. While direct groundwater extraction is under PDO's remit, PGR acts as a custodian to ensure that its activities do not create scarcity for local communities. Contractors are required to conduct water quality testing across all camps, supported by monthly inspections that confirm safe and clean consumption. Water usage is closely monitored to assess overall impact and identify opportunities for reduction. In addition, PGR takes proactive measures to control the potential migration of any contaminated water underground, thereby protecting soil and aquifer integrity. Together, these practices reflect PGR's commitment to responsible water stewardship, regulatory compliance, and safeguarding community health.

PEPN has set a 95% recycling target for decommissioning projects and exceeded this in 2024, achieving over 97% material recovery with less than 0.5% of waste sent to landfill or incineration. These efforts support pollution prevention, safeguard marine ecosystems, and build stakeholder trust



## Water management at Daleel

For Daleel, responsible management of water and effluents is fundamental to preventing pollution, protecting ecosystems, and meeting environmental commitments. By reducing water contamination risks through treatment, monitoring, and regulatory compliance, they minimise its environmental footprint while improving operational efficiency and reliability. To lower dependence on fresh water for operations, Daleel constructed a 30 km pipeline connected to PDO's Yib-Lek line, allowing the use of produced water for injection. This strategic measure significantly reduces, and is expected to eventually eliminate, the need for fresh water in injection processes.

Water-related impacts are identified and managed through continuous monitoring, sampling, and reporting systems that assess all sources potentially affected by operations. Reviews are conducted periodically to address regulatory requirements and site sensitivity, with assessments covering water levels, flow rates, and quality. Beyond technical controls, Daleel engages with regulators, suppliers, and local communities to ensure best practices in water use and stewardship.

Daleel constructed a 30 km pipeline connected to PDO's Yib-Lek line, allowing the use of produced water for injection

### Consumption by water type

	2024 (Gross)
Utility Water (m <sup>3</sup> )	95,160
Ground Water (m <sup>3</sup> )	992,046
Surface Water (m <sup>3</sup> )	372,964

## Water management at PEPN

Water and effluents management is a central element of PEPN's environmental stewardship, particularly as the company operates in the Natura 2000-protected Dogger Bank area, where strict mining and nature permit requirements apply. PEPN maximises water efficiency by using seawater for cooling and converting a portion of it to freshwater via reverse osmosis for domestic purposes and limited operational needs, such as sand removal. Additional potable water is supplied via bottled sources, ensuring that local freshwater resources remain unaffected.

Onshore, water use is limited, with the Rijswijk office and Beverwijk supply base relying on municipal water networks that face no scarcity issues. All discharges, including from idle facilities, are regularly monitored and sampled to ensure compliance with environmental standards.

PEPN discharged 2,842 m<sup>3</sup> (gross) of water in 2024. While PEPN does not operate in water-stressed areas, its practices are designed to minimise impacts on marine ecosystems and maintain regulatory compliance. Through these measures, PEPN reinforces responsible water stewardship, protects biodiversity, and supports sustainable operations.

In 2024, PEPN achieved a 30% reduction in discharged water from the A/B fields

## Biodiversity

GRI (3-3), (304-1), (304-2), (304-3), (304-4)

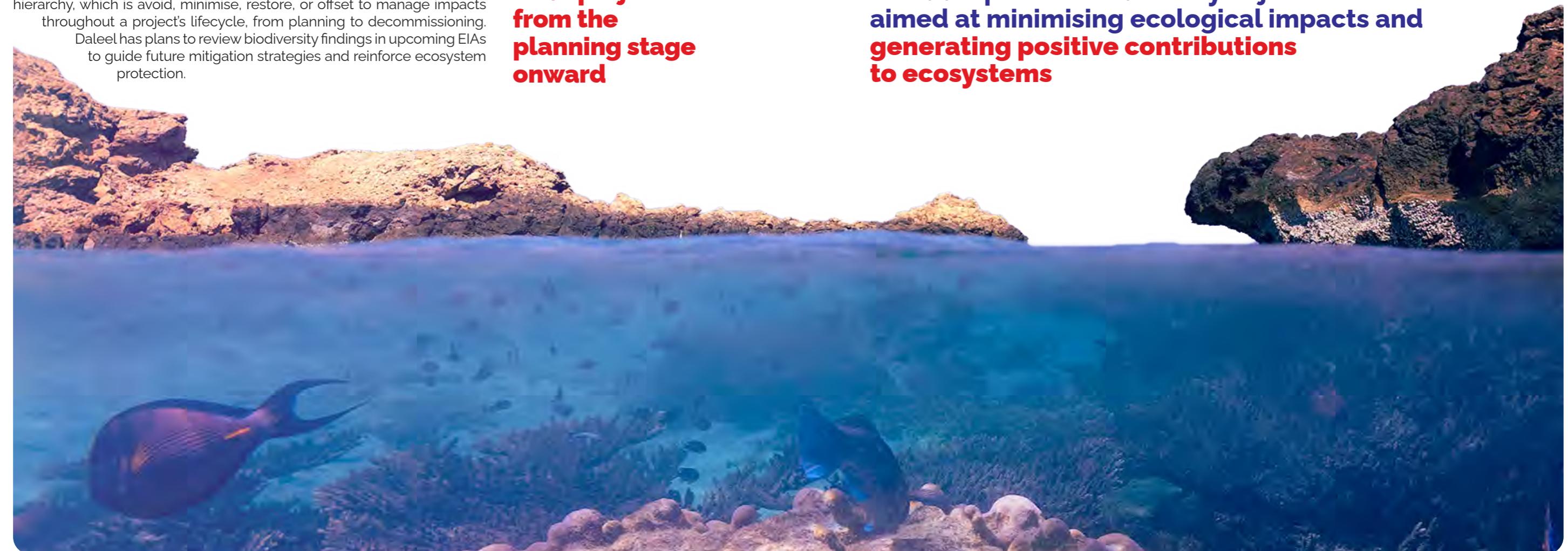
Petrogas places environmental responsibility at the centre of our operations, guided by our core values of caring for people and the world around us. The company's QHSSE policy and ISO 14001:2015 certified management system ensure that biodiversity and habitat considerations are embedded in all projects from the planning stage onward. Although PGR and Daleel do not operate within formally designated protected areas, both subsidiaries actively implement measures to safeguard biodiversity and maintain healthy ecosystems across their operational landscapes.

PGR manages biodiversity indirectly through its ISO 14001:2015 certified integrated management system and adherence to environmental regulations, including relevant Ministerial Decrees (MD), Royal Decrees (RD), and Administrative Decisions (AD). Compliance with these regulations, together with internal environmental management practices, supports the protection of local flora, fauna, and habitats.

Daleel incorporates biodiversity considerations into its QHSSE policy and operational procedures. They identify potential biodiversity risks through Environmental Impact Assessments (EIAs) and apply a mitigation hierarchy, which is avoid, minimise, restore, or offset to manage impacts throughout a project's lifecycle, from planning to decommissioning.

Daleel has plans to review biodiversity findings in upcoming EIAs to guide future mitigation strategies and reinforce ecosystem protection.

**The company's QHSSE policy and ISO 14001:2015 certified management system ensure that biodiversity and habitat considerations are embedded in all projects from the planning stage onward**



## PEPN's Biodiversity Practices

Biodiversity considerations are embedded in all environmental permits, ensuring that planning and development decisions account for ecological safeguards from the outset. A Biodiversity Plan was developed to assess current and potential operational impacts, with initiatives such as monitoring bat migration paths scheduled for implementation in 2025.

PEPN's offshore operations in the A/B blocks of the Dutch Continental Shelf, located within the Dogger Bank Natura 2000 marine protected area, also apply the mitigation hierarchy to manage potential impacts.

All facility designs and operations integrate environmental safeguards, including noise, lighting, and discharge controls. In 2024, the removal and seabed restoration of Helder, Hoorn, and Horizon platforms were completed as planned. To further support biodiversity, PEPN collaborates with Rijkswaterstaat on conservation studies, uses biodiversity-friendly subsea infrastructure such as rock mattresses, and promotes awareness through initiatives like sponsoring the documentary "North Sea – Nature Untamed." To date, operations have not introduced invasive species, reduced species populations, or caused habitat conversion, reflecting PEPN's proactive approach to protecting marine ecosystems and maintaining sustainable operations.

**In 2024, PEPN updated its HSE Policy to include specific biodiversity objectives aimed at minimising ecological impacts and generating positive contributions to ecosystems**

# Cultivating Community Engagement

GRI (3-3), (413-1), (413-2)

At Petrogas, we recognise that our long-term success is closely linked to the well-being of the communities where we operate. Guided by national and international best practices, we actively seek to understand community needs, foster meaningful dialogue, and implement initiatives that create shared value. Through structured engagement and ongoing collaboration, we aim to build trust, strengthen relationships, and contribute positively to social and economic development.



## Local Communities

Petrogas follows a structured Corporate Social Responsibility (CSR) framework built on four core pillars: Education, Health, Social Impact, and Women Empowerment. Every initiative begins with a needs assessment, conducted in collaboration with local stakeholders, to identify community priorities and ensure that projects address real and pressing needs.

We emphasise open communication with community members and stakeholders through formal proposal requests, regular stakeholder meetings, and on-the-ground engagement. All requests are documented and addressed through a formal review process coordinated by the CSR Committee, ensuring transparency, accountability, and timely resolution. We also seek regular feedback and reports from stakeholders, while attending events and activities to evaluate the effectiveness and impact of each initiative.

While our efforts are strongly focused on our concession areas in Oman, we also extend initiatives to Muscat and other regions, recognising the importance of engaging with communities across regions. Beyond Oman, our subsidiaries internationally implement CSR programs tailored to their local contexts, while staying aligned with Petrogas' four CSR pillars.

Through this structured and collaborative approach, Petrogas is committed to building trust, creating shared value, and making a lasting positive impact on the communities we serve.

Community development programmes	Rima	PEPN	Daleel	TOTAL
Community development programmes	17	8	15	40



**Beyond Oman, our subsidiaries internationally implement CSR programs tailored to their local contexts, while staying aligned with Petrogas' four CSR pillars**

## Daleel's Community Engagement

Daleel recognises that proactive and continuous dialogue with stakeholders is essential for building trust and addressing concerns effectively. They maintain regular engagement with Governors, Walis, municipalities, and other key stakeholders, ensuring that their perspectives are heard and integrated into decision-making processes. These ongoing interactions allow them to identify and resolve potential concerns at an early stage, strengthening collaboration and fostering mutual understanding.

In line with Exploration and Production Sharing Agreement (EPSA), Daleel allocates 1.5% of shareholder net profit as the CSR budget, dedicated to supporting initiatives that create meaningful social impact. They consistently collect feedback during visits and meetings with stakeholders, and this helps to ensure that our programs and initiatives remain relevant, effective, and aligned with community needs.

Daleel is also working with relevant departments to establish a formal grievance process. This mechanism will provide stakeholders with a clear and structured way to raise concerns, further enhancing transparency, accountability, and trust in their community engagement approach.

Daleel's Ramadhan Contribution

Fak Kurba

Nusuk Activities

UTAS Muscat English Course

UTAS Iibri English Course

Health Week Activities

School Projects- Al Dhahira

Families in Need Product Exhibition

Nizwa Hospital Equipment

Hamra Al Daru'a Wheel Loader

Hamra Al Daru'a School

Hamra Al Daru'a Camel Racetrack

Khouda Hospital

Oman Medical Specialty Board Blood Donation Day

Hearing Aids - Omani Association for People with Hearing Impairment



## PEPN's Community Engagement

PEPN's activities often require licenses and permits, which are obtained through active engagement with ministries, authorities, and NGOs, either directly or via ElementNL, the Dutch Oil & Gas Operators Trade Organisation. To ensure transparency and public participation, draft permits are published for community review, comment, and appeal, allowing stakeholders to voice concerns and provide input at an early stage.

Their approach is guided by the Business Ethics Policy and Procedure and the Context and Stakeholders Analysis Register, which is reviewed annually to ensure stakeholder needs are addressed. A whistleblower mechanism is available to all external stakeholders, and efforts are underway to expand communication channels enabling greater accessibility and local compliance. The Societal Ethics Committee (SEC) oversees community engagement and business ethics, while the Connect Team organises outreach programmes such as charity drives, volunteering, and social events.

Community partnership initiatives may be proposed by directors, employees, or stakeholders, and are reviewed for approval by the General Manager in consultation with the corporate headoffice. PEPN also ensures continuous internal dialogue by engaging with its Works Council and offering multiple channels to raise and resolve concerns. Through these processes, PEPN works to maintain open communication, transparency, and trust with both external stakeholders and its workforce.

Conquer walking challenges (planting trees and removing plastic bottles from the seas)

Food collection for the Foodbank

Volunteers' day at retirement house

Picking up trash around the office

Walking for MS Motion (collection for charity)

Golf Tournament (collection for charity)

Present donation for Sintvooriedereen

Bringing around presents with Sintvooriedereen



A whistleblower mechanism is available to all external stakeholders, and efforts are underway to expand communication channels enabling greater accessibility and local compliance

## PGEP & PGR Community Engagements

PGR also aligns with PGEP's CSR framework and its four pillars of Education, Health, Social Impact, and Women Empowerment. In 2024, both PGEP and PGR conducted several community initiatives. Notably, the Al Rubatuya National AHS and the World Robotics Olympiad 2023 were sponsored exclusively by PGEP, while the remaining initiatives were led by PGR. A few of these initiatives are highlighted below.

Al Bashayer Camel Racing

Quraan School in Boushar

Ministry of Health

Al Furqan Quraan School Sinaw

Al Jazir Chartiy Association

Aisha bin Abdullah Al Rasbi School

Majlis Saib Al Qata

Al Bahja Association for Orphans

Needy family

Green grass for Al Mudhaibi sports club

Golf Cart Al Khawla Hospital

Oman Psychiatric Society

Financial support the Ihssan Association taking care of elderly

## Supply Chain Management

GRI (3-3), (414-1)

At Petrogas, our supply chain practices are anchored in our Code of Ethics, which sets clear expectations for suppliers and contractors on ethical business conduct and responsible procurement. All partners are required to comply with this Code, which prohibits bribery, corruption, money laundering, fraud, and related misconduct, in alignment with the laws of the Sultanate of Oman, the Netherlands, the United Kingdom, the United States, and any jurisdiction where our operations are conducted. To ensure compliance, we mandate that contractors provide their workforce with training on anti-corruption laws and ethical obligations.

Our procurement strategy prioritises best economic value while maintaining the highest standards of integrity, safety, and sustainability. To reinforce this, we integrate Quality, Health, Safety, Security, and Environment (QHSSE) requirements as well as business ethics clauses into all standard contract templates. This ensures that suppliers are not only evaluated on cost competitiveness, but also on their ability to uphold safety, environmental stewardship, and ethical performance.

In addition, we recognize that supplier performance has a direct impact on our ability to operate responsibly. We work closely with contractors to monitor compliance, strengthen governance frameworks, and prevent wrongdoing. By embedding transparency, accountability, and sustainability across our value chain, Petrogas fosters long-term partnerships that contribute to both business resilience and positive community impact.



## Driving Shared Responsibility

GRI (3-3)

Petrogas places strong emphasis on conducting business with integrity and accountability, ensuring that ethical principles are embedded throughout our operations. We actively collaborate across our supply chain to uphold these commitments, fostering partnerships built on trust and shared responsibility. While we provide overarching guidance, each subsidiary is empowered to adapt and, where needed, establish additional standards and practices that reflect both local requirements and our corporate values.



**Our procurement strategy prioritises best economic value while maintaining the highest standards of integrity, safety, and sustainability**

## Supply Chain Performance Monitoring

We have established a structured set of tools and methods to ensure the effectiveness and accountability of our suppliers. These include departmental Key Performance Indicators (KPIs), master contract lists, kick-off meeting procedures, post-award contract management plans, and clearly defined roles and responsibilities for contract holders and engineers. Together, these processes create a strong foundation for managing supplier performance, promoting consistency, and ensuring alignment with our ethical, safety, and operational standards.

PGR

### Supply Chain Management at PGR

PGR conducts a comprehensive screening and evaluation of its suppliers and service providers based on the following key pillars:



QHSE Evaluation



Financial Evaluation



Technical Evaluation



Commercial Evaluation



In-Country Value

Suppliers who fail to meet the minimum QHSE requirements will be disqualified from proceeding to the subsequent stages of evaluation.

Furthermore, approved service providers will be continuously assessed and monitored throughout the contract duration. This is to ensure compliance with QHSE standards, including both leading and lagging indicators, as well as the achievement of defined performance KPIs. Monitoring will be conducted through regular service quality review meetings, management reviews, and QHSE audits.

PGR utilises the Joint Supplier Registration System (JSRS) for supplier selection. This system, mandated by the Oman Ministry of Energy and Minerals, serves as an industry-wide platform for supplier compliance and procurement across the energy sector.

The enhanced JSRS platform facilitates unified procurement across Omani sectors, supporting In-Country Value (ICV) development and encouraging foreign direct investment (FDI) by connecting international buyers with accredited local suppliers. It also offers increased efficiency, security, performance, and data analytics capabilities.

In alignment with Oman's ICV strategy, PGR has established clear supplier evaluation criteria based on four core pillars: Investments, Workforce, Goods, and Services. We conduct rigorous due diligence — including formal information requests, audits, and ICV assessments — to ensure suppliers meet our compliance standards and contribute meaningfully to the local economy. Suppliers failing to meet the required ICV thresholds are excluded from further evaluation stages.

This combination of group-wide guidance and subsidiary-specific innovation enables Petrogas to maintain high standards across its supply chain. By doing so, we create a balanced approach that ensures both consistency in values and responsiveness to local operational needs.

### Supply Chain Management at PEPN

PEPN screens suppliers primarily based on HSE performance, focusing on leading indicators and compliance with local environmental legislation, such as emissions and waste management. The pre-qualification process is currently being updated to incorporate ESG criteria. However, the Contractor Feedback Tracker is already used to evaluate the HSE and ESG performance of existing qualified suppliers. Additionally, all new suppliers are pre-screened using the Dow Jones portal to identify any potential ethical issues.

PEPN

DALEEL

### Supply Chain Management at Daleel

Recognising that each subsidiary operates in a unique environment, Petrogas encourages them to adapt and expand upon this framework with tailored approaches. For example, Daleel has developed its own performance monitoring tools, such as the master tender plan system and individual smart goals. In addition, Daleel conducts regular performance reviews with contractors to strengthen accountability and ensure continuous improvement.

### Advancing Supply Chain Localisation

The Sultanate of Oman's ICV Policy plays a central role in strengthening the local economy and we are fully committed to these guidelines, actively supporting the development and competitiveness of Omani vendors. Daleel, for example, operates a Vendor Development Programme (VDP) to enhance local manufacturing capabilities and foster long-term supplier partnerships.

To ensure compliance, our subsidiaries in Oman follow structured procedures that embed ICV principles into every stage of the procurement process. An ICV index weighting is assigned to all technically qualified bids in accordance with industry standards and tender strategies, and this score is then incorporated into the commercial bid evaluation by the Commercial Evaluation Team. This systematic approach guarantees transparency, accountability, and the selection of suppliers who bring the greatest value to Oman's economy.

For PEPN, which operates outside Oman, the ICV framework does not apply. Nevertheless, PEPN maintains a strong commitment to responsible sourcing, with approximately 95% of suppliers based in the Netherlands and the EU, regions governed by strict procurement and compliance regulations. This ensures that even outside Oman, Petrogas subsidiaries adhere to high standards of governance, sustainability, and ethical supply chain practices.

Expenditure on locally sourced goods and services (Million USD)	PGEP	Rima	PEPN	Daleel	TOTAL
4.5	129	106	354	593.5	

# Empowering our People

GRI (3-3)

At Petrogas, people are at the heart of everything we do. We believe individuals from different backgrounds and perspectives help to foster a workplace with energy, creativity, and innovation. We are dedicated to creating an inclusive environment where everyone feels supported and valued.

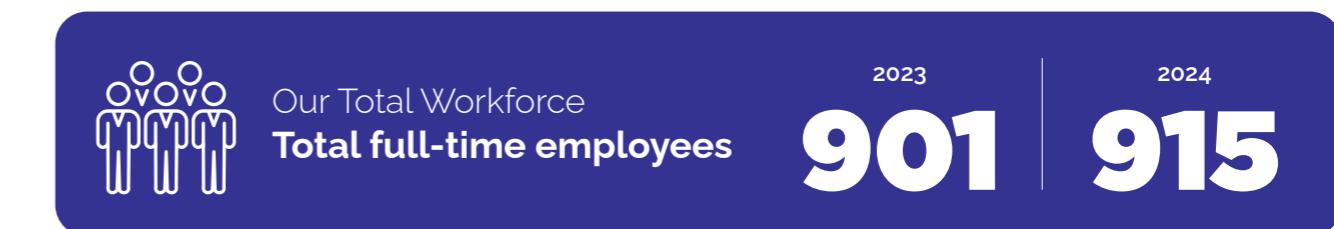
We care deeply about the well-being of our employees, offering a wide range of benefits that look after their health, safety, and personal lives. Beyond simply meeting labour standards, we strive to protect human rights and comply with relevant national and international laws and standards. Through training, mentorship, and continuous support, we encourage our people to grow, share ideas, and shape the future of our business.



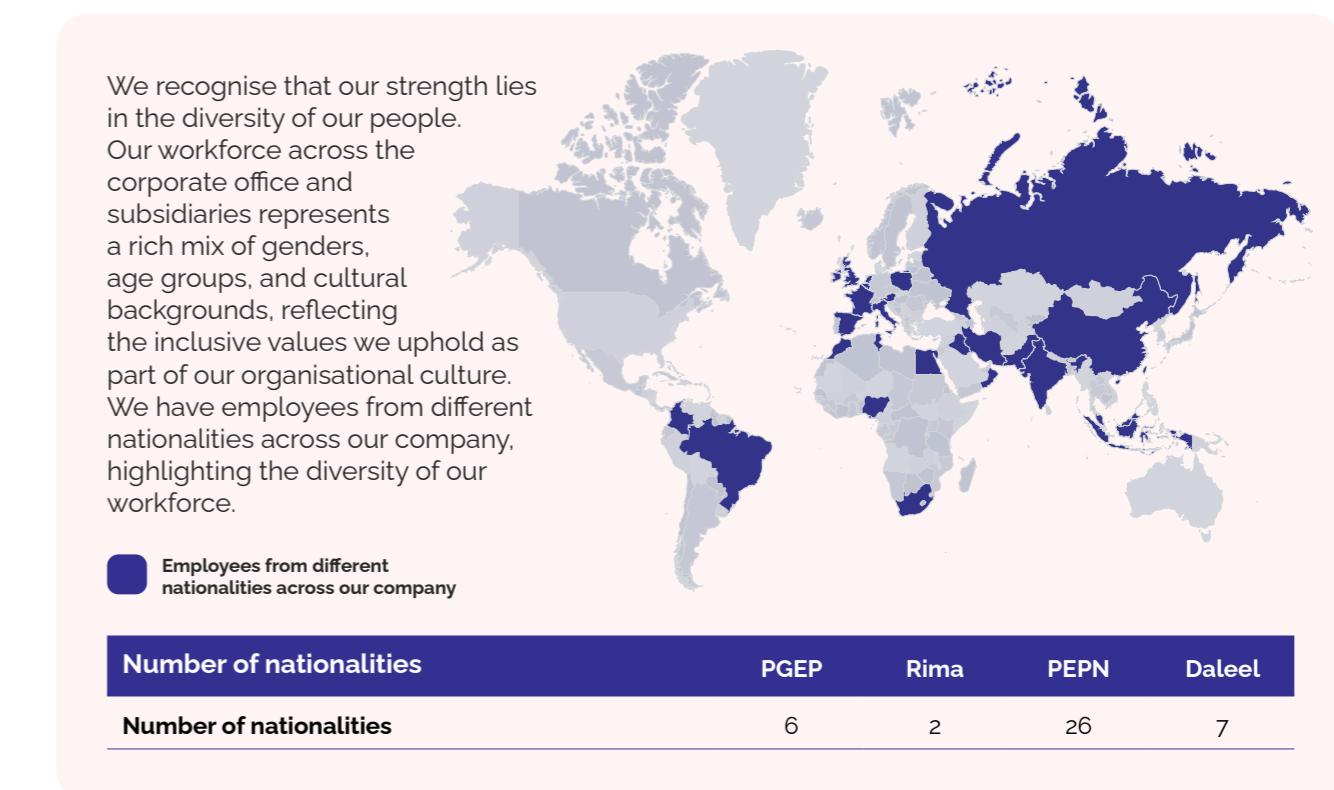
## Diversity and Inclusion at Workplace

GRI (2-7), (401-1), (401-3), (405-1), (405-2)

At Petrogas, we recognise that a diverse and inclusive workforce is essential for long-term success and sustainable growth. We are committed to fostering equal opportunities, ensuring fair employment practices, and supporting employee well-being. By embracing varied perspectives and providing equitable benefits and career development opportunities, we build an organisation where every individual is empowered to contribute and thrive.



Employment Level	PGEP	Rima	PEPN	Daleel
<b>Senior management</b>	8	6	12	21
<b>Middle management</b>	20	31	21	47
<b>Staff</b>	27	81	89	552





In 2024, Petrogas' corporate headquarters had an **omanisation rate of 85%**

Employees   Age Group	PGEP	Rima	PEPN	Daleel
<b>Employees aged under 30</b>	4	7	5	51
<b>Employees aged 30-50</b>	45	101	61	525
<b>Employees aged 50 +</b>	7	10	56	44

The employees age dynamic is varied due to regional and historical reasons, however, a significant proportion of our employees fall within the 30-50 age group, bringing with them valuable professional expertise, maturity, and a balance of innovation and experience. This demographic strength allows us to benefit from a workforce that is both dynamic and resilient, while also ensuring strong leadership and mentorship opportunities for younger talent entering the organisation.

In 2024, Petrogas **hired a total of 43 new employees across the corporate office and the subsidiaries.**

Employees	PGEP	Rima	PEPN	Daleel
<b>New hires   MALE</b>	4	5	9	12
<b>New hires   FEMALE</b>	5	1	4	3

Employees Turnover rate (%)	PGEP	Rima	PEPN	Daleel
<b>Turnover rate (%)</b>	3.63	3.39	1.63	1.6

In 2024, employee turnover across Petrogas remained low, reflecting workforce stability and effective retention measures. These results demonstrate consistent employee commitment across subsidiaries and highlight the organisation's focus on engagement, fair employment practices, and comprehensive benefits.

Ratio of the basic salary and remuneration of women to men for Middle Management Category

**1:0.498**

Female representation in senior management is limited, with no women currently at the C-suite level, one female director at the subsidiary level, and two women in the broader management team.

Ratio of the basic salary and remuneration of women to men for Staff Category

**1:1.025**

## Employee Benefits

GRI (401-2)

To support professional aspirations, and enhance the overall employee experience, we have a comprehensive benefits framework designed to address diverse needs and provide long-term value. While specific benefits may vary by region, our programmes broadly cover four key areas:



**Health and Well-being** | We prioritise the physical and mental wellness of our employees by offering access to medical insurance plans that extend to dependents, group life coverage for financial protection, and health club memberships that encourage a healthy lifestyle. These initiatives ensure that our workforce can maintain balance and resilience both at work and at home.



**Growth and Development** | We are committed to investing in the continuous development of our people. This includes financial assistance for further education, sponsorship for professional memberships, and opportunities to build new skills that prepare employees for future roles and leadership pathways.



**Financial Security and Rewards** | To strengthen financial stability, our employees, notwithstanding some regional differences, benefit from allowances for welfare, housing, and transportation, in addition to performance-driven incentives and end-of-service provisions.



**Work-Life Balance and Recognition** | Recognising the importance of balance and appreciation, we provide, notwithstanding some regional differences, amongst the other, mobile and GSM allowances, housing and vehicle loans, paid leave to support personal commitments, and long-service awards that celebrate loyalty and dedication. By offering this holistic mix of benefits, Petrogas not only safeguards the health and financial security of our people, but also encourages their growth, acknowledges their efforts, and creates an environment where employees feel valued and empowered.

## Employee Rights

GRI (2-25), (2-26), (3-3), (401-3)

Respect for human rights is a cornerstone of our corporate values and organisational culture. We are committed to creating a safe, fair, and inclusive workplace where employees are empowered, protected, and treated with dignity. Our policies and practices are aligned with international labour standards and applicable national legislation, ensuring that our operations remain both responsible and sustainable.

### Commitment to Human Rights

We strictly prohibit child labour, forced labour, and any activities that infringe upon basic human rights. All employment relationships within Petrogas are based on mutual consent and voluntary agreement, with employees retaining the freedom to resign following appropriate notice. These safeguards ensure that our workplace operates on fairness, trust, and accountability.

## Grievance Redressal Mechanism

To maintain transparency and fairness, Petrogas has established a structured grievance system that allows employees to raise concerns without fear of retaliation. Our process covers both:



**Individual grievance procedures** | Enabling employees to resolve personal workplace issues.



**Collective grievance procedures** | Ensuring that workers and management jointly address matters affecting groups of employees.

## Equal Treatment

We are committed to cultivating a respectful environment free from harassment, intimidation, and discrimination. Our Bullying and Harassment Policy apply to all workers, including permanent staff, contractors, consultants, and temporary personnel. It promotes teamwork, psychological safety, and a culture where everyone can perform at their best.

## Continuous Improvement and Training

We view employee rights as a dynamic commitment. Regular training, awareness campaigns, and engagement forums are conducted to ensure our people understand their rights and the support systems available to them. By embedding these values into daily operations, Petrogas strengthens trust, enhances retention, and fosters a workplace that prioritises equity and inclusion.

## Parental Leave

At Petrogas, we recognise the importance of supporting employees in balancing their professional responsibilities with family commitments. Our parental leave policy is designed to provide equitable opportunities for both mothers and fathers to take time away from work to care for their children, without compromising their career growth or benefits. By offering this support, we foster a family-friendly culture that promotes well-being, inclusivity, and long-term employee retention.

**In 2024, PGR and Daleel achieved a 100% retention rate among employees returning from parental leave**

Parental Leave	PGEP	Rima	PEPN	Daleel
Employees entitled to parental leave	55	118	122	620
Employees who took parental leave	4	20	4	93
Employees who returned to work after leave	2	20	4	93
Employees who returned to work after parental leave ended and were still employed 12 months after their return to work	0	20	*	93

\*PEPN does not track this data point

## Training and Development

GRI (3-3), (404-2), (404-1)

At Petrogas, employee growth and skill development are at the heart of our workforce strategy. We provide a comprehensive suite of learning opportunities designed to enhance capabilities across all levels and disciplines. Our employees can access professional development through a variety of channels, including external training, e-learning, on-the-job experiences, and personalised coaching.

To ensure training is impactful, we implement a structured Learning Needs Analysis (LNA) process. This allows us to align development programmes with both individual aspirations and organizational goals. Beyond immediate skill enhancement, our programmes are designed to prepare employees for future roles through initiatives such as Succession Planning, Leadership Potential Assessment (LPA), and Individual Development Plans (IDPs). The LPA helps us identify emerging leaders and equip them to meet the evolving demands of the business.

We also offer long-term international assignments, providing employees with invaluable global exposure and professional experience. For early-career talent, we emphasise structured support through our Graduate Scheme and Functional Career Ladder, ensuring clear pathways for growth for fresh graduates and new professionals at different job levels.

By investing in continuous learning and leadership development, Petrogas not only enhances individual potential but also strengthens the organisation's capacity to thrive in a dynamic industry landscape.



# Safeguarding our People

GRI (3-3)

At Petrogas, the protection of our employees and their well-being are fundamental to our values and operations. We are committed to fostering a safe and supportive work environment where every individual can thrive, contribute, and grow with confidence. Our approach goes beyond compliance, focusing on proactive measures to reduce risks and promote a culture of care. We continuously invest in programmes, policies, and training that empower employees to prioritise their health, safety, and overall well-being. By embedding safeguarding principles into every aspect of our operations, we ensure that our workforce remains resilient, motivated, and prepared to meet the evolving needs of the business.



## Occupational Health & Safety Management System

GRI (403-1), (403-2), (403-4), (403-7), (403-8)

Safeguarding the health and safety of our people is central to how we operate. Our Occupational Health & Safety (OH&S) framework is guided by an ISO 45001:2018 certified HSSE Management Manual, embedded within our Integrated Management System (IMS). Each subsidiary complements this framework with its own Health, Safety, and Environmental Management System (HSEMS), ensuring alignment with international best practices while addressing specific operational contexts.



We adhere to Ministerial Decree No. 286/2008, which mandates that companies in Oman implement tailored OSH programmes suited to their size and nature of work; similar requirements are implemented in the other regions where we operate. Our HSEMS goes further by aligning with ISO 31000:2018 Business Risk Management Guidelines and Process Safety Guidelines, ensuring risk identification, mitigation, and management across all levels of the organisation. This system extends not only to employees but also to contractors, workplace environments, and contract management.

To maintain the highest standards, we conduct an annual management review, where our QHSSE Department, along with the CEO, the Petrogas Leadership Team, and the subsidiaries' General Managers and Department Managers, evaluate system compliance with applicable ISO standards. These reviews allow us to assess performance, strengthen processes, and embed continual improvement into our culture.

Equally important is the active participation of our workforce. Employees and contractors play a vital role through QHSSE audits, inspections, and awareness campaigns, fostering a shared responsibility for health and safety across all operations. This collaborative approach ensures that OH&S is not just a compliance requirement but a deeply ingrained value that shapes our daily decisions and long-term sustainability.

## Hazard Identification and Risk Assessment

GRI (403-2), (403-9), (403-10)

At Petrogas, hazard identification and risk management are integral to safeguarding our people, assets, and the environment. Our structured Hazard and Effects Management Process (HEMP) ensures that potential risks are systematically addressed through four critical steps: Identify, Assess, Control, and Recover. Each step generates documented records, creating a transparent framework that allows us to recognize hazards, evaluate their potential impacts, implement effective controls, and prepare recovery plans should those controls fail.

To ensure risks are managed As Low As Reasonably Practicable (ALARP), we apply the Risk Assessment Matrix (RAM), which quantifies risk levels and evaluates the effectiveness of controls. The hierarchy of controls, ranging from elimination and substitution to engineering safeguards, organisational measures, procedures, and personal protective equipment (PPE), guides our decision-making. Outcomes of these assessments are captured in the HEMP/Risk Register, which is continuously updated and reviewed.

A key enabler of proactive safety is our reporting platform, "Entabih" ("Be Careful" in English), which empowers all staff to report safe and unsafe acts or conditions. Reports are automatically escalated to the QHSSE team, ensuring swift corrective action. Workers are also empowered to stop any operation deemed unsafe without fear of reprisal, reinforcing a culture of shared responsibility for safety. Petrogas and all our subsidiaries, follows the ISO Plan-Do-Check-Act (PDCA) cycle to drive continual improvement:

**PLAN** | Establish objectives and processes to manage QHSSE risks.



**DO** | Implement these processes and maintain an HSE risk register.



**CHECK** | Periodically review the risk register and evaluate effectiveness, especially after incidents or major changes.



**ACT** | Conduct management review meetings to discuss findings and implement improvements.



Incident management is another vital component of our risk management framework. We explore all incidents, near misses, and unsafe conditions using the Petrogas Incident Investigation Guideline and the OPAL HSE Incident Sharing and Statistics Standards. The depth of each investigation corresponds to the severity and potential impact of the event. Our goal is always to uncover underlying causes and prevent recurrence, ensuring that lessons learned contribute to a safer workplace.

Through these integrated processes, Petrogas continuously strengthens its hazard identification and risk management system ensuring resilience, responsiveness, and protection for all who work with us.

Health and Safety Indicators	PGEPEP	PGR	PEPN	Daleel	Total
<b>For all employees</b>					
Total number of hours worked	117,024	403,560	175,051	1,170,000	<b>1,865,635</b>
No. fatalities as a result of work-related injury and ill-health	0	0	0	0	<b>0</b>
No. of high-consequence work-related injuries (excluding fatalities)	0	0	0	0	<b>0</b>
No. of recordable work-related injury	0	0	0	0	<b>0</b>
No. of cases of recordable work-related ill health	0	0	0	0	<b>0</b>
<b>For all workers who are not employees but whose work and/or workplace is controlled by Petrogas</b>					
Total number of hours worked	13,263,403	2,738,795	491,048	8,560,000	<b>25,053,246</b>
No. fatalities as a result of work-related injury and ill-health	0	0	0	0	<b>0</b>
No. of high-consequence work-related injuries (excluding fatalities)	0	0	0	1	<b>1</b>
No. of recordable work-related injury	0	0	2	8	<b>10</b>
No. of cases of recordable work-related ill health	0	0	0	0	<b>0</b>

## Subsidiaries OH&S Initiatives

In 2024, PEPN further strengthened its OH&S management system through several key enhancements:

- Upgraded electronic permit-to-work system to improve safety controls and efficiency.
- Introduction of a real-time barrier management tool to enhance visibility and monitoring of critical safeguards.
- Continuation of the SHARP program, fostering a restorative approach where learning from normal work, psychological safety and mutual trust are sought through daily practices.
- Expanded health and wellbeing initiatives, offering broader support for both physical and mental health.

These initiatives demonstrate PEPN's ongoing commitment to proactive risk management, operational excellence, and the holistic well-being of its workforce.

At Daleel employees are empowered to remove themselves from unsafe work situations without hesitation. This commitment is embedded in their HSE policies and reinforced by a strong culture of trust and accountability:

- Stop-Work Authority:** Every worker has the right to stop any task, if they identify a risk to health, safety, or the environment.
- No-Blame Culture:** Safety issues can be reported openly, with the assurance that action will be taken without fear of reprisal.
- Protection from Consequences:** Employees are fully protected from negative repercussions when exercising their right to report hazards or withdraw from unsafe conditions.



## Health Services

GRI (403-3), (403-6)

At Petrogas, occupational health services are designed to protect employees from workplace hazards while also supporting their overall well-being. By combining preventive measures with responsive care, we ensure that our workforce remains safe, healthy, and prepared.

Petrogas' and our subsidiaries approaches include a wide range of initiatives:



### Wellness and Lifestyle Programmes



### Awareness and Health Campaigns



### On-Site and Offshore Medical Support



### Comprehensive Health Insurance



### Well-Being Programmes

Together, these services form an integrated health system that not only addresses occupational risks but also empowers our employees to thrive both at work and in their personal lives

## OH&S Training

GRI (403-5)

We believe that effective training is a pillar to create a resilient organisation. By equipping employees and contractors with the knowledge and skills, and awareness needed to identify risks and respond appropriately, we ensure that occupational health and safety principles are embedded into everyday work practices. Our training programmes go beyond compliance, fostering a proactive mindset, where safety is seen as a shared responsibility and a core value across all operations.

Trainings	PGEP	PGR	PEPN	Daleel	Total
Average health and safety training hours per employee	8	0.73	29.85	*	<b>38.58</b>
Number of trainings conducted	6	116	76	1061	<b>1,259</b>

\*This data is currently not available

PGEP

PEPN

Daleel

PGR

### OH&S Training in 2024

H2S Training – Mandatory for all personnel visiting operational sites

HSE Orientation – Required for all staff

First Aider and Fire Warden Courses – Designated for employees assigned with special emergency response roles.

Additional Courses – Provided based on specific job descriptions, internal requirements, and upstream competency needs.

### OH&S Training in 2024

Basic offshore safety and rescue training (BOSIET-HUET)

Technical trainings such as Electrical Safety, ATEX protection, Crane Driving, etc.

Managing Safe Work online trainings (e.g. Permit to Work, Isolation of Hazardous Energy, etc.)

HSE online trainings (PPE, Occupational Health)

Barrier Failure Analysis and Tripod Beta training

### OH&S Training in 2024

Mandatory Induction & Site Access Training

Emergency Preparedness & Response Training

Workplace Safety & Hazard Management Training

Operational Competency & Safe Work Practices

Advanced Safety Leadership & Investigation Skills

### OH&S Training in 2024

Mandated HSE Training

Job Requirement / Pre Requisite Training

On Job Training / Hands on Training

# GRI Content Index

**Statement of use** Petrogas E&P has reported with reference to the GRI Standards for the period January 2024 to December 2024

**GRI 1 used** GRI 1: Foundation 2021

**Applicable GRI Sector Standard(s)** GRI 11: Oil and Gas Sector 2021

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Location (Page No.)	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>General Disclosures</b>						
GRI 2: General Disclosures 2021	2-1 Organizational details	10				
	2-2 Entities included in the organization's sustainability reporting	10				
	2-3 Reporting period, frequency and contact point	10				
	2-4 Restatements of information	10				
	2-5 External assurance	10				
	2-6 Activities, value chain and other business relationships	16				
	2-7 Employees	48				
	2-8 Workers who are not employees		Information unavailable/incomplete	Not assessed currently		
	2-9 Governance structure and composition	22				
	2-10 Nomination and selection of the highest governance body	22				
	2-11 Chair of the highest governance body	22				
	2-12 Role of the highest governance body in overseeing the management of impacts	22				
	2-13 Delegation of responsibility for managing impacts	22				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Location (Page No.)	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	21				
	2-15 Conflicts of interest	22				
	2-16 Communication of critical concerns	22				
	2-17 Collective knowledge of the highest governance body	21				
	2-18 Evaluation of the performance of the highest governance body	26,27,28				
	2-19 Remuneration policies					Confidentiality Constraints Petrogas considers this information sensitive to public reporting
	2-20 Process to determine remuneration					
	2-21 Annual total compensation ratio					
	2-22 Statement on sustainable development strategy	20				
	2-23 Policy commitments	22				
	2-24 Embedding policy commitments	22				
	2-25 Processes to remediate negative impacts	51				
	2-26 Mechanisms for seeking advice and raising concerns	22, 51				
GRI 3: Material Topics 2021	2-27 Compliance with laws and regulations					
	2-28 Membership associations	19				
	2-29 Approach to stakeholder engagement	24,25				
	2-30 Collective bargaining agreements	N/A	N/A	Legal prohibitions	Petrogas follow Omani Labour Law which provides necessary provisions for collective bargaining. Also, this topic scored low during the materiality survey. Hence, the topic is not material for operations.	
<b>Material topics</b>						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	20				
	3-2 List of material topics	20				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Location (Page No.)	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>GHG Emissions</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	26				11.11
GRI 302: Energy 2016	302-1 Energy consumption within the organization	26				11.12
	302-2 Energy consumption outside of the organization	26				11.13
	302-3 Energy intensity	26				11.14
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	26				11.15
	305-2 Energy indirect (Scope 2) GHG emissions	26				11.16
	305-3 Other indirect (Scope 3) GHG emissions		Information unavailable/incomplete	Not assessed currently		11.17
	305-4 GHG emissions intensity	26				11.18
<b>Climate adaptation, resilience, &amp; transition</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	30				11.21
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	30				11.22
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	26				11.23
<b>Air Emissions</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	30				11.31
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	30				11.32
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		Information unavailable/incomplete	Not assessed currently		11.33
<b>Biodiversity</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	38				11.41
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	38				11.42
	304-2 Significant impacts of activities, products and services on biodiversity	38				11.43

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Location (Page No.)	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	38				11.44
GRI 3: Material Topics 2021	3-3 Management of material topics	34				11.51
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	34				11.52
	306-2 Management of significant waste-related impacts	34				11.53
	306-3 Waste generated	34				11.54
	306-4 Waste diverted from disposal	34				11.55
	306-5 Waste directed to disposal	34				11.56
<b>Water and effluents</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	36				11.61
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	36				11.62
	303-2 Management of water discharge-related impacts	36				11.63
	303-3 Water withdrawal	36				11.64
	303-4 Water discharge	36				11.65
	303-5 Water consumption	36				11.66
<b>Closure and rehabilitation</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	32				11.71
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	32				11.72
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	32				11.73
<b>Asset integrity and critical incident management</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	33				11.81

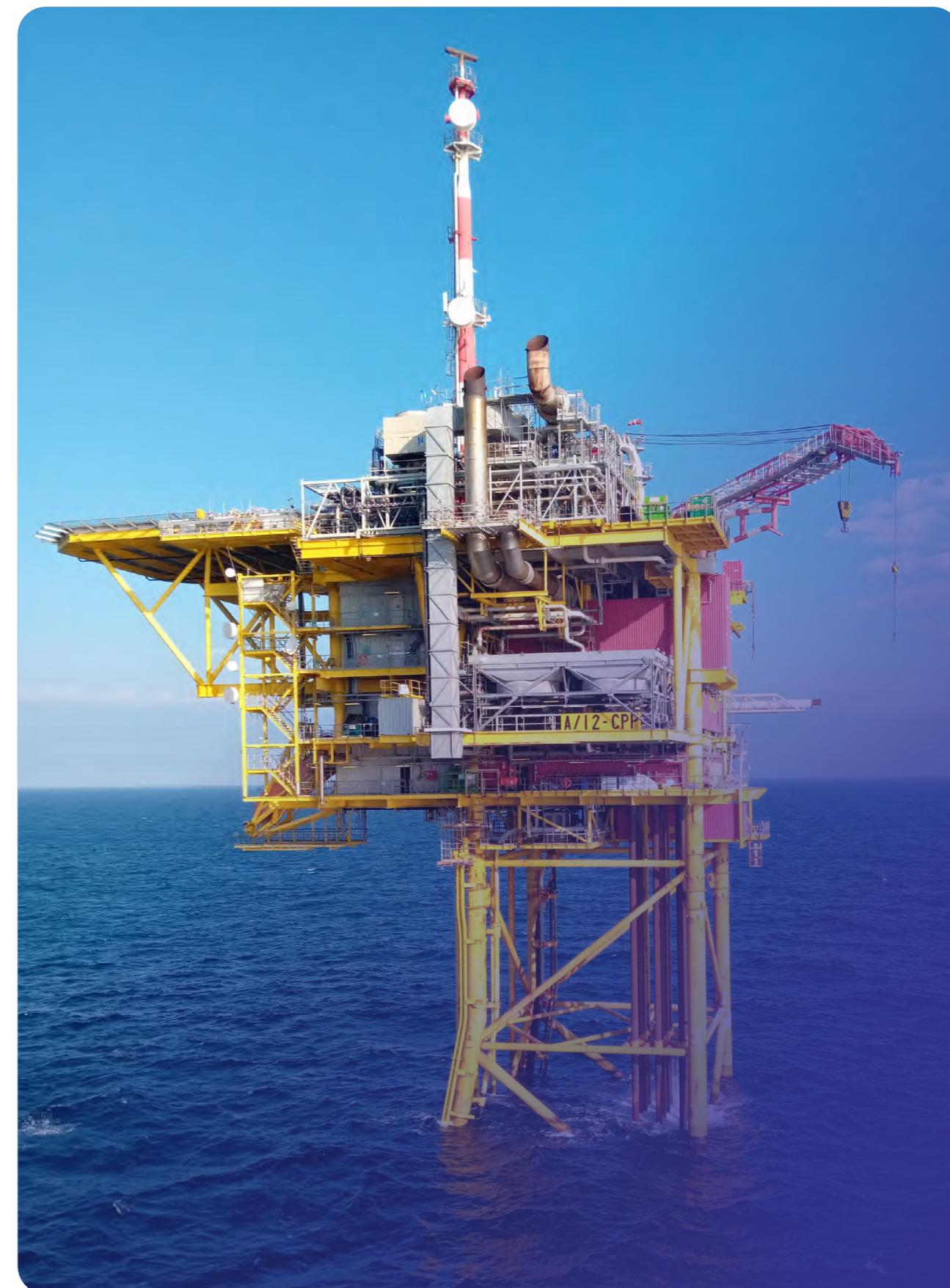
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Location (Page No.)	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>GRI 306: Effluents and Waste 2016</b>	306-3 Significant spills	33				11.8.2
<b>Occupational health and safety</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	54				11.9.1
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	54				11.9.2
	403-2 Hazard identification, risk assessment, and incident investigation	54				11.9.3
	403-3 Occupational health services	58				11.9.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	54, 55				11.9.5
	403-5 Worker training on occupational health and safety	58				11.9.6
	403-6 Promotion of worker health	58				11.9.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	54				11.9.8
	403-8 Workers covered by an occupational health and safety management system	54				11.9.9
	403-9 Work-related injuries	55				11.9.10
	403-10 Work-related ill health	55				11.9.11
<b>Employment Practices</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	48				11.10.1
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	48				11.10.2
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	51				11.10.3
	401-3 Parental leave	48, 51				11.10.4
<b>GRI 402: Labor/ Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes	32				11.10.5
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	53				11.10.6
	404-2 Programs for upgrading employee skills and transition assistance programs	53				11.10.7

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Location (Page No.)	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	45				11.10.8
	414-2 Negative social impacts in the supply chain and actions taken				Information unavailable/incomplete	Not assessed currently
<b>Non-discrimination and equal opportunity</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	48				11.11.1
<b>GRI 202: Market Presence 2016</b>	202-2 Proportion of senior management hired from the local community				Information unavailable/incomplete	Not assessed currently
<b>GRI 401: Employment 2016</b>	401-3 Parental leave	48, 51				11.11.3
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	53				11.11.4
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	48				11.11.5
	405-2 Ratio of basic salary and remuneration of women to men	48				11.11.6
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	22				11.11.7
<b>Local communities</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	40				11.15.1
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	40				11.15.2
	413-2 Operations with significant actual and potential negative impacts on local communities	40				11.15.3
<b>Economic Impacts</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	25				11.14.1
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	25				11.14.2
<b>GRI 202: Market Presence 2016</b>	202-2 Proportion of senior management hired from the local community				Information unavailable/incomplete	Not assessed currently

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Location (Page No.)	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	25				11.14.4
	203-2 Significant indirect economic impacts	25				11.14.5
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	25				11.14.6
Anti-corruption						
GRI 3: Material Topics 2021	3-3 Management of material topics	22				11.20.1
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	22				11.20.2
	205-2 Communication and training about anti-corruption policies and procedures	22				11.20.3
	205-3 Confirmed incidents of corruption and actions taken	22				11.20.4
Responsible Supply Chain Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	45				

## Topics in the applicable GRI Sector Standards determined as not material

TOPIC	EXPLANATION
Land and resource rights	Operations are free from the involuntary settlement of local communities with no impacts from Petrogas's use of land and natural resources on human rights. Hence, the topic is not material for operations.
Rights of indigenous peoples	Petrogas has not experienced any incidents of violation of rights of indigenous peoples as it does not operate in any location where there is any interaction with indigenous peoples. Hence, the topic is not material for operations.
Anti-competitive behaviour	Petrogas focuses on adopting a high level of integrity and transparency. It does not participate in collusion with potential competitors. Hence, the topic is not material for operations.
Payments to governments	Petrogas comply with Omani Tax Authority and does not engage in any other payments to governments. Hence, the topic is not material for operations.
Public policy	Petrogas does not participate in influencing public policy development. Hence, topic is not material for operations.





## SUSTAINABILITY REPORT 2024

### Building on our ESG Foundation

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