



Sustainability Report

Empowering a Sustainable Future



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Message from Managing Director



As Vice-Chairman of the MB Group, I have the privilege of overseeing a diverse range of businesses and ventures. Across all our operations, one common thread remains clear: our commitment to sustainability and corporate responsibility.

This commitment is reflected in our Vision and Mission and guides how we conduct business across the Group. We believe that long-term success can only be achieved by balancing economic growth with environmental stewardship and social responsibility.

I am proud of the efforts made by Petrogas E&P and its subsidiaries across Oman, Europe and Egypt. Our teams continue to seek opportunities to reduce environmental impacts, improve efficiency, and create value for the communities where we operate. At the same time, we remain committed to ensuring that everyone who works with us does so safely.

This Sustainability Report highlights the progress we have made and our continued commitment to transparency, accountability, & continuous improvement.

I would like to thank all our employees, partners, and stakeholders for their contribution and invite you to read our latest Petrogas E&P Sustainability Report.

Usama Al Barwani

Managing Director at Petrogas Group &
Vice Chairman MB Group



Message from Chief Executive Officer

In the recent past we have witnessed significant challenges across the world and particularly within the MENA region, our home. Geopolitical tensions, economic uncertainty, and supply chain disruptions have affected businesses and communities alike.

In such times, sustainability becomes more important, not less. It reminds us that while our circumstances may differ, we share a common responsibility towards people, communities, and the environment.

As the CEO of an oil and gas company, I am accountable for delivering business performance. However, our success is measured by more than financial results alone. We believe that oil and gas will continue to play an important role in supporting an orderly energy transition, while we work to reduce our environmental footprint and create value for all our stakeholders and the communities where we operate.

At Petrogas E&P, sustainability is about balancing environmental responsibility, social impact, and economic performance. I firmly believe that this “triple bottom line” approach is essential to building a resilient and successful business for the future. I am very proud to see Petrogas is progressing well in its resolve to sustainability as showcased in this report.

Kingsuk Sen

Chief Executive officer
Petrogas Group

Message from Chief Operating Officer



Nick Dancer

As Chief Operations Officer, I have the opportunity to visit our operational sites and see firsthand the commitment of our teams to safe, reliable, and environmentally responsible operations. Across our businesses, I see sustainability becoming part of the way we work every day. From reducing energy consumption and improving efficiency to minimising emissions and maximising the use of existing infrastructure, our teams continue to look for practical ways to improve performance while reducing environmental impacts. Sustainability is a journey that requires commitment, innovation, and continuous improvement.

While the path may not always be straightforward, our direction remains clear: to operate safely, responsibly, and efficiently while creating long-term value for our stakeholders. I am proud of the progress our teams have made and look forward to building on these achievements in the years ahead.

Message from General Manager QHSSE



Amur Al Barwani

Over the past three years, with the support of our consultant, we have established a strong foundation for Petrogas's sustainability and ESG journey. Building on this foundation, we are pleased to present our first Sustainability Report developed entirely by our own internal teams, with valuable contributions from ESG specialists and analysts across our subsidiaries.

This achievement reflects the growing maturity of our sustainability program and the commitment of our people to embedding ESG principles across our business. Through this report, we continue to strengthen our alignment with the Global Reporting Initiative (GRI) framework.

This will enhance the transparency, consistency, and quality of our disclosures, enabling us to better communicate & sustainability performance and long-term value creation. As we move forward, we remain committed to continuously improving our ESG practices and contributing positively to our stakeholders, communities, and the environment.

Message from Chief Financial Officer



Mohammed Al Qadri

Sustainability is increasingly influencing the way organisations create and protect long-term value. From a financial perspective, it is not a standalone initiative but an integral part of sound governance, disciplined capital allocation and effective risk management. Together, these principles support resilient business performance and responsible growth.

At Petrogas E&P, we remain committed to maintaining strong financial stewardship while supporting the Company's broader sustainability objectives. Integrating sustainability considerations into investment decisions and enterprise risk management enables us to better anticipate emerging risks, respond to evolving stakeholder expectations and make informed decisions that support the Company's long-term success.

Transparent and reliable reporting is fundamental to stakeholder confidence and informed decision-making.

As sustainability reporting continues to evolve globally, we remain focused on strengthening the quality and integrity of our disclosures while monitoring developments in international reporting frameworks and industry best practices relevant to our business.

Ultimately, sustainable value creation depends on disciplined financial stewardship, responsible governance, and effective risk management. These principles will continue to guide our approach as we strengthen the resilience of our business and deliver sustainable value for our shareholders and other stakeholders.

Report Overview

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

Building on the progress of 2024, we are proud to present our 2025 Sustainability Report for Petrogas E&P. This year, we are moving from foundation building to action, further embedding ESG principles across our operations and empowering a sustainable future at every level of our business.

Prepared in alignment with GRI's Oil & Gas Sector Standard, IPIECA guidelines, & the UN Sustainable Development Goals (SDGs), this report showcases how we are transforming sustainability commitments into tangible outcomes, advancing environmental stewardship, promoting social responsibility, and creating long-term value for our stakeholders.

Through the introduction of our ESG Policy and ESG Manual, we are strengthening governance, guiding decision-making, and demonstrating our commitment to responsible operations.



Scope of 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

Petrogas has reported with reference to the GRI Standards for the period from January 1, 2025, to December 31, 2025.

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')
- Petrogas North Sea (hereafter referred to as 'PNS')

Operations from the Egypt non-operated joint venture have been excluded from the scope of this report, as Petrogas' current reporting focuses on its core operations in Oman and the North Europe, 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

A restatement of information has been made. Further details are provided in the GRI Content Index

Monetary Value

All monetary values are stated in United States dollars (USD), unless specified otherwise.

External Assurance

External assurance was not conducted. Nevertheless, we carried out 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

ESG Performance Highlights 2025



Total
production of
15.5 M BOE
(approximately
42,520 BOED,
based on
Working
Interest (WI))



Scope 1
emissions
intensity of
0.013 tCO₂e/
BOE total
production,
based on
Working
Interest (WI)



Zero
Fatalities
Reported



11 recordable
work-related
injuries across
12.8 million
total working
hours



Zero entries
to the
whistleblower
system



Zero cases
of corruption
reported



Invested **1.1**
Million USD
in community
initiatives



A total of
45,305 hours
of training
were provided
to employees



Employees
from **19**
countries



About Petrogas E&P LLC

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

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.



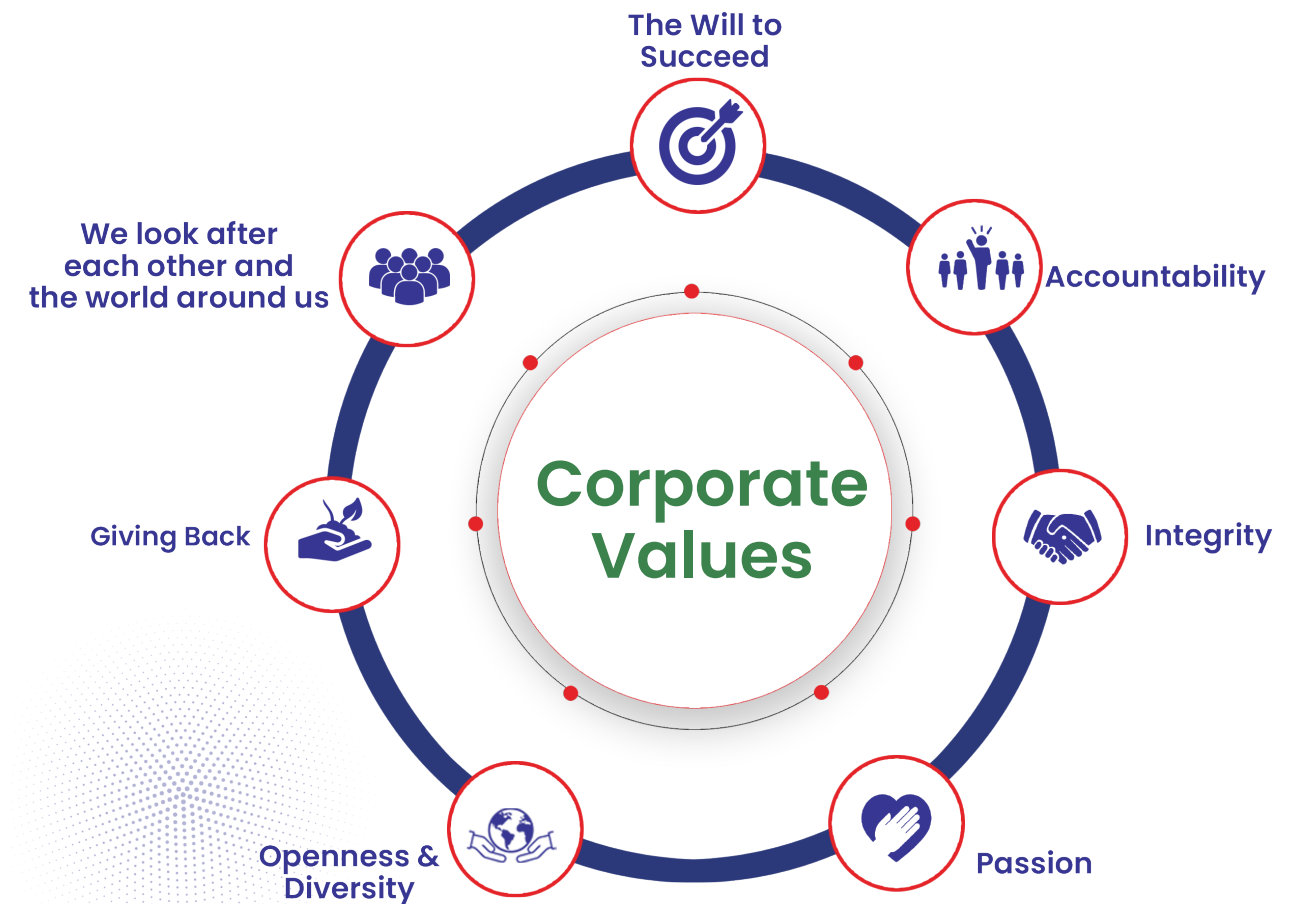
CORPORATE VISION

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

📍 OMAN



Block 5, Block 15

📍 OMAN



Rima Small Fields

📍 OMAN



Lekhwair Small Fields

AFRICA

📍 EGYPT



Area A

EUROPE

📍 NETHERLANDS



Block A12A,B,D, A15D, A18D,B,C,
B16A,C, B10A,C

📍 DENMARK



Block 12/06, Block 4/16

📍 UNITED KINGDOM



Licences P2025, P2433, P2982



Daleel Petroleum LLC

Founded in 2002, Daleel Petroleum is 50/50 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.

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 Petroleum Development Oman (PDO) to operate a small area of Block 6 adjacent to Block 5, operated by Daleel.

Petrogas E&P owns a **50% working interest in Block 5, Block 15 and LSF** 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 SAOC. 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, with the only exception of the Halfweg Gravity Base Structure (GBS), which will be removed by 2029.

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**

Petrogas North Sea limited

Petrogas North Sea Limited (PNS) is a wholly owned subsidiary of PIEP. PNS holds licences in the Southern North Sea, including Abbey and Baker, and in the Central North Sea, including Birgitta.

Abbey and Baker | United Kingdom (Offshore development)

Birgitta | United Kingdom (Offshore development)

PNS is currently in the development phase and has a **100% working interest in the fields.**

Memberships and Agreements

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.



ElementNL:

PEPN is an active member of Element NL, supporting a CO₂-neutral energy system. Its natural gas production provides reliable, clean, and affordable energy for households and local industries during the energy transition.



Offshore Energy UK (OEUK):

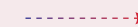
PNS is a member of OEUK, supporting the energy transition in the UK sector. Through this partnership, PNS seeks to collaborate with the value chain, maintain open and transparent dialogue, and align with industry efforts to ensure the safe and environmentally sustainable delivery of offshore energy projects.



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



ISO9001

Quality
Management
Systems | 2015

ISO14001

Environmental
Management
System | 2015

ISO45001

Occupational
Health & Safety
Management
Systems | 2018

Sustain Sustainability

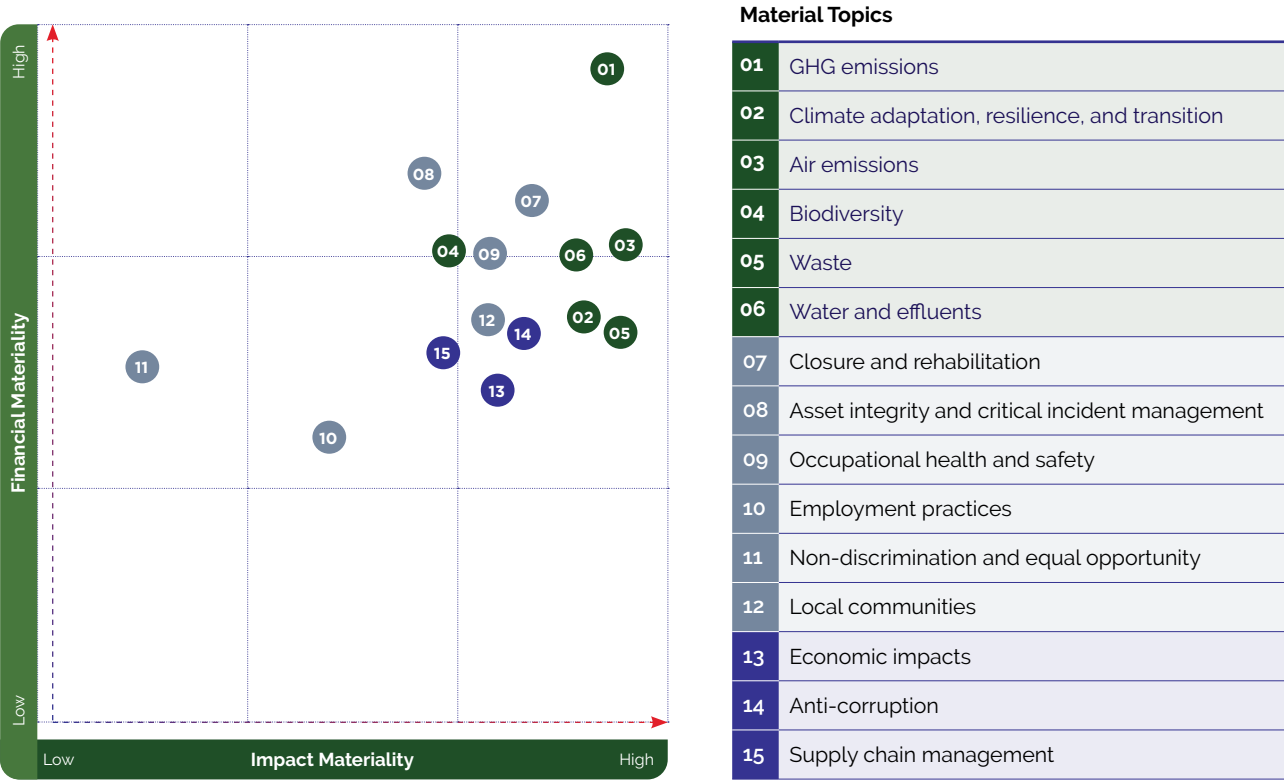
GRI (2-14), (2-17), (2-22)

In 2025, Petrogas continued turning sustainability commitments into meaningful action across its operations. Building on the insights from our double materiality assessment and robust governance framework, we are embedding ESG considerations into decision-making and operational processes, strengthening performance monitoring, and enhancing accountability at all levels. This year, our focus is on creating along-term resilience. By integrating sustainability into the core of how we operate, we continue to deliver enduring value while promoting environmental stewardship, social responsibility, and strong governance practices across all our assets.

Double Materiality Assessment

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

In 2025, Petrogas continues to rely on the insights from our double materiality assessment (DMA) to guide sustainability strategy. The initial DMA was re-evaluated as part of the 2025 reporting cycle and confirmed to be still valid based on the company's context of operations, risks, and opportunities. By assessing both the internal significance of ESG topics to our business and their external impact on stakeholders and the environment, we ensure that our priorities remain aligned with evolving sustainability challenges and operational realities. This assessment provides a critical framework for decision-making, helping us focus on the issues that matter most and reinforcing our commitment to responsible and sustainable operations.



By maintaining a clear focus on these material topics, Petrogas ensures that its sustainability strategy continues to address critical risks, seize opportunities, and align with the organisation's vision, mission, and long-term value creation objectives.

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



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 while maintaining transparency and accountability at every level of our company.



Kingsuk Sen
Chief Executive Officer | ESG Champion



Nick Dancer
Chief Operating Officer



Yasser Al Mughairi
Chief Corporate Officer



Salim Al Busaidi
Chief Strategic Alliances &
Legal Officer & VP North Africa



Mohammed Al Qadri
Chief Financial Officer



Amur Al Barwani
General Manager OHSSE

Petrogas Executive Management Team



Kingsuk Sen
Chief Executive Officer | ESG Champion

Syed Saif Hussain
(MB LLC Representative)

Iman Al Barwani
(MB Foundation CEO)



Kingsuk Sen
(CEO)

Mohammed Al Qadri
(PGEP Chief Financial Officer)

Amur Al Barwani
(PGEP GM OHSSE)

Emanuele Gemelli
(PEPN HSEQ Manager)

Mohammad Al Harthy
(Rima General Manager)

Ali Al Abri
(Daleel - Business Planning Senior Manager)

MB

PGEP

PEPN

RIMA

DALEEL



REPRESENTING



REPORTING

ESG Steering Committee

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.

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, we see governance and integrity as inseparable. We are led by our CEO within the framework defined by the MB LLC Board, with our COO overseeing day-to-day operations and our senior management team supporting execution. Decision-making authority sits with our CEO within defined boundaries, while significant matters are escalated for MB LLC approval.

To strengthen accountability, we establish specialized committees with clear, documented mandates. This structure ensures strong oversight, supports disciplined execution, and keeps us aligned with our strategic and business priorities.

Code of Conduct

Petrogas' Code of Conduct sets clear expectations for employees to uphold strong governance and ethical standards across all operations. Supported by policies on corruption, bribery, and misconduct, as well as guidance in the HR Manual, it helps employees make responsible decisions and prevent unethical behaviour. Compliance is regularly monitored by the Internal Audit Department to maintain accountability, trust, and integrity. Some subsidiaries have also developed tailored Codes of Conduct and related policies to reflect local needs while remaining aligned with Petrogas' Vision, Mission, and Core Values across the Group.



Anti-Corruption

We uphold strong ethical standards through clear and robust policies, including our Anti-Corruption Policy, which reinforces fairness, transparency, and integrity across our operations. We ensure these principles are actively embedded across the organisation by making our policies accessible and continuously communicated to all employees through internal platforms, including our company portal.

Petrogas recorded

ZERO
cases of
corruption



Whistleblowing

We have an established Whistleblowing Policy across Petrogas and its subsidiaries that provides clear and secure procedures for reporting suspected misconduct, including legal violations, fraud, or corruption. The policy is designed to protect confidentiality, safeguard whistleblowers from retaliation, and ensure accessible channels for raising concerns. Through this framework, we reinforce a culture of trust, accountability, and ethical responsibility across our organisation.

Petrogas recorded
ZERO
entries to the
whistleblower system



Petrogas delivered robust financial performance, underpinned by disciplined resource management and a strategic focus on long-term value creation.

Sustaining our Financial Performance

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

Petrogas continued to deliver strong financial performance, supported by disciplined cash flow optimisation and a strategic focus on sustainable growth.

Petrogas is committed to full compliance with all applicable tax laws as part of its sustainable governance framework. Registered with the Oman Tax Authority and subject to Corporate Income Tax (CIT) and VAT, the Company maintains a transparent and responsible tax approach, as approved by shareholders.

A dedicated tax function oversees compliance and reporting, ensuring all tax returns are prepared, reviewed, and submitted within statutory deadlines, with Senior Management acting as authorised representatives to the tax authorities.

Total revenue generated	797 M USD
Employee wages and benefits	88 M USD
Net operating expenses	239 M USD

Beyond operational expenditure, we continue to strengthen our support for local suppliers and community initiatives, reinforcing our commitment to responsible value creation and positive socio-economic impact in the regions where we operate.

Locally sourced goods and products	577.9 M USD
Community spending	1.1 M USD

Accelerating Climate Action

GRI (3-3)

At Petrogas, our commitment to sustainability remains central to our operational and strategic priorities. Environmental stewardship is integrated across all levels of the organisation, with leadership driving initiatives that reduce ecological impact and promote responsible resource management. Through structured targets, disciplined execution, and innovation, we continue to align our operations with long-term environmental and business resilience.

This commitment is reinforced through our Integrated Management System (IMS), Quality, Health, Safety, Security and Environment (QHSSE) Policy, and broader ESG framework, which collectively support compliance, continuous improvement, and operational excellence. Environmental considerations are embedded into decision-making and daily operations to support ecosystem protection, climate action, and responsible resource management. These principles are further extended across our workforce, fostering engagement and strengthening a culture of environmental awareness and eco-conscious behaviour throughout the organisation.



Managing our Emissions

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

Reducing greenhouse gas (GHG) emissions remains a key priority within Petrogas' operational and sustainability strategy, alongside its subsidiaries. The Company continues to pursue innovative and practical solutions to minimise emissions while strengthening its mitigation and performance improvement initiatives.

This commitment is supported by our ESG Policy and QHSSE Policy, aligned with ISO 14001:2015, which provides a structured framework for monitoring, managing, and continuously improving environmental performance across all operations.

Energy Consumption	Consumption (Gross) (in volume)	Energy (Gross) (in TJ)
Petrol used for road vehicles owned or leased by the organisation (l)	4.432	0.15
Diesel used for road vehicles owned or leased by the organisation (l)	432.759	16.75
Diesel used for stationary machinery & generators owned or leased by the organisation (l)	841.162	32.56
Natural gas used by the organisation (m3)	109,465,158	4,335
Electricity (kWh)	34,240,270	123.26
Solar (kWh)	228,094	0.82
Total energy consumed (TJ)		4,508
Energy intensity (TJ/BOE Total Production based on WI)		0.00029

Building on prior progress, the Company continued to monitor and manage energy performance in 2025, with energy intensity remaining broadly stable at 0.00029 TJ/BOE compared to 0.00028 TJ/BOE in 2024. This reflects continued focus on energy efficiency amid evolving operational demands, supported by targeted initiatives including enhanced energy monitoring, optimisation of operational processes, and the deployment of more efficient technologies.

Among the Company's subsidiaries, Daleel made a notable contribution by generating 228,094 kWh of renewable energy through photovoltaic (PV) solar panels, representing an increase of more than 800% year-on-year and supporting the transition toward cleaner energy sources.

Environmental management remains an integral part of the Integrated Management System (IMS), supported by the Environmental Management Manual, ensuring compliance, control, and continuous improvement across operations. Collectively, these initiatives reflect continued progress in advancing energy efficiency, emissions reduction, and environmental stewardship.

Strengthening our understanding of Scope 3 emissions remains an important focus area, alongside the continued effective management of Scope 1 and Scope 2 emissions to support reduction efforts and achieve our targets. Building on this approach, we continue to monitor and manage operational emissions in line with our sustainability objectives and reporting framework. Further details are presented in the emissions table below.

Scope Emissions	Emissions (Net) (in tCO _{2e})		
	2023	2024	2025
Scope 1	580.26	350,584	195,866
Scope 2	1,764.46	14,322	11,245
Scope 1 Emissions Intensity (tCO_{2eq}/BOE)	0.012	0.024	0.013
Scope 2 Emissions Intensity (tCO_{2eq}/BOE)	0.039	0.0009	0.0007

GHG Reduction Initiatives

PG RIMA

At PGR, we work in close cooperation with PDO to improve our environmental footprint. In particular, the following initiatives are under development:

- A 10 MW solar power plant for PGR is currently undergoing the tendering process.
- A forward plan to deploy mobile solar units to replace diesel consumption in generator-powered water wells.
- Continued transition of unconnected wells from diesel-generator operation to connection with overhead electrical distribution lines (OHL).

PNS

PNS is currently in the development phase of the Abbey/Baker and Birgitta fields in the UK Continental Shelf. Therefore, the subsidiary has no direct operational emissions. Limited Scope 2 and Scope 3 emissions related to office and exploration activities were recorded in 2025. As mandated by the UK North Sea Transition Authority, PNS is integrating Net Zero objectives into key design documents to minimise the impact of future operations.

PEPN

PEPN Driven particularly by the EU Methane Emissions Reduction Regulations, PEPN has made significant efforts to ensure accurate accounting of all emission sources, formalise the Leak Detection and Repair (LDAR) programme with clear roles and responsibilities, and participate in a trial project to measure potential underwater methane emissions. We are also strengthening the Scope 3 emissions accounting process to identify where we can further invest in emissions reductions across the value chain, noting that, due to the nature of our upstream business, category 11, use of sold products,

DALEEL

At Daleel, we are not resting on our laurels after achieving the no-routine-flaring goal well ahead of the mandated 2030 target. We:

- Commissioned an additional gas compressor towards the end of the year, resulting in reduced non-routine flaring.
- Explored options for energy management to improve efficiency and reduce energy consumption, thereby lowering associated emissions.
- Maintained zero routine flaring, demonstrating the commitment to minimising emissions and environmental impact.
- Restricted diesel usage to emergency backup only.
- Connected some contractors' camps and workshops to the grid to avoid using diesel generators for their camps.
- Utilised solar panels in parking areas and new offices.

Reduction of Flaring & Venting

Our subsidiaries remain committed to their environmental responsibilities and continue to focus on reducing flaring and venting across operations.

PEPN does not engage in routine flaring. Under the EU Methane Emissions Reduction Directive now in force in the Netherlands, both venting and routine flaring are prohibited. Venting is permitted only in exceptional or unavoidable circumstances, where it is strictly necessary for safety reasons.

In Oman, we have progressed key initiatives through Daleel, including the installation of an additional gas compressor to better manage non-routine flaring, with commissioning in 2025. Almost all producer wells remain connected to the pipeline network from the outset, supporting our efforts to minimise venting during early production. Through these actions, we continue to strengthen our commitment to responsible operations and sustained emissions reduction across our portfolio.



Air Emissions

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

Effective air emissions management is integral to our environmental stewardship approach. Through established environmental management practices, operational controls, and performance monitoring, we strive to minimise emissions-related impacts while supporting safe, efficient, and responsible operations.

Emissions performance is monitored through the tracking of fuel consumption, operational data, and relevant emissions indicators, enabling informed decision-making and the identification of opportunities for continual improvement. Operational measures, including equipment optimisation, efficient energy use, and emissions control technologies where applicable, contribute to reducing emissions and enhancing environmental performance.

Throughout 2025, we continued to strengthen our approach to air quality management through routine monitoring, performance reviews, and engagement with regulatory authorities and key stakeholders. These efforts support our commitment to responsible environmental stewardship, operational resilience, and the long-term sustainability of our operations.

PEPN Air Emission Indicator (Net)	2023 (tonnes)	2024 (tonnes)	2025 (tonnes)
Nitrogen oxides (NO)	4.85	5.21	5.27
Sulphur oxides (SO)	0.49	0.37	0.32
Volatile organic compounds (VOC)	0.97	1.30	1.74
Carbon Monoxide (CO)	0.00	1.73	1.84
Particulate matter (PM -10)	Not available	0.35	0.33

Managing our Risks and Opportunities

GRI (201-2)

The company continues to adopt a structured and integrated approach to identifying, assessing, and managing risks and opportunities across its operations. Each subsidiary maintains a dedicated risk register, which is regularly reviewed and reported to the Corporate Office, while a consolidated Group Risk Register ensures oversight, consistency, and alignment in risk management practices across Petrogas. In 2025, we further strengthened this approach by advancing the alignment of our risk and opportunity framework with identified material topics, in line with the GRI framework. This enhances our ability to connect strategic risks with sustainability priorities and ensure more integrated decision-making at both subsidiary and Group levels.

Our most significant risks, from both impact and financial perspectives, continue to include climate change, the energy transition, process safety, and occupational safety. At the same time, we recognise associated opportunities within the evolving energy transition landscape, particularly in supporting energy security and contributing to economic development in the regions where we operate, thereby reinforcing our long-term value creation and sustainability ambitions.

Our Climate Strategy

GRI (3-3), (102-1)

In 2025, we advanced our efforts to unlock our sustainability potential by initiating the development of a Climate Change Transition and Resilience Plan, integrating the TCFD framework to strengthen how we identify, assess, and respond to climate-related risks and opportunities. Our work focused on building a more informed and forward-looking climate strategy through the following key areas:

Strengthening sector understanding

We conducted targeted research and assessed sectoral dynamics to better understand climate-related risks and opportunities impacting our operations in Oman.

Benchmarking and maturity assessment

We evaluated our current positioning through benchmarking against sector peers, alongside a TCFD gap analysis across governance, strategy, risk management, and metrics and targets.

Forward-looking climate scenarios

We applied 1.5° C, 2° C, and business-as-usual pathways, supported by International Energy Agency (IEA) scenarios, to strengthen our understanding of potential future climate impacts.

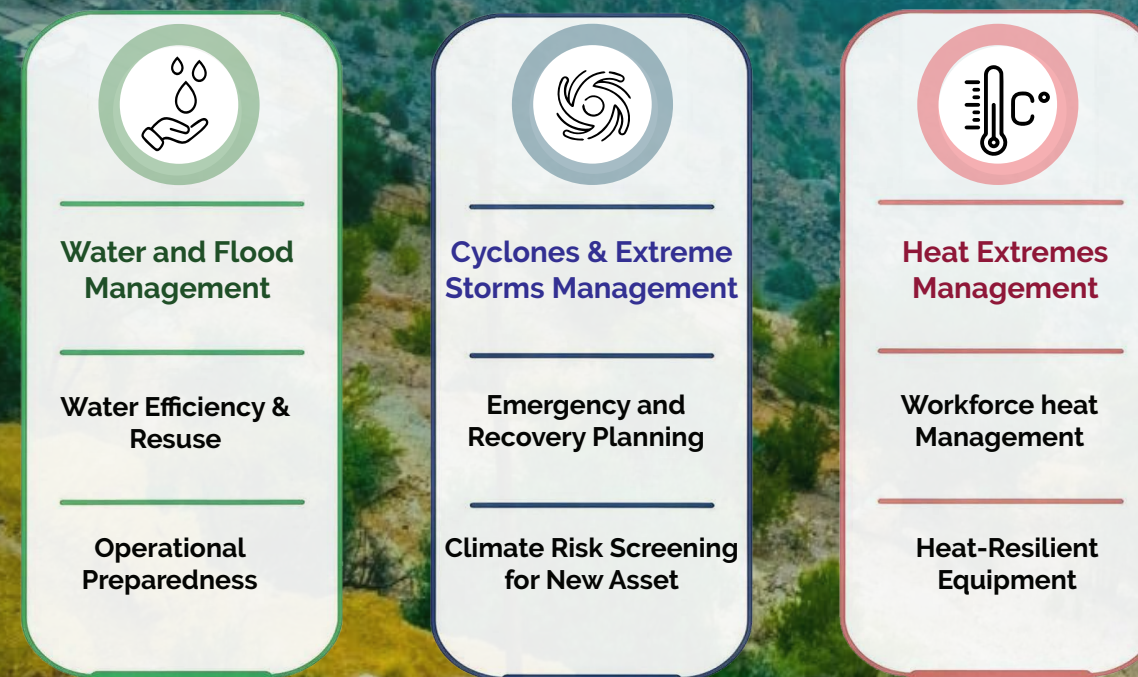
Risk and opportunity integration

We mapped and assessed climate-related risks while identifying opportunities to enhance resilience and support long-term value creation.

Strategy development

We developed a Climate Transition and Adaptation Resilience Strategy that is currently under review internally. The strategy is aligned with GRI Oil & Gas Sector Standards, IPIECA guidance, and the TCFD framework, reinforcing our commitment to a more resilient and sustainable future.

Strategy for Adaption and Resilience



Operating with Resilience

GRI (3-3)

Petrogas continues to strengthen its approach to managing environmental and operational risks across its exploration and production activities. We are embedding more proactive and integrated practices that reduce environmental impact and support responsible asset lifecycle management, including rehabilitation and closure planning. We are further enhancing our asset integrity and incident management frameworks through continuous improvement and preventative risk controls. These efforts strengthen operational reliability while safeguarding our people, protecting the environment, and reinforcing the long-term resilience and continuity of our operations.



Hoorn Gas Module going for demolition

Closure and Rehabilitation

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

Across our operations, we maintain a strong focus on responsible asset management throughout the full lifecycle, from development through to closure and rehabilitation. In line with our environmental and operational commitments, we ensure that decommissioning activities, asset integrity management, and critical incident response are carried out in a structured and compliant manner.

This approach supports the safe retirement of assets, minimises environmental impact, and reinforces the protection of people and surrounding communities. It also reflects our continued commitment to strengthening operational resilience and advancing sustainable practices across our subsidiaries.

PEPN's Closure and Rehabilitation Practices

In 2025, PEPN followed up on the dismantling of the legacy oil facility at the Sagro Demolition yard, close to Vlissingen, in Zeeland, the Netherlands. The activity was completed in Q1 2026, with the last parts of the Helm Production Platform installation dismantled and the remaining scrap ready for recycling.

The preliminary engineering work to remove the Halfweg Gravity Base Structure (GBS) has been completed and the removal contractor selected. The removal of approximately 2,500 metric tons of concrete and steel presents some challenges, but we are confident that the work can be executed safely. The GBS should be removed by 2029, although we are aiming for an earlier date. Once the GBS is removed, the seabed will be inspected to verify that no man-made objects are left behind. Once the GBS removal project is completed, this will mark the end of the legacy PEPN P/Q blocks facilities decommissioning, removal, and disposal phase, fulfilling our societal role in restoring the location.

Legacy offshore decommissioning progress ongoing in PEPN: approximately 2,500 tonnes of steel and concrete under removal as part of the GBS project.

Daleel's Closure and Rehabilitation Practices

In Daleel, all decommissioning and abandonment activities are carried out in accordance with the Exploration and Production Sharing Agreement (EPSA), signed between Daleel's shareholders and the Government of the Sultanate of Oman, represented by the Ministry of Energy and Minerals (MEM). The abandonment of selected depleted oil-producing wells is conducted annually, ensuring full compliance with both EPSA terms and applicable regulations of the Government of the Sultanate of Oman.

In 2025, Daleel invested USD 1.14M in well abandonment activities

PGR's Closure and Rehabilitation Practices

In accordance with the contractual agreement between Petrogas Rima LLC (PGR) and Petroleum Development Oman (PDO) under the Onshore Satellite Small Fields project, PGR is obligated to carry out well abandonment operations for uneconomic wells to maintain full compliance with the contract terms and conditions. During 2025, PGR successfully abandoned three wells. The first two wells were abandoned in September 2025, while the third well was abandoned in December 2025.

In 2025, PGR's total value of abandonment operations was approximately USD 755K

Asset Integrity and Critical Incident Management

GRI (306-3)

We continue to strengthen our approach to asset integrity and critical incident management as a key enabler of safe, resilient, and responsible operations across the lifecycle of our assets. By embedding risk-based controls, proactive monitoring, and continuous improvement, we aim to move beyond compliance towards more predictive and prevention-focused asset management practices.

This approach enables us to strengthen operational resilience, minimise environmental impact, and improve the long-term reliability of our assets. It also reinforces our commitment to protecting people, safeguarding the environment, and enabling more sustainable and efficient operations across all subsidiaries.



PEPN's Asset Integrity and Critical Incident Management

Maintaining our assets is fundamental to ensuring that they remain intact, support the personnel working on them, minimise environmental impact, and enable efficient production. In 2025, we employed a Walk to Work (W2W) vessel to conduct routine annual maintenance activities. The W2W vessel had larger accommodation capacity, which allowed us to conduct the planned activities more efficiently and effectively.

During the campaign, we conducted a Leak Detection and Repair (LDAR) campaign to verify and address any potential fugitive methane emissions from flange connections and piping. LDAR is one of the measures required by the EU Methane Emissions Reduction regulations to ensure operators minimise methane emissions.

Despite our efforts to prevent incidents through robust planning, risk management, and control measures, accidents can still occur. On 3 September 2025, during the annual shutdown of the A12-CPP, three contractor workers were seriously injured following an unintended release of nitrogen.



The Bibby Wavemaster 1 at B13 location

The incident was thoroughly investigated, and corrective actions have been implemented to address the identified causes and strengthen our controls. We remain committed to learning from this event and continuously improving our safety performance. Further details on the incident and the actions taken are provided later in this report.

No significant spills or gas releases were recorded in 2025.

PNS's Asset Integrity and Critical Incident Management

PNS conducted two successful drilling operations in the Baker exploration well and Abbey appraisal well in 2025. Key to the success of these activities was the assurance process for the rig installation used during operations and the approach taken to secure the infrastructure left in place until the next development phase. For this purpose, a fisher-friendly cap was installed on top of the plugged and abandoned appraisal well to protect it until the next phase of the project, when the well will be re-entered.



Installation of Debris Cap for the Abbey A2 Well



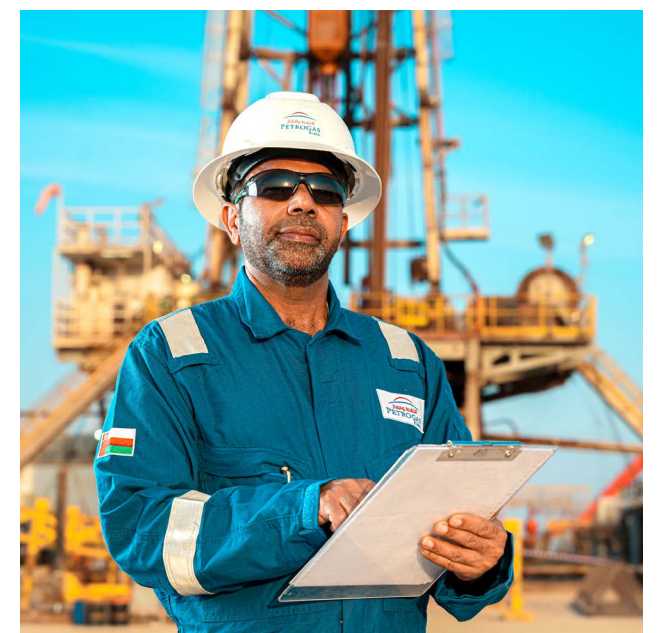
Daleel's Asset Integrity and Critical Incident Management

In Daleel, we monitor all significant environmental releases, including spills and hazardous material leaks, in accordance with regulatory requirements. In 2025, Daleel recorded a total spill volume of around 42 barrels, consisting of a mixture of oil and water, of which 33 barrels were recovered. The spills were contained, and monitoring indicated that impacts on the surrounding environment were limited, with no lasting damage identified to date. Bioremediation of contaminated soil is a standard process that Daleel follows for such incidents.

PGR's Asset Integrity and Critical Incident Management

PGR is committed to responsible and sustainable operations through effective asset and critical incident management, ensuring protection of people, the environment, and operational continuity. A risk-based approach is applied to maintain asset integrity and prioritise critical assets based on their impact on safety, environmental performance, and production. Incidents are managed through a structured framework supported by robust emergency response arrangements to minimise impacts and restore operations efficiently.

In 2025, no oil spills were reported, reflecting the effectiveness of preventive controls, including coated pipeline systems. Continuous improvement is driven through incident investigation, performance monitoring, and the integration of lessons learned, supporting resilience and PGR's ESG commitments.



Conserving Natural Environment

GRI (3-3)

Petrogas is committed to using natural resources responsibly and to managing its environmental impacts in a manner that supports long-term sustainability. Recognising the importance of natural resources to ecosystem health and future generations, we focus on the efficient use of water, responsible waste management, and the protection of biodiversity.

Through the application of best practices, operational controls, and appropriate technologies, we seek to reduce our environmental footprint and strengthen environmental stewardship across our activities.



Utilising Resources Responsibly

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

Petrogas integrates environmental stewardship into its operations and decision-making processes in order to manage the impacts associated with resource use. Recognising the environmental sensitivities of the oil and gas sector, we seek to reduce our ecological footprint through responsible operational practices, the efficient use of resources, and continuous improvement.

Our approach also supports Oman Vision 2040, reflecting our commitment to contributing to national sustainability priorities through responsible growth and long-term value creation.

Waste

Waste management forms an integral part of Petrogas' approach to environmental stewardship and responsible resource use. Our approach is guided by the waste hierarchy and informed by circular economy principles that prioritise prevention, reduction, reuse, repair, refurbishment, remanufacture, repurposing, recycling, and recovery before disposal. Across our operations, we seek to minimise waste at source, retain materials in productive use for as long as practicable, and identify opportunities to improve resource efficiency at both operational and office level. This includes larger-scale opportunities, such as the reuse of infrastructure and materials where feasible, as well as everyday measures to reduce paper use, single-use items, and other avoidable waste streams. Through this approach, we aim to reduce the environmental impacts associated with waste generation while supporting more responsible patterns of production and consumption across the business.

In Oman, Petrogas also supports responsible waste management through collaboration with relevant national and industry stakeholders, including Be'ah and the Oman Energy Association (OPAL). These collaborations help promote alignment with national waste management requirements, sector good practice, and responsible handling, treatment, recycling, and disposal pathways. Through engagement with such entities, our Oman-based operations continue to strengthen waste segregation, compliance, contractor oversight, and opportunities for improved resource recovery and circular waste practices.

Waste Management at Daleel

Daleel continues to strengthen its waste management practices as part of its commitment to environmental stewardship and responsible operations. In 2025, the Company generated 393.52 tonnes of hazardous waste and 4,609.4 tonnes of non-hazardous waste, with waste managed in accordance with applicable environmental regulations and industry standards.

Daleel's waste management approach focuses on waste segregation, safe handling and disposal, pollution prevention, and the promotion of recycling and waste reduction initiatives. Certified contractors are engaged for the treatment, transportation, and disposal of hazardous waste, while continuous monitoring, employee awareness, and operational controls support ongoing improvement in environmental performance.



Waste Management at PGR

PGR is committed to responsible waste management, supporting environmental protection, regulatory compliance, and sustainable operations.

PGR applies a structured approach to waste minimisation, segregation, and safe handling, in line with its HSE Management System. Waste treatment and disposal are managed in coordination with PDO under the Block 6 concession.

In 2025, PGR achieved strong environmental performance with zero environmental incidents and positive regulatory feedback, reflecting effective waste management controls.



Waste Management at PEPN

PEPN's most significant waste-related impacts arise from its offshore production, drilling, and Supply Base logistics activities. The principal waste streams include drilling waste, such as muds and cuttings, hazardous and non-hazardous operational waste, and scrap metal. Waste-related impacts also arise through contracted activities, including transport and decommissioning, where waste is managed by third parties under PEPN's contractual oversight. PEPN manages these impacts through its Environmental Stewardship, HSEQ, and SCM processes, which support the identification, classification, handling, and monitoring of waste in line with applicable requirements, including the European Waste Catalogue (EWC). Our approach is guided by the waste hierarchy, with priority given to segregation at source, reuse, and recovery wherever practicable, in order to reduce disposal and promote more efficient use of materials. Where waste is managed externally, PEPN applies contractual controls and verifies Waste Transfer Notes against registered records to maintain oversight of downstream handling. Waste information is consolidated through a structured reporting process, with verification steps in place to address data gaps or inconsistencies and strengthen reporting quality. PEPN's 2025 waste data is currently only partially available due to delays in reporting waste streams associated with the demolition of the P/Q facilities. The consolidated figures will therefore be reported in the next reporting period.



Water & Effluents

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

Water stewardship forms an important part of Petrogas' approach to responsible resource use and environmental protection. We recognise water as a shared resource that is essential to ecosystems, communities, and safe operations, particularly in water-stressed environments such as Oman. Our approach focuses on using water efficiently, maintaining appropriate water quality for workforce health and safety, supporting responsible access where local communities may be affected, and preventing pollution associated with discharges and downstream impacts. Through this approach, we seek to reduce water-related impacts across our operations while promoting more responsible water use and effluent management.

Water Management at PEPN

PEPN's water-related impacts are primarily associated with the use and discharge of water in its offshore North Sea operations, rather than with water scarcity. Water used in the operation is sourced mainly from seawater, which is desalinated through a reverse osmosis unit to provide freshwater for offshore personal use and selected production activities, including sand removal and internal flushing. During gas production, produced water is also generated as part of the extraction process. PEPN does not re-inject produced water into wells. Instead, it is routed through dedicated closed-drain systems to separate suspended oils prior to discharge. Discharged water is tested and monitored for substances of concern, including BTEX and oil-in-water levels, to support compliance with applicable OSPAR requirements, including the two-month average limit of less than 30 mg/L.

Rainwater passing through process areas is also managed as part of the wastewater stream and, together with produced water, is routinely sampled and analysed to reduce the risk of accidental releases that could adversely affect seawater quality and marine biodiversity. In 2025, PEPN discharged a total of 4,921.7 m3 of water. The identification, review, and monitoring of water-related impacts are addressed through the Environmental Stewardship process within the BEMS, supporting compliance with applicable regulatory requirements and the responsible management of water and effluent-related impacts.

Produced water + process wastewater = 4921.7 m3

Water Management at Daleel

At Daleel, produced water is reinjected into reservoirs to support enhanced oil recovery and maintain reservoir pressure, reducing dependence on additional water sources. Where required, supplementary water is sourced from the PDO Yibal–Lekhwair pipeline. Domestic wastewater is treated and reused for irrigation where feasible, supporting efficient resource use and reducing environmental impact. Aquifer water continues to support essential operational needs, including camp, office, and drilling activities.

Water Source Indicator	2025 (m3) - Gross
Third-party Water Withdrawal (Yibal line)	148,222
Ground Water Withdrawal (freshwater)	0
Ground Water Withdrawal (other water)	1,216,159
Surface Water Consumption	0
Sea Water Consumption	0
Total	1,364,381

NB: Produced water is not discharged to the surface; it is reinjected into oil reservoirs. In operational emergencies, a portion of the produced water may be directed to evaporation pits, which are lined to prevent ground contamination. Moreover, all groundwater withdrawn from Masrooq and Damam wells has salinity above 1,000 ppm and is therefore considered "other water" in line with the GRI Standard.

Water Management at PGR

Nearly 98% of produced water at PGR is transferred to PDO Rima Main Production Station (RMPS). The field currently operates at an approximate water cut of 85–90%, with the majority of produced water routed to RMPS for handling. A small portion of produced water is utilised in Enhanced Oil Recovery (EOR) initiatives, including water flooding and polymer injection projects.

Due to the contractual arrangement, the supply of fresh water is typically the responsibility of the field owner, which in this case is Petroleum Development Oman (PDO).

The volume of reinjected water is 108,298.84 m3, representing approximately 2% of total water produced from the Rima Satellite Small Fields.

Conserving Biodiversity Proactively

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

Petrogas strengthened its nature-related strategy through a TNFD-informed Biodiversity and Nature assessment, supporting a more holistic understanding of biodiversity impacts, dependencies, risks, and opportunities.

Biodiversity

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

Petrogas places environmental responsibility at the core of its operations, reflecting one of the company's core values and its commitment to protecting people and the natural environment.

While PGR and Daleel do not operate within formally designated protected areas, both subsidiaries continue to implement measures to safeguard biodiversity and maintain ecological integrity across their operational areas. This is supported through compliance with applicable national environmental regulations, including Ministerial Decrees (MD), Royal Decrees (RD), and Administrative Decisions (AD), as well as internal environmental management systems and controls that help protect local flora, fauna, and habitats.

At Daleel, biodiversity considerations are embedded within environmental management processes in line with the HSE policy. A structured mitigation hierarchy is applied across project activities to avoid, minimise, restore, and offset potential impacts throughout the lifecycle. Environmental Impact Assessments are conducted prior to new developments to identify sensitive habitats and species, supported by ongoing monitoring and restoration of disturbed areas where required. In 2025, updated biodiversity studies as part of the revised EIA for the Daleel field confirmed that operational activities do not adversely affect the ecological balance of Block 5. Biodiversity expectations are also extended across the supply chain through environmental performance requirements, risk assessments, and supplier engagement.

In Oman, the Environmental Authority plays an important regulatory role in ensuring that Environmental Impact Assessments are conducted for relevant projects and that environmental requirements are monitored throughout project implementation. This includes reviewing and approving EIA submissions, setting environmental permit conditions, and overseeing compliance through monitoring, inspections, and follow-up requirements. For Oman-based operations, this regulatory oversight supports Petrogas' internal environmental management processes by helping ensure that potential impacts on biodiversity, habitats, water, air quality, and surrounding communities are identified, mitigated, and monitored in line with applicable national requirements.

PEPN's Biodiversity Practices

PEPN operates in the Dogger Bank protected natural area, which was designated by the Dutch Government under the Natura 2000 initiative. The biodiversity values of this area are primarily associated with marine and benthic ecosystems, notably habitat type H1110C, characterised by sandbanks permanently submerged by seawater. With respect to daily operations, PEPN pays close attention to its interaction with ecosystems around its offshore sites. Biodiversity studies were conducted to address potential ambient pollution from operations, such as noise and illumination. The studies indicate that PEPN could generate short-term negative impacts on marine mammals and benthic communities during construction and decommissioning activities. These impacts have been and continue to be minimised in line with permit requirement.

TNFD Biodiversity and Nature Assessment

At the end of 2025, Petrogas commissioned a Biodiversity and Nature assessment informed by the TNFD framework to strengthen its understanding of nature-related impacts, dependencies, risks, and opportunities beyond greenhouse gas emissions. The assessment was intended to support a broader awareness of potential effects on biodiversity and other nature receptors, while also providing a basis for the development of a forward-looking roadmap alongside our ongoing emissions reduction efforts. The study was completed in early 2026 and will inform follow-up actions in the coming years.



Cultivating Community Engagement

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

Local Communities

Petrogas is committed to creating long-term value for the communities in which it operates by investing in initiatives that promote sustainable social development and strengthen community resilience. Guided by its Corporate Social Responsibility (CSR) framework, activities are focused on four strategic pillars:

ECONOMIC

SOCIAL

ENVIRONMENTAL

VOLUNTEERING & DONATIONS



Community engagement remains central to this approach. Through ongoing dialogue with local stakeholders, needs assessments, and structured feedback mechanisms, Petrogas seeks to identify priority areas where meaningful and lasting impact can be achieved. Initiatives are evaluated through a formal governance process to ensure transparency, accountability, and alignment with community needs and business values.

While many programmes are concentrated within concession areas in Oman, support also extends to communities across the Sultanate and, through international subsidiaries, to local communities in other countries of operation. By fostering partnerships and investing in initiatives that unlock potential and create shared value, Petrogas continues to contribute to the sustainable development of the communities it serves.

In 2025, Petrogas invested 1.1 M USD in community initiatives.

Community Development Programmes

PG Oman (PGRP & PGR)

PEPN

PNS

DALEEL

TOTAL

No. of Community Development Programmes

26

9

0

14

49



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

PG Oman's Community Engagement

In 2025, PG Oman delivered a comprehensive portfolio of community investment initiatives aligned with its CSR framework, generating positive social, educational, environmental, and health outcomes across the communities in which it operates.

Health initiatives focused on promoting wellbeing and active lifestyles, with five programmes implemented across different local communities and age groups through sports and community engagement activities.

Education initiatives comprised six programmes supporting school and university students, as well as employees from local ministries, through training, learning, and capacity-building opportunities aimed at strengthening skills and long-term development.

Social impact activities included twelve initiatives supporting underprivileged families, students, and local communities. These covered Ramadan support programmes, Quran and Islamic learning initiatives, the development of a Quran school, mosque support activities, and contributions to charitable and humanitarian organisations, including Multiple Sclerosis research, KNRM, the ALS Foundation, and the Red Cross.

Environmental initiatives included three programmes focused on sustainability and awareness. These involved establishing a greenhouse to support income generation for persons with disabilities, installing recycling bins in schools accompanied by environmental awareness training sessions, and implementing tree planting and marine protection activities aimed at reducing plastic waste.

2025 PG Oman Key Initiatives and Projects

- Dar Al Atta Khasab Greenhouse
- Not Alone 'Freud Got Talent'
- College of Health Sciences
- World Robot Olympiad
- Al Bashayer Camel Racing
- Engineering Society Sponsorship
- Supporting Quran School in Boushar
- Enhancing Education in Rima Basic Education School
- Support Al Jazir Charity
- Support for Needy Families
- Support for the Royal Oman Police in Rima
- Sports Games during Ramadan



Daleel's Community Engagement

Daleel's commitment to local communities is guided by our Corporate Social Responsibility (CSR) Manual, which sets out the areas of focus, selection criteria, and processes for identifying and implementing initiatives. In 2025, Daleel implemented 14 key community development projects. These projects focused on improving education, healthcare access, infrastructure, and community well-being.

2025 Daleel Key Initiatives and Projects

- Al Dhahira Ramadhan Contribution
- Fak Kurba Program
- Providing Hospital Equipment- Ibra Hospital
- Program for people with stuttering issues
- Omani Women Summer Program- Hamra Al Daru'a
- UTAS Ibri Summer Course
- Al Masarah Hospital Equipment
- Enhancing Eid Prayers area in Lubanah Village
- Siraj Foundation Support
- Al Dhahira Festival 2026
- Ibri Hospital Emergency Unit Extension project
- Ibri Health Committee support
- Association of Children with Disability support
- Al Dhahira School Projects

Daleel implemented 14 key community development projects. These projects focused on improving education, healthcare access, infrastructure, and community well-being.

PEPN's Community Engagement

PEPN does not operate in an area that directly affects local communities. However, we actively encourage our workers to connect with their community and society at large, as we believe that every contribution matters. Giving back, one of Petrogas' core values, is not just corporate wording but a principle we stand for. Among other social activities, several initiatives were organised and conducted. Twenty-five participants completed the Conqueror Challenge Walk, contributing to Eden Reforestation Projects and the Plastic Bank; a team of 10 workers travelled across the Netherlands, using electric vehicles where possible, to assist in delivering Sinterklaas gifts for the Sintvoorieder1 initiative; and another group visited a Florence nursing home to support residents through volunteer activities.

2025 PEPN Key Initiatives and Projects

- Retirement home Volunteers' Day
- Conqueror Challenge
- MS Motion
- Charity Golf Tournament
- Sintvoorieder 1 Charity Work

As a long-standing tradition, PEPN hosted the Petrogas Charity Tournament 2025. More than 41 companies participated in the event, alongside 78 individual participants not accounting for the PEPN employees, donating approximately EUR 34,000. Demonstrating our commitment to giving back, PEPN doubled this amount, resulting in a final contribution of more than EUR 68,000, distributed equally among the ALS Foundation, the local Dutch Red Cross, and KNRM, the association that supports sea rescue activities.



Driving Shared Responsibility

GRI(3-3)

Petrogas places strong emphasis on conducting business with integrity, transparency, and accountability, ensuring that ethical principles are embedded across all operations. In 2025, this commitment was reinforced through continued collaboration across the supply chain to promote responsible business conduct and partnerships based on trust and shared responsibility.

While Group-level governance sets a consistent ethical framework, subsidiaries are empowered to implement additional measures aligned with local requirements and operational contexts, ensuring consistency with corporate values and applicable standards.

Our procurement strategy seeks to deliver long-term value while upholding the highest standards of integrity, safety, sustainability, and responsible business conduct.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

17 PARTNERSHIPS FOR THE GOALS

Strengthening a Responsible and Resilient Supply Chain

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

Petrogas is committed to maintaining a responsible, resilient, and sustainable supply chain that supports operational excellence while creating long-term value. Our supply chain practices are anchored in the Petrogas Code of Conduct, which establishes clear expectations for suppliers and contractors regarding ethical business conduct, responsible procurement, and compliance with applicable laws and regulations across our operating jurisdictions.

All suppliers and contractors are expected to uphold principles of integrity, transparency, and accountability, including commitments to prevent bribery, corruption, fraud, money laundering, and other forms of misconduct. Contractual requirements incorporate business ethics provisions, alongside Quality, Health, Safety, Security, and Environment (QHSSE) expectations, ensuring suppliers are evaluated not only on commercial competitiveness but also on responsible business performance.

Aligned with Petrogas' ESG Policy, the Supply Chain function developed its Supply Chain Management (SCM) ESG Policy in 2025, establishing a structured approach to embedding environmental, social, and governance considerations into procurement activities and supplier engagement. This strengthens responsible sourcing practices, enhances supplier expectations, and supports sustainability throughout the value chain.



Responsible Supplier Management

Supplier and contractor management is supported through structured qualifications, evaluation, and performance monitoring processes covering key areas including QHSE performance, technical capability, financial capacity, commercial performance, and local value contribution.

Supplier performance is continuously monitored through audits, reviews, feedback mechanisms, and improvement initiatives that promote accountability, collaboration, and continuous improvement. Across subsidiaries, supply chain practices are adapted to reflect local operational requirements and regulatory contexts while maintaining alignment with Petrogas' corporate values.

Advancing Local Value and Supply Chain Resilience

Petrogas continues to support local value creation by encouraging supplier participation, capability development, and economic contribution. In Oman, supplier evaluations incorporate In-Country Value (ICV) considerations to promote local workforce development, investment, and the growth of Omani businesses.

Beyond Oman, subsidiaries maintain responsible sourcing practices aligned with their operating environments and applicable sustainability standards. PEPN, operating in the Netherlands and wider European context, applies supplier expectations consistent with strong regulatory, ethical, and sustainability requirements, supporting responsible procurement across international operations.

**Expenditure
on locally sourced
goods and services
(Million USD)**

PGEP

5.3

Rima

139.5

PEPN

90.8

Daleel

342.3

TOTAL

577.9



Empowering our People

GRI (3-3)

At Petrogas, our people remain central to how we operate and grow. We continue to foster a workplace that values diverse perspectives, recognising that inclusion and collaboration strengthen our ability to innovate, adapt, and sustain our sustainability ambitions.

We are committed to maintaining a safe, supportive, and respectful environment where our employees feel valued and empowered. Our approach goes beyond compliance, as we uphold strong human rights principles and align with applicable national and international standards across our operations.

We continue to invest in our people through training, development, and ongoing support, enabling them to build their capabilities, contribute ideas, and play an active role in shaping the future of our organisation while sustaining our long-term sustainability journey.

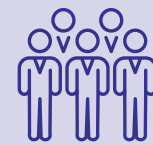


Diversity and Inclusion at the Workplace

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

At Petrogas, we see diversity and inclusion as key enablers of unlocking our sustainability potential and strengthening organisational resilience. We are committed to fostering fair and equitable employment practices that ensure equal opportunity across all levels of the organisation.

We continue to cultivate an inclusive workplace culture that values diverse perspectives and supports access to meaningful development and growth opportunities, empowering our people to contribute, innovate, and thrive.



Our Total Workforce
**Total full-time
employees**

2023

901

2024

915

2025

936



**Male
Employees**

PGEP

32

PGR

111

PEPN

93

PNS

4

Daleel

554



**Female
Employees**

PGEP

24

PGR

12

PEPN

29

PNS

1

Daleel

76

Employment Level	PGEP	PGR	PEPN	PNS	Daleel
Senior management	8	10	12	3	6
Middle management	21	32	21	1	44
Staff	27	81	89	1	580

Employees Age Group	PGEP	PGR	PEPN	PNS	Daleel
Employees aged under 30	4	8	3	0	48
Employees aged 30-50	45	87	61	3	537
Employees aged 50 +	7	28	58	2	45

We recognise that our strength lies in the diversity of our people.

Across our corporate office and subsidiaries, our workforce reflects a broad mix of nationalities, genders, age groups, and cultural backgrounds, reinforcing the inclusive values embedded in our organisational culture.

This diversity strengthens collaboration, enhances different perspectives, and supports a more dynamic and resilient organisation.



In 2025, Petrogas hired a total of 37 new employees across the corporate office and subsidiaries.

Employees	PGEP	PGR	PEPN	PNS	Daleel
New hires – male	0	3	7	0	21
New hires – female	1	0	5	0	0

Employees Turnover rate %	PGEP	PGR	PEPN	PNS	Daleel
Turnover rate (%)	0	0	10	0	0.95

Overall employee turnover improved in 2025, declining to 3% compared to 6.1% in 2024. While turnover remained low in both years, the improvement in 2025 reflects continued progress in strengthening employee engagement and embedding a more supportive and resilient workplace culture. This trend aligns with our commitment to fair employment practices, employee well-being, and long-term workforce sustainability.

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

1:0.732

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

1:1.369

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

Across employment categories, we continue to monitor gender pay ratios to support fair and equitable remuneration practices. In middle management, there has been progress towards narrowing the pay gap, reflecting improvements in equity over time. In the staff category, remuneration patterns remain broadly aligned, with variations reflecting changes in workforce composition and role distribution. These trends reflect our ongoing commitment to strengthening fair and transparent compensation practices across the organisation.



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 recognise that wellbeing looks different for everyone and are committed to providing support that meets the diverse needs of our people. Our benefits include medical insurance that extends to eligible dependents, group life insurance, and health and fitness memberships that encourage healthy lifestyles. By investing in the wellbeing of our workforce and their families, we strive to create a supportive environment where people can build resilience, achieve balance, and thrive both at work and beyond.



Growth and Development | We believe that investing in people is essential to long-term success. We support continuous learning and career development through financial assistance for further education, sponsorship of professional memberships, and opportunities to build new skills and capabilities. These initiatives enable our people to grow professionally, explore diverse career pathways, and develop the competencies needed to succeed in current and future roles.



Financial Security and Rewards | We are committed to fostering financial wellbeing by providing a benefits framework that supports the diverse needs of our workforce. Recognising that local contexts vary, our approach includes a range of region-specific provisions such as welfare, housing and transportation allowances, performance-related rewards, and end-of-service benefits. Through these measures, we aim to promote financial security, recognise contributions, and support long-term wellbeing for our people and their families.



Work-Life Balance and Recognition | We believe that a fulfilling workplace extends beyond compensation and benefits. Through initiatives that support work-life balance, recognise individual contributions, and strengthen a sense of belonging, we strive to create a positive and supportive employee experience. Depending on local circumstances, these initiatives may include communication and connectivity support, paid leave provisions, and long-service awards that acknowledge commitment and service. By nurturing an environment where people feel respected, recognised, and supported, we seek to enable individuals to contribute at their best and realise their full potential.

Employee Rights

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

Respect for human rights is a fundamental part of Petrogas' values and of the way we conduct our business. We are committed to maintaining a workplace founded on dignity, fairness, mutual respect, and care for the wellbeing of all employees. We seek to provide a working environment in which people are protected, treated justly, and able to contribute with confidence, in line with applicable national legislation, recognised international labour standards, and the cultural contexts in which we operate. Through this approach, we aim to ensure that our operations remain responsible, respectful, and sustainable.

Commitment to Human Rights

Petrogas does not tolerate child labour, forced labour, human trafficking, discrimination, or any practice that undermines the dignity and fundamental rights of individuals. Employment relationships are based on lawful, transparent, and voluntary terms, and people remain free to leave their employment in accordance with applicable contractual and legal requirements. Through these safeguards, we seek to uphold a working environment grounded in fairness, accountability, and respect for every person. These commitments are supported through our policies, management systems, and reporting channels, including mechanisms for raising concerns and addressing potential misconduct. In this way, we seek not only to state our expectations clearly, but also to embed them in day-to-day practice across our operations and business relationships, strengthening accountability and helping to ensure that our human rights commitments are upheld in practice. employees retaining the freedom to resign following appropriate notice. These safeguards ensure that our workplace operates on fairness, trust, and accountability.

Grievance and Whistleblowing System

Petrogas is committed to providing accessible and trusted mechanisms through which employees can raise concerns, seek resolution, and report potential misconduct without fear of retaliation. Our grievance and whistleblowing arrangements are intended to support a workplace founded on fairness, accountability, and respect, while helping to ensure that concerns are addressed in a timely, confidential, and appropriate manner. Through these mechanisms, we seek to strengthen trust, reinforce ethical conduct, and support the consistent application of our values across the organisation.

These arrangements cover both individual workplace grievances and broader concerns that may affect groups of employees, enabling matters to be raised through appropriate channels and considered with due care. Where concerns relate to suspected breaches of law, policy, fraud, corruption, or other misconduct, our whistleblowing framework provides a protected route for speaking up, supported by safeguards for confidentiality and protection against reprisal. In this way, Petrogas seeks not only to resolve concerns when they arise, but also to foster a culture in which people feel able to speak up responsibly and contribute to continuous improvement.

Parental Leave

Petrogas recognises that the arrival of a child is an important moment in the life of any family and seeks to support employees through parental leave arrangements that are fair, respectful, and aligned with applicable legal and employment requirements. Eligible employees are provided with parental leave following the birth or adoption of a child, helping them to take the time needed to care for their family without unnecessary disadvantage. Our approach is intended not only to support wellbeing and family stability, but also to enable a confident and sustainable return to work. In this way, we seek to foster a workplace that values care responsibilities, promotes inclusion, and supports longer-term employee engagement and retention.

Parental Leave	PGEP	PGR	PEPN	PNS	Daleel
Employees entitled to parental leave	51	110	122	5	630
Employees who took parental leave	4	13	5	0	80
Employees who returned to work after leave	4	13	5	0	80
Employees who returned to work after parental leave ended and were still employed 12 months after their return to work	4	13	4	0	80

Parental leave retention remains strong across Petrogas subsidiaries, with most entities achieving a 100% return-to-work retention rate. This reflects a high level of workforce continuity following parental leave and demonstrates the effectiveness of our supportive and inclusive employment practices.



Training and Development

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

Petrogas remains committed to building a skilled and future-ready workforce through continuous learning and development opportunities. In 2025, employee development continued to be supported through structured approaches, including Learning Needs Analysis (LNA), Individual Development Plans (IDPs), leadership development, and targeted training programmes aligned with business needs.

Through technical training, professional development, coaching, and career development initiatives, Petrogas continues to strengthen employee capabilities, support career progression, and prepare its workforce for future challenges.

Average Training Hours in 2025	PGEP	PGR	PEPN	PNS	Daleel
Average training hours per employee	21.61	45.98	33.00	*	54.63
Average training hours per Male employee	30.31	39.02	38.78	*	52.80
Average training hours per Female employee	10.00	110.33	14.45	*	67.93

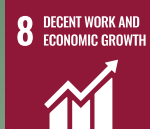


Safeguarding our People

GRI (3-3)

At Petrogas, the health, safety, and well-being of our people are central to the way we conduct our business and deliver on our sustainability commitments. We strive to provide a resilient working environment that is physically and mentally safe, inclusive, and supportive, where individuals can perform, develop, and contribute with confidence. Our approach extends beyond regulatory compliance, reflecting a proactive and systematic focus on risk prevention and the promotion of a psychologically safe working environment.

We continue to strengthen this commitment through targeted investments in programmes, policies, and training that enable our workforce to prioritise health and safety while also supporting overall well-being. By embedding safeguarding principles across all aspects of our operations, we aim to maintain a resilient, engaged, and capable workforce that is well positioned to respond to the evolving challenges and opportunities of our business.



Maintaining a Resilient Occupational Health and Safety Management System

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

The upstream oil and gas business is inherently hazardous, and operating safely in this environment requires a strong Occupational Health and Safety Management System to create working conditions that properly safeguard the people working with us. The Petrogas Integrated Management System (IMS) strategically embeds the necessary health and safety principles, processes, and procedures, following the high-level structure of the ISO 45001:2018 standard.

At operational level, each subsidiary complements the Petrogas Corporate IMS with its own HSE Management System, taking into consideration the different contexts in which it operates. In every jurisdiction where we operate, we define a detailed compliance assurance process, which helps us navigate national legislative requirements, such as Ministerial Decree 286/2008, as well as international requirements and industry standards, including IMO, SOLAS, ISO, and API standards.

Wisdom through Hazard Identification and Risk Assessment

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

Recognising hazards and defining critical barriers to prevent or mitigate consequences is a necessary precondition for operating an oil and gas facility safely. We conduct risk assessments across all levels of activity, from high-level Hazard Identification Studies to task-level Job Safety Analyses. As no activity is entirely risk-free, we ensure that identified and residual risks are reduced to As Low as Reasonably Practicable (ALARP), using the hierarchy of controls to guide our decisions.

We actively engage workers across Petrogas and its subsidiaries through proactive observations, which help us understand what is working well, identify areas for improvement, and strengthen a cycle of continuous learning toward a safer workplace.

At Petrogas, we recognise that variability in human performance is an inherent part of work and that, despite thorough preparation, outcomes will not always unfold as intended. In line with Safety II principles, we do not treat mistakes as failures to be condemned, but as opportunities to understand how work is carried out and where the system can be strengthened, particularly when serious outcomes occur. By fostering psychological safety, we enable people to report adverse events and weak signals openly and without fear of reprisal, supporting learning, adaptation, and meaningful accountability. From this perspective, human error is not the underlying cause of an accident, but an important source of insight into the interaction between people, tasks, and the wider system.

In 2025, during the annual shutdown of PEPN's A12 Central Processing Platform, a serious incident occurred during maintenance activities involving the opening of a process line. An unintended release of pressurised nitrogen resulted in three contractor workers sustaining injuries of varying severity. Two individuals were medically evacuated for treatment, while the third returned to shore later on a scheduled helicopter. Following medical assessment and consideration of both the physical and psychological effects of the incident, all three cases were classified as Serious Injuries, a category that replaced the former Lost Time Injury classification within PEPN.

In line with Petrogas' restorative safety philosophy, the incident review commenced immediately and examined the gap between work as imagined, as reflected in procedures and written plans, and work as done under operational conditions. The purpose was to understand how decisions made sense to those involved at the time, what system factors shaped those actions, and where controls and organisational resilience could be strengthened to reduce the likelihood of recurrence.



For all employees						
	PGEP	PGR	PEPN	PNS	Daleel	Total
Total number of hours worked	117,024	3,334,831	181,556	*	8,856,280	12,489,691
No. fatalities as a result of work-related injury and ill-health	0	0	0	*	0	0
No. of high-consequence work-related injuries (excluding fatalities)	0	0	0	*	0	0
No. of recordable work-related injury	0	0	0	*	0	0
No. of cases of recordable work-related ill health	0	0	*	*	0	0
For all workers who are not employees but whose work and/or workplace is controlled by Petrogas						
	PGEP	PGR	PEPN	PNS	Daleel	Total
Total number of hours worked	3,840	3,334,831	309,153	*	8,856,280	12,504,104
No. fatalities as a result of work-related injury and ill-health	0	0	0	*	0	0
No. of high-consequence work-related injuries (excluding fatalities)	0	0	3	*	2	5
No. of recordable work-related injury	0	1	4	*	6	11
No. of cases of recordable work-related ill health	0	0	0	*	0	0
Total number of hours worked	120,864	3,334,831	409,709		8,856,280	12,850,684

* PEPN data for employees in 2025 is incomplete; data point will be included in the next reporting cycle
* PNS data in 2025 is incomplete; data point will be included in the next reporting cycle

Subsidiaries’ OH&S Initiatives

PEPN achieved:

- 0 Tier 1 process safety events
- ESG training completion above target

PNS achieved:

- 0 Tier 1 process safety events
- 0 Tier 2 process safety events
- 0 Serious Injuries

Daleel achieved:

A few of our key achievements in 2025 for occupational health and safety are:

- Completed 1-year LTI free on 24th January 2025
- Completed seven years without a severe Motor Vehicle Incident (MVI) on 19 March 2025
- Conducted QHSSE Day
- Conducted Daleel and Contractors QHSSE Management Workshop
- Conducted Task-Based Audits across Daleel and contractors
- The Supervision Awareness Campaign commenced under the leadership of Daleel Management and Petrogas shareholders
- Conducted an internal and external audit of our IMS
- Conducted heat stress, road safety, Ramadan health, and subcontractor management campaigns

PGR achieved:

- Completed two years LTI-free as of 1 October 2025
- As of 31 December 2025, achieved five years since the last MVI, with 19,049,042 km driven since the last MVI
- HSE Awareness in collaboration with ROP (Oman Mall)
- Participated in OPES 2025
- Joint Management Site Visit - PGR & Contractors
- QHSSE Awareness Day in the field

By continuously building on our safety practices and everyday operational learning, we enable our people to identify risks, speak up about concerns, and help improve how work is planned and carried out safely.



Health Services

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

Prevention remains the most effective strategy for protecting the health and wellbeing of our workforce. Petrogas and its subsidiaries seek to ensure that employees and contractors have access to appropriate occupational health services that support both prevention and early intervention, taking into account the different operational contexts in which we work. These services include, where relevant, medical screening and fitness-to-work assessments, emergency response arrangements, access to first aid and medical support, and initiatives that promote physical and mental wellbeing.

By integrating health services into our broader Occupational Health and Safety framework, we aim to identify health-related risks early, support our people throughout their working lives, and strengthen a healthy, resilient, and productive workforce.

Occupational Health and Safety Training

GRI (403-5)

Petrogas provides occupational health and safety training to workers to ensure they are competent to perform their activities safely and to respond effectively to the hazards associated with our operations. Training is designed in line with role-specific risks and responsibilities and is delivered through induction programmes, mandatory refresher training, toolbox talks, emergency response drills, practical on-the-job instruction, and other targeted learning activities as appropriate to the work environment.

Training needs are identified through risk assessments, legal and regulatory requirements, management system processes, competence reviews, and lessons learned from incidents, audits, and operational changes. This helps ensure that workers, including contractors where relevant, receive the information and instruction necessary to understand applicable hazards, critical controls, safe systems of work, and their right to stop work and report unsafe conditions.

During 2025, OH&S training programmes across Petrogas assets focused on strengthening competencies in safety management, emergency preparedness, operational risk management, and technical capabilities. Key areas included HSE inductions, H₂S awareness and emergency response, first aid, fire safety, permit-to-work systems, hazard identification, lifting and equipment safety, chemical and environmental risk management, and other role-specific operational requirements.

Trainings	PGEF	PGR	PEPN	PNS	Daleel
Average health and safety training hours per employee	6	4.23	0.022	*	*
Number of trainings conducted	9	67	237	*	1,060
Total Number of Trainings conducted = 1,373					

* This data is currently not available

Comprehensive Employee Wellbeing



Our approach combines corporate requirements with subsidiary-level implementation so that training reflects the specific operational context of each asset and jurisdiction. In higher-risk activities, particular emphasis is placed on practical competence, supervision, and verification of understanding. Where appropriate, training is supported by drills, coaching, mentoring, and periodic reassessment to maintain readiness and reinforce safe behaviours over time.

As part of our commitment to sustainable and resilient operations, Petrogas also continued to enhance cybersecurity awareness through targeted training initiatives, recognising the importance of protecting information, systems, and operational technology in an increasingly digital environment. **Detailed OH&S training programmes delivered across Petrogas subsidiaries are provided in the Appendix.**



Abbreviations

A/B Gas fields	– A/B Gas fields in the Netherlands
AD	– Administrative Decision
AED	– Automated External Defibrillator
AGT	– Authorised Gas Tester
ALARP	– As Low as Reasonably Practicable
ALS	– Amyotrophic Lateral Sclerosis
API	– American Petroleum Institute
ATEX	– Atmosphères Explosibles
BBL	– Barrel
BEMS	– Business and Environmental Management System
BFA	– Barrier Failure Analysis
BOE	– Barrel of Oil Equivalent
BOED	– Barrel of Oil Equivalent per Day
BOSIET-HUET	– Basic Offshore Safety Induction and Emergency Training – Helicopter Underwater Escape Training
BTEX	– Benzene, Toluene, Ethylbenzene and Xylenes
CEO	– Chief Executive Officer
CFO	– Chief Financial Officer
CHA	– Chemical Hazard Awareness
CIT	– Corporate Income Tax
CNPC	– China National Petroleum Corporation
CO	– Carbon Monoxide
CO₂	– Carbon Dioxide
COC	– Code of Conduct
COO	– Chief Operating Officer
CPP	– Central Processing Platform
CPR	– Cardiopulmonary Resuscitation
CSR	– Corporate Social Responsibility
DD-LV	– Defensive Driving – Light Vehicle
DMA	– Double Materiality Assessment
EA	– Environmental Awareness
EIA	– Environmental Impact Assessment
EITI	– Extractive Industries Transparency Initiative
EOR	– Enhanced Oil Recovery

EITI	– Extractive Industries Transparency Initiative
EOR	– Enhanced Oil Recovery
EPSA	– Exploration and Production Sharing Agreement
E-PTWS	– Electronic Permit to Work System
ESG	– Environmental, Social and Governance
EU	– European Union
EWC	– European Waste Catalogue
FPSO	– Floating Production Storage and Offloading
GBS	– Gravity Base Structure
GHG	– Greenhouse Gas
GRI	– Global Reporting Initiative
H₂S	– Hydrogen Sulphide
HSE	– Health, Safety and Environment
HSELSF	– Health, Safety and Environment Leadership for Supervisors
HSEQ	– Health, Safety, Environment and Quality
ICV	– In-Country Value
IEA	– International Energy Agency
IFR	– Initial Fire Response
IMS	– Integrated Management System
IMO	– International Maritime Organization
IPIECA	– International Petroleum Industry Environmental Conservation Association
ISO	– International Organization for Standardization
KNRM	– Koninklijke Nederlandse Redding Maatschappij
KPI	– Key Performance Indicator
kWh	– Kilowatt-hour
LDAR	– Leak Detection and Repair
LLC	– Limited Liability Company
LSF	– Lekhwair Small Fields
LTI	– Lost Time Injury
LSF	– Lekhwair Small Fields
LTI	– Lost Time Injury
M BOE	– Million Barrels of Oil Equivalent
MB LLC	– MB Limited Liability Company
MEM	– Ministry of Energy and Minerals

MS	– Multiple Sclerosis
MVI	– Motor Vehicle Incident
MW	– Megawatt
NORM	– Naturally Occurring Radioactive Material
NOx	– Nitrogen Oxides
OEUK	– Offshore Energy UK
OH&S	– Occupational Health and Safety
OHL	– Overhead Line
OMR	– Omani Rial
OPAL	– Oman Energy Association
OPES	– Oman Petroleum and Energy Show
OSPAR	– Convention for the Protection of the Marine Environment of the North-East Atlantic
P/Q fields	– P/Q Oil Fields in the Netherlands
PDO	– Petroleum Development Oman
PEPN	– Petrogas E&P Netherlands B.V.
PG Oman	– Petrogas E&P and Petrogas Rima LLC
PGEF	– Petrogas E&P LLC
PGR	– Petrogas Rima LLC
PIEP	– Petrogas International E&P Coöperatief U.A.
PM₁₀	– Particulate Matter with diameter of 10 micrometres or less
PNS	– Petrogas North Sea Limited
PTW	– Permit to Work
PV	– Photovoltaic
QHSSE	– Quality, Health, Safety, Security and Environment
RD	– Royal Decree
EITI	– Extractive Industries Transparency Initiative
EOR	– Enhanced Oil Recovery
SJM	– Safe Journey Management
SO₂	– Sulphur Dioxide
SOLAS	– Safety of Life at Sea
SOx	– Sulphur Oxides
tCO₂e	– Tonnes of Carbon Dioxide Equivalent
TCFD	– Task Force on Climate-related Financial Disclosures
TJ	– Terajoule

TNFD	– Taskforce on Nature-related Financial Disclosures
U.A.	– Under Exemption from Liability
UK	– United Kingdom
UN	– United Nations
USD	– United States Dollar
UTAS	– University of Technology and Applied Sciences
VAT	– Value Added Tax
VOC	– Volatile Organic Compounds
WI	– Working Interest
W2W	– Walk to Work



Appendix

Subsidiaries' OH&S Initiatives

PGEP's OH&S Training in 2025:

- 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.

PEPN's OH&S Training in 2025:

- Basic offshore safety and rescue training (BOSIET-HUET)
- Scenario training for all offshore personnel
- Technical training, such as electrical safety, ATEX protection, crane operation, and related topics
- BEMS online training, including refresher training and the launch of new modules
- Cybersecurity online training
- BFA training

Daleel's OH&S Training in 2025:

- HSE Induction
- H2S Awareness and Escape
- Authorized Gas Tester
- Defensive Driving Course
- NORM Awareness
- NORM Management
- Chemical Handling Awareness
- Chemical Handling Management
- Safe Journey Management
- First aid, CPR & AED
- Fire Warden and Basic Fire Fighting/Initial Fire Response (IFR)
- Scaffolding Appreciation
- Job Hazard Analysis
- Chemical Hazard Awareness
- Permit to Work (PTW) Holders and PTW Signatory
- Supervising Safety
- Self-Contained Breathing Apparatus
- Heavy Equipment and Lifting

PGR:

- OPAL H2S (Including Refresher).
- HSE Induction.
- H2S & SO2 (Including Refresher).
- DD-LV Training (Including Refresher).
- HSE LFS (Including Refresher).
- AGT OPAL.
- CHA.
- E-PTWS, including recertification.
- Stuck Pipe Prevention.
- First Aid.



GRI Content Index

Statement of use	Petrogas E&P has reported with reference to the GRI Standards for the period January 2025 to December 2025
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	
General Disclosures						
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		Scope 2 GHG emissions data for 2024 was restated due to a review of the underlying data and calculation methodology.		
	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	24				
	2-10 Nomination and selection of the highest governance body	24				
	2-11 Chair of the highest governance body	24				
	2-12 Role of the highest governance body in overseeing the management of impacts	24				
	2-13 Delegation of responsibility for managing impacts	24				

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	22				
	2-15 Conflicts of interest	24				
	2-16 Communication of critical concerns	24				
	2-17 Collective knowledge of the highest governance body	22				
	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	24				
	2-24 Embedding policy commitments	24				
	2-25 Processes to remediate negative impacts	51				
	2-26 Mechanisms for seeking advice and raising concerns	48, 52				
	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.	
Material topics						
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	
GHG Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	26				11.1.1
GRI 302: Energy 2016	302-1 Energy consumption within the organization	26				11.1.2
	302-2 Energy consumption outside of the organization	26				11.1.3
	302-3 Energy intensity	26				11.1.4
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	26				11.1.5
	305-2 Energy indirect (Scope 2) GHG emissions	26				11.1.6
	305-3 Other indirect (Scope 3) GHG emissions			Information unavailable/ incomplete	Not assessed currently	11.1.7
	305-4 GHG emissions intensity	26				11.1.8
Climate adaptation, resilience, & transition						
GRI 3: Material Topics 2021	3-3 Management of material topics	30				11.2.1
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	30				11.2.2
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	26				11.2.3
Air Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	30				11.3.1
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	30				11.3.2
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	11.3.3
Biodiversity						
GRI 3: Material Topics 2021	3-3 Management of material topics	40				11.4.1
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	40				11.4.2
	304-2 Significant impacts of activities, products and services on biodiversity	40				11.4.3

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	40				11.4.4
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	40				11.4.5
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	36				11.5.1
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	36				11.5.2
	306-2 Management of significant waste-related impacts	36				11.5.3
	306-3 Waste generated	36				11.5.4
	306-4 Waste diverted from disposal	36				11.5.5
	306-5 Waste directed to disposal	36				11.5.6
Water and effluents						
GRI 3: Material Topics 2021	3-3 Management of material topics	38				11.6.1
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	38				11.6.2
	303-2 Management of water discharge-related impacts	38				11.6.3
	303-3 Water withdrawal	38				11.6.4
	303-4 Water discharge	38				11.6.5
	303-5 Water consumption	38				11.6.6
Closure and rehabilitation						
GRI 3: Material Topics 2021	3-3 Management of material topics	32				11.7.1
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	32				11.7.2
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	32				11.7.3
Asset integrity and critical incident management						
GRI 3: Material Topics 2021	3-3 Management of material topics	34				11.8.1



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Location (Page No.)	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 306: Effluents and Waste 2016	306-3 Significant spills	34				11.8.2
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	54				11.9.1
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	55				11.9.2
	403-2 Hazard identification, risk assessment, and incident investigation	55				11.9.3
	403-3 Occupational health services	58				11.9.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	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	55				11.9.8
	403-8 Workers covered by an occupational health and safety management system	55				11.9.9
	403-9 Work-related injuries	55				11.9.10
	403-10 Work-related ill health	55	403-10	Information unavailable/incomplete	For PEPN employees, data is not available this year	11.9.11
Employment Practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	48				11.10.1
GRI 401: Employment 2016	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	51				11.10.3
	401-3 Parental leave	51, 52				11.10.4
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	32				11.10.5
GRI 404: Training and Education 2016	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	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	46				11.10.8
	414-2 Negative social impacts in the supply chain and actions taken			Information unavailable/incomplete	Not assessed currently	11.10.9
Non-discrimination and equal opportunity						
GRI 3: Material Topics 2021	3-3 Management of material topics	48				11.11.1
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community			Information unavailable/incomplete	Not assessed currently	11.11.2
GRI 401: Employment 2016	401-3 Parental leave	48, 52				11.11.3
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	53				11.11.4
GRI 405: Diversity and Equal Opportunity 2016	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
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	22				11.11.7
Local communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	42				11.15.1
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	42				11.15.2
	413-2 Operations with significant actual and potential negative impacts on local communities	42				11.15.3
Economic Impacts						
GRI 3: Material Topics 2021	3-3 Management of material topics	25				11.14.1
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	25				11.14.2
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community			Information unavailable/incomplete	Not assessed currently	11.14.3



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	46				

GRI 11: Oil and Gas Sector 2021

Topic	Explanation
11.16 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.
11.17 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.
11.19 Anti-competitive behavior	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.
11.21 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.
11.22 Public policy	Petrogas does not participate in influencing public policy development. Hence, topic is not material for operations.

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SUSTAINABILITY REPORT 2025

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