ESG REPORT

Issue 2

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22,830
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16,000 bbls
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30 %
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- Oman
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- ARA holds 4 Oil & Gas exploration blocks in Oman and Tanzania
- ARA holds 2 mining blocks in Oman and Turkey
- ARA maintains offices in the remaining countries.

ABOUT THIS REPORT

GENERAL INFORMATION

This report highlights ARA's ESG performance in 2023, showcasing examples that illustrate how sustainable ESG development contributes to our long-term success. At ARA, we strive to create value for our employees, shareholders, business partners, neighbors, and the public in a responsible fashion.

The report encompasses the operations of ARA and its various subsidiaries engaged in our business activities in Oman and around the world. The reporting period spans January 1, 2023, to December 31, 2023. The 2024 report is scheduled for publication in Q2 2025.

In the preparation of this report, we have utilized the guidance for voluntary sustainability reporting within the oil and gas industry outlined by the International Petroleum Industry Environmental Conservation Association (IPIECA). Furthermore, our reporting framework incorporates the Global Reporting Initiative (GRI) Standards and the UN Sustainable Development Goals (SDGs). It is important to note that while we reference these protocols, guidelines, and frameworks, our approach is not strictly bound by them.

The expressions 'Net zero by 2030,' 'Net zero GHG emissions by 2030,' or similar terminology in this report signify our commitment to achieving net zero greenhouse gas emissions from our activities by 2030.

PERFORMANCE DATA

We gathered data and information from ARA's subsidiaries utilizing representative calculation methods for the reporting period.

Establishing consistent boundaries for sustainability & ESG reporting poses challenges, given the complexities of the operations and the remote locations. We endeavor though to maintain consistency and transparency, acknowledging complexities but adhering to industry standard practices in our reporting at all times.

We report environmental data using the operational control approach. The data covers all production and exploration sites following GRI guidelines, excluding administration. This information is compiled globally and is reported in full (100%).

Occupational safety and process safety data have been compiled for all ARA locations, subsidiaries and associated companies. This is done on a 'headcount' basis where we have significant authority over health and safety policy and management. The reporting is comprehensive, covering all locations globally, and is presented in full (100%). The occupational safety data also encompasses contractors associated with ARA and working on ARA sites.

Employment data is based on the reference date of December 31, 2023 and includes all ARA companies. The reported number of employees is presented in full-time equivalents.

Diversity data, reflecting the status as of December 31, 2023, have been compiled for all ARA locations and its subsidiaries.

FORWARD-LOOKING STATEMENTS

This sustainability report includes forward-looking statements about the future prospects of ARA and its affiliated companies, as well as the economic and political landscape. These statements are evaluations made based on the information available to us when preparing this document. Forward-looking statements do not guarantee the future developments and results outlined in the report. If the underlying assumptions do not materialize or unforeseen risks arise, actual developments may differ from the current expectations.

The report is only published in English.

A MESSAGE FROM THE CEO

Sultan Al Ghaithi
Chief Executive Officer
ARA Group

> ## We take responsibility for advancing ESG & sustainability

I am pleased to introduce the ARA 2023 ESG Report for the fiscal year ending on December 31, 2023.

As a prominent player in the petroleum industry, primarily in Oman & Tanzania, the company is committed to sustainability and responsible business practices. The report reflects the company's achievements in adhering to the high goals we set ourselves.

ARA's commitment extends to aligning with the UN Sustainable Development Goals (SDGs), with a strategic evaluation SDGs focus areas to contribute positively to operations, support for employees, and environmental protection.

ARA continues to evolve its ESG strategic vision in line with leading local and global ESG agendas, such as the Oman initiative to achieve Net-zero by 2050, and our vision to achieve net zero for scopes 1&2 by 2030.

A FUTURE RESILIANT TO CLIMATE CHANGE

Our strategy for achieving a sustainable energy transition and operational efficiency at ARA will concentrate on numerous initiatives in sustainability. This encompasses the incorporation of circular economy practices and climate action strategies.

We are delighted to highlight the introduction of the ARA Petroleum Greenhouse Gas (GHG) emissions intensity reduction roadmap. This initiative aims to minimize our carbon emissions and energy consumption footprint. This roadmap sets the trajectory towards achieving Net-zero emissions for scope 1 and scope 2 by the year 2030.

Fostering our Employee Growth and Well-Being

We implemented a comprehensive sustainability strategy based on our

ESG philosophy. With a strong focus on employee safety and well-being, we prioritize Health, Safety, and Environment (HSE) through extensive training courses for all ARA employees. Our commitment extends to responsible human capital management, emphasizing workforce diversity, integration, and development.

Strengthening Responsible Practices

To achieve sustainability and resilience, we prioritize responsible practices throughout our operations.
Our commitment involves aligning operations with core business principles, emphasizing transparency, fairness, integrity, accountability, and disclosure.

As we aim to safeguard the long-term sustainability and ensure enduring growth of the group's operations, our strategic goals will consistently harmonize with worldwide and national initiatives related to sustainability & CSR.

COMPANY PROFILE

OUR JOURNEY IN BUSINESS

ARA Petroleum, established in 2014 is part of the Zubair Corporation & is a dynamic member of Oman's Exploration & Production sector. Specializing in the full cycle of oil and gas upstream operations, ARA efficiently explores, appraises, develops, and produces hydrocarbon resources both domestically and internationally.

The company's nimble approach and application of progressive processes within the QSF project led to swift recognition and approvals, allowing it to operate Block 44 and subsequently secure Block 31 in Oman.

Our Vision

To be a premier Omani Energy Company engaged in the extraction & development of natural resources by investing in high potential assets to meet local and global energy needs.

Our Mission

By 2030 ARA will be the leading Omani private sector energy company.

OUR VALUES

- **Integrity and business conduct**
- **People**
- **Technology**
- **Excellence**
- **Collaboration**

2023 ESG HIGHLIGHTS

Our foremost priorities revolve around our employees, customers, local communities, and environmental stewardship. Safeguarding and engaging responsibly with these stakeholders is an essential aspect of everyone's day to day activity.

4
ESG Awareness Sessions

CLIMATE, EMISSIONS, AND ENERGY

MODIFIED A DECAROBONZATION ROADMAP (GHG EMISSIONS)
aim to achieve net-zero greenhouse gas emissions for Scope 1 and 2 by the year 2030.

GHG EMISSIONS monthly meetings
to track, manage & plan to improve ARA E&P GHG emissions

SOLAR POWER TO POWER THE EXPORT GAS STATION
126.9 GW generated by solar power & used for powering the gas export station in Block 44, which is 100% of station's power consumption.

LOCAL ENVIRONMENT

±100K USD
was invested in research related to environment improvement initiatives by SMEs and other educational institutions

97.5% of THERMAL POWER PROJECT COMPLETED
This project will reduce saline discharge water volume by at least 50% and provide potable water.

ICV

88%
In-country value contribution increased from 70% in 2022 to 88% 2023.

±270 K USD
was invested in CSR in different social projets in 2023.

WORKFORCE DIVERSITY AND DEVELOPMENT

94%
Omanization rate.

40
fresh graduates joined ARA.

204
diverse courses and training modules were implemented covering a wide range of topics and subjects.

12
different nationalities in the ARA workforce.

QHSSE

87 HSE Training Courses
delivered to over 200 employees.

Zero
Fatalities

Zero
Lost Time Injuries

GOVERNANCE

Launched an Integrated Management System (IMS)
efficiently incorporate processes in alignment with our existing business framework, industry-leading practices, and internally recognized ISO standards

ISO 9001
Quality Management Systems.

ISO 14001
Environmental Management System

ISO 45001
Occupational Health and Safety

Launched SAP Success Factor
efficiently incorporate processes in alignment with our existing business framework, industry-leading practices, and internally recognized ISO standards

Environment

Within our environmental stewardship & planning efforts, ARA is showing it's commitment to reducing greenhouse gas emissions and minimizing water waste across our operations. Through investments in energy efficiency and the ever increasing use of renewable energy sources, ARA surpasses regulatory requirements and is moving towards a leadership position.

1. Out Strategy to Emission Reduction

2. Managing GHG Emissions

3. Water Consumption and Management

4. Innovative Solutions for Sustainable Water Management

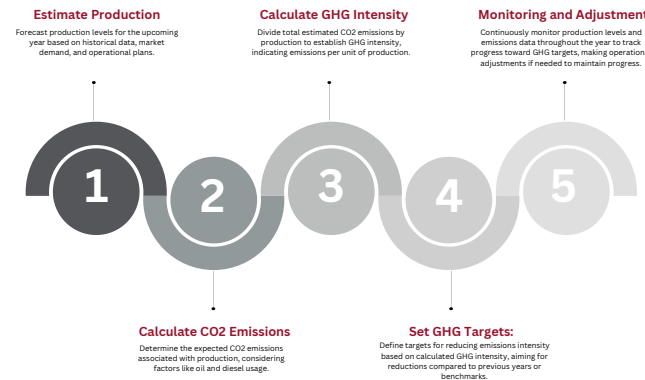# Our Strategy For Emission Reduction & the Benefits of Our Operations

Our Contribution

In Tanzania, ARA will transform energy use by eventually producing natural gas that will help convert the rural population from burning wood. In addition this gas will help alleviate energy poverty in the country where only around 20% of the population have access to electricity.

We recognize the detrimental impact of greenhouse gas emissions. Consequently, we establish monthly and annual GHG emission targets through an Intensity-Based Target Setting Approach. Critically though, ARA has a plan to be one of the best performing companies in the industry.

Intensity-Based Target Setting Approach

Estimate Production
Forecast production levels for the upcoming year based on historical data, market demand, and operational plans.

Calculate GHG Intensity
Divide total estimated CO2 emissions by production to establish GHG intensity, indicating emissions per unit of production.

Monitoring and Adjustment
Continuously monitor production levels and emissions data throughout the year to track progress toward GHG targets, making operational adjustments if needed to maintain progress.

Calculate CO2 Emissions
Determine the expected CO2 emissions associated with production, considering factors like oil and diesel usage.

Set GHG Targets:
Define targets for reducing emissions intensity based on calculated GHG intensity, aiming for reductions compared to previous years or benchmarks.

Key Highlights

In collaboration with a third party, ARA used emission factors from the **2006 IPCC Guidelines for National Greenhouse Gas Inventories** to calculate our greenhouse gas emissions.

The **IPCC**, a UN body, provides standardized methods to ensure accurate and comparable emissions data globally.

To maintain consistency and precision, we converted the calculated emissions from kilograms to tonnes.

GHG Dashboard

In 2023, ARA conducted a successful trial of our GHG Dashboard, a comprehensive tool designed to gather and report greenhouse gas emissions from all ARA operations. This innovative platform features versatile filtering capabilities and allows integration with the Mfano Platform and is a substantial stride towards tracking & therefore monitoring properly our GHG emissions.
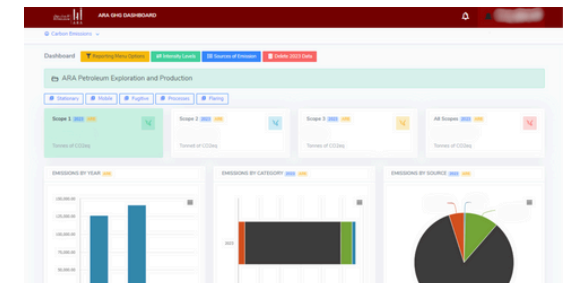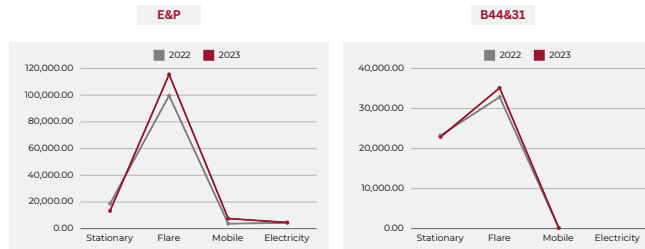
Managing GHG Emissions

Our Contribution

ARA is dedicated to reducing GHG emissions from all sources through a range of initiatives, including emissions reduction projects and accurate monitoring methods that are aligned with global climate action goals.

Despite rising production, we're innovating to cut GHG emissions. Currently reporting scopes 1 & 2, with plans for scope 3.

E&P — 2022, 2023 (Stationary, Flare, Mobile, Electricity)

B44&31 — 2022, 2023 (Stationary, Flare, Mobile, Electricity)

Key Highlights

1) Continuous GHG Monitoring Trial

- **Precision Emission Detection**: Metal Oxide Sensors and AI and accurate localization.

- **Real-time Surveillance**: 15-minute data sampling for swift gas spike response.

- **Long-Term Viability**: Improves resource management and investor appeal.

- **Key Trial Benefits**: Solar-powered, cost-effective monitoring; LDAR support.

2) Pipeline from Burhan North to the Kawther Gas Plant

This project eliminates gas flaring in the Burhan North field, a massive step forward in emission reduction.

- Burhan North production facility processes fluids from the Burhan North and Qalah fields.

- This project is part of the zero flaring initiative: that is committed to phasing out gas flaring by 2028.

- In the meantime ARA's is targeting a GHG reduction of 93% reduction of QSF gas flaring by Q4 2025.

- Environmental Focus: Mitigating air pollution and achieving regulatory compliance.

- Resource Optimization: Unlocking Qalah production for maximum resource utilization.

- Monetization: Adding economic value through associated gas utilization.

- Climate Commitment: Contributing to GHG reduction goals by 2030

Water Consumption and Management

Our Contribution

ARA acknowledges the criticality of water wastage in the energy sector and is dedicated to improving our water management & usage. Our thermal power project that produces potable water from saline water is a massive step forward and the first of it's kind in the world.

As our production, particularly within ARA E&P, has increased, so has our water consumption and the volume of produced water. The graphs below, showing water usage across all ARA entities in cubic meters (m³), reflects this rise.

ARA's Total Water consumption
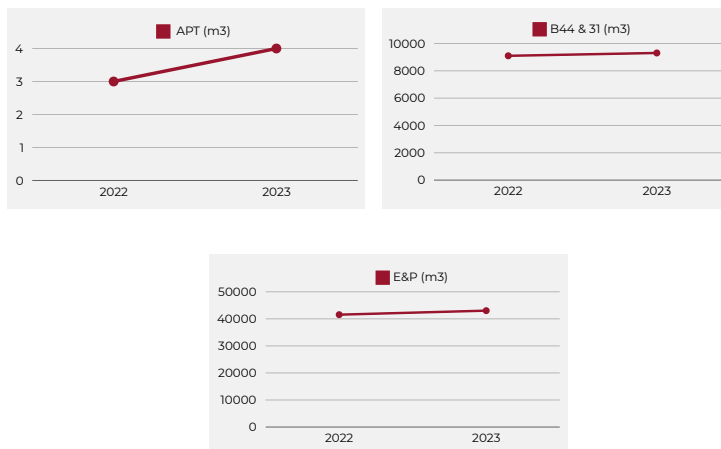
Key Highlights

In order to effectively manage water resources, ARA has initiated several projects dedicated to treating produced water and employing it in various applications.

Thermal Power Project

The project i s now 97.5% complete

It aims to:

- Extract potable water from high-salinity produced water

- Reduce discharge volumes by 50%

- It Utilizes forward and direct osmosis technology

- Powering operations through thermal renewable energy

- Ensuring environmental sustainability

Innovative Solutions for Sustainable Water Management

Our Contribution

ARA has consistently led the search for innovative technologies to address different challenges caused by our operations. One example is the challenge of produced water. ARA therefore, has tasked its new technology team with finding innovative solutions to tackle this & other issues.

Key Highlights

In 2023 with the help of the new technology team ARA have implemented a number trials aiming to find a solution to the produce water problem. Ongoing trials are as follows:

1) Converting Produced Water to Agricultural Water to Irrigate Plants for Biofuel

Through collaboration, ARA will allocate a plot of land for this project. The aim is to treat produced water on-site, making it suitable for irrigating oil bearing plants, which can then be processed into biofuel.

2) Advanced Modular Optimization System

The Advanced Modular Optimization System, uses surface equipment installed on the casing valve and operated by an Artificial Intelligence. It effectively manages and controls:

- Gas flow regulation through the Special Valve System

- The creation of pressure differentials for well bottom balance

- The minimization of excessive water production

- Initiation of gas management through the annulus

This system focuses on creating thermodynamic pressures to mitigate:

- High water cut and
- High gas-oil ratio (GOR) in oil wells.

Social

In our journey of corporate responsibility, we are committed to fostering positive relationships with stakeholders, particularly local communities. Our dedication to community involvement extends beyond general business strategy. Through local partnerships, we support for local manufacturing, and ensure asset integrity and incident management. We prioritize safety, economic growth, and community well-being. By actively addressing concerns, promoting occupational health and safety, and embracing diversity and inclusion, we aim to create a sustainable and inclusive future for all in the near & long term.

1 Community-Centered Economic Empowerment Initiatives

2 Occupational Health and Safety

3 Asset Integrity and Critical Incident Management

4 Equal Rights & Opportunities in the Workplace

Community-Centered Economic Empowerment Initiatives

Our Contribution

ARA is committed to minimizing any negative community impact and maximizing our positive contribution. This is through responsible management across our operations, partnerships, using the local supply chain which is guided by ICV. Our ICV team is tasked to ensure this commitment is delivered. Our initiatives engage stakeholders to address challenges collaboratively, while investments in local partnerships advance sustainable development goals and community development.

| 1 NO POVERTY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	11 SUSTAINABLE CITIES AND COMMUNITIES	17 PARTNERSHIPS FOR THE GOALS

ARA prioritizes contractor safety and well-being, and helps local SME development with support. Initiatives include local manufacturing investment, procurement from national companies, and support for community contractors, promoting local economic resilience.

Key Highlights

- Total ICV Spend:
  $150 million.
- Percentage Of ICV Spend From Total ARA Spend:
  88%
- Number of Management Engagement Visits:
  95

Our Local Spend in 2023 ($m)

- LCC 8
- Made-in-Oman Goods 16
- Not-Made-In-Oman Goods 13
- Services 117
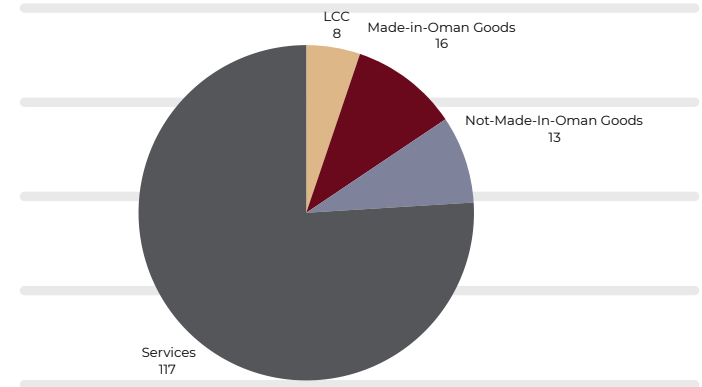
Our CSR Projects

Sponsored the first Oman Innovation Festival, under the Ministry of Higher Education.

Supported Wali Dunk Office in Al Dhahirah Governorate.

Sponsored new carpentry workshop with full equipment for people with special needs.

Supported mosques with air conditions in Al Buraimi Governorate.

Supported construction projects of Mtwara District Commissioners Offices by providing bulk cement.

Occupational Health and Safety
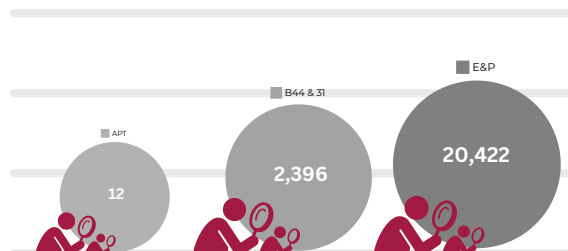
Our Contribution

ARA's Occupational Health, Safety, Security and Environment (QHSSE) system is compliant with ISO 14001:2015 and ISO 45001:2018. It emphasizes "No Harm to People and No Harm to the Environment." All ARA's management is responsible for implementing the Integrated Management System, which includes developing and deploying policy, objectives, and customer-focused project plans. The CEO and directors provide leadership, governance, and engage all staff to ensure safe and effective performance throughout all processes & operations.

Furthermore, ARA provides intensive training for operational staff including essential refresher sessions. Key initiatives include:

1. **HSE Induction and H2S Training:**
   - Covers H2S hazards and response procedures.
   - Fosters a strong safety culture.
2. **Defensive Driving Training:**
   - Mandatory for all field personnel.
   - Enhances driving expertise and safe practices.
3. **Gas Testing Courses:**
   - Raises awareness of gas testing frequently.
   - Equips workers with skills for effective gas testing.

Key Highlights

ARA promotes a culture of reporting observations, with **22,830** noted & submitted in 2023. This huge number demonstes the company & the employees commitment to vigilance and occupational health and safety.

Total Number Of Observations

	APT	B44 & 31	E&P
	12	2,396	20,422

Total Number of Training Courses

Course	Number Delivered
Defensive Driving	34
H2S & SO2 Awareness	87
HSE Induction	47
Gas Testing	15

Asset Integrity and Critical Incident Management

Our Contribution

ARA ensures Asset Integrity by systematically inspecting and testing crucial equipment to maintain suitability throughout its lifespan.
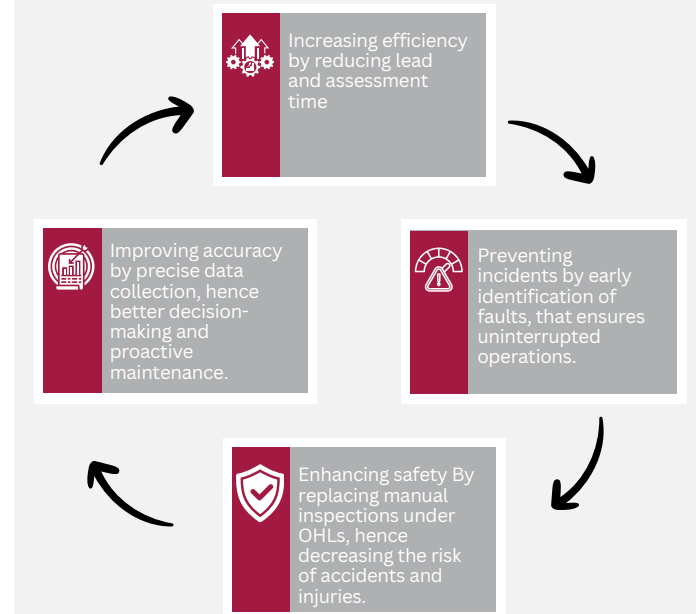

ARA ensures asset integrity through:

1 **Maintaining Reliable Practices:** Developing policies, defining asset integrity elements, and updating practices.

2 **Identifying and Managing Equipment**: Assigning tasks, creating Inspection, Test, Preventive Maintenance (ITPM) plans.

3 **Developing and Maintaining Knowledge Tools**: Providing training, maintenance tools, and procedures.

4 **Ensuring Fitness for Purpose**: Performing initial inspections, executing maintenance, ensuring quality control.

5 **Addressing Equipment Failures**: Promptly addressing issues, investigating failures, planning maintenance.

6 **Analyzing Data**: Collecting and analyzing data, conducting additional inspections or tests, and planning corrective actions.

Key Highlihghts

Drone Partial Discharge OHL Inspection

ARA has now introduced Drone Partial Discharge OHL Inspection, enhancing efficiency, safety, and the accuracy of infrastructure maintenance. This innovation replaces manual methods, it utilizes drones to reduce inspection time and risks associated with personnel exposure.

It aims to:

Increasing efficiency by reducing lead and assessment time

Improving accuracy by precise data collection, hence better decision-making and proactive maintenance.

Preventing incidents by early identification of faults, that ensures uninterrupted operations.

Enhancing safety By replacing manual inspections under OHLs, hence decreasing the risk of accidents and injuries.

Equal Rights in the Workplace

Our Contribution

ARA fosters growth for all employees, prioritizing fair practices, equal opportunities, skills development, diversity, and an inclusive culture, while adhering to global governance standards.

At ARA, safeguarding employee rights, safety & providing opportunity is paramount. We ensure entitlements, including generous entitlements, and uphold the freedom for employees to voice their opinions and suggestions. Additionally, our commitment to employee well-being is demonstrated through excellent safety management, health monitoring and comprehensive training & awareness programs.

Examples of our Commitment to Employee Well-being and Corporate Responsibility are as follows:

▶ ARA prioritizes women's well-being by providing ample time for mothering during the work day for at least one year after the maternity leave of 98 days.

▶ All ARA employees benefit from special discounts through the "Matjar" application, helping staff financially.

▶ Full health insurance coverage and frequent health checks is provided to all employees, prioritizing their physical and mental well-being.

Key Highlights

ARA organizes an annual camping trip and a Ramadan football league as part of its efforts to foster employee health and team building. These events encourage physical activity and staff engagement.
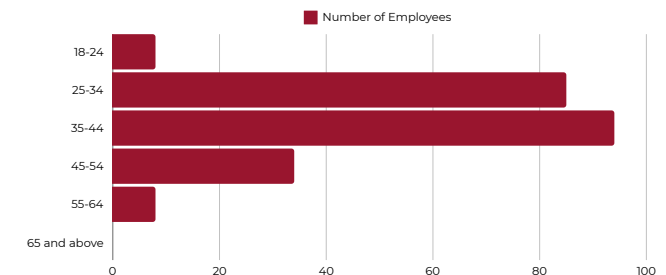
Furthermore, in 2023 ARA deployed SAP SuccessFactors to improve departmental cooperation, manage large amounts of employee data securely and effectively, and generate comprehensive employee profiles.

SAP SuccessFactors
- Automates Compliance Management Processes.
- Enhances performance management.
- Streamlines departmental tasks.
- Secures employee records.

Women Representation

15% — 2023 - Newly Employed

20% — Total Employees

Age Variation

Number of Employees

18-24
25-34
35-44
45-54
55-64
65 and above

0   20   40   60   80   100

Governance

1 ARA Governance Committees

2 Integrity Assurance: Whistleblowing & Compliance

3 Security and Risk Management

In our governance journey, ARA is committed to transparency, integrity, and accountability. Our framework ensures effective oversight, risk management, and ethical standards. Through committees, compliance measures, and a whistle-blowing system, we ensure governance. In addition, by proactively managing IT risks, we ensure resilience and security. Our focus on transparency and ethical conduct builds trust and ultimately long-term value for stakeholders.

ARA Governance Committees

ARA's committees ensure ESG principles and guide operations, integrating sustainability for the future.

The Audit Committee
It is responsible for monitoring ARA's activities with regard to transparency, accountability, and accuracy. It is responsible for a number of tasks, such as reviewing the annual and quarterly financial accounts, assessing how well internal control systems are working, looking into related-party transactions, and resolving conflicts of interest.

The Legal Committee
It protects the interests and reputation of ARA by adhering to social responsibility, environmental legislation, ethical standards & adherence to the law. It rigorously analyzes legal affairs, provides direction on organizational difficulties, and works closely with internal and external legal counsel to stay current on legal developments, manage risks, and resolve potential challenges.

The Tender Board Committee
It is responsible for ensuring that the contracting and procurement processes are fair and transparent. They oversee the entire tendering process, evaluating bids, awarding contracts, negotiating terms, and ensuring compliance with legal requirements. Their position is critical in maintaining integrity, maximizing value for money, and providing excellent project results for all stakeholders.

The Risk Management Committee
It reports directly to the CEO and assesses and manages possible sustainability risks and opportunities. It oversees ARA's risk management efforts, assuring the presence of processes for assessing, monitoring, addressing, and mitigating major risk exposures. This includes supervising proper policies, procedures, and business controls.

The Scholarship Committee
This is comprised of senior management, plays a pivotal role in the scholarship awarding process. Through thorough discussions and assessments, the committee evaluates candidates to determine the most deserving recipients for sponsorship. This involves reviewing applications, considering academic achievements, extracurricular activities, and financial needs, among other criteria. Once a decision is reached, the chosen candidate is awarded the scholarship, providing them with invaluable support for their further educational pursuits.

The Promotion Committee
This also consists of senior management, it is entrusted with recognizing and advancing individuals who demonstrate exceptional dedication and performance. Through rigorous discussions and assessments based on predetermined criteria & KPI's, the committee evaluates candidates to ensure promotions are awarded fairly and in alignment with organizational objectives.

Integrity Assurance: Whistleblowing & Compliance

Our Contribution

ARA is absolutely committed to integrity and accountability, utilizing a number of strategies to maintain & monitor these principles. We have introduced an integrated management system that joins all processes with our current business framework, best industry practices, and internationally recognized ISO standards.

1. Compliance Framework

Central to this effort is a well-defined compliance framework, overseen by a dedicated compliance officer. This ensures adherence to regulatory standards and organizational policies. This framework serves as a cornerstone to foster an environment where integrity and accountability are understood & followed.

2. Code of Conduct

Complementing this framework is ARA's comprehensive Code of Conduct, which articulates clear and concise directives, guiding employees towards ethical behavior and principles. By emphasizing key points, this code promotes a culture of integrity, ethics, and accountability throughout the organization.

3. Internal Whistle Blowing System

ARA has implemented an internal whistleblowing system, complete with dedicated email and phone hotlines. This system provides employees, in complete confidence, with a direct means to report any ethical or behavioral concerns directly to the compliance officer. Through this proactive approach, ARA ensures that all stakeholders can play a role in upholding integrity, ethics, and accountability within the organization.

Whistle Blowing System

ARA's Code of Conduct
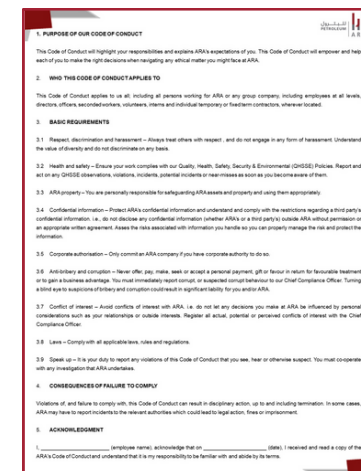
Security and Risk Management

Our Contribution

ARA prioritizes IT security throughout our business operations, with stringent protocols introduced by the IT team.

These measures include:

- Granting employees access to the usual electronic communication tools but with a strong emphasis on personal responsibility for data integrity.
- Employing strict guidelines to prevent unauthorized data sharing or software usage.
- Mandating the utilization of approved anti-virus software to safeguard network security and minimize potential threats.

Key Highlights

IT- Risk Awareness Sessions:

- Very frequently
- Computer screen saver awareness.

ARA strengthens organizational resilience by employing specialized security tools and implementing comprehensive threat assessments and control mechanisms to mitigate the risk of data breaches.

- Access and identity control
- Disaster recovery
- Data loss prevention
- The tools we use include SEP, EDR, Mobile Threat Defense, Active Directory Defense, Adaptive Protection, App Control, Threat Hunting, and Safe Links.
- Extensive Reporting, Analytics, Auditing and Management tools.
- Network management software for bandwidth, usage, and availability monitoring.

Appendix

Stakeholder Map

Stakeholder Groups	Significance to ARA Petroleum	Topics and Concerns	Methods of Engagement
Shareholders	Our shareholders are essential contributors to our flourishing growth. We remain committed to providing excellent services thereby fostering sustainable operations and and maximizing returns for our valued shareholders.	• Economic performance • Sustainable operations • Risk management • Transparency in Corporate Governance	• Monthly General Meetings • Corporate Annual Report • Official News Releases • Annual Corporate Governance Report • Shareholder Communication & Disclosure policy
Contractors	ARA strives to cultivate robust business relationships throughout the entire supply chain. We place great importance on our partnerships with contractors, continuously working towards enhancing these connections with the goal of improving overall efficiency and effectiveness.	• Timely remittance of payments • Incorporation of ESG and ICV criteria in the contractor selection process • Equitable and respectful treatment of contractors	• Contractor Management & Engagement • Working Practices Policy
Employees	We prioritize the professional growth of our workforce through targeted training programs aimed at boosting productivity and fostering workplace satisfaction, and remain committed to cultivating a healthy and safe work environment for our employees at all times.	• Employee well-being and safety • Employee welfare and work-life balance • Career growth and professional development • Competitive compensation and comprehensive benefits • Diversity and inclusion in the workplace • Equal pay for equal work	• HSE policy • Working Practices policy • Training and Development programmes
Government and Regulators	We exhibit our responsibilities by continually developing and improving the transparency and accountability of ARA's operations. Our unwavering dedication includes strict adherence to all relevant laws and regulations. We are actively working towards ensuring our corporate governance standards to align with the highest regional and global benchmarks.	• Compliance • Transparency and Disclosure • Alignment with national strategies (Oman Vision 2040)	• Internal control system • Compliance unit • External audits • Corporate Audit Committee • Corporate Legal Comittee • Tender-Board Committee • Corporate Annual Report • Face-to-face meeting with ministries and regulators • Participation in forums/ seminars
Local Communities	We aim to assist individuals confronting social and economic challenges in our local communities. We are fully dedicated to improving the skills and abilities of the youth while actively advocating for efficient energy utilization and environmental preservation.	• Charitable initiative to support underprivileged communities. • Social initiatives and programs that promote health, education, security, sports, and culture. • Collaborating with other organizations to address social and environmental challenges. • Supporting initiatives that cultivate entrepreneurial skills and empower individuals in relevant fields.	• Health and educational campaigns • Employee volunteering • Donations to charitable organisations • Empowering entrepreneurs • Sponsorship and internships to young, disadvantaged people • Participation in cultural and national events

Appendix

Performance Data

Workforce				
Key Performance Indicator	**Unit**	**B44 & 31**	**E&P**	**APT**
Total Employees	Headcount	63	157	6
New Hires	Headcount	2	30	2
Total Training Delievered	Hours	7,303	44,256	79

Production				
Key Performance Indicator	**Unit**	**B44 & 31**	**E&P**	**APT**
Oil Production	BBL	152,491.00	4,172,321.17	NA
Gas Production	MMSCF	3,026.00	2,126.814	NA
Condensate Gas Production	BBL	157,667.00	NA	NA

Appendix

Continued Performance Data

Heath Safety and Environment (HSE)				
Key Performance Indicator	**Unit**	**B44 & 31**	**E&P**	**APT**
Employee LTI Frequency Rate	Cases per million manhours worked	00	00	00
Employee Total Recordable Injury Frequency Rate	Cases per million manhours worked	00	0.65	00
Total HSE Related Training	Hours	832	2,350	79
Mfano Observations	No. of Submitted Observations	2,396	20,422	12

Appendix

Continued Performance Data

Emissions, Water and Electricity Consumption				
Key Performance Indicator	**Unit**	**B44 & 31**	**E&P**	**APT**
GHG Emissions	**KgCO2/BOE**	56.46	29.65	00
Electricity Consumption	**kWh**	55,143.00	530,125.00	15,240
Water Consumption	**m3**	9,305.50	43,969.04	3.9

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