Towards a Resilient Tomorrow

2024 Sustainability report

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DALEEL PETROLEUM L.L.C.

Daleel Petroleum L.L.C.

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Sustainability report 2024

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Message from MD and DMD

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

For over two decades, Daleel Petroleum's story has been intertwined with the progress of Oman. From growing Block 5 production more than tenfold to becoming a steadfast partner to our communities, our journey has always been about more than oil—it is about creating lasting, sustainable value for the Sultanate.

This report details how we have embedded this commitment into the fabric of our operations, in direct alignment with Oman's Vision 2040.
True sustainability is not a standalone initiative; it is a core principle that guides our environmental stewardship, empowers our people, and strengthens the communities we serve.

Our environmental performance is a cornerstone of our strategy. We are proud to have eliminated routine gas flaring back in 2023, and in 2024, we are taking a further step by investing in an additional gas compressor to minimize non-routine flaring.
Furthermore, our strategic project to interconnect with Petroleum Development Oman's electrical grid is a game-changer. It enhances our operational efficiency, fosters growth, reduces our carbon footprint, and paves the way for future renewable energy integration.

Dr. Wang Hua
Managing Director

Abdullah Al- Shanfari
Deputy Managing Director

Our people are our greatest asset. With an Omani workforce of 98%, we are not just operating in Oman; we are of Oman. We are committed to nurturing this talent, from recruiting and developing over 600 employees to opening our doors to train the next generation of university graduates, ensuring a brighter future for them and for our industry.

Our responsibility extends to our communities. Our shareholders dedicate an annual budget to fund initiatives that make a tangible difference—supporting hospitals, schools, and economic programs for those in need. This is a reflection of our belief that our success must be shared.

Sustainability is a continuous journey. As we look ahead, we will continue to push the boundaries of what is possible—driving decarbonisation, fostering innovation, and creating shared value. We remain unwavering in our commitment to advancing the environmental, social, and economic wellbeing of Oman for generations to come.

About this Report

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

We, at Daleel Petroleum, are extremely proud to present our inaugural Sustainability Report for the year 2024. This report reflects our commitment to responsible governance, environmental stewardship, and social influence. This marks an important milestone in our journey towards building a sustainable future for our company, our communities, and the planet.

To ensure transparency and accountability, we have reported in alignment with GRI's Oil and Gas Standard, UN Sustainable Development Goals (UN SDGs), and International Petroleum Industry Environmental Conservation Association (IPIECA).

Organisational Details	Daleel Petroleum LLC (hereafter referred to as 'Daleel' or 'company') is a joint venture between Mazoon Petrogas SAOC (Subsidiary of MB Holding) and Mazoon Petrogas (BVI) Limited (Subsidiary of China National Petroleum Corporation) in the Sultanate of Oman and is engaged in the extraction of oil and gas.
GRI Accordance & Reporting period	Daleel has reported with reference to the GRI Standards for the period from January 1, 2024, to December 31, 2024.
Entities included in the Sustainability reporting	The sustainability report covers information of Daleel
Restatements of information	A restatement of information is not applicable, as this is our first sustainability report
Monetary value	All monetary values mentioned are in Omani Rial (OMR), unless stated otherwise.
External assurance	No external assurance was conducted for the report.
Contact point	For any queries regarding this sustainability report, please contact us at: Daleel@dapeco.com.om

2024
ESG Highlights

Generated 27,000 kWh of energy through renewable energy

Commissioned electricity grid connection resulting in improved efficiency and a reduction in CO2 emissions estimated around 9,000-ton CO_2 e

Recorded zero cases of corruption

Provided 31,976 hours of training to its entire workforce

Recorded zero fatalities

A pilot initiative is being planned to utilise Liquefied Petroleum Gas (LPG) as an alternative energy source to replace diesel fuel in drilling units

Rig 3 achieved 14 years free LTI, Rig 2 achieved 12 years free LTI, Rig 5 achieved 9 years free LTI

Publication of first Sustainability Report

About Daleel Petroleum LLC

GRI (2-1), (2-6), (2-28)

Daleel Petroleum LLC is one of Oman's leading upstream oil and gas operators, dedicated to developing the nation's hydrocarbon resources with an unwavering focus on safety, efficiency, and sustainability.

Headquartered in Muscat, Oman, Daleel operates primarily in Block 5 and Block 15 within the framework of an Exploration and Production Sharing Agreement (EPSA) with the Ministry of Energy and Minerals (MEM), on behalf of the Government of Oman. Daleel also operates Lekhwair Small Fields (LSF) under a service agreement with Petroleum Development Oman (PDO).

Our journey began in 2002, and today we are recognised among the top four oil producers in Oman, with daily production reaching over 50,000 barrels of oil per day. Through the integration of advanced recovery techniques and innovation, the company continues to maximise asset potential while minimising environmental impact. Daleel is also proud to operate the Concession Area of Block 15, expanding our role in Oman's long-term energy security.

We are an active member of the Oman Energy Association (OPAL), upholding industry-wide standards for operational excellence and sustainability.

Our Mission:
To develop oil and gas resources in Oman safely, efficiently and responsibly in order to maximise stakeholder value.

Our Vision:
To maximise the potential of our assets and pursue new opportunities while building on our successful track record.

Our Values:
Safety, Business Drive, Operational Excellence and Empowerment.

ISO 45001 -
Occupational Health and Safety (OH&S) Management

ISO 14001 -
Environmental Management System

ISO 9001 -
Quality Management System

Our Sustainable Foundation

GRI (2-14), (2-17), (2-22), (2-29)

For Daleel, sustainability is at the core of everything we do. Our commitment to responsible business practices guides our approach to creating long-term value for our stakeholders and the communities we serve. To ensure our efforts are impactful and aligned with global best practices, we conducted a comprehensive double materiality assessment. This approach helped us identify the most critical environmental, social, and governance (ESG) issues that affect both our business operations and our stakeholders.

By integrating the insights from this assessment, we developed a clear roadmap which enables us to address the challenges and opportunities ahead with transparency and accountability.

2024 Double Materiality Assessment

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

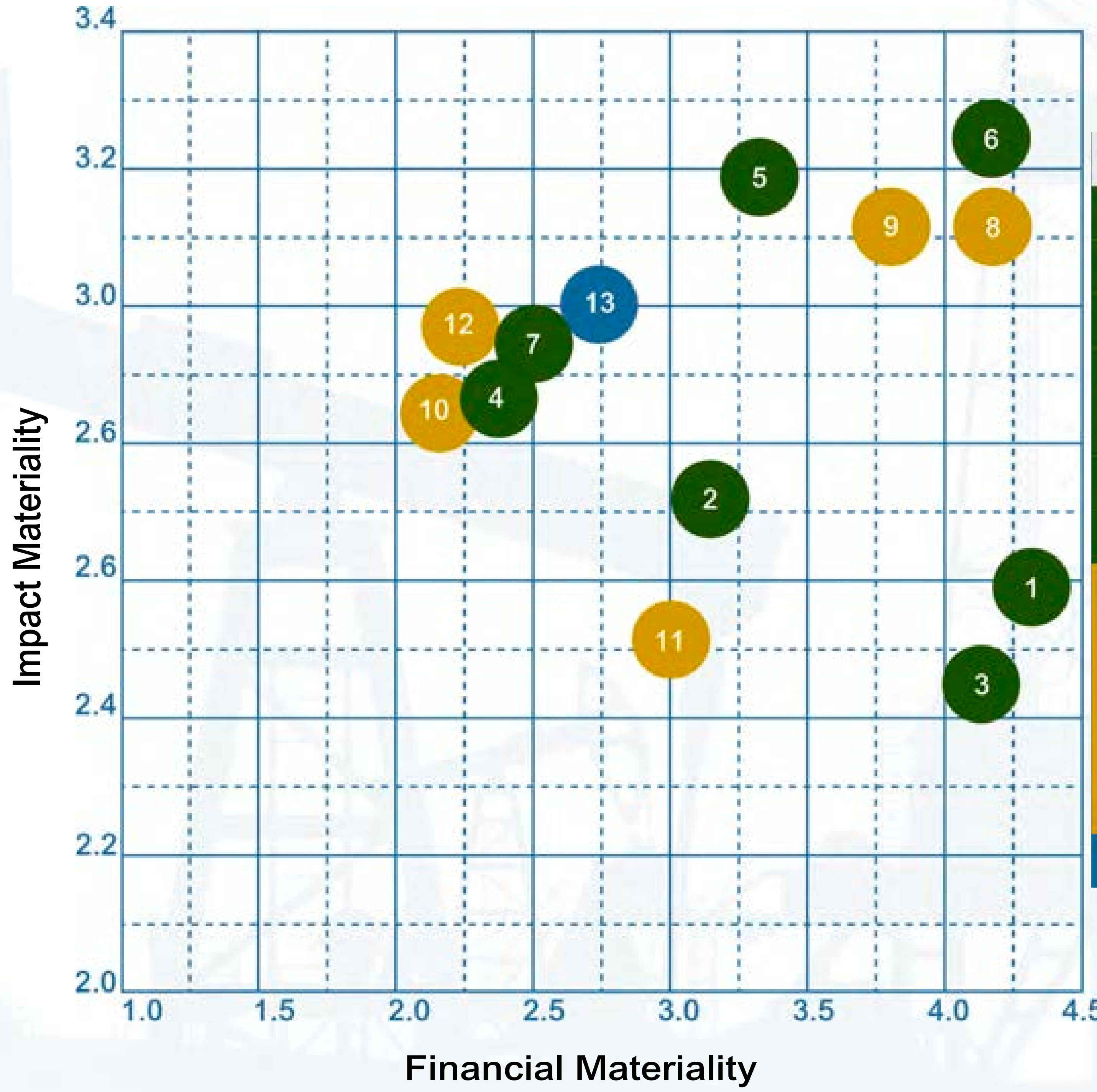
Our 2024 double materiality assessment builds upon the foundation established by our co-shareholder Mazoon Petrogas (SAOC) 2023 double materiality assessment. To ensure our sustainability priorities are well-rounded and reflective of diverse perspectives, we engaged a broad spectrum of internal and external stakeholders through surveys and in-depth interviews.

Materiality	Stakeholders
Financial Materiality (Internal Stakeholders)	Top Management
	Shareholder
Impact Materiality (External Stakeholders)	Employees
	Customers
	Suppliers
	NGOs & Community Partners
	Government Entities

Internal stakeholders contributed insights related to financial materiality, while external stakeholders provided valuable input on impact materiality. This dual approach was designed to create a thorough assessment that captures both financial and broader societal impacts.

The assessment process began with gathering stakeholder perspectives on an initial set of 22 ESG topics, aligned with the GRI Oil and Gas Sector Standard. After collecting and analysing these responses, we conducted targeted engagements with key stakeholders, including our co-shareholder Mazoon Petrogas (BVI), representatives from our finance department, and a local community representative. These interactions deepened our understanding of stakeholder viewpoints and helped identify emerging financial and reputational risks.

Informed by both one-on-one engagements and survey feedback, we refined our focus to a final list of 13 material ESG topics deemed most relevant to our company's strategic priorities and sustainability commitments.



S.No.	Topics
1	GHG Emissions
2	Climate Adaptation, Resilience, & Transition
3	Air Emissions
4	Biodiversity
5	Waste
6	Water and Effluents
7	Asset integrity and critical incident management
8	Closure and Rehabilitation
9	Occupational health and safety
10	Employment Practices
11	Economic impacts
12	Local communities
13	Anti-corruption

Our Ethical Leadership

GRI (2-9), (2-10), (2-11), (2-12), (2-13), (2-15), (2-16), (2-18), (2-23), (2-24), (2-26), (2-27)

5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
10 REDUCED INEQUALITIES

Our Management Approach

GRI (3-3)

Daleel is committed to embedding ethical conduct and integrity at every level of our operations. Our governance framework ensures that decision-making is guided by robust policies and effective oversight mechanisms. The Board of Directors, supported by the Executive Management, oversees corporate strategy, monitors compliance, and ensures the highest standards of ethical behaviour.

The company's Code of Conduct serves as the foundation of our conduct, outlining expectations from our employees, contractors, and partners. The Code outlines our commitment to ethical business conduct, guiding how we work each day, engage with our stakeholders, make decisions, and act with integrity. This policy details several business aspects like people and safety, safeguarding assets, and anti- corruption, among others.

Board of Directors

Daleel's Board consists of 9 members for Block 5 and 11 members for Block 15, out of which 5 members are appointed by the Government of Oman, and one of the Government's members is the Chairman. In Block 5, 4 members are appointed by the shareholders, and in Block 15, 6 members are appointed by the shareholders.

Block 5 Board Members

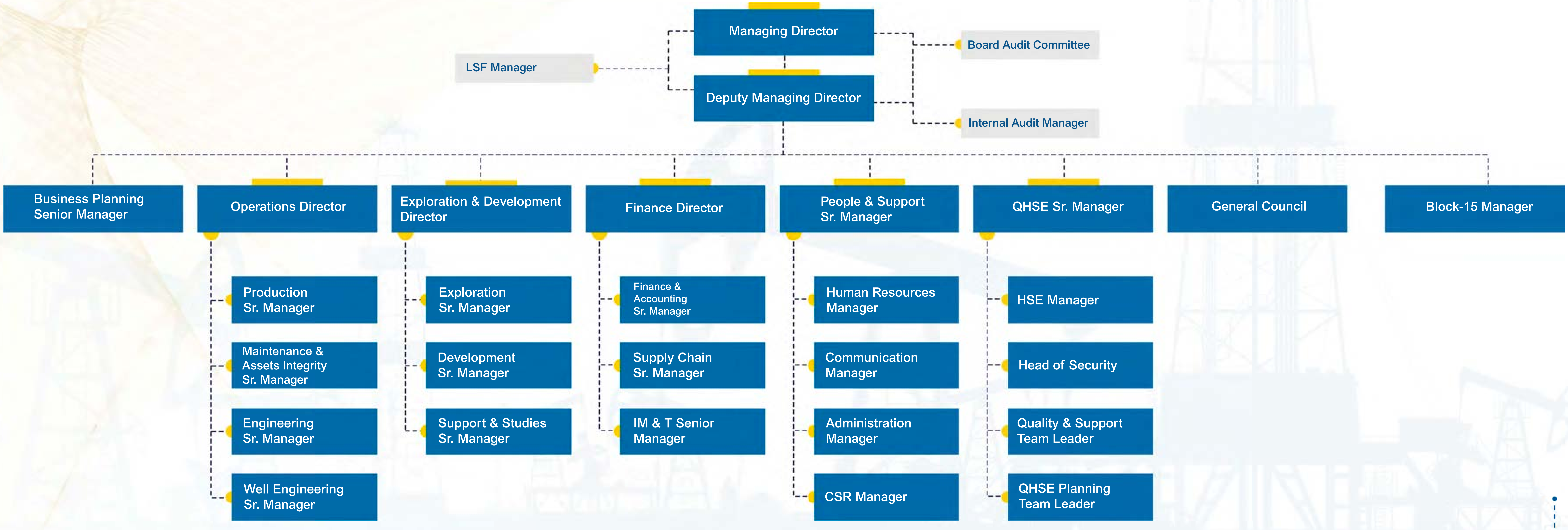
No	Name	Designation
1	Hamood Al Sawafi	JMC Chairman
2	Sinan Al Barwani	JMC Government Member
3	Nasr Saif Al Wahaibi	JMC Government Member
4	Khadija Al Jahwari	JMC Government Member
5	Aziza Al Wardi	JMC Government Member
6	KingSuk Sen	JMC Private Shareholders Member
7	Wang Zhifeng	JMC Private Shareholders Member
8	Salim Al Busaidi	JMC Private Shareholders Member
9	Chen Jianfei	JMC Private Shareholders Member

Block 15 Board Members

No	Name	Designation
1	Hamood Al Sawafi	JMC Chairman
2	Sinan Al Barwani	JMC Government Member
3	Nasr Saif Al Wahaibi	JMC Government Member
4	Khadija Al Jahwari	JMC Government Member
5	Aziza Al Wardi	JMC Government Member
6	KingSuk Sen	JMC Private Shareholders Member
7	Wang Zhifeng	JMC Private Shareholders Member
8	Salim Al Busaidi	JMC Private Shareholders Member
9	Chen Jianfei	JMC Private Shareholders Member
10	Dong Wei	JMC Private Shareholders Member
11	Nick Dancer	JMC Private Shareholders Member

Executive Management

Daleel's executive management ensures clear lines of accountability and effective decision-making across the company. This structure is led by the Managing Director and supported by the Deputy Managing Director. The structure encompasses key functional areas, like Operations, Exploration and Development, Finance, People and Support, QHSSE, Supply Chain Management and Legal. Dedicated senior managers oversee critical functions enabling coordinated oversight, operational efficiency, and alignment with our strategic objectives.



ESG Governance

We are currently establishing an ESG Steering Committee to oversee and guide the company's ESG initiatives. The committee already has established members as specified below. The Committee is led by the MD, with the membership of directors and senior managers.

The ESG Steering Committee will be responsible for:

1. **Strategic ESG Oversight:** Addressing ESG matters by developing and implementing initiatives tailored to Daleel's operations.
2. **Resource Management:** Allocating and managing resources to achieve ESG objectives, whether driven by local requirements or corporate initiatives.
3. **Coordination with Leadership:** Collaborating with Daleel's leadership and management teams to ensure resources are available and optimally utilised.
4. **Progress Monitoring:** Tracking the implementation of ESG initiatives, identifying challenges, and recommending corrective measures.
5. **Reporting:** Reviewing and endorsing the sustainability report in line with local regulatory requirements.

Name & Designation of Committee Member	Position
Dr. Wang Hua – Managing Director	Chairman
Dr. Adil Al Busaidi – Principal Sustainability and New Technology Specialist	Committee Coordinator & ESG Champion
Marash Al Kalbani – Operations Director (also serves as Deputy Chairman)	Member
Saleh Al-Jabri- Exploration & Development Director	Member
Ali Al Abri – Business Planning Senior Manager	Member
Fadhil Al Bakri – Finance and Accounts Senior Manager	Member
Dawood Al Badaei – QHSSE Senior Manager	Member
Mohammed Al Darmaki – P&S Senior Manager	Member
Al Waleed Al Mawali – SCM Senior Manager	Member
Hamed Al Barashdi- General Counsel	Member

Anti-Corruption

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

We are firmly committed to preventing bribery and corruption across all our operations and business relationships. Our approach is guided by a robust governance framework and an array of policies, including:

These policies set clear expectations for ethical conduct, transparent decision-making, and responsible interactions with all stakeholders.

All employees, including governance body members, are made aware of policies related to bribery and corruption. At the start of each year, employees must declare any potential conflicts of interest. Declarations are also required at any time throughout the year should a new conflict arise. The legal department reviews all submissions to maintain full visibility and manage potential risks.

In 2024, Daleel recorded zero cases of corruption.

Daleel actively encourages employees to report any suspected or actual corruption activities through channels outlined in our Code of Conduct and Whistleblower Policy. The company ensures that all such reports are handled confidentially and investigated promptly.

Every quarter, the legal department reviews the legal risk register, which includes anti-corruption considerations. These assessments have consistently indicated that corruption is not a significant risk for Daleel and is posed as a medium risk, attributed to our stringent preventive measures, annual conflict of interest declarations, and continuous training and awareness efforts.

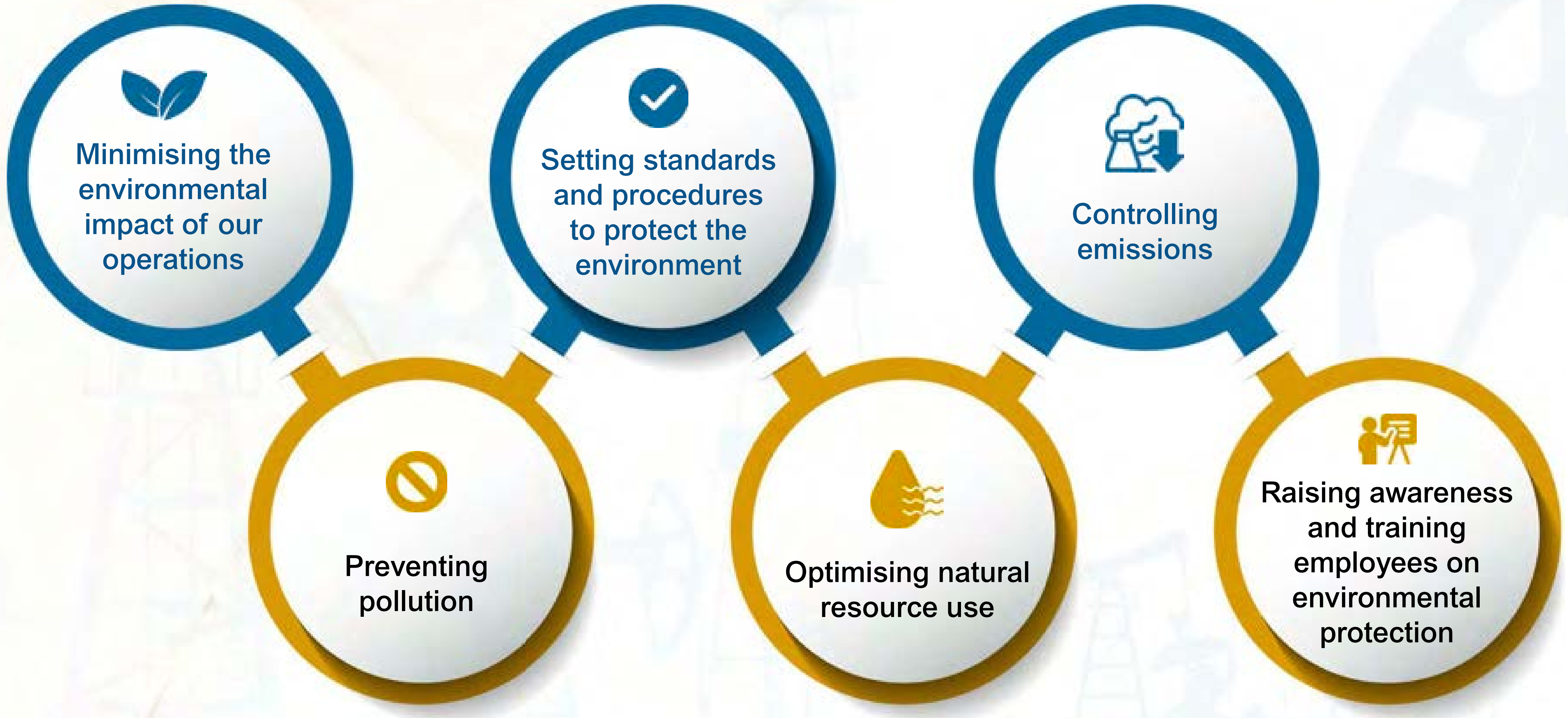
Managing our Environmental Impact

Our Management Approach

GRI (3-3)

At Daleel, we are conscious of the impact that our operations can create on the environment. We proactively integrate sustainable practices into the core of our business strategy with the aim of improving our environmental performance. Through regular monitoring and integration of best practices, we aim to reduce our carbon footprint and contribute positively to the surroundings and ecosystems where we operate.

Daleel's Health, Safety, and Environment (HSE) Policy is an integral part of the company's approach to environmental stewardship. The policy prioritises the following:



GHG Emissions

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

Monitoring and managing Greenhouse Gas (GHG) emissions is a key environmental priority for Daleel. We recognise the critical role we play in addressing climate change and are committed to minimising our carbon footprint across all areas of our operations.

Daleel has implemented a range of policies and strategies to ensure the effective management and reduction of GHG emissions. We are committed to aligning our practices and strategies with recognised national and international standards and are actively working towards adopting industry best practices. Our long-term goal is to contribute meaningfully to climate action while supporting the national vision of the country.

As part of our broader climate responsibility, our approach focuses on embedding emissions reduction into day-to-day operations, with a strong emphasis on efficiency and long-term sustainability. We are also aligned with the national target for the oil and gas sector to reduce emissions by 7% (from 2021 baseline) by 2030 and remain committed to supporting its achievement.

Energy Consumption	2024 (volume)	2024 (MJ)
Petrol used for road vehicles owned or leased by the organisation	1,188.21 litres	41,361.59
Diesel used for road vehicles owned or leased by the organisation	240,176.72 litres	9,297,240.83
Diesel used for stationary machinery & generators owned or leased by the organisation	268,160 litres	10,380,474
Natural gas used by the organisation	72,315,068.11 m 3	2,863,664,476
Solar Energy Production	27,000 kWh	97,192.22
Purchased Electricity	Purchased Electricity	2,985,439.16
Total Energy Intensity (MJ/BOE)		**132.17**

Emission Indicators	2024 (tCO_2e)
Scope 1	326,838
Scope 2	767

Continuous efforts are being made to lower emissions through practical measures such as reducing gas flaring, integrating renewables, reducing energy consumption, adopting more efficient technologies, and encouraging responsible practices across operations. Energy use is closely monitored to identify areas where consumption can be minimised without compromising performance. Regular assessments help ensure that opportunities are acted upon, while awareness among employees remains a focus point in maintaining momentum. These actions contribute to broader environmental goals and align with the sustainability ambitions outlined in the Oman Vision 2040.

Air Emissions

GRI (3-3), (416-1)

Air quality management is a key environmental priority, addressed through the deployment of advanced monitoring and control technologies. Real-time data is captured using Automated Ambient Air Quality Monitoring Systems (AAQMS) and Continuous Emission Monitoring Systems (CEMS) installed at our power plant. These are complemented by emission control technologies, such as filters and scrubbers, to minimise pollutant emissions.

Collected data is thoroughly analysed to ensure compliance with environmental regulations, with regular reporting to regulators and stakeholders to support transparency and continuous improvement. Air quality is continuously monitored, with all data submitted for regulatory review. Any abnormal readings are promptly investigated and resolved, reflecting our proactive commitment to protecting air quality and maintaining environmental integrity.

Climate Adaptation, Resilience & Transition

GRI (3-3), (2-25), (201-2), (305-5)

At Daleel, we are actively facilitating the transition to a low-carbon economy by equipping our employees with skills in emerging energy technologies, engaging with local communities, investing in renewable energy, supporting impacted workers through retraining programs, minimizing our environmental footprint, and advocating for equitable transition policies.

Climate change and environmental sustainability have been at the core of the company's long-term strategy and operational decision-making. Under the leadership of the Board, Daleel became the first oil and gas operator in Oman to achieve Zero Routine Flaring in 2023.

In line with this, the Board also steered the initiation of ESG reporting, reinforcing our commitment to transparency and responsible business practices. Several high-impact, emissions-reduction initiatives have also been approved by the Board, including:

- Deployment of an Additional Spare Compressor
- Study of a large-scale grid connected Solar Power Project to lower the company's carbon footprint
- Implementation of measures to limit diesel usage strictly to emergency situations, thereby minimising CO_2 emissions

These strategic actions reflect the Board's proactive role in driving ESG performance and aligning Daleel with both national priorities and international standards.

Management of climate-related impacts is embedded in the performance evaluation and compensation systems for our senior leadership and governance bodies. Environmental key performance indicators (KPIs), such as GHG reduction, are integrated into the company's scorecard and directly influence incentives and bonus structures. This ensures leadership accountability in advancing sustainability initiatives and strengthens the governance framework for achieving environmental goals.

Block 5 facilities are ISO 14001 (Environmental Management) certified.

Climate Change Risks and Opportunities

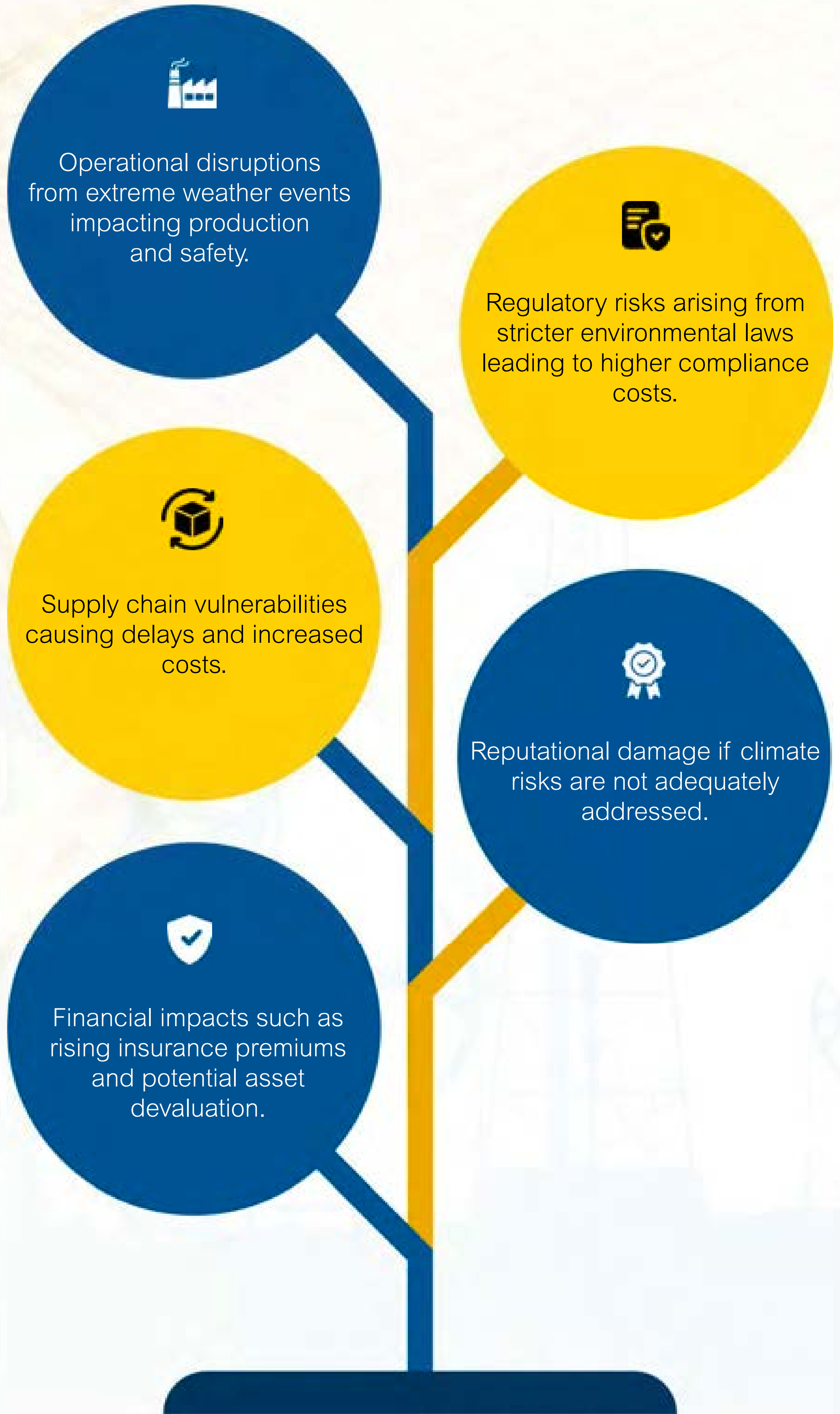
At Daleel, managing climate change risks and opportunities is embedded across various organisational levels to ensure a comprehensive response.

Strategic level: Climate change risks and opportunities are integrated into the business risk register and business continuity planning to maintain resilience and adaptability.

Operational level: Climate change risks are addressed through emergency response management to prepare for potential disruptions such as severe weather events.

From an environmental standpoint, climate change considerations are embedded in environmental management practices to minimise impacts and ensure regulatory compliance. On the financial side, climate-related risks are evaluated and integrated into financial planning and risk management to address potential exposures. This cross-functional approach enables a systematic response to climate change, enhancing both resilience and long-term sustainability.

We have identified a range of climate-related risks with the potential to disrupt our operations and compromise long-term sustainability. These risks underscore the critical importance of implementing comprehensive climate strategies to mitigate risks, ensure operational continuity, and protect the company's reputation. The key risks identified include:



The company is preparing to integrate climate change-related scenarios into the upcoming Environmental Impact Assessment (EIA) for the Daleel field. This will encompass:

Transition risk scenarios: Evaluate risks related to changing climate policies, regulations, and market conditions.

Physical risk scenarios: Assess the potential impacts of extreme weather events and gradual climate shifts on operations.

Opportunity scenarios: Explore potential gains from investments in renewable energy, energy efficiency, and green technologies.

These scenario-based analyses will enhance the company's ability to anticipate, prepare for, and effectively manage both climate-related risks and emerging opportunities, supporting resilient and sustainable operations in the long term.

Daleel has also taken a proactive approach by implementing key initiatives, most notably, the elimination of routine flaring in 2023.

Reducing Emissions

As part of the Oil and Gas Net Zero Group, Daleel contributes technical insights and expertise, helping to shape realistic and effective strategies for reducing emissions within the sector.

In 2024, Daleel reduced 9,000 tCO_2 e due to the commissioning of the Daleel-PDO electrical interconnection. This helped in the efficient operation of the power plant and reduced emissions. Additionally, the company also has several initiatives that are aimed at reducing emissions:

- Explored options for energy management to improve efficiency and reduce energy consumption, thereby lowering associated emissions.
- Achieved zero routine flaring, demonstrating its commitment to minimising emissions and environmental impact.
- Restricted diesel use to emergency backup only.
- Connected some contractors' camps and workshops to the grid to avoid using diesel generators for their camps.
- Utilisation of solar panels in parking area and new offices.

In 2024, we initiated the installation of an additional gas compressor to help manage non-routine gas flaring, with commissioning scheduled for 2025. Regarding venting, nearly all producer wells are connected to the pipeline network from the outset, thereby preventing atmospheric venting during early production phases (e.g., from flowback tanks). Since venting is generally not permitted by the Ministry of Energy and Minerals (MEM), Daleel secures a waiver for any wells requiring connection to early production facilities.

In 2024,
Daleel invested OMR 31,723 towards the integration of renewable energy and generated 27,000 kWh of energy through renewable energy.

Through our engagement and collaboration with the government, we reaffirm our commitment to supporting the development of effective climate policies and contributing to Oman's transition towards sustainability and net zero emissions. This collaborative approach not only ensures our corporate strategy is aligned with public policy but also strengthens the overall impact of climate action within the sector.

Biodiversity

GRI (3-3), (304-3)

Although our products, primarily crude oil, natural gas and LPG, have limited direct biodiversity impacts during sale, use, or disposal, we ensure that environmental risks are minimised through robust operational controls and adherence to high environmental standards.

We recognise biodiversity as a vital component of sustainability and have embedded its management across our operations. Despite not operating within designated sensitive or protected areas, we remain committed to protecting local ecosystems and maintaining ecological integrity.

Our approach to biodiversity is guided by our HSE policy, which integrates biodiversity protection into our core business practices.

We apply the mitigation hierarchy of avoid, minimise, restore, and offset throughout the project lifecycle, from planning and development to decommissioning. This ensures biodiversity risks are systematically identified, assessed, and addressed.

At Daleel, EIAs are conducted prior to the commencement of new projects, where we evaluate sensitive habitats and key species to determine potential impacts. Even in non-sensitive areas, we implement biodiversity-friendly operational practices, including the restoration of disturbed areas and ongoing adaptive monitoring of species and habitat conditions. These measures help preserve biodiversity in and around our operational zones.

To support long-term ecological stewardship, we collaborate with local authorities, environmental agencies, and community organisations. As part of our continuous improvement, we plan to review and update our biodiversity studies as part of the upcoming EIA for the Daleel field. This will enable us to better understand evolving biodiversity risks and inform future mitigation or offset strategies in line with the mitigation hierarchy.

Biodiversity considerations also extend to our supply chain, where we set clear environmental performance expectations for suppliers. We conduct regular risk assessments and audits, promote best practices, and work closely with suppliers to ensure their activities align with our environmental goals and minimise ecological impacts.

Through this proactive and integrated approach, we demonstrate our commitment to biodiversity conservation, helping to ensure that our operations support both sustainable development and the protection of natural ecosystems.

Asset Integrity and Critical Incident Management

GRI (3-3), (306-3)

Ensuring the integrity of our assets and effectively managing critical incidents are central to safeguarding the environment and the continuity of operations. Our approach integrates risk management, maintenance programmes, and robust emergency preparedness measures to prevent incidents and mitigate their impacts.

We monitor all significant environmental releases, including spills and hazardous material leaks, as per regulatory requirements. In 2024, Daleel recorded a total volume of spills of around 48 BBLs. The spill was localised, and monitoring indicated that impacts on the surrounding environment were limited, and no lasting damage has been identified to date.

These practices align with regulatory requirements, industry best standards, and our internal HSE management system, ensuring that all operations are conducted with the highest regard for safety and environmental protection.

Waste

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

Effective waste management is an essential component of our environmental strategy, embedded within our Health, Safety and Environment (HSE) Policy. We view waste not only as an environmental concern, but also as a matter of compliance, operational efficiency, and health and safety.

In 2024, Daleel generated 205.34 tons of hazardous waste and 11,865.42 tons of non-hazardous waste. By managing waste responsibly, we prevent pollution, reduce risks to human health, and strengthen our reputation as a responsible operator.

Our waste management approach is built on five key priorities:

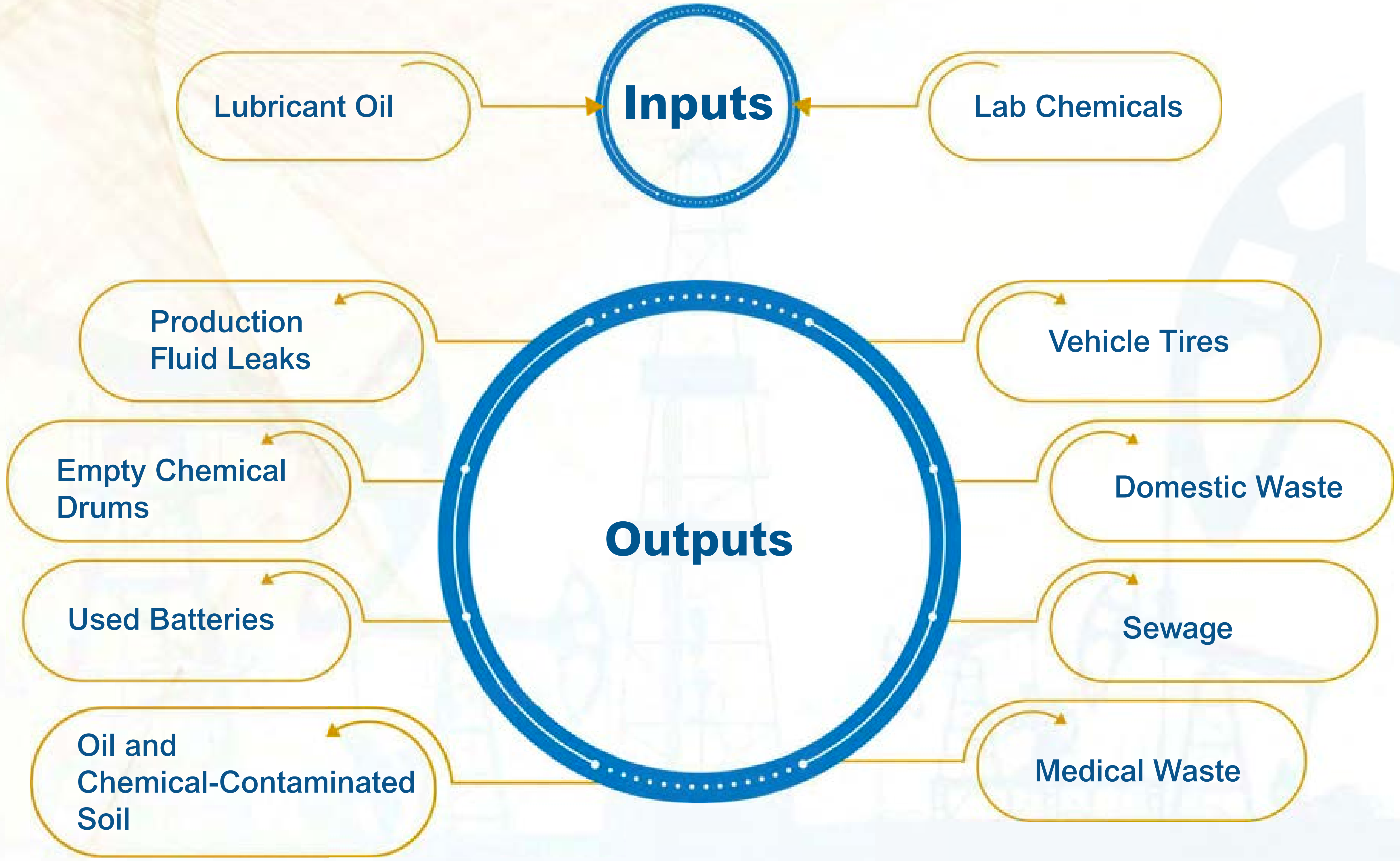
- **Environmental protection –** Preventing soil, water, and air contamination to safeguard local ecosystems.
- **Regulatory compliance –** Ensuring adherence to national environmental regulations and standards.
- **Operational efficiency –** Minimising waste generation and promoting recycling to optimise resource use.
- **Health and safety –** Reducing exposure to hazardous materials for both employees and nearby communities.
- **Reputation –** Reinforcing our image as a company committed to sustainability and responsible operations.

Our operations involve the segregation of hazardous and non-hazardous waste, recycling initiatives, and the use of certified contractors for the treatment, transport, and disposal of hazardous materials.

Daleel aims to reduce waste generation, avoid contamination, and ensure the safe handling and disposal of all materials, particularly hazardous waste. We prioritise promoting best practices through employee training, continuous monitoring of waste volumes, and the implementation of reduction and recycling initiatives. We treat contaminated soil, manage produced water, and handle sewage and other by- products in line with industry standards to prevent environmental harm.

Partnerships with government agencies and licensed waste contractors are critical to our waste management. These partnerships help to ensure all disposal methods meet legal and environmental requirements.

We also support local community initiatives that promote environmental awareness and sustainability. Daleel Petroleum LLC manages various types of inputs and outputs, and by carefully managing them, Daleel ensures responsible and sustainable operations throughout its supply chain.



Through this comprehensive and proactive approach, we maintain full compliance with waste regulations while driving continuous improvement in waste management across all areas of our operations. These efforts reflect our long-term commitment to environmental stewardship and sustainable resource use.

Water and Effluents

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

At Daleel, responsible water and effluent management is one of the key aspects to environmental protection, pollution prevention, and operational sustainability. By minimising water-related risks and ensuring regulatory compliance, we also improve the efficiency and resilience of our operations.

We have taken proactive steps to reduce our reliance on freshwater for operational needs. One of our key initiatives was the construction of a pipeline spanning over 30 kilometres to receive produced water from the PDO Yib-Lek pipeline. This strategic investment significantly reduces our need for freshwater for injection purposes.

Produced water plays a vital role in our enhanced oil recovery efforts. We reinject it back into reservoirs, helping to maintain pressure and optimise extraction efficiency. In the instance of limited availability of produced water, water from the PDO Yib-Lek pipeline is used as a make-up source.

Aquifer water is used to support essential activities such as camp and office needs, as well as rig and hoist operations.

Water Source Indicator	2024 (m^3)
Utility Water Withdrawal	95,160
Ground Water Withdrawal	992,046
Surface Water Consumption	372,964
Total	**1,460,170**

Produced water is not discharged to the surface, it is reinjected into oil reservoirs. In case of operational emergencies, a portion of the produced water may be directed to evaporation pits, which are lined to prevent contamination of the ground.

We take a structured and science-based approach to identifying and managing water-related impacts. This includes continuous monitoring, sampling, and reporting across all operational areas. We regularly assess the water sources we rely on, reviewing them based on regulatory requirements and environmental sensitivity.

We monitor water levels, flow rates, and contamination risks, and analyse collected samples to ensure compliance and responsible use.

Daleel's water stewardship extends beyond operational controls. We implement robust treatment and conservation measures, work collaboratively with local communities and regulatory authorities, and engage our suppliers to adopt best practices. These collective efforts help us to manage our environmental footprint while supporting the country's water security.

Safeguarding Our People and Communities

1 NO POVERTY

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

Our Management Approach

GRI (3-3)

The health, safety, and well-being of our employees and the communities where we operate are of paramount importance to us. At Daleel, we recognise that ensuring safe and resilient operations is not only a business imperative but also a moral responsibility. Our approach to safeguarding people and communities is rooted in risk management, continuous improvement, and meaningful stakeholder engagement.

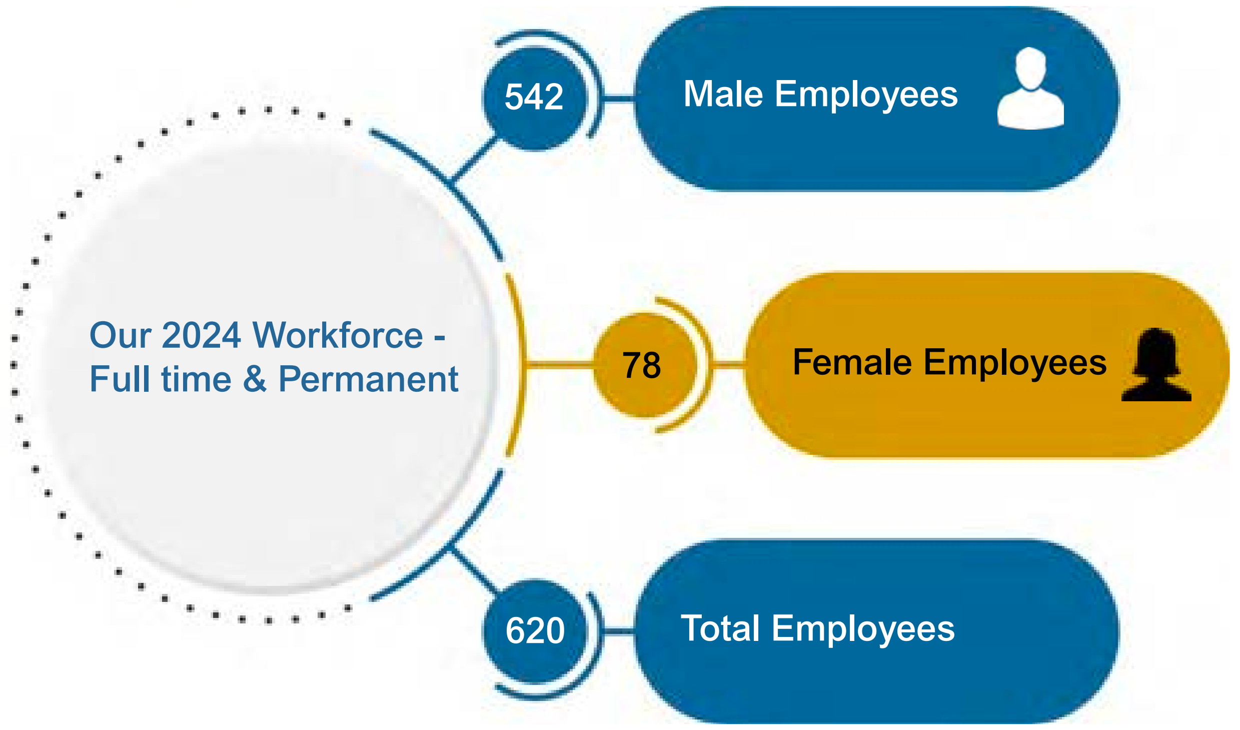
Employment Practices

GRI (3-3), (2-7), (401-1), (401-2), (401-3), (404-1), (404-2)

Our people are the foundation of our long-term success. Our employment practices are guided by international labour standards, national regulations, and our internal policies, with a focus on providing meaningful work, competitive benefits, and continuous learning opportunities.

From recruitment and onboarding to training, career progression, and employee well-being, we ensure that our approach is designed to meet the needs of our workforce and maintain long-term engagement. Fostering a positive and respectful workplace culture is imperative to us, and this is guided by a comprehensive set of policies.

Our Business Code of Conduct serves as a foundational document, encompassing key policies such as our Sexual Harassment Policy to ensure a safe and inclusive



Senior Management	21
Middle Management	47
Staff Category	552

In 2024, Daleel had 12.58% of female employees at the company.

Our employment practices are the foundation for building a resilient and capable team. We provide our full-time employees with a comprehensive range of benefits, including medical and life insurance, housing loan support, paternity and maternity leave, and education assistance. These benefits reflect our commitment to employee well-being and long-term development. We will continue to invest in our people and ensure that they remain supported, skilled, and prepared to meet evolving market needs and expectations.

Responsible Supply Chain Management

At Daleel, our commitment to responsible employment practices and human rights extends throughout our supply chain. Key requirements are integrated into our terms and conditions, ensuring suppliers fully comply with applicable laws and regulations, including Omani labour and employment laws.

We systematically manage procurement risks through our 'Key Risks in the Procurement Process' template, evaluating potential impacts on efficiency, quality, safety, and contractor personnel. Supplier performance is monitored using tools such as the Master Tender Plan System, departmental scorecards, SMART goals, and the Adaa System, with regular performance reviews to ensure consistent adherence to standards.

The company promotes local economic development through In-Country Value (ICV) initiatives, starting at the tender strategy stage and including a 5% preference in commercial evaluation. Suppliers are further assessed by the QHSE Department to ensure compliance with QHSSE criteria, legal requirements, and ethical employment practices, ensuring a responsible, transparent, and locally supportive supply chain.

Hiring New Talents & Employee Turnover

At Daleel, we understand the importance of hiring the new talent to drive innovation and to support our long-term strategic goals. Our recruitment processes are designed to be transparent and inclusive, ensuring equal opportunities for all candidates. We remain committed to attracting top talent who are aligned with our mission and have potential to maintain our operational excellence whilst contributing to the company's success.

New Hires in 2024

Male Employees 12

Female Employees 3

Total Employees 15

Age Breakdown of New Hires in 2024

Below 30 Years 40%

30-50 Years 60%

50 and above 0%

In 2024, Daleel hired 15 new employees, consisting of 80% male and 20% female employees.

In 2024, our new hires represented a balanced mix of early-career and experienced professionals. New employees aged between 30 and 50 years bring with them valuable industry knowledge and practical experience. Meanwhile, our new hires aged below 30 highlight our commitment to nurturing young talent and fresh perspectives, while building a future-ready workforce.

Daleel recorded an employee turnover rate of 1.6% in 2024, indicating a high level of employee retention and overall job satisfaction. This low turnover rate also reflects the effectiveness of our employee engagement initiatives, supportive work environment, and commitment to professional growth and well-being.

Parental Leave

Ensuring that our employees are supported through major life events is not only essential to their well-being but also contributes to the long-term success of the company. Parental leave is a critical component in helping our team members balance their personal responsibilities with professional commitments.

Our parental leave policy is designed to provide time, flexibility, and peace of mind for all new parents and we are committed to fostering a culture where employees feel empowered to take the time they need to care for their families.

Indicators	2024
Male employees that were entitled to parental leave	542
Female employees that were entitled to parental leave	78
Male employees that took parental leave	84
Female employees that took parental leave	9
Male employees that returned to work after parental leave	84
Female employees that returned to work after parental leave	9

In 2024, Daleel achieved a 100% return-to-work and retention rate among employees who took parental leave.

The 100% return-to-work and retention rate among parental leave takers is an indicator of employee satisfaction and the company's support. By promoting work-life balance and supporting our employees through parenthood, we aim to create a workplace that values empathy, equality, and long-term growth, for both our people and the company.

Training our Workforce

We place strong emphasis on continuous learning and development to ensure our employees are adequately equipped with the skills, knowledge, and capabilities needed to thrive in the oil and gas industry. Our training programs are tailored to support both professional growth and organisational goals, covering technical skills, leadership development, and health & safety. By investing in upskilling, we aim to build a resilient workforce that drives innovation, efficiency, and long-term success.

Average Training Hours in 2024

- Average training hours per male employee: 52.38 hours
- Average training hours per female employee: 45.96 hours
- Average hours of training per employee: 51.57 hours

In 2024, Daleel provided a total of 31,976 hours of training to its entire workforce.

Average Training Hours per Employee Category in 2024	
Average training hours for senior management category	9.1 hours
Average training hours for middle management category	19.2 hours
Average hours of training for staff category	58.1 hours

Our trainings are governed by the Human Resources (HR) Manual and a few of the key schemes as part of our training programme are:

1. **Personal Development Plan:** This is developed by the line manager and their employee, using the competency framework specific to the employee's role. It is based on an assessment of the employee's current competency levels compared to the required standards for the job. To address identified gaps, a mix of formal training programs, on-the-job training, coaching, and self-directed learning are provided.

2. **Sponsorships for Higher Studies:** Sponsorships for full-time master's programmes are allocated on a priority basis, focusing on areas where the company has a critical need for advanced skills. The application and approval process are fully governed by established HR procedures.

3. **Continuing Education Assistance:** This is allocated based on certain criteria and is conditional to the areas of the business.

4. **Mandatory Training:** Jobs having Health, Safety & Environment exposure are assigned a certain number of mandatory trainings depending on the risk exposure and any specific needs.

5. **On-Job Training:** New professional like technicians undergo an on-job training period in the field and will be monitored to track their progress.

6. **Internship Programmes:** This opportunity is offered to university students and recent graduates seeking to develop their skills and gain practical experience. Candidates are selected through a formal application process and evaluated based on a predefined screening criteria. Additionally, the company also accepts ad-hoc trainings, which do need to go through a formal application.

Trainings Conducted in 2024

1. ESG Course
2. Organisation Design & Structural Analysis
3. On Scene Commander
4. Carbon Credit
5. IMS Internal Auditor training
6. 7 Quality Control Tools
7. Well Testing
8. Siemens SGT Power managements, Sync system and GCP Devices & Controls
9. Honeywell-Alarm Management Fundamentals
10. English programme for field employee
11. Well Engineering Development Programs
12. Root Cause Analysis
13. Audit Methodology
14. Gas management / Production course
15. Instrumentation and Process Control for Operations
16. Production Chemistry
17. High Performance Leadership for New Managers
18. Emerging Leadership Program
19. Certified IOSH Course
20. Scaffolding Supervisor
21. Process Safety (For technical)
22. Process Safety (For non-technical)
23. Certified Lean Practitioner (CLP)

Diversity & Inclusion

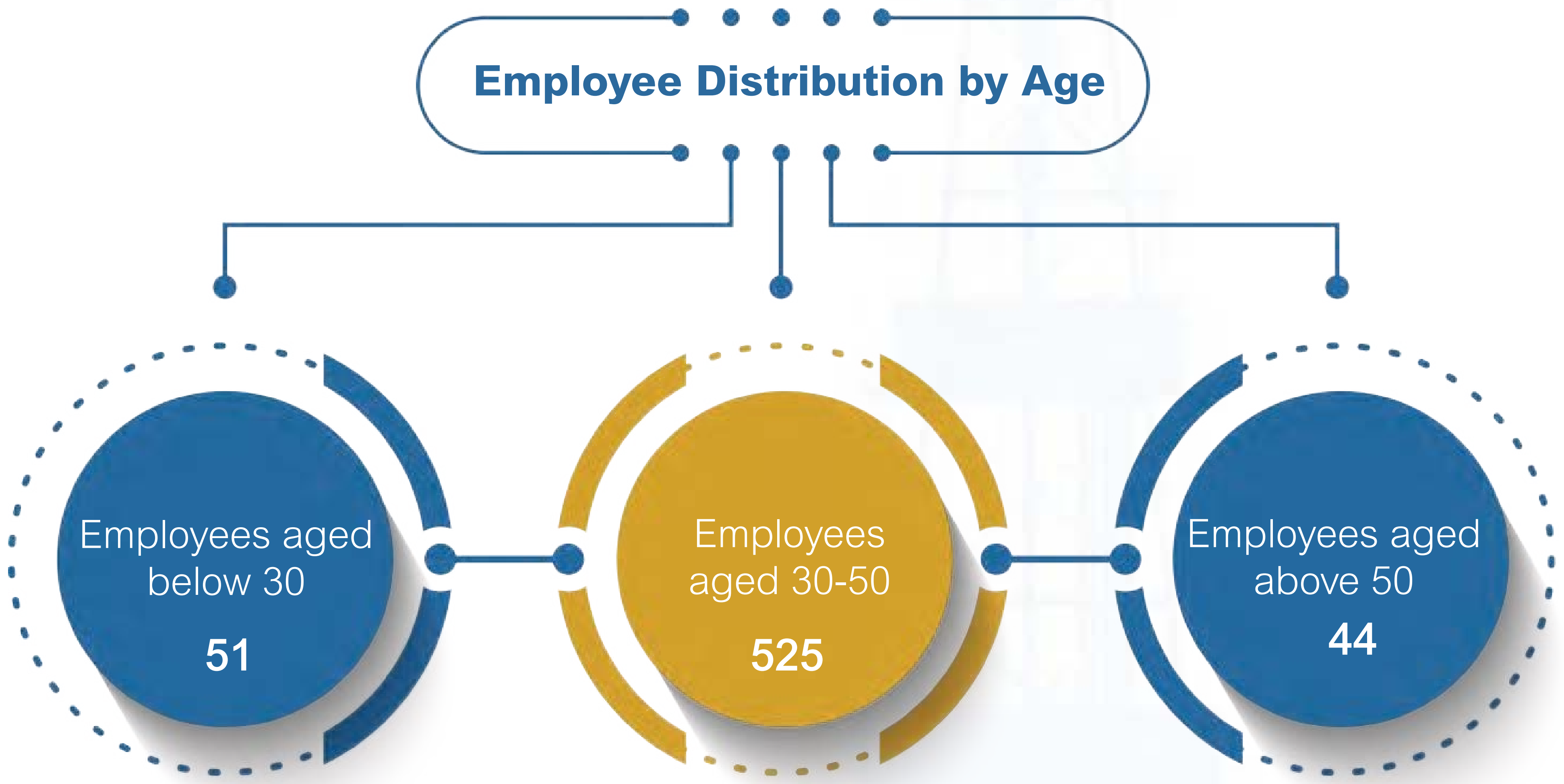
GRI (405-1), (405-2)

We are committed to fostering a fair, inclusive, and engaging workplace that attracts, retains, and develops top talent. We strive to cultivate a workplace where all individuals feel valued, supported, and empowered to reach their full potential, while also meeting the evolving needs of our business and workforce.

Our workforce is predominantly composed of Omani and Chinese employees, with further representation from nationalities including Indian, British, Algerian, Indonesian, and Egyptian.

Female Representation across Employee Categories	
Number of FEMALE Employees in Senior Management Category	0
Number of FEMALE Employees in Middle Management Category	5
Number of FEMALE Employees in Staff Category	73

While the oil and gas industry has traditionally seen a gender imbalance, Daleel is committed to shifting this narrative by building a workforce that is inclusive, diverse, and reflective of the communities we serve. We actively promote equality at all levels of our company and foster a workplace where every individual, regardless of gender, background, etc, has equal access to opportunities and the support needed to thrive.



The age distribution of our workforce highlights our commitment to fostering an inclusive and balanced employee pool. A multigenerational workforce enhances operational resilience by combining emerging talent with experienced professionals. This diversity supports knowledge transfer and strengthens our long-term sustainability as a business.

1:1

Salary ratio of men and women working in the same employee category

Occupational Health and Safety

GRI (3-3), (403-1), (403-2), (403-3), (403-4), (403-5), (403-6), (403-7), (403-8), (403-9), (403-10)

Daleel remains deeply committed to safeguarding the health and safety of our employees, contractors, and stakeholders. Our approach to occupational health and safety is anchored in a robust and integrated QHSSE framework, which encourages a proactive safety culture across all levels of the company.

To ensure effective implementation and continuous improvement, the QHSSE framework is supported by a series of comprehensive policies that create a safe and secure working environment.

Health, Safety, and Environment (HSE) Policy: Promotes a safe and environmentally responsible workplace by minimizing risks to people and the environment.

Quality Policy: Ensures the delivery of high operational and performance standards across all activities.

Smoking, Alcohol, and Drugs (SAD) Policy: Prohibits the use or influence of tobacco, alcohol, and drugs that could impair health, safety, or performance.

Road Safety Policy: Promotes responsible driving practices to reduce road-related incidents and protect the lives of our personnel and the public.

Security Policy: Ensures the protection of people, assets, and facilities from security threats.

We participate in several initiatives, highlighting our commitment to improving occupational safety standards both nationally and internationally:

- International Occupational Health Summit: We are involved in this summit by contributing our expertise and resources to shape the event.
- Sponsoring Workshops and Conferences: The company sponsors various industry events to support the sharing of best practices and advancements in occupational safety and health.
- Oman Energy Association (OPAL) Meetings: We actively attend and contribute to standard-setting meetings with the OPAL and influence industry safety standards.

Managing Occupational Health and Safety

We have a robust Occupational Health and Safety (OH&S) management system, which is an integrated component of our broader Integrated Management System (IMS). This comprehensive system is meticulously designed to uphold the highest standards of health, safety, environmental protection, and quality across all the company's operations. Daleel's OH&S management system is aligned with both national and international standards, along with our corporate commitment to maintaining high HSE standards.

The IMS is certified against three internationally recognized ISO standards:

ISO 45001 – Focuses on occupational health and safety, supporting the company's efforts to reduce workplace risks, prevent incidents, and promote a safe and healthy working environment.

ISO 14001 – Addresses environmental management by guiding the company in minimising its environmental impact and promoting sustainable operational practices.

ISO 9001 – Ensures effective quality management systems are in place, allowing the company to consistently meet customer expectations and regulatory requirements.

Our HSE Manual ensures the safety and health of all our employees, subcontractors, and visitors, and the regulations documented within this manual are universally applicable and enforced without exception for all who are engaged in activities under Daleel's management. This integrated and comprehensive approach serves as a clear demonstration of our unwavering commitment to continuous improvement and operational excellence in the areas of health, safety, environment, and quality.

We make sure to engage our workers in the development and improvement of our OH&S management system through various methods:

- **Safety Committees (Food safety committee):** Worker serve on committees to review and suggest improvements to safety policies.
- **Training and Workshops:** Workers participate in sessions to learn and provide feedback on safety practices.
- **Regular Safety Meetings:** These meetings allow workers to discuss safety issues and propose changes.
- **Feedback Mechanisms:** Workers are encouraged to give feedback through surveys and incident reporting systems.
- **Participation in Audits and Risk Assessments:** Workers help identify risks and verify safety practices during audits.

We prioritise occupational health and safety across our entire value chain by implementing clear procedures and requirements. This begins with our contractors undergoing a stringent prequalification process to ensure they meet our rigorous OH&S standards. Upon contract award, contractors must demonstrate compliance with project-specific OH&S protocols.

Throughout the project, we actively monitor their adherence to these standards through regular inspections and audits. After project completion, contractors are required to properly close all OH&S measures during de-mobilisation or restoration.

This commitment to safety also extends to procurement and sales, where we impose our OH&S requirements on all procurement activities and product sales to ensure a consistent standard of safety throughout.

A few of our key achievements in 2024 for occupational health and safety are:

- Completed 7 years without severe Motor Vehicle Incident (MVI)
- Conducted QHSSE Awareness Day
- Conducted Task-Based Audit across Daleel and contractors
- The Supervision Awareness Campaign commenced under the leadership of Daleel
- Management and Petrogas Shareholder
- Conducted an internal and external audit of our IMS
- Conducted Heat Stress, Road safety and Ramadan health and safety campaigns
- Rig 3 has achieved 14 years without a Lost Time Injury (LTI).
- Rig 2 has achieved 12 years without an LTI.
- Rig 5 has achieved 9 years without an LTI.

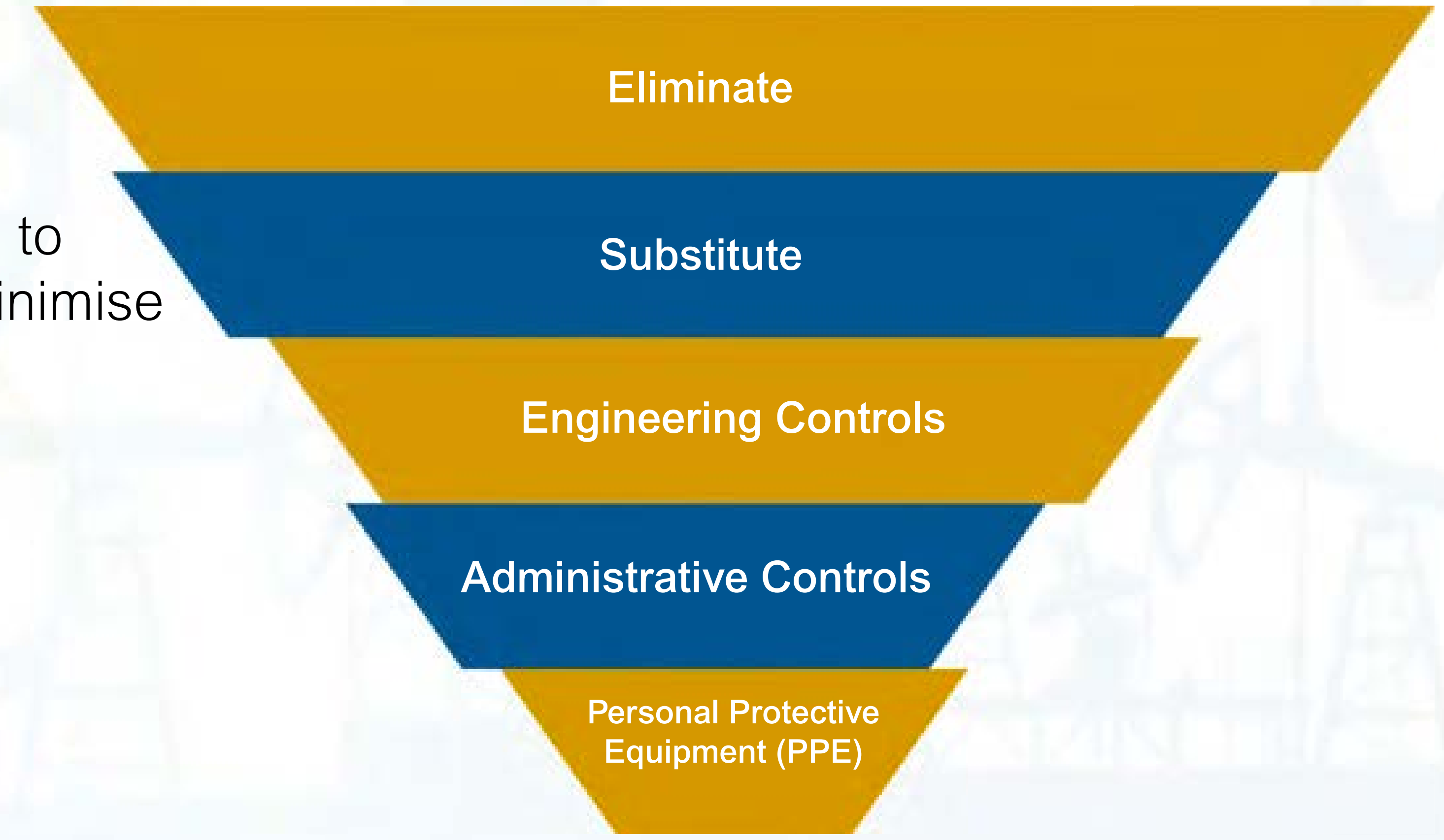
Identifying Risks

Daleel has established a structured and systematic process for identifying work-related hazards and risks, ensuring the health and safety of workers and those under its control. This process involves:

Risk Management Procedure: This is the foundation for all risk management activities and includes detailed procedures for identifying, evaluating, and controlling hazards to minimise adverse effects on personnel and assets.

Risk Register: Developed as part of the Risk Management Procedure, this tool enables the systematic tracking and management of occupational health and safety risks.

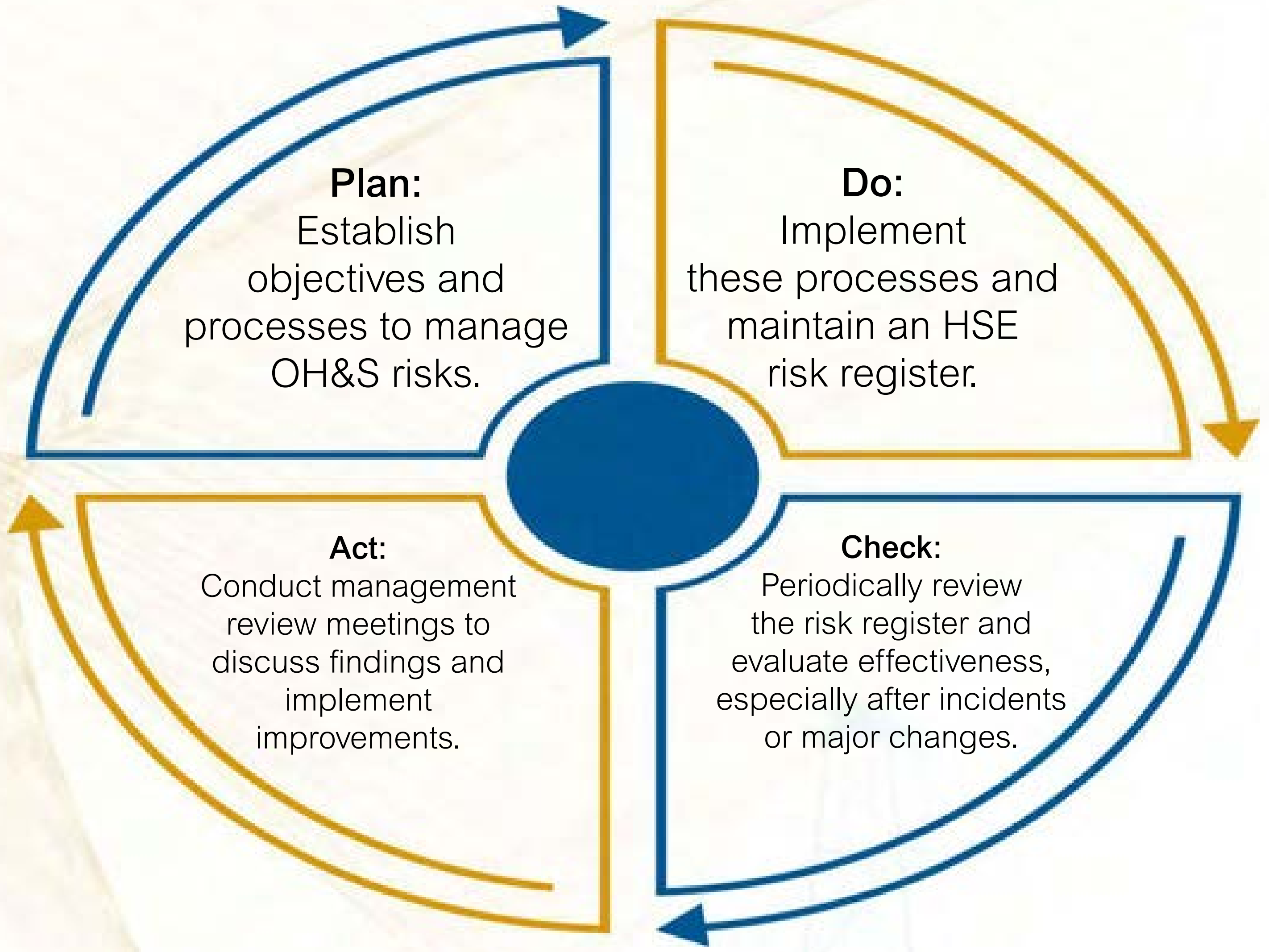
Our hierarchy of controls to eliminate hazards and minimise risks:



Health Indicator	2024
Total number of hours worked by all employees and contractors	9,730,000
Number of fatalities due to work-related injury	0
Number of high-consequence work-related injuries (excluding fatalities)	1
Number of recordable work-related injury	8

Our comprehensive Incident Investigation Procedure is designed to maintain high standards for safety and risk management. The process begins with the immediate reporting of all incidents, a requirement enforced by a severity matrix. Our employees receive specific training in incident investigation techniques to ensure all examinations are both thorough and effective. The findings and resulting corrective actions are then reviewed and approved by an Incident Review Committee. To support this entire process, we utilise a tracking software (Intelex) to log all incidents, which facilitates detailed analysis and ongoing monitoring. This integrated approach ensures every incident is handled competently and contributes to our continuous improvement efforts. We also encourage our workers to report on any workplace incidents and hazards without fear of reprisal.

At Daleel, we evaluate and improve our hazard and risk identification processes using the ISO Plan-Do-Check-Act (PDCA) cycle:



We determine hazards that can pose as a risk of ill-health for employees through:

- Routine evaluations of workplace conditions to help identify potential health hazards.
- Inputs from employees and supervisors to help identify hazards associated with specific tasks.
- Reviewing incident reports and health data to uncover trends related to work-related ill-health.
- Seeking advice from health professionals and industry experts to identify and assess potential health risks.
- Staying up to date on regulations to ensure compliance and identify emerging health hazards.

Health Services

At Daleel, we provide a wide range of health services to our workers, which include:

- Regular health check-ups to monitor and manage workers' health.
- Assessments and interventions to mitigate workplace hazards, including ergonomic assessments and exposure monitoring.
- On-site first aid and emergency response capabilities to address immediate medical needs.
- Initiatives aimed at promoting healthier lifestyles, such as nutrition education and fitness challenges.
- Immunisations to protect against common and occupational health risks.
- Access to recreational facilities and relaxation areas to support overall welfare and reduce stress.

These health services highlight our commitment to maintaining a safe work environment, with a strong focus on preventive care and wellness.

Additionally, we are committed to providing comprehensive non-occupational medical and healthcare services for our employees. This commitment includes comprehensive health insurance that offers extensive coverage for various medical treatments and services unrelated to work. The company also promotes a healthy lifestyle through its SAD Policy (Smoking, Drugs and Alcohol Policy), which includes supportive counselling. Furthermore, we offer discounted memberships to local fitness centres.

Health and Safety Training

Training our workers on health and safety is of paramount importance to us as this ultimately ensures their knowledge of our OH&S systems and subsequently their safety. We assess training needs using a structured approach that ensures all employees are adequately trained and includes:

- **Job Analysis:** Identifies specific skills and safety requirements for each role.
- **Regulatory Compliance:** Ensures that all trainings meet legal and industry safety standards.
- **Risk Assessments:** Determine training needs based on potential job hazards.
- **Incident Reviews:** Analyse past incidents to identify opportunities for preventive training.
- **Employee Feedback:** Gathering insights from employees about their training needs.
- **Performance Evaluations:** Using performance reviews to highlight areas that need improvement.
- **Technological Updates:** Adjusting training based on the introduction of new technologies or processes.
- **External Audits:** Incorporating recommendations from safety audits into training programs.

Daleel ensures that trainings are clearly understood by workers through a strategic approach. For non-English speakers, training is delivered in their native language, supplemented by visual aids and interactive, hands-on demonstrations to clarify complex topics. To confirm understanding, workers complete both theoretical and practical assessments and specialised interviews are conducted for roles requiring specific licenses. The company also utilises worker input to improve training and provide additional sessions as needed to close any knowledge gaps

In 2024, Daleel provided 1,061 health and safety trainings to our workforce.

We provide a comprehensive range of OH&S training to ensure that our workforce is equipped to efficiently handle all workplace hazards. These trainings include both generic courses and specific programs tailored to address work-related risks.

Some of our OH&S trainings are:

- HSE Induction
- H2S Awareness and Escape
- Gas Testing
- Defensive Driving Courses
- Safe Journey Management
- Basic First Aid
- 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

Closure and Rehabilitation

GRI (3-3), (402-1)

Daleel recognises that responsible closure and rehabilitation of our operations is a critical part of our commitment to social responsibility, environmental stewardship, and long-term sustainability. We integrate closure considerations into our operational strategies, ensuring that environmental restoration, employee transition, and community well-being are central to our approach.

All decommissioning and abandonment activities are carried out following the Exploration and Production Sharing Agreement (EPSA), signed between Daleel's shareholders and the Government of Oman. Abandonment of depleted oil-producing wells is conducted annually, ensuring full compliance with both the EPSA terms and the applicable regulations of the Government of Oman. In 2024, we carried out well abandonment activities valued at approximately OMR 97,000.

We prioritise timely and transparent communication with our employees regarding any major operational changes, and advance notice is provided in line with applicable laws and contractual obligations. The exact notice period depends on the scale and nature of the change, but it typically ranges from one to three months.

Local Community

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

Our 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.

The company relies on continuous engagement with community stakeholders to ensure that our programmes and initiatives effectively address local needs. In 2024, our materiality assessment included one-on-one engagement with a local community representative. This engagement not only helped us prioritise key topics but also deepened our understanding of their expectations from the company. Alongside these focused discussions, we gather feedback during site visits, stakeholder meetings, and annual community gatherings, enabling us to align our projects closely with community priorities.

We also hold separate meetings with key stakeholders, such as governors, walis, and municipalities, to better understand local challenges, thereby helping us develop solutions together. Initial discussions are ongoing with relevant departments to establish a formal grievance mechanism, which will further strengthen our ability to address concerns promptly and transparently.

In 2024, Daleel dedicated OMR 743,569 to initiatives that support and strengthen local communities.

In 2024, we implemented 15 community development projects. These projects focused on improving education, healthcare access, infrastructure, and community well-being.

We recognise that local communities may face challenges such as limited access to essential services, unemployment, and poverty, which can affect their long-term resilience. By engaging continuously with local leaders and community representatives, we aim to identify potential impacts early and develop targeted interventions. This early engagement approach helps us address concerns before they escalate and ensures that our operations contribute positively to local socio-economic development.

2024 Key Initiatives and Projects
Daleel's Ramadhan Contribution
Fak Kurba
Oman Medical Specialty Board Blood Donation Day
Nusuk Activities
UTAS Muscat English Course
UTAS Ibri English Course
Health Week Activities
School Projects- Al Dhahira
Families in Need Product Exhibition
Hearing Aids - Omani Association for People with Hearing Impairment
Nizwa Hospital Equipment
Hamra Al Daru'a Wheel Loader
Hamra Al Daru'a School
Hamra Al Daru'a Camel Racetrack
Khoula Hospital

Economic Impacts

GRI (3-3), (202-2), (203-1), (203-2), (204-1)

As outlined in the EPSA, the ownership of oil and gas production lies with our shareholders and the Ministry of Energy and Minerals (MEM). Consequently, Daleel does not directly generate revenue from the sale of oil, gas, LPG, and Quality Bank (QB). Instead, our role is to facilitate operational planning by preparing the Oil Lifting Plan for approval by shareholders and MEM.

The only revenue Daleel records is derived from a service fee of 0.1%, charged to our shareholders for operating the B5 and B15 assets on their behalf, as specified in the Service Fee Agreement. This approach ensures transparency and clarity in our financial reporting and economic contributions.

Beyond direct financial flows, we contribute to local economic development through indirect impacts such as job creation for the local community and infrastructure development. In addition, our governance body includes representatives from Oman, ensuring local perspectives are reflected in strategic decision-making. In addition, we contributed to enhancing community wellbeing through projects such as the establishment of public walkways and parks, providing accessible recreational spaces for residents. Although these initiatives do not have directly quantified economic values, they foster social cohesion and improve quality of life.

In 2024, 98.6% of the total running contracts value was awarded to local suppliers.

We recognise that, despite positive economic impacts, climate change poses significant external risks. Due to the lack of a carbon pricing mechanism in Oman, quantifying these costs is challenging. We continue to monitor global developments and engage stakeholders to manage related economic and environmental risks.

Abbreviations

- PDO - Petroleum Development Oman
- EPSA - Exploration and Production Sharing Agreement
- MEM - Ministry of Energy and Minerals
- OMR – Omani Riyal
- tCO_2 e – Tonnes of carbon dioxide
- LPG - Liquefied Petroleum Gas
- BOE - Barrels of Oil Equivalent
- QB – Quality Bank
- ESG – Environmental, Social, and Governance
- CSR – Corporate Social Responsibility
- HR – Human Resources
- PTW – Permit to Work
- OH&S – Occupational health and safety
- PPE - Personal Protective Equipment
- IM - Integrated Management System
- QHSSE – Quality, Health, Safety, Security, and Environment
- HSE – Health, Safety, and Environment
- LTIFR - Lost Time Injury Frequency Rate
- LTI - Lost Time Injury
- PDCA - Plan-Do-Check-Act

GRI Index

Statement of use	Daleel Petroleum LLC has reported in accordance with the GRI Standards for the period starting January 2024 to December 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI 11: Oil and Gas Sector 2021

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S)OMITTED	REASON	EXPLANATION	
General disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	3, 5				
	2-2 Entities included in the organization's sustainability reporting	3				
	2-3 Reporting period, frequency and contact point	3				
	2-4 Restatements of information	3				
	2-5 External assurance	3				
	2-6 Activities, value chain and other business relationships	5				
	2-7 Employees	27				
	2-8 Workers who are not employees	No		Not applicable		Daleel does not hire temporary employees.
	2-9 Governance structure and composition	8				
	2-10 Nomination and selection of the highest governance body	8				
	2-11 Chair of the highest governance body	8				
	2-12 Role of the highest governance body in overseeing the management of impacts	8				
	2-13 Delegation of responsibility for managing impacts	8				

	2-14 Role of the highest governance body in sustainability reporting	2, 6				
	2-15 Conflicts of interest	8				
	2-16 Communication of critical concerns	8				
	2-17 Collective knowledge of the highest governance body	6				
	2-18 Evaluation of the performance of the highest governance body	8				
	2-19 Remuneration policies	No		Confidentiality constraints	Daleel Petroleum is not disclosing this data as they consider this sensitive to public reporting.	
	2-20 Process to determine remuneration	No				
	2-21 Annual total compensation ratio	No				
	2-22 Statement on sustainable development strategy	2, 6				
	2-23 Policy commitments	8				
	2-24 Embedding policy commitments	8				
	2-25 Processes to remediate negative impacts	18				
	2-26 Mechanisms for seeking advice and raising concerns	8				
	2-27 Compliance with laws and regulations	8				
	2-28 Membership associations	5				
	2-29 Approach to stakeholder engagement	6				
	2-30 Collective bargaining agreements	N/A		Not applicable	Daleel Petroleum follows Omani Labour Law which legalises and provides provisions for collective bargaining.	

Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topic	7				
	3-2 List of material topics	7				
GHG Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	15				11.1.1
GRI 302: Energy 2016	302-1 Energy consumption within the organization	15				11.1.2
	302-2 Energy consumption outside of the organization	15				11.1.3
	302-3 Energy intensity	15				11.1.4
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	15				11.1.5
	305-2 Energy indirect (Scope 2) GHG emissions	15				11.1.6
	305-3 Other indirect (Scope 3) GHG emissions	No		Information unavailable/ incomplete	Daleel Petroleum has not begun calculating scope 3 emissions. The company plans to account for these emissions in the future.	11.1.7
	305-4 GHG emissions intensity	N0		Confidentiality constraints	Daleel Petroleum is not publishing this data as they consider it confidential	11.1.8
Climate adaptation, resilience, & transition						
GRI 3: Material Topics 2021	3-3 Management of material topics	18				11.2.1
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	18				11.2.2
305-5 Reduction of GHG emissions	305-5 Reduction of GHG emissions	18				11.2.3
Air Emissions						

GRI 3: Material Topics 2021	3-3 Management of material topics	17				11.3.1
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	No		Information unavailable/ incomplete	Daleel Petroleum collects air quality data; however, the company is working towards identifying the specific gases released.	11.3.2
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	17				11.3.3
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	23				11.5.1
GRI 306: Waste 2020	Disclosure 306-1 Waste generation and significant waste-related impacts	23				11.5.2
	Disclosure 306-2 Management of significant waste-related impacts	23				11.5.3
	Disclosure 306-3 Waste generated	23				11.5.4
	Disclosure 306-4 Waste diverted from disposal	No		Information unavailable/ incomplete	Daleel Petroleum does not have this information The company will work towards collecting this data.	11.5.5
	Disclosure 306-5 Waste directed to disposal	No				11.5.6

Biodiversity						
GRI 3: Material Topics 2021	3-3 Management of material topics	21				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	N/A		Not applicable	Daleel Petroleum does not operate in ecologically sensitive areas	11.4.2
	304-2 Significant impacts of activities, products and services on biodiversity	N/A				11.4.3
	304-3 Habitats protected or restored	21				11.4.4
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	N/A		Not applicable	Daleel Petroleum does not operate in ecologically sensitive areas	11.4.5
Water & Effluents						
GRI 3: Material Topics 2021	3-3 Management of material topics	25				11.6.1
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	25				11.6.2
	303-2 Management of water discharge-related impacts	25				11.6.3

GRI 303: Water and Effluents 2016	303-3 Water withdrawal	25				11.6.4
	303-4 Water discharge	No		Not applicable	Daleel Petroleum does not operate in ecologically sensitive areas	11.6.5
	303-5 Water consumption	25				11.6.6
Asset Integrity and Critical Incident Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	22				11.8.1
GRI 306: Effluents and Waste 2016	Disclosure 306-3 Significant spills	22				11.8.2
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	33				11.9.1
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	33				11.9.2
	403-2 Hazard identification, risk assessment, and incident investigation	33				11.9.3
	403-3 Occupational health services	33				11.9.4
	403-4 Worker participation, consultation, and communicati on on occupational health and safety	33				11.9.5
	403-5 Worker training on occupational health and safety	33				11.9.6
	403-6 Promotion of worker health	33				11.9.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	33				11.9.8
	403-8 Workers covered by an occupational health and safety management system	33				11.9.9
	403-9 Work-related injuries	33				11.9.10
	403-10 Work-related ill health	33				11.9.11

Closure and Rehabilitation						
GRI 3: Material Topics 2021	3-3 Management of material topics	39				11.7.1
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	39				11.7.2
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	No		Not applicable	Daleel Petroleum does not provide transition programs.	11.7.3
Employment practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	27				11.10.1
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	27				11.10.2
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	27				11.10.3
	401-3 Parental leave	27				11.10.4
GRI 402: Labor/Manag ement Relations 2016	402-1 Minimum notice periods regarding operational changes	39				11.10.5
Local Communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	40				11.15.1

GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	40				11.15.2
	413-2 Operations with significant actual and potential negative impacts on local communities	40				11.15.3
Anti-corruption						
GRI 3: Material Topics 2021	3-3 Management of material topics	13				11.20.1
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	13				11.20.2
	205-2 Communicati on and training about anti- corruption policies and procedures	13				11.20.3
	205-3 Confirmed incidents of corruption and actions taken	13				11.20.4
Economic Impacts						
GRI 3: Material Topics 2021	3-3 Management of material topics	41				11.14.1
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	No		Confidentiality Constraints	Daleel Petroleum considers this data sensitive to public reporting	11.14.2
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	41				11.14.3

GRI 203: Indirect Economic Impacts 2016	203-1Infrastructure investments and services supported	41				11.14.4
	203-2 Significant indirect economic impacts	41				11.14.5
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	41				11.14.6

Topics in the applicable GRI Sector Standards determined as not material	
Topic	Explanation
Non-discrimination and equal opportunity	Daleel abides by all relevant Omani regulations and is there by mandated to ensure no discrimination takes place and that human rights are not violated. Therefore, these were not material topics to the company.
Forced labor and modern slavery	
Freedom of association and collective bargaining	Collective bargaining is legalised in Oman, and the company follows all necessary regulations. Therefore, this was not identified as a material topic.
Land and resource rights	Daleel does not operate in any sensitive or protected areas and thus these are not material to the company.
Rights of indigenous peoples	
Conflict and security	Daleel does not operate in conflict-prone areas due to which this is not material.
Anti-competitive behavior	Daleel does not participate in collusions with competitors and so this is not a material topic.
Payments to governments	Daleel does not engage in any payments with the government and therefore this is not a material topic.
Public policy	This is was not identified as a material topic for the company.

Towards a Resilient Tomorrow

2024 Sustainability report

دليل النفط ش.م.م.

DALEEL PETROLEUM L.L.C.