Delivering what matters

bp socioeconomic review 2025









Table of content

Introduction	3
2025 at a glance	4
Our business in Oman	6
Advancing our local economy	12
Investing in our people	14
Our social impact	16
Caring for our planet	20







Introduction

A partnership built on trust, sustained over time

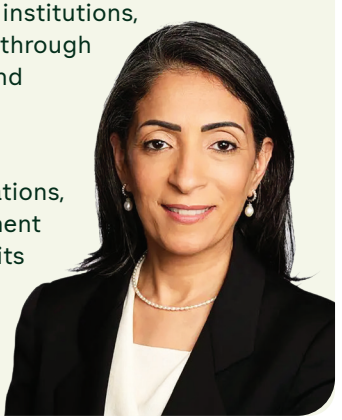
I am pleased to introduce the sixth edition of the bp Oman socioeconomic review, which reflects the depth and continuity of bp's partnership with the Sultanate of Oman and our shared commitment to the country's long-term development.

Over the years, Oman has shaped its energy journey with clarity of purpose, strengthening resilience, building national capability, and creating opportunities for its people. For more than a century, bp has worked in close partnership with the Government of Oman, national partners, and local communities, supporting national priorities with respect, humility, and a long-term perspective.

This review sets out how that partnership translates into tangible outcomes today. These include reliable energy that supports the nation's needs, skilled employment and leadership opportunities for Omanis, resilient local supply chains, and social investment programmes that contribute to inclusive growth in support of Oman Vision 2040.

Oman's energy sector plays an important role in sustaining economic growth, social progress, and national stability. Through Block 61 and our wider activities, bp continues to support Oman's energy security while investing in Omani talent, institutions, and in country capability. This work is delivered through partnership with Omani leadership, expertise, and enterprise at its heart.

Our presence in Oman extends beyond energy delivery. It is grounded in trust built over generations, a shared sense of responsibility, and a commitment to creating long-term value for the country and its people. bp is proud to continue this partnership and remains committed to supporting Oman's future ambitions.



Najla Zuhair Al Jamali
President, bp Oman

2025 at a glance

Supporting Oman's energy goals today and tomorrow

Block 61 continues to deliver a steady gas supply to Oman, thanks to strong day-to-day operations.

547.5 billion
cubic feet of gas produced, around a third of Oman's total gas demand

99.4%
plant reliability, reinforcing supply stability

8 wells drilled and 17 green completions well tests completed

Supporting Omani skills and businesses

Most of bp's work in Oman is carried out by Omani people and businesses, with most of the spending staying in the country.

Local economy

$478 million
total expenditure in Oman

$294 million
total procurement in Oman (90% is spent with Omani registered companies)

$57 million
spent with local SMEs & community contractors

Omanization

94%
across bp Oman's workforce

92%
among bp Oman's leadership

68%
across our contractors

Creating long-term social value

Our ongoing social investment programmes are creating opportunities for all people across Oman.

$5 million
invested in social investment programmes in 2025

42,547
Omanis supported through the programme in 2025

131
employment and internship opportunities created in 2025

290,000
people reached since the programme launch in 2014

Over **3 million** people have visited the Raqmina digital curriculum since its implementation in 2024

Delivering safer operations and lower emissions at scale

We made steady progress in reducing emissions, improving methane transparency, and operating safely and reliably.

6.6 million
hours worked without lost time injury

OGMP level 5
methane reporting achieved

94,000
tonnes of CO_2 emissions reduced



Building the partnership

Oman has been part of bp's story for more than a century, shaped by early exploration, long-standing partnerships and shared ambition. That history reflects a commitment to working alongside the country as its energy sector has evolved over time.

1925
D'Arcy Exploration Company signs a two-year exploration license with the Sultanate of Oman.



1937
bp held a 23.75% share in Petroleum Concessions Limited (Oman and Dhofar), which was granted a 75-year concession to explore for oil and gas.



1956
Exploration campaigns held across Oman as part of the consortium.



1959
bp entered into an agreement to commence the marketing of petroleum products in Oman.



1977
bp signs EPSA for Block 1 in Dhofar.



2016
Amendment signed to include the Ghazeer expansion.



2014
Social investment programme launched.



2013
Gas sales agreement signed for Block 61.



2007
bp signs an EPSA with Oman's government to explore Block 61.



1998
bp Oman SAOG floated on Muscat Securities Market with 74 fuel stations established - these were later sold in 2002.



1984
bp was granted a 55% interest in Jabal Aswad (Block 15).



1980
Awarded Blocks 1, 2, and 3. Seismic operations conducted, and one exploration well drilled.



2017
Khazzan's facility inaugurated by His Majesty Sultan Haitham bin Tarik.



2019
bp and ENI sign an EPSA for Block 77.



2020
First gas from phase 2 of Block 61 'Ghazeer'.



2022
Renewable strategic framework agreement and data collection agreement signed.



2024
bp acquires a 49% stake in the Hyport Duqm project.



Delivering today's energy needs

Supporting Oman's growing energy needs has been central to our partnership for more than 100 years. Today, through block 61 and other activities, bp helps strengthen the country's energy security while supporting long-term economic growth.

Block 61

The block marks a major milestone in bp's partnership with Oman, delivering around a third of Oman's total gas demand. **Together with our partners OQEP, PTTEP, and Petronas,** we have transformed the block through the development of Khazzan and Ghazeer. Khazzan began producing gas in 2017, followed by Ghazeer in 2020.



HYPORT Duqm

A green hydrogen project located in Duqm, in which **bp holds a 49% stake alongside OQ and DEME,** with bp as the operator. The project is currently in the pre-FEED phase.

LNG

bp had an LNG supply deal with Oman LNG through 2025, and a new 1 MTPA, nine-year agreement that began in 2026.

Calcined coke

bp supplies calcined petroleum coke for Sohar Aluminium, produced locally through its partnership with Sanvira since 2021.



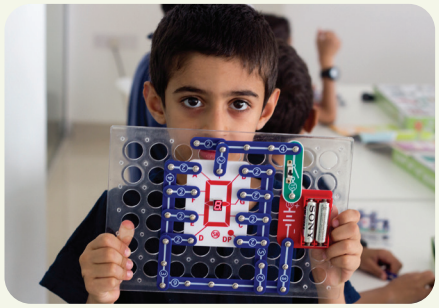
Aligning with Oman Vision 2040

Our activity in Oman aligns with Vision 2040 by delivering secure, lower-carbon energy and supporting economic diversification.

We also contribute to national priorities by **investing in Omani talent and strengthening in-country value through local procurement and supply chain development.**

Our social investment programmes support education, skills and community wellbeing, contributing to Vision 2040's focus on people-centred development and sustainability.





Our business in Oman

Safety and operational excellence

In 2025, bp delivered a strong year of health, safety and environment (HSE) performance. We had no major accidents, fatalities, life-changing injuries or days away from work cases.

Block 61 achieved **12.9 million kilometres driven without a severe motor vehicle accident.** This performance was supported by effective road safety risk management and a 10% reduction in kilometres travelled.

This year, we implemented the International Association of Oil & Gas Producers (IOGP) Life Saving Rules across our operations. We also introduced process safety fundamentals (PSF), increased leadership involvement through the safety leadership performance in action programme and started implementing new hydrogen sulphide (H_2S) risk management procedures in Block 61.



6.6 million
working hours completed without major incidents or lost time injuries.











Advancing our local economy

In line with Oman Vision 2040, our in-country value initiatives are building sustainable local capabilities by advancing the skills, knowledge and competitiveness of our Omani workforce and contractors.

$7.8 billion
total spend since 2007

68%
Omanization of our contractor's workforce

$57 million
spend on local SME's and local community contractors (LCCs), around 20% of our total spend



Vendor development programme: Esbaar

In June 2024, bp awarded a three-year contract for drone inspection services to Horizon Artificial Intelligence Technologies & Drones LLC (Esbaar), **a fully Omani-owned SME**. Through this contract, Esbaar delivered a range of specialist drone-based inspection services and continued to build a strong reputation in the local market.

Prior to the award, Esbaar had been regularly engaged by several of bp's global contractors, demonstrating strong technical capability and reliable execution of complex inspection scopes. This consistent performance positioned the company **as a trusted Omani service provider.**

Through this partnership, bp supported the growth of a capable local SME, contributing to the development of national expertise and strengthening Oman's technology-driven inspection services sector.







Ruwad training programme

Ruwad is a joint initiative between bp Oman, OPAL and a group of oil and gas contractors, launched in 2022 to support the development of Omani national talent. The programme offers **a structured one-year learning journey** that equips fresh graduates with in-demand skills, hands-on experience and workplace competencies to support their transition into the labour market.

In 2025, the fourth batch of the programme marked another milestone in bp Oman's commitment to workforce development, with five agreements signed **with SLB, Worley, Nafath, AB Energy and MBPS**, creating 40 training and internship opportunities and providing valuable exposure to real-world industry environments.

Since its launch, Ruwad has become a key programme supporting Omanization by bridging education and employment, strengthening the national talent pipeline and laying strong foundations for long-term career success in Oman's energy sector.

Over
70%
of the graduates have secured employment

Around
186
graduates have joined the programme since its launch in 2022

Investing in our people

We're committed to building Oman's future energy leaders

bp's predominantly Omani workforce plays a vital role in supporting Oman's energy sector and wider economic development. Our continued investment in people, capabilities, and leadership ensures safe, reliable operations and lasting value for the nation.

Omanization

Omanization remains a core element of our people strategy and a longstanding commitment in our partnership with the Sultanate. Omani nationals represent **94% of bp Oman's workforce**, demonstrating a strong and sustainable base of local capability across technical, operational and leadership roles.

We continue to invest in **targeted capability building and on-the-job learning** to enable progression into specialist and leadership positions. This approach strengthens operational excellence and ensures that critical knowledge, experience and decision-making capability remain firmly anchored in Oman for the long term.

Graduate programme

Our graduate programme supports the transition of young Omanis from education into professional careers by **combining hands-on experience with structured development.** Graduates are employed in full-time roles, working on projects of varying scale and rotating across teams to build broad exposure and practical capability.

44%
of programme graduates currently hold leadership roles

92
people hired through the graduate programme



Global roles and international assignments

As part of our aim to remain a lean and effective organisation, bp places strong emphasis on deploying talent where it can create the greatest value. Over the past 17 years, Omani professionals have taken on global roles and international assignments, **contributing their expertise to bp's activities across multiple regions.**

These opportunities enable Omani talent to gain international experience, build global perspectives, and bring enhanced skills and insight back to Oman.

Oman isn't only building capability, but **transferring knowledge globally.**

As of 2025:

Over **58** Omanis hold global roles

9 Omanis are on international assignments

Technicians' development programme

In partnership with Takatuf Petrofac Oman (TPO), bp continues to deliver **an intensive 18-month technicians' development programme** designed to equip Omanis with the skills and experience needed to succeed in technical professions as they enter the labour market.

The programme supports national workforce development by strengthening practical capability, employability, and long-term career prospects in technical disciplines.

Over **100** people have been hired through the programme since launch



Investing in our people

Empowering women

bp is committed to creating an inclusive and supportive workplace where women can develop, contribute, and advance their careers. Progress in this area is supported by the **Women International Network (WIN)**, which continues to advance professional development and gender equality across the organisation.

In Oman, initiatives have included enhancements to maternity leave, nursing facilities, and field logistics, alongside open dialogue on gender ambition and career progression. Strengthening connections with women's networks in Oman and increasing engagement with women on site have also contributed to a more **inclusive working environment and stronger community connections.**



In 2025, WIN partnered with People and Culture to deliver sessions focused on women-centred policies, recruitment practices, mentoring, and professional development. Activities included community events, leadership conversations, and family-friendly programmes.

Together, these efforts reflect bp's continued commitment to a workplace in Oman where **women feel valued, supported, and empowered to succeed.**

"I've grown through challenges, sharper decision-making, and a focus on real impact. From Oman to the Gulf of America, **my work has centred on growing upstream through resource progression and capital efficiency.** My journey has been defined by ongoing collaboration with partners, governmental bodies, and internal leadership. Equally important is my commitment to supporting and empowering teams throughout this process."



Ghaleb Al Habsi
Area Development Manager

"My early career at bp took me to a site at Block 61, where **I spent 18 months immersed in day-to-day operations as part of my development.** This experience gave me a deep understanding of both personal and process safety, and how on-the-ground decisions affect operational reliability. It strengthened my ability to identify risks, engage with frontline teams, and opened opportunities to gain the insights I've learned practically at the site."



Ruba Al Mujaini
HSE&C Graduate

"As bp's first female engineer, with over 15 years of experience in petroleum engineering, **I have focused on unlocking unconventional gas reservoirs and improving production performance.** Leading projects such as the Ghazeer start-up and developing bp's most complex integrated asset model have shaped key decisions for Block 61 and supported its growth. As a global subject matter expert in system modelling and optimization, I now support fields across Oman, UAE and India, while helping build technical capability within the team."



Ruqia Al Shidhani
Senior Petroleum Engineer and Subject Matter Expert

"As part of bp's graduate programme, **my experience has been full of varied and meaningful opportunities.** I have worked on exciting projects, engaged with a global engineering community, experienced life on site, and benefitted from mentoring by passionate experts, while continuing to develop through a dedicated learning platform. Above all, the supportive and encouraging peer community has made bp a strong and rewarding place to start my career."



Mohamed Al Shidhani
Instrument and Control Graduate

Our social impact

We support Oman's long-term social and economic development through our social investment programmes – aligned with Oman Vision 2040. Launched in 2014, they have delivered over a decade of impact with the support of **the Ministry of Energy and Minerals and our Block 61 partners: OQEP, PTTEP and Petronas.**

290,236
people benefited since 2014 through **184** initiatives

42,547
people benefited in 2025 through **11** initiatives

5,585
children

17,524
school students

1,279
college and university students

748
people with disabilities

3,658
job seekers and employees

3,050
females

39
internship opportunities and **92** employment opportunities



2,834
total training hours in capacity building

Inclusive growth for a digital Oman

In **2020**, we launched the **Raqmina digital curriculum**, which today supports **more than 800,000 students, 55,000 teachers, and 12,000 public schools** across the country, with plans to reach one million students as private schools join. Since launch, the platform has recorded over three million visits, reflecting its scale and national impact.

Building on this foundation, **Gift to the Nation 2025** reflects our commitment to inclusive growth through digital education and workforce participation. In collaboration with government partners, **a multi-year initiative** was launched to expand access and opportunity for people with disabilities.

The first pathway focuses on inclusive education by digitizing the **curricula for grades 1-4** into accessible formats for students with hearing and visual impairments. Delivered through the national learning platform, this initiative will directly benefit **8,000 students** in government schools across Oman, strengthening early learning and long-term outcomes.

The second pathway advances workforce inclusion through targeted training, **on-the-job opportunities**, and capacity-building for inclusive public services, supported by the **Waslah sign communication programme**. Together, these efforts are expected to benefit **44,000 people**, including job seekers with disabilities, government employees, and community members. Al Dhahirah Governorate will serve as the pilot, laying the groundwork for national scale.



Our social impact

Enabling youth employment and entrepreneurship

We expanded employment and entrepreneurship opportunities for young Omanis across Al Dakhiliyah and Al Dhahirah, **supporting 50 individuals aged 18–35 to strengthen their employability and income-generating potential.** Participants built essential soft skills, AI capabilities, and sector-specific expertise in tourism, food and beverage, and event management, enhancing their readiness for the local labour market.



These outcomes were delivered through the **Next Step programme,** implemented in partnership with Salikon for Knowledge, which also encouraged freelancing, SME participation, and job creation, helping stimulate sustainable economic activity within local communities.

Advancing renewable energy and sustainability

bp strengthened energy efficiency and long-term sustainability at the Oman Across Ages Museum by **installing an 800-kilowatt solar energy system, reducing electricity costs and supporting lower emissions.**

This ambition was brought to life through the **Mustadeem Programme 6,** delivered in partnership with Nafath, an Omani company. Alongside clean energy benefits, the initiative raised awareness of renewable solutions and established a replicable model for other institutions.



Enhancing wellbeing and learning outcomes for students with special needs

We improved wellbeing and learning outcomes for **300 students with special needs aged 6–14 across four schools in Muscat** by strengthening engagement in STEM education. Through 30 interactive workshops, students developed greater creativity, teamwork, and problem-solving skills, supporting more inclusive and engaging learning experiences.

To achieve this, we established the **Hope programme** in collaboration with the Ministry of Education. In addition to meeting 100% of its targets, the programme strengthened local capability by creating five training opportunities for new trainers, helping embed skills locally and ensuring sustainable impact beyond the programme's delivery.







Caring for our planet

Our ambition and aims support the world's progress towards the goals of the Paris Agreement by reducing operational emissions and by building and participating in many of the new energy value chains the world will need. For bp, this **underpins long-term resilience, competitiveness and responsible growth** through the energy transition.

Responsible site management

In 2025, bp Oman teams safely completed the full decommissioning of the former GPS camp, with a strong focus on environmental care. The work included **dismantling 193 cabins and facilities,** responsibly managing all materials, and fully remediating the site in line with national requirements.

Significant volumes of waste were recycled or reused through approved Omani partners, removing future liabilities and demonstrating bp Oman's commitment to responsible site management. This work **supports Oman's sustainability goals** by reducing waste, promoting recycling, and protecting natural resources.

Recycled materials:

640 m³ of concrete

1,329.83 tons of wood

316.94 tons of cardboard

104.65 tons of bulk waste

103.86 tons of metal

Driving innovation in methane reduction at bp Oman

bp Oman was one of the first upstream operators in the Middle East to achieve Oil and Gas Methane Partnership (OGMP) Level 5, the **highest global standard for methane reporting.**

Building on this, the team is developing one of the region's most accurate methane measurement systems at Block 61, combining real-time flare insights, enhanced turbine data and more than 50 drone surveys with **Omani partner Esbaar.**

The results confirm strong alignment across methods, no major unidentified sources, and improved understanding of fugitive emissions, supporting bp's emissions management while contributing to Oman Vision 2040 and local capability building.

Collaborative efforts to conserve water at block 61

The logistics and infrastructure teams **strengthened water conservation at Block 61** by introducing systematic monthly monitoring. Seven water meters were installed, supported by a data collection process and a dashboard to identify usage trends early.

This approach improved operational efficiency, including switching two facilities from domestic water to treated wastewater from the Khazzan Central Sewage Treatment Plant and enabling early detection of underground leaks.

The **initiative supports Oman's** priorities by conserving scarce water resources, reducing pressure on freshwater supplies, and promoting more sustainable water use.



Smart wildlife and biodiversity management at site

bp has introduced mobile biodiversity applications that help teams record data in real time, identify species quickly and flag sensitive habitats even in remote areas. This allows work to pause or mitigation measures to be put in place to **protect wildlife during construction**.

The team has also improved on-site wildlife management, responding to increased activity from species such as crows and scorpions. Awareness materials now guide safe interactions, and secure-lid skip boxes prevent access to food waste.

Together, these actions **strengthen biodiversity protection and support Oman's environmental priorities** across Block 61.


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