Investing in growth

Innovating for sustainability

Aramco | Sustainability Report Executive Summary 2024

Investing in growth, innovating for sustainability

In 2024, backed by more than 90 years of experience, Aramco continued to reliably supply the world with energy as global demand increased, with a firm belief in a more inclusive energy transition that balances sustainability, security and affordability, and leverages multiple sources of energy.

With sustainability being a key part of our business strategy, we continue to apply best practices, invest in cutting-edge technologies and work to reduce greenhouse gas (GHG) emissions from our operations. Following a comprehensive 2024 emissions review, the Company has developed an implementation plan utilizing proven technologies, including flow meters, predictive emissions monitoring systems, and multi-spectral infrared cameras, to enhance measurement accuracy and reduce emissions uncertainty. We also increased the utilization of AI to unlock value from our data and improve our operations.

Methane emissions reduction initiatives have enabled us to lower our methane intensity to 0.04%Ⓐ, maintaining one of the lowest ranked upstream carbon intensities in our industry.

We continue to explore and invest in innovative technologies and solutions as well as projects for lower-carbon emission energy to reduce GHG emissions and diversify our product portfolio. In 2024, we delivered five independently verified carbon offset crude cargo shipments to align with customers' needs. This builds on the success of providing the first such cargo in 2023 and leverages our lower upstream carbon intensity competitive advantage.

In support of the Kingdom's efforts to move to lower-carbon solutions and reduce GHG emissions, Aramco is increasingly displacing oil with gas for power generation. Aramco aims to increase sales gas production capacity by more than 60% by 2030 compared to 2021 production levels subject to domestic demand and inclusive of pre-FID projects not yet announced.

Our Company's most valuable asset is our people and their safety remains our highest priority. In 2024, we were deeply saddened that eightⒶ of our people (six contractors and two employees) lost their lives while working for Aramco. These tragic incidents were thoroughly investigated and the related learnings have now been implemented in an effort to avoid similar reoccurrences. No loss of life is acceptable, which is why we continue to work to constantly strengthen Aramco's culture of safety excellence.

In 2024, the number of females in the workforce and leadership roles increased, supporting equity and inclusion. We promote our values and working standards through our supply chain by incorporating health and safety requirements in our procurement.

Our rich heritage in environmental stewardship helps protect natural ecosystems and is integrated into our planning and operations. In 2024, we introduced a circular economy corporate policy to guide the implementation of circular economy principles in accordance to international standards to reduce pollution and waste. Our water neutrality aspiration has enabled us to pursue a number of initiatives to conserve nonrenewable water. Additionally, we doubled the number of Biodiversity Protection Areas to 28, attaining a 91%Ⓐ of net positive impact on biodiversity and ecosystem services.

As a good corporate citizen, we aim to cultivate societal value wherever we operate, creating a favorable environment to conduct business while contributing to the growth and prosperity of communities. In 2024, we attained 67.0% of local content via our iktva program, enhancing the reliability of our local supply chain while supporting economic growth and employment. Internationally, we have conducted numerous social and environmental initiatives, encouraging our employees and communities to volunteer, and operating to create capacities for economic development.

"Sustainability also means being a good corporate citizen, focusing on the safety of our people, their long-term development and the value we add to society more widely."

H.E. Yasir O. Al-Rumayyan
Chairman of the Board of Directors

"To complement our net-zero ambition, we have set a new interim 2030 target for reducing our upstream carbon intensity."

Amin H. Nasser
President and CEO

Ⓐ This figure has undergone external limited assurance in accordance with the ISAE 3000 (revised). The assurance report can be found **online** in the Sustainability section of our website.

Our sustainability framework

Our sustainability framework presents the key areas that hold the greatest potential for our business to have long-term positive impacts, connecting the Saudi Vision 2030 and UN SDGs to our four focus areas, which incorporate the material sustainability topics stakeholders expect from us, and we feel a responsibility to address. Our sustainability focus areas and sustainability performance is overseen by governance provided by our Board of Directors.

Climate change and the energy transition

We aim to provide affordable and reliable energy as one of the lowest upstream carbon intensity producers of hydrocarbon products, while we continue our ambition to achieve net-zero Scope 1 and Scope 2 GHG emissions across wholly-owned operated assets by 2050.

- Total Scope 1 and Scope 2 emissions (market-based) rose by 1.8% and upstream carbon intensity increased by 1.0%, due to higher gas production to support the Kingdom's growing domestic demand.
- Upstream methane emissions decreased by 11.4% and upstream methane intensity decreased by 0.01 percentage point (p.p.).
- To complement our net-zero ambition, and as a signatory to the Oil & Gas Decarbonization Charter (OGDC), we have a new interim target to achieve an upstream carbon intensity of 8.6 kg CO_2e/boe by 2030.
- Completed five third-party verified carbon offset crude cargo shipments with an average carbon intensity of 7.48Ⓐ kg CO_2e/boe.
- Our $1.5 billion Sustainability Fund invested $107 million*, bringing our cumulative investment to $500 million across 36 portfolio companies to date.
- Procured 1.1 million tons of carbon credits and retired 0.51 MMtCO_2e credits to offset our corporate emissions.
- Energy intensity increased by 5.9% compared to 2023, primarily due to higher energy consumption, driven by downstream operations, and expansion of gas operations and compression activities.

Scope 1 emissions (MMtCO_2e)

56.1Ⓐ

(2023: 54.4Ⓐ)

Scope 2 emissions – Market-based (MMtCO_2e)

12.4Ⓐ

(2023: 13.0Ⓐ)

Upstream carbon intensity – Market-based (kg CO_2e/boe)

9.7Ⓐ

(2023: 9.6Ⓐ)

Upstream methane intensity (%)

0.04Ⓐ

(2023: 0.05)

Flaring intensity[1] (scf/boe)

6.07Ⓐ

(2023: 5.64Ⓐ)

Energy intensity[1] (thousand Btu/boe)

162.9

(2023: 153.8)

* Metric reported for the first time externally.

Ⓐ This figure has undergone external limited assurance in accordance with the ISAE 3000 (revised). The assurance report can be found **online** in the Sustainability section of our website.

1. This metric is not applicable to our office-based entities: ATC, ASC, AOC, and SAAC.

Safe operations and people development

We strive to provide a safe and respectful working environment for all, on-site and within the community, supported by comprehensive policies and resources. We aim to support, diversify, and empower our workforce.

- The total recordable case rate and the lost time incident rate remain broadly comparable to the 2023 performance, despite the eight fatalities in our workforce suffered regrettably during the year.
- Number of Tier 1 process safety events fell by 40.0% in 2024 reflecting the improvement in Aramco's process safety and asset integrity practices.
- Ranked among the top 100 in the 2024 edition of the World's Best Employers by Statista, published in Forbes, and achieved the highest ranking among industry peers.
- We continued to develop female employees through advanced degree programs, scholarships, and leadership initiatives. In 2024, the number of females in leadership positions increased by 32.2%.
- Our employees spent a total of 13.8 million hours on training and development in 2024, an increase of 53.3% from 2023, contributed by the introduction of various digital upskilling courses and new training programs in our corporate academies.
- Recorded an employee experience index rating of 88%, representing the highest score since the introduction of employee experience surveys in 2018.

Fatalities (number)

8 Ⓐ

(2023: 3 Ⓐ)

Tier 1 process safety events (number)

9

(2023: 15)

Lost time injuries/illnesses (per 200,000 work hours)

0.021 Ⓐ

(2023: 0.018 Ⓐ)

Employee experience index rating[1] (%)

88

(2023: Not applicable[*])

Female employees in leadership positions (number)

308

(2023: 233)

Average number of training hours per employee (hours)

140

(2023: 95)

Ⓐ This figure has undergone external limited assurance in accordance with the ISAE 3000 (revised). The assurance report can be found **online** in the Sustainability section of our website.

1. Previously employee engagement score (%).

* The Employee Experience Survey is performed every two years. None was conducted in 2023.

Minimizing environmental impact

We endeavor to conserve natural resources, apply circular models across our value chain, and to have a legacy of projects that improve both natural habitats and shared resources.

- Rise of 5.4 p.p. in the net positive impact on biodiversity was largely due to the doubling of the number of Biodiversity Protection Areas (BPAs) to 28 (versus 14 in 2023).
- Achieved 95%Ⓐ ISO 14001 certification at 57 Upstream and Downstream asset-based organizations enrolled in Aramco's Environmental Management System (EMS).
- Decrease of 41.7% in the number of spills, primarily attributed to the preventive maintenance and repair of our pipelines, along with improved procedures.
- Continued upgrading Sulfur Recovery Units with tail gas treatment units.
- Continued pursuing a water neutrality aspiration.
- Received the International Sustainability & Carbon Certifications (ISCC PLUS) for Yanbu NGL and ARLANXEO products for a variety of plants across the globe.
- Our continued expansion in operations resulted in an increase of the total disposed waste by approximately 6.5%. As a result of applying circular economy principles and initiatives, the percentage of total industrial waste recycled increased by 12.1 p.p.

Net positive impact (biodiversity and ecosystems) (%)

91.0Ⓐ

(2023: 85.6Ⓐ)

Hydrocarbon spills (number)

7Ⓐ

(2023: 12)

SOx emissions (metric kilotons)

145.3Ⓐ

(2023: 146Ⓐ)

Freshwater consumption (million m^3)

83.0Ⓐ

(2023: 89.9Ⓐ)

Industrial waste recycled (%)

47.8Ⓐ

(2023: 35.7Ⓐ)

Industrial waste disposed (metric tons)

512,980Ⓐ

(2023: 481,561)

Ⓐ This figure has undergone external limited assurance in accordance to the ISAE 3000 (revised). The assurance report can be found **online** in the Sustainability section of our website.

Growing societal value

We seek to grow value wherever we operate. With our headquarters in Saudi Arabia, we have invested in the Kingdom's oil and gas ecosystem to enhance the reliability of our supply chain, providing employment and economic opportunities to thousands of Saudi nationals.

- Social investments rose by over 20% ($583 million[1] in 2024 vs. $475 million in 2023) during the year compared to 2023.
- Total procurement spending is estimated to have contributed $240.0 billion in GDP since iktva's inception in 2015, when considering the direct and indirect supply chain contribution to the Kingdom's economy.
- Continued commitment to building the capacity of local Saudi citizens with a 1.99% increase, totaling 15,400 in 2024, of the number of people in our sponsored community programs, and achieving 90.2% Saudization in our workforce.
- Providing growth acceleration services via the Taleed program to support the sustainability and scale-up of small and medium-sized enterprises (SMEs), including building partnerships and networks, business development, and attracting investments.
- The National Training Centers, established with partners, have trained more than 71,000 Saudis since 2008, boosting workforce readiness across key sectors and supporting Vision 2030 with a 93% utilization rate.

Social investment ($ million)

583[1]

(2023: 475)

iktva procurement spend in-Kingdom (%)

67.0

(2023: 65.0)

Cumulative iktva GDP contribution ($ billion)

240.0

(2023: 202.9)

Saudization of Aramco's workforce (%)

90.2

(2023: 90.3)

Payments to the Saudi and foreign governments ($ billion)

204

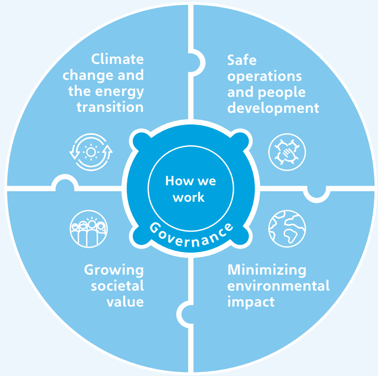
(2023: 206)

Dividends[2] ($ billion)

127

(2023: 102)

1. In 2024, the boundary for this metric has been expanded to operational control, as it now includes our overseas subsidiaries, like ARLANXEO and Motiva. Under the prior year reporting boundary, the social investment would be $581 million.
2. Dividends paid include dividends to shareholders and non-controlling interests in subsidiaries.



Our sustainability governance

We seek to integrate sustainability into all levels of governance[1], risk management[2], and decision-making. To that end, we have established a comprehensive structure to govern sustainability matters within the Company, with clear roles and responsibilities.

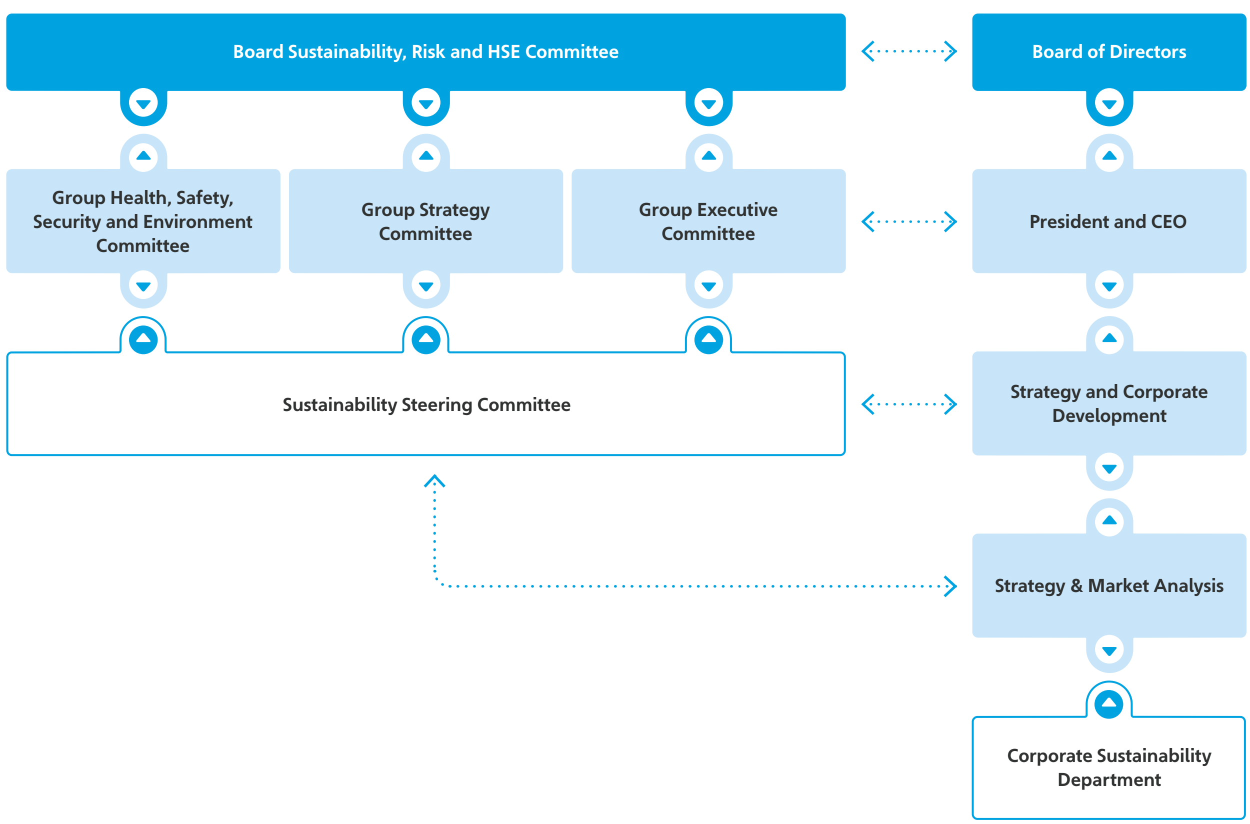
Aramco's sustainability governance model aligns its sustainability aspirations with its corporate business strategy and goals. The Board of Directors is responsible for the Company's governance, risk, and compliance regime, including those related to sustainability matters. In performing this oversight duty, the Board is assisted by its Sustainability, Risk and HSE Committee.

At a management level, responsibility for implementing and monitoring sustainability activities at the Company level rests with the President and CEO, supported by the Group Executive Committee (GEC), Group Strategy Committee (GSC), and the Group Health, Safety, Security and Environment Committee (GHSSE).

The Company's GHSSE Committee is led by the President and CEO, and establishes the Company's health, safety, security, and environmental policies and reviews key issues. This includes Company-wide safety initiatives, environmental and safety performance, compliance and conformance reviews, major HSSE incidents, insurance survey results, and cybersecurity.

The SSC comprises Aramco Senior Vice Presidents representing business lines and administrative areas across the Company. The Committee is chaired by the Executive Vice President of Strategy and Corporate Development, with the Senior Vice President of Strategy and Market Analysis, heading risk and sustainability, serving as the Secretary. The SSC reviews decisions and issues related to sustainability, the Company's plans to mitigate GHG emissions, and sustainability-related corporate risk assessments.

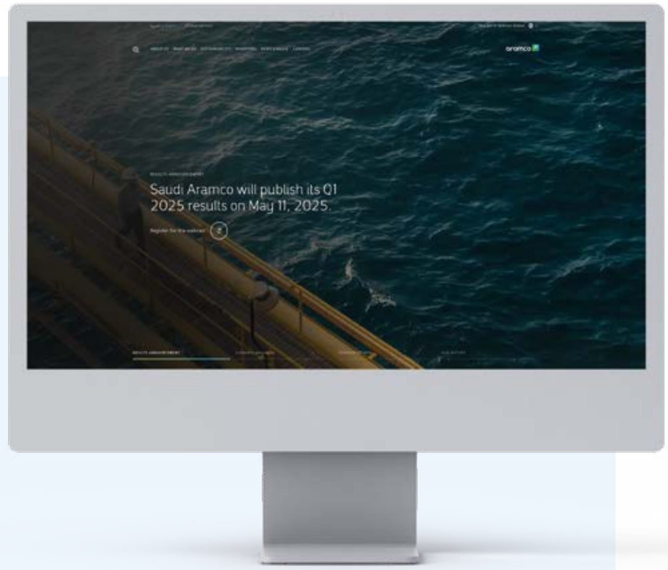
Sustainability governance framework

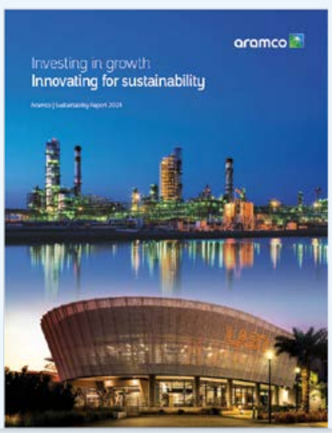


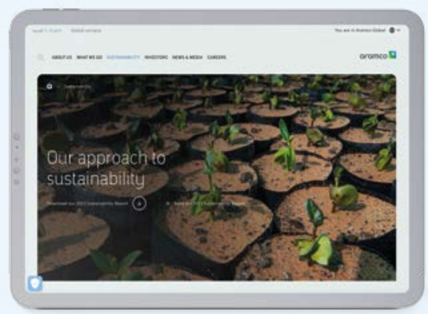
1. For more information on our governance and topics, please refer to page 86 in the Aramco Annual Report 2024 and page 112 in the Aramco Sustainability Report 2024.
2. For more information on Aramco's risk management framework, please refer to page 70 in the Aramco Annual Report 2024.

This document should be read together with Aramco's public reporting, including our 2024 Annual Report, 2024 Sustainability Report, our website, and our policies.

- Please visit **www.aramco.com** for more information







- Please see our 2024 Sustainability Report at **www.aramco.com/en/sustainability/sustainability-report**
- Please see our 2024 Annual Report at **www.aramco.com/en/investors/annual-report**
- Please visit **www.aramco.com/sustainability** for more information on our approach to sustainability, our basis of preparation, and our independent assurance statements for 2019, 2020, 2021, 2022, 2023, and 2024

Contact us

We hope you find this Report engaging and informative, and we continue to welcome your input and views:

sustainability@aramco.com

Social media

We are also active on the below social media platforms, so please follow us to learn more about Aramco and our sustainability journey:

@aramco

linkedin.com/company/aramco