

STAKEHOLDER ENGAGEMENT

We are deeply committed to fostering proactive engagement with all our stakeholders, ensuring that every interaction creates meaningful value.

By prioritizing open communication, collaboration, and alignment with stakeholder needs, we build trust, strengthen relationships, and drive sustainable growth. To uphold this commitment, we maintain a standard of excellence by empowering our employees, supporting our customers and suppliers, contributing to local communities, and delivering value to our shareholders. This dedication reflects our aim for mutual success and long-term impact.

Stakeholder Group	 Employees	 Customers	 Suppliers	 Community	 Shareholders
How We Engage	<ul style="list-style-type: none"> Annual employee engagement survey Internal communication emails Employee town hall Performance appraisal Years of service recognition (i.e. 5, 10, 20 years) Training and development courses Diverse employee events 	<ul style="list-style-type: none"> Continuous day-to-day engagement at all levels of the organization, including operations (Rig Managers) and non-operations (Finance, Marketing, etc.) At the rig site level, 24/7 customer presence represented by the Company Foreman, working hand in hand with the Rig Superintendent to achieve the drilling program Responding to any tender issued by our customers for new rig contracts Attending functions hosted by clients, such as conventions and forums 	<ul style="list-style-type: none"> Ongoing supplier relationship management Quarterly catering performance review Vendor pre-qualification and assessments Non-conformance Incident Report System support linked with tutorials for easy learning 	<ul style="list-style-type: none"> Sponsoring the Saudi Capital Market Forum organized by Tadawul Beach clean-up campaign Sponsorships of events, such as triathlon and half marathon KFUPM keynote speech and exhibiting at career fair IADC/SPE symposium, Middle East Drilling Technology Conference and Exhibition keynote speech Visit from IADC KFUPM Student Chapter to Learning Academy SPE Panel: Unlocking Human Energy Sponsoring 60 students at the Saudi Arabian Drilling Academy Various CSR activities 	<ul style="list-style-type: none"> Public disclosures on Tadawul and the Company's website Quarterly earnings release Quarterly earnings call Regular call with analysts and/or potential investors Organized rig visits for our key investors and sell-side analyst covering our stock Attending investors conferences and organizing 1:1 or small group meetings with investors. In 2024, Arabian Drilling attended 6 different investor conferences in Riyadh, Dubai, Abu Dhabi, and London, meeting with more than 130 investors and analysts
How Often We Engage	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> As required 	<ul style="list-style-type: none"> Regularly, at least twice per quarter 	<ul style="list-style-type: none"> At least quarterly for earnings releases and on an ad hoc basis through investor conferences, individual meetings, rig site visits, and other engagements
Key Topics	<ul style="list-style-type: none"> Emphasizing the adoption of proper safety behavior and the following of protocols across the entire organization Upgrading the operating model to increase digitalization and efficiency (revamped ERP) Continuous training and on-job development Compensation and benefits packages aligned with market Improved training facilities 	<ul style="list-style-type: none"> Drilling safety and performance Opportunities for rig digitalization and automation Contract extensions and renewals Invoice collections Contributions to cost optimization, local content, etc. 	<ul style="list-style-type: none"> Ensure capital items and spares availability Secure price for long-term Quality of services 	<ul style="list-style-type: none"> Working towards a more systematic and targeted approach for our engagement with communities 	<ul style="list-style-type: none"> Growth trajectory, including organic expansion plans, inorganic acquisition such as M&A and regional expansion Financial performance, including revenue backlog, margin levels, dividend policy, etc. Tangible plans that address current market conditions, in particular, repositioning of the suspended offshore rigs Comparisons to regional peers

STAKEHOLDER ENGAGEMENT (continued)

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Key Actions	<ul style="list-style-type: none"> Reviewed grade and salary scale at junior level to better align with market Full utilization of the new Arabian Drilling Learning Academy as a center of excellence in training and development Streamlining communication channels between the offices and the rigs Digitalization and efficiency (digital control with real-time drilling data and drill floor operation monitoring, enhancement of the BEC and implementation of a new ERP system resulting in a significant reduction in manual tasks) 	<ul style="list-style-type: none"> Continuous measures of service quality delivery using Aramco Rig Efficiency Index (REI) Supporting clients' cost optimization initiatives with temporary day rate adjustments or temporary rig suspensions Promoting local content agenda and exploring options to build rigs locally Continuous safety improvements to the personnel, assets, and environment Diversifying client portfolio and establishing international presence Deploying 13 new rigs in the unconventional sector 	<ul style="list-style-type: none"> Consignment agreements Fixed price agreements Standard contract template for almost 20 identical services Standard payment T&Cs Local and overseas market search for new services/ spares provider with compatible prices Building centralized warehouse to decrease current stock level Review alternate sources of procurement for original equipment manufacturer and spare parts 	<ul style="list-style-type: none"> Create a committee responsible for overseeing all CSR initiatives, activities, donations, etc. Carefully select the programs/ charities that have the highest impact on the community Extend CSR activities to neighboring locations within the KSA 	<ul style="list-style-type: none"> Giving forward looking statements and guidance Providing rig site visits and showcasing the latest drilling simulators at the Arabian Drilling Learning Academy Looking to win international contract awards for the suspended offshore rigs
Value Creation	<ul style="list-style-type: none"> Improving the work environment and employee efficiency Allowing rig personnel to increase focus on drill floor operation rather than admin tasks Fostering a corporate culture of excellence Promoting accountability without fear of blame 	<ul style="list-style-type: none"> Contributing to the Kingdom's energy transition and decarbonization of the electricity production by drilling unconventional gas fields Building expertise in geothermal well drilling Expect to resume operations for some of the suspended offshore rigs in 2025 	<ul style="list-style-type: none"> Establishing agreements with suppliers to secure availability of products and services Delivering spares and services on time to prevent shutdowns Negotiating best prices and implementation of fixed price to meet the budget Alternative sources for procurement leading to cost saving Cost optimization initiative across all departments with over 240 cost saving initiatives implemented and realized with expected savings of ₪ 400 million (OPEX and CAPEX) 	<ul style="list-style-type: none"> Ensuring thoughtful leadership by engaging in panel discussions Promoting diversity and inclusion in the workplace Providing support to communities in need (e.g. Bena'a orphanage) Provided a pro bono rig for SADA, resulting in practical experiences for all students 	<ul style="list-style-type: none"> Arabian Drilling profile is perceived as more of a growth stock rather than a dividend stock Fleet has expanded by 31% since the IPO with a total fleet size of 59 as of 31 December 2024 (Pre IPO roadshow target was 65-70 units by end of 2026, so we are on target despite rig suspensions) Returning value to shareholders by distributing a semi-annual dividend averaging 74% of the net income Arabian Drilling trading multiple remains high among the global drilling industry