



مؤسسة نفط
الشارقة الوطنية
SNOC

CSR IMPACT REPORT

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ABOUT THIS REPORT

CEO MESSAGE

It is with great pride that I present SNOC's first **Corporate Social Responsibility (CSR) Impact Report**, a milestone that reflects our deep and ongoing commitment to creating a lasting, positive impact in the communities we serve. This report not only outlines the strategy behind our CSR efforts but also measures the tangible outcomes of our initiatives across social well-being, community engagement, and environmental stewardship.





Guided by the enduring vision of the late Sheikh Zayed bin Sultan Al Nahyan, whose legacy inspires our approach to sustainability and social responsibility, we are committed to contributing to a thriving, inclusive, and resilient future for Sharjah, the UAE, and beyond.

Our CSR strategy is anchored on three key pillars: **Empowering Human Talent, Community Engagement and Social Well-being, and Environmental and Natural Heritage Conservation.** These pillars align with SNOC's mission, the UN Sustainable Development Goals, and the strategic priorities of the UAE Vision 2031.

SOCIAL INVESTMENT IN EDUCATION AND TALENT DEVELOPMENT:

Over the past year, we have supported and run numerous social impact initiatives. Our flagship National Development Program (NDP) has empowered 40 graduates to strengthen their professional skills and career readiness. We have also facilitated student internships, nurturing local talent and cultivating the next generation of leaders. Through strategic academic partnerships in Sharjah, we are advancing research in energy, water, and environmental sustainability—reinforcing our belief in education as a cornerstone of long-term social progress.

COMMUNITY ENGAGEMENT AND SOCIAL WELL-BEING:

We strengthened health and well-being through targeted collaborations and charitable initiatives, including dedicated programs for people of determination and community-focused Ramadan activities. Our involvement in awareness campaigns such as the Pink Caravan and ongoing safety training in partnership with local authorities, including the Health, Safety and Environment (HSE) EXPO, now in its second year, reflects our dedication to holistic community engagement.

ENVIRONMENTAL STEWARDSHIP AND SUSTAINABILITY LEADERSHIP:

Environmental stewardship remains a cornerstone of our CSR agenda. In partnership with organizations such as the Emirates Environmental Group, and utilizing our internal experts and network of volunteers, we continue to promote environmental actions, advocate for natural heritage conservation, and participate in national forums which advance dialogue and thought leadership in sustainability.

This report embodies the values, vision, and collective effort of the entire SNOC team. I extend my sincere appreciation to our employees, partners, and stakeholders, whose commitment and collaboration have been instrumental in achieving these outcomes.

We are proud of what we have accomplished, but we recognize that this is only the beginning. As we move forward, we remain dedicated to delivering initiatives that enrich our society, empower our people, and preserve the natural environment for future generations.

Thank you for your continued trust and support.

KHAMIS AL MAZROUEI
CEO

CSR HIGHLIGHTS 2024



₪ 1,458,000

invested in
creating positive
social impact

EMPOWERING HUMAN TALENT

40

Young professionals have participated in the National Development Program (NDP) of SNOC since 2018

23

Traineeships in 2024, 9 offered to Emirati citizens

₪ 1 million

Committed annually to University of Sharjah (UoS) for 10 years through signing a Professorship Chair Agreement

30+

Researchers supported

35

Jobs created in 2024

COMMUNITY ENGAGEMENT AND SOCIAL WELL-BEING

500+ 

Community beneficiaries

₹140,000

For initiatives for people of
determination

1000 

Participants attended SNOC's
inaugural Health, Safety and
Environment (HSE) Expo 2024,
the first of its kind in Sharjah

12

Training courses on community
safety completed with Sharjah
Police and the local municipality
since 2018

NATURAL HERITAGE AND ENVIRONMENTAL CONSERVATION

900+ People trained through the “NetZero at SNOC and Beyond” educational program focusing on Global Climate Change and Net Zero goals.

**SNOC has
actively
supported:**

- The 23rd Inter-School Environmental Public Speaking Competition organized by the Emirates Environmental Group
- American University of Sharjah (AUS) Green Legacy Initiative
- AUS's Environmental Day
- The “Make it Sustainable” forum organized by Ajman University
- The Net Zero Session at Sharjah Media City, Shams

ABOUT SNOC



SNOG AT A GLANCE



LPG

blending and
loading plant



LPG

and condensate storage and import/
export terminals at Hamriyah

700 million

Standard cubic feet per
day (MMscfd) capacity gas
processing complex

60 MW

solar PV plant

500+ km

Of product pipelines

Single buoy mooring

5

Gas fields



Underground gas
storage facilities

TIMELINE

2010

- SNOC is established, strategically positioning itself to guide the region's energy future
- Strategic partnership with the American University of Sharjah (AUS) is established

2016

Partnership agreement with Sharjah Capability Development-Tatweer to organize the Sharjah Leadership Program

2018

- SNOC signs an exploration concession with "Ente Nazionale Idrocarburi" (ENI), the Italian energy "supermajor" setting the stage for new exploratory ventures and the anticipation of future discoveries
- SNOC launches its emblematic National Development Program (NDP)

2015

- SNOC assumes operational control of the Sajaa Assets, marking a significant move towards self-reliance and operational excellence
- SNOC initiates cooperation with local municipalities for the organization of safety trainings

2017

SNOC commissions the Liquefied Petroleum Gas (LPG) Blending and Loading Project in Sharjah, enhancing its energy portfolio and market presence.

2021

- SNOC starts its collaboration with the Friends of Cancer Patients (FOCP) in support of the Pink Caravan initiative targeting people affected by cancer in the United Arab Emirates (UAE)

2024

- SNOC signs the Professorship Chair Agreement with the University of Sharjah (UoS) and initiates discussions for signing a 10-year Funding Agreement with the AUS
- SNOC inaugurated its landmark HSE Expo 2024 event in Sharjah
- SNOC finalizes the last phase of Sharjah's first utility-scale solar photovoltaic (PV) plant (60MW), one of the world's first large-scale oil and gas plants powered by on-site solar energy
- SNOC publishes its 1st Sustainability Report for the year 2024
- SNOC publishes its 1st CSR Impact Report for the year 2024

2020

- Sharjah makes a historic gas discovery after 37 years, a landmark event that underscores the region's persistent spirit of exploration.
- SNOC signs a strategic gas supply deal with Abu Dhabi National Oil Company (ADNOC) up to 2031, establishing SNOC as the main supplier of gas in the Emirate of Sharjah.

2023

₹ 1 million committed research and development purposes through the AUS

SNOC is government-owned and is the oil and gas industry executive arm of the Emirate, under the auspices of the Petroleum Department of Sharjah. Established in October 2010, SNOC owns and manages Sharjah concession oil and gas assets and is the main supplier of gas in Sharjah.

At SNOC, we manage a diversified energy portfolio, covering natural gas, condensate, and LPG. In addition to the exploration activities in collaboration with international petroleum entities, we have completed a strategic

underground gas storage project to ensure a consistent and reliable energy supply.

As part of our commitment to sustainable growth, we have successfully completed the construction of “Sana” – Sharjah’s first utility-scale solar plant and one of the world’s first large-scale oil and gas plants powered by on-site solar energy. We continue to look for new and innovative ways to maximize the value of our resources, pioneering those approaches and technologies that will ensure we are able to

meet the demands of an ever-changing energy market. Alongside our mission and vision, we are committed to a set of values that guide our strategy, ensure good ethics and behavior, develop and empower talent, and create a rich and innovative culture with an emphasis on minimizing carbon and environmental footprint.

Our aim is to operate as an integrated Oil and Gas National Oil Corporation (NOC) and be recognized as a value creator.



MISSION

To be the reliable energy provider and value creator for Sharjah with a focus to achieve Net Zero.



VISION

To safely and sustainably develop a diversified energy portfolio that creates value for Sharjah, our people and our communities.



OUR VALUES

- We are guided by principles of integrity, trust, and transparency, fostering a culture of ethical conduct and accountability. We prioritize the well-being and growth of our employees, nurturing innovation, and seizing opportunities in a healthy, safe and inclusive environment.
- Our actions are firmly aligned with environmental stewardship and social responsibility, ensuring a sustainable future for the Corporation and the communities we serve.



**ENSURING
GOOD ETHICS
AND BEHAVIOR**



**DEVELOPING
AND
EMPOWERING
TALENT**



**CREATING
A RICH AND
INNOVATIVE
CULTURE**



**MINIMIZING
CARBON AND
ENVIRONMENTAL
FOOTPRINT**

OUR BUSINESS MODEL



UPSTREAM

SNOC's Upstream Business Unit explores, develops, and produces hydrocarbons, sustaining production from Sharjah's existing fields while pursuing new opportunities onshore and offshore.

Exploration extends beyond Sharjah into the wider UAE and international markets, reflecting SNOC's ambition to expand its portfolio and secure future resources. By combining technical expertise, strong partnerships, and responsible practices, Upstream delivers reliable supply today while building the foundation for long-term growth and energy security.



MIDSTREAM

SNOC's Midstream Business Unit ensures the safe and efficient processing, transportation, and storage of hydrocarbons that form the backbone of Sharjah's energy supply. Centered on the Sajaa Gas Plant, our operations process natural gas into sales gas, condensate, and LPG, delivering reliable products for domestic and export markets. The unit also manages underground gas storage, extensive pipeline infrastructure and terminal facilities at Hamriyah Port, enabling large-scale storage, loading, and export of gas, condensate and LPG. By maintaining high standards of operational excellence and asset integrity, Midstream maximizes efficiency, supports growth initiatives, and ensures the continued flow of energy that powers Sharjah and beyond.

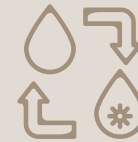


TRADING

SNOC's Trading Business Unit is the commercial engine driving the marketing and optimization of natural gas, condensate, and LPG across Sharjah, the wider UAE, and international markets. Through structured contracts, strategic partnerships, and a growing global outlook, it ensures energy flows reliably, competitively, and sustainably.

Beyond trading, the unit plays a vital role in balancing supply and demand, supporting uninterrupted operations and meeting peak energy requirements.

With a growing international outlook, Trading is expanding its reach, opening new market opportunities, driving revenue growth, and strengthening Sharjah's position as a regional energy hub.



ENERGY TRANSITION

SNOC's Energy Transition Business Unit is shaping a sustainable future by advancing projects that reduce emissions and diversify Sharjah's energy mix.

Our initiatives include the development of solar power generation - "Sana" - at the Sajaa Plant, studies on hydrogen, geothermal energy potential, and advancing carbon capture and storage solutions. By integrating renewable energy and innovative low-carbon technologies, the unit supports Sharjah's ambitious Net-Zero journey. With a forward-looking strategy, Energy Transition ensures that SNOC continues to deliver value today while preparing responsibly for the energy systems of tomorrow.

SNOC'S SOCIAL STAKEHOLDER ECOSYSTEM

SNOC's CSR approach is shaped by the diverse needs and expectations of its key stakeholders. By engaging actively with all our stakeholder groups, we ensure our initiatives create meaningful, long-term value for people, communities, and society at large. Namely:



AWARDS AND RECOGNITION

At SNOC, we view awards and recognitions as a testament of the collective dedication of our people and a clear indicator of the significant strides we have made over the years towards realizing our strategic objectives.

In 2024, our business progress and commitment to community engagement were acknowledged through prestigious accolades from renowned regional and international institutions.



SNOC was honored

as a distinguished sponsor with an Appreciation Certificate and trophy for actively participating in the Al Amal Camp in Sharjah.

SNOC participated

in the AUS Career Fair and Forum, inaugurated by Her Highness Sheikha Bodour bint Sultan Al Qasimi, supporting students' career development.

The AUS recognized SNOC's

impactful collaborations with the corporate community, presenting a Corporate Appreciation Award.

OUR SOCIAL AND COMMUNITY IMPACT

SNOC's commitment to positive social impact is deeply rooted in our identity. Since our inception, we have embraced our role not only as a government entity and a leading energy producer, but as a proactive contributor to the UAE's and Sharjah's long-term development goals. Our corporate social responsibility initiatives are thoughtfully aligned with national and emirate priorities, reflecting our dedication to fostering prosperity, sustainability, and

community well-being. Through strategic programs and partnerships, we actively support Sharjah's economic and social fabric – ensuring our impact extends beyond energy to empower future generations. By nurturing long-term relationships of trust with our stakeholders, we continue to build a legacy of shared values and enduring progress across the region.

As responsible corporate citizens, at SNOC we are committed to creating long-term social impact. Guided by purpose and accountability, we champion initiatives that generate lasting value for people and communities. By working closely with national authorities and strategic partners, we aim to deliver measurable outcomes that build stakeholder trust and sustainable and prosperous communities.

COMMUNITY INVESTMENT

₪ 595,000

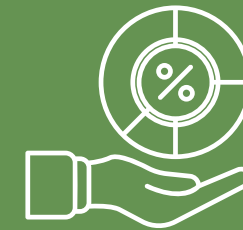
Empowering Human
Talent

₪ 700,000

Community
Engagement and
Social Well-being

₪ 163,000

Environmental and
Natural Heritage
Conservation



₪ 1,458,000

total community investment

98%

of payments made to UAE-based entities (2024)
(Supporting the local economy and suppliers)

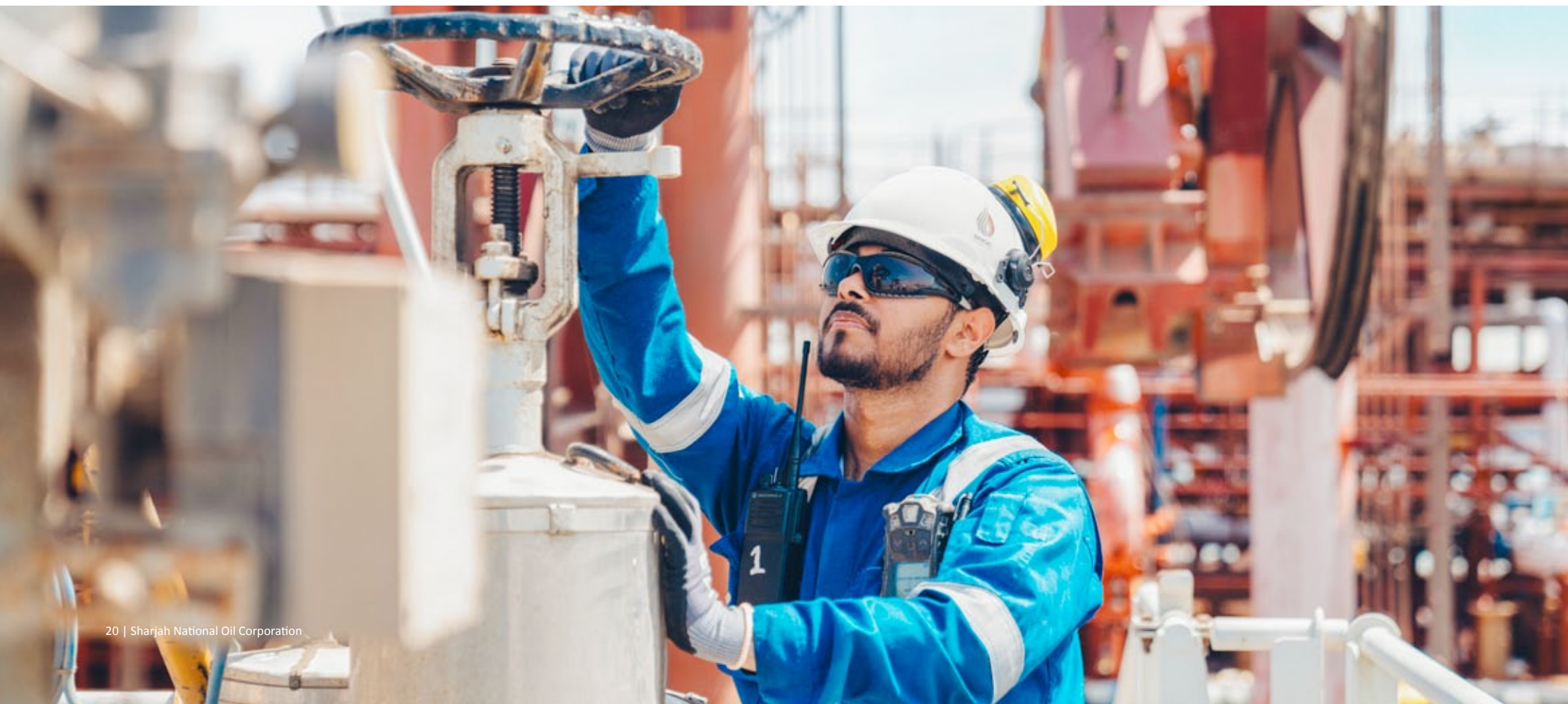
Tax Contribution

Tax paid in line with the Sharjah Income Tax Decree (1968)
(Contributing to the Emirate's economic development)

HOW WE CREATE VALUE

As Sharjah's national oil and gas corporation, at SNOC we responsibly transform natural resources into lasting value for the Emirate and our stakeholders. By managing our financial, manufactured, human, social, intellectual, and natural capital, we secure energy supply, support economic growth, and drive the transition to a more sustainable future.

Our business approach ensures the value we create goes beyond energy, strengthening communities, protecting the environment, and building prosperity for generations to come.



INPUT

Human Capital

- 188 total employees (2024)
- 38% Emiratisation rate (up from 26% in 2020)
- 0% fatality rate (2020–2024)
- ISO-aligned
- Occupational Health and Safety (OHS) systems

Social Capital

- A solid CSR strategy
- AED 1,458,000 invested into social impact initiatives
- Active stakeholder engagement
- Strategic collaboration with local foundations, charities, and universities

Manufactured Capital

- Sajaa Gas Processing Complex (700 MMSCFD capacity)
- 5 operational gas fields (Sajaa, Kahaif, Moveyaid, Mahani, Hedebah)
- LPG blending plant; Hamriyah export terminals

Financial Capital

- Revenue from gas, condensate, and LPG sales
- Investment in Carbon Capture and Storage (CCS) solar energy, and hydrogen R&D
- Cost-effective operations supported by 81% local procurement

Intellectual Capital

- Technical expertise from partnerships
- 3-year green hydrogen research program with AUS and UoS
- Robust International Organization for Standardization (ISO) 14001 & ISO 31000 frameworks

Natural Capital

- Natural gas reserves, CO₂ storage sites
- Sweetened groundwater sources, reused water
- Biodiversity and air emissions management (NO_x, SO_x tracked)
- ISO 14001 certification



VISION

To be the reliable energy provider and value creator for Sharjah with a focus to achieve Net Zero.



MISSION

To safely and sustainably develop a diversified energy portfolio that creates value for Sharjah, our people and our community



VALUES

- Ensuring Good Ethics and Behavior
- Developing and Empowering Talent
- Creating a Rich and Innovative Culture
- Minimizing Carbon and Environmental Footprint

OUTPUT

Human Capital

- NDP for young Emiratis since 2018
- 61% increase in women employees (26 in 2020 -> 42 in 2024)
- 100% of employees received performance reviews

Social Capital

- 16+ causes supported
- 500+ beneficiaries of our initiatives
- 81% of the procurement budget spent locally (2024)
- 900+ people trained through “NetZero at SNOC and Beyond” educational campaign

Manufactured Capital

- 60 MW solar plant (operational Q2 2025, covers plant power needs)
- Joint venture with Sumitomo for CCS hub feasibility
- Gas storage project ensuring energy supply security
- Long-term supply agreements securing regional energy

Financial Capital

- Stable gas supply for SEWA and Sharjah industry
- Dividend payments to Sharjah Government
- Community investments: AED 1.5 million in 2024

Intellectual Capital

- Operational excellence, emission tracking with Intergovernmental Panel on Climate Change (IPCC) Standards
- Innovation: compressed air energy storage pilot
- Ongoing CCS, hydrogen, and electrification studies

Natural Capital

- Continuous efforts towards achieving our Net Zero target
- ISO 14001 certification maintained
- 50% waste-to-landfill reduction target by 2030

SDGs





SNOC'S CSR STRATEGY FRAMEWORK

In 2024, SNOC solidified its CSR Strategic Framework to build a strong foundation for more strategically focused initiatives that deliver lasting impact for society and the community. Our CSR strategy aligns with our business model, corporate culture, strategic direction, and CSR philosophy and approach, reflecting both our short- and long-term goals and supporting national priorities.

APPROACH AND METHODOLOGY

To develop our CSR Strategy, we followed a structured, step-by-step approach which included the following stages:

BENCHMARKING

Researched the CSR practices of peers and competitors at the local and international level.

CONTEXT MAPPING

Conducted an in-depth mapping of the main regulatory, economic, and social priorities and needs.

CSR CURRENT ASSESSMENT

Gathered and assessed the current state of our existing CSR initiatives.

STAKEHOLDER ENGAGEMENT

Ran a series of online interviews with key partners to collect in-depth qualitative insights and quantitative data regarding our CSR initiatives.

We also took into account internal and external factors such as:

INTERNAL FACTORS

- Existing causes supported
- Maturity level regarding CSR and SNOC's internal capabilities
- Critical partnerships and alliances with active organizations
- Ability and capacity to implement new proposed initiatives (on a short-term and long-term basis)

EXTERNAL FACTORS

- Sector-specific trends and developments
- The country-specific economic and social situation as well as identified social needs and strategic priorities (UAE National Vision), CSR actions, and initiatives of major competitors across markets
- International trends and developments regarding CSR (i.e. contribution to SDGs, etc.)

ALIGNMENT WITH INTERNATIONAL FRAMEWORKS AND STANDARDS

SNOC's strategy was developed in close alignment with internationally recognized frameworks and standards which have helped us define the strategy's pillars and focus areas and include subsequent targets and KPIs.

INTERNATIONAL FRAMEWORKS AND STANDARDS



GLOBAL REPORTING INITIATIVE (GRI)

Internationally recognized standard for Sustainability Reporting



ISO 26000

A guidance standard for how business and organizations can operate in a socially responsible way.



SDG IMPACT STANDARDS FOR ENTERPRISES

Standards setting out a decision-making framework to help enterprises integrate impact management into their strategy, management approach, disclosure, governance, and decision-making practices.

17 UN SDGS SUSTAINABLE DEVELOPMENT GOALS (UN SDGS)

They guide organizations in achieving organizational growth and productivity while "moving the world towards a sustainable and inclusive development path".



ALIGNMENT WITH LOCAL, NATIONAL, AND GLOBAL VISIONS AND FRAMEWORKS

UAE AND SHARJAH NATIONAL VISION

At the national level, the UAE, and particularly the Emirate of Sharjah, has demonstrated unwavering commitment to advancing environmental stewardship, preserving natural heritage, enhancing the well-being of its communities. Strategic investment in environmental conservation, cultural preservation, and the empowerment of human capital are fostering a thriving ecosystem of innovation, research, and community engagement. The Emirate is actively leveraging cutting-edge technologies and sustainable infrastructure to address climate challenges, while nurturing inclusive social and economic progress. These concerted efforts are not only reinforcing the UAE's national goals under the "UAE Vision 2031" and the "Net Zero by 2050" initiatives but are positioning Sharjah as a model for balanced, forward-looking development shaping a low-carbon, resilient, and inclusive future which benefits current and future generations alike.

UN'S SUSTAINABLE DEVELOPMENT GOALS (UN SDGS)

At SNOC we are taking a leading role in advancing the sustainability agenda. Our strategic framework is closely aligned with the UN SDGs. It integrates relevant national initiatives that support our core objectives and business operations, while we remain in dialogue with key stakeholders at the national level to foster collaborative solutions with long lasting social impact.



PILLAR	NATIONAL AND LOCAL INITIATIVES AND ACTIONS	UN SDGs	HOW SNOC CONTRIBUTES
Empowering Human Talent	UAE's 2031 Vision: • Forward Economy: reflecting the UAE's belief in the importance of human capital as the main driver of the next 10-year development plan • Forward Society: achieving social prosperity by enhancing citizens' capabilities to maximize their effective contribution in all sectors	   	• 40 young professionals trained by SNOC through NDP • 23 interns participated in our annual traineeship program in 2024 • Strategic partnerships with leading national academic institutions in the country • AED 1 million committed annually for the development of the Professorship Chair with UoS • 30+ researchers sponsored in 2024 • Supported the 5th Women in Research Initiative in 2024
Community Engagement and Social Well-being	• UAE 2031 Vision • UAE National Strategy for Wellbeing	   	• Offering aid to numerous foundations reaching out to more than 500 beneficiaries every year • AED 140,000 invested for supporting people of determination across the region • Annual sponsorship of the Pink Caravan campaign • Working closely with local authorities and the police department in Sharjah to deliver tailor-made safety training for the community • HSE Expo 2024 promotes a dialogue on health and safety in the region
Environmental and Natural Heritage Conservation	• UAE Energy Strategy 2050 • UAE Net Zero 2050 • UAE Green Agenda 2015-2030 • UAE Water Security Strategy 2036 • UAE Circular Economy Policy	  	• Sponsoring the work of leading environmental organizations in the country, such as the EEG • Water sourced from 9 wells across SNOC's fields and distributed to 9 neighboring Bedouin farms • Supporting environmental conferences in cooperation with partners such as the AUS Green Legacy Initiative, AUS Environmental Day 2024, Ajman University "Make it Sustainable" Forum and the Net Zero Session at Sharjah Media City, Shams • Our extended network of experts regularly participates in environmental and energy-related forums and conferences in the country



CSR STRATEGY

The CSR Strategy includes 3 main strategic pillars and subsequent focus areas, providing a solid basis for linking together all SNOC's CSR initiatives and programs in a coherent framework.

Our structured CSR Strategy enables us to:

- Align CSR with our overall business strategy
- Deliver positive impact for stakeholders and local communities
- Promote a clear, unified CSR vision across SNOC
- Foster a strong culture of collaboration and shared purpose
- Create a blueprint of initiatives which are both strategic and dynamic



PILAR 1



EMPOWERING HUMAN TALENT

We are committed to developing local talent by supporting education, training, and capacity building for youth, women, and the wider community. Through partnerships and volunteer networks, we help people enhance their skills, boost employability, and unlock economic opportunities.

FOCUS AREAS

- Foster Education and Capacity Building
- Promote Research and Development

PILAR 2



COMMUNITY ENGAGEMENT AND SOCIAL WELL-BEING

We are committed to strengthening community well-being by supporting initiatives that improve living standards, infrastructure, and social services, especially for vulnerable groups. Working with partners and volunteers, we promote social cohesion, safety, and inclusive growth.

FOCUS AREAS

- Uplift communities
- Promote health, safety, and social wellbeing

PILAR 3



ENVIRONMENTAL AND NATURAL HERITAGE CONSERVATION

We are committed to protecting the environment and preserving natural heritage through actions which go beyond minimizing our operational footprint. By raising awareness, driving behavioral change, and collaborating with partners and volunteers, we help safeguard resources for future generations.

FOCUS AREA

Community Action for
Environmental Protection and
Heritage Conservation

ONGOING CSR INITIATIVES

COMMUNITY ENGAGEMENT AND SOCIAL WELL-BEING

1. Annual donations to **Sharjah Charity International** during Iftar
2. Partnership with **Sharjah Capability Development-Tatweer** for the Sharjah Leadership Program
3. Support for **AUS Alumni Association (AUSAA)**
4. Sponsorship of student **Career Fairs and Competitions**
5. Annual sponsorship for **Parents of Student Council Kalba**
6. Support for talented students through **tuition coverage** and **solidarity funds** (AUS, UoS)
7. Ongoing support for **The Big Heart Foundation** (since 2019): health, education, and emergency aid
8. Continuous support for **Emirates Red Crescent** (since 2014)
9. Sponsorship of **Al Amal Camp** for children of determination, providing educational activities
10. Sponsorship of **Khorfakkan Club for the Disabled**, including equipment and Umrah trip support
11. Support for the **Emirates Association of Visually Impaired**, to better integrate visually impaired people into the community (since 2017)
12. Support for the **Health Promotion Research Group** (UoS) to advance patient-centered health research
13. Sponsorship of **UAE Genetic Disease Association**
14. Partnership with **Friends of Cancer Patients** for treatment access and family support
15. Supporting the **Pink Caravan's** through sponsoring breast cancer awareness sessions and screenings
16. Sponsorship of **West Asia Para-Federation for Disabled Sports**: purchase of transport and therapy equipment
17. Safety training for local authorities and police in Sharjah
18. Partnership with **Sharjah Police** for delivering hydrocarbon safety and emergency preparedness training
19. Engagement with local authorities on the No Objection Certificate (NOC) system – promoting safety, risk mitigation and regulatory compliance
20. Organization of **HSE Expo 2024**

EMPOWERING HUMAN TALENT

National Development Program (NDP):

An 18-month training program launched by SNOC for young Emirati nationals in the oil and gas sector; designed to train and empower young students from Sharjah schools and universities.

Strategic Partnerships with Leading Academic Institutions:

1. Professorship Chair with the University of Sharjah (UoS)

2. MoU with the American University of Sharjah (AUS) to enhance engineering education and research

2.1 Support for **AUS Engineering Department**, “Al Nukhba Program”

2.2 Partnership with **Sharjah Tatweer Forum** for the Sharjah Leadership Program (AUS)

2.3 Support for **AUS Alumni Association (AUSAA)**

2.4 Sponsorship of student **Career Fairs and Competitions**

2.5 Annual sponsorship for **Parents of Student Council Kalba**

ENVIRONMENTAL AND NATURAL HERITAGE CONSERVATION

1. Support for the 23rd Inter-School Environmental Conference run by the **Emirates Environmental Group (EEG)**

2. Sponsorship of **AUS Global Conference** on global warming, focusing on renewable energy

3. Sponsorship of AUS “**Build Sustainable Solution to Net Zero**” conference

4. Support for the “Make it Sustainable” forum organized by **Ajman University**

5. SNOC provides clean well water from its 9 wells in its field operations to 9 surrounding farms of the Bedouin community, and support them in the aid and management of their camels.



EMPOWERING HUMAN TALENT

23

traineeships in 2024
40% offered to
Emirati citizens

4+

academic competitions
and career fairs
supported

22

of 40 NDP graduates
hired by SNOC

30+

researchers
supported in 2024



Professorship Chair
established with UoS



Strategic agreements signed
with leading academic
institutions in Sharjah

At SNOC, we recognize the talent and potential of people – particularly young people, women, and the local population – as essential drivers of our business success. We are committed to supporting their education, training, and capacity building.

Through strategic partnerships, alliances, and the mobilization of a network of volunteers, we promote initiatives that enhance employability, expand their professional skills, and foster meaningful economic empowerment in the areas in which we operate. Simultaneously, we actively support research and development initiatives in the UAE, with a focus on Sharjah, to foster innovation and strengthen collaboration between academia and the business community.

PURPOSE OF THE PILLAR

Empower individuals - particularly youth, women, and local communities - by enhancing their employability, developing their professional skills, and cultivating leadership potential. Simultaneously, actively support research and development initiatives in the UAE, with a focus on Sharjah, to foster innovation and strengthen collaboration between academia and the business community.

VALUE FOR SNOC

Empowering human talent aligns directly with our business strategy, given the ongoing demand for highly skilled professionals in our sector. We are therefore committed to a long-term approach that not only attracts and retains top national talent but also fosters innovation and supports the development of educated high-capacity and resilient communities.

VALUE FOR SOCIETY

Empowering human talent aligns with the UAE National Vision 2031, which places particular emphasis on building a competitive economy driven by knowledgeable and innovative local talent.



WHERE WE FOCUS

EMPOWERING HUMAN TALENT



FOCUS AREA 1

Foster Education
and Capacity Building

Enhance leadership, increase employability, and expand professional growth and skillsets particularly of youth, women and locals.



FOCUS AREA 2

Promote Research
and Development

Strengthen the link between business and academia and foster innovation through strategic partnerships with top edge institutions.

HOW WE ACHIEVE OUR GOALS



Strategic partnerships
with academic institutions,
universities, schools and
other organizations.



**Critical funding, sponsorships
and donations** that promote
capacity building, educational
and research activities.



Continuous presence in
**conferences, forums,
academic workshops and
business exhibitions.**



Investment in R&D in a
wide range of industry-
related topics.



**Training, leadership and
development** programs.



Employee volunteerism,
utilizing collective expertise for
the benefit of the community.

In 2024, SNOC continued to invest in **empowering human talent** at the community level, through leveraging internal expertise, promoting training and leadership opportunities for local youth, shifting **critical funding in**

research and development programs, and further strengthening strategic partnerships with high-level universities and academic institutions in the UAE and particularly in Sharjah.

FOCUS AREA: FOSTER EDUCATION AND CAPACITY BUILDING



Total
₹ 390,000
Invested in 2024
in the following:

- Sponsoring the work of the Rubu' Qarn Foundation
- Sponsoring the Sharjah Leadership Program
- Supporting the activities of the Reyada Centre
- National Development Program (NDP) and Annual Traineeship Programs



NATIONAL DEVELOPMENT PROGRAM (NDP) EMPOWERS YOUNG EMIRATIS

Since 2018, SNOC's National Development Program has been empowering young Emiratis by bridging the gap between academic education and industry needs. This 18-month structured training initiative equips participants with critical professional skills across key

disciplines in the oil and gas sector. Designed in progressive phases (NDP1 to NDP4), the program offers tailored learning modules aligned with SNOC's operational requirements. It fosters applied learning and prepares participants for potential employment at SNOC

upon successful completion. By investing in national talent, SNOC supports workforce development and cultivates future leaders, addressing the energy sector's ongoing challenge of attracting and retaining skilled professionals.



NATIONAL DEVELOPMENT PROGRAM OUTPUTS

40

Total Trainees
trained

55%

Total Trainees
Employed by SNOC

33%

Male Trainees
to the Program

23%

Female Trainees
to the program

PHASE 1 (2018)

The first NDP was launched in 2018 with the goal to train and qualify young Emiratis to work as oil and gas plant operators. It was the first applied learning program in Sharjah, targeted at high school graduates and launched in partnership with The Centre of Excellence for Applied Research & Training (CERT), the training arm of the Higher Colleges of Technology in Dubai. The planning phase started in 2018, and the official program commenced in September 2019. The selected students underwent an 18-month program which included both theoretical and operational learning. After a mentorship program at the Sajaa plant, and following a performance review, 8 candidates were employed by SNOC. Due to the pandemic, the NDP program was suspended in 2020.



14

candidates
trained

8

candidates
recruited

PHASE 2 (2021)

The purpose of phase 2, implemented in 2021, was to ensure that a suitable pool of young UAE Nationals in the oil and gas field were focused on petroleum engineering and geology, to go on to work in Exploration and Production (E&P) companies. Students were provided with an overview of the E&P disciplines, with a strong emphasis on technical and HSE aspects. They went on to do a 400-hour in-person tailored training course from ResModTec. Three of the 9 candidates were selected to work in the Upstream department in various positions related to their specialization.



9

candidates
trained

3

candidates
recruited

PHASE 3 (2022)

The purpose of phase 3 was to provide fresh graduates in accounting and related areas with training to kick off their career, support their growth, and integrate them into SNOC and other organizations. The trainees underwent a 400-hour in-person tailored training course from Bradford Learning Global. 6 candidates were selected to work in various business support departments based on their performance and feedback.



12

candidates
trained

6

candidates
recruited

PHASE 4 (2023)

During phase 4, we conducted various internships and direct recruitments and eventually hired 5 UAE nationals. Upon completion of a 2 to 6-month traineeship, high caliber students were recruited by SNOC.



5

candidates
trained

5

candidates
recruited

Due to the pandemic, the NDP program was suspended in 2020

SNOC'S ANNUAL TRAINEESHIP PROGRAM

Since 2016, SNOC has been operating an annual training program for young professionals with a view to further encouraging the employability of young Emiratis in the sector.

YEAR	TOTAL NO. OF INTERNS	EMIRATI & NON EMIRATI	NO. OF PEOPLE RECRUITED
2024	23	9 Emiratis	2
2023	38	16 Emiratis	6
2022	33	12 Emiratis	3
2021	15	7 Emiratis	1
2020	6	2 Emiratis	0
2019	23	All non-Emirati	1
2018	9	1 Emirati	2
2017	9	All non-Emirati	2
2016	13	All non-Emirati	1
Total	169	47 Emiratis	18



In 2024, we offered
23 traineeship positions,
9 to Emirati citizens



OTHER INITIATIVES INCLUDE:

SUPPORTING SHARJAH'S DEVELOPMENT PROGRAM IN COOPERATION WITH SHARJAH CAPABILITY DEVELOPMENT- TATWEER

Sharjah Capability Development-Tatweer, an affiliate of Rubu' Qarn for Creating Future Leaders and Innovators, has been a key strategic partner of SNOC since 2015. This collaboration was further solidified in 2016 through a Memorandum of Understanding (MoU) that reflects a shared commitment to sustainable development and youth empowerment. Its flagship initiative, the Wathba program (Sharjah Leadership Program) plays a pivotal role in advancing the Emirate's sustainable development by equipping emerging leaders with the skills, insights, and experiences needed to drive meaningful change.

Each year, the program brings together over 25 professionals from diverse industry sectors, including two selected SNOC employees, where they gain valuable knowledge in strategic thinking, storytelling, and data analysis, skills they can directly apply to their roles and contribute more effectively to the organization's goals.



SNOC employees actively
volunteered their time and expertise

35

young Emiratis benefited from
knowledge-sharing sessions
delivered by SNOC employees

2

participants (1 woman and 1 man)
were promoted to leadership
positions

₪ 140k
invested



PROMOTING CAPACITY BUILDING IN SHARJAH THROUGH THE REYADA CENTER

The Reyada Center operating under the Executive Office of Her Highness Sheikhah Jawaher bint Mohammed Al Qasimi, is dedicated to identifying, inspiring, and developing Sharjah's talent by enhancing technical, academic, and professional skills across Her Highness's organizations. SNOC supported the development of the center's forum and participated in its awards ceremony, contributing ₪ 20,000 to advancing capacity-building initiatives.

PROMOTING THE WORK OF THE RUBU' QARN FOUNDATION IN SHARJAH

"Rubu' Qarn" (ربع قرن), meaning "quarter of a century," is a Sharjah-based initiative established in 2016 by Her Highness Sheikhah Jawaher bint Mohammed Al Qasimi, wife of the Ruler of Sharjah, to build future leaders and innovators. Through a network of social and educational programs, the **Rubu' Qarn Foundation for Creating Future Leaders and Innovators** focuses on growing an Emirati generation capable of leading and influencing the future, making it the first initiative of its kind in the UAE and the Arab region. Rubu' Qarn is the umbrella for 4 Sharjah-based entities: Sharjah Children, Sharjah Youth, Sajaya Young Ladies of Sharjah, and Sharjah for Capability Development.

SNOC'S SUPPORT FOR SHARJAH YOUTH INITIATIVE

Sharjah Youth, part of Rubu' Qarn, focuses on creativity, innovation, and talent development for Emiratis aged 13 to 18 and functions as a regional pioneer in cultivating creative and influential Emirati generations. Aligned with the vision of Sharjah, it provides opportunities to practice skills, explore talents, and prepare for future leadership roles. In 2024, SNOC invested ₪ 50,000 in the foundation's activities, supporting youth empowerment and community engagement.



أطفال الشارقة
Sharjah Children



SNOC SUPPORTS THE “SHARJAH YOUTH EVENT”

As part of its commitment to youth empowerment, community engagement, and national development, SNOC, through its HSE Department, actively supported the Sharjah Youth Event, an initiative for children aged 6–17 to develop talents and leadership skills. SNOC provided media and logistical support, including bilingual promotional materials, photography and videography, press releases, and coordination with organizers for speaker participation and Sharjah Media interviews. After the event, the team assisted with follow-up and distribution of promotional assets. The event offered a dynamic platform for young participants to explore interests and build skills, underscoring SNOC's dedication to fostering an inclusive environment that inspires the next generation of UAE leaders.



SNOC'S NETWORK OF EXPERTS

SNOC's leadership and management team actively contribute as lecturers, panelists, mentors, and industry experts in collaboration with universities and institutions, sharing knowledge with the next generation of UAE professionals. During the reporting year, 12 SNOC experts took part in 14 events and conferences, transferring this industry expertise and supporting youth development.



FOCUS AREA: PROMOTE RESEARCH AND DEVELOPMENT

Our sector promotes closer links and alliances between industry and academia, with the aim of enhancing professional skills, improving the employability of talent, and fostering innovation. SNOC supports young researchers in the UAE and particularly in Sharjah by working closely with leading universities and academic and technical institutions at the national level. In 2024, we further strengthened our strategic cooperation with leading academic institutions across the wider region:

Strategic Partnerships with Academic Institutions

- Committed **₹ 1 million annually for ten years to establish a Professorship Chair in cooperation with UoS**
- Signed an **Agreement with AUS** to enhance engineering education and research
- Supported AUS's School of Engineering through the **"Al Nukhba Program"**
- Provided support for **annual career fairs and student competitions**
- Supported **AUS Alumni Association** activities
- Offered annual sponsorship for the **Parents of Student Council in Kalba**



₹ 205,000

Invested in 2024
in the following

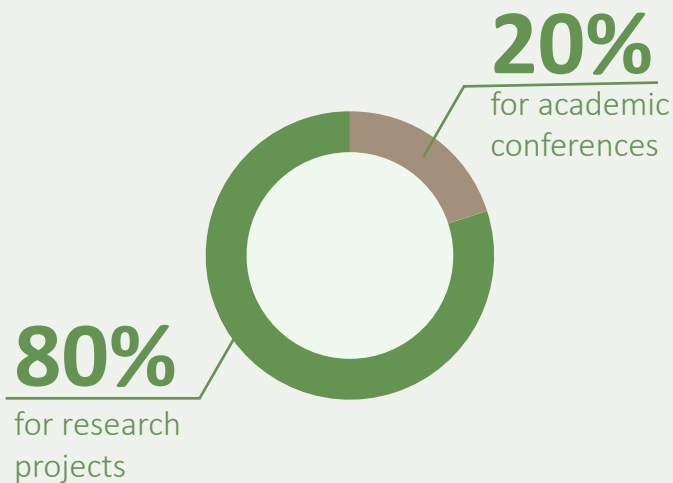
- 5th Women in Research Initiative with the UoS
- AUS Annual Senior Design competition
- AUS Career Fair
- Annual sponsorship for the Parents of Student Council Kalba
- AUS College of Engineering "Al Nukhba Program"

STRATEGIC PROFESSORSHIP AGREEMENT WITH UoS IN SUPPORT OF RESEARCH AND DEVELOPMENT

In September 2024, SNOC and UoS signed a strategic agreement to establish a dedicated Professorship Chair focused on advancing research and education in energy. SNOC will provide annual funding for ten years to support academic research, cutting-edge equipment, and scientific events, including the Women in Scientific Research Forum. This initiative strengthens the university's academic capabilities while fostering innovation and expertise in critical sectors vital to the UAE's future.

ANNUAL FUNDING ALLOCATION:

Projects are expected to commence in 2025



SNOC–AUS PARTNERSHIP FOR ENGINEERING EDUCATION AND RESEARCH

On January 23, 2024, SNOC and AUS College of Engineering signed a Memorandum of Agreement (MoA) under the AUS Engineering “Al Nukhba Program”. The partnership offers students industry-aligned training through internships, supervised capstone projects, and expert knowledge exchange. This partnership supports SNOC’s national workforce development and R&D initiatives while fostering innovation, addressing sector challenges, and building a strong pipeline of skilled engineers for SNOC and the UAE energy industry.

“SNOC is proud to join hands with AUS, fostering a collective commitment to taking an active and positive social role in our community – a commitment we take seriously. SNOC has been sponsoring interns for several years and undertaking National Development Programs to build a competent national workforce in its different disciplines.”

Hatem Al Mosa, past SNOC CEO



SNOC SUPPORTS THE AUS COLLEGE OF ENGINEERING “AL NUKHBA PROGRAM”

The **“Al Nukhba Program”**, an initiative of the AUS College of Engineering, connects high-achieving students with leading industry partners for hands-on training, expert mentorship, and industry-aligned research. Through exclusive internships, collaborative research, and advanced training, the program equips students with the skills and professional readiness to address real-world challenges with creativity and technical expertise.



INITIATIVES TO SUPPORT WOMEN IN RESEARCH

In 2024, SNOC actively supported Women in Research in close cooperation with its academic strategic partners:

SUPPORTING THE 5TH WOMEN IN RESEARCH FORUM

The Women in Research Forum positively impacts the wider community by promoting diversity and inclusion in research, driving innovation, and encouraging more women to pursue careers in research. It provides participants with resources and support to succeed, while fostering collaboration and knowledge-sharing across disciplines. The forum also serves as a platform to strengthen ties between business and academia, linking education with scientific research, development, innovation, and entrepreneurship to benefit multiple sectors of society.

Under the 5th Women in Research Forum, SNOC, in cooperation with the UoS, awarded 8 research grants to women scientists.

THE FORUM IN A NUTSHELL:

890

submissions

9

strategic
partners in 2024

150+

community
partners



**Participants representing 260
universities across 57 countries**

43

grants
awarded

8

of which awarded
to women

1,000+ attendees, including:

2

women ministers from
the UAE and Bahrain

11

international VIPs and
top women scholars



SUPPORTING AUS CAREER FAIR 2024 CONNECTING TALENT WITH THE JOB MARKET

The AUS Career Fair 2024, inaugurated by Her Excellency Sheikhha Bodour bint Sultan Al Qasimi, brought together 79 companies and over 1,800 students and alumni, reflecting strong industry participation across diverse sectors. Preceding the event, a "Career Prep Week" prepared students through workshops and alumni-led panels.

Organized by the Office of Advancement and Alumni Affairs, the fair resulted in 705 job and internship opportunities from 63 companies. This initiative highlights AUS's strong industry ties, ranked first in employer reputation in the UAE, and its commitment to bridging academia and the workforce by enabling students to network, gain insights, and secure meaningful employment opportunities.



79
companies

1,800
students and alumni

705
job and internship
opportunities from
63 companies

SNOC PROMOTES STUDENT INNOVATION AT AUS SENIOR DESIGN COMPETITION

In May 2024, AUS College of Engineering hosted its annual Senior Design Projects competition, featuring over 110 innovative projects developed by graduating students. As part of their capstone requirement, teams worked over 2 semesters, guided by faculty and industry mentors, to tackle real-world engineering challenges.

Sponsored by SNOC, the competition recognized the top three projects from each of the college's 6 departments, highlighting students' technical expertise, creativity, and teamwork. The event strengthened links between academia and industry and showcased impactful, locally relevant solutions with potential for real-world application.

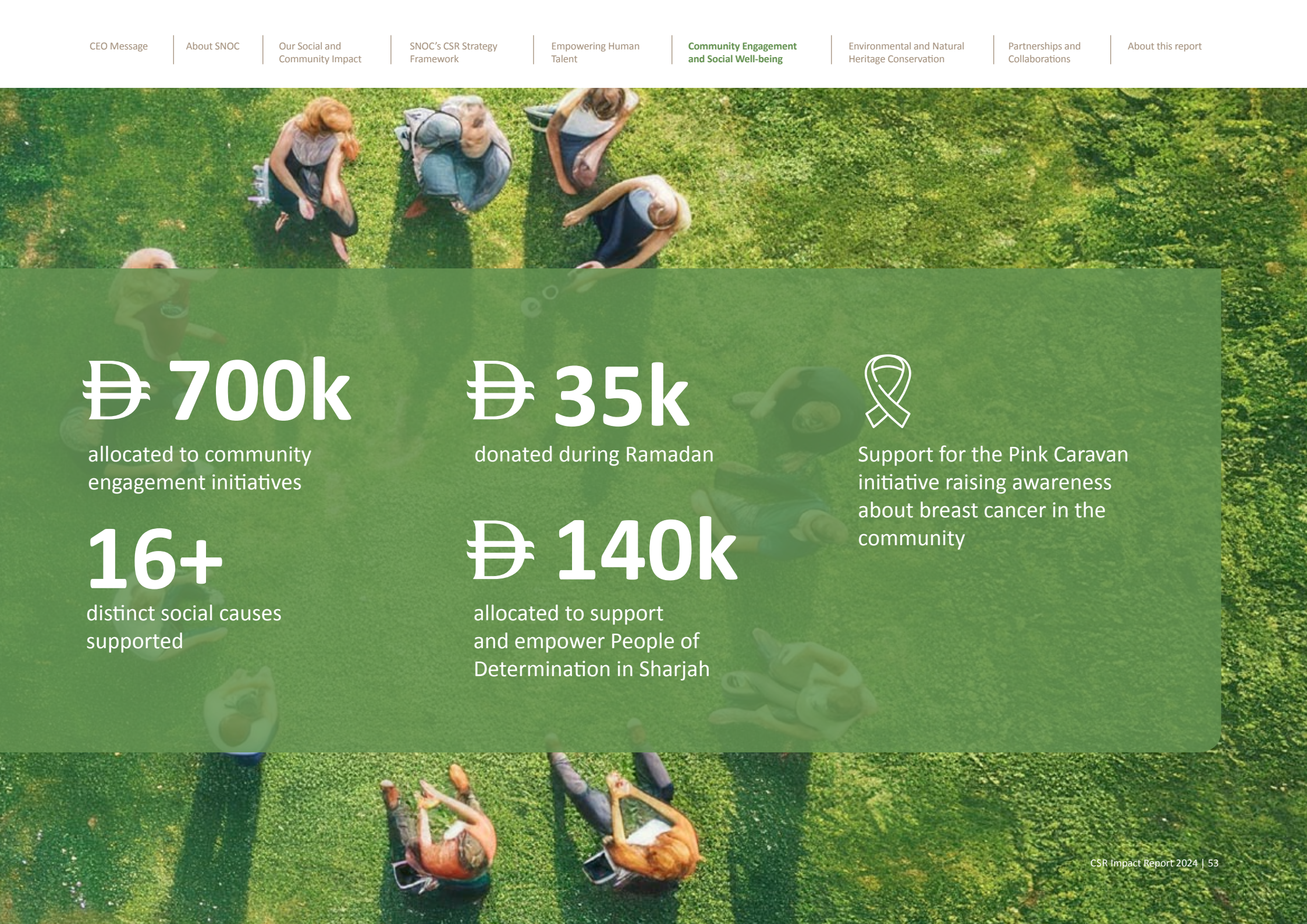
 **110**
innovative
projects

 **TOP 3**
projects awarded
in 6 Departments

MOVING FORWARD

At SNOC, we are committed to continuing our strategic collaboration with partners and stakeholders with a view to empowering talent, promoting research and development, and strengthening innovation. An integral part of our CSR strategy, our intention is to intensify our efforts, commitments, and investments in that direction in the future.

COMMUNITY ENGAGEMENT AND SOCIAL WELL-BEING

An aerial photograph of a group of people sitting on a lush green lawn. The people are arranged in a loose circle, some facing the camera and others with their backs to it. The grass is vibrant green, and the lighting suggests a sunny day. The image is used as a background for the report's content.

₪ 700k

allocated to community
engagement initiatives

16+

distinct social causes
supported

₪ 35k

donated during Ramadan

₪ 140k

allocated to support
and empower People of
Determination in Sharjah



Support for the Pink Caravan
initiative raising awareness
about breast cancer in the
community

At SNOC, we believe our success as a business is intrinsically linked to the well-being of the communities around us.

Our commitment is to enhance social well-being and community development through initiatives which improve living conditions, strengthen local infrastructure, and address critical social challenges – particularly for vulnerable populations. Through a strong network of partnerships, alliances, and volunteers, we promote social cohesion, safety, and well-being, fostering inclusive growth and long-term resilience across the communities in which we operate and beyond.

PURPOSE OF THE PILLAR

To make tangible contributions to uplifting local communities – improving living conditions and local infrastructures, tackling social exclusion, and raising the overall quality of life of people in surrounding communities.

VALUE FOR SNOC

Community engagement and social well-being is entrenched in SNOC's culture of offering back to the community. It not only improves corporate reputation but creates ties and builds trust with local communities and all relevant stakeholders.

VALUE FOR SOCIETY

Community engagement and social well-being are linked to the UAE's wider aspiration to become the world leader in quality of life, in line with UAE's national strategy for well-being. From supporting partners to deliver humanitarian relief in critical and emergency situations, to tackling social exclusion and chronic diseases, SNOC's CSR initiatives aim to foster social cohesion and improve people's lives in Sharjah and beyond.



WHERE WE FOCUS

COMMUNITY ENGAGEMENT AND SOCIAL WELLBEING



FOCUS AREA 1

Uplifting
Communities

Responding to identified national social priorities and/or social and humanitarian emergencies which affect the wider population – particularly people in need, the vulnerable, children, and women in Sharjah, the UAE, and beyond.



FOCUS AREA 2

Promoting Health, Safety,
and Social Wellbeing

Working alongside strategic partners to promote health, safety, and well-being and contribute to tackling chronic diseases in the wider population.

HOW WE ACHIEVE OUR GOALS



Build strategic partnerships with reputable foundations, institutes, and other organizations to implement impactful community development programs



Support public health initiatives, campaigns, and events that raise awareness of chronic diseases and preventive care while promoting healthy and safe living within the broader community



Encourage employee volunteerism by mobilizing internal networks to participate in community-uplifting activities

FOCUS AREA: UPLIFTING COMMUNITIES

We place strong emphasis on community support, focusing our efforts on reaching those most in need. In collaboration with expert partners, we identify and address the pressing social needs of vulnerable groups in the UAE and beyond – including people of determination, women, children, and orphans. Our aim is twofold: to deliver critical assistance in times of crisis and to foster long-term community resilience by promoting social cohesion and overall well-being.



Total

₹ 505,000

Invested in 2024
in the following

- Activities of The Big Heart Foundation (TBHF)
- Activities of the UAE Red Crescent Authority
- “Family Affairs” event, a special Iftar event during Ramadan

SUPPORTED PEOPLE OF DETERMINATION:

- Annual Al Amal Camp and 8th Warrageen Festival organized by SCHS
- Emirates Association of the Visually Impaired
- Khorfakkan Club for the Disabled
- West Asia Para Federation for Disabled Sports

SUPPORTED AUS' COMMUNITY ENGAGEMENT INITIATIVES:

- AUS Alumni Reunion Dinner
- Launch of the AUS Alumni Advancement and Solidarity Fund during AUS Giving Day
- AUS Benefit Suhoor in promotion of the Solidarity Scholarship Fund
- “Get Active for Education” event



In Lebanon, TBHF dispatched critical aid to displaced Lebanese and Syrian refugee families affected by the conflict. In Gaza, TBHF has provided food and healthcare support in cooperation with local partners.

WORKING CLOSELY WITH THE BIG HEART FOUNDATION (TBHF)

Since 2019, SNOC has been a staunch advocate of TBHF, reinforcing our commitment to humanitarian efforts through donations and sponsorships. This long-term partnership directly contributes to TBHF's mission of delivering vital health, education, and emergency aid to vulnerable communities worldwide. Launched by Her Highness Sheikha Jawaher bint Mohammed Al Qasimi and established as a foundation in 2015, TBHF is dedicated to protecting and empowering children and families in need. To date, the organization has positively impacted nearly 5 million lives in over 30 countries.

THE TBHF EDUCATIONAL CENTER ACTIVITIES IN SHARJAH

SNOC provides ongoing support to TBHF's local initiatives in Sharjah through its Educational Center. The center was established to deliver proactive educational solutions for children and young people from low-income families, regardless of gender. It focuses on combating illiteracy and addressing barriers such as poverty or poor living conditions. Through TBHEC, the foundation runs a wide range of charitable educational projects throughout the year.





2024



1,000 refugee families benefited from shelter and CRI kits (Core Relief Items):

CRI kits, each kit serves a displaced family of 5 and includes:

5 blankets, 5 mattresses, 5 sleeping mats, 1 jerry can, 1 solar lamp, and 1 kitchen set.

Shelter kits, each refugee family receives a kit which includes:
a tarpaulin, timber, and tools.

5 blankets, 5 mattresses, 5 sleeping mats, 1 jerry can, 1 solar lamp, and 1 kitchen set.

Shelter kits – each refugee family receives a kit which includes: a tarpaulin, timber, and tools.

Note: Impact report is due to be shared soon by the implementing partner.



₪ 50,000
for the emergency response
campaign in Lebanon

₪ 110,000
Ramadan campaign to support
Gaza (zakat)

In 2024, SNOC partnered with TBHF to provide emergency support in Gaza and Lebanon.

SNOC'S SUPPORT OF THE UAE RED CRESCENT AUTHORITY

Since 2014, SNOC has been a dedicated supporter of the UAE Red Crescent Authority, recognized as one of Asia's leading humanitarian organizations. Established in 1983, the Authority became the 139th member of the International Federation of Red Crescent and Red Cross Societies.

In the UAE, the Authority supports vulnerable communities through health, education, and housing programs, while internationally it provides food, medical aid, and infrastructure support in response to natural disasters, armed conflicts, and humanitarian crises. The Authority also leads seasonal initiatives such as Ramadan and Eid campaigns, reflecting the UAE's values of generosity and solidarity.

Through strategic partnerships and community engagement, the UAE Red Crescent Authority is a cornerstone of the nation's humanitarian diplomacy and a force for human dignity and resilience worldwide.



During this reporting period, SNOC allocated **₹ 100,000** to support its activities.



EMPOWERING PEOPLE OF DETERMINATION AND DISABILITIES

At SNOC, we have been working closely with key organizations to provide tangible support to and enrich the lives of people of determination and disabilities across the UAE.

THE ANNUAL AL AMAL CAMP ORGANIZED BY THE SHARJAH CITY FOR HUMANITARIAN SERVICES (SCHS)

Under the patronage of His Highness Sheikh Dr. Sultan Bin Mohammed Al Qasimi, Member of the Supreme Council and Ruler of Sharjah, SNOC partnered with SCHS, a pioneer in advocating for the rights of people with disabilities, to sponsor the **Annual Al Amal Camp**.

The 2024 camp welcomed **90 children with disabilities from across the GCC and guest**

countries for a 6-day program of educational activities, arts and crafts, and interactive workshops. In parallel, the **8th Warraqeen Festival**, the UAE's largest used-book, fair took place with SNOC's support. The initiative fostered inclusion, built self-confidence, and helped participants gain independence. SNOC's active participation was recognized with a commemorative certificate and trophy.



KEY 2024 HIGHLIGHTS:

90

children with
disabilities from
the GCC and 2
Arab countries

6-DAY

program

150

volunteers

46,000

visitors to the
Warraqeen Festival



Tuition fees covered for
34 students with disabilities



CONFERENCE ON THEORY AND PRACTICE IN FAIR PHYSICAL EDUCATION

SNOC sponsored the “Conference on Theory and Practice in Fair Physical Education,” organized by SCHS on March 6–7, 2024 in partnership with California State University – Chico and the Sharjah Education Academy.

The conference brought together 250 professionals from 17 countries to advance inclusive sports and physical education for people with intellectual disabilities, autism spectrum disorder, and multiple disabilities. Sessions focused on innovative teaching

methods, curriculum adaptations, and the physical, psychological, and social benefits of inclusive sports.

SCHS supports more than 900 students annually through specialized education and counseling. The conference aimed to influence policy, promote equality in sports, and foster collaboration between global experts and community stakeholders.

KEY HIGHLIGHTS (2024):

916

students with intellectual disabilities, autism spectrum disorder, and multiple disabilities received support.

250

attendees from 17 countries



Overall, in 2024 SNOC donated **₪ 100,000**, reinforcing its sustained dedication to inclusion, empowerment, and capacity building for People of Determination under SCHS's stewardship.

ADDITIONAL INITIATIVES

Since 2017, we have been contributing to the social integration of people who are visually impaired by supporting the Emirates Association of the Visually Impaired.

₪ 40,000

contribution in 2024

Since 2019, we have partnered with Khorfakkan Club for the Disabled, sponsoring essential mobility equipment and facilitating meaningful experiences such as an Umrah trip.

We support the West Asia Para Federation for Disabled Sports, enabling the acquisition of critical resources such as a hospitality transport vehicles and motion therapy equipment.



جمعية الشارقة الخيرية
Sharjah Charity International

SUPPORTING THE COMMUNITY DURING RAMADAN: THE “FAMILY AFFAIRS” EVENT

The Family Affairs event is organized by Sharjah Charity International, the Government of Sharjah's humanitarian arm, and promotes health, education, and community engagement through development, education, and rescue projects. Each year, SNOC donates to the Family Affairs event, a special Iftar event during Ramadan.

₪ 35,000
Total Investment in 2024

AUS GIVING DAY: UNITING FOR EMPOWERMENT, SUSTAINABILITY, AND SOLIDARITY

SNOC had an active presence at the AUS Giving Day and contributed to the launch of the **AUS Alumni Advancement and Solidarity Fund**. AUS hosted its first **Giving Day** on February 10, 2024, and launched the AUS Alumni Advancement and Solidarity Fund to support talented students facing social or financial hardship, with this year's proceeds aiding Palestinian students.



FUN, COMPETITION AND SOLIDARITY: AUS' "GET ACTIVE FOR EDUCATION"



As part of the **"Together in Advancement, Stronger in Solidarity"** campaign, AUS's **Get Active for Education** event combined sports, fundraising, and community engagement to support the **AUS Advancement and Solidarity Fund**. This fund helps bright students facing social challenges access quality education at AUS despite financial hardship. The event featured a walkathon, sports competitions, and strong participation from alumni, students, staff, and corporate partners. Sponsored by SNOC and other organizations, the initiative underscored AUS's commitment to student empowerment, solidarity, and the wider impact of education on community well-being.

SNOC SUPPORTED THE AUS ALUMNI REUNION DINNER AND THE AUS ALUMNI SOLIDARITY FUND

Under the patronage of Her Excellency Sheikha Bodour bint Sultan Al Qasimi, the AUS Alumni Reunion Dinner in January 2024 gathered 1,500 alumni to celebrate the university's legacy and launch the AUS Alumni Solidarity Fund. The event featured music, art exhibitions, and panels with distinguished alumni, highlighting AUS's transformative impact. Proceeds will support Palestinian students, particularly in Gaza. The event was dedicated to the celebration of alumni achievements, the strengthening of community ties, and the reaffirmation of AUS's commitment to education, empowerment, and regional solidarity.



SNOC CHAMPIONS AUS BENEFIT SUHOOR 2024 “LET US FRIENDRAISE: TOGETHER FOR IMPACT”

In March 2024, under the patronage of Her Excellency Sheikha Bodour bint Sultan Al Qasimi, AUS hosted its inaugural Benefit Suhoor, “**Let us Friendraise: Together for Impact,**” celebrating the spirit of philanthropy during Ramadan. The event brought together alumni, corporate partners, and supporters to raise funds for the AUS Advancement and Solidarity Scholarship Fund, with a special focus on supporting Palestinian students from Gaza. Highlights included a cultural program, a charity auction of exclusive artworks and experiences, and the launch of the Green Legacy Initiative, a tree-planting campaign to support financially challenged students. Sponsored by leading organizations including SNOC, the evening underscored education as a force for social good, fostering solidarity, sustainability, and inclusive progress through knowledge and compassion.

The SNOC CEO additionally confirmed a donation of ₪ 10,000 during the Benefit Suhoor, as part of the Silver Coin auction segment, to be allocated to scholarships under the Advancement and Solidarity Scholarship Fund.



FOCUS AREA: PROMOTING HEALTHCARE AND SOCIAL WELL-BEING

Social well-being is a core pillar of the UAE's National Strategy for Wellbeing, which aspires to position the country as a global leader in quality of life. In alignment with UAE's national vision, SNOC's CSR initiatives are designed to contribute meaningfully both to individual and community wellbeing. From addressing topics such as quality

healthcare and tackling non-communicable diseases, SNOC is committed to enhancing the social fabric of society, particularly for children and vulnerable groups. The company's initiatives promote inclusive access to health services, educational support, and wellness programs that improve health and overall wellbeing.

By partnering with local and regional organizations, SNOC fosters a more resilient, connected, and healthier society, ensuring vulnerable populations in Sharjah and across the UAE are not left behind in the pursuit of national progress and sustainable development.



₪ 880,000

Invested in 2024
in the following

- Conferences by the Al Qassimi Women and Children Hospital of the Emirates Health Services
- Pink Caravan Initiative
- Health Promotion Research Group “My Health” Conference hosted by UoS
- UAE Genetic Disease Association
- SNOC's safety training for Sharjah policy and local municipalities
- HSE Expo 2024





WORKING WITH THE FRIENDS OF CANCER PATIENTS (FOCP): IN SUPPORT OF THE PINK CARAVAN INITIATIVE

As part of its commitment to public health and social well-being, SNOC proudly supports FOCP, a non-profit organization which provides moral and financial support to cancer patients and their families.

SNOC's focus is on the **Pink Caravan Initiative**, a nationwide campaign promoting early breast cancer detection which falls under the FOCP's umbrella "Kashf". The initiative was launched in 2011 under the patronage of His Royal Highness Sheikh Dr. Sultan bin Mohammed Al Qasimi, Member of the Supreme Council and Ruler of Sharjah and Her Highness Sheikh Jawaher Bint Mohammed Al Qasimi, Wife of the Ruler of Sharjah, Founder and Patron of the FOCP. The initiative raises awareness of early detection, dispels myths, improves access to screenings, and advocates for stronger national screening programs. Through this partnership, SNOC helps amplify life-saving messages on regular self-examination and early screening. In 2024, SNOC marked World Cancer Day and International Women's Day by promoting awareness and facilitating free breast cancer screenings across the UAE, reinforcing its dedication to community health and equitable healthcare access.

Pink Caravan aims to promote cancer prevention and raise awareness about the importance of early breast cancer detection.



KEY HIGHLIGHTS SINCE 2011:

93,201

total clinical examinations

4,280

ultrasounds

76,840

women

1,250+

volunteers

22,549

mammograms

16,361

men

Reached out to:



EMPLOYEES WHO BENEFITED:

CLINICAL

EXAMINATIONS:

60

employees

MAMMOGRAMS:

60

employees
20 under 40+

IN 2024:

108

clinics

10,492

free checkups

SNOC CONTRIBUTED

₹ 50,000

to the campaign in 2024

SPONSORING THE WORK OF THE UAE GENETIC DISEASES ASSOCIATION

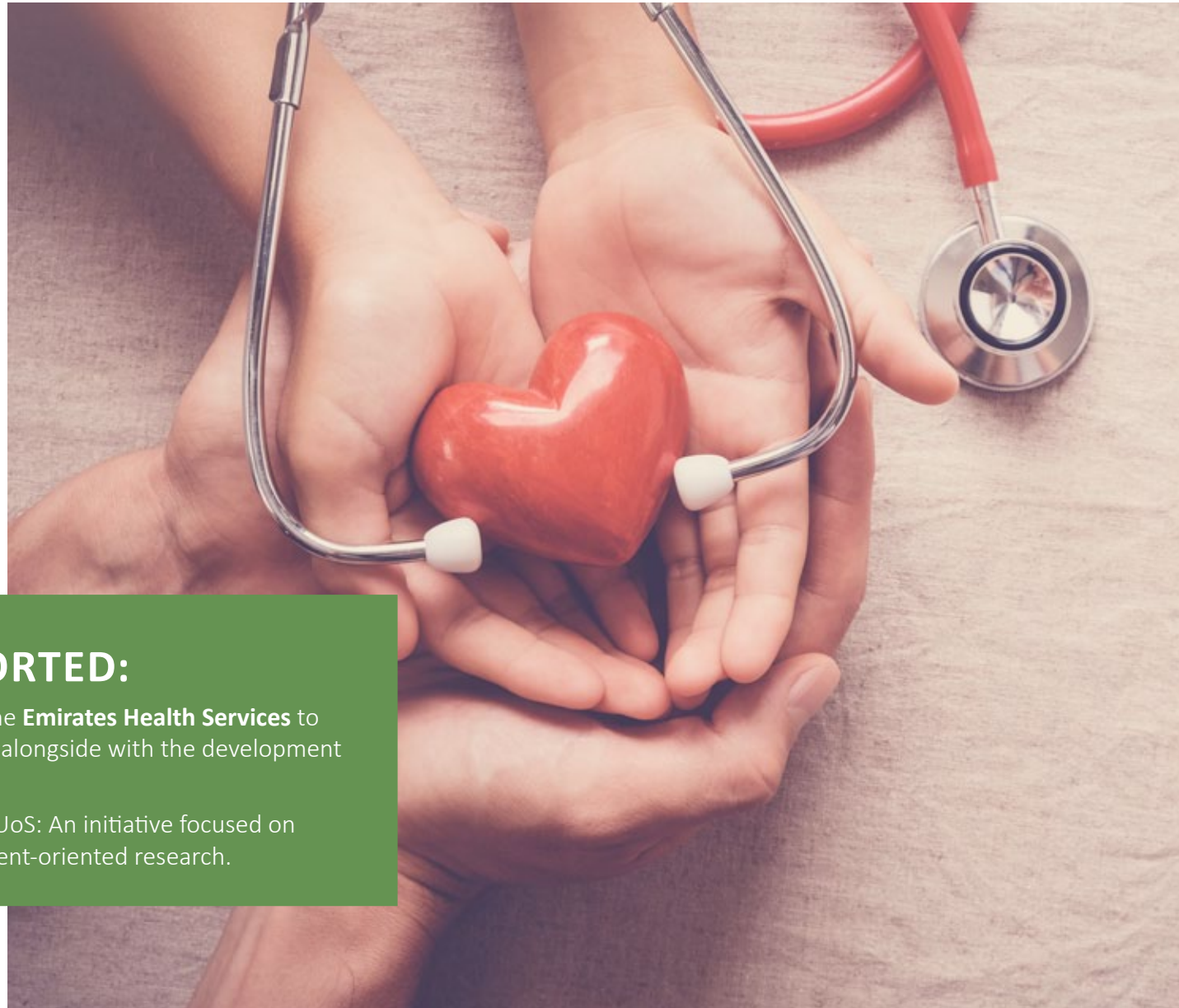
UAE Genetic Diseases Association (UAEGDA) focuses on research and development to control and prevent population-specific genetic disorders in the UAE. UAEGDA's activities include health education, genetic disorder screening, pre-marital testing, genetic counseling, and the dissemination of scientific knowledge to strengthen collaboration in genetics and related sciences.

Since 2023, SNOC has donated **₹ 10,000** to support these initiatives.

IN 2024, WE ALSO SUPPORTED:

Al Qassimi Women and Children Hospital of the **Emirates Health Services** to delivering critical care for women and children, alongside with the development of conferences.

The **Health Promotion Research Group** at the UoS: An initiative focused on improving public health outcomes through patient-oriented research.



SNOC'S SUPPORT OF THE "MY HEALTH" CONFERENCE

The Supreme Council for Family Affairs' Health Promotion Research Group, in partnership with UoS, hosted the 10th "My Health" Conference under the patronage of Her Highness Sheikha Jawaher bint Mohammed Al Qasimi. Held under the theme **"Health and Well-being"**, the conference featured 22 sessions delivered by 36 regional and international experts on topics including physical and mental health, lifestyle, sports, and nutrition. The event promoted knowledge exchange, community health awareness, and stronger collaboration between academia and government, resulting in actionable strategies to prevent noncommunicable diseases and advance public health as part of Sharjah's development agenda.



HEALTH AND SAFETY WORKSHOP AT THE RUBU' QARN FOUNDATION

In line with its mission to promote a culture of health and safety at the community level, SNOC supported the organization of a **Health and Safety workshop for youth** at the opening of the **Rubu' Qarn Foundation Life Skills Center for Creating Leaders and Innovators**, which took place on May 5, 2024. This workshop was designed to provide the participants with a thorough understanding of health and safety considerations both within and outside the workplace, ensuring they are equipped with the necessary knowledge and skills to support their future endeavors.



RUBU' QARN

الصناعة القادة والمبتكرين
Creating Future Leaders and Innovators

SNOC IN HSE EXPO 2024

SNOC is committed to advancing dialogue on health and safety across the region. In this context, the organization of SNOC's inaugural HSE Expo 2024 is a landmark event and Sharjah's first dedicated platform for advancing HSE best practices. The event brought together industry leaders, professionals, and experts from around the world to share knowledge and explore the latest advancements in HSE management.

THE EVENT INCLUDED:

Keynote Presentations

Industry leaders shared insights on the future of HSE and the evolving landscape of workplace safety.

Engaging Panel Discussions

Topics included Industry 4.0 impacts, innovative work practices, human-machine interaction, and building sustainable industrial value.

An Exhibition Area

Exhibitors showcased the latest HSE technologies, solutions, and best practices, with opportunities for attendees to interact and explore innovations.

Capacity-Building

Interactive, hands-on workshops and specialized training enabled participants to gain practical skills for improving HSE in their organizations.

1

day

1,000

participants

₪ 700,000

investment





"We would like to extend our gratitude to our esteemed speakers and panelists for sharing their valuable insights and expertise, as their contributions made the HSE Forum 2024 a truly exceptional event. At SNOC, we remain committed to sharing our knowledge and expertise on health and safety topics with the wider community."

– Hatem Al Mosa, past SNOC CEO



PROMOTING A HEALTH AND SAFETY CULTURE IN SHARJAH

Health and safety remains our top priority. Our Health, Safety and Environment (HSE) team ensures all operations meet high standards, protecting our people and the environment. Through continuous risk monitoring and proactive measures, we stay focused on achieving zero incidents and align our environmental practices with local regulations and best practice. Beyond our operations, we extend this commitment into the community by promoting safety awareness and building a strong culture of prevention among external stakeholders across Sharjah.

Since 2010, we have been delivering tailored safety training for **Sharjah Police and local municipalities**.

Training the Sharjah Police Force

Our aim is to enhance the knowledge and preparedness of law enforcement and emergency response teams in handling potential hydrocarbon-related incidents. Thus, we regularly provide **specialized training on the risks and hazards associated with hydrocarbons** for representatives of the Sharjah Police Force, local municipality, and Sharjah Roads and Transport Authority.

Training Local Government

SNOC conducted training on the significance of the No Objection Certificate (NOC) system, highlighting the critical role of NOCs in identifying and mitigating risks and hazards associated with infrastructure projects. By engaging with local authorities such as SEWA, Etisalat, Sharjah Town Planning, Sharjah Municipality, and Sharjah Roads and Transport Authority, we ensure stakeholders understand the importance of adhering to the NOC process to maintain safety and compliance standards.



10

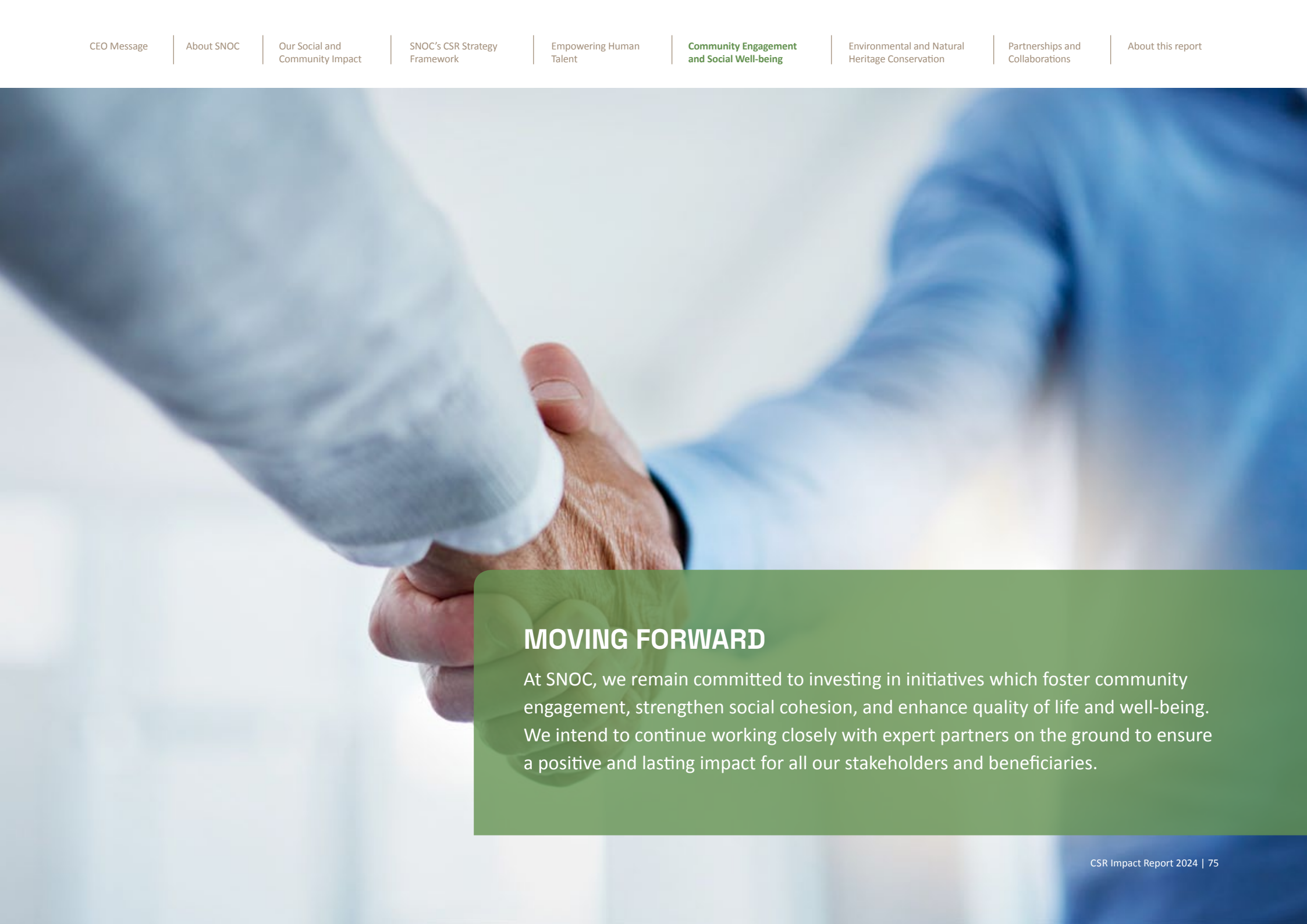
training sessions
completed since 2010

2

training courses
completed since 2015

16

participants



MOVING FORWARD

At SNOC, we remain committed to investing in initiatives which foster community engagement, strengthen social cohesion, and enhance quality of life and well-being. We intend to continue working closely with expert partners on the ground to ensure a positive and lasting impact for all our stakeholders and beneficiaries.

ENVIRONMENTAL AND NATURAL HERITAGE CONSERVATION



Supported major regional environmental initiatives

SNOC experts' participation in environmental events



SNOC campaigns around climate change and Net Zero commitments

“NetZero at SNOC and Beyond” program

- Reached +900 people
- Involved over 6 academic entities in 6 months

At SNOC, we are convinced that the protection of our environment, the conservation of natural resources, and the preservation of our national heritage are at the very top of our agenda. Our commitment and responsibility goes beyond minimizing the environmental impact of our operations – our goal is to safeguard the natural environment.

PURPOSE OF THE PILLAR

Encouraging action and behavioral change with regards to natural heritage and environmental conservation for the benefit of local communities.

VALUE FOR SNOC

Natural Heritage and environmental conservation are both highly significant and closely aligned with the organization's core business. However, SNOC's engagement in this area has so far been limited. Increasing our involvement presents a valuable opportunity for the organization to enhance its impact. By actively contributing to the protection of the environment and the preservation of natural heritage through CSR, we can further reinforce the trust-based relationships SNOC holds with stakeholders and the local communities.

VALUE FOR SOCIETY

Natural Heritage and environmental conservation are closely linked to the UAE Vision 2031. All CSR initiatives developed in this pillar directly benefit local communities by raising awareness of the importance of protecting the environment and preserve our natural heritage. This objective is particularly timely, given the growing emphasis placed by both the UAE and the Emirate of Sharjah on environmental conservation, reflected in landmark projects such as Sharjah Sustainable City and the work of the Environment and Protected Areas Authority, which advances eco-tourism in tandem with heritage preservation.



WHERE WE FOCUS

ENVIRONMENTAL AND NATURAL HERITAGE CONSERVATION



FOCUS AREA

Community Action for
Environmental Protection
and Heritage Conservation

Educate and engage the public on various environmental topics including energy consumption, natural resource preservation, climate change, emissions reduction, water efficiency, waste management, and the circular economy aiming at protecting the environment and our natural heritage.

HOW WE ACHIEVE OUR GOALS



Support the environmental work of organizations involved in protecting natural heritage and the environment through critical funding, donations, and sponsorships



Encourage employee volunteerism for wider environmental causes

FOCUS AREA: COMMUNITY ACTION FOR ENVIRONMENTAL PROTECTION AND HERITAGE CONSERVATION

Through long term partnerships and collaborations, and our network of volunteers, we raise public awareness of critical environmental issues and promote meaningful behavioral change within our communities.

In 2024, SNOC worked in cooperation with partners and stakeholders to support various events, such as the 23rd Cycle of the Inter-School Environmental Public Speaking Competition, the “Make it Sustainable” Forum, as well as the Net Zero event run by Sharjah Media City, Shams, dedicating approximately **₪ 163,000** to causes that promote environmental education and awareness throughout the community.



₪ 163,000

Invested in 2024
in the following

- “Make it Sustainable” Forum organized by Ajman University
- 23rd Cycle of the Inter-School Environmental Public Speaking Competition, organized by the Emirates Environmental Group
- AUS Environmental Day 2024
- Other

WATER SUPPORT FOR THE BEDOUIN COMMUNITY IN SHARJAH

As part of its commitment to community support and sustainable resource management, SNOC provides clean well water from its field operations to the surrounding Bedouin community, primarily

to support the care and management of their camels. Water is sourced from 9 wells across SNOC's fields and distributed to 9 neighboring farms, offering a reliable supply that sustains

the health and well-being of these iconic desert animals. This initiative reflects SNOC's dedication to sustainable resource-sharing and to preserving the cultural heritage and traditions of the region.



SNOC AT THE 2024 “MAKE IT SUSTAINABLE FORUM” – FROM INSIGHT TO IMPACT

In April 2024, SNOC made a significant contribution to Ajman University’s “Make It Sustainable Forum,” held in partnership with the UAE Ministry of Climate Change and Environment as part of the Year of Sustainability. SNOC participated as a major sponsor and as a speaker, represented by Rawad Barazanji, Sustainability & Energy Transition Lead, and Khamis Al Mazrouei, CEO, on a high-profile panel highlighting the company’s leadership in the oil and gas sector’s green transformation. Under the theme “Plan to Action,” the forum promoted sustainable action – green transportation, energy and water conservation, responsible consumption, smart planting – while encouraging collaboration amongst academia, government, the private sector, and NGOs. SNOC’s panel contribution addressed critical topics such as regional climate capacity, sustainable mobility, and acceleration of the energy transition – showcasing the company’s role in advancing Net Zero strategies, fostering green energy transition, and building climate resilience.



70+
participants

SNOC AT AUS ENVIRONMENTAL DAY 2024 – PROMOTING CLIMATE ACTION AND GREEN CAREERS

SNOC supported AUS’s Annual Environmental Day 2024, which gathered 265 students and educators from 17 UAE schools to explore climate action and careers in environmental sciences.

Organized by the Department of Biology, Chemistry and Environmental Sciences, with the Sharakah Program, the event featured interactive sessions, scientific demonstrations, and a keynote speech on sustainable packaging by Henkel’s Regional Manager. A career panel, industry booths, competitive quizzes, and video contests enriched student engagement. Winning schools were recognized across multiple categories. The event underscored AUS’s dedication to environmental education, fostering youth awareness, and inspiring future sustainability leaders across biology, chemistry, and environmental science.



265

students and
educators

17

schools across
the UAE

SNOC SUPPORTS AUS GREEN LEGACY INITIATIVE

As part of its long-standing commitment to environmental protection and natural heritage conservation, SNOC supported the launch of the Green Legacy Initiative during AUS Giving Day on February 10, 2024. The initiative – run in collaboration with Alef Group – combines sustainability and campus greening with education by creating a tree-planting campaign which also provides financial support to Palestinian students.

For every ₪ 100,000 donation, a palm tree is planted on campus, leaving a lasting mark on the landscape and on students' lives. To date, 6 trees have been planted, with 4 more to follow as part of the AUS Alumni Advancement and Solidarity Fund.



SNOC'S NETWORK OF EXPERTS IN SUPPORT OF THE ENVIRONMENT

SNOC's leadership and management team participate as lecturers, panelists, mentors, and industry experts in important environmental and energy conferences promoting dialogue on environmental and heritage conservation and sharing practices and viewpoints from the industry. In this context, SNOC has been organizing together with academic partners, the SNOC Talks, and SNOC's Net Zero campaigns with a view to raising awareness and driving societal cultural change in the context of understanding Global Climate Change and Net Zero Commitments. The "NetZero at SNOC and Beyond" educational program reached over 900 people and involved over 6 academic entities in 6 months.

NET ZERO AWARENESS SESSION AT SHARJAH MEDIA CITY, SHAMS

SNOC's HSE Department is instrumental in supporting this event, which aims to raise awareness of the environment amongst school children aged 8-12 years old, while offering a dynamic platform to learn about Net Zero practices.



MOVING FORWARD

At SNOC, in line with our commitment to Sharjah and the UAE national vision and goals, our intention moving forward is to expand and intensify our investment in environmental initiatives. Under our newly established “SNOCares” program, we planned the launch of a tree-planting and employee engagement activity at the Sajaa Plant area, alongside other community-focused initiatives.

A background image showing several hands of different skin tones assembling white puzzle pieces on a blue surface. The puzzle pieces are interlocking, symbolizing collaboration and partnership.

PARTNERSHIPS AND COLLABORATIONS

SNOC actively cultivates strategic partnerships and collaborates with a broad network of external stakeholders to amplify its impact across the CSR landscape. As a socially responsible energy leader, SNOC is committed to initiatives that empower individuals, strengthen communities, enhance quality of life, and safeguard the environment. We place a strong emphasis on long-term, mutually beneficial alliances that reinforce our role in driving sustainable and inclusive development across the region.

OUR PARTNERS

SNOC has forged relationships of trust and has been supporting the work of the following stakeholders:



**American University
of Sharjah (AUS)**



**Friends of Cancer
Patients (FOCP)**



**Parents of Students
Council-Kelba**



**Sharjah Charity
International**



**University of Sharjah
(UoS)**



**Emirates Environmental
Group (EEG)**



**Health Promotion
Department**



Reyada Center



**Sharjah City for Humanitarian
Services (SCHS)**



**West Asia Para Federation
for Disabled Sports (WAPF)**



**Emirates
Red Crescent**



**Khorfakkan Club
for Disabled**



**Rubu' Qarn
Foundation**



Sharjah Police



Emirates Visual



The Pink Caravan



**Sharjah Capability
Development**



**UAE Genetic Disease
Association (UAEGDA)**

SNOC'S STRATEGIC PARTNERSHIPS IN A NUTSHELL

With a goal to create positive and lasting community impact, at SNOC we have managed to build longstanding trust with a wide range of stakeholders through strategic partnerships with local organizations, charities, academic institutions, and other stakeholders groups.



University of Sharjah

Founded in October 1997 by Sheikh Dr. Sultan bin Muhammad AlQasimi, UoS is a private Emirati national university located in University City, Sharjah, UAE. Serving over 10,000 students across its 5 campuses and 15 colleges, UoS offers 56 bachelor's, 38 master's, and 15 PhD programs. Accredited by the UAE Ministry of Education, it is recognized for academic excellence and community engagement. UoS has been ranked among the top universities in the world, one of top universities in the Arab world and 1st in research in the UAE.

Years of Cooperation with SNOC:

Since 2015

Main projects/initiatives:

- Signing of the Professorship Chair, committing ₪ 1 million annually for the next 10 years
- Sponsoring the Women in Research Forum

"SNOC plays a vital role in advancing research and innovation at the University of Sharjah. Through its esteemed Professorship Chair, SNOC has strengthened academic-industry collaboration, supported impactful research, and contributed meaningfully to national capacity building. We deeply value this strategic partnership and the continued support to our academic mission."

Prof. Esam Agamy, UoS Chancellor



American University of Sharjah

Founded in 1997 by Sheikh Dr. Sultan bin Mohammed Al Qasimi, AUS is a leading institution in the Gulf, combining Islamic heritage with modern academic excellence. Internationally accredited, AUS offers 33 bachelor's, 21 master's, and 8 PhD programs, producing globally recognized graduates who are prepared to lead in a rapidly evolving world.

Years of Cooperation with SNOC:

Since 2010

Main projects/initiatives:

SNOC has been supporting the following initiatives:

- The College of Engineering "Al Nukhba" Program
- Alumni Reunion Dinner
- The launch of the AUS "Alumni Advancement and Solidarity Fund" during AUS Giving Day
- "Benefit Suhoor" in promotion of the Solidarity Scholarship Fund
- The "Get Active for Education" event
- The College of Engineering "Senior Design Project Competition"
- Career Fair 2024

"At American University of Sharjah, we are proud to recognize SNOC as a valued partner in our journey of academic excellence and innovation. SNOC's steadfast support and generous contributions have played a pivotal role in advancing our mission, enriching the student experience, and empowering the next generation of leaders. This meaningful partnership stands as a model of how industry and academia can work together to drive progress, foster talent, and create lasting impact in our region."

Dr. Tod Laursen, AUS Chancellor



The Big Heart Foundation (TBHF)

Originally set up as a fundraising campaign in 2013, TBHF was developed into a fully-fledged foundation in 2015 and has led various initiatives and campaigns launched by Her Highness Sheikha Jawaher Bint Mohammed Al Qasimi, Wife of His Highness the Ruler of Sharjah and Chairperson of the Supreme Council for Family Affairs. The foundation's mandate is to protect and empower vulnerable children and their families in vulnerable situations across the world. Since then, TBHF has provided health, education, and emergency aid services – among other things – to almost 5 million people in need more than 35 countries.

Years of Cooperation with SNOC:

Since 2013

Main projects/initiatives:

SNOC has been actively supporting the foundation's humanitarian action programs.

- In 2024, SNOC supported the TBHF's emergency relief programs in Gaza and Lebanon.
- In addition, SNOC supports the foundation's work in Sharjah, focusing on addressing illiteracy amongst youth facing barriers such as poor living standards and poverty.

"The Big Heart Foundation deeply values its strategic partnership with SNOC, whose steadfast support has been instrumental in advancing our humanitarian mission. From emergency relief in Gaza, Lebanon, Syria, and Turkey to seasonal refugee campaigns, SNOC's contributions have delivered life-saving assistance and renewed dignity to some of the world's most vulnerable families."



الشارقة لتطوير القدرات
Sharjah Capability Development

Sharjah Capability Development- Tatweer

Sharjah Capability Development- Tatweer is an affiliate of Rubu' Qarn for Creating Future Leaders and Innovators. Through impactful partnerships, Tatweer focuses on nurturing talent, unlocking potential, and investing in youth to shape generations capable of contributing meaningfully to both local and global communities.

Years of Cooperation with SNOC:

Since 2015 In 2016 a Memorandum of Understanding was signed between SNOC and Sharjah Capability Development- Tatweer.

Main projects/initiatives:

The Sharjah Leadership Program, (Wathba) is Tatweer's flagship program bringing together 25 participants per cycle, including Sharjah's youth and professionals from government and private sectors. Its goal is to equip emerging leaders with the skills and experiences needed to drive positive change.

"Our partnership with Sharjah National Oil Corporation reflects a deep and ongoing commitment to empowering youth as the foundation of progress in Sharjah and the UAE. We are grateful for SNOC's steadfast support throughout our collaboration, which has been vital in nurturing talent, inspiring innovation, and enabling young people to thrive. Investing in youth development is not only about building individual potential, but also about driving lasting transformation across government and private sectors — shaping a future where Sharjah leads with knowledge, creativity, and excellence."

His Excellency Khalid Ibrahim Al Nakhi
Director of Sharjah Capability Development



Rubu' Qarn

Rubu' Qarn, meaning “quarter of a century” in Arabic, is a Sharjah-based foundation established in 2016 to nurture future leaders and innovators. It serves as an umbrella group for several Sharjah-based entities focused on youth development: Sharjah Children, Sharjah Youth, Sajaya Young Ladies of Sharjah, and Sharjah for Capability Development. Rubu' Qarn develops a unified strategic plan for these entities, aiming to increase efficiency and optimize resource utilization. The overall goal is to create a positive and developed society in Sharjah and the UAE.

Years of Cooperation with SNOC:

Since 2023

Main projects/initiatives: In 2024, SNOC has been instrumental in promoting the foundation's activities in terms of youth empowerment and community engagement – particularly the Sharjah Youth Initiative. In May, SNOC supported the organization of a Health and Safety workshop for young people at the opening of the Rubu' Qarn Foundation Life Skills Center for Creating Leaders and Innovators.

“At Rubu' Qarn, we deeply value our partnership with SNOC, whose sponsorship and contributions have significantly supported our mission to empower youth and strengthen community development across Sharjah. SNOC, represented by their team and management, truly understands that the real wealth of Sharjah and the UAE is not what lies beneath the ground in oil and gas, but the people and the youth who live above it. This shared belief reflects the vision of Sharjah, where investing in people is at the heart of sustainable growth. Together, we are proud to align our efforts in building a future where youth are equipped with the skills, opportunities, and values to positively shape society.”

Mohammad Abdulsalam Al-Madhi
Advisor, Strategy & Partnerships, Rubu' Qarn Foundation



Sharjah City for Humanitarian Services (SCHS)

SCHS is a local non-profit organization founded in 1979 as a branch of the Arab Family Organization in the Gulf region, aiming to advance the 'Arab family' and develop the social services it needs. On October 10, 1995, His Highness Sheikh Dr. Sultan bin Muhammed Al-Qasimi, Member of the Supreme Council and Ruler of Sharjah, issued a decree declaring SCHS an independent organization in the Emirate of Sharjah aiming at serving people with disabilities in the UAE. SCHS aims to change society's attitude towards people with disabilities and affect government policy in disability-related issues.

Years of Cooperation with SNOC:

Since 2014

Main projects/initiatives:

In 2024, SNOC:

- Supported the organization of the Al Amal Camp in Sharjah, which welcomed children with disabilities from across the GCC and guest countries for a 6-day program of educational activities, arts and crafts, and interactive workshops.
- Supported the 8th Warraqeen Festival, the UAE's largest used-book fair.
- Sponsored the "Conference on Theory and Practice in Fair Physical Education," organized by SCHS on March 6–7, 2024 in partnership with California State University – Chico and the Sharjah Education Academy.

"Sharjah City for Humanitarian Services greatly values its long-standing collaboration with Sharjah National Oil Corporation (SNOC), whose steadfast support has been instrumental in materializing our purpose of empowering and educating people with disabilities, improving their quality of life, and promoting their inclusion in society. We firmly believe that real development and economic growth come through human development, and that investing in people is the most impactful and sustainable form of progress. Through our strategic partnership with SNOC, we continue to enhance inclusion and expand opportunities for the active participation of people with disabilities in society. SNOC's commitment to human development reflects a deep understanding that investing in people is the foundation of lasting progress."

Her Excellency Mona Abdulkarim Al Yafei, General Manager, Sharjah City for Humanitarian Services

ABOUT THIS REPORT

This is the inaugural CSR Impact Report of Sharjah National Oil Company (SNOC). SNOC is the national oil and gas company of the Emirate of Sharjah, United Arab Emirates. The Report measures SNOC's social contribution and performance, presents SNOC's future goals, and outlines the impact of its activities and initiatives on society.

SCOPE AND BOUNDARY

The Report covers the period from January 1, 2024, to December 31, 2024. It outlines SNOC's Corporate Social Responsibility's (CSR) strategy, focusing on the impact created at the community and national level. It covers key community initiatives across its value chain, including strategic partnerships with key stakeholders in the region.

ALIGNMENT WITH STANDARDS AND FRAMEWORKS

The Report is guided by recognized and well-established national and global standards and frameworks, to ensure credibility and alignment with sustainability and corporate social responsibility principles. The company

is committed to the UN SDGs and the strategic priorities outlined in the UAE Vision 2031, using frameworks and standards to guide its social impact initiatives and collaboration with key partners. The report applies GRI Standards and ISO 26000 principles to disclose SNOC's social strategy and responsibilities relevant to its mission, operations, stakeholders, and social and environmental impact. SNOC invests in robust systems, policies, and processes to collect accurate data, strengthen strategic action plans, and enhance the credibility of its reporting.

SUPPORT

The Report was developed in consultation with, and with the scientific guidance of, the Sustainability Knowledge Group (www.sustainabilityknowledgegroup.com).

CONTACT

Your feedback is important to us:

Abdulrahim Mohamed

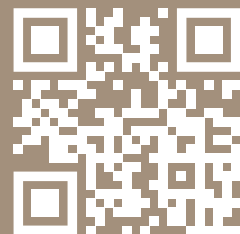
Director, Communications,
External Affairs & CSR

Sharjah National Oil Company (SNOC)
info@snoc.ae

GLOSSARY

ABBREVIATION	FULL ACRONYM
AED	Arab Emirates Dirham
ADNOC	Abu Dhabi National Oil Company
ANABEEB	Arabian Pipeline & Services Company's Limited
AUS	American University of Sharjah
AUSAA	AUS Alumni Association
CCS	Carbon Capture and Storage
CERT	The Centre of Excellence for Applied Research & Training, Higher Colleges of Technology, UAE
CSR	Corporate Social Responsibility
E&P	Exploration and Production
FOCP	Friends of Cancer Patients
GRI	Global Reporting Initiative
HSE	Health, Safety, and Environment
IPCC	Intergovernmental Panel on Climate Change
ISO	International Organization for Standardization
LPG	Liquefied Petroleum Gas
MoA	Memorandum of Association

ABBREVIATION	FULL ACRONYM
MoU	Memorandum of Understanding
NDP	National Development Program
NOC	National Oil Company
OHE	Occupational Health and Safety
PV	Photovoltaic
SBM	Single Buoy Mooring
SEWA	Electricity, Water and Gas Authority
SCHS	Sharjah City for Humanitarian Services
SNOC	Sharjah National Oil Company
SPENE	Northern Emirates Section of the Society of Petroleum Engineers
TBHF	The Big Heart Foundation
UAE	United Arab Emirates
UAEGDA	UAE Genetic Diseases Association
UN SDGs	United Nations Sustainable Development Goals
UoS	University of Sharjah
WAPF	West Asia Para Federation for Disabled Sports



www.snoc.ae