

OARC Sustainability Report 2025



**BUILDING
TOMORROW**
with Sustainable
Rolled Aluminium

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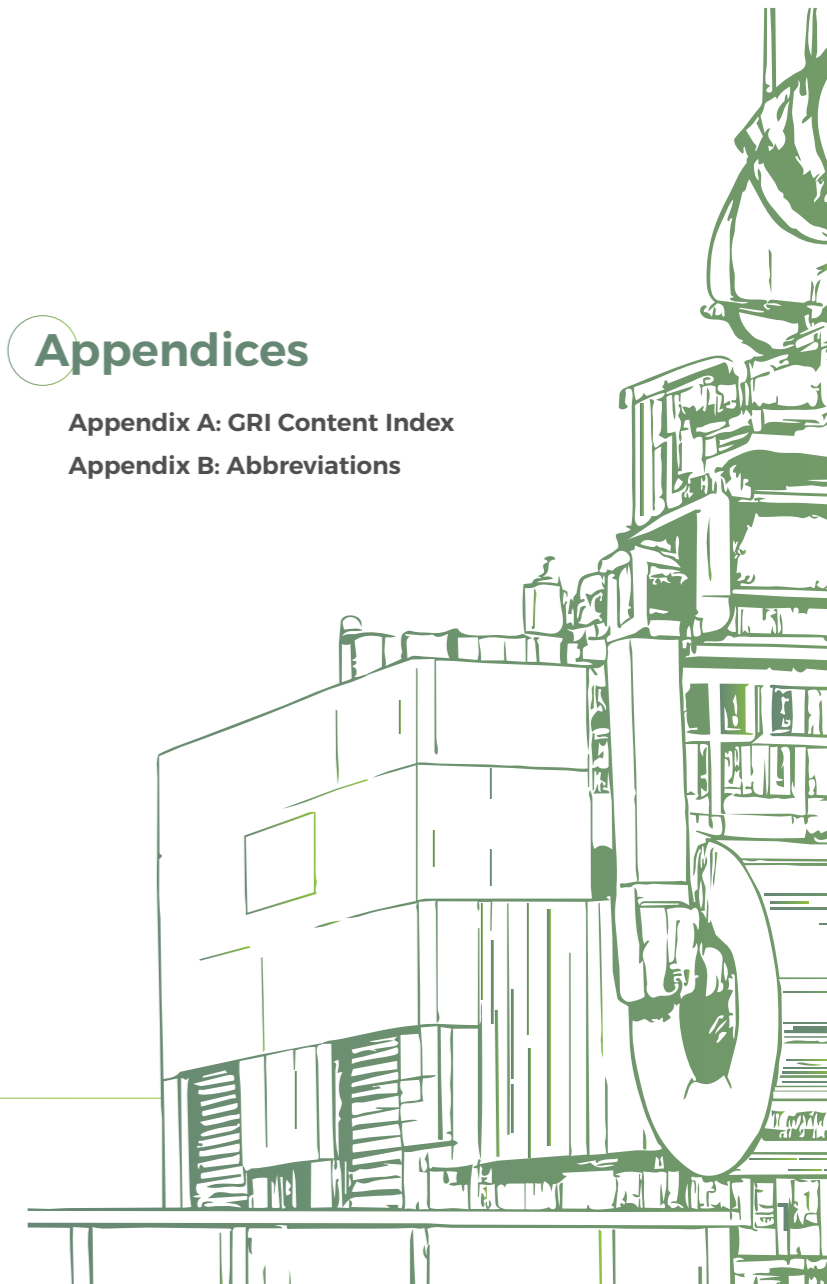
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ABOUT THIS REPORT

We are proud to present OARC's 2025 Sustainability Report, reflecting our continued commitment to Environmental, Social and Governance (ESG) principles and our ambition to shape a more resilient and responsible aluminium business.

Now in its third edition, this report captures the progress we have made across our material sustainability topics, the practices guiding our operations, and the initiatives supporting long-term value creation. It also sets out how sustainability is being embedded into OARC's strategy, strengthening operational excellence, stakeholder engagement and responsible business conduct.

The scope of this report covers OARC's operations in the Sultanate of Oman. As the Company operates one asset in a single location, all activities fall within OARC's direct operational control.

Reporting Period

The report covers the calendar year from 1 January 2025 to 31 December 2025, unless stated otherwise.

Reporting Standards Referenced

This report has been prepared in accordance with the GRI Sustainability Reporting Standards and is aligned with the disclosure requirements of the Aluminium Stewardship Initiative (ASI), the United Nations Sustainable Development Goals (UN SDGs), and Oman Vision 2040. Please refer to the **Appendix A** for our GRI Content Index.

Restatements of Information

No restatements have been made to information reported in the previous sustainability report. Wherever possible, we have compared our 2025 performance with 2024 data and, in selected areas, with earlier years to provide a clearer view of performance trends. Where quantitative data within the defined reporting boundary is not currently available, it will be disclosed in future reporting periods as it becomes accessible. OARC remains committed to transparency and to continuously improving the completeness, consistency and quality of its disclosures.

External Assurance

OARC applies structured data collection, validation, and reporting processes to support the accuracy and reliability of disclosed information. Non-financial data is subject to internal review and validation processes, while selected indicators, including greenhouse gas emissions and financial data, have been externally verified. The 2025 Sustainability Report has not been subject to independent external assurance.

Feedback

We welcome feedback on this report and invite readers to share their views through the survey link below. For any questions or other enquiries, please contact us via the channels provided.



Disclaimer:

This report includes historical and current information, as well as statements that may be considered forward-looking. These statements reflect the way in which OARC intends to conduct its activities and may be identified by terminology such as 'plans', 'aims', 'assumes', 'continues', 'believes', 'may', 'could', 'should', 'might', 'will' or 'would'. While every effort has been made to ensure the accuracy and reliability of the information presented, forward-looking statements are subject to inherent risks and uncertainties. Actual outcomes may differ materially from those projected or implied, including as a result of factors beyond OARC's control. Accordingly, such statements should not be interpreted as guarantees of future performance.

Leadership Message

Chairperson Message

As OARC operates in an increasingly competitive and fast-changing global market, our focus remains on building a resilient business that creates lasting value while adapting to evolving expectations and challenges.

During 2025, we further strengthened our sustainability approach through the development of our ESG Policy and Strategy, providing clearer direction for managing our stakeholder priorities and embedding sustainability considerations into business decision-making.

Throughout the year, OARC advanced operational performance, environmental stewardship, and governance practices, driven by the commitment and collaboration of our employees, leadership team, and partners. Beyond operational achievements, we contributed further to Oman's economic and social development through workforce enablement, local spending, and community programs. In 2025, the local sourcing rate reached 58%, stressing our focus on domestic supply chains, supporting SMEs, and expanding in-country value creation.

At the same time, global market shifts, trade developments, tariffs, duties, and emerging regulations including EU carbon taxation measures, added complexity across the industry. Historically, OARC's sales were heavily concentrated in the U.S. market. In response, OARC continued diversifying its market presence to reduce reliance on a single market and strengthen business resilience while remaining agile in navigating evolving market conditions.

Looking ahead, we will continue creating value in a way that balances ambition with responsibility, benefiting shareholders, employees, partners, and the communities we serve, while supporting Oman Vision 2040 and contributing to a more sustainable aluminum value chain. OARC remains committed to its long-term net-zero ambition by 2050 and its near-term target of reducing absolute greenhouse gas emissions by 35% by 2030.



Aida Al Jabri
Chairperson





Omar Al Balushi
Chief Executive Officer

CEO Message

The year 2025 marked a period of strong progress for OARC across operational, financial, and sustainability performance.

During the year, we improved energy efficiency, reduced landfill waste, and maintained full compliance with Omani air quality standards, with no recorded exceedances, environmental incidents, or violation notices. Our decarbonization initiatives also progressed through operational optimization and targeted investments in energy efficiency, alongside workforce awareness and training programs that reinforced our broader emissions reduction objectives.

The financial performance reflected this momentum, supported by higher sales volumes and improved pricing. At the same time, we maintained a disciplined focus on operational efficiency, strengthening profitability while navigating external market challenges.

We owe our success to the dedication and talent of our people. During the year we maintained a strong Omanization rate of 85% and further invested in employee development and engagement, achieving an employee satisfaction rate of 74.6%. Health and safety performance also remained strong, with zero fatalities recorded and above-target performance achieved across key health and safety indicators.

In governance, we maintained rigorous compliance with statutory requirements, human rights standards, and risk management practices, while continuing to strengthen cybersecurity and responsible business practices across the organization.

Towards the end of 2025, OARC initiated a business transformation plan focused on commercial and operational initiatives designed to enhance operational efficiency, market agility, and long-term financial impact. The program is expected to support future profitability, competitiveness, and sustainable business growth.

Moving forward, our focus will remain on operational excellence, sustainability, innovation, and market diversification while continuing to build on the solid foundation established this year.

I sincerely thank our employees, customers, suppliers, and stakeholders for their invaluable support and contribution.



OVERVIEW OF OARC

Our Profile

Oman Aluminium Rolling Company SPC (OARC) was established in 2011 as a greenfield aluminium rolling mill. As one of Oman's largest value-added projects in the aluminium downstream sector, the facility was developed with a total investment of USD 385 million. Today, OARC combines advanced manufacturing capabilities with a growing international market presence and a strong operational foundation.

OARC's core business focuses on the production of flat rolled aluminium products, with an annual capacity of 140,000 metric tons. Its product portfolio includes a wide range of aluminium coils across the 1xxx, 3xxx, 5xxx, and 8xxx alloy series, serving diverse applications such as construction materials, food packaging, heat exchangers, and industrial uses.

19
Export Markets

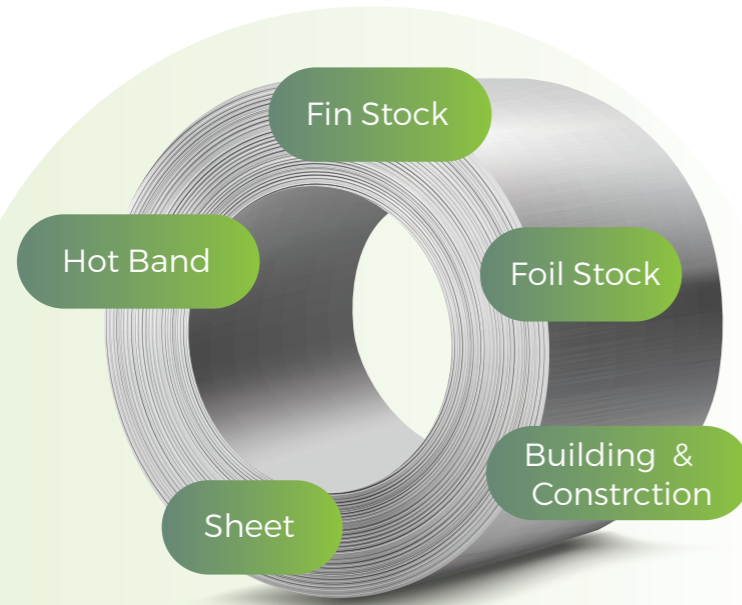
56
International Customers

+250
Employees

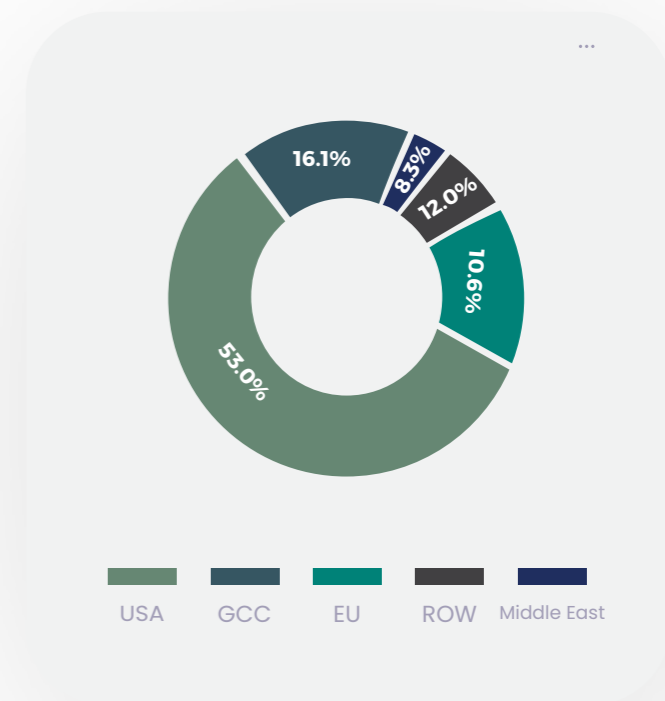
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Nationalities



Main Product Families:



OARC maintains a strong international presence, exporting its products across the Middle East, Europe, Asia, and the Americas. In 2025, the United States remained the Company's largest market, contributing 53% of total revenue, followed by solid performance across the GCC, Europe, and other global markets. During the year, OARC also expanded into new markets, including Indonesia, South Korea, and Egypt, further strengthening its global footprint. This expansion supports market diversification and helps mitigate risks associated with reliance on any single market.



Vision

To be a Global Partner in Sustainable Aluminium Production.



Mission

Empowering Industries with Sustainable Rolled Aluminium Products.



Core Values

Integrity:
We act with honesty and accountability in all that we do

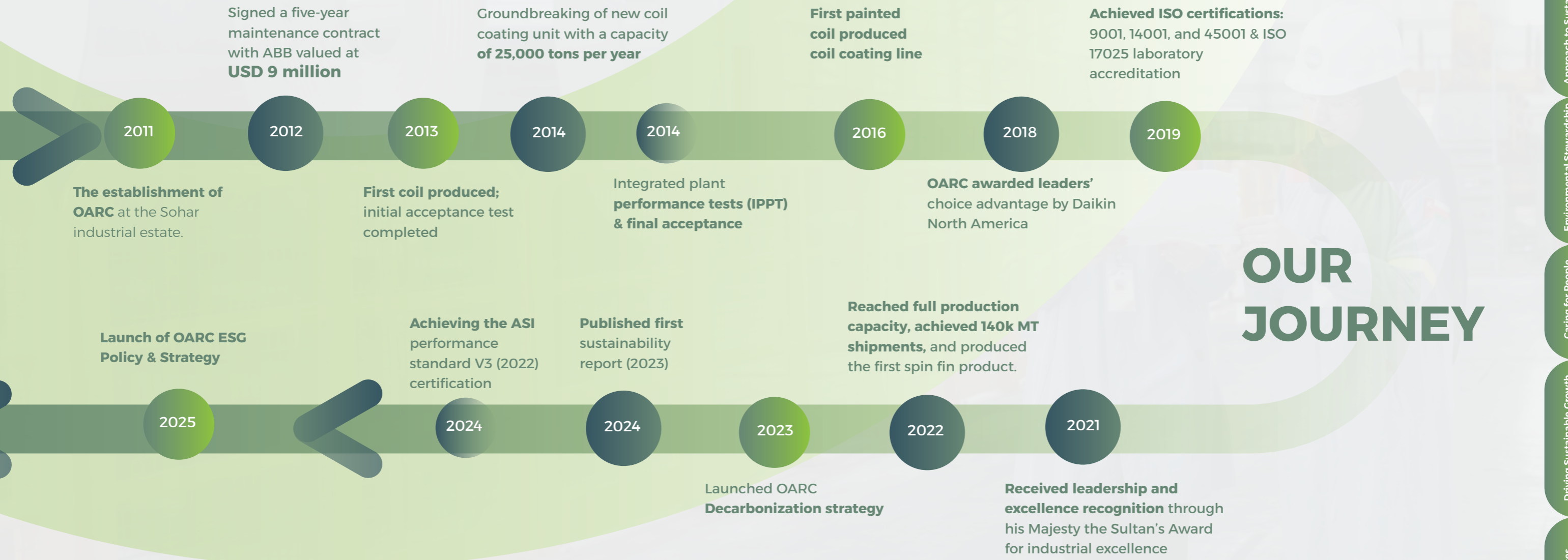
Empowerment:
We enable our team to lead, grow, and make a difference

Quality:
We deliver exceptional standards that consistently exceed expectations

Innovation:
We challenge limits and shape the future through bold thinking

Collaboration:
We build strong partnerships, driven by trust and shared excellence

OUR JOURNEY



Certifications and Awards

In 2025, OARC strengthened its focus on operational excellence through the maintenance and renewal of key international certifications and industry recognitions. A key highlight during the year was alignment with the Aluminium Stewardship Initiative Performance Standard V3, a globally recognized framework for responsible aluminium production.

OARC also successfully recertified its core Integrated Management Systems (IMS), ensuring alignment with internationally recognized standards:



In addition, OARC maintained its ISO 17025:2017 accreditation for its testing and calibration laboratory, supporting the accuracy, reliability, and integrity of its quality assurance processes. Furthermore efforts are underway to obtain ISO 50001 certification as part of the Company's 2026 objectives.

Memberships

We recognize collaboration as an essential driver of responsible aluminium production and long-term sustainable growth. Through active engagement with leading industry organizations, OARC strengthens knowledge sharing, remains informed of emerging developments and contributes to sector-wide dialogue.

This engagement enables us to leverage pooled expertise, resources and insight to advance responsible practices across the aluminium value chain. To support these efforts, OARC maintains active memberships with key industry bodies, including:





Our Financial Performance

OARC reported an improvement in financial performance in 2025, supported by higher volumes, improved pricing, and better cost absorption, despite a challenging external market environment.

Key Financial Highlights			
	UoM	2024	2025
Total Revenue	mUSD	306.4	425.1
Sales Volume	MT	105,600	115,600
Average Selling Price	USD/ MT	3,286	3,473

Revenue increased by 38.7%, supported by a 9% growth in sales volumes and favorable movements in average selling prices. The Company's product portfolio continued to support its global market positioning, with approximately 99.9% of revenue generated from export markets. This diversified international presence remains a key pillar of OARC's commercial strategy.

Operational performance improved during the year, with gross profit increasing to 58.2 million USD. Operating profit also increased significantly to 5.9 million USD, compared to USD 1.6 million in 2024. Performance during the year was influenced by external market conditions. Changes in global trade dynamics, including a significant increase in US import duties, impacted access to key markets and required a reallocation of volumes to alternative regions. This shift resulted in changes to pricing dynamics and product mix.

Reported profitability was also impacted by a non-operational provision of USD 5.2 million related to anti-dumping and countervailing duties. This one-off adjustment does not reflect the underlying performance of the business. Overall, OARC continues to demonstrate resilience in a dynamic market environment. The Company remains focused on strengthening its operational efficiency, optimizing its market positioning, and enhancing its financial performance to support long-term sustainability.

APPROACH TO SUSTAINABILITY

Our Stakeholders

In 2025, we continued to engage with our stakeholders through ongoing, practical interactions, including employee surveys, campaigns, roadshows, team discussions, supplier ESG assessments, and community and CSR initiatives. These engagements go beyond routine activities, they play an important role in shaping how we approach key areas such as labor rights, product improvements, operational efficiency, and our broader social impact.

Just as importantly, these relationships shape our values. They push us to be more transparent, more accountable, and more responsive. In many ways, our stakeholders act as a compass, helping us make decisions that are not only good for the business, but also responsible and sustainable in the long term.

Our main stakeholder groups include:

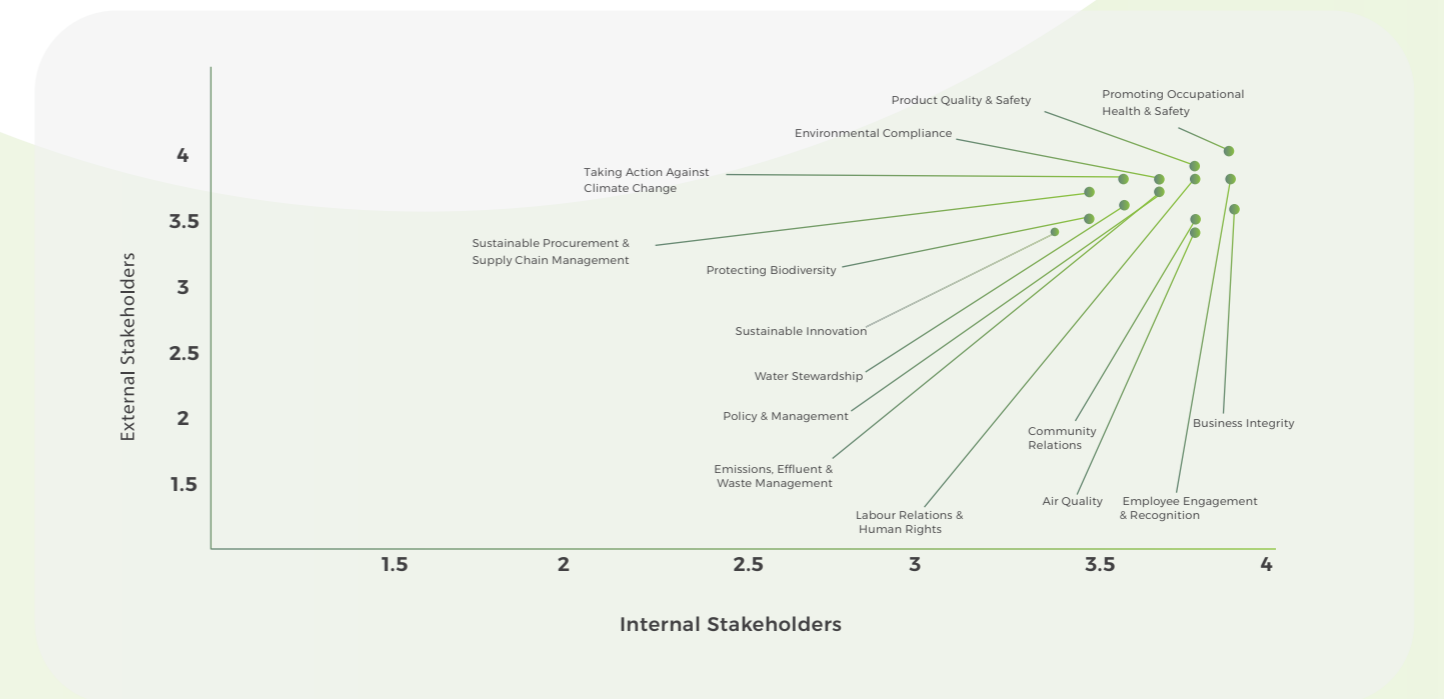


Our Materiality Assessment

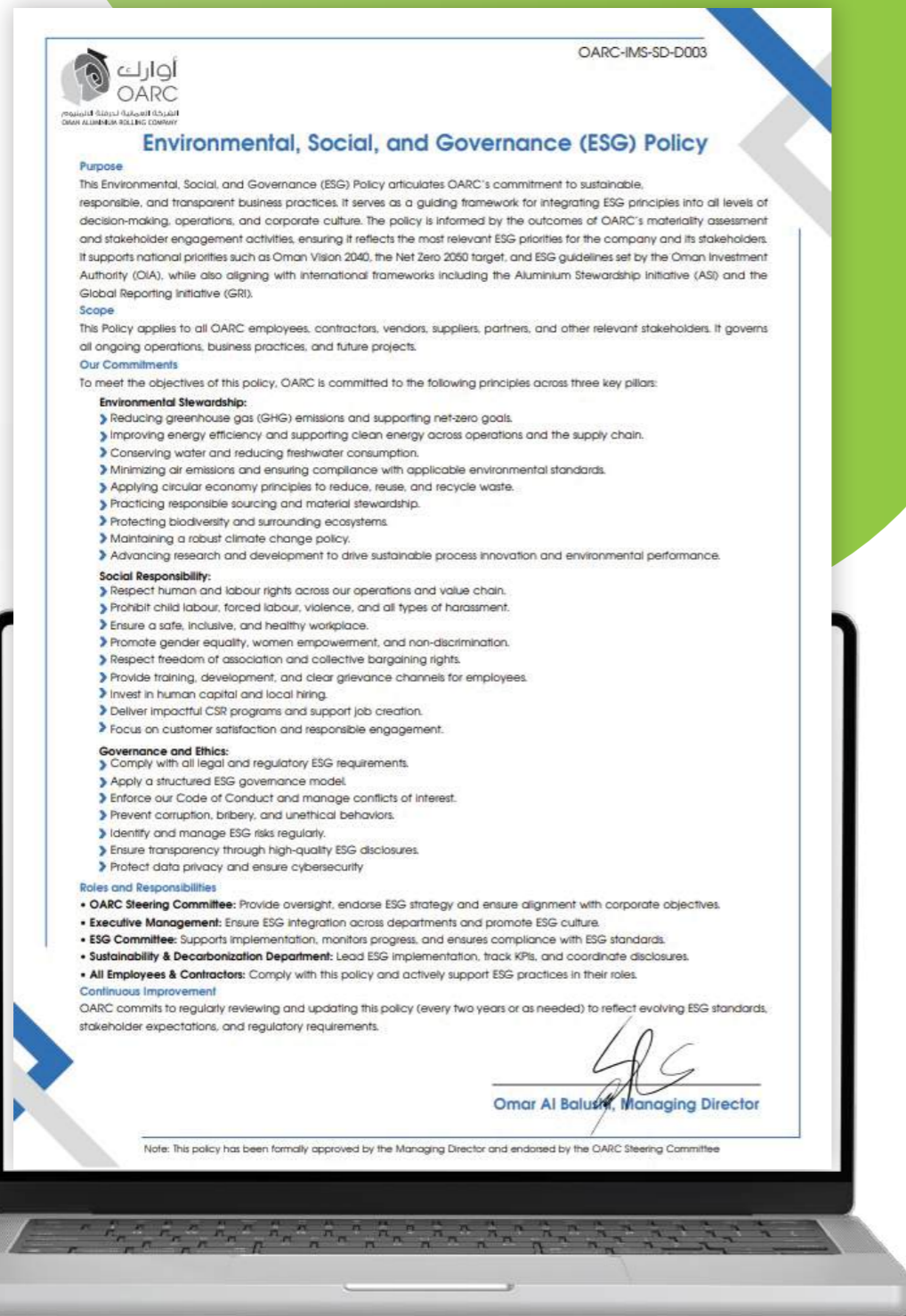
To keep our sustainability efforts focused and relevant, we conduct regular materiality assessments in line with GRI Standards, OIA & ASI requirement. Our latest assessment was completed in Q2 2025 and demonstrates both current business priorities and evolving stakeholder expectations.

Our approach is based on a dual-perspective methodology. Each topic is evaluated from two angles: its importance to external stakeholders, such as customers, regulators, and communities, and its significance to internal stakeholders, including management and employees. At the same time, we assess the actual and potential impact of each topic on OARC's strategy, operational performance, and long-term value creation. The results are mapped in a materiality matrix, where topics positioned in the upper-right quadrant represent the highest priorities, as they are considered critical by both internal and external stakeholders.

We recognize that material topics are not static, they evolve in response to regulatory changes, market dynamics, and stakeholder expectations. For example, carbon-related issues have become significantly more important following the enforcement of the Carbon Border Adjustment Mechanism (CBAM), shifting stakeholder priorities and increasing the urgency of climate-related actions. The outcomes of this assessment directly inform our target setting, resource allocation, and performance reporting. By grounding our ESG strategy in a structured and regularly updated materiality process, we ensure that our efforts remain transparent, focused, and aligned with where we can create the most meaningful impact.



“OUR ESG POLICY SETS OUR DEDICATION TO RESPONSIBLE GROWTH AND LASTING IMPACT”

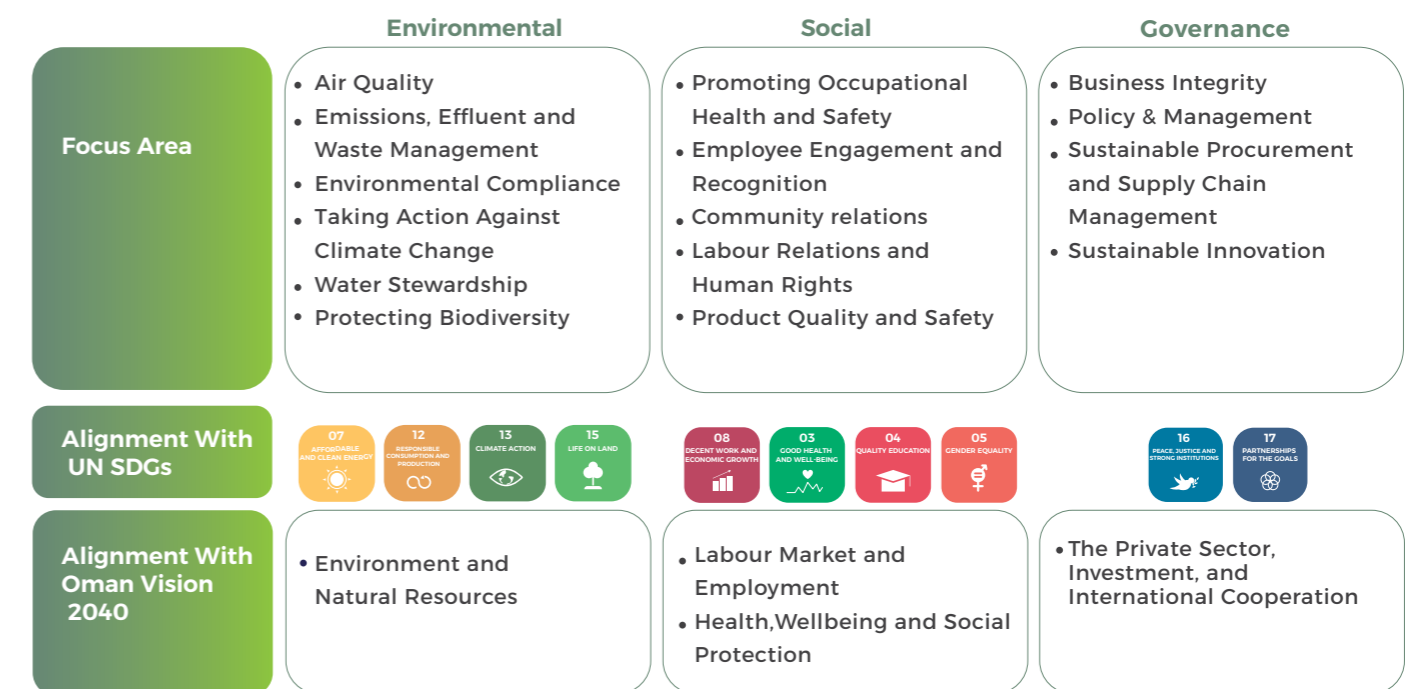


Our Sustainability Framework

OARC sustainability framework provides the structure for how we organize and manage the environmental, social, and governance (ESG) priorities. Built on the commitments defined in our ESG Policy, it establishes the main focus areas that guide sustainability management across the organization.

The framework is organized around three core pillars, Environmental, Social, and Governance, reflecting the key areas relevant to OARC’s operations and its stakeholders. These pillars cover topics including emissions, energy, water, waste, circularity, biodiversity, health and safety, employee development, product quality, community relations, ethics, compliance, risk management, and responsible supply chain practices.

To ensure broader alignment, the framework is linked to the UN Sustainable Development Goals (SDGs) and Oman Vision 2040, connecting our internal priorities with global and national objectives. Overall, the framework provides a clear structure to ensure our sustainability commitments are consistently applied across the business.



Our Sustainability Strategy

Our sustainability strategy defines how OARC advances its environmental, social, and governance (ESG) priorities across the business. Building on the ESG Policy and Sustainability Framework, it guides the integration of sustainability into operations, planning, and long-term business objectives.

The strategy is aligned with Oman Vision 2040, Net Zero 2050 ambitions, OIA ESG Guidelines, and international standards and initiatives including GRI Standards and ASI, while also reflecting OARC's material topics and stakeholder expectations.

At its core, the strategy establishes targets, KPIs, and action plans across the Environmental, Social, and Governance pillars, with defined responsibilities and timelines to support implementation and accountability. ESG considerations are also integrated into business planning, operational improvements, investment decisions, and supply chain practices, with progress monitored regularly through internal reviews and performance tracking.

Together, the sustainability framework and strategy provide the structure and direction for managing ESG across the business with the framework defining the key focus areas and the strategy outlining how OARC delivers on them.



2025 Key Highlights



74%

Landfilled waste reduced from 2024



100%

Compliance with Omani air quality standards



1.2%

Reduction in absolute emissions (CO2e) from the base year



85%

Omanization rate achieved



33%

Of promoted employees were women



74.6%

Overall employee satisfaction rate



Zero

Violation notice received from the Environment Authority



Zero

Environmental incidents reported



70,000 OMR

Invested in energy efficiency and savings projects



17.8

Training hours per employee



2418

Individuals benefited from OARC's CSR programs



8

CSR Programs conducted



20%

Reduction in energy intensity



77%

Decrease in water withdrawal



30%

Of the workforce received training on energy efficiency



71

Employee development programs were delivered



75%

Customer retention rate



4.9/5

Customer satisfaction score



Zero

System downtime due to cyber incidents



Zero

Incidents of corruption recorded



58%

Local Sourcing Rate reached



100%

Statutory compliance



68

New product specifications developed



3.11

Million USD was spent on SMEs



ENVIRONMENTAL STEWARDSHIP

Transitioning to Net Zero

At OARC, we believe that the transition to net zero starts with practical action. Our decarbonization strategy, first launched in September 2023 and updated in September 2025, sets out our pathway to achieving net-zero operational emissions (Scope 1 and 2) by 2050, with an interim target to reduce emissions by 35% by 2030 from a 2021 baseline.

Our decarbonization pathway focuses on a combination of operational improvements, energy transition, and value chain engagement. In the near term, we are prioritizing energy efficiency initiatives across our operations to reduce overall energy consumption and emissions intensity. At the same time, we are actively exploring opportunities to introduce renewable energy into our operations. Beyond our operational boundary, we continue to engage customers and suppliers to support emissions reduction across the value chain. Through this phased approach, OARC aims to progress towards net zero while maintaining efficiency and competitiveness.

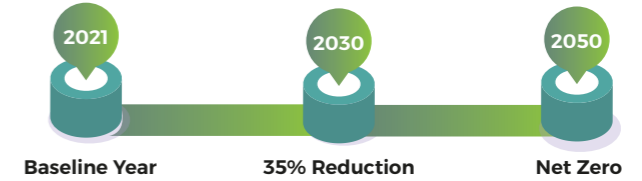


OARC Decarbonisation Strategy

OARC decarbonisation strategy builds on the ambitions and actions outlined by the Sultanate of Oman and the global communities to attain net zero by 2050.

Our Target:

Achieve Net-Zero operational emissions (Scope 2&1)



Energy Efficiency

Deploy technologies which focus on optimizing energy efficiency in our buildings, manufacturing processes, transportation, and appliances.

Renewable Power Integration

Integrating at least 30 % of Solar power into OARC electricity.

Biofuels

Promote the use of Biofuels. OARC is already using Biodiesel at a B5 blend.

Electrification

Electrify diesel operated mobile equipment and natural gas heated furnaces.

Low-Carbon Hydrogen Blending

Blending of hydrogen fuel with OARC's natural gas at a certain blending ratio.

Our Customers

Collaborate with customers to identify and promote the development of innovative approaches aimed at reducing greenhouse gas emissions.

Our Suppliers

Establish active engagement with OARC suppliers, monitoring and providing support to facilitate their efforts in reducing greenhouse gas emissions.

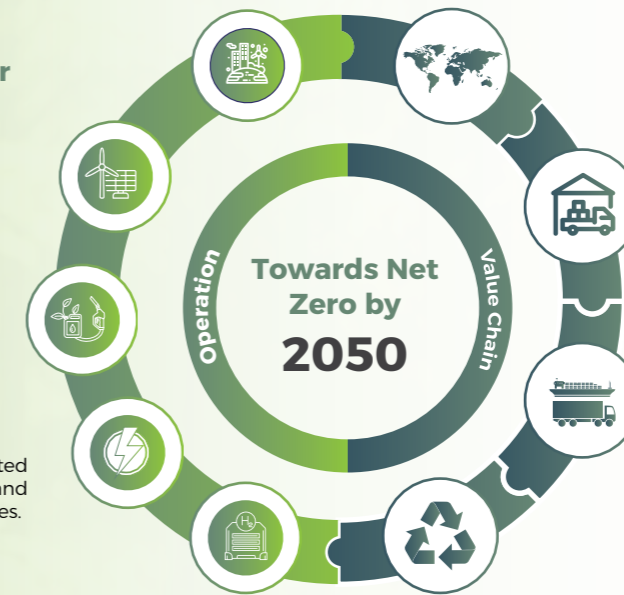
Integrate climate metrics into future supplier selection processes.

Shipping

Engage with the shipping industry to explore and advance the adoption of alternative fuels and energy-efficient technologies.

Use of Scrap

Our 2030 target is to achieve more than %15 secondary-to-primary metal use



Pre 2030

Post 2030

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Note: Direct air capture is being considered for residual emissions removal.

OUR JOURNEY TOWARDS SUSTAINABLE ALUMINIUM



GHG Emissions Management

OARC's greenhouse gas (GHG) management is led by the Sustainability & Decarbonization function in close collaboration with multiple departments across the organization. This approach ensures systematic data collection, validation, and reporting across all relevant emission sources.

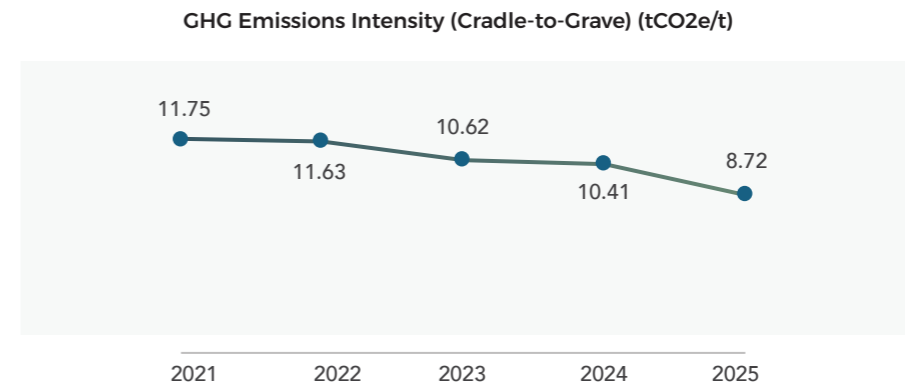
Data is managed through a centralized GHG database, supported by defined procedures and clearly assigned responsibilities. Inputs are sourced from internal and external channels, including utility bills, system-generated reports, and supplier data. Personnel responsible for data entry are appropriately trained to ensure accuracy, consistency, and a clear understanding of reporting requirements. Data is entered regularly and undergoes internal verification to identify and resolve discrepancies. Once validated, emissions are calculated using standardized methodologies and compiled into the annual GHG inventory report in alignment with ISO 14064-1:2018 and the Greenhouse Gas Protocol.

The GHG inventory covers Scope 1, Scope 2, and relevant Scope 3 emissions, capturing both direct operational emissions and significant value chain impacts. Scope 1 emissions primarily arise from fuel combustion, while Scope 2 emissions are associated with purchased electricity. Scope 3 emissions are largely driven by upstream material inputs, particularly primary aluminium. In addition to absolute emissions, OARC monitors emissions intensity to assess performance relative to production output and track improvements in operational efficiency over time. GHG data is subject to internal verification processes to ensure accuracy and reliability. In addition, the 2025 GHG emissions data presented below has been independently verified by a third party, with a reasonable level of assurance applied to Scope 1 and Scope 2 emissions, and a limited level of assurance applied to Scope 3 emissions, enhancing the credibility and transparency of OARC's disclosures.

Absolute GHG Emissions (tCO ₂ e)				
Year	Scope 1	Scope 2	Scope 3	Total
2024	26,744.00	27,236.15	1,084,321.55	1,138,301.89
2025	22,617.20	21,444.18	996,882.21	1,041,043.58

During the year, OARC implemented two energy-saving projects focused on optimizing production processes and reducing energy consumption. As a result, we achieved a 1.2% reduction in emissions in 2025, an accumulative reduction of 7.48% compared to the base year (2021).

GHG Emissions Intensity (Cradle-to-Grave)				
Year	Scope 1	Scope 2	Scope 3	Total
2024	0.24	0.25	9.92	10.41
2025	0.19	0.18	8.35	8.72



GHG Emissions Intensity (Cradle-to-Gate)				
Year	Scope 1	Scope 2	Scope 3	Total
2024	0.24	0.25	9.63	10.12
2025	0.19	0.18	8.05	8.42

Over the five-year period, GHG emissions intensity decreased from 11.75 tCO₂e/t in 2021 to 8.72 tCO₂e/t in 2025. This downward trend indicates that OARC is progressing in decoupling emissions from production growth, supported by efficiency gains, lower Scope 2 emissions and reduced upstream carbon intensity. It also shows sustained progress towards more efficient, lower-carbon operations.

Air Quality Management

OARC works to maintain good air quality and comply with all applicable environmental regulations. In line with Ministerial Decision No. 41/2017 on ambient air quality, we operate an ambient air monitoring station and engage an independent third party to carry out periodic point source assessments. During the reporting period, all monitored pollutants remained within the allowable limits, with zero exceedances recorded in 2025. This represents the effectiveness of our emission control measures and environmental management practices.

Compared with 2024, some variation was observed across selected parameters. These changes are monitored and are likely influenced by external factors, including OARC's location within an industrial area and prevailing weather conditions. Importantly, all values remained well below the regulatory limits set under Ministerial Decision No. 41/2017.

Ambient Air Emissions ($\mu\text{g}/\text{m}^3$)				
Year	PM ₁₀	PM _{2.5}	NO ₂	SO ₂
2024	75.3	15.9	27.4	55.8
2025	49.41	20.53	5.94	3.77
Regulatory Limit ($\mu\text{g}/\text{m}^3$)	150	65	130	150
Exceedance Rate (2025)	0%	0%	0%	0%

Energy Management

Energy management remains a key priority for OARC as part of its commitment to operational excellence and environmental stewardship. In 2025, the Company recorded a total energy consumption of approximately 179 GWh, primarily associated with production operations. Natural gas constituted the majority of energy use, followed by electricity, with diesel and biodiesel representing a minor share.

20% Reduction in energy intensity, from 1,907.58 kWh/t in 2024 to 1,523.26 kWh/t in 2025, evidencing stronger operational efficiency.

At present, the use of renewable energy remains limited. OARC continues to assess opportunities to integrate renewable energy solutions into operations in line with its long-term sustainability objectives.

Metric	UoM	2025	2024
Total natural gas Consumption	m ³	11,321,059	13,139,653
Total diesel Consumption	L	98,143	88,413
Total biodiesel Consumption	L	5,165	4,653
Total electricity consumption	MWh	56,058	59,078

We acknowledge that building strategies alone is not sufficient without people understanding their role in achieving them. During the reporting period, 30% of employees participated in energy efficiency training, and awareness sessions, covering all groups, including management, mid-level staff, shopfloor employees, and both technical and non-technical roles.

Protecting Biodiversity

OARC recognizes the importance of preserving biodiversity and the vital role healthy ecosystems play in supporting environmental sustainability and operational resilience. A comprehensive biodiversity assessment, conducted in alignment with ASI Performance Standard requirements, confirmed that OARC's operations do not pose a significant risk to surrounding flora and fauna.

OARC's operational footprint is not located in proximity to protected or ecologically sensitive areas. Field surveys identified a total of:

43 Plant species, 15 Tree species, 14 Shrubs, 9 Herbs, 4 Grasses

None of the recorded species are listed on the International Union for Conservation of Nature (IUCN) Red List or the Oman Regional Red Lists.

“OARC was recognized by the Environment Authority of Oman under the Green List of Environmentally Compliant Companies. This recognition demonstrates our strong compliance record, sound environmental practices, and ongoing efforts to improve environmental performance.”



Environmental Compliance

OARC maintained a strong environmental compliance record in 2025, with zero non-compliance cases and no environmental incidents recorded. Our operations are managed in line with Oman’s environmental regulations, Royal Decrees and Ministerial Decisions, showcasing our responsible environmental management.

To support compliance and operational excellence, the Environmental Management System (EMS) is maintained and continuously improved in alignment with ISO 14001:2015. During the year, one environmental inspection was conducted, alongside two internal audits and two external audits. In addition, four environmental emergency drills and exercises were carried out to enhance preparedness and internal response capabilities.

Environmental awareness across the workforce is promoted through targeted training and engagement initiatives. These efforts help employees understand their environmental responsibilities, support the effective implementation of the EMS, and contribute to improved environmental performance.

Metric	UoM	2025
EMS Awareness Programs Conducted	#	15
Employee Participation Rate in Environmental Training	%	91%
Total Environmental Training Hours	Hrs	145

Beyond minimizing impact,

OARC also contributes to environmental protection through employee-led initiatives. In collaboration with the Environment Authority in Sohar, the Company organized a beach clean-up campaign aimed at reducing marine pollution and protecting coastal ecosystems. The initiative engaged employees in practical environmental stewardship while raising awareness of biodiversity protection.



Water Stewardship

Water is a critical resource for OARC’s rolling operations, and efficient use is essential to both operational performance and environmental responsibility. Given Oman’s water constraints, OARC places strong emphasis on reducing withdrawal, maximizing reuse and managing discharge responsibly. Water is managed through monitoring systems, treatment technologies and continuous improvement initiatives, including water audits, leak detection programs and third-party water quality analysis. OARC also operates a Reverse Osmosis (RO) plant to support treatment and reuse within the facility.

In 2025 significant improvements have been achieved across key water efficiency metrics, driven by targeted optimization initiatives and infrastructure enhancements. A major development was the commissioning of the Sewage Treatment Plant (STP) in March 2025, which strengthened the Company’s water reuse capability. The STP enables treated water to be recovered and reused within operations, reducing reliance on freshwater sources and delivering estimated savings of approximately 10,000 gallons per day (around 45 m³/day), alongside monthly cost savings of approximately OMR 2,600.

In parallel, awareness initiatives and internal communications were conducted to encourage responsible water use among employees, supporting a culture of conservation across the organization.

These improvements highlight a significant step change in water efficiency and reduced dependency on freshwater resources.

Metric	UoM	2024	2025
Total water withdrawal	m ³	190,838	43,213
Total water discharged	m ³	59,974	12,402
Total water consumption	m ³	130,86	30,811

77% Decrease in the total water withdrawal

76% Reduction in total water consumption

79% Reduction in total water discharge

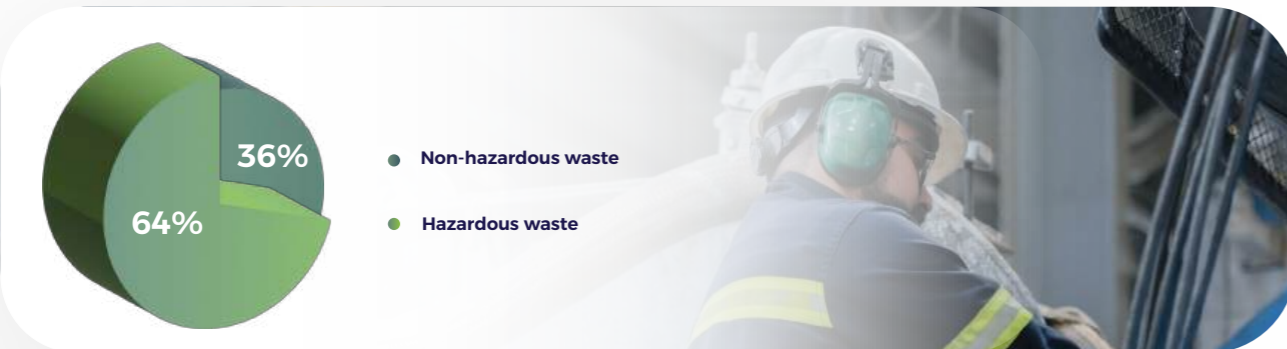
29% Water discharge rate remained stable.

Waste Management & Resource Efficiency

Responsible waste management is a core component of our environmental performance, ensuring that all waste streams are handled in a manner that protects the environment and supports resource efficiency. OARC implements a structured waste management approach guided by its Waste Management Policy and Plan, which outlines processes for reducing, segregating, recycling, and safely disposing of waste as per ISO 14001:2015 requirements.

Waste is categorized at source into hazardous and non-hazardous streams to enable efficient handling and treatment. Key strategies include source reduction, process optimization, and employee awareness programs aimed at minimizing waste generation and preventing environmental impacts. These efforts are supported by waste tracking systems, recycling initiatives, and spill prevention measures. Responsibilities are shared across all levels of the organization, with dedicated resources allocated for infrastructure, training, and regulatory compliance.

In 2025, OARC achieved a significant improvement in on-site waste management, with total waste generation decreasing by approximately 86% compared to 2024. Non-hazardous waste was reduced by around 46%, while hazardous waste declined by approximately 90%.



Metric	UOM	2024	2025	
Amount of waste generated	Non-hazardous waste	Ton	924.61	500.19
	Hazardous waste	Ton	9242.77	907.35
	Total	Ton	10167.38	1407.54

Waste diverted from disposal rose to 1,270.75 tons in 2025, compared to 194.80 tons in 2024, driven by improved recovery and recycling of materials. As a result, waste directed to disposal decreased by approximately 74%.

Metric	UOM	2024	2025
Waste directed to disposal	Ton	516.32	136.79
Waste diverted from disposal	Ton	194.80	1270.75

We actively collaborate with certified recycling and waste treatment partners to ensure that materials are processed responsibly and efficiently. These partnerships support the recovery of valuable resources, reduce environmental impact, and contribute to the company's circular economy objectives.



OARC partnered with Oman Aluminium Processing Industries SPC (OAPIL) to collect Organic food waste and convert it into biofertilizer.

Promoting circularity and increasing the use of secondary materials remains an important focus for OARC. However, in 2025, the share of recycled metal inputs declined due to changes in production requirements and broader market conditions.

Year	Volume of Purchased Aluminium (MT)		Share of Recycled Metal
	Primary	Secondary	
2024	94,083	11,077	12%
2025	107,460	2,474	2%

The use of recycled aluminum reduces emissions and pollutants associated with primary production, lowers water use, and helps decrease overall greenhouse gas emissions. These benefits contribute to climate action and improved environmental performance across the aluminium value chain. OARC integrates recycled inputs where operationally and commercially viable and aims to increase their share over time, in line with production needs and market conditions. Expanding the use of secondary (recycled) aluminium is aligned with OARC's decarbonization and ESG strategy, where the increased use of scrap is identified as an important pathway to reduce emissions across the value chain.

CARING FOR PEOPLE

Health, Safety & Well-being

At OARC, the safety and well-being of people come first. We aim to maintain a workplace where employees, contractors, visitors, and the surrounding community are protected from both actual and potential impacts.

Our approach is guided by the QHSEE Policy, which shapes how risks are managed and how safe practices are applied across day-to-day operations. We follow an Environment, Health and Safety (EHS) system aligned with ISO 45001:2018, and successfully renewed our certification in 2025. This helps us identify risks early and take practical steps to prevent incidents.

Safety practices are applied across all activities and extend to both employees and contractors, this includes:

 <p>Defined health and safety policies and procedures</p>	 <p>Regular risk assessments and workplace inspections</p>
 <p>Incident reporting and investigation processes</p>	 <p>Emergency preparedness and response plans</p>

2025 Health & Safety Statistics

Zero Work-related ill health	1 Lost-time Injury Cases (LTI)	0.21 Lost Time Injury Frequency Rate (LTIFR)
2.33 Lost Time Injury Severity Rate (LTISR)	Zero Medical Treatment Cases (MTC)	1 First Aid Cases (FAC)
0.21 Incident Frequency Rate (MTC + FAC)	4 Near Miss Incidents	0.85 Near Miss Frequency Rate (NMFR)
247 H&S Inspections	2 H&S Internal Audits	2 H&S External Audits
Zero Regulatory Notifications (Prohibition/Penalties)	Zero Incidents of Chemical Spills	

Awareness is a key component of a strong safety culture. Employees participate in regular training, drills and awareness sessions to understand risks and respond effectively. The table below summarizes key training and engagement activities carried out during the year.

Metric	UoM	Value
Number of Emergency Drills / Exercises	#	12
H&S Inductions	#	534
H&S Formal Trainings	#	958
Avg. emergency response training hours for permanent employees	Hrs	783.25
Avg. emergency response training hours for contracted employees	Hrs	351.75
H&S Formal Trainings	#	2

Leadership plays a central role in shaping OARC's safety culture. Senior management remains engaged with day-to-day operations through regular site visits, direct engagement with employees and reviews of safety performance, including incidents, near misses and corrective actions. This supports timely follow-up and continuous improvement.



13 Management safety walks were conducted during the reporting period

OARC also conducts regular employee health check-ups to support early detection and prevention of health issues. Healthcare providers are invited to engage employees through awareness sessions, consultations and wellness offers, while initiatives promoting healthy lifestyles, including nutrition-focused activities, help support overall well-being.



Employee Training, Development & Engagement


Our people are the driving force behind OARC's performance and growth. We focus on building capabilities, supporting career development and helping employees adapt to evolving operational needs. In 2025, employees completed 5370.25 training hours with 71 programs delivered across the organization. The Programs focused on technical, behavioral, and leadership competencies, reflecting the need to balance day-to-day performance with longer-term development.

Training needs are identified throughout the year through discussions between employees and managers, alongside business requirements and departmental priorities. These needs are consolidated into an annual training plan, with priority given to areas that deliver the greatest impact for individuals and the business.

In parallel, OARC continues to support career advancement through merit-based progression and internal talent development. During the reporting period, 6 employees were promoted, with 67% male and 33% female representation, emphasizing ongoing efforts to build internal talent pipelines and support equitable career growth.

Alongside development, attention is given to creating a positive and connected workplace. Regular engagement meetings and internal communication channels, including the OARC Magazine, help keep employees informed and involved. Activities throughout the year included National Day, International Arabic Language Day, Eid and Qaranqasho celebrations, blood donation drives, heat stress awareness, beach clean-ups, energy awareness initiatives, sports activities, wellness programs and team-building events.

 **17.8** Average hours of training per year per employee

 **71** Programs for upgrading employee skills and transition assistance programs

OARC's learning and development framework covers technical and safety training, leadership development, digital literacy, energy efficiency, soft skills, coaching and mentoring. These programs equip employees with the capabilities required to perform effectively while supporting continuous learning and adaptability. Online learning platforms were also used to expand access to professional development.

Emergency Response Training: This program was designed to prepare employees to serve as first responders during emergency situations. A total of 30 employees were trained through intensive, practically oriented sessions that simulated real-life scenarios.

Finance for Non-Finance Professionals: This training equipped managers and leaders with the knowledge and skills needed to analyze financial reports and make financial decisions.








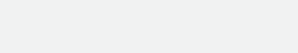
First Aiders: This program prepared 74 employees to serve as certified first aiders, enabling them to support their colleagues during medical or safety incidents.



Promoting Equal Opportunities

At OARC, we aim to create a workplace where people are treated fairly and given equal opportunities to grow. Our practices are guided by the People Policy, Code of Conduct, and internal HR procedures, ensuring alignment with national labor laws and international standards such as ISO 45001:2018 and the United Nations Guiding Principles on Business and Human Rights.

Our 2025 Workforce Profile:

Permanent employees		265	-
Contract employees		177	-
Office-based employees		70	26.4%
Out of which Male		54	77.1%
Out of which Female		16	22.9%
Plant-based employees		195	73.6%
Out of which Male		194	99.5%
Out of which Female		1	0.5%

We take great pride in cultivating an inclusive and diverse workplace that values and empowers people from all backgrounds. As the majority of our operations are based in Oman, we recognize the importance of supporting the government's nationalization efforts and contributing to the country's long-term social and economic development. In 2025, OARC achieved an 85% Omanization rate, while expatriate employees represented 15% of the workforce, ensuring a complementary mix of local talent and international expertise.

 **224**
Omani employees

 **41**
Expats employees

 **7**
Number of Nationalities
in the workforce





Employee turnover and hiring trends are monitored to support workforce planning and retention. During the reporting period:

Employee Turnover		New Hires	
For Males	11	For Males	6
For Females	0	For Females	0
Employee turnover- Aged 18-30	4	Employee hired - Aged 18-30	2
Employee turnover- Aged 30-50	6	Employee hired - Aged 30-50	2
Employee turnover-Aged 51+	1	Employee hired - Aged 51+	2

OARC is committed to fostering an inclusive and equitable workplace that empowers women and supports their full participation across all levels of the organization. As of 2025, Women represented:



Beyond internal development, female employees actively represented OARC at local and international events and conferences, strengthening their professional exposure and leadership presence. Efforts to promote inclusion and well-being included celebrating Omani Women's Day, conducting workplace harassment awareness sessions, and encouraging participation in engagement activities such as a female bowling competition. Women's participation is also growing within the supply chain, with the number of female contractors increasing from one in 2024 to three in 2025.

Employee Benefits and Rights

Creating a workplace where people feel supported, included, and motivated is a priority for OARC. We focus on employee well-being, growth, and overall job satisfaction by offering meaningful benefits, development opportunities, and flexible ways of working. Just as importantly, we are committed to ensuring that every employee feels safe, respected, and protected at work.

All employees are covered by health insurance, and eligible employees benefit from social security and retirement plans. Regular performance and development reviews help employees grow in their roles and remain connected to their career goals. Together, these benefits provide security while encouraging continuous development.

OARC also recognizes the importance of work-life balance. In 2025, 20% of employees used flexible working arrangements. Remote working options are offered depending on role requirements, with eligible employees able to work remotely for up to 60 days per year where responsibilities allow. Overtime remained low, averaging around five hours per employee per month, while annual leave increased by 36%, giving employees more time to rest and recharge.

Supporting employees beyond the workplace is just as important. We offer 98 days of maternity leave, including for adoptive mothers of young children, along with nursing hour provisions. Female employees can also take up to one year of unpaid childcare leave if needed, while fathers are entitled to seven days of paternity leave. These policies reflect our commitment to supporting families and building a workplace that works for everyone.

46

Of our employees took parental leave in 2025

43

Out of which Male employees

3

Out of which Female employees



100%

Employees were covered by health insurance



100%

Eligible employees were covered under social security schemes



100%

Employees received regular performance and career development reviews



100%

Eligible employees were entitled to retirement benefits



Social Impact & Community Engagement

OARC is committed to creating positive and lasting value for the communities in which it operates. Our approach to social investment is guided by a strong focus on relevance, impact, and alignment with national priorities. In 2025, 8 corporate social investment programs have been implemented, reaching a total of 2,418 beneficiaries through initiatives focused on social development and community well-being.

	UoM	2025
Expenditure on CSR Programs	OMR	11000
Completed CSR programs	#	8
Sponsorship Expenditure	OMR	6200
Number of Sponsorships Provided	#	3
Number of beneficiaries of completed	#	2418

To strengthen governance and decision-making related to social responsibility, OARC has established a Social Investment Committee that evaluates and reviews proposed initiatives based on their relevance, potential impact, and alignment with strategic objectives and OIA guidelines on social investment. This approach is supported by a formal CSR procedure that defines the processes for planning, approving, and monitoring social investment programs, ensuring consistency, transparency, and accountability across all CSR activities while maximizing the effectiveness and impact of community initiatives.

Key social investment projects in 2025 include:

Project	Training program for post-grads	International Day of Older Persons	Contribution to the Ten Million Trees Initiative	Collaboration with the Environmental Authority
Description	A two-month structured training program designed to equip recent graduates with practical skills, industry knowledge, and hands-on experience to enhance their employability and support their transition into the workforce.	This initiative aimed at promoting the wellbeing and inclusion of elderly community members through awareness activities and engagement program that recognize their contributions and address their needs.	We provided funding to this national-level initiative, launched in 2020 by the Environment Authority, which aims to combat desertification, reduce land degradation, and preserve native plant species through their propagation and expanded cultivation.	Partnered with the Environment Authority in North Al Batinah to enhance local environmental knowledge and build community capabilities through awareness initiatives and capacity-building programs.

In 2025, three sponsorship programs were delivered across health, education and community engagement. OARC acted as Gold Sponsor for an HIV Awareness Campaign led by fifth-year students at the National University, supporting awareness, prevention and open dialogue around public health.

OARC also supported education and innovation as Bronze Sponsor of the Third International Conference on Environmental Sciences and Engineering for Sustainable Development (EESD), organized by UTAS Sohar. The conference, focused on AI and emerging technologies for a net-zero future, provided a platform for knowledge exchange, research collaboration and sustainable solutions. OARC also co-sponsored the Sohar Festival, supporting cultural engagement, social cohesion and the promotion of local heritage.

Employee involvement is central to delivering community impact. During the year, 20 employees participated in volunteering initiatives, with 40 volunteering hours, including a beach clean-up campaign focused on removing waste from coastal areas, raising awareness of marine pollution and promoting responsible environmental practices.



Product Quality and Safety

OARC remains committed to delivering high-quality products that meet international standards while ensuring the safety and compliance of its materials across all markets. This commitment is embedded within our integrated management systems and guided by its QHSEE principles, which drive consistent quality performance and customer satisfaction.



88% Customer Satisfaction Index (CSI) scored



75% Customer Retention Rate reached

Quality assurance is supported by stringent control processes throughout the production cycle, ensuring that products meet defined technical specifications and regulatory requirements. OARC's products are compliant with key international standards, including REACH (Registration, Evaluation, Authorization and Restriction of Chemicals), RoHS (Restriction of Hazardous Substances), and requirements related to Substances of Very High Concern (SVHC). Compliance is verified through regular external testing and supported by documented compliance statements provided to customers.

OARC maintains strict controls to ensure that restricted substances are not present in its products, supported by continuous monitoring of raw materials and production inputs. Through these controls we ensure that all products undergo thorough health and safety assessments prior to market release, supporting product safety and compliance with applicable requirements.

In addition, OARC works closely with its suppliers to ensure alignment with product quality and safety requirements. Compliance declarations are regularly requested from key suppliers to maintain transparency and ensure adherence to applicable regulatory standards across the supply chain

DRIVING SUSTAINABLE GROWTH

Corporate Governance

OARC maintains a structured governance framework that supports effective oversight, accountability, and alignment with strategic objectives. The Company's highest governance body is the Steering Committee, comprising four non-independent members representing the shareholders. In 2025, the Steering Committee held four meetings to oversee strategic direction, performance and discuss any critical concerns. In addition, one training session on the "Business Case for ESG" was delivered to strengthen the committee members' understanding of ESG priorities and secure their buy-in.

Our Steering Committee:



Aida Al-Jabri
Chairperson



Mohamed Al-Bahrani
Member



Ali Al Hoqani
Member



Talal Al Lawati
Member

The responsibilities of the Steering Committee include:

Providing strategic direction and oversight of business and sustainability matters

Reviewing and endorsing policies, including ESG-related frameworks

Monitoring performance against key objectives and targets

Ensuring alignment with regulatory requirements and stakeholder expectations

The Steering Committee is supported by a senior management team comprising nine managers, six of whom are Omani nationals. The senior management team is responsible for translating strategic priorities into operational actions and ensuring effective implementation across the organization. The Sustainability and Decarbonization function plays a key role in coordinating implementation, monitoring progress, and supporting the integration of sustainability considerations across OARC's activities.

To provide focused oversight across key areas, OARC has established dedicated committees with defined mandates. These committees support risk management, reinforce accountability, promote the consistent application of OARC's principles across operations, and strengthen governance over key business and sustainability matters.

Members of the Steering Committee are required to declare any actual, potential, or perceived conflicts of interest. Where a conflict is identified, the concerned member is expected to disclose the matter and abstain from related discussions or decision-making, as appropriate.



Ethics Committee:

Promotes a culture of integrity by overseeing ethics, anti-corruption, and whistleblower practices, ensuring compliance with laws and the highest standards of transparency and accountability.



Fraud Investigation Committee:

Safeguards the organization by identifying, investigating, and preventing fraud and corruption, strengthening controls and protecting company assets and reputation.



Human Rights Committee:

Ensures respect for human rights, inclusiveness, and non-discrimination across all operations, while actively preventing modern slavery, human trafficking and promoting ethical business practices.



Tendering Committee:

Ensures procurement and tendering activities are conducted transparently, fairly, and in alignment with ethical standards & OIA requirements.



ESG Committee:

Leads environmental, social, and governance initiatives, driving sustainability, responsible operations, and key programs.



Anti-Harassment Committee:

Ensures a safe and respectful workplace by preventing harassment, managing confidential reporting, conducting impartial investigations, and supporting affected employees.



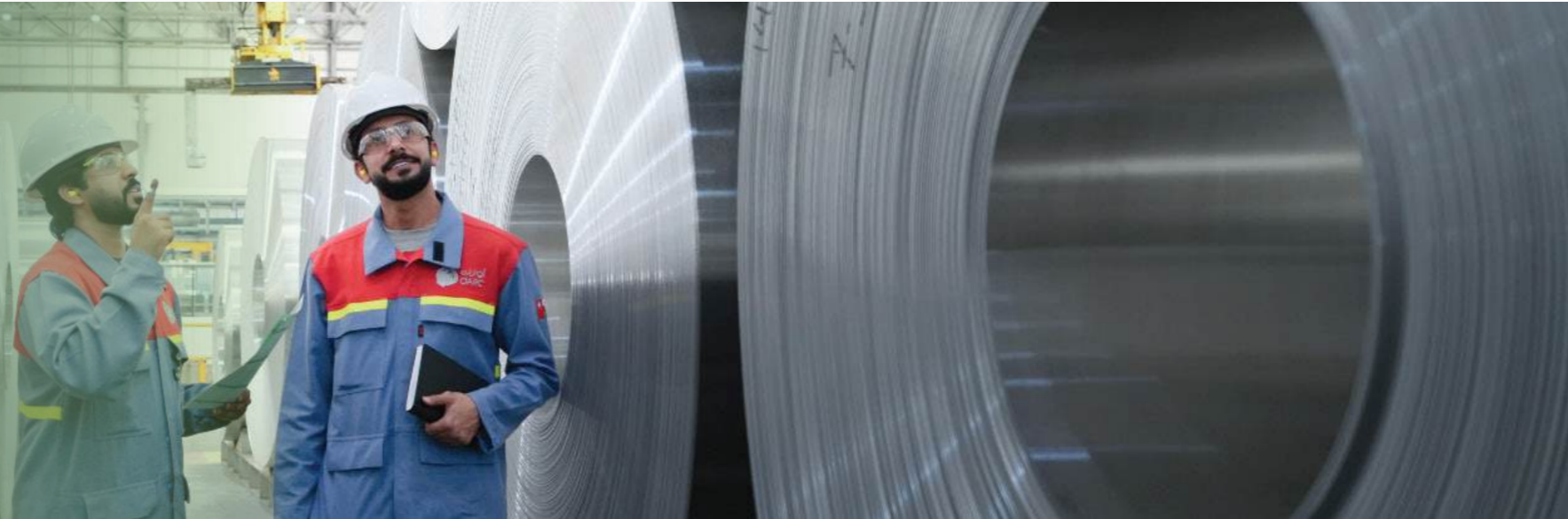
Social Investment Committee:

Evaluates and reviews proposed initiatives to ensure they are relevant, impactful, and aligned with strategic objectives and OIA social investment guidelines.

OARC applies a structured approach to risk management across the organization. An up-to-date risk register captures legal, commercial, market, operational and financial risks, with defined mitigation measures and clear accountability. This approach is embedded in day-to-day management and reviewed periodically to remain aligned with changing business conditions and regulatory requirements. A Business Continuity Plan (BCP) is also in place and activated when required to maintain critical operations and minimize disruption.

Ethics and Business Integrity

'Strong governance, clear policies, and effective controls support ethical conduct, regulatory compliance, and accountability across all operations'



Legal Compliance

OARC maintains systems and processes to ensure compliance with applicable laws and regulations. During the reporting period, we proudly achieved 100% statutory compliance, with no material fines, penalties, or sanctions recorded. Compliance is enabled by an up-to-date legal register covering applicable legislation, licenses, and permits, the appointment of a Compliance Officer in 2025, adherence to the OIA Legal Affairs Policy, and internal audits conducted under the Integrated Management System (IMS).

Whistleblowing

Our formal Anti-Corruption and Whistleblowing procedures, supported by the Code of Conduct, enable employees to report misconduct, unethical behavior, or non-compliance through multiple confidential channels, including anonymous reporting. All cases are independently reviewed by the Ethics Committee, which oversees investigations, corrective actions, and whistleblower protection against retaliation.

Complaints & Grievances

We follow a structured process for managing employee complaints and grievances, ensuring fairness, transparency, and timely resolution. During the year, 7 grievances were received, with 100% successfully addressed, demonstrating the effectiveness of our grievance management approach.

Human Rights

Respect for human rights is embedded across policies, workplace practices, governance, and supply chain oversight. A zero-tolerance approach is maintained toward discrimination, harassment, forced labor, child labor, excessive working hours, and other unethical labor practices. During the reporting period, no human rights violations were recorded across operations or suppliers, including zero cases of forced labor, child labor, or harassment.

Freedom of Association and Collective Bargaining

In line with national laws and international labor standards, OARC recognizes and respects employees' rights to freedom of association and collective bargaining. The OARC Workers Union included 140 members during the reporting period, reflecting active employee representation and engagement. Freedom of association is further empowered by the Union Charter and ongoing engagement between management and worker representatives. Across the supply chain, no operations or suppliers were identified as posing significant risks to these rights, while 80% of high-impact suppliers assessed met expectations related to freedom of association and worker representation.

Anti-Bribery & Corruption Prevention

OARC maintains formal anti-bribery and anti-corruption procedures approved by the Chief Executive Officer, covering conflicts of interest, procurement integrity, and engagement with third parties. The OARC Code of Conduct, available in English and Arabic, outlines expected standards of ethical behavior, employee rights, and data privacy, with 100% of employees formally acknowledging it during the reporting period. No conflict of interest cases were reported in 2025.

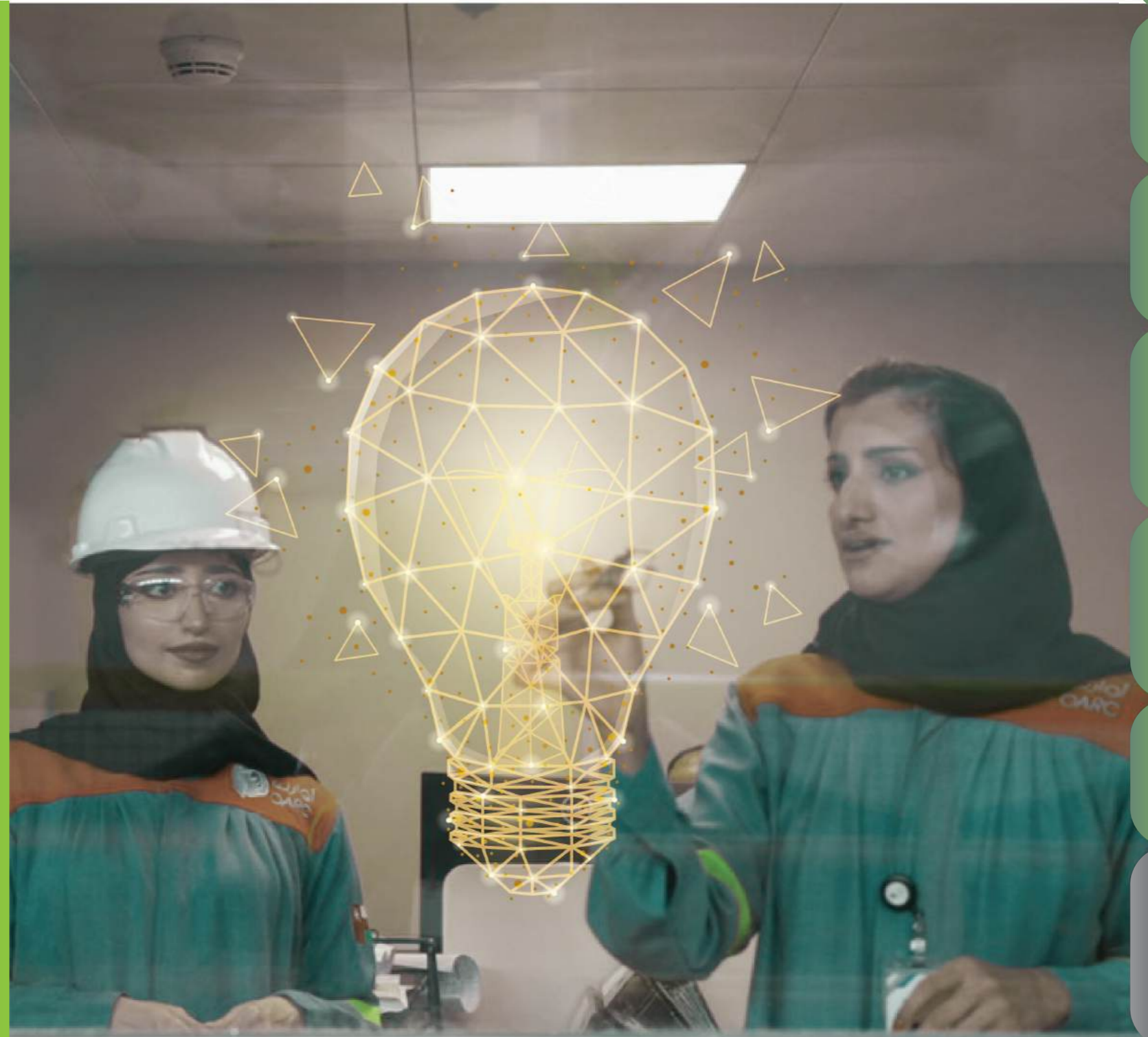
Risk mitigation measures include segregation of duties, multi-level procurement approvals, Tendering Committee oversight for high-value transactions, and documented supplier and contractor selection criteria to support fairness and transparency. Ethical awareness sessions and communication emails are also conducted to reinforce expected workplace behaviors.

Innovation, Digital Transformation & Agility

Innovation and advanced technologies are embedded into OARC's operations to enhance efficiency, optimize resource use and reduce environmental impact. The focus remains on practical, high-impact solutions that strengthen operational performance and long-term value creation.

In 2025, OARC strengthened its innovation agenda via operational improvements and focus on continuous improvement. A total of 20 initiatives were implemented using Kaizen and PDCA methodologies, contributing to efficiency gains and waste reduction. Progress was also made in advancing energy-efficient technologies, optimizing production processes and expanding data-driven solutions for performance monitoring and decision-making.

A key milestone was the implementation of SAP S/4HANA, enhancing data integration, operational visibility and real-time decision-making. As part of this transformation, OARC initiated the implementation of SAP Carbon Footprint Management and SAP Sustainability Control Tower (SCT). These systems are under development and are expected to strengthen emissions tracking, ESG reporting and sustainability data management once operational. Additional system upgrades included SAP Analytics Cloud (SAC), SAP Service & Asset Manager (SSAM), and SAP Actual Costing with Margin Analysis. Employee declaration and consent processes were also digitized in alignment with Oman's Personal Data Protection Law. OARC's digital priorities continue to focus on automation, real-time monitoring, analytics and stronger data management systems to support informed decision-making and long-term sustainability objectives.





Cybersecurity & Data Privacy

In 2025, OARC continued to manage cybersecurity across both Information Technology (IT) and Operational Technology (OT) systems. Data relating to employees, customers and suppliers is handled confidentially and used only for internal purposes, supported by established controls and applicable privacy requirements. During the year

Cybersecurity awareness was maintained by internal communications. Although no formal training programs were conducted in 2025 and no completion rate is reported, cybersecurity risks continued to be managed through internal controls, including incident reporting and response procedures. OARC plans to introduce structured training, strengthen employee awareness and enhance monitoring and response capabilities to support continuous improvement and alignment with OIA requirements.

Zero
Data breach was recorded

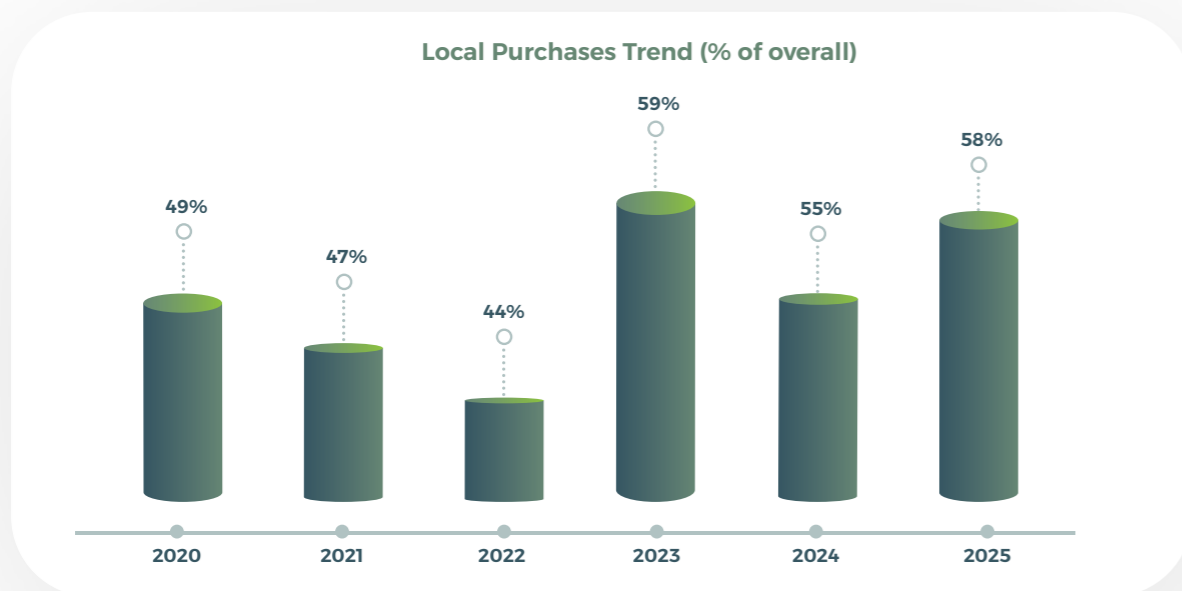


Sustainable Supply Chain & Local Value Creation

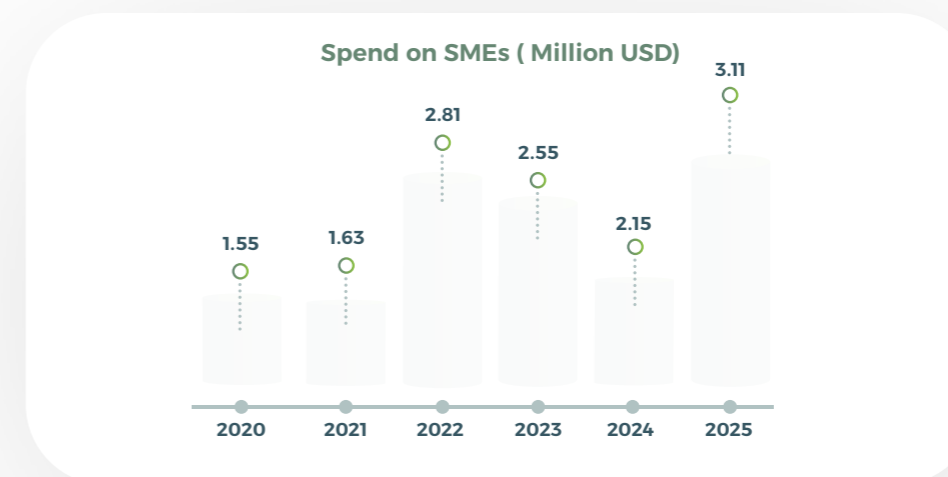
OARC's approach to procurement is built around reliability, cost efficiency, and responsible sourcing, while also supporting national economic priorities. We work closely with suppliers to ensure that materials and services meet operational requirements and align with ethical business practices, with a strong focus on building long-term relationships and strengthening local supply chains.

Metric	#	%
Total Procurement Spend (USD)	45,541,75	-
Local Spend (USD)	26,404,29	58%
Overseas purchases	19,137,45	42%
In Country Value	-	58%
Spend on SMEs (USD)	3,112,730	-
POs Value given to Riyadh Companies (USD)	2,067,008	-

Local sourcing has shown a clear upward trend, increasing from 49% in 2020 to 58% in 2025, despite some year-to-year variation reflecting changes in sourcing requirements and market conditions. In 2025, spending on local suppliers more than doubled compared to the previous year, indicating stronger engagement with domestic suppliers and greater reliance on local capabilities. At the same time, overseas procurement declined, pointing to a more balanced sourcing approach and improved supply chain resilience.



OARC supports local economic development via procurement activities, with a focus on In-Country Value (ICV) and SMEs. In 2025, ICV reached 58%, while SME spending increased to USD 3.1 million, up 45% from 2024 and the highest level in five years.



During the year, five suppliers were audited on ESG-related aspects in line with OARC's Supplier Auditing Procedure. Audits focus on suppliers with higher risk or impact, including providers of critical raw materials, high-volume suppliers and those with a higher environmental, social or operational footprint. Suppliers are selected based on risk, business importance and past performance, with high-impact suppliers typically audited annually.

The audit process covers environmental performance, labor practices, human rights, health and safety, governance and quality standards, forming part of OARC's broader due diligence approach to supply chain risk management. Where gaps are identified, suppliers are required to implement corrective actions within defined timelines, supported by follow-up reviews and ongoing monitoring. This approach is complemented by sourcing checks related to sanctions and human rights considerations.

5 suppliers audited on ESG-related aspects, focusing on higher-risk and high-impact suppliers

The Supplier Code of Conduct is in place to ensure that all suppliers meet defined ethical and labor standards. Suppliers are expected to provide safe working conditions, treat workers with dignity and respect, and operate in full compliance with applicable laws. OARC works closely with suppliers to support adherence to these standards and drive continuous improvement across the supply chain. This approach is reinforced by responsible sourcing practices, including avoiding procurement from countries listed under United Nations sanctions or restricted lists to reduce exposure to supply chain and human rights risks. In addition, OARC prioritizes responsible sourcing of raw materials. In 2025, 100% of primary aluminium was sourced from an Aluminium Stewardship Initiative (ASI) certified smelter, supporting alignment with recognized environmental, social, and governance standards across the upstream value chain.



100% of our primary metal is sourced from an ASI Certified Smelter



APPENDICES

Appendix A: GRI Content Index

For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. The service was performed on the English version of the report.

STATEMENT OF USE	Oman Aluminium Rolling Company SPC (OARC) has reported in accordance with the GRI Standards for the period 1 January 2025 to 31 December 2025.				
GRI 1 USED	GRI 1: Foundation 2021				
APPLICABLE GRI SECTOR STANDARD(S)	-				
GRI Standard/ Other Source	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		GRI SECTOR STANDARD REF. NO.
			REASON	EXPLANATION	
General Disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	4 - 5	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	2-2 Entities included in the organization's sustainability reporting	1			
	2-3 Reporting period, frequency and contact point	1			
	2-4 Restatements of information	1			
	2-5 External assurance	1			
	2-6 Activities, value chain and other business relationships	4-5			
	2-7 Employees	22			
	2-8 Workers who are not employees	22			
	2-9 Governance structure and composition	27 -28			
	2-10 Nomination and selection of the highest governance body		Information Unavailable	OARC does not have a formal nomination or selection process. Steering Committee members are appointed by the parent company's governance structure.	
	2-11 Chair of the highest governance body	27			
	2-12 Role of the highest governance body in overseeing the management of impacts	27			

General Disclosures					
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	27-28			
	2-14 Role of the highest governance body in sustainability reporting	27			
	2-15 Conflicts of interest	27			
	2-16 Communication of critical concerns	27			
	2-17 Collective knowledge of the highest governance body	27			
	2-18 Evaluation of the performance of the highest governance body		Information Unavailable	OARC does not currently maintain a separate formal process for evaluating the performance of the highest governance body, as Steering Committee members are appointed and evaluated through the parent company's governance structure	
	2-19 Remuneration policies		Confidentiality constraints	Specific wage-related information has been omitted due to the confidential and commercially sensitive nature of employee remuneration data	
	2-20 Process to determine remuneration				
	2-21 Annual total compensation ratio				
	2-22 Statement on sustainable development strategy	2-3			
	2-23 Policy commitments	9			
	2-24 Embedding policy commitments	9			
2-25 Processes to remediate negative impacts	29				
2-26 Mechanisms for seeking advice and raising concerns	29				
2-27 Compliance with laws and regulations	29				
2-28 Membership associations	6				
2-29 Approach to stakeholder engagement	8				
2-30 Collective bargaining agreements	29				

Material topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	8	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.	
	3-2 List of material topics	8		
Taking Action Against Climate Change				
GRI 3: Material Topics 2021	3-3 Management of material topics	12-13		
GRI 102: Climate Change 2025	102-1 Transition plan for climate change mitigation	12-13		
	102-2 Climate change adaptation plan		Information Unavailable	OARC has not yet conducted a formal climate risk and climate adaptation assessment.
	102-3 Just transition		Information Unavailable	OARC has not yet established a formal "just transition" framework or assessment process.
	102-4 GHG emissions reduction targets and progress	12-13		
	102-5 Scope 1 GHG emissions	13		
	102-6 Scope 2 GHG emissions	13		
	102-7 Scope 3 GHG emissions	13		
	102-8 GHG emissions intensity	13		
	102-9 GHG removals in the value chain		Not Applicable	OARC did not undertake carbon removal, carbon offset, or carbon sequestration activities during the reporting period.
	102-10 Carbon credits		Not Applicable	OARC did not purchase, sell, or trade carbon credits during the reporting period.
GRI 103: Energy 2025	103-1 Energy policies and commitments	14		
	103-2 Energy consumption and self-generation within the organization		OARC's approach to energy management and commitments are outlined within the QHSEE Policy	
	103-3 Upstream and downstream energy consumption		Information Unavailable	OARC currently reports energy consumption within its direct operations. Comprehensive upstream and downstream energy consumption data across the value chain is not yet available.
	103-4 Energy intensity	14		
	103-5 Reduction in energy consumption	14		

Environmental Compliance					
GRI 3: Material Topics 2021	3-3 Management of material topics	15			
Protecting Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	14			
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss		Not Applicable	OARC's operations are not located within or adjacent to environmentally sensitive or protected biodiversity areas.	
	101-2 Management of biodiversity impacts	14			
	101-3 Access and benefit-sharing		Not Applicable	OARC does not utilize genetic resources, biological materials, or biotechnology-related research and development activities within its operations.	
	101-4 Identification of biodiversity impacts	14			
	101-5 Locations with biodiversity impacts	14			
	101-6 Direct drivers of biodiversity loss		Not Applicable	OARC's operations are not situated in environmentally sensitive areas and do not directly contribute to significant biodiversity loss drivers.	
	101-7 Changes to the state of biodiversity				
	101-8 Ecosystem services				
Water Stewardship					
GRI 3: Material Topics 2021	3-3 Management of material topics	17			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	17			
	303-2 Management of water discharge-related impacts	17			
	303-3 Water withdrawal	17			
	303-4 Water discharge	17			
	303-5 Water consumption	17			
Emissions, Effluent & Waste Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	18			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	18			
	301-2 Recycled input materials used	18			
	301-3 Reclaimed products and their packaging materials		Not Applicable	OARC does not currently operate product or packaging material reclamation programs within its operations.	

Emissions, Effluent & Waste Management					
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	18			
	306-2 Management of significant waste-related impact	18			
	306-3 Waste generated	18			
	306-4 Waste diverted from disposal	18			
	306-5 Waste directed to disposal	18			
Air Quality					
GRI 3: Material Topics 2021	3-3 Management of material topics	14			
GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)		Information incomplete	Emissions associated with refrigerant use in HVAC systems are included within OARC's disclosed Scope 1 GHG emissions.	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	14			
Promoting Occupational Health & Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	19-20			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	19-20			
	403-2 Hazard identification, risk assessment, and incident investigation	19-20			
	403-3 Occupational health services	19-20			
	403-4 Worker participation, consultation, and communication on occupational health and safety	19-20			
	403-5 Worker training on occupational health and safety	19-20			
	403-6 Promotion of worker health	19-20			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	19-20			
	403-8 Workers covered by an occupational health and safety management system	19-20			
	403-9 Work-related injuries	19			
	403-10 Work-related ill health	19			

Employment, Engagement & Recognition					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	23			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees			Employee benefits are provided in accordance with the Oman Labor Law and applicable employment terms. No significant differences in core employee benefits were identified between full-time and contract employees during the reporting period.	
	401-3 Parental leave	24			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	21			
	404-2 Programs for upgrading employee skills and transition assistance programs	21			
	404-3 Percentage of employees receiving regular performance and career development reviews	24			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	27			
	405-2 Ratio of basic salary and remuneration of women to men		Confidentiality constraints	Specific wage-related information has been omitted due to the confidential and commercially sensitive nature of employee remuneration data	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	29			
Labor Relations & Human Rights					
GRI 3: Material Topics 2021	3-3 Management of material topics	29			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	29			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	29			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	29			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures		Information Unavailable	Human rights-specific training for security personnel is currently not provided as a standalone training program.	
Community Relations					
GRI 3: Material Topics 2021	3-3 Management of material topics	32			

Community Relations					
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage		Confidentiality constraints	Specific wage-related information has been omitted due to the confidential and commercially sensitive nature of employee remuneration data	
	202-2 Proportion of senior management hired from the local community	27			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported		Information incomplete	OARC reports selected CSR, workforce development, environmental and community support initiatives, however, consolidated investment and impact assessment data is not available	
	203-2 Significant indirect economic impacts	32-33			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		Information incomplete	OARC reports community engagement and development programs, including CSR initiatives, sponsorships, and volunteering activities. A formal local community impact assessments has not been conducted during the reporting period.	
	413-2 Operations with significant actual and potential negative impacts on local communities		Not Applicable	Through the Environmental Impact Assessment process (EIA), which included consideration of social impacts, OARC did not identify operations with significant actual or potential negative impacts on local communities	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	32			
	414-2 Negative social impacts in the supply chain and actions taken	32-33			
Product Quality & Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	26			
Sustainable Innovation					
GRI 3: Material Topics 2021	3-3 Management of material topics	30			
Policy & Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	29			
Business Integrity					
GRI 3: Material Topics 2021	3-3 Management of material topics	29			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption		Information incomplete	OARC conducts general operational and business risk assessments; however, a standalone corruption-specific risk assessment process has not yet been formally established. Supply chain and procurement activities have been identified as areas with relatively higher corruption risk exposure. To manage these risks, OARC implements procurement controls, approval hierarchies, supplier screening procedures, segregation of duties, and compliance requirements aligned with internal governance practices.	

Business Integrity					
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	29			
	205-3 Confirmed incidents of corruption and actions taken	11			
Sustainable Procurement & Supply Chain Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	32			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	32			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	32			
	308-2 Negative environmental impacts in the supply chain and actions taken	32			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	26			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services			No incidents of non-compliance concerning the health and safety impacts of products and services were identified during the reporting period.	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data			No substantiated complaints concerning customer privacy breaches or losses of customer data were identified during the reporting period.	

APPENDIX B:

Abbreviations

Abbreviation	Full Form
OARC	Oman Aluminium Rolling Company
ESG	Environmental, Social and Governance
GRI	Global Reporting Initiative
UN	United Nations
SDGs	Sustainable Development Goals
ASI	Aluminium Stewardship Initiative
EU	Europe
US	United States
CEO	Chief Executive Officer
IPPT	Integrated Plant Performance Tests
ISO	International Organization for Standardization
MT	Metric Ton
SPC	Sole Proprietorship Company
USD	United States Dollar
GCC	Gulf Cooperation Council
IMS	Integrated Management Systems
UoM	Unit of Measurement
mUSD	million United States Dollars
CSR	Corporate Social Responsibility
OIA	Oman Investment Authority
CBAM	Carbon Border Adjustment Mechanism
KPI	Key Performance Indicator
kWh	Kilowatt Hour
MWh	Megawatt Hour
GWh	Gigawatt Hour
CO _{2e}	Carbon Dioxide Equivalent
t	Ton
OMR	Omani Riyal
SME	Small and Medium Enterprise
EMS	Environmental Management System
GHG	Greenhouse Gas
µg	Micrograms
m ³	Cubic Meter
PM ₁₀	Particulate Matter less than 10 micrometers
PM _{2.5}	Particulate Matter less than 2.5 micrometer
NO ₂	Nitrogen Dioxide

Abbreviation	Full Form
SO ₂	Sulfur Dioxide
L	Liter
IUCN	International Union for Conservation of Nature
RO	Reverse Osmosis
STP	Sewage Treatment Plant
OAPIL	Oman Aluminium Processing Industries
QHSEE	Quality, Health, Safety, Environment & Energy
LTI	Lost-time Injury
LTIFR	Lost Time Injury Frequency Rate
LTISR	Lost Time Injury Severity Rate
MTC	Medical Treatment Cases
FAC	First Aid Cases
NMFR	Near Miss Frequency Rate
H&S	Health and Safety
hrs	Hours
HR	Human Resources
HIV	Human Immunodeficiency Virus
ESESD	Environmental Sciences and Engineering for Sustainable Development
UTAS	University of Technology and Applied Sciences
AI	Artificial Intelligence
CSI	Customer Satisfaction Index
REACH	Registration, Evaluation, Authorization, and Restriction of Chemicals
RoHS	Restriction of Hazardous Substances
SVHC	Substances of Very High Concern
BCP	Business Continuity Plan
PDCA	Plan, Do, Check, Act
SCT	Sustainability Control Tower
SAC	SAP Analytics Cloud
SSAM	SAP Service & Asset Manager
IT	Information Technology
OT	Operational Technology
ICV	In-Country Value
PO	Purchase Order