

Oman Cables Industry SAOG

SUSTAINABILITY REPORT 2024



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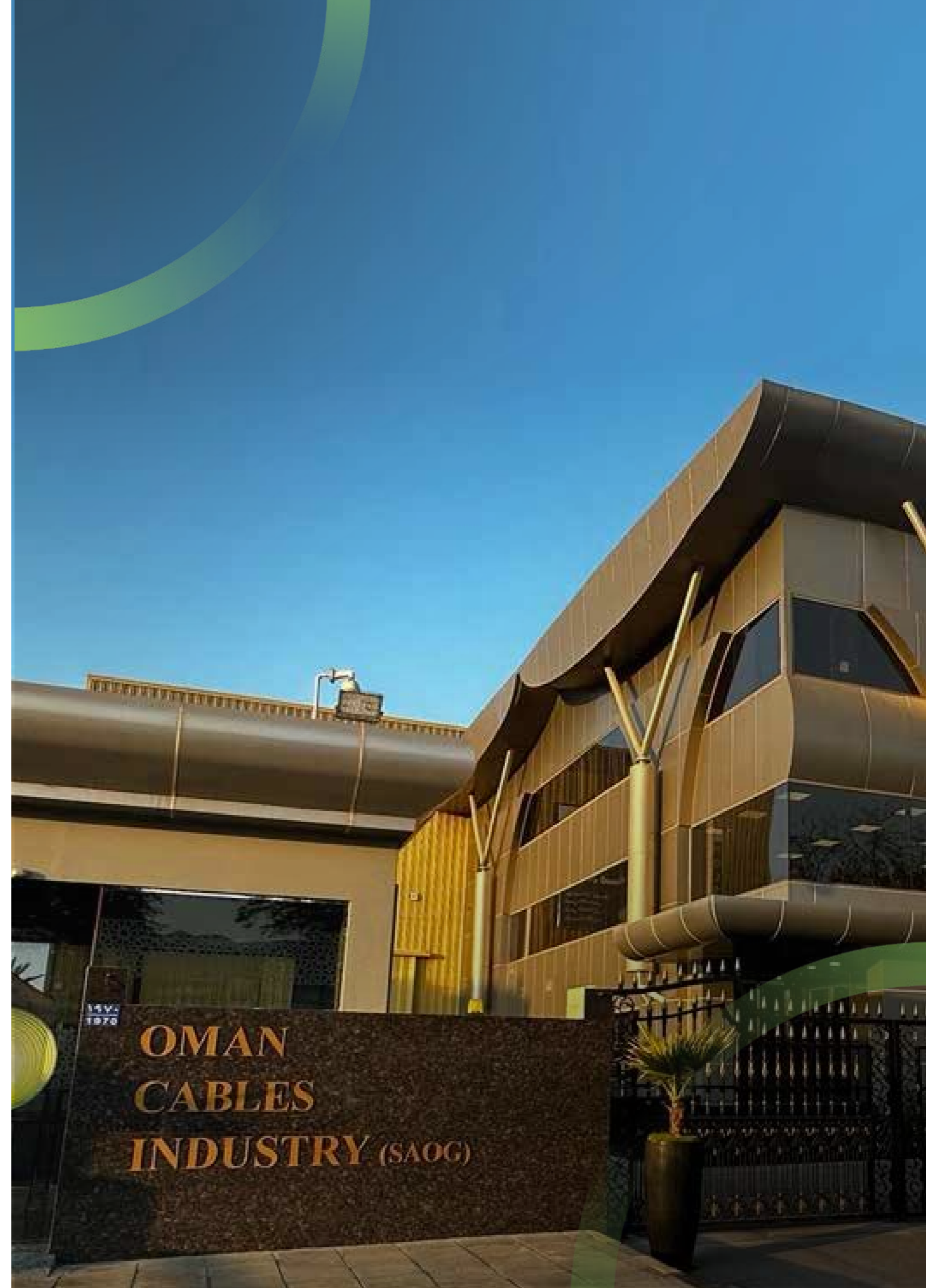


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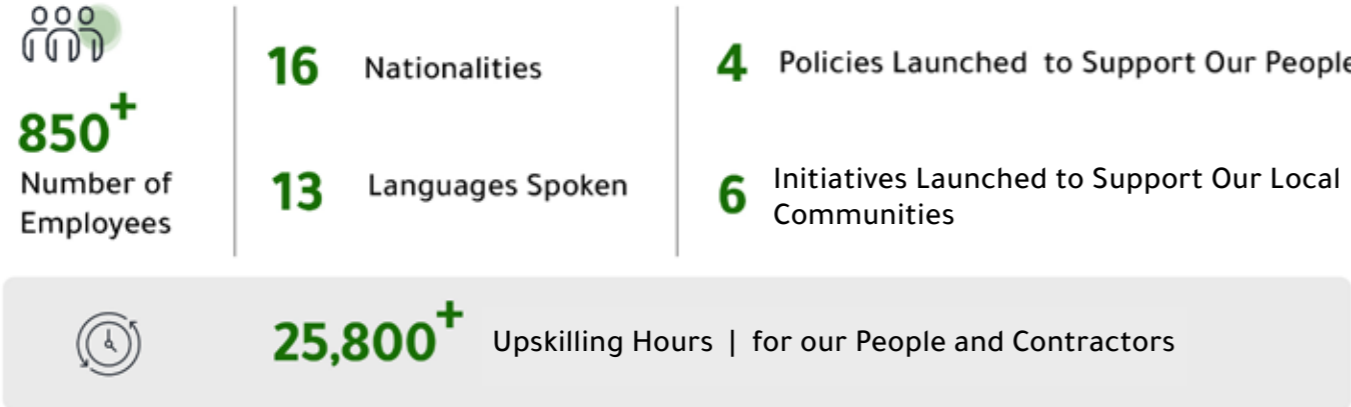


2024 OCI Group Sustainability Highlights

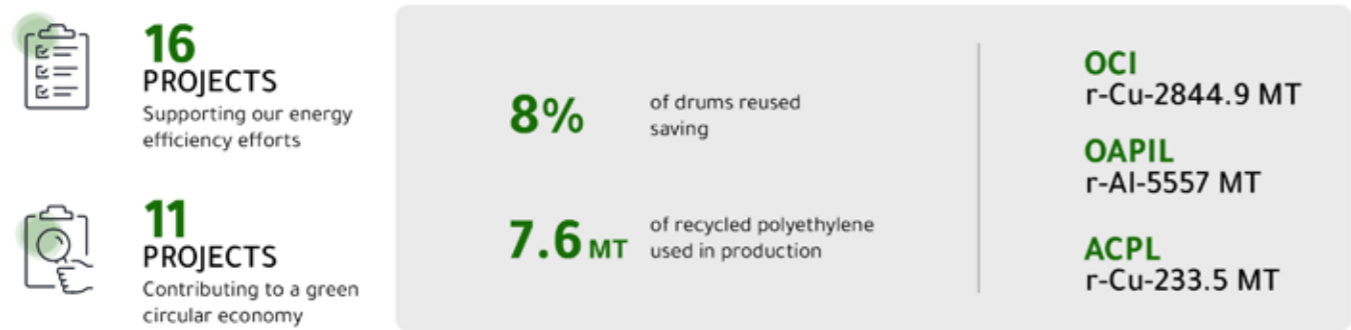
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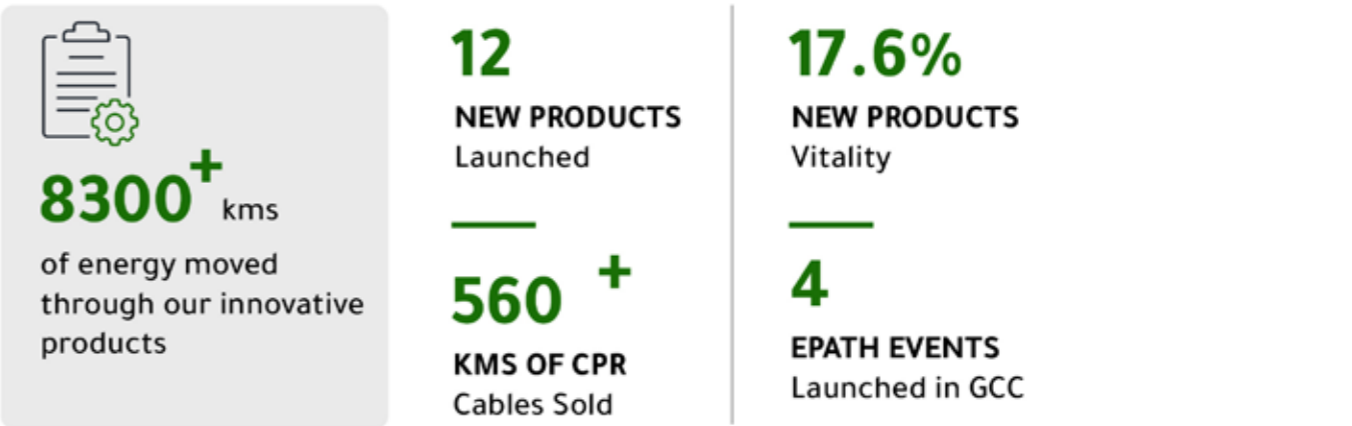
DE&I



ENVIRONMENT



INNOVATION



GOVERNANCE





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01 ABOUT THIS REPORT



1.1 PURPOSE

The 2024 Sustainability Report highlights our unwavering commitment to fostering a sustainable future. This report provides a comprehensive overview of our Environmental, Social, and Governance (ESG) initiatives, showcasing the progress we have made and the challenges we have faced. With reference to the Global Reporting Initiative (GRI) standards, we ensure that our reporting is transparent, accurate and relevant.

Throughout this report, we detail our efforts to reduce our environmental footprint, enhance our social impact, and uphold the highest standards of governance. Our initiatives span across various domains, including energy efficiency, waste reduction, community engagement, and ethical business practices. We believe that Sustainability is not just a goal but a continuous journey, and we are dedicated to lead by example in our industry.

We aim this report provides valuable insights into our Sustainability journey and inspire our stakeholders to join us in our mission to create a more sustainable and equitable world.

1.2 REPORTING PERIOD

This Sustainability Report covers the period from January 1, 2024, to December 31, 2024. The data and information presented in this report reflect our Sustainability performance and initiatives undertaken during this timeframe.



1.3 BOUNDARY AND SCOPE

This Sustainability Report covers the activities and performance of our organization from January 1, 2024, to December 31, 2024. The report includes material data and information from all our operational sites and business units.

The boundary of this report and our ESG Disclosures at the Muscat Stock Exchange (MSX) ESG Platform encompasses our direct operations in Oman Cables, including manufacturing facilities, and offices. It also includes our efforts in indirect operations, such as supply chain activities and partnerships that significantly impact our Sustainability performance.

However, in our ESG Disclosures in the MSX Platform, we currently only present the results of Oman Cables. Our Sustainability Report, on the

other hand, includes and highlights the initiatives and efforts of our subsidiaries, OAPIL and ACPL. Starting next year, we will include disclosures for all entities within OCI Group.

We have included Scope 1 and Scope 2 Greenhouse Gas (GHG) emissions, along with a preview of our Scope 3 GHG Emissions (ACPL Scope 3 not included). We are continuously working on calculating our total Scope 3 GHG emission figures, which will be presented in full next year.

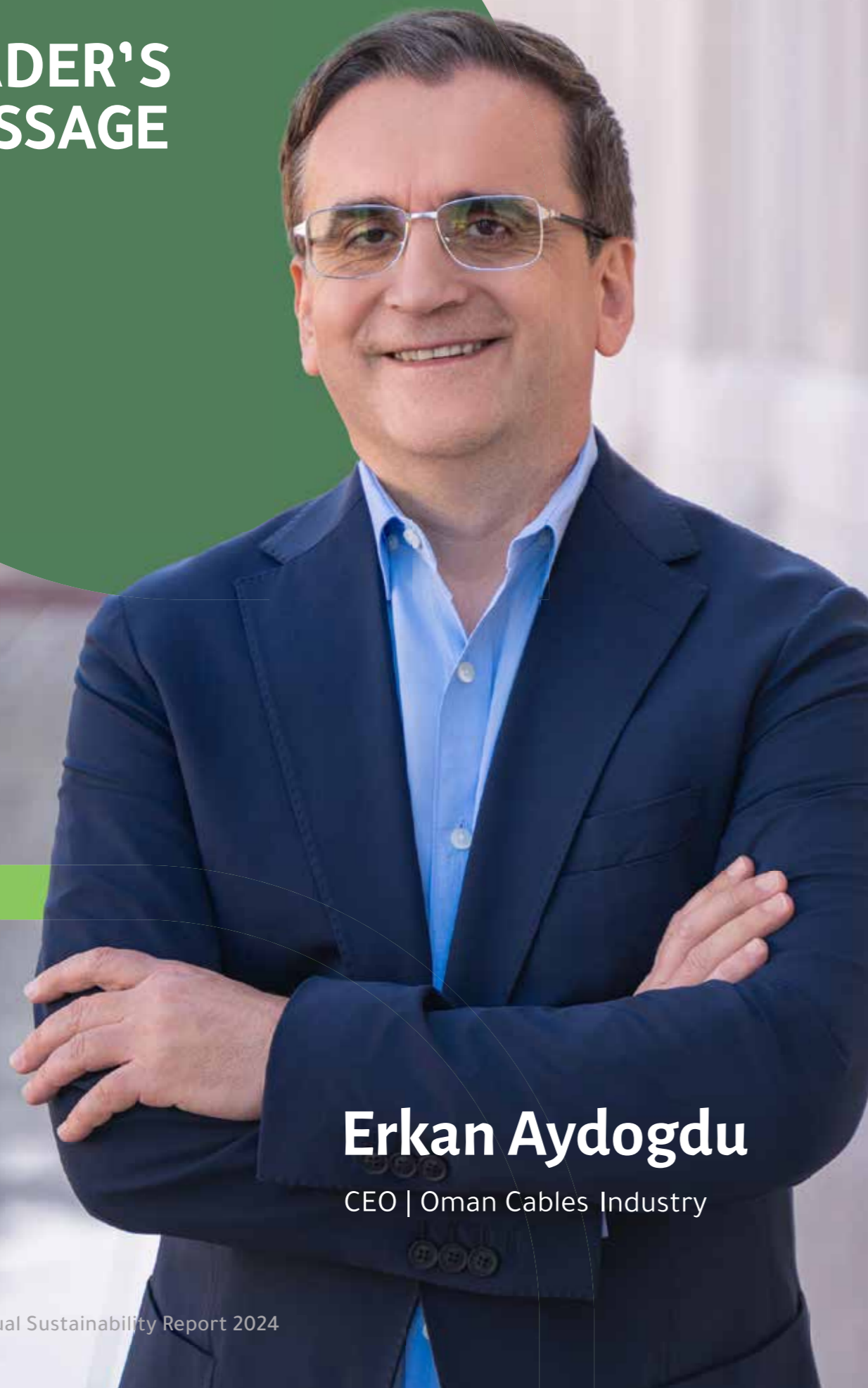
By defining clear boundaries and scope, we aim to provide our stakeholders with a thorough understanding of our Sustainability efforts and their impact on our overall performance.

1.4 PREPARATION BASIS

Our Sustainability Report has been prepared with reference to the Global Reporting Initiative (GRI) Standards. We have utilized both qualitative and quantitative data to provide a comprehensive overview of our Sustainability performance.

We have adhered to the principles of relevance, completeness, consistency, accuracy, and transparency in the preparation of this report. These principles guide our data collection, analysis, and reporting processes, ensuring that the information presented is reliable and meaningful for our stakeholders. The report also includes disclosures on our material topics, as identified through our materiality assessment process, and reflects our commitment to continuous improvement in Sustainability practices.

02 LEADER'S MESSAGE



Erkan Aydogdu

CEO | Oman Cables Industry

2.1 LETTER FROM OUR CEO

Dear Stakeholders,

It is with great pleasure to share with you our 2024 Sustainability Report, which marks another significant milestone in our ongoing journey towards a sustainable future. This report reflects our unwavering commitment to integrating Sustainability into every aspect of our business and highlights the progress we have made over the past year.

We are committed to play our responsible role in contributing to Oman Vision 2040 and Pathway to Net Zero 2050.

Our Sustainability journey is guided by four core ambitions: **Climate Change Ambition, Social Ambition, Innovation Ambition, and Role Model Ambition**. Each of these ambitions plays a crucial role in shaping our strategies and actions, ensuring that we not only meet but exceed the expectations of our stakeholders.

Climate Change Ambition: We have continued to make strides in reducing our carbon footprint and enhancing our energy efficiency. This will be our first year publicly disclosing our GHG emissions, and we have been diligently working to account for all relevant emissions within our boundary. In addition to measuring these emissions, we are actively working to mitigate these risks, contributing not only to our Group's goals and our stakeholder's initiatives but also to the Sultanate's targets. Our investments in Climate-Risk mitigation and sustainable practices are in place and are driving significant reductions in greenhouse gas emissions, positioning us as a leader in climate action.

Innovation Ambition: Innovation is at the heart of our Sustainability efforts. Our Innovation Ambition is closely aligned with our Climate Change Ambition. Through continuous innovation, we are able to offer products and services that contribute to the Green Circular Economy and the reduction of GHG emissions. This year, we proudly launched our newest sustainable product, "E PATH". Our cables under the E PATH label adhere to six Sustainability-related criteria: Carbon Footprint, Substances of Very High Concern, Recyclability/Circularity, Recycling Input Rate, Environmental Benefits and Cable Transmission Efficiency. This achievement not only underscores our leadership in Sustainability but also demonstrates our commitment to creating products that support the energy transition. Moreover, we are dedicated to aligning with the goals and initiatives of our stakeholders, ultimately contributing to the health of our planet.

Our strong focus on innovation enables us to deliver sustainable value to our customers and stakeholders while driving long-term growth.

Social Ambition: People are our priority. Their safety, well-being, and development are of utmost importance to us. Safety is always at the forefront of our daily operations, whether at the factory or in our offices. To enhance our safety culture, we have increased our safety initiatives, training programs and awareness sessions. Additionally, we requested a voluntary audit by an internationally leading accredited third-party auditor to review the safety aspects of our offices. I am proud to share that we received a score of 4.5 out of 5 in the audit (previously 4.33), which underscores the strength of our safety culture.

Diversity, equity and inclusion are pillars of our Social Sustainability. As a multicultural and diverse company, we value each individual, regardless of gender, age, ethnicity or capability. Our various initiatives supporting employees, the local community, and other stakeholders are a testament to our commitment to creating a positive social impact and contributing to a sustainable future.

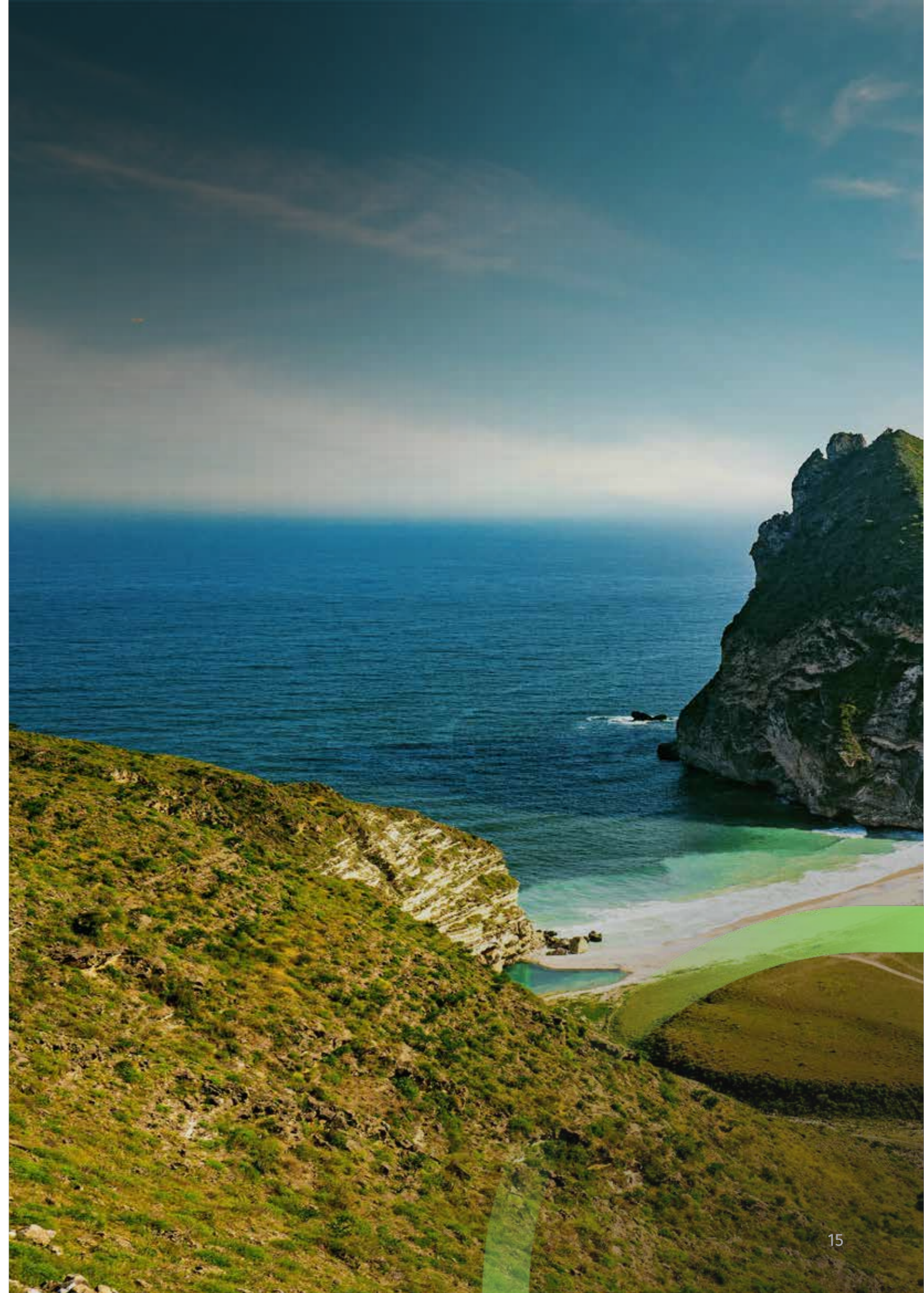
Role Model Ambition: As role models in the industry, we strive to set the highest standards in Sustainability. Our Role Model Ambition guides our core Sustainability ambitions, inspiring us to lead by example and demonstrating that sustainable practices are not only achievable but also beneficial for business and society. We are committed to sharing our knowledge and experiences, fostering a culture of Sustainability across the industry. This year, we have been recognized by Oman's Ministry of Commerce, Industry and Investment Promotion as the "Role Models" of the industry, signing four Memorandum of Understanding. The recognition not only highlights our efforts to grow as a company but also our dedication to supporting the country's various targets and goals. By aligning our initiatives with national objectives, we are contributing to economic development, fostering innovation and promoting sustainable practices that benefit both our community and the planet.

And as we reflect on our achievements in 2024, I would like to express my heartfelt gratitude to our dedicated employees, partners, and stakeholders. Your unwavering support and collaboration have been instrumental in our success. Together, we have made meaningful progress towards a more sustainable and resource-efficient future.

Looking ahead, we remain committed to our Sustainability journey. We will continue to innovate, collaborate, and lead by example, ensuring that we contribute positively to the environment, society, and economy. Thank you for your continued trust and partnership.

Towards a Sustainable Future,

Erkan Aydogdu



03 ABOUT OCI GROUP

3.1 GROUP OVERVIEW

Oman Cables Industry (SAOG) is a leading cable solutions provider based in the Sultanate of Oman. It is a public joint stock company listed on the Muscat Stock Exchange. The company specializes in the development, manufacturing, and marketing of a wide range of electrical products, including medium voltage power cables, low voltage power and control cables, instrumentation cables, pilot cables, overhead power transmission line conductors and building wires.



With its offices in the Sultanate of Oman, United Arab Emirates, Qatar, Bahrain, and the Kingdom of Saudi Arabia, and an extensive network across the Middle East, Africa, Turkiye, Russia and India (MEART Region), Oman Cables Industry is proud to be part of Prysmian (the strategic and technological partner, and major shareholder), a global leader in the cable industry.

Oman Cables has two subsidiaries



OAPIL (Oman Aluminium Processing Industries SPC)

Located in Sohar, Oman, OAPIL specializes in the production of aluminium rods and conductors. The facility spans 90,000 square meters and includes a 14,000 square meter under-roof area. OAPIL plays a crucial role in supplying ACSR and AAAC conductors, contributing significantly to the group's overall production capacity.



ACPL (Associated Cables Private Limited)

Based in Chiplun, India, ACPL focuses on manufacturing a variety of cables, including FR cables, instrumentation cables, thermocouple cables, control cables, and special application cables. The facility covers 538,500 square feet, with substantial factory shop floor areas dedicated to production.

Together, these subsidiaries enhance the Group's overall ability to meet diverse customer needs across different regions, ensuring a robust and sustainable growth trajectory for the company.



3.2 MISSION, VISION & VALUES



OUR MISSION

is to continuously strive for excellence in all aspects of our business through the integration of sustainable business development and innovation, enhancing shareholder value and outstanding customer service



OUR VISION

is to ensure that through our product offering, we remain the leader in our industry in quality and performance, exceeding the expectations of our customers and stakeholders



OUR CORE VALUES

EMPOWERMENT

We foster a culture driven by shared values, open communication, and accountability

INNOVATION

We embrace cutting-edge innovation for sustainable growth, focusing on low environmental impact and safety

EXCELLENCE

We are committed to delivering customer-centric solutions that set industry benchmarks

By embedding our mission, vision, and values into our business, we ensure that our efforts in Sustainability are not just an add-on but an integral part of our strategy.



3.3 OUR PRODUCTS

OMAN CABLES PRODUCTS

Oman Cables Industry is a market leader in the cable industry and has an extensive capability to produce, manufacture, test and supply a variety of cable solutions as per market requirement. The products are manufactured to meet the requirements of international standards and any additional customer specifications.

Low Voltage Power Cables	Flexible Cables
Control Cables	Solar PV Cables
Medium Voltage Power Cables	Fire Resistance Wires & Cables
Building Wires & Earthing Cables	Fire Alarm Cables
Instrumentation Cables & Pilot Cables	Overhead Line Conductors
	Technology - E3X®
Special Cables	Lead Sheathed AIRBAG™ AIRBAG™ SUPERDRY Cables
Digital Solutions/Services	ALESEA PRYCAM OMHERO



LOW VOLTAGE POWER CABLES

We offer a wide range of LV cables ranging from single core to multi- core. The cable construction includes copper or aluminum conductors, PVC or XLPE insulation, Wire Armor or Tape Armour or Unarmoured and outer sheath as PVC or PE or LSZH based on the Customer's requirement. Low Voltage cables are rated for 600/1000 V or 1800/3000 V.



CONTROL CABLES

Control Cables are multi-conductor cables used in process automation and control applications. It consists of multicore conductors, XLPE or PVC insulation, Screened or unscreened, Wire Armoured or unarmoured, and PVC or PE or LSZH outer sheath. The control cable is a low voltage cable with a voltage grade of 600/1000 V.



MEDIUM VOLTAGE POWER CABLES

Oman Cables Industry has state of the art technology and equipment to manufacture high quality Medium Voltage cables from 3KV to 33kV. MV standard cables are used to transfer the electrical power under voltage class of 3 kV till 33 kV. They are mainly used in the distribution system of the electric network.



BUILDING WIRES & EARTHING CABLES

We produce full range of building wires with wide range of sizes and colors. The conductor is designed to be plain annealed solid or stranded circular compacted and non-compacted or flexible based on customer specifications and international standards.



INSTRUMENTATION & PILOT CABLES

Instrumentation cables are multi-conductor cables which comes in twisted pairs, triads, and quads depending on the customer's applications; twisting of elements along with Individual and overall screening of instrumentation cables suppress any electromagnetic interference or noises between the elements and from external sources.



FLEXIBLE CABLES

Flexible cable, also known as a flex cable or flexible conductor, is an electrical cable designed to provide flexibility and durability in drag chain systems or applications requiring frequent bending, twisting, or movement. As we can see from the definition of flexible cable, they are distinguished by their ability to withstand a high number of flexing cycles without compromising their performance, in other words, maintaining electrical conductivity and structural integrity.



SOLAR PV CABLES

We produce a wide range of Aluminium and Alloy Conductors designed to meet the demanding needs of modern power transmission and distribution networks.



FIRE RESISTANCE WIRES & CABLES

Fire resistant cables are used to maintain the circuit integrity in case of fire. The fire resistant cables are tested against BS 6387 Protocols C, W and Z, IEC 60331-21 or BS 50200 (as applicable). Fire resistant cables are also approved by Loss Prevention Certification Board (LPCB) under the brand names OCIFLAM-FS1, OCIFLAM-FSA*, OCIFLAM1 PREMIUM, OCIFLAM2 PREMIUM, FP400, and OCIFLAM-X.



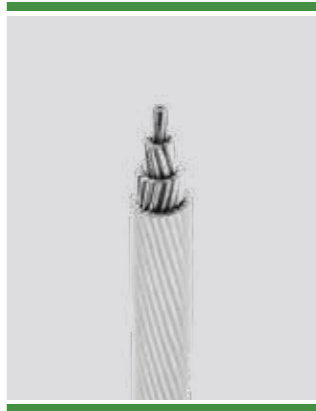
FIRE ALARM CABLES

The flame-retardant cables consist of plain annealed copper conductor, XLPE insulation, inner sheath of PVC or LSZH, Round Wire Armor (GSWA or AWA) or unarmoured and outer jacket with PVC or PE or LSZH. Depending upon the Customer's requirement, these cables can meet flame-retardant test property as per IEC 60332-3-22 (Cat-A) or IEC 60332-3-23 (Cat-B) or IEC 60332-3-24 (Cat-C).



OVERHEAD LINE CONDUCTORS

We produce a wide range of Aluminium and Alloy Conductors designed to meet the demanding needs of modern power transmission and distribution networks.



TECHNOLOGY - E3X®

E3X® Technology is the utility industry's first heat-dissipating overhead conductor that transforms the power grid through reduced power loss, increased power carrying capacity and lower costs.

SPECIALIZED CABLES



LEAD SHEATHED

Lead sheathed cables are one of the main products in OCI's extensive list. The characteristics of this category of products is designed to ensure reliable service and safe power supply in extreme harsh environmental conditions, such as, fluctuating operating temperatures, presence of moisture, aggressive chemicals, and hydrocarbons.



AIRBAG™ & AIRBAG™ SUPERDRY CABLES

AIRBAG™ & AIRBAG™ SUPERDRY Cables are a revolutionary solution that has been designed and patented by Prysmian Group that provides better mechanical protection than traditional metal armoured cable maintaining the functional advantages of unarmoured cables.

DIGITAL SOLUTIONS/SERVICES



OMHERO

OMHERO is the ideal solution to monitor electrical installations in the home. Monitor the main parameters of the electrical system (both historical and real time)

1. Instant power consumption
2. Power quality feedback (voltage, frequency)
3. Appliance safety (differential current)
4. Wiring safety (ground connection)



ALESEA

Alesea detects automatically cable consumed & remaining length. Cable inventory control & Planning, Drum & cable geolocation, Delivery tracking. Drum shock, temperature & positioning,

Cable storage & installation monitoring, "Smart pick up" empty drum identification & pick up



PRYCAM

Pry-Cam revolutionary technology allows on-line, accurate and reliable PD measurements, diagnosis and defect localization. Fast, accurate and effective as never before.



OAPIL PRODUCTS



SEMIFINISHED PRODUCTS (ROD/WIRES)

Our EC Rod and Aluminium Alloy Rods and Wires are designed to meet the highest standards of electrical conductivity and durability. These rods are essential for various applications in the power transmission and distribution industry, providing superior performance and reliability. Crafted using advanced technologies, our rods ensure optimal quality and efficiency, making them a trusted choice for demanding projects.

Aluminium & Alloy Wires

Aluminum Rod

Dia 9.5mm, 12mm & 15mm
(As per ASTM and BS Standards)

Grade 1050
Grade 1080
Grade 1100
Grade 1350 /1370 (Temper H11, H12, H14, H16)

Aluminium Wires

From 1.5mm to 5mm

Grade 1050
Grade 1080
Grade 1100
Grade 1350/1370

Aluminium Alloy Rod

Dia 9.5mm & 12mm
(As per BS and NFC Standard)

Grade 6101
Grade 6201
Grade 6061

Aluminium Alloy Wires

From 2mm to 5mm

Grade 6101
Grade 6201
Grade 6061

FINISHED PRODUCTS (OVERHEAD LINE CONDUCTORS)

OAPIL is a leading manufacturer of premium quality overhead line conductors, renowned for excellence in both manufacturing processes and product reliability. With a commitment to innovation and precision, we produce a wide range of Aluminium and Alloy Conductors designed to meet the demanding needs of modern power transmission and distribution networks.

Overhead Line Conductors

- All Aluminium Conductors (AAC)
- All Aluminium Alloy Conductors (AAAC)
- Aluminium Conductors Steel Reinforced (ACSR)
- Aluminium Conductor Alloy Reinforced (ACAR)
- Aluminium Conductor Clad Steel Reinforced (ACSR/ AW)
- Aluminium Alloy Conductor Steel Reinforced (AACSR)

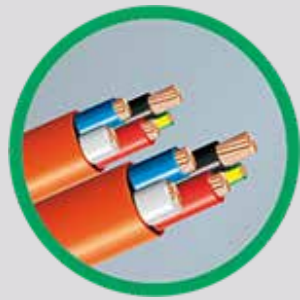
Standards

- IEC 61089
- BSEN 50182
- ASTM B398, B230, 232
- BS 215 (Part 1 & 2)
- DIN 48201, 4824



ACPL PRODUCTS

PRODUCT RANGE



**FIRE RESISTANT
CABLES**

The Fire Resistant cables continue to operate during a fire, to enable continuous functioning of essential life safety systems like Fire alarms, Voice / Audio alarms, CCTV, Emergency Power and Smoke extraction etc. Cables are tested as per IEC 60332 Part 3, IEC 60754, IEC 60331, IEC 61034 and BS 6387.



**THERMOCOUPLE
CABLES**

Thermocouple extension or compensating cables essentially transfer reference junctions to the control room. The construction of thermocouple cables is in principle similar to instrumentation cables. However, characteristics are very special and are tested to various international standards.



**SPECIAL APPLICATION
CABLES**

The range includes flat and round elevator cables. Cables can also be manufactured to suit customer needs. Composite cable for Control, Power & Instrumentation application. Different type of screening like Copper wire, Copper Tape, etc.



**INSTRUMENTATION
CABLES**

Instrumentation cables have very diverse applications in process industries, oil exploration, petrochemicals, refineries, fertilizer, cement plants, steel, paper and power plants etc. Associated Cables Pvt. Ltd. is the first company in India to manufacture screened instrumentation cables.



**CONTROL
CABLES**

Control cables are used for various power applications in industries. Control cables are manufactured as per various national & international standards, such as IS 1554 P-1, IEC 5021, BS 6346, IS 7098 P-1, IEC 60502-1, BS 5467. Control cables as per specific customer requirement can also be manufactured.



**POWER
CABLES**

Low voltage 1.1 Kv Power Cables with Copper conductor for power circuits with effective current carrying capacities in PVC & XLPE insulation. Armoured or unarmoured as per IS 1554 P-1, IS 7098 P-1, IEC 60502-1, BS 5467, BS 6346.



A RANGE TO MATCH YOUR REQUIREMENTS



3.4 CERTIFICATIONS & ACCREDITATION

PRODUCT CERTIFICATION



SYSTEM CERTIFICATION





3.5 OUR SUSTAINABLE JOURNEY

Our journey at Oman Cables is a long road paved with innovative practices and strategic partnerships.

By incorporating Sustainability into our daily operations and decision-making, we create a positive impact in the business, the countries we operate in and the planet at every turn.

A SUCCESS STORY, A GREAT CHALLENGE



SUSTAINABILITY MILESTONES

OUR SUSTAINABILITY JOURNEY SO FAR



3.6 2024 ACHIEVEMENTS & AWARDS



Alam Al-Iktisaad Awards
AIWA Awards

25/09/2024

Best Performing Company in Large Cap
Category

The 'Best Performing Company' award in the Large Cap Category at the prestigious 2023 Alam Al-Iktisaad Awards (AIWA Awards) recognizes our exceptional performance. This esteemed accolade highlights the relentless hard work and dedication of our entire team, underscoring our unwavering commitment to excellence, growth, and outstanding performance in all aspects of our operations.



Alam Al-Iktisaad Awards
AIWA Awards

25/09/2024

CSR Initiative of the Year, "She STEMS"
Initiative

Our groundbreaking SHE STEMS program has been recognized with the 'CSR Initiative of the Year' award at the 2023 Alam Al-Iktisaad Awards (AIWA Awards). This accolade highlights our unwavering dedication to empowering women in STEM fields and our commitment to driving meaningful change in the industry.



Ministry of Higher Education, Research
and Innovation Annual Meeting

24/10/2024

Commitment to Advancing Education and
Promoting Training in Oman

At the Annual Meeting with MoHERI, under the patronage of HE Dr. Rahma bint Ibrahim Al Mahrooqi, Minister of Higher Education, Scientific Research, and Innovation, we received an award that highlights our dedication to advancing education and promoting training in alignment with Oman Vision 2040. This recognition underscores our commitment to a brighter future, and we extend our heartfelt gratitude to all the companies and institutions that support our shared ambition.



Tasnee'- Tejara, Ministry of Commerce,
Industry and Investment Promotion

17/11/2024

Role Model in the Industrial Sector

The Ministry of Commerce, Industry, and Investment Promotion signed a program for implementing local value added with Oman Cables Industry (considered a Role Model in the industrial sector) during a celebratory event. This program aims to enhance local content in the manufacturing sector, adopt studies on clean energy generation technologies through solar panels, ensure the quality of cables in the local

market, and facilitate knowledge transfer. The program is an effective tool for increasing reliance on local materials and services in manufacturing processes, developing the local supply chain, and encouraging and developing small and medium-sized enterprises in this field. This contributes to enhancing the skills and competencies of Omani personnel in various areas, creating job opportunities for the national workforce, and promoting economic Sustainability and growth of the national economy



OER Corporate Excellence
Awards

16/12/2024

Winner in Large Segment

Oman Cables has been featured as winner in the Large segment in the latest survey conducted by OER in association with Moore Stephens LLC. OER, in partnership with Moore Stephens, will conduct a comprehensive survey of companies listed on the Muscat Stock Exchange, evaluating them against selected criteria including profitability, liquidity, shareholder

returns, Corporate Social Responsibility (CSR), innovation, brand equity and Environmental, Social and Governance (ESG) factors. This assessment will segregate the companies into three segments - large cap, mid cap, and small cap, allowing us to recognize and award the top-performing entities in each segment.



Business Today CXO Awards

December 2024

Best Chief Operating Officer of the Year -
Manufacturing

Our COO, Muhannad Abdul Amir Said Al-Lawati, has been honored as the Best Chief Operating Officer of the Year - Manufacturing at the prestigious Business Today CXO Awards. This award is a testament to his outstanding leadership and significant contributions to both our company and the industry. The award ceremony, hosted by Saleh Zakwani, Executive Chairman of Apex Media, was graced by the presence

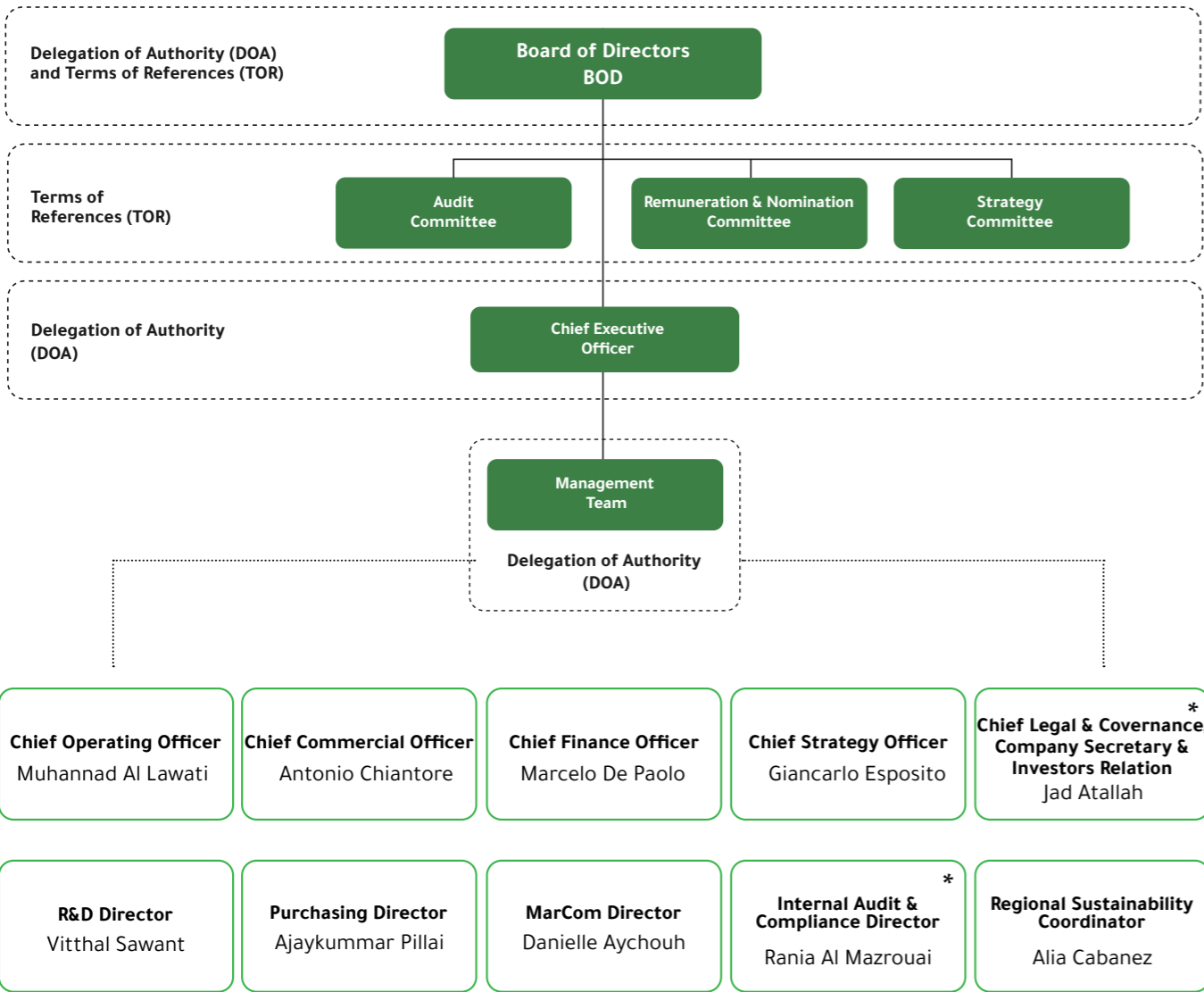
of H.E. Sayyid Dr. Muntheral Busaidi, Vice Chairman of Vision 2040. This recognition highlights the importance of effective leadership in driving market success, facilitating knowledge transfer, and promoting economic sustainability and growth.

3.7 CORPORATE GOVERNANCE

Oman Cables upholds strong governance through a well-defined and diverse board structure, robust corporate framework, and dedicate executive leadership, ensuring transparency and accountability at every level.



ORGANIZATION STRUCTURE



*Company Secretary and Internal Audit Director report to BoD

BOARD STRUCTURE

Cinzia Farisè
Chairman

Mohamed Al Lawati
Vice Chairman

Yasser Al Rashdi
Director

Shabib Al-Busaidi
Director

Fabrizio Rutschmann
Director

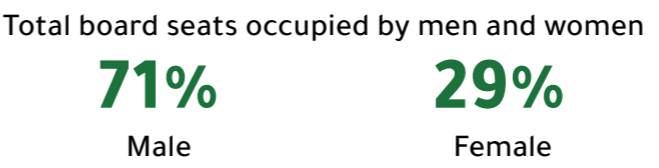
Ian F. Prescott
Director

Laura Figini
Director

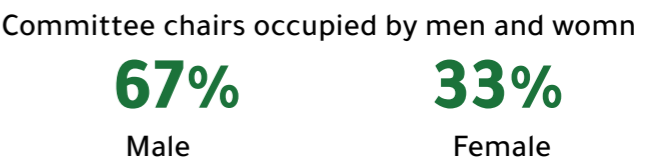
MSX 30 ESG Metrics

G1 Board Diversity

G1.1 Percentage:



G1.2 Percentage:



G2 Board Independence

G2.1 Does company prohibit CEO from serving as board chair?

Yes
Inline with the local regulations, the Chief Executive Officer is prohibited from serving as Board Chair.

G2.2 Percentage: Total board seats occupied by independent board members



*Non-Independent: Cinzia Farise, Mohamed Al Lawati, Fabrizio Rutschmann, Laura Figini.
**Independent: Yasser Al Rashdi, Shabib Al Busaidi, Ian F. Prescott



BOARD COMMITTEES

The Board of Directors election held during the Annual General Meeting of Shareholders on 21 March 2024, resulted in the appointment of a new Board of Directors. This newly elected Board convened on the same day to make several key decisions and form essential committees to oversee various aspects of the company's governance and operations.

The Board of Directors is responsible for setting the strategic direction of Oman Cables, ensuring the company's long-term success, and safeguarding the interests of shareholders. The Board's duties include overseeing the company's financial performance, risk management, and compliance with legal and regulatory requirements. Additionally, the Board plays a crucial role in overseeing Sustainability and ESG related matters.

The newly constituted Board has appointed Cinzia Farisè as Chairman, and Mohamed Al Lawati as Vice Chairman. The Board has also established three key committees to support its governance functions.

Audit Committee

Chaired by Yassir Abdullah Al Rashdi, with members Laura Figini, Shabib Al-Busaidi, and Ian Prescott. This committee is responsible for overseeing the company's financial reporting, internal controls, and audit processes to ensure accuracy and transparency in financial disclosures

Strategic Committee

Chaired by Mohamed Al Lawati, with members Cinzia Farisè, Ian Prescott, and Fabrizio Rutschmann. This committee focuses on the company's long-term sustainable strategic planning, to ensure the company's growth and alignment with global best practices

Nomination and Remuneration Committee

Chaired by Shabib Al-Busaidi, with members Laura Figini, Mohamed Al Lawati, and Fabrizio Rutschmann. This committee is tasked with identifying and recommending candidates for Board and executive positions, as well as determining remuneration policies and practices to attract and retain top talent

The Board and its committees are committed to maintaining high standards of corporate governance, transparency, and accountability.

Their collective efforts are aimed at driving Oman Cables' strategic vision, operational excellence, and sustainable growth, positioning the company as a leader in the industry while upholding a strong commitment to environmental and social responsibility



MANAGEMENT TEAM

The management team at Oman Cables is a group of dynamic and diverse professionals, unwavering in their commitment to driving the company's strategic vision and operational excellence. Under the leadership of CEO Erkan Aydogdu, this team comprises experts from various fields, including operations, commercial, supply chain and purchasing, finance, strategy, sustainability, research and development, innovation, human resources, information security, marketing and communications, legal affairs, governance, investor relations, audit and compliance.

Their collaborative efforts ensure the company's robust growth and sustainability, with a relentless focus on innovation, manufacturing excellence, and people excellence. This cohesive unit's dedication and expertise have firmly positioned Oman Cables as an industry leader, delivering high-quality products and services while upholding a strong commitment to environmental and social responsibility.

3.8 MANUFACTURING EXCELLENCE IN OUR GROUP

At the core of our operations is a steadfast commitment to Manufacturing Excellence. Our group continuously strives to lead the industry through innovation, quality, and efficiency.

Our approach to Manufacturing Excellence is built on a foundation of continuous improvement and collaboration. We invest in state-of-the-art technologies and processes to enhance our production capabilities and ensure the highest standards of quality.

We also prioritize the development and upskilling of our workforce, which is a testament to our commitment to employee growth and excellence. Our training programs provide our team members with the knowledge and skills needed to excel in their roles and contribute to our overall success.

In our pursuit of excellence, we actively engage with external vendors to explore AI solutions aimed at improving plant efficiency and safety. We are also committed to digitalizing our manufacturing processes to enhance efficiency and reliability. Additionally, we invest heavily in upgrading our machinery to ensure that we are equipped with the latest technologies.

In addition to our internal efforts, we actively engage with external partners and stakeholders to drive innovation and excellence. Our participation in various events demonstrates our leadership in the industry and our commitment to sharing best practices and learning from others.



Manufacturing Excellence is a cornerstone of our group’s success. Through continuous improvement, innovation, and collaboration, we are committed to maintaining our position as industry leaders and delivering the highest quality products and services to our customers.

Manufacturing Academy courses attended in 2024

1 Manufacturing Advance

Enlarge Advanced Manufacturing aspect with Global perspective. Understand how Sustainability can be impacted in Manufacturing. Deep dive in the culture, terminology and best practice of the Group. Take back learnings and benchmark within plant. A few of the topics covered are Industrial Analytics, Scale Project + Scrap and Reuse. Metallurgy, Safety, Industry 4.0 - fast track and IoT, Lean Six Sigma, case studies.

2 Supply Chain Excellence

This course will enhance knowledge regarding the company’s strategy, new organization, future strategic projects and sustainability approach in Supply Chain (SC). Acquire strategic know-how from external and internal experts on both technical and soft skills. Starting from current issues and critical areas of Supply Chain, work on elaborating an action plan to improve SC management in the work environment.

3 Supply Chain Fundamentals 2024

An insight into the Supply Chain Fundamentals at the Prysmian Group. This training covers topics related to: Overview, Strategy, Processes, KPIs and Analytics, Inventory and Availability, Customer Service and SAP Functionalities, Operational Excellence & Purchasing.



04 SUSTAINABLE FINANCE



At Oman Cables, we recognize the critical role that sustainable finance plays in fostering a resilient and inclusive economy. We believe that financial growth and environmental stewardship can and must go hand in hand.

We are dedicated to integrating environmental, social, and governance (ESG) criteria into our financial decision-making processes. By doing so, we aim to support projects and initiatives that not only promise financial returns but also contribute positively to society and the environment.

We are committed to transparency and accountability in our sustainable finance practices. We regularly monitor and report on the impact of our investments, ensuring

that we meet our sustainability goals and contribute to the global agenda for sustainable development.

By prioritizing sustainable finance, Oman Cables aims to create long-term value for our stakeholders while making a positive impact on our surroundings, drive meaningful change and build a sustainable future for all.



Sustainable Growth

Our Group is oriented towards sustainable growth, prioritizing the safety and wellbeing of our employees. Our commitment to a secure, healthy and safe work environment underpins our success and drives our innovation. We aim to assure innovative energy through a responsible production, pursuing economic, environmental and social sustainability for all our stakeholders. Our Group is dedicated to sustainable growth, with a strong focus on environmental stewardship and the safety and wellbeing of our employees.

Operational Review

In 2024, the Company continued to deliver value and enhance profitability. Revenue growth was driven by higher exports, particularly in the renewable energy sector and increase export in Power grid too. The increase in profitability and volume is primarily due to the Company's unwavering focus on dynamic pricing, agile design-to-cost strategies, robust fixed cost management, and leveraging a diverse product portfolio that includes high value-added products and services, along with an expanded geographical export reach.

In addition to improved profitability, the Company remains committed to sustainability, with climate, social, and innovation goals as the core drivers of its strategy and vision. These elements are integral to the corporate culture and business operations at all levels. The Company's profitability was further bolstered by prudent management of financial income and expenses, diversification into a broader range of high-value products, services, and solutions, and an expanded presence in international export markets.

Beyond being a cable producer, the Company leverages its leadership position as a technological enabler of the energy transition. It aims to anticipate customer needs by strengthening supplier engagement and focusing on continuous innovation. The Company utilizes its technological and industrial leadership to amplify its positive impact on the community.

Sales

Sales revenues of the Parent Company for 2024 are RO 200,990,803 as compared to RO 183,646,689 in 2023. The sales of the Group were RO 268,782,636 compared to RO 248,164,991 in 2023.

Profitability

The Net Profit of the Parent Company for the year 2024 was RO 16,123,680 as compared to RO 13,461,087 in 2023. The increase in profitability is mainly due to product development, differentiation efforts both in the offered mix and geographical expansion, cost control and financial discipline.

The Net Profit of the Group in 2024 was RO 22,622,186 compared to RO 18,929,058 in 2023.

2024	Oman Cables	Oman Cables Group
Sales	200,990,803	268,782,636
Profit Before Tax	19,332,831	27,017,429
Net Profit	16,123,680	22,622,186

* Figures in OMR

MSX 30 ESG Metrics

S11 Community Investment

Amount Invested in community, including philanthropic donations, as a percentage of the company’s pre-tax profits

0.6%

During 2024, in line with the shareholders’ approval, Oman Cables planned - and operated through an internal CSR committee - a structured corporate social responsibility plan in line with the vision of the Company towards building a Sustainable Growth. Many initiatives were implemented, covering four (4) chapters: Our People, Our Community, Our Innovation and the Ecosystem. The total CSR spent in 2024 totaled to 115,180 OMR.



4.2 GROUP RISK MANAGEMENT

The processes used by the organization to identify, assess, and manage related risks.

Management framework for Risks and Opportunities

Oman Cables adopts a system of internal control and risk management based on tools and information flows that enable the Board of Directors to take strategic decisions and establish guidelines for the system in an informed manner, considering the context in which they operate and the related risks and opportunities. The Enterprise Risk Management (ERM) model offers additional tools that allow the Board, Audit Committee and Management to evaluate those risk scenarios that might compromise the achievement of strategic targets, and to foresee and manage exposures.

The guidelines for the System of Internal Control and Risk Management are part of the ERM Policy, which formalizes the ERM model adopted. This model adopts a top-down approach, being guided by senior management, our medium and long-term business objectives, and strategies. This extends to all types of risk/opportunity that are potentially significant for Oman Cables. These are shown in four groups each including.

internal and external issues characteristic of Oman Cables’ business model:



The Chief Financial Officer (CFO), appointed to govern the ERM process, is responsible for ensuring together with management that the main risks and opportunities faced by Oman Cables are identified, assessed, managed, and monitored in a timely manner.

In addition, an Internal Risk Management Committee comprising senior managers ensures via the CFO, that the ERM process remains dynamic to reflect changes in the business, requirements and events affecting the Oman Cables over time. The CFO reports periodically to the Audit Committee and Senior Management (at least biannually) on these changes. Each year, Oman Cables’ main business/function managers participate in the process of identifying and evaluating the most significant risk factors and opportunities. Here, they review risks within the scope of ESG including Sustainability.

The Board of Directors is also responsible for the Oman Cables’ internal control and the Board of Directors, therefore, verifies its adequacy effective functioning in addition to identifying the specific guidelines.

All regulations resulting from disruptions, risks, and opportunities in internal processes as well as local and global developments are incorporated into the risks. We review the risks with the Audit Committee who reports to the Board thus improving our control and processes under the leadership of Senior Management.

4.3 GROUP INTEGRATED REPORTING

At OCI Group, we are taking our first step towards internal integrated reporting, anticipating future regulatory requirements and setting a foundation for combining financial and non-financial reporting. This approach marks the beginning of incorporating sustainability elements into our business strategy, demonstrating that sustainability is truly an integral part of our overall strategy.

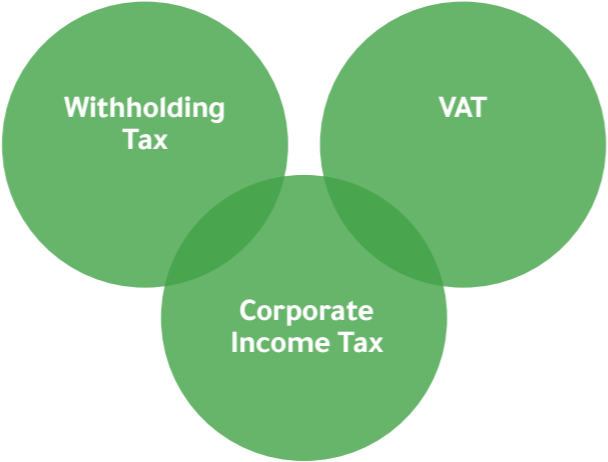
Our integrated reporting framework will provide a comprehensive view of our performance, strategy, and value creation over time. By aligning our reporting with global standards and best practices, we aim to offer stakeholders a clear and holistic understanding of our efforts and achievements.

We are committed to transparency and accountability, and our integrated reporting process will reflect our dedication to continuous improvement and sustainability. This initiative will not only enhance our reporting capabilities but also reinforce our commitment to driving positive social and environmental impacts.



4.4 OMAN CABLES GOVERNMENT RELATIONS & TAX

Oman Cables is committed to conducting its business with honesty and transparency, including its tax practices. The company recognizes the importance of paying its fair share of taxes and contributing to the communities where it operates. Tax Governance is a crucial aspect of our Corporate Governance, both strategically and operationally. The company manages tax risk through established policies, procedures, systems, and controls, continually working towards enhancing enterprise-wide tax risk management to detect, control, and monitor tax risks on a global scale. The roles and responsibilities related to tax are clearly defined and well understood, with a group-wide process to identify, report, and manage tax risks.



The tax function adheres to the Code of Conduct's business principles, fostering and maintaining open, collaborative, and transparent relationships with local tax authorities and other third parties in each country where Oman Cables operates, based on mutual respect and trust. Oman Cables has implemented an internal Tax Process Flow to outline the tax governance framework of its business. This ensures compliance with tax obligations and risks globally while enhancing tax support to the business.

Oman Cables' tax approach is consistent with its sustainable development strategy, promoting business structures driven by commercial factors with genuine substance and no abusive tax outcomes. The company takes a proactive role in managing and minimizing tax risks, promptly addressing withholding tax, VAT, and corporate income tax. Additionally, Oman Cables has a dedicated tax specialist who regularly liaises with the tax authority, prioritizes answering tax queries, and ensures timely completion of various tax assessments. The company pays all taxes on time and places significant importance on meeting deadlines.



05 SUSTAINABLE GOVERNANCE





At OCI Group, our commitment to Sustainable Governance is foundational to our operations and extends beyond our internal framework to encompass all our stakeholders. We believe that robust governance practices are essential for fostering a culture of integrity, transparency, and accountability. Our approach is designed to ensure that every aspect of our business is conducted with the highest standards of responsibility and respect for all individuals and communities we engage with.

Our governance framework is built on principles that safeguard the rights and dignity of every person, promote fairness and equality, and protect sensitive information. By embedding these principles into our daily operations, we aim to create a safe and inclusive environment that supports the well-being and development of our workforce and partners.

Through continuous improvement and adherence to best practices, we strive to maintain a resilient and ethical organization that not only meets regulatory requirements but also sets a benchmark for excellence in the industry. Our dedication to these values is reflected in our policies and procedures, which guide our actions and decisions, ensuring that we remain a trusted and responsible corporate citizen.



5.1 ETHICAL PRACTICES

Our ethical practices are the foundation of our reputation and long-term success. We are committed to ensuring fairness, transparency, and accountability in all our business dealings. By adhering to the highest ethical standards, we build trust with our stakeholders, including employees, customers, suppliers, and the broader community. This trust is crucial for fostering a positive work environment, encouraging customer loyalty, and maintaining strong business relationships.

Our commitment to ethical practices involves creating a culture where integrity is valued and unethical behavior is not tolerated. We have established clear guidelines for conduct, provide regular training on ethical issues, and ensure there are robust mechanisms in place for reporting and addressing unethical actions. At OCI Group, we not only comply with legal requirements but also demonstrate our dedication to doing what is right. This commitment enhances our brand reputation, boosts employee morale, and supports sustainable business growth.

We measure success in ethics through several key indicators:

- 1. Stakeholder Trust and Satisfaction:** Regular surveys and feedback from employees, customers, suppliers, and the community help us gauge the level of trust and satisfaction with our ethical practices.
- 2. Compliance and Audit Results:** We conduct internal and external audits to ensure adherence to our ethical guidelines and legal requirements. Successful audits indicate strong ethical compliance.
- 3. Reporting and Resolution of Ethical Issues:** The effectiveness of our whistleblowing mechanisms and the timely resolution of reported issues are critical metrics.
- 4. Training and Awareness:** The participation rates and outcomes of our ethics training programs are monitored to ensure that our employees are well-informed and committed to ethical behavior.
- 5. Recognition and Awards:** Achievements in ethical practices, such as industry awards or certifications, serve as external validation of our efforts.

By continuously monitoring these indicators, we ensure that our commitment to ethics remains strong and that we are always striving to improve.

MSX 30 ESG Metrics

G5 Ethics & Prevention of Corruption

G5.1 Does your company follow an Ethics and/or Prevention of Corruption Policy?

Yes

G5.2 If yes, what percentage of your suppliers have formally certified their compliance with the code?

98%



5.2 WHISTLEBLOWING

We have established a robust whistleblowing system to ensure that all reports are taken seriously and investigated thoroughly. We provide multiple channels for reporting concerns, including anonymous options, to protect the identity of whistleblowers. Our commitment to confidentiality and non-retaliation ensures that individuals feel safe and supported when coming forward with information. By fostering an environment where whistleblowing is encouraged and respected, we uphold our ethical standards and promote a culture of transparency and accountability.

OCI Group offers several specific channels for whistleblowing to ensure that all concerns can be reported safely and confidentially:

1. **Dedicated Hotline:** A toll-free number that employees and stakeholders can call to report issues anonymously.
2. **Online Reporting Portal:** A secure website where individuals can submit their concerns confidentially.
3. **Email:** A designated email address specifically for whistleblowing reports.
4. **In-Person Reporting:** Direct reporting to a designated ethics officer or a member of the compliance team.

These channels are designed to provide flexibility and ensure that everyone feels comfortable and protected when reporting unethical or illegal activities. By offering multiple options, OCI Group demonstrates its commitment to transparency and accountability.

We take several measures to ensure the security of our whistleblowing channels:

1. **Encryption:** All online and email reports are encrypted to protect the information from unauthorized access during transmission and storage.
2. **Access Controls:** Only authorized personnel have access to the whistleblowing reports. These individuals are trained in confidentiality and data protection.
3. **Anonymity Options:** We provide options for anonymous reporting to protect the identity of whistleblowers. This includes secure online forms and anonymous hotlines.
4. **Regular Audits:** We conduct regular audits of our whistleblowing system to identify and address any potential vulnerabilities.
5. **Confidentiality Policies:** We have strict policies in place to ensure that all reports are handled confidentially and that the information is only shared on a need-to-know basis.

The Whistleblowing Review Committee plays a pivotal role in maintaining our commitment to ethical practices and transparency. This dedicated committee is composed of senior leaders and experts from various departments, including compliance, legal, human resources, and internal audit. Their collective expertise ensures a thorough and impartial review of all whistleblowing reports.

The committee's primary responsibilities include:

1. **Receiving and Acknowledging Reports:** Ensuring that all whistleblowing reports are promptly acknowledged and logged into our secure system.
2. **Conducting Investigations:** Leading comprehensive investigations into reported concerns, gathering relevant evidence, and interviewing involved parties while maintaining strict confidentiality.

3. **Assessing Findings:** Evaluating the findings of each investigation to determine the validity of the reported issues and identifying any necessary corrective actions.
4. **Recommending Actions:** Making recommendations for disciplinary actions, policy changes, or other measures to address and prevent future occurrences of unethical behavior.
5. **Reporting Outcomes:** Communicating the outcomes of investigations to relevant stakeholders while protecting the anonymity of whistleblowers.

We provide comprehensive training to ensure that all employees are well-informed about our whistleblowing policies and procedures. This training includes:

1. **Ethics and Compliance Training:** Employees receive regular training on our code of conduct, ethical standards, and the importance of whistleblowing in maintaining a transparent and accountable organization.
2. **Whistleblowing Procedures:** Detailed sessions on how to report concerns, including the use of our various reporting channels, the types of issues that should be reported, and the protections in place for whistleblowers.
3. **Confidentiality and Non-Retaliation:** Training on our strict confidentiality and non-retaliation to reassure employees that their reports will be handled discreetly and that they will be protected from any form of retaliation.
4. **Scenario-Based Learning:** Interactive workshops and role-playing exercises to help employees understand real-life situations where whistleblowing might be necessary and how to handle them effectively.
5. **Ongoing Education:** Regular updates and refresher courses to keep employees informed about any changes in our whistleblowing policies or procedures and to reinforce the importance of ethical behavior.

By providing this training, we ensure that all employees are equipped with the knowledge and confidence to report unethical or illegal activities, thereby supporting our commitment to a transparent and ethical workplace.



During October 2024 we held the "Compliance Week" focusing on ethical working environment and upholding our company's values. During this event we had a contest on the Code of Ethics, Anti-Corruption Policy, Conflict of Interest Policy, Gifts & Entertainment Policy and Helpline Policy, increasing stakeholder engagement and these are the winners.



5.3 HUMAN RIGHTS

Our commitment to human rights is embedded within our HR Policy , reflecting our dedication to fostering a respectful and inclusive workplace. Our Human Rights Policy is designed to ensure that all employees are treated with dignity and respect, and that their fundamental rights are protected at all times.

Key aspects of our Human Rights Policy include:

- 1. Discrimination:** We are committed to providing a work environment free from discrimination based on race, gender, age, religion, nationality, disability, or any other characteristic. Equal opportunities are provided to all employees in recruitment, promotion, and other employment practices.
- 2. Fair Labor Practices:** We uphold fair labor practices, including the prohibition of child labor and forced labor. We ensure that all employees work voluntarily and are compensated fairly in accordance with local laws and industry standards.
- 3. Safe Working Conditions:** The safety and well-being of our employees are paramount. We provide a safe and healthy work environment, adhering to all relevant health and safety regulations and continuously striving to improve our safety practices.
- 4. Freedom of Association:** Employees have the right to freely associate and collectively bargain. We respect and support the rights of employees to join or form trade unions and engage in collective bargaining.
- 5. Privacy and Confidentiality:** We respect the privacy of our employees and are committed to protecting their personal information. Our policies ensure that employee data is handled with the utmost confidentiality and in compliance with data protection laws.

By embedding these principles into our HR Policy, OCI Group ensures that human rights are at the core of our operations, promoting a culture of respect, fairness, and integrity. This commitment not only enhances the well-being of our employees but also strengthens our reputation as a responsible and ethical employer.

Additionally, we extend our commitment to human rights to our supply chain. Through our Vendor Registration Form and Supplier Sustainability Audits, we ensure that our suppliers also adhere to our high standards of human rights practices.

MSX 30 ESG Metrics

S10 Human Rights

S10.1 Does your company follow a human rights policy?	Yes
S10.2 If yes, does your human rights policy also covers suppliers and vendors	Yes



5.4 CHILD/FORCED LABOR

Child and forced labor are strictly prohibited within OCI Group’s operations and supply chain. We are committed to upholding the highest standards of labor practices, ensuring that all work is performed voluntarily and that no individual is subjected to exploitation. Our policies, embedded in our HR Policy, are designed to protect the rights of all workers, particularly the most vulnerable, and to promote fair and ethical labor practices. We extend our commitment adhering to these standards to our supply chain.

To enforce these standards, we conduct regular audits and assessments of our operations and those of our suppliers. We require all suppliers to comply with our stringent labor policies, which are outlined in our vendor registration form and reinforced through supplier Sustainability audits. By maintaining these rigorous standards, we ensure that our business practices contribute to the eradication of child and forced labor, fostering a safe and ethical working environment for all.

MSX 30 ESG Metrics	S9.1 Does your company follow a child and/or forced labor policy?	Yes
	S9.2 If yes, does your child and/or forced labor policy also covers suppliers and vendors	Yes

5.5 NON-DISCRIMINATION

OCI Group is firmly committed to non-discrimination, ensuring that all individuals are treated with fairness and respect. This commitment is embedded in our HR Policy and extends to all stakeholders, including employees, customers, suppliers, and the broader community. We prohibit discrimination based on race, gender, age, religion, nationality, disability, or any other characteristic. By fostering an inclusive environment, we promote equal opportunities in recruitment, promotion, and all other employment practices. Our dedication to non-discrimination not only enhances our workplace culture but also strengthens our relationships with all stakeholders, reinforcing our reputation as a responsible and ethical organization.

MSX 30 ESG Metrics	Does your company follow non-discrimination policy?	YES
S6 Non-Discrimination		

5.6 CODE OF CONDUCT

OCI Group’s Code of Conduct is a comprehensive framework that applies to all stakeholders, including employees, customers, suppliers, and partners. This Code outlines our commitment to ethical behavior, integrity, and compliance with all applicable laws and regulations. It serves as a guide for making decisions that align with our values and principles, ensuring that our actions reflect the highest standards of professionalism and respect.

The Code of Conduct covers various aspects of our operations, including ethical business practices, conflict of interest, confidentiality, anti-corruption and respect for human rights. By adhering to this Code, all stakeholders contribute to a culture of transparency, accountability, and mutual respect. We provide regular training and resources to ensure that everyone understands and upholds these standards. Through our unwavering commitment to the Code of Conduct, OCI Group fosters a trustworthy and ethical environment that supports sustainable growth and positive relationships with all our stakeholders.

5.7 DATA PRIVACY

At Oman Cables and OAPIL, Data Privacy has a special focus. We have established a standalone Data Privacy Policy to ensure the protection of all general and sensitive personal information. This policy underscores our commitment to safeguarding data and maintaining the highest standards of confidentiality and security.

To reinforce our data privacy measures, we conduct comprehensive training programs to educate our employees on best practices and the importance of protecting information. These efforts are designed to ensure compliance with relevant regulations, including the General Data Protection Regulation (GDPR) and the Oman Data Protection Law.

As a first step towards compliance, we have nominated a Data Protection Officer (DPO) who will oversee our data privacy initiatives. We are also aligning with the concerned authority to ensure our practices are in line with the applicable laws and regulations. The journey does not stop, we are continuously committed to introducing and reinforcing data privacy topics with all our stakeholders, ensuring that everyone involved with Oman Cables understands and adheres to our data privacy standards.

By taking these steps, we aim to build a culture of trust and responsibility around data protection, ensuring that our commitment to data privacy is reflected in every aspect of our operations.

Stakeholder Engagement

At the end of 2024, Oman Cables conducted a comprehensive training session on Personal Data Protection, led by our DPO. This training aimed to educate employees on the importance of data privacy, best practices for protecting personal information, and compliance with relevant regulations such as the GDPR and the Oman Data Protection Law. The session covered key topics including the definition of personal data, the rights of data subjects, and the responsibilities of data controllers

The training emphasized the significance of safeguarding personal data and maintaining the highest standards of confidentiality and security. The session included practical examples and interactive discussions to ensure that employees understood the concepts and could apply them in their daily work.

91 %

of our employees provided their consent through signing a digital consent form

We have established a robust foundation for our data privacy initiatives with an extended comprehensive plan for 2025. A key aspect of this plan is conducting a gap analysis between the GDPR and the Oman Data Protection Law. This analysis will help us identify areas for enhancement. By proactively addressing these areas, we aim to further strengthen our data protection framework and reinforce our commitment to safeguarding personal information.

MSX 30 ESG Metrics	G6.1 Does your company follow a Data Privacy Policy?	Yes
	G6.2 Has your company taken steps to comply with GDPR rules?	Yes
	G6.3 Has your company taken steps to comply with Oman Personal Data Protection Law rules?	Yes



INFORMATION SECURITY

Information security is crucial to protect Oman Cables' information and to conduct business without facing security and performance issues. Information security is defined as the protection of information, the IT systems, hardware etc. that use, store and transmit that information. Information Security is to combine systems, operations and internal controls to ensure integrity and confidentiality of data and operation procedures in an organization.

In the ever-changing technological environment, Information security must keep pace with these changes to enable organizations to create and operate in an environment of 'Trust and Confidence'. It is considered an integral part of the systems development life cycle process and explicitly addressed during each phase of the process. Security related issues and loopholes are dealt with in a proactive and timely manner.

Oman Cables has in place the required procedures and controls with reference to the applicable rules and regulations on this subject, considering the importance of information security in the Public Joint Stock Companies that have public ownership and the cascading effect of any adverse event on investor confidence across the capital market, and to help outlining the security measures put in place to ensure information remains secure and to protect the Confidentiality, Integrity, and Availability of information and technology assets by adopting best practices and local information security legislations.



The purpose of Information Security Framework in Oman Cables is:

- To protect the data and infrastructure
- Outline the protocols and guidelines that govern information and cyber security measures
- Define the rules for company and personal use
- Define the organization to manage the Information Security
- Define the related procedures for the Information Security
- List the disciplinary process for non-compliance



The framework also includes procedures defining the minimum information security controls for management and protection of Confidentiality, Integrity and Availability of information and technology assets aligned with the operational needs based on the risk assessments, covering:

- Access Control
- Password Management
- Log Management
- Data Privacy
- Cryptography
- Data hosting
- Information Security Requirements in contracts
- Physical and Environment Security
- Personal Security
- Media Protection and Removable Media Policies
- Incident Management
- Business Continuity and Disaster Recovery Plans
- Business Application Control (ERP change management)
- IT Infrastructure Control

The responsibilities of the organization of Information Security framework include planning, implementation, periodic assessment and execution of the Information Security Management System ISMS and the security controls in terms of people, process and technology.

The overall supervision rests with the Audit Committee of the Board of Directors.

06 SUSTAINABLE VALUE CHAIN

At Oman Cables, we are committed to contribute towards the national goals of Oman Vision 2040 and towards the Net Zero Pathway 2050. We understand that sustainability extends beyond our operations and into every aspect of our value chain. Our commitment to a sustainable value chain is driven by our target to create long-term value for our stakeholders while minimizing our environmental footprint and promoting social well-being.

We strive to embed sustainability into every stage of our value chain, from sourcing raw materials to delivering our products and services to customers. Our sustainable value chain strategy includes responsible sourcing, implementing energy-efficient and environmentally friendly manufacturing processes to reduce waste, emissions and resource consumption, continuous steps on optimizing our logistics and transportation to minimize carbon emissions and enhance efficiency, promoting the reuse, recycling, and repurposing of materials to extend their lifecycle and reduce waste, and ensure that our operations contribute positively to the regions where we operate.



6.1 IN-COUNTRY VALUE

Oman Cables and its subsidiary, OAPIL, are strongly dedicated to driving In-Country Value (ICV) in Oman. This commitment aligns with the national objectives to boost socio-economic development by retaining more economic value within the country. Oman Cables has been at the forefront of ICV initiatives since its inception, focusing on local sourcing, human capability development, and enhancing productivity within the Omani economy.

Oman Cables and OAPIL's efforts include significant investments in local talent through comprehensive training and development programs, ensuring a high level of Omanization across their operations. We also engage in strategic partnerships, such as the collaboration with the Public Authority for Privatization & Partnership (PAPP) and NAMA Group, to develop the employability of Omani youth. Additionally, Oman Cables' recent investment in OAPIL to establish a state-of-the-art production facility in Sohar underscores their commitment to enhancing local industrial capabilities and supporting sustainable growth. Through these initiatives, Oman Cables and OAPIL are not only contributing to the local economy but also positioning Oman as a key player in the global energy infrastructure sector.

OMANIZATION AT OMAN CABLES:



Omani Workforce

6.2 SUPPORTING SME

OCI Group is dedicated to supporting Small and Medium Enterprises (SMEs) as part of our broader commitment to fostering economic growth and Sustainability in Oman. Recognizing the vital role that SMEs play in the local economy, we have implemented various initiatives to support their development and integration into our supply chain.

One of our key efforts is the creation of a comprehensive Vendor Management System. This system is designed to streamline our internal processes, ensuring efficiency and transparency in our interactions with vendors. By simplifying vendor registration, evaluation, and performance monitoring, we aim to make it easier for SMEs to do business with us.

Moreover, our Vendor Management System is not just about improving internal processes; it also serves as a platform to engage our stakeholders in Sustainability efforts. We are committed to working with vendors who share our values and adhere to high standards of ethical and sustainable practices. Through regular audits, training programs, and collaborative initiatives, we help our vendors enhance their Sustainability performance, contributing to a more resilient and responsible supply chain.

By supporting SMEs and fostering sustainable practices, OCI Group is not only strengthening our own operations but also contributing to the broader economic and social development of Oman.

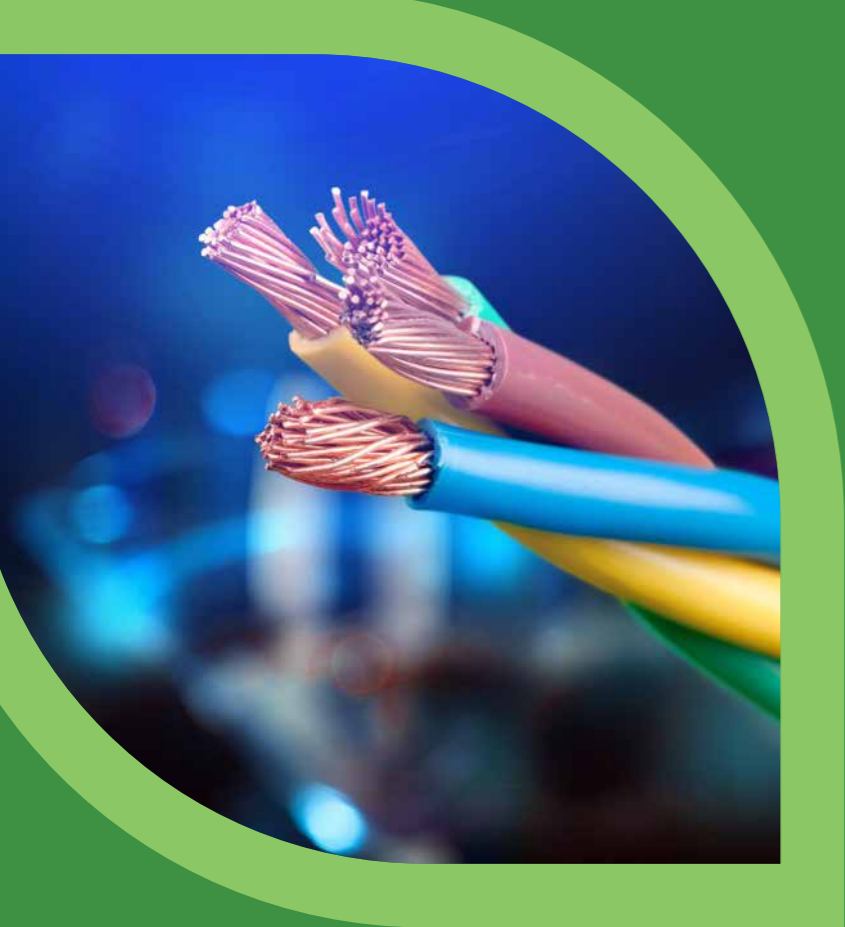
6.3 SUSTAINABLE PROCUREMENT

Sustainable Procurement is a fundamental aspect of OCI Group’s commitment to environmental stewardship and social responsibility. We strive to ensure that our efforts extend beyond our own operations to include our entire supply chain, benefiting not only our suppliers but also the broader community in which we operate. By integrating Sustainability into our procurement processes, we aim to create a positive impact that supports ethical practices, high-quality standards, and the overall well-being of the regions we serve.

Our Vendor Management System plays a crucial role in this process. Through comprehensive vetting, we ensure that all suppliers meet our stringent criteria for quality and ethical sourcing. This rigorous evaluation guarantees that the materials incorporated into our products are of the highest quality and sourced responsibly. We prioritize suppliers who share our commitment to Sustainability and adhere to ethical practices, ensuring that our procurement processes support fair labor practices and environmental protection.

Moreover, our suppliers are active participants in our efforts to promote a green circular economy. We encourage and support initiatives to increase the recycled content in the materials they provide, reducing waste and conserving natural resources. By fostering these sustainable practices, we not only enhance the Sustainability of our own products but also contribute to the broader goal of environmental Sustainability in the regions where we operate.

Through our sustainable procurement practices, OCI Group is dedicated to creating a positive impact that extends beyond our organization, supporting our suppliers, and contributing to the sustainable development of the communities we serve.



MSX 30 ESG Metrics

G4 Supplier Code of Conduct

G4.1 Are your vendors or suppliers required to follow a Code of Conduct?	Yes
G4.2 If yes, what percentage of your suppliers have formally certified their compliance with the code?	98%

6.4 SUPPLIER ENGAGEMENT

Engaging our stakeholders in Sustainability efforts is a key priority for OCI Group. We actively collaborate with our suppliers to ensure that they adhere to high standards of ethical and sustainable practices. Our suppliers are encouraged to participate in Sustainability initiatives, involving them in discussions and trainings within the organization. By fostering these sustainable practices, we not only enhance the Sustainability of our own products but also contribute to the broader goal of environmental Sustainability in the regions where we operate. Through these efforts, we aim to create a positive impact that supports ethical practices, high-quality standards, and the overall well-being of our communities.

Side by Side Towards a Sustainable Future: Our Suppliers

On September 11, 2024, OCI Group successfully hosted the Supplier Sustainability Day, an online event conducted via Microsoft Teams. The event saw participation from 118 attendees. The agenda featured an Overview of OCI Group’s Sustainability and presentations on our Ambitions: Climate Change Ambition, Innovation Ambition, Social Ambition, and Role Model Ambition, and Our Next Steps on Mandatory Reporting. Additionally, suppliers such as Madem, Union Copper Rod, and Bouroue shared their Sustainability efforts.



A key highlight of the event was the emphasis on supplier engagement and onboarding them onto OCI Group’s mandatory reporting to the MSX. This initiative is crucial for delivering the right message about OCI Group’s Sustainability goals and ensuring comprehensive reporting, particularly in the collection of material topics in Upstream Scope 3 emissions.



07 SUSTAIN, TO LEAD

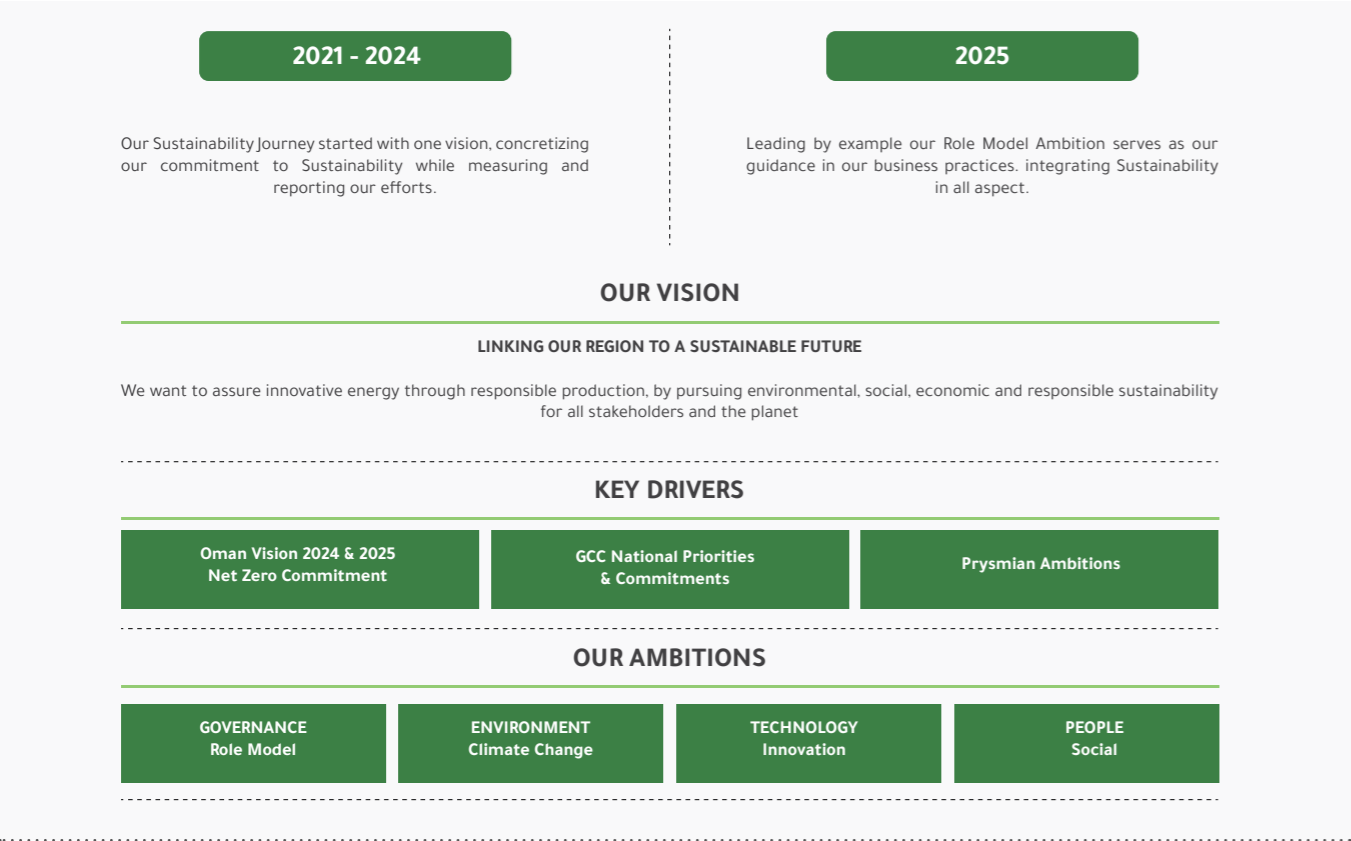
7.1 SUSTAINABILITY VISION

Our Sustainability Vision is to link our region to a sustainable future by ensuring innovative energy through responsible production. We are committed to pursuing Economic, Environmental, and Social Sustainability for all stakeholders and the planet. Sustainability is the main driver of our strategy and vision, and it is an integral part of our corporate culture and business operations across all levels in our region.

Our Sustainability Strategy is centered around the interests of our stakeholders, which include safety and wellbeing, competitive compensation and benefits, career growth and development, respectful treatment and engagement, meeting and exceeding expectations, innovation, market-driving quality and reliability, customer service, social responsibility, collaboration and innovation, volume growth, market expansion, operational efficiency, and risk mitigation.

We are dedicated to economic development, community engagement, local sourcing, infrastructure development, environmental stewardship, social programs, and cultural contributions. Our goal is to create sustainable value and contribute to the United Nations Sustainable Development Goals (SDGs) through our Sustainability drivers and ambitions.

By integrating Sustainability into all aspects of our business practices, we aim to lead by example and serve as a role model in the industrial sector. Our commitment to Sustainability is reflected in our Sustainability Strategy, which outlines our business approach with a focus on environmental, social, and governance (ESG) factors, ensuring that we move forward in alignment with our Sustainability goals and our key drivers.



7.2 SUSTAINABILITY KEY DRIVERS

Our Sustainability Key Drivers are aligned with the different GCC National Commitments and Priorities, Oman Vision 2040, the Oman 2050 Net-Zero Commitment, and Prysmian Ambitions, all while supporting the United Nations Sustainable Development Goals (UN SDGs).

GCC National Commitments and Priorities

We are dedicated to aligning and our Sustainability efforts with the national commitments and priorities of the GCC countries. This includes focusing on economic diversification, environmental stewardship, and social development to contribute to the region’s sustainable growth.

Oman 2050 Net-Zero Commitment

We support the country’s net-zero carbon emissions through our efforts and our products. Our strategy includes reducing greenhouse gas emissions, implementing energy efficiency projects, and exploring innovative decarbonization technologies while providing products and solutions that contributes to the decarbonization strategy of the Sultanate and the different GCC countries.

Oman Vision 2040

Our contributions to Oman Vision 2040 are centered around enhancing education, learning, scientific research and innovation, national capabilities and economic enhancement.

We support initiatives such as partnering with local ministries and local institutions.

Our initiatives align with the national goals of fostering a diverse and resilient economy, promoting sustainable development, and advancing social and economic well-being.

Prysmian Ambitions

OCI Group’s Sustainability Ambitions are in line with our strategic partner Prysmian’s ESG goals. Contributing to Prysmian’s Climate Change Ambition of reducing their absolute Scope 1 and 2 GHG emissions by 47% by 2030 from a 2019 base year and reducing absolute Scope 3 GHG emissions by 28% within the same timeframe. As well as contributing to Prysmian’s Social Ambition, fostering local empowerment, engagement, and upskilling. Our social efforts include promoting digital inclusion and diversity, ensuring health and safety, and supporting gender equality. Through initiatives like She STEMS and Kids in STEM, we aim to create opportunities for less privileged groups and contribute to the overall well-being of our communities.

Supporting the UN SDGs:

Our Sustainability Strategy is designed to support the United Nations Sustainable Development Goals. We focus on creating sustainable value through initiatives that promote environmental responsibility, social equity, and economic growth. (Refer to annexure for more information on our support to the UN SDGs)

By integrating these key drivers into our Sustainability Strategy, we aim to lead by example and contribute to a sustainable future for all stakeholders and the planet.

Contributing to the UN SDGs

OCI Group is committed to contributing to the United Nations Sustainable Development Goals through our comprehensive sustainability efforts.

Our focus on creating innovative solutions, eco-friendly products and fostering partnerships with Stakeholders.

SUSTAINABLE DEVELOPMENT GOALS

Oman Cables Group is dedicated to advancing the United Nations Sustainable Development Goals through our comprehensive sustainability efforts and innovative solutions.

MSX 30 ESG Metrics

G8 Disclosure Practices

G8.1 Does your company provide sustainability data to sustainability reporting framework?	Yes
G8.2 Does your company focus on specific UN Sustainable Development Goals (SDGs)?	Yes
G8.3 Does your company set targets and report progress on the UN SDGs?	Yes



At Oman Cables, our Environmental, Social, and Governance (ESG) strategy considers the United Nations Sustainable Development Goals (SDGs). We believe that the inclusion of the SDGs into our ESG plans is essential for driving sustainable growth and creating a positive impact on the world.

Our ESG initiatives are designed to address key areas of the SDGs, ensuring that our operations contribute to global efforts towards sustainability. Key aspects of our ESG strategy include environmental stewardship, including investment in renewable energy, enhancing energy efficiency, and minimizing waste and emissions “SDG 13 (Climate Action), SDG 7 (Affordable and Clean Energy), and SDG 12 (Responsible Consumption and Production)”, social responsibility focusing on promoting well-being, education, and equality, supporting community programs and fostering a diverse and inclusive workplace “SDG 3 (Good Health and Well-being), SDG 4 (Quality Education), and SDG 5 (Gender Equality)”. We perform our activities while upholding the highest standards of governance and transparency with our governance practices ensuring ethical conduct, accountability, and stakeholder engagement “SDG 16 (Peace, Justice, and Strong Institutions)”.

We are committed to continuous improvement, regularly assess and monitoring our ESG initiatives with reference to with the UN SDGs.



7.3 SUSTAINABILITY AMBITIONS

Our Sustainability Strategy is built on four core Sustainability Ambitions: Climate Change Ambition, Innovation Ambition, Social Ambition, and Role Model Ambition. Each of these pillars guides our efforts to create a sustainable future for all stakeholders.

Our Climate Change Ambition focuses on increasing energy efficiency, reducing greenhouse gas emissions, and exploring renewable energy sources, and creating a true green circular economy through the introduction of recycled content in our products as well as the re-use of scrap and looping it back in the production.

Our Innovation Ambition drives us to integrate Sustainability into our design and business strategies. We aim to foster innovation through sustainable practices, ensuring that our products and services contribute to a greener future, supporting the countries we operate in in their national priorities and commitments through our products and services.

Our Social Ambition is centered on our people and communities. We are dedicated to promoting health and safety, supporting local communities, and fostering diversity and inclusion.

Our Role Model Ambition serves as the guiding principle for all our Sustainability efforts. It inspires us to set the highest standards in the industry, ensuring that our business practices are ethical, transparent, and aligned with our Sustainability goals.

By integrating these ambitions into our daily operations, we lead by example and positively impact the local community and environment. We are proud to be recognized as leaders in the industry and champions of Sustainability. Our commitment to Sustainability is unwavering, and we will continue to drive positive change for a better future.



7.4 STAKEHOLDER ENGAGEMENT

Stakeholder engagement is a fundamental aspect of our Sustainability journey. We recognize the value of our stakeholders and their crucial role in shaping our Sustainability Plan. In 2022, we invited all our stakeholders, both internal and external, to participate in our very first Sustainability Materiality Assessment Survey. This survey was our first step in setting our priorities in the region.

Through this survey, we collected data on four key topics: Economic Impact, Environmental Impact, Social Responsibility, and Digital and Innovation. The collected data was assessed and evaluated to determine the significance of each topic. Based on this assessment, we prioritized the topics that are most relevant to our organization and our stakeholders.

The outcome of our survey is disclosed in our previous Sustainability Report (2023) and this Sustainability Report, enabling transparency in communicating our actions related to these topics. By engaging all our stakeholders in the collection of Sustainability-related topics, we ensure that our efforts and resources are allocated effectively and efficiently, addressing the key challenges and opportunities that affect our Sustainability performance and stakeholder expectations.

7.5 MATERIALITY ASSESSMENT

In 2022, OCI Group conducted its first Sustainability Materiality Assessment Survey, inviting all stakeholders, both internal and external, to participate. This survey marked a significant step in setting our Sustainability priorities in the region. By engaging our stakeholders in this process, we aimed to identify and prioritize the most relevant Sustainability issues for our organization and our stakeholders. The insights gathered from this assessment have been instrumental in shaping our Sustainability Strategy and ensuring that our efforts align with the needs and expectations of our stakeholders.

Following the good practice of updating the materiality every two years, we took a step further and conducted a Double Materiality Assessment at the end of 2024, evaluating both the financial and impact materiality of sustainability topics. This dual approach ensures that both the economic and societal impacts are considered, providing a comprehensive view of material issues.

Strategy Update Rationale

Financial Materiality

Looks inward

Planet and society's impact on business operations

Double Materiality

Impact Materiality

Looks outward

Business's impact on the planet and society

Over the past two years, our Stakeholders have increasingly demanded greater transparency and accountability in ESG performance, and regulatory standards have become more stringent.

Our business strategy has evolved, necessitating a reassessment to ensure our Sustainability efforts are integrated with our objects.

A refreshed materiality assessment will help us track progress, identify areas for improvement, and set new targets. This update will ensure we remain aligned with Stakeholder expectations, regulatory requirements, and our business goals, ultimately contributing to a sustainable future.



Overview of the Results

The 2022 Materiality Assessment Survey focused on four key topics: Economic Impact, Environmental Impact, Social Responsibility, and Digital and Innovation. The collected data was assessed and evaluated to determine the significance of each topic. Based on this assessment, we prioritized the topics that are most relevant to our organization and our stakeholders.

The result of our Double Materiality Assessment will be the base of our ESG Strategy for the next year.

Key Findings

- **Economic Impact:** Stakeholders highlighted the importance of strong financial performance, market presence, and good management of financial risks & cash flow.
- **Environmental Impact:** There was a strong emphasis on developing environmentally friendly products and services, circular economy activities and combatting climate change.
- **Social Responsibility:** Key priorities included employee happiness, customer satisfaction & loyalty, respect for human & worker life, work-life balance, employee engagement and sustainable supply chain.
- **Digital and Innovation:** Innovation in new product development, low carbon enabling (EPD), and digital services.

By analyzing the results of the Materiality Assessment Survey, we can identify and prioritize the most relevant Sustainability issues for our organization and our stakeholders. This enables us to allocate our efforts and resources more effectively and efficiently, while addressing the key challenges and opportunities that affect our Sustainability performance and stakeholder expectations.

Steps Taken

1. **Stakeholder Engagement:** Engaging all our stakeholders - internal and external - in the collection of Sustainability-related topics that are important to them
2. **Data Collection:** Our survey aimed to collect data on four key topics: Economic Impact, Environmental Impact, Social Responsibility, and Digital and Innovation
3. **Assessment:** The collected data was assessed and evaluated to determine the potential significance of each topic
4. **Prioritization:** Based on the assessment, the topics were prioritized to differentiate between those that are highly significant and those that are less significant to our organization and our stakeholders
5. **Reporting:** The outcome of our survey is disclosed in this Sustainability Report, enabling transparency when communicating our actions related to the topics

We have engaged

69

OCI Group Internal Stakeholders

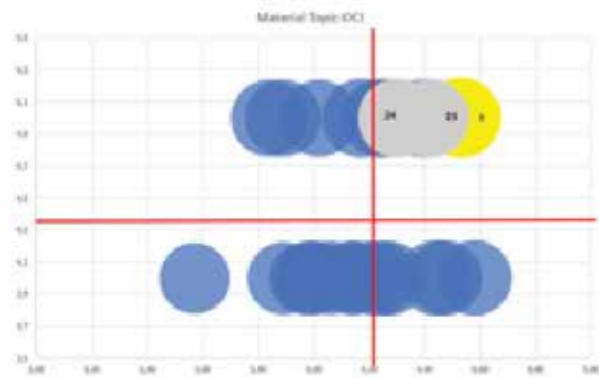
23

OCI Group External Stakeholders

during the response collection

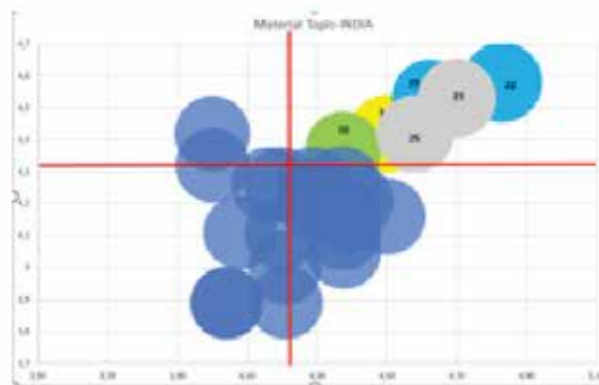
7.6 MATERIAL TOPICS

PILLAR	MATERIAL TOPIC
Economic	<div>1. Strong Financial Performance</div> <div>2. Contribution to Local Employment</div> <div>3. Products and Service Variety</div> <div>4. Brand Management</div> <div>5. Good Management of Financial Risks and Cash Flow</div> <div>6. Market Presence and Number of Customers</div>
Environment	<div>1. Circular Economy Activities</div> <div>2. Protection of Biodiversity nt Combatting Climate Change</div> <div>3. Developing Environmentally Friendly Products and Services</div>
Social	<div>1. Employee Happiness (Ex. Recognition and Reward)</div> <div>2. Work-Life Balance</div> <div>3. Employee Engagement and Upskilling</div> <div>4. Diversity, Equity, and Inclusion</div> <div>5. Respect for Human and Worker Rights</div> <div>6. Avoiding anti-competitive behaviour</div> <div>7. Crisis & Risk Management</div> <div>8. Sustainable Supply Chain</div> <div>9. OHS Applications</div> <div>10. Transparency on Remuneration Policy</div> <div>11. Contribution to Local Community</div> <div>Customer Satisfaction and Loyalty</div>
Digital & Innovation	<div>1. New Product and Innovation</div> <div>2. Digital Services</div> <div>3. Low Carbon Enabling Products (EPD, Ecolabel)</div>



OMAN CABLES & OAPIL

- 1. Strong Financial Performance
- 2. Market Presence and Number of Customers
- 3. Developing Environmentally Friendly Products and Services
- 4. Employee Engagement and Upskilling
- 5. New Product and Innovation
- 6. Digital Services



ACPL

- 1. Products and Service Variety
- 2. Developing Environmentally Friendly Products and Services
- 3. Respect for Human and Worker Rights / Customer Satisfaction and Loyalty
- 4. New Product and Innovation
- 5. Low Carbon Enabling Products (EPD, Ecolabel)



- 1. **Strong Financial Performance:** Achieving robust financial results that demonstrate the company's profitability, growth, and financial stability, ensuring long-term success and shareholder value.
- 2. **Market Presence & Number of Customers:** Expanding the company's footprint in the market and increasing the customer base to enhance brand recognition and market share.
- 3. **Good Management of Financial Risk & Cash Flow:** Implementing effective strategies to manage financial risks and maintain healthy cash flow, ensuring the company's financial resilience and operational efficiency.
- 4. **Developing Environmentally Friendly Products & Services:** Innovating and offering products and services that minimize environmental impact, contributing to sustainability and meeting customer demands for eco-friendly solutions.
- 5. **Circular Economy Activities:** Engaging in practices that promote the reuse, recycling, and repurposing of materials, reducing waste and supporting a circular economy.
- 6. **Combatting Climate Change:** Implementing measures to reduce greenhouse gas emissions and mitigate the company's impact on climate change, contributing to global efforts to combat environmental challenges.
- 7. **Employee Happiness:** Fostering a positive work environment that promotes employee well-being, satisfaction, and motivation, leading to higher productivity and retention.
- 8. **Customer Satisfaction & Loyalty:** Ensuring high levels of customer satisfaction and building strong, long-term relationships with customers, driving repeat business and brand loyalty.
- 9. **Respect for Human & Worker Rights:** Upholding and promoting human and worker rights within the company and its supply chain, ensuring fair treatment, safety, and ethical practices
- 10. **Work-Life Balance:** Supporting employees in achieving a healthy balance between work and personal life, enhancing overall well-being and job satisfaction.
- 11. **Employee Engagement:** Encouraging active participation and commitment from employees, fostering a sense of ownership and alignment with the company's goals and values.
- 12. **Sustainable Supply Chain:** Building and maintaining a supply chain that prioritizes sustainability, ethical sourcing, and environmental responsibility.
- 13. **New Product and Innovation:** Continuously developing and introducing innovative products and solutions that meet market needs and drive the company's growth and competitiveness.
- 14. **Low Carbon Enabling Products:** Creating and offering products that help reduce carbon emissions, supporting the transition to a low-carbon economy and addressing climate change.



7.7 SUSTAINABILITY ORGANIZATION

At the core of our commitment to Sustainability is the active sponsorship of our CEO, who champions our Sustainability initiatives and ensures they are integral to our corporate strategy. This leadership from the top underscores the importance we place on Sustainability and sets the tone for our entire organization.

Our Sustainability Steering Committee, composed of various executives, plays a crucial role in guiding and mentoring the different Sustainability Working Groups within our organization. These groups, made up of dedicated individuals from across the company, are tasked with raising awareness and executing projects that support our key performance indicators (KPIs) and strategic goals.

This governance structure fosters a collaborative environment where Sustainability initiatives are effectively implemented and continuously improved. By leveraging the diverse expertise and perspectives of our team members, we drive innovation and make significant strides towards our Sustainability objectives.

The importance of having a sustainable organization extends beyond environmental impact. It encompasses social responsibility, economic viability, and long-term resilience. By prioritizing Sustainability, we contribute to a healthier planet, enhance our reputation, attract top talent, and ensure the long-term success of our business.

MSX 30 ESG Metrics	Does your Management Team oversee and/or manage sustainability issues?	Yes
E8 Environmental Oversight		

OCI Group Board of Directors

The OCI Group Board of Directors plays a pivotal role in driving the company’s sustainability agenda. They are deeply involved in setting the strategic direction for our ESG initiatives, ensuring that sustainability is integrated into every aspect of our operations. The Board regularly reviews and approves our ESG plans, such as the OCI Group ESG Plan 2024 and monitors progress against our sustainability targets.

MSX 30 ESG Metrics

E9 Environmental Oversight

Does your Board oversee and/or manage sustainability issues	Yes
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NET ZERO	CIRCULARITY	INNOVATION	VALUE CHAIN	SUSTAINABLE FINANCE	SUSTAINABLE HR
Purpose of group is to execute projects and increase awareness that is supporting net zero targets and reducing greenhouse gas emissions	Purpose of group is to execute projects and increase awareness that supports Circularity in the alignment of re-use and circularity activities	Purpose of group is to execute projects and increase awareness that is supporting Innovation alignment of Innovation Activities	Purpose of group is to execute projects and increase awareness that is providing sustainable value chain including green purchasing	Purpose of group is to execute projects and increase awareness that enables finance process as sustainables	Purpose of group is to execute projects and increase awareness that enables HR processes as sustainables
CARBON MANAGEMENT ENERGY MANAGEMENT RENEWABLE SOURCES	WASTE & SCRAP MANAGEMENT WATER MANAGEMENT RECYCLED MATERIAL-SOURCING/ UTILIZATION	ECO-CABLE D4S DIGITALIZATION & SERVITIZATION EPD	GREEN PURCHASING DELIVERIES WAREHOUSING	LOW ENABLING PRODUCTS LOANS CREDITS INTEGRATED REPORTING	TALENT MANAGEMENT TRAINING
Plant Director Operations Manager Planning Head Plant Engineering & Projects Manager Projects Engineer Process Engineer	Materials Manager Plant Director Production Manager Manager - Technical	Manager - Technical New Product Development Manager Materials Manager Technical Design Engineer Senior Sales Coordinator Contract Management Specialist OHLC Sales Representative New Product Sales Manager	Procurement Manager Digital Marketing Specialist Purchasing Senior Officer	Accounting & Reporting Manager	HR Manager HSE Manager
MENTOR COO	MENTOR COO & R&D Dir.	MENTOR CCO & Marketing	MENTOR Purchasing Dir & Logistics Dir	MENTOR CFO	MENTOR HR Dir.

ENGAGEMENT

Sustainability Steering Committee Meetings

Throughout 2024, our Sustainability Steering Committee has been actively engaged in driving our Sustainability agenda forward. The committee, led by our CEO and comprised of various executives, has held several key meetings to discuss and strategize on our Sustainability initiatives.

Our committee meetings focused on reviewing quarterly performance of our Sustainability initiatives, KPIs and investments. These meetings have been instrumental in ensuring that our efforts are aligned with our strategic goals and that we are making continuous progress towards our KPIs. The active participation and collaboration of our executives and Working Groups have been crucial in driving meaningful change and achieving our Sustainability objectives.

The Sustainability Steering Committee meetings held in 2024 have played a vital role in guiding our Sustainability journey, fostering collaboration, and ensuring that we remain committed to building a sustainable future for our organization and the communities we serve.

In 2024, we convened five sustainability steering committees.



Sustainability Working Group Updating

Our commitment to transparency and effective communication within our Sustainability Organization has been exemplified through regular updates to our working groups. These updates are crucial for ensuring that all team members are aligned with the decisions made by the Sustainability Steering Committee and are aware of the next steps in our Sustainability journey.

Throughout the year, we have held several key meetings to provide these updates, discussing the implementation of decisions made by the steering committee and outlined the next steps for our Sustainability projects.

This proactive approach ensures that everyone is well-prepared and that the updates are comprehensive and actionable.

Our governance structure emphasizes the importance of these updates, as they foster a collaborative environment where all team members are engaged and informed. By keeping our working groups updated on the decisions made by the steering committee and the next steps, we ensure that our Sustainability initiatives are effectively implemented and continuously improved.

Working Group Members Development

Our organization has placed a strong emphasis on providing comprehensive development support to our Working Group members. This support is crucial in aligning our teams with the ESG Impact KPIs, MSX 30 ESG metrics, and other key Sustainability initiatives.

Throughout the year, we have conducted numerous training sessions to ensure that our Working Group members are well-versed in Sustainability topics, current events and the ESG Impact KPIs and MSX 30 ESG metrics. These trainings have covered a wide range of topics, including reporting guidelines, specific aspects of the GHG protocol, and best practices for Sustainability Reporting.

Additionally, we have organized presentations on Peer's Sustainability Projects to foster knowledge sharing and collaboration. These presentations have provided valuable insights into successful Sustainability initiatives implemented by other organizations, allowing our teams to learn from their experiences and apply similar strategies within our own projects. Our Sustainability Day held on December 11, 2024, is a prime example of such an event, where various Sustainability projects and their impacts were discussed, including all of OCI Group employees.

Moreover, we have conducted debriefing sessions on courses received from Sustainability-related Trainings and Courses. These sessions have been instrumental in ensuring that the knowledge and insights gained from these courses are effectively disseminated across the organization. For example, the "Sustainability Drivers - The Importance of ESG Reporting" presentation highlighted the significance of ESG reporting and the strategic lines we follow to create value for our stakeholders.

Our commitment to continuous learning and development is further demonstrated by our engagement in benchmarking activities.

The development support we provide to our Working Group members is comprehensive and multifaceted. Through targeted trainings, knowledge sharing, and continuous learning, we ensure that our teams are well-equipped to drive our Sustainability initiatives and achieve our strategic goals.





SUSTAINABILITY KPIS

(Prysmian) ESG Impact Scorecard

At OCI Group, we are committed to measuring and improving our Sustainability efforts through comprehensive ESG KPIs. One of our key internal metrics is the Prysmian Impact Scorecard, which serves as a vital tool in assessing our progress towards our material topics.

The Prysmian Impact Scorecard is designed to provide a clear and quantifiable measure of our Sustainability performance. It encompasses various dimensions, including environmental impact, social responsibility, and governance practices. By tracking these metrics, we can ensure that our initiatives align with our Sustainability goals and contribute to the broader objectives of the Prysmian Group.

This scorecard allows us to monitor our progress, identify areas for improvement, and implement targeted strategies to enhance our Sustainability efforts. It also ensures transparency and accountability, as we regularly report our performance to our Sustainability Steering Committee and Board of Directors, and use the insights gained to drive continuous improvement.

Through the Prysmian Impact Scorecard, we are able to demonstrate our commitment to Sustainability and our dedication to making a positive impact on the environment, society, and the economy.

MSX 30 ESG Metrics

We are committed to transparency and accountability in our Sustainability efforts. As part of this commitment, we adhere to the MSX 30 ESG metrics, a comprehensive framework designed to measure and report on our environmental, social, and governance (ESG) performance. These metrics are crucial for aligning our operations with global sustainability standards and ensuring that we meet the expectations of our stakeholders. We are actively contributing to the implementation of the ESG environment in the stock exchange, performing our responsible role to apply and enhance the overall standards of sustainability reporting and practices. Furthermore, we are leading the way in ESG inclusion within the manufacturing sector in the Sultanate of Oman, setting benchmarks for responsible practices and encouraging other companies to follow suit in integrating sustainability into their core operations.

The MSX 30 ESG metrics cover a wide range of indicators, including greenhouse gas emissions, energy consumption, water usage, waste management, employee well-being, diversity and inclusion, and governance practices. By tracking these metrics, we can monitor our progress, identify areas for improvement, and implement targeted strategies to enhance our sustainability performance.

- 1. Data Collection and Management:** We have established robust systems for collecting and managing ESG data across all our operations. This includes regular monitoring and reporting of metrics, ensuring that our data is accurate, reliable, and up-to-date.
- 2. Internal Verification and Certification:** We conduct regular internal audits to verify the accuracy of our ESG data. This process involves cross-checking data with supporting documents and ensuring compliance with relevant standards and regulations.
- 3. Training and Capacity Building:** We provide ongoing training for our employees to ensure they understand the standards and requirements, the importance of ESG reporting and are equipped with the necessary skills to collect and manage ESG data effectively.
- 4. Stakeholder Engagement:** We engage with our stakeholders, including suppliers, customers, and regulatory bodies, to ensure that our ESG reporting meets their expectations and requirements. This includes regular communication and feedback sessions to address any concerns and improve our reporting practices.
- 5. Continuous Improvement:** We are committed to continuous improvement in our ESG performance. This involves regularly reviewing our metrics, setting targets, and implementing action plans to achieve these targets.

By taking these measures, we ensure that we are well-prepared for mandatory ESG reporting, demonstrating our commitment to sustainability and transparency. The MSX 30 ESG metrics provide a clear framework for measuring our progress and holding ourselves accountable to our sustainability goals.

ESG Reporting Governance

We ensure to maintaining a robust governance practice for our ESG Reporting. Our governance framework ensures transparency, accuracy, and accountability in measuring and reporting our Sustainability performance through the Prysmian Impact Scorecard and MSX 30 ESG metrics.

By including Finance in our verification process of ESG results, we ensure the accuracy and reliability of our data. This integration allows us to anticipate future regulatory requirements for Integrated Reporting, which combines both financial and non-financial data. Additionally, all our ESG KPIs and metrics are reported to the Board of Directors to ensure alignment with the strategic direction they have set.



Sustainability Academy

The Sustainability Academy is one of the most inclusive and comprehensive tools we offer to our people, providing a wide range of courses on various Sustainability topics. This initiative is designed to equip our employees with the knowledge and skills needed to drive our Sustainability agenda forward.

The Academy offers courses on key Sustainability topics. These courses ensure that our team members are well-informed and equipped with the latest Sustainability standards and practices.

In March 2024, we held the “Leaders in Sustainability Course” together with Prysmian S.p.A. and the Politecnico Milano with sessions led by renowned professors such as Paolo Maccarone and Sergio Terzi.



The Sustainability Academy is a vital tool in our Sustainability journey, providing our people with the education and resources they need to contribute meaningfully to our Sustainability goals. By offering inclusive and comprehensive training, we empower our employees to drive positive change and support our strategic objectives.



Sustainability Academy Courses:

Sustainability related Sessions - We had more than 50 employees who received sessions on various Sustainability related topics

The Academy’s Pillars consist of:

- PS - Sustainability Academy | Awareness - online
- PS - Sustainability Academy | Knowledge - online
- PS - Sustainability Academy | IMPACT- In person
- PS - Sustainability Academy | Leadership - In person
- PS - Sustainability KPIs - online





We are excited to announce the renovation of our Sustainability Academy, which began in 2024 and is set to be completed in 2025.

This significant investment underscores our commitment to enhancing our sustainability efforts and providing our stakeholders with the resources and knowledge needed to drive meaningful change.



OCI Group Sustainability Day: Sustain, to Lead

The OCI Group Sustainability Day is a significant event dedicated to showcasing our commitment to sustainability and environmental stewardship. This annual event brings together employees, stakeholders, and partners to celebrate our achievements, share insights, and discuss future initiatives aimed at promoting sustainable practices across our operations.

During the event, we highlight key projects and initiatives that have made a substantial impact on our sustainability goals. This includes updates on our ESG (Environmental, Social, and Governance) metrics, progress on various sustainability projects, and the introduction of new initiatives designed to further our commitment to a greener future.

One of the focal points of the Sustainability Day is the comprehensive overview of our efforts and accomplishments over the past year. Also emphasizing on proper governance practices, ensuring transparency and accountability in our sustainability journey.



The event also features keynote speeches from our leadership team, including our CEO, who shares the strategic vision for sustainability within the OCI Group. Additionally, we host panel discussions and workshops led by industry experts, providing valuable insights and fostering collaboration on innovative solutions to sustainability challenges.

The OCI Group Sustainability Day is not just an event but a testament to our unwavering commitment to creating a sustainable future. It serves as a platform for learning, collaboration, and inspiration, driving us to continue our efforts in making a meaningful difference in the world.



Prysmian Sustainability Event: Sustainability & Innovations Days 2024

This prestigious event, hosted by Prysmian Group, brings together industry leaders, stakeholders, and sustainability enthusiasts to discuss and promote sustainable practices and innovations within the cable manufacturing industry.

During the Sustainability days, Oman Cables showcased its commitment to sustainability through various presentations and workshops. Our team highlighted key initiatives and projects that align with our sustainability goals, including our efforts to reduce greenhouse gas emissions, enhance energy efficiency, and promote a circular economy. We also shared insights into our innovative products designed to meet stringent environmental standards and contribute to a greener future.

In addition to our presentations, Oman Cables engaged in collaborative workshops with other participants to explore new opportunities for sustainable innovation. These workshops provided a platform for exchanging ideas, sharing best practices, and fostering partnerships that will drive the industry towards a more sustainable future.

Our participation in the Prysmian Sustainability Days underscores our commitment to leading the way in sustainable cable manufacturing. By actively engaging in this event, we aim to inspire others in the group and the industry to adopt sustainable practices and contribute to a greener, more sustainable world.

Side by Side, For A Sustainable Future (Event with Customers)

Oman Cables proudly launched its 2024 customer events under the inspiring theme: "Side by Side, For a Sustainable Future." This dynamic platform highlighted Oman Cables' cutting-edge innovations and comprehensive ESG (Environmental, Social, and Governance) approach.

It also facilitated meaningful discussions on how we, as industry leaders in cable solutions, can actively support and contribute to the ambitious visions of GCC countries.

Our esteemed leaders, subject matter experts, and third-party consultants shared invaluable insights, while Oman Cables showcased and demonstrated its latest advancements. The events attracted over 600 attendees, including customers, suppliers, and stakeholders, who participated both in person and online, making it a truly engaging and impactful experience.

Side by Side | Dubai



Side by Side | Oman



Side by Side | Kuwait



Side by Side | Qatar



08 PLANET: OUR EFFORTS





8.1 CLIMATE CHANGE AMBITION

At the heart of our journey is our unwavering commitment to addressing climate change. Inspired by Prysmian's broader ambition, we are dedicated to contributing to a more sustainable future through various initiatives and efforts.

Our approach to climate change is multifaceted, focusing on reducing our environmental impact and promoting sustainable practices across our operations. One of the key areas of our focus is the green circular economy. We are actively engaged in initiatives that promote the recycling and reuse of materials, ensuring that our products have a minimal environmental footprint throughout their lifecycle.

In addition to our green circular economy efforts, we are committed to enhancing our Sustainability practices through continuous improvement and innovation. Our Sustainability initiatives are designed to align with Prysmian's ambition, ensuring that we contribute meaningfully to the global Sustainability agenda.

By prioritizing Sustainability, we are not only addressing the urgent challenges posed by climate change but also enhancing our reputation, attracting top talent, and ensuring the long-term success of our business. Our commitment to Sustainability is reflected in our ongoing efforts to reduce our environmental impact and promote sustainable practices across all aspects of our operations.

Transparency and comprehensive Sustainability Reporting are essential to our approach. We are committed to providing our stakeholders with accurate and up-to-date information on our Sustainability performance. This commitment to transparency ensures that we are held accountable for our actions and that we continuously strive to improve our Sustainability practices.

Stakeholder engagement is a vital aspect of our Sustainability efforts. We involve various stakeholders, including employees, suppliers, and customers, academia, and institutions and organizations in our Sustainability initiatives. Regular updates and communication ensure alignment and collaboration across the organization, fostering a culture of continuous improvement and innovation.

Our approach to stakeholder engagement is comprehensive and inclusive. We actively connect with our stakeholders to manage the impact of our Sustainability initiatives and ensure that their perspectives are considered in our decision-making processes. Our strategy emphasizes the importance of engaging with stakeholders to increase awareness throughout our entire value chain and identify material categories in Scope 3 emissions.

We also prioritize transparency and open communication with our stakeholders. This includes regular updates on our Sustainability performance and the progress of our initiatives highlighting the significance of connecting with both internal and external stakeholders to enhance our Sustainability efforts.

Moreover, we actively seek feedback from our stakeholders to continuously improve our Sustainability practices. This collaborative approach ensures that we are not only meeting our Sustainability goals but also addressing the concerns and expectations of our stakeholders. Our engagement efforts are further supported through our Vendor Management System where we collect data and create content with input from various departments and stakeholders.

Our stakeholders are integral to our Climate Change Ambition. By involving employees, suppliers, and customers in our initiatives, we foster a culture of collaboration and continuous improvement. This approach ensures that our efforts are aligned with the needs and expectations of our stakeholders, driving meaningful progress towards our goals.



8.2 GHG EMISSIONS

Oman Cables has conducted a comprehensive assessment of its Greenhouse Gas (GHG) Emissions Inventory in accordance with ISO 14064:2018 and the GHG Protocol Corporate Standard (along with the corresponding Scope 2 Guidance and Scope 3 Standard). This assessment details Scope 1, Scope 2, and significant Scope 3 emissions from our operational units.

Although this report has not yet undergone third-party verification, it is intended for informational purposes and communication among clients, customers, and stakeholders. Readers are encouraged to carefully consider the methods and assumptions used in this study. As part of our commitment to continuous improvement, we plan to undergo a third-party limited assurance in our next reporting cycle.

Methodology Statement

We have adopted the operational control approach to define the organizational boundaries for our sustainability reporting. Under this approach, we are including all entities over which we have full operational authority to implement operational policies at those entities.

For this reporting period, this includes Oman Cables along with Oman Cables’ two subsidiaries: OAPIL and ACPL. Collectively, these are referred to as Oman Cables Group (OCI Group). Thus, OAPIL’s and ACPL’s Scope 1, 2, and 3¹ emissions are fully consolidated along with Oman Cables’ disclosures in GHG Emissions. There are no other reporting units which we have equity nor operational control, thus there are no other reporting units that were relevant for consideration in this report.

The inventory and emissions data reported is specific for the year 2024, also 2024 will serve as Oman Cables Group base year.

Operational Boundaries

Our GHG emissions are categorized into Scope 1, Scope 2, and Scope 3 based on the GHG Protocol, where:

- Scope 1** (Direct Emissions): Covers direct emissions from sources such as fuel combustion in equipment, generators, and vehicles that are operationally controlled by OCI Group.
- Scope 2** (Indirect Energy Emissions): Includes indirect emissions from purchased energy-related utilities like electricity, heat, or steam used in reporting units operationally controlled by OCI Group .
- Scope 3** (Other Indirect Emissions): Includes emissions from our upstream and downstream value chain, covering the following relevant categories:
 - Category 1: Purchased goods and services
 - Category 2: Capital goods
 - Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2)
 - Category 4: Transportation Delivery Upstream
 - Category 5: Waste generated in operations
 - Category 6: Business travel
 - Category 7: Employee commuting
 - Category 9: Downstream transportation and distribution
 - Category 10: Processing of sold products
 - Category 11: Use of sold products
 - Category 12: End-of-life treatment of sold products

For an overview of all the emissions categories considered for this report, please refer to Appendix - GHG Emissions.

¹ Scope 3 data was not disclosed for ACPL for this report. Please see the Appendix for further information.

Methodological Approach

Oman Cables Group’s GHG calculations is conducted in accordance with the GHG Protocol Corporate Standard, GHG Protocol Scope 2 Guidance, GHG Protocol Scope 3 Standard, and ISO 14064:2018, ensuring alignment with globally recognized best practices for corporate emissions accounting.

This GHG assessment follows a standardized approach to emissions calculations by using Tier 1 emission factors primarily sourced from IPCC for Scope 1 emissions accounting. However, for Scope 2 emissions, a Tier 2 approach was applied for Oman Cables and OAPIL, where primary data was used for the Grid Emission Factor (GEF) and Residual Emission Factor (REF) for Oman from 2023 sources, and whereby 2023 is expected to be representative of 2024 GEF and REF values as well. These factors have been specifically calculated by Three Pillars Consultancy, a private consulting located in Oman, specializing in Greenhouse Gas (GHG) Assessment and Carbon Management Consultancy, based on Oman’s power plant energy mix, ensuring a more regionally accurate representation of electricity-related emissions. Scope 3 emissions accounting relied on a mix of emissions factor values from Ecoinvent v3.10, US EPA, UK DEFRA and other such sources.

Global Warming Potential (GWP) values were taken from IPCC’s AR6 report and reflect the most recently updated GWP values recommended for GHG accounting.

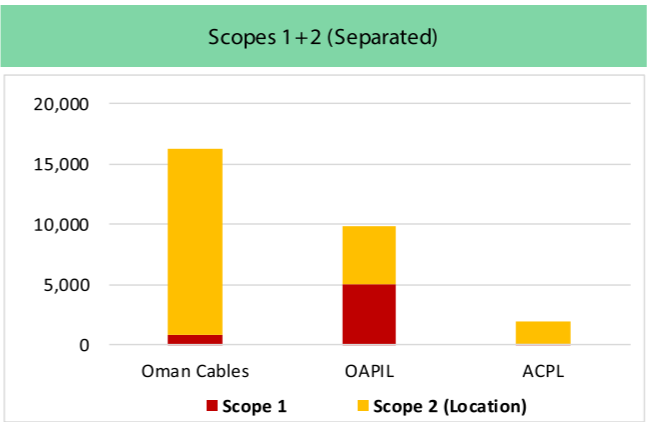
Our GHG Emissions Profile

Oman Cables and its entities reported a total of 25,031,167.34 tonnes of CO2e emissions for the year 2024. This comprehensive figure encompasses emissions from Scope 1, Scope 2 (Location-Based Method), and Scope 3 sources, reflecting the group’s commitment to transparency in its environmental impact assessment.

On the MSX ESG Platform, we have only uploaded Oman Cables’ GHG emissions and related metrics (as a parent company). The total emissions amount to 19,214,491.19 tonnes of CO2e.

For an overview of all the disclosures related to Scope 1, 2 and 3 GHG Emissions considered for this report, please refer to Appendix - GHG Emissions.

2024	Scope 1 (tonnes CO2e)	Scope 2 (Location-based) (tonnes CO2e)	Scope 2 (Market-based) (tonnes CO2e)	Scope 3 (tonnes CO2e)
Oman Cables	867.92	15,433.83	16,088.91	19,198,189.44
OAPIL	5,046.92	4,832.74	5,037.86	5,804,862.63
ACPL	41.27	1,892.59	1,892.59	-
OCI Group	5,956.11	22,159.16	23,019.36	25,003,052.07



*Location-based emissions factors represent the average emissions from electricity generation within a specific geographic region. This approach considers the overall mix of energy sources used in that area, including renewable and non-renewable sources. It provides a general view of the carbon footprint associated with electricity consumption in that region.

*Market-based emissions factors, on the other hand, reflect the emissions from electricity purchased from specific suppliers. This method allows organizations to account for the emissions based on their actual electricity procurement choices, such as purchasing renewable energy certificates or entering into power purchase agreements with green energy providers. It provides a more tailored view of the carbon footprint based on the market choices made by the organization.

EMISSIONS INTENSITY

Oman Cables

	Oman Cables	OAPIL	ACPL
Emissions Intensity:	Tonnes CO2e/MT of Cable	Tonnes CO2e/MT of OHL+Rod	Tonnes CO2e/MT of Cable
Scope 1	0.01	0.09	0.02
Scope 2	0.19	0.08	0.75
Scope 3	235.80	99.26	-
Scope 1+2	0.20	0.17	0.77
Scope 1+2+3	236.00	99.42	-

ENERGY USAGE

Oman Cables

	Consumption	Converted to mWh
Total NG	94.24 m3	9.05
Total LPG	4,536.00 kg	59.60
Total Diesel	169,144.21 litres	1,682.05
Total Petrol	28,684.80 litres	255.77
Total Electricity	40,713,375.00 kWh	40,713.41
Total Energy	-	42,719.87

Total Direct energy usage per cable MT: 0.02 mWh/cable MT

OAPIL

	Consumption	Converted to mWh
Total NG	2,537,982.00 m3	243,646.47
Total Diesel	35,591.00 litres	353.93
Total Petrol	4,775.98 litres	42.59
Total Electricity	12,645,442.05 kWh	12,645.45
Total Energy	-	256,688.44

Total Direct energy usage per cable MT: 4.17 mWh/MT of OHL+Rod

ACPL

	Consumption	Converted to mWh
Total LPG	2,470.00 kg	32.45
Total Diesel	12,580.00 litres	125.10
Total Electricity	2,013,208.07 kWh	2,013.22
Total Energy	-	2,170.78

Total Direct energy usage per cable MT: 0.06 mWh/cable MT

ENERGY MIX

	Oman Cables	OAPIL	ACPL
Natural Gas	0.02%	94.92%	0.00%
LPG	0.14%	0.00%	1.50%
Diesel	3.94%	0.14%	5.76%
Petrol	0.60%	0.02%	0.00%
Electricity	95.30%	4.93%	92.74%

Non-GHG Emissions

OCI Group is committed to improvement of reporting data as part of our broader sustainability efforts. While we have made significant strides in reducing our environmental impact, we recognize the importance of having accurate and comprehensive data. In the next reporting cycle, we will work diligently to enhance the accuracy of our non-GHG emissions data. Our ongoing initiatives include improving our monitoring systems, adopting best practices in emissions management, and collaborating with industry experts to ensure we meet and exceed environmental standards. We remain dedicated to transparency and continuous improvement in our sustainability journey.

Below is a high-level estimate considering the general fuel type with some of the combustion activities matched during our assessment.

Oman Cables	Total Non-GHG Emissions: 2,138.13 mWh
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OAPIL	Total Non-GHG Emissions: 27,216.82 mWh
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Fuel Type	Energy mWh	PM2.5	PM10	CO	SOx	NOx	NMVOC	Emissions Units
Oman Cables								
Natural Gas (Curing)	0.99	-	-	0.14	0.00	0.47	-	kg
LPG (QC)	58.01	0.02	-	1.64	0.01	0.36	-	kg
Diesel (Forklifts)	1,758.51	0.43	0.02	0.95	0.08	3.69	0.43	kg
Diesel (Company Cars)	48.11	0.43	0.02	0.95	0.08	3.69	0.43	kg
Petrol (Company Cars)	272.51	0.24	-	50.04	0.01	1.58	0.86	kg
Total	2,138.13	1.13	0.03	53.73	0.18	9.78	1.73	kg
OAPIL								
Natural Gas (General)	26,789.83	-	-	0.14	0.00	0.47	0.00	kg
Diesel (Forklifts)	381.61	0.43	0.02	0.95	0.08	3.69	0.43	kg
Petrol (Company Cars)	45.37	0.24	-	50.04	0.01	1.58	0.86	kg
Total	27,216.82	0.67	0.02	51.14	0.09	5.74	1.30	kg

Due to our ongoing efforts to reduce our carbon footprint through energy efficiency projects, process optimization, continuous improvement and the implementation of innovative technologies, we, as a group, continue to strive for manufacturing and environmental excellence, contributing to a more sustainable future.

In the following pages, we are sharing with you some of our energy efficiency projects, highlighting our steadfast commitment to reducing carbon emissions. on Our Products page, particularly under Innovations, we proudly present a selection of new products designed to help our customers in their carbon emissions reductions journey. This achievement is made possible through the invaluable support and contributions from our suppliers and every stakeholder in the value chain.

8.3 ENERGY EFFICIENCY

Our dedication to Sustainable practices extends beyond mere compliance; it is a core principle that drives our operations and strategic decisions. Recognizing the critical importance of energy efficiency in mitigating climate change and promoting sustainable development, we have embarked on a comprehensive journey to enhance our energy performance. This commitment aligns seamlessly with our key drivers' goals and targets of creating sustainable value.

Our approach to energy efficiency is multifaceted and innovative. We are committed to reducing our energy consumption through the implementation of simple and advanced technologies, optimization of processes and continuous improvement initiatives. By

leveraging different types of effective solutions and best practices, we aim to minimize energy waste, lower our carbon footprint, and enhance the overall efficiency of our operations.

In our ongoing commitment to environmental Sustainability, our group has implemented a series of energy efficiency projects aimed at reducing our environmental impact and promoting sustainable practices across our operations. These initiatives are designed to enhance energy efficiency, reduce greenhouse gas emissions, and support our overall Sustainability goals.

Our energy efficiency efforts also include the replacement of old and inefficient equipment with more energy-efficient alternatives.

Through these initiatives, we are making significant strides towards achieving our Sustainability goals and contributing to a more sustainable future for our organization and the communities we serve.

8.3 OUR ENERGY EFFICIENCY TEAM (NET ZERO AND CIRCULARITY WORKING GROUP)

The Energy Efficiency Team at Oman Cables plays a crucial role in driving our sustainability initiatives. This dedicated team focuses on identifying and implementing projects that enhance energy efficiency across our operations. Their efforts are aimed at reducing energy consumption, lowering greenhouse gas emissions, and promoting sustainable practices within the organization.

To ensure a collaborative approach, the Energy Efficiency Team at Oman Cables holds quarterly meetings with their counterparts in OAPIL and ACPL. These meetings serve as a platform for reviewing ongoing energy efficiency projects, sharing best practices, and discussing new opportunities for improvement. By bringing together expertise from different teams, we can leverage collective knowledge and experience to achieve our energy efficiency goals more effectively.

During these quarterly meetings, the teams review the progress of current projects, assess their impact, and identify any challenges that need to be addressed. They also explore innovative solutions and technologies that can further enhance energy efficiency. This collaborative approach ensures that all teams are aligned with our sustainability objectives and are working together towards a common goal.

The Energy Efficiency Team at Oman Cables, along with their counterparts in OAPIL and ACPL, is committed to driving continuous improvement in energy efficiency, contributing to our broader sustainability efforts and supporting the achievement of our environmental goals.



OMAN CABLES

Empowering Employees through Energy Efficiency Awareness

Our Awareness Campaign on Energy Efficiency is designed to educate and empower our employees to adopt energy-saving practices. Through workshops, training sessions, and informational materials, we have raised awareness about the importance of energy efficiency and encouraged behavioral changes that contribute to energy savings. This campaign has been particularly successful in achieving significant reductions in energy consumption. By fostering a culture of Sustainability, we are ensuring that every member of our organization plays a role in our energy efficiency efforts.

Illuminating the Path to Sustainability with LED Lights

In our quest for energy efficiency, we have undertaken the Installation of LED Lights across various plants. LED lights are known for their energy-saving capabilities and long lifespan. By replacing traditional lighting with LED technology, we are able to reduce electricity consumption significantly. This initiative not only lowers our energy costs but also contributes to a reduction in greenhouse gas emissions. The bright and efficient LED lights have transformed our facilities, providing better illumination while being kinder to the environment.

The transition to LED lighting is an example of our commitment to reducing energy consumption. These lights consume less power, produce less heat, and have a longer operational life compared to conventional lighting solutions. This means fewer replacements and less waste, further enhancing our environmental stewardship.

Moreover, the improved lighting conditions have created a more pleasant and productive working environment for our employees. The clear, bright light provided by LEDs reduces eye strain and enhances visibility, contributing to better safety and efficiency in our operations.

By embracing LED technology, we are not only making a positive impact on the environment but also setting a precedent for sustainable practices within the industry. This initiative reflects our dedication to integrating energy-efficient solutions into every aspect of our operations, ensuring that we remain at the forefront of environmental responsibility.

Enhancing Energy Efficiency through Innovative Lighting Solutions

In our relentless pursuit of Sustainability and energy efficiency, we have undertaken a significant project to replace old PC sheets in our facilities. This initiative is not just about upgrading our infrastructure; it is a testament to our commitment to creating a more sustainable and energy-efficient environment.

The old PC sheets, which had served their purpose for many years, were no longer efficient in providing the optimal lighting needed for our operations. Recognizing the potential for improvement, and taking advantage of the Country's abundant sunlight, we embarked on a project to replace these outdated sheets with new, high-performance alternatives. The new PC sheets are designed to maximize natural light penetration, reducing the need for artificial lighting and thereby significantly lowering our energy consumption.

This innovative solution has not only enhanced the quality of lighting in our facilities but has also contributed to a more pleasant and productive working environment for our employees. The improved lighting conditions have been well-received, leading to increased morale and productivity among our workforce.

Moreover, this project aligns with our broader Sustainability goals by reducing our carbon footprint and promoting energy efficiency. By leveraging advanced materials and technologies, we are able to achieve substantial energy savings, which in turn supports our commitment to environmental stewardship.

The replacement of old PC sheets is an example of how we are continuously seeking innovative ways to enhance our Sustainability practices. It reflects our dedication to integrating sustainable solutions into every aspect of our operations, ensuring that we remain at the forefront of environmental responsibility.

Driving Towards a Greener Future with Electric Forklifts

Our transition from diesel forklifts to electric forklifts is a testament to our commitment to reducing our reliance on fossil fuels and embracing sustainable practices. This initiative is not just about upgrading our equipment; it represents a significant step towards a greener and more sustainable future for our organization.

Electric forklifts are not only more energy-efficient but also produce zero emissions, making them an environmentally friendly alternative to their diesel counterparts. By eliminating the use of diesel fuel, we are able to significantly reduce our greenhouse gas emissions and minimize our carbon footprint.



The benefits of electric forklifts extend beyond their environmental impact. These forklifts are quieter and more efficient, contributing to a healthier and more pleasant working environment for our employees. The reduced noise levels help create a more comfortable atmosphere, while the improved efficiency ensures that our operations run smoothly and effectively. Additionally, electric forklifts require less maintenance compared to diesel-powered ones, resulting in lower operational costs and increased reliability.

Our commitment to electric forklift technology also sets a precedent for sustainable practices within the industry. By adopting this innovative solution, we are leading by example and encouraging other organizations to follow suit. This initiative reflects our proactive approach to Sustainability and our willingness to invest in technologies that support our environmental goals.

Optimizing Energy Use with Chiller Interconnection

The Chiller Interconnection Project at our factory is an innovative project involves the strategic interconnection of chillers, which has allowed us to optimize the cooling process across our facilities. By interconnecting the chillers, we have created a more flexible and efficient cooling system that can dynamically adjust to varying cooling demands.

One of the primary benefits of this project is the substantial energy savings it has generated. By optimizing the cooling process, we have been able to reduce our overall energy consumption significantly. This not only lowers our operational costs but also contributes to a reduction in our greenhouse gas emissions, aligning with our broader Sustainability goals.

The improved efficiency of our cooling systems has also had a positive impact on the reliability and performance of our operations. The interconnected chillers can share the cooling load more effectively, reducing the strain on individual units and extending their operational lifespan. This has resulted in fewer maintenance requirements and increased uptime, ensuring that our production processes run smoothly and efficiently.

Moreover, the successful implementation of the Chiller Interconnection Project underscores our proactive approach to Sustainability. By investing in advanced technologies and innovative solutions, we are continuously seeking ways to reduce our environmental footprint and enhance our energy efficiency. This project is a testament to our commitment to Sustainability and our dedication to creating a more sustainable future for our organization and the communities we serve.

In addition to the direct benefits of energy savings and improved efficiency, the Chiller Interconnection Project has also provided valuable insights into the potential for further optimization and innovation within our operations. The data and experience gained from this project will inform future initiatives and help us identify additional opportunities for energy efficiency improvements.

Uncovering Hidden Efficiency: Air Leakage Inspection

Air leakage inspection is a vital process for enhancing the sustainability and efficiency of industrial operations. By identifying and sealing air leaks, companies can significantly reduce energy consumption and operational costs, contributing to a greener environment. This proactive approach ensures optimal system performance and extends the lifespan of equipment.

Using advanced detection devices, air leakage inspection locates hidden leaks in compressed air systems, which are often difficult to detect with the naked eye. Regular inspections ensure that any leaks are promptly addressed, preventing the loss of valuable resources and maintaining system efficiency.

Moreover, air leakage inspection is an integral part of a company's sustainability strategy. By reducing energy consumption, companies can lower their carbon footprint and support global efforts to combat climate change. This commitment to environmental stewardship not only benefits the planet but also enhances the company's reputation as a responsible and forward-thinking organization.

Chiller Circulation Pump Energy Saving Project by VFD System

The Chiller Circulation Pump Energy Saving Project by VFD (Variable Frequency Drive) System is a crucial initiative aimed at enhancing energy efficiency and sustainability in industrial operations. By implementing VFD systems, companies can optimize the power consumption of circulation pumps, significantly reducing energy usage and operational costs. This project not only improves the performance of the equipment but also contributes to a greener environment by minimizing unnecessary energy waste.

Before the installation of VFD systems, chiller circulation pumps operated at maximum speed, leading to excessive energy consumption. With the introduction of VFD technology, the speed and frequency of the pumps can be adjusted based on demand, ensuring that energy is used more efficiently. This adjustment helps in maintaining optimal system performance and extends the lifespan of the equipment.

Moreover, the Chiller Circulation Pump Energy Saving Project is an integral part of the company's sustainability strategy. By reducing energy consumption, the project helps lower the carbon footprint and supports global efforts to combat climate change. This commitment to environmental stewardship not only benefits the planet but also enhances the company's reputation as a responsible and forward-thinking organization.

OAPIL

Efficient Loading Solution for Heat Aging Oven

The Heat Aging Oven, originally designed to load 24 baskets in one charge, faced a significant challenge as the team could only manage to load 16 baskets. This limitation arose due to the difficulty in accessing the middle rod with the crane hook for engaging and disengaging the baskets. The inaccessibility of the crane hook made it cumbersome and time-consuming to load the baskets in the middle row, thereby reducing the oven's overall efficiency and capacity.

To address this issue, a specialized basket lifting/loading attachment was designed. This innovative attachment allows for the seamless loading of baskets in the middle row without requiring manual intervention for the crane hook. By eliminating the need for manual handling, the new attachment not only enhances the safety and ergonomics of the loading process but also significantly improves the operational efficiency of the Heat Aging Oven.

With this new solution in place, the team can now fully utilize the oven's capacity by loading all 24 baskets in one charge. This improvement not only optimizes the oven's performance but also contributes to better resource utilization and productivity.

Harnessing the Sun: OAPIL's Solar-Powered External Lighting Initiative

OAPIL is steadfast in its commitment to Sustainability and energy efficiency. As part of our ongoing efforts to reduce our environmental footprint, we are working on implementing an innovative solar system for our external lights. This simple but forward-thinking initiative is designed to harness the power of renewable and abundant energy, thereby reducing our reliance on traditional power sources and significantly minimizing our carbon emissions.

The solar-powered external lighting system will not only provide a sustainable and eco-friendly lighting solution but also contribute to substantial energy savings and operational efficiency. By utilizing solar energy, we will be able to illuminate our external areas without drawing on the conventional power grid, which translates to lower energy costs and a reduced environmental impact.

The implementation of the solar system is a testament to our proactive approach in investing and adopting renewable energy technologies and our unwavering commitment to environmental stewardship.

Empowering Efficiency: Solar-Powered Forklift Battery Charging System

We continue to lead the way in sustainable practices and we will continue to innovate and invest in carbon emissions reduction initiatives. Once implemented, our solar-powered system for forklift battery charging, like our solar-powered external lighting system, is a broader commitment to reducing our environmental footprint and enhancing operational efficiency through the use of renewable energy sources.

The solar system for forklift battery charging is designed to harness the abundant solar energy available in our region, converting it into a reliable and sustainable power source for our fleet. By utilizing solar energy, we will be able to significantly reduce our reliance on traditional power sources thereby lowering our carbon emissions and contributing to a cleaner, greener environment.

This project will not only provide a sustainable solution for charging forklift batteries but also offer substantial energy savings. The solar-powered charging system will ensure that our forklifts are always ready for operation, without the need for conventional electricity, thus translating to lower energy costs and a reduced environmental impact, aligning with our commitment to Sustainability and energy efficiency.

Continuous Improvement: Centrifuge for TWD Lube Oil

Oman Aluminium Processing Industries (OAPIL) has successfully implemented a centrifuge for TWD lube oil as part of its sustainability initiatives. This project, which was completed in 2024, involved the installation and commissioning of a centrifuge designed to enhance the life of wire drawing oil and reduce waste oil disposal.

The centrifuge works by separating contaminants and aluminum particles from the lube oil, allowing the cleaned oil to be reused in the wire drawing process. This not only extends the lifespan of the oil but also reduces the frequency of oil changes, leading to significant cost savings and environmental benefits. Additionally, the recovered aluminum particles can be remelted with dross, further contributing to resource efficiency.

By implementing this centrifuge, OAPIL has demonstrated its commitment to sustainability and operational efficiency. The project aligns with the company's broader goals of reducing waste, conserving resources, and minimizing its environmental footprint.

Monitoring our Efforts

Our efforts are supported by a robust governance framework that ensures accountability and transparency. We regularly monitor and report on our energy performance, measuring each project's Sustainability impact and performance to track our progress and identify areas for improvement, reported on a monthly basis to our Sustainability Steering Committee and quarterly to our Board of Directors. This rigorous approach to governance aligns with our Role Model Ambition, emphasizing on solid governance and ownership, ensuring that our energy efficiency initiatives are effectively managed and deliver tangible outcomes.

Collaboration is a cornerstone of our energy efficiency efforts. We work closely with our stakeholders, including suppliers and industry partners to promote energy-efficient practices and drive collective action. By fostering a culture of Sustainability, we aim to inspire others to join us in our journey towards a more energy-efficient future.

Our commitment to energy efficiency is also reflected in our dedication to social responsibility to the community and the Sultanate's goals and targets. We strive to create positive impact by improving our environmental footprint, embracing innovation, fostering collaboration and upholding strong governance, we are driving environmental and social impact, setting a benchmark for the industry.

Together, we are paving the way for a more sustainable and resilient future.

Through our different energy efficiency efforts, our Group aims to set a benchmark for Sustainability in the industry and inspire other organizations to follow suit.

With the successful implementation of our energy efficiency efforts, OCI Group continues to lead the way in sustainable practices, ensuring that our operations are not only efficient but also environmentally responsible.

Our projects are a significant step towards our goal of achieving a more sustainable and energy-efficient future.

8.4 GREEN CIRCULAR ECONOMY

Our commitment to Sustainability is at the core of everything we do. We recognize the urgent need to transition towards a green circular economy, where resources are used more efficiently, waste is minimized, and environmental impact is significantly reduced. This commitment is not just a strategic priority but a fundamental aspect of our corporate ethos, aligning seamlessly with our vision of creating sustainable value and contributing to our key drivers' goals and targets.

Our approach to a green circular economy is holistic and forward-thinking. We are dedicated to integrating sustainable practices across all facets of our operations, from product design and manufacturing to supply chain management and eventually, end-of-life product disposal. By adopting a circular economy model, we aim to close the loop on resource use, ensuring that materials are reused, recycled, and repurposed to the greatest extent possible.

Supporting our green circular economy vision is our Innovation Ambition and Role Model Ambition, thus supporting our Climate Change Ambition. We continuously invest in research and development to create products and solutions that are not only high-performing but also environmentally friendly. This includes developing materials that are easier to recycle, designing products with longer lifespans, and implementing processes that reduce waste and energy consumption. Our innovative approach is a testament to our commitment to driving positive environmental change and setting new standards in the industry.

Our initiative in creating a green circular economy is a collaborative effort that thrives on the unwavering support of our suppliers, customers and other stakeholders. By working together, we are able to implement sustainable practices that reduce waste, enhance resource efficiency, and minimize environmental impact.

Our suppliers play a crucial role in providing eco-friendly materials and innovative solutions, while our customers' demand for sustainable products drives us to continuously improve our processes. Additionally, the engagement and cooperation of various stakeholders, including industry partners and regulatory bodies, are essential in fostering a culture of Sustainability and achieving our shared environmental goals.

Our Value Chain Working Group

The Value Chain Working Group is focused on integrating sustainability into every step of our supply chain. By collaborating with departments the group aims to enhance our environmental and social impact. Through regular discussions, the group identifies opportunities for green purchasing, logistics diligence, and waste management, ensuring that sustainable practices are embedded throughout our value chain. This collaborative effort drives continuous improvement and supports our overall sustainability objectives.



OCI GROUP

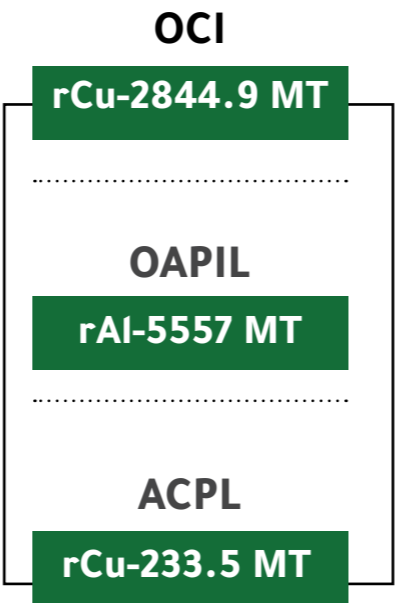
Recycling of Copper and Aluminum: Mitigating Future Risks

The recycling of Copper and Aluminium is a significant step towards reducing waste and promoting Sustainability within OCI Group. This initiative focuses on the collection and recycling of copper and aluminium scraps generated during the manufacturing process. By implementing efficient recycling methods, we were able to recover valuable materials and reintroduce them into the production cycle. This not only minimizes the need for raw materials extraction but also reduces the environmental impact associated with mining and processing. This initiative demonstrates our commitment to a circular economy by ensuring that resources are used efficiently, and waste is minimized.

Our efforts are paving the way for future recycling initiatives within OCI Group. By showcasing the economic and environmental benefits of recycling, we have inspired other departments to explore similar opportunities. This project has also strengthened our relationships with recycling partners, both local and within the GCC, ensuring a steady supply of high-quality recycled materials for our production needs.



As industry leaders in Sustainability, OCI Group has signed two MoU's with our Suppliers with a common goal of creating sustainable production towards a greener future.



MoU Signing with Fujairah Gold

In 2023, Oman Cables partnered with Fujairah Gold, a Vedenta Group company, to achieve concrete sustainable goals.

The collaboration focuses on developing green copper rods from 100% secondary copper, establishing the acceptability of green copper rods for cable manufacturing, and jointly developing a value proposition for green copper.



These partnerships highlight our dedication to integrating eco-friendly practices into our operations and promoting a greener future. By working together with our suppliers, customers and other stakeholders, we are paving the way for a more sustainable and resilient future.

MoU Signing with Sohar Aluminium

In 2024, OAPIL signed a Memorandum of Understanding with Sohar Aluminium to explore low-carbon aluminium manufacturing.

This partnership aims to enhance the Sustainability of our aluminium products by reducing carbon emissions and promoting the use of recycled aluminium. The collaboration underscores our commitment to environmental stewardship and aligns with our broader Sustainability goals.

Hazardous Substances Control: Safeguarding Our Environment

The Hazardous Substances Control project focuses on identifying and managing hazardous materials used in our operations. By implementing stringent control measures, we aim to minimize the environmental and health risks associated with these substances. The project involves the substitution of hazardous materials with safer alternatives, proper storage and handling procedures, and regular monitoring to ensure compliance with safety standards. This initiative underscores our commitment to protecting the environment and ensuring the well-being of our employees and the local communities we operate in.

The project continues to foster a culture of safety and responsibility within our operating boundaries and beyond. Our employees are now more aware of the potential risks associated with hazardous substances and are actively engaged in maintaining a safe working environment. And also, by reducing the use of hazardous materials and finding safer alternatives, we are minimizing the potential for environmental contamination and health hazards thus protecting the biodiversity.

Our efforts have strengthened our relationship with our stakeholders, demonstrating our commitment to being a responsible and environmentally conscious organization.

Recycling of Polyethylene (PE): Closing the Loop on Plastic Waste

In our commitment to Sustainability, we are pioneering the upcycling of post-consumer waste, specifically polyethylene (PE), into high-quality materials suitable for cable applications. This innovative process allows us to repurpose waste that would otherwise contribute to environmental pollution, transforming it into valuable resources without compromising quality.

Our advanced techniques ensure that the upcycled polyethylene meets stringent industry standards, maintaining the performance and durability required for cable manufacturing. By integrating these high-quality materials into our products, we reduce reliance on virgin resources and contribute to a more sustainable future. This initiative supports the circular economy by closing the loop on plastic waste, promoting resource efficiency, and minimizing environmental impact. Through our efforts, we demonstrate that Sustainability and quality can coexist, paving the way for a greener, more responsible industry.

The recycling of PE within our production process is designed to reduce plastic waste generated during manufacturing. By collecting and recycling PE scraps, we produce high-quality recycled materials for various applications. This project not only diverts plastic waste from landfills but also reduces the demand for virgin plastic, conserving natural resources and reducing the environmental impact of plastic production.

Additionally, this project has opened new opportunities for product innovation. By incorporating recycled PE into our products, we have developed new solutions that meet the growing demand for sustainable materials.



Upcycled Polyethylene in Our Manufacturing Process: Commitment to Quality

We have partnered with top-tier raw material suppliers to source high-quality upcycled polyethylene. This collaboration ensures that the materials we use meet our rigorous standards and undergo stringent testing before being incorporated into our manufacturing process.

During production, we blend approximately 5% to 15% of upcycled polyethylene while maintaining the highest quality standards. To uphold these standards, we have implemented a comprehensive testing regime that includes frequent quality assessments. Our testing protocols meet all requirements, including a minimum of 5,000 hours of Environmental Stress Crack Resistance (ESCR) and a minimum carbon black content of 2.5% to comply with ST7 as per IEC 60502.

By prioritizing quality and Sustainability, we enhance our product offerings and support the circular economy, demonstrating that responsible manufacturing can coexist with high performance

Reuse of Polyvinyl Chloride (PVC) and Low Smoke Zero Halogen (LSZH) Compounds: Maximizing Material Efficiency

At the forefront of our commitment to Sustainability, we have developed innovative solutions for waste reduction by effectively utilizing internally generated scrap and rework materials from PVC production. This approach not only minimizes waste but also ensures that we maintain the highest quality standards in our products. By repurposing scrap materials, we can integrate them back into our manufacturing processes without compromising on quality. This practice supports our environmental goals and enhances resource efficiency, demonstrating our dedication to responsible manufacturing.

Our efforts in waste reduction contribute significantly to environmental Sustainability, showcasing that effective resource management can lead to both economic and ecological benefits. Through these innovative solutions, we are proud to play a role in fostering a greener future while delivering high-quality products to our customers.

The reuse of PVC and LSZH Compounds project aims to promote the reuse of these materials in our production processes. By implementing efficient collection and processing methods, we recover and reuse PVC and LSZH compounds, reducing the need for new raw materials. This initiative minimizes waste and contributes to cost savings and resource conservation.

Furthermore, the success of this project has led to the development of new, innovative products that incorporate reused PVC and LSZH compounds. These products meet high-performance standards and offer a more sustainable manufacturing process, attracting new customers and partners who share our commitment to environmental responsibility.



Scrap Segregation: Streamlining Recycling Processes

The Scrap Segregation project is implemented in all facilities of all entities within OCI Group. The project focuses on improving the segregation and management of scrap materials generated during production. By implementing a systematic approach different types of scrap, we were able to enhance the efficiency of our recycling processes. This project involves the use of designated bins for different scrap materials, regular training for employees on proper segregation practices, and continuous monitoring to ensure compliance. The success of this initiative results in higher recycling rates, reduce waste and improved resource utilization, aligning with our goals and vision.

Sustainable Packaging: Leading the Way to a Greener Future

At OCI Group, we are dedicated to Sustainability and environmental responsibility. Our commitment to eco-friendly packaging reflects our efforts to reduce waste, conserve resources, and minimize our environmental footprint. By adopting innovative and sustainable packaging solutions, we aim to lead the way towards a greener future, ensuring that our products are not only high-quality but also environmentally friendly.

Drum Recycling: Extending the Life of Resources

Our Drum Recycling project addresses the waste generated from used drums, which are typically discarded after a single use. Through this initiative, OCI Group has implemented a system for collecting, cleaning, and refurbishing used drums, allowing them to be reused multiple times. This not only reduces the volume of waste sent to landfills but also conserves resources by extending the lifespan of the drums. The success of this project highlights our dedication to sustainable production and resource conservation.

In addition to reducing waste, this project has led to significant cost savings for OCI Group. By reusing drums, we have decreased our reliance on purchasing new containers, thereby lowering our operational expenses. This initiative has also set a precedent for other companies in the industry, encouraging them to adopt similar sustainable practices. Furthermore, it has had a positive impact on the local community by protecting our employees and promoting environmental responsibility.

Our drum recycling initiative stands out as one of our most promising projects. We have successfully reused over 40% of our drums, significantly contributing to Sustainability efforts. To enhance recyclability, we conducted a thorough review of drum sizes and implemented a protocol to identify the most commonly used sizes. As a result, we have reduced the variety of drum sizes by nearly 25%, streamlining our operations and further supporting our environmental goals.

Optimizing Drum Protection: Reducing Wooden Batten Usage

Customers frequently request drum protection using wooden battens, which traditionally cover the entire drum surface. However, by adopting optimized methods for drum loading and unloading on-site, we can significantly reduce the number of battens required. In many cases, we can cut the usage by up to 50%, and sometimes even down to one-third of the original amount. This approach not only enhances operational efficiency but also leads to substantial savings in packing and labor costs.

Moreover, reducing the use of wooden battens aligns with our Sustainability goals by decreasing the demand for wood, thereby conserving natural resources. This initiative also minimizes waste generation, as fewer battens are discarded after use. By implementing these improved methods, we are able to provide our customers with a more cost-effective and environmentally friendly solution, while maintaining the integrity and protection of the drums during transportation and storage. This innovative approach demonstrates our commitment to both operational excellence and environmental stewardship.



Maximizing Reusability: Sustainable Packaging for PP Fillers and PVC Compounds

We have discovered an excellent opportunity to enhance Sustainability by reusing our bags for polypropylene (PP) fillers and in-house PVC compounds. By carefully handling these bags, we can extend their lifespan and use them multiple times. This practice not only reduces packaging waste but also amplifies the benefits of reusability, contributing to our overall environmental goals.

Monitoring our Efforts

Moreover, as our Climate Change Ambition, our efforts are supported by a robust governance framework, our Role Model Ambition ensures accountability and transparency. We regularly monitor and report on our Sustainability performance to our Sustainability Steering Committee on a monthly basis and our Board of Directors on a quarterly basis, as we do with every initiative in our Sustainability Plan.

As industry leaders in Sustainability, we ensure that our manufacturing processes and products are environmentally friendly, creating a positive impact on both the environment and our communities.

At OCI Group, our commitment to a green circular economy is unwavering. We are dedicated to reducing waste, conserving resources, and minimizing our environmental impact through innovative and sustainable practices. By fostering a culture of Sustainability, we aim to create a closed-loop system where materials are continuously reused and recycled, contributing to a more sustainable future.

Looking ahead, we are excited to develop new projects that further our green circular economy goals. These initiatives will be driven by collaboration with our stakeholders, including suppliers, customers, and industry partners. Through these partnerships, we will continue to explore innovative solutions that enhance resource efficiency and promote environmental stewardship. Together, we are paving the way for a greener, more resilient future.

8.5 WASTE AND WATER MANAGEMENT

We understand the vital role that effective waste and water management plays in maintaining operational efficiency and environmental responsibility. Our commitment to these practices is driven by our dedication to reducing our environmental footprint and conserving valuable resources. By implementing innovative waste reduction strategies and optimizing water usage, we aim to minimize waste generation, enhance resource efficiency, and protect natural ecosystems. Through continuous improvement and stakeholder collaboration, we strive to develop and implement sustainable solutions that contribute to a cleaner, healthier, and more sustainable future for all.

Effective waste management involves the systematic collection, segregation, and disposal of waste materials generated during our operations. We employ advanced techniques and technologies to ensure that waste is managed in an environmentally responsible manner. This includes recycling and reusing materials wherever possible, as well as safely disposing of hazardous waste to prevent environmental contamination. Our waste management practices are designed to minimize the impact of our operations on the environment and ensure compliance with all relevant regulations and standards.

Water management is equally critical to our operations. We recognize the importance of conserving water resources and have implemented a range of measures to optimize water usage across our facilities. This includes the use of water-efficient technologies, regular monitoring of water consumption, and the implementation of water recycling and reuse programs. By carefully managing our water resources, we aim to reduce our overall water footprint and ensure the availability of clean water for future generations.

Our commitment to waste and water management is reflected in our continuous efforts to improve our practices and adopt new technologies. We work closely with our stakeholders, including suppliers, customers, and industry partners, to develop and implement innovative solutions that enhance our waste and water management capabilities. Through these collaborative efforts, we aim to set a benchmark for the industry and demonstrate our dedication to responsible resource management.

Effective waste and water management is a cornerstone of our operations at OCI Group.

By prioritizing these practices, we are able to reduce our environmental impact, conserve valuable resources, and ensure the long-term viability of our operations.

Through continuous improvement and stakeholder collaboration, we strive to develop and implement solutions that contribute to a cleaner, healthier, and more sustainable future for all.



Waste Management Policy

At OCI Group, our Waste Management Policy is designed to minimize environmental impact and ensure compliance with all relevant regulations. Our comprehensive approach includes systematic procedures for the collection, segregation, recycling, and disposal of waste materials generated during our operations.



Our waste management procedure begins with the identification and classification of waste types. We categorize waste into various streams, such as hazardous, non-hazardous, recyclable, and non-recyclable. This classification allows us to implement appropriate handling and disposal methods for each type of waste.

For hazardous waste, we follow stringent protocols to ensure safe storage, transportation, and disposal. This includes using specialized containers, maintaining detailed records, and working with certified disposal facilities to prevent environmental contamination and ensure regulatory compliance.

Recyclable materials, such as polyethylene (PE) and polyvinyl chloride (PVC) scraps, are collected and processed for reuse in our manufacturing processes. By implementing efficient recycling methods, we reduce the demand for virgin materials and minimize waste sent to landfills. Our recycling initiatives also include the refurbishment and reuse of drums, further extending their lifespan and conserving resources.

To ensure the effectiveness of our waste management policy, we conduct regular audits and assessments. These evaluations help us identify areas for improvement and ensure that our procedures align with industry best practices and regulatory requirements. Additionally, we provide ongoing training for our employees to promote awareness and adherence to our waste management protocols.

Through our robust Waste Management Policy and procedures, OCI Group demonstrates its commitment to environmental responsibility and resource conservation. By continuously improving our practices and adopting innovative solutions, we aim to set a benchmark for the industry and contribute to a cleaner, healthier environment.

MSX 30 ESG Metrics

E7 Environmental Operations

E7.1 Does your company follow a formal Environmental Policy?	Yes
E7.2 Does your company follow specific waste, water, energy and/or recycling policies?	Yes
E7.3 Does your company use a recognized energy management system?	Yes

At Oman Cables, we are dedicated to continuously enhance our energy management practices and reducing our environmental impact. As part of this commitment, we are currently in the process of obtaining ISO 50001 certification, a specific internationally recognized standard for energy management systems. This certification process is on track to be completed during 2025. This will support Oman Cables to systematically improve the energy performance, reduce greenhouse gas emissions, and enhance the overall sustainability efforts.

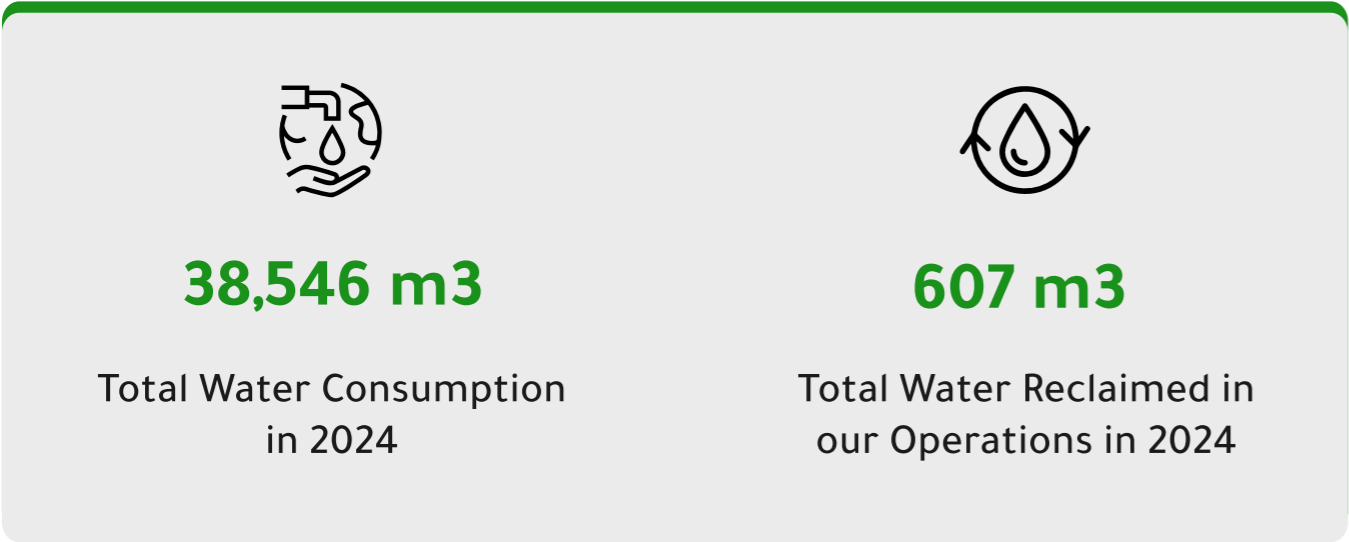
Water Management Efforts of OCI Group

Despite our processes not being water-intensive, OCI group is committed to conserving and reusing water, recognizing its importance as a resource that needs protection, especially in the Gulf region. Our facilities in Oman exemplify this commitment by reusing unexposed water in production. This water is sent back to our chillers and recirculated for periods ranging from 3 to 24 months. We are also planning to expand the use of our consumed water by treating it and using it to water our external garden in Oman Cables’ Head Office and Sustainability Academy in the future.

In India, our initiatives focus on rainwater collection and processing. The collected rainwater is used in our daily operations, both in factories and offices. These efforts ensure that we minimize water waste as much as possible.

OCI group remains dedicated to sustainable water management practices, continuously seeking innovative ways to conserve and reuse this vital resource.

Supplier Engagement Program



MSX 30 ESG Metrics	E6.1 Total amount of water consumed	38,546m3
	E6.2 Total amount of water reclaimed	607m3

We recognize the critical role that our suppliers play in our Sustainability journey. Our Supplier Engagement Program is designed to foster collaboration, collect essential ESG data, and support mutual Sustainability goals. This program supports our commitment to building a sustainable future, not only for our business but also for the communities and countries in which we operate.

The Supplier Engagement Program aims to create a transparent and collaborative relationship with our suppliers. By working closely with them, we can ensure that they adhere to the same high standards of Sustainability that we uphold. This collaboration involves regular communication, training, and support to help suppliers understand and meet our ESG requirements. Through this program, we collect vital ESG data that allows us to monitor and improve our Sustainability performance continuously.



One of the key components of the program is the comprehensive questionnaire that suppliers are required to complete. This questionnaire is tailored to fit Oman Cables’ specific Sustainability requirements and aligns with international standards such as ISO and GRI.

The data collected through this questionnaire provides valuable insights into our suppliers’ Sustainability practices, enabling us to identify areas for improvement and work together to achieve our Sustainability goals.

Our Supplier Engagement Program also emphasizes the importance of mutual support in achieving long-term Sustainability. By collaborating with our suppliers, we can share best practices, provide guidance, and support each other in implementing sustainable practices. This partnership approach ensures that both Oman Cables and our suppliers can thrive in a sustainable business environment, ultimately supporting the goals and targets of the countries we operate in.

In addition to collecting ESG data, the program also focuses on capacity building and continuous improvement. We offer training and development opportunities to our suppliers, helping them enhance their Sustainability practices and align with our ESG objectives. This not only benefits our suppliers but also strengthens our overall supply chain, making it more resilient and sustainable.

Through our Supplier Engagement Program, Oman Cables is committed to creating a sustainable and responsible supply chain. By working together with our suppliers, we can achieve our shared Sustainability goals, support the long-term success of our business, and contribute to the broader environmental and social objectives of the regions we serve.

09 PRODUCTS: OUR SOLUTIONS



9.1 INNOVATION AMBITION

We stand at the forefront of innovation, driven by a relentless pursuit of excellence and a commitment to shaping the future of the manufacturing and energy sector. Our ambition is not just to lead but to redefine the standards of innovation within the industry. This vision is deeply intertwined with the energy transition goals of the region, where we play a pivotal role in supporting the hardening of the grid and advancing environmental objectives through our cutting-edge products, services, and processes.

At the core of our innovation strategy is the development of reliable and capable grid infrastructure for power transmission and distribution. This is crucial for a decarbonized future energy system. Our approach to technology and innovation focuses on four key segments: boosting grid hardening within Oman and the GCC region, strengthening the network through servitization and smartization, supporting growth in data and digitalization through new products and services, and being the Renewable Excellence Centre in Oman to supply innovative cable applications for solar, wind, and hydrogen businesses.

Our commitment to innovation is evident in our investments in research and development, assets, new technologies, and knowledge. These investments are not just about staying ahead of the curve but about setting new benchmarks for the industry. We actively foster educational partnerships through innovative programs such as “She STEMS” and “Kids in STEM,” nurturing a culture of inclusivity, diversity, and empowerment which will be explored further in our Social Ambition chapter.

OCI Group’s products and services are designed to support the energy transition goals of the region. Our innovative solutions are tailored to meet the unique challenges of the Gulf region, ensuring that we contribute to the hardening of the grid and the advancement of environmental goals. By integrating advanced technologies and sustainable practices into our operations, we are able to offer products that not only meet but exceed industry standards.

Our ultimate ambition, our Role Model Ambition, is to lead by example, demonstrating that innovation and environmental responsibility can go hand in hand. We are committed to continuously improving our processes and products to ensure that we remain at the cutting edge of the industry. This commitment is reflected in our strategic priorities, which include enhancing our product offering, expanding our market presence, and driving sustainable growth.

OCI Group’s innovation ambition is about more than just technological advancement. It is about creating a sustainable future for the energy sector, supporting the region’s energy transition goals, and setting new standards for the industry. Through our innovative products, services, and processes, we are not only contributing to the hardening of the grid but also advancing environmental goals, ensuring that we remain a leader in the industry.



9.2 OUR SUSTAINABLE APPROACH

Our journey began with fostering an energy-conscious and environmentally responsible culture, which has evolved into a focus on impactful projects and strategic investments. At OCI Group, we are committed to driving innovation that aligns with the energy transition goals of the region, supporting the hardening of the grid, and advancing environmental objectives through our products, services, and processes.

Our climate and environmental initiatives are built around key pillars: Energy Management, Design-to-Cost (DTC), Innovation For Sustainability (I4S), Sustainability For Business (S4B) and Resource Efficiency. These pillars guide our efforts to enhance energy efficiency, reduce waste, and optimize resource use, ensuring that our operations, products and services are both innovative and sustainable.

Our Energy Management initiatives focus on increasing energy efficiency projects with significant Sustainability benefits. We actively hunt for waste reduction opportunities and study the feasibility of renewable energy for electricity.

By connecting with our stakeholders and increasing awareness throughout our value chain, we aim to create a culture of Sustainability that permeates every aspect of our business.

OUR INNOVATION WORKING GROUP

The Innovation Working Group is dedicated to fostering creativity and developing new technologies and solutions to support our Sustainability goals. By collaborating across departments, including R&D, Marketing, Procurement, and Commercial the group drives forward-thinking initiatives that deliver sustainable value and long-term growth. Through regular meetings, mentorship, and training, the group ensures that innovative ideas are integrated into all aspects of our operations, promoting a culture of continuous improvement and positive change.

Innovation for Sustainability (I4S) through Design For Cost (DFC) and Design For Performance (DFP)

Our Design For Sustainability (D4S) philosophy integrates Design For Cost (DFC), focusing on optimizing the Bill of Materials (BOM) while ensuring that all solutions are aligned with our commitment to sustainable practices through Design For Performance (DFP)

Design to Cost (DTC)

The purpose of DTC is to make best cable construction in terms of cost and performance. Every product we produce, we make sure that this is with the optimized cost, and this can be achieved either by design optimization or by using alternative low-cost raw materials or by reducing logistics cost (ie. by using alternative drums).

We make sure that our optimized final DTC products will comply customer’s requirements and/ or the international specifications. DTC help us to optimize the cost of final product and finally it makes contribution to company efficiency.

OCI Group’s Innovation for Sustainability is about more than just technological advancement. It is about creating a sustainable future, supporting the region’s energy transition goals, and setting new standards for the industry. Through our innovative products, services, and processes, we are not only contributing to the hardening of the grid but also advancing environmental goals, ensuring that we remain a leader in the industry.



New Products Development

At the heart of our effort to innovate is the belief that it begins with the core products we manufacture and supply. Our dedication to this principle led to the development of numerous innovative products. We strive to offer a wide range of sustainable options to our customers, both internally and externally.

We define new products as those with unique manufacturing, performance, or testing requirements that were not previously part of our portfolio.

Our New Product Development aims to:

- 1. Ensure a continuous and reliable supply of products, considering raw material availability and market demand.
- 2. Reduce carbon emissions at every stage of the product cycle, from raw material procurement to production, manufacturing, testing, and delivery.
- 3. Eliminate hazardous materials from all products.
- 4. Enhance product performance and lifespan.
- 5. Promote safer products in the market.
- 6. Increase product recyclability to minimize waste after the product’s lifecycle.

In 2024, we proudly introduced 12 new products, showcasing our commitment to innovation and market leadership.

9.3 OUR SUSTAINABLE PRODUCTS

At OCI Group, a proud member of the Prysmian Group, we are deeply committed to Sustainability, believing it begins with the core products we manufacture and supply. Our mission is to build environmentally responsible and sustainable infrastructure, contributing to a greener future for our valued customers, both today and for generations to come. By leveraging innovative technologies and staying at the forefront of industry advancements, we consistently align our operations with the evolving needs of the cable industry.

Our dedication to innovation led to the development of numerous new products. We strive to offer a wide range of sustainable options to our customers, both internally and externally. We define new products as those with unique manufacturing, performance, or testing requirements that were not previously part of our portfolio. For instance, we introduced cables made from recycled copper and biodegradable insulation materials. We also developed cables with higher resistance to heat and corrosion, which help reduce energy consumption and maintenance costs.

The main objectives of our new product development are to ensure a continuous and reliable supply of products, considering raw material availability and market demand; reduce carbon emissions at every stage of the product cycle, from raw material procurement to production, manufacturing, testing, and delivery; eliminate hazardous materials from all products; enhance product performance and lifespan; promote safer products in the market; and increase product recyclability to minimize waste after the product's lifecycle.

With the introduction of the E PATH label, OCI Group demonstrates a resolute commitment to delivering environmentally sustainable solutions. At OCI, we are proud to empower our customers with the ability to make environmentally responsible choices through this advanced cable classification system. By offering a more sustainable alternative, we envision a future where every product, solution and service we offer plays a pivotal role in fostering a sustainable planet, advancing eco-friendly energy solutions, and driving meaningful progress toward a carbon-neutral world.



Sustainability by Design: PRYSMIAN E PATH

One of our pioneering initiatives, Prysmian E PATH label, represents the cable industry's first proprietary label of sustainability based on measurable and recognized Sustainability criteria. This initiative underscores our dedication to empowering customers with clean and environmentally responsible products that seamlessly support their daily energy requirements. The E PATH label aligns with internationally recognized assessment frameworks, such as the EU Ecolabel, and supports the achievement of net-zero Scope 3 emissions targets. By integrating rigorous and measurable criteria, the E PATH label represents a transformative step forward in the cable industry's journey toward Sustainability.

Our product portfolio includes low carbon enabling products, which are designed to reduce greenhouse gas emissions and support the creation of a green circular economy. These products are part of our broader strategy to integrate Sustainability into every aspect of our business, from production to end-of-life management. In addition to our sustainable products, we also focus on innovative solutions that enhance energy efficiency and resource optimization.

As power cables remain an indispensable part of modern life – powering homes, businesses, and industries—the rising global energy demands have driven a significant increase in cable production. To meet these demands, factories often operate continuously, which can elevate their carbon footprint. While power cables are designed for long-term use, the production and testing processes of these cables inevitably involve the use of raw materials that can lead to environmentally harmful emissions. This pressing challenge has highlighted the urgent need for the cable industry to adopt proactive and sustainable practices.

The key question, then, is how to measure and ensure that a product is positively contributing to this vital green transition. Each manufacturer employs unique strategies to align with global and local carbon emissions reduction targets. While standardized criteria for assessing Sustainability remain elusive, at Oman Cables, we adhere to a clear framework. We ensure that our energy solutions, including cables, are developed in line with rigorous Sustainability benchmarks, contributing to a future defined by innovation, responsibility, and environmental stewardship.

Although there isn't a set method to determine the criteria to evaluate a Sustainability factor, at OCI Group we do so by ensuring that our energy solutions, including cables, satisfy the key criteria listed below:

- 1. Carbon Footprint:** The total greenhouse gas emissions of the raw materials, production, and testing process are measured, which helps to ensure that each cable's impact is minimized (Cradle to Gate: ISO 14067:2018).
- 2. Toxic Substances:** The absence of substances of very high concern (SVHC) is mandated, in adherence to REACH (regulation 1907/2006) and RoHS regulations. This keeps harmful chemicals out of our products and the environment.
- 3. Recyclability/Circularity:** By focusing on recyclable or recoverable materials, raw material consumption and waste generation can be reduced. This criterion follows ISO 15270:2008 standards.
- 4. Recycled Input Rate:** The use of recycled materials in production is evaluated to promote a circular economy. This includes using recycled polyethylene and metals while ensuring high purity and quality.
- 5. Environmental Benefits:** Low-carbon products and compliance with CPR and high flammability ratings are encouraged to reduce carbon footprint and increase safety in line with the COP 21 Paris Agreement.
- 6. Cable Transmission Efficiency:** Efficiency over a cable's lifetime is crucial. Energy loss due to the joule effect and other factors are taken into consideration to bring the focus on optimal transmission efficiency.



Prysmian PrySolar

Prysmian PrySolar is an innovative solar photovoltaic (PV) cable solution designed to meet extreme climate challenges and ensure long-term reliability. These cables comply with global standards EN 50618 and IEC 62930, ensuring the highest quality and safety. Built to withstand harsh environmental conditions, including heavy rains and floods, they offer long-term resistance in water up to 1800 V DC. Prysmian PrySolar has an estimated thermal lifetime of over 30 years, which is 5 years longer than traditional solutions.



E3X

Prysmian's E3X® Technology is a groundbreaking solution for the utilities sector, enhancing the efficiency and capacity of power grids. It features a thin, durable coating on overhead conductors that increases emissivity and reduces absorptivity, allowing for better heat dissipation. This technology increases the power-carrying capacity of conductors by up to 25% without upgrading existing infrastructure, reduces power losses, and lowers operating temperatures by up to 30%. The E3X® Robot System, developed with Infosys and Exelon, applies this coating to existing power lines, further enhancing energy transmission efficiency and reducing grid congestion.



OMHERO

OMHERO is a versatile, easy-to-install solution that enhances the functionality, safety, and energy efficiency of home electrical installations. It consists of two main units: MASTER and PLUG, which measure key electrical parameters, allowing for customized maintenance and improved efficiency. OMHERO provides real-time measurements of voltage, earth loop impedance, and circuit breaker performance, helping to prevent faults, overloads, and blackouts. It monitors energy consumption, guides homeowners towards better energy usage, and offers real-time notifications about appliance status, power quality, and voltage fluctuations.



OCIFLAM-XR

OCIFLAM-XR is a fire-resistant cable designed to ensure safety and reliability in critical applications. Part of the Oman Cables OCIFLAM portfolio, these cables maintain circuit integrity during a fire, ensuring essential systems remain operational. They comply with stringent international fire safety standards for safety providing peace of mind that they meet rigorous safety requirements. Our cables are BS 6387 CWZ, BS EN 50200 PH120, Annex E, and LPCB certified, highlighting their top-tier quality and performance.



Fire Resistant Wires BS 8592 (FS Wires)

FS wires compliant with BS 8592 are designed to meet stringent safety and performance standards. These non-armoured, single-core cables have thermosetting insulation, providing excellent heat resistance and durability. Rated for a voltage of 450/750 V and fire-resistant, they ensure circuit integrity during a fire. The insulation emits low levels of smoke and corrosive gases, enhancing safety in emergencies. BASEC certification guarantees the highest quality.



CPR (Construction Products Regulation)

In our commitment to sustainable manufacturing, we have commissioned advanced CPR equipment according to BS EN 50399. This initiative underscores our dedication to producing high-quality, sustainable cable products that meet stringent industry standards. The implementation of CPR equipment enhances compliance with critical fire safety and environmental standards, improves product quality and performance, and reduces waste, energy consumption, and resource utilization, contributing to a lower environmental footprint. By adopting CPR equipment, we ensure our products are safe, reliable, and eco-friendly, aligning with global sustainability frameworks.



ALTERNATIVE TO LEAD SHEATHED CABLES - DRYLAM™

The DRYLAM™ system enhances a cable's resistance to penetration by humidity or aggressive chemicals. The system has a modular design based on a co-polymer coated aluminum tape and a polyamide extruded sheath that resists corrosion, gives enhanced mechanical properties and an electrical screening equivalent to a 2 mm lead sheath. DRYLAM™ is launched in Oman Cables and now it is also offered as a sustainable solution against requirements of lead sheath cables.

ADVANCED FAULT DETECTION SYSTEM - PRY-CAM PORTABLE

PRY-CAM is a portable instrument for automatic acquisition, processing and classification of Partial Discharge (PD) signals. It acquires the electro-magnetic field produced by every single PD pulse without service interruption. The main benefits of PRY-CAM portable are increasing sustainability and reliability of your MV & HV assets by reducing maintenance costs moving from preventive to condition-based maintenance, increasing asset longevity and safety in addition to reducing risk of failures.

INTO THE WORLD OF RENEWABLES - PRYSUN

Oman Cables launched PRYSUN after the full type test and certification was received from TÜV Rheinland in order to ensure the highest quality of products for our customers. PRYSUN is the first photovoltaic cable which is produced by Oman Cables and certified by TÜV Rheinland. It is compliant with European Standard EN 50618 and the International Standard IEC 62930. Photovoltaic cables are one of main components in solar plants. With this launch, Oman Cables is ready to support various sustainability projects within the Region and worldwide.

ALTERNATIVE TO METALLIC ARMOUR - AIRBAG™

Oman Cables have launched a groundbreaking solution that provides better mechanical protection than traditional metal-armored cables at a lower cost, whilst maintaining the functional advantages of unarmored cables. AIRBAG™ is one of Oman Cables sustainable technologies as it is a corrosion free material, lighter than steel, promotes longer service life and reduces carbon dioxide emissions during manufacturing, transporting and installing the cables.

ADVANCED TECHNOLOGIES TO PROTECT CABLES IN COASTAL AREAS - AIRBAG™ SUPERDRY

AIRBAG™ SUPERDRY is an innovative solution developed in Oman Cables combining two different technologies (i.e. AIRBAG™ and STRANDSEAL®) in a single product. STRANDSEAL® technology is used to block the interstices of the conductor create a solid water barrier to protect insulated conductors from water penetration.

Our AIRBAG™ technology is used to act as corrosion free armour. Traditional cables in general show significant degradation in short time when installed in corrosive environments (i.e. in coastal areas). AIRBAG™ SUPERDRY is our sustainable solution for harsh environments which promotes reliable connections and higher life-time expectancy.





Our R&D Center and Advance Testing Laboratory

The OCI Group's R&D Center, located at our headquarters in Muscat, is a hub of innovation and technological advancement. This state-of-the-art facility is dedicated to developing cutting-edge solutions that drive our Sustainability and operational efficiency goals. Our team of experts at the R&D Center focuses on creating new products, improving existing ones, and exploring innovative technologies that align with our commitment to Sustainability and excellence.

Complementing the R&D Center is our Advanced Testing Laboratory, also situated at our Muscat headquarters. This laboratory is equipped with the latest testing and analysis tools, enabling us to rigorously evaluate the performance, safety, and reliability of our products. By conducting comprehensive tests and assessments, we ensure that our products meet the highest quality standards and comply with international regulations.

Together,
the R&D Center and Advanced
Testing Laboratory play a
crucial role in maintaining
OCI Group's reputation for
innovation and quality.



Renewables Excellence Center

The Renewables Excellence Center at Oman Cables is a testament to our commitment to driving the energy transition and supporting sustainable development. This state-of-the-art facility is dedicated to advancing renewable energy technologies and providing innovative solutions for the solar, wind, and hydrogen sectors. By focusing on research, development, and the deployment of cutting-edge products, the Renewables Excellence Center plays a crucial role in enhancing the efficiency and reliability of renewable energy systems.

Our center is equipped with the latest technology and staffed by a team of experts who are passionate about sustainability and innovation. Through collaborative efforts with industry partners and stakeholders, we aim to lead the way in renewable energy advancements, contributing to a greener and more sustainable future for Oman and the region.



10 PEOPLE: OUR PRIORITY





10.1 PEOPLE: OUR PRIORITY

Social Ambition

OCI Group is dedicated to advancing its Social Ambition in alignment with our key drivers and the UN Sustainable Development Goals. This commitment is reflected in a series of initiatives and strategies aimed at fostering social well-being, community engagement, and sustainable development.

At the heart of this ambition is a commitment to improving Diversity, Equity, and Inclusion (DE&I). The group strives to create a more inclusive and equitable workplace by recognizing and valuing the diversity within the organization. This includes implementing concrete actions to empower employees, ensuring gender equality in hiring practices, and promoting women in technical and scientific roles.

Employee engagement and upskilling are also key components of this journey. The group is committed to providing opportunities for continuous learning and development, ensuring that employees have the skills and knowledge needed to thrive in a rapidly changing world. This includes offering training programs, workshops, and other educational initiatives designed to enhance employee capabilities and foster a culture of continuous improvement.

Digital inclusion is another important aspect of this ambition. The group is dedicated to expanding digital access and literacy among its employees, ensuring that everyone has the tools and resources needed to succeed in the digital age. This includes eliminating discrimination by role or position and promoting programs that enhance digital skills and knowledge.

The group's Social Ambition also extends to the empowerment of local communities. The group is committed to supporting community development through various initiatives and partnerships. This includes working closely with local stakeholders to address social challenges, promote economic development, and enhance the overall well-being of the communities in which the group operates.

Aligned with the United Nations Sustainable Development Goals (UN SDGs), our Social Ambition is an integral part of the group's long-term Sustainability strategy. The group is dedicated to creating value for its stakeholders and contributing to the development of society through its comprehensive Sustainability efforts. This includes fostering partnerships with stakeholders, creating innovative solutions, and producing eco-friendly products.

By prioritizing social well-being, community engagement, and sustainable development, OCI Group is setting a benchmark for social Sustainability and Corporate Social Responsibility in the region. This ambition reflects the group's commitment to building a more inclusive, equitable, and sustainable future for all.



OUR SUSTAINABLE HR WORKING GROUP

The Sustainable HR Working Group is committed to integrating sustainability into our human resources practices. By collaborating across departments, the group drives initiatives that promote diversity, equity, and inclusion, as well as employee well-being and development.

Through regular meetings, mentorship, and training, the group ensures that sustainable HR practices are embedded into all aspects of our operations, fostering a culture of continuous improvement and positive change.



10.2 PEOPLE EXCELLENCE

We are committed to nurturing a work environment where every employee feels valued, respected, and empowered to reach their full potential. Our dedication to people excellence is evident in our comprehensive approach to employee development, engagement, and well-being.

We prioritize creating a supportive and dynamic workplace that fosters continuous learning and growth. By offering a variety of training programs, workshops, and educational initiatives, we ensure that our employees are equipped with the skills and knowledge needed to excel in their roles. This commitment to professional development not only enhances individual capabilities but also drives the overall success of our organization.

Inclusivity and diversity are at the core of our people excellence strategy. We strive to build a workforce that reflects a wide range of perspectives and experiences, recognizing that diversity is a key driver of innovation and creativity. Our policies and practices are designed to promote equality and eliminate barriers, ensuring that all employees have the opportunity to contribute meaningfully to our collective goals.

Employee engagement is another critical aspect of our approach. We believe that engaged employees are more productive, motivated, and committed to their work. To this end, we foster open communication, encourage feedback, and recognize the contributions of our team members. By creating a culture of collaboration and mutual respect, we aim to build a strong sense of community within our organization.

Our commitment to people excellence extends beyond the workplace. We are dedicated to making a positive impact on the communities in which we operate. Through various initiatives and partnerships, we support community development, promote social well-being, and contribute to sustainable growth. This holistic approach ensures that our efforts in people excellence resonate both within and outside our organization.

By prioritizing people excellence, OCI Group is setting a benchmark for organizational success and creating a positive impact on our employees and stakeholders. Our unwavering commitment to fostering a more inclusive, equitable, and dynamic work environment is reflected in every aspect of our operations, driving us towards a brighter and more sustainable future.



10.3 SAFETY IS OUR PRIORITY

Safety is a paramount priority at OCI Group, encompassing Oman Cables, OAPIL, and ACPL. We are unwavering in our commitment to ensuring the well-being of our employees, contractors, and stakeholders. To uphold the highest standards of occupational health and safety, we conduct rigorous internal and external audits, ensuring that our safety practices are continuously evaluated and improved.



Our dedication to safety is further demonstrated through the hosting of various safety events, which serve as platforms for sharing knowledge, best practices, and fostering a culture of safety awareness. These events are complemented by numerous training sessions and awareness programs designed to equip our employees with the necessary skills and knowledge to maintain a safe working environment.

We have also enhanced our reporting mechanisms, making it easier for all employees to report safety concerns and incidents. This accessibility ensures that potential hazards are promptly addressed, and continuous improvements are made to our safety protocols.

Moreover, OCI Group has made significant investments in safety infrastructure and technology, reinforcing our commitment to creating a safe and healthy workplace. These investments not only protect our employees but also contribute to the overall success and Sustainability of our organization.



By prioritizing safety, the OCI Group is setting a benchmark for excellence in occupational health and safety, ensuring that our commitment to protecting our people is reflected in every aspect of our operations.

OmanCables الكابلات العمانية		OAPIL	
□□□		□□□	
3	Lost Time Injuries	2	Lost Time Injuries
7	First Aid Incidents	3	First Aid Incidents
5	Near Misses	9	Near Misses
175	Unsafe act/condition	210	Unsafe act/condition
11	Property Damage	14	Property Damage

MSX 30 ESG Metrics
S7 Injury Rate

Percentage: Frequency of injury events relative to total workforce time

0.6%



SAFETY WEEK 2024: ZERO RISK, ZERO ACCIDENT

Starting the year with “Safety Week” is a powerful way to emphasize the importance of safety within the OCI Group. This dedicated week serves as a platform to reinforce our commitment to maintaining a safe and healthy work environment for all employees, contractors, and stakeholders.



Oman Cables

During Safety Week, Oman Cables focused on several key topics, including forklift safety, the importance of protecting arms, hands, and fingers, and managing work stress and mental health. These activities aimed to enhance employees’ awareness and skills in maintaining a safe workplace.

OAPIL

OAPIL’s Safety Week activities centered around overhead crane training. This training was designed to ensure that employees are well-versed in the safe operation of overhead cranes, reducing the risk of accidents and injuries.

ACPL

ACPL conducted sessions on forklift safety, pre-monsoon preparation, and near-miss analysis. These activities were aimed at improving safety practices and preparedness for potential hazards, ensuring a safer working environment for all employees.

Safety Week is the reinforcement of a strong safety culture within the organization. By engaging employees in various safety activities and discussions, we aim to foster a sense of responsibility and vigilance towards safety.

The week also highlights the importance of continuous improvement in safety practices, encouraging employees to implement actions identified from risk analyses, audits, and inspections.



Safety First: Oman Cables' Comprehensive Safety Audit 2024

The Safety Audit is a critical component of the OCI Group's commitment to maintaining the highest standards of occupational health and safety. This audit provides a comprehensive evaluation of our safety practices, identifying areas for improvement and ensuring that we adhere to best practices across all our operations.

Comparing the results of the Safety Audit from 2023 to 2024, Oman Cables have made significant progress in several key areas. The 2024 audit has shown improvements in governance, employee engagement, risk assessment, and injury frequency rates. These enhancements reflect our ongoing efforts to create a safer work environment and our dedication to continuous improvement.

In 2024, the audit process was further refined to include more detailed assessments and a broader scope of evaluation. This included a more rigorous examination of our safety protocols, training programs, and incident reporting mechanisms. The results of the 2024 audit highlighted the effectiveness of our safety initiatives and provided valuable insights into areas where we can continue to enhance our safety practices.

One of the key takeaways from the 2024 audit is the importance of maintaining a proactive approach to safety. This involves not only adhering to established safety protocols but also continuously seeking ways to improve and innovate. By fostering a culture of safety and encouraging open communication, we aim to ensure that all employees are actively engaged in maintaining a safe work environment.

Overall, the Safety Audit serves as a vital tool in our efforts to uphold the highest standards of safety and well-being for all members of the OCI Group. Through continuous evaluation and improvement, we are committed to creating a workplace where safety is a top priority.

Ramboll is a global architecture, engineering, and consultancy company founded in Denmark in 1945. Operating across 35 countries, Ramboll combines deep local insight with a global knowledge base to create sustainable solutions for its clients. The company works across various sectors, including buildings, transport, urban design, environment and health, energy, and management consulting. With over 18,000 experts, Ramboll is dedicated to driving sustainable change and contributing to the United Nations Sustainable Development Goals.

Oman Cables was audited by Ramboll in 2024 and we have received a score of 4.5/5

Empowering Employees with the Unsafe Act and Condition Reporting Tool

At Oman Cables and OAPIL, ensuring a safe work environment is a top priority. To achieve this, both entities have implemented an advanced Unsafe Act and Condition Reporting Tool. This tool is designed to empower employees to report any unsafe acts or conditions they observe in the workplace, thereby fostering a proactive safety culture.

The reporting tool is user-friendly and accessible to all employees, allowing them to quickly and easily report any safety concerns. This can be done through digital platforms, ensuring that the process is efficient and that reports are promptly addressed. The tool also supports the submission of detailed descriptions and, if necessary, photographs of the unsafe act or condition, providing comprehensive information for further investigation.

Once a report is submitted, it is reviewed by the safety team, who assess the situation and take appropriate corrective actions. This may include immediate interventions to mitigate risks, as well as longer-term measures to prevent recurrence. The tool also facilitates tracking and monitoring of reported incidents, enabling the safety team to identify trends and implement targeted safety improvements.

By utilizing this reporting tool, Oman Cables and OAPIL are able to maintain a high standard of safety and ensure that all employees are actively engaged in creating a safe work environment. This commitment to safety not only protects employees but also contributes to the overall success and Sustainability of the organization.



Leading the Way: Management’s Commitment to Safety at OCI Group

Management engagement in safety is a cornerstone of the OCI Group’s commitment to maintaining a safe and healthy work environment. The management team actively promotes safety by ensuring that reports from the Unsafe Act and Condition Reporting Tool are presented at every staff meeting. These reports provide valuable insights into potential hazards and unsafe practices, allowing for timely interventions and corrective actions.

Updates on closed actions are also provided during these meetings, ensuring that all executives are aware of the steps taken to address safety concerns. This transparency fosters a culture of accountability and continuous improvement. Additionally, Lost Time Injuries (LTIs) and action plans are shared immediately with the relevant teams and are reiterated during management meetings. This ensures that safety remains a top priority and that any incidents are promptly addressed.

The management team also provides quarterly updates to the OCI Group population, keeping everyone informed about the latest safety initiatives and progress. This regular communication reinforces the importance of safety and keeps it at the forefront of everyone’s mind.

HR plays a crucial role in supporting these efforts by providing additional training sessions. These sessions are not limited to non-desk workers but also include desk workers, ensuring that everyone receives the necessary training to maintain a safe work environment. The training sessions are engaging and often conducted online, making them accessible to all employees.

By actively promoting safety and ensuring that it is integrated into every aspect of the organization, the management team at OCI Group demonstrates its unwavering commitment to protecting its people. This proactive approach not only enhances employee well-being but also contributes to the overall success and Sustainability of the organization.



Enhancing Workplace Efficiency

6S Methodology

We are committed to creating an organized, efficient, and safe work environment. To achieve this, we have embraced the 6S methodology, a systematic approach that enhances workplace organization and operational standards. The 6S methodology, which stands for Sort, Set in Order, Shine, Standardize, Sustain, and Safety, is designed to optimize work areas and ensure that our operations run smoothly and safely.



01

SORT

The first step involves removing unnecessary items from the workspace. By decluttering and organizing, we can create a more efficient and productive environment.

02

SET IN ORDER

Once the workspace is decluttered, the next step is to arrange the remaining items in a logical and efficient manner. This ensures that everything has a designated place, making it easier to find and use tools and materials.

03

SHINE

Keeping the workspace clean and tidy is essential for maintaining a safe and efficient environment. Regular cleaning and maintenance help prevent accidents and ensure that equipment is in good working condition.

04

STANDARDIZE

Establishing standard procedures and practices is crucial for maintaining consistency and quality. By creating clear guidelines, we can ensure that everyone follows the same processes, leading to improved efficiency and reduced errors.

05

SUSTAIN

The final step is to maintain the improvements made through the previous steps. This involves regular audits, training, and continuous improvement efforts to ensure that the 6S principles are consistently applied.

06

SAFETY

At the heart of the 6S methodology is a commitment to safety. By integrating safety into every aspect of our operations, we can create a work environment that prioritizes the well-being of our employees and minimizes the risk of accidents.

By adopting the 6S methodology, the OCI Group is not only enhancing operational efficiency but also fostering a culture of safety and continuous improvement. This commitment to excellence ensures that we can deliver high-quality products and services while maintaining a safe and productive work environment.

Zero and Beyond

The “Zero and Beyond” initiative is designed to drive a positive, sustainable, and tangible change in the safety culture within the organization. At its core, “Zero and Beyond” is about striving for zero incidents, injuries, and occupational illnesses, while continuously pushing the boundaries to achieve even higher standards of safety and well-being.

The vision of “Zero and Beyond” is rooted in the belief that all workplace accidents, injuries, and illnesses are preventable. This initiative is not just a goal but a continuous process supported by all necessary and appropriate safety projects.

OCI Group is fully committed to providing employees with a healthy and risk-free work environment, encouraging them to adopt a responsible and proactive attitude in all aspects of their lives. This commitment extends beyond the workplace, ensuring the well-being of employees and the trust of their families.

“Zero and Beyond” encompasses safety in every aspect of life and everything we do. It is a shared value that permeates our daily lives, at home, in the community, and as part of our responsibility towards others and the planet. The ultimate goal is zero fatalities, injuries, accidents, and work-related illnesses, while “Beyond” represents our ambition to extend this mindset as far as possible.

By embracing the “Zero and Beyond” philosophy, OCI Group aims to create a culture where safety is a common thread of an efficient organization. This initiative is driven by our values and supported by leadership and HSE policies, ensuring that safety remains a top priority in all our operations. Through continuous improvement and a steadfast commitment to safety, we strive to make our workplaces and communities safer for everyone.



10.4 PEOPLE WELLBEING

At OCI Group, the wellbeing of our employees is a top priority. We are committed to creating a safe, healthy, and supportive work environment that fosters both personal and professional growth. Our comprehensive wellbeing initiatives include extensive training and development programs, wellness resources, and a strong focus on safety culture. By investing in our employees' health and happiness, we aim to enhance their overall quality of life and drive sustainable success for our organization.

Oman Cables Head Office Renovation

Completed in 2024, Oman Cables embarked on an ambitious project to renovate their offices, aiming to create a more modern, efficient, and inspiring work environment for their employees. The renovation project was meticulously planned and executed, ensuring minimal disruption to daily operations while transforming the workspace into a state-of-the-art facility.

The renovation began with a comprehensive assessment of the existing office spaces, identifying areas that required upgrades and improvements. Working closely with architects, designers and Sultan Qaboos University (SQU) to develop a plan that would enhance both the functionality and aesthetics of the offices. The goal was to create a workspace that not only met the needs of the employees but also reflected the company's commitment to Sustainability and innovation.

One of the key aspects of the renovation was the incorporation of sustainable design elements. The project included the installation of energy-efficient lighting and HVAC systems, the use of eco-friendly materials, and the implementation of waste reduction initiatives. These efforts were in line with Oman Cables' broader commitment to environmental Sustainability and their ongoing ESG (Environmental, Social, and Governance) initiatives.

The renovation also focused on creating a more collaborative and flexible work environment. Open-plan workspaces, modern meeting rooms, and comfortable breakout areas were introduced to encourage teamwork and creativity. The new design also included dedicated spaces for quiet work and relaxation, ensuring that employees had a variety of environments to suit their different work styles and needs.

Throughout the renovation process, the project team maintained clear communication with employees, providing regular updates and addressing any concerns. Temporary workspaces were set up to ensure that employees could continue their work with minimal disruption. The company also organized a series of engagement activities to keep morale high and foster a sense of excitement about the new office spaces.

The renovation project culminated in a grand reopening event, inaugurated by Oman Cables Board of Directors, where employees were invited to explore the newly renovated offices and celebrate the transformation. The event featured speeches from the Chairperson, Vice Chairman and the CEO, a tour of the new facilities, and a special lunch to mark the occasion. Employees expressed their appreciation for the improved work environment and the company's efforts to create a space that supported their well-being and productivity.



Embedding Healthy Habits

We believe that fostering a healthy lifestyle among our employees is essential for their overall wellbeing and productivity. To support this vision, we have implemented several initiatives aimed at embedding healthy habits into our daily routines.

One of our key initiatives is “Healthy Mondays”, where we kickstart the week by providing fresh fruits to all employees throughout the week. This initiative ensures that everyone has access to nutritious snacks, encouraging healthier eating habits and providing a natural energy boost during the workday.

These initiatives are part of our broader commitment to creating a supportive and health-conscious work environment. By embedding healthy habits into our daily routines, we aim to enhance the overall wellbeing of our employees, helping them thrive both personally and professionally.

Breast Cancer Awareness

As part of this commitment, Oman Cables collaborated with the Oman Cancer Association to raise awareness about breast cancer and provide essential health services to its employees.

Every October, Oman Cables actively participates in Breast Cancer Awareness Month by organizing various events and activities aimed at educating employees about the importance of early detection and providing them with the necessary resources to take proactive steps towards their health.

One of the key initiatives is offering free breast examinations for all female employees and their female family members, conducted in collaboration with the Oman Cancer Association on designated days in November. In addition to the examinations, Oman Cables organizes workshops and informative sessions to educate employees about breast cancer, its risk factors, and the importance of regular screenings.

These initiatives have had a significant impact on raising awareness about breast cancer within the organization. By providing access to essential health services and fostering a culture of awareness and support, Oman Cables is helping to ensure the wellbeing of its employees and their families.

Through collaboration with the Oman Cancer Association and a range of educational activities, we are making a positive difference in the lives of its employees and the wider community.

Oman Cables is committed to fostering a supportive and adaptable work environment for its employees. As part of this commitment, Oman Cables has implemented a flexible time working policy designed to accommodate the diverse needs of its workforce. This policy allows employees to have greater control over their work schedules, promoting a healthy work-life balance and enhancing overall productivity.

Under the flexible working time policy, employees can choose their entry and exit times within a specified range. Specifically, employees can start their workday anytime between 7:00 AM and 10:30 AM and finish by 8:00 PM at the latest. This flexibility ensures that employees can manage their personal commitments while fulfilling their professional responsibilities.

Additionally, department heads are encouraged to schedule regular meetings between 10:00 AM and 5:00 PM to ensure that all team members can participate without disrupting their flexible schedules.

The policy also requires employees to work a minimum of 40 hours over a maximum of five days each week.





Oman Cables' Parental Policy and the Launch of Baby Bonus

Oman Cables is dedicated to fostering a supportive and inclusive work environment for its employees. As part of this commitment, Oman Cables has implemented comprehensive parental policies that reflect the company's dedication to equity, diversity, and inclusion. These policies are designed to support employees during significant life events and ensure their wellbeing.

One of the standout features of Oman Cables' parental policies is the fully paid Maternity Leave, which offers a minimum of 16 weeks of paid leave to new mothers (and an option of 1 year unpaid leave after the paid maternity leave or relaxation of 1 hour before/after working hours after leave for). This generous provision goes beyond industry standards, demonstrating Oman Cables' commitment to supporting the wellbeing of its employees during a crucial phase of their lives. In addition to maternal leave, Oman Cables also prioritizes Paternity Leave, providing fathers with a minimum of 2 weeks of paid leave. This policy recognizes the importance of fathers' involvement in the early stages of their child's life.

Another significant aspect of Oman Cables' parental policies is the launch and inclusion of the Baby Bonus. This bonus is designed to provide financial support to new parents, helping them manage the additional expenses that come with welcoming a new child.

The Baby Bonus is structured in three tranches: the first tranche is paid at the child's birth, the second tranche six months after the birth date, and the third tranche twelve months after the birth date. This structured approach ensures ongoing support for new parents during the first year of their child's life.

Back to Work Support

Oman Cables is committed to supporting mothers as they transition back to work after maternity leave. Our initiative includes a comprehensive back-to-work program designed to ensure a smooth and successful reintegration into the workplace. This initiative includes flexible working schedules, and access to breastfeeding or nursing rooms. Additionally, every mother returning to work will have a one-on-one interview with their Manager and HR to discuss and agree on the best ways the company can support her new status. This personalized approach helps address the specific needs of each mother, ensuring they feel welcomed and supported as they resume their professional responsibilities.

These parental policies are part of Oman Cables' broader commitment to creating a supportive and inclusive work environment. By providing comprehensive support to new parents, Oman Cables aims to enhance employee satisfaction, retention, and overall wellbeing.

Educational Loan Program

Oman Cables is committed to supporting the educational aspirations of its employees and their families. As part of this commitment, Oman Cables will be introducing an Educational Loan Program designed to provide financial assistance for higher education. This program aims to empower employees and their dependents to pursue academic and professional development opportunities without the burden of financial constraints.

The Educational Loan Program offers flexible loan options with favorable terms, making it easier for employees to access quality education. The loans can be used for various educational expenses, including tuition fees, books, and other related costs. By investing in the education of its workforce, Oman Cables not only enhances the skills and knowledge of its employees but also contributes to the overall development of the community.

This initiative fosters a culture of continuous learning and development. By providing financial support for education, Oman Cables aims to create a more knowledgeable and skilled workforce, ultimately driving the company's growth and success.

Oman Cables is dedicated to supporting education and empowering the next generation through various initiatives, including the provision of school supplies. This program aims to ensure that students (employee's children) have the necessary resources to succeed in their academic pursuits. By providing essential school supplies, Oman Cables helps alleviate some financial burden on families and promotes equal opportunities for all students.

The school supplies support program is part of Oman Cables' broader commitment to social responsibility and community development. It reflects the company's belief in the power of education to transform lives and build a brighter future. Through this initiative, Oman Cables not only supports individual students but also contributes to the overall development of the community by fostering a culture of learning and growth.

Family Subsidy

Oman Cables is committed to supporting its employees and their families, especially during difficult times. As part of this commitment, Oman Cables has implemented a family subsidy policy to provide financial assistance to the families of employees who pass away. This policy is designed to ensure that the families of deceased employees receive the support they need to navigate through challenging periods.

The family subsidy policy includes two main provisions. Firstly, if the deceased employee has children below the age of 18 residing in Oman, a monthly family subsidy will be provided to the spouse or children residing in Oman. This subsidy will continue until the first child reaches the age of 18 or for 15 years (whichever comes first). Secondly, if the deceased employee does not have children below the age of 18 residing in Oman or has no children at all, Oman Cables will provide a one-time lump sum payment of 5,000 OMR to the spouse (if any). This benefit is not extended to any other relatives.

These provisions are part of Oman Cables' broader welfare policy, which aims to create a supportive and caring work environment for its employees. By offering financial assistance to the families of deceased employees, Oman Cables demonstrates its commitment to the wellbeing of its workforce and their loved ones.



Profit-Share Bonus

We believe in recognizing and rewarding the hard work and dedication of our employees. As part of our commitment to encouraging a positive and motivating work environment, we have implemented a profit-share bonus program. This program is designed to share the company’s financial success with our employees, ensuring that they benefit directly from the organization’s achievements.

The profit-share bonus program is a testament to Oman Cables’ dedication to employee engagement and satisfaction. By aligning the interests of the company with those of its employees, we aim to create a sense of ownership and pride among our workforce. This initiative not only enhances employee morale but also drives productivity and performance, contributing to the overall success of the organization.

Through the profit-share bonus program, Oman Cables demonstrates its commitment to creating a supportive and rewarding work environment, where employees feel valued and appreciated for their contributions.

Sustainability-Related Incentives for Employees

As part of Prysmian Group, OCI Group has been extended to join the different incentive programs. The programs are designed to align the interests of employees with the company’s long-term success and growth by offering financial inclusivity and a sense of ownership.

All our employees, at all grades, are incentivized with specific KPIs, including those related to Sustainability, to ensure that their efforts contribute to the company’s broader ESG goals.

By integrating Sustainability KPIs into the incentive structure, the program encourages employees to drive positive change and create long-term value for stakeholders.

MSX 30 ESG Metrics

G3 Incentivized Pay

Are executives formally incentivized to perform on sustainability?

Yes

Long-Term Incentive (LTI)

The LTI Plan is a 3-year plan that includes performance shares, deferred shares and matching shares with a vesting period and a cap on the maximum payout. The incentives are performance-based, considering factors such as the group performance, and Sustainability targets.

Management by Objectives (MBO)/Sales Management by Objectives (SMBO)

The MBO and SMBO Plan covers various KPIs including those related to Sustainability. These sustainability KPIs focus on areas such as reducing emissions, promoting innovation, and enhancing social and environmental impact.

Local Incentive Scheme

OCI Group’s local incentive scheme is designed to recognize and reward the contributions of all employees who are not included in the Long-Term Incentive (LTI), Management by Objectives (MBO), and Sales Management by Objectives (SMBO) plans. This scheme aims to motivate and engage employees by providing performance-based incentives that align with the company’s strategic goals. The incentives are based on achieving specific targets and key performance indicators (KPIs) related to operational efficiency, innovation, and sustainability.





10.5 DIVERSITY, EQUITY AND INCLUSION

Diversity, Equity, and Inclusion (DE&I) are fundamental pillars in our organizational culture. The group is committed to creating a workplace where every individual feels valued, respected, and empowered to contribute their unique perspectives and talents. This commitment is reflected in various initiatives and strategies aimed at fostering an inclusive and equitable environment.

We recognize that a diverse workforce is essential for driving innovation and achieving our strategic goals. Our DE&I efforts are designed to ensure that all employees, regardless of their background, have equal opportunities to succeed and grow within the organization. This includes implementing fair hiring practices, promoting gender equality, and supporting underrepresented groups in technical and scientific roles.

Employee engagement and upskilling are also key components of our DE&I strategy. We provide continuous learning and development opportunities to ensure that all employees have the skills and knowledge needed to thrive in a rapidly changing world. This includes offering training programs, workshops, and educational initiatives that enhance employee capabilities and foster a culture of continuous improvement.

Digital inclusion is another important aspect of our DE&I efforts. We are dedicated to expanding digital access and literacy among our employees, ensuring that everyone has the tools and resources needed to succeed in the digital age. This includes promoting programs that enhance digital skills and knowledge, as well as eliminating discrimination by role or position.

Our commitment to DE&I extends beyond the workplace to the communities in which we operate. We support community development through various initiatives and partnerships, working closely with local stakeholders to address social challenges, promote economic development, and enhance the overall well-being of the communities we serve.

Our focus on DE&I is an integral part of our long-term Sustainability strategy. We are dedicated to creating value for our stakeholders and contributing to the development of society through our comprehensive Sustainability efforts. This includes fostering partnerships with stakeholders, creating innovative solutions, and producing eco-friendly products.

MSX 30 ESG Metrics S2 Gender Pay Ratio

Ratio: Median male compensation to median female compensation	1.1
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S3 Employee Turnover

S3.1 Percentage: Year-over-year change for full-time employees	4.0%
S3.2 Percentage: Year-over-year change for part-time employees	NA
S3.3 Percentage: Year-over-year change for contractors/consultants	6.0%

S4 Gender Diversity

S4.1 Percentage: Total enterprise headcount held by men and women	Female 8% / Male 92%
S4.2 Percentage: Entry and mid-level positions held by men and women	Female 7% / Male 93%
S4.3 Percentage: Senior and executive level positions held by men and women	Female: 21% / Male 79%

S5 Temporary Worker Ratio

S5.1 Percentage: Total enterprise headcount held by part-time employees	NA
S5.2 Percentage: Total enterprise headcount held by contractors and/or consultants	12%

Omanization: Empowering Local Talent

Oman Cables & OAPIL has long been a pioneer in promoting Omanization, a strategic initiative by the Sultanate of Oman aimed at increasing the employment of Omani nationals in the workforce. This policy aligns with the broader vision of enhancing the country’s economic development and ensuring sustainable growth by empowering local talent.

We have implemented various programs and initiatives to achieve these objectives, ensuring that Omani nationals are well-represented across all levels of the organization. We also place a strong emphasis on training and development to equip Omani employees with the necessary skills to excel in their roles, offering extensive training programs, both in-house and through strategic partnerships with organizations such as the Public Authority for Privatization & Partnership (PAPP) and NAMA Group.

As part of our commitment to fostering economic growth and Sustainability in Oman, Oman Cables and OAPIL support Small and Medium Enterprises (SMEs). This support includes initiatives aimed at developing local suppliers and contractors, thereby contributing to the broader economic development of the country.

10.6 PEOPLE ENGAGEMENT

Oman Cables’ Family Day 2024

On January 2024, Oman Cables hosted a memorable Family Day celebration at the picturesque Qurum Natural Park. This event was a heartfelt gesture to express gratitude towards the employees, their families, and the local community. The day was filled with various entertainment options catering to all ages, including food trucks from local businesses and a wide range of activities for children.

The celebration began with a gathering at the amphitheater, where attendees reviewed the achievements of the past year and the initiatives launched in 2023, such as the parental policies and baby bonus. The event also recognized loyal employees who have been with the company for many years, highlighting their dedication and contributions.

The Family Day was graced by the presence of the board of directors and external stakeholders, who delivered brief speeches, emphasizing the company’s commitment to creating a diverse and inclusive environment. The event concluded with a delightful movie under the stars, providing a perfect end to a day of fun and camaraderie

The celebration was attended by around 1000 people, and the park was later opened to the local community to share the food and entertainment, further strengthening the bond between Oman Cables and the community.

Bring Your Children to Work Day

The Bring Your Children to Work Day at Oman Cables was a delightful event that aimed to foster a sense of community and family within the organization. This event provided an opportunity for employees to bring their children to the workplace, allowing them to experience a day in the life of their parents and understand the work environment better.

The day was filled with various activities designed to engage and entertain the children. These activities included interactive workshops, games, and educational sessions that highlighted the importance of the work done at Oman Cables. The children had the chance to participate in hands-on activities, such as creating simple electrical circuits and learning about the basics of cable manufacturing.

In addition to the fun and educational activities, the event also featured a special session where the children could meet and interact with the senior management team. This session aimed to inspire the young minds and give them a glimpse into the leadership roles within the company.

The event was well-received by both employees and their families, with positive feedback highlighting the well-organized and engaging nature of the day. It was a great opportunity for employees to bond with their colleagues and share their work life with their families, fostering a stronger sense of community and belonging within the organization.

Omani Women’s Day

Oman’s Women’s Day is a significant occasion celebrated annually to honor the achievements and contributions of Omani women in various fields. The celebration typically takes place in October and is marked by various events and activities that highlight the role of women in society and the workplace.

In 2024, Oman Cables celebrated Oman’s Women’s Day with a series of events that brought together employees and their families to recognize and appreciate the contributions of women within the organization. The celebration included:

- **Special Recognition:** Women employees were recognized for their hard work and dedication. Personalized messages and awards were given to honor their contributions.
- **Token of Appreciation:** All employees (women and men) received special gifts as a token of appreciation.
- **Supportive Initiatives:** The celebration also highlighted supportive initiatives for working mothers, such as flexible working hours, parental leave policies, and baby bonus.

The event was a testament to Oman Cables’ commitment to fostering a diverse, equitable, and inclusive work environment. It provided an opportunity for employees to come together, celebrate the achievements of women, and reinforce the company’s dedication to supporting and empowering women in the workplace.



International Men’s Day

In December 2024, our strategic partner, Prysmian, provided a global platform for all members of the group to celebrate International Men’s Day. Oman Cables seized this opportunity to host an engaging online event focused on the theme of “Male Positive Role Models.” This event brought together key speakers from Oman Cables and external experts to discuss the significance of positive male role models and their impact on both personal and professional lives.

The session aimed to highlight the contributions of men in various fields and to promote gender equality by encouraging men to support and empower women in the workplace.

Our R&D Director from Oman Cables, served as the event’s key speaker, championing empowerment and women’s allyship. Vitthal shared experiences and insights on balancing fatherhood with professional responsibilities, discussing how the skills developed as a father can be applied to one’s career and how men can support gender equality in the workplace. His speech resonated with many attendees, as he provided practical advice and personal anecdotes that underscored the importance of being a positive role model.

The event also featured external experts who brought diverse perspectives to the discussion. They addressed various topics, including men’s health, mental well-being, and the role of men in promoting gender equality. The experts shared valuable insights and engaged in a lively Q&A session with the audience, fostering an open and inclusive dialogue.

Throughout the event, participants had the opportunity to ask questions and share their thoughts, making it an interactive and enriching experience. The discussions were not only informative but also inspiring, as they highlighted the positive impact that men can have on their families, communities, and workplaces.

The event provided a platform for meaningful conversations about the role of men in society and the importance of positive male role models. It served as a reminder that by working together, we can create a more inclusive and supportive environment for everyone.





The Holy Month of Ramadan

Ramadan and Iftar Celebration in OCI Group

Every year, OCI Group embraces the holy month of Ramadan with a series of initiatives that reflect our commitment to inclusivity, family values, and community support.

Equitable Employee Timing

Understanding the significance of Ramadan for all employees, OCI group implemented flexible working hours for those based in Muscat and Sohar to accommodate their needs. This policy ensured that all could balance their work and personal commitments during this sacred month.

The flexible timing allowed employees to start their workday between 7:00 AM and 10:30 AM, providing ample time for morning prayers and Suhoor.

This initiative was part of OCI's broader commitment to equitable treatment for all employees, regardless of their religious beliefs.

Family Iftar Celebration

To foster a sense of community and togetherness, in 2024, Oman Cables organized a grand Iftar celebration at their Sustainability Academy. Employees and their families gathered to break their fast together, creating a warm and inclusive atmosphere. The event featured a variety of activities, including a session on the significance of Ramadan and a discussion on maintaining a healthy diet while fasting. This celebration not only strengthened the bond among employees but also highlighted the company's dedication to family values.

OAPIL also played a significant role in the Ramadan celebrations. They ensured that their employees, are treated equitably by implementing similar flexible working hours. Additionally, OAPIL organized an Iftar event where employees and their families could come together to break their fast and celebrate as one big family. This event was not only a celebration but also an opportunity to reinforce the values of unity and inclusivity within the organization.

Supporting Charitable Organizations

As part of their commitment to giving back to the community, Oman Cables supported Al Ihsaan Association during this Eid Al Adha, helping in the maintenance of specialized ambulances dedicated to transporting the elderly and those with chronic illnesses to medical facilities. Our support to the Association engaged in numerous social initiatives, including the identification of senior citizens in need of assistance, as well as the coordination of social events and gatherings for their benefit.

The Ramadan and Iftar celebration are a blend of cultural respect, family values, and community support. By implementing flexible working hours, organizing family Iftar events, and supporting charitable organizations, OCI group demonstrated their commitment to creating an inclusive and supportive work environment for all employees.



Onam: Harvest Festival

Oman Cables & OAPIL

In September 2024, Oman Cables & OAPIL celebrated Onam with great enthusiasm and joy, bringing together employees and their families to honor this traditional festival.

The celebrations included a special menu featuring traditional Onam dishes, which was highly appreciated by everyone. The canteen was beautifully decorated, creating a festive atmosphere that resonated with the spirit of Onam.

One of the highlights of the celebration was the participation of the leadership team, who joined in the festivities and shared their thoughts on the cultural significance of Onam. This gesture was well-received by the employees, as it demonstrated the company's commitment to fostering a sense of community and inclusivity.

In addition to the in-person celebrations, Oman Cables also organized a digital event to boost and promote cultural awareness. This virtual session (open to all entities in OCI Group) included presentations on the history and significance of Onam, as well as interactive activities that engaged participants and enriched their understanding of the festival.

Throughout the celebration, participants had the chance to ask questions, share their thoughts, and learn more about the cultural heritage of Onam. The discussions were not only informative but also inspiring, as they highlighted the importance of preserving and celebrating cultural traditions.

The event provided a platform for meaningful conversations about cultural heritage and fostered a sense of unity and inclusivity among employees. It served as a reminder that by celebrating our diverse traditions, we can create a more vibrant and supportive community for all.

ACPL

ACPL celebrated Gudi Padwa with great enthusiasm and joy at both their Mumbai and Chiplun premises. The celebration was meticulously planned to ensure that all employees could participate and enjoy the festivities, regardless of their location.

The day began with a warm welcome from the management team, who emphasized the importance of Gudi Padwa and its cultural significance. Employees gathered in the beautifully decorated common areas, adorned with traditional floral arrangements and vibrant decorations that captured the essence of the festival.

At both locations, a special session was held where employees took a moment to talk about the festivity. They shared stories and memories of past Gudi Padwa celebrations, highlighting the values of unity, prosperity, and gratitude that the festival embodies. This session fostered a sense of community and allowed everyone to connect on a deeper level, appreciating the rich cultural heritage of Gudi Padwa.

By taking a moment to talk about the festivity and share a meal together, ACPL created a vibrant and supportive community, celebrating the rich traditions of Onam.



Omani National Day

In November 2024, Oman Cables celebrated Omani National Day with great enthusiasm and pride, bringing together employees and their families to honor the rich heritage and achievements of Oman.

The celebration included a variety of activities and decorations that reflected the national theme. The offices and plants were adorned with Omani flags, traditional ornaments, and vibrant decorations that created a festive atmosphere. One of the highlights of the celebration at the company grounds, The CEO, along with other senior leaders, share their thoughts on the significance of Omani National Day and shared the achievements.

The celebration also featured a special buffet with traditional Omani dishes, creating a warm and inviting environment for employees to enjoy their meals together. This communal meal provided an opportunity for everyone to bond and celebrate the day in a spirit of camaraderie.

The event provided a platform for meaningful conversations about cultural heritage and fostered a sense of unity and inclusivity among employees. It served as a reminder that by celebrating our national traditions, we can create a more vibrant and supportive community for all.

Multi-Cultural Learning

Oman Cables has hosted cooking classes for our employees as part of their engagement and well-being initiatives. These classes are designed to provide a fun and interactive way for employees to learn new culinary skills and bond with their colleagues.

The cooking classes cover a variety of cuisines, including Italian and Turkish, allowing employees to explore different culinary traditions and techniques. These sessions are not only about learning to cook but also about fostering a sense of community and teamwork among employees. The classes are open to employees and their extended families, making it a family-friendly event that everyone can enjoy.

People Engagement Tool

Speak Up Surveys in OCI Group

The OCI Group recently launched a series of Speak Up surveys aimed at gathering valuable feedback from employees across various departments. These surveys were designed to encourage open communication and provide insights into the organization’s strengths and areas for improvement.



Survey Participation

The surveys saw a high level of participation from employees, reflecting their willingness to share their thoughts and contribute to the organization’s growth. The feedback collected was comprehensive and covered a wide range of topics, including work environment, management practices, and employee well-being.

Key Findings:

1. Positive Work Environment: A significant number of employees expressed satisfaction with the overall work environment, highlighting the supportive and collaborative culture within OCI Group.

2. Management Practices: While many employees appreciated the efforts of their managers, some feedback indicated a need for more consistent communication and recognition of employee achievements.

3. Employee Well-being: The surveys revealed that employees value the company’s commitment to their well-being, but there were suggestions for additional wellness programs and resources to further support their health and work-life balance.

4. Opportunities for Growth: Employees expressed a desire for more opportunities for professional development and career advancement within the organization.



Action Plan

Based on the survey results, OCI Group has developed an action plan to address the feedback and implement improvements. Key initiatives include:

- 1

Enhancing communication channels between management and employees to ensure transparency and timely recognition of achievements.
- 2

Expanding wellness programs and resources to support employee health and well-being.
- 3

Providing more opportunities for professional development and career growth through training programs and mentorship initiatives.

The Speak Up surveys have provided valuable insights into the experiences and perspectives of OCI Group employees. By acting on this feedback, the organization aims to create an even more positive and supportive work environment, fostering a culture of continuous improvement and employee engagement.



Upskilling

We recognize the importance of continuous learning and development to drive innovation and maintain a competitive edge. As part of our commitment to fostering a culture of growth and excellence, we have set ambitious upskilling targets for 2024. These targets are designed to enhance the skills and capabilities of our workforce, ensuring that our employees are well-equipped to meet the evolving demands of the industry.

This comprehensive training program will cover various aspects, including technical skills, leadership development, and digital proficiency.

By investing in our employees' professional growth, we aim to create a knowledgeable and skilled workforce that can contribute to the success of our organization and the broader community.

10.7 PEOPLE DEVELOPMENT

As part of our commitment to fostering a culture of continuous learning and growth, we have implemented comprehensive people development programs designed to enhance the skills, knowledge, and capabilities of our workforce. These programs are aligned with our broader Sustainability strategy and aim to drive innovation, support green economy goals, and ensure workforce Sustainability.

Our people development initiatives include a range of offering covering trainings, leadership development, upskilling activities, and mentorships.

We also prioritize diversity and inclusion in our people development efforts, ensuring that all employees have equal opportunities for growth and advancement. By investing in our employees' development, we aim to create a knowledgeable, skilled, and motivated workforce that can drive OCI Group's success and contribute to the broader goals of Sustainability and innovation.



4 SCHOOLS OF LEARNING:

1. LEADERSHIP AND MANAGEMENT DEVELOPMENT - BUSINESS SCHOOL
2. PROFESSIONAL SCHOOL FOR DOMAIN AND TECHNICAL EXPERTISE - PROFESSIONAL SCHOOL
3. SOFTSKILLS/E-LEARNING - DIGITAL SCHOOL
4. SPECIFIC REQUIREMENTS OF THE COMPANY - LOCAL SCHOOL

Skills Matrix Assessment

The Skills Matrix Assessment at Oman Cables is a strategic initiative aimed at identifying, developing, and leveraging the diverse skills and competencies of our non-deskworkers at the factory. This initiative is designed to ensure that employees possess the necessary skills to meet the company's current and future needs, fostering a culture of continuous learning and professional growth.

The Skills Matrix Assessment involves a comprehensive assessment of employees' skills across various domains, including technical expertise, leadership capabilities, and soft skills. By mapping out these skills, Oman Cables can identify gaps and opportunities for development, enabling targeted training and development initiatives.

Key components of the Skills Matrix Assessment include:

- **Skills Assessment:** Regular evaluations to identify employees' strengths and areas for improvement.
- **Training and Development:** Tailored training programs to enhance employees' skills and competencies.
- **Career Pathing:** Clear career progression paths based on individual skills and aspirations.
- **Mentorship and Coaching:** Support from experienced mentors and coaches to guide employees in their professional development.

Through the Skills Matrix Assessment, Oman Cables aims to build a highly skilled and adaptable workforce, capable of driving innovation and achieving the company's strategic objectives

STEM IT, SELL IT, SUM IT

The STEM IT, Sell IT, Sum IT Program is designed to attract and nurture young talents in Science, Technology, Engineering, and Mathematics (STEM), Sales and Finance domains. This initiative provides young professionals with the chance to work on innovative projects that positively impact society and the environment.

The program features three distinct tracks:

- **STEM IT:** For those aiming for a technical career in R&D, Engineering, or Operations.
- **Sell IT:** For individuals looking to develop their Sales and Marketing skills in a dynamic and competitive market.
- **Sum IT:** For those who wish to apply their analytical and financial expertise within a complex, multinational organization.

Each track offers a customized learning path, mentoring support, international exposure, and career opportunities within the Prysmian Group.

Graduate Program: Build the Future

Oman Cables offers an exciting opportunity through our Graduate Program: Build the Future. This program aims to hire talented graduates in the Sultanate. The program's success is rooted in a well-structured framework that includes one year of job rotation within Oman Cables core business areas in the Sultanate, followed by 2 to 3 years of international assignments in various countries outside of Oman. So far, our graduates have had international assignments in countries like Italy, USA, France, Spain, Czechia, United Arab Emirates, and Hungary. Through this program, we develop the future leaders of Oman Cables, providing them with the skills, knowledge, and network to succeed in a fast-paced and dynamic environment.



EIDAAD

Oman Cables has entered into a significant collaborative program with Ministry of Higher Education, Research and Innovation under the Eidaad initiative. This partnership aims to bridge the gap between academic education and the industrial sector by implementing a comprehensive student training project. The primary objectives of this program are to connect academic education with the practical needs of the industry, ensuring that students are equipped with the skills and knowledge that are directly relevant to the job market.

This initiative is also aligned with Oman Vision 2040, contributing to the national development goals by fostering a well-prepared and skilled workforce. Furthermore, the program seeks to enhance collaboration by strengthening the ties between academic institutions and the industrial sector, promoting a more integrated and cooperative approach to education and industry needs.



LEADERSHIP PROGRAMS

Regional Leadership Program (RLP)

Oman Cables and OAPIL are actively participating in the Regional Leadership Program (RLP), a prestigious initiative aimed at developing front line manager into future leaders within the industry. This program is designed to enhance leadership skills, foster innovation, and promote best practices across the region.

The RLP provides participants with a comprehensive learning experience that includes workshops, mentorship, and hands-on projects.

Employees from Oman Cables and OAPIL have the opportunity to collaborate with regional peers from leading educational institutions, gaining valuable insights and exposure to diverse perspectives and academic progress with the latest developments in the micro and macroeconomics.

This collaboration not only strengthens their leadership capabilities but also contributes to the overall growth and success of the company.

Through their involvement in the RLP, Oman Cables and OAPIL are committed to nurturing talent and building a strong leadership pipeline. This initiative aligns with the company's strategic goals of promoting excellence, innovation, and sustainability in all aspects of their operations.



Oman Cables participants in JAL graduation

Journey to International Leadership (JIL)/Journey to Advanced Leadership (JAL)

Oman Cables is actively involved in the JIL and JAL programs, which are designed to develop and nurture future leaders within the organization. These programs provide employees with the opportunity to enhance their leadership skills, gain international exposure, and work on strategic projects that contribute to the company's growth and success. They have the opportunity to collaborate with global peers and professors from leading business schools.

The JIL program focuses on early-career professionals, offering them a structured development path that includes mentorship, training, and hands-on experience in various aspects of the business. Participants in the JIL program are exposed to different functions and regions, allowing them to build a comprehensive understanding of the company's operations and strategic goals. The JIL program is associated with Polimi G.SoM (Politecnico di Milano School of Management), known for its pioneering blended learning and digital learning resources.

The JAL program, on the other hand, is aimed at mid-career professionals who have demonstrated strong leadership potential. This program provides advanced leadership training, strategic project assignments, and opportunities to collaborate with senior leaders across the organization. Participants in the JAL program are prepared for higher-level leadership roles, equipping them with the skills and knowledge needed to drive the company's success in a competitive global market. The JAL program is associated with SDA Bocconi University and Polimi G.SoM, leveraging their expertise in international business and leadership development.

Through their participation in the JIL and JAL programs, Oman Cables is committed to fostering a culture of continuous learning and leadership excellence. These initiatives align with the company's strategic objectives and contribute to the development of a strong leadership pipeline that will support Oman Cables' long-term vision and growth.



CROSS FERTILIZATION PROJECT

The Cross Fertilization Project is an initiative aimed at facilitating knowledge exchange, collaboration, and innovation across different departments and regions. The project involves visits to various departments, including Process, Maintenance, Production, R&D, Quality, Supply Chain, and HSE, to understand their operations, share best practices, and identify opportunities for improvement.

THE MAIN OBJECTIVES OF THE PROJECT ARE:



Facilitating Knowledge Exchange

By visiting different departments, employees can learn about various processes, technologies, and systems used in other parts of the organization. This helps in identifying best practices that can be implemented in their own departments.



Collaboration and Innovation

The project encourages collaboration between different teams and regions, fostering a culture of innovation. By sharing ideas and working together, employees can develop new solutions to common challenges.



Building Connections

The project helps in building connections between employees from different regions and departments. This can be beneficial for future collaborations and projects.

The project has already seen some success, with several departments sharing their best practices and implementing improvements based on the knowledge gained from the visits. For example, the Process Department has adopted new data monitoring and reporting systems, while the Maintenance Department has implemented new technologies to improve efficiency.

Overall, the Cross Fertilization Project is a valuable initiative that supports the organization's goals of continuous improvement and innovation. It helps in breaking down silos, fostering collaboration, and driving positive change across the organization.



PERFORMANCE EVALUATION

We pride ourselves in a well structure performance and development process and system. With this integrated process we aim to move towards a growth culture, providing transparency on company objectives, focus on What and How, continuous feedback culture providing an Intuitive, agile, and user-centric approach. It is an annual process for the calendar year spanning from January to December.

The process is supported by our system; a platform called workday. The process is structured to be effective at every step to enable employee empowerment and development. The different phases of the cycle include: starting with goal settings (self and Manager), continues feedback, self-evaluation, manager evaluation, development discussions and year-end feedback/career forward conversations to conclude the cycle.



11 LOCAL COMMUNITY: OUR CONTRIBUTION



CORPORATE SOCIAL RESPONSIBILITY (CSR) AT OMAN CABLES

Oman Cables is deeply committed to Sustainability and social responsibility, integrating these principles into every aspect of its operations. The company's CSR strategy is a key component of its commitment to sustainability, harmoniously blending economic and financial achievements with aspirations for social impact and climate action.

Oman Cables ensures that its CSR initiatives align with the company's broader goals, promoting a culture of excellence, innovation, and community engagement. Through these efforts, Oman Cables aims to create a beneficial influence on the local community and the environment, while also fostering a culture of excellence and innovation within the company.



11.1 GOVERNANCE OF CSR

Oman Cables has established a robust governance structure to ensure the effective implementation and oversight of its CSR strategy. This governance framework is designed to align with the company's commitment to sustainability, social impact, and climate action.

The CSR governance structure includes a dedicated CSR committee, which is responsible for overseeing all CSR activities and initiatives. The committee is chaired by senior executives and includes representatives from various departments, ensuring a comprehensive and integrated approach to CSR. The committee meets regularly to review progress, assess the impact of CSR initiatives, and make strategic decisions to enhance the company's social and environmental contributions.

Through this comprehensive governance structure, Oman Cables ensures that its CSR strategy is effectively implemented, making a positive impact on society and the environment while aligning with the company's broader strategic objectives.



She STEMs: Empowering Omani Women

The She STEM's second edition has been a remarkable success, marking a significant milestone in our commitment to empowering young Omani women in the fields of Science, Technology, Engineering, and Mathematics (STEM). This edition saw 20 talented participants engage in an intensive six-month training program, which included both theoretical and practical components. The program was designed to equip these women with essential skills in operational maintenance, and it featured a special module on Artificial Intelligence (AI) to enhance their technical expertise.

The participants excelled in their training, demonstrating exceptional dedication and proficiency. Their journey included various activities such as visits to the OAPIL plant in Sohar, participation in breast cancer awareness initiatives, and an induction into the Purchasing and R&D Departments.

Building on this success, we are excited to announce the launch of the She STEM's 3rd Edition. This new edition aims to continue our mission of empowering young Omani women by providing them with advanced training and development opportunities. The third edition will feature an updated curriculum that incorporates the latest advancements in STEM fields, along with a focus on sustainability and diversity, equity, and inclusion (DE&I) initiatives.

Participants in the third edition will benefit from a comprehensive learning experience that includes mentorship and hands-on projects. We are committed to supporting these women as they prepare for leadership roles within our organization and beyond. The She STEM's program continues to be a cornerstone of our efforts to foster a culture of innovation and excellence, and we look forward to the continued success of our participants in the third edition.





Kids in STEM: Inspiring the Omani Youth

The first edition of the Kids in STEM program has been a resounding success, marking a significant achievement in our efforts to inspire and nurture young minds in the fields of Science, Technology, Engineering, and Mathematics (STEM). Developed under the umbrella of the She STEMS initiative, the Kids in STEM program targeted children aged 6 to 10, aiming to foster their curiosity, creativity, and critical thinking in STEM subjects.

The program featured two core activities: Adopting a School and Building Talents in STEM. These activities included modules on Robotics, Renewable Energy, and Electrical Engineering, providing the children with hands-on learning experiences that were both educational and engaging.

The first edition saw the participation of over 100 children, who enthusiastically embraced the opportunity to explore and learn about STEM in a fun and supportive environment.

Building on the success of the first edition, we are thrilled to announce the launch of the second edition of the Kids in STEM program in 2025. This new edition aims to expand the program's impact by reaching even more children and introducing new and exciting modules. The second edition will continue to focus on fostering a love for STEM subjects while also incorporating elements of sustainability and innovation.

Participants in the second edition will benefit from an enhanced curriculum that includes advanced topics and practical projects designed to challenge and inspire them. We are committed to providing these young learners with the tools and knowledge they need to succeed in the ever-evolving world of STEM.

The Kids in STEM program continues to be a cornerstone of our commitment to community engagement and education, and we look forward to the continued success of our participants in the second edition.



CSR Contribution During Year 2024

Corporate Social Responsibility (CSR) refers to our Company’s commitment towards our Community and its environment, as part of our social ambition driven by sustainability. We do not exist alone, we are part of a bigger and wider system made of people and values, companies and communities, as a single ecosystem.

Social responsibility means for Oman Cables giving back to our Community, to our Stakeholders and to the Planet just as they give to us. It is intrinsic part of our commitment to enact a positive change for a better world.

Our CSR starts from the management approach which integrate financial, social and environmental responsibility at the core of our business operations and interactions with all our stakeholders.

During 2024, in line with the shareholders’ approval during the Annual General Meeting held on 21 March 2024, the Company planned - and operated through an internal CSR committee - a structured CSR plan in line with the vision of the Company towards building a Sustainable Growth. Many initiatives were implemented, covering four (4) chapters: Our People, Our Community, Our Innovation and the Ecosystem.

Beneficiary	Amount OMR
SHE STEMS Initiative Completion of the 2nd edition and launching the 3rd edition: An initiative created in collaboration and endorsement of the Ministry of Higher Education. A six (6) months’ educational and training program dedicated to Omani unemployed women. A program delivered by a local training institute, combining theoretical and practical education and training in the classroom and in our manufacturing facilities.	83,580
Kids in STEM Completion of the 1st edition and launching the 2nd edition: the preparation for the initiative was established in cooperation and approval of the Ministry of Education and it includes an enriching educational program in the field of science, technology, engineering and mathematics, which is a specialized program for school students from the first grade of primary school to the fourth grade of primary school, to encourage research and innovation.	9,826
Supporting Local Education Supporting local education by donating a large screen television to school (Al Tafawoq School). This contribution aims to enhance the learning environment, providing students with access to modern educational resources and interactive learning experiences. By investing in the future of our community’s children, we hope to foster a culture of knowledge and innovation, ensuring that every student has the tools they need to succeed.	578
Eid Al Adha Initiative Supported Al Ihsaan Association during this Eid Al Adha, helping in the maintenance of specialized ambulances dedicated to transporting the elderly and those with chronic illnesses to medical facilities. Our support to the Association engaged in numerous social initiatives, including the identification of senior citizens in need of assistance, as well as the coordination of social events and gatherings for their benefit.	2,000
Oman Charitable Organization (20% of the CSR contributions) Supporting the local charitable organizations and reflect our local commitment support.	19,196
TOTAL	115,180

The amount allocated for CSR by the shareholders at the AGM held on 21 March 2024 was up to OMR 120,000.

In addition to the above activities, the Company has collaborated and contributed to several areas:

- Organized a Blood Donation Campaign in collaboration with the blood bank of Oman and the Ministry of Health with the aim to create and share the awareness on the importance of participating in these initiatives, contributing to saving lives.
- Collaborating with Medical Clinic creating and sharing awareness campaign about breast cancer, the risks, the pre-vention and detection of cancer and the importance of regu-lar screenings, with the aim to empower people and commu-nity to make informed decisions about their health and adopt healthier lifestyles.
- Participated in Oman Cancer Awareness Walkathon with the objective to create awareness and empower the patients and their families in our society.
- Demonstrated the company’s commitment to environmental sustainability through a collaborative beach cleanup with the Environment Society of Oman, with more than one hundred participants with their families.
- Donated fifteen (15) laptops to Al Shamail Elementary School in Fanja , supporting our efforts to enhance educa-tional opportunities and contribute to the development of our local community.

MSX 30 ESG Metrics

S11 Community Investment

Amount invested in community, including philanthropic donations, as a percentage of the company’s pre-tax profits	0.6%
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12 A ROLE MODEL TO THE INDUSTRY

OCI Group is a role model in the industry, leveraging its strategic partnership with Prysmian to drive innovation and excellence. This collaboration has enabled OCI Group to benefit from Prysmian's technological know-how, enhancing its capabilities and ensuring the highest standards in its operations.

The partnership with Prysmian has facilitated the transfer of cutting-edge technology and best practices, allowing OCI Group to stay at the forefront of industry advancements. This synergy has not only improved operational efficiency but also contributed to the development of innovative solutions that meet the evolving needs of the market.

Moreover, OCI Group maintains a strong connection with local stakeholders, including employees, customers, suppliers, and the community. This engagement ensures that the company's initiatives align with the interests and expectations of its stakeholders, fostering a collaborative and supportive environment.

In recognition of its exemplary performance and commitment to excellence, the Ministry of Commerce has announced OCI Group as a role model in the industry. This accolade underscores the company's dedication to sustainable growth, innovation, and social responsibility.

Through its strategic partnerships, technological advancements, and strong stakeholder relationships, OCI Group continues to set benchmarks in the industry, driving positive change and contributing to the overall development of the sector.



SUSTAINABILITY AND INVESTOR RELATIONS

Sustainability and investor relations are intrinsically linked, as both play a crucial role in shaping a sustainable organization and future. Effective investor relations ensure that stakeholders are well-informed about the company's Sustainability initiatives, goals, and progress.

This transparency fosters trust and confidence among investors, which is essential for securing long-term support and investment.

By integrating Sustainability into our investor relations strategy, we demonstrate our commitment to responsible business practices and highlight the value of our Sustainability efforts.

This approach not only enhances our reputation but also attracts investors who prioritize ESG factors, ultimately contributing to the long-term success and resilience of our organization.



SUSTAINABILITY

is clearly on the minds of investors, and they are pressing to understand how companies incorporate sustainability considerations into strategic decision-making, risk management, and their financial statements.

Investors want to know how a company's sustainability plans square with its business model and, ultimately, its prospects for creating long-term value.

**A significant majority
of investors agree about the importance
of ESG and Sustainability**



13 ANNEXURE

13.1 GRI Content Index

*Statement of use	Oman Cables Industry SAOG has reported the information cited in this GRI content index for the period January 1, 2024 to December 31, 2024 with reference to the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	LOCATION
*GRI 2: General Disclosures 2021	2-1 Organizational details	"03 About OCI Group 3.1 Group Overview, p.17 3.2 Mission, Vision & Values p.18"
	2-2 Entities included in the organization's sustainability reporting	"01 About this Report 1.3 Boundary & Scope, p.10"
	2-3 Reporting period, frequency and contact point	"01 About this Report 1.2 Reporting Period, p. 9 Disclaimer, p. 188-189"
	2-6 Activities, value chain and other business relationships	
	2-7 Employees	"10 People: Our Priority 10.5 Diversity, Equity and Inclusion, p. 153"
	2-8 Workers who are not employees	"10 People: Our Priority 10.5 Diversity, Equity and Inclusion, p. 153"
	2-9 Governance structure and composition	"03 About OCI Group 3.7 Corporate Governance Organization Structure, p.38"
	2-11 Chair of the highest governance body	"03 About OCI Group 3.7 Corporate Governance Board Structure, p. 39"
	2-12 Role of the highest governance body in overseeing the management of impacts	"03 About OCI Group 3.7 Corporate Governance, p. 40 07 Sustain, to Lead 7.7 Sustainability Organization, p. 78"
	2-14 Role of the highest governance body in sustainability reporting	"03 About OCI Group 3.7 Corporate Governance, p.40 07 Sustain, to Lead 7.7 Sustainability Organization, p. 78"
	2-15 Conflicts of interest	"05 Sustainable Governance 5.1 Ethical Practices, p.52-58"
	2-22 Statement on sustainable development strategy	"07 Sustain, to Lead 7.1 Sustainability Vision, p. 66-67 7.2 Sustainability Key Drivers, p.68 7.3 Sustainability Ambitions, p.69"
	2-29 Approach to stakeholder engagement	"07 Sustain, to Lead 7.5 Materiality Assessment, p.73-75"
*GRI 3: Material Topics 2021	3-1 Process to determine material topics	"07 Sustain, to Lead 7.5 Materiality Assessment, p.74-75"
	3-2 List of material topics	"07 Sustain, to Lead 7.6 Material Topics, p.77"
	3-3 Management of material topics	"07 Sustain, to Lead 7.6 Material Topics, p.77"
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	"04 Sustainable Finance Sustainable Growth, p. 45 Operational Review, p. 45-46 "
	201-2 Financial implications and other risks and opportunities due to climate change	"04 Sustainable Finance Group Risk Management, p. 48 "
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	"06 Sustainable Value Chain 6.3 Sustainable Procurement, p. 64"

*Statement of use	Oman Cables Industry SAOG has reported the information cited in this GRI content index for the period January 1, 2024 to December 31, 2024 with reference to the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	LOCATION
GRI 205: Anticorruption 2016	205-2 Communication and training about anti-corruption policies and procedures	"05 Sustainable Governance 5.1 Ethical Practices, p.52-58"
GRI 207: Tax 2019	207-1 Approach to tax	"04 Sustainable Finance 4.4 Oman Cables Government Relations & Tax, p. 50"
	207-2 Tax governance, control, and risk management	"04 Sustainable Finance 4.3 Group Risk Management, p. 48 4.4 Oman Cables Government Relations & Tax, p. 50"
GRI 301: Materials 2016	301-2 Recycled input materials used	"08 Planet: Our Efforts 8.4 Green Circular Economy, p. 106-113"
	301-3 Reclaimed products and their packaging materials	"08 Planet: Our Efforts 8.4 Green Circular Economy, p. 106-113"
GRI 302: Energy 2016	302-1 Energy consumption within the organization	"08 Planet: Our Efforts 8.2 GHG Emissions, p. 96-99"
	302-2 Energy consumption outside of the organization	"08 Planet: Our Efforts 8.2 GHG Emissions, p. 96-99"
	302-3 Energy intensity	"08 Planet: Our Efforts 8.2 GHG Emissions, p. 96-99"
	302-4 Reduction of energy consumption	"08 Planet: Our Efforts 8.2 GHG Emissions, p. 96-99"
	302-5 Reductions in energy requirements of products and services	"08 Planet: Our Efforts 8.3 Energy Efficiency, p. 100-113"
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	"08 Planet: Our Efforts Water Management, p. 116-117 "
	303-2 Management of water discharge-related impacts	"08 Planet: Our Efforts Water Management, p. 116-117 "
	303-5 Water consumption	"08 Planet: Our Efforts Water Management, p. 116-117 "
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	"08 Planet: Our Efforts 8.2 GHG Emissions, p. 97"
	305-2 Energy indirect (Scope 2) GHG emissions	"08 Planet: Our Efforts 8.2 GHG Emissions, p. 97"
	305-3 Other indirect (Scope 3) GHG emissions	"08 Planet: Our Efforts 8.2 GHG Emissions, p. 97"
	305-4 GHG emissions intensity	"08 Planet: Our Efforts 8.2 GHG Emissions, p. 98"
	305-5 Reduction of GHG emissions	"08 Planet: Our Efforts 8.2 GHG Emissions, p. 96-99"
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	"08 Planet: Our Efforts 8.2 GHG Emissions, p. 99"
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	"08 Planet: Our Efforts 8.5 Waste and Water Management"
	306-2 Management of significant waste-related impacts	"08 Planet: Our Efforts 8.5 Waste and Water Management"
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	"06 Sustainable Value Chain 6.3 Sustainable Procurement, p. 64"
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	"10 People: Our Priority 10.5 Diversity, Equity and Inclusion, p. 153"
	401-3 Parental leave	"10 People: Our Priority Oman Cables' Parental Policy and the Launch of Baby Bonus, p. 148"

"Statement of use"	Oman Cables Industry SAOG has reported the information cited in this GRI content index for the period January 1, 2024 to December 31, 2024 with reference to the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	LOCATION
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	"10 People: Our Priority 10.3 Safety is our Priority, p. 137-142"
	403-2 Hazard identification, risk assessment, and incident investigation	"10 People: Our Priority 10.3 Safety is our Priority, p. 137-142"
	403-3 Occupational health services	"10 People: Our Priority 10.3 Safety is our Priority, p. 137-142"
	403-4 Worker participation, consultation, and communication on occupational health and safety	"10 People: Our Priority 10.3 Safety is our Priority, p. 137-142"
	403-5 Worker training on occupational health and safety	"10 People: Our Priority 10.3 Safety is our Priority, p. 137-142"
	403-6 Promotion of worker health	"10 People: Our Priority 10.4 People Wellbeing, p. 145-146"
	403-9 Work-related injuries	"10 People: Our Priority 10.3 Safety is our Priority Safety Numbers, p. 138"
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	2024 OCI Group Sustainability Highlights, p. 4
	404-2 Programs for upgrading employee skills and transition assistance programs	"People: Our Priority 10.7 People Development, p. 165-171"
	404-3 Percentage of employees receiving regular performance and career development reviews	"People: Our Priority 10.7 People Development Performance Evaluation, p. 171"
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	"10 People: Our Priority 10.5 Diversity, Equity and Inclusion, p. 153"
	405-2 Ratio of basic salary and remuneration of women to men	"10 People: Our Priority 10.5 Diversity, Equity and Inclusion, p. 153"
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	"05 Sustainable Governance 5.4 Child/Forced Labor, p. 58"
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	"05 Sustainable Governance 5.4 Child/Forced Labor, p. 58"
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	"11 Local Community: Our Contribution Corporate Social Responsibility at Oman Cables, p. 174-179"
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	"06 Sustainable Value Chain 6.3 Sustainable Procurement, p. 64 05 Sustainable Governance 5.3 Human Rights, p. 58"
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	"05 Sustainable Governance 5.7 Data Privacy, p. 59"

13.2 UN SDGs

SDG	LOCATION	SDG	LOCATION
	Sustainable Finance Sustainable Governance Sustainable Value Chain Climate Change Ambition Green Circular Economy Innovation Ambition Social Ambition Local Community Role Model Ambition		Manufacturing Excellence Sustainable Finance Sustainable Value Chain Climate Change Ambition Green Circular Economy Innovation Ambition Social Ambition Role Model Ambition
	Manufacturing Excellence Sustainable Finance Green Circular Economy Innovation Ambition Social Ambition Local Community Role Model Ambition		Manufacturing Excellence Sustainable Governance Sustainable Value Chain Climate Change Ambition Green Circular Economy Innovation Ambition Social Ambition Role Model Ambition
	Corporate Governance Sustainable Finance Sustainable Governance Sustainable Value Chain Climate Change Ambition Green Circular Economy Social Ambition Local Community Role Model Ambition		Manufacturing Excellence Sustainable Value Chain Climate Change Ambition Green Circular Economy Innovation Ambition Social Ambition Role Model Ambition
	Manufacturing Excellence Sustainable Value Chain Climate Change Ambition Green Circular Economy Innovation Ambition Social Ambition Role Model Ambition		Sustainable Value Chain Climate Change Ambition Innovation Ambition Social Ambition Role Model Ambition
	Corporate Governance Manufacturing Excellence Sustainable Finance Sustainable Governance Sustainable Value Chain Climate Change Ambition Green Circular Economy Innovation Ambition Social Ambition Local Community Role Model Ambition		Sustainable Value Chain Climate Change Ambition Innovation Ambition Social Ambition Role Model Ambition
	Manufacturing Excellence Sustainable Finance Sustainable Value Chain Climate Change Ambition Green Circular Economy Innovation Ambition Social Ambition Role Model Ambition		Corporate Governance Sustainable Finance Sustainable Governance Sustainable Value Chain Social Ambition Role Model Ambition
	Corporate Governance Manufacturing Excellence Sustainable Finance Sustainable Governance Sustainable Value Chain Climate Change Ambition Green Circular Economy Innovation Ambition Social Ambition Local Community Role Model Ambition		Corporate Governance Sustainable Finance Sustainable Governance Sustainable Value Chain Climate Change Ambition Green Circular Economy Innovation Ambition Social Ambition Local Community Role Model Ambition

13.3 GHG EMISSIONS

The table below outlines OCI Group's emission categories that were considered for our Sustainability Report 2024.

OCI Group Emission Categories Overview Matrix			
Category	Oman Cables	OAPIL	ACPL
Scope 1	✓	✓	✓
Scope 2	✓	✓	✓
Scope 3 CAT01	✓	✓	Not Included*
Scope 3 CAT02	✓	✓	Not Included*
Scope 3 CAT03	✓	✓	Not Included*
Scope 3 CAT04	✓	✓	Not Included*
Scope 3 CAT05	✓	✓	Not Included*
Scope 3 CAT06	✓	✓	Not Included*
Scope 3 CAT07	✓	✓	Not Included*
Scope 3 CAT08	Not Relevant	Not Relevant	Not Included*
Scope 3 CAT09	✓	✓	Not Included*
Scope 3 CAT010	Not Relevant	✓ ^{''}	Not Included*
Scope 3 CAT011	✓	✓ ^{''}	Not Included*
Scope 3 CAT012	✓	✓	Not Included*
Scope 3 CAT013	Not Relevant	Not Relevant	Not Included*
Scope 3 CAT014	Not Relevant	Not Relevant	Not Included*
Scope 3 CAT015	Not Relevant	Not Relevant	Not Included*

*For ACPL, we are working continuously to improve our data collection and GHG assessment. We will be reporting our full Scope 3 GHG Emissions in the next reporting cycle.

**OAPIL produces Rods and Conductors. Rods were assumed to go to a downstream facility such as Oman Cables that produces cables (i.e. and having further processes such as drawing, casting, etc.). Product-level emissions data from Oman Cables, was used to extrapolate OAPIL's downstream emissions from all sold aluminium rods. OAPIL's conductors were assumed to be used in power and transmission, resulting in electricity losses which have corresponding GHG emissions per the EuroCables approach outlined earlier in this report.

Assumptions & Methodology

OCI Group Emission Categories Overview Matrix		
Category	Emission Factors	Assumptions
Scope 1	Tier 1 emissions factors for Tier 3 activity (ie. IPCC stationary combustion factors for diesel) and GWP values (ie. IPCC AR6 values).	Most of the data used for Scope 1 emissions for OCI Group consists of primary data. However, a few values were back-calculated based on reported figures from purchase orders rather than actual consumption. Details include:
		Natural gas consumption for Oman Cables was missing for one month. The tariff from other invoices was used to estimate actual consumption. Refrigerant usage for Oman Cables and OAPIL was not measured due to the absence of a meter. Instead, the reported values from purchase orders were used. The amount of the LPG in each cylinder was assumed to be 20 kg for Oman Cables and 19 kg for ACPL consumption based on the information provided from the operational team in each facility.
Scope 2	Oman Cables & OAPIL consumes electricity from the Oman electricity grid. For location-based approach, Oman's GEF for the year 2023 was used, as that is the most up-to-date GEF available for Oman. As for Market-based approach, Oman's REF was used and represents the balance of the GEF after contractual mechanisms such as issued I-RECs were removed from the GEF calculation to result in an REF calculation.	It is important to note that these values are not significant for this analysis.
		The reported values cover all electricity consumption from the production facility, non-desk worker accommodations (where applicable), and the head offices.
Scope 3	Basis of the factors are a combination of IPCC (2006) methodologies for combustion, for example, while embodied carbon emissions (i.e. life-cycle emissions factors) were taken from Ecoinvent v3.6 in an aggregated form (i.e. CO2e only) for screening level assessments.	Category 1: for Oman Cables, for Aluminum Strand calculations, the density of aluminum was assumed to be 2,700 kg/m3 Category 2: for OAPIL, an emissions factor for "Miscellaneous Metal Product Manufacturing" is assigned to 5 out of 34 asset names. Category 4: for Oman Cables, it was assumed that products from GCC vendors are transported by road, the road distance from the city of the vendor to Muscat (Oman Cables) was used. Products from international vendors were assumed to be transported by sea, the transportation distance from the vendor country's main port to Oman's port was used. Note that the road distance was not considered for this calculation (from port to Oman Cables).
		Category 9: For OAPIL, it was assumed that the transport method for GCC countries (i.e., Qatar and UAE) and Oman would be by road. For customers in other regions around the world, the delivery method was assumed to be Transoceanic Freight Transport. Category 11: The calculation model extracts yearly cable losses by cable type and country from 2024 until the end of the cable's lifespan (ranging from 2046 to 2063, depending on the cable). These losses are then multiplied by the relevant country's electricity emission factor, which includes the emission factor for both national grid generation and WTT (Well-to-Tank) generation, as provided by Ecoinvent. Each country's emission factor is updated annually through 2063 to reflect projected changes in grid carbon intensities. Decarbonization projections for the grids are considered, with an assumption of approximately 60% reduction over the next 40 years. Category 12: It was assumed that 30% of all sold products from each company end up in landfills. As a result, only emissions from transportation and shredding were considered in the calculations.



DISCLAIMER

This Sustainability Report is intended to provide an overview of OCI Group's sustainability initiatives, performance, and commitments. The information contained in this report is based on data and activities up to the date of publication. While we strive to ensure the accuracy and completeness of the information presented, there may be instances where data is subject to change or updates.

The report includes forward-looking statements that reflect our current expectations and projections about future events and developments. These statements are subject to risks and uncertainties that could cause actual results to differ materially from those expressed or implied. We do not undertake any obligation to update or revise any forward-looking statements, whether as a result of new information, future events, or otherwise.

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OmanCables
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