

Our Code of Business Conduct





LEADERSHIP MESSAGE

At Oman Cables, our reputation is built on a foundation of trust, integrity, and excellence. These principles have guided us for decades and remain central to our success as a leading provider of innovative cable solutions.

We are committed to conducting business responsibly, ethically, and in full compliance with all applicable laws and regulations. In today's complex and rapidly changing global environment, making the right decisions is essential. Our Code of Business Conduct serves as a vital reference, ensuring that our actions reflect the highest standards of professionalism and accountability. It is not just a document; it is a commitment that defines who we are and how we operate. Every interaction, whether with colleagues, customers, suppliers, or stakeholders, must be grounded in honesty, respect, and fairness. By upholding these values, we strengthen our relationships and safeguard the trust placed in us by our partners and communities.

**I ask each of you to embrace this Code and apply it consistently in your daily work.
Thank you for your dedication and commitment.**

Erkan Aydođdu
CEO
Oman Cables

Together, we will continue to deliver sustainable growth, foster innovation, and maintain the integrity that distinguishes Oman Cables Industry.

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ABOUT OMAN CABLES

Oman Cables Industry SAOG, a public joint stock company listed on the Muscat Stock Exchange (MSX), is a leading cable manufacturer and solution provider headquartered in Oman. The company designs, manufactures and delivers a comprehensive portfolio of electrical products, including medium voltage power cables, low voltage power and control cables, instrumentation cables, pilot cables, overhead transmission line conductors and building wires. Beyond its core portfolio, Oman Cables Industry engineers specialize in cable solutions tailored to complex applications, demanding environmental conditions and precise customer specifications, supporting critical infrastructure and industrial development across diverse sectors.

Strategically partnered with Prysmian, the global leader in the cable systems sector, Oman Cables Industry serves as the regional operating platform across the Middle East, Africa, Russia and Turkey (MEART region) for the Group. Recognized among the Top Global Wire and Cable Producers, the company combines decades of technical expertise with operational scale and international reach.

Established in 1984, Oman Cables Industry has built a strong regional presence, with representative offices across Oman, the UAE, Qatar, Bahrain, Saudi Arabia and an extended reach across India and Egypt. The Group's manufacturing ecosystem is further supported by its subsidiaries, Oman Aluminium Processing Industries SPC (OAPIL) and Associated Cables Private Limited (ACPL). Its regional presence is supported by a network of distributors and partners spanning the Middle East, Africa, Turkey and India.

WHAT IS OMAN CABLES' CODE OF BUSINESS CONDUCT?

The Code of Business Conduct (our Code) is built on our Values and reflects the way we do business.

At Oman Cables, we adhere to all applicable laws, which may not always provide clarity on what we need to do when faced with issues arising as part of our operations. In addition, we sometimes go over and beyond the requirements of applicable laws to uphold the highest standards of ethical conduct. Our Code describes the decision-making and behaviours expected of Oman Cables when dealing with our stakeholders. It is intended to give you additional guidance to ensure that we do business and conduct ourselves in a manner consistent with Oman Cables's values of Empowerment, Innovation, and Excellence. The Code works in conjunction with our policies, standards, procedures, and other relevant documents, which are published internally and referenced throughout the Code.

Do not hesitate to refer to them or consult the Human Resources Department when you need a fuller explanation of Oman Cables's principles or guidance on ethical matters.

TOGETHER, DRIVING RESPONSIBLE GROWTH FOR A SUSTAINABLE FUTURE

Oman Cables is committed to shaping a sustainable future by embedding responsible, ethical, and innovative practices across all operations. Guided by our values, and our contributions towards our key drivers: Oman Vision 2040, Oman Pathway to Net Zero 2050, GCC National Commitments and Priorities, and the relevant UN Sustainable Development Goals, we work to deliver safe, high-quality, and environmentally responsible solutions that support a low-carbon economy and create lasting value for our people, customers, communities, and the planet. Our sustainability strategy is built on clear ambitions.

OMAN CABLES SUSTAINABILITY AMBITIONS



- **Climate Change Ambition**
contributing to climate action and a low-carbon economy.



- **Social Ambition**
empowering our people and local communities.



- **Innovation Ambition**
embedding sustainability into our design and innovation processes.



- **Role Model Ambition**
acting as a role model by leading with integrity and driving transformative initiatives.

Through strong governance, transparent reporting, and active collaboration with stakeholders, we strive to deliver meaningful impact and continuously improve as we move toward a more sustainable and resilient future.



We will translate the priorities of today into tangible actions for a better tomorrow to benefit our stakeholder communities, and planet.

WHAT ARE OUR VALUES?

OUR VISION

We, at Oman Cables, 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 MISSION

We 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 CORE VALUES



EMPOWERMENT

A culture driven by shared values, open communication, and accountability.



INNOVATION

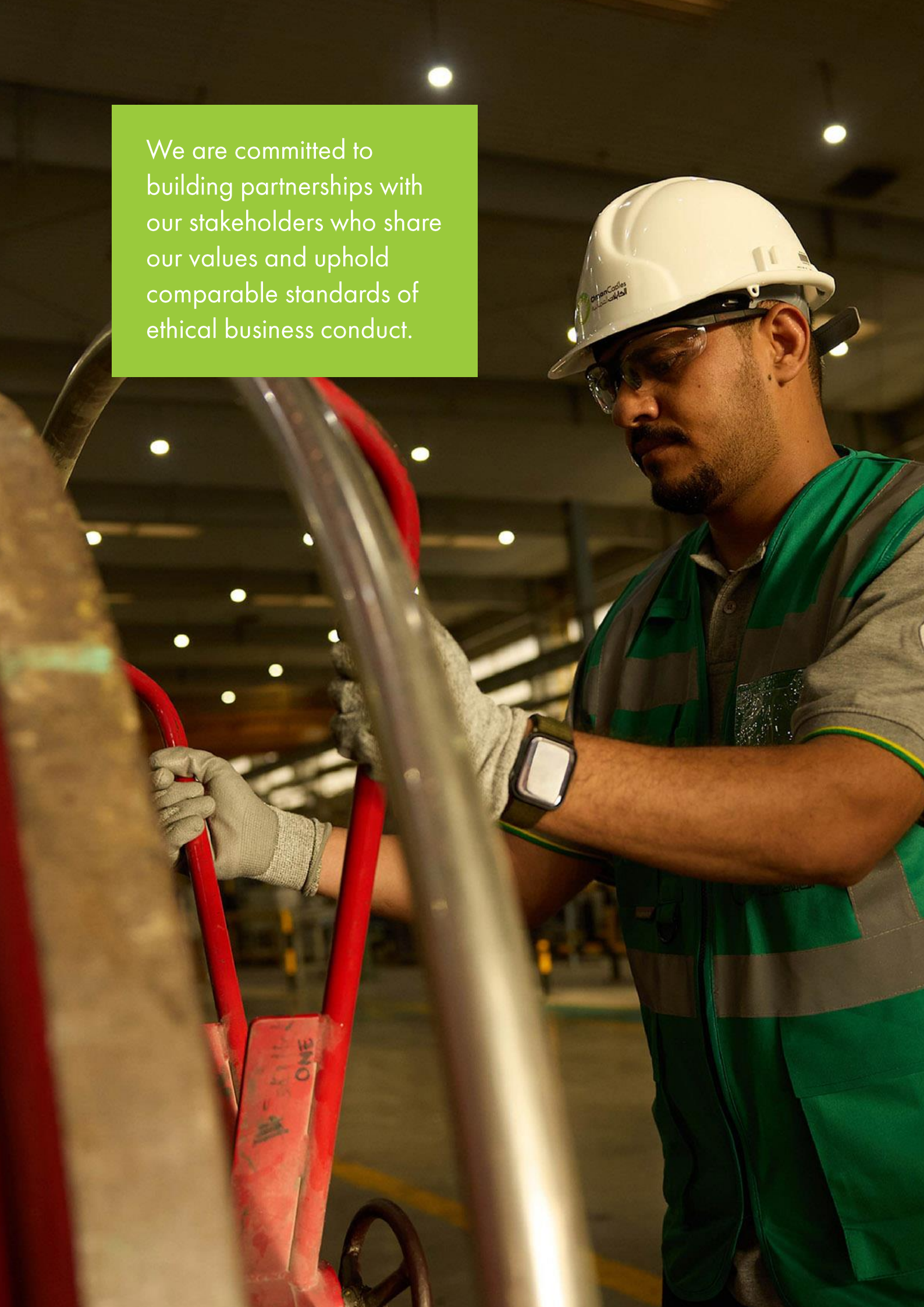
Cutting-edge innovation for sustainable growth with a dualistic dimension: low environmental impact, safety and wellbeing of people.



EXCELLENCE

Customer-centric solutions determined at setting an industry benchmark.

We are committed to building partnerships with our stakeholders who share our values and uphold comparable standards of ethical business conduct.



WHAT IS OUR ROLE?

Every employee plays a role in safeguarding Oman Cables' reputation. Through our individual actions and decisions, we collectively create and uphold the culture of integrity that defines our company. By acting responsibly and in line with our policies, we contribute positive value and lasting impact to our local communities, the countries in which we operate, and the planet.

OUR CODE APPLIES TO EACH OF US

Our Code applies to everyone who is part of Oman Cables or who represents Oman Cables in any capacity. This includes employees at all levels of the organization, as well as contractors, suppliers, customers and other stakeholders involved in our operations, business relationships, or activities.

SHARING OUR CODE

We build relationships with stakeholders who uphold the same principles of integrity and responsible business conduct as Oman Cables.

Our code must be clearly communicated and openly discussed with employees, suppliers, customers and other relevant stakeholders. Sharing our Code reinforces our culture of accountability, promotes transparency, and ensures a common and consistent understanding of the standards and behaviours expected when working with or representing Oman Cables.

WE ARE ALL EXPECTED TO



UPHOLD

Read, understand, and consistently follow our Code of Business Conduct and all related policies.



REPORT

Promptly report any suspected or actual deviations from our Code or policies through the available reporting channels so appropriate actions can be taken.



LEAD

Set the right example. Support others by providing guidance, encouraging training, and fostering open communication on ethical issues.



STOP

Immediately stop any activity that conflicts with our Code, violates our policies, or exposes Oman Cables to unnecessary risk.



SUPPORT

Promote an environment where everyone feels safe to speak up. Encourage fairness, courtesy, and respect for the rights and dignity of all.

UNDERSTANDING OUR CODE OF ETHICS

Employees at Oman Cables are required to complete the Annual Compliance Training and submit their Conflict-of-Interest Declaration. This ensures they understand key compliance topics, know how to respond to ethical dilemmas, and helps prevent reputational, legal, and financial risks.

HELPLINE (OUR WHISTLEBLOWING CHANNEL)

The Helpline Policy at Oman Cables is designed to provide employees with a safe and confidential channel to raise concerns or report misconduct. Its main purpose is to encourage employees to speak up, ask questions, and report issues without fear of retaliation, as long as the disclosure is made in good faith.

The policy outlines the types of concerns that can be reported through the Helpline, especially those that fall outside normal HR grievance procedures. These include violations of law, health and safety risks, misuse of company funds or assets, suspected fraud or corruption, and any other unethical or improper conduct.

Employees can use the Helpline to report any behaviour that feels inappropriate, breaches Oman Cables standards or policies, or fails to meet expected ethical or professional practices. The policy ensures that employees will receive a response and guidance on next steps and provides protection from victimization when reporting legitimate concerns.

In short, the Oman Cables Helpline serves as Oman Cables's official whistleblowing channel, offering employees a secure way to report wrongdoing and uphold Oman Cables's integrity. You may report a concern through: Oman Cables Helpline: helpline@omancables.com.

You need to include background information and reasons when raising a concern. All concerns are handled with the same level of care, confidentiality, and attention.

CUSTOMER COMPLAINT HANDLING

WE LISTEN, INVESTIGATE, AND RESOLVE

At Oman Cables, we value our customers' trust. If a concern is raised about our products or services, we are committed to handling it fairly, transparently, and in a timely manner. A customer complaint is any report of dissatisfaction where a response or solution is expected. Every complaint is taken seriously and used to improve our performance.

HOW TO RAISE A COMPLAINT

Customer complaints are submitted through our Commercial Customer Care team. Customers are encouraged to share clear details about the issue, including product or delivery information and supporting photos or documents where available. Once received, the complaint is formally recorded and reviewed by our Quality team.

HOW COMPLAINTS ARE REVIEWED

Each complaint is carefully assessed to understand the facts and determine responsibility. Complaints related to Oman Cables manufacturing, handling, or delivery within our scope are accepted. Complaints outside Oman Cables responsibility are rejected, with clear reasons communicated through Commercial Customer Care.

HOW ACCEPTED COMPLAINTS ARE INVESTIGATED

Accepted complaints are investigated using a structured approach called 8D (Eight Disciplines). This method helps us fix the issue, identify its root cause, and prevent it from happening again. A cross-functional team takes immediate containment actions, investigates the cause, implements corrective solutions, and applies preventive measures. Customers are kept informed throughout the process and receive the final outcome once actions are completed. If damage occurred during transportation within Oman Cables's supply scope, related costs may be recovered from the transporter.

CLOSING THE COMPLAINT

A complaint is closed only after all actions are completed, the outcome is communicated to the customer through customer service, and the case is reviewed to support continuous improvement. Our goal is to resolve concerns effectively and continuously improve our products, services, and customer experience. You may contact our Commercial Customer Care team for any inquiries or complaints using the details below: customerservice@omancables.com, or +968 2444 3100.

BEHAVIOUR AT WORK

At Oman Cables, all employees are expected to uphold the highest standards of professional conduct by treating colleagues and stakeholders with fairness, dignity, and mutual respect, and by actively contributing to a positive, cooperative, safe, and inclusive work environment. Employees must comply with all Oman Cables policies, including those related to confidentiality, data protection, health and safety, attendance, workplace behaviour, and environmental responsibility, and must follow lawful instructions issued by authorized supervisors while using Company assets responsibly and sustainably. Employees must not engage in any form of harassment, intimidation, discrimination, offensive or abusive behaviour, violence, or other misconduct, including the misuse of confidential information, fraud, bribery, theft, or unauthorized external employment.

In addition, employees are responsible for reporting any concerns, inappropriate conduct, or policy violations through the appropriate grievance and reporting channels. By doing so, employees help ensure that Oman Cables operates ethically, responsibly, and sustainably, creating long-term value for our people, the communities in which we operate, and the environment.

FAIR EMPLOYMENT PRACTICES AND EQUAL OPPURTUNITY

Oman Cables is committed to diversity, equity, and inclusion, and to ensuring that all employment decisions are made fairly, transparently, and in line with job-related criteria and Omani Labor Law. Decisions related to hiring, promotion, training, evaluation, compensation, and development must be based solely on merit, qualifications, performance, and business needs, and must remain objective and free from bias or discrimination.

All employees are expected to treat others with fairness and respect and to support an inclusive work environment. To protect the integrity of employment decisions, employees must not participate in hiring, evaluating, or managing relatives within a direct reporting line, nor engage in favouritism or any conduct that creates a conflict of interest. Any form of unlawful discrimination or behaviour that contradicts Oman Cables' policies is strictly prohibited.



We strive to implement the most efficient and environmentally friendly solutions available while protecting our people and reducing the impact of our activities at all times.

QUALITY, HEALTH, SAFETY, ENVIRONMENT & ENERGY (QHSEE)

Sustainability is a core business value at Oman Cables. In pursuing operational excellence, we are committed to conducting our business responsibly, with a strong focus on minimizing the environmental impact of our operations, while safeguarding the health, safety, and wellbeing of our employees, contractors, and other stakeholders.

WE ARE COMMITTED TO _____

- Complying with all applicable legal and regulatory requirements relevant to QHSEE.
- Enhancing customer satisfaction by delivering innovative, energy-efficient products on time, every time.
- Providing a safe and healthy workplace through hazard elimination and continuous improvement, guided by Oman Cables' vision of "Zero & Beyond."
- Protecting the environment by:
 - Promoting the efficient and responsible use of energy, water, and other natural resources across our operations.
 - Exploring and adapting the use of green resources and renewable energy solutions, where feasible, to support the transition toward more sustainable operations.
 - Reducing emissions and minimizing waste throughout the life cycle of our activities, products, and services.
- Driving continual improvement of our QHSEE performance through effective management systems and the adoption of innovative and responsible practices.
- Encouraging open communication, learning, and the sharing of QHSEE knowledge to build a competent and engaged workforce.
- Fostering a positive safety and sustainability culture through active consultation, participation, and workforce engagement.

In alignment with our mission, vision, core values, and QHSEE principles, Oman Cables is committed to conducting all activities with integrity, accountability, and adherence to the highest ethical standards. This enables us to achieve our QHSEE objectives and energy targets while creating long-term value for our people, communities, and the environment. This policy is communicated to all individuals visiting and/or working for or on behalf of company and also available to the relevant interested parties through our website www.omancables.com.



Quality	ISO 9001
Energy	ISO 50001
Safety	ISO 45001
Environment	ISO 14001

HUMAN RIGHTS

Oman Cables is committed to protecting human rights by ensuring all individuals are treated with dignity, fairness, and respect. We promote equal opportunities, prohibit discrimination, and uphold safe and healthy working conditions that support both physical and mental wellbeing.

We do not allow child labour under the age of 18 or any form of forced or compulsory labour, and we are committed to providing a safe, respectful, and dignified environment for all employees and interns. We hold our suppliers and all other stakeholders to the same high standards of human rights, safety, fairness, and ethical conduct, and we expect these principles to be upheld throughout our value chain.

Our human rights commitment is reflected in transparent employment practices, equal access to opportunities, merit-based recognition, and open communication across all levels. We maintain working conditions that support wellbeing and enable employees to perform effectively.

Employees are expected to act professionally, avoid discriminatory behaviour, follow company policies, and contribute to an environment where concerns can be raised openly, and everyone feels respected and included.

These principles represent Oman Cables's values and our dedication to fostering a workplace and community built on equality, respect, and the protection of fundamental human rights.

SECURITY

Our objective is to ensure the security of Oman Cables employees, clients, and business partners at our work sites wherever we operate.

Security requires the commitment of everyone to ensure the protection of all. We are the primary caretaker of their security. This is why it is essential that you know and respect the security measures in place at your work site, whether that is in an office, a plant. You should always:

- Comply with our HSE Policy at all times.
- Stay aware of security risks in your work environment and follow general precautions to minimize exposure.
- Adhere to all new security measures implemented at your workplace and ensure your colleagues are informed.
- Know the emergency procedures for your site, including what to do during an incident and the location of the muster point.
- Immediately report any suspicious activity or unauthorized individuals in the office or restricted areas

CORPORATE SOCIAL RESPONSIBILITY (CSR)

Oman Cables' Corporate Social Responsibility (CSR) is a strategic pillar embedded within company approach, reflecting our commitment to sustainable growth and responsible business conduct. Guided by Oman Cables Sustainability Ambitions (Climate change, Innovation, People and Role Model), Oman Vision 2040 and the UN Sustainable Development Goals, our CSR initiatives are designed to generate long-term value for our stakeholders and the broader community by integrating financial, social, and environmental priorities into our core operations, measuring the impact and the social return in investment of all activities, creating a synergetic approach between CSR and ESG. As a responsible company, we recognize that CSR is not a static concept; it is a continuous journey of improvement, innovation, and accountability, an evolving and dynamic responsible commitment. Our commitment to responsible conduct drives us to strengthen our initiatives, enhance transparency, and uphold the highest ethical, social, and environmental standards.

CSR is not only integrated into our corporate strategy, and environmental, social & economic sustainability, but it is also a value driver and competitive advantage, being a responsible company and preference for stakeholders, reflecting the market positioning of Oman Cables as a leader in sustainable infrastructure, advancing climate and biodiversity goals, link to business, stakeholders and community engagement, measuring and maximizing broader impact and social return on investment on CSR initiatives.

PROTECTION OF INTELLECTUAL PROPERTY

Our ideas, technologies, and the way we work are important assets, and protecting them is essential. This includes our designs, methods, processes, and all forms of intellectual property and confidential information. We must safeguard patents, trademarks, copyrights, trade secrets, and any sensitive information, making sure it is never shared without authorization. Improper use or disclosure during or after employment can harm Oman Cables and lead to disciplinary or legal action.

We also have a duty to respect the intellectual property of others by following all legal and contractual requirements. Any confidential information we receive from clients, suppliers, or subcontractors must be protected with the same care as our own. To avoid risks, all new products, software, processes, and services should be reviewed to identify new inventions or trade secrets and to ensure they do not infringe on anyone else's rights.

ADDITIONAL RESPONSIBILITIES

Employees must respect the intellectual property rights of other parties when designing products, software, processes, and services, and must obtain valid licenses before using any third-party software. Confidential information shared with external parties may only be provided after ensuring that a fully executed non-disclosure agreement is in place. Any confidential information entrusted to us by clients, subcontractors, or suppliers must be protected with the same level of care applied to Oman Cables' own confidential information.

Employees are expected to follow the established process for identifying, capturing, and publishing information about technical innovations. Invention disclosures related to new ideas must be submitted to the legal department in a timely manner, and any intellectual property developed by an employee in the course of their employment is considered an asset belonging to Oman Cables. Assignment documents required to protect this intellectual property must be promptly executed. Collaboration should be approached with caution, as sharing information about technological developments or innovations with others — including clients — may weaken our ability to protect those innovations. Any use of third-party intellectual property or confidential information should be discussed with the legal department.

Employees must promptly report potential violations of intellectual property to the legal department and comply with Oman Cables' brand guidelines as outlined in the corporate image and brand section. Confidentiality obligations continue even after employment ends. Employees must not divulge a previous employer's confidential or proprietary information, share information about a new service or product with external parties before a patent application is filed or a decision has been made not to pursue patent protection, or discuss Oman Cables' confidential or proprietary information with third parties unless protected by an approved confidentiality agreement. They must not disclose a third party's proprietary information when obligated to keep it confidential, and must not download software code or documentation without prior approval from IT or the legal department.

ACCURATE BOOKS AND RECORDS

“Accurate books and records” refer to all the financial and non-financial business information that we record and report. These records must be compiled honestly, accurately, exhaustively, and objectively to protect our credibility and reputation, meet our legal and regulatory obligations, fulfil our responsibility to shareholders and other stakeholders, and inform and support our business decisions and actions. While our work to ensure accurate books and records is most visible in the Finance, Treasury, Accounting, Tax, and Controlling departments, all employees play a role in ensuring the accuracy and completeness of our financial information.

When you are making a financial transaction, you are creating a financial record.

Employees must never record invalid transactions, establish accounts to circumvent Oman Cables’ controls, influence others to compromise financial records, commit Oman Cables without authorization, or obstruct a regulator. They must make accounting decisions based on Oman Cables’ policies, report concerns or irregularities, protect confidential financial information, and follow all reporting standards. All transactions must be properly authorized, accurately recorded, fully supported by documentation, and entered in a timely manner with all counterparties correctly captured. Employees must ensure no undisclosed funds or assets exist, cooperate with audits, create accurate and reliable records, present fair and timely reports and safeguard company assets.

INFORMATION SECURITY

Information security aims to preserve the confidentiality, integrity, and availability of our data to reduce the risk and the impact of potential threats to our business and operations. Protection of Oman Cables know how is crucial to safeguarding our business and competitiveness every day. Information security seeks to protect our expertise and reduce the risk of IT disruptions.

Employees are expected to comply with all security standards and rules governing the use of Oman Cables' information systems and IT equipment, including understanding internal controls, confidentiality requirements, and staying updated through security alerts and awareness materials. It is essential to complete all mandatory trainings and remain vigilant when handling emails, browsing the internet, or responding to phone calls. Employees should always be cautious of unfamiliar emails or calls, especially those containing links, and report any incident involving confidential or sensitive information to their manager, IT, or the Ethics and Compliance Department. They should maintain discretion, protect confidential and personal data, ensure Oman Cables information is stored only on company IT systems and SharePoint.

Employees should never share their passwords with anyone, including the Oman Cables IT helpdesk, nor open suspicious links, attachments, or QR codes. They must avoid sending work related data to personal email accounts, accessing their Oman Cables mailbox from public computers, or using public file sharing sites. Confidential information should not be entered into online translation tools, and company email addresses should not be used for personal website registrations. Employees should never reuse the same password across websites, disclose travel plans on social media, or leave company devices unattended in public areas. They must not provide information about Oman Cables to unknown callers, use company assets for personal gain, store personal data on company devices with an expectation of privacy, or connect to public Wi-Fi hotspots due to inherent security risks.

Contact IT at isit@omancables.com whenever there is suspicion or doubt.

PRIVACY AND PERSONAL DATA

Personal data is any information that makes a natural person identified or identifiable by referring to one or more identifiers, such as name, ID numbered. Oman Cables is committed to processing personal data responsibly and protecting personal data in its information systems through appropriate privacy and security practices. We are committed to protecting the privacy and personal data of employees and other individuals (including stakeholders). We apply strong principles when processing personal data, which include purpose specification, data minimization, data accuracy, storage limitation, appropriate security safeguards, transparency, and accountability.

Employees must not collect information just in case it may become useful someday. They must not retain personal data for longer than is necessary, considering the business purpose for which it was collected. They must also not collect or use sensitive personal data, such as health or medical information, without following appropriate policies and procedures.

If authorized to access personal data, employees must only process personal data with a valid business purpose and use it consistently with that purpose. They must adhere to the appropriate standards of confidentiality when using personal data and ensure that the personal data processed is and remains accurate. Employees must ensure that such information is not provided to anyone outside or within Oman Cables without the proper authorizations and that it is held only as long as necessary for the business purpose for which the authorization was given.

Employees must also provide notice to individuals about the use of their personal data as appropriate and only collect the information that is necessary to perform their work. Personal data must be secured with technical and organizational measures adequate to the processing, including measures to protect against accidental loss, destruction or damage, unauthorized or unlawful processing, accidental disclosure, and unauthorized access. Immediately notify the information security at isit@omancables.com if you suspect or become aware of a personal data breach.

ARTIFICIAL INTELLIGENCE


Artificial intelligence is an important tool that supports innovation, improves services, and enhances decision-making. Because AI can affect individuals and society, its use must be safe, ethical and transparent. The national policy aims to create a clear framework that guides how AI should be used and developed, ensuring fairness, privacy protection and accountability.

The policy's main objective is to make AI trustworthy and aligned with human values. It ensures AI systems respect privacy, protect data, avoid discrimination, and provide benefits that support national development goals. AI decisions should be explainable so people can understand how outcomes were reached, supporting trust and responsible use.


To use AI systems safely, organizations must keep human oversight over important decisions, monitor system performance, protect personal data, and ensure AI outputs are accurate and used only for approved purposes. AI must operate transparently, with clear documentation and traceability.

When developing AI systems, organizations must document how the system works, evaluate ethical and environmental impacts, regularly update and audit the system, protect data privacy, and ensure the model remains fair, accurate and secure. Developers must also monitor for bias and maintain strong cybersecurity controls.

The policy's ethical principles emphasize fairness, inclusivity, human dignity, transparency and accountability. AI must not discriminate or cause harm and should support societal well-being. Systems must reflect human-centred values, provide clear explanations of decisions and ensure users have ways to raise concerns or request corrections.

A group of men are seated at a table in a meeting room, looking towards the right. The man in the foreground is wearing a white thobe and a ghutra. The man next to him is wearing a white striped shirt and glasses. The man behind him is wearing a white and brown plaid shirt and glasses. The man further back is wearing a light blue shirt. A green text box is overlaid on the top portion of the image.

The external audit conducted and reviewed our information security controls and produced a risk register that identifies key risks, their potential impact, and the actions required to mitigate them. This strengthens the overall protection of our systems and data.

A group of men are seated at a table in a meeting room, looking towards the right. The man in the foreground is wearing a white thobe and a ghutra. The man next to him is wearing a white striped shirt and glasses. The man behind him is wearing a white and brown plaid shirt and glasses. The man further back is wearing a light blue shirt. A green text box is overlaid on the bottom portion of the image.

We are committed to protecting the privacy and personal data of employees and other individuals.

INSIDER TRADING AND STOCK TIPPING

During our work, we sometimes learn information about Oman Cables, our clients, subcontractors or suppliers that has not yet been made public. If we were to make stock transactions based on this “inside information” before it is disclosed to all investors, we would have an unfair advantage. Using non-public inside information for personal benefit, including stock market transactions, is called “insider trading.” Passing non-public inside information along to others, even family members, so they may use it for personal gain is called “stock tipping.” These practices erode investor confidence and violate this Code and the law.

Employees should not use insider information for personal benefit or allow third parties to gain a personal benefit. All non-public inside information about Oman Cables must be kept confidential, and the same degree of confidentiality must be applied to non-public inside information concerning our clients and suppliers. Employees must respect all blackout notices that prohibit buying or selling Oman Cables stock during specific periods when they are subject to such restrictions.

Employees must not conduct stock transactions based on non-public inside information, nor pass along non-public inside information to others or procure any form of Oman Cables securities based on such information.

HOW DO I KNOW IF INFORMATION IS INSIDE INFORMATION OR NOT?

Information is considered “inside information” if it is:

- non-public;
- of a precise nature, i.e., specific enough to enable a conclusion to be drawn as to the possible effect of such information on the stock price; and
- likely to have a significant effect on the price, meaning a reasonable investor would consider that information important in making a decision to buy, hold, or sell stocks.

Examples of inside information include projections of future earnings, loss of a significant project, or other sensitive business plans or strategies. Any information that could be expected to affect Oman Cables’ stock price, whether positively or negatively, should be considered “inside information” and not be shared with anyone.

ANTI-CORRUPTION AND ANTI-BRIBERY

At Oman Cables, we are committed to complying with all global and local Anti-Bribery and Anti-Corruption (ABAC) laws and regulations, which set clear obligations to prohibit all forms of bribery and corruption and to maintain accurate records and effective internal controls that ensure full transparency and compliance with applicable laws.

Any form of bribery and corruption in favour of any individual is strictly prohibited. It is forbidden for an Oman Cables employee or a third party working on behalf of Oman Cables to:


- Offer, give, solicit, or accept anything of value, either directly or indirectly through a third party, to/from a Government / Public official, commercial entity, or any individual, with the intent of influencing a business decision to obtain or retain an improper business advantage.
- Solicit or accept a bribe, kickback, corrupt payment, or any other improper business advantage.
- Engage in any corrupt practice or activity in violation of ABAC Laws and regulations.
- Authorize or condone any corrupt practice, behaviour or activity performed by any Oman Cables employee or third-party representing Oman Cables.
- Undertake any action or conduct that may create the appearance of impropriety or corruption.
- (Even the perception of a corrupt act could result in the damage of our reputation).
- Intentionally alter, omit, or falsify books or records of Oman Cables.

All employees and stakeholders are expected to uphold these principles and immediately report any suspected violation. Oman Cables maintains a zero-tolerance policy toward any form of bribery or corruption.

GIFTS & ENTERTAINMENT

Oman Cables strictly prohibits giving or receiving of a gift, entertainment or business courtesy that may constitute a bribe, a corrupt practice, or an attempt to improperly influence a business decision.

Employees and stakeholders acting on behalf of the Oman Cables must not engage in any conduct that compromises the integrity of our operations, creates a conflict of interest, or involves any corrupt intent to improperly influence another person's behaviour for the benefit of Oman Cables. They must comply with all applicable laws and regulations, as well as the Oman Cables Code of Ethics and all related policies.



When contributing to local communities in behalf of Oman Cables, ensure that any donations or sponsorships are in line with our Values and Purpose.

DONATIONS & SPONSORSHIP

Donations are gifts given for a charitable purpose or to support a particular cause, and they may be monetary or in the form of services or goods, including emergency or humanitarian aid, development aid support and medical care assistance. Oman Cables contributes to the communities where we operate by supporting worthy causes and activities that align with our stakeholder commitments and sustainability objectives, as defined in the CSR policy and approach. Oman Cables, in principle, has moved from 'Charitable Approach' to 'Impact Organization' approach, hence limiting the applicability of "donations & sponsorship". This includes support to local charities, educational institutions, societies, youth groups, community centres, staff participation in volunteering days, and training and development programs for youth.

To avoid the risk of donations or sponsorships being considered disguised illegal payments, Oman Cables only participates in projects that are legally acceptable and in line with our Values and Purpose. Any donation or sponsorship on behalf of Oman Cables must be approved according to internal requirements. In line with the Code of Ethics, Oman Cables does not provide donations or sponsorships in cash or in any form that could be perceived as a benefit intended to influence decisions.

Employees must not give donations or sponsorships that are unreasonably large in value or could be perceived as improperly influencing the recipient, must not give any donation or sponsorship if it is illegal under local laws, and must not provide cash or cash equivalents such as gift cards or vouchers. When contributing to local communities on behalf of Oman Cables, employees must ensure initiatives follow internal requirements and that all approved donations and sponsorships are properly accounted for. Employees must ensure that donations and sponsorships do not improperly influence any third party, support community development in line with internal requirements, and are given in good faith with proper approvals.

Sponsorships require controls such as anti-corruption due diligence, verification that the paid amount matches the contractual purpose and assessment of the initiative's suitability for Oman Cables's image. All sponsorships must be managed with transparency and in accordance with applicable laws and internal procedures. Donations must follow criteria aligned with Oman Cables's mission, values, Code of Ethics and internal guidelines.

CONFLICTS OF INTEREST

A conflict of interest may occur when an employee's personal interests may conflict with the professional interests owed to Oman Cables. Conflicts of Interest create a risk that professional judgment or actions regarding a professional interest will be unduly influenced by a personal interest. Any situation where an Oman Cables employee's decisions or actions during the execution of job duties result in or may result in an outside personal benefit to him/herself, family or close friend or be influenced by such a relationship.

Conflicts of Interest may arise in several forms, including but not limited to:

- a. Family and Personal Relationships: Situations where decisions or actions may be influenced by relationships involving family members, relatives, or close personal connections.
- b. Business and Financial Interests: Situations where an employee or stakeholder has a direct or indirect financial, investment, or professional interest that may affect, or appear to affect, objective judgment.
- c. Other Conflicts: Any circumstance where external activities, commitments, or personal interests interfere with the ability to act in the best interest of Oman Cables.

Any potential conflict of interest must be reported without to ensure full compliance with Oman Cables's standards of ethics and integrity.

COMPETITION AND ANTITRUST

In line with our Antitrust and Competition Guidelines, Oman Cables is committed to upholding fair competition and complying with all applicable antitrust and competition laws. Employees and stakeholders acting on behalf of Oman Cables must not engage in any conduct that restricts competition, including price-fixing, bid-rigging, market sharing, exchanging sensitive commercial information, or any coordinated activity that may harm the competitive process.

All business decisions must be made independently and in the best interest of Oman Cables, without improper coordination or understanding with competitors. Any actual or suspected antitrust concern must be reported immediately to the Compliance Department.

ANTI-MONEY LAUNDERING

Oman Cables is aware of the key role that we play in the fight against money- laundering, handling of stolen goods and self-laundering.

Therefore, Oman Cables is committed to implementing measures to combat money- laundering. In addition to other duties and responsibilities, it is strictly forbidden to:

- buy, replace or transfer money, goods or other assets if there is knowledge of their criminal origin, or perform any other operations that might lead to concealing their illegal origin;
- replace or transfer money, goods or other assets having criminal origin, or perform any other operations that might lead to concealing their criminal origin;
- use money, goods or other assets for economic or financial activities if there is knowledge of their criminal origin.

TRADE COMPLIANCE

Oman Cables is committed to operate in-line with all applicable rules and regulations, locally and internationally. This commitment is extended to the trade compliance requirements and implementation, maintenance and continuous improvement of robust trade compliance guidelines that integrates compliance activities into Oman Cables's business processes.

In accordance with our Trade Control and Sanctions Guidelines, all Oman Cables employees must comply with applicable trade control, export control, and economic sanctions laws and regulations. Under no circumstances may any employee transfer, export, re-export, sell, or dispose of any product, technical data, technology, or service in a manner that violates these laws and regulations.

Oman Cables expects all employees and third parties to exercise vigilance and uphold these guidelines to ensure that every transaction is conducted ethically, responsibly, and in full compliance with applicable trade control and sanctions laws and regulations.

CORPORATE IMAGE AND BRAND

Our brand is a strategic asset that we must safeguard at all times. It differentiates us to our stakeholders and reflects our identity, not only through our visual communications but also through our individual and collective behaviours.

You play a direct role in protecting and strengthening our corporate image. As an employee of Oman Cables, you are a brand ambassador. Your conduct must always reflect our principles and support our reputation across all interactions, both internal and external. Consistent and aligned communication with all stakeholders including customers, partners, regulators, investors and the community is essential to maintaining our brand, our corporate image and our long-term commercial success. Employees must act as brand ambassadors and behave in alignment with our Code of Business Conduct, maintain and protect Oman Cables' reputation in every interaction, and contact the Marketing and Communication Department for any brand representation, messaging, or communication and marketing materials.

EXTERNAL COMMUNICATIONS

Given our public listing, global presence and responsibilities toward financial markets and regulatory bodies, Oman Cables must exercise strict caution when sharing information externally. Any incomplete, inaccurate or unauthorized disclosure may negatively affect Oman Cables's image and financial performance. Hence, only designated and trained spokespersons are authorized to communicate externally on behalf of Oman Cables.

Employees must ensure that only employees authorized by the Marketing and Communication Department can speak publicly on behalf of Oman Cables, share externally only information that is public, meaning it has already been published on Oman Cables' Industry official website, MSX disclosures or official social media accounts, redirect all media inquiries immediately to the Marketing and Communication Director, and share information with care and professionalism with any external stakeholder. Employees must not speak to journalists, media channels, analysts or external partners about Oman Cables unless expressly authorized by the Marketing and Communication Director, must not disclose information that has not been published officially on Oman Cables' communication channels, and must not share market sensitive, confidential or strategic information that could impact our financial performance or competitive position.

SOCIAL MEDIA

Social media platforms have transformed how individuals and organizations communicate. Everything an employee posts about Oman Cables, directly or indirectly, can influence public perception of our company. Social media must be used responsibly with full respect for confidentiality, accuracy and brand integrity.

Employees must verify all facts before posting or sharing any information related to Oman Cables and ensure that the information comes from reliable sources, primarily our website or official social media accounts, while protecting confidentiality, privacy, intellectual property and internal information. They must proofread all posts before publishing, and when in doubt, avoid posting and contact the Marketing and Communication Department. Employees must not share confidential, sensitive, strategic, financial or commercial information such as internal data, project details, legal matters, research or development content, meeting recordings or internal communications, nor share content that has not yet been made public through official Oman Cables channels. They must also avoid posting any comment that could be perceived as negative, defamatory or harmful toward individuals, partners, competitors or the reputation of Oman Cables, must not present personal opinions as official company statements, and must not assume that a post can be retracted after sharing, as once something is published, it may remain accessible even if deleted.



Everything our employees say or post about Oman Cable can directly influence our reputation.

Protecting our business, our brand, and our stakeholders' trust is a collective responsibility

www.omancables.com

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